

# Equality, AI, Algorithms and automated decisions: how to detect and address discrimination in the context of AI

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Funded by  
the European Union

1

## Two examples of the use of Artificial Intelligence and Algorithms

2

## Amazon scrapped 'sexist AI' tool

10 October 2018 Share Save



The algorithm repeated bias towards men, reflected in the technology industry

**BBC**

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10-year period, much of which came from men, it claimed.

Reuters was told by members of the team working on it that the system effectively taught itself that male candidates were preferable.

Amazon has not responded to the claims.

Reuters spoke to five members of the team who developed the machine learning tool in 2014, none of whom wanted to be publicly named.

They told Reuters that the system was intended to review job applications and give candidates a score ranging from one to five stars.

"They literally wanted it to be an engine where I'm going to give you 100 resumes, it will spit out the top five, and we'll hire those," said one of the engineers who spoke to Reuters.

3

## This robot interviewer is helping Sweden recruit without bias

Jul 18, 2019



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Why do you want the job? Image: REUTERS/Stuart McDill

**Henry Bewicke**  
Senior Writer, Forum Agenda

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Tengai doesn't care about your family background or how old you are, what you're wearing or how you sound – just whether you can do the job.

Tengai is a Swedish robot designed to conduct unbiased job interviews and she's helping the municipality of Upplands-Bro achieve its ambition of recruitment free of discrimination.

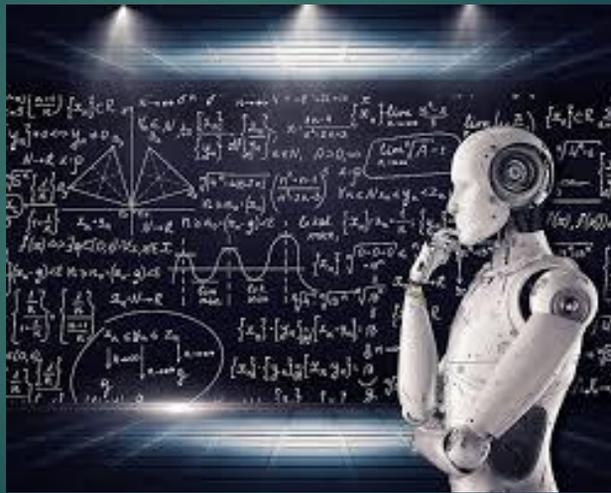
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<https://www.coe.int/en/web/artificial-intelligence/home>



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WHAT'S IN  
IT FOR  
LAWYERS?



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# Outline

- ▶ Preliminary : What is the reality of using AI in labor relations?
- ▶ I. Why and how algorithms can produce discrimination?
- ▶ II. What are the existing legal instruments that can be used to fight this risk of algorithmic discrimination?

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# I. Why and how algorithms can produce discrimination?

