Gender insights into the EU-SPRINT project

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Table of abbreviations of consortium partners

Consortium Partners	
1-WU	Wageningen University, Netherlands
2-LQM	Land Quality Management Ltd, United Kingdom
3-UBERN	Universität Bern, Switzerland
4-AU	Aarhus University, Denmark
5-SKU	Stichting Katholieke Universiteit- Radboud University and Radboud University Medical Centre, Netherlands
6-IISPV	Fundació Institut d'Investigació Sanitària Pere Virgili - Institute of Health Research Pere Virgili, ES
7-RAMAZZINI	Cooperativa sociale istituto nazionale per lo studio e il controllo dei tumori e delle malattie ambientali Bernardino Ramazzini, Italy
8-UAVR	Universidade de Aveiro, Portugal
9-UU	Universiteit Utrecht, Netherlands
10-FIBL	Forschungsinstitut für biologischen Landbau, Switzerland
11-DTU	Danmarks Tekniske Universitet, Danmark
12-ECOLOGIC	Ecologic Institute gemeinnützige GmbH, Germany
13-CCRI	University of Gloucestershire, United Kingdom
14-UL	Univerza y Ljubljani, Slovenia
15-WR	Stichting Wageningen Research, Netherlands
16-INTA	Instituto Nacional de Tecnologia Agropecuaria, Argentina
17-CIEMAT	Centro de Investigaciones Energéticas, Medioambientales y Tecnológicas-CIEMAT, Spain
18-IPTPO	Institutza poljoprivredu I turizam Ustanova - Institute for Agriculture and Tourism, Croatia
19-UPCT	Universidad Politécnica de Cartagena, Spain
20-FAO	Food and Agriculture Organisation of the United Nations, Italy
21-MU	Masarykova Univerzita, Czech Republic
22-VZZ	Vereniging voor Zoogdierkunde en Zoogdierbescherming, Netherlands (in English Dutch Mammal Society=DMS)
23-HEREON	Helmholtz-Zentrum Hereon, Centre for Materials and Coastal Research, Geesthacht, Germany
24-UBORD	Université de Bordeaux, France
25-UCC	University College Cork – National University of Ireland, Ireland
26-UANT	Universiteit Antwerpen, Belgium
27-UHOH	Universität Hohenheim, Germany
28-UCSC	Università Cattolica del Sacro Cuore, Italy

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1. Introduction

Gender equality and Gender as key principles in SPRINT research

Three objectives for gender equality in research underpin the European Commission's strategy on gender equality in research and innovation policy:

- *Fostering equality in scientific careers*;
- *Ensuring gender balance in decision-making processes and bodies*;
- *Integrating the gender dimension in research and innovation content*.

This strategy is based on evidence that implementation not only generates added value in terms of research excellence, rigour, reproducibility and creativity; it also brings in-depth understanding of all people's needs, behaviours and attitudes, and enhances the societal relevance of research and innovation (R&I). Within EU projects such as SPRINT, the major contexts for fostering these objectives are the institutional environment of all partners as well as the design and enactment of the project partnership and collaboration.

SPRINT stands for the EU project *Sustainable Plant Protection Transition. A global health approach* which is granted for Sept. 2020-2025 under GA 862568 of the H2020-SFS-2019-2 call (Sustainable Food Security). To contribute to reducing the impacts of pesticides on human, animal and environmental health, SPRINT aims '*to develop, test, validate and deliver a Global Health Risk Assessment Toolbox for the integrated assessment of the impacts of Plant Protection Products (PPPs) on terrestrial and aquatic ecosystems (E), plant (P), animal (A) and human (H) health.*' While taking the main cropping systems in different European agricultural landscapes in account, it aims to develop paths of transition away from the reliance on the use of chemical PPPs and uses a multi-actor approach that brings together a wide range of stakeholders from local to international levels. (more detail on SPRINT website)

The SPRINT project poster gives a quick overview of the project challenge and aims next to other project basics. It explains that SPRINT challenges that farmers heavily rely on pesticides to secure their yields. However, some are potentially harmful to environmental, plant, animal and human health. Data on the risks and impacts associated with their use is scarce and fragmented. Meanwhile, the socio-economic pathways to making change on these impacts are underdeveloped. It lists SPRINT aims to:

- Fully assess the overall risks and impacts of pesticide formulations, residues and metabolites on the environment, animal and human health;
- Harmonise data collection approaches across Europe through a tested and validated Global Health Risk Assessment Toolbox;
- Assess the environmental and economic sustainability of alternative pesticide use strategies, co-developing transition pathways towards these with stakeholders.

SPRINT also states to ensure gender equality in the consortium and its activities in line with ARTICLE 33 of the Grant Agreement (*Box 1*).

Box 1 - Gender Equality as explained and tasked to granted projects in Article 33 from the GA, p.53.

ARTICLE 33 — GENDER EQUALITY

The beneficiaries must take all measures to promote equal opportunities between men and women in the implementation of the action. They must aim, to the extent possible, for a gender balance at all levels of personnel assigned to the action, including at supervisory and managerial level.

SPRINT stresses as well that it considers gender as key in the analytical and explanatory parts of the SPRINT research to avoid the risk of missing or poorly addressing relevant gender issues, or of research results being partial or potentially biased (*Box 2*).

Box 2 - Task 9.3 of WP 9 in the SPRINT project GA, p.46.

Task 9.3: Gender balance.
Lead: WU. Involved: all partners.

First, all partners will be informed about the unspoken societal rules which currently dictate the role of the gender aspects in research and innovation. This step will include a statistical survey and an information session on gender issues during the kick-off meeting. Furthermore, we will initiate an inventory of gender equality among the CSS stakeholders to identify the number of women and men involved in the project including their positions, roles, ownership and opinions on the use of PPPs and alternative sustainable farming strategies. Furthermore, gender-specific PPPs' effects will be considered in the global health approach, examining the different effects of PPPs' exposure on men and women, both in the animal as well as human studies. Therefore, specific subgroup analyses will be performed based on underlying gender in WP2, WP3 and WP4.

These key gender related principles in SPRINT align well with the broader EU commitment to further integrate gender into research and innovation as expressed in the EU documents explaining the gender related principles in the research programmes of EU Horizon - 2020 and Europe Horizon.

Figure 1 shows such a twin approach to take gender into account at all stages of the research cycle, including the participation of all diverse genders and providing equal opportunities for all (yellow circle and points for attention) while integrating gender into the research content from the initial research idea to the dissemination of results (red circle and points for attention). This figure is based on the gender-sensitive research cycle in the Toolkit Gender in EU-funded research, developed by Yellow Window in 2009. The original model is expanded by a gender+ or intersectional approach which is promoted in the new guidelines for Horizon Europe. It recognizes the existing heterogeneity among women and among men by considering the gender dimension as intersecting with other socially valued dimensions such as race, ethnicity, class/wealth, age/generation, locality, civic status, health status, and sexual orientation.

Figure 1 - Gender⁺ in Research: the Gender⁽⁺⁾-sensitive Research Cycle
Source: based on research cycle model in EU Toolkit Gender in EU-funded research by YW, 2009, part 2.1

The Gender⁽⁺⁾-Sensitive Research Cycle

Gender Equality and Gender Integration in SPRINT research design

SPRINT's design brings such a twin approach together in one dedicated task '*to inform the consortium about gender issues in research and innovation, not only in terms of organisation but also from the project's contextual perspective*' (GA, 3.2.2, part B, p. 49). SPRINT has stated as well that it will closely analyse gender aspects with regard to the organisational structure of SPRINT, in the decision-making, executive and advisory levels. It indeed followed a gender-sensitive approach when building the SPRINT consortium and a fair gender balance could be reported in the GA to start with.

The part concerning gender aspects in the project's context was elaborated by the consideration of how gender may mediate differences in SPRINT research results, and how to include that during the research design, execution and analysis phases. (GA, 3.2.2, part B, p. 49). Under the heading of 'Gender analysis' it is explained that SPRINT takes historically grown differences between men and women in agricultural settings into account, including differences between farms type, and different parts of Europe. It also points at possible differences in effects of Plant Protection Products (PPPs) and proposed transition paths to more sustainable PPP use, especially for farming men and women, and if so, how to best support them.

In all participatory work with stakeholders, including the farming population, SPRINT clearly states it will ensure that both men and women are heard. Also in other parts of the project's research, gender differentiation in aspects, perceptions and views are included. A gender-sensitive approach is also embraced for the dissemination strategies, including the promoting of novel and more sustainable farming strategies.

In short, the following steps are listed as tasks to ensure adequate integration of the gender dimension:
- Inform all partners of the SPRINT consortium about the unspoken societal rules of relevance for gender aspects in research and innovation. This includes a survey regarding gender awareness aspects among partner teams of the consortium shortly after the start of SPRINT using a specific questionnaire and based on insights addressed in official EU reports on gender issues. The full and completed documents, along with links to relevant gender equality websites will be additionally posted on the project website.
- Make an inventory of gender equality among Case Study Stakeholders (CSS) to identify the number of women and men involved in the project and their roles. The CSS teams will gather gender-disaggregated data on men and women stakeholders, including their positions, roles, ownership and opinions on the use of PPPs and alternative sustainable farming strategies. CSS leaders will be supplied with monitoring and evaluation questionnaires. This is foreseen to be reported about.
- Gender-specific PPP effects will be considered in the global health approach, by examining the different effects of PPP exposure on men and women, both in animal and human studies. The SPRINT consortium will specifically address gender issues in PPP occurrence and distribution (WP2), exposure assessments (WP3), (eco)toxicological assessments (WP4), and health impact and risk assessments (WP5). Here, specific subgroup analyses will be performed based on gender. Any trends or statistically significant results suggesting a gender difference will be further investigated.
- The output of the gender analysis will be included in three key deliverables (D2.3 and 2.4, resp. due Febr. 2022; 2023, D3.6 due Aug. 2024, and D4.6 due Aug. 2024) covering the methodologies applied, data gathered, analysis and results, and recommendations, all directed to address gender-mediated differences in environmental, agricultural, health and life sciences research (GA, part B, pp. 24-25).

