

**Question for written answer E-000461/2024  
to the Commission**  
Rule 138  
**Eugen Tomac (PPE)**

Subject: Artificial intelligence and algorithm bias in recruitment tools

Artificial Intelligence (AI) is revolutionising recruitment processes by providing tools that find, assess and select candidates with unprecedented efficiency. This technology makes it easier to evaluate CVs, conduct pre-hiring assessments and even predict how successful a candidate will be within an organisation and how well they will fit in. Despite these advances, there is a growing concern about algorithm bias (AI bias), which is liable to perpetuate discrimination and undermine fairness in the recruitment process.

Since it is important to ensure fair and flawless hiring processes, it is vital to address the challenges associated with algorithm bias in AI-led recruitment. I would therefore like to ask the Commission to clarify its position and what action it has taken.

1. What measures or initiatives has the Commission taken to address algorithm bias in AI recruitment tools?
2. How does the AI Act provide for mitigating bias in AI recruitment applications, thereby ensuring fair hiring practices?
3. Could the Commission provide details of the guidelines or resources available to the developers and users of AI recruitment technologies so as to promote their ethical use and prevent discrimination?

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