



Theme: Sex & Gender dimension in research and innovation

SUMMARY FROM FORGEN MEMBERS

7 REPLIES

Initiation, launching and application phase

How the organisation works with the S & GD

- Majority provide information about S&GD *before* launching, on websites, as checklists, call documents etc. where information regarding Equality, Diversity and Inclusion should be described.
- In the *application* almost everyone has a (mandatory) question about if there is sex and gender dimensions to be considered. The CV template also include S & GD questions. Applicants must provide a statement regardless of whether they answer yes or no to this question (i.e. Is there a sex and/or gender aspect to your research project).
- Majority have at least two criteria in application documents:
 - ✓ Sex/gender aspect in the project content
 - ✓ Gender balance in the project team
 - ✓ Some also about diversity
- UBA has a gender relevance check, an internal tool modelled like an ex-ante gender impact assessment, a research Officer for Gender Mainstreaming for consultation, and the individual program manager as well as the priorities already set for these programs by commissioning bodies and/or partner organisations if the sex and gender dimension is deemed important.
- Vinnova has a support function for all programmes where they receive support on S & GD before launching (e.g. if the mandatory S&GD question in the template should be assessed or not).
- FFG also include gender aspects regarding commercialization (interesting to know more about and how it differs from research)

Challengers being met

- Conflation between S & GD and gender balance in the team.
- The structure of the S & GD question and CV template have been developed to minimize conflation between both of these areas, but It's too academic. Does not really capture what we intend ([can we elaborate on this?](#)).
- To bring the requirements on paper to true implementation of the diversity dimension into practice ([can we elaborate on this?](#)).
- IRC has gender blinded applications so that assessors do not know the gender of the applicant when reviewing. Guidance is provide for applicants and referees to avoid gender pronouns – but ther is a challenge with some assessors reported being able to identify the gender from the application text.

Assessment and decision phase

How the organisation works with the S & GD

- Majority have training and information for reviewers.
- Some have the S & GD criteria as an integral part in the assessment and decision phase.
- CDTI has included in the project evaluation criteria to look at:
 - 1: Measures of the companies oriented to gender equality.
 - 2: Participation of women (number, degree, qualification and position) in the development of the project.
 - 3: Existence of equality plans in the company ([interesting in regards to the Horizon Europe G E plan](#)).
- IRC & Vinnova report having gender balanced assessment panels.
- UBA demands ALL research reports (not only the Gender relevant ones) to be written in gender-just language. The gender Mainstreaming research officer can be consulted in case of any questions concerning gender content or gender-just language use.

Challenges being met

- Different standards in different academic fields. How do we evaluate research projects when the applicant doesn't see any relevance but the evaluators do? Or reverse?
- What do evaluators measure when the dimension is intrinsically part of the research project?
- Different program/program managers deciding on their own. Not an overall S & GD criteria.
- The applicants did not manage to answer the S & GD questions in the application. They focused on the team rather than the problem they are targeting – or describing that problem area in a too broad term instead of focusing on their specific project's connection to the area.
- Many say that they intend to ensure a gender-equal solution - but not how. Short motivations - is it meaningful / desirable? Who, What, How -> the question concerns the What, which parts cover Who and How? (Vinnova)
- Support during the assessment phase needs to be developed so that there is a consistent way of assessing how well-motivated a YES or NO answer is. Specifically challenging when applicants are not from research. (Vinnova)
- CDTI use a model where in the case of applications that obtain the same score and in order to resolve the tie, it will be decided in favor of the application that has the highest percentage of women participating in the development of the project.

Monitoring and Evaluation phase

How the organisation works with the S & GD

- Some have regular reviews of existing rules on review processes and monitoring.
- Some members collect information regarding gender balance of project leaders on regular basis.
- Vinnova has an action plan regarding the gender mainstreaming mission on behalf of the Swedish government. This plan is followed up annually.
- CDTI evaluate creation of employment in the company related to the execution of the project and future industrialization, after the execution of the project. Further on, relevant data on gender issues are reported to the Board of Directors and aggregated data is sent to the Women's Science and Innovation Observatory (OMCI) from the Ministry.
- IRC ask specific questions applied to ongoing research as follows:
 - ✓ 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?

Planned activities : monitor the number publications which account for sex and/or gender, as well as requesting details in project annual reports.

Challengers being met

- Securing that the S & GD questions in the evaluation form is connected to the ones in the application. Difficult depending on different program/program managers decide to do in their own ways. There is a need of standard made application/status/evaluation forms – without hindering innovation/program flexibility.
- With the opportunity to motivate through free text, more work/analyzing is needed to process received information - but makes it possible to capture important nuances in the answers.

Solutions

How the organisation works with the S & GD

- Use S & GD as a decisive criterion if two projects get the same score.
- Development of new knowledge.

From the Gender and Health Knowledge Program ZonMw

- Collation and dissemination of existing knowledge.
- Implementation of knowledge into practice, education and guidelines.
- **Having** specific funding program dedicated to S & GD accelerates progress.
- Create conditions necessary to transform processes of funding and doing research.
- Joining forces is **key** in creating more impact
- Collaboration with other funding programs

Challengers being met

- Ownership, mandate, budgets.
- Despite progress, continued efforts are needed

Challenges not being met

- Lack of sanctions has been identified as negatively contributing to the implementation of S&GD (Palmén et al., 2020. Integration gender dimension in teaching, research and knowledge and thecnology transfer)