

Programme - Disrupting Technology Conference 2025

16-17 June 2025 | Cloth Hall Court, Quebec Street, Leeds, LS1 2HA, UK

digital futures at work
research centre



Monday, 16 June 2025

| Time | Agenda |
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| 09:00 - 09:45 | Registration and Light Refreshments Merchants Hall |
| 09:45 - 10:00 | Welcome & Introductions: Professor Mark Stuart Digit Co-Director & CERIC Director, Leeds University Business School Tweed Room |
| 10:00 - 11:00 | Keynote Presentation: Professor Mark Graham Director at Fairwork, Oxford Internet Institute, University of Oxford <i>'The Hidden Human Labour Powering AI: Introducing the Fairwork Action Research Project'</i> Tweed Room |
| 11:00 - 11:15 | Break Merchants Hall |
| 11:15 - 12:45 | Session 1 A: AUTOMATION Cotton Room Chair: Danat Valizade <ul style="list-style-type: none"> Nahuel Aranda 'The Quality Paradigm as a Leverage for Restructuring: Labour Automation, Export Reorientation, and Work Intensification in an Argentine Factory, 1990-2005' Tommaso Ciarli, Ana Oliveira, Rafael Consentino de la Vega 'The Future of Task Automation: A Delphi Survey' Claudia Collodoro, Lucrezia Fanti, Jacopo Staccioli, Maria Enrica Virgillito 'From Patents to Occupations: A Sectoral-level Analysis of Artificial Intelligence Worker Management Technologies' Agnieszka Rydzik 'Digitalisation, Automation and the (Re)shaping of Hospitality Work' |

Tuesday, 17 June 2025

| Time | Agenda |
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| 09:00 - 09:30 | Registration and Light Refreshments Merchants Hall |
| 09:30 - 10:30 | Keynote Presentation: Dr Uma Rani Senior Economist, International Labour Organisation <i>'Human Cogs in the AI Machine: Experiences of Data Annotation and Content Moderation Workers in India and Kenya'</i> Tweed Room |
| 10:30 - 10:45 | Break Merchants Hall |
| 10:45 - 12:15 | Session 4 A: GIG WORK & INEQUALITIES Cotton Room Chair: Ioulia Bessa <ul style="list-style-type: none"> Neha Arya 'Work Autonomy Versus Algorithmic Management of Work in Online Food Delivery Sector: An Indian Perspective' Damni Kain 'Caste, Capitalism and Platforms: Exploring Gig Work in South Asia' See Pok Loa 'Variations in the Coping of Precarity Across National Contexts: Freelance Workers in China and Japan' Mrinmoy Majumder 'A Critique of "Technological Singularity" in the Context of Platform Work: Implications for Social Inequality' B: DIGITAL TRANSITIONS Denim Room Chair: Esme Terry <ul style="list-style-type: none"> Greg J. Bamber, Brian Cooper, Tracey Shea, Mark Stuart, Danat Valizade 'Employers' Perspectives on Transitions to Digitalisation at Work in Australia' |

