**Peer Response 1**

by [Ali Alhammadi](https://www.my-course.co.uk/user/view.php?id=26811&course=13795) - Sunday, 10 August 2025, 6:44 PM

In your analysis of the Workday lawsuit, the legal, social, and professional ramifications of AI-based recruitment systems are clear. By referring to the case particulars, including the possible range of the class action and the court’s move, you prove that such a lawsuit may establish a substantial precedent that AI should be held accountable (Patil, 2024). I also like how you traced the implications to a business where AI tools have already fully established themselves, mainly because the recruiting AI market is prevalent and rapidly going global.

It is valuable to discuss how AI used today is a black box, thus creating a lack of transparency in many automated decision systems today. The existence of a potential human oversight, presented by Workday, but viewed by the court as an agent of the employers, encapsulates the conflict between the way companies want to position themselves operationally and perceived responsibility (Hilliard et al., 2024). This conflict is a core argument in AI’s ethical discourse and regulation, particularly where it is needed most, such as in recruiting, where discrimination may create manifold social and economic impacts.

As a follow-up to the answer, one might discuss additional specific actions that AI vendors and employers might apply to make the process fair, including independent audits, bias testing during model training, and explaining AI techniques. Adding how these regulatory frameworks would have to change, perhaps, by repurposing the laws against discrimination and labor law to apply to algorithmic decision-making, would make your argument even more futuristic. It could also be worth mentioning that the ability to mask confidence in AI recruitment systems would depend on technical advancements and the openness of communication regarding the functionality of the systems (Hung, 2024). Overall, your post successfully links current legal issues to larger concerns of ethics and government regarding AI in recruitment, which makes it topical and utterly interesting to read.

**References**

Hilliard, A., Gulley, A., Koshiyama, A., & Kazim, E. (2024). Bias audit laws: how effectively are they preventing bias in automated employment decision tools?. *International Review of Law, Computers & Technology*, 1-17. Available at: https://doi.org/10.1080/13600869.2024.2403053 (Accessed: 10 August 2025).

Hung, K. H. (2024). A Case of Assessing the Working and Living Conditions of Data Workers in India's Global Artificial Intelligence Value Chains. *Available at SSRN*. Available at: https://dx.doi.org/10.2139/ssrn.4983127 (Accessed: 10 August 2025).

Patil, D. (2024). Ethical Challenges in Industrial Artificial Intelligence Applications: Bias, Privacy, And Accountability. *Privacy And Accountability (November 18, 2024)*. Available at: http://dx.doi.org/10.2139/ssrn.5057418 (Accessed: 10 August 2025).

**Peer Response 2**

by [Ade Putra Tio Aldino](https://www.my-course.co.uk/user/view.php?id=25291&course=13795) - Monday, 11 August 2025, 4:23 PM

The Workday lawsuit you’ve pointed to highlights a major dilemma facing Industry 4.0 as we move toward Industry 5.0: how to keep AI-guided decision-making transparent, equitable, and responsible. The claims about biased training sets and opaque algorithms are troubling because, as Metcalf (2024) argues, embedding sophisticated technology into people-centred processes cannot be justified by productivity alone; ethical scrutiny is equally critical.

A proactive approach would have involved establishing formal algorithmic audits and bias assessments before any system went live, followed by ongoing checks. Research shows that AI built with past hiring data is likely to mirror and amplify existing inequities (Raghavan et al., 2020). Inserting synthetic, fairness-adjusted data into the training phase can reduce, though not eliminate, this tendency.

Workday’s assertion that clients have “full control and human oversight” loses credibility when recruiters lack any clarity on the factors influencing AI-generated scores. Leading guidelines now favour explainable AI (XAI) designs that furnish both applicants and hiring teams with comprehensible justifications for each ranking or exclusion (Arrieta et al., 2020). If this level of transparency is absent, claimed oversight effectively becomes meaningless.

From the vantage point of governance, a well-defined AI ethics policy complete with independent validation of recruitment algorithms can support Industry 5.0’s human-centred vision and meet existing anti-discrimination laws. This remains crucial in the US, where bespoke AI regulation remains sparse.

Should this ruling become a guiding standard, pressure for mandatory disclosure in AI hiring practices may grow, echoing the EU’s path with GDPR and data privacy. Forward-thinking firms, therefore, should embed the mitigation of algorithmic bias within the compliance framework, positioning it as an essential governance duty rather than merely a technical concern.

