



ONLINE

ARTIFICIAL INTELLIGENCE

MITIGATING ARTIFICIAL INTELLIGENCE BIAS IN THE WORKPLACE AND HUMAN RESOURCES PRACTICES

16 JUNE – 11 JULY 2025

 4 WEEKS, 20 HOURS

Information Note



International
Labour
Organization

ITC



International Training Centre



BACKGROUND INFORMATION

Artificial Intelligence (AI) is rapidly transforming the landscape of Human Resources (HR), offering innovative solutions for recruitment, performance management, and employee engagement. AI systems can streamline processes, enhance decision-making, and improve efficiency. However, the deployment of AI in the workplace also presents significant challenges, particularly in terms of fairness and equity.

One of the most pressing issues is the potential for AI-driven bias and discrimination. Unlike human biases, which are often easier to identify and address, biases embedded within AI systems can be more subtle and pervasive. These biases can arise from various sources, such as biased training data, flawed algorithms, or systemic inequalities reflected in the data used to train AI models. Consequently, AI systems can inadvertently perpetuate and even exacerbate existing biases, leading to discriminatory outcomes based on gender, race, age, disability, or other personal characteristics.

To address these critical issues, this 4-week online training, encompassing 20 learning hours, is designed to provide participants with a deep understanding of AI technologies and their implications in the workplace, specifically focusing on discrimination. It aims to equip HR professionals, managers, policymakers, and other stakeholders with the knowledge and tools needed to identify, understand, and mitigate discriminatory biases in AI applications. By exploring both regulatory and self-regulatory approaches, the training emphasizes the importance of ethical AI practices and promotes the development of fair and inclusive workplaces.

LEARNING OBJECTIVES

By completing this training, participants will:

- Define and explain AI and algorithms in the context of the workplace and the HR function.
- Evaluate the impact and benefits of AI applications in the workplace and employment lifecycle.
- Identify types of biases in AI systems and their implications.
- Explore legislative and self-regulatory approaches to mitigate AI biases and discriminatory practices effectively.

METHODOLOGY

The training will take place in the ITCILO E-Campus, our virtual learning environment, and will include:

- Self-guided interactive reading material;
- Knowledge checks and exercises;
- Peer-to-peer sharing and collaborative activities via the asynchronous learning forum;
- Ten webinar-like sessions over four weeks featuring international key experts;
- Hands-on participatory sessions with facilitator;
- Online tutoring and individual guidance.

Participants will engage in in-depth discussions, practical case studies, and theoretical sessions facilitated by leading professionals in the field. The methodology ensures a comprehensive understanding of AI's role in the HR function, emphasizing practical strategies for implementing fair and ethical AI practices.

CONTENTS

Week 1: Understanding AI in the Employment Lifecycle

This module introduces the basic concepts of AI and algorithms, detailing their functionality and applications in the workplace and within the HR function. Participants will explore how AI is used in the employ in the various stage of the employment cycle, including recruitment, learning and development, workforce planning and termination. They will also evaluate the benefits and challenges associated with these technologies.

Week 2: The Risks of AI in the Workplace: Algorithmic Discrimination

This module delves into the potential risks of AI, particularly focusing on how biases can manifest in AI systems. Participants will learn about various types of discrimination driven by AI, including gender, racial, LGBTQ+, disability, and age-related biases. Real-world examples will illustrate how these biases impact individuals and groups in the workplace.

Week 3: Navigating AI Bias: Regulatory and Self-Regulatory Strategies (Part 1)

This module examines the challenges associated with regulating AI and differentiates between AI-based and human-driven discrimination. Participants will gain insights into the complexities of proving AI-based discrimination and will explore various legislative frameworks addressing AI from the perspective of non-discrimination. This module will also include discussion on the role of social dialogue in mitigating AI risks in the workplace in the AI age.

Week 4: Navigating AI Bias: Regulatory and Self-Regulatory Strategies (Part 2)

This module will focus on self-regulatory measures to ensure responsible and equitable application of AI tools in human resources management. Participants will engage in practical sessions with HR experts who will highlight best practices and strategies for mitigating bias through internal policies and practices. This module also explores methods for designing participatory AI that supports equitable and inclusive outcomes in the workplace.

TARGET AUDIENCE

- Human Resources Officers and Diversity & Inclusion representatives seeking to navigate the ethical challenges of AI integration.
- Legal and Compliance Professionals responsible for ensuring organizational adherence to anti-discrimination laws.
- Government Officials and Policymakers involved in shaping regulatory frameworks for AI governance.
- Employers' and Workers' organizations seeking practical guidance to foster inclusive workplaces.
- Civil society organizations committed to advocating for equitable AI practices.

It equips participants with essential skills to navigate and mitigate biases inherent in AI applications, fostering fair and inclusive workplace environments. No previous knowledge or expertise in AI or algorithms is required to join this training.

LANGUAGE

The course will be delivered in English.

DATES

16 June – 11 July 2025

COST OF PARTICIPATION

€950

APPLICATIONS

The deadline for candidatures is **01 June 2025**

Applications should be submitted online through the website:

<https://oarf2.itcilo.org/DST/A9718010/en>

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

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