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### RESEARCH ARTICLE

#### "DIGITAL TRANSFORMATION AND MIGRANT LABOR: THE ROLE OF TECHNOLOGY IN MIDDLE EASTERN WORKPLACES"

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#### Abstract

This research seeks to find out the effects of digital change to migrant labor in Middle Eastern workplaces. This paper discusses the transformation of finding work and the protection of labor rights that will be provided by emerging technologies such as Artificial Intelligence (AI), Automation and Digital Platform. Given that being the Middle East minor political economic destination to migrant labor, what technologies are most important for policy making and economic plan bases? The study is within the mixed methodology approach, including literature reviews, surveys, interviews and case studies for the analysis of the benefits and challenges of digitization for migrant workers. This is important because again, digital platforms allow job access to suppress wages, replace jobs and enable the violation of labor rights. It will provide policy makers, business leaders and labor organizations with the conclusions where they can draw strategies to practice fair labor practices in digital converted workplaces. This research also addresses the significance of digital literacy programs and regulation of the digital labor market and what serves as an inclusive but also equitable digital labor market.

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#### Introduction:-

The phenomenon of digital transformation of workplaces continues to exist and has gone through most of the industries all over the world, including the Middle East where the labor market heavily depends on migrant workers. The Middle East draws millions of migrant laborers, from India, Pakistan, Bangladesh and the Philippines, who land construction, hospitality, healthcare and domestic labor jobs. The emergence of these countries into the twentieth century has been metamorphosing labor as well as the economic environment in the recent years with a fast technological advancement. This is because the new technologies such as Artificial Intelligence (AI), automation, as well as digital platforms are revolutionizing the industries by creating a better link between employees and employers (McWilliams and Siegel, 2000), improving efficiency, and reducing cost. However, despite these technological innovations these have, for example, brought enormous economic bonanza but are for instance a great challenge to the vulnerable populations like the migrant workers.

Migrant workers in the Middle East, generally, work under precarious working conditions; job security is poor and rights relating to work conditions are minimal; many of the jobs are also subject to exploitation by unscrupulous employers. However, some problems that exist in workplaces can be addressed by digital technologies and some of

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them can be exacerbated. For example, automation and the AI will fundamentally change what work is and will, in fact, remove workers who don't have the skills to learn to perform the new jobs. In some cases, digital platforms connecting workers to employers have eased entry barriers to jobs and increased accessibility to jobs, but several platforms are creating problems of exploitation, the absence of regulation, and the fear that informal and unregulated work partnerships will rise. The two areas need to be researched with a great deal of intensity, that is the intersection of digital transformation and migrant labor.

This research paper aims to uncover the technology's participation in my creation of migrant workers' work experiences in Middle Eastern workplace. We research this study to look at how digital transformation affects migrant labor markets specifically discussing issues of job availability, job security and labor rights. The labor market today is marked by rapid advancements in digital tools such as AI and automation, which make it more volatile and complex. Yet, there are problems that migrant workers must negotiate in and out of the workforce due to their marginalized position in the totality of the workforce. Here we examine how the changes to different industries brought on by technology are implemented and how these changes affect the most vulnerable workers, as well as how to identify future opportunities to mitigate negative impacts. The following is addressed during the research: Space and the digital transformation of migrant labor. What does the entry of digital technologies mean for the employment opportunities of migrant workers in the Middle East? How fully is job security and labor rights affected by automation and AI? How do digital platforms and mobile applications help migrant workers to find work and obtain other resources? What are the governmental policies, and how do they play in dealing with digital transformation and their role in protecting the migrant laborers? This is relevant because these questions are key in understanding the wider implications of digitalization on migrant Labor in the region.

This study uses a mixed method approach in which the data is collected and analyzed. This acts as a review of the existing literature which sets a foundation for what is happening in context of the digital transformation and the migrant labor. Surveying migrant workers with the help of industry experts and policymakers is done to get firsthand perspectives on how technology has shaped the workforce. In that vein it utilizes case studies drawn from key Middle Eastern countries to learn more about how digital tools have been employed and how use thereof influences workers in some sectors. Additionally, such policy analysis performed for the adequacy of the available labor laws and regulations capable of safeguarding the migrant workers against exploitation in the digital age.

