TRANSFORM

Second International Interdisciplinary Conference

THE FUTURE OF HUMAN WORKFORCE, ROBOTIZATION AND AUTOMATIZATION 2026

29 SEPTEMBER 2026

ONLINE CONFERENCE

FREE OF CHARGE

Co-funded by the European Union

FOS Fakulteta za organizacijske študije Faculty of organisation studies

UCLL HOGESCHOOL RESEARCH & EXPERTISE

iscte UNIVERSITY INSTITUTE OF LISBON

ZRC SAZU

FIS Fakulteta za informacijske študije Faculty of information studies

RUDOLFOVO Science and Technology Centre Novo mesto

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Comparative Research Network

ISTITUTO DI RICERCHE ECONOMICHE E SOCIALI FRIULI VENEZIA GIULIA IRES IMPRESA SOCIALE

WELLBEING LAB

NCPE

Innovation Hive

Keynote Speakers



Irene Mandl
CEDEFOP



Lilla Mária Vicsek
Corvinus University of Budapest



Nika Brili
Rudolfovo



Dan Podjed
ZRC SAZU, FF UL



Jastin Zagorjan
Rudolfovo



Rok Struna
Rudolfovo



Vinko Longar
Rudolfovo



Elisabetta Costa
University of Antwerp



Stelina Chatzichristou
CEDEFOP



Ernest Zenko
UPR



Enrique Fernandez Macias
Joint Research Centre of the European Commission



Maruša Gorišek
UNM FIŠ

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AGENDA

8:45 - 9:00	**OPENING OF THE TEAMS ENVIRONMENT FOR INFORMAL NETWORKING**

Link to plenary sessions (8:45–17:00)

9:00-9:15	Welcome by University of Novo mesto, Faculty of Organizational Studies (**Dr. Annmarie Gorenc Zoran, UNM FOŠ)**
9:15-9:45	**THE CHANGING WORLD OF WORK – FUTURE OR REALITY**

IRENE MANDL (CEDEFOP)

IMODERATOR: DR. SÍLVIA COSTA AGOSTINHO DA SILVA (ISCTE)

Technological, societal, demographic, economic and environmental megatrends are increasingly affecting work and employment in Europe and beyond. Additionally, short- and longer-term shocks influence the structure of the labour market. Employers and workers will have to adapt to ensure a competitive future of Europe. But: when does the future start?

Q&A

9:45-10:00	**SUMMARY OF THE PROJECT** **Dr. Reinhilde Pulinx, UCLL** Q&A
10:00-10:10	**COFFEE BREAK**

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WORK, RIGHTS & EMPLOYMENT RELATIONS

Link to Work Session 1 (10:10-11:40)

Moderator: Reinhilde Pulinx (UCLL)

Aljoša Polajžar – Covert Monitoring at the Workplace.
Aleksander Łoziński – AI and the Future of Work: Assessing Employee Readiness and Emerging Competencies.
Alper Yilmaz -Towards a Just Transition Insurance Mechanism Integrating Climate Risk, Social Protection, and Green Finance.
Andrieș, Gabriel-Bogdan; Andronic, Răzvan-Lucian; Găină, Liviu; Meclea, Mihai-Alin; Baiu, Cătălin - The Impact of Artificial Intelligence and Automation on Human Resources in the Air Defence Forces.

10:10-11:40

AI, SKILLS & HUMAN–TECHNOLOGY RELATIONS

Link to Parallel Work Session 2 (10:10-11:40)

Moderator: Nikola Abramović (Fpep, Univerzitet Adriatik Bar)

Alexander van Biezen – Artificial General Intelligence and the Future of Work. Opportunities, Risks, and Adaptation.
Lejla Imamović Lerić – Human–AI Coexistence in the Workplace: A Systematic Synthesis of Skills, Trust, Job Quality, and Well-Being Perspectives- Literature Review.
Safiya Adejoh- Decarbonization and the Subsurface Workforce: Mapping Skills Transferability for CCUS in Nigeria's Energy Transition

