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D3.4. (M18) Strategic recommendations to mainstream gender in framework documents of RPOs and RFOs

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Version History

Version	Status	Date	Contributor/Partner	Summary of changes
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V.1.2	Review	05 May 2020	Magalie Jannoyer CIRAD	
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V2.5	Review	25 June 2020	Margreet van der Burg	
V2.6	Draft	26 June 2020	Laurence Guyard & Angela Zeller ANR	Incorporate feedbacks and edit report

Introduction

Objectives of Gender-SMART

The overall aim, and first objective, of the Gender-SMART project is to develop and implement a tailor-made Gender Equality Plan (GEP) in each of the participating Research Performing Organisations (RPOs) and Research Funding Organisations (RFOs). Each GEP will be designed around four challenges:

- Building a gender equality culture
- Developing equal career support measures
- Reshaping decision-making and governance
- Integrating gender in funding, research and teaching

The second objective of the project is to initiate change within the partner organisations that will have a long-lasting impact. The GEPs will be co-designed with key internal stakeholders and the agreed actions will be implemented during the four-year project delivering change beyond the project duration.

The third objective is to disseminate and share lessons learned and good practices among the partners, within, and beyond academia and Europe.

Purpose and development of Deliverable 3.4

It is acknowledged that many previous EU-funded gender projects and various institutions have published documents providing guidelines for gender sensitive communications and other aspects relating to achieving gender equality. Gender-Smart has already provided a brief overview of these relevant guidelines (Deliverable 3.2).

The purpose of this document is to draw recommendations for RFOs and RPOs that will facilitate gender mainstreaming of their framework documents. “Gender mainstreaming has been embraced internationally as a strategy towards realising gender equality. It involves the integration of a gender perspective into the preparation, design, implementation, monitoring and evaluation of policies, regulatory measures and spending programmes, with a view to promoting equality between women and men, and combating discrimination”¹.

The objective is to provide key elements that have to be presented in a gender sensitive way or/and to be included in framework and strategic documents. Taking into account such recommendations requires being already well aware and advanced on gender equality. Gender mainstreaming in framework and strategic documents should be one of the GEP’s actions to be implemented. These recommendations are based on the most relevant resources available, which are referenced in the document.

¹ <https://eige.europa.eu/gender-mainstreaming/what-is-gender-mainstreaming>

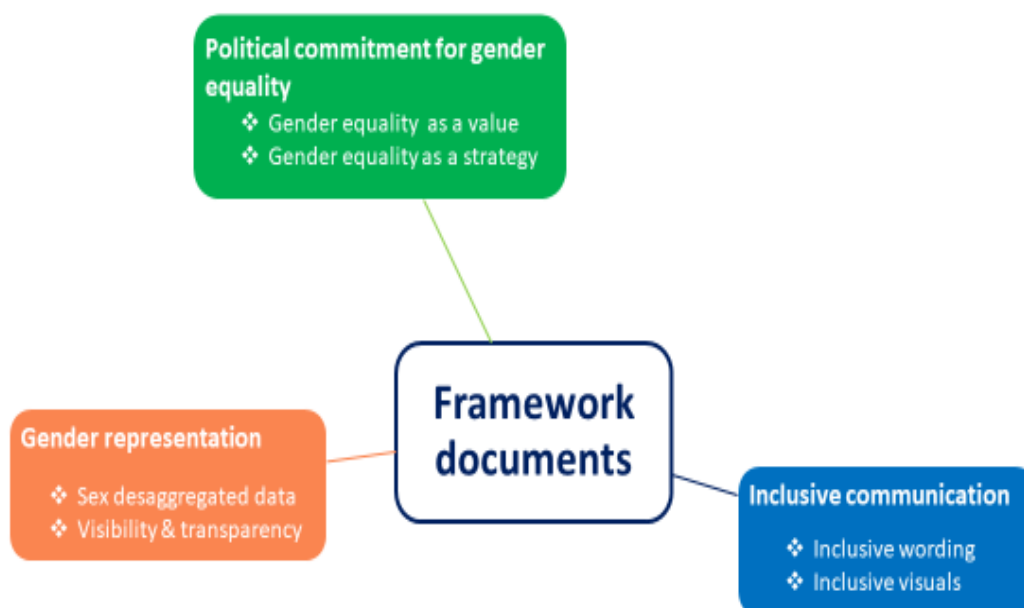
Strategic recommendations to mainstream gender in framework documents

A gender equality culture can only be achieved and sustained if gender equality principles are explicitly articulated in framework or strategic documents of RFOs and RPOs such as university mission statements, mid- and long-term strategies and framework agreements with ministries in charge of research and higher education or Research Funding Organisations. This includes acknowledging heterogeneity among women and among men.

Gender mainstreaming requires both-gender representation and gender responsive content – to be considered in all phases of the institutional communication process.

