

# A Quick Guide to Gender Proofing

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# Spot the difference!



## Horizon 2020 & Gender Equality

- Gender Equality is to be implemented at each stage of the research cycle:
  - programming,
  - implementation,
  - monitoring and
  - programme evaluation.

# What *is* Gender Equality?

*Gender equality is achieved when women and men enjoy the same rights and opportunities across all sectors of society, including economic participation and decision-making, and when the different behaviours, aspirations and needs of women and men are equally valued and favoured.*

Source: Gender Equality Division, Department of Justice and Equality, *What is Gender Equality?*  
<http://www.genderequality.ie/en/GE/Pages/WhatisGE>

## H2020 Gender Balance in Research Teams:

### How will you encourage?

- ✓ The promotion of equal opportunities in implementing the action.
  - ✓ “....balanced participation of women and men at all levels in research and innovation teams and in management structures”

Source: European Commission (2014) The EU Framework Programme for Research and Innovation: Horizon 2020, *Gender Equality in Horizon 2020*, [http://ec.europa.eu/research/participants/data/ref/h2020/grants\\_manual/hi/gender/h2020-hi-guide-gender\\_en.pdf](http://ec.europa.eu/research/participants/data/ref/h2020/grants_manual/hi/gender/h2020-hi-guide-gender_en.pdf)

# H2020: Integration of the Gender Dimension into R&I content.

## How will you integrate?

- ✓ gender/sex analysis in research and innovation (R&I) content

Source: European Commission (2014) The EU Framework Programme for Research and Innovation: Horizon 2020, *Gender Equality in Horizon 2020*

[http://ec.europa.eu/research/participants/data/ref/h2020/grants\\_manual/hi/gender/h2020-hi-guide-gender\\_en.pdf](http://ec.europa.eu/research/participants/data/ref/h2020/grants_manual/hi/gender/h2020-hi-guide-gender_en.pdf)

# **Why** is gender equality relevant to research?

Makes **full** use of all available research talent: male **and** female.

Increases **collective intelligence** when neither males nor females dominate.

Integrating gender or sex analysis into research design etc can lead to better results and opportunities.

## What is Gender?

### Sex

- Refers to the biological differences between men and women



### Gender

- Social differences between men and women;
- These are learned differences;
- Socially constructed - blue for boys/pink for girls?





Gender ***analysis*** of research teams is a means of  
*examining gender relations* for  
any ***gender inequalities or inequities*** in  
***distributions of power, career opportunities*** and much more.

## Gender Balance: the research team

- ❑ **Who's involved** in the research project?
  - Which men?
  - Which women?
  
- ❑ What **roles** are men and women in?
  - What is the profile of men and women on the team?
  - How visible are men and women?
  
- ❑ Who has **power**:
  - to set the agenda?
  - to make decisions:
    - on hiring;
    - resources;
    - terms of reference;
    - research proposals and research design?

# How do we *measure* Gender Equality in the research context?

Look at the **numbers** of men and women on the research team:



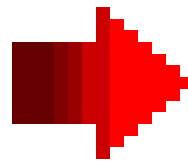
The **range of roles** men and women occupy (or don't!):



# Gender Balance: the research team

Who has **power**:

- to set the agenda?
- to make decisions:
  - on hiring;
  - resources;
  - terms of reference;
  - research proposals and research design?



## ***How*** is Gender Equality encouraged?

- Gender Equality is NOT just a “women’s issue”: it is about acknowledging the differences between men and women and the importance of gender equality in all functions and making men and women visible [1] at all project management levels and in the research process.
- Gender equity is increasingly recognised as a measure of quality and is considered key to competitiveness and innovative edge in a global economy [2].
- Gender Inequality raises questions about the validity of scientific research and perceptions of scientific institutions [3].

# ***How*** is Gender Equality encouraged?

## **What do we know?**

- Women tend to get stuck in “career bottlenecks” at key career junctures and are under-represented at senior levels [4]
- Female academics and researchers tend to carry the burden of administrative and service work [5], which swallows up research time, and limits career prospects [6]
- Women are more likely than men not to have linear career paths and to have more career breaks than men. When career breaks are not accounted for in a meaningful way, this negatively impacts on women’s career prospects [7]
- Current dominant barometers of research excellence such as citation statistics and quantity of research outputs are more favourable to male academics and researchers [8]
- There are more positive outcomes for female candidates when selection panels are gender balanced or moving towards gender parity [9]
- Unconscious bias plays a role in reviewing male and female candidates and evaluating their work [10]
- Women’s influence in decision-making groups is not dependent solely on the numbers of women but also on the way the group makes its decisions [11].

