



Project n° 508774-IP
GoodFood
 Food Safety and Quality Monitoring
 with Microsystems

Instrument Type: Integrated Project
 Priority: Information Society Technologies

”Report on Gender Issues”

Francesca Campabadal
on behalf of the Gender Working Group

Submission date: February 2006

Project co-funded by the European Commission within the Sixth Framework Programme (2002-2006)		
Dissemination Level		
PU	Public	X
PP	Restricted to other programme participants (including the Commission Services)	
RE	Restricted to a group specified by the consortium (including the Commission Services)	
CO	Confidential, only for members of the consortium (including the Commission Services)	

1. INTRODUCTION

This report gives a summary of the activities carried out in Gender Issues during the first two years of the GoodFood project. In particular, the results of the diagnosis of the current situation regarding gender together with sex-disaggregated data of the number of participants in assembly and workpackage meetings are given.

The partners of the GoodFood Consortium are well aware of the scarcity of women in scientific research and management, particularly in the fields of Natural Sciences and Engineering. This under-representation of women is recognised to be a threat to excellence in research and to this respect the Consortium fully supports the national and European policies that are being implemented to promote gender equality.

The Gender Action Plan (GAP) of the project is based on, first, the Charter of Fundamental Rights of the European Union that in Article 23 of Equality between men and women states:

Equality between men and women must be ensured in all areas, including employment, work and pay.

The principle of equality shall not prevent the maintenance or adoption of measures providing for specific advantages in favour of the under-represented sex.

The GAP of GoodFood also follows the EU equality policy. According to the EU equality policy on Women&Science, by gender equality (GE) two issues are considered:

- The gender dimension (GD) of the research contents
- The women's participation in research activities (WP)

As a consequence, the policy is based on two combined objectives:

- Ensuring that the gender dimension is properly addressed in EU-funded research
- Promoting the participation of women scientists in Framework programme activities.

The GoodFood project deals with Research Activities in the agrofood sector concerning safety and quality. Since no direct activity is focussed on the effect of the lack of safety and quality in the human health that could affect in a different manner men and women, at first we consider that *there is not a gender dimension in the technical research* contents. Despite this first consideration, during the development of the project care will be taken as to not overlook any gender dimension in the research carried out.

Based on the above, the Gender Action Plan of the GoodFood Project consists in the following actions and objectives:

1. **Establishment of a Gender Working Group** of partner representatives. The GWG will analyse and discuss about the results of the diagnosis phase and propose corrective actions.
2. **Collect sex-disaggregated statistics** of the project workforce and of the attendees at project meetings and Workshops.

3. **Encourage the participation of young women researchers** in conferences, workshops, where they can make their work visible.
4. **Contribute to outreach activities** aiming at fostering enthusiasm among female students.
5. **Provide partners with relevant information** and links to national and international organisations working on **women&science**.
6. **Support gender equality organisations**. Support will be through volunteering to participate and present results and data in workshops or events of those organisations dedicated to gender equality in science and technology.

In the following, the results of the different activities will be described.

2. GENDER WORKING GROUP

A call for partner representatives was launched at the beginning of the project (January 2004), in order to establish a Gender Working Group (GWG) within GoodFood. Membership is on a voluntary basis. 19 out of 37 groups answered the call and the GWG was finally set up with 9 members:

Francesca Campabadal – CNM-CSIC, Spain
Begoña Alfaro – AZTI, Spain
Jean-Marc Diserens – Nestec, Switzerland
Lorenza Ferrario – ICT-IRST, Italy
Barbara Mazzolai – SSSA, Italy
María Luz Rodríguez – University of Valladolid, Spain
Herdis Steingrimsdottir – Microzone, United Kingdom
Ibtisam Tohill – Cranfield University, United Kingdom
Anna Vilà – University of Barcelona, Spain

The commitments of the GWG are:

- Propose activities in accordance to the project Gender Action Plan.
- Monitor and discuss the results of the assessment of gender issues and propose corrective actions.
- Report to the project Coordinator, who will inform the General Management Board.
- Inform the GoodFood Consortium at each general meeting and report to the European Commission at the 18- and 42-month review meetings.

It mainly works through discussions by e-mail and meets at Assembly Meetings when necessary.

