Innovation and technological change, and education in the digital age to achieve gender equality and the empowerment of all women and girls

The process of expansion of information and communication technologies (ICTs), of which the internet is its most relevant expression, promoted at a global level a profound and accelerated change, still underway, in the processes of knowledge production, finance, learning, socialization, communication, work, production, provision of services to citizens, creation and collective organization and forms of representation. In the context of the coronavirus pandemic and face-to-face restriction measures, they have proven essential to maintain key activities such as the economy, health, education and training, social protection, government, entertainment and the link between people.

The development of ICT development responds to the needs and interests related to the economic and social sphere. In this sense, it is presented as a possibility of reproduction and consolidation of the current economic, social, political and cultural order, while enabling resistance and appropriation of goods by subjects and groups that participate in the struggle for democratization, inclusion and diversity in new environments; among them, feminist collectives, women's groups, trade unions, rural and peasant women, LGBTQI+ collectives, people with disabilities and youth among others.

Since the pandemic, there have been major changes in public perception of the role that digitalization and large tech companies play in our societies and democracies. Claims that the expansion of digital technology was both inevitable and desirable no longer hold up widely. The role of technologies in manipulating democracy, its enormous market power, the tendency towards deregulation, the facilitation of the intensity and precariousness of work, the mistreatment of working people, tax evasion, the exacerbation of gender inequalities and other inequalities, the massive gains during the pandemic, The impact on the mental health of women, children and adolescents and the unregulated use of algorithmic decision-making has permeated every area of people's lives in unwanted ways. (Public Services International)

As we said in previous statements, the diversity of women and girls in Latin America and the Caribbean continue to live in the most unequal region in the world and we are subjected to a development model that is incompatible with the sustainability of life and the environment, as well as to discriminatory, violent patriarchal patterns of privilege of the masculine that   are at the base of the disadvantageous and unjust situation. in multiple aspects of the lives of women and girls in all their diversity and gender dissent.

This context of inequality explains and on which the multiple gaps in relation to ICTs and technological change develop. Latin America and the Caribbean is the region where technological inequality is greatest in the world, and this has worsened and become even more visible.

more with the economic and social impacts of COVID-19. (SELA, 2021) [1]. Gaps that highlight what is missing for the achievement of the 2030 Agenda, Gender Equality, the empowerment of women and girls, reducing inequalities, building resilient infrastructures and fostering innovation.

An inclusive, participatory and egalitarian society will only be achieved if the policies to promote it synergistically and creatively relate the transformative realities and potentialities of ICTs and technological change with other resources essential to achieving social, climate and gender justice. Among them: the economic autonomy of women in all their diversity, access to social protection, the expansion of opportunities, the reconstruction of the social organization of care, the eradication of violence against women and children in all its forms, the full recognition of sexual and reproductive rights, political participation and decision-making, the safety of human rights activists, knowledge of rights and the exercise of citizenship in the "analogue" world.

This document, from the diversity of voices of groups, organizations, NGOs and networks of women and feminists in the region, presents priorities and recommendations that we consider necessary and urgent to address innovation, technological change, education in the digital age in perspective of achieving gender equality and the empowerment and autonomy of the intersectional diversity of women and girls.

1- Inequalities and gaps

In 2022, according to Internet World Stats estimates (2022), in Am+erica Latin America and the Caribbean around 75% of the population uses the internet; in a framework of accelerated growth of its use during the pandemic. However, the Internet penetration rate [2] within the region is uneven; in the countries of the South the rate reaches 84.6%, in the Caribbean it is 67.1% and in Central America 78.7%; in contrast, in the countries of North America where it reaches 93.4% of population.

In the Americas, young people between 15 and 24 years old who use the internet exceed by 15pp the population included in the rest of the age groups (ITU, 2021). The difference in Internet users between urban and rural areas is significant in most countries of the region; in 2018, on average, this difference reached 25 percentage points in favor of the urban population, and in some countries it reached 40 points (ECLAC, 2021) In this sense, the possibility of access to digital space depends on the different and multiple realities that are experienced in the region; for example, for example, being a woman, an indigenous person, a person from the LGBTIQ+ community, living in a rural environment, belonging to low socioeconomic strata, among others, are factors that increase the digital divide between the Latin American and Caribbean population (RedLac, 2021).

