
WOMEN'S RIGHTS IN AN ARTIFICIAL INTELLIGENCE-DRIVEN WORLD

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ABSTRACT

Women's rights are now one of the most cherished human rights. Earlier women's rights were not given much importance so that for many years, women's rights activists have struggled hard to address the violation of rights and problems faced by women. Subsequently women's right have been recognized as an inalienable human right in both national as well as international level. Technological advancements also helped to a greater extent in protecting the women's rights. As technology have become an essential part of human life, these innovations have transformed the lives of women in this developing world. These technological developments especially Artificial Intelligence technologies have positive and negative impacts on women's rights.

Artificial Intelligence is considered to be the child of fourth industrial revolution. We cannot deny and we have to accept the fact that Artificial Intelligence have become the part and parcel of man's everyday life. And also, we have witnessed many a times how use of Artificial Intelligence contributes to benefiting women's rights that too within the ambit of law. But with immense growth of Artificial Intelligence technology the darker side have been unveiling slowly. Moreover, Artificial Intelligence is an unregulated area which needs to be regulated as soon as possible. Due to this lack of regulation many risks have been embodied or associated with Artificial Intelligence. Biases, Human right violation mainly the rights of the most vulnerable groups especially women and children are some of its outcomes. In this paper I will be analysing the positive and negative impacts of Artificial Intelligence on women's human rights, how Artificial Intelligence empower women, the relevant international documents etc.

“Do not wait for someone else to come and speak for you. It’s you who can change the world.”

– Malala Yousafzai¹

INTRODUCTION

Women’s rights are now one of the most cherished human rights. Great and tremendous strides have been made by their women’s rights movements over many years for the protection and enforcement of rights of women and girls nationally and internationally around the world. But there is still a long way to go. Around the world women are still married as children, they are trafficked, they are forced into labor without pay and forced to sex slavery. They are refused access to education and political participation, and some are trapped in conflicts where rape is perpetrated as a weapon of war.²

Technological advancements have always helped to a greater extent in protecting the women’s rights. Artificial Intelligence is one such innovation. Artificial Intelligence is concerned with the study and creation of computer systems that exhibit some form of intelligence. It is a study of the computations that make it possible to perceive, to reason and to act.³ Once Artificial Intelligence was considered as the subject of science fiction only and it was next to impossible to think of a machine which is at par with human intelligence. However, the last two decades had witnessed the fast development in the field of Artificial Intelligence and now from a dream or a mere science fiction, it has application in all areas of our day-to-day activities. The widespread application of Artificial Intelligence in different areas of science and research in the last two decades were in the process of transforming our society and individuals. The introduction of Artificial Intelligence was mainly meant to reduce the hard work and reach more efficiency level. Human Intelligence aims to adapt to new environments by utilizing a combination of different cognitive processes mean while Artificial Intelligence aims to build machines that can mimic human behavior and perform human-like actions. It is the creation of man to make life easier and simpler. It enhances the speed, precision and effectiveness of human efforts. Artificial Intelligence has brought a tremendous change in the

¹ Malala Yousafzai, is a Pakistani activist for female education and a Nobel Peace Prize laureate.

² Juliana Nnoko, Women's Rights, Human Rights Watch (Aug. 28, 2026), Available at <https://www.hrw.org/topic/womens-rights>. Accessed on 31/08/2026

³ What is Artificial Intelligence?, Available at <https://www.nasa.gov/what-is-artificial-intelligence/>. Accessed on 03/09/2026

quality of life of the human race.

As Artificial Intelligence innovation and its technologies have become an essential part of human life, these have transformed the lives of women in this developing world. However, these technological developments have positive and negative impacts on women's rights. Artificial Intelligence is considered to be the child of fourth industrial revolution. We cannot deny and we have to accept the fact that it has become the part and parcel of man's everyday life. And, we have witnessed many a times, how use of Artificial Intelligence contributes to benefiting women's rights that too within the ambit of law. But with the immense growth of Artificial Intelligence technology the darker side have been unveiling slowly. Moreover, Artificial Intelligence is an unregulated area which needs to be regulated as soon as possible. Due to this lack of regulation many risks have been embodied or associated with Artificial Intelligence.⁴ Biases, Human right violation mainly the rights of the most vulnerable groups especially women and children are some of its outcomes. The article critically examines the positive and negative impact of artificial intelligence (AI) on the human rights of women in global scenario.

