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GENDER EQUALITY CULTURE

DEVELOPING GENDER VALUES FOR TEAGASC

TEAGASC, Ireland

The Gender-SMART project is a community composed of seven European Research Performing & Funding Organisations, operating in the broadly framed field of research in food, agricultural and life sciences, committed to advancing gender equality.

This fact sheet illustrates one of the twelve experience-based good practices collected by the project to encourage and steer change in Gender-SMART Partner Institutions.

Results are meaningful and scalable to reach out to a larger number of beneficiaries.

AREA



Gender
Equality Culture

CATEGORY



Leadership and
Management

PARTNER



TEAGASC, Ireland

AGRICULTURE AND FOOD DEVELOPMENT AUTHORITY

FOCAL PERSONS



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Main Description

Teagasc was the leader of Task 3.1 in the Gender-SMART project and led the development of a participatory approach to elaborate gender equality values. The most appropriate stakeholders were identified in advance and invited to attend the participatory workshops.

The outputs from these workshops helped guide the direction of the Teagasc gender equality plan which now includes a set of agreed gender values.

All staff and students at Teagasc can buy-in and benefit from them.

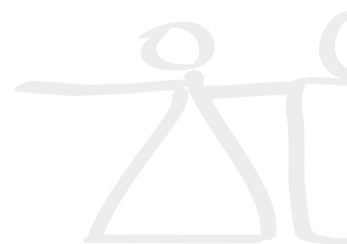
Moreover, some project partners have adopted this approach and adapted it to best suit the culture within their organisations.

Background

Teagasc is the Irish agriculture and food development authority. It was established in September 1988 under the Agriculture (Research, Training and Advice) Act, 1988. It is a semi-state organisation with approximately 1,200 employees and an annual operating budget of approximately €160m. Teagasc provides integrated research, advisory and training services to the agriculture and food industry and rural communities.

Teagasc has a research portfolio of over 450 internally and externally funded research projects undertaking research in agriculture, food, environmental science, agri-food economics, rural development, horticulture and other related disciplines. Teagasc collaborates with stakeholders nationally and internationally in the conduct of its research.

Teagasc has approximately 42,000 farmer clients who pay an annual fee for advisory services. Teagasc also provides a range of agricultural education courses to approximately 3,500 students annually, delivered through agricultural colleges and in collaboration with Higher Education Institutes. Teagasc delivers its programmes and activities through its research, advisory, education and support staff and an infrastructure of seven research centres, seven agricultural colleges and 52 advisory offices across Ireland.



TEAGASC Gender Equality Plan

VISIT PAGE



Specifics of the measure

Two participatory workshops were held to identify, define and develop the gender values for Teagasc.

Prior to the workshop, a brief stakeholder analysis was carried out to identify the key influencers and power holders within Teagasc and the senior and middle managers across the organisation to invite to the workshop.

The first gender equality values workshop was held in June 2019 at Teagasc Oak Park while the second values workshop took place in November 2019 to identify gender equality values for the organisation. At the first workshop, 8 values and associated behavioural statements were identified. The second workshop was designed to build on the outputs of the first workshop. The aim of the second workshop was to select three core gender values for Teagasc, to agree the wording of the values and behavioural statements and to identify appropriate actions to implement each value over the next three years.

The target group was initially the senior and middle managers at Teagasc. A representative group of senior and middle managers were invited and participated in the two workshops to develop the gender values. Their participation increased their commitment to achieving gender equality at Teagasc. Having developed and agreed the values the next step was to ensure that all staff at Teagasc could be aware of the gender values.

Using the approach described above, Teagasc identified three gender equality values and three associated behavioural statements:

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

In addition to senior and middle managers, the other key stakeholders were HR department staff. As described above, all of them actively participated in the workshops and the development of the gender values. The gender values were approved by the Teagasc senior management team. The HR staff were involved in promoting the values and increasing their awareness.

A logo was designed and is now included on the GEP and Teagasc website; it will appear in corporate documents, job descriptions and HR materials.



Lessons learned

The main method for monitoring the implementation of the gender values is visibility and awareness: tracking and monitoring where the gender values logo is used/placed and monitoring staff awareness of the gender values.

However, no quantitative figures are available yet for Teagasc and no mechanisms are built in to review the gender values. As for the scaling-up, a detailed description and storyboard was developed to encourage the Gender-SMART project partners to use a participatory approach to develop their gender values.

This approach could be used by any organisation outside the project to develop suitable gender values. In particular, this approach might be written up as a toolkit that others can use to elaborate their values.

