

Gender Equality Statements (GES)

- ▶ All applicants are expected to submit a GES as part of their grant application.
 - Applicants must outline how they have taken *meaningful yet proportionate* consideration as to how their proposed project will contribute to reducing gender inequalities, as required under the International Development (Gender Equality) Act 2014.
 - Proportionate and meaningful means that 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.
 - The GES should be about the project specifically – the outputs and outcomes, the make-up of the project team, participants, stakeholders and beneficiaries of the project, and the processes followed throughout the research programme.
 - Applicants will have to address each criterion explained in the next slide individually on the application form.
 - The British Council reserves the right to reject a proposal where the GES has not been sufficiently considered.

Five Criteria

- ▶ Applicants are required to address the following five criteria:
 1. 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.
 2. The expected impact of the project (benefits and losses) on people of different genders, both throughout the project and beyond.
 3. 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.
 4. How will any risks and unintended negative consequences on gender equality be avoided or mitigated against, and monitored?
 5. Are there any relevant outcomes and outputs being measured, with data disaggregated by gender and other characteristics (where disclosed)?

Examples of Gender Considerations in Research and Innovation

Climate Change and community adaptation (Africa): Research shows that climate change tends to exacerbate existing gender inequalities and that this can lead to women facing larger negative impacts than men. Understanding the risks and impacts of climate change on people of different gender is therefore key in achieving effective community adaptation. For example, it is important to ensure that women can participate in all decision making related to climate change at all levels to build effective policies and practices. (Source: *Adaptation and beyond. Lessons learnt from the Community Based Adaptation in Africa (CBAA)*: <https://assets.publishing.service.gov.uk/media/57a08adf40f0b6497400080a/Adaptationandbeyond04small.pdf>)

Urban Planning: Care-related commutes addressing the needs of others, or performing more general household-related duties, are still predominantly undertaken by women. Moreover, they differ significantly in nature from journeys that urban transport is often designed around, such as commuting to work.

Agriculture (Fishing): Gender-related cultural and religious expectations prohibit women in rural Bangladesh from harvesting fish even from their own ponds. Such tasks are seen as the responsibility of men. Women are also reluctant to enter ponds because of the risk of drowning. To support women's access to fishing, gill nets were introduced which were smaller in size, did not require them to step into the pond, did not require support from men, and was also something they could make at home – thus contributing to food security for both men and women.

Example 2 and 3: Schiebinger, L., Klinge, I., Sánchez de Madariaga, I., Paik, H. Y., Schraudner, M., and Stefanick, M. (Eds.) (2011-2021). *Gendered Innovations in Science, Health & Medicine, Engineering and Environment*. www.britishcouncil.org

Examples of Gender Considerations in Research and Innovation

Assistive Technology: While elderly women and men often have similar needs, understanding how sex and gender interact to impact aging can assist engineers in developing technologies that best fit user needs. Studies show that sex and gender interact to impact health in old age.

Water infrastructure: Because water procurement is often women's work in Sub-Saharan Africa, many women have detailed knowledge of soils and their water yields. This knowledge is vital to civil engineering and development projects—for instance, in determining where to place wells and water taps.

Artificial Intelligence Technology: Machine learning algorithms could result in and/or amplify existing gender bias if the data on which the models were trained discriminates against one gender. An example is an automated resume screening system that discriminates against women because the training data was collected from the resumes of all male employees.

Wood, Tracy, Dangers of AI-based resume screening, 3 Jul 2023, [LinkedIn](#)