



Department for
Science, Innovation
& Technology

Gender Equality in Research and Innovation

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Any enquiries regarding this publication should be sent to us at: enquiries@beis.gov.uk

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Overview

This document details DSIT's policy on gender equality in the context of Research and Innovation (R&I) and sets out how it is implemented through the delivery of DSIT R&I activities.

It describes the key principles that define the department's approach to gender equality in R&I; how tackling gender inequality can support R&I objectives both at Fund and project level; and the requirements for Partner Organisations.¹

It also introduces the use of a Gender Equality Framework as best practice standard, designed to aid consistency in how gender equality is considered across DSIT R&I Partner Organisations. This Framework defines a minimum standard that must be reached and provides guidance on how to increase ambition beyond compliance.

The roles and responsibilities for all UK organisations involved in the delivery of these Funds are also set out within this document, along with details of the processes that define assurance and compliance both at DSIT and Partner Organisation level. The DSIT R&I budget allocation letter to each Partner Organisation makes clear the mandatory requirement to adhere to DSIT's policy on gender equality in all R&I spend and includes additional detailed guidance documents that are not provided here, for use by Partner Organisations, applicants and grant awardees.

¹ Arm's Length Bodies

1. Introduction

Purpose and Scope

This document sets out how DSIT ensures that all its International Research and Innovation (R&I) activities, are conducted in a way that can contribute to reducing gender inequalities. This means compliance with the International Development Act (Gender amendment) 2014 (see following section), and compliance with the Public Sector Equality Duty (PSED).

The policy applies to all activities funded by DSIT R&I, as well as all administration related to those funded activities.

This does not mean that programmes must have gender equality as their primary objective, or that a specific gender-focussed programme must be designed or delivered, but rather that all DSIT R&I programmes must address their key challenges in a gender-sensitive way.

In tandem to this, our approach aims to promote a culture of equality, diversity, and inclusion through all R&I spend, at all levels, and across all bodies responsible for the delivery of the funds and associated research outcomes.

Legal requirements on gender equality for all UK spending bodies

ODA

In 2014, the UK parliament amended the International Development Act 2002 to introduce the promotion of gender equality in the provision of ODA. The amendment requires that all ODA spending bodies must consider whether the proposed assistance will reduce poverty in a way which is also likely to contribute to reducing gender inequality.

The International Development (Gender Equality) Act 2014² states:

“...the Secretary of State shall have regard to the desirability of providing development assistance that is likely to contribute to reducing poverty in a way which is likely to contribute to reducing inequality between persons of different gender.”

Any DSIT R&I ODA spend directly governed by the International Development Act, must be fully compliant with the Gender Equality amendment to the Act.

² [International Development \(Gender Equality\) Act 2014](#)

It is acknowledged that some DSIT R&I ODA spend is governed by the Science and Technology Act 1965 and the Higher Education and Research Act 2017.³ However, it is still ODA spend and should therefore be administered in the spirit of the International Development Act and the Gender Equality amendment. All ODA spending bodies should give due consideration to how all proposed ODA activities will contribute to reducing gender inequality.

Non-ODA

The Equality Act 2010 created the Public Sector Equality Duty (PSED) which is a requirement for all public bodies to have due regard to the need to eliminate unlawful discrimination, to advance equality of opportunity, and to foster good relations between people who share a protected characteristic and those who do not.

The PSED requires organisations to consider how they could positively contribute to the advancement of equality and good relations. It requires equality considerations to be reflected into the design of policies and the delivery of services, including internal policies, and for these issues to be kept under review. This requires all public bodies to publish equality objectives, which should be specific, measurable, and timely, and should include gender equality objectives. For more information and support, [see the Equality and Human Rights Commission page](#). DSIT is committed to gender equality and has implemented this policy in line with best practice and to reflect the PSED.

DSIT's Commitment to Gender Equality in R&I

Beyond legal compliance, DSIT recognises the important role that R&I can play in supporting improved gender equality in partner countries. In particular, consideration of gender equality in ODA-funded R&I, is a priority if we are to achieve the goals of poverty reduction, economic development and welfare of developing countries.

Alongside this, it is also incumbent on the R&I sector to tackle instances of underrepresentation, differential needs, and systemic disadvantage to improve the relevance of R&I findings, to support inclusion, to reduce the impact of bias and ultimately, to contribute to reducing inequalities among genders. It should not be assumed that the impact of new technologies and knowledge production will have equal benefit or positive effects for everybody, and it is important that the R&I sector considers this alongside ensuring that there are equal opportunities to access and participate in the R&I process itself.

DSIT is committed to ensuring that through our R&I funding (**both ODA and non-ODA**), inequality is not perpetuated; that the different rights and needs of all genders are recognised and addressed; and that people of all genders share the benefits of R&I

³ [Science and Technology Act 1965 and Higher Education and Research Act 2017](#)

projects. This policy therefore must be applied to all DSIT R&I funded research, both ODA and non-ODA activities.

2. Gender Equality Context

Background

Gender is a social scientific term used to describe shared social ideals of femininity and masculinity, associated behavioural expectations and relations between sexes. These shared ideals vary across organisations, countries, communities, legislative and cultural boundaries. Gendered attitudes and behaviours are (re) produced at multiple levels – in individuals' identities, and expectations, in social, economic, and political institutions, and in wider society and culture. Variations across shared ideals can lead to inequalities between genders, where people from certain genders may be excluded or disadvantaged in terms of accessing and benefiting equally with other genders from economic, political, and societal resources and opportunities.

Promoting gender equality is about shaping a shared future, creating opportunities for people of different genders worldwide to be safe and to live with dignity and to contribute to their country's growth, economy, and wellbeing. This will build new markets and trading partnerships for the Global Britain of the future and contribute towards global security to make the UK a safer and more prosperous country for its own citizens, as well.

Global evidence confirms that higher levels of gender equality in countries are associated with gains in income, economic growth, and competitiveness in those countries. Gender equality does not mean that everyone must be the same, but that access to opportunities for people are neither constrained by nor dependent on their gender identities or expressions. People of different genders should have the right to define for themselves the objectives of their development and to seek outcomes which are not necessarily identical to those of other genders.

Key Gender Definitions⁴

Gender refers to the roles, behaviours, activities, and attributes that a given society at a given time considers appropriate for people of each gender.

Gender equality: the state of being equal in status, rights and opportunities, and of being valued equally, regardless of gender identity and/or expression.

Gender-specific: relating to research specifically about a gender issue.

Gender-sensitive: relating to gender being considered in the research but where it is not a central aspect of the research. Gender-sensitive research sets out to ensure,

⁴ The definitions of 'sex' and 'gender' as detailed in this document are intended for use within the Sustainable Development Goals (SDGs) context. This policy will be updated to reflect the agreed UK government definitions as they evolve.

where possible, that it does not perpetuate a damaging gender dynamic, (or is at the very least aware of that damaging dynamic but cannot influence it and must work within it for the sake of the project) or ensure that gender relationships in the context of a specific research project are not made any worse.

Gender responsive: gender responsiveness refers to outcomes that reflect an understanding of gender roles and inequalities and which aim to encourage equal participation and equal and fair distribution of benefits.

Sex: referring to the biological aspects of an individual as determined by their anatomy, which is produced by their chromosomes, hormones and their interactions as defined by the Office for National Statistics.

Gender inequality can be a significant driver of sexual exploitation, abuse, and harassment, which can have not only lifelong effects for individuals but also intergenerational effects on entire communities. Equality among all genders can improve peace and stability in the long term, creating a level playing field on which people of different genders can operate equally and helping those suffering from systemic disadvantages because of their gender identities and expressions to escape a life of poverty and indignity.

Ultimately, gender equality is part of a broader goal to ensure no one is left behind and that everybody – irrespective of their age, disability, race, religion, ethnicity, location, sexual orientation, gender identity or expression, or any other identity characteristic – enjoys equality of opportunities, human rights, and development outcomes.

Gender definitions in the local context

Careful consideration must be given to the way in which people or groups of people are categorised by gender. The language used to define proposed calls for research and other activities can result in categories being assigned to people based on colonial or Anglophone definitions of groups of people that do not translate accurately at local levels in different countries. This can lead to misunderstandings of the lived experience of people in different cultural, communal, and ecological contexts. There are a range of people and communities that live between the categories of, for example, rural and urban, formal, and informal workers, male and female, internal or international migrants, abled and disabled, and numerous other distinctions that are considered very differently at a local level in different countries than they may be through the lens of academic language in a UK context.

Bidders and assessors should aim to recognise the range of categories that exist at local levels, and researchers should endeavour to explain and translate local context to the furthest extent possible in addressing the challenges between categories of people that may not have a direct equivalent in British English.

Gender equality in Research and Innovation

Research that does not take account of gendered divisions in roles and experiences can lead to interventions and technologies which inadvertently fail to meet the needs of all genders, or which negatively impact on them. Furthermore, dissemination strategies, which do not take account of existing hierarchies and associated gendered asymmetries in access to technology, can also replicate or exacerbate existing gender inequalities in access to knowledge and technology.

Drivers of change that can foster gender equality (alongside diversity and inclusion) vary within sectors and organisations, as well as regional and national contexts. Common drivers include: the 'business case' (increased productivity, staff retention, reputation); ethical and human rights arguments; and legal or regulatory provisions. The role of the researcher and funder can also be an important driver of change. Staying informed (beyond diverse and inclusive teams) can support the efficacy of research and innovation from the gendered implications of health studies to racialised bias in technology innovations; improving work/life balance to boosting professional capabilities of persons of different genders; implementing gender-equal organisational structures to integrating gender equality dimensions in research and teaching; fostering ethical research and innovation to increasing research, innovation and economic outputs.

Carrying out research should include careful consideration of context-specific gender and equality challenges. This may include, for example, a research project that fails to consider testing the impact of certain types of medication on women as well as men, or an area of research that fails to consider the gender dynamics of a community before testing a programme designed to reflect the gender dynamics of a very different kind of community.

Given the scope of the international R&I landscape, these factors mean that a wide range of identities, cultures and interactions may be considered through a gender equality, diversity, and inclusion lens.

Existing socio-economic inequities should also be considered and assessed in the research design, which means that tackling these issues may require new ways of thinking. When gender and equality assumptions are not considered they can introduce bias into research and undermine the utility of knowledge production and new innovations. They can also exacerbate existing inequalities which are inconsistent with a 'do no harm' approach.

Incorporating gender equality, and broader equality, diversity and inclusion considerations into R&I should take account of the hierarchies, roles and social relations between people of different genders. Without doing so, it risks having a negative impact on inequality. Where innovation and new technology is concerned, new innovations may inadvertently have unequal impacts on persons of different gender, further exacerbating inequalities.