IMPACT OF ARTIFICIAL INTELLIGENCE ON WOMEN'S RIGHTS

The help and harm caused by Artificial intelligence what we are witnessing now is only in its early stages of evolution. Any technology when not regulated and allowed to grow exponentially, the probability of its misuse and abuse of the same increases. There are various areas where the possibility of abuse of Artificial intelligence is very high. The area of human rights violation is a significant area which need immediate attention. Though Artificial intelligence mainly works on machine learning, algorithms, data analysis, theses all technologies are created by human brain which is biased and discriminative and hence these prejudices will have reflected in his machines also. But these bias when reflects on a large scale turns into a massive human rights violation. In many ways Artificial Intelligence is helping in the advancement of human rights but also on the other hand it is violating essential human rights. As Artificial Intelligence has a great potential in helping human kind therefore finding a right balance between technological development and protection of Human rights is an urgent matter on which relies the future of society, we want to live in.

⁴Embodied AI: Emerging Risks and Opportunities for Policy Action, Available at <https://arxiv.org/html/2509.00117v2>. Accessed on 04/09/2026

A. Positive Impacts

Artificial intelligence (AI) is touted to have the potential to address some of the human rights issues facing women in the world today.⁵ Women are benefiting directly and indirectly from Artificial Intelligence and its technology these days. Hence women are anticipated to benefit from Artificial Intelligence in the fields of education, health care, environmental management, and good governance, to name a few. If Artificial Intelligence is used ethically and in accordance with human rights principles, it has the potential to improve women's social and economic well-being. The following are some of the potential positive impacts of Artificial Intelligence on women's right.

(a) Artificial Intelligence as a Safeguard: Protecting the Health, Security, and Well-Being of Women:

There are many situations where Artificial Intelligence save women's life. Across the globe, women face systemic vulnerabilities that span clinical oversights, persistent threats to physical safety, and socio-economic inequities. As digital systems increasingly shape our daily realities, artificial intelligence is evolving from a mere tool of automation into a protective safeguard designed to close these historical gaps

Improved Health Care: The improved health care delivery or facility is one such impact. The prevention, identification or diagnosis of every ailment or medical condition at early stage or later helps in saving lives of women by giving them proper and adequate medical services. Access to health care for marginalized and vulnerable women in rural areas would be greatly enhanced if Artificial Intelligence is being used. It helps the health-care providers in providing services and assisting patients in times of need.

Better safety applications using Artificial Intelligence: Use of Artificial Intelligence technology also help in ending human trafficking. It is used to locate victims of trafficking, and tracking criminals and their networks. Moreover, Artificial Intelligence technology also helps women in situations where her safety is at risk and she needs immediate help. There are Artificial Intelligence based applications which help women in such situations.

⁵Human Rights in the Age of Artificial Intelligence, 2018, Available at <https://www.accessnow.org/cms/assets/uploads/2018/11/AI-and-Human-Rights.pdf>. Accessed on 08/02/2025

For example, “Sawdhaan”⁶ is India’s first Artificial Intelligence based application which help the women in distress. These are some of the important impacts of Artificial Intelligence on women’s right to life.

(b) Social, economic and digital inclusivity of women:

Artificial Intelligence with the appropriate ethical standards can be used in enabling the social and economic rights of women. Artificial Intelligence (AI) holds transformative potential for advancing the social, economic, and digital inclusivity of women by dismantling structural barriers and democratizing access to capital, education, and public space. Economically, AI-driven fintech solutions and alternative credit scoring mechanisms are expanding financial inclusion for unbanked women; for example, AI algorithms analyzing alternative data allow platforms to offer personalized microloans and insurance tailored to female entrepreneurs.⁷ Already the Internet, digital platforms, mobile phones, and digital financial services, offer “leapfrog” opportunities for all and can help bridge the divide by giving women the possibility to earn (additional) income, increase employment opportunities, and access knowledge and general information⁸. In the agricultural sector, initiatives like India's AI4AI program⁹ leverage machine learning to provide rural women farmers with real-time insights on soil moisture and climatic conditions, directly enhancing their productivity and economic autonomy.¹⁰ Digitally, AI is bridging the gender literacy gap through adaptive learning platforms and skill-building programs like I-Saksham,¹¹ which train women in technology-driven competencies. And with the combined use Artificial Intelligence

⁶ Sawdhaan, India’s First-Ever Ai-Enabled Women Safety App. Sawdhaan is a pioneering AI-driven personal safety app developed for women in India. It integrates hyper-local community alerts, real-time GPS tracking, and an AI-powered credibility check system to verify threat reports and coordinate swift emergency responses.

