



Section III.
**Regulating Technology for Equality and
Non-Discrimination**

Friday – March 27, 2026

ONLINE ON ZOOM

Moderator:

*PhD. Researcher Cecilia-Oana CIOCÎRLAN, Faculty of Global Affairs and Leadership, Danubius
International University, Romania*

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SCIENTIFIC PAPERS

ARTIFICIAL INTELLIGENCE IN RECRUITMENT AND PERFORMANCE EVALUATIONS. INTERNATIONAL LABOUR LAW PERSPECTIVES ON EQUALITY AND NON-DISCRIMINATION

PhD. student Alexandra KOVACS

Deák Ferenc Doctoral School of Law, University of Miskolc, Hungary

Abstract

This study explores the use of artificial intelligence (AI) in recruitment and performance evaluation from the perspective of international labour law, focusing on equality and non-discrimination. The main objective is to examine how AI-driven human resource tools may affect workers' rights and compliance with international standards, including ILO principles and relevant EU directives. The research employs comparative legal analysis, reviewing legislation, policy documents, and practical applications of AI in multinational workplaces. Preliminary findings suggest that while AI can improve efficiency and objectivity, it also carries risks of bias and unequal treatment if not properly regulated. The study will identify best practices to mitigate these risks, such as algorithmic transparency, regular audits, and inclusive design. The implications highlight the importance of clear legal frameworks to ensure AI supports fair and non-discriminatory workplace practices. This research aims to provide guidance for policymakers, employers, and legal practitioners seeking to align technological innovation with international labour standards.

TECHNOLOGICAL UPGRADE OF THE LAND REGISTRY'S REAL ESTATE ADVERTISING SYSTEM TO LEGALIZE REAL ESTATE OCCUPANCY BY ROMA PEOPLE AND ENSURE EQUAL OPPORTUNITIES

PhD. student Elena-Claudia DUMITRACHE (ANDRONACHE)

Doctoral School of Law, Titu Maiorescu University in Bucharest, Romania

Abstract

The registration in the land registry of property rights held by Roma individuals over real estate located in informal settlements grants this ethnic group equal opportunities regarding the constitutive effect of registering real rights in the land registry. Using the historical method, we can highlight how the acquisition of private property rights over a property was previously regulated by law, as a result of the exercise of useful and unchallenged possession. Through the documentary method, we highlight consistent judicial practice, according to which the registration of a real right in the land registry ensures its enforceability against third parties. Using the comparative method of real estate registration systems, we emphasize the importance of conducting cadastral surveys of properties using modern digital technology as a practical solution for eliminating racial discrimination and supporting the legal recognition of beneficial possession exercised by ethnic minorities. Following an analysis of the study's results and implications, we note that public authorities have a duty to adopt legislative measures ensuring the legal integration of Roma people by recognizing their property rights over structures located in informal settlements. To this end, it is necessary to accelerate the legislative reform of the land registry system through the digitization of technical property surveying operations and the electronic transcription of the data obtained into the landregistries.

**PROTECTION OF MINORS IN THE DIGITAL ENVIRONMENT AND THE RISKS OF
TECHNOLOGICAL DISCRIMINATION**

Lecturer Mihai ȘTEFĂNOAIA

*Faculty of Law and Administrative Sciences,
„Ștefan cel Mare” University of Suceava, Romania*

Abstract

The paper examines the legal protection of minors in the digital environment from the perspective of risks generated by technological discrimination, considering the impact of algorithmic systems, automated content moderation, profiling practices, and targeted advertising. The widespread use of digital platforms means that minors' access to information, education, and social participation is increasingly mediated by technologies based on artificial intelligence and large-scale data processing. Although these systems are presented as neutral, they may produce indirect discrimination by amplifying vulnerabilities related to age, socio-economic status, disability, or ethnic background. The research analyzes whether current legal frameworks provide effective protection against discriminatory technological practices, particularly in cases involving algorithmic profiling, risk scoring, and behavioral targeting. It evaluates the extent to which child protection norms, data protection standards, and the principle of non-discrimination offer adequate remedies in the context of opaque automated decision-making systems. The paper also explores the tension between platform governance, parental control mechanisms, and minors' right to progressive autonomy. Methodologically, the study relies on doctrinal legal analysis, complemented by perspectives from digital ethics. The conclusion highlights the need for proactive, equality-oriented regulation that integrates the principle of non-discrimination into technological design and impact assessments.

**DIGITAL GOVERNANCE – A KEY ELEMENT FOR A SUSTAINABLE AND
INCLUSIVE URBAN FUTURE**

Assistant professor Diana Maria ILIE

*Faculty of Economic Sciences and Law,
National University of Science and Technology Politehnica of Bucharest, Romania*

Lecturer Florina Ramona DUMINICĂ

*Faculty of Economic Sciences and Law,
National University of Science and Technology Politehnica of Bucharest, Romania*

Abstract

While in classical modernity the power of states was underpinned by territory, in digital modernity, power is sustained by information, interoperability, and the capacity to transform technology into a public good. In this context, digital governance represents more than a mere set of technical instruments; it becomes a new paradigm for public administration, a renewed social contract between the state and its citizens, and a novel language through which societies negotiate their future. Starting from these premises, the present study aims to analyze the contribution of digital governance to shaping the administrative, social, and economic future of urban environments. The research is centered on the principle that technology must serve humanity, and not vice versa. The study opens with a presentation of the Estonian e-governance model, built upon infrastructures such as X-Road and an integrated ecosystem of digital public services. In parallel, the situation in Romania is analyzed, focusing on digitalization initiatives and the symbolic significance of hosting the Digital Governance Summit 2025 in Bucharest as a milestone for alignment with global trends. The second part explores diverse smart city models that illustrate various trajectories of technological development. Our findings outline the vision of a "digital social contract," wherein technology acts as a tool for strengthening democracy, transparency, and social cohesion, positioning digital governance as the cornerstone of a sustainable and inclusive urban future.

**DIGITAL FRONTIERS OF CITIZENSHIP: ALGORITHMS, DISCRIMINATION
AND SOCIAL STRATIFICATION**

PhD. Candidate Luiza-Florentina CURELUȘĂ

Doctoral School of Law, Titu Maiorescu University of Bucharest, Romania

Abstract

Citizenship is a concept which firmly distinguishes itself in the contemporary scenery due to its legal, economic and social implications. Recently, however, the advent of the emerging technologies managed to revive the precepts of this institution by juxtaposing it with the artificial intelligence domain. Thus, starting from the widely known definition of citizenship, which in a general perception, represents the link between a citizen and his origin state, we will observe how this concept is reconfigured when the digital setting and the algorithms, seen as eminently technical notions, manage to influence the classical theorizing therefore evoking the valences of algorithmic citizenship. This way, the paper aims at analysing the manner in which these conceptual mutations have an impact upon citizens, by attentively approaching the applicable legal framework as well as the situations that arise in some states which are using artificial intelligence in their developing processes, giving rise to unequal or discriminatory situations. Starting from these we ask ourselves: is artificial intelligence an adjuvant of the protection of rights system or, on the contrary, it becomes a key-factor in generating social inequalities? While attempting to answer to this question, the paper tries to closely pinpoint the most relevant segments where technology marks the stability of rights, implicitly evoking those grey areas in which algorithms permeate the secured climate given by the citizen status itself, generating turbulences.