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How can IA impacts, on women and men working conditions, be anticipated ?

This webinar is part of the EUWIN and Bridges 5.0 programme of events

BABULE Karine - ANACT

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Discussions on workplace equality often focus on **equal access to technology or algorithmic bias,** yet far less attention is paid to **the work itself**, its requirements, and the impact on the men and women performing the roles.

How can projects be managed with due regard for their **impact on working conditions and the health of both men and women**?

1. This webinar will provide an opportunity to examine **hypotheses regarding AI's impact on the work of men and women ;**

2. and to hear **firsthand accounts from AI project leaders about how they have integrated equality considerations** ;

3. Finally, the session will identify **potential levers for action within the company.**

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Speaker :

Karine Babule has dedicated nearly 20 years to improving working conditions for both women and men.

At ANACT, she focuses specifically on hybrid work models, remote work, and organizational transformations.

Drawing on an academic background in management, humanities and social sciences, she combines her expertise with project management skills to promote more inclusive and sustainable work practices.

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- **A public administrative institution** established in **1973 ;**
- Managed jointly by the **Labour Ministry** and **social partners ;**
- Headquartered in Lyon with **16 regional offices**
- **3 hundreds employees ;**

Mission :

- **Improving working conditions ;**
- In particular by focusing on **work organization** and **workplace relationships ;**
- Into the framwork of **social dialogue, occupational safety and health politics (OSH), change projects**

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How can IA impacts, on women and men working conditions, be anticipated ?

1. **Women and men working conditions**
2. **IA impacts**
3. **Anticipation**

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L'AGENCE NATIONALE
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1 - WOMEN AND MEN WORKING CONDITIONS ?

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ANACT approach since 2008
For 20 years

Since 2008

3rd Method principle :

- Paritarism ;
- Real work analysis ;
- **Women and men working situations.**



In 2025

- <u>An indicator of Gender Maintreaming :</u>

  100% of our tools and methods

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ANACT approach since 2008

WORK affects women's and men's health at work differently

- Taking into account :
  - **work and non-work situations**,
  - as well as **biological and physiological differences ;**
- Helps assess **different exposures** and **health impacts** of women and men (2014 OSH french law);
- To I**mprove diagnoses and action plans** by addressing **work organisation, working conditions and primary prevention** for **everyone.**



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ANACT approach since 2008
= 4 systemic dimensions - both diagnostic and action areas.

Occupational representations and gender stereotypes

Organization of work, HR practices, OSH and management practices

1 - Organization and Distribution of activities - Mixity

Women and men are most often concentrated in different jobs – and even within the same job – in different types of taks

2 - Working conditions

Women and men are not exposed to the same risks and occupational hazards, which are often less visible in female-dominated sectors. Their exposures have different effects. Occupational health and safety policies generally focus on men, and do not take into account reproductive health and women's specific health issues, and Sexual violence and harassment exposure.

3- Career path

Women and men do not have the same opportunities for professional development in and outside the company, developping Work-related wear and tear

4 - Working time and work-life balance

Women and men do not have the same organisation of working time, out of work activities, work-life balance, levers for regulation and cumulative impacts

Differences in **working situations** and **life** for women and men & different **impacts on health**

Career, Remuneration (training, promotions, salary, bonuses)

- 21% pay gap
- 40% pensions gap

Occupational health

- **Workplace Accidents**

- 11% but -25% men and +40% women last 20 years

- **Occupational Disesases**

+110% but +73% men and +160% women

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Working conditions and health data 2001-2025

Workplace accidents:

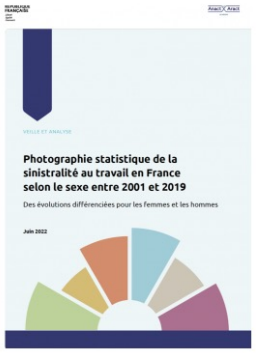
- **40% women / 62% men** (650,000) (private sector workforce: 47% women / 53% men) ;
- **–11%** among 20.5 million employees;
- **–25%** for men and **+40%** for women (frequency: –22% men, +12.5% women).
- Main sectors:
  - women — healthcare, cleaning, temporary agency work ;
  - men — construction.
- Women have longer absences.
- Fatal accidents: 90% men, +35% overall.
- Manual handling causes 50%.

Occupational diseases:

- **50% women / 50% men (50,000);**
- **+110%** overall;
- **+160%** women, **+73%** men.
- **Women face twice the risk of musculoskeletal disorders**.
- Sectors:
  - women — health, social care, cleaning, temporary work, retail and food processing;
  - men — construction and steelmaking.

Sickness absence :

- **30–40%** higher among women (**around 5 additional days**).
- Linked to work, not only parenthood: under-assessed risks in gender-dominated occupations; sickness absence before maternity leave; reproductive health.



