





Guidelines for Integrating Gender+ Dimension in Research





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1: Introduction to the Gender & Intersectional Dimension in Research

1.1 Understanding Gender and Sex in Research

Definition of Gender vs. Sex

- What is Gender?
 - Socially constructed roles, behaviors, and expectations associated with being male, female, or non-binary.
 - Influenced by cultural, social, and historical contexts.
- What is Sex?
 - Biological characteristics such as chromosomes, hormones, and reproductive anatomy.
 - Typically categorized as male or female but includes intersex variations.

Key Point: Gender ≠ Sex. While sex is biological, gender is a social construct that interacts with and shapes human experiences.

Example: In medical research, sex refers to biological differences affecting drug metabolism. Gender influences behaviors such as adherence to medication.

Sex and Gender Differences: Beyond the Binary

Expanding Beyond Male-Female Binaries

- Biological Spectrum: Sex exists as a continuum (e.g., intersex variations).
- Gender Fluidity: Gender identity and expression are not limited to "male" and "female."



- Ç-Example:

Biomedical studies on heart disease historically focused on men, overlooking symptoms that manifest differently in women and non-binary individuals.

Key Concepts: Intersectionality, Structural Inequalities, Gender Stereotypes, and Implicit Bias

- Intersectionality:
 - Intersectionality recognizes that individuals experience overlapping systems of discrimination or privilege based on gender, race, class, age, disability, sexual orientation, and more.

Coined by Kimberlé Crenshaw (1989), this concept highlights the complexity of social 0 identities in shaping opportunities and barriers.

Example: A migrant woman in STEM may face challenges not only due to gender bias but also due to ethnic and cultural stereotyping.

- **Structural Gender Inequalities:**
 - Structural inequalities stem from societal norms and institutional practices that 0 perpetuate unequal opportunities for different genders.

- Horizontal segregation: Concentration of women and men in specific research fields 0 (e.g., fewer women in engineering, more in life sciences).
- Vertical segregation: Underrepresentation of women in senior academic positions. 0

Key Point: Structural inequalities are not just individual issues—they are embedded in the systems and practices of research institutions.

Women hold only 25% of Grade A academic positions in STEM fields across Europe, despite achieving near parity in doctoral-level education.

- Gender Stereotypes:
 - Overgeneralized beliefs about behaviors or characteristics of men and women. 0
 - Impact on Research: Can shape assumptions, methodologies, and interpretations. 0

Don't: Design experiments or surveys based on assumptions that certain traits (e.g., empathy, risk-taking) are inherently linked to one gender.

Do: Critically evaluate and adjust research methodologies to ensure they do not reinforce or replicate stereotypes, and collect data disaggregated by sex and gender.

- **Implicit Bias:**
 - Unconscious attitudes that influence decisions and behaviors. \cap

• Impact on Researchers: Can affect hiring, promotions, and study designs.

Quick Tip: Use tools like <u>Harvard's Implicit Association Test</u> to assess your biases.

1.2 Why Gender+ Matters in Research and Innovation

Addressing Gender Blindness in Research

- What is Gender Blindness?
 - Ignoring gender and its effects in the research process, leading to incomplete or biased findings.

Case Study Box:

• Example of Gender Blindness

In the 1990s, 10 drugs were removed from the U.S. market because of severe adverse effects in women. These side effects were missed during trials that predominantly tested male participants.

- Checklist to Avoid Gender Blindness:
 - Are both men and women represented in the study?
 - Is data disaggregated by sex and gender?
 - Have you considered how gender roles might influence outcomes?

Benefits of Integrating Gender+ Perspectives

- Enhances scientific excellence by considering diverse perspectives.
- Improves **societal relevance** of findings.
- Drives innovation: Gender analysis can lead to new research questions and applications.

Key Point: The inclusion of gender+ perspectives isn't just ethical—it leads to better science and broader impact.

