



**Project Number 282910**

**ÉCLAIRE**

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

**Seventh Framework Programme**

**Theme: Environment**

**D22.5 First periodic Gender Action report**

Due date of deliverable: **30/04/2013**

Actual submission date: **09/04/2014**

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

Duration: **48 months**

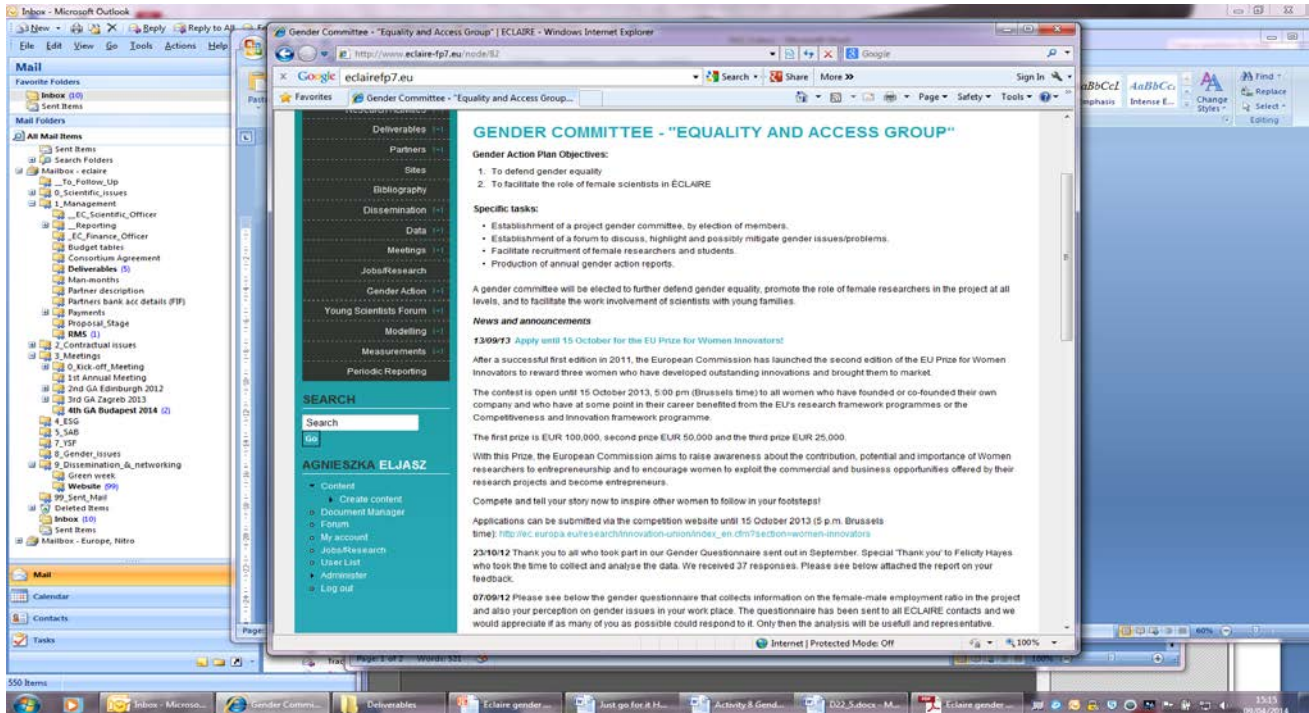
Organisation name of lead contractor for this deliverable :  
**NERC**

<b>Project co-funded by the European Commission within the Seventh Framework Programme</b>		
<b>Dissemination Level</b>		
<b>PU</b>	Public	<input checked="" type="checkbox"/>
<b>PP</b>	Restricted to other programme participants (including the Commission Services)	<input type="checkbox"/>
<b>RE</b>	Restricted to a group specified by the consortium (including the Commission Services)	<input type="checkbox"/>
<b>CO</b>	Confidential, only for members of the consortium (including the Commission Services)	<input type="checkbox"/>

