

This volume contains the papers presented at the 3rd European Workshop on Algorithmic Fairness (EWAFF'24) held on July 1-3, 2024 in Mainz, Germany. The purpose of the EWAFF workshop series is to provide a venue for research and multidisciplinary dialogue between researchers working on algorithmic fairness in the context of Europe's legal and societal framework, especially in light of the European Union's attempts to promote ethical AI.

The contributions to EWAFF'24 mainly address the following topics:

- Empirical and theoretical perspectives from social sciences on fairness and discrimination in Europe (e.g., analysis of labor markets, the concept of class or race, discrimination against minorities in different social contexts).
- Case studies based on concrete European instances of algorithmic design and regulation that machine learning scholars have encountered in their own work (e.g., datasets or audits of automated decision-making systems that are used in Europe).
- Analysis of the implications of the European legislative framework for the debate on fairness in machine learning and AI more broadly (e.g., specificities connected to anti-discrimination and data collection legislation and the emerging regulatory frameworks for platforms and AI).
- Philosophy (e.g., values embedded in distributive and procedural fairness, foundations of ethical AI, critical studies on AI)
- Social Sciences (e.g., AI-based social assessment technologies, historical perspectives on discrimination, impact of algorithms on marginalized groups, perceptions of (un)fairness, AI and labor, digital governance, management and fairness)
- Policy and Law (e.g., non-discrimination law, data protection law and data governance, impact assessments, accountability measures, sensitive application areas of AI (e.g., the judiciary, government, law enforcement), global regulatory developments)

We received 65 submissions of original papers presenting novel research results as well as extended abstracts containing descriptions of ongoing projects or summarizing already published results. The Program Committee (PC) was divided into four areas, i.e. Computer Science, Law and Policy, Philosophy, and Social Sciences. Each submission was reviewed by at least two PC members and one Area Chair. The reviewers evaluated each paper in terms of novelty, technical quality, clarity of presentation, potential impact, and European specificity. Finally, the scientific committee decided to accept 46 papers for presentation at the workshop and subsequent publication.

EWAFF'24 also had the pleasure to host four keynote talks by esteemed researchers in the topic of algorithmic fairness:

- Bettina Berendt, Professor at Technical University of Berlin, Weizenbaum Institute, and KU Leuven. “De-biased, diverse, divisive - On ethical perspectives regarding the de-biasing of GenAI and their actionability”
- Virginia Dignum, Professor at Umeå University. “Beyond the AI hype: Balancing Innovation and Social Responsibility”
- Isabel Valera, Professor at Saarland University. “Society-centered AI: An Integrative Perspective on Algorithmic Fairness”
- Seth Lazar, Professor at Australian National University (online). “What, if anything, should we do, now, about catastrophic AI risk?”

Interactive sessions were also an important part of the EWAF’24 scientific program. We would like to thank the following organizers alongside Lorenzo Porcaro (Joint Research Centre - JRC) who reviewed the proposals:

- Thea Radüntz, Martin Brenzke and Dominik Köhler. “Striving for Equity: Navigating Algorithmic Fairness for AI in the Workplace”
- Marilisa D’Amico, Ernesto Damiani, Costanza Nardocci, Paolo Ceravolo, Samira Maghool, Marta Annamaria Tamborini, Paolo Gambatesa and Fatemeh Mohammadi. “Building Bridges from and Beyond the EU Artificial Intelligence Act. Regulating AI-based Discrimination in the European Scenario”
- Giulia Teverini, Joy Ciliani and Alessia Nicoletta Marino. “Fairness, or not fairness, that is the question. Rethinking virtual assistants’ responses from an ethical perspective”
- Teresa Scantamburlo and Silvia Crafa. “Moral Exercises for Human Oversight of AI Systems”
- Elisabeth Späth. “Artificial Intelligence for assessment in the context of asylum procedures – lessons learned and reflections upon fairness-related challenges via participatory methods and science-policy dialogue”

