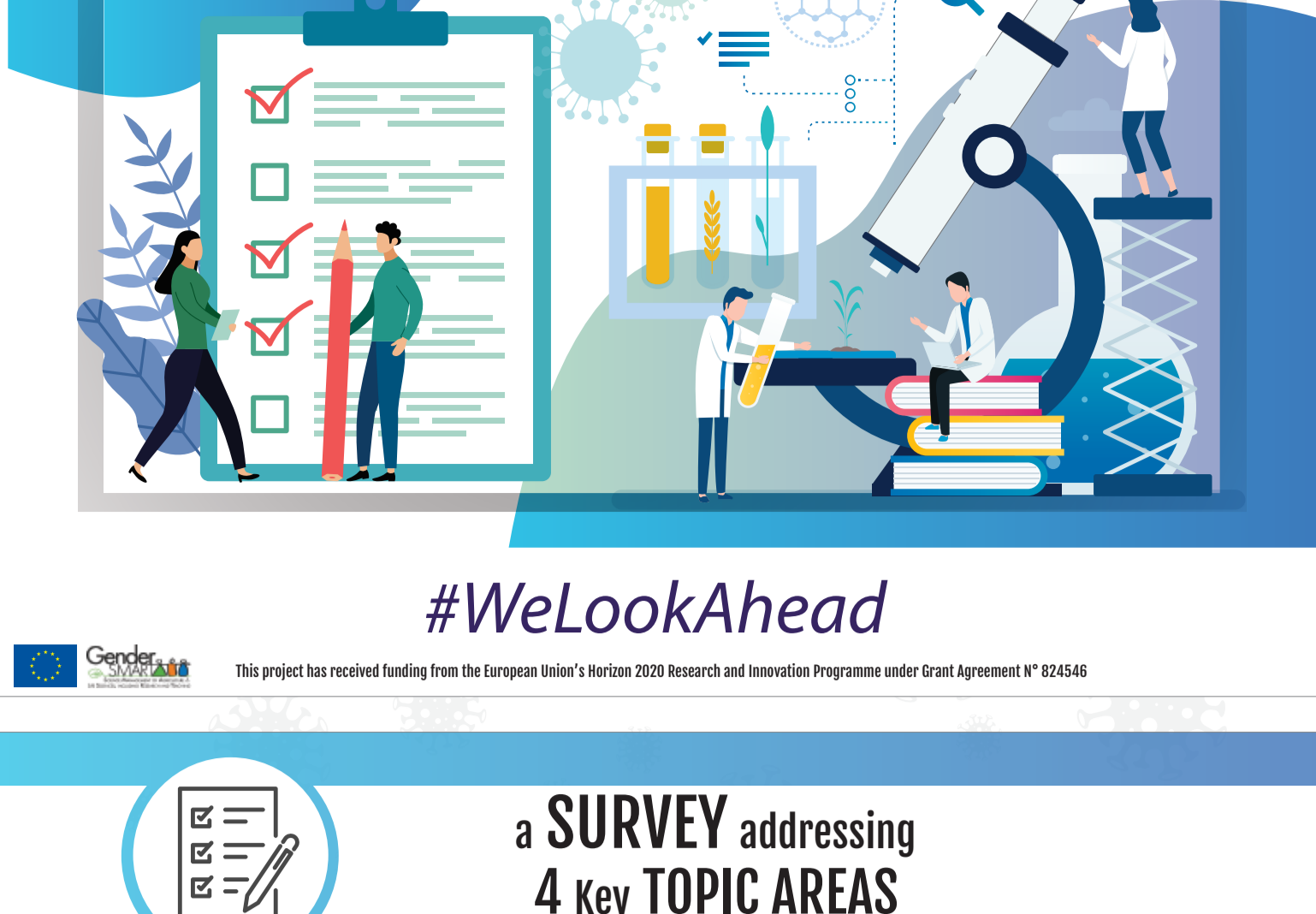


FACING COVID-19 in Gender-SMART Partner Countries

Support to employment in Research Funding and Performing Organizations



April 2020



#WeLookAhead

This project has received funding from the European Union's Horizon 2020 Research and Innovation Programme under Grant Agreement N° 824546



