

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



5 - 6

June

23

3-11 June 2023

**#EUGreenWeek
PARTNER EVENT**

Presented by



Organized by



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 **M**ANAGEMENT OF **A**GRICULTURAL & LIFE SCIENCES,
 INCLUDING **R**ESearch AND **T**EACHING
 2019-2022

Oriented towards
 institutional and
 operational
 changes



#824546





This project has received funding from the European Union's Horizon 2020 Research and Innovation Programme under Grant Agreement N° 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

COUNTRIES INVOLVED

-  Implementing Partner
-  Technical Partner



Coordinator



Centre de Coopération Internationale en Recherche Agronomique pour le Développement (CIRAD) - FRANCE

Implementing Partners



Centro de Investigaciones Científicas y Tecnológicas de Extremadura (CICYTEX) - SPAIN



Centro Internazionale di Alti Studi Agronomici Mediterranei (CIHEAM Bari) - ITALY



Agriculture and Food Development Authority (Teagasc) - IRELAND



Universit t Wageningen (WUR) - NETHERLANDS



Technologiko Panepistemio Kyprou (CUT) - CYPRUS



Agence Nationale de la Recherche (ANR) - FRANCE

Technical Partners



Yellow Window - BELGIUM



Sociologick y  stav Akademie v d Cesk  republiky (ISAS) - CZECH REPUBLIC



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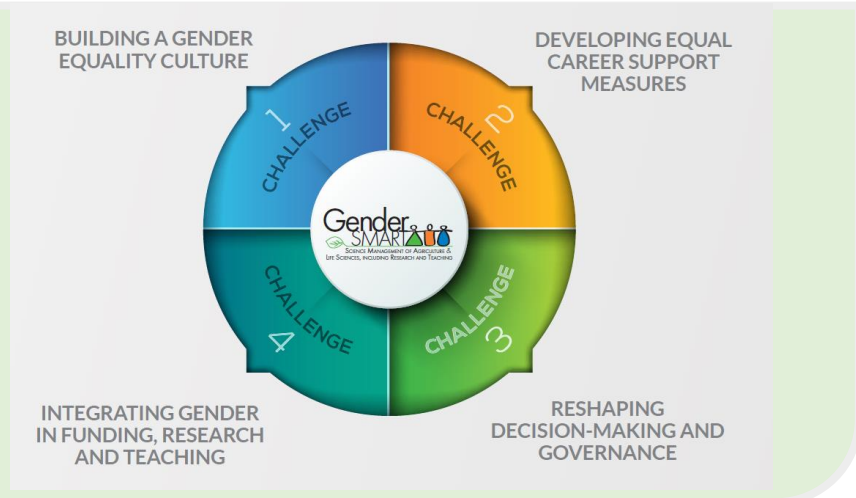


The Gender-SMART project



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**



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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
 - Inspiring and guiding the **institutional strategic evolution** of partners
 - 2 levels:
 - Scientific orientations and partnerships
 - Human Resources : procedures and agreements on teleworking, geographic mobility, career management, recruitment, family / professional life balance





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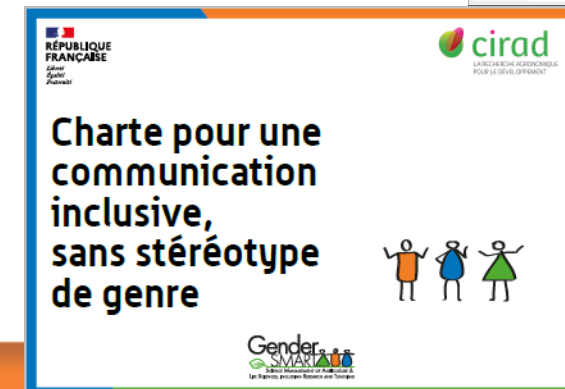
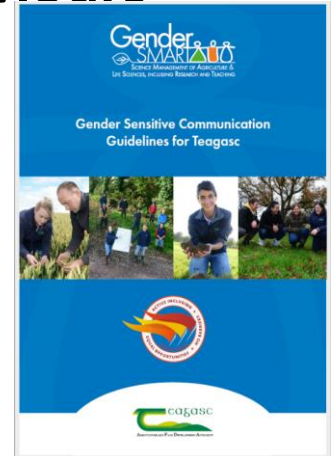


