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EQUALS-EU – Europe's Regional Partnership for Gender Equality in the Digital Age

D1.3 - COMPENDIUM OF INNOVATIONS FOR GENDER EQUITY AND DIGITAL INCLUSION

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[1] PU: Public, PP: Restricted to other programme participants (including the Commission Services), RE: Restricted to a group specified by the consortium (including the Commission Services), CO: Confidential, only for members of the consortium (including the Commission Services) – this footnote to be deleted in a real deliverable

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EXECUTIVE SUMMARY

The EQUALS-EU programme has the aim of promoting gender equity in digital and social innovations through capacity building, developing and strengthening networks and supporting inclusive innovation ecosystems in local communities and cities in Europe and Associate countries. Activities that will contribute to realising this aim are structured within six work packages. This report is produced by Work package 1 (WP1), and follows the programme structure by appraising gender equity in digital and social innovation ecosystems.

This appraisal will inform the forth coming activities in other work packages. WP1 therefore lays the foundation for the prgramme with baseline data that underlines ongoing efforts in Europe and Associate countries working with gender quity in social and digital innovations.

22 countries have participated in the research and findings from the appraisal suggest that gender equity in digital and social innovation can be addressed in at least these two ways:

➢ Supportive structures for female innovators and innovation businesses
➢ Innovations that address some kind of gender equity issue or an issue of specific relevance for women

In addition the existing partnerships or collaborative relationships between organisations is stronger with global organisations such as the European Union and UN bodies that are supporting work towards gender equality. In-country or regional collaborations were rather disparate, suggesting the need to stress and invest more on efforts to strengthen networks regionally, as well as nationally. EQUALS-EU will leverage on the strong networks such as those with the European Union and UN bodies that appear to connect different initiatives working with gender equity in social and digital innovations, to work towards strengthening and even creating networks regionally and nationally.

The findings also show that there is strong knowledge about existing policies that promote and support gender equity. Global policies take on regional, national and similarly trickle down to local communities in their framing of the focus and efforts on working towards gender equality. Responding organisations also noted that most of the policies that they were aware of were being implemented to a certain extent.

The report concludes by looking at the constructive relationship between gender and innovation, and notes that the lingering biases are still anchored by a binary view of men and women. A strong recommendation that is also offered by several organisations is to approach gender equality in digital and social innovations by looking at the relationships that happen between genders, and then drawing on this data to frame processes and products with a gender inclusive lens.

Findings from this deliverable will be supplemented with Focus Group Discussions (FDGs) with each country. The FDGs will share current findings and seek clarity on the trends identified in the report. FGD findings will inform a future deliverable within WP1, that will support future activities of other WPs.

LIST OF ABBREVIATIONS

DoA	Description of Action
AS	**Associate Countries**
EU	European Union
FGD	Focus Group Discussions
GA	Grant Agreement
GDPR	General Data Protection Regulation
NGOs	Non-Governmental Organisations
SDGs	Sustainable Development Goals
SPIDER	Swedish Program for ICT in Developing Regions
STEM	Science, Technology, Engineering, Mathematics
TSD	Service for Sensitive Data
UN	United Nations
WP	Work Package

INTRODUCTION

The DoA describes the deliverable as follows:

D1.3 COMPENDIUM OF INNOVATIONS FOR GENDER EQUITY AND DIGITAL INCLUSION

This deliverable provides a comprehensive overview of participating countries in the EU and beyond asking where they are concerning gender equity and digital inclusion innovations. This an overview that does not delve into country specific findings, but can provide a much needed outlook. Country specific evaluations will be shared in D1.4.

Responding countries are visualised in the map below:
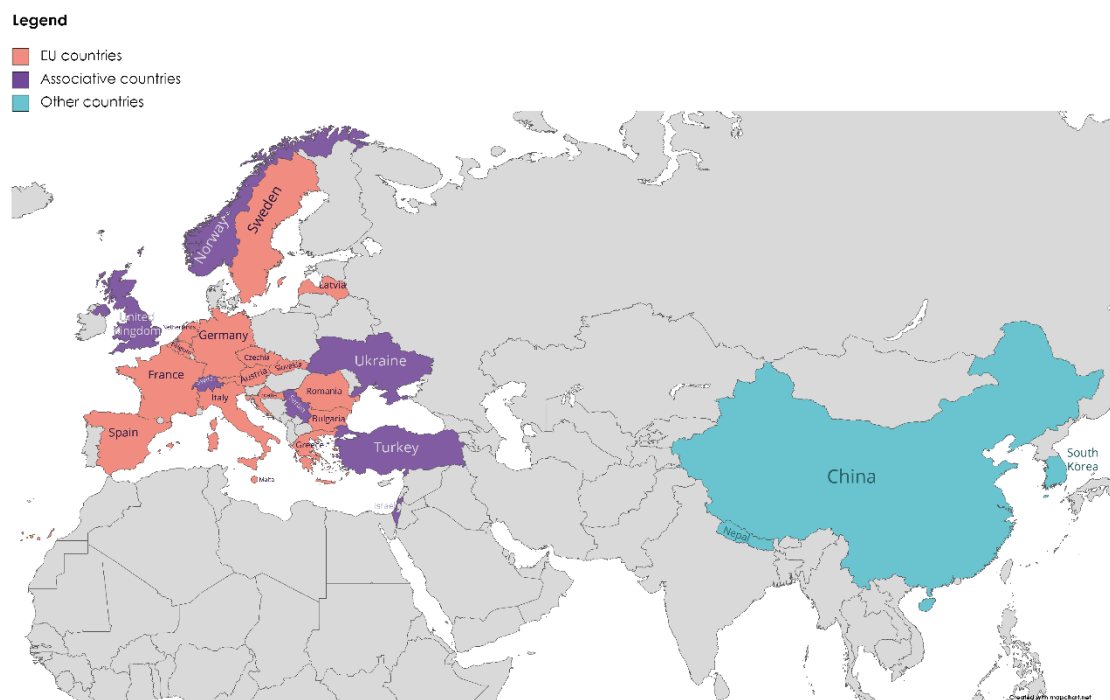
EQUALS-EU has the goal of promoting gender equity in digital and social innovations by building capacity locally and strengthening networks in the EU and beyond. EQUALS-EU is affiliated with the EQUALS Global Partnership that continues its work in promoting equity in the digital realm. EQUALS-EU with its regional focus, supports the EQUALS global partnership vision of reducing biases in the digital age.

EQUALS-EU has streamlined its activities in six work packages. This report is delivered by the first work package (WP1) that is led by Stockholm University through the SPIDER centre. WP1 has the mandate of assessing the extent of gender equity and digital inclusion ecosystems in the EU and the associative countries. This deliverable is from a baseline study that will provide the information base for ensuing work packages to work with in building capacity and monitoring the progress of gender equality in innovations.

