



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

**D1.4 CASE STUDIES OF GENDER EQUITY IN SOCIAL  
INNOVATION ECOSYSTEMS FOR 22 COUNTRIES**

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2022



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No. 101006396. The sole responsibility for the content of this document lies with the author and in no way reflects the views of the European Union.

## DOCUMENT DESCRIPTION

<b>Due date deliverable</b>	15/06/2022
<b>Submission date</b>	23/01/2023
<b>File name</b>	D1.4 Case Studies of Gender Equity in Social Innovation Ecosystems
<b>Deliverable responsible</b>	Swedish Program for ICT in Developing Regions (SPIDER)
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<b>Reviewer(s)</b>	Joanne Cramer & Anna Karoline Johnsen
<b>Revision number</b>	02
<b>Status</b>	Draft/Final (Document will be a draft until it is approved)
<b>Dissemination level</b>	PU
<b>Key words</b>	Gender, inclusion, innovation ecosystems, collaborations, EU

## REVISION HISTORY

Version	Date	Reviewer(s)	Comments
1.0	27/02/2023	Joanne Cramer	
2.0	28/02/2023	Anna Karoline Johnsen	

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## INTRODUCTION

This report is one of four deliverables prepared by Work Package 1 (WP1). WP1 has the task of appraising social innovation ecosystems and gender-inclusive innovations. A survey was distributed to 22 countries (see Deliverable 1.1 (D1.1) that discusses the methodology), to acquire the data that would enable WP1 to conduct a series of case studies for the 22 countries. The survey data also fed into deliverables D1.2 and D1.3. The results presented here provide a general overview of the state-of-the-art gender equity in social innovation ecosystems per country.

### A note on terminologies

We use the term **innovation ecosystems** to encompass contextual factors that foster innovation processes. Beyond the products and services are the enabling environments that involve policies and institutions that allow for “the innovative performance of an actor or a population of actors” (Granstrand & Holgersson, 2020). Some survey questions were deliberately leading when asking the extent to which these contextual factors are gender inclusive allowing us to present each country’s efforts as shared.

This deliverable has in its title **gender equity**, but the survey tool opted for **gender equality** because equity is a process that can lead to the notion of an equal society. We evaluate the efforts of each country through an equity lens to assess the extent to which innovation ecosystems afford under-served or marginalised groups opportunities to explore their creativity. We ask if organisations are working equitably to include gender minorities in innovation processes allowing us an understanding at country level the extent to which gender is integrated.

### Reference

Granstrand, O., & Holgersson, M. (2020). Innovation ecosystems: A conceptual review and a new definition. *Technovation*, 90, 102098.

### A note on methodologies

Each country was tasked to circulate the survey to 10 organisations. Each country's report will draw out the number of responses as some have exceeded this limit. The results per country cannot be generalised to represent the entire country or for that matter the region in the country that the responding organisations emerge from. They are, however, a pathway for ensuing WPs to collaborate with each other, in realising the goals of the EQUALS-EU programme.



*This and other illustrations in this report are by Cecilia Ferri*

### Data presentation from each country

The reader is introduced to a graphical representation of the **different sectors** to that responding organisations belong. This is important as it helps in understanding the extent of knowledge about policies and for that matter other initiatives in the country that work with gender equality.

Thereafter each report notes the **products and services** that are gender specific in their design and use as shared by responding organisations. There are an overwhelming number of digital solutions such as apps and games that seek to reduce social biases through advocacy and activism. Organisations then shared **employment conditions** they were aware of that promoted gender equality in the workplace also important for supporting the creative process. The country reports then share the **gender-inclusive interventions** that responding organisations are aware of taking place in their communities. This information will be helpful in directing forthcoming activities with which initiatives to collaborate to strengthen ongoing work. The interest in **tech startups** as shared by each country is to support the urgency of ensuring gender-inclusive digital and social innovations. Documenting this information will also support the capacity-building activities with WP3 and WP4 that will launch 24 start-ups in June 2023, as the protégés emerging from the WP2 hackathons and innovation camps will have knowledge of structures that can support their journey.

D1.2 visualises the **collaborations and networks** that support gender-inclusive innovation processes, the collaborations per country listed provide a detailed view of what partnerships exist nationally. This section also makes visible the collaborations that are happening across borders and that might be useful for ensuing activities with other WPs.

**Policies** that outline country perspectives on how to work with gender equality vary from country to country. Many of them are similar in their approach to ensuring that equal opportunities exist for marginalised groups. **Some countries have not highlighted any policies and some of these gaps are due to the limitations of the methodology used to collect the data.** Each consortium member shared the survey with 10 organisations. It is not surprising that the sector to which the consortium organisation belongs also dominated the organisational responses. For example, academic institutions had the majority of responses from public institutions. Countries that have not mentioned policies support the plan to explore the sectoral influence on policy knowledge and application. The same organisations provided strong **recommendations** on what interventions will improve the climate for gender-inclusive ecosystems.

The country reports have the same outline, with the same section titles, and this makes the comparison that this deliverable promised possible when reading through. It also enables a look into where most support is required. Comparisons are further made possible in particular with the policies mentioned that support gender equality efforts. The policies, however, may be read from a country's perspective as they illustrate the work even though they have a global focus they are still tailored to each context.

Reports are classified as **Associative countries** that are in Europe but not members of the EU, **EU member states**, and **Other countries** that are outside Europe. For more details please refer to D1.3.



Associative countries



EU countries



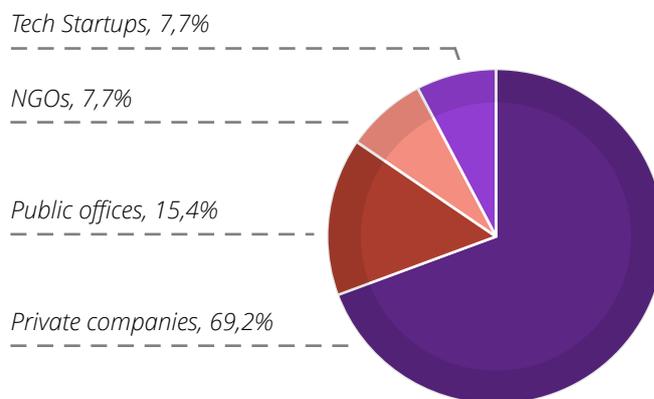
Other countries

# AUSTRIA

## Country report on Gender Equity in Social Innovation Ecosystems

EU Country

Austria gained 13 responses. As noted in the pie chart to the right, the majority of the responses came from private organisations. The consortium partner from Austria, in the EQUALS-EU programme, innovates technological solutions that can support visually impaired people in their production of everyday life. This would explain the lean towards more private sector responses, as the partner circulating the questionnaire is also from the same sector.



Types of organisations that have answered the survey

## INNOVATIONS, GENDER EQUITY & NETWORKS

### Products & Services



6/13 organisations did not highlight any innovations that had a gender focus. All 6 fall in the category of private sector.

Noted innovations were one product (shopping bags designed with women in mind) and six services focused on advocacy for women, categorised as:

- > Equal salary certification audits
- > Policy briefs, publications advocating for women's empowerment
- > Ensuring accommodation to single mothers and women

### Employment Conditions



Organisational efforts working towards gender equality are summarised as:

- > Forums supporting and advocating for women's leadership
- > Support provided to women on maternity leave & work flexibility for pregnant women

- > Forums advocating for gender equality
- > Training and exposure on how to work with gender diversity
- > Employment quotas and recruitment processes giving special focus to gender diversity
- > Exposés in public forums to create dialogue on gender equality

### Collaborations



Organisations responding to the questionnaire noted the following networks/collaborations they are working with:

#### National collaborations:

- > Female founders
- > The city of Vienna
- > Austrian Government

#### International collaborations:

- > UN Women
- > European Union
- > LAW - Leadership Alliance for Women

## GENDER EQUITY IN AUSTRIA

### Gender Focused Innovations



Noted organisations working with innovations with a gender equality focus are categorised as follows, and the specific activities are mentioned in brackets:

- > Government institutions, including federal ministries and municipalities (promote Girl Tech Days, campaigns and advocating for equal opportunities for all)
- > Workers unions (anonymised salary comparisons to study the pay gap between men and women)

*Specific mentions included the following:*

- > BMVIT & FFG (FEMtech internships, subsidies for companies working with innovation and gender)
- > DIVÖRSITY (Campaigning for equal opportunities for all)
- > Wiener Wohen (product development tailored to women’s needs)
- > Fond Soziales Wien (membership with political movements that promote women’s empowerment)

### Policies Promoting Gender Equality



- > Austrian Equal Treatment act applicable to employment relationships
- > Organisational strategy for sexual harrassment and equal rights for employees
- > Job fairs at technical universities

## INNOVATIVE WAYS FOR IMPROVING GENDER EQUALITY

When asked to mention innovative services, products and policies that had a gender focus, responses were varied with more input coming from NGOs, and public institutions. However, when asked to share how innovation processes could be improved with a gender lens, all but two organisations provided input which implies heightened interest in seeing the change advocated for. The proposals have been summarised as:

- > Hybrid work environment allowing women to work from home, work place childcare services, and flexibility with working hours
- > Gender quotas with training, recruitment, and career advancement
- > Awareness raising on equal opportunities; inspire girls and women to take up STEM
- > Transparency on salaries, same job search pay
- > Actively working with equality not just talking about it

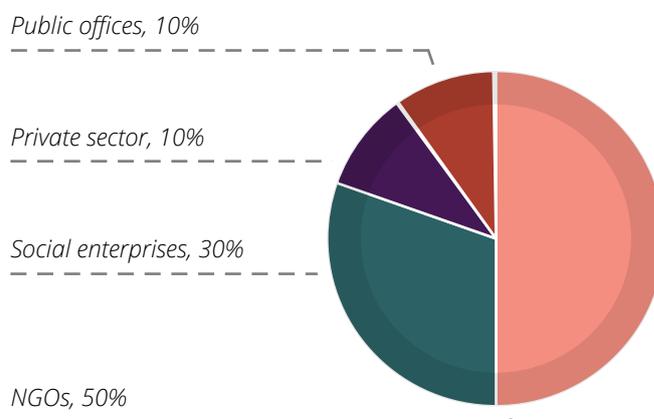


# BELGIUM

## Country report on Gender Equity in Social Innovation Ecosystems

EU Country

Of the 10 responses from Belgium half were from organisations that identify as non-profit, 3 identify as social enterprises, one response represents the private sector and one - a public institution. Asked to define gender, 4 organisations responded with a one-word answer - "equality". As described below, the products and services that are then mentioned are indicative of the activities that the organisations are engaged in to work towards an equal society for men and women.



Types of organisations that have answered the survey

## INNOVATIONS, GENDER EQUITY & NETWORKS

### Products & Services

Asked to highlight which products and/or services with a gender-inclusive approach they work with, responding organisations noted the following:

#### Products:

- › Awareness raising games, such as:
  - › Business transformation game that stimulate thoughts around working in a diverse and inclusive environment
  - › SDG game - a brainstorming tool that teaches how to use the 17 SDG goals
- › European Feminist Platform that converges scholars, policymakers and activists to engender best feminist practices

#### Services:

- › Digital coding for children with 60% composition of girls animators
- › Inclusive coding bootcamps for job seekers
- › Targeted funding promoting gender equality
- › Profiling/Recognizing women and girls in tech (representation, role-modelling)
- › Girl Tech events such as Move IT Forward
- › Policies focused on gender equality, diversity and

inclusion (e.g. maternity leave, menopause and transgender policies)

### Employment Conditions

Organisational efforts working towards gender equality are summarised as:

- › Ensuring equal opportunities for women through targeted funding
- › Feminist leadership policies & strategy documents
- › Gender focal points in offices that advocate for equal opportunities for professional staff

### Collaborations

Organisations responding to the questionnaire noted the following networks/collaborations they are cooperating with:

- › Women in Tech Brussels
- › Girleek (a human resource service that supports organisations in their work on diversity and inclusion)

- > JUMP (A social enterprise working with organisations in their work on fair representation)
- > Public employment agencies
- > Industry such as Microsoft, KPMG
- > Local Government such as the city of Antwerp European Commission
- > Foundations such as JP Morgan Foundation
- > The Gunda Werner Institute (working with feminism and gender democracy)
- > Impact Investors such as Trividend
- > Working with embassies, specifically their work on gender equality

- > in organisations through games apps.

Other mentions include:

- > WeGate (a digital platform for women entrepreneurs to network and find mentors)
- > Women in Tech Brussels
- > Women TechEU
- > Equalista (a gender equality learning app that tests biases)
- > Pipeline Equity (An HR analytics solution working to improve equity and inclusion)
- > Think Yellow (leveling the playing field in tech)

## GENDER EQUITY IN BELGIUM

### Gender Focused Innovations



The following initiatives are outside of the organisations but influence the work that speaks to this particular subject of gender and innovation:

- > JUMP (Raises awareness and promotes gender equality)
- > Girleek – provides role models by sharing success stories
- > European Commission (specifically in supporting work that identifies needs, builds strategies and then measures impact)
- > UNESCO\*
- > The Digital Leadership Institute\*
- > City of Brussels\*

*\*Project funding focused on gender equality*

### Technology Startups



Asked what tech startups organisations were aware of working with various aspects of digital solutions with a gender lens, some of the respondents that identify as social enterprises are also at the intersection of digital tech such as:

- > Out of the box (converges different communities working on social innovation)
- > Maks Vzw (works with school pupils to help them become producers of ICT)
- > BeCode (offers inclusive bootcamps on coding)
- > The Forge (forging behavioral and cultural change

### Policies Promoting Gender Equality



- > Equal gender representation in leadership/boards
- > The European Commission's funding requirements for gender equality
- > Gender mainstreaming law of Belgium (covers maternity needs, transgender rights etc.)

