

Fourth European Workshop on Algorithmic Fairness (EWAF'25)

HILDE WEERTS, Eindhoven University of Technology, The Netherlands

MYKOLA PECHENIZKIY, Eindhoven University of Technology, The Netherlands

DORIS ALHUTTER, Austrian Academy of Sciences, Austria

ANA MARIA CORRÊA, KU Leuven, Belgium

THOMAS GROTE, University of Tübingen, Germany

CYNTHIA LIEM, Delft University of Technology, The Netherlands

The European Workshop on Algorithmic Fairness (EWAF) aims to foster dialogue between researchers working on algorithmic fairness in the context of Europe's legal and societal framework, especially in light of the European Union's attempts to promote ethical AI and the turn to AI for the common good. EWAF welcomes submissions from multiple disciplines, including but not limited to computer science, law, philosophy, and social science, as well as interdisciplinary and transdisciplinary work. The fourth edition (EWAF'25) will provide a dedicated venue for interdisciplinary discourse on algorithmic fairness via keynotes, paper presentations, a panel discussion, and interactive sessions.

Reference Format:

Hilde Weerts, Mykola Pechenizkiy, Doris Alhutter, Ana Maria Corrêa, Thomas Grote, and Cynthia Liem. 2025. Fourth European Workshop on Algorithmic Fairness (EWAF'25). In *Proceedings of Fourth European Workshop on Algorithmic Fairness (EWAF'25)*. Proceedings of Machine Learning Research, 6 pages.

1 Introduction

The Fourth European Workshop on Algorithmic Fairness (EWAF'25) aims to foster dialogue between researchers working on algorithmic fairness in the context of Europe's legal and societal framework, especially in light of the European Union's attempts to promote ethical AI and the turn to AI for the common good. Building upon the success of the first three editions, EWAF'25 will be held from June 30 to July 2, 2025, at Eindhoven University of Technology (the Netherlands).

2 Objectives and Areas of Interest

The goals of EWAF'25 are to provide a space for algorithmic fairness research grounded in the European perspective and setting, fostering interdisciplinary scholarship and dialogue, and to provide a stimulating scientific program.

Authors' Contact Information: Hilde Weerts, Eindhoven University of Technology, Eindhoven, The Netherlands, h.j.p.weerts@tue.nl; Mykola Pechenizkiy, Eindhoven University of Technology, Eindhoven, The Netherlands, m.pechenizkiy@tue.nl; Doris Alhutter, Austrian Academy of Sciences, Vienna, Austria, doris.alhutter@oeaw.ac.at; Ana Maria Corrêa, KU Leuven, Leuven, Belgium, anamaria.correaharcus@kuleuven.be; Thomas Grote, University of Tübingen, Tübingen, Germany, thomas.grote@uni-tuebingen.de; Cynthia Liem, Delft University of Technology, Delft, The Netherlands, c.c.s.liem@tudelft.nl.

This paper is published under the Creative Commons Attribution-NonCommercial-NoDerivs 4.0 International (CC-BY-NC-ND 4.0) license. Authors reserve their rights to disseminate the work on their personal and corporate Web sites with the appropriate attribution.

EWAF'25, June 30–July 02, 2025, Eindhoven, NL

© 2025 Copyright held by the owner/author(s).

EWAF welcomes submissions from multiple disciplines, including but not limited to computer science, law, philosophy, and social science. The workshop also explicitly welcomes submissions of interdisciplinary and transdisciplinary work, sourcing from multiple disciplinary areas and/or highlighting joint insight-building with relevant non-academic stakeholders. A non-exhaustive list of themes includes:

- Industry experiences in developing and implementing fairness interventions, developing standards and practical approaches to introducing fairness in digital innovation governance.
- Empirical and theoretical perspectives from social sciences on fairness and discrimination in Europe (e.g., analysis of labor markets, the concepts of class, race, disability, and discrimination against minorities in different social contexts, intersectional inequality).
- Case studies based on concrete European instances of algorithmic design and regulation that machine learning scholars or practitioners have encountered in their work (e.g., datasets or audits of automated decision-making systems that are used in Europe).
- An analysis of the implications of the European legislative framework for the debate on fairness in machine learning and AI more broadly (e.g., specificities connected to anti-discrimination and data collection legislation and the emerging regulatory frameworks for platforms and AI).
- Principled arguments for certain fairness concepts and measures in specific contexts.
- Implementing fairness in deployed systems, selecting fairness definitions and designing auditing processes.
- Explorations of the relationship and trade-offs between fairness and transparency in practice.
- Fairness and transparency of black-box models.
- Generative AI and fairness, esp. relating to the job market and the data supply chain.
- Studies on the systemic risks of large online platforms (such as social media platforms and online marketplaces) and search engines, in particular regarding protection of minors, dissemination of illegal products, gender-based violence, freedom of expression and disinformation.

3 Program

3.1 Accepted Papers

EWAF'25 invited both full papers and extended abstracts. This year, we received a record number of 96 submissions, of which 66 extended abstracts and 30 full papers. In total, 69 papers were accepted, of which 54 extended abstracts and 15 full papers. All accepted papers will be presented during either a lightning round talk, poster session, or in-depth presentation.

3.2 Interactive Sessions

Recognizing the crucial role of diverse perspectives in discussions on algorithmic fairness, EWAF seeks contributions that extend beyond the academic discourse, involving voices from industry, civil society, government, NGOs, journalists, artists and other non-academic sectors. To this end, we invited interactive sessions (e.g. workshops, panels, unconferences, moderated dialogues, discussion groups, fish bowls, artistic interventions) to address gaps between theory and practice, research and policy, and multiple disciplines/fields tackling ethical AI; position European institutions, both research and governmental, and their impact on ethical AI; foster conversations between

the different stakeholders involved in ethical AI, promoting interdisciplinary and cross-practice discussions; and provide space for discussion and reflection within the algorithmic fairness research community.

This year's edition includes the following accepted interactive sessions:

- "Redefining AI Fairness Through an Indigenous Lens" by Myra Colis
- "Contribute to the technical specification for responsible use of risk profiling algorithms used by the Dutch government" by Laura Muntjewerf, Willy Tadema
- "Designing a 'fair' human-in-the-loop" by Isabella Banks, Jacqueline Kernahan
- "Beyond the Buzzwords: Co-Creating Accountability through Legal and Technological Perspectives on Algorithmic Transparency" by Maria Lorena Flórez Rojas
- "Fairness for whom? On the need for co-creative pathways in AI policy and research" by Ilina Georgieva, Paul Verhagen, Courtney Ford

3.3 Keynotes

The following keynotes will be presented at EWAF'25.

- "Reassembling the Black Box(es) of Algorithmic Fairness: Methods, Interactions and Politics" by Juliane Jarke
- "On fairness and validity in AI-assisted hiring" by Julia Stoyanovich
- "Algorithmic Governance in Europe: Inside the Digital Machinery of Discrimination" by Raphaële Xenidis
- "Algorithmic Fairness, Intersectionality, and Uncertainty" by Johannes Himmelreich

3.4 Panel

EWAF'25 will include the following plenary panel discussion.

- "Algorithmic citizen profiling and risk-scoring in the welfare state: civil society perspectives and litigation"

4 Organization

EWAF'25 was organized by the following people.

General Chairs

- Hilde Weerts, Eindhoven University of Technology
- Mykola Pechenizkiy, Eindhoven University of Technology

Program Chairs

- Doris Alhutter, Austrian Academy of Sciences
- Ana Maria Corrêa, KU Leuven
- Thomas Grote, University of Tübingen
- Cynthia Liem, Delft University of Technology

Interactive Sessions Chair

- Linnet Taylor, Tilburg University

Proceedings Chairs

- Mattia Cerrato, Johannes Gutenberg-Universität Mainz
- Marco Favier, University of Antwerp

Local Organizing Committee

- Emmanuel Chukwu, Eindhoven University of Technology
- Gizem Cenç, Eindhoven University of Technology
- Jiaxu Zhao, Eindhoven University of Technology
- Laila Wegner, Eindhoven University of Technology