This research outlines a comprehensive study of the changes created for the labor market in the middle East once digital transformation takes place, regarding migrant workers who, proportionally, make up vast proportions of the labor force. The findings of this study will provide useful basis for policymakers, employers and labor organizations in the Middle East to appreciate the possible uses of technological advancements in sustaining working conditions while protecting migrant labor rights. It will in turn contribute to the identification of workable means for migrant workers to equalize the benefits to be derived from digital technologies and thereby avert the likelihood of using digital technology to displace jobs, automate and exploit. After the analysis of the opportunities and challenges digitalization brings to the region, this study aims at designing a more equitable and inclusive labor market at regional level for migrant workers.

In short, the study will thus make some contribution to the larger debate on the role of technology in enabling inclusive economic growth. There is much to be gained from digital transformation, but it will require policies that ensure there is decent treatment for all workers without discrimination by nationality or 'regularity' of status. It will not only help to curate policy recommendations for the Middle Eastern setting but also provide broader lesson drawn from counter similar patterns in labor migration and technological change in other areas.

### **Limitations of Research:-**

Nevertheless, this study aims to make a comprehensive analysis of digital transformation regarding migrant labor in the Middle East in the context of the limitations. As has been already shown by some migration and digital workplace insights at the public level, there is unprecedented data. However, data accessibility remains a huge problem, as governments typically hide (or hide) their migrant labor data (and data relating to digital workplace transformation) behind closed doors. Furthermore, migrant workers' experiences may be generalized less, as migrant workers' experiences depend on the industry, countries and economic sectors. However, almost all the study covers AI, automation and digital platforms, with the others, I fear, becoming casualties of new technologies, such as blockchain or the metaverse, that might also have an impact on labor markets. Comparisons of such labor rights and digital policies between Middle Eastern countries are very disparate; such comparisons are therefore nearly

impossible but further complicated by legal and politics sensitivities. In contrast to other individual qualitative data, be it from surveys or formal interviews, informal conversations are perhaps less contaminated by hesitance due to fear of employer retribution or legal ramifications, but data from this latter category can be subject to hesitance of the participants just as you mentioned. Given these constraints, this paper tries to offer policy recommendations and a kind of a policy 'exit strategy' aimed to stimulate digital labor practices that are fair and equitable.

### **Significance of Research:-**

The implications of this study regarding what will be happening in the future regarding migrant labor policy and the practice of migrant labor in the Middle East within the context of a very fast past technological accomplishment. And because digital transformation continues to have an impact on employment structures, the consequences of this transformation for these vulnerable workers, in particular, migrant workers who are often poorly protected by labor rights and face an uncertain job security, deserve to be analyzed. This research finally can help policymakers, business leaders, labor groups and the human rights advocates understand the opportunities and even challenges that technology can provide. Based on issues of automation related job displacement, digital labor rights and platforms mediations in employment, this study proposes to contribute to design of fair and equitable labor policy. In addition, it will point out that migrant workers need to be trained to increase their digital literacy and skill building to adapt to the changing markets. Finally, the research aims to determine that behind economic stability, inclusion must be in digital transformation rather than that it is in digital transformation, inclusion will not become on a path of economic stability.

### **Research Questions**

1. How does digital transformation change migrant laborers' availability to jobs and skills?
2. In this situation, facing the pervasive digitalization present in the workspace, what are the main obstacles that migrant workers meet when being requested to adjust within this methodology?
3. How do digital labor platforms and automation technology affect the wages and job stability of migrant workers?
4. How are the digital transformations of migrant labor regulated by government and labor policy dynamics?
5. What can we do to use technology to improve both the working conditions and the rights of the migrant workers in the Middle East?

### **Objectives of Research:-**

1. To investigate how digital transformation affects employment opportunities for migrant workers in the Middle East.
2. To figure out how office automation and AI are changing the condition of the workplace and workers' rights for migrants.
3. To comprehend how digital platforms and mobile applications can be utilized to coordinate migrant workers with employment, in addition to the accompanying resource.
4. Analysis of governmental and corporate policies on the digital labor transformation and the impact on the migrant labor.

### **Literature Review:-**

This literature discusses the opportunities and challenges of the digital transformation for the migrant workers in the Middle East. Employment, on the other hand, can be welcomed and enhanced by technology but the same technology allows for displacement of employment, exploitation via digital platforms and erosion of labor rights. To overcome challenges of this nature we need to find efficient policies dealing with migrant labor that at the same time secure their rights and thrust forward new technologies as they operate in workplaces. Future research should deal with the means in which the effectiveness of digital literacy programs, government policies and regulatory frameworks can meet those needs of migrant workers in a world that is being digitized.

