

Women4Ethical AI Conference: Advancing Gender Equality in Artificial Intelligence

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Countries Involved

Afghanistan (AFG)	Albania (ALB)	Algeria (DZA)
Andorra (AND)	Angola (AGO)	Antigua and Barbuda (ATG)
Argentina (ARG)	Armenia (ARM)	Australia (AUS)
Austria (AUT)	Azerbaijan (AZE)	Bahamas (BHS)
Bahrain (BHR)	Bangladesh (BGD)	Barbados (BRB)
Belarus (BLR)	Belgium (BEL)	Belize (BLZ)
Benin (BEN)	Bhutan (BTN)	Bolivia, Plurinational State of (BOL)
Bosnia and Herzegovina (BIH)	Botswana (BWA)	Brunei Darussalam (BRN)

Bulgaria (BGR)	Burkina Faso (BFA)	Burundi (BDI)
Cabo Verde (CPV)	Cambodia (KHM)	Cameroon (CMR)
Canada (CAN)	Central African Republic (CAF)	Chad (TCD)
Chile (CHL)	China (CHN)	Colombia (COL)
Comoros (COM)	Congo (COG)	Cook Islands (COK)
Costa Rica (CRI)	Croatia (HRV)	Cuba (CUB)
Cyprus (CYP)	Czechia (CZE)	Denmark (DNK)
Djibouti (DJI)	Dominica (DMA)	Dominican Republic (DOM)
Ecuador (ECU)	Egypt (EGY)	El Salvador (SLV)
Equatorial Guinea (GNQ)	Eritrea (ERI)	Estonia (EST)
Eswatini (SWZ)	Ethiopia (ETH)	Fiji (FJI)
Finland (FIN)	France (FRA)	Gabon (GAB)
Gambia (GMB)	Georgia (GEO)	Germany (DEU)
Ghana (GHA)	Greece (GRC)	Grenada (GRD)
Guinea (GIN)	Guinea-Bissau (GNB)	Guyana (GUY)
Haiti (HTI)	Honduras (HND)	Hungary (HUN)
Iceland (ISL)	India (IND)	Indonesia (IDN)
Iran, Islamic Republic of (IRN)	Iraq (IRQ)	Ireland (IRL)
Israel (ISR)	Italy (ITA)	Jamaica (JAM)
Japan (JPN)	Jordan (JOR)	Kenya (KEN)
Kiribati (KIR)	Kuwait (KWT)	Kyrgyzstan (KGZ)
Lao People's Democratic Republic (LAO)	Latvia (LVA)	Lebanon (LBN)
Lesotho (LSO)	Liberia (LBR)	Libya (LBY)
Lithuania (LTU)	Luxembourg (LUX)	Madagascar (MDG)
Malawi (MWI)	Malaysia (MYS)	Maldives (MDV)
Mali (MLI)	Malta (MLT)	Marshall Islands (MHL)
Mauritius (MUS)	Mayotte (MYT)	Micronesia, Federated States of (FSM)
Moldova, Republic of (MDA)	Monaco (MCO)	Mongolia (MNG)
Montenegro (MNE)	Morocco (MAR)	Mozambique (MOZ)
Myanmar (MMR)	Namibia (NAM)	Nauru (NRU)

Nepal (NPL)	Netherlands (NLD)	New Zealand (NZL)
Nicaragua (NIC)	Niger (NER)	Nigeria (NGA)
North Macedonia (MKD)	Norway (NOR)	Oman (OMN)
Pakistan (PAK)	Palau (PLW)	Panama (PAN)
Papua New Guinea (PNG)	Paraguay (PRY)	Peru (PER)
Philippines (PHL)	Poland (POL)	Portugal (PRT)
Qatar (QAT)	Romania (ROU)	Russian Federation (RUS)
Rwanda (RWA)	Saint Kitts and Nevis (KNA)	Saint Lucia (LCA)
Saint Vincent and the Grenadines (VCT)	Samoa (WSM)	San Marino (SMR)
Sao Tome and Principe (STP)	Saudi Arabia (SAU)	Senegal (SEN)
Serbia (SRB)	Seychelles (SYC)	Sierra Leone (SLE)
Singapore (SGP)	Slovakia (SVK)	Slovenia (SVN)
Solomon Islands (SLB)	Somalia (SOM)	South Africa (ZAF)
South Sudan (SSD)	Spain (ESP)	Sri Lanka (LKA)
Sudan (SDN)	Suriname (SUR)	Sweden (SWE)
Switzerland (CHE)	Syrian Arab Republic (SYR)	Tajikistan (TJK)
Thailand (THA)	Timor-Leste (TLS)	Togo (TGO)
Tonga (TON)	Trinidad and Tobago (TTO)	Tunisia (TUN)
Turkmenistan (TKM)	Tuvalu (TUV)	Türkiye (TUR)
Uganda (UGA)	Ukraine (UKR)	United Arab Emirates (ARE)
United Kingdom (GBR)	Uruguay (URY)	Uzbekistan (UZB)
Vanuatu (VUT)	Venezuela, Bolivarian Republic of (VEN)	Viet Nam (VNM)
Yemen (YEM)	Zambia (ZMB)	Zimbabwe (ZWE)

