



Beijing+30: Promoting Equality in a Changing World

17th Gathering of the ParlAmericas
Parliamentary Network for Gender Equality

September 25 - 26, 2025

Brasília, Brazil





Data, Tools, and Strategies to Eradicate Gender Disparities in the Americas and the Caribbean

Panel





Dr. Cristiano Maciel

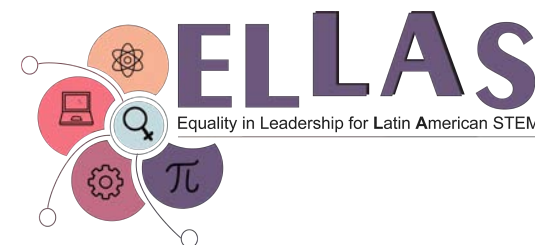
Professor, Federal University of Mato Grosso



ELLAS: LATIN AMERICAN OPEN DATA FOR GENDER EQUALITY POLICIES FOCUSING ON LEADERSHIP IN STEM

Cristiano Maciel
Universidade Federal de Mato Grosso

Panel: Data, Tools, and Strategies to Eradicate Gender Disparities in the Americas and the Caribbean



UNIVERSIDAD
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Research

Title: **Latin American Open Data for gender equality policies focusing on leadership in STEM**

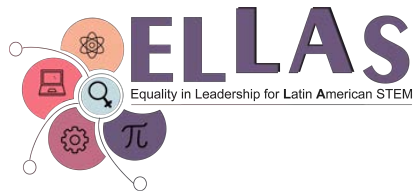
Project Theme(s): **Advancing institutional policies to promote gender equality in STEM**

Lead applicant institution: **Universidade Federal de Mato Grosso / UNISELVA Foundation**

Countries of research: **Bolivia, Brazil, Peru**

Financing Institution: **IDRC-International Development Research Centre**

Project duration: **36 months (2022-2025)**



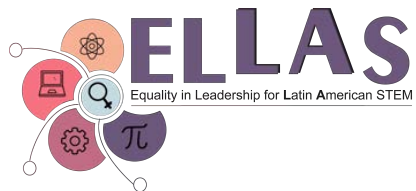
The screenshot shows the IDRC-CDRI website with the Canada logo in the top right. The navigation bar includes links for 'What we do', 'Funding', 'About IDRC', and 'News and events'. The project title is prominently displayed. Below the title, a paragraph explains the project's goal: to generate cross-country comparable data to assess policies and interventions to reduce the gender gap in STEM, particularly by increasing the number of female leaders in universities, industries, and public institutions. Another paragraph describes the project's methodology: mapping factors influencing women's career development, documenting successful initiatives, and identifying lessons learned. A third paragraph mentions that the project is part of a cohort of seven projects selected following IDRC's call for proposals to the Gender in Science, Technology, Engineering, and Mathematics (STEM) Research Initiative. At the bottom, a table provides project details.

PROJECT ID 109798	PROJECT STATUS Active
DURATION 36 months	IDRC OFFICER Alejandra Vargas Garcia
TOTAL FUNDING CAD 1,248,600.00	LOCATION Bolivia, Brazil, Peru

ELLAS Research network



Photo credit: ELLAS project collection



Brasil



- Universidade Federal de Mato Grosso (Leader)
- Universidade Tecnológica Federal do Paraná
- Universidade Federal Fluminense
- Universidade Federal Santa Catarina

Bolivia



- Universidad Mayor de San Andrés
- Universidad Católica Boliviana San Pablo

Peru



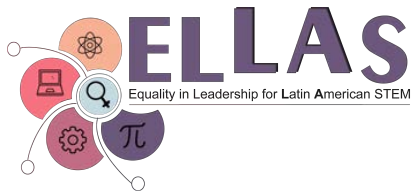
- Universidad de Lima

Partnership (EEUU):



Motivation

- There are not enough women in STEM careers, they are underrepresented.
- Another aggravating factor is that the proportion of women assuming leadership roles in both industry and academia in STEM areas is even lower.
 - According to the World Economic Forum, the number of women occupying leadership positions in the technology industry was only 24% (WEF, 2022).
- Latin America is not well-prepared to face the challenges of the knowledge society.



Source:

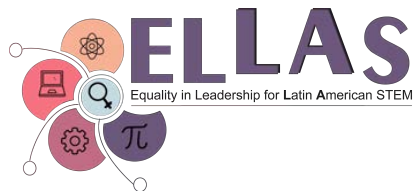
- Guzman, I.; Berardi, R.; Maciel, C.; Cabero Tapia, P.; Marin-Raventos, G.; Rodriguez, N.; Rodriguez, M. (2020). Gender Gap in IT in Latin America. AMCIS, 2020 Proceedings.
- Guzman, Indira; Sanchez, Aurora; and Gonzales Lopez, Rolando, "Motivation to Lead of IT Professionals: The Role of IT Occupational Culture, Commitment and Gender Equality Policies in Latin America" (2023). AMCIS 2023 Proceedings. 2.

Main Overall Objective

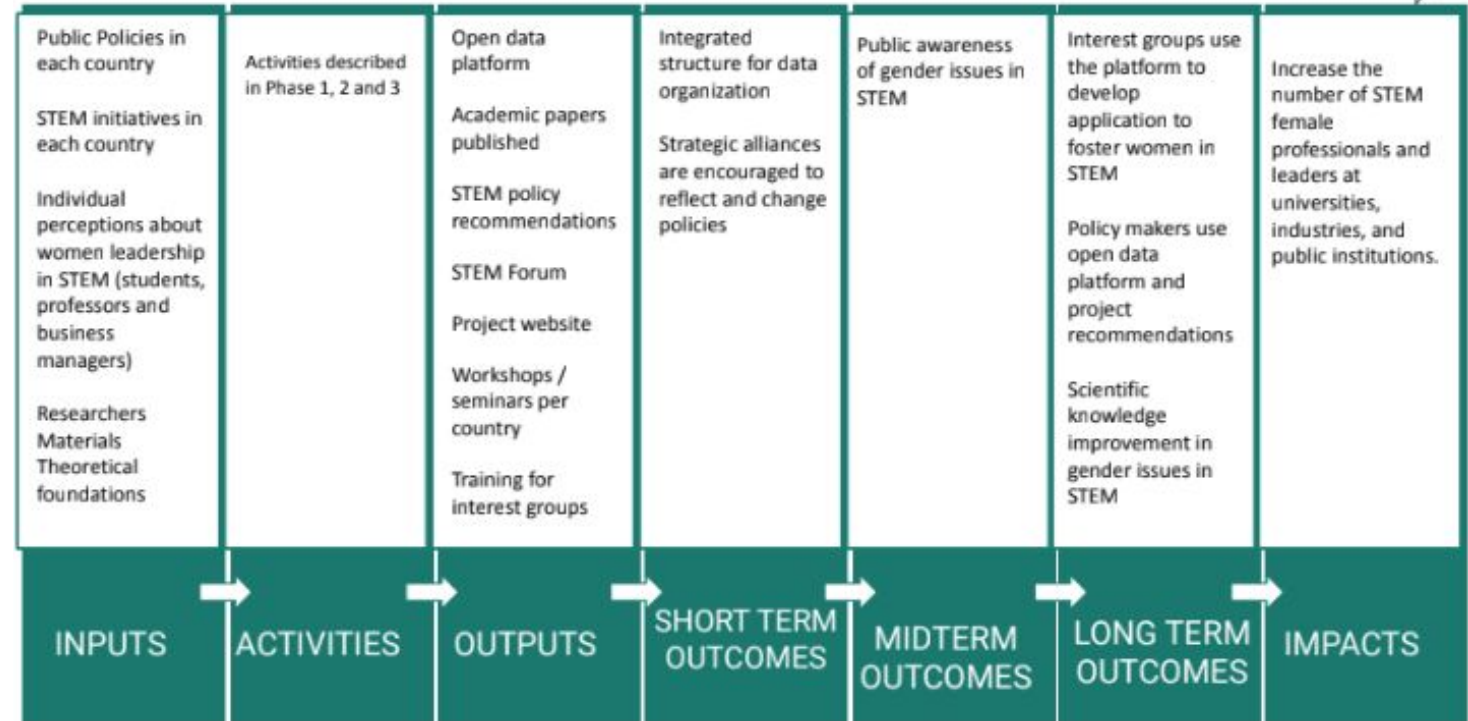
To contribute to the generation and use of cross-country **comparable open data** in order to assess policies and interventions **to reduce the gender gap in STEM**, to promote public discussion aimed to **increase the number of female leaders at universities, industries, and public institutions** in three Latin American countries: Bolivia, Brazil and Peru.

