

## Gender-SMART Brief Issue 2: Analysis of the integration of the gender dimension in granted EU proposals under WUR coordination

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## Strengthened commitment by EU Horizon Europe

### **GENDER EQUALITY** **A STRENGTHENED COMMITMENT IN HORIZON EUROPE**



- More women participating in research and innovation programmes
- Better integration of the gender dimension in the content of research and innovation projects
- More participation of EU widening countries in actions dedicated to gender equality in research and innovation organisations
- Broadening gender equality policies in research and innovation to intersections with other potential grounds for discrimination such as ethnicity, disability and sexual orientation



Gender-SMART has received funding from the European Union's Horizon 2020 research and innovation programme Science with and for Society (SwafS) under GA No 824546.

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*I am determined to step up our efforts on gender equality and support more talented women in research and innovation. I am committed to ensuring that the gender dimension is fully integrated into research and innovation supported by Horizon Europe, and that it is fully acknowledged in the European Research Area.*

Mariya Gabriel Commissioner for Innovation, Research, Culture, Education and Youth

### Gender<sup>(+)</sup> Equality Plan at institutional level as funding requirement

See more: [EU-website](#); [Brochure](#)

Gender<sup>+</sup> research and gender<sup>+</sup> integration in agriculture-related research are key to positive transformations in agriculture and food systems and societies worldwide.

## Analysis granted EU proposals under WUR coordination - sample characteristics

19 EU-proposals were granted with WUR as coordinator:

Horizon Europe: (9 for WR, 1 for WU); H-2020: 5 for WR, 4 for WU)

- Horizon Europe:
  - Under criterion 1 of excellence: **appropriate consideration** of the gender dimension in research and innovation content;
  - Analysed: 7; for 1 gender was not required, 2 were not shared;
  - Programme of Calls: 4x FARM2FORK, 2x GOVERNANCE, 1x BIODIV; 1x ZEROPOLLUTION;
  - Granted budget: between 4.5 and 11 million Euro.
- From Horizon-2020:
  - Under criterion 1 of excellence: **where relevant**, use of stakeholder knowledge & gender dimension in research and innovation content/art 33<sup>1</sup>;
  - Analysed: 7, 2 were not shared;
  - Programme of Calls: 3x (of 4) Sustainable Food Systems (SFS), 2x Food and Natural Resources (FNR), 1x ICT and 1x INFRAIA (Infrastructure); not shared 1x NMBP-BIO;
  - Granted budget: between 2 and 15 million.

<sup>1</sup> ARTICLE 33 – GENDER EQUALITY

**33.1 Obligation to aim for gender equality:** The beneficiaries must take all measures to promote equal opportunities between men and women in the implementation of the action. They must aim, to the extent possible, for a gender balance at all levels of personnel assigned to the action, including at supervisory and managerial level.

**33.2 Consequences of non-compliance:** If a beneficiary breaches its obligations under this Article, the Commission may apply any of the measures described in Chapter 6.

## Key messages

- Proposal writers intended to address the requirement of integrating the gender dimension, increasingly by taking a gender<sup>+</sup> or intersectional approach
  - Proposal writers did manage to pursue a gender balance in the composition of partner teams with increasing success
  - Only some extended this with regard to gender equal payment, recognition, voice and other aspects towards more equal distribution and collaboration
  - No proposal writers went beyond gender difference or distinguishing sekse/ gender as a variable; this means that potential gender bias of concepts and structures were not addressed nor effective frameworks included to support understanding and responding to eventually observed differences
  - Almost half of the proposal writers included other variables but did not articulate any cross-analysis; this means that none included a proper intersectional approach
  - Except for one proposal the EU-evaluations did not respond to the required gender dimension at all or in vague terms only
- ➔ *Both proposal writers as well as evaluators were not well prepared for addressing or evaluating the gender<sup>+</sup> dimension in a more meaningful way than recognizing 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 Horizon Europe.*

