

Gender/Intersectionality dimension in innovation/digitalisation.

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VINNOVA
Sveriges innovationsmyndighet



OUR VISION

**Sweden is an
innovative force in a
sustainable world**

Webinar aims

- National Funding Agencies approach to support inclusion of gender dimension
- Discuss the latest developments with invited experts in the field
- Share experiences on examples of good practice (e.g. policies, strategies, targeted funding programmes) from member states
- Identify barriers that hinder the greater involvement of women researchers, innovators and entrepreneurs

Three focus areas for Vinnova's gender equality work



WHO

Actively promoting the number, power and influence of women in project teams

“Fix the numbers”

WHAT

Integrating a sex and/or gender perspective in Rol projects

“Fix the knowledge”

HOW

Ensuring 60/40 % in all assessment-groups and a gender aware assessment process

“Fix the institutions”

Vinnova has developed assessment criteria linked to gender

Actors (who)

- How well the team is composed* regarding gender balance, as well as the distribution of power and influence between women and men in the project team

Potential (What)

- Project's potential to contribute to increased gender equality

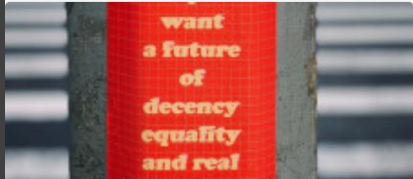
Implementation (How)

- How well gender aspects have been integrated into the project plan

*60/40 considered as gender balance

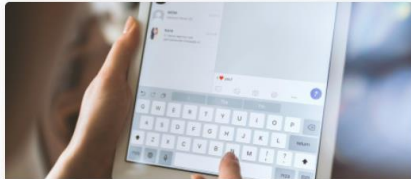
AI to promote gender equality

Topics



Health

Women and men, girls and boys must have the same conditions for a good health and be offered care on equal terms based on data of both men and women. What needs to be done to create equally good health



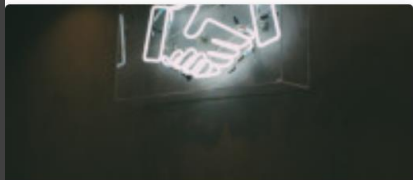
Gender pay gap

There is a pay gap between men and women that hinder equal economic independence throughout life. What type of solutions can be formed to to close the gap? Some inspiration from Women in AI:s reportEC



Power & influence

Formal barriers as well as economic and social aspects should not prevent women from having the same opportunities as men to be active citizens and to shape the conditions for decision-making. What ty



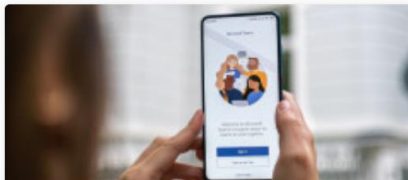
Unpaid work

To be able to shape and be part of the society on equal grounds the unpaid work needs to be equally shared. How can we change norms and behaviors towards shared responsibility for unpaid housework?Som



Education

Education gives knowledge which gives power. Women and men, girls and boys do not have the same opportunities and conditions with regard to education, study options and personal development. How can w



Gender based violence

Women and men, girls and boys, must have the same right and access to physical integrity. How can put an end to men's violence against women? Some inspiration from Women in AI:s reportMEN'S VIOLENCE A

A strategic program focusing on how AI-based systems can be applied in order to *increase* gender equality. To achieve this goal, Vinnova has commissioned a mapping and analyse in relation to specific gender inequality areas with pressing social needs, in accordance both with the Swedish gender equality goals and with the United Nations framework.

Hacathon to commercialise ideas

- Can we hack ideas for commercial solutions on AI applications to solve gender inequality challenges?
- Yes, we can! Welcome to hACTathon for gender equality.
- 70 participants from 19 countries.
- 3 finalists received tailor made support.



hACTathon

 Time to act for Gender Equality

VINNOVA



AI
SWEDEN





Gender equality goal- Economic equality

✓ AI and financing decision

✓ AI and the gender pay gap

✓ AI and unequal pensions

Gender pay gap: How much less do women earn than men?



Difference between average gross hourly earnings of male and female employees (as % of male gross earnings)*

ESTONIA	22.7
GERMANY	20.9
CZECHIA	20.1
UNITED KINGDOM*	19.9
AUSTRIA	19.6
SLOVAKIA	19.4
SWITZERLAND*	17.0
FINLAND	16.3
PORTUGAL	16.2
FRANCE	15.5
EU-27	14.8
NETHERLANDS	14.8
DENMARK	14.5
IRELAND	14.4
LATVIA	14.1
SPAIN	14.0
LITHUANIA	14.0
NORWAY*	14.0
CYPRUS	13.7
ICELAND*	13.7
BULGARIA	13.5
GREECE	12.5
SWEDEN	12.2
MALTA	11.7
HUNGARY	11.2
CROATIA	10.5
POLAND	8.8
SLOVENIA	8.7
BELGIUM	6.0
ITALY	5.0
LUXEMBOURG	4.6
ROMANIA	3.0

Data refer to 2018.

