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ABBREVIATIONS

EC	European Commission
IEA	International Energy Agency
GIZ	German Corporation for International Cooperation GmbH
EIGE	European Institute for Gender Equality
AYE	AYESA ADVANCED TECHNOLOGIES SA
IDE	IDENER RESEARCH & DEVELOPMENT AGRUPACION DE INTERES ECONOMICO
SEZ	STEINBEIS INNOVATION GGMBH
NBG	NORDSEEHEILBAD BORKUM GMBH
ZIGOR	ZIGOR RESEARCH & DEVELOPMENT AIE
CEG	CEGASA ENERGIA S.L.U.
BCM	BCM ENERGY
KUL	KATHOLIEKE UNIVERSITEIT LEUVEN
EMEC	THE EUROPEAN MARINE ENERGY CENTRE LIMITED
DAFNI	DIKTYO AEIFORIKON NISON TOY AIGAIΟΥ AE
REAK	REGIONALNA ENERGETSKA AGENCIJA KVARNER
BPfA	Beijing Platform for Action
CSW64	UN's Commission on the Status of Women
IEA	International Energy Agency
W4E	Women4Energy network

1 SUMMARY

This deliverable provides guidelines to address and prevent potential gender biases that could occur within the project in all gender sensitive activities. These guidelines should ensure that the needs of people of all gender identities that may suffer from discrimination are taken into account when developing solutions and interacting with citizens or any other activities of the ISLANDER project. A secondary objective is to support capacity building of consortium members on gender mainstreaming and gender equality, so that the guidelines presented in this document are adopted by the widest possible audience.

2 INTRODUCTION

The European Commission (EC) supports gender equality in both research and innovation framework programs Horizon 2020 and Horizon Europe. The EC calls for gender equality in project teams and among the leading roles. Furthermore, at the evaluation stage, gender balance is one of the evaluation criteria assessed by evaluators to prioritise and rank proposals which are above the threshold. Gender dimensions should also be considered during project implementation. It is proven that the integration of these dimensions into research activities

contribute to added value to the project results. It helps researchers rethink standards and question norms, behaviours and attitudes¹ and develop solutions that are best suited to the needs of target groups. Thus, the goods and services produced have a greater societal relevance and are more likely to be adopted when brought to the market.

3 BACKGROUND

3.1 Key concepts

The gender dimension uses a specific nomenclature to differentiate its aspects. Those key concepts are important in order to understand the gender dimension. Some of the key concepts discussed in the gender literature are presented in the table below:

Table 1 – Key concept used in gender literature².

Key concept	Definition
Sex	Sex refers to biological or genetic differences between males and females.
Gender	Gender refers to the social differences between men and women as opposed to biological ones. These differences are learnt over time, can change with time and may vary from culture to culture.
Gender role	Role a person is expected to play by virtue of being a woman or a man. These roles are shaped and defined by several factors including socio-economic, political and cultural ones.
Gender bias	Gender bias is the often unintentional and implicit differentiation between men and women by placing one gender in a hierarchical position relative to the other in a certain context, as a result of stereotypical images of masculinity and femininity.
Gender mainstreaming	A gender equality strategy, which means that project objectives and results are defined in such a way that wishes and needs of men and women are equally valued and favored through the project activities.
Gender sensitivity	A gender sensitive policy, activity or project that ensures a balanced gender relationship through equal distribution and sharing of power between women and men in the project.
Gender identity	Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex at birth or can differ from it. Gender expression typically reflects a person's gender identity, but this is not always the case. While a person may express behaviors, attitudes, and appearances consistent with a particular gender role,

¹ Horizon 2020 online manual – gender equality. https://ec.europa.eu/research/participants/docs/h2020-funding-guide/cross-cutting-issues/gender_en.htm

² Sources: Stella, Ujeyo Margaret, et al. "GENDER ISSUES IN PROJECT PLANNING AND MANAGEMENT." (2017); Directorate-General for Research, Gender in EU-funded research (2009)

such expression may not necessarily reflect their gender identity.³

Gender diversity

A diversity of genders in addition to cisgender people (relating to, or being a person whose gender identity corresponds with the sex the person had or was identified as having at birth). Gender diversity is about acknowledging and respecting that there are many ways to identify oneself with.

3.2 European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) was established by the European Union to create a knowledge centre on gender equality issues. The activities and topics of the EIGE give a broad overview of the main challenges and barriers towards gender equality. The activities of EIGE are presented in the following to raise awareness and strengthen understanding for all aspects of the gender dimension.

The European institute for Gender Equality (EIGE)⁴ was established in 2006 as an autonomous body to raise awareness of gender equality, contribute and strengthen the promotion of gender equality, gender mainstreaming in all EU policies and fight against discrimination based on sex. EIGE was assigned the central role of addressing the challenges of and promoting equality between women and men by the European Parliament and the Council of the European Union. The vision of EIGE is 'Making equality between women and men a reality for all Europeans and beyond' and their mission is to become the European knowledge centre on gender equality issues.

EIGE's three key strategic objectives and priorities of 2019 to 2021 are as follows:

- To provide high quality research and data to support better informed and evidence-based decision-making by policymakers and other key stakeholders working to achieve gender equality;
- To manage all knowledge produced by EIGE to enable timely and innovative communication that meets the targeted needs of key stakeholders;
- To meet the highest administrative and financial standards while supporting the needs of EIGE's personnel.