Data feeding into this document was collected through surveys, and the first deliverable (D1.1) for this work package was one outlining the methods used to develop the baseline tool used. As mentioned in that report, WP1 assessed existing data collection tools in existence that measure or evaluate gender equity and digital innovations. Over 40 tools were reviewed before EQUALS-EU developed its own tool that would contribute to more qualitative data. The survey was piloted in collaboration with WP5 partner AllDigital, who tapped into their vast network in assisting WP1 pilot test the research tool. D1.1 outlines the pilot phase of the survey and notes that the questionnaire underwent a complete overhaul after the pilot revealed the difficulty with understanding phrases such as gender equity, inclusion, and gender equality. The piloting phase also stressed the importance of translating the questionnaire to the country specific languages so as to capture contextual understanding of perspectives around gender, equity and innovations. The consortium members worked diligently in distributing the research tool to their networks, and in some cases recruitment of subsequent organisations responding was through the snowball effect.

The questionnaire was distributed through a digital platform on a server managed by WP6. Each country was asked to collect 10 organisational responses, and also translate the responses back to English to enable WP1 to produce this report. In brief, each organisation was asked how they work with gender equity, which policies are known to them and the extent to which said policies were being implemented. The organisations were also asked who they collaborate with or draw inspiration from and support in implementing gender equality in their work processes and/or products. The country overview above, includes the pilot findings in so far as they illustrate the existing relationships between and among the stakeholder organisations and the policies. The relationships or networks that exist to promote gender equity in innovations, are visualised in D1.2. However including the pilot countries also means that some of the country reports that will comprise of D1.4 in month 18 of the programme may vary in their structure considering the revised research tool that was eventually used to collect majority of the data presented in this deliverable. Not all countries have reached the 10 organisation responses and this includes the pilot countries. Data collection is still ongoing for those countries and the pilot countries that had not reached the 10 responses required are filling in the final version of the questionnaire.

A note on methodology is useful to understand that depending on the consortium member organisation and their networks, there may have been a heavy leaning towards private sectors for some, public institutions for others, tech start-ups or, academic institutions as the type of organisations responding to the questionnaire. It is well known that collaboration with other likeminded organisations, and the support from public policies facilitate efforts to change biased situations when it comes to complex societal changes such as gender inequity. The survey asked for information about knowledge on other gender equality initiatives outside of their own organisations, and policies regarding gender and innovation. A number of global initatives were highlighted by responding organisations such as efforts by EU and UN bodies. This is helpful for the forthcoming activities because it helps the programme to understand what channels may be effective in reaching and building local capacity, but also to understand as mentioned earlier the strength of the relationship between the responding organisation and the noted initiatives.

An additional note on methodology also acknowledges some limitations with the survey method, in that even though the questions were open-ended there were several one word answers. In an interview setting, this would have prompted the push for further explanations from respondents. However WP1 has focus group discussions that will follow this deliverable. These FGDs, will share the findings in this report, but also ask for further elaborations on a number of short responses and emerging trends from the survey.

Another point worth mentioning is not knowing how much meaning may be lost in translation. As mentioned earlier, the questionnaire prepared in English was translated into country specific languages, and the responses were then translated back to English. Some

terminologies may require more than one word to describe them to a respondent in their language, and when translating back to English, the data may have also been condensed into one word responses. During the FGDs WP1 will seek to gain as much understanding as possible on the contextual meanings of the various terminologies used in the survey.

This report should serve as a baseline for ensuing work packages activities, and is presented two fold. D1.2 is a separate file that has attempted to map the existing networks as shared by the participating organisations. D1.3 is the report that you are currently reading. D1.2 titled: Visual map of stakeholders according to need, interest, power and influence, shows more connection to international organisations than it does to in-country forms of collaboration. This work package will explore why this is in the next phase of data collection as findings are fed back to respondents, through focus group discussions that will seek further clarity of the trends and themes that have emerged in these two reports. Data from the focus group discussions will also feed into D1.4.

The structure of this deliverable is arranged in 10 sub-sections as summarised here:

1. The first section categorises responding organisations and charts a visual representation by sector. Private sector organisations dominate the responses across all countries as shown in figure 2. This is helpful in also understanding why the sections that follow may provide more opinions from private sector than from for example academic institutions.

2. The second section looks at how organisations view/define gender and equality. The research was curious to establish how respondents thought about gender, and the extent to which this definition affected their understanding of equality. Even though the proposal submitted by EQUALS-EU sought to establish gender equity in social and digital innovations, the survey asked about equality and not equity because the former terminology is seen as an outcome of the latter[2]. Hence, the study asked how the organisations responding to the survey would visualise an equal society or representation during innovation processes, and from these responses, we can then analyse the extent to which gender equity exists in social and digital innovations.

3. Section 3 discusses examples of products and services that aim to improve the conditions for gender equality as highlighted by the responding organisations. This section distinguishes between tangible products and also looks at innovations that improve, support or extend service provision.

4. Section 4 goes a step further by asking the organisations to highlight work place examples that endeavour to create a gender equal workspace that accommodates diverse needs. Some organisations highlighted gender and its interaction with other axes of power such as age, sexuality, and race. As such some responses extended gender equality discussions to include gender diverse contributions to innovation products/processes and in some cases the organisational structures themselves.

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[2] The enduring biases in innovation processes and products have a significant impact on social transformation. While gender equality and gender equity are at times used interchangeably, their distinction is useful for the strategies that will be employed in addressing gender justice in innovation. In this deliverable, gender equity is the treatment of women and men, as they have been/are shaped by the cultural environment, with the understanding that inequalities between women and for that matter inequality between men influence their access to resources. Some of these imbalances draw on physiological differences in determining inclusion/exclusion in innovation. Gender equality approaches social biases from an equal moralistic lens, treating the access to and use of resources for men and women equally in the pursuit of gender justice. Gender equality therefore provides equal solutions for men and women. This can be problematic where the assumption that everyone can benefit from equal resource distribution might inadvertently marginalise some even further.
EQUALS-EU envisions a future where innovation processes and products are gender equal. However, to get there initiatives have to recognise power and structural inequalities and their impact on individual social participation. Gender equity would attack multiple barriers at once that might impede progress towards equal resource distribution, and as such its relationship with gender equality is in addressing the social gaps that a gender equality approach might overlook.

5. After noting the various approaches in creating a gender equal work place, organisations were asked to evaluate the wider society and highlight ways in which they could identify gender equality in their communities. Responses in this section are thematised as International/Global outreach, National efforts, and then regional initiatives. Regional refers to in-country geographical demarcations and the country geographic locations that these organisations are located physically. Section 5 will illustrate how these efforts bleed into each other, that is how the global policies or acts have an impact on national, and regional interventions working with gender equality.

6. Section 6 is very brief in highlighting the international gender equality tech initiatives that have gained national and in-country regional acceptance. Here the tech start-ups focused on including women and girls in the design and implementation of digital solutions are highlighted because several countries highlighted them as examples.

7. After presenting the products and services that organisations highlight as innovative with regards to being gender inclusive, and then exploring the efforts organisations engage in when it comes to creating a gender equal work place, to exploring society wide innovations that attempt to bridge gender differences, section 7 asks the organisations to highlight policies that may act as guidelines to implementing gender equal products and services. The policies known to organisations are thematised from international/global policies, to national policies, regional and finally to organisational efforts in realising these directives.

