D4.3: Plan for Integrating Gender

WP4 – Policy Assessment and Recommendation

Document Information

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Executive summary

The Plan for Integrating Gender outlines the key objective of mainstreaming gender across the NextFOOD project and states the responsibilities of the partners of all work packages under the lead of the WP4. It lists the work plan discussed for integrating gender and highlights the first two action points, i.e. the conduction of the Gender Capacity Assessment of all partners conducted in 02-04/2020 and the development of the major framework document for gender, the Gender Reference Guide.

The document closes with a discussion of the major challenges for the gender integration (chapter 5) and proposes viable solutions, particularly including the need for a prioritized discussion on gender among the partners, the need for a sound monitoring system to create accountability on gender and finally, the importance of a strengthened top down approach for the integration of gender in the project.

1 Integrating Gender into NextFOOD

1.1 Introduction

The project aims at contributing to "increased gender equality in the research and education sector by considering gender when designing curriculum and developing education and training systems", thus aiming at improving the current knowledge systems in the EU member states and third countries with a strong gender perspective[1]. Across all its work packages (WP) the project attributes high significance to the integration of gender in the sense that it is "paying attention to similarities and differences between men and women's experiences and viewpoints and [will] give(s) value to each"[2].

Integrating gender into the NextFOOD project is the responsibility of all partners and supposed to be done in each initiative where possible. While guidance on this theme is led by the partners of WP4, namely Lund University, UNIBO, Skogforsk, CIHEAM and WHH, each WP has their own gender targeted focus[3]. WP1 is set to using and analyzing sex-disaggregated data and to apply the findings from gender analyses into the research outcomes. WP2 strives at ensuring equal participation of women and men through the various stakeholders in action research. Finally, part of WP4's responsibility is to use the generated knowledge for gender-sensitive and gender targeted policy recommendations and develop a reference guide on how to mainstream gender across the WPs and all partners.

This report outlines the plan for institutional integration and the thematic mainstreaming of gender in the whole project, elaborates the steps already taken and highlights the next steps planned in future.

1.2 Purpose of Integrating Gender into NextFOOD

The general purpose of applying a gender lens to the project as stated in the project's constituting proposal document, is to create knowledge on diversity and reduce barriers to gender equality in the agrifood systems.

2 Plan for Institutional Integration and Thematic Mainstreaming of Gender

2.1 Work Plan

Integrating the category of gender is a long-term, crosscutting process that requires a tailor-made approach if it is to mainstream gender into each level, process, activity and output of the project. A complex project like NextFOOD that consists of a variety of partners from different countries all working in different areas and with different tools, presents a particular challenge for the approach of mainstreaming a crosscutting topic like gender. To adequately address the project structure and create highest possible

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[1] Project proposal, version submitted by Martin Melin, on 13/09/2017.
[2] Project proposal, version submitted by Martin Melin, on 13/09/2017.
[3] Since September 2019, an external consultant on gender is supporting the developments on gender mainstreaming for the project.

outcomes for the organizational and procedural integration of gender in the project, the following work plan actions were formulated:

2.1.1 Gender Capacities Assessment of Partners

As a first step, a survey to assess the gender capacities including competencies of the partners was designed in order to understand the status of partners' capacities and competencies on gender, assess the common knowledge of the topic and produce the necessary evidence-base for any further gender related capacity building measure within the project (see below, 2.1.2. to 2.1.4.).

The survey was designed as an online survey and introduced to all partners by the project coordinator (see questionnaire in annex). Before participating in the survey, each partner institution was requested to identify the responsible person to partake in the survey. This served as the initiation of the gender mainstreaming approach. The results of the survey and related interviews will be presented to the partners for adoption during the annual meeting in June.

2.1.2 Gender Reference Guide

Secondly, a Gender Reference Guide (GRG) for mainstreaming gender in the project is currently in process of being developed. This document will present the framework for how to integrate gender in the project as a whole. It will clarify the objectives of integrating gender into the project, present the Gender Theory of Change and define the performance indicators for measuring the change. The GRG will include explanations on concepts and terms, tools for gender analysis, support for gender-sensitive communication for partners, suggestions and useful links on the integration of gender in research and education contents and curricula, provide tools and checklists (see below, chapter 4).

The structure of the document with its main content elements will be presented to the partners at the annual meeting in June for adoption.

