



ONLINE

GENDER EQUALITY AND DIVERSITY

PROMOTING GENDER EQUALITY IN THE AI-DRIVEN WORLD OF WORK

13 – 15 OCTOBER 2026

Information Note



International
Labour
Organization

ITC 
International Training Centre



**What happens when AI meets
the inequalities already built
into the world of work?
Explore how we can make the
future of work more equal, and
not just more automated.**



INTRODUCTION TO THE COURSE

Artificial intelligence is already reshaping how work is organised, managed, and experienced. From recruitment and performance evaluation to scheduling, customer service, and platform work, AI systems are increasingly embedded in everyday workplace decisions. The future of work is unfolding now—often faster than institutions, policies, and skills systems can adapt. While AI can improve productivity, job quality, and access to opportunities, it also carries significant risks. Algorithms are not neutral: without safeguards, they can reflect existing power structures and reinforce gender inequalities. This three-day knowledge-sharing forum examines AI as both an opportunity and a risk for gender equality in the world of work, bringing research, lived experience, and policy debates together to ask a critical question: what can AI deliver, for whom, and under what conditions?

WHAT WILL I LEARN?

Participants will explore how AI is reshaping work, power, and opportunity through a gender lens, and identify pathways toward more inclusive and equitable AI-driven futures.

Day 1 — AI, Gender and the Changing World of Work

Topic 1: AI and Gender Equality in the World of Work: Where Are We Now?

Explore how Generative AI is transforming jobs and tasks, and why these changes are not gender-neutral. Drawing on the latest ILO evidence, the session will examine how occupational segregation shapes women's exposure to AI and discuss the conditions under which technological change can contribute to greater equality and better jobs.

Topic 2: Who Builds AI? Gender, Skills and the Future AI Workforce

Examine persistent gender gaps in digital and AI-related skills, occupations and leadership, and why women's participation in the development of AI matters. The session will explore barriers across education and employment and highlight policies and initiatives that can strengthen women's participation in STEM and the AI workforce.

Day 2 — Bias, Invisible Labour and Gender-Based Risks

Topic 3: Algorithmic Management, Bias and Discrimination in the World of Work

Examine how algorithms are increasingly used to recruit, manage, evaluate and monitor workers, and how these systems can reproduce or amplify existing inequalities. Through practical examples, explore approaches to identifying discriminatory risks and strengthening transparency, accountability and human oversight.

Topic 4: The Hidden Human Cost of AI: Digital Labour, Content Moderation and Gender-Based Violence

Go behind the technologies to explore the often-invisible human labour that makes AI possible, including data annotation and content moderation. The session will examine working conditions, exposure to harmful content, online harassment and gender-based violence, and consider how workers' rights and wellbeing can be better protected.

Day 3 — Governing AI and Building Inclusive Digital Futures

Topic 5: Governing AI and Platform Work: Emerging Labour Standards and Policy Responses

Explore emerging regulatory and policy responses to AI and digitally mediated work, with particular attention to platform work and workers' rights. The session will consider how labour institutions, social dialogue and international labour standards can help shape technological change towards decent work and gender equality.

Topic 6: Building Inclusive AI Ecosystems: Partnerships for Gender Equality

Move from challenges to solutions by exploring initiatives and experiences from Africa, Asia and other regions. Participants will examine the complementary roles of governments, employers' and workers' organizations, civil society and other actors, and identify practical actions and partnerships for building more inclusive and gender-responsive AI ecosystems.

WHY JOIN?

- Deepen understanding of how AI intersects with gender equality in the world of work
- Learn to identify gendered risks and opportunities in AI-driven systems
- Engage with cutting-edge research, policy debates, and real-world experiences
- Exchange perspectives with experts and practitioners across regions and sectors
- Strengthen capacity to contribute to responsible, inclusive, and ethical AI governance

HOW WILL I LEARN?

The forum will take place online through the ITCILO eCampus from 13 to 15 October 2026, with live sessions held each day from 14:00 to 17:00 (CET).

The three-day forum combines expert inputs, interactive discussions and peer exchange, allowing participants to explore key challenges and opportunities related to AI, gender equality and the future of work.

Participants will also have access to the eCampus, which will host session materials, recordings, supplementary resources and discussion spaces to support continued learning and exchange.

WHO ATTENDS THIS COURSE?

This forum brings together professionals involved in shaping, governing, researching, or applying AI and digital technologies, including experts in gender equality, DEI, and human rights; policymakers and regulators; AI, data, and digital practitioners; HR and people-management professionals; researchers and academics; representatives of workers' and employers' organisations; public sector, UN, and civil society actors; and entrepreneurs engaged in AI-enabled innovation.

HOW TO APPLY

Find the application form at <https://oarf2.itcilo.org/DST/A9719362/en> and apply before **1 October 2026**.

PRICE

Euro 520

WITHDRAWAL, CANCELLATION POLICY, AND REFUNDS FOR OPEN COURSES

If an enrolled participant wishes or must withdraw from a course, they may choose to apply to a different course or be substituted by another candidate. The participant must notify the Centre, in writing, of their decision at least 14 days prior to the start date of the course. Cancellation of participation in regular courses will result in the following penalties:

- 14 days or more prior to the start date of the course: No penalty, 100% refund of amount paid less applicable bank charges
- 8 to 13 days prior to the start date of the course: Penalty of 50% of course price, refund of residual amount paid (if any) less applicable bank charges
- 7 days or less prior to the start date of the course: Penalty of 100% of course price.

INFO

FOR FURTHER INFORMATION PLEASE CONTACT

International Training Centre of the ILO
International Labour Standards, Rights at Work
and Gender Equality (ILSGEN)
Viale Maestri del Lavoro, 10
10127 Turin – Italy

ilsgen@itcilo.org
www.itcilo.org

COURSE CODE: A9719362