

*Integrating the gender dimension
into research and innovation content*

*Inclusive Gendered Innovation
(IGI)*

<https://www.inspirequality.eu/>

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Research consortium

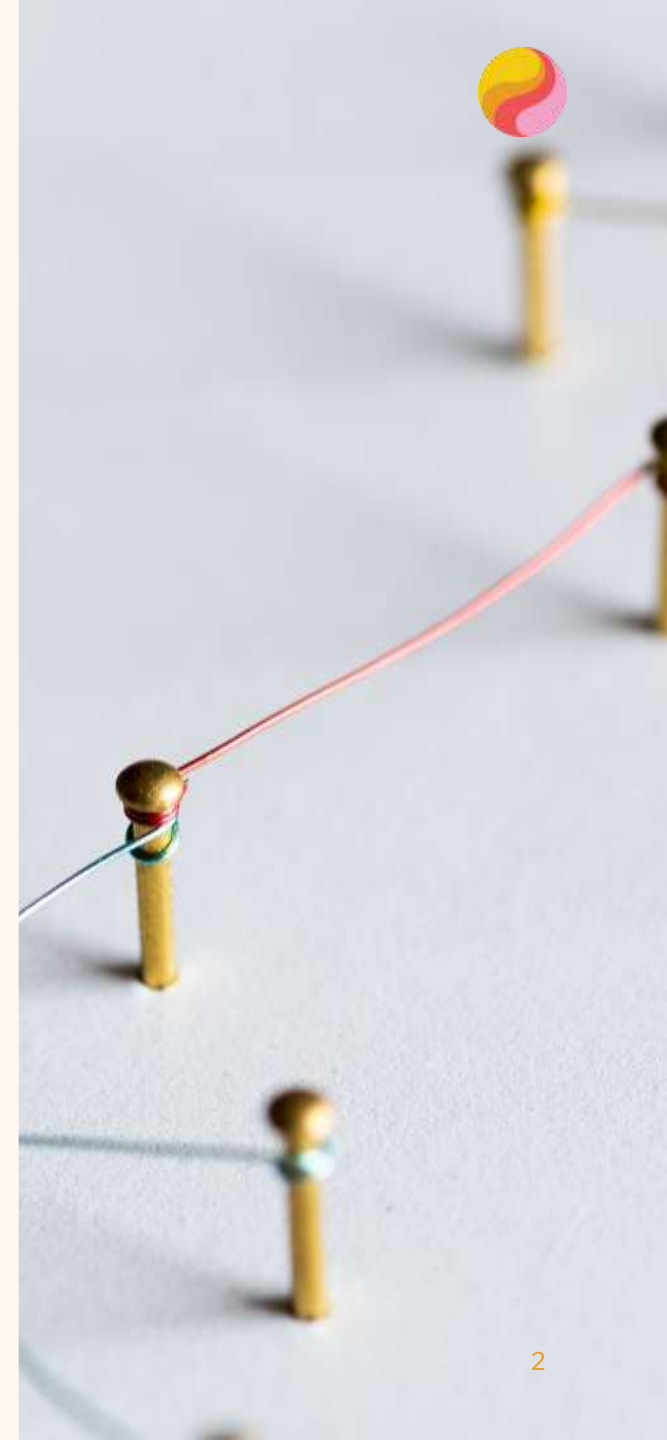
INSPIRE case-study team on Inclusive Gendered Innovation

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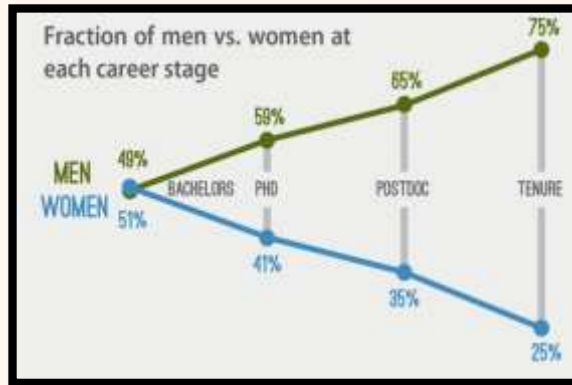
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What is Inclusive Gendered Innovation (IGI) ?

FIX THE NUMBERS



FIX THE INSTITUTIONS



FIX THE KNOWLEDGE



Inclusive Gendered Innovation (IGI)

- considering how gender, sex, and other dimensions of diversity affect the problems we study, the methods we use, and the solutions we design.
- concentrates on **how innovation is conducted** (the process) and highlights the **benefits** emerging from it for various user groups.
- ensures that R&I is **relevant, useful, and safe** for a **broader range of people**.



