Leveraging technology to enhance compliant labour selection practices and improve job-matching

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Presentation and paper outline

- **Why?**

- **What's already out there?**

- **How do we move forward?**

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Preconditions to effective technological 'solutions'

The necessary foundations

Several pre-conditions identified for effective and sustainable technological interventions across origin and destination.

▶ Data privacy and ownership, non-discrimination laws and strong administrative appeals systems

▶ Averting 'capture' of platforms or tools

"Data-driven software and algorithmic decision-making…[can] act as a force-multiplier for the power held by firms, with no balancing agent on the side of workers." – Adler, Bell and Miller

▶ The right and ability of migrant workers to access technology and data

"A challenge specific to digital tools is that the collection of data creates new risks for workers' wellbeing and safety."

- Musto, Thakor, and Gerasimov, "Between Hope and Hype: Critical Evaluations of Technology's Role in Anti-Trafficking

And a postscript…

On 15 September 2021, the UN High Commissioner for Human Rights Michelle Bachelet stressed the urgent need for a **moratorium on the sale and use of artificial intelligence (AI) systems** that pose a serious risk to human rights **until adequate safeguards are put in place**

▶ "AI systems are used to determine who gets public services, decide who has a chance to be recruited for a job, and of course they affect what information people see and can share online"

▶ "filling the immense accountability gap in how data is collected, stored, shared and used is one of the most urgent human rights questions"

▶ **"The risk of discrimination linked to AI-driven decisions –**

   decisions that can change, define or damage human lives –

   is all too real

An approach to building

Conclusions

▶▶ *Digital technology platforms have the strongest capacity to facilitate fair, transparent and ethical recruitment practices only when participating States fully commit to, and invest in, using digital technology information.*

ILO and IOM, *Promoting Fair and Ethical Recruitment in a Digital World? Lesson and Policy Options for Arab States*.

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Thank you

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