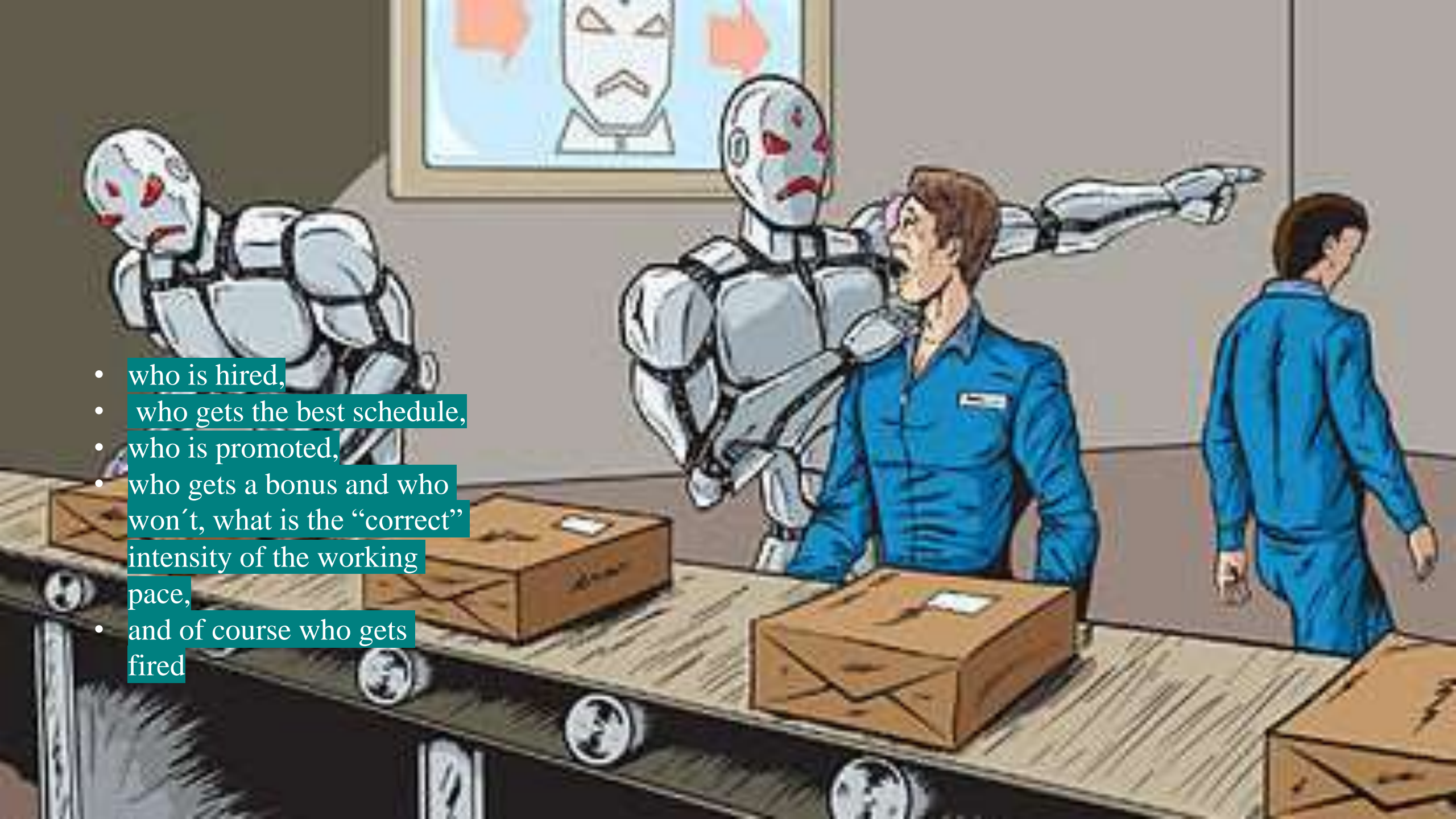


Effects of AI on the  
employment contract  
Systematic Literature Review for  
**SAWEE**

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- who is hired,
- who gets the best schedule,
- who is promoted,
- who gets a bonus and who won't, what is the "correct" intensity of the working pace,
- and of course who gets fired



