EUROsociAL
PROGRAMA PARA LA COHESIÓN SOCIAL

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GENERATION
EQUALITY
REALIZING
WOMEN'S
RIGHTS FOR AN
EQUAL FUTURE

Bi regional Webinar:
Commitments into Action of the Technologies and innovation for gender equality Coalition:

Euro-Latin American visions and proposals for an intersectional and intersectoral

digital transformation by and for equality

Thursday, 17 June de 2021
10 AM Mexico – 5PM Brussels

CONCEPT NOTE

Background

Gender equality is one of the main ambitions of each of the 17 Sustainable Development Goals 2030 Agenda as well as a priority target with a dedicated goal (SDG 5)[1]. Gender equality as well as women and girls empowerment implies adapting legal frameworks, reorienting public policies and promoting a deep cultural change to eradicate discrimination against women and girls in all public and private spheres[2].

Significant disparities remain to be addressed in the area of economic autonomy, decision-making and the physical autonomy of women. The challenges are manifold and persist with similar urgency in different geographic contexts. In 2019, women represented 50% of the world population of working age, although they represented only 39% of the total economically active population and 28% of managerial positions. Worldwide, only 27.1% of people in managerial and leadership positions are women, a figure that has barely changed in the last 27 years.

Conversely, Science, Technology, Engineering, and Mathematics (STEM) occupations and digital technologies are expected to experience a rapid growth in the coming decade. According to UN specialized bodies, such as UNESCO, digital technologies could act as a catalyst for accelerating social changes and supporting the achievement of gender equality and empowerment, by bridging the digital divide and by the development of inclusive knowledge societies. From this perspective, technology is critical for progress towards the achievement of all 17 SDGs.

However, the promotion of economic growth through the incorporation of fast growing technologies linked to the so-called "4th Industrial Revolution" to educational, social and productive processes can transform employment patterns, the quality and quantity of employment and the occupational structure, further damaging women[3], as well as reproducing inequalities and discriminations through a biased development of digital technologies and innovation.

This gap begins in an education system feed by stereotypes and expectations regarding "women work"[4] or women's role in society. Additionally, despite education outcomes and performance among children of all genders throughout primary and secondary education, men are the overwhelming majority of students

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[1] The gender approach was incorporated in a transversal and sectoral way in the 17 SDGs as well as in the SDG5: "Achieve gender equality and the empowerment of all women and girls" (for more information here).

[2] INMUJERES (2018), From commitments to implementation: gender equality in sustainable development. Mexico towards gender equality and the empowerment of all women and girls, Intervention, Forum of the Countries of Latin America and the Caribbean on Sustainable Development - 2018 Santiago de Chile, April 2018 (for more information, here)

[3] Salazar-Xirinachs, Nübler y Kozul-Wright, Transforming Economies: Making industrial policy work for growth, jobs and development (2014)

[4] Michela Carlana, "Implicit Stereotypes: Evidence from Teachers' Gender Bias," *The Quarterly Journal of Economics*, vol. 134, no. 3 (August 2019): p. 1163-1224.

pursuing STEM careers in TVET and Higher Education[5]. The gap gets wider in the labour market, due to male-dominated working culture with high rates of discrimination[6]. Women also experience isolation and, according to numerous studies, they are paid less than their male coworkers[7]. However, there is very little data at the international or even country level showing the extent of these disparities. Finally, the system bias[8], created by unconscious bias[9], non-representativeness and the lack of an ethical and inclusive development of STEM -including digital technologies and AI- is pushing non-causasian women and trans women (indigenous, asian, arab, afro-descendants, etc.) out of STEM careers and the labour market[10].

With less than 10 years to go until 2030, no country has achieved gender equality and significant disparities remain to be addressed in an intersectoral and intersectional way. The challenges are multiple and persist with similar urgency in different geographic contexts.

Within this framework, UN Women convened the Generation Equality Forum (GEF). This global forum, jointly organized by the governments of Mexico and France, brings together a great diversity of stakeholders and it is conceived to promote global, innovative and multi-stakeholder Coalitions for Action that involve governments, civil society, international organizations and the private sector with the following objectives: i) promote collective actions ; ii) foster intergenerational exchange; iii) promote greater public and private investment; iv) achieve concrete and transformative intergenerational results, for the benefit of girls and women.

