

AI and bias in decision making

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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

- Automates the screening of vast numbers of resumes in a short time.
- Reduces workload and optimizes resources for recruitment teams.

3. Challenges of Algorithmic Technology

(1) Algorithmic Bias

Issue: If training data contains societal or historical biases, the algorithm may replicate them.

Example: Inappropriate evaluation criteria based on gender or ethnicity.

(2) Accountability and Transparency

Decision-making processes of algorithms may be opaque and hard to explain.

Can undermine trust from recruiters and candidates.

(3) Privacy Concerns

Lack of clarity about how candidate data is used.

Need to comply with data protection regulations (e.g., 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