IPM Decisions

Biannual Review of Gender Equality

Deliverable No: 77

Deliverable due date: 29 February 2024

Project number: 817617

Project Acronym: IPM Decisions

Start date of project: 01/06/2019 **End date of project:** 31/05/2024

Classification: Public

Date of Deliverable completion: 23 February 2024

Version History

Version	Implemented by	Reason
1.0	Charles Ffoulkes	D77 - Biannual review of gender equality

List of Authors

Company	Author(s)	Contribution
ADAS	Charles Ffoulkes	Drafted the overall structure and content
ADAS	Elise Webb	Contributed to the analysis and write-up on gender equality across the three rounds of workshops

List of Reviewers

Company	Reviewer	Contribution
ADAS	Neil Paveley	Quality review
Teagasc	Tom Kelly	Review of content, accuracy, and completeness
ADAS	Dave Skirvin	Review of content, accuracy, and completeness
BSB	Nikos Georgantzis	Review of content, accuracy, and completeness

Biannual Review of Gender Equality

1 DELIVERABLE

This document reports the summary of the biannual review of gender equality throughout the IPM Decisions project. It relates specifically to deliverable:

Work Package	7
Deliverable reference	D7.15
Deliverable number	D77
Title	Biannual review of gender equality
Description	End of project summary of Gender review
Lead Business	RSK Environment
Nature	Report
Dissemination	Public
Delivery date	29 February 2024

2 BACKGROUND

For all activities funded by the European Union, ethics is an integral part of research from beginning to end, and ethical compliance is seen as pivotal to achieve real research excellence. Ethical research conduct implies the application of fundamental ethical principles and legislation to scientific research in all possible domains of research, including gender equality.[1]

Gender refers to the social and cultural construction of women and men, of femininity and masculinity, which varies in time and place, and between cultures. The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, sets out 17 Sustainable Development Goals (SDGs), of which Goal 5 relates specifically to achieving gender equality and empowering women and girls. Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous, and sustainable world.[2]

Gender equality concerns all parts of Horizon 2020 and the European Commission[3] highlights that attention to gender equality be given and considered from different angles, for example, in terms of:

- **Human resources:** Balance between women and men in the research teams who will implement the project.

[1] European Commission (2024) Ethics. Available at: https://ec.europa.eu/research/participants/docs/h2020-funding-guide/cross-cutting-issues/ethics_en.htm [Accessed 19 Feb. 2024]

[2] United Nations (2023) What is Goal 5 – Gender Equality. Available at: https://www.un.org/sustainabledevelopment/wp-content/uploads/2023/09/Goal-5_Fast-Facts.pdf [Accessed 19 Feb.2024]

[3] European Commission (2024) Gender Equality. Available at: Gender - H2020 Online Manual (europa.eu) [Accessed 19 Feb. 2024]

- **Content:** Analysing and taking into account the possible differences between men and women, boys and girls, or males and females, in the research and innovation content of the project.

The H2020 Online Manual indicates that projects should aim for balanced participation, as close as possible to 50/50, of both men and women in the teams and among the leading roles.

To support good gender balance within the IPM Decisions project, biannual monitoring and reporting was undertaken to ensure that the project governance, delivery, and engagement accounted for gender issues throughout the five-year project.

The IPM Decisions Ethics Committee had an ambition to maintain a gender balance as close as possible to 50/50 within the project, with a secondary ambition to meet the 40:40:20 ratio, which provides more-defined parameters when monitoring and evaluating gender balance in practice. The 40:40:20 ratio aims for diversity of gender within different contexts. In short, within a given context, it refers to 40% of the team/group identifying as men, 40% identifying as women, and 20% identifying as any gender (including those who choose not to identify or disclose).

2.1 Aim

For the IPM Decisions project to promote a society in which women and men enjoyed the same opportunities, rights, and obligations in all spheres of the project, and to ensure the views and contributions from stakeholders engaged with promoted gender equality.

2.2 Objectives

To ensure gender equality was supported, the following key objectives were set:

- To provide an annual inventory of project participants within the consortium and monitor this gender balance in line with the 40:20:20 goal.
- To consider the gender balance and consideration of gender issues at transdisciplinary and multi-actor workshops.

2.3 Gender Equality Task Leader(s)

The project was appointed a Gender Equality Task Leader (GETL) to assess the gender balance of the participants, to consider gender issues within project delivery, and to provide an annual review of the gender balance. Dr Laura Davies (ADAS) was appointed as the GETL in months 1 to 7 of the project. Charles Ffoulkes (ADAS) took on this role from month 8 to 60 of the project.