The EIGE divides their research and support activities in five topics, which are:

- Gender Mainstreaming,
- Gender based violence,
- Gender Equality Index,
- Gender Statistics Database and
- Beijing Platform for Action.

Below are the detailed descriptions of these topics:

Gender Mainstreaming

Gender mainstreaming, as already described above, is a strategy towards realising gender equality. As written on EIGE's official webpage, "it involves the integration of a gender perspective into the preparation, design, implementation, monitoring and evaluation of policies, regulatory measures and spending programmes, with a view to promoting equality between women and men, and combating discrimination".

Besides in depth written information and videos on the integration of a gender perspective,

³ https://en.wikipedia.org/wiki/Gender_identity

⁴ [European Institute for Gender Equality | European Institute for Gender Equality \(europa.eu\)](https://eige.europa.eu/)

the EIGE offers various freely available toolkits, methods, tools and good practices, to enable Gender Mainstreaming for anybody.

Gender-based violence

Gender-based violence is rooted in gender inequality, and continues to be one of the most notable human rights violations within all societies. Per definition, gender-based violence is violence directed against a person because of their gender. Both women and men experience gender-based violence but the majority of victims are women and girls. The gender-based definition is important as it highlights that many forms of violence against women are rooted in power inequalities. Gender-based violence and violence against women are often used interchangeably to reflect the disproportionate number of these particular crimes against women. Gender-based violence can have different forms and ranges from intimate partner violence, to acts of violence carried out in online spaces. These different forms are not mutually exclusive and inequalities experienced by a person related to their race, (dis)ability, age, social class, religion, sexuality can also drive acts of violence.

The Istanbul Convention (Council of Europe, Convention on preventing and combating violence against women and domestic violence), defines four key forms of violence against women: physical, sexual, psychological and economic. EIGE has adopted this concept and has developed uniform definitions to enable comprehensive understanding of what falls under the scope of gender-based violence. Additionally, EIGE also states that gender-based violence may be normalised and reproduced due to structural inequalities, such as societal norms, attitudes and stereotypes around gender generally, and violence against women specifically. In effect, they suggest to acknowledge a fifth form of violence, structural or institutional violence. The definitions are listed in the table below.

Table 2 – EIGE's definitions of forms of gender-based violence.

Form of violence	Definition by EIGE
Physical violence	Any act which causes physical harm as a result of unlawful physical force. Physical violence can take the form of, among others, serious and minor assault, deprivation of liberty and manslaughter.
Sexual violence	Any sexual act performed on an individual without their consent. Sexual violence can take the form of rape or sexual assault.
Psychological violence	Any act which causes psychological harm to an individual. Psychological violence can take the form of, for example, coercion, defamation, verbal insult or harassment.
Economic violence	Any act or behaviour which causes economic harm to an individual. Economic violence can take the form of, for example, property damage, restricting access to financial resources, education or the labour market, or not complying with economic responsibilities, such as alimony.
Structural or institutional violence	The subordination of women in economic, social and political life, when attempting to explain the prevalence of violence against women within our societies.

Gender Equality Index

The Gender Equality Index is a tool developed by EIGE to measure the progress of gender equality in the EU. It highlights areas that need improvement and supports policy makers to drive more effective gender equality measures. Measuring gender equality is, therefore, very

important for effective policymaking in the EU. The index has been tracking and reporting progress since 2013, revealing both progress and setbacks to explore what can be done better.

The Gender Equality Index consists of six core domains: work, money, knowledge, time, power and health. Additionally, violence against women and intersecting inequalities are included, but not utilized in the calculation of the index. In total, 31 indicators have been used to evaluate 28 EU countries in the years 2005, 2013, 2015, 2017, 2019 and 2020.

In 2020, the EU has achieved a Gender Equality Index of 67.9, while a score of 100 would indicate perfect equality. The results for 2020 are shown in the figure below:

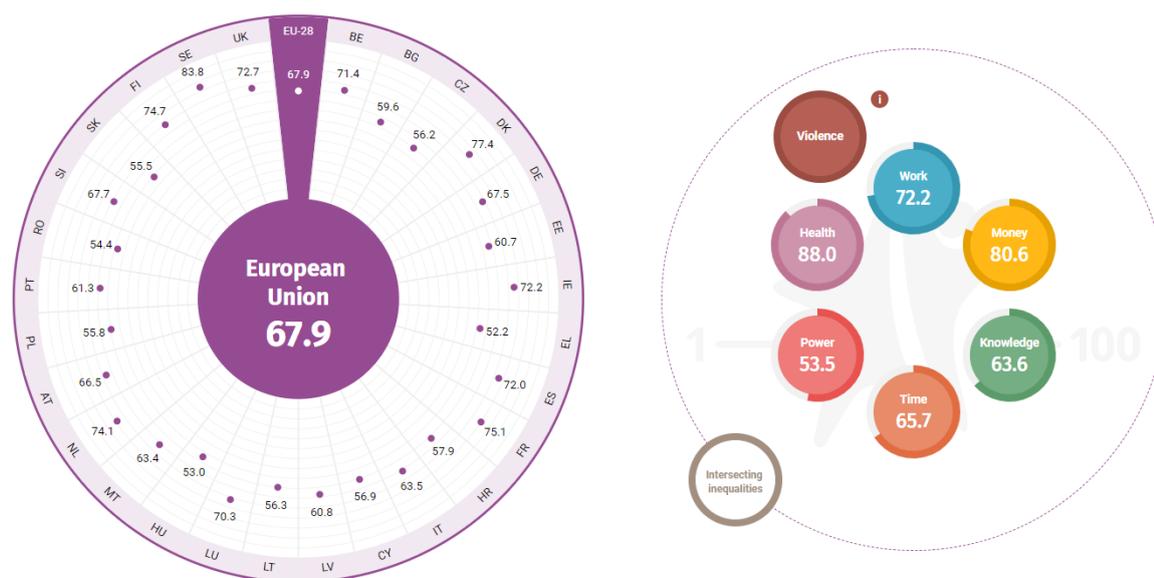


Figure 1 – Gender Equality Index score for the European Union for 2020 by EIGE⁵.

Best performance is related to the health, especially in access to health services and the money. Gender inequalities are most pronounced in the domain of power, especially in economic decision-making or knowledge. A main obstacle is the gender segregation in tertiary education. A step backwards since 2010 is the domain of time, which measures the distribution of housework and caring responsibilities and could widen in the face of the COVID-19 pandemic.

The key finding of the Gender Equality Index is that with 67.9 out of 100 points, the EU has a long way to go before reaching gender equality. Since 2010 the Gender Equality Index score has increased by only 4.1 points and 0.5 points since 2017. It will take more than 60 years to achieve gender equality at this pace of progress of 1 point every 2 years. All detailed results and reports can be found on the website of EIGE⁶.

Gender Statistics Database

EIGE's Gender Statistics Database is a knowledge centre for gender statistics and information on various aspects of (in)equality between women and men. The added value of this database is, that it is a one-stop source for gender statistics of member states of the European Union, which is easy to access and up to date. The majority of the data is collected from Eurostat⁷, the statistical office of the European Union. The main purpose of EIGE's

⁵ <https://eige.europa.eu/gender-equality-index/2020>

⁶ <https://eige.europa.eu/gender-equality-index/2020>

⁷ [Home - Eurostat \(europa.eu\)](https://home.eurostat.eu)

database is, as stated on their website⁸:

- To build a broad overview of statistics on gender, highlighting differences and inequalities between both sexes.
- To support the measurement of whether, or to what extent, gender equality is de facto being achieved.
- To act as a reliable resource in formulation and monitoring of policies that are beneficial for both women and men and will facilitate making appropriate decisions towards the advancement of gender equality.

Beijing Platform for Action

Once a year the Presidency of the Council of the EU may select one of twelve areas to initiate a closer examination in this field. EIGE supports better informed policy-making in the EU by delivering high-quality reports on the progress of gender equality following the selected area of the critical areas of concern of the Beijing Platform for Action (BPfA)⁹. The BPfA is the outcome of the fourth World Conference on Women in September 1995 in Beijing. It is a defining framework for change, which made comprehensive commitments under twelve critical areas of concern. Even 20 years later, it remains a powerful source of guidance and inspiration. The twelve critical areas of concern are:

- Women and the environment,
- Women in power and decision-making,
- The girl child,
- Women and the economy,
- Women and poverty,
- Violence against women,
- Human rights of women,
- Education and training of women,
- Institutional mechanisms for the advancement of women,
- Women and health,
- Women and the media and
- Women and armed conflict.

Since then, the BPfA has been reviewed every five to ten years by the UN.¹⁰ In 2019 UN Women¹¹ launched the Generation Equality Campaign and Generation Equality Forum (also called Beijing +25), which was organised in collaboration with civil society, and the 64th Session of the UN's Commission on the Status of Women (CSW64) to facilitate the review of BPfA.¹² In March 2020, the CSW adopted a political declaration on the occasion of the 25th anniversary of the Fourth World Conference on Women. Therein, Member States declare their ongoing commitment to implementing the BPfA.

Simultaneously, the Feminist and Women's Movement Action Plan was created as an inclusive network of governments, civil society and private sector participants whose purpose is to create alliances, promote innovation and mobilise resources. The action plan will develop from a review of the BPfA, alongside other international treaties, to produce

⁸ [Browse Gender Statistics | Gender Statistics Database | European Institute for Gender Equality \(europa.eu\)](#)

⁹ <https://beijing20.unwomen.org/en>

¹⁰ <https://www.un.org/womenwatch/daw/beijing/index.html>

¹¹ [UN Women - United Nations Entity for Gender Equality and the Empowerment of Women | UN Women – Headquarters](#)

¹² [What is the Beijing Declaration and Platform for Action? - Soroptimist International](#)

updated objectives and rejuvenate the BPfA’s relevance in today’s climate.¹²

3.3 Intersectionality

Gender or the gender dimension should not be considered in isolation. It is not limited to the differences and inequalities between genders but also other social attributes. Since the early 2000s, intersectionality and intersectional approaches have gained significant importance within gender studies. Intersectional approaches acknowledge that individuals have different identities, needs and priorities changing over time, which affects their ability to cope with and respond to challenges. Intersectional factors are, for example, race, ethnic origin, age, socioeconomic status, sexual orientation, or disability, combined with sex and gender to shape a person’s or a group’s experience and social opportunities.

