

DELIVERABLE 7.1

Gender Dimension Plan

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Gender Dimension Plan

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Abbreviations

LAND4CLIMATE	Utilization of private land for mainstreaming nature-based solution in the systemic transformation towards a climate-resilient Europe
EIGE	European Institute for Gender Equality
EU	European Union
GDP	Gender Dimension Plan
H2020	Horizon 2020
NBS	Nature-based solutions
R&I	Research and innovation initiatives
WP	Work Package

Executive Summary

This report presents the Gender Dimension Plan that has been developed as a part of the commitment of the LAND4CLIMATE project to encourage gender equality and inclusivity in the organisation and implementation of the research and innovation action.

The first section describes how different genders contribute within the organisation of the project team. In this regard, a baseline analysis of the gender distribution across staff shows that women and men are well represented, with more women participating than men. This also applies to the gender balance in managing functions, where significantly more women act as work package leaders or co-leaders. In addition, actions are defined to further promote gender equality and equal opportunities within the project consortium. These include the raising of awareness or ongoing monitoring activities.

The second section of the report presents actions to promote equal participation in the processing of work packages as well as in the interviews and workshops that form an essential part of the LAND4CLIMATE research. This comprises, e.g. the consideration of gender in the climate risk assessment and the monitoring of participants in stakeholder workshops.

The report serves a dual purpose. Firstly, it aims to raise awareness within the project consortium regarding gender and inclusivity. Secondly, it provides explicit guidance on promoting gender and inclusivity within the project and during the implementation of research, delineating clearly defined actions to achieve these objectives.

Keywords

Gender, gender dimension, gender equality, gender in climate adaptation

1. Introduction

Gender equality represents one of the EU's fundamental principles, to which the EU is dedicated in the implementation of European Research and Innovation Initiatives (R&I; European Commission 2021). The LAND4CLIMATE project aligns with this core value and commits to integrate gender aspects into Horizon 2020 (H2020) research, including both the promotion of gender equality and inclusivity in the organisation as well as within the implementation of research and innovation action itself.

The *She figures report* by the European Commission, which updates every three years, presents gender data related to the EU's gender equality objectives in R&I policy. The current report from 2021 shows that progress has been made in achieving gender balance in the research community across most member states. However, a disproportion between women and men in both academia and the public/private sector is still present especially when considering senior levels of employment and decision-making (vertical segregation) as well as biased distributions of researchers in favour of "traditional" scientific fields (horizontal segregation). To tackle these issues, gender equality and mainstreaming in research were integrated as priorities in several policies and programs at EU level. For instance, the European Institute for Gender Equality (EIGE) outlines three clear objectives: (i) Fostering equality in scientific careers; (ii) Ensuring gender balance in decision-making processes and bodies; and (iii) Integrating the gender dimension in research and innovation content (EIGE 2022).

These objectives are equally applicable to the LAND4CLIMATE project consortium and its implementation of research and innovation actions. To address gender and social inclusion consistently and appropriately throughout the project's implementation and participatory research activities, the Gender Dimension Plan (GDP) presented in this report is developed. The plan outlines the actions established in the project to mainstream gender. Additionally, it serves as guidance to the project consortium.

The GDP is divided into three main sections. In the first section, it is described how gender is addressed within the organisation of the project team. This comprises the establishment of a gender baseline for the project team at the start of the project as well as future actions that will be taken within the course of the project to further promote gender equality and equal opportunities. The second section provides guidance on how gender and social inclusion is addressed in the implementation of the research and innovation action. This relates both to aspects of content and in relation to research that is developed within participatory formats like stakeholder workshops and interviews. As third part, it is described how the project will ensure that all guidances provided are taken into account by the consortium through consistent monitoring activities.

2. Gender within the LAND4CLIMATE project team

The following chapter describes the gender balance within the LAND4CLIMATE project team, including horizontal and vertical segregation, as well as future actions to promote gender equality and equal opportunities.

2.1 Baseline on participation of women and men in the LAND4CLIMATE project

The beneficiaries of the LAND4CLIMATE consortium include seventeen partner organisations from across the European Union (Germany, Belgium, Austria, Italy, Romania, Czech Republic, Slovakia). All of these organisations were encouraged to ensure gender equality during the recruitment process for staff working on the LAND4CLIMATE project. Table 1 provides an overview, per beneficiary, of gender balance in the workforce contributing to the project and represents the status as from 01/02/2024. As staff may vary over time, including additional staff who are in the process of being hired to work on the project, these numbers may be subject to change.

