

# Preventing Algorithmic Discrimination in Governmental and Corporate Decision-Making

GA2

## Issue description:

Governments and companies around the world now use algorithms and artificial intelligence (AI) to help make decisions. These systems can decide who gets a job interview, which students get extra help, who receives a loan, or even who is flagged by police. When used correctly, algorithms can save time and make services more efficient. However, they can also cause algorithmic discrimination unfair treatment that happens when an AI-system makes biased decisions. This often affects minority groups, people with disabilities, women, or low-income families.

Bias happens because algorithms learn from data, and the data may include unfair patterns from the real world. For example, if a hiring algorithm is trained mostly on male applicants, it may learn to prefer men. If a facial-recognition system is trained mostly on light-skinned faces, it may identify dark-skinned faces incorrectly. These problems can lead to serious harm, such as losing a job, being unfairly denied services, or being wrongly targeted by law enforcement.

Many countries are trying to create rules to prevent discrimination. The European Union has proposed strict AI regulations, while the United States and Canada have guidelines for fairness, transparency, and accountability. However, many governments still do not have clear laws, and companies often control their own testing. This lack of oversight makes it difficult to ensure that algorithms are safe and fair.

This issue affects many regions, especially areas where digital systems are used heavily, such as North America, Europe, and East Asia. But developing countries are also at risk because they may use foreign technologies without strong national regulations.

Several organizations are working to reduce algorithmic bias. UNESCO promotes global AI ethics. The OECD sets international guidelines. The UN Office of the High Commissioner for Human Rights (OHCHR) examines how AI impacts human rights. Tech-focused NGOs, such as the Algorithmic Justice League, also research bias and push for fairer technology.

## Sources:

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