



**‘Science Management of Agriculture and Life Sciences, including Research and Teaching -
‘Gender-SMART’**

[Agreement n° 824546]

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This project has received funding from the European Union’s Horizon 2020 research and innovation programme under grant agreement No 824546.



Gender-SMART Final Dissemination Event

Harvesting lessons learned:
Inclusive Workplaces &
Sustainable Impact

PROCEEDINGS OF GENDER-SMART FINAL DISSEMINATION EVENT

19 October 2022
Brussels
Museum of Natural Sciences

Gender SMART



SCIENCE MANAGEMENT OF AGRICULTURE &
LIFE SCIENCES, INCLUDING RESEARCH AND TEACHING



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 824546.

Gender-SMART is a community of seven European Research Performing Organizations (RPOs) and Research Funding Organizations (RFOs), operating in the broadly framed field of research in food, agricultural and life sciences, supported by two technical partners.

<https://gender-smart.eu/>

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EXECUTIVE SUMMARY

Gender-SMART is a four-year project that has brought together seven European Research Performing and Research Funding Organisations (ANR, CICYTEX, CIHEAM, CIRAD, CUT, TEAGASC, WUR) in the field of food, agriculture and life sciences and two technical partners (Yellow Window and ISAS) with expertise in change management and evaluation. This community has committed to advancing gender equality through the implementation of seven Gender Equality Plans (GEPs) around four common issues:

- Build a corporate gender equality culture
- Develop supportive measures to promote career equality
- Reshape governance and decision-making
- Integrate gender in funding, research and teaching.

The Final Dissemination event of the project took place in Brussels at the Museum of Natural Sciences on 19 October 2022. The consortium partners met to take stock of their achievements and share, also with a large audience, the experiences acquired throughout the project and the good practices developed to promote gender equality.

The hybrid conference was structured in an Opening Session and two Thematic Panels on “The Gender-SMART experience: institutional change in agriculture and food science”(Panel 1) and “Sustainable impact on institutionalising gender equality” (Panel 2). A joint event titled ‘Become a Gender Equality Insider’ followed organised with the GEARING-Roles sister project, on the topic of inclusion in the digital age, coinciding with the celebration of the European Year of Youth. Welcoming the participants, Elisabeth Claverie de Saint Martin, CIRAD’s CEO, stated that: “The Gender-SMART project committed our institutions to making progress by 2023 in terms of gender equality, but also in terms of taking gender issues into account in our research projects. The project has made it possible to initiate a sustained European dialogue on these issues for the agricultural and life sciences”.

Key-note speeches were delivered by Marcela Linkovà (ISAS) and Katarina Slezakova (ISAS) on Gender Equality Plans as a tool for institutional change and cross GEP analysis from Gender-SMART project. Partners’ presentations were followed by Q&A with discussants and the audience.

Representatives from European institutions, EC Directorate General for Research and Innovation, EC Directorate General for Agriculture, EC DG Connect contributed to the works.

In the joint event, the six panellists offered their insight into their active engagement in challenges related to gender equality and youth inclusion in the digital sphere and illustrated how digital tools can be an opportunity to raise awareness on gender equality.

The audience was engaged through Mentimeter to get real-time interaction on the topics discussed.



Throughout the meeting, a visual storytelling synthesised the essence and the main points in images. It helped facilitate conversation among participants.

Nadine Zakhia-Rozis (CIRAD), Gender-SMART project coordinator, closed the conference and expressed the wish that the seeds of inclusion be further grown together in the future.

Speakers' presentations are available on request

Gender-SMART Final Dissemination event:

<https://www.youtube.com/watch?v=Q9qCX42JEo8&t=13398s>

Gender-SMART and GEARING Roles Joint Event:

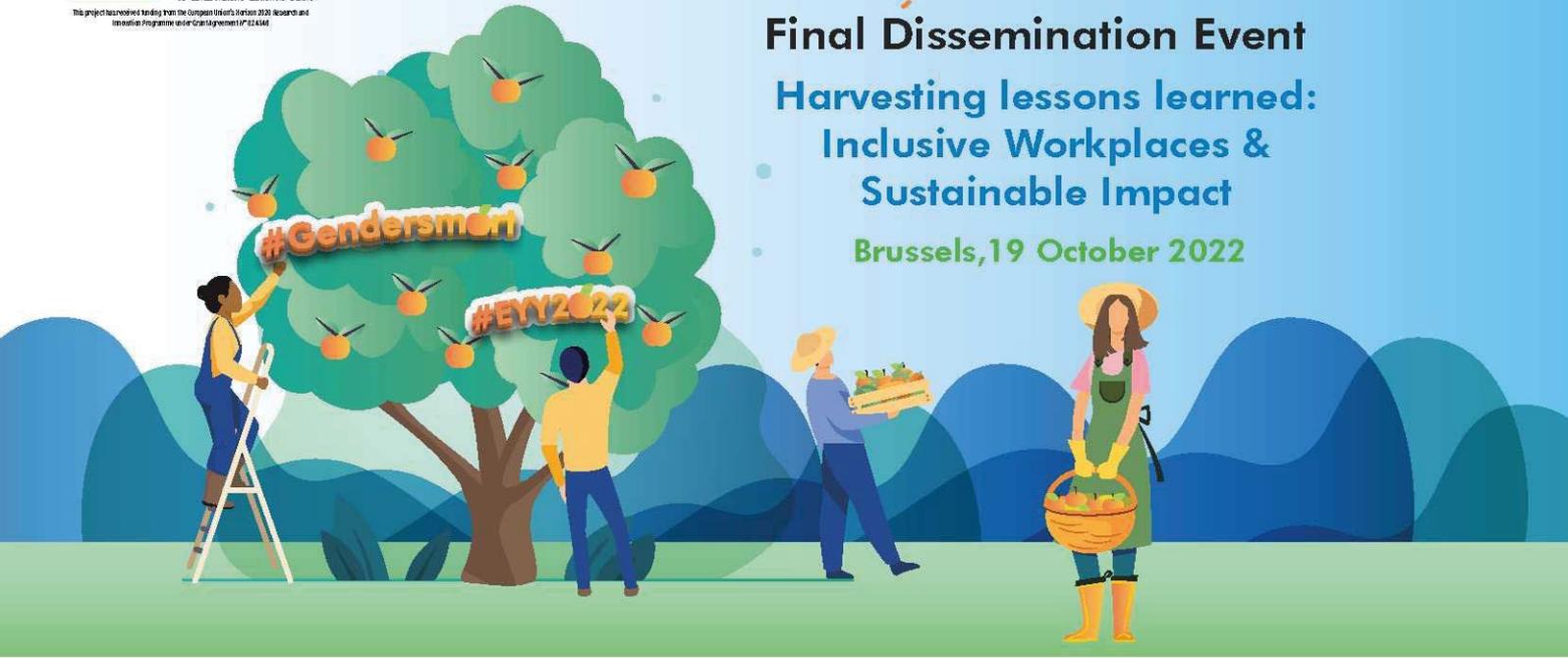
<https://www.youtube.com/watch?v=blb4XfxlAts&t=4660s>



Final Dissemination Event

Harvesting lessons learned: Inclusive Workplaces & Sustainable Impact

Brussels, 19 October 2022



Gender-SMART Final Dissemination Event

The Gender-SMART Project is pleased to announce its Final Dissemination Event on 19 October 2022 in Brussels.

[CLICK HERE](#)

To register



TARGET AUDIENCE



Gender-SMART Consortium and Sister Projects
Participants from other Institutions,
 including:

- ✓ **Institutional Stakeholders:** EC Officers, Members of Agricultural Associations, Middle Management from Research and Academia.
- ✓ **Young Stakeholders:** PhD students, Fresh Graduates, New Recruits in the areas covered by the project.



GEOGRAPHIC COVERAGE
 Europe and Med Area



OBJECTIVES

- ✓ Take stock of what we have learned through the project, what we are doing now, and what we still hope to do.
- ✓ Share thoughts on the people, work, ideas, commitments within our Organisations.
- ✓ Pass on the experience gained to young potential change agents as the legacy of our project and inspire the next generation to put gender equity front and center in their work and life.



Gender-SMART¹ will organise a Joint event with GEARING-Roles² with special focus on the European Year of Youth titled **'Become a Gender Equality insider!'**. It will help shine the light on the importance of Gender Equality to build a better greener, more inclusive and digital future!

¹ European Union's Horizon 2020 research and innovation programme under grant agreement number: 824536

² European Union's Horizon 2020 research and innovation programme under grant agreement number: 824546





Family photo

Key Figures of the event

In Person:

- 100 Participants
- 40 from Gender-SMART Consortium
- 15 Countries
- 20% Males 80% Females
- Age
 - o <30 **23**
 - o 30-39 **22**
 - o 40-54 **40**
 - o >55 **15**

Online:

294 Participants



OPENING SESSION

Gender-SMART Coordinator | **NADINE ZAKHIA-ROZIS**

CEO of CIRAD | **ELISABETH CLAVERIE DE SAINT MARTIN**

*Policy officer at the Directorate General
for Research and Innovation - EC* | **ATHANASIA MOUNGOU**

Keynote Speaker | **MARCELA LINKOVÁ, ISAS**

Gender-SMART Coordinator, CIRAD



Nadine Zakhia-Rozis

Nadine Zakhia-Rozis is a food scientist at Cirad, specialised in the impact of processing on food quality and safety. She has coordinated multiple European projects in partnership with different Latin American countries. She has taken on the scientific coordination of sustainable food systems in CIRAD and has been engaged in the management of scientific teams for 10 years. Presently, she is deputy director for research and strategy at CIRAD and coordinator of the Gender-SMART project.



CEO, CIRAD



**Elisabeth Claverie
de Saint Martin**

Elisabeth Claverie de Saint Martin studied at France's prestigious Ecole Normale Supérieure and Ecole Nationale d'Administration, and began her career as a researcher in microeconomics. She joined the Civil Service in 1993, and quickly began work under the direct authority of three French ministers (Finance, Research and Foreign Affairs), and for the Spanish government. In 2013, she was appointed Senior Advisor to the Executive Director for France at the World Bank and the IMF in Washington DC, where she worked to build and steer public development aid policy. In 2016, she returned to France and was appointed Deputy Director for sustainable development at the Ministry for Europe and Foreign Affairs Directorate General for Globalisation, Culture, Education and International Development. This varied career has made her acutely sensitive to biodiversity and climate issues within the European and multilateral framework. Elisabeth Claverie de Saint Martin joined CIRAD in 2018, as Director General in charge of Research and Strategy, before being appointed CEO on 16 June 2021.

Policy officer, Directorate General for Research and Innovation, EC



Athanasia Mougou

Athanasia Mougou is a policy officer at the Directorate General for Research and Innovation, working on gender equality policies in R&I. Before starting working at the European Commission, she was a researcher in the field of life sciences, which made her more interested in advancing gender equality in R&I, including integrating a gender dimension in R&I content.



*Head of the Centre for Gender and Science, Institute of Sociology,
Czech Academy of Sciences*



Marcela Linková

Marcela Linková is the head of the Centre for Gender and Science at the Institute of Sociology of the Czech Academy of Sciences. She holds a doctorate in sociology from Charles University in Prague. Her research focuses on the sociology of gendered organisations, research careers, governance of research and research assessment as well as the analysis of public policies for gender equality in R&I. Between 2017 and 2021, she was the chair of the ERAC Standing Working Group on Gender in Research and Innovation and coordinator of the Horizon 2020 GENDERACTION project. Marcela currently coordinates Horizon Europe project GENDERACTIONplus focused on advancing gender equality policy in the European Research Area, and participates in Horizon 2020 Gender-SMART project as a technical partner providing external monitoring and evaluation, and two research projects UniSAFE and RESISTIRE, as well as in the now completed projects GE Academy and CASPER.



OPENING SESSION

Nadine Zakhia-Rozis, Gender-SMART Project Coordinator - CIRAD

Good morning everybody and welcome to all of you to this lovely place, the Museum of Natural Sciences in Brussels.

