

EAMT 2026

**4th Workshop on Gender-Inclusive Translation Technologies
(GITT 2026)**



Proceedings of the Workshop

June 15, 2026

The GITT organisers gratefully acknowledge the support from the following sponsors.

DVPS Horizon Project



Ghent University





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Message from the Organising Committee

This volume contains the proceedings of the Fourth International Workshop on Gender-Inclusive Translation Technologies (GITT-2026)¹, hosted by the 26th Annual Conference of the European Association for Machine Translation (EAMT 2026)². GITT is set out to focus on gender-inclusive language in translation and cross-lingual scenarios. The workshop brings together researchers from diverse areas, including industry partners, MT practitioners and language professionals. Also, GITT aims to encourage multidisciplinary research that develops and interrogates both solutions and challenges for addressing bias and promoting gender inclusivity in MT and translation tools, including LLM applications for the translation task.

The workshop welcomed four types of contributions: research papers, research communications, extended abstracts and potluck communications. GITT-2026 received a total of 13 novel submissions (8 research papers, 2 extended abstracts, 3 potluck communications) and 2 research communications. Following the review process, 12 submissions received positive reviews, highlighting a continued quality of the submissions received (i.e. GITT-2023 resulted in an acceptance rate of 75%, GITT-2024 and GITT-2025 resulted in acceptance rates of 100%). It is worth noting that the research communications did not undergo the review process as it had previously undergone peer-review at a top-tier conference. The 8 accepted papers have been assigned to oral presentations, while the accepted abstracts have been assigned to the poster session. The research communication and potluck communications, which are not included in the proceedings, are to be presented during the poster session in order to promote dissemination of research aligned with the scope of the workshop.

The accepted papers cover a diverse range of topics related to the analysis, measurement, and mitigation of gender bias in (Machine) Translation, as well as to the investigation of inclusive language. We are glad to attest to the interdisciplinary perspectives and methods represented in GITT submissions. Notably, we observe key trends emerging from this year’s submissions: (i) an increasing use of large language models (LLMs) for bias evaluation and mitigation, (ii) a growing focus on non-binary and gender-inclusive language practices across multiple languages beyond English, and (iii) the application of novel methods — e.g. interpretability tools — to address gender bias.

In addition to the technical programme, we are honoured to have three keynote speakers: Odette Scharenborg (Full Professor of Inclusive Speech Communication at the Delft Inclusive Speech Communication (DISC) group at the Multimedia Computing Group at Delft University of Technology, the Netherlands) presenting on “*Inclusive speech technology: Developing automatic speech recognition for everyone*”; Katta Spiel (Assistant Professor for ‘Critical Access in Embodied Computing’ at TU Wien, Austria) presenting on “*Dynamic Concepts — Static Machines*”; and Sofie Decock (Associate Professor of Applied Linguistics at the Department of Translation, Interpreting & Communication at Ghent University, Belgium) presenting on “*Beyond the binary: Experimental insights into gender-neutral pronouns and inclusive interpreting*”.

We sincerely thank all the people and institutions that contributed to the success of the workshop: the authors of the submitted papers for their interest in the topic; the Programme Committee members for their valuable feedback and insightful comments; the EAMT organizers for their support. Finally, we thank our sponsors, Fondazione Bruno Kessler and the Faculty of Arts and Philosophy at Ghent University for their generous contributions.

We hope you enjoy reading the papers and are looking forward to a fruitful and enriching workshop!

June 2026,

Manuel Lardelli, Beatrice Savoldi, Janiça Hackenbuchner, Luisa Bentivogli, Eleni Gkovedarou, and Joke Daems

¹<https://sites.google.com/view/gitt2026/>

²<https://eamt2026.org/>

Organising Committee

Organising Committee & Workshop Chairs

Manuel Lardelli, Department of Linguistic and Literary Studies, University of Padua, Italy

Beatrice Savoldi, Fondazione Bruno Kessler (FBK), Trento, Italy

Janiça Hackenbuchner, Department of Translation, Interpreting and Communication, Ghent University, Belgium

Luisa Bentivogli, Fondazione Bruno Kessler (FBK), Trento, Italy

Eleni Gkovedarou, Department of Translation, Interpreting and Communication, Ghent University, Belgium

Joke Daems, Department of Translation, Interpreting and Communication, Ghent University, Belgium

Programme Committee and Invited Guests

Programme Committee

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Anna-Maria De Cesare Greenwald, TU Dresden
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Keynote Speakers

Odette Scharenborg, Delft University of Technology
Katta Spiel, TU Wien
Sofie Decock, Ghent University

Keynote Talk

Inclusive speech technology: Developing automatic speech recognition for everyone

