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Empowerment through ICTs: Strategies for the Labor Inclusion of Women Victims of Gender-based Violence in Valle Del Cauca

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Abstract

This study investigates how Information and Communication Technologies (ICT) training can serve as a pathway for the labor inclusion of women victims of violence in Valle del Cauca, Colombia, highlighting its effect on empowerment and economic autonomy. Through a comprehensive approach, critical factors impacting the effectiveness of ICT training are identified, including barriers and facilitators from a broad socio-economic, cultural, and psychological perspective. Prospective tools such as the Regnier Abacus analysis are utilized to assess these factors for understanding their influence and dependency, allowing for a detailed view of the underlying systemic structure. This insight aids in pinpointing variables with the greatest potential impact on ICT training and its integration into the labor market. Findings are consolidated into a strategic gap matrix, from which targeted interventions are derived to overcome identified obstacles, thereby promoting more effective inclusion of women in the technology sector and workforce. This strategic approach proposes innovative solutions, significantly contributing to the discourse on female empowerment and the gender gap in technology and employment. This work offers an integrated and participatory perspective, combining qualitative analysis with prospective methodologies to provide insights on the transformative impact of ICTs on the lives of vulnerable women. By highlighting effective strategies for bridging gender gaps in technology and employability, the study not only enriches academic literature in these areas but also guides policymakers and practitioners towards more informed and gender-sensitive practices.

Keywords: Information and Communication Technologies (ICTs), Female empowerment, Labor inclusion, Intervention strategies, Gender and technology

Introduction

In the current global panorama, characterized by the rapid advance of Information and Communication Technologies (ICTs), its significant impact on the social structure of nations stands out, particularly influencing areas related to gender and the problems historically associated with women. The United Nations points out how these technologies have revolutionized social interaction, especially for those women who have been victims of gender-based violence, adding levels of complexity to their social reintegration. According to Briceño, this context presents unique challenges and potential opportunities. (ONU, 2020)(2006)

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Against this backdrop, this research focuses on exploring the role of ICTs as catalytic tools for labor inclusion and empowerment of women in vulnerable situations in Valle del Cauca, Colombia. This study aims to analyze and understand the key variables that relate ICTs to the improvement in the labor inclusion of these women, thus promoting their process of empowerment and autonomy.

To achieve this objective, an exploratory methodology is adopted that emphasizes participatory analysis, with the purpose of carrying out a detailed examination of the relevant variables in both internal and external contexts, evaluating their variations and their importance in the future, as indicated by Pérez. The methodology of this study includes the analysis of testimonies of experts and key actors in the field of ICTs and labor inclusion, which allows us to obtain a comprehensive and up-to-date view of this critical issue. (2005)

Through this multidimensional approach, it seeks to better understand the dynamics between ICTs and the labor inclusion of women victims of gender-based violence, identifying opportunities and effective strategies for their empowerment in the Valle del Cauca region.

Literature Review or Theoretical Framework

Mendez (2023), addresses how gender mainstreaming can be critical to women's empowerment in the tourism sector. This study highlights the critical importance of inclusive educational policies and strategies in enhancing women's labor participation in tourism. Méndez Maldonado emphasizes the urgency of developing meticulously structured policies and training programs to mitigate gender disparity. In addition, it suggests that Information and Communication Technologies (ICTs) can be instrumental in supporting and enhancing these initiatives, thus demonstrating their versatility and effectiveness. On the other hand Almiron & Porro (2014), argue that ICTs are essential to include women in vulnerable situations, particularly those affected by gender-based violence. They recognize ICTs as an educational tool and a catalyst for social change. According to the study, the development of ICT skills is essential to increase job opportunities and increase women's autonomy. Pellegrini, Viera & Marín (2023), discuss how the effective and equitable use of ICTs can increase women's participation in social, political and economic spheres, especially in contexts of vulnerability. Emphasis is placed on developing skills such as critical thinking and self-awareness, as well as actively participating in political affairs to harness gender equality and advance social justice. These studies offer an economic perspective on the transformative impact that ICTs have on women's emotions.

The study proposed by Foppiano, Matus & Cornejo A, focuses on encouraging women to occupy leadership positions in sports federations. It highlights how ICTs are useful in overcoming obstacles and developing effective plans to increase the inclusion of women in these positions. This approach is complemented by the contributions of Iglesias & González & Castillo that emphasize the need for inclusive education aligned with human rights and social needs, which is essential for the development of critical and adaptive skills. These studies highlight the transformative influence of ICTs on women's empowerment and labor inclusion, especially in contexts of vulnerability and leadership.(2022)(2020)(2015)

(Raciti, Vivaldi Vera, & Assunta Giuliano, 2016), explains the technique used in Colombia to assess these skills and their relevance to programs that seek to promote social and labor inclusion. Empowerment is emphasized through training and the development of socio-

emotional skills, especially in vulnerable groups, such as women who suffer gender-based violence. In order to improve employability and social and labour integration, these competencies are assessed as an essential component in targeted public policies and these ends. As stated in their study, they highlight the need to create a work culture free of gender-based violence and highlight the need for strategies to include and empower women victims of this violence, including preventive and support measures. This aligns with the promotion of empowerment through ICTs, as providing women with skills and opportunities in this area can be an effective avenue for their inclusion and professional development, especially in contexts of gender-based violence.(Undurraga & López Hornickel, 2020)

