MULTISTAKEHOLDER DIALOGUE
Theme: Future of Work

AGENDA

Work Stream 3: Algorithmic Transparency

Roundtable 1

Date: 26 May 2021

➤ **Welcome & project updates (5 mins)**

➤ **Introduction and context (5 minutes)**

- An exemplary court case earlier this year
- Meaning of algorithm
- Preliminary key questions

➤ **Discussion Topic 1: Identifying main issues with algorithmic decision-making (25 mins)**

'Algorithm' is quite a broad term, and it is necessary to narrow down what we are looking for. In the literature on platform work, and even mainstream media articles on employees for some large corporations, certain topics are raised quite a bit. These include matching workers with tasks, determining worker pay, supervision, rating and evaluation, and even disciplinary measures. This discussion aims to clarify main issues pertaining to algorithmic decision-making.

Key questions include:
- What are the main issues in algorithmic decision-making?
- What types of algorithms should this workstream focus on?

➤ **Discussion 2: Identifying Workers of Interest (10 minutes)**

The future of work includes a broad range of workers, who typically fall into the category of non-standard employment. However, not all non-standard workers are equally affected by algorithms and algorithmic management, and even 'traditional' employees are increasingly worth consideration. The purpose of this discussion is to gather input from stakeholders about **which workers** should be the focal point of the workstream, and the differences between them with respect to the impact of algorithms.

Key questions include:
- Which diverse (non-standard) workers are most subject to the most algorithmic control?
- Which workers are most vulnerable in this respect, and why?

➤ **Discussion 3: New or Existing Solutions of Interest (10 minutes)**

For the most part, algorithms used in labor markets are not subject to specific regulations. Instead, they fall under more general legislative frameworks. Two main points are the topic of this discussion: first, the importance of **existing and forthcoming measures**; and second, **new measures** we might raise to policy-makers. On the first point, participants are especially asked to highlight best practices ranging from self-regulation, to collective agreements, to legislation.

Key questions include:
- To what extent are existing measures adequate to ensure fair use of algorithms in the workplace?
- What best practices are you aware of, and could they be scalable?
- If new measures are required, what direction should they take?

➤ **Policy pointers & out-of-box ideas (5 minutes)**

The final 5 minutes will be used to identify policy pointers as well as build upon the acquired knowledge to identify some out-of-box solutions that we can take up in the subsequent roundtable discussions.

CHAIR'S BIO

Zachary Kilhoffer is a Researcher in the Jobs and Skills unit at the Centre for European Policy Studies (CEPS). His current work concerns European labour markets with particular focus on the platform economy and the future of work. In addition to desk research and qualitative research methods, Zachary enjoys webscraping and data analysis using Python and R.

In August 2021, Zachary will begin his PhD in information science at the University of Illinois, focusing on rating and reputation systems in online platforms and marketplaces.