## INNOVATIVE WAYS FOR IMPROVING GENDER EQUALITY

Recommendations from Belgium drew inspiration from other initiatives working with inclusion to propose ways of including more women in innovation processes. An example was the Roma Platform for inclusion - a European initiative focused on strategies for mainstreaming or including Roma people across the region. From this platform suggestions such as targeted funding and working to avoid segregation in society, could similarly be applied to bringing more women into spaces where innovations are happening. In addition, visibilising women who are high achievers so that they can mentor and also act as role models, and having safe spaces such as incubators for women and other minorities to participate holistically and not just mere representation of numbers. More skills-building events that target women and girls, media literacy training that can reduce media biases and stereotyping and it is also critical to have dedicated resources (human, financial and power) that will enable gender equality to become a reality.

# CHINA, MACAU

## Country report on Gender Equity in Social Innovation Ecosystems

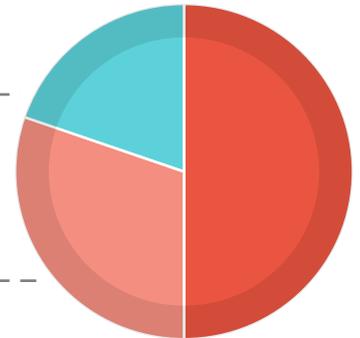
Other Country

China is represented by the administrative region of Macau, and reached 10 responses. Consortium partner from Macau is an academic institution which will also explain why majority of the responses are from other academic institutions. Global collaborations are highlighted by responding organisations, which also underlines the strong focus on policies, strategies and/or regulations on improving gender and its influence on innovations.

Academia, 50%

Other (Association, Students), 20%

NGOs, 30%



Types of organisations that have answered the survey

## INNOVATIONS, GENDER EQUITY & NETWORKS

### Products & Services

Examples of products and/or services mentioned by responding organisations range from structures to products aimed at marginalised groups, to specialised events, services and legislative laws that enable organisations to focus on gender inclusion.

- > Equal salary certification audits
- > Policy briefs, publications advocating for women's empowerment
- > Ensuring accommodation to single mothers and women

### Employment Conditions

Organisational efforts working towards gender equality are summarised as:

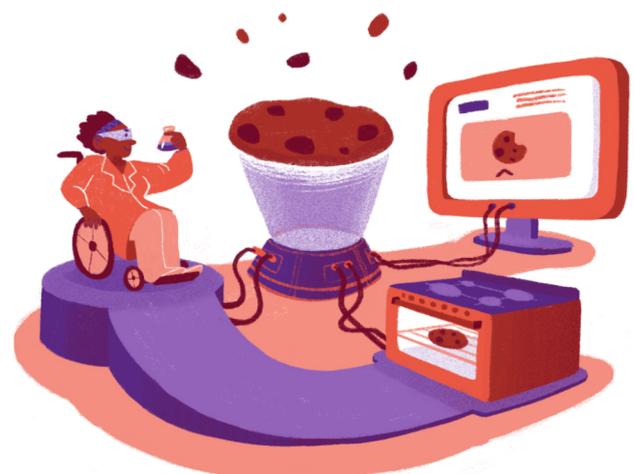
- > Active measures to promote women leadership
- > Employment quotas and supportive maternity leave (going beyond the statutory minimum)
- > Supportive leave for parents with sick children

- > Focus on qualification and not on gender when recruiting

### Collaborations

Organisations responding to the questionnaire noted the following networks/collaborations they are working with:

- > International Telecommunications Union, ITU
- > UNICEF – on girls STEM education
- > UN Women



## GENDER EQUITY IN CHINA, MACAU

### Gender Focused Innovations



Noted organisations working with innovations with a gender equality focus are categorised as follows, and the specific activities are mentioned in brackets:

- > Civil Society
- > Government Bodies

UN bodies that promote gender sensitivity through, for example, language

- > Incubation centres

*Specific mentions included the following:*

- > Women's association of Macau (promoting women's interests)
- > Women' Entrepreneur Association
- > Macau Young Entrepreneur Incubation Centre (campaigning for equal opportunities for all)
- > Macau Special Administrative Regional (education opportunities for female students)
- > UNDP
- > UN Women
- > New Women Development Association of Macau (diverse and inspiring Activities for women)
- > The Fun Lun Youth Association of Macau

### Policies Promoting Gender Equality

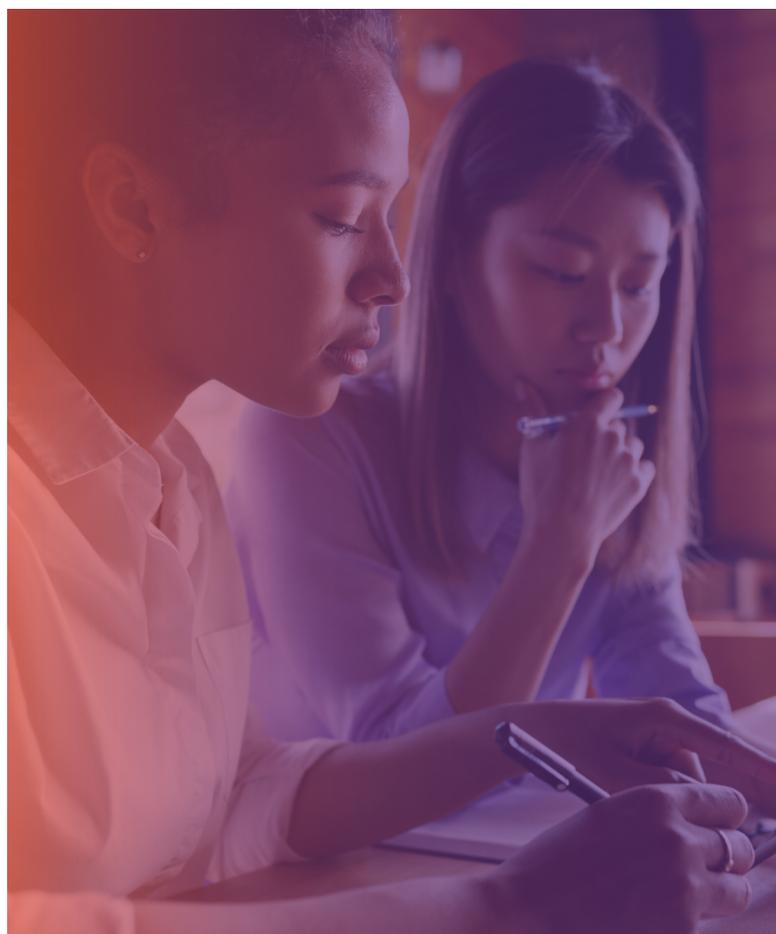


- > Policy on communicating science, especially gender related research. For example, gender atlas was created among different institutes
- > Housing Violence Law

## INNOVATIVE WAYS FOR IMPROVING GENDER EQUALITY

As the majority of organisations representing Macau are academic institutions, the recommendations shared when asked how to work with gender in innovations, focus on strategies, policies and developing incentives that will bring about the change being advocated for. In addition, there are proposals for more coaching and training of women innovators. A summary of shared recommendations is below:

- > Events and activities to bring awareness including parent education
- > Training education and professional development in improving gender equality
- > Develop a system that protects the privacy of survivors to speak out on experiences of inequality
- > Increase the proportion of female employees for promotion



# CROATIA

## Country report on Gender Equity in Social Innovation Ecosystems

EU Country

The Croatian responses emanate from many organisational types. The social enterprise is registered as a research and training institution that develops programmes that enhance the capacity of individuals and communities to serve humanity. It has been proposed to educate children from primary schools to contribute to more gender equal societies. Others see gender equality as evolving with time, and that the future is set to be more gender equal than the present.

Private sector, 30%

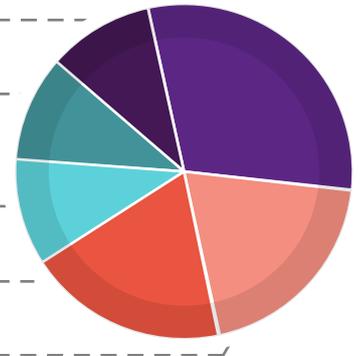
Incubator, 10%

Network or hub, 10%

Other (individual initiative social action), 10%

Academia, 20%

NGO, 20%



Types of organisations that have answered the survey

## INNOVATIONS, GENDER EQUITY & NETWORKS

### Products & Services

Asked to highlight which products and/or services with a gender-inclusive approach they work with, responding organisations noted the following:

#### Products:

- > Digital Platform (Women's Room) promoting women's sexual and reproductive rights
- > Books for children that teach gender equality
- > Gender Equality Curriculum taught in schools

#### Services:

- > Sexual and reproductive rights programmes taught in schools to curb sexual violence against women and girls
- > Legal Aid and Counselling services promoting gender equality and offering safe havens for survivors of online and offline gender-based violence
- > Events advocating for more representation for women in IT
- > Unbiased recruitment processes

### Employment Conditions

Organisational efforts working towards gender equality are summarised as:

- > Gender audits to evaluate diversity and equal representation of women at work
- > Adherence to national campaigns advocating for gender equality
- > Women leaders in tech startups creating gender-equal employment opportunities
- > Supportive policies for working parents such as paid sick leave

### Collaborations

Organisations responding to the questionnaire noted the following networks/collaborations they are working with:

- > Civil society and community-based organisations working to empower girls and women at the grassroots. It is key to have this collective to shift mindsets and work towards gender equality

## GENDER EQUITY IN CROATIA

### Gender Focused Innovations



The following initiatives are outside of the organisations but have an influence on the work that speaks to this particular subject of gender and innovation and the specific activities are mentioned in brackets:

- > Ombudswoman for Gender Equality (working with survivors of gender-based violence)
- > Center for Education, Counseling and Research (CESI) – promoting gender equality through specialized education, publications and policies
- > WE Croatia – the organizes events to support women in tech and innovation
- > Lori – an LGBTQIA group in Croatia working for the inclusion of sexual minorities
- > SOS Rijeka – a feminist organisation supporting survivors of violence

### Technology Startups



Asked what tech startups organisations were aware of working with various aspects of digital solutions with a gender lens, there were no mentions from the responding organisations. However, looking through the profiles of the organisations responding the following mentions fit this category:

- > Zagreb Innovation Centre which mentors, counsels and finances social innovations
- > Ador (a web services startup in Zagreb)
- > Selotejp (an event production agency that offers practical and creative solutions)

### Policies Promoting Gender Equality



- > The National Plan for Gender Equality

## INNOVATIVE WAYS FOR IMPROVING GENDER EQUALITY

The survey focused on gender equality in innovation processes, but the responses from Croatia took the notion of gender equality and gave quite a lot of focus on support services and prevention programmes for survivors of gender-based violence. There were other proposals to ensure that future generations can foster equal opportunities for women and girls through gender equality curriculum programmes and it was further proposed that the delivery of knowledge should be through digital technologies. Other recommendations insist on a holistic approach to working towards gender equality by recruiting male allies, and working with entire families and communities and not just women. This ensures that girls and women will have opportunities in their families and communities because everyone is enlightened. Other examples include the following:

- > Equal Pay
- > Hybrid working conditions for working parents
- > Empowering and building the capacity of women and girls
- > Representation of women
- > Mentoring male allies as opposed to the cancel culture or shaming biased practices



# FRANCE

## Country report on Gender Equity in Social Innovation Ecosystems

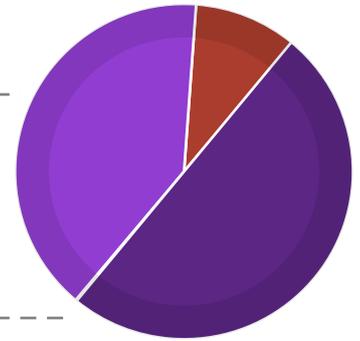
EU Country

France has almost equal responses from the private sector and tech startups along with a response from one public institution. The consortium member representing France is from the private sector, which explains the heavy lean towards responses from this sector. Definitions of gender and equality summarily discuss the differences between men and women, and the importance of equal opportunities for all. The highlighted policies seek to elevate, emancipate and empower women.

Public offices, 10%

Tech Startups, 40%

Private Companies, 50%



Types of organisations that have answered the survey

## INNOVATIONS, GENDER EQUITY & NETWORKS

### Products & Services



Asked to highlight which products or services with a gender-inclusive approach they work with, responding organisations noted the following services:

- > Parity in governance and executive circles
- > Recruitment processes that even the playing field for women
- > Resources aimed toward the inclusion of women in digital technology
- > Hybrid office model that supports women at all stages of their lives
- > Empowering women through training

### Employment Conditions



Organisational efforts working towards gender equality are summarised as:

- > Internal conferences on feminism and gender inequality
- > Equal salaries

- > Support for companies to raise awareness of the richness of gender diversity
- > ADAPT, system that recruits substitute employees to hold positions for employees on parental leave

### Collaborations



Organisations responding to the questionnaire noted the following networks/collaborations they are cooperating with:

- > EU
- > Femmes Numérique – an initiative seeking to mobilise as well as make visible the inclusion of women in digital technology as equal contributors
- > 2GAP – an association with the ambition of strengthening women's participation in political, economic and social challenges
- > LA CLEF – a feminist network of associations campaigning for gender equality and women's rights
- > HCE – an advisory body that promotes public debate on gender equality

- > LEF – an umbrella organisation of women’s associations working to promote women’s interaction with political officials

## GENDER EQUITY IN FRANCE

### Gender Focused Innovations



The following initiatives are outside of the organisations but have an influence on the work that speaks to this particular subject of gender and innovation. Specific examples included the following:

- > Womixcity – coaching, mentoring women in tech
- > Women In Tech – mentoring women in tech
- > House of gender equality – advice, training and intervention through project funding
- > Directorate for Urban Policy and Social Cohesion
- > French Development Agency – promote gender and women’s empowerment
- > Troublemakers – an animation studio and production company that challenges normativity
- > BPW France – an association that campaigns for gender equality in workplaces
- > Gecina and Mercialis – real estate companies\*
- > Sodexo – company that provides services that improve quality of life, such as catering\*
- > La Française des Jeux\*
- > Maisons du Monde – furniture and home décor\*
- > L’Oréal\*

*\*All these organisations are characterised by the following: Parity at work, presence of women in the top administration as well as equality in wages.*