It should be noted that tools and best practices developed for the integration of gender equality into development projects, may not be directly relevant for research purposes across multiple disciplines. These may include relationships between scientific research, lab-based research, and end-users; the integration of gender inequality in (scientific) research and the challenges of multi/interdisciplinary research. Existing tools could be adapted to consider these different contexts and settings and reconfigured according to the aims and design of the research project.

The requirement to consider gender equality in R&I helps to break down gendered assumptions in perspectives of society. Both research and policy practitioners, across all disciplines, should be aware that gender equality is a specialist, social scientific expertise and it would be wrong to assume that all social scientists can supply gender equality expertise. Researchers should also be mindful of the time required to conduct interdisciplinary research.

Understanding how and why it is important to consider gender equality perspectives in the design and application of R&I should enable researchers to conduct accurate analysis of dynamics that are relevant to their discipline and research subject. This could include an understanding of how gender equality functions at different levels in society (individual, household) and across domains (research, economy, politics) which can lead to significant adaptations in research methodologies.

Why include gender equality considerations in R&I?

- Excellence in R&I requires a gender responsive component: if relevant gender issues are missed or poorly addressed, R&I outputs may be potentially biased with negative impacts on gender equality.
- Equal opportunities attract diverse and top-level researchers/innovators which improve team performance and delivery.
- A consideration of gender equality can contribute to higher quality, impactful, practical, and sustainable research/innovation.
- Socially and culturally responsive research/innovation is inclusive.
- Gender sensitivity enhances the societal relevance of the knowledge outputs and sharing, technologies and innovations, and contributes to the creation of outputs, goods and services better suited to potential markets and beneficiaries.

3. Policy Implementation

Summary

All calls/competitions for research programmes funded by DSIT R&I must be designed by Partner Organisations in line with R&I gender equality objectives and demonstrate that they have meaningfully yet proportionately considered the impact of the intervention on persons of different gender.

Similarly, DSIT's evaluation of budget allocations to Partner Organisation Programmes, and Partner Organisation evaluations of all applications to calls for research, must also demonstrate that they have considered the impacts on gender in a proportionate and meaningful way.

For ODA-funded activities, the International Development (Gender Equality) Act 2014 requires that the Secretary of State for DSIT must consider how all R&I ODA will contribute to reducing gender inequality before assistance is provided. This means that the process of compliance needs to be integrated throughout the programme management cycle, including at the initial design and investment allocation stages, and before any funds are disbursed.⁵

The International Development (Gender Equality) Act 2014 does not mean that all R&I funded programmes and projects must prioritise gender interventions or include gender objectives in all activities. It means that DSIT and its Partner Organisations, together with their downstream grant applicants and beneficiaries delivering programmes/calls, must first meaningfully consider the impact of an intervention or activity on reducing inequality between persons of different gender, and secondly demonstrate that they have done so.

Clear evidence of compliance must be provided at the outset before any funds are disbursed, at the levels outlined below:

- for DSIT, an Equality Impact Assessment (EIA) must be reviewed for programmes designed by Partner Organisations (Level B)
- for Partner Organisations, an Equality Impact Assessment (EIA) must be produced for each call/competition designed (Level C)
- for applicants, a separate Gender Equality Statement must be produced that will accompany their bid for research, and this statement will be assessed by the awarding Partner Organisation. Decisions on whether a research bid should be considered fundable will be dependent on whether the gender equality statement meets compliance standards, as set out in detail later in this document (Level D).

⁵ The Gender Equality policy applies at all Levels of Activity as set out in the RODA hierarchy in Figure 1.

DSIT has developed a Gender Equality Framework, specific to this policy, with assessment criteria to guide Partner Organisations in making this evaluation, and to ensure consistency of approach in how compliance is assessed within the proposals. Some programme/activity may be expected to be more gender neutral than others, some are inherently more likely to have positive and/or negative impacts, and for others the impacts may not be known at the outset, so it is therefore essential that a clear narrative is provided in the gender equality statement detailing how impacts will be assessed and what measures will be taken to adapt or cease any programmes that it subsequently transpires have negative consequences for gender equality.

While the Secretary of State is ultimately accountable, it is the responsibility of all those involved in the management, award, and disbursement of the funds to understand the implications of the Act and how to ensure and monitor compliance.

Summary Box

- Compliance with DSIT policy is mandatory and non-negotiable.
- DSIT Gender Equality policy applies to all DSIT R&I calls/programmes, not just those with a specific gender focus.
- Funding from DSIT to Partner Organisations is conditional on Partner Organisations meeting the minimum requirements for gender equality compliance.
- All those involved in the management, award, and disbursement of funds are responsible for understanding the implications of the International Development (Gender Equality) Act 2014 and how to ensure and monitor compliance.

Implementation of Gender Equality Policy and Compliance

i. Partner Organisations and the devolved delivery model

DSIT oversees the management of its R&I funds to ensure robust scrutiny and oversight. DSIT follows FCDO's best practice in funding international development research; the DSIT devolved delivery model and approach is tailored appropriately to align with DSIT resources, the type of funds delivered⁶ and the Partner Organisations with whom we work.

DSIT R&I programmes are delivered through trusted Partner Organisations, though the delivery pathway is different for each fund. Whilst Partner Organisations may have their own organisational gender equality policies; this policy defines how gender equality should

⁶ ODA bilateral and global programmes delivering fund specific objectives with Partner Organisations who have expertise in grant management, subject matter, and technical specialisms.

be considered within the context of DSIT R&I spend. It is the responsibility of DSIT R&I Partner Organisations to ensure compliance with this policy.

ii. RODA (Reporting Levels)

DSIT's R&I gender equality policy applies to all DSIT R&I spending bodies, and to all activities funded by DSIT R&I international funds, as well as to all administration related to those funded activities. All parties involved in delivering DSIT R&I funded activities (i.e., principal investigators, institutions, businesses) must comply with this policy.

DSIT R&I international fund spend is reported through the RODA⁷ system ('Reporting ODA') system. Figure 1 summarises the reporting levels.

DSIT's Gender Equality policy must be applied at all RODA levels from B, C, and D, throughout the process, and from budget allocation to award.

In addition, consideration must be given to reducing gender inequalities before assistance is provided, i.e., before any spend is disbursed. Evidence of consideration at each point in the investment journey, before any funds are awarded at level B, C or D must therefore be recorded accordingly.

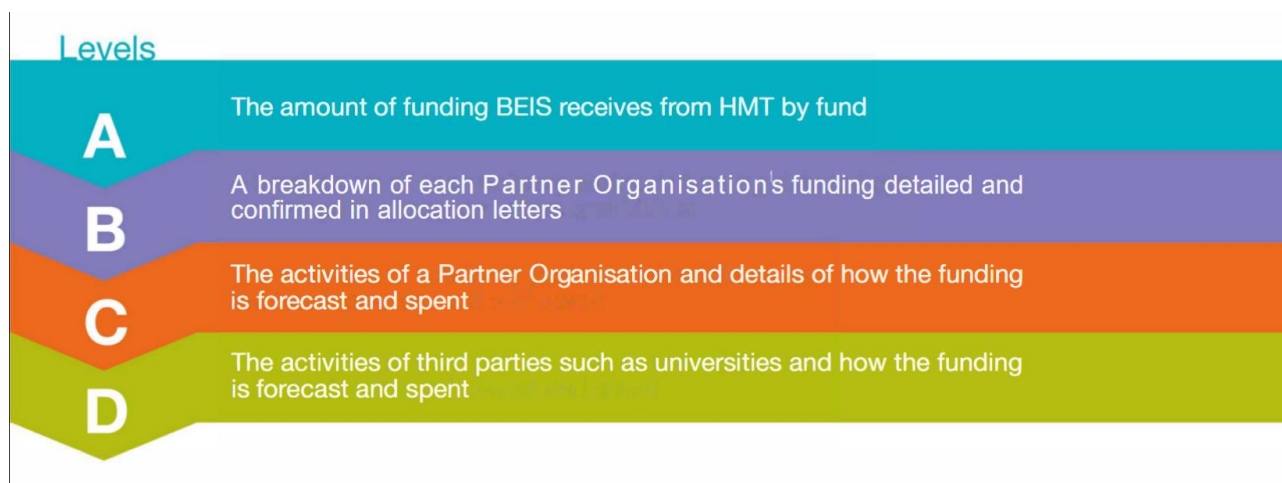


Figure 1 - RODA Reporting levels

iii. Gender Equality Policy Compliance Products

This section introduces the key products to be used in ensuring compliance with gender equality policy throughout the programme management cycle. The following section (section iv.) details how these products will be applied at the various RODA Levels.

⁷ RODA is structured as such that data can be captured across a range of Partner Organisations who all work in slightly different ways. Data is organised in a parent-child relationship through 4 levels, A, B, C and D, and activities in each level must have a parent in the preceding level.

Equality Impact Assessments

An Equality Impact Assessment (EIA) is an evidence-based approach designed to help organisations ensure that their policies, practices, events, and decision-making processes are fair and do not present barriers to participation or disadvantage any protected groups from participation. This covers both strategic and operational activities. The EIA looks to ensure that any adverse impacts on protected characteristics (here, the focus is gender equality) are identified and actions identified to remove or mitigate these.

DSIT requires that all that Partner Organisations complete EIAs at the following programme lifecycle stages:

- **at the budget allocation stage** (RODA Level B). Partner Organisations submit a completed version of their **Level B EIA** to DSIT, alongside their programme proposals for review. It is the responsibility of DSIT to assess and score all Level B EIAs submitted by Partner Organisations. This assessment will be used to evidence compliance with the gender equality policy.
- **at the calls/competitions design stage** (RODA Level C). Once approval has been given by DSIT for the Partner Organisation to deliver the proposed programmes at Level B, Partner Organisations are responsible for ensuring all underlining calls/competitions, are designed in line with the gender equality policy and are therefore required to produce a **Level C EIA** for each call/competition and other funded activities, such as workshops. Level C EIAs are fluid documents, which can be changed and added to as call/competition development advances.

Detailed guidance on EIAs and template is included in [Annex 1](#) and [Annex 2](#). The same template should be used and adapted for Level B programmes and Level C calls/competitions.

An EIA should be factored into the process as early on as other considerations such as budget, call/competition negotiation, etc. It is the responsibility of both DSIT and Partner Organisations to ensure this documentation is stored securely and appropriately. It is also the Partner Organisations' decision as to whether these are published online.