Derived from the SPRINT objectives and elaboration of the work packages, the principles of gender balance and gender analysis are especially to be considered regarding:
- Gender fairness in engagement and collaboration within and among SPRINT teams
- Gender balance and gender-sensitive communication in the engagement of stakeholders, both in case study sites (CSS) and general stakeholders who participate on the SPRINT platform and SPRINT activities
- Gender balance in the sample of research subjects for measuring residue exposure and impact levels of Plant Protection Products (PPPs), both for animals and humans
- Identification and inclusion of potential sex and gender differences in types of exposure or impact (e.g. sex differences in reproduction functions or in health/disease markers)
- Including gender differentiation -also to exposure itself - in the estimation and assessment of risks, costs and benefits for various stakeholder groups, and including groups in a gender differentiated way who are not directly participating or seen as directly being impacted

- Including gender differentiation in the development of innovative transitions pathways to more sustainable plant protection, a.o. through gender differentiation by access opportunities and barriers for various stakeholder groups and by including groups in a gender differentiated way who are not directly participating or seen as directly being impacted.

SPRINT Gender Committee

A Gender Committee has been set up within SPRINT's Organizational structure (*Figure 2*) to support SPRINT in enhancing gender equality and gender in its research. It is tasked with addressing and regularly reporting on gender-related issues within the context of the SPRINT Project, in close cooperation with WP9 (coordination). Accordingly, the SPRINT Gender Committee will devote specific attention to a fair and balanced participation of women in SPRINT's activities and, together with the SPRINT teams, to the gender dimension of SPRINT's research. (GA, part B, p. 48)

Figure 2 - Gender Committee (GC) as part of SPRINT Organisational Structure

The current Gender Committee includes:
- Dr. Margreeet van der Burg (WU)
- Dr. Christine Bigler (UBERN)
- Dr. Ana Frelih-Larsen (ECOLOGIC)
- Dr. Matthew Reed (CCRI)
- Dr. Jane Mills (CCRI).

Irina Herb (ECOLOGIC) also participated from the beginning and left since she left ECOLOGIC in Dec 2021, and Christine Bigler replaced Dr. Felicitas Bachmann in Sept. 2021 after Felicitas Bachmann left UBERN. WP leader WU asked Margreet van der Burg to function as chair and secured the support of project manager Dr. Vera Felix da Graca Silva (WU). Except for some PMs for WU and UBERN, the GA

does not include earmarked funding for the Gender Committee and its specific activities. However, time spent by the individual other committee members will be accounted for within the general personnel cost budget category.

The Gender Committee agreed to explicitly articulate a gender[+] or intersectional approach to expand on the often take up of a gender focus as relating to women and men only. This way it recognizes the existing heterogeneity among women and among men and considers the gender dimension as intersecting with other socially valued dimensions such as race, ethnicity, class/wealth, age/generation, locality, civic status, health status, and sexual orientation. This articulation of gender[+] as an inclusive approach to gender though does not discredit earlier gender studies or the use of gender that mostly did not exclude other dimensions. Therefore the use of gender can mostly be understood as gender[+] as well.

In consultation with WP 9 leader WU and in accordance with the SPRINT design, the Gender Committee formulated four main pillars to closely relate its activities to task 9.3 (*Box 2*):

I.   **Gender[+] training**
II.   **Gender[+] survey**
III. **Gender[+] balance in consortium and stakeholders**
IV.   **Gender[+] integration at WP level (D2.3, D3.6, D4.6 and D9.2).**

As a collective effort with all partners, the SPRINT Gender Committee supports to regularly collect and process relevant data and report about its findings to share within the project and for the EU reporting. In this deliverable 9.2 this is done more extensively to enable both project participants as well as external readers to learn from and build on these findings.

Set-up of the document

In this document the Gender Committee will report on the four main pillars and implied activities in four sections. In this deliverable 9.2 we do this more extensively and integratively to enable both project participants as well as external readers to learn from and build on these findings. We first address in section 2 and 3 the gender training and survey held in 2021, their results and the ways forward we suggest. We then assess in section 4 the achievements regarding the aimed gender balance, more specifically among consortium team members and stakeholder participation in the 11 Case Study Sites, the SPRINT Platform, and participation in meetings and other activities. At last we report in section 5 on the development of gender integration in the research contents. Section 6 and 7 pinpoint what might be of interest for SPRINT and others as 'take aways' from this document. At the end you can also find *Annex 1* with the introduction and questions for the gender survey.

2. Gender+ training for all SPRINT team members

Gender training set-up

A specific gender training for all project team members was organized as part of the 2nd plenary meeting of the project, the afternoon of 18 October 2021. It was intended to have it during the kick-off meeting in 2020 but due to Covid-19 measures that one was online only and considered not appropriate for such a training among new project members. As had the 2nd plenary meeting in general, the gender training also had a hybrid format: the trainer and some participants joined online, and the other participants gathered in Ljubljana, Slovenia (*Figure 3*).

Figure 3 - SPRINT participants in gender training onsite, 2nd plenary meeting, 18 Oct. 2021

The training had been prepared in consultation with the Gender Committee. It was conducted by Dr. Maxime Forest (Yellow Window trainer), facilitated by Dr. Margreet van der Burg - WU through the EU GENDER-SMART project, EU-Horizon 2020 under GA 824546).

In total 35 participants followed the training. Most SPRINT WP leaders and SPRINT Case Study Site leaders were present and overall, 21 out of all 28 SPRINT partners were represented. Among the participants were 23 women (65,7%) and 12 men (34,3%). Half of the women (11) and most men (10) were senior researchers - others were young researchers (PhD candidates and post-docs).

Gender training content

The training covered basic gender related concepts: explicated and exemplified gender-blind and gender-biased research; and the integration of gender under Horizon Europe.
It also facilitated two specific brainstorming sessions as break-out groups on key aspects for SPRINT:

- ▪ "*What can be potential gender bias or aspects in engaging with SPRINT stakeholders, and how to tackle this?*"
- ▪ "*Impact of specificities of the SPRINT cases studies on gender-related aspects and research*".

The PowerPoint presentation of the SPRINT gender training has been shared with the participants and included in the materials of the 2nd plenary in October 2022.

The main points raised and discussed during the training were integrated into the 2nd plenary meeting minutes (see an excerpt in *Box 3*).

Box 3 - Excerpt of minutes of the gender training, 2nd plenary meeting, 18 Oct. 2022

Training on Gender

Recording: 2, in folder 2021-10-18 SPRINT plenary, Gender training
PPT presentation(s): GT WUR SPRINT 18.10.2021 Final.pdf

INTEGRATING GENDER IN THE SPRINT PROJECT AND COMMUNITY

From stakeholders' engagement to gender-sensitive PPP-related risks assessment?

- **Basic concepts**: sex; gender; biological sex; sexual orientation; gender identity / expression / equality; gender[+]; intersectionality
  - *Question:* should we in SPRINT sex/gender on intersectionality?
  - *Trainer*: what is more meaningful? not focus only what is promised (EU prefers more integrative approach)
- **Gender-blind and gender-biased research**: bias in access to resources (link to gender equality) & access to international research mobility; the masculine image of science – Mathilda effect; unconscious bias
  Illustration by 'Understanding Unconscious Bias' (2015), video clip by the Royal Society (scientific academy UK): https://www.youtube.com/watch?v=dVp9Z5k0dEE
- **Integrating gender under Horizon Europe: the new paradigm?**
  I) Gender equality plan: Eligibility Criterion;
  II) Integration of the gender dimension: award criterion;
  III) Gender balance: ranking criterion
  - *Question and exchange*: women "positive discrimination" vs positive affirmation

Brainstorm 1:
What can be potential gender bias or aspects in engaging with stakeholders? How to tackle this?
In person group: engagement most about communication; gender bias in questions as around health condition, women talk more & "more honest" about health condition; cooperation: men are most directly involved which would make that women have less time to engage (care duties); SPRINT aims 50M-50F (but really representative? Actual demographics vs gender division groups itself – how to account this in our results); differences in: women do buy food, men more farm related work
Virtual room: also reflection about engagement & demographic representation or including perspectives to enlarge vision beyond about who is exposed to risk; all voices to be heard; communication in a gender-sensitive way (as included in D8.3/8.4)

Brainstorm 2: Identify which case studies are represented. Reflect upon the specifies of the cases studies in terms of and think of potential sex or gender related aspects.
=> consequences for:
In person group: Type of cultures to be analysed; Typology of PPPs used; National regional legislative framework for use of PPP; Demographics; Key cultural differences; Typology of stakeholders; Typology of farming, more
Virtual room: Typology of activities in and outside farm - who is doing what/division of tasks (machines, animal, finances, groceries); Key is cultural differences (farms only inherited by sons, more); Type of pesticides (male and female equally sensible to pesticides impacts; organic/conventional food; former experiences; age – social status vs willingness to transition)

Final message: a lot of gender related variables; default PPP risk assessment image – but rather complex depending on crop, country, farming type, more
=> gender should be considered/addressed in SPRINT's holistic view, and SPRINT's outputs.

