SECOIA DEAL MANIFESTO

The integration of Artificial Intelligence technology is disrupting our society and the world of work. The economic transformation and the organisational changes that ensue, raise many questions, from new ways of sharing the value created, to learning to work together with these new systems.

As these subjects have rarely been dealt with in collective bargaining up to now, the SECOIA Deal project, composed of a community of plural European players, has spent for two years exploring the economic and organisational aspects of implementing these new systems.

Our explorations have enabled us to demonstrate that although the changes brought about by AI are not radical, they are nevertheless profound. **The recommendations and proposals for applicable tools** of our project have been imagined at several levels (European Union and Member States, economic sectors or more simply the company). These concrete solutions proposed by the SECOIA Deal community share the need to **establish a dialogue enriched with new stakeholders, new themes, new modalities, which, we believe, is an essential prerequisite for the creation of trust between the different actors brought together by the implementation of AI systems.** Our project provides a few building blocks that, we hope, the players, particularly in the **VSEs and SMEs**, will be able to seize upon to build new forms of dialogue. This is the case, for example, for the register of AI tools and the company review clause, the Ethics Committee, the proposal for a permanent European dialogue group, the value "radar", etc.

From an economic point of view, our work has highlighted that the value creation mechanism is complex to understand, with possible shifts between actors in a value chain that raise new legal issues. This is why it is important to ensure that the distribution of the value created remains equitable between the various stakeholders in proportion to the contribution made by each, and that the positive and negative impacts generated by the implementation of new systems can be understood as early as possible. This is an essential condition for the development of this technology, if we want to maintain a sustainable economic world.

The evolution of skills following the implementation of new AI systems leads to much broader changes, involving questions of organisation, working conditions, management and new leadership.

The dialogue on these subjects must be able to objectify the real changes observed, in particular on the effective transformation of tasks, the measurement of the time that may be freed up at the level of a group, the organisational changes induced and more generally the impacts on management. The process of implementing new AI systems is iterative. **It requires constant involvement of employees and management.** This is why the acculturation of the various stakeholders and the training of employees and managers is an essential prerequisite for the successful deployment of these new systems, which must also provide for regular monitoring of these transformations.

In the context of a European regulation based essentially on "self-regulation", **the role played by the representatives of employees and management employees is crucial**. They are the essential link and the operational monitoring of the effectiveness of the proper implementation of the European regulatory framework on AI. **This is also the message that the SECOIA Deal community wishes to send to the Commission officials in the final phase of the drafting of the AI Act.**
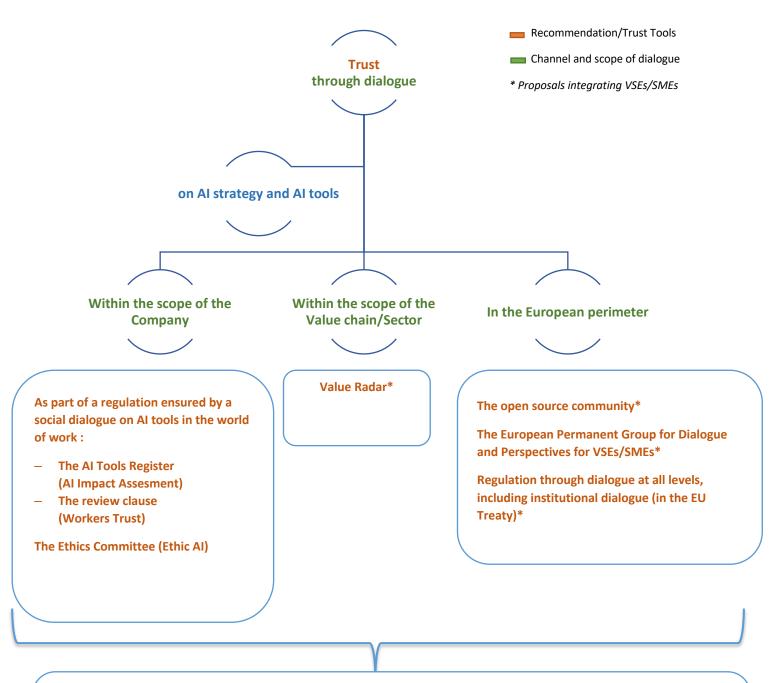
![SeCoIA Deal logo] Servir la confiance dans l'IA par le dialogue / Serving confidence in AI by deal

Soutien financier européen

DIALOGUE TOOLS FOR TRUSTWORTHY AI :

Summary of SeCoIA Deal Community Proposals

Trust through dialogue

■ Recommendation/Trust Tools

■ Channel and scope of dialogue

* Proposals integrating VSEs/SMEs

on AI strategy and AI tools

Within the scope of the Company

Within the scope of the Value chain/Sector

In the European perimeter

Value Radar*

As part of a regulation ensured by a social dialogue on AI tools in the world of work :

— **The AI Tools Register (AI Impact Assesment)**
— **The review clause (Workers Trust)**

The Ethics Committee (Ethic AI)

The open source community*

The European Permanent Group for Dialogue and Perspectives for VSEs/SMEs*

Regulation through dialogue at all levels, including institutional dialogue (in the EU Treaty)*

Awareness*, Training* of actors and dedicated funding* (Train; AI 4 you; Awareness and Training):

- **Raising awareness among leaders, citizens and workers ;**
- **Training for managers and workers' representatives : awareness-raising module;**
- **Supporting changes in skills and occupation ;**
- **Funding opportunities.**

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