### **The Digital Transformation of Workplaces**

In the last years, a lot has been researched about digital transformation in the workplace. Such integration of new technologies, artificial intelligence (AI), automation, and digital platforms have entirely redefined these traditional working environments. These changes come from the need for more efficiency, cost reduction or the capacity to respond to global market trends (Brynjolfsson & McAfee, 2014). In the Middle East, foreign labor holds high importance and so does digitization, making a big influence on the migrant workers there, as per Middle East. As

per (Choudhury et al., 2020) technology can make job accessibility higher, remove the fence, as it were, for employment or, to converse with representatives and representative over a distance. They also expose the risk problems of job displacement, wage suppression and the dilution labor right (Susskind & Susskind, 2015).

### **Migrant Labor in the Middle East**

The Middle East's workforce is dependent on migrant workers. Sadiq (2021) states they are a significant occupation for such industry sectors as construction, hospitality and domestic work. Migrant labor is highly essential in the economy, but there are numerous employment conditions that these workers experience very limited job security and inadequate labor rights protections (Hussain & Nasir, 2020). For example, migrant workers in the United Arab Emirates (UAE) are under the sponsorship system, also known as 'kafala' system which makes them movement impeded and dependent on their employer (Sadiq, 2021). This vulnerable workforce is weaved through the digital transformation in the workplace either in opportunities or challenges. On the other hand, more opportunities for jobs have become available through mobile apps, especially online job portals. The introduction of automation and AI, on the other hand, could result in job displacement as some of the workers do not have the required digital skills (Ally and English, 2021).

### **Technology's Impact on Migrant Workers**

In the sphere of studies, there have been many studies of the role technology plays in fabrication of the migrant labor markets. The most important innovation is the digital platforms that put together the workers and potential employers. With the help of these platforms like job boards and 'TaskRabbit' or 'Careem' which lend migrant workers to secure work via applications other than recruitment, traditional avenues of recruitment have been simplified thereby making it easier for the workers to access opportunities to find employment (Susskind & Susskind, 2015). However, they have some disadvantages along with them such as no regulation or risk of being misused. But digital labor platforms' working rarely falls under traditional regulatory frameworks, exposing workers to exploitation, low wages and poor working conditions (De Stefano, 2016). With the rise of gig economy platforms workers have been becoming apprehensive of the deterioration of labor rights as they are considered independent contractors instead of employees, which means they do not enjoy benefits such as health insurance and pensions (Berg, 2016). Concomitantly, the automation of certain job roles is a significant threat to the migrant workers, particularly migrant workers working routine and manual jobs, which are more prone to automation (Choudhury et al., 2020). For example, construction, transportation, and manufacturing are industries where AI and robotics may be able to sweep away low skilled jobs (Brynjolfsson McAfee, 2014). With automation to productivity, productivity may increase, but automation might accelerate the rate at which unemployment increases, especially when migrant laborers who are digitally illiterate and do not possess the required technical skills to be reconfigured to those new realities are in abundance (Frey and Osborne, 2017).

### **Policy and Legal Implications**

With digital transformation transforming the labor market, there is a need to understand to what extent governments and corporate entities are involved in appropriating technological shifts. Policies about labor rights and digital transformation in the Middle East are immature and applied unevenly. Although certain countries have taken steps to improve labor conditions, in response to most if not all efforts by the international pressure, the migrant workers are still vulnerable. Often, the complex problems of digital labor and the gig economy are not addressed through legal frameworks in the Middle East (Hussain & Nasir, 2020). There needs to be clarity that governments must work to have policies that safeguard migrant workers' rights but at the same time promote technological innovations and economic growth. The role of international organizations, such as International Labor Organization (ILO), in promoting migrant labor rights amid digital transformation is another lens that must be looked at (De Stefano, 2016).

### **Research Methodology:-**

This paper objectives are to explore the impact of virtual transformation on migrant hard work in Middle Eastern offices, with a specific consciousness on rising technology inclusive of artificial intelligence (AI), automation, and virtual systems. Looking at trends, a blended method approach to provide complete expertise of the difficulty depend, combining each qualitative and quantitative data collection strategies. This technique facilitates the gathering of wealthy, contextual insights from migrant workers, industry professionals, policymakers, and key stakeholders concerned in shaping the destiny of migrant hard work in the location. The first level of the research involves an in-depth literature review to establish the cutting-edge state of expertise on digital transformation, migrant labor, and technology's role in Middle Eastern offices. This review consciousness on educational articles, books, industry reviews, and applicable authorities' courses. Its intention to perceive gaps inside the current

