

Gender headcount and Gender Survey

PMT meeting 13 Febr. 2023

Margreet van der Burg, Wageningen University
Gender Studies in food, agriculture and rural contexts

Margreet.vanderBurg@wur.nl

Headcount HOLiFOOD, Dec 2023

- Prior to the first annual report
 - ✓ differentiation by researchers and support staff,
 - ✓ differentiation researchers in 4 grades (A to D by EU classification)
 - ✓ to compare with actual EU-SHE figures, national and partner data
- A template has been provided to partner leads.
 - No links to partner websites
 - No comparison yet

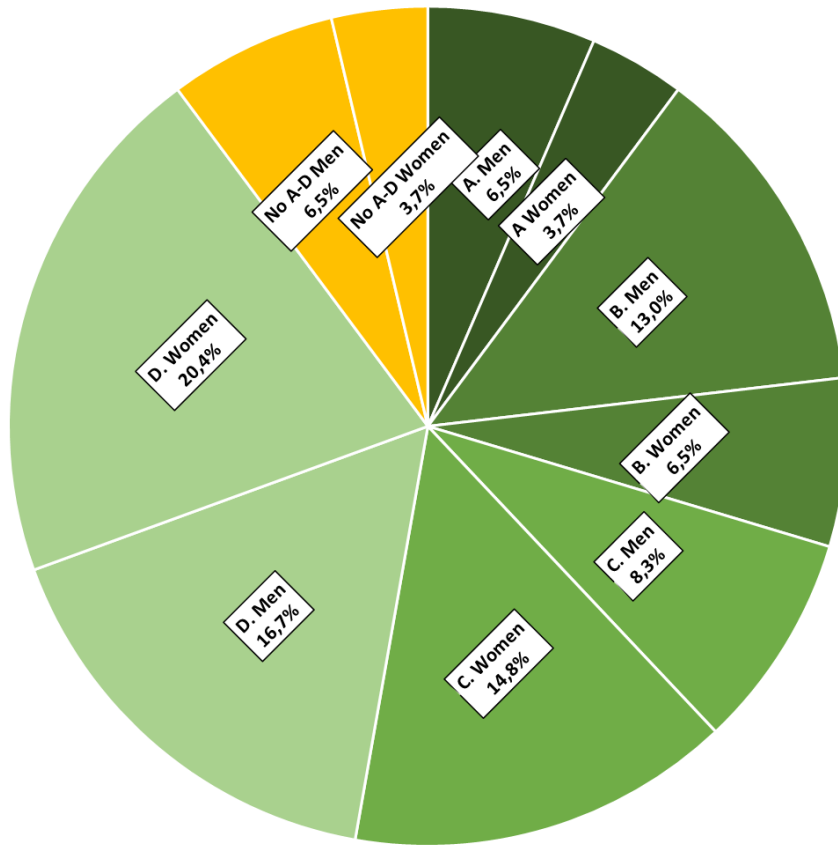
Categories A-D for researchers:

Category A	The highest grade/post for research, e.g., 'Full professor' or 'Director of research'.
Category B	More senior than newly qualified PhD graduates, e.g., 'associate professor' or 'senior researcher' or 'principal investigator'.
Category C	The first grade/post into which newly qualified PhD graduate enroll, e.g., 'assistant professor', 'investigator' or 'post-doctoral fellow'.
Category D	Researchers working in posts that do not normally require a doctorate degree, e.g., 'PhD candidate' or 'junior researchers' (without PhD)

Source: Based on SHE figures (2021)

Headcount HOLiFOOD, Dec 2023

HOLiFOOD consortium composition,
% types of scientific positions and non-scientific position, by gender,
N=110, Dec. 2023

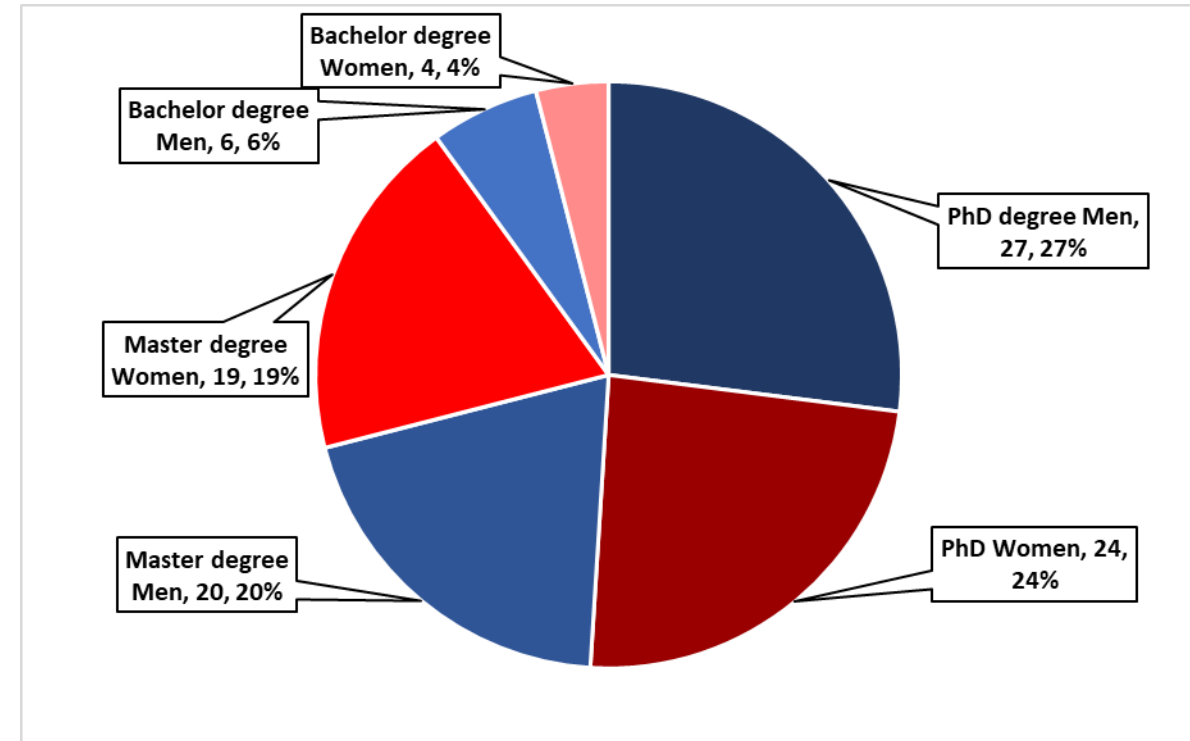
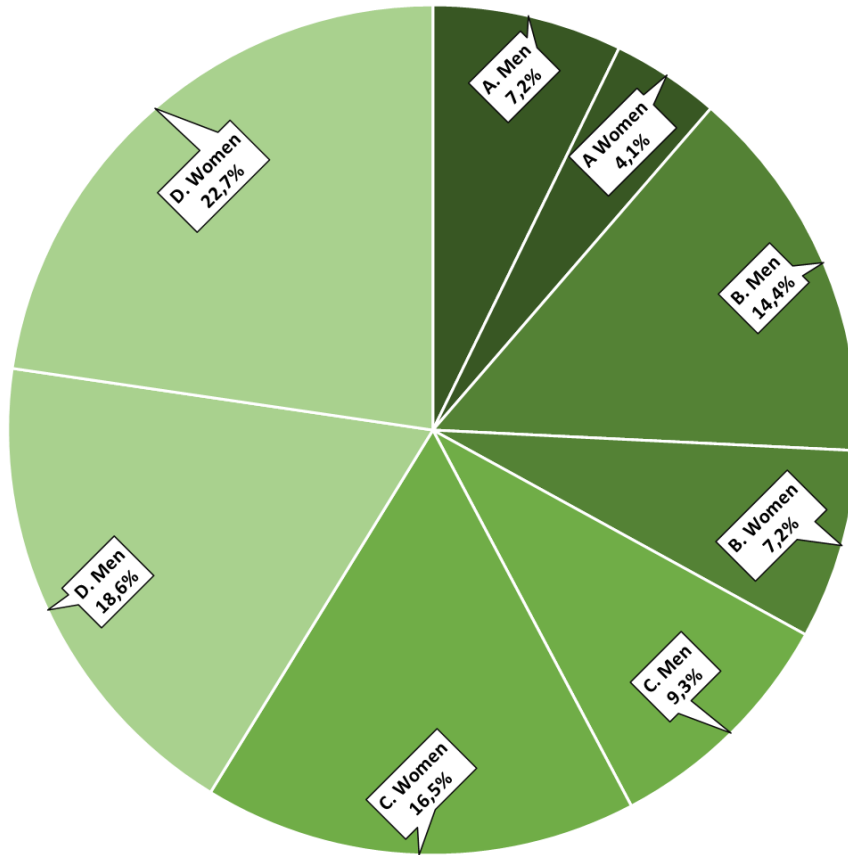


