

Algorithmic Governance and the Norwegian Model

Exploring the Challenges and Possibilities of Workers' Organizing vis-à-vis the Digital

Wednesday, 13th November 2024

9:00 - 16:00

Domus Bibliotheka, Auditorium 14

Karl Johans Gate 47

Oslo, Norway

The Foundation for European Progressive Studies (FEPS) with its partners of the FEPS-Nordics Digital Programme, the Work Research Institute at OsloMet, and the University of Oslo invite you to an exciting day of research talks, presentations, and policy-oriented panel discussions at a conference in Oslo.

The conference centres on how the Norwegian model—at both the central and local levels—confronts and is confronted by new digital technologies and what challenges lie ahead for the labour movement and workers.

This event has been supported by funding from the Research Council of Norway for the project no. 314486 Digital Prism and the Nordic Model of Workplace Democracy under Pressure (DigiWORK).

9:00 – 9:10

Opening remarks

- Gerard Rinse Oosterwijk, FEPS
- Tereza Østbø Kuldova, OsloMet

9:10 – 9:50

Report presentation:

'Algorithmic Governance and Co-Determination in Norway: Insights from White-Collar Workers and Trade Union Representatives in Finance and News Media Industries'

- Tereza Østbø Kuldova, OsloMet
- Gudrun Rudningen, OsloMet

9:50 – 10:10

Report presentation:

'When the Boss Uses Artificial Intelligence: What are the Consequences of Algorithmic Management for Employees?'

- Hilde Wisløff Nagell, Agenda

10:10 – 10:40

Panel Discussion with Presenters & Trade Unions

- Lars Øystein Eriksen, Finance Sector Union of Norway
- Ingunn Saltbones, Norwegian Union of Journalists
- Heidi Amalie Bang, Negotia
 - Moderated by Gerard Rinse Oosterwijk, FEPS

10:40 – 11:00

Coffee Break

11:00 – 11:45

Conversation between Tereza Østbø Kuldova and Craig Gent on his book [Cyberboss](#)

11:45 – 12:30

Lunch Break

12:30 – 14:00 **Research Pitches from the [DigiWork Project: Digital Prism and the Nordic Model Under Pressure](#)**

- ‘From Taylorism to Algorithmic Governance: Debating Power, Control and Surveillance at the International Labour Organization 1919 to the Present’
By **Daniel Maul**, *University of Oslo*
- ‘Digitalization and the Norwegian Micro Model: Fit for Boxing or Dancing?’
By **Inger Marie Hagen**, *OsloMet – Oslo Metropolitan University*
- ‘The Quest for Digital Decisions and Social Dialogue’
By **Elin Moen Dahl**, *OsloMet – Oslo Metropolitan University*
- ‘Professional Responses to Digital Projects and Systems in Norwegian Hospitals: Retaining Autonomy through Negotiation, Strategic Adaptation and Opposition’
By **Anders Underthun**, *OsloMet – Oslo Metropolitan University*
- ‘Understanding Health Professionals’ Non-adoption of a Smartphone Tool: A Case Study from a Norwegian Hospital’
By **Vidar Bakkeli**, *OsloMet – Oslo Metropolitan University*
- ‘Computer Says No:’ Digitalization of Workforce Planning in the Norwegian Police’
By **Christin Thea Wathne**, *OsloMet – Oslo Metropolitan University*
- ‘Conundrums of Creativity and Copyright: How AI is Changing Power Dynamics in the Music Industries’
By **Ingrid Tolstad**, *OsloMet – Oslo Metropolitan University*
- ‘Algorithmic Governance of the Working Environment: Handling or Mapping Critique?’
By **Bitten Nordrik**, *OsloMet – Oslo Metropolitan University*

14:00 – 14:30 **Q&A Discussion of Research Pitches**

14:30 – 14:45 *Coffee Break*

14:45 – 15:15 **Roundtable 1 - Regulating Digital Technologies in the Workplace and the Possibilities of the Nordic Model**

- **Ida Flaaten**, Finance Sector Union of Norway
- **Kaja Breivik Furuseth**, The Norwegian Data Protection Authority
- **Hanne Nordkild Skjønberg**, Union of Employees in Commerce and Offices
- **Jan-Erik Støstad**, former Secretary General of SAMAK
 - Moderated by **Tereza Østbø Kuldova**, OsloMet

15:15 – 15:45 **Roundtable 2 - Grassroot Responses to Algorithmic Governance and the Possibilities of the Norwegian Micromodel**

- **Karolina Lindqvist**, Finance Sector Union of Norway
- **Julie Lødrup**, LO Norway
- **Christian Grimsgaard**, The Norwegian Medical Association
 - Moderated by **Inger Marie Hagen**, OsloMet

15:45 – 16:00 **Concluding remarks**

- **Gerard Rinse Oosterwijk**, FEPS
- **Tereza Østbø Kuldova**, OsloMet

