



GenderWave

**A digitool to support incorporation of
gender perspectives into marine
research and innovation**

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Baltic Gender on-line conference 18/6/2020



Gender in marine research and innovation contents?

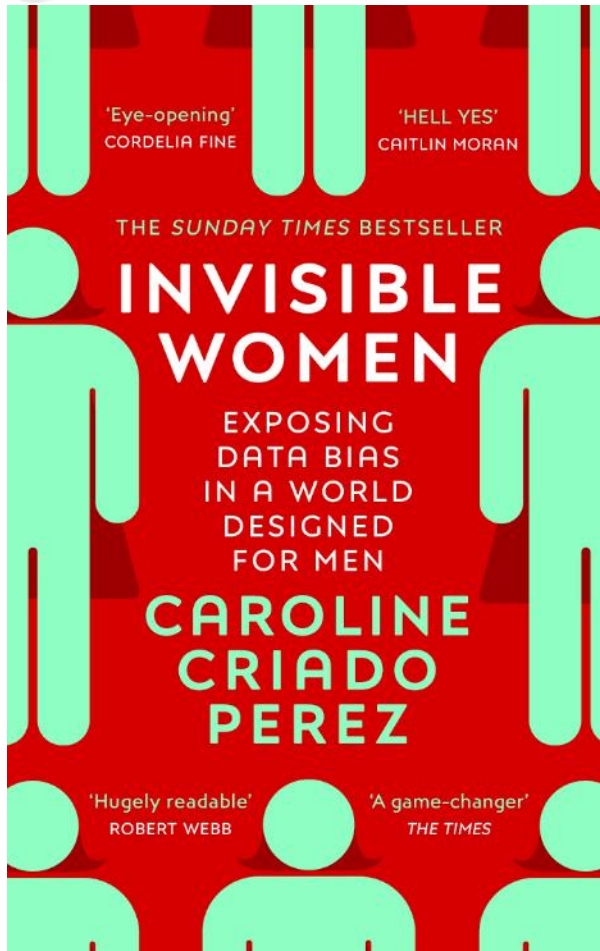
7 test cases: past or on-going projects

- In a project analyzing climate change impacts in Africa, it was realized that men and women will be affected differently. Women may have less space to become adapted.
- In another project, willingness to pay for good environmental status was to be assessed based on the money used to recreational fishing. However, fishing is mainly a male hobby. Additional means of valuation were introduced.
- Innovations, such as analytical devices, can be developed as specifically 'women-friendly'.



Photos: Riku Lumiaro and Janne Bruun

Does science help to build a world for men?



GenderWave

- A **digitool**
- Designed for, but not limited to, marine science and technology
- Invites to answer questions about **projects** or project ideas
- Asks to ponder **questions** with the help of **examples**
- What can incorporation of gender aspects mean for the project?

Four parts

- A. The project and its societal landscape
- B. Research strategy
- C. Innovation
- D. Towards conclusions



D.4.1 Integrating gender to marine research and innovation

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- 16 questions
- Some of the questions help the user to navigate to the relevant parts

Example 1:

Towards gender aware methodologies

Established methodologies may be used routinely so that some variations – including gender differences – are regarded as irrelevant without a second thought. How to ascertain that the findings from your project are widely relevant and take gender diversity adequately into account?

Example 1: Natural sciences:

Marine ecosystems are made of organisms with different reproductive qualities. However, differences between males and females may be poorly taken into account in biological analyses ([Ellis et al., 2017](#); [Tannenbaum et al., 2019](#)).

Example 2: Research engaging with humans:

Research within marine products chemistry must acknowledge the sex and gender differences potentially affecting product safety and generalisability of the findings. The [Gendered Innovations](#) notes that male bodies are too easily analysed as default human bodies. The findings may then be relevant and applicable only for half of the human species.

Example 2: Gender-aware data collection

Ponder:

How can you ensure that data generation is sensitive to gender and gender-specific concerns? How is gender considered in the design of surveys and ethnographic fieldwork?

Comment (1): Biased selection of informants will generate biased understanding. For example, [Diamond et al.](#) (2010: 328) note that 'Most fisheries researchers are men, most of their informants are males, and they often observe fishing activities only during the hours when men are working'.

