



## ESFRI-FED PROGRAMME

IN SUPPORT OF THE VALORISATION OF FEDERAL COMPONENTS  
IN ESFRI DISTRIBUTED AND VIRTUAL INFRASTRUCTURES  
PHASE 1 – [2021-2025]

# GENDER EQUALITY CHECK LIST

## FOREWORD

BELSPO is committed to **gender equality**. The term 'gender equality' refers both to **gender balance** and the **gender dimension** of the project and should be considered as a transversal dimension throughout the project.

If the institution(s) applying to ESFRI-FED programme funds have developed a **Gender Equality Plan**, they are required to disclose it as a weblink in the Full proposal description. Otherwise, applicants are required to disclose the gender balance and the gender dimension of their project(s) in the appropriate sections.

This gender check list is a tool for applicants and evaluators to ensure the gender aspect is correctly and fully considered throughout the entire proposal.

This checklist does not have to be filled out nor included in the application.

**Disclosure:** we refer here to sex and gender in a binary way – male/man & female/woman. We acknowledge this is an over-simplification that does not contemplate the entire sex and gender spectra. Please feel free to disclose any sex and gender other than the binary which are relevant to gender balance and the gender dimension of the research project. Consider that sex/gender are also a part of a broader socio-cultural context, and that other important criteria for socio-cultural analysis include class, race, poverty level, ethnic group and age may apply to the project. Please include intersectionality whenever appropriate.

## GENDER BALANCE IN THE R&D PROJECT

**Gender balance** is the balance between women and men in research teams who will implement a project. Projects should aim to have an even, 50/50 participation rate of both men and women amongst teams and leading roles.

- Are there equal opportunities for women and men to participate in the research project?
- Are there mechanisms in place to manage and monitor gender equality aspects?

## GENDER DIMENSION IN THE R&D CONTENT

**Gender dimension** implies analysing and considering the possible differences between men and women (biological characteristics as well as the social and cultural features), boys and girls, or males and females, in the R&D content of the project. Integrating this gender dimension is a mandatory requirement in all projects for which this topic is relevant.

- If the research involves humans as research objects, has the relevance of sex/gender to the research topic been analysed?
- Does the methodology ensure that (possible) gender differences will be investigated; that sex/gender differentiated data will be collected and analysed throughout the research project?
- Does the proposal explicitly and comprehensively explain how gender issues will be handled?
- Have possibly differentiated outcomes and impacts of the research on women and men have been considered?
- Are questionnaires, surveys, focus groups, etc. designed to unravel potentially relevant sex/gender differences in your data?
- Are the groups involved in the project (e.g. samples, testing groups) sex/gender balanced? and is data analysed according to the sex/gender variable?