

Supplementary File

Algorithmic control and bossware: Employee resistance and evolution of workarounds in a traditional work context

Appendix. A

	Need for Workaround	Goals and Objectives	Workarounds	Theoretical Insights
(Lee <i>et al.</i> , 2015)	Lack of transparency in surge pricing	Avoid unfavourable ride requests.	Switching off their apps to avoid ride requests from bad neighbourhoods.	Organizational Misfits: Failure to take into consideration workers' need for autonomy and discretion in choosing rides Top-down Pressure: Workers perceive a lack of transparency in algorithmic rating and surge pricing as unfair.
	Perceived unfairness of algorithmic ratings	Taking advantage of surge pricing algorithm for monetary benefits	Manipulate data collection by staying online and parking between other Uber drivers to avoid getting ride requests and benefit from hourly promotions.	
	Need for autonomy and personal discretion in choosing and accepting rides			
(Spierings <i>et al.</i> , 2017)	Enterprise System (ES) processes incompatible with mandated business processes.	Maintain normal functioning of business processes despite the deficiencies of ES.	Using Fereal Information Systems (FIS) hidden from organizational oversight.	Top-down Pressure: Organizational pressure to use the mandated Enterprise System. Workarounds as creative solutions: FIS are creative IT solutions developed by end users to gain operational efficiencies and bridge the gap between ES capabilities and business needs..
	Need to address pressing informational needs the ES failed to deliver on.	Counteract the additional transactional costs imposed by ES and create user-friendly interfaces to access and integrate ES data.	Developing user-friendly interfaces and standalone applications to address specific business needs not met by ES.	
	Loss of productivity due to additional costs imposed by ES.			
(Jarrahi & Sutherland, 2019)	Algorithmic monitoring and surveillance practices don't align with actual workflows.	Maintaining a sense of autonomy and control by avoiding certain aspects of the system like time tracking	Circumventing the algorithmic constraints and monitoring by using external tools.	Organizational Misfits: Misfits with actual workflows and algorithmically monitored workflows. Workarounds associated with resistance: Selective adoptions and modifications to IT.
	Inaccuracy of platform job recommendations.	Leveraging certain aspects of the platform like profile systems and matching capabilities to improve their hourly earnings and ratings	Manipulating the algorithm by altering the inputs to receive better job recommendations and tampering with hourly rates to improve profile visibility	

(Rahman, 2021)	The challenge with opaque algorithmic evaluations. Unclear criteria for assessment and fluctuating scores.	Maintain their reputation and mitigate the negative consequences of bad evaluations that would impact their income.	Experimenting with different tactics to boost their scores.	Organizational misfits: Opaque evaluations conflict with workers' need for transparent and fair assessment criteria.
		To gain a competitive advantage over peers and find alternative ways to secure projects.	Limiting their exposure to evaluations by working off-platform, and selective engagement with clients.	Workarounds associated with resistance: Responses to technology-imposed restrictions
(Bianchi & Ghirotto, 2022)	Heavy workloads and insufficient resources create pressure to look for alternative solutions.	To overcome any obstacles interfering with timely patient care.	Adapting standardized protocols to specific patient situations.	Organizational misfits: Unrealistic procedural demands that fail to align with real-world situations.
	Clinical necessity demands the ability to respond quickly even bypassing protocols.	Bypass any time-consuming activities and improve workflow.	Skipping certain protocols deemed unnecessary and prioritizing tasks based on urgency and patient needs.	Workarounds associated with technological misfits: Adaptations to overcome inadequate IT systems that don't support required workflows.
(Cameron & Rahman, 2022)	Algorithmic controls within platform-based work create rigid work processes that fail to capture nuances of actual work.	Navigating the control restrictions and asserting their autonomy in their interaction with customers and platforms	Persuade customers to split the projects into multiple contracts to improve their ratings.	Top-down Pressure: Need to balance both platform rules and customer expectations.
	Finding a balance between customer expectations and platform rules.	Optimise their potential earnings and work assignments	Convincing customers to initiate ride cancellations to improve their standing and manipulate the rating.	Workarounds associated with resistance: Creative adoptions to overcome rigid processes.
(Bartelheimer et al., 2023)	Legacy Systems and complex organizational structures and misalignment between local needs and organizational goals.	Overcome day-to-day constraints and improve the efficiency of the work process.	Bypassing standard operating procedures and creating alternative workflows to improve efficiency.	Technological misfits: Need to compensate for technological flaws and distracting features in technological systems.
	Friction between standardization requirements and the need for flexibility.	Address the misalignment between local needs and organizational goals.	Using alternative software solutions and unofficial databases.	Workarounds as bottoms-up process innovations: They represent bottom-up innovations that enable organizations to adopt and evolve their processes incrementally.

Table A1. Comparing steps involved in workaround creation using the Theory of Workarounds (Alter, 2014).

