in{coding}

Democracy at work through Transparent and Inclusive Algorithmic Management

Complexity of AI impacts

Incremental and largely path-dependent changes are tackled by actors through existing institutions and capacities, followed by new instruments reinforcing those already in play.

Growing number of legal initiatives

New measures to regulate AI-based decision-making, but limited evidence of regulation by collective agreements (limited role of employee representation).
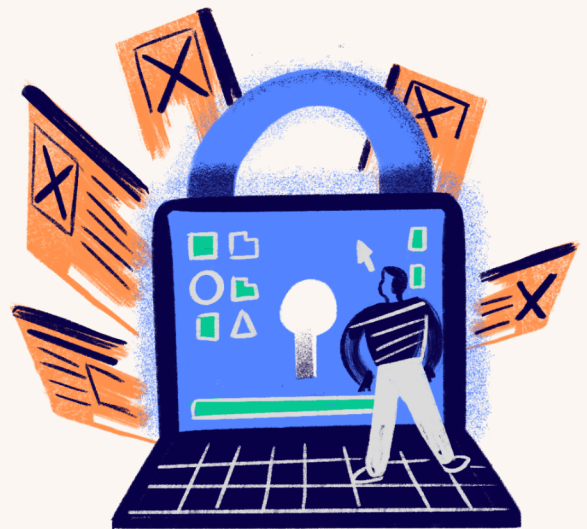
Regulating the use of algorithms

EU-level developments do not seem to lead to a coherent regulatory framework across Member States (having different national trajectories), although joint positions on digital-intensive sectors include aspects such as 'trustworthy AI'.

Company-level empirical evidence

AI is not perceived as a threat in the manufacturing sector, so (even having strong work councils) its regulation is not a priority. In contrast, the delivery sector is widely impacted by algorithmic management (intensified labour process), showing conflictual labour relations.

Asymmetric role of social partners

Where works councils are strongly institutionalized, there are efforts to update this mandate to cover all aspects of AI and extend it to companies with no worker representatives.

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