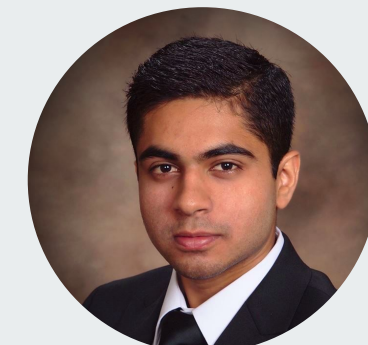


STANFORD HCI GROUP

Vitae: Digital Hiring Halls for Online Workers



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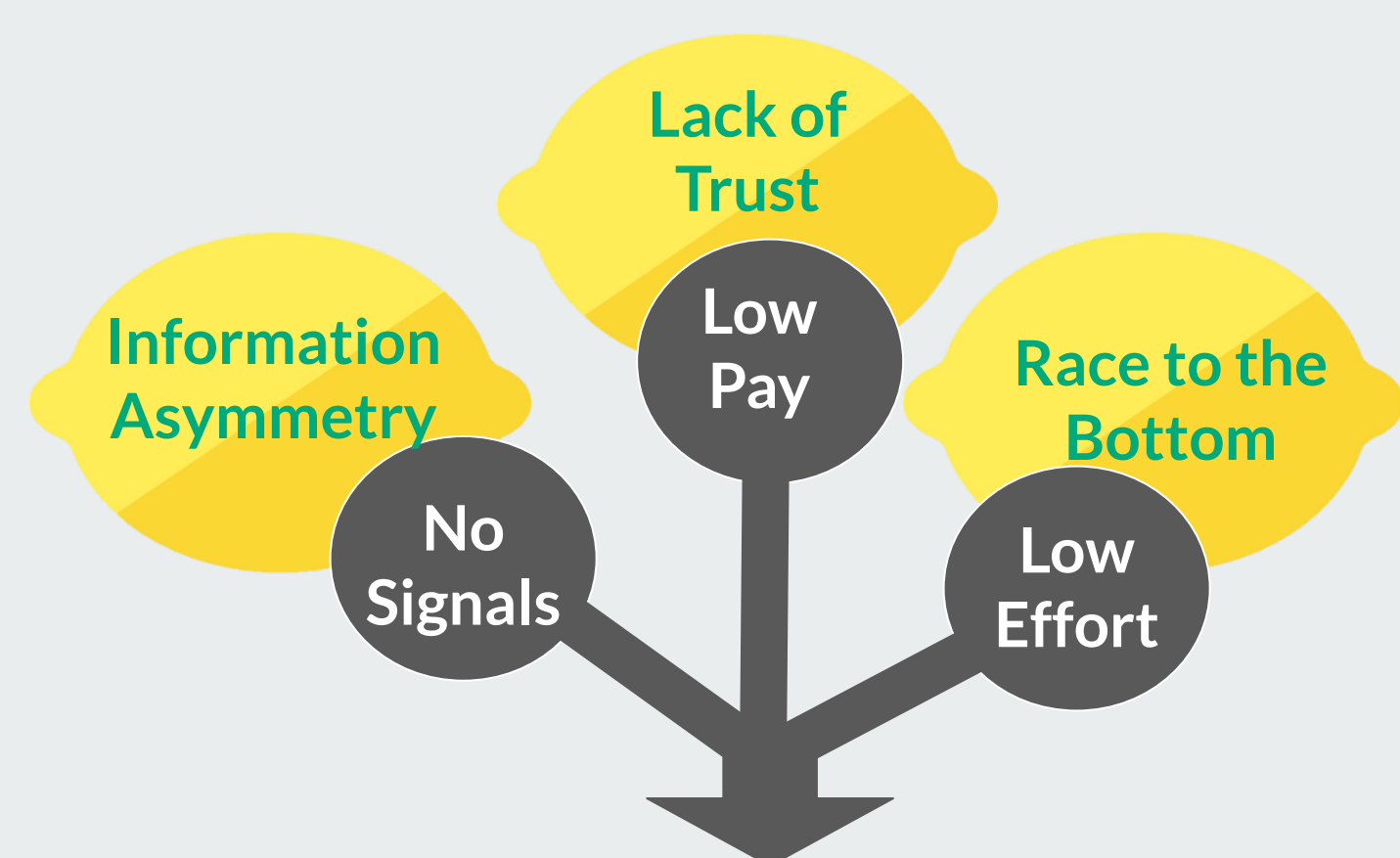
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1 THE PROBLEM WITH ONLINE LABOR:

Low pay, low quality tasks.

