

Implementation of the ENSEMBLES Gender Action Plan

Background

All FP6 projects are required to have a Gender Action Plan (GAP). This reflects the European Commission's desire to promote gender equality as a mainstream issue and to increase the participation of women in science. Such policies are still required as the most recent EC-gathered statistics demonstrate that the gender gap in science and engineering is still very much in existence – see Appendix 1.

A very useful summary of current EC activities and policies is provided by the report which appeared in March 2005 on 'Women and Science: Excellence and Innovation – Gender Equality in Science'. This is available from the Women and Science website - http://europa.eu.int/comm/research/science-society/women-science/women-science_en.html. This web site is well worth a look for relevant EU links, documents, statistics and contact information.

As required, the ENSEMBLES Description of Work had to include a GAP (see Appendix 2). According to the report referenced above, a good GAP should contain three steps: (i) a diagnosis of the current situation regarding women's participation and gender aspects in the research field; (ii) proposed actions based on this diagnosis; and (iii) concrete information about how the gender dimension will be integrated in the research content. Thus this implementation plan expands the ENSEMBLES GAP and makes some practical proposals for implementation.

Gender Action Committee (GAC) members

According to the ENSEMBLES GAP (see Appendix 2), the GAC should consist of three members elected by all female project participants on an annual basis, with the possibility of re-election.

A request for volunteers to serve on the GAC was placed as a News item on the ENSEMBLES home webpage in February 2005 and was also advertised to RT members by email. Prior to the ENSEMBLES management board meeting on 23 March 2005, the following three people volunteered as GAC members:

Aristita Buisioc, NMA, Romania
Sari Kovats, LSHTM, UK
Ileana Mares, NIHWM, Romania

At the management board meeting it was proposed that these people form the de facto Committee from then, with Clare Goodess, UEA, UK as an ex. officio member of the ENSEMBLES Management Board - all to be agreed at the General Assembly in September 2005. Following circulation of the Management Board meeting minutes, Richard Tol, DKRZ, Germany also volunteered as a committee member.

GAC members will be elected annually, with formal approval taking place at the General Assembly.

Terms of Reference of the GAC

These terms of reference were agreed by the ENSEMBLES management board on 23 March 2005:

To advise and report to the ENSEMBLES General Assembly and the Management Board on the development, implementation and monitoring of the ENSEMBLES Gender Action Plan.

Funding of GAP and GAC activities

There is no specific ENSEMBLES budget for gender action activities. Thus the work of the GAC will be largely done by electronic means, with meetings held in conjunction with ENSEMBLES meetings, notably the General Assembly meetings. Staff time must come from existing funded project effort, or from unfunded effort. While the GAC will play an important role in implementing the GAP, other interested ENSEMBLES members are strongly encouraged to contribute to this work.

If there is sufficient interest, a gender action ENSEMBLES web forum could be set up, alongside the RT and other cross-cutting fora. For more private discussion, a gender action email list could be set up.

The General Assembly meetings will provide an opportunity for (1) the GAC to meet, (2) the GAC to report to and receive feedback from the plenary session, and (3) female members to meet for a social/networking event one lunchtime or evening.

The lack of funding means that it is important to build on and complement relevant work being done elsewhere, in particular by other FP6 projects and the Commission. All FP6 IPs/NoEs are required to have a GAP, and relevant contacts have already been made with a number of other IPs/NoEs (i.e., ACCENT, AMMA, Geoland, QUANTIFY and SCOUT-03) – all of which seem to face the same problem of lack of allocated funding.

Inquiries about potential sources of funding for these activities have, so far, proved unsuccessful. However, the GAC will be encouraged to consider whether alternative sources of funding can be found, possibly jointly with other relevant IPs/NoEs.

Gender action website

The Hadley Centre has offered to host the ENSEMBLES gender action website, based on material provided by the GAC.

Setting up this website is an immediate priority of the GAC. It will include:

- A point of contact with members of the GAC
- A reminder of and documentation of the GAP (currently this consists of Section 6.6 of the Description of Work – see Appendix 2 and this implementation plan)
- General advice on recruitment (e.g., advice on wording of advertisements, composition of interview and selection panels, and the desirability of ensuring

all staff involved in interview and selection processes receive equal opportunities training)

- Links to relevant resources, networks, good employment practice (with respect to equal opportunities, including family-friendly policies) and events. This will be done in co-operation with other FP6 projects in order to avoid duplication of effort. It has, for example, been proposed that a single web portal should be set up by the ACCENT NoE.