The Internet, whose access has been considered a human right by the UN in 2011, was created and managed from a heteronormative, capitalist and hegemonic perspective, like most of the digital platforms that are accessed daily. The interaction in digital spaces, for the diversity of women and girls in the region happens under norms and standards established mostly by white, cis, heterosexual men, generally from the global north. (RedLac, 2021) In the region, less than a third of the most popular websites are local. (ECLAC, 2021)

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[1] https:// www.sela.org/es/prensa/servicio-informativo/20211109/si/76703/internet
[2] Measured, without adjustment, as a percentage of the total population of a given country or region that uses the Internet. Internet users are defined from the person's availability to an Internet connection point, and from the possession of the basic knowledge necessary to use web technology.

The development and use of Artificial Intelligence (AI) presents a similar condition. Its developers try to present it as neutral and objective, but in some situations it has served to support discriminatory public policies.

AI, as a technology that makes predictions based on the automatic detection of data patterns, is increasingly used by states as an algorithmic decision-making tool to determine the distribution of goods and services, including social goods and services. Although it can be a valuable tool for development, the datification (*big data*) associated with AI arises from an unfair and discriminatory world, and from that perspective feeds automated systems. (Peña and Varón, 2019) The increase in digital monitoring and surveillance that deatifies them is at the basis of the commodification of women's sexual and reproductive health and violates their human rights. (Public Services International, 2019) Protecting personal data is one of the most important tasks in a surveillance capitalism that advances by dint of extracting, processing, analyzing and selling data; that overwhelms fundamental rights through the use and abuse of information constructed from personal data made by large companies and corporations. (Foundation Federich Ebert, 2022)

The region as part of the Global South and the diversity of women and sexual dissidents is excluded from decisions regarding the democratic governance of AI systems; whose development is permeated by colonialism, racism, sexism and ableism; against which feminism, the women's movement and other groups in situations of inequality such as peasants and indigenous people, people with disabilities, older women, migrants, among others, have historically mobilized.

The pandemic created a rapid increase in the practice and acceptance of remote work. This evidenced the vulnerability to which these changes are exposed to workers in contexts of recession; They also showed negative effects on them, predominantly women, with unpaid care burdens and exposed to domestic violence. (Public Services International[1])

The Alliance for Affordable Internet (A4AI) proposes the concept of meaningful connectivity as enjoyed by those who have 4G-like connection speeds on a smartphone they own, use daily and have an unlimited data access point somewhere like home, work or a place of study. (A4AI, 2022)

Access to a cell phone and internet connection are important for the participation of women's diversity in rural life. It has been demonstrated that telephones can be a means to combat the inequality of which women are victims, since they contribute to participation in decision-making spaces, organizational efforts, the expansion of knowledge and inclusion in collective economic and social processes. (Oxford University, IICA, IDB, IFAD, 2020) The same applies to urban women. The promotion of access and use of mobile phones, PCs and the internet should consider that, in rural areas, girls have a later contact than boys with technologies and present less incentives for the use of devices. (IDB, IICA and Microsoft, 2021).

In the region, by 2021, only 16.8 out of every 100 people had fixed broadband; Fixed broadband subscriber penetration was 13% of the population, while mobile broadband penetration was 73%, both in 2019. 95% of the population had 3G mobile network coverage in 2019 and 88% 4G

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mobile network coverage and only 67% were internet users. (ECLAC, 2021). However, in the Americas, 22% of the rural population is not covered at all and another 4% is covered by 2G alone (ITU, 2021). The difference between network availability and internet use indicates that access to and enjoyment of technology is not just about digital infrastructure.

