



RESEARCH IRELAND ENTERPRISE FELLOWSHIPS

Postdoctoral Programme

CALL DOCUMENT - PARTNERSHIP STREAM

Key Dates

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| • Call open | 12:00 (Irish time) 29 April 2025 |
| • Applicant deadline | 16:00 (Irish time) 15 July 2025 |
| • Supervisor and mentor deadline | 16:00 (Irish time) 22 July 2025 |
| • Research office endorsement deadline | 16:00 (Irish time) 29 July 2025 |
| • Outcome of scheme | End of November 2025 |

Terms of Reference

While every effort has been made to ensure the accuracy and reliability of this document, it is provided for information purposes only and as a guide to expected developments. It is not intended, and should not be relied upon, as any form of warranty, representation, undertaking, contractual, or other commitment binding in law upon Taighde Éireann | Research Ireland ("Research Ireland"), the Government of Ireland, or any of their respective servants or agents. Research Ireland Grant Conditions (to include General Terms and Conditions and Letters of Offer) shall govern the administration of Research Ireland Grants and awards to the exclusion of this and any other oral, written, or recorded statement. All responses to this Call for Submission of Proposals will be treated in confidence and no information contained therein will be communicated to any third party without the written permission of the applicant except insofar as is specifically required for the consideration and evaluation of the proposal or as may be required under law, including the Research and Innovation Act 2024 and the Freedom of Information Acts 1997, (Amendment) 2023 and 2014.

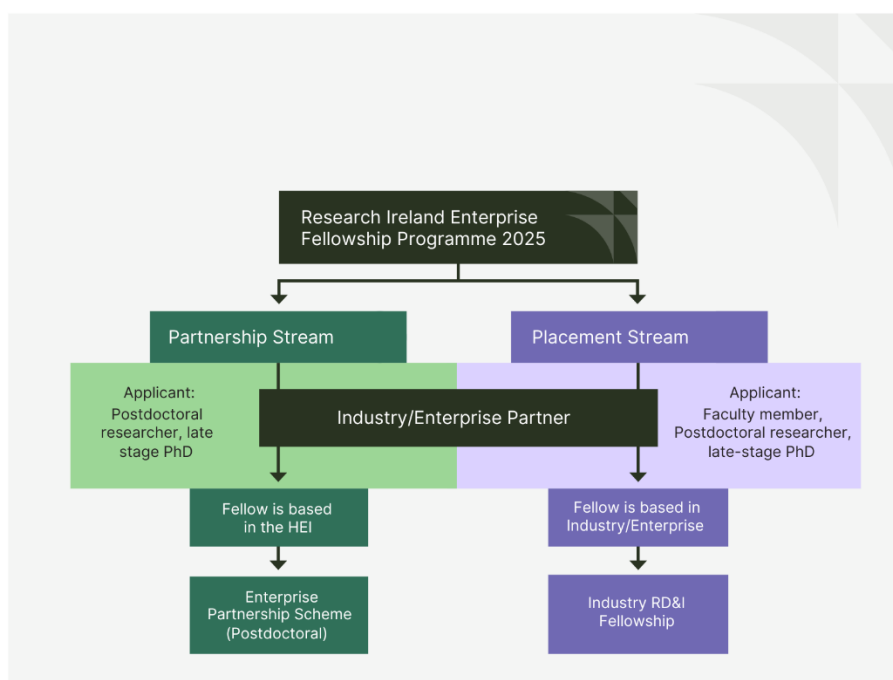
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1. About Research Ireland

Taighde Éireann - Research Ireland (“Research Ireland”) is the national research and innovation funding agency which was established on 1 August 2024. Research Ireland amalgamates the activities of the Irish Research Council (IRC) and Science Foundation Ireland (SFI).

Prior to their amalgamation to form Research Ireland, both SFI and the IRC offered a suite of enterprise facing fellowship programmes to support collaboration with enterprise. As Research Ireland works towards developing a new consolidated fellowship programme, the original SFI Industry RD&I Fellowship Programme will run one last time under a Placement Stream and the IRC Enterprise Fellowship Scheme (Postdoctoral) will run one final time under a Partnership Stream of the 2025 Research Ireland Enterprise Programme.



This call document sets out detailed eligibility requirements and instructions for preparing and submitting an application to the partnership stream, Enterprise Fellowship Scheme (Postdoctoral).