Main references that give guidelines to implement gender equality plans in various types of institutions or specifically in research organisations:

- UNESCO'S Gender Mainstreaming Implementation Framework (GMIF) for 2002-2007
<https://unesdoc.unesco.org/ark:/48223/pf0000131854>
- OECD Toolkit for Mainstreaming and Implementing Gender Equality Implementing the 2015 OECD Recommendation on Gender Equality in Public Life
<https://www.oecd.org/gov/toolkit-for-mainstreaming-and-implementing-gender-equality.pdf>
- GEAR tool, which is specifically about GEPs
<https://eige.europa.eu/gender-mainstreaming/toolkits/gear>
- UNDP Tackling social norms A game changer for gender inequalities http://hdr.undp.org/sites/default/files/hd_perspectives_gsni.pdf
- STAGES Structural transformation to achieve gender equality in sciences Guidelines
<https://repository.uhn.ru.nl/bitstream/handle/2066/162332/162332pub.pdf>



Display the political commitment to gender equality

A strong political commitment to gender equality and a compatible legal framework are the basic conditions for the development of a successful gender mainstreaming strategy. Mainstreaming gender in strategic documents and websites publicly formalises the commitment and should encourage internal staff, counterparts and stakeholders to respond accordingly and adopt a gender perspective as well. When committed to gender equality it requires explicit inclusion in the institutional values and strategies, representations, and communication.

Annual reports are among the documents that should be gender mainstreamed. See for example the [ANR 2018 annual report](#).



Gender equality as a value

- Recognition of Gender equality requires its explicit inclusion as one of the institutional values or as mainstreamed in the different values of the institution.

➤ Gender equality as a strategy

Recognition of Gender equality requires its explicit inclusion in the objectives and targets must be explicitly described in the institutional strategy axis of the documents, and should meet and cover all dimensions of a gender equality plan:

- **Human resources** with clear processes for recruitment, career management, remuneration, work life balance and gender based violence.
- **Research** with attention to gender balanced representation and the integration of the sex and/or gender dimension into the scientific and evaluation processes and activities.
- **Education** with curricula and courses reviewed from a gender perspective, developing students' critical thinking, training students to address gender bias in their future professional career, promoting gender balanced representation in educational activities as well as gender-sensitive pedagogy.

For Human resources guidelines, see [GENOVATE Guide for Policy Making in Higher Education Institutions](#)

Taking into account the sex and / or gender dimension in research is part of scientific integrity because it is a matter of methodological rigor. Failure to do so introduces a bias in the production of knowledge. Gendered innovations
<http://genderedinnovations.stanford.edu/>

For Education toolkit, see [GARCIA](#)
https://eige.europa.eu/sites/default/files/garcia_working_paper_6_toolkit_integrating_gender_research_teaching.pdf

Make Gender-balanced visible

➤ Transparency

- Build an overview of institution's regular surveys and statistics, ensure they deliver m/f differentiated data, and complete these with additional one if gaps are found with cross-analysis with other dimensions.
- Regularly process and publish the data frequently in a meaningful way and make them available by an open access report
- Highlight and monitor differences and inequalities to be tackled and suggest actions and policies adjustments to tackle unequal outcomes in order to support management of the institution to advance gender equality.

➤ Visibility

- Highlight women's and men's scientific production, grants, publications, successes and awards in a national and international context and discuss whether it is needed to more emphasize women's achievements until acknowledgment is common practice.
- Enhance the visibility of women in reports, communication, institutional representations and events.

Examples of actions to highlight women in science:

Fondation l'Oréal For women in science

<https://fondationloreal.com/categories/for-women-in-science/lang/fr>

UN 11 february International day of Women and Girls in Science

<https://www.un.org/en/observances/women-and-girls-in-science-day>

SHE FIGURES

https://data.europa.eu/euodp/repository/ec/dg-rtd/she-figures/2018/She_Figures_2018_Handbook.pdf

Use an inclusive communication

Using gender-sensitive language in both spoken and written communication is a prerequisite for addressing gender biases and stereotypes and tackling gender inequalities.

➤ Wording

- Use inclusive gender-sensitive language instead of gender-neutral or gender-blind language.
- Avoid stereotyping or ambiguous phrasing.
- Be specific about their name, identity, context as individual or representing a group

EIGE Gender toolkit on gender sensitive communication

<https://eige.europa.eu/publications/toolkit-gender-sensitive-communication>

SUPERA Guidelines for gender-sensitive communication in research and academia:

<https://www.superaproject.eu/wp-content/uploads/2020/05/SUPERA-guidelines-gender-sensitive-communication.pdf>

For french language : Pour Une Communication Publique Sans Stéréotype de Sexe: Guide Pratique,

http://www.haut-conseil-egalite.gouv.fr/IMG/pdf/guide_pour_une_communication_publicue_sans_stereotype_de_sexe_vf_2016_11_02.compressed.pdf

➤ Visuals

- Use images, photos or iconography that are inclusive, without gender stereotypes and avoid to reinforce unequal positioning by showcasing or referencing to them as gender stereotypes. This means being specific in captions: provide names if appropriate, give voice and translate in video instead of voice over, specify identity and context aspects also when they represent a group.