

FuturEnzyme

Technologies of the FUTURE for low-cost ENZYMES for environment-friendly products

Meeting #2

Gender, Rights and Ethical Task
Force

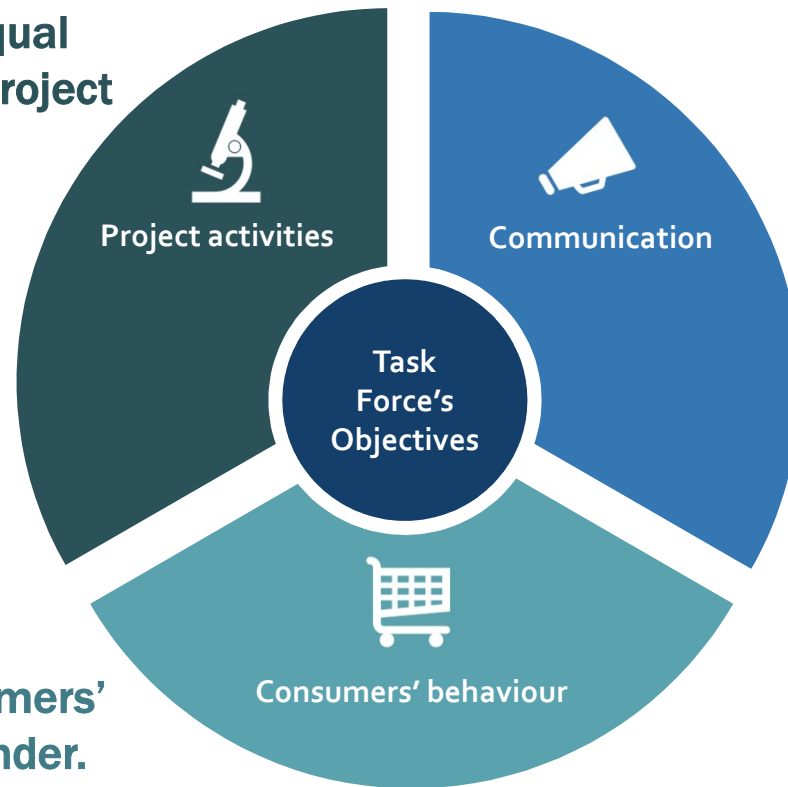


Project funded by the European Union's Horizon 2020
Research and Innovation Programme under grant agreement No [101000327]



Gender, Rights and Ethical Task Force - objectives

Guaranteeing an equal gender ratio among project participants.



Taking into account gender issues and possible differences in consumers' behaviour when project information are communicated.

Evaluating consumers' behaviour by gender.

Gender, Rights and Ethical Task Force

Guaranteeing an equal gender ratio among project participants

M1



At the beginning of the project

- Of the 44 researchers involved in the submitted FuturEnzyme proposal, the gender ratio was 46% female and 54% male
- The goal set out at the beginning of the project is to reach after the recruitment stage a minimum of 50% female researchers comprising PhDs and postdocs

M12



After 12 months

- Of the 68 researchers involved in the project after a recruitment stage, the gender ratio is currently 51% female and 49% men.

Gender, Rights and Ethical Task Force

Guaranteeing an equal gender ratio among project participants

	Total	FEMALE			MALE		
		Name	Number	%	Name	Number	%
Agencia Estatal Consejo Superior de Investigaciones Científicas (CSIC)	8	Julia Sanz Isabel Cea Laura Fernández Cristina Coscolín Paula Vidal Patricia Molina	6	75	Manuel Ferrer David Almendral	2	25
Barcelona Supercomputing Center (BSC)	4	Ana Robles	1	25	Víctor Guallar Rubén Muñoz Sergi Rodà	3	75
Bangor University (BANGOR)	5	Olga Golyshina Tatyana N. Chernikova	2	40	Peter N. Golyshin Alexander Iakounine Marco Distaso	3	60
Universität Hamburg (UHAM) - General Microbiology and Biotechnology	5	Jennifer Chow Lena Preuß	2	40	Wolfgang Streit Marno Gurschke Pablo Pérez García	3	60
Heinrich-Heine-Universität Düsseldorf (UDUS) - Institute of Molecular Enzyme technology	3	Fabienne Hilgers	1	33	Karl E. Jaeger Stephan Thies	2	67
Italian National Research Council (CNR) - Institute for Biological Resources and Marine Biotechnology							
Associação do Instituto Superior Técnico para a Investigação e Desenvolvimento (IST-ID)	2	Carla de Carvalho Patricia Gómez	2	100			
Consorzio Itabiotech (ITB)	2	Ilaria Re Sara Daniotti	2	100		0	0
University of Applied Sciences and Arts Northwestern Switzerland (FHNW)	2		0	0	Patrick Shahgaldian Philippe F.-X. Corvini	2	100
Cluster Industrielle Biotechnologie 2021 e. V. (CLIB)	3	Annika Thamm	1	33	Tobias Klement Markus Müller	2	67
INOFEA AG (INOFEA)	2	Anne Timm Rita Corro	2	100		0	0
Henkel AG & Co. KGaA (HENKEL)	2	Susanne Wieland	1	50	Christian Degering	1	50
BioC-CheM Solutions S.r.l. (Bio_Ch)	1			0	Fabrizio Beltrametti	1	100
Schoeller Textiles AG (SCHOLLER)	2	Nazanin Ansari	1	50	Rainer Roesch	1	50
Evonik Operations GmbH (EVO)	1	Monica Desiree van Loghen	1	100		0	0
Eucodis Bioscience GmbH (EUC)	1				Jan Modregger	1	100
TOTAL	43		22	51		21	49