Aspect	Gender-sensitive Approach	Gender-blind Approach
Research Question	Investigates potential gender differences	lgnores gender as a variable
Sampling	Ensures diverse participant representation	No consideration of gender representation
Data Analysis	Analyzes for gendered trends and biases	Does not disaggregate data by gender

Example: In urban planning, incorporating gender considerations revealed mobility patterns where women prioritized safety, influencing design improvements like better-lit public spaces.

1.3 Overview of Relevant EU Policies and Frameworks

Horizon Europe Gender Equality Requirements

Key Provisions:

- Mandatory Gender Equality Plans (GEPs) for eligible institutions.
- Gender dimension integrated into research proposals.
- Requirement for gender-balanced teams and panels.

Resource Box:

• Learn More: Gender Equality in Horizon Europe.

Quick Tip: Check your institution's compliance with GEPs to ensure eligibility for funding.

European Research Area (ERA) Policies

Policy Priorities:

- Fixing the numbers: Increasing representation of underrepresented genders in STEM.
- Fixing the institutions: Promoting gender-sensitive organizational practices.
- Fixing the knowledge: Ensuring gender+ is integral to research content.

Key Point: ERA emphasizes systemic change, addressing structural inequalities beyond tokenistic measures.

Challenge: Intersectionality remains underdeveloped in many policies.

Opportunity: Advocate for multi-dimensional approaches to equality in research.

2: Practical Recommendations for Integrating Gender & Intersectional (G&I) Dimension in Research

2.1 Research Design and Gender Considerations

Formulating Gender & Intersectional Sensitive Research Questions

- What to Consider When Formulating Questions:
 - Does the research address differences between genders and intersectional factors in its scope?
 - Are gender and intersectional dynamics relevant to the research objectives?
 - Could intersecting factors (e.g., socioeconomic status, ethnicity) influence gendered outcomes?

Example: Instead of asking, "How do people use urban transportation systems?" ask, "How do women and men of different age groups and income levels use urban transportation systems?"

Wey Point: A good research question anticipates gender-based disparities and includes diverse perspectives and intersectional factors.

Wey Point: Reflect on the opportunities that may be missed by failing to analyze gender and intersecting factors in your research.

- ✓ What is the current state of knowledge literature of sex and gender?
- \checkmark Are men and women differently related to the research problem you want to deal with?
- ✓ Are there any sex/gender/diversity differences that should be investigated or addressed?

Resource Box:

Learn More: Toolkit gender in EU-funded research

W Key Point: When identifying a research problem, think how people of different genders and other social attributes relate to it.

who	WHAT	ном
Who is (NOT) involved?	How the research content is defined?	What research methods are applied?
For whom? With Whom?	Are human beings "research subjects"?	How is the research process organized?
Who is missing? Why?	Who benefits from the research and its impacts? Who not? Why?	Are participatory/inclusive approaches included?

2.2 Including Gender and Sex Variables in Data Collection

- Why It Matters:
 - Collecting gender and sex data ensures comprehensive analysis and prevents oversight of critical differences.
- Best Practices:
 - Design surveys that allow participants to self-identify gender beyond binary categories.
 - Disaggregate data by gender, sex, and other relevant demographics.
 - Ensure equal representation of men, women, and non-binary individuals in study samples.

Practical Tip:

When designing surveys, include options like "Male," "Female," and "Prefer to self-describe" to reflect gender diversity.

Case Study Box:

- Inclusive Sampling in Biomedical Research A study on drug efficacy included equal numbers of men and women, revealing sex-based differences in metabolic rates. Without this balance, these insights would have been missed.
- Checklist for Gender and Intersectional Research Questions:

□ Does the question avoid gender and intersectional stereotypes?

□ Are gender-specific and intersectional challenges explicitly addressed?

□ Does it consider how intersecting factors might shape outcomes?

Key Point: UNCONSCIOUS BIASES are social stereotypes, positive or negative, about certain groups of people that individuals hold that are outside their own conscious awareness.