I am Nadine Zakhia, coordinator of the Gender-Smart project.

Warm thanks for your presence here with us today and your participation in the final dissemination event of the Gender-SMART project.

We are very honoured to have with us delegates from the European Commission, from DG Research and Innovation, DG AGRI and DG CONNECT, the CEOs and general directors of the Gender-SMART consortium institutions, some members of the Consortium Board and External Advisory Committee of the Gender-SMART project, colleagues from sister projects on gender, as well as invitees and panellists, and last but not least, the members of the Gender-SMART consortium partners.

Special thanks to the team who was in charge of organising this event and making it possible.

Your presence here confirms the strong commitment of all of us in tackling the challenges of gender, diversity and inclusion in our institutions based in Europe.

The Gender-SMART project started in 2019 and will close by end of December 2022. We are very pleased today to get the opportunity to share with the audience some achievements and highlights of our work and to harvest collectively lessons from our Gender-SMART adventure.

Let's start this final dissemination event without delay. Our first speaker is Athanasia MOUNGOU, policy officer at the European Commission, DG Research and Innovation, who will give us insights on gender issue in Horizon Europe.



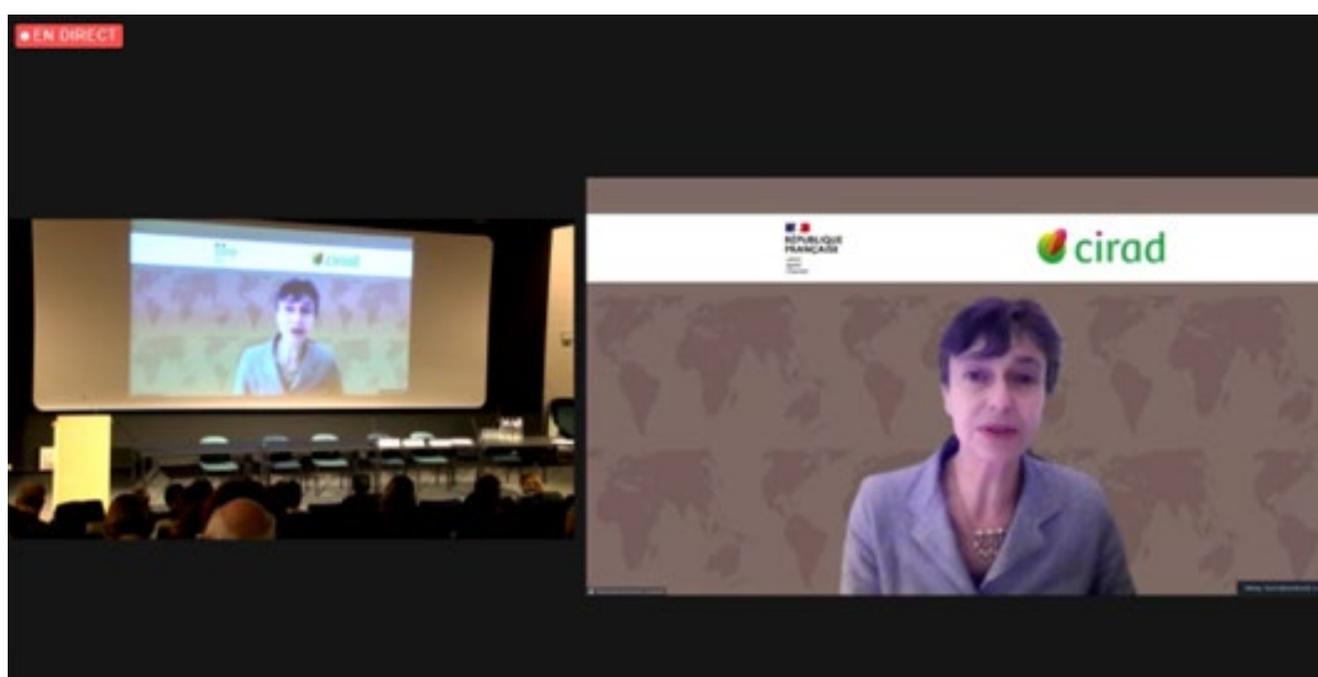


CIRAD experience working on gender in EU partnership - Elisabeth Claverie De Saint Martin (CEO, CIRAD)

The great opportunity provided by the European Commission to support gender equality transformative projects in research and higher education should not be overemphasised. Gender-SMART is one such a story of success where partners' hard work and dedication, continued exchange of advice and mutual learning throughout the project life were highly beneficial.

CIRAD's role as coordinator has led to building consensus within the organisation on the need to address gender issues and the urge to take action and raised awareness of the positive impacts of promoting gender equality. While gender has long been an "unthought" issue, there is now a dynamic of institutional change in place that will help CIRAD grow into a more efficient and relevant organisation, both in terms of day-to-day management (governance) and scientific production.

Gender-SMART acted as an enabler, providing the necessary strategies, advice, guidance and tools to steer the change. Beyond setting targets, CIRAD has to strive to level the playing field, by addressing the constraints that women may face and creating an environment that supports gender equality. Gender-SMART has made it possible to try out tools, methods and a dialogue approach that were not always known within the partners' institutional culture. On its side, CIRAD is committed to pursuing gender equality by strengthening efforts at three levels: day-to-day institutional governance, collaboration with partners in developing countries and scientific production. At these three levels, women's potential must be harnessed, and their work actively promoted and recognised. Moreover, there is a need for more and better quantitative and qualitative data and women must have a say in the solutions that can be developed.





Gender equality in Horizon Europe - Athanasia Mougou (EC)

The European Commission has been supporting the introduction of Gender Equality Plans (GEP) for more than 10 years. The policy priorities of the European Research Area (ERA), an open space for knowledge and growth, are: Gender equality in scientific careers at all levels; Gender balance in decision-making bodies and positions; Integration of the gender dimension in research and innovation content (sex and gender analysis).

This policy has been translated into EU funding with a budget over 72 EUR Million in support of GEP-implementing projects in HEIs, research organisations and public bodies since 2011.

With Horizon Europe, the Commission reaffirms its commitment to gender equality in research and innovation. The legal base sets gender equality as a crosscutting priority and introduces strengthened provisions:

- Enforce and monitor gender equality provisions and requirements in Horizon Europe
- Develop Inclusive Gender Equality Plans and Policies in R&I organisations, in line with the new ERA Policy Agenda (Action 5 - Promote gender equality and foster inclusiveness, taking note of the Ljubljana Declaration), including:
 - Knowledge and practice on intersectional gender equality policies
 - European baseline on gender-based violence in R&I organisations
 - Commitment of RFOs towards the implementation of gender equality principles in assessment procedures and integration of the gender dimension in programmes
- Address the impact of COVID-19 on gender equality in R&I, especially young researchers
- Address the under-representation of women in STEM through a roadmap of activities rolled out in the European Year of Youth, including a STE(A)M Manifesto, in line with the European Strategy For Universities (ES4U).





