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The role of the OECD in evaluating the impact of artificial intelligence on the future of work

Committee Opinion¹

Committee on Migration, International Protection and Economic Co-operation

Rapporteur: Ms Larysa BILOZIR, Ukraine, Alliance of Liberals and Democrats for Europe

A. Conclusions of the committee

1. The Committee on Migration, International Protection and Economic Co-operation (hereafter “the committee”) welcomes the report prepared by Ms Marietta Karamanli (France, SOC) for the Committee on Political Affairs and Democracy (hereafter “Political Affairs Committee”) on “The role of the OECD in evaluating the impact of artificial intelligence on the future of work” ([Doc. 16472](#)). The committee shares the Political Affairs Committee’s assessment that artificial intelligence (AI) is transforming labour markets, education, public services and governance across Council of Europe and OECD member States, and commends the report’s balanced treatment of the opportunities and risks this transformation presents for the future of work.

2. The committee recalls that it has, in parallel, carried out substantial work of its own on the specific implications of AI for migrants, refugees and asylum seekers. On 3 October 2025, the Parliamentary Assembly adopted [Resolution 2628 \(2025\)](#) and [Recommendation 2300 \(2025\)](#) “Artificial intelligence and migration”.² In its reply of 29 April 2026,³ the Committee of Ministers relied on the Steering Committee for Human Rights (CDDH) Handbook on Human Rights and Artificial Intelligence⁴ rather than committing to drafting the dedicated recommendation on AI and migration called for in [Recommendation 2300 \(2025\)](#). The committee will continue working on this issue,⁵ towards a comprehensive, migration-specific recommendation covering the whole migration journey – including integration into the labour market.

3. The committee considers that migrants, refugees, asylum seekers and other foreign workers are among the groups most exposed to the risks – rather than the potential benefits – of AI adoption in the labour market, whether as jobseekers subject to automated recruitment and skills-matching tools, as holders of residence and work permits whose status may depend on algorithmic decisions, or as workers concentrated in occupations at higher risk of exploitation.

4. In order to reflect this dimension of the AI and future of work debate, the committee proposes four amendments to reinforce the draft resolution.

1. Reference to committee: [Doc. 16055](#), Reference 4841 of 29 November 2024 modified on 3 October 2025 and on 20 April 2026. Reporting committee: Committee on Political Affairs and Democracy. See [Doc. 16472](#).

2. [Doc. 16240](#), report on “Artificial intelligence and migration”, rapporteur: Mr Petri Honkonen (Finland, ALDE).

3. [Doc. 16398](#), Committee of Ministers’ reply to [Recommendation 2300 \(2025\)](#), adopted at the 1558th meeting of the Ministers’ Deputies (29 April 2026).

4. [Handbook on Human Rights and Artificial Intelligence](#).

5. AS/Mig(2026)16, rapporteur’s proposal following the reply of the Committee of Ministers to Recommendation 2300 (2025), Committee on Migration, International Protection and Economic Co-operation, 5 May 2026 (rapporteur: Mr Petri Honkonen, Finland, ALDE).



B. Proposed amendments to the draft resolution

Amendment A (to the draft resolution)

In paragraph 12, before the last sentence, insert the following sentence:

“Migrants, refugees and asylum seekers face comparable risks of exclusion and discrimination, in particular where AI-based tools are used without adequate safeguards, for recruitment, identity verification, skills-matching or residence- and work-permit decisions affecting them.”

Amendment B (to the draft resolution)

After paragraph 20.16, insert the following paragraph:

“ensure that AI-based tools used in recruitment, employment and residence- or work-permit procedures affecting migrant workers are subject to meaningful human oversight, are regularly audited for discriminatory bias, and comply with applicable international human rights and data protection standards.”

Amendment C (to the draft resolution)

After paragraph 20.16, insert the following paragraph:

“ensure that AI-driven labour-matching and job-allocation tools are designed and monitored in a manner that avoids reinforcing the occupational segregation of migrant, refugee and other foreign workers into low-quality or precarious jobs, and actively supports their fair access to skilled employment matching their qualifications.”

Amendment D (to the draft resolution)

At the end of paragraph 25, insert the following sentence:

“The OECD is also invited to give due consideration to the specific impact of AI on migrant, refugee and cross-border workers.”

C. Explanatory memorandum by Ms Larysa Bilozir, rapporteur for opinion⁶

1. I welcome the report prepared by Ms Marietta Karamanli (France, SOC) for the Committee on Political Affairs and Democracy on “The role of the OECD in evaluating the impact of artificial intelligence on the future of work” (Doc. 16472). The report offers a comprehensive and timely overview of how AI is reshaping labour markets, education and training, the creative industries and media, and the public sector across Council of Europe and OECD member States, and rightly calls for a human-centred, rights-based approach to the AI and digital transition.