2.1.3 Gender Advisory Support for Partners

One-on-one support for partners on the integration of gender aspects or conduction of targeted actions will be provided throughout the project timeline, on the basis of the partners' needs and interests.

2.1.4 Gender Policy Recommendations for Education in Agrifood Systems

Policy recommendations on the nexus of gender, education and agrifood systems will be developed as an output planned for the end of 2020 as well as towards the final stages of the project. The recommendations will contain lessons learned of selected partners of the project. Focus of this policy document will be the EU, however further validity of international scope will be sought for.

2.2 Status Quo of Work Plan Actions

As of the time of reporting, the survey on partners' gender capacities has been concluded and major findings analyzed. This will be presented to partners in the annual meeting scheduled for June 2020 (delayed due to Corona crisis).

The development of the GRG is in process. The structure will be presented as well during the annual meeting in June. The formulation of the major gender objectives and indicators will be discussed in the plenary session moderated by WHH.

So far, no gender advisory has been requested by any partner.

Policy recommendations are planned to be formulated by December 2020 based on the lessons learned and gender inputs of selected partners.

3 Gender Capacity Assessment of NextFOOD partners

As a first step, the survey to assess the gender capacities of all NextFOOD partners was created to understand the level of gender capacities and to use the findings for the later development of the GRG and the formulation of policy recommendations for gender in agrifood systems. As such, the results of this survey present the very basis for any further development of integrating gender aspects and mainstreaming gender into the project, in line with the project's grant agreement to foster a strong inclusion of gender equality principles in the project.

Next to gathering crucial data on the levels of gender understanding and capacities, and the partners' interests regarding gender, the survey further served two other objectives: First, given the high diversity of partners from different countries where gender mainstreaming is known and implemented to varying levels, it served to bring all partners on the same page regarding the basic meaning of gender. Secondly, the survey functioned as a tool to inform the partners about the ongoing process of integrating gender into NextFOOD and of the further process.

3.1 Methodology

3.1.1 Data Collection Methods

Data was collected via two methods:

- The creation of an online survey (survey monkey online software), and
- Qualitative interviews with participating partners to follow-up on data gaps and clarify information provided.

The survey was structured into four content categories corresponding with the themes of analysis:

- Relevance and integration of gender in the institution (9 questions)
- Gender competencies, knowledge and skills (8 questions)
- Gender-related research (6 questions)
- Gender-related barriers and actions (9 questions)

Through the follow-up qualitative interviews conducted via skype audio or video conference calls, the individual respondent's data was clarified and complemented to better understand the given written answers in the survey and seek more details, such as the respondent's motivation to answer in the given way and reasons for the provided information. The interviews were recorded, and narrative summaries documented.

Data trends provide the following response behavior:

- Total responses: 18
- Completion rate of participants: 100%
- Typical time spent: 35 min
- Only completed survey were taken into consideration for the analysis to avoid double responses by same respondent.

3.1.2   Data Analysis

The answers were analysed through the software 'survey monkey' for each individual and for all responses summarily. Presentation and analysis of data was further categorized according to the gender of the respondents to compare female/male/non-binary respondents respectively.

Both data sets were analyzed according to their main content and synthesized in a report to be presented and discussed at the annual partners meeting in mid 2020 (planned for June 2020).

3.1.3   Privacy Note

The information collected in the survey was not done anonymously as partners were requested to fill in their contact information at the end of the survey in order to create the opportunity to follow up on some questions after the survey has been completed by the partners. However, the information provided was not used in combination with the respondent's name or partner institution and no information was/will be disclosed to any third parties.

4 Gender Reference Guide: Planned Structure

This chapter presents the suggested outline of the contents of the GRG. This structure and the key content elements are tentative as they will be discussed at the annual partners' meeting.

Partners' input to this document is deemed crucial to create buy-in and commitment and to develop a framework of high relevance to the partner's work. An implementation mechanism should be developed and agreed upon to ensure that the framework is being applied by the partners.

1	*Introduction to the topic*

1.1   Why gender? Purpose of gender reference guide for NEXTFOOD partners

1.2   Explanation of terms and concepts

2	*Brief literature review of major issues on gender in agri-food sector and research/ education*

3	*Setting up a Gender Equality Plan for NEXTFOOD*

3.1   Objectives of GE plan

5 Challenges and Suggestions

5.1 Priority of Gender in Project

Through the assessment, it was found that the topic of gender and gender equality enjoy a priority of very differing degree among the partners and in their respective work. The interest of the partners in the offered gender advisory support is low to none.

