



COROADO Project

Gender Equality Report

Author: Drs. H. E. Claringbould

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FOREWORD

Gender inequalities exist, of course. Diversity gives glance to life. Gender equality is about respect for this diversity, respecting legislation about equal rights and especially it refers to the awareness of gender inequalities and the awareness of the impact of action for gender inequalities (See quote on definitions below – OSAGI, 2001). Mechanisms like exclusion (of women) or the denial of the existence of gender differences support the state of the art. The state of the art can be improved, as numbers and figures and research show. How can inequalities be recognized in the COROADO context? And how to change these towards gender equality within the COROADO context as it is given by the partners? Supported by international gender agenda's and research, there is a Gender Action Plan for COROADO and this report gives the first output and reflections on this Gender Action Plan.

Definitions

Gender: refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/ time-specific and changeable. Gender determines what is expected, allowed and valued in a women or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. Gender is part of the broader socio-cultural context. Other important criteria for socio-cultural analysis include class, race, poverty level, ethnic group and age.

Gender equality: equality between women and men refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration – recognizing the diversity of different groups of women and men. Gender equality is not a 'women's issue' but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centered development.



SUMMARY

The objective of COROADO is to assess water recycling and reuse technologies and provide solutions for water supply and sanitation in rural and agricultural areas in Latin America. COROADO has a Gender Action Plan to promote gender equality. This is because an appropriate gender balance will help to inform the design and implementation of research.

This report gives the actual state of gender equality of the EU COROADO 7th framework program, within the context of the international efforts and decades on gender equality in water supply and sanitation. The international efforts are about understanding the gender inequalities and the need for rights and time, commitment and action towards gender equality.

Next to the visible existing gender equal rights there are several theories about invisible powers. They are used here to understand more about the persistent gender inequalities. To handle the inequalities COROADO promotes the Gender Action Plan among the partners. It includes the mobilization of gender balanced research teams. And it includes monitoring of the gender balance among stakeholders. Both balances show up here to be quite equally divided. Only in the higher positions there are less women than men. The family friendly working conditions show differences among the partners institutes; some partners don't have part time work, paternity leave, equal payment or even respect or confidence between women researchers and men stakeholders.

Gender appropriate technologies and gathering gender disaggregated data are not a main issue among the partners in COROADO research. Important is that these issues are being thought over in replying to the gender questions and will be discussed in the plenaries.

In the follow up the focus will be about experiences with gender neutral language, information dissemination, networking, and stakeholder gender stories. The follow up will also continue with the subjects discussed in this first COROADO Gender Action Plan report, the awareness of gender equality in mobilization, stakeholder participation, monitoring, gender data gathering, appropriate technologies and equal working conditions.



1. INTRODUCTION

This report gives the actual state of gender equality of the EU COROADO 7th framework program, within the context of the international efforts on gender equality in water supply and sanitation.

Why so much efforts on gender equality in science projects? The introduction is about international calls for understanding, rights, time, commitment and action. Chapter 2 is about strategies and the COROADO gender action plan. The answers from the COROADO partners to the questions are worked out in Chapter 3 and chapter 4 provides a brief analysis to the given input. Chapter 5 presents the conclusions drawn from the given information and recommendations for this gender addition to the first COROADO results reporting to the EU. Starting with a World Bank quote (Kim, 2012):

"I share a deeply-held conviction that gender equality counts for societies and economies to make progress. It counts because it's the right and fair thing to do. Simply put, a person's opportunities should not be determined by whether they are born male or female. It also counts because gender equality is vital for growth and competitiveness of countries. We're also supporting gender equality through knowledge and analysis – we're generating new ideas, testing new approaches, evaluating systematically what sorts of interventions really work. We made Gender Equality the subject of our 2012 World Development Report. The Report makes clear that one of the fundamental challenges for tackling all these issues is more and better data and evidence. Before we can solve a problem, we need to understand it." (World Bank Group President Jim Yong Kim, 2012)

1.1. UNDERSTAND

The objective of COROADO is to assess water recycling and reuse technologies and provide solutions for water supply and sanitation in rural and agricultural areas in Latin America in the context of climate change and water scarcity, within an ecosystem approach in Integrated Water Resources Management (IWRM). COROADO is funded as FP 7 Integrated Project of the European Union. The COROADO Description of Work includes activities to promote gender equality. This is because an appropriate gender balance will help to inform the design and implementation of research.

"...knowledge becomes more credible when admitting and accounting for differences between knowers..." (Zwarteveen, 2012).

1.2. RIGHTS AND TIME

The characteristics of a sector determine the specific role gender issues will have. Since the beginning of the United Nations International Drinking Water Supply and Sanitation Decade (1981 - 1990), this role in the water and sanitation sector has been delineated and its implications for projects elaborated. Gender issues have been placed within the overall context of community participation (Wakeman, 1995). However, growth and rapid urbanization, has drastically reduced many countries' abilities to keep up with need. Since the decade ended in 1990, hopes for improvement are centered on the World Water Assessment Program, a joint effort of the UN system and its member states, which includes a biennial assessment of the state of global freshwater resources. In 2010 the UN affirmed the right to water and sanitation as a fundamental human right. 2013 is the international year of water cooperation. The launch of the second International Water Decade during 2005-2015, Water for Life, will also provide much needed impetus for the assessment program. As women play a central role in water provision and



management, a special emphasis will be placed on ensuring the participation and involvement of women in these development efforts (UNESCO, 2012).

If water and sanitation projects and programs are to be sustainable, equitable and effective, they must be gender-balanced and provide access for all (IRC Webpage).

1.3. COMMITMENTS AND ACTION

Over many decades, starting with Mexico in 1975 the United Nations has made significant progress in advancing gender equality, including through landmark agreements such as the Beijing Declaration and Platform for Action, and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and the setting up of UN Women to accelerate progress in achieving gender equality and women's empowerment. Water and Gender was listed as one of UN Water's Thematic Priority Areas in its 2010–2011 Work Program, the promotion of gender equality is now one of UNESCO's two global priorities for 2008–2013 (UNESCO, 2012). Accordingly, all UNESCO policies, strategies and programs are required to address gender inequalities through either gender mainstreaming or gender-specific programming in order to promote gender equality in water use and management worldwide. The next steps about how to ensure that women and men have equal access to and control over water, and that women fully participate in decision-making related to water management, will be discussed (UNESCO World Water Assessment Program).

The UN Millennium Development Goal number 3 is to promote gender equality and empower women measured among others in representation in Parliaments, in the 2012 reporting, Women account for approximately 20 per cent of all parliamentarians worldwide and progress towards fairer representation is slow. At the pace registered during the last 15 years, it will take nearly 40 years to reach the parity zone. Time is one factor, but there is also a need for willingness to change.

Most recently, New York, 21 February 2013, UNICEF, UN Women, WaterAid, and the United Nations Special Rapporteur on the human right to safe drinking water and sanitation call on the international community to place equality, human rights and sustainability as the foundation of the post-2015 development priorities.

Also in the European Union gender equality draws on a long history of policy development, the origins lying in the EEC Treaty signed in Rome in 1957 (EC, 1999). Since then the European Union has adopted 13 directives in the field of gender equality, for instance those on equal pay and social security, protection of pregnant women and people on parental leave, and access to goods and services (EC, 2009a). The decision on the 7th Framework Program (FP7) states that "the integration of the gender dimension and gender equality will be addressed in all areas of research" (EP & CEU, 2006).