Mobile phone ownership recognizes for the Americas, according to ITU (2021) gender parity; However, in 17 of the 23 countries in the region, fewer women report owning cell phones compared to men; Rural women with low schooling are the least "connected". It also varies according to rural/urban divide, as gender and place of residence interact and disadvantage rural women. (Oxford University, IICA, IDB, IFAD, 2020)

The skills and capabilities of using ICTs differ in the region. In selected countries, in 2019, less than 40% of the population has basic computer skills; less than 30% possess intermediate skills; and less than 25% have more advanced skills[2]. (ECLAC, 2021) Rural women and girls are at a disadvantage compared to urban women; This shows that the gap in opportunities for access, learning and use leads to an unequal skill floor. (IDB, IICA and Microsoft, 2021).

The intersectional gender perspective is absent in the digital ecosystem and in ICT-related developments. Despite the efforts of different agencies and governments to generate and disseminate evidence in relation to digitalization and the gender issue, the scarce availability of information disaggregated by sex and gender, age, urban or rural location, ethnicity, socioeconomic level, educational level, functional capacity, among others, is alarming. Knowing the heterogeneity of women and girls allows us to understand the intersectionality in the inequality of access, use and quality of ICTs and digital services faced by women and girls in all their diversity; and to formulate appropriate evidence-based policies. (Gillwald & Partridge, 2022).

2- Adverse contexts in the analogue and digital worlds

The presence of conservative and new right-wing forces in the region, which promote a strong anti-rights movement based on religious and political fundamentalisms, put at risk democracies, institutions and gender policies, as well as advances in legislative matters; and constitute a threat to the exercise of human rights of the intersectional diversity of women and girls, gender dissidents and the LGBTIQ+ population.

In the *offline* space, economic and social disputes over resources and wealth put at risk the lives and personal security of women human rights defenders, especially those who advocate for the defense of the environment, respect for indigenous lands and properties and access to natural resources necessary for life. (Global Witness, 2021). Also, those of activists and defenders of sexual and reproductive rights, this is very serious in El Salvador; There women suffer exclusion, persecution and imprisonment due to the absolute criminalization of abortion in the country.

The digital space is where the movement opposing the human rights of the diversity of women

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[2] **Basic**: Copy a file or send an email with a file. **Intermediate**: Use a basic arithmetic formula in a worksheet; create electronic presentations with presentation software; and transfer files between computers and/or devices. **Advanced**: Connect and install new devices and find, download and install software

and girls and gender equality is deployed. The growing recognition of these represents a change in the cis-hetero patriarchal power structures on which inequalities of women and girls and LGBTIQ+ people are based and generates debates and mobilizations with threats, harassment and other expressions of violence. Hate speeches that combine homophobia, racism, sexism, antifeminism, reinforcement of stereotypes that wield the rejection of "gender ideology" find in the space of social networks a privileged environment to express themselves. (Bonet i Martí, 2022). This not only limits the participation and prevents the right to free expression of activists and women and young defenders of their rights, but sometimes happens to the offline world; and in both affects their health, personal safety and life.

3- Under-representation of women's diversity in science and technology-related training and work

The low participation of women in the management of the internet, programs and applications of daily use and in the development and democratic governance of AI, has a direct relationship with their underrepresentation in training and work in science and technology. It begins at the initial levels of education; Where education retains sexist traits, promotes different skills and interests in girls and boys. Girls perform better in reading tests, while boys do better in mathematics, this is accentuated at the end of the basic level and increases in higher education. In the region, female enrollment in higher education exceeds that of men, but women remain a minority in Science, Technology, Engineering and Mathematics (*STEM*) majors. They concentrate on the social sciences and certain areas of the natural or medical sciences and are a minority in the field of engineering, industry and construction, and in **information and communication technologies**. (UN Women, 2020)

The region is promising on gender parity in research; However, women face challenges in entering, remaining and moving up in the scientific field. Thirteen countries in the region reached parity or are on track to do so, [3]Venezuela achieved 60% of women researchers but in Chile, Mexico and Peru still represent less than 34% of researchers. Parity is diluted in scientific publications, especially in physics, chemistry and engineering or affiliation to academies of sciences; in which the participation of women is significantly reduced. (UN Women, 2020). Underrepresentation in training extends to the world of work, although women have more access to higher education, this does not guarantee them access to better paid jobs, there are lower returns for greater education. (NGO CSW LAC, 2020).

