

Spain: AI becomes significant in collective agreements.

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Trade unions in Spain are working to develop workers' right to information as regards the use of artificial intelligence (AI), with the aim of incorporating this into future collective agreements. Four months on from signing a new National Framework Agreement on Collective Bargaining with the employers, the country's trade unions are striving to follow up a key priority of the agreement, which is to regulate artificial intelligence in work organisation and human resources management.

Generative artificial intelligence will revolutionise the world of work, primarily by enabling production at the speed of thought. It can help automate tasks that require in-depth analysis, thereby freeing up employee time. However, their productive use, while potentially creating economic value, will not enable humans to develop their own skills and knowledge. It will just make them AI workers. As with all things innovative, there are both positive aspects and aspects that need attention.

Now, companies will provide workers' representatives with transparent information on AI in human resources management to prevent discrimination in recruitment, promotions, or dismissals. The aim of the CCOO and UGT is to make this principle a reality, by introducing into collective agreements a chapter on the duty to inform employees as regards the parameters of the mechanisms that will determine the organisation of work. They want to develop procedures for ensuring transparency, monitoring commitments, and human control in the use of AI to appreciate and harness individual skills.

It is in the banking sector that the work is most advanced, and the issue of AI will be a priority during renewal of the industry's collective agreements. Also, the company agreement at meal delivery platform "Just Eat" has paved the way in Spain. Signed in December 2021, it was the first to recognise the right of workers to be informed of the algorithms used by the company to organise and assess their work.

Edited by industriAll Europe.