

International Development (Gender Equality) Act

How to incorporate gender equality in research and innovation

What do we mean by gender and gender equality?

Gender

- Each person has a sex, a gender and gender identity – these three are different but related
- Gender is socially and culturally defined – whereas sex is biologically determined.
- Gender as the social attributes and opportunities associated with being masculine or feminine. However, both sex and gender are now considered to be fluid categories.
- Men and women present the two most common genders. It is now common to think beyond simple gender binaries, however.

Gender awareness training -

<https://eige.europa.eu/gender-mainstreaming/methods-tools/gender-awareness-raising>

Gender equality

- Men, women and other genders should have equal rights and entitlements to social, economic and cultural development
- Equal voice in civil and political rights
- The equal valuing of society of the similarities and differences of men, women and others.
- DOES NOT mean that everyone has to be the same
- Gender equality needs the full participation of men as well as women

Gender Inequalities

- Differences between men and women in society do not necessarily create inequalities
- Gender inequalities can develop through lesser social and monetary value that cultural and social norms assigned to kinds of work, attributes and abilities usually performed by women and girls
- Unequal power and autonomy can create gender inequalities, which ultimately can limit women's (as well as men and other genders)
 - Choices, decisions and autonomy
 - Access to and control over resources and livelihoods
 - Control over their sexuality



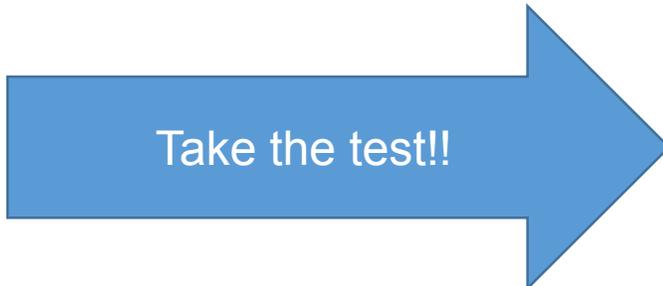
Understanding biases

Identifying any biases which we may have is important to ensure that these are not negatively affecting our decisions and performance. Some biases we are aware of, but some are harder to identify. Beyond gender, it is important that we try to eradicate other biases we may have for other characteristics such as race, or age, in order to deliver inclusive research and innovation.

Once we have recognised our biases, we can take active steps to try to reduce and remove these biases. There are several ways in which we can do this:

- Focus on individuals – try not to see people by their characteristics and do not let these define you
- Increase exposure to bias – understanding and exposing yourself to characteristics you may be biased towards allows us to see how some of our biases and assumptions may be wrong.

The Project Implicit – **Implicit Association Test** is a useful tool to help you recognise any biases you may not know you have.



Take the test!!

Gender equality and the [UN Sustainable Development Goals](#) (SDGs)



- SDG 5 – Gender Equality is not the only SDG which requires gender sensitivity in order to achieve the targets.
- Gender, and gender differences, have a critical role in achieving all of the UN SDGs
- The agenda calls for systematic mainstreaming of the gender perspective in the implementation of all 17 goals
- Research and innovation which seeks to achieve the targets of the UN SDGs will benefit and be strengthened by consideration of gender and differences in gender required to achieve these.



Gender equality and the UN Sustainable Development Goals (SDGs)

Many targets specifically recognise gender equality and women's empowerment (GEWE) as the objective and part of the solution.



For example:

Target 2.3 – ‘double the agricultural productivity and incomes of small-scale food producers, in particular **women**, indigenous peoples, family farmers ...’

Target 8.5 - ‘By 2030, achieve full and productive employment and decent work **for all women and men**, including for young people and persons with disabilities, and equal pay for work of equal value’

Target 4.7 – ‘By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, ... sustainable lifestyles, human rights, **gender equality**, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture’s contribution to sustainable development’

Why include gender in your research and innovation?