Publicacion : https://www.anact.fr/photographie-statistique-de-la-sinistralite-au-travail-en-france-selon-le-sexe
Rapport CNAM 2025 : https://www.assurance-maladie.ameli.fr/etudes-et-donnees/etudes-publications/assurance-maladie-risques-professionnels/rapport-annuel-assurance-maladie-risques-professionnels

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ANACTapproach since 2008

Occupational risk prevention

Assess, prevent and reduce different workplace exposures and their effects on women and men

Gender-sensitive DUERP; prevention of sexual harassment and sexist behaviour; domestic violence; endometriosis; menopause, etc.

Collective bargaining

Identify, recognise and address gender gaps through social dialogue and action on organisational factors

Mandatory bargaining on gender equality and QWL; equality index; remote working; social and economic database; CSE, etc.

Organisational change

Identify and prevent gender-differentiated effects of organisational change on working conditions and promote equal access to quality of working life

Remote and hybrid work, workspace changes, QWLWC projects, environment and work, digitalisation and AI, etc.

3 levels to articulate

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Transformation & Transitions

Can :

- ❑ **reinforce existing inequalities**
- ❑ **can create new ones**
- ❑ **can also be a lever to reduce inequalities, under conditions**

*The development of **digital technologies and Artificial Intelligence (AI) systems** can reshape the employment landscape and working conditions, affecting different groups of workers in different ways depending on their sector, occupation, socio-occupational category, age, gender, and other factors.*

Three Key Areas of Inquiry for ANACT

1. **What are the differentiated impacts of digital transformation and the development of AI systems** (on employment, working conditions, occupational health, career paths, and work–life balance for women and men) across different occupations, and more broadly for different groups of workers (by gender, age, socio-occupational category, etc.) ?

2. **How is the issue of equal access to Quality of Working Life and Working Conditions for women and men integrated into digital transformation and AI policies and projects,** as well as into social dialogue and workplace dialogue, both within companies and among technology and AI solution providers ?

3. **How can digital technologies and AI be used to support occupational health for all workers, omen and men ?** To what extent can digital and AI cultures, approaches, and tools contribute to improving working conditions for everyone within organisations ?

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IA IMPACTS

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The issue is often addressed in terms of :

- **Equal access to** technology ;
- **Gender bias** in algorithms ;
- Gender **segregation in digital sectors** and occupations ;
- Potential impacts on women's and men's **employment**.

Within a context that **promotes** AI technologies, with a strong emphasis on **performance-related objectives**.

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At this stage, there is :

- **limited cross-cutting analysis of "AI, Work and the Health of Women and Men"** ;
- apart from **occupation- and sector-specific studies,** some focusing on female-dominated occupations.

However, progress has been made in several areas :

- The **invisible work actually performed** in female-dominated occupations ;
- **Women's occupational health** ;
- **Articulation work** (the often-invisible work of coordinating tasks, activities and people) ;

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Generative AI : Women Are More Exposed Than Men

“Generative artificial intelligence is not entering a gender-neutral labour market,” emphasises Anam Butt, co-author of the ILO study.

https://www.ilo.org/fr/resource/actualites/ia-generative-les-femmes-plus-exposees-que-les-hommes

Publication details



Date

5 March 2026

Files for download

PDF 1.13 MB

Autres sources : FMI, OCDE, Eurofound, EU-OSHA

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*"Empirical studies **do not yet allow us to determine the overall impact of AI** on employment, due to insufficient historical evidence and the **still limited adoption of AI by companies."***

"Substitution for certain workers whose tasks can be automated (…) ? Complementarity and increased worker productivity (…) ?"

*"The first waves of layoffs attributed to AI have been concentrated in **the sectors most exposed to the technology (finance, IT, and business services), although AI adoption is sometimes used as a pretext to conceal other reasons for workforce reductions."***

"A scenario involving large-scale substitution of capital for labour, particularly skilled labour, remains possible, especially if more advanced forms of AI, such as agentic AI and physical AI, become widespread."

L'intelligence artificielle, quels effets sur l'emploi N°391 – Juin 2026 Direction générale du Trésor

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IA & MIXITY Hypothesis (1/4)

- The ILO report (2026) highlights **unequal exposure to generative AI** across female-dominated, male-dominated and mixed occupations: 29%, 16% and 28%, respectively ;
- Female-dominated occupations face a higher risk of task **automation** : 16% fall into the higher exposure categories, compared with 3% of male-dominated occupations.
- Women are overrepresented in clerical, administrative and business support occupations, where **many tasks are classified as routine and codifiable**, and therefore potentially **substitutable** by AI.
- The potential for **automation** or **augmentation** varies across occupations and tasks. AI may substitute for certain activities while complementing others, depending on the nature of tasks and how technology is implemented.
- Some male-dominated occupations, particularly manual trades and construction, are less exposed to generative AI, while certain male-dominated ICT occupations also face significant exposure.
- The ILO emphasises that AI is more likely **to transform job quality than eliminate jobs**, through changes in tasks, skills, work organisation, autonomy and working conditions.
- Women remain **underrepresented in AI-related occupations,** accounting for approximately 30% of the global AI workforce. STEM professionals (Science, Technology, Engineering and Mathematics).
- It is also worth noting that some **female-dominated occupations provide an entry point into the labour market for women**, particularly in countries of the Global North.