Key provisions:

- Avoid stereotyping when identifying your research subjects/participants.
- If your research is quantitative, collect gender+ disaggregated data where relevant to examine gender differences and their intersections with other social identities and attributes.
- Ensure that your sample sizes are appropriate for gender(+) comparison.
- Ensure that your data collection tools (e.g., questionnaires) are relevant to different genders/other social attributes.
- If you organize focus groups, ensure that they are balanced in terms of genders/other social attributes when relevant.
- Consider including a diverse group of citizens, interest groups, consumers or research participants by employing methods such as co-creation or participant research.
- Consider relations of privilege and disadvantage between research participants and researchers and how these may impact data collection.
- Ensure that all participants feel safe disclosing their gender identity and other social attributes.

Opportunity: Acquire improved quality and relevance research results

Case Study Box:

- Gender and waste management
 Collecting data on gendered waste behaviors and intervening to change user behaviors
- Using participatory gender mainstreaming to collect sex-disaggregated data on waste behaviors and foster women's participation in waste management transforms how we think about waste
- Checklist to Avoid Gender Blindness:
 - Are both men and women represented in the data collection?
 - o Is data collection disaggregated by sex and gender?
 - Have you considered how gender roles might influence outcomes?

Gender & Intersectional Sensitive Methodologies

- Core Principles:
 - Incorporate participatory research methods to understand diverse perspectives.
 - Use interdisciplinary approaches that blend STEM and social science perspectives.
 - Avoid methodologies that reinforce gender and intersectional stereotypes.

Don't: Use male-biased crash test dummies as universal models.

Do: Develop models that represent diverse body types, including female and pregnant anatomies.

Key Point: A gender-sensitive and intersectional methodology prioritizes inclusivity and ensures robust findings.

Key provisions:

- Control for unconscious assumptions about gender and other social attributes and identities that implicit in your interpretation of data.
- Consider the cultural or institutional contexts in which the data were generated for potential gender biases.
- Examine how observed gender differences in your results vary by factors such as age, ethnicity, socioeconomic status.
- Examine how observed differences between groups relate to social norms and power relations..
- In longitudinal studies, examine how observed variations related to gender and other social attributes evolve over time.
- Use appropriate and gender sensitive language when reporting your findings.

2.2 Implementing Gender & Intersectional Dimension in Research Content

Integrating G&I in Study Objectives and Scope

- How to Embed G&I:
 - Define objectives that account for sex and gender differences, as well as differences due to intersectional factors.
 - Highlight how gender norms, relations and intersectional factors influence the research topic.
 - o Address gaps in existing literature related to gender & intersectional dimensions.

In robotics, ensure that algorithms for human-robot interaction are tested across diverse user groups to avoid gender bias.

Key provisions:

- Review the literature on your topic/disciplinary field with terms for "gender" and "sex" and explore if, and how, sex/gender issues were addressed in previous studies
- Consider Equality, Diversity and Inclusion principles in the selection of your main sources to ensure that your bibliography is inclusive
- Identify the relevant factors intersecting with gender (age, socioeconomic status, ethnicity, etc.) in your topic of research.
- Consider how your research idea will advance our understanding
- gender+ relations, norms and identities.

Quick Tip: Use tools like the <u>SAGER Sex and Gender Equity in Research Guidelines Checklist</u>

Identifying G&I-Related Outcomes and Impacts

- Key Considerations:
 - o Identify how research findings might affect different genders.
 - Evaluate whether the outcomes contribute to gender equality.
 - o Consider unintended consequences of the research on specific intersectional groups.

Key Point: G&I analysis in outcomes ensures societal relevance and promotes inclusivity.

2.3 Practical Tools and Resources for G&I Integration

Checklist Example:

During Research Design:

 \Box Is the research question free of gender and intersectional bias?

- □ Are diverse genders and other intersectional factors included in the sample?
- □ Is the methodology gender-sensitive? Does it consider intersectional factors?

During Data Analysis:

□ Is data disaggregated by gender?

□ Are trends and patterns analyzed with gender and intersectional factors in mind?

