Workshop | Promoting Gender Equality in R&I Projects to Drive the Mediterranean's Green Transition

6th June | 9h30 CET | Online event

Gender-SMART Project

Nadine Zakhia-Rozis

Organized by

Presented by

EUROPEAN YEAR OF SKILLS

#EUGreenWeek PARTNER EVENT
Why to address Gender dimension in research, education and funding institutions?
Evolution of European and International Policies & Regulations (SGDs, Equality and Equity, Diversity and Inclusiveness)

Gender is one of the pillars of Responsible Research and Innovation in Europe (science and society, cutting issue in H2020 calls)

Now considered by donors and foundations as an assessment criterion of the project proposals

Women are essential stakeholders in worldwide agri-food systems, often invisible and unseen
GENDER-SMART PROJECT: SCIENCE MANAGEMENT OF AGRICULTURAL & LIFE SCIENCES, INCLUDING RESEARCH AND TEACHING
2019-2022

Oriented towards institutional and operational changes

#824546
The project in a nutshell

- 9 partners
- 4-year project
  - 01/01/2019 to 31/12/2022
- Total budget: 3 162 527 €
  - EC contribution: 2 898 722 €

www.gendersmart.eu
GenderSmart_EU
The Gender-SMART project

**EXPECTED OUTPUT**

- Designing & implementing fully-fledged Gender Equality Plans (GEP) for 7 GEP implementing partners
  - Built around 4 “challenges” (thematic WPs)
  - Tailor-made
  - Fully operational
  - Long-lasting

**EXPECTED IMPACT**

- Women and men in these organizations have equal career opportunities and equal decision-making power
- Their gender-sensitive institutional strategies and research generate fully inclusive innovation processes
Major achievements

GEP implementation (1/2)

• All partners have **gender equality values** that have been co-designed in their institutions and shared within the consortium

• **Institutionalisation of gender issues**: mainstreaming of gender in strategic documents
  o Inspiring and guiding the **institutional strategic evolution** of partners
  o 2 levels:
    • Scientific orientations and partnerships
    • Human Resources: procedures and agreements on teleworking, geographic mobility, career management, recruitment, family / professional life balance
Major achievements

GEP implementation (2/2)

- Continuous and sustainable change in knowledge, practices and behaviours in partners’ institutions:
  - Networks of change agents
  - Trained HR services
  - Community of Practices (Gender in Research content)
  - Inclusion of gender issues in project calls and proposals
  - Gender sensitive communication guidelines
Important growth in terms of internal capacity for driving change. In particular: skills for applying participatory approaches; gender knowledge; competences in self-reflection, monitoring and evaluation approaches.
Experience sharing, communication and Dissemination

- Gender in Research: virtual colloquium, book proceedings in press
- Webinars and round tables, especially with sister projects
- Gender sensitive culture communication campaign: “Make Equality Bloom”

Contribution to EU policy: “How inclusive analysis contributes to Research and Innovation”
Several impact drivers for gender equality have become well embedded in the partners’ institutional setting, demonstrating as such an advanced and sustainable level of integration.
Diversified, context-sensitive spectrum of experiences and Good Practices (GP) to steer change

• Most partners favoured a tailor-made soft approach, starting with co-creation and bottom-up activities to ensure long-standing feedback, together with the necessary institutionalisation measures for sustainability purposes.

• GP have been shared between partners and outside the consortium
Community of Practice at Cirad for integrating the gender perspective in research content

Contacts:
emmanuelle.bouquet@cirad.fr
jean-michel.sourisseau@cirad.fr
Research Community of Practices: Principles and Goals

Moving in a sceptical and self-censored environment

Gender integration benefits (on academic and impact performances) as a hypothesis

Starting from CIRAD experiences and from the core business of research units and projects

A voluntary basis, acknowledging and welcoming diversity

2 goals: promoting collective learning and documenting diverse ways of being gender smart
Main achievements

70 researchers and support staffs

15 workshops

12 case studies at project level

Online resources depository

Increasing institutional visibility:

- Invitations to contribute to scientific facilitation meetings of research units

- Demands from CIRAD support services (eg project design)

A validation of our starting hypothesis
Facilitating factors: tools and methods (1)

A common analysis framework
Source: EC toolkit
Facilitating factors: tools and methods (2)

A common reporting framework
Source: EC toolkit
Challenges and strategies to implement the CoP

- Staff availability versus time intensivity of the process

- Projects governance (including partnership) cannot be disconnected from research dimensions

- A need for tailormade training and external mentoring

-“Never stop running!”: Sustain the momentum through institutionalisation
Sustainability beyond the project: how to institutionalize the CoP dynamics

CIRAD level
Gender’s CIRAD’s strategy in research ambitions and objectives

Top management commitment
Transversal integration of gender issues in CIRAD’s strategic documents
Gender integration in CIRAD’s 6 priority topics
Forward planning of jobs and skills
Enhancing CIRAD’s visibility regarding gender skills and results

Working groups

Research units’ level
Gender and sex in units’ strategy and facilitation
Adapting the “letters of objectives”
Embarking partners

Projects’ level
Adapting Impress tools, gender and impact
Embarking partners

A CoP in gender, with a clear mandate and relevant resources

Declining Gender Strategy at all governance levels

Use and adapt existing toolkits
Thank you for your attention.

Equality benefits all!