

# GenderSTI Final Conference – 5 October 2023

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

## Advancing gender equality in STI dialogues

### The perspective of non-European countries

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GenderSTI 



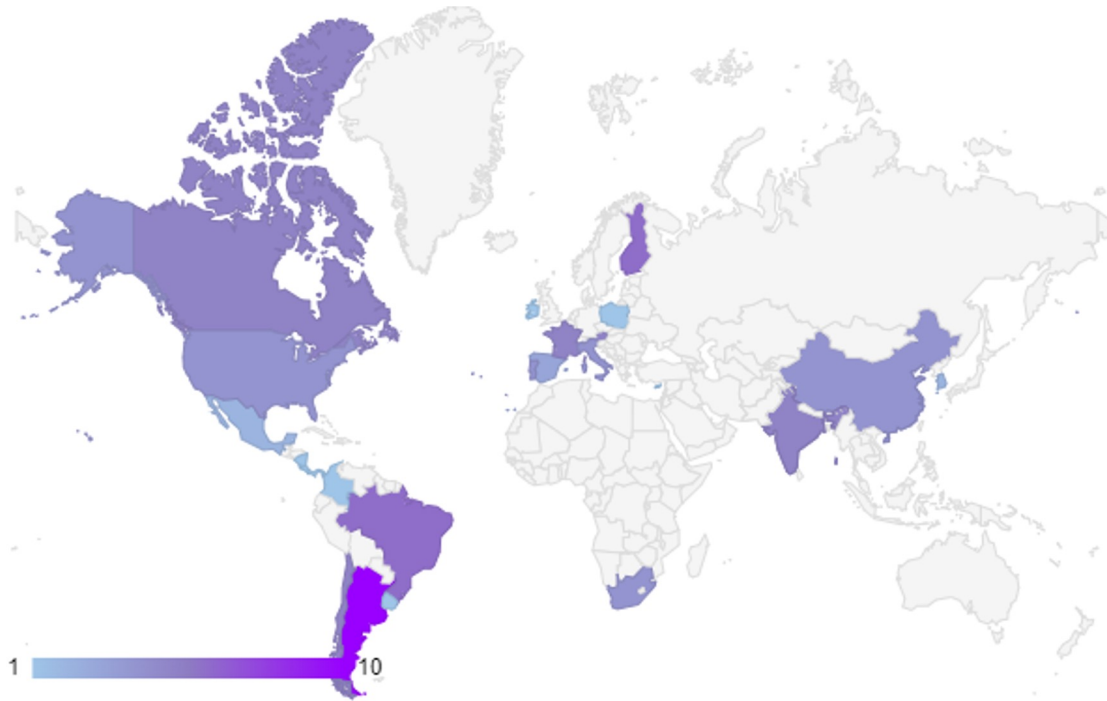
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80 semi-structured interviews  
24 countries (Global North and South)  
STI specialists

4 case studies (FFP)

Figure 1: Where each Challenge stems from, according to the interviews

Cultural fabric of society	• Challenge 1: Gender equality in careers
Institutional and professional culture	• Challenge 2: Gender balance in decision making
Project Requirements	• Challenge 3: Integration of the gender dimension in R&D content

## How to improve the conditions to include gender equality in international STI dialogues?

### Cultural sphere Institutional change

**Gender Stereotypes**  
**Lack of intersectional perspective**  
**Need for Cultural Change in societal roles**  
**Cultural differences between countries**

"Addressing gender in international cooperation is a very sensitive issue. In bilateral cooperation, agreements are built on the basis of scientific areas of common interest and are mostly gender-blind" (**Portugal**)

**Cultural Norms vs. Meritocracy**  
**Blind project requirements**  
**Gender Incorporation: lack of gender mainstreaming, especially in decision making structures**  
**Impact of FFP?**

"Institutions often lack personnel and time dedicated to this task - an example is the large number of scholarships with the implementation of gender weights in the evaluation process" (**Brazil - and Chile**)

"Because projects do not have a gender perspective, it does not make sense for teams to use their results to promote gender awareness" (**Finland**)

## Benchmarking on gender equality in *international science, technology and innovation (STI)* dialogues: FFP

### Main goal

How are gender dimensions integrated into STI policies, taking into account FFP framework?

