



Understanding the power of AI over decisions

Fostering a better understanding of AI's implications for employment

Wednesday, 5 November 2025, 09:30 – 17:30

@ European Economic and Social Committee (EESC)

CONFERENCE BOOKLET

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Agenda

09:30 – 10:00	Registration of participants
10:00 – 10:15	Opening remarks
10:15 – 10:35	Keynote speech
10:35 – 11:30	Algorithmic rule: AI and the future of democracy in Sweden and beyond <i>Book presentation</i>
11:30 – 13:00	An EU initiative for algorithms at the workplace? <i>Panel discussion</i>
13:00 – 14:30	Networking lunch and opening of the cultural exhibition “ My boss, the algorithm ”
14:30 – 15:00	Key findings of the 2023-2024 FEPS-Nordic Digital Programme and highlights of the 2025 – 2026 edition
15:00 – 15:30	Worker-centric AI in practice: What does it look like? <i>Tech Talk</i>
15:30 – 17:00	How to develop a capacity building toolkit to support trade unions in their response to AM and AI in the workplace <i>Panel discussion</i>
17:00 – 17:30	Closing remarks
17:45 – 19:00	Networking reception

Programme Highlights & Speakers

Keynote speech by Stefan Olsson

5 November 2025, 10:15 – 10:35 @ JDE62 and [online](#)



Stefan Olsson is Deputy Director General for Employment, Social Affairs and Inclusion, European Commission.

Deputy Director-General for Employment, Social Affairs and Inclusion at the European Commission.

Swedish lawyer by training, with a specialisation in international and tax law.

Former Director in DG Employment, Social Affairs and Inclusion (2015-2021)

He has led units dealing with social and employment law and policy as well as administrative affairs.

In his keynote, Stefan Olsson will reflect on the work of the European Commission. He will explore how AI and algorithmic management can unlock new levels of productivity, safety, and job quality provided such systems are introduced with fairness, dignity, and workers' rights at the core.

True progress, he'll argue, depends on giving workers a real voice through participation, representation, and capacity-building to ensure transparency and accountability in AI-powered workplaces. Any EU action in this area must strike the right balance—embracing AI's potential while protecting workers from its risks.

Algorithmic rule: AI and the future of democracy in Sweden and beyond

5 November 2025, 10:35 – 11:30 @ JDE62 and [online](#)



Simon Vinge is Chief Economist at the Swedish trade union Akademikerförbundet SSR, with a focus on artificial intelligence and algorithms.

Master's degree in economics from the Stockholm School of Economics.

Previously worked at the Ministry of Finance, the Prime Minister's Office and Kommunal.

Swedish representative on the Economic Committee of the European Trade Union Confederation.

Maja Fjaestad is an Associate Professor at the Royal Institute of Technology (KTH), affiliated with the AI Policy lab at Umeå University and employed as Senior Advisor to the president at Karolinska Institutet (KI).

Swedish expert coordinator at the Centre for Health Crises and affiliated to research at the Department of Global Public Health at KI.

Academic Researcher specialised in techno-politics, algorithm-based decision-making/AI, and crisis management.

Former State Secretary for Health in Sweden.



Charlotta Kronblad is a Post-Doctoral Researcher at the Department of Applied IT at the University of Gothenburg.

Former lawyer with ten years of experience in the legal field and academic researcher with a focus on the implementation of algorithmic decision-making in the public sector and its social and legal justice implications.

PhD from Chalmers University of Technology and a postdoc at Stockholm School of Economics.

Member of the Legal Expert Group at AI Sweden and affiliated with the Swedish Center for Digital Innovation.

Christina J. Colclough is the founder of the Why Not Lab – a boutique value-driven consultancy that equips workers and their unions across the world with the skills and tools to ensure collective rights in the digital age.

Board member of the Partnership on AI and Fellow of the Royal Society of Arts in the UK.

Member of the UNESCO #Women4EthicalAI Platform; the OECD.AI Network of Experts; and affiliated to FAOS, the Employment Relations Research Center at Copenhagen University.





László Andor is Secretary General of the Foundation for European Progressive Studies (FEPS).

Hungarian economist, Academic and former EU Commissioner for Employment, Social Affairs and Inclusion (2010-2014).

Former Member of the Board of Directors of the European Bank for Reconstruction and Development (EBRD) (2005-2010).

Regular writer and editor on economic and political history, comparative economics and globalization (Published on *Eszmélet*, *Figyelő* and *Népszava*).

In this session, Simon and Maja will present the book, with insights from Charlotta and Christina from their chapters on the Gothenburg school placement algorithm scandal and the necessary reform of (digital) public procurement in Europe. Following this, Stefan Olsson will give a first reaction to the book on behalf of the European Commission, and subsequently, László Andor will moderate the discussion with the audience.

