CHARLES UNIVERSITY

FACULTY OF SOCIAL SCIENCES

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Department of Security Studies

Algorithmic Discrimination:
An Ethical Analysis of Algorithmic Bias in Employment and Hiring Practices

Master's Thesis

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Abstract

This research aims to ethically analyze algorithmic discrimination present in automated artificial intelligence systems used in the employment sector and hiring practices. By focusing on real-world case studies from globally recognized companies such as Amazon, TaskRabbit, Fiverr, and HireVue, the research seeks to explore the causes behind algorithmic discrimination in automated recruitment systems and their practices. It intends to examine how algorithmic discrimination manifests in these systems, highlight its impacts and the ethical and social concerns, and, crucially, provide strategies and recommendations—whether technical, organizational, or related to the implementation of government directive policies—to mitigate and even eliminate the effects of biases that may arise throughout the algorithmic process in employment and hiring practices.

This thesis aims to offer a constructive critical perspective on a broader discourse about fairness, equity, and transparency in algorithmic mechanisms and, above all, to underscore the importance of fundamental ethical scrutiny in implementing these technologies to harness their greatest potential.

Keywords