

Insights on how Technology Assessment can be implemented in other developing countries, with a particular focus on the social and gender aspects

*Neth Daño, ETC Group
Gender Advisory Board, CSTD*

The urgency of integrating gender perspective and analysis into technology assessment in developing countries cannot be overstated. The gender gap in science and technology remains a global challenge which are even more pronounced in developing countries - technology is still seen as a male domain, there are still less women in STEM and technology fields, most technologies particularly those for production are designed and developed with men as target users. Technology is still widely seen as “gender neutral” which in the process often further marginalizes women or make their roles invisible, and often detached from the social context.

Social and gender aspects in technology assessment are imperative to ensuring that technological development do not perpetuate existing inequalities and take into account lived experiences. At the CSTD intersessional panel on Foresight and Technology Assessment, the Gender Advisory Board (GAB) of the CSTD has put forward several actionable steps to address this pressing issue which are directly relevant to how technology assessment can be implemented in developing countries:

1. **Institutionalize gender analysis in technology assessment processes.** Gender and social inclusion analysis should be a standard component of all technology assessment methodologies. This includes ensuring that all data used in assessment activities is disaggregated by sex, age, ability and socio-economic level and that gender and social inclusion impacts of new technologies are analyzed thoroughly. It also requires that gender / social inclusion experts and knowledge be integrated into foresight and assessment processes, to ensure that gender and social inclusion dimensions of technology processes are included. By embedding gender-responsive methodologies, unequal impacts can be preemptively identified and mitigated.
2. **Appoint gender specialists in technology assessment teams.** Incorporating gender analysis requires expertise. Technology assessment teams must be multi-disciplinary and include gender and social inclusion specialists, domain experts and those with lived experience to ensure that gender is integrated throughout the process. These experts should also have expertise in the sector of the economy or the technology framework utilised in the technology assessment exercise. Beyond technical expertise, these specialists will help guide technology assessment to consider the structural and societal factors that affect how women and men engage with technology differently and how women are particularly impacted by new and emerging technologies.
3. **Set gender-parity targets in tech leadership.** Technology assessment must be accompanied by action to increase women's leadership in technology sectors and in decision-making processes and fora. Measurable targets for gender parity in leadership positions within tech companies, government bodies, government funded and research institutions, and incentives from governments to the private sector to embrace parity need to be established. Women must be present and be heard at the decision-making tables where the technologies of tomorrow are being shaped.
4. **Develop gender-responsive metrics for technology policy impacts.** The impacts of technological policies with gender-sensitive metrics and analytical frameworks must be

evaluated. This includes developing indicators that measure how technological advancements affect women's access to resources, employment, and opportunities and their abilities to benefit from these resources, employment and opportunities. Regular monitoring and evaluation will allow us to make adjustments in real time to ensure that our policies promote gender equality and therefore benefit all. In order to avoid adverse impacts, new technologies need to be evaluated before they are deployed.

5. **Foster interdisciplinary collaboration and inclusive participation.** Technology assessment processes must actively engage diverse stakeholders.. Methods like co-creation workshops and participatory simulations can provide valuable insights and ensure that policies are shaped by those who will be most affected by technological changes. This collaboration fosters trust, increases the relevance of foresight outcomes, and ultimately will lead to more innovative and equitable solutions.
6. **Prioritize capacity-building and education.** To make gender analysis an enduring part of technology assessment, we need to invest in capacity-building programs that train practitioners on how to effectively integrate gender perspectives and gender and social inclusion experts who understand technology. Gender analysis must be a core competency for anyone involved in shaping our technological futures. Governments and institutions must fund and promote multidisciplinary training programs to foster a culture of gender-responsive technology assessment.

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