



CLIMAS

CLIMAtE change citizens engagement
toolbox for dealing with Societal resilience

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List of Acronyms

Acronym	Definition
AMB	Ambition
CA	Climate Assembly
CoR	European Committee of the Regions
DEI	Diversity, Equity and Inclusion
GEP	Gender Equality Plan
HE	Horizon Europe programme
IM	Implementing Measure
KOM	Kick-off meeting
LGBTQIA+	Lesbian, gay, bisexual, transgender, intersex, queer/questioning, asexual and many other terms (such as pansexual)
LL	Living Lab
n.d.	No data
PRL	Prevention of Occupational Risks
R&I	Research and Innovation
RRI	Responsible Research and Innovation
SDGs	Sustainable Development Goals
UNFCCC	United Nations Framework Convention on Climate Change
VR	Virtual Reality



CLIMAS Project Overview

Climate change is one of the most critical issues to tackle today as it is foreseen to have detrimental social, environmental, and economic impacts in the near future. The last climate change events, such as flooding in Germany and Belgium in both Continental and Atlantic regions, heat waves and lack of water in both Mediterranean and Boreal regions, show that the policymakers, experts, and stakeholders' actions are not enough, and a 360° citizens engagement is urgently needed. Therefore, we need to learn from the good experience in citizens' engagement in climate change action and build up citizens' supporting infrastructure for climate adaptation measures to help the 150 European regions and local communities to resist. Climate assemblies and Living labs are considered as sustainable and reasonable tools to stimulate deliberative democracy in climate policymaking.

The ambition of the CLIMAS project is to support a transformation to climate resilience by offering an innovative problem-oriented climate adoption Toolbox, co-designed together with stakeholders by applying a values-based approach, design thinking methods and citizen science mechanisms. All that will be carried out with a gender and diversity approach. It is expected that the use of the Toolbox will anticipate possible tensions, points of controversy and dilemmas vis-a-vis the adaptation to resilience. Therefore, the Toolbox aims at enabling empowerment and engagement strategies that produce a society "resilient by design". In addition, CLIMAS will include the empirical component for testing this Toolbox and formulating scientific based guidelines for policymakers on how to shift Climate Assemblies from technically based deliberations that belong to climate change experts to multi-stakeholders' deliberations based on solving the dilemmas from a bottom-up, more societal, and value-based perspective. CLIMAS outcomes will positively influence policy development and awareness raising process and offer sustainable strategies to enhance the acceptance of citizens' led decisions by policymakers.



Executive summary

“Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world” (United Nations, n.d.).

Ahead of the global emergency from climate change events (e.g. 2022 flooding in Germany and Belgium in both Continental and Atlantic regions, heat waves and lack of water in both Mediterranean and Boreal regions) which reveals that the actions from policymakers and stakeholders are not enough, the CLIMAS Horizon Europe (HE) Project aims to achieve a societal transformation to climate resilience by offering an innovative problem-oriented climate adoption Toolbox. The CLIMAS Toolbox will be co-designed and tested with stakeholders and citizens by applying a values-based approach, design thinking methods and citizen science mechanisms in real deliberative Climate Assemblies (CA) and Living Labs (LL), which are considered to be sustainable and reasonable tools to stimulate deliberative democracy in climate policymaking.

The impacts of climate change are greater on the poorest groups of society, in which women and girls are particularly numerous and risk being heavily impacted by global warming and environmental damage. The ambition of the CLIMAS Gender Equality Plan (GEP) (AMB) is to address gender inequalities and imbalances in all its activities through the development and implementation of a context-specific GEP, in particular:

- AMB1: To achieve a gender balance in HE funded CLIMAS project team, including in its decision-making structure (i.e., steering committee)
- AMB2: To adopt a gender perspective in all its R&I activities that promotes inclusivity in citizens participatory processes
- AMB3: To facilitate the adoption of anti-patriarchal approaches which do not constrain deliberation in CAs and LLs
- AMB4: To enable institutional change in R&I organisations through the implementation of this GEP

The CLIMAS GEP is developed collectively and in a participatory manner with all the CLIMAS project partners. It is framed by the firm commitment of CLIMAS to incorporate an intersectional approach. It is publicly available as project deliverable D1.4 and addresses the following key aspects and objectives:

- 1) **Resources:** commitment at the level of human resources in CLIMAS and the needed gender expertise to implement them. Objective: Reach a real and effective equality among women, men, and people of other gender identities in all levels of the CLIMAS consortium, ensuring equal treatment of all genders, with special attention to positions of responsibility.



- 2) **Training and citizens engagement:** awareness raising on gender equality and unconscious gender biases for CLIMAS personnel and decision-makers, as well as citizen engagement activities of CLIMAS LLs and CAs, with particular attention to the related selection and facilitation aspects. Objective: Consolidate the equal treatment principle as part of the CLIMAS consortium culture, and include it in all procedures related to training, co-creation, testing, etc.
- 3) **Data collection and monitoring:** gender disaggregated data on personnel and 4–7-month reporting based on gender equality indicators. Objective: Incorporate a gender perspective approach in all the stages of socio-technical research, from the elaboration of data collection instruments to the analysis and preparation of documents, deliverables and other products.

Sections 1 and 2 of the present deliverable introduces these objectives and provide background information, while Section 3 describes the current situation with regard to gender equality in the CLIMAS consortium and Section 4 presents the ambitions of the CLIMAS GEP. Specifically, CLIMAS reflects the recommendations of the HE Expert Group on Gendered Innovation to foster the effective integration of the gender dimension into R&I as well as the United Nations Sustainable Development Goals (SDGs). Each of the previous three objectives constitute an area of intervention and concrete measures (Implementing Measures, IM) have been defined as part of the CLIMAS GEP Roadmap (Section 5).

Gender equality will be monitored during the whole duration of the CLIMAS project, checking the performance of these measures, including through monitoring surveys at consortium level in months M2 (whose results are presented in Section 3 of this report), M9, M16, M20, M27 and M34. There will be specific reporting on the implementation of the GEP in two concrete moments of the CLIMAS project: Interim report in M18 and Final report in M36.



1. Introduction

The impacts of climate change are greater on the poorest groups of society, in which women and girls are particularly represented and risk being heavily impacted by global warming and environmental damage. To succeed in climate policies, gender equality needs to be fully integrated in every policy initiative and legislation (European Committee of the Regions, 2022a). A gender-sensitive approach is also one of the pillars of Responsible Research & Innovation (RRI), where societal actors work together during the whole research and innovation (R&I) process to better align both the process and its outcomes with the values, needs and expectations of European society (Artheau et al., 2020). Besides, as outlined by the Commissioner for Innovation, Research, Culture, Education and Youth Mariya GABRIEL (European Commission, 2020), taking into account the gender dimension is vital for the societal relevance and quality of R&I. This is the ambition of the CLIMAS Horizon Europe (HE) project, which aims to adopt a gender-sensitive perspective in its activities to ensure a gender-transformative citizens' participation linked to climate change and that both the facilitation and the deliberative processes in CAs are followed in an anti-patriarchal way, according to the anti-patriarchal facilitation guidelines that will be elaborated during the CLIMAS project.

Specifically, the management of CLIMAS reflects the recommendations of the Horizon 2020 Expert Group on Gendered Innovation ⁽¹⁾ to foster the effective integration of the gender dimension into Research and Innovation (R&I). The right to have equal opportunities independently from the gender is a human right guaranteed in several Treaties of the European Union (e.g. the Treaty on European Union - TEU, European Union, 2016;a the Treaty on the Functioning of the European Union - TFEU, European Union, 2016b) and Declarations from the United Nations (e.g. the Universal Declaration of Human Rights - UDHR, United Nations, 1948; the Beijing Declaration and Platform for Action, United Nations, 2015a). CLIMAS is committed to equality and has created a plan as a pathway to follow during the R&I activities in the project with a gender perspective.

This document represents project deliverable D1.4 Gender Equality Plan (GEP) and involves all the CLIMAS partners to jointly develop the GEP of the CLIMAS project, in compliance with the requirements of HE Expert Group on Gendered Innovation. The key objectives of this GEP are:

- Reach a real and effective equality among women, men and people of other gender identities in all levels of the CLIMAS consortium, ensuring equal treatment of all genders, with special attention to positions of responsibility.

¹ The expert group to update and expand the 2013 Gendered Innovations / Innovations through Gender (i.e. Gendered Innovations 2 Expert Group) was led by: Professor Londa Schiebinger (chairperson) Stanford University, United States and Professor (emerita) Ineke Klinge (rapporteur) Maastricht University, Netherlands. The full list of 25 experts and 4 invited independent experts can be found in European Commission (2020). *Gendered innovations 2: how inclusive analysis contributes to research and innovation : policy review* , Directorate-General for Research and Innovation . Publications Office, <https://data.europa.eu/doi/10.2777/316197>



- Consolidate the equal treatment principle as part of the CLIMAS consortium culture, and include it in all procedures related to training, co-creation, testing, etc.
- Incorporate a gender-sensitive perspective in all the stages of socio-technical research, from the elaboration of data collection instruments to the analysis and preparation of documents, deliverables and other products.



2. Background and motivation

A GEP is a systematic and ordered scheme whose purpose is the integration of the principle of equality between women, men and people with other gender identities in all their diversity to all stages, processes and actions within an organisation and in the services provided by it.

In the case of CLIMAS, this GEP is developed collectively and in a participatory manner with all the CLIMAS project partners. It is framed by the firm commitment of CLIMAS to incorporate the principle of equality of treatment between women, men and people with other gender identities in the project activities. It will be publicly available as project deliverable D1.4 and will address the following aspects:

- 1) **Resources:** commitment at the level of human resources in CLIMAS and the needed gender expertise to implement them.
- 2) **Training and citizens engagement:** awareness raising on gender equality and unconscious gender biases for CLIMAS personnel and decision-makers, as well as citizen engagement activities of CLIMAS LAs and CAs, with particular attention to the related selection and facilitation aspects.
- 3) **Data collection and monitoring:** gender disaggregated data on personnel and 4-7 months reporting based on gender equality indicators.

The right to have equal opportunities independently from gender is a human right guaranteed in several Treaties of the European Union and Declarations from the United Nations (UN). The following sections provide some key definitions related to gender and intersectionality, the commitment of CLIMAS towards gender equality, the UN Sustainable Development Goals (SDGs) and the main European policies related to gender equality and diversity.

