New species for EU aquaculture

DIVERSIFY Final Report - Appendix I

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4.1 Final Publishable Summary. 2.8 Main dissemination activities.

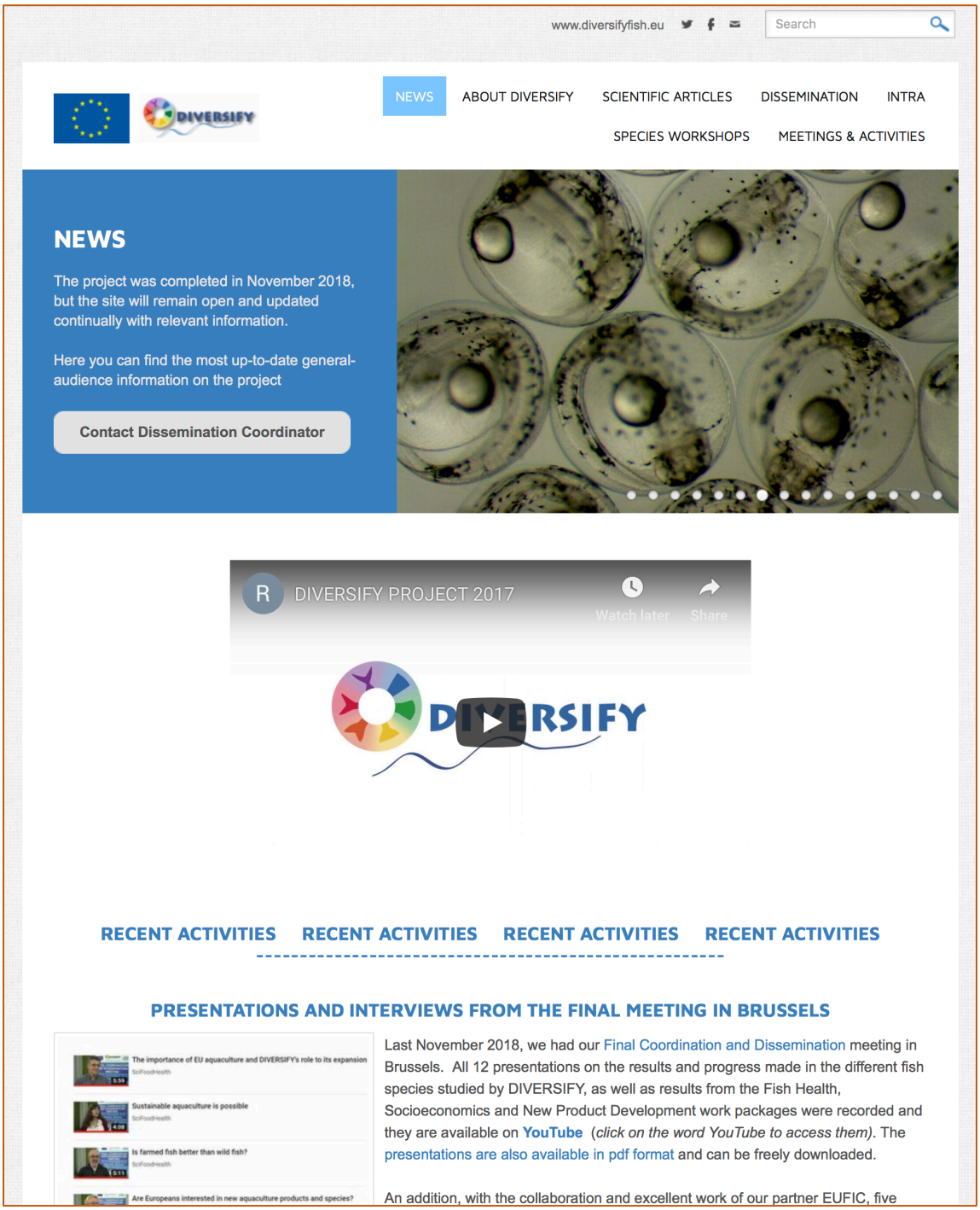

Figure 2.8.1 A desktop capture of the DIVERSIFY website (www.diversifyfish.eu).