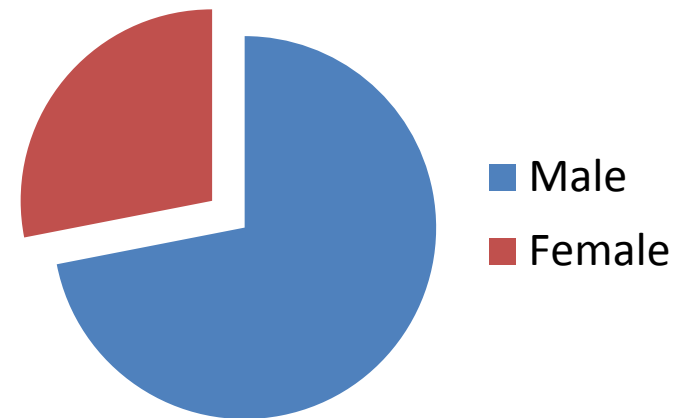
# ***How*** is Gender Equality encouraged?

**Take Positive Action: overcome the direct and indirect obstacles that may prevent gender equality.**

- Training and mentoring for early career stage staff to enable progression has been shown to have particularly beneficial effects for female staff;
- Transparent workload allocation models: ensuring that men and women have an equitable workload balance and equitably distributed across all functions;
- Adopting a “core hours” policy e.g. 10 am – 4pm to facilitate care arrangements and work/life balance;
- Ensure career breaks are accounted for in promotion processes;
- Ensuring women are at least proportionately represented and visible within decision-making structures on the team; this might mean creating additional space and/or co-opting female members with significant relevant experience;
- Consider the rules which guide discussions and decision-making: It is not only the composition of the group but the rules of the group that facilitate integration of men and women’s views and opinions;
- Recruitment: adopt a transparent recruitment policy with gender balance as a core criterion of selection panels.

# Research Project Methodology: How to include sex/gender analysis in your research project

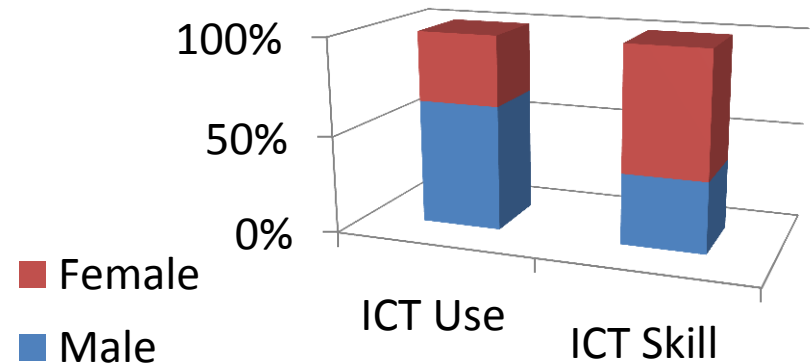
- Get gender-specific:
  - avoid using aggregate terms e.g. 'people'; 'households'; 'groups'; 'the elderly'; 'the disabled'
  - finding out about men **and** about women;
- Include men **and** women in your data collection;
- Gather sex-disaggregated data;





# Research Project Methodology: How to include sex/gender analysis in your research project

- **Use** gender-disaggregated data in your analysis;
- Make your gender analysis **visible** by highlighting gender patterns, effects, outcomes;
- **Incorporate** your gender analysis into design, solution, programmes, technologies.



## Example: Including Sex/Gender Analysis in developing Assistive Technologies for the Elderly

### Background:

- As the global population is ageing, health and social systems as well as human carers will come under increasing pressure.
- Assistive technologies could potentially support independent living.

### However:

- Men and women experience old age differently;
- Women live longer (and alone) and may have more debilitating disease;
- Men are more likely to lose their hearing earlier;
- Men and women have different experiences of managing households *and*
- Respond differently to technology
- These gender differences become more important as technology becomes increasingly personalised e.g. robots to assist with bathing; dispensing medicines.