2. APPROACH

Since COROADO includes the gender equality efforts an implementation and assessment plan has been made. It is a practical combination of gender equality theories and impact assessment strategies about generally known gender subjects and special issues for COROADO.

2.1. THEORY AND GENDER EQUALITY STRATEGIES

There are many studies about male domination in water powers. Here follows a brief insight of one of these studies on questioning masculinities in water (Zwarteveen, 2011).

“Most studies focused on rights to irrigation water and infrastructure and to participate in decision making; on understanding ‘what happens in the field’, making women visible (...) based on the assumption that men are visible and well represented. I question this.
How do water control, status and expertise become linked to men and legitimize the exercise of power? It is a Foucaultian type of power, the source and workings of which themselves remain hidden, in analogy with the watcher in the Panopticon Prison whose controlling techniques importantly depended on his own invisibility (Boelens 2008).
Studying masculinities in a professional water context does not mean only focusing on men, but implies examining the institutions, cultures and practices that sustain gender inequality (along with other forms of dominations as race and class).”

EC FP7 program PRAGES (Cacace, 2009) identified three strategies in the guidelines for gender equality in science:

1. The first strategy consists a friendly working environment for women’s progression and working life. It is about changing work environments; work-life balance for all and early-stage career-development.
2. The second strategy aims to include the gender dimension in the process of research and innovation designing. Including stereotyping and scientific content and methods.
3. The third strategy consists of promoting women in scientific leadership positions. In research practice; in research management; in communication; in managing innovation processes and in the related science-society relationships.

COROADO works on a combination of the three strategies, working condition and mobility in career, leadership opportunities and content. Also a very clear evaluation is given by the division of levels in organization and content, with gender equality and sustainable science as goal (Schultz et al, 2001). These notions will be used in the analysis (chapter 4).

2.2. COROADO GENDER ACTION PLAN

Within the COROADO consortium an effort will be made for women to have a stronger role. Based on that COROADO will take specific actions i) through the project management and, ii) where appropriate, actions aimed at a wider public. The activities are elaborated in the Gender Action Plan. This is divided into four components and two additional issues.



The four components are: 1 Balanced mobilization and career opportunities of women and men; 2 Monitor gender balance and changes; 3 Information sharing and 4 Use gender neutral language. The two specific issues are Gender appropriate technology and Incorporation of gender needs.

1) **mobilization** of women into the project by implementing particular approaches and activities at all stages of the project, creating opportunities for women in the project design (from formulation to targeting of beneficiaries, to final reporting) and by addressing the needs of women researchers;

2) **monitory** of the gender dimensions to identify and quantify all gender issues and make them visible (a. by publication of gender statistics and gender issues in the COROADO Project in annual reports or on the website, b. by supplying gender information to other EU working groups and c. by collating and commissioning targeted research and establishing sex-disaggregated information systems);

3) **share and link information** with other women's networks at Institution, National, EU and International level to facilitate coalition building and awareness of employment and career possibilities;

4) **use of gender neutral language** which minimizes unnecessary concern about gender in their subject matter, allowing both the writer and the reader to focus on what people do rather than on which sex they happen to be. Implementation of the gender action plan may lead to innovative approaches like the development of gender appropriate technology and the incorporation of gender needs at stakeholder meetings.

Gender appropriate technology

Women are key members of many of the stakeholder groups who will contribute to COROADO project. Gender disaggregated statistics will be collected and analyzed for all stakeholder groups. Gender sensitive analyses will be used in all stages of the project where it is appropriate as it is in the definition of problems, in the development and validation of potential solutions, and in training and dissemination. This will include: a) new technologies (gender appropriate), b) systems approaches (gender in defining water use and needs), c) management solutions (involvement of women in decision making, gender empowerment for participation, gender sensitive communications and responses)

Incorporating gender needs

Some other positive actions will be taken to increase the input of women to the COROADO project – both as stakeholder contributors and as researchers because it is critical to provide incentives for women to stay in their areas and instead of being anonymous heroes, to become active members undertaking positions of competence and responsibility. Incorporating gender needs, actions which will be considered include:

- Seminar/conference/workshop to raise awareness about the need to increase gender equality in responding to the issue of water stress.
- Making Project activities, timetables, *stakeholder* meetings, etc more flexible and family friendly to open the way to greater participation by women



2.3. IMPLEMENTATION

For the implementation of the Gender Action Plan the input of the COROADO partners themselves is the basis. For the analysis of the input and for advising the partners in taking steps towards gender equality CorePage will report and support activities. In this first reporting phase (as a part of the Diagnostic phase), data on gender equality are gathered, about the mobilization and working conditions of the project team (type of position) and about the gender balance among stakeholders, all concerning the level of organization of the project. The data about the practice of appropriate technology and gathering of disaggregated data are about content. A brief analysis of these inputs is made and used for conclusions and recommendations for the approach of the Gender Action Plan during the project implementation.

The second (interim) report will be about different input realized in favor of gender equality, like student research, (now in proposal, see Annex 4), positive action from the partners like water stress workshops involving women and to encourage using gender appropriate technology, gender neutral language, information dissemination and focus on success cases where women are involved. This input is to improve the gender equality. The gender equality is monitored during the project through data gathering.

At the end of the project a final analysis will be made on the result of the input, conclusions about the measures will be drawn and recommendations for future gender approaches will be disseminated. and at the end (Phase for Guidelines and Standards).

“Gender equality must become a lived reality.”(Bachelet, 2010)

3. RESULTS QUESTIONS COROADO PARTNERS

The subjects asked to all the project partners (see list project partners in Annex 1) are: Type of positions in the project team (3.1), Gender balance in the project team(3.2), Gender balance among the stakeholders (3.3), Gender appropriate technologies (3.4), Gender disaggregated data (3.5) and about the Family friendly working conditions (3.6). The complete question list and answers by the partners is in Annex 2. The numbers between brackets in 3.2, 3.4 and 3.5 refer to the project partners (list in Annex 1)

3.1 TYPE OF POSITION PROJECT TEAM

The total staff of people working for COROADO in 2012 is 113. There are 51 (45 %) women and 62 (54 %) men working for the project (see figure 3.1 and Annex 3). Among early and experienced researchers (position 3 and 4) there is a balance, for other staff and PhD students (position 1 and 2) there are a slightly more women. For the function of scientific team leader and the scientific manager (position 5 and 6) there are 6 women and 16 men. This is the actual situation in COROADO as returned by the partners in the question about type of position.