This new way of understanding individual identities is supported by analysis of different factors such as age, gender and ethnicity. In return this helps to develop solutions best adapted to people’s needs through a better awareness of people’s experiences and interests. Furthermore, intersectional approaches help to uncover dynamics shaping attitudes towards the use of energy solutions and services. This may bring a more nuanced picture on public opinion on future innovations and lead to better policy decisions and designs in the long term.

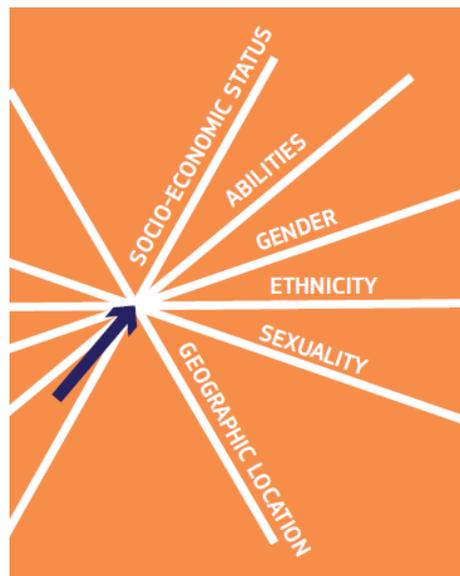


Figure 2 – Illustration of intersectionality with examples of intersectional factors.¹³

3.4 Gendered innovation

Evaluation of Horizon 2020 showed that less proposals than expected included the gender dimension. It was concluded that, in addition to the lack of knowledge on the topic itself this originates from the lack of knowledge about the practical implementation of the gender perspective. As a consequence, the European Commission formed an expert group in 2011 to strengthen the integration of the gender dimension into EU research and innovation

¹³ Gendered Innovations 2: How inclusive analysis contributes to research and innovation by the European Commission. doi:10.2777/316197

under the framework programme Horizon Europe. In 2013 the Gender Expert Group produced a first report called “How gender analysis contributes to research”¹³.

This report has been recently updated and it highlights that the integration of “sex and gender analysis into research and innovation (R & I) adds value to research and is therefore crucial to secure Europe’s leadership in science and technology, and to support its inclusive growth”¹³. The new report includes 15 case studies from several different fields of research as well as policy recommendations and methods for implementation of gendered innovation.

Inclusion of gendered innovation in the innovation process does add significant value since multiple perspectives are added to the process. The expert group describes the added value as follows, “Integrating sex and/or gender analysis into research and innovation:

- adds value to research in terms of excellence, creativity and business opportunities;
- helps researchers and innovators question gender norms and stereotypes, and rethink standards and reference models;
- leads to an in-depth understanding of diverse gender needs, behaviours and attitudes;
- addresses the diverse needs of citizens of the European Union and thereby enhances the societal relevance of the knowledge, technologies and innovations produced;
- contributes to the production of goods and services better suited to new markets.”¹³

Including the diversity of perspectives into research and innovation also aids in generating new opportunities and ideas and avoiding pitfalls. This can be realised by inclusion of sex and gender analysis into research and innovation from the beginning. However, there is no simple recipe that can be used and it is up to the creativity of the research team on how gendered innovation is implemented. Therefore, all methods should be considered to enhance the research and innovation process. The methods have been developed by the expert group. The detailed methodology can be found in Annex B of the policy review “Gendered Innovations 2: How inclusive analysis contributes to research and innovation” by the European Commission¹³. In general, the methodology consist of the following steps:

- Analysing sex,
- Analysing gender,
- Intersectional approaches,
- Co-creation and participatory research and
- Asking about gender and sex in surveys.

3.5 Facts and figures on gender diversity in the energy sector

Despite their key role in the energy value chain, women are underrepresented in the energy sector. They represent only 20% of all jobs in the energy industry and most of them work in non-technical fields (e.g., administration)¹⁴.

As stated by the International Energy Agency (IEA) in its online report on energy and gender, it will be key to close the gender gap to achieve the energy transition and develop inclusive and innovative solutions for the energy sector. This industry sector remains one of the least gender diverse sector. This trend can also be observed when analysing patent data. Women are listed in less than 11% of patent applications related to combustions apparatus and

¹⁴ Lapniewska, Zofia. (2019). Energy, equality and sustainability? European electricity cooperatives from a gender perspective. *Energy Research & Social Science*. 57. 101247. 10.1016/j.erss.2019.101247.

techniques and 15% of patents associated to climate change mitigation technologies¹⁵. Women only represent 11% of start-up founders in the energy sector compared with 20% across all sectors. The IEA launched the Gender Diversity Initiative to collect data and better understand what are the main barriers that women face when entering the energy sector and how the framework conditions could be improved to allow for a greater representation of women in employment, leadership and innovation.

3.6 EU initiatives promoting gender inclusivity in research

In the following, some examples of EU initiatives supporting gender diversity in the energy sector are presented.