The sexist bias present in education is shared by the norms of raising children, two factors are added that explain the lower participation of women in the [9] fields of R + D, research in science and technology and jobs in the sector related to STEM:

- The unfair social organization of care, which gives women the greatest responsibility without guaranteeing co-responsibility or the provision of public services that allow them to reduce their participation. There are some government responses with still insufficient results from national

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[3] Argentina, Cuba, Guatemala, Panama, Paraguay, Trinidad and Tobago and Uruguay have reached it; and Costa Rica, Ecuador, Honduras, El Salvador, Bolivia and Colombia are heading towards it.

care systems.

- The male predominance in the power structure of science that does not value in the same way the production of knowledge generated by women. (UN Women, 2020). Predominance that extends to companies and organizations related to the digital ecosystem.

4- Digitalization, inequalities and women's and girls' access to social services, e-commerce and the internet

The COVID-19 pandemic imposed that some sectors of the population "moved" their daily lives to the digital space, this showed the restriction of access to social and health services, employment and work, especially for women and girls. Digital transformations in the world of work, including remote and hybrid work, are extending and intensifying working hours and raising psychosocial, physical and mental health risks. (Public Services International, 2019)

The relationship of women and girls with public services such as education, social protection, care and health, and with support groups and networks was restricted by the digital divide both in terms of access to infrastructure and the availability of digital skills; Also, of multiple and "naturalized" barriers of access, pre-existing in the *offline* world, that affect women and girls from groups in vulnerable situations; such as those with disabilities, indigenous peoples or Afro-descendants. (NGO CSW LAC, 2020). Despite some government efforts to improve and ensure coverage, difficulties remain; revealing that inequality gaps are structural.

The digital divide was aggravated, not only by the "disconnected" population but because the use of the internet in a large part of the households that access it is limited to communication tools and social networks. Estimates made on a composite index of digital home resilience — calculated on the use of the Internet to download health and education applications, conduct e-commerce operations and the use of fintech — indicated that households in the region are at a disadvantage (30.70 points/100p), with differences between countries. Internet penetration (measured by households or by population) does not indicate that households are digitally resilient and are prepared to face digitalization. (CAF, 2020)

The use of digital devices requires a certain level of knowledge and literacy in reading and writing, and in basic mathematical knowledge, a prerequisite that is provided by formal education; The lack of it limits the use of technologies. The pandemic and post-pandemic indicate that scarce digital skills and deficiencies in digital infrastructure limited educational continuity, decreasing the learning that constitutes the floor of digital skills development, at all ages and levels of formal and non-formal education.

In Guatemala, the lack of access to computers and the internet at home, remote learning is beyond the reach of many, this caused an educational backwardness at all levels. Access to technology is only instrumental and minimal, and is not available to all people since access to these devices remains a class privilege, and is far from being a guaranteed right for the entire population. (REPEM, 2022a). In Paraguay, indigenous and peasant women face obstacles, such as the distance or absence of educational centers, the lack of transportation, and the machismo that is evident in gender-based violence, the high rates of forced motherhood in girls and adolescents that impede the right to education. The digital divide is greater in rural areas, and in indigenous territories, the

scope of connectivity at the national level is insufficient and weak, and they do not have sufficient devices in households with low income or poor. (REPEM, 2022b)

Non-incorporation and dropping out of education deepens the digital skills gap, since a good part of children and young people in the region use technological devices and use the internet mainly when they are in school. Even though only a third of rural schools in the region have an internet connection. (IDB, IICA and Microsoft, 2021)

The progressive digitalization of public services requires women workers to raise their technological skills, in sectors such as health, care, social protection and education, where they are the majority. (Public Services International, 2019). To this is added the improvement of digital infrastructure aimed at the provision of services available to workers. In the Region prior to the COVID 19 pandemic, e-government services advanced but the infrastructure and professional skills available do not and affect their evolution. (ECLAC, 2021). Promoting technological solutions for weakened public services has undermined workplace rights and often facilitated privatization and subcontracting. (Public Services International, 2019 and 2021)

COVID 19 accelerated the use of technologies to develop e-commerce, especially in rural areas. Information makes invisible the role played by rural, peasant and urban women engaged in small-scale production and/or trade. They face obstacles to the appropriation of this key tool of the economic processes in which they participate.

