



I-CISK

HUMAN CENTRED CLIMATE SERVICES

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Innovating Climate services through Integrating Scientific and local Knowledge

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Author(s): Micha Werner
Contributing Author(s): Ilyas Masih, Marije Schaafsma
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Executive Summary

This report presents the Gender Action Plan that has been established as a part of the commitment of the I-CISK project to promoting gender equality and inclusivity in the organisation and implementation of the research and innovation action. This report presents actions to promote gender equality within the organisation of the project team, as well as in the participatory research that is developed, where there is extensive interaction with citizens, stakeholders and decision makers.

The first section considers how women and men contribute within the organisation of the project team. A baseline analysis of the gender distribution across research and administrative staff contributing to the action is presented. This shows that women and men researchers are well represented, with slightly more women participating than men. For administrative staff, the number of staff members specifically noted as being involved in the project is too low to be conclusive. Despite the higher number of women researchers, further analysis shows that there are less women than men in leadership roles of work-packages and the tasks within the work-packages. Also, the analysis shows that men are over-represented in the research fields traditionally associated with men, while gender is better balanced in other research fields. Actions are subsequently defined to promote gender equality and equal opportunities within the project consortium; including raising of awareness, continued monitoring throughout the project, and affirmative actions to help reduce imbalances found.

The second section of the report presents actions to promote equal participation in the Living Labs, which are set up within the project and form a core part of the research. This includes the establishing of a baseline in each of the Living Labs.

The purpose of the report is two-fold. It raises awareness within the project consortium on gender and inclusivity, as well as providing guidance on how gender and inclusivity is promoted in the project and in the implementation of the research through clearly defined actions.

Glossary

Acronym	Definition
API	Application Programming Interface
C3S	Copernicus Climate Change Service
CDS	Climate Data Store
CEMS	Copernicus Emergency Management Services
CMIP	World Climate Research Programme’s Coupled Model Intercomparison Project
CORDEX	Coordinated Regional Climate Downscaling Experiment
CS	Climate Services
CSIS	Climate Services Information Systems
DRR	Disaster Risk Reduction
GEO	Group on Earth Observations
GEOSS	Global Earth Observation System of Systems
GUI	Graphical User Interface
IPCC	Intergovernmental Panel on Climate Change
LL	Climate Services Living Labs
NHMS	National Hydro-meteorological Service
MOOC	Massive Open Online Course
OGC	Open Geospatial Consortium
S2S	Sub-seasonal to Seasonal
TRL	Technology Readiness Level
UNCCD	United Nations Convention to Combat Desertification
UNDRR	United Nations Office for Disaster Risk Reduction
UNFCCC	United Nations Framework Convention on Climate Change
WCRP	World Climate Research Programme
WFD	Water Framework Directive
WMO	World Meteorological Organization

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1 Introduction

Gender equality is a core value of the European Union (EU). The EU is committed to advancing gender equality in the implementation of the European Research and Innovation Initiatives (European Commission, 2021). The I-CISK project shares this core value and commitment, promoting gender equality and inclusivity in the organisation and implementation of the research and innovation action itself, as well as in the participatory research that is developed within project where there is extensive interaction with citizens, stakeholders and decision makers.

The 2021 *She Figures* report (European Commission, 2021), a three-yearly report that summarises statistics and indicators on gender in research and innovation shows that while progress has been made in the gender balance in the research community in most member states, there is still significant progress to be made to overcome issues with horizontal segregation where the participation of women and men researchers is biased towards “traditional” scientific fields, as well as with vertical segregation with women underrepresented in senior academics grades and leadership positions. The European Institute for Gender Equality sets out three clear objectives to achieve gender equality in research and innovation (EIGE, 2022); (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.

These objectives equally apply to the I-CISK project consortium and how the research and innovation action is implemented. This plan is developed to ensure gender and social inclusion is consistently and appropriately addressed throughout the implementation of the project, as well as in the co-design and participatory research that is undertaken by project researchers in the context of the Living Labs and other project activities. The objective of the plan is to outline the actions that are established in the project and the research and innovations activities to mainstream gender and provide guidance to the project and its team. This plan, or the Gender Action Plan (GAP) has been developed for the I-CISK project and is presented in this report, which constitutes deliverable D7.1 to the project.