Concept	Keywords
Control relationship	organisation, director, staff, corporation, contractor, owner, consulting, assistant, consultant, supervisor, executive, boss, micromanagement, company, worker, management, organizational, leadership, managing, corporate, organization, employer, employee, management, manager.
Algorithmic Direction (Recommendation)	spends, working, moment, micromanages, micromanager, idling, job, inactivity, active, activity, micromanaged, spent, micromanagement, engagement, micromanaging, inactive, spend, spending, worked, duration, idle, time, micromanagers, micromanage, recommend, suggest, advise, alert, notification.
(Restriction)	reasonable, appropriate, forcing, specifically, interaction, proper, acceptable, protecting, control, preventing, controlled, controlling, appropriately, conversation, behaviour, communication, detect, behavior, restrict, allow, prevent, limit, regulate, specific, detecting, interact, forced, prevent, detection, inappropriate, necessary discipline.
Algorithmic Evaluation (Recording)	mic, desktop, listening, recorded, monitored, keystroke, recording, monitoring, tracked, screenshot, machine, workstation, monitor, keypress, keyboard, software, record, tracker, microphone, keylog, keylogging, keylogger, keyloggers, laptop, listened, screenshotting, tracking, computer, mics, workspace, camera, listens, listen, webcam, screenshots.
(Rating)	productive, performance, measurement, performing, measuring, evaluation, stats, optimizing, utilization, metric, quality, optimize, measure, measured, efficiency, productivity, target, stat, effectiveness, efficient, determine, evaluate, compare, analyze, improve, prioritize, optimize, assessing, understand.
Ethical Issues	tension, dehumanizing, stress, fatigue, humane, manipulate, oppressive, unfair, ridiculous, absurd, immoral, burnout, watch, watching, crazy, anxiety, watched, pressure, illegal, privacy, unethical, draconian, illegally, frustration, abusive, morally, idiotic, inhumane, seeing, insane, silly, autonomy, dignity, flexibility.
Workarounds Behaviour	disable, game, workaround, uninstall, remove, override, bypass, circumvent, solution, keypress, unplug, deactivate, disregard, pretend, cover, taped, override, blocking, plugged, hooked, connected, scripting, essential, autohotkey, ignore, implement, compromised, intentionally, solve, attempting, convince, wscript, vbscript, xdotool, zhornsoftware, imacros, autoit, refuse, thwart.

Table A2. List of categories and extracted keywords based on Kellogg et al. (2020)

SubReddits	No of comments
MaliciousCompliance	3881
antiwork	2672
YouShouldKnow	2063
Futurology	1485
ABoringDystopia	389
news	361
tech	357
cscareerquestions	258
privacy	238
ofcoursethatsathing	224

unitedkingdom	138
digitalnomad	137
technology	103
onguardforthee	75
AskUK	72
WFH	69
overemployed	68
StallmanWasRight	61
ITCareerQuestions	50
auckland	43
privacytoolsIO	42
TheCivilService	32
ProductManagement	31
AskProgramming	13
WorkReform	7
Citrix	3

Table A3. Number of Comments by Subreddit

Concepts	Sentences with relevant keywords
Control Relationships	6778
Algorithmic Recommendation	9045
Algorithmic Restriction	1517
Algorithmic Recording	5442
Algorithmic Evaluation	1591
Ethical Issues	1867
Workarounds	2207

Table A4. Matched sentences with relevant keywords.

Label	n	% of total
Unknown	10,788	83.65%
Salaried	1,947	15.10%
Gig Workers	118	0.91%
Mix	44	0.34%

Table A5 Matched comments based on work context related keywords

Subgroup	Terms / Patterns
Compensation/Employment	<i>w-2, w2, employee, salaried, exempt, non-exempt, annual salary, base salary</i>
Benefits & Payroll	<i>benefits, paid time off, pto, vacation, sick leave, holiday pay, open enrollment, health insurance, medical insurance, paystub, w-4, direct deposit</i>
Enterprise/IT & Collaboration	<i>workday, bamboohr, adp, ukg, sap successfactors, hris, okta, mfa, sso, vpn, microsoft teams, teams, outlook, sharepoint, jira, confluence, servicenow, salesforce, slack</i>
Org/HR Context	<i>manager, line manager, supervisor, hr, policy, aup, benefit eligible, permanent employee, rota, rota pattern, shift bid, scheduled hours, contract of employment, statutory sick pay, ssp</i>
Hours patterns (regex)	<i>\b(40\s*hours forty\s*hours 9[-]?to[-]?5 nine[-]?to[-]?five full[-]?time hours?)\b</i>