Executive Summary

The Women4Ethical AI (W4EAI) Conference, held at UNESCO Headquarters on October 30, 2024, marked a pivotal moment in the global movement to advance gender equality within the development and governance of artificial intelligence (AI). The event convened leaders, policymakers, researchers, and advocates to explore the intersection of AI and gender, focusing on how to make AI systems more inclusive, ethical, and representative. Central to the discussions was the presentation of the W4EAI Gender Outlook Study, which highlighted persistent gaps in global AI policy frameworks that largely overlook gender dimensions. The study emphasized that most countries either fail to incorporate gender considerations into their AI policies or do so only superficially. Gabriela Ramos, UNESCO's Assistant Director-General for Social and Human

Sciences, underscored the importance of structural political commitment and dedicated funding to enact meaningful change. A letter of intent was also signed with The Adecco Group to promote gender equality in AI's application in labor markets, reinforcing the commitment to equitable technological development. The conference made it clear that advancing gender equality in AI is not merely a technical challenge but a deeply political and social imperative. It laid the groundwork for future collaborative efforts through the W4EAI platform, aiming to ensure that AI development not only respects human rights but also actively empowers women and fosters inclusive digital ecosystems globally.

Taxonomies

Themes

- **Gender Equality in Tech** (Inclusion & Social Development)
- **Artificial Intelligence** (Technology & Innovation) - Relevance: 0.75
Justification: Artificial Intelligence as a broad theme underpins the entire discussion, providing the technological context for ethical and gender-related considerations, making it strategically important but slightly less central than ethics and inclusion.
- **AI Ethics** (Technology & Innovation) - Relevance: 0.9
Justification: AI Ethics is central to the document as it focuses on advancing ethical considerations in AI development, which is critical for responsible innovation and aligns with the conference's core mission.
- **Gender Equality in Tech (Inclusion & Social Development)** (Inclusion & Social Development) - Relevance: 0.85
Justification: Gender Equality in Tech is a key theme given the conference's focus on women and ethical AI, emphasizing inclusion and social development as strategic objectives to diversify and democratize AI.

Beneficiary Groups

- **Civil Society Organizations** (Civil Society / NGOs)
- **Government** (Public Sector / Governments)
- **Researchers** (Researchers & Academia)
- **Women in Tech** (Women & Girls)

Additional Beneficiary Groups

- woman

Sustainable Development Goals (SDGs)

- SDG 5: Gender Equality
- SDG 9: Industry, Innovation and Infrastructure
- SDG 10: Reduced Inequalities
- SDG 16: Peace, Justice and Strong Institutions
- SDG 17: Partnerships for the Goals

EU Policy Alignments

- Digital Decade
- EU Cyber Strategy
- Global Gateway

- Horizon Europe
- NDICI-Global Europe

Commitments

Commitment 1

Establish equitable AI governance frameworks guided by a gender-focused Rights, Accountability, and Metrics (RAM) approach for inclusive policymaking.

Commitment 2

Operationalize the W4EAI Gender Outlook Study, using its data and findings to shape national AI strategies with gender sensitivity at their core.

Commitment 3

Build cross-sector partnerships, exemplified by the letter of intent with The Adecco Group to integrate gender inclusion in AI-driven labor market reforms.

Commitment 4

Foster political and institutional commitment to embed gender equity in AI policies through budgeting, lawmaking, and institutional capacity-building.

Commitment 5

Scale inclusive digital ecosystems, ensuring ethical innovation benefits all populations, especially underrepresented groups in science and tech.

Commitment 6

Advance international cooperation under UNESCO leadership, supporting long-term policy shifts that empower women globally in digital futures.

Source Files

Filename	Type	Size	Upload Date
Women4Ethical AI Conference: Advancing Gender Equality in Artificial Intelligence	PDF	512.8 KB	2025-06-27