"Are AI automation and augmentation scenarios based on an accurate understanding of work as actually performed, or do they reproduce gendered representations of occupations and skills?"
"AI may create opportunities for both automation and augmentation across occupations » ?

The ILO assesses potential AI exposure using occupational task descriptions, human assessments and AI models. These indicators identify possible transformations of work, rather than measuring actual changes in workplaces or predicting employment outcomes.

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CASE STUDY (Qualitative Analysis)

Sector : Social Care and Health and Social Care Services

*« A social worker uses a generative AI tool to **transcribe interviews, write reports, conduct documentary research, pre-fill certain forms and assist in drafting individual support plans**, among other tasks.*

*The aim is **to reduce the time spent on administrative data entry** in order **to devote more time to children and families.***

*The social worker **remains fully responsible for the accuracy of the information** and **must review, correct and contextualise AI-generated outputs.***

*The main risks identified include **stress associated with transcription errors** ; the **cognitive workload involved in checking AI-generated outputs** ; concerns about a **gradual decline in critical thinking and professional judgement due to excessive reliance on AI**, particularly among newly qualified professionals; **pressure associated with professional accountability**; concerns **about data confidentiality**; and a degree of **standardisation of recommendations**. »*

"a shift from administrative work to invisible verification and oversight work" ?

Source : Department for Education (Royaume-Uni) – Artificial Intelligence in Case Recording Social Work England – Understanding the Emerging Use of AI in Social Work Education and Practice

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IA & WORK
Hypothesis (2/4)

1. Gender-differentiated exposure to AI : Women are disproportionately represented in occupations with high potential exposure to AI-driven task automation, particularly in administrative and support functions. However, **whether AI substitutes for or complements human work depends on how work is actually performed and on organisational choices**. These outcomes should not be assumed to be inherently gender-specific.

2. Transformation of work and working conditions : The main impact of AI may lie in the **reconfiguration of tasks, workflows, skills and working conditions**, rather than widespread job displacement. These transformations may be particularly significant in female-dominated occupations with high exposure to generative AI.

3. Potential changes in job demands, resources and autonomy (not gender-specific) : New AI-related skills and responsibilities. Automation of tasks considered to have “low added value”, but which may provide important resources for occupational health, well-being and work quality. Algorithmic management, increased monitoring and work intensification. Task standardisation, reduced autonomy and greater technological dependence. Additional demands associated with identifying AI-generated errors, monitoring biases and taking responsibility for AI-assisted outputs.

4. Potential psychosocial and occupational health risks (not gender-specific) : Depending on implementation and working conditions, these transformations may contribute to: Technostress, cognitive overload and job insecurity-related anxiety. Loss of meaning, reduced professional recognition and increased invisible work. Difficulties in maintaining desired standards of work quality. Ethical conflicts, work-related stress and potential burnout.

5. Risk of underlooking gender-differentiated impacts : Occupational risk assessments may fail to capture **how AI affects women and men differently**, particularly where occupational segregation, working conditions and unequal access to resources shape their experiences.

6. Risk of masking inequalities in AI-based occupational health and prevention tools : AI-based prevention tools and analyses of occupational health data may avoid the specific experiences and risks of different groups when data are insufficiently disaggregated or when average results conceal important differences.

7. Emerging risks of technology-facilitated violence and harassment Digital technologies and AI may facilitate or amplify certain forms of workplace sexual and gender-based violence and harassment. These emerging risks require particular attention

Are we assessing the potential impacts of AI on the basis of how work is actually performed — including its invisible dimensions — and taking sufficient account of gender-differentiated experiences and occupational health risks?

Example (Qualitative Analysis)
Sector: Arts and Culture

"In a small performing arts organisation, an administrative officer and a communications and touring coordinator are considering the use of AI to optimise the promotion and dissemination of artistic productions, as well as the preparation of grant applications and responses to calls for proposals. The aim is to save time for organisational development and the search for new partners, while preserving the distinctive artistic identity of the production.

This requires careful consideration of how the technology is used.

Concerns have been raised about the reconfiguration of tasks and activities following the substitution of certain tasks, and the risk of work intensification due to strong competition and increasing pressure to submit more applications and produce more reports. This takes place in a working environment already characterised by uncertainty about the organisation's long-term sustainability and extended working hours that are not always compatible with balancing work and personal life.