Research approach: from IGI policies to IGI practice

- 1** **4 funding policies** analysed different
- format
 - institutional context
 - geographic context

- 2** **20 funded projects** studied in BES (Business Enterprise Sector)

- 3** **Comparative case-study:**
How can RFOs/EC best advance IGI policies, based on evidences from implementation practices?

Policy formats

Dedicated policy to fund projects broadening **innovation** concept
Sweden

Dedicated policy to fund projects stressing **gender** in innovation projects
Austria

Flagging of specific calls within funding programs,
EC

Policy to fund projects targeting **women's needs**
Burkina Faso

IGI implementation in practice: RPOs



Who has the IGI knowledge?

- **Gender experts / social scientists** are key for implementing IGI
- **BES researchers lack awareness** why gender is relevant in innovation processes (*unknown policy target*)
 - limited awareness on gender
 - lack of capacities on how to **apply** IGI
- In BES, gender is often limited to numbers: women in teams or leadership positions (*well known policy target*)
- Some beneficiaries apply IGI-similar innovation approaches, e.g. human-centered-design

IGI implementation in practice: RPOs



How are capacities built?

by gender experts, social scientists

- train other researchers within consortium
- use and develop IGI-methodology (e.g. co-creative development of inclusive persona)
- transfer gender knowledge to respective topic: generate topic-specific gender knowledge

by collaborations

- cross-sectoral (universities, research organisations, companies, NGOs) and interdisciplinary

funded projects are the main arena for **capacity building**

- enable developing awareness, methods, practical experience how to implement IGI

IGI capacity building in BES takes time!

IGI implementation in practice: RPOs



Challenges

Limited impact within beneficiary organisations

- Awareness raising is limited to consortium ('knowledge islands')
- Hardly spill-over into broader organisational practice: weak internal buy-ins as **impact is not visible**
- Societal and economic impact are hard to demonstrate: lack of monitoring, low TRL-levels
- Governance: gender expertise: not embedded in R&I decision-making = institutionalisation gap

IGI implementation in practice: RFOs



Assessment

Assessment criteria, process

- Implementation: **qualitative peer assessment** needed, including formal learning loops
- Monitoring: lack of impact indicators
- RFO **project officers** / program managers **need gender capacities** to brief panels

Reviewers, panel members, RFO staff

- low gender awareness: risk of inconsistent assessment
- partly resistance towards IGI approach
- Gender-competent panel members train other members

