POSITIVE AI

Trustworthy AI in the Workplace

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Preamble

This summary was generated from the text transcription of the Webinar using ChatGPT 4, formatted by the Positive AI team and validated by the host.

Main Points Discussed

1) International momentum around "Trustworthy AI" in the workplace

• Following the 2025 AI Summit in Paris, around 60 countries supported initiatives promoting responsible AI deployment in the workplace.
• The concept of "Trustworthy AI", initially promoted by the G7 in 2024, aims to align AI development with ethical, social, and labor-market considerations.
• However, geopolitical alignment is evolving: recent shifts in U.S. policy positions have complicated international consensus on topics such as inclusion and equality in AI governance.

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2) Creation of an international network of AI observatories

• A global network of observatories on AI and work has been launched to collect and compare data on AI's impact on employment, skills and working conditions.
• These observatories combine public institutions and research organizations to produce both quantitative and qualitative insights on workplace transformation.
• Their objective is to cross-analyze national methodologies and findings to better understand how AI adoption affects labor markets across sectors and countries.

Examples include:
• LaborIA (France), which conducts qualitative case studies on AI deployment in companies
• OECD studies analyzing exposure of occupations and tasks to automation
• ILO research on shifts in skill demand and labor-market dynamics

The main value of this network lies in aggregating heterogeneous evidence across countries and sharing best practices.

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3) The corporate "Trustworthy AI pledge"

• Around 60 companies signed a voluntary pledge committing to the responsible deployment of AI in the workplace.
• Large organizations such as L'Oréal, Orange, SNCF and Sopra Steria are among the signatories.
• The pledge does not impose regulatory obligations but encourages companies to track progress through internal indicators and governance mechanisms.

The objective is to create a community of companies experimenting with governance frameworks for ethical AI adoption.

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4) Six core pillars for responsible AI deployment

The pledge structures responsible AI deployment around six domains:

1. Social dialogue
   Engaging employees and labor representatives when deploying AI systems.

2. Human capital investment
   Developing training and reskilling programs to prepare employees for AI-augmented work.

3. Health, safety and dignity at work
   Assessing the impact of AI systems on working conditions and worker autonomy.

4. Non-discrimination and inclusion
   Ensuring AI systems do not reproduce biases, particularly gender discrimination.

5. Worker data protection
   Guaranteeing privacy and compliance with data-protection requirements when using AI systems.

6. Productivity and value sharing
   Ensuring productivity gains generated by AI are distributed fairly within organizations and value chains.

The framework aims to translate ethical principles into operational governance mechanisms for companies.

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5) Measuring progress through indicators

• Rather than imposing a single KPI framework, the initiative proposes a toolbox of indicators companies can adopt depending on their maturity.
• These indicators can be aligned with existing ESG reporting standards such as CSRD and ESRS.
• The objective is to integrate AI governance into broader corporate sustainability reporting frameworks.

Examples of indicators include:
• number and structure of AI-related social dialogue initiatives
• training hours dedicated to AI and digital transformation
• risk-management procedures for discrimination and privacy issues
• supply-chain transparency regarding AI-related labor practices

AI governance is therefore framed as a risk-management and reporting process within corporate governance.

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6) Workforce impact: limited job destruction but strong task transformation

• Current estimates suggest net job losses from AI remain relatively limited (around 3%), but the transformation of tasks and skills will be significant.
• A major concern is the potential reduction of entry-level jobs, which traditionally serve as learning pathways toward senior positions.
• The key determinant of AI's impact will therefore be reskilling capacity—how quickly workers can adapt and acquire new capabilities.

The central policy challenge is therefore not automation itself but the speed of workforce adaptation.

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7) AI adoption challenge: organizational readiness

• Many AI projects remain stuck at the proof-of-concept stage, failing to scale due to organizational and governance barriers rather than technological limitations.
• Successful deployment requires:

- leadership commitment
- change-management processes
- employee training
- transparent governance frameworks.

International initiatives such as German AI deployment guidelines highlight that the main challenge lies in organizational transformation rather than technology itself.

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8) Future outlook: from generative AI to agentic AI

• The next major technological wave expected in companies is agentic AI, capable of autonomously executing tasks and workflows.
• Longer-term debates concern Artificial General Intelligence (AGI), which could potentially substitute for a broader range of human capabilities.

However, experts emphasized that AGI remains a distant perspective and that the immediate challenge is managing the deployment of current generative and agentic AI systems.

Conclusion

The webinar frames trustworthy AI as a governance and organizational challenge rather than a purely technological issue.

Three mechanisms are highlighted to support responsible AI adoption:

• international coordination through AI observatories to understand labor-market impacts
• corporate governance frameworks such as the Trustworthy AI pledge and ESG-aligned indicators
• workforce transformation strategies centered on training, social dialogue and risk management

Ultimately, the key challenge is not whether AI will transform work, but how societies organize the transition so that productivity gains do not undermine the social contract of work.