11:40-11:45 COFFEE BREAK

Link to plenary sessions (11:45–17:00)

11:45-13:15 POST WORK SOCIETIES IN THE EU AND BEYOND

MODERATOR: DR. NADIA MOLEK (UNM FOŠ)

What happens if technology allows us to work less–or eventually makes some forms of human labour unnecessary? This conversation explores the futures of work beyond technological determinism: who decides how AI is used, who benefits from automation, and what happens to income, inequality, agency and meaning if paid work becomes less central to our lives. What happens with remote and hybrid work? From universal basic income to social unrest and the promises of technological solutionism, the discussion asks a simple question: what kind of society do we actually want technology to help us create?

Talk with **Dr. Dan Podjed (ZRC SAZU, FF-UL), Dr. Elisabetta Costa (University of Antwerp), Dr. Enrique Fernandez Macias (Joint Research Centre of the European Commission)** and **Dr. Lilla Mária Vicsek (Corvinus University of Budapest).**

Q&A

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13:15-14:00 **LUNCH**

14:30-15:30 **ROBOTICS AND AUTOMATIZATION TODAY AND IN THE FUTURE**

MODERATOR: DR. NIKA BRILI - RUDOLFOVO

Rok Struna (Rudolfovo) Advance Support for Smarter Production
Q&A

Vinko Longar (Rudolfovo) Autonomous Laboratories and the Future of Scientific Work
Q&A

Jastin Zagorjan (Rudolfovo) Should Your Next Employee Be a Humanoid Robot?
Q&A

15:30-15:45 **COFFEE BREAK**

15:45-16:45 **EUROPEAN ROUND TABLE ON THE FUTURE OF HUMAN WORKFORCE**

MODERATOR: DR. MARUŠA GORIŠEK (UNM FIŠ)

Artificial intelligence, robotics and automation are already transforming jobs, skills and workplaces across Europe. This round table brings together complementary perspectives on technological development, changing skills needs, and the ethical challenges associated with AI, including the potential erosion of professional expertise and competencies. The discussion asks how Europe can embrace technological innovation while strengthening human skills, agency and the capacity to adapt to a changing world of work.

Debate with Stelina Chatzichristou (CEDEFOP) and Dr. Ernest Ženko (UPR)

16:45-17:00 **CLOSING REMARKS (DR. NADIA MOLEK, UNM FOŠ AND DR. REINHILDE PULINX, UCLL)**

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The conference provides an interdisciplinary forum for examining how digitalization, artificial intelligence, demographic change, the green transition, and evolving forms of work are reshaping the future of the workforce across Europe and beyond.

ABOUT THE CONFERENCE

The conference is designed to foster dialogue among researchers, policymakers, practitioners, and stakeholders through moderated discussions and interactive sessions.

Authors will be invited to present their work in concise 10-minute presentations, followed by discussion with the audiance.

We welcome abstract presenting original theoretical, empirical, comparative, or interdisciplinary research related to the conference themes.

PUBLICATION

- **Accepted abstracts will be published in the TRANSFORM International Interdisciplinary Conference 2026 Book of Abstracts.**
- **Authors whose work is selected by the Scientific Committee will be invited to submit an extended version of their contribution for possible publication in Challenges of the Future (IP) – Indexed in: dLib, DOAJ, EBSCO, Google Scholar, MIAR.**
- **All submissions will undergo the standard peer-review process.**

KEY TOPICS

- **Artificial Intelligence, Robotization, and Workforce Transformation**
- **Skills, Employability and Lifelong Learning**
- **Platform Work, Flexible Employment and New Forms of Work Organization**
- **Human-Centered Workplaces, Employee Well-being and Quality of Work**
- **Gender Equality, Diversity and Inclusion in Labour Markets**
- **Demographic Change and Intergenerational Workforce Challenges**
- **Green Transition, Sustainability and Just Workforce Transformation**
- **AI Ethics, Algorithmic Management and Responsible Innovation**
- **Participatory Foresight and Future Workforce Scenarios**
- **Labour Market Governance, Social Dialogue and EU Policy Responses**

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