Table A6 Keywords related to regular employment

Subgroup	Terms / Patterns
Contracting/Status	<i>gig worker, independent contractor, contractor, freelancer, 1099, w-9, schedule c, sow, statement of work, corp to corp, c2c, umbrella company</i>
Platforms	<i>amazon flex, flex block, uber, uber eats, lyft, doordash, dasher, instacart, shipt, grubhub, taskrabbit, rover, upwork, fiverr, freelancer.com, peopleperhour, mechanical turk, mturk, gigwalk, field agent, deliveroo, glovo, wolt, rappi, bolt, just eat</i>
Billing & Pay	<i>invoice, net-15, net-30, billable hours, client sign off, payout, cash tips, per delivery, per trip, per mile, per order</i>
Gig economic terms	<i>acceptance rate, completion rate, deactivation, reactivation, multi app, multi-app, quest, streak, surge, boost, peak pay, promo pay, priority access, batch, shopper, dash, dashing, hotspot, heatmap, block, slot</i>

Table A6 Keywords related to Gig work

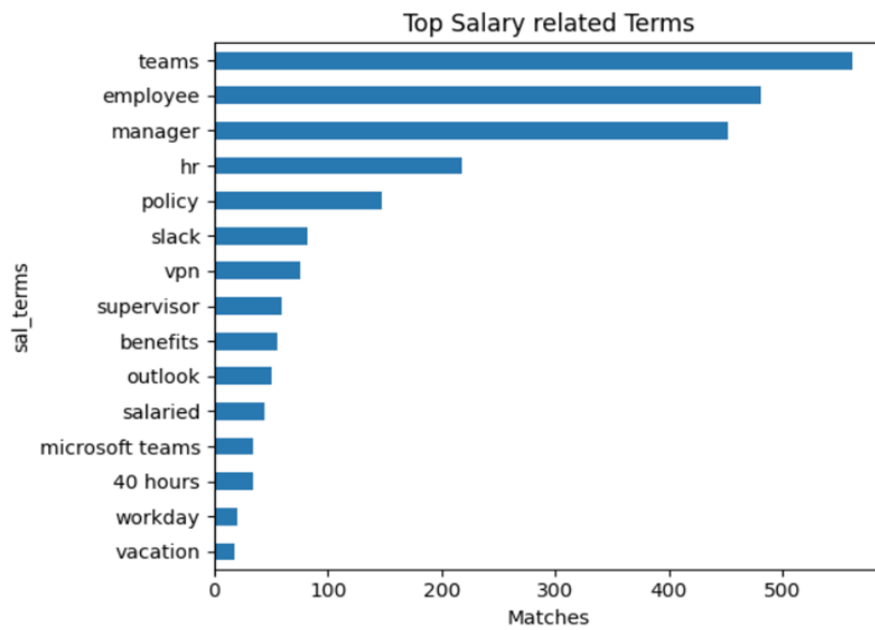


Figure A1. Top Salary related terms

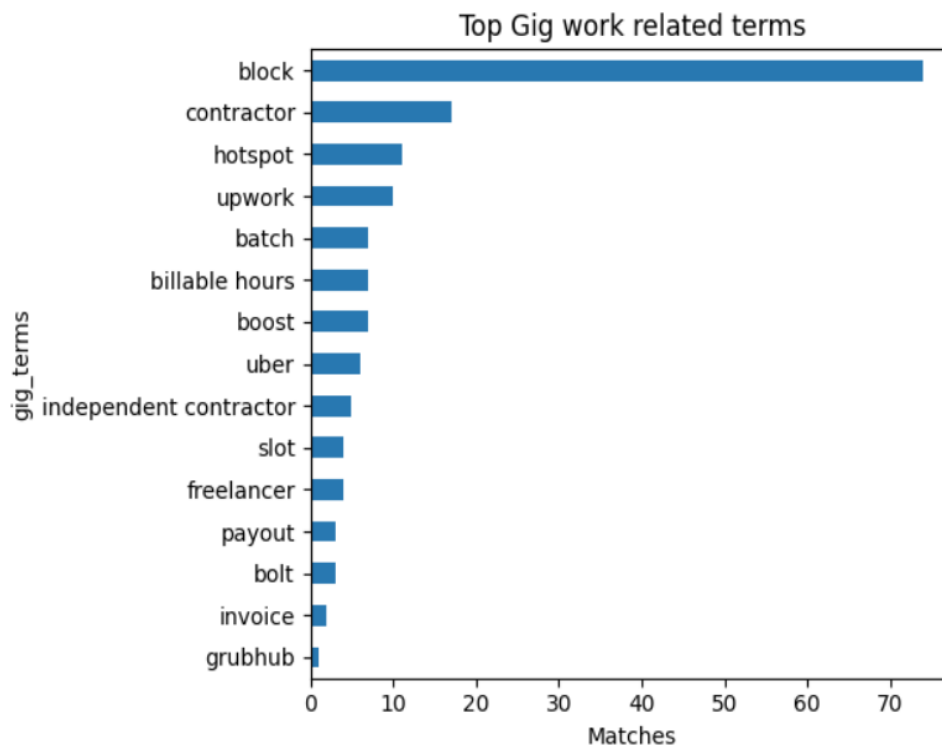


Figure A2. Top Gig work related terms



Figure A3. Frequency of job title mentions

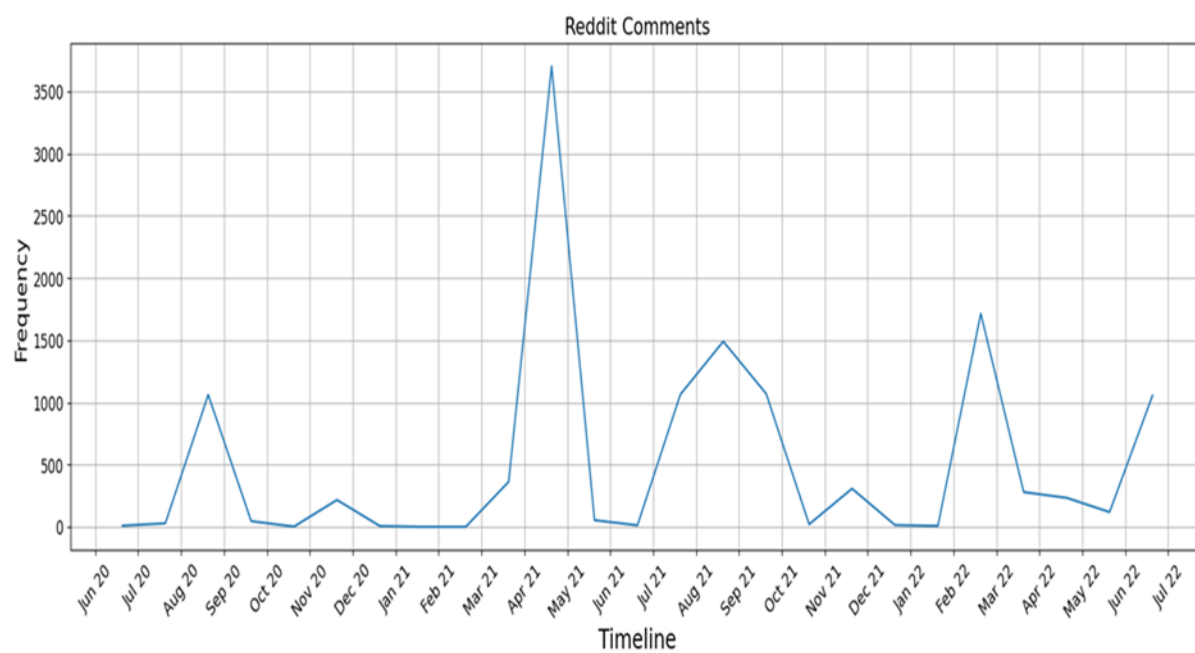


Fig A4. Timeline graph of comments

Appendix. B. Word Embeddings

Pre-trained word vectors form basic building blocks in many NLP-related tasks and ML applications Mikolov *et al.* (2013). The Continuous Bag of Words (CBOW) and Skip-Gram (SG) models proposed by Mikolov *et al.* (2013) generate very high-quality higher-dimensional word representations that are capable of capturing many syntactical similarities. Global Vectors for Word Representation (Glove) model Pennington *et al.* (2014) also provide very high-quality word space representations but use different training methods. Although these techniques capture many syntactical similarities and word irregularities these models don't take into account word sense disambiguation also referred to as polysemy, or homonymy (Example: The word apple may represent fruit or to Apple Inc.) (Bartunov *et al.