3 REVIEW OF GENDER EQUALITY

3.1 Gender equality within the project consortium

Biannual reporting of the project consortium workforce was conducted throughout the project. This captured the gender of researchers and other workforce (paid or unpaid) involved in the IPM Decisions project. Specifically:

- The 'researchers' count included researchers at all levels, incl. postdocs and PhD students.
- The 'non-researchers' count included all other workers (e.g. admin, finance, project management).

The counts included all workers involved (e.g. staff that are paid / unpaid / voluntary / in-kind etc.) and for each beneficiary, the staff working for its Third Parties where appropriate.

The findings from the monitoring and reporting, from the 27 partners, are outlined in Table 1 and illustrated in Figure 1.

Table 1. Gender balance (percentage) and number of people (workforce) across the 27 IPM Decisions project partners.

Project months	Female Workforce	Male Workforce	No. Workforce
M1-12	48%	52%	155
M13-18	45%	55%	130
M19-24	41%	59%	123
M25-30	45%	55%	125
M31-36	45%	55%	139
M37-42	46%	54%	134
M43-48	44%	56%	118
M49-54	52%	48%	112

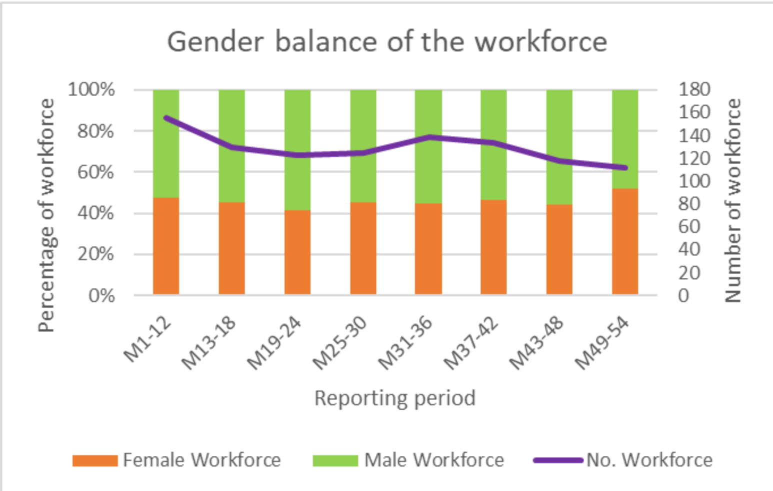

Figure 1 - Gender balance (percentage) and number of people (workforce) across the 27 IPM Decisions project partners. Orange represents those identifying as female, and green bars represent those identifying as male. There were no instances where of individuals not identifying or disclosing. The purple line indicates the number of workforce involved across the project in each period.

The data shows that the 40:40:20 ratio was achieved in every period of the project, with at least 40% of the workforce identifying as male, and 40% identifying as female in each period.

3.2 Gender equality within transdisciplinary and multi-actor workshops

To ensure gender equality was supported, the gender balance and consideration of gender issues at transdisciplinary and multi-actor workshops was addressed to ensure adequate representation of male and female participants from various roles (e.g., farmers, industry members, DSS developers and researchers) within each of the country specific workshops. The Independent Ethics Advisor (IEA) was consulted in the development of the workshops to consider how both male and female participants would be reached through a range of communication channels.

To promote the workshops, a suitable approach was taken for the communication and promotion of workshops, which enabled the inclusion of both males and females, from a variety of backgrounds and spoken languages. For example, promotional material was translated from English into the local language to enhance the inclusion rate of those that were not English literate. This ensured that the contributions from, and outputs of the workshops considered the differences between male/female influence in on-farm decision-making and the uptake of DSS use; as well as the influence and different perspectives of male/female advisers, researchers, and policy makers.

In total, 705 participants attended the three rounds of workshops: 241 participants attended the first round, 334 in the second round, and 130 in the third round.

Across all three rounds of workshops, there was a higher proportion of males, with 64% of the 705 participants identifying as male, 35% female and 1% that did not specify either way. However, the percentage split of gender varied for each workshop round, with more female representation achieved by the second and third rounds (shown in Figure 2), than the first round.

