



26 January 2024
09:00 h - 16:00 h



Comisión Europea
Representación en España
Sala Europa
P.º de la Castellana 46,
28046 Madrid

INCODING project Final Conference

DEMOCRACY AT WORK THROUGH TRANSPARENT AND INCLUSIVE ALGORITHMIC MANAGEMENT

Organisers



Centre d'Estudis Sociològics
sobre la Vida Quotidiana
i el Treball

UAB

Project co-funded by the European
Commission, DG Employment, Social Affairs
and Inclusion under grant agreement nr
VS/2021/0216



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INCODING project
Democracy at Work through Transparent and
Inclusive Algorithmic Management
Final conference

Oficina de la Representación de la Comisión Europea en España
Paseo de la Castellana, 46
28046 Madrid

January 26, 2024

About INCODING

The aim of the INCODING project is to analyse the role of collective bargaining and other forms of employee involvement at workplace level in (co) governing the black box of AM with a view to identify the main challenges for workers and their representatives, and explore its contribution to Inclusive Algorithmic Management understood as the turn to more transparency in the design and implementation of AI based systems at company level and guaranteeing human oversight of automated processes.

The project is coordinated by the Universitat Autònoma de Barcelona | Sociological Research Centre on Everyday Life and Work – QUIT as leader of a consortium consisting of 5 partners including Centre for Social Innovation – ZSI (Austria), University of Copenhagen | Employment Relations Research Centre – FAOS (Denmark), WZB Berlin Social Science Center (Germany) and Centre for Social Sciences, Hungarian Academy of Sciences -TKSZI (Hungary).

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Context and objectives of the event

As we are currently approaching the end of the project, the aim of the Final conference is to present our findings and enter into a debate on how to tackle the challenge that algorithmic management and the use of A.I. presents for social actors, managers and workers.

As we have seen through the course of the last years, the question on how to regulate technology at the workplace has become more and more important: social partners have already addressed the matter in an increasing number of collective agreements and different governments like those of Spain, Germany and the European Commission are modernizing their legislation or are currently debating on how to keep up with the challenge. In our final conference, insights on these and other developments will be shared and debated by researchers, social partners, and stakeholders from the field.

The conference, convened by the INCODING Project team, Dr Oscar Molina (UAB), Dr Ursula Holtgrewe (Austria), Dr Florian Butollo (Germany), Prof Csaba Makó (Hungary), and Dr Trine Pernille Larsen and Dr Anna Ilsøe (Denmark), will feature keynote address by Dr Aída Ponce Del Castillo, senior researcher of ETUI, as well as contributions by key organisations, alongside young researchers and leading academics from Europe.

The conference is open for researchers, social partners, companies, representatives from national and/or regional governments, and anyone else that is interested in the topic of use of algorithms and A.I.-based technologies in the workplace.

Registration

Participation is free, but registration following this [link](#) by January the 19th is needed.


Given capacity constraints, will be allocated on a first-come-first-served basis.

Because of security reasons, to access to offices of the European institutions the presentation of an identification document will be essential.

English/Spanish interpreting service is offered.

Venue

The INCODING Final conference will take place at the Office of the representation in Spain of the European Commission (Sala Europa)

 P.º de la Castellana, 46
28046 Madrid

Program times & Speaker details

09.00 – 09.15	Arrival and registration
09.15 – 09.30	Welcome and introduction
09.45 – 10.45	Opening Conference by Aida Ponce del Castillo , <i>Senior researcher at European Trade Union Institute (ETUI)</i> Discussant: Anna Ginès , <i>Director of Labour Research Institute at Esade</i>
10.45 – 11.15	Coffee break
11.15 – 11.30	Short presentation of INCODING Project by Oscar Molina , <i>Associate Professor at Universitat Autònoma de Barcelona (UAB)</i>
11.15 – 13:00	Session on Algorithmic Management in the Manufacturing sector ☞ Synthesis of findings from an EU perspective <ul style="list-style-type: none">EU level developments (Ursula Holtgrewe), followed up by insights in Germany (Philip Wotschack), Denmark (Trine Pernille Larsen & Anna Ilsøe), and Spain (Alejandro Godino, Sander Junte) ☞ Stakeholder Roundtable Moderator: Oscar Molina, UAB <ul style="list-style-type: none">José Varela, <i>Head of Digitalization at UGT</i>Adrienn Bálint, <i>Director for social affairs, MGYOSZ-Businesshungary</i>Balázs Bábel, <i>VASAS - Hungarian Metalworkers Federation</i>



13.00

Lunch

14.00 – 15.30

Session on Algorithmic Management in the Delivery Platform sector

∞ Synthesis of findings from an EU perspective

- EU level developments (**Ursula Holtgrewe**), followed up by insights in Germany (**Philip Wotschack**), Denmark (**Trine Pernille Larsen & Anna Ilsøe**), Hungary (**Csaba Makó & Jozsef Pap**) and Spain (**Alejandro Godino & Sander Junte**)

∞ Stakeholder Roundtable

Moderator: Tiago Viera, European University Institute

- **Justo Hidalgo**, *Head of AI at Adigital*
- **Daniel Cruz**, *Head of Analysis and Digital Transformation at CCOO Catalunya*
- **Semih Yalcin**, *General Workers Council of Lieferando*
- **Thorkild Holmboe-Hay**, *Political Advisor 3F Privat Service Hotel & Restauration*

15.30 – 15.45

Final thoughts

