



# D1.3

## GENDER STRATEGY



Project no.: 613804

Project acronym: LinkTADs

Project title: Linking Epidemiology and Laboratory Research on Transboundary Animal Diseases and Zoonoses  
in China and EU

Instrument:

KBBE.2013.1.3-04: Coordination of research between EU and China on major infectious diseases of animals  
and zoonoses

**D1.3**  
**(GENDER STRATEGY)**

Due date of deliverable: **Month 3**

Start date of project: November 1<sup>st</sup> 2013

Duration: 3 years

Organisation name of lead contractor for this deliverable: **EUROPA MEDIA** (2)

**Author list**

<b>Name</b>	<b>Organisation</b>
Liliya Levandovska	EUROPA MEDIA

Project co-funded by the European Commission within the Seventh Framework Programme (2007-2013)		
Dissemination Level		
<b>PU</b>	Public	x
<b>PP</b>	Restricted to other programme participants (including the Commission Services)	
<b>RE</b>	Restricted to a group specified by the consortium (including the Commission Services)	
<b>CO</b>	Confidential, only for members of the consortium (including the Commission Services)	

History			
Version	Date	Reason	Revised by
<b>01</b>	20/01/2014	Comments on draft version	All partners
<b>02</b>	22/01/2014	Revision	Daniel Beltran Alcrudo, FAO
<b>03</b>	28/01/2014	Comments after the review by FAO's gender expert	Francesca Distefano FAO (ESP)
<b>04</b>	28/01/2014	Approved by the Coordinator	Daniel Beltran Alcrudo, FAO

Partnership



Food and Agriculture Organization of the United Nations



Europa Media Non-profit Ltd.



Royal Veterinary College



Centre de Coopération Internationale en Recherche Agronomique pour le Développement.



National Veterinary Institute



Shanghai Veterinary Research Institute



Harbin Veterinary Research Institute



China Animal Health and Epidemiology Center



Beijing Chinese Center for Disease Control and Prevention



Sociedade Portuguesa de Inovação



Huazhong Agricultural University

---

## Contents

Background .....	2
Objectives.....	7
Action Plan .....	10
Annex .....	14



## Background

European Union has been continuously committed to promoting gender equality in all its policy areas. In 1957 the EEC Treaty of Rome stated an important concept of “equal pay for equal work”, which was extended in the 1999 Amsterdam Treaty declaring equality between men and women as a specific task of the EU and a horizontal objective in all its projects. The 2000 Charter of Fundamental Rights of the European Union emphasizes equality between men and women in all areas, including employment and the 2009 Treaty of the EU reiterates the commitment of all Member States towards equality and non-discrimination between men and women. Further EU commitment to promote and ensure gender equality is demonstrated in a number of Directives (an important example is the 2006 Directive on **equal opportunities and equal treatment of men and women in matters of employment and occupation**), 2010 Women’s Charter, and the special Strategy for Equality between Women and Men for 2010-2015 (which follows the principles of the Beijing Platform for Action (BPfA) adopted at the UN World Conference on Women in 1995).

The Strategy confirms the gender mainstreaming approach in five priority areas, including, among others, equal economic independence, equal pay for work of equal value and equality in decision making. It is important to underline that for UN countries the BPfA serves as an agenda for actions promoting women’s empowerment and protecting “all human rights and fundamental freedoms by women throughout their lives”<sup>1</sup>. The implementation of the Beijing platform is an important EU Action involving the specially created EU Agency - European Institute for Gender Equality. The 55<sup>th</sup> United Nations Commission session on the status of women held in 2011 outlined the importance of promoting “women's equal access to full employment and decent work” and further implementation of the UN approach aligns with the EU *acquis* on gender equality.

Gender equality should be secured in the national legislation of the EU member states, reflecting general EU criteria and implementing Europe 2020 goals. Apart from monitoring the implementation of gender strategy on the general and national levels, the EU provides practical training toolkits for researchers which include the promotion of gender equality.

