

### Periodic Report Gender Equality

Covering period 2

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## Summary

This report covers the 2<sup>nd</sup> reporting period on gender equality in the CASCADE project: “Catastrophic shifts in dry lands, how can we prevent ecosystem degradation?” Gender equality here is about equal opportunities for the project staff and for the stakeholders at the study sites. Equal opportunities are for the project staff about mobilization and working conditions that allow a work life balance for both men and women.

The overall CASCADE project staff is very well gender balanced, with 43 men and 42 women. Also among the teams and within the type of position there are no big differences. The partners are generally positive about their working conditions and concerning the project they are positive about the cooperation between the teams.

Like the EU, the UN and several of our own research institutes have inclusion and diversity policies to realize gender equality, for example by: equal opportunities, acquisition and empowerment strategies and working conditions that allow flexibility in time and space of the work.

The research study sites however show no balance among the involved stakeholders with one exception. The majority of stakeholders are men. The role division is described as “most farmers are men and most women work at home “.

Research in climate change, agriculture and sustainable land management and ecosystem services stresses the additional role that women have in these issues. Assessments show that women have different local knowledge due to their different role, they are resilient and able to adapt to changes due to their experience for taking care of home, food and health. They have often administrative tasks for the farms. They could have a role in monitoring, choices and decision making or at policy level if they are informed and involved and advised by the project like the men are.

To understand the division of roles and responsibilities among men and women in the teams and in the field the CASCADE partners responded to the questions related to this approach about roles, participation, ownership, control and types of communication to involve all the stakeholders. Not all partners work on this involvement of stakeholders, also depending on the Work package they are responsible for within the CASCADE context. The project as a whole has to be aware of the need of this diversity and inclusion policy, also in the research fields. We should include, inform and advice women like the men, to know their ways of land use and activities that also influence the function of the ecosystems. Otherwise we risk to overlook half of the local knowledge and the expertise that is available in our research fields.

Awareness of the need for gender equality to bring diversity in the project and renewed communication efforts to involve men and women stakeholders in the project is still a challenge for the coming 18 months of CASCADE project to help the farmer families with profound researched and adapted approaches by the study site communities. Such an extra effort by these well balanced project teams would help to broaden the perspective for the policy advice to new projects in the research area of preventing ecosystem degradation.





## CASCADE Gender equality report for Period 2

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## 1. Introduction

This report is about the gender equality in the CASCADE-EU 7<sup>th</sup> framework program project, looking at sudden shifts in dryland ecosystems and trying to obtain a better understanding of the biogeochemical mechanisms underlying sudden and catastrophic shifts. This is about the second reporting period of 18 months (July 2013 - December 2014). With the aim to give a state of the art and advises that make clear the advantages of a gender balanced research in practice and in output.

The gender equality project reports are prepared according to the gender approach as described in the CASCADE DOW and follow the EU Workforce Statistics for the final report template on gender. The questions about the second 18 month project were based on the results and advices from the first report (based on the first project period from January 2012 - July 2013).

This second report starts after the introduction with the results and advices from the first report (Ch.2). Then the research and practice of the use of gendered roles is described in agriculture, climate change and ecosystem services in different renowned research institutes and UN and EU organizations, renewed strategies and conventions. And different gender strategies are shown from the project's own research centers and Universities (Ch.3). Followed by the CASCADE gender approach of monitoring, mobilizing and awareness raising reflected in the responds from the project partners to the questions. This is about strategies to get a gender balance within the research teams in the project context (Ch.4) and about the gender roles and responsibilities of the stakeholders in the study sites (Ch.5). The questions refer here to the communication with the stakeholders, their participation in the workshops and the influence of gender on the choices about land use being made in the workshops. All followed by conclusions and recommendations for the 3<sup>rd</sup> reporting period of CASCADE project (Ch.6).





## 2. Results 1<sup>st</sup> CASCADE project period

The first CASCADE gender inventory after 18 months showed on average a gender balance in the research teams and a positive attitude towards a gender balanced team. Criteria mentioned for a gender balanced team are: a greater creativity, innovation, being a figurehead as a team and have more productive teamwork. Measures mentioned for a work-life balance are for example flexibility in working hours and flexibility in working space at home and at work.

The first report shows how study site stakeholders are approached to participate in research and the type of communication that is used to interact with them. The communication with the stakeholders is organized by the study site research partners. They communicate at different levels with different media like social media through websites, newsletters or meetings. The research teams assume that the stakeholders expect from the CASCADE project that it will help them to get technical advice about land management and policy on deserted areas and insights about management tools and techniques, without a gender difference. In the study sites however the stakeholders often appeared to be men. Engendering of these subjects (in this case more men) are often implicit mechanisms. Women are often overlooked as an expert. In search for gender equality, this requires attention.

The first report also shows that international research offices and policy conventions about management of ecosystem services, gender roles in agriculture, managing biodiversity and policies for climate change conclude that gender roles should be integrated into the research. (For example EC, UN, UNFCCC, UNDP, IUCN and CGIAR). It paves the way for CASCADE to also take into account the different roles of men and women in improving the use and management of drylands and their ecosystems and in the understanding of sudden shifts in these ecosystems.

The advice for the 2<sup>nd</sup> project period?

Among the CASCADE teams we see different gender balances. A gender balance is not self-evident and not just a matter of time. The same appears with an existing balance, it is not self-evident and needs to be taken care of. Being pro-active is the advice. For a gender balance at work there could be offered special criteria and gender specific opportunities like flexibility in working time and working place and help to change criteria and expectations that create gender inequality for higher positions.

It is not the aim of CASCADE to balance the traditional local role division between men and women among the stakeholders within the project context, however it is neither the aim to confirm and strengthen the traditional role division. It could help to do some interventions throughout the research as for example: inviting for the workshops women stakeholders explicitly like women farmers or local female authorities who could be helpful for the research. Also by communicating with men and women about ecosystem services, managing dry lands, knowledge of biodiversity and their role division. And by trying to interest the stakeholders themselves to involve women in the research field and in gathering gendered knowledge. If there is a disaggregated data collection, look at possibilities for a follow up gender strategy.



### 3. Gender in research on climate change, agriculture and ecosystem services

The gender focus in the research on climate change, agricultural management and ecosystem services is practiced by authors from different renowned research- and development institutes with results that are interesting for the entire field of science and technology. Next to EU there are for example FAO, USAID, IUCN, CGIAR, UNEP and ICIMOD. There are results on the content of assessing gendered differences: knowledge, resilience and early warning systems (3.1), actualities in conventions and statements about gender strategies (3.2) and improvements in the institutional approaches and action plans on diversity and inclusion (3.3). And finally the gender equality of the CASCADE institutes (3.4.).

#### 3.1. Content: gendered knowledge, resilience and early warning

What are reasons or statements to put extra effort in gender issues concerning ecosystem services, climate change and land use management? About climate FAO says for example:

Differently positioned women and men perceive and experience climate change in diverse ways because of their distinct socially constructed gender roles, responsibilities, status and identities, which result in varied coping strategies and responses (FAO 2010).

Gender equality refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Still many times the gender equality issue in research refers to women because they are often not included despite of their capacities, gendered knowledge and resilience capacities. In the literature that addresses the intersection of climate change adaptation and women in agrarian settings:

... the literature demonstrates the importance of gender to the outcomes of climate-smart development efforts. There is ample evidence to suggest that in agrarian settings women are often constrained in their decision-making and access to key livelihoods resources such as land and inputs. (USAID a 2013)

...women have unequal access, control and ownership to these natural resources, and are often excluded from important decision and policy-making forums and institutions that govern them. At the same time, women are active agents of adaptation in rapidly changing contexts who negotiate, strategize, contest and resist relations, discourses and policies that disadvantage them. They actively interpret, give meaning to and adapt to global changes in local contexts in ways that are appropriate, sustainable and culturally specific. (UNEP 2011 a).

