

# WHY YOU SHOULD CONSIDER AI FOR GENDER EQUALITY



Gender-Based Violence



Health Inequalities



Gender Paygap



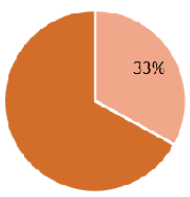
Unpaid Work



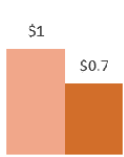
Unequal funding

## FIVE KEY AREAS

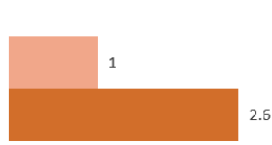
1 in 3 women will experience violence



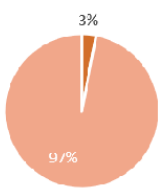
Global gender paygap is 31%



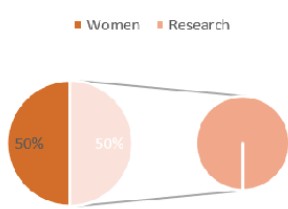
Women do 2.6 times more unpaid work



3% of venture capital goes to women



Women are overlooked in health research



## KEY OPPORTUNITIES

### AI AS AN EMPOWERING TECHNOLOGY

- (1) Finding/receiving relevant information
- (2) Self-help through interactive communication and assessment tools to reflect on the situation
- (3) Getting autonomous help by an application.

### AI TO MAKE THE INVISIBLE VISIBLE

Key opportunities from this perspective focus on:

- (1) Detecting patterns
- (2) Improving decision making

## KEY STAKEHOLDER

Who to engage at what point of time depends on the type of question, amount of resources, and good project management:

- Computer/Data Scientists: Academics and practitioners, with expertise in software engineering, AI/ML, IT security, (etc.)
- Gender study experts by area (e.g. violence, health, etc.)
- Legal/policy experts, and politicians
- Tech-ethicists /philosophers
- Psychologists/sociologists (social sciences)
- Business/economics experts
- NGO's, charities, activists
- People affected by the system: e.g. doctor, patient, administrative staff, victims, police, HR Managers, potential users, (etc.)
- People with knowledge of both AI and the respective area of expertise will be of most value and most hard to find

## KEY CHALLENGES

- (1) Can we ensure accessibility for the user?
- (2) How to ensure stakeholder integration?
- (3) How to assess feasibility: Technically legally, ethically?
- (4) How to assess impact and investment?
- (5) How to deal with limited AI literacy?



## RECOMMENDATIONS

Many already in use AI-based applications exist in the areas 1, 2, and 3, a promising field to invest in prototyping, improvement or new ventures. The areas 4 and 5 lack technical ideas as well as conceptual frameworks, a promising field of innovative research. Next recommended steps, where number (1) and (2) are more about knowledge generation and (3) about implementing/prototyping: (1) Transdisciplinary workshops with written outcomes especially for areas 4,5). (2) Supervised interdisciplinary degree theses (all areas, especially 4,5). (3) Prototyping: Hackathons (especially for areas 1,2,3)

### (1) VIOLENCE

EXISTING APPLICATIONS	FUTURE IDEAS
<ul style="list-style-type: none"> <li>• Safetipin, Sisbot, Spotlight, Traffic Jam - Helping victims of violence and finding human trafficking victims</li> <li>• UrSafe, Nibye—Personal safety app</li> </ul>	<ul style="list-style-type: none"> <li>• Analyses of local risk zones and location tracker</li> <li>• Automated emergency call (domestic violence via IoT device)</li> <li>• Chatbots for further, better education of victims</li> </ul>

### (2) HEALTH INEQUALITIES

EXISTING APPLICATIONS	FUTURE IDEAS
<ul style="list-style-type: none"> <li>• Gracehealth, Bonzun, NaturaCycles, WildAI, Babylon Health, Biobase, WYSA, MyCoach-Connect</li> </ul>	<ul style="list-style-type: none"> <li>• Analyses of doctoral notes for bias in pain diagnosis</li> <li>• Diversify data sets to include women with indigenous background</li> <li>• Chatbots for further, better education</li> </ul>

### (3) PAY GAP

EXISTING APPLICATIONS	FUTURE IDEAS
<ul style="list-style-type: none"> <li>• ComplIQ—Fair Pay solution</li> <li>• Gapsquare—Analyzing pay levels</li> <li>• PAR Platform—Measuring and comparing gender equality/diversity progress in organizations</li> <li>• PIHR—Fair Pay solution</li> </ul>	<ul style="list-style-type: none"> <li>• Track and compare wages in companies</li> <li>• Track and compare promotion opportunities</li> <li>• Automate notification in collaborate with politics to receive incentives</li> <li>• Specific focus on indigenous women</li> </ul>

### (5) UNEVEN FUNDING

EXISTING APPLICATIONS	FUTURE IDEAS
<ul style="list-style-type: none"> <li>• ?</li> <li>• Lack of existing applications but research projects e.g. Rikare II, Alice</li> </ul>	<ul style="list-style-type: none"> <li>• Word analyses of funding decisions</li> <li>• Algorithm as co-decision maker to reduce human bias</li> </ul>

### (4) UNPAID WORK

EXISTING APPLICATIONS	FUTURE IDEAS
<ul style="list-style-type: none"> <li>• ?</li> <li>• Lack of existing applications but research projects e.g. DomesticAI, GenTime</li> </ul>	<ul style="list-style-type: none"> <li>• Track and compare household activities (via IoT Device)</li> <li>• Household robots to take over work load (also with tracking abilities to compare work load)</li> </ul>

**MANY CASES OF HOW AI-BASED TECHNOLOGIES MAINTAIN AND REPRODUCE INEQUALITY** CAUGHT MUCH ATTENTION IN RESEARCH AND PRACTICE LATELY. THE JUSTIFIED FOCUS ON THE DARK SIDE OF AI MAY CAUSE RELUCTANCE TOWARDS EXPLORING **HOW AI-BASED TECHNOLOGIES CAN BE APPLIED TO INCREASE GENDER EQUALITY**. THIS REPORT AIMS TO ADDRESS THE LACK OF SYSTEMATIC **KNOWLEDGE AND INNOVATION TARGETING FIVE SPECIFIC AREAS**.

## METHOD

Twelve expert interviews, one global, three local workshops, and desk research were conducted within the framework of five identified gender equality issues: gender-related violence (1), health inequalities (2), pay gap (3), unpaid work (4) and uneven funding (5).