

## Compendium of national initiatives on the integration of the gender dimension in research contents



**GENDER-NET**

PROMOTING GENDER EQUALITY IN RESEARCH INSTITUTIONS AND  
INTEGRATION OF THE GENDER DIMENSION IN RESEARCH CONTENTS



# Acknowledgments



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## Executive Summary

The present report is a deliverable of the GENDER-NET ERA-NET, a project funded by the European Commission (FP7, Science-in-Society work programme, 2013-2016) and designed to address the common challenges still facing the European Research Area in achieving one of its key priorities, gender equality in research institutions and the integration of the gender dimension in research contents<sup>1</sup>.

Gender dimension in research is a concept regrouping the various elements concerning biological characteristics and social/cultural factors of both women and men into the development of research policies, programmes and projects<sup>2</sup>. Integrating the gender dimension into research content refers to the use of sex-and/or gender-based analysis in all the phases of the research cycle – from the formulation of research questions and priorities to research design and methodologies, collection and interpretation of data, reporting, dissemination of results, and applications – so that research content and impact reflect the realities, needs and expectations of both women and men. By taking into account sex/gender perspectives in research programmes and projects, not only is social relevance heightened, but scientific quality and innovation opportunities are also increased.

This report (GENDER-NET Deliverable Report D3.9) compiles results that were collected through a survey sent in the second half of 2014 to national and regional organisations (i.e. ministries, research-funding agencies and other types of national/regional organisations) across Europe and in the United States and Canada. The aim of this survey was to provide a compendium – and later, a detailed comparative analysis – of existing national/regional initiatives addressing the integration of the gender dimension in research and innovation, in member states and associated countries participating in GENDER-NET, in the countries that have expressed an interest in joining the consortium, and in other relevant countries.

The online survey questionnaire was designed to capture successful national/regional legislations, policies, programmes, plans and strategies that facilitate the integration of sex and gender analysis into research – particularly outside humanities and social sciences – and that could be tailored within transnational contexts and implemented across countries. It was also designed to identify gaps for which the GENDER-NET project could provide support.

The main areas of the survey are: 1) Policies and strategies aimed at integrating sex/gender analysis in research, 2) Research-funding programmes aimed at integrating sex/gender analysis in research, 3) Guidelines and training materials for applicants, 4) Guidelines/Training for grant proposal reviewers, 5) Recom-

<sup>1</sup> Detailed information on GENDER-NET is available on the project's website: <http://www.gender-net.eu>

<sup>2</sup> Source: [Guidance on Gender Equality in Horizon 2020](#) by the European Commission, 2014

mendations and/or models for university curricula development in scientific and technological fields, 6) Transnational and other activities.

39 national-level organisations responded to the online survey, and one more organisation provided information via e-mail. The Compendium therefore contains fact sheets of 40 national organisations, coming from 22 different countries. Although the coverage can be seen as limited, the survey succeeded in reaching all current major players in the field – a significant number of which are involved in GENDER-NET.

18 out of the 40 respondent organisations were indeed participants in the GENDER-NET ERA-NET either as Partners (or affiliated partners), Observers, or organisations represented on our Expert Advisory Board, as of early 2015. More organisations have joined the network since.

The 40 organisations are the following:

Name of organisation	Country	GENDER-NET stakeholder
Federal Ministry of Science, Research and Economy (BMWFW)	Austria	no
Austrian Science Fund (FWF)	Austria	Observer (since March 2015)
Austrian Research Promotion Agency (FFG)	Austria	Observer (since May 2015)
Fund for Scientific Research (FNRS)	Belgium	Partner
Canadian Institutes of Health Research (CIHR)	Canada	Partner
Natural Sciences and Engineering Research Council of Canada (NSERC)	Canada	Observer
Research Promotion Foundation (RPF)	Cyprus	Partner
State General Laboratory (SGL)	Cyprus	no
Ministry of Education, Youth and Sports (MSMT)	Czech Rep.	no
Danish Council of Independent Research (DFF)	Denmark	no
Danish National Research Foundation (DNRF)	Denmark	no
Academy of Finland (AKA)	Finland	no
Centre National de la Recherche Scientifique (CNRS)	France	Partner (coordinator)
Ministry of National Education, Higher Education and Research (MENESR)	France	Partner
Agence Nationale de la Recherche (ANR)	France	no
Leibniz Institute for the Social Sciences (GESIS)	Germany	Expert Advisory Board
German Research Foundation (DFG)	Germany	Observer
Hungarian Scientific Research Fund (OTKA)	Hungary	no
Irish Research Council (IRC)	Ireland	Partner
Higher Education Authority (HEA)	Ireland	Partner via IRC
Science Foundation Ireland (SFI)	Ireland	Partner (since August 2015)
Health Research Board (HRB)	Ireland	no

Latvian Council of Science (LSC)	Latvia	no
Ministry of Education and Science of the Republic of Lithuania (SMM)	Lithuania	no
Ministry of Education, Culture and Science (MOCW)	Netherlands	no
Netherlands Organisation for Scientific Research (NWO)	Netherlands	no
Netherlands Organisation for Health Research and Development (ZonMw)	Netherlands	no
Research Council of Norway (RCN)	Norway	Partner
Kilden Information Centre for Gender Research (KILDEN)	Norway	Associated partner through RCN
Institute for Sociology Slovak Academy of Sciences (SU-SAV)	Slovakia	no
Ministry of Education, Science and Sport (MESS)	Slovenia	Partner
Ministry of Economy and Competitiveness (MINECO-SEIDI)	Spain	Partner
National Research Council (CSIC)	Spain	no
Swedish Research Council (SRC)	Sweden	Expert Advisory Board
State Secretariat for Education, Research and Innovation (WBF-SERI)	Switzerland	Partner
Rectors' Conference of the Swiss universities (CRUS/swissuniversities)	Switzerland	Associated partner through WBF
Swiss National Science Foundation (SNSF)	Switzerland	no
Research Councils UK (RCUK)	UK	no
National Academies (NAS)	USA	Partner
National Institutes of Health (NIH)	USA	no

The information collected through the online survey was completed with follow-up discussions with the respondent organisations, in order to ensure that the Compendium best reflected the organisations' initiatives on the topic.

The contents of the Compendium presented in this report are also available online on the GENDER-NET website: [www.gender-net.eu](http://www.gender-net.eu) and an interactive map has been created to allow for an easy access to the organisations' fact sheets per country.

Among key findings:

- 16 out of the 40 responding organisations, i.e. 40%, coming from 9 different countries, currently have, or follow, a policy or specific strategy aimed at integrating sex and gender analysis into research content. These organisations are: BMWFW, FWF, FFG (Austria); CNRS (France); CIHR (Canada); IRC (Ireland), ZonMw, MOCW (Netherlands); RCN, KILDEN (Norway); MINECO, CSIC (Spain); WBF-SERI, SNSF (Switzerland); NAS, NIH (USA).
- 4 of the above 16 organisations do not have funding programmes for research (CSIC, MOCW, KILDEN and NAS), and out of the remaining 12 organisations with funding programmes, 11 declare having a policy requiring Applicants seeking



funding to specify whether they are considering sex and/or gender in their research designs (only SNSF does not currently have such a policy/scheme).

- 9 out of these 11 organisations also provide guidelines and/or training materials/workshops to assist Applicants in integrating sex and/or gender into their research designs: BMWFW, CNRS, CIHR, FFG, FWF, IRC, MINECO, NIH, and ZonMw. In addition, 2 other organisations, GESIS (Germany) and HRB (Ireland), have developed some sort of guidelines/training even though they do not have a specific policy or strategy aimed at integrating sex/gender analysis into research content.
- 6 organisations, from 4 countries, also have guidelines and/or training materials/workshops to assist Evaluators in reviewing the sex/gender components of research proposals: BMWFW, CIHR, FWF, FFG, IRC and MINECO.
- Only one organisation, the US NAS, declares having recommendations and/or models for university curricula development in scientific and technological fields (i.e. other than humanities and social science). 30 out of the 38 organisations that answered “No” to this question actually specify that they do not have any responsibility for university-level curricula, and few respondents knew of universities developing such gendered curricula in the STEM fields.
- 9 organisations, among the 24 organisations declaring that they do not have a policy or specific strategy aimed at integrating sex and gender analysis into research content, say that they do plan to introduce such a policy/strategy: ANR, MENESR (France), CSIC (Spain), CRUS/swissuniversities (Switzerland), DFG (Germany), MSMT (Czech Republic) RPF (Cyprus), SMM (Lithuania) and NSERC (Canada).
- 35 out of the 40 respondent organisations (87.5%) declare undertaking activities in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes. Activities include participation to the GENDER-NET ERA-NET itself, to the Helsinki Group on Gender in Research and Innovation, and to the Science Europe Working Group on Gender and Diversity.
- In addition, a large majority of respondent organisations express an interest for receiving more information and assistance on the topic:
  - 34 organisations are interested in learning more about how to include sex and gender considerations in the research fields they fund/develop
  - 27 organisations are interested in receiving assistance with guidelines and/or training modules/workshops for helping applicants to include sex/gender considerations in the development of their research designs
  - 22 organisations are interested in receiving assistance regarding the guidelines and possible training for reviewers.

The present Compendium is to be followed by a detailed comparative analysis report on the survey results (GENDER-NET Deliverable D3.10). The Compendium and comparative analysis report are to serve as an inventory of successful national/regional policies, programmes, plans and strategies, and form the core reference documents for the development of common criteria, indicators, guidelines, potential award schemes and other joint implementation initiatives on the gendering of research contents within the framework of the GENDER-NET project.

## Introduction and methodology

### i. Background

**GENDER-NET** is a pilot transnational research policy initiative funded by the European Commission under the Science-in-Society work programme of the 7<sup>th</sup> Framework Programme for Research and Technological Development. This ERA-NET (European Research Area Network) is designed to address the common challenges still facing European research institutions in achieving gender equality in research and innovation. These challenges concern the persistent barriers and constraints to the recruitment, advancement and mobility of women in the European scientific system, the lack of women in decision-making, as well as the limited integration of the gender dimension in research programmes and contents.

Coordinated by French CNRS, GENDER-NET brings together a balanced partnership of 12 national research programme owners from across Europe and North America (e.g. ministries, national research funding agencies and other national organisations) as well as a number of Observer organisations and an Expert Advisory Board, all with a shared commitment to gender equality and synergistic expertise in gender and science issues.

One of the 4 Work Packages (WP) of GENDER-NET, Work Package 3, co-led by Spanish MINECO and Canadian CIHR, is entitled “Gendering Research Contents and Programmes”. The objectives of WP3 are to exchange best practices and develop guidelines on the integration of the gender dimension in research and innovation contents and programmes, building on the mutual opening of national and regional initiatives on the use of sex and gender analysis through networking activities, to design supporting tools for adapting the common best practices to transnational contexts, and to develop a strategic framework for implementing joint activities.

Task 2 of WP3 aims to provide a compendium, and detailed comparative analysis, of existing national/regional policies, programmes, plans and strategies as well as related implementation tools and national regulations, which address the integration of sex and gender analysis in research and innovation, particularly beyond the field of humanities and social sciences, in member states and associated countries participating in GENDER-NET, in the countries that have expressed an interest in joining the consortium, and in other relevant countries.

Deliverable D3.9 pertains to WP3 Task 2, and more specifically to sub-Task 2.b (*Collecting data/information and producing a comprehensive description of existing national/regional initiatives aimed at fostering the integration of sex and gender into research content*), which followed sub-Task 2.a (*Developing data/information collection tools*). Both sub-Tasks are co-led by CNRS and CIHR.

As part of sub-Task 2.a, a survey questionnaire was designed by CIHR and CNRS, which objectives were: a) to capture successful national and regional policies, programmes, plans and strategies that facilitate the integration of sex and gender analysis into research – especially outside humanities and social sciences – and that could be tailored within transnational contexts and implemented across countries, b) to identify gaps for which the GENDER-NET project could provide support.

The questionnaire proposed by CNRS and CIHR was reviewed by other GENDER-NET WP3 participants (MINECO, HEA/IRC, RCN, MENESR, FNRS, MESS, RPF, NAS) as well as by GENDER-NET Expert Advisory Group members (e.g. Londa Schiebinger, Stanford University, Director of the EU-US Gendered Innovations project). The resulting questionnaire contents are presented in the next section, and the full questionnaire is displayed in Annex 1.

An online survey was then developed through the SurveyGizmo software thanks to key technical support from our Belgian partner F.R.S.-FNRS.

The survey was launched mid-July 2014. The target population and the methodology used for distributing the survey link were the following:

- All GENDER-NET WP3 national-level participants were asked to fill in the online survey, and to invite other relevant national-level organisations in their country, and any regional-level organisations their country might be part of, to fill it in as well.
- All *Science Europe* member organisations (50 research-funding and/or research-performing organisations from 27 countries in Europe, see: <http://www.scienceeurope.org/about-us/member-organisations>) were invited by *Science Europe* to fill in the survey.
- Members of the *Helsinki Group on Gender in Research and Innovation* representing national organisations (e.g. ministries) were invited to fill in the survey as well. The Helsinki Group, established in 1999 as an Advisory Group to the European Commission, brings together representatives from Member States and Associated Countries with a mandate to promote equality between women and men in R&I and also to embed the gender dimension in science, research and innovation contents and programmes.
- A number of member organisations of TAFTIE, the European Network of Innovation Agencies (see: <http://www.taftie.org/members>), were also invited to fill in the GENDER-NET WP3 survey.

Following a first overview of collected results which showed that some questionnaires had missing data, or that some respondents had responded on gender equality issues in research careers rather than on the sex/gender dimen-

sion in research contents, all national-level respondents were contacted end of November and early December 2014 and asked to review their responses in the light of some clarifications that we provided to respondents on the topic of the survey. Most respondents answered back and a number did review their responses. A deeper analysis of the corrected responses still revealed some missing or unclear data. Almost two thirds of the respondents were contacted again by CNRS in January/February 2015 with specific questions relating to key survey items. Almost all organisations eventually gave feedback, and the fact sheets per organisation were clarified accordingly.

The results of the survey and follow-up data collection have informed the Compendium of national best practices presented here. The contents of this Compendium will be made available online on the GENDER-NET website, including through an interactive map which will offer an easy access to the organisations' fact sheets per country.

As per the GENDER-NET Description of Work, this Compendium is to be followed by a detailed comparative analysis report (Deliverable D3.10). An expert workshop has been organised in February 2015 for this purpose and several other workshops held since have been informing its contents. Building on the Compendium, the comparative analysis report is to serve as an inventory of successful national/regional policies, programmes, plans and strategies, and will be the core reference document for developing common criteria, indicators, guidelines, recognition schemes and other joint implementation tools.

## ii. Contents of the survey

The survey covered the following categories:

1. General Information on respondents
2. Policies and strategies aimed at integrating sex/gender analysis in research
3. Research funding programmes aimed at integrating sex/gender analysis in research
4. Guidelines and training materials for applicants
5. Guidelines/training for grant proposal reviewers
6. Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)
7. Transnational activities
8. Additional information

The full survey questionnaire is presented in Annex 1.

## iii. Survey Outcomes

### iii.1 Overview of the survey response rate

- There have been 53 respondents to the survey: 43 respondents completed the survey and 10 only partially filled the questionnaire. These 53 respondents represent 47 organisations: 42 for the completed surveys (2 responses were received from the same organisation) and 5 for the very partially-filled surveys. We did not include the latter in our report.
- 39 out of the 42 organisations that have completed the survey are national organisations which qualify as targets for this Compendium.
- There are 24 countries represented overall among respondents: 22 with completed surveys, and 2 more with only very partial responses and which were therefore not included in the Compendium.
- 18 organisations from the GENDER-NET Consortium have completed the survey, i.e. 11 out of the 12 Beneficiaries (ECU did not answer, but doesn't address research contents nor fund/perform research) as well as 3 associated organisations (KILDEN, CRUS and HEA), 2 Observers (DFG and NSERC – DCND does not address research contents nor fund/perform research) and 2 organisations represented on our Expert Advisory Board (German GESIS and Swedish SRC).
- 24 organisations from outside the GENDER-NET Consortium have also completed the survey. Among these, there are 10 organisations from countries already represented in the GENDER-NET Consortium (beyond the Consortium members) and 14 organisations from countries not represented in the GENDER-NET Consortium, as of January 2015.
- Among organisations having completed the survey, there are 11 research-funding or research-performing organisations that are members of *Science Europe*, among which 10 are currently involved in the *Science Europe* Working Group on Gender & Diversity. This working group, created in 2014, has set out to examine new ways to integrate sex and gender analysis into the research contents, as part of its roadmap. Four of these 10 organisations are participants in the GENDER-NET ERA-NET as either Beneficiaries (CNRS and RCN), Observers (DFG), or Expert Advisory Board members (SRC). The other 6 are Danish DNRF and DFF, French ANR, Irish SFI, Spanish CSIC, and the RCUK from the United Kingdom. Only IRC is not (yet) a member of the working group.
- Among organisations having completed the survey, 7 have declared being represented on the *Helsinki Group*. Three of these organisations are GENDER-NET partners (MENESR, MINECO and RCN). The other 4 organisations are the Austrian, Czech, Dutch and Lithuanian ministries in charge of research (BM-WFW, MSMT, MOCW and SMM, respectively).
- Only one of the TAFTIE members (funding agencies for applied research and innovation in Europe) answered the GENDER-NET survey: the Austrian FFG.

### iii.2. Response rates by country

The following tables show the number of responses received by country, for respondents which have completed the survey and submitted their responses, as well as for respondents which have only partially filled the online questionnaire.

The full list of countries and organisations which responded to the GENDER-NET online survey (completed or only partially filled), with the names of the respondents, is available in Annex 2.

#### Completed Survey Partial Responses

Countries	# Responses
Austria	3
Belgium	1
Canada	2
Cyprus *	5
Czech Republic	1
Denmark	2
Finland	1
France	3
Germany	2
Hungary	1
Ireland *	5
Latvia	1
Lithuania	1
Netherlands	3
Norway	2
Slovenia	1
Slovakia	1
Spain	2
Sweden	1
Switzerland	3
UK	1
USA **	1
<b>TOTAL</b>	<b>43</b>

\* Answers from the European University of Cyprus (2 responses) and the University of Limerick (Ireland), counted in this table, have not been taken into consideration in this compendium, which does not cover universities.  
The Electricity Authority of Cyprus has not been included either, as the EAC is an independent, semi-government corporation that participates in research projects but does not fund research nor have dedicated research centers.

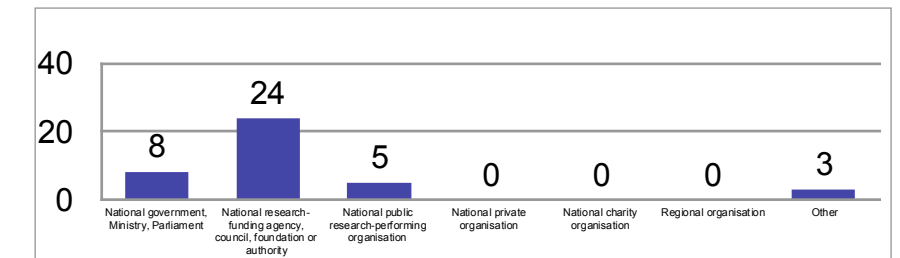
\*\* Although they did not fill in the online survey, the National Institutes of Health (USA) did provide detailed information via e-mail. Their input has been added to the Compendium in the final section, presenting responses from the USA.

The GENDER-NET Compendium therefore contains the fact sheets of 40 national organisations coming from 22 different countries.



## Section 1 – Quantitative Data Summary

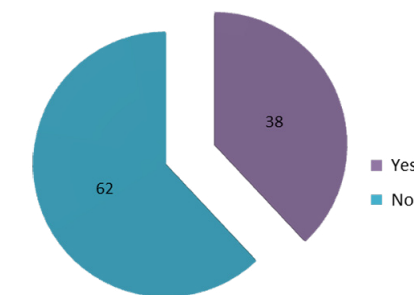
### Type of organisation



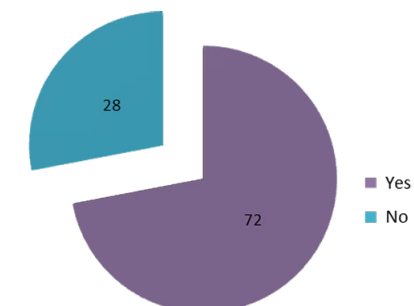
Note: CNRS is counted as both a National research-funding agency and a National public research-performing organisation

Responses from 39 national-level organisations

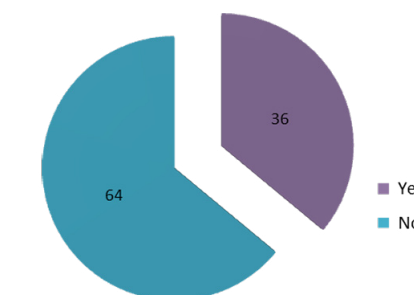
Organisations that have policies and strategies aimed at integrating sex/gender analysis in research



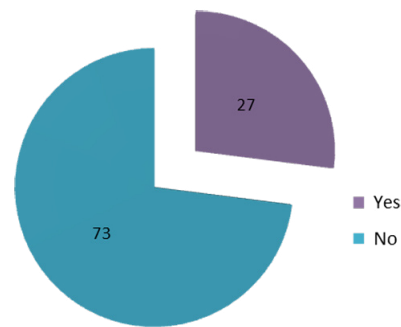
Organisations that have research funding programmes (in any field)



Organisations that have a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs



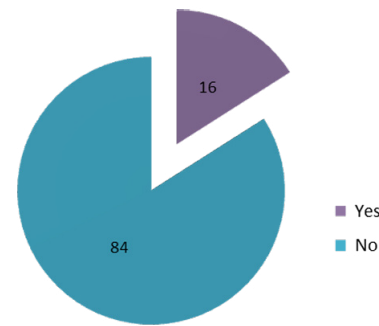
Organisations that have  
guidelines and/or training  
materials for applicants



Value	Percent	Count
Yes	27 %	10
No	73 %	27
TOTAL		37

2 unanswered

Organisations that have  
guidelines/training for grant  
proposals reviewers



Value	Percent	Count
Yes	15.8%	6
No	84.2%	32
TOTAL		38

1 unanswered

The full statistics are available in Annex 3.