	% women	Total N
Scientific positions	50.5%	97
• A - Professor level	36.4%	11
• B – Associate Prof. level	33.3%	21
• C – PhD Graduates	64.0%	25
• D – MSc Graduates	55.0%	40
Non-scientific positions	30.8%	13
Total	47.3%	110

- 47.3% women as about balanced m/w!
- 50.5% women in scientific positions
Though % w < m over A-B;
> m over C-D categories
- All better than usual!

Headcount HOLiFOOD, Dec 2023

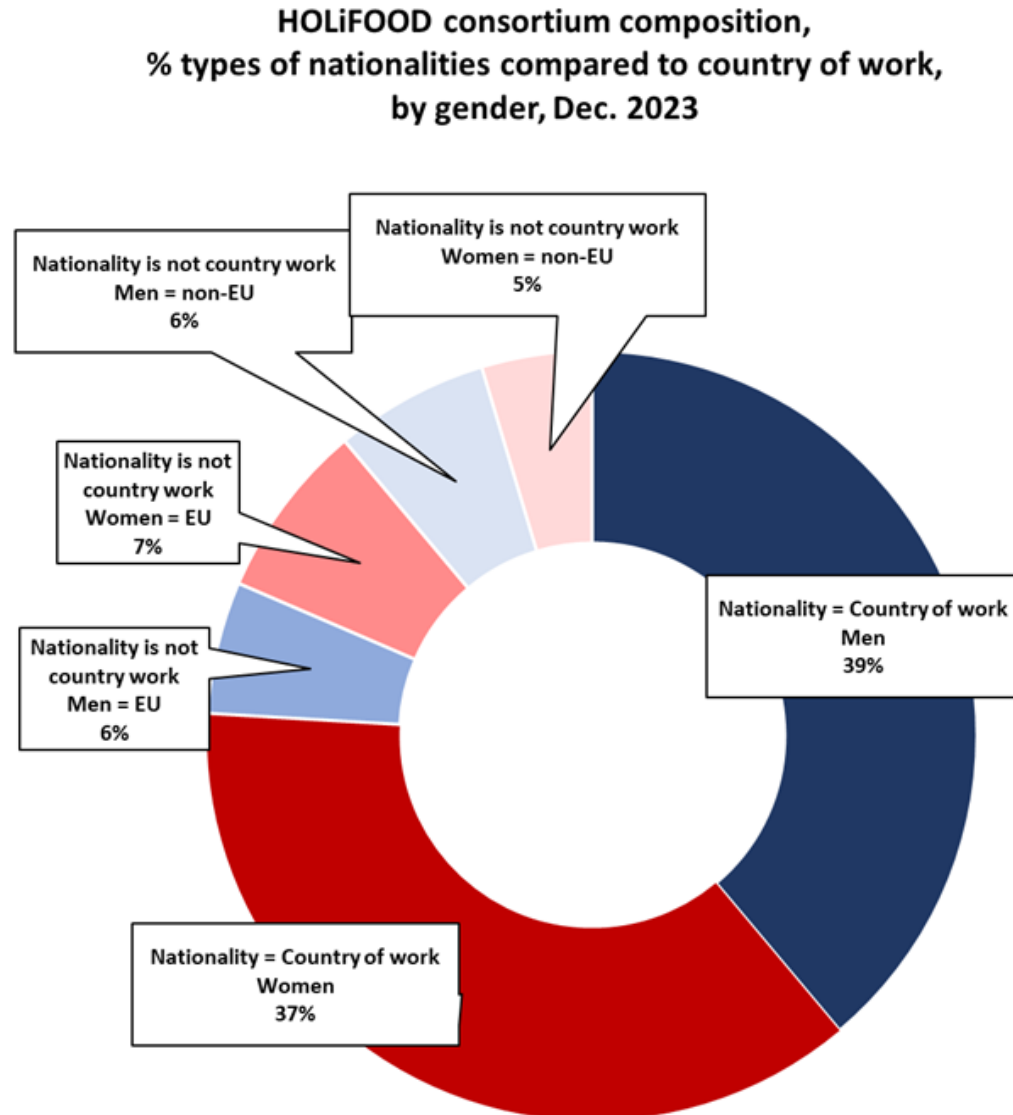
HOLiFOOD consortium composition,
% types of scientific positions, by gender, N= 110, Dec. 2023



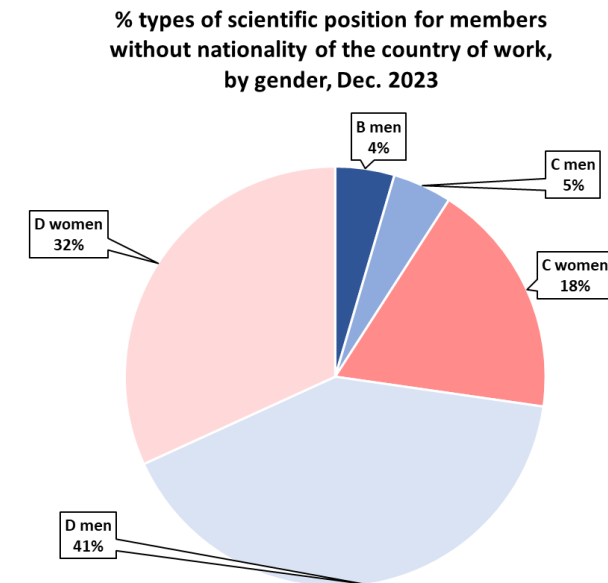
- 10 (10,9%) as otherwise/blank ≈ non A-D
- > 50% PhD or habilitation degree
- Relatively well balanced

Headcount HOLiFOOD, Dec 2023

Diversity in nationalities is part of international cooperation. Remarkable is:



- ▶ 26 of the 110 do not work in the country of their nationality (ca 25%); 13 (50 %) are women.
- ▶ Of these 26: 12 are not from EU countries (resp. 11% of total, 46% of who do not work in the country of their nationality) of which 5 women (42%).
- ▶ Most of them are in the lowest scientific positions unless one man in a B position (4% represents one person), more women in C position while more men in D positions.



Gender Survey

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Gender+ Survey, Febr. 2024

- On average 16 min. time
- 46 respondents (110 consortium members)
- Characterization respondents
- General remarks from respondents
- Sets of questions
- Conclusions and actions

HOLiFOOD
Gender+ Survey

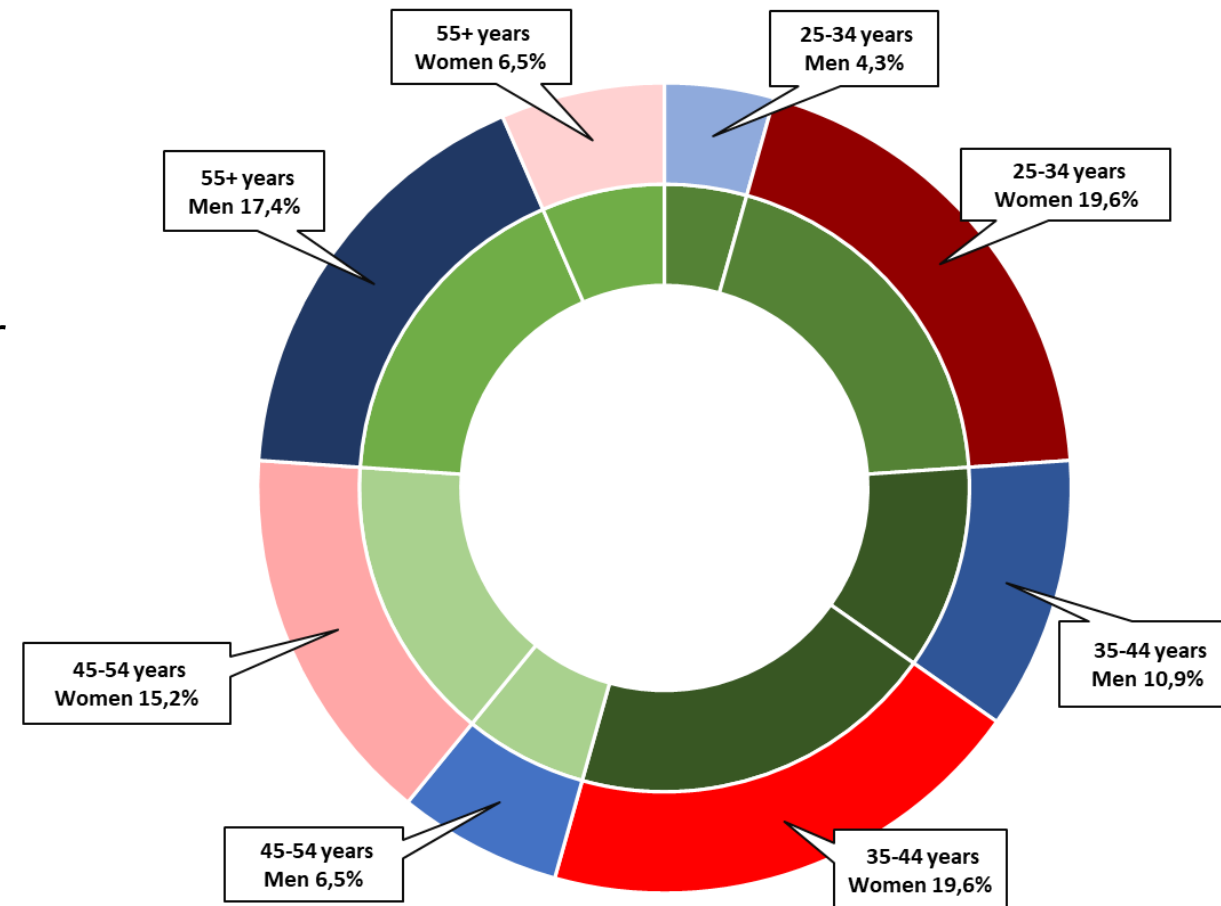


Survey respondents

- 41,8% of HOLiFOOD members (46 of 110)
- 60,9% (28) Women - 39,1% (18) Men
(53,8 % of HOLiFOOD women - 32,7% of H-men)
- 63,0% Life sciences (37% w; 26% m)
17,4% Social Sciences (13% w, 4,3% m)
- 60,9% PhD degree, half w/m;
34,8 % BSc or MSc, 75% women; rest: other
- Identification with marginalized groups
(10,8% = not overlapping):
 - 2 persons based on ethnicity and/or race
 - 2 persons based on migrant and/or refugee background
 - 1 person based on physical and/or mental special needs
- Age categories
corr. headcount D-A positions?