*, 2015). Also, these standard word vector models ignore rich internal structures and sub-word information (Mikolov *et al.*, 2017). Therefore, these models can't address the Out Of Vocabulary (OOV) problem where they don't consider rare or misspelt words. As our data is collected from online communities there is a high possibility of having rare and misspelled words. Facebook's fastText model addresses these issues as it trains using sub-word information.

We used the FastText 300 dimension pretrained English word vector model using Wikipedia data to generate word embeddings for our preprocessed corpus. These words capture the global meaning but don't take into account the context (for example monitor may mean employee monitoring or display monitor). To address the issue we wanted to use sentence embeddings that capture context. The paper "Attention is All You Need" by Vaswani *et al.* (2017) completely revolutionized the field of NLP by introducing the concepts of attention mechanism, positional encoding, encoder, and decoder layers. Later transformer-based models like Deep Bidirectional Transformers for Language Understanding (BERT) by Devlin *et al.* (2018) utilize the concepts proposed by Vaswani *et al.* (2017) and are capable of encoding context while training the word embeddings. Sentence-BERT by Reimers and Gurevych. (2019) is an

extension of the BERT model that can generate sentence embeddings that can be compared using cosine similarity.

```
target = data['restrict']
distances = distance.cdist([target], list(data.values()), "cosine")[0]
min_index = np.argmin(distances)
min_distance = distances[min_index]
max_similarity = 1 - min_distance
distances.shape
distance_list = np.argsort(distances)
data1 = list(data.keys())
for index in distance_list[0:10]:
    print(data1[index], (1-distances[index]))
```

```
restrict 1.0
restriction 0.6863653276919226
restricted 0.6825823288486015
allow 0.6741177896124403
allowing 0.646714684006265
circumvent 0.6415765221612844
prevent 0.638265808800004
limit 0.6337252472295151
allowed 0.6230505522615347
regulate 0.6150635327112556
```