Women4Energy¹⁶

The network has the goal to connect women from all backgrounds and working cultures in the energy related sectors to enhance knowledge transfer and market access for new products and services needed to answer the energy challenges of our society. It was established in the frame of Innoenergy and is coordinated by Steinbeis 2i GmbH. Every year the International Women4Energy Conference takes place (the last edition was cancelled due to the COVID19 outbreak). It serves as a platform for women of the W4E network to connect.

Women in Green Hydrogen¹⁷

Women in Green Hydrogen is a network aiming at increasing the visibility of women in the green energy sector through a platform to connect and empower professionals. The platform organises networking events and set up an international expert database to foster knowledge exchange and create professional opportunities. The launch of the platform was supported by the German Federal Ministry for the Environment, Nature Conservation and Nuclear Safety and the German Corporation for International Cooperation GmbH (GIZ).

Special issue of scientific journals¹⁸

Some scientific journals have special issues dedicated to the promotion of gender diverse research team in the energy sector and to fostering a research environment that values diversity.

¹⁵ International Energy Agency: Energy and Gender – a critical issue in energy sector employment and energy access

¹⁶ <https://women4energy.eu/>

¹⁷ <https://women-in-green-hydrogen.net/>

¹⁸ [Special Issue "Women's Research in Wind and Ocean Energy"](#)

4 PROJECT IMPLEMENTATION

4.1 Gender dimension to be considered in the context of ISLANDER

4.1.1 The ISLANDER Consortium

Within the project team of ISLANDER 22 % of the work force is female. In relation to the energy industry this is very close to the average of 20 %. The distribution for each organization within the consortium of the ISLANDER project is shown in the table below.

Table 3 – Gender of researchers and other workforce involved in the project.

Beneficiaries	Nr. of female researchers	Nr. of male researchers	Number of females in the work force other than researchers	Number of males in the work force other than researchers	Total number of females in the workforce	Total number of males in the workforce
AYE	2	1	0	3	2	4
IDE	0	3	1	3	1	6
SEZ	0	3	0	0	0	3
NBG	0	0	0	3	0	3
ZIGOR	0	12	0	2	0	14
CEG	0	5	3	7	3	12
POUI	3	4	2	1	5	5
KUL	1	2	0	0	1	2
EMEC	0	1	1	1	1	2
DAFNI	1	0	0	0	1	0
REAK	0	0	1	3	1	3
Total	7	31	8	23	15	54

4.1.2 ISLANDER project implementation

A gender approach can only be implemented in projects if each partner acquires knowledge on gender analysis and gender related impacts. Partner SEZ held a presentation on gender-related aspect in the energy sector during the kick-off meeting to support capacity building of members of the ISLANDER consortium on gender questions. The presentation is provided in Annex A. It is divided into three parts: the first part focuses on the explanation of general gender-related aspects and concepts while the second part is an interactive quiz on gender in the energy sector. The last part presents the gender dimensions in the context of the ISLANDER project. This last part is developed in more detail in this chapter and the following sections.

There are three main project activities that could benefit from a gender-sensitive research and implementation approach: the project management and communication, the activities involving the communities of the participants islands in Germany, Croatia, Greece and

United-Kingdom and all technical tasks related to the developments of solutions designed for the local community such as monitoring systems or software for the management of distributed energy sources. The following sections provide recommendations and guidelines on how to improve gender mainstreaming in ISLANDER activities, also taking the intersectional approach into account.

4.1.2.1 Project management, communication and dissemination activities

Table 4 - Recommendations and guidelines on how to improve gender mainstreaming in ISLANDER management and communication.

Project activity	How to contribute to gender mainstreaming ¹⁹
Project management – WP10	<ul style="list-style-type: none"> • Develop a gender strategy within the consortium in participatory manner to ensure the engagement and understanding of all partners. • Set targets for equal participation in the project activities. • Appoint a gender specialist or gender contact point from the existing staff to develop partner capacity in addressing gender issues. • Monitor and ensure that project staff apply a gender sensitive approach in their respective activities and reach the gender targets. • Ensure that men and women of different target groups equally benefit from the results achieved by the project taking the intersectional approach into account.
Project communication – WP9 and WP10	<ul style="list-style-type: none"> • Increasing the visibility and representation of women in science and engineering by putting women staff in the spotlight when communicating and disseminating results. • Ensure the timing and locations of project-related meetings are convenient for all participants. • Provide project information and services through media which all target groups are likely to access. • Ensure project documentation is provided in local languages, taking account of literacy levels. • Participate in EU initiatives promoting gender diversity in the energy sector such as Women4Energy and Women in the Energy sector.

¹⁹ Bishop; Claire. (2017). The gender-responsiveness of project management in agribusiness: findings from a survey from nine projects. <https://www.inclusivebusiness.net/ib-voices/gender-responsiveness-project-management-agribusiness-findings-survey-nine-projects>

4.1.2.2 Interacting with local communities in Borkum and the Follower islands

Table 5 - Recommendations and guidelines on how to improve gender mainstreaming when interacting with local communities in Borkum and in the Follower islands.

Project activity	How to contribute to gender mainstreaming ²⁰
Interacting with local communities – WP7, WP8 and WP9	<ul style="list-style-type: none"> • Appropriately advertise and promote the community and information events to encourage participation of underrepresented groups. • Ensure the timing and locations of project-related events are convenient for all participants. • Ensure that the discussions allow women, men and representatives from different socio-demographic groups to have an equal say. • Ensure that the participant sample is heterogenous enough to best capture the needs and interests of each target group. • Investigate gendered and intersectional structures in the area of research under study and analyze how the needs vary by their socio-demographic factors.