Figure 2.8.2 Initial folder of the project.

Figure 2.8.3 Final folder of DIVERSIFY.

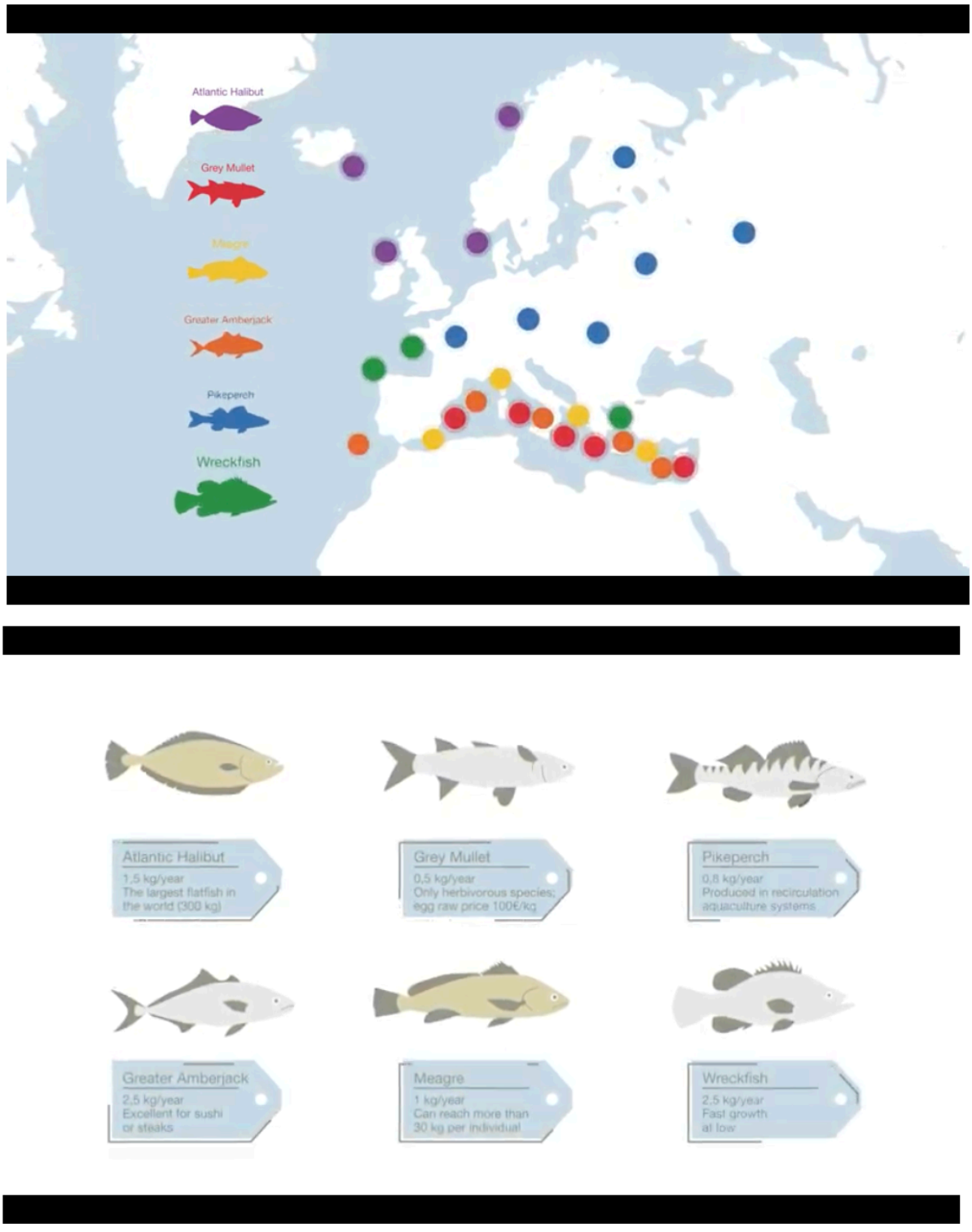

Figure 2.8.4 A 3-min professional video describing the objectives, actions and main results of the project.

