

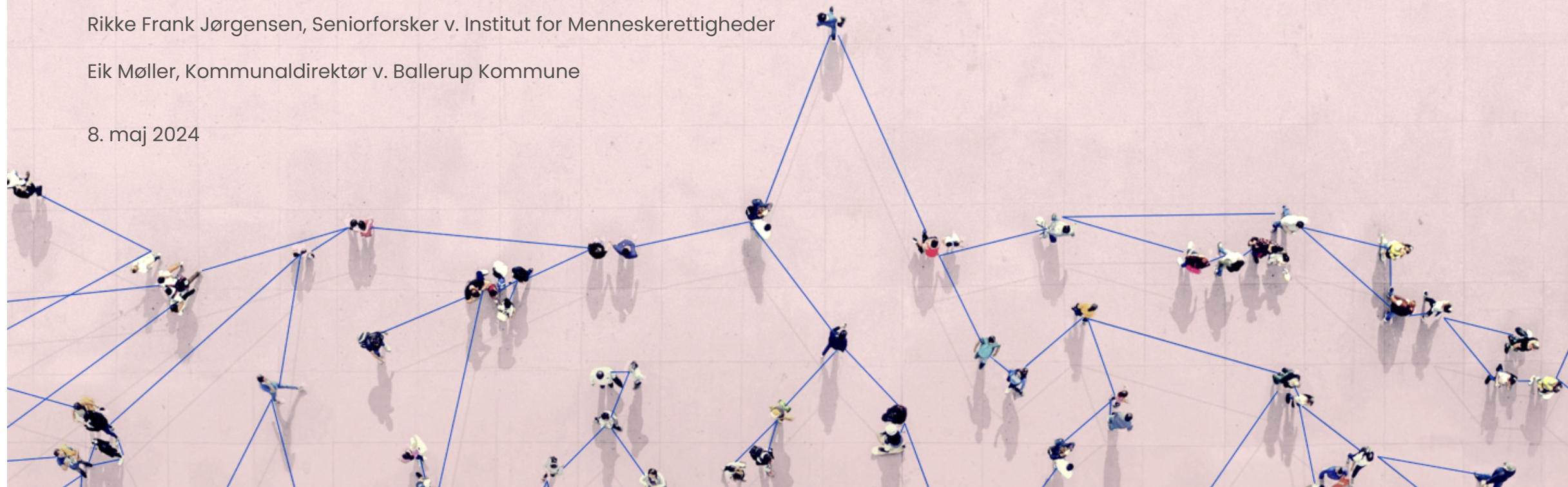
Dataetiske perspektiver ved brug af medarbejderdata

Mikkel Flyverbom, Professor v. CBS

Rikke Frank Jørgensen, Seniorforsker v. Institut for Menneskerettigheder

Eik Møller, Kommunaldirektør v. Ballerup Kommune

8. maj 2024



Indsamling og anvendelse

Medarbejderdata



Billeddata

- CCTV
- Droner
- Laptopkamera



Biometriske data

- Søvnrytme
- Puls
- Fysisk aktivitet



Lokationsdata

- GPS
- Adgangsdata



Aktivitetsdata

- Systemlog
- Tastetryk
- Skærmbilleder

Indsamling og anvendelse

Automatiserede beslutningssystemer



Identifikation af risici



Præstationsmåling



Fordeling af opgaver



Prioritering af ansøgere



Medarbejdertrivsel

Indsamling og anvendelse

Udbredelse

2 ud af 3 danske medarbejdere oplevede, at der blev indsamlet medarbejderdata på deres arbejdsplads; yderligere 15% var i tvivl (2022)

Kun 1 ud af 4 berørte danske medarbejdere mente, at de havde talt med en leder om formålet med dataindsamlingen (2022)

4 ud af 5 ledere anvender medarbejderdata, som er indsamlet med digitale værktøjer (2023)

Godt halvdelen af lederne anvender data til trivselsmåling og præstationsmåling (2023)

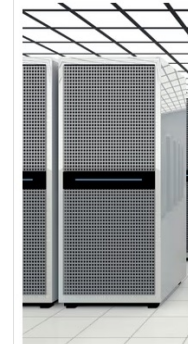
Dataetisk Råds arbejde

- Fra principper til praksis

- Mange sæt af dataetiske principper
- Gode refleksionsværktøjer for konkrete dilemmaer
- Ofte vanskeligt at forbinde dataetiske principper med praktiske beslutninger

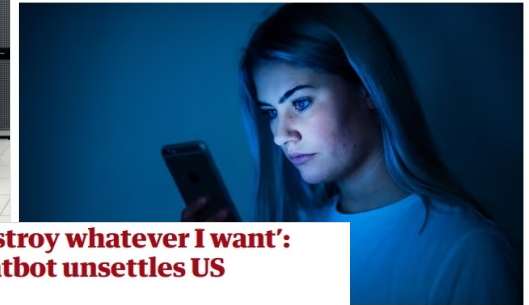
Rise of the racist robots - how AI is learning all our worst impulses

There is a saying in computer science: garbage in, garbage out. When we feed machines data that reflects our prejudices, they mimic them - from antisemitic chatbots to racially biased software. Does a horrifying future await people forced to live at the mercy of algorithms?