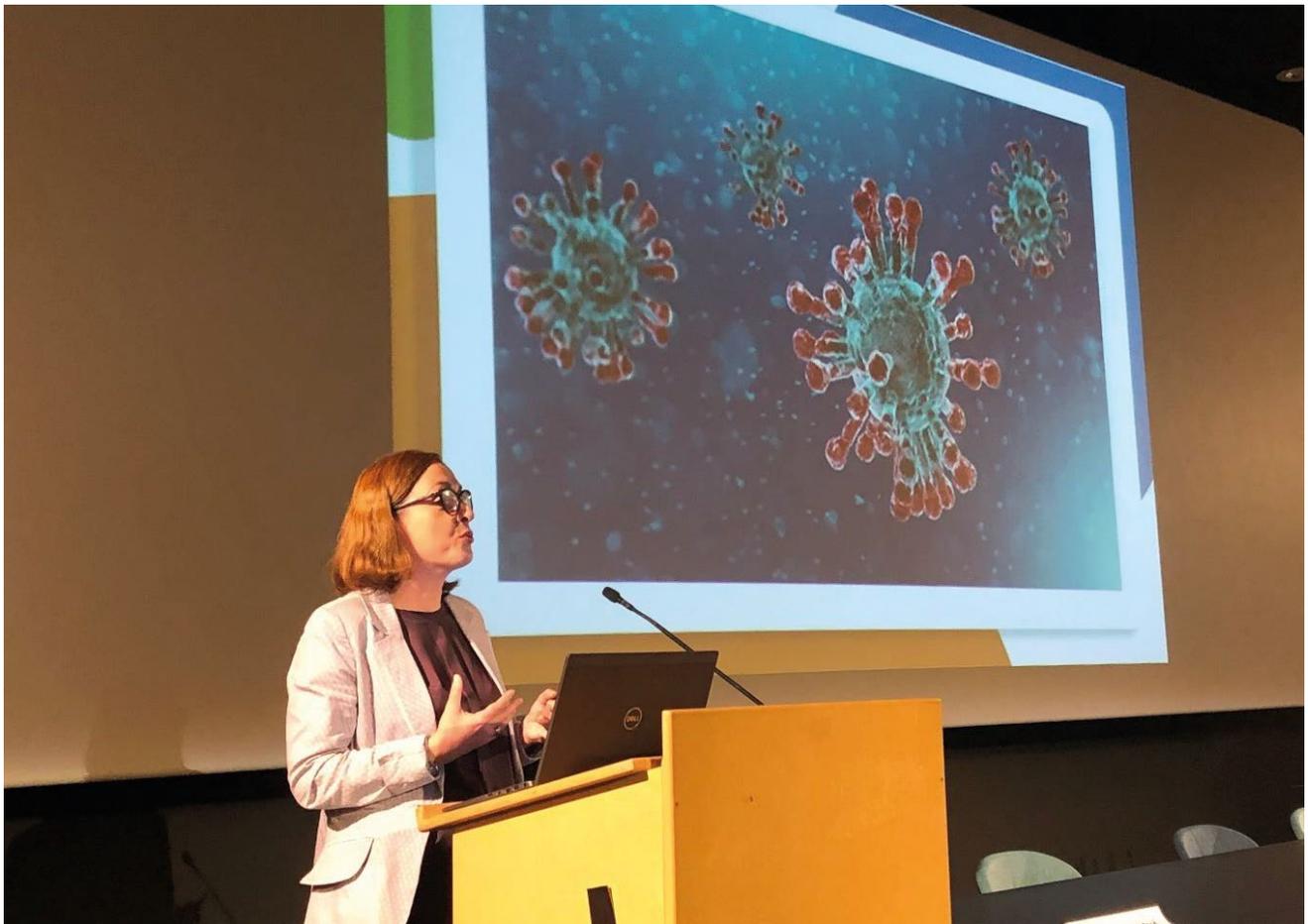
Athanasia Mougou



KEYNOTE SPEECH

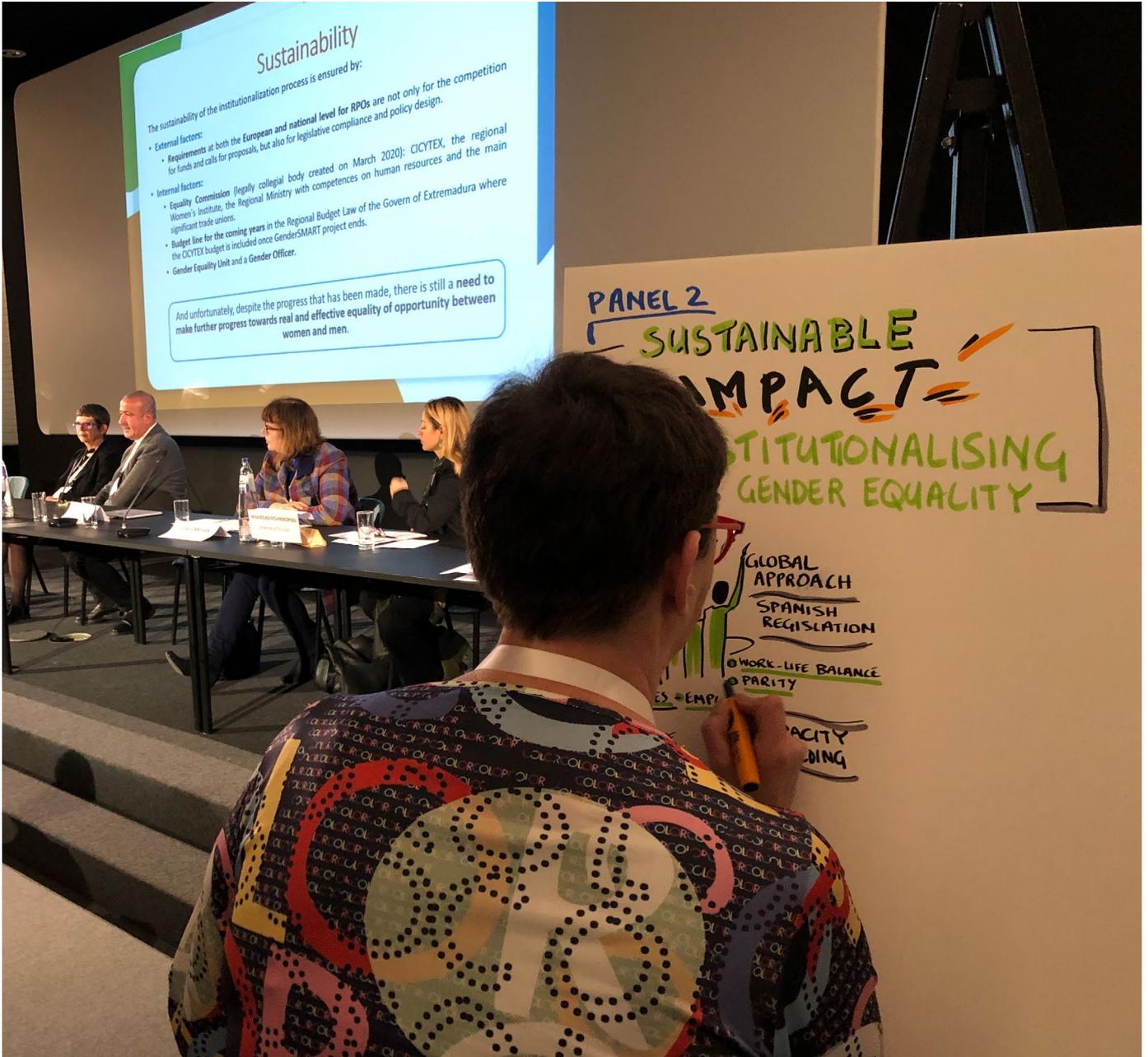
Change of mind and change of heart: Gender Equality Plans as a tool for institutional change - Marcela Linková (ISAS)

Gender Equality Plans (GEPs) are now the main instrument for promoting institutional changes toward gender equality, and there is a building consensus around what such a process must entail and what areas must be covered to be successful. With the increasing experience with GEP implementation, we can also see why some types of change are easier and others more challenging, and that making change stick is no easy task. The talk will reflect on the factors that help to drive change, the ways in which the current GEP requirement in Horizon Europe can facilitate this and the risks to avoid in the process.



Marcela Linková





VISUAL HARVESTING

GENDER-SMART

FINAL DISSEMINATION EVENT

HARVESTING LESSONS LEARNED
2019-2022

ATHANASIA MOUNGOU



INCLUSIVE
WORKPLACES &
SUSTAINABLE
IMPACT

HORIZON
EUROPE

EU FUNDING

SHE
FIGURES

- LASTING GOOD PRACTICES
- SISTER PROJECTS CELEBRATING #IWD2022

CHECK
STATISTICS...

INTERSECTIONAL
policies

GENDER EQUALITY PLAN
AWARD CRITERION
GENDER BALANCE

STEM / STEAM
MANIFESTO
SURVEY



ELISABETH
CLAVERIE de SAINT MARTIN

★ ACKNOWLEDGE & THANK
EU, PARTNERS, CIRAD-TEAM

★ CIRAD AS COORDINATOR...
MAKING US MORE EFFICIENT
& RELEVANT

★ CONSENSUS TO CHANGE
IS NEEDED



- ★ WE STAY INVOLVED!
- INSTITUTION
 - PARTNERS
 - SCIENCE
GIVE WOMEN
MORE SAY IN SOLUTIONS



MARCELA LINKOVA

CHANGE OF MIND AND CHANGE OF HEART

KEY TAKEAWAYS



TOP LEADERSHIP

INTERNAL STAKEHOLDERS ENGAGEMENT

TIME SENSITIVE

emotions
self-care
care for other

PARTNERS ARE STRONGER

FASTER

COVID

NON LINEAR CHANGE

LANGUAGE MATTERS

HATE SPEECH KILLS

INTERSECTIONALITY



WAR GENDER & MIGRATION ISSUES

WORK TOGETHER

A DIFFERENT world

COMPLEX SYSTEM

SUSTAINABILITY

LAYERING

GEP'S

EXCELLENCE CENTER

INCREASED INTEREST

HIGHER AWARENESS

BETTER COOPERATION

MORE INCLUSIVE AND GENDER SENSITIVE COMMUNICATION

GREATER ADVANCEMENT

LEADERSHIP COMMITMENT

GENDER SENSITIVE ROUTINES & PRACTICES

EXPANSION OF AGENT NETWORK

INSTITUTIONALISATION OF GE STRUCTURES



PANEL 1

THE GENDER-SMART EXPERIENCE: INSTITUTIONAL CHANGE IN AGRICULTURE AND FOOD SCIENCE

Moderator:

Maxime Forest, Yellow Window, Belgium

Introductory speech: The cross GEP analysis from Gender-SMART project

Katarina Slezakova, Institute of Sociology of the Czech Academy of Sciences

Panellists (Gender-SMART partners):

Developing Gender Values for Teagasc, Emma Fogarty, Teagasc, Ireland

CIRAD Community of Practice “Gender in research content”, Jean-Michel

Sourisseau, CIRAD, France

Integration of Gender⁺ into research through collaboration and expert trainings around Grant proposal writing, Margreet van der Burg, WUR, The Netherlands

The Awareness Activities raised at CUT, Panayiota Polykarpou, CUT, Cyprus

Discussants:

Maria Sangiuliano, Smart Venice, Italy

Christine Verschuur, Graduate Institute of International and Development Studies - Retired Senior lecturer and researcher, Switzerland

Moderator

Senior Consultant, Yellow Window (Belgium)



Maxime Forest

Maxime Forest is a Senior Consultant at Yellow Window and a senior lecturer and researcher at Sciences Po Paris. His expertise covers the comparative analysis of gender equality policies in Europe, notably in the fields of research and innovation. With Lut Mergaert, he co-authored the chapter on “Integrating Gender and Diversity” for the SAGE Handbook of Research Management (2015) and based on his extensive experience as a gender trainer, he co-edited with Maria Bustelo and Lucy Ferguson ‘The Politics of Feminist Knowledge Transfer: Gender Training and Gender Expertise’ (Palgrave, 2016). For Yellow Window, he has been involved lately in the Gender-SMART, GEECCO and Gearing-Roles projects.

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*Institute of Sociology, Czech Academy
of Sciences (Czech Republic)*



Katarina Slezakova

She graduated from the Master’s programme in Sociology at Masaryk University. She is working in the NKC within projects implementing gender equality in academia and research (GE Academy 2019 and 2021, Gender-SMART 2022). She is a sociologist at the Institute for Research on Inclusive Education at the Faculty of Education, Masaryk University, where she works on race, class and disability in education, as well as institutional care for children under three.

Gender-SMART Project Coordinator, Teagasc (Ireland)



Emma Fogarty

Emma Fogarty is the Gender-SMART Project Co-ordinator for Teagasc, the Agriculture and Food Development Authority. She qualified as a lawyer in Ireland in 2006, having completed her LL.M masters degree in Public International Law at the University of Helsinki, Finland. She completed her masters thesis on “Third Country Nationals in the European Union – the Importance of a Secure Legal Status in Furthering Integration”. Emma spent some time working and gaining legal experience in the Brussels office of the international law firm, Skadden, Arps LLP. After achieving her professional qualification, she worked for ten years in private legal practice representing the local authority on a wide range of issues. During this time, she co-founded the monthly Free Legal Advice Clinic (FLAC) in her home town of Wexford, Ireland for people that could not afford to pay for legal services. Emma joined Teagasc in 2018 and worked as a solicitor in the Corporate Services Department for four years before joining the Gender-SMART project earlier this year. She is currently in the second year of the Teagasc Leadership Development Programme, which is being delivered by Dublin City University. Emma has been involved with the Law Society of Ireland since early 2021 in coordinating a support group for ten female Afghan judges who have been granted refugee status in Ireland.

.....

Economist, CIRAD (France)



Jean-Michel Sourisseau

Jean-Michel Sourisseau is an economist at CIRAD (Centre de Coopération Internationale en Recherche Agronomique pour le Développement - France), and Deputy Director of the joint research unit “Actors, Resources and Territories for Development” (ART-Dev). He worked in New Caledonia, where he initiated a large survey on Kanak tribes’ economy. Multifunctionality of agriculture and diversity of family farming are recurring themes he studies. He was responsible for coordinating CIRAD’s scientific publication during the International Year of Family Farming (2014), and is CIRAD focal point on this theme. He participates actively in the UN decade of Family Farming, launched in Rome in April 2019. Currently, his research focuses on agriculture intensification pathways in the face of Sub-Saharan Africa demographic challenges in Mali, Senegal, Burkina Faso, as well as Madagascar, Togo and Benin. He is contributing to the European project Gender-SMART since 2019, notably as co-chair of the CIRAD community of practice to integrate gender in research projects.

Senior university lecturer/researcher Gender Studies, Wageningen University (The Netherlands)



Margreet van der Burg

Margreet van der Burg has been senior university lecturer/researcher in Gender Studies at Wageningen University, the Netherlands since 2001. She examines food, agricultural and rural research, innovation and development from a gender perspective and also takes the gender dimension as intersecting with other social dimensions (gender+ / intersectionality). Her work includes gender and the development of agricultural educational and knowledge systems, family farming, agriculture oriented organisations, as well as rural, agricultural and food iconography and heritage. She expanded her work from the Netherlands to the European/western and the global level, both historical and contemporary. Within her position at Wageningen, in 2006 she also served as Rural Gender Studies Guest Professor at the Faculty of Agricultural Sciences, Goettingen, Germany. 10 years later she was visiting scholar with Carolyn Sachs, Professor in Rural Sociology and Women’s Studies at PennState University (USA). Through the years, she engaged in many professional and outreach activities such as TV documentaries, travelling exhibitions, and conferences, professional networks and organisations. Recently she co-organised the 4-days online global conference ‘Cultivating Equality: Advancing Gender Research in Agriculture and Food Systems’. Currently, she is also daily project leader for her institution for EU Horizon 2020 Gender-SMART. In the project consortium she leads the work package for gender integration into education, research and funding. She is also gender co-expert for the Dutch NUFFIC Orange Knowledge Programme with 6 Iraqi universities on Efficient Water Management in Iraq by Switching to Climate Smart Agriculture; and chair of the gender committee of the EU-Horizon -2020 project SPRINT on Sustainable Plant Transition Research.

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*Gender Specialist, Project Manager
Gender-SMART, CUT (Cyprus)*



Panayiota Polykarpou

Panayiota Polykarpou holds a degree in Business and Public Administration from the University of Cyprus. Her interests focus on gender and equality, diversity and inclusion, and in 2020 she co-founded the first digital awareness campaign for gender equality in Cyprus called “Thkio Logia” and furthermore co-authored the book “A book about equality – A few words for a big change”. She firmly believes in the empowerment of young girls and in December 2021 she launched a new initiative in Cyprus called “Girls in STEAM Academy” which aims to inspire the next generation of women leaders in STEAM fields. Currently, she works at Cyprus University of Technology as Research Fellow & Project Manager of Gender-SMART.

