

NOVEMBER 2022

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# 5<sup>th</sup> **INDL** *Conference*

International Network on Digital Labour

## Features & Futures of Digital Labor

Central building of NKUA  
30 Panepistimiou str., Athens, Greece



HELLENIC REPUBLIC  
National and Kapodistrian  
University of Athens  
— EST. 1837 —

Department of Sociology



# 5<sup>th</sup> INDL *Conference*

## Features & Futures of Digital Labor

The department of Sociology of National and Kapodistrian University of Athens (NKUA) welcomes you to the 5th INDL conference “Features and Futures of Digital Labor”. The conference is co-organized by the Department of Economic and Social Sciences, Telecom Paris, Polytechnic Institute of Paris, the DiPLab (Digital Platform Labor), Telecom Paris, Polytechnic Institute of Paris, the International Labor Organization and the Labor Institute of the General Confederation of Greek Workers. It will take place at the central building of NKUA, 30 Panepistimiou str., 106 79 Athens between 3 and 5 November 2022.

The INDL (International Network on Digital Labor) project started as ENDL (the “E” standing for “European”) 5 years ago with an inaugural meeting in Paris. Since then, it has expanded internationally, and its members have organized larger conferences in Paris (2019), Toronto (2019), Milan (2020, online), and Edinburgh (2021, online). INDL’s conference in Athens is the first in-person meeting since the beginning of the Covid-19 pandemic. The network is delighted to welcome participants from all academic stages and a really wide range of countries.

Digital labor is central to the digital transformation of society. Despite its pervasiveness, though, the ways it is inscribed in the current organization of production and the state remain elusive. Different fields of the social and economic sciences, political theory, law, and philosophy have attempted to capture its distinctive attributes. The current conference aims at contributing to this discussion by mapping the new working environments and fostering dialogue around the nature of digital work and the possible futures that academic research may help bring about.

# Program

DAY 1 / **NOVEMBER 3, 2022**

9:30–10:30 *Conference Opening (Argyriadis Room)*

**KEYNOTE 1 – (ARGYRIADIS ROOM)**

**Paola Tubaro**, CNRS, Paris, France

10:30–11:30 ***“Inequalities in digital labour”***

*Chair: Eleni Rethimiotaki*

11:30–12:00 *Coffee break*

## **DRAKOPOULOS ROOM**

12:00–13:00 **SESSION 1A:  
WORKING IN PRIVATE  
AND PUBLIC SPACES**

*Chair: Christos Goulas*

**Nicholas Giannakopoulos**

*(University of Patras, GR),  
Konstantinos Pouliakas (European  
Centre for the Development of  
Vocational Training, GR)*

*“Working from home in Greece  
during the Covid-19 pandemic”*

**Adem Yesilyurt**

*(EHESS, FR)*

*“Respatialization of Work in  
Digital Capitalism: Changing  
subjectivities at coworking  
spaces”*

**Yiorgos Ioannidis**

*(Panteion University, GR)*

*“Income inequalities  
of remote workers  
in Greece”*

## **ARGYRIADIS ROOM**

**SESSION 1B:  
DIGITAL LABOR  
AND THE CITY**

*Chair: Nikos Smyrnaiois*

**Maurilio Pirone**

*(University of Bologna, IT)*

*“Beyond The Employee  
vs Independent Dilemma:  
Framing Dependency  
in Platform Labour”*

**Mathilde Abel,**

**Patrick Dieuaidès**

*(Sorbonne Nouvelle University  
Paris III, FR)*

*“Riding with Uber: the drivers’  
perspective on the Uber multi-  
sided market convention”*

**Francesco Bonifacio**

*(Università Cattolica di Milano, IT)*

*“Decentering algorithms,  
exploring microconflicts  
at work: an ethnography  
of riders work”*

13:00–14:00

*Lunch break*

14:00–16:00

**SESSION 2A:**

**GENDER & AFFECTIVE LABOR**

*Chair: Gemma Newlands*

**Nelli Kambouri**

*(Panteion University, GR)*

“Hybridity, affect and feminised labour in Airbnb”

**Al James**

*(University of Newcastle, UK)*

“Gendered Digital Labour and Platform Inequalities: Feminising Platforms?”