Call/Competition Document Statements for funded activities

DSIT R&I funded calls/competitions guidance must incorporate the following statement, making it clear the commitment to gender equality in funded research:

“All research and innovation (R&I) activities funded by the Department of Science, Innovation and Technology (DSIT), provided through Partner Organisations, complies with the requirements of the DSIT R&I Gender Equality Policy, which states that activities must tackle instances of underrepresentation, differential needs and systemic disadvantage to improve the relevance of R&I findings, that support the inclusion, reduce the impact of bias and ultimately, contribute to reducing inequalities among genders. This includes but is not

limited to Overseas Development Assistance activities, in line with the International Development (Gender Equality) Act 2014.”

In addition, Partner Organisations must make it clear in all call/competition documentation, that all applicants are required to submit a Gender Equality Statement, as a separate document, alongside their research bid which will be assessed by the awarding Partner Organisation. Decisions on whether the research bid should be considered fundable will be dependent on whether the Gender Equality Statement meets compliance standards⁸ as set out in detail later in this document. DSIT has developed a standardised template for Gender Equality Statements (see [Annex 6](#)) to ensure impact can be assessed consistently across Partner Organisations. Partner Organisations must therefore provide the Gender Equality Statement template to all applicants as part of all call documentation.

Furthermore, where gender equality is the principal theme, or is central to the main objectives, of any proposed research, Partner Organisations must make it clear in all call/competition documentation that, for successful applicants, a Gender Equality Action Plan must be submitted at the initial planning and implementation stages of the project.

Successful applicants (beneficiaries) are those whose Gender Equality Statements have met or exceeded the minimum score⁹ for compliance, and whose research has been approved and considered fundable.

Gender Equality Statements

Gender Equality Statements are intended to capture how “meaningful yet proportionate” considerations on gender equality can be addressed through the research programme or project being proposed.

Partner Organisations are required to make it mandatory for all applications to DSIT R&I international fund calls/competitions to include a Gender Equality Statement that outlines how applicants have taken “meaningful yet proportionate consideration as to how the project will contribute to reducing gender inequalities”. These statements 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 and 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. Guidance for applicants on producing a Gender Equality Statement is provided at [Annex 4](#).

⁸ Compliance is deemed to have been reached where an applicant achieves a score of 3 or more in their Gender Equality Statement – see following sections.

⁹ In cases where gender equality is central to the main objectives of the proposed research, applicants should aim to achieve a score of above the minimum for compliance in their Gender Equality Statement, unless there is a clear justification as to why this cannot be achieved.

A sufficient Gender Equality Statement will provide sufficient answers to the outlined criteria the applicant is required to address. They will acknowledge where there is potential for direct, or indirect, impact on people of different genders as a result of their project, and how their project will contribute to reducing gender inequality during/throughout its design, implementation, and impact, should it be funded. Partner Organisations will recognise that some projects may have less impact on gender and gender relations. In such a case, applicants should thoroughly justify when they believe their project will have minimal impact on gender equality. A sufficient Gender Equality Statement will identify how it can enhance inclusion of all genders within a community, and address issues of under-representation. Due regard should be given to the specifics of the proposed research and/or innovation, and the statement must therefore be tailored accordingly.

DSIT has produced guidance for Partner Organisations on how to assess Gender Equality Statements. This guidance should be considered alongside the Gender Equality Framework (refer to [Annex 3](#)) which sets out the minimum criteria for compliance with this policy and the International Development (Gender Equality) Act 2014. Refer to [Annex 5](#) for guidance on scoring statements.

Partner Organisations must assess each Gender Equality Statement that is submitted with each research bid, and statements must be assessed independently from the research proposal using the scoring matrix.

As the social contexts surrounding research proposals are key to ensuring robust outcomes and clear routes to positive development impact, Partner Organisations must take into consideration the score awarded for the Gender Equality Statement when assessing the overall research proposal.

The intention is not that every proposal primarily aims to address gender inequality, but that Partner Organisations must be satisfied that all applicants have evidenced the consideration of gender in the context of their research proposal, can clearly define intended impacts and identify mitigations where appropriate, and demonstrate that they have met the required standards for compliance, as described in the Gender Equality Framework.

Initial Gender Equality Statement checks will be carried out by Partner Organisations; statements which do not meet eligibility (i.e., do not cover all criteria outlined for the Gender Equality statement), may be returned for amendment before progressing further. Partner Organisations reserve the right to reject a proposal where the Gender Equality Statement has not been sufficiently considered with no attempt to address the Gender Equality Statement criteria.

Panellists will be asked to comment on the appropriateness of the applicant's Gender Equality statement as part of the assessment criteria. The Panel should take the strength of the Gender Equality Statement into consideration when scoring the proposal. In cases where this demonstrates insufficient consideration of gender equality, a potential barrier to

delivering impact, and/or if there is potential for the proposed research and innovation to exacerbate inequalities, the Panel's score should be reduced to reflect this.

Should the Panel consider that gender has been appropriately considered within the proposal, but the Gender Equality Statement is insufficient, it is at the Panel's discretion to make funding conditional on a sufficient revised Gender Equality Statement being submitted. This is only applicable in cases where it is deemed that the Gender Equality Statement could be amended to make it sufficient without requiring significant changes to the proposal.

The degree of consideration of gender equality should be proportionate depending on the context and type of programme/activity and the resources available, and Partner Organisations should exercise professional judgement on the degree of regard that is appropriate.

Any research/activity should not be funded where the minimum standard for compliance has not been met (i.e., a score of 3).

Gender Action Plan

Where gender equality is the principal theme, or is central to the main objectives, of any proposed research, Partner Organisations must mandate that for successful applicants, a Gender Equality Action Plan be submitted. Successful applicants are those whose Gender Equality Statements have met or exceeded the minimum score for compliance, and whose research has been approved and considered fundable.

Gender Action Plans are intended to provide greater detail and clarity on the proposed gender-related activities, the intended outcomes, how the beneficiary proposes to deliver the activities and how the impact of these activities will be measured and reported on to demonstrate success.

Successful applicants must use the Action Plan to demonstrate that they have the requisite social development, gender expertise and relevant experience on their team to deliver the outcomes proposed. They should also demonstrate how they would respond to gender considerations through detailing their approach and methodology. This should include how they will review and resource downstream suppliers with the necessary skills and expertise on their teams. Further guidance on Gender Action Plans and a template can be found in [Annex 7](#).

Partner Organisations should use the same scoring system ([Annex 5](#)) used to assess Gender Equality Statements, to assess Gender Equality Action Plans, alongside the Gender Equality Framework (refer to [Annex 3](#)) which sets out the minimum criteria for compliance with this policy and the International Development (Gender Equality) Act 2014.

Partner Organisations are required to retain copies Project Action Plans submitted by beneficiaries and share them with DSIT for auditing purposes.

Gender Equality Framework

DSIT has developed a 'Gender Equality Framework' (refer to [Annex 3](#)) as a tool for use in assessing EIAs, Gender Equality Statements, and Gender Action Plans. The Framework sets out how gender equality-focused objectives and activities should be considered to ensure compliance with this policy, and its design helps to ensure that there is coherence and standardisation in how gender equality considerations are assessed, how "compliance" is determined, and in how increasing levels of ambition beyond compliance can be identified. The design also aligns with the approach to gender equality adopted across other government departments.

DSIT will refer to the Framework when assessing all Level B EIAs (submitted by Partner Organisations) for compliance on gender equality. Similarly, Partner Organisations will refer to the Framework when assessing all Gender Equality Statements submitted by applicants, and when reviewing all Gender Action Plans submitted by beneficiaries whose proposed research has a central theme or main objective related to gender equality.

The Framework highlights three types of entry points to support gender equality:

- the economic empowerment of persons of different gender,
- the reduction of discrimination and inequalities based on gender, and
- the promotion of inclusive growth through funded R&I activities.

It also sets out three increasing levels of ambition that projects can adopt and examples of 'what good looks like' at each level.

- **Minimum Standard** is the starting point (focused on due diligence, do no harm, risk mitigation, meeting the basic needs of persons of different gender, and reducing discrimination and inequalities based on gender), increasing to a more ambitious
- **Empowerment** approach (which aims to increase economic opportunities, capabilities, and choices for meeting practical needs of people of all genders), to achieving
- **Transformative Change** (which seeks institutional change and addresses the systemic barriers to the economic empowerment of persons of different gender and the discrimination of groups based on their gender).

The Framework is based on an approach that has been adopted in other government departments, and depending on the context, it recognises that the most appropriate and realistic focus may be at Minimum Standard or Empowerment level, whilst Transformative

change may be more complex and longer-term (requiring political will), but a more sustainable process for greatest impact.

For compliance, applicants and beneficiaries must demonstrate in their Gender Equality Statements and Gender Action Plans that their proposed activities meet the minimum standard (as defined in the Framework) in terms of how they have considered gender, and how they could build on these foundations with greater ambition.

The Framework aims to help Partner Organisations ensure that funded proposals include activities that meet the threshold for minimum compliance as per this policy and the International Development (Gender Equality) Act 2014, while also providing the flexibility for applicants to demonstrate how greater levels of ambition can be achieved. Applicants should think of gender and potential gender issues in a way which corresponds in size, scale, and impact of their project. Their answers should have meaning and be serious, important and/or worthwhile.

For specific gender-themed research/activity, or where gender is central to the main objectives of the proposed research/activity, Partner Organisations should look for evidence of greater ambition as characterised in the Framework as ‘Empowerment’ or ‘Transformative’ activity when assessing Gender Equality Statements. Similarly, at design stage when developing calls/competitions, Partner Organisations should align with the ‘Empowerment’ and ‘Transformative’ levels of ambition for activity/research with a specific gender equality theme or main objective.

iv. Gender Equality Policy Products required at each RODA Level

Table 1 indicates the expected workflow of the programme cycle and details which Gender Equality Products are required at each RODA reporting level to demonstrate policy compliance.

Table 1 - Summary of Gender Equality Policy Products required at each RODA Level

RODA Level	Workflow and Gender Equality Products Required
Level B	<ul style="list-style-type: none"> - DSIT confirms budget allocation to Partner Organisations - Partner Organisation produces an EIA at RODA Level B (template in Annex 2) and submits a copy to DSIT alongside their programme proposals for approval - Level B EIA is assessed by DSIT and scored, with documents held by both DSIT and Partner Organisation - DSIT will use the Gender Equality Framework (in Annex 3) as a reference tool when assessing Level B EIAs.

