

WHITE PAPER

GENDER IN CITY REGION FOOD SYSTEMS



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 101000640

ABSTRACT

In The European Union there is a gender mainstreaming principle: the gender issues should be taken in consideration in all the matters. When interviewing food-related professionals from Cities2030 pilot cities it was found that there was obvious need to raise awareness of the gender issues in CRFS. Obviously, there is still a need to deepen up the understanding of the gender matters. The gender matter is frequently considered as a woman matter. His way to look at gender narrows the view. The gender matter is a woman matter, man matter but also “the other sex” matter – matter of all humans. The structures of the CRFS should be built that way that all the variety of gender can fit in there where they want to fit. It is not only fitting women to the existing structures.

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Table of content

1	SUMMARY	5
2	INTRODUCTION	6
2.1	THE KEY TERMS OF THE PAPER	6
2.1.1	GENDER, SEX OR SOMETHING ELSE?	7
2.1.2	CITY REGION FOOD SYSTEMS	7
3	BACKGROUND	8
3.1	FOOD RELATED STRATEGIES, REPORTS AND PROGRAMS	8
3.1.1	UNITED NATIONS: SUSTAINABLE DEVELOPMENT GOALS	8
3.1.2	FOOD 2030 OF THE EUROPEAN UNION	9
3.1.3	FARM TO FORK STRATEGY	9
3.1.4	MILAN URBAN FOOD POLICY PACT (MUFPP)	10
3.2	GENDER AND EQUALITY RELATED STRATEGIES, REPORTS AND PROGRAMS	10
3.2.1	UNIVERSAL DECLARATION OF HUMAN RIGHTS	10
3.2.2	THE GLOBAL GENDER GAP	10
3.2.3	GENDER EQUALITY STRATEGY 2020-2025 OF THE EUROPEAN UNION	12
3.2.4	CULTURE OF GENDER	13
3.2.5	WORK, FOOD AND GENDER IN THE EUROPEAN UNION	15
3.2.6	FARMERS' GAP IN GENDER DIVISION	16
3.2.7	GENDER MAINSTREAMING IN EUROPEAN UNION	16
4	SOURCES AND DATA COLLECTION METHODS	18
4.1	INSIGHTS FROM THE WORKSHOP 2022	21
4.2	INSIGHTS FROM THE WORKSHOP 2023	22
4.2.1	SEGREGATED JOBS IN CRFS	23
4.2.2	EQUALITY PROBLEMS	23
4.2.3	OTHER SEXES AND CRFS	24
4.3	DATA FROM THE INTERVIEWS OF THE PILOT CITIES	24
5	FINDINGS	26
5.1	GENDER IN CITY REGION FOOD SYSTEMS VISION: THE HOUSE OF CITIES2030	26
5.2	THE FOUNDATION STONES OF THE HOUSE OF GENDER	26
5.3	THE PILLARS OF THE HOUSE OF GENDER	27
5.3.1	PILLARS OF UNDERSTANDING: COMMON AWARENESS AND KNOWING ONESELF	27

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5.3.2 PILLARS OF ACTIONS: STRUCTURE CHANGE AND CULTURE CHANGE 28

5.4 THE DOME OF THE HOUSE OF GENDER (OUTCOMES) 29

5.5 THE TOOL TO RAISE ONE’S AWARENESS OF GENDER IN CRFS 30

5.6 THE NEXT STEPS OF ACTION 30

6 CONCLUSIONS 31

7 SOURCES 32

Deliverable D2.3_Gender in City Region Food Systems in European Union

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Version V1.0, June 30th, 2023

1 SUMMARY

Gender in City Region Food Systems (CRFS) in the European Union is examined in this white paper. There is very little research or other sources of these three topics together and so this paper is one of the first ones to pay attention to this matter combination. No doubt there is much more to find out about the topic.

In The European Union there is a gender mainstreaming principle: the gender issues should be taken in consideration in all the matters. When interviewing food-related professionals from Cities2030 pilot cities it was found that there was obvious need to raise awareness of the gender issues in CRFS. Obviously, there is still a need to deepen up the understanding of the gender matters.

The gender matter is frequently considered as a woman matter. His way to look at gender narrows the view. The gender matter is a woman matter, man matter but also “the other sex” matter – matter of all humans. The structures of the CRFS should be built that way that all the variety of gender can fit in there where they want to fit. It is not only fitting women to the existing structures.

The conclusions of this paper are presented as a house of gender. The base rocks are formed from values and legislation based on them. The pillars (acts) that hold up the dome (results) are common awareness, knowing oneself, structure change and culture change. The wanted result, the dome of the house, is “Genuine equal chances in CRFS for the variety of gender”.

This paper’s biggest value is to start conversation about the theme of “Gender in City Region Food Systems in the European Union” but also join these themes together for the first time. There is more to study such as the root reasons for work segregation, the other gender in the CRFS and the culture’s affect to individual’s choices.

2 INTRODUCTION

“Times are hard for dreamers” (Amélie, 2017). This white paper is collected during the times of vast population growth – there are more and more mouths to feed every day. There is an urgent need to act to slow down the climate change and its effects to food production. The COP27 Climate Summit in Egypt in the end of 2022 ended up with lame conclusions and agreements on climate actions. Also, the Covid-19 pandemic is still going on but is causing less problems due to the worldwide vaccination campaign. Russia started its attack war to Ukraine in 2/2022 and it is going on causing terrifying suffering in Ukraine but also it has a great effect on the rest of the world. The war makes Ukrainian food production very difficult and it affects the entire world: Ukraine is one of the most important agricultural producers in grains and oilseeds in the world (USDA, 2022). Less food rises the prices but most of the Europeans can still buy it from the markets with their wealth – in the world poorest countries the domino effect can cause famine and other problems due to the inflation and rising prices.

When the times are hard, it is difficult to understand why the potential of all the people is not freed and let the power of all work for the common good also in the city region food systems. This white paper is putting together three different themes: gender, city region food system and the limited view of these two themes within the European Union.

2.1 The Key Terms of the Paper

In the following chapters the key terms “gender” and “the city region food system” (CRFS) is introduced.

The third theme limit drawing matter is the European Union with its 27 member states, which are Austria, Belgium, Bulgaria, Croatia, Republic of Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain and Sweden (EU countries, 2023).

It would have been tempting to include other Cities2030 partners as North Macedonia under observation, but then the data collecting would have gotten challenging. The EU data is about the current member states.

2.1.1 Gender, sex or something else?

It is important to understand a bit more about the terms “gender” and “sex” while reading this white paper. Term “gender” does not only refer to person’s biological “sex”, which is usually understood as a binary phenomenon where there are two possibilities: one to be a woman or another to be a man. “Gender” includes also the social, psychological, cultural and behavioral aspects of being a woman, man or some other identity. Individual’s gender but also sex can change over time.

Gender understanding in research and articles is not that wide as described before. Most commonly in literature gender is considered as a combination of being a of a certain sex (man/woman) + the social and cultural aspects that are attached into being of either biologically a man or a woman. Even more commonly in surveys there are only two possibilities to tick a box: man or woman. If the survey is more advanced, there is the third option “other”. There are few places that collect data with awareness of the other sexes as Meta/Facebook: it has over 50 named choices for gender when they collect the data from their users!

Gender
A set of qualities and behaviours expected from males and females by society. Gender roles are socially determined and can be affected by factors such as education or economics. Gender roles may vary widely within and between cultures, and often evolve over time.

(Gender-Smart Glossary)

Even though the aspects and variety of gender is well understood by this papers’ writers, it was not possible to find sources that would have taken into consideration also other sexes but woman or man. But because the topic of other gender/other sex is very accurate and interesting, it was shortly taken into consideration in one of the participatory acts, which based this white paper.

2.1.2 City Region Food Systems

The city region is certain area that can contain one or more urban cities but also it may include linked surrounding peri-urban and rural areas. When determining the city region’s food system, it is important to perform food flow analysis: where the food is coming to the city area in general. A City Region Food Systems (CRFS) approach goal is to develop resilient and sustainable food systems within urban areas.

Cities and towns in general grow and carries the costs and risks of food security. Cities often have a limited role in ensuring sufficient, affordable, nutritious, adequate, and safe food for their inhabitants. Food prices may rise, there might be problems with food delivery chains caused by nature disasters as floods or storms and other climate change’s natural effects. The lack of power on crucial issues has risen the need of developing resilient and sustainable food systems around the cities.

