

Academic Afternoon

AI and Algorithms at the Workplace - Socio-Economic Implications and Regulatory Challenges

Date: 5 May (afternoon)

Place: **European University Institute (Florence)**, Villa Malafrasca (Seminar Room),
located at: <https://www.eui.eu/buildings?id=villa-malafrasca-1>

Contents, Aims and Call for Papers

Algorithmic management is revolutionizing workplaces. Across both the private and public sectors, automated decision-making and artificial intelligence tools are increasingly used to manage tasks, monitor performance, and optimize workflows. While these technologies enhance efficiency and real-time decision support, they also present significant challenges, such as heightened worker surveillance and the risk of biased decision-making, which can undermine trust and job satisfaction. Also in public administrations, including the judiciary, AI and algorithmic tools are increasingly employed to allocate tasks and streamline workflows, thereby reshaping both public decision-making and judicial adjudication. Moreover, algorithmic decision-making has even led to the development of new, digital labour markets – also known as the ‘platform economy’ or the ‘gig economy’.

This event brings together researchers from across the social sciences to examine how AI and algorithmic management are transforming work, their broader socio-economic implications, and what regulation may be needed to protect workers’ rights while accommodating legitimate business interests. Jointly organised by the ERC-project www.WORK and EUI’s Digital Public Sphere Working Group, the academic afternoon provides an opportunity to share research findings and receive expert feedback aimed at advancing scholarly work in this field. Join us for an engaging exchange of ideas in a collaborative setting and register via: <https://www.eui.eu/events?id=577926>

5 May 2025: Preliminary Programme – Academic Afternoon (Villa Malafrasca)

- 14.15 – 14.30 Welcome by the Organizers
- Andrea Herrmann, EUI-RSCAS / Radboud University.
 - Estela Lopes, EUI-LAW
- 14.30 – 16.00 Panel I: Labour Platforms and Their Users
- Karthika Nadarajah: *Beyond the stars – How algorithmic-enabled HRM activities shape worker satisfaction on online gig platforms*
 - Helena Verhuyck: *Countering precarity in the gig economy: Cooperative platforms as an alternative?*
 - Andreea Ferent: *Monitoring workers' performance and productivity technologies: The case of the horticultural sector of the NL and the UK*
- Panel Chair: Vera Blazevic
Discussant: Paola Tubaro
- 16.00 – 16.30 Coffee Break
- 16.30 – 18.00 Panel II: Digital Work and Its Regional Diversity
- Arnaud Lelièvre: *The role of skill scarcity in shaping online gig demand*
 - Özlem Akekmekci: *Institutional determinants of online gig entrepreneurship – Evidence from cross-country analyses*
 - Zixin Pan: *On the economic geography of skills in online labour markets: Towards a theory of mirror-image specialisation*
- Panel Chair: Vera Blazevic
Discussant: Morgan Williams; Stijn Broecke
- 19.30 – 22.00 Dinner
Ristorante la Reggia degli Etruschi
Via S. Francesco 18, 50014 Fiesole

Participants

Özlem Akekmekci	Radboud University	Ozlem.Akekmekci@ru.nl
Isabela Barberà	Rhite	Isabel@rhite.tech
Vera Blazevic	RWTH Aachen/ Radboud University	Vera.Blazevic@ru.nl
Stijn Broecke	OECD	Stijn.BROECKE@oecd.org
Landro Ivan Canzio	EUI-SPS	Livan.Canzio@eui.eu
Maya Camilla Cimatti	EUI-REF	Maya.Cimatti@eui.eu
Alim Bugra Cinar	Vrije Universiteit Amsterdam	A.B.Cinar@vu.nl
Mateus Correia De Carvalho	EUI-LAW	Mateus.CorreiaDeCarvalho@eui.eu
Barbara De Micheli	Fondazione Giacomo Brodolini	Demicheli@fondazionebrodolini.eu
Tomasz Drabowicz	University of Lodz / EUI	Tomasz.Drabowicz@alumni.eui.eu
Andreea Ferent	EUI-SPS	AndreeaMaria.FERENT@eui.eu
Anka Gajentaan	Randstad	Anka.Gajentaan@randstad.com
Andrea Herrmann	EUI / Radboud University	Andrea.Herrmann@ru.nl
Arnaud, Lelièvre	Radboud University	Arnaud.Lelievre@ru.nl
Estela Lopes	EUI-LAW	MariaEstela.Lopes@eui.eu
Siegfried Manscheid	EUI-SPS	Siegfried.Manschein@eui.eu
Tobias Müllensiefen	European Commission / EUI	Tobias.Muellensiefen@eui.eu
Karthika Nadarajah	Radboud University	Karthika.Nadarajah@ru.nl
Zixin Pan	Radboud University	Zixin.Pan@ru.nl
Marc Benedict Steiert	EUI-LAW	Marc.Steiert@eui.eu
Thomas Streinz	EUI-LAW	Thomas.Streinz@eui.eu
Paola Tubaro	CNRS	Paola.Tubaro@ensae.fr
Monica Viken	EUI-LAW	Monica.Viken@eui.eu
Helena Verhuyck	University of Antwerpen	Helena.Verhuyck@uantwerpen.be
Morgan Williams	ILO	Williams@iloguest.org