**Nicole Sarla**

*(National and Kapodistrian University of Athens, GR)*

“Affective labour on social media and affective phenomena as commodities”

**Voutsia Fotini**

*(Panteion University, GR)*

“The digital divide during the pandemic in Greece”

**Vaughn Hamilton**

*(Max Planck Institute, DE)*

“Digital Sex Work in Covid: OnlyFans, Phone Sex and the Virtual Girlfriend Experience”

**SESSION 2B:**

**ORGANIZING DIGITAL LABOR**

*Chair: Iraklis Vogiatzis*

**Enda Brophy**

*(Simon Fraser University, CA)*

“Worker Inquiry and Wall-to-Wall Organizing at Google”

**Ernesto Noronha,  
Premilla D’Cruz**

*(Indian Institute of Management Ahmedabad, IN)*

“Struggling to organise: The case of food app workers in India”

**Athina Karatzogianni**

*(University of Leicester, UK)*

“Dead Labour and Nonhuman Networks: The Problem of Social Movement Workers”

**Adrienne Williams**

*(DAIR Institute, USA)*

“Amazon Warehouse Workers & Drivers: Subject to Wage Theft, Health & Safety Violations, & Constant Surveillance”

**Alexandros Minotakis,  
Paris Laftsis**

*(National and Kapodistrian University of Athens, GR)*

“Fight Against Platform Capitalism: The Case of e-food Workers”

**Erika Kazani**

*(Attorney at Law, GR)*

“Legal transformations of gender issues in the digital world of work within international and EU law; the differentiating value of a digital labour environment”

**Chloé Lebas**

*(Université de Lille, FR)*

“Mobilization under digital labor: a renewal for collective action? Comparing videogames developers and riders collective action in France”

16:00–16:30

*Coffee break*

**KEYNOTE 2 - (ARGYRIADIS ROOM)**

**Antonio Aloisi**, *IE Law School, Madrid, Spain*

16:30–17:30

**“Regulating Algorithmic Management at Work in the European Union”**

*Chair: Antonio Casilli*

**DRAKOPOULOS ROOM**

9:30–11:30

**SESSION 3A:  
PANEL – PLATFORM WORK,  
PRECARITY AND SOCIAL  
STRUGGLES**

*Chair: Uma Rani*

**Dimitris Parsanoglou**

*(National and Kapodistrian  
University of Athens, GR,*

**Aggeliki Yfanti**

*(Public Employment Service, GR)*

“We wouldn’t have made it  
without you’: (self)organisation  
of platform workers and social  
solidarity in Greece”

**ARGYRIADIS ROOM**

**SESSION 3B:  
ARTIFICIAL  
INTELLIGENCE**

*Chair: Ivana Pais*

**Theodora Kotsaka**

*(Ena Institute, GR)*

“Dignity of labour  
& technology: Is there  
a singularity of AI?”

**Bronwyn Frey**

*(University of Toronto, CA)*

“Permanently beta: The minimum  
viability of app-based courier  
management”

**Barbara Surdykowska,  
Sławomir Adamczyk**

*(Solidarnosc, PL)*

“Cybernetic human enhancement  
in the context of the work  
environment”

**Moritz Altenried**

*(Humboldt-Universität, DE)*

“Platforms and Migrant Labour:  
Control, Contingency, Resistance”

**Sam Hind, Max Kanderske**

*(University of Siegen, DE),*

**Fernando van der Vlist**

*(Utrecht University, NL)*

“Taking up the challenge:  
How machine vision ‘challenges’  
structure AI work”

**Bernd Kasperek**

*(Humboldt-Universität, DE)*

“From Fastest Unicorn to Quick-  
est Strike – Banal Digitalisation,  
Agile Organising and a Mobile,  
Global Working Class”

**Assia Wirth**

*(Paris Saclay University, FR)*

“Facial datasets as sites  
of knowledge production:  
examining the (im)possibility  
of knowing faces”

11-30-12:00 *Coffee break*

**KEYNOTE 3 – (ARGYRIADIS ROOM)**

**Valia Aranitou**, *Department of Sociology NKUA, Greece*

12:00-13:00 **“‘Surveillance’ as a means of business growth?”**

*Chair: Manos Spyridakis*

13:00-14:00 *Lunch break*

14:00-16:00

**SESSION 4A:  
DIGITAL DISPOSSESSION**

*Chair: Clément Le Ludec*

**Marco Marrone**

*(Università del Salento, IT),*

**Federico Chicchi**

*(Università di Bologna, IT)*

**“The dark side of platform.  
Works, skills and exploitation in  
the platform society”**

**SESSION 4B:**

**GLOBAL SOUTHS**

*Chair: Dimitris Karydas*

**Amir Jafar**

*(Aligarh Muslim University  
Centre Murshidabad, IN),*

**Amitava Ghosh,**

**Swati Saksena**

*(SSA Compliance Services LLP, IN)*

**“An Insight into the Labour  
Conditions of Digital Workers  
in India: An Empirical Study”**

**Dimitrios Koulos**

*(Technical University of Crete, GR)*

**“Labour ahead of ‘Interesting  
Times’: Digital labour,  
creativity, and capital in the  
light of the contradiction  
of productive forces and  
relations of production”**