2.1 Definitions of Gender and Intersectionality

For the purpose of this document, gender is understood as:

“the social construction marking differences which are often perceived as feminine, masculine, mixed elements or neither” (cambiaMO, 2021, p.2)

Other gender identity refers to people whose gender identity does not exclusively align with masculine or feminine polarities. The binary gender is often confused by the concept of sex, which is defined as:

“the physical features employed to identify between males and females, without implying that a person’s gender is aligned with their sex assigned at birth or their genitalia”
(cambiaMO, 2021, p.2)

While sex refers to biological characteristics, gender refers to sociocultural attitudes, behaviours and identities. The woman/man gender binary constructed upon the assumption



of a scale of differences with only two points (male and female) reinforces discrimination and male dominance. Generating a disruption in this dominant assumption is crucial for the recognition of the presence, rights and needs of multiple genders that do not fit the female/male gender binary. Taking into account the gender dimension means ensuring that the biological characteristics as well as the social and cultural features, behaviours and needs of both women and men are taken into consideration. Helpful definitions of these terms can also be found in Section 2 of the report titled “*Gendered Innovations 2: How Inclusive Analysis Contributes to Research and Innovation*” (European Commission, 2020).

In this document, focus is placed on the different layers that make up the identity from an intersectional perspective, meaning from the consideration of different overlapping or intersecting categories such as gender, sex, ethnicity, age, socioeconomic status, sexual orientation and geographical location that combine to inform individuals’ identities and experiences (cambiaMO, 2021). As defined by Collins and Bilge (2020):

“Intersectionality investigates how intersecting power relations influence social relations across diverse societies as well as individuals’ experience in everyday life. As an analytical tool, intersectionality views categories of race, class, gender, sexuality, nation, ability, ethnicity and age - among others - as interrelated and mutually shaping one another. Intersectionality is a way of understanding and explaining complexity in the world, and in human experiences”.

Intersectionality is relevant since in the current society power relations of race, class and gender persist, emphasising that these identity layers are interwoven and interact in ways which are not always visible.

2.2 CLIMAS Grant Agreement (101094021)

The CLIMAS Grant Agreement number 101094021 specifies a number of rules addressing gender mainstreaming, in particular Annex 5 (Values - Article 14) which says that:

- The beneficiaries must take all measures to promote equal opportunities between men and women in the implementation of the action and, where applicable, in line with the gender equality plan. They must aim, to the extent possible, for a gender balance at all levels of personnel assigned to the action, including at supervisory and managerial level.

And Article 18 covering specific rules for carrying out the action, including rules for access to research infrastructure activities (as could be the case of LLs in CLIMAS):

- The beneficiaries must promote equal opportunities in advertising the access and consider the gender dimension when defining the support provided to users.



2.3 UN SDGs Agenda 2030

In September 2015, the UN Member States adopted the 2030 Agenda for Sustainable Development that includes 17 SDGs (United Nations, 2015b) (note that the targets of the SDGs linked to equality and climate change are specified below):

- GOAL 1: No Poverty
 - 1.1 By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than \$1.25 a day
 - 1.2 By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions
 - 1.3 Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable
 - 1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance
 - 1.5 By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters
 - 1.A Ensure significant mobilisation of resources from a variety of sources, including through enhanced development cooperation, in order to provide adequate and predictable means for developing countries, in particular least developed countries, to implement programmes and policies to end poverty in all its dimensions
 - 1.B Create sound policy frameworks at the national, regional and international levels, based on pro-poor and gender-sensitive development strategies, to support accelerated investment in poverty eradication actions
- GOAL 2: Zero Hunger
- GOAL 3: Good Health and Well-being
- GOAL 4: Quality Education
- GOAL 5: Gender Equality
 - 5.1 End all forms of discrimination against all women and girls everywhere
 - 5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation
 - 5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation



- 5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate
- 5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life
- 5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences
- 5.A Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws
- 5.B Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women
- 5.C Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels
- GOAL 6: Clean Water and Sanitation
- GOAL 7: Affordable and Clean Energy
- GOAL 8: Decent Work and Economic Growth
- GOAL 9: Industry, Innovation and Infrastructure
- GOAL 10: Reduced Inequality
 - 10.1 By 2030, progressively achieve and sustain income growth of the bottom 40 percent of the population at a rate higher than the national average
 - 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status
 - 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard
 - 10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality
 - 10.5 Improve the regulation and monitoring of global financial markets and institutions and strengthen the implementation of such regulations
 - 10.6 Ensure enhanced representation and voice for developing countries in decision-making in global international economic and financial institutions in order to deliver more effective, credible, accountable and legitimate institutions



- 10.7 Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies
- 10.A Implement the principle of special and differential treatment for developing countries, in particular least developed countries, in accordance with World Trade Organization agreements
- 10.B Encourage official development assistance and financial flows, including foreign direct investment, to States where the need is greatest, in particular least developed countries, African countries, small island developing States and landlocked developing countries, in accordance with their national plans and programmes
- 10.C By 2030, reduce to less than 3 per cent the transaction costs of migrant remittances and eliminate remittance corridors with costs higher than 5 per cent
- GOAL 11: Sustainable Cities and Communities
- GOAL 12: Responsible Consumption and Production
- GOAL 13: Climate Action
 - 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries
 - 13.2 Integrate climate change measures into national policies, strategies and planning
 - 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning
 - 13.a Implement the commitment undertaken by developed-country parties to the United Nations Framework Convention on Climate Change to a goal of mobilising jointly \$100 billion annually by 2020 from all sources to address the needs of developing countries in the context of meaningful mitigation actions and transparency on implementation and fully operationalize the Green Climate Fund through its capitalization as soon as possible
 - 13.b Promote mechanisms for raising capacity for effective climate change-related planning and management in least developed countries and small island developing States, including focusing on women, youth and local and marginalised communities
- GOAL 14: Life Below Water
- GOAL 15: Life on Land
- GOAL 16: Peace and Justice Strong Institutions
- GOAL 17: Partnerships to achieve the Goal

Building on the principle of *“leaving no one behind”*, the Agenda emphasises a holistic approach to achieving sustainable development for all. In the words of United Nations, *“Gender equality is not only a fundamental human right, but a necessary foundation for a*



peaceful, prosperous and sustainable world” (United Nations, n.d.). Falling within the scope of CLIMAS, at the core of the Agenda for the 2020-2030 decade, there is the need for action to tackle growing poverty, empower women and girls, and address the climate emergency. More specifically, CLIMAS aspires to contribute to Target 1.5 towards building the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events; Target 13.1 to strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.

2.4 European Policies Related to Gender Equality and Diversity

Equality between men and women is one of the fundamental values of the European Union. The principle of equality between men and women underpins all EU policies and is the basis for European integration. Article 21 of the EU Charter of Fundamental Rights prohibits discrimination for any reason such as sex, race, colour, ethnic or social origin, genetic features, language religion or belief, political or other opinion, membership of a national minority, birth, disability, age or sexual orientation (European Union Agency for Fundamental Rights, n.d.). Article 23 addresses the need to ensure equality between women and men in all areas, including employment, work and pay. Directives 2002/73CE and 2006/54/CE from the European Parliament and Council require planned strategies to transform gender inequality in the access to employment (including training and career opportunities), working conditions (including payment and compensations) and social security schemes.

Gender mainstreaming is the term embraced at international level to refer to a strategy leading to the realisation of gender equality. By making policies respond more effectively to the needs of all citizens (including all genders), gender mainstreaming aims to ensure that policies and legislation are of higher quality and greater societal relevance. In Europe, the EU Institutions are in charge of implementing gender mainstreaming, whereas Member states are responsible for doing so at national level. The European Committee of the Regions (CoR) has denounced the lack of gender mainstreaming in the EU's flagship policies. For example, in their 2022 opinion on Gender equality and Climate change: towards mainstreaming the gender perspective in the European Green Deal (European Committee of the Regions, 2022b), the CoR calls for gender equality to be fully developed in EU climate policies and the European Green Deal (e.g., taking into consideration that the decarbonisation of vehicles and buildings needed to meet the EU Green Deal ambitions must not further disadvantage women and girls because they are less likely to be able to afford newer, more expensive technologies). They highlight that:

- There are important links between gender, climate change and other environmental challenges;
- Women and men are likely to be affected differently by the impacts of climate change, have different perceptions of and attitudes towards options for climate change



mitigation, and are affected differently by the socioeconomic impacts of climate policy;

- Women and girls in all their diversity can act as catalysts of behavioural change;
- A gender-sensitive approach can better respond to the needs and capacities of all citizens. Local and regional authorities are best placed to integrate social issues with climate action, since they are the level of government closest to the people and play a key role in implementing legislation.

The CLIMAS project follows the “*Gendered Innovations 2*” recommendations of the Directorate-General for Research and Innovation of the European Commission. In 2011 the European Commission convened a gender expert group to support the integration of the gender dimension into EU R&I to produce the report titled “*Gendered Innovations: How gender analysis contributes to research*”, published in 2013. A new expert group created in 2018 has updated and expanded the previous work to support the integration of the gender dimension into EU R&I under the HE framework programme. The rationale of these Commission efforts is that, through the integration of sex and gender-based analysis into R&I and the adoption of inclusive intersectional approaches, excellent research will be produced to the benefit of all European citizens, securing Europe’s leadership in science and technology, and supporting its inclusive growth.

The “*Gendered Innovations 2*” report provides methodological tools and concrete case studies illustrating a successful gender integration into key R&I areas, including health, artificial intelligence and robotics, energy, transport, marine science and climate change, urban planning, agriculture, fair taxation and venture funding. Besides, the report offers specific policy recommendations for an effective implementation in HE and highlights the strategic objectives set out for the different Clusters, Missions and partnerships. In this regard, the CLIMAS project is part of the EU Mission on Adaptation to Climate Change, which focuses on supporting at least 150 European regions, cities and local authorities in their efforts to build resilience against the impacts of climate change. The Mission will also help deliver the European Green Deal.

Specifically, the “*Gendered Innovations 2*” recommendations aim to foster and support gender equality in all aspects of R&I in the EU. To this aim, the recommendations pursue:

- A higher participation of women in R&I programmes, and gender balance in funded project teams;
- Gender balance in decision-making structures;
- The realisation of institutional change in R&I organisations through GEPs (including the integration of the gender dimension into R&I and teaching content in higher education institutions, the provision of comprehensive policy support to Member States, research organisations, businesses and innovation companies).



