Gender in Research
as a mark of excellence

Training notes
1. OBJECTIVES, APPROACH & CONTENT
Objectives

• Strengthening participants’ basic knowledge on gender issues
• Raising participants’ awareness on the importance of integrating gender in research
Content

Morning session:
• Introduction to gender and research

Afternoon session:
• Case studies
3. BASIC CONCEPTS
Gender race excercise
Sex = biological differences
Indicated in green
Sex = biological differences (green)
Gender = Culturally constructed differences (red)
Sex or gender?

Sex?
• Sex refers to the biologically determined characteristics of men and women in terms of reproductive organs and functions based on chromosomal complement and physiology. As such, sex is globally understood as the classification of living things as male or female.

Gender?
• Gender refers to the social construction of women and men, of femininity and masculinity, which varies in time and place, and between cultures.
Sex or gender?

**Sex**

*Biologically fixed, does not vary*

**Gender**

*Social construction that varies according to:*
- Time
- Social class
- Ethnicity
- Culture
- Age
- Region
- Religion ...
Excercise

• Listen to the statements, are they related to sex or gender?
Note that:

- The problem is not the difference between men and women as such, but the difference in how they are valued.
- Certain aspects associated with ‘masculinity’ still tend to be valued more highly.
- The result is inequality of opportunities, segregation & discrimination.
Gender equality

- A situation where individuals of both sexes are free to develop their personal abilities and make choices without the limitations imposed by strict gender roles. The different behaviours, aspirations and needs of women and men are considered, valued and favoured equally.
Excercise

- In groups of 3 or 4 persons:
- List 4 M/F differences that exist today.
- (Think of different domains of life like sports, health, employment, politics, etc...)
Excercise

• In groups of 3 or 4 persons:
• List 4 M/F differences that exist today

• Pick one difference which you also consider an ‘inequality’. Why do you think it is an inequality?
Note that:

• There are still structural inequalities between men & women
• Concerns of both sexes should weigh equally
• Gender equality is a prerequisite for sustainable development!
Gender mainstreaming approach

- **Transversal**: concerns all domains (of research)
- **Systematic**: In each step of the research process
- **Transformative**: strengthening capacities and eliminating inequalities
EC dual-track approach to gender equality

- **Gender mainstreaming** (*horizontal approach*): Integrating a gender perspective into the mainstream

- But! **Specific actions** (*vertical approach*) still needed: gender-specific projects/policies
4. GENDER IN RESEARCH
Gender in Research

**WHO**
- Equal opportunities for men and women in research

**WHAT & HOW**
- Gender in research content
  - Encourage equal participation of men and women in research teams at all levels
  - Create working conditions and culture that allow men and women to have equally fulfilling careers
  - Address both women's and men's realities
  - Consider gender-specific research to fill knowledge gaps
The gender-sensitive research cycle
gender in research

- Equal opportunities for women and men in research
  - Gender balance in the team
  - Working conditions
  - Manage and monitor gender equality

- Gender in the research content
  - Research ideas phase
  - Proposal phase
  - Research phase
  - Dissemination phase
Gender in the research content:

- Step1: determine if gender is relevant
  
  - Does your research involve humans?
  - YES: gender always relevant
    NO: At what point down the line will humans be involved and how will gender be influencing your research at that stage?
Step 2: gender analyses of the content of your proposal.

Examples of gender in research: Malaria
Gender in the research content:

- Gender sensitive analyses:
  1. Different (re)productive roles and tasks
  2. Different time allocation
  3. Differences in representation & participation
  4. Difference in access to ~ control over
  5. Etc...
Step 3: adapt your research methods

- Gender sensitive research methods
- Sex as variable
- Gender sensitive questionnaires, surveys, focus groups, test cases, etc.
Step 4: take it on board in analyses and dissemination

- Publish about it
- Show gender relevance in your reports
5. The business case for gender
Excercise

• What do you think could be the advantages of integrating gender in research (gender mainstreaming and equal opportunities for researchers)?
Increasing women’s employment rate offers one possible response to the demographic challenge

Active workforce*

* Total population aged 15–65 years multiplied by employment rate (for the European Union – 27 countries excluding Slovenia, Slovakia and Czech Republic and including Iceland, Norway, Sweden and Albania)
** Estimate based on employment rate of women in 2005 (56%)
*** Based on employment rate of men in 2005 (71%)

Source: Eurostat; Global Insight; McKinsey
70% of the baby-boomers and 92% of generation Y say that finding a good balance between family and work is a priority!

(source: ‘The corporate Lattice’, Cathleen Benko)
Facts and figures

• The catalyst report:
  (The bottom line: Corporate Performance and women’s representation on boards, 2007.)
  - Study of ‘Fortune 500 companies’:
  - Ranked according to number of women on the board:
    • Highest percentile:
      - 53% more turnover than lowest percentile
      - 42% more sale than lowest percentile
      - 66% more turnover on invested capital than lowest percentile

The story of the tortilla in space
Excellent research needs gender

**Effectiveness and efficiency**

Investing in equal opportunities for men and women in research:

- stimulates the constitution of better performing teams
- allows you to get the best talent from the whole potential talent pool
Excellent research needs gender

Quality and validity

Investing in a gender-sensitive approach to the research content:

• allows your research to be of a higher quality
• makes it valid for a larger group of end-users