



**GENDER  
ACTION**

# **Gender Priorities in Research and How to address Gender in a Proposal**

Marcela Linkova, PhD  
Centre for Gender and Science

# GENDERACTION

- **GENDERACTION** is an innovative policy community
- bringing together representatives appointed by **national authorities** in Member States and Associated Countries (HG/SWG GRI members)
- set to advance gender equality in R&I and the implementation of **the gender priority in the European Research Area** at national, European and international levels until 2020 and beyond
- and **foster policy coordination, best practice exchange and mutual learning**

# POLICY BACKGROUND

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- Gender in European Research Area + Horizon 2020
  - ERA Roadmap Priority 4 Gender equality and gender mainstreaming
    - Legislative and institutional environment
    - Foster cooperation with RPOs and RFOs
    - Three areas of intervention
      - Gender balance in research careers
      - Gender balance in decision making
      - Gender dimension in research content
  - European Commission – **Member States** – RFOs + RPOs

# GENDERACTION AT A GLANCE

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**GENDER equality in the ERA Community To Innovate policy implementation**

**Horizon 2020 project funded in the SwafS-19-2016 call**

**Project duration: 01 / 04 / 2017 – 31 / 03 / 2021 (48 months)**

**Budget of 1,949,400 EUR**

**13 project partners and 5 associated partners**

**2 advisory boards**

- Advisory Board on ERA Priority 4 Implementation
- Advisory Board on gender in international cooperation in STI

## **Project activities:**

- Map and analyse Members States' **progress towards implementation of gender equality in R&I** through national ERA action plans and strategies
- Deliver **training events** to build consistent and professional capacity in gender equality in R&I among responsible national representatives and Horizon 2020 National Contact Points
- Provide **mutual learning opportunities** to maximize existing experience among policy makers and other relevant stakeholders
- Prepare **policy briefs** on advancing gender equality in the ERA
- Build **new collaborations** to advance gender equality in international cooperation in science, technology and innovation



# MAIN ACHIEVEMENTS

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- **Aanalysis of the NAPs** and carried out a survey on NAPS implementation
- **Two mutual learning workshops** to discuss criteria for best practices in NAPS implementation and indicators to measure progress toward achieving gender equality in research and innovation
- **1 training and 8 webinars to NCP projects** on gender in Horizon 2020 (Euratom, Net4Society, Idealist2018) and **1 targeted webinar for Cypriot stakeholders**
- **Mutual learning workshop on EU-funded institutional change projects with members of the ERAC SWG GRI**
- **Report on gender in Open Science and Open Innovation**
- **Horizon Europe policy brief series and presented our recommendations at the European Parliament; additional briefs coming**
- **Checklist to integrate gender in international cooperation in STI**
- **Conference on the future of gender equality in European R&I**

In 2019 we are celebrating  
20 years of EU activities for  
gender equality in Research  
and Innovation

# EU GE objectives in R&I

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- Gender balance in research careers
- Gender balance in decision-making processes and bodies
- Integrating the gender dimension in research and innovation content, i.e. taking into account the biological characteristics and the social features of women and men
- From **fixing women** to **fixing institutions** to **fixing knowledge**

