**“Is it possible to completely eliminate bias from the hiring process?”**

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Throughout the years, society’s ideologies, values and beliefs drastically changed. Many individuals understood more about topics regarding society as a whole and began to accept different personalities and cultures. However, even if the situation has improved in recent decades, bias, discrimination and racism are still present in large quantities. By definition, bias is “a strong feeling in favor of or against one group of people, or one side in an argument, often not based on fair judgment” (Oxford dictionary). Discrimination could be based on gender, sexual preferences and orientation, religion, culture, beliefs…, among many other factors that could weigh on an individual’s everyday life. The majority of individuals do not consider themselves racists, however, implicit discriminatory ideas are made in their minds and the diversity in traits or beliefs of another can influence their decision making. Discrimination in the hiring process and, as a consequence in the workplace, have been present, are present and will be present in the future even if in reduced quantities. This is because in many cases discrimination and bias have been transmitted to individuals through family beliefs and values. But will it be possible to eliminate bias in the hiring process and decision making? I believe that it will constantly reduce but it won’t be possible to eliminate it. I suppose that the three main factors of discrimination in the hiring process are focused on gender, an antiquated mindset of the employer and the development of our modern society that does not allow employers to understand the recent rise in more fragmented ideologies and ethnic groups.

As stated in the introduction, the hiring process is too often influenced by other factors that do not involve an applicant’s skills or knowledge. Even though progress in the field is constantly made, statistics still show a huge presence of Bias in the hiring process and, as well, in the workplace environment. Various studies have been conducted on this phenomenon and one of the main discriminatory factors that influence the hiring process is gender. Dice Holdings conducted a survey in 2020 where 143 men and women employees of a tech company were asked about gender discrimination in the work environment. Among the results about factors such as salary, respect, leadership and promotions, the ones about hiring showed that almost 40% of the women were discriminated against in the process. We also have to keep in mind that this data was collected among women that were hired, therefore less than half of them felt discriminated against but got hired in the end. But how many other women were denied the job just for their gender? Statistics were conducted on this topic and the conclusion was that (University Pompeu Fabra, 2019) “Women are on average 30% less likely to be called for a job interview than men with the same characteristics.” If on average 30% of women are denied a job in favour of men, how might this change in the long run? I believe that gender has such a huge role in the hiring process being sometimes understandable since many jobs require hard physical work and men result in being more suitable for them; however, numbers still show a huge difference between men and women.

The important role that gender has in the hiring process takes me to the second point of my argument. Many mindsets are modelled by family’s values and beliefs. In the past discrimination and bias were common: women could not work and their main occupation was to take care of their children, black people were the ones belonging to labour and hard tasks and marriage could happen only between men and women. Older generations were born and raised with these ideologies and have passed certain types of values from generation to generation. Nowadays these values are criticized and deeply discussed but how is it possible to change an individual’s mind even when knowing concepts are wrong? To what extent can this have an impact on the hiring process? When hiring someone, employer should base their decision making on the knowledge and the capabilities of the aspiring employee; However, this is not easy since the first impression is fundamental. If an employer has grown and been thought certain values it is possible that involuntarily, gender, sexual orientation or ethnicity will have an impact on decision making. Even though the phenomena of being influenced by the beliefs and values transmitted is significantly decreasing, it is still eradicated in nowadays society and I believe that it will never completely disappear. A survey conducted in France (ILO; IFO; défenseur des droits, 2013) shows that 73% of transgender or transsexual people have disadvantages in finding a job and 66% of colored people find themselves with the same issue. This is probably the result of ideologies and values passed on by ancestors amongst with the closed mind of the entrepreneur about the creation of other gender groups and ethnicities.

This factor is strictly connected to the third point of my argumentation. Discrimination and bias in many cases, arise from bad information and being closed-minded. Many different ethnic groups are created every year; for example, in recent years, the LGBTQ+ community has developed almost one hounded sub-groups. Also, statistics (Ipsos, 2021) show that almost 30% of the worldwide population in 2021 did not consider themselves only attracted to the opposite sex. So how can there be bias in the hiring process if this phenomenon is constantly increasing? I believe that older generations find it difficult to keep track of the changes that are happening in our modern world and they are influenced, as stated before, by their values and beliefs which struggle to adapt to our modern society. But will this change? As previously said, I believe that bias in the hiring process will decrease but will not be eliminated since many employees and individuals are still close-minded about new cultures and this new reality we are living in.

In conclusion, I believe that, even if today, differences made among gender seem to be defeated, women are still struggling more than men in finding a job alongside being discriminated against in the workplace. This also happens due to mindset and values transmitted from older generations that result difficult to deny in the decision-making process because these ideologies are eradicated in an individual’s mindset. Sometimes, due to new subgroups and new genders for example arising, an employee that is close-minded could find it hard to adjust to this new reality. For these reasons, I believe that bias in the hiring process will decrease but it will never be eliminated.

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