The Toolkit on mainstreaming gender equality of the European Commission defined gender equality as the possibility of “individuals of both sexes ... to develop personal abilities and make choices without limitations imposed by strict gender roles”<sup>2</sup>. The efforts of the EU are aimed at eliminating the obstacles and possible barriers faced by women in all spheres of life, ensuring their equal participation in decision making in economic, social, cultural and political spheres, as well as in research activities. For this reason, **the LinkTADs project places special attention to secure equal involvement of men and women both in the project management and research.**

---

<sup>1</sup> European Institute for Gender Equality, Women and Men in the EU, facts and figures  
<http://eige.europa.eu/content/women-and-men-in-the-eu-facts-and-figures>

<sup>2</sup> Glossary of Gender and Development Terms, <http://ec.europa.eu/europeaid/sp/gender-toolkit/en/pdf/section3.pdf>

LinkTADs fully incorporates principles of promoting research by and for women specified in the Seventh Framework Programme for Research and Technological Development (FP7). FP7 puts special emphasis on gender dimension in all areas of research. The Programme promotes gender equality through increased female participation (target of 40% of female researchers), equal participation opportunities, adequate working conditions and gender-aware research activities.

Moreover, FP7 Negotiation Guidance Notes state that: “Wherever human beings are involved in the research, for example as consumers, users and patients, or in trials, gender will be an issue and should be considered and addressed”<sup>3</sup>. Undoubtedly, gender equality in science brings scientific excellence, creates bridges overcoming gender gap and raises awareness concerning potential threats of insufficient attention to gender issues (for example, low level of scientific quality, biased results, etc.). Thus, **the LinkTADs project will maintain the gender-aware research strategy in order to obtain comprehensive and unbiased research outcomes.**

Horizon 2020 goals presuppose continuous monitoring of gender equality principles practiced in increased female participation (e.g. 25% goal of female involvement in top-level decision-making positions in research), research on gender issues and emphasis on the gender dimension in research and innovation projects. The EU Commissioner for Research, Innovation and Science reiterated determination to „strengthen the gender dimension in the new EU Research and Innovation Programme, Horizon 2020” as „it really is a win-win situation: gender analysis contributes to excellence; it stimulates new knowledge creation and technologies; opens new niches and opportunities for research teams and results in products and services that all members of society need and demand”<sup>4</sup>. **Adhering to the practice of gender equality in the dissemination of findings and foreground knowledge obtained within the LinkTADs project will strengthen gender-aware research in future research and innovation projects supported by the EC.**

## Statistics

The analysis of available data and statistics on female representation in science shows that importance of gender strategy in EC supported projects and activities is crucial as many areas need to be improved. For example, while women make up 55% of all university students, 45% of PhD students and 60% of all graduates across the EU, they represent less than 20% of qualified staff in higher academic institutions. Positive changes are noticed, although, the pace of women participation is slow (2% increase in grade A positions over 5 years)<sup>5</sup>. At the same time, available data for 2005 and 2010 shows a worrying unbalance in male-female representation in research, with females accounting for slightly more than 25% in EU27.

<sup>3</sup> European Commission (2009), FP7 Negotiation Guidance Notes – Collaborative Projects, Networks of Excellence, Coordination and Support Actions, Research for the benefit of specific groups (in particular SMEs), version 27 January 2009, Brussels: European Commission

<sup>4</sup> European Commission (2013), Directorate General for Research and Innovation. Gendered Innovations. How Gendered Analysis Contributes to Research. Report of the Expert Group “Innovation Through Gender”, [http://ec.europa.eu/research/science-society/document\\_library/pdf\\_06/gendered\\_innovations.pdf](http://ec.europa.eu/research/science-society/document_library/pdf_06/gendered_innovations.pdf)

<sup>5</sup> Practising Gender Equality in Science” (PRAGES), Guidelines for Gender Equality Programmes in Science (2009) [http://ec.europa.eu/research/science-society/document\\_library/pdf\\_06/prages-guidelines\\_en.pdf](http://ec.europa.eu/research/science-society/document_library/pdf_06/prages-guidelines_en.pdf)

Out of EU Member States and Candidate Countries, Lithuania, Latvia, Bulgaria, Croatia and, to a lesser extent, Portugal have reached the 50% threshold while Austria, Luxembourg and Germany do not have more than 20% of female researchers. A more encouraging trend was observed in statistics on doctoral students: the EU average female ratio was 47.8% in 2007, the Baltic States, Portugal, Italy, Finland, Cyprus, Spain, Slovenia and Bulgaria had more than 50% female doctoral students and the remaining member states – 40% with the exception of Malta<sup>6</sup>.

More detailed gender statistics detects the gender gap among R&D personnel with ISCED 6 education (UNESCO International Standard Classification of Education, requiring Bachelor or equivalent degree), especially in Hungary and Malta, where the proportion was two times lower for women. In general, there were more males among scientists and engineers in the EU member states, especially in Switzerland (female participants in these areas amounted to 1.2%). At the same time, Poland and Lithuania demonstrated positive trend as scientists and engineers were more likely to be female in these countries.

The general tendency towards increased women inclusion in all scientific sectors is reported, however, exclusion and career obstacles for women still persist, demonstrating „disappearance” of women on the vertical upper levels (possibly caused by inadequate work-life balance conditions (i.e. maternity leave) preventing women from career advancements, international mobility and resulting in lower research quality and reduced potential of female researchers).

In addition, there is a significant wage gap on the basis of gender – female researchers earn 24% less than their male counterparts; women are also underrepresented in the dissemination and reporting of scientific activities - for example, in 2005 in media news reports women constituted 10% among scientists<sup>7</sup>.

As the female share of the population as well as a number of female graduates in Europe is about 50%, it is of paramount importance to ensure this proportion in further career developments of women in research in order to achieve excellence in science.

A very important statistical finding related to the LinkTADs project shows that the medical and health sciences sector attracts more female researchers. Taking into account existing statistical data, in order to meet the goal of gender equality at all career stages, **the LinkTADs project is set to ensure a well-balanced gender representation both among project management and researchers involved, as well as focus on access to education, training, professional exchange and modern technologies for all project participants (from stakeholders to end users).**

Gender Strategy of the LinkTADs project is developed on the basis of existing EU regulations and practices, with specific focus on the following documents:

- Gender Toolkit of EU-Funded Research;
- 2013 EC's Report on Gendered Innovations;
- 2005 EC's Gender Action Plans (Compendium of Good Practices);

<sup>6</sup> Eurostat, 2010, R&D Personnel [http://epp.eurostat.ec.europa.eu/statistics\\_explained/index.php/R\\_%26\\_D\\_personnel](http://epp.eurostat.ec.europa.eu/statistics_explained/index.php/R_%26_D_personnel)

<sup>7</sup> PRAGES, (2009) [http://ec.europa.eu/research/science-society/document\\_library/pdf\\_06/prages-guidelines\\_en.pdf](http://ec.europa.eu/research/science-society/document_library/pdf_06/prages-guidelines_en.pdf)

- 
- Midterm Review of the Strategy for Equality between Men and Women (2010-2015) by the EC;
  - 2012 EC's report on structural change in research institutions (Enhancing excellence, gender equality and efficiency in research and innovation);
  - FP7 gender guidelines.
  - Chinese partners will also adhere to the principles of the Gender Equality White Paper published by the government in 2005<sup>8</sup>.

---

<sup>8</sup> <http://www.china.org.cn/english/2005/Aug/139404.htm>



# 02.

## Objectives

## Objectives

The LinkTADs gender strategy is set to achieve **four main objectives**:

### ***Contribute to gender equality***

Gender equality is the core principle in all activities carried out within LinkTADs. The project is developed in such a way that no participation, wage or career gap exists among project participants on the basis of gender. The management and researchers were selected on the basis of unambiguous criteria (according to the principles of European Charter and Code of Conduct for the Recruitment of Researchers) in order to maintain excellence in coordination and research. Equal working conditions and gender sensitive working culture will be provided, the work within the project will be valued equally, performance monitoring by the Project Coordinator will be conducted without any gender prejudice, project research data will be analyzed, reported and disseminated in a gender sensitive way, the language used in terms of the project will be gender impartial.

### ***Maintain well-balanced gender representation***

Gender equality is supported through gender-balanced representation on the project structural (meetings, workshops, trainings, webinars, etc.) and organizational level (within institutional capacities of project partner organizations). The project is aligned with the EC's proposal on improving the gender balance in management and is set to work towards the goal of having 40% of female managers (Steering Committee, Project Management Committee, Work Package Management Committee, External Advisory Board, and Work Package Leaders). LinkTADs partners believe that surmounting gender stereotypes is absolutely critical to management at any level.

In addition, equal representation will be ensured at all project events and in final dissemination activities. Statistical results will be presented after the continuous monitoring of gender strategy implementation as partners agreed at the initial stage of the project it is difficult to provide planned number of event participants. Nevertheless, participants will be invited considering their know-how and experience and gender balance will be taken into consideration. In order to secure qualitative participation of women attention will be paid to the level of positions women occupy within the LinkTADs project, especially in the decision making process.

### ***Adhere to gender aware research principles***

Integrate gender in the research content is absolutely necessary for excellent scientific results. The LinkTADs project will use gender sensitive research methodology and collect gender-sensitive data as "transboundary animal diseases, including zoonoses are an ongoing threat to women and men live-stock producers and processors as well as to markets and consumers of livestock disease on the livelihoods and food security of poor livestock producers and processors, particularly women, is of great concern because they are less

resilient to disease-related shocks such as market loss, loss of animals, and domestic animal diversity, and because they have less access to compensation and restocking programs.<sup>9</sup>

For this reason, the sex impact differential on male and female spices in laboratory research of transboundary animal diseases and potential gender risks of zoonoses (different reaction in men and women) will be considered.

#### ***Secure women-in-research networking***

Women will be empowered with equal access and networking tools and will have equal opportunities for enhancing their professional experience. The project will provide participants with the information about existing Women-in-Research networks, for example the Helsinki group on women in Science established in 1999. The project is constructed specifically to ensure international cooperation of researchers (from the EU Member States and China), that is why Chinese relevant practices and experience exchange will be of particular interest for participants regardless of gender.

The LinkTADs project adopts a proactive approach towards gender sensitivity, addressing the gender balance issue and creating no gender barriers to research or management within the project.

---

<sup>9</sup> "World Bank, 2005. Gender and Livestock. Overview.  
<http://siteresources.worldbank.org/INTGENAGRLIVSOUBOOK/Resources/Module14.pdf>



# 03.

## Action Plan

## Action Plan

In order to construct the most efficient project management team and provide excellent research results, the LinkTADs project will implement the Action Plan through the following practical tasks:

### Ensure gender equality by:

#### ***- conducting internal gender ratio research and audit (WP1)***

At the initial stage (after the kick-off meeting) statistics was collected from each partner reflecting the male/female ratio in institutions in general, project participants and event participants (statistics concerning female/male event participation (workshops, meetings, trainings, conferences) will be presented before the first progress meeting, M12). Based on the data, the statistics was compiled concerning gender proportions in project management and research activities organization (WP1).

At the kick-off meeting partners expressed concern about improbability to achieve the 40% target in the number of researchers involved, that is why the questionnaire was distributed by the end of M2 to detect each partner's institutional capacities and methods to be applied in order to achieve gender balance within the project.

