

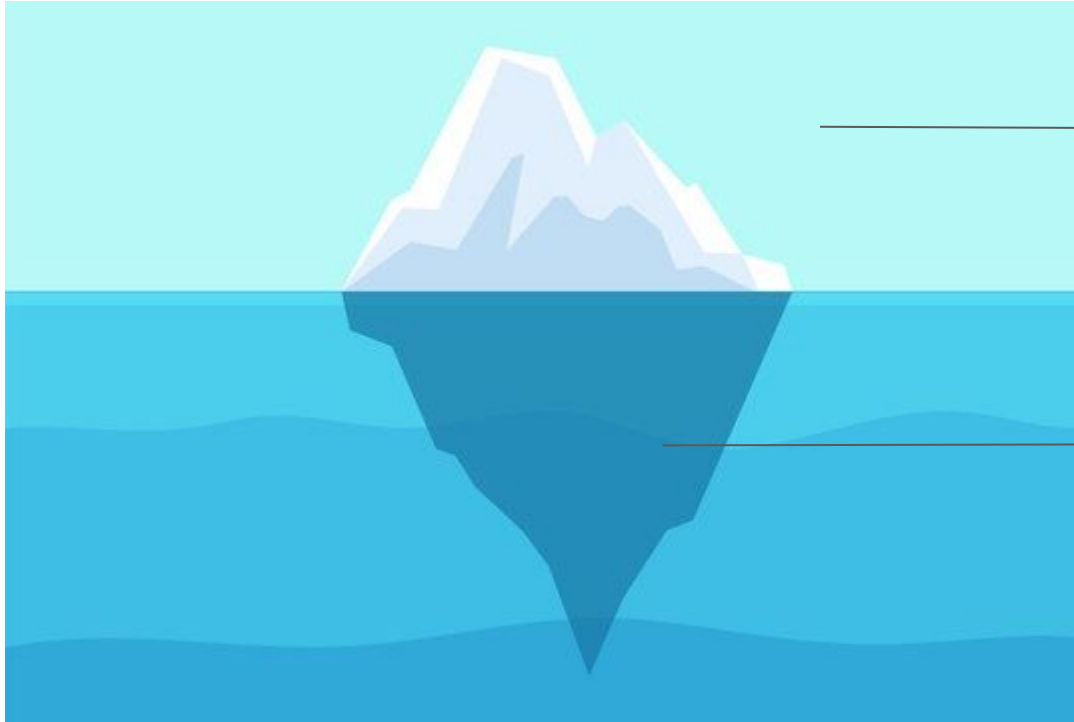


AI Governance: Gender and Inclusion

19 May 2026

Sadhana Sanjay | IT for Change

What is visible and what is hidden



AI deployment and
addressing unjust
outcomes and results

A whole of society and
economy approach
recognising harms at all
levels of AI design,
development and
deployment

AI and gender justice: What is coming to light?

Emerging evidence is showing how AI use is accelerating gender discrimination, and also creating new harms and risks for women, transgender, non-binary and LGBTQIA+ people who are marginalised on account of gender:

- 1 Deepfakes and synthetic media
- 2 Algorithmic decisions creating exclusions from welfare systems, benefits and public services
- 3 Reproduction of gender stereotypes in generative AI technologies (eg: image generation software)
- 4 Bias and discrimination in predictive decision-making algorithms (eg: hiring systems)

What is hidden?

The conversation on gender justice and AI is dominated by how the *use* of AI creates unjust and inequitable outcomes for AI. However, the *development of AI and conditions in the AI value chain* also raise important considerations for feminist AI:

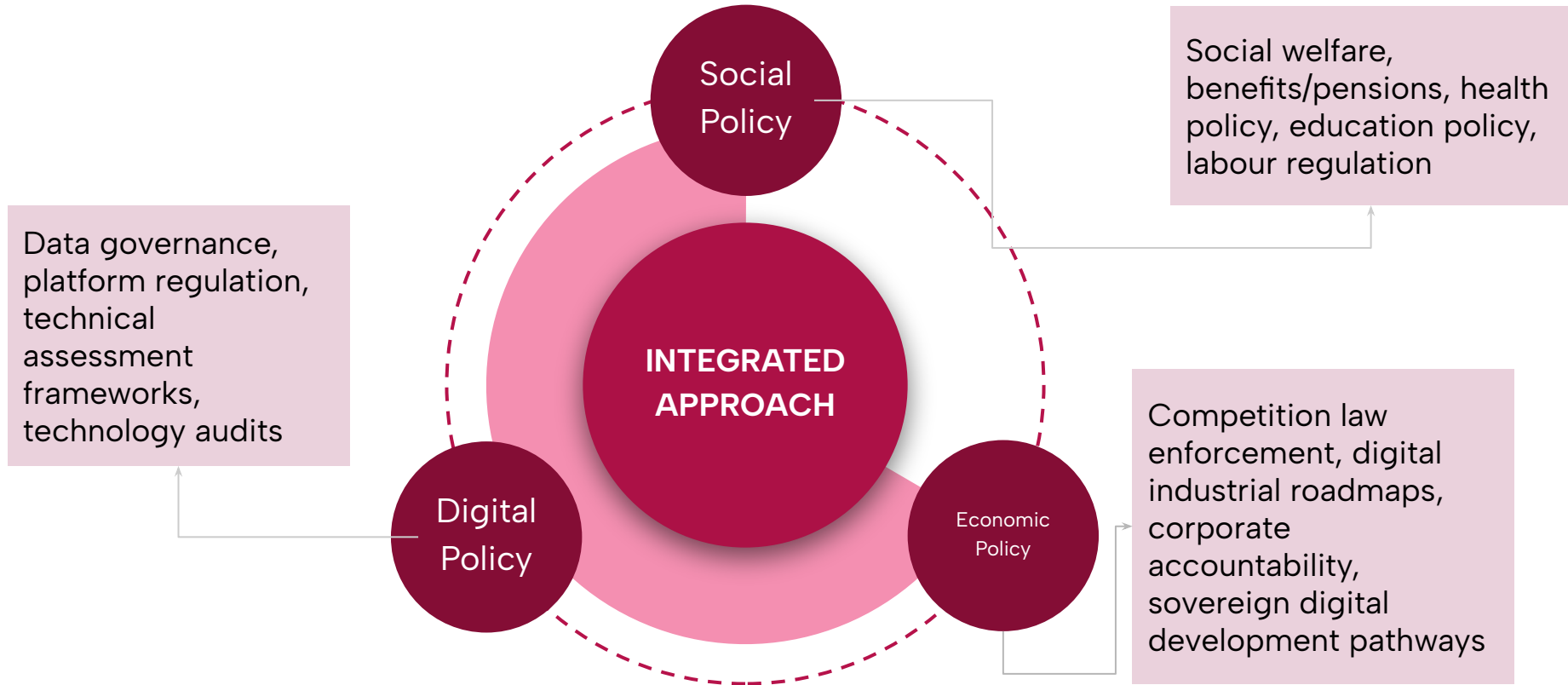
- 1 Data work, data labellers, content moderation and working conditions in digital value chains
- 2 Environmental degradation, ecological harms and dispossession of communities
- 3 Capture of women's indigenous knowledge and ancestral wisdom for corporate datasets
- 4 Absence of voice and participation, political representation on AI issues and governance

Implications for AI governance

The fact that social and economic structures of AI are obscured from the discourse also has an impact on how AI governance is framed. The limitations of the existing approach are:

- **Framing unjust outcomes as negative externalities, that can be overcome through technical fixes** (eg: synthetic data in training datasets, building gender-representative data, human-in-the-loop)
- **Leaving powerful market actors and their dominance intact**, which is what allows them to exploit labour and environmental resources at a massive scale
- **Knowledge and research that privileges the Global North positionalities**, neglecting how developing countries are stripped of their rights
- **Viewing AI/digital policy as disconnected from overall social and economic welfare**, leading to ineffective policy impact

What does feminist AI governance entail?



Call to action for feminist AI governance

Social Policy

Protecting workers' rights by tackling job displacement, automation, algorithmic-management and precarity

Integrating public health and universal education goals into the regulation of tech in these sectors

Addressing precarity and informality in digital labour markets and value chains through robust social welfare systems

Economic Policy

Aligning national development priorities with digital policy frameworks

Tackling Big Tech monopolies and addressing market concentration, to promote local innovation ecosystems

Developing digital industrialisation roadmaps that center the needs of communities and the planet, instead of profit

Digital Policy

Data governance frameworks that recognise individual and collective rights over personal and non-personal data

Legislating platform accountability and regulation frameworks that tackle unfair platform design

Developing technology assessment and audit frameworks to assess and mitigate harms as a result of AI