



**ACCESS**  
Arctic Climate Change  
Economy and Society



**Project no. 265863**

## **ACCESS**

### **Arctic Climate Change, Economy and Society**

Instrument: Collaborative Project  
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### **D7.01 – Gender Action Plan**

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<b>Dissemination Level</b>		
<b>PU</b>	Public	
<b>PP</b>	Restricted to other programme participants (including the Commission Services)	
<b>RE</b>	Restricted to a group specified by the consortium (including the Commission Services)	X
<b>CO</b>	Confidential, only for members of the consortium (including the Commission Services)	

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## 1. PURPOSE OF THE DOCUMENT

The purpose of this document (Gender Action Plan Document) is to describe the actions planned within ACCESS to promote and encourage gender equality as prescribed in section B5 – Consideration of gender aspects – of the ACCESS Description of Work (DoW).

## 2. TABLE OF REFERENCE

Table of reference	
R1	<b>EUROPE 2020 Strategy</b> <a href="http://ec.europa.eu/europe2020/documents/related-document-type/index_en.htm">http://ec.europa.eu/europe2020/documents/related-document-type/index_en.htm</a>
R2	<b>Gender in EU- funding Research</b> <a href="http://www.yellowwindow.be/genderinresearch/index_downloads.html">http://www.yellowwindow.be/genderinresearch/index_downloads.html</a>

## 3. INTRODUCTION

The employment rate is particularly low for women (63% against 76% for men aged 20-64). Follow-up the EUROPE 2020 strategy, member state need to “promote new forms of work-life balance and active ageing policies and to increase gender equality” (R1).

Under the sixth Framework Programme (FP6), all projects are required to incorporate a Gender Action Plan (GAP), the aim of which is to promote equal opportunities between men and women in the implementation of their project.

The decision on the 7th Framework Programme (FP7) states that “the integration of the gender dimension and gender equality will be addressed in all areas of research” (R2)

A target of 40% representation by women at levels of FP7 project has been stated by the EC.

ACCESS will strive improving gender awareness following the EC recommendations. Besides, a special attention on gender issue will be made on the workpackage dealing with governance.

## 4. THE ACCESS GENDER ACTION PLAN

Under the 6th Framework Programme of the European Commission, the DAMOCLES project, ACCESS’s predecessor, carried out a number of Gender Action activities to raise gender awareness.

Although not mandatory under the 7th Framework Programme, the ACCESS project has included Gender Action Plan deliverables in its programme of work. The first deliverable (this document,

D7.01) will outline the plans and ideas the project will undertake throughout its course and a final report (deliverable D7.16) will summarize these activities and their impact

#### **4.1. The ACCESS Gender actions**

Gender issues will be monitored throughout the project and the results will be delivered at M48.

The project will monitor the following aspects:

- to ensure gender equal opportunity in recruitment
- to encourage the participation of women in courses, seminars and conferences
- to invite women to scientific/organizing committees
- to ensure an equal opportunity to take part to training activities or professional development opportunities (a selection of working hours convenient for parents...)

#### **4.2. The ACCESS GAP Webpages**

A dedicated page will be added in the ACCESS Web site, including:

- Statistics
- Links on gender studies and initiatives

### **5. GENDER PERSPECTIVE IN THE WORKPACKAGE DEALING WITH GOVERNANCE AND INVOLVEMENT OF INDIGENOUS POPULATION**

The gender dimension has been an integral part of the project activities. The building of gender capacity within the project research community and management follows guidelines developed for scientific institutions (e.g. the European Charter for Researchers and the Code of Conduct for Recruitment) and objectives of the EU addressed in legal documents (e.g. the Treaty of Lisbon).

The integration of gender aspects has taken into account the issues of balanced participation of men and women, equal opportunity, and promotion gender equality throughout the project. Highly qualified women in research and management represent 40% of the project participants and they enrich the project with their knowledge and commitment.

The issue of gender is not directly addressed in the research content. Nevertheless, the analysis of socio-economic impact study conducting by Arctic Centre (University of Lapland) includes also some gender-sensitive aspects. For example, the assessment of the community viability focuses on adaptive practices in the coastal villages, where woman plays a particular role in the process of adaptation. The research interest to recently arisen question of representation of women in fisheries across the North requires also consideration of this issue in the anthropological research. A pervasive concern is women's (particularly Sea Sami women) roles in fishery and fisheries policy.

To ensure gender equality in research and to produce better quality scientific evaluation, equal consideration is given to the life patterns, socio-cultural differences, needs and interests of both women and men. Recognising these differences has important implication for scientific knowledge in the field of impact and adaptation studies.