HOLiFOOD
Gender+ Survey

Gender Survey Respondents by age category and gender, N=46,
Febr. 2024

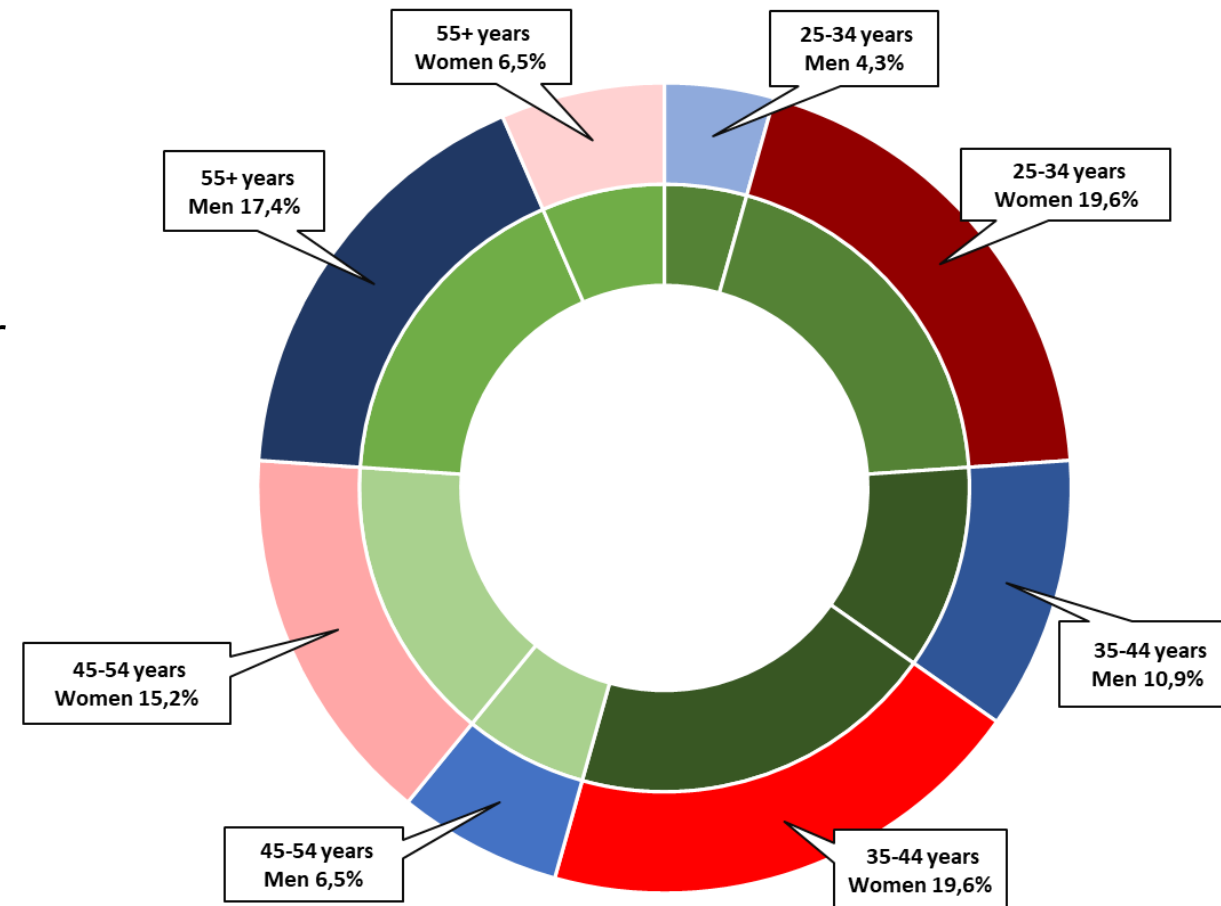


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HOLiFOOD
Gender+ Survey

Gender Survey Respondents by age category and gender, N=46,
Febr. 2024



Gender Survey, Febr. 2024

HOLiFOOD
Gender+ Survey

- General remarks as listed:

Please add any additional comments here



A word cloud of survey comments on a light blue background. The words are in various shades of teal and blue. The most prominent word is 'questions' in the center. Other words include 'gender+', 'important', 'gender', 'variables', 'worthwhile', 'sensitive data', 'data or systems', 'matters besides gender', 'diversity matters', 'inadequately explained', 'bias on gender', 'information with explanation', 'lot of questions', 'yes', 'lack information', 'analytical chemistry', 'comments', and 'gender+'.

inadequately explained diversity matters gender+
comments bias on gender matters besides gender important
analytical chemistry questions data or systems
lack information gender
lot of questions yes
information with explanation variables
worthwhile sensitive data

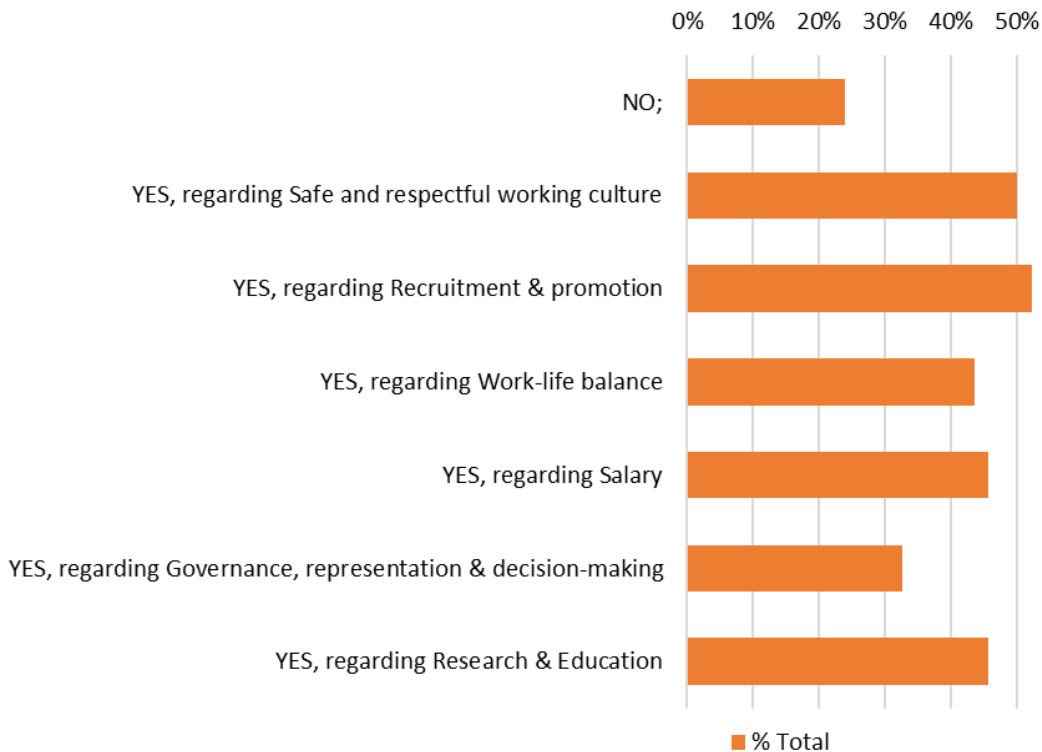
Section 1

FOSTERING EQUALITY IN YOUR INSTITUTION AND PROJECT COLLABORATION

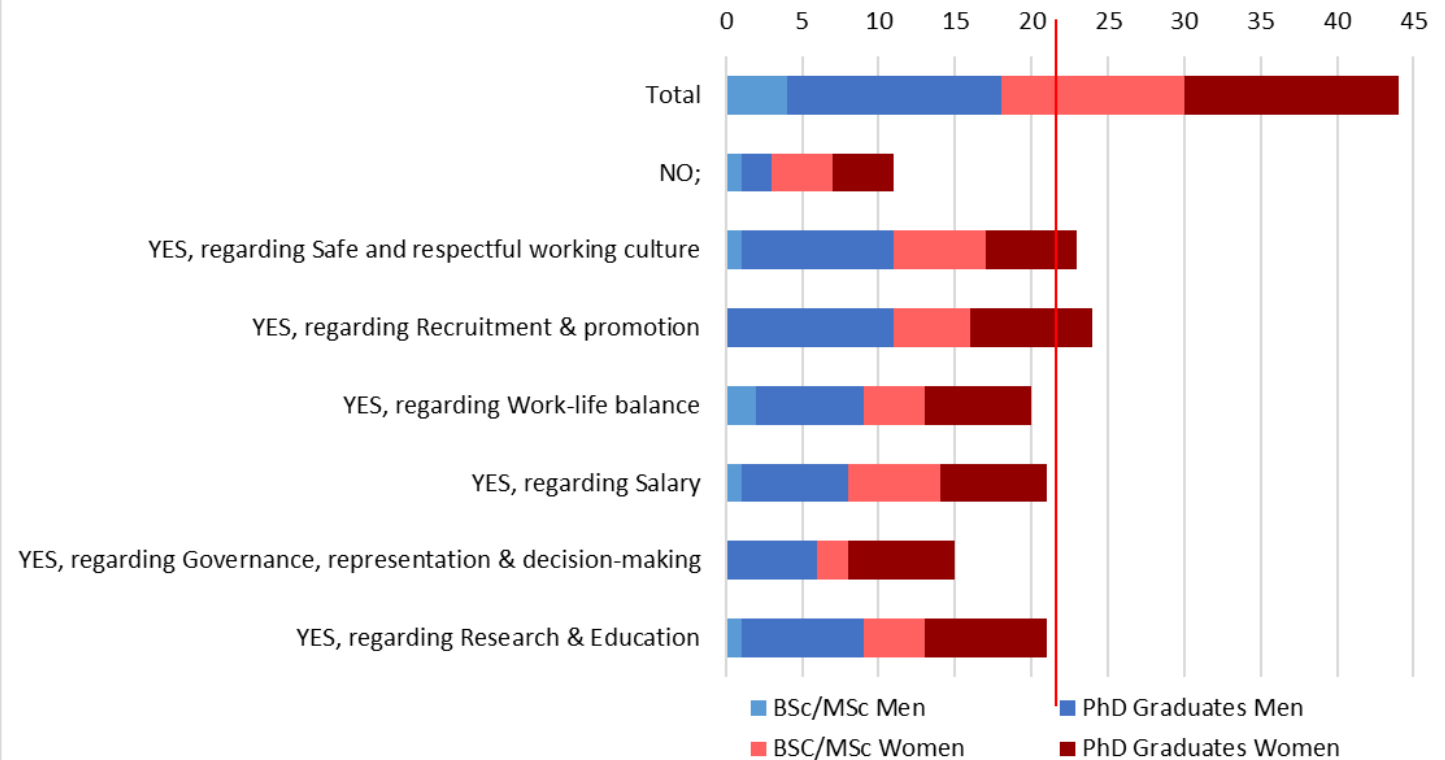
Are you aware of any gender+ equality policies, strategies, and/or focal points or networks to foster these in your current organization?

HOLiFOOD
Gender+ Survey

Self-assessed Awareness of Gender+ Policies at institutions, (N=46), Febr. 2024



Self-assessed Awareness of Gender+ Policies at partner institutions, by gender and grade, (N=46), Febr. 2024



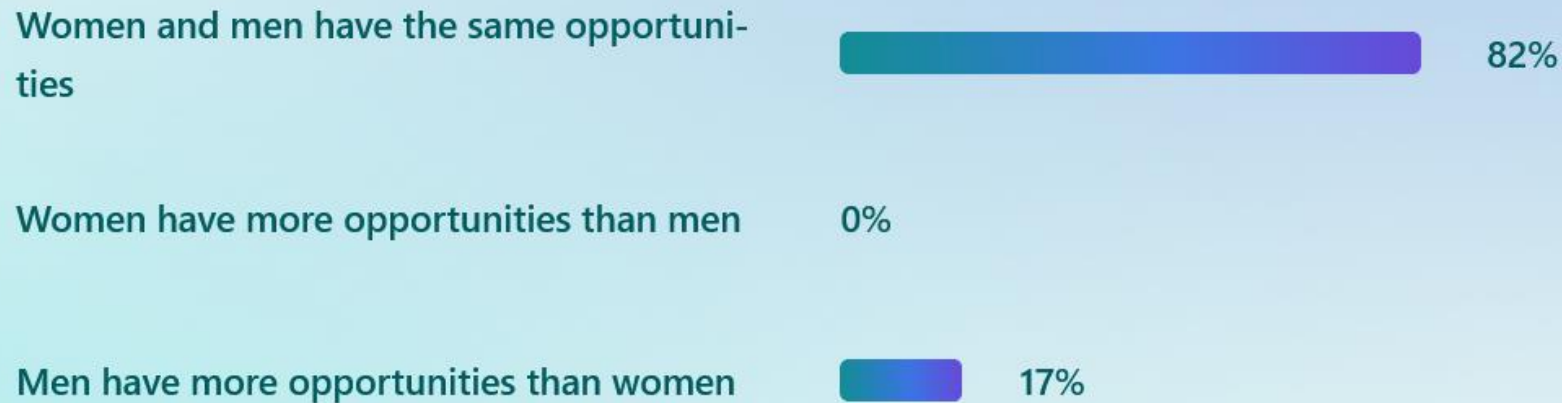
Section 1

FOSTERING EQUALITY IN YOUR INSTITUTION AND PROJECT COLLABORATION

HOLiFOOD

Gender+ Survey

In your organization, do you think that men have more, fewer or the same opportunities to advance as women?