**Nikos Smyrnaios**

*(University of Toulouse, FR)*

**“Science for sale under  
neoliberalism: work in  
‘paper mills’ as digital  
labor”**

**Marianna Charitonidou**

*(Athens School of Fine Arts, GR)*

**“Digital labour theory of value  
and architectural drawings  
as part of commodity  
fetishism”**

**Juana-Luisa Torres-Cierpe**

*(Paris Saclay University, FR)*

**“Digital labour and workers’  
agency: the case  
of Venezuela”**



**Dionysios Tzarellas**

*(National and Kapodistrian  
University of Athens, GR)*

**“Digital work and surveillance”**

**Padmini Sharma**

*(University of Milan, IT)*

**“Digital Labour Relations in  
the Gig Economy: Platform-to-  
Consumer Food Delivery  
Services in Global North and  
Global South”**

**Aishik Saha**

*(Jadavpur University, IN)*

**“‘Smart’ Capital and the Spectre  
of Digital Dispossession:  
A Critical Enquiry into the  
Datafication of Accumulation by  
Dispossession”**

**Kianoosh Yasaei**

*(University Paris 8, FR)*

**“Platform workers in Iran  
in the service of transnational  
platform capitalism”**

**Ruth Simanjuntak,**

**Amelinda Pandu**

**Kusumaningtyas**

*(Center for Digital Society,  
Universitas Gadjah Mada, ID)*

**“Buried under the triangle  
of power: The trickle down  
effects of state and military  
involvements with gig  
economy platforms toward  
the livelihood of gig workers  
in Indonesia”**

16:00–16:30

*Coffee break*

**KEYNOTE 4 – (ARGYRIADIS ROOM)**

**Uma Rani, ILO, Geneva, Switzerland**

16:30–17:30

**“Platformisation in developing countries:  
Informality, precarity and inequality”**

*Chair: Manolis Patiniotis*

ROUND TABLE – (ARGYRIADIS ROOM)

18:00–20:00

**“Socials Partners discussing  
Work in digital transformation era”**

**Giorgos Argitis**

*Professor of macroeconomics at the National and Kapodistrian University of Athens and scientific director of the Labour Institute of the Greek General Confederation of Labour (INE GSEE)*

**Christos Goulas**

*General Director of the Institute of Labour of the Confederation of Labour (INE) and of the Centre for Educational Policy Development of GSEE (KANEP).*

**Paraskevas Lintzeris**

*Executive Director IME GSEVEE and scientific coordinator of GSEVEE of educational and training issues.*

**Ms Milena Panagiotopoulou**

*European and International Affairs Manager of Hellenic Confederation of Commerce & Entrepreneurship and scientific coordinator of digital transformation issues.*

**DRAKOPOULOS ROOM**

9:30–11:30

**SESSION 5A:  
REGULATIONS  
AND POLICY**

*Chair: Maxime Cornet*

**Barbara De Micheli,  
Sofia Gualandi**  
*(Fondazione Giacomo Brodolini, IT)*  
“Don’t GIG Up! & Don’t GIG Up,  
Never! EU Projects: protecting  
workers and enhancing  
industrial relations in digital  
labour”

**Katarzyna Cieslik,  
Mariette McCampbell**  
*(Durham University, UK)*  
“Platformization of Rural Africa:  
Dependency, Dispossession and  
Data in the ‘Sharing Economy’”

**Francesco Bonifacio, Cecilia  
Manzo, Ivana Pais**  
*(Università Cattolica del Sacro  
Cuore, Milano, IT)*  
“Platform as an institutional  
logic: the case of welfare  
platforms”

**ARGYRIADIS ROOM**

**SESSION 5B:  
OCCUPATIONS  
AND CAREERS**

*Chair: Athina Karatzogianni*

**Diana Enriquez**  
*(Princeton University, US)*  
“From precarity to flexibility:  
high-skill, technical workers  
temporary work strategies  
and their effects  
on income”

**Aube Richebourg**  
*(École des hautes études en  
sciences sociales, FR)*  
“‘They killed our baby’,  
professional and activist paths  
of the vanguardist technicians  
facing digital capitalism in  
Western Europe”

**Alessandro Gandini, Gaia  
Casagrande, Gianmarco  
Peterlongo**  
*(University of Milan, IT)*  
“Neo-craft work: a peculiar  
case of platformised  
labour”

**Muhammad Asif**

(HR & IR Professional,  
Social Activist, PK),

**Summiya Zahidi**

(Academy of Labour &  
Employment Relations, PK)

**“Labour Regulations and Gig  
Workers in Pakistan”**

**Elina Roinioti**

(Panteion University, GR)

**“Between art and business:  
Game developers and digital  
labour”**

**Natalia-Rozalia Avlona**

(University of Copenhagen, DK)

**“Un-working data in the data-  
driven health care market:  
Seeking routes to trace data  
as a concept and as a practice”**

