

The Sex & Gender Dimension in Research

Presented by
Marion Boland, PhD
Head of Research Policy
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- ▶ Taighde Éireann – Research Ireland is a new, competitive research and innovation funding agency in Ireland.
- ▶ The establishment of the agency was a key action of Impact 2030: Ireland’s Research and Innovation Strategy.
- ▶ Research Ireland was established on 1st August 2024, following an amalgamation of Science Foundation Ireland (SFI) and the Irish Research Council (IRC).
- ▶ Research Ireland is an agency of the Department of Further and Higher Education, Research Innovation and Science working in collaboration with higher education institutions and other state agencies such as the Higher Education Authority (HEA), IDA Ireland and Enterprise Ireland.
- ▶ The annual budget for the agency is approximately €300 million.



**An Roinn Breisoideachais agus Ardoideachais,
Taighde, Nuálaíochta agus Eolaíochta**
Department of Further and Higher Education,
Research, Innovation and Science



THE RESEARCH AND INNOVATION ACT 2024

An Act to make further provision for the funding of research and innovation in all fields of activity and disciplines

(under) Objects of Agency, Section 8:

The Agency shall have regard to the following objects in performing its functions:

(f) to advance **the principles of equality, diversity and inclusion** with regard to opportunities to undertake research and innovation and in the undertaking of that research and innovation.

(a post DEI world where) “.....treating any mention of DEI as if it were an endorsement of a specific agenda..... as opposed to recognizing that diversity, equity, and inclusivity can be scientifically relevant contextual factors within research on many topics, without being the subject of study.”

“Deleting all mention of DEI from research data is like deleting age data from studies of diseases; it doesn’t stop age- or DEI-related distinctions from existing, it just makes us ignorant of them, and less able to fix them”

From DEI Under Threat: The Battle for Inclusive Research (in The Scholarly Kitchen) by

Charlie Rapple is co-founder of Kudos, which showcases research to accelerate and broaden its reach and impact. She is also Chair of UKSG and serves on the Editorial Board of UKSG Insights.

External EDI Strategy 2023- 2028

Goal 5 Best practice: *The research we fund embeds best-practice considerations of EDI in its design, methods, and ethical approach.*

5.1 Integrate sex- and gender-based analysis (SGA) in all programme calls.

5.2 Extend SGA to dimensions of social discrimination other than gender that are considerate of intersectionality.

5.3 Determine whether incorporating SGA and/or intersectional training in research content should be an eligible programme cost.

5.4 Develop and implement guidance and training (for staff, applicants, and reviewers) to ensure capacity is developed to support the progression of SGA and the introduction of other elements of diversity into its funded research.

The Sex & Gender Dimension (S&GD) in Research

- Gender Equality and gender mainstreaming have been a priority of the European Research Area since 2012, including the S&GD in research.
- The integration of the S&GD in research means considering sex as a biological variable and/or gender as a sociocultural factor in research design, methods, analysis and interpretation, and/or dissemination of results.
- Integration of the S&GD is a [mandatory requirement](#) in all research and innovation projects across Horizon Europe unless explicitly specified otherwise. It is evaluated under the ‘excellence’ award criterion (methodology).
- Research Ireland requires that applicants to all its research programme calls submit a S&GD Statement as part of their proposals, guiding researchers to consult the [Guidance for Applicants on Ethical and Scientific Issues](#) for resources on how to address the sex and/or gender dimension of research in their project/grant. It is evaluated as a key component of the ‘excellence’ of the overall research programme.

S&GD Challenges & Opportunities

Challenges

- Confusion between the S&GD in research and gender equality, diversity, and inclusion in the research team/environment persists amongst researchers.
- The S&GD only addresses one dimension of social discrimination.
- Some disciplines are more familiar/accustomed to considering and articulating S&G in their research than others.

Opportunities

- Per the [Research Ireland External Equality, Diversity, and Inclusion \(EDI\) Strategy 2023-2028](#), extending sex and gender analysis to other dimensions of social discrimination (e.g., socioeconomic class, ethnicity) to be considerate of intersectionality is a key objective.
- [Gender Equality Plans](#) (GEPs) are an eligibility criterion for organisations applying to Horizon Europe.
- [Research that is considerate of sex and gender](#) in its design, methodology, and dissemination is stronger and more robust.

S&GD Resources

- [Gendered Innovations 2](#) – How inclusive analysis contributes to research and innovation (policy review)
- [GENDERACTIONplus](#) (Gender Equality Network to Develop ERA Communities to Coordinate Inclusive and Sustainable Policy Implementation)– a Horizon Europe project with cross-cutting objectives, including the improved integration of the S&GD in research (WP 4).
- [The Gender Equality in Academia and Research](#) – GEAR tool – Developed by the European Institute for Gender Equality, the GEAR Tool provides universities and research organisations with practical advice and tools through all stages of institutional change, from setting up a gender equality plan to evaluating its real impact.

Thank You

Contact Us:

Email:
researchpolicy@researchireland.ie

X: @Researchirel

LinkedIn: research-ireland