Research Director and co-owner, Smart Venice (Italy)



Maria Sangiuliano

Maria is Research Director and co-owner at Smart Venice, a research and consultancy SME specialising on gender⁺, participatory and inclusive innovation. She has been the scientific coordinator of the H2020 Equal-IST and currently the CALIPER projects on institutional change and GEPs implementation; she has coordinated the Smart Venice team as a partner in the GE Academy and CASPER projects, focusing on capacity building on gender in R&I and certification systems for gender equal Research Organisations, respectively. Maria has an MA in Philosophy and social sciences, a Phd In Cognitive and Learning studies, and a 20+ years working experience on gender equality issues, mainly through EU-funded collaborative action-research projects.



Senior lecturer and researcher, Graduate Institute of International and Development Studies, Geneva (Switzerland)



Christine Verschuur

Christine Verschuur, an anthropologist, was senior lecturer at the faculty of the Geneva Graduate Institute of International and Development Studies from 1996 to 2018, Department of Anthropology and Sociology and Gender Centre. She founded and directed the Pôle Genre et Développement of IHEID that became the Gender Centre. She directed the collection Cahiers Genre et Développement, a series of books published by L'Harmattan - Paris since 2000. At the Geneva Graduate Institute, she taught on feminist and development issues, contributed to the integration of gender in teaching, research and outreach and did research. Her latest research interests were in social reproduction, feminist solidarity and economy agroecology, gender experts and gender expertise. She has conducted research mainly in Latin America (Colombia, Brazil, Argentina) and Africa (Sahelian Africa and Mozambique). She has organised numerous international conferences on gender and development (around twenty between 1994 and 2018), building networks between the academic world, feminist and international organisations. She has published numerous books (30), articles or book chapters (50) on gender, feminisms and development issues.



PANEL 1 | The Gender-SMART experience: Institutional change in agriculture and food science

The cross GEP analysis from Gender-SMART project - Katarina Slezakova (ISAS)

This presentation focused on the content of the Gender Equality Plans (GEPs) itself and is not concerned with the implementation process beyond the GEP development. The interest was in analysing documents such as GEPs and supplementary operational documents such as monitoring and evaluation (M&E) (incl. the indicators lists) that lay the foundation for desired institutional change towards gender equality (GE). The GEP content analysis offers a deeper look into what Gender-SMART implementing partners have prioritised in their plans thematically, as well as the type of activities they incorporated.

From the analysis, we learn that the most covered thematic area overall is organisational culture, and partners utilise soft measures (awareness raising, communication campaigns, voluntary workshops, etc.), rather than hard ones (e.g., quotas) focused on institutionalisation. This indicates that partners understand institutional change in terms of institutional cultures vested by (personnel) attitudes: if people change their mindsets, broader institutional change follows. However, this approach comes with its own risks, and it necessitates thorough work in tackling resistances that appear in the aftermath of campaigning and training. This understanding of institutional change explains why few hard measures were included in the Gender-SMART GEPs, if not enforced externally with legal requirements. On the other hand, for most partners this was the first experience with GEP design and development. Thus, it is understandable they opt out for soft measures focusing on culture.





Developing Gender Values for Teagasc - Emma Fogarty (TEAGASC)



Core values are the shared beliefs and norms that guide decisions and behaviours as people conduct their day-to-day work and interactions with each other. As part of the Gender-SMART project, Teagasc developed and designed its core Gender & Diversity Values and accompanying behavioural statements, which are as follows:

1. ***Equal Opportunities*** - we will ensure that everyone on Teagasc will have equal opportunities to achieve their potential.
2. ***No Barriers*** - we will ensure that there are no barriers to achieving gender equality within the organisation.
3. ***Active Inclusion*** - we will actively ensure that all voices in the organisation are heard and that staff are empowered to share their views and ideas.

Prior to developing these core values, a gender audit was carried out in Teagasc to assess the culture of the organisation. This involved assessing the gender data, organising focus groups and carrying out interviews with senior managers and other staff across the organisation. Upon examination of corporate documentation and communications across Teagasc it was found that, while the type of culture and behaviours expected across the organisation was described, there was no gender-specific content or gender dimension. The development of core Gender & Diversity Values for Teagasc aimed to rectify this.



With regard to how Teagasc developed these core values, a participatory approach was used and a number of internal workshops were held with senior managers. Different techniques were employed to produce the final values and accompanying behavioural statements, including brainstorming, storyboards and the cultural web exercise to examine the organisation's culture. The culture consists of the beliefs, values and norms of behaviour that are shared by the organisation's people so as part of the cultural web exercise, we looked at the stories, symbols, rituals and power structures of the organisation.

The lotus blossom technique, and voting and ranking by participants were used to come up with the final set of values.

There were a number of facilitating factors to the development of Teagasc core values, including the annual celebration of International Women's Day. There was also an increasing awareness in the organisation that there was a lack of supports for the progression of women and this needed to change. The engagement and support of the Senior Management Group was key in developing our values, as was the support and guidance of our Gender-SMART project partners. The publication of Teagasc Gender Equality Plan earlier this year and the development of a Gender & Diversity Values logo has helped to communicate the values and reinforce the message.

As to the sustainability of the practice, the tone from the top is essential and Teagasc Director Professor Frank O'Mara is instrumental in setting that tone. He never misses an opportunity to restate the Organisation core values and to reinforce the importance of achieving a gender balanced and diverse culture in Teagasc. Staff are regularly reminded of the values by way of an internal communications platform, where there is a dedicated Gender-SMART space. The Gender & Diversity Values logo is prominently displayed on our public website, and on Teagasc corporate communications and recruitment documentation. Values, actions and progress in terms of achieving gender equality in Teagasc were highlighted by the Director at his annual briefing with members of government earlier in October.

Finally, Teagasc held a staff webinar earlier in October to launch its new Gender Sensitive Communication Guidelines. These guidelines will contribute to building an inclusive and gender balanced culture in Teagasc and will ensure that communications align with the Gender & Diversity Values of the Organisation.





CIRAD Community of Practice “Gender in research content” - Jean-Michel Sourisseau (CIRAD)



Regarding gender sensitivity in research, CIRAD is moving in a sceptical and self-censored environment. Therefore, a bottom-up scientific strategy was adopted. The benefits of gender integration in research were formulated as a hypothesis which was verified by setting up a community of practice. The CoP was built on a voluntary basis and diversity was encouraged to match with CIRAD missions. The two goals were: promoting collective learning and documenting diverse ways of being gender smart.

70 researchers and support staff were gathered, a number that is growing fast. 15 workshops were organised on 12 case studies. An online resources depository, which is more and more visited, was also established.

Yellow Window’s wheel of the project cycle was used to examine, at different steps of the project, if and how gender is integrated, obstacles, difficulties, achievements and impact. Case studies were then reported positioning them on 3 dimensions frameworks. The impact of the project was evaluated with a gradient from gender blind to gender transformative and on gendered governance. An axis was added to describe the nature of the knowledge produced/expected. By drawing on learnings and warnings, projects could be implemented in a gender-smart perspective.

Among the challenges, the process is time consuming, and colleagues’ availability may be a problem in the long run. Another challenge is to deal with the connection between governance and the focus and methods implemented in the project. It questions relationship inside the teams and with the partners, confronting culture and backgrounds of individuals. Relevant and generic trainings were delivered, very useful to initiate the CoP. However, tailor-made trainings, adapted to research subjects and partnership are now needed. The main challenge remains constancy and perseverance which are crucial in a sceptical and self-censored environment.

To carry on this dynamic beyond the Gender-SMART project, some changes are recommended for a better gender integration in research. CIRAD strategic documents should be rewritten in a more gender



sensitive perspective. Research units should be more gender sensitive in their ambitions and programming documents. CIRAD experience and skills should be mobilized to monitor projects' impacts for which a toolkit has been developed. This Impress Toolkit should be adapted, notably ex ante, to better integrate gender dimensions in the impact pathway, and to monitor the impacts in a gender sensitive way. To conclude, the transversality of gender integration may be guaranteed by the institutionalisation of a sort of CoP in the CIRAD governance with clear status and resources.





Integration of Gender⁺ into research through collaboration and expert trainings around Grant proposal writing - Margreet Van Der Burg (WUR)



The presentation articulates the importance of addressing support services in grant proposal writing and acquiring funding at HE and Research organisation. WUR has a Grant Office at the central level and a decentralized office at each of their 5 Science Groups or departments. They inform the research community, check proposals before submitting, coordinate interested researchers for specific calls, and keep themselves updated on new programmes, new requirements and criteria. Mostly, officers specialize in specific funding organisations, like

the EU.

Since the requirements by the new Horizon Europe programme changed and included a GEP as criterion for eligibility and integrating a gender dimension under the excellence criteria, there was interest to include information on both in their info sessions. In 2021, two sessions of 30 min were given within a longer session of 2 hours. In August 2022, another session was delivered to all officers of the science groups. The latter session was combined with an analysis of 16 granted EU proposals for which the PIs were approaches for their GA and original EU reviews.

The analysis of 16 granted EU proposals under WUR coordination including the EU reviews, and of both Horizon-2020 and Horizon Europe, were presented. The key messages with illustrative quotes from the EU evaluations were shared and can also be found in the Gender-SMART Brief Issue 2 *Analysis of the integration of the gender dimension in granted EU proposals under WUR coordination*.

The main conclusion was that 'Both proposal writers as well as evaluators are not well prepared for addressing or evaluating the gender⁺ dimension in a more meaningful way than recognising how to identify difference. As consequence, they lack meaningful approaches to actually understand and find entry points to lifting inequalities that would rise or be aggravated. This is not in line with the objectives and guidelines of Europe Horizon.'



Among the suggestions forward are to include in GEPs greater integration of the gender dimension in the frequently held information sessions; further develop materials and make them accessible (example Annex 2 of Gender-SMART Deliverable 6.4), the provision of peer-lab around proposal writing, an advice option to connect to HE research or graduate schools, the establishment of pool of gender+ experts in specific domain of Agri-food sciences at the institutions and connected in a European-wide Pool. WUR intends to do so in its future GEP 2023+.





The Awareness Activities raised at CUT, Panayiota Polykarpou (CUT)

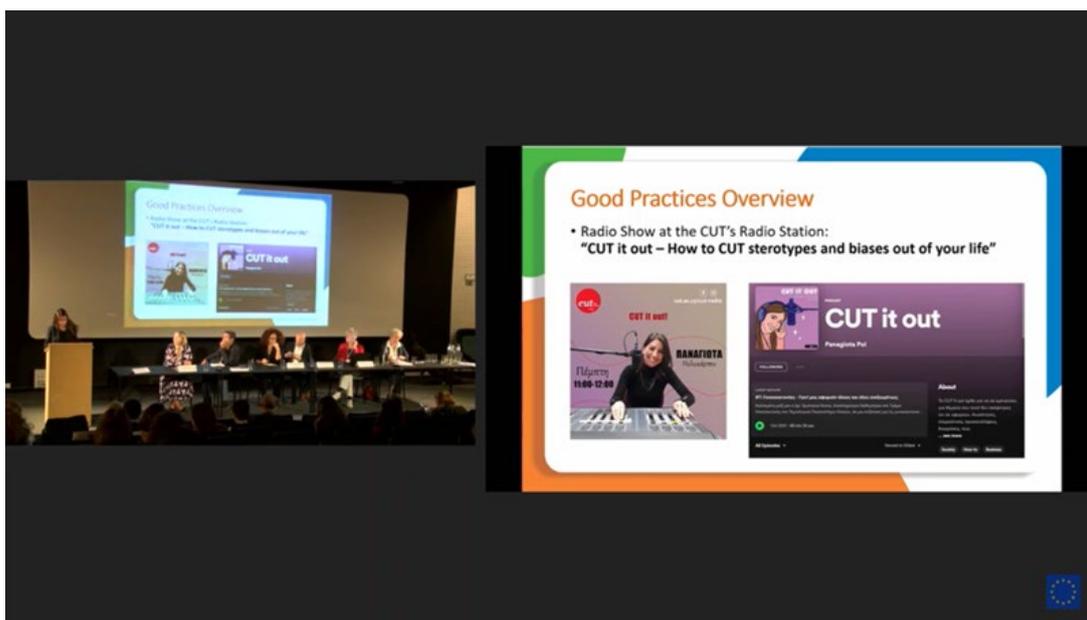
One of the activities that took place at Cyprus University of Technology was addressing **the lack of awareness about gender equality issues in general**, within the community of students and staff but also outside. For a long time, most of the activities and research carried out at the university in this area – including Gender-SMART and other projects promoting gender equality - had only been communicated to a small group of people who were interested in the topic.

