



Social Justice Working Group
Recommendations on AI Governance
Presented to H.E. Philemon Yang
by
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Introduction

As the United Nations continues its critical work toward developing inclusive, ethical, and rights-based frameworks for Artificial Intelligence (AI), the **Social Justice Working Group of the NGO Committee on the Status of Women, New York (NGO CSW/NY)** is pleased to submit the enclosed set of recommendations for your consideration.

These recommendations reflect the urgent need to ensure that the global governance of AI prioritizes **social justice, gender equality, and human rights**, particularly in the face of increasing digital surveillance, algorithmic bias, and the exclusion of civil society from key decision-making spaces.

The document includes three core components:

1. **A literature review and framework for an AI Justice Model**, which centers equity, transparency, and community accountability in AI development and deployment;
2. **Recommendations on advocacy strategies** to inform and protect civil society—especially women, youth, and marginalized populations—in an era of rapidly expanding AI technologies;
3. **Key policy points** that urge Member States and UN bodies to incorporate into AI governance structures, rooted in feminist and intersectional values.

We offer this submission with deep respect for your leadership and a firm belief that **civil society—particularly women-led and grassroots organizations—must be central to shaping a just and ethical digital future.**

We look forward to continued engagement in this process and stand ready to support the General Assembly's efforts to ensure AI serves the common good.

A literature review and framework for an AI Justice Model

Research Questions:

1. How does AI impact narrative / lived experience of women and girls?
2. How do biases related to gender manifest in artificial intelligence systems, and what are the sources and impacts of these biases on women?
3. What are barriers of achieving digital literacy for women and girls

Artificial Intelligence (AI) is rapidly reshaping the social, economic, and political landscape worldwide. While AI holds transformative promise, it also poses significant human rights challenges, particularly for marginalized genders and vulnerable populations. In recent dialogues hosted by UNESCO and the United Nations, a central concern has been the ethical governance of AI, its application in education, and the risks of algorithmic bias, misinformation, and social exclusion. This literature review explores how AI intersects with issues such as gender bias, gender-based violence (GBV), digital and economic inequality, and the rights of future generations, while emphasizing the critical need for a human rights-based, gender-responsive framework for AI governance.

Literature Review

- **Gender Bias in AI Systems**

Multiple studies reveal that AI algorithms frequently perpetuate and amplify existing gender biases. For instance, commercial facial recognition tools have been shown to misidentify women—and especially women of color—at far higher rates than men (AI Now Institute, 2021). Biased datasets in hiring platforms and academic scoring systems further reinforce gender disparities, inadvertently discriminating against women in critical areas like employment and education.

- **Gender-Based Violence and Online Harassment**

Digital platforms, increasingly governed by AI moderation tools, have become a breeding ground for gender-based violence. According to UN Women (2022), nearly 38% of women globally have experienced online harassment, yet AI-driven systems often fail to detect context-specific threats or hate speech.

- **Gendered Wealth Distribution and Employment**

The World Economic Forum (2023) reports that women are 1.5 times more likely to lose their jobs to AI-driven automation, yet they represent only 22% of AI professionals

worldwide. Gendered employment segregation is deepened by unequal access to STEM education and digital training.

What is of critical consideration is 11% of women (180 million jobs) in the STEM workforce are currently at risk of losing employment due to automation (Brussevich et al., 2018). The majority of major companies contended they plan to significantly decrease their workforce due to automation (WFES, 2021).

At the 2021 7th World Investment Forum United Nations Conference on Trade and Development (normally referred to as UNCTAD) Conference on Investing in Sustainable Development, academic track panelist Dr. Beata Javorcik, PhD, chief economist at the European Bank for Reconstruction and Development advised, after completing research, technology issues in emerging markets are: (1) access to technology, (2) knowing how to make purchases online and payment security concerns, and (3) technology skill. Dhanamalar et al. (2020) claimed similar commentary by stating rural women can benefit from learning to use the Internet by smartphones to stay up to date on global trends and conduct financial transactions online, to become self-reliant. Civera et al. (2018) argued entrepreneurship, internet, and capacity building trainings and seminars are *empowerment actions*.