Major achievements



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





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Major Achievements

- **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



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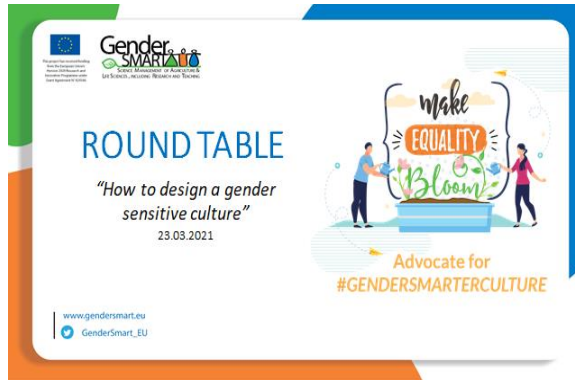
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Major achievements

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”





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Major Achievements

- 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



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Achievements and progress

- **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 feed-back, 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

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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

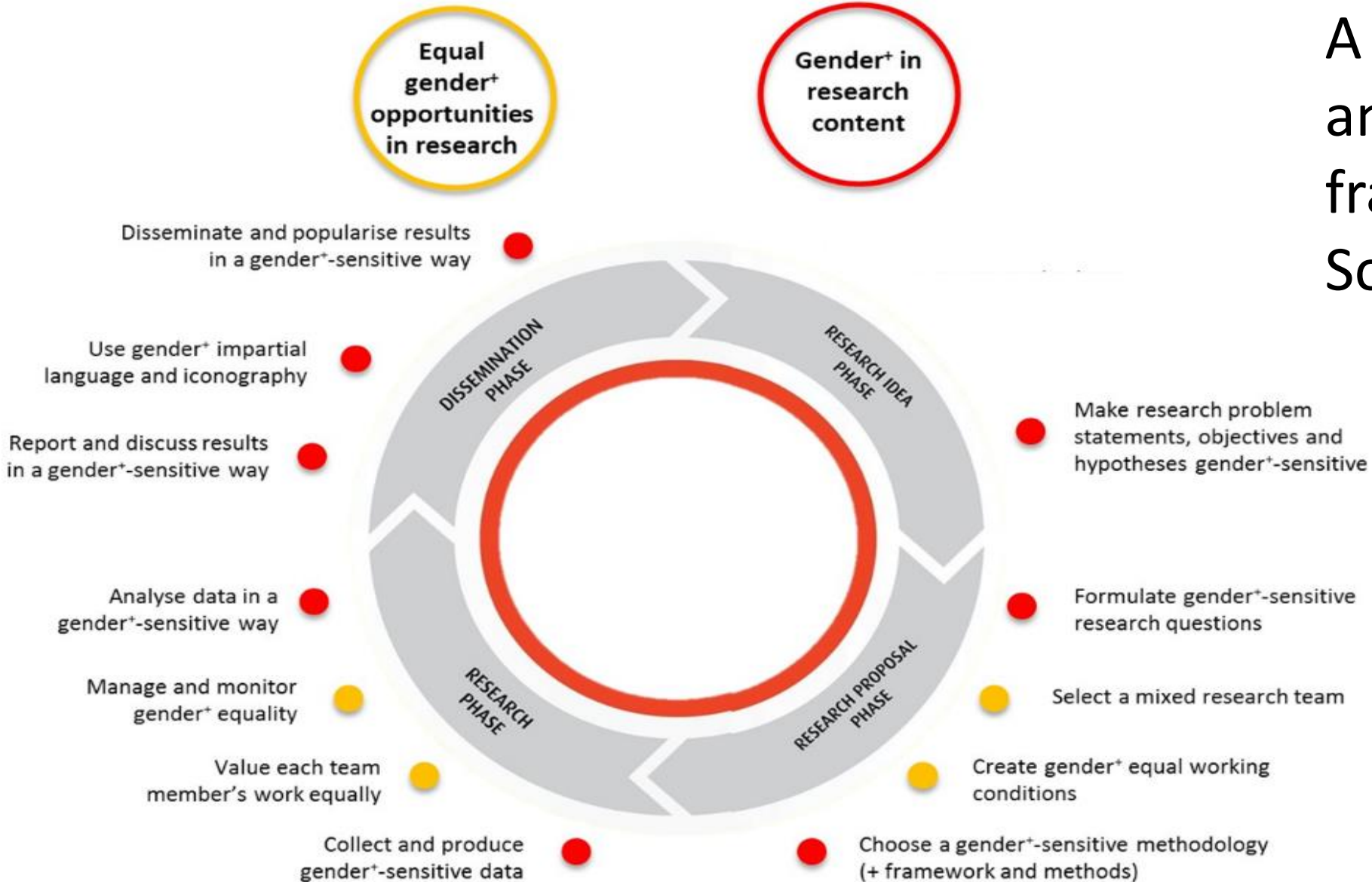
Online resources depository

Increasing institutional visibility:

- Invitations to contribute to scientific facilitation meetings of research units**
- Demands from CIRAD support services (eg project design)**

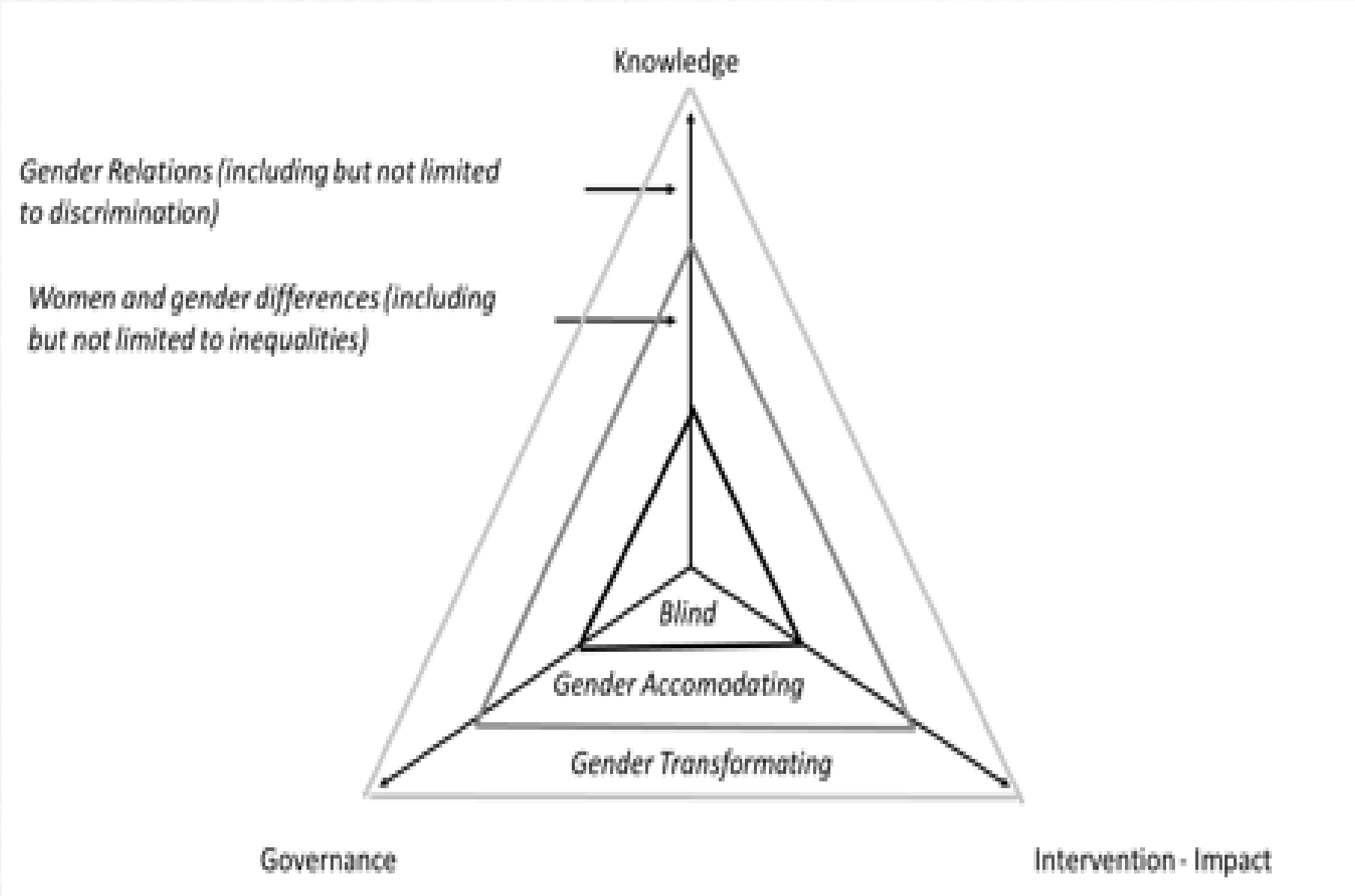
A validation of our starting hypothesis

Facilitating factors: tools and methods (1)