a SURVEY addressing 4 Key TOPIC AREAS

COVID-19 outbreak is prompting us to reshape our way of thinking, living, and working. Gender-SMART project can't fail to probe into the pandemic response with gender at the centre. A gender lens is instrumental for capitalizing on the effects of this pandemic and developing or strengthening targeted measures to reduce work-related inequalities. This survey, carried out in the framework of WP7 on Dissemination, led by CIHEAM Bari, provides an insight into the impact of this global emergency on the life of our Organizations.

1 IMPACT ON INCOME

Impact on **INCOME** of permanent and non-permanent staff and researchers



2 SUPPORT TO FAMILY CARE

Support to **CHILD CARE/FAMILY CARE** following school closure and confinement measures



3 WORK ARRANGEMENTS

WORK ARRANGEMENTS of permanent and non-permanent staff and researchers



4 CHANGES IN WORK ACTIVITIES

Changes in **WORK ACTIVITIES** of the Organization's community



SURVEY'S CONTEXT

4 TARGETS

Permanent and non permanent personnel (**RESEARCHERS, STAFF**) of GENDER SMART's Partner Organizations



9 RESPONDENTS

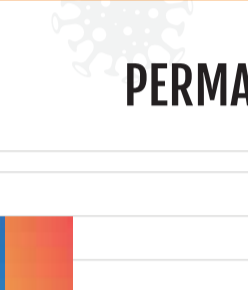
CORE TEAMS of 9 GENDER-SMART's Partner Organizations



COUNTRIES INVOLVED

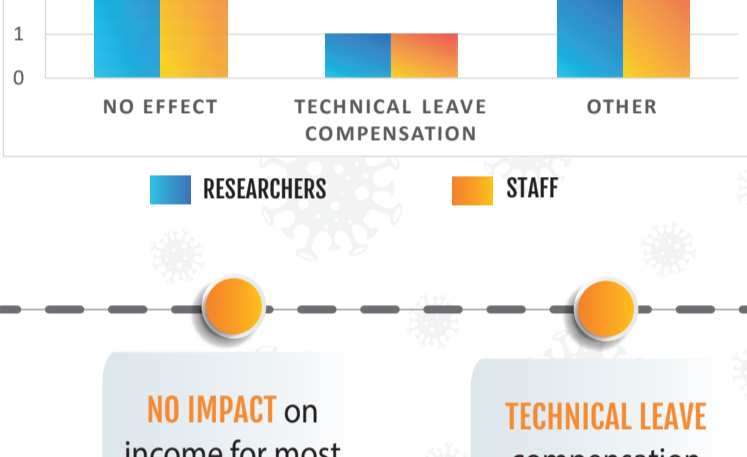


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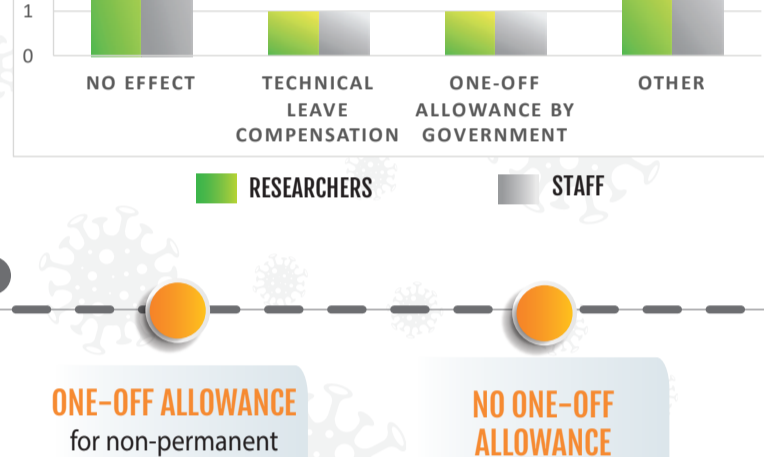