Their different role may however have lead local women to additional sources of knowledge, as in the following case:

Recently, a study identifying unconventional edible plants was undertaken in the Amazon using gender-sensitive methodologies. The resulting data showed 45 new species that had never previously been documented – species that could be an alternative source of food and improve nutritional intake for local communities as they are forced to adapt their livelihoods in the face of climate change. These findings highlight women's role as knowledge sources – sharing information that is crucial for forest management and biodiversity/conservation policies, as well as strengthening food sovereignty. (IUCN 2014)

Women are also inventive in creating their own risk reduction

(...)Moreover, women perform some infrastructural development to conserve the soil and water and also to avoid floods by building embankments which presumably make a large contribution to the efforts required to confront climate risks. (UNEP 2011b)



And women are motivated for early warning systems to turn their vulnerability into risk reduction, like in the Nepal case below a project provided them to do so:

A community vulnerability assessment showed poverty, unequal access to resources, lack of meaningful participation of women in early warning systems, and traditional beliefs to be among the key underlying causes of the higher vulnerability and flood risk in the community. (...) Attention was given to gender issues while forming the Local Monitoring Committee LDMC and in the selection of participants for the training courses. There is now a provision for local level hazard monitoring, especially monitoring of flood level, and dissemination of flood warnings to households. (ICIMOD 2014)

An assessment with agrometeorological advisories for certain crops, show that certain gender cohorts not growing these crops were missing the benefits of the program and the cultural division on gender roles make the impact of the program on women's crop selection very low. The field assessment team chose to gather data in four cohorts based on gender and seniority (young men, young women, older men and older women).

...There are also clearly gendered barriers to program impact related to the advisories. Because the agrometeorological advisories delivered by the program target five crops, (...) those who grow these crops are going to be those who derive the most direct benefit from the program. In some cases, this was the result of a greater focus (by women) on irrigated gardening or rice production. In these cases, there are no advisories for these crops, and for informing about these crop selections..., and therefore the program clearly had no impact on their crop selections. ...women of all cohorts, in all clusters, grew far fewer of these advised crops than men..., and therefore will derive less benefit from such advisories. (USAID 2014)

The failure to identify and address such constraints in project and program design will limit the effectiveness of any development intervention aimed at reducing the vulnerability of agrarian populations to climate change:

... Further, women are generating their own adaptations, building locally-appropriate techniques and strategies to address the impacts of climate change in their lives. Without first identifying such strategies, we risk duplicating or even compromising existing viable adaptations without putting a comparable package of interventions in their place. (USAID 2013)

The Participatory Research and Gender Analysis Program coordinated by the International Centre for Tropical Agriculture (CIAT) from 1997 to 2011, demonstrated how engaging women farmers in crucial technology design and development decisions related to new varieties, improves adoption by women.

As a project CASCADE is trying to understand underlying principles of sudden shifts in ecosystems. By involving local stakeholders from the case study sites we gather information about uses and possibilities to change, include the social settings concerning the land use methodologies. In that challenge we try to be complete. Understanding the division of gender roles in agriculture and land use is a step. Informing and involving both genders is another step. The examples above may come from more extreme settings than we meet in our European cases, still it may give more in depth insight in the sudden shifts in the ecosystems we research to gather our information from different socialized (gender) points of view. The different roles and positions from men and women can give a more profound understanding of the different ways of land use and activities that also influence the function of the ecosystems. Understanding the gender roles will help to improve the outcome and



make it more sustainable through a broad support and understanding by the stakeholders themselves.

USAID on the role of advisories towards improvements for agriculture and livelihoods:

Expand advisories to address gender, the needs of pastoralists, and for poorer farmers who may have greater difficulty responding to advisories in a timely manner! (USAID 2014)

And the World Bank stresses the benefits that gender based differences can bring:

... if planners are unaware of gender-based differences in agriculture, program outcomes may not be achieved as planned. Conversely, attention to gender-based differences in agricultural activities, resources and benefits can improve the outcomes of agricultural development interventions. Research suggests that equalizing the endowments of women farmers would enhance total agricultural productivity. (World Bank 2013)

### 3.2. Conventions and statements

Natural resource systems and local economies benefit when women are included and empowered. An increasing number of governments and international organizations understand the need to incorporate gender into climate change and food security policies, programs and budgets; this is evidenced by increasing references to gender and the need for gender equality in the UNFCCC texts. Already, last year in Doha, COP 19, a decision was adopted on promoting gender balance and facilitating broader participation of women inside the UN Framework Convention on Climate Change (UNFCCC). COP 20 in Lima, Peru confirmed this on 9 December 2014: On the occasion of 'Gender Day' at the Lima Climate Change Conference, the UNFCCC Secretariat organized a High-Level Event on Gender and Climate Change, under the theme 'Men and Women Taking Action on Gender Equality and Climate Change: How Far Have We Come?' The event recognized the necessity of including women in decision-making processes and their particular capacity to share information on resilience and adaptation to climate change. (COP 20)

The Convention of biological diversity (CBD) recently stated:

By 2020, ecosystems that provide essential services, including services related to water, and contribute to health, livelihoods and well-being, are restored and safeguarded, taking into account the needs of women, indigenous and local communities and the poor and vulnerable.

... some ecosystems are particularly important in that they provide services that directly contribute to human health and wellbeing by providing services and goods to fulfil daily physical, material, cultural and spiritual needs. This target directs attention towards the need for policies to focus specifically on restoring and safeguarding such ecosystems, thus linking biodiversity conservation with goals related to sustainable development and the needs of the poor, women and indigenous and local communities. (GBO 2014)

CBD developed a Gender Plan of Action in 2008 that defines the Secretariat's role in stimulating and facilitating efforts on national, regional, and global levels to promote gender equality and mainstream a gender perspective. The Millennium Development Goals emphasize clear linkages between gender equality, poverty alleviation, biodiversity conservation and sustainable development. Such insights should be included into our outlook and approach to reversing biodiversity loss, reducing poverty and improving human wellbeing.



An important partnership for ecosystem services research is CGIAR, until 2008: Consultative Group on International Agricultural Research, nowadays is called a “global partnership that unites organizations engaged in research for a food secure future”. The CGIAR has a long history of analysing gender issues in agriculture to identify innovations that benefit poor rural women. In the 1980s the International Rice Research Institute developed the Women in Rice Farming Systems Program which reduced drudgery and gave women more access to new rice production and postharvest technology.

The CGIAR Gender and Diversity Program promoted proactive development, recruitment, and retention of women scientists and managers in the system and among national partners

CGIAR is concerned with questions like: How can ecosystem services and benefits from land and water use be shared equitably across sectors to improve the livelihoods of the poor, foster gender equity and minimize detrimental environmental impacts? How can decisions about ecosystem service management create more equitable access to benefits across gender groups? CGIAR has a research program on Water, Land and Ecosystems (WLE) which calls the crosscutting theme on Gender, Poverty and Institutions “fundamental for strengthening research and impact on the relationship between ecosystem services and human well-being” (Core principles 1 and 2). (CGIAR 2014 a)

For example, the identification and value of ecosystem services is driven by, among other things, livelihood, education, culture, gender, ethnicity, affluence, land tenure, and social, economic and policy context. The recognition and prioritizing of ecosystem services in landscapes influence how their benefits are perceived, utilized and distributed. (CGIAR 2014b)

As in the broad literature on gender and development

... better gender analysis, which focuses on social difference more broadly and allows gender to emerge as important where it is appropriate ... There is a tremendous opportunity to demonstrate the value of such an approach, and generate wider acceptance of this approach to gender, by taking it and applying it to several disparate cases to demonstrate the different ways in which social difference shapes development and adaptation outcomes in agrarian settings. (USAID 2013)

### 3.3. Approaches and strategies: diversity and inclusion

EU has gender equality as an issue in the 7th Framework Program (FP7) stating that

“The integration of the gender dimension and gender equality will be addressed in all areas of research.” (EP & CEU, 2006)

In 2010 EU started the “Strategy for equality between women and men 2010-2015”. This Strategy follows on from the roadmap 2006-2010 for equality between women and men. It takes up the priorities defined by the women's charter and forms the Commission's work programme. It also outlines the key actions planned for the period 2010-2015 and promoting equality as part of the Europe 2020 strategy and through EU funding.

In summary, EU has extended the strategy on gender equality to encouraging economic independence of women, equal payment, equality in decision making in boards, parliaments and governments, commissions and top level positions etc. All reflected in a yearly top-level Gender Equality Dialogue (See elaborate version in Annex 1: EU gender strategy 2010-2015 and Horizon





2020). Three objectives underpin the Commission's activities on gender equality in Horizon 2020. They are in line with the research and technological development (RTD) strategy on gender as well as with the ones set in the European Research Area (ERA) Communication of July 2012:

- *Fostering gender balance in Horizon 2020 research teams*, in order to address the gaps in the participation of women in the Framework Programme's projects
- *Ensuring gender balance in decision-making*, in order to reach the Commission's target of 40% of the under-represented sex in panels and groups (50% for advisory Groups)
- *Integrating gender/sex analysis in research and innovation (R&I) content*, helps improve the scientific quality and societal relevance of the produced knowledge, technology and/or innovation.