82% was 55,3% (21) women
17% was 87,5% (7) women

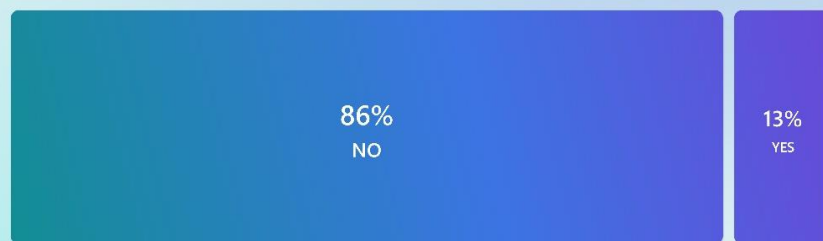
Section 1

FOSTERING EQUALITY IN YOUR INSTITUTION AND PROJECT COLLABORATION

HOLiFOOD

Gender+ Survey

Have you ever thought your gender has played a role in you missing out on a raise, promotion, key assignment, or chance to get ahead?



Yes = 6 women,
5 PhD graduates, various age

If yes, please explain why

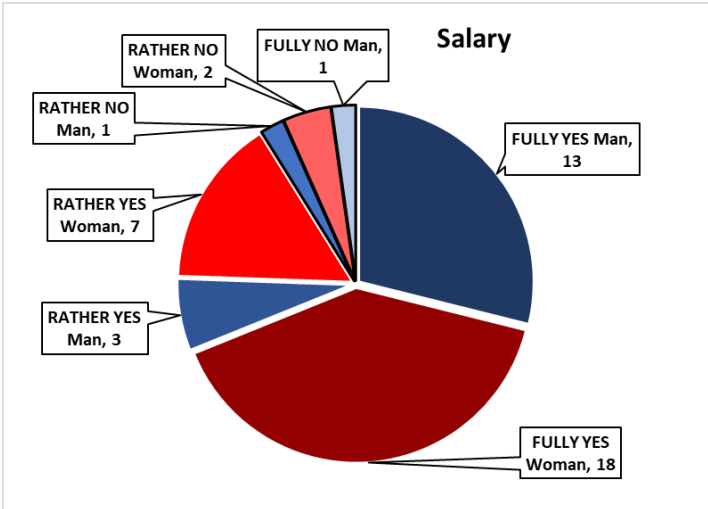
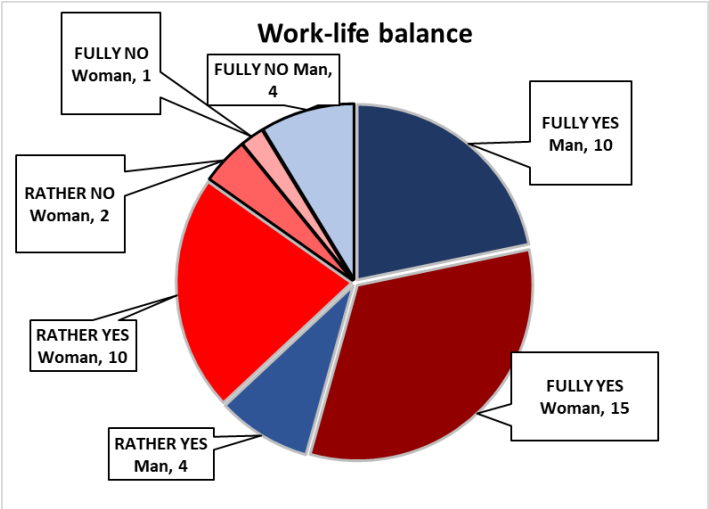
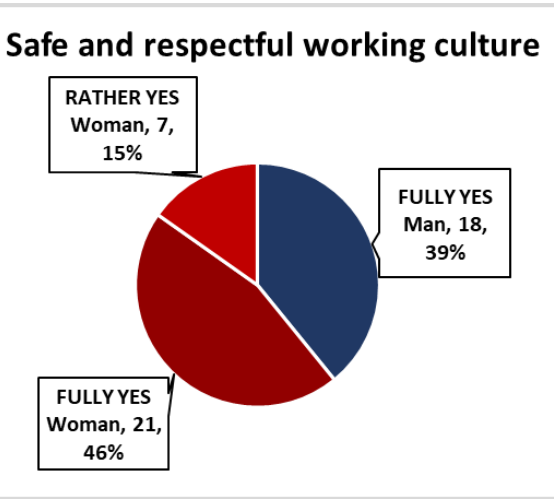
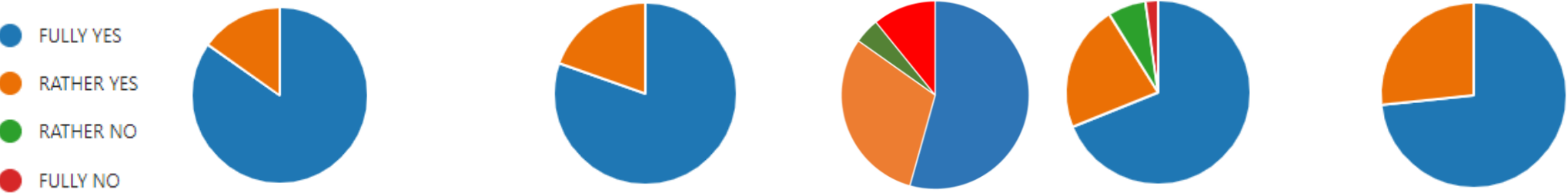
Bonus awards opportunity Not relevant
career male colleagues female colleagues
work time gender balance time and family
male employees good balance loss
need chances child care clear justifications

Section 1

FOSTERING EQUALITY IN YOUR INSTITUTION AND PROJECT COLLABORATION

Regarding your HOLiFOOD WORK, please tell us whether you strongly perceive that employees irrespective of gender or other backgrounds are treated fairly and/or equally regarding