Annex 1. Highlighted “Gendered Innovations 2” Recommendations from the Commission highlights the “*Gendered Innovations 2*” recommendations which are related to Cluster 5 Climate, energy and mobility and the Mission Adaptation to climate change, including societal transformation– ‘Accelerating the transition to a climate-prepared and resilient Europe’. Where relevant, the measures identified in the roadmap of the CLIMAS GEP are connected to these recommendations (Section 5). In general terms, CLIMAS is committed to address gender and diversity aspects when identifying solutions for climate change adaptation to facilitate that solutions are adopted by a majority of European people and economies.



3. Current Situation

To understand the starting point within CLIMAS Task 1.4 Genders-sensitive climate adaptation initiatives and Equality monitoring, a survey on Gender Equality has been created and launched. It is aimed at monitoring the gender dimension of research and gender balance across the project’s research team, advisory boards and committees to ensure women and men are equally represented. It has been created using Typeform. A copy of the survey can be found in Annex 1. Highlighted “Gendered Innovations 2” Recommendations from the Commission.

It has been launched for the first time in Month (M) 2 of the project, i.e. February 2023, to collect inputs from all CLIMAS participating organisations as a first monitoring point in time which represents the current situation - baseline - within D1.4 Gender Equality Plan. Subsequently, the survey will be repeated every 4-7 months (M9, M16, M20, M27 and M34), and will report on the implementation of the GEP in the interim and final reports due in M18 and M36 respectively.

Table 1. Gender Equality Monitoring in CLIMAS (Source: own elaborations)

CLIMAS Surveys on Gender Equality	Date	Input to
Gender Equality Survey #1	M2 (February 2023)	D1.4 GEP, Interim report in M18
Gender Equality Survey #2	M9 (September 2023)	Interim report in M18
Gender Equality Survey #3	M16 (April 2024)	Interim report in M18
Gender Equality Survey #4	M20 (August 2024)	Final report in M36
Gender Equality Survey #5	M27 (March 2025)	Final report in M36
Gender Equality Survey #6	M34 (October 2025)	Final report in M36

By monitoring single organisations which are part of the CLIMAS consortium, with reference to the personnel from these organisations working in the project, we can assess gender equality in CLIMAS. Through time, the CLIMAS consortium identity will be reinforced, and so will the gender aspects of the project (from single organisations to one project consortium).

The analysis of the first survey results is reported below, together with some statistics from the previous proposal stage of the CLIMAS project.

3.1 Proposal Stage

At the time of writing the CLIMAS project proposal, there were 23 women and 23 men in the CLIMAS consortium. CLIMAS Principal Investigators (PIs) were equally women and men (7 out of 14, that is 50%), and hence the main decision body of our consortium was equally balanced. Besides, the majority of CLIMAS Advisory Board (AB) at the proposal stage were women (2



out of 3, 66%). Figure 1 shows these figures. New recruitment in CLIMAS will aim to maintain a 50/50 balance or even increasing the women and girls in all their diversity, participation.

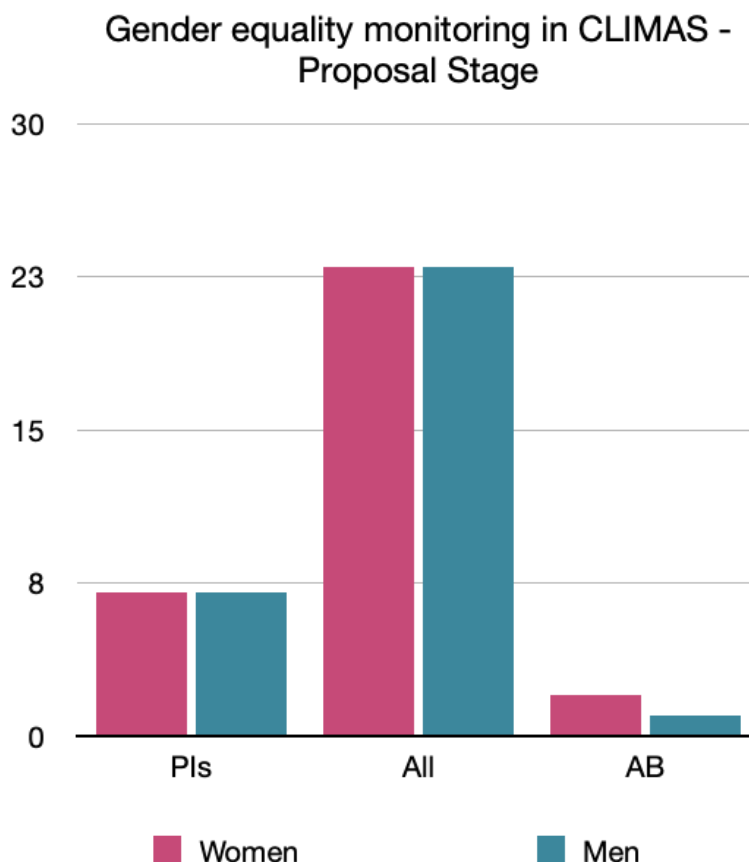


Figure 1. Gender Equality Monitoring in CLIMAS - Proposal Stage considering Principal Investigators (PIs), all participants in CLIMAS consortium (All) and Advisory Board (AB) (Source: own elaborations)

3.2 Project Start

The results from the first Gender Equality Survey of the CLIMAS project are presented below. They represent the responses received from 13 out of 14 organisations which are part of the CLIMAS project (13 of them are partners of the action while 1 is an associated partner²).

As regards the CLIMAS total workforce, there are 28 women (including diverse gender identities³) and 21 men who are researchers, whereas the rest of the workforce includes 13 women (including diverse gender identities) and 7 men (Figure 2).

² At this stage of the project (M2), the survey has not been distributed to the other 5 associated partners of the CLIMAS project, namely: P14 Piliėciu mokslo asociacija, P15 Laimikis.LT, Vsl, P16 RIGA MUNICIPAL AGENCY "RIGA ENERGY AGENCY", P18 JRC -JOINT RESEARCH CENTRE- EUROPEAN COMMISSION, P19 Gemeinde Edermünde. The reason is that the terms of the collaboration with these partners have not been defined yet. The plans are to address them in future gender equality surveys of the project.

³ This classification is chosen based on the 2019 report from The Global Fund "Investing in the Future: Women and Girls in All Their Diversity" and Agrawal et al. (2020) study titled "Crime and Harassment on Public Transportation: A Survey of SJSU Students Set in International Context", both providing evidence which supports that these groups are discriminated.



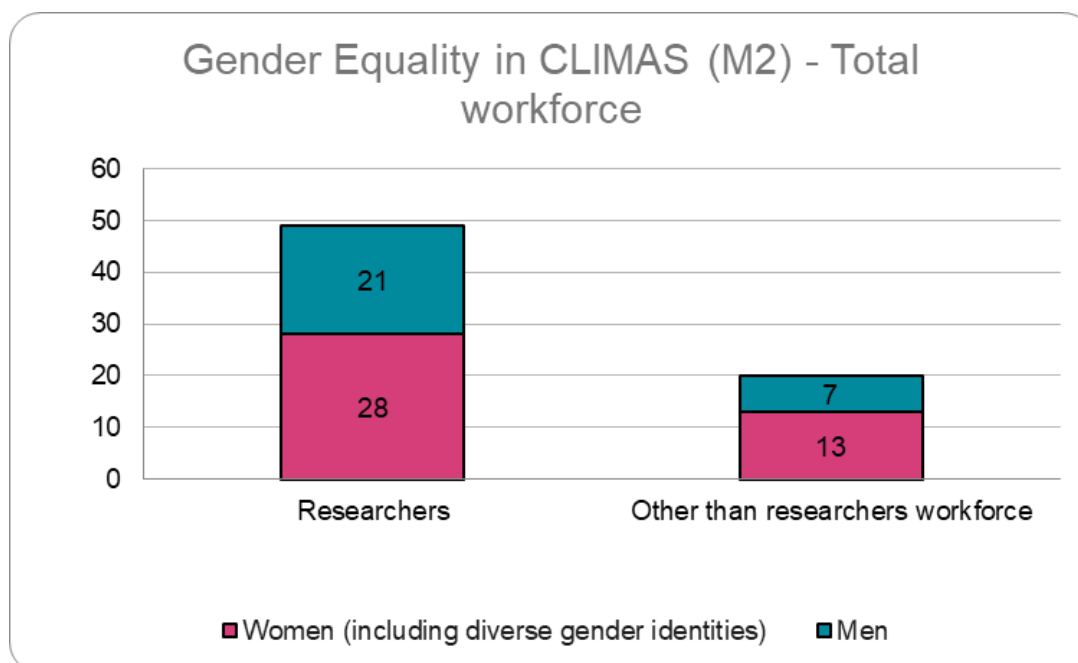


Figure 2. Gender Equality Monitoring in CLIMAS - Total workforce (M2) (Source: own elaborations)

A majority of the CLIMAS organisations (7 out of 13) have stated to have tools to allow for meaningful participation of women and girls in all their diversity (Figure 3). The same amount of CLIMAS organisations has stated to take the gender dimension into consideration in the selection of deliberation topics in CAs and LLs (Figure 3). However, less than half of them (5 out of 13) have indicated to have tools for monitoring Diversity, Equity and Inclusion (DEI) aspects, including accessibility and social equity with an intersectional approach (Figure 3). Most CLIMAS organisations (9 out of 13) have developed and published their own GEPs, but only 5 of them include an implementation roadmap of the GEP (Figure 3). One plausible explanation of why some organisations have in place a GEP while others don't is that there is a new eligibility criterion in HE: public bodies, research organisations and higher education establishments will be required, starting in 2022, to have a GEP in place (European Commission, 2021). This is the complete list of currently existing GEPs from CLIMAS organisations:

- P1 VILNIAUS GEDIMINO TECHNIKOS UNIVERSITETAS: <https://vilniustech.lt/about-university/documents/plans-and-reports/339100?lang=2#339109>
- P2 CAMBIAMO SOCIEDAD COOPERATIVA MADRILENA: https://cambiamo.net/wp-content/uploads/2021/11/cambiaMO-Gender-Equality-Plan_v2.pdf
- P3 VRIJE UNIVERSITEIT BRUSSEL: https://www.vub.be/sites/default/files/2022-10/EqualityActionPlan21_24_ENG_WEBSITE.pdf
- P4 INSTITUT FUR HOHERE STUDIEN - INSTITUTE FOR ADVANCED STUDIES: <https://www.ihs.ac.at/events/research-platforms/gd/>
- P5 PANEPISTIMIO AIGAIU: <https://www.aegean.gr/%CF%83%CE%B4%CE%B9%CF%86-2022-25>
- P6 EUROPEAN INTEGRATED PROJECT: <https://www.mobilitatedurabila.ro/gender-plan>



