MAKING ALGORITHMS SAFE FOR WORKERS

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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.
...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
- Malfunctions
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

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