

# Gender Equality Plan

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# Preliminary remark

The full version of the WWTF Gender Equality Plan is available [online](#). The points presented here are those parts of the Gender Equality Plan that are relevant for applicants and grant recipients of the WWTF.

# Gender Equality Plan / What to consider at the proposal stage

WWTF's Gender Strategy and Gender Equality Plan must be considered throughout the application. Please note that WWTF requests jury members and reviewers to take into account both gender and specific roles in research team composition, as well as gender in research content during evaluation processes.

The full version of the WWTF Gender Equality Plan is available [here](#). The points shown here are those parts of the Gender Equality Plan that must be taken into account during the development and writing of your proposal.

## Gender in research teams: equal opportunities in research

- Please take into consideration gender balance/equality in the project consortium at all levels, including in decision-making positions, e.g., what steps have been taken to approach/achieve it?
- Do working conditions allow all members of staff to combine work and family life in a satisfactory manner?
- Are there mechanisms in place to manage and monitor gender equality aspects, e.g., workforce statistics?

## Gender in research content

- Does the methodology ensure that (possible) gender differences will be investigated? Will sex/gender differentiated data be collected and analysed throughout the research cycle and will they be part of the final publication?
- If the research involves humans as research objects, has the relevance of gender to the research topic been analysed?
- If the research does not directly involve human subjects, has the gender dimension sufficiently been considered (e.g., relevance, impact of findings)?
- Have the relevant literature and/or other sources of gender-relevant issues in the field been taken into consideration?
- Have all the abovementioned points been explicitly and comprehensively explained in my proposal?

If there are no identifiable gender aspects after a detailed review by the applicants, this must be justified, e.g., by providing reasons to demonstrate that no sex, gender, and other relevant differences have been found.

## Gender in communication

Please use gender sensitive writing in German and English

## Useful resources:

- [Gender in Research Toolkit by Yellow Window](#)
- [Gendered Innovations, Stanford University](#)
- [Canadian Institutes of Health Research](#)

# Gender Equality Plan / What to consider during your project

The full version of the WWTF Gender Equality Plan is available [here](#). The points shown here are those parts of the Gender Equality Plan that must be taken into account during the runtime of your project.

## Gender in research teams: equal opportunities in research

- When hiring new staff members, please take into consideration gender balance/equality in your team at all levels.
- Do working conditions allow all members of staff to combine work and family life in a satisfactory manner?
- Are there mechanisms in place to manage and monitor gender equality aspects in your research team, e.g., workforce statistics?

## Gender in research content

- Is sex/gender disaggregated data collected and analysed throughout the research cycle and included in publications as well as project reports?
- If there are further aspects of the project in which sex/gender could be a factor (e.g., samples, testing groups), are these gender-balanced?
- Are questionnaires, surveys, focus groups, etc. designed gender-sensitive manner?
- Is data analysed according to the sex variable? Are other relevant variables analysed with respect to sex?

## Gender in communication

- Please use gendered writing styles in German and English
- Please be aware of gender bias in communication and aim for unbiased communication, e.g., presenting pictures of the whole project team rather than just the PI.

# Gender Equality Plan / What to consider in annual and final reports

The full version of the WWTF Gender Equality Plan is available [here](#). The points shown here are those parts of the Gender Equality Plan that must be taken into account during the reporting of your project.

## Gender in research teams: equal opportunities in research

- Report on the gender balance in your team with a focus on position and contract category / hours worked on the project according to the template provided by WWTF in the Funding Portal.
- Reflect on whether working conditions have allowed members of staff to combine work and family life in a satisfactory manner and include your considerations in the report.

## Gender in research content

- If the research project involves humans as research objects, are there any project results differing between the sexes and genders?
- If the research does not directly involve human subjects, has the gender dimension been sufficiently considered (e.g., relevance, impact of findings)?
- Has sex/gender differentiated data been collected and analysed throughout the research cycle according to the sex variable? Are other relevant variables analysed with respect to sex? Are these findings part of the final publication and project report?

## Gender in communication

- Please use gendered writing styles in German and English
- Please be aware of gender bias in communication and aim for unbiased communication, e.g., presenting pictures of the whole project team rather than just the PI.