### Therefore:

- To design the most effective, marketable assistive technologies that appeal to, and are useful to, men and women, researchers are encouraged to analyse sex and gender

Source: Gendered Innovations: in Science, Health and Medicine, Engineering, and Environment, *Exploring Markets for Assistive Technologies for the Elderly*,

<http://genderedinnovations.stanford.edu/case-studies/robots.html#tabs-3>

# Things to think about!

- Culture (who gets involved and why?);

For example, at project meetings:

- Who chairs?
- Who takes the notes?
- What positions do men and women occupy?
- Does everyone get an opportunity to contribute?
- How are contributions from men and from women facilitated?

- Communication (*How* do you tell men and women about what you are doing? *Who* does the talking?)

- Who speaks to research participants?
- What imagery is used to communicate your research?
- What language is being used?
- Is it inclusive?
- Have barriers to participation in research been identified – for women and for men?

# *Things to think about!*

- Caring (children, elders: who does it? When and where?)
- Capacity (time, scheduling, meetings);
- ❑ Consider a gender impact assessment of the research team and project's activities.
- ❑ Is there a flexible working time policy?
- ❑ Can work meetings be held in 'core hours' 10am – 4pm?
- ❑ How do you target men and women as research participants?
- ❑ Do you give consideration to the different needs of men and women as research participants e.g. transport, caring responsibilities?

## Resources

- Five-Step Gender Proofing Process – Template
  - 5 questions for actions you're planning to undertake
  - [http://www.mariecrawley.com/section2\\_how\\_to\\_gender\\_proof.pdf](http://www.mariecrawley.com/section2_how_to_gender_proof.pdf)
  
- Checklist for Gender in Research: How to make research gender-sensitive
  - [http://bookshop.europa.eu/en/toolkit-gender-in-eu-funded-research-pbKINA24840/?pgid=lq1Ekni0.1ISR00OK4MycO9B0000j8C1u3xs;sid=kva2VJWB1xm2aMZygJso8\\_ek35WoJpJSICU=?CatalogCategoryID=Gj0KABst5F4AAAEjsZAY4e5L](http://bookshop.europa.eu/en/toolkit-gender-in-eu-funded-research-pbKINA24840/?pgid=lq1Ekni0.1ISR00OK4MycO9B0000j8C1u3xs;sid=kva2VJWB1xm2aMZygJso8_ek35WoJpJSICU=?CatalogCategoryID=Gj0KABst5F4AAAEjsZAY4e5L)
  
- Case Studies:
  - [http://genderedinnovations.stanford.edu/nutshell\\_landing.html](http://genderedinnovations.stanford.edu/nutshell_landing.html)

## Image Sources:

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Male/Female symbols blue/Pink on grey background

[http://www.google.com/url?sa=i&rct=j&q=&esrc=s&frm=1&source=images&cd=&cad=rja&uact=8&ved=0CAYQjB0&url=http%3A%2F%2Fwww.huffingtonpost.ca%2Fleah-eichler%2Fmen-and-women-work\\_b\\_3410861.html&ei=AaY\\_VM2pOdHB7AaA9IGoDw&psig=AFQjCNGnFZUYiNMWR9Fg1zjw4cSY6X7jhQ&ust=1413543780379842](http://www.google.com/url?sa=i&rct=j&q=&esrc=s&frm=1&source=images&cd=&cad=rja&uact=8&ved=0CAYQjB0&url=http%3A%2F%2Fwww.huffingtonpost.ca%2Fleah-eichler%2Fmen-and-women-work_b_3410861.html&ei=AaY_VM2pOdHB7AaA9IGoDw&psig=AFQjCNGnFZUYiNMWR9Fg1zjw4cSY6X7jhQ&ust=1413543780379842)

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Symbols on black background

[http://www.google.com/url?sa=i&rct=j&q=&esrc=s&frm=1&source=images&cd=&cad=rja&uact=8&ved=0CAYQjB0&url=http%3A%2F%2Fwomaner.wordpress.com%2F2011%2F03%2F03%2Fwomaner-hot-topic-gender-quotas-in-the-boardroom%2F&ei=wqg\\_VNmbNJOu7Abx3YCQAQ&psig=AFQjCNH49qcCfyKrPk2evrizfVZjdZDixg&ust=1413544492930572](http://www.google.com/url?sa=i&rct=j&q=&esrc=s&frm=1&source=images&cd=&cad=rja&uact=8&ved=0CAYQjB0&url=http%3A%2F%2Fwomaner.wordpress.com%2F2011%2F03%2F03%2Fwomaner-hot-topic-gender-quotas-in-the-boardroom%2F&ei=wqg_VNmbNJOu7Abx3YCQAQ&psig=AFQjCNH49qcCfyKrPk2evrizfVZjdZDixg&ust=1413544492930572)

Red Symbol female

[http://www.google.com/url?sa=i&rct=j&q=&esrc=s&frm=1&source=images&cd=&cad=rja&uact=8&ved=0CAYQjB0&url=http%3A%2F%2Fwww.taketheleadwomen.com%2Fblog%2Fpropel-take-the-lead-drives-change%2Fparity%2Fwill-motivate-men-push-gender-balance%2F&ei=5Kk\\_VlbeHaaC7gaPp4DQBw&psig=AFQjCNEiJKAGZtgwyYLBz5NeiyY\\_I4kYMg&ust=1413544722777264](http://www.google.com/url?sa=i&rct=j&q=&esrc=s&frm=1&source=images&cd=&cad=rja&uact=8&ved=0CAYQjB0&url=http%3A%2F%2Fwww.taketheleadwomen.com%2Fblog%2Fpropel-take-the-lead-drives-change%2Fparity%2Fwill-motivate-men-push-gender-balance%2F&ei=5Kk_VlbeHaaC7gaPp4DQBw&psig=AFQjCNEiJKAGZtgwyYLBz5NeiyY_I4kYMg&ust=1413544722777264)

Man behind Desk

[http://www.google.com/url?sa=i&rct=j&q=&esrc=s&frm=1&source=images&cd=&cad=rja&uact=8&ved=0CAYQjB0&url=http%3A%2F%2Fimageenvision.com%2Fcliparts%2Fblue-man&ei=va8\\_VNWSJ-HY7AbfzYGYBw&psig=AFQjCNF-Zom3g8Jy\\_B8HTMHdQXWJOqktUg&ust=1413546290000344](http://www.google.com/url?sa=i&rct=j&q=&esrc=s&frm=1&source=images&cd=&cad=rja&uact=8&ved=0CAYQjB0&url=http%3A%2F%2Fimageenvision.com%2Fcliparts%2Fblue-man&ei=va8_VNWSJ-HY7AbfzYGYBw&psig=AFQjCNF-Zom3g8Jy_B8HTMHdQXWJOqktUg&ust=1413546290000344)

Female Multitasker

[http://www.google.com/url?sa=i&rct=j&q=&esrc=s&frm=1&source=images&cd=&cad=rja&uact=8&ved=0CAYQjB0&url=http%3A%2F%2Fcommunicationsclipart.com%2Fdesign%2Fcommunication-clipart-of-a-busy-multi-tasking-assistant-secretary-female-typing-filing-organizing-and-taking-phone-calls-by-geo-images-3248&ei=sKw\\_VleyDOXj7Qbw8IGoCQ&psig=AFQjCNFBWA3aHXM-v9c5usfwivnNV3yPfg&ust=1413545497530404](http://www.google.com/url?sa=i&rct=j&q=&esrc=s&frm=1&source=images&cd=&cad=rja&uact=8&ved=0CAYQjB0&url=http%3A%2F%2Fcommunicationsclipart.com%2Fdesign%2Fcommunication-clipart-of-a-busy-multi-tasking-assistant-secretary-female-typing-filing-organizing-and-taking-phone-calls-by-geo-images-3248&ei=sKw_VleyDOXj7Qbw8IGoCQ&psig=AFQjCNFBWA3aHXM-v9c5usfwivnNV3yPfg&ust=1413545497530404)