## Section 2 – Overview of National and Regional Contexts

## 2.1. Summary Chart of National Initiatives

Country	Organisation	Policies and strategies	Research-funding programmes*	Guidelines and trainings for applicants	Guidelines and trainings for reviewers	Recommendations/models for university curricula	Trans-national activities	Other activities
AT	BMWWF	x	x	x	x		x	
	FWF	x	x	x	x		x	x
	FFG	x	x	x	x		x	
BE	FNRS						x	
CA	CIHR	x	x	x	x		x	x
	NSERC						x	x
CH	SERI	x	x				x	
	CRUS						x	x
	SNF	x					x	
CY	RPF						x	
	SGL							
CZ	MSMT						x	
DE	DFG						x	
	GESIS			x			x	
DK	DFF						x	x
	DNRF						x	
ES	MINECO	x	x	x	x		x	
	CSIC	x					x	x
FI	AKA							x
FR	CNRS	x	x	x			x	
	MENESR						x	x
	ANR						x	
HU	OTKA							
IE	IRC	x	x	x	x		x	
	HEA						x	x
	SFI						x	
	HRB			x				
LV	LSC							
LT	SMM						x	
NL	MOCW	x					x	
	NWO						x	
	ZonMw	x	x	x			x	x
NO	RCN	x	x				x	x
	KILDEN	x					x	x
SE	SRC						x	
SI	MESS						x	
SK	SU-SAV						x	
UK	RCUK						x	x
US	NAS	x				x	x	x
	NIH	x	x	x			x	x

\* Organisations (with funding programmes and) with policies requiring grant applicants to specify sex and/or gender considerations in their research designs.

## 2.2. Successful National and Regional Examples

This compendium aims to capture the existing data on national/regional policies, programmes, plans and strategies fostering the integration of sex/ gender analysis in research contents, which could later be tailored within transnational contexts.

Our purpose here is to highlight the more proactive countries and organisations, as well as successful national and regional examples. Survey results will later be thoroughly analysed, including through an expert workshop (Milestone MS8), to produce the due comparative analysis report.

As recorded in the table shown in section 2.1 (Summary Chart of National Initiatives), only 15 out of the 39 organisations which completed the on-line survey, that is **16 out of 40 including NIH, i.e. 40%, have or follow a policy or specific strategy aimed at integrating sex and gender analysis into research content.**

These 16 organisations come from only 9 countries among the 22 countries represented in the survey:

### Austria:

1. Austrian Federal Ministry of Science, Research and Economy (BMWWF)
2. Austrian Science Fund (FWF)
3. Austrian Science Fund (FFG)

### Canada:

4. Canadian Institutes of Health Research – Institute of Gender and Health (CIHR-IGH)

### France:

5. Centre National de la Recherche Scientifique (CNRS)

### Ireland:

6. Irish Research Council (IRC)

### Netherlands:

7. Netherlands Organisation for Health Research and Development (ZonMw)
8. Ministry of Education, Culture and Science (MOCW)

### Norway:

9. Research Council of Norway (RCN)
10. Information Centre for Gender Research in Norway (KILDEN)

#### Spain:

11. State Secretariat for Research, Development and Innovation in the Ministry of Economy and Competitiveness (MINECO-SEIDI)
12. Consejo Superior de Investigaciones Científicas (CSIC)

#### Switzerland:

13. State Secretariat for Education, Research and Innovation (WBF-SERI)
14. Swiss National Science Foundation (SNSF)

#### USA:

15. US National Academies (NAS)
16. US National Institutes of Health (NIH)

Four of the above organisations do not have funding programmes for research: CSIC (Spain), MOCW (Netherlands), KILDEN (Norway) and NAS (USA). For the 12 organisations with funding programmes, only SNSF (Switzerland) declares not having a **policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs**.

Therefore, 11 responding organisations, from 9 countries, currently have or follow a policy or specific strategy aimed at integrating sex/gender analysis into research content, and also have some kind of policy requiring applicants to specify whether they are considering sex/gender in their research designs:

1. Austria: BMWFW, FWF, FFG
2. Canada: CIHR
3. France: CNRS
4. Ireland: IRC
5. Netherlands: ZonMw
6. Norway: RCN
7. Spain: MINECO
8. Switzerland: WBF-SERI
9. US: NIH

The comparative analysis report will further explore the commonalities and differences between these 11 organisations.

Nine out of these 11 **organisations provide guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs** (only RCN and WBF-SERI do not do so).

In addition, 2 organisations, GESIS (Germany) and HRB (Ireland), also have developed some sort of guidelines or training materials, even if they do not have any policy or strategy aimed at integrating sex/gender analysis into research content.

There are **6 organisations** which declare **having guidelines and/or training materials/workshops to assist evaluators** in reviewing the sex/gender components of research proposals, which come from only 4 countries:

1. Austria: BMWFW, FWF, FFG
2. Canada: CIHR
3. Ireland: IRC
4. Spain: MINECO

These six organisations actually cover all four aspects presented in the pie charts in Section 1:

- Policies and strategies
- Research-funding programmes
- Guidelines and trainings for applicants
- Guidelines and trainings for reviewers.

Three of these organisations, from Canada, Ireland and Spain, are GENDER-NET ERA-NET partners, while Austrian FWF will be shortly joining the project as an Observer. The possibility of entering the GENDER-NET consortium is currently under discussion at the FFG. Another organisation developing a comprehensive approach, recently reinforced, are the US NIH.

Although these figures show that **very few national organisations currently have comprehensive strategies for fostering the inclusion of sex/gender analysis into research contents**, it is a very positive result for the purpose of the GENDER-NET ERA-NET that **a large majority of organisations having responded to the online survey express an interest for obtaining more information on the topic**.

Indeed:

- 34 out of the 37 organisations having responded to this question (i.e. 92 %) are interested in learning more about how to include sex/gender considerations in the research fields that they are funding/developing;
- 27 out of the 38 responding organisations (i.e. 71 %) are interested in receiving assistance with guidelines and/or training modules/workshops for helping applicants to include sex/gender considerations in the development of their research designs;
- 22 out of the 31 responding organisations (i.e. 71%) are interested in receiving assistance regarding the guidelines and possible training for reviewers.



### 2.3. National and Regional Gap Areas/Challenges

**35 out of the 40** respondent organisations (87.5%) declare **undertaking activities in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes**. These transnational activities include participation to the GENDER-NET ERA-NET itself, to the Helsinki Group on Gender in Research and Innovation, and to the Science Europe Working Group on Gender and Diversity.

In this section we highlight some gap areas that will require a strong attention for an effective implementation.

Only 16 organisations, coming from 9 out of the 22 countries represented among respondents, currently have a policy or specify strategy aimed at integrating sex and gender analysis into research contents, while **24 national organisations, coming from 18 countries, do not have such a strategy/policy**.

They are the following:

1. Belgium: FNRS
2. Canada: NSERC
3. Cyprus: RPF, SGL
4. Czech Republic: MSMT
5. Denmark: DFF, DNRF
6. Germany: GESIS, DFG
7. Finland: AKA
8. France: MENESR, ANR
9. Hungary: OTKA
10. Ireland: HEA, SFI, HRB
11. Latvia: LSC
12. Lithuania: SMM
13. Netherlands: NWO
14. Sweden: SRC
15. Switzerland: CRUS
16. Slovakia: SU-SAV
17. Slovenia: MESS
18. United Kingdom: RCUK

**Among the above 24 national organisations currently without a policy/strategy, 9 declare that they do plan to introduce such a policy/strategy** (ANR, CSIC, CRUS/swissuniversities, DFG, MENESR, MSMT, NSERC, RPF, SMM).

Three of these 24 organisations left this question unanswered, perhaps undecided.

However, some of these national institutions develop or follow a specific action, such as GESIS (Germany), which develops guidelines and trainings on sex/gender analysis for applicants (to external funding programmes).

For those countries who actually have organisations implementing a policy or strategy aimed at integrating a sex and gender perspective in research contents, one of the gaps to explore in the follow-up comparative analysis will be the differences between organisations within each of these countries, such as e.g. in Austria, France, Ireland, the Netherlands, or Switzerland.

**Only 11 out of the 40 organisations have some sort of guidelines/trainings - for applicants and/or for reviewers**. It is however worth noting that most survey respondents state that they would welcome assistance with this.

Among organisations which do have policies/strategies/programmes, some have also mentioned that they had encountered some challenges/obstacles in implementation, due to e.g. lack of awareness of applicants, lack of expertise/understanding of issues and research benefits at stake (especially in fields outside SSH), or a diversity policy in which gender is just one among other themes

**Only one organisation, the US NAS, declares having recommendations and/or models for university curricula development in scientific and technological fields (i.e. in fields other than humanities and social sciences)**.

However, 30 out of the 38 organisations that answered “No” to this question specify that they actually do not have any responsibility for university-level curricula.

A very limited number of universities developing such gendered curricula were mentioned by the respondents. This topic will be further addressed through WP3 Task 3 of GENDER-NET.

More statistics are available in the Annex 3.

The following Section 3 presents the actual Compendium part of this report, with the survey responses of 40 national organisations from 22 countries, by country. It contains fact sheets for 36 national organisations across 20 countries in Europe and 4 national organisations from North America (2 from Canada and 2 from the US).

## Section 3 – Responses by Country

### AUSTRIA

- ▶ Austrian Federal Ministry of Science, Research and Economy (BMWFW)
- ▶ Austrian Science Fund (FWF)
- ▶ Austrian Research Promotion Agency (FFG)

1. **Full name of organisation (Acronym):** Austrian Federal Ministry of Science, Research and Economy (BMWFW)
2. **Type of organisation** Ministry
3. **Policies and strategies aimed at integrating sex/gender analysis in research**
  - Yes: National legislation (e.g. specific legislation for academia and/or research)
  - Organisation's official policy statement or related web links and/or supporting documents:  
*The Universities Act contains references to the establishment of an organizational unit responsible for the co-ordination of activities relating to gender equality and the promotion of women's and gender studies and the so-called "Affirmative Action Plans". The universities are obligated to establish a Women's Studies Coordination Center and Women's Office that is responsible for the coordination of women and gender studies.*  
[http://wissenschaft.bmwf.at/fileadmin/user\\_upload/E\\_UG.pdf](http://wissenschaft.bmwf.at/fileadmin/user_upload/E_UG.pdf): (Link: Universities Act; relevant: § 19 (6), § 19 (7))  
<https://www.ris.bka.gv.at/GeltendeFassung/Bundesnormen/10008858/B-GIBG%2c%20Fassung%20vom%2004.02.2015.pdf> (Link: Equal Opportunities Act – Bundesgleichbehandlungsgesetz: § 11 Frauenförderungsgebot) In German only.
  - Goals for policy/strategy:  
*The promotion of gender studies and the gender dimension in research content is laid down in the affirmative action plans of the universities.*
  - Policy/strategy implementation:  
*21 out of the 22 Austrian universities established Women's Studies Coordination Centers and Women's Offices.*
  - Challenges/obstacles in implementing this policy/strategy: No
  - Use of criteria/indicators to measure success: No
  - Policy/strategy evaluated: No
  - Legislative, organisational or contextual factors that might influence the transferability of your policy to similar organisations: None
4. **Research funding programmes aimed at integrating sex/gender analysis in research**
  - Funding programmes for research in place: Yes
  - Areas of research funded:  
*Life sciences – Physical and Engineering Sciences.*
  - Organisation has a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: Yes

- Organisation's official policy statement requiring applicants to funding programs to specify whether they are considering sex and/or gender in their research designs:  
*Sparkling Science is a programme by the BMWFW which tries to combine high quality research with the promotion of young scientists. By sponsoring ambitious academic project cooperation between research institutes and schools, the teenagers' interest in research is supposed to be awakened.*  
*Sparkling Science promotes projects that actively involve pupils in research processes. Pupils work side by side with the scientists during their research, also helping with the publication of their findings. These publications can be in form of e.g., specialised papers, A levels projects, dissertations (at HBLFAs) or in the context of inter-disciplinary school projects. The active involvement of pupils during the projects is supposed to contribute to a socially more diverse student population at universities.*  
*In the first phase of the programme, the focus was primarily on the promotion of multi-faceted, innovative projects to test impact and efficiency of different cooperation models. The aspect of implementation is brought into focus during the course of the programme, since the programme's objective is not only to generate knowledge, but also to generate structural change.*  
*Another objective of the programme is the promotion of women in MINT (Mathematics, Informatics, Natural Sciences and Technology) studies and the inclusion of gender aspects into the submitted projects (projects in the context of Sparkling Science that include special measures promoting girls can surpass the maximum amount of funding by 10%. The additional subsidies are to be used specifically for these measures).*  
*Sparkling Science has a run-time of ten years, making an integration of successful pilot projects which tackle the gender dimension in their contents, and cooperation models into the regular system possible.*  
 Related web links: *Sparkling Science homepage:*  
<http://www.sparklingscience.at/en/> and the list of funded projects  
<http://www.sparklingscience.at/en/projects/ueberblick.html>  
*Sparkling Science official policy statement (its unfortunately in German only):*  
 Source: „Sonderrichtlinien zur 3. Programmphase“: [http://www.sparklingscience.at/\\_downloads/Sonderrichtlinien\\_Sparkling\\_Science\\_3\\_Programmphase.pdf](http://www.sparklingscience.at/_downloads/Sonderrichtlinien_Sparkling_Science_3_Programmphase.pdf)
- Implementation of policy: *Please refer to the sparkling science webpage:*  
<http://www.sparklingscience.at/en>
- Use of criteria/indicators to measure success: Yes  
 Related web link: <http://www.sparklingscience.at/en>

## 5. Guidelines and training materials for applicants

- Evaluation of the implementation of the policy: Yes  
Related information/ web link: [http://www.fteval.at/upload/Evaluierung\\_des\\_Foerderprogrammes\\_Sparkling\\_Science.pdf](http://www.fteval.at/upload/Evaluierung_des_Foerderprogrammes_Sparkling_Science.pdf) (in German only). One recommendation of the evaluation was the promotion of girls in STEM areas in the next round of applications. This recommendation was taken up in the next rounds (see: 5th call for proposals, p.4: [http://www.sparklingsscience.at/\\_downloads/Ausschreibungstext\\_231013.pdf](http://www.sparklingsscience.at/_downloads/Ausschreibungstext_231013.pdf)).

- Main impact of this policy:  
*One of the objectives of the programme is the promotion of women in MINT studies and the inclusion of gender aspects into the submitted projects (Projects in the context of Sparkling Science that include special measures promoting girls can surpass the maximum amount of funding by 10%).*

- Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing? : Yes

- Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: Yes  
Related web links: <http://www.sparklingsscience.at/en>

- Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: Yes

## 6. Guidelines/Training for Grant Proposals Reviewers

- Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: Yes  
Related web links/information: <http://www.sparklingsscience.at/en>

- Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: Yes

## 7. Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)

- Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*

- Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula:  
*Austrian universities are autonomous.*

- Other national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: Yes  
*Austrian public universities are responsible for their curricula.*

- Any known university with this kind of programme: Yes

## 8. Transnational activities

- Name(s) of university/universities:

*Most Austrian universities include Gender Studies in their curricula – Two best practice examples:*

- University of Linz: <http://www.jku.at/content/e213/e108>
- University of Graz: <http://koordination-gender.uni-graz.at/en/gender-studies>

Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: Yes

- International/European conference/workshop

- Other: *the Helsinki Group of Gender in Research and Innovation*  
*The Austrian Federal Ministry of Science, Research and Economy nominated 2 delegates to the Helsinki Group on Gender in Research and Innovation. A consultation panel for Austrian delegates to the Helsinki Group was established in 2011 for research-related equality matters. It comprises representatives of higher education and research institutions, as well as representatives of research promotion organisations. The consultation panel's objective is to ensure a broad high-quality basis for national input in the Helsinki Group and to make information from the Helsinki Group easily accessible on a national level.*

Evaluation of activities: No

## 9. Additional information

<http://wissenschaft.bmwf.gv.at/home/science-higher-education/gender-and-diversity>

## 10. Contact

Roberta Schaller-Steidl, Federal Ministry of Science, Research and Economy (BMWF) AUSTRIA, [roberta.schaller-steidl@bmwf.gv.at](mailto:roberta.schaller-steidl@bmwf.gv.at)



1. **Full name of organisation (Acronym):** Austrian Science Fund (FWF)
2. **Type of organisation** National research-funding agency
3. **Policies and strategies aimed at integrating sex/gender analysis in research**
  - *Yes: Other: Pilot plan in two funding programmes: Special Research Programmes (SFB) and Doctoral Programmes (DKs)*
  - Organisation's official policy statement or related web links and/or supporting documents:  
<https://www.fwf.ac.at/en/about-the-fwf/corporate-policy>  
[https://www.fwf.ac.at/fileadmin/files/Dokumente/Ueber\\_den\\_FWF/Gender\\_Mainstreaming/FIX\\_/Equal-Opportunities-in-Research-funding\\_FWF.pdf](https://www.fwf.ac.at/fileadmin/files/Dokumente/Ueber_den_FWF/Gender_Mainstreaming/FIX_/Equal-Opportunities-in-Research-funding_FWF.pdf)  
<https://www.fwf.ac.at/en/research-funding/fwf-programmes/special-research-programmes-sfb>  
<https://www.fwf.ac.at/en/research-funding/fwf-programmes/dks>
  - Goals for policy/strategy:  
*In addition to having a Target quota of 30% female researchers among the applicants, our goal is to investigate the gender relevance of the research question.*
  - Policy/strategy implementation:  
*Integrated into the programme guidelines.*
  - Challenges/obstacles in implementing this policy/strategy: *Yes*  
*To start out with, there were many questions from the applicants – encountering the goals.*
  - Use of criteria/indicators to measure success: *Yes in term of numbers of female applicants*  
*This is a two evaluation step procedure – in both steps, questions to the reviewers include questions concerning the gender relevance of the research question as well as the gender balance are integrated.*  
*Policy/strategy evaluated: No*
  - Legislative, organisational or contextual factors that might influence the transferability of your policy to similar organisations: *None*
4. **Research funding programmes aimed at integrating sex/gender analysis in research**
  - Funding programmes for research in place: *Yes*
  - Areas of research funded:  
*Social science and humanities – Life sciences – Physical and Engineering Sciences – Interdisciplinary research*
  - Organisation has a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs:  
*Yes, in 2 pilot programmes*

- Organisation's official policy statement requiring applicants to funding programs to specify whether they are considering sex and/or gender in their research designs: *Gender equality standards*
- Related web links:  
[https://www.fwf.ac.at/fileadmin/files/Dokumente/Ueber\\_den\\_FWF/Gender\\_Mainstreaming/FIX\\_/Equal-Opportunities-in-Research-funding\\_FWF.pdf](https://www.fwf.ac.at/fileadmin/files/Dokumente/Ueber_den_FWF/Gender_Mainstreaming/FIX_/Equal-Opportunities-in-Research-funding_FWF.pdf)  
<https://www.fwf.ac.at/de/ueber-den-fwf/gender-mainstreaming/fix-the-institutions/detailseite>  
<https://www.fwf.ac.at/de/ueber-den-fwf/gender-mainstreaming/fix-the-knowledge/detailseite>
- Implementation of policy:  
*The standards are agreed on by the governing board of the FWF and are integrated within the procedures of the FWF.*
  - Use of criteria/indicators to measure success: *Yes*
  - Gender-segregated data provided yearly in our annual report  
 Related web link: <https://www.fwf.ac.at/en/about-the-fwf/publications>
  - Evaluation of the policy: *No*
  - Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing? : *Yes*
  - Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: *Yes*
- Related web links:  
<https://www.fwf.ac.at/de/ueber-den-fwf/gender-mainstreaming/fix-the-knowledge>  
[https://www.fwf.ac.at/fileadmin/files/Dokumente/Ueber\\_den\\_FWF/Gender\\_Mainstreaming/FIX\\_/how\\_to\\_make\\_research\\_gender\\_sensitive.pdf](https://www.fwf.ac.at/fileadmin/files/Dokumente/Ueber_den_FWF/Gender_Mainstreaming/FIX_/how_to_make_research_gender_sensitive.pdf)  
[https://www.fwf.ac.at/fileadmin/files/Dokumente/Ueber\\_den\\_FWF/Gender\\_Mainstreaming/FIX\\_/checklist\\_for\\_gender\\_in\\_research.pdf](https://www.fwf.ac.at/fileadmin/files/Dokumente/Ueber_den_FWF/Gender_Mainstreaming/FIX_/checklist_for_gender_in_research.pdf)
- Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: *Yes*
  - Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: *Yes*  
 Related web links/information: *The material is included in our briefing material for the hearing held at step 2 of the evaluation procedure.*
5. **Guidelines and training materials for applicants**
  6. **Guidelines/Training for Grant Proposals Reviewers**