EUROsociAL +, the European Union's Programme focused on institutional strengthening and public policies implementation support for Social Cohesion between Latin America and Europe, joins these efforts and commitments in order to elaborate Roadmap with the following objectives:

- Provide technical support so that the Latin American institutions that lead the different Coalitions can develop inputs that are translated into Action Plans with tangible and irreversible results for gender equality within the framework of the GEF.
- Promote, among the various Latin American countries that are not part of the Coalition, adhesion processes to the Coalitions for Gender Equality Actions that include global and innovative alliances with the participation of government, civil society, international organizations and the private sector of Europe and Latin America .
- Strengthen the capacities of the Mecanismos para el Adelanto de las Mujeres to develop action plans and / or instruments for monitoring the commitments within the framework of the Coalitions.
- Strengthen the link between Latin American Coalition Members and European institutions to exchange relevant experiences that allow improving the commitments of Latin American countries to the GEF.

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[5] OECD, "Why Don't More Girls Choose to Pursue a Science Career?" *PISA in Focus, No. 93* (2019).

[6] Cary Funk and Kim Parker, *Women and Men in STEM Often at Odds Over Workplace Equity* (Pew Research Center, January 2018)

[7] Cary Funk and Kim Parker, *Women and Men in STEM Often at Odds Over Workplace Equity* (Pew Research Center, January 2018)

[8] Eaton, A.A., Saunders, J.F., Jacobson, R.K. *et al.* How Gender and Race Stereotypes Impact the Advancement of Scholars in STEM: Professors' Biased Evaluations of Physics and Biology Post-Doctoral Candidates

[9] McCormick-Huhn, K., Kim, L. M., & Shields, S. A. (2020). Unconscious bias interventions for business: An initial test of WAGES-Business (Workshop Activity for Gender Equity Simulation) and Google's "re: Work" trainings. Analyses of Social Issues and Public Policy, 20(1), 26-65.

[10] Lauren Pasquarella Daley, *Trend Brief: AI and Gender Bias* (Catalyst, March 12, 2019); Sophia Ahn and Amelia Costigan, *Trend Brief: How AI Reinforces Gender Stereotypes*

Within the framework of GEF's Coalition for "Technologies and innovation for gender equality", EUROsociAL organizes the Bi regional Webinar: "Euro-Latin American visions and proposals for an intersectional and intersectoral digital transformation by and for equality" which will take place on 17 June at 9AM CDT (Central Daylight Time) and 5 PM CET (Central European Time).

Objectives

The objective of this webinar is to learn about innovative experiences in Latin America and Europe that will serve as a starting point to undertake intersectional and multi stakeholder initiatives involving governments, academia, activist organization and femtech networks.

And to prepare a roadmap for action based on bi-regional alliances among different actors in Latin America and Europe, based on needs and challenges faced : (1) AI, Data and Accountability for gender equality (2) Reduce the Digital Gap of women and girls in Access, Competencies and Employability to STEM education and careers as well as (3) Leverage inclusive technologies for Transformation.

Target audience and participants

It is aimed at officials of the three Powers of the State of the two continents as well as to international organizations, activists of civil society, academia and the private sector.

Methodology

The event will focus on understanding the current status and challenges faced in policy, research and development, revealed by the speakers and moderators convened during a brief 7 minutes presentation. Finally, an open debate between speakers and participants will take place to discuss and brainstorm solutions based on the speakers and participants' collective intelligence.

Given the complementarities among different panels, all speakers and moderators are invited to be part of the discussions. Participants could ask their questions through the Q&A features and polls and provide their feedback in the Miro design-thinking board that will be provided 24h before the event.

Policy Forum #femtech: Initiatives, Priorities and Commitments of the Coalition

Monica Zalaquett, the Minister for Women and Gender Equality of the Government of Chile and Jarmo Sareva, Ambassador for Innovation of the Republic of Finland, will provide an overview of their work on Technologies and Innovation policies as well as their national commitments as champions of the Technologies and Innovation Coalition.