List of participants
to the 12M
meeting in Madrid:
51% men and 49%
women

Gender, Rights and Ethical Task Force

Guaranteeing an equal gender ratio among project participants

Clusters for greener products (participants to the working group): 20% men and 80% women

	Total	FEMALE			MALE		
		Name	Number	%	Name	Number	%
FuturEnzyme	4	Patricia Molina Tatjana Schwabe Ilaria Re	3	75	Manuel Ferrer	1	25
EnXylaScope	2	Carolina Peñalva Marta Redrado	2	100		0	0
OXIPRO	2	Gro Bjerga Anne Dorthea Mæland	2	100		0	0
RADICALZ	2	Nargisse Nejda	1	50	Aurelio Hidalgo	1	50
TOTAL	10		8	80		2	20



Gender, Rights and Ethical Task Force

Guaranteeing an equal gender ratio among project participants

C&D activities participants gender ratio: 52% men and 48% women

Type of event	Partner/s	Name of the event	Date	Type of public	Female (nº)	Female (%)	Male (nº)	Male (%)	Total (nº)
Talk	CSIC	La Nanotecnología llega al instituto ¡Nos vamos zumbando!	14.06.2021	Teenage students	7	35	13	65	20
Talk	CSIC	VII Simposio de Jóvenes Investigadores del IQFR-CSIC	18.06.2021	PhD students and scientists	9	43	12	57	21
Talk	CSIC	Technical Workshops TW3-TW4, Marie Curie ITN ImplantSen	28.06.2021	Marie Curie PhD student	6	50	6	50	12
Invited Lecture	UDUS	3rd Aachen Protein Engineering Symposium AcES2021	01.09.2021	Scientific	unkown	-	unkown	-	unkown
Webinar	IST-ID	International Microorganism Day 2021 @Tecnico	17.09.2021	Academic, students from e	unknown	-	unknown	-	unkown
Invited semina	CSIC	Seminar at Biotechnology Degree (Francisco de Vitoria Unive	16.10.2021	Degree students	53	57	40	43	93
Workshop	CSIC	Jornadas de puertas abiertas, Semana de la Ciencia en el ICP	03-04.11.2021	Teenage students	107	54	90	46	197
Forum event	CLIB/INO	Enzymes, the Multitool of Biotechnology	17.11.2021	Academic, companies, etc	49	36	87	64	136
Forum event	CLIB/CSIC	Catalysing Alliances for Greener Products (HiPerIn 2.0)	10.12.2021	Academic, companies, etc	44	41	59	55	103
Webinar	CSIC	Enzymes wanted, reason: the environment	15.12.2021	Academic	-	-	-	-	-
Talk	CSIC	Mujeres científicas: ¡en la sombra nunca más!	14.02.2022	Teenage students	21	48	23	52	44
Talk	CSIC	Mujeres científicas: ¡en la sombra nunca más!	15.03.2022	Teenage students	15	44	19	56	34
Workshop	CSIC	4 th ESO+company program	05-07.04.2022	Teenage students	5	100	0	0	5

Gender, Rights and Ethical Task Force

Taking into account gender issues and possible differences in consumers' behaviour when project information are communicated.

Taking into account gender differences in content development for brochures

The content of the FuturEnzyme brochures were validated with each specific target audience. For consumers, specific focus groups were conducted to test the tone and the content of project brochures. For this activities, a group with an equal ratio of men and women was selected.