A common analysis framework
Source: EC toolkit

Facilitating factors: tools and methods (2)

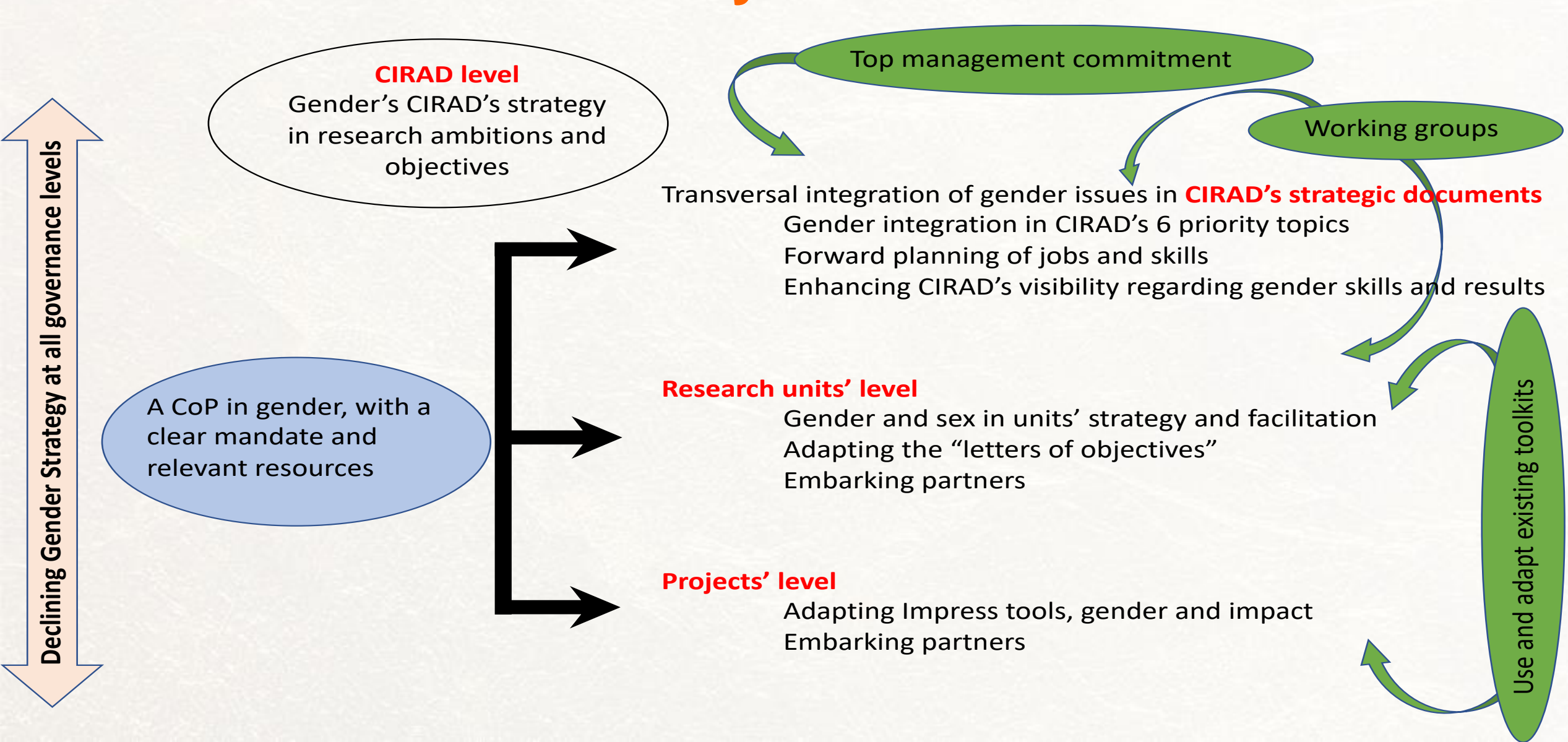


A common reporting framework
Source: EC toolkit

Challenges and strategies to implement the CoP

- **Staff availability versus time intensity 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



Thank you for your
attention

Equality benefits **all!**