8. Section 8 introduces deliverable 1.2, highlighting what the network formations look like with responding countries.

9. This section asked organisations to share their recommendations on what should be done, or what needs to be redressed when it comes to efforts towards gender equality in innovations. Recommendations ranged from contemplative ideas to pragmatic ways in which to work towards societies that are more gender equal.

10. The final section, looks at the relationship between gender and innovation through a feminist lens. The feminist view on this relationship, while confirming the constructive influence of gender on innovations, also discusses the urgency of not only understanding this relationship but using it effectively to support gender inclusive innovation processes.

1. TYPE OF ORGANISATION

This section briefly charts the responses from organisations and how they classify themselves. As seen below, private enterprises featured most and this will be made visible in the ensuing discussion sections where perspectives from private organisations dominate discussions on how gender equity in digital and social innovations is approached and what the outcomes look like.
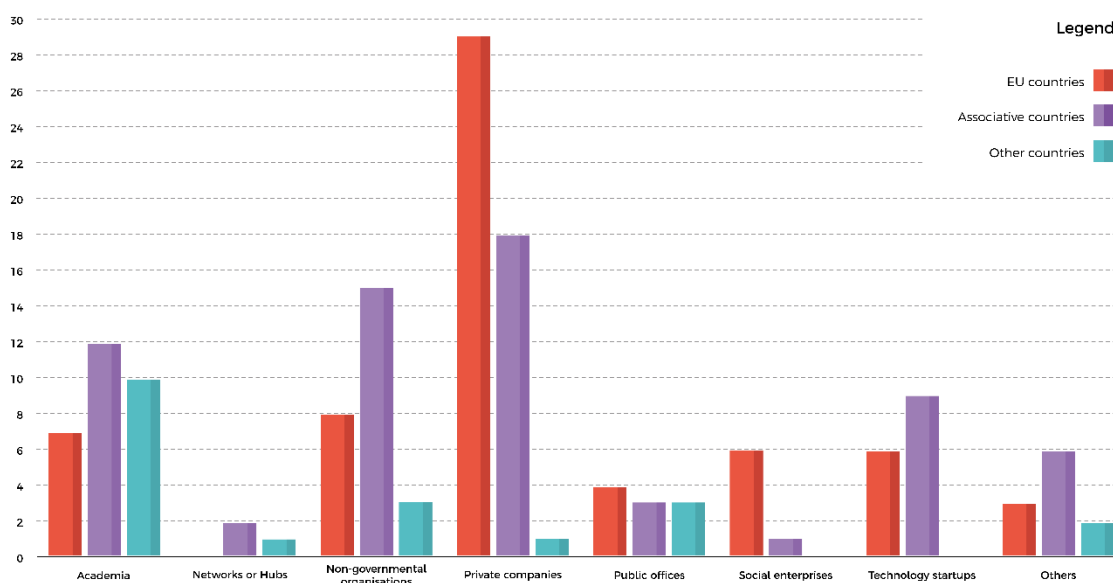
2. DEFINITIONS OF GENDER

Gender is contextual and variable, and this is reflected in the responses to the question the survey asked how each organisation defines gender. To understand how organisations defined gender, was imperative for the survey to ultimately link the definition to the processes that said organisation works with to ensure a gender inclusive organisation. The ensuing section attempts to capture and summarise the various words, phrases and terms used by the responding organisations with regards to what comes to mind when the term gender is mentioned. The responses are presented within the categories of organisations responding although a range of similaties will be evident to the reader.

Some private organisations thought of inequality when the word gender comes up in discussions. The assumption made is that respondents are referring to inequalities between men and women, because this final version of the questionnaire in ensuring simplicity of questions does ask about women's visibility in organisations. This response may also be read in light of more elaborative descriptions by other private organisations, such as "[the] underrepresentation of women" or "the set of values, images and expectations created by society for women and men." Respondents who used the term inequality to describe what they thought of when they heard gender, provided one word responses. In this situation, the focus group discussions that will follow this deliverable, will seek clarity on this parallel that respondents seem to draw between gender and inequality. The idea that gender as a topic immediately conjured up ideas around inequality is useful in interrogating how societies promote, discuss, and structure gender discourse.

Others considered inclusion as an apt term to define gender. These respondents added to the notion of inclusion, "free and equal expression for all", suggesting that regardless of what gender one identified with, an inclusive space, allowed them to be seen and heard. Some highlighted diversity as a term that came to mind when gender was discussed. One quote stands out for those who mentioned diversity as defining gender and that is "to have/create same conditions for different peoples (gender)". Gender in parenthesee appearing next to peoples, would imply that peoples can be suplemented for gender, allowing different

expressions of gender to take up space in an organisation. Responses highlighting diversity can also be read in light of statements such as "discussions about equality as well as differences/constraints which still exist between male and female as well as LGBQTIA+". Others noted that gender could mean "the distinction between male and female and non-binary identification". These additional statements add flesh to notions of inclusion and diversity, by speaking of diverse forms of gender representation beyond male and female. Diversity and inclusion are rich and context specific terminologies, and the discussion here would posit that gender as a phrase awakens questions around the diversity composition of an organisation, or for that matter asks how inclusive an organisation might be in terms of gender equality or gender diverse persons.

There were more responses that took a binary view of men and women as representing the concept of gender, some referred to it as a dichotonmy, while others thought that gender was synonymous with women. Equating gender to women and/or girls is an ongoing debate that struggles to debunk this association. Men are gendered too. Private organisations that considered the relationships between and within when asked about gender, seemed to agree with others that saw gender as socially constructed or relating to social cultural roles of men and women.

Social enterprises, were rather broad in their definition, adding the notion of identities to gender and arguing that it was in how persons identified themselves that gender could be understood. Others similarly thought of characteristics, and how images and expectations created by a society, would contribute to creating a set of values and norms that would help individuals define their gender.

Social enterprises tried to pack as much as possible in their definitions of gender with some describing gender as meaning "man, woman, gender-neutral, homophobia, transsexuals, discrimination". As social enterprises working towards social transformation, it is not suprising that they underscore minority groups or stress the existence of discrimination in society as probably something they would like to minimise particularly as they also use the term homophobia. To continue this line of thought were those who talked about everyone having the "right to equal control over resources", or "how you define yourself". The language used is purposeful, intentional in its depiction of reality, at the same time as it is advocating for change. A few noted the differences betwen men and women as constituting the concept of gender, and that regardless of a person, they should have the right to equal control over resources.

Non-governmental organisations (NGOs) with their international and broad funding bases are probably influenced by the donar agencies, and would likely consider their definition of gender in line with the funders'. There perspectives saw gender as a social or biological construct involving men and women, with others chiming in that roles and responsibilities were assigned according how society saw men and women, there were those who distinguished between biological sex and social sex where the latter was in reference to the term gender. In addition others note that social sex and biological sex should not be conflated, suggesting that gender is assigned as an identity by society. Thus the understanding of gender as influenced and perhaps even policed by society appears to inform the understanding of gender and perhaps also how they may approach work around the notion of gender. Some NGOs although thought of inequality between men and women at the mention of gender.

