

Gender Equality Statement guidance

This statement must show that the applicants 'have proportionately and meaningfully considered how their project is likely to reduce inequalities between persons of different gender throughout the design of the project, implementation of the project and impact. They must acknowledge where there is potential for direct or indirect impact on people of different genders as a result of their project, should it be funded.'

The funder (reviewers) are looking to see that gender has been taken into consideration throughout the development of the proposal. They want to see that all has been thought through and done to make sure no issues are created or left un-mitigated. Actually, when they talk about gender, it is not just men/women, but also other characteristics that could cause discrimination in a way, such as older/younger generations, religion etc.

So, for instance, applicants would need to think about the participants of the workshops, do they make sure there is a right balance and everyone is represented? How will they choose, how do they incentivise attendance of regularly under-represented groups of society? What is the research question they have in mind? Does it affect all of society equally? Do they need, maybe, to think about sections of society that would be more/less benefitted/impacted and what can they do to avoid inequalities? How will they measure that? Is data disaggregated to the right level to provide meaningful information? What about the project team? Is it all men? Have women contributed/are involved? Are dissemination pathways accessible to all or those used are only accessible to men? Have cultural sensitivities been taken into account e.g. have the 'elders' been involved and given their approval? As with impact, some of the things to be answered will not be immediately obvious but applicants will need to think all the way through from idea inception to delivering impact, not just during the lifetime of the project (without forgetting that!).

Applicants have to address each and every one of the below five points. Where not relevant they will need to say why they think it is not relevant, not just 'n/a'. For instance, a section of society might experience the challenge differently based on traditional roles and where these take place, e.g. inside/outside the house etc.

Criteria that must be addressed while considering gender impact:

1. Have measures been put in place to ensure equal and meaningful opportunities for people of different genders to be involved throughout the project? This includes the development of the project, the participants of the research and the beneficiaries of the research.
2. The expected impact of the project (benefits and losses) on people of different genders, both throughout the project and beyond.
3. The impact on the relations between people of different genders and people of the same gender. For example, changing roles and responsibilities in households, society, economy, politics, power, etc.
4. How will any risks and unintended negative consequences on gender equality be avoided or mitigated against, and monitored?
5. Are there any relevant outcomes and outputs being measured, with data disaggregated by age and gender (where disclosed)?