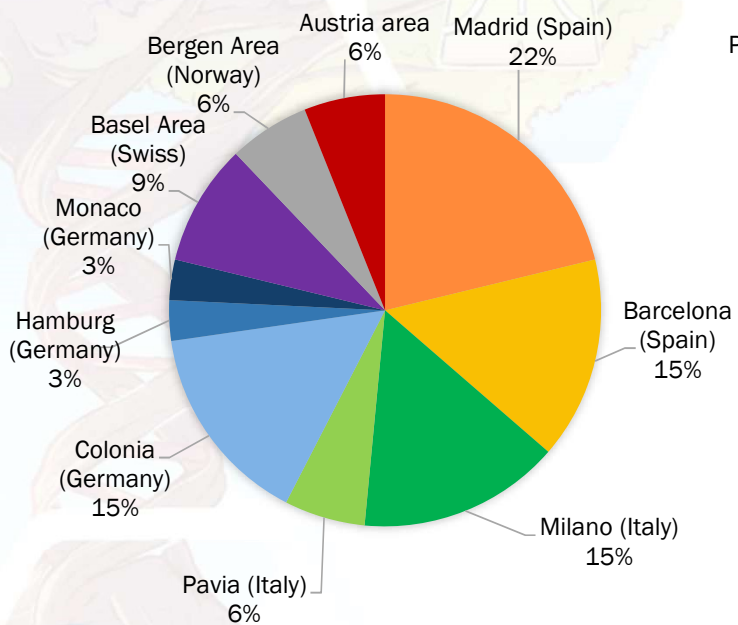


Analysis of gender ratio on social media

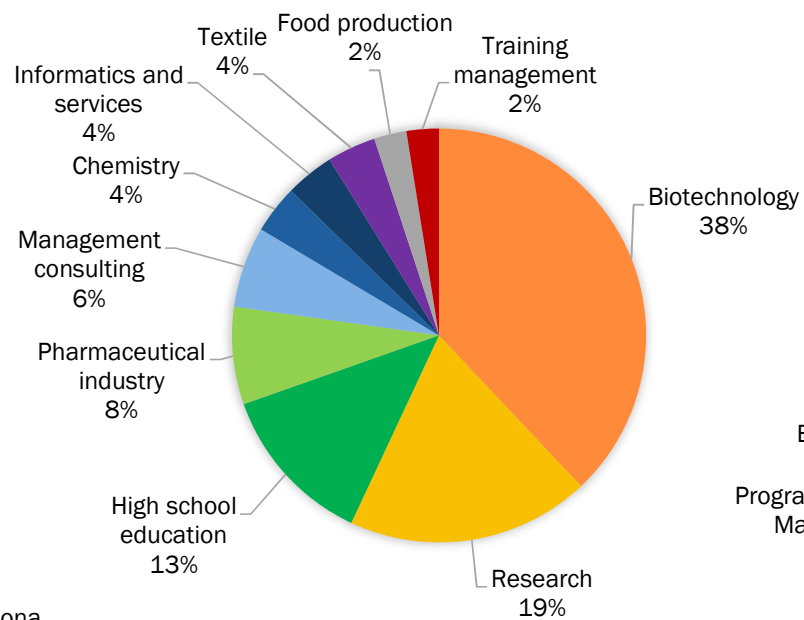


Gender-related statistics are not available, but there is information regarding the diversity of followers based on location, sector and job occupation.

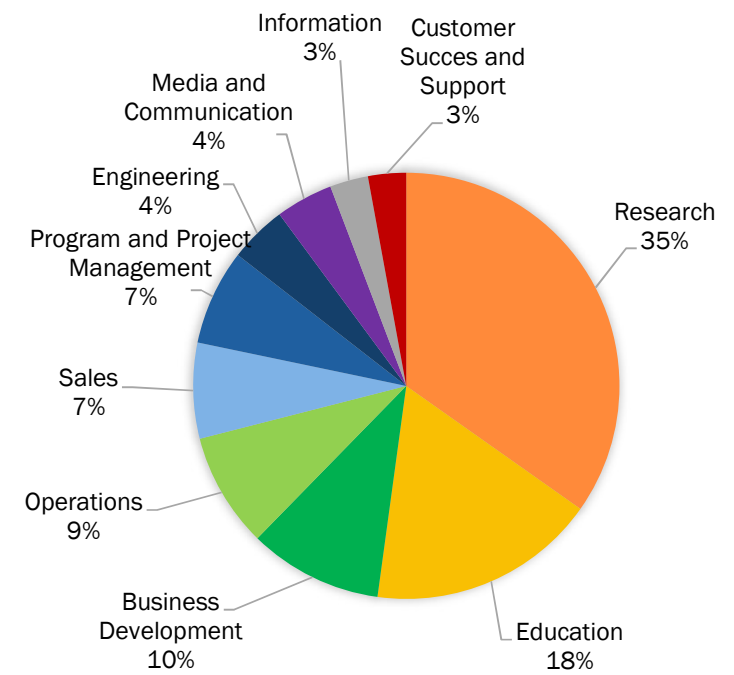
LOCATION



SECTOR



JOB OCCUPATION



Gender, Rights and Ethical Task Force

Taking into account gender issues and possible differences in consumers' behaviour when project information are communicated.