Table 1. Species Workshop information on species, place and timing.

SPECIES	LOCATION	TIMING
Grey mullet	Bari, Italy	May, 2018
Pikeperch	Nancy, France	June, 2018
Wreckfish	Vigo, Spain	July, 2018
Halibut	Hjelmeland, Norway	August, 2018
Greater amberjack	Athens, Greece	September, 2018
Meagre	Barcelona, Spain	October, 2018

4.3 Report on Societal Implications

D. Gender Aspects,

6. Which of the following actions did you carry out and how effective were they?, Other

Although gender equality in the European work force has been advocated as a core policy since 1957 (Rome treaty), the reality is different. During FP5 and FP6 women were systematically under-represented in research projects. For FP7, the EU has set a target of at least 40% women participation at all levels of research in order to encourage equal opportunities under gender sensitive working conditions. It is worth mentioning that Aquaculture (especially land-based hatcheries) is among the industrial and scientific activities with a greater presence of women.

In DIVERSIFY, **several issues will be addressed regarding equal participation of women as RTD researchers and SME staff**, and a commitment to use gender-impartial language will be made. Particular attention will also be given to gender-sensitive issues when organizing the project, such as scheduling annual meetings that require mobility. Work from men and women will be valued equally.

In the current project women participate as **Species Leaders** (2 of 6; IRTA and IMR), **Group Work package Leaders** (3 of 8; FCPCT, LEI and CTAQUA), **Work package Leaders** (12 of 31; from FCPCT, IRTA, DLO/LEI, IMR, NIFES, CTAQUA, CMRM) and the **Principle Investigators** in charge for the Partners (10 of 38; FCPCT, IRTA, DLO/LEI, IMR, ULL, NIFES, CTAQUA, CMRM, ANFACO, HRH). In terms of Researchers and Technicians, the overall participation of women in all the work packages is 42.5%. Several of the participating institutions (Partner No 1, 2, 3, 4, 5, 7, 13, 14, 15, 20, 21, 22, 25) have policies targeting gender equity at work. The hiring process for new personnel (technicians, graduate students, post-doctoral fellows) will be based on equal gender opportunity in order to contribute to the advancement of women in post-doctoral and top decision-making positions. The SMEs participating in this proposal employ women, mainly in land-based facilities in activities that include broodstock management, live food production, hatchery, nursery and pathology. Finally, when performing the consumer demand studies, results will be presented by gender and when required they will be analyzed separately.

In an attempt to perform gender-sensitive research, the scheduling and organizing of meetings and other activities requiring mobility consider gender issues and places for such activities are chosen considering not only practical logistics, but also requests from parents with limited mobility. As proposed during the proposal stage, DIVERSIFY has appointed Dr. Ana Roque from P3. IRTA to deal with gender issues, should they arise. With that in mind, Dr. Ana Roque prepared a questionnaire and sent it to participating Partners to find out whether participating researchers, especially women have limited availability to travel and which time of the year and for how long is convenient to travel.

We have obtained 24 individual responses from **female researchers** from 20 partners. Below are the questions and the responses obtained:

Q1: Do you feel there are gender inequality issues that have not been addressed during the definition of the roles and tasks of each participant of the DIVERSIFY project?

All female participants replied "No"

Q2: Within the DIVERSIFY project we have as Species leaders 2 female participants out of 6, as Group Work Package leaders 3 female participants out of 8 and as Principle Investigators 11 female participants out of 38. Do you think this is because of:

- Interest - 4, Out of the 25 female participants who answered the questionnaire 4 think (opinion) the reason was female participants were not interested in undertaking these responsibilities
- Will – 9 female participants simply don't want to do it
- Freedom – 6 female participants don't have enough freedom to do it
- Confidence – 2 female participants are not confident enough to do it
- Qualities - 0, nobody doubts that female participants are well qualified to perform these roles

Q3: As a participant in the DIVERSIFY project, can you travel anytime of the year?

- Yes - 15 female participants can travel when they want
- No – 5 female participants cannot travel anytime of the year
- Some female participants did not answer this question

Q4: How easy is it for you to organize your trip?

