

PLUREL



Scientific Management &
Coordination

Module No. 6

PERI-URBAN LAND USE RELATIONSHIPS –
STRATEGIES AND SUSTAINABILITY
ASSESSMENT TOOLS FOR URBAN-RURAL
LINKAGES, INTEGRATED PROJECT,
CONTRACT NO. 036921

D6.1.2

Gender Action Plan Equal not the same

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The PLUREL Gender Action Plan will have
to be accepted by the Project Management
Board



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Abstract

The role of gender equality and gender balance contributing to the excellence in research and management is addressed in the PLUREL project by the **Gender Ombudsman** and the individual PLUREL partner institutions. PLUREL has set up an action plan to promote women and implemented an ongoing sex-disaggregated monitoring concerning all gender relevant issues.

The PLUREL **Gender Action Plan (GAP)** is comprised of a total of 18 actions, divided into 12 actions concerning the promotion of gender equality in the project (actions to balance gender within the workforce: 5, actions to promote women in science: 1, raise gender awareness: 2, monitoring actions: 5) and 6 actions concerning the gender dimension of the research contents (raise gender awareness: 1, monitoring actions: 2, actions not assigned to a type: 3).

A **Joint Inclusion Memorandum** on the implementation of measures to the promotion of gender equality in the Integrated Project PLUREL is signed by all partner institutions.



1 Introduction

Gender equality implies that all human beings should be free to develop their personal abilities and make choices without limitations set by strict gender roles; that the different behaviour, aspirations and needs of women and men are considered, valued and favoured equally.

Concerning the implementation of measures in its Gender Action Plan, the PLUREL consortium strongly supports the European initiatives underway to promote gender equality, notably the EQUAL community initiative programme, as well as the work of the European Parliament's Committee on Women's Rights and Equal Opportunities. PLUREL will contribute to gender equality by supporting equal opportunities for men and women. Gender equality support will apply to both researchers and support personnel. Women and men are entitled to be equally represented in all fields of study and in all types of posts. Women and men professionals are equally responsible for all aspects of PLUREL's activities.

The European Union and the Gender Issue

The EU in its fundamental agreements on gender equality has agreed to promote equality between men and women in all societal spheres. The EU principle is based on and described in the following treaties, declarations and action plans:

- The Treaty of Amsterdam entrusted the Community with the task of promoting equality between men and women and seeking to eliminate inequality in all its actions.
(<http://europa.eu.int/abc/obj/amst/en/> entry in force 1999)
- The Community and its Member States were signatories to the Declaration and Platform for Action of the 1995 Fourth World Conference on Women in Beijing.
(<http://www.un.org/womenwatch/daw/beijing/platform/declar.htm>, 1995)
- The recent declaration issued by the Commission on the Status of Women at its 49th session (Feb-Mar 2005) reaffirmed the Beijing Declaration and Platform for Action. It also pledged to undertake action to ensure their full and accelerated implementation.
(<http://www.un.org/womenwatch/daw/Review/english/49sess.htm>, 2005)
- The Millennium Development Declaration affirms equality as a fundamental value and states that rights and opportunities of women and men must be assured.
(http://unstats.un.org/unsd/mi/mi_goals.asp)
- The regulation on promoting gender equality in development cooperation COM (2003) 465 affirms the dual approach to gender mainstreaming involving systematic attention to gender equality across all instruments and interventions as well as the use of specific measures in favour of women.
(http://europa.eu.int/eur-lex/en/com/pdf/2003/com2003_0465en01.pdf, 2003)
- The Programme of Action (PoA) on mainstreaming of gender equality COM (2001)295 was set up to provide a set of measurable objectives and sustained improvement.
(http://europa.eu.int/eur-lex/en/com/cnc/2001/com2001_0295en01.pdf, 2001)

Objectives of the Gender Action Plan

The gender mainstreaming approach promoted in PLUREL concerns both the organisation and management of the project and the research itself.

It is PLUREL's ambition to contribute to gender equality from the start, and to do this not only by setting ambitions in a targeted manner, but also by monitoring and assessing their level of achievement. Therefore we describe here the actual situation and the targets to be reached during the project. We consider the personnel employment in the different 'forums'; the procedures of organising the research work and managing conferences; and the sharing and rewarding of workloads.

A PLUREL **Gender Ombudsman** has been appointed to monitor progress in a transparent way, with reference to the whole project team and to report to the project management with concrete recommendations. Project management will reply to these suggestions in the same transparent way, with reference to the whole project team, allowing staff to give their view and make suggestions if they wish to do so. It will be logical for the gender situation to be reported in the review reports of the project.

PLUREL formulates the **Gender Action Plan** to propose guidelines to the participating institutions and to the whole consortium on how to implement an engagement with gender issues. The PLUREL Gender Action Plan is designed to support the gender mainstreaming in the project and relies on the issues and types of actions proposed by the European Commission.