Events to promote gender equality in science

- **14th February 2022:** in the context of *The International Day of Women in Science*, women from CSIC organized a lecture in Rafael Fröhbeck de Burgos Highschool (Madrid, Spain) to encourage young teenagers in reaching gender equality in science.
- **Equality at CSIC (17.11.2021):** 2° meeting of the equality groups at CSIC
- **Workshop on European Green Deal aligned with Rights, Ethics and Equality (M36 – 2023)** in the frame of the International Day of Women and Girls in Science. To be organized in Madrid



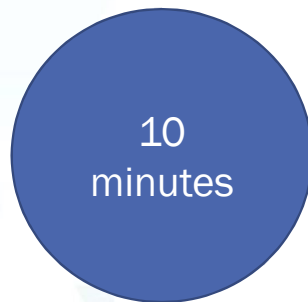
Gender, Rights and Ethical Task Force

Evaluating consumers' behaviour by gender to determine any actual behavioural differences in purchase and consumption

➔ Gender is the major factor out of all the other factors that affects consumer purchasing behaviour. Men and women tend to have different choices while shopping because of the difference in their upbringing and socialization (lakshmi et al., 2017).

Analysis of literature and market data related to this issue

Detergent



MEN

*How much time do people spend on daily house chores and cleaning by gender?
(Thébaud et al, 2019)*



WOMEN

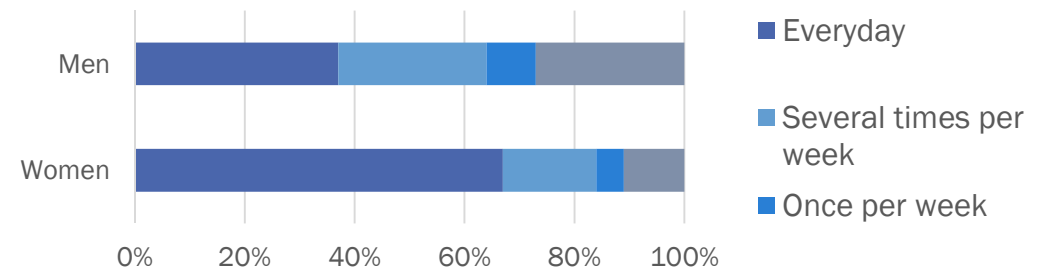
Gender, Rights and Ethical Task Force

Evaluating consumers' behaviour by gender to determine any actual behavioural differences in purchase and consumption

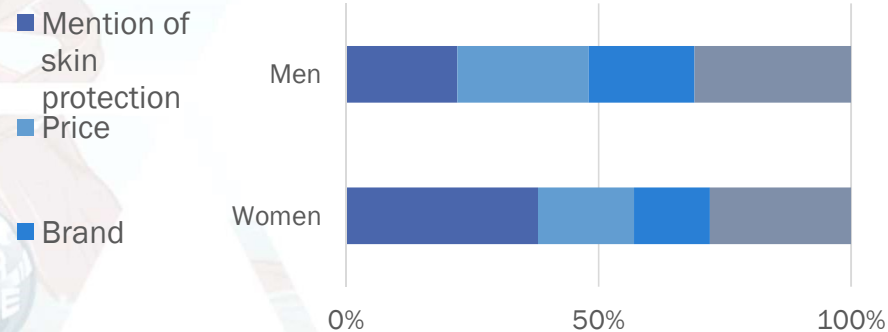
Cosmetics

65% of interviewed women reported to use cosmetics everyday, while more than 25% of men use skincare products with a frequency of "less than once per week" (Statista, 2017)

Frequency of use of skin care products by gender



Purchasing drivers by gender



The main purchasing driver for women is the mention of skin protection, while for men is the price (Statista, 2015)

Gender, Rights and Ethical Task Force

Evaluating consumers' behaviour by gender to determine any actual behavioural differences in purchase and consumption

Clothing and textile

An average person spends **\$161** per month on clothes with women spending **76% more** than men per year (Forbes, 2022). The 35 to 44 age group is the highest spender for both women and men (Statista, 2020)

Average annual consumer expenditure on women's and girl's apparel