Issues to be addressed by the GAP/GAC

- Monitoring of gender balance within the project workforce
 - As part of the annual reporting to the EC, workforce statistics must be provided by all contractors indicating the number of women and men in each type of position (scientific manager, team leader, experienced researcher, early researcher, PhD student, technical staff, other) – see Appendix 15 of the guide for reporting
 - As part of the annual reporting to the EU, the ENSEMBLES co-ordinator must indicate the general progress of the GAP, provide workforce statistics as above, summarise the gender actions undertaken, specify the budget allocated to the GAP and indicate any gender issues associated with the research content of the project. More detailed reporting is required at the end of the project. See Section C and Appendix 14 of the guide for reporting for more details.
 - The GAC may wish to collect more detailed statistics, in particular, with respect to recruitment and participation in ENSEMBLES meetings/workshops. It would also be appropriate to monitor the ENSEMBLES mobility fellowships from a gender perspective.
- Annual gender action reporting
 - According to the ENSEMBLES description of work, the annual gender action report will document the extent to which actions promoting gender equality have been performed at the project level, and will chart the rates of female participation at all levels of the project.
 - The first ENSEMBLES annual gender action report will be prepared by the GAC by the end of December 2005. It will provide a critical assessment of the monitoring statistics provided by partners (see above), including comparisons with relevant national and European statistics. Where appropriate, recommendations for action and further development of the GAP will be made. Consideration will be given to the identification of appropriate targets. The EC, for example, has a 40% target for women's representation in FP6 committees, groups and panels.
- Identification and promotion of best institutional practice
 - Partners will be encouraged to provide examples of best institutional practice with respect to equal opportunities in general, and specific issues such as recruitment and family-friendly policies in particular.

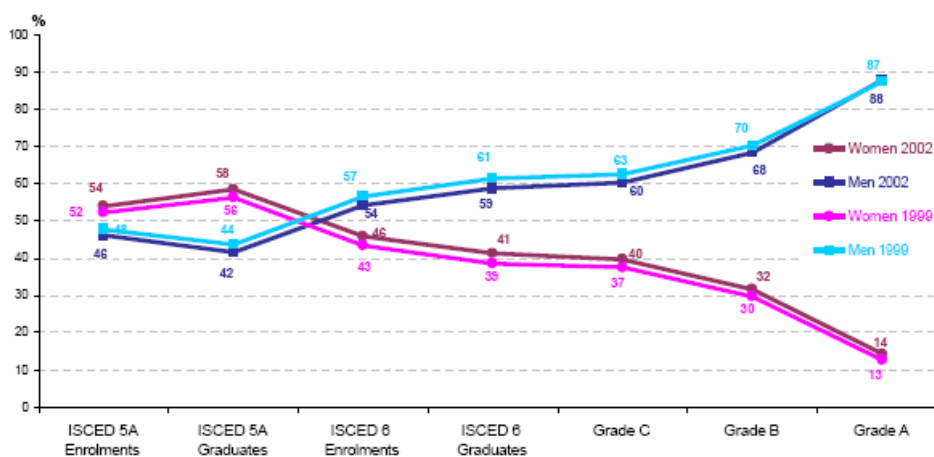
- These examples will be publicised via the website, in the annual gender action report and at the General Assembly plenary sessions.
- Networking and mentoring
 - A social/networking event for female participants will be organised at each General Assembly.
 - The demand for and feasibility of setting up an ENSEMBLES mentoring system will be assessed by the GAC.
- Promotion of women in science
 - The GAC will work with RT8 to identify and promote training opportunities of particular interest/relevance to female participants.
 - Opportunities for encouraging young women and girls to pursue scientific careers will be identified and promoted by the GAC, e.g., participation in 'Girls at Work' days and provision of material (e.g., profiles of individual ENSEMBLES researchers) for use in schools.
- Gender issues related to the ENSEMBLES research
 - The GAC will encourage all RTs to consider whether any gender issues related to their research need to be assessed. The ENSEMBLES description of work, for example, notes that different gender impacts should be taken into account with regard to scenarios of risks to human health. This is an area where the GAC is likely to need appropriate advice from other bodies and where good practice examples will be important. An FP6 network on gender aspects in food quality and safety research has, for example, been set up involving IPs and NoEs funded under this priority, as well as representatives from the advisory group.
- Raising gender awareness
 - The GAC annual reports and reports to the General Assembly will help to raise gender awareness amongst the consortium, as will the website.
 - Whilst the work of the GAC will be very important for successful implementation of the ENSEMBLES GAP, the hope is that gender issues will be viewed as a mainstream issue and not just as of concern to female members of the consortium.