4.1.2.3 Software and hardware development

Table 6 - Recommendations and guidelines on how to improve gender mainstreaming when developing software and technical solutions to be used by participants in the pilot.

Project activity	How to contribute to gender mainstreaming ^{21,22}
Software and hardware development – WP2 tasks 2.4, 2.5, WP5, WP6	<ul style="list-style-type: none"> • Start with a design strategy (customer journey, design thinking, incl. interview and observation) and pay attention to sex, gender and other intersectional factors and biases. • Understand and explore how the tools to be developed can help energy consumers understand and, where appropriate, change their behaviour. • Design tools that integrate gender and intersectional perspectives which can propel the energy transition by increasing users' adoption of novel technologies. • Design a technology in such a way that it can be accessed and used by as many people as possible, regardless of their background, to achieve a more inclusive society.

²⁰ European Commission. (2020). Gendered Innovations 2: How inclusive analysis contributes to research and innovation. ISBN 978-92-76-16417-3. doi:10.2777/53572.

²¹ Stumpf, Simone; Peters, Anicia and Barzell, Shaowen. (2020). Gender-Inclusive HCI Research and Design: A Conceptual Review. ISBN-10 : 1680836560.

²² Centre for inclusive design. (2019). The benefit for designing for everyone.

<https://centreforinclusivedesign.org.au/wp-content/uploads/2020/04/inclusive-design-report-digital-160519.pdf>

4.2 Positive impact expected from gender mainstreaming in ISLANDER

ISLANDER partners expect that gender mainstreaming will contribute to address gender inequality that is currently more pronounced in the energy sector than in many sectors of the economy. Specifically, ISLANDER want to inspire young women to consider scientific careers by strengthening female representation in key project bodies and outreach materials to be produced. A good practice in this respect is the commitment of the ISLANDER project partner, EMEC and KUL to identify and challenge gender biases in the workplace and mainstream gender equality into its work structure²³.

ISLANDER also wants to pay attention to the social dimensions of the energy system when interacting with local inhabitants and communities. The project intends to follow an intersectional approach focusing on the understanding of how gender, socio-economic status and other social factors impact attitudes to energy technologies and energy efficiency measures which acknowledges that different behaviours and perceptions towards energy solutions coexist within a community. ISLANDER expects that by taking this diversity into account, the performance of new and existing energy technologies will be enhanced.

To ensure the public acceptance and usability of the energy tools that will be made available to the inhabitants of Borkum. ISLANDER advocates an inclusive design process, especially for the user-centered technical solutions that will be developed during the project. This design approach encourages gathering inputs from end-users to better understand their wishes. It helps to improve customer experience and satisfaction for all considered social groups. This results in increased experience and service, which in turn can increase overall customer loyalty and help to achieve ISLANDER's long-term goals of deploying innovative and efficient energy solutions in as many EU islands as possible.

4.3 Planned gender capacity building activities in ISLANDER

Besides the presentation on gender approach in ISLANDER held during the kick-off meeting (see Annex A) and the information provided in this short guidebook, SEZ plans to provide general information and recommendations to the consortium during the monthly meetings and on specific requests of some project partners. SEZ will also monitor activities identified as relevant to gender and ensure that the recommendations in chapter 4 are implemented.

5 DEVIATIONS

Delivery of the content is in time and to full satisfaction, without any deviations to actions planned.

²³ Article from the EMEC blog: [#choosetochallenge – pursuing gender equality in renewables](#), [Blog: #choosetochallenge – pursuing gender equality in renewables : EMEC: European Marine Energy Centre](#)

6 MAIN CONCLUSIONS

The integration of the gender dimension including intersectionality and gendered innovation is becoming increasingly important in research and innovation projects and is expected to bring added value and positive impact in terms of promoting gender equality as well as enhancing public acceptance and general usability of innovative technology. The ISLANDER project and its consortium acknowledge the benefits brought by gender mainstreaming and this document includes information on gender dimension and outlines the overall gender strategy to be followed and specific activities to be implemented.

For the project implementation of ISLANDER there are three main project activities that could benefit from a gender-sensitive approach: the project management and communication, the activities involving the communities of the participants islands in Germany, Croatia, Greece and United-Kingdom and all technical tasks related to the developments of solutions designed for the local community such as monitoring systems or software for the management of distributed energy sources. For a successful implementation of a gender-sensitive approach each partner has to acquire the necessary knowledge. Additionally an analysis of socio-demographic factors of end-users and stakeholders should be included in the above mentioned project activities, e.g. by implementation of the methodologies published by the Gender Expert Group of the European Commission.

