Why INCODING?

Within the context of the datafication of work environments, new technologies like Algorithms and Artificial Intelligence have opened up new possibilities for the management of the workforce. Its possibilities to collect, combining, and using data on workplace and workers for an increasing number of processes and decisions, it is disrupting the industrial relations scene in many ways. The use for decisions and process ranging from recruitment, organization of work, evaluation and even dismissal. Despite its promising in terms of optimalization, at the same time, a growing public debate concerned about their impact upon workers' voice, influence and working conditions. Characteristic of these "black boxes" is their lack transparency and is semiautonomous operations, which jeopardising traditional forms of collective employee involvement, transparency or even data protection regulations. Therefore, project aims to understand the way in which AI is impacting workplaces and labour markets across sectors and countries.

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.

INCODING activities and outputs

Understanding the role of AM upon the organization of work and management control, and its potential impact on workers' collective voice, autonomy, and other important values like privacy and no-discrimination.

Map the emerging organisational and inter-organisational hierarchies underlying AM implementation: who provides the data? who checks the data? who analyses the data? who has access to data?

Identify the main actors that currently have a part in shaping AM-systems and its implementation within organisations.

Organise national and European seminars where social partners, workers' representatives, experts, and stakeholders can share experiences, discuss project findings, and develop collective meanings.

Provide recommendations for trade unions and employers about collective bargaining strategies and strengthen their role in the government of AM in the workplace.

Project details

Duration: 24 months
Start date: 01-09-2021
End date: 31-08-2023

Budget
Total cost: 399728.46€
EU contribution: 359 755.62€
Composition
5 partners from 5 countries

Project coordinator

QUIT : Sociological Research Centre on Everyday Life and Work (Centre d'Estudis Sociològics sobre la Vida Quotidiana i el Treball) – **Universitat Autònoma de Barcelona, Spain**

Project CONSORTIUM

ZSI: Centre for Social Innovation (Zentrum für Soziale innovation), Austria

FAOS: Employment Relations Research Centre (FAOS) – University of Copenhagen, Denmark

WZB: Berlin Social Science Center (Wissenschaftszentrum Berlin für Sozialforschung gGmbH), Germany

TK SZI: Centre for Social Sciences, Hungarian Academy of Sciences Centre of Excellence, Hungary

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