(FAO, 2023)

3 BACKGROUND

There are several global and European Union strategies and programs that determine goals and actions for the development the food systems or the gender equality. In this chapter the most important ones are introduced.

3.1 Food Related Strategies, Reports and Programs

In the following section the most important theme related strategies and programmes, such The United nation's Sustainable development goals, Report on Gender Equality in the European Union, Milan Urban Food Policy Pact and the Food 2030, are analysed.

3.1.1 United Nations: Sustainable Development Goals

In 2015 world's leaders adopted the Sustainable Development Goals (UN, 2015).

The goals "5- Gender equality" and "10- Reduced inequalities" are directly targeting the equality for all humans. The goals "2- zero hunger", "6- clean water and sanitation", "12- responsible consumption and production", "14- life below water" and "15- life on land" target directly the food production. The goal "11- sustainable cities and communities" and "17- partnership for the goals" target the co-operation among people and institutions.

The themes of gender, food and cities have an impact on all the themes, such "1- no poverty", "3- good health and well-being", "4- quality education", 7- affordable green energy", "8- decent work and economic growth", 9- industry, innovation and infrastructure", "16- peace, justice and strong institutions".



Figure 1. United Nation's Sustainable Development Goals.

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3.1.2 Food 2030 of the European Union

European Union has created a research and innovation policy “Food 2030” focused on the transformation of food systems. The main goal is to ensure enough affordable and nutritious food for everyone and thus contribute to healthy lifestyle. Food 2030 provides a policy framework to speed up the transition towards a resilient food system that have benefits for people’s health, climate and communities but also respecting to planet boundaries. The policy is lined up with the European Green Deal, Farm to Fork strategy and bioeconomy strategy.

Food 2030 has four food and nutrition goals and ten pathways to achieve the goals. The four goals are:

- Nutrition for sustainable and healthy diets
- Food systems supporting a healthy planet
- Circularity and resource efficiency
- Innovation and empowering communities

The ten pathways, which are part of the Horizon financing program, are:

- Governance and systems change Urban food system transformation
- Food from the oceans and freshwater resources
- Alternative proteins and dietary shift
- Food waste and resource efficiency
- The microbiome world
- Healthy, sustainable and personalised nutrition
- Food safety systems of the future
- Food systems Africa
- Food systems and data

(European Commission 2023)

3.1.3 Farm to Fork Strategy

“The Farm to Fork Strategy is at the heart of the Green Deal. It addresses comprehensively the challenges of sustainable food systems and recognises the inextricable links between healthy people, healthy societies and a healthy planet. The strategy is also central to the Commission’s agenda to achieve the United Nations’ Sustainable Development Goals (SDGs).” (European Commission 2030, 4)

The Farm to Fork Strategy is speeding up the European Union transition to a sustainable food system. It has been divided into five wanted impacts:

- neutral or positive environmental impact
- help to make the climate change milder and help people and businesses to adapt to its impacts
- reverse the loss of biodiversity
- guarantee



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- food security
- nutrition and public health
- secure that everyone has access to sufficient, safe, nutritious, sustainable food
- affordability of food
 - generate fairer economic returns
 - foster competitiveness of the EU supply sector
 - promote fair trade (European Commission, 2023)

3.1.4 Milan Urban Food Policy Pact (MUFPP)

The Milan Urban Food Policy Pact is an international agreement and a tool for cities to develop city region food systems. It recommends the cities to take 37 actions to achieve more resilient and sustainable city region food system. (MUFPP, 2015)

In a pilot experiment conducted in 2019 in three cities of which one was Nairobi in Kenya, a team of researchers developed the MUFPP monitoring system indicators that measure the gender equality development in the target city. The team had noticed that “women often experience significant inequalities that can affect their capacity to participate” in city region food system activities. The suggested measurement issues were such as emending the Pact. The Milan Pact Awards offer concrete examples of the food policies that cities are implementing in each of the 6 Pact categories. (MUFPP, 2014)

3.2 Gender and Equality Related Strategies, Reports and Programs

3.2.1 Universal Declaration of Human Rights

The United Nations has created a document “Universal Declaration of Human Rights” in 1948. In its article 1 it claims that “All human beings are born and free and in dignity and rights”. Also, in the second article it states that “Everyone I entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. (UN, 1948)

3.2.2 The Global Gender Gap

The Global Gender Gap Index is a report that calculates and follows the transformation of gender-based gaps. In the index there are four dimensions, and for each one the index calculates how fast or slow the gap will be closed if the pace of the development continues:

- 1) Economic participation and opportunity: gap closed in 267,6 years
- 2) Educational Attainment: globally closed
- 3) Health and Survival: globally closed

Gender Equality
“Males and females have equal rights, freedoms, conditions, and opportunities for realizing their full potential and for contributing to and benefiting from economic, social, cultural, and political development. It means society values males and females equally for their similarities and differences and the diverse roles they play.”
(Gender-Smart Glossary)

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4) Political Empowerment: gap will close in 145,5 years
In all gaps the women are in worse situation than men.

At the current pace, the gender gap will close in 135,6 years worldwide. Unfortunately, due to the pandemic, women have been more effected by the situation and the gaps in between genders have widened.

Index 2021 rankings of 27 EU countries. N=156 countries.

Ranking	EU Country
2	Finland
5	Sweden
8	Lithuania
9	Ireland
11	Germany
13	Belgium
14	Spain
16	France
20	Latvia
21	Austria
22	Portugal
29	Denmark
31	Netherlands
38	Bulgaria

Ranking	EU Country
41	Slovenia
45	Croatia
46	Estonia
55	Luxemburg
63	Italy
75	Poland
77	Slovak Republic
78	Czech Republic
83	Cyprus
84	Malta
88	Romania
98	Greece
99	Hungary

(Global Gender Gap Report, 2020)

“Equality between women and men is a fundamental value of the EU”. The gender equality index of the European Union has improved very slowly over time, but due to the Covid-19 pandemic in, it has gone down for first time in its history in 2022 measuring. The pandemic hit the women more than the men, because the lock-downs, stay-at-home-orders and social distance restrictions affected more the female-dominated work positions (such as food services) where there is more social interaction with other people. (EIGE 2022, 4)

The index consists of seven measures: Domains of work, money, knowledge, time, power, health and violence. The member states of the European Union have a great variation of gender equality levels. The best index top-3 in 2022 measuring were 1) Sweden, 2) Denmark, 3) Netherlands, whereas Greece was placed in the last position of the list. (EIGE 2022, 22)

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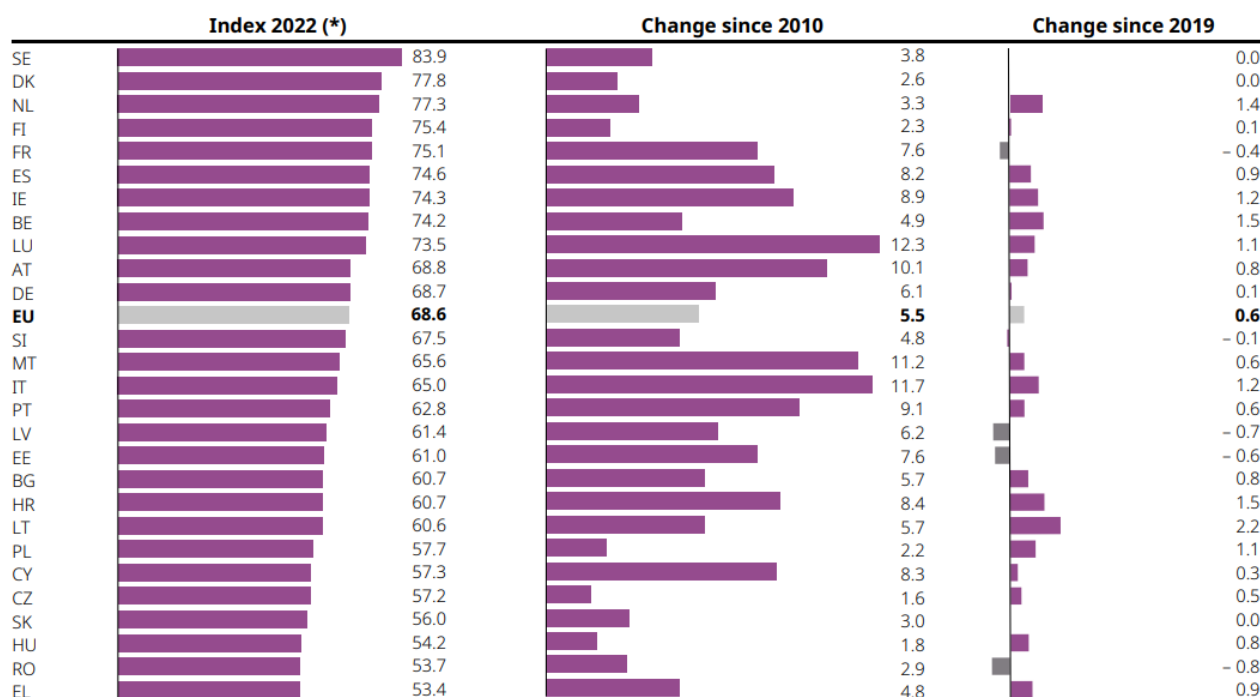


Figure 2. Gender Equality Index 2022 in European Union (EIGE, 2022).