Academic institutions took theoretical/ideological approaches to defining gender, using terms such as social roles, identity politics, some also brought up the notion of discrimination and inequalities and hidden structural barriers. All of these are heavy terms that would require more space for discussion but roles, identities and ideologies, concerning gender provide that abstract, scientific thinking that some institutions have towards gender as a science. Others were rather practical in their ideas about gender, speaking of the term as

inhabiting cultural and social differences that required urgent attention. Like the NGOs, they too distinguished between sex and gender, highlighting the importance of focusing on relations.

Tech start-ups, as well as **networks and hubs** were focused on identities and some were intersectional in their approach to defining gender by including LGBTQI communities. They thought that gender was socially constructed and that people's characteristics tended to define how society saw them and what roles society would then impose as a result. There were some that saw gender as referring to men and women biologically.

Public institutions, look at men and women rights taking a social cultural approach to addressing injustice. Here the discussion is focused on how society conditions men and women and how the subsequent social expectations from this social conditioning, construct gender specific roles and rules. Public institutions dicussed men and women and highlighted that injustice between men and women prevailed in their societies. What aspects of social life or experiences were regarded as unjust will be explored during the FGDs.

An organisation that idenfitied as "other", thought of gender as a spectrum of identities that one can identify with.

There are more similarities than there are differences between these views, while the language used differs slighty, the general understanding is that gender equality is about social cultural approach to bridging inequalities, injustices and discriminatory practices that may exist between men and women. It is also about recognising the need for equal opportunities, ensuring social justice, and respecting human rights. Noteworthy were one or two organisations that chose not to respond to this question. Might gender be a non-issue for them? If so how have they arrived to this conclusion?

AND EQUALITY...

EQUALS-EU in its proposal for funding considered that individuals who are products of their social circumstances/environments, experience and navigate daily life on these bases. Therefore terminologies that embody the goal of equality as an outcome of this programme demanded consideration. EQUALS-EU debated the merits of using either equality or equity, and settled with equity as a catalyst towards gender equality.

EQUALS-EU therefore supports initatives that invest in each person according to the circumstances that have defined their lives, so that equal opportunities for all are the outcome of the initiatives. With this understanding in mind, the survey still asked organisations how they defined gender equality. The reference to equality as opposed to equity in the survey, was due to the idea that this is a result the programme strives towards. As such the responses to this question indicate where organisations may be in their thoughts or methods towards equality, and that socially just interventions are still applicable or recommended as work towards gender equality continues. Similar to the previous section, the responses will be presented according to organisation categories as they are in the questionnaire:

Private companies listed a range of noteworthy phrases that can be summed up as:
➢ equal opportunites, equal participation in otherwords creating conditions that allow different people regardless of gender to be able to partake in everyday life
➢ gender mainstreaming,
➢ equality is the same as gender, here the question on how equality was defined, was met with a one-word response, gender. This would also suggest that discussions

about equality leans towards gender equal opporunities for employees in private companies.

➢ some are already analysing the situation in their context concluding that equality is yet to be achieved,

➢ fairness/justice, or for that matter, compensation for those who have not had the same opportunities

➢ Some answers were a little cryptic such as inequality, requested, perhaps to suggest that when talking about equality, invariably reference to inequality is implied, or that the idea of mentioning equality is to inadvertently request it

➢ civilized society with equal benefits, values, diversity, freedom, harmony, opportunities, openess, rights, morality, being unbiased not discriminating, freedom.

➢ women, and here perhaps the implication is that they are the ones to focus on when thinking of equality? Some added that equality for them suggests feminism, linking women's rights to gender equality

➢ continuing battle of ensuring equal access and opportunities for all,

➢ Speciesism, was an interesting addition to the terms used to describe the understanding of equality, no further explanation was provided, and here the analysis would argue that equality extends beyond human beings to include non-human animals

Non-governmental organisations (NGOs) followed a similar trend in their definition of equality seeing it as an outcome, and the process requiring that everyone is treated the same. Adding that equal societies were ones where:

➢ Fairness prevails,

➢ equal opportunities are available for all,

➢ there is respect for each other,

➢ freedoms exist.

There were several one word responses, such as male being the response one NGO provided to this question. This was not easy to descipher, but then again the same organisaton defined gender as inequality, which would suggest that what comes to mind when they think of equality is male because those who identify as male have the privilege or enjoy the benefits of equality? Either way, other NGOs argued for breaking down existing and systemic barriers, and that equality and its affinity to inequality demands that they should be discussed in light of each other. To that end some considered equality to be a utopia essentially an unattainable world echoing similar sentiments as those private organisations that considered this a never-ending battle. Figthing the battle requires that rights are upheld without discrimination, that equal participation and inclusion are realised through affirmative action, concluded others.

Public institutions took a human rights approach to the notion of equality, arguing for same everything (as one respondent put it), here some added same pay, same conditions, on fair and clear rules to the game called life, and a balance in social relations between members in a society.

Tech Start-ups are rather introspective in their responses, noting that equality is very much needed, as is equal pay, opportunities, resources, equity, inclusion, access, representation to depict a society that "levels the playing field". They argue that before the law everyone should be equal regardless of language, religion, race gender etc. Equality is also described as the lack of equity, and other Tech Start-ups point out that equality is not the same as equity. This is worth noting in that equality is the end goal, with equity being the approach or method needed to get there.

One unique response mentions equality as being parity between men. This response can be read in light of the responses some Private Organisation gave suggesting that they think of

women and the interpretation here is that women are in need of support to become equal in their societies and that equality or parity appears to favour men.

Social enterprises while suggesting that equality is an unattainble dream, imply that diversity, equal opportunities and rights regardless of differences, justice, same rights for all would be the markers upon which equality could be measured.

Academic insitutions conclude that "we have not done enough", and that this is something we should strive towards. That challenging structural discrimination is a never-ending battle. Here academic insitutions posit that if there are discussions about equality taking place, then inequality must be present to demand a dialogue on the topic. That equality is synonymous with inequality would suggest that equality would not be a topic of discussion if the institution or society offered equal opportunities for men and women. Some suggest that the word equality tends to characerise women or a pleasant working environment where power is distributed equally between women and men. Equality also implies same treatment under the law.

The sentiments noted by the organisations here regard equality as an end goal. Where some said that equality is the absence of equity, or terms such as fairness, justice, would suggest that majority of the respondents understand equity as what would be required to attain equality but they also realise that there is much to be done before any country can claim having achieved it. There were some organisations that said they thought of gender when equality was mentioned, and the same organsiations thought of equality when gender was mentioned. It appears the two may be synonmous for some respondents, and as also echoed by organisations classifying themselves as other, equality is when the same rights, the same opportunities and the same treatment is afforded for all people. "But we are not there yet" summarised most organisations.

3. PRODUCTS AND SERVICES

EQUALS-EU was interested in carrying out an audit of inclusive innovations. The survey asked what products or services organisations had actiively created or promoted in their approach to gender equality and inclusion. Responses are broad and yet similar in their method.