Position number 2012	1	2	3	4	5	6	
total women	9	6	11	19	5	1	51
total men	6	3	13	24	9	7	62
total per position	15	9	24	43	14	8	113
% men 2012	40	33	54	56	64	88	55
% women 2012	60	67	46	44	36	12	45

- 1=other staff
- 2=PhDstudent
- 3=early researcher
- 4= experienced researcher, 4years>
- 5=scientific team leader or WP leader
- 6= scientific manager

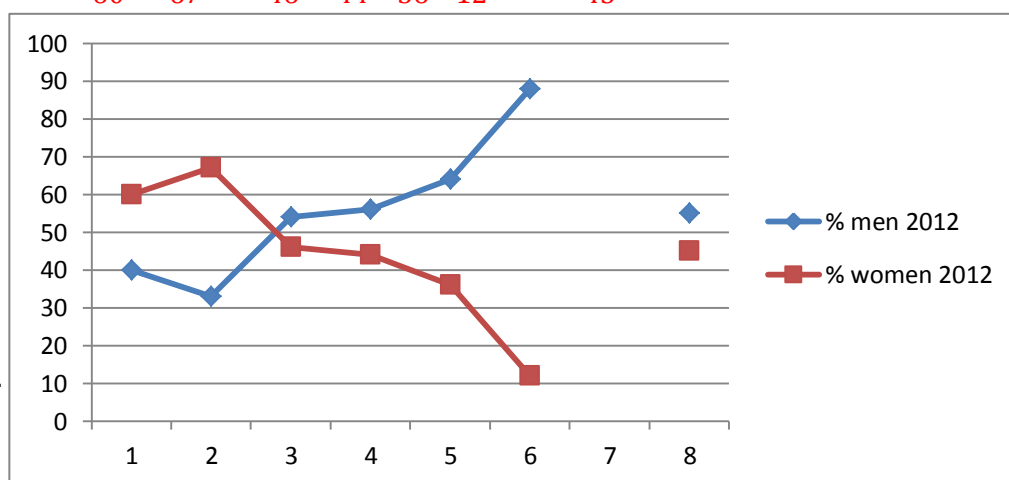


Figure 3.1: COROADO Type of position by men and women

In Europe, North America and elsewhere, women tend to disappear as we progress from lower to higher levels of scientific careers. (Cacace, 2009).

Different researches on academic careers show a picture which is comparable in the sense that women are well represented in education and research, but are under- represented in top positions compared with men (showing a pair of scissors).

For example the latest update of EU [She Figures 2012](#), shows that despite progress, gender inequalities in science persist. For example, while 50 % of EU graduate students in 2010 were female, women held 20 % of senior academic positions (see figure 3.2). “...the scissors cross once one reaches the doctoral preparation stage and the other levels that open the way to academic and research careers, the pipeline leaks, and at the very top, at grade A, we are left with just 20 % of women. Although women’s share increases over time at all levels, policies are needed to fasten the pace of women’s catching-up”

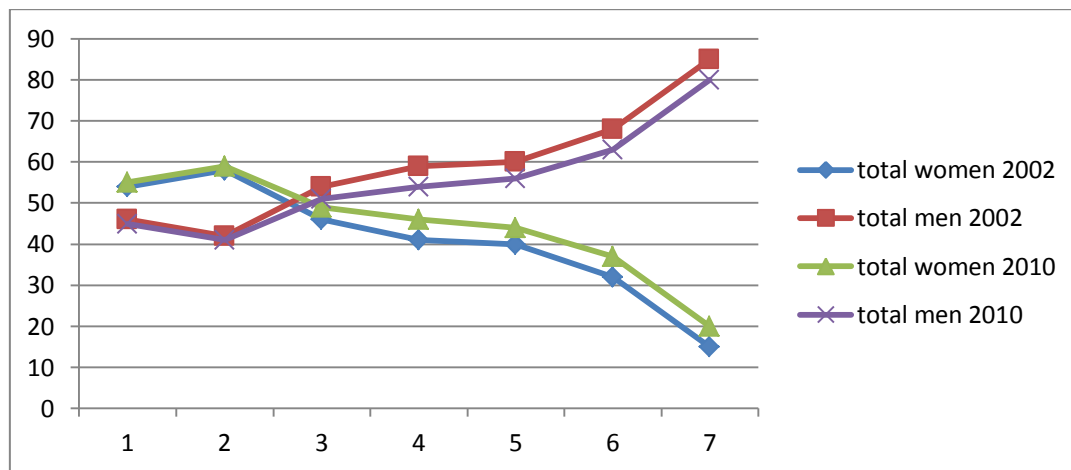


Figure 3.2: Proportions of men and women in a typical academic career, EU-27 2002/2010

Comparing percentages with level of grade/ post (1 resembling starting students, 7 seniors in top positions, grade A).

3.2 PROJECT TEAMS

The question is: If your project team is gender balanced, how did you achieve this? If there is no gender balance in the project team, what are the main reasons for this?

Where the figures show these gender differences in position, the gender within the teams is generally balanced. The average of 42% women and 58% men show this in numbers. According to 8 out of 13 respondents their teams are balanced. The other five teams mention themselves being outbalanced. (The numbers in the responses between brackets refer to the project partners).

The reasons mentioned by the balanced teams are:

- equal opportunity, availability of women, natural process (2, 3, 5, 6, 9, 10)

The reasons for the outbalanced teams are appointed as

- limited interest, no availability of women, majority of men involved in these technologies (1, 4, 7, 8)

“The project team is not balanced. The main reasons for that are (1) the absence of women faculty, not only in our department, but also in our school of Engineering (7.5% of our faculty, i.e. 9 out of 122, are women), (2) approximately only 20% of our students are women, and (3) only men have shown interest in participating in the project.” (PUC)



3.3 STAKEHOLDERS

The project partners were asked if they work (do research) with stakeholders for COROADO and if there is a gender balance among the stakeholders they work with. The additional question is that if the stakeholders do actively participate in the research, how they are embedded in the research activities. (For example policy makers, water and sanitation managers, land owners, farmers).

Nine project teams do not work with stakeholders for COROADO, four do, they are Brazil USP, Chile PUC, Argentina UC and Mexico SEA. Mexico TDC has information exchange with the stakeholders at research level with policy makers, water and sanitation managers and researchers.

USP had 22 stakeholders in their workshop, mainly water and sanitation managers, public officers and private enterprises, they were well balanced with 13 men and 9 women.

PUC had in the first COROADO workshop 19 men and 12 women;

"The stakeholders don't participate actively in the research but they help us when searching for data or learning more about the study site. Our main contact person who helps us getting in contact with the stakeholders in the study site is a woman; the main contacts we have inside the different private and public organizations are men (mining company, water agency, drinking water company)."

UC has a balanced number of male and female researchers, they observe a little gender difference in agriculture;

"As for political officers or the directors of the agencies, there is a higher percentage of men than women, not being this important in the area of water, but little gender difference is more apparent in the area of agricultural activities (usually more male dominated)".

TDC doesn't work directly with stakeholders for COROADO but there is a collaboration. They see no gender balance among these stakeholders;

"...usually most of the stakeholders are men, no matter which sector we are working with for example industry, agricultural, operative companies of water, water authorities. TDC's team has a very good work relationship with stakeholders in the areas of policy makers, water and sanitation managers, and scientist and researchers. They bring us the information available (quality and quantity data) and just in case we need it, they contact user's associations in order to get a bigger outlook."

SEA participates in the research and research activities, being a consulting engineering firm. They mention there is a gender balance among the stakeholders.

3.4 GENDER APPROPRIATE TECHNOLOGIES

The next question is about gender appropriate technologies whether the partners work with it and if so, how? Specifically is asked: If your research is aimed at developing new technologies, would you take gender appropriateness of the technology into account, meaning that the technology can be managed and used by men as well as women? What type of criteria are you using for this purpose?