# BASIC CONCEPTS

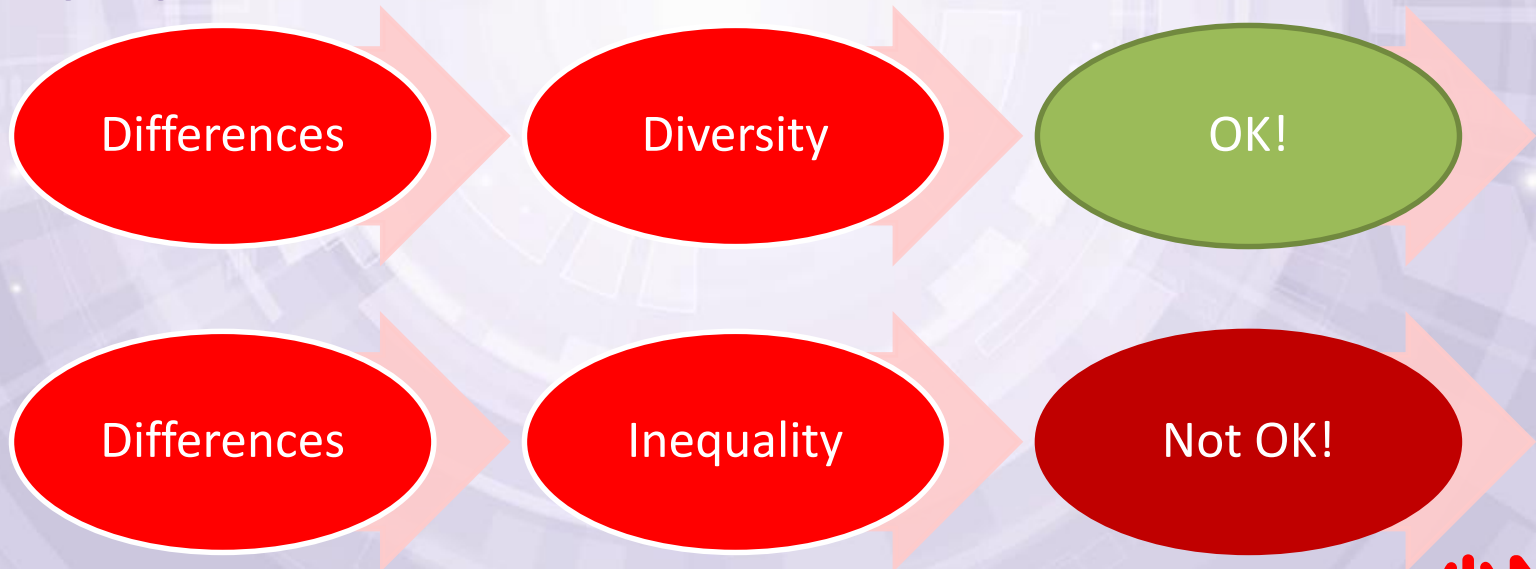
- **SEX** refers to the biologically determined characteristics of men and women in terms of reproductive organs and functions and physiology. As such, sex is globally understood as the classification of living things as male, female, or intersex.
- **GENDER** refers to the social construction of women and men, of femininity and masculinity, which varies in time and place, and between cultures.
- **INTERSECTIONALITY**: Interactions between sex and gender and other valid aspects (socio-economic status, age, race and ethnicity, LGBT+ etc.) – GENDER+



## NOTE THAT:

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- The problem is not the difference between men and women as such, but the difference in how they are valued
- Certain aspects associated with 'masculinity' still tend to be valued more highly
- The result is inequality of opportunities, segregation & discrimination