2. Programme overview

The partnership stream is based on the Enterprise Partnership Scheme which was formerly administered by the IRC. It provides a unique national initiative linking excellent researchers in all disciplines to enterprise to engage in collaborative research. In the context of this call, Enterprise Partners can range from SMEs, multinational companies, registered charities, social or cultural organisations, and, where justified, public sector agencies. The scheme provides researchers with the opportunity to pursue research in collaboration with enterprise while based at an Eligible Research Body.

The Enterprise Partnership Schemes support suitably qualified research master’s, doctoral and postdoctoral candidates pursuing, or intending to pursue, full-time research in any discipline.

Pioneering proposals addressing new and emerging fields of research or those introducing creative, innovative approaches, as well as proposals of an interdisciplinary nature are encouraged. The application should be written by the applicant in collaboration with their host institution and Enterprise Partner.

Through engaging in collaborative research projects with enterprise under this stream, researchers develop new, advanced knowledge and skills linked with industry and employer needs. The programme trains early-career researchers for the diversity of employment opportunities in industry, the public sector and the non-government sectors. For the Enterprise Partner, the scheme provides a flexible route to research, talent and innovation in an area closely aligned with its strategic interests.

All Research Ireland funding awarded under the Enterprise Fellowship Scheme (Postdoctoral) is subject to, and must be compliant with, State aid legislation based on Article 107(1) of the Treaty on the Functioning of the European Union (TFEU).¹

The information provided in this call document in relation to the EU State aid rules is provided by way of guidance only and should not be construed as legal advice. Applicants are advised to seek independent legal advice in advance of applying to Research Ireland for funding where further clarification is sought.

2.1 Objectives

The objectives of the Research Ireland Enterprise Programme: Partnership Stream are to:

- Connect research and researchers with beneficiaries and potential users through supporting the exchange of knowledge and expertise between academia and enterprise.
- Maximise the economic and societal impact of Irish State-funded research and resources, by enhancing and co-funding R&D collaboration projects between researchers in academia and enterprise.
- Foster impactful innovation and knowledge creation by supporting enterprise-informed research.
- Enhance the breadth of training of researchers and their employability.

3. What we offer

The Partnership Stream welcomes applications from all disciplines and will allow for engagement from enterprise, where it is understood to include multinational corporations, SMEs, registered charity, social, cultural or not-for-profit civic organisation, state-owned enterprise or an eligible public body.

¹ [\[1\] Commission Notice on the notion of State aid as referred to in Article 107\(1\) of the Treaty on the Functioning of the European Union TABLE OF CONTENTS \(europa.eu\)](#)

- This strand will support suitably qualified postdoctoral fellows or late-stage PhD students pursuing, or intending to pursue, full-time research for a period of 12 or 24 months in an eligible research body while partnering with enterprise.
- These Grants will consist of the following:
 - A salary in line with the Research Ireland salary scale
 - employer's PRSI contribution; and
 - eligible direct research expenses of €5,000 per annum.
- The Enterprise Partner will be required to provide a cash contribution to the Grant equal to 1/3 the total Grant amount. This works out at between €22,000 - €27,500, depending on the experience level of the postdoctoral applicant.

3.1 Duration and Structure of the Fellowship

Grants can have a duration of 12 or 24 months. Applicants can only apply to one stream and only with one Enterprise Partner per application.

Full-time Grants. All Grants must operate on a full-time basis regardless of the time frame.

Location: Fellows will be based full time in the nominated eligible research body for the duration of the Grant, with regular contact and input from the Enterprise Partner.

Start date: Successful applicants will be expected to start the Fellowship within 6 months following notification of funding from Research Ireland. In the case of maternity leave or other justified circumstances, the start date of the Fellowship may be further delayed, subject to prior approval from Research Ireland.

4. Information for Enterprise Partners

- An Enterprise Partner can be a multinational corporation, SME, registered charity, social, cultural or not-for-profit civic organisation, state-owned enterprise or an eligible public body that will co-fund the researcher for the duration of the Grant.
- The Enterprise Partner is required to contribute €22,000 - €27,500 annually towards the cost of funding a research project under the partnership stream. Research Ireland contributes the remaining funds, which may vary depending on the point on the salary scale the fellow applies for.
- All applicants must be affiliated with an [eligible research body](#). The Research Body is the body responsible for the overall financial and administrative coordination of research programmes supported by research Grants from Research Ireland. The Research Body will administer the funds of successful Grantees.
- Funding for the Enterprise Partnership scheme must adhere to State Aid regulations and as such the Enterprise Partner should make themselves aware of the regulations set out in the State aid section below.
- The Enterprise Partner can be based nationally or internationally.