Self-evidence:

Most of the teams work with new technologies and mention the self-evidence of operating and using the technology by men as well as women (9, 10):

“The final product (Web-GIS-DSS) of COROADO Project may be used by both genders regarding their educational and scientific background.”(1);

“We are developing platforms for visualization and simulation, as well as a Decision Support System. Gender appropriateness does not seem to be a main requirement in this area” (4);

“Absolutely yes. We believe in teamwork and we are very mindful about women and men contributions, men intelligence and women intelligence are equally important and both genders are necessary to achieve balance.”(13)

Training and monitoring

Some point at the importance of training:

“Both men and women would be ideal for each position if they trained appropriate. There is no association in the sex but in the person personality”.(8)

“The type of technology that it is being used is easily managed by both man and women, depending only on technical training. Since we have a good balance both in the research group and in the stakeholders group, we can monitor if any difficulties show up.” (6)

Male dominated

One partner observes a gender dis-balance or male dominance in field activities, technology application, sewage and water treatment plants and Civil Engineering as an area:

“There is no difference in the use of technology by men or women. Is legally prohibited to discriminate on gender, religion, ethnical origin, etc. Field activities and application of technologies are generally more male dedicated. In sewage treatment plants, in general, tasks are developed mostly by male staff. Same happens in water treatment plants. Civil Engineering, as an area, is more male dominated, but it is changing really fast, and it is compensated by other areas, like academics and research that are very well balanced.” (12)

Operated by men and women

Several teams don't develop new technologies for COROADO, (3, 5), depending on the work package, some did mention gender appropriate technology either being irrelevant or self-evident for men and women;

“Our work package does not develop new technologies. However, we think that the gender is not a relevant issue, and both men and women are equally capable of using and managing the technology being developed in this project” (7) “Water reuse technologies can be operated by men and women”(2); “Our research is not aimed at developing new technologies. The technology for WR&R already exist, the objective is to be able to adapt them in the case study site. These technologies are not specific for men's characteristics, so they could be used/operated also by women” (11)

3.5 GENDER DISAGGREGATED DATA

The question: If you are gathering socio economic data for the research, do you gather gender disaggregated data, meaning data collected and reported about men and women separately? Do you expect any differences regarding output?

Yes, gather gender disaggregated data

Four partners do gather gender disaggregated data in different ways:

“dependent on the sector”,(9) “ just demographic statistics”(12) “we do encourage our partner organizations working in that sector to distinguish between male and female respondents” (10)

“Yes, we reported disaggregated data by gender, urban areas women’s population (50.3%) is lightly bigger than men’s population (49.7%). Meanwhile in rural areas is the opposite (52.1% male and 47.9% female). (11)

No gender disaggregated data,

Nine partners do not either because of the type of research and/or the work package;

“ It doesn’t apply in our case because we aren’t gathering socio economic data for research.” (3)

“Our case study refers mostly to reuse in industrial sites. It is not a gender sensitive area since it is not dealing with individual or small groups use”.(6)

No differences expected

Some do work with these data but they don’t expect differences;

“We don’t expect any differences regarding output, due to gender distribution in jobs related to this project depends also in the culture and traditions of Mexican people.”(11)

“Given the water uses involved in the Copiapó River Basin, we do not expect differences among genders. In fact we are not planning in gathering disaggregated data.” (7)

Yes, differences expected

Two partners do expect differences in output of gender disaggregated data;

“Yes, in general attitudes/tasks/opinions of women and men differ (in this case for the agricultural sector).”(9)

Until now, this aspect has not been considered as no socio-economic data has been used. However, it seems that if such data is available it could be considered and differences should probably be expected.” (4)

3.6 FAMILY FRIENDLY WORKING CONDITIONS

The question asked here is about family friendly working conditions, to issue them and to say whether they are already in the working place or whether they are urgently required or asked for to be so.

There is a high respond to this question, showing that most partners have their concern about this subject one way or another(see overview 3.1). Combining family life and working life apparently requires some adaptation. The flexibility in working hours appears to be an important issue, it is mentioned by several partners;

“The gender balance that we already have in our project team shows that working conditions are favoring this distribution. Flexible working hours is possibly the most helpful condition.” (USP)

Most of the mentioned working conditions are already in place. Some might help to encourage women to make a solicitation and/or to stay working when the family situation changes.

“To our knowledge our institution does not required for a working conditions, although it is openly admitted that more women should work as faculty”. (PUC)

Where AUA mentions a “Generous family leave” to promote job security.



For some it is not an issue:

There are no, and there have not been, gender issues that need to be served or requests for this reason. (UC)

Or put it the other way round: *Family friendly working conditions do not necessarily benefit a gender balanced team, since the female 2 PhD students do not have families with small children, and male researchers do. (Alterra)*

Overview 3.1.: Family friendly working conditions

Already in place	Required/ asked for
(AUA) <ul style="list-style-type: none"> • <i>Understanding the ongoing balancing act between work life and home life</i> • <i>Flexible Work Schedule: employee and supervisor create a work schedule that best meets the needs of both the employee and the Project</i> • <i>Generous Family Leave: employees have job security as they attend to planned and unexpected family situations - such as childbirth</i> 	
(NTUA) <ul style="list-style-type: none"> • <i>Extended Maternity leave</i> • <i>Flexible working hours</i> • <i>Workplace daycare (children over 3) during the summer school break</i> • <i>Working from home</i> 	(NTUA) <ul style="list-style-type: none"> • <i>Part-time work</i> • <i>Paternity leave</i> • <i>Urgently required: All-year workplace nursery</i>
(CSIC) <i>Flexibility in the working hours and the possibility of organize and freely planning the holidays</i>	
(USP) <i>Flexible working hours</i>	
	(PUC) <i>women should work as faculty</i>
(BIOFORSK) <i>Child care and maternity leave are arranged by the Norwegian government.</i>	
(GEOMATIC) <i>Equality in decision making and the equality in salary already exist here.</i>	
(FHNW) <ul style="list-style-type: none"> • <i>Flexible work schedule based on an annual working time scheme</i> • <i>Part-time work possible and encouraged</i> • <i>Home-based work is possible, including an accordingly designed IT infrastructure</i> • <i>Maternity leave</i> • <i>Option of unpaid leave, if necessary</i> 	
	(TDC).. <i>respect among co-workers, to be hired for capacities not for gender or image, opportunities for both, but also equal pay which is not always achieved in this country. Urgently required: To achieve confidence face to face between women involved in team project and stakeholders related (male mainly in top positions) in general.</i>
	(SEA) <i>Respect, Communication, Teamwork</i>



4. ANALYSIS

In this analysis the issues responded by the partners in Chapter 3 will be issued and given a perspective for the further implementation phase of COROADO. Discussed will be the “type of positions in the project team” (4.1), Gender balance in the project team and among the stakeholders (4.2), Gender appropriate technologies and Gender disaggregated data (4.3) and about the Family friendly working conditions (4.4).

4.1 TYPE OF POSITION

COROADO has a fine balance of women and men in the staff, women are generally better represented in education, but when it comes to higher or leadership positions COROADO is no exception in other international results, referring to the quote below (Cacace, 2009).

The difficulty women have in reaching leadership positions is so systematically widespread in all spheres of social life that it appears to be a deeply rooted pattern reproducing itself even in the most advanced societies. Public attention has largely focused on women’s under-representation in politics, business or public administration, while the existence of gender bias in science and technology has long been underrated or even denied. This has, in all likelihood, contributed to the supposed gender-neutrality of science, in turn based on an assumption that considers science a rational activity which is thus hardly “polluted” by the social and cultural dynamics producing gender discrimination. Unfortunately, science is no exception, and the data clearly show.

