



# *Gender Equality Report Reporting Period 1*

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### Report Information

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1	WAGENINGEN UNIVERSITY	WU	Netherlands	NL
2	TECHNICAL UNIVERSITY OF CRETE	TUC	Greece	GR
3	AARHUS UNIVERSITET	AU	Denmark	DK
4	UNIVERSITAT DE VALENCIA	UVEG	Spain	ES
5	THE CYPRUS INSTITUTE LIMITED	Cyl	Cyprus	CY
6	NORWEGIAN INSTITUTE FOR AGRICULTURAL AND ENVIRONMENTAL RESEARCH - BIOFORSK	BIOFORSK	Norway	NO
7	UNIVERSIDADE DE AVEIRO	UA	Portugal	PT
8	LANDGRAEDSLA RIKISINS	SCSI	Iceland	IS
9	EVENOR TECH SL	EVENOR TECH	Spain	ES
10	UNIVERSITAET BERN	UNIBE	Switzerland	CH
11	UMWELTBUNDESAMT GMBH	EAA	Austria	AT
12	STICHTING INTERNATIONAL SOIL REFERENCE AND INFORMATION CENTRE	ISRIC	Netherlands	NL
13	JRC -JOINT RESEARCH CENTRE- EUROPEAN COMMISSION	JRC	Belgium	IT
14	ECOLOGIC INSTITUT gemeinnützige GmbH	EI	Germany	DE
15	UNIVERSITY OF LEEDS	UNIVLEEDS	United Kingdom	UK
16	STICHTING DIENST LANDBOUWKUNDIG ONDERZOEK	DLO-ALTEERRA	Netherlands	NL
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18	SVERIGES LANTBRUKSUNIVERSITET	SLU	Sweden	SE
19	AGENCIA ESTATAL CONSEJO SUPERIOR DE INVESTIGACIONES CIENTIFICAS	CSIC	Spain	ES
20	SLOVENSKA TECHNICKA UNIVERZITA V BRATISLAVE	STUBA	Slovakia	SK
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22	INSTYTUT UPRAWY NAWOZENIA I GLEBOZNAWSTWA, PANSTWOWY INSTYTUT BADAWCZY	IUNG	Poland	PO
23	UNIVERSITY OF GLOUCESTERSHIRE	UOG	United Kingdom	UK
24	RESEARCH INSTITUTE FOR KNOWLEDGE SYSTEMS BV	RIKS	Netherlands	NL
25	CRANFIELD UNIVERSITY	CU	United Kingdom	UK
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## Gender equality report RE CARE: A gendered approach for sustainable soils

### Summary

This is the reflection of the first gender reporting period of the RE CARE EU project from the 7<sup>th</sup> Framework program. With the RE CARE project the consortium wants to develop and validate prevention, remediation and restoration measures to restore soil functions and ecosystem services and to promote sustainable land management and land care. “ .....to stimulate renewed care for European soils!”

The gender dimension here is to understand the differences in positions, roles and approaches of men and women and prevent biases in these gendered roles and positions when changing the approaches towards soil threats into sustainable land use.

To secure this gender equality goal in the project three key issues are used: awareness raising, mobilization and data gathering. These issues are looked after within the research teams as well as among the stakeholders in the study sites.

Concerning the mobilization it appears that the amount of men and women in the research teams are well balanced, the positions however are out of balance because there are more women among the early researchers and more men among the experienced researchers and higher positions.

The stakeholders were identified by the topic of their involvement (agriculture, research, and water management etcetera), their role (land owner, community leader, retailer of products etc.), aim and sector (public/private) that relate them to the researched soil threat. Gender equality was mentioned in the preparation but not as a goal in itself. The results on the stakeholder participation in the first workshop show that some more effort can be made in the mobilization of women as well as men because they were out of balance. The data gathering among the stakeholders in the evaluation of the first workshop gave some interesting information. They were asked about their roles, their valuation of the soil ecosystem services (ESS), their approach of sustainable land management (SLM) and the impact on their roles when the land management changes. Women specifically reminded us of the health of future generations with sustainable soil management where men specifically mentioned terminology like efficiency related to crop production, the combination of these interpretations give a broad spectrum of the stakeholders valuation of the local soil and its possibilities.

The approach for the following project periods is to continue with the awareness of the gender balance in mobilization of project staff and stakeholders and gather more gender disaggregated data on this gendered ESS/SLM perspective, on the roles and impact of changes in land management approaches mainly based on the information given by the project partners and the involved stakeholders and to use this information in communication and reporting on soil care.

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## 1. Introduction

Statistics show gender inequalities all over the world for example: 30% of the world researchers are women and many barriers and obstacles discourage women from entering or pursuing a career in science. In Western Europe and USA this is 32% and in Eastern Europe this is 40%. (UNESCO, 2015).

Other remarkable rankings are the “gender gap rankings” from the World Economic Forum (WEF, 2014). They show that the gender equality gap (based on economy, health, education and politics) is smallest in the Nordic countries, to begin with Iceland (0.8 to 1) and largest in Yemen. (0.5 to 1).

The Environment and Gender Index (EGI) (IUCN 2013) monitors gender equality and women’s empowerment in the environmental arena. It compiles indicators on women’s involvement in international environmental delegations and leadership of large environmental institutions, green parties, and environmental ministries at the national level. (See Annex 3). It shows that women have less access to environmental decision making spheres at all levels. These results may be useful in the elaboration of a wide range of processes and frameworks, mainstreaming and ambitions, including the Sustainable Development Goals.



Gender mainstreaming for example, aims to strengthen the legitimacy of gender equality values by addressing known gender disparities and gaps in such areas as the division of labor between men and women; access to and control over resources; access to services, information and opportunities; and distribution of power and decision-making. (UNFPA 2005/2015)



The EU also has a gender ambition in Horizon 2020 noting that:

Gender is a cross-cutting issue and is mainstreamed in each of the different parts of the Work Program, ensuring a more integrated approach to research and innovation. Fostering gender balance in research teams, decision making and integrating the gender dimension in research and innovation content, helps improve the scientific quality and societal relevance of the produced knowledge, technology and/or innovation.

The expected impact is the increase of the scientific quality and societal relevance of produced knowledge, technologies and innovations by integrating an in-depth understanding of both genders' needs, behaviors and attitudes. It also contributes to the production of goods and services better suited to potential markets. (EC 2014)

The RECARE gender ambition makes the EU ambition concrete by integrating gender aspects through the innovative trans-disciplinary project approach in order to to develop and validate prevention, remediation and restoration measures to restore soil functions and ecosystem services and to promote sustainable land management and land care. ".....to stimulate renewed care for European soils!"

The gender aspects are integrated at each stage of the project, including mobilization, data collection and analysis in workshops and implementation, monitoring and evaluation of land care methodologies, communication and dissemination of the renewed insights.

This will be organized by gender equal policies in mobilization, awareness raising concerning the gender equality subject and data gathering from men and women in research teams and among stakeholders. Based on the gathered data an analysis is made with recommendations to the partners to adapt their approach towards the gender balance in the project team or towards the case study site stakeholders. Interesting development is that a gender expert is attracted as full partner to the project instead of subcontractor, to monitor and report the gender issues combined with stakeholder participation and communication issues. This gives a better insight into the interdisciplinary understanding of the soil threats and the implementation of the integrated approach to sustainable solutions.

## 2. The goal and approach

The overall goal for gender equality in RECARE is to improve the quality of the research through gender related data input and prevention of causing more gender inequality through the project. A Gender Action Plan will help to operationalize the aims and to change risks into strategies (Prages 2009).

The Gender Action Plan in RECARE has 6 issues: career (1), facilitation (2) and language issues (3) for all the research teams and specially for the study site research: SLM choices and valuation (4), data gathering (5) and monitoring (6). In overview:

Schedule 1: gender issues in RECARE

GAP RECARE Gender equality issues	Research teams and Stakeholders / user groups	
	Organization	Content
1. Gender equal mobilization, mentoring and career opportunities	x	
2. Work life balance and gender needs	x	
3. Gender neutral language	x	
4. Gender awareness and gendered knowledge in sustainable land use		x
5. Gathering gender disaggregated data (about division of labor, access to sources and budgeting, etc.)		x
6. Including gender in integrated environmental and social monitoring		x

### The approach

1. A questionnaire about these issues, asked to all project partners. (See Annex 1)  
First in January 2015, the results and follow up reported in plenary (2<sup>nd</sup> in '16 and final in '18)
2. Guideline exercises for women and men (their roles and valuation in land use methods) (WP4,5 Workshops)
3. Advice in reports about RECARE relevant gender issues regarding the project results and based on European agreements and international research.
4. A strategy to be developed: valuation of the gender impact of changes in soil treatment approaches and sustainable land use; roles, access and finance as part of environmental and social monitoring and based on participative valuation.

An **indicator** for gender equality is gender composition of the workforce. That's why we look at the numbers. It doesn't have to be 50-50 it however shows a good balance. Opportunities, equal remuneration and flexible working conditions are also indicators for gender equality in the working conditions. (Fairwork 2015).

### 3. Results gender and research teams

Let's look at the numbers from RECARE in 2014. In this chapter the numbers of the RECARE staff working for the research teams are being given as well as their positions (3.1), the action taken to gather a gender balance in the project team (3.2) and about salary differences among men and women in the RECARE staff (3.3).

#### 3.1 Gender balance in the research teams

There are 158 people working for RECARE 75 women and 83 men in percentage 47 % and 53 % of which you can say that it is a group with a gender balance considering amounts of men and women. You see in the schedule below the numbers divided in positions from PhD to scientific manager or coordinator. The numbers of staff and positions per partner are in Annex 2.

Schedule 2: Gender disaggregated data in the data in the RECARE project teams

RECARE							
Position number 2014	1	2	3	4	5	Tot	%
total women	14	18	30	7	6	75	47
total men	4	6	50	10	13	83	53
total per position	18	24	80	17	19	158	100
% men 2014	22	25	62	59	68	53	
% women 2014	78	75	38	41	32	47	

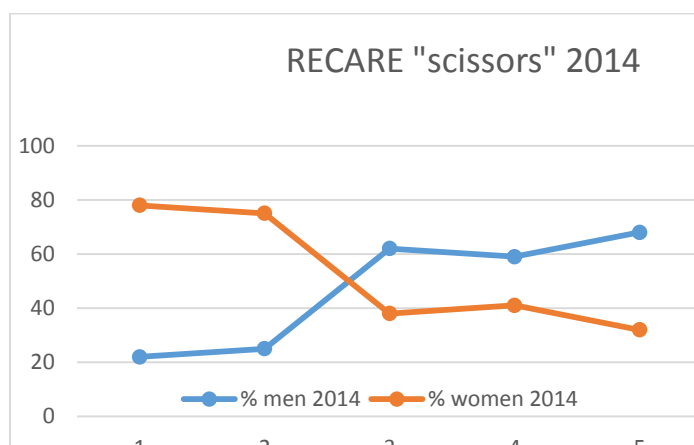
1= other staff

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/coordinator



Looking at the "Type of positions" still some gender trends can be spotted also among RECARE staff. We see here the scissors that appear from the RECARE numbers in percentages which is a lot more

balanced, still a change in numbers of men and women can be seen among the experienced researchers and beyond.