Disclaimer: This report is part of a project that has received funding by the European Union's Horizon 2020 research and innovation program under Grant Agreement number 862568.

SPRINT
SUSTAINABLE PLANT PROTECTION TRANSITION

After the training an exit questionnaire was held and analysed by Yellow Window, the provider of the training. It was anonymously filled in online by half (17) of the participants and revealed a very high average score of 8.3 out of 10; the satisfaction on the training overall was scored as 7.9 (see *Figure 4*). The participants highly agreed on the quality of the trainer. Also the listed learning goals were highly reached according to the responses of participants; for 100% of the respondents this was very well succeeded for the introduction to gender bias in research organisations and knowledge production, and for 88% for the new context of Horizon Europe and the same for the enhancement of capacities for including the sex and gender dimension in SPRINT activities. The same 88% scored positive for the content of the session. Within the score on the relevance of the training 83% scored positive. Never was scored in the category of not at all, but some respondents scored 'rather not' on several questions. This variation among respondents is also reflected in three comments: 'Thanks A LOT for the training!!'; 'Interesting, and would welcome more detailed situational advice. Thank you for organizing.' 'We lost very valuable time of the project meeting with the issue which is important, but not crucial for the progress.'

Figure 4 - Analysis of exit questionnaire on the SPRINT gender training.
Source: Yellow Window

Number of respondents 17

[Gender-SMART] Integrating Gender in SPRINT project and community	4 Absolutely / very		3 Quite		2 Rather not		1 Not at all		No answer		average score on 10
Did you learn what you expected to learn during this session?	5	29%	10	59%	2	12%	0	0%	0	0%	7.9
How satisfied are you with the following aspects of the training:											
Relevance for your work	4	24%	10	59%	3	18%	0	0%	0	0%	7.6
Relevance for your own professional career	3	18%	10	59%	4	24%	0	0%	0	0%	7.4
Contents of the session	7	41%	8	47%	2	12%	0	0%	0	0%	8.2
Length	3	18%	10	59%	3	18%	1	6%	0	0%	7.2
How satisfied are you with the trainer (Dr. Maxime Forest)											
Knowledge of the subject	13	76%	4	24%	0	0%	0	0%	0	0%	9.4
Communication skills	14	82%	2	12%	1	6%	0	0%	0	0%	9.4
Support and advice	7	41%	9	53%	1	6%	0	0%	0	0%	8.4
How satisfied are you with..?											
The visual reports	7	41%	10	59%	0	0%	0	0%	0	0%	8.5
The resources and references provided	5	29%	12	71%	0	0%	0	0%	0	0%	8.2
The balance between theory and practice	4	24%	12	71%	1	6%	0	0%	0	0%	7.9
Point out to what extent the workshop reached											
1.Introduce gender bias in research organisations and knowledge production	12	71%	5	29%	0	0%	0	0%	0	0%	9.3
2.Highlight the new context to integrating gender under Horizon Europe	8	47%	7	41%	2	12%	0	0%	0	0%	8.4
3. Enhancing capacities for including the sex and gender dimensions throughout core SPRINT activities	7	41%	8	47%	2	12%	0	0%	0	0%	8.2
How satisfied are you overall with this workshop?	6	35%	8	47%	3	18%	0	0%	0	0%	7.9

overall average: 8.3

3. Gender⁺ survey

Gender survey set-up

The SPRINT gender survey was designed by the Gender Committee as a short online questionnaire asking the SPRINT consortium participants about their perceptions and awareness of gender aspects in relation to their work environment, including a self-assessment of their capacities and willingness for training or support on specific domains of gender integration in research contents. Besides an introduction, the survey had 18 questions which are all added to this document as *ANNEX 1* and can also be found in the brief report that is available for partners.

The questions followed the three main categories that underpin the European Commission's strategy on gender equality in research and innovation policy:

- *Fostering equality in scientific careers*;
- *Ensuring gender balance in decision-making processes and bodies*;
- *Integrating the gender dimension in research and innovation content*,

The SPRINT Gender Committee explained in the introduction to the survey how it would be of use in the project's lifetime for:

- 'NOW': build a baseline where we stand now
- 'FOLLOW UP' with a trajectory for support and possibly training options
- 'REVIEW AT VARIOUS STAGES' how we have advanced in the various objectives and adjust strategies where needed
- 'REPORT' at the end what has been achieved, what opportunities have been taken and constraints overcome, what we learnt and what recommendations to give to similar projects in the future.

The survey was conducted shortly before the 2nd plenary meeting, in October 2021. All SPRINT project participants (ca 180) received a link to the questionnaire.

Survey response and reporting

The survey results were shared in the 2ⁿᵈ plenary meeting in October 2021. The presented [PowerPoint presentation](#) with first results and later a brief report *'[Self-assessment of gender capacities and perceptions. KEY FINDINGS of the Gender Survey among SPRINT participants](#)'* with a detailed analysis of the survey answers has been made accessible to all partners. An [Infographic with key messages](#) has been uploaded to the public area of the website.

We obtained 84 responses (ca 46% of all SPRINT team members) who can be characterized and summarized as follows:

- <u>The gender distribution</u> remained unclear since 1/3ʳᵈ of all survey participants did not disclose any gender identity. The other part of respondents identified themselves in majority as women (36%); then men (30%) and non-binary (2%), see *Figure 5.*

Figure 5 - Self-identification by gender identity by respondents in gender survey (N=84).
Source: Infographic 'Self-assessment of gender capacities and perceptions. KEY FINDINGS of the Gender Survey among all SPRINT participants Oct. 2021'

- <u>Marginalized groups</u> were identified with by 9.5 % (N=8) of the respondents who expressed belonging to a marginalized group due to sexual orientation, ethnicity/race or low income.

- <u>Distribution over age categories</u> by gender could be analysed for the respondents who identified themselves as female or male (*Figure 6*). The different age variation for self-identified women in comparison to men respondents might correspond with an overall seniority of men in academic positions. In section 4 we see this trend can be correlated to the seniority of the researchers of the SPRINT partner teams.

Figure 6 - Distribution of age categories by gender among who identified themselves as female/male (N=55).
Source: Power point Gender Questionnaire, Oct. 2021

Distribution of age categories by gender (N=55)

	women	men
> 55 years	4	7
45-55 years	9	7
35-44 years	6	7
25-34 years	11	4

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Survey key messages

The survey showed that a considerable share of the SPRINT participants is engaged in the project's commitment to fostering gender equality. The respondents clearly selected areas for capacity building. A joint effort is still needed to ensure that all participants actively support each other and collaborate to reach the commitments and enable them to expand on the existing gender capacity.

The main messages are:

- **Perception on equal opportunities in home institution at SPRINT partners** (question #3 and #2):
  - 73 persons answered question #3, which makes that 23% (N=11) of the survey respondents did not respond to this particular question
  - 68% of the respondents for this question think equal opportunities for men and women prevail in their institution; among who identified their gender were 18 women and 19 men, 1 as non-binary gender, leaving 13 non self-identified persons
  - From the other 32% respondents, we see that ca 27% think that men have more opportunities than women in their institution; the other ca 5% think women have more opportunities;
  - Within this 32% minority group, all identifying as women and non-conforming/binary (11/1) state men have more opportunities as do 6 others (including 4 identified as male); 4 persons (of who 2 identified as men) think women have more opportunities
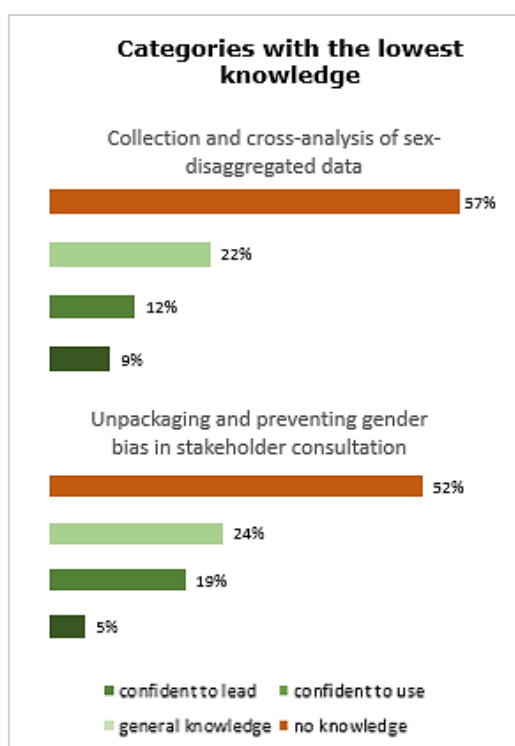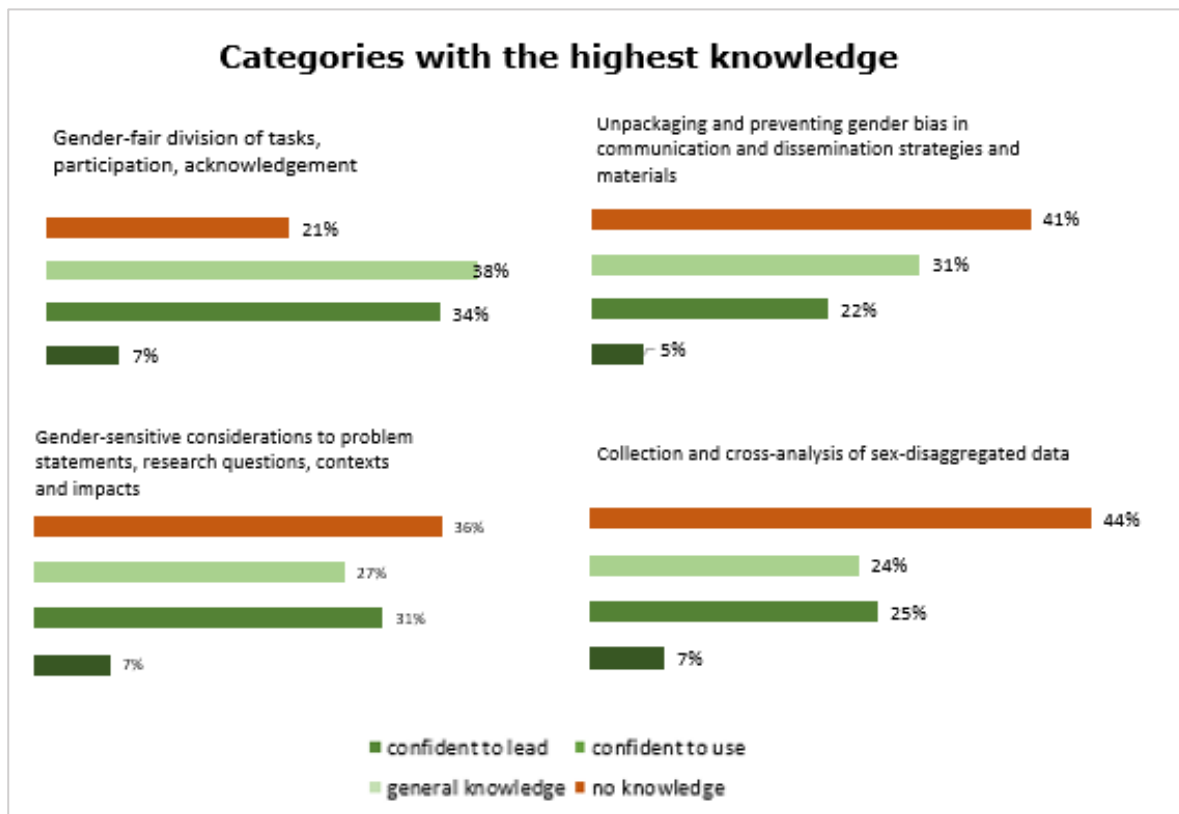 - All five areas regarding fair or equal treatment of women at the home institutions (question #2) were assessed by half (50%, N=42) of the 84 survey respondents except for work-life balance (ca 59%, N=49) and for payment (35%, N=39)
  - Their answers largely assessed fair or equal treatment of women positively, respectively for:
    - 0 Safe and respectful collaboration, with 2 women answering 'rather not'
    - 0 Recruitment & promotion, with a mixed group of 6 persons answering 'rather not'
    - 0 Work-life balance, with 12 persons answering 'rather not'; 2 with 'not at all'
    - 0 Payment, with 8 persons answering 'rather not'
    - 0 Governance, representation & decision-making, with rather not by 9 and 1 as not at all
  - The answers, especially to question #2, give some indication but require further exploration

- **Perception on fair or equal treatment of women in own project team at 5 areas** (question # 5)
  - All five areas regarding fair or equal treatment of women were hardly assessed for the respondents' own project team; most areas were responded by 17 (=20%) persons of the 84 survey respondents, about evenly by women and men.
  - Their answers largely assessed fair or equal treatment of women positively, respectively for:
    - 0 Safe and respectful collaboration, with 1 person unidentified answering 'rather not'
    - 0 Recruitment & promotion, with 1 woman answering 'rather not'
    - 0 Work-life balance, with 3 women answering 'rather not'
    - 0 Payment: all positive
    - 0 Governance, representation& decision-making, with 3 persons with varied self-identification answering 'rather not'
  - These answers give some indication but definitely require further exploration

- **Perception on relevancy of gender aspects in research content** (question #6):
  - Almost half (49%, N=41) of the survey respondents did not respond to the question (N/A)
  - Over 2/3rd (72%) of the 43 respondents for this question agreed to its relevancy (fully yes/rather yes), among them who identified themselves were 12 women and 13 men, leaving 6 as unidentified
  - 28% of the 43 respondents disagreed (rather not/not at all), among them who identified themselves were 4 women and 6 men, leaving 3 persons as unidentified

- **Understanding of the difference between equal representation & treatment versus gender in research content** (question #7):
  - Almost half (47%, N=39) of the survey respondents did not respond to the question (N/A)
  - More than half (57%, N=26) of the 45 respondents for this question did tell they understand (fully yes/rather yes), among them who identified themselves were 12 women and 9 men, leaving 5 persons as non-binary or unidentified
  - 43% (N=19) did tell they do not (rather not/not at all), among them who identified themselves were 11 women (of who 1 not at all) and 6 men (of who 1 not at all), leaving 2 persons as unidentified

- **Capacities and knowledge concerning gender in research** (question #11, A and B):
  - Because this part of the survey was analysed later we meanwhile had 94 respondents
  - We had a variation of 61 (64%) and 50 (53%) persons responding to the questions
  - The self-assessed capacities and knowledge with the highest scores had a coverage over 56% divided in scores for general knowledge (25-28%), confident to use (22-34%) and leading capacity lowest (5-7%), see *Figure 7*
  - The self-assessed capacities and knowledge with the lowest scores had a coverage lower than 56%, divided in scores for general knowledge (22-24%), confident to use (12-19%) leading capacity also lowest (5-9%), see *Figure 8*
  - Consortium members showed they are generally keen to receive training on gender-related aspects, with highest scores of 79% of the 50-61 respondents to lowest of 52%, see *Figure 9 and 10*

Figure 7 and 8 - Self-assessed Capacities and Knowledge, highest and lowest scores (N range = 50-61)
Source: Self-assessment of gender capacities and perceptions. KEY FINDINGS of the Gender Survey among SPRINT participants, Nov. 2021, p. 8

Figure 9 and 10 - Training Interest in Capacities and Knowledge, highest and lowest scores (N range = 50-61)
Source: Self-assessment of gender capacities and perceptions. KEY FINDINGS of the Gender Survey among SPRINT participants, Nov. 2021, p. 8

The key messages of the answers, and approach to address main concerns, are presented in *Figure 11*.

Figure 11 - Summary of key messages and ways forward;

Source: Self-assessment of gender capacities and perceptions. KEY FINDINGS of the Gender Survey among SPRINT participants, Nov. 2021, p. 9

The Gender Committee concluded as well that there was support to proceed with:

- building on a trajectory for support and possibly training options
- reviewing at various stages the achievements reached and adjustments where needed
- reporting at the end what has been achieved, what opportunities have been taken and constraints overcome, what has been learnt and what recommendations to give to similar projects in the future.

4. Gender⁺ balance in consortium partner teams and stakeholders

Enhancing gender⁺ balance as gender equality strategy

The gender balance among the consortium partner teams, committees and stakeholders is addressed in this section according to the GA under 3.2.1 (GA, part B, p. 48). By creating active multi-actor platforms early in SPRINT, covering members from local to European level and playing a central role in all WPs, SPRINT embraces the GA requirement for a 'multi-actor approach' including a wide range of stakeholders representing research, farming, advisory services, industry as well as consumers and civil society (GA, part B, p. 9).

This section is enriched by a cross analysis of the gender dimension with other background information to enable connecting various perceptions and views from an gender⁺ or intersectional approach later in the analysis of outcomes where available, relevant or appropriate. For the consortium partners teams seniority of position by researchers is cross analysed with sex. Here the formalized sex of team members as registered in the HRM data is taken for practical purposes. For the stakeholders various background information is cross-analysed with data on their sex which are self-registered. Such a gender⁺ approach is also of importance for the sampling and selection of interviewees or focus group discussions members and a gender⁺ interpretation of what they voiced as will be further addressed in section 5.

Gender⁺ balance in consortium partner teams and committees

The first inventory of the gender division among the consortium partner teams was done early Spring 2022 and included in the EU portal as required for the 1st period reporting. The table with data per partner is available upon request. It revealed that women comprise more than 50% of all staff involved (56% of N=178). When split by researchers and other staff ('no researchers') SPRINT women researchers reached also more than 50% of all SPRINT researchers (ca 54% of N=135), and women of the other staff more than 60% (ca 61% of N=44). Twenty-five partners out of 28 could report an equal or more amount of women researchers; twenty-six partners could report the same for the total amount of women involved. Of all involved women (N=100) 75% were researchers; of all men (N=78) 79.5% were researchers.