<p>Level C</p>	<ul style="list-style-type: none"> - Partner Organisation designs call/competition - Partner Organisation produces an EIA at RODA Level C (template in Annex 2) for all calls, competitions, workshops, activities etc. (based on earlier EIA at RODA Level B for each programme) to evidence consideration of the impact each activity is likely to contribute to reducing gender inequality. Partner Organisations should make their EIAs at RODA Level C available to potential applicants to each call as part of the call documentation/criteria. - Partner Organisations must use the standard Gender Equality Statement template (Annex 6) as part of their application process. This should be completed in line with the criteria set out in the Gender Equality Framework (in Annex 3). - In their guidance to applicants, Partner Organisations should include the Gender Equality Statement template (Annex 6) and outline how they will assess statements (i.e., as part of applications, peer review, panel meeting and evaluation criteria etc.), and that copies of the statements will be held by Partner Organisations and be made available to DSIT for audit. - Partner Organisations issues calls to invite applications, inviting all applicants to supply a Gender Equality Statement with their bid.
<p>Level D</p>	<ul style="list-style-type: none"> - Applicant designs project. - Applicant produces a Gender Equality Statement as part of their project application. - Applicant's Gender Equality Statement is assessed and scored by the Partner Organisation using the Scoring Matrix (Annex 5) with documents held by both the Partner Organisation and the Applicant and made available to DSIT for audit. - The Gender Equality Framework (Annex 3) should be used as a tool for assessing Level D Gender Equality Statements. <p>For successful level D Applicants with gender-themed Level D activity only:</p> <ul style="list-style-type: none"> - Successful applicant (beneficiary) produces a Gender Project Action Plan for the gender-themed project based on earlier Gender Equality Statement. - Gender Action Plan is assessed and scored by the Partner Organisation using the Scoring Matrix where appropriate, with documents held by both the Partner Organisation and the Applicant and made available to DSIT for audit. - The Gender Equality Framework (in Annex 3) should be used as a tool for assessing Level D Gender Action Plans.

Monitoring, Evaluation and Reporting and Learning

To ensure that the gender equality commitments set out in this policy are being achieved, DSIT will monitor compliance at RODA levels B, C and D, and at each stage of the fund process (from applications through to impacts) for all DSIT R&I funded activities.

Following consultations with Partner Organisations, the following key performance indicators (KPIs) will be used for monitoring gender equality:

- the **total number of Gender Equality Statements** considered by their selection panels for each call/competition, and
- the **number of Gender Equality Statements that did not meet the minimum standard** for compliance as per Gender Equality Framework ([Annex 3](#)). This does not include Gender Equality Statements that were amended by applicants to meet compliance.
- the **gender of applicants and award holders** (such data to be obtained by self-declaration and be held/reported anonymously).
- **Gender breakdown for Key Performance Indicators** where the identity of the research participants is known, for example Fellowship award holders and publication authors. The full list of KPIs for which gender breakdowns will be requested is to be confirmed.

DSIT will request these figures directly from Partner Organisations on a periodic basis (normally annually) and will use the data to review progress towards the Gender Policy objectives, helping to inform recommendations for any additional actions which may be required to meet these. For further guidance on the collection and holding of gender equality data, please email odaengagement@odamanagement.org

Gender equality KPI data will be published in the DSIT R&I Annual Reports and made available to appropriate fund governing bodies.

4. DSIT Assurance Process

The DSIT will conduct random sample checks periodically throughout the programme lifecycle, as part of routine compliance and assurance protocols. The findings of these checks will be presented to appropriate fund governing bodies. To conduct these checks, DSIT may request copies of any of the following Gender Equality products from Partner Organisations:

- **Gender EIAs at RODA Level B** (submitted by Partner Organisations to DSIT as part of their programme proposals)

- **Gender EIAs at RODA Level C** produced by Partner Organisations
- **Call/competition guidance** documentation produced by Partner Organisations (RODA Level C)
- **Gender Equality Statements** completed by Applicants (RODA Level D)
- Documentation relating to **assessment and scoring of Gender Equality Statements** by Partner Organisations (RODA Level D)
- **Gender Action Plans** completed by beneficiaries (RODA Level D)
- Documentation relating to **assessment and scoring of Gender Action Plans** by Partner Organisations (RODA Level D)

5. Training and Guidance

Formal training opportunities in implementing DSIT's approach on implementing and assessing gender equality compliance in R&I will be provided to all staff working to deliver the Funds, including Partner Organisations.

A continuous process of shared learning will take place throughout the year through DSIT R&I led shared learning forums for Partner Organisations.

For further guidance on policy implementation, assessment, and compliance, refer to the Annexes.

6. Expectations for Partner Organisations as grant-giving organisations

DSIT R&I activities take place in a wide variety of geographical and cultural settings, within a wide variety of regulatory, statutory, and legislative frameworks. Gender Equality policies and approaches here need to be particularly responsive to context and to historical power imbalances between and within countries, and between and within groups and organisations engaged in research and innovation activities. The expectations for Partner Organisations laid out here are intended to provide clarity regarding what DSIT would consider an 'ideal' approach to implementing gender equality best practice within funded activities. DSIT acknowledges that not all elements of these expectations may be appropriate for all Partner Organisations and the organisations with which they routinely

work. DSIT commits to working with Partner Organisations to improve policies and approaches and to apply the principles and expectations outlined in this policy with sensitivity to organisational, historical, and cultural context.

DSIT expects Partner Organisations to ensure that the minimum standard for compliance on gender equality is met through all its R&I funds. However, the Gender Equality Framework ([Annex 3](#)) summarises increasing levels of ambition that researchers can aim to achieve. Partner Organisations should assess their current approaches to ensure they meet the minimum standard but are encouraged to build on these foundations with greater ambition. Depending on the sector and/or context, Partner Organisations/applicants may recognise that the most appropriate and realistic focus may be at Minimum Standard or Empowerment level, whilst Transformative change may be more complex and longer-term (requiring political will) but will result in a more sustainable process for greatest impact.

All documentation, including EIAs, call/competition documents, applicants' Gender Equality Statements, Gender Equality Action Plans, and all assessment and scoring documents, must be stored appropriately for audit and assurance purposes. It is the Partner Organisation's responsibility to ensure that documentation is stored securely and appropriately.

In relation to reporting, there is the expectation that DSIT and all Partner Organisations will act with integrity and be transparent and accountable in relation to their gender equality and reporting.

Annexes

Annex 1 – Equality Impact Assessment (Guidance for Partner Organisations)

This annex provides guidance for Partner Organisations when completing an Equality Impact Assessment (EIA) at either RODA Level B or C. For guidance on scoring EIAs please refer to [Annex 3](#).

What is an Equality Impact assessment (EIA) and why do we need to complete one?

An EIA is an evidence-based approach designed to help organisations ensure that their policies, practices, events, and decision-making processes are fair and do not present barriers to participation or disadvantage any protected groups from participation. This covers both strategic and operational activities.

The terms 'policy', 'programme', or practice as used throughout this document, covers the range of functions, activities, and decisions for which your organisation is responsible, including for example, strategic decision-making, arranging strategy and funding panels, conferences, training courses and employment policies.

The EIA will help to ensure that:

- we understand the potential effects of the policy by assessing the impacts on different groups both external and internal
- any adverse impacts are identified, and actions identified to remove or mitigate them
- decisions are transparent and based on evidence with clear reasoning.

When might I need to complete an EIA?

The EIA should be completed when a DSIT R&I programme (at RODA Level B) is designed (one Level B EIA can be used for multiple programmes). Depending on the programme's design, advice can be sought from either your HR team, your Equality, Diversity and Inclusion team, your Peer Review Policy team, or their equivalents.

In addition, an EIA should form part of any new policy, event, or programme activity by the Partner Organisations if relevant to DSIT R&I funds. Ideally an EIA should be factored in as early as one would for other considerations such as risk, budget or health and safety.

Who is responsible for completing and signing off the EIA?

Depending on the nature of the policy, event or funding activity, the responsibility of who should complete the assessment, who should be consulted, and who should sign off the EIA will vary. Ultimate responsibility on whether an EIA is required, and the evaluation decision(s) made after completing the EIA lies with the Senior Responsible Officer, budget holder, project board or the most relevant senior manager. Further advice is available from DSIT R&I team.

Building the evidence, making a judgement

In cases of new policies, events or programme activities, there may be little evidence of the potential effect on protected characteristic groups. In such cases you should make a judgement that is as reliable as possible. Consultation will strengthen these value judgements by building a consensus that can avoid obvious prejudices or assumptions.

Consultation

Consultation can add evidence to the assessment. Consultation is very important and key to demonstrating that organisations are meeting the equality duties, but it also needs to be

proportionate and relevant. Considering the degree and range of consultation will safeguard against 'groupthink' by involving a diverse range of consultees. These are the key considerations, to avoid over-consultation on a small policy or practice and under-consultation on a significant policy or an activity that has the potential to create barriers to participation.

Valuing Differences

EIAs are about making comparisons between groups of employees, service users or stakeholders to identify differences in their needs and/or requirements. If the difference is disproportionate, then the policy or programme may have a detrimental impact on some and not others.

Evaluation Decision

There are four options open to you:

1. **No barriers or impact identified**; therefore, activity will proceed.
2. You can **decide to stop the policy or programme** at some point because the evidence shows bias towards one or more groups
3. You can **adapt or change the policy or programme** in a way which you think will eliminate the bias, or
4. **Barriers and impact identified**, however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g., in extreme cases or where positive action is taken). Therefore, you are going to proceed with caution with this policy or practice knowing that it may favour some people less than others, providing justification for this decision.

In most cases, where disproportionate disadvantage is found by carrying out EIAs, policy/programmes/practices are usually changed or adapted. In these cases, or when a change has been justified you should consider making a record on a project risk register.

Annex 2 – Gender Equality Impact Assessment (EIA) Form

This annex provides an EIA template for Partner Organisations to use for both RODA Level B programmes and Level C calls/competitions.

Section 1: Basic Information

Partner Organisation Name

Fund Name

Which type of funded activities does this EIA cover? Tick one.

- All proposed programmes (RODA Level B)
- One specific call/Awards (RODA Level C)

Reference Number of relevant funded activities

(If completing for proposed RODA Level B programmes, please list the reference number for every programme. If completing for one proposed RODA Level C call/award, please list the reference number for that single activity).

Is the activity Gender-specific? YES/NO

Delete one as applicable.

Contact details

Name of submitter

Contact Email

Date of submission

Section 2: About your Proposal

Outline your proposal (up to 500 words)

DSIT Review comments (applies only for Level B programmes)

EIA Score

Summary of the evidence considered in demonstrating due regard to consideration of the Gender Equality Requirement as per the DSIT R&I Gender Equality Policy. (Up to 500 words)

DSIT Review comments (applies only for Level B programmes) EIA Score

Identify the impacts (up to 500 words)

DSIT Review comments (applies only for Level B programmes) EIA Score

Analyse the impacts (up to 500 words)

DSIT Review comments (applies only for Level B programmes) EIA Score

Making decisions (up to 500 words)

DSIT Review comments (applies only for Level B programmes) EIA Score

Record your actions and decisions (up to 500 words)

DSIT Review comments (applies only for Level B programmes) EIA Score

Monitor and review (up to 500 words)

DSIT Review comments (applies only for Level B programmes) EIA Score

Section 3: Sign off by decision makers

Partner Organisation Name

Signatory Name

Signature

Job title

Date

For DSIT Internal use (applies only for Level B programmes)

Total EIA Score

Reviewer Name:

Job title:

Date of review:

For more guidance on how to complete the Gender Equality EIA form, please contact the DSIT R&I team.

