

PARTICIPATION IN THE TRAINING IS FREE OF CHARGE. TRANSPORTATION, ACCOMMODATION, AND OTHER LOGISTICAL ARRANGEMENTS WILL BE ORGANISED BY THE COUNCIL OF EUROPE OFFICE IN GEORGIA.

ETHICAL BY DESIGN: INTEGRATING GENDER EQUALITY INTO DIGITAL INNOVATION



CALL FOR PARTICIPATION

DEADLINE: 16 NOVEMBER 2025, 23:59 (TBILISI TIME)

21-22 NOVEMBER 2025 (TWO FULL DAYS)
THE TRAINING WILL TAKE PLACE AT A HOTEL OUTSIDE TBILISI

THE TRAINING WILL BE CONDUCTED IN ENGLISH, WITH SIMULTANEOUS INTERPRETATION PROVIDED.

COUNCIL OF EUROPE



CONSEIL DE L'EUROPE

As digital technologies increasingly shape how people connect, work, and exercise their rights, the ethical awareness of those who design and manage these tools has never been more critical. From algorithmic bias to online harassment and image-based abuse, technology-facilitated violence against women (TFVAW) poses serious risks to equality, dignity, and democracy.

To respond to these challenges, the Council of Europe project on Reinforcing gender equality and implementing GREVIO recommendations to combat violence against women and domestic violence in Georgia, is organising a two-day training workshop for professionals working in the Information and Communication Technology (ICT) sector, aimed at promoting ethical and gender-sensitive approaches in technology design, development, and deployment.

OBJECTIVES

The training will strengthen participants' capacity to:

- Understand the scope, forms, and impact of technology-facilitated violence against women and girls;
 - Recognise and address gender bias and discriminatory outcomes in digital systems and AI tools;
 - Integrate human rights and gender equality principles into all stages of technology development;
 - Contribute to safer, more inclusive, and accountable digital environments.



TRAINING HIGHLIGHTS

The workshop will combine interactive sessions, expert-led discussions, and case studies, featuring international experts in:

- Artificial intelligence, algorithmic bias, and digital ethics;
- Human rights and gender equality in technology;
- Practical tools for applying a gender lens in digital design and innovation.

Participants will gain first-hand insights into key international frameworks, including:

- The Council of Europe Framework Convention on Artificial Intelligence and Human Rights, Democracy and the Rule of Law (2024) - The world's first international treaty on AI, setting clear rules to ensure that artificial intelligence systems respect human rights, democracy, and the rule of law. It promotes transparency, accountability, and oversight in AI development and use, while encouraging innovation that serves the public good.



TRAINING HIGHLIGHTS

- GREVIO's General Recommendation on the Digital Dimension of Violence Against Women (2021) - This recommendation recognises that digital technologies can both empower and endanger women. It calls on states to address online and technology-facilitated forms of violence—such as image-based abuse, stalking, and harassment—through prevention, protection, prosecution, and education measures aligned with the Istanbul Convention.
 - The Istanbul Convention and related Council of Europe standards on equality and non-discrimination - is Europe's most comprehensive treaty to prevent and combat violence against women and domestic violence. It requires states to address the root causes of gender inequality, protect victims, prosecute offenders, and promote equality and non-discrimination in all policies and practices.
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WHO CAN APPLY

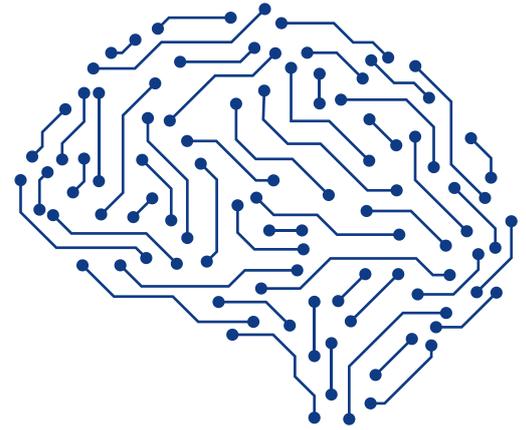
We invite applications from:

- **ICT professionals, engineers, and developers;**
- **AI specialists and data scientists;**
- **UX/UI designers and digital platform managers;**
- **Start-up founders and digital innovators committed to ethical technology and social responsibility.**

**JOIN A DIVERSE GROUP
OF ICT PROFESSIONALS
COMMITTED TO SHAPING
TECHNOLOGY THAT
ADVANCES EQUALITY
INSTEAD OF
REINFORCING BIAS.
TOGETHER, WE CAN
BUILD A DIGITAL FUTURE
GROUNDED IN ETHICS,
INCLUSION, AND HUMAN
RIGHTS.**



ABOUT THE TRAINERS:

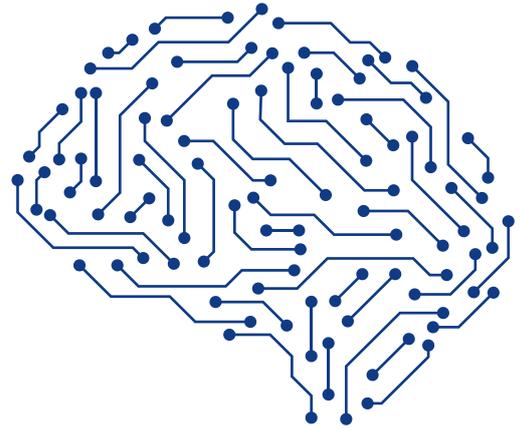


ANDREJ PETROVSKI

Andrej is the Director of Tech at SHARE Foundation, an EDRi member organisation based in Belgrade, Serbia. He holds an MSc in Cyber Forensics and a BSc in Software Engineering.

Andrej has over decade-long experience in digital security and human rights advocacy. He has a deep commitment to empowering different groups, journalists, activists, women, LGBTIQ+, national and other minorities across the Western Balkans, but also across the world.

He has worked with multiple WCSOs in Serbia and the region, mostly on capacity building, training and tool development. Within his work at the SHARE Foundation he has led the technical component on two flagship tools for Cybersecurity and Gender based digital violence, which have been recognised by the relevant communities as effective independent mechanisms for supporting targets of cyber attacks because of their gender or activism.

ABOUT THE TRAINERS:**NATALIA VOUTOVA**

Natalia is the Head of the Council of Europe Office to Georgia and a behavioural scientist. She has been working in the field of governance, fight against discrimination and gender-based violence, as well as children's rights providing a behavioural science perspective. Natalia regularly delivers trainings on these topics in different member states of the Council of Europe.



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ABOUT THE PROJECT

This training is organised within the framework of the Council of Europe project **“Reinforcing Gender Equality and Implementing GREVIO Recommendations to Combat Violence Against Women and Domestic Violence in Georgia.”** The project supports national stakeholders in implementing the Istanbul Convention and the recommendations of GREVIO, with a focus on improving prevention, protection, and prosecution responses to violence against women and domestic violence. It promotes gender equality across all sectors - including the ICT field - by fostering awareness, capacity-building, and multi-stakeholder cooperation to advance women’s rights and ensure a life free from violence for all.