## 7. Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)

- Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: *Not answered*
- Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*
- Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula: *We do not have responsibility for university-level curricula.*
- Other national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: *No – Universities are autonomous*  
Related information/web links: *Federal Ministry of science, research and economy (BMWF)*  
<http://wissenschaft.bmwfw.gv.at/home/science-higher-education/gender-and-diversity>  
<http://www.en.bmwfw.gv.at/Seiten/default.aspx>
- Any known university with this kind of programme: *Yes*
- Name(s) of university/universities:  
*Gender studies at several universities in Austria,*  
<http://www.genderstudies.at/en/#at>  
<http://www.genderplattform.at>

## 8. Transnational activities

- Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: *Yes*
- International/European conference/workshop: European and national cooperation concerning this topic: genderAG at Vienna, Germany-Austria-Switzerland meetings with SNSF and DFG*
- Other: *FWF is a chairing the Science Europe Working Group on Gender and Diversity, which will also be examining new ways to integrate sex and gender analysis into the research content.*  
Related information/web links:  
<http://www.SNSF.ch/de/Seiten/default.aspx>  
<http://www.dfg.de>  
*genderAG: <https://www.fwf.ac.at/en/about-the-fwf/gender-issues/genderag>*  
*The Science Europe Working Group on Gender and Diversity is presented here: <http://www.scienceeurope.org/policy/working-groups/gender-diversity>*
  - Evaluation of activities: *No*

## 9. Additional information

*FWF will soon become an Observer in GENDER-NET.*

*Ongoing discussion about a new strategy to integrate the gender dimension (sex and gender analysis) in all programmes.*

*Discussion about integration of the diversity dimension within the FWF policy and programmes.*

## 10. Contact

Sabine Haubenwallner, Austrian Science Fund (FWF) AUSTRIA,  
[sabine.haubenwallner@fwf.ac.at](mailto:sabine.haubenwallner@fwf.ac.at)

**1. Full name of organisation  
(Acronym):**

Austrian Research Promotion Agency (FFG)

**2. Type of organisation**

National research-funding agency

**3. Policies and strategies  
aimed at integrating sex/  
gender analysis in research**

- Yes: Specific strategy (e.g. national or institutional strategic plan for research, gender action plan)

- Organisation's official policy statement or related web links and/or supporting documents:

*Mission regarding gender mainstreaming: "Equal opportunities for women and men in research are an important management concern at FFG – therefore gender mainstreaming is implemented in all fields of activity".*

*FFG is also a member of the genderAG Working Group: The goal of the working group is to increase the visibility of each organisation's gender mainstreaming activities in order to promote the topic of equal opportunities for women and men in the research world. The working group was established in 2007 and it includes experts from Austrian Cooperative Research (ACR), the Austrian Research Promotion Agency (FFG), the Austrian Science Fund (FWF) and Joanneum Research (JR).*

Related web links: This is part of the mission statement of FFG. The following links are only available in German: <https://www.ffg.at/content/mission-statement-der-ffg> or <https://www.ffg.at/presse/ffg-gleichberechtigung-ist-nicht-nur-ge-recht-sondern-vernuenftig>

- Goals for policy/strategy:

*Gender aspects are implemented through a variety of measures: gender trainings for employees; gender-sensitive communication; gender competence for design, implementation, monitoring of RTDI political measures; gender budgeting; gender monitoring.*

*Gender criteria in all research funding activities: quality of projects, gender awareness & competence, gender balance.*

**One of the three gender criteria addresses the gender dimension in research and innovation contents.**

*These criteria are part of the project evaluation process. The three gender criteria in all research funding activities:*

- **quality of projects: which means the gender dimension of the project**
- *gender awareness & competence: which means the circumstances in which men and women work, created by the company*
- *gender balance: which means the balance of men and women in the company/departments/teams*

*In the programme "Talents" of the Ministry of Transport, Innovation and Technology (BMVIT) managed by the FFG, one line is focused on the integration of the gender dimension in research and innovation contents: "FEMtech Research Projects" initiate and support projects with an emphasis on both genders' needs and demands. The differences between men and women are taken into consideration throughout the development of technologies and products. "FEMtech Research Projects" aim to increase the level of interest among scientists on the "gender" issue when developing and carrying out research projects, with a view to improving the quality and capability of solutions, products and technologies to meet the needs of all customers (since 2011).*

*The former programme was called "FEMtech" and the specific line "RTI-Projects" (2008 -2010):*

*The first step was in the year 2008, with the first call of FEMtech RTI-Projects.*

*The next step was in the year 2010, with considerations of gender in research becoming evaluation-relevant criteria in applications for the Collective Research general programme of the FFG (see information here: <https://www.ffg.at/en/general-programme> and guidelines here (only in German): [https://www.ffg.at/sites/default/files/downloads/call/ausschreibungsleitfaden\\_basis\\_v2.0\\_10092014.pdf](https://www.ffg.at/sites/default/files/downloads/call/ausschreibungsleitfaden_basis_v2.0_10092014.pdf)).*

*Following step in the year 2011: More programmes followed, for example the Bridge Programme (see: information here: <https://www.ffg.at/en/bridge> and guidelines here: [https://www.ffg.at/sites/default/files/downloads/program\\_line/20130314\\_bridgefruehphase\\_ausschreibungsleitfaden\\_e.pdf](https://www.ffg.at/sites/default/files/downloads/program_line/20130314_bridgefruehphase_ausschreibungsleitfaden_e.pdf)).*

*Current situation: the 3 gender criteria are applied in all research funding activities.*

- Policy/strategy implementation:

*The topics gender equality and gender mainstreaming are anchored in the Strategy Unit.*

*"If you can't change their minds, change your criteria!" (Andreas Wildberger, Head of the "Structural Programmes" Department at the FFG).*

*They are a key focus in the FFG range of funding programmes (see above).*

Related web link: Organisational Structure of the Strategy Unit:

<https://www.ffg.at/en/content/organisational-structure>

- Challenges/obstacles in implementing this policy/strategy: No

- Use of criteria/indicators to measure success: Yes

*The gender criteria include project content and project impacts, composition of the research team as well as employment conditions provided by the applicant. In addition, there are special programmes in which it is indispensable to meet the gender criteria in order to pass the competitive process (e.g. "FEMtech Research Projects") successfully.*

Criteria for the evaluation of projects:

- **relevance: gender aspects in the research topic** – adequate research design?
- **team: composition**
- **economic potential / exploitation: customer orientation**

Effects:

- **higher quality of the research projects**
- **awareness, gender-competence, learning for applicants and jury members**
- **gender-balance in research Experience**
- **communication vis-à-vis applicants and jury members**
- **guidelines, events**
- **briefing of the jury members**
- **gender-competence for evaluation**

■ Policy/strategy evaluated: Yes

Related information/web links: The programme “Talents” was evaluated in 2014. The executive summary is available in English: [http://www.bmvit.gv.at/service/publikationen/innovation/evaluierungen/downloads/zwischenevaluierung\\_talente.pdf](http://www.bmvit.gv.at/service/publikationen/innovation/evaluierungen/downloads/zwischenevaluierung_talente.pdf)

■ Impact of policy/strategy:

Related information/web links:

[http://www.bmvit.gv.at/service/publikationen/innovation/evaluierungen/downloads/zwischenevaluierung\\_talente.pdf](http://www.bmvit.gv.at/service/publikationen/innovation/evaluierungen/downloads/zwischenevaluierung_talente.pdf)

■ Legislative, organisational or contextual factors that might influence the transferability of your policy to similar organisations: *None*

■ Funding programmes for research in place: Yes

■ Areas of research funded:

*Life sciences – Physical and Engineering Sciences – Interdisciplinary research*

■ Organisation has a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: Yes

■ Organisation’s official policy statement requiring applicants to funding programs to specify whether they are considering sex and/or gender in their research designs:

*“FEMtech Research Projects” (part of the Programme Talents) – gender-conscious innovation (46 funded projects in 2008-2014). In this special programme it is indispensable to meet the gender criteria in order to pass the competitive process successfully.*

Related web links: <https://www.ffg.at/femtech-forschungsprojekte> (In German - not available in English)

#### 4. Research funding programmes aimed at integrating sex/gender analysis in research

■ Implementation of policy: *The gender criteria are part of the project evaluation process.*

■ Use of criteria/indicators to measure success: Yes

Related web link:

[https://www.ffg.at/sites/default/files/downloads/call/ausschreibungsleitfaden\\_forschungsprojekte\\_4as\\_1.pdf](https://www.ffg.at/sites/default/files/downloads/call/ausschreibungsleitfaden_forschungsprojekte_4as_1.pdf) (in German)

■ Evaluation of the policy: Yes

Related web link: *Results of the evaluation of the programme Talents.*

[http://www.bmvit.gv.at/service/publikationen/innovation/evaluierungen/downloads/zwischenevaluierung\\_talente.pdf](http://www.bmvit.gv.at/service/publikationen/innovation/evaluierungen/downloads/zwischenevaluierung_talente.pdf)

■ Main impact of this policy:

*“FEMtech Research Projects” focuses on applied research with gender-relevant content. The openness considering the research topics is expressed by the rather heterogeneous project applications. The beneficiaries are mainly enterprises and research institutions that were already considering gender issues in their research activities. It is true for all projects and research institutions that the implementation would not have been possible without funding of “FEMtech Research Projects” due to insufficient financial means. The sub-programme contributes to considering different living conditions in frequently male-dominated research fields. Enterprises and research institutions are highly satisfied with the sub-programme and the persons questioned confirm interest in re-participating in “FEMtech Research Projects” (= Part of the results of the 2014 evaluation of the programme “Talents”).*

■ Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing? : Yes

■ Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: Yes

Related web links: <https://www.ffg.at/femtech-forschungsprojekte>

[https://www.ffg.at/talente/success\\_stories](https://www.ffg.at/talente/success_stories)

<http://femtech.at/expertinnendatenbank>

■ Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: Yes

■ Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: Yes

Related web links/information: *Part of the briefing process. Some of the evaluators are experts in this topic. All evaluators get the guidelines for the application*

#### 5. Guidelines and training materials for applicants

#### 6. Guidelines/Training for Grant Proposals Reviewers



including the criteria. They were briefed extensively in a meeting before the first judging panel took place. Since then it is more or less a standing committee.

- Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: *No*

Why not: *Information about guidelines and training possibilities would be fine but is not needed.*

#### 7. Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)

- Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*
- Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula:
  - *We do not have responsibility for university-level curricula.*
  - Other national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: *Not answered*
  - Any known university with this kind of programme: *Yes*
  - Name(s) of university/universities:
  - Related information/web links: *TU Wien*  
[http://www.tuwien.ac.at/en/services/gender\\_studies/home/team](http://www.tuwien.ac.at/en/services/gender_studies/home/team)

#### 8. Transnational activities

Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: *Yes*

- International/European conference/workshop
- Related information/web links: *8<sup>th</sup> European Conference on Gender Equality in Higher Education. Panel discussion "Gender Matters in Research Funding",*  
<https://gender2014.conf.tuwien.ac.at>
- Evaluation of activities: *No*

#### 9. Additional information

*Not answered*

#### 10. Contact

Andrea Rainer, Austrian Research Promotion Agency (FFG) AUSTRIA,  
[andrea.rainer@ffg.at](mailto:andrea.rainer@ffg.at)

## BELGIUM

- Fund for Scientific Research (F.R.S. – FNRS)

1. **Full name of organisation (Acronym):** Fund for Scientific Research (FNRS)
2. **Type of organisation** National research-funding agency
3. **Policies and strategies aimed at integrating sex/gender analysis in research**
  - None
  - Planning to introduce such a policy/strategy: No
  - Why Not: *Lack of high-level support to define such a strategy*
4. **Research funding programmes aimed at integrating sex/gender analysis in research**
  - Funding programmes for research in place: Yes
  - Areas of research funded:  
*Social science and humanities – Life sciences – Physical and Engineering Sciences.*
  - Organisation has a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: No
  - Planning to implement a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: No
  - Rationale for not requiring sex and/or gender considerations to be taken into account by applicants to your funding programmes:  
*This would require a change of mind-set and high-level support.*
  - Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing? : Yes
5. **Guidelines and training materials for applicants**
  - Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: No
  - Organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs:  
*For the moment, applicants are not required to integrate sex and/or gender into their research designs and this element is an evaluation criterion.*
  - Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: Yes
6. **Guidelines/Training for Grant Proposals Reviewers**
  - Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: No
  - Organisation's rationale for not having sex/gender guidelines for evaluators:  
*The consideration of sex/gender components of research proposals is not required.*

7. **Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)**
  - Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: Yes
  - Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*
  - Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula:  
*FNRS co-ordinates the setting-up of programmes in Graduate colleges (Ecoles doctorales) at the universities of the French-speaking Community of Belgium (see weblink: <http://www.frs-fnrs.be/index.php/financements/ecoles-doctorales>) however we do not have direct responsibility for the contents of university curricula.*
  - Other national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: Yes  
Related information: *Belgian Federal Science Policy*,  
[http://www.belspo.be/belspo/brain-be/index\\_fr.stm](http://www.belspo.be/belspo/brain-be/index_fr.stm)  
Contact person: Ms. Margarida Freire:  
[Margarida.FREIRE@belspo.be](mailto:Margarida.FREIRE@belspo.be)
  - Any known university with this kind of programme: No
8. **Transnational activities** Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: Yes
  - International/European conference/workshop
  - Evaluation of activities: No
9. **Additional information** *Participation in the GENDER-NET project.*
10. **Contact** Freia Van Hee, Fund for Scientific Research (FNRS) BELGIUM,  
[freia.vanhee@frs-fnrs.be](mailto:freia.vanhee@frs-fnrs.be)

## CANADA

- ▶ Canadian Institutes of Health Research-Institute of Gender and Health (CIHR-IGH)
- ▶ Natural Sciences and Engineering Research Council of Canada (NSERC)

### 1. Full name of organisation (Acronym):

Canadian Institutes of Health Research - Institute of Gender and Health (CIHR-IGH)

### 2. Type of organisation

National research-funding agency

### 3. Policies and strategies aimed at integrating sex/ gender analysis in research

■ Yes: Specific strategy (e.g. national or institutional strategic plan for research, gender action plan). Other: *CIHR is signatory on the Federal Health Portfolio Sex and Gender Based Analysis (SGBA) Policy and is thus required to undertake the policy's implementation.*

■ Organisation's official policy statement or related web links and/or supporting documents:

*The official Federal Health Portfolio Sex and Gender-Based Analysis (SGBA) Policy states: "It is the policy of the Government of Canada's Health Portfolio to use sex and gender based analysis (SGBA) to develop, implement and evaluate the Health Portfolio's research, programs and policies to address the different needs of men and women, boys and girls." For more information on the policy visit the following web site: <http://www.hc-sc.gc.ca/hl-vs/pubs/women-femmes/sgba-policy-politique-ags-eng.php>*

■ Goals for policy/strategy:

*The goal of the CIHR sex and gender policy is to foster meaningful integration of sex and gender considerations in all research funded by CIHR to facilitate innovative and high-quality research that is rigorous, ethical, and applicable to every person. CIHR will continue to encourage and promote mechanisms to facilitate meaningful integration of sex and gender in its peer review processes. CIHR will continue to build sex and gender capacity across all research theme areas and ensure that trainees, researchers and peer reviewers have the appropriate training resources to enable them appropriately take up sex and gender considerations in their work.*

■ Policy/strategy implementation:

*As part of CIHR's implementation of the SGBA policy, CIHR requires that all applicants to CIHR grant programs respond to mandatory sex and gender relevance questions when completing grant application forms. The questions are as follows:*

*1) Are sex (biological) considerations taken into account in this study? – Yes or No.  
2) Are gender (socio-cultural) considerations taken into account in this study? – Yes or No.*

*If YES please describe how sex and/or gender considerations will be considered in your research design.*

*If NO please explain why sex and/or gender are not applicable in your research design (2000 characters limit).*

*Thus, every researcher who applies for a CIHR grant is required to indicate how they are taking up sex/gender considerations in their grant proposal and the research project in question.*

■ Challenges/obstacles in implementing this policy/strategy: No

■ Use of criteria/indicators to measure success: Yes

*Trends in the funded researchers over the years who are indication that they integrating sex and/or gender in their research designs. These trends are also analysed by research themes (i.e. biomedical research; clinical research; health systems/services research; population health research). An upward trend indicates success, and vice-versa. Peer reviewers are also notified to take applicants' responses to the sex/gender questions into consideration when reviewing grant proposals.*

■ Policy/strategy evaluated: Yes

*Related web links/information: CIHR Institute of Gender and Health has conducted an evaluation of the uptake of sex and gender by CIHR-funded researchers since the SGBA policy was established in December 2010. This has involved thorough analysis of all funded applicants' responses to the sex/gender questions on grant applications. The analysis has enabled CIHR to have a better understanding of sex and gender uptake by researchers from CIHR's four health research theme, namely: i) Biomedical research; ii) Clinical research; iii) Health systems/services research, and; iv) Population health research. The analysis has provided insights into health research theme areas (and related disciplines) where there is relatively lower uptake of sex/gender considerations and where IGH could focus its sex/gender capacity development endeavours through awareness raising and training.*

■ Impact of policy/strategy:

*Outcomes from the evaluation of the CIHR SGBA policy show a progressive increase in the number of funded researchers – across all the four CIHR pillars – who are integrating sex and/or gender into their studies. The main impact of the initiative is that, requiring all applicants to respond to mandatory questions on sex and gender may have contributed to increased attention to sex and gender as key considerations in healthy research, and increase in the uptake of sex and gender across CIHR funded research.*

■ Legislative, organisational or contextual factors that might influence the transferability of your policy to similar organisations: *None*

■ Funding programmes for research in place: Yes

■ Areas of research funded:

*Life sciences. More specific areas: Health research – i.e. biomedical research; clinical research; health systems/services/policy research; population health research.*

■ Organisation has a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: Yes

■ Organisation's official policy statement requiring applicants to funding programs to specify whether they are considering sex and/or gender in their research designs:

4. Research funding programmes aimed at integrating sex/gender analysis in research

*As part of CIHR's implementation of the SGBA policy, CIHR requires that all applicants to CIHR grant programs respond to mandatory sex and gender relevance questions when completing grant application forms. The questions are as follows: 1) Are sex (biological) considerations taken into account in this study? – Yes or No. 2) Are gender (socio-cultural) considerations taken into account in this study? – Yes or No.*

*If YES please describe how sex and/or gender considerations will be considered in your research design.*

*If NO please explain why sex and/or gender are not applicable in your research design (2000 characters limit)*

*Thus, every researcher who applies for a CIHR grant is required to indicate d how they are taking up sex/gender considerations in their grant proposal and the research project in question."*

■ Implementation of policy:

*The policy is implemented by way of requiring all researchers applying for CIHR grants to respond to mandatory questions on the grant application forms if and how they are integrating sex and/or gender into their research designs. Applicants who answer "Yes" are required to provide further explanation on 'how they are planning to do so'. Applicants who answer "No" are required to provide further explanation to justify 'why not'. Applicants cannot proceed with their grant application without providing feedback on these questions. Peer reviewers are also notified to take applicants' responses to the sex/gender questions into consideration when reviewing grant proposals.*

■ Use of criteria/indicators to measure success: Yes

*Analysis of trends in the responses from funded researchers on how they are integrating sex and/or gender in their research designs. An upward trend indicates success and vice-versa. Peer reviewers are also notified to take applicants' responses to the sex/gender questions when reviewing grant proposals.*

■ Evaluation of the policy: Yes

*Related information: CIHR is in the process of finalizing the initial analysis of the data collected since the policy was established four years ago. The results will be made available once completed.*

■ Main impact of this policy:

*From an initial evaluation of outcomes after the first three grant applications cycles, the trends show a progressive increase in the number of researchers – across all the four research themes – who are integrating sex and/or gender into their studies. The main impact of the policy is awareness rising within the Canadian health research community about the importance of sex/gender in health research. Requiring all applicants to respond to the mandatory questions on sex and gender may have contributed to increased attention to sex and gender as key considerations in healthy research, and increase in the uptake of sex and gender across CIHR funded*



research thereby fostering rigorous research and research outcomes that are ethical and equitably applicable to men and women.

- Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: Yes

## 5. Guidelines and training materials for applicants

- Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: Yes  
Related information: *CIHR is developing on-line training modules that will be tailored to the needs of researchers and peer reviewers. Timelines: March 2015. CIHR current has a preliminary guide to give health researchers a framework for thinking through how gender and/or sex might be integrated into their research designs. URL: <http://www.cihr-irsc.gc.ca/e/32019.html>. CIHR-IGH is in the process of developing user-friendly on-line sex/gender training modules for researchers that will be available for wider dissemination by Spring 2015.*

- Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: Yes

## 6. Guidelines/Training for Grant Proposals Reviewers

- Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: Yes  
Related web links/information: *An initial guide to give peer reviewers a framework for thinking through whether gender and/or sex are appropriately integrated into CIHR applicants' proposed research designs. URL: <http://www.cihr-irsc.gc.ca/e/43216.html>*

*CIHR-IGH is in the process of developing user-friendly on-line sex/gender training modules for researchers that will be available for wider dissemination by Spring 2015.*

- Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: *Not answered*

## 7. Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)

- Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*

- Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula: *We do not have responsibility for university-level curricula.*

- Other national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: Yes  
Related information/web links: *In Canada, university-level curricula development is under the jurisdiction of Ministries of Education within the 10 Provinces and 3 Territo-*

ries and no a federal research funding organization. This will involve contacting the individual provincial and territorial Ministries of Education, or the universities directly.

- Any known university with this kind of programme: No

## 8. Transnational activities

Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: Yes

- Joint project
- International/European conference/workshop
- Other (please describe): *CIHR is a partner on the GENDER-NET project; CIHR was a partner organization on the Gender Summit 3 – North America; Two gender and health conferences convenience in Canada in 2010 and 2012.*

Related information/web links:

*2010 Conference: "Innovations in Gender, Sex, and Health Research – Every Cell is Sexed, Every Person is Gendered", November 22-23, 2010, Toronto, Ontario*

*2012 Conference: "Advancing Excellence in Gender, Sex and Health Research", October 29-31, 2012, Montreal, Quebec*

Documents:

2012 Conference Program available, here: [http://surveygizmoreponseuploads.s3.amazonaws.com/fileuploads/259553/1683565/50-a6bb8cacc7b570e3d-794303813fae83\\_FULL+PROGRAM\\_English.pdf](http://surveygizmoreponseuploads.s3.amazonaws.com/fileuploads/259553/1683565/50-a6bb8cacc7b570e3d-794303813fae83_FULL+PROGRAM_English.pdf)

2010 Conference Program available here: [http://surveygizmoreponseuploads.s3.amazonaws.com/fileuploads/259553/1683565/11-a6bb8cacc7b570e3d-794303813fae83\\_FINAL-Conference-Program-2010.pdf](http://surveygizmoreponseuploads.s3.amazonaws.com/fileuploads/259553/1683565/11-a6bb8cacc7b570e3d-794303813fae83_FINAL-Conference-Program-2010.pdf)

- Evaluation of activities: Yes

Related information: *The results were used for internal evaluative purposes and so the documents were not published on our website.*

*CIHR-IGH recently launched two key promotional pieces:*

*1) A short video that promotes the importance of sex/gender integration in research. YouTube link:*

<https://www.youtube.com/watch?v=LCiSytha55U>

*2) CIHR-IGH is currently developing on-line sex/gender training modules to help researchers to know how to integrate sex/gender into their research designs, and to provide resources to peer reviewers on how to review health research grant proposals through a sex/gender lens. These resources will be available for wider dissemination in Spring 2015.*

3) A slide cast that promotes the importance of sex/gender integration in research.

Web link to slide cast:

<https://www.youtube.com/watch?v=8XEfmUSxEMY&feature=youtu.be>

## 10. Contact

Abigail Forson, Canadian Institutes of Health Research – Institute of Gender and Health (CIHR-IGH) CANADA,  
[abigail.forson@cihr-irsc.gc.ca](mailto:abigail.forson@cihr-irsc.gc.ca)

1. **Full name of organisation (Acronym):** Natural Sciences and Engineering Research Council of Canada (NSERC)
2. **Type of organisation** National research-funding agency
3. **Policies and strategies aimed at integrating sex/gender analysis in research**
  - None
  - Planning to introduce such a policy/strategy: Yes
  - Funding programmes for research in place: Yes
  - Areas of research funded:  
*Life science – Physical and Engineering Sciences. More specific area: Mathematics.*
4. **Research funding programmes aimed at integrating sex/gender analysis in research**
  - Organisation has a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: *No*
  - Planning to implement a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: Yes
  - Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: Yes
5. **Guidelines and training materials for applicants**
  - Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: *No*
  - Organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs: *Other reasons.*
  - Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: Yes
6. **Guidelines/Training for Grant Proposals Reviewers**
  - Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: *No*
  - Organisation's rationale for not having sex/gender guidelines for evaluators: *At the moment, we don't have any policies in place requiring applicants to consider sex/gender in their research design, and so don't have any training materials for reviewers related to this.*
  - Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: Yes

#### 7. Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)

- Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*
- Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula: *We do not have responsibility for university-level curricula.*
- Other national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: *No*

#### 8. Transnational activities

Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: *Yes*

- International/European conference/workshop

Related information/web links: *NSERC sponsored and co-organized the 3rd Gender Summit, which took place in Washington DC in November 2013.*

<http://www.nsf.gov/od/iaa/activities/gendersummit>

*NSERC is also an Observer in GENDER-NET.*

- Evaluation of activities: *No*

#### 9. Additional information

*NSERC adopted a policy statement on gender equality in 2011:*

[http://www.nserc-crsng.gc.ca/NSERC-CRSNG/Policies-Politiques/Wpolicy-Fpolitique\\_eng.asp](http://www.nserc-crsng.gc.ca/NSERC-CRSNG/Policies-Politiques/Wpolicy-Fpolitique_eng.asp)

*Awareness of gender balance of trainees and collaborators has been recently added to our CREATE (Collaborative Research Training Experience) program literature: "Supporting Gender Representation and Advancement CREATE initiatives are encouraged to promote approaches that increase the representation and advancement of women in the natural sciences and engineering, as one means to foster excellence in research and training. Teams should strive for a balanced gender representation in the group of trainees and in their supervisors, role models and mentors."*

#### 10. Contact

Valerie Harbour, Natural Sciences and Engineering Research Council of Canada (NSERC) CANADA, [valerie.harbour@nserc-crsng.gc.ca](mailto:valerie.harbour@nserc-crsng.gc.ca)

## CYPRUS

- Research Promotion Foundation (RPF)
- State General Laboratory (SGL)

1. **Full name of organisation (Acronym):** Research Promotion Foundation (RPF)
2. **Type of organisation** National research-funding agency
3. **Policies and strategies aimed at integrating sex/gender analysis in research**
  - None
  - Planning to introduce such a policy/strategy: Yes
4. **Research funding programmes aimed at integrating sex/gender analysis in research**
  - Funding programmes for research in place: Yes
  - Areas of research funded:  
*Social science and humanities – Life sciences – Physical and Engineering Sciences. Interdisciplinary research.*
  - Organisation has a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: No
  - Planning to implement a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: Yes
  - Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: Yes
5. **Guidelines and training materials for applicants**
  - Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: No
  - Organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs:  
*Our organisation does not have expertise to develop sex/gender guidelines and/or training for applicants.*
  - Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: Yes
6. **Guidelines/Training for Grant Proposals Reviewers**
  - Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: No
  - Organisation's rationale for not having sex/gender guidelines for evaluators:  
*Our organisation does not have expertise to develop sex/gender training guidelines.*
  - Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: Yes

7. **Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)**
  - Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*
  - Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula:  
*We do not have responsibility for university-level curricula.*
  - Other national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: Yes
  - Related information/web links: *Ministry of Education and Culture, <http://www.moec.gov.cy/sekap/index.html>, <http://www.moec.gov.cy> Dr. Leonidas Kyriakides [kyriakid@ucy.ac.cy](mailto:kyriakid@ucy.ac.cy), 0035722892947.*
  - Any known university with this kind of programme: No
8. **Transnational activities** Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: Yes
  - Other: *Partners in GENDER-NET Project; Participants in COST Action TN1201.*
  - Evaluation of activities: No
9. **Additional information** *Not answered*
10. **Contact** Eleana Gabriel, Research Promotion Foundation (RPF) CYPRUS, [egabriel@research.org.cy](mailto:egabriel@research.org.cy)



1. **Full name of organisation (Acronym):** State General Laboratory (SGL)
2. **Type of organisation** National public research-performing organisation
3. **Policies and strategies aimed at integrating sex/gender analysis in research**
  - None
  - Planning to introduce such a policy/strategy: *No*
  - Why not: *As a governmental institution, SGL follows the general policy, which does not provide any relevant strategy.*
4. **Research funding programmes aimed at integrating sex/gender analysis in research**
  - Funding programmes for research in place: *Yes*
  - Areas of research funded:  
*More specific areas: SGL undertakes research primarily aiming to investigate problems and emerging threats as well to support the development and implementation of policies in the fields of Public Health, Food Safety, Authenticity and Geographical Origin of Products, etc.*
  - Organisation has a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: *No*
  - Planning to implement a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: *No*
  - Rationale for not requiring sex and/or gender considerations to be taken into account by applicants to your funding programmes:  
*We have to follow the general rules for employment in governmental organisations that do not include any relevant strategy.*
  - Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: *Yes*
5. **Guidelines and training materials for applicants**
  - Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: *No*
  - Organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs: *We do not have guidelines and/or training materials to provide applicants to our funding programs.*
  - Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: *No*
  - Why not: *To develop such an activity, a new policy should be created for all the government institutions.*

6. **Guidelines/Training for Grant Proposals Reviewers**
  - Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: *No*
  - Organisation's rationale for not having sex/gender guidelines for evaluators: *We do not have guidelines and/or training materials to provide our reviewers.*
  - Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: *No*
  - Why not: *To develop such an activity, a new policy should be created for all the government institutions.*
7. **Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)**
  - Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*
  - Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula: *We do not have responsibility for university-level curricula.*
  - National/Regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: *Not answered*
  - Any known university with this kind of programme: *No*
8. **Transnational activities** Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: *None*
9. **Additional information** *Not answered*
10. **Contact** Rebecca Kokkinita, State General Laboratory (SGL) CYPRUS,  
[sglsnif@cytanet.com.cy](mailto:sglsnif@cytanet.com.cy)

## CZECH REPUBLIC

- Ministry of Education, Youth and Sports (MSMT)

- 1. Full name of organisation (Acronym):** Ministry of Education, Youth and Sports (MSMT)
- 2. Type of organisation** Ministry
- 3. Policies and strategies aimed at integrating sex/gender analysis in research**
  - *None*
  - Planning to introduce such a policy/strategy: *Yes*
- 4. Research funding programmes aimed at integrating sex/gender analysis in research**
  - Funding programmes for research in place: *Yes*
  - Areas of research funded: *Social science and humanities – Life sciences – Physical and Engineering Sciences – Interdisciplinary research*
  - Organisation has a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: *No*
  - Planning to implement a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: *Yes*
  - Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: *Yes*
- 5. Guidelines and training materials for applicants**
  - Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: *No*
  - Organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs: *No will from policy makers, but if they need it, yes by National contact centre on gender and science. See: <http://en.zenyaveda.cz>*
  - Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: *Yes*
- 6. Guidelines/Training for Grant Proposals Reviewers**
  - Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: *No*
  - Organisation's rationale for not having sex/gender guidelines for evaluators: *Our organisation does not have expertise to develop sex/gender training guidelines.*
  - Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: *Yes*
- 7. Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)**
  - Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*
  - Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula:

*Our organisation lacks expertise in integrating sex/gender-based analysis into university level science and engineering curricula.*

- Other national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: *No*
- Any known university with this kind of programme: *No*

#### 8. Transnational activities

Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: *Yes*

- Other: *At European level, the MSMT is representing the Czech Republic in the Helsinki Group on Gender in Research and Innovation:*  
<http://ec.europa.eu/research/swafs/index.cfm?pg=policy&lib=gender>
- Evaluation of activities: *No*

#### 9. Additional information

*Not answered*

#### 10. Contact

Pavčina Janová, Ministry of Education, Youth and Sports (MSMT) CZECH REPUBLIC, [pavcina.janova@msmt.cz](mailto:pavcina.janova@msmt.cz)

## DENMARK

- Danish Council of Independent Research (DFF)
- Danish National Research Foundation (DNRF)

1. **Full name of organisation (Acronym):** Danish Council of Independent Research (DFF)
2. **Type of organisation** National research-funding agency
3. **Policies and strategies aimed at integrating sex/gender analysis in research**
  - None
  - Planning to introduce such a policy/strategy: *No*
  - Why not: *The council chose not to take up the topic.*
4. **Research funding programmes aimed at integrating sex/gender analysis in research**
  - Funding programmes for research in place: *Yes*
  - Areas of research funded:  
*Social science and humanities – Life sciences – Physical and Engineering Sciences – Interdisciplinary research.*  
*More specific areas: Medical sciences. All scientific areas.*
  - Organisation has a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: *No*
  - Planning to implement a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: *No*
  - Rationale for not requiring sex and/or gender considerations to be taken into account by applicants to your funding programmes:  
*The council chose not to take up the topic.*
  - Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: *Yes*
5. **Guidelines and training materials for applicants**
  - Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: *No*
  - Organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs:  
*The council chose not to take up the topic, hence it is not included in guidelines.*
  - Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: *Yes*
6. **Guidelines/Training for Grant Proposals Reviewers**
  - Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: *No*
  - Organisation's rationale for not having sex/gender guidelines for evaluators:  
*The council chose not to take up the topic, hence it is not included in guidelines.*

7. **Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)**
  - Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: *Yes*
  - Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*
  - Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula:  
*We do not have responsibility for university-level curricula.*
  - Other national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: *Yes*  
Related information/web links: Hilda Rømer Christensen, Head of the Co-ordination for Gender Studies, University of Copenhagen, e-mail: [hrc@soc.ku.dk](mailto:hrc@soc.ku.dk), and website: <http://research.ku.dk/search/?pure=en%2Fpersons%2Fhilda-roemer-christensen%289f2c5d28-ec09-4486-87e9-cca99f9619f8%29.html>
  - Any known university with this kind of programme: *No*
8. **Transnational activities** Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: *Yes*
  - Other: *Science Europe Working Group on Gender & Diversity*
  - Evaluation of activities: *No*
9. **Additional information** *DFF is implementing a gender equality policy, which was adopted in 2013. In the DFF calls, we are asking applicants to specify how they have considered the gender balance in their research group as stated below:*  
  
*"The Council also wishes to support a gender-balanced development among the managements in Danish research institutions, and welcomes applications that give due consideration to such a development. Therefore, DFF invites applications which strive to demonstrate a scientific practice that may contribute to scientific diversity and equal opportunities for male and female researchers when applying for funding for research".*
10. **Contact** Mette Venås, Danish Council of Independent Research (DFF) DENMARK, [mvo@fi.dk](mailto:mvo@fi.dk)

1. **Full name of organisation (Acronym):** Danish National Research Foundation (DNRF)
2. **Type of organisation** National foundation
3. **Policies and strategies aimed at integrating sex/gender analysis in research**
  - None
  - Planning to introduce such a policy/strategy: *Not answered*
4. **Research funding programmes aimed at integrating sex/gender analysis in research**
  - Funding programmes for research in place: *Yes*
  - Areas of research funded:  
*Social science and humanities – Life sciences – Physical and Engineering Sciences – Interdisciplinary research.*
  - All areas of research.*
  - Organisation has a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: *No*
  - Planning to implement a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: *No*
  - Rationale for not requiring sex and/or gender considerations to be taken into account by applicants to your funding programmes:  
*The DNRF will always place emphasis on inclusion of relevant methodological considerations, among these sex and/or gender considerations (if relevant).*
  - Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: *Yes*
5. **Guidelines and training materials for applicants**
  - Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: *No*
  - Organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs:  
*We do not have guidelines and/or training materials to provide applicants to our funding programs*
  - Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: *Yes*

6. **Guidelines/Training for Grant Proposals Reviewers**
  - Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: *No*
  - Organisation's rationale for not having sex/gender guidelines for evaluators:  
*We do not have guidelines and/or training materials to provide our reviewers.*
  - Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: *Yes*
7. **Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)**
  - Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*
  - Other national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: *No*
  - Any known university with this kind of programme: *Yes*  
Related information/web links: *University of Southern Denmark is involved in FP7 project FESTA – Female Empowerment in Science and Technology Academia*  
<http://www.festa-europa.eu>
8. **Transnational activities**

Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: *Yes*

  - Other: *Science Europe Working Group on Gender & Diversity*
  - Evaluation of activities: *No*
9. **Additional information** *Not answered*
10. **Contact** Gitte Tofterup Hansen, Danish National Research Foundation (DNRF) DENMARK, [gth@dg.dk](mailto:gth@dg.dk)



## FINLAND

### ► Academy of Finland (AKA)

1. **Full name of organisation (Acronym):** Academy of Finland (AKA)
2. **Type of organisation** National research-funding agency
3. **Policies and strategies aimed at integrating sex/gender analysis in research**
  - None
  - Planning to introduce such a policy/strategy: No
  - Why not: *Academy funding is allocated on a competitive basis to the best researchers and research teams and to the most promising young researchers for carrying out scientifically ambitious projects. It is based on scientific excellence.*
4. **Research funding programmes aimed at integrating sex/gender analysis in research**
  - Funding programmes for research in place: Yes
  - Areas of research funded: *Social science and humanities – Life sciences – Physical and Engineering Sciences – Interdisciplinary research*
  - Organisation has a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: No
  - Planning to implement a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: *Not answered*
  - Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: Yes
5. **Guidelines and training materials for applicants**
  - Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: No
  - Organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs: *Sex/gender training is not considered as part of our organisation's mandate.*
  - Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: No
  - Why not: *Training of applicants is not a part of our mandate.*
6. **Guidelines/Training for Grant Proposals Reviewers**
  - Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: No
  - Organisation's rationale for not having sex/gender guidelines for evaluators: *We only have one funding instrument, namely the Minna Canth Academy Professorship, where this is relevant. We tend to find evaluators who already are experts in the field.*

**7. Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)**

- Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: *No*
- Why not: *No need since the aspect is not relevant in most of our funding instruments.*
- Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*
- Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula: *We do not have responsibility for university-level curricula.*
- Other national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: *None*
- Any known university with this kind of programme: *No*

**8. Transnational activities**

Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: *None*

**9. Additional information**

*One of our research posts as Academy Professor is as Minna Canth Academy Professor in the field of women's studies and gender research.*

**10. Contact**

Katja Majamaa, Academy of Finland (AKA) FINLAND, [katja.majamaa@aka.fi](mailto:katja.majamaa@aka.fi)

## FRANCE

- ▶ Centre National de la Recherche Scientifique (CNRS)
- ▶ Ministry of National Education, Higher Education and Research (MENESR)
- ▶ Agence Nationale de la Recherche (ANR)

### 1. Full name of organisation (Acronym):

Centre National de la Recherche Scientifique (CNRS)

### 2. Type of organisation

National research-funding agency; National public research-performing organisation

### 3. Policies and strategies aimed at integrating sex/ gender analysis in research

- Yes: Specific strategy (e.g. national or institutional strategic plan for research, gender action plan).