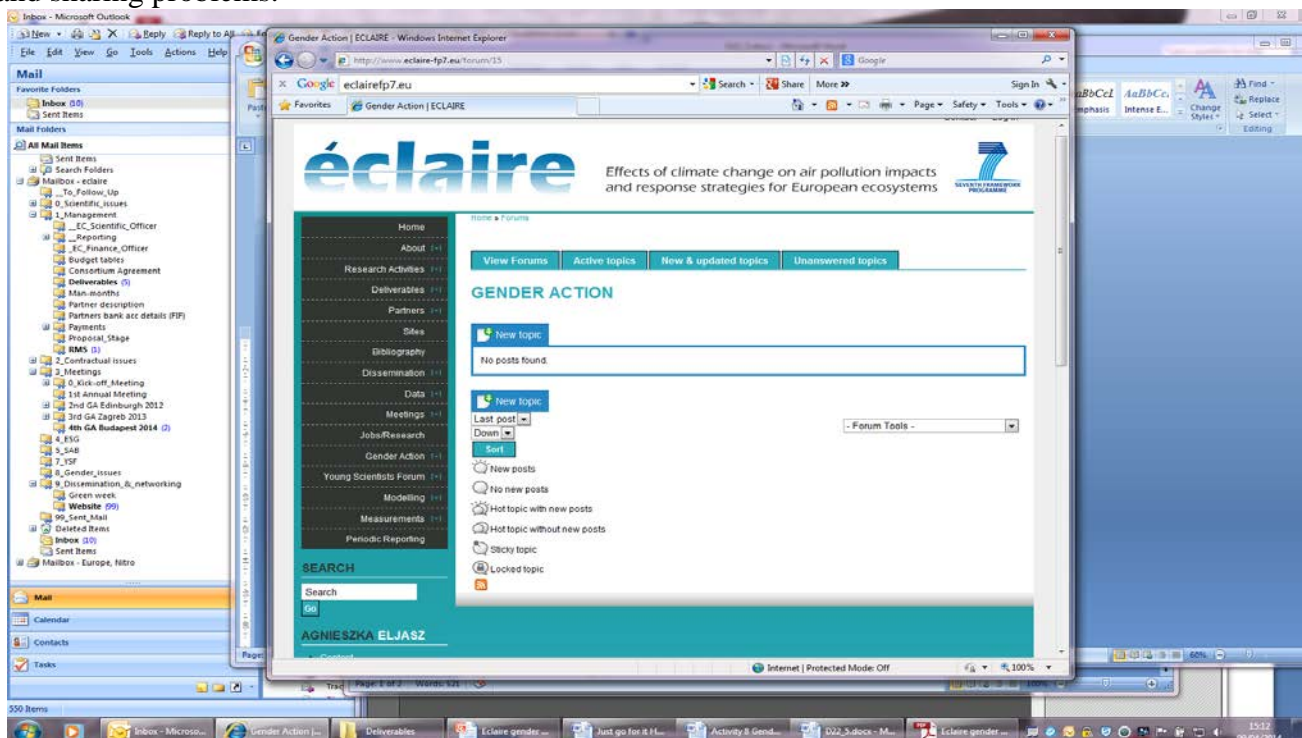
## 1. Executive Summary

The project gender action is represented by the Scientific Project Manager and the Finance Officer. During the first General Assembly a group of scientists from different institutes met and discussed issues and proposed actions in the gender action plan.

The gender page has been built into the project website, which announces news and opportunities for women scientists.



The gender forum has been set up on the project website, to encourage the exchange of ideas, thoughts and sharing problems.



In the first year of the project, the gender questionnaire was produced and shared with all project staff. The results were published during the project general assembly.

## **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

## **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.

## **5. Milestones achieved:**

Milestone 115 was achieved – ‘First periodic gender action report’

## **6. Deviations and reasons:**

There was a deviation on the delivery of the report, due to high work load around the deadline.