Figure.B1 Example words closely related to the word '*restrict*' and their cosine similarity



Fig. B4 The semiotic square between Recording Rating and Controller Relationship

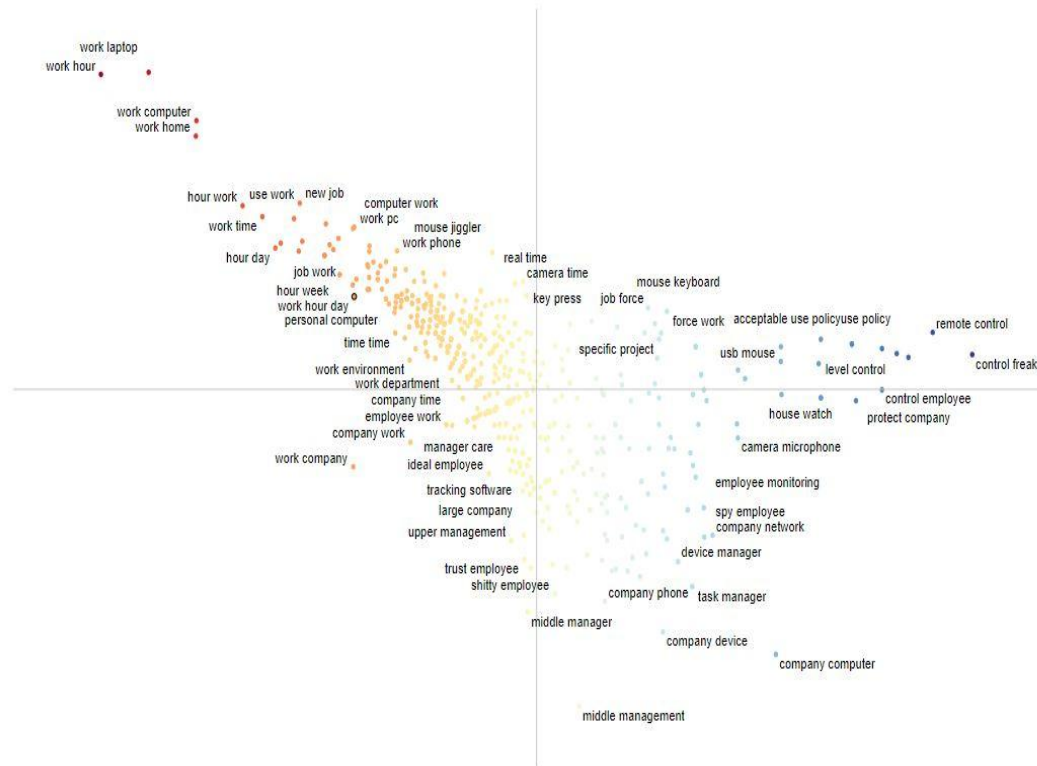
work hour, work laptop,
work computer, work home,
hour work, work time, use
work, new job, free time,
hour day

work company, hour day,
free time, work day, work
hour day, hour week, long
work, good job, time work,
job work

work company, company
work, middle manager,
upper management, trust
employee, good employee,
large company, ideal
employee, employee work,
company time

Comments

mouse jiggler, work pc, computer work, work phone, use work, work device, work work, camera time, work use, real time



Algorithmic Restriction

control panel, specific thing,
control work, mouse
keyboard, install software
computer, specific task,
force work, admin control,
remote control, keyboard
input

Restriction/Controller Relationship

control employee, protect
company, control freak,
electronic communication,
monitor network traffic, level
control, camera house
watch, house watch,
acceptable use, network
traffic

Controller Relationship related to Restriction

company computer,
company device, middle
management, task
manager, company phone,
company laptop, device
manager, company policy,
shitty employee, company
equipment

Controller Relationship

middle management, company device, middle manager, company computer, company phone, shitty employee, task manager, company laptop, company equipment, good employee

Record document count: 9,051; word count: 73,808
Evaluation document count: 1,517; word count: 15,340
Workarounds document count: 6,778; word count: 58,905

Fig. B5 The semiotic square between Recommendation Restriction and Controller Relationship

