



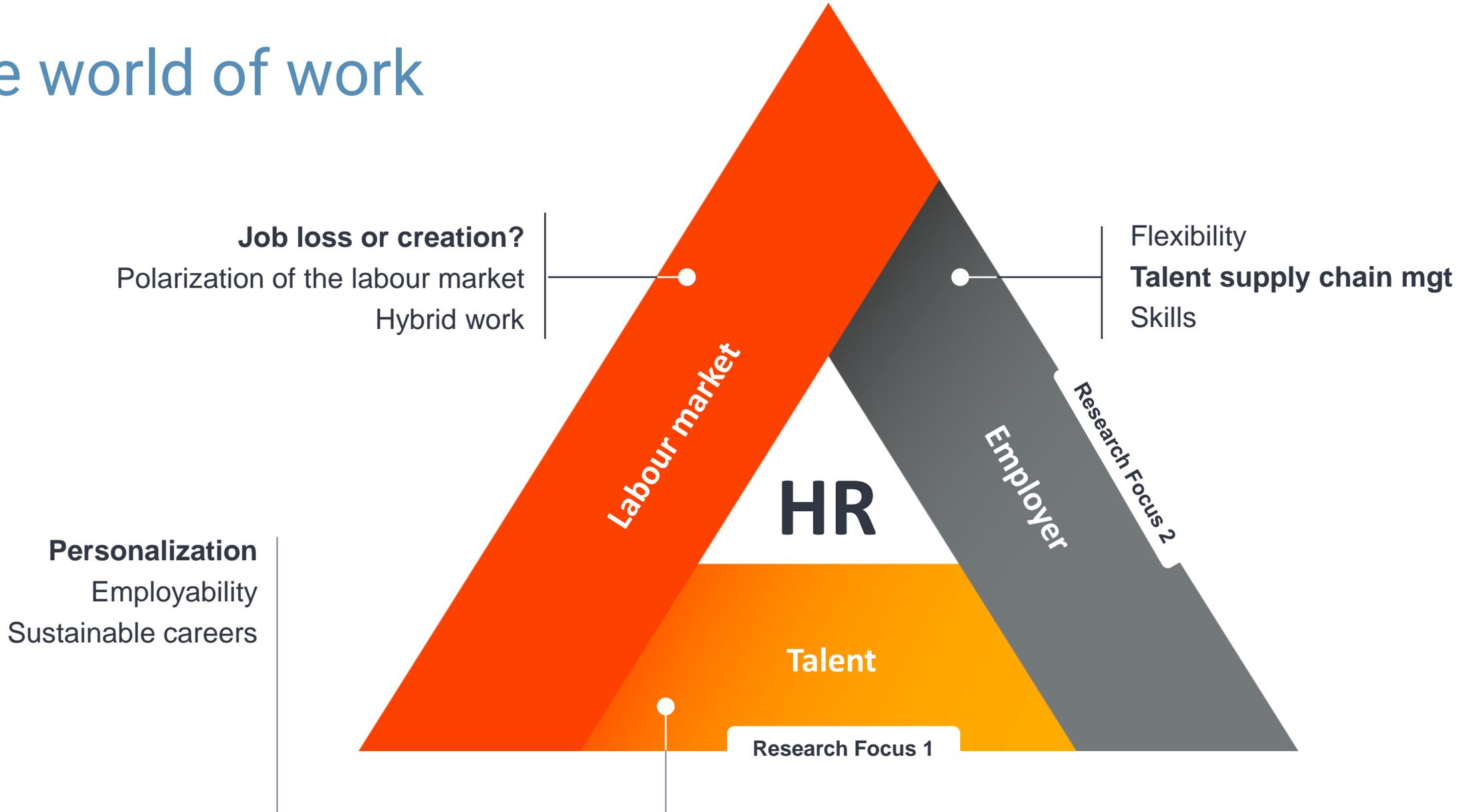
AI in the HR space... Let's talk about trust!

CIONET Belgium

Antwerp, April 24th 2025



The world of work



Why talk about trust now?

