MODULE 4

References and further resources

Digital Recruitment and Selection



Lesson 4.1 · Workforce needs and job descriptions for remote roles

Resource	Type	Link
Directive (EU) 2023/970 on pay transparency, Article 5 (pay information before employment)	law	https://eur-lex.europa.eu/eli/dir/2023/970/oj

Lesson 4.2 · Inclusive advertising, sourcing and employer brand

Resource	Type	Link
CIPD, Inclusive recruitment: guide for people professionals (8 November 2024). Search the CIPD Knowledge Hub for the title (exact page not confirmed)	guide	https://www.cipd.org
CIPD, Employer brand (factsheet, updated 18 December 2025)	guide	https://www.cipd.org/uk/knowledge/factsheets/recruitment-brand-factsheet/

Lesson 4.3 · Screening and shortlisting through digital systems

Resource	Type	Link
CIPD, Inclusive recruitment: guide for employers (8 November 2024). Search the CIPD Knowledge Hub for the title (exact page not confirmed)	guide	https://www.cipd.org
CIPD, Fair selection: an evidence review (2023)	report	https://www.cipd.org/uk/knowledge/evidence-reviews/evidence-fair-selection/
Acas, Choosing who to interview (recruitment guidance)	guide	https://www.acas.org.uk/hiring-someone/choosing-who-to-interview
Information Commissioner's Office, AI tools in recruitment: audit outcomes report (6 November	report	https://ico.org.uk/about-the-ico/media-centre/news-and-blogs/

Co-funded by the European Union

Erasmus+ 2025-1-PT01-KA220-VET-000365831 · CC BY-SA 4.0

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.

2024). The link opens the ICO announcement, which links to the report		2024/11/ico-intervention-into-ai-recruitment-tools-leads-to-better-data-protection-for-job-seekers/
Regulation (EU) 2024/1689, the AI Act (Annex III lists AI used to filter or rank job applicants)	law (draft)	https://eur-lex.europa.eu/eli/reg/2024/1689/oj
Regulation (EU) 2016/679, the General Data Protection Regulation	law (draft)	https://eur-lex.europa.eu/eli/reg/2016/679/oj

Lesson 4.4 · Designing a structured interview

Resource	Type	Link
Council Directive 2000/78/EC, equal treatment in employment and occupation	law (draft)	https://eur-lex.europa.eu/eli/dir/2000/78/oj
Council Directive 2000/43/EC, equal treatment irrespective of racial or ethnic origin	law (draft)	https://eur-lex.europa.eu/eli/dir/2000/43/oj
Directive 2006/54/EC, equal opportunities and equal treatment of men and women in employment	law (draft)	https://eur-lex.europa.eu/eli/dir/2006/54/oj

Lesson 4.5 · Conducting and assessing the interview

Resource	Type	Link
Regulation (EU) 2016/679, the General Data Protection Regulation (candidate data and feedback)	law (draft)	https://eur-lex.europa.eu/eli/reg/2016/679/oj

Co-funded by the European Union

Erasmus+ 2025-1-PT01-KA220-VET-000365831 · CC BY-SA 4.0

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.