Future of work: rethinking workers' rights in the digital age

📅 **21 and 22 February 2024**

📍 **Brussels, Thon Hotel City Centre (Av. du Boulevard 17, 1210)**

Working with and through digital technology has a disruptive impact on the effectiveness of existing workers' rights, including collective labour rights. As lawmakers are struggling to regulate the phenomenon, working conditions and the organisation of work are increasingly affected and shaped by algorithmic management and AI, in the platform economy as well as in conventional businesses. Work environments are turning (partially) virtual, corporate models are increasingly fragmented, platforms are acquiring an infrastructural function for entire sectors, and data are now our most valuable assets. Yet the institutional and juridical frameworks regulating work is not adapting quickly or deeply enough.

The aim of this conference is to explore the main transformative implications of digital technology, discuss normative options, and formulate constructive proposals with researchers and scholars from multiple disciplines (law, sociology, economy, industrial relations, information systems, and computer science).

Agenda:

Day 1: 21 February 2024

10.30 – 10:45 *Registration & coffee*

10:45 – 11:00 **Opening of the conference**

Room: **Bergen**

Ludovic Voet (ETUC) and **Bart Vanhercke** (ETUI)

11:00 – 12:30 **The landscape of the future of (digital) work**

Room: **Bergen**

Silvia Rainone (ETUI): 'And yet it moves': emerging paradigm shifts in the platform economy

Agnieszka Piasna (ETUI): Disruptive impact of platforms on social partners and the social dialogue

Kurt Vandaele (ETUI): Are platform workers willing to unionise?

Pierre Berastegui (ETUI): Working in the metaverse: a psychosocial minefield

Aída Ponce del Castillo (ETUI): The AI Act

Chair: **Bart Vanhercke** (ETUI)

12.30 – 13.30 *Lunch*

13.30 – 14.45 PARALLEL SESSIONS:

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Room: Bergen

Testing regulatory leverage to improve working conditions in the platform economy

David Mangan (Maynooth University): Protection of working conditions on labour platforms – between Platform Work Directive and Platform to Business Regulation

Juliana Londono (Tilburg University): Disruptors facing disruption: do titans tumble?

Gabriël van Rosmalen (Utrecht University): Platform workers' dilemma: unpacking legal, political and normative theories in the digital economy

Ana Ribeiro (Catholic University of Porto): The Portuguese employment presumption for platform work – a step in the right direction?

Chair: **Aude Cefaliello** (ETUI)

Room: Stavanger

Flexible and yet fair working time arrangements, myth or possibility?

Alessandro Fiorucci (University of Milan): The right to disconnect between law and collective bargaining. Regulatory trajectories towards a universal recognition, to protect rest, leisure and efficient quality work

Nele Dittmar (Technical University of Berlin): Collective bargaining on mobile working – fit for the digital age?

Sara Roccisano and Tommaso Maserati (University of Milan): Monitoring time and wage: at the intersection between Working Time Directive and Minimum Wage Directive

Melanie Regine Hack and Tine Eidsvaag (University of Bergen): Finding 'kos' in digitalized working life

Chair: **Wouter Zwysen** (ETUI)

14.45 – 15.00   *Coffee break*

15.00 – 16.15   ### Designing protection for engineered vulnerabilities

Room: Bergen

Laura Schulze (University of Göttingen): Algorithmic management from an information systems perspective

Valeria Pulignano (KU Leuven): Challenging boundaries: exploring pricing strategies and unpaid labour time to explain earning disparities in online labour markets

Uma Rani (ILO) and **Annarosa Pesole** (ILO): Algorithmic management practices in logistics and healthcare sector: evidence from case studies in selected countries.

Jonas Valente (Oxford Internet Institute): Labour conditions on cloudwork platforms: assessing fairness in web-based digital labour platforms

Chair: **Agnieszka Piasna** (ETUI)

16.15 – 17.30   PARALLEL SESSIONS:

Competitive at all costs: the disruptive business model of platform-based work

Dominika Polkowska (Maria Curie-Sklodowska University) **and Bartosz Mika** (University of Gdansk): The business model of ride-hailing platforms in Poland. Fleet partners: double exploitation or adaptation to local environment?