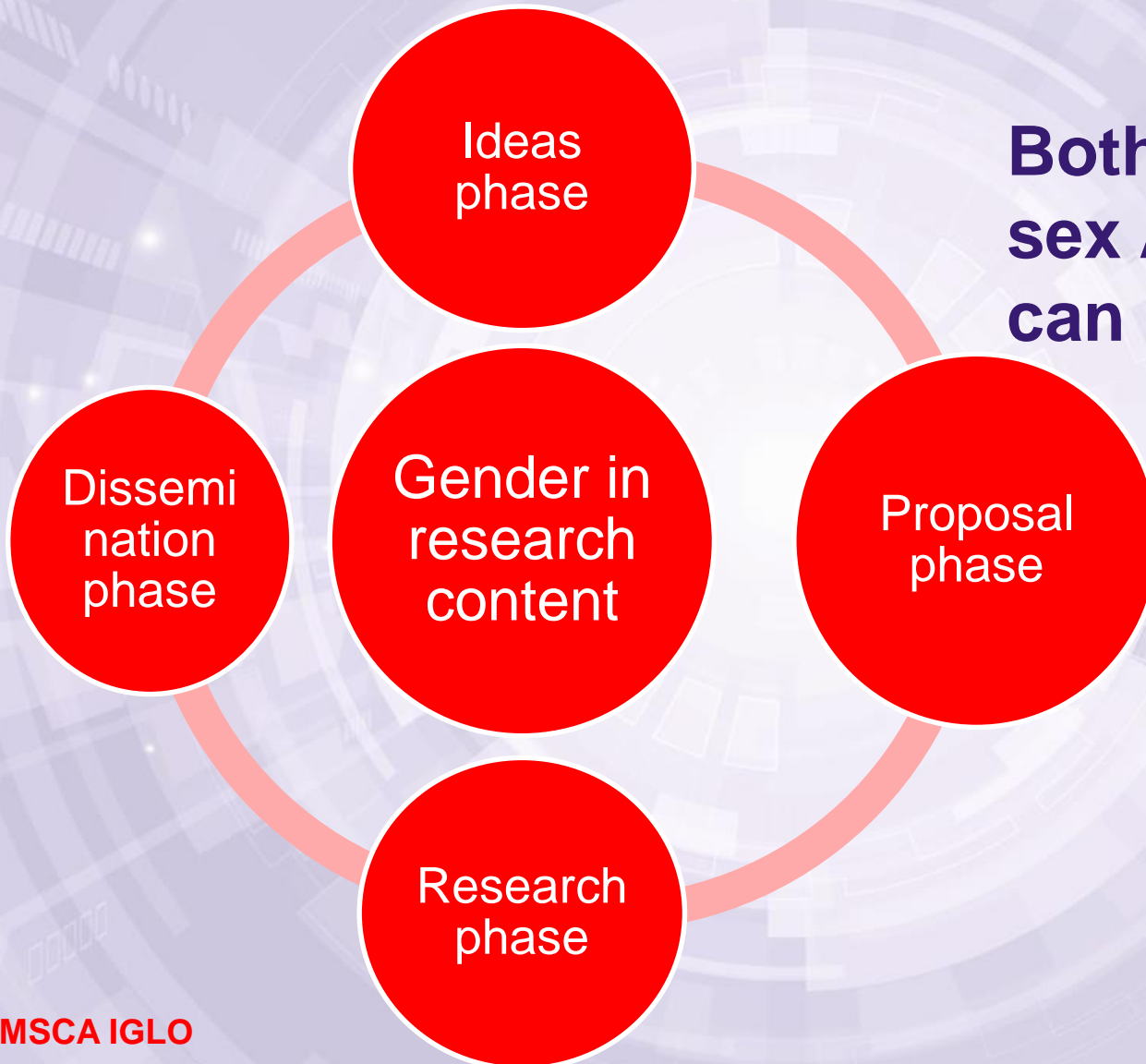


# GENDER EQUALITY

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A situation where individuals of both sexes are free to develop their personal abilities and make choices without the limitations imposed by strict gender roles. The (possibly) different behaviours, aspirations and needs of women and men are considered, valued and favoured equally.

**Both the variables  
sex AND gender  
can be relevant**



## Sex and Gender Analysis

Enhances all phases of research

### SEX AND GENDER ANALYSIS

Setting Research Priorities

Making Funding Decisions

Establishing Project Objectives

Developing Methodologies

Gathering & Analyzing Data

Evaluating Results

Developing Patents

Transferring Ideas to Markets

Drafting Policies



# FIX THE KNOWLEDGE

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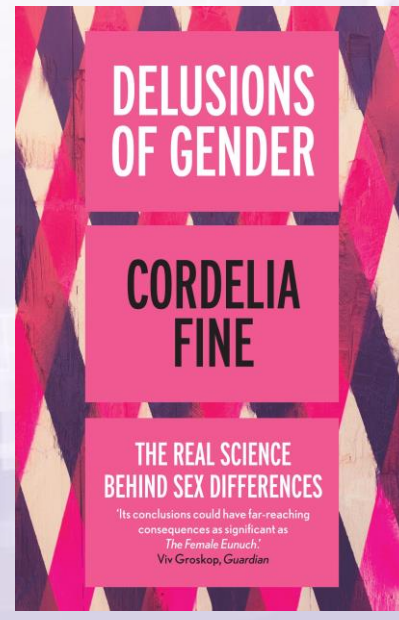
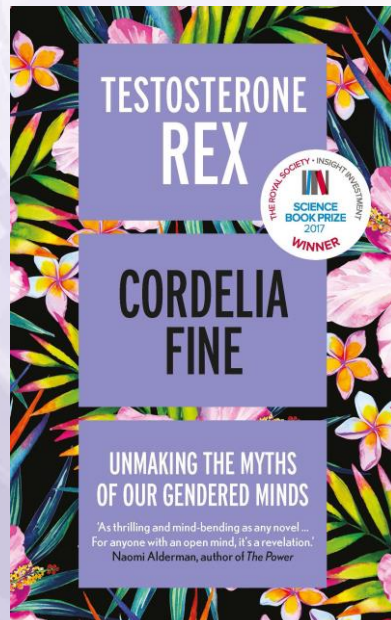
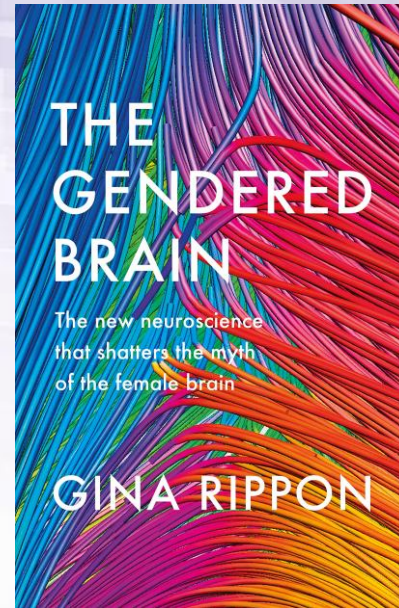
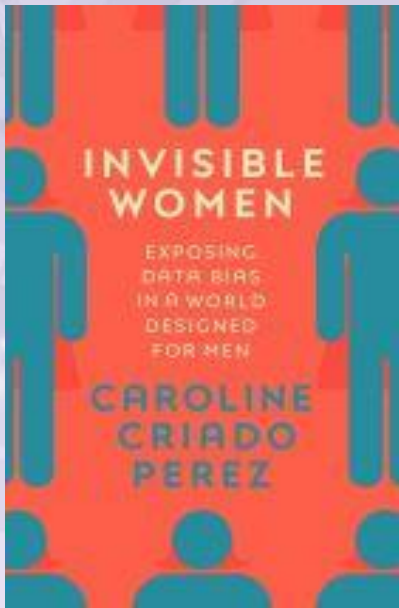
## ROBUST AND SOCIALLY RESPONSIBLE RESEARCH