1. The gender balance needs to be monitored and analysed.
2. Measures should be developed and carried out to reach a commitment of all partner institutions concerning gender issues.
3. Actions for the promotion of gender equality in the project should be undertaken.
4. The gender dimension of the research contents needs to be analysed and developed.

2 Gender equality – Starting point and targets

Within PLUREL there are different ‘forums’ and levels of management and organisation in which the differences in behaviour, aspirations and needs and equal opportunities for men and women should be considered, valued and favoured:

1. project co-ordination (KU)
2. the Scientific Management Board (KU, Alterra, UFZ, ZALF)
3. the Scientific Advisory Group
4. the Board of Stakeholders
5. Module management
6. WP management
7. workforce

Actual situation

At the time of submission of the PLUREL proposal 25% of the total of PLUREL research participants were identified as female.

The actual situation by the project regarding the functions 1-6 were as follows:

The project co-ordinator is male, project manager is male.

The four-person Scientific Management Board is exclusively male.

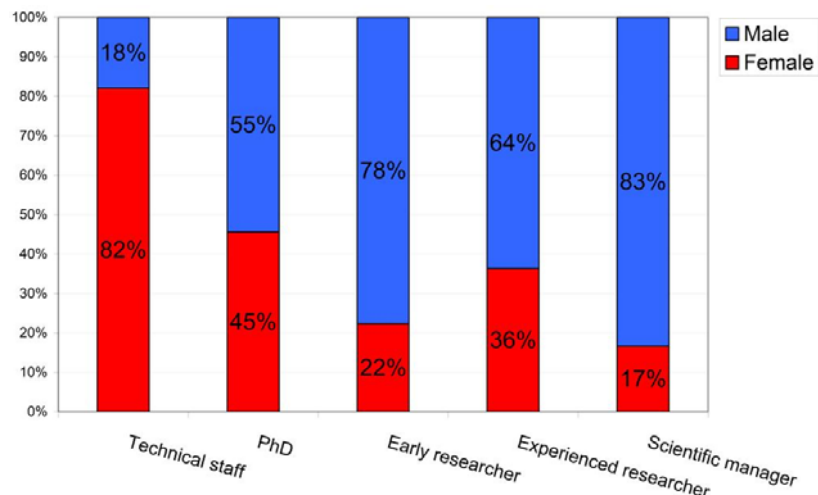
For the Scientific Advisory Group 1 out of 3 members is female.

For the Board of Stakeholders 1 out of 7 members is female.

For Module management 2 out of 6 Module co-ordinators are female.

For workpackage management; 4 out of 17 WP leaders are female.

Share of women in PLUREL workforces (preliminary figure based on reports from 20 partners) six months after project start:



Gender equality targets

PLUREL endeavours to achieve equal employment of both men and women at all levels. For the first six forums mentioned above, this means that PLUREL will make sure that men and women participate equally in these forums, per forum level, i.e. both in strategic orientation and decision making as well as in research execution.

From experience we learn that especially at the higher managerial levels with a more representative, strategic and decision-making character employment of women is weaker. This deserves special attention from the project management.

Recruitment advertisements should include equal opportunity statements and in the interviewing committee equal numbers of men and women should be present, reducing the chances of unequal and therefore negative impact of gender based perceptions on the qualification of applicants. Equal remuneration for the same work and responsibilities should be ascertained between men and women participating in the PLUREL project within a same institute.

After 36 months, in each committee and workforce the share of women shall reach the following share:

Project co-ordination	0%
Scientific Management Board	25%
Scientific Advisory Group	33%
Board of Stakeholders	40%
Module management	33%
Work package management	40%
Scientific manager and team leader	25%
Experienced researcher	33%
Early researcher	40%
PhD students	50%
Technical staff	50%

3 Joint commitments

In order to implement an equal opportunity action plan under a strict temporal regime, all partners will sign a Joint Inclusion Memorandum (JIM). Regulations include, but are not restricted to:

- The installation of an ombudsman for equality, dealing with all matters of hiring, promotions, and movements of personnel
- Publication of all vacancies, in particular urging women to apply, especially in fields where usually males dominate
- The offer of part-time positions wherever possible
- Dedicated offers for vocational training and gender training for females, including career management, communication, rhetoric techniques, and conflict management
- Incorporation of gender mainstreaming Modules into training plans in the scope of PLUREL.

**Joint Inclusion Memorandum
on the implementation of measures to the promotion of gender equality
in the Integrated Project PLUREL**

(Description of partner)

It is agreed for the **PLUREL** Integrated Project by all project partners to implement and maintain measures to promote gender equality. The members of the consortium agree to jointly include in their research activities in the scope of the project to

- elect a project ombudsman who will take care of all gender matters, and
- to generate statistics on the gender-related activities in the field.

As a project partner, we agree to

- publish all vacancies and urge women to apply, especially in fields where usually males dominate
- offer part-time positions whenever possible
- offer child care where necessary and possible
- offer the opportunity for parental leave
- offer Dual Career Service, where requested and available
- either urge respective involved staff members to participate in relevant measures offered within and outside the project, or separately offer specialised vocational training and gender training for females, including career management, communication, rhetoric techniques, and conflict management (integrated as part of the training activities within PLUREL)

in the framework of the project and to report to the ombudsman on an annual base.