Document history

Version 1: 15 August 2005, Clare Goodess

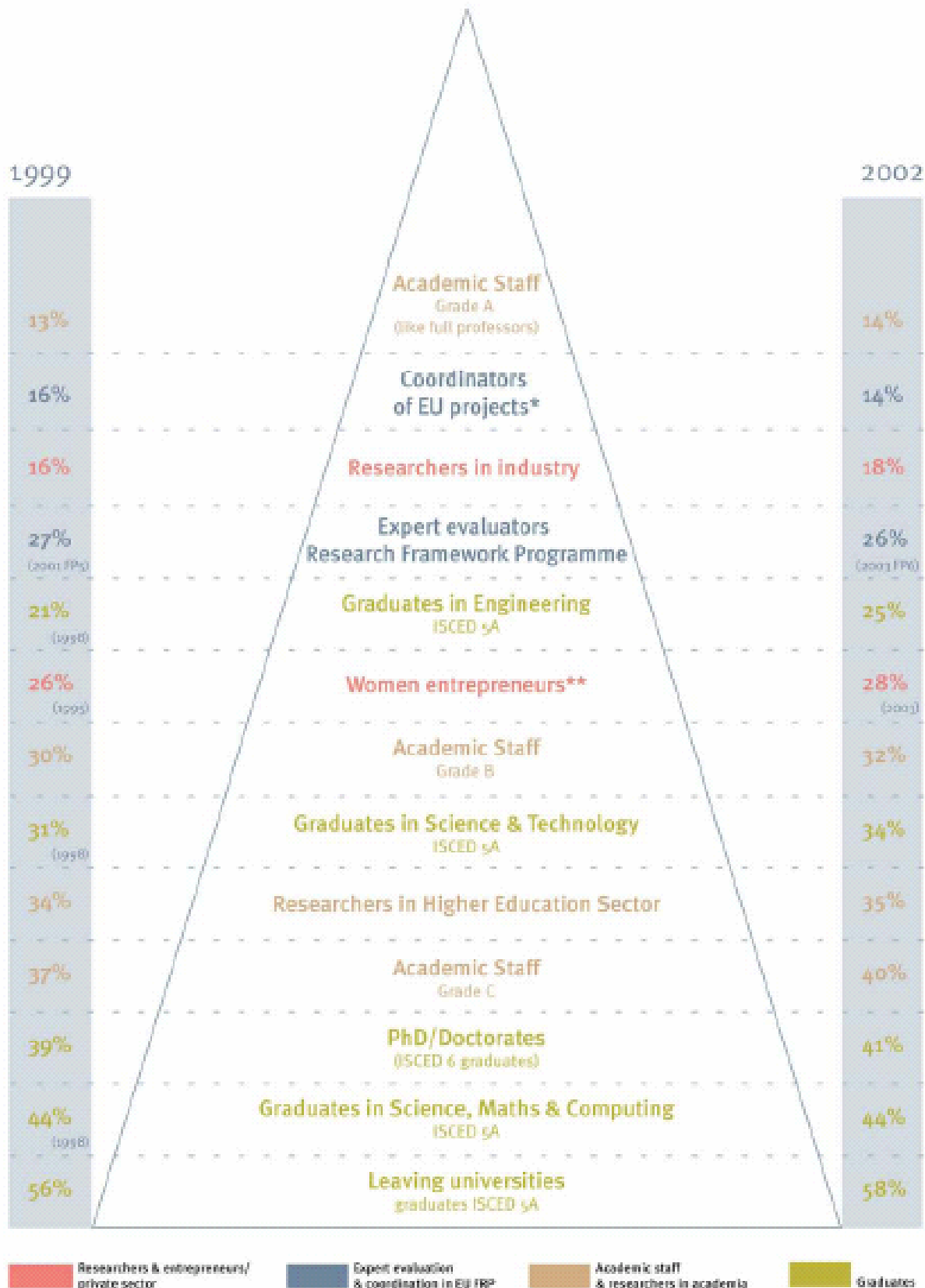
Appendix 1: Women and Science Statistics from ‘Women and Science: Excellence and Innovation – Gender Equality in Science’, March, 2005, available from http://europa.eu.int/comm/research/science-society/women-science/women-science_en.html

Fig. 1: Relative share of women & men in a typical academic career for EU-25, headcount, 1999 and 2002⁴³



Definition of grades: A-The single highest grade/post at which research is normally conducted within the institutional or corporate system, B-Researchers working in positions not as senior as top position (A) but more senior than the newly qualified PhD holders, C-The first grade/post into which a newly qualified PhD (ISCED6) graduate would normally be recruited within the institutional or corporate system.