Results

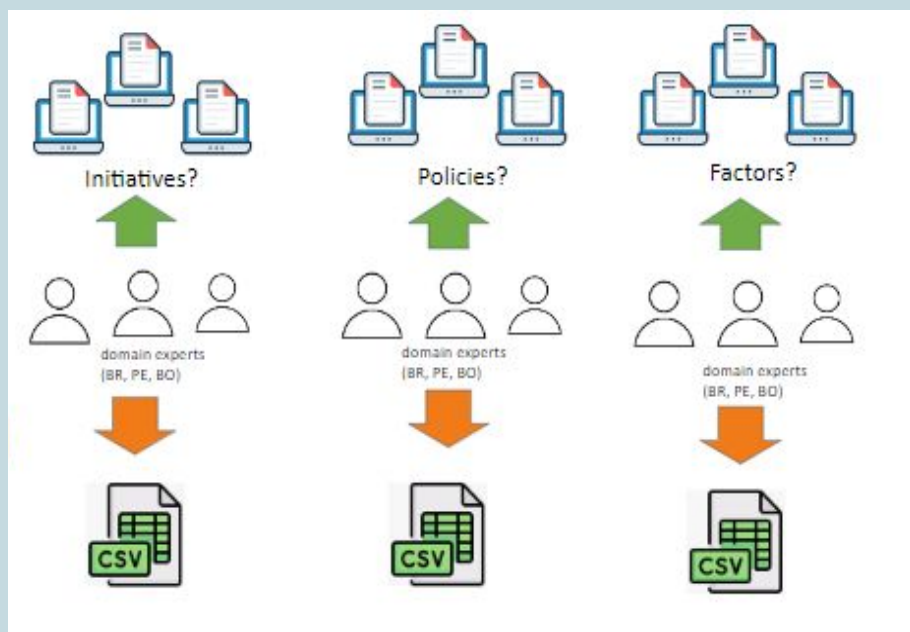
- Open Data Platform Architecture
- Methodology to transform data in Open Data
- Overview of related studies
- Survey
- Stakeholders engaged
- Workshops



Theory of Change - Latin American Open Data for gender equality policies focusing on leadership in STEM



Open Data Platform Architecture



Home > Magazines > Communications of the ACM > Vol. 67, No. 8 > An Open Data Platform to Advance Gender Equality in STEM in Latin America

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An Open Data Platform to Advance Gender Equality in STEM in Latin America

Authors: [Cristiano Maciel](#), [Indira R. Guzman](#), [Rita Cristina Galarraga Berardi](#), [Nadia Rodriguez-Rodriguez](#), [Luciana Salgado](#), [Luciana Bolan Frigo](#), [Boris Branisa](#), [Elizabeth Jiménez](#) [Authors Info & Claims](#)

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7 [1,742](#)



All formats



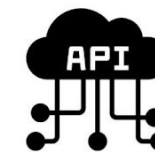
PDF

ELLAS ARCHITECTURE

Application Layer



Policy Makers,
Decision Makers,
Researchers in STEM,
Researchers in Gender



Processing Layer



App Developers,
Ontology Developers

Tools



AWS

Knowledge Graph
Integration

Triplification

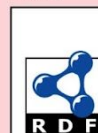
Orquestration

Semantic Mapping

Ontology Modeling

Data Collection

Data



JSON



CSV

Data Layer



ELLAS
multidisciplinary team

Primary Data



Social Media



Academic papers



Gray Literature



Survey

Secondary Data



Spreadsheets



Websites

Official Organizations

Structured, Semistructured and Unstructured

Survey



•3,189 responses
in each country



•STEM (all
genders)



•Approved in
Ethical Committe

Companies contracted:



INDIVIDUAL FACTORS

- Sense of belonging
- Self efficacy
- Confidence
- Independency
- Gender Identity
- Bullying consequences
- Significancy

EDUCATIONAL FACTORS

- TI-Related stereotypes
- Mentorship
- Perceived gender equity
- Peer-group interactions

PROFESSIONAL FACTORS

- Organizational Culture
- Workplace Support
- Leadership Position

SOCIAL FACTORS

- Sexism
- Leadership Behavior Bias
- Stereotypes related to women

FAMILY-RELATED FACTORS

- Family Support
- Parental expectations
- Parents' Educational Background

Variables: 23
Indicators: 123
Controls: 5



CONTROLS

- Gender
- Age
- Occupation
- Area
- Country



Dados abertos para Equidade de Gênero em Ciência e Tecnologia na América Latina

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EN

Advanced Search

Maps

Bars

Lines

Reset

Category
Policies

Question
What types of gender policies/processe...

In which countries the policy was applied?
What types of gender policies/processes/practices exist in Latin America?
How policies identified/analyzed are promoting women's participation in STEM fields?
What types of gender policies/processes/practices have been implemented in Bolivia, Brazil and Peru since 2015?

Bolivia

Argentina

What types of gender policies/processes/practices exist in Latin America?

Source: INEP, UNESCO and Secondary Data from ELLAS platform

Data Table

POLICY NAME	COUNTRY NAME	POLICY TYPE
Filter by Policy Name	Filter by Country Name	Filter by Policy Type
Gender approach in the National Cyberse...	Chile	Assessing the gap of women's participati...
Gender approach in the National Cyberse...	Chile	Zero tolerance for sexual harassment and...
Gender approach in the National Cyberse...	Chile	Attracting women's participation in STEM...
National Plan for women's participation in STEM	Costa Rica	Assessing women's participation in STEM



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Reset

Category
Policies

Question
What types of gender policies/processe...