Appendix. C. Categories and Example Comments

Phrases	Category	Sample comments
work time, free time, time work, hour week, idle time, actual work, work office	Time management	<i>"So you implement tracking and surveillance, and send out notices informing people of expectations on work time."</i> <i>"The company uses a program called PEGA to monitor all computer use at all times. We get scores daily on how much idle time we have."</i>
Pretend work, game work, perfect solution, solution work, python script	Pretend to work	<i>"In the later days I would just have an auto-clicker running, when there wasn't much to do, because that way the software counting the hours would recognize that as activity and would save me from scrolling up and down excel lists, pretending to write new entries."</i> <i>"I did something very similar when we started working from home. I wrote a python script that moves my mouse and clicks every 60 seconds to avoid appearing idle on our IM."</i>
control employee, remote control, level control, force employee, network traffic, force use, employee behaviour	Behavioural restriction	<i>"The other thing monitored is basically network traffic. Like how much time is spent on Facebook instead of working."</i> <i>"I have a few customers who use Teramind which is a employee behavior tracker. It's very intrusive. It can track what you are doing and it records your entire screen in real time. It can set alerts for things like using certain websites, uploading files, etc."</i>
device manager, usb port, task manager, group policy, corporate policy, scroll lock	Bypassing the restrictions	<i>"I recall working for a company that did that. Left, but I uninstalled all of their monitoring software. Even bypassing group policy is a piece of cake."</i> <i>"So depending on time of day, my computer can sit for hours without me needing to really do anything but check the screen occasionally. Corporate policy doesn't let me install software to do this, so I use my little dongle to keep my computer up while I do other things."</i>
work laptop, company computer, personal computer, company laptop, camera microphone	Device ownership and tracking	<i>"the company supply work computers for people to work from, rather than tracking all of this on people's personal computers?"</i> <i>"they can track anything through that - when it's on a company computer. But if you're using MS teams on a personal computer, they can't access ANYTHING on it."</i>
tape camera, camera cover, cover camera, device manager, disable microphone, cover webcam, laptop camera, electrical tape	No data or wrong data	<i>"I taped the video camera on my laptop and disabled the client software to record logs and everything."</i> <i>"This is why I bought a physical camera cover for my computer when I began WFH. Better safe than sorry."</i>
way measure, metric use, measure performance, productive work	Productivity metrics	<i>"Dealing with an employer that uses ActivTrak and Citrix virtual desktop. Learned real quick about the "importance of productivity" needing to be always above 85 percent."</i>

		<i>"What is the point of having all of those advanced metrics to assess performance if the only thing they care about is whether or not you're messaging someone."</i>
game system, powershell script, script mouse, run script, shell script	Game the system	<i>"They are literally inviting you to game the system. Your manager doesnt look at the real metrics to determine your productivity? Fine, keep using your mouse juggler."</i> <i>"For windows i use a tiny powershell script running in the background that keeps my connection open and sends empty key messages every 30 seconds, or however long i need it to be."</i>

Table C1. Categorizing phrases based on similarity.

Steps in the theory of workarounds	Comments
1. Intentions, goals, interests	Control <i>"Because it was never about concern regarding production. It's about maintaining control"</i> <i>"This is about nothing more than power and control."</i> <i>"It's a realllllly stupid idea to have that much control and insight into what an employee types and works on especially if you only need one set of credentials to access every employees work data. This is ignoring the obvious ethical issues involved."</i> <i>"I like to think it's because some people value control over their workforce more than privacy"</i> <i>"This just seems to be a power play about exerting dominance and control and robbing workers of their dignity."</i> <i>"Because it was never about concern regarding production. It's about maintaining control."</i> <i>"This is not surprising in the least. Companies need to pretend they have some modicum of control"</i> <i>"Its because management roles lose importance lol they need to come up with ways to have some control over you..."</i> <i>"Bosses want the same level of control over you they had in the office, just in your home"</i> <i>"A lot of these things are essentially about control, compliance and submission - sometimes as a direct corporate strategy"</i> Micromanagement <i>"If your employer is micromanaging you to these details, you need to start looking for a new job. I know it's not easy but that's how we get the overall market to change"</i> <i>"Its a micro-management tool that is used to fire people by most companies"</i> <i>"the problem is that your boss needs to prove to THEIR boss that they are doing their job well by making your job a micromanaged hell"</i> <i>"There's nothing that kills productivity more than a micromanager"</i>

*"There is no way I will be able to be productive for a full work day, so I fear this technology will result in **micromanagement** and turn me off to a position I enjoy"*

Relevance

*"Middle managers insisting on bossware not realizing that they are in the midst of **self obsolescence**"*

*"Its because management roles **lose importance** lol they need to come up with ways to have some **control** over you..."*

*"This sounds to me more like useless middle management trying to **justify their existence.**"*

*"Cynically, it's bosses looking to **justify** their existence when employees are able to self manage themselves at home."*

*"Working from home has terrified millions of useless middle managers that desperately need to appear to be **relevant** in this age of automation."*

*"Seems like a bad way to **justify** management jobs that shouldn't exist"*

Slacking

*"Most people use "bossware" software to make sure employees are **not slacking off** - which is fair enough"*

