

5th AIWG meeting

Online, 1st October 2026



Agenda

I. Presentation of AI Employment Guidance

- 1. Speaker: Tiago Cabral, DG CONNECT, EU Commission
- 1. Q&A session

II. Last update on AI at national and EU level

- 1. Update on legislative development & collective agreements from Ceemet members
- 1. Ceemet update on AI

III. Exchange on the impact of AI on quality job

- 1. Speaker: Davide Monaco
- 1. Q&A session

I. Presentation of AI Employment Guidance

Tiago Cabral, Legal & Policy Officer, DG CONNECT
Unit A.2 AI Regulation and Compliance, EU Commission

Tiago Cabral

- Tiago Sérgio Cabral is a Legal and Policy Officer in Directorate-General CONNECT at the European Commission. He is specialised in Artificial Intelligence, Data Protection and Cybersecurity. He has a PhD in Legal Sciences – Specialisation in Public Legal Sciences, a Master's in European Union law and an LL.B.
- Before joining the European Commission, Tiago worked as a lawyer in various international law firms. He is also frequently involved in research projects and lecturing commitments.



I. Presentation of AI Employment Guidance

Q&A



A circular inset image on the left side of the slide shows a woman with blonde hair, wearing a white and orange striped shirt, looking down at a white document held by a white humanoid robot. The robot has blue eyes and is looking at the same document. The background is a blurred indoor setting.

II. Last update on AI at national and EU level

1. Update on legislative developments & collective agreements from Ceemet members

Focus on national experiences about the AI Act in the field of employment/HR



II. Last update on AI at national and EU level

2.Ceemet update on AI

a. Ceemet response to 2nd stage social partner consultation on Quality Job Act

- The use of AM and artificial intelligence (AI) in the workplace is already sufficiently regulated
- Ceemet does not support the idea raised in the consultation document of giving worker representatives a stronger role in the review of algorithmic management systems
- Ceemet considers that regulation in this area should remain technology-neutral.



II. Last update on AI at national and EU level

2.Ceemet update on AI

a. Ceemet response to 2nd stage social partner consultation on Quality Job Act

- Ceemet deems that non-legislative support in the form of guidance would be the most suitable way forward on AM and AI.
- Clear distinction between AI and AM is needed
- Ceemet calls on the Commission to respect the role of the social partners at national and European levels as well as to consider the economic realities of businesses.



II. Last update on AI at national and EU level

2. Ceemet update on AI

b. AI Omnibus – Adopted 8 July 2026

- **Postponed High-Risk Deadlines:** Obligations for stand-alone high-risk AI systems are deferred to December 2, 2027, and high-risk AI embedded in regulated products is pushed to August 2, 2028.

(Tools used in human resources or legal sectors now have until December 2, 2027, to comply. AI built into regulated products like machinery now has a deadline of August 2, 2028.)

- **Reduced Redundancies:** Eased compliance overlap for sectors that already carry heavy product safety certifications (like machinery or medical devices).
- **Content watermarking:** A grace period delays strict watermarking rules for artificial intelligence-generated content until December 2026.



II. Last update on AI at national and EU level

2.Ceemet update on AI

b.AI Omnibus

- **AI literacy:** Companies no longer face strict liability to guarantee a specific level of staff knowledge; they must only support literacy development.
- **Business size rules:** Special perks like lighter fines and simpler paperwork now apply to small and medium businesses plus small mid-cap (medium-sized) companies.
- **Bias correction:** All developers can process sensitive personal data to detect and fix bias in any AI model, not just high-risk ones.

III. Exchange on the impact of AI on job quality

Davide Monaco, CEPS

- Davide Monaco is a Research Fellow at CEPS, where he works on issues related to the future of work, particularly with regard to the impact of technological change and artificial intelligence on working conditions, employment and labour markets.
- Before joining CEPS, Davide was a doctoral researcher in the Department of Politics at the University of Manchester (UK).
- In addition to his PhD in Politics from the University of Manchester, Davide holds an MA in International Politics – International Political Economy from the same university, an MA in International Relations and Diplomatic Affairs from the University of Bologna (Italy) and a BA in Political Science and International Relations from the University of Siena (Italy).



III. Exchange on AI & Quality Job

Q&A



IV. AOB

Date of next meeting in presence
with company visit



**Thank you
for your attention**



Visit our website
www.ceemet.org