- **Cybercrime, Digital Victimization, and Gaps in Inclusion**

The International Telecommunication Union (2022) found that only 41% of women in low-income countries are online compared to 53% of men. This gendered digital divide impedes women's ability to benefit from AI-enhanced services and protections.

- **AI and the Rights of Future Generations**

UNESCO's 2023 global meeting with education ministers revealed that less than 10% of schools follow formal guidance on AI tools such as ChatGPT. The absence of AI literacy frameworks risks excluding younger generations—particularly young girls—from shaping or safely navigating AI-driven environments.

- **Policy Landscape and UN Frameworks**

The Secretary-General's Roadmap for Digital Cooperation identifies eight action areas, including ensuring human rights in the digital era and supporting global cooperation on AI. The Pact for the Future (2024), alongside its annexed Global Digital Compact and Declaration on Future Generations, calls for equitable, ethical, and inclusive AI governance.

- **Conclusion and Recommendations**

AI must not only serve technological progress—it must champion social justice. There is a critical need for grants and funding mechanisms to support intersectional, community-

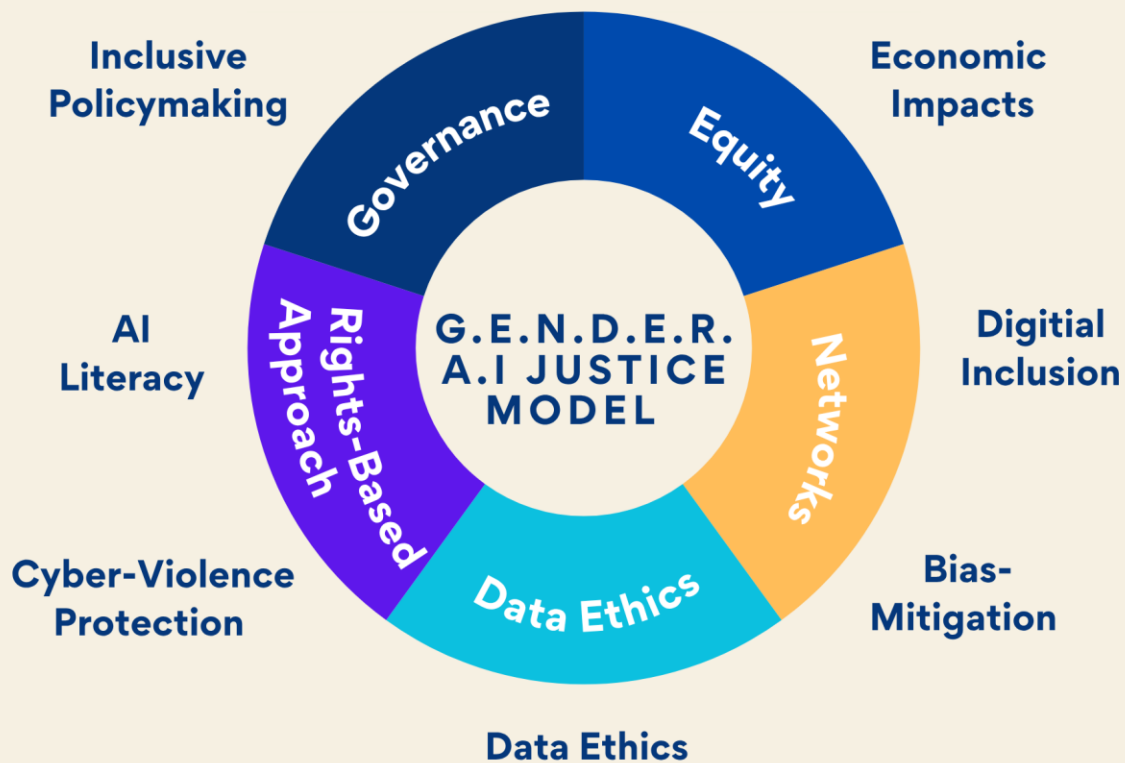
based research on AI and human rights. Civil society, especially women-led and youth organizations, must be recognized as key actors in the design, monitoring, and implementation of ethical AI strategies. The voices represented in this literature review reflect a unified call: to ensure the digital future is inclusive, safe, and equitable for all.