- Entirely personal decision - 9 female participants stated they do not need to consult with anybody
- Need to arrange with Spouse/Partner - 12 female participants stated they need to consult with others
- Need to consider their dependents - No female participant needs to arrange directly with dependents

Q5: How long could you travel away for the needs of DIVERSIFY?

- 1 day - 2 female participants can go for a 1-day activity
- 3 days - 3 female participants can go for a 3-day activity
- 7 days - 9 female participants can go for a week-long activity
- 30 days - 6 female participants can go for more than 1-month activity

Q6: How many meetings of the project do you see yourself attending?

- 0 meetings - 3 female participants state they will not attend any meeting of the project
- 1 meeting - 2 female participants will attend one meeting
- 3 meetings- 3 female participants will attend meetings
- All-12 female participants will attend all meetings

Q7: If the answer above was not "all of them", why?

- Because of the dates of the meetings

- Because the female participant responding is not the Partner's Principle Investigator
- Because of budget limitations

Q8: If the answer to the above was "None", why?
Here 2 answers were due to the fact that the female participant responding is a technician and the other because the female participant has a small participation in the project compared to her colleagues.

Q9: Do you have any comments regarding Gender Issues in DIVERSIFY?

We obtained only the 6 comments below:

- In DIVERSIFY there are a lot of partners, so it is difficult for me to evaluate some aspects about Gender Issues.
- I think that this project has gender equity in general.
- Question Q2 should contain information about how many researchers are in DIVERSIFY and sex proportions. I have the impression that we are less women than men and this could be the reason why there are less leader women.
- Yes. I think the survey is discriminatory because is only for women, should be addressed to men as well.
- This questionnaire should be applied to all.
- In the project as such, I do not see that there are a lot of issues. There might be issues in some of the groups, but I am not sure what would be the best way to address this.

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7. Was there a gender dimension associated with the research content –
(*i.e. wherever people were the focus of the research as, for example, consumers, users, patients or in trials, was the issue of gender considered and addressed?*)

YES

In consumer research gender issues are always considered, since it is important to have representative samples in research, to make extrapolation to the target group. In DIVERSIFY, we have done several consumer studies with different target groups per study.

Therefore, the gender issue was considered every time when designing the sample distribution for all consumer surveys involved in the Socioeconomics Work packages (WP 28-30). Based on the segmentation study, which showed that consumption of fish is equal between men and women, the target in quantitative studies was equal. For the quantitative consumer surveys in DIVERSIFY, the data collection design was strictly controlled during the fieldwork. More specifically the gender distribution by survey involved and selected country was:

	Attitudes' survey (base)			Choice experiment			Sensory Test			Virtual Store Test	
	Male	Female		Male	Female		Female	Male		Male	Female
UK	51%	49%		48%	52%		49%	51%		47%	53%
GERMANY	49%	51%		47%	53%		53%	47%		50%	50%
FRANCE	49%	51%		50%	50%		53%	47%		45%	55%
ITALY	47%	53%		50%	50%		49%	51%		51%	49%
SPAIN	50%	50%		49%	51%		50%	50%		48%	52%
TOTAL	49%	51%		49%	51%		51%	49%		48%	52%

Only in the qualitative surveys (similar to the focus groups) no targets were defined for gender distribution. Due to other qualification criteria, ultimately more women were recruited as the percentage of female buyers and cookers of fish seemed to be higher. The quota male/female was 60%- 40% in favor of females.

E. Synergies with Science Education

8. Did your project involve working with students and/or school pupils

(e.g. open days, participation in science festivals and events, prizes/competitions or joint projects)?

Partner 1. HCMR (Greece), **P2. FCPCT**, **P4. IOLR** (Israel), **P7. IMR** (Norway), **P9. UL** (France) P16. University of Namur (FUNDP) and P21. DTU (Denmark) hosted a number of PhD, MSc and BSc students, whose thesis/dissertations were based on a task from DIVERSIFY WPs. There was also a high school student that carried out a project on the effect of algae-produced water turbidity on larval prey consumption, growth and survival (P4. IOLR). This student won 2nd prize for his project in a state-wide competition in Israel that included hundreds of students.