This “pair of scissors” is a common picture. For example the EU [She Figures 2012](#), shows that despite progress, gender inequalities in science persist. For example, while 50 % of EU graduate students in 2010 were female, women held 20 % of senior academic positions. “...the scissors cross once one reaches the doctoral preparation stage and the other levels that open the way to academic and research careers, the pipeline leaks, and at the very top, at grade A, we are left with just 20 % of women. Although women’s share increases over time at all levels, policies are needed to fasten the pace of women’s catching-up”. (EU 2012)

For those reasons the European Commission is trying to improve the gender balance by adopting strategies on equal opportunities for women and men within the Commission, setting targets for gender balance in senior management as well as in other posts. The European Institute for Gender Equality (EIGE) is working closely with JRC on the Gender Equality Index, which is a unique measurement tool developed specifically for the EU, presents gender equality gaps, adjusted to levels of achievement of Member States over time and across geographical areas, which makes the trend in the general situation of women and men in Member States more visible. (EIGE 2014) (JRC)

### 3.2 Action for a gender balanced research team

The next question in the RECARE questionnaire was about the action taken for a gender balanced research team:

**Did you actively try to achieve and to keep a gender balanced project research team (involving men and women)? If so, how? If not, why not?** (The numbers between brackets correspond with the partner numbers, see also Annex 2)

Seventeen partners responded “no” to this question, 7 partners responded otherwise, they mentioned it a coincidence for example if there was a balance among men and women. One partner said they did “attract more women to join the research team”. (4)

Some answers show a combination of gender awareness and coincidence of the gender balance in the mobilized team. “We have equal rights and opportunities for women and men participating in research activities. The Water Resources Management and Coastal Engineering laboratory currently has a well-balanced personnel with 5 women and 6 men working under the scientific supervision of a male leader. During the selection of the personnel for the project team, men and women were equally mobilized. Nevertheless, additional skills and background were required for the establishment of a strong RECARE team. The new members that joined the group for the purposes of RECARE happened to be biased towards male participation”. (2)

#### Qualifications

Several partners mentioned their selection was being based on scientific qualifications (3), based on capacity (3, 6), to do the job, including language, experience, team spirit and enthusiasm (3), best

profile (6), expertise and availability (10). We have team members in position based on the basis of relevant expertise, which in the case of Leeds was nicely split across genders (15). The composition of the group depends on the selection procedure which is driven only by meritocratic criteria (26).

Austrian Environment Agency employs women and men in equal shares at all management levels (except the top level) (11).

As a small institute we don't have much choice and have to look for the people with the right competences (12). I own a SME, no other staff involved (17). Our company just includes 2 people and both are involved in almost all projects due to the different expertise of these individuals (24).

Gender is not (or a minor) consideration for its value for the overall team spirit (5). Currently, 3 researchers are involved in the project RECARE and they are men (13). Our team consist mostly of female researchers so no additional activity was needed. (14)

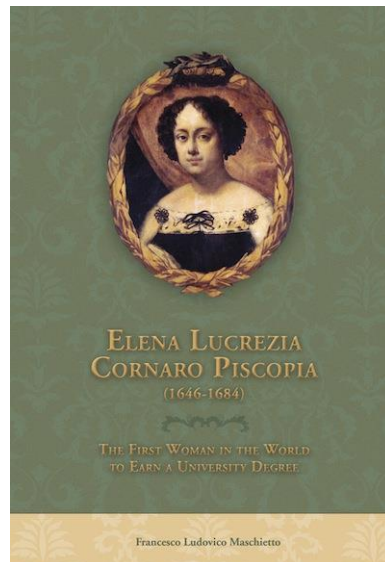
It is obvious that academic excellence is first priority in mobilizing the research team. The intention of the gender equality goal here is that we consider in RECARE both men and women in these positions. As stated by Leeds University: "Our pursuit of academic excellence will continue to be based on increasing knowledge, respecting academic freedom, encouraging critical independent minds and promoting creativity and new approaches to education, research and innovation within an ethical framework. None of this is possible without constant commitment to collegiality, mutual respect, openness and transparency, equality and inclusion and continuous improvement in the services we provide to students and other partners." (As put in scheme below.) For this equality and inclusion target there is an elaborate strategy with a policy, a communication plan and a juridical statement. (Leeds 2014).



Family friendly working conditions mentioned are: Flexible working hours, possibility to work at home, subsidies for child care (government), possibilities for child care on campus.(1)

The women are involved especially in the research activities (documentation, lab. activities, etc.) and the men are involved in field activities (soil sampling, field study), according with their specialization. Both of them are involved in the stakeholder interaction (21)

In our first RECARE plenary field visit to the case study site of our partner from Padua we were proudly introduced to the Universities history with the first woman to receive a doctoral degree Elena Lucrezia Cornaro Piscopia (1646-1684), she was a mathematician, philosopher and theologian and received her degree at the University of Padua.



### 3.3 Salary scales

According to statistics published by the Australian Bureau of Statistics, there is a pay gap in Australia between women and men. In February 2011, the average weekly earnings for full-time workers were approximately 17% lower for women than for men. Achieving gender pay equity in your workplace: In simple terms, gender pay equity is about ensuring that both women and men are paid fairly for the work they perform. Equal pay is not just about equal wages. Equal pay takes into account discretionary pay, allowances, performance payments, merit payments, bonus payments and superannuation. (Fairwork 2015)