Alicia Rodriguez, Secretary of the Council of Ministers of Women of Central America and the Dominican Republic, will complement this Policy Forum presenting ongoing projects, along with the needs and challenges from the Dominican Republic and the Central American region in terms of Technology and Innovation for gender equality.

Focus Group and Debate AI4GenderEquality: AI, Data and Accountability

The "human of reference" in research studies and most data across sectors for decades has been the Causasian man, who is 25-30 years old and weighs 70 kg[11]. Biased data leads to missed opportunities. This holds true even when artificial intelligence is harnessed to solve challenges facing all of humanity. A great number of studies have shown that the impact of gender bias and data gaps in AI not just reflect these biases and gaps but it also amplifies them. When biased data is used in artificial intelligence, the risk is that it will increase prevailing inequalities in the world. When it comes to gender, the data gap applies not just to women, but also to transgender and non-binary people.

To understand whether AI and algorithms work for everyone, data should be more accessible and AI needs to be transparent and inclusive in order to end these indecipherable controversial algorithms with potential hidden unconscious biases and unaccountable data-driven decisions.

This panel, composed by **Sasha Rubel**, Programme Specialist in Innovation and Digital Transformation at UNESCO, **Valentina Muñoz Rabanal**, Youth Activist and Ambassador of the Gender Equality Policy in Science and Collaborator of the Artificial Intelligence Policy of Chile and **Sacha Alanoca**, Senior AI Policy Researcher of The Future Society, will present the current trends and contexts in AI, Data and Accountability. The debate will focus on holistic approaches, new solutions and pathways to frame policies and develop AI and Data for gender equality.

Focus Group and Debate Reduce the digital gap in access, skills and employability of girls, adolescents and women in STEM education and careers

The 2030 Agenda for Sustainable Development underscores the crucial role played by STEM in finding out innovative solutions in order to forge sustainable development and sustainable lifestyles.

Despite the progress made in the last decades, STEM education remains a daunting challenge worldwide. A lack of skilled workers in STEM related fields severely hampers development opportunities for any country. This is even more critical under a gender lens. Women are still largely underrepresented in the fields of STEM despite the mounting demand for STEM professionals.

Fostering STEM skills and knowledge in every individual across the world on the one hand fulfills basic human rights, and on the other addresses critical aspects of shared, inclusive and participatory citizenship for all. In this regard, Education, Employability and Labour Market policies play a vital role as an articulator to foster development and in light of the challenges posed by the fourth industrial revolution.

This panel composed by **Emmanuelle Larroque**, Founder & CEO of Social Builder and leader of the Coalition, **Pedro García de Leon**, Policy Analyst and Data Scientist of the Division of Education Indicators at the OECD, and **Andrea Giraldo Sevilla,** Coordinator of Digital Pedagogical Projects of the Center for Interdisciplinary Research (CRI) and the Challenges Research Institute of the University of Paris, will show both Education and Labour Market perspectives, needs and challenges in terms of access, skills and employability of girls and women in STEM education and careers. The debate will focus on the different gaps identified and seek different solutions to be further considered in education and labour market programmes in the Latin American region.

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[11] According to the Report of the Task Group on Reference Man of the International Commission on Radiological Protection: "Reference man is defined as being between 20–30 years of age, weighing 70 kg, is 170 cm in height, and lives in a climate with an average temperature of from 10°C to 20°C. He is a Caucasian and is a Western European or North American in habitat and custom." (for more information: here)

Focus Group & Debate Tech4Transformation: Inclusive Technology at the Service of Transformation

Helping people adapt to a fast-changing world of work and ameliorating its deleterious impacts will be the defining challenge of our time. Over the last 20 years, technology has become a valuable tool to help address fast-changes and has transformed the lives of people living in developing countries. Especially with the COVID-19 crisis, we have begun to rely on digital technology to be able to face the emergency and continue to access basic services. We are currently witnessing how pervasive digitalisation is in our everyday life: instead of online or offline broadband users are operating in a permanent "onlife" state[12].

