"THE FUTURE OF WORK AND AUTOMATION, A LABOUR + ECONOMICS EXPLORATION"

COURSE INSTRUCTORS

Antonio Aloisi   https://www.ie.edu/university/about/faculty/antonio-aloisi-2/

Antonio Aloisi is an assistant professor of European and Comparative Labour Law at IE University Law School, Madrid, where he is a member of the Lawtomation Jean Monnet Centre of Excellence. His research focuses on the impacts of innovation on labour regulation and social institutions. In 2020, he was awarded an EU-funded Marie Skłodowska-Curie fellowship. The Boss Ex Machina project aims to map practices of automated decision-making and assess the adequacy of EU and national legal frameworks for enabling worker-centred workplaces.

Angelo Martelli   https://www.lse.ac.uk/european-institute/people/Martelli-Angelo

Angelo Martelli is assistant Professor in European and International Political Economy at the LSE European Institute. He worked as a Consultant for the Jobs Group of the World Bank, as a Policy Fellow for the Open Innovation Team of the UK Cabinet Office and HM Treasury and as a Technical Expert for the IMF. His research interests span labour economics and European political economy, with a particular focus on the impact of technology on the evolution of employment structures across Europe and its implications for labour market institutions and income inequality.

BRIEF OVERVIEW/DESCRIPTION OF THE CONTENT

In an era where digital innovation is rapidly transforming the fabric of workplaces worldwide, this course delves deep into the intricate interplay of labour and economics in the face of automation. Led by Antonio Aloisi and Angelo Martelli, participants will embark on a journey that spans from the platformisation of work to the challenges posed by artificial intelligence to labour protection.

Over a series of meticulously curated sessions, attendees will:

- Grasp the profound impacts of robots, AI, and digital platforms on modern work dynamics.
- Decode the repercussions of an emerging platform-based work model, scrutinizing its influence on traditional employment paradigms.
- Understand the increasingly data-driven nature of human resource decisions, demystifying the realm of people analytics and algorithmic management.
- Analyze the evolving landscape of collective rights, evaluating the future of labour in a world driven by digital disruption.
- Navigate the complexities of labour market reforms, structural employment changes, and the pressing issue of the disappearing middle class.
- Delve into specific European labour market challenges, particularly the decoupling of job roles and wage structures.
- Investigate the shift from traditional industrial economies to modern knowledge economies, assessing its broader implications on labour institutions and income disparities.

This course is a confluence of labour law and political economy, offering participants a holistic perspective on the seismic shifts that technological advancements bring to employment structures, labour rights, and income equality. As we stand at the crossroads of a digital revolution, this course equips attendees with the knowledge and insights to navigate, adapt, and thrive.

REQUIRED BACKGROUND KNOWLEDGE/PREREQUISITES FOR STUDENTS' SELECTION

- A foundational understanding of either digital innovation, labour law, political economy, or related fields.
- Students must commit to attend all activities throughout the week.
- All participants are required to present in the final policy challenge.
- It is mandatory to obtain approval from their respective Program Management Team to participate.
- Willingness to participate in group discussions and debates, ensuring active involvement and contribution to the learning environment.
- Familiarity or willingness to complete some pre-course reading materials.

SCHEDULE OVERVIEW

Time	Day 1	Day 2	Day 3	Day 4	Day 5
9.30 - 11.00		Lecture 2	Lecture 5	Lecture 8	Presentations Policy Challenge
11.30 - 13.00		Lecture 3	Lecture 6	Lecture 9	Wrap-Up and Takeaways
Lunch break					
14.00 - 15.30	Welcome & Intro	Lecture 4	Lecture 7		
16.00 - 17.30	Lecture 1	Group Work Preparation for Policy Challenge / Incubator	Group Work Policy Challenge	Policy Talk (Politics/Policy)	
18.00 - 19.00	Social/Cultural Activity	Networking Event			

DETAILED SESSIONS OUTLINE

Lecture	Content	Instructor
1.	The digital transformation of work: robots & machines, AI & algorithms, and digital platforms	**Antonio Aloisi**
2.	The platformisation of work and its main consequences	**Antonio Aloisi**
3.	People analytics and management by algorithms	**Antonio Aloisi**
4.	Collective rights and the future of work	**Antonio Aloisi**
5.	Structural Employment Changes and the Disappearing Middle Class	**Angelo Martelli**