Suggestion 1:

A small number of case studies could be selected from the partners' work to elaborate on gender targeted action and distil gender related lessons learned. and disseminate these to all partners for discussion.

Suggestion 2:

On the project level, the priority of gender could be strengthened through the GRG and the establishment of an implementation or enforcement mechanism and monitoring of the gender targets to be defined.

5.2 Late Commencement of Gender Integration in the Project

The commencement of gender related measures was deferred in the project's timeline. The GRG - which will represent a major guiding document - is expected to be drafted by mid 2020 leaving less of half the project's timeline up for implementation through the partners and monitoring on the project level.

Suggestion 3:

The implementation of the GRG will require a guiding top-down approach lead by the Gender Consultative Team or (Management Group) and supported by the Executive Board.

Suggestion 4:

A clear and realistic mechanism for implementation of the GRG, or the enforcement of minimum requirements as outlined in the GRG, need to be established and agreed on.

5.3 Accountability towards Gender Targets (tbd)

While gender targets first need to be strategically defined and agreed on, their implementation needs to be monitored and partners' accountability ensured.

Suggestion 5:

A simple monitoring system for gender related targets and indicators to be defined in the GRG should be established, responsibilities defined and followed up.

Suggestion 6:

Developing a gender marker system, similar to the EU standards, can support the achievement of determined gender targets and serve as a tool for accountability. The marker system could consist of three or four categories, as outlined in the table below:

G-Marker	Description	NextFOOD target (suggested)
G-3: **gender responsive and gender transformative**	Project outcomes have the principal objective to advance gender equality (GE)	Min. 30% of projects/ budgets

G-Marker	Description	NextFOOD target (suggested)
G-2: **gender sensitive and gender specific**	Project has a significant contribution to advancing GE	Min. 40% of projects/ budgets
G-1: gender sensitive	Marginal contribution to advancing GE	Max. 20% of projects/ budgets
G-0: gender blind/ neutral	No noticeable contribution to advancing GE	Max. 10% of projects/ budgets

Table 1: Suggested gender marker system. Source: N. Pistor (May 2020).

The marker system could strengthen to highlight the objectives of the project to have a certain amount of activities falling under the categories G3 and/or G2, and allow only exceptionally that an activity may be declared as 'gender blind/ neutral' which would have to be justified by the respective partner. A gender checklist is suggested to be developed that should be mandatory for all partners and be filled in by each partner by the end of the project.

5.4 Need for Top Down Approach for Gender Integration

It is crucial that partners agree on the objectives of the approach of integrating gender that will be further defined in the GRG. However, due to the project structure, a top down approach for gender integration appears to be crucial to achieve the targets. This needs to be accompanied by a monitoring system for the integration of gender related actions and targets.

Suggestion 7:

A plenary discussion and joint agreement on the gender targets and gender Theory of Change would be a necessary step to endorse the plan and the formulated indicators.

Suggestion 8:

Guidance should be directed in a top-down approach from the project's top level to ensure the enforcement of gender related actions. It is suggested to strengthen the top-down approach on gender mainstreaming by establishing a 'Gender Consultative Group' or 'Gender Management Team' tasked with overseeing the developments on gender and responsible for achieving the agreed outcomes in due time. The Executive Board's commitment and support on this topic is crucial to achieve outcomes on the partner and project level.

ANNEX - Gender Capacity Survey Tool (Online Questionnaire)

Gender Capacity Assessment for NEXTFOOD partners

Welcome to the NEXTFOOD survey on gender capacities for all partners.

Your participation is important for us to understand the gender capacities of the NEXTFOOD project partners. This is the first step towards a strong inclusion of gender equality principles as stated in the project's grant agreement.

The survey has 4 sections and comprises 32 questions in total. You should need about 20 min. to complete it.

What does 'gender' refer to?

'Gender' is a category that identifies the social relations between women, men and people of non-binary/ diverse gender. It refers to the relationships between these, and how gender(s) are socially constructed. Gender roles are dynamic and may change over time.

What will we do with the survey results?

We will present the results of the survey at the next annual partner meeting and discuss our suggestions with You on how to step up the topic of gender. Therefore, we are particularly thankful for all your suggestions at the end of the survey.