An EU initiative for algorithms at the workplace?

5 November 2025, 11:30 – 13:00 @ JDE62 and [online](#)



Estelle Ceulemans is Member of the European Parliament (S&D) and EMPL Coordinator.

Former General Secretary of the General Labour Federation of Belgium (FGTB) in Brussels (2018-2024)

S&D Coordinator in the Committee on Employment and Social Affairs (EMPL), lead representative on social policy matters.

Andrzej Buła is Member of the European Parliament (EPP), and EMPL Rapporteur of the INL report "*Digitalisation, artificial intelligence and algorithmic management in the workplace*".

Polish politician, served as "marshal" (head of provincial government) of Opole Voivodeship (2013-2024) and as a member of the Sejm, lower house of the bicameral parliament of Poland (2007-2013).



Leïla Chaïbi is Member of the European Parliament (The Left), EMPL Coordinator, and Shadow Rapporteur of the INL report.

Current leading delegate for French political party La France Insoumise to the European Parliament since 2019.

Her work in the European Parliament has primarily focused on rights of Platform workers, tackling E-commerce giants, environmental issues and Feminism.

Tom Bevers is Advisor General and Director International Relations and Socio-Economic Studies, Belgian Federal Public Service for Employment, Labour and Social Dialogue.

Chair of the Management Board of the European Labour Authority (ELA) since 2019.

Member of the Employment Committee of the European Union (EMCO), EMCO Chair from February 2013 to July 2017.

Represents Belgium in the OECD Employment and Social Affairs Committee (ELSAC) and ELSAC Chair of the Working Party on Employment since 2019.



Franca Salis-Madinier is former EESC Member.

Former Vice-President of Group II (Workers' Group)

National Secretary of CFDT Cadres, responsible for Europe, digital technology, artificial intelligence, and whistleblower protection.

Works on the role of trade unions and social dialogue for the future of work, digital transition management and artificial intelligence in the workplace.

Isabelle Schömann is Deputy General Secretary, European Trade Union Confederation (ETUC).

Former Principal Adviser to the Regulatory Scrutiny Board of the European Commission.

Former Senior Researcher with ETUI (2005-2016), covering social dialogue and comparative labour law, corporate governance and workers' participation, fundamental social rights, and impacts of the 2008 crisis on workers' rights.

Legal advisor to the EESC Workers' Group on the European Pillar of Social Rights in 2016.



Justin Nogarede is Senior Policy Analyst at the Friedrich-Ebert-Stiftung (FES) Future of Work.

Former Senior Digital Policy Analyst at the Foundation for European Progressive Studies (FEPS) (2018-2023).

Former Policy Officer in the Secretariat-General of the European Commission (2013-2015), the Digital Policy Portfolio in the President's Briefing Unit (2015-2016), and Policy Coordinator on Digital and Single Market Policy (2016-2018).

In this panel discussion, we will dive deeper into the upcoming report by the European Parliament's Employment and Social Affairs (EMPL) Committee on '[Digitalisation, artificial intelligence and algorithmic management in the workplace – shaping the future of work](#)'.

What is needed in terms of EU legislation and how do the EPP, S&D and Left groups view this issue? How do Member States and trade unions view the content of the draft report? What can we expect from the Commission in response to the report?

Bringing together diverse perspectives from the Parliament, trade unions and the Member State level this panel discussions offers to promise new insights on the future trajectory of the regulation of new technologies in the workplace.

Opening of the cultural exhibition “My boss, the algorithm”

5 November 2025, 13:00 – 14:30 @ Foyer 6



Welcome to ‘My boss, the algorithm’, a cultural exhibition being held by the EESC Workers’ Group and the Foundation for European Progressive Studies (FEPS).

Using evocative imagery and quotes from workers in real-life situations across Europe, this exhibition invites you to explore and think about the impact of digital technologies on the workplace. Whether through exposure to algorithmic management or the use of new generative AI tools, our work environments are becoming increasingly digital.

While many of these tools and technologies are relatively new, the consequences of their use are already being felt: workloads increasing while autonomy is lost, human creativity being devaluated and workers being left in the dark as to how algorithmic systems monitor, measure and shape more and more facets of their work.

This exhibition underscores the fact that workplace digitalisation can only succeed if it starts and ends with employees’ needs and interests. It calls for a future where technology serves people. Above all, it is an invitation to imagine and demand workplaces that are fair, transparent and human-centred.

We hope this exhibition makes you think, reflect and discuss, and we hope you continue these discussions with your co-workers.

