

# GenderSTI Final Conference – 5 October 2023

Breaking Barriers: Advancing Gender Equality in International Science,  
Technology, and Innovation Cooperation

## Advancing gender equality in STI dialogues

### Gender STI findings and results

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GenderSTI 

**inmark**

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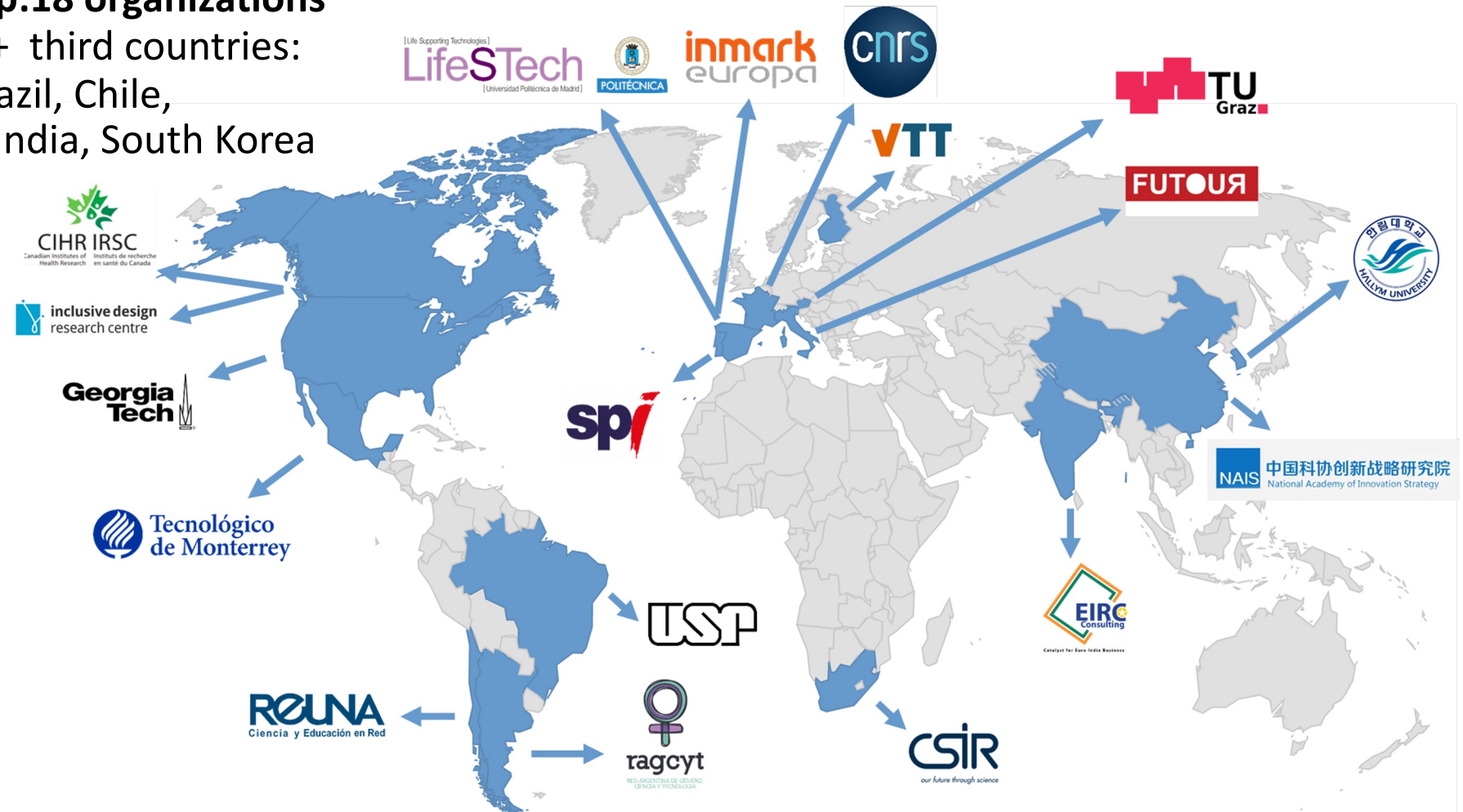


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# GenderSTI Purpose and Scope

The project investigates **how gender equality is taken into consideration in STI bilateral and multilateral dialogues** between Europe and third countries.

**International partnership: 18 organizations across 4 continents:** EU + third countries: Canada, USA, Mexico, Brazil, Chile, Argentina, South Africa, India, South Korea and China.