Annex 3 - Gender Equality Framework

This annex provides outlines the Gender Equality Framework that should be used to assess EIAs (at Level B and C), Gender Equality Statements and Gender Equality Action Plans, alongside the scoring matrix in [Annex 5](#).

Research and Innovation: Gender Equality Framework

Purpose: The Gender Equality Framework is a tool to help DSIT R&I Partner Organisations to assess EIAs, Gender Equality Statements, and Gender Equality Action Plans and identify the level of ambition from applicants for funded activities that are aimed at advancing gender equality. It sets out how gender equality-focused objectives and activities should be considered to ensure compliance with the International Development (Gender Equality) Act 2014. The design of the Framework helps to ensure that there is coherence and standardisation in how Partner Organisations each assess gender equality and identify what constitutes “compliance”. The design also aligns with the approach to gender equality adopted in other government departments. It aims to help Partner Organisations ensure that proposals/applications for funding include activities that meet the threshold for compliance to the International Development (Gender Equality) Act 2014 while also demonstrating how greater levels of ambition can be achieved.

Applicants of successful bids, where gender is the main theme or focus of the research/activity, must provide a Gender Equality Action Plan to detail actions that integrate Gender across programme/project cycle and set out how these actions will be implemented and measured, including addressing barriers/opportunities. The awarding of funding is not conditional on the completion of an action plan.

Entry points and levels of ambition: The Framework highlights three types of entry points to support gender equality, the economic empowerment of persons of different gender, the reduction of discrimination and inequalities based on gender, and the promotion of inclusive growth through funded R&I activities.

It also sets out three increasing levels of ambition that projects can adopt and examples of ‘what good looks like’ at each level. **Minimum Standard** is the starting point (focused on due diligence, do no harm, risk mitigation, meeting the basic needs of persons of different gender, and reducing discrimination and inequalities based on gender), increasing to a more ambitious **Empowerment approach** (which aims to increase economic opportunities, capabilities and choices for meeting practical needs of people of all genders), to achieving **Transformative Change** (which seeks institutional change and addresses the systemic barriers to the economic empowerment of persons of different gender and the discrimination of groups based on their gender). See Figure 2 for summary.

This Framework is based on an approach that has been adopted in other government departments and depending on the context, it recognises that the most appropriate and

realistic focus may be at Minimum Standard or Empowerment level, whilst Transformative change may be more complex and longer-term (requiring political will), but a more sustainable process for greatest impact. For compliance, projects/activities must demonstrate that they meet the minimum standard, but applicants are encouraged to demonstrate how they could build on these foundations with greater ambition.

Definition of Gender Equality (for the purposes of this document): Gender is a social scientific term used to describe shared social ideals of femininity and masculinity, associated behavioural expectations and relations between sexes. For the purposes of this Framework, and in the international development context, DSIT assumes gender equality to relate to people of all genders, and groups that are discriminated against, or face inequalities, based on their gender. This definition is based on the OCED definition for the DAC Gender Equality Marker and the definition used by the FCDO.

Summary background: The Gender Framework was conceptualised by Caroline Moser (2016) and developed and adapted for FCDO's ICED Programme (Infrastructure and Cities for Economic Development) in 2017. It builds on cutting edge thinking and best practice in development and has also been taken up by other UKAid/multi-donor programmes, including for example, the UK Prosperity Fund. The Framework is regarded as a model for best practice in the ODA space on gender equality and as a model to be applied in various contexts across UK government departments.

Proportionate and meaningful: applicants should think of gender and potential gender issues in a way which corresponds in size, scale and impact of their project. Their answers should have meaning and be serious, important and/or worthwhile.

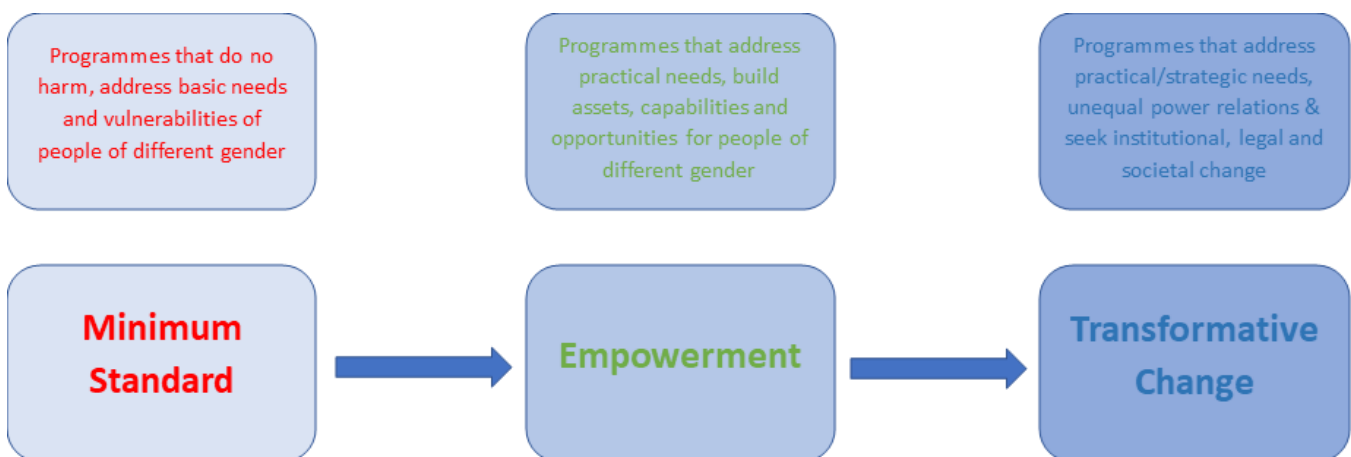


Figure 2 - Summary of Gender Equality Framework entry points

Gender Equality Framework

The key criteria for each entry point of the Gender Equality Framework are detailed in Table 2.

Table 2 - Key criteria of Gender Equality Framework entry points

Minimum Standard (minimum standard = compliance) ‘Do no harm’ plus meeting ‘Basic Needs’	Empowerment ‘Minimum Standard’ plus ‘Practical needs’	Transformative Change ‘Empowerment’ plus ‘Practical and Strategic’ needs
Programmes/projects address due diligence, risks, basic needs, and vulnerabilities of persons of different gender	Programmes/projects build assets, capabilities, and opportunities for persons of different gender	Programmes/projects address unequal power relations and seek systemic institutional, legal, and societal changes
Applicants must supply an IDA (gender) ¹⁰ compliance statement as part of the application. Statement should summarise how gender equality has been considered, and measures integrated, throughout the proposal. Key criteria to address for minimum standard for compliance: Applicants must demonstrate a proportionate and meaningful understanding of the below: <ul style="list-style-type: none"> - Ensuring that measures are in place to ensure equal and meaningful 	In addition to Minimum level: Programme/project approach is more ambitious (goes beyond IDA (gender quality) compliance, risk mitigation and monitoring) to proactively address practical needs and opportunities to: <ul style="list-style-type: none"> - Increase productive employment opportunities for persons of different gender 	In addition to Minimum standard and Empowerment levels: Programmes/projects take targeted action and provide strategic support to remove systemic barriers to inclusive growth and challenge power imbalances that prevent participation in by persons of different gender, contribution to & benefits from economic growth. Programmes address persistent gaps/constraints and: <ul style="list-style-type: none"> - Promote and advocate on protective legal, regulatory & policy frameworks to support female and vulnerable workers

¹⁰ International Development (Gender Equality) Act 2014

Gender Equality in Research and Innovation Overseas Development Assistance

Minimum Standard (minimum standard = compliance) 'Do no harm' plus meeting 'Basic Needs'	Empowerment 'Minimum Standard' plus 'Practical needs'	Transformative Change 'Empowerment' plus 'Practical and Strategic' needs
<p>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 innovation and the beneficiaries of the research and innovation.</p> <ul style="list-style-type: none"> - The expected impact of the project (benefits and losses) on persons of different gender, both throughout the project and beyond, or a justification as to why their project will not have an impact on these groups. - The impact on the relations between persons of different gender, and people of the same gender. For example, changing roles and responsibilities in households, society, economy, politics, power, etc. - The avoidance of or mitigation of any risks and unintended negative consequences on gender equality, and the monitoring of these. 	<ul style="list-style-type: none"> - Improve size/ profitability of enterprises led by persons of different gender. - Increase their access & control over economic assets. - Recognise and take care & household responsibilities into account as a major constraint to the economic participation of persons of different gender. - Increase individual agency & decision-making power (with choices, knowledge, skills & info) of persons of different gender - Supported by Gender mainstreaming with some institutional change - Meaningful participation and engagement of poor people, persons of different gender and excluded groups throughout programme/project cycle, in design, implementation, MEL, decision-making, representation, and beneficiary feedback. 	<p>(e.g., health & safety, equal pay, tackling sexual harassment, decent work).</p> <ul style="list-style-type: none"> - Challenge social norms around economic participation of persons of different gender and their ability to access resources & employment. Role model workplace change for social norm change at scale. - Tackle discriminatory attitudes, behaviours, and practices. - Amplify collective voice & action of persons of different gender around economic participation & rights (e.g., provide support/ training to build orgs to collectively bargain for improved services/working conditions). - Support local organisations to negotiate and participate in innovative benefit-sharing schemes (e.g., resettlement design, land title for persons of different gender). - Urban: Representation of persons of different gender & gender-discriminated groups (including people with disabilities

Gender Equality in Research and Innovation Overseas Development Assistance

Minimum Standard (minimum standard = compliance) 'Do no harm' plus meeting 'Basic Needs'	Empowerment 'Minimum Standard' plus 'Practical needs'	Transformative Change 'Empowerment' plus 'Practical and Strategic' needs
<ul style="list-style-type: none"> - The measurement of any relevant outcomes and outputs, with data disaggregated by age, gender and sex (where disclosed). <p>Key inception actions</p> <ul style="list-style-type: none"> - Gender Analysis – to understand gender equality issues in relation to the sector/context. - Gender Impact Assessment – to understand impact of interventions (benefits & losses) on persons of different gender - Consideration of Risk <ol style="list-style-type: none"> 1) Risk Matrix: to identify Gender risks & unintended negative consequences to avoid, mitigate & monitor. 2) Risk mitigation: including implementation of social & environmental sustainability performance standards; social safeguards. - Implementing partners are confident interventions will do no harm and not worsen discrimination/gender inequality. 		<ul style="list-style-type: none"> and youth) on city governance & planning decision making bodies - Infrastructure: Contractual mechanisms in construction, operation & maintenance (e.g. participation of persons of different gender through quotas). Accessible design standards for people with disabilities. - Trade Facilitation/Anticorruption: Raise government officials' awareness on barriers for persons of different gender – integrate into guidelines, regulatory reform, systematic engagement with representative organisations. Safe whistle-blowing procedures. - Skills/Business Env: Affirmative action in skills upgrading, support for enterprises owned by persons of different gender. - Recognise, redistribute & reduce household & caring responsibilities/unpaid labour. - Gender mainstreaming with institutional change.