(Calvo González & Camacho Bejarano, 2014), highlights the importance of training health professionals to detect and treat gender-based violence. This training could use ICTs as tools to improve education, awareness-raising and coordination in victim care, which could help empower affected women, facilitate the reintegration of women into the labour market, particularly those who have been affected by gender-based violence. It focuses on providing digital skills training and establishing support networks to foster gender equality in the tech sector, overcoming cultural and educational barriers that prevent women from participating in these areas.(Herrera Restrepo, Montoya Restrepo, & Matus Ruiz, 2023)

For Valle del Cauca, young women in Valle del Cauca face challenges and opportunities in education, employment, health, and political participation. The gender-based violence report, on the other hand, shows a worrying increase in cases of violence, including femicides and domestic violence in 2022. These documents highlight the complexity of the problems faced by women in the region in terms of socio-economic and personal security. The COVID-19 pandemic has worsened gender-based inequalities and violence in Valle del Cauca, particularly with respect to women and the LGBTIQ+ community. Information and communication technology (ICT) has become an important tool for empowering and including these victims in the labour market. ICTs facilitate economic independence and labour integration by providing access to education, training and support networks. In addition, it fosters awareness and labor inclusion strategies(Fundación WWB Colombia y Observatorio para la Equidad de las Mujeres, 2022) (Observatorio de Género del Valle del Cauca., 2022) (Gobernación del Valle del Cauca - Secretaria de Mujer, Equidad De Género y Diversidad Sexual., 2021)

For, Regarding the methodologies of the use of ICTs Regarding the methodologies of the use of ICTs The article uses a participatory action methodology to examine how gender affects participation in university classrooms. Internal and external factors drove gender inequalities in participation. The results highlight the importance of implementing educational methods that promote gender equality, with the inclusion of women in vulnerable situations being especially crucial.(Martínez Martín, Rabazas Romero, Sanz Simón, & Resa Ocio, 2020)

According to , the main data on access and use of Information and Communication Technologies (ICT) in Colombia, focusing on different aspects such as Internet connectivity, use of computers, and the digital transformation of companies (Gobierno de Colombia - MINTIC - vive digital para la gente, 2019)can contribute to the inclusion of women in a state of vulnerability in the labour market, for which the following data are presented, expressed in the table according to the (DANE con ONU Mujeres, 2020)

Table No. 1: Impact of Information and Communication Technologies (ICT) on the Empowerment and Labor Inclusion of Women in Vulnerable Situations in Colombia.

Aspect	Key Fact
Internet Connectivity	81% of women have accessed the internet in the last 6 months.
Use of Mobile Devices	90% have their own phone; 72% use smartphones.
Connection Location	88% connect from home; 33% use free public places.
Digital divide	19% of women do not overcome the digital divide, mainly indigenous, rural, elderly, low-income women.
Interest in ICT training	65% are interested in ICT training.
Use of social media	87% use the internet especially for social media and entertainment.
Labor Participation	Increase from 50% to 53% (2009-2019) in women; less than men (73% to 74%). 21-point gap in 2019.
Education & Work	Narrowing the gap in higher levels of education; in rural areas and uneducated women.
Unemployment	Higher in women (14% vs 8% men); more acute in young, college-educated women.
Occupations	Majority women in domestic employment and unpaid family workers; minority as employers or employees.
Wage gap	Women earn an average of 88 pesos for every 100 pesos for men; The gap persists even at high levels of education.
Domestic Work & Care	Women spend 7 hours 14 minutes a day; Men less than 4 hours
Own income	3 times more women than men with no own income; 5 times more in rural areas.
Poverty	Femininity poverty index of 118 in 2018; Higher incidence of poverty among women

Source: Adapted from "Government of Colombia - MINTIC - Vive Digital para la Gente, 2019" and "DANE with UN Women, 2020".

This study analyzes the digital divide in Valle del Cauca, Colombia, focusing on factors such as internet access, use of mobile devices, and ICT training. The analysis uses data collected in recent years to identify trends, challenges and opportunities, with the aim of designing strategies for greater digital inclusion and a reduction in inequality.

Table No. 2: Digital Divide and Its Socioeconomic Impact in Valle del Cauca.

Variable	General Information	Valle del Cauca
Internet access	60%	<ul style="list-style-type: none"> 43.8% in households according to the Departmental Public Health Secretariat, 2021 52.1% in households according to Gender Observatory, 2020 58.9% in households according to CIASE, 2019 62.3% in households according to DANE, 2018.
Use of Mobile Devices	85%	<ul style="list-style-type: none"> 78.5% have a cell phone according to the Departmental Public Health Secretariat, 2021 83.7% have a cell phone according to Gender Observatory, 2020 88.3% have a cell phone according to CIASE, 2019 90.1% have a cell phone according to DANE, 2018
Digital divide	N/A	This is evidenced in all studies, highlighting the lack of internet access and ICT training.
Interest in ICT training	Loud	<ul style="list-style-type: none"> 68.2% according to the Departmental Public Health Secretariat, 2021 70.4% according to Gender Observatory, 2020 74.2% according to CIASE, 2019 76.5% according to DANE, 2018
Use of social media	N/A	Facebook and WhatsApp are the most used, with high usage rates across all studies: Facebook (78.3% to 79.4%), WhatsApp (90.3% to 95.8%).
Labor Participation	N/A	47.2% in 2020, with a gender gap of 20.7 percentage points according to DANE, 2021.
Education & Work	N/A	<ul style="list-style-type: none"> 22.8% of women with higher education vs. 33.1% men. 23.4% of women with basic primary education vs. 16.7% men according to DANE, 2020.
Unemployment	N/A	13.2% in 2020, with a gender gap of 4.4 percentage points according to DANE, 2021.
Most Common Occupations	N/A	Commerce and services (43.2%), professional, scientific and intellectual (23.4%), elementary occupations (19.2%) according to DANE, 2020.
Wage gap	N/A	Women earn on average 17.8% less than men according to DANE, 2020.
Domestic work and care	N/A	Women spend 3 times more time than men on these activities (no numerical value is specified).

