

Position of Gender Advisor

Pathways for responding to challenges and violations in the area of gender

Who is Gender Advisor?

Gender Advisor is a person supporting the project participants in dealing with challenges or problems in the field of gender equality. She is available to participants on a clear and permanent basis.

What does Gender Advisor do?

A Gender Advisor raises awareness of the importance of gender issues in academic work and scientific tasks and provides strategic and technical guidance on mainstreaming gender in all phases of project development.

Gender Advisor's tasks include helping to identify gender equality issues, supporting the search for optimal procedural and substantive solutions to strengthen gender equality, diversity and inclusion in the area of organizational and substantive project implementation, and helping to effectively respond to challenges and violations in this area.

Tasks carried out in the project:

In the course of project implementation, the Gender Advisor's tasks include:

- Ex-ante evaluation of gender equality in the institutions involved in the project, accompanied by ecosystem mapping.
- Monitoring of gender equality in the project team
 - Identification of qualitative and quantitative indicators to monitor gender balance
 - Current monitoring over the course of the project,
 - Ex-post evaluation with case study analysis.
- Drafting final recommendation document implementing best practices and procedures.
- Educating participants about gender-sensitive design and supporting them in incorporating the gender perspective in the design and implementation of the project.
- Supporting the project participants in dealing with challenges or problems in the field of gender equality in accordance with the assumptions outlined below.

What problems can be reported to Gender Advisor?

The Gender Advisor can be approached with all problems or challenges that have arisen in the course of the project and are somehow connected with gender issues.

The Gender Advisor provides support in the area of prevention, ongoing problem solving, and responding to and counteracting irregularities or violations that have occurred in this area. The Gender Advisor can be approached both with personal problems affecting specific individuals or groups, and with systemic difficulties of a more theoretical or abstract nature.

Project participants can report the following topics:

- Discrimination or unequal treatment based on gender
- Intersectional discrimination

- Sexual harassment
- Systemic inequalities
- Challenges related to the consideration of gender equality and inclusivity in work organization or labour relations
- Challenges of incorporating gender equality and inclusivity in substantive project activities
- Other undesirable gender-related phenomena.

Who can report a problem?

The assistance of the Gender Advisor can be used by anyone involved in the Pathfood project. Problems can be reported by those directly experiencing difficulties or violations, as well as those who witness or observe such situations. Reports can also be brought by managers who see potential challenges in the area they manage and need support in this regard.

How to report a problem?

In order to seek the assistance of a Gender Advisor, you should report the need to an email address: gender.advisor@cnbc.uw.edu.pl. The Gender Advisor will immediately contact the applicant to arrange a meeting - live or on line, depending on the applicant's preference - where it will be possible to discuss the problem in detail and agree on the scope of expected assistance.

What kind of assistance can be expected?

Gender Advisor provides expert advice, when requested by project participants, on the gender mainstreaming and conducts context-specific gender analysis related to the thematic area selected by requesting project participant.

A Gender Advisor provides assistance in:

- analyzing the problem, understanding the possible causes of the difficulties and highlighting the pool of available solutions;
- designing solutions to introduce the principle of gender equality, inclusion and diversity into the organization or substantive implementation of the project;
- diagnosing undesirable behaviors and actions, situating them in the legal context and signaling the possible occurrence of discrimination, sexual harassment or bullying;
- conducting educational and informational activities in the area of equality, diversity and inclusiveness.

When undesirable actions or behaviors occur, the Gender Advisor may act through direct, informal contact with the perpetrator(s) of the actions and behaviors, during which she informs, educates and recommends changes to inappropriate actions or behaviors. Where necessary, with the consent of the parties, she may promote dialogue or conduct mediation. In extreme situations, the Gender Advisor may submit a formal notice of the violation or undesirable behavior to the supervisor of the perpetrator of the inappropriate actions or behavior. The notice may include a recommendation to resolve the problem.

The Gender Advisor may submit formal notice of a problem, violation or systemic difficulty directly to the project manager

Contact:

E-mail: gender.advisor@cnbc.uw.edu.pl. Possibility to meet in person: on the date agreed by the parties in Center for Biological and Chemical Sciences at the University of Warsaw.

