

THEMATIC WORKSHOP ON GENDER EQUALITY AND INCLUSIVENESS

CONCEPT NOTE

Workshop organised by Spain, joined by Argentina, Mexico, Chile, Aurora and YERUN

To be held online, 2h 45 min of duration, 4 April 2023 at 13:00-15:45 CET

As a result of the Multilateral Dialogue on Values and Principles for Research and Innovation¹ with the aim to work towards a common understanding of principles and values that should be the basis for international research and innovation cooperation, **this third workshop in the series, will focus on the principle of Gender Equality and Inclusiveness in Research and Innovation (R&I).**

Ensuring equality and inclusiveness is paramount to increase the competitiveness and societal relevance of R&I². At European level, gender inequalities still prevail in the European R&I system and a gap persists between the adoption of policies and strategies at both EU and national level as well as their implementation at institutional level. In this context, as the Action 5 of the EU ERA Policy Agenda highlights, there is a need to open gender equality policies to inclusiveness and intersections with other diversity categories and potential grounds for discrimination such as ethnicity, disability, or sexual orientation.

From an international cooperation perspective, an EU-funded project on ‘Gender Equality in Science, Technology and Innovation Bilateral and Multilateral Dialogues’ ([GENDER STI](#)) showed that there are a lot of commonalities between Europe and selected third countries³ on what needs to be done to include and improve gender equality in international cooperation in R&I⁴. Although the current data does not reveal many observations in gender equality and inclusiveness, the review of STI policies and gender content in STI bilateral and multilateral agreements indicates that inclusivity and intersectionality aspects related to gender are increasingly considered in future STI

¹ Launched by the European Commission in July 2022

² European Commission, DG R&I, Directorate D — People (2022). [Approaches to inclusive gender equality in research and innovation \(R&I\)](#).

³ Canada, the US, Mexico, Brazil, Chile, Argentina, South Africa, India, South Korea, and China

⁴ Survey Report on Gender Equality Implementation in STI Bilateral and Multilateral Agreements. Gender STI (2021). <https://www.gender-sti.org/wp-content/uploads/2021/12/Gender-Survey-Report-for-Web-Final-Version-03-12-2021.pdf>.

dialogues. This is in line with moving away from binary understandings of gender to acknowledge 'all genders', reflecting a more inclusive understanding of the term⁵.

Furthermore, it was identified that cultural differences are one of the main barriers for the integration of gender equality in dialogues between Europe and third countries. Thus, the implementation of international R&I cooperation is suggested as an important instrument of change if cultural differences are considered⁶.

Gender Equality and Inclusiveness are part of **the Sustainable Development Goals of the Agenda 2030**, i.e.: Gender Equality is explicitly targeted under Goal No 5 “[Gender Equality](#)” aiming at achieving gender equality and empowering women and girls and inclusiveness is part of Goal n°10 “[Reduce inequality within and among countries](#)” with its specific target. “*By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status*”.

Gender Equality and Inclusiveness are both considered as a human right, and there is a common agreement that more work should be done to eliminate visible and invisible barriers across the world and sectors of activity for reaching gender equality and inclusiveness without leaving anyone behind.

By sharing practices on the state of play and adopting a multilateral perspective, this workshop will facilitate and promote the exchange of policies, initiatives, and activities for creating a trusted environment of collaboration in R&I with specific attention to Gender Equality and Inclusiveness.

In addition, the **aim of the workshop** is to exchange information and discuss the challenges and implementation issues for Gender Equality and Inclusiveness as **essential principles for R&I activity worldwide**, and to review the existing practices in place within the countries and institutions represented by the participants.

To structure the workshop discussions, **the global challenges in Gender Equality and Inclusiveness in the context of research and innovation** will be addressed in the following four breakout sessions:

1. the under-representation of women in STEAM (Science, Technology, Engineering, Arts and Mathematics) fields;
2. the under-representation of women in leadership and decision-making positions;
3. gender-based violence including sexual harassment in the R&I system;
4. the low integration of a gender dimension in R&I content and ways to enhance diversity and inclusion in R&I activities.

⁵ Mapping on gender equality in STI bilateral and multilateral agreements. Interim Version. Gender STI (2022). <https://www.gender-sti.org/wp-content/uploads/2022/10/Mapping-gender-equality-in-STI-agreements.pdf>.

⁶ Overview of gender inequalities in STI agreements between EU and third countries. Gender STI (2022). <https://www.gender-sti.org/wp-content/uploads/2022/07/Overview-of-gender-inequalities.pdf>.

Participants will have the opportunity to choose the two breakout sessions they would like to contribute to when registering to the workshop. **Participation will be restricted to two participants per country/organisation.**

The **guiding questions** for discussing these challenges in the breakout rooms will be:

- **How the challenge concerned is affecting your institution/country/or stakeholder community?**
- **What are the key mechanisms/initiatives/best practices that your institution/country has put forward to tackle the challenge concerned?**
- **Are there also any initiatives that proved unsuccessful in tackling the challenge concerned that we could learn about?**

The moderators⁷ of the four parallel sessions will describe the challenge at hand and clarify the guiding questions to the participants, adapting them to the themes. They will open the floor for debate and further elaboration of the challenges at hand and the initiatives or activities that can address the key challenges identified. Participants will be invited to share examples of unsuccessful initiatives related to tackling these challenges.

A report summarising the discussion of the meeting will be circulated after the workshop and will be presented at the Plenary meeting of the Multilateral Dialogue in June 2023.

⁷ The moderation and rapporteur duties will be covered by the organising representatives, mentioned above.