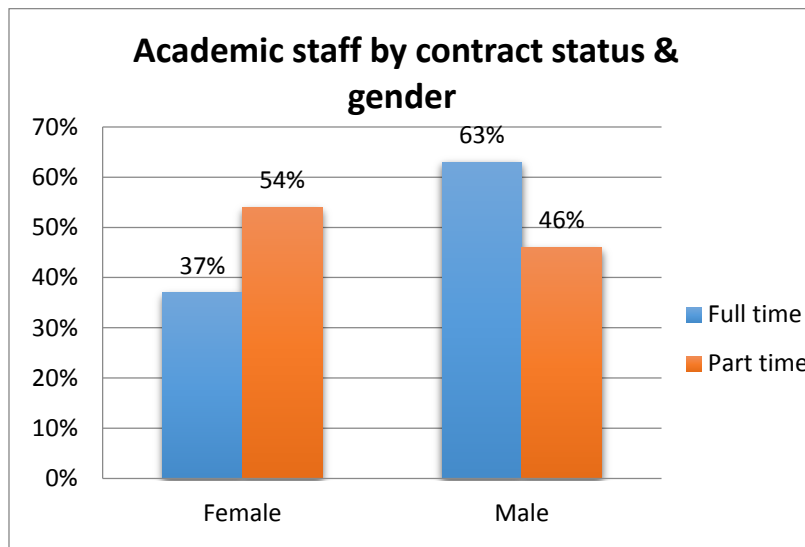
The other question about the RECARE research team is about the salaries:

**“Is there a difference between the salary scales of the men and women in similar positions working in your team? If so, how come?”**

The aim of the question is to find gender differences that occur in payments in comparable tasks. One responded with a “yes”, without further details (20). Another admits there is some difference due to the men being older and with longer experience, although their position is not higher (10). Another partner has two female experienced researchers who have the highest salary (based on their experiences) (6).

Sixteen partners responded with “no”, 3 didn’t answer the question and seven responded: “Yes, because ...” This was about differences in position and experience, income difference because of age,

part time contract, fixed term contract and scientific background. However not directly for gender reasons. Indirectly one can make a difference among men and women in part time work. If this is paid less per hour because it is part time and more women are contracted that way it is indirectly causing a gender gap. This was not part of the question in RECARE. To get insight in these numbers one could follow the data gathering as in the University of Leeds as below. (Leeds 2014)



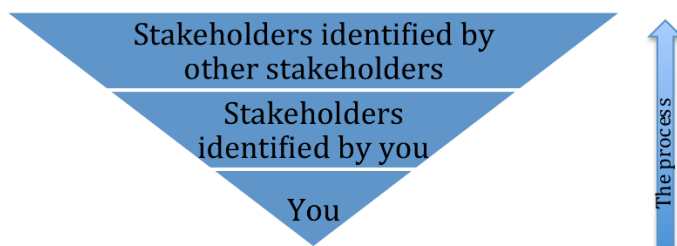
While gender equality has proven on the work floor that it leads to better company results (Mazumdar 2015), not much is known yet about the influence of gender performance on the content and results of scientific research. Gender disaggregated data gathering will be necessary to know more about gendered impact.

## 4. Results gender equality among stakeholders

This chapter is about stakeholder involvement. To involve the stakeholders an approach was designed for RECARE on stakeholder identification for the study sites to get a relevant stakeholder platform. This approach is briefly explained and appointed where the gender equality target is woven in its explanation (4.1), the gender disaggregated numbers of involved stakeholders (4.2) and roles of men and women stakeholders in the soil threat or land use (4.3), their valuation of ecosystem services (4.4) and their approach towards sustainable land management perspectives (4.5) and the impact of changes (4.6).

### 4.1 Stakeholder identification

A protocol is made for RECARE about how to gather the relevant stakeholders in three stages with a “snowball effect”, whereby you ask the stakeholders you identified if they can refer to other stakeholders:



The snowball sampling process (Leventon 2014)

The stakeholders were very profound identified concerning their topic, role, aim and sector that relate them to the researched soil threat. Gender equality was mentioned in the preparation but not as a goal in itself. In the RECARE instructions about how to contact your “sample” is not explicitly mentioned to get a gender balance among the stakeholders, it is however stated as follows:

“ ... When contacting stakeholders at the farm level, please do not ask solely for the farmer, or for Mr. Name. Particularly if the farm is a family business, it is important to **include those members of the family that might be involved in decision making on the farm**. If we only speak with the most visible farmer, we may not capture organizations that **target young or female farmers**. Perhaps ask to speak to the family, or **try to include various family members in the sample rather than always the most visible person.**”

In the questionnaire to the stakeholder one question (2B.1) is referring to women target groups:

“Which information channels do you usually use, or which events / meetings do you visit if you want to obtain information, discuss or exchange experiences on questions related to land management? Please specify. Clubs, organizations or societies (e.g. Young Farmers Association, Women’s Institute):”

In document 4. FAQ’s: Sampling and approaching stakeholders: “I contacted a stakeholder to talk to them, and they are reluctant or have refused. What do I do?” Part of the answer here is:

If the participant refuses, this is OK – don’t hassle them about it. You can try another stakeholder – maybe even someone else within that farm or organization. Try to make sure that your replacement stakeholder keeps the gender balance. If a



participant refuses, be sure to still include them in future communications in case they wish to be involved later on.”

Stakeholders are generally defined in the RE CARE identification process as: Anyone who can affect, or be affected by, an action or a decision (after Freeman, 1984). They may have different interests and act at different scales and some may be hidden. They might be an individual, a member of an organization, or an organization itself. With this definition the focus is more stressed up to the interests

of the stakeholders than on the diversification of the invited stakeholders. Looking at the results we can see what happens if gender is not particularly an issue in the identification.

However not stressed, in the RE CARE training for workshop moderators (Wageningen, September 2014) in the “Establishment of stakeholder platforms” is mentioned that getting all relevant stakeholders on board or work on a “multi-stakeholder approach” in the platforms and in the workshops is done by taking into account the balance in for example gender roles and knowledge.

In the same training for workshop moderators about stakeholder platforms is mentioned: a “diversant of stakeholders” as a range of sectors, topics, roles; both sexes and different age groups and to avoid passing over stakeholder groups.