The differences are often interpreted as self-evident, which they are not if we really consider equality. COROADO shows also differences among institutes and countries, some are also well represented by women in the leadership positions. Culture, habits and preconditions influence people to make decisions about mobilization participation and communication. This may lead to biases (even unnoticed) like this gender dis-balance shows. There is no visible discrimination in these processes but it might be the underlying principles or “discursive practices” that lead to these results. As there is denial of gender differences (gender neutrality) or gender differences are constructed as normal (gender normalcy) or the responsibility for changing is avoided (gender passivity) (Claringbould, 2008).

Being aware of these practices is one step that can help to change towards gender equality. Using Gender disaggregated data is another step. Numbers are indicators, figures as the scissors show the average results. To get closer to real gender equality the efforts will help as summarized in the COROADO Gender Action Plan. The project can be a vehicle to influence attitudes and uses within the own research institutes and among the engineering water supply and sanitation institutes COROADO works with. To realize a change one needs awareness, willingness and opportunities.

4.2 GENDER BALANCE

This chapter give an analysis of the gender balance in the project teams and among the stakeholders. The gender balance is seen as an innovation potential by the European Commission (EC, 2009c).



The balanced representation of women and men in science has been part of a strategic approach to bring forward equal opportunities in the field of scientific research, enhance European competitiveness, and to realize fully the European innovation potential. Clear progress has been made in the last 10 years with the European Commission playing a key role by providing much needed impetus

Gender balance project teams

The total of women and men in the COROADO project is quite balanced in terms of gender equality, but within the teams 8 are balanced and 5 not. The balance generally depends on availability of women. Whether women as well as men are available and interested to join the project team with the right skills, depends on several reasons. Varying from challenging young women for engineering education to facilitating job opportunities with preconditions fitting to a balanced life style. A more general concern, not mentioned here is the “Leaky pipeline”;

“The leaky pipe line describes the continuous exit of women from Science and Technology. The Pipeline leaks are at risk due to lack of support, lack of career, expectations at risk following motherhood and due to isolation and exclusion of women” (EC, 2009d).

Gender balance stakeholders

The gender balance among stakeholders is quite well in the COROADO workshops, however several sectors are mentioned by the partners that have mostly men: *mining company, water agency, drinking water company(PUC), little gender difference is more apparent in the area of agricultural activities (usually more male dominated)(UC),...usually most of the stakeholders are men, no matter which sector we are working with for example industry, agricultural, operative companies of water, water authorities(TDC).* On the other hand USP and SEA mention the stakeholders they work with being well balanced and UC specifies the dis-balance *not being this important in the area of water.*

Another yet under stressed issue is that if women stakeholders are represented and participating, can one notice if they are free to speak and to have their own opinion? Are they free to point out their needs? Are they being heard? Would it help to organize separate interviews or informal meetings with the involved women and men?

4.3 GENDER APPROPRIATE TECHNOLOGIES AND DISAGGREGATED DATA

Gender appropriate technologies

Gender appropriate technologies are technologies that incorporate gender needs. It helps to have women stakeholders and users participate and listen to their contribution, which may be time saving elements, usability and manageability. The partners mostly see the as a self-evident issue for men and women, if properly educated. Anyhow it is important to consult users and stakeholders men and women and keep in mind both their needs in technology development.

Gender disaggregated data

Gender disaggregated data, the data that show results for men and women separately, are useful to get insight in the differences between men and women. Since discrimination is prohibited and chances are open to everyone, gender in water supply and sanitation doesn't imply a bias. Still the numbers tell us



there are some structural differences and the disaggregated data give this insight. Of course many water researches are not working with these kinds of data. But where socio- economic data are gathered it can always be useful to gather them gender disaggregated. For example the yearly institutional reports where the position and amount of the staff is mentioned as well as the part time workers and the salary scales, it gives a better insight in gender bias when the numbers are gender disaggregated.

For COROADO most partners don't work on a research where gender disaggregated data are being gathered, it is not part of their Work Package or they do not expect any differences in the results. The ones that gather these data do it for demographic research, dependent on the sector or to know the gender differences. Partner 9 expects the following differences to appear in the output from gender disaggregated data: in general attitudes, tasks and opinions of women and men (in this case for the agricultural sector). Examples and success stories are welcome, an interesting issue for the follow up. Next to numbers, gender disaggregated opinions can be very interesting for research and product development, as shown in the quote below about gender in food storage (Cacace, 2009).

A "functional food" study which was carried out as part of the project showed that women are more interested than men in "smart packaging" that indicates whether the food is spoiled. Men, on the other hand, would be far more interested in an "intelligent refrigerator" which automatically re-orders food and gives nutritional tips. This message stressed that if companies took the use of gender-specific applications into consideration in the development of products and services, they could open up valuable opportunities for optimizing outcomes. New ideas would help to establish new markets and – with the help of gender-sensitive usability methods – expand and develop existing ones (Rötzer, 2007).

4.4 FAMILY FRIENDLY WORKING CONDITIONS

Family friendly working conditions may motivate women and men that have the necessary skills but a home situation that keeps them from career making to join solicitation procedures either to start or to improve their position. Research with management experts call it the importance of a Work life Balance (EC, 2009d).

The obvious response is to improve the "Work life balance"(WLB) for both men and women, in line with their needs and work requirements. Effective WLB policies will make the difference. Flexible time is one of the classic examples of a WLB policy. But if Science &Technology companies and universities do not manage the relationship between flexible time, workload and career, it is not going to work. Providing talented researchers, both women and men, with the right environment to develop their innovativeness and creativity, will be one of the motors driving the next stage of economic progress.

The COROADO results to this question are mostly about these flexible working schedules next to other issues as maternity leave, day care and part time work possibilities, all work life balance issues, as can be seen in overview 3.1. Not for all the involved COROADO institutes part time work, paternity leave, equal payment or even respect is normal at the working floor.



5. CONCLUSIONS AND RECOMMENDATIONS

Balanced staff, imbalanced positions

COROADO has a gender balanced staff in average, this is a good start for the gender equality action plan. Eight of the teams are gender balanced. The higher positions however are more covered by men. This is a similar picture as the average of University staff as measured in Europe and USA.

Men dominate in water supply and sanitation

Water powers appear to have more men than women according to the theories and this is also the experience of two COROADO partners that work with stakeholders (PUC, TDC). However their workshops held for stakeholders in the COROADO research were gender balanced.

One partner (UC) experiences that not specially the water powers are male dominated but more the agricultural sector, Civil Engineering and the practical “application of technologies or the field activities in sewage and water treatment plants”.

Equal rights in water and sanitation

UN affirmed the right to water and sanitation as a fundamental human right. The next steps will be discussed internationally about how to ensure that women and men have equal access to and control over water, and that women fully participate in decision-making related to water management. Attempts for gender equal participation among stakeholders are part of COROADO’s Gender Action Plan, including needs assessment, equal access to water, sanitation and management.

Strategies to organize gender equality

Strategies towards the organization of gender equality are along with mobilization of a gender balanced research team also career opportunities, leadership positions, training and coaching and family friendly working conditions. Also the organization of a gender balanced stakeholder workshop is part of this gender equality strategy.

Gender appropriate

Gender appropriate technologies can change the content of the sustainable research in water supply and sanitation innovation, reuse and recycling. A precondition for innovating, managing or using the technologies is training. Another factor is personality.