## Overview granted proposal analysis (N=14)

Team composition		Variable gender		Conceptual		Dissemination		Abstract		Evaluation excellence	
HE	H-2021	HE	H-2021	HE	H-2021	HE	H-2021	HE	H-2021	HE	H-2021
7	4/5	7	6	1	0	3	3	1	0	5	3
Collaboration		Gender+		Participatory		Media/ language		Integration		Not required	
4 Limit ed	2	4	2	5	4	1	2	6	3	1- still	1- still
Evaluation 3				Gender Expertise				Gender Paragraph			
1	1			3	2: ombuds & committee			6	5		

## Quotes of evaluations in Horizon Europe

*Gender dimension in research and innovation content is appropriately addressed and reflected in the propose design and activities. Key gender debates and issues in EU agriculture are well considered and included in the stakeholder engagement and communities and networks of practice.*

*FAIR principles of managing research data and other research outputs are mentioned and adequately detailed.*

*The aspect of gender dimension, as part of the risk assessment process, has been referred to in surveys and data collection, however it is insufficiently described. This is a minor shortcoming.*

*The objectives highlight the main areas of the desired changes that the project will result in (...)  
SDGs synergies are also explained in a suitable and convincing manner. However, a shortcoming is (...) the interlocking systems of power between gender and other social categories and identities.  
While gender, religion, ethnicity and sexual orientation are referred to, it remains unclear how those aspects are related to the access to (...).*

## Quotes of evaluations in H-2020

*Gender aspects are reflected.*

*Gender dimension in research is well explained (...) from the point of view of gender impacts, (...) however, different life stages are not fully addressed, which is a minor shortcoming.*

*The gender dimension is taken into account in the research and innovation content, however not in great detail.*

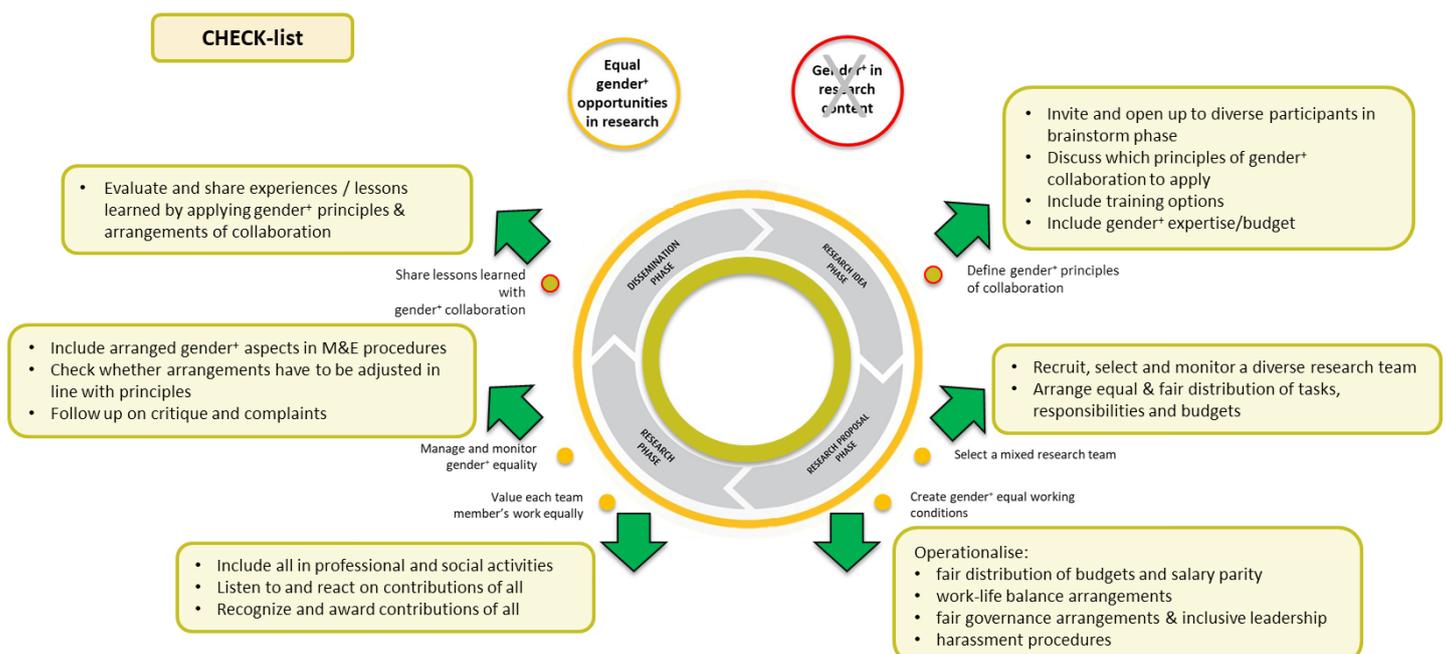
### Criterion 3 - Quality and efficiency of the implementation, not as criterion:

*The management structure of the project is designed according to the complexity of the works to be undertaken, the size of the consortium and its diversity. It is well defined, with roles and responsibilities clearly assigned; the presence of several committees (ethics, gender, dissemination) can ensure the achievement of complex/ specific issues*

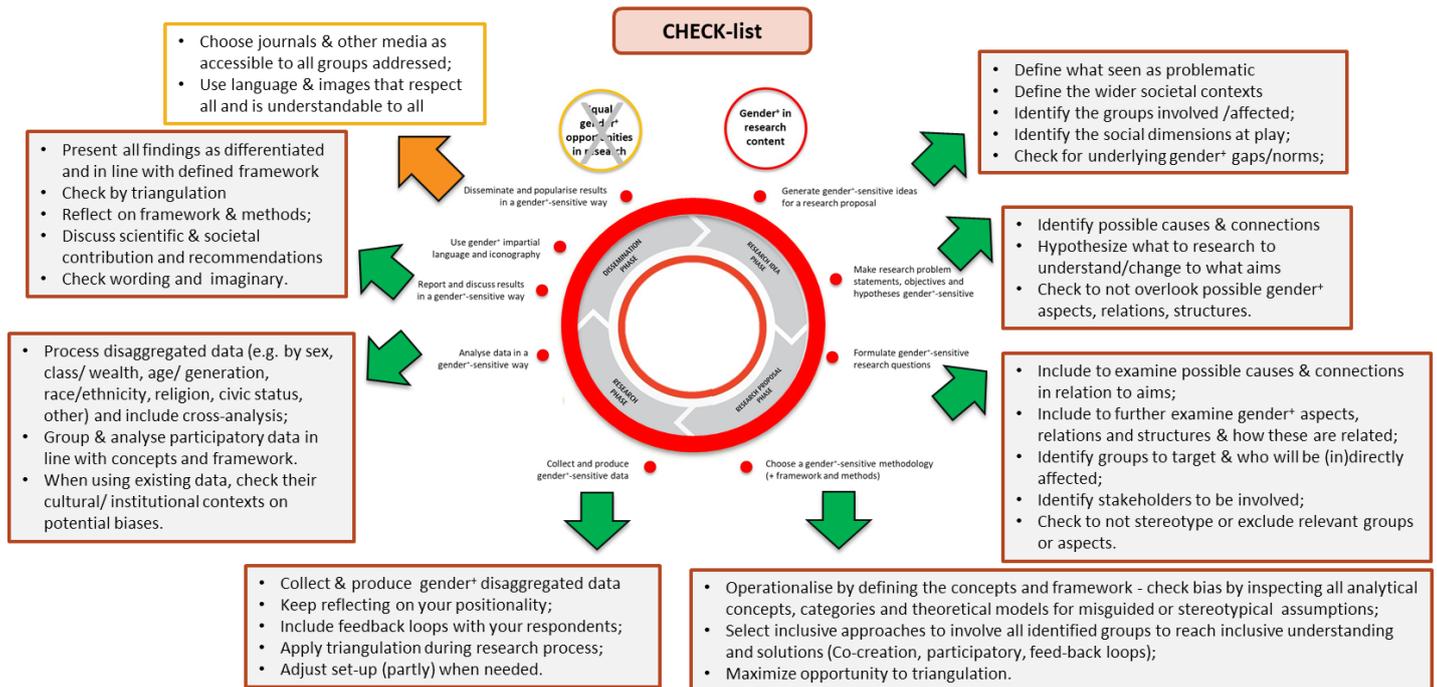
## Suggestions of ways forward

- To acknowledge that if it is for, by or about people, then gender+ matters
- To integrate in institutional Gender Equality Plan (GEP) and operationalise:
  - Inclusion in information sessions on Programme Calls for proposal writers
  - Availability and dissemination of support materials as check lists (see below)
  - Additional workshops or peer-labs for proposal writers / support officers
  - Provision of advice option by colleagues with gender+ expertise
    - Visibility through information sessions/officers
    - Connect to research schools - also for PhD proposals (through WGS)
  - Establishment and visibility of pool of colleagues with gender+ expertise
  - Connections with EU pool (to be set up)

### TO EQUAL GENDER+ OPPORTUNITIES IN RESEARCH COLLABORATION (YELLOW)



## TO GENDER+ IN RESEARCH CONTENTS (RED)



## Tools and readings

- European Institute for Gender Equality (EIGE): <https://eige.europa.eu/>
  - Gender Equality in Academia and Research: <https://eige.europa.eu/gender-mainstreaming/toolkits/gear/horizon-europe-gep-criterion>
  - EIGE portal gender in agriculture and rural development: <https://eige.europa.eu/gender-mainstreaming/policy-areas/agriculture-and-rural-development>
- Gender Equality Academy: <https://ge-academy.eu/the-project/>
- European Commission, DG for Research and Innovation (2020). Gendered innovations 2: how inclusive analysis contributes to research and innovation : policy review, Publications Office, 2020: <https://op.europa.eu/en/publication-detail/-/publication/33b4c99f-2e66-11eb-b27b-01aa75ed71a1/language-en>