#### 4.2 Numbers of men and women in the 1st workshop

*The references between brackets in this part (like CS 11) mean the Case Study number in RE CARE.*

In total 102 women and 295 men were joining the first RE CARE stakeholder workshops. With a total of 397 stakeholders it makes 26% women and 74% men joining the workshops. The question to the Case Study sites was: **“How many women and how many men will be/are invited?”**

The question was sent to the research teams before all the workshops were held. Most respondents answered the question with the numbers that showed up, some added the numbers of invited persons and some explained how the invitations were send. The participants themselves were asked after the workshop to fill an evaluation form, including if they are “man or woman”. The numbers are now complete as far as possible.

The peat land study site in the Netherlands had a meeting with stakeholders before the RE CARE workshop was organized, the respond to this question is:

“We never invited gender specific. Workshops and demonstrations for farmers during daytime were almost exclusively visited by men. In the evening about 30% was women. Other stakeholders such as representatives of water boards and provinces are 60-70% men and 30-40% women. The latter stakeholders represent their organization and there is no gender dependent difference. Therefore we will only consider farmers in the next questions.” (CS 11)

Other reactions about the invitations were: “We invited 13 women and 19 men plus 18 invitations were directed to farms or quarries, which did not have a named recipient, however are likely to be men. (4 women and 7 men participated). (CS 17)

The invitations were send to 20 farms. Mostly the email was read by the women (so 20 women were invited), but about this number of men showed up (CS 13).

#### **Gender in the case study (CS) sites: numbers**

In the table below you see the numbers of women and men per CS site. Nobody was especially prepared to involve a balance of men and women, apparently if you don't, it shows a gender bias. We can see what we can do about it within the project context. It may ask for a different approach for example the Dutch site Olden Eibergen invited the farmer's families, however 20 men were at the workshop. The other Dutch workshop had 30% women in the workshops when they were organized in the evenings. The gender balance among stakeholders (water boards, provinces) is about 60-70% man and 30-40% woman. Invitations for the meetings are general or because of their function.

**Gender disaggregated data of stakeholder participation in the case study (CS) sites 1<sup>st</sup> workshop:** numbers of women and men and (between brackets) numbers that are invited.

Schedule 2 RECARE case study sites: stakeholder participation in the 1<sup>st</sup> workshop

Case study sites (Partner number)	soil threat	women	men
1: (10) Frienisberg, Switzerland	Soil erosion by water	7 (8)	12 (23)
2: (7) Caramulo, Portugal	Soil erosion by water	8 (9)	14 (19)
3: (5) Peristerona, Cyprus	Soil erosion by water	6	18
4: (2) Timbaki, Crete, Greece	Salinization	3 (5)	17 (26)
5: (3) Aarslev, Denmark	Compaction	3	43
6: (22) Poznan and Wroclaw, Poland	Sealing	3	7
7: (4) Canyoles River Basin, Spain	Desertification	15	50
8: (8) Gunnarsholt, Iceland	Desertification	15	20
9: (6) Vansjø, Hobol Catchment, Nrw	Flooding	13	11
10: (20) Mjava, Slovakia	Flooding	5	7
11: (1) Veenweidegebied, Neth	Loss organic matter in organic soils	30%	70%
12: (18) Broddbo, Sweden	Loss org. matter in org. Soils	4	9
13: (16) Olden Eibergen, Netherlands	Loss organic matter in mineral soils	0	20
14: (26) Veneto region, Italy	Loss org. matter in min. Soils	2	23
15: (19) Guadiamar, Spain	Contamination	7	27
16: (21) Copsa Mica, Romania	Contamination	7	10
17: (25) Isle of Purbeck, UK	Soil biodiversity	4 (13)	7 (19)
	<b>Total 397</b>	<b>102</b> (26%)	<b>295</b> (74%)

The conclusion is that the data show no gender balance in the study site workshops stakeholder participation. When it comes to this gender imbalance, many reasons can be considered, and it is good to think about ways to find out if the women are forgotten stakeholders and how they could still be involved. They can also be no stakeholder but still have a role or be a stakeholder but not feel invited, etc.

For the project it is important to not discriminate or forget the women and prevent the research in the Case Study sites from having a negative impact on the role division when the changes are being implemented.

### 4.3 Roles of women and men stakeholders

Knowing the roles of men and women in the case study sites gives us insight in their relation, influence or motivation for their concern about the soil threat of the area. This will also have an influence on their valuation of the ecosystem service of the land and the choice of the sustainable land management approach. The question on the roles is: **What role do the women and the men have in the approach of the soil threat and/or the land use?**

From the responds appears that generally women stakeholders in the different case study sites come from NGO's and governments, from institutional stakeholders. Men stakeholders are more often the farmer, the land owner, and from the private sector. Anyway both are also in the institutional and advisory roles and information providers and mayor.

More specifically women roles among the RECARE stakeholders are mentioned:

- representing an NGO, (CS 2, 4, 5 and 10) or a GO (CS 2)
- institutional cantonal or federal representatives (CS 1)
- head of the department of the environment of the local municipality, (CS 4)
- head of the department of environment of the prefecture of Crete (CS 4)
- regional government and private sector agriculture (CS 14)
- farmer consultancy, (CS 5)
- journalist (CS 4)

And: "Giving reflection to farmer husband's ideas. The women have to be convinced. The farmers learn about new techniques, new systems and other ways to run the farm. And therefore the men have to make sure they are proposing a good alternative."(CS 13)

And specific men's roles mentioned are:

- Farmer (CS 10), education, farmers union representative, agricultural consultant, mayor, local water manager, elected official, head of water authority of the prefecture (CS 4)
- land owner, providing finance or services to land owners, managers, workers (CS 16)
- farm managers, (CS 1)
- land managers, private sector (CS2)

Mainly farm managers, and representatives of communal, cantonal and federal institutions Main stakeholders are often men. Specific role has to be investigated (CS 1)

The roles mentioned to be covered by men and women are:

- farmers, education, agricultural consultant, farmers union, local water manager, elected official, mayor, head of the water authority of prefecture of Crete (W/M) (CS 4),
- Land owners, information provider to land managers, land workers and public (CS 16).
- Water board- members, farmers association, local and regional authorities (CS 9).
- Technical, practical, scientific (CS 3).
- Women and men have several roles: advisory, land users, or interest in the health of the land without directly using it (CS 17).
- Many roles that differ from private sector to public enterprises, (CS 14).
- They (W/M) are mainly farmers, owners of farms and workers at the cooperatives (CS 7).
- Mayor, water authority (CS 10).