Gender Equality in Research and Innovation Overseas Development Assistance

Minimum Standard (minimum standard = compliance) 'Do no harm' plus meeting 'Basic Needs'	Empowerment 'Minimum Standard' plus 'Practical needs'	Transformative Change 'Empowerment' plus 'Practical and Strategic' needs
<ul style="list-style-type: none"> - Addresses basic needs of persons of different gender. - Minimal institutional change to support sustained gender equality, empowerment of persons of different gender, and wider social inclusion. - Sex, gender, age, geographical location, and income quintile disaggregated data & (KPI) indicators where possible for programme/projects/projects & logframes (disability data where possible). - Information Sharing: Accurate, timely information shared with stakeholders through range of communication methods appropriate for context and target audience. - Codes of Conduct: Staff and partners have signed and been trained on the organisation's code of conduct with respect to gender discrimination and have general safeguarding policies in place. 		<ul style="list-style-type: none"> - Social accountability mechanisms for quality service delivery, including grievance and redress mechanisms (for non-compliance with performance standards, worker exploitation, resettlement).

Gender Equality in Research and Innovation Overseas Development Assistance

Minimum Standard (minimum standard = compliance) 'Do no harm' plus meeting 'Basic Needs'	Empowerment 'Minimum Standard' plus 'Practical needs'	Transformative Change 'Empowerment' plus 'Practical and Strategic' needs
<ul style="list-style-type: none"> - Stakeholder and Community engagement Plan: Consultation with persons of different gender, poor and gender-discriminated groups, Civil Society Organisations (including Disabled People's Organisations and Persons of different gender's Rights organisations), SMEs. 		

Annex 4 – Gender Equality Statements (Guidance for Applicants)

This annex provides additional guidance for applicants on what to include in a Gender Equality Statement (RODA Level D).

Guidance for applicants

All applicants to DSIT R&I funds must submit a Gender Equality Statement with their application. It is expected that some projects will have less impact on gender and gender relations and professional judgement of the applicants should be exercised to ensure appropriate consideration of the context and intended aims of the project. Applicants can reference other parts of their application within this statement, if relevant.

Applicants are required to address the below criteria, with an understanding that, depending on the nature of their research and innovation, not all questions will be applicable.

Criteria to address while considering gender impact:

- 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 innovation and the beneficiaries of the research and innovation.
- 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)?

In addition, applicants must provide, or provide evidence that they have considered the following key inception actions:

- Gender Analysis – to understand gender equality issues in relation to the sector/context/country.
- Gender Impact Assessment – to understand impact of interventions (benefits & losses) on persons of different gender
- Consideration of Risk

- Risk Matrix: to identify Gender risks & unintended negative consequences to avoid, mitigate & monitor.
- Risk mitigation: including implementation of social & environmental sustainability performance standards; social safeguards.
- Implementing partners are confident interventions will do no harm and not worsen discrimination/gender inequality.
- Addresses basic needs of persons of different gender.
- Minimal institutional change to support sustained gender equality, empowerment of persons of different gender, and wider social inclusion.
- Gender disaggregated data & (KPI) indicators where possible for programme/projects/projects & logframes
- Information Sharing: Accurate, timely information shared with stakeholders through range of communication methods appropriate for context and target audience.
- Codes of Conduct: Staff and partners have signed and been trained on the organisation's code of conduct with respect to gender discrimination and have general safeguarding policies in place.
- Stakeholder and Community engagement Plan: Consultation with persons of different gender, poor and gender-discriminated groups, Civil Society Organisations (including Disabled People's Organisations and Persons of different gender's Rights organisations), SMEs.

Things to consider: Incorporating gender equality into R&I activities

Understanding gender and gender equality

- Have you understood that your concepts of gender norms, roles and values may vary across members of your project team, research and innovation participants and beneficiaries?
- Have you understood the different norms and values of gender depending on the context of your research and/or innovation?
- Equal opportunities and meaningful contributions
- Is there (or is there a plan to work towards) a gender balance in the project team at all levels? If not, why?
- Are there equal opportunities for persons of different gender in the recruitment of the project team?

- Are all members of the project team involved in the design and delivery of the research and/or innovation in a way that is providing equality of opportunity for people of different genders and across intersecting axes of difference¹¹?

Research and innovation content

- If the research and/or innovation involves humans or human physiology, has the relevance of gender to the research question and/or innovation topic been analysed?
- Have you considered the impact on the relations between people of different genders, and of the same gender? For example, changing roles and responsibilities in households, society, economy, politics, etc.?
- If the research and/or innovation involves human participants or human physiology, is there a gender balance? If not, why?
- Have you reviewed literature and other sources (such as expertise/networks within the local context) relating to gender differences in the research and/or innovation field?
- Have you considered how to disaggregate any data you collect by gender?

Dissemination and impact of your research

- Have different outcomes, outputs and impacts of the research and/or innovation been identified based on gender and gender differences?
- Have you considered how you will disseminate your research and/or innovation in a way that is gender responsive? For example, the use of gender-impartial language.

“Mainstreaming” gender considerations: Including Gender in your Project Proposal

Consider discussing gender throughout your proposal, rather than just in the Gender Equality Statement.

- Gender sensitive language is an easy way to show you have thought about gender throughout your application. If you are using general, inclusive phrases such as ‘local communities’, ‘beneficiaries’ ‘research participants’, make it clear what the composition of these groups are. For example, ‘the men, women and children in the local community will benefit from the outputs of the project’.

¹¹ Intersecting axes of difference, or, intersectionality, are terms used to refer to ‘the interconnected nature of social categorisations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage’ – Oxford Dictionary

- Showcasing equality of opportunities for all members of the project team is also an effective way to illustrate how you have considered gender equality in your proposal.
- Explaining why, for example, you have chosen to use female organs or tissue in your research and innovation, is a good way to illustrate how you have considered gender and differences between genders whilst developing your research and innovation questions and activities.
- Consider the possible gendered outcomes: where and to whom the benefits will be experienced.

Including gender in your project is a great way to illustrate Interdisciplinarity

- By reflecting on gender issues within the content and context of your research, there is a great opportunity to foster collaboration between scientists and gender experts. For some research and innovation projects, it can also be beneficial to illustrate how you are incorporating elements of social science in your project.
- Consider whether the effectiveness and the successful implementation of your research and innovation may benefit from including gender expertise throughout the duration of the project.

Some research and innovation will be more gender-impartial

- Not all research and innovation will have equal impact on people of different genders. Some research and innovation is specifically targeted at people of a specific gender or includes studies on physiology of a certain gender –and that's ok! Considering gender does not mean you can't do gender specific studies!
- Being gender sensitive in your research and innovation is intended to minimise potential barriers throughout the project cycle and to prevent any unforeseen negative consequences for people of different genders. It will allow you to examine how you can be more inclusive and maximise the impacts of your research and innovation.

Annex 5 – Gender Equality Statement (Guidance for Partner Organisations on Assessment and Scoring)

This annex provides additional guidance for Partner Organisations on how to assess and score an applicant's Gender Equality Statement (RODA Level D). This guidance should be considered, where relevant, alongside the **Gender Equality Framework** in [Annex 3](#).

1. Partner Organisations must assess each Gender Equality Statement that is submitted with each research bid, and each statement must be assessed independently from the research proposal using the scoring matrix as outlined below.
2. As the social contexts surrounding research proposals are key to ensuring robust outcomes and clear routes to positive development impact, Partner Organisations must take into consideration the score awarded for the Gender Equality Statement when assessing the overall research proposal.
3. The intention is not that every proposal primarily aims to address gender inequality, but that Partner Organisations must be satisfied that all applicants have evidenced the consideration of gender in the context of their research proposal, can clearly define intended impacts and identify mitigations where appropriate, and demonstrate that they have met the required standards for compliance, as described in the Gender Equality Framework.
4. Initial Gender Equality Statement checks will be carried out by Partner Organisations; statements which do not meet eligibility (i.e., do not cover all criteria outlined for the Gender Equality statement), may be returned for amendment before progressing further. Partner Organisations reserve the right to reject a proposal where the Gender Equality Statement has not been sufficiently considered with no attempt to address the Gender Equality Statement criteria.
5. Panellists will be asked to comment on the appropriateness of the applicant's Gender Equality statement as part of the assessment criteria. The Panel should take the strength of the Gender Equality Statement into consideration when scoring the proposal.
6. In cases where an applicants' Gender Equality Statement demonstrates insufficient consideration of gender equality, a potential barrier to delivering impact, and/or if there is potential for the proposed research to exacerbate inequalities, the Panel's score should be reduced to reflect this. Any research/activity should not be funded where the minimum standard for compliance has not been met (i.e., a score of 3).
7. Should the Panel consider that gender has been appropriately considered within the proposal, but the Gender Equality Statement is insufficient, it is at the Panel's

discretion to make funding conditional on a sufficient revised Gender Equality Statement being submitted. This is only applicable in cases where it is deemed that the Gender Equality Statement could be amended to make it sufficient without requiring significant changes to the proposal.

8. The degree of consideration of gender equality should be proportionate depending on the context and type of programme/activity and the resources available, and Partner Organisations should exercise professional judgement on the degree of regard that is appropriate.
9. For research or activity where gender equality is a key theme or the main objective, applicants should aim to achieve a score higher than 3 in their Gender Equality Statement, which corresponds to greater ambition ('Empowerment' or 'Transformation') in the Gender Equality Framework.
10. Partner Organisations should note that while greater ambition on gender equality is encouraged in all research bids, applicants whose research does not primarily aim to address gender equality will not be penalised for a score of 3 versus 4 or 5 on their Gender Equality Statement.
11. In cases where gender equality is a key theme or main objective in the proposed research or activity, successful applicants (i.e., beneficiaries whose research proposal is considered fundable and whose gender equality statement has met compliance standards) will be required to complete a Gender Equality Action Plan.