2. As rapporteur for opinion on behalf of the Committee on Migration, International Protection and Economic Co-operation, I would like to draw the Political Affairs Committee’s attention to a substantial body of work that our committee has itself carried out on the specific intersection of AI and migration – work that predates and directly informs several of the questions raised in the draft resolution.

3. On 3 October 2025, the Assembly adopted [Resolution 2628 \(2025\)](#) and [Recommendation 2300 \(2025\)](#) “Artificial intelligence and migration”, on the basis of the report prepared by Mr Petri Honkonen (Finland, ALDE) for the committee.⁷ The resolution addresses the use of AI across the entire migration journey – from border management and visa processing to biometric identification, integration support and, importantly, labour-market access – and calls for AI systems in this field to be lawful, safe, non-discriminatory, transparent and subject to meaningful human oversight.

4. In [Recommendation 2300 \(2025\)](#), the Assembly urged the Committee of Ministers to prepare a dedicated recommendation guiding member States on the use of AI in migration management, including a code of good practice. In its reply of 29 April 2026,⁸ the Committee of Ministers welcomed the Assembly’s

6. The explanatory memorandum is drawn up under the responsibility of the rapporteur.

7. Doc. 16240, op. cit.

8. Doc. 16398, op. cit.

work and confirmed the centrality of the Council of Europe Framework Convention on Artificial Intelligence and Human Rights, Democracy and the Rule of Law (CETS No. 225), but did not commit to elaborating such a dedicated instrument; instead, it pointed to the Handbook on Human Rights and Artificial Intelligence adopted by the Steering Committee for Human Rights (CDDH) in November 2025,⁹ which addresses immigration and border control as one of several sectors of public governance. In his analysis,¹⁰ the committee's rapporteur noted that the Committee of Ministers' reply understands "migration management" mainly as immigration and border control, whereas the Assembly's own resolution conceives of migration management as covering the whole migration journey, including labour migration and integration. The committee will continue working on this issue, towards a comprehensive, migration-specific recommendation.

5. This body of work is directly relevant to the draft resolution under consideration, which examines the impact of AI on the future of work in general terms but does not currently address the specific situation of migrant, refugee and other foreign workers, even though these groups are among those most exposed to the risks that AI presents in the labour market.

6. The draft resolution rightly notes, in paragraph 12, that the adoption of AI tools in the workforce may exacerbate existing inequalities among workers, citing the particular exposure of women, young people and older workers. I consider that this analysis could be usefully extended to explicitly cover migrants, refugees and asylum seekers, who face comparable – and in some respects compounded – risks of exclusion and discrimination where AI-based tools are used without adequate safeguards for recruitment, identity verification, skills-matching, or decisions on residence and work permits that directly affect their livelihoods and legal status (Amendment A).

7. Secondly, paragraph 20 of the draft resolution sets out a substantial list of measures that member States of the Council of Europe and the OECD are invited to take regarding the impact of AI on labour markets. This list, however, does not address the distinct risks that AI-based tools pose when used in recruitment, employment and residence or work-permit procedures affecting migrant workers specifically – contexts in which the consequences of biased or unaccountable automated decision making can be particularly severe, given the direct link between such decisions and a person's right to remain and work in a country. I therefore propose a new paragraph requiring that such tools be subject to meaningful human oversight, be regularly audited for discriminatory bias, and comply with applicable international human rights and data protection standards, in line with Resolution 2628 (2025) (Amendment B).

8. Thirdly, and closely related, I propose a further new paragraph addressing the risk that AI-driven labour-matching and job-allocation tools could reinforce, rather than reduce, the occupational segregation of migrant, refugee and other foreign workers into low-quality or precarious jobs – a well-documented labour-market phenomenon that predates AI, but that automated matching systems risk entrenching if they are trained on historical placement data. The amendment instead calls for such tools to be designed and monitored so that they actively support fair access to employment matching migrant workers' actual qualifications (Amendment C).

9. Finally, paragraph 24 of the draft resolution invites the OECD to continue and deepen its work on measuring and evaluating the impacts of AI, and to strengthen its co-operation with the Council of Europe. Paragraph 25 goes into the specifics. I propose adding a sentence to that paragraph inviting the OECD's future work to give due consideration to the specific situation of migrant, refugee and cross-border workers (Amendment D).

10. I sincerely hope that the Political Affairs Committee will accept these amendments, which are intended not to alter the balance or ambition of an otherwise exceptionally comprehensive report, but to ensure that the Enlarged Assembly's position on AI and the future of work fully reflects the recommendations the Assembly has itself already adopted in the field of AI and migration, and that the specific situation of migrant, refugee and other foreign workers – who number in the tens of millions across Council of Europe and OECD member States – is not overlooked in the broader response to AI and the digital transition.

9. CDDH Handbook on Human Rights and Artificial Intelligence, op. cit.

10. AS/Mig(2026)16, op. cit.