*"I interviewed for a work from home job where they'd want you to install software to track screen recording software that takes a screenshot every few minutes to make sure you're not **slacking off**"*

*"Right but how do you measure productivity? This only tracks if the employee is **slacking off**, not if they are working optimally"*

*"I work productivity but I need breaks every 2 hours. This software will just see that I'm **slacking off** but not that I'm efficient."*

Trust

*"This is B.S. If they can't **trust** their employees without *1984* spyware, then don't let them work from home"*

*"These red light camera productivity tools are effective at eroding **trust** and company culture"*

*"I guess the number of employers really hate to **trust** their employees, and its increasing"*

*"If you don't **trust** your employees working from home, maybe you should re-evaluate your hiring practices"*

*"your org is using Sneek, I think it speaks to a level of inherent **mistrust**"*

*"What I am not ok with is someone tracking my screen time/ camera and effectively showing they don't **trust** me AND they feel like they need to tell me how to do my job"*

*"What I was told is that I go idle too often in chat to **trust** to work from home"*

2. Perceived need for a workaround

Privacy

*"would never let my employer have a window into my **personal life**, on their time or not"*

*"I'm against **invasive tools** that measure my minute to minute activity"*

*"There is no need for such a software and it's such a huge invasion of **privacy**"*

*"A worker has the rights to expect a reasonable level of **privacy**, especially in their own home"*

*"I have a certain expectation of **privacy** when I WFH whether it is really there or not"*

*"I don't agree with an employer installing any tattle apps on anyone's personal devices. I enjoy my **privacy** and the separation between work and personal."*

*"we could cover our webcams and protect our **privacy** at home. or just close the software that is being used to take the photos"*

Dehumanizing

*"In my opinion, it should be the managers responsibility to be on top of this... not be outsourced to some pretty **dehumanizing** software"*

*"It's toxic to pretend **humans** are machines that have to meet a productivity quota which is super bullshit and made up"*

*"You get paid to do a job, not to be treated like some kind of **machine** that needs to be constantly tweaked and manipulated to extract maximum efficiency"*

Job misfits

*"Not all coding work is done by **touching** your **mouse** or **keyboard**"*

*"But then the reports came and it was ridiculous, like 7 out of 8 hours I would be **"idle"** but I was still turning in everything. I expressed to my boss that maybe it was a **glitch** (I was the only mac computer on the whole company and the IT team didn't know how to even copy paste on a mac). He didn't care and kept nagging me about it"*

Flawed metrics

*"My old job installed some sort of tracker to **measure idle time** and the time we spent on each program in the computer. I'm a graphic designer and the work computer was super slow, so every time I had to render a video or save a big file (2-3 times a day) I would get idle time, which they somewhat understood and expected"*

*"What is the point of having all of those advanced **metrics** to assess performance if the only thing they care about is whether or not you're **messaging** someone"*

*"Let's stop **measuring the time** we warm our chairs. And start measuring the value we deliver"*

Need for personal time

"I work from home, and I will often simply stop, take an hour or two to watch TV or something, then come back fresh and get way more done than if I'd kept trying at it for the sake of working and nothing else."

"You can disable mics and if they change settings, especially on a personal computer, that says you 100% shouldn't work for them. What you do in your personal time (break time is personal time) is your business."

"It sounds like your WFH setup is similar to my company's. What they don't get is you're allowed to be away from your desk even if you go in. It's perfectly acceptable to go for a smoke break, go talk to someone, bathroom, etc. all of which would cause your computer to lock."

3. Identification of Workarounds

Knowledge Available

"Another alternative for less tech-savvy people: Install the chat program your company uses on your phone & set your display to always on."

*"I have no **coding knowledge** so I used a clock to keep my system online. Adding more, if you are using MSTeams, you can install it on your phone. It always stays online on the phone."*

Ethical Considerations

“Unconsented private surveillance intimately tied to your livelihood is immoral, unethical, and a gross abuse of power.”

“My job uses activity tracking software, but the settings are turned so low that it's pretty difficult to generate an adverse report. Plus they explicitly told us what the system records and does not. So far it's been a non-issue”

“My company has it specifically called out that company computers and workspaces need to be in a partitioned area away from your personal space.”

Perceived costs, benefits and risks

“If your company doesn't ban it, get a cover for your camera.”

“To anyone thinking of doing this, DO NOT do this if you're on a virtual desktop. The resources you consume will set off alarms and an admin will look at your session and see exactly what you're doing (I know because I've seen it).”

“Most tracking software will detect those workarounds. (at least any good tracking software will)”

“If your company is anything like mine with any kind of security, they can see pretty much everything that your computer does - including what powershell scripts are running.”

“My company has a no-third-party-software policy. I used an Arduino to make a keyboard that does the keypress for me.”