These objectives are part of the Commission provisions for the implementation of Horizon 2020 and are integrated at each stage of the Research and Innovation cycle.

There is many useful literature focussing on gendered inequalities in access to land, agricultural practices like different crops grown by men and women requiring different approaches and advice, unique gender roles in the households and communities to create new strategies for dealing with situations of drought, flooding, uncertainty, and other climate change-related stressors, roles in decision making and climate negotiations.

This approach could be broadened either by looking at gender and age and livelihood. Some say the research should start even broader, not with gender only but

"With an understanding of the different modes of livelihood within the community in question and the identification of the social groups associated with these various modes."  
(USAID 2013b)

As the authors in Ecological Applications conclude in an article on "Indicators of regime shifts in ecological systems: what do we need to know and when do we need to know it?": Our results highlight the key role of human decisions in managing ecosystems and the importance of pro-active application of the precautionary principle to avoid regime shifts. (NCBI 2009)

It is important to have the broad and precautionary view on social structures of which one is gender. Gender equality is one of the steps to be taken to integrate the environmental research in the project context with socio- economic issues. Diversity, gendered knowledge and resilience will bring another perspective into the research. Or as it is formulated by IISD:

For IISD, building resilience means emphasising characteristics like **flexibility**, **diversity**, and **redundancy** so that ecological, social and economic systems are better able to withstand and adjust to anticipated and unanticipated changes. It also means promoting **transparency**, **inclusiveness** and **equity** so that risks, and the resources needed to manage them, are distributed in a more balanced way between people, places and generations. **Learning** and **innovation** are ....new ways of maintaining or transforming systems ... (IISD 2014) The IISD elaborate gender strategy is also in Annex 1.

### 3.4. Gender equality at the CASCADE institutes

For the gender equality within the institutes and research centres from the CASCADE project the EU approach on equality between men and women is the guide for all partners especially for JRC where there is "an overall JRC/European Commission equal opportunity policy that is applied also with regard to the CASCADE project." (EU 2011)



Some institutes have their own gender policy or action plan which is reflected in the annual reports, or show there some gender disaggregated data, mostly written in the native language. For example Wageningen University gives the following numbers and activities about gender in the annual report from 2013:

Research shows that diversity in teams and groups show better performance and results. In 2013 a start has been made with an action plan for Gender balance. This is especially because the share of women in higher positions is still low. (14 % in high salary scales in 2012). The amount of promotions increased from 229 in 2012 to 273 in 2013 of which 118 (43%) are woman. The four main activities of the gender plan are:

- gender awareness programs for managers, boards and staff;
- a coaching system for women in higher functions;
- nominate and appoint women for influential positions and;
- create and support figureheads and make them visible. (WUR 2013)

University of Bern, Switzerland in the annual report and in the equality program:

In 2013 Unibe has 387 professors of whom 21% women. Of all employees (3954) 50% is a woman. The equality program (Gleichstellung) shows for example a result which they call a Parent-child-room (Eltern-Kind-Raum) at the institute where the parents can arrange a work meeting while the child can play in a part of the room made for them. (UNIBE 2013)

University of Utrecht from the Netherlands write in the annual report (UU 2013): Professors 25% women (in function, excluded unpaid and Medicine): 301 Men/ 74 Women (2012: 301 M / 72 W)

2013	%M (2012)	%W (2012)
Scientific staff	56 (56)	44 (44)
Professor	80 (81)	20 (19)
Exp. Teacher	69 (70)	31 (30)
Teacher	60 (61)	40 (39)
PhD	48 (47)	52 (53)

Elaborate and innovative policies, activities and reporting come from Leeds University, they have a website for these policies, the equality-inclusion-framework. (UNIVLEED 2014)

### Equality and Inclusion Strategy – The Vision for Leeds

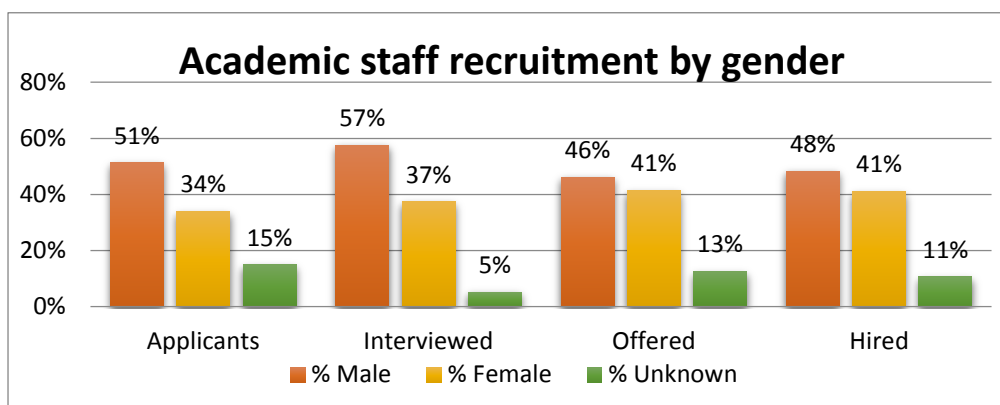
<b>THE EQUALITY VISION</b>	<b>As a research-intensive international University we will attract and retain excellent people from across the world to enable the University and the people within it to fulfil their potential.</b>
<b>THE EQUALITY MISSION</b>	<b>To be a beacon of excellence in the sector, promoting a culture of inclusion, respect and equality of opportunity for all.</b>

Leeds makes different statistics from issues that can be monitored in a gender disaggregated way, for example types of staff (academic staff separate from professional and managerial staff) and the type of contract (fixed term or permanent) and contract status (full or part time). Two examples are shown from the report about other issues that can be monitored in a gender disaggregated way to know how the application and how the recruitment process works in gender terms:

1. Academic staff applying for promotion by gender.

39% of applications were made by female academic staff and 61% of applications were made by male academic staff. Of the female academic staff applying, 94% were successful. Of the male academic staff applying, 86% were successful.

## 2. Academic staff recruitment data by gender



The Figure above provides a breakdown of academic staff recruitment data by gender. 34% of all applicants were female and 51% were male. Of the candidates interviewed, 37% were female and 57% were male. Of the candidates offered a post, 41% were female and 46% were male. Of the candidates appointed, 41% were female and 48% were male. Total 11.784 Interviewed 1361 Offered 551 hired 492.

The CASCADE institutes that give the gender disaggregated data on their websites, make it visible when there are inequalities.

Considering these contextual issues, what results can we show from the CASCADE second project reporting period concerning gender equality in the research teams and concerning the participation of stakeholders? What is our effort to keep men and women informed and involved in the project? The next chapter starts with the gender balance in the project teams.

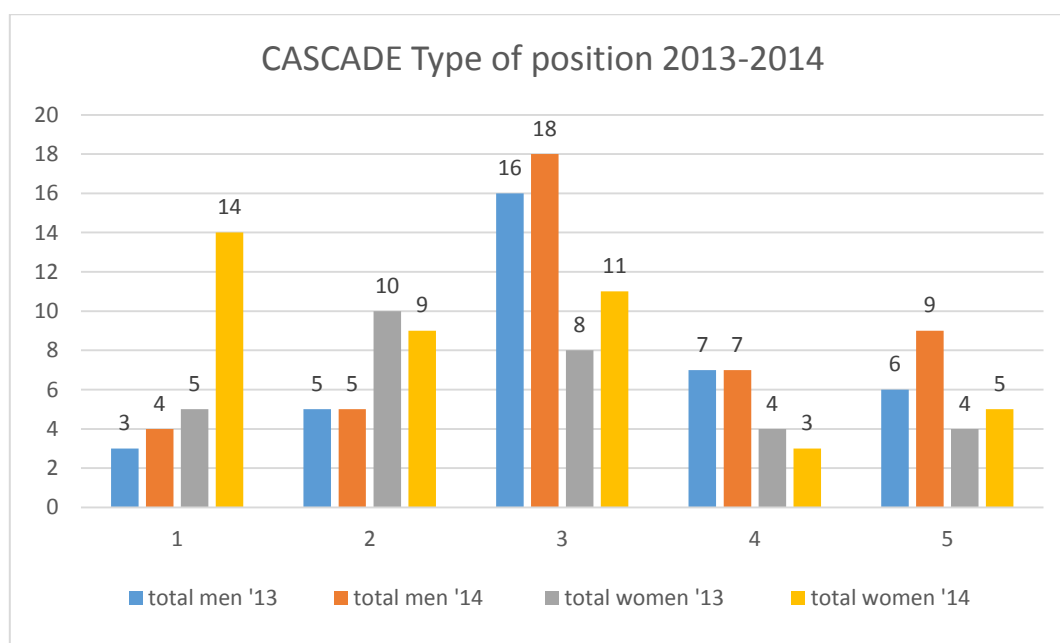




## 4. Results gender balance in the project research teams

In this chapter the gender balance of CASCADE within the project research teams and the staff in general is shown. Also is looked at the task division among men and women in the project through the type of position. The partners were asked what they do to get a balance in the team and what working conditions there are to keep the balance. The number between brackets refer to the partner numbers of the project, these are also in Annex 2 “Type of position numbers CASCADE 2014”.