Gender disaggregated

A few partners work with gender disaggregated data. These data are useful for insight in the differences between men and women in for example: demography, participation, working hours, salaries or, dependent on the research: opinions, priorities or needs. The insight in the inequalities is a start to gender awareness and change towards more gender equality.

Work life balance

The work life balance is (as family friendly working conditions) a combination of measures to motivate and enable women and men, to start or keep working in combination with their home situation. Issues like flexible working hours, part time work and day care are mentioned by the partners. The respondents even point out that not for all the involved COROADO institutes part time work, paternity leave, all year work place nursery, equal payment or even respect is normal at the working floor, they are still desired.



Recommendations

For the COROADO project Gender Action Plan in general, the recommendation is to keep mobilizing a gender balanced team (when the team changes) and keep the good quality of the team by adapting the available family friendly working conditions. Also activate gender balanced participation with special workshops or training. Use your awareness of gender inequalities in research, data gathering and product development.

Recommendations from a recent World Bank ICT project on gender equality, which could be used for civil engineering: Towards gender equal participation

- Research efforts and programs that promote women innovators could be subsidized
- Scholarships and grant programs for women in science and technology could be created.
- Technology programs will promote and accept women's participation.
- Technical programs at universities could be created and supported by providing grants or scholarships for women students and researchers (Word Bank Website).

Towards mobilization and gender balance in the research team:

“Using famous women engineers, technologists, and scientists as role models, young women can be encouraged to enroll in related majors.” (Akubue, 2001).

About imbalanced positions, recommendation towards water policy makers:

The Rio+20 outcome document clearly stresses the commitment of the international community “to the progressive realization of access to safe and affordable drinking water and basic sanitation for all, as necessary for poverty eradication, women’s empowerment and protection of human health”.

“In 2012, women held less than 6 percent of all ministerial positions in the field of environment, natural resources and energy. This is why women’s equal representation in governance mechanisms must be a target of a new SDG on water.... we need to leverage the voice, participation and influence of women in managing the sustainable use of water resources Women must be recognized as important decision-makers in water governance. In all countries and at all levels, women should be members of water management institutions, such as water user organizations” (Puri, 2012).

About male domination in water sectors, recommendation towards normative behavior:

“In both the domestic water and irrigation water sectors, albeit in very different ways, creating legitimate discursive, legal, and organizational spaces for women to articulate and defend their water interests means that deeply embedded cultural and normative associations between water and masculinity need to be challenged” (Zwarteveen, and Bennett, 2004).

Follow up

In the follow up the focus will be on implementation of gender equality as stated in the COROADO Gender Action plan. It will be about listening and exchanging stakeholder and researchers gender experiences and also about gender neutral language, information dissemination and networking.



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ANNEX I: PARTNERS IN COROADO

NR.	Contact name	Name of the Institute	Short name	Country
1	Christos A. Karavitis	AGRICULTURAL UNIVERSITY OF ATHENS	1.AUA	Greece
2	Coen J. Ritsema	STICHTING DIENST LANDBOUWKUNDIG ONDERZOEK	2.ALTERRA	Netherlands
3	Enrique Playán	AGENCIA ESTATAL CONSEJO SUPERIOR DE INVESTIGACIONES CIENTIFICAS	3.CSIC	Spain
4	Rodrigo Maia	UNIVERSIDADE DO PORTO	4.UPORTO	Portugal
5	Dionysis Assimacopoulos	NATIONAL TECHNICAL UNIVERSITY OF ATHENS	5.NTUA	Greece
6	Monica Porto	UNIVERSIDADE DE SAO PAULO	6.USP	Brazil
7	Jorge Gironás	PONTIFICIA UNIVERSIDAD CATOLICA DE CHILE	7.PUC	Chile
8	Loizos Tofas	T.C. GEOMATIC LTD	8.GEOMATIC	Cyprus
9	Jannes Stolte	NORWEGIAN INSTITUTE FOR AGRICULTURAL AND ENVIRONMENTAL RESEARCH	9.BIOFORSK	Norway
10	Thomas Wintgens	FACHHOCHSCHULE NORDWESTSCHWEIZ	10.FHNW	Switzerland
11	Manuel Vanegas Sanchez	TECNOLOGIA DE CALIDAD SA DE CV	11.TDC	Mexico
12	Silvia Rafaelli	UNIVERSIDAD NACIONAL DE CORDOBA	12.UC	Argentina
13	Héctor Álvarez Vazquez	SISTEMAS ESPECIALIZADOS PARA AGUA SA DE CV	13.SEA	Mexico

ANNEX 2: QUESTION LIST AND ANSWERS PARTNERS

1. Type of Position within the project team (see respond in Annex 3)
2. If your project team is gender balanced, how did you achieve this? If there is no gender balance in the project team, what are the main reasons for this?
3. Does your project team work (do research) with stakeholders for COROADO? Is there a gender balance among the stakeholders you work with? Do they actively participate in the research, and how are they embedded in the research activities? (For example policy makers, water and sanitation managers, land owners, farmers).
4. If your research is aimed at developing new technologies, would you take gender appropriateness of the technology into account, meaning that the technology can be managed and used by men as well as women? What type of criteria are you using for this purpose?
5. If you are gathering socio economic data for the research, do you gather gender disaggregated data, meaning data collected and reported about men and women separately? Do you expect any differences regarding output?
6. Could you mention some family friendly working conditions required for a gender balanced project team, and for the research organization you are working for also? Which conditions are already in place, and which ones are in your view still urgently required?

question	2	If your project team is gender balanced, how did you achieve this? If there is no gender balance in the project team, what are the main reasons for this?
1.AUA,Greece	2	The project team is out of gender balance. The main reason is that the availability of women interested in working in the current research topic was limited. Both genders are equally assessed based on their knowledge, capacities and previous experience in the topic.
2. WUR	2	The researchers available happened to be partly men, partly women.
3.CSIC, Spain	2	This is a consequence of the distribution of our work group. In our group the number of men and women is similar. This fact is reflected in the COROADO work group. However, the selection of researchers for participating in the COROADO project was performed according to the specialty of each member of the CSIC team.
4.UPORTO	2	Most of the research applications for the Project have been from men which increase the probability of hiring men.
5.NTUA	2	Our project team is fairly gender balanced; this also reflects the overall balance of our research group (EEMRU) where there are slightly more women than men (10W & 8M). We recruit our team members to suit the Project needs, and all candidates are assessed equally based on their knowledge background and capacities & regardless of gender.
6.USP, Brasil	2	The group is rather balanced. We usually do not have problems with gender balance in our research teams. The main reason is that the graduate students nowadays at Poli-USP are generally gender balanced due to equal opportunity.
7.PUC, Chile	2	The project team is not balanced. The main reasons for that are (1) the absence of women faculty, not only in our

		department, but also in our school of Engineering (7.5% of our faculty, i.e. 9 out of 122, are women), (2) approximately only 20% of our students are women, and (3) only men have shown interest in participating in the project.
8.GEOMATIC Cyprus	2	<i>The main reasons are that the company comprises only from 5 people and the company established just in 2006. The youth of the company and the small market of Cyprus do not allow increasing the stuff of the company. Moreover the majority of the people involved with these Technologies in Cyprus are men.</i>
9.BIOFORSK	2	In Norway, gender balance is a natural process. No specific action is undertaken to reach at a balance.
10.FHNW, Switzerland	2	Even though only one female employee of the Institute of Ecopreneurship of the University of Applied Sciences and Arts (IEC-FHNW) is involved in the COROADO project, overall 43 % of the institute's staff are women. Project specific staff is selected based on project related expertise. Furthermore, we are planning to involve some students, the first candidate being a woman
11.TDC Mex	2	This project team was integrated oriented to achieve the policy of gender equality.
12.UC Arg	2	The project team is balanced. No gender issues within the working group have been reported or insinuated.
13.SEA, Mexico	2	We are 3 men and 2 women Our main reason is circumstantial, Our Lead - Head Company is Hector Alvarez and there are two more Executive Engineers , One Executive woman and One Administrative woman working on this project