3. PROJECT WORKFORCE

Before any action to promote women participation in research within the GoodFood project, it was necessary to make a diagnosis of the current situation in the Consortium. To this purpose, at the end of the first year, each partner was asked to fill in a form in which the number of participants in the project should be given.

The obtained results are shown in Fig. 1. The total personnel mobilized by GoodFood is 305, 32% of which are women. The percentage decreases when looking at Group Leaders: 20% of a total of 35 are women.

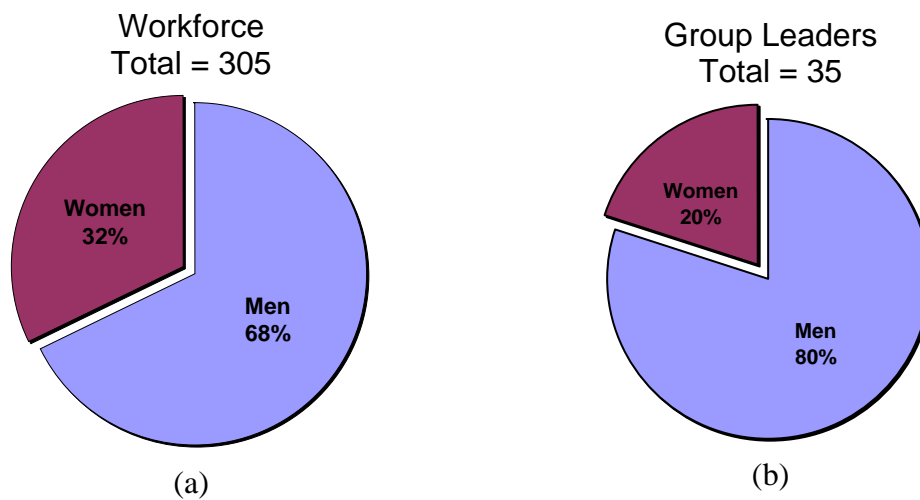


Figure 1.- Workforce (a) and Group Leaders (b) in the GoodFood project.

These results indicate that the situation within the GoodFood project is similar to the one reported for research in Europe, both in terms of total numbers as well as, and more importantly, for leading and decision-making positions.

In order to further analyse these results, the breakdown of the workforce into four categories has been carried out. The selected categories are: Research Staff, PhD Students, Technical Staff and Administrative. In Table I the results of this breakdown are given. The first two columns correspond to the total number of personnel involved in each category and to the percentage of the total, respectively. The following columns show the breakdown for each sex. A first look at these results shows that in the group of men the majority is in the Research Staff and only a 3.4% are in Administrative positions, whereas a complete different situation exists in the group of women, where there is a concentration of women in the lowest positions. A picture of this situation is more clearly given in Fig. 2.

It should be noted that although it is often argued that the number of women in research and leading positions will increase with the years (the number of women students at European universities is larger than the male counterparts) we see in Fig. 3 that the percentage of women pursuing a PhD within GoodFood (26.8 % of the total) is the same as the percentage of women in the Research Staff (26.9% of the total). As a consequence, at least in the case of the GoodFood Consortium, there will not be a change unless some corrective actions are taken.

Table I. Breakdown of the workforce into categories

	Number	%	Male	% Male	Female	%Female
Research Staff	197	64.59	144	69.57	53	54.08
PhD Students	41	13.44	30	14.49	11	11.22
Technical Staff	42	13.77	26	12.56	16	16.33
Administrative	25	8.20	7	3.38	18	18.37
Total	305	100	207	100	98	100