The responses are presented in the following broad themes:

TARGETED PRODUCTS

Designs and innovations with a gender inclusive import can contribute to increased competition and diversify market interests. Studies have interrogated the intersection between innovation and gender equality, and found that how innovation processes are constructed has been and continues to bias women (cf. Cockburn and Ormond, 1996) and other minority groups. As such respondents when asked to identify social innovations or products designed and marketed towards women produced some interesting results:

Some organisations have developed digital solutions that are intended to sensitise and/or raise awareness about gender equality. For example;

➢ game applications that promote the sustainable development goals (SDGs),
➢ game applications with female protagonists
➢ applications that identify violent or lewd content in music lyrics: For example MisOFF from Spain, works to diffuse songs and media messages that might attack women's

dignity. The app, which uses a programmed bot to analyse lyrics from radio from a feminist perspective can help challenge gender inequality by making obvious music and media objectification of women. App developers argue that this awareness of music and media impact can contribute to transforming social views.

➢ audio visual programme depicting the effects of patriarchy
➢ platform advocating for female economic empwoerment
➢ chatbots empowering survivors of domestic violence
➢ interactive murals making women in science more visible.
➢ Algorithms that take into account gender impact assessments
➢ Open data platforms such as the one managed by an NGO in Norway, encourages a community of farmers to share and seek information pertaining to agricultural practices around the world. The aim is to address the agriculture information asymmetry problem and create a transparent atmosphere where men and women farmers have equal access to information.
➢ System that annonymises applicants data to reduce biases against women and girls

The survey was very brief in asking for examples of innovations with an gender inclusive approach, and did not capture the details within and around these solutions. However WP1 has planned focus group discussions that will hopefully flesh out the details from each of these products and will provide the content for some of the future deliverables within this WP.

Noteworthy within listed innovations were hard tangible products such as bags and a menstrual hygiene vending machine called PadPal that targets economically disdvantaged women. Similar to the digital solutions, the survey did not probe how these solutions work or how they are used to understand how they serve or enable inclusivity for the women that benefit from their use. The focus group discussions will allow WP1 to delve into these questions.

INNOVATIVE SERVICES

As this question was two fold, i.e. asking what products and/or services could be identified as having a gender inclusive approach, the ensuing section will highlight targeted services or promotion of women and other minority groups. There are arguments that social biases, problems and challenges require social innovations (Lauri, 2021). Social entreprenuers have themselves strongly voiced the impact social innovations have on social injustice, and their catalytic role in intensifying efforts in working towards the realisation of the SDGs. The social innovations that organisations highlighted in the survey have been framed in 4 categories:

REPRESENTATION

This theme encompasses, employment quotas targeting underrepresented groups, women included. It also covers recruitment processes that spotlight women. Ensuring women are represented in leadership positions is highlighted by most of the organisations with regards to how to ensure gender parity. However the extent to which the statistical representations influence decision making, is a question that will be explored during the focus group discussions. Other responses suggest that women only employment would amount to innovative approaches that an organisation takes in being gender inclusive.

MENTORSHIP

Gender budgeting, which means actively allocating funds and resources that will work with including women, training quotas, knowledge seminars, virtual reality exercises pushing for

gender sensitivity, girl themed tech events, coaching, and mentoring programmes that focus on women are mentioned as targeting gender equality. These points are labelled as mentorship programmes because they work engagingly with including women and girls in innovation processes.

ADVOCACY

Within the advocacy theme, were activities such as, sensitising discussions with men, additional sensitising efforts include disseminating reports and books advocating for gender equality in the work place. Paternity leave to free up more of the women's lives, work retreats, dialogue campaigns, social media campaigns, promotional campaigns, and lastly policies that promote gender equality and diversity. While the initiatives classified as mentorship activities focused on strengthening women and girls participation, efforts in the advocacy theme focus on advocating for men to be allies towards efforts in gender equality.

AUDITS

Audits entail assessing the extent to which gender quality is being actively observed. Responding organisations noted that some audits include;

➢ Equal salary certification audits: evaluating the extent to which women and men receive equal remuneration for the same job positions, and the same qualifications, and those organisations that meet these criteria are awarded with the equal salary certification in some countries

➢ policy audits for inclusive and representative language, the frameworks and strategies that are there to guide the work on gender equality are similarly assessed for their attention to gender equality.

➢ gender impact assessments, these are tools that have been developed to assess an organisation's ability to sustain gender equality efforts.

➢ sustainability index, sustainability is included here because innovation products and processes that are gender inclusive are monitored to understand their longevity.

➢ responsible research scurtinising the organisation's gender inclusiveness and gender diversity, this is similar to the impact assessments noted above, with additional interest in capturing the lived experiences of those benefitting from and experiencing gender equality efforts.

4. WORK ENVIRONMENT – EXAMPLES

Inclusive work environments are innovative in so far as they emulate acceptance of all persons. The survey wanted to understand the gender inclusive products and/or services that respondents were either working with or aware of. However, this programme also acknowledges that to enjoy gender equal innovations, starts with the organisations own structure and approach to gender inclusion. When employees enjoy some of the benefits highlighted by organisations in response to the question regarding equality such as equal rewards, or that their organisations reflect the diverse societies in which the organisations operate, and that women are represented across all organisational hierarchies, that this in and of itself is an achievement that should be captured. Not least because organisations that are practicing gender equality will produce innovative products and services. But we should

also learn how or what the efforts are to create a gender inclusive and/or gender equal work environment.

In reponse to this question, organisation highlighted what they were either doing or had heard of. They also highlighted policies and legislations that supported the methods of approach to inclusivity. Here we take the same themes highlighted under service innovations to categorise the responses obtained.

REPRESENTATION

Work environments that engage in active recruitment of women in leadership roles, was a recurring mention as an innovative approach to working towards a gender equal work place. Women only organisations or organisations that employ underrepresented groups such as LGBTQI, were noted as key to an gender inclusive work environment.

MENTORSHIP

Gender ombudsman dedicated to ensuring that gender is always on the work agenda was one way to mentor and encourage gender inclusion in organisations. Others noted that representation in media was also critical, meaning that underrepresented communities working in innovation settings, depicted in the media would encourage and incentivise others.

ADVOCACY

Recruitment processes should be designed so as to avoid as many biases as possible. Work flexibility, where it is about productivity whether one works from home or the office was also identified as a progressive approach to including parents or young mothers. In line with this, it was also helpful that organisations that have structures allowing lactating mothers to be present at work, were also considered inclusive. Others advocate for what they termed as tenure clock delay for child bearing women so that child baring is not used as an excuse to deny women tenure. Same work benefits such as equal pay were similarly important attributes of a gender inclusive organisation.

Work structures that support lactating mothers were highlighted by several organisations, but so were other structures such as what some termed as gender labs, or social labs on gender equality. These are vital spaces for dialogue on gender equality in the workspace.

Lastly targeted investments in gender equal innovations were highlighted as key pathways to ensuring gender inclusive representation when innovating. Other similarly targeted efforts included work retreats, conferences, awareness raising campaigns and celebratory days, about gender and feminism.

AUDITS

Equality surveys or gender assessments analysing the work environment and its propensity towards gender inclusiveness were noted as a critical monitoring and evaluation tool.