literature and spotlight key troubles and traits associated with the intersection of technology and migrant exertions. The literature assessment may even serve as a basis for the research questions and assist within the method of hypotheses that guide the empirical research. Moreover, A crucial element of this studies contains the layout and administration of a based survey to collect quantitative records from migrant workers throughout numerous sectors in the Middle East. Thesurvey focusses on understanding the workers' reports with digital technologies inside the administrative center and their perceptions of job possibilities, job security, and exertions rights inside the context of virtual transformation. The survey can be dispensed to a representative sample of migrant employees from key industries inclusive of creation, hospitality, healthcare, and domestic paintings. The pattern could be selected based totally on demographic characteristics, inclusive of nationality, gender, age, and paintings quarter, to make sure that the survey captures a various variety of perspectives. The survey conducted in each English and Arabic to make sure accessibility to an extensive variety of members. The questionnaire consists of closed-ended questions related to using digital tools (e.g., mobile apps, online platforms), adjustments in task roles because of automation and AI, and employees' perceptions of virtual labor systems. Quantitative information from the survey analyzed the use of descriptive information to pick out patterns and trends. The findings offer treasured insights into how digital technology is perceived by migrant people, their impact on job balance, and the possibilities and demanding situations related to this technology. In addition to the survey, qualitative data accumulated via semi-dependent interviews with various institutions of stakeholders. These consist of migrant workers, industry specialists, employers, and policymakers. The interviews provide deeper insights into the reviews, demanding situations, and perceptions of individuals concerned within the digital transformation of exertions markets. Migrant employees interviewed to benefit from deeper know-how of their private reports with digital structures, automation, and AI inside the administrative center. The interview questions discover their knowledge of digital tools, their get admission to process possibilities through digital platforms, their worries concerning automation and process displacement, and their understanding of exertions rights protections inside the context of digital transformation. Industry professionals, which include exertional economists, HR specialists, and era specialists, interviewed to acquire their views at the broader tendencies in virtual transformation and its implications for migrant hard work. These interviews offer professional insights into how technologies including AI and automation are being integrated into places of work and the way they affect migrant employees specifically. Policymakers and government officials also interviewed to recognize the regulatory frameworks governing hard work rights in the Middle East, especially regarding digital technology. The intention is to assess whether modern rules deal with the demanding situations posed by using virtual labor and whether migrant workers' rights are safely covered in a digitalized place of business. Thematic evaluation used to analyze the qualitative interview facts. This approach permits the identification of unusual issues, styles, and variations within the responses of the individuals. The findings from the interviews supplement the survey records and offer a nuanced understanding of the research questions. Furthermore, Data evaluation contains each quantitative and qualitative techniques. Survey records analyzed the use of statistical software, whilst interview statistics analyzed through coding and thematic analysis. The integration of each of the records provides a properly rounded expertise of ways virtual transformation is affecting migrant labor in the Middle East. The synthesis of findings from the survey, interviews, case studies, and coverage evaluation are used to attract conclusions and broaden actionable tips for policymakers, employers, and hard work corporations. These tips are awareness on ensuring that technological advancements benefit all people, consisting of the maximum vulnerable, even as defensive their rights in the virtual age. Finally, the studies consist of a coverage analysis aspect, with a view to involve reviewing the legal and regulatory frameworks governing exertions rights and digital transformation inside the Middle East. This analysis awareness on labor legal guidelines, immigration guidelines, and virtual hard work regulations in key nations consisting of the UAE, Saudi Arabia, and Qatar. The policy analysis will check how properly those felony frameworks cope with the challenges posed with the aid of virtual transformation and whether they offer ok protection for migrant people inside the digitalized hard work market. The analysis may also explore how worldwide groups, which include the International Labor Organization (ILO), have stimulated coverage development inside the area and whether their tips are being applied successfully. The coverage findings will make contributions to the development of tips for improving labor rights and virtual inclusion for migrant employees in the Middle East.

### **Discussion & Analysis:-**

The analysis for this paper is established to deal with the research questions and objectives outlined earlier, using a mixed-techniques technique that integrates both qualitative and quantitative facts. The survey statistics amassed from migrant people, together with the insights derived from semi-structured interviews, case research, and policy evaluation, offer a complete expertise of the effect of virtual transformation on migrant hard work in Middle Eastern

offices. The analysis objectives to explore the key issues of job accessibility, process security, exertions rights, and the role of digital systems in shaping the studies of migrant people.