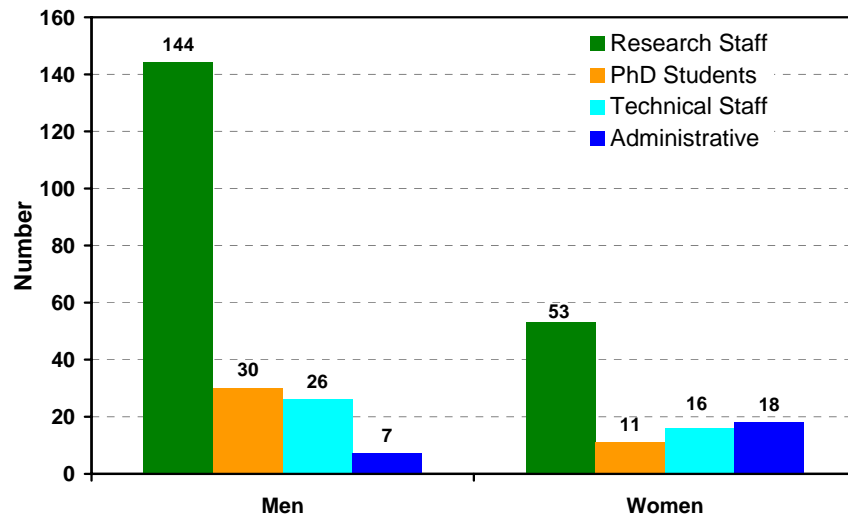


Fig. 2.- Breakdown of the GoodFood workforce into categories.

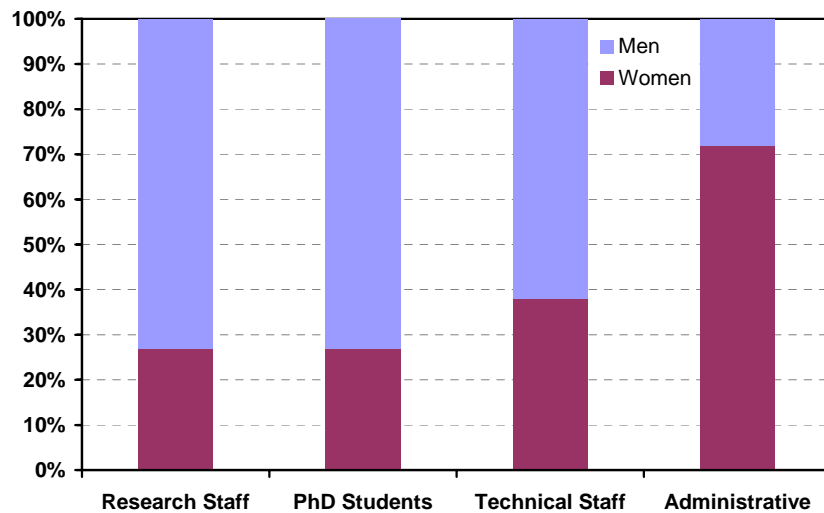


Fig. 3.- Sex disaggregated percentages in each category.

The data reported so far correspond to the personnel directly involved in the GoodFood project. Consequently it may not reflect the actual situation in each of the partners' institutions.

With a view of making all participants in the project aware of the relevance of the subject, it would be interesting to have the sex-disaggregated breakdown of personnel for each partner. As a case study and by courtesy of Jean-Marc Diserens from Nestec, in Appendix A the data corresponding to the scientific personnel of the Nestlé Research Center are shown. It is interesting to note that despite as a whole there is a balance between the number of men and women in the research center, when looking at the breakdown in levels, the highest positions are mostly (70%) held by men.

4. PARTICIPATION IN PROJECT MEETINGS

One of the commitments of the GAP is to collect sex-disaggregated data of the participation of personnel involved in the GoodFood project in the project meetings.

In Fig. 4 the participation in the five Assembly Meetings of the GoodFood Project that have taken place during the first two years of the project.

Similarly, in Fig. 5, the participation in the different Work Package Meetings is shown. A brief description of the technical commitments of each work package is given in Appendix B.

A summary of the collected data is given in Fig. 6, where the mean values of the participation in project meetings is given. In the Assembly meetings a mean value of almost 28% of the participants are women, in accordance to the percentage of women in research positions in the Consortium. As for the participation of women in the different work packages, since some partners participate in more than one WP it is difficult to correlate these results with the number of women working in each WP. Despite this, the results of the participation of women in project meetings are in accordance with the number of women in research in GoodFood.