Female Scientist

[http://www.google.com/url?sa=i&rct=j&q=&esrc=s&frm=1&source=images&cd=&cad=rja&uact=8&ved=0CAYQjB0&url=http%3A%2F%2Fwww.picturesof.net%2Fpages%2F090327-152307-588048.html&ei=KK0\\_VPPGMMSV7Abd-oDQDQ&psig=AFQjCNFwI1Ip5WkovRPO\\_IdzoVjC1sAu3g&ust=1413545616428158](http://www.google.com/url?sa=i&rct=j&q=&esrc=s&frm=1&source=images&cd=&cad=rja&uact=8&ved=0CAYQjB0&url=http%3A%2F%2Fwww.picturesof.net%2Fpages%2F090327-152307-588048.html&ei=KK0_VPPGMMSV7Abd-oDQDQ&psig=AFQjCNFwI1Ip5WkovRPO_IdzoVjC1sAu3g&ust=1413545616428158)

Male Scientist

[http://www.google.com/url?sa=i&rct=j&q=&esrc=s&frm=1&source=images&cd=&cad=rja&uact=8&ved=0CAYQjB0&url=http%3A%2F%2Flogos.co%2Fdesign%2Froyalty-free-vector-of-a-logo-of-a-male-scientist-at-a-laboratory-counter-over-orange-rays-by-patrimonio-6083&ei=Jbl\\_VlbYMqXe7AbmpIG4Bw&bvm=bv.77648437,d.ZGU&psig=AFQjCNG3k8wDWGwIfCe6Ru4nbs09fKcnbA&ust=1413546893708100](http://www.google.com/url?sa=i&rct=j&q=&esrc=s&frm=1&source=images&cd=&cad=rja&uact=8&ved=0CAYQjB0&url=http%3A%2F%2Flogos.co%2Fdesign%2Froyalty-free-vector-of-a-logo-of-a-male-scientist-at-a-laboratory-counter-over-orange-rays-by-patrimonio-6083&ei=Jbl_VlbYMqXe7AbmpIG4Bw&bvm=bv.77648437,d.ZGU&psig=AFQjCNG3k8wDWGwIfCe6Ru4nbs09fKcnbA&ust=1413546893708100)

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### Red Gender Figures

[http://www.google.com/url?sa=i&rct=j&q=&esrc=s&frm=1&source=images&cd=&cad=rja&uact=8&ved=0CAYQjB0&url=http%3A%2F%2Fwww.mommyish.com%2F2012%2F09%2F21%2Fparenting-after-divorce-509%2F&ei=\\_Ks\\_VPnGG-fY7Ab\\_h4GwBA&psig=AFQjCNEZa\\_slbGAvv1eScPVLIJT05KvpA&ust=1413545238364490](http://www.google.com/url?sa=i&rct=j&q=&esrc=s&frm=1&source=images&cd=&cad=rja&uact=8&ved=0CAYQjB0&url=http%3A%2F%2Fwww.mommyish.com%2F2012%2F09%2F21%2Fparenting-after-divorce-509%2F&ei=_Ks_VPnGG-fY7Ab_h4GwBA&psig=AFQjCNEZa_slbGAvv1eScPVLIJT05KvpA&ust=1413545238364490)

### Red Background

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### Grey Scales Gender

[http://www.google.com/url?sa=i&rct=j&q=&esrc=s&frm=1&source=images&cd=&cad=rja&uact=8&ved=0CAYQjB0&url=http%3A%2F%2Fwww.timeshighereducation.co.uk%2Fnews%2Fathena-swan-applications-soar%2F2003442.article&ei=uao\\_VMunE4rd7QbJ-IHQBw&psig=AFQjCNH22KdfMJ0JH\\_bYuXbiAWDtFpFgUA&ust=1413544908462139](http://www.google.com/url?sa=i&rct=j&q=&esrc=s&frm=1&source=images&cd=&cad=rja&uact=8&ved=0CAYQjB0&url=http%3A%2F%2Fwww.timeshighereducation.co.uk%2Fnews%2Fathena-swan-applications-soar%2F2003442.article&ei=uao_VMunE4rd7QbJ-IHQBw&psig=AFQjCNH22KdfMJ0JH_bYuXbiAWDtFpFgUA&ust=1413544908462139)

Endnotes:

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[http://ec.europa.eu/research/science-society/document\\_library/pdf\\_06/structural-changes-final-report\\_en.pdf](http://ec.europa.eu/research/science-society/document_library/pdf_06/structural-changes-final-report_en.pdf)
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