Requestors have little trust in workers and set low pay rates. Workers are disincentivized to produce quality output. The result: a race to the bottom, known as a **market for lemons** (Akerlof, 1970).

2 MECHANISM TO FLAG REQUESTERS' TASKS

Just as **hiring halls** held strikes against employers to control the supply of labor (Fick, 1987), workers in Vitae communities can **flag or reject** a task to counteract poor practices.



3 SPECIALIZED WORKER COMMUNITIES

There are two types of communities on Vitae: **manually curated** or **algorithmically generated**. Both contain high quality, specialized workers. To protect their collective reputation, each community creates its own norms and bar of entry.

4 THE OUTCOME:

Higher wages, higher quality work.

Instead of turning to a generic pool, requestors turn to workers they trust.

We will measure Vitae's success by:

1. Quality of worker output
2. Complexity of requestors' tasks
3. Long-term maintenance of community norms through collective action

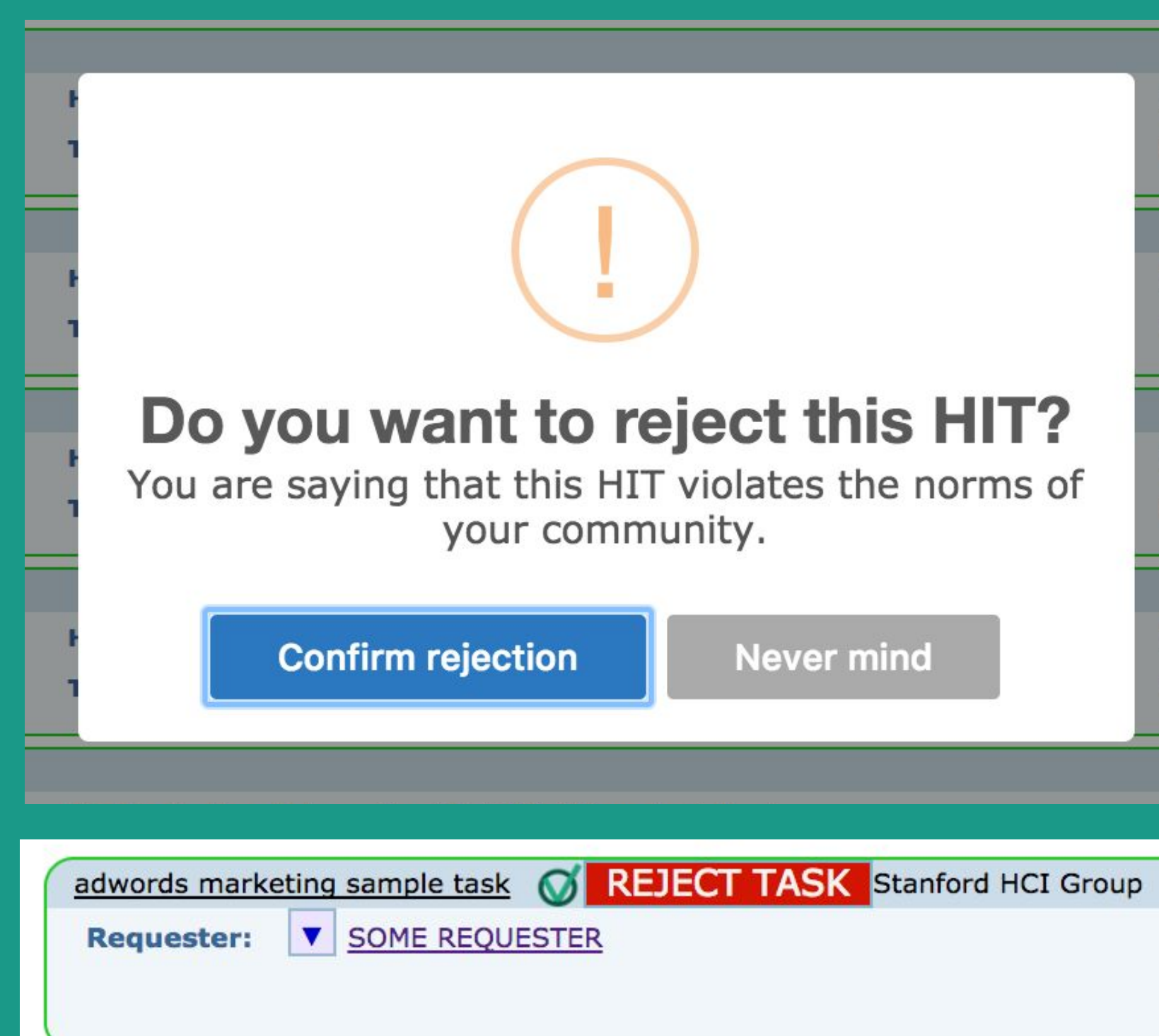
In the future, we hope Vitae grows to be a **cross-platform means of aggregating workers' reputations**.