# GenderSTI Human-centred problem-solving approach

## Three Focus Areas:

1. Gender equality in scientific careers
2. Gender balance in decision-making
3. Gender dimension in R&I content



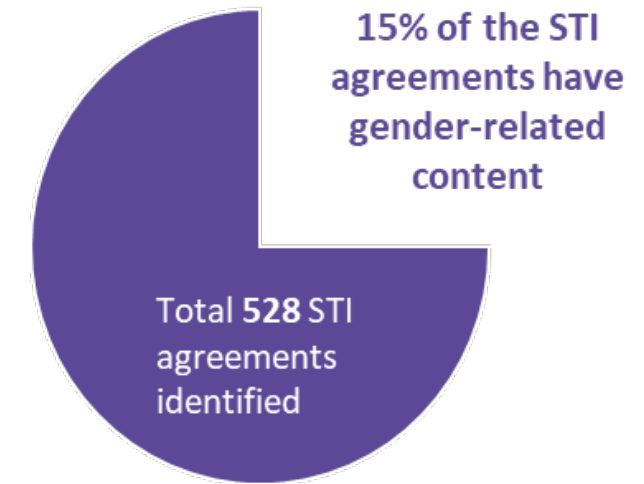
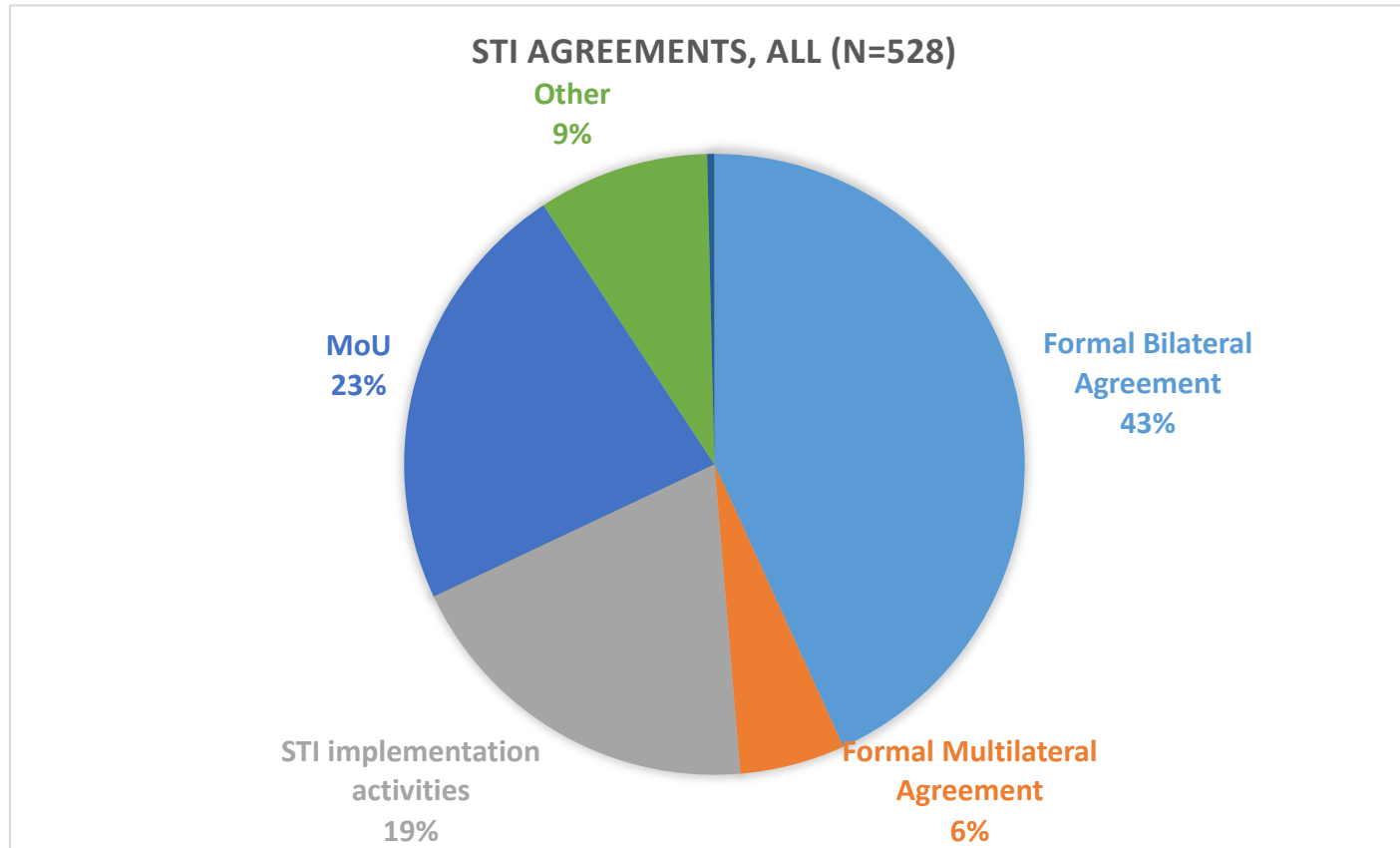
**Design Thinking methods**