Connectivity is the essential service to promote the incorporation of ICTs in the lives of women and girls; the possibility of having a sufficient broadband connection to support activities and exchanges linked to multiple aspects of life. Worldwide, the cost of connectivity increased in 2021 due to the global economic crisis triggered by the pandemic "(...) the global average price of a basic broadband plan in most countries represents more than 2% of gross national income per capita, which is the affordability threshold set by the Broadband Commission for Sustainable Development." (ITU, 2022:2), The cost of Internet devices and service is a major barrier preventing many women from using the Internet and enjoying the benefits of ICTs.

5- New scenarios of violence against women and girls: political violence against activists, journalists and communicators and violations of sexual intimacy in digital territories.

The digital space has facilitated the advancement of Human Rights and the exercise of basic freedoms by becoming a political and civic tool for citizens and social mobilizations. Social networks (such as Twitter, Facebook, Tik Tok, and others) are powerful and valuable interaction tools in terms of freedom of expression, mobilization, visibility and dissemination of demands, and collective organization, as demonstrated by movements such as #NiUnaMenos. #8M, #MeToo, #SOSColombia. (RedLac, 2021). The emergence of the internet was optimistically visualized as the opening of a space for free and horizontal communication that opened new horizons of possibility to marginalized groups. (Amnesty International, 2019; Camacho, 2019)

This power coexists with its colonization by hate speech towards activists or women committed to the struggle for equality and non-discrimination; turning social networks into an increasingly hostile territory for activists, journalists and women with public relevance who have become the subject of different violence. Speech often shelters, legitimizes and activates different forms of

digital violence, taking advantage of existing legal loopholes in the field of hate speech and digital violence. (Amnesty International, 2019; Oropa et al, 2022, Camacho, 2019 and Bonet i Marti, 2022)

Digital violence is not an isolated phenomenon from other violence; It's the same violence. Virtuality is another space in which life and bonding and interactions with other people develop; Public, private and also intimate life are shared, "the virtual is real". One cannot speak of digital violence without referring to the social dynamics that generate violence in any other space. Like patriarchy that sustains inequalities, discrimination, sexism and misogyny: which also intersect with racial inequalities, by ethnic origin, socioeconomic, educational, by age, by living with a disability, among others. (Oropa et al, 2022)

Attacks and aggressions related to political violence and gender-based violence against women and girls in the digital space follow strategic patterns and multiply their devastating effect by: the possibility of attacking anonymously; the ease of viralizing content by expanding the "audience" of attacks and aggressions; the difficulty of removing content that has reached the Internet; the scarce regulation in the management of content by network administrators – regulation that is still under debate – and business logics in the management of networks that are governed by the market and the accumulation of wealth, and not by ethical criteria. (Oropa et al, 2022) Women who work as journalists or defend human rights are even more vulnerable to digital violence. Their work in research, as well as in denouncing injustices and abuses of power, added to the gender issue makes them doubly vulnerable to online attacks. (RedLAC, n.d.).

Camacho (2019) surveyed surveillance actions on cellular devices, aggressions and threats to women leaders who face pineapple monoculture in Costa Rica. Latfem (2022) work with feminist journalists and communicators from the Region subject to Sexist Technoviolence. [4] The attacks, perpetrated mostly by anonymous trolls and political actors, include cyberbullying, identity theft, online extortion and threats of prosecution, or xenophobic, racist and sexist comments and have the internet as a privileged space. (LATFEM, 2022). Women who work in politics are subject to digital violence. ELA in Argentina (2018) revealed that state and national legislators were subject to violence; mostly psychological and symbolic; On 7 out of 10 occasions perpetrated by "through social networks", in the Internet space.