5. Eligibility

5.1 Eligibility of the Research Body

The Research Body is the body responsible for the overall financial and administrative coordination of research programmes supported by research Grants from Research Ireland, including invoicing the Enterprise Partner for their annual contribution to the Grant. A list of eligible Research Bodies

is available on the Research Ireland website. The Research Body will administer the funds of successful Grantees².

5.2 Eligibility of the Enterprise Partner

Only one Enterprise Partner per application is permitted. An Enterprise Partner can be a company, registered charity, social, cultural, not-for-profit civic organisation or state body.

Eligible Enterprise Partners:

- Must have a research driven objective to participate in the programme, with a minimum of one employee engaged in, or experienced with research to act as a mentor.
- May be located in Ireland or abroad.
- Must have the financial capacity to provide a minimum contribution of €22,000 - €27,500 towards project costs each year.

Academic spinouts are eligible partners provided they meet all other eligibility criteria, including the disclosure of any potential conflicts of interest.

The financial viability of the Enterprise Partner will need to be assessed in advance of the Grant being awarded. Enterprise Partners may be required to confidentially provide additional financial information/declarations to Research Ireland (see Section 6).

5.3 Eligibility Criteria of The Applicant (Fellow)

The Partnership Stream is open to late-stage PhD candidates who will have completed their PhD before this Grant begins and Postdoctoral researchers who are not currently under contract or who's contract will end before this Grant begins i.e. that any successful candidate will claim 100% of their salary costs from the Grant.

The following conditions also apply;

- There is no age limit for applicants to be eligible
- All applicants must be affiliated with an eligible research body, who will be responsible for verifying all results from undergraduate or postgraduate degrees named in the application.
- If the applicant has not already been awarded their PhD they must, at the time of application, be within the final 6 months of their studies. Successful applicants must have completed their PhD before they commence their Fellowship.
- Applicants from any country may hold an Enterprise Partnership Scheme Grant.
- Applications will only be accepted in either the Irish or English language
- Applicants must not be a permanent member of staff in either an Irish or international higher education institution or research-performing organisation.
- All applications require an academic mentor willing to guide the proposed research project and an enterprise mentor designated by the Enterprise Partner as being responsible for supporting and mentoring the Grantee in relation to the Enterprise Partner's involvement. The academic mentor and enterprise mentor cannot be the same person. Research Ireland is not in a position to assist applicants in finding an academic mentor, Enterprise Partner or enterprise mentor for their application.

Please also note:

^{2 6} <http://www.sfi.ie/funding/sfi-policies-and-guidance/eligibility-related-information/>

- Applicants applying to the *Placement Stream* may not submit a concurrent application to the *Partnership Stream*.
- Applicants must not currently hold, or have previously held, an Enterprise Partnership Scheme (Postdoctoral) Grant.
- Applicants must not have had two previous unsuccessful applications to the relevant programme (EPSPD). This applies regardless of whether the applicant has changed their host institution or research topic since a previous submission.
- Applicants may previously have held a Government of Ireland Postdoctoral Fellowship; however, they must have completed the full funding term of their Government of Ireland Postdoctoral Fellowship before commencing an Enterprise Partnership Scheme (Postdoctoral) Grant.
- Applicants must state during the online application process whether they have submitted, or intend to submit, the same or a similar application to any other Research Ireland, Irish, or international programme.

5.4 Eligibility Criteria of The Enterprise Mentor

The enterprise mentor must be an employee of an eligible Enterprise Partner, and have the following:

- Relevant experience working in an enterprise environment.
- Experience and knowledge of the enterprise processes including operational and business procedures.
- A proven record of leadership and accomplishment appropriate to international standards in their field, enterprise sector and career stage.
- The Enterprise Partner must not have any outstanding payments under the scheme at the time of application or have previously been significantly delayed in payment of their contribution or progress reporting on a current or expired Grant.

Additionally:

- Academic employees currently seconded on Enterprise Partner's premises are not eligible enterprise mentors.
- Enterprise employees seconded to Research Bodies, such as Researchers-in-Residence, are not eligible enterprise mentors.

Research Ireland expects that the enterprise mentor will act as the point of contact for the Enterprise Partner who will take responsibility for ongoing supervision of the Fellow.

