

COMPETITIVE PROJECTS

Institute for Labor Studies (IEL)

EQUAL4EUROPE



Gender Equality Standards for AHMSSBL institutions throughout Europe

PRINCIPAL INVESTIGATOR:



Anna
Ginès

PERIOD:

January 2020 – December 2023

FUNDING BODY:

European Union - H2020 Programme

REFERENCE:

GA 872499

COORDINATING INSTITUTION:

Esade

RESEARCH TEAM:

Matteo Avogaro, Juan Peña, Victoria Cochrane

SUMMARY:

Gender equality is one of the EU's founding values. Goals include the promotion of equal economic independence for women and men, closing the gender pay gap, advancing gender balance in decision-making, ending gender-based violence and promoting gender equality beyond the EU.

The EQUAL4EUROPE consortium consists of six Research Performing Institutions (RPIs) with a clear focus on arts, humanities, medicine, social sciences, business and law (AHMSSBL) an international accreditation organisation and a consultant organisation.

The teams involved will develop and implement Gender Equality Plans (GEPs) for research organisations and universities that can accelerate the process of:

- Removing barriers to the recruitment, retention and career progression of female researchers.
- Addressing gender imbalances in decision making processes.
- Integrating the gender dimension in research and innovation content.

The 6 RPIs start by assessing their current situations and identifying the main areas of intervention. They will then develop and implement tailored GEPs informed by the European Institute for Gender Equality (EIGE) GEAR tool, while monitoring and documenting their impact on the participating institutions.

EQUAL4EUROPE will also establish a network for GE officers from AHMSSBL institutions across Europe than can replicate its methodology. Finally, the project will investigate the possibility to include relevant standards and indicators into international accreditation frameworks for business schools.

More info: <https://equal4europe.eu/>;
<https://cordis.europa.eu/project/id/872499>

LABORAlgorithm



Algorithms and labor relation. Legal treatment of the use of Big Data, intelligent technology and algorithms for profiling and automated decision-making in the labor relationship

PRINCIPAL INVESTIGATOR:



Anna Ginès

PERIOD:

January 2019 – December 2022

FUNDING BODY:

MICINN-MCIU

REFERENCE:

PGC2018-100918-A-100

RESEARCH TEAM:

Salvador del Rey, Antonio Delgado, David Murillo, Esteve Almirall

SUMMARY:

This research project aims to analyze the legal implications of the use of Big Data, intelligent technology and algorithms in the workplace and, in particular, for the configuration of profiles and automated decision-making using algorithms in the labor relationship. The collection of data referring to the skills, aptitudes, knowledge, characteristics or performance of workers can allow a company - using Big Data, intelligent technology and algorithms - to elaborate profiles and adopt business decisions automatically.

Management decisions - such as selection of personnel, hiring, fixing the salary, assignment of tasks, promotions or, even, dismissals - can be automated through the use of algorithms which take into account variables that seek to improve the company's productivity and competitiveness. Thus, the use of this technology presents valuable business opportunities, allowing a better use and allocation of resources, both material and personal, and improve the company's competitiveness and productivity.

However, the use of this technology in the workplace also poses new legal challenges, which require their in-depth study from a transversal and multidisciplinary perspective that encompasses Labor Law, Commercial Law, business ethics and business innovation. On the one hand, it raises new legal challenges regarding the possible violation of workers fundamental rights. For example, the introduction of biased variables in the algorithm may violate the right to equality and non-discrimination. It also poses challenges from the perspective of the protection of personal data, since the European Personal Data Protection Regulation limits automated decision making and profiling. And finally, it generates new challenges from the perspective of business ethics, as it is essential to address issues related to the business obligation of transparency, negotiation and responsibility in data processing, profiling and automated decision-making in the context of the labor relationship.

In this context, the purpose of the research project is to configure the insertion of profiling and automated decision-making using algorithms in the workplace in the current regulatory framework. Our aim is to determine the assumptions, procedures and legal conditions for profiling and automated decision making with algorithms in the workplace to comply with the current legal regulation and case law. Specifically, determine the existing business obligations in this context of non-discrimination, protection of personal data, transparency, negotiation with workers and responsibility.

Institut d'Estudis Laborals (IEL)



**PRINCIPAL
INVESTIGATOR:**



Anna
Ginès

PERIOD:

January 2017 – September 2021

FUNDING BODY:

AGAUR

REFERENCE:

2017 SGR 654

RESEARCH TEAM:

Salvador del Rey Guanter, Ismael Vallés, Anna
Laborda Coronil, Oriol Cremades Checa

SUMMARY:

The aim of these grants from the Catalan Government is to promote the activities of research groups that allow to strengthen the scientific, economic and social impact of research, as well as promote its international projection.

Las nuevas formas de trabajo en el entorno digital: crowdsourcing, contratación on-demand y contrato de cero horas

Fundación **BBVA**

**PRINCIPAL
INVESTIGATOR:**



Anna
Ginès

PERIOD:

September 2016 – March 2018

FUNDING BODY:

BBVA

REFERENCE:

2016-1-NO01-KA203-022063

SUMMARY:

The objective of the research project “New forms of work in the digital environment: crowdsourcing, on-demand contracting and zero-hours contract” for which a of the BBVA Foundation Grants to researchers and cultural creators is to analyze the new forms of work that have emerged in the new digital environment and collaborative economy, its fit into the Spanish legal-labor system and the formulation and study of proposals to guarantee the protection of workers in the framework of technology-based companies.