The exhibition will run from **4 to 18 November 2025**. The quotes in it come from: the FEPS-Nordic Digital Programme 2023-2024 policy study on "[Algorithmic management in the workplace](#)"; EESC opinions, including "Pro-worker artificial intelligence" by Workers' Group rapporteur Franca Salis-Madinier; and a survey of workers carried out by the French trade union CFDT. For clarity and readability, some quotes have been shortened without altering their intended meaning.

This exhibition is presented at the EESC as an annual cultural activity of the Workers' Group.

Artists: Alex Martinez Sanz and Mikel Murilo Sauce (Barcelona, Spain).



Alex Martinez is a Barcelona-based creative professional born in 1993, specialized in audiovisual design, graphic design, and illustration.

Over the years, he has developed a distinctive approach that blends storytelling, visual thinking, and design strategy to help organizations communicate ideas in more meaningful and engaging ways. His work spans from live visual facilitation and motion graphics to creative workshops and innovation projects, always driven by curiosity, collaboration, and a passion for translating complex concepts into simple, powerful visuals.

Mikel Murillo has been a Graphic Designer and Illustrator since 2013, with extensive experience in visual thinking, graphic design, and the creation of strategic visual materials.

Thanks to his training and experience, he also teaches workshops and collaborates on self-publishing and comic projects. He is responsible for the visual identity of the international La Guarimba Film Festival and has been published in several magazines



Key findings of the 2023-2024 FEPS-Nordic Digital Programme and highlights of the 2025 – 2026 edition

5 November 2025, 14:30 – 15:00 @ JDE62 and [online](#)



Gerard Rinse Oosterwijk is Political Advisor to Member of the European Parliament and S&D Vice President Alex Agius Saliba.

Previously served as a Political Secretary and Director of the "Vooruit movement", a Flemish progressive worker-oriented party, in the Brussels Parliament.

Former FEPS Policy Analyst on Digital.

Private sector experience as an operational manager and marketer at ING Bank.

Monty Aal is Policy Analyst on Digital at FEPS.

Previously worked in FTI Consulting, supporting technology and media companies with their European public affairs with a strong focus on EU digital policy.

Prior to FTI, Monty was a Blue Book trainee at the European Commission's DG CNECT and an AI ethics researcher at UNESCO.



In this presentation, the former and current FEPS Policy Analysts on Digital will elaborate on the flagship FEPS-Nordic Digital Programme, a collaboration between FEPS, its member foundations and trade unions from Denmark, Norway, Finland and Sweden.

Gerard will recap the key outcomes of the 2023-2024 edition of the programme while Monty will look ahead and outline the focus and goals of the 2025-2026 edition.

Worker-centric AI in practice: What does it look like?

5 November 2025, 15:00 – 15:30 @ JDE62 and [online](#)



Peder Sefland is Head of the AI Professional Network at the Norwegian Association of Engineers and Technicians (NITO).

Peder provides implementation of AI as a service, and trains AI models, in his start-up company. Formerly Head Engineer at the IT department of University College Volda, where he established the NITO chapter.

Co-founder of NITOs professional network for AI.

Raymond Kristiansen is Project Manager at NITO.

Raymond is a textbook early adopter. Formerly a Solution Architect and Project Manager in the IT industry, now Project Manager at the Competence center of NITO, where he is secretary for the professional networks of AI, Cyber Security and Drone Technology

Co-organiser of the Nordic AI Union Summit in Oslo in February 2025.

"My long-term goal is to aid individuals, companies and organizations in using available tools to achieve their goals. AI is one of those tools."



In this "tech talk", we will explore what worker-centric AI looks like in practice. AI is a capacity building tool. However, using AI in combination with regulation, data management, and an internet full of threats is challenging. What if we move AI out of the cloud, and down to earth?

Local (edge) AI is useful, safe, and simple. A good example of how unions and workers can get the benefit of AI without worry. We will show you why, and how.

How to develop a capacity building toolkit to support trade unions in their response to AM and AI in the workplace

5 November 2025, 15:30 – 17:00 @ JDE62 and [online](#)



Isabelle Barthès is Deputy Secretary General at industriAll.

Has been working for IndustriALL for 29 years, primarily co-ordinating Collective Bargaining and Social Policy activities for IndustriALL Europe. As well as representing them in European Institutions.

Cinzia Del Rio is Member of the EESC Workers' Group and President of the SOC Section.

Director at the International Department of the Italian Labour Union (UIL) with a strong background in European labour policy and social rights advocacy.

Active in multiple sections of the EESC (SOC, INT, ECO), she is a vocal proponent of fair transitions in EU policy, including due diligence and Green Deal impacts on workers.



Birte Dedden is Director for ICTS at UniEuropa.

Former Head of Office for an MEP working on consumer protection, in the internal market and especially the European services directive.

As Director ICTS, she works in the IT and telecom sector. Particularly in the European telecom social dialogue and the Digital Skills and Jobs Coalition.

Linda Larsson is Researcher at the Swedish Trade Union Confederation (LO).

Research Officer at the Department of Collective Bargaining at LO.

Focuses on how digitalisation, technology and algorithmic management affect work environments, workers' rights and participation through a Swedish, Nordic, German labour movement perspective.



Aida Ponce del Castillo is Senior Researcher at the European Trade Union Institute (ETUI).

Legal Scholar specialized in the intersection of law, science and emerging technologies, including artificial intelligence, neurotechnology, biotechnology and nanotechnology.

Assisted in the European and international regulatory processes as a member of the European Commission's Competent Authorities Sub-Group on nanomaterials.

Worked on the OECD's Working Parties on Nanotechnologies, Bio-Nano-Converging Technologies, and AI Governance.

Lucie Studničná is the President of the EESC Workers' Group.

Czech trade Unionist, began in the OS KOVO, the Czech Metal workers' Trade Unions, then progressed to ČMKOS – the biggest trade union confederation in the Czech Republic, as head of its International Department.

Joined EESC in 2010 and worked on INT, REX, and CCMI sections. Eventually leading CCMI as the President (2015-2020).

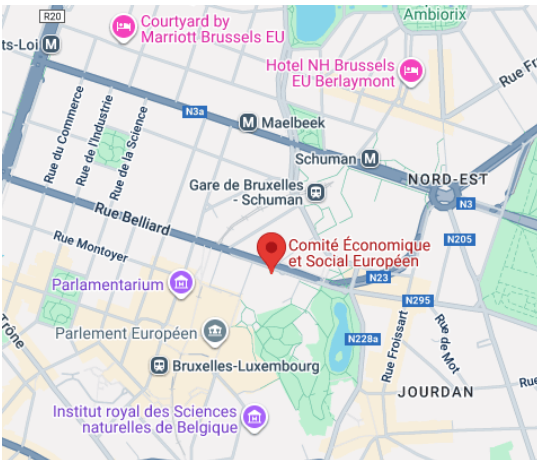


As workplace digitalisation spreads across an increasing number of borders, industries and professions, trade unions will also be confronted by a growing need to be able to critically analyse such developments and respond accordingly, ensuring that the interests of workers are represented in discussions and decisions concerning workplace digitalisation.

In this last panel, we will explore the various approaches of trade unions when it comes so capacity building, hearing from both trade unionists as well as researchers in this area.

Logistical Information

Location and venue



European Economic and Social Committee (EESC)

Jacques Delors Building

[Rue Belliard 99/101, 1040 Bruxelles](#)

Metro: Schuman, Luxembourg, Trône (Lines 1,5,2,6)

Bus: Parc Léopold (Lines 21, 27, 59, 60, 64, 80)

The plenary sessions will take place in **room JDE 62 on the 6th floor**. The exhibition “*My boss, the algorithm*” is located in the foyer on the same floor.

Please note: Since the conference is hosted at the EESC, only **fully registered** participants will be able to attend.

One week before the event, registered participants will be sent a link from the EESC (“E-Visitor Notifications”, no-reply@eesc.europa.eu) to request **accreditation**.

Kindly **bring the ID/passport document** used for the accreditation on the day of the event to receive your badge. To allow sufficient time for the security checks and accreditation process, please **arrive at least 30 minutes before the programme starts**.

Food & Drinks

Coffee, tea and water will be provided throughout the conference programme in the foyer on the 6th floor. A light lunch will be served between 13:00 – 14:30 in front of JDE 62. From 17:45, the networking reception will take place in the Atrium on the same floor.

Please indicate any dietary requirements, allergies or other special needs in the [event registration form](#).

Share the conference in your networks!

FEPS and the EESC Workers' Group will cover the event live on Social Media:



[@Foundation for European Progressive Studies](#) / [@EESC Workers Group](#)



[@FEPS_Europe](#)



[@feps-europe](#) / [@workers-eesc](#)



[@FEPS_Europe](#) / [@WorkersEESC](#)



[@FEPSEurope](#) / [@EESC Workers Group](#)

The conference will be [livestreamed](#) and recorded, and with your consent, videos and pictures of your participation may be shared on the organisers' social media channels. **If you do not wish to be featured, kindly notify us in advance** and sit at the back during the plenary sessions.

Contact us

For general information about the conference:

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Vanessa Zwisele, Project Officer, FEPS (vanessa.zwisele@feps-europe.eu, +32 496 28 61 42)

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