### Technology Startups



Asked what tech startups respondents were aware of working with various aspects of digital solutions with a gender lens, they mentioned the following:

- > Talent.io – the simplest way to find your next technology role
- > Women-who-code-Paris – mentoring and awareness raising in tech
- > Ladies-of-code-Paris – mentoring and awareness raising in tech

### Policies Promoting Gender Equality



- > EU gender policies
- > Parental leave
- > Transparency of salaries
- > Marie-Jo Zimmermann – ensuring women’s access to leadership positions
- > Muriel Penicaud – reducing inequalities in the labour force
- > Elisabeth Moreno – introduced a bill protecting survivors of domestic violence

## INNOVATIVE WAYS FOR IMPROVING GENDER EQUALITY

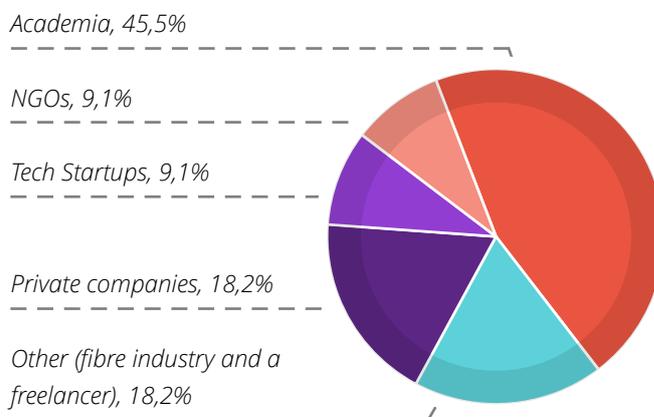
Recommendations on how to work with gender equality included parental leave as contributing to this process, saying that maternity leave should be distinguished from sick leave, and more fathers should be encouraged to take parental leave, allowing women to remain career-focused no matter what stage in life they are in. Further supporting women was the call for the hybrid office model and flexibility in work schedules. In addition, equal pay and transparency in recruitment processes were noted as critical to ensuring that women enjoy equal opportunities. It was also noted that representation matters, and where statistics are missing on how many women occupy particular professions, these gaps need to be addressed as a matter of urgency because “what is not measured can not be managed”.

# GERMANY

## Country report on Gender Equity in Social Innovation Ecosystems

EU Country

11 organisations responded to the survey in Germany. Half the responding organisations are in the category of academia, with additional representation from the private sector and tech startups contributing to some ongoing initiatives to work with gender in innovation processes. The EQUALS-EU consortium member is from academia. The innovations noted by organisations are focused on improving service delivery to ensure gender equality.



Types of organisations that have answered the survey

## INNOVATIONS, GENDER EQUITY & NETWORKS

### Products & Services



Private company Kelheim Firbes produces sustainable viscose fibre which include reliable sanitary products. They also have flexible working conditions allowing women to continue their professional productivity with their family growth and also have women in the leadership of the organisation.

Tech startup Witty Works Inc. supports gender diverse recruitment processes. A template that enables the production of job adverts that will attract applicants from diverse backgrounds.

UN Women, describes processes that include the equal participation of women in decision-making and the participation of women in peace processes.

Academic institutions responding to the survey note the committees that work towards equal opportunities and equal representation of women in addition to empowering women on their career paths.

### Employment Conditions



Organisational efforts working towards gender equality are summarised as:

- > Flexible working conditions that support women and their care responsibilities
- > Recruitment processes that are gender diverse
- > Mission statements on gender diversity and then anchoring the organisation's work environment in emulating the organisation's statement

### Collaborations



Organisations responding to the questionnaire noted the following networks/collaborations they are working with:

- > Innosuisse (A Swiss Innovation Agency, funding science-based innovations)
- > UN Women
- > UNICEF
- > UNHCR
- > German Research Community

## GENDER EQUITY IN GERMANY

### Gender Focused Innovations



Noted organisations working with innovations with a gender equality focus are categorised as follows, and the specific activities are mentioned in brackets:

- > Global conventions, approaches to gender equality (organisations subscribe to and actively work with respecting human rights)
- > Government institutions (organisations focused on following national laws and statutes)

*Specific mentions included the following:*

- > UN Women (support and promotion of women's rights)
- > EQUALS-EU
- > Terre des Femmes (non-profit organisation for women fight for SRHR)
- > Medica Mondiale (a women's rights and aid organisation advocating for girls and women's political rights)
- > Mediciens sans frontières (training sessions)
- > European Court of Human Rights (LGBTQI recognised on the case-law of the EU)
- > Equal opportunities offices in the federal and state institutions

### Technology Startups



- > Women TechEU (Promotes women's networking and Startups founded by Women)
- > Witty Works Inc.

### Policies Promoting Gender Equality



- > Team Construction, ESG
- > Girls' day at School (increases female participation in technical fields)
- > Transparent Salary System
- > UN Convention on the elimination of all forms of discrimination against women (CEDAW)

### INNOVATIVE WAYS FOR IMPROVING GENDER EQUALITY

Recommendations on how to work with gender equality focused on raising women's portfolios in organisations, from hiring more women, to ensuring equal pay, to empowering women with education. The recommendations can be summarised as:

- > Equal pay
- > Hiring more women
- > Promote education and training
- > Bring women in leadership to the fore
- > Actively working with equality not just talking about it
- > Structuring processes, what leadership looks like, and how work processes are structured to be inclusive

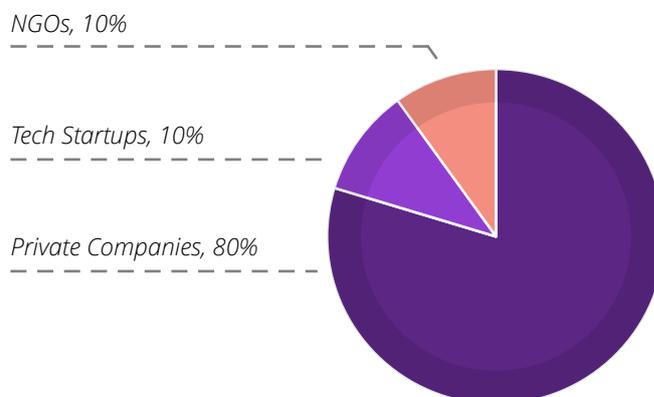


# GREECE

## Country report on Gender Equity in Social Innovation Ecosystems

EU Country

Responses from Greece are mainly from the Private Sector. It is unsurprising since Greek EQUALS-EU consortium member is similarly from the private sector. The responses are complimented by an NGO as well as a tech startup. Efforts to work with gender equality in innovations are concentrated on encouraging more women in leadership positions and ensuring campaigns and awareness-raising work towards empowering women.



Types of organisations that have answered the survey

## INNOVATIONS, GENDER EQUITY & NETWORKS

### Products & Services

There is a lean towards more services that ensure gender equality in their support of the production of daily life. For example, mention is made of EU-funded projects:

- > Think Social (a social media agency with a slogan to think social when acting in business)
- > PhysicsKit4Stem (a project focused on strengthening the teaching skills for STEM)

Additional services include campaigning for the empowerment of women through awareness drives.

### Employment Conditions

Organisational efforts working towards gender equality are summarised as:

- > Regular awareness campaigns for the empowerment of women
- > The tech startup organisation has a team made up entirely of women and works with initiatives from the EU in framing their work on gender equality

- > An initiative funded by the EU called i-Welcome (this is an initiative that ensure TCN women (TCN: Third Country National) acclimatise in their host country and can have equal employment opportunities). One Private organisation works actively with this initiative in Greece

### Collaborations

#### National collaborations:

- > Governmental and Non-Governmental efforts: Share Program with a focus on labour equality
- > Actions promoting women's entrepreneurial skills
- > Academic Institutions and the Private sector supporting inclusive education and gender equality

#### International collaborations:

- > EU Programmes, working to support gender equality

## GENDER EQUITY IN GREECE

### Gender Focused Innovations



Noted organisations working with innovations with a gender equality focus are categorised as follows, and the specific activities are mentioned in brackets:

- > Initiatives in the framework of European Union Programmes (Using the EU frameworks as the road-map towards working with gender equality in innovations)

*Specific mentions included the following:*

- > Women on Top (an organisation focused on professional women's empowerment and equality in the labour market)
- > Kentro Merimnas Oikogeneias Kai Paidiou (KMOP) (similarly supporting the empowerment in corporate sectors with education and providing recommendations to social policies)

### Technology Startups



- > Artit Greece – a platform that provides visual artists with the space to express their creativity and gain recognition with a long-term goal of a self-sustaining community.

### Policies Promoting Gender Equality



- > Paternity Leave – Fathers supporting the careers of their partners by sharing parental responsibilities
- > EU Gender Equality Law

## INNOVATIVE WAYS FOR IMPROVING GENDER EQUALITY

Greece's organisations call for operationalising existing policies, frameworks, and strategies to work with gender equality. Others offer practical proposals such as trusting women's capabilities in being able to take decisions and assigning leadership to women for crucial work focused on building more gender-equal societies. In addition, provide more impetus to women's initiatives. A summary of recommendations is categorised below:

- > Equal pay – companies should disclose salary data
- > Equal employment opportunities including women's representation in senior management positions and equal parental leave
- > STEM education programmes for women and form and other training opportunities in entrepreneurial skills
- > Actively working with equality not just talking about it
- > Exposés for women-run companies their success, the publicity supports the social acceptance
- > Structuring processes, what the leadership looks like, and how work processes are structured to be inclusive

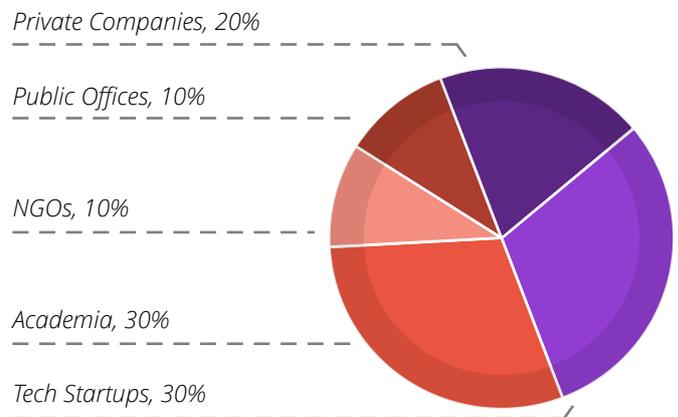


# ISRAEL

## Country report on Gender Equity in Social Innovation Ecosystems

Associative Country

Israel offers a mix of sector representation as illustrated in the pie chart. The consortium member from the EQUALS-EU programme is from academia and still managed to provide 10 responses from varied sectors, which also provides rich proposals on how gender equality and innovations should be steered. The innovations under the section of products and services are also rich and varied, as are suggestions for creating gender-inclusive workspaces.



Types of organisations that have answered the survey

## INNOVATIONS, GENDER EQUITY & NETWORKS

### Products & Services

An academic institution mentioned creating virtual reality (VR) experiences that deal with workplace harassment and discriminative job interviews as a way of sensitising employees at the institution.

A private institution mentioned the importance of legislating paternity leave so as to allow parents to share the responsibilities that go with care work. This is being done so as to close gaps that exist in the professional world.

Other mentions focus on inclusive guidance programmes that match different age groups, ethnic backgrounds and gender. These programmes ensure that service provision reaches everyone inclusively.

### Employment Conditions

This question asked organisations to share initiatives focused on employment conditions, and support women in the workplace. The responses to this are:

- > The same organisations that created VR experiences, share this content with corporations as a product that can support them towards workplace environments that are safe and inclusive
- > Tenure review boards offering more space and time for mothers to compete in getting tenure
- > Equal work benefits for men and women

## GENDER EQUITY IN ISRAEL

### Gender Focused Innovations



Noted organisations working with innovations with a gender equality focus are categorised as follows:

- > Global conglomerations that responding organisations may have had some dealings with
- > National strategies and organisation policies that focus on gender inclusion in their work

*Specific mentions include the following:*

- > Baot – support and advance women in tech
- > Google/Intel/Microsoft – focus on equal representation of men and women in decision-making positions
- > The innovation Authority in Israel – offer programmes to support gender equity and provides specialised grants for women to work in/ with innovations
- > SheCodes – whose objective is to help women integrate and advance in the high-tech world

### Technology Startups



- > SheCodes was mentioned by more than one organisation
- > OtheReality – that works with VR technology in encouraging interaction, and experience so as to foster social transformation

### Policies Promoting Gender Equality



- > Tenure review boards offering more space and time for mothers to compete in getting tenure
- > Paternity leave as a framework for closing inequalities in the workplace

- > Creating equal opportunities for women through training or retreats/conferences

## INNOVATIVE WAYS FOR IMPROVING GENDER EQUALITY

There are a number of introspective responses with regard to the most innovative ways that can be adopted to improve gender equality. Organisations ponder the cultural import of the notion of gender equality in society, and consider that culture permeates the school systems, and is a national/international challenge. Some propose that transformation towards a gender-equal society starts with a change in personal behaviour. The points below speak to how to actually go about working towards this transformation:

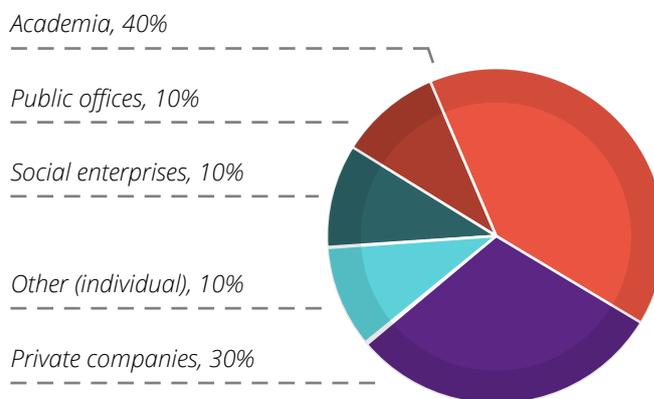
- > Recommendations for support organisations working with gender equality, be they governmental, private sector or non-profit to actively network and engage in evaluating work practices for gender equality
- > Promote education and training – invest in educating young people, particularly in STEM
- > Scrutiny at representation: are there equal men and women in management positions? Are women provided with the same opportunity both in time and funding? How do women's salaries compare to men doing the same job?
- > Recognition for organisations that actively work with gender equality perhaps promotes and encourages through prizes such as funding

# ITALY

## Country report on Gender Equity in Social Innovation Ecosystems

EU Country

Responses from Italy provide a range of products and services with a gender-inclusive focus as illustrated to the right. More than three-quarters of the responses were provided in Italian and are very expressive of how efforts toward a more inclusive society are being done in Italy. The survey was distributed to all participating countries both in English and their national language. That a quarter of the responses were provided in English, also demonstrates the global engagement as also evidenced by the projects and partnerships they mention as critical to their work on gender equality.