The GAP presented in this report is divided into two main sections. In the first section we outline how we address gender within the organisation of the project team and participation in the research and innovation actions. This includes an establishing of a gender baseline for the project team at the start of the project, including available information on horizontal and vertical segregation of gender at the start of the project. We then outline actions within the project to promote gender equality and equal opportunities within the project as well as guidance on reducing horizontal and vertical segregation. Processes established to monitor gender and address issues arising throughout the project are subsequently described, including the monitoring of women researcher’s contribution in project outputs and publications.

The second section provides guidance how gender and social inclusion is consistently and appropriately addressed in the implementation of the research and innovation actions, in particular within the context of the research that is developed with stakeholders and actors in the living labs.

2 Gender within the I-CISK project team

2.1 Baseline on participation of women and men in the I-CISK project

The beneficiaries of the I-CISK consortium include thirteen partner organisations from across the European Union, including an international organisation established in the United Kingdom, and a partner organisation from Georgia, an associated country. These represent a wide range of organisational forms, including public bodies, universities and research organisations, SMEs and NGOs. The organisations vary significantly in workforce size as well as in fields of expertise.

Table 1 provides an overview, per beneficiary, of gender balance in the workforce contributing to the project. These data are disaggregated to those in the workforce of each beneficiary identified to be contributing as researcher and the workforce involved contributing to other tasks such as administrative and financial support. Note that these data are also included in the continuous reporting data included in the grant management system of the European Commission. The data included in this table comprises all staff (postdocs and PhD fellows) contributing to the project, and represents the status in the first three months of the project. As staff may change, including additional staff who are in the process of being hired to work on the project, these numbers may change. We describe how we propose to monitor these data in Section **Error! Reference source not found.** Note that for administrative and support staff, these are not complete for all organisations, and are only included where specific support staff have been named contributor by the respective beneficiary.

The data in the table clearly show that gender across the team is reasonably well balanced, tending towards an over-representation of women when in the researchers contributing to the project, whilst in the workforce supporting the implementation of the project this is the opposite. Within the individual organisations the percentages are significantly more varied, although it should be noted that the numbers are relatively small, which means biases in gender balance may not be significant.

Table 1 Gender balance of the workforce involved in the project

Beneficiary	Researchers		Workforce other than researches (**)		Total Workforce in project	
	Female	Male	Female	Male	Female	Male
IHE	1	3	2	2	3	5
ECMWF	3	1		1	3	2
SMHI	4	2	1		5	2
VUA	4	1			4	1
CREAF	3	1			3	1
UPPS		2				2
RC510 (*)	3	2		1	3	3
GECO	1	2			1	2
CENN	4	1			4	1
UCM	2				2	
52N		2				2
IDEAS	2	1			2	1
EMVIS		2				2
Total	27 (57%)	20 (43%)	3 (43%)	4 (57%)	30 (56%)	24 (45%)

(*) This includes the Namibian Red Cross Society, working as sub-contractor to RC510

(**) Details of support staff contributing directly to the project not available for all beneficiaries.

Table 1 shows the overall gender balance in the participation in the project. In Table 2 we disaggregate these data to explore the degree of vertical segregation of the researchers involved in the workforce of the I-CISK consortium, exploring the balance of female and male researchers in leadership roles. This shows that despite the higher percentage of female researchers contributing to the project, women are underrepresented in the project's leadership roles. For both work packages and tasks, it is not always fully clear which particular employee of a beneficiary has the lead in a particular task, so the data provided are based on the lead contact of each beneficiary. This means the numbers should be considered as indicative and established based on the information available at the time of writing. Despite that, the tendency of women being underrepresented is clear. For the living labs, both leads and co-leads are reported, including the leadership of the Namibian Red Cross in the case of Namibia. At the project proposal stage the External Advisory Board comprised a ration of 4 women and 3 men, but this has since changed due to the persons contacted leaving their positions and putting forward a replacement from their respective organisations. This does show that these numbers are also subject to change.