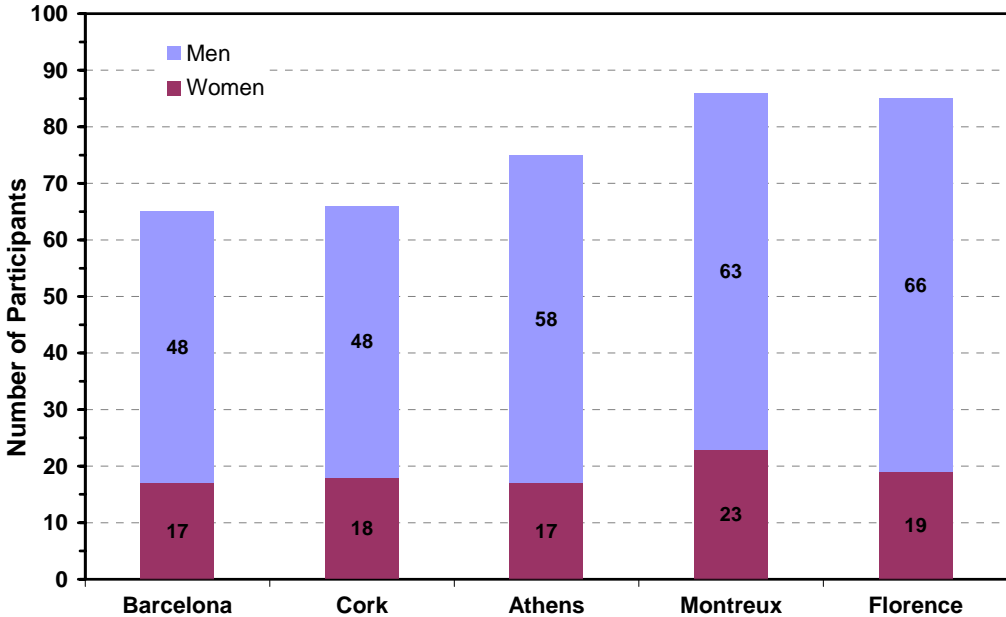


Fig. 4.(a) Participants in each GoodFood Assembly Meeting

