Panel on

Gender-Intentional Pathways in AI and Digital Work

WEDNESDAY | 21 JANUARY 2026

Organised by

IWWAGE
Institute for What Works to Advance Gender Equality

LEAD — LEVERAGING EVIDENCE FOR ACCESS AND DEVELOPMENT
KREA UNIVERSITY

GxD hub
Digital Equity. Connectivity. Insights.

Background

This panel, jointly proposed by IWWAGE and the Gender x Digital hub (IFMR-LEAD), will build on ongoing work under the Sanmati 2.0 project, which maps women's participation in digital and AI-linked value chains in India. As technological change and platformisation reshape labour markets, questions of inclusion, access, and equitable participation in the digital workforce become critical. Our project provides an emerging taxonomy of digital work, evidence from women's experiences, and pathways for embedding gender intentionality in the future of work.

This panel aligns with the ISLE conference theme of Technology, Innovations and Employment by grounding debates on automation, AI, and platform economies in the lived realities of women workers. It also bridges to themes on Education, Employment and Labour Markets through its focus on digital skills, and Rural Transformation and Workforce Dynamics given the rural-urban spread of women's digital work.

By convening researchers, practitioners, and policymakers, the panel will highlight both conceptual and policy-relevant insights, offering a gender lens on how emerging digital ecosystems can drive inclusive employment.

Indicative Questions

The panel will explore questions such as:

1. How are digital and AI-enabled work opportunities being defined and classified, and where do women currently find entry points in these value chains?

2. What structural barriers—such as skills, access to devices, norms, or platform design—continue to shape women's participation in digital work?

3. How can taxonomies of digital work and portable credentialing systems support recognition of women's contributions and expand their economic opportunities?

4. In what ways can state policy, industry, and civil society collaborate to embed gender intentionality in AI and digital ecosystems?

5. What are the implications of women's participation in AI-linked work for broader questions of inequality, job quality, and the future of labour?

PROGRAMME

Chair	:	**G. Manjunath** Additional Labour Commissioner Government of Karnataka
Panelists	:	**Anita Gurumurthy** Executive Director, IT for Change
	:	**Anweshaa Ghosh** Research Fellow and Program Lead Institute of Social Studies Trust
	:	**Mahima Taneja** Associate Director – Research and MLE, GxD hub, LEAD at Krea University
	:	**Ellina Samantroy** Senior Fellow V.V. Giri National Labour Institute Noida, Uttar Pradesh
	:	**Uma Rani** Senior Economist, Research Department International Labour Organisation, Geneva