Types of organisations that have answered the survey

## INNOVATIONS, GENDER EQUITY & NETWORKS

### Products & Services



Asked to highlight which products and/or services with a gender-inclusive approach they work with, responding organisations noted the following:

#### Products:

- > Baby Pit Stop – a space where academic staff, PhD students and visitors in academic institutions can feed and change their babies
- > Institutional communication materials that visualise gender

#### Services:

- > Training women and men in professions that have limited female representation
- > Women high-achievers profiled (representation, role-modelling)
- > The university courses and research in gender studies as a service towards sensitising students about gender biases

- > Economically empowering women in entrepreneurship
- > Adherence to strategies such as a gender equality plan to foster gender equality
- > STEM courses aimed at girls

### Employment Conditions



- > Representation (boosting gender and diversity in the construction sector)
- > Academia-partnering with industry and government institutions on projects centred on diversity and inclusion
- > Adherence to feminist leadership strategy documents such as the gender equality plan
- > Equal opportunities committees within organisations
- > Smart working conditions which entail work-life balance favouring flexibility in work schedules

## Collaborations



- > FCEM: World women entrepreneurs organisation
- > The Municipality of Bologna
- > The Region Emilia Romagna
- > UNA – An alliance of 11 European Universities (www.una-europa.eu)
- > Guild EU (of European research universities)
- > EU and UN
- > Faith-based organisations and NGOs
- > ATGENDER – The European Association for Gender Research, Education and Documentation

## GENDER EQUITY IN ITALY

### Gender Focused Innovations



The following initiatives are outside of the organisations but influence the work that speaks to this particular subject of gender and innovation:

- > European project “Women can Build” by FORMEDIL - carries out vocational training in construction
- > DEA-DONNE CHE AMMIRO-Community - visibilise and enhance stories of everyday women
- > INCLUSIONE DONNE – working with WeWomenEngineers to ensure gender equality in engineering professions
- > Global conference by the FCEM - promoting business sustainability in businesses owned by women
- > Political campaigns in favour of extending Parental leave, and recognition of female-specific debilitating sicknesses such as vulvodynia and endometriosis
- > STEM campaigns at the national level for girls
- > Regional campaigns such as those from the Municipality of Bologna working to promote gender equality

### Technology Startups



- > Work Wide Women - looking at the impact of gender equality on business performance
- > Techfugees – supporting women migrants with training in IT, social and economic inclusion
- > Whiteready – an internet hosting enterprise

offering secure and advanced solutions to online presence

- > Net Power Space – promoting the recognition of empowered women
- > Pipeline Equity – Operationalizing gender equity
- > Think Yellow – levelling the playing field for women

### Policies Promoting Gender Equality



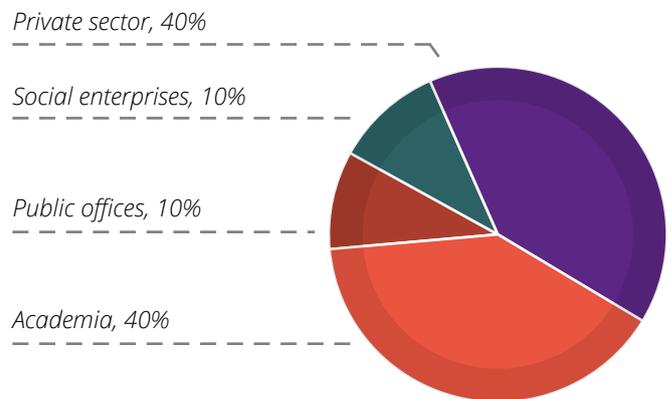
- > Equality in ICT specializations and STEM
- > SMART working schedules that are flexible
- > Priorities for gender equality
- > Promoting female leadership
- > The Gender Equality Plan
- > Welfare policies such as those support work-life balance for families
- > Promoting research topics that take into account gender variables in social life

## INNOVATIVE WAYS FOR IMPROVING GENDER EQUALITY

The responses from Italy took the notion of gender equality to a general discussion, pushing for not just equality in digital innovations, but for ensuring equal labour opportunities for women in the construction sector and in STEM fields. Some of the recommendations on how to ensure gender equality promoted structures (i.e. the Baby Pit Stop), while others proposed more training and advocacy through networking events. Academic institutions focused their suggestions on more lectures and courses that could intensify the discourses on inclusion, gender equality and diversity. Other mentions include the following:

- > Publications and events that elevate women in leadership in order to normalise women as leaders
- > Research highlighting the hidden dynamics of discrimination and more funding for academic institutions that work with gender indicators in ensuring equal opportunities
- > Recruiting more male allies to ensure more consciousness towards gender biases and stereotypes
- > Education in the early stages for girls at primary and secondary school

Private sector organisations and academic institutions dominate the responses from Latvia. Responses to the question about products and services that promote equality for women and girls, interestingly draw from global strategies, contextualising their realisation to the Latvian reality. Representing Latvia in the consortium is an academic institution which may explain why almost half the responses are from this sector.



Types of organisations that have answered the survey

## INNOVATIONS, GENDER EQUITY & NETWORKS

### Products & Services

There is a strong focus on implementing global strategies and hence responses to this section are more service oriented. A non-governmental organisation engages with a sustainability index which is an assessment tool, that provides criteria for employers in knowing about equality and equal opportunities. Other organisations highlight their participation in various local and European projects that aim to ensure equality for women and girls as their approach to working with gender inclusion.

Some private organisations, provide free services to women's associations as part of international women's day, and they do this for a week.

### Employment Conditions

Organisational efforts working towards gender equality are summarised as:

- > Employment conditions that take gender inclusion into consideration, including recruitment processes, job advertisements, employment contracts and general working conditions
- > Flexible work hours and hybrid work formats

that accommodate women and their care responsibilities

- > Mentoring programmes that support women and girls

### Collaborations

Organisations responding to the questionnaire noted the following networks/collaborations they are working with:

- > Academic institutions – transfer of good practices that may exist elsewhere
- > Riga Tech Girls – a partnership focused on motivating more girls and women to work in tech



## GENDER EQUITY IN LATVIA

### Gender Focused Innovations



Noted organisations working with innovations with a gender equality focus are categorised as private sector efforts (such as working with Riga Tech Girls to attract more women and girls to take part in tech). Specific mentions include the following:

- > Riga Tech Girls
- > Accenture – supporting women in programming.
- > Her City by UN-Habitat – a global initiative that supports urban development with a feminist lens

### Technology Startups



- > Printful – providing climate-friendly products and services, such as T-Shirts etc.
- > Riga Tech Girls

### Policies Promoting Gender Equality



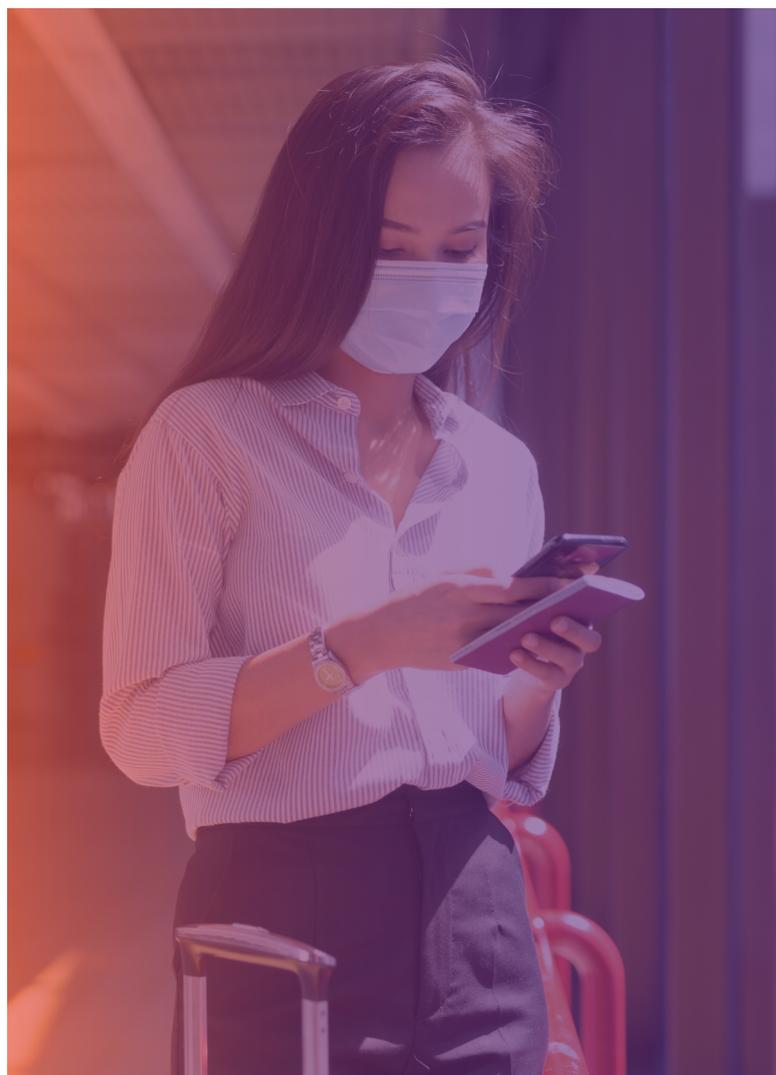
- > EU's policy on promoting gender equality in research and innovation (mentioned by one of the academic institutions)
- > Flexible work hours, so that women are not excluded from work and career opportunities because of the care work that is also their responsibility

## INNOVATIVE WAYS FOR IMPROVING GENDER EQUALITY

Recommendations on how to work with gender equality were cautionary in ensuring that intentions remain genuine. There were suggestions for a single source of information on gender equality, such as a website that is accessible for awareness raising.

Others suggested that employment conditions should be flexible, focusing on productivity regardless of where the person was located when doing their work. A strong suggestion for cross-sectoral cooperation to promote the exchange of knowledge, skills and ideas to support gender inclusion.

HER City and Riga Tech Girls were note-worthy efforts that stood out as innovative initiatives that are working to include more women and girls in spaces they have not occupied yet.



# NEPAL

## Country report on Gender Equity in Social Innovation Ecosystems

Other Country

Nepal is the only pilot country that managed to collect 10 organisational responses. It is included here in D1.4 as well as in D1.2 which visually illustrates the collaborations/networks that transcend national borders in working for a gender-equal society. The presentation of Nepal does not include a breakdown of sectoral representation as is the case with the other countries because this question was not answered.

However, the partnerships that organisations mention provides enough information to determine that there is a dominance of non-governmental organisations that took part in the survey, and they have global connections that support ongoing national efforts towards gender equality in Nepal.

## INNOVATIONS, GENDER EQUITY & NETWORKS

### Products & Services



#### Products:

- > Pathao and Tootle: ride-sharing apps that offer the choice of male or female drivers and differently-abled riders as well
- > Foodmario – a digital platform that connects home chefs/cooks with customers in Nepal (provides many women with income earning opportunities from home)
- > Chari – a Linux operated pocket computer that provides women with access to the internet
- Digital wallet apps Esewa or Khalti – empowering men and women financially
- > Menstrual Pad dispensing machines – to increase the number of girls in schools all year round
- > Podcast series – Gulabi Sambad (a forum for teenagers to discuss sexual and reproductive health and rights) bringing difficult topics into public discourse to raise awareness

#### Services:

- > Policies that ensure equal inheritance from parents for girls and boys
- > Gender inclusive national strategies such as the rural energy policy, the national rural and renewable energy programme all insist on women being part of the decisions made in the energy sector

### Employment Conditions



- > Representation - quotas that ensure 33% women in certain fields
- > Women represented in leadership and decision making as directed by national programmes

### Collaborations



Organisations responding to the questionnaire noted the following networks/collaborations they are working with:

- > Academic institutions such as Tribhuvan University
- > Government ministries, and in particular Ministry of women, children and senior citizens; Communication and Information technology Ministry
- > Civil society – such as Sancharika Samuha (working for gender justice for women working in media), Body and Data (working to create a free, open and just internet), Forum for Digital Equality (bridging the gender digital gap through capacity building, awareness raising and policy interventions), Child Safe Net (safer internet for children and youth)
- > UN
- > International Governmental Organisations – Tear Australia, FELM Finland, SDC Switzerland Asian Health Institution Japan

## GENDER EQUITY IN NEPAL

### Gender Focused Innovations



The following initiatives are outside of the organisations but have an influence on the work that speaks to this particular subject of gender and innovation and the specific activities are mentioned in brackets:

- > Powered by Women initiative - ensuring the contribution of women to driving Nepal's hydropower sector
- > STEM campaigns at the national level for girls
- > Girls in Technology, Kimbu Tech and Women in Technology - provide training and internship programmes to girls who are interested in pursuing careers in STEM
- > Government strategies for ensuring gender equality in the ICT sector (e.g. Ministry of women, children and senior citizens)

### Technology Startups



- > Girls in Technology and Women in Technology
- > Sancharika Samuha - working for gender justice for women journalists online and offline
- > Women's Rehabilitation Centre (WOREC) - set up to prevent gender-based violence
- > Smart Cheli - a female-led social enterprise working to ensure more participation of girls in STEAM
- > Society for Information Communication Technology - provides a platform for women in IT to contribute to digital innovations in Nepal
- > Kimbu Tech - creating more opportunities for women to participate in programming
- > Nepal Open-Source Club - gender inclusive innovation space