**Intersectional approach**

**Diversity, Equity and Inclusion (DEI) values and principles**



# GenderSTI How many STI agreements consider gender equality matters?



**Gender content in STI Agreements:**  
gender equality, women participation,  
female talent promotion,  
intersectionality, inclusion.

Reasons	Total	Europe	Third Countries
<b>Underrepresentation of women in decision-making positions</b>	<b>61,76%</b>	<b>57.14%</b>	<b>66.04%</b>
<b>Stereotypes and unconscious bias</b>	<b>57,84%</b>	<b>63.27%</b>	<b>52.83%</b>
<b>Cultural and societal barriers</b>	<b>57,35%</b>	<b>60.2%</b>	<b>55.66%</b>
Lack of belief that gender inequality exists in the research/teams	48,04%	47.96%	48.11%
Lack of a supportive environment for women in STI	35,29%	35.71%	35.85%
Negotiation power	16,18%	17.35%	15.09%
Continued widening of the economic gender gap	14,22%	11.22%	16.98%
Legal barriers	3,43%	2.04%	4.72%
Total	100% (204)	100% (98)	100% (106)

There are a lot of **commonalities between European and third countries** on what needs to be done to include and improve gender equality in international cooperation in R&I.

# GenderSTI+ Co-design Labs

## Groundwork for policy recommendations:

- **Tackling gender equality in STI worldwide**
- **Themes:** Retaining women in STI; Enhancing inclusive knowledge & capabilities for content production; intersectionality and inclusiveness



Co-design Labs	Date	Sessions/Days	Hours	Participants	Countries	Prototypes
America & Europe Labs	Sep-Oct 2021	3	9	42	19	5
Asia, Africa & Europe Labs	Sep-Oct 2021	3	9	30	12	4
America & Europe Labs	Oct-Nov 2022	3	9	43	16	7
Asia, Africa & Europe Labs	Oct-Nov 2022	3	9	25	8	4
		12	36	140	25	20



# GenderSTI Toolkit for Dialogues & International Cooperation in STI

## Mapping of gender equality in STI Agreements

- +500 Agreements from 50 countries
- 200 people surveyed
- 80 In-depth interviews
- Best practices

## Guidance for integrating the gender perspective in STI

- Handbook
- Guidelines
- Training materials
- Papers & Publications

### GenderSTI Toolkit

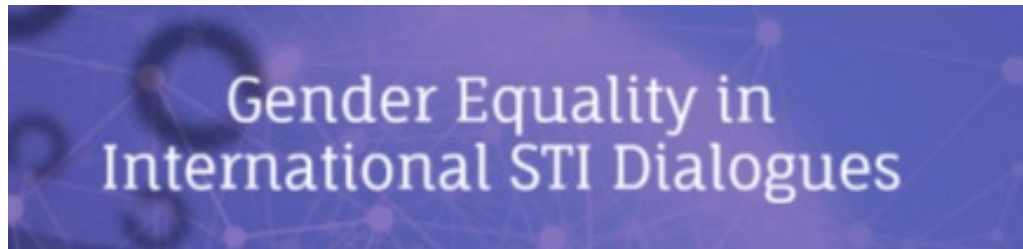
## European Observatory on Gender in STI

- GE in international Dialogues
- Co-Design Labs & prototypes
- Resources
- Community of Practice

## Policy Recommendations

- Action Plan to implement gender equality in STI dialogues
- Case Studies
- Policy Briefs





**A Hub** to connect organizations and initiatives supporting gender equality in international cooperation in STI.

## Thank you

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Stay in touch! :)

[www.gender-sti.org](http://www.gender-sti.org)