In order to raise awareness and encourage mobilization in everyday interactions, a radio show was introduced at CUT's radio station, named "CUT it out – how to cut out bias and stereotypes from your life" and a new topic was proposed every week, focusing on basic definitions and different gender equality challenges that everyone was expected to face.

In the second season of the show, members of the academic and administrative staff of CUT, as well as external experts, were invited for an interview by the radio producer to share their expertise and experience on gender equality issues.

The topics were addressed in a form that everyone could understand but also aiming to inspire for actions and mobilisation. Each episode was recorded and uploaded to the show's channel on Spotify where the episodes are still available.

A series of other awareness activities took place in the framework of the radio show, such as a competition that was giving away books on gender equality as an award to lucky students. Another example was the promotion of women researchers working at CUT, followed by a series of interviews with them at the CUT radio. Women researchers and in academia in general were interviewed from around Europe who are also members of staff of Gender-SMART partners.



Some important factors that facilitated the success of these actions were that the university's community actively participated during the interviews and that the topic was presented in an informal way to help everyone understand how day-to-day interactions can become inclusive in order to build an inclusive culture.

Through these activities, a critical mass of change makers in the students' and staff community was created and at the same time, the expertise of staff related to equality and inclusion not known before was promoted.

Inclusive language was used during the shows that other students presented and topics related to equality and social responsibility were promoted through other shows of the station.





Maria Sangiuliano, Smart Venice (Italy)

An interesting question is to understand what efforts the Gender-SMART partner organisations will have to make to advance their Gender Equality practices after the project end.



1) A great experiment was undertaken with a **cross GEP analysis** that resonates a lot with the challenges faced by other sister projects when evaluating compliance of their categorised areas of intervention and types of measures with Horizon Europe requirements. The question remains about how it would be to conduct random checks as external actors that jump in and possibly base their scoring mainly on documentary analysis.

2) The work done on **core values** raised the point on how the participatory techniques used can be reiterated for a long time, to what extent it would be useful and whether the type of audits carried out can be repeated in a situation that might evolve and to what point internal capacities are available for the application of this approach. 3) Verification of the benefits of integrating a gender dimension into the content of scientific research by creating a **Community of Practice** is vital. “Tailored training” is the keyword because gender in research and innovation has become more mature over the years, and a lot of knowledge is still to be built. Researchers are participating in trainings provided by the facilities but a collective reflection is still missing on practices and case studies that are internal to the organizations. 4) The practice of **engaging with the Grant Office** since the proposal writing is very interesting. Researchers are under pressure with gender being now an award criterion in calls but it’s interesting to understand how this combines with the real interest towards the potential benefits of integrating the gender dimension with an intersectional approach. 5) Finally, the experience of a **radio broadcast** was very creative and inspiring, and the point raised is to understand whether such a really nice experience will continue and how.





**Christine Verschuur, Graduate Institute of International and Development Studies
Retired Senior lecturer and researcher (Switzerland)**

Emphasis is laid on gender which is, above all, a tool of analysis and a way of expressing power relations. When talking about gender, also race, ethnicity, age, origins should be integrated



along with belonging and the thoughts on these issues coming from the global source. It is also important to be aware of the constant reluctance on using the word “gender”, the resistance, and the possible backlash that exist on these issues.

Progress is possible only through the alliance with feminist movements, researchers and groups of students who want things to change. Changes are necessary to renew theories and knowledge in a substantive way

otherwise researchers’ work is useless.

Including a feminist perspective changes completely the view both empirically and theoretically. Thus it is fundamental to change the gender bias in the production and circulation of knowledge. Gender biases have different dimensions: women are rarely an object of research and there is a gender bias in teaching, in research, including in gender studies. So, it is necessary to transform the power relations in the production and circulation of knowledge. Creating new ways of working, introducing feminist epistemology with new tools and methods, working in more collaborative, non-hierarchical ways, that recognize the contributions also of the partners of the South would help changing the way research is carried out.

Indeed, there is a huge gender and colonial issue on publication of knowledge. Only by demonstrating how important it is to have research that is informed by gender studies avoid biases.



PANEL 1

INSTITUTIONAL CHANGE IN AGRICULTURE & FOOD SCIENCE

CROSS GEP ANALYSIS

1. MANDATORY BUILDING BLOCKS

"SOFT PARTS ARE BETTER ELABORATED"

2. THEMATIC BLOCK

ORGANISATIONAL CULTURE

37%

3. DISTRIBUTION OF ACTIVITIES

4. GENDER-BASED VIOLENCE

2 PARTNERS AND SEXUAL HARRASSEMENT HAVE NO MEASURES

EMMA FOGARTY

GENDER EQUALITY CULTURE

- EQUAL OPPORTUNITY
- NO BARRIERS
- ACTIVE INCLUSION

PARTICIPATORY APPROACH



LOTUS METHOD BRAINSTORMING

AUDIT

ENGAGEMENT OF MANAGEMENT

SUPPORT PARTNERS

PUBLICATION GEP

JEAN-MICHEL SOURISSEAU

COMMUNITY OF PRACTICE

- COLLECTIVE LEARNING

X DOCUMENTING DIVERSE WAYS TO ACHIEVE GENDER-SMART

CHALLENGES

STAFF AVAILABILITY

TAILORED MADE TRAINING

WORKSHOPS

CASE STUDIES

ONLINE RESOURCES

INSTITUTIONAL VISIBILITY

COMMON ANALYSIS REPORTING FRAMEWORK

INSTITUTIONALIZE THE DYNAMICS



MARGBEET VAN DER BURG

GRANT PROPOSAL WRITING



CAN BE EXPANDED TO ALL RESEARCH & PROJECT PROPOSALS

INTEGRATED IN ACTIVITIES OF SUPPORT SERVICES

- INFORMATION SESSIONS
- CHECKLISTS & GUIDES
- REFERENCES TO TRAININGS & HANDBOOKS
- PERSONAL ADVICE
- AWARENESS MEETING AFTER ANALYSIS
- SECURE GEP POST-PROJECT

PANAYIOTA POLYKARPOU

AWARENESS ACTIVITIES



RADIO-SHOW

cut it out!

active participation of community

CRITICAL MASS OF CHANGE MAKERS



FIND STRENGTH IN NETWORKS



GENDER IS A WAY OF EXPRESSING POWER RELATIONS



KEEP RESISTANCE & POSSIBLE BACKLASH IN MIND

FORM ALLIANCES



REDUCE GENDER-BIAS PRODUCTION AND CIRCULATION OF KNOWLEDGE

NEED TO INCLUDE FEMINIST PERSPECTIVE



IMPORTANCE OF TAILORMADE TRAININGS & ADVICE

TRANSFORM THE POWER RELATIONS

HOW CAN YOU INTEGRATE INTERSECTIONAL DIMENSION?

CORE VALUES

CORE BUSINESS

KEY-CONCEPTS OF THIS PANEL

COMMUNITIES

PANEL 2

SUSTAINABLE IMPACT ON INSTITUTIONALISING GENDER EQUALITY

Moderator:

Laia Tarragona Fenosa, Executive Coordinator of GEARING -Roles

Panellists (Gender-SMART partners):

Institutionalising Gender Equality at CICYTEX. A legally guaranteed process of institutional change, **Carmen González, CICYTEX, Spain**

Scouting and motivating stakeholders for a successful GEP scaling up at corporate level, **Maroun El Moujabber, CIHEAM Bari, Italy**

Integration of the sex/gender dimension in the evaluation of research by a Funding Agency, **Laurence Guyard, ANR, France**

Discussants:

Anna Koukkides-Procopiou, University of Nicosia, Cyprus

Eucharía Meehan, Dublin Institute for Advanced Studies (DIAS), Ireland

Moderator

Executive Coordinator, GEARING-Roles (Spain)



Laia Tarragona Fenosa

Laia Tarragona is the technical coordinator and project manager of GEARING-Roles, and researcher at the University of Deusto, where she is also a member of the implementing team of the Gender Equality Plan. Coming from a legal background, she has broad experience in research project management, has also worked as an independent consultant on hate speech and counter-speech strategies, and was associate lawyer at an international law firm. In 2013, she was invited to participate in the International Visitor Leadership Programme (IVLP) promoted by the US Department of State. Her research interests include inequalities, gender, and migration.

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Director General, CICYTEX (Spain)



Carmen González

Carmen González holds a degree in Biology from the University of Extremadura. She began her professional career as assistant laboratory manager in a Nestlé factory and later joined as project manager in the area of Food Technology in the R&D Centre in Spain. She carried out her research activity in other centres of the company in Switzerland, Sweden, Germany, France and the United States. She then developed her activity in the Research Business Association Centro Tecnológico Nacional Agroalimentario Extremadura (CTAEX) as head of the Food Technology Area, coordinator of R&D Projects, deputy director and in 2011 she was appointed Technical Secretary General of the association and director of the centre. In 2015 she became General Manager of the Centre for Scientific and Technological Research of Extremadura, a public research centre of the regional government.

Senior Officer, CIHEAM Bari (Italy)



Maroun El Moujabber

Maroun El Moujabber has been a Senior Officer at CIHEAM Bari since 2005. Previously, he was associate professor in Lebanon and National Project Director of several FAO Projects on Protected Agriculture. At CIHEAM Bari he is coordinating a project on invasive pests in the Euro-Mediterranean area and has large experience on Joint Programming in food security and natural resources management in Europe, the Middle East and Africa. He is managing a Project on Gender Equality Plans and coordinating the Doctoral platform of CIHEAM Bari. He is the Chair of the Scientific Advisory Committee of PRIMA.

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Scientific Community Relations Officer, ANR (France)



Laurence Guyard

Laurence Guyard has a PhD in sociology. Her main research has focused on gender issues in health and at work, on social mobility. She has been working at ANR since 2011 and is head of the relationship with the scientific communities, gender equality, scientific integrity delegate. She is a member of the national committee for monitoring equality action plans and represents the agency at Science Europe for the research culture axis. She recently graduated with a Master's degree in Ethics, Sciences, Research and Society.

University of Nicosia (Cyprus)



Anna Koukkides-Procopiou

Anna Koukkides-Procopiou works as a Consultant on the Turkey/Cyprus project of the Europe and Central Asia Programme of the International Crisis Group. She is a Senior Fellow and Member of the Advisory Board of the Cyprus Center for European and International Affairs, University of Nicosia. Her research and published academic work focuses on foreign policy, inclusive security and gender.



Dublin Institute for Advanced Studies (Ireland)



Eucharía Meehan

Dr Meehan has over 20 years of leadership experience across a range of public and private research based organisations. In 2017, Dr Meehan was appointed CEO at the Dublin Institute for Advanced Studies (DIAS), the only such institute in Ireland, which since its inception has focused on fundamental frontier & discovery research. She is an acknowledged leader in advancing gender equality and diversity policies, in particular as Director of the Irish Research Council, and was designated ScienceEurope's first Gender and Diversity Champion (2016-2017). Currently, she is a member of the Advisory Committee to the EU supported initiative Gender-SMART. She is a member of the Scientific Advisory Board to Biocenter Finland and served as an elected board member of both ScienceEurope (the pan-European association for research funding and research performing organisations), and the European Strategy Forum for Research Infrastructures (ESFRI).