Area Chairs

- Agathe Balayn, Microsoft Research
- Alessandro Fabris, University of Trieste
- Jose M. Alvarez, KU Leuven
- Maarten Buyt, Universiteit Ghent
- Sune Holm, Copenhagen University

Program Committee

- Alesia Vallenias Coronel, Johannes-Gutenberg Universität Mainz
- Ana-Andreea Stoica, Max Planck Institute for Intelligent Systems
- Antonio Mastropietro, University of Pisa
- Antonio Vetrò, Polytechnic Institute of Turin
- Ayan Majumdar, MPI-SWS
- Blanca Luque Capellas, Johannes-Gutenberg Universität Mainz
- Carlotta Rigotti, Leiden University
- Chadha Degachi, Delft University of Technology
- Charlotte Ducuing, Katholieke Universiteit Leuven
- Chiara Ullstein, Technische Universität München
- Christoph Kern, University of Munich, Ludwig-Maximilians-Universität München
- Clara Rus, University of Amsterdam, University of Amsterdam
- Daphne Lenders, School of Education Pisa
- David Hartmann, Technische Universität Berlin
- Deborah D. Kanubala, Universität des Saarlandes
- Eike Petersen, Fraunhofer Institute for Digital Medicine MEVIS
- Emmanouil Krasanakis, CERTH/ITI
- Fabian Fischer, Austrian Academy of Sciences
- Fariba Karimi, Technische Universität Graz
- Fatemeh Mohammadi, University of Milan
- Francesco Nappo, Polytechnic Institute of Milan
- Francien Dechesne, Leiden University

- Frederic Gerdon, Universität Mannheim
- Giandomenico Cornacchia, International Business Machines
- Guillaume Bied, Universiteit Gent
- Iris Dominguez-Catena, Universidad Pública de Navarra
- Irmak Erdogan-Peter, KU Leuven
- Jan Grenzebach, Federal Institute for Occupational Health and Safety
- Jan Simson, Ludwig-Maximilians-Universität München
- Jiaxu Zhao, Eindhoven University of Technology
- Karima Makhoulf, University of Doha for Science and Technology
- Kristen Marie Scott, KU Leuven
- Laura State, University of Pisa
- Laurens Naudts, University of Amsterdam
- Ludwig Bothmann, Ludwig-Maximilians-Universität München
- Marco Favier, Universiteit Antwerpen
- Marco Rondina, Polytechnic Institute of Turin
- Marcos L P Bueno, Radboud University
- Marina Ceccon, University of Padua
- Marius Köppel, ETH Zurich
- Marta Marchiori Manerba, University of Pisa
- Martina Cinquini, University of Pisa
- MaryBeth Defrance, Universiteit Gent
- Michele Loi, Algorithmwatch
- Miriam Fahimi, Alpen-Adria Universität Klagenfurt
- Nathan Genicot, Université Libre de Bruxelles
- Nikolaus Poehhacker, Karl-Franzens-Universität Graz
- Peter Müllner, Technische Universität Graz
- Raphael Romero, Universiteit Gent
- Rianne M. Schouten, Eindhoven University of Technology
- Roger Campdepados, University of Girona
- Sandro Radovanović, University of Belgrade
- Sebastian Zezulka, Eberhard-Karls-Universität Tübingen
- Shelly Yiran Shi, University of California, San Diego
- Shiyang Li, University of Wisconsin - Madison
- Simon Egbert, University of Massachusetts at Amherst
- Simon Schaupp, Technische Universität Berlin
- Simone Casiraghi, Vrije Universiteit Brussel
- Sofie Goethals, Columbia University
- Solal Nathan, Université Paris-Saclay
- Teresa Scantamburlo, University of Venice

Acknowledgments

EWAF'25 was made possible by the generous support of the Dutch Research Council (NWO Scientific Meetings and Consultations Grant), the European Centre for Algorithmic Transparency (ECAT), the Dutch Data Protection Authority (AP), the Netherlands Research School for Information and Knowledge Systems (SIKS), the Eindhoven Artificial Intelligence Systems Institute (EAISI), and the TU/e Center for Safe Artificial Intelligence (SafeAI).