ANNEX A: PRESENTATION SLIDES OF THE GENDER WORKSHOP HELD DURING ISLANDER KICK-OFF MEETING

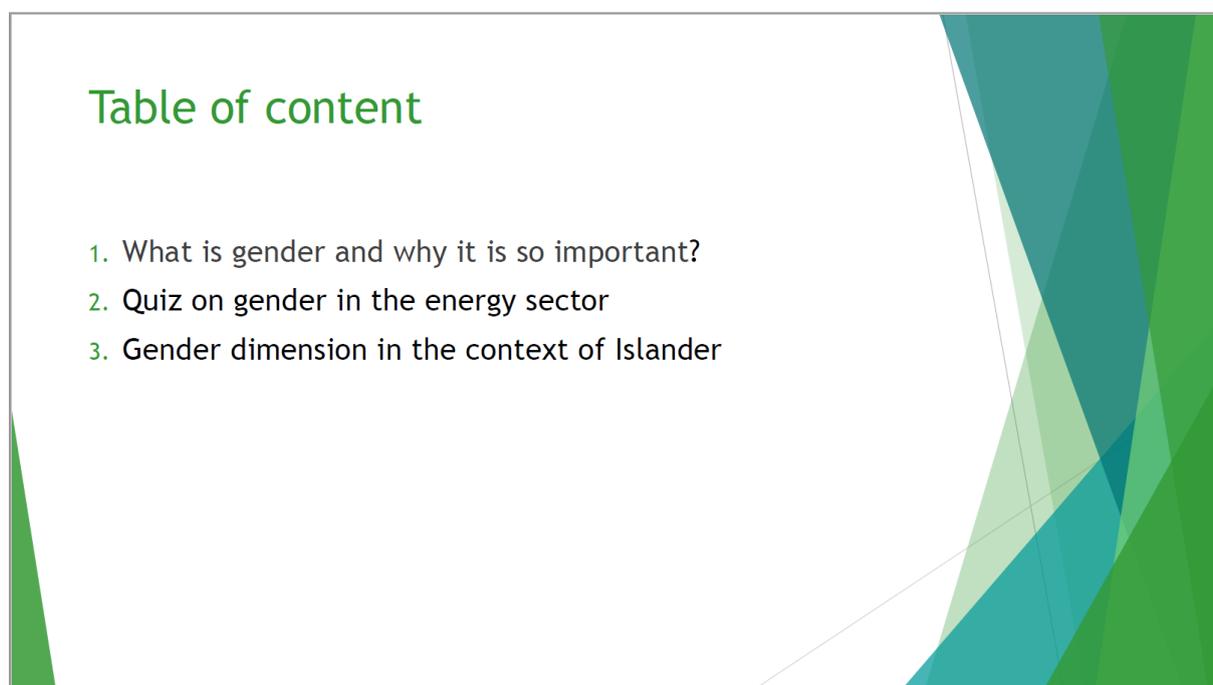


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1. **What is gender and why it is so important?**
2. Quiz on gender in the energy sector
3. Gender dimension in the context of ISLANDER

Key concepts (1/2)

- ▶ **Sex:** refers to **biological or genetic differences** between males and females
- ▶ **Gender:** refers to the **social differences between men and women** as opposed to biological ones. These differences are learnt over time, can change with time and may vary from culture to culture
- ▶ **Gender roles:** role a person is **expected to play by virtue of being a woman or a man**. These roles are shaped and defined by several factors including socio-economic, political and cultural ones

Sources:
Stella, Ujeyo Margaret, et al. "GENDER ISSUES IN PROJECT PLANNING AND MANAGEMENT." (2017).
Directorate-General for Research, Gender in EU-funded research (2009)

Key concepts (2/2)

- ▶ **Gender bias:** Gender bias is the **often unintentional and implicit differentiation between men and women** by placing one gender in a hierarchical position relative to the other in a certain context, **as a result of stereotypical images** of masculinity and femininity. It influences both the participation of men and women in research (hence the underrepresentation of women) and the validity of research
- ▶ **Gender mainstreaming:** is a **gender equality strategy**, which means that project objectives and results are defined in such a way that wishes and needs of men and women are equally valued and favored through the project activities
- ▶ **Gender sensitivity:** a gender sensitive policy, activity or project that ensures a **balanced gender relationship through equal distribution and sharing of power** between women and men in the project

Sources:
Stella, Ujeyo Margaret, et al. "GENDER ISSUES IN PROJECT PLANNING AND MANAGEMENT." (2017).
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Importance of integrating gender dimension in H2020 projects

- ▶ Helping researchers to question gender norms and stereotypes, to **rethink standards and reference models**
- ▶ **Understanding genders' needs, behaviours and attitudes and therefore:**
 - ▶ **Enhancing the societal relevance** of the knowledge, technologies and innovations produced
 - ▶ Contributing to the production of **goods and services better suited to potential markets**

Source: European Commission, H2020 online manual, Gender equality

Some facts and figures on gender in the energy sector

- ▶ Women in developed countries constitute **only 20% of all employees in the energy industry** and most of them work in non-technical fields
- ▶ Worldwide, women occupy only 7% of ministerial positions linked to environment/natural resources/energy and just 2.6% to research and development/science and technology
- ▶ In most of the Organisation for Economic Cooperation and Development (OECD) countries **women account for only 25% of researchers and less than 30% of science and engineering graduate**
- ▶ **Despite their key role in the energy value chain, women' opportunities to participate in shaping the economic and political energy agendas are still few**

Source: Lapniewska, Zofia. (2019). Energy, equality and sustainability? European electricity cooperatives from a gender perspective. *Energy Research & Social Science*. 57. 101247. 10.1016/j.erss.2019.101247.