Following the RE CARE responds, most roles from farmer to mayor are occupied by both men and women with some accent towards women roles in the institutional and public sector and some accent towards the men's roles among farmers and in the private sector.

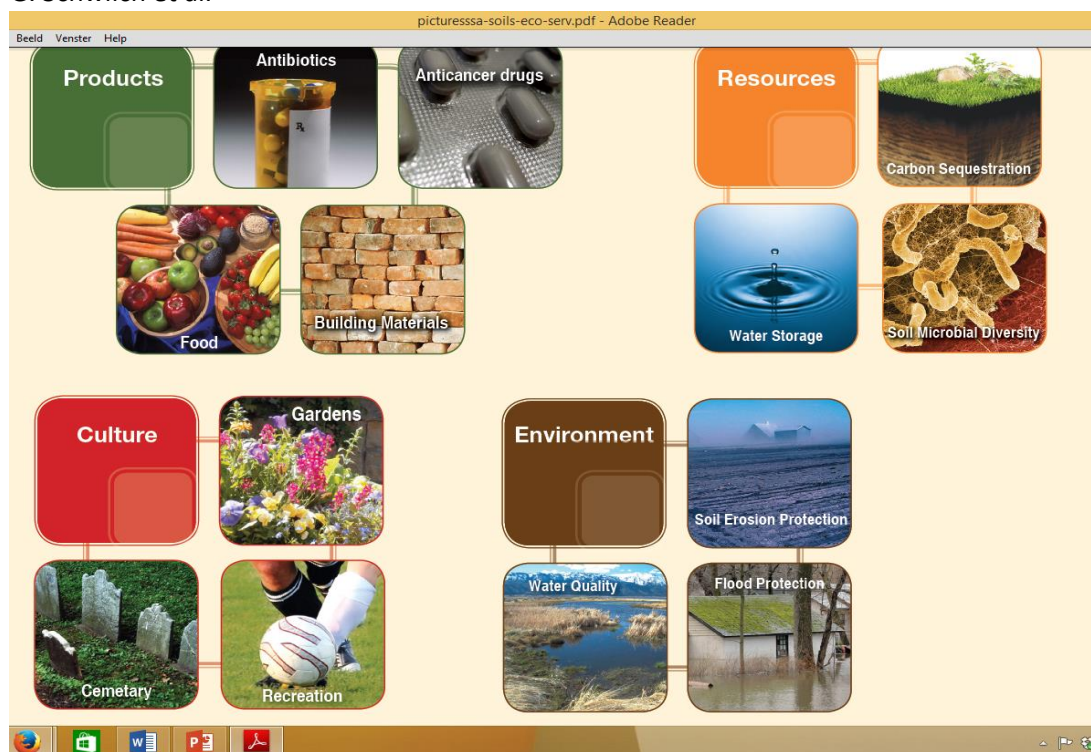
#### 4.4 Stakeholders values of ecosystem services (ESS)

The question about Ecosystem Services was: Considering the roles of men and women stakeholders in the project: **What values would women and men consider in local ecosystem services (ESS)?**

Although this question will be more appropriate in the 2<sup>nd</sup> stakeholder workshop, it is interesting to see if there is a tendency among men and women to differ in valuation of the soil services. However most respondents (men and women stakeholders from the 1<sup>st</sup> case study site workshops) referred to the common ESS as valued by men and women. These are for RE CARE the soil function and ESS values of:

- Provision (products, raw materials),
- regulation and maintenance (resources and environment, like soil fertility, water regulation),
- and culture (inspiration, recreation).

See examples in the pictures below, an elaborate ESS framework for RE CARE is under construction by G. Schwilch et al.



(Picture from the Soils science society of America: [www.soils.org](http://www.soils.org))

Women in the Case study site workshops mentioned as values in local soil related ecosystem services (ESS):

- increase of soil fertility (CS 10),
- balance between the different ESS (CS 14),
- health and conservation for the next generations (CS 4)

Where men specifically mentioned:

- the increase of crop production (CS 10),
- No information about the differences between men and women. However, we may say that the most voted soil function in the stakeholder WS was nutrient cycling, filter and buffer. The second most voted were the medium for plant growth and engineering medium. These two functions were voted by land owners. (Most land owners are men here) (CS 2)

However little information was gender specific, it is interesting information that is worth to research more. Because the valuation of the soil will influence the choice for sustainable treatment. For sustainable management it is important that the soil functions are understood well. If women are sensitive to these long term health and fertility issues, they could have an important role in the choice of the land use methodology to prevent the soil from further degradation.

## 4.5 Stakeholders about an SLM approach

Considering the roles of men and women stakeholders in the project: **Which approach would women and men chose in changing their land use to Sustainable Land Management (SLM), considering the local soil threats?**

It is interesting to see that a few answers actually trigger to get a more profound picture. The women are concerned about:

- The sustainability of the agricultural use of the land (CS7).
- Legislative approaches (CS10).
- Training and raising awareness related to change the land use in order to reduce the human exposure to contaminants through food chain (ex. change the land use from annual cropping to biofuel production, afforestation of contaminated land, etc.) And: Developing the alternative sources of income for private individual (tourism, manufacturing of raw materials, etc.) (CS16).
- The women were “Enthusiastic about the potential of health improvement and nature conservation for the next generations.” (CS4).