IMPACT ON INCOME

PERMANENT



NON-PERMANENT



NO IMPACT

on income for most of the 9 Gender-SMART Partners

TECHNICAL LEAVE

compensation applied in 1 Institution

ONE-OFF ALLOWANCE

for non-permanent staff and researchers granted in 1 Partners' country in accordance with national emergency measures

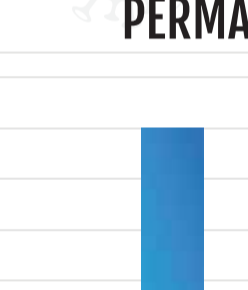
NO ONE-OFF ALLOWANCE

granted by Partner Institutions

OTHER

- Expected income drop
- Temporary unemployment for employees where homeworking and social distancing are not applicable.

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SUPPORT TO CHILD CARE/FAMILY CARE

PERMANENT



NON-PERMANENT



PARENTAL LEAVE

granted in 4 Partner Institutions for all workers' categories

BABYSITTING ALLOWANCE

granted to all workers' categories in 1 Partner's Country in accordance with national emergency measures

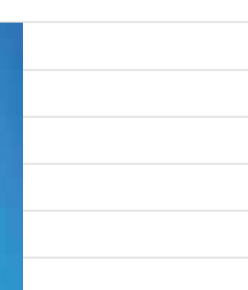
No ad-hoc CARE GIVING MEASURES

in all Partner Countries

OTHER

- Solutions found individually by workers
- Sick leave to care children under 12
- No specific support due to teleworking
- Staff allowed to take extraordinary unpaid leave for care giving duties
- Care giving allowance (60% of the researcher's salary) granted in case of temporary unemployment, mainly for researchers, following ordinary Governmental scheme
- Parents, mostly women, eligible for nursing allowance (60% of daily wage) to take care of children due to closing of schools and kindergartens

