



Diploma Thesis Evaluation Form

Author: Joana dos Santos Silva

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

Programme/year: SS 2024

Author of Evaluation (supervisor/external assessor):

Criteria	Definition	Maximum	Points
Major Criteria			
	Research question, definition of objectives	10	9
	Theoretical/conceptual framework	30	25
	Methodology, analysis, argument	40	36
Total		80	70
Minor Criteria			
	Sources	10	9
	Style	5	4
	Formal requirements	5	5
Total		20	18
TOTAL		100	88



Evaluation

Major criteria:

The present thesis deals with the currently important topic of algorithmic discrimination. It illustrates the mentioned problem on models assisting with employment and hiring practices.

From an overall perspective, this is an interesting and successful thesis that is relevant to security studies, as the investigated problems of secure machine learning are also relevant to the security sector. This fact, moreover, is rightly pointed out by the author. One can also appreciate the solid discussion of bias and fairness in machine learning, where the author demonstrates that she understands the basic epistemological problems of machine learning. The theoretical framework is further enriched by critical race theory, which has resonated quite substantially in the social critique of machine learning in recent years.

Despite the above-mentioned positives, it should be noted that the theoretical framework does not operate in a very coherent way and is not smoothly linked to the empirical analysis. Similarly, the thesis would have benefited from a more elaborate methodology.

Minor criteria:

Based on the anti-plagiarism software checks, it is formally confirmed that the submitted thesis is original and, to the best of my knowledge and belief, does not, in an ethically unacceptable manner, draw from the works of other authors.

All minor criteria are met.

Overall evaluation:

In general, very interesting and relevant piece of work that would benefit



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from some research design improvements.

Suggested grade: B

Signature: