



**ACCESS**  
Arctic Climate Change  
Economy and Society



**Project no. 265863**

**ACCESS**

**Arctic Climate Change, Economy and Society**

Instrument: Collaborative Project

Thematic Priority: Ocean.2010-1 "Quantification of climate change impacts on economic sectors in the Arctic"

**D7.16 – Implementation of the Gender Action Plan**

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Dissemination Level		
<b>PU</b>	Public	X
<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)	
<b>CO</b>	Confidential, only for members of the consortium (including the Commission Services)	

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## 1. Introduction

ACCESS is committed to oversee promotion of gender equality during the project lifetime.

The D7.16 report looks at individual gender practices. These provisions are to be interpreted as good practices since they facilitate women's employment but also as logical and essential measures to re-balance women's and men's opportunities.

ACCESS also encouraged female scientists and Ph. D. students to take part in the promotion of the project and the project results towards both scientific communities and towards children and students. This activity is very important to raise the general interest of science among young people. Thus, among the dissemination activities, the project has taken initiatives such as organizing summerschools for students or presentation in schools to raise girls 'awareness of sciences'.

Finally, the gender perspective has been taken into account in the research content of ACCESS in particular in the Workpackage dealing with governance and involvement of indigenous population.

## 2. Gender practices

In July 2014, a questionnaire was sent to each partner to get details about their intern gender policy. Information was collected on individual practices dealing with the aspects like gender equality in recruitment, provision of childcare facilities, promotion of working hours convenient for mothers.

**70 % have a strategy for the recruitment offering equal opportunities for men and women in their organization.** In most cases these gender policies are also mandated by the government.

**22% of the institution provide childcare facilities for their employees and 86% offer opportunities for part-time working and working from home in their organization.** The Family life is protected with maternity leave and parental leave and child sick leave. In most cases these policies are mandated by the government.

**80% of the organization offer an organization of work compatible with a family life.**

These results show that institutions enrolled in the ACCESS project are sensitive to gender issues and to work-life balance. Equality policy exists within the institution and is regulated by the national law.

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### 3. Actions to raise awareness of science jobs and gender equality

Two members, included one woman, of ACCESS partner UPMC organized at Sophie Barat high school (France) on 6 February 2015 a presentation on the topic: *perception of climate change by Indigenous Peoples of Arctic regions and the interactions with scientific research, in particular ACCESS*. The presentation also included an overview of the different work profiles in ACCESS (researchers, engineers...) and possible studies and training to work in the field of scientific research in France. The objective of this presentation was also to raise girl's awareness for their opportunities to access such careers taking the example of ACCESS project. This event was organized in concordance with ACCESS dissemination objectives formulated p204 of the DoW :

« (...) for large public outreach activities (exhibitions, conferences, etc.), schools' pupils will be considerably involved, because of a. the importance to motivate these fellows to scientific research, girls in particular (see "gender issues" chapter), showing also other aspects of research and b. realise a more efficient communication, the large public approaching more easily school pupils than professors ».

Two Summerschools were also organized during ACCESS project. One of them was organized by a women scientist who is also a WP leader in ACCESS.

As for the courses, Beijer partner highlighted that a particular attention is paid to try to achieve a **gender balanced representation** among the teachers of the courses.

A dedicated page on gender has been created on the ACCESS website (<http://www.access-eu.org/en/gender.html>). Various information is provided:

- Documents about gender in research and in science.
- The results of the survey on gender policy in each partner of ACCESS.

Documents about gender have been made available to sensitize partners about different gender aspects. Their content is accessible to everyone.

These activities are very important for changing the low representation of women within science, but also to raise the general interest of science among young people and raise girls 'awareness of sciences'. The project promoted jobs in research without putting forward the gender aspect but by putting forward female researchers and scientists. The idea is that by proceeding in such a way it will become more natural that women are associated with scientific jobs.

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## **4. Gender perspective in the workpackages dealing with governance and involvement of indigenous population**

The issue of gender not directly addressed in the research content of ACCESS project and the WP leaders haven't focused on gender issue specifically in their research.

However in the work undertaken for task 3.5 "Eliciting behavioural responses from relevant user groups and stakeholders", Beijer institute has collected gender information as part of the complementary information collected after each behavioral experiment. They have thus been able to analyse how gender impacts on people's behavior toward the natural resources they use. Hence one could say that for that particular project Beijer has chosen a gender-sensitive methodology of research, collected gender data and analysed it in a gender-sensitive way.

Beijer scientist found that **gender has some effect on people's behavior**. They find that women tend to be more careful when they harvest and overharvest to a lesser extent than men.

However for ACCESS Beijer scientists have focused more on how groups of users behave in which case there is no significant gender difference in their data so they do not study this further so far.

They have looked at gender aspects in all three studies and present the results in the papers only if they are relevant, i.e. show different results depending on gender.

The University of Lapland includes also some gender-sensitive aspects in the study of ethical issues. Ethics has been given the highest priority in conducted anthropological fieldwork and laboratory experiments. It has been an integral part of entire research activities, from conception to publication. The University of Lapland scientists have conducted study on the analysis of socio-economic impact which 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.

In the workpackage dealing with governance, the preparation of the final synthesis report has involved an intensive cross-disciplinary team work.