- P8 DEEP BLUE SRL: <https://dblue.it/> (to be published in August 2023)
- P11 FUNDACIO EURECAT: <https://eurecat.org/eurecat/portal-transparencia/>
- P12 DEPARTAMENT D'ACCIO EXTERIOR I GOVERN OBERT - GENERALITAT DE CATALUNYA: https://administraciopublica.gencat.cat/web/.content/funcio-publica/politiques-socials/politiques-igualtat-dones-homes/Pla-d-igualtat_document_def.pdf

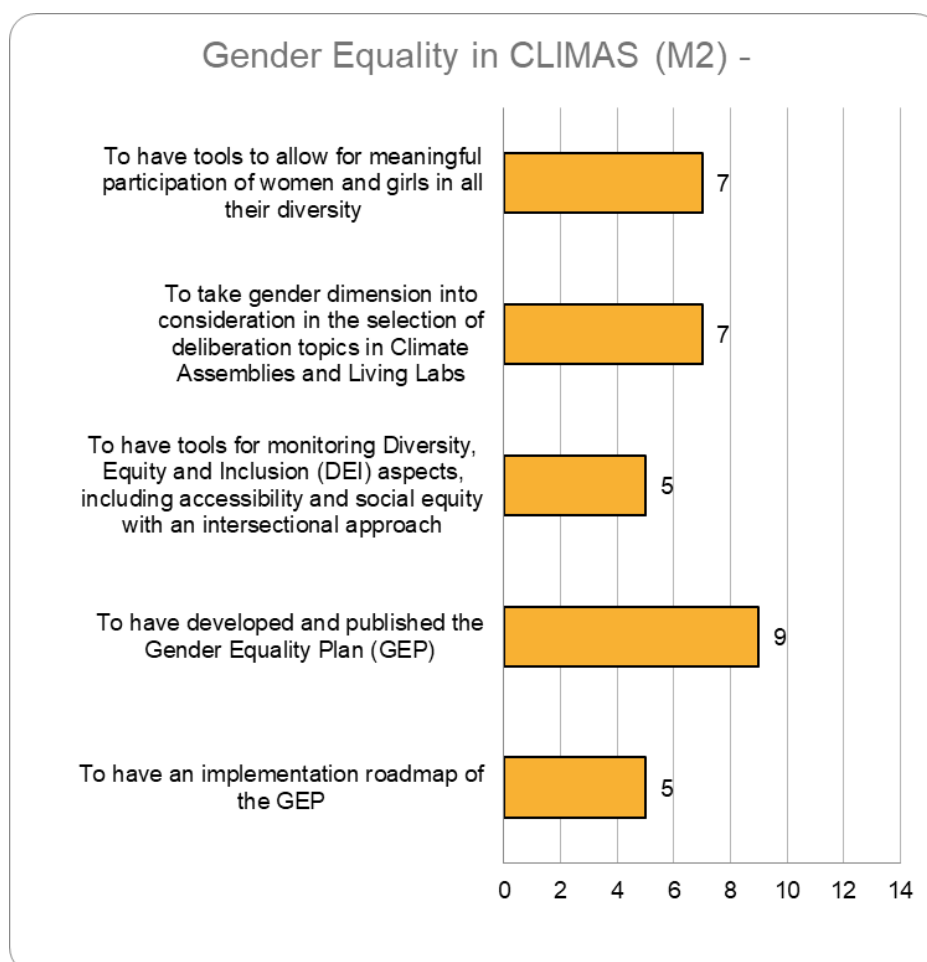


Figure 3. Gender Equality Monitoring in CLIMAS - Statements from CLIMAS organisations (M2) (Source: own elaborations)

CLIMAS participants have indicated that they use the following **tools to allow for meaningful participation of women and girls in all their diversity** in their activities, including Climate Assemblies and Living Labs activities:

- Communities of Practice and anti-patriarchal facilitation tools (e.g. empowering women to participate to the discussions)
- Practices which:
 - allow the selection of times of the meetings which are convenient for women and girls in all their diversity
 - encourage women to participate together with their children



- provide for quota and incentives for caretakers
- use digital tools for participating from home (e.g. skype or other tools that women are familiar with because they were used at schools for tele-education of their children during the Covid period)
- avoid sexism in the language used
- Gender policy, including shared opinion and knowledge on gender equality, flexible working hours for a better work-life balance of women with children and students
- GEP
- Equality Committee
- Reconcile work and family life
- Ethic code
- Guidelines to design equitable processes in citizens participation, such as the “Guide to gender mainstreaming in participatory processes” developed in Catalonia (Spain) (Government of Catalonia, 2020)
- Guidelines for deliberation

With regard to **how organisations take into account the gender dimension in the selection of deliberation topics in CAs and LLs**, respondents have indicated that they encourage the following:

- Supporting the choice of relevant topics for front-line women and girls. E.g. by considering the toxic impacts of some climate change adaptation solutions on women and girls in all their diversity (e.g. mineries waste);
- Setting, as subject for deliberation, the fact that climate effects could lead in the future to the deepening of the economic crisis which will affect all people but probably more severely groups that are already hit by unemployment and economic instability such as young people and women. This leads to identifying measures to help the groups in situation of vulnerability to adapt to climate effects (e.g. education) could be of special interest for women and girls;
- Bringing attention to the fact that climate resilience and adaptation will be more crucial for the future generations (the children and grandchildren of the adults of today) and that since women are more involved in the care of the children and of the domestic economy, they are more sensitive on issues such as future water and resources scarcity and could become advocates of measures for mitigation and adaptation;

- Exploring, especially when selecting deliberation topics related with consumption behaviours, the gender dimension in terms of balancing the impact of trade-off solutions on women, LGBTQIA+ individuals as compared to men. For example, we can consider the side effects of gender mandates in our societies with activities that are still (too) often demanded to women as caregivers;
- Considering the side effects of gender mandates (social role) in our societies and considering therefore the different needs, attitudes and habits related to activities that are still (too) often demanded to women as caregivers;
- Applying the principle of non-discrimination and equality in all the activities and projects, which is guaranteed in the Ethic code and GEP;
- Discussing with citizens in LLS.

Besides, respondents have indicated the following **tools for monitoring Diversity, Equity and Inclusion (DEI) aspects, including accessibility and social equity with an intersectional approach**:

- GEP
- Checklists and inclusive data collection forms and surveys (e.g. which will be used in CLIMAS WP5)
- Applying the INDIMO project Toolbox (INDIMO Horizon 2020 project., n.d.) and recommendations to ensure the use of an inclusive language and a coherent framing of messages, including the organisation of in person or online events, and in order to take the needs of diverse people into consideration, especially of people most vulnerable to exclusion
- Equality Committee
- Principles allowing for a reconciliation of work and family life
- Ethic code
- Stratification criteria applied in the participants' selection
- Excel list including socio-demographic data of participants on the voluntary basis

Respondents also provided descriptions of the actions planned as part of the **implementation roadmaps** in their respective GEPs:

- Areas of intervention in cambiaMO's GEP include:
 - Work-life balance and organisational culture,
 - Gender balance in leadership and decision-making,
 - Gender equality in recruitment and career progression,
 - Integration of the gender dimension into research and teaching content,
 - Measures against gender-based violence including sexual harassment.



- The following strategic objectives of the VUB equality plan identify operational objectives and actions towards equality:
 - SD1. A bias-proof recruitment policy and equal opportunities in career (development) with attention to a healthy work-life balance.
 - SD2. Anti-racism, decolonisation and diversity in the classroom and the curriculum with a focus on themes and voices that are currently missing and a critical reflection on the impact of colonialism on the university.
 - SD3. Support for students from under-represented groups in their pathway to academia and the employment market.
 - SD4. Inclusive campuses with accessible working and learning environments where everyone is treated with respect.
 - SD5. Community building and participation within the VUB and cooperation with external partners around the VUB equality policy and the themes of equality, equivalence, and inclusion.
 - SD6. To measure is to know. The monitoring of diversity parameters will be continued and expanded.
- For the period 2023-2025, several actions are planned as part of the GEP of UAEGEAN:
 - Action 1: Create a supporting mechanism for planning, implementation and evaluation of equality policies
 - Action 2: Collect, analyse and present gender-specific statistical data
 - Action 3: Overcoming linguistic sexism in administrative documents and all materials (print/electronic) published by the University of the Aegean
 - Action 4: Develop policies to reconcile women's and men's professional and personal lives
 - Action 5: Ensuring equal participation in positions of responsibility and in decision-making positions
 - Action 6: Ensure equal access to work and development and career opportunities
 - Action 7: Mainstreaming a gender perspective in education and research
 - Action 8: Prevent and address gender-based violence and sexual harassment.
- Eurecat GEP is based on the following policies for equal opportunities:
 - Promote a culture that promotes equal opportunities between women and men and that involves all the organisation's staff in its promotion and consolidation.
 - Commit the entire Eurecat workforce to the development of actions in favour of equal opportunities, with the prior negotiation of the legal representatives of the workers, guaranteeing that the entire workforce will know and participate in these actions.
 - Ensure that the oral, written and visual communications carried out, both internal and external, are free of sexist elements.



- Guarantee real equal opportunities in access to any workplace, promoting the incorporation of people of the gender that may be underrepresented in a specific area or unit.
- Promote actions in order to advance towards a better organisation of working time and that allow the reconciliation of personal and work life.
- Evaluate the information related to the Prevention of Occupational Risks (PRL) taking into account the differences in exposure to risks that can occur due to gender between workers and training, informing and improving working conditions.
- Guarantee equal treatment in terms of remuneration of the workforce, without any kind of discrimination based on sex.
- Guarantee that workers receive completely equal treatment in terms of their working conditions (type of contract, hourly conditions, type of working day, etc.), without any discrimination occurring, directly or indirectly, due to sex or other aspects (nationality, race, religion, etc.).
- Ensure that sexual harassment and gender-based harassment will not be permitted or tolerated under any circumstances. For these purposes, Eurecat has a specific protocol (Protocol for prevention and intervention in situations of harassment and violence at work).

