Online Roundtable – FINDHR | 8 July 2025

Increasing Transparency as a Strategy towards Reducing Discrimination in AI-assisted Hiring Processes

**Greece Country Report
Participatory Action Research sessions**

Presenter: Eleni Dimopoulou

PRAKSIS team: Maria Moudatsou, Ioanna Tabaki, Eleni Dimopoulou

findhr

Fairness and Intersectional Non-Discrimination
in Human Recommendation

Funded by
the European Union

PAR sessions

✓ Participatory Action Research took place in **7 cities**: Albania, Bulgaria, Germany, Italy, Serbia, The Netherlands and Greece.

✓ In total, a series of PAR sessions, approx. **165 participants** were in total.

✓ A Participatory Action Research (PAR) Methodology was applied.

✓ In Greece: PRAKSIS implemented the **3 focus groups** during October 2024.

Goals

The focus groups aimed at:

- gathering perspectives on priorities and experiences on intersectional discrimination in the (online) hiring process by people from underrepresented groups

- collecting their suggestions and

- proposals on the indicated topics.

findhr

Sample

- The participants were either **beneficiaries and/or professionals**, who were selected on **a volunteer basis** from PRAKSIS services and implementing projects.

- PRAKSIS beneficiaries/professionals/employees were selected according to their experience as users of (online) recruitment services, as well as due to specific individual characteristics that the researchers used as hypothesis that "might" lead to discrimination (ex-prisoners, migrants-refugees etc.).

findhr

Methodological Framework

The research was conducted through Participatory Action Research methodology.

Tools for focus groups & Survey:

- Common script developed by the partners involved in the task

- Survey

- Consent Form

- Participant list

findhr

> ✓ 2 focus groups sessions were composed by beneficiaries of PRAKSIS services, with a total number of 14 participants
>
> ✓ 1of PRAKSIS professionals/employees with 7 participants.
>
> ✓ PRAKSIS team consisted of 1 moderator who led the discussion and 3 note takers.
>
> ✓ The sessions were carried out through the zoom meting platform.
>
> ✓ Each session lasting approximately 1,5 hours in small groups.
>
> ✓ All participants gave their informed consent to be interviewed for the purposes of the Project.
>
> ✓ PRAKSIS team explained first the aim and objectives of the project. During the sessions, recordings were not collected, as the participants didn't give their consent.

Participants' profile

Twenty-one (21) participants from mixed target groups:

- **Asylum Seekers, Migrants, and Refugees**

- **Roma** communities

- **People experiencing homelessness (PEH)**

- **Persons with Mental Health Issues**

- **Single-parent families**

*Other specific characteristics such as **substance use** in the past, **detention** and **sexual orientation** were also mentioned by the participants.
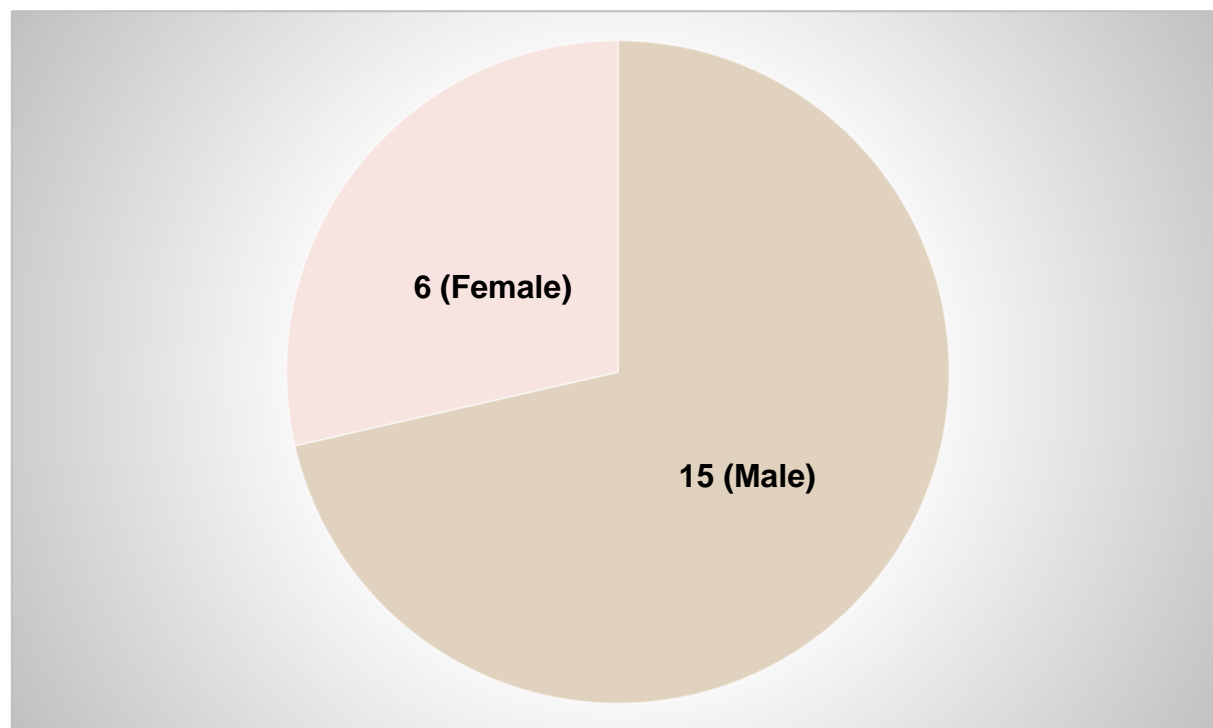
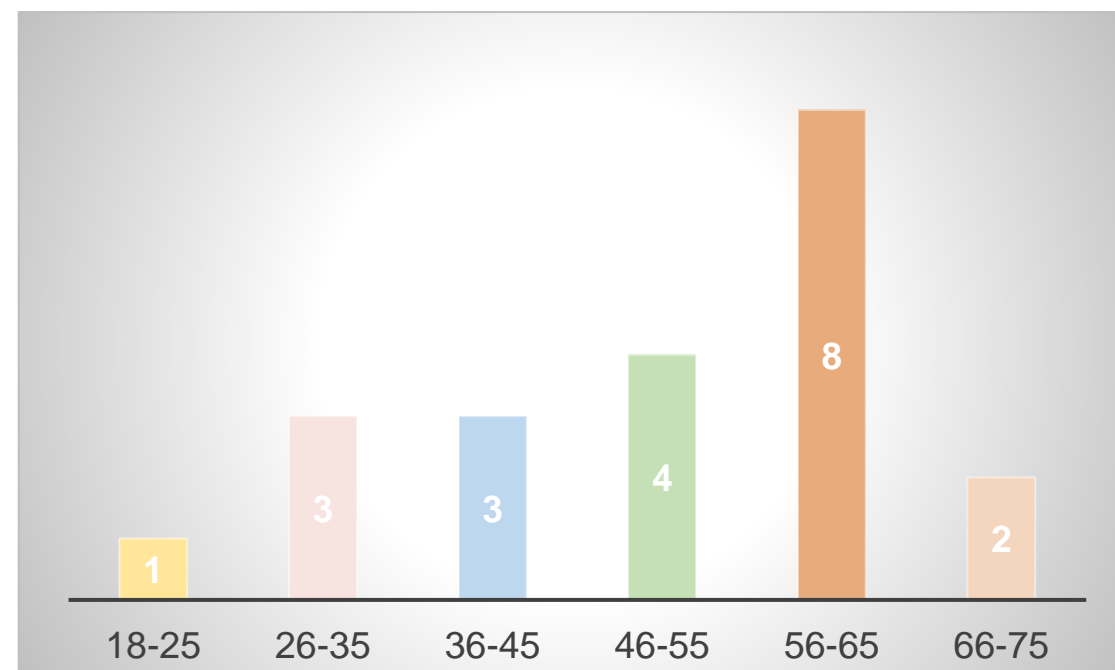findhr

Participants' profile (total)