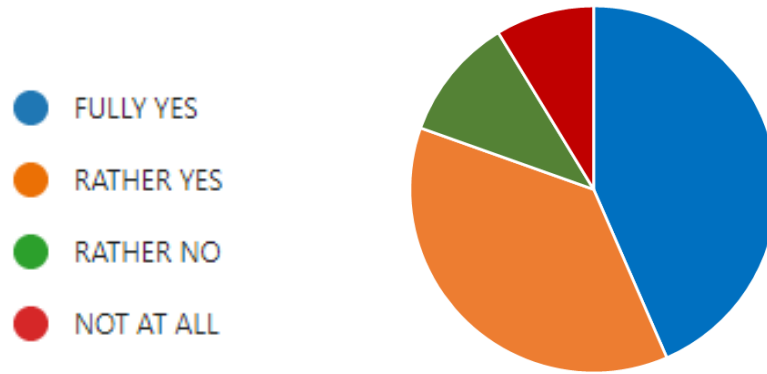
- SAFE AND RESPECTFUL WORKING CULTURE:
- RECRUITMENT & PROMOTION: :
- WORK-LIFE BALANCE
- SALARY
- GOVERNANCE, REPRESENTATION, AND DECISION-MAKING



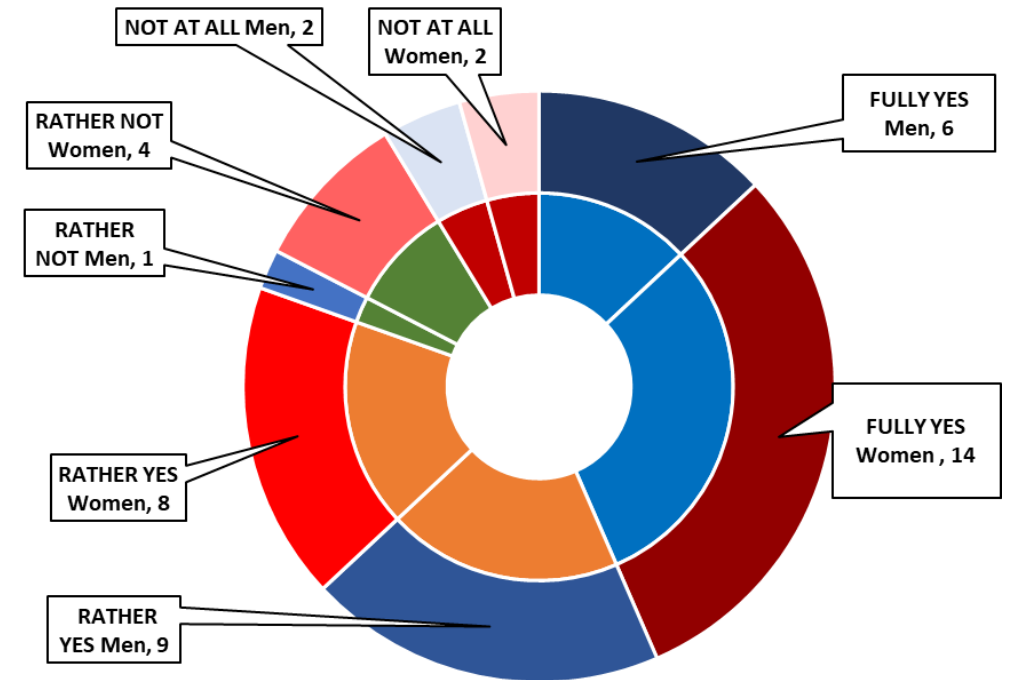
Section 1

FOSTERING EQUALITY IN YOUR INSTITUTION AND PROJECT COLLABORATION

Do you consider the integration of gender+ aspects in its research contents relevant?



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Gender+ Survey



Do you understand the difference between on the one hand equal representation and treatment in the workplace and on the other hand gender+ integration in research content?

Section 1

FOSTERING EQUALITY IN YOUR INSTITUTION AND PROJECT COLLABORATION

HOLiFOOD

Gender+ Survey

Have you received training or orientation on implicit bias or gender+ issues?

78%
NO

21%
YES

Yes = 21,7% (5 m+ 5w)

Most among 55+ age

If you answered yes, please describe in one line the training or orientation

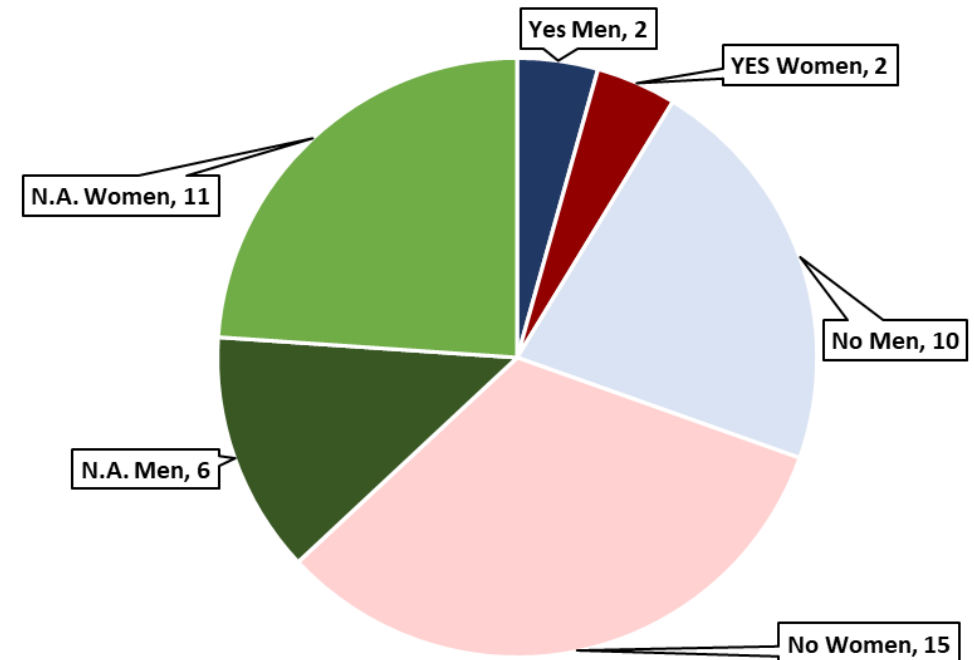
team meetings compulsory seminar about discrimination
meetings and our organization training in all aspects
diversity within the organization Annual training IBEC
management social safety **Training** inclusion trainings
unwanted behavior **gender and diversity** program environments
sessions on diversity awareness of bias interlinks with gender+ aspects of EDI

Section 2

SELF-ASSESSMENT OF YOUR KNOWLEDGE AND PROFICIENCY ON GENDER+ ASPECTS & PREFERENCE FOR SUPPORT OR A WORKSHOP/TRAINING

HOLiFOOD
Gender+ Survey

If you have a gender unit or EDI (Equality, Diversity & Inclusion) focal point at your institution, have you ever asked and/or received support from them?