- Understanding Unconscious Bias (2015), video clip by the Royal Society (scientific academy UK): <https://www.youtube.com/watch?v=dVp9Z5k0dEE&feature=youtu.be>
- Addressing Unconscious Bias, video clip by Trinity College Ireland - TCD\_INTEGER@: <https://www.dailymotion.com/video/k5Q6R02b3EirG6c8kpZ>
- Social Safety in Dutch Academia. From Paper to Practice: <https://storage.knaw.nl/2022-07/KNAW-advisory%20report%20-%20Social%20Safety%20in%20Dutch%20Academia%20-%20July%202022.pdf>



- Group Decision Making (2018), video clip by Royal Society UK:  
<https://www.youtube.com/watch?v=6idstekGBI8>
- <https://www.wortland.com/en/gender-communication-differences-in-the-workplace/>
- <https://www.commpro.biz/gender-differences-in-workplace-communication/>
- <https://www.worklogic.com.au/resources/newsletters/workplace-culture/talking-cross-purposes-gender-informs-communications-workplace/>

Other significant links for handbooks, manuals, tools and videos!

- FAO gender portal: <http://www.fao.org/investment-learning-platform/themes-and-tasks/gender-analysis/en/>
- Worldbank gender portal: <https://www.worldbank.org/en/topic/gender>
- CGIAR GENDER platform: <https://gender.cgiar.org/>;  
CGIAR GENNOVATE: <https://gennovate.org/>

Within WUR:

- [Guidelines for Working in Multicultural Settings](#)
- [Guidelines Inclusive language](#) (Word choice)
- [Language Guideline](#) (ENG/NL)
- [Code of Conduct for Foreign Languages](#), January 2018

## More on gender<sup>+</sup> integration in research in agricultural and food sciences by Gender-SMART

- Gender-SMART websites:
  - WUR: <https://www.wur.nl/en/project/Gender-SMART-1.htm>
  - EU: <https://www.gendersmart.eu>
- Gender-SMART WP6 deliverables: [6.2](#) and [6.3](#), or contact WP leader [Margreet.vanderBurg@wur.nl](mailto:Margreet.vanderBurg@wur.nl)



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Suggestion how to be cited:

Burg, M. van der (2022). Gender SMART Brief Issue 2: Analysis of the integration of the gender dimension in granted EU proposals under WUR coordination, Wageningen University - Gender-SMART consortium.