BE-Belgium, BG-Bulgaria, CZ-Czechia, DK-Denmark, DE-Germany, EE-Estonia, IE-Ireland, EL-Greece, ES-Spain, FR-France, HR-Croatia, IT-Italy, CY-Cyprus, LV-Latvia, LT-Lithuania, LU-Luxembourg, HU-Hungary, MT-Malta, NL-Netherlands, AT-Austria, PL-Poland, PT-Portugal, RO-Romania, SI-Slovenia, SK-Slovakia, FI-Finland, SE-Sweden, EU-27 EU Member States.

3.2.3 Gender Equality Strategy 2020-2025 of the European Union

In the European Union, the equality among all humans is considered one of the basic rights. European Commission adopted Gender Equality strategy for the period of 2020-2025. It is a roadmap for the European Union to advance gender equality in Europe. The vision is to have Europe where all kinds of women and men, girls and boys are free from violence and stereotypes and they have equal possibilities to thrive and to lead. The strategy has five main topics:

- Being free from violence and stereotypes
- Thriving in a gender equal economy
- Leading equally throughout society
- Gender mainstreaming and funding
- Promoting gender equality and women's empowerment across the world.

Gender mainstreaming as a key tool for the Commission's gender equality work according to the Gender Equality Strategy. (EU gender equality report, 2021) This is also the reason why gender approach is needed also when analyzing the city region food systems. [Gender mainstreaming | European Institute for Gender Equality \(europa.eu\)](#)

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3.2.4 Culture of gender

In the Hofstede model the national culture is based on different values that can be categorized into six different dimensions. It is also called the 6-D model of national culture. The model is a tool to understand a country's culture, which is based on its cultural values. Organizations can improve communication, co-operation, and mutual understanding of different origin people. (Hofstede, 2023)

Professor Geert Hofstede's definition for culture is that it is "the collective programming of the mind distinguishing the members of one group of category of people from others". (Hofstede, 2023) The combination describes the national culture which is a base of sub-cultures that can determine proper limits of certain behavior for men and women.

- Power distance index
- Individualism vs. collectivism
- Masculinity vs. femininity
- Uncertainty avoidance index
- Long term orientation versus short term normative orientation
- Indulgence versus restraint

Dimensions especially important for the limits that are culturally set for a gendered behavior are (1) the power distance index and (3) masculinity versus femininity. The European Union countries have surprisingly different scores in these indexes. In the Power Distance Index the top three countries are Austria, Denmark and Ireland. On the other hand, the top three countries with most femininity in their society are Sweden, Latvian and the Netherlands. (Reddit 2016)

Achieving gender equality and rising women's empowerment can result in greater, more resilient and sustainable food systems. Women do have different access to resources, which is due to the contextual social gender norms. (Njuki, Jemimah, Sarah Eissler, Hazel Malapit, Ruth Meinzen Dick, Elizabeth Bryan and Agnes Quisumbing 2022,1).

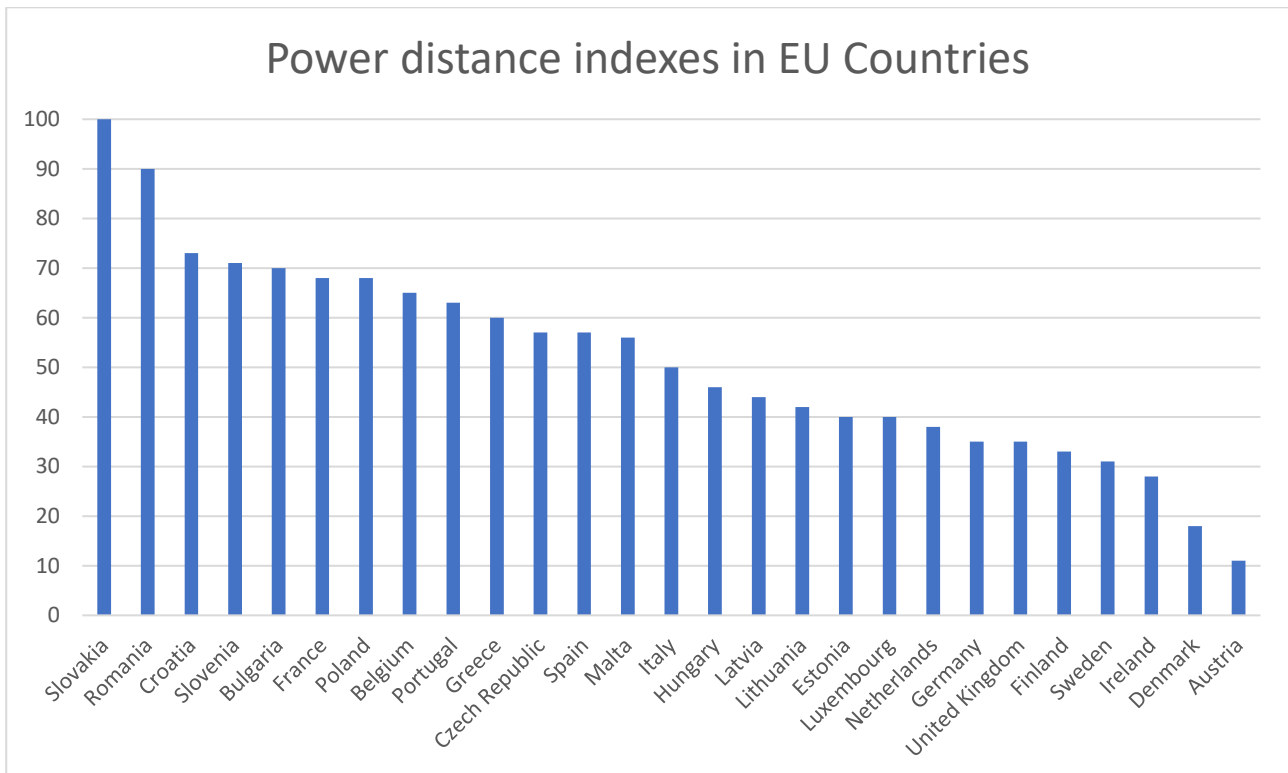


Figure 3. Power distance PDI expresses how a society handles inequalities among people. The bigger the score the bigger the experience of inequality is. Cyprus' data is missing. (Reddit 2016)