Filtros
Country

All

Costa

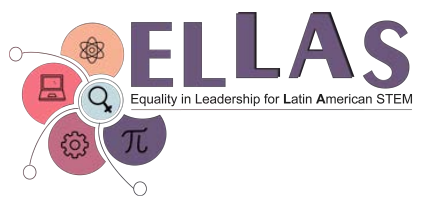
Peru

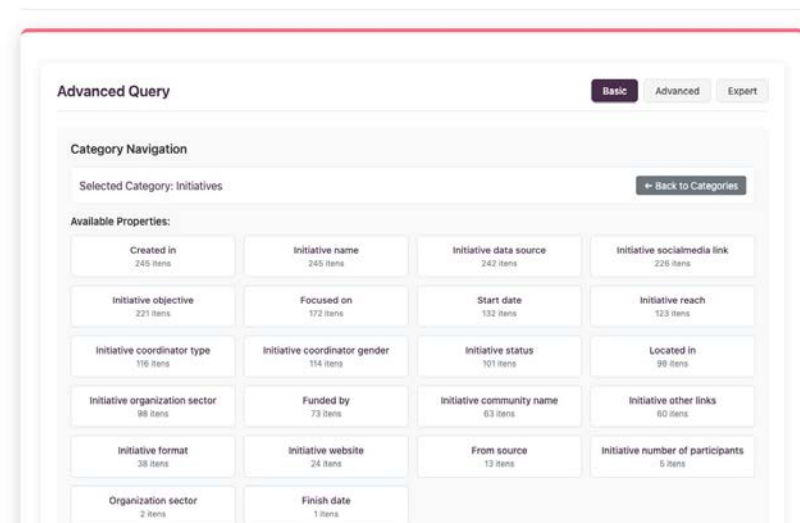
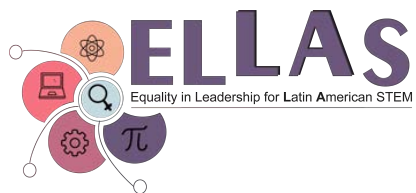
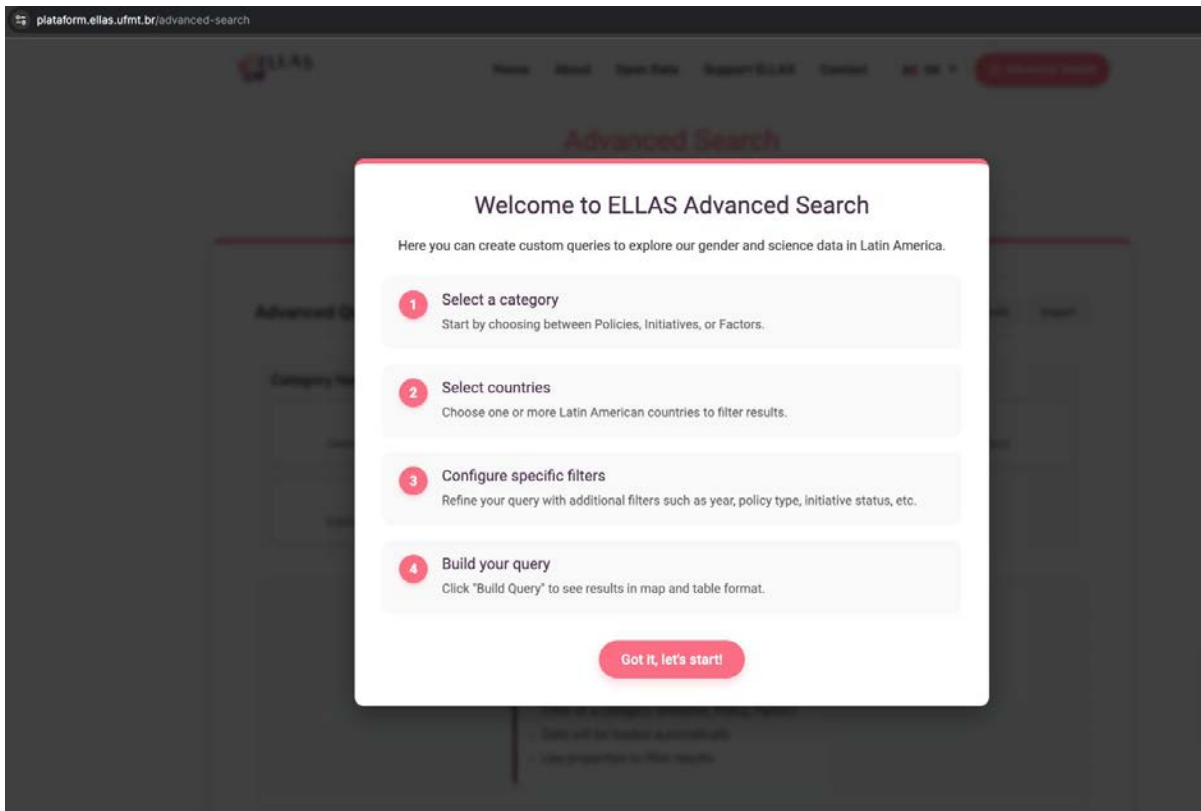
Bolivia

Argentina

What types of gender policies/processes/practices exist in Latin America?

Country	Count
Chile	05
Costa Rica	01
Brazil	15
Colombia	10
Argentina	03
México	04
Ecuador	01
Chile, Colombia, Costa Rica, Ecuador, Mexico	04
Mexico, Chile, Costa Rica, Colombia and Ecuador	03
Bolivia, Chile, Colombia y El Salvador	01





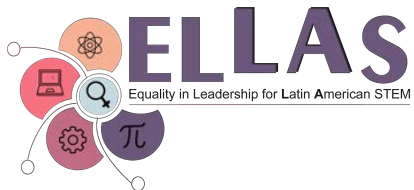
Stakeholders engaged



Photo credit: ELLAS project collection



progra{m}aria



Be our partner!



Some Final Appointments

- There are initiatives and contextual factors which have potential to impact in leadership in LA; however there is a lack of policies in this field.
- Locating cross-country comparable and structured data to assess gender equality policies in Latin America has challenges related to:
 - Limited access to available open data
 - Language and culture differences in the region.
- ELLAS is building a linked cross-cultural open data infrastructure aimed at facilitating research, enhancing transparency, and fostering public engagement. This infrastructure will provide valuable data for decision-makers in shaping gender equity policies.

Some Final Appointments

Richness of Collected Data

We have gathered a significant volume of data, which highlights the analytical potential of the platform. We are in an ongoing process of organizing and making this data available.

Get in Touch

Follow our communication channels for questions, partnerships, and suggestions.

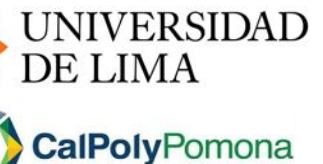
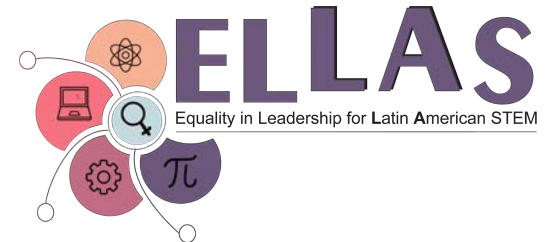


Photo credit: ELLAS project collection

Thanks! Gracias! Obrigado! Come With ELLAS!

ellas.latinamerica@gmail.com

<https://ellas.ufmt.br/pt/inicio/>





Ana Elena Obando

Legal Advisor, Latin America and the Caribbean
Equality Now



Data, tools, and strategies to eradicate gender disparities in the Americas and the Caribbean



A just world for all women and girls

How to ensure that laws are consistent with international standards?

Legislate to ensure access to justice



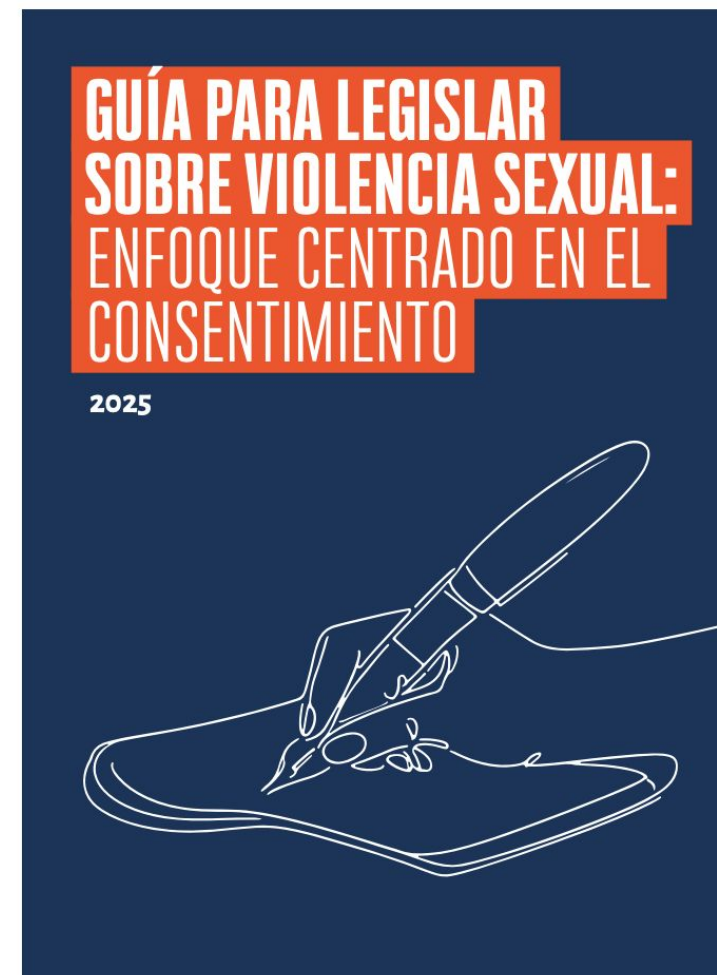
Incorporate a gender and intersectional perspective



Guarantee the protection of women, adolescents, and girls



Principles and international standards for sexual violence



Criteria for reforming laws on sexual violence

- Minimum age at which consent cannot be presumed in Penal Codes.
 - **Core principle:** free and voluntary consent, without the use of force, violence, or threat.
- Avoid stereotypes that blame the victim or justify the perpetrator.
- Broad definition of rape (vagina, anus, mouth).
- Measures for the protection and support of victims (prohibiting the use of sexual history).