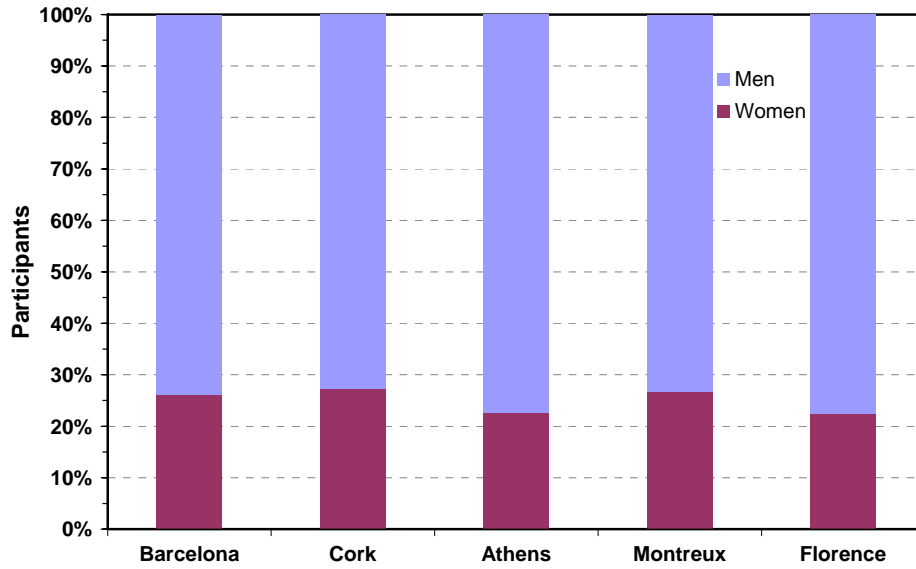
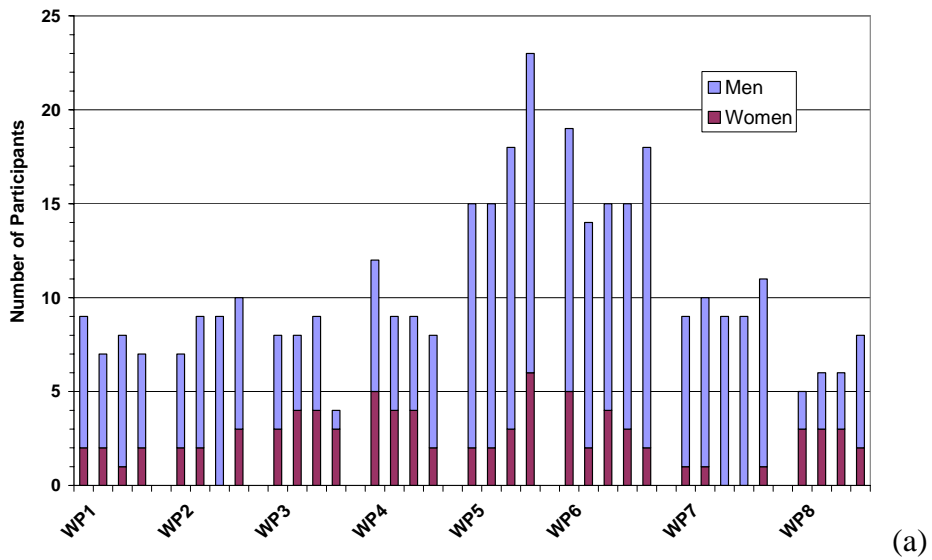
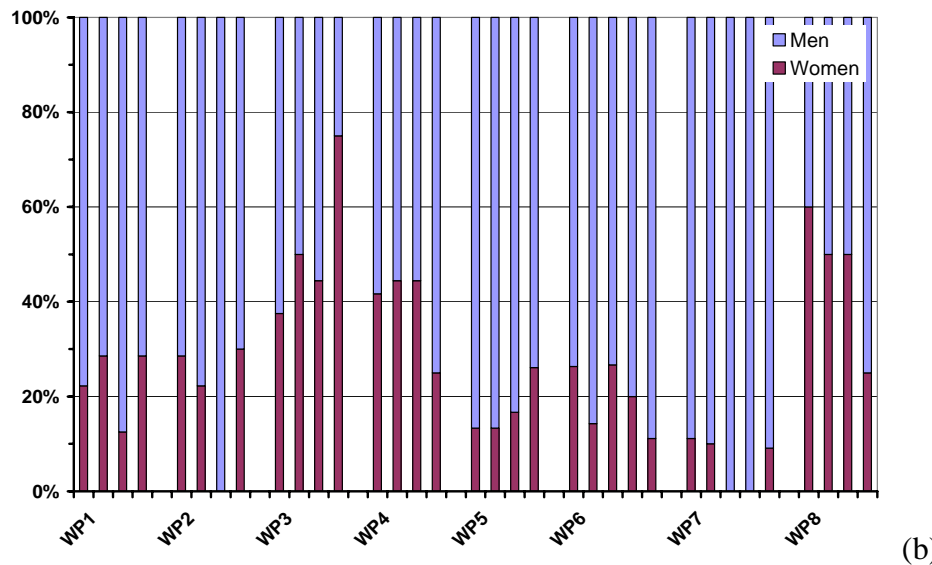