Question	3	Does your project team work (do research) with stakeholders for COROADO? Is there a gender balance among the stakeholders you work with? Do they actively participate in the research, and how are they embedded in the research activities? (For example policy makers, water and sanitation managers, land owners, farmers).
1	3	The Work Packages that AUA has undertaken do not include stakeholders' interference.
2	3	The Alterra project team does not work directly with stakeholders.
3	3	So far, our group has not worked closely with stakeholders. In any case, in the contacts that have been taken so far, the gender balance has been respected.
4	3	No
5	3	We do not work with stakeholders directly.
6	3	Our stakeholders group is formed by water and sanitation managers, public officers and private enterprises. We had 22 participants in the meeting, with 13 male participants and 9 female participants. We think the balance is adequate.
7	3	During the first workshop we organized in the study site, the gender distribution was of 12 women and 19 men. The stakeholders don't participate actively in the research but they help us when searching for data or learning more about the study site. Our main contact person who helps us getting in contact with the stakeholders in the study site is a woman, whereas the main contacts we have inside the different private and public organizations are men (mining company, water agency, drinking water company).
8	3	
9	3	No
10	3	There are no research activities carried out by IEC-FHNW within the COROADO project which directly involve stakeholders.
11	3	No, there is a collaboration respect the information data they provided us from their own previous researches, but the project team doesn't work directly with stakeholders for COROADO No, they have no gender balance, usually most of the stakeholders are men, no matter wich sector we are working with for example industry, agricultural, operative companies of water, water authorities

		TDC's team has a very good work relationship with stakeholders in the areas of policy makers, water and sanitation managers, and scientist and researchers. They bring us the information available (quality and quantity data) and just in case we need it, they contact user's associations in order to get a bigger outlook.
12	3	There is no gender problem in the work area of the research project. The number of male and female researchers is balanced. As for political officers or the directors of the agencies, there is a higher percentage of men than women, not being this important in the area of water, but little gender difference is more apparent in the area of agricultural activities (usually more male dominated).
13	3	YES we are involved in WP4 YES gender balance stakeholders All of us, we're participating in the research, and research activities

qu	4	If your research is aimed at developing new technologies, would you take gender appropriateness of the technology into account, meaning that the technology can be managed and used by men as well as women? What type of criteria are you using for this purpose?
1	4	The final product (Web-GIS-DSS) of COROADO Project may be used by both genders regarding their educational and scientific background.
2	4	Water reuse technologies can be operated by men and women.
3	4	It doesn't apply in our case because we don't develop new technologies in this project.
4	4	We are developing platforms for visualization and simulation, as well as a Decision Support System. Gender appropriateness does not seem to be a main requirement in this area.
5	4	Our research is not aimed at developing new technologies.
6	4	The type of technology that it is being used is easily managed by both man and women, depending only on technical training. Since we have a good balance both in the research group and in the stakeholders group, we can monitor if any difficulties show up.
7	4	Our work package does not develop new technologies. However, we think that the gender is not a relevant issue, and both men and women are equally capable of using and managing the technology being developed in this project.
8	4	<i>Both men and women would be ideal for each position if they trained appropriate. There is no association in the sex but in the person personality.</i>
9	4	No, this is not an issue in defining new technologies/approaches. Stakeholders are involved in the feasibility of new technologies, but nor per se focused on gender.
10	4	Technology development in the field of wastewater recycling and reuse and more generally environmental technologies is not gender specific. All aspects of technology research can be carried out likewise by men and women, which is shown by the nearly balanced men to women ratio at the IEC-FHNW.
11	4	Our research is not aimed at developing new technologies. The technology for WR&R already exist, the objective is to be able to adapt them in the case study site. These technologies are not specific for men's characteristics, so they could be used/operated also by women
12	4	There is no difference in the use of technology by men or women. Is legally prohibited to discriminate on gender, religion, ethnical origin, etc. Field activities and application of technologies are generally more male dedicated. In sewage treatment plants, in general, tasks are developed mostly by male staff. Same happens in water treatment plants. Civil Engineering, as an area, is more male dominated, but it is changing really fast, and it is compensated by other areas, like academics and research that are very well balanced.
13	4	Absolutely yes. We believe in teamwork and we are very mindful about women and men contributions, men intelligence and women intelligence are equally important and both genders are necessary to achieve balance.

qu	5	If you are gathering socio economic data for the research, do you gather gender disaggregated data, meaning data collected and reported about men and women separately? Do you expect any differences regarding output?
1	5	No disaggregated data are gathered. Therefore, no information regarding the differences in the output may be provided.
2	5	WP4 (lead by Alterra) will not collect disaggregated data to gender, since this is not relevant to the research
3	5	It doesn't apply in our case because we aren't gathering socio economic data for research.
4	5	Until now, this aspect has not been considered as no socio-economic data has been used. However, it seems that if such data is available it could be considered and differences should probably be expected.
5	5	We do not gather gender disaggregated socio-economic data.
6	5	Our case study refers mostly to reuse in industrial sites. It is not a gender sensitive area since it is not dealing with individual or small groups use.
7	5	Given the water uses involved in the Copiapó River Basin, we do not expect differences among genders. In fact we are not planning in gathering disaggregated data.
8	5	<i>As the question above both men and women if they trained for their work appropriate we expect from theirs similarities regarding output not differences.</i>
9	5	Depended on the sector: yes. Do you expect any differences regarding output? Yes, in general attitudes/tasks/opinions of women and men differ (in this case for the agricultural sector).
10	5	Even though in COROADO the IEC-FHNW is not directly involved in stakeholder research as stated above, we do encourage our partner organizations working in that sector to distinguish between male and female respondents.
11	5	Yes, we reported disaggregated data by gender, urban areas women's population (50.3%) is lightly bigger than men's population (49.7%). Meanwhile in rural areas is the opposite (52.1% male and 47.9% female). We don't expect any differences regarding output, due to gender distribution in jobs related to this project depends also in the culture and traditions of Mexican people.
12	5	There is little information disaggregated by gender, just demographic statistics. No significant differences would be expected, though.
13	5	We demand the best of each person according to their applied knowledge and skills, united into a whole and working together we achieve the balance

