

Reimagining a STEM Research Culture

Lessons Learnt from 20 years of Evolution for Inclusive Representation in Science and Engineering

Workshop Summary Report

Workshop details	
Name of region	MENA
Date and time	09/04/2022 at 09:00 UTC
Type of workshop (dialogue/knowledge sharing)	Dialogue
Lead organiser name and title	Najla TRIKI (regional liaison officer)
Lead organiser contact email	najla.triki@inwes.net

Summary information	
Number of attendees	25
List of nations represented	Tunisia Egypt Palestine Lebanon UAE

Contributors	
Chair / moderator	Dr Saf Nasreldin
Presenters	Eng Kaouthar Lihidheb (keynote speaker)
Panellists	Dr Manar Abu Talib Dr Marianne Azer Dr Mona Itani Dr Rima Abbasi
Other contributors	Dr Jung Sun Kim (Introduction speech)

Agenda			
Welcome speech	Inwes and project presentation	Jung Sun Kim	5/10mn

Keynote presentation	The presentation will focus on the contribution of women in STEM in research and innovation	Kawthar Lihidheb	20mn
Round 1	Actual situation in different countries of the region	All panelists	20mn
Round 2	Barriers/opportunities	All panelists	20mn
Round 3	Examples of adopted solutions in different countries	All panelists	20mn
Discussion	Give the floor to participants to add comments, experiences, or ask questions or also suggest propositions	Participants	35mn

Report

Description of content of workshop

Actual situation in the region :

1. Women are present in the university with high ratios
2. They are also present in R&D fields with high ratios
3. However they are not present consequently in the workplace
4. The ratio of startups owned by women is still low
5. the rate of R&D spending (in the GDP) in some countries of the region, is low

Barriers facing women in STEM :

1. In some countries of the region, women are asked to immigrate abroad due to political problems in order to continue studying ⇒ work on facilitating access to e-learning platforms
2. Cultural barriers: stereotypes: Women are expected to work in professions with a high rate of empathy and are not destined for scientific positions. Also, women prefer stable positions, for example in the administration
3. Problem of trust: women only answer recruiting calls only when they are sure of being retained
4. Lack of family support especially if the wife is away for a while. Even if accepted by the family, a feeling of guilt is felt
5. Women are perfectionist
6. Women have more difficulties to develop a strong network
7. Lack of mentorship: Support and awareness work is required

Suggestions of potential solutions :

1. Need to strengthen collaboration
2. Need to learn from successes
3. Need to encourage women to be involved in the private sector

4. Encourage women to join meaningful associations and communities
5. Need to share regional initiatives

Resources

List here any reports, links, websites etc

1. Keynote presentation

Further actions