Criteria for reforming laws on child, forced, and early marriages and unions

- Minimum age to enter into marriage should be **18 years**, with no exceptions, for both genders.
- **Free, full, and informed consent, without coercion or pressure.**
- Poverty and discriminatory cultural traditions.
- Treat informal unions with the same standards as formal marriages.
- **Protection, prevention, and sanction mechanisms, along with policies and institutional coordination.**
- Access to education and sexual and reproductive health services.

Good practices to fill gaps and legal loopholes

- **Technical working groups and consultative legislative committees with specialized NGOs.** Example: Colombia and Bolivia to prohibit MUIFT and Oaxaca and Sonora in VS.

Consider reports, diagnostics, research, and documented cases as valid technical inputs for drafting laws. Example: Fracaso en la Protección, strategic litigation, Brisa case.

- **Ensure effective, diverse, and inclusive participation of NGOs in legislative consultation processes.** Example: Indigenous, Afro-descendant, persons with disabilities, youth, LGTBIQ+ populations.

Good practices to fill gaps and legal loopholes

- Consider NGOs as bridges for **victim and survivor testimonies who wish to participate, ensuring their dignity, identity, and safety** throughout the legislative processes.

Promote participatory co-drafting of bill proposals, involving NGOs directly in the initial drafting of reforms.

- Incorporate mechanisms for joint follow-up, monitoring, and legislative evaluation to ensure accountability and continuous improvement.

Strategic Good Practices: Open Parliaments

- **Legislative Transparency:** open publication of laws, voting records, and agendas.
 - **Citizen Participation:** formal spaces for civil society to share opinions, propose laws, and provide technical-legal input. Example: public hearings.
 - **Civic Technology:** digital platforms to facilitate participation in consultations, voting, forums, etc.
 - **Multisectoral Collaboration:** cooperation between parliamentarians, civil society, and academia.
 - **Accountability:** regular legislative management reports and evaluation by civil society
- 



Thank you!



A just world for all women and girls



equalitynow.org



[@equalitynow](https://www.linkedin.com/company/equalitynow)



The Honourable Brittney Galvez

Senator, Belize



Strategies for Advancing Parliamentary Work on Gender Equality

Panel: Data, Tools & Strategies to Eradicate Gender Disparities in the Americas & Caribbean

Presented by: Senator Brittney Galvez (Belize)



Building Consensus for Gender Equality: Effective Approaches in Advocacy & Politics



- **Inclusive Dialogue:** Engage government, CSOs, private sector, and community leaders.
 - **Framing Issues Broadly:** Link gender equality to economic growth, social development, and national progress.
 - **Engaging Men as Allies:** To shift norms and gain support.
- Communications Strategy:** Use Gender-Fair/Gender-Neutral Language. **Champion cross-party collaboration:** Use bipartisan or cross-sector alliances to depoliticise gender issues.

Responding to the Diverse Needs of Women & Girls



Strategies for Equitable Decision-Making:

- **Apply a Gender Lens:** Assess how policies affect women, men, and marginalised groups differently. **Humanise the Data:** Combine quantitative statistics with qualitative lived experiences.
- **Community Consultation:** Gather feedback from diverse women and girls (e.g., urban, rural, Indigenous, youth, single mothers).
- **Intersectional Analysis:** Look at overlapping inequalities (e.g., gender, poverty, disability, ethnicity)



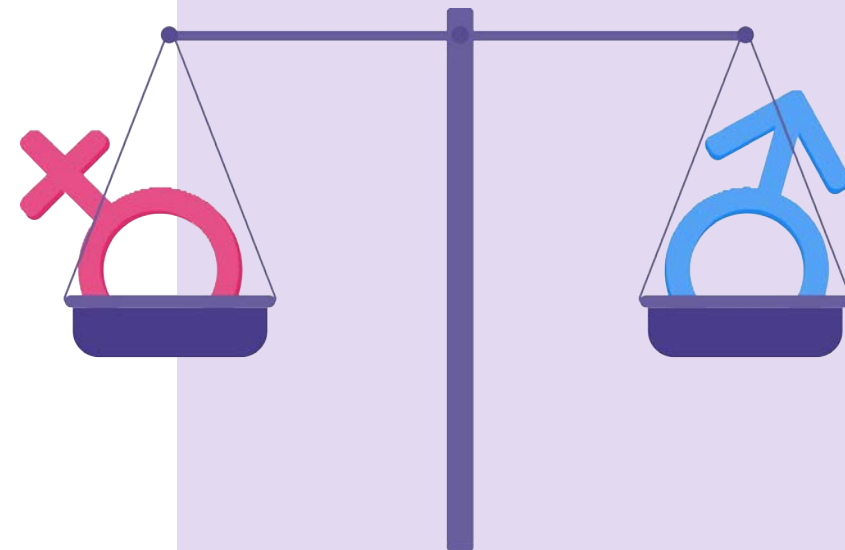
Tools, Resources & Partnerships:

Enabling Access to Data and Technical Support:

- **National Statistical Offices** – for sex-disaggregated and household- level data.
- **Civil Society & NGOs** – provide grassroots perspectives and community-driven insights.
- **Regional & International Partners** – UN Women, ECLAC, CARICOM, ParlAmericas.
- **Capacity Building** – training parliamentarians on gender-responsive legislation, budgeting, and oversight.

Synopsis & Conclusion

- **Data must drive decisions** – numbers + narratives create compelling cases.
- **Representation matters** – diverse women must be at the table.
- **Shared responsibility** – partnerships across sectors and borders are vital.
- **Commitment:** Inclusive, evidence-based policies to ensure no woman or girl is left behind.





Thank you!



Resources for Legislative Work on Gender Equality

Presentation





Brenda Ogando Campos

Member of the Chamber of Deputies, Dominican Republic





Effective Advocacy with Parliaments: A Guide for Women's Organizations



Intergenerational Perspectives in Parliamentary Work



Intergenerational Perspectives in Parliamentary Work

An *intergenerational perspective* is an analytical approach used to assess the long-term impacts of present-day policies on both future generations – those not yet born or currently too young to directly influence policy – and on the equitable treatment of generations living today, including youth, working-age adults, and older populations. It encourages decision-makers to consider how the outcomes of current legislative and policy processes will shape the life prospects, rights, and wellbeing of those who will inherit and live with the consequences of today's governance, whether they are young people growing into adulthood or generations yet to be born. This approach reflects an ethical commitment to steward society and the planet responsibly, so that all generations—present and future—can thrive under conditions that are ideally more just, sustainable, and equitable than those that exist today.

Though most often associated with environmental sustainability and climate policy, an intergenerational perspective is broadly relevant across legislative work. It can also be applied to economics, infrastructure investment, digital governance, and social policy, providing a lens to evaluate whether policies are resilient, forward-looking, and structured to provide lasting benefits. In practice, this requires the use of tools to assess the long-term impacts of decisions, as well as continuous and meaningful engagement with the youth of the present to ensure that they are involved in decisions that will shape their futures.