*Non-EU countries
Ireland, Italy, Switzerland: data from 2017.
Greece: data from 2014.

*Whole economy: industry, construction and services except public administration and defence and compulsory social security. For all the countries except the Czech Republic: data for enterprises employing 10 or more employees. Czech Republic: data for enterprises employing 1 or more employees.

Source: Eurostat

INNOVATE PASSION

Innovate passion is a change in mind set aimed at closing the gender gap in STEM and the innovation system. Instead of trying to attract or interest girls in natural science and technology, Innovate passion twists the mind set and debunk stereotypes by letting girls passions be the drivers and point of departure for creating new STEM areas.

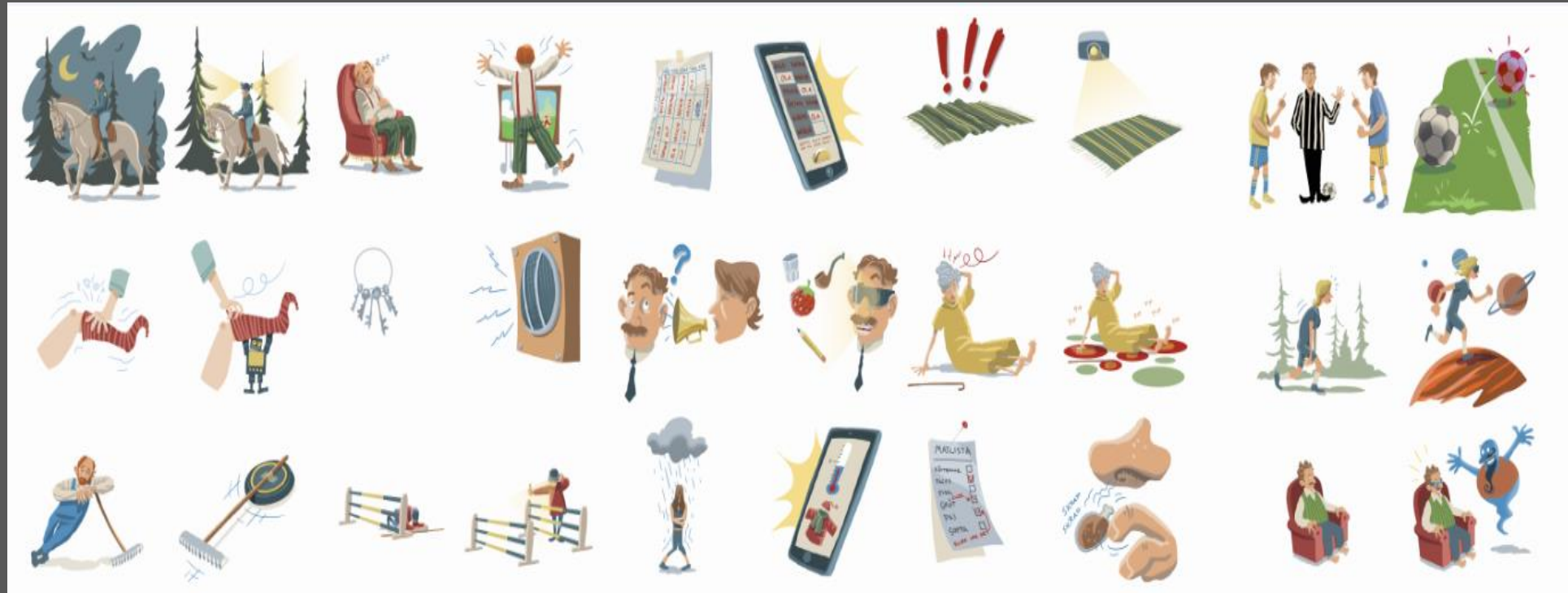


Innovate Passion

Älskar du ditt fritidsintresse?...

innovatepassion.se

13 regional Innovate Passion events gathered girls and tech experts around a defined passion. More than 100 ideas were generated, some of them brought to market.



A new tech community has been developed in the equestrian industry



Webinar aims

- National Funding Agencies approach to support inclusion of gender dimension –gender mainstreaming research and innovation funding process, Who, What, How + targeted funding programmes.
- Share experiences on examples of good practice (e.g. policies, strategies, targeted funding programmes) from member states – gender mainstreaming strategy, targeted funding programmes; AI for gender equality, Innovate passion.
- Discuss the latest developments with invited experts in the field – innovative approaches.
- Identify barriers that hinder the greater involvement of women researchers, innovators and entrepreneurs – innovative approaches, reverse mind set, challenging norms.

TACK!

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