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| | <p>B: HEALTH & SOCIAL CARE Denim Room Chair: Gabriella Alberti</p> <ul style="list-style-type: none"> • Angela Burgin, P.H. Gardner, C. Easthall, R. Randell <i>‘Electronic Prescribing in Hospitals – Does it Help or Disrupt the Patient Conversation? A Realist Review’</i> • Grace Whitfield, Kate Hamblin, Diane Burns <i>‘Platformisation of Adult Social Care: New Constitutions of Care Labour and Technology?’</i> • Jette Ernst <i>‘Service Assistants between a Rock and a Hard Place in Hospital Logistics Automation’</i> • Louise Laverty, Norina Gasteiger, Amy McCawley, Dawn Dowding, Roman Kislov <i>‘Datafication of Healthcare Deservingness: An Ethnographic Study of a “Digital” NHS Trust and the Implications on Staff and Patient Relationships’</i> <p>C: PLATFORM WORK Wool Room Chair: Alexandra Seehaus</p> <ul style="list-style-type: none"> • Isaiah Adisa, Anita Hammer, Priyanka Pandey <i>‘Capitalist Institutional Configuration of Platforms and In-work Poverty: Enablers and Passive Actors in Nigeria’</i> • Zihao Zhang <i>‘A “Hunger Game”: Gamification and Agency in Platform Food Delivery Industry of China’</i> • Victoria Antonio <i>‘Outsourcing Digital Intimate Labour’</i> • Alexandra Moran <i>‘The Inclusion of Digital Sex Work in Research and Policy on Platform Work’</i> | | <ul style="list-style-type: none"> • Tim Marsh <i>‘Management Strategy and Upgrading in the Bengaluru Garment Cluster’</i> • Lisa Sezer, Christian Lynne Ibsen <i>‘Lobbying and the Influence of Business Associations in the Digital Agenda’</i> • Olufemi Epebinu <i>‘Digital Innovation and Strategic Service Quality Delivery in Immigration Management: Mediation of Transformational Leadership’</i> <p>C: HUMAN-TECHNOLOGY INTERACTIONS Wool Room Chair: Liz Oliver</p> <ul style="list-style-type: none"> • Emma Hughes, Niall Cullinane, Conor McCabe, Tony Dundon, Debra Howcroft <i>‘The Organisation of Warehouse Work and Social Dialogue in the UK’s E-Commerce Fulfilment Sector’</i> • Mattia Dessi <i>‘Digitalisation and Health and Safety in South African Mining: Between Safety Culture and Systemic Tendencies’</i> • Dean Stroud, Rachel Hale, Luca Antonazzo, Martin Weinell, Vinicio Di Iorio <i>‘Artificial Intelligence for Steelmaking: Optimising Processes, Augmenting Workers and Blurring Accountability’</i> • Abbie Winton, Charles Umney, Gabriella Alberti <i>‘Technological Frames of Reference in the UK Warehousing Industry: How do Industry Actors Make Decisions about the Adoption and Application of Warehousing Technologies?’</i> |
| 12:45 - 13:45 | <p>Lunch</p> <p>Merchants Hall</p> | 12:15 - 13:15 | <p>Lunch</p> <p>Merchants Hall</p> |
| 13:45 - 15:15 | <p>Session 2</p> <p>A: DISRUPTION & CONTESTATION Cotton Room Chair: Simon Joyce</p> <ul style="list-style-type: none"> • Morgan Powell <i>‘Building a Digital Workers’ Movement: The Emergent Years of Platform Labour Protest in India’</i> • Giovanni Dosi, Gianmarco Palumbo, Maria Enrica Virgillito <i>‘Ages of Taylorism: An Analysis of Workplace Regimes from Ford to Tesla’</i> | 13:15 – 14:45 | <p>Session 5</p> <p>A: WORKERS’ PERSPECTIVES, RESPONSES & RESISTANCE Cotton Room Chair: Xanthe Whittaker</p> <ul style="list-style-type: none"> • Ou Lin <i>‘From Platform Control to Workers’ Resistance: The Role of Law in Chinese Platform Work’</i> • Francisco Pando Junco <i>‘A Mixed-methods Investigation into the Workers’ Attitudes to Industry 4.0 in Spain’s Meat Industry’</i> |

- **Aditya Ray, Aju John** *'Disrupting Platforms: Origins and Strategies of 'New' Gig & Platform Workers' Organisation in India'*
- **Gabriël van Rosmalen, M. Six Silberman, Jeremias Adams-Prassl** *'Clarifying Contested Employment Relationships in Data-driven Work through the Competition Law Concept of the "Undertaking"'*

B: MIGRATION & MIGRANT WORKERS [Denim Room](#)