## **7. Publications:**

N/A

## **8. Meetings:**

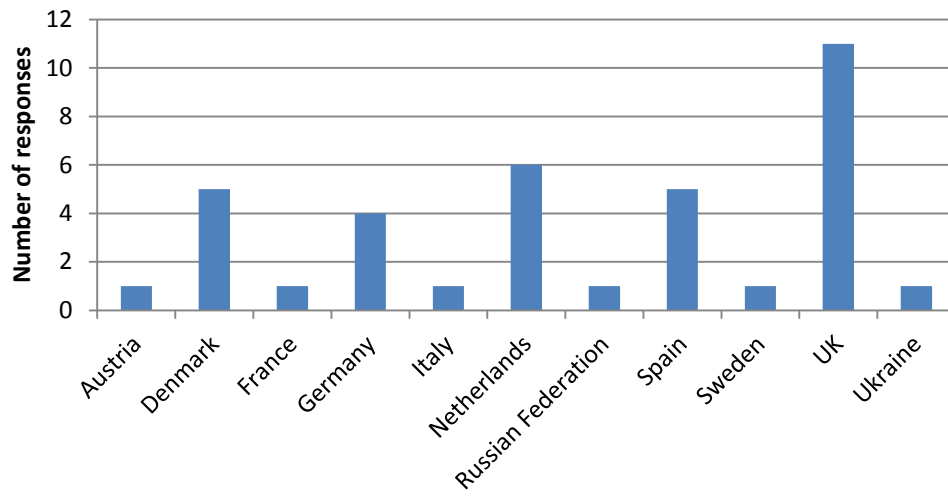
N/A

## **9. List of Documents/Annexes:**

Results of the gender questionnaire

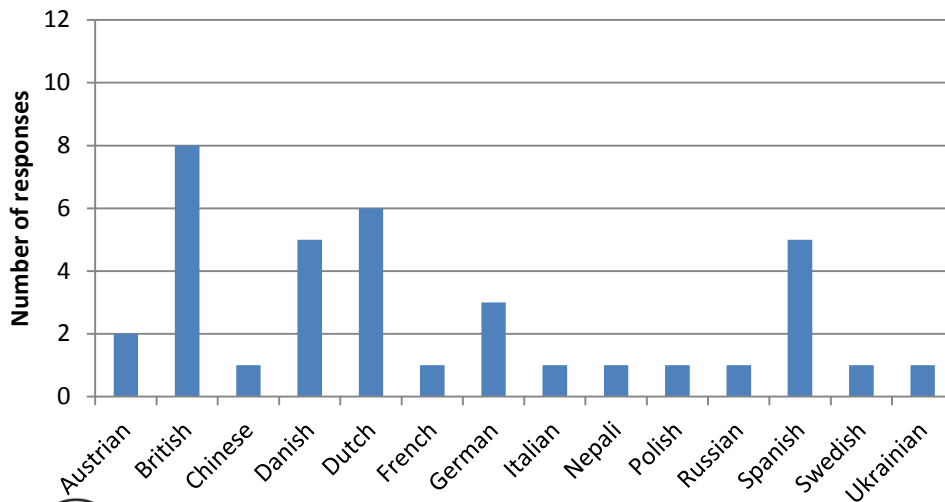
# Demographics of respondents

## Institute country



Males: 23  
Females: 14

## Nationality



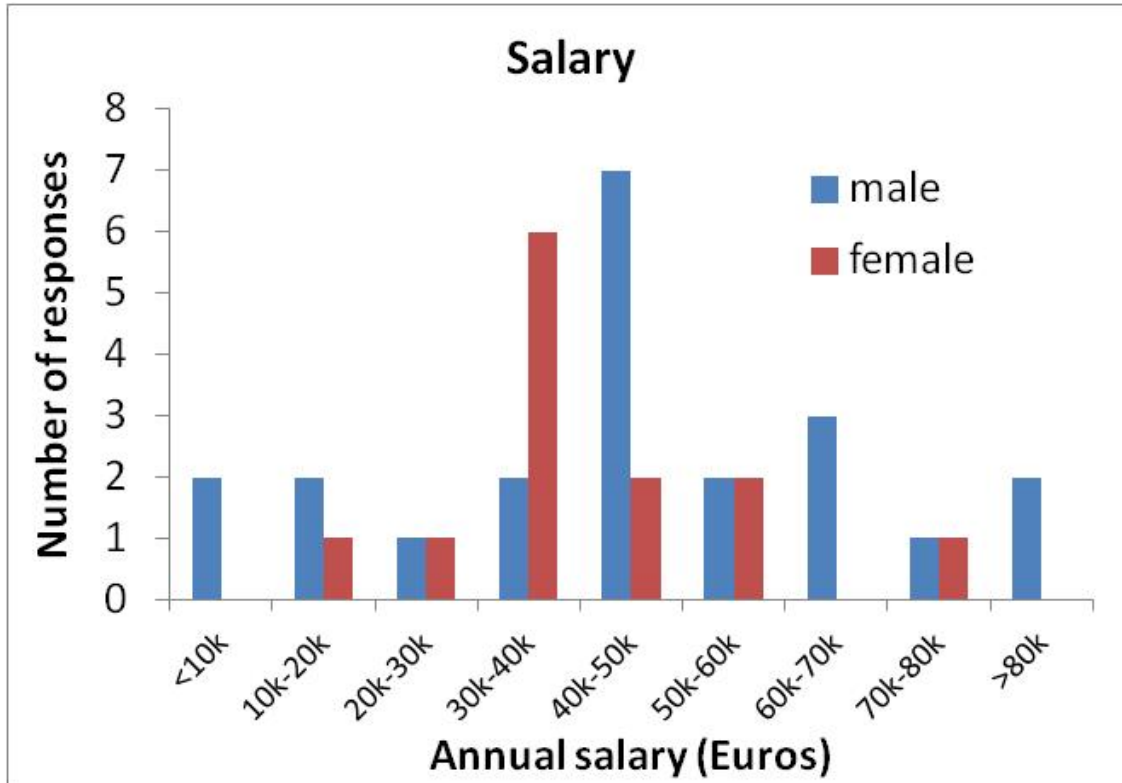
	age	Number of children	Number of children <16
Male	44.4	1.3	0.65
Female	43.5	1.2	0.64

	permanent	temporary	Full time	Part time
Male	17	6	21	1
Female	13	1	12	1

Proportion of respondents with senior positions ('senior' or 'head' in job title)

**Male: 50%**

**Female: 50%**



Despite equal distribution of age, seniority and numbers of children, there is a disparity in salary

# Perceptions of discrimination/difficulties

Several respondents felt that they had been discriminated against during their career or anticipated that their future career would be more difficult due to their gender  
**(36% of females, 4% of males)**

Reasons were often family related:

- main child-carer (possibly with part-time working for a while)
- gaps due to maternity leave
- family/domestic responsibilities and commitments

Some men commented on possible problems from positive discrimination for female research leaders in the future

Other comments included that many women drop out of science after completing their PhD

Nobody thought that their contributions to ECLAIRE activities were/would be compromised due to gender

# Gender issues within science

**57% of men** and **79% of women** thought that gender was an issue in science

Some comments were that this was **not science-specific**, but due to equality in general, under-representation of females in academia, balancing a career and a family, access to childcare