Table 2 Vertical segregation of gender involved in the project

Role	Female	Male	Total
Project coordination Team (including appointed officers)	1	5	6
Work Package leadership	2	5	7
Task Leadership	11	20	31
Living Lab Leads & co-leads	7	7	14
External Advisory board	2	4	6

Exploring the horizontal segregation of the project team members themselves is difficult. The I-CISK team is reasonably multi-disciplinary, as is the training and expertise of many of the team members. Additionally, team members may be involved in several of the project's task. However, an indication can be obtained through interpreting the data on task leadership as provided in Table 2, on the understanding that WP1 & WP2 have a focus on stakeholder engagement and participation, and WP6 has a focus on communication and dissemination. These are both research fields that traditionally have a higher participation of women. WP3 and WP5, on the other hand, can be considered more mathematical and technical, with traditionally a higher participation of men. WP4 is multi-disciplinary so less clearly traditionally associated to specific gender (WP7 as the project management WP is not included in this analysis). The analysis shows that leadership in WP1/WP2 is equally shared between women and men researchers (50%-50%), while for WP3/WP5 women researchers are clearly underrepresented (10% - 90%).

These data show that despite the well-balanced overall consortium in terms of participation of women and men researchers, with a higher representation of women researcher, both the horizontal and vertical segregation within the project could be improved.

2.2 Actions to promote gender equality and equal opportunities

As a whole, the Project and work package leaders have a responsibility to ensure that consortium participants are treated with equity, regardless of their gender, sexuality, age, language, nationality, race, religion, culture, class, socioeconomic standing, mental or physical health, or opinions. Throughout the project I-CISK will provide guidance to partners on equal employment opportunity (EEO) to all persons hired to work in the project, regardless of age, colour, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, genetic information, marital status, status with regard to public assistance, veteran status, or any other characteristic protected by EU or national law.

Table 3 provides a summary of actions that have been defined to promote gender equality and equal opportunities within the project consortium.

Table 3 Actions to promote gender equality and equal opportunities within the project consortium

Action	Description of action
Raising awareness	Raising awareness on inclusiveness and gender equality of women and men participating within the I-CISK consortium provides an important tool for mainstreaming gender in the project implementation. Within key project meetings including General Assembly as well as at 6 monthly intervals at PCT and STC meetings and overview of key statistics that are monitored will be updated, presented and discussed.
Monitoring participation of women and men	<p>The participation of women and men in the project will be monitored throughout the project by gathering gender disaggregated data on participation and contribution to project outputs. The previous section establishes baseline indicators on participation and horizontal & vertical segregation. These statistics will be updated at each 6-monthly intervals, in support of presenting these at key project meetings. To raise awareness and ensure transparency, indicators will be published on the project website.</p> <p>Indicators monitored will include, but are not limited to:</p> <ul style="list-style-type: none"> • Participation of women and men (per beneficiary). • Participation of women and men and task leadership • Participation of women and men in work packages associated with fields that are traditionally biased • Contributions of women and men to project deliverables • Contributions of women and men to publications (including lead authorship) • Participation of women and men in conferences • Contributions of women and men to other project communication and dissemination efforts
Reducing vertical and horizontal segregation	The baseline analysis reveals horizontal and vertical segregation within the project can be improved. Within the implementation of the project, women will be provided opportunity to take leadership roles, with preferential selection made where there are multiple candidates.
Balanced contribution of women and men across disciplines	Active participation and contribution of women to project deliverables, scientific publications, and other outputs will be encouraged. Work Package leaders will monitor participation in tasks, and where there may be under-representation of either women and men, as well as disciplinary expertise, the team will be extended by inviting contributions to the task. The contribution at a minimum is as a reviewer of the design and implementation of the research.
Safe and flexible working environment	All project activities where physical presence is required will be organised in geographic locations where consortium members can work safely, without feeling uncomfortable or threatened.

This will include the location of meetings as well as logistics to attend meetings. Should this be compromised (this may be the case in specific Living Lab situations), then measures will be implemented or alternative locations sought.

Project meetings will be organised to allow flexible as well as remote participation to ensure family-friendly participation options for both women and men.

Opportunity to raise issues

The project endeavours to ensure that consortium participants are treated with equity, regardless of their gender, sexuality, age, language, nationality, race, religion, culture, class, socioeconomic standing, mental or physical health, or opinions. The I-CISK's ethics committee will regularly discuss inclusiveness and gender equity in the meetings. However, should any issues arise, these will be discussed and addressed by the I-CISK's gender and inclusivity officer and ethics committee. If needed, the issue can then be taken forward to the project coordination team to seek resolution.

I-CISK exploitable assets

The project aims to deliver few exploitable assets (e.g. co-creation framework, pre-operational climate services, CSIS, training and education materials). The project will ensure that women participation is balanced in the development as well as exploitation of these assets.