During Dissemination:

Is language gender-sensitive? Does it take into account intersectional factors?
 Are findings relevant to diverse gender and intersectional groups communicated effectively?

Key provisions:

- Examine the positioning of your research subjects in relation to their gender, class, race & ethnicity, geographical location etc. and their daily routines and experiences.
- Reflect on who is likely to be helped or harmed by your research.
- Think about which social groups might express approval / disapproval of your research study and why.

Available Online Resources and Databases

- Key Resources:
 - <u>Gendered Innovations Portal</u>: Case studies and tools for integrating gender+ in STEM.
 - <u>European Institute for Gender Equality (EIGE)</u>: Comprehensive datasets and guidelines.
 - <u>SAGER Guidelines</u>: Reporting standards for sex and gender data in research.
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-Quick Tip: Bookmark these resources and incorporate them into your project's workflow.

Key Point: Access to reliable tools and databases streamlines the integration of gender & intersectional perspectives.

3: Case Studies and Best Practices

Resource Box:

 Learn More: <u>STANFORD Gendered Innovations in Science, Health & Medicine, Engineering,</u> and Environment

3.1 Case Studies from STEM Fields

Case Study Box: AI Systems with machine learning

Context: Automation processes often fail to consider gender-specific ergonomic and operational needs, leading to workplace injuries and inefficiencies. Differences in physical capabilities and repetitive task impacts are not adequately addressed in system design. Gender-inclusive design is critical to ensuring safer and more accessible workplaces.

Challenge: Existing automation designs do not account for gender-based ergonomic differences, increasing risks and inefficiencies.

Solution: Workflow designs and machine interfaces designed or modified based on gender-specific ergonomic assessments and user feedback.

Case Study Box: Design in Smart Home IoT Devices.

Context : Climate change disproportionately affects women and low-income households, limiting their resilience and access to resources. Traditional adaptation strategies often overlook these vulnerabilities, leading to inadequate solutions. Integrating gender considerations can create more effective and inclusive climate policies

Challenge: The existing designs were gender-neutral but failed to address specific needs related to diversity, intersectionality, and gender roles in household management.

Solution: Person based feedback aprooch applied to provide informed gender-specific decsision making in use case product and feature design through surveys and interviews, was used to refine device aesthetics and functionality.

Case Study Box: Inclusive Crash Test Dummies

Context : The male body is often defined as the norm and serves as the primary object of study. Crash test dummies were first developed in the U.S. to model the 50th percentile man. Hence, the female part of the population was left out of the research discovery phase.

Challenge:. Crash test dummies, used in auto safety testing vary by height and weight, but typical average male body was used. A crash test dummy was introduced in 1966, but this dummy was simply a scaled version of the male body and does not model female body, thus neglecting many female-typical characteristics. Consequently, women sustain more severe injuries than men in comparable crashes.

Solution: Developing crash test dummies and computer simulations that represent average-sized women, elderly people, and obese people, though not yet required by law for automotive safety testing. Include specifics of GE groups different sitting position, and pregnant crash testing.

3.2 Examples from Health and Biomedical Research

Case Study Box: Gender Biases in animal research (biomedical research)

Context: Carry out biomedical research thanks to animal research

Challenge: Most of researches with animal models focus on male and exclude females in order to reduce the cost of experiments or to lower the variance of the results. Consequently, the knowledge about disease processes in female is poorer. Female-specific phenomena like pregnancy or menopause, which often interact with the progression of the disease, are not studied.

Solution: Develop a methodology that includes research on female animals. For example, new studies of Traumatic Brain Injuries (TBI) that include female animals have allowed sophisticated sex analysis and produced innovations in treatment for TBI patients.

Case Study Box: Intersectionality and oncology

Context: Gender identity is not collected in trials and studies very little is known about clinical participation rates of gender minorities.

Challenge: Transgender men and women remain susceptible to cancers of reproductive organs. Transgender men who have undergone sex reassignment surgery may still have residual prostate tissue after surgery and thus risk of prostate cancer.