Before starting the survey, we have a short note on Your privacy:

The information we are collecting in this survey is not going to be anonymous. You will be required to fill in Your contact information at the end of the survey. However, we will not use Your name in combination with the information You provided, nor will we disclose any of Your information to other partners or third parties.

The reason why this survey is not anonymous is that we would like to follow up on some questions with You after the survey. Therefore, we need to know who answered what.

Since it's all about 'gender', we are also keen to analyze the survey results according to gender. For this, it is certainly important that You share with us which gender the respondent (i.e. You) has.

Finally, please note that You will not be able to correct Your responses once You have finished the survey and clicked the "DONE" button. But if You really need to make changes, You can still contact us at Nora.Pistor-extern@welthungerhilfe.de.

We wish You an interesting time taking the survey!

Many thanks!

* 1. What is Your gender?

○ Female

○ Male

○ Non-Binary

Gender Capacity Assessment for NEXTFOOD partners

A. Relevance and integration of gender in the institution

This section identifies the general relevance of gender at Your institution partnering in the NEXTFOOD project and how 'gender' is integrated so far.

* 2. To what extent is gender equality relevant to Your organization as a whole?

○ very relevant

○ quite relevant

○ somewhat relevant

○ not so relevant

○ not relevant at all

Please explain Your answer here:

3. To what extent is gender equality relevant specifically to Your project and Your work?

○ very relevant   ○ not so relevant

○ quite relevant   ○ not relevant at all

○ somewhat relevant

Please explain Your answer here:

* 4. Are financial resources available in/for Your institution/ department to support the implementation of gender in Your work?

○ Yes

○ No

○ Not sure

Here, You can leave a comment if You wish to explain...

_____

* 5. What technical resources are available to support the implementation of gender equality in Your institution/ department? _Please select as many as You wish._

☐ Gender training for staff

☐ Unconscious bias training for staff

☐ Gender awareness raising activities

☐ Internal communication on gender equality

☐ Gender equality checklist for research proposals

☐ External communication on gender equality

☐ Gender reporting tools

☐ Gender monitoring tools

☐ Gender action plan

☐ Counseling office to prevent and respond to Gender Based Violence

☐ Gender equality strategy

☐ Gender mainstreamed in strategic governing document(s)

☐ None

☐ Not sure

☐ Others

_____

* 6. What human resources are available in Your institution/ department responsible for gender mainstreaming or for safeguarding the integration of gender sensitivity? *Please select as many as You wish.*

☐ Gender focal point

☐ Gender specialist

☐ Women's support/ diversity/ inclusion officer

☐ Gender consultant/ advisor

☐ Gender/ inclusion committee

☐ Counsellor on sexual harassment/ bullying

☐ None

☐ Not sure

☐ Others

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* 7. What institutional policies and practices are in place in Your institution regarding Gender Mainstreaming (*i.e. the process of ensuring that women and men have equal access to and control over resources, development benefits and decision-making, at all stages of the development and in all projects, programs and policies*)? Please select as many as You wish.

☐ Gender strategy

☐ Gender sensitivity guidelines (*i.e. how to recognize and address the different situations, roles, needs, and interests of women and men*)

☐ Gender policy

☐ Gender integration in policies

☐ Gender safeguarding measures

☐ Gender marker system (*e.g. a classification of Your projects according to their gender related purpose, from gender blind to gender responsive*)

☐ Women's leadership promotion/ strategy

☐ Quota for women's participation in decision-making bodies or leadership

☐ Equal pay policy

☐ None

☐ Not sure

☐ Other

* 8. Does Your organization/ department have a gender policy or formulated a gender strategy?

◯ Yes

◯ No

◯ Not sure

* 9. Does Your institution/ department have an active policy on 'Gender Mainstreaming'?

◯ Yes

◯ No

◯ Not sure

Gender Capacity Assessment for NEXTFOOD partners

B. Gender competencies, knowledge and skills

In this section, we are exploring the competencies, knowledge and skills regarding gender in Your institution/ department.

* 10. How familiar are You with the national legal and policy framework on gender equality and women's empowerment in Your country?

◯ Not familiar at all

◯ Sufficiently familiar

◯ Very familiar

* 11. How familiar are You with international conventions and policies related to gender equality and women's empowerment?