Trusted Workplace

Trust in **Technology**

Trust in **People**

Trust in **Governance**

Many challenges in adopting AI (in HR) stem from a lack of trust, including concerns over data privacy, job displacement, **distrust in AI-driven processes**, skepticism about its effectiveness, and ethical considerations.

Lorenzo Andolfi, SD Worx HR & Payroll Pulse 2025

01 / Trust in technology

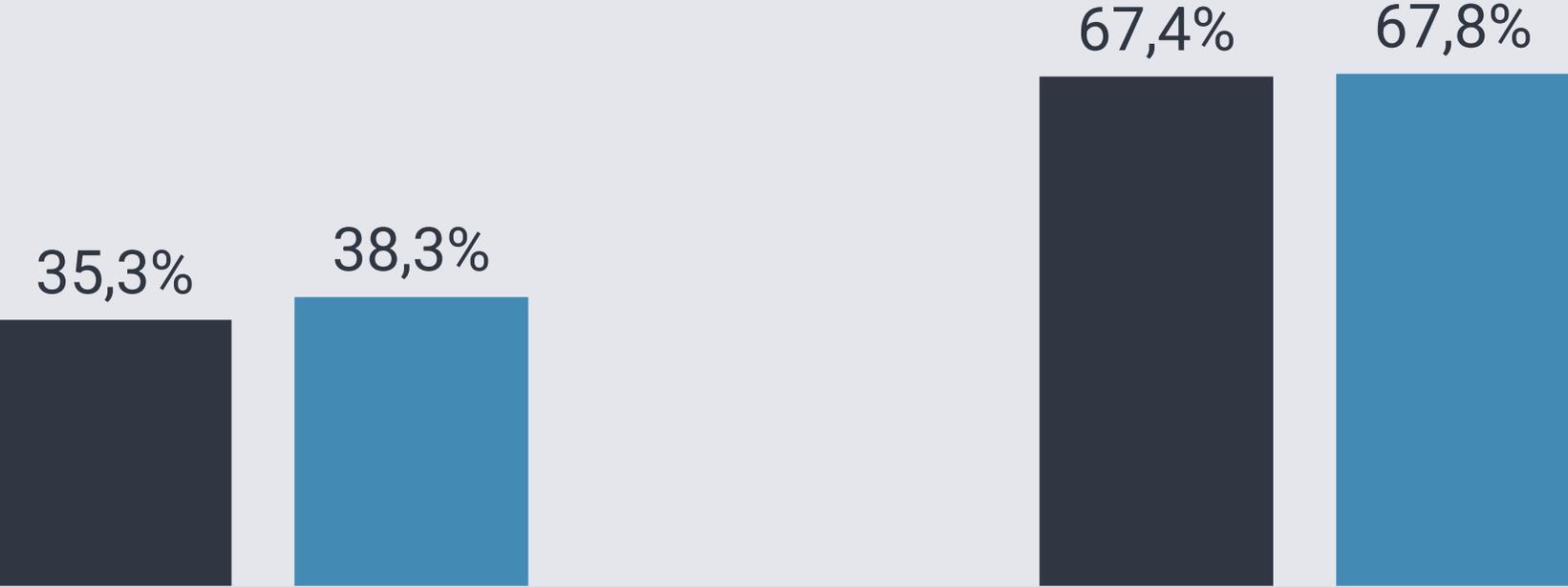
2 in 5 employees fear AI will make the workplace **less human-centric**

25% of Belgian employees trust AI to be **fair and ethical** when making decisions (Vs **27%** of Europeans)

SD Worx HR & Payroll Pulse 2025

02 / Trust in people

Trust in People
■ EU ■ Belgium



My manager struggles with effective leadership.

I am treated equally in my team.

Things are getting quieter in the workplace...

Encouraging employee engagement is therefore an important lever in breaking employee silence.

- Prof. Dr. P. De Prins | Antwerp Management School -

03 / Trust in governance

62% of employers believe their employees trust their HR practices.

61% of Belgian employees trust how HR manages things in their organization.

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“In a world characterised by constant change, trust is increasingly becoming a necessity.”

- Prof. Dr. A Weibel | University of Sankt Gallen -



Trust in the workplace rocks...
and HR needs be in the driver's seat!

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