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WORK ARRANGEMENTS

PERMANENT



NON-PERMANENT



TELEWORKING

granted in ALL Partner Institutions for all workers' categories

TECHNICAL LEAVE

granted in 1 Partner Institution for permanent staff and researchers

ANNUAL LEAVE

adopted in 2 Partner Institutions for permanent staff and researchers

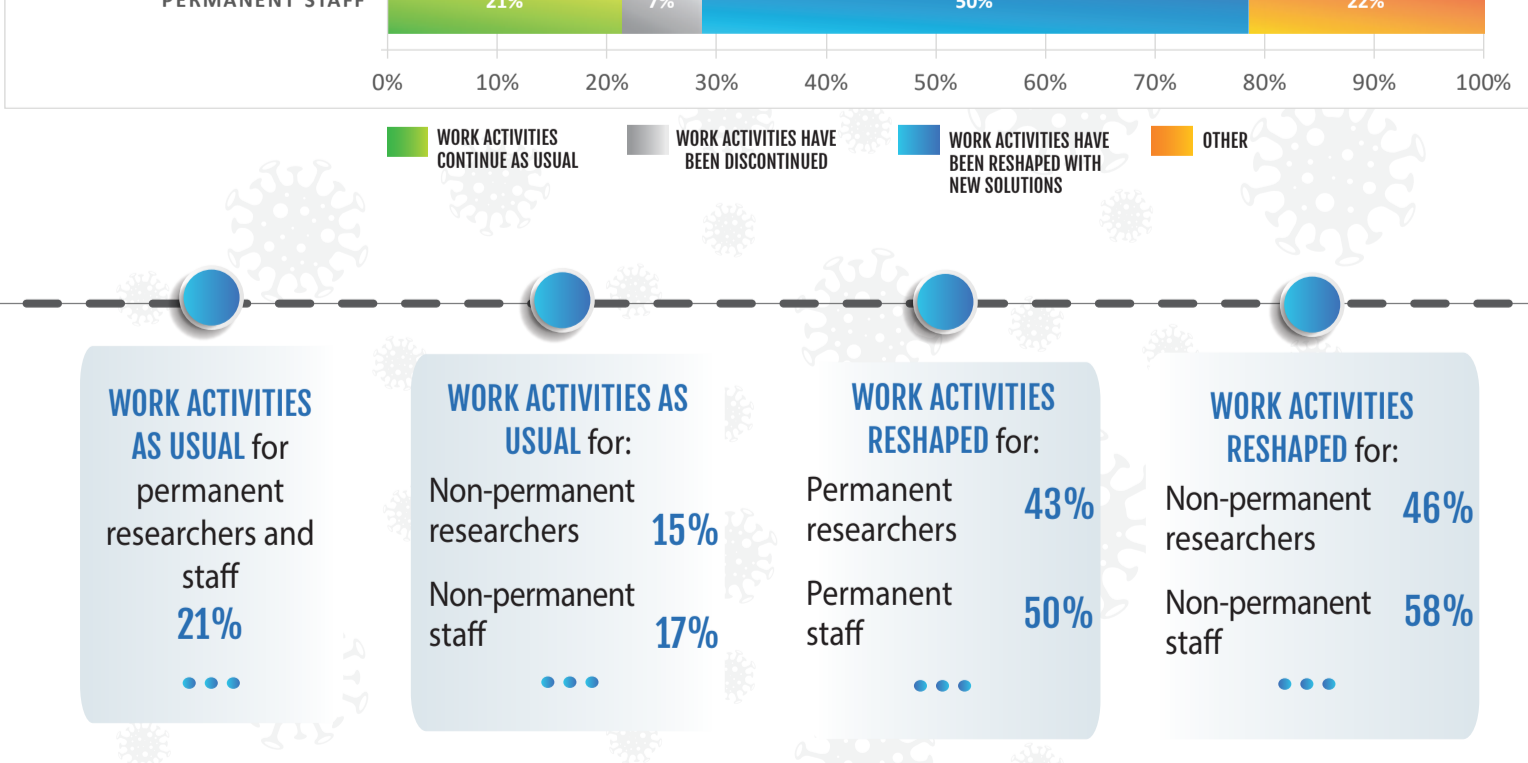
OTHER

- Teleworking granted to most employees with the exception of workers ensuring the operation of the Institution
- Annual leave (5 days at least), and technical leave applied when current ordinary activities cannot be implemented
- Temporary part-time unemployment
- For essential functions and laboratory/plant experimentation staff, exceptions evaluated in consultation with their managers; online orders for library books, collection upon reservation; online distance working environment already operational/full proofed and safe; safe online access to administrative functions.

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CHANGES IN WORK ACTIVITIES



WORK ACTIVITIES AS USUAL

for permanent researchers and staff 21%

WORK ACTIVITIES AS USUAL

for: Non-permanent researchers 15%

Non-permanent staff 17%

WORK ACTIVITIES RESHAPED

for: Permanent researchers 43%

Permanent staff 50%

WORK ACTIVITIES RESHAPED

for: Non-permanent researchers 46%

Non-permanent staff 58%

OTHER

- Laboratory and new field trials stopped except for livestock management and support to agrifood industry.
- Activities of PhD students and trainees reoriented (literature review and writing instead of scientific trials with remote scientific supervision), new IT tools offered to staff for videoconferences and access to information systems or specific programmes, recruitment activities postponed.
- Adopted measures in one institution: work from home and use of digital technologies for the whole staff to keep in contact with staff and stakeholders. Advisory services and teaching delivered to clients and students using digital technologies from home. No farm visits allowed, and research centers closed. Essential farming activities completed by farm staff in one institution ensuring social distancing.
- In one institution, activities mandated by the Regional Authority still running.
- Travelling, conferences, lectures activities and meetings cancelled or postponed, hence more time for research.
- Readjustment of work activities for librarians, canteen personnel, secretaries, receptionists (mostly women). Teaching courses delivered online. Researchers' activities rescheduled due to travel/meetings cancellation. A crisis team set up to keep the personnel informed.

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www.gendersmart.eu
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