Finally, some respondents provided **additional comments** regarding gender equality monitoring and promotion in CLIMAS:

- Trying to find a base GEP in CLIMAS considering the most advanced innovations in gender equality among the CLIMAS partners
- Acknowledging the importance of DEI aspects and working on tools for their monitoring in CLIMAS
- Ensuring every person is given the same opportunities to provide his/her opinion, including timewise, focusing on what is really important for them and for the team, while keeping interventions short and listening to others as much as they listen to themselves
- Guaranteeing the GEP in all projects, i.e. beyond CLIMAS
- Looking at all kinds of diversity aspects, not only gender aspects, in order to include a broad range of citizens with a wide range of perspectives in CAs



4. Ambition of CLIMAS GEP

With this GEP, CLIMAS seeks to address gender inequalities and imbalances in all its activities through the development and implementation of a context-specific GEP, built upon specific areas of intervention and measures. The ambition of the CLIMAS GEP (coded below as AMB) is the following, in line with the “*Gendered Innovations 2*” recommendations of the European Commission:

- AMB1: To achieve a gender balance in HE funded CLIMAS project team, including in its decision-making structure (i.e. steering committee)
- AMB2: To adopt a gender perspective in all its R&I activities that promotes inclusivity in citizens participatory processes
- AMB3: To facilitate the adoption of anti-patriarchal approaches which do not constrain deliberation in CAs and LLs
- AMB4: To enable institutional change in R&I organisations through the implementation of this GEP

To this aim, CLIMAS GEP targets the following groups:

- CLIMAS project’s research teams within partner organisations
- CLIMAS advisory board members
- Citizens engaged in CLIMAS CAs and LLs
- Participants in training activities and workshops organised in the context of the CLIMAS project

CLIMAS will contribute to reinforce the gender dimension in R&I, as expressed in the gender monitoring and evaluation of the HE programme in the “*Gendered Innovations 2*” report. In particular, CLIMAS is contributing to the following relevant indicators measuring the impact of the gender dimension in R&I within scientific, societal and economic impact areas:

- **Scientific impact:**
 - Number and proportion of proposals for which sex and/or gender analysis receives the highest number of evaluation points, i.e. that are high-quality proposals. This includes an evaluation of how many proposals employ sex and/or gender analysis by state-of-the-art methods.
 - Number and proportion of topics that are negatively gender flagged in each work programme.
 - Number and proportion of project related peer-reviewed publications that include a gender dimension, as assessed from the list of output publications published on the European Commission Cordis website.
- **Societal impact:**



- Number and proportion of innovations, market opportunities, programmes or policies resulting from integrating sex and/or gender analysis into R&I;
- Number and proportion of innovations that can be classified as gender-sensitive.
- **Economic impact:**
 - Number and proportion of R&I projects that support gender inclusive economic transformations (also addressing the intersections between gender and other social categories, level of income LGBTQIA+ and ethnicity).



5. Gender Equality Roadmap in CLIMAS

The GEP covers the following areas of intervention and addresses them via concrete measures (Implementing Measures, IM), which are presented in connection with the “*Gendered Innovations 2*” recommendations of the European Commission and the UN SDGs. These IMs are targeting both CLIMAS partners (i.e. measures at consortium level) and the audiences that are engaged in the actions organised by the CLIMAS project (e.g. CAs) (i.e. measures at the external audiences’ level), as specified for each IM listed below. Indicators to evaluate the progress of a specific IM are chosen, when possible, based on the monitoring and evaluation framework of HE’s policy on the gender dimension.

5.1 Resources

Measures under the resources intervention area address human resources aspects such as the gender equality training of personnel employed in CLIMAS organisations to work on CLIMAS R&I activities and the recruitment of new personnel to work in CLIMAS.

5.1.1 Personnel Involved

A gender analysis of the personnel currently employed in CLIMAS is given in Section 3. It is crucial that the personnel involved in CLIMAS is aware of how to incorporate the gender dimension in the R&I activities in CLIMAS. For this purpose, training and awareness-raising activities will be organised periodically along the project.

During the CLIMAS kick-off meeting (KOM), all PIs and key personnel were trained on how to incorporate an intersectional approach into CLIMAS. The training was delivered by CAMBIAMO, a non-profit organisation working in gender and climate change for more than five years and since 2020 part of the UNFCCC constituency “Women and Gender Constituency” and complemented by Green Liberty that has a specific research project on gender and climate transformation (EAR). This training is described in Annex 3 Gender Equality training at CLIMAS KOM: Power/Privilege Wheel”.

Table 2. Implementing Measures regarding Personnel Involved

Implementing Measure (IM)	Indicator	Ambition (AMB) / Target in CLIMAS	Connection with EC “Gendered Innovations 2” recommendations and/or UN SDGs
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IM1. Monitoring gender balance in CLIMAS organisations throughout the whole duration of the project (consortium level)	% of women and girls in all their diversities and male in CLIMAS personnel, as measured in periodic gender equality surveys	AMB1: To achieve a gender balance in HE funded CLIMAS project team, including in its decision-making structure (i.e. steering committee)	SDG GOAL 5 Gender Equality, Target 5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life
IM2. Generating awareness of the existing bias through training to the CLIMAS consortium entities (consortium level)	Number of on-demand awareness-raising trainings during consortium meetings	AMB4: To enable institutional change in R&I organisations through the implementation of this GEP	SDG GOAL 5 Gender Equality, Target 5.1 End all forms of discrimination against all women and girls everywhere SDG GOAL 10 Reduced Inequality, Target 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status

5.1.2 Recruitment

Recruitment efforts for vacancies in the CLIMAS consortium will particularly encourage women to apply and will be distributed through channels targeting women. All CLIMAS institutions, research and advocacy partners either have a GEP currently in execution or will execute the common GEP of CLIMAS (this report D1.4) from 2023 onwards.

Table 3. Implementing Measures regarding Recruitment

Implementing Measure (IM)	Indicator	Ambition (AMB) / Target in CLIMAS	Connection with EC “Gendered Innovations 2” recommendations and/or UN SDGs
IM3. Encouraging women and girls in all their diversity to apply to new recruitment in CLIMAS, as well as to the AB (e.g. using	Commitment from all CLIMAS partners to use gender inclusive language and channels that specifically target	AMB1: To achieve a gender balance in HE funded CLIMAS project team, including in its decision-making	SDG GOAL 5 Gender Equality, Target 5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all



inclusive language in the job advertisement, distributing the recruitment announcements through channels that specifically target women and girls in all their diversity) (external audiences' level)	women in new recruitment % of women and girls in all their diversities and male in CLIMAS personnel, as measured in periodic gender equality surveys	structure (i.e. steering committee)	levels of decision making in political, economic and public life
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5.2 Training and Citizens Engagement

This second intervention area refers to activities focused on raising awareness on gender equality and unconscious gender biases for CLIMAS personnel, as well as to the vast array of citizen engagement activities organised in the context of CLIMAS LLs and CAs, with particular attention to the selection and facilitation aspects in them.

5.2.1 Gender Equality training on DEI (Diversity, Equity and Inclusion) in Consortium Meetings and Citizens Engagement in CLIMAS Workshops

Training and awareness-raising activities regarding gender equality and DEI aspects will be organised on demand during CLIMAS consortium meetings. A first awareness-raising training organised during CLIMAS KOM is described in Annex 3 Gender Equality training at CLIMAS KOM: Power/Privilege Wheel”. The approach followed in CLIMAS trainings related to gender diversity is to go deeply through life experiences. The first awareness-raising exercises at the KOM were the beginning of a training process in gender sensitive approaches which heavily rely on using the body. In the future, we will build on this GEP and organise some additional training activities with main focus on using the body and role-playing exercises, rather than theoretical trainings.

Regarding CLIMAS conferences, workshops, training, dissemination, and communication actions, CLIMAS partners will seek gender balance in speakers, instructors and participants and represent different countries/states, ethnic backgrounds, disability and LGBTQIA+ communities. CLIMAS engagement activities will also consider gender aspects in the definition of topics (as reported in the survey results, Section 3.2).

Table 4. Implementing Measures regarding Gender Equality training on DEI

Implementing Measure (IM)	Indicator	Ambition (AMB) / Target in CLIMAS	Connection with EC “Gendered Innovations 2”
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			recommendations and/or UN SDGs
IM4. Generating awareness of the existing bias through training to the CLIMAS consortium entities (= IM2) (consortium level)	Number of on-demand awareness-raising trainings during consortium meetings	AMB4: To enable institutional change in R&I organisations through the implementation of this GEP	SDG GOAL 5 Gender Equality, Target 5.1 End all forms of discrimination against all women and girls everywhere SDG GOAL 10 Reduced Inequality, Target 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status
IM5. Encouraging women and girls in all their diversity to participate to CLIMAS conferences, workshops (e.g. using inclusive language in the event advertisement, disseminating the event through channels that specifically target women) (external audiences' level)	Commitment from all CLIMAS partners to use gender inclusive language and channels that specifically target women in CLIMAS event invitations	AMB2: To adopt a gender perspective in all CLIMAS R&I activities that promotes inclusivity in citizens participatory processes	SDG GOAL 5 Gender Equality, Target 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life

5.2.2 Gender Equality training and Citizens Engagement at CAs and LLs: Focus on Facilitation

The CLIMAS project has designed participatory actions in which underrepresented groups are consulted and will ensure intersectional gender balance in all its research actions. There will be mixed spaces with all gender identities and spaces for marginalised groups only to give participants the possibility to take part in the format which is the most comfortable to them, ensuring that all of them offer a safe space. Online requests for comments, surveys and campaigns will prominently target spaces where we aim to reach women, people of different



ethnicities, people from LGBTQIA+ communities and disability groups. A special focus will be placed on engaging women who are the most low-income, less educated and shier to take the word. Besides, an anti-patriarchal mechanism will be studied and adopted by the facilitators of the assemblies, considering that the project has 50% of women PIs who will be in charge of relevant activities for co-designing, calibrating and testing the CLIMAS toolbox. CLIMAS engagement activities will also consider gender aspects in the definition of topics (as reported in the survey results). Publications from CLIMAS should always refer to the gender dimension (e.g. breakdown of data by gender, intersectional approach), including some specific articles related to gender and climate change.

