

Part 5

Case-Study: AI-driven Recruitment

What went wrong?

Amazon scraps secret AI recruiting tool that showed bias against women

By Jeffrey Dastin

8 MIN READ



SAN FRANCISCO (Reuters) - Amazon.com Inc's AMZN.O machine-learning specialists uncovered a big problem: their new recruiting engine did not like women.

Source: <https://www.reuters.com/article/us-amazon-com-jobs-automation-insight-idUSKCN1MK08G>

- Special category data collected without enough consideration or legal basis for processing;
- No privacy assessment conducted to consider the privacy implications of the use of the algorithm;
- No considerations for algorithmic bias and bias associated with the input data.

Part 5 - Readings

Reuters article on the Amazon AI recruitment tool: <https://www.reuters.com/article/us-amazon-com-jobs-automation-insight-idUSKCN1MK08G>

On job seekers attitudes towards AI driven recruitment: Friedrich-Alexander-University, Schöller Endowed Chair for Information Systems, Erlangen-Nuremberg, Germany, Ochmann, J. and Laumer, S. (2020) 'AI Recruitment: Explaining job seekers' acceptance of automation in human resource management', in heine, M., Poustcchi, K., and Krasnova, H., *WI2020 Zentrale Tracks*. GITO Verlag, pp. 1633–1648. doi: [10.30844/wi_2020_q1-ochmann](https://doi.org/10.30844/wi_2020_q1-ochmann).