

# 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.