Figure 1I Participants' gender

Figure 2I Participants' age

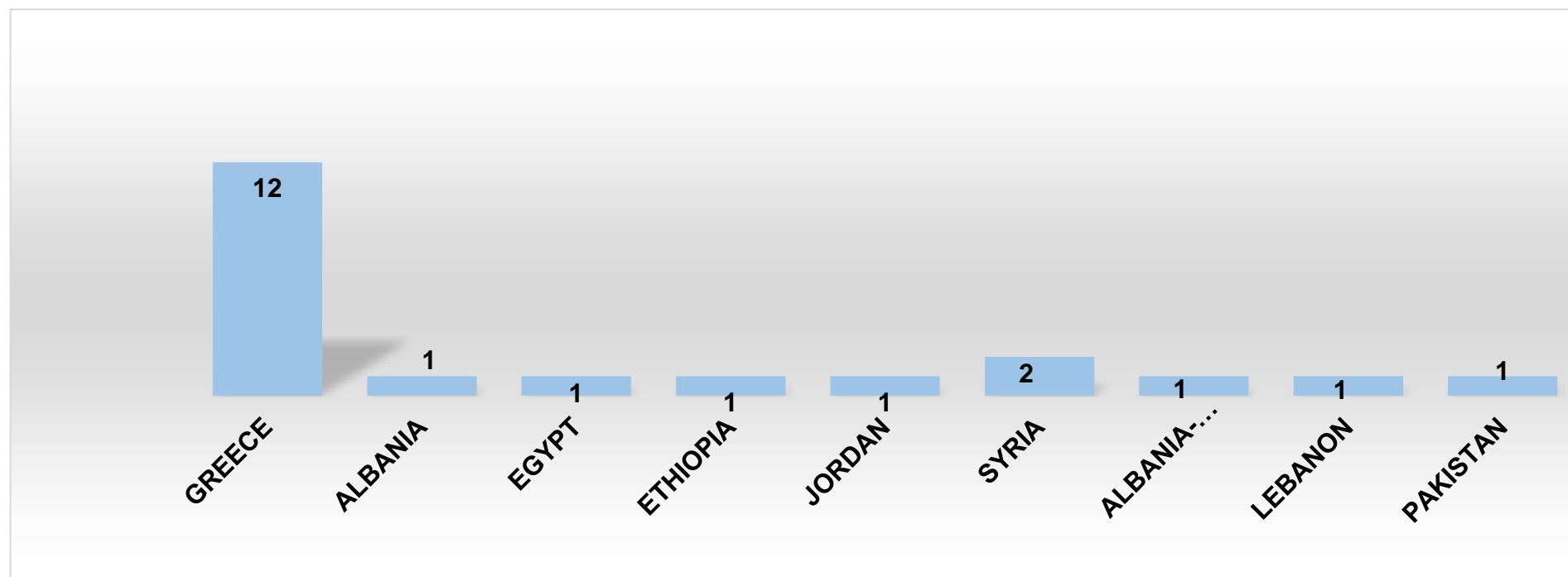findhr

Participants' profile (total)

Figure 3I Participants' country of origin

findhr
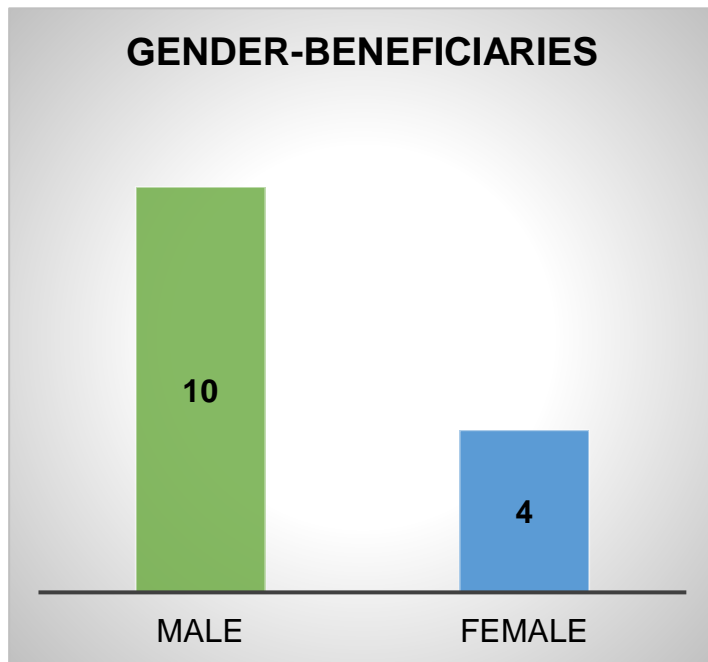
Participants' profile_Beneficiaries
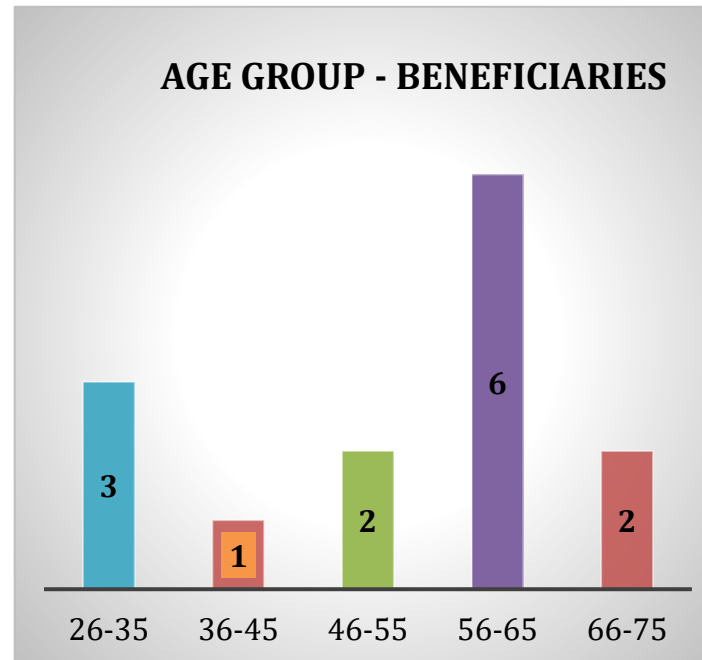