### 4.1. Type of position



Type of position: 1=other staff; 2=early researcher < 4 years and/or PhD student; 3= experienced researcher 4 years> and/or PhD holder; 4=scientific team leader or WP leader; 5= scientific manager

#### CASCADE

##### Position number

2013/14	1	2	3	4	5	Tot
total women	14	9	11	3	5	42
total men	4	5	18	7	9	43
total per position	18	14	29	10	14	85

The gender balance in CASCADE is very well for the total staff and generally well for the teams and the division of work presented in the type of position. The total staff increased from 68 in the first reporting period to 85 this 2<sup>nd</sup> period, to 42 women and 43 men. Six teams recruited a woman as “other staff” and three women promoted from early researcher to experienced researcher. The numbers of all partners are in Annex 2.

With regard to the gender balance within the CASCADE team as a whole it seems to be rather gender balanced. In almost all partner organization there are both women and men actively working on the CASCADE project, from early career scientists to senior staff (11).



## 4.2. Mobilizing a gender balanced team

The question if the team has actively mobilized men and women to achieve a gender balanced project team was positively responded by five teams. (2, 3, 5, 7 and 12)

There have been changes in the team, a few persons have left (two women) and more people have joined. Gravity has been given to recruiting women to the team in order to have a gender balanced but also a skilled group. The project team is actively trying to achieve and keep gender balance. (2)

Some describe the mobilization for a gender balance more like a coincidence.

One woman (experienced researcher) left the project team during the period. An early researcher woman joined temporarily the team for the last months of the reporting period. (14) No – one female early researcher has been identified to contribute to analysis of Task 8.1 due to availability and language skills; she hasn't started work yet as we are awaiting a complete dataset. (8) No, it is by accident, that we have a second female master student. (9)

The others denied mobilization for a gender balance, either because there were no changes in the team (4, 10, 11). Or because they just didn't (1, 13), or because they are already balanced:

No, as the imbalances are minor (6) 2/3 of the project team (2 out of 5) consist of women (1).

Trying to achieve (and keep) a gender balance among the team is a little different. Most partners are positive about this:

Yes (3, 4, 5, 7, 12 and 13). We try to keep gender balance (10). Yes but it has not been a priority as the team has been quite balanced (6). Yes, although we are a small team anyway and without many fluctuations (9). Among the active members of CASCADE there seems to be a good gender balance (4). Yes, the team is trying to maintain the gender balance; however, this is not always possible depending on people applying for open positions. Calls are open publicly, therefore the most suitable person for the position is selected. We have an overall JRC/European Commission equal opportunity policy that is applied also with regard to the CASCADE project (11). (See Annex "EU gender strategies 2010-2015 and Horizon 2020").

Two partners were explicit about not trying to achieve a balance in the project team (1, 14).

The personnel policy in our institute is centrally regulated and the direct colleagues do not have any influence on this (14). Our team leader is a woman and she is in favor of hiring women instead of men if appropriate and if possible. In general there are more men than women in our department, however the CASCADE project team has 2 women out of 5 members in total. (1)

Other arguments for not trying to achieve and keep a gender balance is either because:

So far there is little imbalance to be addressed. (8) Or because:

The CEAM Foundation implemented its own Gender Equality Plan in 2010. Job vacancies are officially published in our web page and the selection procedure consists on the basis of capacities and/or abilities. There are areas that require certain curricular abilities that are covered according to the skills and capacities of the job regardless of sex of the candidate (14).

### 4.3. Measures and working conditions

The question on “How the gender balance is achieved and if this is effective” comes from the ‘FP7 EU final gender report template’. The question about the effectiveness of the design and implementation of an equal opportunity policy is generally responded neutral (1, 3, 7, 10, 11), 2 partners say it is effective (2, 5) and one says it is very effective (4) and one says it is not effective at all (14).

The issue on setting targets to achieve a gender balance is responded by 6 partners differing from not at all effective(14) to very effective(12). Remarkable are the responds to the third issue: Organize conferences and workshops on gender; four of the six respondents say this is not at all effective, no effects are expected here by our respondents.

Table 4.3.: “How achieved gender balance, how effective?”

1= not at all effective..... 5 = very effective	1	2	3	4	5
a. Design and implement an equal opportunity policy?	14		1,3,7,10,11	2, 5	4
b. Set targets to achieve a gender balance in the team?	14	10	1, 3	5, 7	12
c. Organize conferences and workshops on gender?	1,7,10,14	3	11		
d. Other..	We have not done the above, although Unibe has an equal opportunity policy (9)				

The type of work-life balance working conditions necessary for an optimal functioning of the team within the CASCADE project context are:

Many tasks within CASCADE cannot be foreseen as they depend on weather conditions. As a consequence, field work is concentrated in given periods and flexible working conditions are needed (14).

Allow for part-time working models. Be flexible with meeting dates and travel schedules (9).

Some refer to the team spirit among the teams within CASCADE:

Generally with Work package 6, which involved many and close interactions with several other CASCADE teams in Alicante, Portugal, Switzerland, Cyprus and the Netherlands, the working conditions seems to be favourable to the project, with lots of enthusiasm, exchanges and collaborations between and within teams (4).

Child care facilities, objectives-oriented work planning, flexible time schedules, proximity among team members, informal contacts among team members (6).

Or working conditions in general, or from the institute, including CASCADE project:

Working conditions improve if the team consists of a balanced gender mix. (1)

Life-balancing working conditions can be but are not limited to:

Flexible work arrangements, strict working hours, in site nursery school, ability to address sensitivity family issues and emergencies, ability to work in distance, teleconferencing meetings for the project team (2).



Work-schedule flexibility for family and parenting related issues(5).

Similar life-work balance conditions required for any good working environment, not necessarily exclusive to gender equality. Equal opportunities working groups and action plans, women and science promotion, social activities, not necessarily only for families, parental leave, accessible childcare, reasonable amount of holidays, competitive salaries... (11).

The University of Leeds has a 37.5 hour work week with possibilities to work part-time upon appointment/request. Specific policies for maternity (and paternity) leave are in place. There are also flexible arrangements with regards to working from home that would facilitate work-life balance (8).

UU conditions and requirements gender balanced (10).

Are these working conditions available? According to most of CASCADE partners the conditions they need are available (1, 3, 4, 7, 9, 11, 14). Or most are:

Most of the above-mentioned requirements are already in place at the UAVR and within the UAVR-CASCADE team (6)

“Our laboratory practices family friendly working conditions through workplace policies such as individual flextime, flexibility of working hours when family emergencies occur and by encouraging researchers to organize their own working time collectively, in order to fulfill different personal needs. Nevertheless, this is not a generalized situation; in Greek the majority of researchers institutions hold short term contracts and are required to work freelance, which can have pros for a career oriented life and cos for a family oriented one.”(2)

All of the above are in place. In addition informal swapping of work among colleagues is common in case of care duties. (8)

Yes, for instance possibility to work at home for one day or work 4 days or maternity leave possible (10)

As can be read, several institutes have working conditions that can be very well combined with a home situation due to several facilities like flexible working hours.

Specifically for the project this is also needed for the field work depending on the weather conditions and the ability to work in distance, teleconferencing meetings for the project team and for the project management: allow part time working models and be flexible with meeting dates and travel schedules.