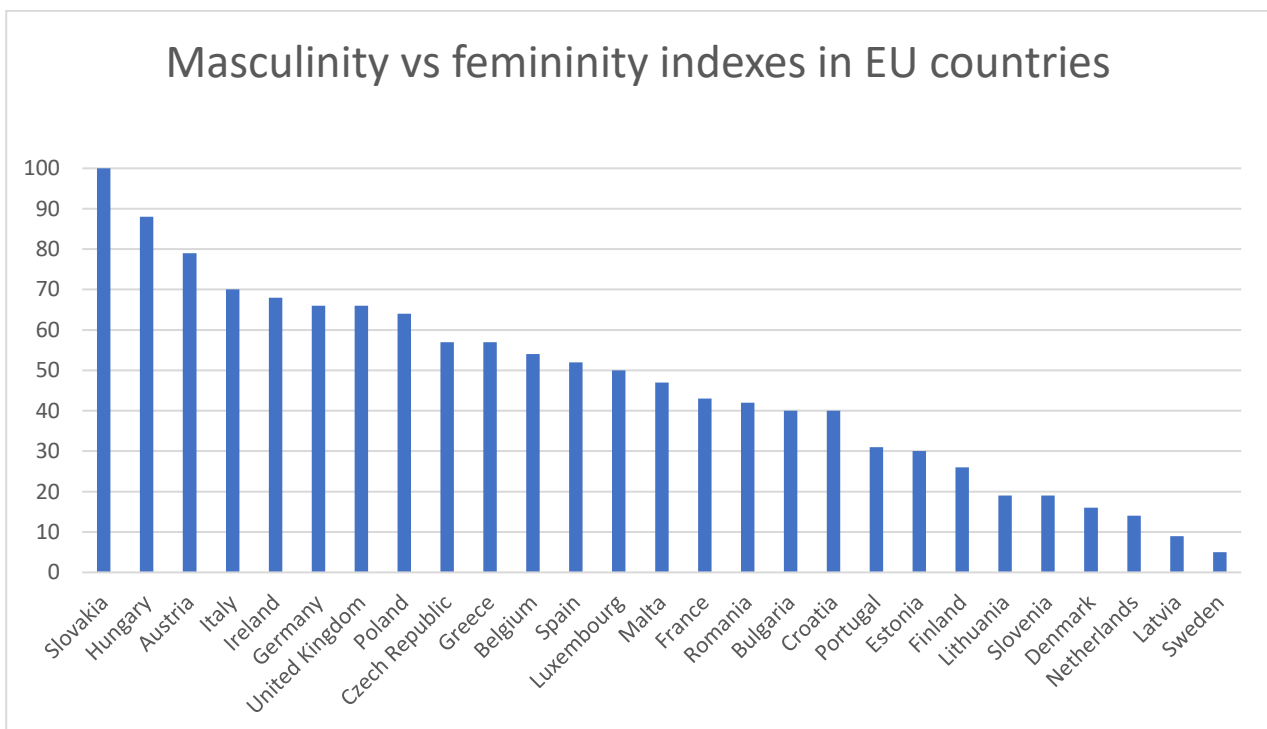


Figure 4 The Masculinity represents aspect that make the society more competitive. Femininity stands for the society to be more consensus-oriented. The bigger the score, the bigger is the masculinity in the society. (Reddit 2016)

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3.2.5 Work, food and gender in the European Union

Nearly 16 million people were employed in the food chain related jobs in the European Union. It forms about 8 % of the total labor force of the EU. The division of labor in different parts of the food chain (restaurant work not included):

- 46 % farming
- 26 % manufacturing
- 15 % retail
- 8 % wholesale
- 2 % wholesale of raw materials and animals
- 1 % fishing

Over half (59 %) of the food chain labor were men. The gender distribution is not even in all food chain activities. Most masculine work was fishing where 88 % of the labor were men. Grocery stores and kiosks are mostly occupied by women: 63 % of the labor in retail is occupied by women. Only Germany has a greater number of women (52 %) in the food chain labor. Ireland has the biggest (78 %) share of men in the food chain work. (Eurostat, 2020)

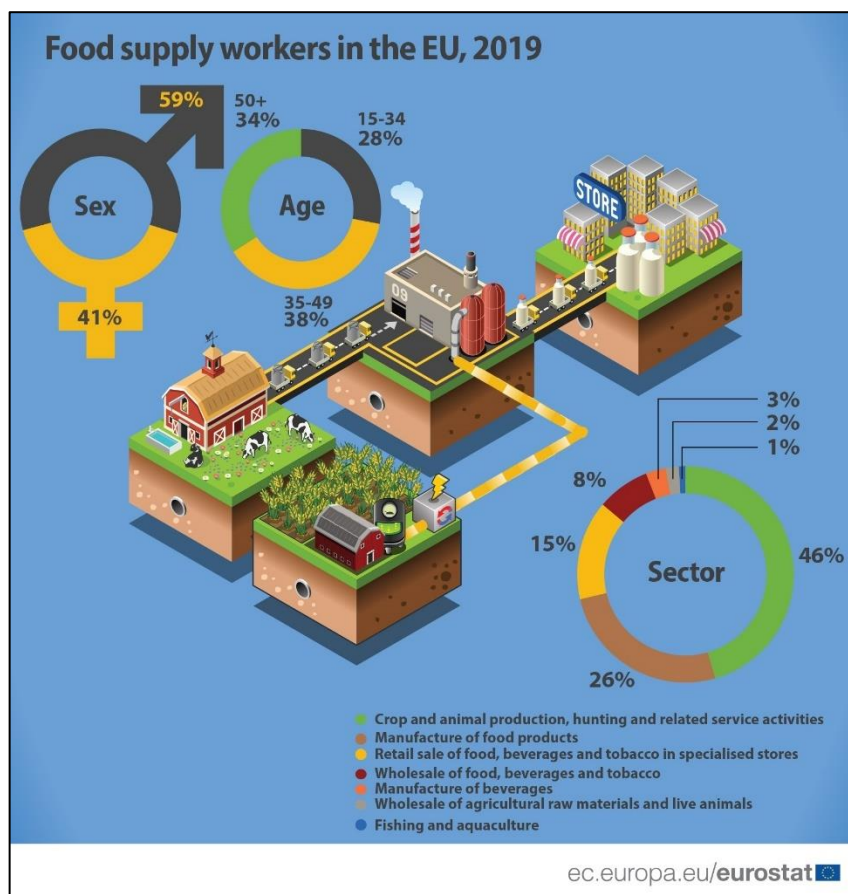


Figure 5. Food supply workers in the EU 2019. (EuroStat 2020)

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3.2.6 Farmers' gap in gender division

In European Union women farm holders have significantly smaller farms than men farm holders. 71% of EU farms with livestock are run by male, and only 27% by female (2 % belongs to legal persons). 3,3 % of women and 5.2% of men worked in agriculture in 2014, but it needs to be considered that the data might not cover the informal rural economy or payless farm work, in which women are involved. (EIGE, 2017) These gaps are recognized and actions such "EWA – Empowering women in agrifood" are performed to narrow. In this project 130 women are trained to become entrepreneurs in different sections of agrifood business within 13 EU countries. (EIT Foods, 2022)

Worldwide, the Food and Agriculture Organization of the United Nations has created a strategy "FAO Policy on Gender Equality 2020-2030". The strategy's main goal is to achieve gender equality in sustainable agriculture and rural development in order to eliminate hunger and poverty. In the strategy there are four objectives:

- Women and men have equal voice and decision-making power in rural institutions and organizations to shape relevant legal frameworks, policies and programs.
- Women and men have equal rights, access to and control over natural and productive resources, to contribute to and benefit from sustainable agriculture and rural development.
- Women and men have equal rights and access to services, markets and decent work and equal control over the resulting income and benefits.
- Women's work burden is reduced by enhancing their access to technologies, practices and infrastructure and by promoting an equitable distribution of responsibilities, including at household level.

(FAO, 2020)

There are also other ways to produce food than farming, like fishing and forest berry picking. In the fish industry there has been a special organization, "International Organisation of Women in Sea Industry" (WSI) that has been paying special attention to the gender equality in the area. One of the methods has been counting conference speakers' sexes and following how it has evolved over years. Mostly the number has risen year by year. (Figure 6)



Figure 6. The WSI has followed the evolving of the amount of female congress speakers over the years.

3.2.7 Gender Mainstreaming in European Union

In 2004 the guide "EQUAL – Gender Mainstreaming in European Union" was published to steer the work done within the union member countries so that gender issues are taken in consideration in all work. Before, the equal opportunities policies did not manage to transform women's/men's position as wished. There were hidden inequalities in between the sexes. The societies' structures and practices needed brave reforming. On those challenges, the guide was established. (European Commission 2004, 9)

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Gender mainstreaming

“To make gender equality part of this dominant (mainstream) trend in society so that women and men benefit equally. It means looking at every step of policy – design, implementation, monitoring and evaluation – with the aim of promoting equality between women and men.