PANEL 2 | Sustainable Impact on institutionalising Gender Equality

Institutionalising Gender Equality at CICYTEX. A legally guaranteed process of institutional change - Carmen González (CICYTEX)

Prioritising a good practice in the process of institutionalising Gender Equality at CICYTEX is complicated, although some specific actions can be highlighted as inclusive communication activities or the zero tolerance towards any sexual harassment or harassment based on sex. However, it is more relevant to discuss the important symbiosis of the process between the Spanish legislation on the subject and the Gender-SMART Project.

Within the specific and favourable Spanish legislative context, it is necessary to highlight two laws. The first and main law is the **Act 3/2007** for the effective equality of women and men (Equality Law) which regulates issues such as principles, employment, work-life balance, parity (40/60), mainstreaming in public policies and GEPs as a tool for the implementation of the principles and policies in the public and private Entities.

The second one is the **Act 901/2020**, regulating Gender Equality Plans and which, beyond describing the whole process necessary for the design, negotiation, signing, registration and monitoring and evaluation of the GEPs, gives them the same legal status as a labour agreement.

For the fulfilment of all this legal process, the **Gender-SMART project has been key** as driving force behind the scene, mainly in terms of capacity building, time demands and mutual learning. Other stakeholders have also been necessary and it is worth mentioning the determined commitment of the CICYTEX Governing Board and Government of Extremadura, trade unions and other stakeholders as the Science and Innovation National Ministry and some Female associations.

Some of the main challenges of CICYTEX GEP for the next years are as follows:

The institutional commitment of CICYTEX Directorate with **gender equality** in all its research institutes. For this purpose, gender equality main core values are now included in CICYTEX's Statutes and Programme Contract with the Government of Extremadura and the European Human Resources Strategy for Researchers is now being implemented.

A **Protocol has been** in place since 1 January 2022 to guarantee **zero tolerance towards any sexual harassment or harassment based on sex**.

For applying the **gender perspective** in its scientific **research and innovation activities**, resources are progressively being incorporated.



To make the work of **women at CICYTEX visible** in order to disseminate their contributions, a **Handbook of inclusive language and communication** has been designed and adopted.

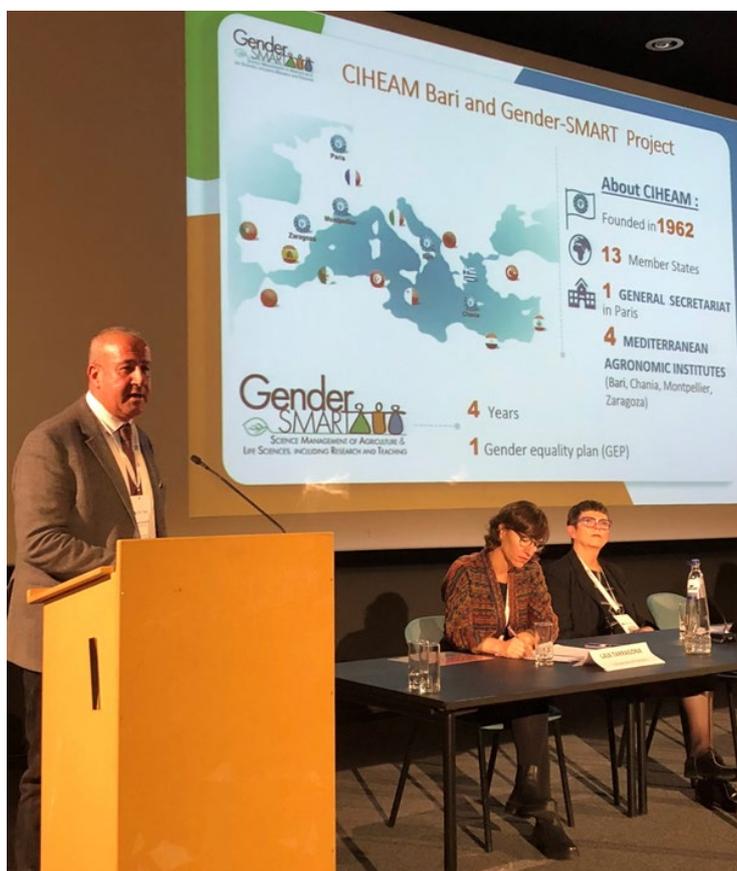
The **sustainability of this institutionalisation process** is ensured by both external and internal factors. As for the former, let's mention the requirements at both the European and national level for RPOs not only for the competition for funds and calls for proposals, but also for legislative compliance and policy design.

At the level of CICYTEX, it is key for guaranteeing sustainability to have achieved the objectives set by the organisation in 2019 in the Strategic Framework for **Gender Equality** among which the creation of an **Equality Commission**, a legally collegial body created in March 2020 with the participation of CICYTEX, the regional Women's Institute, the Regional Ministry with competences on human resources and the main significant trade unions and the setting up of a **Gender Equality Unit** with a **Gender Officer**. In addition, a **budget line for the coming years** in the Regional Budget Law of the Government of Extremadura has been included to carry on the activities at the end of Gender-SMART project.





Scouting and motivating stakeholders for a successful GEP scaling up at corporate level - Maroun El Moujabber (CIHEAM Bari)



CIHEAM Bari is one of the four Mediterranean Agronomic Institutes of the International Centre for Advanced Mediterranean Agronomic Studies (CIHEAM), an intergovernmental organisation, headquartered in Paris.

With Gender-SMART, CIHEAM Bari has committed to a four-year Gender Equality Plan (GEP) to advance gender equality and develop a genuinely inclusive community in its organisation in which all people can be appreciated for their merits and contributions. Therefore, the Gender-SMART Core Team undertook an inventory and mapping of critical stakeholders to be involved in the GEP actions based on their competence, position, area of work and availability and Focal points were appointed to support the process. Stakeholders were mobilized to participate in several training and capacity building activities.

The inclusive and transparent process allowed to gain additional support, engage people and reduce resistance, while having a greater number of individuals involved in the efforts created more ownership, enhanced commitment, and helped ensure sustainability.

Drawing on the experience gained with GEP elaboration and implementation, the Gender-SMART Core Team decided to reach out to other staff members from CIHEAM headquarters and Institutes through a bottom-up and participatory approach. The aim was to encourage them to design their tailored GEPs and start a pathway towards change for a joint engagement in a gender flagship initiative. The four institutes and the Headquarters have now their custom GEPs elaborated and published in their websites. Moreover, some common actions have been identified that will be conducted jointly and will push the corporate process ahead.

A similar approach can undoubtedly be replicated by other organisations which have multiple sites to integrate a gender perspective at corporate level.





Integration of the sex/gender dimension in the evaluation of research by a Funding Agency - Laurence Guyard (ANR)



For its participation in the panel, ANR (the French national research project funding agency) has chosen to present one of the actions included in its GEP and successfully implemented.

As a funding agency, ANR has two main issues about gender equality: the first one is to tackle any gender bias in the evaluation process and the second one is to lead researchers to take into account the sex and/or gender dimension in the content of their research. For the panel ANR focused on the second issue and presented how the agency managed to introduce a dedicated criterion in its evaluation process.

It was first recalled that ANR benefited from a favourable context, a very driving European one but also a national legal context that obliged public institutions to implement a GEP no later than March 2021. RFOs and RPOs had to include in their GEP a dedicated axis to the integration of sex and/or gender dimension in research content. Furthermore, it has been pointed out that within the agency, the CEO of ANR is highly convinced and very supportive on gender equality.



But despite this favourable context ANR didn't introduce this new evaluation criterion all in a sudden so that it would not be perceived as an additional constraint imposed by the funder. Therefore, considering that it would be more efficient to adopt a step-by-step approach, the agency decided to first raise awareness among scientific communities by carrying out two test phases in the 2020 and 2021 generic call for proposals which is the most important one in terms of allocated budget and number of projects submitted and which is opened to all scientific fields. These two test phases consisted in asking candidates to tell how they were considering the sex and/or gender dimension in their research content. They had to answer in a dedicated area on the submission platform which the evaluators couldn't access. These tests represented also the opportunity to identify the level of understanding and knowledge of the communities on the topic.

In parallel, ANR co-organised a conference on the subject with Cirad in December 2020 and dedicated training was been put in place for committee chairs.

For the 2022 edition of the generic call for proposals the dedicated criterion has been introduced in the evaluation process and will remain so.

Even if the introduction of such an evaluation criterion represents a big step forward, the analysis of the test phases and the way it has been evaluated in the 2022 edition show that the vast majority of scientists are very far from understanding what it refers to and why it is crucial even in fields where it should be obvious.

The way to go is still long and ANR decided to reinforce training and to develop educational tools to support researchers. These are some of the actions that will be included in the next Gender Equality Plan of the agency.



PANEL 2

SUSTAINABLE IMPACT

on INSTITUTIONALISING GENDER EQUALITY

WHAT'S NEEDED?

COMMITTED LEADERSHIP

INVOLVE MORE WOMEN IN STEM

GRADUAL INTRODUCTION but SET BOUNDARIES

KNOWLEDGE WITH PRACTICAL IMPACT

CARMEN GONZALES



GLOBAL APPROACH
SPANISH REGULATION
WORK-LIFE BALANCE
PARITY

PRINCIPLES EMPLOYMENT

GENDER PERSPECTIVE IN SCIENTIFIC RESEARCH & INNOVATION ACTIVITIES

CAPACITY BUILDING

STILL NEED TO MAKE FURTHER PROGRESS

MAROUN EL MOUJABBER

NO ONE RECEIPT FOR EVERYBODY



INVOLVEMENT OF KEY-STAKEHOLDERS

5 FOCAL POINTS

TRAINING & CAPACITY BUILDING SERVICES

VARIOUS COMMUNICATION CHANNELS REACHING DIFFERENT STAKEHOLDERS

INCLUSIVE & TRANSPARENT PROCESSES

INVOLVING LOTS OF INDIVIDUALS

GOING CORPORATE

LAURENCE GUYARD

SUPPORTIVE CEO
FAVORABLE LEGAL CONTEXT

NEW EVALUATION CRITERION



SCIENTIST ARE FAR FROM UNDERSTANDING

STEP by STEP

TRAINING CONFERENCE

MORE TRAINING NEEDED

IMPORTANCE OF EO-SYSTEM

HIGH-RISK at the end of the project



show that key-player still have a role

is it still on board agenda?

COMMITMENT

AT GOVERNANCE & MANAGEMENT LEVEL

COMMUNICATION AND REGULAR TRAINING

CONTINUE OPEN, LISTENING CULTURE





Anna Koukkides-Procopiou, University of Nicosia (Cyprus)

Changing mindset about gender in the positive sciences is a great obstacle experts face since sciences are usually conceived as gender neutral. The Gender-SMART project is a catalyst along this path. The word sustainability is repeatedly used a lot, but a virtuous cycle has to be created. Leadership is needed and it is important to have a gender-sensitive person who is open to the pressures of either the European Union or of the people that find it an important issue that needs to be raised. Therefore, leadership should be strongly committed. Moreover, gradual introduction of gender concepts is necessary to make researchers understand why gender is relevant to their work. Indeed, the subjects who are researched are crucial to comprehend the importance of gender in sciences. It is important which researches it and how it is being researched. The Theory of Change shall be broken to the core for people to understand the process of reaching gender equality.

High-level science is important, but this expertise shall be linked with the local communities we work with: knowledge must be practical and progress is not linear. Furthermore, the gender gap has increased due to the pandemic. If women do not get more involved in the STEM field, the gap will grow further. Gender-SMART can thus contribute to creating a virtuous cycle through sustainability and a different mindset to steer the change.





Eucharía Meehan, Dublin Institute for Advanced Studies (Ireland)

Despite the different contexts and stages of evolution, in this thematic area, of the organisations involved in Gender-SMART project, common merging themes have come up in terms of the lessons and experiences. The first thing to notice is the emphasis on how important the ecosystem and the external factors are to make the implementation of gender equality inclusion and diversity policies successful. However, other organisational dimensions within our control are more important. Indeed, every organisation involved enters now a high-risk zone: what is crucial is to keep the work done alive.