## 5. Results stakeholders roles and responsibilities

Gender equality among stakeholders in the CASCADE project is outbalanced. Often the involved farmers and other involved stakeholders are men. This was already known in the first project period, what did we learn and do about this in the second period? The project partners working at study sites were asked about the gender issues in the research and the roles of men and women at the study site (5.1.), involvement of stakeholders and communication with stakeholders (5.2.) and gendered influences in choices for sustainable land management (5.3). Most of the issues were not applicable for the CASCADE partners without a concrete study site (1, 4, 8, 9, 10, 11, 13), and/or responsible for a Work package later in the project:

We are responsible for WP6 (modelling) and thereby have not interacted with stakeholders yet. We have conducted a stakeholder analysis and adaptation survey in Task 8.1. As results are not complete they have not been analysed yet (8). We are not directly involved in the field study sites, apart from data management, therefore, unfortunately we cannot answer the stakeholder questions above, which are very interesting nonetheless (11).

### 5.1. Gender roles

The division of roles and responsibilities among men and women in the research field, gives insight in the feasibility for a gender balance or gender equal opportunities in the project research. The questions are about roles, participation and ownership. The amount of women and men involved in the CASCADE study site workshops are outbalanced, most stakeholders in CASCADE are men, anyway some women are involved and in Cyprus an interesting balance among the stakeholders is reached. See table 5.1.a.

Table 5.1.a Gender involvement in the case studies

Case Study site (Partner nr.)	men	women
1. Caramulo Mountains, Portugal (6)	12	3
2. Albaterra Range, Alicante, Spain (5)	6	1
3. Mariola Range, Alicante, Spain (14)	12	0
4. Castelsaraceno, Italy (3,7)	16	3
5. Messara Valley, Crete (2)	5	2
6. Peyia Aquifer, Cyprus (12)	±15	± 12

Around 40 men and 5 women were directly consulted within our activities. However, our core stakeholders are only man, as no women are directly involved in land use / land management (9)

The Greek case study in Crete has the peculiarity of being focused on extensive grazing. As expected, this sector does not offer an attractive working environment to women, therefore stakeholder gender is very skewed towards men. As previously noted, stakeholders holding key decision positions in the rural areas of Crete are mostly men. That said, the past mayor of the wider area at the study site is a woman. (2)

Most of the stakeholder in the study site are men (6, 7). The stakeholder platform established in CASCADE is constituted exclusively by men (14)



Table 5.1.b.: Women and men's roles in the CASCADE case study sites

There are some interesting role descriptions in the table above, especially about the forest land family properties (6). The role of having access to land use (and resources) is different from the role of having the control over the land use. It is good to be aware of that, considering the different roles of men and women in land use.

While women may have access to certain resources, they may not have the ability to decide the fate of these resources (how to use them, dispose of their products, transfer them, and so on). Knowing who controls resources is important for understanding resource management processes. (CCIAR 2014d)

Or explained on a larger scale:

For almost two decades, the International Food Policy Research Institute Intra-Household

Women roles	Men's roles
land ownership (2)	land ownership, land management (2)
Harvesting and agricultural activities (2)	maintenance agricultural activities and most livestock related tasks (2)
They use to work home and process the products (cheese) and sell it (7)	They use to take care of the husbandry both under the shelter or outside when grazing (7)
housekeeping, food processing both for family consumption and selling agricultural products (3)	Farm management and agricultural working, livestock management, filed daily works (3)
mostly employees(5)	employees, land owners, Heads of a variety of Administration offices.(5)
Forest lands are typically family properties, but men are usually identified as the head of the household, and women attribute the main management responsibilities to their husbands (6)	Forest lands are typically family properties, but men are usually identified as the head of the household and, as such, have the main responsibility over management decisions as well as actions (6)
	In the case of institutional stakeholders, the persons with the highest positions are typically men (6)
household (9)	land owner, land manager, expert (9)

Research Program has demonstrated that gender-disaggregated economic models are fundamental to shaping food policy. These models show that women producers have unequal access to land, credit, agricultural extension agents, and technology, and that this unequal access prevents them from producing as efficiently as men. (IFPRI 2008)

The FAO State of Food and Agriculture 2010-11 report, shows that if female farmers had the same access as male farmers to agricultural inputs and services, they could substantially increase the yields on their farms. If women had the same access to productive resources as men, they could increase yields on their farms by 20–30 percent. This could raise total agricultural output in developing countries by 2.5–4percent. (FAO 2011)



## 5.2. Involvement and communication

In the questions the partners were explicitly asked about their communication with the stakeholders, and if their communication reached all men and women to be involved. It is good to be aware of the medium used this is determining the target person or group you want to reach, a phone call has a different impact as printed material if it is distributed widely.

Communication is conducted directly, usually by phone, and printed material is distributed.

This communication reaches all men and women stakeholders directly (2)

...by phone and mail (7) ...visiting them and organizing ad hoc meeting (3)...interviews, meetings, phone calls and emails (5), all three confirm that all men and women to be involved are reached this way. Direct meetings and visits (12) appears to work well.

We used contact information gathered in former projects in the study site, this reaches most of them if not all (14).

Based on stakeholder analysis within confined geographical areas, and relevance of policy makers for land and water management communication with stakeholders is organized through e.g. workshops and policy briefs. At the policy and scientific stakeholder level, we certainly reach both men and women with policy briefs, conference sessions and presentations, and scientific papers. (8)

Mostly through the local research team and not directly through us. But our PhD students had organized informal meetings in the field and gatherings for joint dinners. In the communication/gathering events women were present and involved. Further contact with single stakeholders was only carried out with men (9)

## 5.3. Choices in sustainable land management

In gender research and in development work, participatory approaches are proving particularly useful for understanding gender norms in terms of governance and control of resources, and for identifying opportunities for transformation of these norms (CGIAR 2014c, Kristjanson et al. 2014).

In the first project period the partners were asked if they gather socio economic data gender disaggregated within the CASCADE research. There are some partners that do a socio economic data gathering, (2, 3, 6, 8, 9) most do not, depending on the work package they are involved in.

The partners were asked if there is a gender related interest of the stakeholder in the choices being made within CASCADE for land management. This is for example about ideas that women might have for their role in the land use management. Sometimes this role might get lost when changes are implemented, if they are involved they can prepare themselves to change their roles. In the DESIRE project appeared that several women did the administration and trading of products (DESIRE 2012). In that case it is interesting to know what their valuation of the choices (and risks) for changes in land management are. To know their ways of land use and activities that also influence the function of the ecosystems. Whether it is different from men's valuation we can know best by asking both the men and women. Most responds in CASCADE however responded are negative about this (2, 3, 5, 7, 14) or they are not aware about this (10) or they respond that this is not applicable (1, 4, 11).



We do not see a clear gender-motivated difference in expectations from the project. Generally, policy relevance of findings from the project will be the most important for stakeholders, especially if these would require any change of current land management approaches and policies. (8)

Still it is important to gather the socioeconomic data in a gender/sex disaggregated manner. Without these data the analysis will be less profound. The Environment and Gender Index (EGI)—a pilot project of International Union for Conservation of Nature (IUCN)—monitors gender equality and women’s empowerment in the environmental arena. The aim is to measure progress, improve information, and empower countries to take steps forward for gender equality and for the environment (in 6 Categories and with 27 Indicators, see figure in Annex3: EGI). The three major findings from 72 countries are also about lacking appropriate data (IUCN 2013):

1. Gender data in the environmental sector: Information about women’s role and access in environment-related sectors is not collected and reported. Sex-disaggregated data with broad country coverage in sectors such as forestry, agriculture, water, energy, marine, disasters, infrastructure, etc. does not exist.
2. Accountability between international agreements and national action: Implementation of global international agreements on gender and environment is lacking in most countries.
3. Gender parity in environmental decision making: The global average for women’s participation in inter-governmental negotiations on climate change, biodiversity, and desertification has peaked at 36 percent.

Data gathering will be an issue to track reality, assess what happened and to plan the future. Hillary Clinton has already mobilized some key data organizations to support.

If we’re serious about narrowing the gender gap and helping more girls and women, then we must get serious about gathering and analysing the data that tell the tale.” Secretary Clinton announced a new initiative, Data 2X, that will develop new curriculum standards to ensure data producers and users train in gender-sensitive techniques. The project will work with key data organizations, including the UN, World Bank, OECD and Paris21. (Clinton 2012)



## 6. Conclusions and recommendations

Concluding gender equality after the second project reporting period of CASCADE research project on sudden shifts in ecosystems is that the overall gender balance of the research teams is fine, but the project stakeholders are outbalanced.