Tensions between the organisation's economic sustainability and environmental concerns are also highlighted, giving rise to significant ethical conflicts and value-based dilemmas."

Sources : Fond d'Amélioration des Conditions de travail (FACT) IA et Travail – 10 projets - Haut de France Aract

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IA & CARRIER
Hypothesis (3/4)

1. Unequal risks of deskilling and opportunities for skills enhancement : Women are disproportionately represented in occupations potentially exposed to AI-driven task automation, while men are more represented in some occupations where AI may complement existing skills.
This could create unequal risks of partial deskilling and unequal opportunities for skills enhancement, depending on how AI is implemented and work is reorganised.
2. Risk of reinforcing inequalities in skills recognition and pay
AI-driven technological change may increase the recognition and value of technical and digital skills, while skills associated with female-dominated occupations — including interpersonal, organisational and care-related skills — may remain undervalued.
Without gender-neutral job evaluation criteria that adequately recognise skills, responsibility, effort and working conditions, these developments could contribute to widening gender pay inequalities.
3. Unequal access to AI-related opportunities : Access to AI as a tool for supporting and enhancing work may vary according to occupational position, qualifications, autonomy and access to digital resources.
These differences could reinforce inequalities in skills development, career progression and access to emerging opportunities, potentially affecting women and men differently.
4. Job insecurity, career transitions and psychosocial risks : Higher exposure to potential task automation, combined with existing barriers to accessing highly skilled digital occupations, may create additional challenges for some women in adapting to technological change.
Job insecurity and limited opportunities for career transition could contribute to increased work-related stress, depending on individual and organisational circumstances.
5. Risks of gender bias in AI-based recruitment and HR management : AI-based recruitment, performance assessment and human resource management tools may reproduce or amplify existing gender stereotypes and inequalities.
6. Depending on their design, training data and implementation, these systems may produce discriminatory outcomes, including in CV screening, recruitment, performance evaluation and career progression.

"Could AI reinforce gender inequalities by enhancing the value of some skills while making others less visible, less recognised or more easily replaceable?"

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Hypothesis (4/4)

- **Risk of work intensification, excessive digital connectivity and blurred boundaries between working and non-working time.**
- **Algorithmic management may increase the variability and unpredictability of working hours**, particularly when automated scheduling prioritises organisational flexibility and fluctuating demand, potentially reducing workers' control over their schedules.
- **AI-driven transformations may interact with existing remote and home-based working arrangements**, potentially reinforcing gender-differentiated risks related to working time, workload, work–life balance and career opportunities.
- **Potential impacts on the invisible coordination work required to reconcile paid work, unpaid care and domestic responsibilities**, including the additional effort needed to manage conflicting demands, schedules and unforeseen situations.

"Could AI-driven organisational flexibility increase the invisible work required to reconcile professional and personal responsibilities, particularly for women?"

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HOW TO ANTICIPATE ?

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Three Key Areas of Inquiry for ANACT

1. **What are the differentiated impacts of digital transformation and the development of AI systems** (on employment, working conditions, occupational health, career paths, and work–life balance for women and men) across different occupations, and more broadly for different groups of workers (by gender, age, socio-occupational category, etc.) ?

2. **How is the issue of equal access to Quality of Working Life and Working Conditions for women and men integrated into digital transformation and AI policies and projects,** as well as into social dialogue and workplace dialogue, both within companies and among technology and AI solution providers ?

3. **How can digital technologies and AI be used to support occupational health for all workers, omen and men ?** To what extent can digital and AI cultures, approaches, and tools contribute to improving working conditions for everyone within organisations ?

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Proposition

1. **Gender maintreaming ANACT methodology**
2. **Lessons learned**, at the early stages, of IA projects
3. Other **organisational levers** to anticipate impacts

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Gender maintreaming ANACT methdology

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ANACT gender maintreaming levels

4 levels
Level 0 : NO consideration of women and men working conditions
Level 1 : A aim to consider women and men WC, but NO methodology traduction
Level 2 : A sub-action which aim is profesional equality **Or some elements of gender maintreaming method** *(prevention of sexual harassment, professional equality collective bargain,mixity of comittees, previous diagnotic,…)*
Level 3 : A aim with methodology traduction to evaluate the impacts along the project

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Gender mainstreaming
Key Methodological Principles