Why should parliamentary work be intergenerational?

Applying an intergenerational perspective in parliamentary work is both a democratic responsibility and a practical necessity, as laws and the allocation of resources shape the societal framework well beyond specific parliamentary mandates. By embedding this perspective into parliamentary processes, whether through impact assessments, foresight mechanisms, or oversight committees, parliaments can:

- ✓ prevent policy short-sightedness thus reducing the risk of long-term harm;
- ✓ promote policy coherence across sectors and generations;
- ✓ strengthen democratic legitimacy and public trust by showing accountability to current and future citizens; and
- ✓ enhance governance resilience, ensuring that systems are adaptive to emerging challenges.



Consequently, use of an intergenerational perspective equips parliaments to fulfil their duty as legislative agents of both present and future public interests, ensuring that progress today does not come at the expense of progress tomorrow. This is particularly relevant in an increasingly complex world where issues such as climate change, digital disruption, democratic shifts, and inequality intensify, placing greater pressures on governments to balance the diverse needs of coexisting generations—youth, working-age adults, and older populations—while safeguarding the prospects of those yet to come.



Institutional Progress Dashboard on Gender Equality



Institutional Progress on Gender Equality in the Parliaments of the Americas and the Caribbean






















This interactive chart and map allows you to explore and compare progress by national parliaments in the Americas and the Caribbean in the implementation of internal practices that contribute to their gender-responsiveness as institutions.

ParlAmericas periodically verifies the information in this dashboard in collaboration with focal points in member parliaments. To report a new good practice or a correction to the dashboard's information, please write to info@parlAmericas.org.

Navigation tips

- Click on the icons in the top bar of the chart to filter by parliamentary chambers that do (purple icon) or do not (grey icon) have a particular practice in place.
- Click on an icon in the chart - or a country's name or location on the map - to visit a country-specific page that has further information on the good practices that are currently in place in that parliament.



Subregion Filter											
North America			Central America			South America			The Caribbean		
											
<div>Reset all filters</div>											
COUNTRY	CHAMBER	WOMEN	MEN	Policy on Gender-based Violence	Daycare Facilities	Lactation Facilities	Quota or Parity Legislation	Woman Presiding Officer	Women's or Gender Equality Caucus	Parliamentary Committee on Gender Equality	Gender Technical Unit
				 	 	 	 	 	 	 	 



Institutional Progress Dashboard on Gender Equality





Study on Sexism, Harassment and Violence Against Women

UIP CPA ParlAmericas



Alejandra Mora Mora

Executive Secretary, CIM/OAS

Guadalupe Aguirre

Director of Gender, Gender, Inclusion, and Diversity
Management Office, CAF



Inter-American model laws on gender equality:

Advancing in financial inclusion of women
and parity in public life

26 September 2025

Model Laws

Why?

Tool to support processes of creation or reform of legislative or regulatory frameworks and of public policies in States.

Reference document, non-binding, that makes it possible to advance the regulatory agenda with innovative proposals.

Defines concepts, principles, and institutions, and identify the competent authorities in each area and indicate their functions. Depending on the case, it may also apply sanctions.

Based on obligations established in treaties to contribute to the harmonization of national legal systems and public policies with the provisions established in international conventions on women's rights.

Incorporate International standards in the topics they address and are enriched by good practices and successful experiences of the countries.



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BANCO DE DESARROLLO
DE AMÉRICA LATINA
Y EL CARIBE

LEY MODELO DE PARIDAD ENTRE MUJERES Y HOMBRES EN EL ESTADO Y EN LA VIDA POLÍTICA Y PÚBLICA

50/50

Main Contributions: Parity

The Model Law defines parity as:

The principle that materializes the right to equal and inclusive representation of women and men (50/50).

It is based on the principle and the right to equality and non-discrimination enshrined in international treaties.

It is of a permanent and universal nature.

In decision-making spaces of political and public life to achieve substantive equality.

Parity constitutes a necessary condition for the effective functioning of a representative democracy.

Main Contributions: Democracy with Parity

a) Equal representation of women and men (50/50) in political and public decision-making.

b) Access to and use of power under conditions of equality and non-discrimination.

c) The eradication of discrimination and violence against women.

d) The recognition and protection of the full exercise of human rights and fundamental freedoms of women and men, under conditions of equality, which strengthens representative democracy.

Gaps in women's financial inclusion

In Latin America and the Caribbean, the barriers to financing are even more severe for women, who are more financially vulnerable

Financial accessibility

- 77% of men have an account vs. 69% of women (approx 102 million women in LAC do not have access to an account) (Global Findex, 2022)

Economic accessibility

- Lack of autonomy in financial decisions
- Fewer job opportunities: informality / unpaid domestic tasks

Physical accessibility

- Insecurity in the streets
- Restrictions on mobility or social interaction

Digital accessibility

- Lower ownership of mobile phones and access to internet
- Lower levels of digital literacy

Eligibility

- Direct/Indirect discrimination in financial institutions
- Lack of collateral
- Worse credit conditions: smaller amounts, shorter terms, and higher interest rates, despite showing lower default rates.
- Requirement of husband's signature or authorization.
- Difficulty obtaining documents



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BANCO DE DESARROLLO
DE AMÉRICA LATINA
Y EL CARIBE

FINANCIAL INCLUSION OF WOMEN:

The what and
the how?

Premises

- There are persistent gaps in the financial system
- Regulatory changes with a gender perspective are visible in some countries
- Regulatory changes are a key factor in breaking down structural barriers in favor of gender equality and women's financial inclusion

Objective

- **Financial inclusion:** Access, use and quality of financial services and products under equal conditions as men.
- **Women's financial well-being:** the extent to which a person or family can manage their current financial obligations without difficulty and feel secure about their financial future.

Approach

Economic rights, including the right to financial inclusion under conditions of equality and free from discrimination, are human rights. As such, they impose on the State and companies a set of obligations and commitments stemming from International human rights treaties and conventions adopted by the International community.

Proposal

- Duty of the State to protect.
- Duty of financial institutions to respect.
- Affirmative and innovative measures for women's financial inclusion.



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DE AMÉRICA LATINA
Y EL CARIBE



Definition of
**FINANCIAL
INCLUSION OF
WOMEN**

It should be understood as a dimension of the enjoyment and exercise of the right to access and control economic Resources, and a concrete manifestation of the prohibition of discrimination in relation to the demand for substantive equality between men and women in the economic sphere.

From a normative perspective, it can be defined as *the right for women to access, use, and quality of financial services, products and assets on equal terms with men and free from discrimination, including access to effective financial education and the development of knowledge, skills, attitudes, and financial behaviors that lead to the strengthening of capacities for better financial decision-making, greater financial well-being, and the establishment of stable, broad, fair, and equitable relationships with financial institutions.*

Ley Modelo de Inclusión Financiera de las Mujeres

Índice y resumen de contenidos

CHAPTER I: PRINCIPLES AND GENERAL PROVISIONS

- Establishes the principles and general provisions that underpin the entire content of the Model Law.

CHAPTER II: DUTY OF THE STATE TO PROTECT

- Establishes the regulations that the State must follow with a view to protecting the rights enshrined in the Model Law, establishing institutions, competencies, duties, and prohibitions.

CHAPTER III: DUTY OF FINANCIAL INSTITUTIONS TO RESPECT

- Establishes the measures for financial institutions to respect women's rights, eradicate gender-based discrimination in the financial system, and promote and encourage their financial inclusion

CHAPTER IV: INCENTIVES AND FINANCIAL INNOVATION

- Establishes a set of policies and mechanisms aimed at promoting women's financial inclusion through incentives and innovative measures within the financial system.