Burak Ceylan and Asuman Goksel (Middle East Technical University): Changing modalities of labour control: hybrid despotism in the case of platform food delivery motor couriers in Istanbul

Room: **Bergen**

Pedro Mendonca (Edinburg Business School): Navigating the shadows: computing informal work and the impact on undocumented workers in food delivery

Hanne Stegeman (University of Amsterdam): Divisions of emotional labour: Romanian adult content creators and their assistants

Chair: **Sara Lafuente Hernandez** (ETUI)

Towards regulatory embeddedness of data-driven workplaces

Daniel Perez del Prado (University of Madrid): Digitalisation and managerial power: limits and counterbalances

Giovanni Gaudio (University of Turin): Algorithmic discrimination: why and how technology could help reduce inequalities in the workplace

Room: **Stavanger**

Juan Grigera (King's College London), **Adam Cantwell-Corn** (Connected by Data) **and Ceri Williams** (TUC): Facing AI: innovative trade union approaches and strategies to mitigate the impact of artificial intelligence in the workplace

Anna Ginès i Fabrellas (Esade Law School Barcelona): Is transparency necessary to legally assess algorithmic discrimination in the workplace?

Chair: **Kalina Arabadjieva** (ETUI)

17:30   *End of day 1*

Day 2: 22 February 2024

9:00 – 9:30   *Registration & coffee*

9:30 – 10:45   PARALLEL SESSIONS:

Domination in market power and technology: charting industrial relation responses

Pierrette Howayeck (University of Paris I) **and Odile Chagny** (IRES): How organizational experimentation can sow the seeds of regulatory reform. The case of DALIA project

Room: **Bergen**

Matteo Marenco (Max Planck Institute): Trade unions and the contract classification of platform workers: A comparison between France and Italy

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Szymon Pilch (University of Wroclaw): The strategies of industrial relations actors to platformisation and working conditions. The case of Amazon Poland

Chair: **Wouter Zwysen** (ETUI)

The human-data relationship: unpacking the algorithmic management black box

Alessandro Murru (Cagliari University): Transfer of human bias to ADM systems: labour law issues and solutions

Sonja Mangold (University of Bremen): Algorithmic management and data protection issues in platform work

Filippo Bordoni (University of Milan-Bicocca): Using GDPR to counter unfair hiring algorithms: strategies for jobseekers and trade unions

Silvia Donà and Nicola Lettieri (INAPP): Towards technology-enhanced union rights? Integrating labour law, computational legal studies and technoregulation

Chair: **Aída Ponce del Castillo** (ETUI)

Room:
Stavanger

10.45 – 11.00 *Coffee break*

11.00 – 12.15 **Changing labour markets and bargaining power concentration**

Christina Hießl (KU Leuven): Exploring multiparty employment structures in the platform economy

Fredrik Söderqvist (Blekinge Institute of Technology and LO Sweden): Fissuring trends and lower wage bargaining power

Andrew Green (OECD): The impact of AI on labour markets

Victoria Daskalova (Utrecht University): Looking at competition law for a fairer labour market?

Chair: **Silvia Rainone** (ETUI)

Room:
Bergen

12.15 – 13.30 *Lunch*

13.30 – 14.45 **The digital fuel in the productivity race: is there space for labour rights?**

Michael (Six) Silberman (University of Oxford): The mechanisms of algorithmic management in digital labour platforms: the case of YouTube

Lola Brittain (Oxford Internet Institute): Working conditions in the AI supply chain: a global perspective

Dario Guarascio (Sapienza University of Rome): Digital platforms, power asymmetries and labour: evidence from worker and firm-level data

Jessica Pidoux (University of Neuchâtel): An audit of Uber's upfront-pricing algorithms: working in a regime of prediction

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Chair: **Wouter Zwysen** (ETUI)

14.45 – 15.00   **Closing remarks**

15.00   *End of the conference*