Often **family responsibilities** coincide with the critical time in a career when producing peer-reviewed literature is necessary, and full dedication to science is needed to progress

The child-care/family issues also relate to men (some of whom commented that there is less acceptance of men taking 'career breaks' to bring up a family than for women)

Long maternity **breaks within a PhD or post-doctoral position** are tricky for both the woman concerned and for the fulfilment of the project (which is often only for 3 years)

Other comments included that **assertive behaviour** necessary to progress does not come so naturally to many women



# What can be done at the project level?

Flexible working arrangements

Some funding for childcare support, particularly during meetings (but childcare at the meeting venue less useful)

Possibly some 'online' participation at meetings

Any discussion of gender (and family) issues should occur in general assembly so that the project leaders (whose own children are generally older) become involved

Ensure that equal access is given to 'leadership' roles and chairmanships etc

# Gender sessions within ECLAIRE

**25% of men and 8% of women** thought that there should be gender sessions within ECLAIRE

**90%** of respondents thought that ad-hoc activities would be sufficient

The suggested topics for consideration were to share experiences, raise awareness, and ways to combine a professional career with family responsibilities

It was suggested that people are not so interested in gender meetings because there is no outcome, only comparisons between countries, whereas other activities such as advice from senior women scientists would be more useful

It was noted that many of the issues were equally related to young scientists (males and female)