6.	The Routinization of Labour Market Reforms	**Angelo Martelli**
7.	Falling Behind: The Decoupling of Job and Wage Polarization in Europe	**Angelo Martelli**
8.	The Transition to the Knowledge Economy, Labour Market Institutions, and Income Inequality in Advanced Democracies	**Angelo Martelli**
9.	Artificial Intelligence and Labour Protection	**Antonio Aloisi & Angelo Martelli**

MANDATORY READINGS

Lecture 1

- Aloisi A. & De Stefano V. (2022), Introduction, **Your Boss is an Algorithm. Artificial Intelligence, Platform Work and Labour**, Hart
- Aloisi A. (2023), **Boss Ex Machina: Employer Powers in Workplaces Governed by Algorithms and Artificial Intelligence**, Lo Faro A. (ed.), *New technologies and Labour Law. Selected topics*, Giappichelli

Lecture 2

- Case C-434/15, 20 December 2017, Asociación Profesional Elite Taxi v Uber Systems Spain, SL. **ECLI:EU:C:2017:981**
- Aloisi A. (2022), **Platform Work in the European Union: Lessons Learned, Legal Developments and Challenges Ahead**, *European Labour Law Journal*, 13(1)
- Aloisi A. & Potocka-Sionek N. (2022), **De-gigging the labour market? An analysis of the 'algorithmic management' provisions in the proposed Platform Work Directive**, *Italian Labour Law e-Journal*, 15(1)

Lecture 3

- Aloisi A. & Gramano E. (2019), **Artificial intelligence is watching you at work. Digital surveillance, employee monitoring and regulatory issues in the EU context**, *Comparative Labor Law & Policy Journal*, 41(1)
- Aloisi A. (2024), **Regulating Algorithmic Management at Work in the European Union: Data Protection, Non-Discrimination and Collective Rights**, *International Journal of Comparative Labour Law and Industrial Relations*, 40(1)

Lecture 4

- De Stefano V. & Aloisi A. (2019), **Fundamental labour rights, platform work and human rights protection of non-standard workers**, in Bellace J.R. & Ter Haar B. (Eds.), *Labour, Business and Human Rights Law,* EEP
- Victoria Daskalova, **Rethinking Collective Bargaining for the Self-Employed: European Commission Publishes Guidelines on Exemption and Non-Enforcement** (*Kluwer Competition Law Blog*, 7 October 2022)

Lecture 5

- Jaimovich, N and Henry E. Siu (2019), **How automation and other forms of IT affect the middle class: Assessing the estimates**, The Brookings Economic Studies.
- Martelli, Angelo (2017), **Structural Employment Changes and the Disappearing Middle Class, Chapter I** in *Essays on the political economy of employment polarisation: global forces and domestic institutions*, PhD thesis, London School of Economics and Political Science.

Lecture 6

- Saka, O., Martelli, A., Ganslmeier, M., Ji, Y., Campos, N., & De Grauwe, P. (2020). **Structural Reforms in Europe: Lessons from Early Experiences**. In N. Campos, P. De Grauwe, & Y. Ji (Eds.),

Economic Growth and Structural Reforms in Europe (pp. 317-341). Cambridge: *Cambridge University Press*.

- Martelli, Angelo (2017), **The Routinization of Labour Market Reforms, Chapter II** in *Essays on the political economy of employment polarisation: global forces and domestic institutions*, PhD thesis, London School of Economics and Political Science

Lecture 7

- Acemoglu, D. and Restrepo, P. (2022), **Tasks, Automation, and the Rise in U.S. Wage Inequality**. *Econometrica*, 90: 1973-2016.
- Martelli, Angelo (2017), **Falling Behind: The Decoupling of Job and Wage Polarization, Chapter III** in *Essays on the political economy of employment polarisation: global forces and domestic institutions*. PhD thesis, London School of Economics and Political Science

Lecture 8

- Hope, D., & Martelli, A. (2019). **The Transition to the Knowledge Economy, Labor Market Institutions, and Income Inequality in Advanced Democracies**. World Politics, 71(2), 236-288.
- IMF Staff Country Reports, **Denmark: 2019 Article IV Consultation**, Annex III, 52-56.

Lecture 9

- Daron Acemoglu, David Autor, Jonathon Hazell, and Pascual Restrepo**, Artificial Intelligence and Jobs: Evidence from Online Vacancies**, Journal of Labor Economics 2022 40:S1, S293-S340
- **Aloisi A.** & De Stefano V. (2023), "**Between risk mitigation and labour rights enforcement: assessing the transatlantic race to govern AI-driven decision-making through a comparative lens**", *European Labour Law Journal*, 14(2), 283-307
- David Autor: '**We have a real design choice about how we deploy AI**', FT Economists Exchange