This prevents their participation in decision-making positions in different spaces, silences their voices and reinforces traditional gender roles. The quality of democracy, development and the full enjoyment of their human rights were undermined; Public debate is impoverished by restricting the plurality of voices, causing under-representation of the interests of the intersectional diversity of women and girls. (ELA, 2018)

A tension was installed in relation to its regulation, its limitation and its sanction. The United Nations Guiding Principles on Business and Human Rights indicate that digital social media platforms have a responsibility to respect human rights and to take concrete measures not to cause or contribute to their violation both in their policies and in their practices. That is why they must identify, prevent, combat and account for human rights abuses in their operations. Governments

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[4] The work of LATFEM includes a previous investigation by Journalists are Borders (2021) in which 73% of journalists consider that the Internet is the most dangerous place for them. It is in the virtual space where they registered the highest number of sexist aggressions received for their professional work, especially through emails and messages on social networks, account hacking, disclosure of personal information and 'trolling' or coordinated mass attacks.

and companies that own platforms often take advantage of the uncertainty resulting from the conflicting rights to non-discrimination and freedom of expression and opinion to threaten legitimate expression, political dissent, criticism or dissent. However, freedom of expression and the rights to equality and non-discrimination are mutually reinforcing. (Amnesty International, 2019:9-10)

Most forms of digital violence against children and adolescents are related to sexual violence. (Spotlight Initiative, UNFPA and CLADEM, 2021). In women, one of the forms it assumes is the violation of their sexual intimacy in digital media — such as dissemination and production of intimate sexual content without consent. 95% of the requests for help for this situation received by the National Front for Sorority (Mexico) between 2019 and 2021, were from women and in more than 80% of cases, the aggressors were men close to the environment of their victim, have unempathetic personalities, are individualistic, egocentric and to a large extent, related to hate speech. The feminist mobilization led by the National Front for Sorority achieved in 2021, the sanction of a national law, under the name of "Olimpia Law"; by which the State recognizes digital violence as a form of gender-based violence against women, and must assume consequent responsibilities: generate public policies, institutions and invest resources for the prevention, attention and punishment of this form of violence[5]. The case of Mexico has been a reference for other countries in the region.

Challenges and recommendations

The diversity of groups, organizations, NGOs and networks of women and feminists in the Region consider that technological change, ICTs, and the internet as their most relevant development offer valuable possibilities for training, education, denunciation and visibility of violations of our human rights, linkage and organization, work in urban and rural environments and the empowerment of the intersectional diversity of women and women. girls, among others.

The absence of women in the democratic governance systems of the digital ecosystem and in STEM-related training and work, inequalities in the availability, access, use and demand of digital infrastructure and in the development of digital skills, the non-existent/scarce digital accessibility of women and girls with disabilities, the growing datification originated in digital surveillance and monitoring and the consequent commodification of multiple aspects of our lives and the growing digital violence *online* and *offline*, drive us to require the governments of the Region:

Guarantee through legislation, guidelines and international standards and adequate monitoring and protection mechanisms the digital rights of women and girls, to the safe use of the internet and recognize is a human right. This includes universal and equal access, freedom of expression and opinion, access to information, privacy, security, privacy and data protection, life free of violence, access to justice and participation in public life, among others.

Urge urgent action to protect the lives and safety of women human rights defenders, activists, journalists and communicators; considering the threats they face in the analog world and in the

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[5] Similarly, the local and federal criminal codes were modified, typifying crimes against sexual intimacy, commonly committed through digital media, which represents prison sentences for people who disseminate or produce intimate content without the consent of the person who appears in them or whose identity is linked to them.

digital space.

Reclaiming digital sovereignty, public control, algorithmic transparency and accountability, democratic data governance and a decolonial approach that addresses women's power asymmetries through the precautionary principle and reinforcing the regulatory role of the state.

Invest and raise resources to achieve gender equality in the digital sphere by highlighting the role of public investments supported by progressive fiscal policies and progressive allocation of resources in national budgets; together with the fight against illicit financial flows in all its variants, including tax avoidance and evasion by digital corporations; complemented by effective international tax cooperation with the United Nations.

Fund programs implemented by NGOs, in which they participate as facilitators of processes to eliminate digital divides.

Toeco-pillar and systematize information related to infrastructure and digital services, work and economy related to technology disaggregating information according to sex and gender, age, urban or rural location, ethnicity, socioeconomic level, educational level, functional capacity, among others.

