

# Policy implications and government perspectives on algorithmic management

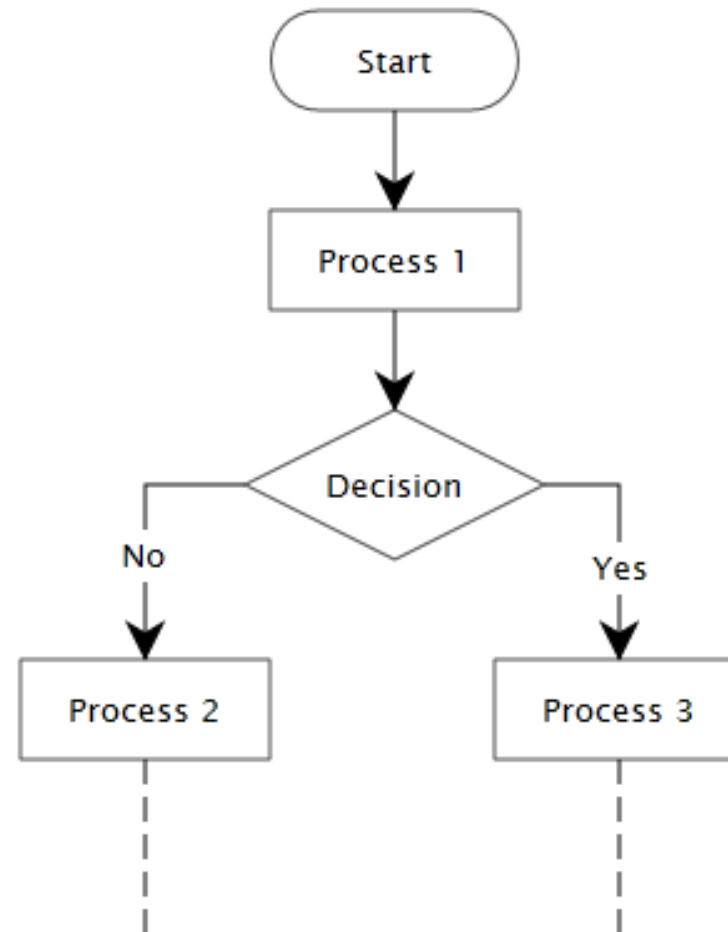
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# The challenges of regulating algorithms

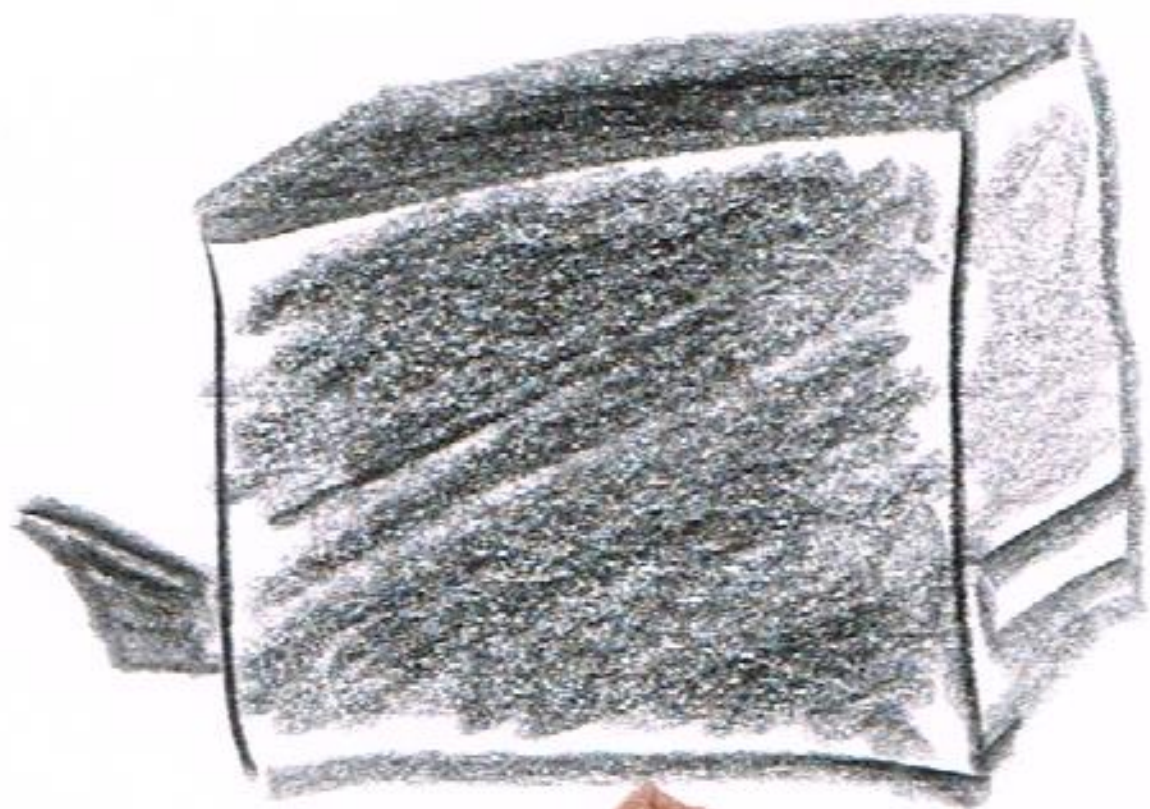
- The risk of algorithmic bias and discrimination
- Control and surveillance
- Impoverishment of working conditions
- Weakening of workers' bargaining power
- Employment contracts do not only protect workers but also regulate employers' managerial powers
- Preserve workers' dignity as fundamental right

# Algorithm design and functionality

- Data input (training and new)
- Parameters, Metrics, ML functions, analysis loop, optimization loops, etc (Black Box)
- Output: final decision



INPUT



Output



stuff happens in here

# The input side

- Data quality
- Data protection and data governance
- Use of personal and non personal data
- GDPR complianace (europe): purpose limitation, data minimisation, storage limitation
- Data governance act: data standardisation, secondary use of data, data donation and data intermediaries
- Open data directive for data held by the public sector

# The black box

- Transparency of the algorithm (criteria, parameters, source code?)
- Trade and commercial secret
- Art 22 GDPR:

(1) The data subject shall have the right not to be subject to a decision based solely on automated processing, including profiling, which produces legal effects concerning him or her or similarly significantly affects him or her.

(2) Paragraph 1 shall not apply if the decision:

- is necessary for entering into, or performance of, a contract between the data subject and a data controller;
- is authorised by Union or Member State law to which the controller is subject and which also lays down suitable measures to safeguard the data subject's rights and freedoms and legitimate interests; or
- is based on the data subject's explicit consent

# The output

- Working conditions (hours, payment, execution - i.e. introduce obligations to reduce info asymmetry, involvement of trade unions)
- Control and monitoring (link workers' rights to fundamental rights)
- Evaluation (introduce rights to data portability)
- Dispute settlement and unfair termination
- Cross-border issues and extraterritorial jurisdiction
- Guarantee freedom of association and collective bargainings

**Negotiating the algorithm, empower trade unions**