(European union 2004: 12)

When analysing the problem, the focus was often written out as “the women problem”. Then the solution was to integrate women into existing structures. But, if the problem was seen as “the gender problem”, then the solution can be to transform unequal relations and structures. This way both sexes have the space they need in the structure. (European Commission 2004, 10)

4 SOURCES AND DATA COLLECTION METHODS

This white paper is put together of various sources of information. The literature review was done but also the Cities2030 living lab cities' representatives to the work.

Firstly, the literature review was made by the task leader but also with an assistance of the project team and a library professional of an academic university and with the help of a library data source specialist from the university of applied sciences. Surprisingly the three themes; gender, CRFS and the EU together formed a very challenging combination when doing the material search. There was a vast amount of source material about each topic, stills a good number of materials when combining two of these themes together but always when putting all three themes together the relevance of sources started to fall. In was clear from the beginning that this white paper will "circle around a porridge pot like a cat" like its sources: it means that most the sources take care of some sides of the phenomena but not all sides at the same time. For the lack of relevant sources, the limitation to the EU was considered to be left outside from the white paper – it would have made the writing job much easier, but also, there would not be much new in the findings. Finally, the EU stayed as a limit of the work. Luckily there was a possibility to open the understanding with some other data collecting methods, such survey, workshop, and interviews.

Secondly, there was joint data collection done with preliminary survey and with two workshops made on the findings of the survey. In the preliminary survey there were 12 questions asked from the Cities2030 pilot city CRFS experts (Appendix 1). These answers worked as a base for organizing two workshops: the first one was held 17.3.2022 (Figure 7) and the second one 27.4.2023 (Figure 8). In the workshops there were two main goals. Firstly, they worked as a data collection method for this white paper and secondly, they raised awareness of the theme of gender among the Cities2030 project partners. In the first workshop

Cities 2030/ WP2 workshop 03-2022/ Gender

FOOD RESEARCH AND INNOVATION AND GENDER
Please write down on notes your observations about food research and innovation gender and possible reasons for the observed phenomena. Write down the partner number and country as well, please!



Figure 7. Example material from the workshop 3/2022. Participant info covered.

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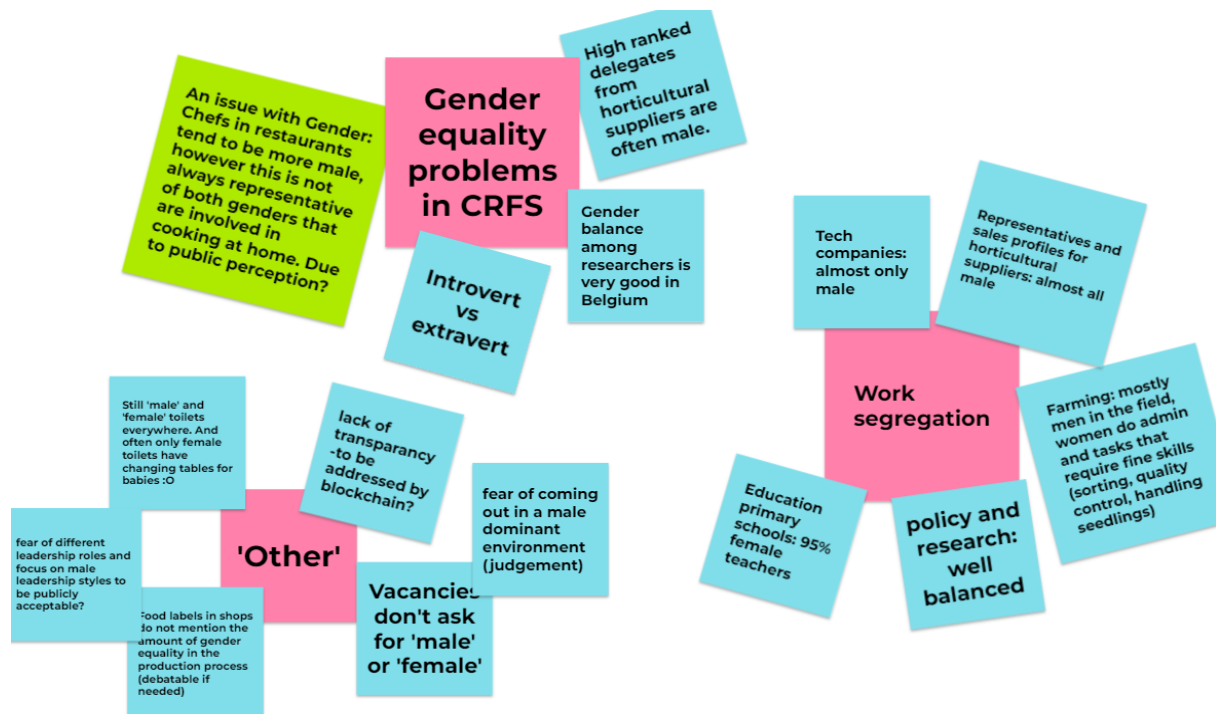


Figure 8. One example Jamboard table from the second workshop of Gender. Pink notes are the questions, other colours grouped around the pink notes are the participants' answers.

the attendees made remarks of their own city area's gender phenomena in the entire food chain: farming, food industry, nutrition/home food and food research and innovation. The second workshop each city living lab representatives were delivering knowledge about work segregation, equality problem in CRFS and other genders.

Thirdly, the Cities2030 -project offered a great environment to interview 12 partner organizations' experts about gender and CRFS in different parts of the European Union. The partners represented the living lab cities in the project (Figure 8). The interviewees were specialist in some parts of the food arena, none was an expert on the gender issues. Nevertheless, they had a great deal of insight in the matter as food professionals and consumers. These 12 interviewed teams were at the same time the teams of the pilot cities that performed living lab operations within their city region food system areas.

The survey, workshop and interviews were made together with the team of Cities2030 work package 2 (WP2) co-task-leaders. This way each leader had support from each other when forming the entity of the data collection. The co-operation made possible that the invitees were able to contribute to multiple deliverables in one sitting.

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The Living Lab Cities of the Project Cities2030

- Belgium: Bruges
- Croatia: Velika Gorica
- Cyprus: Troodos
- Denmark: Vejle
- Finland: Seinäjoki
- Germany: Bremerhavn
- Italy: Vicenza
- Latvia: Vidzeme
- The Netherlands: Haarlem
- Romania: Iași
- Slovenia: Murska Sobota
- Spain: Quart de Poblet

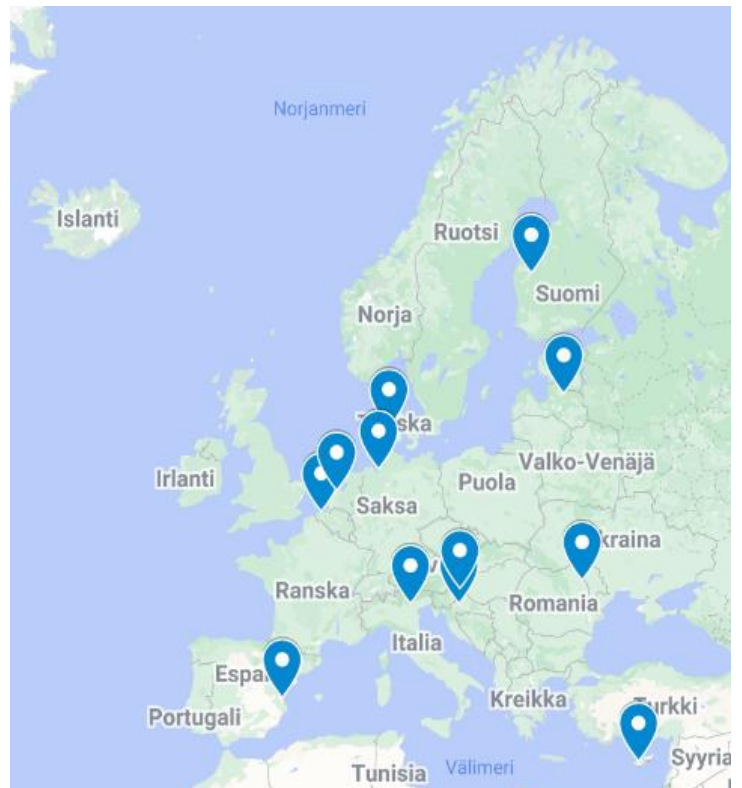


Figure 9. The Cities2030 Living Lab Cities

Deliverable D2.3_Gender in City Region Food Systems in European Union

4.1 Insights from the Workshop 2022

The workshop was held on-line since the participants located in different parts of Europe. Firstly, they were asked to think about four different parts of the food chain + gender issues that come into their mind. Secondly, if there was some notable phenomenon under the theme, it was asked to describe first by writing the phenomenon shortly down to an electric sticky note (“Jamboard”) for everyone to see them. The third and last act was to explain the phenomenon out to the other workshop members by talking about it freely. There were small conversations rising about the themes as well which was useable for raising the understanding of the topic among the participants. Even though the idea was only neutrally notice and do documentation of gender phenomena, the work led to determining whether the phenomena are an equality phenomena or not.