Source: Departmental Public Health Secretariat (2021); Gender Observatory (2020); CIASE (2019); National Administrative Department of Statistics (DANE, 2018-2021).

Table No. 1 shows an increase in internet access and the use of mobile devices in Valle del Cauca, evidencing a positive trend towards digitalization. However, despite this increase, the presence of a digital divide remains significant, especially in low-income households and rural areas, limiting opportunities for empowerment and professional development for women victims of gender-based violence. The high interest in ICT training suggests a window of opportunity to implement training programs aimed at this group, enhancing their inclusion and participation in the labor market.

Gender Gaps in the Workplace and Education:

Table 2 reflects worrying gender disparities in terms of labor force participation, unemployment, and wage gaps. Women's labor force participation is significantly lower compared to men's, and women face higher rates of unemployment and a stark wage gap. In addition, women spend significantly more time on domestic and care work, which further limits their availability to participate in training and formal employment.

Implications for Empowerment through ICTs

The integration of ICTs for the empowerment of women in Valle del Cauca is essential, revealing the research of, that, despite the challenges, these entrepreneurs overcome obstacles, contributing significantly to the regional economy. The wide availability of the internet and mobile devices facilitates the implementation of ICT training programs, focused on key job competencies, essential for their economic and professional inclusion. (Amador Martínez, Saldarriaga Hernández, Franco Azcarate, Chamorro Valenzuela, & Vasquez Andrad, 2023)

Literature analysis to address the questions of the Focus Group: The Focus group as one of the main tools that allowed to consolidate the key variables of influence to the empowerment of women through ICTs: Strategies for the labor inclusion of women victims of gender violence in Valle del Cauca, the following were analyzed that provided a solid theoretical and empirical framework for the development of questions in a focus group aimed at exploring the experiences of women victims of gender-based violence in Colombia, their inclusion in the labor market and the role of ICTs in this process:

(García-Moreno & Riecher-Rössler, 2013), focuses on the empowerment of women who have been victims of violence, exploring the interrelationship between gender-based violence and the impact on the health of those affected.

Table No.3: Key Sources for the Elaboration of Focus Group Questions: Empowerment and Labor Participation of Women Victims of Gender Violence.

Fountain	Approaches
(García-Moreno & Riecher-Rössler, 2013)	It focuses on the empowerment of women who have been victims of violence, exploring the interrelationship between gender-based violence and the impact on the health of those affected.
(Jacobsen, 1998)	Gender Dynamics in the Labour Market Can Be Explored offers an economic view of gender.
(Sen & Östlin, 2007)	They propose seven policy approaches to address structural dimensions, test stereotypes, reduce health risks, and transform gender policies into health systems.
(Dworkin, Ghandi, & Passano, 2017)	Discusses the role of information and communication technologies in women's empowerment
(Cohoon, J. M & Aspray, 2006)	It provides a point of view on ICT training for women.
(Barnes, 2006)	Addresses the empowerment of women who have been victims of violence
(Fernando & Ferrari, 2013)	It offers a comprehensive understanding of resilience in violent situations.
(Ríos Rodríguez, 2009)	Reports on the comprehensive development of women in conditions of gender-based violence.

Source: Authors' Own Creation.

These references can provide a solid theoretical and empirical framework for the development of questions in a focus group aimed at exploring the experiences of women victims of gender-based violence in Colombia, their inclusion in the labor market, and the role of ICTs in this process. To properly contextualize the study, it is necessary to complement these sources with research and data related to Colombia.

Methodology

The Methodology was Approached through the following Phases

Phase 1: Design and Preparation

Selection of Participants: Through state registries and with the collaboration of community leaders, 26 women victims of gender-based violence were identified. This process ensures the inclusion of experiential perspectives that are fundamental to the research.

Literature Review: A comprehensive analysis of related academic literature was conducted to identify pre-existing variables and formulate the guiding questions of the focus groups. This analysis allowed us to establish a solid and relevant theoretical framework for the study.

Phase 2: Data Collection

Focus Groups: Focus group sessions were conducted, using a combination of open-ended questions and participatory activities designed to foster dialogue, allowing participants to share experiences and perspectives on barriers and facilitators to their empowerment and access to employment through ICTs.

Moderation and Collection Techniques: Moderation techniques focused on creating a safe and conducive environment for women's expression, applying ethical and empathetic methods in line with social research standards.

Phase 3: Data Analysis

Qualitative Coding and Software Usage: The data obtained from the focus groups were analyzed using qualitative coding techniques, using specialized software such as Atlas.ti. This approach made it possible to identify and categorize critical variables in a systematic manner.

