**Frequently Asked Questions**

**Why only gender? Why are other characteristics not targeted?**

Ensuring official development assistance (ODA) is provided in a way that is ‘likely to contribute to reducing poverty in a way which is likely to contribute to reducing inequality between persons of different gender’ is the purpose of this procedure to ensure that ODA funding provided by UKRI is compliant. However, inclusive research and innovation extends beyond gender to include other characteristics. Not only is it seen as best practice, to ensure inclusive research and innovation, but it is also considered as the ‘right thing to do’. Intersectionality between gender and other characteristics, such as race or age, is also something to be mindful of. For example, men in certain classes may have different experiences, requirements and needs compared to men in other classes. Being considerate to other characteristics and intersectionality is important to ensure excellent research and innovation, which is of high quality, impactful, implementable and sustainable.

**Is gender just about women?**

Gender equality is about ensuring the voices and needs of everyone, regardless of the gender a person may identify as. Historically, gender equality has been referred to as ‘women’s issues’ as women have been the driving force behind gender equality policies with the focus being on enhancing the power and autonomy of women. However, to achieve gender equality, the full participation of all genders is needed. Considering gender is more about understanding local gender dynamics rather than focusing on women, especially for international development research and innovation. Recognising gender norms, identifying missed opportunities and looking for ways to work with all spans across all genders, rather than just focussing on women.

**Gender isn’t relevant to my project, nor is it a priority. How can I provide a Gender Equality Statement?**

When designing and delivering international development research and innovation in a way that is impactful and sustainable, almost all decisions made already consider local context and dynamics – including gender – whether explicitly or not. If your research and innovation involves a project team made up of people, involves research participation, involves human samples, benefits people, impacts on people’s lives, etc., then gender is relevant to your project. By providing a Gender Equality Statement, you can demonstrate how you have shown meaningful consideration to gender within their project. However, It is expected that some projects will have less impact on gender and gender relations and professional judgement of the applicants should be exercised to ensure appropriate consideration of the context and intended aims of the project. However, It is expected that some projects will have less impact on gender and gender relations and professional judgement of the applicants should be exercised to ensure appropriate consideration of the context and intended aims of the project.

**What are some of the barriers to achieving Gender Equality and how might these be mitigated?**

Within your proposal, you should try to identify any potential barriers to achieving gender equality and put measures in place to mitigate these. Although some barriers may be more relevant or specific to the field the proposed project is in, the local context of the research and innovation and/or the practices used, there are some common potential barriers. For example, no costs built in for care costs which may be incurred as a result of a researcher/innovator travelling overseas with a dependent when undertaking fieldwork,
having an external advisory board without a gender balance, unequal or non-proportional representation of voices or participation for people of different genders. Identifying potential barriers from the offset, allows project teams to consider how to mitigate or monitor these, for example, ensuring costs associated with caring duties are costed into the application (often costs that tend to be borne by female researchers/innovators), setting targets for representation of underrepresented genders/improving representation of all genders and protected characteristics in your proposal, collecting information on the gender of research participants, the particular market you are addressing etc.