- The gender balance within the project teams is taken care of. Some teams take this balance into account with the recruitment and the working conditions for the team. Most of the institutes have working conditions that can be combined with a home situation due to several facilities like flexible working hours. This flexibility of working hours is also needed for the field work depending on the weather conditions. For the project teams it is important to have the ability to work in distance, teleconferencing meetings. The good team cooperation and sphere brings lots of enthusiasm, exchanges and collaborations between and within the teams.
- Some of the involved research institutes gather gender disaggregated data and show their own gender action plans on the internet, including recruitment and promotion opportunities.
- The gender imbalance at the study sites is related to the local social structures. Although this may be a social issue beyond the scope of the project, the equality target requires attempts to involve the women as equal parties and not discriminate them from the possibility to join new technology or management choices. Moreover the project could make better use of the different roles and positions from men and women that may help to understand the different ways of land use and activities that also influence the function of the ecosystems.
- Theory, conventions and gender action plans show us the broadly shared need to make a change in the persistent nature of the unequal treatment of genders. As they show enough evidence of a lack of access to land and sources and decision making opportunities for women and less education and existing pay gaps between the same functions of men and women.

Research on tipping points and preventing ecosystem degradation would benefit from integrating gender equality in awareness, mobilization, facilitation, communication and decision making. These are steps to be taken towards a gender balance at all levels and in all phases of the project.

Therefore the recommendations for the next project period are especially to focus upon gathering more gender disaggregated data and involve the local women that are potential stakeholders or use their input:

- More gendered data gathering from men and women stakeholders, are they normally involved with the farming or the administration? Can they have an input to the case study research?
- Inform and involve more women stakeholders in the project, advise them regularly about monitoring the results of their land use. These interventions might give an interesting perspective to the researched issues.
- Find out how the decisions are made about the land use, at home, in the community, the social, political and economic aspects of the choices. Is everybody relevant included?

And finally: Keep the gender balance in your own team and cherish the cooperation with the other CASCADE teams, this is a great start for a gender balanced EU project in science and technology!



## List of abbreviations institutes and links to gender policies

### CASCADE links to institutions and/or annual reports and/or gender issues

1. <http://issuu.com/wageningenur/docs/annualreport2013>
2. <http://www.tuc.gr/university-en.html>
3. <http://www2.unibas.it/relint/en/index.php>
4. <http://www.cnrs.fr/en>
5. <http://www.ua.es/>
6. <http://www.ua.pt/>
7. <http://www.fondazionemedes.it/medes>
8. <http://www.equality.leeds.ac.uk/Equalityandinclusionstrategy>
9. <https://media.unibe.ch/public/Jahresberichte/2013/index.html>
10. <http://www.jaarverslaguu.nl/>
11. <https://ec.europa.eu/jrc/>  
[http://europa.eu/legislation\\_summaries/employment\\_and\\_social\\_policy/equality\\_between\\_men\\_and\\_women/em0037\\_en.htm](http://europa.eu/legislation_summaries/employment_and_social_policy/equality_between_men_and_women/em0037_en.htm)
12. <http://www.cut.ac.cy/university/vision/>
13. [http://issuu.com/wageningenur/docs/jaarverslag\\_2013](http://issuu.com/wageningenur/docs/jaarverslag_2013)
14. [http://www.ceam.es/GVAceam/ceam\\_en/fundacion/historia.htm](http://www.ceam.es/GVAceam/ceam_en/fundacion/historia.htm) annual report 2013

### Institutes and gender links

CBD Convention of biological diversity Signed by 150 government leaders at the 1992 Rio Earth Summit, dedicated to promoting sustainable development. CBD in October 2014 at the 12th meeting of the Conference of the Parties committing to step up actions to achieve, by the end of the decade, the [Aichi Biodiversity Targets](#), (Japan 2010, a revised and updated Strategic Plan for Biodiversity for the 2011-2020 period) and contribute to the sustainable development agenda, see GBO 2014 [www.cbd.int/GBO4\\_Convention](http://www.cbd.int/GBO4_Convention). <http://www.cbd.int/gender/>.

CGIAR until 2008: Consultative Group on International Agricultural Research, nowadays is called a “global partnership that unites organizations engaged in research for a food secure future”, <http://www.cgiar.org/>

CCAFS Climate Change, Agriculture and Food Security, a CGIAR Research Program Gender toolbox [https://cgspace.cgiar.org/bitstream/handle/10568/45955/CCAFS\\_Gender\\_Toolbox.pdf](https://cgspace.cgiar.org/bitstream/handle/10568/45955/CCAFS_Gender_Toolbox.pdf)

CCRD Climate Change Resilient Development project: <http://goo.gl/onQJXL>

EGI Environment and Gender Index <http://environmentgenderindex.org/> (pilot from IUCN)

EIGE European Institute for Gender Equality <http://eige.europa.eu/>

Eurostat: <http://epp.eurostat.ec.europa.eu/portal/page/portal/statistics/themes>

FAO Food and Agriculture Organization of UN <http://www.fao.org/climatechange/67624/en> and: [FAO - Gender and land rights](#)

Gender [www.gendermatters.eu](http://www.gendermatters.eu) Cost Action GenderSTE: [www.genderste.eu](http://www.genderste.eu)



GGCA Global Gender and Climate Alliance <http://www.gender-climate.org/>

IISD International Institute for Sustainable Development <http://www.iisd.org/gender/>

ITCILO Training Centre of the International Labour Organization <http://gender.italo.org/cms>

IUCN International Union for Conservation of Nature <http://www.iucn.org/>  
<http://www.iucn.org/about/work/programmes/gender/>

Millennium goals: <http://www.copenhagenconsensus.com/post-2015-consensus/genderequality>

UNFCCC, Lima, Peru, 9 December 2014: <http://climate-l.iisd.org/news/cop-20-gender-day-recognizes-womens-role-in-climate-action/>

UNFCCC, United Nations Framework Convention on Climate Change <http://unfccc.int/2860.php>  
[http://unfccc.int/gender\\_and\\_climate\\_change/items/7516.php](http://unfccc.int/gender_and_climate_change/items/7516.php)

UNDP, United Nations Development Program <http://www.undp.org/>  
<http://www.undp.org/content/undp/en/home/ourwork/womenempowerment/overview.html>  
[UNDP - Gender Inequality Index](#)

UNEP, United Nations Environmental Program <http://unep.org/> Women at the frontline of climate change - Gender risks and hopes, 2011 [http://www.unep.org/pdf/rra\\_gender\\_screen.pdf](http://www.unep.org/pdf/rra_gender_screen.pdf)

USAID United States Agency for International Development under the Climate Change Resilient Development Task Order [www.usaid.gov/climate](http://www.usaid.gov/climate)

WGC Women and gender constituency <http://womensgenderclimate.org/cop-20-priorities/>  
<http://womensgenderclimate.org/cop20-high-level-segment-support-gender-equality-and-climate-justice/>

World Bank <http://worldbank.org/genderinag>

WEDO Women's Environment and Development Organization [www.wedo.org](http://www.wedo.org)

WOCAN Women Organizing for Change in Agriculture and Natural Resource Management. <http://www.wocan.org/> WCS (W+) Women's Carbon Standard <http://www.wplus.org/>

## Gender related sites from EU and EC:

- <http://ec.europa.eu/programmes/horizon2020/en/h2020-section/promoting-gender-equality-research-and-innovation>
- [http://europa.eu/legislation\\_summaries/employment\\_and\\_social\\_policy/equality\\_between\\_men\\_and\\_women/em0037\\_en.htm](http://europa.eu/legislation_summaries/employment_and_social_policy/equality_between_men_and_women/em0037_en.htm)
- GenPort – on-line community for sharing knowledge and inspire collaboration: [www.genderportal.eu](http://www.genderportal.eu) Gender Toolkit: <http://www.yellowwindow.be/genderinresearch/>