- Organisation's official policy statement or related web links and/or supporting documents:

*The French National Center for Scientific Research (CNRS) has been supporting gender studies for many years and, more recently, has set as a strategic priority to promote interdisciplinary gender research and the integration of the gender dimension including in fields outside social science and humanities. This objective has been included in the Gender Action Plan adopted by CNRS in 2014 (<http://www.cnrs.fr/mpdf/spip.php?article651>) and the CNRS strategy is developed through several programmes and structures, among which:*

- The "Mission pour la place des femmes au CNRS" (Mission for the Place of Women): <http://www.cnrs.fr/mpdf/spip.php?article15>
- The "Défi Genre" (Gender Challenge) Program at the CNRS Mission for Interdisciplinarity: <http://www.cnrs.fr/mi/spip.php?article87>
- The "Groupement d'Intérêt Scientifique Institut du Genre" (Institute for Gender): <http://institut-du-genre.fr>

*As a publicly-funded research organisation placed under the responsibility of the French Ministry in charge of research (currently MENESR), CNRS is also concerned by the new National Strategy for Research still under development – and to which CNRS governance has officially proposed to include gendered perspectives – as well as by the 2014 Roadmap for Equality which was adopted by the MENESR, which includes specific measures on the promotion and dissemination of gender research and gender curricula in French universities: ([http://cache.media.enseignement-sup-recherche.gouv.fr/file/Charte\\_egalite\\_femmes\\_hommes/57/8/CIDDF\\_Feuille\\_de\\_route\\_MESR\\_vf\\_06\\_01\\_2014\\_291578.pdf](http://cache.media.enseignement-sup-recherche.gouv.fr/file/Charte_egalite_femmes_hommes/57/8/CIDDF_Feuille_de_route_MESR_vf_06_01_2014_291578.pdf)). There is, however, no national legislation in France which includes an aim to integrate sex/gender analysis into research contents.*

- Goals for policy/strategy:

*CNRS's goal through this strategy is to foster the development of new knowledge and innovation of the highest standards of quality, thanks to the integration of sex and gender analyses in its research programmes and initiatives.*

*As a public research organisation deeply aware of its societal role, CNRS is also highly committed towards the promotion of gender equality, and believes that no*

*strong equality policy can be developed without also developing strong gender research. As the President of CNRS has recently stated (in his foreword to the report on the national inventory of gender researchers in France that was carried out by CNRS), developing research on gender means fighting for the recognition of existing gender inequalities and against their causes, as well as against the prejudices that undermine science itself.*

- Policy/strategy implementation:

*The CNRS strategy is implemented through a series of programmes and initiatives, mainly:*

- Training, support, colloquia and projects by the "Mission pour la place des femmes au CNRS"
- Calls for research proposals, workshops and colloquia by the CNRS Mission for Interdisciplinarity ("Défi Genre" since 2012, "PEPS de site" in Lyon in 2014)
- Calls for research proposals, network activities and conferences by the "GIS Institut du Genre" since 2012
- Specific supports from CNRS Institutes (Divisions) to projects and structures developing research on gender
- Opening of permanent researcher positions at CNRS targeted on interdisciplinary gender issues
- Participation to European-level initiatives (e.g. GENDER-NET ERA-NET, Science Europe Working Group on Gender and Diversity)
- Internal and external communication (e.g. in the printed and online versions of the CNRS journal, "CNRS Le Journal"

*(e.g. <https://lejournel.cnrs.fr/billets/le-genre-cest-de-la-science>), in scientific forums (e.g. <http://lesfondamentales.cnrs.fr/programme/debat/le-genre-un-nouveau-paradigme-pour-la-recherche>), CNRS wikiradio, national media, etc).*

- Challenges/obstacles in implementing this policy/strategy: Yes  
*We have encountered some level of resistance, mainly due to a lack of understanding of issues and research benefits at stake amongst still a large number of researchers, and to the general national context (deeply ingrained prejudices against gender studies among certain categories of the population, which culminated in 2013-2014 with wide coverage in the public media).*

- Use of criteria/indicators to measure success: Yes  
*We do monitor several indicators: number of new programmes developed integrating gender, recruitments of researchers, applications to CNRS calls for proposals, appearance of gender as a key word in research programmes, projects, conferences and symposia, interdisciplinary publications, etc.*

- Policy/strategy evaluated: Yes

Related web links/information: *Internal annual reviews of programmes are carried out, which have shown progress in the level of integration of the gender dimension in research, and led to the evolution of certain programmes. The CNRS Gender Action Plan, recently adopted, has not yet been evaluated. In addition, CNRS being a national public research organisation, all its activities are regularly evaluated by national bodies ("Haut conseil de l'évaluation de la recherche et de l'enseignement supérieur" (HCERES), "Cour des Comptes"), and watched over by the French Minister of Higher Education and Research.*

■ Impact of policy/strategy:

*The strategy developed by CNRS has led to increased recognition of gender as a legitimate and necessary object of research within our organisation, but in the larger research community as well.*

*The report on strategic orientations for gender studies published by the French Ministry in charge of research at the end of 2012 (<http://www.enseignementsup-recherche.gouv.fr/cid70665/orientations-strategiques-pour-les-recherches-sur-le-genre.html>) is largely based on the research and initiatives developed by CNRS.*

*Within CNRS, a growing number of projects integrating sex/gender analysis are being developed and funded.*

*Among other things, a large international and interdisciplinary conference on gender studies was organised by the GIS "Institut du Genre" in Lyon, France, in September 2014.*

*The programmes and different events showcasing gender science recently organised by CNRS have received national and international attention, and recognition from the Minister for Women's Rights as well as from MENESR.*

- Legislative, organisational or contextual factors that might influence the transferability of your policy to similar organisations: *None*

- Funding programmes for research in place: *Yes*

- Areas of research funded:

*Social sciences and humanities – Life sciences – Physical and Engineering Sciences – Interdisciplinary research*

- Organisation has a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: *Yes*

- Organisation's official policy statement requiring applicants to funding programs to specify whether they are considering sex and/or gender in their research designs:

*CNRS has launched in 2012 a Mission for Interdisciplinarity ("Mission pour l'Interdisciplinarité") to coordinate its actions aimed at fostering interdisciplinary research.*

#### 4. Research funding programmes aimed at integrating sex/gender analysis in research

*Within this scheme, and from the start of the Mission's activity, gender has been selected as one out of about ten of CNRS's great interdisciplinary research challenges for the coming years ("Défis").*

*A specific funding programme, the Gender Challenge Programme ("Défi Genre") aims to develop a gender perspective in different scientific fields by funding targeted and innovative research projects proposed by interdisciplinary teams involving researchers from both inside and outside the social sciences and humanities:*

<http://www.cnrs.fr/mi/spip.php?article87>

*By definition, the applicants seeking funding therefore have to consider gender analysis in their research designs.*

Documents:

*2014 call for proposals : [http://surveygizmoresponseuploads.s3.amazonaws.com/fileuploads/259553/1683565/55-6b6dec1bd54935ec29281071e45ee7a1\\_appel\\_d\\_offre\\_de\\_fi\\_genre\\_2014.pdf](http://surveygizmoresponseuploads.s3.amazonaws.com/fileuploads/259553/1683565/55-6b6dec1bd54935ec29281071e45ee7a1_appel_d_offre_de_fi_genre_2014.pdf) ;*

*Défi Genre flyer: [http://surveygizmoresponseuploads.s3.amazonaws.com/fileuploads/259553/1683565/11-6b6dec1bd54935ec29281071e45ee7a1\\_De%CC%81fi-Genre\\_flyer\\_GS-4\\_Bruxelles-2014.pdf](http://surveygizmoresponseuploads.s3.amazonaws.com/fileuploads/259553/1683565/11-6b6dec1bd54935ec29281071e45ee7a1_De%CC%81fi-Genre_flyer_GS-4_Bruxelles-2014.pdf)*

- Implementation of policy:

*The "Défi Genre" awards one-year project funding via an annual call for proposals. National calls for proposals were opened in 2012, 2013 and 2014. Roughly five interdisciplinary projects have been supported each year.*

*PI workshops are also organised, as well as international expert workshops/conferences.*

*Projects have been supported on e.g. gender and environment (ecology, sustainable agriculture, waste), gender and health (Reinke oedema and voice trouble, comorbidity obesity-depression in prison, gender in psychiatry), gender and cognition (stereotype threat in driving behaviours, artificial intelligence, child socio-cognitive development), gender and new technologies (care and assistive technologies).*

*In addition, integration of the gender dimension as a cross-cutting issue in other research "Défis" funded by the Mission for Interdisciplinarity has started and will be further developed, e.g. in the "Défis" on Innovative therapies for mental illness; Perceptive deficiencies and personalised assistive technologies; Nuclear energy, environment, waste and society; Energy transition: resources, society, environment; etc.*

- Use of criteria/indicators to measure success: *Yes*

*We do monitor several indicators: number of applications, interdisciplinary publications, new young researchers (PhDs and postdocs), follow-up applications to national or EU funding, etc.*



■ Evaluation of the policy: Yes

Related information: *The CNRS Mission for Interdisciplinary's programmes is regularly evaluated by its Steering Committee: <http://www.cnrs.fr/mi/spip.php?article3> and an assessment of all "Défis" is carried out annually. The attached assessment templates are provided by the Mission for Interdisciplinarity.*

Documents:

*Programme auto-analysis form:*

[http://surveygizmoresponseuploads.s3.amazonaws.com/fileuploads/259553/1683565/50-04b731fa2e43ee3fd03063d0d5d6e238\\_FICHE++AUTO+ANALYSEVO2014+V3.docx](http://surveygizmoresponseuploads.s3.amazonaws.com/fileuploads/259553/1683565/50-04b731fa2e43ee3fd03063d0d5d6e238_FICHE++AUTO+ANALYSEVO2014+V3.docx)

*Programme assessment:*

[http://surveygizmoresponseuploads.s3.amazonaws.com/fileuploads/259553/1683565/11-04b731fa2e43ee3fd03063d0d5d6e238\\_bilan+Defi+2014.pdf](http://surveygizmoresponseuploads.s3.amazonaws.com/fileuploads/259553/1683565/11-04b731fa2e43ee3fd03063d0d5d6e238_bilan+Defi+2014.pdf)

■ Main impact of this policy:

*The "Défi Genre" has considerably increased the level of awareness and integration of gender aspects in research contents. Fourteen exploratory interdisciplinary projects have been supported which have raised national attention (via the CNRS Journal, CF: <https://lejournel.cnrs.fr/articles/ces-recherches-qui-tiennent-compte-du-genre> and <https://lejournel.cnrs.fr/articles/les-sciences-du-vivant-ont-besoin-du-genre> as well as in the national media : [http://www.liberation.fr/societe/2014/03/25/la-recherche-retrousse-ses-jupes\\_990136](http://www.liberation.fr/societe/2014/03/25/la-recherche-retrousse-ses-jupes_990136)), projects are expanding, gender is being integrated into the other "Défis" as a key criterion, and a network of laureates has developed.*

*The "Défi Genre" has also gained international recognition (e.g. Gender Summit 3-North America, Gender Summit 4-EU, 8<sup>th</sup> European Conference on Gender Equality in Higher Education, September 3-5, 2014, Vienna, Austria).*

■ Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: Yes

■ Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: Yes

Related information: *The "Défi Genre" homepage: <http://www.cnrs.fr/mi/spip.php?article87> and the calls themselves contain detailed information on the requirements and objectives, to better assist applicants. In addition, the "Mission pour la place des femmes au CNRS" has developed a basic online training: <http://www.cnrs.fr/mpdf/spip.php?article140> and organised targeted training workshops (CF <http://intranet.cnrs.fr/intranet/actus/140228-integrer-dimension-genre.html>) for researchers on how to integrate sex and gender analysis in their research, in order to foster future applications, and organised national conferences on this subject CF: <http://www.cnrs.fr/mpdf/spip.php?article585>*

5. Guidelines and training materials for applicants

6. Guidelines/Training for Grant Proposals Reviewers

■ Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: Yes

■ Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: No

■ Organisation's rationale for not having sex/gender guidelines for evaluators: *Our evaluators for the "Défi Genre" are already gender experts in their fields for most of them, or members of the Mission for Interdisciplinary's Steering Committee already sensitised to these issues.*

■ Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: Yes

■ Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: No

■ Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula: *We do not have responsibility for university-level curricula.*

■ Other national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: Yes  
Related information/web links: *The French Ministry for National Education, Higher Education and Research (MENESR).*

■ Any known university with this kind of programme: No

8. Transnational activities

Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: Yes

■ International/European conference/workshop

Related information/web links: *CNRS has organised a set of international workshops in 2010-2013 on the integration of the gender dimension in research beyond social science and humanities through its pluridisciplinary thematic network on gender studies ("RTP Etudes Genre"), which preceded the "Défi Genre"*

CF: <http://www.cnrs.fr/mpdf/spip.php?article101>

*CNRS has also organized national colloquia in 2013 and 2014 on this subject involving international experts, such as the event held on March 10th 2014 entitled "Nouvelles sciences du genre" ("New Gender Science").*



Documents: “Nouvelles sciences du genre” programme available here:

[http://surveygizmoresponseuploads.s3.amazonaws.com/fileuploads/259553/1683565/50-8caed2713e0e8bbb35e460f9b3b22cd8\\_programme\\_colloque\\_10\\_mars\\_version\\_210214.pdf](http://surveygizmoresponseuploads.s3.amazonaws.com/fileuploads/259553/1683565/50-8caed2713e0e8bbb35e460f9b3b22cd8_programme_colloque_10_mars_version_210214.pdf)

■ Other: CNRS is coordinating the EC FP7-funded project GENDER- NET and is also a member of the Science Europe Working Group on Gender and Diversity, as well as an Observer in the genderSTE COST action.

■ Evaluation of activities: No

## 9. Additional information

Not answered

## 10. Contact

Anne Pépin, Mission pour la place des femmes au CNRS, Centre National de la Recherche Scientifique (CNRS) FRANCE, [anne.pepin@cnrs-dir.fr](mailto:anne.pepin@cnrs-dir.fr)

1. Full name of organisation (Acronym):	Ministry of National Education, Higher Education and Research (MENESR)
2. Type of organisation	Ministry
3. Policies and strategies aimed at integrating sex/gender analysis in research	<ul style="list-style-type: none"> <li>■ None</li> <li>■ Planning to introduce such a policy/strategy: Yes</li> </ul>
4. Research funding programmes aimed at integrating sex/gender analysis in research	<ul style="list-style-type: none"> <li>■ Funding programmes for research in place: No</li> <li>■ Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: Yes</li> </ul>
5. Guidelines and training materials for applicants	<ul style="list-style-type: none"> <li>■ Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: No</li> <li>■ Organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs: <i>We do not have guidelines and/or training materials to provide applicants to our funding programs.</i></li> <li>■ Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: Yes</li> </ul>
6. Guidelines/Training for Grant Proposals Reviewers	<ul style="list-style-type: none"> <li>■ Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: No</li> <li>■ Organisation's rationale for not having sex/gender guidelines for evaluators: <i>We do not have guidelines and/or training materials to provide our reviewers.</i></li> <li>■ Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: Yes</li> </ul>
7. Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)	<ul style="list-style-type: none"> <li>■ Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: None</li> <li>■ Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula: <i>We do negotiate with HER institutions but not on details like curricula; however they all have gender action plans which are supposed to include gender into research. As they are autonomous we can only ask them where they stand and provide them with tools if needed.</i></li> </ul>

- National/Regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: Yes  
Related information/web links: *Agence Nationale de la Recherche (ANR), Claire DUPAS, [claire.dupas@agencerecherche.fr](mailto:claire.dupas@agencerecherche.fr) +33 1 78 09 80 51, <http://www.agence-nationale-recherche.fr/en/project-based-funding-to-advance-french-research/>*
- Any known university with this kind of programme: Yes  
Related information/web links: *University of Tours: gender and law <http://www.univ-tours.fr/diane.roman@univ-tours.fr>, <http://www.univ-tours.fr/mme-roman-diane-280751.kjsp>*

#### 8. Transnational activities

- Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: Yes
- International/European conference/workshop

#### 9. Additional information

*We regularly organize gender trainings (Yellow Window) or put in contact researchers and institutions with Yellow Window; we invited Stanford University to tell the Ministry about gender into research (with very limited success).*

#### 10. Contact

Agnès Netter, Ministère de l'Éducation Nationale, de l'Enseignement Supérieur et de la Recherche (MENESR) FRANCE, [agnes.netter@recherche.gouv.fr](mailto:agnes.netter@recherche.gouv.fr)

1. **Full name of organisation (Acronym):** Agence Nationale de la Recherche (ANR)
2. **Type of organisation** National research-funding agency
3. **Policies and strategies aimed at integrating sex/gender analysis in research**
  - None
  - Planning to introduce such a policy/strategy: Yes
4. **Research funding programmes aimed at integrating sex/gender analysis in research**
  - Funding programmes for research in place: Yes
  - Areas of research funded:  
*Social sciences and humanities – Life sciences – Physical and Engineering Sciences – Interdisciplinary research*
  - Organisation has a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: No.
  - Planning to implement a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: Yes
  - Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: Yes
5. **Guidelines and training materials for applicants**
  - Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: No
  - Organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs:  
*Our guidelines provide practical information for the submission of proposals to our calls. They do not provide assistance to applicants for developing their research design.*
  - Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: No
  - Why not: *ANR does not provide any guidelines or training for preparing research design. Gender issues are mentioned in some of our work programmes and calls for proposals, and most particularly in our Challenge n°8 on innovative societies (social science and humanities), however we do not give instructions on how to integrate gender.*

#### 6. Guidelines/Training for Grant Proposals Reviewers

- Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: *No*
- Organisation's rationale for not having sex/gender guidelines for evaluators: *Up to now, the gender aspect is not taken into account in the scientific evaluation.*
- Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: *No*
- Why not: *When gender aspect will be taken into account, the evaluation guidelines will explain and explicit the criterion.*

#### 7. Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)

- Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*
- Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula: *We do not have responsibility for university-level curricula.*
- Other national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: *Yes*  
Related information/web links: *The French Ministry for Education and Research (MENESR)*
- Any known university with this kind of programme: *No*

#### 8. Transnational activities

- Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: *Yes*
- Other: *Science Europe working group on Gender and Diversity*
  - Evaluation of activities: *No*

#### 9. Additional information

*Not answered*

#### 10. Contact

Emmanuelle Simon, Agence Nationale de la Recherche (ANR) FRANCE,  
[emmanuelle.simon@agencerecherche.fr](mailto:emmanuelle.simon@agencerecherche.fr)

## GERMANY

- ▶ GESIS – Leibniz Institute for the Social Sciences
- ▶ German Research Foundation (DFG)

1. **Full name of organisation (Acronym):** GESIS – Leibniz Institute for the Social Sciences
2. **Type of organisation** National public research-performing organisation
3. **Policies and strategies aimed at integrating sex/gender analysis in research**
  - None
  - Planning to introduce such a policy/strategy: No
  - Why not: *GESIS is a multi-discipline research organisation. Most departments do consider sex analysis, some consider gender in addition. There is no plan for formulating an institutional policy in this respect. All policies of the organisation so far cover aspects like research ethics, career development, use of social media etc.*
4. **Research funding programmes aimed at integrating sex/gender analysis in research**
  - Funding programmes for research in place: No
  - Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: Yes
5. **Guidelines and training materials for applicants**
  - Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: Yes  
Related information: *Sex and gender Analysis is mainstreamed in our Workshops for students and PhD candidates. Materials are prepared by trainers (international academics, Professors and Senior staff).*
  - Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: Yes
6. **Guidelines/Training for Grant Proposals Reviewers**
  - Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: No
  - Organisation's rationale for not having sex/gender guidelines for evaluators: *We do not fund research, we carry out research, and train graduate and PhD students.*
  - Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: No
  - Why not: *We do not fund research projects.*
7. **Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)**
  - Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*
  - Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula: *We do not develop university-level curricula.*

- National/Regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: Yes  
*There is no regional nor national responsibility for the inclusion of sex/gender analysis in science and engineering curricula in Germany – not in legal terms anyway. However, the federal ministry for research funded projects which support gender/sex analysis in engineering curricula (at local, university, level). Universities are free to develop this, and it would be checked by an accreditation agency.*
  - Any known university with this kind of programme: Yes  
Related information/web links: *Charité University Hospital, Berlin*
8. **Transnational activities** Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: Yes
    - Others: *GESIS is a partner in the Science-in-Society FP7-funded GenPORT project which is developing an internet portal for gender equality and excellence in science, technology or innovation, and covers the inclusion of the gender dimension in all science, social science and humanities as well as natural sciences see: <http://genport.uoc.edu>*
    - Evaluation of activities: No
  9. **Additional information** *Not answered.*
  10. **Contact** Anke Lipinsky, Leibniz Institute of Social Sciences (GESIS) GERMANY, [anke.lipinsky@gesis.org](mailto:anke.lipinsky@gesis.org)

1. **Full name of organisation (Acronym):** German Research Foundation (DFG)
2. **Type of organisation** National research-funding agency
3. **Policies and strategies aimed at integrating sex/gender analysis in research**
  - None
  - Planning to introduce such a policy/strategy: Yes
4. **Research funding programmes aimed at integrating sex/gender analysis in research**
  - Funding programmes for research in place: Yes
  - Areas of research funded:  
*Social sciences and humanities – Life sciences – Physical and Engineering Sciences – Interdisciplinary research*
  - Organisation has a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: No
  - Planning to implement a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: Yes
  - Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: Yes
5. **Guidelines and training materials for applicants**
  - Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: No
  - Organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs:  
*So far the DFG sees the integration of sex/gender in research design as one of the criteria of excellence. It is therefore considered during the evaluation process, but no formal restrictions exist.*
  - Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: Yes
6. **Guidelines/Training for Grant Proposals Reviewers**
  - Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: No
  - Organisation's rationale for not having sex/gender guidelines for evaluators:  
*So far the DFG sees the integration of sex/gender in research design as one of the criteria of excellence. It is therefore considered during the evaluation process, but no formal restrictions exist.*
  - Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: Yes

7. **Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)**
  - Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*
  - Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula:  
*We do not have responsibility for university-level curricula.*
  - National/Regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: No
  - Any known university with this kind of programme: No
8. **Transnational activities**

Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: Yes

  - Joint project: *DFG is an Observer in the GENDER-NET project*
  - Other: *DFG is a member of the Science Europe Working Group on Gender and Diversity*

Related information/web links: *The Science Europe working group on Gender and Diversity is presented here:*  
<http://www.scienceeurope.org/policy/working-groups/gender-diversity>

  - Evaluation of activities: No
9. **Additional information** *Not answered.*
10. **Contact** Eva Reichwein, German Research Foundation (DFG) GERMANY,  
[eva.reichwein@dfg.de](mailto:eva.reichwein@dfg.de)



## HUNGARY

### ► Hungarian Scientific Research Fund (OTKA)

1. **Full name of organisation (Acronym):** Hungarian Scientific Research Fund (OTKA)
2. **Type of organisation** National research-funding agency
3. **Policies and strategies aimed at integrating sex/gender analysis in research**
  - *None*
  - Planning to introduce such a policy/strategy: *No*
  - Why not: *No capacity*
4. **Research funding programmes aimed at integrating sex/gender analysis in research**
  - Funding programmes for research in place: *No*
  - Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: *No*
5. **Guidelines and training materials for applicants**
  - Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: *No*
  - Organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs:  
*Sex/gender training is not considered as part of our organisation's mandate.*
  - Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: *No*
  - Why not: *No capacity*
6. **Guidelines/Training for Grant Proposals Reviewers**
  - Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: *No*
  - Organisation's rationale for not having sex/gender guidelines for evaluators:  
*We do not have guidelines and/or training materials to provide our reviewers.*
  - Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: *No*
  - Why not: *No capacity.*
7. **Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)**
  - Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*
  - Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula:  
*We do not have responsibility for university-level curricula.*

- National/Regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: *No*

- Any known university with this kind of programme: *Yes*

Related information/web links: *Central Europa University*, <http://www.ceu.hu>

#### 8. Transnational activities

Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: *None*

#### 9. Additional information

*Not answered*

#### 10. Contact

Elod Nemerkenyi, Hungarian Scientific Research Fund (OTKA) HUNGARY,  
[nemerkenyi.elod@otka.hu](mailto:nemerkenyi.elod@otka.hu)

## IRELAND

- ▶ Irish Research Council (IRC)
- ▶ Higher Education Authority (HEA)
- ▶ Science Foundation Ireland (SFI)
- ▶ Health Research Board (HRB)

**1. Full name of organisation  
(Acronym):**

Irish Research Council (IRC)

**2. Type of organisation**

National research-funding agency

*Established in 2012, the IRC operates under the aegis of the Higher Education Authority (HEA) and is an agency of the Department of Education & Skills.*

**3. Policies and strategies  
aimed at integrating sex/  
gender analysis in research**

- Yes: Specific strategy (e.g. national or institutional strategic plan for research, gender action plan).