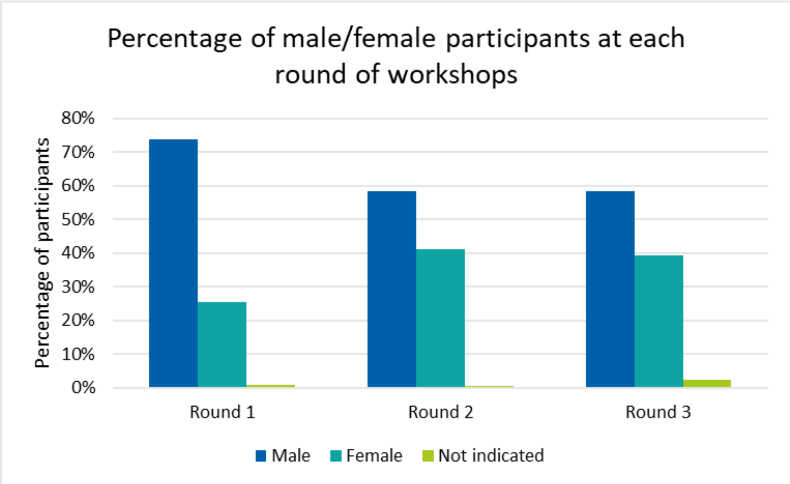

Figure 2 - Percentage of male (blue) and female (teal) participants in the first round of workshops, categorised by country. Seven participants did not specify their gender (green). In total, 705 participants attended from 11 countries.

It was highlighted after the first round of workshops that the gender balance attained could be improved and that workshop leads should be more proactive in considering the gender balance in workshops and be able to demonstrate pro-activeness in trying to get a range of participants to the workshops that are representative, and gender balanced.

The subsequent increased gender balance in the second and third round of workshops is likely attributed to a guidance note being issued ('Addressing gender equality in workshops') to all workshop leads prior to the organisation of the workshops for the second and third rounds. This included a requirement for all workshop leads to return a dedicated form that was attached with the guidance. These forms provided evidence that demonstrated pro-activeness in trying to get a range of participants to the workshops that were representative, and gender balanced.

A more detailed breakdown of the gender balance across the three rounds of workshops are provided in the following subsections.

3.2.1 Round 1 workshops

For the first round of workshops, there was a significantly higher proportion of male participants compared to female participants. In total, 241 participants attended from 7 countries, of which 74% were male, 25% were female, and 1% did not specify either way. The percentage split of gender varied by country, ranging from a 15% female representation in the Netherlands, up to a 48% female representation in Slovenia (shown in Figure 3).

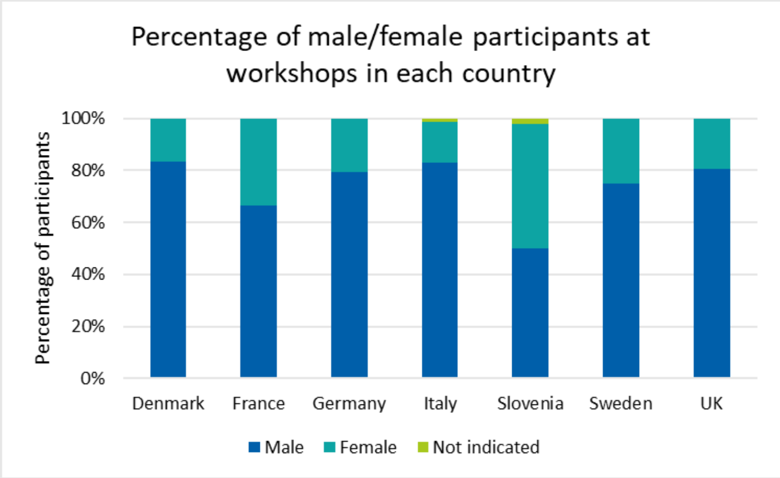

Figure 3 - Percentage of male (blue) and female (teal) participants in the first round of workshops, categorised by country. Two participants did not specify their gender (green). In total, 241 participants attended across the 7 countries.

3.2.2 Round 2 workshops

For the second round of workshops, the proportion of female participants increased compared to the first round. Factors that may have contributed to this include the majority of workshops being held online, and during times that were considered to not interfere with school pick-up and drop-off timings. In total, 334 participants attended from 10 countries, of which 58% were male, 41% were female, and 1% did not specify either way. The percentage split of gender varied by country, ranging from a 15% female representation in the UK, up to a 63% female representation in Lithuania (shown in Figure 4). Certain countries took specific actions to increase female representation. For example, Italy sent out workshop invitations to the board of female farmers of Coldiretti, which may have contributed to their increase in proportion of female participants from 11% in the first round to 27% in the second round.