**References**
Arrieta, A.B. et al. (2020) ‘Explainable Artificial Intelligence (XAI): Concepts, taxonomies, opportunities and challenges toward responsible AI’, *Information Fusion*, 58, pp. 82–115.
Metcalf, J. (2024) *Industry 4.0, Ethics, and Human-Centric Design*. London: Routledge.
Raghavan, M. et al. (2020) ‘Mitigating bias in algorithmic hiring: Evaluating claims and practices’, *Proceedings of the 2020 Conference on Fairness, Accountability, and Transparency*, pp. 469–481.

**Peer Response 3**

by [Gayathridevi Durairaj](https://www.my-course.co.uk/user/view.php?id=26713&course=13795) - Thursday, 14 August 2025, 3:45 PM

Hi Dwane,

Your assignment provides a compelling and well-structured analysis of the Workday AI hiring bias lawsuit, blending factual detail with broader implications for the recruitment industry (Khan and Dasha, 2024). One of the strongest aspects is how you weave together legal developments, key statistics, and industry context allowing the reader to clearly grasp both the scale and significance of the case. The use of precise figures, such as over a billion applicants potentially affected and the industry-wide adoption rates of AI (Sharps, 2024), gives the piece strong credibility and impact.

Your explanation of how the lawsuit connects to broader issues like algorithmic transparency, bias in training data, and the regulatory gap for AI in the U.S. is particularly effective (Arora et al., 2023). It not only clarifies the stakes but also encourages reflection on the risks of black-box AI in high-impact decisions. The contrast between Workday’s defence and the court’s position adds depth and demonstrates that you have considered multiple viewpoints.

Your conclusion is particularly impactful, as it moves beyond the immediate facts to consider the long-term significance for regulation, hiring practices, and business ethics. The smooth flow, clear explanations, and effective use of authoritative sources make the assignment accessible while still maintaining academic depth. Overall, this is an insightful and thought-provoking piece that captures both the urgency and importance of the issues raised by this landmark case.

References:

Arora, A., Barrett, M., Lee, E., Oborn, E. and Prince, K. (2023). Risk and the future of AI: Algorithmic bias, data colonialism, and marginalization. Information and Organization, [online] 33(3), pp.100478–100478. doi: https://doi.org/10.1016/j.infoandorg.2023.100478

Khan, A. and Dasha, A. (2024). Challenges Affecting Contemporary Recruitment & Selection Strategies. International Journal of Research Publication and Reviews Journal homepage: www.ijrpr.com, [online] 5, pp.3157–3162. Available at: https://ijrpr.com/uploads/V5ISSUE7/IJRPR31630.pdf

Sharps, S. (2024). The Impact of AI on the Labour Market. [online] Institute.global. Available at: https://institute.global/insights/economic-prosperity/the-impact-of-ai-on-the-labour-market

**Peer Response 4**

by [Kanan Akparov](https://www.my-course.co.uk/user/view.php?id=26469&course=13795) - Wednesday, 20 August 2025, 9:37 AM

Hi Dwane,

Your write-up offers a clear and insightful overview of the Workday lawsuit, balancing factual detail with broader implications for AI in recruitment. I especially appreciated how you highlighted the scale of the case—emphasizing that over a billion applicants may have been affected—which underscores its historical significance.

What stands out most is your connection between biased training data, algorithmic transparency, and the risks of relying on black-box systems. This frames the lawsuit not only as a legal matter but also as a potential turning point for how AI vendors may be held accountable in the future.

Overall, your analysis is well-structured and thought-provoking, providing a strong foundation for discussion on fairness, regulation, and accountability in AI-driven hiring.

**References**

Frantz Ward, LLP. (2025, July 7). *AI bias case against Workday moves forward, heightening employer liability risk with recruitment tools*. JD Supra. https://www.jdsupra.com/legalnews/ai-bias-case-against-workday-moves-9818234/

Law & The Workplace. (2025, June). *AI bias lawsuit against Workday reaches next stage as court grants conditional certification of ADEA claim*. Proskauer. https://www.lawandtheworkplace.com

Malugade, L., & Davis, O. (2025, July 29). *California court grants preliminary collective certification to job applicants claiming age discrimination by artificial intelligence*. Labor and Employment Law Insights. https://www.laborandemploymentlawinsights.com