⁷ How New Technology Is Creating Opportunities-and Challenges-for Women Customers, Available at <https://www.womensworldbanking.org/insights/how-new-technology-is-creating-opportunities-and-challenges-for-women-customers/>. Accessed on 28/01/2026

⁸ Bridging The Digital Gender Divide, Available at <https://www.oecd.org/digital/bridging-the-digital-gender-divide.pdf>. Accessed on 01/09/2026

⁹ The Artificial Intelligence for Agriculture Innovation (AI4AI) initiative, launched by the World Economic Forum in 2021, aims to transform India's agriculture sector by scaling AI and deep-tech solutions to enhance farm productivity and sustainability. A core pillar of the AI4AI program is empowering women in agriculture. Through partnerships with organizations like Maharashtra’s MAVIM, the initiative equips over a million women in Self-Help Groups (SHGs) with precision agritech tools, enabling them to access real-time farming data, bypass inefficient supply chains, and even generate alternative income as last-mile digital service providers.

¹⁰ Influence of AI on Women Empowerment, Available at <https://www.smilefoundationindia.org/blog/influence-of-ai-on-women-empowerment/>. Accessed on 04/05/2026

¹¹ The I-Saksham Education and Learning Foundation is a civil society initiative focused on cultivating grassroots female leadership in marginalized regions of India, notably Bihar. The organization leverages an "edu-leader" fellowship model, simultaneously addressing educational deficits in local government schools and empowering young women to act as localized agents of socio-economic and gender transformation.

technologies the scope and ambit increase it enables the full social and economic participation of women. This enriches women and their families, so improving people's lives and the well-being of society.

(c) Better education and employment opportunities for women:

If Artificial Intelligence is used without bias the better or higher education can be made possible to women. It can also increase better employment opportunities. For example, when you go to an interview, perhaps for a technical job, and they see you as a woman, your chances of being chosen drop dramatically, even if you have the necessary qualifications. However, Artificial Intelligence technology that evaluates job candidates without asking about their gender or other affiliations could help to achieve gender equality. It will increase the participation of women in almost every field.¹² This is also true in the field of biases and where women can enroll in prestigious colleges without the interference of human biases, and even pursue higher study with the assistance of Artificial Intelligence. Women, in particular, could benefit from AI-based online or video-based upskilling and courses that can assist them better utilize digital technologies and extract more value from them. Better educational facilities and learning platforms assist and promise a more prosperous and self-sufficient future generation of women.

(d) Women empowerment through Artificial Intelligence:

Women can benefit from disruptive technology by being able to access new or better types of work, or by ensuring that women entrepreneurs have equal access to and compete with the same tools as men. Artificial Intelligence can foster women entrepreneurial skills. Many sectors that were previously dominated by men are converging as a result of developments in artificial intelligence, drawing many excellent female leaders. We can see how glass ceilings being shattered, and how they may soon vanish. The use of Artificial Intelligence tools helps match women and men in an equal manner in all fields and this ensures women empowerment.

¹² Artificial Intelligence and gender equality, Available at <https://www.unwomen.org/en/articles/explainer/artificial-intelligence-and-gender-equality>. Accessed on 05/09/2026

B. Negative Impacts

Although women felt that the use of AI technologies could help them exercise and enjoy their social, political, cultural and economic rights both online and offline.¹³ While AI can promote to women's rights, a major concern was that technology could lead to violations of rights such as privacy, discrimination, gender equality, etc. which would aggravate existing disparities. To address this threat, adequate legislations and regulations need to be implemented. The following are some of the potential negative impacts of Artificial Intelligence on women's right.

