

AI Act and Data Ethics

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Background of AI Act



- Historic deal
- The Basics
 - Extraterritorial: Applies to organisations outside of the EU
 - Exemptions: National security, military and defence and R&D
 - Risk-based: Prohibited AI – High-Risk AI – Limited Risk AI – Minimal Risk AI
 - Extensive requirements: For Providers and Users of High-risk AI
 - Generative AI: Specific transparency and disclosure requirements
- Will entail at least 20 delegated acts and creation of an AI Office

Definitions per category

Prohibited AI

- Social credit scoring
- Emotion recognition at work and education
- Exploiting people's vulnerabilities (Age, disability)
- Behaviour manipulation
- Untargeted scraping of facial images

High-Risk AI

- Recruitment, HR and worker management
- Influencing elections
- Emotion recognition
- Biometric identification

General Purpose AI

- Transparency for all General Purpose AI
- Generative AI – Users must be informed when interacting with AI and content must be labelled and detectable

AI impacting employment



AI in hiring proces

CV review



AI in HR

Less biased – More
impersonal



Monitoring

Amazon fined for
excessively
intrusive
surveillance (FR)



Responsibility

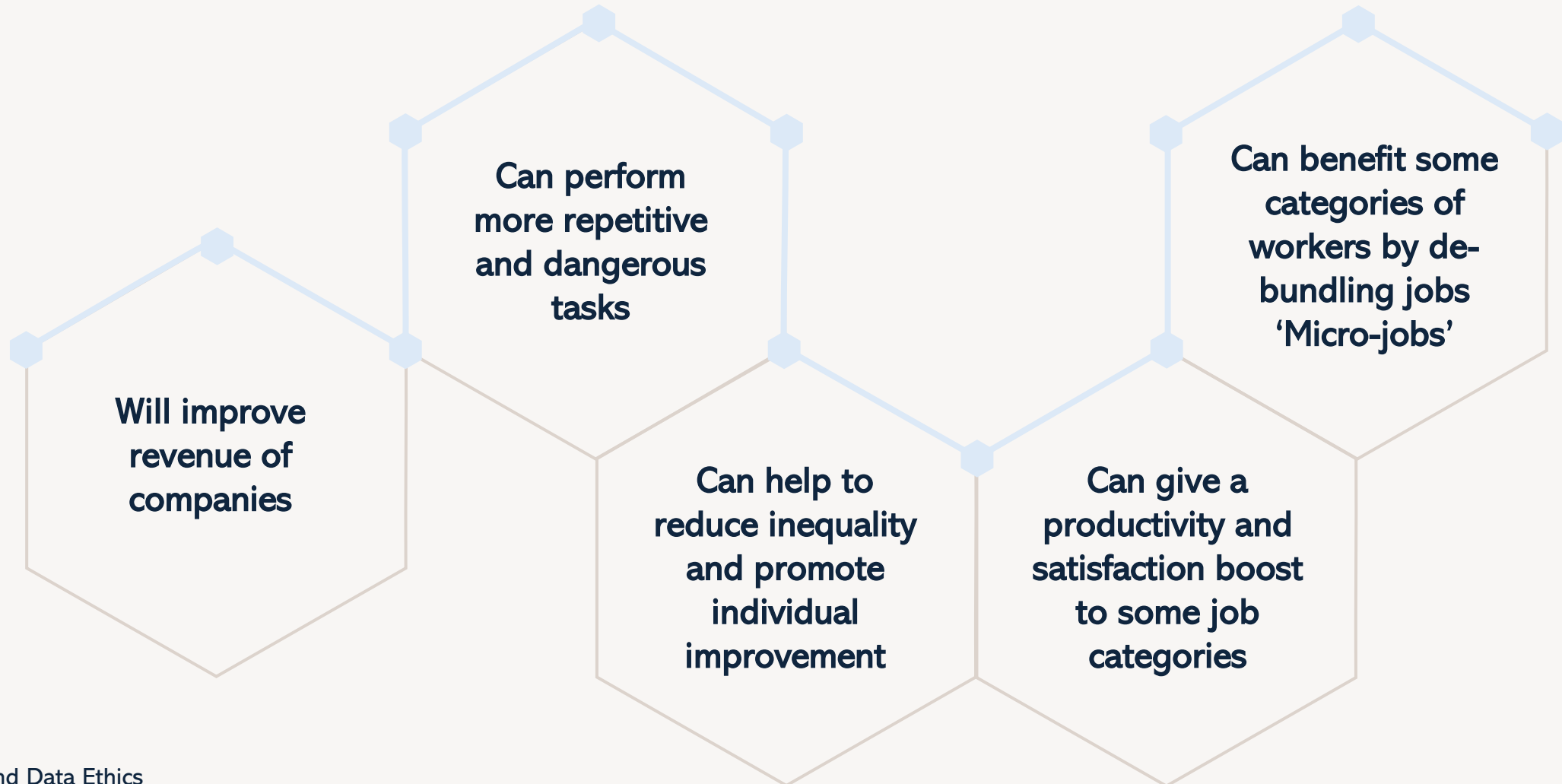
Air Canada court
case



Bias

Persistent

Potential benefits of AI



Trade Union role

- Innovation
 - New technology – new mandates
- Realising that the change will happen at different speeds in different sectors but will come
- Equipping members for a digital age
- Helping to implement in as smooth and beneficial way as possible
- Put pressure on governments who have to legislate on a new topic
- Be an informed counterpart to management



The 7 dimensions of worker protection

According to the European Trade Union Institute we must consider the 7 dimensions of worker protection



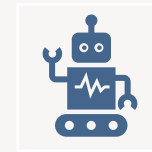
Safeguard worker privacy and data protection



Addressing surveillance, tracking and monitoring



Making the purpose of AI algorithms transparent



Ensuring the exercise of the 'right to explanation' for decisions made by algorithms or machine learning models



Preserving the security and safety of workers in human machine interactions



Boosting workers' autonomy in human-machine interactions



Enabling workers to become AI literate

A generative AI policy should include:



Data ethics – Employee data

- Better to start reflections early
- Data is already being collected but often not used
- Mistrust about how much and why data is being collected
- Data and ethics boards
- Both employer and employee can benefit from being early movers
- Cuts down on worries and makes development and implementation much easier
- Avoids relying on regulations



The idea is to define the following:

1. What data to collect
2. How it can be used – task allocation, benefits, prevention
3. Who can use it and how – Anonymised, by category etc.
4. How (long) is data stored
5. Can it leave the company
6. What happens in case of issues – Misuse, criminal activity etc.

Conclusion

- Uncertain times lead to
- New challenges
- New opportunities
- AI cannot be managed by one side alone
- Communication and inclusion paramount to benefit



Thank you

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