6. State Aid

As described above, the Research Ireland Enterprise Fellowship Programme 2025 will operate two Streams. This Call document pertains to the Partnership Stream and the Call document pertaining to the Placement Stream (referred to as the Industry RD&I Fellowship Programme) is available here [xxx](#).

Research activities undertaken by an Eligible Research Body as part of a Grant awarded under the Partnership Stream, and agreed to subject to Research Ireland’s Grant Conditions³, must be “non-economic” in nature and be designed to ensure that any funding received does not, directly or indirectly, give rise to the granting of State aid (e.g., please see paragraph 20 of the RDI Framework⁴).

Specifically, where an application for funding involves an ‘undertaking’⁵ or industry party, recipients of Grant funding under this Stream are required to demonstrate compliance with the conditions of “effective collaboration”⁶ and that the conditions relating to the allocation between the parties of the results and/or intellectual property rights arising from the collaboration comply with one of the conditions set out in paragraph 29 and 30 (as appropriate) of the 2022 Framework for State aid for research and development and innovation (2022/C 414/01) (the “Framework”⁷). Research Ireland has set out guidance to support how the programme of research or project is developed and undertaken in accordance with these conditions. See ‘Guidance on State aid for applicants to, and recipients of, Grant funding’ for further information.⁸

In order for Grant recipients under the Partnership Stream to demonstrate compliance with the conditions of “effective collaboration”, an “Industry Collaboration Form” (ICF) must be completed. The ICF is to assist applicants who might then become Grant recipients in defining the relationship with the relevant industry partner in order to comply with the conditions of “effective collaboration.” Research Ireland requires that the ICF is completed and returned to Research Ireland on or before the date that the Collaborative Research (or Intellectual Property Rights) Agreement has been ‘agreed’ with, or signed by, the relevant partner. This should be in place before the research programme/project commences. A copy of each CRA arising from the Grant must be held on file by the relevant Research Body. Research Ireland may request that a copy of the signed CRA be provided (as advised in the Grant General Terms & Conditions) and held on file by Research Ireland for audit purposes. Further information on the role of the CRA and Research Ireland’s ex-post State aid verification checks (i.e., on-going checks after the granting of funds / partial funds) can be found in ‘Guidance on State aid for applicants to, and recipients of, Grant funding’ on the website.⁹ The ICF and related guidance, inclusive of an FAQ document, can also be found on the website.

Applicants are advised to seek independent legal advice in advance of applying to Research Ireland for funding where further clarification is sought.

³ Inclusive of the Application, the Budget, the Letter of Offer, the Research Ireland Policy Documents and the General Terms and Conditions, as may be amended from time to time.

⁴ https://eur-lex.europa.eu/legal-content/EN/ALL/?uri=uriserv:OJ.C_.2022.414.01.0001.01.ENG

⁵ The concept of an “undertaking” under EU competition law rules is an entity that is engaged in an “economic activity” regardless of its legal status or the way that it is financed. An activity is economic in nature when it involves offering goods or services on a market.

⁶ Effective Collaboration is defined at paragraph 28 of the RDI Framework 2022 Framework for State aid for research and development and innovation (2022/C 414/01)

⁷ https://eur-lex.europa.eu/legal-content/EN/ALL/?uri=uriserv:OJ.C_.2022.414.01.0001.01.ENG

⁸ <https://www.researchireland.ie/about/policies/>

⁹ <https://www.researchireland.ie/about/policies/>

7. How to Apply

All application must be submitted via the online system by the relevant deadline. No hardcopies or email forms will be accepted. No additional material, beyond that requested in the application form will be accepted and may render the application ineligible.

All applications require an academic mentor willing to guide the proposed research project and an enterprise mentor designated by the Enterprise Partner as being responsible for supporting and mentoring the Grantee in relation to the Enterprise Partner's involvement. The academic mentor and enterprise mentor cannot be same person. The academic and enterprise mentor must complete and submit endorsement forms as part of the application process. Failure to submit these forms by the deadline will make the application ineligible. Research Ireland is not in a position to assist applicants in finding an academic mentor, Enterprise Partner or enterprise mentor for their application.

Prior to creating an application, applicants should contact and discuss their research project with the proposed academic supervisor or mentor (as relevant) and enterprise mentor. It is the sole responsibility of the applicant to inform the proposed academic supervisor or mentor (as relevant) and enterprise mentor of their nomination. This should be done well in advance of completing the online application.