Fig. 4(b).- Percentage of male/female participants in each GoodFood Assembly Meeting.

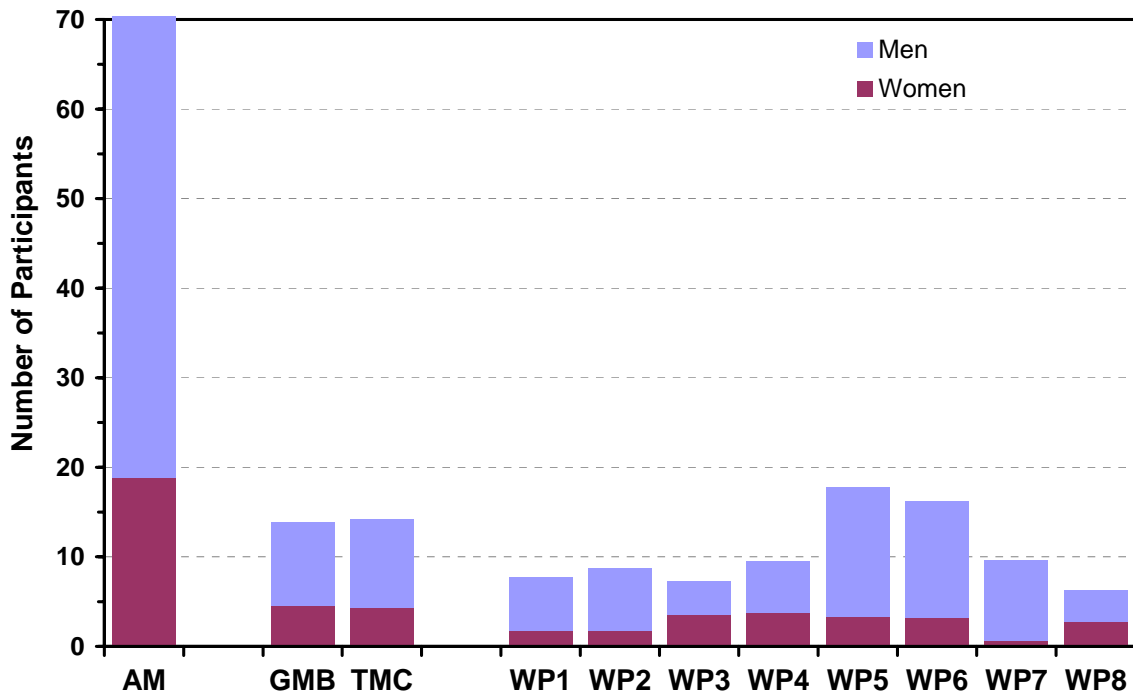


(a)

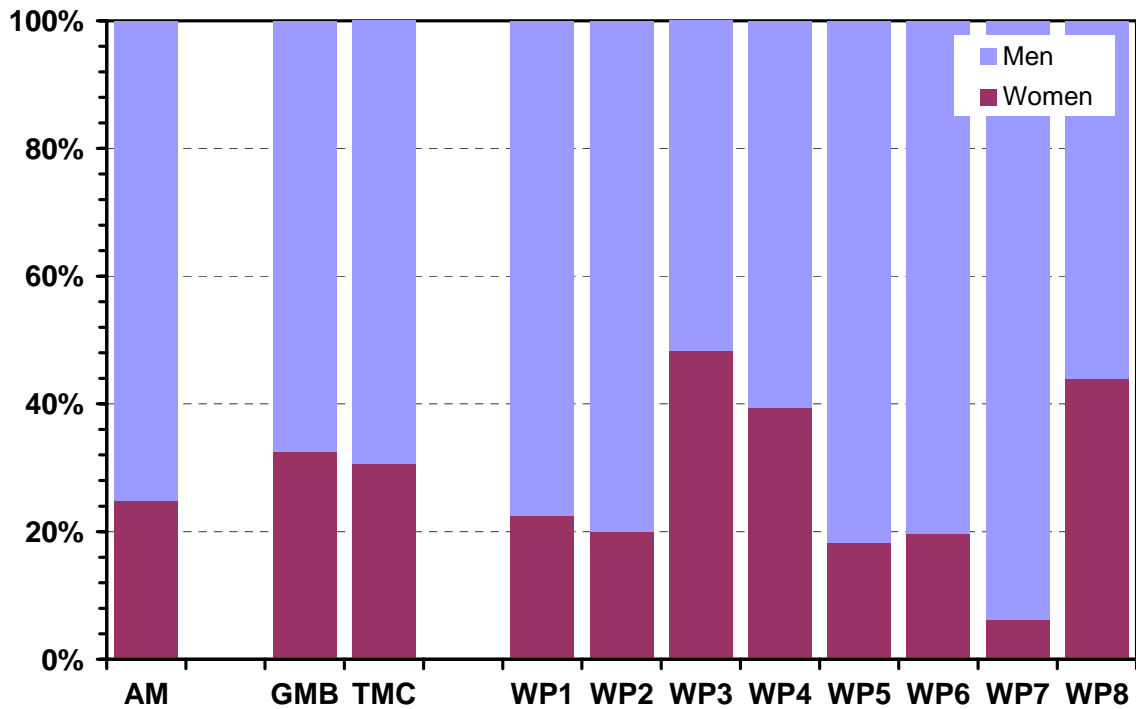


(b)

Fig. 5.- Participants (a) and percentage (b) in Work Package Meetings.



(a)



(b)

Fig. 6.- Mean values of participants (a) and percentage (b) in GoodFood Meetings. AM: Assembly Meeting; GMB: General Management Board; TMC: Technical Management Committee; WPi: Work Package i.

5. GENDER ISSUES AREA OF THE GOODFOOD WEBSITE

In the GoodFood website (<http://www.goodfood-project.org>) an area with gender related information has been created by Barbara Mazzolai and her team at Scuola Superiore Sant'Anna in Pisa. The direct link to the Gender Webpage is:

<http://www.goodfood-project.org/www/Gender/>

It can be directly accessed by clicking the button Gender Issues in the first page of the project website.