Partner 5. University of Aberdeen (UNIABD, Scotland) has presented the project in its Open Days and contributes to outreach activities locally such as TechFest.

Partner 8. IEO (Spain) has been involved in the European Researchers' Night (September 2018), Spanish Aquaculture day (30th November 2013-2018), open days, IEO centenary celebration with open days and science events. During these events we explained to the students and school pupils (6 to 16 y.o.) our work in the project.

Partner 11. University of Aarhus (AU, Denmark) has provided students with the opportunity to learn from the synthesized knowledge of DIVERSIFY and critically reflect on different subjects, as well as apply this knowledge to the real-life situations through case studies, in courses such as Economic Psychology.

Partner 15. University of La Laguna (ULL, Spain), have disseminated the activities of DIVERSIFY to a large student forum, not only at the graduate level (MSc or PhD), but also at secondary and primary school through either technical visits in the centers or through more than 20 different activities including open days, science events and social open family fairs most of them organized by the university and the ULL foundation (https://ciencia.fg.ull.es/).

Partner 19. CMRM (Spain), has given the opportunity to students from "Instituto Galego de Formación en Acuicultura (IGAFA) to be involved in some tasks of the project, such as feeding and sampling of wreckfish broodstock, and in the larval culture of this species.

Partner 29. ASIALOR (France) together with P9. UL, and P40. GMF (Greece) has welcomed students and groups to visit their fish farms during open days, taking advantage to present also the DIVERSIFY project.

Partner 34. BVFi (Germany) has participated in the Fair "International Green Week", Berlin, Germany, January 2015: Informing consumers - including students - about the project, distributing flyer/bookmarks of DIVERSIFY.

Partner 35. MAHAL (Hungary) has disseminated information about the DIVERSIFY Project to Hungary and Eastern Europe as follows: (1) Scientific Days of the Research Institute for Fisheries and Aquaculture (HAKI); (2) "Night of the Scientists" event for children; (3) Workshops of the Network of Aquaculture Centers in Central and Eastern Europe (NACEE).

Finally, presentations have been given on various aspects of aquaculture, and specifically for DIVERSIFY to school children of different ages, as part of our open days in the different

partners. Also, some researchers have given presentations to students in different locations (schools, natural history museum, etc.).

9. Did the project generate any science education material *(e.g. kits, websites, explanatory booklets, DVDs)?*

Technical Production Manuals have been produced for all six species included in DIVERSIFY. In addition, **Fish Health Manuals** have been produced for greater amberjack and meagre. The manuals include a large part of the work of DIVERSIFY, in a format and to the extent that the information is useful both for education purposes, but also for professional purposes by the aquaculture industry. All are freely available in the project's website.

Partner P10. TU/e (The Netherlands) have used DIVERSIFY examples in lectures on marketing/market research. Mention of project in examples of grant projects in open days.

At P11. AU, case studies have been developed for the students, and all findings from DIVERSIFY have been stored on the MAPP's website: http://mgmt.au.dk/research/marketing/mapp/projects/

Partner 14. IFREMER has produced a free training movie about the use of Computer Assisted Sperm Analysis (CASA) applied to fish spermatozoa, which is feely available on the DIVERSIFY site.

At **P.15 University of La Laguna** (ULL, Spain) several presentations have been created for teaching various subjects in the Degree in Biology (100 students each year) and Environmental Sciences (50 students each year), and particularly for subjects of Sustainable Aquaculture and Quality Control of Aquaculture Products in the Master's Degree in Marine Biology (21 students each year). In these presentations, a number of slides and videos from DIVERSIFY work, its techniques and results have been included. Some material has been generated for the local schools in relation to the health of fish consumption and benefits of aquaculture products, with information DIVERSIFY. Finally, some bookmarkers containing the project web site were distributed in the last ULL open days performed to disseminate science and research vocation to the youth sector.

Partner 37. EUFIC (Belgium) disseminated relevant, current information from the project to consumers, through a specific link on EUFIC's website, two leaflets, an article on farmed fish, and the recording of interviews and the final presentations of the project. All this material helped to create awareness of the project and its outcomes.