# AMAZON

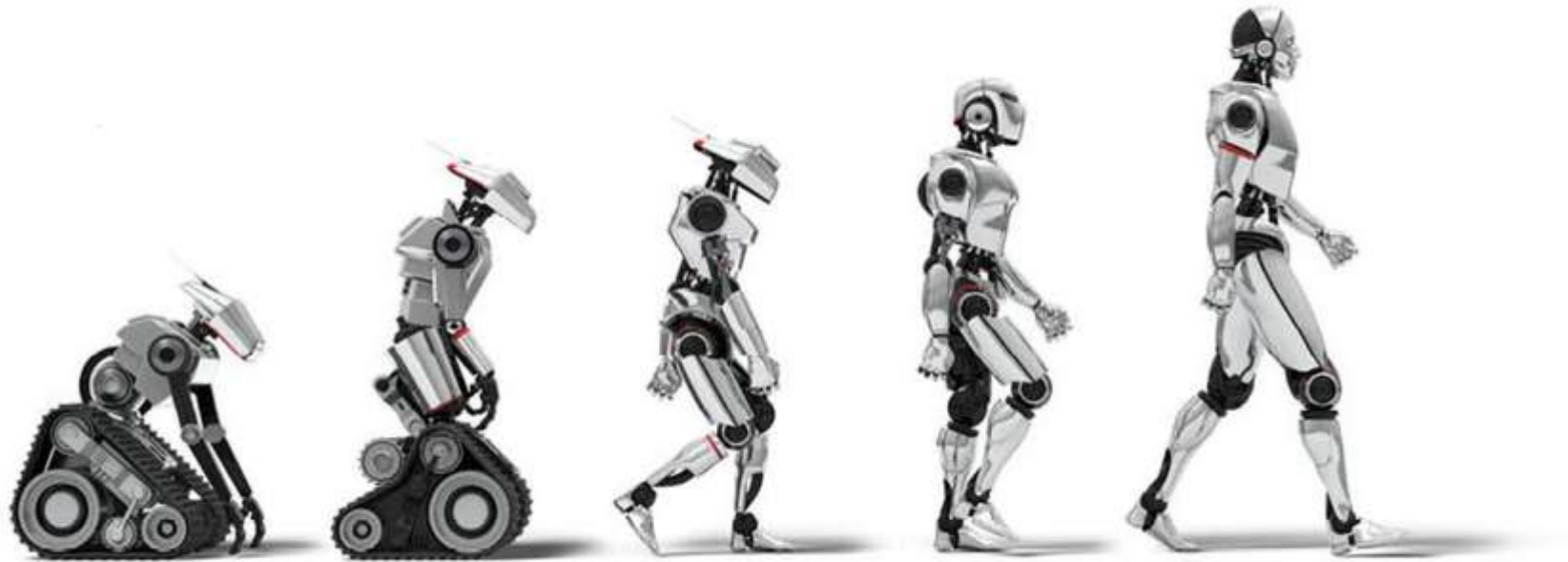
- These steps are used to make a “productivity index” in order to make compete one worker against another
- 10% of the workforce are fired because this productivity algorithm

# Step Forward: Automatically gathering and processing the information (Profiling)



1. What are the main uses of algorithmic management of workers
2. What are the main consequences of having an algorithm as a boss
3. What can we do about it.

# Evolution on algorithmic management of workers



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Gathering information → Processing information → Automated decision making

# Gathering information by using the new technologies

- (Facebook, LinkedIn and, currently, online reputation)



Technology has potentially allowed companies to access a larger volume of data at an affordable cost



TECHNOLOGY

## Bosses are panic-buying spy software to keep tabs on remote workers



Digital surveillance was long used in offices. But it feels different to many people when they're working from home. (Elise Amendola / Associated Press)

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TECHNOLOGY

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# Step Forward: Automatically gathering and processing the information (Profiling)





AUTOMATIC  
DECISION  
MAKING

---



Consequences

Algorithms won't take your  
jobs, they will take your  
salary.