Chair: Tim Marsh

- **Gabriella Alberti, Ioulia Bessa, Jo Cutter, Chris Forde, Zyama Ciupijus** *'The Limits of Automation in the Replacement of Migrant Workers post-Brexit: Evidence from Low Paid Sectors'*
- **Andreea Maria Ferent** *'Technological Change and Migrant Labor: A Comparative Analysis of Labor Conditions for Agricultural Migrant Workers in the UK and the Netherlands'*
- **Olga Gheorghiev** *'Subcontracting, Migrant Workers, and the Gig Economy: The Organisation of Work at the Margins'*

C: EMPLOYEE OUTCOMES & WELLBEING [Wool Room](#)

Chair: Irena Grugulis

- **Danyi Zhou, Manhal Ali, Jonathan Winterton, Chunyu Xiu, Peter Boxall** *'Digital Workplace Performance Monitoring and Employee Psychosocial Risks and Health: An Empirical Evidence from EU Enterprises'*
- **Albert Varela** *'Computer Use and Work Intensity in the UK and Europe'*
- **Ha Nguyen** *'The Relationship between Afterhour Digital Engagement and Employees' Wellbeing in Vietnam: The Moderating Role of Personal Resources'*
- **Zhiwen Ding, Ziyu Wang** *'From Hopeless Work to Hope Consumption: The Spiritual Consumption of Chinese High-tech Workers'*

- **Alexandra Seehaus** *'Perceptions of Class Conflict among Platform Food Couriers in Germany and England'*
- **Craig Gent** *'Slow-downs, Skives and Subterfuge: Can Digital Dissent Build Computational Counter-power?'*

B: SUSTAINABILITY & DIGITAL TRANSITIONS [Denim Room](#)

Chair: Jo Cutter

- **Mohammad Tariqul Islam** *'Investigating the Enablers and Inhibitors Responsible for Bankers' Working from Home (WFH) Adoption Intention. Does Sustainability Conviction Influence the Intention?'*
- **Demet Dinler** *'Can Digital Technologies Contribute to Inclusive and Sustainable Fisheries? Exploring Fishing Communities' Perspectives in the UK'*
- **Felix Schulz, Vera Trappmann** *'The Poly Future of Work: Digitalisation and Decarbonisation as Twin Transition – A Study of German Labour Unions'*
- **Marilyn Scott** *'The Intersection of Business Sustainability and Digital Transformation Trends within Banking'*

C: ARTIFICIAL INTELLIGENCE – ADOPTION & IMPACT [Wool Room](#)

Chair: Mark Stuart

- **Paweł Gmyrek, Karol Kamiński, Agnieszka Ładna, Konrad Roślaniec, Marek Troszyński, Janine Berg, Balint Nafradi** *'A New Global Index of Occupational Exposure to Generative AI'*
- **Abigail Harrington, Andy Hodder, Benjamin Hopkins** *'Exploring the Possibilities and Limitations of AI's Disruption: How the Labor Process Impacts Processes of Marketization'*
- **Jacopo Staccioli, Maria Enrica Virgillito** *'Worker Management through AI: A Patent-based Analysis of Artificial Intelligence Worker Management Technologies'*
- **Michael Faust** *'What Happens if the AI Promise Cannot be Kept?'*

