



Gender Equality Statement (GES) – Guidance for Applicants on writing a GES

Key messages

- The Gender Equality Statement (GES) is a mandatory requirement for all Grant Applicants to ensure their proposed research project complies with the [International Development \(Gender Equality\) Act 2014](#) and the [BEIS R&I Gender Equality policy](#)
- A GES must be completed by each Grant Applicant as part of their grant application.
- Your GES will be reviewed and scored as part of your grant application.
- All successful applicants must have a GES that meets the minimum standard of compliance as outlined in the BEIS R&I Gender Equality policy in order for their project to be considered fundable.
- Please note that the BEIS R&I Gender Equality policy provides additional guidance on how to write a GES (see Annex 4 of the policy).

What is Gender and Gender Equality?

Gender is a social scientific term used to describe shared social ideals of femininity and masculinity, associated behavioural expectations and relations between sexes. These shared ideals vary across organisations, countries, communities, legislative and cultural boundaries. Gendered attitudes and behaviours are (re) produced at multiple levels – in individuals' identities, and expectations, in social, economic, and political institutions, and in wider society and culture. Variations across shared ideals can lead to inequalities between genders, where people from certain genders may be excluded or disadvantaged in terms of accessing and benefiting equally with other genders from economic, political, and societal resources and opportunities.

Ultimately, gender equality is part of a broader goal to ensure no one is left behind and that everybody – irrespective of their age, disability, race, religion, ethnicity, location, sexual orientation, gender identity or expression, or any other identity characteristic – enjoys equality of opportunities, human rights, and development outcomes.

Further information can be found in the Business, Energy, and Industrial Strategy (BEIS) Research & Innovation (R & I) [Gender Equality policy](#).

What is the purpose of a GES?

The purpose of the GES is to evidence compliance with the requirements of the BEIS R&I [Gender Equality policy](#). The policy aims to ensure that all funded projects comply with the International Development (Gender Equality) Act 2014 (IDA 2014) and deliver outcomes in a way that can contribute to reducing gender inequality.

How to write a GES

Your GES must show how likely your proposed project is to reduce inequalities between persons of different gender throughout the design and implementation of the project as well as impact. You must



acknowledge where there is potential for direct or indirect impact on people of different genders as a result of the proposed project, should it be funded.

Within your GES you should consider how your research project could contribute to reducing gender inequality. This does not mean that your project proposal must primarily aim to address gender inequality, but you should outline how you have:

- evidenced the consideration of gender in the context of your research proposal,
- clearly defined intended impacts and identified possible mitigations where appropriate, and
- demonstrated that you have met the required standards for compliance, as described in the Gender Equality Framework (see Annex A of the BEIS R&I [Gender Equality policy](#)).

Your GES will be assessed against the criteria listed below. Please note that depending on the nature of their research and innovation, not all questions may be applicable.

1. Will measures be 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. Is the expected impact of the project (benefits and losses) on people of different genders, both throughout the project and beyond?
3. Is 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/or unintended negative consequences on gender equality be avoided or mitigated against, and monitored?
5. Will there be any relevant outcomes and outputs being measured, with data disaggregated by age and gender (where disclosed)?

In addition, you should provide evidence that you have given consideration to the following key inception actions:

- Gender Analysis – to understand gender equality issues in relation to the sector, context, or country.
- Gender Impact Assessment – to understand impact of interventions (benefits & losses) on persons of different gender

Please note that you are able to reference other parts of your application within the GES, if relevant.

How your GES will be assessed

Your GES will be assessed as part your grant application. For more information on how your GES will be assessed, please refer to Annex 4 of the BEIS R&I [Gender Equality Policy](#).

When reviewing your GES, the application review panel will consider which gender equality entry points your GES supports. These entry points are:

1. **Minimum standard**, which is focused on due diligence, do no harm, risk mitigation, meeting the basic needs of persons of different gender, and reducing discrimination and inequalities based on gender



2. **Empowerment approach** which aims to increase economic opportunities, capabilities and choices for meeting practical needs of people of all gender
3. **Transformative Change** which seeks institutional change and addresses the systemic barriers to the economic empowerment of persons of different gender and the discrimination of groups based on their gender

In order for your application to be considered for funding, your GES must demonstrate that it meets the minimum standard, but you are encouraged to demonstrate how the proposed project could build on these foundations with greater ambition.

If gender equality is a key theme or the main objective of your proposed project, you should aim to meet the criteria for either 'Empowerment' or 'Transformation' in your GES.

Please note that applications can be rejected where the GES has not been sufficiently considered with no attempt to address the GES criteria.