# Carrots & Sticks

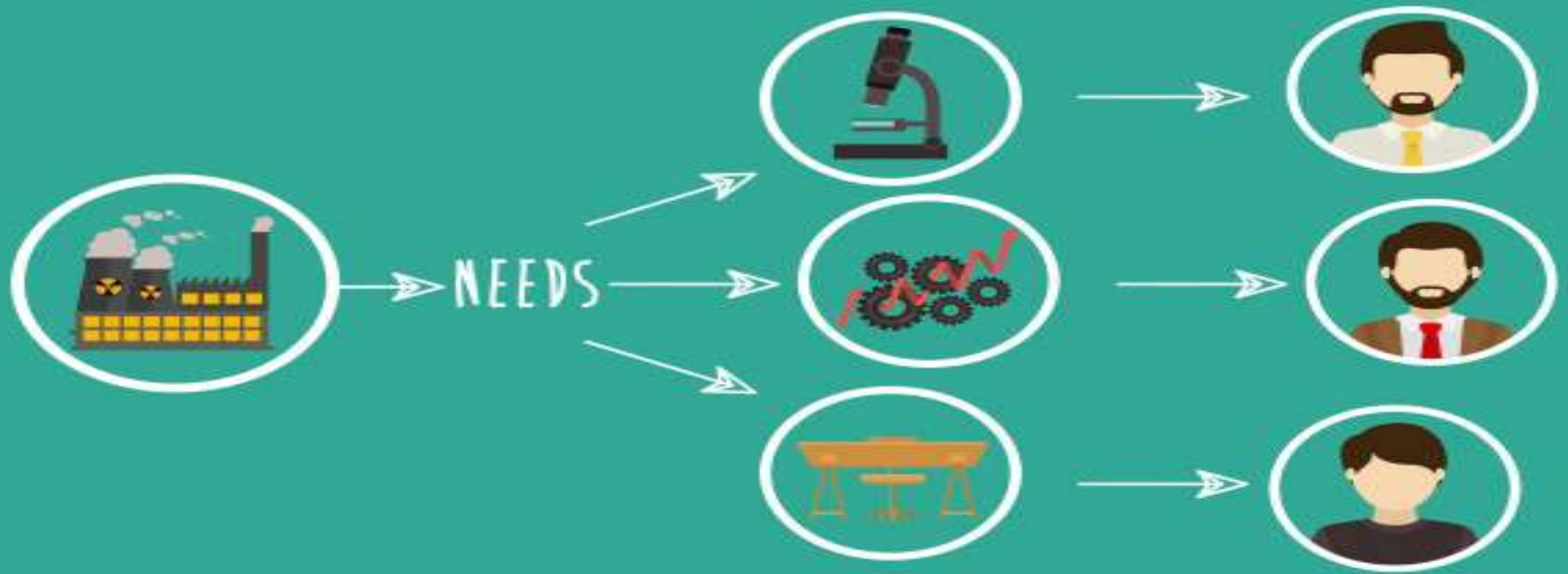


TO BE  
**UNION**



# OUTSOURCING

*solutions to your needs*



# ...and They will take your health

## Risk factors for workers

Constant monitoring

Intensification of work

Micromanagement or lack of autonomy

Biases and discriminations

Lack of empathy

Malfuncions

 The Weather Network

## Scorching Heat

SATURDAY HIGHS	RECORD
SYDNEY <b>47.3°</b>	1939 <b>47.8°</b>
ADELAIDE <b>42.6°</b>	SINCE 2015 <b>42°</b>
MARREE AERO <b>46.8°</b>	2013 <b>48.3°</b>
MEVINDEE <b>46.5°</b>	2001 <b>47.1°</b>

# What can we do?

- 1) Assessment of specific risks and be aware of them
- 2) Design algorithms that do not harm (Equivalent to training middle management in prevention):
  - Transparency
  - Adaptation to the capabilities of each worker
  - Margin of autonomy for workers
  - Respect for privacy and non-discrimination
  - The algorithm must assess any element that poses a risk to health and safety.

# What can we do?

- 3) "Human in Command"
- 4) Auditability

▶ Thank you

▶ Dr. Adrián Todolí Signes  
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