Scoring Matrix

Any proposals for research/activity where the associated Gender Equality Statement does not meet the minimum standards for compliance (a score of 3), must **not** be funded.

Score	Rating	Description
0	Unacceptable Non-compliant	<ul style="list-style-type: none"> • Does not meet requirements. Gender (the differentiated and intersectional experiences of persons of different gender) is not considered in the research project; not even in its conceptualisation or its rationale. Gender Blind/ gender neutral. • There is little or no evidence that the research might contribute to a local gender priority, a key development policy or strategy, or an emerging area that might demand solutions in the foreseeable future. Needs assessments and justification for the work are absent or unconvincing. • Demonstrates a poor understanding of the potential impacts of the work on gender inequalities. No mention of IDA (Gender), gender equality or the economic empowerment of persons of different gender. The proposal maintains gender inequalities and does not include any specific measure to reduce inequalities even though it provides an opportunity to do so. High potential for the proposed research to exacerbate gender inequalities, concerns about the ability to deliver ODA impact. Does not comply or insufficient info to demonstrate understanding, commitment, capability or suitable methodology, with little or no evidence to support response. No evidence of expertise on team. • Fundamental and significant changes would need to be made to the Gender Equality Statement in order to reach compliance; Partner Organisations must consider whether there are any aspects of the research proposal itself that inherently hinder the delivery of gender quality outcomes or inadvertently exacerbate gender inequalities before offering the applicant opportunity to revise their gender equality statement (should the research proposal score highly).
1	Major reservations Non-compliant	<ul style="list-style-type: none"> • Major reservations within response. • There is little or no evidence that the research might contribute to a local priority, a key development

Score	Rating	Description
		<p>policy or strategy, or an emerging area that might demand solutions in the foreseeable future. Needs assessments and justification for the work are absent or unconvincing.</p> <ul style="list-style-type: none"> The proposal maintains gender inequalities and does not include any specific measure to reduce inequalities even though it provides an opportunity to do so; or very limited evidence to support recognition or understanding of IDA (Gender) compliance, gender equality and the empowerment of persons of different gender, tokenistic reference to gender equality; potential to risk exacerbating gender inequalities; no due diligence, understands gender in terms of consultation with particular gender groups only and community liaison; not integrated into any of the key areas of the programme design, team expertise or methodology.
2	<p>Minor reservations (borderline compliant; a revised statement could be sought, conditions depending; would expect improvements)</p>	<ul style="list-style-type: none"> Minor reservations with some limited evidence to support response. There is some evidence that the research might contribute to a local priority, a key development policy or an emerging area that might demand solutions in the foreseeable future. A focus on this area of work at this time appears sufficiently justified. Gender is considered in the research project's rationale but is not an operative concept in the design and methodology. Applicant refers to IDA compliance; approach focuses on avoiding harm (minimum compliance approach) but ad hoc, not convincing, some reference to sex or gender disaggregated data; commitment to social and gender analysis as part of diagnostic and design stage; but limited staff/ expertise/ budget and days to ensure proper due diligence (commissioning in) not part of an integrated team – ad hoc approach; gender seen as the gender expert's responsibility rather than everyone's responsibility. Limited consultation. Not part of core team. High risk of evaporation.

Score	Rating	Description
		<ul style="list-style-type: none"> • OR If the Gender Equality Statement is lacking information but the Panel members deem the statement and proposed activities on a whole as likely to reach compliance if revised. • The applicants have not clearly considered the criteria for minimum compliance or the responses are lacking detail. • The proposal appears to describe a research methodology and design that is sensitive to gender inequalities, however this has not been clearly articulated in the gender equality statement. • The applicants have not clearly articulated all potential negative impacts. Where there are potential negative impacts some mitigations have been identified or mitigations are not sufficiently described. • The Gender Equality Statement could be amended to make it sufficient without requiring significant changes to the research proposal. • A score of 2 should be given to applicants whose gender equality statements could be revised with feedback. However, revisions must not end up being so extensive as to impact significantly on the research proposal. The opportunity to revise the Gender Equality statement should be offered before the peer review stage. • Revised gender equality statements must reach score 3 - compliance before research proposals can be considered fundable and announced.
3	<p>Good</p> <p>COMPLIANCE – good due diligence, gender equality considerations well integrated & potential to support empowerment ops.</p>	<ul style="list-style-type: none"> • Satisfies the requirements and demonstrates ability and evidence to deliver a gender sensitive and IDA (Gender) compliant approach. • There is good evidence that the research might contribute to an important local priority, a key development policy or strategy, or an emerging area of some significance that might demand solutions in the near future. A focus on this area of work at this time has been well justified.

Score	Rating	Description
	<p>Compliance goes beyond “do no harm” and research proposals should aim for poverty-reducing outcomes that are likely to contribute to reducing gender inequality.</p>	<ul style="list-style-type: none"> • Gender is considered in the research project’s rationale, project design and methodology. Data is disaggregated by gender, and gender is also considered in the composition of the research team and reviewers. • Applicants have good recognition of and response to the International Development (Gender Equality) Act 2014 compliance requirements as set out in the Gender Equality Framework; gender equality and the empowerment of persons of different gender is well integrated across main parts of proposal. Clear that research methodology and design are sensitive to gender inequalities. Consideration given to MEL requirements and staffing including expertise & methodology. • Gender equality analysis at design; review of the gender dimensions of sector interventions; consideration and understanding of the details required in the Action Plan to support integration, should their bid be successful. • Commitment to risk identification, management and mitigation on gender issues • Gender integrated into programme approach with disaggregated results; strong focus on increase access to employment, assets, labour force participation of persons of different gender; some limited focus on addressing systemic barriers to economic empowerment of persons of different gender; • References to MEL (that will be further clarified in the action plan should the bid be successful) that demonstrate understanding of the need for sex or gender disaggregated data, KPIs which measure gender outcomes; commitment to monitor contribution to reducing gender inequality and to supporting economic empowerment of persons of different gender. • Good use of participatory approaches in planning and design with stakeholder engagement plan &

Score	Rating	Description
		<p>voice & accountability mechanisms including of gender-specific organisations and businesses.</p> <ul style="list-style-type: none"> • Sound gender expertise on the team; some demonstration that gender is integral to team design with consideration of accompanying budget • Sound methodology on how they will deliver not just what. • There are no obvious negative impacts on gender equality. Where there are potential negative impacts appropriate mitigations have been identified <p>The Gender Equality statement does not require additional amendment or clarification to be deemed compliant. Research proposals assessed as fundable can be announced with the Gender Equality Statement as presented.</p>
4	<p>Excellent – above compliant.</p> <p>EMPOWERMENT</p> <p>good due diligence</p> <p>Gender equality considerations fully integrated</p> <p>Likely to support institutional & transformative change</p>	<ul style="list-style-type: none"> • Satisfies the requirement in full and demonstrates excellent understanding and evidence in proposed methodology and ability to deliver quality. Inspires confidence. • There is good evidence that the research is already recognised as having the potential to address a critical local priority, a key development policy or strategy or an important emerging area that is highly likely to demand solutions in the near future. A focus on this area of work at this time puts the researchers at the cutting edge of an active and/or important field of work. • Examines, analyses, and builds an evidence base to inform long-term practical changes in structural gender power relations and norms, roles and inequalities. Gender-transformative research should lead to sustained change through action (e.g., partnerships, outreach). • Full recognition of and convincing response to IDA (Gender) compliance requirements. Gender equality and the empowerment of persons of different

Score	Rating	Description
		<p>gender dimensions are integrated across the bid demonstrated by:</p> <ul style="list-style-type: none"> • Social/ gender / inclusion analysis at design and diagnostics; review of the gender dimensions of sector interventions, gender action plans as a management tool etc • Risk management refers to IDA (Gender) compliance & identifying, managing and monitoring gender impact and potential negative impacts/ unintended outcomes; • social, environmental and child safeguarding measures in place to manage risk (esp. relevant to major infrastructure / future cities/energy) • Integrated into programme approach & results; recognises systemic barriers including social norms; in addition to job opportunities/ skills upgrading of persons of different gender, also supports an economic equality approach e.g., addressing discrimination in the workplace, gender pay gap etc • MEL refers to sex or gender disaggregated data, KPIs which measure gender outcomes; commitment to monitor contribution to reducing gender inequality and to supporting economic empowerment of persons of different gender • Excellent stakeholder engagement throughout programme cycle, beneficiary feedback, complaints V & A mechanism – e.g., gender-specific organisations, business reps, poor, excluded groups; supports collective action and leadership development; genuine citizen accountability • Staffing / expertise includes social development/ gender expertise – of sufficient seniority; across key sectors; senior management/ TLs / other team members can demonstrate experience in an integrated gender approach • budgets and staff allocation sufficient to mainstream gender

Score	Rating	Description
		<ul style="list-style-type: none"> • Equal opportunities HR policy and balanced team of people of all genders • Strong & convincing methodology on how they will deliver • Scores in this category will be for research proposals designed to address gender-specific themes, or where gender is the primary aim. In these cases, gender equality statements will by default need to consider requirements to deliver the proposed gender outcomes in much more detail. • Refer to the Gender Equality Framework for further guidance on ‘Empowerment’ change, and below under “issues to consider”.
5	<p>TRANSFORMATION</p> <p>Met and exceeded compliance and empowerment. Fully transformative change sought. Requires gender to be a focus of the research.</p>	<ul style="list-style-type: none"> • As above for 4 but proposals go beyond in seeking institutional change and address the systemic barriers to the economic empowerment of people of all genders and the discrimination of groups based on their gender. • Scores in this category will be for research proposals designed to address gender-specific themes, or where gender is the primary aim. In these cases, gender equality statements will by default need to consider requirements to deliver the proposed gender outcomes in much more detail. • Refer to the Gender Equality Framework for further guidance on ‘Transformative’ change, and below under “issues to consider”.

Issues to consider when assessing bids and whether they present a convincing narrative, a convincing team structure and methodology (these are indicative only)

- Gender Equality analysis and statistics of the country/ sector context and clear linkages to the proposed intervention? Have they identified the barriers that persons of different gender face to accessing economic opportunities and or benefiting from the intervention?
- The expected impact of the interventions (benefits and losses) on persons of different gender, big business vs SMEs. How evenly will the benefits be spread? If

not clear, is it clear how they will assess this information as part of inception, design review for due diligence?

