AI-powered recruitment tools are increasingly used by employers to screen résumés, assess candidates, and predict job performance. While these systems promise efficiency and objectivity, they also raise significant ethical concerns.

Critically analyse the ethical implications of using AI in recruitment. In your response, discuss:

- The privacy concerns surrounding the collection and use of candidate data.
- How algorithmic bias might impact hiring decisions and workplace diversity.
- Whether AI-based hiring tools could mitigate or exacerbate existing inequalities in employment.
- The tension between automated decision-making and human oversight in recruitment.
- Possible safeguards or regulatory approaches to ensure fair and ethical use of AI in hiring.

Your response should demonstrate clear argumentation, ethical reasoning, and real-world examples where applicable.

(15 Marks)