“We have no information about the differences between men and women. More important than being men or women is the role of stakeholder. Some participants belong to NGOs or GOs, which would greatly benefit from changes in SLM.” (CS2)

Men mentioned:

- Changing of farming system (Technologies: Management/technical/agronomic) (CS10)
- Men value approaches that increase efficiency while being sustainable (CS4).
- Lobby for improving the legal framework for such contaminated land (subsidies for land owners from polluted area, etc.) (CS16).
- SLM chosen by direct land users in nature-conservation orientated, meaning that farm management practices are conducted in a manner that preserves the biodiversity (CS17).

Most partners mentioned that the opinions of men and women didn’t differ, that both are concerned by the issues of time and money.

The main interest of BOTH men and women is the value for money: does the measure (in our case installation of submerged drains) have a positive effect on management and/or profit of the farm. Secondary is the long term perspective: What are the advantages in the future if we do this investment, or if don’t do this investment what is the punishment? We didn’t ask men and women separately whether they want profit on the short term (no investments) or security in the long term (invest in measures to reduce soil degradation). (CS 11)

We didn’t discuss this explicitly, but for both men and women sustainable crop production means a lot. Considering that most farms are managed by the farmer and his wife (and sometimes one extra pair of hands) there is a high workload, so all changes to sustainable land use that ask for more hours of work will not be implemented or will be rejected after a while, simply because of the lack of hands. So, when increased soil organic matter results in higher water holding capacity, leading to a reduced risk on drought, this will imply that less hours and money are spend on installing the water supply. (CS13)



It can be concluded that for both men and women sustainable crop production means a lot and they want it especially if it has a positive effect on farm management, on profit and when it is time saving and reduces soil degradation. Some women respond also with the issues of awareness raising, training, legislative approaches, health and future generation. Men stressed farm efficiency but also biodiversity, legal framework and sustainability. Although the subjects partly cover each other, the gender differences deserve attention because broadening the perspective may help to choose for sustainable management of the soils.

#### 4.6 The impact of changes on the gender roles in land use

Finally the question about the impact: Considering the roles of men and women stakeholders in the project: **What impact would the potential solutions or changes in SLM have an on the roles the women and men are used to have?**

One remarkable answer here was: “When organic farming or other changes into a more sustainable land use is done women are strongly supporting them more than men” (CS7).

Most respondents however said there is no impact on the role of women through changes to more sustainable land use. Sometimes a respondent wants to change the focus away from the gender related questions:

We are speaking about management of physical systems (the soil ecosystem). Hope and think that the issues “live their own life”. (CS5)

Soil degradation has of course an impact on the entire social life this was described in the Spanish mining area:

The mining spill had a major ecological (degradation of the area, loss of biodiversity, etc.), economic (land seizures, loss of agricultural employment and mining, cost management and recovery of a contaminated area, market loss of other agricultural and fisheries, etc.), productive, and sociocultural (landscape impact, health risks, elimination of farmers harvesting, fishing and hunting, etc.) impact. (CS15)

What we want to know is the impact on the life of the stakeholders and if the approach helps the men and the women.

We have no idea what values they will consider in local ecosystem services because of gender or what approach in changing their land use in the future because of gender. (CS12)

Conclusion on the impact of changes on gender roles is that the case study site respondents do not see a possible impact of the changes in land use methods on the roles or a gender bias that could occur through the changes. Of course the question is asked in an early stage of the project where choices still have to be made and with the intention to keep the case study site partners aware and alert on this issue. That is exactly why the gender equality and awareness issue is stressed in the approach to be inclusive from the beginning and not create a gender bias throughout the course of the research.

## 5. Analysis

Looking at the goals, the approach and the results, where are we in gender equality in RECARE and what can be done? There are three goals in RECARE gender equality: **awareness raising**, **mobilization** and **data gathering** in the research teams and among the stakeholders.

Awareness raising is about understanding the issue of gender equality, not as a self-evident state of the art, but as an issue that is part of a social context that is not everywhere interpreted the same way and it changes and therefore has to be taken care of as part of the approach in order to at least prevent new forms of gender biases. The mobilization of the research teams and the stakeholders is an important start therefore.

The mobilization in gender equality means that if there is a vacancy in the research team or when approaching stakeholders in the case study site, to keep mobilizing men and women by inviting them explicitly. And to think of the balance among men and women in the teams if there is choice with the same quality. Other aspects like flexibility in working hours, can be dealt with. It is obvious that academic excellence is first priority in mobilizing the research team. The intention of the gender equality goal here is that we consider in RECARE both men and women in all the positions.

Results in mobilizing the research team in a gender balanced way is very successful in terms of a gender balance in amounts: There are 158 people working for RECARE 75 women and 83 men in percentage 47 % and 53 %. In terms of positions that is some outbalanced: more women among the early researchers and more men in the scientific manager and coordinator positions.

Results in stakeholder mobilization for the case study sites workshop is: in total 102 women and 295 men were joining the first RECARE stakeholder workshops. With a total of 397 stakeholders it makes 26% women and 74% men joining the workshops. The conclusion about the stakeholder participation in the study sites is that the data show no gender balance in the study site workshops. When it comes to this gender imbalance, many reasons can be considered, and it is good to think about ways to find out if the women are forgotten stakeholders and how they could still be involved. For the project it is important to not discriminate or forget the women and prevent the research in the case study sites from having a negative impact on the role division when the changes are being implemented.

About the data gathering in the study sites, the evaluations of the workshops are useful moments to gather the data gender disaggregated, meaning separate data from men and women. The evaluation gives the opportunity to know if there are differences among men and women in numbers, roles and opinions about ecosystem services and sustainable farming on valuable soils. And about the concerns for the changes in the farming system for the roles of men and women.

The roles of the stakeholders according to the respondents, from farmer to mayor are mostly occupied by men and women. With some accent towards women roles in the institutional and public sector and some accent towards the men's roles among farmers and in the private sector.



