



# Gender Dimension Proposals in FORTH

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# Gender Dimension in Research

## TO INTEGRATE SEX AND GENDER ANALYSIS INTO RESEARCH

- Gender is part of the research design and systematically controlled throughout the research process without necessarily being the main focus of analysis
- The inclusion of the sex/gender dimension means that differences, whether biological or social, are taken into account in research and teaching
- The knowledge that is created through research and transferred through education is free of gender bias

# Gender Dimension in Research

## TO INTEGRATE SEX AND GENDER ANALYSIS INTO RESEARCH

The **integration** of the gender dimension addresses the incorporation of sex and/or gender analysis through the **entire R&I cycle**. This includes:

- setting research priorities through defining concepts
  - definition of research questions and hypotheses
    - formulating research questions
    - developing research methods
    - analysis and reporting of results
- evaluating and reporting results, and transferring them to markets as innovations and products.

# Gender Dimension in Research

## TIPS

- A subject is considered sex- / gender-relevant when it can be expected that its findings affect women and men, or girls and boys, differently.
- Integrating the gender dimension in the research content requires the consideration of sex and gender aspects throughout all stages of the research cycle
- When including the gender dimension in research projects, it is often necessary to broaden the perspective and also consider other dimensions of diversity.
- Teachers' and lecturers' interactions with students are unconsciously influenced by gender stereotypes. Young people also hold stereotypical beliefs about women's and men's 'natural' abilities. Countering such stereotypes allows everyone to engage with science in all its aspects without constraints set by ungrounded preconceptions.

# Gender Dimension in Research

**STEM research topics often appear to be gender-neutral**

In such cases, the following questions can be asked about aspects that are not gender-neutral:

- ✓ Who decides on the research agenda?
- ✓ Whose interests and needs are served with the research?
- ✓ Who will be the users of the knowledge that is to be produced?
- ✓ Who can benefit and in what way from the research?

The way sex and/or gender analysis is taken into account in your proposal  
**will be assessed by the evaluators**

# Gender Dimension In FORTH's proposals

## Gender Equality Plan

Does the organization have a Gender Equality Plan (GEP) covering the elements listed below?

☒ Yes ☐ No

### Minimum requirements (building blocks) for a GEP

**Public GEP:** formal document published on the institution's website and signed by the top management, addressing the following issues:

- **Dedicated resources:** commitment of human resources and gender expertise to implement it.
- **Data collection and monitoring:** sex/gender disaggregated data on personnel and students and annual reporting based on indicators.
- **Training:** Awareness raising/trainings on gender equality and unconscious gender biases for staff and decision-makers.
- **Minimum areas to be covered** and addressed via concrete measures and targets:
  - o work-life balance and organisational culture;
  - o gender balance in leadership and decision-making;
  - o gender equality in recruitment and career progression;
  - o **integration of the gender dimension into research and teaching content;**
  - o measures against gender-based violence including sexual harassment.

# Gender Dimension In FORTH's proposals

## Frequently asked questions in GMSO:

1. What is gender dimension?
2. Do I have to write this part?
3. How big the paragraph should be?
4. I don't have any gender dimension issues to report, what do I write?
5. How deep I need to go in gender dimension issues in my proposal?
6. Can you write it for me?

# Gender Dimension In FORTH's proposals

So in terms of Gender Dimension in proposals GMSO has supported >40 researchers/proposals

The main calls we receive questions about Gender Dimension are:

- MC – Doctoral Networks
- MC - Individual Fellowships
- EIC pathfinder open
- RIA-IA
- Twinning



# Gender Dimension In FORTH's proposals

## EXAMPLES

- ☐ Gender dimension are not relevant for the research project
- ☐ The gender dimension in the R&I content of the project has been considered and will be addressed at each stage
- ☐ The project does not have a specific risk of gender or diversity dimensions, since it benefits everyone in society. Explain why it is gender neutral.
- ☐ The gender dimension in this project has been considered and will be addressed. Although there is nothing currently reported by gender in the specific topic, we will test... and report the differences. Do the study.

# Gender Dimension In FORTH's proposals

## EXAMPLES

- ☐ In case of a disease: sex-related differences in the population that has been affected. The contribution of sex is most commonly understudied.
- ☐ In case of a medicine: sex-related differences in the population that has been affected. The contribution of sex is most commonly understudied.
- ☐ Other diversity aspects will be addressed: ethnicity, socioeconomic status, and other sociodemographic factors
- ☐ Animal studies: Use of both male and female animals. If differences will be found....etc