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1. What is gender and why it is so important?
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Question 1 - Do women and men give equal importance to technical solutions for solving energy issues?



Answer - Question 1 - Do women and men give equal importance to technical solutions for solving energy issues?

Women	Men
<p>Less likely to rely on technical solutions to environmental problems, due to stronger rejection of (risky) technologies. Women place greater emphasis on the responsibility and influence of individuals</p>	<p>More reliant on technical solutions</p>

Source: Genanet, a gender-just energy transformation



Question 2 - What are the main sources that men and women rely on for general information on energy?



Answer - Question 2 - What are the main sources that men and women rely on for general information on energy?

Women	Men
Women tend to prefer direct communication, such as information provided by friends or colleagues	Men are more likely to consult written sources of information

Source: Genanet, a gender-just energy transformation



Question 3 - Do women and men share the same responsibilities in household regarding energy matters?



Answer - Question 3 - Do women and men share the same responsibilities in household regarding energy matters?

Women	Men
Energy savings linked to behavioural change lie more within the responsibility of female members of the household	Male members of the household tend to be more responsible for technical energy issues (such as decisions about heating and warm water supply, as well as repairs)

Source: Genanet, a gender-just energy transformation



Question 4 - Do women and men have the same role and equal share in energy cooperatives?



Answer - Question 4 - Do women and men have the same role and equal share in energy cooperatives?

Women	Men
28% of members in average, highest percentage of women work in administration (39%) and in voluntary service (31%)	72% of members in average, men are highly represented in Steering Boards

Source: Lapniewska, Zofia. (2019). Energy, equality and sustainability? European electricity cooperatives from a gender perspective. Energy Research & Social Science. 57. 101247. 10.1016/j.erss.2019.101247.



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Task 5.9 - objectives and planned activities



Objectives

- ▶ **Address and prevent potential gender biases** within the project in general and in all gender-related activities
- ▶ **Provide guidelines** to address women's and men's needs, to enhance understanding of gender issues in project activities and to manage the project and disseminate results in a gender-sensitive way



Planned activities and deliverables

- ▶ Workshop during kick-off, guidelines on gender dimension (D5.10 due in M8) and feedback and supervision all over the project duration

Gender dimensions of ISLANDER

1. Project management, communication & dissemination activities [WP 9 and 10]



Energy is a highly male-dominated field of research and policy, in particular as regards energy technology. Special efforts are therefore needed to include women researchers in these projects. Female and male researchers may have different approaches to scenario modelling, and different assumptions and parameters for sustainable energy technologies to meet future energy needs. Thus, the participation of women is essential to produce a more comprehensive project design.

Source: Directorate-General for Research, Gender in EU research, Gender and Energy

2. Interacting with the local communities in Borkum and the Follower Islands [WP 7 and 8]

3. Software development [WP 4,5 and 6]



The more technology-oriented research is, the harder it is to discover gender impacts. [...] Gender aspects are to be found or can be assumed in access to energy technologies, perception of (risk) technologies, energy needs and use and in particular in the very small share of women in energy technology-related areas, resulting in an exclusion of their perspectives in research and development.

Source: Directorate-General for Research, Gender in EU research, Gender and Energy

1. Gender mainstreaming in project implementation



Objectives

- ▶ The whole project team should be enabled to **acquire expertise in gender mainstreaming** so that they can support the process
- ▶ The project team shall ensure that all planned **activities empower women and men equally**



Value

- ▶ Ensure equal opportunities for men and women in science and engineering careers
- ▶ Ensure that men and women of different target groups equally benefit from the results achieved by the project

Source: Stella, Ujeyo Margaret, et al. "GENDER ISSUES IN PROJECT PLANNING AND MANAGEMENT." (2017).

2. Interaction with local communities - approach sensitive to sex and gender



Objectives

- ▶ Interaction with local communities shall involve a diverse group of customers, citizens, interest groups and research participants. Co-creation and participatory research shall aim at balancing interests and benefits and make the whole process inclusive and transparent



Value

- ▶ Recent research demonstrates that gender and intersectional approaches (approach that consider besides gender other aspects and social constructs such as race, class, sexual orientation, physical ability) improve the performance of energy efficiency measures

Source: H2020 Expert Group to update and expand "Gendered Innovations/ Innovation through Gender" (E03601)

3. Integrating gender-sensitive approach into software development



Objectives

- ▶ **User must be in the foreground!** It is best to start with a targeted design strategy (customer journey, design thinking, incl. interview and observation) and pay attention to sex, gender and other intersectional factors and biases
- ▶ Inclusive design: design a technology in such a way that it can be accessed and used by as many people as possible, regardless of their background, to achieve a more inclusive society



Value

- ▶ Inclusive design benefits organisations: **a positive customer experience leads to improved customer loyalty and retention.** Further poor design can also negatively impact brand reputation. It is imperative to integrate an inclusive approach to design from the beginning

Sources:
Foundations and Trends in Human-Computer Interaction, Gender-Inclusive HCI research and design: a conceptual review (2020)
Centre for inclusive design, The benefit of designing for everyone (2019)

Next steps

- ▶ Drafting of guidelines on gender mainstreaming in Islander (D5.10 due in M8)
- ▶ Support capacity building on gender equality and gender mainstreaming into the project cycle

Thank you for your
attention!



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