

## Call for Contributions

### **“Implementation and Negotiation of AI in the Workplace”**

#### Conference Stream and special issue paper development workshop

In recent discussions, the focus has started to shift from theoretical considerations about the abilities and functionality of artificial intelligence (AI), and their impact on labor markets (Acemoglu 2024; Brynjolfson et al. 2023; Gmyrek 2023) to concrete implementations within organizations (Herrmann/Pfeiffer 2022; Waefler/Schmid 2020). Moreover, also regulative decisions have an impact on the use of AI at a workplace level, addressing not only a variety of ethical issues (Hähnel et al. 2024). With the introduction of the EU AI Act, there is an emerging sense of urgency for companies to engage with the implications of this legislation. Furthermore, new challenges and risks by AI on an organizational level (e.g. regarding cybersecurity and privacy) are at stake (Dendler et al. 2024). This call invites contributions that delve into the aspects of negotiating AI deployment in the workplace, exploring how it is being implemented, what is negotiable, and how organizations, management, unions and work councils are navigating the uncharted waters of AI integration as a novel contested terrain (Kellog et al. 2020).

We are witnessing a transformational period where discussions, which two years ago centered around the potentials and limitations of AI, now focus on the specifics of its design and application within in operational settings (Kellmeyer 2024; Krzywdzinski et al. 2023), and how they are negotiated within industrial relations (Schröder/Höfers 2022). While challenges remain, it is crucial to recognize that the novelty brought by AI also creates opportunities for negotiation and redefinition of roles within companies. This call aims to illuminate the pathways through which and how organizational negotiations regarding AI technology unfold, and their implications for workers and employers (Pfeiffer 2024). We are particularly interested in comparing how the negotiations of AI application take place under the conditions of different institutional realities in different countries and varieties of worker participation and co-determination. Accordingly, we seek to highlight the perspectives and interests of various stakeholders involved in this process, rather than centering debates on feasibility or ethical considerations.

We invite contributors to address the following questions, among others:

- Who decides which tasks are affected by AI and which parts are retained?

- In what way can or will employees be involved in the implementation of the AI?
- What are the distinctions in the integration and negotiation of AI across different company departments, such as Human Resources or Engineering?
- How do existing skill formation systems relate to the application of AI at the workplace and company level?
- How are liability and responsibility negotiated and distributed, and what role do employee representatives play?
- How do employees perceive AI, and what are their concerns or expectations regarding its implementation in their daily tasks?
- What decision-making processes determine the extent of AI's involvement in employee roles, and how is the balance of human and machine work achieved?
- How are the bargaining positions of various workplace actors altered in response to the increasing presence of AI technologies?
- How deep is the understanding of the underlying technology (algorithms, data science, annotation, weighing etc.) of those who decide about AI implementations within in organizations?
- How are technical and mathematical limitations of AI systems addressed by accompanying measures and organizational processes, and how are they negotiated and designed?

By examining these themes, we hope to foster a deeper understanding of the dynamics at play in the workplace as organizations adapt to the evolving landscape of AI. Contributions are encouraged from a variety of perspectives, including empirical research, case studies and theoretical analyses. We look forward to your submissions that will enrich the discourse established in this critical area of study.

As a special issue with contributions possible in English or German will be published in the German journal *Industrielle Beziehungen* (= industrial relations; for more information: <https://www.nomos.de/en/journals/indbez/>) after the conference, the conference should be used as a paper development workshop. If you have any further questions, please feel free to contact us by email: [manuel.nicklich@fau.de](mailto:manuel.nicklich@fau.de) and [sabine.pfeiffer@fau.de](mailto:sabine.pfeiffer@fau.de).

#### Important Dates:

- Paper abstract submission deadline: 31/03/2025
- Notification of acceptance: 30/04/2025
- Special Issue full paper submission deadline: 31/12/2025
- Publication date Special Issue *Industrielle Beziehungen*: December 2026

### Abstract Submission Guidelines:

- Abstracts should be in English and no more than 250 words.
- Include the title, authors, and affiliations.
- Submit your abstract via the conference website (<https://ilera2025.webspace.durham.ac.uk>). The paper submission systems will open in January 2025.