To do it, three things must be maintained. First of all, commitment, the factor that will determine the success or failure in continuing the implementation of the work. This is why still regular reporting to governance structures shall be guaranteed to avoid losing the momentum gained. In addition, a key responsibility for the governance structures is for boards to ensure that it's clear to other key players within the organisation that they still have a role in this area.

The second important factor is the continuing external and internal communication and the type of communication that has happened during the project. "Communication" includes training, which is also an indicator of the success of the project.

The third thing is to continue to have an open and inclusive culture. Some things, like flexible working arrangements, will continue because they are embedded within the policies, but other things, like continuing surveys, are necessary because if halted will lead to the erosion of the commitment and of the overall agenda.

Therefore, only if all these factors are present, the overall framework will continue.



CLOSING REMARKS

Speaker | **ELENA SCHUBERT, DG AGRI, EUROPEAN COMMISSION**



Women in Agriculture and Rural Areas - Elena Schubert (DG AGRI, EC)

The European Commission has decided to apply a holistic approach towards gender equality. To this end, for the first time ever, a Commissioner for Equality, Helena Dalli, was appointed by Ursula von der Leyen. The GENDER EQUALITY STRATEGY 2020-2025 commits Europe to enhance equality and incorporate it in all actions. An Equality Task Force was also set up representing all Commission services to mainstream equality and non-discrimination into all EU policies and funding.

However, statistical data and indicators reveal ample gaps between women and men in agricultural sector and between rural women and rural men. This concerns a number of areas such employment, education and training and income.

Across the EU, less than 30% of EU's farm managers are women and their farms are smaller than those of their male counterparts; only 30% of women work in agriculture; women are more likely than men to work in the informal economy and on part time basis, however, their participation through the informal rural economy is not statistically recognized; rural women have lower income than rural men in all EU Member States; due to the structural deficiencies of local labour markets, women (mostly highly-qualified) outmigrate from rural areas at a higher rate than men.

The Commission has set out some actions against women inequalities in agriculture and rural areas. For the first time in the history of CAP – specific objective number 8 refers explicitly to women by promoting gender equality, including the participation of women in farming. Furthermore, CAP funds, European Social Fund+, the European Regional Development Fund and Recovery and Resilience Facility support investments into infrastructure and services – enablers of social inclusion of women; provide incentives for local employment opportunities for women and enhanced support for female farmers; improve access to loans for women for entrepreneurial activities; and empower women in decision making.

DG Agriculture has also adopted the monitoring of gender equality implementation –through gender budgeting - a methodology to measure the relevant expenditure at programme level in the MFF 2021-2027.

A Long-Term Vision of Rural Areas was also launched last year including the Flagship initiative called 'Social resilience and Women in rural areas' to support women entrepreneurship, participation in decision-making and investments in work-life balance services, such as early childhood education and care, as well as services for older people.



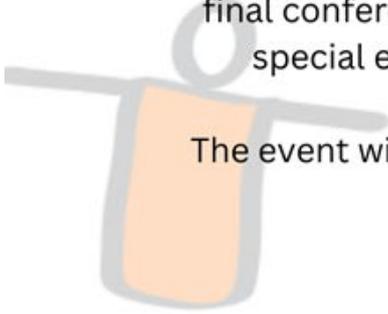


Elena Schubert (DG AGRI, EC)



Joint event "BECOME A GENDER EQUALITY INSIDER!"

Following GEARING-ROLES' final conference and GENDER-SMART's final conference, the two projects have come together to hold a special event with a focus on the European Year of Youth.



The event will take place on **19th October 2022 at the Museum of Natural Sciences.**

AGENDA

14:00: Welcome, by María Silvestre, Coordinator of Gearing-ROLES, University of Deusto



14:10: Roundtable "*Youth and gender equality in the digital age. For an inclusive, equal, and creative future*"

Moderated by: Ayşe Gül Altınay (Sabancı University)

Speakers:

- Manon Deshayes, European Youth Forum
- Charlotte Waeyenbergh, Academics for Development
- Panayiota Polykarpou, Cyprus University of Technology
- Estibaliz Linares, University of Deusto
- Aisling Molloy, Teagasc
- Fulya Kama Özelkan, Sabancı University

15:40: "*Perspectives on Gender and the digital age*", by Elisabeth Lipiatou, DG Connect

16:00: Closure of event, by Nadine Zakhia, Coordinator of Gender-SMART, CIRAD

16:10: Farewell coffee

16:30: End of Event



The project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement numbers: 824536 & No 824546



Joint event with Gearing Roles: "Become a gender equality insider!"

Professor, University of Deusto



Maria Silvestre

She holds a PhD in Politics and Sociology. She has been Dean of the Faculty of Political Science and Sociology at the University of Deusto and Director of the Master's in Intervention in Cases of Violence against Women. She led the Deusto Social Values Research Team, which represents Spain in the European Values Survey (EVS). She has been co-director of the International Master's in Public Policies and Territorial Development, which is taught at the University of Deusto in collaboration with the Università degli Studi di Palermo and the Pedro Arrupe Institute in Palermo. Her main research interests are: political and social values and gender perspective in social sciences, which are areas on which she has numerous publications and scientific contributions. She is currently Director of the Emakunde Basque Institute for Women.



Professor of Anthropology, Sabancı University



Ayşe Gül Altınay

Ayşe Gül Altınay is the Director of SU Gender and Associate Professor of Anthropology teaching in the Gender Studies and Cultural Studies Programmes at Sabancı University. Among the programmes she coordinates at SU Gender are “Curious Steps: Gender and Memory Walks of Istanbul” and “Transformative Activism: Rethinking Gender and Politics.” She has published widely on militarism, memory, violence, gender and sexuality.

DG CONNECT



Elisabeth Lipiatou

Elisabeth Lipiatou is Head of Unit for Programme Implementation at DG CONNECT of the European Commission. Activities of the Unit include: Preparation of Digital Europe Programme; legal and operational design and advice; interface of the DG with the Executive Agencies and policy feedback, coordination of evaluations of proposals; analysis and implementation of audits results; dissemination and exploitation of results.

Until September 2017, she was Head of Unit 'Open and inclusive Societies' in the Innovation Union Directorate of DG Research and Innovation. The Unit dealt with social and economic research, including migration, security, employment and social innovation.

Until August 2015, she was Head of Unit of 'European Neighbourhood, Africa and Gulf' at Research and Innovation Directorate General. Her Unit's focus was the Mediterranean region, Eastern Partnership, Africa, Middle East, Gulf countries.

Until December 2010, she was Head of Unit of Climate Change and Environmental Risks Unit at DG Research. Her Unit was responsible for the areas of climate change, polar research, impacts on health, natural hazards. She was involved in climate science negotiations. She was the contact person of the European Commission for the Intergovernmental Panel on Climate Change (IPCC).

Elisabeth Lipiatou received her Diploma in Chemistry from the University of Athens-Greece, her Master in Oceanography and Meteorology from the University Paris VI and her Master in Computer Sciences applied in Chemistry and Biology from the University Paris VII. She became a Doctor of Sciences in Chemical Oceanography at University Pierre and Marie Curie, Paris, in 1989.

Welcome by Maria Silvestre (University of Deusto), GEARING-Roles Project Coordinator



Panellist 1: Manon Deshayes



Title: Policy Officer, European Youth Forum

Bio: Manon Deshayes is a Policy Officer at the European Youth Forum, where she currently works on Social and Economic inclusion, with a specific focus on the Future of work and the impact of the pandemic on young people. She also has expertise on gender equality issues, especially on women's participation and gender-based violence, having worked at the European Women's Lobby and at the Council of the European Union's General Secretariat.

Manon, you work on social and economic inclusion of youth and women at the European level: What are some of the directions that you see as critical in the transformation towards a youth- and gender-inclusive future of politics and policy making? And what is the role of the digital in this transformation - especially in terms of the lives and participation of marginalized young people in politics and policy-making?

The Youth Forum has committed to promote digitalisation because of the growing interest of this topic. There are many challenges, but also many opportunities. The Forum has drafted a position paper on how to make digitalisation work for younger people and it is really inspiring to see all members join efforts to work together.

Regarding the links between gender equality and the digital world, there are many great women activists using the internet as a mobilisation tool. In France, impressive campaigns were organised to raise awareness about acts of sexual harassment by Uber drivers. Through Instagram, thousands of people were mobilised and met with representatives of Uber and of the Government to call to action. Also in France, during the pandemic, a group of young men shared the private pictures of some girls without being allowed. The girls decided to mobilise together through the internet, created an association and are now collaborating with a lawyer to help other women victims of this form of abuse. They have also written a book about their experience. These examples show how, despite all the pitfalls, social media and the internet can be an effective tool for mobilising in support of gender equality.



Panellist 2: Aisling Molloy



Title: Advisor, Teagasc

Bio: Aisling Molloy completed a degree in Animal Science in UCD in 2015 and then completed her Teagasc and UCD Masters in Agricultural Innovation and Support Programme with a thesis, on women in farming, titled “How Teagasc advisory services can improve engagement with and empowerment of farm women”. As part of the programme she spent 4 months in UCD studying various modules and later commenced a 15 month work experience placement. Aisling began working as a beef and sheep farm advisor with Teagasc in 2017 and completed a Diploma in Leadership in the Agri-Food Sector in 2021. Since then she has worked as a technical advisor on the ‘Future Beef Programme’, a network of 22 suckler beef farms throughout Ireland that are using technologies to improve their environmental, financial and social sustainability, with the aim of promoting uptake of these technologies among other farmers too.

Aisling, talking about social, political and economic inclusion of women and youth, we are privileged to have you as a guide who can extend this discussion towards the rural, towards farming and agriculture, and, perhaps, towards non-human animals. What insights would you like to offer this roundtable regarding the engagement and empowerment of farm women and youth? What does youth inclusion and gender equality look like in rural contexts of agricultural production? And what role does the digital play in this context - particularly in terms of the empowerment of those who face gender-based discrimination and violence?



In 2020 in Ireland there were 75,000 women working on farms namely, 27% of the agricultural workforce, but only 13.4% of these were sole owners. A research work on the County of Wexford was carried out focussing on 233 “farm women” of all age-groups, defined as any woman working and/or living on a farm. Even if 64% of these women performed different tasks, almost a quarter of the respondents categorized themselves as not being “farm women”. The research shows that women are not taken as seriously

as men, due to a lack of self-confidence, and are not welcomed in many agricultural groups. The lack of self-confidence was also linked to a lack of knowledge. Therefore, one of the recommendations in the research was to pilot female discussion groups aiming to build a confidence level that allows their merging in mixed gender groups.

In 2021 a women-in-agriculture stakeholder group was created and campaigned for the first ever agricultural policy supports for female farmers in Ireland. The group obtained 60 funded farm-investment grants for named female farmers compared to 40 grants in the past. This is a huge step forward and a huge opportunity to build women’s confidence and it has the long-term aim of merging these groups into a kind of more traditional male-dominated groups.

Another Focus for CAP 2023 to 2027 is to increase the amount of data and/or improve recording and collection of gender data across all CAP schemes, something quite limited in agriculture. The goal is to increase in Ireland the number of women who are named on herd numbers from 13% to 25% by 2030.



Panellist 3: Charlotte Waeyenbergh

Title: Master student in Economic Sciences at the University of Ghent (Belgium),
President of Academics for Development

Bio: Charlotte is a Master student in Economic Sciences at the University of Ghent, Belgium. Additionally, she is president of a students' organisation 'Academics for Development' whose goal is to promote social entrepreneurship among students through projects in the Global South, linking students at Ghent University with local partners and collaborating on sustainable solutions for both ecological and social issues.