**Estrella Gómez Herrera**

(University of Balearic Islands, ES),

**Ulrich Laitenberger**

(Telecom Paris | Polytechnic  
Institute of Paris, FR),

**Frank Muller-Langer**

(University of the Bundeswehr,  
Munich, DE)

**“Do online workers pass-on  
platform fees to employers?  
Empirical evidence from more  
than 3.3 million bids”**

**Greig de Peuter**

(Wilfrid Laurier University, CA)

**“Co-operatives, Work, and the  
Digital Economy”**

**Gemma Newlands,****Christoph Lutz**

(BI Norwegian Business School, NO)

**“Mapping the Prestige and Social  
Value of Occupations in the  
Digital Economy”**

11-30–12:00

*Coffee break*

12:00–13:00

**KEYNOTE 5 – (ARGYRIADIS ROOM)**

**Otto Kässi**, ETLA, Helsinki, Finland

**“Incentives and information – implications  
for platform labour regulation and worker  
organisation”**

Chair: Milagros Miceli

13:00–14:00

*Lunch break*

14:00–16:00

**SESSION 6A:**

**CROWDWORK**

*Chair: Paola Tubaro*

**Maxime Cornet,  
Clément Le Ludec**

*(Telecom Paris | Polytechnic Institute  
of Paris, FR)*

“How artificial intelligence  
production chain reproduce long  
term pattern of inequalities  
towards Global South workers?”

**Leonard Ecker**

*(Helmut-Schmidt-Universität  
Hamburg, DE),*

**Martin Krzywdzinski,  
Christine Gerber**

*(WZB Berlin Social Science  
Center, DE)*

“Communication but where and  
who? Peer-to-peer interactions  
on Crowdwork platforms”

**Iraklis-Alexandros Vogiatzis**

*(National and Kapodistrian  
University of Athens, GR)*

“Microtasking and algorithmic  
management: new tendencies  
in the organization of labor and  
the science behind them”

**Tianling Yang**

*(Technische Universität Berlin, DE)*

“Forms of labor control in  
crowdwork: An autoethnographic  
investigation of a Chinese  
crowdsourcing platform”

**SESSION 6B:**

**DATA AND PRIVACY**

*Chair: Juanna Torres-Cierpe*

**Aljoša Polajžar**

*(University of Maribor, SI)*

“Collective labour rights  
of platform workers –  
negotiating the algorithm  
and protection of privacy  
at work”

**Sonja Mangold,**

**Sina Häusler**

*(University of Bremen, DE)*

“Privacy Rights in the Global  
Platform Labour Market:  
Interdisciplinary  
Reflections”

**Christos Krystallis**

*(National and Kapodistrian  
University of Athens, GR)*

“A brief history of algorithmic  
management”

**Massimiliano Nicoli**

*(Université Paris Nanterre, FR),*

**Luca Paltrinieri**

*(University of Rennes I, FR)*

“The “Platformization”  
of the Firm and the Self-Worth  
Political Economy”

**Sonam Jindal**

*(Partnership on AI, US)*

**“Towards Reframing the Value  
Generated by Data Enrichment  
Workers”**

**Vangelis Papadimitropoulos**

*(Panteion University, GR)*

**“Labour in the Digital Age:  
From Platform to Open  
Cooperativism”**

**Annika Becker**

*(University Duisburg-Essen, DE),*

**Marcus Eckelt**

*(Helmut Schmidt University  
Hamburg, DE),*

**Frank Kleemann**

*(University Duisburg-Essen, DE)*

**““Pay + X” – crowdworking  
between gainful employment  
and meaningful activity”**

16:00-16:30

*Conference Closure*



## About **INDL**

International Network on Digital Labour

INDL, the International Network on Digital Labor, is an initiative founded in 2019. Over the years it has been funded by the French CNRS (National Center for Scientific Research), the ISRF (Independent Social Research Foundation), and a number of local partners. By leveraging the experience of the vibrant communities of the ENDL (European Network on Digital Labour), INDL's mission is to organize international conferences and foster global-level collaboration between academia and civil society. INDL conferences welcome stakeholders such as experts, media, union leaders, and policymakers. Graduate students and junior researchers are invited to actively participate, both by responding to our calls for papers and by lending a hand for the organization of the events.



# 5<sup>th</sup> *INDL*

International Network on Digital Labour

## Features & Futures of Digital Labor

Central building of NKUA  
30 Panepistimiou str., Athens, Greece



International  
Labour  
Organization



IN.EM.Y. - ΕΣΕΕ  
ΙΝΣΤΙΤΟΥΤΟ ΕΜΠΟΡΙΟΥ ΚΑΙ ΥΠΟΘΕΣΕΩΝ ΤΗΣ ΕΣΕΕ

INE  
Ινστιτούτο Εργασίας Γ.Σ.Ε.Ε.



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