

# A Crash Course in...Gender Equality

Mary Ryan  
International Development Research Manager  
Glasgow Centre for International Development

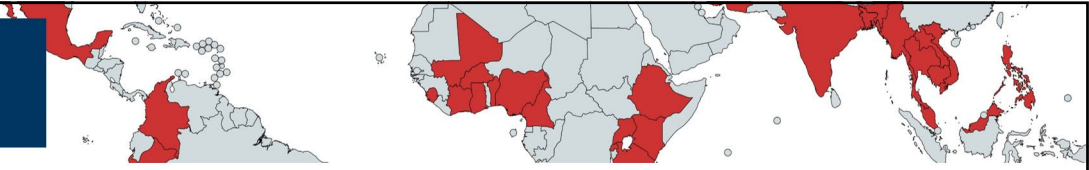
Presentation will begin at 13:02

1

## What I'll be covering

- Gender
- Why is gender equality now a part of ODA grant applications?
- Things to consider when developing your project
- Demonstrating gender equality in your proposal
- Resources

2



## Where this information comes from

- UK Research and Innovation (UKRI)
- International Research Development Network events (IRDN)
- Foreign, Commonwealth and Development Office (FCDO)
- Internal Expertise



3



## Gender

- Sex is biologically determined, gender is socially/culturally determined
- UN Women definition – “social attributes and opportunities associated with being male and female”
- Growing recognition of need to think beyond gender binaries

4

## Gender Equality and ODA Research Funding

- UK Aid is governed by the International Development Act 2002
- Aid must be “likely to contribute to reducing poverty in a way which is likely to contribute to reducing inequality between persons of different gender”
- People of different genders should share the benefits of research and innovation in ways that do not perpetuate inequalities

5

## Developing your project

- Understanding gender norms
- Equal opportunities and meaningful contributions
- Research and Innovation content
- Dissemination and Impact

<https://www.ukri.org/files/research/gcrf/things-to-consider-incorporating-gender-equality/>

6



## Understanding Gender Norms

- Concepts of gender may vary across your team, research participants, research beneficiaries
- Gender norms and values may differ

<https://www.ukri.org/files/research/gcrf/things-to-consider-incorporating-gender-equality/>

7



## Equal Opportunities and Meaningful Contribution

- Your project team
- Your recruitment processes

<https://www.ukri.org/files/research/gcrf/things-to-consider-incorporating-gender-equality/>

8

## Research and Innovation

- How is the research relevant for people of different genders?
- Impacts on relations between people of different genders?
- Gender balance in participants/samples/data?
- Ability to disaggregate data collected by gender

<https://www.ukri.org/files/research/gcrf/things-to-consider-incorporating-gender-equality/>

9

## Dissemination

- Are there different outcomes/impacts for people of different genders?
- Are your mechanisms for dissemination gender responsive?

<https://www.ukri.org/files/research/gcrf/things-to-consider-incorporating-gender-equality/>

10





## Demonstrating gender equality in your proposal

- Gender Equality Statement
- Team
- Research Questions and Methods
- Outcomes
- Budget

11



## Gender Equality Statement

- 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.
- The expected impact of the project (benefits and losses) on people of different genders, both throughout the project and beyond.
- 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.
- How will any risks and unintended negative consequences on gender equality be avoided or mitigated against, and monitored?
- Are there any relevant outcomes and outputs being measured, with data disaggregated by age and gender (where disclosed)?

<https://www.ukri.org/files/research/gcrf/gender-equality-statement-guidance/>

12

## Team

- Managers/Leaders versus Doers
- Is your team appropriate for what you are trying to accomplish?
  - Cultural norms?
  - Safety?

13

## Research Questions and Methods

- How will the research impact different genders?
  - Gender roles?
- How will you ensure participation of different genders?
  - Cultural norms?
- How will you mitigate against negative/differential impacts?

14

## Outcomes

- Will the outcomes benefit different genders in a way that reduces inequality?
  - Clear objectives and outcomes
  - Cultural relevance
- How do you disseminate the outcomes?
  - Pathways to Impact/ Theory of Change

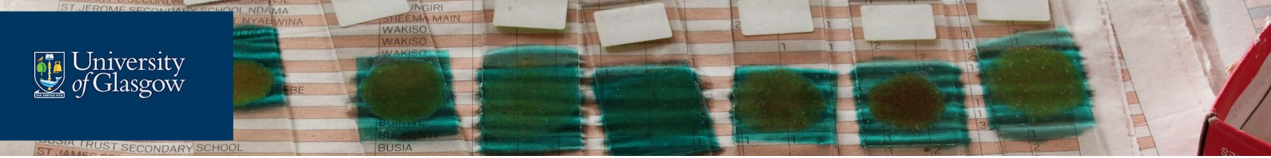
15

## Budget

- More effort to recruit team members, research participants?
- Longer field trips?
- Training or health & safety provisions?

16






**Key Points**

- It's okay if your project has no gender implications
  - Consider carefully if this is actually the case
  - You will need to explain why
- Talk to your partners
- Focus on who your research may impact and how

17

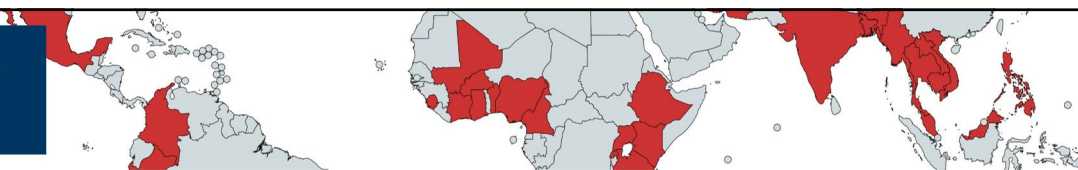


**Resources**

- UofG Equality and Diversity Unit
  - Equality Impact Assessments
- UKRI Website
- Glasgow Centre for International Development (me)
  - Example Gender Equality Statements
  - Feedback on applications

<https://www.gla.ac.uk/myglasgow/humanresources/equalitydiversity/policy/eias/>  
<https://www.ukri.org/research/global-challenges-research-fund/gender-equality-and-international-development-research-and-innovation/>

18



## Questions?

Mary.Ryan@glasgow.ac.uk

19



## Acronym Glossary

ARMA – Association of Research Managers and Administrators  
 DAC – Development Assistance Committee  
 FCDO – Foreign, Commonwealth and Development Office  
 FIC – Fund for International Collaboration  
 GCID – Glasgow Centre for International Development  
 GCRF – Global Challenges Research Fund  
 GNI – Gross National Income  
 ICAI – Independent Commission for Aid Impact  
 IRDN – International Research Development Network  
 LMIC – Low and Middle Income Countries  
 NIHR – National Institute for Health Research  
 ODA – Official Development Assistance  
 SDGs – Sustainable Development Goals  
 UKRI – UK Research and Innovation (formerly Research Councils UK)

20