Such a balance in favour of the women researchers positively deviates from the EU gender balance figures. The latest reporting of the EU 'SHE figures' (2021) over 2018 reported an overall average of 33.8 % women researchers for the EU-28; (p. 97); and specifically for the higher education sector (HES) or academia an average of 42.3% women researchers in EU-28 (She Figures 2021, p. 103 and 105). Also the % women of all staff involved positively deviates from the SHE figures for Europe. In 2018, at the European level, women researchers were 60.4% of all women R&D personnel compared to male researchers with 65.7% of all men R&D personnel. (SHE Figures, p. 79) SPRINT has higher percentages with respectively 75% and 79.5%, while following the trend of less % women researchers among all women R&D staff.

To further examine these numbers more in-depth, an extra round of data collection and second analysis was performed shortly after, in July 2022, and included seniority in positions of the

researchers. When comparing the overall numbers and percentages, this new count showed a small deviation of a small decrease in women's numbers and percentages, caused by changes in teams and small corrections. It nevertheless hold the same tendencies (*Figure 12 and 13*)

Figure 12 and 13 - Gender division, Researchers-'No researchers', SPRINT partner teams, Spring - July 2022

SPRINT % women/men researchers - no researchers, (N=179), Spring 2022

- Women researchers 41%
- Men researchers 35%
- Men 'no researchers' 9%
- Women 'no researchers' 15%

SPRINT % women/men researchers - 'no researchers', (N=176), July 2022

- Women researchers 37%
- Men researchers 36%
- Men 'no researchers' 10%
- Women 'no researchers' 17%

The women's portion among the group of researchers was almost similar with 3% difference and among others than researchers (no researchers) 4% more (*Figure 14 and 15*). These confirmed the positive deviance from the latest EU figures but just to a bit smaller extent.

Figure 14 - Gender division among Researchers, SPRINT partner teams, Spring 2022 and July 2022

SPRINT % women/men researchers - 'no researchers', (N=135), Spring 2022

- Men researchers 46%
- Women researchers 54%

SPRINT % women/men researchers, (N=128), July 2022

- Men researchers 49%
- Women researchers 51%

Figure 15 - Gender division among 'No researchers', SPRINT partner teams, Spring 2022 and July 2022

For the more in-depth analysis of July 2022 we included seniority according to the position levels for researchers as used in SHE figures reporting and more recent EU proposal forms:

- **Category A** –the highest grade/post for research, e.g., 'Full professor' or 'Director of research';
- **Category B** –Not as top position but more senior than newly qualified PhD graduates, e.g., 'associate professor' or 'senior researcher' or 'principal investigator';
- **Category C** –the first grade/post into which newly qualified PhD graduates enrol, e.g., 'assistant professor', 'investigator' or 'post-doctoral fellow';
- **Category D** –researchers working in posts that do not normally require a doctorate degree, e.g., 'PhD students' or 'junior researchers' (without PhD).

When focusing on the gender division within the various level groups, and comparing with the most recent EU 'SHE figures' (2021) we see SPRINT does excel on all levels (*Figure 16-18*).

The analysis of the SPRINT data shows that the higher number of women researchers is mainly located in level C of early career researchers; level A of professors has a small minority of women, level B as well but a bit less. For level D we see an equal number of women and men researchers. (*Figure 16-18)* In *Figure 18* we also clearly see that the SPRINT no-researchers make up an ample quarter (28%) of the persons engaged at the SPRINT partners. A table with July 2022 data per partner is available upon request.

Figure 16 - % women in level A-D researchers in SPRINT partner teams(July 2022) and Europe (2018)

	A-level	**B-level**	**C-level**	**D-level**	**Total**
SPRINT	44.1%	47.2%	61.1%	50%	50.8%
SHE figures	26.2%	40.3%	46.6%	47.1%	42.3%

Figure 17 - Gender division among Researchers (level A-D) - 'No researchers', SPRINT partner teams, column shape, July 2022

SPRINT % women/men researchers per scientific level A-D, sum A-D; and 'no researchers', total, (N=176), July 2022

	A-level	B-level	C-level	D-level	sum A-D		'No researchers'	Grand total
men	19	19	14	11	63		17	80
women	15	17	22	11	65		31	96

Figure 18 - Gender division among Researchers (level A-D) -No researchers, SPRINT partner teams, in pie shape, July 2022

SPRINT % women/men researchers per scientific level A-D and 'no researchers', in N=176 persons, July 2022

- Men 'no researchers' 9.7%
- Women 'no researchers' 17.6%
- D-level Men 6.3%
- D-level Women 6.3%
- C-level Men 8.0%
- C-level Women 12.5%
- B-level Men 10.8%
- B-level Women 9.7%
- A-level Men 10.8%
- A-level Women 8.5%

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From *Figure 19* we learn that from all researchers the levels A-C are represented by 27-28%, leaving 17 % for the D-level of persons which no doctorate degree, e.g., PhD students or junior researchers without a PhD degree.

Figure 19 - Gender division among Researchers (level A-D), SPRINT partner teams, July 2022

In *Figure 20* we see that among the women researchers again the level C has the highest share, with level A and B together 49% while the majority of the men researchers is in the A -B level (60%).

Figure 20 - Level A-D of researchers in SPRINT partner teams, for women and men, July 2022

The organisational structure of SPRINT knows (co-)coordinators, WP (co-)leaders, partner representatives, and several boards and committees. In July 2022, women researchers are tasked with SPRINT's (co-)leadership, especially one in overall coordination and six women among 17 WPs (co-) leaders, and 11 of the 28 partners are represented by a woman researcher.

Figure 21 showing the gender division by boards and committees confirms the overall figures of higher representation. The boards with high standing reputation as the project advisory board and project scientific board reach 40/60 % or more while the latter reflects a gender balance of almost 50%.

Figure 21 - Gender division among SPRINT leadership and committee membership, July 2022

	Total	Women	Men	% Women	% Men
Project Management Board (PMB)	7	4	3	57.1%	42.9%
Project Advisory Board (PAB)	5	2	3	40%	60%
Project Scientific Board (PSB)	19	9	10	47.4%	52.6%
Dissemination, Exploitation and Impact Committee (DEIC)	6	4	2	66.7%	33.3%
Ethics Committee (EthC)	3	2	1	66.7%	33.3%
Gender Committee	5	4	1	80%	20%
Grand Total	45	25	20	55.5%	44.5%

The representation of partner teams at the two SPRINT consortium plenary meetings so far had each a gender balance of 50%. The 1st Plenary Meeting or Kick-Off meeting in 2020 was attended by 48 women and 48 men. The 2nd in 2021 included 44 women and 43 men.

Gender+ balance among Stakeholders: Case Study Site (CSS) participants

As reported in Deliverable 1.1 '*Report on the composition of the stakeholder platforms at each CSS'* of June 2021 a fair gender balance of ca 42% women among all Case Study Site (CSS) participants has been reached as was targeted. SPRINT aims to obtain such a gender balance for all 11 CCSs which represent three research populations: farmers, farm neighbours and consumers.

Further cross-analysis by country, gender and CSS group category of the 2021 figures of D 1.1 showed that there was quite a variation in representation by then. This was due to not having finalized the selection of participants for the CSSs in Croatia, France and Italy, especially for the groups of farm neighbours and consumers, and to not having data for Switzerland yet. The figures as reported in D 1.1 were used to effectively target for expanding specific groups of participants and reaching a gender balance within all groups.

Figure 22 - Gender Division among Case Study Site participants, per country (N=445), June 2021

Source: D.1.1 Report on the composition of the stakeholder platforms at each CSS, June 2021, p. 13

A new analysis has been done for this report in July 2022. The complete figures show a well-balanced representation of the CSS participants by gender. The overall balance is 50% and also all counties show percentages just under or below 50%. (*Figure 23*)

Figure 23 - Gender Division among Case Study Site participants, per country and total, (N=742), July 2022

When comparing the CSS categories in % of the total CSS participation per country, it becomes clear that it was not easy to find both women and men farmers. Denmark included women who married a farmer, some included the father of the current farmer and some included women farmers but in fewer numbers. For the analysis we grouped them as men or women living on a farm. In *Figure 24* we see that the men living on a farm or men farming group (19%) is overrepresented in comparison to farming women (14%) which seems to be compensated by a bigger share of women consumers (20%) in comparison to men consumers (16%).

Figure 24 - Gender Division among Case Study Site participants, per category (N=742), July 2022

When comparing individual country case study sites in *Figure 25*, we see that especially the CSS of France has a very small proportion of female farmers or women on farms (N=3) in comparison to men (N=13) and also Argentina has quite less women farming (N=6) than men (N=14) in its CSS.

Although Agricultural statistics show that more men are registered as farmer and do most of the farm work in practice, it is important to have a gender balance in test cases and voices to maximize the SPRINT results. Even if women married to a male farmer do not do much farm work, it seems to be important to have more information on their exposure to pesticides when living on the farm and for instance do the laundry of overalls or is around the farm all day when having no occupation off-farm. A gender balanced representation deviant from farm practice at the specific site does make a better test case for gender differences in exposure for the farming population. It seems to be also important to include both men and women in the representation of the voices of farming population.