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BAD DATA

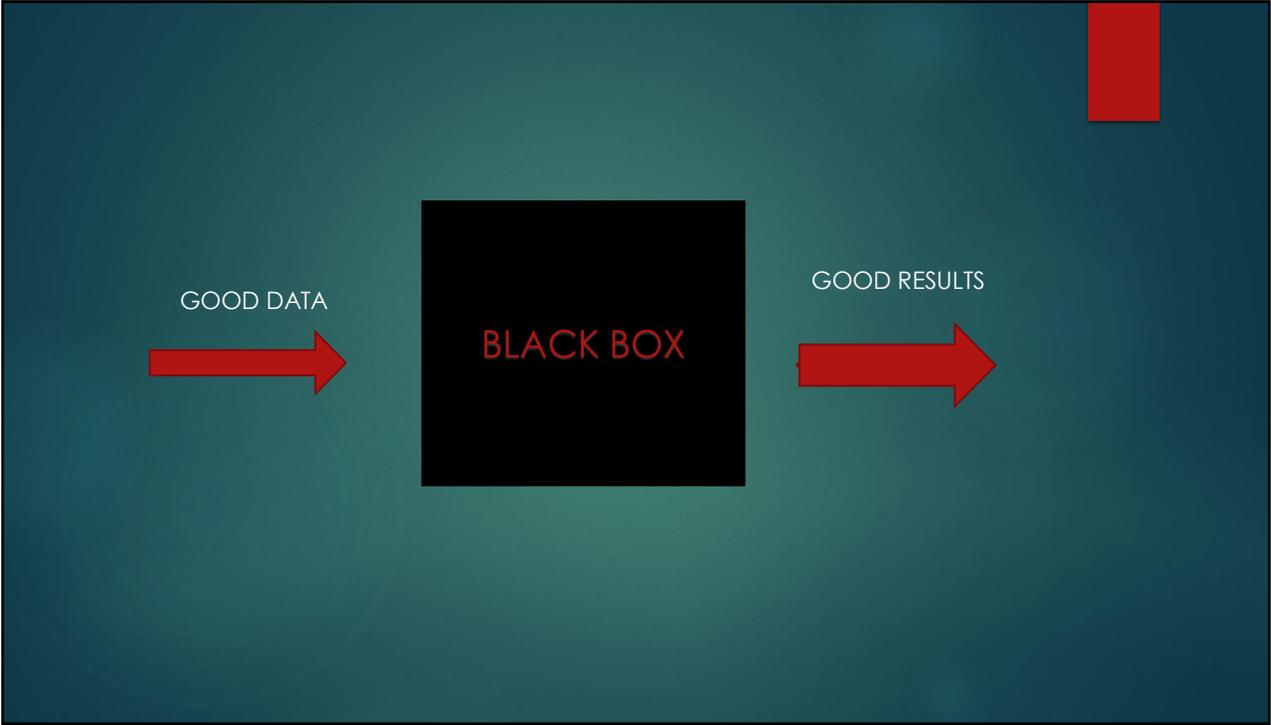


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BAD RESULTS



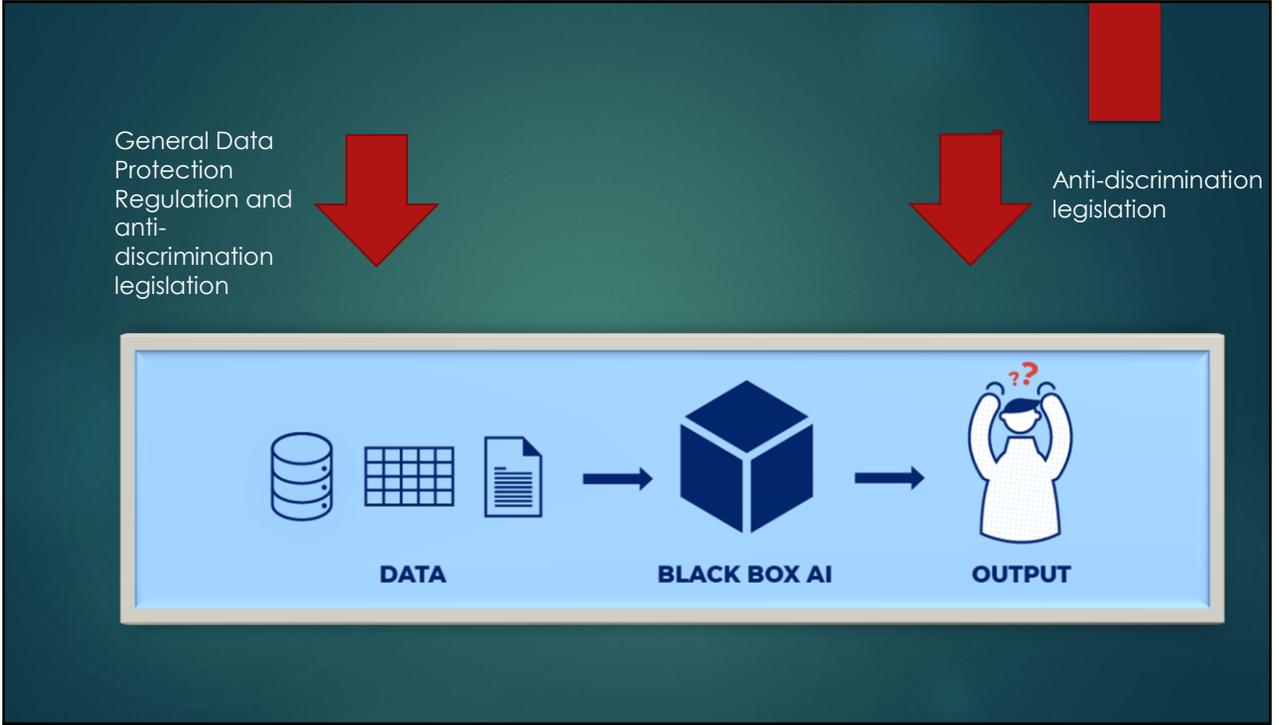
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What legal instruments?

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13



14