- The interaction of sex and gender
  - Research design and methodology
  - Research sample
  - Interpretation of results
- Gender dimension in knowledge production is likely to be relevant everywhere where the research concerns humans or their body tissue
  - Not only as direct participants in research but also as prospective users of research results or where the research will have impact on people
- Frequent problems:
  - Background assumptions – implicit user
  - Sex used as an explanatory variable – overemphasis on sex
  - Sex/gender not taken into account at all

# DETERMINE IF SEX / GENDER IS RELEVANT

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- Does your research involve humans?
  - YES: sex and/or gender always relevant
  - NO: At what point down the line will humans be involved and how will sex and/or gender be influencing your research at that stage?





# INTEGRATING SEX/GENDER IN A H2020 PROPOSAL

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For MSCA only in  
the introduction, not  
in the topic texts!

## Work Programme

- Flagging topics with explicit gender dimension

## Reports

- If relevant as part of the deliverables and of periodic reports.

## Application form

- “Where relevant, describe how sex and/or gender analysis is taken into account in the project content .”

## Evaluation

- If relevant, as other parts of the proposal
  - Experts assess the inclusion of the gender dimension under the excellence criterion.

## Grant Agreement

- Gender dimension is part of the Description of Action (DOA)



# INTEGRATING SEX/GENDER IN A H2020 PROPOSAL

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**Technical part of the proposal:**

## **1. Excellence:**

1.1: Objectives: point out relevance; include analysis of sex / gender in relation to the main research topic as an objective; explain which knowledge exists already and which are the gaps the research will fill

1.2 Relation to the Work Programme: MSCA / no flagging up of topics

## 1.3 Concept and Method:

a) Explain / show the gender expertise in the applicant. Refer to existing research on sex/gender in relation to the topic and explain how the project will build on the existing research (if relevant)

b) Explain the project's approach to sex / gender throughout the research cycle

1.4 Ambition: include also a reflection on what the ambition of the project is in relation to gender knowledge

# INTEGRATING SEX/GENDER IN A H2020 PROPOSAL

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Technical part of the proposal:

## 2. Impact:

2.1 Expected impacts: include gender! Point out any obstacles or barriers, e.g. missing sex-disaggregated data → explain how the project will contribute to solving this obstacle

### 2.2 Maximise impact

- a) dissemination and exploitation: be consistent and integrate also sex/gender findings in how exploitation is planned; show what the added value will be; how including sex/gender variable will raise the quality of the research
- b) communication: communicate findings! (conference papers; posters; research articles); show how results will be disseminated in a way that makes the sex/gender variable visible

# INTEGRATING SEX/GENDER IN A H2020 PROPOSAL

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**Technical part of the proposal:**

## **3. Implementation**

3.1: Work Plan: WP's and deliverables: integrate sex / gender throughout; show how the variables sex and/or gender will be taken on board; involve/consult relevant stakeholder groups and experts; consider separate deliverable on gender issues;

