

Italy: Enel and unions agree on a human-centred approach to AI

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Italian energy company Enel, which employs over 30,000 workers, and three trade unions (Filctem-Cgil, Flaei-Cisl, and Uiltec) have signed an agreement on the use of artificial intelligence. This landmark agreement prioritises social dialogue throughout the digital transition. A joint committee made up of management and worker representatives will assess AI projects and monitor their impact on jobs, work organisation, skills, and health and safety.

The agreement promotes the responsible and inclusive use of AI, safeguarding workers' dignity, privacy, and equal treatment. Decisions on recruitment, contract changes, and disciplinary measures will remain in human hands. Enel also commits to upholding these principles throughout its supply chain.

A strong focus is placed on training and lifelong learning. Workers will have access to AI tools and training programmes designed to develop both digital skills and awareness of the opportunities and risks linked to AI. Reskilling and upskilling will occur during working hours to help workers adapt to changing job requirements.

The agreement also seeks to anticipate the effects of AI on employment. The social partners recognise that AI is reshaping tasks, skills, and professional profiles. They commit to supporting workers through training, internal mobility, and dialogue on any necessary job reclassification. AI's impact on workplace safety and productivity will also be monitored, with productivity gains considered in future performance bonus discussions.

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