1. **From the outset of the project**, examine **how transformation objectives intersect with gender equality and equity considerations.**
2. **Establish three fundamental methodological principles**: balanced representation of employers and employees, analysis of work as actually performed, and gender equality and equity.
3. **Conduct an initial gender-differentiated assessment of the situation of women and men** (employment, career paths, occupational health and working time).
4. **Develop hypotheses regarding the differentiated impacts of transformation projects and transitions on women and men** (employment, career paths, occupational health and working time).
5. **Define gender equality objectives integrated into the project**, together with monitoring and evaluation indicators.
6. **Ensure gender-balanced representation** in decision-making bodies, operational teams and other project structures.
7. **Allocate time to raise awareness among project stakeholders and organisational actors** about the importance of integrating gender equality considerations.
8. **Collect quantitative data disaggregated by sex, socio-occupational category and type of activity,** covering employment, career paths, occupational health and working time.
9. **Collect qualitative data on work as actually performed**, including work demands, available resources and room for manoeuvre, through interviews, working groups and workplace discussion forums.Use both mixed-gender and single-gender groups to move beyond occupational assumptions and gender stereotypes, and to ensure the quality and reliability of the data collected.

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Gender mainstreaming
Key Methodological Principles

10. **Ensure that the units selected for the initial assessment or pilot experiments are representative of the diversity of work units, occupations and workforce groups** (female-dominated and male-dominated occupations, younger and older workers, length of service, employment status, etc.).

11. **Conduct an assessment of gender-differentiated impacts throughout the project.**

12. **Adjust the project as necessary to address the different issues and challenges faced by women and men.**

13. **Ensure that gender-differentiated findings are documented and communicated.**

14. **Ensure transparency regarding the challenges identified and the successes achieved, in order to share good practices and effective levers for action.**

15. **Produce inclusive and gender-sensitive communication materials about the project** (written documents, visual materials, etc.), avoiding gender stereotypes and sexist representations.

16. Identify indicators to monitor: Changes in gender inequalities; The extent to which the needs and challenges of different workforce groups have been taken into account by the end of the project; Specific indicators reflecting gender-differentiated impacts.

17. **Ensure that AI tools used within the project or in professional activities** (e.g. summarising interviews, interpreting findings, etc.), **as well as the AI solutions themselves, are free from gender bias.**

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Lessons learned, at the early stages of projects ?

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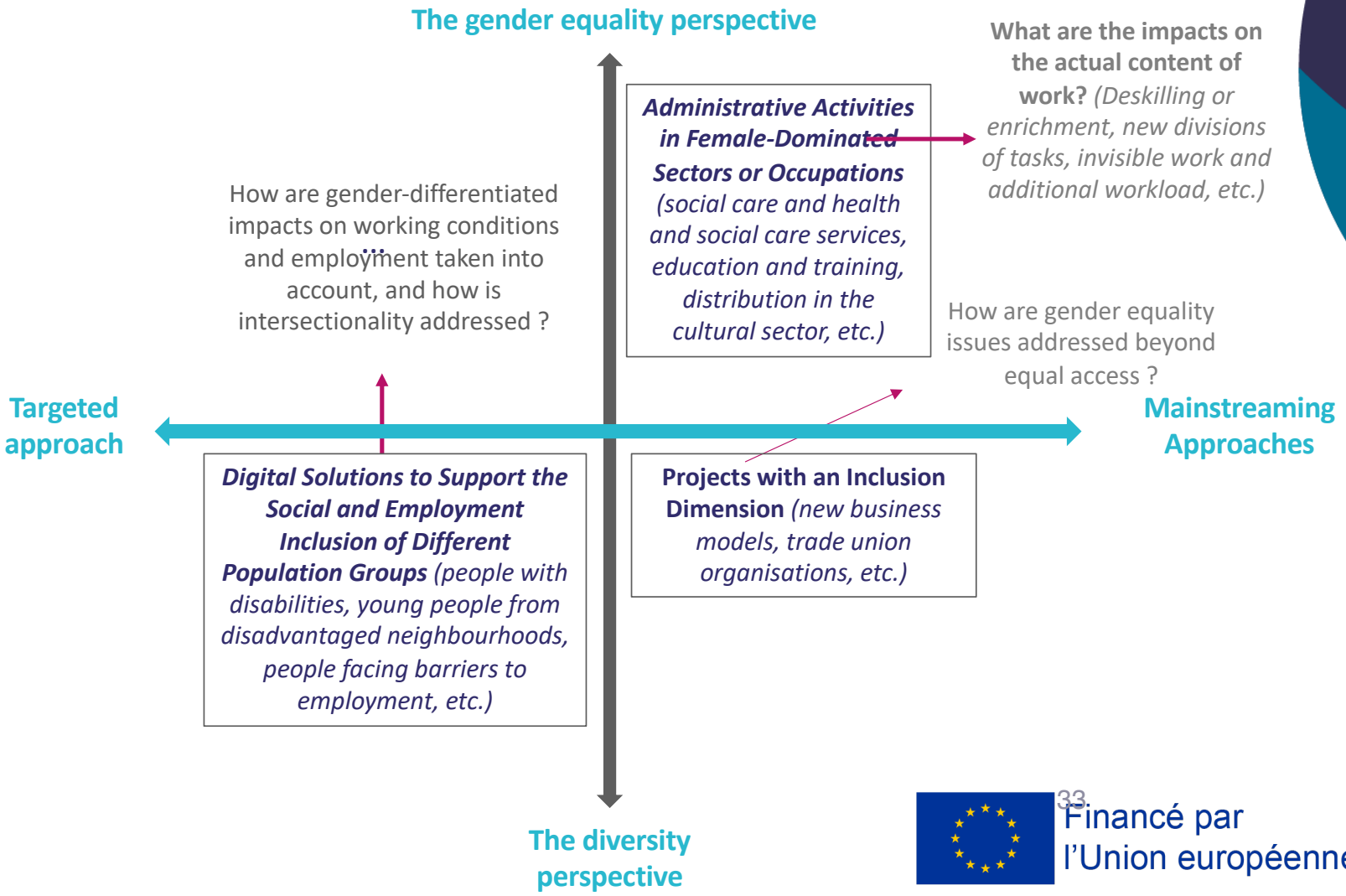
Initial Mapping of Projects and Hypotheses for Key Areas of Inquiry (1/6)