Table C2. Example quotes for the theory of workarounds

Appendix. D Legal Framing Index (LFI)

We created a dictionary-based LFI that captures how strongly a comment frames algorithmic control mechanisms as a legal issue. It allowed us to predict whether legal framing predicts intentions toward formal recourse versus workaround usage. The LFI was built as a composite index with 4 different legal framing cues asserted illegality, consent conditions, statute/case citations and enforceability skepticism.

LFI = asserted illegality+consent+statute/case +enforceability skepticism

Category	Words / phrases
Asserted illegality	<i>illegal, unlawful, against the law, wouldn't hold up in court, , breaks the law, criminal, felony, crime, violates the law, not legal</i>
Consent conditions	<i>with consent, without consent, consent required, notice required, two-party consent, all-party consent, one-party consent, expectation of privacy, lawful basis, explicit consent, informed consent</i>
Statute/case citations	<i>Article n, § n, Regulation (EU) n/n, Directive (...) n/n, U.S.C.</i>
Enforceability skepticism	<i>won't hold up, would not hold up, hard to prove, difficult to prove, they know you won't sue, nobody will sue, won't do anything, no one will enforce, unenforced, unenforceable</i>

Table D1. Keywords related to each dimension of LFI

Jurisdiction cue group	Words / phrases
EU block (general labels)	EU, European Union, Europe
EU countries	Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Czechia, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden
	UK, United Kingdom, England, Scotland, Wales, Northern Ireland
United States (general labels)	US, U.S., USA, United States, America, American
US two-party states	California, Florida, Illinois, Maryland, Massachusetts, Michigan, Montana, Nevada, New Hampshire, Pennsylvania, Washington

Table D2. Regulatory regime labels

Category	Words / phrases
Formal recourse	appeal, grievance, works council, Betriebsrat, union, union rep, labor board, labour board, NLRB, complaint, filed a complaint, filed a grievance, filed a report, filed a case, reported to HR/manager/supervisor/DPA/ICO/CNIL/AEPD/Garante, escalated to, took it to court, arbitration, mediation, attorney, solicitor, lawyer, legal advice, ombudsman/ombudsperson, data protection authority, DPA
Workaround	disable, uninstall, remove, override, bypass, circumvent, workaround, script, macro, AutoHotkey, AutoIt, xdotool, iMacros, VBScript, WScript, mouse jiggler, camera cover, privacy screen, secondary monitor, BIOS, KVM, USB data blocker, off-channel, VPN split, keypress, key press, unplug, deactivate, ignore, taped, cover, blocking, hooked, connected, refuse, thwart

Table D3. Outcome variable (binary)

Participants in the high-LFI group were more likely to report formal recourse (7.78%, 33/424) than those in the low-LFI group (0.87%, 108/12,473). The association was significant, $\chi^2(1, N = 12,897) = 181.45, p < .001$.

Formal recourse (Model 1)

Legality framing (z) was positively associated with formal recourse, OR = 1.41, 95% CI [1.31, 1.52], $p < .001$. Baseline regime differences (at LFI=0) were higher in EU-like contexts, OR = 3.09, 95% CI [1.02, 9.38], $p = .046$, and US-like contexts, OR = 2.53, 95% CI [1.39, 4.60], $p = .002$, relative to Unknown.

Workarounds (Model 2)

Legality framing (z) was negatively associated with workarounds, OR = 0.91, 95% CI [0.83, 0.99], $p = .026$. The LFI $\times$ US-like interaction indicated attenuation/tilt toward higher workaround odds as legality framing rises, OR = 1.18, 95% CI [1.00, 1.40], $p = .050$; the EU-like interaction was ns, OR = 0.96, 95% CI [0.63, 1.45], $p = .831$.

	(1) b	CI95	p	(2) b	CI95	p
main						
Legality framing (z)	1.41***	1.31,1.52	0.000	0.91*	0.83,0.99	0.026
EU_like	3.09*	1.02,9.38	0.046	0.61	0.27,1.36	0.227
US_like	2.53**	1.39,4.60	0.002	0.76	0.53,1.07	0.111
EU_like # Legality framing (z)	0.71	0.46,1.08	0.110	0.96	0.63,1.45	0.831
US_like # Legality framing (z)	0.94	0.79,1.11	0.446	1.18*	1.00,1.40	0.050
rating	0.90	0.47,1.74	0.752	1.13	0.89,1.42	0.322
recommending	1.79	0.42,7.64	0.432	3.28***	1.98,5.43	0.000
recording	2.09**	1.33,3.29	0.001	3.28***	2.77,3.89	0.000
restricting	1.48	0.72,3.03	0.281	1.93***	1.44,2.58	0.000

N	12897	12897
Log likelihood	-728.40	-3544.32
LR χ^2 p		
Pseudo R ²	0.063	0.026

Odds ratios with 95% CIs; p-values shown in a separate column.

Baseline: Regime = Unknown; AC mechanism = Unknown.

Interactions are relative to the baseline regime.

Table D4. Logistic Regression LFI

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