



Venezia, December 15th 2022
Rep. n. 1054 prot. 144187

**Research fellowship “Regulating algorithmic management: towards a sustainable digital workplace”
Università Ca' Foscari Venezia (Italian law 30 December 2010, n.240, art. 22).**

The present document in English is to be considered as a mere summary of the main provisions of the notice of competition which is available in Italian at the following ([link](#)) The text in Italian is the official text of the notice of competition for all legal intents and purposes and, in the event of non-conformity with the present document, it shall prevail.

Description

The Department of Management at Università Ca' Foscari Venezia invites application for one-year fellowship in **Regulating algorithmic management: towards a sustainable digital workplace**, under the supervision of prof. Maurizio Falsone (IUS-07 – Labour Law).

Abstract: Digital Technology and Artificial Intelligence are changing the way entrepreneurs organize their human resources. Many employers have already started to dismiss the completely human exercise of their managerial prerogatives, totally or partially delegating them to more or less smart machines. Data collected through workforce analytics practices are the fuel to fill the tank of algorithmic or data-driven management tools, which are capable of taking automated decisions affecting, and sometimes discriminating, the workforce. These Technologies are used not only to monitor workers, but also to give them instructions and discipline them when they do not follow their new algorithmic bosses' decisions.

It is thus necessary for researchers to identify gaps of legal protection and understand which kind of policies would be best placed to build a sustainable digital workplace.

The research project is aimed at expanding the horizons of research on algorithmic transparency and potential abuses of managerial prerogatives along three research avenues: a) from a purely employment law perspective to a more interdisciplinary one (to being able to fully understand the technical and managerial issues behind the implementation of algorithmic management tools, and be ready to investigate legal domains different from the employment one, such as privacy and AI laws, and non-legal domains like business organization and human resource management); b) from a national-focused perspective to a more internationalized one (to promote international policies and law frameworks); c) from the individual dimension to a collective one (to shed light on new collective actors and actions and their role in the digital age).

This project will contribute to the knowledge of the field investigated to promote a sustainable employment of digital tools and artificial intelligence at work at European and international level.

The research shall be carried out in Italian and English language. The fellowship is intended to provide the successful candidate with the opportunity to pursue his/her own research while benefiting from the range of expertise at Università Ca' Foscari Venezia.

Who can apply

Prospective candidates are expected to hold master's degree in Law, Economics, Management and relevant experience on the research topic and scientific-professional curriculum suitable to the development of research activities related to the fellowship.

Ca' Foscari encourages applications from researchers with positive evaluation in all the criteria in individual proposals such as Marie Skłodowska Curie Actions - Individual Fellowships/ERC Starting Grants/FIRB (Italian Fund for basic research investments)/SIR (Scientific Young Independence Research) or similar. Researchers having successfully completed Marie Skłodowska Curie Actions - Individual Fellowships/ERC Starting Grants/FIRB (Italian Fund for basic research investments)/SIR (Scientific Young Independence Research) or similar funded projects are warmly encouraged to apply.

Duration of contract: 12 months (approximately starting: February 2023).

Stipend: The research fellowship amounts to **19.367,00 Euros per year**, including taxes and social charges depending on applicant's filing status (cost to Ca' Foscari: € 23.890,00).

Deadline for submission of applications: January 20th 2023, 12 noon (Italian time).

How to apply:

Candidates shall submit:

1. The application form;
2. A motivation letter (max 1 page) along with their CV in European format, duly dated and signed, both to enclosed as a one single.pdf file. ([link](#))
3. A copy of a valid identity document (either Identity Card or Passport);
4. (If available) Evaluation Summary Reports of Marie Skłodowska Curie Actions - Individual Fellowships/ ERC Starting Grants/FIRB (Italian Fund for basic research investments)/SIR (Scientific Young Independence

- Research) individual proposals having passed all the evaluation thresholds;
- (If available) Details of Marie Skłodowska Curie Actions - Individual Fellowships, ERC Starting Grants, FIRB (Italian Fund for basic research investments)/ SIR Scientific Young Independence Research funded projects;
 - Declaration on availability to hold the interview in remote ([link](#)) to be send via email at the following address: segreteria.management@unive.it
 - All documents, qualifications and publications relevant for the selection procedure (please, see the notice [link](#)).
- All the schemes of the quoted documentation are available on the website ([link](#)).

How to submit your application

Applications should be submitted by the online procedure, available on the notice webpage ([link](#))

Or submit here: <https://apps.unive.it/domandeconcorso-en/accesso/dma-2023-falsone>

The candidate, after the uploading, will receive a submission number and an e-mail acknowledging receipt of his/her application.

The candidate if necessary could access the procedures for updating any data and materials by the link provided by the e-mail, in any case any updates must be made no later than the deadline **January 20th 2023, 12 noon (Italian time)**.

Please note that the University can be contacted for any support needs by the candidate until 24 hours prior to the deadline.

We will inform that the University will be closed on the following days: December 24th 2022 – January 08th 2023.

Please note that in case of an high number of applications and/or weight of the materials loaded by the candidates the system might become slower, Therefore it is suggested not to start the process close to the deadline.

NB: the University does not take on responsibility for wrong or late communication of addresses, nor for any communication problem not depending on the University.

Evaluation

The evaluation takes into account the criteria and thresholds described in the table below.	
Evaluation criteria	Scores
Qualification, including education, publications, work experience, awards, etc., and tests (if any)	Maximum 60 points; Minimum admission score: 42/60
Interview and other tests (if any)	Maximum 40 points Minimum admission score: 28/40
TOTAL AVAILABLE SCORE	100/100
Threshold for inclusion in the final ranking	70/100

Selection procedure

The interview will be on **31/01/2023 at 10 a.m. (Italian time)**. The interview will be held in remote only. Further details on how to connect online will be published alongside the convocation notice.

The short-list of the candidates admitted to the interview, or any postponement, will be published on the University's webpage on **27/01/2023** ([link](#)).

Information and contacts

Candidates may find further details about the application process and the research project in the official call published on the following ([link](#))

Preliminary inquiries about the research program should be addressed to Maurizio Falsone
<maurizio.falsone@unive.it>

Additional information about the application procedure may be obtained from Elisabetta Cagnin <lisa@unive.it>