Hypothesized Framework: The G.E.N.D.E.R. A.I. Justice Model

To ensure AI upholds gender equity and human rights, we propose the G.E.N.D.E.R. A.I. Justice Model, which comprises:

- G – Governance: Inclusive, civil society-led policy development and oversight of AI systems.
- E – Equity: Analysis and redress of gendered economic impacts, including wealth and job distribution.
- N – Networks: Bridging digital divides and fostering youth and intergenerational digital solidarity.
- D – Data Ethics: Use of transparent, diverse, bias-mitigated data in algorithm design and deployment.
- E – Education: Integrating AI competencies in teacher training and student learning across genders.
- R – Rights-Based Approach: Ensuring AI applications are aligned with the Universal Declaration of Human Rights and CEDAW obligations.

G.E.N.D.E.R. A.I. JUSTICE MODEL



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AI and Civil Society: Advocacy Priorities for Equity, Protection and Participation

As noted in the UN Global Digital Compact, digital technologies hold the promise of accelerating the achievement of the Sustainable Development Goals. While these technologies create exciting opportunities, they also pose risks that must be thoughtfully mitigated. Human oversight is essential to ensure that technology advances sustainable development in a way that upholds human rights and promotes gender equity. One of the key objectives highlighted in the Global Digital Compact is the need to enhance international governance of artificial intelligence (AI) for the benefit of humanity.

As artificial intelligence continues to transform societies, civil society organizations must advocate for inclusive, ethical, and accountable use of AI. The following recommendations aim to inform and protect civil society, particularly marginalized communities, in the context of growing AI adoption:

Recommendations on advocacy to inform and protect civil society in the context of AI:

- ***Raise awareness of gender bias in technology***
 - Civil society organisations (CSOs) should conduct comprehensive risk assessments before adopting AI in their decision-making processes. These frameworks must account for potential gender and intersectional biases, be evidence-based, and applied proportionately and strategically.
 - AI recommendations must be reviewed through a human lens to ensure contextual understanding and equity. For example, using AI in foster family placements or for self-diagnosis can lead to harm if recommendations are not reviewed through a contextual and gender-sensitive lens.
 - Collaborate with universities and research centres to incorporate emerging research on gender and data bias in technology. This can also inform evidence-led advocacy.
- **Advocate for increased investment in research focused on data and algorithmic bias.**
- **Funders and institutions should be encouraged to prioritise AI research that examines bias and proposes corrective mechanisms, with specific attention to gender and other intersecting identities.**
- ***Promote career pathways for women in AI and technology***
 - Support programmes that equip women to participate in AI development, including algorithm design, auditing, and policy shaping.

- b. Organisations advocating for women will need strengthened capacity, digital literacy, and technical resources to play a meaningful role in shaping ethical AI and supporting affected communities.
- ***Promote digital literacy from early education onwards***
 - Encourage the integration of digital literacy — including AI awareness and ethical use — into K-12 education.
 - Consider adapting and adopting frameworks such as UNESCO's policy guidelines on the use of generative AI in education.
- ***Raise public awareness about data privacy in AI interactions***
 - CSOs should inform communities that data input into AI tools is not private.
 - Advocacy should also focus on promoting safe digital behaviours and raising awareness of potential data misuse.
- ***Inform and engage policymakers on AI-related gender inequities***
 - Share evidence and lived experiences with lawmakers to ensure gender and equity considerations are embedded in AI policy and regulation.
 - Encourage inclusive multi-stakeholder dialogue between CSOs, governments, academia, and the private sector.
- **Promote inclusive global governance of AI.**
- **Ensure accessibility, affordability, and usability of digital technologies for women and girls with disabilities, including assistive tools and inclusive content design.**
- **Promote Inclusive AI Technologies:** Advocate for AI systems that are intentionally inclusive and free from bias. This includes ensuring that development datasets are representative of diverse populations and that AI models undergo rigorous testing to mitigate harm to vulnerable groups.
- ***Mandate Corporate Social Investment for Digital Equity***
Encourage technology companies to allocate a portion of their budgets toward Corporate Social Investment (CSI). These funds should support community-based digital literacy initiatives, particularly in underserved regions globally, to help bridge the digital divide and promote equitable access to technology.
- ***Modernize Legal Frameworks for Cybercrime and AI Misuse***

Push for updates in legal systems to effectively address crimes and harms associated with AI, including data privacy violations, algorithmic discrimination, and emerging forms of cybercrime. This should include the creation of AI-specific legislation and regulatory mechanisms.