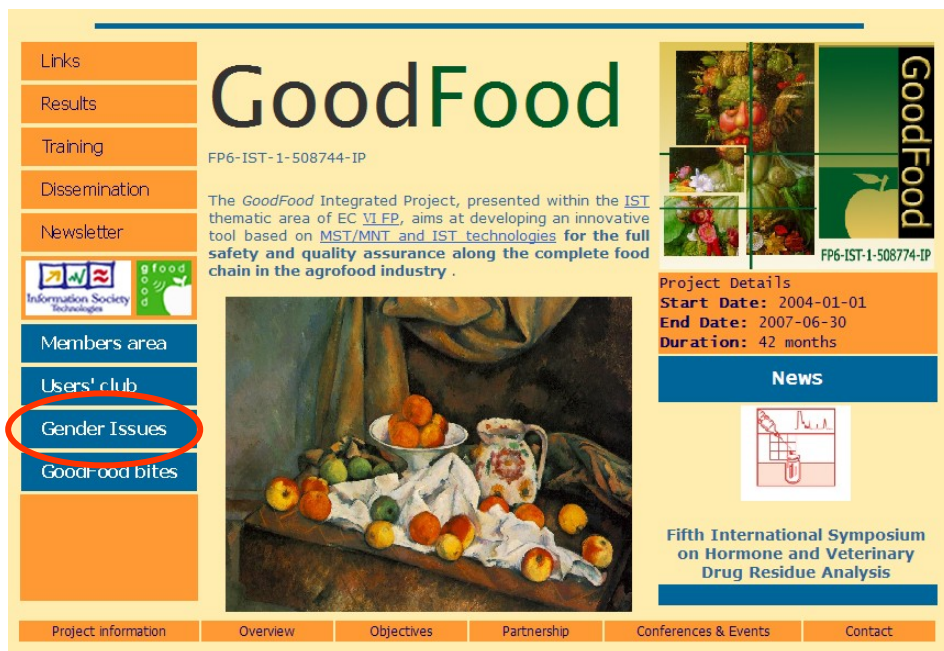


Image of the first page of the GoodFood Website. The red ellipse highlights the Gender Issues button that leads to the GoodFood Gender area.



Image of the Gender Issues webpage of the GoodFood website

The purpose of this webpage is twofold: to inform of the approach of the GoodFood Consortium to Gender Issues, through its Gender Action Plan and to make the partners of the Consortium aware of Gender Issues and to help them with information on how to tackle these issues. This is done by giving:

- Links to European and national sites related to Women&Science.
- Downloadable documents of reports both from the EC and from the different countries of the partners in the Consortium.

The webpage content is updated regularly in order to keep pace with the ever increasing information and actions in this subject.

6. ACTIONS

During the first two years of the project, some actions have been carried out either by the Gender Working Group or by other GoodFood partners. A summary is given below.

6.a. Outreach activities

EADS, partner of the Consortium, has reported an outreach activity. They held a “Girls Day” in May 2004, aimed at fostering enthusiasm to science and engineering amongst girls. A copy of the video file of this activity has been made available to the GoodFood Consortium.

6.b. Contacts with other IPs and NoEs

From the start of the project, contacts have been established with other European-funded projects in the VI Framework programme, in order to share ideas on how to tackle the Gender Issues subject. There have been contacts with:

- Gospel – NoE (Danick Briand)
- 3DTV – NoE (Haldun Ozaktas)
- KMM – NoE (Astrid Rota)

6.c. Students Grants for Conference Presentations

In view of the difficulties that some young women researchers may find in presenting their own results at conferences, so making them and their work not visible, the GWG proposed the Project Coordinator to allocate some resources to promote the dissemination of the work of young researchers, particularly, women. The proposal has been accepted and an initiative has been launched which will support young researchers with a co-funding covering travel expenses to conferences.

The Project Coordinator, in agreement with the GMB, has committed himself to give at least 50% of the grants to female young researchers.

