



**CUATRECASAS**  
Institute for Legal Strategy  
on Human Resources

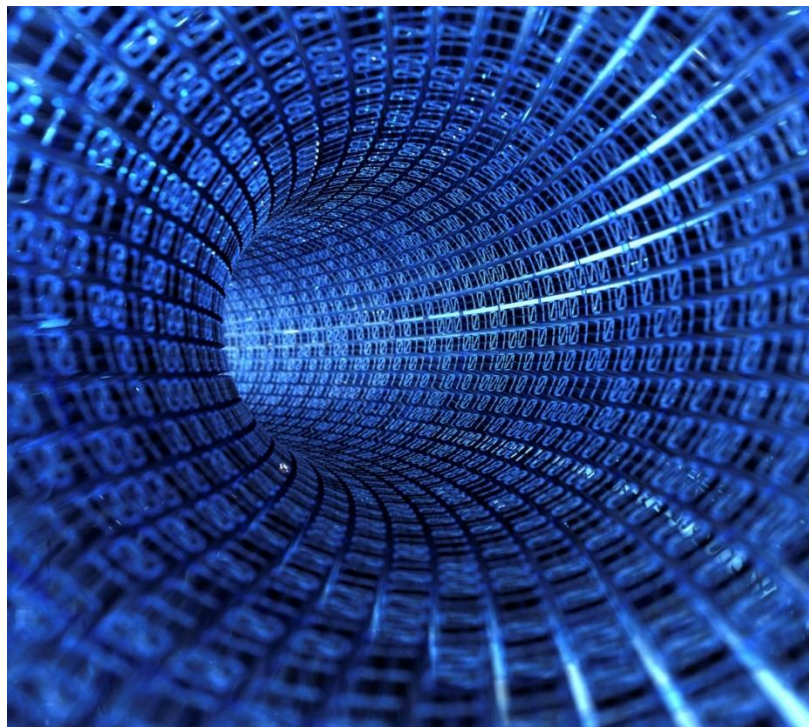
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# The Technos Project 2016–2019

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**The impact of disruptive technologies on  
the labor market and human resources  
management and the necessary changes  
to the regulatory framework**





The **Cuatrecasas Institute for Legal Strategy on Human Resources** is conducting an initiative called the **TECHNOS PROJECT**, whose main objective is to identify the changes that the new technologies are producing and are going to produce on corporate organizational structures.

While disruptive technologies grow exponentially, it is difficult for people management and the law to keep the pace. There is a risk of an increasing gap between the regulatory framework and HR management and technological “singularities” applied to corporate business.

The **TECHNOS PROJECT** develops **innovative and practical recommendations for legislators and companies** (from the perspective of HR and legal management) to face the increasing technological challenge.

Running from **2016 to 2019**, it issues a report on each of the main technologies. This can be specified more explicitly in the work lines below:

- ✓ Identification of the technologies that will have a direct impact on business models in organizations.
- ✓ Identification of what the essential consequences of these technologies may be for the corporate structure, either from a corporate point of view or from the perspective of designing the model for relations with employees or external workers.
- ✓ Identification of what the essential consequences of these technologies may be for the labor market, in particular for employment and the required qualifications, as well as the essential consequences for HR management.
- ✓ Identification of the regulatory framework in which these new technologies will be implemented.



Reports developed in the framework of the project are:

- ✓ **SOCIAL NETWORKS** (*finished*)
- ✓ **INTERNET OF THINGS** (*in development*)
- ✓ **ROBOTICS**
- ✓ **ARTIFICIAL INTELLIGENCE**
- ✓ **3D PRINTING**
- ✓ **VIRTUAL AND “AUGMENTED” REALITY**
- ✓ **GLOBAL REPORT**

The success of each project’s phase is measured by publishing an executive summary for each technology, an abridged version of the report and a full report as a book. We expect to be a reference for key stakeholders: business, regulatory, governmental and politics, unions and academics.

The Cuatrecasas Institute proactively seeks to become a key player in increasing country leadership in managing the impact of disruptive technologies on these areas. The first report on the impact of Social Networks has been published in January 2017 [THE TECHNOS PROJECT - ABRIDGED VERSION SOCIAL NETWORKS REPORT.pdf](#).

The **TECHNOS PROJECT**, leaded and managed by **Salvador del Rey**, President of the Cuatrecasas Institute and Professor of Labor Law (ESADE Law School), and **Guillermo Tena**, Director of the Cuatrecasas Institute, has created a **Project Team** that includes members whose specific knowledge will be the backbone of the project development (including engineers, economists and lawyers):



**ABOUT THE CUATRECASAS INSTITUTE FOR LEGAL STRATEGY ON HUMAN RESOURCES**

The Cuatrecasas Institute for Legal Strategy on Human Resources is a forum for legal innovation formed by relevant national and international companies and other stakeholders in the employment market. Its main aim is to contribute to the private and public strategic decision-making process on employment and labor relations law. It provides close collaboration among different players in order to identify key legal answers in the mid- and long-term affecting Human Resources Policies and Law.

The Institute proactively searches for innovation in the regulation of issues related to the key capital of companies: their employees.

It is also a meeting point for other human resources operators that directly or indirectly affect decisions made in this area, such as public authorities, political parties, and trade union representatives, as well as opinion makers in the media.

For more information, please contact:

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