◯ Not familiar at all

◯ Sufficiently familiar

◯ Very familiar

* 12. What tools and information sources do You use to upgrade Your knowledge on gender equality issues in Your work? *Please select as many as You wish.*

- [ ] Internet
- [ ] Websites
- [ ] Publications
- [ ] Gender focal point
- [ ] Advisors
- [ ] Specialists
- [ ] Networks
- [ ] Other colleagues
- [ ] None
- [ ] Other(s)

* 13. For the following skills and processes, please indicate Your level of knowledge and proficiency. *Please check one box in each section.*

	I don't know anything about this.	I know a bit about this.	I know much about this.	I am confident enough to use this in my daily work.	I am confident enough to lead work on this.
1. Gender analysis for strategic planning	☐	☐	☐	☐	☐
2. Collection and analysis of sex-disaggregated data	☐	☐	☐	☐	☐
3. Integration of gender into strategic planning processes including results statements and indicators	☐	☐	☐	☐	☐
4. Gender-responsive monitoring and evaluation, including gender-sensitive reporting	☐	☐	☐	☐	☐
5. Gender-responsive budgeting and tracking of resources	☐	☐	☐	☐	☐
6. Training/ capacity development for gender equality	☐	☐	☐	☐	☐
7. Gender-sensitive communications (use of images, publications, language, external reports, information)	☐	☐	☐	☐	☐
8. Inclusion of gender into administrative or operational documents (ToRs, vacancy announcements...)	☐	☐	☐	☐	☐

Other (please specify)

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* 14. Have You participated in any gender-related training or courses in the last three years? Please, also think of trainings where gender was included but not the main topic of the training.

◯ Yes

◯ No

If You took any such training, please indicate information on it, e.g. the course name, topic(s), date/duration, mode of training, organized/ provided by whom etc.

15. What kind of teaching/ training on gender or any educational activities on gender does Your department/ institution offer to staff and students?

* 16. Which trainings, coachings or other capacity building measures on gender would You like to receive to improve the gender sensitivity in Your work/ institution/ in the project? *Please select as many options as You wish.*

☐ Introduction to gender and gender awareness

☐ Women's rights and gender equality in international and national framework in your country of work

☐ Gender Mainstreaming

☐ Gender Analysis

☐ Gender in M&E and gender-sensitive reporting

☐ Gender integration into strategic planning processes

☐ Gender Budgeting

☐ Gender-sensitive communications

☐ None

☐ Not sure

☐ Other

* 17. Would Your institution/ department involved in the NEXTFOOD project be interested in conducting a ToT (Training of Trainers) on Gender?

◯ Yes

◯ No

◯ Not sure

C. Gender-related research

In this section, we would like to understand what is being done in terms of gender-related research at Your institution/ department.

18. How is the category of 'gender' currently addressed as a learning topic in the curriculum design and development of education and training systems at Your institution? Please provide specific examples if possible.

Example 1

Example 2

Example 3

 * 19. How is the category of gender considered in research, at Your institution/ department?

☐ Through collecting sex-disaggregated data.

☐ Through collecting gender-sensitive data.

☐ Through scoring research proposals according to gender sensitive criteria or ranking.

☐ Through requiring a minimum of proposals addressing or including the topic of gender.

☐ Through a gender marker system classifying research projects according to their gender purpose (from gender blind to gender responsive).

☐ Through gender sensitive research evaluation committees.

☐ None

☐ Not sure

☐ Other

20. Which challenges related to the topic of gender do You see in **action research** in the overall **agrifood and forestry sectors**?

21. Which challenges related to the topic of gender do You see in **action research** at Your **institution/ department**?

[ ]

* 22. Has Your institution/ department *received* any research proposal on gender or including gender-specific/ gender-sensitive research?

◯ Yes

◯ No

◯ Not sure

If You answered 'yes', how are the research proposals being decided upon? By whom?

[ ]

* 23. Has Your institution/ department *developed* any research proposal on gender or including gender-specific/ gender-sensitive research?

◯ Yes

◯ No

◯ Not sure

If You answered 'Yes', please elaborate what the gender aspects are about and how the proposal are being decided upon? By whom exactly?

[ ]

Gender Capacity Assessment for NEXTFOOD partners

D. Gender-related barriers and actions

Now, we would like to learn about which gender-related barriers You encounter at Your institution/ department - and which efforts are being put in place to address these barriers.

* 24. Which gender-related **barriers or challenges** do You encounter at Your institution/ department? *Please select as many as You wish.*

- [ ] "Gender Equality" is not being discussed in my institution/ department.

- [ ] The official language used is sometimes gender-insensitive or reproducing gender stereotypes.