5. EQUALITY IN SOCIETY

The report thus far has highlighted the gender inclusive products and services as mentioned by the responding organisations. It has also noted the approach to gender inclusive work environments noting the approaches mentioned by responding organisations as most innovative. This section explores innovations outside the organisation and looks at the wider society. The same respondents are asked what efforts they can highlight as being focused on gender equality within their societies. This section highlights the influence of wider society on an organisation's gender equality culture and work with innovations. The efforts are categorised using the following themes:

NATIONAL EFFORTS

In this section the efforts towards gender equality are from a national perspective, some trickle down to the organisations and have impactful influence. Respondents highlighted policies, strategies and action plans that seek to establish gender equality in their countries.

Almost all countries note the push for more representation of women and girls in STEM with quotas and scholarships as part of the education move to target girls representation in these fields. Active engagement with recruiting more girls within STEM include efforts such as summer camps for young girls who want to study computer science and other hard sciences. In addition there are a number of vocational and education drives that work at expanding gender sensitivity in society. Some of these efforts provide support to women entreprenuers, others have legislated employment quotas favouring women. Other highlights include parent leave as an important legal act that ensures the inclusion of women in the labour market and support for family leave was also mentioned. Flexible working hours or a hybrid office set up that allows parents to work from home from time to time. Also as part of the national efforts are mandatory salary comparisons between men and women and working actively with space place negotiation to ensure gender inclusive access for all in public spaces and society at large.

Academic institutions responding to this particular question noted the academic gender centres, or gender colleges in higher institutions of learning as a step in the right direction to ensuring that gender equality remains visible and relevant. Research that focuses on evaluating or assessing women's representation or the extent to which gender equality has been attained are also recognised as innovative endeavours in society. Universities as institutions of higher learning, also engage in outreach exercises. In some cases the activities involve communicating science to a wide range of stakeholders so that research findings will be useful to various publics. Communicating science to the public is considered to be gender inclusive in that knowledge is shared with the public irrespective of one's gender identity.

Government efforts that channel resources and support for minority groups and women to innovate were also noted. Some countries have innovation authorities/institutions and open calls are known to actively support proposals and applications working with gender equality. The establishment of ministries focused on gender and inclusion is another effort that organisations considered key in the governments engagement with women and other minority groups.

Private sector efforts draw on the national policies in some of their practices such as gender equal remuneration, mandatory gender equality recruitment and retainment plans and mentoring programmes. In addition to this, it was also noted that target based efforts such as interest friendly loans for women were some of the ways the private sector set out to support gender equality in society.

REGIONAL EFFORTS

Most of the national policies trickle down to the regions in a country to support more gender inclusive societies. When we refer to regional efforts we are staying within the country, and its municipal segmentation. Not to repeat what has been mentioned above, but organsiations were clear that some regions offer scholarships to encourage girls in education subjects such as STEM as mandated by national policies. They host events that celebrate the presence of girls in subjects such as the Olympiad in mathematics in Serbia. The regional municipalities have offices that specifically focus on realising many of the actions from the ministries of gender equality and inclusion of women. Respondents therefore highlighted these regional efforts and added that knowledge of gender specific innovations within the region were what were highlighted in the section under products and services. Others mentioned women's associations or organsiations focused on women's professional empowerment as part of the gender inclusive work being done in their region.

INTERNATIONAL EFFORTS

Noted in this theme were international efforts such as the EQUALS-EU project, other EU framework programmes, UNWomen as well as other global conglomerates that promote inclusion of women and diversity in their recruitment and representation.

It should be mentioned that international policies or strategies do impact the legislation in each country. So countries in the EU for example highlighted insipiration drawn from EU framework programmes. The following initiatives while global in their presence, take on a contextual aspect when implemented in their countries. The list below is by no means exhaustive but provides a quick glance at some of the interventions taking place.

➢ Girl tech days,
➢ females in tech promotionals,
➢ organisations working with gender and/in innovation:
➢ empowering activities such as equal speaking time for women and men,

Other highlighted initiatives are:

➢ HunSpanderer,
➢ SheInvest,
➢ GirlGeekDinner,
➢ Sheconomy
➢ sisters in businesses,
➢ HerSpace through entreprenurship
➢ SWEA in Norway
➢ CARITAS
➢ Women in data science
➢ Moving Mammas

Does the presence of these organisations with very bold statements, and branding as the names suggest, evoke an urgency to include women in innovations? Does the presence of these organisations or tech companies in a city or region, suggest a region or city that advocates for or understands the necessity of having women in tech? Are these cities more alert to social injustices if they allow presence for such movements? The FGDs will hopefully shade light on these queries.

6. OTHER STARTUPS

The most well-known start-up is SheCodes, which is mentioned by academic institutions as well as NGOs and one of the many tech-hubs. EqualityCheck was also mentioned by more than one respondent. Most respondents, however, do not share any examples of start-ups' with a gender equity agenda. Among the private companies and public offices, no respondent mentioned any technology start-up of their knowledge. This low response rate is of course a challenge for the start-ups' that need support and networks to reach out with their products and services. An important goal for incubators, networks and academic institutions would be to more actively reach out to innovators and entrepreneurs to be able to include them in their networks.

7. POLICIES – EXAMPLES

Section five above, highlighted the national, regional and international strategies known to responding organisations that are working actively with gender inclusivity. This section wants to establish what these policies actually are and in a sense the extent to which they are being implemented.

➢ Parental leave (maternity and paternity)
➢ Law prohibiting discrimination
➢ Support services for domestic violence survivors, targeted funding to such initiatives
➢ Strategies to be implemented at regional level, focused on social sustainability and equality
➢ Equality plans/acts that are implemented at organisation levels.
➢ Law on gender equality
➢ Gender sensitive budgeting as promoted by ministry of finance
➢ Seminars, conferences focused on promoting equality
➢ Law requiring equal gender representation in board of directors
➢ Gender mainstreaming law
➢ Equality law, inclusion diversity

These policies seemed to cut across most countries, and when asked the extent to which they were being implemented, there were varied responses, which will be explored, in each country specific report (D1.4). However, majority of the countries opted for the high end scoring in addressing the extent to which the policies were being implemented. Majority chose the Likert scale analysis between 3-5 with three being, moderately implemented, four being largely, and five being largely. The same countries noted differences in how societies reacted to or supported the initiatives that are working towards gender equality. For example, paternity leave is being normalised with more and more men actively applying for this service in the countries. Some countries noted the limited impact of these policies in their contexts. There was one country whose organisation representatives did not know of any policies in the country promoting gender equality, here more assistance will have to be provided to ensure knowledge and perhaps implementation of the policies that are already in existence. The overall response here suggests good knowledge of nationwide policies and the Likert rating that scores highly suggests that organisations are aware the extent to which these policies are being implemented.

Regionally, there was mention of national policies being tailored to the regional development plans, and budgets. Assessments or audits measuring gender equality were primarily conducted on a regional basis. Respondents noted that there were policies to evaluate the implementation of a policy on gender equality, such as measuring policy performance through trend analysis. The data from these exercises were used to feed back to the policy and the action plans attached to the policy.

International/Global policies; some of those mentioned are –

> ➢ EU gender policies,
> ➢ Agenda 2030
> ➢ European commission policies
> ➢ UNWomen policies

Taking the European commission on inclusion as a case in point, funding applications may require that the focus on gender equality is both indicated for the planned staffing who will work on the project, but also as an integrated activity in the planned work. Hence organisations applying for funding, have to comply with these requirements if they hope to get funding, and it is an incentive to hire without discrimination.