For reasons of transparency and fairness to all applicants, Research Ireland will not enter into written or telephone correspondence with any individual about the assessment process or their eligibility to apply. In the first instance, applicants should contact the research office in their proposed host institution for information and clarification on the call. It is highly recommended that applicants contact the research office well in advance of submitting an application. If the research office is unable to answer a query, the research office should email it to schemes@researchireland.ie for answer through the frequently asked questions (FAQ) process. An updated FAQ document will be published on the funding call website.

8. Proposal Review Procedure and Criteria

Following the submission of proposals to the partnership stream all proposals will be checked for compliance with all mandatory criteria (e.g., all sections complete, uploads are appropriate, all endorsements are complete). State aid requirements, and all other relevant eligibility criteria for the Enterprise Partner will also be checked. Proposals identified as ineligible at this stage will be withdrawn without review. Please note that assessment of an application should not be taken as confirmation that all eligibility requirements for the programme have been met. The status of applications in terms of eligibility may change over the course of the Call process.

8.1 Gender

Research Ireland seeks to provide equal outcomes for all applicants so that Ireland can attract and retain the most talented, creative and innovative researchers, thereby maximising its collective research intelligence. To support a level playing field for all applicants, the applications to this funding call will adhere to a gender-blind assessment process. Details of the applicant's gender will not be provided to the international assessors. As such, profile information containing the name and gender of applicants is not provided to reviewers during the assessment process.

Applicants are therefore asked to refrain from identifying their gender when completing their application forms. We also ask that supervisors use 'the applicant', 'they/them', 's/he' and

‘his/her’ when providing their observations rather than the person's name or pronouns which would identify their gender. Applicants are advised to consult the sex/gender dimension statement in appendix 1 in advance of completing the personal, ethical and sex/gender statements section of their application.

8.2 San Francisco Declaration on Research Assessment (DORA)

Research Ireland is a signatory to the San Francisco Declaration on Research Assessment (DORA)¹⁰.¹¹ In the spirit of supporting open research and as a signatory to Ireland’s National Action Plan for Open Research 2022-2030¹² and a signatory of Plan S¹³, Research Ireland will also consider a commitment to making data and other types of research open and accessible. To complement these activities and further reinforce Research Ireland’s commitment to the overarching objectives of DORA, Research Ireland is a signatory to the Agreement on Reforming Research Assessment¹⁴ and is a member of the Coalition for Advancing Research Assessment (CoARA)¹².

8.3 Research Ireland’s External Equality, Diversity, and Inclusion (EDI) Strategy 2023-2028

Research Ireland is committed to building equality, diversity, and inclusion (EDI) within the Irish research and innovation sector. The Agency recognises that excellent research stems from diverse and inclusive teams, which reflect our society and the communities we serve. As such, Research Ireland aspires to proactively lead in driving the EDI agenda forward through the research and research teams that it funds.

In Research Ireland’s External Equality, Diversity, and Inclusion (EDI) Strategy 2023-2028¹³, increasing the number of women and members of Historically Underserved Communities¹⁴ in Applicant Teams are key objectives. As such, women and members of Historically Underserved Communities are strongly encouraged to apply to this programme.

Gender data fields on Research Ireland’s Grants and Awards Management System, SESAME, have been expanded to encompass more inclusive gender identifiers. These expanded gender identifier fields support those objectives described in Research Ireland’s External EDI Strategy, which aims to be a key driver of an inclusive research culture, lead in minimising barriers to participation in the research endeavour and ensure that its investment reflects the input of researchers that are representative of society, and thus the outputs are relevant to society. Gender data gathered will inform the diversity of the applicant group. It will help to inform future iterations of this and similar programme calls. The data gathered will also inform how we can best improve the representation of other Historically Underserved Communities, including individuals from underrepresented genders, in our portfolio of Grants awarded.

Furthermore, as part of its EDI Strategy, Research Ireland also aims to increase awareness of the sex and gender dimension in research, by requesting that researchers demonstrate that they have

¹⁰ <https://sfdora.org/read/>

¹¹ Contributor level membership

¹² https://coara.eu/app/uploads/2022/09/2022_07_19_rra_agreement_final.pdf

¹³ <https://www.sfi.ie/funding/sfi-policies-and-guidance/gender/>

¹⁴ For the purposes of this Strategy, Historically Underserved Community encompasses a broad and diverse range of historically marginalised groups including but not limited to the nine protected grounds established in the Equal Status Acts 2000-2018 and socioeconomic status.

considered any potential biological sex and/or socio-cultural gender aspects in their proposed research programme.