Table 1: Gender Balance of staff involved in LAND4CLIMATE

Beneficiary	Female	Male	Total
TUDO	3	4	7
RWTH	4	1	5
ICLEI	1	4	5
CEUS	3	1	4
UJEP	4	3	7
KLM	1	2	3
NPCS	3	1	4
BOKU	3	2	5
STMK	2	0	2
BGLD	1	2	3
ARR	3	2	5
P&W	2	2	4
UNIBO	5	2	7
DELTAPO	1	2	3
DEN	5	0	5
UPT	2	2	4
BWBA	2	3	5
	45 (57 %)	33 (42 %)	78

The data in the table show that gender across the team is reasonably well balanced, tending towards an over-representation of women with 57 %. Within the individual organisations, it can be recognised that the vast majority of them have a percentage of female employees higher than 50 %, with only one institute with a percentage of women lower than 40 %.

Table 2: Vertical segregation of staff in LAND4CLIMATE

Role	Female	Male	Total
Project coordinating team	3	4	7
Work Package leader	16	6	22
	19 (65 %)	10 (34 %)	29

In addition to the gender balance of the workforce, also the vertical segregation of staff involved was analysed, exploring the number of female and male team members in leading functions. As table 2 shows, the project coordinating team is quite balanced, while further managing roles are strongly shifted to women, with 72 % of WP leader or co-leader positions covered by female scientists. As a result, this leads to a distribution of managerial functions from 65 % (women) to 34 % (men).

Exploring the horizontal segregation of the project consortium is difficult as no WP has an exclusive focus on research fields that have a traditionally higher participation of men or women and team members may be involved in several of the project's tasks. Accordingly, this type of segregation is not further examined.

2.2 Actions to promote gender equality and equal opportunities

As becomes evident in the baseline analysis, the project consortium of LAND4CLIMATE is currently very balanced, with tendencies towards the overrepresentation of women, especially in leading functions. During the project, LAND4CLIMATE will continue to take proactive actions to ensure full equality in practice between all genders. This applies to the possible future recruitment of employees, but also to other actions that LAND4CLIMATE has defined to promote gender equality and equal opportunities.

Balanced contribution of women and men across disciplines

LAND4CLIMATE encourages the active participation and contributions from women to project deliverables, scientific publications, and other outputs. The work package leaders are requested to closely monitor task participation, and if there is an under-representation of either women or men, as well as a lack of disciplinary expertise, the team will be expanded by inviting additional contributions to address these gaps.

Flexible working environment

Project meetings will be mainly organised online to enable family-friendly participation for everyone, regardless of possible caring responsibilities. Exceptions to this are the key consortium meetings, which take place every six months in one of the participating countries. In order to keep these meetings as flexible as possible, the entire consortium will be given the opportunity to vote on the exact

time. In addition, the agenda will be set up in such a way that a certain flexibility is guaranteed with regard to arrival and departure as well as attendance times.

Opportunity to raise issues

The project is committed to ensuring equitable treatment of consortium participants, irrespective of their gender, sexuality, age, language, nationality, religion, culture, class, socioeconomic standing, mental or physical health, or opinions. In the event of any issues, open discussions will be encouraged to address and resolve them. The project coordinating team thereby acts as central point of contact.

Awareness-raising and capacity building

Increasing awareness of inclusiveness and gender equality among all genders within the LAND4CLIMATE consortium is a key strategy for integrating gender mainstreaming into the project's implementation. To comply with this, an overview of key gender-related statistics as well as central aspects of the GDP will be presented and discussed in project consortium meetings. As soon as undesirable developments concerning gender and inclusiveness are observed, further time will be given to awareness and capacity building in the course of the project.

3. Gender in the implementation of research and innovation

Gender Mainstreaming will also play a central role in the implementation of research and innovation within LAND4CLIMATE. As is known from a series of research in the last ten to fifteen years (e.g. Terry 2009; Dankelman, 2010; McKinney & Fulkerson 2015; Getzner 2019), gender dimension plays a significant role when talking about marginalised groups in climate change adaptation. These include gendered impacts to gendered adaptive capacities as well as social biases and institutional practices causing unequal access to and control over household and community decision-making processes on climate adaptation (Tschakert, & Machado, 2012).

The LAND4CLIMATE framework provides extensive connections to these issues. On the one hand, this applies to research contents such as the climate risk assessment (WP 1) or landowner and land user analyses (WP 3), where the gender dimension will be part of the processing and is placed under scientific observation to identify potential gender-related differences and contribute to current research. On the other hand, however, this also relates to the strong participatory approach that is anchored in the project as numerous stakeholder workshops and in-depth interviews are foreseen, where equal involvement of all genders will be encouraged. The work package leaders are tasked with ensuring that these aspects are adequately considered in the working progress within each of the WPs.

