



D6.2 Report on Gender Balance monitoring in the project

January/2024

WP6 Coordination and project management



**Funded by
the European Union**

PROJECT SUMMARY

FOOD SENSORY SCIENCE RESEARCH.

The project aims is to improve the knowledge, skills, and competencies of the research and admin staff of UPWr in the field of the sensory evaluation of food and consumer behaviour with special attention to newly designed innovative processed food products with healthrelated properties. The project also aims to establish an international network among leading universities and centres in food sensory analysis to prepare competitive research applications/proposals within the EU and global challenges (UN SDGs).



The project aims to establish an international network of leading universities, centres in food sensory analysis and innovation consultants (SDU, UMH, BCC, REDINN) to step up in science and research, improving managerial and administrative capacities, networking skills and strategies to engage society and citizens as well as public authorities and private businesses, and regional and European institutions. SEASONED will enable FBFS and its partners, leading research institutions from Spain, Denmark, and Italy, to co-develop a capacity building programme to share and integrate expertise and skills to access new research avenues and develop new approaches to prepare competitive research applications within the EU and global challenges (Green Deal, UN SDGs). Implementing Gender Balance Monitoring, Open

Science, Citizen's Engagement, FAIR data research principles, and monitoring of Key Performance Indicators project will create short-to long-term societal, scientific, and economic impacts. Ultimately, UPWr's ambition is to develop and reach the top of the sensory evaluation centres' competencies and become the leading centre of excellence in Central and Eastern Europe (CEE). As a result, at the end of the project and far beyond the project duration, UPWr wants to establish a Consumer Behaviour Centre (CBC). SEASONED CBC will be a unique platform dedicated to scientists (ESRs including the MSc and PhD students, ERs, other scientists from national and international units), business partners and consumers from this part of Europe.

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Funding Scheme:	C.3 Widening Participation, HORIZON-WIDERA-2021-ACCESS-03-01		
Project Title	Advances in food sensory analyses of novel foods		
Project Coordinator	Prof. Agnieszka Kita, agnieszka.kita@upwr.edu.pl Wrocław University of Environmental and Life Sciences (UPWr)		
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31/01/24	2.0	Beata Dydyna	Final

SEASONED Consortium			
Participant Number	Participant Organisation Name	Short Name	Country
1	UNIWERSYTET PRZYRODNICZY WE WROCLAWIU	UPWr	PL
2	SYDDANSK UNIVERSITET	SDU	DK
3	UNIVERSIDAD MIGUEL HERNANDEZ DE ELCHE	UMH	ES
4	BASQUE CULINARY CENTER FUNDAZIOA	BCC	ES
5	REDINN - SRL	REDINN	IT

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Parties, Partners, Beneficiaries, Consortium Members	UMH, SDU, BCC, REDINN, UPWr
Coordinator	UPWr
Project	SEASONED Project

Referred documents
Consortium Agreement
Grant Agreement
Deliverable D6.1 – Project Management Plan
Deliverable D5.2 – Communication Guide
Deliverable D5.3 – Plan for Exploitation and Dissemination of the Results (PEDR)
Deliverable D6.4 – Data Management Plan (DMP)
Deliverable D6.3 – Quality Assurance Plan
Deliverable D6.6. – Project's set of excellence indicators and the measuring tool
Statistics delivered by the Consortium Members
Participation rules in Project activities
Lists of participants in project activities

1. Scope of the document

The document scope includes a summary of the gender balance implementation in the SEASONED project. Monitoring is conducted using tables and within the designated periods outlined in Deliverable 6.6. Project's set of excellence indicators and the measuring.

2. Gender balance monitoring results

The research program started according to the project schedule started 1/02/2023. At the time of the report, the research teams were structured as follows:

UPWr:

- staff: 5 people, including 5 women
- young scientists: 1 person (woman)
- PhD students: 6 people, including 2 women

UMH:

- staff: 4 people, including 2 women

SDU:

- staff: 2 people, including 1 woman

BCC:

- staff: 1 person (woman)
- young scientists: 1 person (woman)

REDINN:

- staff: 2 person (1 woman)

In activities (for example: Summer School on Basic Sensory Methods; Hackathon) the recruitment process was guided by the number of publications, knowledge of the topic of food sensors, as well as motivation and science development plans. First, the above data was assessed, and secondly, attention was paid to the candidate's gender to ensure balance (if possible).

Access to participation in project activities for participants is based on open recruitment, relying on competence criteria. Gender data is subsequently collected for statistical purposes. No favoritism or discriminatory practices are employed. There have been no incidents violating the principle of non-discrimination and equal treatment based on gender.

At the beginning of the project, the management team consisted of 3 men and 5 women. In the 2M, it was expanded to include a Project Manager (male). In the 6M, a Gender Manager (female) joined the team.

Each partner monitors in each project activity defining the categories as in the tables below. Gender monitoring was carried out periodically every six months, for the periods: October 2022 – March 2023; April 2023 – September 2023. The next monitoring period ends in March 2024.

Table 1: Gender balance monitoring table:

October 2022 – March 2023			
	number of females	number of males	number of people do not want to disclose
1. Research team members	9	4	0
2. Management bodies members	5	4	0
3. Respondents in research activities	N/A	N/A	N/A
4. Participation in training activities (trainees)	0	0	0
-researchers	70	31	0
-other than researchers	7	2	0
April 2023 – September 2023			
	number of females	number of males	number of people do not want to disclose
1. Research team members	14	8	0
2. Management bodies members	5	4	0
3. Respondents in research activities	N/A	N/A	N/A
4. Participation in training activities (trainees)	22	11	
-researchers	21	10	0
-other than researchers	1	1	0

3. Conclusion

In the recruitment process for project activities, efforts were made to ensure gender balance. Decisions were primarily guided by competence and commitment. Despite these efforts, achieving perfect balance proved challenging, and while female participation is high, the proportion of either gender does not exceed 65%. There is a noticeable predominance of women in each team, largely reflecting the higher representation of women in this industry. This trend extends to universities, including administrative departments, where women are predominant in employment.

In each subsequent task and event, this situation will be monitored with particular attention to gender division. As part of the further implementation of the project, it is planned to start empirical research. Gender will be explicitly addressed by stratifying mapping and modelling experiments by gender. Furthermore, in all empirical studies, SEASONED aims to ensure equal participation of women and men in research, co-creation, focus groups and experimental strategy work. Additional recruitment activities, including: in the case of consumer panels engaged in market research, there will be a focus on including male participants as they are often underrepresented in consumer research.