- Organisation's official policy statement or related web links and/or supporting documents:

*Please see IRC Gender Action Plan 2013-2020 document uploaded here:*

[http://surveygizmoresponseuploads.s3.amazonaws.com/fileuploads/259553/1683565/11-a115d08729adef44fec513deb4d05029\\_Irish+Research+Council+Gender+Action+Plan+2013+-2020.pdf](http://surveygizmoresponseuploads.s3.amazonaws.com/fileuploads/259553/1683565/11-a115d08729adef44fec513deb4d05029_Irish+Research+Council+Gender+Action+Plan+2013+-2020.pdf)

- Goals for policy/strategy:

*There are three areas within the plan with specific objectives:*

*1) Supporting Gender Equality in Researcher Careers (not the focus of this survey):  
The Council will encourage and implement initiatives which promote equality between women and men at all stages of the researcher career.*

**2) Integration of sex/gender analysis in research content:**

**The Council will ensure that researchers have fully considered whether their research contains a sex and/or gender dimension and, if so, that they have fully integrated it into the research content**

**3) Internal Gender Proofing**

*All efforts related to gender equality **and inclusion of sex/gender analysis in research content** will be a shared, overall task for the organisation as a whole.*

- Policy/strategy implementation:

**Integration of sex/gender analysis in research content – the Council will:**

- *Require all applicants to indicate whether a potential sex and/or gender dimension may be present or could arise in the course of their proposed research. If so, applicants will be asked to outline how sex/gender analysis will be integrated in the design, implementation, evaluation, interpretation and dissemination of the results of the research proposal. If not, applicants will be asked to outline why it is not relevant to the research proposal;*
- *facilitate researchers to correctly identify and recognise whether or not there is a potential sex and/or gender dimension in their proposed research through the provision of reference materials and training sessions;*

- *provide guidance and training for Irish based researchers targeting international funding programmes where the sex/gender dimension is a review criterion;*
- *provide guidance and training for Council peer-review assessors in evaluating whether a potential sex and/or gender dimension is present in the proposed research and if so, how well the sex/gender analysis has been integrated into the research content;*
- *include review of the sex and/or gender dimension in the ongoing monitoring and review process of funded research proposals where these have been identified as relevant variables.*
- *partner with international organisations in the GENDER-NET to share lessons learned and utilise best practice in the development of future initiatives to ensure the integration of sex/gender analysis in research content.*

*Internal Gender Proofing – the Council will:*

- *carry out an assessment of existing policies and processes in relation to gender equality in research careers **and integration of sex/gender analysis in research content**;*
- *implement training measures to enhance competence within the Council on gender equality **and the integration of sex/gender analysis in research content**;*
- *gender-proof criteria for assessment processes to ensure that there is no implicit gender bias, disadvantage or deterrent in the language or criteria and investigate utilising blind assessment procedures;*
- *aim for balance in the membership of all assessment, advisory and management boards, committees, workshops, focus groups, etc;*
- *produce annual statistics with sex-disaggregated data;*
- *monitor and analyse the patterns of awards to better assess trends and inform the development of targeted gender initiatives;*
- *consult with Irish representatives of national and international groups that are working to advance gender equality **and integration of sex/gender analysis in research content**.*

- Challenges/obstacles in implementing this policy/strategy: No

- Use of criteria/indicators to measure success: No

- Policy/strategy evaluated: Yes

*Related information: The measure was introduced in late 2013 and following the 2014 process for postgraduate and postdoctoral funding schemes, an internal review of the process was initiated. Feedback was sought from participants as to the effectiveness of gender-blinding measures introduced into the scheme, and the information provided by the Council on same. The process for the next round of funding calls will be informed by this feedback.*

■ Impact of policy/strategy:

*The policy was introduced in late 2013 and so is in an early stage of implementation. However we have noted that several other funding organisations have followed the lead of the Council in asking applicants to consider integrating sex and gender into research proposals. For example, the Institute of Technology Ireland (IOTI) Postgraduate Scholarship Initiative included the following text in their 2014 call for applications:*

*"Applicants will also be asked to set out any gender dimension to the proposed research and how this dimension will be handled. While the response in this regard will not be scored, it must set out, to the satisfaction of the assessment panel, how potential sex – gender issues will be handled or why such a sex – gender dimension does not exist in relation to the proposed research. Further guidance on the sex-gender dimension in research is provided on the Irish Research Council website at:*

<http://www.research.ie/aboutus/irc-gender-strategy-action-plan-2013-2020>

*Examples such as this show the impact the Council policy have had on the research funding landscape in Ireland.*

- Legislative, organisational or contextual factors that might influence the transferability of your policy to similar organisations: *None*

- Funding programmes for research in place: *Yes*

- Areas of research funded:

*Social sciences and humanities – Life sciences – Physical and Engineering Sciences – Interdisciplinary research*

*More specific areas (please specify): The Irish Research Council fund across all disciplines.*

- Organisation has a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: *Yes*

- Organisation's official policy statement requiring applicants to funding programs to specify whether they are considering sex and/or gender in their research designs:

*The IRC Gender Action Plan (already uploaded) makes reference to the requirement of applicants to consider sex and/or gender within their proposals.*

*Document: See 2014 IRC Gender Relevant Text in Call documentation here:*

[http://surveygizmoreponseuploads.s3.amazonaws.com/fileuploads/259553/1683565/55-a37c94895e85ec42b8f738dcce98c8c7\\_2014+IRC+Gender+Relevant+Text+in+Call+documentation.pdf](http://surveygizmoreponseuploads.s3.amazonaws.com/fileuploads/259553/1683565/55-a37c94895e85ec42b8f738dcce98c8c7_2014+IRC+Gender+Relevant+Text+in+Call+documentation.pdf)

#### 4. Research funding programmes aimed at integrating sex/gender analysis in research

■ Implementation of policy:

*The policy is implemented through a specific section within each funding applications. The relevant section from the 2014 applications, guide for applicants and assessors, has been uploaded to demonstrate how the requirement is articulated in practice.*

*Document: See 2014 IRC Gender Relevant Text in Call documentation here:*

[http://surveygizmoreponseuploads.s3.amazonaws.com/fileuploads/259553/1683565/55-a37c94895e85ec42b8f738dcce98c8c7\\_2014+IRC+Gender+Relevant+Text+in+Call+documentation.pdf](http://surveygizmoreponseuploads.s3.amazonaws.com/fileuploads/259553/1683565/55-a37c94895e85ec42b8f738dcce98c8c7_2014+IRC+Gender+Relevant+Text+in+Call+documentation.pdf)

- Use of criteria/indicators to measure success: *Yes*

*While no specific criteria are specified to measure success of the implementation of the policy, the council request feedback from stakeholders regarding this. In 2014, such feedback was sought from external reviewers and research officers within higher education institutions. This feedback is then reviewed with any necessary changes made to the next call.*

- Evaluation of the policy: *No*

- Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: *Yes*

- Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: *Yes*

*Related information: Since 2013 when the IRC included the necessity for applicants to schemes to consider the sex/gender dimension of their proposals, training has been provided to applicants twice yearly (25.02.13, 29.08.13, 17.01.14, and 04.03.14). A sample flyer for one of the training sessions has been uploaded below.*

*Documents: IRC Flyer for February 2013 Seminar: [http://surveygizmoreponseuploads.s3.amazonaws.com/fileuploads/259553/1683565/82-104a7047c21a2ee71c431025bc24e392\\_IRC+Flyer+for+seminar++February+2013.pdf](http://surveygizmoreponseuploads.s3.amazonaws.com/fileuploads/259553/1683565/82-104a7047c21a2ee71c431025bc24e392_IRC+Flyer+for+seminar++February+2013.pdf)*

- Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: *Yes*

- Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: *Yes*  
*Related information: The assessment of the quality of proposals to schemes includes 'consideration of sex/gender issues'. The guidelines for assessors are included in the document uploaded. In addition, assessors are briefed in person at assessment panel meetings on the context of the IRC policy to include the assessment of consideration of the sex/gender components of proposals.*

#### 5. Guidelines and training materials for applicants

#### 6. Guidelines/Training for Grant Proposals Reviewers

- Document: See 2014 IRC Gender Relevant Text in Call documentation here:  
[http://surveygizmoreponseuploads.s3.amazonaws.com/fileuploads/259553/1683565/55-a37c94895e85ec42b8f738dcce98c8c7\\_2014+IRC+Gender+Relevant+Text+in+Call+documentation.pdf](http://surveygizmoreponseuploads.s3.amazonaws.com/fileuploads/259553/1683565/55-a37c94895e85ec42b8f738dcce98c8c7_2014+IRC+Gender+Relevant+Text+in+Call+documentation.pdf)
- Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: *Yes*
  - Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *No*
  - Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula: *We do not have responsibility for university-level curricula.*
  - Other national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: *No*
  - Any known university with this kind of programme: *No*
- 8. Transnational activities** Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: *Yes*
- Joint project  
Related information/web links: *IRC are partners in the GENDER-NET project.*
  - Evaluation of activities: *No*
- 9. Additional information** *Not answered*
- 10. Contact** Olive Walsh, Irish Research Council (IRC) IRELAND, [owalsh@research.ie](mailto:owalsh@research.ie)

- 1. Full name of organisation (Acronym):** Higher Education Authority (HEA)
- 2. Type of organisation** National research-funding agency
- 3. Policies and strategies aimed at integrating sex/gender analysis in research**
  - *None*
  - Planning to introduce such a policy/strategy: *No*
  - Why not: *Gender equality is implicitly supported across all HEA activities, and a most particularly within the Irish Research Council (IRC), which operates under the aegis of HEA.*
- 4. Research funding programmes aimed at integrating sex/gender analysis in research**
  - Funding programmes for research in place: *No*  
*The HEA doesn't issue competitive research funding calls but provides the annual core grant to the higher education and research institutions.*
  - Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: *Not answered*
- 5. Guidelines and training materials for applicants**
  - Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: *No*
  - Organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs: *Other reasons: The HEA doesn't issue competitive research funding calls.*
  - Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: *Not answered*
- 6. Guidelines/Training for Grant Proposals Reviewers**
  - Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: *No*
  - Organisation's rationale for not having for not having sex/gender guidelines for evaluators: *Other reasons: The HEA doesn't issue competitive research funding calls.*
  - Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: *Not answered*
- 7. Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)**
  - Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*



- Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula: *We do not have responsibility for university-level curricula.*
- National/Regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: *Not answered*
- Any known university with this kind of programme: *Not answered*

#### 8. Transnational activities

Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: *Yes*

- Joint project  
Related information/web links: *HEA is a partner in the GENDER-NET project through the IRC.*
- Evaluation of activities: *No*

#### 9. Additional information

*The HEA supports the higher education system as a whole (rather than specific research programmes). As part of its support for the system's development, it is now putting in place plans – in collaboration with the institutions to pilot the extension of the Athena Swan Charter to Ireland. This promotes the advancement of women's careers in STEM higher education and research activities. It will be launched in autumn 2014.*

#### 10. Contact

Nicki O'Connor, Higher Education Authority (HEA) IRELAND, [noconnor@hea.ie](mailto:noconnor@hea.ie)

#### 1. Full name of organisation (Acronym):

Science Foundation Ireland (SFI)

#### 2. Type of organisation

National research-funding agency

#### 3. Policies and strategies aimed at integrating sex/gender analysis in research

- *None*
- Planning to introduce such a policy/strategy: *No*
- Why not: *We rely on the expertise and best practice of our international peer reviewers to decide depending on the proposal they are reviewing whether to take this and any other relevant factors into consideration when carrying out a review.*

#### 4. Research funding programmes aimed at integrating sex/gender analysis in research

- Funding programmes for research in place: *Yes*
- Areas of research funded:  
*Life sciences – Physical and Engineering Sciences – Interdisciplinary research*
- Organisation has a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: *No*
- Planning to implement a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: *No*
- Rationale for not requiring sex and/or gender considerations to be taken into account by applicants to your funding programmes:  
*We rely on the expertise and best practice of our international peer reviewers to decide depending on the proposal they are reviewing whether to take this and any other relevant factors into consideration when carrying out a review.*
- Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: *Yes*

#### 5. Guidelines and training materials for applicants

- Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: *No*
- Organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs: *We rely on the expertise and best practice of our international peer reviewers to decide depending on the proposal they are reviewing whether to take this and any other relevant factors into consideration when carrying out a review.*
- Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: *Yes*

## 6. Guidelines/Training for Grant Proposals Reviewers

- Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: *No*
- Organisation's rationale for not having sex/gender guidelines for evaluators: *We rely on the expertise and best practice of our international peer reviewers to decide depending on the proposal they are reviewing whether to take this and any other relevant factors into consideration when carrying out a review.*
- Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: *Yes*

## 7. Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)

- Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*
- Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula: *We do not have responsibility for university-level curricula.*
- National/Regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: *Yes*  
Related information/web links: <http://www.iua.ie>
- Any known university with this kind of programme: *No*

## 8. Transnational activities

- Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: *Yes*
- Other: *SFI is a member of the Science Europe Working Group on Gender & Diversity*
  - Evaluation of activities: *No*

## 9. Additional information

*Not answered*

## 10. Contact

Fiona Blighe, Science Foundation Ireland (SFI) IRELAND, [fiona.blighe@sfi.ie](mailto:fiona.blighe@sfi.ie)

## 1. Full name of organisation (Acronym):

Health Research Board (HRB)

## 2. Type of organisation

National research-funding agency

## 3. Policies and strategies aimed at integrating sex/gender analysis in research

- *None*
- Planning to introduce such a policy/strategy: *No*
- Why not: *Our funding is based on the excellence of the research as judged by a panel of international expert peers. We do not impose any gender quotas etc. but good research design would imply consideration of the impact of gender issues and we rely on the expertise and best practice of our international peer reviewers what the relevant factors are in terms of design and methodology, that they should consider when carrying out a review.*

## 4. Research funding programmes aimed at integrating sex/gender analysis in research

- Funding programmes for research in place: *No*  
*The mandate of our agency is to support high quality health research and sex/gender analysis would be an implicit part of good research design and methodology. The aim of the HRB is to promote the health of Irish people, improve health service delivery and enhance health policy and clinical practice i.e. disease prevention, diagnosis, treatment and management.*

- Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: *Yes*

## 5. Guidelines and training materials for applicants

- Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: *Yes*  
Related information/web links: *Not specifically targeted towards gender/sex analysis, but where research involves patients or healthy participants (surveys, clinical trials, definitive interventions etc), we provide detailed guidelines on research design and methodology for applicants. These would, de facto, contain considerations of sex/gender representation in sample design. In addition, we rely on the expertise and best practice of our international peer reviewers to decide depending on the proposal they are reviewing whether to take this and any other relevant factors into consideration when carrying out a review. As an example of a funding scheme that supports surveys and definitive interventions, please see:*

<http://www.hrb.ie/research-strategy-funding/grants-and-fellowships/hrb-grants-and-fellowships/grant/134/>

- Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: *No*
- Why not: *We provide detailed guidelines on research design and methodology for applicants to our schemes, especially for complex intervention research and*

*clinical trials. These would, de facto, contain consideration s of sex/gender representation in sample design.*

#### 6. Guidelines/Training for Grant Proposals Reviewers

- Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: *No*
- Organisation's rationale for not having sex/gender guidelines for evaluators: *We do not provide specific training for our panels of international peer reviewers on sex/gender analysis in proposals – We rely on the expertise and best practice of our international peer reviewers to decide depending on the proposal they are reviewing whether to take this and any other relevant factors into consideration when carrying out a review.*
- Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: *Yes*

#### 7. Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)

- Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*
- Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula: *We do not have responsibility for university-level curricula.*
- National/Regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: *No*
- Any known university with this kind of programme: *No*

#### 8. Transnational activities

Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: *No*

#### 9. Additional information

*Not answered*

#### 10. Contact

Maura Hiney, Health Research Board (HRB) IRELAND, [mhiney@hrb.ie](mailto:mhiney@hrb.ie)

## LATVIA

► Latvian Council of Science (LSC)

1. **Full name of organisation (Acronym):** Latvian Council of Science (LCS)
2. **Type of organisation** National research-funding agency
3. **Policies and strategies aimed at integrating sex/gender analysis in research**
  - None
  - Planning to introduce such a policy/strategy: *No*
  - Why not: *Gender issue is not a real problem.*
4. **Research funding programmes aimed at integrating sex/gender analysis in research**
  - Funding programmes for research in place: *Yes*
  - Areas of research funded:  
*Social sciences and humanities – Life sciences – Physical and Engineering Sciences – Interdisciplinary research*
  - Organisation has a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: *No*
  - Planning to implement a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: *No*
  - Rationale for not requiring sex and/or gender considerations to be taken into account by applicants to your funding programmes:  
*Sex and gender are not relevant to the research areas we fund.*
  - Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: *Yes*
5. **Guidelines and training materials for applicants**
  - Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: *No*
  - Organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs:  
*Sex/gender training is not considered as part of our organisation's mandate.*
  - Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: *Yes*
6. **Guidelines/Training for Grant Proposals Reviewers**
  - Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: *No*
  - Organisation's rationale for not having sex/gender guidelines for evaluators:  
*Our organisation does not have expertise to develop sex/gender training guidelines.*

7. **Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)**
  - Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: *Yes*
  - Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*
  - Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula:  
*We do not have responsibility for university-level curricula.*
  - National/Regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: *No*
  - Any known university with this kind of programme: *No*
8. **Transnational activities** Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: *No*
9. **Additional information** *Not answered*
10. **Contact** Maija Bundule, Latvian Council of Science (LSC) LATVIA, [maiia.bundule@lz.lv](mailto:maiia.bundule@lz.lv)

## LITHUANIA

- Ministry of Education and Science of the Republic of Lithuania (SMM)

- 1. Full name of organisation (Acronym):** Ministry of Education and Science of the Republic of Lithuania (SMM)
- 2. Type of organisation** Ministry
- 3. Policies and strategies aimed at integrating sex/gender analysis in research**
  - *None*
  - Planning to introduce such a policy/strategy: *Yes*
- 4. Research funding programmes aimed at integrating sex/gender analysis in research**
  - Funding programmes for research in place: *No*
  - Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: *Yes*
- 5. Guidelines and training materials for applicants**
  - Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: *No*
  - Organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs:  
*A recommendation for research institutions is under preparation.*
  - Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: *Yes*
- 6. Guidelines/Training for Grant Proposals Reviewers**
  - Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: *No*
  - Organisation's rationale for not having sex/gender guidelines for evaluators:  
*The Ministry is not responsible for processes of evaluation.*
  - Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: *Yes*
- 7. Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)**
  - Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*
  - Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula:  
*Recommendation is under preparation.*
  - National/Regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: *No*
  - Any known university with this kind of programme: *No*



