



भारतीय प्रबंध संस्थान कोषिकोड

Indian Institute of Management Kozhikode

Globalizing Indian Thought

MDP ON

GENDER, WORK, TECHNOLOGY

September 15 – 19, 2026



Programme Overview:

The Executive Program in “Gender, Work, and Technology” is a comprehensive 5-day long program designed for professionals interested in understanding the complex intersections of gender, work, and technology. With over 5 days of meaningful content led by distinguished IIM faculty, this program equips participants with sound and relevant theoretical knowledge on gender-work interface, critical insights on gendered operations of technology, and a gendered reading of artificial intelligence.

Learning Outcomes:

Participants will gain an authentic and informed understanding of the multiple ways in which gender and work intersection leads to a range of critical insights around productivity, efficiency, and work-life balance. Of particular relevance is the extensive focus on data feminism within the broader ambit of data science. The modules therein will look into data injustice due to bias against, exclusion of, and lack of representation of women in datasets. Through robust and extensive discussions on these themes, participants will develop a holistic understanding of the workings of gender in the broader context of data ethics. Furthermore, the concluding module of gender and digital platforms will acquaint the participants with gendered algorithmic biases, gendered digital risk and vulnerability, and interventions regarding gender-inclusive technology, design, and innovation.

01 Gender and Digital Platforms

02 Algorithmic Bias and Gender in AI Systems

03 Gender and Technology-Enabled Employment

04 Online Safety, Cyber Harassment

05 Gendered Digital Risk

06 Gender-Inclusive Technology Design and Innovation

By the end of the program, the participants will be authentically informed about gender as an important lens with respect to understanding the underpinnings of work practices and technological operations in workspaces.



Programme Themes and Coverage:



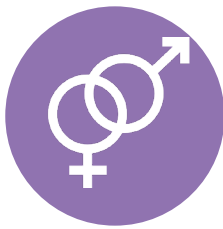
Introduction and Landscaping: Womanhood in India

- Women in Indian society and culture.
 - Reflections on womanhood across time periods.
 - Indian womanhood as a complex spectrum.
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Gender and Work

- Contextualising work as a human-social enterprise.
 - Politics of productive labour: Reflections on invisible and hypervisible labour
 - A critical scrutiny of work-life balance through the lens of gender.
 - New inquiries around gender-work interface: Mental load, emotional labour, and benevolent sexism.
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Gender, Violence, and the Workplace

- Detailed conceptualising of gender violence at the workplace
 - A reflexive reading of Vishakha Guidelines and Internal Complaints Committee.
 - Gender, workplace, and the practice of law: Concerns and possible interventions.
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Energy and Women

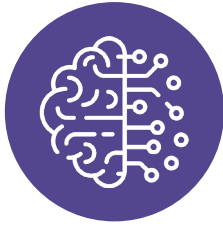
- Just transition and DRE implementation.
 - Rural livelihood and migration.
 - Feminisation of agriculture.
 - Women and the informal sector.
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Data Feminism

- Introducing Data Feminism.
- Gender in Data Science: makes numbers speak.
- Role of social power in producing data.
- Data ethics and gender.
- Activity: "Collect, Imagine, Analyze, and Teach".

Gender, Race and AI



- Data justice and data pluralism
 - Bias, exclusion, and representation in datasets
 - Shadow work
 - Gendered and racialized design of AI interfaces
 - Power, visibility, and inequality in human–AI interaction
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Gender and Digital Platforms



- Gender and Digital Platforms
- Algorithmic Bias and Gender in AI Systems
- Gender and Technology-Enabled Employment
- Online Safety, Cyber Harassment
- Gendered Digital Risk
- Gender-Inclusive Technology Design and Innovation

These themes are carefully chosen to provide participants with a broad and deep understanding of the relationship between gender and technology, with a particular focus on how digital systems, platforms, and innovations shape access, participation, safety, work, and inclusion. The inclusion of emerging topics such as algorithmic bias, gendered digital risks, platform participation, and inclusive technology design ensures that participants are well-prepared to understand and respond to the challenges and opportunities arising at the intersection of gender and technology in an increasingly digital world.

Participants Profile:

- Working professionals in the public and private sector interested in questions of gender, inclusivity, diversity, and ethical work practices.
- Entrepreneurs and start-up founders.
- Technology leaders and business strategists.
- Individuals interested in getting acquainted with Indian knowledge traditions pertaining to gender and inclusivity.

Pedagogy:

The pedagogical approach will be markedly interactive, comprising reflective activities, in-depth discussions, experiential learning, insightful and timely case studies. Assessment will comprise quizzes and participant-driven assignments.

DAY 1	DAY 2	DAY 3	DAY 4	DAY 5
Inauguration Womanhood in India	Gender and Work Data Feminism – Part 1	Data Feminism – Part 2 Energy and Women	Gender and Digital Platforms – Part 1 Gender and Marketing	Gender and Digital Platforms – Part 2 Gender, Violence and Law

Facilitator:



Prof. Irfanullah Farooqi

Assistant Professor, Humanities &
Liberal Arts in Management



Prof. Kalpit Sharma

Assistant Professor, Information
Systems



Prof. Suraj Gogoi

Assistant Professor, Humanities &
Liberal Arts in Management

Programme Fee:

Rs. 112500

Residential

Rs. 102500

Non-Residential

**GST @
18%**

Discount will be available for IIMK
Alumni & Corporate nominations (in
group)

Cancellation Policy:

Joining instructions will be sent to the selected candidates 10 days prior to the start of the programme. Kindly do not make your travel plans unless you receive the confirmation email from IIM Kozhikode. If the programme is cancelled, the participants or the sponsoring organization will have the option to either get the fee paid by them adjusted against any other future management development programme(s) of the Institute or get a refund. IIM Kozhikode will not be liable for any other expenses incurred by the organization or the participant. Also the transaction fee will not be refunded.



Management Development Programme

IIMK Campus P. O.,
Kozhikode 673 570, Kerala, India



+91-(495)-2809558
+91-(495)-2809549



email:mdp@iimk.ac.in



iimk.ac.in



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