Validation of Variables: The identified variables were subsequently validated through consultations with experts, using Régnier's Abacus to analyze the influence and dependence between variables. This stage involved experts with national and international experience in the field of gender-based violence, ensuring a deep understanding of the dynamics at play.

Phase 4: Synthesis and Development of Strategies

Integration of Findings: The integration of focus group results, literature analysis, and expert validation provided a solid foundation for the development of strategies focused on women's empowerment through ICTs.

Development of Intervention Strategies: Specific strategies were designed based on the prioritized variables, aimed at overcoming barriers and maximizing facilitators for female

empowerment in vulnerable contexts.

Ethical Considerations

Informed consent was obtained from all participants, ensuring the confidentiality and anonymity of the data. The methodologies and practices employed were aligned with the ethical principles of social research, respecting the dignity and rights of the participants.

Results of the Focus Group

The Focus Group emphasizes the relevance of ICTs in addressing gender vulnerability, urging greater support for Women Against Violence through relevant information. According to eLAC (2011), it is crucial to develop gender models that improve women's access to ICTs, promoting equality and the generation of knowledge. The WHO (2017) points out the higher frequency of attacks on women, highlighting the urgency of incorporating gender perspectives into technology. Within the framework of this study, the main objective was to explore the factors that contribute to the empowerment of women exposed to gender-based violence and their subsequent integration into the labor market through Information and Communication Technologies (ICT). To this end, 26 women victims of gender-based violence, identified through state registries and with the help of community leaders, were selected to participate in focus group sessions. These sessions were established as platforms for dialogue to discern both obstacles and facilitators for participants' empowerment and access to employment.

The study used moderation techniques, such as open-ended questions and participatory activities, to motivate women to share their experiences. Qualitative coding analyzed the data, revealing critical variables ranging from the impact of violence on well-being to socioeconomic factors influencing recovery and empowerment. It examined the support of various organizations and the social perception of women, identifying 25 key variables, including the quality of training programs, government support, and the use of ICTs for empowerment in Valle del Cauca. These variables, essential for designing interventions and evaluating their impact, underline the importance of skills such as empowerment and resilience, with a special focus on ICT training for effective reintegration into the labor market.

To deepen the understanding of the identified variables, detailed questions were developed for the focus groups, based on a meticulous analysis of the previous literature. These questions focused on the experiences, perceptions and needs of the participants, with the aim of discovering concrete and effective solutions that promote their empowerment and facilitate their reintegration into the workplace.

Table No. 4: Key Questions on the Empowerment and Socio-Economic Reintegration of Women Victims of Violence.

Number	Theme	Key Question
1	Consequences of Violence on the Health of Victims	How has the experience of violence impacted your physical and mental well-being?
2	Labor Inclusion of Women Victims	What barriers have you encountered in trying to enter or re-enter the workforce after your experience of violence?
3	Routes of Attention of Territorial Entities	How would you rate the effectiveness of the services provided by local entities in their process of recovery and reintegration into the labour market?
4	High Quality Programs for Labor Inclusion	What characteristics do you consider essential in a programme aimed at facilitating their inclusion in the labour market?
5	Comprehensive Social and Moral Reparation Programs	What should an ideal program for the social and moral reparation of women victims of violence look like?

Number	Theme	Key Question
6	Socioeconomic Status of Women	How has your socio-economic situation influenced your experience of post-violence and your access to the labour market?
7	Support from NGOs and Trade Organizations	How have these organizations contributed to your process of recovery and reintegration into the workforce?
8	Budget for Support and Accompaniment	Do you consider that the financial resources allocated to support programmes are sufficient and used effectively?
9	Follow-up and Control of Complaints	How has your experience been with the complaint process and the follow-up given to your case?
10	Integral Training Web Application	What elements should a web application include to help you enter the productive sector?
11	Digital Learning Spaces	How could digital spaces facilitate their learning and professional development?
12	Acceptance of Women in the Family	What has your experience been like in the search for gender equality within your family environment?
13	Prevention and Awareness Programs	What aspects do you consider key in a program aimed at preventing gender-based violence and raising awareness in society?
14	Empowerment to Enter the Productive Sector	What kind of support or resources would you need to feel empowered and ready to enter the job market?
15	Training in Emotional Education of Human Talent	How do you assess the importance of emotional training in the professionals who assist you?
16	State Response to Violence and Support for Women	How would you rate the effectiveness and speed of the State's response to cases of gender-based violence?
17	Statistics on Gender-Based Violence and Armed Conflict	How do you think the reality of gender-based violence and armed conflict in Colombia is reflected in official statistics?
18	Level of Resilience to Face Adversity	What factors do you think have strengthened your resilience in the face of adversity?
19	Macho Culture and Patriarchal Beliefs	How do you think patriarchal culture and beliefs have influenced your experience of violence and recovery?
20	Level of Family and Social Empathy	How have you perceived the empathy of your family and society towards your situation?
21	ICT Training	How do you think ICT training could contribute to their empowerment and re-entry into the labour market?
22	Determine Conditions of Vulnerability	What specific conditions do you think increase the vulnerability of women in Colombia?
23	Technology as a Support Tool	How could technology be an effective tool in the fight against gender-based violence?
24	Integrated Support Models	What characteristics should regional, national and international models have?

Source: Authors' Own Elaboration based on Table No. 3. Key Sources for Developing Focus Group Questions.