Gender dimension in the processing of work packages

- **Work package 1:** For the processing of WP 1, it is foreseen to prioritise possible impacts on vulnerable groups in the front runner region. We recognise that the gender dimension also plays a role in this context. Consequently, the gender dimension of vulnerability and adaptive capacity in the context of the climate risk assessment will be considered. Requirement for this, however, is the availability of gender-disaggregated data.
- **Work package 3:** In WP 3 a landowner and -user analysis will be carried out to understand landowner perspectives when dealing with issues of land scarcity. In the context of this analysis, the gender dimension will be accounted for by conducting research on significant differences in male and female landowners' perspectives. In addition to that, WP 3 also includes the development of new governance and business models to make the implementation of nature-based solutions (NBS) attractive for landowners. Within this process, results of the landowner and land user analysis regarding female landowner perspectives will be considered.
- **Work Package 4:** In WP 4, the selection of an area for implementing suitable nature-based solutions (NBS) will be influenced by a variety of criteria resulting from the outcomes of previous work packages. Within these criteria, the gender dimension will be included. This means that if two areas and conditions are equally suitable, NBS will be implemented on the property of a female landowner.

Gender dimension in the participatory formats

- Equal participation of women and men in the stakeholder workshops will be carefully encouraged. However, as the target group for these workshops can be very specific in some cases (e.g., private landowners, whose land is suitable for the implementation of NBS), this can only be done to a certain extent. We are aware that landowners in particular can be predominantly male and will accompany this scientifically.

- The selection criteria for participants to interviews will include gender. Where the interview objectives are gender neutral equal representation will be sought. For specific objectives, the selection criteria may include a gender bias related to the objective.

4. Monitoring of actions on gender equality

To ensure that the guidelines are considered by the entire project consortium, consistent monitoring is conducted. This applies to both the organisational level and implementation of research and innovation.

Monitoring at the organisational level

The project coordination will systematically monitor the participation of women and men by collecting gender-disaggregated data on their involvement and contributions to project outputs. Monitored indicators will encompass, but are not limited to:

- Participation of women and men (per beneficiary)
- Participation of women and men in work package leadership
- Contributions of women and men to project deliverables
- Contributions of women and men to publications (including corresponding authorship)
- Participation of women and men in conferences
- Contributions of women and men to other project communication and dissemination efforts

These data are queried from all project partners prior to the semi-annual consortium meetings and made accessible on Sciebo, the shared working platform. Once multiannual data is available, it will be used to reflect on the progress or lack of progress made. If gender-based discrepancies are identified within these data, bilateral discussions are held with the respective project partners, and if deemed necessary, time is allocated during plenary sessions for discussions and the raising of awareness.

Monitoring of the implementation level

Monitoring is also carried out for participatory formats. In each of the planned stakeholder workshops, which are integrated into several work packages, a baseline for the participation of women and men from stakeholder and actor organizations will be established. This will be done separately for each respective country to enable a more detailed evaluation. These baselines will be monitored using simple indicators developed for the project consortium. To simplify this process, a template will be provided to all project partners, which the workshop organizers will fill out afterwards and send to the project coordination. These results will also be made accessible to the entire consortium via Sciebo.

5. Conclusions

This report serves as a guide for the project consortium and underscores the LAND4CLIMATE project's commitment to integrating gender equality into H2020 research. Aligned with the fundamental principles of the EU, the report shows how the project not only aims to promote gender equality and inclusivity within its organisation but also in the implementation of its research and innovation actions.

The baseline analysis of the distribution of women and men in the LAND4CLIMATE workforce that is presented in the first section of this report shows that women and men are well represented in the project with a higher proportion of female team members participating. This result also applies to the analysis of vertical segregation, describing the distribution of women and men in leading functions, where the female team members appear significantly more frequently as work package leaders. Existent imbalances regarding vertical segregation, as highlighted in the *She figures report 2021*, therefore do not apply to the organisation of the LAND4CLIMATE project team.

However, presented results can only be considered indicative, as numbers may be subject to change as the project evolves and the workforce may not be complete yet. To continue working against existing gender inequalities in research and innovation actions, the LAND4CLIMATE consortium defined several actions on how to enhance gender equality and equal opportunities, such as raising awareness or encouraging equal participation and contributions of women and men to project outputs and beyond.

Apart from the organisation, the LAND4CLIMATE project team also recognises that the gender dimension plays a significant role within the implementation of research and innovation action itself. In this context, the consortium is dedicated to contributing to current research on gender in climate adaptation as well as in relation to land ownership. Additionally, equal involvement for all genders in the realisation of participatory formats is aimed for.

To further ensure that all mentioned guidelines are observed by the entire LAND4CLIMATE consortium, future project meetings are used to raise awareness of gender mainstreaming within the whole team and ongoing monitoring of progress is set up by the project coordination. Moreover, as this GDP is written at an early stage, updates are foreseen to be able to react to any developments in the course of the project.

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