There were four topics from the food chain:

- farming + gender
- food industry + gender
- nutrition/home food + gender
- research/innovation + gender.

In addition, hints of good sources of the topic were asked as well as there was a possibility to a free word about the issue. The participants were encouraged to share their personal experiences about the topics around their city region of if better suited to the topic, to the entire country they represented.

The participants were aware of their lack of professionalism about the gender issues and in some cases did not want to answer questions only based on their personal views. Also, the talk went easily to equality problems in between the sexes.

The commented topics:

- In public sector food decisions are made by democratically chosen people
- Food workers are separate by the task and sex
 - In the food industry the workers are divided about half-half of both sexes
 - In farming the tasks with machines (as plant growing) are more occupied by men, but care tasks (taking care of domestic animals) are more occupied by women
 - In farming, bigger scales tasks are more done by men, smaller scale tasks by women.
 - In farming/fishing, the women work as workers but in the free time many of them are responsible also for the household's food preparing and buying
 - Immigrant women end up making the hardest and lowest paid jobs in the food system
- Where there is money in the food chain, there the men work. Women tend to occupy the lower paid jobs with less power.
 - Leader positions are frequently male-dominated
 - When the scale is smaller, there may be e.g., farmer couples that work and earn as much from their work
 - Famous and better paid television chefs are mostly men – preparing food with less salary e.g., in a canteen kitchen or payless at home is more common to be done by women.
- Women are more invisible in the food chain

Deliverable D2.3_Gender in City Region Food Systems in European Union



- Women's work at farms is not seen even though it is done
- Decision making is rarely in a reach of women especially in private companies
- In some cultures, the women's words are not taken seriously
- Men suffer from worse diets
 - Women usually have healthier eating habits than men
 - Men tend to suffer diseases caused by unhealthy nutrition
- At homes the responsibilities vary
 - Women make a lot of decisions on food in homes, which have an effect to the whole family's food culture and nutrition – the shopping behavior is affected by the retailers' marketing
 - In some cultures, women cook the most at home, in others the one with more passion to food is the home cook
 - Time pressure to do many things takes time and recourses from food and its preparation
 - More conciliation of food responsibilities is needed at home in order to free women to work equally outside of homes
- Men do suffer from some equality issues as well
 - Farms tend to be inherited from father to sons: whether the son want it or not (family burden)
 - There are some jobs where the women are considered to be better because of her skills, such cleaning the fish from the tiniest bones.
 - Men take less part in food-related courses, happenings and tests
- Food poverty hits the women more: less access to safe and nutritious food
- In most cases there is more women involved in food-related research and innovation work

4.2 Insights from the Workshop 2023

The second workshop was also held on-line for the convenience reason: the participants were spread around Europe and there was not a suitable possibility to meet in a physical place. This workshop, as the first one, was organized in co-operation with the Responsible Research and Innovation white paper's preparation team.

In this workshop the participants worked together living lab city by living lab city in order to be able to discuss the issues with their colleagues that know the same region.

There were three themes, where this workshop digged into:

- Equality problems in the "city's name" living lab
- Most segregated jobs in the "city's name" CRFS
- Other sexes and CRFS

There were little participants per living lab city. For that reason, the data handling is done so that no one answer can be identified to a certain answerer/living lab city. Also, in this task a very big side goal to data collection was to raise awareness of the participants of the gender issues of their own CRFS.

Deliverable D2.3_Gender in City Region Food Systems in European Union

4.2.1 Segregated jobs in CRFS

In the workshop one of the three topics was to ask where in CRFS the job segregation is obvious. The answers were clear and the partners all over Europe had the same idea about segregated jobs: what they are and which sex dominates them:

Most women's jobs in CRFS

- Administrative workers
- Public catering and canteens
- In farming when fine skills needed: sorting, handling, seeding
- Food science
- Secondary roles
- Grocery stores
- Bakery industry

More men's jobs in CRFS

- Physical jobs
- Technical management mostly
- Directors
- Fishing
- Luxury catering

4.2.2 Equality problems

It was challenging to keep the participants' thoughts to just listing the gender phenomena in the earlier workshop and questions. This part of the workshop was the first time the questions were targeted to reveal equality problems in CRFS.

Equality problems in CRFS:

Women considered less equal

- Women work with low paid jobs
- The leading positions and delegates of food firms are mostly men
- Men are chefs (some famous), women cooks
- Lack of female entrepreneurs
- The task of buying and planning the household's food falls to women

Men considered less equal

- Boys eat worse – men eat worse from the point of nutrition and calory intake
- Older men don't cook/know how to cook: if the spouse dies, there is a problem
- In Food logistics work few women
-

Not determined the sufferer

- Stereotypic/patriarchal culture leads men to work e.g., with technology or farming
- Pay level / system is not equal
- Gender balance is depending on the answerer good or not balanced in research and innovation
- Gender issues are not taken into account / are well taken into account in local food-related policies
- Food waste: in the management work men, in household level women

Deliverable D2.3_Gender in City Region Food Systems in European Union

As seen in the chart, all the equality questions answers were not clear to show who is the depressed party in the matter.

4.2.3 Other sexes and CRFS

The topic was difficult, and it got very little answers from the participants. The goal was to collect experience-based data about the other sexes (Figure 8), but a heterosexual woman or a man in a city region food system.

Getting ideas in workshop about the topic was not the only trouble – there were very little suitable literature material about the other sexes/gender variety in food systems and for this reason the topic was not treated in the background section of this paper. Eventually only one high quality source was found – but it takes care of peoples of Americas and for this reason it was not used in the background section of this paper. For the rareness of the “other gender and food system” articles, here is a route to get the source to read: Gioia, 2019. It is a magazine of six interesting articles about women and gender in food systems.

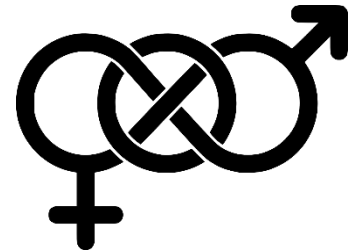


Figure 10. The symbol represents bisexuality.

The comments on “other sexes in CRFS”:

- The most common answer was to answer nothing or that there is no conversation going on of this topic
- The rural areas/or the entire country were seen narrow-minded or so that the ones who are of the other sex
- The phenomenon is not recognized because the ones of the “other sex” are hiding in the societies
- There is not space for other leadership roles except for the masculine leadership role
- Idea of a food label that mark gender equally produced food products

4.3 Data from the interviews of the pilot cities

The Cities2030 -project has 12 living lab cities that were targeted with interviews. In one city there might be more than one organization working together. The interview had two goals as the workshops before: to collect data from the cities but also raise awareness of the gender issues in city region food systems.

There was a loose interview structure that was the same in all interview events. It had one main task to do and some food for thoughts to get the talking to start: “Describe possible food-related situations within your own city region food system:

- ...where some role is clearly more common for another sex?
- ...in which the possibilities vary according to the person’s gender role?
- ...in which the treatment varies according to the person’s gender role?

In addition of these thinking tricking questions, there was a small word cloud to remind different parts and aspects of the food system (Figure 9). One a lot of used facilitation question was “In which part of the food system the gender matters?”.

Deliverable D2.3_Gender in City Region Food Systems in European Union



The interview data (100+ pages of transcription and 250+ minutes of recorded notes) and the previous data from the workshops are sorted out to one figure, "The House of Gender", which will be represented in the following chapter.



Figure 11. Parts and aspects of the food system. The picture was made to give food to thought in living lab cities' interviews.

5 FINDINGS

5.1 Gender in City Region Food Systems vision: The House of CITIES2030

The House of Gender consists of three main structures: the foundation stones, pillars that hold up the dome, which represents the ultimate goal of outcomes.