Figure 25- Gender Division among Case Study Site participants, per country, per category (N=742), July 2022

Gender Division among Case Study Site participants, per country, per category, N=742, July 2022

	AR	CH	CZ	DK	FR	HR	IT	NL	PT	SL	SP
■ Men Consumers	8	13	12	10	8	12	12	9	9	12	10
■ Men Farm Neighbours	13	8	8	9	12	12	8	11	10	12	11
■ Men Farming	14	13	14	13	13	12	11	13	12	12	11
■ Women Consumers	17	11	12	11	16	12	12	15	15	12	13
■ Women Farm Neighbours	15	8	9	8	12	12	11	12	12	12	11
■ Women Farming	6	10	12	9	3	13	9	11	11	12	11

The CSS participants were also asked about their approach to food / farming systems. As in most CSS countries organic is used, D 1.1 explains that Argentina added an additional category of agroecological agriculture and Croatia prefers to use the term "integrated" rather than conventional. For the analysis the answers were grouped in organic, conventional and blank. Of the various CSS categories the farm participants openly answered. We see a well-balanced representation over both farming or food systems. Among the farming men (56%) - we see almost an equal representation of both food and farming systems (29% organic and 27% conventional), as well as among the women (23% organic and 21% conventional) which together counts for 52% organic and 48% conventional. (*Figure 26*).

Figure 26 - CSS Farming women and men by approaches to food/farming systems (N=245), July 2022

% gender division of farming CSS participants, by approaches to food/farming systems (N=245)

Figure 27 shows that also most CSS Farm Neighbours (91%) revealed whether they adhered an organic or conventional food or farming system.

Figure 27 - CSS Farm Neighbours women and men by approaches to food/farming systems, (N=236), July 2022

% gender division of CSS farm neighbours, by approaches to food/farming systems (N=236)

Here we see less representation of organic (25%) while conventional systems are over represented (56%). We though see here as well a rather well-balanced representation among women and men (18%-17% organic, 30%-26% conventional, 4%-5% blank).

In contrast to the farming and farm neighbours group, almost half of the CSS consumers (49%) did not answer what approach they adhere. For both CSS groups the division among organic and conventional,

and by gender is small, and thus well balanced, certainly when also considering that these groups as such had a fair gender balance. (*Figure 28*)

Figure 28 - CSS Consumers women and men by approaches to food/farming systems, (N=261), July 2022

Gender+ balance among Stakeholders: General Stakeholders

SPRINT has been recruiting stakeholders and promoting interest for SPRINT activities in various ways. The primary route is registering through the Stakeholder Platform which has been actively promoted during workshops and webinars. For instance, a stakeholder workshop was held on 22 June 2021 at or after which many attendees either actively agreed to be registered as stakeholders or to be further contacted by SPRINT. The Stakeholder Platform's data structure enables to map stakeholders by country and their organisational role, agriculture type, agriculture approach and gender. 'Organisational role' refers to their role within the food production chain and has been visualised as "The SPRINT express" in *Figure 29*.

The acquisition of general stakeholders is an ongoing process of importance. In Spring 2022, 134 general stakeholders are registered on the stakeholder platform, 66 women and 63 men. (1st period technical reporting, WP1)

An updated analysis of the Stakeholder Platform of July 2022 shows that the number of registered stakeholders increased to 177. (*Figure 30*) It shows that they represent a broad scala of countries although the numbers of representation per country vary much. In general, from the CSS countries, Argentina is well represented, followed by Croatia, Switzerland, Czech Republic, Netherlands, Spain and Slovenia. From the CSS countries Portugal is less represented while Denmark, France and Italy are underrepresented.

Figure 29 - The SPRINT Stakeholder Typology – On track for a transition to more sustainable plant protection

Figure 30 - Gender Division among General Stakeholders, by country (N=177), July 2022

When considering the gender balance in total, there is a fair gender balance (44.7% women, 43.1% men). The other 12.3% (N=21 of 177) did not disclose any gender identification including 13 persons (ca 7%) who also not registered their country. (*Figure 31*)

Figure 31 - % Gender Division among General Stakeholders, (N=177), July 2022

Gender Division among General Stakeholders, self-registered at Stakeholder Platform (N=177)

- Prefer not to say 1.0%
- NA 11.3%
- Women 44.7%
- Men 43.1%

■ Women ■ Men ■ NA ■ Prefer not to say

The gender balance per country shows a fair balance in the representation of CSS country Argentina, followed by CCS countries Czech Republic and Switzerland as well as though in low numbers for the non-CSS country United Kingdom. CSS countries Denmark and France as well as non-CSS countries Finland, Peru and USA are represented by women only (1-2 persons), while CSS countries Croatia and Slovenia show an overrepresentation of women. An overrepresentation by men can been seen for CSS countries Netherlands and Spain, while non CSS countries China/Pakistan and Ireland were represented by men only (1 person) (*Figure 32*).

Figure 32 - % Gender Division among General Stakeholders by country (N=177), July 2022

Gender Division among General Stakeholders, self-registered at Stakeholder Platform, by country (N=177)

■ Women ■ Men ■ NA ■ Prefer not to say

Countries: Argentina, Azerbaijan, Belgium, China & Pakistan, Croatia, Cyprus, Czech Republic, Denmark, EU, Finnland, France, Germany, Ireland, Italy, Netherlands, Peru, Portugal, Slovenia, Spain, Switzerland, United Kingdom, USA, NA, Grand Total

At registration, also the occupational background of the stakeholders was asked. In *Figure 33* we see that the governmental, NGO and research sectors are best represented. Most backgrounds only differ with maximum 3 women or men. More women than men did not find their background in the list and filled in 'other occupational background'.

Figure 33 - Occupational background of General Stakeholders (N=177), July 2022

It will be interesting to keep on checking for changes later during and at the end of the project.

The organisation of attractive events proved to be a good strategy to raise awareness and engagement. SPRINT held a first stakeholder event online on 22 June 2021 which was also used for the recruitment of stakeholders. It introduced the SPRINT project and included breakout rooms for attendees to exchange ideas on the four SPRINT areas of interest (human health, environmental health, risk assessment toolbox and transition). Of the 155 persons who registered for the event, 122 people attended. (D.1.1, see also *Figure 34*)

Figure 34 - Gender division among participants registered on event 22 June 2021 (N=155)

The SPRINT consortium also collaborated with the Food and Agriculture Organisation of the United Nations (FAO) to organise a blended webinar at 11 May 2022 to raise awareness about SPRINT. Participants joined from all over the world, with attendees from every continent besides Antarctica. Attendees came from a range of backgrounds, including international organisations, governmental bodies, non-governmental organisations, academia, and the private sector. The event showed a gender division of 37% women and 63% men (total N=120).

5. Gender⁺ integration at WP level

Gender integration has been considered in the GA at the level of all WPs under gender analysis as explained in section 1 '*to address and elaborate the gender dimension in the project, including where it has been explicitly addressed in four SPRINT deliverables (D2.3, D3.6, D4.6 and D9.2)*'. According to the tasks of the SPRINT Gender Committee and based on the GA, various ways and occasions to suggest and support the gender⁺ integration into the research content was organized by the Gender Committee with WP teams of these deliverables and other WP teams where relevant and appropriate. This will be continued and newly reported on.

In the two years of SPRINT, the Gender Committee suggested to read the draft version of D8.4 '*SPRINT Awareness-raising and Communication Plan*' and shared their comments in the meeting of the Gender Committee in August 2021. This resulted in the addition of a 'Gender and Inclusivity considerations' section to the various topics addressed. Input for Deliverable 2.3 was discussed in the Gender Committee but due to a delay in the analysis caused by Covid-19 constraints, it was agreed to discuss the follow-up deliverable 2.4 with representatives of the WP2 team.

Reporting by WP teams

The Gender Committee asked all SPRINT WP teams to reflect and report in the WP reporting to the consortium at the second plenary meeting in Oct. 2021 about three gender related questions:

1. WP management: "How have you considered gender and gender equity in your work team until now?";
2. Data collection: "How have you considered gender and gender relations when working with the animals or people from whom you are gathering data for this project?";
3. Methods and analysis: "How have you considered gender or biological sex when analysing data or communicating results?".

The answers to these questions can be found at the end of the powerpoint presentations of the WP teams; the remarks during the 2nd annual meeting in the minutes. All materials of the 2nd Annual Meeting, including these, are stored in the SPRINT website part for partners.

Most teams reported for the first question that they managed to recruit a well-balanced team or stated their intentions. Some expanded their answer by pointing at the established policies or Gender Equality Plan at their institution which also addresses equal integration, supervision and participation opportunities. Considering that the gender survey (see section 3) shows quite some differentiation among the respondents, this point might be taken up with the help of the suggestions for gender-sensitive collaboration in international partnerships elaborated by the EU-Gender-SMART project also ongoing at WUR.

The reports on the second and third question show the methods to sample and analyse animals and humans through using sex-balanced samples, mainly taking 'sex' as a variable. Later in the project we expect to find more on how to analyse and interpret the differences by including a gender perspective.

We suggest the Gender Committee will explore together with de WP teams how to maximize gender[+] integration from its research design to a meaningful use of the data collected. Based on our gender[+] expertise we already discussed the significance of cross-analysis of diverse variables and an inclusive use or conceptual operationalisation of 'farm or farming' and 'health'.