Charlotte, you have been engaged in promoting social entrepreneurship among young people, encouraging them to connect with the Global South for ecological and social sustainability projects. I have two related questions. The first is personal: How has your experience with your partners in the Global South, particularly in Uganda, changed you - as a person, as an organizer for equality, and as a social entrepreneur? And the second - related - question is: What does inclusion and equality look like in the kinds of exchanges you facilitate across vast inequalities (shaped by histories of colonialism and ongoing forms of political and economic hegemony)? What has helped you imagine and enact solidarity, collaboration and co-creativity across vast historical and structural inequalities, say, as youth from Belgium and Uganda?



In Kasisi, Uganda, a project is currently underway that offers skills training to women marginalised by life circumstances such as teenage pregnancy, domestic abuse and extreme poverty. The aim is to create a microfinance instrument (savings and credit circle), which will be very useful because these women are excluded from classic financial channels and cannot access start-up capital to establish their own businesses. By offering them a financing opportunity, they

will be able to access the initial capital to invest in a business and grow as individuals.

Another activity is the development of reusable sanitary pads. They are very necessary but also very expensive and this creates many limitations for women, who cannot go to school or work and fulfil their dreams. So, by providing them with reusable sanitary pads, they would gain a lot of freedom, a major step towards a community which is more gender equal.

One more project is running in Uganda with a focus on digital and financial inclusion involving a group of young girls engaging with other women to collaborate, discuss challenges and difficulties, and stimulate cultural interchange.

This is a promising project that will hopefully have a positive and lasting social impact.



Panellist 4: Panayiota Polykarpou



Title: Gender Specialist, Project Manager Gender-SMART, CUT

Bio: Panayiota Polykarpou holds a degree in Business and Public Administration from the University of Cyprus. Her interests focus on gender and equality, diversity and inclusion, and in 2020 she co-founded the first digital awareness campaign for gender equality in Cyprus called “Thkio Logia” and furthermore co-authored the book “A book about equality – A few words for a big change”. She firmly believes in the empowerment of young girls and in December 2021 she launched a new initiative in Cyprus called “Girls in STEAM Academy” which aims to inspire the next generation of women leaders in STEAM fields. Currently, she works at Cyprus University of Technology as Research Fellow & Project Manager of Gender-SMART.

Panayiota, you have worked passionately about the empowerment of young girls - creating nation-wide and international conversations on gender equality and setting up spaces that encourage women and girls’ participation particularly in the STEAM fields. I love the subtitle of your book: A few words for a big change. Could you tell us about this “big change”? What changes when girls and women are given the opportunity to shine in all realms of life, including in STEAM? How does gender equality transform these fields, as well as the lives of women and girls? Why is it important to mobilise young girls to learn more about technologies and digital skills?



People struggle to think in an intersectional way that requires conscious actions of inclusion. In the workplace, inclusion helps those in the workforce to feel safe. Companies need every single person’s knowledge skill and overall input, but employees won’t bring all of these unless there is a trusting relationship between employer and employee. Therefore, the work related to leading with empathy and allyship is important and fascinating, and young people are starting to prioritise the sense of belonging to the workplaces that they join. The actions taken for gender equality lead to

‘big changes’ that affect many dimensions of people’s lives. There are daily actions that the parents can take to eliminate any stereotypical career advice they may give to their children, which can lead to the under or over representation of a group in a specific field, for example STEAM.

When women are given the opportunity to shine in STEAM the gender pay gap decreases, women’s economic security is enhanced and biases in these fields are prevented. It is necessary that an inclusive future is designed as these disciplines play an important role for our lives.

Globally, just 57% of women use the internet, compared to 62% of men. If women are unable to access the internet and do not feel safe online, they are unable to develop the necessary digital skills and engage in digital spaces: their opportunities to pursue careers in STEAM subjects diminishes. Limited access to digital skills means limited socialisation. Digitalisation may support or hinder the efforts necessary to achieve social inclusion and empower young people, particularly girls.





Panellist 5: Estibaliz Linares

Title: Researcher, University of Deusto

Bio: Estibaliz Linares holds a PhD in the Human Rights Programme ‘Ethical, Social and Political Challenges’. With her thesis ‘El Iceberg Digital Machista’, she was awarded the qualification CUM LAUDE and the 2019 Emakunde Contest Prize for publications of research works in the field of equality of women and men. She holds a degree in Social Work and a postgraduate degree in Violence Against Women Intervention from the University of Deusto. She is an appointed professor of the degree in Social Work and the double degree in Social Work and Education and several Masters in Social Intervention at the University of Deusto. She is also director of the Master in Intervention and Mediation with Families and researcher in the Deusto Social Values Team, where her main lines of research and work are: gender systems, adolescence and virtual life. She currently coordinates the Inspira Steam project and combines academic activity with work on preventing sexist cyber violence with the adolescent and youth population in the consulting company Sormena S.L., of which she is co-director. She also contributes to local TV programmes.

Estibaliz, you have worked extensively on youth, gender bias and violence in the digital sphere, and we know from experience and recent research that digital/online violence is a critical challenge of our times. Based on your experience, both as an academic and a practitioner, what insights would you like to offer in terms of the strategies, mechanisms, actions that help to prevent digital violence? What needs to be done to ensure inclusive and safe digital spaces for the great diversity of young people? What are some of the directions that are already being taken? Are there better stories of creating such spaces and raising awareness among youth for equality, inclusion and nonviolence? To what extent are the youth themselves actors of such initiatives?

Young people today live in a contradictory and vulnerable world, inherited from adults. When talking about gender in the digital world, one has to assume that this is a mirror of humanity. Real-life testimonies are important, such as that of a 12-year-old girl who was sexually abused and gendered and yet showed incredible maturity by giving a speech to her classmates on gender identities and other sensitive issues, or that of a boy who, in the same class, came out and recognised that he had a ‘fragile masculinity’.

The digital world has positive aspects, such as social influencers talking about gender identity, and negative aspects, such as cyber violence. The real and digital worlds are interconnected and have similar problems. It is therefore necessary to create programmes and safe spaces, not only online but also offline, because these problems are structural and do not only affect the digital world.





Panellist 6: Fulya Kama Özelkan

Title: PhD Candidate, Gender Studies, Sabancı University

Bio: Fulya is a PhD candidate in the Gender Studies Programme at Sabancı University. She is a feminist researcher whose interests focus on gender-based violence and women’s empowerment, digital feminist activism, online and offline feminist solidarity networks, #MeToo movement, the resistance as well as struggles of women against sexual violence. Her dissertation is titled “Feminist Activism and Digital Media: The Interplay of Online and Offline Feminist Collective Action”. The research aims at exploring how feminist practices and politics are changing in the digital moment of the #MeToo movement in Turkey in the field of cultural production. Currently, she continues her online/offline ethnographic fieldwork, carrying out semi-structured interviews alongside making close observations of online feminist platforms involved in #MeToo movement.

Fulya, your dissertation focuses on “Feminist Activism and Digital Media: The Interplay of Online and Offline Feminist Collective Action” in the Turkish context. How are feminist practices and politics changing in the digital moment of the #MeToo movement in Turkey? What are some of the better stories of solidarity, activism and gender+ inclusion you have come across in your research, in the face of online and offline violence?

“Speak up to end” is an independent feminist solidarity network organised in the field of cinema, television and theaters against any form of gender-based violence. It is one of the outcomes of Turkey’s MeToo movement and fights sexual harassment both online and offline. The platform was highly inspired by the courage of two young women who disclosed their stories of sexual violence publicly through social media. It was established in 2018 and it is based on collective decision making.

It has turned into a feminist solidarity network with the participation of more than 300 members, harnessing the power of online and offline feminist activism to achieve gender equality and foster social justice. The members do not only organise social media campaigns or press releases, but they also attend physically the trials of women and form solidarity groups. The platform also welcomes LGBTQ+ individuals and helps any woman, regardless of their age, economic status and background.

“Speak up to end” is also collaborating with unions and forming other solidarity groups with other parties in the sector. These connections are effective in mobilising the available support mechanisms and increases the immediacy and impact of activist practices in the struggle against sexual harassment.



Mentimeter for the audience and the panellists



YOUTH AND GENDER EQUALITY IN THE DIGITAL AGE

What is your take-away from this conversation? What was new for you? What surprised you, intrigued you or inspired you?

Mentimeter

Agreeing with Victoria. Bothered about lack of voices of marginalised youth

Lack of diversity on panel

Question how to avoid conforming to what is generally out there as a desirable world, thus to empower into hot

Inequalities based on class, race, sexual orientation and identity are being tackled from a circumstantial point of view and not structurally

It surprises me that young women in Europe still experience gender-based violence / harassment similar in the global South despite being so advanced and progressive.

the need to work on both sides of online and offline activism to create safe, inclusive and gender+ future

Really passionate and confident young women doing wonderful work, well done to you all.

Fantastic dedication and passion

When young people expect more inclusive practices at work, are they also willing to put in the work and not merely demand to be included?

30



YOUTH AND GENDER EQUALITY IN THE DIGITAL AGE

What is your take-away from this conversation? What was new for you? What surprised you, intrigued you or inspired you?

Mentimeter

The different levels of equality fatigue

Inspirational work. We are not there yet, but it is encouraging to here about emerging good examples (good does not equal perfect)

Amazing, young, vocal, motivated youth and that's encouraging.

I am happy that young people are passionate about this topics.

Where are the voices of less privilege women

Asking engagement in Ireland on the ground in a very culturally male dominant domain

The range of activities happening and the impact they are having.

I didn't know the valuable work young people like our panellists are doing. But still a lot to do, mainly incorporating diversity to the table!

I am happy to see so many young "change agents" in a moment when might seems that youth is not socially engaged. What would be the key to increase youth social mobilisation in topics such as GBV or climate change?

30



YOUTH AND GENDER EQUALITY IN THE DIGITAL AGE

What is your take-away from this conversation? What was new for you? What surprised you, intrigued you or inspired you?

Mentimeter

Thanks Estibarriz for bringing the discussion to structural issues

The coherence of the stories with results in reistire project on gov and digital activism

The Turkish Metoo experience surprised me.

Connecting online and offline worlds is important to make changes

alongside with the challenges and persisting inequalities, the fact that it seems a greater awareness and request for equality comes from youth, and new forms of mobilization are practiced

Reminder that GE starts with really small steps. It resonates with yesterday's comments of micro-agression.

The different ways in which the gender-violence/harassment is addressed by young women

Can you give the chair and voice to others?

Concerned about short term engagement in the "Global South" by Western organisations

30





Closing of the event, Nadine Zakhia-Rozis (CIRAD) - Gender-SMART Project Coordinator

First of all, thank you for this great panel we had this afternoon where we felt the energy, the passion and the motivation of our young invitees, and their commitment in tackling gender equality for a better world and a better society.



To close this joint event, co-organised by the two sister projects, GEARING-Roles and Gender-SMART, and to complement what Maria said at the opening, I would stress that this joint event is completely in line with the fact that 2022 was declared by the European Union as the Year of Youth. This initiative, Year of Youth, shines a light on the importance of European Youth for building a better future, greener, more inclusive and digital.

We saw from the testimonies of young invitees how young students, young scientists, young professionals, women and men, can play a crucial role as ambassadors for the digital evolution into different fields. I will specially stress the fields of agriculture and food. We can see that the combination of gender equality, youth and digital evolution is a key issue for empowering all stakeholders, and specially women who are key players, of the agricultural and food value chains. This empowerment can be achieved through development of digital tools, methods, equipment, as well as giving advice to decision makers and supporting extension bodies.

On behalf of our two sister projects, GEARING-Roles and Gender-SMART, I would really like to thank all of you, panelists, moderators, the audience. Special thanks to the lady who performed the visual illustration of our meeting and for the great job done. Warm thanks to the team who was in charge of organising this joint event, spending a lot of work and energy.

We really reached our goal with this successful and fruitful joint event.

Finally, I would say that we spent together two intense days, harvesting lessons, experiences and fruits from our two sister projects. From now to the future, let's continue together to grow the seeds of inclusion.

Thank you very much for your participation.





Farewell Coffee with Elisabeth Lipiatou, DG CONNECT

