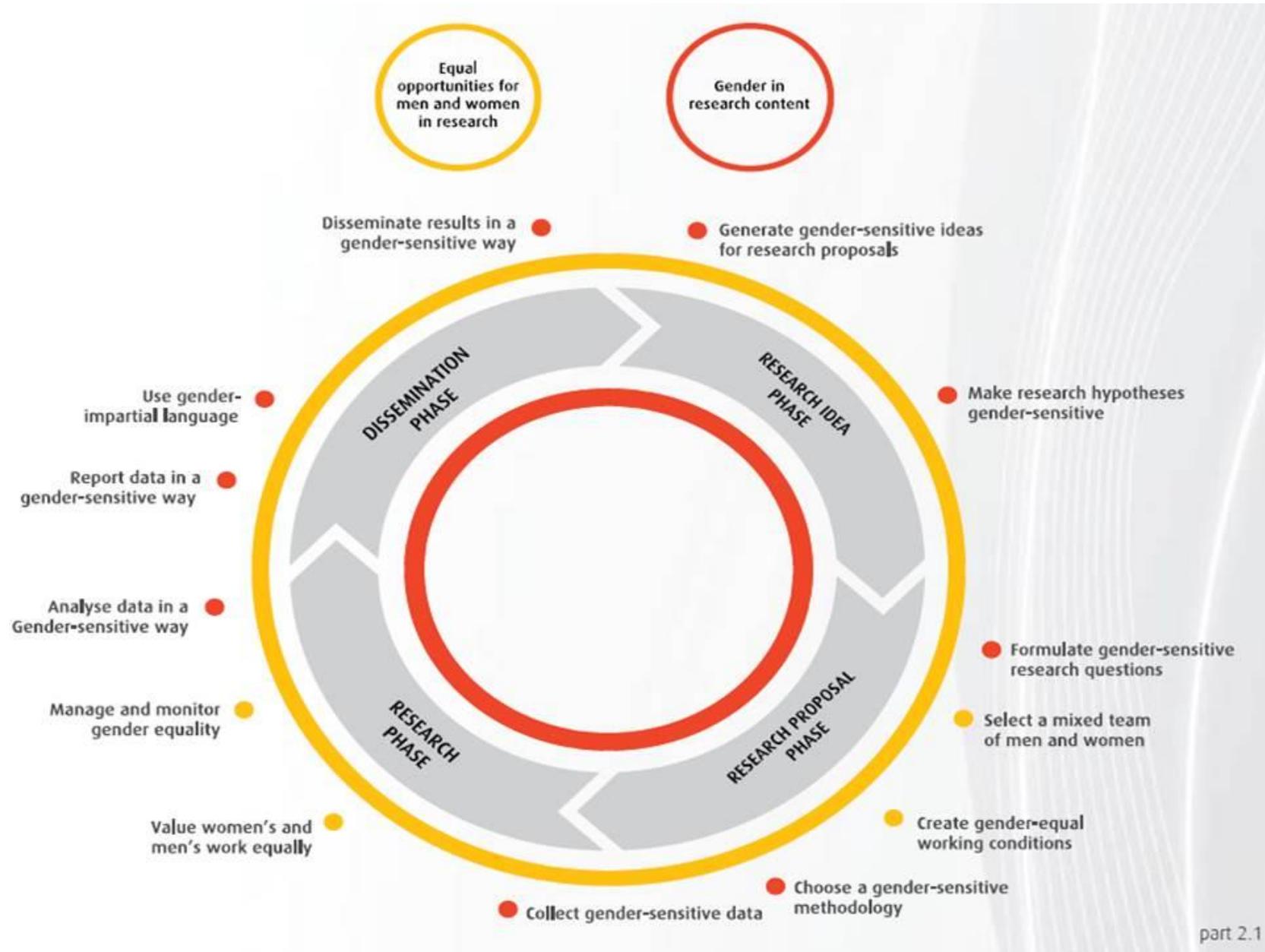


How to make research gender-sensitive

Accounting for gender in all phases of the research cycle (Phases I to IV)²

In order to ensure that gender equality is fully accounted for throughout the research cycle, the **gender dimension in the research approach (in red)** as well as **aspects related to equal opportunities (in orange)** should be addressed simultaneously in the process of conducting research.

Figure: „EU Toolkit Gender in EU-funded Research“²



Questions to identify gender relevance in the four phases of the research cycle

i) Research idea phase

In this phase, researchers and the relevant stakeholders make decisions on their research priorities. In order to address the gender dimension appropriately, it is necessary to ascertain whether implicit gender norms are present and how they affect the research: What additional considerations on the topic have had an impact on the priorities chosen, and how do those considerations limit the research objectives? Who benefits from the research – and who doesn't? Will the results of the research have a different impact on women and men, and will the research or technology have to account for the needs of women and men differently?¹⁷

Result: → **Development of gender-sensitive ideas for implementation in research proposals**
→ **Development of gender-sensitive research hypotheses**

ii) Research proposal phase

Research questions are based on the priorities of the researchers and the general frameworks within which the research is conducted. These frameworks determine the questions asked and have an influence on the research design and methods chosen. Whenever people are affected by research, it should be differentiated according to sex-based categories, and the perspectives of women and men should be included. The ultimate objective is to identify which answers would not emerge if the gender dimension were not addressed. Including this dimension therefore has an effect on the robustness and quality of research design.¹⁸

Result: → **Articulation of gender-sensitive research questions and use of gender-sensitive methods which aim to depict reality.**
→ **Mixed composition of research team (with appropriate recruiting measures) and adaptation of working conditions to the needs of women and men (e.g. flexible working hours, timing of team meetings)**

iii) Research phase

In this phase, the planned gender-sensitive research is actually carried out. The research phase also provides a number of opportunities to ensure a gender-sensitive approach.

Result: → **Gender-sensitive collection and analysis of data (e.g. using questionnaires written in gender-neutral language)**
→ **Evaluation of employees' work performance according to transparent criteria as well as support through HR development measures (mentoring, coaching)**

iv) – Dissemination phase

The objective of this phase is to publish the research findings, and this process should also be carried out in a gender-sensitive manner.

Result: → **Gender-sensitive presentation of findings and inclusion of the gender dimension in mainstream publications of results, use of gender-neutral language in the publications**