### Policies Promoting Gender Equality



- > Smart Cheli - Gender equality in STEM through quota systems
- > Nepal's Companies Act 2006 (one female director on boards, in private sector and one or more female shareholders in public sector)
- > Gender Equality and Social Inclusion Policy - intersectional in focus
- > Gender Responsive Budget - illustrate the commitment to working with gender equality
- > Beti Bachau, Beti Padhau - encourage the education of girls in the country
- > Welfare policies such as those that microfinance activities for poor and marginalized women, that technological sectors should employ ensure a 33% minimum representation of women and hackathon events fulfil the quota of girls representation

## INNOVATIVE WAYS FOR IMPROVING GENDER EQUALITY

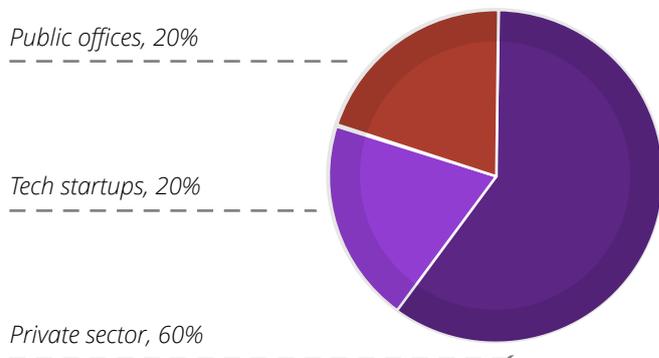
Recommendations on how to work with gender equality proposed that efforts should be directed to increase female access to education, employment and health sectors. In parallel to this, are the quota systems in the education and employment sectors which increase the presence of women in sectors they might otherwise remain invisible. But in order to increase opportunities for women, more training in tech fields as well as targeted funding will support female-led innovations and entrepreneurship. As an approach to recruiting male allies for the purposes of gender equality, their engagement/involvement in activities and efforts on this front are imperative. There is also the role of public forums that raise awareness and empower youth such as the podcasts that answer youth queries about sexual and reproductive health and rights that have an enduring impact on social acceptance and integration.

# THE NETHERLANDS

## Country report on Gender Equity in Social Innovation Ecosystems

EU Country

The Private sector dominates responses from the Netherlands, with additional responses from a tech startup and a public institution. Definitions of gender and equality focus on ensuring fair and just opportunities for men and women. Some do add the difficulty of realizing an equal society and talking about it the accomplishment of gender equality as “not feasible”. The recommendations on how to work with gender equality advocate for more mentors and mentorship programmes that will ensure the presence of structures that firstly draw more women into STEM professions and then ensure that those women have support and are empowered to remain in their careers.



Types of organisations that have answered the survey

## INNOVATIONS, GENDER EQUITY & NETWORKS

### Products & Services



Asked to highlight which products and/or services with a gender-inclusive approach they work with, responding organisations noted the following:

- > An assessment tool that measures peoples' soft skills that is also devoid of biases, especially in the recruitment process
- > Natural cycles – which also includes a birth control digital application
- > Non-discriminatory recruitment processes

### Employment Conditions



Organisational efforts working towards gender equality are summarised as:

- > Through lectures and informal engagements with female students and encouraging them that no opportunity is beyond their access

- > Ensuring that workplaces provide women with a safe space to share their concerns
- > Smart working conditions which entail work-life balance favouring flexibility in work schedules
- > Recruiting survivors of various trauma with project-based employment as they rebuild their self-esteem to re-enter the labour market full time

### Collaborations



Organisations responding to the questionnaire noted the following networks/collaborations they are working with:

- > Academic institutions
- > European Union
- > UN

## GENDER EQUITY IN NETHERLANDS

### Gender Focused Innovations



The following initiatives are outside of the organisations but have an influence on the work that speaks to this particular subject of gender and innovation and the specific activities are mentioned in brackets:

- > European Union with targeted funding for projects focused on supporting women in innovation
- > The Government through policies and funding to narrow the gap for women in addition to political campaigns in favour of extending parental leave
- > UN Women
- > Wo=men (a Dutch gender platform that coordinates the implementation of SDG5 in the Netherlands)
- > Rituals Cosmetic and Beauty Branch (through the corporate social responsibility programmes supports initiatives that aim to empower vulnerable and underserved women and children in India. In addition to this work, Ritual's diversity and inclusion council actively engage with corporate culture and programmes to achieve gender equality)

### Technology Startups



Asked what tech startups respondents were aware of working with various aspects of digital solutions with a gender lens, they mentioned the following:

- > Yoni and Lizzom – both fighting menstrual poverty
- > E-heza - A digital health records system also used in developing regions
- > Female invest and Elle invest - working to close the gender financial gap between men and women through investments
- > She taxi - female taxi services providing safe transit for women in Amsterdam



## INNOVATIVE WAYS FOR IMPROVING GENDER EQUALITY

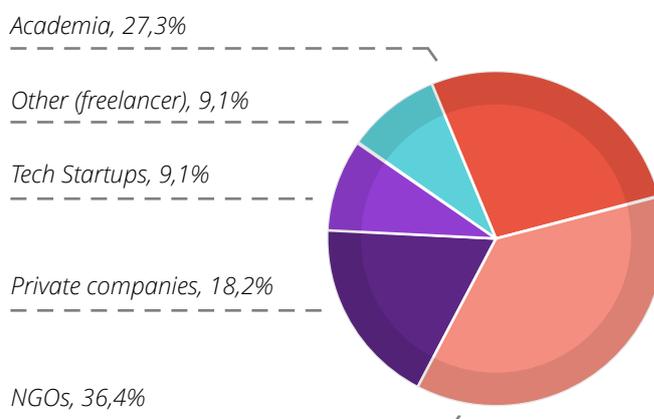
In the recommendations from the Netherlands more flexible work environments for parents are a critical component of working towards a gender equal society, especially as women of child bearing age struggle with work-life balance. Having mentors and mentorship programmes is also essential for empowering women to take up space in professions they may struggle to gain entry to. In parallel to this is the weight of representation in mainstream society where visibilise women high achievers can be the catalyst to drawing more girls into innovation spaces. One recommendation relied on the organisation's practices which include having a diverse and inclusive team that contributes to creating diverse products that society can benefit from. The diverse team, therefore, emulates society and is able to provide products that are inclusive to the wider society. In order to work actively with this having organizational policies and laws that enforce compliance is key to improving gender equality.

# NORWAY

## Country report on Gender Equity in Social Innovation Ecosystems

Associative Country

Non-governmental organisations and academia dominate responses from Norway. They offer varied yet enlightened definitions of gender that are backed up with examples of products and services that seek to address gender inequalities in Norway. Responses from private companies, tech startups and other (freelancer) organisations also share examples of products and services that are explored further below.



Types of organisations that have answered the survey

## INNOVATIONS, GENDER EQUITY & NETWORKS

### Products & Services



Asked to highlight which products and/or services with a gender-inclusive approach they work with, responding organisations noted the following:

#### Products:

- > Plant-a-plate (a sustainable alternative to plastic and styrofoam disposables that utilises agricultural waste)
- > FarmEZ Application (empowering farmers with a transparent market app, looking at daily price changes and predicting future prices)
- > Digital games and systems that challenge views on diversity, inclusion and unconscious bias during recruitment and career development
- > Investigative reports highlighting experiences of migrant women and the family crisis in Norway

#### Services:

- > Girl and technology events
- > Free mental health support and training to women and girls who are survivors of human trafficking

- > Resources aimed at women and girls' sexual and reproductive rights

### Employment Conditions



Organisational efforts working towards gender equality are summarised as:

- > Representation (boosting diversity in the workplace)
- > Recruitment processes demanding more gender-diverse hiring
- > Empowering migrant storytellers in the newsroom encouraging women from diverse backgrounds to tell their own stories

### Collaborations



Organisations responding to the questionnaire, noted the following networks/collaborations they are cooperating with:

- > Association for family planning Portugal
- > Caritas Norway
- > Footprint to freedom, Netherlands

- > Safe house foundation, Russia
- > End Child Prostitution and Trafficking Norway
- > Academic institutions in Norway

## GENDER EQUITY IN NORWAY

### Gender Focused Innovations



The following initiatives are outside of the organisations but have an influence on the work that speaks to this particular subject of gender and innovation and the specific activities are mentioned in brackets:

- > Global initiatives, including within the development sector
- > National initiatives, such as directives from the municipalities

*Specific mentions include the following*

- > HunSpanderer
- > SheInvest
- > GirlGeekDinner
- > Sheconomy
- > Sistersinbusiness Norway
- > HerSpace (Creating positive impact for women through entrepreneurship)
- > Care Norway (working with women, to ensure they have equal opportunities in life)
- > Caritas
- > Diversify
- > The Oslo Desk
- > Moving Mammias
- > Women in Investment (WIN)
- > Professional Women's network Norway
- > Oslo soup
- > The next billion

### Technology Startups



Asked what tech startups respondents were aware of working with various aspects of digital solutions with a gender lens, they mentioned the following:

- > Equality check

- > Propl.global (smart innovation Norway charge incubator)

### Policies Promoting Gender Equality



- > Gender equality policies in Norway such as the The Equality and Anti-Discrimination Ombud
- > Representation of women in leadership positions



## INNOVATIVE WAYS FOR IMPROVING GENDER EQUALITY

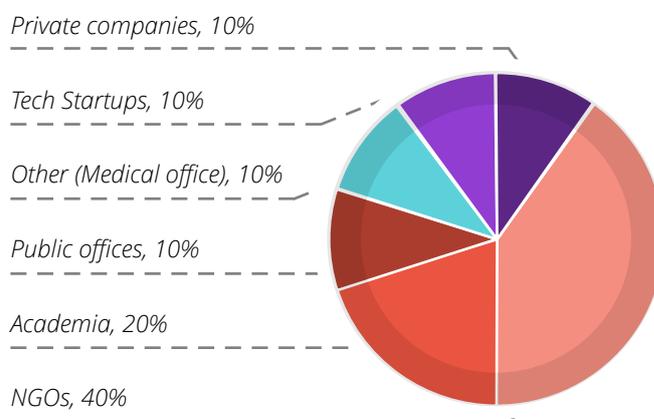
Recommendations on how to work with gender equality focused on working towards inclusive education processes, such as ensuring that learners are exposed to varied and diverse sources of knowledge. Along with this, the need for role models was highlighted as critical for increasing the visibility of minority groups in spaces where they are either not present or under represented. As a part of this, some respondents proposed peer-peer programmes with minority groups so as to create a space in which biases and stereotypes can be addressed. Recruitment processes or pitching sessions to investors should be based on capabilities, it is unnecessary for judging processes to look at peoples' bio-data such as gender, to make a judgement call. Recommendations had a strong focus on eliminating social biases that can be detrimental to societal transformation.

# ROMANIA

## Country report on Gender Equity in Social Innovation Ecosystems

EU Country

Responses from Romania are mostly from the NGO's working with social inclusion and transformation. Additional responses from other sectors contribute enlightened definitions of gender and the subsequent organizational efforts in working towards gender equality. Representation from the private sector includes a medical practice which takes a physiological definition of gender as feminine and masculine sex. All participating organisations provide recommendations that started with enabling policies, lifelong education on gender equality starting at the primary level, mentorship programmes, targeted funding for under-represented groups, and the importance of representation at all levels of society.



Types of organisations that have answered the survey

## INNOVATIONS, GENDER EQUITY & NETWORKS

### Products & Services



Asked to highlight which products and/or services with a gender-inclusive approach they work with, responding organisations noted the following:

- > Resources aimed towards gender diversity in the workplace
- > Gender inclusive recruitment practices

### Employment Conditions



Organisational efforts working towards gender equality are summarised as:

- > Representation (boosting gender and diversity the workplace)
- > Employing more qualified women

### Collaborations



Organisations responding to the questionnaire noted the following networks/collaborations they are working with:

- > European Union
- > Academic Institutions in order to democratize STEM and include more women and girls
- > National Research Council
- > ALLDigital
- > Microsoft
- > Digital Women Romania
- > Women4IT

## GENDER EQUITY IN ROMANIA

### Gender Focused Innovations



The following initiatives are outside of the organisations but have an influence on the work that speaks to this particular subject of gender and innovation and the specific activities are mentioned in brackets:

- > The Women’s Association (promoting women and girls working in the political sphere, ensuring that gender budgeting in public policies is a reality for implementation purposes, training women in public administration and political making decision positions, ensuring respect for and acceptance for women in politics)
- > Association of Professional Women

### Technology Startups



Asked what tech startups respondents were aware of working with various aspects of digital solutions with a gender lens, they mentioned the following:

- > Sustainalytics – a leading research and data organisation providing realtime data on environmental, social and governance trends and issues
- > Romanian Tech Startups Association – among its mandate is promoting women in tech
- > Digital Women Romania
- > Women4IT

### Policies Promoting Gender Equality



- > Equal Pay - and the responding organisation mentions that equal pay is an efficient way of working with gender equality

## INNOVATIVE WAYS FOR IMPROVING GENDER EQUALITY

The survey focused on gender equality in innovation processes, but the responses from Romania took the notion of gender equality to a general discussion, pushing for not just equality in digital innovations, but equally ensuring the elimination of archaic gender stereotypes in the labour market. To do this, internal policies that sensitize and engender a culture of respect for diversity – flexible working hours and allowing for working from home as some of the ways in which a more gender-equal society could become a reality. Some proposals suggest hiring only women, as they have fewer employment opportunities globally, but in the work on gender equality, they propose the involvement of men as furthering the investments made towards gender equality. Other mentions include the following:

- > Actively working with more gender tools and methods in practising gender equality
- > New models of education that are more holistic, that tackle public discourses and biases learned from media and from home
- > A multistakeholder approach to gender equality with civil society, and innovative policies
- > More women in leadership need to be hired, so that in those women in positions of influence can generate the change in society



# SERBIA

## Country report on Gender Equity in Social Innovation Ecosystems

Associative Country

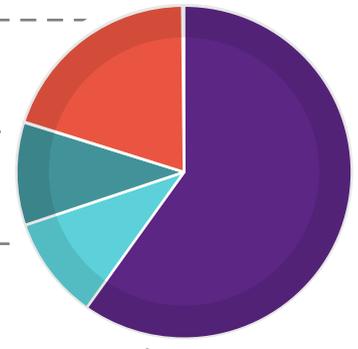
Majority of the responses from Serbia are from the private sector. Since the Serbian partner is from this sector, the dominance of responses from the private companies in Serbia is not surprising. Recommendations for how to work with gender equality as will be elaborated on below, focus on supporting organisations in being more gender inclusive, with proposals such as more targeted funding on innovative projects, promoting women who are high achievers, focused training and awareness raising towards more gendered innovation processes.

