

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](#)

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