3 Gender in the implementation of the research and innovation

Within the I-CISK co-design framework and in the participatory research that will be developed, primarily in the Living labs, the research will interact closely with citizens, stakeholders and decision makers. While working in these Living Labs, researchers from I-CSISK will be mindful of local gender and power relations, including those arising due to the presence of the researcher, or those arising from the diverse groups involved, as we acknowledge there may be social differentiation within and between the LL. The data that are gathered will be socially disaggregated as barriers towards the use of CS may differ across gender and other social dimensions (age, gender, interest and influence of stakeholder groups). This may include access to the CSIS through web/mobile apps, ability to translate information of the CS to actions, access to adaptations, and differences in behaviour. To ensure gender and social inclusion is consistently and appropriately addressed in each LL, as well as in the co-design and participatory research, several actions are defined in Table 4. These will be monitored by the WP1 leader in collaboration with the task leaders of the seven LL.

Table 4 Actions to promote equal participation in the Living Labs

Action	Description of action
Establishing a baseline	<p>In each LL a baseline for the participation of women and men from the stakeholder and actor organisations that form part of the multi-actor platforms will be established.</p> <p>The baseline will be reported in simple indicators such as developed for the project consortium, including at least gender balance of contributors, as well as horizontal and vertical segregation.</p>
Encourage equal participation of women and men	<p>Equal participation of women and men in the multi-actor-platforms will be carefully encouraged, in consultation with the stakeholders and actors involved.</p> <p>An overall target is to seek a representation of women of approximately 50%</p>
Selection criteria of interview participants	<p>The selection criteria for participants to interviews will include gender. Where the interview objectives are gender neutral equal representation will be sought. For specific objective the selection criteria may include a gender bias related to the objective.</p>
Demonstration of pre-operational climate services in the living labs	<p>Participation of women will be encouraged in demonstration actions of the next generation climate services in each of the LL. The outcome and impact stories will be selected with a preference to ensure inclusiveness and gender equity. The business opportunities arising from the project will be open and transparent, without gender biases</p>
Capacity development	<p>The training and capacity development activities will aim to ensure gender balance by including gender criterion in the selection of participants.</p>

4 Conclusions

The baseline analysis of the distribution of women and men in the research and administrative staff contributing to the action that is presented in the first section of this report, shows that women and men researchers are well represented in the project, with slightly more women participating than men. These data are clear for the research staff, while for administrative staff, the number of staff members specifically identified to be involved in the project is too low to be conclusive.

A more detailed analysis explores the horizontal segregation and vertical segregation. The horizontal segregation considers the (unequal) distribution of women and men among research fields traditionally associated to women or traditionally associated to men. Our analysis shows that in the work packages that focus on a field traditionally associated with men (in this case WP3 and WP5), men indeed form a majority. For other work-packages (WP2 and WP6) the distribution of women and men researchers is reasonably equal. Vertical segregation considers the (unequal) distribution of women and men in leadership roles. Although it is not (yet) clear what the exact contribution of each researcher is at the start of the project, the analysis suggests that there are more men than women that hold work-package or task leadership.

While the analysis presented should be considered indicative, as these numbers will no doubt change as the project evolves and for administrative staff involved may not be complete, the baseline analysis is very useful to raise awareness within the consortium. Raising awareness is an important action to promote gender equality and inclusivity. This is complemented by additional actions defined in the report that are to be taken in the project through which the contribution of women and men researchers is monitored, as well as promoted, including in project outputs such as publications and scientific conferences. Actions are also defined to promote equal participation in the Living Labs, where participatory research that will be developed, and the research team will interact closely with citizens, stakeholders and decision makers.



I-CISK

HUMAN CENTRED CLIMATE SERVICES

Colophon:

This report has been prepared by the H2020 Research Project “Innovating Climate services through Integrating Scientific and local Knowledge (I-CISK)”. This research project is a part of the European Union’s Horizon 2020 Framework Programme call, “Building a low-carbon, climate resilient future: Research and innovation in support of the European Green Deal (H2020-LC-GD-2020)”, and has been developed in response to the call topic “Developing end-user products and services for all stakeholders and citizens supporting climate adaptation and mitigation (LC-GD-9-2-2020)”. This project has received funding from the European Union’s Horizon 2020 research and innovation programme under grant agreement No 101037293.

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