Academia, 20%

NGOs, 10%

Other (foundation), 10%

Private companies, 60%



Types of organisations that have answered the survey

## INNOVATIONS, GENDER EQUITY & NETWORKS

### Products & Services



Asked to highlight which products and/or services with a gender-inclusive approach they work with, responding organisations noted the following:

#### Products:

- > Weekly newspaper columns on gender equality in the labour market
- > Database of women experts in Serbia
- > Podcasts, webinars and junior development programmes focused on empowering future generations

#### Services:

- > Events recognising women in mathematics and STEM in general
- > Promotional campaigns for Girls in STEM
- > Gender equality training for members of women in political positions

### Employment Conditions



Organisational efforts working towards gender equality are summarised as:

- > Flexible working hours for working parents and unbiased recruitment processes
- > Equal Pay (for those on parental leave, the difference in salary is covered by the organisation)
- > Adherence to feminist leadership strategy documents such as the gender equality plan

### Collaborations



Organisations responding to the questionnaire, noted the following networks/collaborations they are cooperating with:

- > Government ministries (e.g. Ministry of Education, science and technological development)
- > Academic institutions (e.g. University of Belgrade; Academia of Engineers of Serbia)
- > UN Women

- > Association of Economists of Serbia
- > Business Women of Serbia
- > Intersection
- > Foreign embassies (such as the American Embassy)
- > Girls in ICT

## GENDER EQUITY IN SERBIA

### Gender Focused Innovations



The following initiatives are outside of the organisations but have an influence on the work that speaks to this particular subject of gender and innovation and the specific activities are mentioned in brackets:

Government ministries such as (Ministry for Human Rights and Social Dialogue working at the intersection of policy development and implementation plans for gender equality)

Government of Serbia Office for Gender Equality (raising awareness)

The Ombudsperson (raising awareness)

Center for Science Promotion (Projects actively promoting gender equality)

Coordinating body of the Government of Serbia for gender equality (training projects, seminars on raising awareness)

STEM campaigns at the national level for girls from government entities and civil society

Minister for innovation providing innovation fund programmes

Network of business women – mentoring and seminars for women and girls

Women's Government of Serbia – a non-governmental organisation promoting the potential of women in Serbia

### Technology Startups



Asked what tech startups respondents were aware of working with various aspects of digital solutions with a gender lens, they mentioned the following:

- > Equal Opportunities - NGO that is working to raise digital literacy through seminars and training; facilitating equal access to IT for men and women

### Policies Promoting Gender Equality



- > The Gender Equality Plan of 2021
- > UN Women Policies
- > European Commission policies and funding criteria to work with gender equality
- > Research priorities for gender equality such as femhealth in ensuring health equity

## INNOVATIVE WAYS FOR IMPROVING GENDER EQUALITY

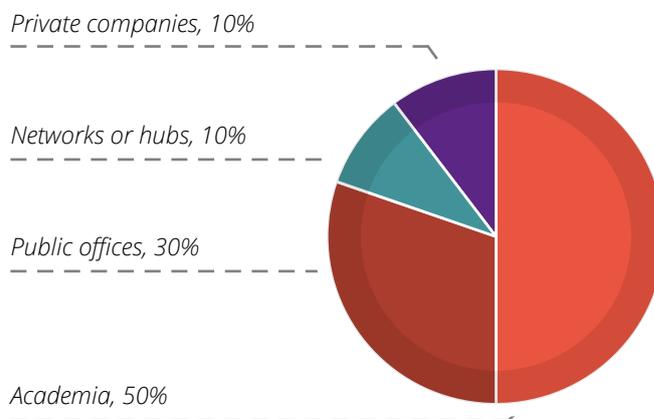
Understanding the situation through research is where to start when planning work in gender equality. Implementation thereafter should develop activities that reassure, recruit and retain girls in STEM fields. Some proposals for this include the value of forming networks and mentoring programmes that would support women and girls in STEM. In addition, a database of women high achievers and experts in various fields contributes to making women visible. Organisations should also talk openly about gender equality and the discourse should morph into practice. Targeted funding that can result in gendered innovations is another recommendation. In this case, adherence to funding requirements for working with gender equality will also raise awareness within an organisation and its partners particularly if the funding requires active engagement with minority groups. This also means that diverse team compositions will contribute to alternative ways of seeing innovations as well as opening the team up to diverse world views.

# SOUTH KOREA

## Country report on Gender Equity in Social Innovation Ecosystems

Other Country

Half of the South Korean responses are from academia. The organisation representing South Korea is an academic institution, which explains the lean toward more academic institutions responding to the survey. When asked to share examples of products and/or services with a gender equality focus, the majority focused their responses on the policies in place. However, one academic institution along with other public and private organisations mentioned innovations with a gender focus.



Types of organisations that have answered the survey

## INNOVATIONS, GENDER EQUITY & NETWORKS

### Products & Services



Algorithms are a set of instructions that are at work interpreting certain pieces of information about our digital experiences when we are online. As more of our digital lives are profiled in all we do online, reducing the biases that an algorithm can perform in predicting who we are as people requires serious consideration. A private organisation in South Korea mentioned building algorithms that take diverse representations into account but was unaware of the extent to which these algorithms were being used. There is more focus on policies as a form of service towards gender-inclusive efforts, such as:

- > Highlighting the reality through gender impact assessments and gender desegregated data
- > Moving beyond strategies and plans to actively ensure that financial resources that support activities working with gender equality are in place
- > Implementing targeted recruitment so as to advance women in their careers
- > Actively following up on discrimination in government policies
- > Equal participation of women in decision-making

and in peace processes

- > Committees working towards equal opportunities and equal representation of women

### Employment Conditions



Organisational efforts working towards gender equality are summarised as:

- > Flexible working conditions that support women and their care responsibilities
- > Parental leave and health insurance coverage
- > Recruitment processes that are gender diverse
- > Employment quotas that favour women
- > "Stop-the-tenure-clock" in support of women being afforded career advancement in academia

### Collaborations



Organisations responding to the questionnaire noted the following networks/collaborations they are working with:

- > Korean Women's Development Institute
- > Academic institutions
- > Korean Institute of Gender Equality Promotion and Education (Public institutions)
- > Asia Foundation
- > Nordic Embassies in Korea
- > Microsoft
- > WISSET (Korean Center for Women in Science, Engineering and Technology)

## GENDER EQUITY IN SOUTH KOREA

### Gender Focused Innovations



Noted organisations working with innovations with a gender equality focus are categorised as follows, and the specific activities are mentioned in brackets:

- > Private sector working to implement work-family balance for women
- > Government institutions (supporting evidence-based gender mainstreaming measures; prevention of gender-based violence; promoting women in STEM; promoting more women in leadership roles)

*Specific mentions included the following:*

- > Ministry of Gender Equality and Family – support the implementation of policies on gender equality; preventing violence against women and girls)
- > Lotte E&C
- > WISSET – Korean Center for Women in Science, Engineering and Technology (Financial support to researchers and/or gendered innovation projects; publishing guide books on gendered innovations)
- > Girls in Tech Korea (eliminate the gender gap through mentorship and strategic partnerships)

- > Korea Center for Gendered Innovation for Science and technology research (fostering and supporting women scientists and technicians in their research)
- > SK Innovation

### Technology Startups



- > Girls in Tech Korea

### Policies Promoting Gender Equality



- > Enforcing government laws on gender mainstreaming, and gender equality
- > Targeted recruitment favouring women in the field of science and technology by public institutions
- > Annual trend analysis in the field of science and technology in measuring policy performance/inclusiveness of women
- > Stop-the-Tenure-Clock (a policy that postpones the tenure screening processes for women during their childbearing years)

## INNOVATIVE WAYS FOR IMPROVING GENDER EQUALITY

Recommendations on how to work with gender equality focused on:

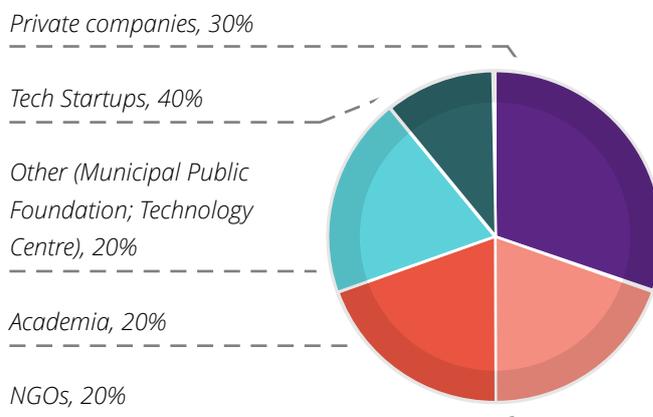
- > Sensitising those with social hegemony
- > Taking the evidence of inequality, turning it into policy and enforcing the application
- > Having diverse representation in workplaces, more women in leadership
- > Fostering female students in STEM
- > Need for role models and gender-sensitive digital literacy
- > Scientific publications and grants must not hide the contribution of women

# SPAIN

## Country report on Gender Equity in Social Innovation Ecosystems

EU Country

Of the 11 organisations from Spain who responded to the survey, 10 responded to the question asking for examples of products and services that promote gender equality. An eclectic range of products and services are noted below, many of which focus on ensuring the protection of womens' and girls' rights. Recommendations for working with gender equality highlight the importance of advocacy and training to reduce gender biases.



Types of organisations that have answered the survey

## INNOVATIONS, GENDER EQUITY & NETWORKS

### Products & Services

Asked to highlight which products and/or services with a gender-inclusive approach they work with, responding organisations noted the following:

#### Products:

- > Database of women scientists
- > Newspaper column on scientific facts authored by women
- > NoMoreMatildas – a digital platform that campaigns against systemic discrimination against women innovators. The Matilda effect takes after Matilda Joslyn Gage the first activist to denounce the injustice women innovators experience throughout history
- > Manual – on gender-inclusive language and images in the workplace
- > Protocol on anti-harassment
- > Misoff – a digital application that identifies sexist language and violence in music
- > Murals that visibilise women in Science
- > Audiovisual contest for schools to illustrate the effects of patriarchy on female researchers
- > Virtual Reality audiovisual for early affective relationships

#### Services:

- > Lobbying with the government to change or enforce laws promoting gender equality
- > STEM campaigns and courses aimed at girls
- > Resources aimed towards economically empowering girls in STEM (Project Girls4STEM)
- > Events celebrating Girls in Tech
- > Women led economically empowering initiatives such as Food Relations that employs only women to produce canned foods
- > Gender just recruitment/selection processes
- > Fabrica Barri – a programme that promotes recycling of technologies, and self-sufficiency for underserved communities

### Employment Conditions

- > Adherence to the gender equality plan at Institutions (this plan follows a 4 step axis, that includes awareness raising, training, professional support for women and other minorities and evaluations)
- > Promoting women in tech such as Samsung's initiative developers programme called Women4IT
- > Facilitating access to the labour market for female

- > STEM students; here the STEM Talent Girl programme is what organisations work with in ensuring that female STEM graduates can start their careers in STEM
- > Gender diverse recruitment processes
- > Breastfeeding spaces at workplaces as well as paid parental leave
- > Smart working conditions which entail work-life balance favouring flexibility in work schedules for working parents

### Collaborations



- > Academic institutions
- > Civil Society and Associations for Minority groups
- > Samsung – promoting women in tech
- > SEDIA – The Secretary of State for Digitalization and Artificial Intelligence – an entity promoting and coordinating national plans and projects on digital transformation in Spain
- > Inspiring Girls – mentoring programme that pairs young girls with women high achievers
- > ASTI Foundation – a tech vocational training/ mentoring foundation
- > Power to Code – Supporting tech innovations for girls
- > Royal Academy of Engineering of Spain – through its women and engineering initiative

## GENDER EQUITY IN SPAIN

### Gender Focused Innovations



The following initiatives are outside of the organisations but have an influence on the work that speaks to this particular subject of gender and innovation and the specific activities are mentioned in brackets:

- > Academic institutions such as the National Women's institute (that seeks to promote conditions that allow social gender equality)
- > Municipal organisations such as the General directorate on Equality of the Community of Madrid
- > Corporate organisations such as Vodafone that

- promote inclusivity through various campaigns Ministry of Health, Social Services and Equality
- > Spanish Foundation for Science and Technology to promote open and inclusive science, culture and science education

### Technology Startups



Asked what tech startups respondents were aware of working with various aspects of digital solutions with a gender lens, they mentioned the following:

- > Capgemini Analysis and Trends in digital transformation
- > Everis – It services and Consulting
- > Google
- > Sesgos en algoritmos – working to reduce biases in algorithms

### Policies Promoting Gender Equality



- > Spanish law on science and technology – has specific mandates for committee composition that must be gender inclusive
- > The Gender Equality Plan – as related to each organisation
- > Plan Concilia – work-life balance
- > Laws that accelerate the incorporation of women into the labour market and in particular managerial positions
- > Policies promoting early vocational access to STEM for girls

## INNOVATIVE WAYS FOR IMPROVING GENDER EQUALITY

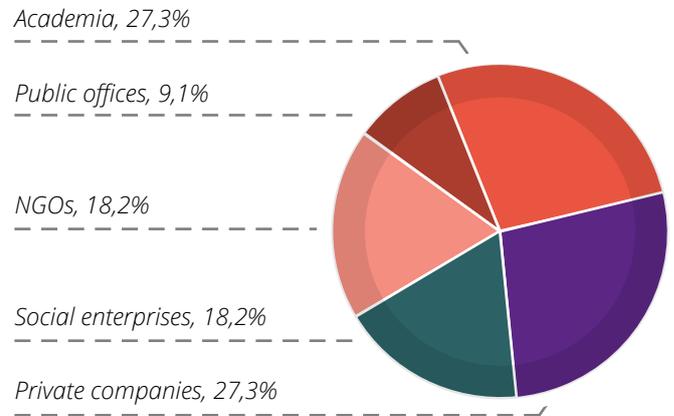
Recommendations on how to work with gender equality start with self-reflection on own biases and how society might perceive you. For self-reflexivity to happen society needs to be sensitized, and trained on the harmful nature of inequalities and gender stereotypes. Some proposals suggest that to reduce underrepresentation in segments of the labour market it is imperative to have flexible hybrid working conditions. When hiring women trained in STEM the structures need to ensure retention of such talent and this requires policies and plans that work towards enforcing this. Education and training are also instrumental towards changing mindsets.