Organisation policies

The respondents illustrated how international, national, regional and sometimes all of them at once had a direct impact on the type of policies organisations developed or adapted, and endeavoured to implement. With international organisations and for that matter even national organisations, if funding is applied for, the applicant adheres to the set priorities and criteria noted by the funding body. Some academic institutions and non-government organisation mentioned this. The noted policies below differ slightly from the work environment examples in section 5 above, and some are worth repeating:

> ➢ Gender quota bonuses to organisations that live up to this edict
> ➢ Transparent salary system
> ➢ Recruitment system without bias ensuring that women get a fair chance
> ➢ Action the policies at regional and national level, such as board positions that require minimum of 1 woman on board
> ➢ Flexible working hours which is a national directive
> ➢ Tracking promotions and tenure at an organisational level, as an action from regional/national directives
> ➢ Stopping the tenure clock for women during their child bearing years
> ➢ Sexual harassment laws enacted at organisational level
> ➢ Job fairs at technical universities encouraging minorities to apply
> ➢ Strategies include gender atlas among different institutions

Gender atlases have become a useful tool in not only mapping and grading initiatives focused on girls and women's concerns. Parallels can be made with crowd sourcing maps, where the goal is to highlight areas that are actively working with gender equality, and areas that are lagging behind. Gender atlases can inform funding, and policies that might want to support or aggressively fund sectors or areas that require this level of engagement and investment so that they may work towards national, regional or even international set goals.

Policies trickling down to organisations appear to have the intended impact of transforming or at best influencing the way the organisations in a society work towards gender equality. That organisations note the impact of national and international policies on their work towards gender inclusivity is a key finding that further emphasises the global, national and even local policy transpositions.

8. NETWORKS

When asked what type of collaborations organisations had, most noted as we mentioned earlier like-minded actors who were working with the same interests. We did find that in country networks and collaborations did not appear to be as strong or linked as the connections that could be visualised between international organisations and local actors. This is an interesting find, and should encourage consortium members to strengthen in country collaborations and networks. This is a separate deliverable D1.2 that has attempted to visualise the networks as shared by the responding organisation (See D1.2).

9. RECOMMENDATIONS ON INNOVATING INCLUSIVELY

Responding organisations were also asked what recommendations they could propose towards policies that frame gender equality efforts. This section looks at the responses and frames them in two categories. Those that are actively working with gender equality, appear immediately and then the more reflexive proposals are presented after the more activity based recommendations.

ACTIVE ENGAGEMENT

Recommendations are collected irrespective of which type of organisation because the strategies being proposed are applicable across the categories of organisations. What this section has done is to divide the responses into two themes namely, those that were action oriented in their proposal and others that took a more contemplative/introspection in relation to the what organisations recommended as good policies or strategies to work with gender equality in innovations.

There were calls for "more action and less talk" arguing that there are plenty of strategies, policies, plans and acts focused on reducing gender biases in society. They rather stressed innovation starts happening when these guidelines are turned into action plans and implemented, monitored, and analysed.

Those considered to occupy positions of privilege should be sensitised. For example the teaching profession should to endeavour to have more diverse teachers in the class room showing learners that knowledge can come from gender diverse persons. Diversity can help challenge hegemonic ideals, and assist in reassessing positions of power with the hope that a probable outcome is reduced hierarchies.

Targeted promotion of inclusive strategies for more women and girls from an early age. This should be a long-term investment of resources in including women and girls in innovation, identify talent at an early age, and then accompany them from secondary school up until they are part of the labour market. Once in the labour market, there should be directed resources supporting gendered innovations, by facilitating creative spaces especially where women are already active, as opposed to trying to get them interested in male dominated spaces or ideas. Studies show how funding allocations tend to lean towards men. To challenge this establishment, it may be helpful to anonymise applications, and award funding based on the application and the applicants' competence rather than their gender.

Actively recruiting women into leadership positions to ensure more representation. Here girl tech initiatives, and regional gender focused interventions such as HER city in Riga are important ways of building women leaders and role models. HER city in Riga plans and implements urban space development involving women in the design and planning so that Riga will be more equitable, more accessible urban space. Chiming in with similar sentiments are recommendations pushing for preferential spaces directed to women and girls, allowing them to contribute to public community innovation and policies around care responsibilities, especially as the burden of care work bends more towards women.

The work culture needs to be flexible with regard to working hours; it is useful for workspaces to have childcare services, or even allowing parents the flexibility to work from home. If women are supported to enjoy equality regardless of what stage in life they are in, then they have equal opportunities to contribute to innovations of products and services, reducing the biases of products and services available today.

Recommendations emphasised small scale initiatives that would iteratively go through research and/or evaluations identifying what inequalities exist or emerge and then feed this data into policy change. Small scale interventions that can track, how many women or how many women of colour are working in a company, are more manageable in their implementation, the data that may come from small interventions can be useful in informing change. When a prototype has been tried and tested, it can then be scaled and sustained particularly as the mind sets would be impacted through the iterative research process where data is not only being fed to policy makers, but to those actively working with gender equity. The FGDs will seek further insights into these process and also ask what "small" actually means as this knowledge is useful for future work packages and their activites.

INTROSPECTIVE ANALYSES

The recommendations noted in this section read as reflective, and have thus been discussed here as introspective. Essentially having women categories and men categories were seen as problematic because they tended to secure the positions taken up in society. The argument was that labels were not progressive but rather succeeded in sorting people out and reinforcing differences.

Others proposed that women only organisations or employment quotas were strategies to think about, proposing that women should be the change they want to see. In addition to equal pay, and ensuring diverse and equal representation is needed. Society should trust that women can do the job, take up more suggestions and opinions coming from women, and give more impetus to women's initiatives and not relegate women-led ideas into a bracket by merely including them in funding applications as adhoc responses to donor requests.

Role models are great at incentivising young aspiring minds. Therefore, specific events, days, occasions celebrating women and girls in tech and other STEM subjects can contribute to awareness raising.

Studies have found that women can be invisibilised, their contribution erased or unacknowledged (Nählinder
Tillmar & Wigren, 2015). Here the need for transparency in the sociological process of innovating was key. Academic institutions further mentioned that where women have contributed to research outcomes they need to be made more visible. Continuing this argument for making women visible are calls to classify maternity leave for what it is and not label it as sick leave, or worse counting the time spent on maternity leave in the absence statistics. This is harmful to women's career trajectories. There was therefore strong support for longer paternity leave.

Additional recommendations are that organisations that follow regulations on gender equality should be recognised, and awarded by the state with for example tax advantages. For this to happen, gender and inclusion should be integrated in an organisation's daily work as opposed to having it as an aside. Women should be involved in the development processes from the very beginning. However to retain an image of gender inclusivity how an organisation is branded also contributes to who may feel welcome to not only work there but also want to collaborate with the organisation. As part of the branding, processes should be structured, conditions and language need to be shaped to be gender inclusive, in a way to achieve the conditions for gender equality.