Solution: Develop a methodology that includes research of cancer occurrence on man and women including persons who have undergone sex reassignment surgery

Case Study Box: Stem Cells

Context: Improving Clinical Guidelines for Stem Cell Therapies by formulating research questions about the importance of donor and recipient sex in hematopoietic stem cell transplantation

Challenge: Biological sex is commonly studied as a variable in research with humans, but analyzing sex is rare in animal research and rarer still in cell-based research. This can represent a lost opportunity to understand basic and developmental biology, and to refine cell-based therapies.

Solution: Designing research to use cells of both sexes in sufficient quantities to detect or rule out sex differences. Understanding Differences within and between XX and XY Stem Cells. Discoveries about interactions between genetics, hormonal environments, and epigenetics have improved the understanding of stem cell biology.

3.3 Social Sciences and Gendered Innovations

Case Study Box: Designing Inclusive Urban Spaces and Transportation.

Context: Urban infrastructure often neglects the unique mobility and safety needs of different genders, leading to unsafe and inaccessible public spaces. Inadequate lighting, transport routes, and infrastructure design disproportionately affect gender sensitive groups, vulnerable groups, and children (and parents). Gender-sensitive planning can improve safety and accessibility for all.

Challenge: Public spaces and transport systems lacked features that ensured safety and accessibility genders sensitive groups, including children

Solution: Surveys and audits and stakeholder engagement applied to shape informed design changes, such as improved lighting and accessible transportation options

Case Study Box: Developing Inclusive Climate Adaptation Strategies.

Context: Climate change disproportionately affects women and low-income households, limiting their resilience and access to resources. Traditional adaptation strategies often overlook these vulnerabilities, leading to inadequate solutions. Integrating gender considerations can create more effective and inclusive climate policies.

Challenge: Existing climate policies do not consider the intersectional impact of climate change on different genders and social groups. Analyzing gender, in this instance, means comparing women's and men's behaviors and attitudes in relation to climate change. Viewing women as an undifferentiated group and opposing this to men as an undifferentiated group (simply disaggregating data by sex) misses important factors that influence gendered behaviors.

Solution: Gender-sensitive data collection and inclusive design principles applied to develop energy-efficient housing and transportation solutions to mitigate climate changes.

Case Study Box: Impact of the acoustic environment according to gender

Context: School teachers have an elevated risk of voice problems due to the vocal demands in the workplace.

Challenge: Male and Female teachers respond differently and female have a higher risk of vocal disorder because they adjust more to their environment than males.

Solution: To determinate if and to what degree gender differences impact the effect of a room on a talker and to use the results for room design.

4: Gender and Intersectional Dimension in Research Policies and Funding Proposals

4.1 Integrating Gender in Horizon Europe Proposals

Gender in Horizon Europe

- Why is Gender equality a central theme in Horizon Europe?
 - To tackle gender inequality throughout research and innovation systems
 - o To promote a more inclusive, innovative and socially responsible research landscape
- How much does it count in the proposal?
 - Integrating the gender dimension is mandatory in all research and innovation projects in Horizon Europe
 - $\circ~$ It is evaluated under the excellence criterion (unless the topic description specifies otherwise)

• How to integrate gender in the proposal?

- o In the proposal template, there is a specific part dedicated to addressing gender
- Take into account the possible biological, social or cultural differences between men and women, boys and girls or male and female in the content of the research
- Don't confuse gender dimension in the research content with taking into account gender balance in the research team, which is also important but is a different criterion

Key point: Gender Dimension in Research content ≠ Gender Balance in the research team

Example: If a researcher completes the section dedicated to the gender dimension in the proposal by only reporting the gender balance in the project's research team, the criterion of excellence is not met and the proposal may lose out to competitors.

Addressing Gender in the Proposal Structure

- Research objectives and Gender Impact:
 - Clearly stating how the project will address gendered aspects of the research problem
 - o Explaining how it will explore gender-based inequalities

Example: The project may contribute to develop innovative solutions that promote gender equality.

