Question for written answer E-000676/2024
to the Commission
Rule 138
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Subject: Arising threats and regulation of artificial intelligence systems for human resource
              management

Artificial Intelligence (AI) technologies are advancing rapidly and are increasingly being used for
human resource management. More and more Europeans are encountering situations in which AI
systems manage, monitor and supervise employees, or make decisions about hiring or firing people.
This is worrying because, even if there are no bad intentions, such a system may have hidden
discriminatory motives (the data used for AI training may be discriminatory). The AI Act classifies AI
systems used in the field of employment and employee management as high-risk. However, the AI
Act itself does not cover labour law. Therefore, solutions are needed to regulate the use of AI systems
in human resource management. AI decisions should always be reviewed by humans, final decisions
should always be made by humans, and algorithms should be public and comprehensible.

1.   Does the Commission have any data on how widespread the use of algorithmic management
      technologies and AI recruitment systems is across the EU?

2.   What measures does the Commission intend to adopt to regulate the use of AI systems and
      algorithmic management technologies in the labour market?

3.   How does the Commission plan to prevent covert discrimination in the use of AI systems in
      human resources management?

Submitted:1.3.2024