(Location, Date)

(Sign, **PLUREL** partner)

4 Promotion of gender equality in the project

Recruitment and career support

PLUREL encourages and supports all participating institutions to implement positive actions for women in recruitment, promotion and career support. If equally qualified women and men apply to a position, PLUREL strongly recommend employment of a person of the sex which is balancing the work force.

Women and men in the PLUREL consortium should have the chance to find the most appropriate position according to their individual needs. Women seeking for male dominated career should be supported considering family and profession-related requirements. Each woman and man should have the chance to define her personnel and professional objectives for the duration of the PLUREL project and commit herself/himself and her/his institution in reaching these objective.

Actions to promote women in science

Female scientists are encouraged to participate in PLUREL. Especially young women researchers finalising the PhD thesis should elaborate a career and training plan and should be promoted and supported by the PLUREL consortium to continue in research activities even after the project has finished.

Family friendly working conditions

Achievement of an effective balance by men and women between the demands of the workplace and the home is of crucial importance for PLUREL. Family friendly working conditions and competitiveness are not a contradiction in terms. Family-friendly policies can serve a dual purpose of contributing to the needs of the business as well as meeting the needs of employees with family responsibilities. Upon agreement with the respective supervisor and team certain tasks may be carried out at home. Additionally, working hours may be adapted to the individual need of employees through the application of virtual workplaces and teleworking. Additionally, employees can vary their starting and finishing times of work.

Organisation of conferences

Conferences will be scheduled outside main holiday periods, allowing men and women with responsibility for school-age children to integrate the travelling and meeting within regular work weeks. Travelling and meetings should generally take place during working hours and not run into weekends.

Actions to raise gender awareness

PLUREL wants to raise awareness in a non-emotional manner about problems women have to face in their day to day professional live. PLUREL stresses that male problems are equally important, although different. A web based questionnaire analysing sex-disaggregated and anonymously the needs, expectations and experiences of women and men in their working environment will be established. The analysed questionnaires will be made public in the consortium. The analysis shall give all consortium members the chance to anonymously document and reflect about situation as man or woman on the working place. Results will be distributed to all partners and commented. Eventually actions of the gender action plan will be adapted.

Dissemination

In the communication material and activities of the project, researchers working behind the material should be identified, making sure that women's work is also reflected, mentioned and rewarded equally. The materials and their content should avoid the promotion of traditional gender roles.

Monitoring actions

Sex-disaggregated data on the share of women and men in the different workforce categories will be analysed once a year. Data will be analysed and results will be provided to the whole consortium.

PLUREL requires from all partner institutions a description of gender actions undertaken once a year. Data will be analysed and results will be provided to the whole consortium.

PLUREL will monitor in a sex-disaggregated manner the publication of articles in peer-reviewed journals. Data will be analysed and results will be provided to the whole consortium.

5 Gender issues in the research

Gender is part of PLUREL's research object, of the sustainability of land use planning for urban regions. In the project's Scientific Co-ordination Team, a specialist for social science appointed. Gender, as part of the research object, should have his/her special attention. It should be reflected in the Gender Action Plan as a research task of this social specialist. The appointed Gender Ombudsman should be kept informed about this and report on the inclusion of gender issues in the research.

Regarding research on sustainable development, differences in gender roles, responsibilities, access to decision making as well as practical and strategic needs related to land use have to be considered, as well as for other different distinctive population groups. They will be taken into account and explicitly analysed in the PLUREL project. A gender-sensitive approach will be discussed with all project partners during the first General Assembly Meeting to ensure awareness of possible gender biases in data analysis and assessment. The selection criteria for regional stakeholders involved in the project will therefore include gender balance as one important social criterion.

Safe and reliable public transport, access to land, access to mobility, access to decision-making forums, quality of life, time for leisure, influences on family life and child-raising, are all examples of land use aspects influencing the ability of human beings to be free to develop their personal abilities and make choices without limitations set by strict gender roles. In the different research workpackages the gender aspect will be reflected:

- In the demographic descriptions, categories will distinguish between men and women, in age groups, and in family situations, also paying attention to single person households and one-parent families (M1).
- In the studies on governance (M2 and M3) the gender influence on decision making will be discussed.
- Research on the various quality of life issues: economic, social, physical and mental health and environment will reflect the gender component and describe the balances (M2).
- These fields should also be stipulated in the impact assessments, by bringing gender factors into the model. (M4). When members of focus groups from the case study regions are used in M4 for data collection, steps will be taken to ensure gender balance in their composition.
- In the case study research, intensive discussions with practitioners and stakeholder groups are foreseen. During these discussions equal representations of men and women should be presented and invited to active participation (M3). When assessing the democratic aspects of decision making and developing enhanced planning strategies, the objective of gender equality will be discussed and reflected in the reports and dissemination (M5).