

INVESTIGATING THE GENDER BIAS IN THE JOB HIRING ALGORITHMS

ABSTRACT

FairHire is a dedicated platform committed to unveiling and addressing gender bias in job hiring practices. Our mission is to foster inclusivity, equality, and fairness in the workplace. Through extensive research, data analysis, and real-world insights, we shed light on the prevailing gender disparities and offer actionable solutions for positive change.

This is a website for the people who have experienced the bias from the hiring industry and are looking forward to overcome it. We include surveys of the existing and the past years displaying the difference between the male and female employers in the working sectors. A layman can easily find the difference just by looking at the number of female CEOs in the top 100 all over the world. Thus, bringing it in the limelight is much important.

The website also consists of the insights and the analyzation of the issue in the current employment industry. And also tried to give solutions and working on it to make a change. Even the job seekers can register and create an account in this website, share their experience and they will be in the limelight. And this website will help to connect such job seekers to get connected with the HRs in the LinkedIn profile. And we are always open to constructive criticisms and feedbacks, as we have a separate section for it.

FairHire is not just a website; it's a movement towards a workplace where talent knows no gender boundaries. Join us in breaking the bias and creating a more equitable future in job hiring.

EXISTING

Several technologies and tools are already in use to help reduce gender bias in the job hiring industry. These technologies aim to promote fairness, diversity, and inclusivity in the recruitment process. Here are some examples:

- 1. Applicant Tracking Systems (ATS):** ATS platforms use algorithms to assess candidates based on objective criteria such as skills, experience, diversity, and qualifications. This minimizes the impact of unconscious biases.
- 2. Text Analysis and Natural Language Processing (NLP):** Tools utilizing NLP can analyse job descriptions to identify and eliminate gendered language, ensuring that job postings are inclusive and appeal to a diverse pool of candidates.
- 3. AI-powered Recruitment Platforms:** AI tools analyse resumes without revealing personal details, focusing solely on skills and qualifications. This helps ensure a fair evaluation of candidates.

PROPOSED

- ➔ Conduct regular training sessions for hiring managers to raise awareness of unconscious biases. Equip them with the tools and knowledge needed to make objective and fair decisions during the hiring process.
- ➔ Ensure transparency in the hiring process. Communicate clearly about the company's commitment to diversity and the steps taken to mitigate biases in the hiring process.
- ➔ Collaborate with industry organizations and share best practices for creating inclusive hiring practices. Participate in initiatives that promote diversity and equality in the job market.
- ➔ The website where the job seekers get to voice out their experience and get registered in the website. The registered users will get to connect with the HRs through the LinkedIn as the website acts as the intermediate between the job seekers and hirers.

SOFTWARE REQUIREMENTS

- ➔ **FRONT-END:** HTML, CSS and JavaScript
- ➔ Bootstrap to ensure a responsive design that works well on various devices and screen sizes.
- ➔ **BACK-END:** Java (spring)
- ➔ **DATABASE CONNECTIVITY:** MySQL

DATABASE SCHEMA ER MODEL

OUTPUT

CONCLUSION

In conclusion, the "FairHire: Empowering Equality in Job Hiring" website is a comprehensive and purpose-driven platform designed to address and combat gender bias in the job hiring industry. Through a thoughtful combination of technological solutions, data-driven insights, and community engagement, the website aims to foster inclusivity, diversity, and fairness in the workplace. The incorporation of a dynamic survey platform facilitates the collection of valuable data, offering in-depth insights into the current landscape of gender bias in various industries. The survey results, presented through clear and visually appealing data visualizations, contribute to informed discussions and drive evidence-based initiatives for change.

FairHire recognizes the importance of education and awareness in dismantling gender bias. The website offers a wealth of resources, including toolkits for employers, guides for job seekers, and a blog/news section that keeps the audience informed about the latest developments in diversity and inclusion.

REFERENCES