• Gender-Responsive Methodology:

- Ensuring that the research design and data collection methods are inclusive
- Allowing for a diverse range of experiences and perspectives to be considered

Example: A multidisciplinary approach can be adopted and gender specialist can be involved in the research, even when the subject doesn't belong to Social Sciences and Humanities and thus encourage methods to evolve.

- Gendered Analysis and Results:
 - $\circ\,$ Demonstrating how the results of the research will be analyzed with gender considerations in mind
 - Demonstrating how findings may contribute to reducing gender disparities in the field

Example: If the results lead to a product or innovation that finds its way onto the market, it must benefit all citizens and promote gender equality.

Key point: Integrating gender effectively requires not just a superficial inclusion, but a thoughtful and comprehensive approach that considers how gender dynamics shape research topics and outcomes. **If gender dimension is not relevant** in the research, the applicant **need to justify** their choice of not integrating it.

Gender Requirements in Different Pillars and Clusters

- Excellence Science pillar: supports fundamental research and international collaborations
 - Proposals should demonstrate a commitment to gender balance in project teams and leaderships roles
 - They should ensure that gender bias does not influence the selection process for research talent
- Global Challenges pillar: supports work and research related to societal issues
 - Gender considerations in the context of social challenges are crucial
 - Specific funding is allocated to gender studies and intersectional research, in particular in cluster 2 (« Culture, Creativity and Inclusive Society »)
 - Research in these areas must address how different gender identities are affected by and contribute to global challenges
- Innovative Europe pillar: foster a gender-inclusive innovation ecosystem
 - Gender is not just a social issue but a driver of innovation
 - Proposals should highlight the inclusion of gender in the development of new technologies, products, and services, with an emphasis on addressing gender disparities in access to innovation and resources

Wey point: In Horizon Europe, there are specific expectations for addressing gender across its three main pillars.

4.2 Gender and Grant Application Best Practices

Evaluating and Justifying Gender Considerations

- Outside Horizon Europe, the integration of the gender dimension in the research is not mandatory in all grant but is always valuable.
- The research team has to make sure the integration of gender is **relevant** in their subject. They need to ask themselves:

Checklist	Yes	No
Is the research on or with human subjects?		
Is the research on or with animals?		
Is the research on samples taken from humans or animals?		
Is the research with data relating to humans or animals?		

• If the answer is **yes** for one or more question, the analysis of gender or sex **may be relevant** in the subject.

Example: The gender aspect can be included in the research questions, in the making of theories, in the methodology, or in the process of data collection.

If the answer is **no** for every question, the integration of gender or sex may **not** be **relevant**.
 However, it may be possible to consider the gender dimension in the exploitation and dissemination of the results.

Example: The researchers should ask themselves "are the project results to be used for human subjects or animals or to be applied to them?". If yes, they need to anticipate the differences in applicability according to sex or gender and to explain how it will be taken into account.

Writing the Gender Dimension Section

• After evaluating and justifying the relevance of the integration of the gender dimension, explain why it matters and how it will be done in every phase of the research.

Differences	Does partial physiological differences between men and women matter in the
between men and	research?
women in the	Could there be differences in needs, perspectives or experience of male and
research problem	female research subjects that can enter the research problem?
	Does the research team expect different results according to sex and gender?
Data collection	Does the research methodology involve collecting as much data from males as
	from females?