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- CGIAR 2014a, Research Program on Water, Land and Ecosystems ESS and resilience framework, p.11
- CGIAR 2014b Corbera et al. 2007; Patten et al. 2010 in CGIAR ESS and resilience framework, p.17-19
- CGIAR 2014c CCAFS Gender and inclusion toolbox: Participatory Research in Climate Change and Agriculture, [https://cgspace.cgiar.org/bitstream/handle/10568/45955/CCAFS\\_Gender\\_Toolbox.pdf](https://cgspace.cgiar.org/bitstream/handle/10568/45955/CCAFS_Gender_Toolbox.pdf)  
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[https://cgspace.cgiar.org/bitstream/handle/10568/35729/CCAFSCCSLLearningBriefNo5\\_gender.pdf](https://cgspace.cgiar.org/bitstream/handle/10568/35729/CCAFSCCSLLearningBriefNo5_gender.pdf)
- CGIAR 2014d Elias p.12 idem CGIAR 2014 c,
- CIAT International Centre for Tropical Agriculture, coordinated the [Participatory Research and Gender Analysis Program](#) (1997 - 2011)
- Clinton 2012 <https://blogs.worldbank.org/voices/closing-gender-data-gap-clinton-kim-launch-gender-data>
- COP 20 Peru December 2014 <http://climate-l.iisd.org/news/cop-20-gender-day-recognizes-womens-role-in-climate-action/>
- Lorena Aguilar December 2014 <http://www.stakeholderforum.org/sf/outreach/index.php/previous-editions/cop-20/cop20-day7-climate-gender/11826-cop20-gender-time-to-incorporate-gender-considerations>
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[http://europa.eu/legislation\\_summaries/employment\\_and\\_social\\_policy/equality\\_between\\_men\\_and\\_women/c10404\\_en.htm](http://europa.eu/legislation_summaries/employment_and_social_policy/equality_between_men_and_women/c10404_en.htm)
- EIGE 2012 the European Institute for Gender Equality <http://eige.europa.eu/content/gender-equality-index>
- FAO 2010: Lambrou and Nelson, 2010; FAO, 2010a <http://www.fao.org/gender/gender-home/gender-why/why-gender/en/>
- FAO 2011 State of Food and Agriculture Women in agriculture: Closing the gender gap for development p. 5 <http://www.fao.org/docrep/013/i2050e/i2050e.pdf>



GBO 2014 Global Biodiversity Outlook 4, A mid-term assessment of progress towards the implementation of the Strategic Plan for Biodiversity 2011-2020 P.96-98:  
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<http://www.ifpri.org/sites/default/files/GenderBrochure.pdf>

IISD 2014 <http://www.iisd.org/resilience>

IUCN 2013 Environment and gender index pilot p. 25, p. 32 <http://environmentgenderindex.org/>

USAID 2013a: Gender and climate change adaptation in agrarian settings p.1-2, 53-55  
[http://pdf.usaid.gov/pdf\\_docs/pa00jmg.pdf](http://pdf.usaid.gov/pdf_docs/pa00jmg.pdf)

USAID 2013b: Carr E. R., & Thompson, M. C, 2008a, USAID: Gender and climate change adaptation in agrarian settings, p.911 Oct 2013

USAID 2014 Climate Change Resilient Development Task Order Preliminary report on the climate science and farmer use of advisories. Assessing Mali's direction nationale de la météorologie agrometeorological advisory program. p.6, 43-81 Link to PDF: <http://goo.gl/onQJXL> Jamie Carson

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UNIBE 2013 <https://media.unibe.ch/public/Jahresberichte/2013/index.html>  
[http://www.gleichstellung.unibe.ch/unibe/qualitaet/gleichstellung/content/e409685/e409744/Flyer\\_ElKi\\_ger.pdf](http://www.gleichstellung.unibe.ch/unibe/qualitaet/gleichstellung/content/e409685/e409744/Flyer_ElKi_ger.pdf)

UNIVLEEDS 2014  
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UU 2013 Utrecht University <http://www.jaarverslaguu.nl/> [http://www.jaarverslaguu.nl/jaarverslag-2013/S\\_1034\\_Jaarverslag2013fnuorwh8b9yetng/S\\_1023\\_Bedrijfsvoering10/a1051\\_Personeel-HR](http://www.jaarverslaguu.nl/jaarverslag-2013/S_1034_Jaarverslag2013fnuorwh8b9yetng/S_1023_Bedrijfsvoering10/a1051_Personeel-HR)

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<http://datatopics.worldbank.org/gender/regional-data>

WUR 2013 Annual report Gender diversity p.12, 30  
<http://issuu.com/wageningenur/docs/jaarverslag2013>

## Annex 1: gender strategies EU, UN agencies and IISD

### EU gender strategy 2010 -2015 and objectives Horizon 2020

#### Economic independence of women

The female employment rate has increased significantly during the past decade. However, this progression needs to continue if the objective of a 75% employment rate, as set by the [Europe 2020 strategy](#), is to be met. It also needs to be extended to those groups of women with the lowest employment rates. Progress is needed in order to improve the quality of jobs and work/life reconciliation policies.

- promoting equality as part of the Europe 2020 strategy and through EU funding;
- promoting female entrepreneurship and self-employment;
- assessing workers' rights with regard to [leave for family reasons](#);
- assessing Member States' performance with regard to childcare facilities;
- supporting gender equality in matters of immigration and the integration of migrants.

#### Equal payment .....

The Commission highlights that the gender pay gap still exists, including for equal work and work of equal value. There are many causes of this pay gap, in particular, segregation in education and in the labour market.

- with social partners, explore possible ways to improve the transparency of pay;
- support equal pay initiatives in the workplace such as equality labels, 'charters' and awards;
- institute a European Equal Pay Day;
- seek to encourage women to enter non-traditional professions, for example in the 'green' and innovative sectors.

#### Equality in decision-making

Women are under-represented in the decision-making process, both in parliaments and national governments and on management boards of large companies, despite making up half the workforce and more than half of new university graduates in the EU.

The Commission will:

- propose targeted initiatives to improve the situation;
- monitor progress made towards achieving the 25% target for women in top-level decision-making positions in research;
- promote an increase in the number of women in the committees and expert groups established by the Commission, with the aim of achieving at least 40% female membership;
- promote greater participation of women in European Parliament elections.

#### Dignity, integrity and an end to gender-based violence

According to estimates, 20 to 25% of women living in the EU have suffered physical violence at least once during their lives and up to half a million women living in Europe have been subjected to genital mutilation.

The Commission will:

- propose an EU-wide strategy on combating violence;
- ensure that EU asylum legislation takes account of gender equality considerations;
- monitor gender issues in the field of health.

#### Gender equality in external actions

The EU's external policy will contribute towards gender equality and women's empowerment. In this respect, the Commission will:

- progress equal treatment between women and men in the candidate and potential candidate countries for accession to the EU;



- implement the EU Plan of Action on Gender Equality and Women's Empowerment in Development (2010-2015);
- conduct a regular dialogue and exchange of experience with the European Neighbourhood Policy partner countries;
- integrate equal treatment considerations into humanitarian aid operations.

## Horizontal issues

The Commission is committed to progressing equal treatment between women and men, paying particular attention to:

- the role of men in gender equality;
- disseminating good practice on redefining gender roles in youth, education, culture and sport;
- the correct implementation of European legislation, particularly [Directive 2004/113/EC](#) on equal treatment in the access to and supply of goods and services and [Directive 2006/54/EC](#) on equal opportunities;
- the governance and tools of gender equality, particularly through the drafting of an annual report on gender equality in order to contribute to a yearly top-level Gender Equality Dialogue involving the European Parliament, the Commission, Member States and key stakeholders.

## EU Horizon 2020 objectives

Three objectives underpin the strategy on gender equality in Horizon 2020:

- Fostering gender balance in research teams, in order to close the gaps in the participation of women.
- Ensuring gender balance in decision-making, in order to reach the target of 40% of the under-represented sex in panels and groups and of 50% in advisory groups.
- Integrating the gender dimension in research and innovation (R&I) content, helps improve the scientific quality and societal relevance of the produced knowledge, technology and/or innovation.

<http://ec.europa.eu/programmes/horizon2020/en/h2020-section/promoting-gender-equality-research-and-innovation>

## Links to gender strategies from UN agencies

(From <http://datatopics.worldbank.org/gender/regional-data> )

- **FAO:** The [Food and Agriculture Organization](#) of the United Nations conducts work on gender equality and food security, and develops resources and tools on gender-sensitive information across agricultural communities.
- **ILO:** The Bureau of Gender Equality at the [International Labour Organization](#) manages an extensive knowledge base on gender issues, conducts ILO Participatory Gender Audits, and has a Gender Helpdesk which responds to queries to help strengthen the capacity of staff and constituents to address questions of equality in their work.
- **WHO:** The [World Health Organization's Gender, Women and Health Network](#) has been piloting and developing capacity building materials to assist in the progressive mainstreaming of gender considerations in health sector activities.
- **OECD:** The [OECD Gender Data Portal](#) includes selected indicators of gender inequalities in education, employment and entrepreneurship for 40 countries, including OECD member countries, as well as Russia, Brazil, China, India, Indonesia, and South Africa.