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DE AMÉRICA LATINA
Y EL CARIBE

Chapter II: State institutions

National Financial Inclusion Policy with a gender perspective

- Several countries have a national policy that establishes women as a priority segment (Costa Rica, Colombia, El Salvador, México, Perú)
- Through national financial inclusion policies, the institutional framework and governance for such policy are defined, including the creation of national commissions for financial inclusion (Chile, Perú, México, Honduras).

Dissagragated data and statistics with a gender perspective

- The inclusión of the “sex” variable in data collection is established.
- Institutional frameworks are created for the collection of gender statistics.
- Chile, Brazil, and Mexico have experiences and good practices in the collection of disaggregated data
- Chile has a sub-commission on gender statistics.

Protection of women financial consumers

- Responsible finance: offering financial products and services in a responsable, transparent and ethical manner
- Transparency in information
- Equal treatment and protection against discrimination (Honduras)
- Financial education. Several countries have financial education strategies (Argentina, Costa Rica, Honduras, Ecuador)



Chapter III: Financial institutions

Culture and organizational policies

- Incorporate a gender perspective in financial management to contribute to closing the gender gaps in Access and use of quality financial products and services.
- Financial institutions should develop a gender policy for financial inclusión of women (Mexico has an inter-institutional committee for gender equality in financial institutions with the objective of promoting quality in work between men and women, non-discrimination in workplaces and equal Access to quality financial products and services)
- Representation and participation of women in Councils (In Mexico, the national policy includes the promotion of women in leadership roles in financial institutions and regulatory organs)

Access and use of financial products with a gender perspective

- Alternative portfolio scoring and credit scores, which allow for a better approximation of financial habits and ability to pay, thus complementing credit decision engines and preventing algorithmic discrimination
- Credit risk assessment models with a gender focus.

Financial education with a gender perspective (Financial institutions)

- Financial institutions shall develop financial education programs, with the purpose of supporting and promoting the formation of knowledge, behaviors, attitudes, and healthy financial habits, and for making better decisions.
- Honduras has Norms for the Strengthening of Financial Education in Supervised Institutions



Chapter IV: Incentives and financial innovation

Regulatory and fiscal incentives

- Provisions for reserves with a gender focus in the assessment of credit portfolios. Example: Mexico (reduction of preventive reserves)
- Additional incentives for financial institutions that exceed certain thresholds for women's financial inclusion (examples: tax benefits, preferential access to state credit lines, or subsidies for the implementation of financial education programs aimed at women and/or protection mechanisms for female financial users).

Guarantee and support funds

- Guarantee fund for loans to women-owned businesses for financial and economic inclusion

Financial and technological innovation

- Technological innovation fund aimed at women

Public-private partnerships and investment with a gender perspective

- Promotion of investment with a gender focus
- Training and support programs for investors



OEA | CIM



BANCO DE DESARROLLO
DE AMÉRICA LATINA
Y EL CARIBE



Women's Empowerment in the Era of Technology

Panel





Elaine Henry-McQueen

Member of the Committee of Experts, MESECVI



TECHNOLOGY-FACILITATED GENDER-BASED VIOLENCE

By Elaine Henry-McQueen

To the 17th Gathering of the ParlAmericas
Parliamentary Network for Gender Equality

September 26, 2025

Brasilia, Brazil



CONTEXT

90%

**of victims of non-consensual
distribution of intimate
images are women.**

UN Women and MESECVI (2022)

- **Root cause of Gender-based Digital Violence Against Women:
POWER AND CONTROL BY MEN OVER WOMEN**
- Stereotypes and myths against women and girls persisting
- Erosion of women's rights and freedoms ongoing
- Disinformation and emotional bullying tolerated as “free speech”
- A global environment with reducing regulations



EIGHT CHARACTERISTICS OF ONLINE GENDER-BASED VIOLENCE AGAINST WOMEN AND GIRLS

1. Violates human rights and fundamental freedoms.
2. Committed disproportionately.
3. Part of the continuum of gender-based violence.
4. Uses a wide variety of violent practices and harmful or offensive behaviors.
5. Intertwined and mutated in our continuously connected reality.
6. Can be committed, instigated or aggravated by technological devices.
7. Interacts with other social determinants and mechanisms of exclusion.
8. Multi-jurisdictional and transnational.

23%

of women and girls have faced online harassment or abuse at least once in their lifetime

UN Women and MESECVI (2022)

Source: UN Women and MESECVI (2022) [*Cyberviolence and Cyberbullying against Women and Girls in the Framework of the Belém Do Pará Convention*](#). Spotlight Initiative (Spanish only)



GROUPS TARGETED

- Young women and adolescent girls
- Women in public life: politicians, industry leaders, managers, women journalists, etc.
- Women's rights activists and human rights defenders
- Women with intersecting identities: e.g. women living with disabilities, lesbian women, indigenous, black, minority and migrant women and girls

(Source: UN Women. *Accelerating Efforts to Tackle Online and Technology Facilitated Violence Against Women and Girls*)

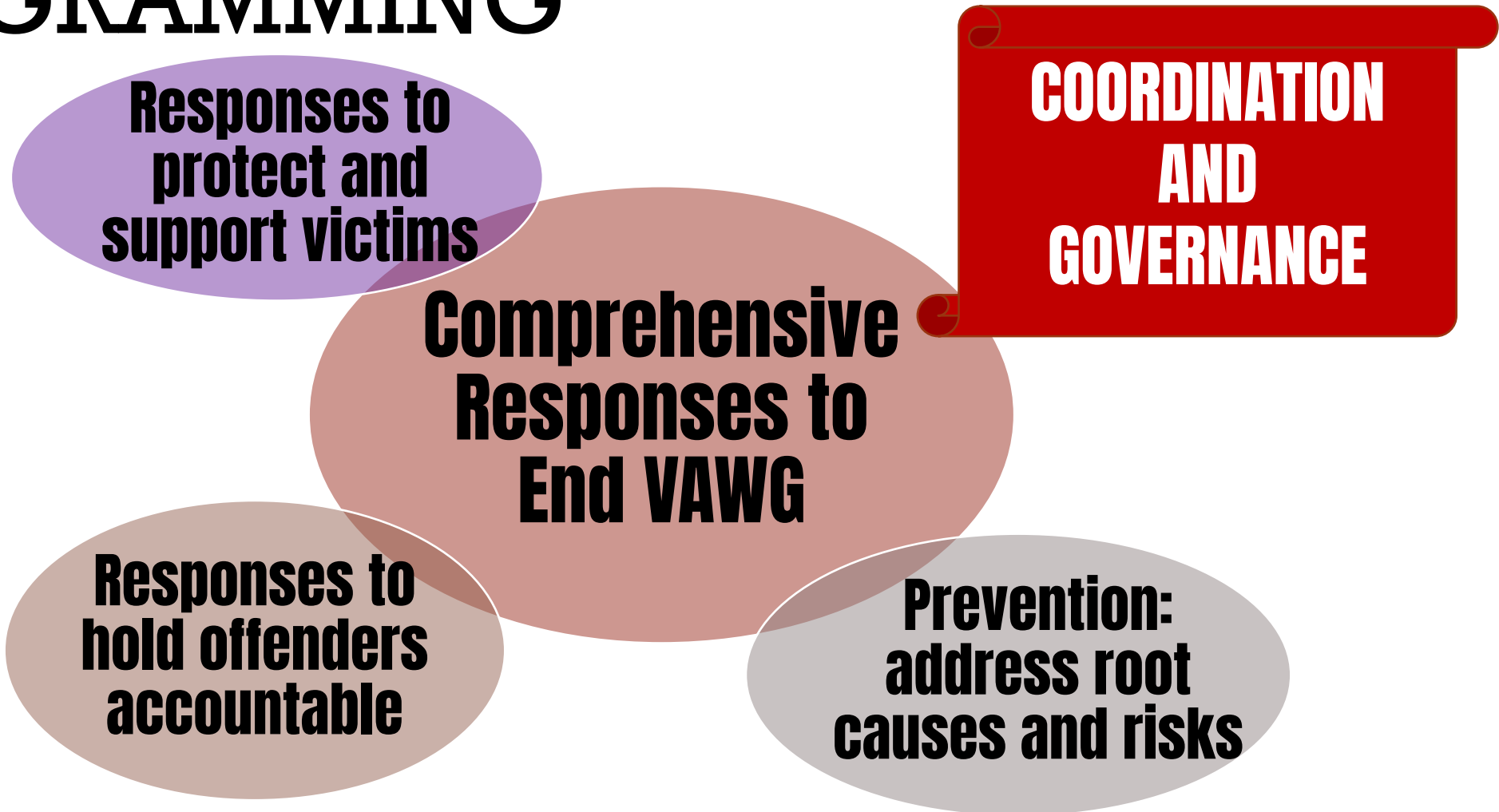
- Women living with or escaping from harmful relationships or offline GBV



*prevalence was measured at three levels, all data pertains to the year between May 2019 to May 2020.