The analysis of focus group responses using the Atlas.ti software revealed significant patterns related to the integration of gender equality through Information and Communication Technologies (ICTs), highlighting both the challenges and opportunities for career advancement of women affected by gender-based violence. According to Méndez (2023), the integration of a gender perspective is crucial for female empowerment, especially in sectors such as tourism, highlighting the importance of inclusive educational strategies. Almiron & Porro (2014) underline the essentiality of ICTs to include women in vulnerable situations, recognizing them as catalysts for social and educational change. In addition, Pellegrini, Viera & Marín (2023) argue that the effective use of ICTs can significantly expand women's participation in social and economic spheres, emphasizing the development of critical skills and political participation for gender equality. Research by Foppiano, Matus & Cornejo (2022) complements these findings by demonstrating how ICTs can overcome obstacles to female leadership in sports, while Iglesias & González (2020) and Castillo (2015) highlight the need for human rights-aligned education to foster adaptive skills. These studies collectively illustrate the transformative impact of ICTs on the empowerment and labor inclusion of women in vulnerable contexts.

Raciti, Vivaldi Vera, & Assunta Giuliano (2016), and Undurraga & López Hornickel (2020)

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emphasize the importance of cultivating an inclusive work culture free of gender-based violence, highlighting empowerment through ICT training as a route to inclusion and professional development. Calvo González & Camacho Bejarano (2014), and Herrera Restrepo, Montoya Restrepo, & Matus Ruiz (2023) discuss how ICT training and the establishment of support networks are crucial for gender equality in the technology sector.

For Valle del Cauca, (WWB Colombia Foundation and Observatory for Women's Equity, 2022), and (Valle del Cauca Gender Observatory, 2022) offer a perspective on the specific challenges and opportunities of the region, highlighting the impact of the COVID-19 pandemic on gender-based inequalities and violence. (Gobernación del Valle del Cauca - Secretary of Women, Gender Equity and Sexual Diversity., 2021), and (Martínez Martín, Rabazas Romero, Sanz Simón, & Resa Ocio, 2020), together with (Government of Colombia - MINTIC - vive digital para la gente, 2019) and (DANE with UN Women, 2020), provide key data on access to and use of ICTs in Colombia, underlining the relevance of these technologies in the labor inclusion of women in vulnerable situations.

This holistic approach, validated by experts and supported by existing literature, underscores the diversity of gender equality inclusion in the ICT field, providing a robust basis for future research and public policy formulation aimed at improving the socio-economic situation of women affected by gender-based violence. As a result of the analysis of the Focus Group questions, 25 key variables were identified, which are listed below:

Table No. 5: Factors Linked to the Empowerment of Women Victims of Gender-Based Violence through ICTs.

No.	Factors
1	Impact of violence on the physical and mental health of women victims
2	Barriers and Opportunities in the Labor Inclusion of Women Victims
3	Efficiency of the services offered by territorial entities to women victims
4	Characteristics of High-Quality Programs for Labor Inclusion
5	Comprehensive Programs for Social and Moral Reparation for Women Victims
6	Influence of socioeconomic status on women's recovery and empowerment
7	Role of NGOs and organizations in the support and protection of women victims
8	Adaptation of the budget for the support and accompaniment of women in vulnerability
9	Effectiveness in the follow-up and control of complaints of gender-based violence
10	Potential of web applications in the training and reintegration of women victims into the labour market
11	Accessibility to digital learning spaces for women victims
12	Promotion of gender equity and family acceptance of women as main actors
13	Effectiveness of prevention and awareness-raising programmes against violence against women
14	Strategies for the empowerment and reintegration of women victims into the labour market
15	Importance of Emotional Education in Professionals Assisting Women Victims
16	Quality and speed of the state's response to gender-based violence
17	Gender-Based Violence Statistics in Colombia
18	Impact of the Armed Conflict on Women Victims
19	Resilience of women victims in the face of adversity
20	Influence of sexist and patriarchal culture on gender-based violence
21	Level of family and social empathy towards women in vulnerable situations
22	ICT training for women victims as a tool for empowerment
23	Identification of specific vulnerability conditions of women in Colombia
24	Use of technology as an information support in gender conflicts
25	Regional, national and international support models for women victims

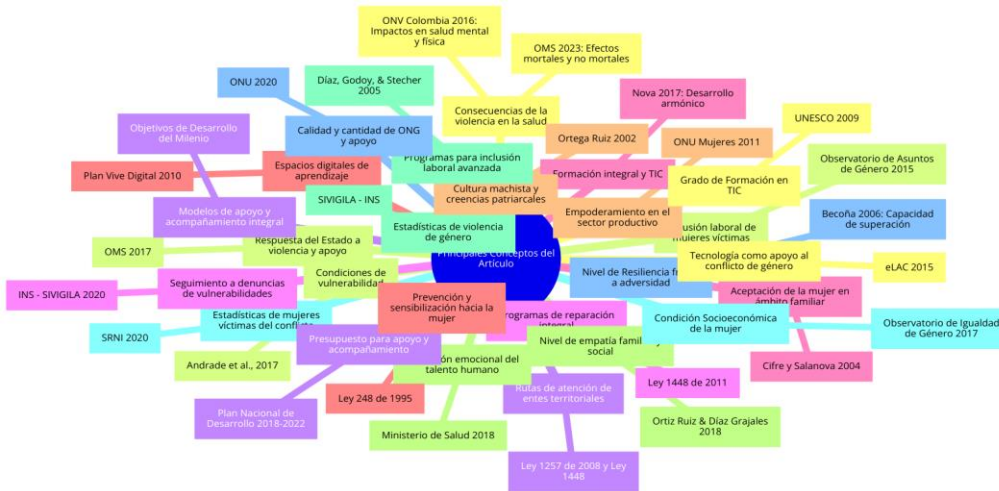
Source: Authors.