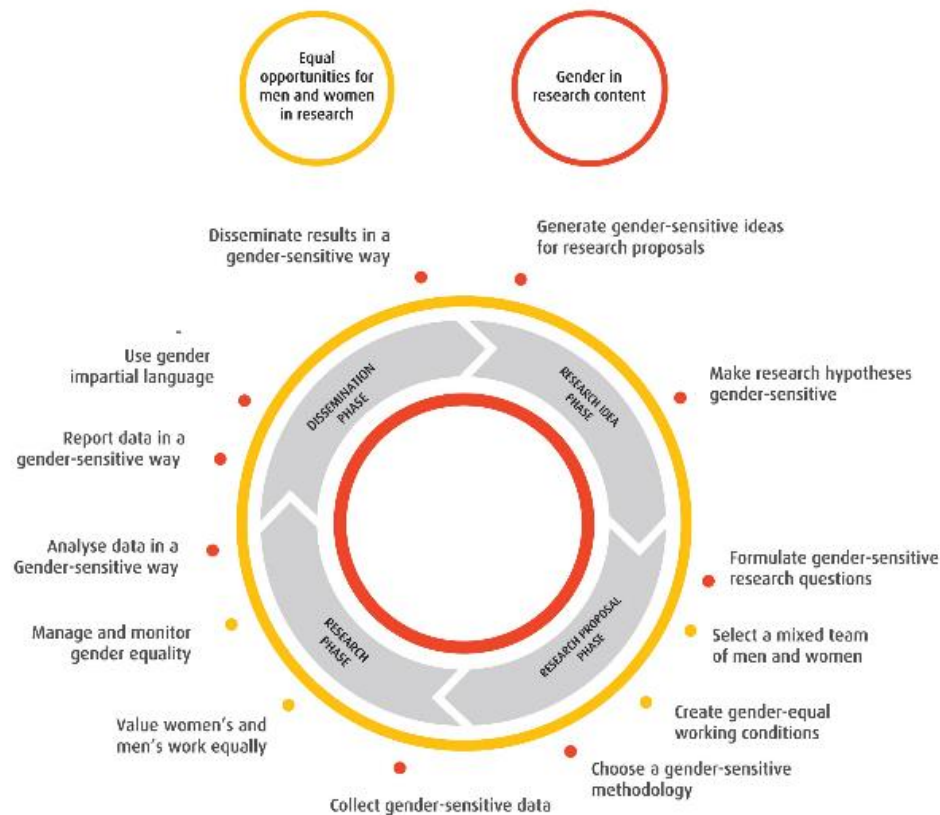
3.2 Management structures: ensure gender balance in management structures

3.3 Consortium as a whole: ensure and point out gender balance and gender expertise

3.4 Resources: gender training to be foreseen; sufficient resources for gender issues in the work plan



# Tool: checklist, in <https://www.yellowwindow.com/genderinresearch>



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## How to make research gender-sensitive

## CHECKLIST FOR GENDER IN RESEARCH

## Equal opportunities for women and men in research

- ☐ Is there a gender balance in the project consortium and team, at all levels and in decision-making positions?
- ☐ Do working conditions allow all members of staff to combine work and family life in a satisfactory manner?
- ☐ Are there mechanisms in place to manage and monitor gender equality aspects, e.g. workforce statistics, as required by FP7?

## Gender in research content

## Research Ideas phase:

- ☐ If the research involves humans as research objects, has the relevance of gender to the research topic been analysed?
- ☐ If the research does not directly involve humans, are the possibly differentiated relations of men and women to the research subject sufficiently clear?
- ☐ Have you reviewed literature and other sources relating to gender differences in the research field?

## Proposal phase:

- ☐ Does the methodology ensure that (possible) gender differences will be investigated: that sex/gender-differentiated data will be collected and analysed throughout the research cycle and will be part of the final publication?
- ☐ Does the proposal explicitly and comprehensively explain how gender issues will be handled (e.g. in a specific work package)?
- ☐ Have possibly differentiated outcomes and impacts of the research on women and men been considered?

## Research phase:

- ☐ Are questionnaires, surveys, focus groups, etc. designed to unravel potentially relevant sex and/or gender differences in your data?
- ☐ Are the groups involved in the project (e.g. samples, testing groups) gender-balanced? Is data analysed according to the sex variable? Are other relevant variables analysed with respect to sex?

## Dissemination phase:

- ☐ Do analyses present statistics, tables, figures and descriptions that focus on the relevant gender differences that came up in the course of the project?
- ☐ Are institutions, departments and journals that focus on gender included among the target groups for dissemination, along with mainstream research magazines?



# GENDERED INNOVATIONS

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[http://ec.europa.eu/research/swafs/gendered-innovations/index\\_en.cfm](http://ec.europa.eu/research/swafs/gendered-innovations/index_en.cfm)