Source: The Economist Intelligence Unit (2021). [Measuring the prevalence of online violence against women](#)

CORE ELEMENTS OF GBV/VAW PROGRAMMING



DRAFT MODEL LAW: INTER-AMERICAN MODEL LAW TO PREVENT, PUNISH, AND ERADICATE GENDER-BASED DIGITAL VIOLENCE AGAINST WOMEN

- Being developed by the Follow-up Mechanism to the Belém do Pará Convention (MESECVI)
 - Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women
- Purpose: to ensure the **prevention, response, protection, investigation, punishment, reparation of harm** and the **eradication** of gender-based digital VAW.
- Addresses: Violence against women that is **committed, instigated, facilitated, or aggravated** in whole or in part through the use of digital technologies.

Chapters:

1. Definition and scope of application
2. Duties of the state
3. Regulation of internet intermediaries
4. Judicial proceedings
5. General provisions

Thank You...

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 **ONU**
MULHERES 

**WOMEN'S
EMPOWERMENT IN
THE ERA OF
TECHNOLOGY**

Photo credit: UN Women

BRASILIA, SEPTEMBER 26, 2025

A woman, Martha Alicia Benavente, stands in the center of a rustic room, holding a glowing solar lamp. The room has wooden walls and a corrugated metal roof. A floral-patterned cloth hangs from the ceiling, and a window with red and white striped curtains is visible in the background. The floor is made of dirt. The woman is wearing a dark sleeveless top and blue jeans. The solar lamp she is holding is a small, white, cylindrical device with a light bulb on top. The overall atmosphere is warm and intimate, highlighting the woman's role in her community.

Martha Alicia Benavente, from Tucurú, a small municipality in Guatemala, studied for six months to become a solar engineer.

She can't wait to start building solar lamps so her community can have sustainable energy.

A solar lamp can sell for up to 200 Quetzals, a lucrative business opportunity in a field traditionally dominated by men.

“There are more than 90 families in this community, none of the houses have access to

How can technology expand the human rights of girls and women?



Photo credit: UN Women/Pathumporn Thongking

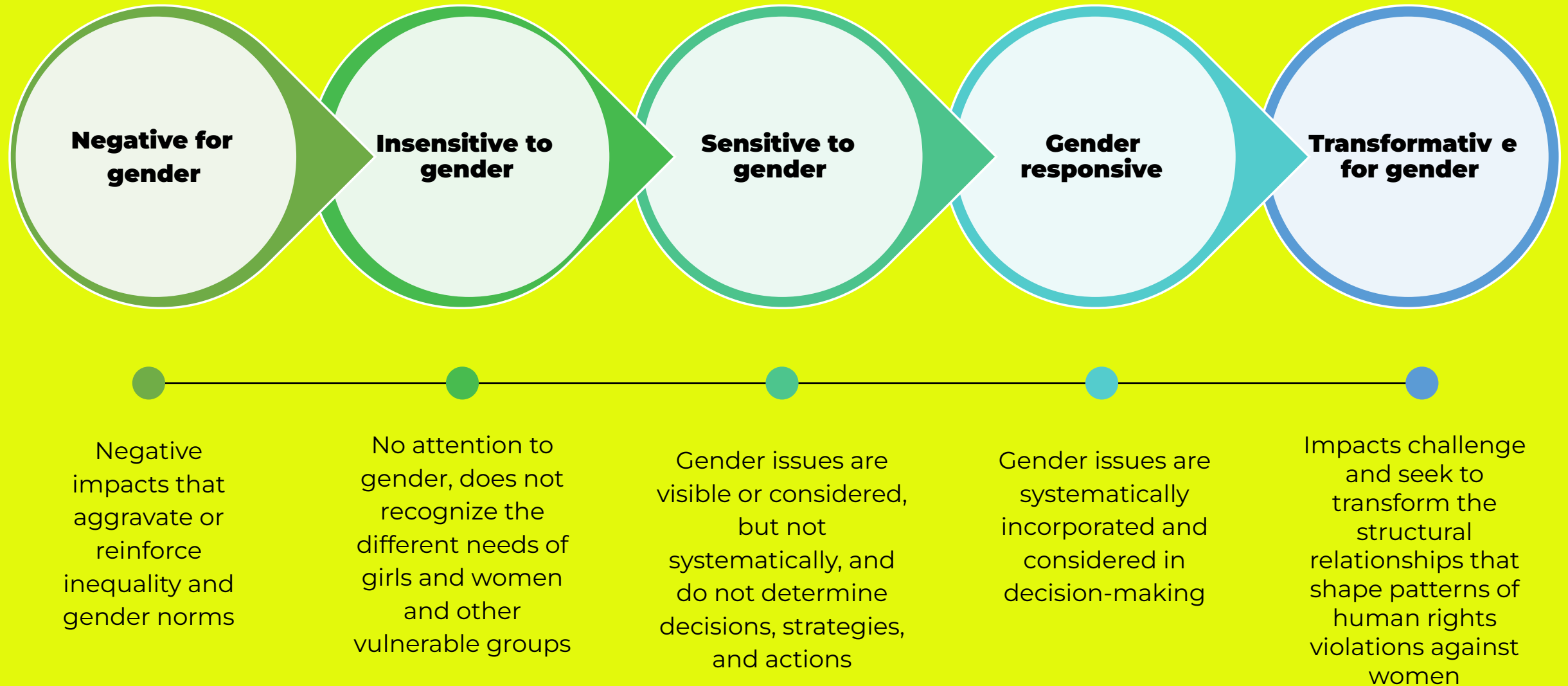
ENERGY

- Globally, **321 million** women still do not have access to electricity.
- In Brazil, around **450,000** people still do not have access to electricity, most of them in rural areas in the North Region.
- Despite almost universal coverage in Brazil, the **cost** of electricity and the **socio-environmental impacts** of the energy matrix are limiting factors.