IGI implementation in practice: RFOs



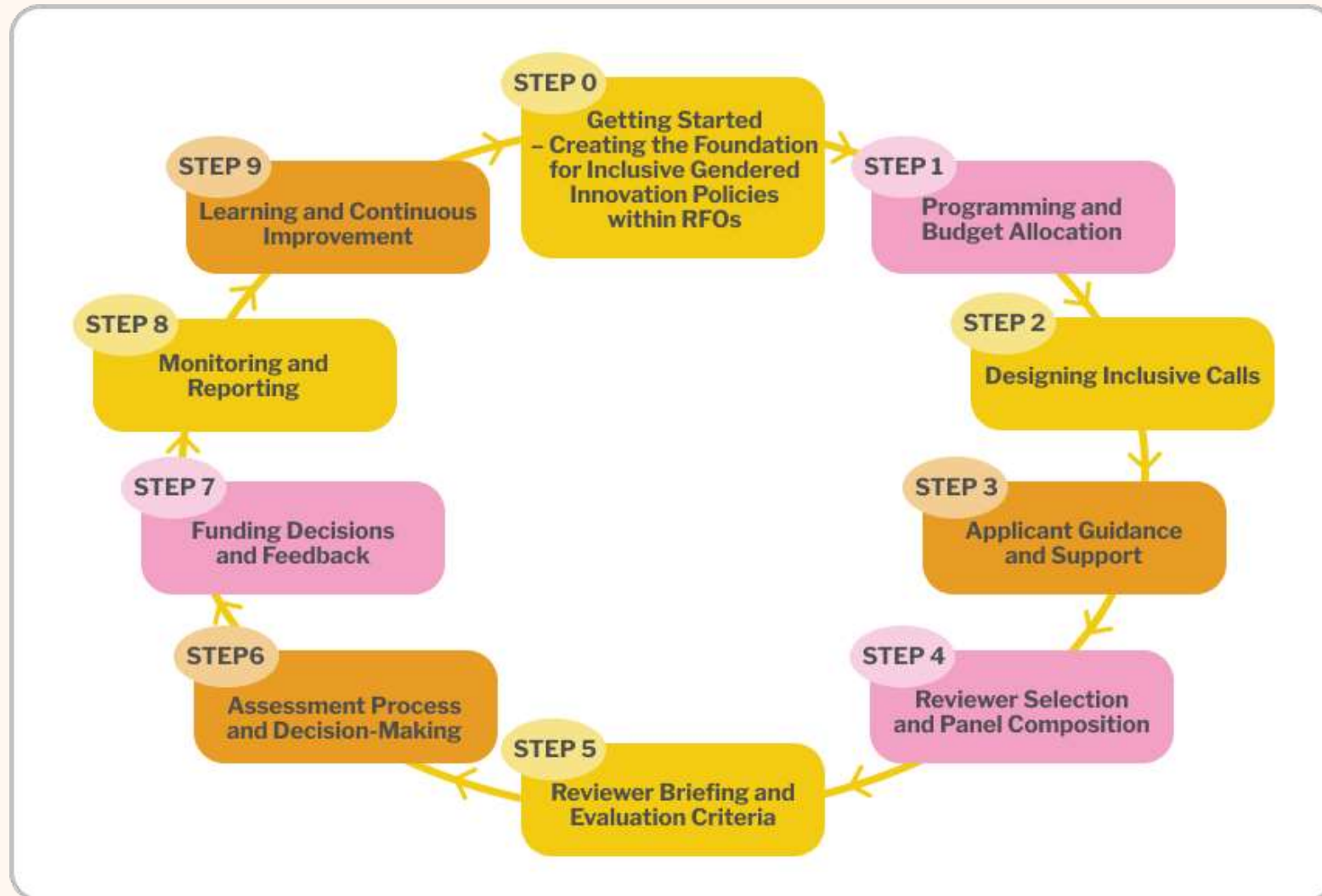
Policy design

RFOs as change agents

- design **quality standards** for IGI: how expertise is integrated, interdisciplinary / participatory approaches
 - provide **support material** by sub-fields: good practices, practical guidelines, tools
 - define **assessment criteria** and process
 - can ensure post-project **sustainability**
- **RFO staff as key actors**
- support feedback mechanisms and **peer learning** for:
 - Researchers: applicants, gender experts
 - RFOs: program managers, project officers
 - Reviewers, panel members and chairs
 - enable **diffusion of IGI practices** across research eco-system



RFOs addressing IGI along funding cycle



How to foster IGI on ecosystem level



- **Thematic calls** enable development of field-specific capacities
- **Mainstreaming** IGI into innovation funding: widens reach, but risks inconsistent assessment; after capacities are built
- **Broaden innovation concept:** to bring in more diverse actors
- Stress IGI in the context of Inclusive GEPs
- **Ecosystem approach** (inter-)national stakeholders (EC, national RFOs, umbrella-organisations) need to :
 - establish aligned standards, indicators, language (frame IGI in BES-logic, e.g. benefit, impact, not as funding requirement)
 - launch a communication strategy: Raise awareness on impact / benefits

Outcomes



SPK5: Inclusive Gendered Innovation

inspirequality.eu/support/spkg5

Support Package 5 – “Inclusive Gendered Innovation”

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Introduction

Researchers, innovators and funders are increasingly expected to **ensure that research and innovation respond to diverse societal needs**. Yet many projects still overlook differences in user experience, access, and impact. This can limit the relevance, reach, and quality of outcomes.

Support Package 5 (SPK5) aims to help **researchers, innovators, and research funding organisations (RFOs)** to integrate gender and diversity into their research and innovation content. Its focus lies on **Inclusive Gendered Innovation (IGI)** - the integration of sex, gender, and diversity dimensions into research questions, methods, design and impact.

[Read more](#)

Who is it for?

Support Package 5 supports everybody who wants to do or promote more inclusive Research and Innovation, like **Researchers, Innovators, Research funding organisations, Evaluators and Policy Makers**. Please enter the section which is most relevant for you:

Open Training Unit (OTU): Inclusive Gendered Innovation

inspirequality.eu/training

OTU: INCLUSIVE GENDERED INNOVATION POLICY TOOLKIT



OTU: Inclusive Gendered Innovation Policy Toolkit

INSPIRE Open Training Unit 7 is dedicated to Inclusive Gendered Innovation Policy. This online course is designed to help research and innovation funding bodies integrate inclusive gendered innovation principles into their policy frameworks and operational practices. It offers hands-on guidance, practical tools, and illustrative examples that funders can apply throughout all phases of the funding cycle.

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Chapter 1: What are IGI and IGIPs?

OPEN CHAPTER

This chapter explains the concept and benefits Inclusive Gendered Innovation and Inclusive Gendered Innovation Policies, and how you can include them in your organisation.

What are IGI and IGIPs?

Chapter 2: Creating the Foundation for Inclusive Gendered Innovation Policies

OPEN CHAPTER

This chapter shows you how to include IGI in your organisation, building on existing structures and connecting them to your mission.

Creating the Foundation for Inclusive Gendered Innovation Policies

Presentation of findings

- STS conference, May 2026
- EUSPRI conference, June 2026
- Springer book (planning phase), editor: Maria Karaulova

Thank you.

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