	Will the data be collected by as many female researchers as male researchers?
Methodology of	Does the methodology of the data analysis consider the relevance of sex or
the data analysis	gender?
	Will other factors that might intersect with sex or gender be analyzed?
Use of the results	Can women and men have different expectations concerning the result of the
	research?
	Will they use it in a different way?
	Is there a risk that certain groups might be excluded from the use of the results?
Consequences of	Are the consequences of the research results equally safe to men and women?
-	
the results	If the results of the research lead to a product that will be used on the market,
the results	If the results of the research lead to a product that will be used on the market, are tests planned on both men and women?
the results Solving gender	If the results of the research lead to a product that will be used on the market, are tests planned on both men and women? Have the previous solutions of this research problem deepened gender
the results Solving gender inequalities	If the results of the research lead to a product that will be used on the market, are tests planned on both men and women? Have the previous solutions of this research problem deepened gender inequality which the new project can help to remove?
the results Solving gender inequalities Dissemination	If the results of the research lead to a product that will be used on the market, are tests planned on both men and women? Have the previous solutions of this research problem deepened gender inequality which the new project can help to remove? Are relevant conclusions concerning sex or gender dimension of the topic
the results Solving gender inequalities Dissemination	If the results of the research lead to a product that will be used on the market, are tests planned on both men and women? Have the previous solutions of this research problem deepened gender inequality which the new project can help to remove? Are relevant conclusions concerning sex or gender dimension of the topic presented as part of the analysis?

• Grants applications can also outline practical actions to ensure gender integration.

- **Ç**- **Example:** Providing training on gender issues for project staff.

5: Monitoring and Evaluation of Gender and Intersectional Dimension Integration

5.1 Indicators and metrics for assessing gender impact

Qualitative and Quantitative indicators

- **Qualitative indicators:** experiences, perceptions and narrative that reflect the impact of gender interventions. Can be collected with:
 - Interviews: narrative accounts and testimonies
 - Focus group discussion
 - Observations
 - Case studies

Key point: Focus on people's experiences, opinions, attitudes or feelings

Example: Testimonies of individuals from different gender and intersectional backgrounds about how a program or policy has affected their lives. / Examples of barriers or successes in accessing resources or services based on gender or intersectional factors. / Identification of specific challenges and opportunities for marginalized groups within gender-focused programs.

• **Quantitative indicators:** measurable data and outcomes that provide evidence of progress in gender integration.

W Key point: Focus on issues that can be counted.

Example: Proportion of men and women in leadership positions. / Percentage of women and men accessing healthcare. / Differences in average wages between men and women. / Percentage of women married before the age of 15.

Tools for Gender-Sensitive and Intersectional Evaluation

- Gender Impact Assessment (GIA):
 - A structured approach to evaluate the influence of gender considerations on research outcomes.
 - Focus on identifying unintended consequences and ensuring equitable benefits for all genders.
- Intersectional Frameworks:
 - Assess how overlapping identities, such as gender, race, and disability, interact to shape experiences and outcomes.

Data Collection Tools:

- Gender-sensitive surveys, interviews, and focus groups.
- o Inclusive performance metrics tailored to project objectives.

Quick Tip: Use visual dashboards or scorecards to track gender-related indicators over time and make progress visible to stakeholders.

Checklist for Indicators:

□ Are quantitative data points collected and disaggregated by gender and other relevant intersecting variables?

□ Are qualitative insights, such as stakeholder interviews, integrated into evaluations?

□ Do indicators align with the research objectives and intended impacts?

5.2 Guidelines for Reporting and Dissemination

Gender-Sensitive language and representation

- Why use gender-sensitive language?
 - Respect everyone by including all individuals and avoiding terms that may be considered offensive
 - o Avoid ambiguity and ensuring that all users understand the content
 - Make it easier to see differences between the needs of women and men that may be important
 - Question unconscious assumptions people have about gender roles in society
 - o Help raising awareness about language effects on our behavior

Use Inclusive Language:

- Avoid gendered terms unless necessary (e.g., replace "he/she" with "they" or neutral terms like "participants").
- Avoid terms that define individuals by their disability (e.g., instead of "disabled person," use "person with a disability"). Focus on person-first language to emphasize individuality.
- Avoid unnecessary references to a person's ethnicity unless relevant to the context. Use precise and respectful terms that individuals identify with, and refrain from generalizations or stereotypes.
- Avoid language that perpetuates stereotypes or biases related to ageism (e.g., "old people" instead of "older adults"), socio-economic background (e.g., "poor" instead of

"individuals from economically disadvantaged backgrounds"), sexual and affective orientation (e.g., assuming heterosexuality as the norm), and other intersecting identities. Always strive for language that is neutral, precise, and respectful of individuality.