Figure 4I Gender of Beneficiaries
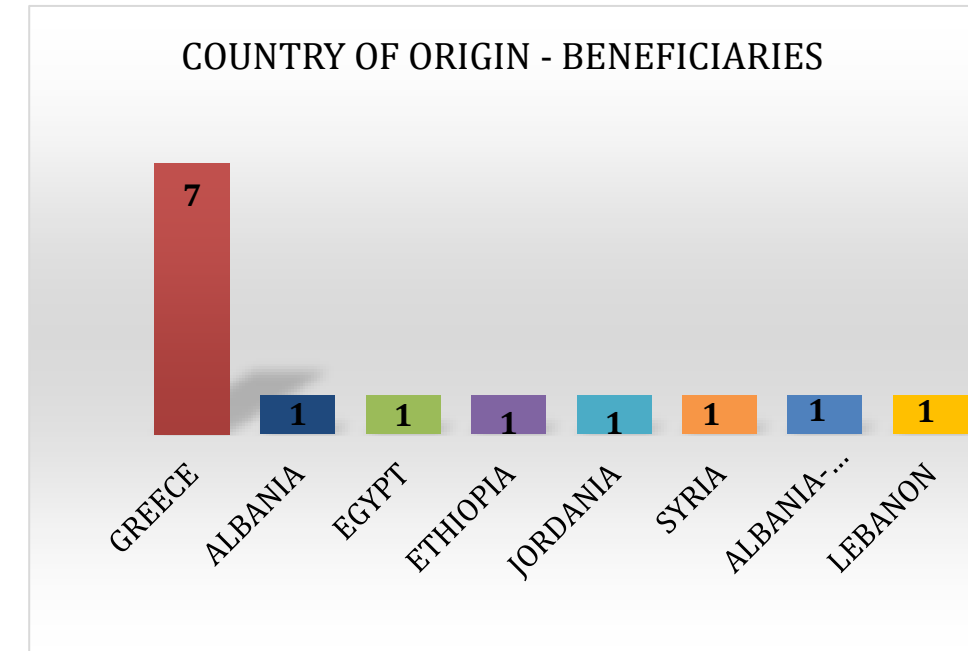

Figure 5I Age Group of Beneficiaries

Figure 6I Country of Origin of Beneficiaries

findhr
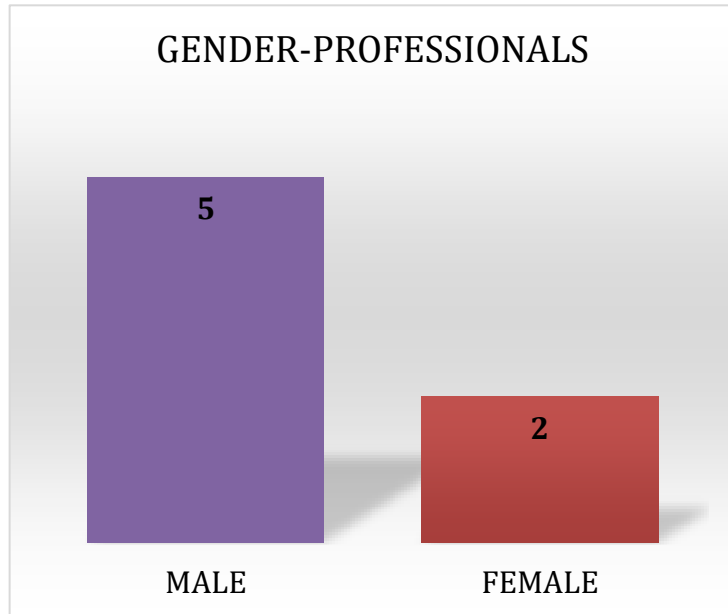
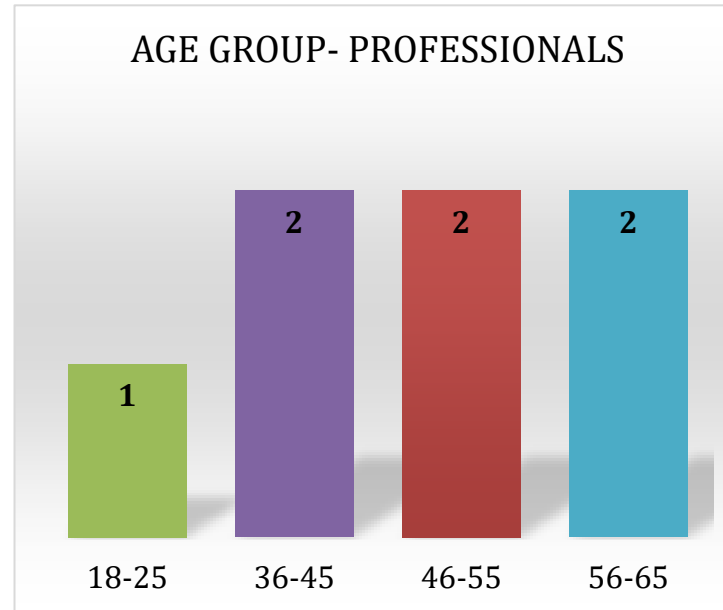# Participants' profile_Professionals

