AI and bias in decision making

Ryuhei Kawabata

1. Background

Problems in Recruitment and Finance

- **Human Bias:** Personal prejudices of recruiters may influence decision-making.

- **Inefficiency:** Manual screening of large volumes of resumes is time-consuming and resource-intensive.

Goals of Algorithmic Technology

- Streamline the recruitment and validation process.

- Enhance fairness in candidate selection.

2. Issues Addressed by Algorithmic Technology

- **Improved efficiency:**

  Algorithms can process and shortlist resumes rapidly.

- **Optimized resource allocation:**

  AI reduces the workload for recruitment teams.

- **Environmental benefits:**

  Digital solutions reduce reliance on paper, promoting sustainability.

3. Challenges of Algorithmic Technology

Algorithmic Bias:

If the training data includes societal or historical biases, the algorithm may perpetuate them. For example, decisions influenced by gender or ethnicity.

Transparency and Accountability:

The decision-making process of AI can be opaque, eroding trust from both hiring teams and candidates.

Privacy Concerns:

The unclear use of candidate data raises compliance issues with regulations like GDPR.

4. Indicate in which of the 4th scenarios of the ADEME

Frugal generation

- it might reduce the amount of time & papers used in recruitment process

Thanks!