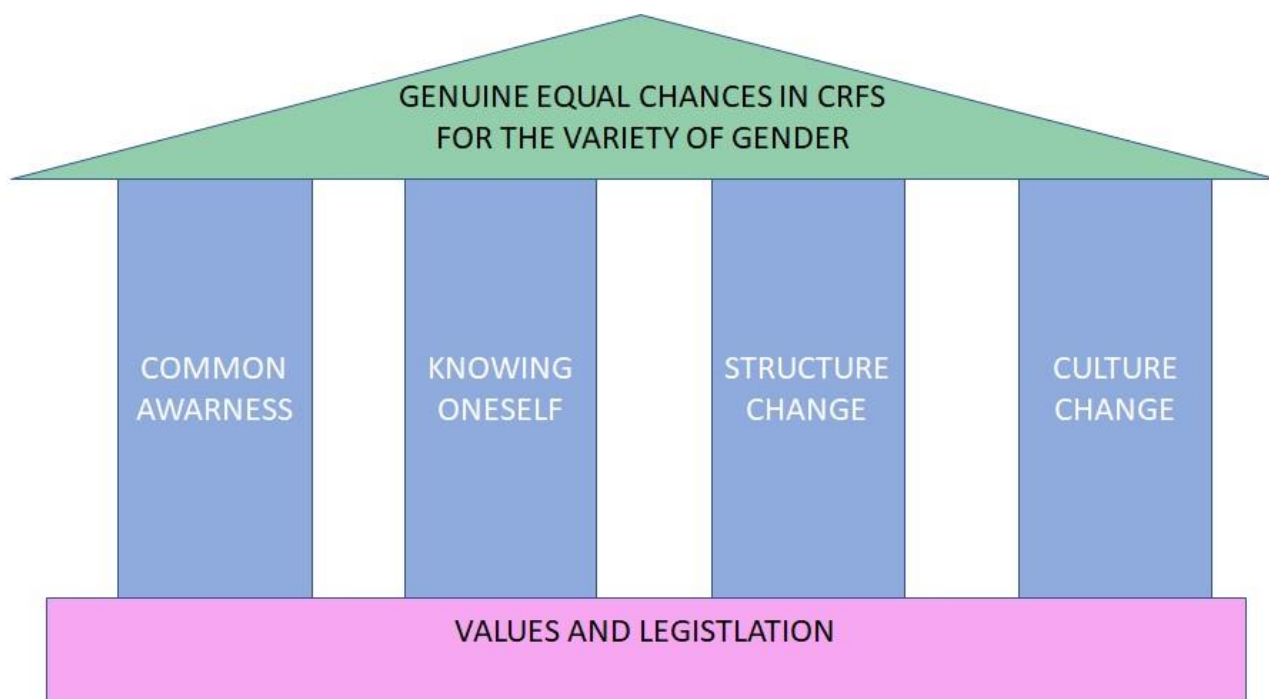


Figure 12. The House of Gender in CRFS.

5.2 The Foundation Stones of the House of Gender

As mentioned before, the values of the United Nation and European Union member countries support the House of Gender. The values should act as a basis also for smaller scaled strategies and finally behind every act which is taken in any part of the City Region Food System. The value basis should be spoken out loud, it ought to be verbalized in simple words to remember and feel the common concept of doing. When the value base of groups of people, and finally individuals, is recognized, the legislation and other rules and practices can be based on them in all levels of action.

Deliverable D2.3_Gender in City Region Food Systems in European Union

The European Union foundation stones – the values and legislation – are well in a big picture. There is a great deal of good will, but also strategies and developing programs such as the gender mainstreaming principle. Also, none of the participants in workshops nor in interviews thought that there are legislative problems to solve around the gender issues. But if everything was perfect, should all the EU nations occupy all the first places in global gender gap ranking list and get the full 100 points of equality index. The power distance indexes and the

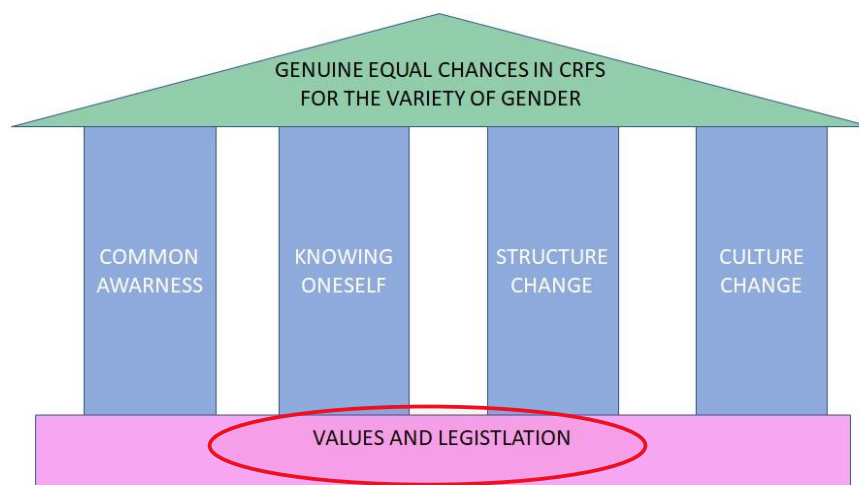


Figure 13. Values and legislation form the foundation stones for the House of Gender in

masculinity/femininity indexes should shine. This is not the case. The EU is doing much better than nations worldwide, but still there are plenty of things to improve. These indexes indicate that for some reason we are blind to see what is happening around us and that there is improvement work to be done around the gender issues. It would be a wonder if there was no value or legislative problems behind the other problems revealed by different indexes. First, they need to be seen.

5.3 The Pillars of the House of Gender

The four pillars represent the tools the EU need in order to obtain the dome's goal to have "The genuine equal changes in CRFS for all the variety of gender". The two of the pillars represent the changed needed in action and the first of two represent the sift needed in understanding. Also the outermost pillars are the ones that need to be the strongest: the two inner ones are needed, but without strong corner poles they won't be able to hold the weight of the house's dome.

The house structure as an presentation material has been used also in other presentations of the same work groups of the Cities2030. The topics put in the form of a house have been the project philosophy but also responsible research and innovation.

5.3.1 Pillars of Understanding: Common Awareness and Knowing Oneself

The good handling of gender issues requires common awareness of the topic. In the interviews there had been little attention to the topic and many of the questions surprised the attendees. It was obvious that

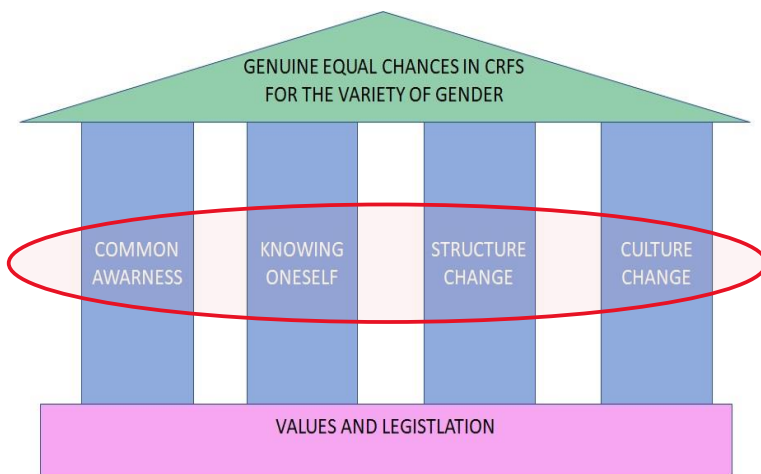


Figure 14. The Pillars of the House of Gender in CFRS show the needed actions to achieve the goals of the dome.

gender matters were not a common topic of talk over the coffee pause at work nor in other situations. It should not be only in the minds of a small group of pioneers. The gender matters should be noticed by the individual citizens around the Europe whenever they appear in sight. When the common awareness rises the choices of actions that have gender issues involved will be more thoughtful and long-sighted. Hand in hand with common awareness goes also knowing oneself: when it is easier to speak up with no fear about the gender issues, it is easier to each individual to find one's place in the food system and give the most work input.