# SWEDEN

## Country report on Gender Equity in Social Innovation Ecosystems

EU Country

Sweden has an interesting mix of responses from social enterprises, private companies, academia and non-governmental organisations. The definitions of gender equality are very similar across these sectors, with all of them incorporating the word "equal", proposing the importance of everyone regardless of their gender identity, enjoying and having access to the same opportunities. Responses from Sweden also mention The Swedish Agency for Innovation Systems (Vinnova) as a critical driver for gender-inclusive innovations.



Types of organisations that have answered the survey

## INNOVATIONS, GENDER EQUITY & NETWORKS

### Products & Services



Asked to highlight which products and/or services with a gender-inclusive approach they work with, responding organisations noted the following:

#### Products:

- > Digital equity tool called the Gender Smart Arena, supporting organisations in creating more value chains in their businesses
- > An inclusive recruitment model focusing on a diversified employment process
- > Assessment tools auditing the representation of women

#### Services:

- > Research about gender, innovations and equity
- > Events such as Code Summer Camp focused on recruiting more young women to code
- > Empowering women in whom investments are being made

- > Tailor-made programmes and methods to support organisations in attracting women and under-represented groups

### Employment Conditions



Organisational efforts working towards gender equality are summarised as:

- > Representation (boosting diversity in the workplace)
- > Recruitment processes that are gender diverse

### Collaborations



In regards to working with gender equality, it was noted the important role of national funding agencies that provide direct investment in such efforts, civil society that pushes dialogue around these topics, and the private sector who contribute the same efforts, such as:

- > Vinnova – Swedish Agency for Innovation Systems (funding)

- > The Yes Way (encourage collaboration between innovation supporters)
- > Winnet Sweden (civil society)
- > Diversity Charter Sweden
- > RISE – Research institutes, industry and public sector, performing industry research and innovation
- > National efforts (Municipalities, administrative boards)

just a few mentions:

- > Wire Invest
- > GenderEQ
- > GenderTimer
- > Progress me

## GENDER EQUITY IN SWEDEN

### Gender Focused Innovations



Efforts to ensure more representation within innovation processes have a strong national focus with initiatives focusing on direct investment in gender equality in innovations, incubation programmes that empower underrepresented groups. The academic institutions also highlighted specific programmes that are focused on engaging with society and working with questions around gender equality. Specific mentions include the following:

- > The Yes Way - an initiative that works with equality, inclusion and diversity in innovation
- > Pink Programming
- > Vinnova - Swedish Agency for innovation systems
- > Schvung in Karlshamn
- > Sensus - an NGO working with adult education

### Technology Startups



Asked what tech startups respondents were aware of working with various aspects of digital solutions with a gender lens, respondents provided URLs and reports that highlight a number of tech startups working towards this aspect. Further there are listed

### Policies Promoting Gender Equality



- > Global strategies such as Agenda 2030
- > Swedish national strategy for regional growth
- > Incubators for equality and inclusion
- > Some specific organisational policies that strive to ensure an inclusive work environment.

## INNOVATIVE WAYS FOR IMPROVING GENDER EQUALITY

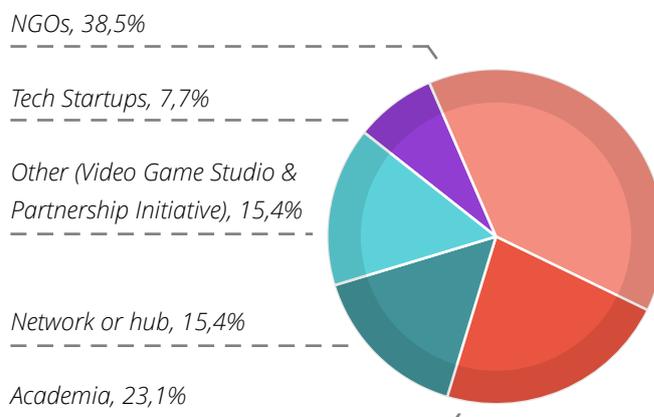
A range of critical recommendations on how to work innovatively to improve gender equality include the importance of having role models, creating spaces for women to innovate in areas they are already active in, and gender quotas that can contribute to more women being represented in spaces where they are under represented. Others noted that requirements from funders can be a good driver for working with gender equality. Workshops with a specific equity-focused design can be useful in pushing for collaboration and leadership engagement toward a more gender-inclusive society. There were also calls for radical initiatives such as reduced wages which may increase the proportion of women working in those sectors because it is well understood that wage differences are quite often determined by an employee's gender. If sectors that have fewer women lower the wages, this could have a reverse positive effect in attracting more women to those spaces. Additional points include: mentorship and advocacy, resources invested in innovation solutions, interventions that start at a young age, and mainstreaming work on gender equality.

# SWITZERLAND

## Country report on Gender Equity in Social Innovation Ecosystems

Associative Country

Majority of Switzerland's responses are from NGOs. They are engaged in interventions that seek to minimise social biases that may marginalise some communities from taking up opportunities that should justly be available to them. The Tech Start-Ups and the other organisations are also working with gender inclusion through the products and services which aim to bridge the access gaps and improve experiences by marginalised groups.



Types of organisations that have answered the survey

## INNOVATIONS, GENDER EQUITY & NETWORKS

### Products & Services



Examples of products and/or services mentioned by responding organisations range from structures to products aimed at marginalised groups, to specialised events, services and legislative laws that enable organisations to focus on gender inclusion.

#### Products:

- > Chat-bot Sophia empowers domestic violence survivors
- > Video game with a female main character, who is self-sufficient, but relatable
- > Digital platform Rezo, driving economic empowerment for women by building connections to exchange local goods and services
- > Recruitment platform that shortlists job applicants without bias
- > PadPal allows women, lacking financial means, to get safe sanitary products by putting plastic waste in a reverse vending machine and filling out a survey

#### Services:

- > Social lab on gender equality - provides a space for discussions for paternity leave, making it easier for mothers to keep working by introducing flexible work schedules, and actively working to include minority groups
- > GenUs - dialogue campaign promoting gender equality as everyone's responsibility
- > Recruitment process designed to work around as many biases as possible
- > Girls/Women empowerment event days
- > FEMtrepreneurs movement amplifying the female voice in leadership, pitching skills and finance

### Employment Conditions



Organisational efforts working towards gender equality are summarised as:

- > Events/seminars that include mentorprogrammes
- > Targeted resource allocation for female entrepreneurs and girls coding

- > Forums promoting gender equality, raising awareness, creating networks
- > Supportive work structures for programmes in social entrepreneurship

### Collaborations



Responding Swiss organisations noted the following networks/collaborations they are cooperating with:

- > Diversify, der Bund - a platform that supports and works towards the realisation of SDG5
- > Civil society and private sector actors focused on promoting digital gender equality

## GENDER EQUITY IN SWITZERLAND

### Gender Focused Innovations



There were noted a number of efforts that are ongoing in support of a more gender equal society, including the following mentions:

- > Women in digital Switzerland
- > Diversify
- > We Shape Tech
- > Alliance F - a federal office in charge of gender equality
- > Canton Zurich
- > Girls can code
- > Girls in Tech
- > Develop Her
- > FEMtrepreneurs – Innovation office of University of Basel
- > Women professional network

### Technology Startups



Asked what tech startups respondents were aware of working with various aspects of digital solutions with a gender lens, they mentioned the following:

- > Girlscode

- > HeHop (an app that captures acts of violence, and stores evidence in a digital safe)
- > Diversifier.witty.works (inclusive language promoted in communication)
- > FOUR (one of their products is a digital solution that should increase equality in funding for start-ups.)

### Policies Promoting Gender Equality



- > National Policy that prohibits gender discrimination
- > National policy that supports survivors of domestic abuse
- > Policy to include underrepresented minorities
- > Transparent salary system and gender quotas

## INNOVATIVE WAYS FOR IMPROVING GENDER EQUALITY

Besides creating safe spaces for women where their ideas can be nurtured or their business acumen can be strengthened, there are also recommendations for recruiting male allies. The process of recruiting male allies that are supportive of gender-equal society involves teaching about biases from a young age, and sensitising men around topics on gender equality. Representation was also noted as an important proponent for promoting gender equality, this included encouraging women in leadership, involving women in decision making, and engaging more women in public speaking who can be seen as role models.

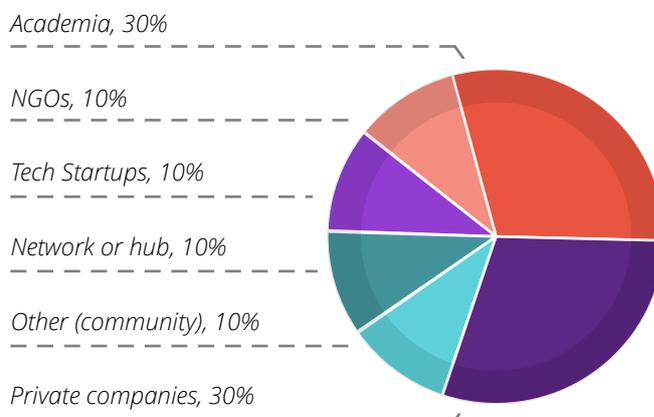
There are also recommendations for organisational brands that welcome underrepresented minorities. Organisational structures should also encourage more transparency so that everyone feels included. It is also imperative that the language and vocabulary used are empty of biases.

# TURKEY

## Country report on Gender Equity in Social Innovation Ecosystems

Associative Country

Academia and private sector organisations dominated the responses from Turkey. Turkey's representation within the EQUALS-EU consortium is from both sectors, and hence the results shown in the chart are not surprising. While collaborations on creating gender equal opportunities, with other organisations in Turkey and abroad, appear to be strong, knowledge of policies in Turkey that support gender equality efforts will require some investment of resources.



Types of organisations that have answered the survey

## INNOVATIONS, GENDER EQUITY & NETWORKS

### Products & Services



Asked to highlight which products and/or services with a gender-inclusive approach they work with, responding organisations noted the following services:

- > Resources aimed towards accelerating gender equality efforts for women innovators
- > Resources aimed towards collecting and analysing gender desegregated data making visible inequalities
- > Using social media to increase the visibility of women in technology
- > Resources aimed toward economically empowering women and girls with services such as daycare so that women working in STEM can continue being productive in their careers

### Employment Conditions



Organisational efforts working towards gender equality are summarised as:

- > Awareness-raising events such as workshops that

focus on dialogue about gender discrimination in the workplace

- > Representation at the leadership level – efforts to recruit more women as board members
- > Recruitment processes that focus on female employment

### Collaborations



Organisations responding to the questionnaire, noted the following networks/collaborations they are cooperating with:

- > UN Agencies such as UNDPs' accelerator programmes that strengthen gender equality efforts
- > Social enterprises such as Joon Women's self-defence academy – have funding from the World Bank and the EU allowing them to empower Turkish and migrant women to establish social cooperatives

## GENDER EQUITY IN TURKEY

### Gender Focused Innovations



- > TurkishWIN & Binyaprak
- > UNDP's Accelerator lab
- > British Council, Turkey
- > Impact Hub, Istanbul,
- > Community Volunteers Foundation
- > Djangogirls.org – empower girls to code
- > Turkey's engineer girls
- > Turkish Women in Renewables and Energy Network
- > Women in Fisheries Turkey
- > Arya Women
- > The women entrepreneurs Association of Turkey - KAGIDER

### Technology Startups

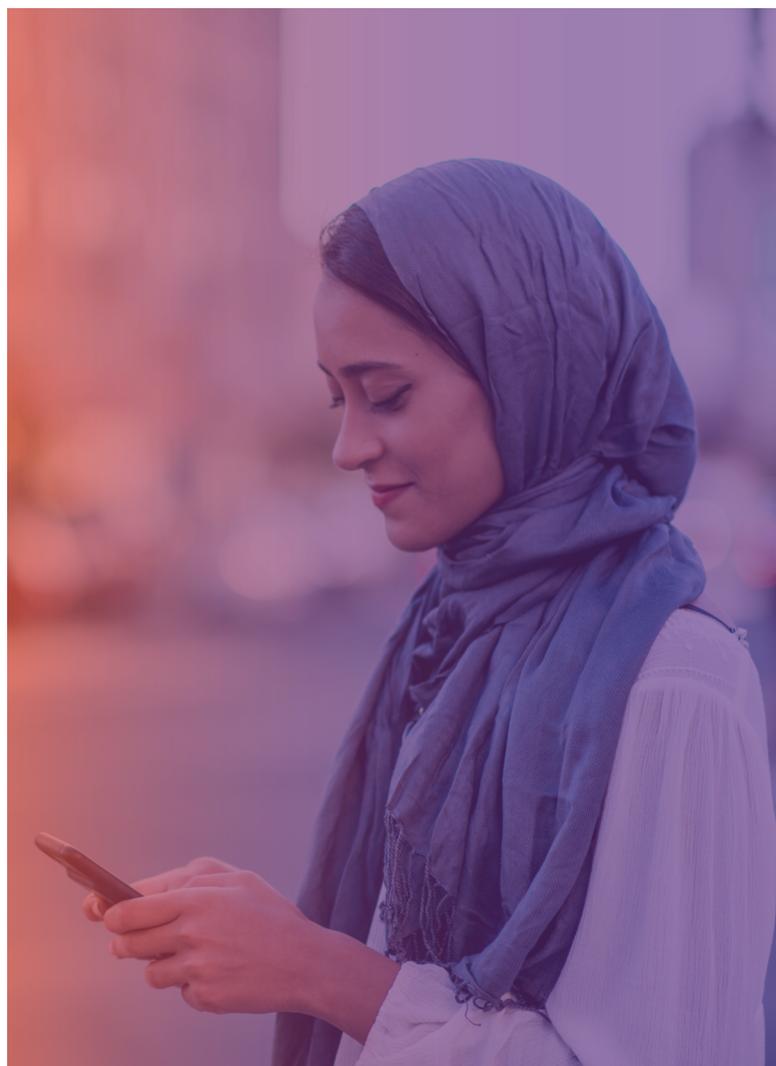


Asked what tech startups respondents were aware of working with various aspects of digital solutions with a gender lens, they mentioned the following:

- > Kadin Haklari
- > TABiT
- > Kodluyoruz
- > SistersLab

## INNOVATIVE WAYS FOR IMPROVING GENDER EQUALITY

Recommendations on how to work with gender equality have a strong focus on empowerment by training females from early stages in their education to professional development training at various stages of their working careers. Empowering females also requires sessions that sensitise men on issues related to gender equality. This can hopefully reduce discriminatory language in some sectors where women's representation is limited, and improve recruitment processes for women in those sectors.