Table 5. Implementing Measures regarding Gender Equality training and Citizens Engagement at CAs and LLs

Implementing Measure (IM)	Indicator	Ambition (AMB) / Target in CLIMAS	Connection with EC “Gendered Innovations 2” recommendations and/or UN SDGs
IM6. Organising training activities on gender equality practices in CAs and LLs, targeted to CLIMAS consortium entities (consortium level)	Number of on-demand awareness-raising trainings during the project	AMB3: To facilitate the adoption of anti-patriarchal approaches in CAs and LLs AMB4: To enable institutional change in R&I organisations through the implementation of this GEP	SDG GOAL 5 Gender Equality, Target 5.1 End all forms of discrimination against all women and girls everywhere SDG GOAL 10 Reduced Inequality, Target 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status
IM7. Encouraging women and girls in all their diversity to participate in CLIMAS co-creation and testing activities in LLs and CAs (e.g. through targeted advertisement, use of inclusive language, application of anti-patriarchal	Commitment from all CLIMAS partners to use gender inclusive language and gender equality practises in CLIMAS co-creation and testing activities organised in LLs and CAs	AMB2: To adopt a gender perspective in all its R&I activities that promotes inclusivity in citizens participatory processes AMB3: To facilitate the adoption of anti-patriarchal approaches which do not constrain deliberation in CAs	SDG GOAL 5 Gender Equality, Target 5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life EC “Gendered Innovations 2”, Cluster 5-specific recommendations: employ co-creation and participatory research that include end-users when developing improved technologies, services and business models; employ co-creation and



<p>facilitation, childcare support for participation) (external audiences' level)</p>		<p>participatory research when developing methods of citizen engagement in energy and transport investment and transition policies; encourage citizen science or user-led innovation to engage in gender-sensitive and intersectional data collection, development and testing procedures; prioritise changing minds and behaviours to mitigate climate challenges</p> <p>EC "<i>Gendered Innovations 2</i>", mission-specific recommendations to enhance efficiency in the energy sector, integrate gender-sensitive and intersectional approaches into all aspects of research, including the impact of energy-related technologies, products, services and policies</p> <p>When addressing specific topics, such as energy, transport, urban planning, digitalisation or agriculture, to consider gender and diversity aspects when identifying causes of and solutions for climate change: gender issues in access to energy, including energy poverty, analysed by age; the gender dimensions in transportation services and infrastructure, and women's, men's and gender-diverse individuals' needs in transportation; the gender dimensions in urban planning, including access to housing, employment and urban facilities, and ensuring the quality of public spaces; creating digital solutions that</p>
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			<p>are free of gender bias and omissions; employing gender impact assessments in agriculture and natural resource management sectors in order to avoid exacerbating inequalities when decarbonising the EU’s economy and developing a fully circular economy</p> <p>EC “<i>Gendered Innovations 2</i>” indicators: Number and proportion of innovations, market opportunities, programmes or policies resulting from integrating sex and/or gender analysis into R&I; Number and proportion of innovations that can be classified as gender-sensitive; number and proportion of R&I projects that support gender inclusive economic transformations (addressing also intersectionality)</p>
<p>IM8. Publishing scientific articles which include the gender dimension (consortium level)</p>	<p>Number of scientific publications from CLIMAS with a focus on gender equality (e.g. on how to organise gender-inclusive CAs)</p>	<p>AMB2: To adopt a gender perspective in all its R&I activities that promotes inclusivity in citizens participatory processes</p> <p>AMB3: To facilitate the adoption of anti-patriarchal approaches which do not constrain deliberation in CAs and LIs</p>	<p>EC “<i>Gendered Innovations 2</i>” indicators: Number and proportion of project related peer-reviewed publications that include a gender dimension</p>

5.3 Data collection and monitoring

During the CLIMAS project, all collected data will be break downed by gender in order to monitor specific gender equality indicators and ensure gender balance across the project’s research team, advisory boards and committees. These indicators will be reviewed and co-designed in order to consider the value-based approach used in CAs. For this purpose, gender disaggregated data on personnel will be collected every 4-7 months based on gender equality indicators as described in Section 3.

5.3.1 Data Collection Methods and Tools: Intersectional Approach

Following the “*Gendered Innovations 2*” recommendation of integrating sex and gender dimensions form the start of the R&I activities to identify new ideas or opportunities, there are different possible methods to consider in the analysis of sex and gender, including intersectional approaches, co-creation and participatory research or surveys which include questions about gender and sex. This relies on the idea that sex and gender can affect all stages of R&I.

Table 6. Implementing Measures regarding Data Collection Methods and Tools

Implementing Measure (IM)	Indicator	Ambition (AMB) / Target in CLIMAS	Connection with EC “Gendered Innovations 2” recommendations and/or UN SDGs
IM9. Adopting research data collection and analysis procedures which consider DEI aspects (e.g. using inclusive language in questionnaires, collecting gender data, disaggregating data by gender when analysing results) (consortium level)	Cross-fertilisation of DEI expertise in data collection and analysis tools and methods among CLIMAS partners and relevant projects where they are involved	<p>AMB2: To adopt a gender perspective in all its R&I activities that promotes inclusivity in citizens participatory processes</p> <p>AMB3: To facilitate the adoption of anti-patriarchal approaches which do not constrain deliberation in CAs and Lls</p>	EC “ <i>Gendered Innovations 2</i> ” recommendations: disaggregating all data by sex and/or gender; analysing gender and diversity when developing climate services and decision support tools and methodologies; disaggregating data by sex and/or gender when assessing impacts

5.3.2 Monitoring Gender Equality indicators

Table 7. Implementing Measures regarding Monitoring Gender Equality indicators



Implementing Measure (IM)	Indicator	Ambition (AMB) / Target in CLIMAS	Connection with EC “Gendered Innovations 2” recommendations and/or UN SDGs
IM10. Reviewing gender equality indicators used to monitor the GEP in CLIMAS, based on value-based approach in CLIMAS CAs (<i>consortium level</i>)	Review of gender equality indicators in CLIMAS gender equality surveys	<p>AMB2: To adopt a gender perspective in all its R&I activities that promotes inclusivity in citizens participatory processes.</p> <p>AMB3: To facilitate the adoption of anti-patriarchal approaches which do not constrain deliberation in CAs and Lls</p>	EC “ <i>Gendered Innovations 2</i> ” recommendations: disaggregating all data by sex and/or gender; analysing gender and diversity when developing climate services and decision support tools and methodologies; disaggregating data by sex and/or gender when assessing impacts
IM11. Monitoring gender balance in CLIMAS organisations throughout the whole duration of the project (= IM1) (<i>consortium level</i>)	% of women and girls in all their diversities and male in CLIMAS personnel, as measured in periodic gender equality surveys	AMB1: To achieve a gender balance in HE funded CLIMAS project team, including in its decision-making structure (i.e. steering committee)	SDG GOAL 5 Gender Equality, Target 5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life

6. Monitoring the Implementation of the Gender Equality Plan

Gender equality will be monitored during the whole duration of the CLIMAS project, checking the performance of the IM measures identified in this GEP which include running monitoring surveys at consortium level in specific months (as specified in Section 3). There will be specific reporting on the implementation of the GEP in two concrete moments of the CLIMAS project:

- **Interim report due in M18:** this report will include a description of the implementation of the GEP during the first half of the project. It will include an analysis of the results from Gender Equality Survey #1, Gender Equality Survey #2 and Gender Equality Survey #3 run in M2, M9 and M16 respectively.
- **Final report due in M36:** this report will include a description of the implementation of the GEP during the whole project, with specific attention to the second half of the project. It will include an analysis of the results from Gender Equality Survey #4, Gender Equality Survey #5 and Gender Equality Survey #6 run in M20, M27 and M34 respectively, as well as a comparison with the survey results from the first half of the project.

At the time of writing this GEP, CLIMAS has already undertaken some first implementing actions that will later on feed into the interim report in m18. In particular:

- A first gender equality survey has been distributed to CLIMAS partners to monitor gender balance throughout the project (the survey can be found in Annex 2. Gender Equality Survey in CLIMAS while results are presented in Section 3.2).
- A first training on how to incorporate a gender equality and intersectional approach into research has been organised during CLIMAS KOM (described in Annex 3 Gender Equality training at CLIMAS KOM: Power/Privilege Wheel).
- Following these actions, we have enhanced the need to indicate a gender monitoring person for each CA/LL and CLIMAS partner organisation (a preliminary table is given in Annex 4 List of CLIMAS gender equality monitoring persons). The list will be completed after the next wave of the gender monitoring survey, which will include a specific question on this aspect.

The following table has been prepared in order to facilitate the task of monitoring the implementation of the GEP Roadmap (Table 8). Please kindly note the instructions given in the second row to explain how to fill in the table, together with the examples presented in the two last rows.

Table 7. Table template to monitor the implementation of CLIMAS GEP

Implementing Measure (IM)	Output/s	Partner/s	Area of intervention of the Roadmap	Date of implementation	Cost of setting up / implementing the measure (€)	Comments
<i>Planned measures in the GEP roadmap (see section #5)</i>	<i>Specific activities which are already planned with their expected outputs/results. Please break down the activities in tasks as specific as possible.</i>	<i>Which partner/s are responsible of implementing the specific measure</i>	<i>Which area of the roadmap the measure belongs to (see section #5)</i>	<i>Timeline for the implementation of this measure (it could be tentative)</i>	<i>Costs incurred in the implementation, as detailed as possible (e.g. €, number of hours, material)</i>	<i>Additional details on the implementation process, barriers for implementation, experiences, lessons learnt</i>
IM5. Encouraging women and girls in all their diversity to participate to CLIMAS conferences, workshops (e.g. using inclusive language in the event advertisement, disseminating the event	Organisation of T2.2 webinars: #1 draft letters of invitation using gender inclusive language; #2 specifically target women and girls in all their diversity to participate; #3 ...	CAMBIAMO; ...	Training and Citizens Engagement / Gender Equality training on DEI	April – September 2023	20 hours to prepare webinar materials and send out invitations to targeted stakeholders	Difficulties in balancing gender diversity in the stakeholders' participation (e.g. not sufficient women involved in the first webinars)

<p>through channels that specifically target women) (external audiences' level)</p>						
<p>IM8. Publishing scientific articles which include the gender dimension (consortium level)</p>	<p>Writing a scientific publications from CLIMAS T3.2 guidelines: #1 collecting insights on how to organise gender-inclusive CAs</p>	<p>VILNIUS TECH;CAMBIAMO; DELIBERATIVA; ...</p>	<p>Training and Citizens Engagement / Gender Equality training and Citizens Engagement at CAs and LLs: Focus on Facilitation</p>	<p>November – December 2023 (tentative)</p>	<p>2 PMs to collectively write a scientific article</p>	<p>This type of scientific output can enhance the impact of CLIMAS by enabling future CAs to be truly inclusive</p>

7. Conclusions

The main outcome of this deliverable includes the GEP of the CLIMAS project applicable to all partners and its roadmap in all its areas of implementation including the personnel resources, the training and citizens engagement, the data collection methods, and the monitoring gender equality plan. The roadmap for adopting and implementing the CLIMAS GEP within the partners indicate the main future task within the Task 1.4 of the WP1.