7. RECOMMENDATIONS

In view of the results obtained from the diagnosis of the current situation within the Consortium of the GoodFood Project, some actions are recommended:

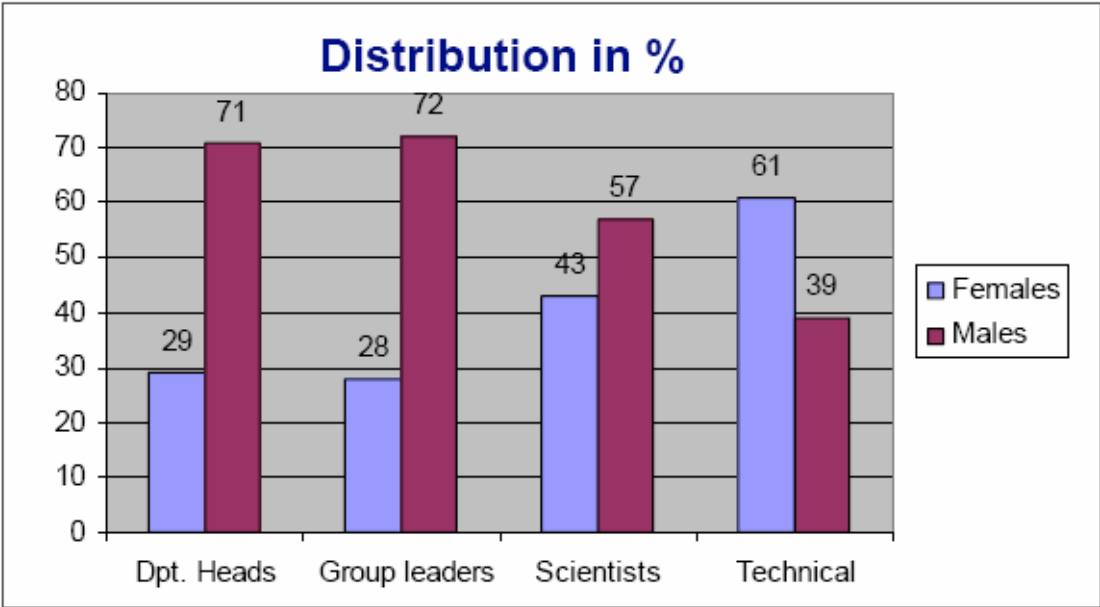
- Encourage and promote the organisation of outreach activities, such as girls' day, by all partners at their institutions.
- Encourage and promote women researchers within the project to participate in all project activities, particularly in management and scientific committees.
- Ensure that equal opportunities are applied in the recruitment at all levels and, as far as possible, that women are equally represented in recruitment panels.

In addition, it is suggested that a questionnaire should be prepared and distributed among all partners that will indicate to what extent the technologies developed in the project will impact on the lives of men and women. The answers to this questionnaire will indicate if the gender dimension of the research contents is being correctly addressed.

APPENDIX A – Scientific personnel at Nestlé Research Center.

	Females	Males
Scientific total	52%	48%

Level	Females	Males	Total
Dpt Heads	2	5	7
Group Leaders	9	23	32
Team Members	138	184	322
Technical	125	41	166
Scientific total	274	253	527



Appendix B - GoodFood Work Packages

- **WP1: Microsystems Technology solutions for the detection of antibiotics residues**, with the aim of developing fast and multichannel screening systems.
- **WP2: Microsystems Technology solutions for the rapid detection of pesticides**, with the aim of developing novel portable immunosensor systems.
- **WP3: Microsystems Technology solutions for rapid detection of Toxigenic Fungi & Mycotoxins**, with the aim of obtaining out of lab solutions for the complete monitoring of production chains.
- **WP4: Microsystems Technology solutions for the rapid detection of viable foodborne pathogens**, with the aim of obtaining fast response systems of low cost.
- **WP5: Multisensing Microsystems integration for food quality control**, with the aim of integrating microsystems of different nature for obtaining improved performances.
- **WP6: Multisensing Microsystems for Logistics food control**, with the aim of addressing future flexible substrate implementations of multisensing systems.
- **WP7: Ambient Intelligence**, with the aim of providing intelligent platforms for the remote interconnection of sensing systems.
- **WP8: Dissemination and Training, Exploitation and Demonstration**, with the aim of promoting the use of GoodFood solutions and of increasing know-how and awareness.
- **WP9: General Management**, with the aim of effectively co-ordinating vertical and horizontal activities of the former WPs during the whole project.