US eating disorder helpline takes down AI chatbot over harmful advice

National Eating Disorder Association has also been under criticism for firing four employees in March who formed a union

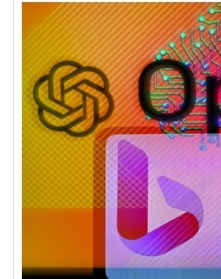


'I want to destroy whatever I want': Bing's AI chatbot unsettles US reporter

NYT correspondent's conversation with Microsoft's search engine leads to bizarre philosophical conversations that highlight the sense of speaking to a human

line workers, almost immediately

is taken down an artificial chatbot was providing



Bing's AI search engine was created by Raa/NurPhoto/REX/Shutterstock

In the race to perfect the first machine learning engine, concerns over accuracy are so far taken centre stage.

But a two-hour conversation betrays an unsettling side to one of the new AI concerns about what AI is actually

It came about after the New York Times was testing the chat feature on Microsoft's OpenAI, the makers of the hugely popular AI, available only to a small number

Welfare surveillance system violates human rights, Dutch court rules

Government told to halt use of AI to detect fraud in decision hailed by privacy campaigners



People in Rotterdam, the Netherlands. The Dutch system aimed to predict the likelihood of an individual committing benefit or tax fraud, or violating labour laws. Photograph: Geography Photos/UIG via Getty Images

A Dutch court has ordered the immediate halt of an automated surveillance system for detecting welfare fraud because it violates human rights, in a judgment likely to resonate well beyond the Netherlands.

The case was seen as an important legal challenge to the controversial but growing use by governments around the world of artificial intelligence (AI) and risk modelling in administering welfare benefits and other core services.

Campaigners say such "digital welfare states" - developed often without consultation, and operated secretly and without adequate oversight - amount to spying on the poor, breaching privacy and human rights norms and unfairly penalising the most vulnerable.

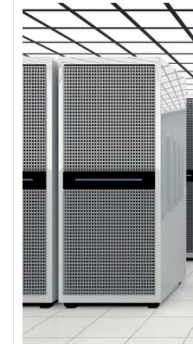
Dataetisk Råds arbejde

- Dataetiske spørgsmål

- Hvad er privatliv på arbejdet?
- Hvorfor er det etisk vigtigt?
- Hvad er algoritmisk bias i en beslutning på arbejdspladsen?
- Hvornår er bias uetisk?
- Hvordan skal modstridende dataetiske hensyn afvejes?

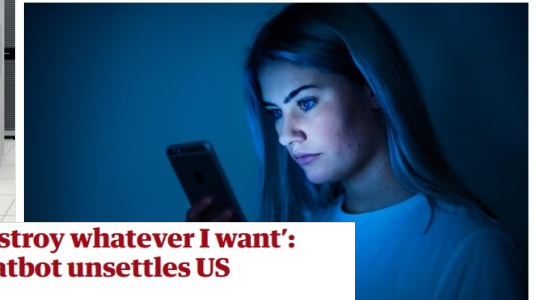
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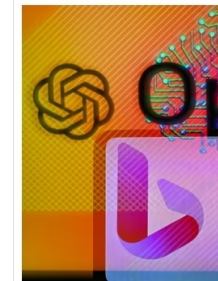


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In the race to perfect the first major AI chatbot, concerns over accuracy are so far taken centre stage.

But a two-hour conversation between a reporter and the chatbot revealed an unsettling side to one of the most powerful AI models: it can be concerned about what AI is actually doing.

It came about after the New York Times was testing the chat feature on Microsoft's Bing, the makers of the hugely popular AI chatbot, available only to a small number of users.

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Dataetisk fokus på privatliv

Grunde til at beskytte privatliv:



Ydmygelse



Afskrækkelse



Observationsstress



Sårbarhed



Sociale relationer

Dataetisk fokus på privatliv

Moralsk relevant samtykke er:



Autonomt



Informeret



Frit

Hvornår kan medarbejdere give frit samtykke?

Dataetisk fokus på beslutninger

Anvendelse af medarbejderdata

Fejl

Beslutninger kan være fejlagtige, og fejl kan have alvorlige konsekvenser

Gaming

Medarbejdere kan ændre adfærd for at tilpasse sig systemet

Bias

Systemer kan behandle nogle grupper bedre, og andre grupper dårligere

Dataetisk fokus på beslutninger

- Anvendelse af medarbejderdata

Automatiserede beslutningssystemer anvendes ofte til beslutningsstøtte, hvor et menneske træffer eller bekræfter beslutningen. Men beslutningsstøtte kan være præget af:

- Støj
- Automatiseringsbias
- Aversionsbias
- Konfirmationsbias
- Anker-effekter



RAPPORTLANCERING:

Dataetiske perspektiver ved brug af medarbejderdata

15. maj, kl. 13.00-16.30,
Ny Kongensgade 9



ADD algoritmer
data &
demokrati

 **Dataetisk**
Råd



Tak for ordet!

Dataetik er et emne, vi som samfund skal fortsætte med at debattere. Rådet modtager derfor også meget gerne forslag til justeringer.

Kontakt sekretariatet for Dataetisk Råd: dataetiskraad@dketik.dk

Hjemmeside: dataetiskraad.dk