The survey on Gender Equality created and launched on February 2023 allow CLIMAS partners to share the good practices in terms of the GEPs implementation within the partners and around Europe. For example, with regard to how partners organisations would take into account the gender dimension in the selection of deliberation topics in CAs and LLs, respondents have indicated that they encourage:

- support the choice of relevant topics for front-line women and girls,
- setting, as subject for deliberation, the fact that climate effects could lead in the future to the deepening of the economic crisis which will affect all people but probably more severely women and girls,
- bringing attention to the fact that climate resilience and adaptation will be more crucial for the future generations (the children and grandchildren of the adults of today) and that since women are more involved in the care of the children and of the domestic economy, they are more sensitive on issues such as future water and resources scarcity and could become advocates of measures for mitigation and adaptation,
- exploring, especially when selecting deliberation topics related with consumption behaviours, the gender dimension in terms of balancing the impact of trade-off solutions on women, LGBTQIA+ individuals.

Another interesting lesson learned concerns tools for monitoring Diversity, Equity and Inclusion (DEI) aspects, including accessibility and social equity with an intersectional approach that respondents have identified in the following elements:

- GEP
- Checklists and inclusive data collection forms and surveys (e.g. which will be used in CLIMAS WP5)
- Applying the INDIMO project Toolbox and recommendations to ensure the use of an inclusive language and a coherent framing of messages, including the organisation of in person or online events, and in order to take the needs of diverse people into consideration, especially of people most vulnerable to exclusion
- Equality Committee
- Principles allowing for a reconciliation of work and family life
- Ethic code
- Stratification criteria applied in the participants' selection



- Excel list including socio-demographic data of participants on the voluntary basis

The GEP is transversal and could be represented such as the backbone of CLIMAS project with a clear action plan and roadmap including a continuous monitoring of the gender balance and gender-transformative actions throughout the periodic survey (e.g. each 7 months) and a series of training on how to incorporate a gender equality and intersectional approach into CLIMAS research.



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Annex 1. Highlighted “Gendered Innovations 2” Recommendations from the Commission

This Annex highlights the “*Gendered Innovations 2*” recommendations which are related to Cluster 5 Climate, energy and mobility and the Mission Adaptation to climate change, including societal transformation– ‘Accelerating the transition to a climate-prepared and resilient Europe’ (note that these recommendations are also reflected, where relevant, in the roadmap of this CLIMAS GEP, Section 5):

Regarding **Cluster-specific recommendations**, Cluster 5 “Climate, energy and mobility” includes that R&I activities aimed to advance climate science and solutions for a climate-neutral and resilient society should consider:

- **gender issues in access to energy**, including energy poverty, analysed by age;
- **the gender dimensions in transportation services and infrastructure**, and women’s, men’s and gender-diverse individuals’ needs in transportation (linked to case study ‘Smart mobility’);
- **the gender dimensions in urban planning**, including access to housing, employment and urban facilities, and ensuring the quality of public spaces (see case study ‘High-quality urban spaces’);
- **creating digital solutions that are free of gender bias and omissions** (linked to case studies on ICT, and ‘Analysing gender and intersectionality in machine learning’);
- **gender and diversity aspects when identifying causes of and solutions for climate change**, ensuring that analysis factors in behavioural and structural determinants so that solutions will be adopted by a majority of European people and economies;
- **disaggregating all data by sex and/or gender**;
- **analysing gender and diversity when developing climate services and decision support tools and methodologies**;
- **disaggregating data by sex and/or gender when assessing impacts**;
- **employing gender impact assessments in agriculture and natural resource management sectors** in order to avoid exacerbating inequalities when decarbonising the EU’s economy and developing a fully circular economy.
- For what concerns the **development of sustainable infrastructure, services and systems for smart and sustainable communities and cities**, the following suggestions are made:
 - **Employ co-creation and participatory research that include end-users when developing improved technologies, services and business models.** Analysis should include attention to gender, age and socioeconomic status so that solutions appeal to users in their individual contexts (linked to case study ‘Smart energy solutions’, and ‘Co-creation and participatory research’).
 - **Employ co-creation and participatory research when developing methods of citizen engagement in energy and transport investment and transition**

- policies.** This research must understand what motivates citizens to participate or invest time and/or money in this work.
- **Encourage citizen science or user-led innovation to engage in gender-sensitive and intersectional data collection, development and testing procedures** to ensure greater acceptance of these solutions.
- Instead, with regard to **empowering citizens to engage in the transformation to a decarbonised society:**
- **Prioritise changing minds and behaviours to mitigate climate challenges.** Virtual Reality (VR) has proven successful in enhancing empathy and moving people to action. For example, studies have shown that VR exposure to climate issues, such as the negative effect of CO₂ emissions, has influenced travel-related decisions. Such programmes require intersectional analysis (e.g. analysing how gender intersects with economic status and geographical location) (linked to case study ‘Extended virtual reality’).
 - **Equip chatbots and digital assistants with excellent information about climate and energy issues.** Digital assistants can be used, for example, to provide sustainable transport options (linked to case study ‘Virtual assistants and chatbots’).
 - **Consider gender issues in waste management.** Gendered knowledge can contribute to better solutions for city/ district management of waste systems and contribute to meeting EU-wide low carbon goals (linked to case study ‘Waste management’). Employing co-creation and co-design can empower all citizens to engage in these transformation processes.
- Furthermore, for the **development of low-carbon and competitive transport solutions** in all modes:
- Consider the gender dimensions in mobility needs and behaviour when designing mobility services and infrastructure.
 - Develop gender-sensitive digital solutions that enhance access for all.
 - Make gender analysis central to the systemic transformation of transport and mobility (linked to case study ‘Smart mobility’).

The report also features **mission-specific recommendations.** Specifically for the Mission area: adaptation to climate change, including societal transformation – ‘Accelerating the transition to a climate-prepared and resilient Europe’, recommendations include:

- To enhance efficiency in the energy sector, integrate gender-sensitive and intersectional approaches into all aspects of research, including:
 - the behaviours and expectations of users with respect to energy use and energy technologies;
 - the impact of energy-related technologies, products, services and policies; diverse user groups can have diverse needs that must be taken into account in order to provide products, services and solutions that are adapted to those

- needs, and to provide products, services and solutions that will be widely accepted and implemented;
- targets and action plans.
- Consumers should be actively involved in the R&D, design and testing.

In terms of **targeted impact-oriented recommendations** for future R&I actions funded under HE, Cluster 5: Climate, energy and mobility towards advancing climate science and solutions for a climate-neutral and resilient society aim to:

- Produce state-of-the-art science on climate change impacts. Disaggregate results by sex to account for and quantify its role in determining organism response to climate change.
- Further study the interactions between climate change and biodiversity. When investigating the impacts of climate change, factors such as sex ratio, sex determination and sex differentiation are key population parameters that determine sensitivity to stress and require further investigation.
- Advance climate science and create a knowledge base to inform societal and social transition and to guide the development of policy measures. Sex analysis is an integral component of robust world-class climate change science that must be incorporated into research, education, and environmental management and policy.

Annex 2. Gender Equality Survey in CLIMAS

Survey developed with Typeform with the questions below.

Q1 Which is the *name of your organisation*?

P1 VILNIAUS GEDIMINO TECHNIKOS UNIVERSITETAS

P2 CAMBIAMO SOCIEDAD COOPERATIVA MADRILENA

P3 VRIJE UNIVERSITEIT BRUSSEL

P4 INSTITUT FUR HOHERE STUDIEN - INSTITUTE FOR ADVANCED STUDIES

P5 PANEPISTIMIO AIGAIUO

P6 EUROPEAN INTEGRATED PROJECT

P7 UZDAROJI AKCINE BENDROVE VILNIAUS PLANAS

P8 DEEP BLUE SRL

P9 ASOCIACIÓN PARA EL DESARROLLO DE LA DEMOCRACIA DELIBERATIVA Y PARTICIPATIVA

P10 ZALA BRIVIBA BIEDRIBA

P11 FUNDACIO EURECAT

P12 DEPARTAMENT D'ACCIO EXTERIOR I GOVERN OBERT - GENERALITAT DE CATALUNYA

P13 IFOK GMBH

P14 Piliėciu mokslo asociacija

P15 Laimikis.LT, Vsl

P16 RIGA MUNICIPAL AGENCY "RIGA ENERGY AGENCY"

P17 TECHNOVATIVE SOLUTIONS LTD

P18 JRC -JOINT RESEARCH CENTRE- EUROPEAN COMMISSION

P19 Gemeinde Edermünde

Other

Q2 How many *female *(including diverse gender identities) *researchers* are involved in the workforce of CLIMAS for your organisation?

<Number>

Q3 How many *male researchers* are involved in the workforce of CLIMAS for your organisation?

<Number>

Q4 How many *females *(including diverse gender identities) *other than researchers* are involved in the workforce of CLIMAS for your organisation?

<Number>

Q5 How many *males other than researchers* are involved in the workforce of CLIMAS for your organisation?

<Number>

Q6 Do you have any *tools to allow for meaningful participation* of women and girls in all their diversity in all activities, including Climate Assemblies and Living Labs activities?

<Yes/No>

if Q6 = Yes:



Q7 Please list the *tools to allow for meaningful participation* of women and girls in all their diversity in all activities, including Climate Assemblies and Living Labs activities

<Text>

Q8 Is the gender dimension taken into consideration in the *selection of deliberation topics* in Climate Assemblies and Living Labs?

<Yes/No>

if Q8 = Yes:

Q9 Please explain how you take into account the gender dimension in the *selection of deliberation topics* in Climate Assemblies and Living Labs

Q10 Do you have any *tools for monitoring Diversity, Equity and Inclusion* (DEI) aspects, including accessibility and social equity with an intersectional approach?