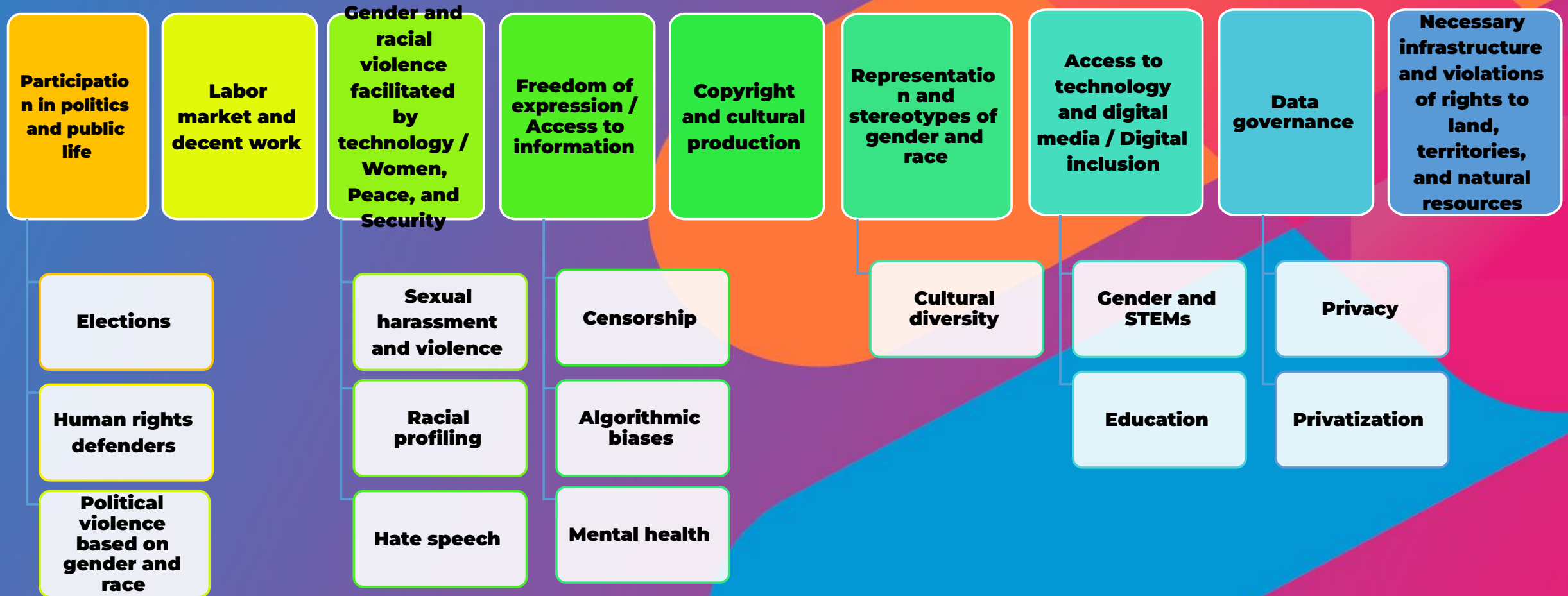
INTERNET

- In Brazil, despite almost universal coverage, access to **fixed broadband is 84.3% (70% in the Northeast). 5.1 million households do not use the internet.**
- Main reasons: no residents know how to use it (32.6%), high cost (27.6%), and no need (26.7%).
- In 12 countries across Europe and Central Asia, **53%** of adult women reported experiencing some form of **technology-facilitated gender-based violence.**
- In low- and middle-income countries, women are **20% less likely** than men to own a **smartphone**—and have less agency and autonomy to acquire and use one.

How can technology be used more effectively to expand women's rights?



Mapping human rights issues associated with the gender and race impacts of Artificial Intelligence



<u>Report on racial discrimination and emerging technologies</u> (A/HRC/44/57)	2020	UN Special Rapporteur on Racism	<ul style="list-style-type: none"> Analyzes how emerging technologies, including AI, reinforce racial discrimination. Highlights algorithmic bias and digital exclusion.
<u>Recommendation on the Ethics of Artificial Intelligence</u>	2021	UNESCO	<ul style="list-style-type: none"> Defines ethical principles for AI: human rights, social justice, diversity, inclusion, transparency, and doing no harm. Highlights risks of algorithmic bias and exclusion. Identifies 11 areas for policy action.
<u>CSW67 Agreed Conclusions – Innovation, technological change, and digital education for gender equality</u> (E/CN.6/2023/L.3)	2023	Commission on the Status of Women (CSW)	<ul style="list-style-type: none"> Guide national and international policies to ensure that the digital revolution serves gender equality.
<u>Report on Artificial Intelligence and Racial Discrimination</u> (A/HRC/56/68)	2024	UN Special Rapporteur on Racism	<ul style="list-style-type: none"> Analyzes how the belief in the neutrality of technology allows AI to perpetuate racism. Points out problems in data, algorithmic design, intentional discriminatory use, and lack of accountability.
<u>Report on Artificial Intelligence Governance</u>	2024	UN High-Level Council on Artificial Intelligence	<ul style="list-style-type: none"> Analyzes risks and establishes guiding principles and functions for the governance of Artificial Intelligence, discussing different models and forms of cooperation. Highlights governance obstacles related to representation, coordination, and implementation.
<u>BRICS Leaders' Statement on Global Governance of Artificial Intelligence</u>	2025	BRICS	<ul style="list-style-type: none"> Advocates for UN-centered global governance of AI, with a focus on digital sovereignty, inclusion, equitable access to technology, and sustainable development.
<u>Restorative Justice in the Age of Artificial Intelligence</u> (A/HRC/60/72)	2025	UN Permanent Forum on People of African Descent	<ul style="list-style-type: none"> Makes recommendations on AI and digital justice for people of African descent. Includes a recommendation to “urgently suspend” the use of AI in migration controls, policing, and criminal justice systems. Also recommends that the draft Declaration on the Human Rights of People of African Descent include the protection of technological justice.
<u>Inter-American Model Bill to Prevent, Punish, and Eradicate Digital Gender-Based Violence against Women</u>	2025	MESECVI	<ul style="list-style-type: none"> Defines online gender-based violence as an extension of structural violence. Proposes prevention and response measures.

HUMAN RIGHTS-BASED APPROACH TO GIRLS AND WOMEN: UN GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS

“The Commission stresses that the serious harm and discrimination against women and girls triggered by the use of new and emerging digital technologies requires regulation that takes into account the voices and experiences of women and girls, in order to improve accountability requirements to respond to any human rights violations and abuses and increase transparency on how to use and protect data and address potential human rights violations and abuses caused by the use of these products and services, taking into account the Guiding Principles on Business and Human Rights.”

[CSW67 Agreed Conclusions – Innovation, technological change, and digital education for gender equality](#) (E/CN.6/2023/L.3), para. 41

Scope/Coverage of Companies' Obligations

- **It is independent of the capacity and/or willingness of the State to fulfill its human rights obligations and does not reduce the responsibilities of the State** (Principle 11)
- **Refers to all internationally recognized human rights** (Principle 12)
- **Applies to all adverse impacts that the company has caused or contributed to causing** (Principle 13, “a”)
- **It involves the duty to prevent and mitigate adverse impacts, even if the company did not directly contribute to the impacts** (Principle 12, “b”)
- **Applies to all companies, regardless of size, sector, operational context, ownership, or structure.** (Principle 14)

Requirements placed on companies

- **Expression of commitment to respect human rights through corporate policies** (Principle 15, “a”)
- **Human rights due diligence process** (Principle 15, “b”)
- **Processes to enable remediation of adverse impacts on human rights** (Principle 15, “c”)

Human rights due diligence

- **Identify and analyze potential or actual adverse impacts** (Principle 18)
- **Integrate the results of this analysis into relevant corporate operations, functions, and processes** (Principle 19)
- **Monitor the effectiveness of adopted measures** (Principle 20)
- **Reporting and accountability** (Principle 21)



Action Points: Technology in the Service of the Human Rights of Girls and Women

CSW67

1. Equitable access to and participation in technology and digital education
2. Women's participation in science, technology, engineering, and mathematics (STEM) and innovation
3. Digital rights, safety, and protection against gender-based violence in digital spaces
4. Intersectional focus and reduction of multiple inequalities
5. International policies and cooperation
6. Monitoring, accountability, and financial incentives

B+30: A Digital Revolution for All Women and Girls

70% of countries are investing in science, technology, engineering, mathematics, and digital skills for girls and women. However, higher educational levels do not necessarily translate into better jobs.

- Close gender gaps
- Ensure that girls and women lead the digital and artificial intelligence revolutions
- Mitigate the risks of technology-facilitated gender-based violence

21 Days of Activism for the Elimination of Violence Against Women

- Brazil: November 20 to December 10
- 2025 Theme: "Ending Digital Violence Against All Girls and Women"
- Concept:
<https://www.unwomen.org/en/what-we-do/ending-violence-against-women/unite/theme>

EQUAL IS BETTER

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