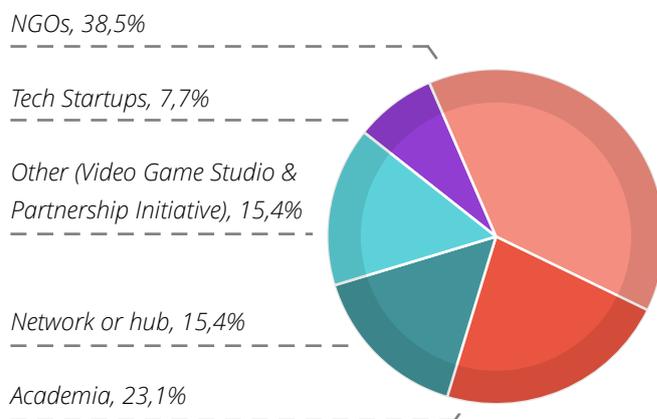


# UNITED KINGDOM

## Country report on Gender Equity in Social Innovation Ecosystems

Associative Country

Responses from the United Kingdom illustrate an interesting spread of organisations from different sectors. This speaks to the networks that the EQUALS-EU consortium member representing the UK associates with. The organisations have a strong focus on social transformation and most of them are doing so with a gender lens. Their work extends beyond the UK and provides their partner countries with tools that support the representation and the rights of women, and even provide resources to women to ensure their presence in spaces closed off to them.



Types of organisations that have answered the survey

## INNOVATIONS, GENDER EQUITY & NETWORKS

### Products & Services



#### Products:

Responding organisations highlighted the following products and services with a gender-inclusive approach they work with:

- > Edutainment applications with an environmental focus
- > Assessment and Training tool-kits for skills development for women and girls
- > Assessment tools auditing the representation of women
- > Recruitment platform that shortlists job applicants without bias

#### Services include resources aimed towards:

- > work at the intersection of gender and disabilities
- > supporting communities on the margins of society
- > economically empowering women and girls in developing regions

- > representation of women in leadership positions

### Employment Conditions



Organisational efforts working towards gender equality are summarised as:

- > Boosting diverse representation in the workplace
- > Recruitment processes that are gender diverse
- > Mandatory training modules for new recruits on equality and diversity in the workplace
- > Supportive work structures allowing parents to work from home
- > Forums with a diversity and inclusion theme that foster gender-inclusive cultures
- > Equal pay
- > Agreements and active engagements with global initiatives focused on gender inclusion in the workplace
- > Vocabulary that is gender inclusive

## Collaborations



Organisations responding to the questionnaire noted the following networks/collaborations they are working with:

- > UN bodies (UNESCO, UN Women, ITU)
- > EQUALS Global Partnership for Gender Equality
- > UK Government
- > EU
- > World Bank
- > Organisation for Economic Co-operation & Development - OECD
- > Commonwealth business women network

## GENDER EQUITY IN UK

### Gender Focused Innovations



The following initiatives are outside of the organisations but have an influence on the work that speaks to this particular subject of gender and innovation:

- > Global initiatives, including within the development sector
- > National initiatives

*Specific mentions include the following*

- > Women in Innovation Campaign
- > Ideas mean business campaign
- > Women in Tech
- > Tech Nation
- > Code first girls
- > Like-minded females
- > University of Oxford
- > Innovate the UK
- > GSMA
- > Commonwealth Business women network
- > AccelerateHer

- > Power her up

## Technology Startups



- > Stratigens
- > GlamOre Ltd
- > Girls in Tech
- > Tech London Advocates
- > The Source

## Policies Promoting Gender Equality



- > EU gender policies
- > Parental leave

## INNOVATIVE WAYS FOR IMPROVING GENDER EQUALITY

Recommendations on how to work with gender equality focused on raising women's agency and capabilities in innovation spaces. Others noted that more women in leadership positions will likely hire more women. That it is important to tailor gender equality initiatives to organisations and establish structures within that ensure that the work is being done regardless of identity or at what stage in life employees might be. There is also the persuasiveness and value of evidence and that working with gender equality requires data that can galvanise action for change. A brief summary of points that cut across responses from the organisations is the importance of:

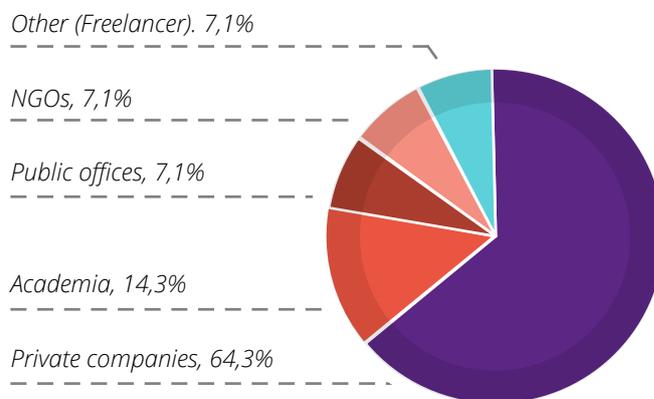
- > Mentorship and advocacy
- > Networking
- > Resources invested in innovation solutions
- > Interventions that start at a young age
- > Mainstreaming work on gender equality

# UKRAINE

## Country report on Gender Equity in Social Innovation Ecosystems

Associative Country

Private sector responses dominate the organisational representation of Ukraine. The EQUALS-EU consortium member from Ukraine is from academia but appears to have close working relations with private sector organisations. The academic institutions and the private sector focused their responses on services when asked which products and/or services they worked with that had a gender lens.



Types of organisations that have answered the survey

## INNOVATIONS, GENDER EQUITY & NETWORKS

### Products & Services

Responding organisations from Ukraine provided a range of services that provide a conducive environment in which gender equality can be realised. These include workplace structures that support lactating mothers to continue their professional careers alongside their care responsibilities. Having female leaders is also vital and balancing the formation of governing bodies and commissions with equal representation of women and men is also seen as critical toward gender inclusiveness.

- > Donor agencies that offer scholarships and opportunities for women and girls
- > Academic institutions that provide scientifically backed methods on how to work with gender, and data that supports events that will push the gender-inclusive agenda

Specific mentions included the following:

- > European Union - EU
- > European Association of Gender medicine

### Employment Conditions

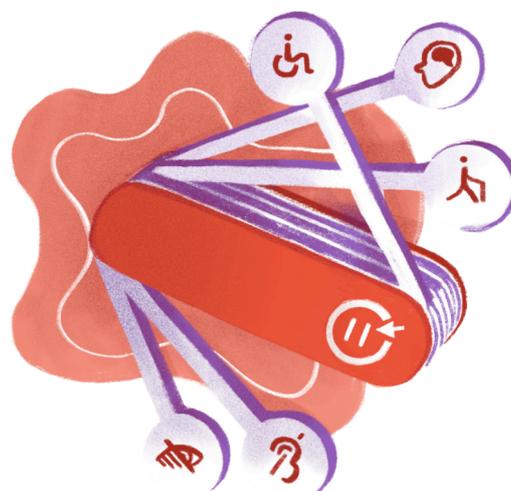
Organisational efforts working towards gender equality are summarised as:

- > Having a hybrid work structure that allows for working from home when necessary for parents

### Collaborations

Responding organisations noted the following networks/collaborations they are working with:

- > Government institutions



## GENDER EQUITY IN UKRAINE

### Gender Focused Innovations



Respondents were asked to highlight ongoing initiatives that are happening in the wider society that have an influence on working with gender equality and innovations and it is interesting to note the critical role that funding organisations have in ensuring the recognition of women and girls:

- > Donor agencies that provide scholarships and opportunities for women and girls
- > Academic institutions and in particular establishing gender education centres; in addition to actively recruiting women and girls to study programmes within the STEM fields

*Specific mentions included the following:*

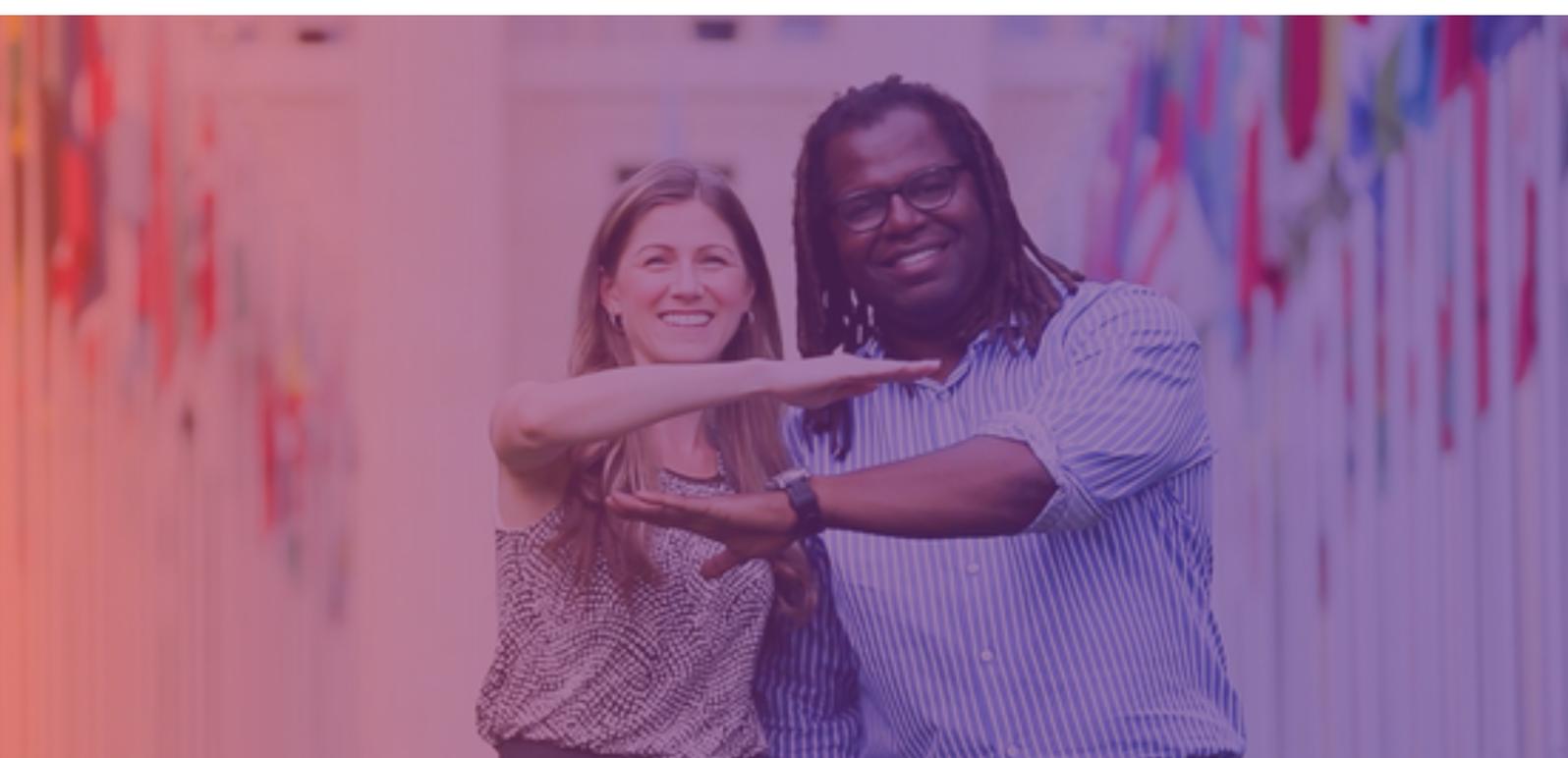
- > Ministry of Internal Affairs
- > STEP Computer Academy

## INNOVATIVE WAYS FOR IMPROVING GENDER EQUALITY

Recommendations on how to work with gender equality gave focus to:

- > Equal rights, equal responsibilities
- > Strengthening the role of women in business management
- > Creating conditions that will allow for everyone to enjoy equal opportunities
- > Having a supportive legal environment
- > Encourage access to STEM education for all

There was also a call to “not focus on gender issues”, and this statement is read in light of the fact that gender does not equal women, and efforts focused on empowering and ensuring that women have access to equal opportunities should not focus on women alone but on the power dynamics between men and women. If progress is to be made towards achieving a gender-equal society, then it is imperative that men are engaged as allies through it all.





This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No. 101006396.

# EQUALS EU

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