- If relevant gender issues are missed or poorly addressed, research and innovation outputs can be potentially biased and have negative impacts on gender equality.
- Excellent research and innovation is recognised as being gender responsive
 - Equal opportunities attract diverse and top-level researchers/innovators and makes for teams which perform better
 - Higher quality, impactful, implementable and sustainable research/innovation
 - Socially and culturally responsive research/innovation which is inclusive
 - New gendered research questions which were formerly absent adds novelty
- Gender sensitivity enhances the societal relevance of the produced knowledge, technologies and innovations, and contributes to the creation of outputs, goods and services better suited to potential markets and beneficiaries.

Gender responsive – open mindedness and awareness of gender

Gender responsive research and innovation – where gender is consistently taken into account throughout the whole research and innovation cycle



Relationship between your project and gender

The below categories, adapted from the [OECD-DAC Network on Gender Equality](#) and the [French Development Agency](#), provide a useful framework for considering (at a high-level) the relationship between a project and gender:

1. The project risks exacerbating gender inequalities; or
2. The project maintains gender inequalities or does not include any specific measure to reduce inequalities even though it may provide an opportunity to do so; or
3. The project has limited impact on gender or potential negative impacts have been prevented through mitigation measures; or
4. The project does not specifically aim to reduce gender inequality, but takes into account the different needs and interests of men and women or has engaged in a dialogue on gender equality with counterparts in the [research project]; or
5. Gender equality is an important and deliberative objective, but is not the principal aim of the project; or
6. The project's main objective is gender equality, which is fundamental in its design and expected impact.

Careful consideration of gender throughout the project cycle, can help achieve categories 3 +

Including gender in your project proposal

Consider discussing gender throughout your proposal, rather than just in the Gender Equality Statement.

Gender sensitive language is an easy way to show you have thought about gender throughout your application. If you are using general, inclusive phrases such as ‘local communities’, ‘beneficiaries’ ‘research participants’, make it clear what the composition of these groups are. For example, ‘the men, women and children in the local community will benefit from the outputs of the project’.

Showcasing equality of opportunities for all members of the project team is also an effective way to illustrate how you have considered gender equality in your proposal.

Explaining why you have chosen to use female organs or tissue in your research and innovation, for example, is a good way to illustrate how you have considered gender and differences between genders whilst developing your research and innovation questions and activities.

Consider the possible gendered outcomes: where and to whom the benefits will be experienced



Including gender in your project is a great way to illustrate Interdisciplinarity

By reflecting on gender issues within the content and context of your research, there is a great opportunity to foster collaboration between scientists and gender experts. For some research and innovation projects, it can also be beneficial to illustrate how you are incorporating elements of social science in your project.

Consider whether the effectiveness and the successful implementation of your research and innovation may benefit from including gender expertise throughout the duration of the project.

Some research and innovation will be more gender-impartial

Not all research and innovation will have equal impact on people of different genders. Some research and innovation is specifically targeted at people of a specific gender or includes studies on physiology of a certain gender – and that's ok! Considering gender does not mean you can't do gender specific studies!

Being gender sensitive in your research and innovation is intended to minimise potential barriers throughout the project cycle and to prevent any unforeseen negative consequences for people of different genders. It will allow you to examine how you can be more inclusive and maximise the impacts of your research and innovation.



Further reading

LIBRA – [Integrate Sex & Gender Dimension in Research](#)

CDA Collaborative – [Do No Harm & Gender](#)

European Institute for Gender Equality – [EIGE Gender Equality in Academia and Research Tool](#)

Thematic Reading

Yellow Window – [Gender in research as a mark of excellence](#)

Gender Summit - [The Role of Gender-based Innovations for the UN Sustainable Development Goals](#) (and [conference video](#))

Online Training

[Canadian Institute of Health Research – Institute of Gender and Health](#)

Online training course's available for Integrating Sex & Gender in Health Research, Sex and Gender in Primary Data Collection with Humans and Sex and Gender in the Analysis of Data from Human Participants

[UN Women Training Centre](#)

Online courses available to help better understand various topics such as, Women's Economic Empowerment, Trade and Gender Equality and Gender Equality in Emergencies.