<Yes/No>

if Q10 = Yes:

Q11 Please list the *tools for monitoring Diversity, Equity and Inclusion* (DEI) aspects, including accessibility and social equity with an intersectional approach

Q12 Have you developed and published the *Gender Equality Plan* (GEP) in your organisation?

<Yes/No>

if Q12 = Yes:

Q13 Please provide the *webpage* where the GEP is published

Q14 If you have any *implementation roadmap* of the GEP please provide a short description of the actions planned

Q15 Please provide here below any *additional comments* you might have regarding *Gender Equality monitoring and promotion in CLIMAS*

<Text>

Annex 3 Gender Equality training at CLIMAS KOM: Power/Privilege Wheel

A first training activity organised in the context of the CLIMAS GEP has been the organisation of an awareness-raising training at the KOM on how to incorporate an intersectional approach to the GEP in CLIMAS. In particular, it consisted of a short hands-on activity organised by cambiaMO and GL partners as part of the WP1 session on 13/02/23 and lasted around 10 minutes, following these three parts:

- 1) **POWER & PRIVILEGE WHEEL:** asking partners to reflect and reply to her or himself where they position themselves in the wheel of power and privilege (see the attached pdf of the wheel of power/privilege).
- 2) **POWER & PRIVILEGE METER:** Standing up, participants are requested to move one step ahead or one behind in reply to a set of questions. This exercise helped visualise differences, having two separate subgroups of participants.
- 3) **FINAL REFLECTIONS:** Making sense of the previous two exercises and providing some inspirational ideas that can help partners in implementing gender equality actions within CLIMAS.

Further details of these three activities are given below.

PART 1. Power & Privilege Wheel

The Wheel of Power/Privilege from Sylvia Duckworth (2020) was taken as a reference for the first hands-on exercise of the training. The Wheel of Power/Privilege organises the various identities of a person in such a way that those identities holding the most power in society are located at the centre of the wheel, whereas those that hold the least power in society are on the outer part of the wheel (Figure 4). The wheel is sectioned into 12 categories, identified by different colours and representing:

- 1) Citizenship: citizen, documented, undocumented
- 2) Skin colour: white, different shades, dark
- 3) Formal education: post-secondary, high school, elementary
- 4) Ability: able-bodied, some disability, significant disability
- 5) Sexuality: heterosexual; gay men; lesbian, bi, pan, asexual
- 6) Neurodiversity: neurotypical, neuroatypical, significant neurodivergence
- 7) Mental health: robust, mostly stable, vulnerable
- 8) Body size: slim, average, large
- 9) Housing: owns property, sheltered/renting, homeless
- 10) Wealth: rich, middle class, poor
- 11) Language: English, Learned English, non-English monolingual
- 12) Gender: cisgender man; cisgender woman; trans, intersex, non-binary



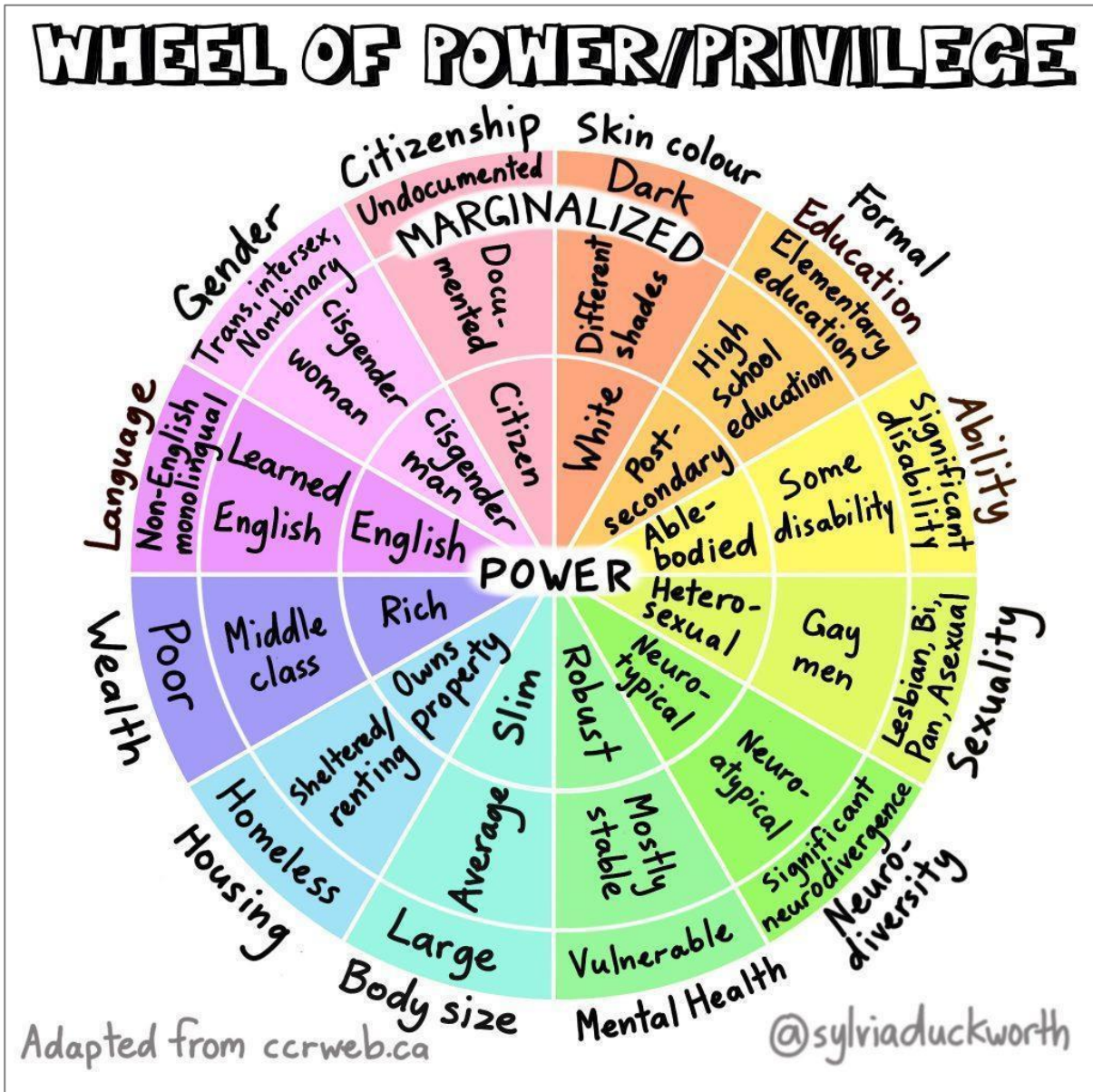


Figure 4. Wheel of Power/Privilege (Source: Duckworth, 2020)

CLIMAS KOM participants were asked to reflect in silence where their own identities fall in this chart and to highlight with a pen the corresponding areas in a paper copy each of them was provided with. Questions that emerge during this reflection are: How close or far from the centre are you (most to least power)? How does your power level shift as you place yourself in different identity categories? Looking at the cells you’ve highlighted for yourself, what do you notice?

PART 2. Power & Privilege Meter

Standing up, participants were asked to move one step ahead or one behind in reply to a set of questions (Figure 5). In particular, in the context of mobility of care (Sánchez De Mariaga et al., 2019)⁴, we proposed the following questions:

1. **Q1 Do you escort someone to school or a health centre?** YES = one step backwards, NO = one step forward
2. **Q2 Do you live close to people who can support you in your caring responsibilities?** YES = one step forward, NO = one step backwards
3. **Q3 Do you need to use a mechanised transport mode to reach the grocery store?** YES = one step backwards, NO = one step forward
4. **Q4 Do you feel safe and secure when travelling using public transport services and/or in public spaces?** YES = one step forward, NO = one step backwards



Figure 5. Power/Privilege Meter (Source: own elaborations)

PART 3. Final reflections

The previous two exercises were linked to a real story from a woman living in Maasai, Kenya, Kaijado county, whose name is Nayioi Aitoti. Nayioi is a Maasai woman who has been living all her life in Kaijado county. When she was young, she remembers regular rainfall, well fed cattle, people, and children. Maasai are dependent on pasture and their animals and cattle, goats, and cows. They pasture, grow cattle, sell cattle, feed on cattle. That is their way of living, normal, and predicted way of living.

⁴ "Mobility of care" includes all travel resulting from home and caring responsibilities: escorting others; shopping for daily living, with the exclusion of leisure shopping; household maintenance, organisation, and administrative errands, as different from personal walks for recreation; visits to take care of sick or older relatives, again as different from leisure visits; etc.

However, since recent years the situation has dramatically changed. There is no guarantee of green pastures and water for animals and even more - for people. Starving animals and people have become a reality and Maasai people like Nayioi do not see a way to get out of this situation. People are desperate and hungry. They have had a plan to educate and send to school their children, support their families with the work they were born with. Also, men are forced to be away really for unknown time, because of no pastures for cattle, and therefore leaving women and children alone for long periods of time. And this is no more an option to support a family and raise children for a happy future.

Maasai people have their lives, their values and dreams like we all do. Just differently from us, they cannot simply fly away somewhere for a better life or job. Unless we change, unless we all change something.

The full story is documented here: <https://youtu.be/unsMOvMVSvk>

These awareness-raising exercises have been helpful to make CLIMAS partners understand what gender equality, diversity and inclusion mean, i.e. becoming aware of the concept of intersectionality. The CLIMAS GEP is elaborated from an intersectionality perspective and identifies specific measures to implement it during the course of the project.

Annex 4 List of CLIMAS gender equality monitoring persons

GENDER EQUALITY MONITORING PERSON	ORGANISATION	CA	LL
Kristina Kovaitė	VILNIUS TECH		Vilnius LL (Lithuania)
Floriea Di Ciommo	CAMBIAMO		
Noëmi Verreyen	VUB		
Shauna Stack	IHS		
Anna Kotrikla	UAEGEAN		Chios LL (Greece)
Lucia Cristea	EIP		
Rūta Balkė	VILNIAUS PLANAS		
Rebecca Hueting	DEEP BLUE		
Carmen Nieto	DELIBERATIVA		
Ariana Apine	GREEN LIBERTY	Riga CA (Latvia)	
Sergi Ibáñez	EURECAT		Ebro Delta LL (Spain)
Núria Pérez	GENCAT	Catalunya CA (Spain)	
Julia Hoffmann	IFOK	Edermünde CA (Germany)	
Mahbub Khan	TVS		