- Is there any discussion of gender norms at household, community, institutional or wider societal levels and how these will be impacted by the intervention, or how these could act as barriers to the economic participation and productivity of persons of different gender? This should include any consequences for changes in status, power, and influence between persons of different gender, or other groups discriminated on based on gender. and any significant changes anticipated in their roles, responsibilities, and expectations.
- For minimum compliance does the intervention take steps to ensure no harm is done and that inequality is not worsened? Does it address the immediate, practical needs of persons of different gender?
- How will any risks and unintended negative consequences be identified, avoided, or mitigated against, and monitored? Consider specific risks, including gender-based violence; reinforcing and or worsening existing stereotypes and the unpaid household/care burden; social safeguards, including child protection, sexual harassment and exploitation, modern forms of slavery.
- For empowerment: does the intervention support the economic opportunities of persons of different gender and increased access to assets, resources, skills, and knowledge? Are there positive benefit flows and outcomes for people of all gender?
- For transformation: does it address the underlying, systemic barriers that contribute to the persistent gaps that prevent many persons of different gender face in accessing opportunities? For example, will policies, regulations and institutions be more gender and people centred and more responsive and accountable to the different needs of people of all gender, including those who are poor and from gender-discriminated groups? Will it increase decision-making, leadership, collective action and ability to act on economic decisions for persons of different gender? Will it address discrimination and systemic disadvantage that persons of different gender and gender-excluded groups face?
- Are relevant outcomes and outputs being measured, including through results, data and analysis disaggregated by gender and where appropriate different social identities (e.g., race, Partner Organisations, ethnicity)?
- Stakeholder and participation plans and engagement: how meaningful are these plans? Consultative, once-only at the beginning, or integrated periodically across the programme or mainstreamed for state citizen engagement with proper voice and accountability mechanisms and involvement in decision- making. Who is included? Gender-specific organisations and business representatives, informal sector? SMEs & businesses owned by gender-discriminated groups? Workers of all genders at different levels?

Annex 6 – Gender Equality Statement (Template)

This annex provides a Gender Equality Statement (RODA Level D) template to be included in all DSIT R&I Level C calls/competitions for applicants to complete as part of their research proposal.

DSIT Research & Innovation (R&I) Gender Equality Statement Form

Section 1: Basic Information	
Candidate Name	
Project title	
Application Number	
Is the project Gender-Specific? (If the project’s central theme or objective is related to gender, please answer yes) Delete one as appropriate	YES/NO
Date of submission	

Section 2: Gender Equality Statement Criteria (& KPIs)
<p>Please ensure you address the below criteria in your statement, with an understanding that, depending on the nature of the project proposed, not all questions may be applicable.</p> <ul style="list-style-type: none"> • 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. • What are the expected impacts of the project (benefits and losses) on people of different genders, both throughout the project, and beyond? • What are the expected impacts 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.

- Are there any risks and/or unintended negative consequences on gender equality that need to be avoided, mitigated against, and monitored? If yes, how.
- Are there any relevant outcomes and outputs being measured, with data disaggregated by age and gender (where disclosed)?
- Additional criteria to consider in your statement can be found on page 38 of the DSIT R&I Gender Equality Policy

Section 3: Gender Equality Statement (400-word limit)

Assessment (to be completed as part of the Panel’s assessment process)	GES Score
<p>Panel’s comments:</p> <p>Date of assessment:</p>	

Annex 7 – Gender Equality Action Plan (Guidance and Template)

Where gender equality is a key theme or main objective in any proposed research or activity, successful applicants (i.e., beneficiaries whose research proposal is considered fundable and whose gender equality statement has met compliance standards) will be required to complete a Gender Equality Action Plan to support their Gender Equality Statement.

Gender Action Plans are intended to provide greater detail and clarity on the proposed gender related activities, the intended outcomes, how the beneficiary proposes to deliver the activities and how the impact of these activities will be measured and reported on to demonstrate success.

Successful applicants must use the Action Plan to demonstrate that they have the requisite social development, gender expertise and relevant experience on their team to deliver the outcomes proposed. They should also demonstrate how they would respond to gender considerations through detailing their approach and methodology. This should include how they will review and resource downstream suppliers with the necessary skills and expertise on their teams.

The Action Plan should provide a clear roadmap (with activities, indicators, timelines, and responsibilities) for achieving the stated outcomes and should be aligned to the appropriate level of ambition in **the Gender Equality Framework** above the minimum standard ('Empowerment' or 'Transformation').

The Action Plan should ideally consist of two main sections: an accompanying narrative (section 2), and project/activity level action plan tables (section 3) that set out the specifics of how the activities will be delivered.

It is recommended that agreement on prioritisation of gender components is undertaken with workstream leads/teams during the design phase to embed activities into the overall research programme design (including the overarching Logframe and Theory of Change) and reflect estimated budgeting requirements (including adequate gender expert/s time). Plans may include a mix of gender targeted and mainstreamed interventions. Prioritisation of activities should consider potential for achieving highest gender equality impact versus spreading efforts too thinly. In design and delivery, it will be important to strengthen mechanisms to identify, monitor and mitigate unintended harm and risks.

The activity-level table in section 3 should include details of the Minimum Standard actions related to specific project level activities (i.e., what activities will be undertaken that demonstrate the minimum standard). It should also include details of empowerment and transformative ambition opportunities and related activities where

they have been agreed to be taken forward. The table should be completed as far as possible at the initial stage and then reviewed/updated at appropriate intervals.

DSIT Research & Innovation (R&I) Gender Action Plan Form

Section 1: Basic Information	
Partner Organisation Name	
Fund Name	
Activity (Level D) title	
RODA reference number	
Date of submission	

Section 2: Gender Action Plan Narrative
<p>In your narrative please include:</p> <ul style="list-style-type: none"> • Executive Summary (Including project rationale, global/country background related to gender inequality and sector/intervention/workstream, summary of key findings) • Supplier/Partner Organisation approach to gender integration • Method of gender analysis and impact assessment • Results (Risks/Mitigation and Proposed Activities/Opportunities according to level of ambition) • Prioritisation Table and Recommendations • Monitoring, Evaluation and Learning framework including indicators and baseline information • Resourcing (including team structure, technical inputs, time/days and ways of working)

The following project/activity table (section 3) should be informed and shaped by the Gender Analysis and initial Impact Assessment with engagement with relevant stakeholders and beneficiaries and added to the end of the narrative plan.

Section 3: Project/activity Gender Action Plan table					
Programme dimension (overall research proposal)	Activity (What)	Gender related indicators and targets	Timeline (When)	Responsibility (Who)	Resources required
Gender equality analysis completed and applied in programming (with plans to refresh and update at intervals)					
Realistic level of ambition identified Active stakeholder & beneficiary engagement (including women & excluded groups) Beneficiary feedback mechanisms in place Regular information sharing and inclusive communication techniques					
High-quality, relevant, and sufficient gender expertise					

<p>Suppliers: Adequate resourcing of appropriate gender expertise, gender champions in place, capacity building plans and training, gender related learning and performance objectives</p> <p>Implementing partners: gender expertise, guidance, gender management and oversight processes in place from supplier</p>					
<p>Active gender equality/Do No Harm risk monitoring & mitigation</p> <p>Compliance to safeguarding policies and codes of conduct for supplier and implementing partners</p>					
<p>VFM approach with gender -</p>					

<p>mainstreamed indicators</p> <p>Gender-related budget, the spend on gender technical expertise and gender targeted interventions</p>					
<p>Gender integrated into monitoring, reporting & evaluation, with disaggregated data & indicators</p> <p>Log frame and Theory of Change captures gender indicators</p> <p>Gender inputs into Annual Reviews, learning products and supplier/delivery partner governance processes</p>					

Frequently Asked Questions

Why only gender? Why are other characteristics not targeted?

The purpose of this policy is to set out how DSIT ensures that all its International Research and Innovation (R&I) activities are conducted in a way that can contribute to reducing gender inequalities. For Official Development Assistance (ODA) funded activities, this means compliance with the International Development Act (Gender amendment) 2014 (see following section).

However, DSIT recognises that inclusive research and innovation extends beyond gender to include other characteristics. Not only is it seen as best practice, to ensure inclusive research and innovation, but it is also considered as the ‘right thing to do’. Intersectionality between gender and other characteristics, such as race or age, is also something to be mindful of. For example, men in certain classes may have different experiences, requirements and needs compared to men in other classes. Being considerate to other characteristics and intersectionality is important to ensure excellent research, which is of high quality, impactful, implementable, and sustainable. Being considerate to other characteristics and intersectionality is important to ensure excellent research and innovation, which is of high quality, impactful and implementable and sustainable. In the future, DSIT may consider whether to expand this policy to cover broader characteristics and intersectionalities.

Is gender just about women?

Gender equality is about ensuring the voices and needs of everyone, regardless of the gender a person may identify as. Historically, gender equality has been referred to as ‘women’s issues’ as women have been the driving force behind gender equality policies with the focus being on enhancing the power and autonomy of women. However, to achieve gender equality, the full participation of all genders is needed. Considering gender is more about understanding local gender dynamics rather than focusing on women, especially for international development research and innovation. Recognising gender norms, identifying missed opportunities and looking for ways to work with all spans across all genders, rather than just focussing on women.

Gender isn’t relevant to my project, nor is it a priority. How can I provide a Gender Equality Statement?

When designing and delivering international development research and innovation in a way that is impactful and sustainable, almost all decisions made already consider local context and dynamics – including gender – whether explicitly or not. If your research and innovation involves a project team made up of people, involves research participation, involves human samples, benefits people, impacts on people’s lives, etc., then gender is relevant to your project. By providing a Gender

Equality Statement, you can demonstrate how you have shown meaningful consideration to gender within their project. However, It is expected that some projects will have less impact on gender and gender relations and professional judgement of the applicants should be exercised to ensure appropriate consideration of the context and intended aims of the project. However, It is expected that some projects will have less impact on gender and gender relations and professional judgement of the applicants should be exercised to ensure appropriate consideration of the context and intended aims of the project.

What are some of the barriers to achieving Gender Equality and how might these be mitigated?

Within your proposal, you should try to identify any potential barriers to achieving gender equality and put measures in place to mitigate these. Although some barriers may be more relevant or specific to the field the proposed project is in, the local context of the research and innovation and/or the practices used, there are some common potential barriers. For example, no costs built in for care costs which may be incurred as a result of a researcher/innovator travelling overseas with a dependent when undertaking fieldwork, having an external advisory board without a gender balance, unequal or non-proportional representation of voices or participation for people of different genders. Identifying potential barriers from the offset, allows project teams to consider how to mitigate or monitor these, for example, ensuring costs associated with caring duties are costed into the application (often costs that tend to be borne by female researchers/innovators), setting targets for representation of underrepresented genders/improving representation of all genders and protected characteristics in your proposal, collecting information on the gender of research participants, the particular market you are addressing etc.

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