### Specific objectives

Gender Mainstreaming Assessment  
Comparison between FFP and non-FFP countries

National Strategies Exam

Analysis of Institutional Actions

Identification of Challenges and Success Factors

Policy Implications

FFP Country		Non-FFP	
Spain	<ul style="list-style-type: none"> <li>Implemented FFP in 2021</li> <li>Case institution: Spanish Development NGO Coordinator, <a href="#">La Coordinadora</a></li> <li>Aims to gender mainstreaming FFP throughout foreign affairs</li> <li>STI special section of foreign policy</li> </ul>	Finland	<ul style="list-style-type: none"> <li>Case institution: <a href="#">Finnish Development NGOs Fingo</a></li> <li>Close cooperation with MFA, development agencies and private companies</li> <li>Special programme “Power Bank” focuses on technologies and innovations for gender equality &amp; development</li> <li>Since the initiation of the UN Generation Equality campaign, FINGO has also been a member of the advisory group of the Finnish MFA</li> </ul>
	<ul style="list-style-type: none"> <li>Implemented FFP in 2020</li> <li>Case institution: <a href="#">Center for Research and Advanced Studies of the National Polytechnic Institute (CINVESTAV-IPN)</a></li> <li>Promotes internationalisation of STI, and operates closely with MFA</li> </ul>		<ul style="list-style-type: none"> <li>Case institution: <a href="#">Gender-Based Violence and Femicide (GBVF) Response Fund</a></li> <li>Forerunner as doner in development cooperation, known for comprehensive gender perspective in foreign policy</li> </ul>

## The vision from Mexico and South Africa

Mexico (FFP) and South Africa (Non-FFP)

### Contextualization and Local Adaptation

Awareness of the need to adapt gender language and terminology to local and cultural realities

Importance of contextualizing gender equality policies.

### Emphasis on Gender Dimensions integrated with Sustainable Development

Intersectional approaches - including pro-gender

Emphasis on integrating gender equality with sustainable development

**Argentina:** Non-Governmental Organizations' role: Mujeres en Tecnología and Datagenero

Intersectional approach by producing gender-disaggregated data

Conducting training and community activities

**Chile:** Social shifts

*Multiple social roles*

Evolving gender dynamics in STI towards a shift

**Brazil:** Embedding DE&I within focalized funding calls

Integration of *affirmative actions* with funding policies

Diversifying the research workforce (SI)

“Quotas were implemented in 2017 at the University of São Paulo [USP], the country's most impactful research institution. The percentage of students graduating from public schools rose from 30% to 52%, and the proportion of black graduates jumped from 17% to 44% in 2021”

([FAPESP 2023](#))

### FAPESP, São Paulo - Brazil

Numbers, Institutions and Knowledge

#### Creation of Program Coordination for issues related to DE&I

- Knowledge Production
- Governance proposals based on evidences
- Updating legal frameworks
- Workforce Diversification
  - Focalized opportunities
  - Simplifying communication
  - Design of positive incentives to diverse work teams
  - Adjustment of the calls
  - Change merit evaluation with anti bias training to the consultancy

Apresentado por  
*Ana Maria Fonseca de Almeida*  
29/09/2023 - USP



## Brazilian Observatory on Gender STI



The screenshot shows the homepage of the European Observatory on Gender in STI. At the top is the 'Gender STI' logo. Below it is a navigation bar with links: 'WHAT IS GENDER STI?', 'EUROPEAN OBSERVATORY ON GENDER IN STI' (which is highlighted with a dropdown arrow), 'NEWS & EVENTS', 'PUBLICATIONS', 'ABOUT US', and 'NEWSLETTER'. The main heading reads 'European Observatory on Gender in STI'. To the left of the text is a graphic of a microscope. To the right, a paragraph states: 'The **European Observatory on Gender in STI** is the first of its kind in Europe. It is a hub that aims to connect all organizations and initiatives interested in **supporting gender equality in international cooperation in STI**.'



# Thank you.

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