Specific and Mainstreaming Approaches

- **The targeted approach** aims to improve the working conditions of an identified group of workers through the development and implementation of a project.
- **The mainstreaming approach** establishes methodological principles to ensure, throughout the project, that it does not reinforce existing inequalities or create new ones among the workforce. It may also serve as a lever for reducing inequalities.

Diversity and Gender Equality Perspectives

- **The diversity perspective** considers all or some of the characteristics of different groups within the workforce.
- **The gender equality perspective** takes into account differences between women's and men's working situations arising from the gendered division of tasks and activities, both at work and outside work. It also considers differences in health impacts associated with biological sex differences.



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Awareness-Raising Workshops
Introducing IA Project Leaders to Gender Mainstreaming (2 hours)



Why Gender Mainstreaming ?



Equality in my project ?



What Are Our Ambitions for Gender Mainstreaming ?

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5 questions



	DIAGNOSIS		PROGNOSIS	CONDITIONS
	0 – What are the current inequalities ?	1 – What are the risks of reinforcing existing inequalities?	2 – What are the risks of creating new inequalities?	3 – What methodological conditions are needed?
Diversity				How can we ensure good working and employment conditions for all, across all transitions and transformations?
Working conditions and occupational health				
Career pathways				
Organisation of working time				5 – What constraints / resources / needs are required to integrate equality?

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Initial Lessons Learned from the Two-Hour Group Workshops with AI and Work Project Leaders

Not initially identified as a key issue, but discussions between project leaders and the funding body help bring to light initial findings and potential impacts.

- **Projects are not initially designed with gender equality considerations in mind.**
- **Nevertheless, through these discussions, participants gradually identify initial findings and questions concerning the intersections between their projects (sector, focus area) and different groups of women and men, without necessarily addressing digital technologies and AI at this early stage.**
- **They are then able to formulate initial hypotheses regarding potential differentiated impacts,** this time specifically in relation to digital transformation and AI.

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CONSTRAINTS
for gender mainstreaming

Project leaders consider that this requires a transformation of professional practices.

- It is difficult to consistently **address multiple cross-cutting issues**, such as workforce diversity, environmental concerns, AI, etc.
- **Time is a major constraint** within the project.
- There is also **a significant need to raise awareness** regarding the importance of adopting a workforce diversity perspective.
- **Access to certain data is perceived as difficult** from the outset, making the initial assessment more challenging.
- There is a need **to complement the analysis with a qualitative approach**.
- **Occupational perceptions and gender stereotypes** are perceived as deeply entrenched.
- Issues relating to inclusion and **workplace sexual and gender-based violence and harassment** are considered particularly important.

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RESOURCES for gender mainstreaming

Nevertheless, stakeholders highlight several available levers for action.

- **Existing studies and research** could be more extensively drawn upon.
- **A clear and explicitly stated commitment to integrating gender equality** is a key factor in ensuring that this objective remains a priority throughout the project.
- **Having access to a team of experts, including supporting consultants,** is helpful. It would also be valuable to capitalise on **lessons learned and share experiences with other projects.**
- **The organisational structure of certain enterprises**, such as cooperatives, appears to incorporate, through their underlying philosophy and governance arrangements (different stakeholder groups, users, beneficiaries, etc.), principles and organisational mechanisms that facilitate the participation and expression of cooperative members, particularly on issues relating to different workforce and population groups.
- **The tools and materials used during the workshop** provide a valuable and structured framework for discussion and analysis.
- **Dedicated time to explore and discuss different hypotheses** through a variety of approaches could nevertheless be allocated in some projects, according to certain stakeholders.

