WTO Youth Talent Incubator Programme

Joint initiative of the WTO Gender Research Hub and the WTO

Steering and Accelerating Youth Talent:
Outcomes of Youth Trade Summit on Gender 2023

16 May 2024 – REV 2

1. Recalling that the WTO Gender Research Hub (hereafter the Hub) was created on 31 May 2021 and includes 45 experts and researchers on trade and gender from academia and international organisations;

2. Reaffirming the Hub's Work Programme 2023-2024;

3. Recalling the objective of the Hub in organising the Youth Trade Summit on Gender (hereafter Summit), to serve as a talent incubator platform, building the next generation of trade and gender experts and maintain the bridge between the trade and gender research community and policy makers created at the 2022 World Trade Congress on Gender (first edition);

4. Recognising that the results of the Summit will shape parts of the 2025 World Trade Congress on Gender (2nd edition);

5. Reaffirming the global scope of trade and gender equality;

6. Acknowledging that trade and gender is now institutionalized in the WTO;

7. Positioning the Hub at the centre of the work of the new generation of experts;

8. Based on the above, the WTO Trade and Gender Office and the WTO Gender Research Hub are jointly establishing the WTO Youth Talent Incubator Programme for the young delegates who participated in the Youth Summit on Gender 2023 and future ones attending subsequent editions of the Summit (Article 12 below).

9. The members of the WTO Gender Research Hub are committing to take action to implement this programme from July 2024 onwards and to personally engage, on voluntary basis, with the youth delegates that will agree to take part in this programme.

   9.1 The main objectives of the WTO Youth Talent Incubator Programme are:

   9.1.1. Moving the conversation on trade and gender forward (including the discussion of known aspects of trade and gender, the discovery of new aspects, the introduction of more in-depth studies, etc.).

   9.1.2. Through their recommendations and commitments, young researchers and professionals will bring new perspectives into current debates and discussions on trade and gender issues.

   9.1.3. Bridging the gap between analytical research and its policy applications, including by e.g., inviting youth to formulate practical & actionable policy recommendations on trade and gender issues, to put forward a call for action for policy leaders.

9.2. The [Youth Talent Incubator Programme] will have 3 pillars:

Pillar	Title/Focus	Objectives
Pillar 1	**Mentorship** *Benefit from one-on-one mentorship provided by Hub members in their respective fields, receiving invaluable insights and personalized guidance.*	Formulate customized mentorship strategies to drive career advancement in trade, economics, and gender studies through individual and group interactions.
Pillar 2	**Capacity building and skills enhancement** *Skills development and hands-on experience, equipping young delegates with the precise competencies needed.*	Enhancing the technical knowledge of the Youth delegates.
Pillar 3	**Networking** *Cultivate a tightknit community between young delegates and also between young delegates and Hub members, fostering collaboration, idea sharing, and networking, all of which are pivotal for professional and technical growth.*	Establish networks 1) of young researchers and professionals working on trade and gender issues in academia, government and international agencies to foster collaboration between them 2) of the old and younger generation of trade and gender researchers and professionals (link with mentorship). Creating continuity for the youth initiative by creating time and space for the topic for coming generations inside the WTO – this would include creating and maintaining a pool of young trade & gender researchers and practitioners who could be e.g., further engaged in future relevant initiatives (WTO-led or otherwise).

10. Operationalization of the WTO Youth Talent Incubator Programme:

    10.1. Each pillar will be led by one or more Hub members on volunteer basis. Other Hub members will support the lead, on voluntary basis, in the design and implementation of the pillars action plans;

    10.2. The lead(s) and Hub members will implement the activities outlined in the pillars action plans;

    10.3. While the WTO Trade and Gender Office will be in charge of the overall coordination of the programme, each lead will interact with the young delegates when implementing each pillar of the programme;

    10.4. Hub members, volunteering to lead, coordinate and implement, the WTO Youth Talent Incubator Programme by pillar are:

Pillar	Implementing members
Pillar 1	Adam Jakubik, Sanaz Javadi Farahzadi, Simonetta Zarrilli, Susan Joekes, Anoush der Boghossian
Pillar 2	Amrita Bahri, Nadia Hasham, Dorotea López Giral, Tatiana Manolova, Anoush der Boghossian, Sangeeta Khorana
Pillar 3	Mia Mikic, Carmine Soprano, Judit Fabian

    Note: please profiles of Hub members listed above HERE.

11. Follow up on pledges taken at the Youth Trade Summit on Gender 2023 by the young delegates.

    11.1. At the Summit 2023, all the young delegates participating in the event have committed to implement the pledges they have taken to in integrate gender in their work and activities. The pledges have been published on the WTO website and communicated to the WTO Informal Working Group on Trade and Gender;

    11.2. The Hub will establish a process to gather information and follow-up on the activities and actions taken by young professionals in implementing the pledges they took in 2023;

    11.3. The young delegates will be invited to present the results at the second edition of the World Trade Congress on Gender, to he held on 24-27 June 2025, at the WTO.

12. The Hub and its members will continue organising subsequent editions of the Youth Trade Summit on Gender to further expand programme to other young delegates the second edition of the Summit will be held in 2026.

13. Every 2 years, from June 2025 onwards, at its Biannual General Assembly, the Hub will review progress made and adjust the programme and Summit accordingly.