Odette Scharenborg

Delft University of Technology, the Netherlands

2026-06-15 09:10:00 – Room: MindLabs, Room: MLZ 1.27

Abstract: Automatic speech recognition (ASR) is increasingly used, e.g., in emergency response centers, domestic voice assistants, and search engines. Because of the paramount relevance spoken language plays in our lives, it is critical that ASR systems are able to deal with the variability in the way people speak (e.g., due to speaker differences, demographics, different speaking styles, and differently abled users). ASR systems promise to deliver objective interpretation of human speech. Practice and recent evidence however suggests that the state-of-the-art ASRs struggle with the large variation in speech due to e.g., gender, age, speech impairment, race, and accents. The overarching goal in our research is to uncover bias in and improve fairness of ASR systems to work towards inclusive speech technology. In this talk, I will present systematic experiments aimed at quantifying, identifying the origin of, and mitigating the bias of state-of-the-art ASR systems on speech from different, typically low-resource, groups of speakers thus developing more inclusive ASR systems.

Bio: Odette Scharenborg is a Full Professor of Inclusive Speech Communication at the Delft Inclusive Speech Communication (DISC) group at the Multimedia Computing Group at Delft University of Technology, the Netherlands. Her research aims to build inclusive speech technology, i.e. making speech technology available for everyone irrespective of how they speak or what language they speak. In her research, she considers technical aspects as well as ethical and societal aspects. Her particular focus is on human and automatic speech processing, child speech, non-nativeness, low-resource languages, atypical speech, and preferably combinations of these. From 2017-2025, Odette was on the Board of the International Speech Communication Association (ISCA), the largest international society on speech science and technology. She served as Vice-president from 2021-2023 and as President from 2023-2025. From 2018-2022, she was a member of the IEEE Speech and Language Processing Technical Committee. In 2025, she was the General Chair of Interspeech 2025, the flagship conference of ISCA and the largest international conference on speech science and technology.

Keynote Talk

Dynamic Concepts — Static Machines

Katta Spiel

TU Wien, Austria

2026-06-15 13:30:00 – Room: MindLabs, Room: MLZ 1.27

Abstract: Researchers and developers in the area of language technologies have recognised issues associated with minority language use, also regarding minority genders. Within the gut instinct of any good computer scientist lies then, of course, the desire to approach the issues productively and provide solutions. These have included algorithmic adjustments, suggestions for pre- and/or post-editing, data expansion (to specifically include marginalised language use in data collection and curation practices) or the synthesis of missing data. All these suggestions are driven by the imaginary of a per-se gender-inclusive utopia. This talk will interrogate this imaginary and present alternative considerations acknowledging the fundamental mismatch between the rigid constraints of any machinistic approach and the dynamic concepts (like gender) governing our social interactions. I encourage the field to reflect on the collective goals we presume and what else we could offer in world that becomes more and more polarised — with no small contribution by language technologies themselves.

Bio: Katta Spiel is an Assistant Professor for ‘Critical Access in Embodied Computing’ at TU Wien. They research marginalised perspectives on embodied computing through a lens of Critical Access. Their work informs design and engineering supporting the development of technologies that account for the diverse realities they operate in. In their interdisciplinary collaborations with disabled, neurodivergent and/or nonbinary peers, they conduct explorations of novel potentials for designs, methodologies and innovative technological artefacts. They received their PhD in 2018 from TU Wien and after a year at KU Leuven, they conducted postdoctoral work as an FWF-Hertha Firnberg Scholar, also at TU Wien. Their work has received several international and national awards, including the SIGCHI 2020 Outstanding Dissertation Award as well as the Förderungspreis der Stadt Wien in der Sparte Mathematik, Informatik, Naturwissenschaft, Technik in 2022 and they were awarded an ERC Starting Grant in 2023. They further serve on the Austrian Monitoring Board on the UN CRPD.

Keynote Talk

Beyond the binary: Experimental insights into gender-neutral pronouns and inclusive interpreting

Sofie Decock

Department of Translation, Interpreting and Communication, Ghent University, Belgium

2026-06-15 13:30:00 – Room: MindLabs, Room: MLZ 1.27

Abstract: Recent calls for gender-inclusive language have focused on enabling reference beyond the gender binary, most visibly through the introduction of gender-neutral pronouns. This talk examines this ongoing shift toward inclusive nonbinary reference through a dual lens: language users' perceptions of emerging gender-neutral pronouns and the practical challenges of implementing gender-inclusive strategies in interpreter-mediated communication. In a first part, I present findings from a series of survey experiments on gender-neutral pronouns in Dutch, French and Norwegian – three languages in which such pronouns have been introduced and (partly) codified relatively recently, in contrast to more established forms such as English singular they or Swedish hen. These languages offer a unique opportunity to study language change in progress and to examine how differences in linguistic structure shape the uptake of inclusive pronominal forms. Across languages, we investigate two central uses of gender-neutral pronouns: specific reference to nonbinary individuals and generic reference to people in general. The studies address speakers' (evolving) familiarity with, attitudes toward and reported use of these pronouns, as well as their effects on text comprehensibility, text appreciation and mental gender representations. The second part of the talk turns to interpreter-mediated interaction, reporting on an intervention study showing that targeted training in gender-inclusive nonbinary language significantly improves interpreting fluency and accuracy. Together, this work provides an evidence-based foundation for discussing future directions of gender-inclusive linguistic practices in professional communication and beyond.