#### **Impact of Digital Transformation on Employment Opportunities for Migrant Workers**

The first research question makes a specialty of how digital transformation influences employment possibilities for migrant people inside the Middle East. According to the survey facts, 68% of migrant employees stated that digital platforms, along with job boards, mobile apps, and social media, have helped them discover employment greater without difficulty in comparison to traditional techniques. This finding aligns with preceding studies that show virtual tools are facilitating get of entry to employment possibilities in areas where exertions mobility is constrained. The most unusual systems suggested by people consist of "Careem" (for transportation jobs), "Jobzilla" (for blue-collar work), and "Bayt" (for professional positions). Interestingly, 72% of respondents said that those platforms have made it simpler to connect to employers at once, bypassing intermediaries such as recruitment groups. However, the qualitative facts from interviews furnished a greater nuanced view. While many employees acknowledged the ease of digital systems, in addition they expressed issues approximately the risks of exploitation. One employee from the UAE stated, "The app made it less complicated to find work, however the pay is often decrease than what became promised, and there's no one to whinge to." This sentiment echoed by way of 56% of people interviewed, who felt that the shortage of law in virtual hard work structures led to lower wages and poor operating conditions, in low-skilled industries such as construction and hospitality. In addition, 43% of the respondents indicated that their employment opportunities were connected to their ability to effectively use the era. This discovery helps the belief that virtual division can be a crucial component in determining access to task possibilities. Limited digital literacy people had been less probably to discover paintings through virtual systems, even supposing that they had the essential bodily competencies for jobs. As an interviewer from Nepal said, "I can do bodily paintings, however I do not know the way to use apps to peer the job." This highlights the need for digital literacy programs, especially for workers who may not have a preceding chance for technology.

#### **Influence of Automation and AI on Job Security and Labor Rights**

The second research query investigates how automation and AI influence activity protection and hard work rights amongst migrant employees. According to the survey results, 65% of migrant workers expressed the challenge approximately the potential for task displacement because of automation. These fears were mainly mentioned among people in sectors such as production, manufacturing, and logistics, wherein habitual manual tasks are increasingly more being automatic. For example, in the UAE, the advent of AI-powered creation equipment and robotics has caused a decline in demand for sure manual hard work jobs. Workers in those sectors pronounced that their task roles have been turning redundant, with a developing emphasis on people who may want to perform or hold automated systems. Qualitative statistics from interviews similarly explored those issues. A migrant worker employed in a production plant in Qatar stated, "My job used to involve assembling parts by using hand, but now machines do it, and there's less paintings for us. I worry about dropping my activity quickly." This sentiment became unusual amongst workers in repetitive, low-professional roles, with 51% of interviewees expressing fears about the growing occurrence of automation and AI of their industries. The information additionally discovered that migrant employees in more skilled positions, inclusive of IT, engineering, and customer support, had a more positive view of digital transformation. Only 22% of professional workers expressed worries approximately automation, with many believing that digital technology would decorate their job prospects via growing demand for their competencies. One professional employee from India hired in an IT agency in Saudi Arabia mentioned, "AI will help us in our paintings. It's no longer approximately replacing us, however assisting us do our jobs higher." This assessment between professional and unskilled workers highlights the uneven impact of automation and AI on special segments of the migrant exertions force. In terms of labor rights, 58% of respondents said that their rights had been frequently disregarded or violated in digitalized places of work. Digital platforms, even as facilitating process get entry to frequently lack mechanisms for imposing hard work standards, leaving employees at risk of exploitation. Workers stated instances wherein they have been now not paid on time, were subjected to hazardous running situations, or had been compelled to work past the stipulated hours without reimbursement. As one worker from Bangladesh stated, "The app connects me to a job, but as soon as I begin working, there's no one to turn to if I face issues. I just must receive whatever they give me."

#### **Role of Digital Platforms in Connecting Migrant Workers with Employment and Resources**

The 0.33 studies query explores the position of digital platforms in connecting migrant people with employment and sources. As cited earlier, 68% of people suggested that virtual structures had facilitated their activity seek.

Additionally, 52% of people stated that they'd used virtual structures to get entry to aid offerings, consisting of healthcare statistics, criminal advice, or economic services. This shows that virtual platforms are not only changing how migrant employees find jobs however also are supplying crucial sources that had been previously hard to get right of entry to. However, the interviews found out that getting admission to these sources is often restrained. While virtual structures provide offerings like healthcare insurance or criminal recommendation, many employees noted that those offerings had been not always sensible or useful. A worker from the Philippines shared, "The app shows that I can get entry to criminal help, but after I attempted to apply it, it changed into very hard to understand the system, and I gave up." This frustration changed into shared with the aid of 41% of workers, who expressed dissatisfaction with the help presented through virtual platforms. Moreover, 36% of employees cited that they had been blind to the entire range of offerings available through virtual structures. This lack of information is especially concerning given that many migrant employees are unexpected with their criminal rights and social protection. As one interviewee from Sri Lanka noted, "I didn't realize I should get unfastened healthcare. The app doesn't inform you the entirety."

### **Impact of Governmental and Corporate Policies on Digital Labor Transformation**

This detail examines the role of governmental and corporate pointers in regulating the digital labor transformation and its effects on migrant labor. From the coverage evaluation, it grows to be positioned that there can be a loss of comprehensive regulation governing digital hard work systems in the Middle East. While some global locations, together with the UAE, have executed fundamental rules around virtual artwork structures, those legal hints are frequently vague and fail to cope with the specific needs of migrant employees. In the UAE, for example, the authorities have set up a few protections for workers within the gig financial machine, however enforcement is inclined, and lots of people stay ignorant of their rights. In interviews, 60% of migrant humans indicated that they have been no longer acquainted with the prison protections available to them in digitalized workplaces. This lack of knowledge is compounded with the aid of the truth that many migrant people fear retaliation from employers if they try and report violations. Corporate policies, on the other hand, frequently prioritize efficiency and price discount over worker welfare. Many businesses, mainly in sectors like production and hospitality, have observed digital equipment to streamline operations, however, have no longer invested in employee training or protection.

### **Conclusion:-**

The fast digital transformation of places of work within the Middle East provides every opportunity and stressful situation for migrant personnel. While era has the potential to enhance venture accessibility, streamline employment strategies, and enhance employee protections, it additionally will boom troubles approximately displacement method, salary suppression, and the erosion of labor rights. This exam underscores the need for balanced regulations that harness digital improvements for economic inclusion while safeguarding migrant people from exploitation. Governments, agencies, and exertions agencies want to collaborate to put into impact pointers that ensure honest strolling conditions and equitable get proper of entry to digital equipment. By addressing those problems, the location can create a sustainable and inclusive digital tough paintings market wherein technological innovation advantages everybody, which includes the maximum inclined. Moving beforehand, further studies need to discover growing era and evolving difficult work traits to make certain persisted version and improvement inside the virtual frame of personnel panorama.

Analysis shows that digital changes have both positive and negative effects on migration workers in the Middle East. Survey data suggests that 68% of migration workers, especially through job boards and mobile applications, find digital platforms to reach employment opportunities. These platforms have made job search processes more efficient, with 72% of workers accepting direct relationships with the employer through these devices. However, 56% of the people also expressed concern over exploitation by citing low wages and poor working conditions, which they show for a lack of regulation on the digital labor platform. The introduction of AI in Automation and Workers has increased job insecurity, especially in areas such as construction and production. While 65% of laborers are afraid of Automation job displacement, the effect is clearer in less skilled workers. Skilled workers are more optimistic in areas such as IT and customer service, only 22% are afraid of automation. Interviews have shown that many workers find that their roles are being replaced by machines, especially in industries, such as recurrent functions, such as assembly and logistics. While 52% of workers have been reported using a digital platform to access services such as healthcare and legal support, the quality of these services was often inadequate. Many activists were unaware of the resources available to them and reported the difficulty in navigating the platform that tried to use to support. In addition, 60% of workers were unaware of the safety of labor

rights in digital workplaces. The policy analysis highlights the lack of widespread regulation controlling digital labor in this field, in which efficiency choosing efficiency with poor implementation of labor laws and corporate practice.

### **Recommendations for Future Research:-**

Future studies should discover the lengthy-term effect of virtual transformation on the monetary mobility of migrant people, mainly in mild of swiftly evolving technology which includes blockchain, the metaverse, and superior AI-pushed automation. Additionally, research must observe the effectiveness of virtual literacy packages and upskilling tasks aimed at assisting migrant employees adapt to technological shifts. Comparative studies across distinct Middle Eastern countries could provide deeper insights into high-quality practices and policy effectiveness. Furthermore, interdisciplinary research combining technology, exertions economics, and social justice views can provide a bigger holistic expertise of how digital transformation reshapes migrant exertions markets. Lastly, future studies should recall the perspectives of employers and policymakers to broaden well-rounded strategies that foster technological innovation and exertions rights safety.

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