Observations from Gender Committee - WP teams exchange

Based on the identification of gender aspects in the WP teams reporting and the findings of the gender survey, the Gender Committee invited the WP teams to further explore the gender aspects in their WP together with the Gender Committee. Until now, except for the meeting on D8.4, the committee has had four meetings in which it combined a dedicated part to meet with resp. team members of WP 4 (twice, respectively with the environmental and animal/human subgroups), WP 6, and WP 7 on gender aspects in their WP-related methods, data analysis and communication next to a specific part of its own ongoing activities.

Interesting observations to share are:

- Including f/m as variable in experiments with animals or data selection with humans is supported widely and included in the research designs; there is certainly interest in exchange on how to interpret any differences or deviations if they will be found in the results.
- The representation of various groups by gender is well taken care of in many instances. The visual imaginary of the express train is very appealing. It is well acknowledged that beyond ensuring a balanced representation of groups it is also important to maximize the quality of communication to have all voices heard while respecting the various differentiations between and within those groups. We would stimulate SPRINT exchange on the strategies used to further optimize.
- It is good to distinguish between gender questions researchers may have and how to operationalise them within the research context, especially in exchange or interviews with research participants; asking directly about gender perceptions or differences risks to get answers based on various understanding of gender.
- New was to learn that experiments on in-vitro material cannot be split by gender since the sex is not yet to be defined in such a stadium.
- We found that a big data set used for farmers data does not include an identification by sex or gender; we agreed that this requires being signalled by the WP team but cannot be changed short-term; the attempt to find additional information (more small-scale and possibly more accidental) data from within the SPRINT Case Study Site data will be further explored.
- Definitions used often hide a conceptualisation with a gender bias. As such the use of farm, labour, market, finances, health etc. knows long-standing attention and critique in literature from a gender[+] perspective that can help unravelling the often hidden gender[+] biases.

6. Gender resources at SPRINT website

Complementary to the gender training and meetings with WP teams, we started to list gender-related resources for the consortium, including a GENDER⁺ GLOSSARY (*Box 4*), via the SPRINT website (https://sprint-h2020.eu/index.php/my-sprint/gender):

- **PowerPoint presentation of the SPRINT gender training,** October 2022: https://sprint-h2020.eu/index.php/my-sprint/project-documents/registered-users/plenary-meetings/plenary-meeting-2021

- **PowerPoint presentation** and **brief report gender survey** *'Self-assessment of gender capacities and perceptions. KEY FINDINGS of the Gender Survey among SPRINT participants'* (only for partners), respectively: https://sprint-h2020.eu/index.php/my-sprint/project-documents/registered-users/plenary-meetings/plenary-meeting-2021/02-presentations/261-sprint-presentation-gender-survey-20-oct-2021/file, and https://sprint-h2020.eu/index.php/my-sprint/project-documents/262-brief-sprint-gender-survey-main-messages-and-annex-survey-2022/file

- **Infographic gender survey** '*Self-assessment of gender capacities and perceptions. KEY FINDINGS of the Gender Survey among all SPRINT participants Oct. 2021'* (public). https://sprint-h2020.eu/index.php/my-sprint/project-documents/263-infographic-sprint-gender-survey-2022/file

- European Commission, Directorate-General for Research and Innovation, **Gendered innovations 2: how inclusive analysis contributes to research and innovation : policy review**, Publications Office, 2020: https://op.europa.eu/en/publication-detail/-/publication/33b4c99f-2e66-11eb-b27b-01aa75ed71a1/language-en

- **Gender Equality in Academia and Research - GEAR tool,** updated version 2022**:** https://eige.europa.eu/gender-mainstreaming/toolkits/gear

- **Gender Equality in Academia and Research:** https://eige.europa.eu/gender-mainstreaming/toolkits/gear/horizon-europe-gep-criterion

- **Gender Equality Academy**: https://ge-academy.eu/the-project/

- **Understanding Unconscious Bias** (2015), video clip by the Royal Society (scientific academy UK): https://www.youtube.com/watch?v=dVp9Z5k0dEE&feature=youtu.be

- **Addressing Unconscious Bias**, video clip by Trinity College Ireland - TCD_INTEGER®: https://www.dailymotion.com/video/k5Q6R02b3EirG6c8kpZ

- **DORA: Rethinking Research Assessment. Unintended Cognitive & System Biases:** https://sfdora.org/wp-content/uploads/2020/09/DORA_UnintendendedCognitiveSystemBiases.pdf

- **Social Safety in Dutch Academia. From Paper to Practice**: https://storage.knaw.nl/2022-07/KNAW-advisory%20report%20-%20Social%20Safety%20in%20Dutch%20Academia%20-%20July%202022.pdf

- **Recruitment Bias in Research Institutes** (2016), video clip by Research Centres of Catalonia (CERCA): https://www.youtube.com/watch?v=g978T58gELo

- **Éviter les biais de genre lors de nominations professorales**, (2016) video clip by University of Lausanne with UK subtitles: https://www.youtube.com/watch?v=TQG7zySAyaE

- **Group Decision Making** (2018), video clip by Royal Society UK: https://www.youtube.com/watch?v=6idstekGBl8
- **Brochure and resources in relation to EU**:
    - EU-website: https://ec.europa.eu/info/research-and-innovation/strategy/gender-equality-research-and-innovation_en
    - Brochure: https://op.europa.eu/en/web/eu-law-and-publications/publication-detail/-/publication/c0b30b4b-6ce2-11eb-aeb5-01aa75ed71a1
- European Commission, Directorate-General for Research and Innovation, **She figures 2021**: tracking progress on the path towards gender equality in research and innovation, Publications Office, 2021, https://data.europa.eu/doi/10.2777/602295
- **European Institute for Gender Equality (EIGE):** https://eige.europa.eu/
- **EIGE's Gender Equality Glossary & Thesaurus**: https://eige.europa.eu/thesaurus/overview

Box 4 - Gender[+] Glossary

SEX refers to the biologically determined characteristics. Sex is globally understood as the classification of living beings as male, female, or intersex. (based on EC 2014)

GENDER refers to the social construction of women and men, of femininity and masculinity, which varies in time and place, and between cultures. (EC 2014)

GENDER RELATIONS are the ways in which a society defines rights, responsibilities and the identities of men and women in relation to one another. Gender relations are based on power and negotiations, and gender roles are closely linked, influencing the definition and development of one another. (FAO 2012)

GENDER NORMS refer to the gender dimensions of social norms, or the societal expectations of how men and women ought to behave in their everyday affairs. Social norms also "structure social interactions in ways that allow social actors to gain the benefits of joint activity. And they determine in significant ways the distribution of the benefits of social life" (Petesch et al. 2018, with reference to Knight and Ensminger 1998).

GENDER[+] DIMENSION or INTERSECTIONALITY acknowledges the heterogeneity among women, among men and among non-binary genders by examining the gender dimension as intersecting with other social dimensions to which binary and hierarchical social values are attached as to gender. Examples of such dimensions intersecting with the sex/gender dimension are age/generation, class/wealth, race/ethnicity, geographical location (e.g. urban/rural), religion, civic status, sexual orientation, health status. Identities, relations and institutional structures often reflect the value loaded attributions and internalisations to these dimensions which possibly complicate and aggravate gender inequalities.

GENDER EQUALITY refers to the situation where individuals of all sexes are free to develop their personal abilities and make choices without the limitations imposed by strict gender roles or norms. The different behaviours, aspirations and needs of women and men are considered, valued and favoured equally. (based on EC 2014)

EMPOWERMENT refers to the access to resources and development of personal capacities to be able to participate actively in shaping one's own life and that of the community in economic, social and political terms. (European Commission 1998)

EQUAL OPPORTUNITY indicates the absence of barriers to economic, political and social participation on the grounds of sex, often intersecting with other socially made distinctions.

Such barriers are often indirect, difficult to discern and caused by structural phenomena and social representations that have proved particularly resistant to change. Equal opportunities, which is founded on the rationale that a whole range of actions are necessary to redress deep-seated sex and gender-based as well as other inequities, should be distinguished from equal treatment, which merely implies avoiding direct discrimination. (based on EC 2014)

GENDER EQUITY articulates that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes. This may include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. Though often used interchangeably, especially policy makers stress that equality and equity are two very distinct concepts. Therefore the term should be used with caution to ensure it is not masking a reluctance to speak more openly about discrimination and inequality. (based on EIGE website glossary)

GENDER-SENSITIVE and GENDER-RESPONSIVE refer to approaches that encompass the understanding and consideration of socio-cultural factors underlying sex-based discrimination (gender-sensitivity), as well as taking actions to overcome gender biases in order to improve gender equality (gender-responsiveness). (EIGE 2019)
Some differentiate between these approaches on whether it is questioned and addressed how to overcome gender biases and reduce gender inequalities more in-depth or structurally. (e.g., EIGE ↔ UNESCO)

GENDER MAINSTREAMING refers to the systematic integration of equal opportunities for women and men into the organization and its culture and into all programmes, policies and practices; into ways of seeing and doing. (EU Commission, 2000)

MONITORING and EVALUATION (M&E) refers to the continuous assessment of programmatic implementation in relation to agreed schedules and of the use of inputs, infrastructure, and services, and its periodic assessment of the relevance, performance, efficiency, and impact (expected and unexpected) in relation to stated objectives. (based on WB 2012)

7. Concluding remarks and follow-up

The report shows a rich trajectory with considerable integration of the gender aspects as foreseen. The Gender Committee has been given support to elaborate on the aspects that were agreed on in the project design and explore what could be included within that space.