Acemoglu, Daron. 2024. 'The Simple Macroeconomics of AI'. Working Paper. Working Paper Series. National Bureau of Economic Research. <https://doi.org/10.3386/w32487>.

Brynjolfson, Erik, Danielle Li, and Lindsey R. Raymond. 2023. 'Generative AI at Work'. NBER Working Paper 31161. Cambridge, MA: National Bureau of Economic Research. [https://www.nber.org/system/files/working\\_papers/w31161/w31161.pdf](https://www.nber.org/system/files/working_papers/w31161/w31161.pdf).

Dendler, Leonie, Manuel Nicklich, Sabine Pfeiffer, and Annett Schulze. 2024. 'Systemic Risks and Organizational Challenges in Transformative Processes: "Cybersecurity" in the Food Field'. In *The Handbook of Organizing Economic, Ecological and Societal Transformation*, edited by Elke Weik, Chris Land, and Ronald Hartz, 165–87. Berlin, Boston: De Gruyter. <https://doi.org/10.1515/9783110986945-009>.

Gmyrek, Pawel, Janine Berg, and David Bescond. 2023. 'Generative AI and Jobs: A Global Analysis of Potential Effects on Job Quantity and Quality'. ILO Working Paper 96 – August 2023. Genf: International Labour Organization. [https://ilo.org/wcmsp5/groups/public/---dgreports/---inst/documents/publication/wcms\\_890761.pdf](https://ilo.org/wcmsp5/groups/public/---dgreports/---inst/documents/publication/wcms_890761.pdf).

Hähnel, Martin, Sabine Pfeiffer, and Stephan Graßmann. 2024. 'Striking the Balance: Ethical Challenges and Social Implications of AI-Induced Power Shifts in Healthcare Organizations'. *AI & SOCIETY*, August. <https://doi.org/10.1007/s00146-024-02043-6>.

Herrmann, Thomas, and Sabine Pfeiffer. 2022. 'Keeping the Organization in the Loop: A Socio-Technical Extension of Human-Centered Artificial Intelligence'. *AI & Society* 38:1523–42. <https://doi.org/10.1007/s00146-022-01391-5>.

Kellmeyer, Philipp. 2024. 'Beyond Participation: Towards a Community-Led Approach to Value Alignment of AI in Medicine'. In *Developments in Neuroethics and Bioethics*. Academic Press. <https://doi.org/10.1016/bs.dnb.2024.02.011>.

Kellogg, Katherine C., Melissa A. Valentine, and Angèle Christin. 2020. 'Algorithms at Work: The New Contested Terrain of Control'. *Academy of Management Annals* 14 (1): 366–410. <https://doi.org/10.5465/annals.2018.0174>.

Krzywdzinski, Martin, Detlef Gerst, and Florian Butollo. 2023. 'Promoting Human-Centred AI in the Workplace. Trade Unions and Their Strategies for Regulating the Use of AI in Germany - Martin Krzywdzinski, Detlef Gerst, Florian Butollo, 2023'. *Transfer* 29 (1): 53–70. <https://doi.org/10.1177/10242589221142273>.

Pfeiffer, Sabine (2024): 'AI as a Colleague: A Representative Employee Survey on Artificial Intelligence in the German Workplace.' In *AI, Human, Society*. Springer (*forthcoming*)

Schröder, Lothar, and Petra Höfers. 2022. *Praxishandbuch Künstliche Intelligenz: Die Balance zwischen künstlicher Intelligenz und menschlichen Werten*. 1st ed. Frankfurt/M.: Bund.

Waefler, Toni, and Ute Schmid. 2020. 'Explainability Is Not Enough: Requirements for Human-AI-Partnership in Complex Socio-Technical Systems'. <https://doi.org/10.20378/irb-49775>.