## Gender strategy from IISD

The International Institute for Sustainable Development (IISD) aims to tackle gender issues such as this using an integrated approach that considers social, economic and environmental aspects of gender inequalities, a fresh way to address these challenges. Achieving gender equity is critical to sustainable development. In all societies women's and men's roles are socially constructed, but all too frequently gender-based disparities exist that disadvantage women; this impedes their development and hence that of humankind.

Our approach is to provide policy advice on:

- adequate food and water to increase personal security
- ecosystem services, thus creating economic opportunities
- information they need about their environment
- Striking a better gender balance in sustainable development decision-making
- Determining the gender impacts of sustainable development policies
- Reporting on gender issues arising during negotiations on the Rio Conventions and other relevant meetings

### Contents

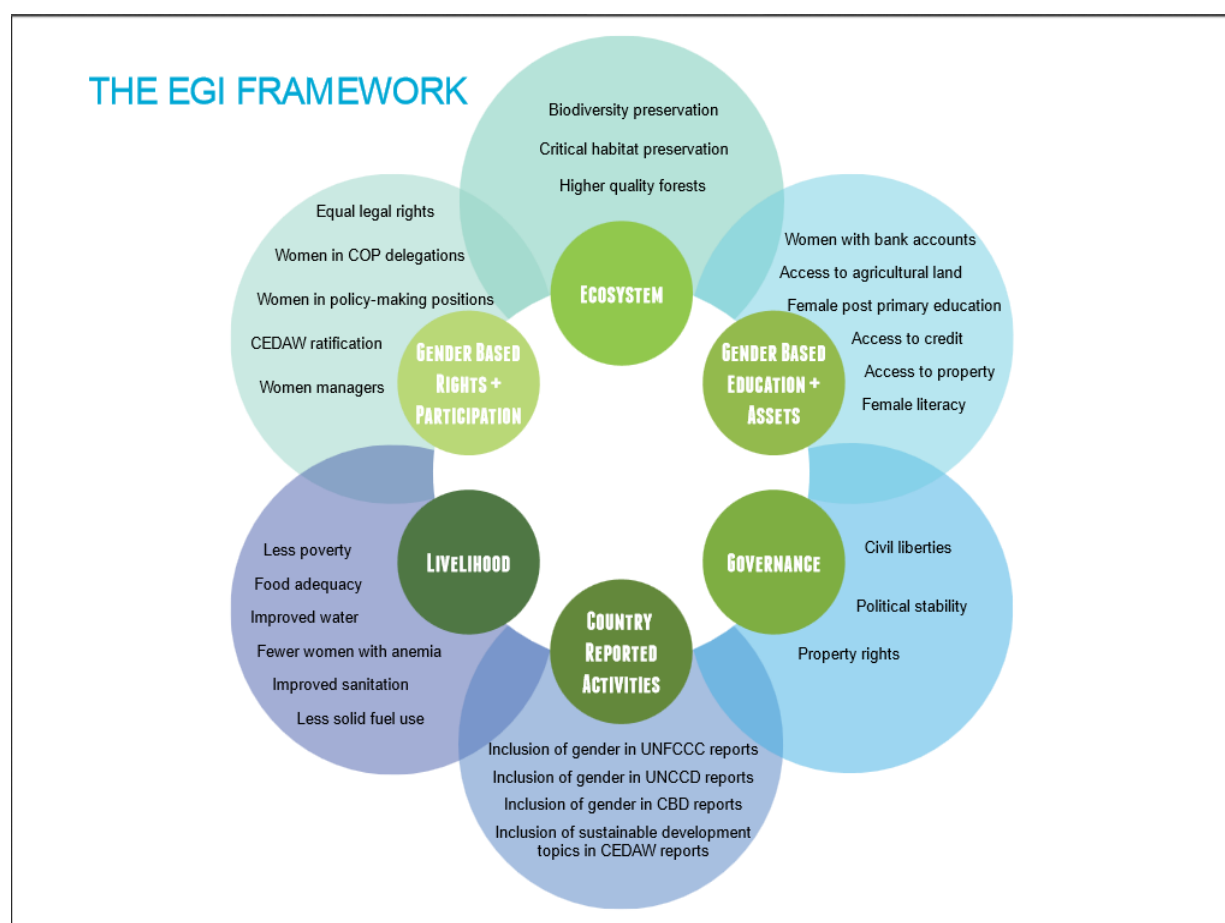
- [Equitable Access to Life's Resources](#)  
Ecosystems underpin life and, through human intervention, the resources and services they provide translate into environmental benefits and burdens that are inequitably distributed. One of the distributional fault-lines is gender, with women more likely to have limited access to necessary ecosystem services and the opportunities those provide.
- [Striking a Better Gender Balance in Decision-Making](#)  
Governance and policy decisions determine the distribution of environmental benefits and burdens. This compels us to question who is "steering" development, how governance structures are formed and whether the outcomes of governance processes are equitable and accountable and lead to sustainable development. Indeed, inclusion in decision-making processes affecting one's life is instrumental to development.
- [Gender Impacts of Policies](#)  
Many policies are gender-blind; they have been developed without considering gender impacts. In hindsight, a gender analysis would have resulted in different decisions being made and hence different policies. In the most optimistic scenario, gender-sensitive policy would provide more options so that women, as well as men, could be agents of change.
- [Reporting on Sustainable Development and Rio Convention Gender Issues](#)  
Transparency in decision-making is essential for progress. The collective conscience of humanity amplifies courses of action that support the many, rather than the few. This need also applies to gender issues, especially as women's voices have historically been muffled due to their relative absence from the halls of power. Additionally, reporting on gender issues generally increases awareness and elevates their importance.

## Annex 2: Type of position numbers CASCADE 2014



Organisation	2014	(5) w-Scientific manager	(5)m-scientific manager	(4)w-scientific teamleader/work package manager	(4)m-Scientific team leader/work package manager	(3)w-Experienced researcher (> 4 years and/or PhD holder)	(3)m-Experienced researcher (> 4 years and/or PhD holder)	(2)w-Early researcher (<= 4 years and/or PhD student)	(2)m-Early researcher (<= 4 years and/or PhD student)	(1)w- Other staff	(1) m- Other staff	total 14	total 12	women12	women14
1. ALTERRA/WUR	Netherlands	1	3			1*	3*			1		5	4	1	2
2. TUC	Greece				1		4	1		2	2	10	7	2	3
3. UNIBAS	Italy		1	1		2	1	1		1		7	6	4	5
4. CNRS	France	1	1*			1*			1			2	2	1	1
5. UALI	Spain	1	1				1	1			1	5	6	4	3
6. UAVR	Portugal	1	1			4	4	1	1	1		13	13	6	7
7. MEDES	Italy		1	1		1	1	2		1		7	5	4	5
8. UNIVLEED	UK				1	1	1					3	3	1	1
9. UNIBE	Switzerland	1	1*				1		1	2	1	6	7	3	3
10. UU	Netherlands		1			1						2	2	1	1
11. JRC	Italy				1			1				2	2	1	1
12. CUT	Cyprus		1		2		4	2	2	4		15	5	1	6
13. WU	Netherlands				1	2						3	2	1	2
14. CEAM	Spain		1		1		1			2		5	4	1	2
												85	68	31	42
<b>total positions held by men</b>			9		7		18		5		4	43			
<b>total positions held by women</b>		5		3		11		9		14					42
* or * = same person															

## Annex 3: Environment and gender framework



(IUCN 2013) Even though the Ecosystem category is very important to the EGI index, the complete lack of sex-disaggregated data for women's access, influence and decision making roles in biodiversity, sustainability, forestry, agriculture and fisheries meant that the indicators used were quite distant 'proxies' for what the EGI ideally intends to measure. Therefore the six categories were weighted as follows:

Livelihood 20% Ecosystem 10% Gendered Rights and Participation 20% Governance 20%  
Gendered Education and Assets 20% Country-Reported Activities 10%----- Total 100%