



# Does AI Transparency Intersect with the Democratization of Work?

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# A Premise

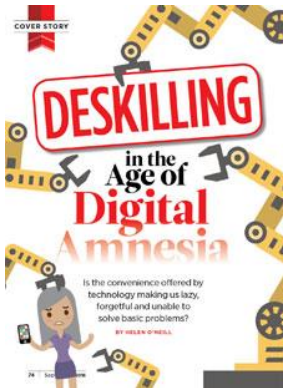
- ❑ Employees' Participation & the “humanization of capitalism”
- ❑ Employees' Participation & Involvement as a labour right at both national and EU level
- ❑ Employees' participation & Democracy at Work

# Governing AI Transitions

From the *Future of Work* towards the *Future of Workers*

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## From the *Future of Work* towards the *Future of Workers*



**READER'S FIRST**

**HOW MANY OF THE PHONE NUMBERS** of your nearest and dearest can you remember? How about birthdays or postal addresses?

If you suspect it is fewer than you have ever been able to before, there is a very good chance you are right. It's also possible you are exhibiting a phenomenon known as digital amnesia – a phrase coined by a cybersecurity group (OpenSecurity Labs) to describe forgetting information that you must a digital device to store and remember for you.

Last year's *Future of Work* also featured an eye-opening study called "The Rise and Impact of Digital Amnesia," which attributed to users how dependent we have become on our hands, keyboards, touchscreens, and smartphones.

And when faced with a question, 26 per cent said they would tap online to locate an answer before they even bothered trying to remember whether they already knew the answer. Almost one in five reported that as soon as they had asked a question, they forgot the answer.

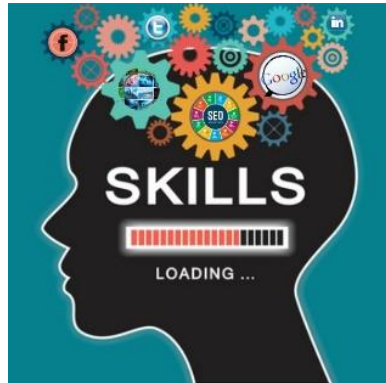
One in three admitted they could not make a telephone call to their partner without looking up the number up first.

Of the 100 per cent of those aged 16 to 24 years said that looking the data on their digital devices would cause them to forget the answer. But so, they had not both, and looking up the data elsewhere else.



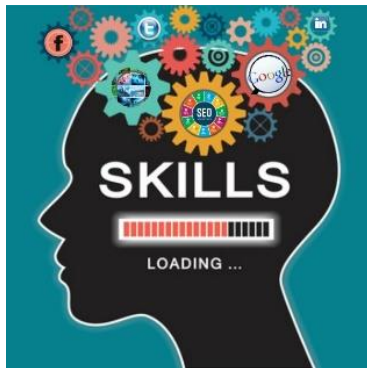
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From the *Future of Work* towards the *Future of Workers* - A focus on *Well-being at Work*:



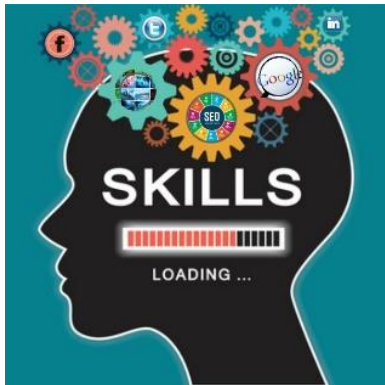
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# Governing AI transitions:

From the *Future of Work* towards the *Future of Workers* - A focus on *Well-being at Work*:

- ❑ Skills;
- ❑ Autonomy;
- ❑ WL balance;
- ❑ **Transparency by employees' participation → Democracy at Work**



# Future of Workers & QWL

- ❑ Employees' participation, influence, agency & technology;
  - ❑ Social institutions;
  
- ❑ Transparency by employees' participation:
  - ❑ Employees' participation & New technologies adoption:
    - ❑ Access to training & adult education (Stuart & Cooney 2012; Antonioli et al, 2013);
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- ❑ New technologies are open to employees' participation influence and agency