- ***Enhance Digital Literacy Among Lawmakers and Legal Professionals***
Equip policymakers, judges, law enforcement, and legal professionals with foundational knowledge of digital technologies, including AI. This will improve their capacity to legislate, interpret, and enforce AI-related laws with clarity and fairness.
- ***Develop inclusive representation in AI Governance Bodies***
Ensure inclusive representation in AI Governance Bodies so civil society - particularly women, marginalised groups, and the Global South - have a seat at the table in shaping AI standards and norms.
- ***Invest in Continuous AI Training for Educators***
Advocate for ongoing professional development for educators to ensure they remain current with evolving AI technologies. Educators should be equipped not only to support students in navigating and using AI responsibly, but also to teach about its societal implications - including privacy, bias, misinformation, and cybercrime. Training should include guidance on identifying AI-related risks, detecting cybercrimes such as online harassment and identity theft, and understanding avenues for reporting and resolution. Equipping educators with these skills helps ensure students develop critical digital literacy competencies.

As we navigate the rapid growth of AI, civil society must play a critical role in shaping inclusive, ethical, and accountable governance. These recommendations are offered as a foundation to ensure equity, protection and meaningful participation in the evolving digital landscape.

Key policy recommendations

In order to ensure women's participation, safety, justice, and economic empowerment, the Social Justice Working Group recommends the following key policy points:

Participation

The perspective of women, which is an internationally defined and accepted class of people, must be included. Those invited in Article 53 must include female victims, women's NGOs, and female experts. Those appointed in Article 57 must be 50% women. The process of appointment must be transparent and accountable.

- Awareness and public training must be mandatory in a language women can understand in that country and done by women's small business funded to carry out the training.
- As Member States work to promote the active participation of all stakeholders in shaping AI governance established in accordance with the Pact for the Future Global Digital Compact Objective 5, the NGO CSW Social Justice Working Group calls upon the importance of ensuring female representation and consideration when establishing advisory bodies, expert panels, and decision-making mechanisms related to AI development, regulation, and deployment.

Safety

- Particularly in countries where women do not have full human rights, it must be understood that her passwords, her account, her information, her online presence belongs to her and not the marital community or family.
- A victim who is a minor must have a statute of limitations running from when the victim is 18.
- Any system must allow for encryption so that women can be safe online. A robust system to remove nonconsensual videos must be included.
- Child protection must also be top-line concerns.
- National hotlines should be funded.
- As each Member State works to implement the UN Convention Against Cybercrime into its domestic laws, the NGO CSW Social Justice Working Group calls particular attention to the importance of implementing Article 34.4 and Article 34.5 by consulting experts in gender-based violence on the systems needed to be designed or put in place to support the protection and safety of women and girls

Access to Justice

- The AI policy must include all forms of violence against women in addition to sex trafficking e.g. pornography, prostitution, femicide, FGM, and lack of reproductive autonomy.

- Any definition of consent must take into account local legal, economic, and religious traditions to ensure that the definition of serious crimes includes violence against women which is often minimized, and that consent is informed, meaningful consent from a victim's rights and trauma informed perspective.
- Any penalty for violations should not harm the victim and must consider the history of physical and sexual abuse of women. Special measures to achieve these goals shall not be viewed as discriminatory.
- In advancing legislative measures under the UN Convention Against Cybercrime, the NGO CSW Social Justice Working Group emphasizes the need to implement Article 16 with gender-sensitive digital systems and restorative justice mechanisms that prioritize the rights and dignity of marginalized survivors.

Economic Empowerment

In member state implementations of the recommendations from the Secretary-General's High-level Panel for Digital Cooperation, the NGO CSW Social Justice Working Group calls for the importance of Area 4 by investing in the development of gender-sensitive digital literacy and women-centered innovation to advance the economic empowerment of women and girls in safe and protected workplaces.