***At the initial stage of the project is well gender balanced as the gender workforce statistics is the following (compiled based on the partners' answers to questions 1-3 in the Annex):***

**Share of females/males in project management** is 11:8 (based on replies from FAO, FAO China, SVA, CIRAD, EM, SHVRI, SPI)

**Share of female/male researchers** is 6:8 (based on replies from FAO, FAO China, SVA, CIRAD, SHVRI, CAHEC)

**Share of female by project partner institutions** is:

FAO: 51%

FAO China: 50%

EM: 51%

SPI: 53%

CIRAD: 41%

SVA: 70,2 %

SHVRI: 35,6%

CAHEC: 37%

Initial compilation shows well balanced (about 50%-50%) gender ratio, if managers and researchers working on the project are taken together. In addition, most partners experience have achieved gender balance institutionally. It is important to underline that more females are involved in the decision making process than male managers, which already confirms LinkTADs' commitment to adhere to qualitative female participation approach in the gender strategy.

The gender audit and workforce statistics as an instrument required by FP7 will be carried out regularly during the project (WP1). The Project Coordinator will report the statistical findings to the Project Officer on a regular basis (progress reports, final report, supplementary reports on request). The Project Coordinator will collect the relevant statistics from project partners regularly during project implementation in order to maintain the gender balance. Questionnaires targeting female participants will be developed in order to detect any gender limitations within the project and discuss the gender sensitive needs that may arise at different project events. Such questionnaires will be distributed during workshops and trainings in WP3 and WP4. Questions will also include breakdown of female to male ratio by the position level within relevant institutions.

***- providing adequate working conditions (WP1)***

The gender based needs will be discussed via email communication with each partner (M1-M6). The LinkTADs project management and partner institutions will guarantee equal and gender sensitive working conditions at all project stages. There will be no employment, participation or wage discrimination on the basis of gender. Gender specific needs will be taken into account on a daily basis (for example, relevant facilities and family friendly environment), as well as during specific events (for example, specific travelling and participation arrangements). The working environment will be flexible and enable female participants to combine work and family life. According to FP7 rules, employment will be based on national legislation regulations, including maternity leave and other employment rights. The Project Coordinator will monitor, if there are any deviations or gender based problems during the project implementation through regular communication with partners and consider seeking external advice from the gender expert, if problems persist.

***- encouraging female participation and career advancement***

Women will be equally represented in project management and decision making. In particular, LinkTADs will target to have an equal ratio of male/female representatives in the Steering Committee, Project Management Committee, Work Packages Management Committee and among Work Package Leaders (to be analyzed in further reports). Moreover, LinkTADs encourages gender equal participation of invited experts in External Advisory Board, Focal Point Network (WP1) and target user groups participating in project trainings, workshops, events, webinars, meetings and conferences (WP3, WP4). Analyzing partners' replies to the question 2 in the Annex, it was decided that invitations for the events will be targeting the best qualified candidates, keeping the gender balance in mind.

The Project Coordinator will audit female participation in events and initiate team building actions, if necessary. Facilitative actions will be taken if stimulation of female participation is needed at any level (presentations, event participation, trainings, and exchanges) (WP3, WP4, WP7).

### Practical suggestions for partners include:

- Promoting events, disseminating LinkTADs results (e.g. the platform) among the Chinese Women's Research Network<sup>10</sup>, EPWS (European Platform of Women Scientists), WiTEC (The European Association for Women in Science, Engineering and Technology), WINE (Women's Information Network of Europe), Helsinki Group on Women and Science (contacting national representatives in individual Member States is a good instrument for EU project partners) and other relevant networks and organisations to find other channels of communication;
- Disseminating among laboratories and research organizations working in the health science with the message to encourage cooperation between female researchers working in the project field and attend LinkTADs event with balanced gender representation if possible;
- Providing access to scientific papers and data explaining gender equality via the website or internal communication tool (done by Project coordinator upon partner's request);
- Discussions/consultations with external gender equality experts if relevant;
- Practicing the Gender Toolbox<sup>11</sup> (awareness raising, gender dialogue and analysis, etc.);
- Communicating with scientific organizations with expertise in gender mainstreaming tools (GENIS Lab, Design Research Lab (G-gender inspired technology project and Swedish Gender Lab: Gender Conscious Research Careers across the Humanities, Social Sciences and the Natural Sciences).