8.4 Assessment Process

All applications will be assessed solely on the basis of the material provided at the time of submission. **Applicants should not include any additional links to online research profiles or supplementary information. Any such additional material will render your application ineligible.** Grant holders will be selected following a transparent, merit-based, impartial and equitable selection procedure, based on international peer review. Each application is assessed by at least two independent, international reviewers. Each assessor submits their evaluation and the applications are preliminarily ranked. Applications are then discussed at an international assessment board meeting to determine the final ranking, arrive at an overall judgment of standard, and make final recommendations to Research Ireland.

Applications are assessed under four headings:

Review Criteria	Review Weighting (%)
applicant	30
project	25
training and career development	25
environment	20

Assessors consider all four headings and allocate scores as per the evaluation criteria detailed in appendix 2. Applicants are advised to familiarise themselves fully with the evaluation criteria prior to making an application. If the total average score is the same between two or more applications, applications with the same average scores will be ranked according to the higher average score under the project category. Research Ireland will then fund down the ranked list presented to it by the international assessment board until funding is exhausted.

Research Ireland is precluded from discussing results of the competition or the outcome of individual applications over the telephone or in writing. Feedback to unsuccessful candidates will consist of the score assigned by the international assessment board and comments provided against each section. The score assigned by the international assessment board is final and no correspondence will be undertaken in relation to individual assessments or scoring. Under no circumstance will feedback provided, compromise the confidentiality of any participant in the process.

9. Intellectual Property Management

Intellectual Property (IP) management practices will be in accordance with national guidelines. In particular, the management of IP arising out of the Research Ireland Enterprise Fellowships must comply with the practices and procedures described in the [RDI Framework](#) and the National IP Protocol [Ireland's National IP Protocol 2019](#). The arrangements related to the management of IP arising from the Research Ireland Enterprise Fellowships are the responsibility of the Research Body and shall reflect the collaborative nature of the project, the level of commitment made by the industry partner and compliance with State aid regulations. An intellectual property rights agreement must be concluded by the Research Body with the relevant industry partner prior to commencement of the research programme.

10. Disclosure of Conflict of Interest

Research Ireland recognises that applicants or their supervisors may have a prior relationship with the prospective industry partner (e.g., holding a decision-making role in the company, such as being the CEO or a major shareholder in the company). In the context of applications submitted to Research Ireland that involve enterprise either directly (e.g., as partners or collaborators) or indirectly (e.g., through engagement for concept/market validation), applicants and Research Bodies should manage any potential conflicts of interest. Where a potential conflict of interest exists, Research Ireland requires that you disclose it in the application and that it is managed by the Research Body in accordance with the principles and mandates laid out in the document: [Ireland's National IP Protocol](#). Potential conflicts of interest with respect to any Enterprise Partner named in the application should be directly declared within a Conflict-of-Interest Statement found in the main application, there should also be a statement of how this conflict will be managed, which should be provided by the Research Body as part of their endorsement step.

11. Research Ireland Policies and Positions

In addition to complying with the [Grant terms and Conditions](#), applicants are expected to be familiar and consult with Research Ireland policies/positions and with all relevant national policies when preparing their application to any programme. All members involved in the funded research should be apprised of the following non-exhaustive list of relevant policies. Please note that some policies are being updated to reflect the expanded remit of Research Ireland and in the interim, the existing policies of the legacy agencies should be followed.

- Animal Usage
- Research Integrity
- Maternity/Adoptive Supplement
- Appeals Process
- Child Protection
- Data Protection Policy
- Open Research
- Data Management

As noted, Research Ireland's policies are under development and will be added to the Research Ireland [website](#) once finalised. For information on other policies:

- Visit <https://www.sfi.ie/funding/sfi-policies-and-guidance/> if Grant was formerly with Science Foundation Ireland (SFI)
- Visit <https://research.ie/about-us/policies/> if Grant was formerly with the Irish Research Council (IRC)

For any questions concerning Research Ireland, SFI or IRC policies, please email researchpolicy@researchireland.ie.

12. Questions

Please read this call document thoroughly. Frequently Asked Questions (FAQ) are available on the Enterprise Fellowship Programme webpage. For general queries, including eligibility queries, please contact the Research Office of the Research Body you intend to submit your application through. For additional information or clarification, please contact: schemes@researchireland.ie.