• How to use Gender sensitive language?

- Pronouns: respect the pronouns that individuals use to identify themselves. When the gender is unknown, use "they/them".
- Inanimate objects: use the pronoun "it".
- Gender-neutral terms: use generic terms when it is possible. Do not provide irrelevant information about people's gender.

Example: "husband" or "wife" \rightarrow "spouse"

"mother" or "father" \rightarrow "parent"

"fireman" → "firefighter"

"policeman" \rightarrow "police officer"

Don't: Use "man" or "he" to refer to the experience of all people.

Do: Make clear that you are referring to men and women by naming each and make sure that you are not always putting the male version first.

• Intersectional dimension in language

- Culturally sensitive language: use the terms that individuals and communities prefer to describe their ethnic and racial identities and know that they can vary over time ; respect the proper pronunciation and spelling of names from different cultures
- Ability-inclusive language: use person-first language to emphasize the individual rather than the disability ; avoid terms that imply pity or negative connotations ; be specific and accurate when describing disabilities
- Age-inclusive language: use age-neutral terms when it is not a necessary distinciton ; avoid stereotypes related to age

Example: "disabled person" \rightarrow "person with disability"

"suffering from", "victim of" \rightarrow "living with", "has"

"blind person" \rightarrow "person with visual impairment"

"older person" "young person" \rightarrow "person"

- Using inclusive images
 - If you need to use images in your research or in the communication, make sure they don't reinforce gender stereotypes
 - Ensure that the images are relevant to accompanying the content
 - Avoid over-representation of any single group, make sure there are balance
 - o Get feedbacks from people concerned
 - Include diverse imagery that represents men, women, and non-binary individuals in an equitable manner.
 - Include images of individuals with visible and invisible disabilities engaging in various activities, ensuring they are portrayed as active participants rather than in stereotypical roles.
 - Represent individuals from diverse ethnic and cultural backgrounds, avoiding tokenism and ensuring authentic representation that reflects the context.
 - Showcase people of different age groups in various roles, avoiding ageist stereotypes (e.g., depicting older adults only as frail or dependent).
 - Use imagery that reflects diverse economic and social contexts and includes LGBTQIA+ representation to foster a sense of inclusivity and belonging.

Key Point: Inclusive reporting fosters broader acceptance and ensures that findings are relevant to all individuals and groups.

Resource Box:

- <u>Checklist for a Gender-Sensitive communication by EIGE</u>
- <u>Exercise to test your knowledge by EIGE</u>

Reporting Gender-Related Outcomes

- Highlight Gender and Intersectional Impacts:
 - Dedicate a section of the report to the role of gender and intersectional dimensions in shaping outcomes.
 - Provide examples of how research has addressed specific challenges related to gender equity.
- Use Disaggregated Data:

• Present findings broken down by gender and intersecting variables, such as age or income level, to reflect differentiated impacts.

• Document Lessons Learned:

• Share best practices and challenges encountered in integrating Gender& intersectional perspectives, offering insights for future research.

Example: In a health sciences project, discuss how considering gender differences in drug efficacy led to improved treatment guidelines for diverse populations.

Checklist for Reporting:

□ Is the report structured to highlight gender-related outcomes and impacts?

□ Are data disaggregated by gender and other variables?

□ Does the report use gender-sensitive language and visuals?

6: References and further reading

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- 14. Technology Agency of the Czech Republic (TA CR). (2021). Guidelines for integrating gender dimension in research projects. https://tacr.gov.cz/wpcontent/uploads/documents/2021/06/10/1623314598_TACR_gender%20dimension_guideli nes%20-%20Jana%20Dvo%C5%99%C3%A1%C4%8Dkov%C3%A1.pdf
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