10. CO-CONSTRUCTION OF GENDER AND INNOVATION

In this section, we take a reflective position in analysing the material/data that the survey provided. While there may be more questions in this reflexiveness than answers, it is helpful for how we plan the next phase of the data collection. As mentioned earlier data from this survey will be complemented with focus group discussions that will hopefully respond to some lingering queries, which we discuss hereon.

Innovations are crucial for growth and social transformation. As noted by the responding organisations, innovations go through different phases. From defining, planning to actual implementation these phases are characterised by interactions happening between the people involved. How this interaction happens shapes the innovation space, dialogue and has a major impact on the outcome. That gender and innovation have a constructive relationship is clear especially as the more women there are involved in innovations, the more gender inclusive are the products and services.

We therefore a feminist approach inspired by among others (Wajcman, 2010; Faulkner, 2007) who argue for a constructivist approach to gender and [innovation], where the mutual co-construction of gender and innovation takes centre stage in any analysis. As such, this report proposes that applying gender as a variable and innovation as a result is limiting. Focus should be more on how gender is done or undone during the interactions in the design phases of an innovation. In asking what gendering practices men and women construct in relation with an innovation it is helpful to start with an interrogation of the innovation policy texts, looking at the vocabulary used in these guidelines, and what is counted as an innovation in national statistics.

Responding organisations noted the policies they were aware of that supported gender equality in society and in the work place. When asked the extent to which said policies were being implemented, responses leaned heavily in the positive direction implying that the respondents knowledge of which policies were being implemented was astute. However, there are usually discrepancies between policy and practice, and in the next phase of data collection, this baseline will ask organisations their understanding of said policies, and if there are difference in how the policy is understood and how it is practiced.

It follows that policies that support inclusive innovation processes should recognise the innovator, because recognition visibilises the people and makes gender visible. Making gender visible should help support the process of unpacking its roles within the innovation processes, the support infrastructure that exists in society and in an organisation. This will help analyse the spaces in which design processes take place, and the extent to which, contributions from women or their ideas are implemented, particularly as studies show that

even when women contribute ideas to innovation processes these are seldom applied (Foss,Woll & Moilanen. 2013). Interrogating the infrastructure in place that is supposed to support innovations, the inquiry would evaluate, or explore structural arrangements in organisations and society and the extent to which policy has any influence.

Does what happens in innovation spaces reflect wider society? If not then drawing women and other minority groups into the design, plans, implementation, and testing phases requires social political and economic support. Having supportive environments in which innovations can thrive would mean that negotiating presence and ideas would have an gender inclusive approach to the development of an innovation.

Data presented here, would suggest that approaches to gender inclusive innovations, continues to take on a predominantly fixed binary component of women and men, with innovations or services giving focus on women as a separate group. This is useful as far as it recognises women and girls as valid contributors to how a society should function, but it is also a challenge because designing for just women continues to cast them in a spotlight of disadvantage as opposed to active, engaged actors. There remains work to be done to shift from this fixed binary perspective to the relations that happen between genders as mentioned earlier and how this interaction feeds into an innovation. There is also scant mention of intersectional identities by responding organisations as being given space to contribute to innovations, and as such when engaging with gender relations, these processes need to zoom in on how gender converges with other vectors of power. As a starting place, policies need to engage in inclusive language that can hopefully have a strong impact on implementation.

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APPENDIX

Invitation to participate in survey about gender in innovation

This questionnaire is distributed to organizations working with digital and/or social innovation. The focus is on gender equality and the inclusion of women and girls. The questions regard both women as innovators, the workplace and work organization, and gender-transformative innovations.

The questionnaire is part of EQUALS-EU project funded by EU Horizon 2020 Research and Innovation Programme. It is sent to organizations in all EU countries. The data will be used to examine the benefits of adopting gender equality and will form the baseline for new activities in the project. The goal is to help to cultivate a new generation of female inventors and gender-transformative innovations.

We kindly request you to fill this questionnaire about gender equality in the social innovation and/or digital innovation organization you work in.

Instructions:

- The questionnaire consists of 15 questions and takes 25 minutes to fill in.
- Please provide short answers, and where possible a URL for reference if one is available.
- Participation is voluntary and you can exit at any time.
- If you want us to withdraw your responses later on, please contact us (ADD YOUR E-MAIL HERE).
- Read more about data integrity here (LINK).

Key Definitions:

Gender equality: the aim to ensure equal rights, resources and representation for everyone regardless of character attributes.

Organization: the company, office, organization, community, or network that you represent when you respond to the survey. If you are part of a large organization, the focus is on your local office.

Social innovation: innovations regarding social practices to improve working conditions, health, and other societal challenges. Civil society is often involved.

Background data

1. Country where you are based:

2. Type of your organization:

○ Private company

○ Tech startup

○ Network or hub

○ Incubator

○ Non-governmental organization

○ Public office

○ Academic

○ Social Enterprise

○ Other:

3. Name of organization:

4. Organization URL (optional):

5. Number of employees/members in your local office:

○ <10

● 10-50

○ >50

Definitions

6. What comes to mind when you hear the word gender?

7. What comes to mind when you hear the word equality?

Equality at your work

8. Do you have examples of **products or services** that promote equality for women or girls that have been created by your organization?

⊙ Yes

⊙ No

8a. If yes, name your example(s).

9. Do you have examples of initiatives regarding **employment conditions** that support women or diversity at your workplace?

⊙ Yes

⊙ No

9a. If yes, name your example(s).

Equality in your society

10. Are you aware of efforts to include women or gender equality in innovation in your city or country?

⊙ Yes

⊙ No

10a. If yes, describe it.

10b. If yes, what key organisations are working with innovation and gender equality? (Name of organisation, their primary purpose)

10c. How do they work with gender equality?

11. Are you aware of any technology start-ups that are working on solutions for gender equality? (Please provide organisation names and URL of their website if available)

By solutions we mean specific products or services, policy advocacy efforts, or new organizational practices for promoting gender equality.

⊙ Yes

⊙ No

11a. If yes, which are they?

11b. Please provide their website URL if available

11c. In your own words, explain how you think they are working with gender equality.

Policies regarding gender in technology

12. Are you aware of policies that promote gender equality, which are relevant to your organization?

⬤ Yes

⬤ No

12a. If yes, name a policy you see as the most innovative and describe its principal objective?

12b. To what extent has the policy been implemented?

⬤ To a very great extent

⬤ To a great extent

⬤ To a moderate extent

⬤ To some extent

⬤ To a small extent

⬤ Not at all

12c. What is the main intended impact or outcome of the policy?

Networks and collaboration

13. Do you collaborate with other organizations or networks dedicated to gender equality in innovation?

⬤ Yes

⬤ No

13a. If yes, can you describe the objective of that collaboration?

13b. Who would you identify as the main organizations that you collaborate with? (Please indicate the sector that they belong to, such as government, industry, civil society, academia)

13c. Do these partnerships involve international organizations such as the United Nations, European Union, or other international non-governmental organizations?

14. In your opinion, what is one of the most innovative ways for practically improving gender equality in innovation in the work that you do?

15. Is there anything further that you would like to add?

Thank you for participating!

If you want a copy of the report from the questionnaire, please provide your e-mail address here.

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