GENDER-PROFESSIONALS

Figure 7I Gender of Professionals

AGE GROUP- PROFESSIONALS

Figure 8I Age Group of professionals
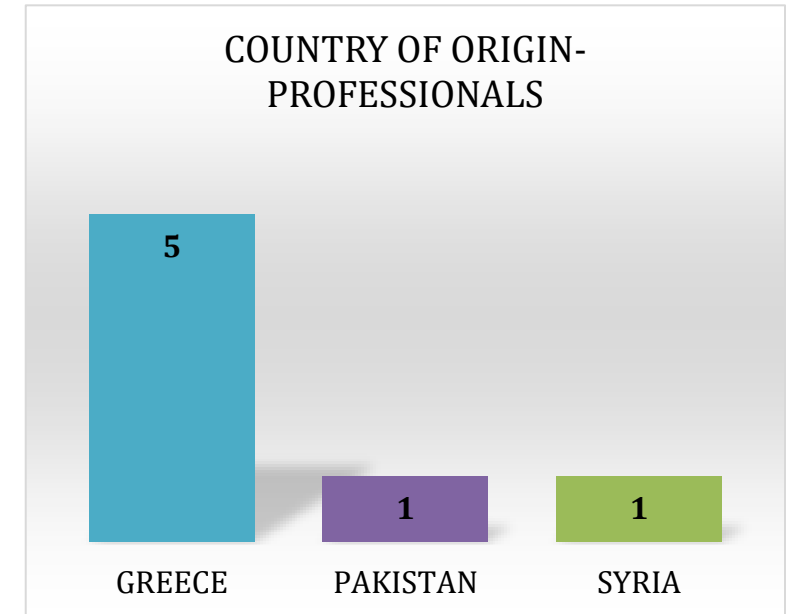
COUNTRY OF ORIGIN- PROFESSIONALS

Figure 9I Country of Origin of Professionals

findhr

Key-findings & Recommendations

- Preference for **Face-to-Face** Recruitment Over Online Recruitment

- Human support for Vulnerable Groups, such as the PEH, in Online Job Applications (**Social workers or mediators** to assist interpret or interact with the system)

- Discriminatory Factors in Recruitment (*substance use, age, ethnicity, educational background, marital status, physical appearance, gender expression and identity, mental health, criminal record etc.*)

- Discrimination Against Specific Ethnic Groups, such as the Roma.

- Equal Renumeration for Equal Work

- Focusing on Ability Rather Than Personal Characteristics

- Employment Programs in Collaboration with Public Employment Services

- Adapting to Online Interview Algorithms

- Desire for a Response to Applications, Including **Reasons for Refusal**

findhr

Transparency and Interpretability

- Not just a policy goal—it's about **fairness, dignity and inclusion**

- Participants receive **no feedback or explanation** on rejections

- **Lack of transparency** reinforces exclusion and discouragement

findhr

The Importance of Interpretability

- Applicants want to know **how they scored and why**

- They demand **understandable criteria and feedback mechanisms**

- For marginalized groups, they **are basic prerequisites for fair access to employment.**

findhr

Closing Reflections

- Transparency = **Participation and Inclusion**

- Applicants **must be able to understand, respond, and learn**

- Without this, **AI tools risk reproducing systemic inequalities**

findhr

For more details on the Report for Greece, please contact:

Eleni Dimopoulou, e.dimopoulou@praksis.gr

Maria Moudatsou, m.moudatsou@praksis.gr

THANK YOU!