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NEEDS
for gender mainstreaming

A Common Methodological Framework from the Outset of the Project

- **Identify the key questions to be addressed during preliminary discussions** with the various stakeholders, before the project begins, regarding working and employment conditions from a gender perspective.
- **Make greater use of national data on gender segregation** in employment, working conditions and occupational health, as well as sector-specific and regional studies focusing on different workforce groups.
- **Strengthen methodological guidance** on the development and use of impact indicators.
- **Involve employee representative bodies** in the discussions, share relevant data and co-develop a shared understanding of the issues.
- **Develop an intersectional approach,** taking into account gender, disability and other relevant dimensions of inequality.
- **Encourage internal discussions** within project teams on gender equality issues and how to translate them into methodological approaches.
- **Allocate dedicated time** to address these issues throughout the project.

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Priority Gender Mainstreaming Methodological Approaches to Pilot



The five most frequently selected principles (out of 17) for potential implementation in the projects actually relate to the initial stages of the gender mainstreaming process.

- **Conduct an initial gender-differentiated assessment** of the situation of women and men (employment, career paths, occupational health and working time) (8).
- **Collect quantitative data** (employment, career paths, occupational health and working time), disaggregated by sex, socio-occupational category and type of activity (8).
- **From the outset of the project, examine how transformation objectives intersect with gender equality and equity considerations** (7).
- **Produce inclusive and non-sexist communication materials about the project** (written documents, visual materials, etc.) (6).
- **Ensure gender-balanced representation in decision-making bodies, operational teams and other project structures** (5).

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Other organisational levers to anticipate impacts

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Intelligence Artificielle (IA) et conditions de travail des F/H

"It is essential to adopt a **human-centred approach**, placing **gender equality, social dialogue and the rights of all workers** at the heart of AI design, development and deployment."

https://www.ilo.org/fr/resource/actualites/ia-generative-les-femmes-plus-exposees-que-les-hommes

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Example of Questions to Consider at the Outset of an AI Implementation Project : Impacts on Women's and Men's Work

- *In your sector, organisation or department, **in which occupations, activities and tasks has AI already been introduced**, or is its introduction being planned?*
- ***How is work as actually performed** analysed in this context?*
- ***What changes are occurring in work itself** (new tasks, work demands, resources, room for manoeuvre, autonomy, workload, interpersonal relationships, coordination, etc.) and in the skills required?*
- ***What are the characteristics of the workers concerned?** (Gender, socio-occupational category, etc.)*
- *What are the potential impacts on occupational health, career paths and the coordination of work and non-work responsibilities?*
- *How can negative impacts on the work and health of both women and men be prevented or mitigated?*
- *What opportunities and levers exist to improve working conditions for all workers?*

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Three Key Areas of Inquiry for ANACT

1. **What are the differentiated impacts of digital transformation and the development of AI systems** (on employment, working conditions, occupational health, career paths, and work–life balance for women and men) across different occupations, and more broadly for different groups of workers (by gender, age, socio-occupational category, etc.) ?

2. **How is the issue of equal access to Quality of Working Life and Working Conditions for women and men integrated into digital transformation and AI policies and projects,** as well as into social dialogue and workplace dialogue, both within companies and among technology and AI solution providers ?

3. **How can digital technologies and AI be used to support occupational health for all workers, omen and men ? To what extent can digital and AI cultures, approaches, and tools contribute to improving working conditions for everyone within organisations ?**

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The importance of integrating a gender-sensitive approach to occupational risks into new AI-supported occupational health and safety prevention tools.





https://www.ilo.org/fr/publications/revolutionner-la-sante-et-la-securite-le-role-de-lia-et-de-la-numerisation

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"Nine Recommendations for Gender-Responsive and Human-Centred AI Transformation"

1. **Strengthen the tools and frameworks supporting social dialogue on technological change.**
2. **Promote a gender-sensitive methodological framework from the outset of AI projects.**
3. Analyse **"work as actually performed"** before and after AI implementation.
4. Integrate **AI-related issues into collective bargaining** on gender equality at work and Quality of Working Life and Working Conditions (QWL-WC), within the existing legal framework.
5. **Address gender-differentiated AI-related occupational risks.** Ensure that occupational risk prevention tools, which may themselves incorporate AI and its potential biases, support gender-differentiated risk assessments for women and men.
6. **Expand research on AI, work as actually performed, and occupational health, with particular attention to gender-differentiated impacts.**
7. **Review job classification systems and evaluation criteria to ensure they are non-discriminatory.**
8. **Provide AI solution providers and system architects with appropriate tools and methodological guidance.**
9. Jointly develop technological literacy, an understanding of real-world work, a culture of social dialogue, and a commitment to gender equality.

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Discussion

What about gender maintreaming in 5.0 INDUSTRY?