Are we successful in closing the gender gap in Science and Engineering?
Percentage of women, EU-25



■ Researchers & entrepreneurs/ private sector
 ■ Expert evaluation & coordination in EU FFW
 ■ Academic staff & researchers in academia
 ■ Graduates

Source: Eurostat, Education SMI statistics, DG RTD WIS-database, EU-25 totals for graduates and researchers in RES calculated by DG RTD, C4, Academic Staff (Source: WIS-database - see footnote 4), experts, Researchers in Business Enterprise Sector (Source: Eurostat SMI statistics except AT, FI, PT (2002), SE (WIS database); Exceptions 2002: BE, DE, EL, ES, NL, PL, PT, SK; 2001: ES, 2000: EL, 1999: Data unavailable; AT, EL, LU, NL, UK, Exceptions 1999: SK; 2002: DE, EL, NL, SK; 2001: BE, FR, UK, SE; 2000: AT; 1998: Data unavailable; LU, NL, PL, UK, DE, PT, (ISCED 5A) graduates (Source: Eurostat Education); Exceptions to 1998: BE, CD; 2000: Exceptions 2000: DK, FR, IT, (RE, FI) 2001, data unavailable; EL, LU, IT (1998, 1999); ISCED 6 Graduates (Source: Eurostat Education); Exceptions 1998: SK, UK; 1999: BE, 2000: Exceptions to 2002: DK, FR, EL, FI, FI; 2001: data unavailable; ES, LU; Researchers in Higher Education Sector (Source: Eurostat SMI statistics except AT, EL, ES, SK (WIS database); Exceptions 1999: BE (FTE), EL, LU, PL; 2000: SK; 2002: data unavailable for AT, (FTE) 1999: BE (FTE), DE (FTE), EL, NL, PL, SE, UK; 2001, data unavailable for BE, AT, ES, *) European Commission, DG RTD, FFW and FFW statistics, see annex 2. ** Women in % of self-employed in industry and service EU-25, Eurostat 2002, Community Labourforce Survey

Appendix 2: Section 6.6 of the ENSEMBLES Description of Work

6.6 Gender Action Plan

Institutional Gender Action Plans

Many of the partners in ENSEMBLES have gender action plans at the institutional level as part of their commitment to gender equality. These include programmes to raise awareness of the issues involved in gender equality, commitments to family friendly work practices and career breaks, and provision of child-care facilities. Organisational initiatives to encourage gender equality enjoy high level backing within partner institutes. For example, the Met Office have an ongoing equality training programme, co-ordinated at boardroom level, which is mandatory for all staff, whilst the policies and activities of MPI-MET are scrutinised by the Working Committee for the Advancement of Women in Science of the German Max Planck Society.

Additional Gender Action Plan as a Component of the Integrated Project

Project Gender Committee

The gender committee will actively promote the role of women at all levels within the Integrated Project. It will be responsible for ensuring that the gender plan is applied across the spectrum of research themes in the project, both in terms of internal communication of developments and progress via the project web-site, and communicating progress externally, via the annual gender action report. The committee will also be responsible for ensuring that the training and dissemination aspects of the project (RT8) are female-friendly. The committee will consist of 3 members elected by all female project participants on an annual basis, with the possibility of re-election.

Annual Gender Action Report

The report will document the extent to which actions promoting gender equality have been performed at the Integrated Project level, and will chart the rates of female participation at all levels of the project.

Recruitment of Female Researchers

Recruitment of young, talented female researchers will be encouraged in ENSEMBLES. Job advertisements will state the project's commitment to equality and to a family-friendly working environment and will explicitly encourage women to apply. The gender committee will liaise with national programmes in the production of suitable information material for schools, and will encourage participation in events such as "Girl's days".

Project Steering Committee

The ENSEMBLES project steering committee has been chosen to ensure that women are adequately represented at the highest organisational levels of the project and consists of 20 people, 4 of whom (25%) are women. Whilst not approaching equality, this percentage is higher than that of women in senior positions in climate science generally, and gives women a significant say in how the project is organised and run.

Gender Issues

The Commission report "Gender In Research" on the 5th Framework Programme (Environment and Sustainable Development sub-programme, Annex 1, Page 18) concluded that "the natural science oriented climate research turns out to be more or less gender

neutral”. No gender issues relating to subject matter are expected in connection with this work, which covers the bulk of the work to be undertaken in this Integrated Project.

The report also states “..regarding the development of scenarios of risks to human health associated with climate change, the different gender impacts have to be taken into consideration.”, and this issue will be specifically addressed in WP7.4, *Impacts of Climate Change on the Population*.