



AI REVIEWS YOUR APPLICATION

Why use AI systems in the recruitment process?

Numerous studies show that applicants are excluded from the application process due to their name, appearance, or origin.

Artificial intelligence systems are supposed to prevent such discrimination during the application process. **However, this does not always work as desired:** There are case studies, such as the simulated job application situation in this station, where women or people from other countries were systematically disadvantaged by AI systems. So, the AI systems reflect value systems that they are supposed to fight against.

How can this happen?

- 1. Training process**

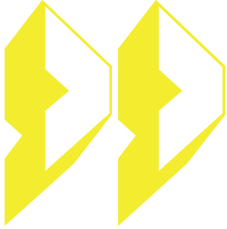
So that the AI system can decide whether applicants should be invited to an interview or not, it is first **trained on a large amount of data**. For this purpose, **old applications** of existing employees are **analyzed**.

The AI system filters out **characteristics** from the old applications that **people who have been hired have fulfilled**. The AI system often supplements these features continuously by reviewing new application documents.
- 2. Evaluation process**

When a new application is submitted to the company, the **AI system evaluates it based on the features**.

People who have features that are considered positive (in the example: wearing glasses) receive bonus points. If they have features that are considered negative (in the example: blonde hair), there are deductions. In addition, some features receive more or less points (in the example, men receive more bonus points than women).
- 3. Result**

Thus, all applicants receive a **score**. If this score is above a pre-defined level, applicants are invited for a personal interview. Otherwise, they are „sorted out.“



For example: If a company has hired significantly more men than women in the past, the AI system learns from existing data that masculinity is a sign of professional competence. In the future, the AI system will rate men higher than women. Therefore, men are more likely to be invited than women.

What exactly is social scoring?

Social scoring refers to a point value system. It attempts to **describe social phenomena or characteristics of individuals using point values.** The goal of social scoring is to compare people based on these scores. Nowadays, the use of AI algorithms is indispensable. With the help of AI systems, large amounts of data, such as applications, are evaluated to classify individuals. However, application screening is not the only area where social scoring is used. Other areas include, for example:

> **Beauty Contest:**

Social scoring is the basis of beauty contests. Participants are scored based on a point system. This allows them to advance to the next round or win prizes. However, AI systems are not yet used in this context.

> **Social Credit System of the People's Republic of China:**

The government aims to monitor and evaluate the financial, social, moral, and political behavior of the Chinese.

What are the criteria used to evaluate citizens here?

- Protests against authorities
- Behavior in traffic
- Online behaviour
- Volunteer work
- Blood donation
- Unpaid loans or fines etc.





How is the social credit calculated?

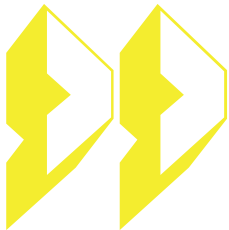
An AI system filters huge amounts of data from numerous sources available to the government. It then calculates a score for each citizen. For example, the following sources are used:

- Traditional sources: credit ratings, criminal records, registration data, school reports
- Digital sources: entered search terms, shopping preferences in online stores, comments from social media
- Camera surveillance in public places: For example, facial recognition is used here to assign traffic violations.

Without artificial intelligence systems, it would not be possible for the government to analyze this amount of data and make such a comprehensive assessment of citizens' daily lives.

What does the Social Credit System mean for people in China?

Based on the score obtained from one's activities, rewards or penalties are given, affecting the daily lives of citizens.

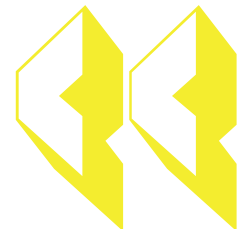


What can happen with a low score:

Denial of licenses and permits as well as access to social benefits, exclusion from booking flights, exclusion from public service jobs, no access to private schools, etc.

What can happen with a high score:

Cheaper public transportation, easier access to schools, skipping housing waiting lists, shorter waiting times in hospitals, tax breaks, easier access to loans, etc.





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