ACKNOWLEDGEMENTS: Thank you to the CURIS program and all of the people listed above, without whom this work would not be possible.

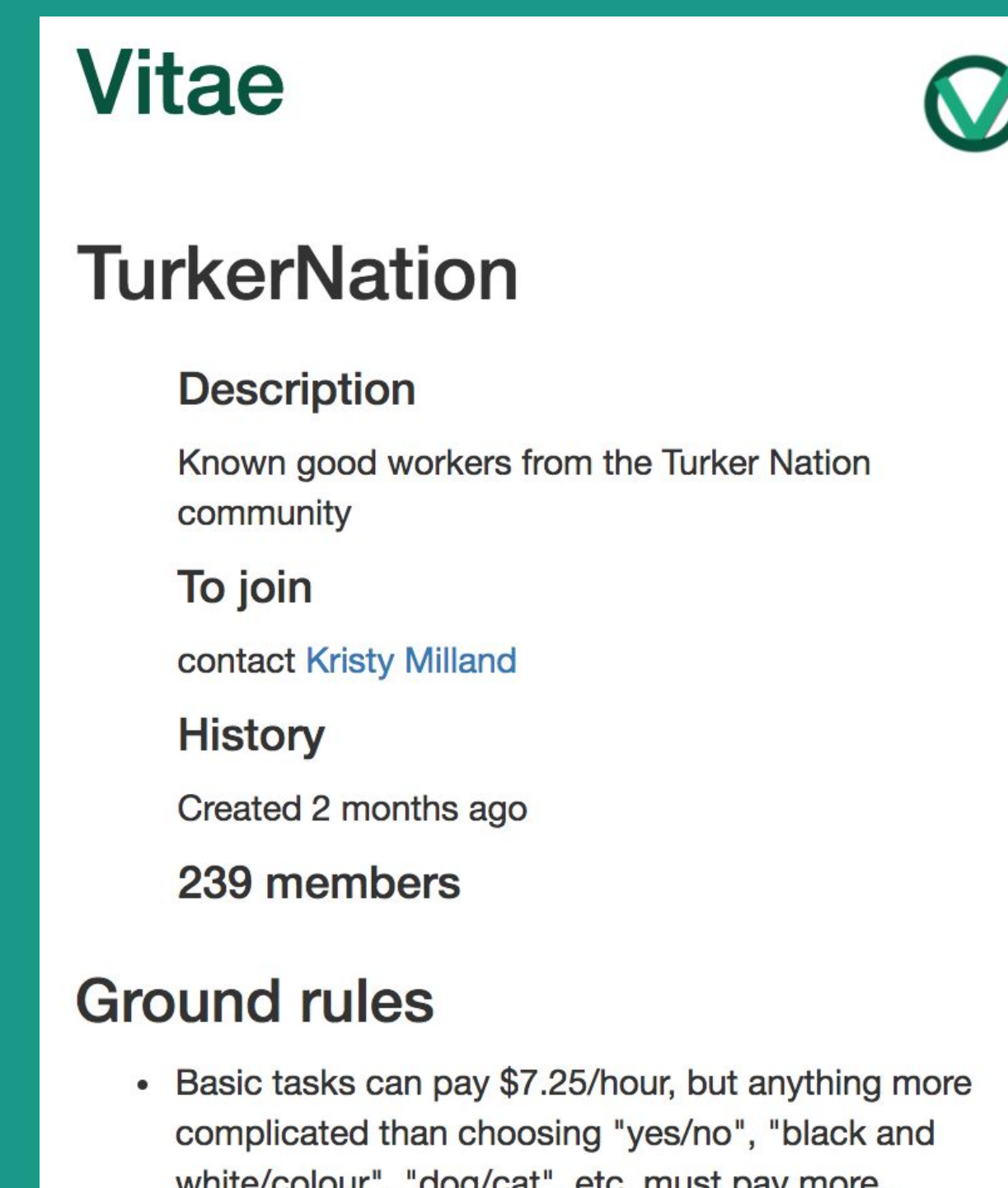
Here's how it works:

Vitae digitally mimics hiring halls, allowing workers to build community identity and take **collective action**.