Such technologies *can* reduce inequalities, but the hidden, ugly secret of "digital development" is that instead of improving the lives of the poorest and most marginalised, such technologies have actually dramatically increased inequality at all scales, from the global to the local. In 2017, Oxfam reported that eight men owned the same wealth as the poorest half of humanity. Five of these men made most of their wealth directly from the technology sector.

Experts have long been exploring ways of using technology for transformation. For example, AI against modern slavery[13], technogology to bridge the gender digital and non-digital divide or to address intimate partner violence, sexual assault and sexual harassment(…). Yet, adapting these approaches to low-and middle-income settings requires careful consideration.

This panel is composed by **Maria Guillermina D'Onofrio**, National Director of Programs and Projects in the Ministry of Science, Technology and Innovation of the Argentine Republic, **Silvana Fumega**, Research and Policy Director of the Latinamerican Initiative for Open Data (ILDA) and **Sarah Peers**, EUROsociAL + Expert, Director of Programs at the Institute for Innovation and Knowledge Exchange (IKE) and Project Leader at the International Network of Women Engineers and Scientists (INWES). These speakers will show best practices and networks that are working on inclusive technologies at the service of transformation in the Latin American region. The debate will focus on how digital technologies can tackle inequalities and which are the main areas where technology and innovation still need to be further developed.

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[12] Floridi, L. 2014. The Fourth Revolution: How the Infosphere is Reshaping Human Reality. Oxford, Oxford University Press

[13] Project AIMS (Artificial Intelligence against Modern Slavery). For more information: here

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5 PM   Welcome and Introduction to the Birregional session

- **Representante de INTPA, General Directorate of International Associations, European Commission**

- **Representante del Consorcio, EUROsociAL+**

5.10PM Policy Forum #femtech : Initiatives, Priorities and Commitments of the Coalition

- **Monica Zalaquett, Minister, Ministry of Women and Gender Equality, Government of Chile**

- **Jarmo Sareva, Ambassador for Innovation, Ministry for Foreign Affairs, Republic of Finland**

- **Alicia Rodriguez, Secretary of the Council of Ministers of Women of Central America and the Dominican Republic**

Moderator: Ana Pérez Camporeale, Coordinator, Gender Equality Policies Area, EUROsociAL+

5.40PM Focus Group & Debate IA4GenderEquality: AI, Data and Accountability

- **Sasha Rubel, Programme Specialist in Innovation and Digital Transformation, UNESCO**

- **Valentina Muñoz Rabanal, Youth Activist and Ambassador of the Gender Equality Policy in Science and Collaborator of the Artificial Intelligence Policy of Chile**

Moderator: Sacha Alanoca, Senior AI Policy Researcher of The Future Society, France-Chile

6.10PM Focus Group & Debate: Reduce the digital gap in access, skills and employability of girls, adolescents and women in STEM education and careers

- **Pedro García de León, Policy Analyst and Data Scientist of the Division of Education Indicators, OECD**

- **Emmanuelle Larroque, Founder & CEO of Social Builder, France**

- **Alejandra Mora Mora, Secretaria Ejecutiva de la Comisión Interamericana de Mujeres (CIM/OEA)**

Moderator: Andrea Giraldo Sevilla, Coordinator of Digital Pedagogical Projects of the Center for Interdisciplinary Research (CRI) and the Challenges Research Institute of the University of Paris, <u>Colombia</u>

6.40PM Focus Group & Debate Tech4Transformation: Inclusive Technology at the Service of Transformation

- **Maria Guillermina D'Onofrio, National Director of Programs and Projects in the Ministry of Science, Technology and Innovation of the <u>Argentine Republic</u>**

- **Silvana Fumega, Research and Policy Director of the Latinamerican Initiative for Open Data (ILDA), <u>Argentina</u>**

  Modera: Sarah Peers, EUROsociAL + Expert & Director of Programs at the Institute for Innovation and Knowledge Exchange (IKE), Project Leader at the International Network of Women Engineers and Scientists (INWES), <u>United Kindom</u>

7.30PM Purposeful conclusions

- **Andrea Giraldo Sevilla, Coordinator of Digital Pedagogical Projects of the Center for Interdisciplinary Research (CRI) and the Challenges Research Institute of the University of Paris, <u>Colombia</u>**