## General Chairs

Mattia Cerrato, Johannes Gutenberg-Universität Mainz

Alesia Vallenias Coronel, Johannes Gutenberg-Universität Mainz

## Program Chairs

Petra Ahrweiler, Johannes Gutenberg-Universität Mainz

Marius Köppel, ETH Zürich

Michele Loi, Politecnico di Milano & AlgorithmWatch

Mykola Pechenizkiy, Eindhoven University of Technology

Aurelia Tamò-Larrieux, Université de Lausanne

## Area Chairs

### **Interdisciplinary**

Agathe Balayn, Delft University of Technology

Hilde Weerts, Eindhoven University of Technology

### **Computer Science**

Jose M. Alvarez, Scuola Normale Superiore

Maarten Buyl, Ghent University

Alessandro Fabris, Max Planck Institute for Security and Privacy

### **Law and Policy**

Eduard Fosch Villaronga, Leiden University

Carlotta Rigotti, Leiden University

### **Philosophy**

Sune Holm, University of Copenhagen

### **Social Sciences**

Albert Sabater, Universitat de Girona

Elisabeth Späth, Johannes Gutenberg-Universität Mainz

## Proceedings Chair

Alessandro Fabris, Max Planck Institute for Security and Privacy

## Sponsorship Chair

Pia Snella, Hessische Landeszentrale für politische Bildung

## Interactive Session Chair

Lorenzo Porcaro, Joint Research Centre (JRC)

## Media and Outreach

Jose M. Alvarez, Scuola Normale Superiore

Corinna Hertweck, ZHAW School of Engineering

Martin Vassilev and Paisii Hilendarski, HepCon App

## Local Organizing Committee

Selina Jukic, Johannes Gutenberg-Universität Mainz

Xenia Heilmann, Johannes Gutenberg-Universität Mainz

Federico Peiretti, Johannes Gutenberg-Universität Mainz

Iman Peljto, Johannes Gutenberg-Universität Mainz

Kiara Stempel, Johannes Gutenberg-Universität Mainz

Sylvia Steinmetz, Johannes Gutenberg-Universität Mainz

## Program Committee

Albert Sabater Coll, University of Girona

Aleksandre Zardiashvili, Leiden University

Alisa Rieger, TU Delft

Antonio Ferrara, Politecnico di Bari

Antonio Mastropietro, University of Pisa

Antonio Vetrò, Politecnico di Torino

Blanca Luque Capellas, Johannes Gutenberg University Mainz

Chadha Degachi, Delft University of Technology

Chiara Ullstein, Technical University of Munich

Christoph Kern, Ludwig Maximilian University of Munich

Clara Rus, University of Amsterdam

Daphne Lenders, University of Antwerp

David Graus, Randstad NV

Davide Dalle Pezze, University of Padua

Elisabeth Späth, Johannes Gutenberg University Mainz

Florian Pfisterer, Ludwig Maximilian University of Munich

Francesco Nappo, Politecnico di Milano

Frederic Gerdon, Mannheim Centre for European Social Research

Gianclaudio Malgieri, Leiden University

Giandomenico Cornacchia, IBM Research Europe

Hugo Cossette-Lefebvre, Aarhus University

Isacco Beretta, Università di Pisa

Jan De Bruyne, KU Leuven

Jan De Bruyne, KU Leuven

Jan Simson, LMU Munich

Jiaxu Zhao, Eindhoven University of Technology

Joachim Baumann, University of Zurich

Joanna K. Malinowska, Adam Mickiewicz University

Laura State, University of Pisa

Lorenzo Corti, TU Delft

Luke Guerdan, Carnegie Mellon University

Manios Krasanakis, Aristotle University of Thessaloniki

Marco Favier, University of Antwerp

Marco Rondina , Politecnico di Torino

Marina Ceccon, Università degli studi di Padova

Martin Neumann, University of Southern Denmark

Martina Cinquini, University of Pisa

Maryam Tavakol, Eindhoven University of Technology

Marybeth Defrance, Ghent University

Masoud Mansoury, Delft University of Technology

Raphaël Romero, Ghent University

Rianne Schouten, Eindhoven University of Technology

Riccardo Crupi, University of Udine

Roger Campdepados Cullell, University of Girona

Sebastian Zezulka, University of Tübingen

Shan Wang , Norwegian University of Science and Research

Shelly Yiran Shi, UC San Diego

Silvia Ecclesia, Norwegian University of Science and Research

Simone Fabbrizzi, Free University of Bozen-Bolzano

Sofie Goethals, University of Antwerp

Sophie Noiret, Vienna University of Technology

Straton Papagiannenas, Leiden University

Teresa Scantamburlo, University of Verona

Thorsten Kalb, Universitat de Barcelona

Tim Ræz, University of Bern

Wiebke Hutiri, SONY

Yoosof Mashayekhi, Ghent University