



Project Number 282910

ÉCLAIRE

Effects of Climate Change on Air Pollution Impacts and Response Strategies for European Ecosystems

Seventh Framework Programme

Theme: Environment

D22.7 Final Periodic Gender Action Report

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Start Date of Project: **01/10/2011**

Duration: **48 months**

Organisation name of lead contractor for this deliverable :
NERC

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| Dissemination Level | | |
| PU | Public | <input checked="" type="checkbox"/> |
| PP | Restricted to other programme participants (including the Commission Services) | <input type="checkbox"/> |
| RE | Restricted to a group specified by the consortium (including the Commission Services) | <input type="checkbox"/> |
| CO | Confidential, only for members of the consortium (including the Commission Services) | <input type="checkbox"/> |

1. Executive Summary

The project gender action is represented by the Scientific Project Manager and the Finance Officer.

A page on gender related project aspects has been built into the project website, which announces news and opportunities for female scientists. A gender forum has also been set up on the project website, to encourage the exchange of ideas, thoughts and sharing problems.

As noted in previous reports, in the first year of the project, the gender questionnaire was produced and shared with all project staff. 90% of the staff surveyed indicated that ad-hoc gender activities would be sufficient, rather than gender sessions during the General Assemblies. During the 4th & Final General Assembly two opportunities were provided which explored some of the issues surrounding gender (and other) inequality(ies). These were an assertiveness training (also detailed in the 'Training' sections) and a working group session to address the question *'Is discrimination an issue? Have we learnt from ECLAIRE & what needs to be done?'*

The training session was attended by 12 persons and provided an opportunity to discuss the role of gender in personality types and therefore assertiveness. The trainer also provided further reading material for the participants on the role of gender in assertiveness.

An online questionnaire was circulated to all ECLAIRE participants to address the question *'Is discrimination an issue? Have we learnt from ECLAIRE & what needs to be done?'* to generate feedback for a dedicated session during the 4th and Final General Assembly. The results from the questionnaire were positive – in that respondents had not seen any discrimination during the project and valued the projects' approach to gender issues, in allowing for communication and discussion of any arising issues. The overall message which came through was that it was appreciated the efforts were made during the project to allow for communication and feedback on gender issues and that this would be a good approach to use again in future projects.

2. Objectives:

- a) To defend gender equality
- b) To facilitate the role of female scientists in ÉCLAIRE

3. Activities:

Specific tasks:

- a) Establish the project gender committee
- b) Establish the gender forum
- c) Facilitate recruitment of female researchers and students
- d) Production of annual gender action reports

Tasks undertaken in this reporting period:

- Assertiveness Training
- Working Group Session: 'Is discrimination an issue? Have we learnt from ECLAIRE & what needs to be done?'

4. Results:

- The gender action is represented by the Scientific Project Officer and the Finance Officer.
- The gender forum has been set up.
- The gender report is being submitted.
- Funding news items have been published.

Short reports on tasks undertaken in this reporting period:

Assertiveness Training

Following feedback from the first year ECLAIRE gender questionnaire (where assertiveness was perceived as a factor that can prevent gender equality), a short assertiveness training was organised during the 4th & Final General Assembly. This training will be reported in more detail under the 'Training' activities section (WP23). The training was used as an opportunity to highlight the potential role of gender in assertiveness, which was explored through a discussion of personality types (which can be present in both males and females) and some extra literature which the trainer compiled and printed for attendees. Both males and females were encouraged to attend the training.

Working Group Session: 'Is discrimination an issue? Have we learnt from ECLAIRE & what needs to be done?'

The above session was organised during the 4th and Final General Assembly of the ECLAIRE project. It provided an opportunity for participants to provide feedback (online and in person, anonymously if they wished) on their experiences during the project, both positive and negative, to see if there were any lessons which could be learnt for future projects/gender actions etc. This was set-up through the use of an online questionnaire - 'ECLAIRE Equality Feedback Form' - for participants to fill in (if they wished) and then the feedback and any issues which had arisen from this could be discussed in the dedicated session during the 4th and Final General Assembly.

The 'ECLAIRE Equality Feedback Form', contained the following questions:

Do you think that you have been discriminated against in any way during the lifetime of the ECLAIRE project?:

Yes/No (please select)

Further comments:

Have you witnessed discrimination against anyone else involved in the ECLAIRE project?:

Yes/No (please select)

Further comments:

Have we learned any lessons from ECLAIRE, if not, what do you think we should consider in future projects to tackle discrimination?:

Comments:

Further comments:

The participants felt that it would be useful to gain feedback not just on gender equality but any issue regarding equality, hence the scope of the questions. The form was posted on the ECLAIRE website (www.eclairerfp7.eu/node/279) in the non-membership area (to allow the possibility for anonymous comments). The existence of the form was advertised on our full ECLAIRE mailing list, with a request for responses in advance of the session at the 4th and Final General Assembly.

The responses received in advance of the session at the 4th and Final General Assembly all stated that they had not felt either discriminated against themselves or witnessed it occurring to others, in relation to the project. It was also noted in more than one response that the project approach of providing space for communication on such issues was a good one: An example of some of the responses is given below:

"Thank you for the attention given to the issue of discrimination during this project. I believe that any potential for discrimination have been avoided, or at least tempered, by the precautionary approach of giving participants channels to communicate on the issue."

"I am glad these questions has remained on the table all along the project. I really think that's a good starting point."

The session during the 4th and Final General Assembly was not well attended, so based on the positive responses from the questionnaire, we concluded that we had followed a useful approach in the project regarding gender and other forms of discrimination. The only specific lesson to take forward was that we should continue to raise the issue of gender (and other potential equality issues) in future projects, including multiple opportunities for communication in order that the issues should not be forgotten and arising issues be addressed as required.

Following the session we received one more questionnaire response, where again they note no specific discrimination events, but commented that the gender balance at component, steering and advisory level was still mostly male. Due to the level at which these scientists operate they noted the gender imbalances of the past have likely contributed to this situation, but would like it noted for future consideration. Again they emphasised that the good communication fostered in the ECLAIRE project was a good starting point to address these issues in the future.

5. Milestones achieved:

MS117 – Final periodic Gender Report – now completed.

6. Deviations and reasons:

There were no deviations during this period.

7. Publications:

N/A

8. Meetings:

No specific meetings, but relevant sessions during the 4th and Final General Assembly have been described above.

9. List of Documents/Annexes:

N/A