The issue of soil ecosystem services valuation leads to the conclusion that however little information was gender specific, some interesting remarks were made by women about long term fertility of the soils and health perspectives for future generations where some men mention crop production, nutrient cycling, filter and buffer. It is interesting gendered information that are complementary to one another, broadening the spectrum. It is worth to research more this gendered valuation. Because the valuation of the soil will influence the choice for sustainable treatment. The soil functions have to be well understood for sustainable management. If women are sensitive to long term health and fertility issues, they could have an important role in the choice of the land use methodology to prevent the soil from further degradation.

The same can be said about the approach towards Sustainable land management. It can be concluded that for both men and women sustainable crop production means a lot and they want it especially if it has a positive effect on farm management, on profit and when it is time saving and reduces soil degradation. Some women are also concerned with the issues of awareness raising, training, legislative approaches, health and future generation. Men stressed the farm efficiency and also biodiversity, legal framework and sustainability. Although the subjects partly cover each other, the gender differences deserve attention because broadening the perspective may help to choose for sustainable management of the soils.

We also asked whether the changes in land management approach would have an impact on the stakeholders' roles. What we want to know is the impact on the life of the stakeholders and if the approach helps the men and the women to improve their role. That is why the gender equality issue is stressed in the approach to be inclusive from the start and not create another bias.

Conclusion on the impact of changes in land use methodologies on gender roles is that the case study site respondents do not see a possible impact of the changes in land use methods on the roles or a gender bias that could occur through the changes.

## Recommendations

The well balanced research team in terms of gender is something to cherish during the project. Keeping in mind that this is not self-evident it is good to be aware of a balance when there are (about to be) changes in the team. Some gender related leaves can be prevented with flexibility in the working schedules or discuss possible adaptations on the working floor or with remote IT solutions.

For the stakeholder involvement an approach is suggested in the information, to send invitations to Fam. Farmer, to make the role of the women in the farming decision making, ownership questions and knowledge issues (or lacking of knowledge) explicit by asking. If very little women showed up in the first workshop a separate meeting for the women could help to understand their involvement.

The stakeholder roles as described in the responds are in some study sites different for men and women. Therefore it will help to remind the gender balance when looking for and inviting stakeholders for meetings, explanations and workshops so that RECARE cannot have a discriminatory effect on the local gender balance. If it appears difficult to reach the women stakeholders, discuss the issue locally and within the project, it is interesting for every partner to share solutions. And also make pictures and share them with stories and quotes by men and women about soil treatment, threats and soil care. Social media are making this easier.

In general not much is known yet about the influence of gender performance on the content and results of soil degradation and sustainable land management. Gender disaggregated data gathering will be necessary and interesting to know more about gendered impacts on the issue.

This report can only be made with the input of the RECARE partners from the research teams as well as from the case study sites. This is the gender report of the first RECARE reporting period. There are three reporting periods, two following in 2016 and 2018. The input of the partners in the mentioned gender issues and by responding to the related questions will be necessary and crucial for the success of gender equality in RECARE. The gender report will be written by Corepage (partner 17) and be attached to the management report each reporting period.

Consult and Research on Participation and Gender in environmental issues Corepage 

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## Annex 1: Questions about gender in RECARE in the 1<sup>st</sup> reporting period

Participant number.... / Name institute .....

1. What is the **type of position** within your RECARE **research team**?

1st project year, November 2013 until January 2015	Number of Women	Number of Men
Scientific manager/coordinator		
Scientific team leader / work package leader		
Experienced researcher (> 4 years and/or PhD holder)		
Early researcher (<= 4 years and/or PhD student)		
Other staff		
Total number of women and total number of men in your team working for the RECARE project		

2. Did you actively try to achieve and to keep a gender balanced project **research team** (involving men and women)? If so, how? If not, why not?.....

3. Is there a difference between **the salary scales** of the men and women in similar positions working in your team? If so, how come?.....

Questions for the RECARE teams with a **case study site** (please put your responds in the table below);

4. About the **stakeholders** that will be/are invited for the 1st Workshop

(4.1) How many women and how many men will be/are invited?

(4.2) What role do the women and the men have in the approach of the soil threat and/or the land use?

Considering the roles of men and women stakeholders in the project:

(4.3) What **values** would women and men consider in local ecosystem services (ESS)?

(4.4) Which **approach** would women and men chose in changing their land use to Sustainable Land Management (SLM), considering the local soil threats?

(4.5) What **impact** would the potential solutions or changes in SLM have an on the roles the women and men are used to have?

Responses to question 4	women	men
4.1 Number invited to 1st WS?		
4.2 Role in soil threat /land use?		
4.3 Values of ESS ?		
4.4 Approach in SLM choice?		
4.5 Impact changes on roles?		

## Annex 2: RECARE partners and positions

	RECARE Organisation Nov '13- March '15											
	(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 15	women
1	2	3							1		6	3
2				1		7	3				11	3
3				1		4	1*		1	1	7	1
4		1		1	3	5					10	3
5			1			3		2	1		7	2
6				1	2	1	1				5	3
7		1	1*		5	1*	3	1	1		11	6
8		1	2						1		4	3
9	1							1			2	1
10			1		2	3	1				7	4
11					2	1					3	2
12		1			1*	3			1		5	1
13				1		2					3	0
14			1		2	1	1		1		6	5
15					2	2	1				5	3
16	1	1		1	1		1		1		6	4
17									1		1	1
18	1	1			1*	1*					2	1
19				1	3	3	3		2	2	14	8
20		1	1	1	2	2	3	1	1		12	7
21				1	5	4				1	11	5
22		1				1		1	2		5	2
23			1			2	1				4	2
24	1			1							2	1
25		1			1		1				3	2
26						3	1				4	1
28		1							1		2	1
Totals	6		7		30		18		14		158	75
1*1*:		13		10		50		6		4	83	

## Annex 3: Environment and gender index (IUCN 2013)

# THE EGI FRAMEWORK