In addition, in mixed ethnic communities, women from one ethnic group or a particular age group may fish offshore and swim, whereas other women in the village do not do these activities ([Woroniuk and Schalkwyk](#), 1998).

Comment (2): This toolbox can be used to help the design of surveys: <http://www.includegender.org/toolbox/map-and-analyse/gender-statistics/>

Incorporation of gender into research and innovation

May become manifested through

- analytical or innovative perspectives
- concepts, classifications and data
- modes of engagement and dialogue

We can and should...
rethink default assumptions;
acknowledge diversity;
identify inequalities;
become engaged.

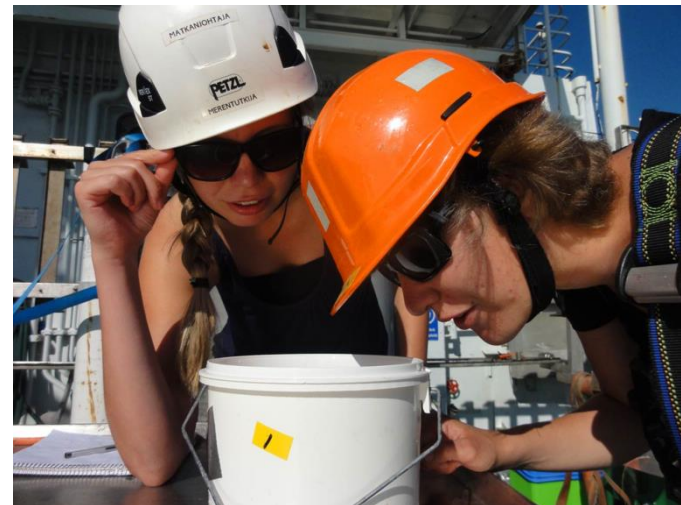


Photo: Janne Bruun

Find GenderWave from www.baltic-gender.eu/outcomes in August 2020



The screenshot shows the homepage of the Baltic Gender project website. The header features the project name in large white letters on a dark red background, with a navigation menu below it. The main content area has a white background and includes a welcome message, social media links, a newsletter sign-up section, and a news section. The website is framed by a blue background with a white abstract shape on the left and a grey abstract shape on the right.

BALTIC GENDER

HOME | CONSORTIUM | ADVISORY BOARD | WORK PACKAGES | OUTCOMES | EVENTS | MEDIA | WOMEN'S NETWORKS | INTERNAL

Welcome to the Baltic Gender project

**Baltic Consortium on Promoting Gender Equality
in Marine Research Organisations**

Follow us on

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Newsletter

The latest newsletter of Baltic Gender is available: click [here](#) to download.
For previous versions click [here](#).

To subscribe please send an e-mail to [newsletter-subscribe\(at\)baltic-gender.eu](mailto:newsletter-subscribe(at)baltic-gender.eu) with the subject "subscribe".

News

Third annual meeting of Baltic Gender will be held in Klaipeda, Lithuania, on the 14th and 15th of May 2019. The focus of the meeting will be on the implementation and sustainability of Gender Equality Plans in the eight scientific institutions.

Marine Science and Technology is traditionally a male-dominated field, with a significant lack of women in leadership positions. Therefore, there is an urgent need for change. Baltic Gender responds to the need of harvesting the whole capacity of men and women alike at all levels of research and in the technology teams to tackle the various challenges lying ahead in the marine environment.

Baltic Gender is an EU-funded project that brings together eight scientific institutions in five countries around the Baltic Sea to work on reducing gender inequalities in Marine Science and Technology. The project has been funded for 4 years, starting on the 1st of September 2016, by the [HORIZON 2020](#) programme under the call for promoting "Gender Equality in Research and Innovation" and the topic of "Support to research organisations to implement gender equality plans" (GERI-4-2015). This topic is funded in 2016-2017 under [SwafS](#) call.

Acting as a platform for the exchange of institutional practices and the transfer of knowledge between the consortium partners, Baltic Gender will work towards the establishment and implementation of Gender Equality Plans in its partner institutions. These plans play an important role in committing institutions to long-term approaches, realistic targets and concrete measures. The project will also establish practical schemes and innovative strategies that promote gender equality.

Specific aims of the project are as following:

- to promote gender-balanced career advancement in Marine Science and Technology,
- to establish strategies for promoting a family-friendly working culture,