Also, the awareness of the society and an individual lead to faster and more accurate solutions to the problems where different varieties of gender are not represented. In some living labs there were only women in the workshops and in another ones only women working for the Cities2030 project. When this is noticed the actions can be aimed to groups that are known to be formed mostly by men in order to get a wider range of representation of gender in the work.

One part of common awareness and knowing oneself is to notice which issues are talked about. The topic is the gender issue, not a woman issue nor the man issue. When the gender mainstreaming is done it is not about putting women into the existing often masculinity-based structure and expect them to fit in there and the vice versa, men should not be forced to feel comfortable in a femininity-based structure. The gender mainstreaming mean that the actual structures are changed to welcome all kinds of varieties of gender: heterosexual women and men, homosexual and trans women and men and all the rest of the not-mentioned varieties of being a human being.

5.3.2 Pillars of Actions: Structure Change and Culture Change

When the society and the individual are aware of gender issues, it is time to make changes towards a better way of acting in gender matters. The structures and a culture of people need changes to open the equal changes for everyone despite one's gender definition.

As mentioned before, the women neither the men fit without adjustments to very masculine or feminine structures of the society. The big challenge is to see where these structures are, how and why they were formed and how they can be adjusted to fit the possible missing gender representatives in. Neither women or men should be squeezed into unfitting structures and forced to be changed as much as in some cases nowadays.

Another, often very hidden, but most likely strong force is the culture of people. The culture is such a deep determiner of things humans do. If one is not well aware of the cultural norms of oneself, it is very difficult

Deliverable D2.3_Gender in City Region Food Systems in European Union

to see the powers that make the person do as they do their things. There should be either culture interpreters or more studies of other cultures: when you go far, you also see better the things close.

Why does a farmer choose to teach the farming work to their sons but not to girls, how the home's cooking, baking and food-related meta work is only taught to the girls? Or are the boys more encouraged to apply for leading positions when a good girl, who is taught to be quiet and harmless, stays more invisible in the kitchen behind the school canteen? Everyday life, of course, is not as black and white as these examples, but there are more cultural habits repeated than people notice themselves!

5.4 The Dome of the House of Gender (outcomes)

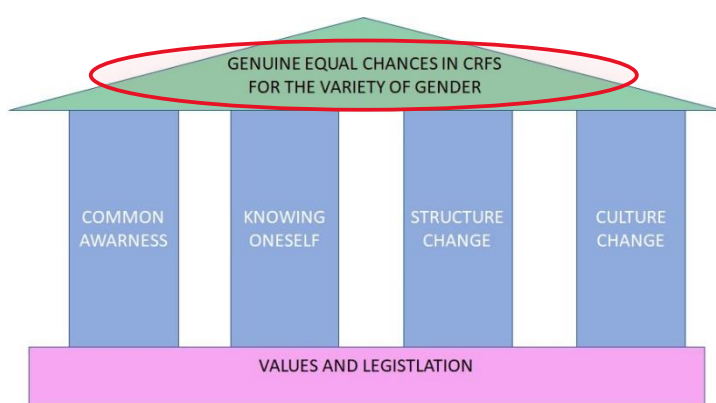


Figure 15. The Dome of the House of Gender in CRFS represents the goals of gender actions.

The goal of the outcomes in the House of Gender in CRFS is "Genuine equal chances in CRFS for the variety of gender". It means that individual's gender does not affect the person's possibilities to achieve whatever is of the one's interest.

There should be no obstacles of the society's values nor legislation (foundation stones), people as a community and as an individual are aware and open of the gender issues to make the gender-related issues work smoothly (pillars 1-2). There have been necessary structure and culture changes so that also the ones that before

were in unequal position compared to others can make all their dreams come true and gender issues will not be on the way (pillars 3-4). The House is built in the European Union, but there are rock missing from here and there to make the house as stable as possible.

The European Union is a leading group of nations that are together chasing for the dome's goal of a great outcomes in gender issues. All the nations are not in the same line – some are speeding up and some are quite far behind. Nevertheless, the direction is right. The Covid-19 pandemic showed the food system's vulnerability. For a while, the developing took some steps backwards when especially those parts of the food system with human contacts as restaurants were shut down. The biggest number of sufferers were low paid women of the food system.

There are not realistic possibilities to achieve the dome's goals as long as there is no leading nor monitoring of actions taken. Luckily, European Union neither the United Nations are not at all in the point zero in these matters. The strategies and programs automatically in these levels include a monitoring plan. Also, there are permanent organizations that are responsible for the following work of the plans. The technical work is well done in the existing plans but there could be more encouragement and excitement to engage grass-root level actors to take the ideas in their everyday actions. These practices should be copied to the lower levels of the City Region Food System planners.

Deliverable D2.3_Gender in City Region Food Systems in European Union

5.5 The Tool to Raise One's Awareness of Gender in CRFS

To improve work with gender issues in one's own CRFS, it is important to do some self-reflection and analysis of the phenomena in the surroundings. The following is a question tool, which can help to notice better the gender issues in CRFS. The tool is based on the House of Gender:

- The Foundation Stones
 - Can you name values that are important in your CRFS? Notice that there may be different kinds of values in different parts of the food system.
 - Are there written values, e.g. in strategy papers?
 - Are there unwritten values that are commonly agreed on?
 - What laws/regulations are targeting the CRFS?
 - Is there someone who does not fit in without a struggle when these laws, regulations, and values are implemented?
- The Pillars
 - Do you notice gender-related phenomena? You don't need to value the phenomenon, just notice it.
 - Are you able you analyze if there are some gender-related issues affected your own personal position/role in CRFS?
 - Are there many people of same status in the same roles? Why?
 - Can you find some gender-based values, structures or happenings of your past that have brought you in this position?
 - Do you notice structures in the community that prefer some type of gender to end up into some positions/roles? How could the structure be better so that it would tempt different kinds of people in the positions/roles? Do men do the men's thing, women the women's things?
 - Is there room for all the variety of genders?
- Dome
 - If you think about people of the variety of gender, do you see that they all have equal chances to reach for whatever they wish in CRFS?

When you are done with the analysis, you can start thinking how to work to tackle the challenges in the CRFS.

5.6 The Next Steps of Action

Being aware of the gender phenomena in CRFS is the first step for the actual actions. But what there is to do when you see some obstacles in equal changes of all genders in CRFS? The first things to do are in the personal level, and the next things to do are in the levels of organizations, policies and structures.

In the personal level, there is always a possibility to improve own attitude and actions. This is only possible when you are aware of your thoughts, motives and the roots you have for them. In the level of organizations, policies and structures it is also a matter of awareness: all of these three things are formed by groups of individuals, which can, as written before, improve their own attitude and actions.

Deliverable D2.3_Gender in City Region Food Systems in European Union

6 CONCLUSIONS

When examining the gender issues within the city region food systems or in more general level, it is crucial to understand when only the phenomenon is described and when the described phenomenon also gets a value of being and equality issue or not. Not all differences mean that there is unequal gender situation going on. As the study claims (Lippa, Preston & Prenner 2014: 6), the more equality and freedom of choice the society offers to its women and men, the more stereotypically they choose their jobs.

There might be hidden things that are challenging to dig out from behind the “free” decisions of girls and boys. For example, some jobs have been physically hard and so more suitable for the men biologically for centuries. Now the modern technology has created tools to overcome the need of most muscle power. Are the old habits still so strong, that they keep girls from choosing those jobs, that were physically too hard in the past? Are certain skills passed forward from parents to children according to unidentified culture norms that maintain the roles with salary differences? Are there unwritten rules for women to stay aside from the leaders' positions?

There is a European Union wide program to mainstream gender issues in all the work the EU does. This is a great way to pay attention to the issues: even though elsewhere in the world there are more visible and clear gender problems in CRFD, the phenomenon should be further studied also in the EU. Just a quick view to the topic “other gender in CRFS” in this paper – mainly its merit is to notice this theme and lack of information of it. When the entire Union is well aware of the meaning of the gender issues as an individual they might hard to see and understand.

The topic of this paper “Gender in City Region Food Systems in the European Union” is a topic that gives a wide range of possibilities for further research. Especially the theme's limitation “in the European Union” was new: there are studies of the third countries' phenomena, but little of Europe's. This paper's value is to put these themes together for the first time and show that there are more to study such as the root reasons for work segregation, the other gender in the CRFS and the culture's affect to individual's choices.

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