APPENDIX 1

GUIDANCE ON THE SEX/GENDER DIMENSION STATEMENT

In accordance with the Research Ireland External Equality, Diversity, and Inclusion (EDI) Strategy¹⁵, all applicants must complete a statement articulating the consideration of biological sex and/or social gender variables in their research programme.

To complete this section, please consider the following questions:

Is sex as a biological variable taken into account in the research design, methods, analysis and interpretation, and/or dissemination of findings?

Is gender as a socio-cultural factor taken into account in the research design, methods, analysis and interpretation, and/or dissemination of findings?

If the answer is yes, please describe how sex and/or gender considerations will be integrated into your research proposal.

If no, please explain why sex and/or gender are not applicable to your research proposal.

While there are research projects in which biological sex and/or gender may not be relevant in terms of the research content, it is well established that, where relevant, integrating sex and gender analysis into the design, implementation, evaluation and dissemination of the research can lead to better results and opportunities. If relevant sex-gender issues are missed or poorly addressed, research results will be partial and potentially biased. In worst-case scenarios poor consideration of the sex-gender dimension in research can result in real-world applications based on inaccurate results or conceptions. Full consideration of the sex-gender dimension in research content is a requirement for all Research Ireland Grants.

The integration of the sex-gender dimension in research is commonly mistaken for the integration of gender balance in research teams. These are two distinct matters, and the gender balance of a team should not be used to answer the sex-gender dimension in research question. We recommend this short video [here](#) from the European Commission on the integration of sex/gender dimension in research.

Definitions

Sex refers to a set of biological attributes in humans and animals. It is primarily associated with physical and physiological features including chromosomes, gene expression, hormone levels and function, and reproductive/sexual anatomy. Sex is usually categorised as female or male.

Gender refers to the socially constructed roles, behaviours, expressions, and identities of girls, women, boys, men, and gender diverse people. It influences how people perceive themselves and each other, how they act and interact, and the distribution of power and resources in society. Gender is usually conceptualised as a binary (girl/woman and boy/man) yet there is considerable diversity in how individuals and groups understand, experience, and express it. The Irish charity, BelongTo provides a list of terminology associated with gender [here](#).

¹⁵ <http://www.sfi.ie/funding/sfi-policies-and-guidance/gender/>

Resources

The following links provide positive and negative examples that result from the inclusion or exclusion of sex and gender in research respectively. These may be useful for applicants to complete the sex-gender dimension statement in the application:

General

- [Stanford University resource concerning the sex-gender aspects of research](#)
- [The gender dimension in research | Kilden](#)

STEM

- [Online training for integrating sex and gender in health research](#)
- [Article about the dangers of drug testing on all-male animal populations](#) (animal studies, drug design)
- [Gender research focus in agricultural technology and botanical science](#) (agriculture, botanical science)
- [Machine learning reinforcing gender stereotypes](#) (machine learning)

AHSS

- [Book by Trine Rogg Korsvik & Linda M. Rustad on the gender dimension in research](#) (multiple examples provided in the chapter, Safe Societies)
- [Article on urban design principles that take into account the needs of women and minority groups](#) (urban design)

How to consider the potential gender dimension and implications for your research

The following is provided to help applicants complete the sex/gender dimension statement in the application. This is taken from the [‘Gender in EU-funded research’ toolkit](#), which aims to give the research community practical tools to integrate gender aspects into their research, including gender equality (equal outcomes for women and men) and integration of sex/gender analysis in research content.

1. The best possible research validity: Research should take into account the differences between men and women in the research population, and results will be more representative. General categories such as ‘people’, ‘patients’ or ‘users’ do not distinguish between men and women. Research based on such categories may well draw partial conclusions based on partial data. For example, research on a new breast cancer treatment should include male patients, so as to draw a complete picture. Most basic research with animal models focuses on males to the exclusion of females (Zucker et al., 2010; Marts et al., 2004). Research on economic miGrants cannot limit itself to male points of view if it wants to understand the whole miGrant population.
2. Research ideas and hypotheses: The relevance of biological sex and/or gender for and within the subject matter needs to be analysed and an assessment made as to whether these are relevant variables. The formulation of hypotheses can draw upon previous research and existing literature. Indeed, the body of knowledge on sex/gender issues has been steadily growing over recent decades and can serve as interesting reference material to build new hypotheses for future research.