(a) Discrimination:

Facial or speech recognition software, in general, can be used to spy on and identify women, as well as to discriminate against them. Disinformation, as well as political and socio-economical propaganda, can be developed and propagated using artificial intelligence (AI). These activities are typically targeted at women and other vulnerable persons. Another big problem in an increasingly digitalized world is the plethora of issues concerning women's online safety. Online harassment, stalking, sexual predation, and even fake power have all increased. The face of one individual can be superimposed on pornographic photos or even films using a variety of tools and apps. Harmful behavior, sexist remarks, and violence against women, such as instances of (sexist) hate speech or the use of lifelike "deepfake" videos and images" also occur online, disproportionately affecting young women and girls, women journalists, politicians, public figures and women human rights defenders.¹⁴

(b) Gender Bias and inequalities:

Artificial Intelligence technologies are programmed to respond to what humans instruct them. If human biases (conscious or unconscious) are injected into a system, the result will necessarily be prejudiced or biased. For example Artificial Intelligence employed in recruiting could increase bias and discrimination against women based on factors such as gender, race, and ethnicity, among others. Biased data's that are fed into the Artificial Intelligence systems is the source of risk. Artificial Intelligence has the ability to close the

¹³Sida., Gender and ICT. (Gender Toolbox Brief). 2015, Available at <https://www.sida.se/contentassets/3a820dbd152f4fca98bacde8a8101e15/gender-and-ict.pdf>

¹⁴ Preventing and Combating Sexism, Available at <https://rm.coe.int/prems-055519-gbr-2573-cmrec-2019-1-web-a5/168093e08c>. Accessed on 28/08/2026

gender and leadership disparities in the workplace by eliminating bias in hiring, evaluation, and promotion choices; assisting in the retention of female employees; and, perhaps, intervening in everyday interactions that affect employees' feelings of inclusion. Gender stereotypes continue to limit women's advancement at work, but there are companies which claim to have built artificial intelligence systems that can assist to break down biases in recruiting and promotion, giving female candidates a better opportunity. The Gender equalities in workforce cannot be achieved merely through reservations or quota system. Women must be fairly represented in business, industrial, and policy decisions if significant progress on gender equality is to be realized.

(c) Surveillance, Privacy and data protection:

Many international instruments support freedom of movement, and many governments have also recognized it as a fundamental individual right. The ability of Artificial Intelligence to limit this right is directly tied to its use for monitoring or surveillance. Law enforcement agencies can use Artificial Intelligence such as facial recognition to monitor the women activists who provide dissenting views to government. This may also violate the rights of women such as freedom of expression, opinion, movement, assembly, privacy and data protection.¹⁵ The conflict between the benefits of AI technology and the risks it poses to our human rights is particularly visible in the area of privacy. Privacy is a basic human right that must be respected in order to live in dignity and security. Large amounts of personal data are collected, with or without our knowledge in the digital world, particularly when we use applications and social media platforms, and can be used to profile us and make predictions about our behavior. We contribute information about our health, political beliefs, and family life without knowing who would use it, why, or how. Because Artificial Intelligence is viewed as a positive advancement in modern society, the lack of strict Data Protection rules creates a society that is ready to be digitally exploited, particularly the weaker groups in society such as women and children. Anyone can openly intrude into the lives of the citizens and easily infringe on human rights because there is little regulation or accountability.

Navigating this duality where artificial intelligence emerges simultaneously as an unprecedented engine for empowerment and a potent amplifier of systemic bias requires

¹⁵Human Rights in the Age of Artificial Intelligence, 2018, Available at <https://www.accessnow.org/cms/assets/uploads/2018/11/AI-and-Human-Rights.pdf>. Accessed on 08/02/2025

moving beyond isolated case studies to a broader normative framework. While localized applications offer life-saving healthcare and enhanced safety, the cross-border nature of digital technologies means that the vulnerabilities women face, from algorithmic exclusion to digital violence, are inherently global. Reconciling these competing forces demands robust, coordinated oversight rather than fragmented national responses. This tension has prompted the international community to shift focus toward multilateral governance, treating AI not merely as a commercial tool, but as a critical frontier for human rights. Consequently, global institutions have stepped in to benchmark standards, assess cross-jurisdictional risks, and establish binding ethical principles.

INTERNATIONAL ASPECTS OF ARTIFICIAL INTELLIGENCE AND WOMEN'S RIGHT

Women's rights have been at the heart of a series of international conferences that have produced significant political commitments to women's human rights and equality.¹⁶ There are many international human rights treaties, which deals with the core international human rights instruments. These included, E.g., International Covenant on Civil and Political Rights (ICCPR), International Covenant on Economic, Social and Cultural Rights (ICESCR), Universal Declaration of Human Rights (UDHR), Charter of the United Nations, Convention on Prohibitions or Restrictions on the Use of Certain Conventional Weapons Which May be Deemed to be Excessively Injurious or to Have Indiscriminate Effects (and Protocols), and the European Convention for the Protection of Human Rights and Fundamental Freedoms etc. Women's human rights protection was also included in these documents.

