
Call for expression of interest

Consultancy on the use of technology and digital tools in labour authorities' monitoring and data management

I. Introduction and Objectives

The Platform for International Cooperation on Undocumented Migrants (PICUM) represents a network of 158 organisations working for human rights and social justice for undocumented migrants in 31 countries.

In the framework of its work on labour rights and labour migration, PICUM is seeking for a consultant to conduct research on the use of technology and digital tools in labour authorities' monitoring and data management. The aim of this research will be to identify current trends in the use of digital tools by labour authorities in selected EU member states, and to assess their potential impact on undocumented workers' rights in the workplace and employers' compliance with relevant legal obligations.

II. Overview of the work

Over the past years, the substantial progress and expansion of technology has had impacts across multiple aspects of the world of work, including labour authorities' efforts to tackle undeclared work. PICUM has identified at least three dimensions¹ where the use of technologies might raise some concerns for the rights, security and wellbeing of undocumented workers:

- A push towards improved **cross-government cooperation on data collection, sharing and analysis** to tackle undeclared work. It remains unclear to what extent moves to enhance the use of electronic databases by different authorities to this end, could influence data sharing with enforcement authorities beyond those in the field of labour, social security and tax administration (in particular, law enforcement and immigration authorities).² This raises potential concerns regarding undocumented workers' personal data, in terms of which data is collected, who has access to their data, and for what purpose, in particular if it might lead to more frequent or systemic use for immigration control purposes.
- The **use of drones and digital tools** in workplace inspections might also raise several concerns in terms of data protection and privacy of workers.
- Thirdly, practices like **social media analysis and data scraping** for tackling and preventing undeclared work and other prevention purposes could create another layer of surveillance on the online activities of undocumented migrants, who use internet and social media to exchange information, find work and organise.

¹ See, for example, European Platform tackling undeclared work (2017), Data-mining for more efficient enforcement. Available at: <https://ec.europa.eu/social/BlobServlet?docId=18746&langId=en>; European Platform tackling undeclared work (2021), Different forms of cross-border undeclared work, including through third-country nationals. Available at: https://www.ela.europa.eu/sites/default/files/2022-01/Study-report-on-siano-gi%C3%A0-diffuse-different-forms-of-cross-border-UDW.2021_EN.pdf

² Across the EU, there are diverse legal frameworks and practices around the sharing of data between labour authorities and law enforcement and immigration authorities. For more information see e.g. PICUM (2020) [A Worker is a Worker: How to ensure that undocumented migrant workers can access justice](#).

The consultant will perform the following **tasks**:

1. Develop interview methodology and identify 4-6 focus countries with PICUM (based on where we have members most active on related issues, we would be most interested in Belgium, the Netherlands, the United Kingdom, Spain, Cyprus, Greece, Germany, and Ireland).
2. Conduct interviews with relevant national authorities in selected countries, on labour authorities' use of digital technologies in monitoring workplaces and data management.
Expected output: 2-4 interviews with national authorities in 4-6 European countries.
3. Discuss preliminary results in workshop with PICUM members and partners in early December 2023, and follow up as appropriate.
4. Draft a final report (for PICUM) summarising and analysing the findings, highlighting any concerns that the identified developments raise in terms of data protection and privacy, both more broadly and for undocumented workers in particular, and whether there could be potential benefits. The report should also include recommendations.
Expected output: study of 16-20 pages.

III. **Indicative Timeline (to be discussed and agreed with consultant)**

- Deadline for expressions of interest: **20 August 2023**
- Research first stage: Autumn 2023
- Workshop with PICUM members and partners (hybrid): early December 2023
- The final study should be submitted by **March 2024**.

IV. **Budget**

- We have a maximum budget of 13,500 EUR including VAT for this consultancy.
- It is expected that interviews will be done remotely.
- Arrangements for interpretation and translation where needed for interviews should be undertaken by the consultant and included in the consultant's budget.
- Costs to attend the workshop with PICUM members and partners in early December 2023 will be covered by PICUM.

V. **Application process**

Please send a cover letter (max. 1 page) explaining how your previous work qualifies you for this consultancy, a proposed budget, and your CV, to lilana.keith@picum.org by **20 August 2023**.