#### 8. Transnational activities

Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: *Yes*

- Other: *SMM is a Member of Helsinki Group*
- Evaluation of activities: *No*

#### 9. Additional information

*Not answered*

#### 10. Contact

Aušra Gribauskiene, Ministry of Education and Science (SMM) LITHUANIA,  
[ausra.gribauskiene@smm.lt](mailto:ausra.gribauskiene@smm.lt)

## NETHERLANDS

- ▶ Ministry of Education, Culture and Science (MOCW)
- ▶ Netherlands Organisation for Scientific Research (NWO)
- ▶ Netherlands Organisation for Health Research and Development (ZonMw)

1. **Full name of organisation (Acronym):** Ministry of Education, Culture and Science (MOCW)
2. **Type of organisation** Ministry
3. **Policies and strategies aimed at integrating sex/gender analysis in research**
  - Yes: Specific strategy (e.g. national or institutional strategic plan for research, gender action plan).
  - Organisation's official policy statement or related web links and/or supporting documents:  
*In November 2014, a roadmap for science, Science Vision 2025, was published in the Netherlands. The Vision announces that, with regard to the integration of the gender dimension in the research content, we stimulate a project of a specific Alliance for Gender and Health. This organization will raise awareness and will focus on education and research in gender differences to enhance the quality of health care. In the Alliance, different stakeholders are represented, such as organizations for health care, institutes of research and science, individual experts, the women rights movement and policymakers. This project will be the prelude to a National Program on gender and health. Because we aim to align our national actions to the aims of the European Commission, we think the gender integration in research content is an important element to take into account. A.o. based on our Science Vision 2025, the research council NWO will draft a new strategic plan in 2015 and with regard to this aspect, we hope that NWO also will take measures to stimulate the gender dimension in research content.*  
<http://www.government.nl/documents-and-publications/reports/2014/12/08/2025-vision-for-science-choices-for-the-future.html>  
*See par.3.5, page 74*
  - Goals for policy/strategy:  
*Our goals, in line with the EC priorities, are to better integrate the gender integration in research content. A project in health research is expected to show the importance and need for this.*
  - Policy/strategy implementation:  
*The implementation of the project will be carried out by involving a wide range of stakeholders, first via the Alliance for Gender and Health.*
  - Challenges/obstacles in implementing this policy/strategy: Yes  
*The strategy is just being launched and its effective implementation will depend upon the involvement of stakeholders.*
  - Use of criteria/indicators to measure success: No
  - Policy/strategy evaluated: No
  - Legislative, organisational or contextual factors that might influence the transferability of your policy to similar organisations: No

4. **Research funding programmes aimed at integrating sex/gender analysis in research**
  - Funding programmes for research in place: No
  - Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: Yes
5. **Guidelines and training materials for applicants**
  - Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: No
  - Organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs:  
*Sex/gender training is not considered as part of our organisation's mandate.*
  - Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: No
  - Why not: *We don't have applicants to funded research. However, we are interested in guidelines to inform our universities and research council. These organisations are willing and interested in guidelines and/or training modules. The ministry is certainly interested in being informed about these developments.*
6. **Guidelines/Training for Grant Proposals Reviewers**
  - Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: No
  - Organisation's rationale for not having sex/gender guidelines for evaluators:  
*We don't have funding programmes.*
  - Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: No
  - Why not: *We are interested in being informed about these tools, but we don't use them other than to communicate them to our research performing organisations and research funding organisations (research council).*
7. **Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)**
  - Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: No
  - Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula:  
*We do not have responsibility for university-level curricula.*
  - Other national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: No
  - Any known university with this kind of programme: No

## 8. Transnational activities

Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: *Yes*

- Other: *At European level, the MOCW is representing the Netherlands in the Helsinki Group on Gender in Research and Innovation:*  
<http://ec.europa.eu/research/swafs/index.cfm?pg=policy&lib=gender>
- Evaluation of activities: *No*

## 9. Additional information

*Not answered*

## 10. Contact

Yvonne Schaap, Ministry of Education, Culture and Science (MOCW) THE NETHERLANDS, [y.schaap@minocw.nl](mailto:y.schaap@minocw.nl)

## 1. Full name of organisation (Acronym):

Netherlands Organisation for Scientific Research (NWO)

## 2. Type of organisation

National research-funding agency

## 3. Policies and strategies aimed at integrating sex/gender analysis in research

- *None*
- Planning to introduce such a policy/strategy: *No*
- Why not: *Not in the short term, but possibly in the longer term. As yet, more information on experiences from others is necessary to make balanced decision on possible implementation. However, ZonMw, the medical division of NWO, does have a policy and is part of an Alliance on gender and health research.*

## 4. Research funding programmes aimed at integrating sex/gender analysis in research

- Funding programmes for research in place: *Yes*
- Areas of research funded:  
*Social sciences and humanities – Life sciences – Physical and Engineering Sciences – Interdisciplinary research*
- Organisation has a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: *No*
- Planning to implement a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: *No*
- Rationale for not requiring sex and/or gender considerations to be taken into account by applicants to your funding programmes:  
*Learn from experience of others before implementing such policies ourselves.*
- Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: *Yes*

## 5. Guidelines and training materials for applicants

- Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: *No*
- Organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs:  
*Our organisation does not have expertise to develop sex/gender guidelines and/or training for applicants.*

## 6. Guidelines/Training for Grant Proposals Reviewers

- Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: *Yes*
- Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: *No*

- Organisation's rationale for not having sex/gender guidelines for evaluators: *Sex-gender as yet is not a requirement in applications, and for that reason, we also do not instruct our panel members/reviewers on this matter.*
- Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: Yes
- 7. Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)**
- Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: No
- Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula: *We do not have responsibility for university-level curricula.*
- Other national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: No
- Any known university with this kind of programme: No
- 8. Transnational activities**
- Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: Yes
- Other: *NWO is a member of the Science Europe Working Group on Gender and Diversity*
- Other: *NWO is considering becoming an Observer in GENDER-NET!*
- Evaluation of activities: No
- 9. Additional information**
- Not answered*
- 10. Contact**
- Isabel van der Heiden, Netherlands Organisation for Scientific Research (NWO)  
THE NETHERLANDS, [i.vanderheiden@nwo.nl](mailto:i.vanderheiden@nwo.nl)

- 1. Full name of organisation (Acronym):**
- Netherlands Organisation for Health Research and Development (ZonMw)
- 2. Type of organisation**
- National research-funding agency
- 3. Policies and strategies aimed at integrating sex/gender analysis in research**
- Yes: Specific strategy (e.g. national or institutional strategic plan for research, gender action plan).
- Organisation's official policy statement or related web links and/or supporting documents: [www.zonmw.nl/diversiteit](http://www.zonmw.nl/diversiteit)
- Goals for policy/strategy:  
*The main goal is to include Diversity (differences in sex, gender, ethnicity) in all research programs, when relevant.*
- Policy/strategy implementation:  
*It is obliged to pay attention in all programs, and all phases of the process of funding, as in committees, proposals, reviews, projects. And if not, it has to be underpinned.*
- Challenges/obstacles in implementing this policy/strategy: Yes  
*Because it is one among other relevant themes, it is not for granted that it is successfully mentioned.*
- Use of criteria/indicators to measure success: Yes  
Related information: *Every year we look at the quota projects where diversity, including sex/gender, is successfully involved.*
- Policy/strategy evaluated: Yes  
Related information: *On the basis of the evaluation, we have now developed a new proposal on this policy for integrated diversity within our organisation and funding process.*
- Impact of policy/strategy:  
*We cannot answer this yet, because we are still developing this new policy.*
- Legislative, organisational or contextual factors that might influence the transferability of your policy to similar organisations: None
- 4. Research funding programmes aimed at integrating sex/gender analysis in research**
- Funding programmes for research in place: Yes
- Areas of research funded:  
*Interdisciplinary research. More specific areas (please specify): Health care.*
- Organisation has a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: Yes
- Organisation's official policy statement requiring applicants to funding programs to specify whether they are considering sex and/or gender in their research designs:

Related information/web link:

[http://www.zonmw.nl/uploads/tx\\_vipublicaties/KleurstofDEF.pdf](http://www.zonmw.nl/uploads/tx_vipublicaties/KleurstofDEF.pdf)

*ZonMw is formally part of NWO, as its medical division, but is also financed by the Dutch Ministry for public health.*

- Implementation of policy:  
*In every call for funding, it is mentioned that it is obliged to pay attention to this theme.*
- Use of criteria/indicators to measure success: *No*
- Evaluation of the policy: *No*
- Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: *Not answered*

#### 5. Guidelines and training materials for applicants

- Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: *Yes*

Related information:

[http://www.zonmw.nl/uploads/tx\\_vipublicaties/KleurstofDEF.pdf](http://www.zonmw.nl/uploads/tx_vipublicaties/KleurstofDEF.pdf)

- Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: *Yes*

#### 6. Guidelines/Training for Grant Proposals Reviewers

- Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: *No*
- Organisation's rationale for not having sex/gender guidelines for evaluators:  
*We are in the process of developing these guidelines.*
- Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: *Yes*

#### 7. Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)

- Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*
- Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula:  
*We do not have responsibility for university-level curricula.*

- Other national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: *Yes*
- Related information: *Not answered*

- Any known university with this kind of programme: *Yes*

Related information:

At VU: Petra Verdonk, [p.verdonk@vumc.nl](mailto:p.verdonk@vumc.nl)

at Radboudumc: Toine Lagro-Jansen, [Toine.Lagro@radboudumc.nl](mailto:Toine.Lagro@radboudumc.nl)

at Leiden University: <http://news.leiden.edu/dossiers/diversity-dossier>

#### 8. Transnational activities

Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: *Yes*

- Joint research funding programme
- Joint project
- International/European conference/workshop

Related information/web links: *We are searching for information about all the European programs on this matter.*

- Evaluation of activities: *No*

#### 9. Additional information

*In the period 2014-2015, we are developing a new research programme on Gender and Health, in collaboration with the organisation Women Inc. Women Inc and the Dutch of Education, Culture and Science funded in 2014 the Alliance for Gender and Health, in which ZonMw is a stakeholder. The Alliance will prepare the ground for a launch in 2016 of a National Program on Gender & Health, to be coordinated by ZonMw.*

#### 10. Contact

Margo van den Berg, The Netherlands Organisation for Health Research and Development (ZonMw) THE NETHERLANDS [mberg@zonmw.nl](mailto:mberg@zonmw.nl)



## NORWAY

- ▶ The Research Council of Norway (RCN)
- ▶ Kilden Information Centre for Gender Research in Norway (KILDEN)

**1. Full name of organisation  
(Acronym):**

Research Council of Norway (RCN)

**2. Type of organisation**

National research-funding agency

**3. Policies and strategies  
aimed at integrating sex/  
gender analysis in research**

- Yes: Specific strategy (e.g. national or institutional strategic plan for research, gender action plan).

- Organisation's official policy statement or related web links and/or supporting documents:

*RCN Gender Policy 2013-2017:*

[http://surveygizmoreponseuploads.s3.amazonaws.com/fileuploads/259553/1683565/11-67e71a739e3a286188709016e1e52005\\_gender+policy+2013-2017.pdf](http://surveygizmoreponseuploads.s3.amazonaws.com/fileuploads/259553/1683565/11-67e71a739e3a286188709016e1e52005_gender+policy+2013-2017.pdf)

Related web link:

[http://www.forskningsradet.no/prognnett-balanse/Nyheter/New\\_policy\\_for\\_gender\\_balance\\_and\\_gender\\_perspectives\\_in\\_research/1253992848747/p1253964606603](http://www.forskningsradet.no/prognnett-balanse/Nyheter/New_policy_for_gender_balance_and_gender_perspectives_in_research/1253992848747/p1253964606603)

- Goals for policy/strategy:

*RCN will:*

- *assume greater national responsibility for promoting gender perspectives (GP) in research and innovation*
- *work more systematically to promote GP within research funding*
- *strengthen the knowledge base on GP for use in research and innovation policy*

- Policy/strategy implementation:

*The Gender policy plan is for the period 2013-2017. An implementation plan is adopted. State of art and progress will be reported and assessed twice a year by the management group.*

- Challenges/obstacles in implementing this policy/strategy: Yes

*Two main challenges:*

*–confusing GP with gender equality/gender balance as a political goal*

*–limited awareness/knowledge of the importance and relevance of GP in several research areas*

- Use of criteria/indicators to measure success: Yes

*Concrete goals and milestones are described in the implementation plan (in Norwegian only).*

- Policy/strategy evaluated: No

- Legislative, organisational or contextual factors that might influence the transferability of your policy to similar organisations: *None*

#### 4. Research funding programmes aimed at integrating sex/gender analysis in research

- Funding programmes for research in place: Yes

- Areas of research funded:

*Social sciences and humanities – Life sciences – Interdisciplinary research*

*More specific areas: Specific programmes for gender research in social science and the humanities were funded up to 2012. Now, the policy is integrating/mainstreaming gender analysis whenever relevant. De facto it is not very well integrated in natural sciences.*

- Organisation has a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: Yes
- Organisation's official policy statement requiring applicants to funding programs to specify whether they are considering sex and/or gender in their research designs:

*Requirements for grant proposals: "Gender perspectives in the research.*

*The Research Council views it as essential that gender perspectives are given adequate consideration in research projects where this is relevant. Good research must take into account biological and social differences between women and men, and the gender dimension should be one of the main pillars of the development of new knowledge. In research projects this dimension may be manifested through the research questions addressed, the theoretical approaches chosen, the methodology applied, and in the efforts to assess whether the research results will have different implications for women and men."*

- Implementation of policy:

*Gender perspective (GP) is a mandatory criterion in the assessment of grant applications.*

- Use of criteria/indicators to measure success: Yes

*We have the possibility to monitor success based on a classification system where all funded projects are "tagged" – where the integration of GP in the project is a "tag" (among many others).*

- Evaluation of the policy: Yes

*Related information: Progress report is presented to the Board each year.*

- Main impact of this policy:

*Through the implementation plan following this last policy (RCN has been rather active for many years, introducing different kinds of initiatives supporting gender research and gender sensitive research), we have the possibility to systematically monitor development and progress, but the impact is yet too early to measure.*

- Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: Yes

#### 5. Guidelines and training materials for applicants

- Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: No

- Organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs:

*We do not have guidelines and/or training materials to provide applicants to our funding programs.*

- Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: No

- Why not: *We have not looked into that yet. We are open to all relevant information and learning from GENDER-NET and others concerning training for applicants. However, this might be considered a step two for us. Step one will be improving our own systems of assessments, including training for our administrative staff, panels and boards.*

#### 6. Guidelines/Training for Grant Proposals Reviewers

- Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: No

- Organisation's rationale for not having sex/gender guidelines for evaluators: Other reasons: *We are in the process of developing such guidelines. We are open to all relevant information and learning from GENDER-NET and others concerning training for reviewers. However, this might be considered a next step for us. First step will be improving our own systems of assessments, including training for our administrative staff, panels and boards.*

- Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: Yes

#### 7. Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)

- Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: None

- Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula: *We do not have responsibility for university-level curricula.*

- Other national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: No

- Any known university with this kind of programme: No

#### 8. Transnational activities

Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: Yes

- International/European conference/workshop

- Joint project

Related information: *By now RCN is not involved in any funding of activities internationally – ERA-NET or others – particularly aimed at integrating sex/gender analysis. But we are involved in different policy foras focusing on these topics, including GENDER-NET, the Helsinki Group on Gender in Research and Innovation, and the Science Europe Working Group on Gender & Diversity.*

- Evaluation of activities: *Not answered*

## 9. Additional information

A) RCN did for several years fund targeted programmes for gender research in social sciences and the humanities. The impact of this has contributed to the recruitment and quality of gender research in Norway and has contributed substantially to interdisciplinary research.

B) RCN established (1999) and provides basic funding to KILDEN information Center for gender research in Norway. KILDEN helps bridging national and international research, research within different disciplines and research and society. KILDEN is submitting its own response to this survey.

C) RCN will in 2015 conduct a field evaluation of gender research in Norway.

## 10. Contact

Lise Christensen, Research Council of Norway (RCN) NORWAY,  
[lc@forskningsradet.no](mailto:lc@forskningsradet.no)

### 1. Full name of organisation (Acronym):

KILDEN Information Centre for Gender Research in Norway (KILDEN)

### 2. Type of organisation

National public information centre affiliated to the Research Council of Norway

### 3. Policies and strategies aimed at integrating sex/ gender analysis in research

- Yes: Other: *We have developed our own strategy based on the mandate given by the Research Council of Norway.*

- Organisation's official policy statement or related web links and/or supporting documents: *The statutes of KILDEN:*

[http://eng.kilden.forskningsradet.no/c64648/artikkel/vis.html?tid=61544&strukt\\_tid=64648](http://eng.kilden.forskningsradet.no/c64648/artikkel/vis.html?tid=61544&strukt_tid=64648)

- Goals for policy/strategy:

*Based on our statutes we are aiming at the following:*

- *That more researchers and others utilize the competence that exist within the field of gender research.*
- *To spread results from research where gender perspectives are substantially included both nationally and abroad.*
- *To be updated on past and present research on gender/with gender perspectives in all scientific fields, nationally. And also to follow international trends.*
- *To provide service for the research community (and others) on gender issues, such as providing information on researchers with specific/requested competences, participating in different fora where the integration of gender perspectives is discussed and writing reports commissioned by other stakeholders.*

- Policy/strategy implementation:

*On KILDEN's website we publish news articles on the latest results in gender research and research with gender perspectives, written by our research journalists. Many of the news articles are translated into English and published on our English website. We also publish our news articles on Forskning.no/ScienceNordic.com (a Norwegian/English- language source for science news from the Nordic countries), on AlphaGalileo.org (a European source for science news) and on the web portal Gender in Norway. We disseminate newsletters both in Norwegian and English, and we use social media. In addition, KILDEN's employees are participating in national, Nordic and European networks.*

- Challenges/obstacles in implementing this policy/strategy: *No*

- Use of criteria/indicators to measure success: *Yes*

*We have web statistics on the readership on our website, newsletter and Facebook/ twitter followers. We monitor republishing of our news articles in general media.*

- Policy/strategy evaluated: *No*

- Impact of policy/strategy: *Not answered*

#### 4. Research funding programmes aimed at integrating sex/gender analysis in research

- Legislative, organisational or contextual factors that might influence the transferability of your policy to similar organisations: *None*

- Funding programmes for research in place: *No*

- Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: *Yes*

#### 5. Guidelines and training materials for applicants

- Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: *No*

- Organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs: *We are an information centre which disseminates research and our mandate is not linked to research funding and application. But we have relevant expertise, so if requested, we could develop this kind of guidelines or training materials for others.*

- Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: *No*

- Why not: *Because to have a solid and updated knowledge on gender research and gender perspectives is our main competence. We would be a relevant unit to ask to develop or help develop guidelines/training modules/workshops.*

#### 6. Guidelines/Training for Grant Proposals Reviewers

- Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: *No*

- Organisation's rationale for not having sex/gender guidelines for evaluators: *KILDEN is not a unit dealing with research funding. Again we can assist others in developing guidelines/training materials/workshops.*

- Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: *No*

- Why not: *Knowledge on gender research and perspectives is our main competence.*

#### 7. Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)

- Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *No*

- Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula: *We do not have responsibility for university-level curricula.*

- Other national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: *No*

#### 8. Transnational activities

- Any known university with this kind of programme: *No*

Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: *Yes*

- International/European conference/workshop

Related information: *We are involved in networks for Nordic organisations working to disseminate research on gender/with gender perspectives. We are also part of the European organisation ATGENDER, which for instance has developed the book series Teaching with Gender, which addresses challenges and possibilities of teaching about gender in a wide range of educational contexts. We also participate in genderSTE.*

- Evaluation of activities: *Yes*

*The evaluation is from 2005 and showed that the KILDEN has succeeded in developing a modern documentation and information services as well as to key user groups such as researchers, students and the media. It also pointed out that KILDENs was in need for increased resources. The evaluation refers to KILDEN's desire to expand the tasks to increasingly meet the international area. As a result from the evaluation KILDEN got increased base funding from The Research Council of Norway to hire one more person in order to develop KILDEN's international work.*

#### 9. Additional information

*Here are some examples of news articles we have published that have also been translated into English (we have more examples in Norwegian):*

<http://eng.kilden.forskingsradet.no/c52778/nyhet/vis.html?tid=76803>

<http://eng.kilden.forskingsradet.no/c52778/nyhet/vis.html?tid=88340>

<http://eng.kilden.forskingsradet.no/c52778/nyhet/vis.html?tid=88580>

<http://eng.kilden.forskingsradet.no/c16877/nyhet/vis.html?tid=81266>

<http://eng.kilden.forskingsradet.no/c52778/nyhet/vis.html?tid=79222>

#### 10. Contact

Linda Marie Rustad, KILDEN Information Centre for Gender Research in Norway (KILDEN) NORWAY, [linda@kilden.forskingsradet.no](mailto:linda@kilden.forskingsradet.no)

## SLOVAKIA

- Institute for Sociology of the Slovak Academy of Sciences (SU-SAV)