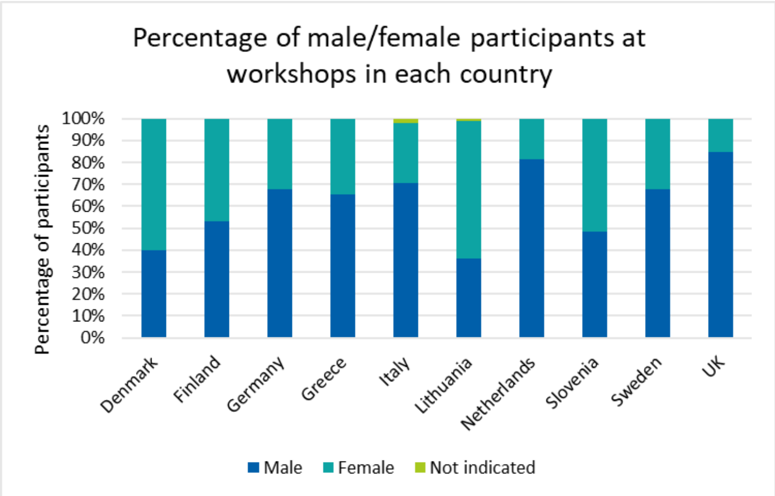

Figure 4 - Percentage of male (blue) and female (teal) participants in the second round of workshops, categorised by country. Two participants did not specify their gender (green). In total, 334 participants attended across the 10 countries.

3.2.3 Round 3 workshops

For the third round of workshops, male participants still made up the majority, and the proportion of female participants had slightly decreased compared to the second round. Similar to the second round, most of the workshops were held online during times that fit within or around the school day. In total, 130 participants attended from 10 countries, of which 59% were male, 39% were female, and 2% did not specify either way. The percentage split of gender varied by country, ranging from a 11% female representation in Italy, up to a 92% female representation in Slovenia (shown in Figure 5). This information is based on data collected from those who completed the questionnaires after their workshops.

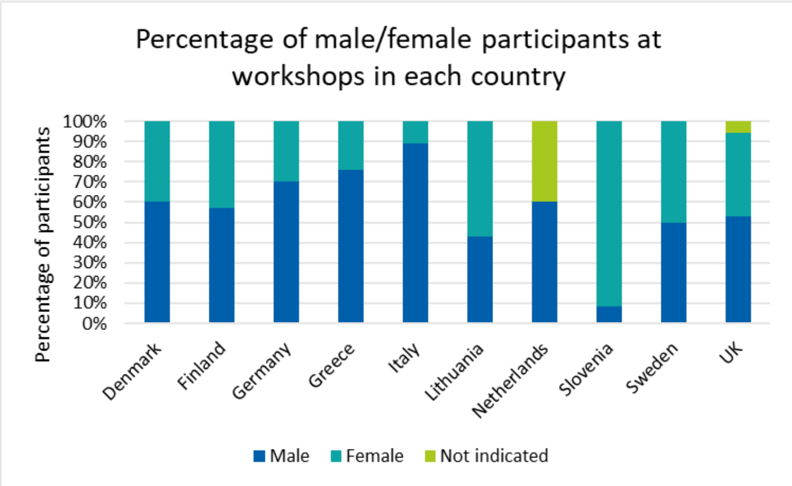

Figure 5 - Percentage of male (blue) and female (teal) participants in the third round of workshops, categorised by country. Three participants did not specify their gender (green). In total, 130 participants attended across the 10 countries.

4 CONCLUSIONS

The IPM Decisions project took appropriate actions and demonstrated gender equality throughout. Women and men enjoyed the same opportunities, rights, and obligations in all spheres of the project, and the views and contributions from stakeholders engaged sought to engage with a representative audience where gender equality considerations were promoted.

With regards to gender equality within the project consortium, the data shows that the 40:40:20 ratio was achieved in every period of the project, with at least 40% of the workforce identifying as male, and 40% identifying as female in each period.

With regards to gender equality within transdisciplinary and multi-actor workshops, actions were taken after the first round of workshops to improve the balance in the second and third rounds of stakeholder engagement. There was however variability between countries, with some achieving a greater balance than others.

The GETL, IEA and other members of the Ethics Committee are not aware of any non-conformities or breaches of personal information during the IPM Decisions project. We are content that gender equality was managed appropriately throughout the project and that the project and complied with appropriate ethical standards.