This study highlights the complex factors that contribute to the situation of women experiencing gender-based violence in Colombia and underscores the need for holistic strategies for their empowerment and inclusion. They analyze 25 key variables and highlight the urgent need to address not only the immediate victim of violence, but also the socioeconomic and cultural challenges that maintain gender vulnerability in various contexts. The study suggests that information and communication technologies (ICTs) can transform women's empowerment and integration into the digital workplace. ICTs not only facilitate professional and educational development, but also act as platforms for visibility and the fight against gender-based violence, promoting cultural change towards equality. The study calls for the development of policies and programmes that not only aim to mitigate the effects of violence, but also promote women's economic empowerment and participation in the digital society.

Context Analysis

This study examines the transformative impact of Information and Communication Technologies (ICTs) on the socioeconomic reintegration of women victims of gender-based violence in Colombia, a context marked by deep structural inequalities. In Colombia, gender-based violence is recognized in its multiple facets by the Information System for Gender-Based Violence (SIVIGE), with the support of key institutions such as the Ministry of Health, Justice and the National Administrative Department of Statistics (DANE), underlining the versatility of this problem (Ministry of Health, 2016). Ordinance No. 317 of 2010, promulgated by the Departmental Assembly of Valle del Cauca, represents a significant legislative advance towards women's empowerment and equal economic opportunities (Departmental Assembly of Valle del Cauca, 2010). However, DANE statistics from 2020 reveal persistent labor disparities, with female labor force participation of only 42.9% and a female unemployment rate of 59% in 2019 (DANE, 2020). The adoption of ICTs as tools for labor inclusion emerges as a vital strategy to address these inequities. This analysis identifies key variables that influence female employability, providing an essential diagnosis for the development of strategic interventions that leverage ICTs to promote development and gender equity.

Table 1: Figure No. 1: Conceptual Map of the Context of Factors Related to the Empowerment of Women Victims of Gender-Based Violence and the Role of ICTs in Colombia.



Source: Authors' Own Elaboration Generated with the Support of the Artificial Intelligence provided by ChatGPT, OpenAI, using its "Diagrams: Show Me" function. In original language: Spanish.

Methodologies and Results of Research on the Incorporation of ICTs in the Training of Women in Conditions of Gender Violence

Betancourt and Cruz (2018) emphasize the relevance of a diversified methodological approach to explore the empowerment of vulnerable women through information and communication technologies (ICTs). This study began with an exhaustive documentary analysis, examining relevant literature on technological developments and comprehensive training systems that favor emotional education and the development of skills for self-esteem and resilience. The ultimate goal of this approach is to take advantage of ICTs to equip women in vulnerable situations with the necessary skills for their effective reintegration into the productive sector.

Subsequently, Betancourt and Cruz outline the implementation of brainstorming sessions with key players in the sector, allowing the identification of critical variables for the development of the research. This step was followed by the Delphi method, consulting experts to integrate authoritative and consensual perspectives on the critical aspects of the topic at the regional and national levels, which significantly enriched the research findings. (2018)

The culminating phase of this methodology involved the application of Régnier's Abacus, which made possible a graphic representation of the tendencies and perceptions of the participants directly involved with the subject under study. The results of the Ábaco de Régnier for ICT training projects for Women in Vulnerable Conditions (MGV) are presented in Table 13, reflecting the current assessment of the actors. In addition, this information is consolidated in a hierarchical table in Table 14, which orders the data from most to least relevant and serves as the basis for the development of the Pictogram - Results of Régnier's abacus, illustrated in Graph No. 2. (Régnier, 1989)

Future Projection: Prioritization and Trends

Within the framework of this research, a panel of five experts in technology, education and labor reintegration has been convened to evaluate the ten-year projections of the current variables. The specialists were questioned about the future influence of technological initiatives and comprehensive training on the empowerment of women in vulnerable conditions. Specifically, the potential of ICT-mediated emotional education to strengthen self-esteem and resilience, as well as to develop critical skills for entry or re-entry into the workplace, was investigated. The synthesis of their perspectives will be presented through a graph based on Régnier's Abacus, which will allow the prioritization of variables and their future trends to be visualized. This prospective evaluation is vital for understanding anticipated trajectories and for the design of intervention strategies that enhance the use of ICTs in the empowerment process of women affected by gender-based violence.

Table No.6: Scale Used to Determine Prioritization and Future Trends.

Very favorable	Favourable	Doubt	Unfavourable	Very unfavorable
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	5	4	3	2	1
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Fountain. Own Elaboration.

Table No.7: Prioritization and trends - Future.