International human rights treaties lay down obligations which their signatories are bound to respect and fulfil; States must refrain from interfering with rights and take positive actions to fulfil their enjoyment. While, none of them currently explicitly apply or mention 'artificial intelligence/AI or machine learning', their broad and general scope would cover most of the issues and challenges identified. In many cases, the affected principle is clear and obvious in others not so and needs to be drawn attention to. Out of the affected human rights principles, widely prevalent in AI legal discussions, are the right to privacy and data protection (this is very prominent in Europe) and non-discrimination. Discussions also abound on the

¹⁶ Women's Rights are Human Rights, Available at <https://www.ohchr.org/Documents/Events/WHRD/WomenRightsAreHR.pdf>. Accessed on 25/07/2026

equality and access to justice. The remaining affected principles have been discussed but could benefit from much more airtime and future legal research.¹⁷

(a) UNESCO's Report on Artificial Intelligence and Gender Equality¹⁸:

UNESCO initiates a discourse to explore some major discoveries on gender discrimination caused by AI through machine learning in its recommendation report, which includes a broad summary of the present facts and expert comments, as well as a proposal for an action plan. The paper begins with an introduction that focuses on contemporary AI risks to gender equality, particularly as a result of AI-powered recruitment processes and equal competitive opportunities with males. UNESCO, on the other hand, claims that AI holds the key to eliminating these barriers and has the ability to make beneficial changes, but emphasizes that genuine progress on gender equality must begin with legislative, corporate, and industry decisions. The goal of UNESCO's report is to identify issues, challenges, and best practices in order to overcome gender biases in AI devices, data sets, and algorithms; (ii) improve the global representation of women in technical roles and boardrooms in the technology sector; and (iii) create robust and gender-inclusive AI principles, guidelines, and codes of ethics within the industry. The research also includes suggestions for how to incorporate gender equality considerations into AI principles. It also provides advice on how to put gender equality and AI concepts into practice for the public and corporate sectors, as well as civil society and other stakeholders. In order to strengthen gender equality in AI principles, the proposed proposals place some weight on stakeholders like as gender activists, practitioners, governments, and academia. To ensure everyone's participation, collaborative work and action are needed to raise public awareness among society, the gender equality community, and the AI industry on the positive and negative implications of AI for girls, women, and gender non-binary people. It's also thought that increased awareness will encourage public and stakeholder participation in AI governance. Other required actions set forth by UNESCO include encouraging the development of AI applications that do not perpetuate bias or negatively impact girls and women, but rather respond to their needs and experiences; establishing funding mechanisms for participatory AI, access to AI, and AI education for girls and women; promoting diversity

¹⁷ Rowena Rodrigues, Legal and human rights issues of AI: Gaps, challenges and vulnerabilities, *Journal of Responsible Technology*, Volume 4, 2020, 100005, ISSN 2666-6596, available at <https://doi.org/10.1016/j.jrt.2020.100005>. Available at <https://www.sciencedirect.com/science/article/pii/S2666659620300056>

¹⁸ Artificial Intelligence and Gender Equality, available at <https://unesdoc.unesco.org/ark:/48223/pf0000374174/PDF/374174eng.pdf.multi>

and equality through hiring, supply chain, and related practices; and contributing to the collection of sex-disaggregated data.

(b) Sustainable Development Goal Number 5:

The Sustainable Development Goals, often known as the Global Goals, are a set of 17 interconnected global goals aimed at providing a “blueprint for a better and more sustainable future for all”. The United Nations General Assembly established the Sustainable Development Goals (SDGs) in 2015, with the goal of achieving them by 2030. Sustainable Development Goal number 5 aspires to provide equal rights and opportunities for women and girls to live free from discrimination, including workplace discrimination and violence. This goal can be achieved with the help of unbiased, transparent and accountable Artificial Intelligence technology.