Gender⁺ integration in SPRINT

The gender balance among the consortium researchers is more or less equal which is in contrast with overall figures of gender balance in EU research and innovation. The same is reported about the various groups of stakeholders. Purposeful efforts supported by gender policies at various participating partner institutions have been very much contributed to this result. Specific imbalances at site, country, or partner level are acknowledged and where possible subjected to adjustment.

From our analysis by level of position of researchers as now required in Europe Horizon proposals we can support and want to repeat such more in-depth analysis to better identify and monitor better differentiated gaps that are easily hidden by higher aggregation.
Building on the results of the survey and WP reporting we also want to explore how to expand and find ways for capacity building on other aspects of ensuring gender equality in (international) collaboration beyond a gender balance within teams.

The meetings with WP teams and the survey showed that SPRINT teams recognize some of the knowledge and capacities in gender⁺ integration and like to build further on these, especially with regard to the integration of gender in research content. Such a start for a project in the life sciences domain deserves to be highly praised and invites for a good follow-up trajectory.
If resources can be sufficiently allocated, the following activities are foreseen by the Gender Committee while continuing their meetings in which it prepares and monitors its activities to support the operationalisation of gender equality and gender integration in SPRINT:
- Continuation of exchange on gender aspects with the WP teams, especially around new steps of design, data collection and processing, and writing draft deliverables
- Continuation of inquiries around reporting in annual meetings
- Continuation of reporting on gender aspects in the periodic reports for EU-evaluation
- Further building up and updating the website gender resources
- Active inquiring for and responding to training and support interest
- Repetition of the survey at the end of the project time to assess any change and with some questions to assess the process of gender integration in their SPRINT work as well.

Gender⁺ integration in research beyond project level

For more structural issues in operationalizing gender aspects we want to encourage to signal and steer the attention beyond projects. Gender⁺ or intersectionality requires a wider and more precise data collection which easily reach practical limits. For instance, either privacy or decency does not allow to register or directly ask for more sensible data around background on social dimensions as race, ethnicity, or gender identity. We noticed that anonymity cannot always be guaranteed when working with small numbers and big data collections are set up without caring for minorities as they hardly

weight or count in big data sets. Even our asking on a voluntary basis in a survey resulted in a high number of unpreparedness to answer. Discussion on ways forward is needed in order to include complexities when we take inclusive approaches at heart. Action is also needed to address the lack of relevant literature or datasets and statistics which are used as sources to build research on. It is no excuse when these are not there. It appears to be important to signal these limitations and together work on addressing those within new project designs by including time and budget to contribute in building out these resources and addressing existing complexities.

ANNEX 1 - GENDER SURVEY Intro and Questions, Sept. 2021

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INTRODUCTION
Aligned with EU and WUR policy, our SPRINT project is required to examine and foster its contribution to gender equality in academia and research.

Three objectives for gender equality in research underpin the European Commission's strategy on gender equality in research and innovation policy:
- *Fostering equality in scientific careers*;
- *Ensuring gender balance in decision-making processes and bodies*;
- *Integrating the gender dimension in research and innovation content*,

Within EU projects, such as SPRINT, the major contexts for fostering these objectives are the institutional environment of all partners as well as the design and enactment of the project partnership and collaboration. To be able to meaningfully foster and monitor the process several activities were included in the GA of the project as a questionnaire in the beginning phase of the project.

Below you find the project's gender questionnaire asking about your knowledge and perceptions in these three categories so we can
NOW: build a baseline where we stand now
FOLLOW UP with a trajectory for support and possibly training options
REVIEW AT VARIOUS STAGES how we have advanced in the various objectives and adjust strategies where needed
REPORT at the end what has been achieved, what opportunities have been taken and constraints overcome, what we learnt and what recommendations to give to similar projects in the future.

In line with the new guidelines for Horizon Europe, the SPRINT gender team wishes to recognize in its work the heterogeneity among women and among men; it therefore expands the gender focus into its intersection with other socially valued dimensions such as race, ethnicity, class/wealth, age/generation, locality, civic status, health status, sexual orientation. Some call this a gender[+] or intersectional approach. This is also why we ask you at the end for some background details to enable us to cross-analyse the findings.

Please be assured that we - in line with the European privacy rules on data - will not expose any detailed findings that would allow individual recognition.

See as well:
EIGE Gear tool website and pdf: Gender Equality in Academia and Research (https://eige.europa.eu/gender-mainstreaming/toolkits/gear/objectives-gender-equality-research); **Brochure and resources in relation to Horizon Europe :** EU-website; Brochure; Gendered innovations 2. How inclusive analysis contributes to research and innovation : policy review

FOSTERING GENDER EQUALITY IN YOUR INSTITUTION AND PROJECT COLLABORATION
#1. Are you aware of any gender policies, strategies, and/or gender focal points or networks in place in your current organization?
　　0 No.
　　0 Yes. Please, specify regarding which areas
　　　　0 Safe and respectful working culture
　　　　0 Recruitment & promotion
　　　　0 Work-life balance
　　　　0 Payment
　　　　0 Governance, representation and decision-making
　　　　0 Research & education
　　　　0 Other, ...

#2: In your current organization, please tell us whether you strongly feel that men and women are treated fairly and/or equally regarding:
　　0 Safe and respectful working culture:
　　0 Recruitment & promotion:
　　0 Work-life balance:
　　0 Payment:
　　0 Governance, representation, decision-making
　　0 Other, ...
For each question: Scale 1-4 fully yes, rather yes, rather no, fully no

#3: In your organization, do you think that men have more, fewer or the same opportunities to advance as women?
　　0 women and men have the same opportunities
　　0 women have more opportunities than men
　　0 men have more opportunities than women

#4: Have you ever thought your gender has played a role in you missing out on a raise, promotion, key assignment, or chance to get ahead?
　　0 yes, please give an example..
　　0 no

#5: Regarding your project work team, please tell us whether you strongly feel that men and women are treated fairly and/or equally regarding:

    0 Safe and respectful collaboration:
    0 Recruitment & promotion:
    0 Work-life balance:
    0 Payment:
    0 Governance, representation, decision-making
    0 Other, ...

For each question: Scale 1-4 fully yes, rather yes, rather no, fully no

#6. Do you consider the integration of gender aspects in research content relevant?
Answer categories: Not at all - rather not - rather yes - fully yes

SELF-ASSESSMENT OF YOUR KNOWLEDGE AND PROFICIENCY ON GENDER ASPECTS AND PREFERENCE FOR SUPPORT OR WORKSHOP TRAINING

#7. Do you understand the difference between equal representation and treatment in the workplace and gender integration in research content?
Answer categories: Fully yes - rather yes - rather no - not at all

#8: Have you received training or orientation on implicit bias or gender issues?
    0 No
    0 If yes, please characterize with one line: ....

#9. Have you participated in gender-related training or courses in the last two years?
    0 No
    0 If yes, please characterize with one line: ....

#10. If you have a gender unit or focal point at your institution, have you asked and/or received support from them?
    0 Not applicable
    0 No
    0 Yes. Please, specify in which area/context...

#11. For the following skills and processes, please
    A.   indicate your level of knowledge and proficiency by ticking the appropriate box: Answer categories: I do not know - I know -I am confident enough to use this in my work - I am confident enough to lead work on this.
    B.   B) indicate whether you like to have support or workshop training in: Answer categories: fully yes - rather yes - rather no - not at all
   ★ Gender sensitive recruitment and support of team and consortium colleagues
   ★ Gender-fair division of tasks, participation, acknowledgement
   ★ Gender-sensitive considerations to problem statements, research questions, contexts, definition of possible users and stakeholders and impacts

   ★ Collection and cross-analysis of sex-disaggregated data
   ★ Analysis / interpretation of gender differentiated research findings
   ★ Unpackaging and preventing gender bias in communication and dissemination strategies and materials
   ★ Unpackaging and preventing gender bias in stakeholder consultation
   ★ Gender-responsive budgeting and tracking of resources

QUESTIONS FOR DIFFERENTIATED CROSS-ANALYSIS
LASTLY, we would like to ask you some background information to help us cross-analyse the findings.
We like to restate that we will not expose any detailed findings that would allow individual recognition.

#12 Would you classify your disciplinary background as
Categories: Life sciences, Social sciences, hybrid of social and life sciences, otherwise ...

#13: What is your highest level of education?
Categories: Secondary school, Secondary professional qualification, Tertiary professional qualification, tertiary university MA or MSc grade, PhD grade

#14: To which age category do you belong?
Categories: < 25, 25-34, 35-44, 45-55, > 55 years

#15: Please identify your gender.
Categories: female, male, non-conforming or non-binary

#16. Do you consider yourself as being part of a marginalized group as associated by:
- migrant and/or refugee background (Yes-No)
- ethnicity and/or race (Yes-No)
- lower income group / class (Yes-No)
- religious minority (yes-No)
- physical and/or mental special needs (yes-No)
- sexual orientation and/or non-conforming gender identity (yes-No)

17: About how many years have you been in your current organization?
Categories: < 1 year; 1-5 years; 6-10 years; 11-20 years; >20 years

FINAL QUESTION
#18. If you would like to share more or add remarks, feel welcome to write here:

THANKS
Thanks for your participation. We will report about the outcomes during the annual plenary meeting in October 2021.