V_4	High-Quality Programs for Acceptance and Inclusion in the Labor Market.	5	5	5	5	5
V_14	Empowerment of women victims in Colombia to enter the productive sector.	5	5	5	5	5
V_2	Labor Inclusion of Women Victims in Colombia.	5	5	5	5	4
V_15	Importance of training in Emotional Education for human talent involved in women classified as victims in Colombia.	5	5	5	4	4
V_12	Acceptance of women as the main actors and as equal actors in the family.	5	5	5	4	4
V_17	Statistics and/or indicators of gender-based violence (psychological, sexual, physical and economic) in Colombia.	5	5	5	4	4
V_1	Consequences of violence on the health of victims, women in Colombia.	5	5	4	4	4
V_24	Technology as a support tool for information relevant to gender conflict.	5	5	4	4	4
V_5	Comprehensive, high-quality programs for social and moral reparations for women victims.	5	5	5	4	3
V_7	Quality and quantity of NGOs, trade unions and trade unions for the support and protection of women.	5	5	5	3	3
V_18	Statistics of women victims of the armed conflict in Colombia.	5	5	5	3	3
V_3	Routes of care of the territorial entities for women victims.	5	5	5	3	3
V_23	Determine conditions of vulnerability that affect women in Colombia.	5	5	5	3	3
V_25	Integrated regional, national and global models of support, comprehensive accompaniment to women in their process to overcome violation.	5	5	5	3	3
V_6	Socioeconomic status of women.	5	5	5	3	2
V_8	Budget to provide support and accompaniment for women in a degree of vulnerability.	5	5	5	3	2
V_9	Monitoring and control of the number of real and unmade reports of vulnerability by women victims.	5	5	5	3	2
V_21	Level of empathy on the part of the family and society towards vulnerable women.	5	5	5	3	2
V_10	A comprehensive training web application that allows women victims in Colombia to enter the productive sector.	5	5	4	4	2
V_16	Timely and quality response by the State, authority to violence, crime and support for vulnerable women.	5	5	4	3	2
V_11	Digital learning spaces available for women victims in Colombia.	5	4	4	3	3
V_20	The macho culture and patriarchal beliefs in the Colombian territory.	5	4	4	2	2
V_19	Level of Resilience to face adversity.	5	4	3	3	2
V_13	High-quality programmes for the prevention and sensitization of women and to avoid their vulnerability and conflict that lead to undermining their moral and social integrity.	4	4	3	3	2
V_22	Degree in ICT training for women victims in Colombia.	4	4	3	3	2

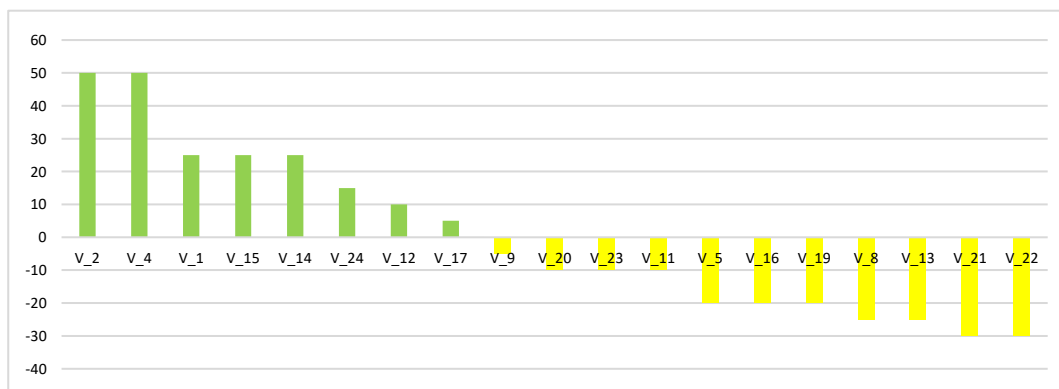


Figure 2: Pictogram of Current Results and Future Projections of the Régnier Abacus.
Fountain. Own Elaboration.
Source: Authors' Own Creation

Analysis of the Abacus of Régnier

The Abacus of Régnier has revealed that labor inclusion and access to high-quality programs are fundamental in the present and future empowerment of women victims of gender-based violence (MGV). These programs, which promote comprehensive training and emotional intelligence, are crucial for their immediate insertion into the labor market and the family's economic support. Digitalization, represented by the effective use of ICTs, is a pillar in this process; However, it is also identified as a current and future challenge, underlining the need to improve training in these technologies.

This conclusion resonates with the existing literature. Méndez (2023) underlines the need for inclusive and educational policies that promote female labor participation in tourism, highlighting the role of ICTs in this empowerment. Almiron & Porro (2014) recognize ICTs as essential educational tools and catalysts for social change for women in vulnerable situations. Pellegrini, Viera & Marín (2023) argue that the equitable use of ICTs can expand women's participation in social and economic spheres, emphasizing the development of critical skills and political participation to promote gender equality and social justice.

Foppiano, Matus & Cornejo A (2022) highlight the usefulness of ICTs in the promotion of female leadership in sport, while Iglesias & González (2020) and Castillo (2015) advocate for an education that develops critical and adaptive skills, crucial for women's empowerment and labor inclusion, especially in contexts of vulnerability and leadership. Raciti, Vivaldi Vera, & Assunta Giuliano (2016) and Undurraga & López Hornickel (2020) highlight the importance of policies that promote work environments free of gender-based violence and empowerment through ICTs as effective ways for inclusion and professional development.

The findings of the Régnier Abacus, aligned with the literature, emphasize the need for a multidimensional strategy that includes ICT training and socio-emotional development as central axes for the socioeconomic inclusion of MGVs in the labor market, underpinning their empowerment and contribution to the digital economy.