If you answered yes, please describe in which area or context

Including EDI in research grants

Work family balance

We have a diversity and inclusion group

Section 2

SELF-ASSESSMENT OF YOUR KNOWLEDGE AND PROFICIENCY ON GENDER+ ASPECTS & PREFERENCE FOR SUPPORT OR A WORKSHOP/TRAINING

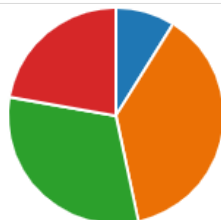
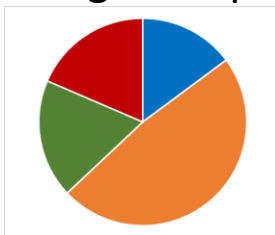
**Gender⁺-sensitive recruitment
and career support**

**Gender⁺- sensitive support to a
fair division of tasks, participation,
and acknowledgement**

**Gender⁺ safe and respectful
cooperation within working
environments**

**Avoiding gender+ bias in
communication and dissemination
strategies and materials**

A. Please indicate your level of
knowledge and proficiency



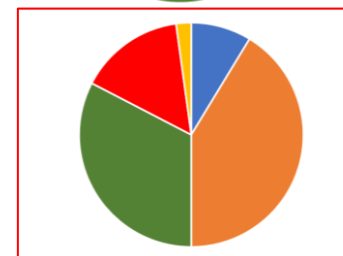
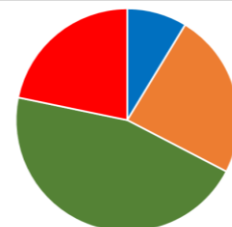
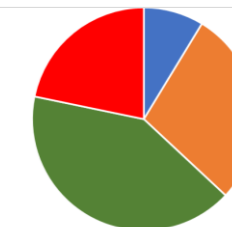
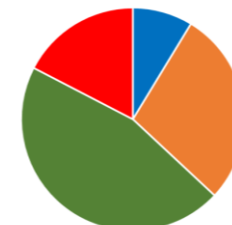
- I AM CONFIDENT TO LEAD ON ..
- I AM CONFIDENT TO ACT UPON.
- I HAVE QUITE SOME
- I HARDLY HAVE

HOLiFOOD

Gender+ Survey

B. Please indicate whether you like to
have support or a workshop/training

- FULLY YES
- RATHER YES
- RATHER NO
- NOT AT ALL
- (blank)



Section 2

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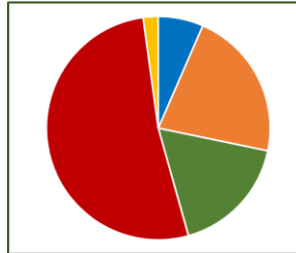
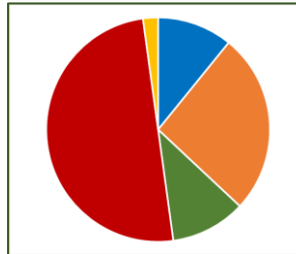
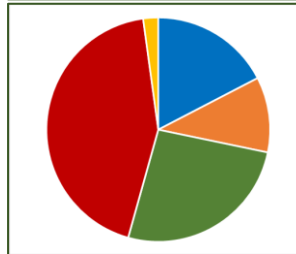
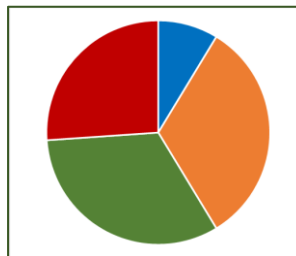
**Gender⁺-sensitive considerations
to research content as defining
problem statements, research
questions, contexts, possible users
and stakeholders and impacts**

**Collection and cross-analysis of
(sex-)disaggregated data**

**Analysis / interpretation of
gender⁺ differentiated research
findings**

**Gender⁺-responsive budgeting
and tracking of resources**

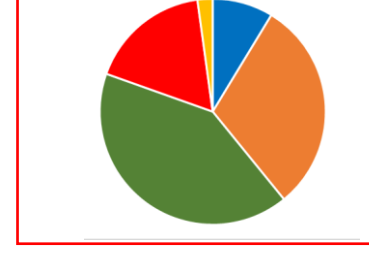
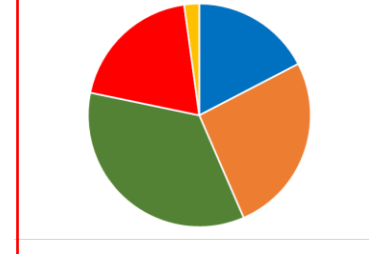
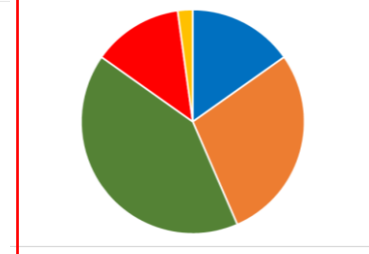
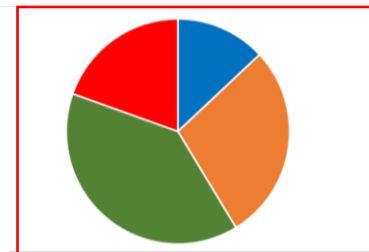
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- I AM CONFIDENT TO LEAD ON ..
- I AM CONFIDENT TO ACT UPON.
- I HAVE QUITE SOME
- I HARDLY HAVE

B. Please indicate whether you like to
have support or a workshop/training

- FULLY YES
- RATHER YES
- RATHER NO
- NOT AT ALL
- (blank)



Gender Survey, Febr. 2024

HOLiFOOD
Gender+ Survey

➤ Conclusions and actions

- Headcount ≈ balanced m/w in HOLiFOOD; % w < m over A-B; > % w > m C-D categories
Better than usual!
- Survey respondents: ≈ 58 % not answered, esp. men (only 32,7% of all H-men) → to esp. include men
≈ 10% identify as marginalized → to esp. include
- Equality in institution: 25 % (balanced) no awareness of institutional policies; items most mentioned > 1 items: ≈ 40-50%; but less on governance (32,6%)
PhD graduates bit more awareness → to include non PhD graduates
Fairly treatment: 82% w=m opportunities, 17% as w < m; none m < w opportunities
13% (= 6 women) experienced been missed out
Specific per item: yes - fully yes 40-50% unless work life balance & salary 15-10% no
All men fully yes to safe & respectful culture → to check items understanding
Capacity building: 78% no trainings, 21% yes, balanced, esp. 55+ age → to include younger ages
hardly used or available EDI focal points (2m+2w) → to include
- Self-assessment: least confident in gender+ aspects in communication; 50% yes to training → to organise
in gender+ research related aspects: ≈ 45% yes to training → to organise

Thank you!

Time for your comments



Funded by
the European Union