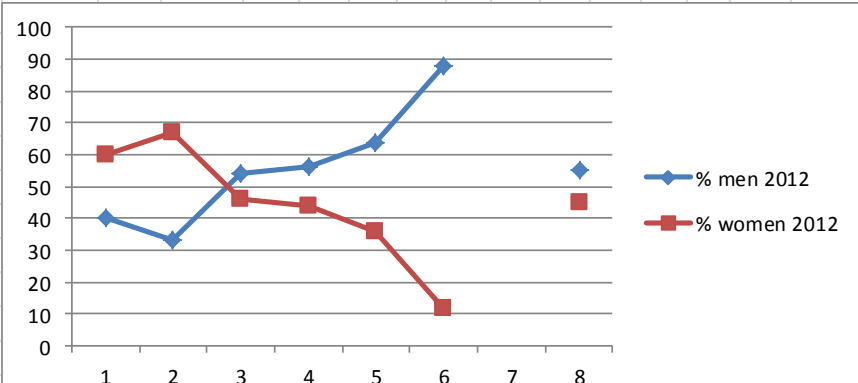
qu	6	Could you mention some family friendly working conditions required for a gender balanced project team, and for the research organization you are working for also? Which conditions are already in place, and which ones are in your view still urgently required?
1	6	Three of the most important conditions required for a family friendly working environment to be developed are listed as follows: <ul style="list-style-type: none"> · Understanding the ongoing balancing act between work life and home life. · Flexible Work Schedule: employee and supervisor create a work schedule that best meets the needs of both the employee and the Project · Generous Family Leave: employees have job security as they attend to planned and unexpected family situations - such as childbirth The conditions are already in place within the team. Nevertheless, constant upgrades are applied
2	6	Family friendly working conditions do not necessarily benefit a gender balanced team, since the female 2 PhD students do not have families with small children, and male researchers do.
3	6	The system to access a position in the public function guarantees gender neutrality. Family friendly working conditions are important in our environment. This includes flexibility in the working hours and the possibility of organize and freely planning the holidays. The required conditions are already in place in our working environment.

4	6	No specific conditions were identified.
5	6	Already in place: · Extended Maternity leave · Flexible working hours · Working from home. .Workplace daycare (children over 3) during the summer school break Not yet applied, but not urgently required: . Part-time work · Paternity leave Urgently required: All-year workplace nursery
6	6	The gender balance that we already have in our project team shows that working conditions are favoring this distribution. Flexible working hours is possibly the most helpful condition.
7	6	To our knowledge our institution does not required for a working conditions, although it is openly admitted that more women should work as faculty.
8	6	There is no a significant gap between women and men in terms of job opportunities and quality of employment in our company. The equality in decision making and the equality in salary already exist here.
9	6	Child care and maternity leaf. The child care and maternity leaf are arranged by the Norwegian government.
10	6	There are advanced family friendly conditions in place at the IEC-FHNW, including among others (www.fhnw.ch/services/personal/adwzff/familienfreundliche-arbeitsbedingungen-an-der-fhnw , in German):- Flexible work schedule based on an annual working time scheme - Part-time work possible and encouraged- Home-based work is possible, including an accordingly designed IT infrastructure - Maternity leave- Option of unpaid leave, if necessary
11	6	The most important thing is the respect among co-workers, to be hired for capacities nod for gender or image, opportunities for both, but also equal pay which is not always achieve in this country. Urgently required: To achieve confidence face to face between women involved in team proyect and stakeholders related (male mainly in top positions) in general.
12	6	There are no, and there have not been, gender issues that need to be served or requests for this reason.
13	6	Respect, Communication, Teamwork

ANNEX 3: TYPE OF POSITION PER PARTNER

Organisation name	(6) w-Scientific manager	(6)m-scientific manager	(5)w-scientific teamleader/work package manager	(5)m-Scientific team leader/work package manager	(4)w-Experienced researcher	(4)m-Experienced researcher	(3)w-Early researcher (<= 4 years)	(3)m-Early researcher (<= 4 years)	(2)w-PhD students	(2)m-PhD students	(1)w- Other staff	(1) m- Other staff	total 12	women
1.AUA		1		1	1	1		3	1*	3*			7	1
2.ALTERRA		1	2		4	2			2				11	8
3.CSIC				1	3	2	1	1					8	4
4.UPORTO				1	1	2		2					6	1
5.NTUA		1	2	1	1	3	5	3	1	1			18	9
6.USP	1		1	1	2	1	1			1	2	1	11	7
7.PUC				1		3		1		1			6	0
8.GEOMATIC		1		1		1	1					1	5	1
9.BIOFORSK					1	1		1	1				4	2
10.FHNW		1			1	2					1		5	2
11.TDC						2	2				1	1	6	3
12.UC		1		1	5	3	1	2	2		3	3	21	11
13.SEA		1		1		1					2		5	2
total													113	
total men		7		9		24		13		3		6	62	
total women	1		5		19		11		6		9			51
*double position														
Position number 2012	1	2	3	4	5	6								
total women	9	6	11	19	5	1		51						
total men	6	3	13	24	9	7		62						
total per position	15	9	24	43	14	8		113						
% men 2012	40	33	54	56	64	88		55						
% women 2012	60	67	46	44	36	12		45						

1=other staff	40	60
2=PhD student	33	67
3=early researcher	54	46
4= experienced researcher, 4years>	56	44
5=scientific team leader or WP leader	64	36
6= scientific manager	88	12





ANNEX 4: PROPOSAL STUDENT RESEARCH



CorePage

Short description COROADO

The objective of COROADO is to assess water recycling and reuse technologies and provide solutions for water supply and sanitation in rural and agricultural areas in Latin America in the context of climate change and water scarcity, within an ecosystem approach in Integrated Water Resources Management (IWRM). The project is looking for MSc research students to help monitoring the participation and capacity building of stakeholders and promote gender equality; and to research how needs and interests, rights, responsibilities and decision-making in IWRM are gendered. See <http://www.coroado-project.eu/>, and below for short descriptions of region-specific MSc research:

Short description 1. Copiapó River Basin, Chile:

Copiapó River basin is water stressed because of mining (copper, gold, iron); growing demands from agriculture (grapes, olives and crops); and increased local consumption. The MSc research focuses on identifying possibilities to improve the integrated model for water use in the area, based on a study of the Pontificia Universidad Católica (PUC). In particular, the research should establish whether the recommended reuse and recycling practices are applicable by end users, with a special emphasis on differences (including those based on gender) between them. What are the implications for supply and demand scenarios in sustainable water use.

Short description 2. Suquia Basin, Cordoba, Argentina:

The challenges of this basin are to improve the general condition of the environment and to make a more sustainable use of the water, reducing the risks both to human health and to the environment, considering institutional and regulatory aspects.

The MSc research focuses on an analysis of the implications of the Water Recycling and Reuse Technologies for men and women in the area, with the objective of further operationalizing an integrated sustainable and gender appropriate improvement.

Short description 3. Rio Bravo/Rio Grande Basin, Mexico:

Here, there is a real risk that the region may soon not meet water demand in quantity and quality. There are several organizations and projects working in the area to solve this problem. The MSc research focuses on water uses in periods of drought and water scarcity, identifying sustainable and unsustainable practices (pollution) by men and women end users. This will be fed into future water use scenarios and help adapt and target new technologies to existing -gendered- needs and practices.

Short description 4. Upper Tiete River Basin, Sao Paulo, Brasil:

The Upper Tiete River Basin covers the Metropolitan Region of Sao Paulo. The major challenge for water managers is to supply all users in a fast growing system, within an integrated management system. The MSc research will shine a light on the ability of men and women to contribute to the management system with new technologies of water supply by conservation, reuse, recycling and rational use of water.