Consolidation for the Presentation of the Gap Matrix According to the Results Obtained

From each of the results of the study, they are consolidated to present the matrix of gaps:

Table No. 6. Matrix of Gaps and Strategies for the Empowerment of Women Victims of Gender-Based Violence

No.	Category	Identified Gap	Proposed Strategy for Closing the Gap
1	Productive	- Absence of connection mechanisms between the productive sector and vulnerable women. - Scarcity of self-employment programs. - Inadequate articulation for protected labor inclusion.	Design and execute programs that promote labor inclusion and entrepreneurship, providing continuous monitoring and evaluation.
2	Formative	- Limited ICT training. - Lack of skills development programs. - Insufficiency in prevention, awareness and resocialization at work.	Implement training in ICT and various competencies, and workshops for the acquisition of technical and professional skills.
3	Labour	- Absence of incentives for labor inclusion. - Lack of promotion of legal benefits. - Deficiency in monitoring and support for female entrepreneurship.	Establish incentive policies for companies that integrate women in vulnerable situations.
4	Psychosocial	- Shortage of qualified care personnel. - Insufficient psychosocial support. - Lack of specialized care programs.	Increase the recruitment of specialized staff and develop psychosocial support programmes adapted to the situation of each woman.

5	State	- Ineffective care routes. - Lack of post-victimization interventions. - Inadequate collection of statistical data.	Improve information management and the publication of up-to-date statistics to strengthen care routes and interventions.
6	Technological	- Limited internet access. - Lack of technological tools. - Scarcity of spaces with access to technology.	Promote programs that ensure connectivity and access to technology for women victims of gender-based violence.

Source: Authors' Own Elaboration Based on the Results.

The gap matrix identified in this study highlights crucial challenges and proposes comprehensive strategies to address the vulnerability and empowerment of women victims of gender-based violence in Colombia. The intersection of productive, educational, labor, psychosocial, state, and technological barriers highlights a complex reality that requires a coordinated and holistic approach to ensure the inclusion and economic empowerment of these women.

This approach is echoed in recent academic literature. Méndez (2023) underlines the importance of integrating a gender perspective in the development of educational policies and programs, particularly in sectors such as tourism, where ICTs play a fundamental role in women's empowerment. On the other hand, Almiron & Porro (2014) and Pellegrini, Viera & Marín (2023) recognize the value of ICTs not only as educational tools but also as catalysts for social and economic change, especially in contexts of vulnerability. These studies underline the need to develop digital skills among women to improve their job opportunities and autonomy.

In addition, the research of Foppiano, Matus & Cornejo A (2022) highlights the usefulness of ICTs in the promotion of female leadership in traditionally male-dominated fields, while the contributions of Iglesias & González (2020) and Castillo (2015) emphasize inclusive education as essential for the development of adaptive and critical skills. These findings align with the results of the gap matrix, suggesting that ICT training and emotional education are critical to overcoming the barriers faced by women in vulnerable situations.

The relevance of these studies is reflected in the strategy proposed by the matrix, which prioritizes the implementation of ICT training programs and the reform of state policies as key measures to close the gender gap and promote the economic and social empowerment of women in Colombia. The conjunction of these strategies and the relevant literature provides a valuable roadmap for designing effective interventions that address the complexity of the challenges faced by women victims of gender-based violence, marking a path towards their full integration and participation in society and the digital economy.

Conclusion

The study "Empowerment through ICTs: Strategies for the labor inclusion of women victims of gender violence in Valle del Cauca" reveals the transformative potential of Information and Communication Technologies (ICTs) in the empowerment and socioeconomic reintegration of women affected by gender violence. Through a rigorous analysis of the data collected from focus groups, it has been possible to articulate a series of strategies aimed at overcoming the identified barriers, which hinder the full socioeconomic participation of these women.

The study reinforces the need for expanded support for Women Against Violence through the provision of relevant and accessible information, in line with the recommendations of eLAC (2011) and WHO (2017). This approach is based on the development of gender models that facilitate women's access to ICTs, thus promoting gender equality and the generation of knowledge. The research underlines how gender-based violence involves not only an

immediate threat to women's physical and mental integrity, but also a significant obstacle to their labor integration and economic empowerment.

The analysis highlights a significant gap in the capacity of traditional education systems to respond to the needs of today's labour market, underlining the critical importance of innovation in training methods and content. In this context, ICT emerges as a strategic solution, providing a flexible and accessible platform for training. Specifically, e-learning stands out as an effective and efficient pedagogical method, enhanced by globalization and the decrease in technological costs.

This study contributes to the existing literature by illustrating how the integration of educational technologies can act as a driver for social change, equipping vulnerable women with the necessary tools to overcome socioeconomic barriers and empower themselves through knowledge and employability. However, to fully exploit this potential, it is crucial to address the structural gaps that limit effective access and effectiveness of ICT training for these populations.

The conclusions of this research highlight the vital role of ICTs in the process of empowerment and labor reintegration of women victims of gender-based violence. The implementation of ICT training programs, combined with a reform of state policies and the support of governmental and non-governmental organizations, is identified as key to closing the gender gap and promoting the economic and social empowerment of these women in Colombia. This holistic approach, supported by both qualitative data analysis and relevant literature, provides a solid foundation for future research and public policy formulation aimed at improving the socio-economic situation of women affected by gender-based violence, marking a path towards their full integration into society and the digital economy.

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