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Tools
Prevention



La photographie statistiques de la sinistralité au travail en France selon le sexe entre 2001 et 2019



Les RESSOURCES sur la prévention du sexisme en entreprise : Ce dossier rassemble l'ensemble des ressources téléchargeables sur le sexisme au travail (guides, webinaires, dosser de veille).



Le GUIDE "10 questions sur... Grossesse et travail" et l'ETUDE :
Recommandations pour mieux concilier grossesse et travail



Le JEU pédagogique "Sexisme sans façon" : Ce jeu de plateau de sensibilisation permet d'apprendre à démasquer les différentes facettes du sexisme et savoir identifier les composantes possibles du sexisme dans les situations de travail au quotidien.

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Tool
Social dialogue



Le GUIDE "10 questions sur… La négociation collective égalité professionnelle et qualité de vie au travail (EP-QVT)"(parution 2022) propose une démarche et des focus méthodologiques pour bien préparer la négociation EP-QVT.



L'ANALYSE DE 50 ACCORDS Ega Pro déposés en 2021 et des **10 recommandations.** La grille de lecture vise à pointer des constats, bonnes pratiques, et pistes de progression concernant les éléments de méthodes et de contenu sur les 9 domaines d'action et des focus tels que la prévention des risques, les VSS, le télétravail.



L'OUTIL ludo-pédagogique "Les Essentiels Ega-Pro » permet d'effectuer un bilan des actions menées dans l'entreprise. Il s'agit d'une première étape de sensibilisation, préalable à la mise en place d'un projet Égalité. On retrouve sur les cartes action la mention : des 4 axes d'inégalité de l'Anact, les 9 domaines d'action et les 5 indicateurs de l'INDEX (parution 2019) ;

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Tool Social dialogue



L'OUTIL D'ANALYSE DE DONNEES « Réaliser son diagnostic Égalité avec notre outil Diag EgaPro-Index **»** permet de produire les indicateurs et la note Index Égalité à partir des données de l'entreprise, mais également d'effectuer un diagnostic systémique, permettant de produire un plan d'action Égalité et des mesures correctives Index Égalité. (parution 2009 réactualisation 2021 > 3 questions sur l'outil > 3 questions sur les mesures correctives



Les WEBINAIRES :
1- **"Index égalité : un outil pour produire votre diagnostic et identifier les mesures correctives" :** Cette webconférence permet de découvrir l'outil DIAG EgaPro-Index, une solution gratuite de diagnostic quantitatif afin d'outiller les acteurs RH et les partenaires sociaux en charge du sujet « égalité professionnelle ;
2- **"Egalite professionnelle : comment passer du calcul de l'Index au plan d'action ?"** : Ce replay permet de comprendre la façon dont les résultats produits par le DIAG EgaPro-Index peuvent venir nourrir la négociation annuelle et les plans d'action.



Les RESSOURCES sur la prévention du sexisme en entreprise : Ce dossier rassemble l'ensemble des ressources téléchargeables sur le sexisme au travail (guides, webinaires, dosser de veille).

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Tool Social dialogue



Le QUIZ "Décalez vos représentations sur l'égalité professionnelle" , en ligne et téléchargeable rassemble sous forme de questions-réponses l'ensemble des données statistiques relatives aux femmes et aux hommes au travail, selon ces 4 dimensions systémiques : mixité, parcours, conditions de travail et articulation des temps, du modèle Egalite de l'Anact. Il s'agit d'un support de sensibilisation.



Le GUIDE sur la Mixité en entreprise est la première publication de l'Anact et toujours d'actualité. « Et si ouvrir à tous, femmes et hommes, l'accès à tous les emplois, permettait à la fois d'améliorer la qualité des conditions de travail et l'efficacité de l'entreprise ? On pourrait alors voir la mixité comme une solution pertinente et innovante pour réduire les dysfonctionnements de l'organisation ». (parution 2011)



Les VIDEOS TEMOIGNAGE d'ENTREPRISES sur la négociation Egalité et QVT valorisent la manière dont 3 entreprises de toutes tailles ont intégré les enjeux d'Égalité et de Qualité de vie au travail.

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Tool Transition



Le GUIDE « Le 10 questions sur le télétravail » propose une approche collective et organisationnelle du télétravail, au-delà ou en complément d'une approche du télétravail individuelle et sociale, en intégrant la question des impacts sur les situations de travail des femmes et des hommes.



Le Jeu PEDAGOGIQUE « les Essentiels télétravail » : conçu pour être utilisé en TPE-PME comme en établissement public, est un support pour lancer ou redynamiser un projet télétravail. Il intègre les éléments à considérer pour une égalité d'accès des femmes et des hommes à des conditions de télétravail de qualité



Le WEBINAIRE "Négo télétravail : comment intégrer l'égalité professionnelle dans son accord" » ;

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