Investing in adequate and affordable public digital infrastructure, especially in rural areas by ensuring rural and peasant women access to technological infrastructure and training for the development of digital skills, to access information, participate in electronic commerce, access financial services, facilitate their organization and promote their familiarization with them, this requires urgent attention (IDB, IICA and Microsoft). (2021).

Have sufficient budgets to cater to the development of digital skills of women and girls in all their diversity, including women public service workers; their organizations and programmes of action appropriate to their particular situations.

Provide equipment (PCS, mobile phones) to school-age children and adolescents, facilitating their familiarity with technological tools and their potential and performance as "drivers" of skills development

Encourage companies that own platforms to clearly inform how they use automated solutions in their content moderation systems and publish information about the algorithms developed for this purpose. And inform how these automated mechanisms are integrated into the performance of properly trained moderators, in light of existing policies for a correct appreciation of the intention, content and form of the published content.

Ensure the privacy of personal data; especially those related to the sexual and reproductive health of women, girls and diversities and their decommodification; developing specific legislation with efficient protection measures and privacy protection tools such as explicit consent, rights to rectification and opposition, notification in cases of hacking and other incidents of insecurity, greater transparency regarding decisions made through mechanisms such as artificial intelligence (AI) among others; and preventing the extraterritoriality of companies and corporations from preventing their effectiveness application.

Address stereotypes and barriers that impede women's educational advancement and diversity

after secondary school and improve initiatives aimed at their incorporation into careers related to science, technology, engineering and mathematics

Provide incentives to adolescents and young people for their incorporation into technological careers; and provide affirmative measures to promote the entry and permanence of women in national science and technology systems, R+D activities and technology-related jobs.

Reconstruct the social organization of care; promoting co-responsibility between men and women; and providing public care services that enable women to enter, stay and rise in science and technology systems and technology-related jobs.

Address the risks of the digitalisation of public services, including social protection schemes and their impacts on the privatisation and exclusion of women in all their diversity in contexts of unequal availability, access, use and demand of digital infrastructure and services and digital skills gaps.

Understand and regulate ICT-related services such as mobile telephony and broadband internet as essential services in the transition to digitalization that accelerated the pandemic; guaranteeing quality services at affordable or subsidized prices when necessary, ensuring the inclusion of peasant, rural, indigenous, disabled and elderly women and monitoring a geographically wide coverage including unprofitable areas.

Ensure through timely legislation and adequate monitoring digital accessibility to public services, education and work processes for women and girls with disabilities.

Protect women platform workers, including in public services and those working in remote and hybrid modalities, recognizing their status as workers, minimum wage, social protection, freedom of association, right to collective bargaining and safety and health at work, promoting conciliation and guaranteeing the right to disconnect.

Develop and expand Comprehensive Sexuality Education programs, in school and extracurricular settings, as protection against situations of *offline* and *online* violence that violate the human rights of women and children in all their diversity; and promote the removal of gender stereotypes and patriarchal patterns on which inequality of access is based, use and demand of digital technologies, and the under-representation of women in training and work in STEEM

Provide tools to parents and teachers so that they know how to handle situations of digital abuse and violence, such as cyberbullying, involuntary exposure to sexual or violent material, incitement to harmful behavior, grooming or cyberbullying, sexting without consent, sextortion faced by girls and boys.

Develop public policies of care and safety against online violence and abuse that include training women and children on appropriate care mechanisms and advice.

Legislate to identify and punish forms of digital violence against women and children; with particular consideration given to reparation mechanisms for victims.

25. Demand that States recognize media and symbolic violence against women, girls and feminized identities as sanctioned forms of violence; monitor content disseminated through digital

media and promote the dissemination of positive images about the diversity of women and girls.

Generate systematized information and document the situations of digital violence faced by women and children to generate evidence that supports the formulation of effective public policies in their prevention and treatment.

Incorporate in the care services for women and children subject to violence, the timely, adequate and efficient attention of situations of digital violence; through adequate and effective approaches.

Bridge the language gap in the digital space, which does not allow access to resources in other languages. That information from design companies is open access and that translation policies exist so that women in NGOs can translate it or that States facilitate translations (Language Policy).

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