

INTEGRATING SEX & GENDER

In Partnership Grants for the Healthy & Productive Work Initiative

GUIDELINES

1. Challenge:

The aim and importance of the endeavour (40%)

Vision, Rationale & Added Value

- Clarity of vision regarding the analysis and expected results/outcomes as they relate to sex and gender
- Explicit consideration given to achieving equitable health impacts across diverse population sub-groups, such as men and women with health issues (e.g. injuries, chronic diseases, mental health challenges and other conditions) and disabilities, older workers and workers with caregiving responsibilities

Literature Review

- Clear articulation of any known sex and/or gender differences in the epidemiology, risk factors, conditions, diseases or outcomes that affect women and men from achieving healthy and productive work
- Consideration of key social determinants of gender, such as ethnicity, income, occupation and social roles

Research Question

- Clear articulation of the type of research question being considered with respect to sex and/or gender:
 - Identifying sex and/or gender differences in the work-related intervention/process/program/policy/tool/outcome under study
 - Explaining the impact of these sex and/or gender differences
 - Investigating whether there is a need to tailor the intervention/process/program/policy/tool/outcome under study according to sex or gender
 - Studying sex and/or gender as a confounder or interaction variable while testing the main study hypothesis

Training and Mentoring

- Inclusion of sex- and gender-based analysis in training and mentoring provided to students and emerging scholars (e.g. IGH online training modules)

Study Design and Methods

- Inclusion and exclusion criteria that consider sex and gender and diverse populations of men and women
- Description of the recruitment strategies to accrue the required sample size of men and women
- Choice of outcome measures or validation tests that are sensitive and responsive to sex and/or gender issues
- Description of the data collection tools/use of administrative datasets with respect to capturing sex- and gender-related variables of interest (quantitative and qualitative data)
- Consideration of stigma in the workplace as it relates differently to sex and gender, as appropriate

Analysis & Reporting

- Demonstrated integration of sex and gender in data analysis plan (disaggregated or stratified analyses, pathway modeling, use of sex and gender variables as confounders or in interaction terms, if applicable)
- Sample size calculations to show adequate power for testing hypotheses with respect to sex and/or gender differences
- Inclusion of a statement that negative findings with respect to sex and/or gender will be reported

2. Feasibility:

The plan to achieve excellence (30%)

- Integration of sex and gender considerations in the knowledge mobilization plans, including effective dissemination, exchange and engagement with stakeholders
- Clear articulation of the expertise as well as appropriate and integral role that the Sex and Gender Champion will play throughout the research process, including contributions to the project (e.g. role in governance and/or indication of funding or administrative support)

3. Capability:

The expertise to succeed (30%)

- Identification of a Sex & Gender Champion in research teams
- Evidence that the Champion has credibility and research experience in sex and/or gender science as relates to Work and Health (i.e. graduate training, publication history, and/or IGH core competency certificate in sex/gender methodology related to the topic under investigation)