

The Confederation of Independent Trade Unions in Bulgaria invites you to participate in the Final Conference of the project:

Social partners together towards a better and effective regulation of Artificial Intelligence for a just transition to the work of the future TransFormWork 2 project, implemented with the financial support of the European Commission, DG Employment, Social Affairs and Inclusion, SOCPL-2023-SOC-DIALOG.

The project **TransFormWork 2** promoted by The Confederation of Independent Trade Unions in Bulgaria (CITUB) aims to find joint solutions by the national social partners from Bulgaria, Cyprus, Ireland, Italy, Malta, Poland and Romania for managing the effects of AI and algorithmic management and its massive impact on the work of the future, to address the important issues related to the employment relationships and to find appropriate mechanisms, practices and initiatives for a timely anticipation of the skills needs of tomorrow, and a forward-looking up and reskilling of the existing workforce - a fundamental to the success of an AI that works for all. The project seeks also to raise awareness of how with the implementation of right strategies and by guaranteeing the human-in-control principle, the AI could bring clear benefits and added value for employers and workers by providing new labour market opportunities, new ways of organising work and improvement in working conditions.

The Final Conference will take place in Globe Congress Centre, 1 Macedonia sq., Sofia, Bulgaria on 27 March 2026.

Registration starting at 09:00, opening at 9:30.

The event is organised by: CITUB – Bulgaria in collaboration with the Consortium of partners: BIA and CEIB – Bulgaria; OEB and SEK – Cyprus; SIPTU and IBEC – Ireland; CGIL and FDV – Italy GWU, the Malta Chamber and Malta Business Bureau – Malta; Warsaw School of Economics – Poland, CONCORDIA – Romania

Working languages: Bulgarian and English

FINAL CONFERENCE

From Social Dialogue to Action: Pathways to a Fair Digital and AI Transition

27 March 2026; 09:30 – 17.00

Globe Congress Centre, Europe Hall, 1 Macedonia Sq., 1040 Sofia, Bulgaria

Agenda (Draft)

- 09.00 Registration and welcome coffee
- 09.30 **Welcome and Opening of the Conference**
- **Plamen Dimitrov** – president of CITUB
 - **Lyuboslav Kostov** – Director of ISTURET
 - **Maria Mincheva**, Vice President, Bulgarian Industrial Association
 - *Confederation of the Employers and Industrialists in Bulgaria – tbc.*
- 10:00 Key note speech: **The Road to Ethical Digitisation at Work**
- **Ivaylo Kalfin**, Executive Director, EUROFOUND
- 10.15 **Panel 1: Social Dialogue for Fair Digital and AI Transition: Navigating Risks, Opportunities, Challenges**
- Chair: *Ina Atanasova, Manager of the project, CITUB*
- **Claes-Mikael STAHL**, Deputy General Secretary, ETUC (online)
 - **Liedekerke Thérèse**, Deputy Director General, BusinessEurope (online)
 - **Maria Luisa Cabral**, Director for Quality Jobs, Working Conditions and Social Dialogue, Employment, Social Affairs and Inclusion DG, EC) (online)
- 11.00 **TransFormWork 2 – key findings, comparative insights, key lessons**
- **Ina Atanasova**, Manager of the project, CITUB
- 11:15 Coffee break
- 11:30 **Panel 2: National Realities – Challenges, Best Practices, and Social Dialogue in Managing AI**

Chair: *Monica Ceremigna – CGIL, Italy*

Panelists

- *Rositsa Makelova, ISTURET/CITUB, Bulgaria*
- *Frank Vaughn, SIPTU, Ireland*
- *Eliana Como – Fondazione “Giuseppe Di Vittorio”, Italy*
- *Evangelos Evangelou – SEK, Cyprus*
- *Andrzej Zybała – Warsaw School of Economics (SGH) Poland*
- *Gabriel Zvinca - Concordia Employers’ Confederation, Romania*
- *Fabio Bajada – The Malta Chamber*

13.00 Lunch break

14:00 **Panel 3 – The Future of Work in the Digital Era: Safeguarding Quality Jobs**

Chair: - *Andreas Matsas, General Secretary, SEK*

Panellists:

- ***Dr. Paweł Gmyrek**, senior researcher, ILO*
- ***Xabier Irastorza**, Senior Research Project Manager, EU-OSHA Ministry of Labour and Social Policy, tbc*
- ***Prof Alexiei Dingli**, University of Malta*

15:00 Coffee break

15.30 **Panel 4 - EU Frameworks in Action – Navigating the AI Act, Platform Work Directive – Is There a Path to Ethical AI in Europe.**

Chair: *Velichka Mikova, National Secretary, CITUB*

Panellists:

- ***Maria Mincheva**, vice-president, BIA*
- ***Kristina Eskenazi**, Member of the Managing Board, KRIB*
- ***Felicia Roșioru**, Associate Professor of Labour Law and EU Employment Law, Babes-Bolyai University, Romania*

16:30 **Discussion, Key messages and recommendations and Charting the Path Forward**

Kevin P O'Kelly, Project external expert

17:00 End of the conference