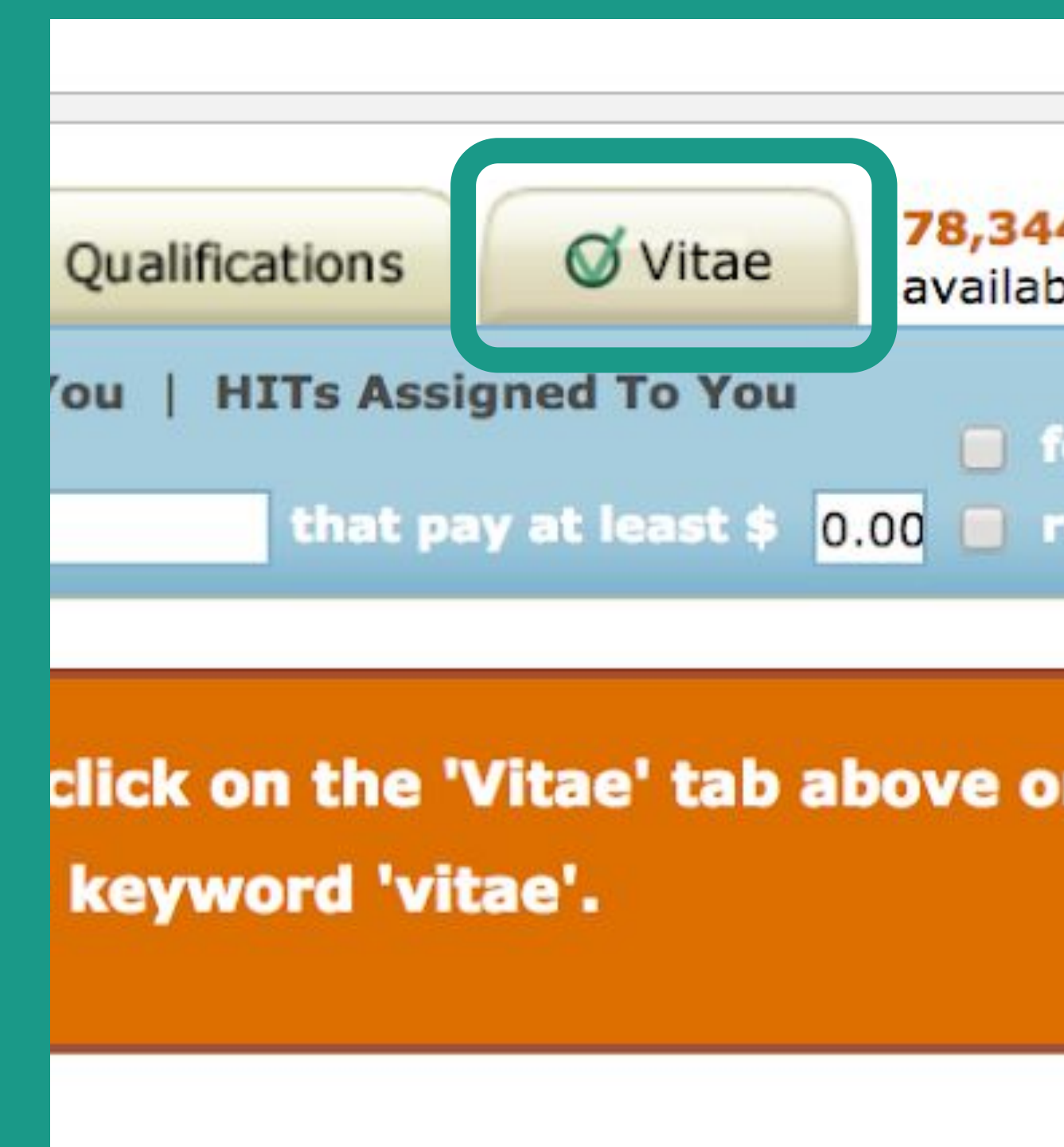
Workers reject bad tasks



Communities set norms



Workers find better tasks



Build reputation