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| 15:15 - 15:30 | Break Merchants Hall | 14:45 - 15:00 | Break Merchants Hall |
| 15:30 - 17:00 | Session 3 A: WAGES, SKILLS & (UN)EMPLOYMENT Cotton Room Chair: Ioulia Bessa <ul style="list-style-type: none"> Na Fu, Jiamin Li, Anette Hallin, Chris Ivory, Laura Piscicelli, Ana M. Moreno, Ernestina Menasalvas, Christoffer Andersson <i>'Reimagining Human-Technology Collaboration: Concept Development for Human-Technology Skill Complementarity'</i> Felix Schulz, Mark Stuart, Danat Valizade, Magdalena Soffia, Jolene Skordis, Abigail Gilbert <i>'AI Technologies and Employee Pay in the UK: Evidence from Linked Employer-Employee Data'</i> Aisling Tuite, Ray Griffin <i>'Disrupting Non-work'</i> Anna Giabelli, Ekaterina Prytkova, Fabien Petit, Tommaso Ciarli <i>'Advertised Technologies: Identifying Adoption of Emerging Technologies in Online Job Postings'</i> B: GLOBAL DIGITAL LABOUR 1 Denim Room Chair: Mattia Dessi <ul style="list-style-type: none"> Sébastien Antoine <i>'Agency and Alienation in the Global Tech Workplace: Evidence from a Global Research in Brazil and India'</i> Dimitra Kotouza <i>'Neurotechnologies of Attention and the Subsumption of Labour under Expanded Circuits of Valorisation'</i> Didem Özkiziltan Wagenführer, Patrick Feuerstein, Tobias Kuttler, Zeynep Karlidag, Debarun Dutta, Martin Krzywdzinski, Mark Graham <i>'Algorithmic Management under the Fairwork Lens: Germany's Location-Based Platform Economy'</i> C: UNIONS & WORKER ORGANISING Wool Room Chair: Morgan Powell <ul style="list-style-type: none"> Jo Cutter, Gabriella Alberti, Nicky Stubbs <i>'Unions Navigating New Technologies at Work and their Mediating Role in the Re-regulation of Logistics'</i> Simon Joyce, Mark Stuart, Chris Forde <i>'"WhatsApp Completely Changed the Union Forever": Theoretical Comments on the use of Digital Communications Technology in Mainstream Trade Unions'</i> | 15:00 - 16:30 | Session 6 A: CARE WORK – GLOBAL PERSPECTIVES Cotton Room Chair: Vera Trappmann <ul style="list-style-type: none"> Lorena Poblete, Nicole Teke, Annie Dussuet, Pascal Caillaud <i>'Digital Platforms in Domestic and Care Work in France: Strategies for New Business Models'</i> Neha Arya, Abhishek Nemuri <i>'Platformisation of Domestic & Care Work in India'</i> Xuedi Han, Seonok Lee <i>'Professionalism as a Tool and Challenge: The Interplay between Identity and Dignity of Companions in the Gig Economy'</i> Ivana Pais <i>'The Platformization of Domestic and Care Services in the UK: Organizational Models and Working Conditions'</i> B: GLOBAL DIGITAL LABOUR 2 Denim Room Chair: Charles Umney <ul style="list-style-type: none"> Leonardo De Oliveira <i>'The Role of Ghost Workers in the AI Supply Chain: An Update of Colonial Practices and the International Division of Digital Labour'</i> Devika Narayan <i>'Navigating Platform Advantages in an Uneven World: Business and Labour Strategies from the Global Computing Industry'</i> Tommaso Pelagatti <i>'Data Work in the Implementation of AI Systems: Workplace Case Studies Using Object Shadowing'</i> Pedro Salguero <i>'Digital Colonialism and the Invisible Workforce. AI Data Processing and Outsourcing in Latin America'</i> C: NO ROOM C for SESSION 6 |

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| | <ul style="list-style-type: none"> • Denis Neumann <i>'Containing the Algorithm? How Works Councils Navigate the Struggle for Control in Platform-Mediated Courier Work in Germany'</i> • Joanna Octavia <i>'Add Me to the Group: How Informal Workers Organise and Mobilise in the Digital Age'</i> | | |
| 18:30 | Digit 2 Launch Reception Fourth Floor Brasserie, Harvey Nicols, Queen Victoria Street (Victoria Quarter Arcade), Leeds, LS1 6BE <i>All delegates welcome</i> | 16:30-17:00 | Closing Remarks & Future Plans: Organising Team <i>Tweed Room</i> |
| 19:30 - 22:30 | Conference Dinner Fourth Floor Brasserie, Harvey Nicols, Queen Victoria Street (Victoria Quarter Arcade), Leeds, LS1 6BE <i>Open to delegates who pre-ordered during registration</i> | 17:00 | Conference Ends |

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