THE GENDER GAP IN ARTIFICIAL INTELLIGENCE

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Summary of Presentation

The recent vast advancement of Artificial Intelligence (AI) is giving an opportunity to develop science and change the world beyond human capabilities. Biggest achievements and highest pays are also following this trend. However, the participation of women in this industry is behind at every step of its' life cycle. A 2019 UNESCO report found that women represent only 29% of science R&D positions globally and are already 25% less likely than men to know how to leverage digital technology for basic uses. As the result of development and usage of AI, the world of work is changing and we should be concerned about its influence on the gender equality gaps.

In November 2021, all 193 UN member states adopted UNESCO's Recommendation on the Ethics of Artificial Intelligence, the first global standard-setting instrument for AI, which includes policies to ensure gender equality in the AI sector. The gender issue is one of the 11 policy areas emphasized in the UNESCO recommendation.

It emphasizes that member states should ensure that human rights and fundamental freedoms of girls and women, ant their safety and integrity are no violated at any stage of the AI system life cycle. Funds should be dedicated to ensure that national gender policies include gender action plan, and encourage girls' and women's participation in science, technology, engineering, and mathematics (STEM). Ensure equal representation and equal pay, encourage female entrepreneurship in AI system life cycle and research in academia while avoiding violence such as harassment, bullying or trafficking of girls and women and under-represented groups, including in the online domain.