(c) Document A/HRC/62/48:

This is a report of the Working Group on discrimination against women and girls (Women’s and girls’ rights and artificial intelligence and related digital technologies). The Document A/HRC/62/48, which was authored by the UN Working Group on discrimination against women and girls was presented at the 62nd session of the Human Rights Council in June 2026. It provides a critical, rights-based examination of the intersection between emerging digital technologies and global gender inequality.¹⁹ The report’s central thesis warns that artificial intelligence, when deployed without proactive, gender-responsive governance, risks not only replicating but exponentially deepening existing structural inequalities and amplifying cyberviolence against women and girls. By shifting the regulatory focus from retroactive harm mitigation to systemic accountability such as embedding “safety by design” into platform infrastructure, mandating algorithmic auditability, and enforcing systemic risk obligations the Working Group challenges the tech industry’s prevailing paradigm of reactive moderation.²⁰ In short, the report is a vital contribution to feminist legal theory and technology governance; it successfully frames algorithmic regulation as a fundamental human rights imperative and underscores the urgent need to integrate intersectional, gender-aware contexts directly into the

¹⁹ Available at <https://hrc62session.sched.com/event/2PaJX/item-3-id-with-wg-on-discrimination-against-women-and-girls-contd>. accessed on 03/09/2026

²⁰ Available at <https://internet.exchangeoint.tech/can-tech-prevent-and-combat-cyber-violence-against-girls/>. Accessed on 03/09/2026

technical standards and infrastructure of the digital ecosystem.

As AI technology advances, there will be more legal difficulties, vulnerabilities, and human rights implications that will require more monitoring and investigation. Data-driven innovation and intelligent machines that complement and/or replace human and human talents will propel technological advancements forward. At the moment, artificial intelligence (AI) is at the forefront of talks, but we expect this to change as technology convergence and new advancements occur, necessitating new discussions as new unique legal and societal challenges arise. Hence International level interventions are very essential.

CONCLUSION AND SUGGESTIONS

Women's right have been recognized as an inalienable human right in both national as well as international level. Women's responsibilities, interests, careers, and lives can be restructured and reinvented due to AI and other innovations. AI could also support their political, social, cultural, and economic rights. Nonetheless, if legislative and regulatory frameworks are not updated to match the current AI regime, many AI initiatives in the pilot stage may end up doing more harm than good to women's rights. Women's rights such as privacy, equality, health, and education, among others, are likely to be violated by AI, which are all recognised as human rights and are enshrined in practically every country's constitution. In the long run, AI could exacerbate the existing digital divide and digital inequality that women face in any country.

Increased transparency and accountability in AI decision-making processes, as well as civil society's power to question the use of new technologies in society, are critical. Investment in public awareness and education programmes, which would assist communities learn not just about the operations of AI, but also about its impact on our daily lives, should also be supported. Civil society's ability to advocate for openness and accountability in the deployment of AI will improve more inclusiveness of women. Women will also be better informed about various AI deployments and will be able to assess the risks that these AI technologies may pose to their rights. The government should examine current policy frameworks, such as the ICT Policy, to ensure that they are in sync with the new wave of AI technologies being implemented in the country. To implement AI technologies that benefit all citizens, particularly women, the government should develop public-private partnerships with the commercial sector and academics. According to the government's affirmative action plan, more young women should

enrol in AI technology and other science, technology, engineering, and mathematics (STEM) graduate courses at our institutions and colleges.

Women's and girls' human rights are better understood and pushed for these days, but they must be a reality for every woman and girl. There will be no discrimination. There are no infringements. There are no violations no exceptions. Human rights will continue to be jeopardised in this technology era unless proper measures are implemented to safeguard the interests of human society.

Suggestions/Action Plan

- The government should adopt an AI policy that emphasises women's contributions. Women from all around the world need to be connected.
- The government, the commercial sector, and civil society organisations should collaborate to develop data protection legislation, rules, and standards. Should Access to digital tools for women that is improved, safer, and cheaper.
- To ensure openness and accountability, the government should deploy AI initiatives in a public-private partnership model.
- Before AI technologies are used in the country, human rights risk assessments should be done.
- Funding and incentivizing local women AI inventors must be established through regulatory or policy frameworks.
- Women's participation in AI training and research should be encouraged. Examine the reasons for the growing gender gap in internet usage and find its possible solutions
- Affirmative action is required to ensure that more women engage and enroll in higher education.