

Towards an Equal Opportunities Job Platform: Using Web-Based Technology to counter Discrimination in Recruiting

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This contribution refers to conference theme Social Change in Science and Technology and Session 12: Intersectionality and Diversity Issues in Changing ICT Practices

Abstract:

Technologies such as online job websites, social (career) networks and human resources software today play a crucial role at the labour market as they shape contemporary job search, application as well as recruiting processes of job seekers and employers respectively. At the same time, recent empirical studies have shown that it is particularly the first stage of the application and recruiting process that is prone to prejudices, stereotypes and discrimination against job seekers on grounds such as origin, gender or age. Yet, present technologies usually do not take this issue into account thus potentially reinforcing unequal treatment of certain groups when entering the labour market. As follow-up to our last year's presentation at the STS Conference on exclusion through job websites, this contribution asks how a web-based application and recruiting technology that fosters inclusion for all job seekers may look like. Drawing on the results of our R&D project *G@together – Get together without Barriers*, which aims at conceptualising an online platform for application and recruiting that enhances equal opportunities, we present key rationales and requirements of such a socio-technologic environment (e.g. anonymised application procedures, competence-based matching) as well as use cases and user interface mock-ups.

Keywords:

Job websites, recruiting, job search, ICT, inclusion, exclusion, discrimination, equal opportunities, anonymised application procedures

Acknowledgement: The research for this contribution was conducted in the course of the project "Get together without Barriers" (in short: G@together) funded under the Joint Programming Initiative (JPI) Urban Europe by the Federal Ministry for Transport, Innovation and Technology (BMVIT) and the Federal Ministry of Science, Research and Economy (BMWFV). For more information please refer to: <http://www.withoutbarriers.org/>