In order to provide excellent scientific results, LinkTADs will not aim at reducing the number of male researchers applying positive discrimination. Other ways of reaching gender balance will be applied. For example, according to Chinese partners, currently in China older generation of researchers is quite unbalanced, that is why female researchers will be targeted amongst younger generations– PhD students, early stage researchers, etc.

Equal access rights to background and foreground knowledge will be granted to all participating researchers regardless of gender. Foreground knowledge and project outcomes should equally improve the career advancement opportunities for all researchers involved.

### Maximize the LinkTADs' gender strategy visibility (WP6)

The gender strategy will be available online, at the project website, including links to available studies, EU gender policy web pages, FP7 gender guidelines, gendered innovations in research and science and best practices. In addition, the platform will enable researchers, in particular, women, to connect with existing scientific networks in the EU and China facilitating gender sensitive research.

The platform will also serve as a communication and information exchange tool for project participants, in case any gender issue arises within the project implementation.

---

<sup>10</sup> <http://en.wsic.ac.cn/>

<sup>11</sup> <http://www.gendertoolbox.org/toolbox/toolboxEN/toolgreenEN.htm>

The platform will be active after project completion, and that is why LinkTADs gender strategy will be available as a useful example of efficient gender policy within the FP7 projects. Platform registration and visiting statistics will be monitored and reviewed in terms of gender balance as well.

### **Outreach and dissemination (WP7, WP8)**

LinkTADs gender strategy is planned to raise awareness concerning gender issues in science and research with the special focus on epidemiology and laboratory research on transboundary animal diseases and zoonoses. Project foreground knowledge reports and publications will be gender sensitive in order to provide impartial research conclusions of higher quality and validity. They will be disseminated among the target audience with the aim to establish communication with interested actors. Such dissemination and communication will be gender aware. Exchanges and capacity building events will be open to interested parties without any gender prejudice and female participation will be encouraged.

In summary, LinkTADs gender strategy is aimed at promoting gender equality, empowering female researchers in the EU Member States and China through increased participation in management and research in order to stimulate leadership and establish network cooperation. Continuity of the cooperation after project implementation between European and Chinese research institutions should incorporate the LinkTADs gender strategy principles in future activities. With this aim, LinkTADs participants will be ready to provide consultations on the efficiency of gender strategy to any interested parties (for example, new partnerships or collaborative initiatives) through the LinkTADs platform.

## Annex

### Questions to the partners:

1. Please provide us with the male/female ratio of researchers/managers involved in LinkTADs project from your organization (number of men and women working on the project as researchers or coordinators);
2. Please provide us with the planned male/female ratio of participants invited to the events organized by your organization within the LinkTADs project (number of men and women to be invited for project activities).
3. If possible, provide male/female ratio in your institution (number of men and women working full-time);
4. What limitations do you expect in achieving the gender balance (ex. at least 40% of female researchers) institutionally and within the project, if any?
5. What actions do you plan to take during project implementation to achieve the gender balance?

### Consolidated replies (Questions 4-5)

The surveyed partners agree that they **do not experience any institutional limitations** in achieving the gender balance as the hiring policies at the organizations encourage female participation. However, for example, as FAO's hiring policy encourages female candidates from under represented nations, depending on the national and to extent of work experience of candidates, women may be poorly represented and suitable female candidates may not be available.

Within LinkTADs project no limitations were mentioned, partners aim to ensure equitable selection process, maintain women involvement, although general agreement is to invite best qualified candidates.

In terms of **planned actions to achieve the gender balance** the partners are ready to: ensure female participation in meetings, trainings and exchanges; identify the main constraints faced by women in accessing participation in meetings, trainings and other project activities and formulate solutions/recommendations for achieving gender balance; ensure that women are targeted in the communication of the project activities/events; invite more young female researchers.