3. Project design and research methodology: While research methodologies may vary, they all strive to represent (aspects of) reality. Whenever this reality concerns humans, any sound methodology should differentiate between the sexes and take into account the men's and women's situations equally. Groups such as 'citizens', 'patients', 'consumers', 'victims' or 'children' are therefore too general as categories.
4. Research implementation: *Data collection tools* (such as questionnaires and interview checklists) need to be gender-sensitive, use gender neutral language, and should make it possible to detect the different realities of men and women. This will help to avoid gender bias. For example, answers to be provided by the 'head of household' are not necessarily valid for all household members.
5. Data analysis: In most research concerning human subjects, data is routinely disaggregated by sex, which would logically lead to analyses according to sex. However, to date this is still not common practice. Systematically taking sex as a central variable and analysing other variables with respect to it (e.g. sex and age, sex and income, sex and mobility, sex and labour) will provide significant and useful insights. Involving gender-balanced end-user groups in the course of the research is also a good way of guaranteeing the highest impact.
6. Dissemination phase – reporting of data: Collecting and analysing sex and/or gender specific data is not enough if they are omitted from the published results. Sex and/or gender should be included in 'mainstream' publications as it is as much part of daily reality as any other variable studied. Specific dissemination actions (publications or events) for sex and/or gender findings can be considered. Institutions and departments that focus on gender should be included in the target groups for dissemination. Publications should use gender-neutral language.

Checklist for sex and/or gender in research content

Research ideas phase:

- If the research involves humans as research objects, has the relevance of biological sex and/or gender to the research topic been analysed?
- If the research does not directly involve humans, are the possibly differentiated relations of men and women to the research subject sufficiently clear?
- Have you reviewed literature and other sources relating to differences in the research field?

Proposal phase:

- Does the methodology ensure that (possible) sex/gender differences will be investigated: that sex/gender differentiated data will be collected and analysed throughout the research cycle and will be part of the final publication?
- Does the proposal explicitly and comprehensively explain how sex/gender issues will be handled (e.g. in a specific work package)?
- Have possibly differentiated outcomes and impacts of the research on women and men been considered?

Research phase:

- Are questionnaires, surveys, focus groups, etc. designed to unravel potentially relevant sex and/or gender differences in your data?

- Are the groups involved in the project (e.g. samples, testing groups) gender-balanced? Is data analysed according to the sex variable? Are other relevant variables analysed with respect to sex?

Dissemination phase:

- Do analyses present statistics, tables, figures and descriptions that focus on the relevant sex/gender differences that came up in the course of the project?
- Are institutions, departments and journals that focus on gender included among the target groups for dissemination, along with mainstream research magazines?
- Have you considered a specific publication or event on sex/gender-related findings?

APPENDIX 2

ENTERPRISE PARTNERSHIP SCHEME (POSTDOCTORAL)

Postdoctoral evaluation criteria and detail	Maximum marks
APPLICANT, including: <ul style="list-style-type: none"> Track record and research potential of the applicant Quality, significance and relevance of the applicant's key achievements, including international collaboration and intersectoral engagement beyond academia, taking their personal statement into account Match between the applicant's profile and the proposed project Evidence of independent thinking and leadership qualities Quality of the references provided by the academic mentor and enterprise mentor 	30
TRAINING AND CAREER DEVELOPMENT, including: <ul style="list-style-type: none"> Clarity and quality of training and career development plan Potential for the development of new research-related and transferable skills and competencies, including those relevant to employment outside the traditional academic sector Capacity to acquire new knowledge Clarity of thought as to how the fellowship will impact on the applicant's career path, including their professional independence 	25
PROJECT, including: <ul style="list-style-type: none"> Clarity and coherence of the proposed research Quality of the proposed research design and methodologies Feasibility of the proposed milestones, deliverables and contingency plans Consideration as to how the proposed research will advance state of the art and make a contribution to existing knowledge Plans for dissemination and knowledge exchange of the proposed research Consideration of the relevant ethical issues and sex/gender dimension 	25
ENVIRONMENT, including: <ul style="list-style-type: none"> Suitability and ability of the academic mentor and enterprise mentor to provide adequate supervision Quality of infrastructure and facilities provided by the host institution and Enterprise Partner Match between the applicant, academic mentor, enterprise mentor, host institution and Enterprise Partner 	20