- [ ] The institution's/ department's governance policy is not gender-sensitive.

- [ ] HR processes, e.g. recruitment and selection of staff/ committee members (or similar entities at Your institution) can include unconscious bias and gender stereotypes.

- [ ] Sexual harassment/ bullying are a problem in my institution/ department.

- [ ] There is no support for mothers working at the institution/ department, such as maternity leave, nursing room, childcare support etc.

- [ ] There is no support for fathers working at the institution/ department, such as paternity leave, nursing room, childcare support etc.

- [ ] Women face more challenges coming into leadership positions compared to men in my institution/ department.

- [ ] Vulnerable groups face problems of safety at the institution/ department.

- [ ] Particularly LGBTIQ people face challenges at my institution/ department.

- [ ] Women are more excluded from training and career development compared to men in my institution/ department.

- [ ] None

- [ ] Not sure

- [ ] Other

* 25. Which **efforts/ actions** does Your institution/ department take to address issues of gender inequality at the **institutional level**? *Please check as many as You wish.*

☐ "Gender Equality" is mentioned as a specific principle or value of the institution/ department.

☐ The institution/ department uses gender-related indicators.

☐ The official language used is explicitly gendered/ gender-sensitive.

☐ The institution's/ department's HR policy is gender-sensitive.

☐ HR processes are conducted in a way to exclude possible unconscious bias.

☐ The recruitment and selection of committees is done in a gender-sensitive way.

☐ Sexual harassment/ bullying are addressed on a strategic level.

☐ Work-life-balance is actively encouraged by the institution/ department.

☐ Regulations/ policies are in place for maternity leave for staff working in the institution/ department.

☐ Regulations/ policies are in place for paternity leave for staff working in the institution/ department.

☐ Parents' support facilities and provisions are in place, e.g. nursing room, childcare, fridge for storing milk and food etc.

☐ Parents' support facilities and provisions are in place, e.g. nursing room, childcare, fridge for storing milk and food etc.

☐ Leadership of women is actively promoted through the institution's policy.

☐ Security measures are in place to protect vulnerable groups or persons.

☐ LGBTIQ people are particularly supported at my institution/ department.

☐ None

☐ Not sure

☐ Other

* 26. Thinking more widely, which **gender-related barriers/ challenges** do You see in the current system of education and training within the **agrifood and forestry sectors**?

* 27. Which **actions** does Your institution/ department currently take to address gender inequalities at the **practical level**?

☐ Class rooms are designed in a way to consider equal opportunities for all.

☐ Parking areas are constructed in a gender-sensitive way and enhancing the safety for women and vulnerable groups.

☐ Sanitary facilities are designed in a gender-sensitive way.

☐ Anonymous support, e.g. via helpline/ website for victims of sexual harassment/bullying, is being offered.

☐ Specific actions to address homophobia/ discrimination against LGBTIQ people are being done.

☐ Pregnant staff/ young mothers receive practical support, e.g. through a nursing room, child care service, flexible working hours etc.

☐ Young fathers receive practical support, e.g. child care service, flexible working hours etc.

☐ Other

[   ]

* 28. How do You think the staff culture at Your institution/ department reflects gender equality? *Please choose a range on the scale below ('0' means gender equality is not reflected at all in the staff culture, and '10' means gender equality is fully reflected).*

| 0 | 5 | 10 |

* 29. Does Your institution analyze sex-disaggregated data on the institutional/ departmental level (*i.e. data that shows the differences between the situations of women and men, girls and boys - such data is necessary for a good gender analysis*)?

○ Yes

○ No

○ Not sure

Comment (optional)

[   ]

* 30. Does Your institution/ department apply the analysis of sex-disaggregated data?

○ Yes

○ No

○ Not sure

If you answered 'Yes', please explain how the data is being used, and what for.

[   ]

* 31. Does Your institution's training and education system currently measure the integration of gender equality through any indicator(s)?

◯ Yes

◯ No

◯ Not sure

If you answered 'Yes', please explain what indicator there is or how gender equality is being measured.

[   ]

32. You have reached the final question! Do You have any suggestions for strengthening the integration of gender in your project and the improvement of gender equality related to your work? Please share your thoughts and respective interests.

[   ]

* 33. Respondent's data

Name	[ ]
Institution and department	[ ]
City/Town	[ ]
Country	[ ]
Email Address	[ ]
Phone Number	[ ]