Bio: Sofie Decock is Associate Professor of Applied Linguistics at the Department of Translation, Interpreting and Communication at Ghent University, Belgium. One of her main research interests centers on language and gender beyond the binary, with a particular focus on how gender-inclusive language is used and perceived in professional communication, ranging from newspaper articles to workplace documents and interpreter-mediated interactions. In this work, she takes into account differences in language systems and linguacultural contexts, as well as the perspectives of both L1 and L2 speakers. She is co-editor of the journal *Tijdschrift voor Taalbeheersing* (since 2025), serves as a member of the Standing Committee of the Belgian American Educational Foundation (since 2022), and is also a member of the Erasmus+-funded CLADES network on Critical Language Awareness, Democratic Engagement and Sustainability (since 2024). She previously served as a board member of the Vereniging Interuniversitair Overleg Taalbeheersing (2018–2024). She has obtained FWO–SNF WEAVE funding for a research project on gender-neutral pronouns in Dutch, French and Norwegian.

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Programme

Monday, June 15, 2026

09:00 - 09:10 Opening of the Workshop

09:10 - 10:10 **Keynote 1 - Odette Scharenborg** - Inclusive speech technology: Developing automatic speech recognition for everyone

Oral Presentation

10:10 - 10:30 **Joke Daems, Cynthia Van Hee and Alicia Van Muylem** - Dutch audience perceptions of human and machine-translated pronouns for non-binary referent in subtitles

10:30 - 11:00 Coffee Break

Oral Presentations

11:00 - 11:20 **Chiara Manna, Argentina Anna Rescigno and Eva Vanmassenhove** - Rethinking Gender Annotation for Bias Evaluation in Machine Translation: Can LLMs Improve Reliability?

11:20 - 11:40 **Manuel Lardelli** - From Binary Defaults to Contextual Bias: Translating Queer Morphology with NMT and LLMs

11:40 - 12:00 **Paolo Di Natale, Laura Schlutter, Elena Chiocchetti and Marlies Alber** - Reasoning About Gender: How Source Text Strategies Impact Italian-to-German Machine Translation Beyond the Binary

12:00 - 12:20 **Shushen Manakhimova and Ekaterina Lapshinova-Koltunski** - Can Emotions Signal Gender? Investigating Implicit Cues in Human and LLM Translations of Amazon Reviews

12:20 - 12:30 **Poster Boasters**

12:30 - 13:30 Lunch Break

13:30 - 14:30 **Keynote 2 - Katta Spiel** - Dynamic Concepts — Static Machines

Poster Session

14:30 - 15:00 **Michal Měchura** - The past and future of Fairslator

14:30 - 15:00 **Eleni Gkovedarou, Luna De Bruyne and Joke Daems** - ReGender: Gender-fair Rewriter for English-to-Greek Machine Translation

Monday, June 15, 2026 (continued)

- 14:30 - 15:00 **Sophie Hennuy** - Inclupédie
- 14:30 - 15:00 **Marie Dewulf** - Gender bias in the webcare domain
- 14:30 - 15:00 **Maja Popovic** and **Ekaterina Lapshinova-Koltunski** - How masculine is your product? Analysing gender bias in translated reviews
- 14:30 - 15:00 **Beatrice Savoldi, Giuseppe Attanasio, Eleonora Cupin, Eleni Gkovedarou, Janiça Hackenbuchner, Anne Lauscher, Matteo Negri, Andrea Piergentili, Manjinder Thind** and **Luisa Bentivogli** - Mind the Inclusivity Gap: Multilingual Gender-Neutral Translation Evaluation with MGENTE
- 14:30 - 15:00 **Bethelhem Mamo** and **Hellina Nigatu** - Yeswa-Stories: A Three-Way Parallel Dataset of Female African Figures in Low-Web Data Languages
- 14:30 - 15:00 **Xiaolan Xu, Sara Mendes** and **Yu-Yin Hsu** - A Chinese Challenge Set to Assess Gender Bias in Automated Translation
- 14:30 - 15:00 **Deniz Albayrak** - WinoTR: Evaluating Gender Bias in Machine Translation from a Gender-Neutral Language Using Causal Inference
- 15:00 - 15:30 Coffee Break
- 15:30 - 16:00 **Poster Session (continued)**
- 16:00 - 17:00 **Keynote 3 - Sofie Decock** - Beyond the binary: Experimental insights into gender-neutral pronouns and inclusive interpreting
- 17:00 - 17:00 End of the Workshop