- 1. Full name of organisation (Acronym):** Institute for Sociology Slovak Academy of Sciences (SU-SAV)
- 2. Type of organisation** National public research-performing organisation
- 3. Policies and strategies aimed at integrating sex/gender analysis in research**
  - None
  - Planning to introduce such a policy/strategy: *No*
  - Why not: *There is a lack of interest on the issue.*
- 4. Research funding programmes aimed at integrating sex/gender analysis in research**
  - Funding programmes for research in place: *No*
  - Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: *Not answered*
- 5. Guidelines and training materials for applicants**
  - Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: *No*
  - Organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs: *We do not have guidelines and/or training materials to provide applicants to our funding programs.*
  - Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: *No*
  - Why not: *It is very difficult to answer the question by yes or no. I suppose that within the Slovak Academy of Sciences there are some institutes interested in the gender dimension but other institutes are not.*
- 6. Guidelines/Training for Grant Proposals Reviewers**
  - Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: *No*
  - Organisation's rationale for not having sex/gender guidelines for evaluators: *We do not have guidelines and/or training materials to provide our reviewers.*
  - Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: *Yes*
- 7. Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)**
  - Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*
  - Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula: *We do not have responsibility for university-level curricula.*



■ Other national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: Yes  
Related information/web links: *There is no direct responsibility, but there is an advisory role is played by the Governmental Council of the Slovak Republic for Human Rights, National Minorities and Gender Equality (Rada vlády pre ľudské práva, národnostné menšiny a rodovú rovnosť) established by the government. The members of the Council are representatives from various governmental and non-governmental organisations. The governmental council is an advisory body and has several expert committees. One of them is the Committee for Gender Equality (Výbor pre rodovú rovnosť) which has several working groups. Two of them are dealing with education and science: the first one is the "Working group for education, science and research" and the second one is the "Working group for equality in science".*

■ Any known university with this kind of programme: Yes  
Related information/web links: *Possibly the Institute for Social and Cultural Studies at the Mathias Bell (Matej Bel) University at Banská Bystrica:*  
<http://www.ff.umb.sk/en/departments/the-institute-of-social-and-cultural-studies>  
*and maybe the Center for Gender Studies, Philosophical Faculty of Comenius University Bratislava:*  
<https://fphil.uniba.sk/katedry-a-odborne-pracoviska/odborne-centra/centrum-rodovych-studii/information-in-english>

## 8. Transnational activities

Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: Yes

■ Joint project  
Related information: *SU-SAV participated to Science-in-Society FP7 GENDERA project as part of the Expert Group, the GENDERA Task Force Slovakia, and in particular to the international conference "Women in the Slovak /European academic and research environment" held in September 2012 in the framework of that project, which partly addressed the integration of sex/gender analysis in research contents via one of its partners.*

■ Evaluation of activities: No

## 9. Additional information

*I am not aware of any effort in the given field.*

## 10. Contact

Magdalena Piscova, Institute for Sociology, Slovak Academy of Sciences (SU-SAV) SLOVAKIA, [magdalena.piscova@savba.sk](mailto:magdalena.piscova@savba.sk)

# SLOVENIA

► Ministry of Education, Science and Sport (MESS)

1. **Full name of organisation (Acronym):** Ministry of education, science and sport (MESS)
2. **Type of organisation** Ministry
3. **Policies and strategies aimed at integrating sex/gender analysis in research**
  - *None*
  - Planning to introduce such a policy/strategy: *Not answered*
4. **Research funding programmes aimed at integrating sex/gender analysis in research**
  - Funding programmes for research in place: *Yes*
  - Areas of research funded:  
*Life sciences – Physical and Engineering Sciences – Interdisciplinary research.*
  - Organisation has a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: *No*
  - Planning to implement a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: *Yes*
  - Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: *Yes*
5. **Guidelines and training materials for applicants**
  - Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: *No*
  - Organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs:  
*Specific funding programmes.*
  - Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: *Yes*
6. **Guidelines/Training for Grant Proposals Reviewers**
  - Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: *No*
  - Organisation's rationale for not having sex/gender guidelines for evaluators:  
*Specific funding programmes.*
  - Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: *Yes*

7. **Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)**
  - Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*
  - Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula:  
*We do not have responsibility for university-level curricula.*
  - Other national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: *Not answered*
  - Any known university with this kind of programme: *Not answered*
8. **Transnational activities** Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: *Yes*
  - Joint project : the *GENDER-NET ERA-NET*
  - Evaluation of activities: *No*
9. **Additional information** *Not answered*
10. **Contact** Stojan Sorcan, Ministry of education, science and sport (MESS) SLOVENIA, [stojan.sorcan@gov.si](mailto:stojan.sorcan@gov.si)

## SPAIN

- State Secretariat for Research, Development and Innovation in the Ministry of Economy and Competitiveness (MINECO-SEIDI)
- Consejo Superior de Investigaciones Científicas (CSIC)

### 1. Full name of organisation (Acronym):

State Secretariat for Research, Development and Innovation in the Ministry of Economy and Competitiveness (MINECO-SEIDI)

### 2. Type of organisation

Ministry

### 3. Policies and strategies aimed at integrating sex/gender analysis in research

- Yes: National legislation (e.g. specific legislation for academia and/or research) & Specific strategy (e.g. national or institutional strategic plan for research, gender action plan).

- Organisation's official policy statement or related web links and/or supporting documents:

*Law of science, Technology and Innovation (2011):*

<http://www.boe.es/boe/dias/2011/06/02/pdfs/BOE-A-2011-9617.pdf>

*Spanish Strategy for Science, Technology and Innovation (2013-2020) (Estrategia Española de Ciencia, Tecnología e Innovación):*

[http://www.idi.mineco.gob.es/stfls/MICINN/Investigacion/FICHEROS/Estrategia\\_espanola\\_ciencia\\_tecnologia\\_Innovacion.pdf](http://www.idi.mineco.gob.es/stfls/MICINN/Investigacion/FICHEROS/Estrategia_espanola_ciencia_tecnologia_Innovacion.pdf)

*National Strategic Plan for Equal Opportunities 2014-2016:*

<http://www.inmujer.gob.es/actualidad/PEIO/docs/PEIO2014-2016.pdf>

- Goals for policy/strategy:

- *Law of science, Technology and Innovation (2011)*

*The law establishes a national framework for the promotion and coordination of scientific and technical research. The 13<sup>a</sup> additional disposition is dedicated to the implementation of gender mainstreaming.*

*The second theme of this disposition it establishes that the Spanish Strategy for Science, Technology and the National Action Plan for Scientific and Technical Research will promote the inclusion of the gender perspective as a cross-cutting category in research and technology, so that it is considered in all aspects of the processes, including the definition of priorities for scientific-technical research, scientific problems, theoretical frameworks, methods, collection and data interpretation, conclusions, applications and technological developments and proposals for future research. They will also promote women and gender studies as well as specific measures to foster and to recognize the presence of women in research teams.*

- *Spanish Strategy for Science, Technology and Innovation (2013-2020) (Estrategia Española de Ciencia, Tecnología e Innovación)*

*Gender is one among 5 basic principles of this National Strategy, number five states: "v. To incorporate gender perspective in all public policies related to research, development and innovation in order to correct the loss of human capital associated with the unequal participation of women and their professional development in the fields of scientific and technical research, both in the public and private sectors.*

*This principle involves the incorporation of the gender perspective in the contents of the scientific, technological research and innovation to enrich the creative process and outcomes.”*

■ *National Strategic Plan for Equal Opportunities 2014-2016*

*The plan is the instrument through which the government defines the objectives and priority measures to eliminate any discrimination on grounds of sex to achieve equal opportunities for women and men. The Plan includes 7 different operational sections. The 7<sup>th</sup> objective talks about the integration of gender perspective in public policies and government actions. Within this section there are the following objectives: Reinforce studies and research with a gender perspective, especially in the National Plan of Research, Development and Innovation.*

*Some of the actions in this objective proposed are:*

*190. Promotion of gender studies to enhance equal treatment and opportunities in both graduation and post-graduation levels.*

*191. Strengthening a specific line of gender studies projects, under the National Plan of Research, Development and Innovation.*

*192. Ensure compliance with the introduction of the gender perspective as a cross-cutting dimension in research, technological development and innovation.*

■ *Policy/strategy implementation:*

*Regarding the law of Science, its implementation, as a law, is mandatory and it is regulated and monitored by different bodies or instruments, also set up by law. These instruments are as follow:*

- *The Interministerial Committee on Equality between women and men is responsible for the coordination of policies and measures adopted by government departments in order to ensure the right to equality between women and men and promote its effectiveness.*
- *Equality Units of each Ministry created by the Equality Law. All ministries are required to entrust to one of their governing bodies the development of the functions related to the principle of equality between women and men in their area of work. Within the Ministry of Economy and Competitiveness there is: Women and Science Unit (Unidad de Mujeres y Ciencia, UMyC) (created in 2004), within the State Secretariat for Research, Development and Innovation.*
- *Strategic Plan for Equal Opportunities: the Equality Law provides the legal basis for equality in all spheres of social, economic, cultural and political life. Its implementation requires a Strategic Plan to concrete objectives, priorities and measures of performance in which public authorities must focus their actions and to achieve coordination between different levels of government (general, regional and local).*

- *The implementation of both the Spanish Strategy for Science, Technology and Innovation (2013-2020) and its national Plan (the National Plan of Research, Development and Innovation) corresponds to the Secretariat of State for Research, Development and Innovation of the Ministry of Economy and Competitiveness, with the support regarding all gender matters of the Women and Science Unit.*
- *Women´s Institute: (Ministry of Health, Social Services and Equality). This is an institution created in 1983, with a long and established trajectory of developing policies for women in the country. Its mandate is to propose and support policies to improve the situation of women in all fields of policy. Relevant to our topic, the Women's Institute has a program funding research on women and gender since the early 1980s. The Institute also funds Master courses and other courses on women and gender at universities.*
- *Equality Units at the Spanish Universities: Since the Equality Law (2007) it is mandatory for public agencies (ministries and other kind of governmental organisations) to create a specific structure, unit or body with the goal of promoting equality between women and men (Equality units). There is also the mandate of establishing and implementing equality plans in all public institutions.*
- *Network of Equality Units for Excellence in University (La Red de Unidades de Igualdad de Género para la Excelencia Universitaria (RUIGEU)): The network comprises some of the units, offices, observatories, commissions or secretariats of equal opportunities between women and men of the Spanish universities. The objectives of this new network respond to the need to work together in a coordinated way to leverage the efforts and resources of the different units, offices, observatories, research groups and individuals working for gender equality in the Spanish universities, optimizing existing resources and sharing experiences among the different entities of equal university level: <http://www.redunidadesdeigualdad.udl.cat/la-red>*
- *Challenges/obstacles in implementing this policy/strategy: Yes*  
*There are sometimes challenges regarding certain lack of awareness or expertise in the understanding and implementation or know-how of the gender dimension for evaluators and policy makers.*
- *Use of criteria/indicators to measure success: Yes*  
*There are several indicators that are included in the evaluation processes in place. One example of these is the gender equality Diagnostics of Public Research Institutions and Universities which are a guide to structure their Equality Plans.*
- *Policy/strategy evaluated: Yes*  
*Apart from the evaluation procedures described in the previous question there is also an Evaluation of the Strategic Plans for Equal Opportunities.*



■ Impact of policy/strategy:

One of the main impacts is the promotion of a solid community of research in gender issues. The Spanish Women's Institute (the national institute depending on the Ministry of Health, Social Services and Equality) has a program which provides research funds on topics of gender since the early 1980s. The Institute also funds Master courses and other courses on women and gender at universities (over 20 Masters exists in Spanish universities on women and gender, most of them supported by the Women Institute). This has been very important in supporting the Spanish research community on gender and women and in developing the higher education degrees on the topic.

There is also a great specialisation on gender in certain fields such as Health and Medicine. Examples of this are the courses taught in the National School of Health and The School of Health of Andalusia.

■ Legislative, organisational or contextual factors that might influence the transferability of your policy to similar organisations: Yes

The Spanish experience can be useful for countries with political and administrative tradition similar to the Spanish one, not really for countries with a more liberal tradition where the legislative role is lesser, as is the case of the United Kingdom.

4. Research funding programmes aimed at integrating sex/gender analysis in research

■ Funding programmes for research in place: Yes

■ Areas of research funded:

Social sciences and humanities – Life sciences – Physical and Engineering Sciences – Interdisciplinary research

More specific areas: It applies to all areas of knowledge, it is a cross-cutting theme and it applies to all public financing.

■ Organisation has a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: Yes

■ Organisation's official policy statement requiring applicants to funding programs to specify whether they are considering sex and/or gender in their research designs:

The Law of Science (2011):

The law establishes a national framework for the promotion and coordination of scientific and technical research. The 13<sup>a</sup> additional disposition is dedicated to the implementation of gender mainstreaming.

The second theme of this disposition it establishes that the Spanish Strategy for Science, Technology and the National Action Plan for Scientific and Technical Research "will promote the inclusion of the gender perspective as a cross-cutting category in research and technology, so that it is considered in all aspects of the processes,

including the definition of priorities for scientific-technical research, scientific problems, theoretical frameworks, methods, collection and data interpretation, conclusions, applications and technological developments and proposals for future research".

■ Implementation of policy:

The requirements of the law are implemented in the National Plan of Research, Development and Innovation (Plan Nacional de I+D+I) 2013-2016 with the following. In the Plan it states that:

Research in Social Sciences and Humanities as well as research that incorporates the gender dimension will be cross cutting issues and will be incorporated in the development of scientific-technical and innovation oriented research in finding solutions in all social challenges.

The following question has been included in the application form that researchers have to fill online when applying for research funding from the National Plan for R&D. This affects ALL research funded by the Spanish National Research Plan, which is most research done in the country: "If your project investigates human beings, do you think the gender (men/women) of the subjects analysed can impact the research results? Yes/No"

[http://www.idi.mineco.gob.es/stfls/MICINN/Investigacion/FICHEROS/Plan\\_Estatal\\_Inves\\_cientifica\\_tecnica\\_innovacion.pdf](http://www.idi.mineco.gob.es/stfls/MICINN/Investigacion/FICHEROS/Plan_Estatal_Inves_cientifica_tecnica_innovacion.pdf)

■ Use of criteria/indicators to measure success: No

■ Evaluation of the policy: No

■ Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: Yes

■ Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: Yes  
Related information:

- "Guía práctica para la inclusión de la perspectiva de género en los contenidos de la investigación" (Practical Guide to Gender Mainstreaming in Research Contents)
- "Manual El Género en la Investigación"
- "Gendered Innovations: how gender analysis contributes to research"

All the documents and links can be found here:

<http://www.idi.mineco.gob.es/portal/site/MICINN/menuitem.26172fc4eb029fa6ec7da6901432ea0/?vgnnextoid=e218c5aa16493210VgnVCM1000001d04140aRCRD>

■ Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: Yes

5. Guidelines and training materials for applicants



## 6. Guidelines/Training for Grant Proposals Reviewers

- Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: Yes  
Related information: *Same as previous question*

- Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: Yes

## 7. Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)

- Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*

- Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula: *We do not have responsibility for university-level curricula.*

- Other national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: Yes  
Related information/web links: *It is required by law that university curricula include gender and equality topics (Law of Universities of 2007). It sets basic content requirements for each field of knowledge. The competence for this implementation is under the Ministry of Education. Law of Universities (LOU-LOU 2007):*

<http://www.boe.es/buscar/pdf/2001/BOE-A-2001-24515-consolidado.pdf>

*The National Agency for Quality Assessment and Accreditation (ANECA) is a state Agency that aims to contribute to improving the quality of the higher education system through evaluation, certification and accreditation of degree programs, faculty and institutions:*

<http://www.aneca.es>

Contact person: *Rafael van Grieken Salvador:*

[direccion@aneca.es](mailto:direccion@aneca.es)

- Any known university with this kind of programme: Yes

Related information: *Universidad Politécnica de Madrid (UPM):*

*Ines Sanchez de Madariaga:*

[i.smadariaga@upm.es](mailto:i.smadariaga@upm.es)

*Universidad Politécnica de Cataluña (UPC): Zaida Muxi:*

[zaida.muxim@upc.edu](mailto:zaida.muxim@upc.edu)

*Universidad de Alicante: Teresa Ruiz Cantero:*

[cantero@ua.es](mailto:cantero@ua.es)

## 8. Transnational activities

Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: Yes

- Joint Project

Related information/web links: *The GENDER-NET ERA-NET.*

- Other: *At European level, the Director of the UMyC-MINECO is part of the Helsinki Group on Gender in Research and Innovation:*  
<http://ec.europa.eu/research/swafs/index.cfm?pg=policy&lib=gender>

- Evaluation of activities: *No*

## 9. Additional information

*Not answered*

## 10. Contact

Ana Puy, Head of the Women & Science Unit, State Secretariat for Research, Development and Innovation in the Ministry of Economy and Competitiveness (MINECO-SEIDI) SPAIN, [umyc@mineco.es](mailto:umyc@mineco.es)

1. **Full name of organisation (Acronym):** Consejo Superior de Investigaciones Científicas (CSIC)
2. **Type of organisation** National public research-performing organisation
3. **Policies and strategies aimed at integrating sex/gender analysis in research**
  - Yes: National legislation (e.g. specific legislation for academia and/or research); Other: *The Presidency has an advising commission to help in gender issues and there is a "Comision de Igualdad" as well, but these have not yet tackled the integration of the sex/gender analysis in the research developed at CSIC, as equality issues were prioritized.*
  - Organisation's official policy statement or related web links and/or supporting documents:  
*See responses by MINECO-SEIDI for the national legislations. There is not policy statement yet on this topic at CSIC.*
  - Goals for policy/strategy:  
*There is no specific policy at present at CSIC level aimed at integrating the gender dimension in research contents.*
  - Policy/strategy implementation:  
*There is no specific CSIC policy and the national legislation has not yet been enforced on this topic. However CSIC has a gender action plan for equality between its female and male researchers.*
  - Challenges/obstacles in implementing this policy/strategy:  
*The inclusion of gender in the contents of research has not yet been implemented.*
  - Use of criteria/indicators to measure success: *No*  
*The inclusion of gender in the contents of research has not been studied.*
  - Policy/strategy evaluated: *No*
  - Legislative, organisational or contextual factors that might influence the transferability of your policy to similar organisations: *None*
  - Planning to introduce such a policy/strategy: *Yes.*
4. **Research funding programmes aimed at integrating sex/gender analysis in research**
  - Funding programmes for research in place: *No*
  - Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: *Yes*
5. **Guidelines and training materials for applicants**
  - Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: *No*
  - Organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs:

- As far as I know, although there are experts in gender they work mainly in Humanities and Social Sciences, I do not know specific training materials to provide applicants.*
6. **Guidelines/Training for Grant Proposals Reviewers**
    - Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: *Yes*
    - Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: *No*
    - Organisation's rationale for not having sex/gender guidelines for evaluators: *I do not know if the Life Science and Biomedical Science have sex/gender guidelines, but in general we do not have guidelines for evaluators.*
    - Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: *Yes*
  7. **Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)**
    - Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*
    - Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula: *We do not have responsibility for university-level curricula.*
    - Other national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: *No*
    - Any known university with this kind of programme: *No*
  8. **Transnational activities**
    - Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: *Yes*
    - Other: *Humanities and Social Sciences Institutes have joint projects with foreign researchers.*  
Related information: *Some conferences on gender in research have been held at the CSIC in collaboration with other organisations.*
    - Other: *CSIC is a member of the Science Europe Working Group on Gender and Diversity*  
Related information: *SE WG on G&D webpage:*  
<http://www.scienceurope.org/policy/working-groups/gender-diversity>
    - Evaluation of activities: *No*

#### 9. Additional information

*An effort has been made to include gender as an indicator of excellence for scientific organizations. Documents published by the European Commission on gender greatly help us to include this issue in the scientific culture.*

#### 10. Contact

Pilar López Sancho, Consejo Superior de Investigaciones Científicas (CSIC)  
SPAIN, [pilar@icmm.csic.es](mailto:pilar@icmm.csic.es)

## SWEDEN

► Swedish Research Council (SRC)

1. **Full name of organisation (Acronym):** Swedish Research Council (SRC)
2. **Type of organisation** National research-funding agency
3. **Policies and strategies aimed at integrating sex/gender analysis in research**
  - None
  - Planning to introduce such a policy/strategy: No
  - Why not: *Gender/sex analysis in research is now considered to be established, and so does not get extra support, but is assumed to compete for regular research funding from our council on equal terms with other research. However, there is one special program, development research, with an annual budget of about € 20 million which has special relevance specifications; the research should be relevant to the overall goals of Swedish development policy. This includes policy for gender equality and the rights and role of women.*  
<http://www.government.se/content/1/c6/15/22/97/a962c4c8.pdf>
4. **Research funding programmes aimed at integrating sex/gender analysis in research**
  - Funding programmes for research in place: Yes
  - Areas of research funded:  
 More specific areas: *One special program, development research, with an annual budget of about € 20 million, has special relevance specifications; the research should be relevant to the overall goals of Swedish development policy. This includes policy for gender equality and the rights and role of women.*  
<http://www.government.se/content/1/c6/15/22/97/a962c4c8.pdf>
  - Organisation has a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: No
  - Planning to implement a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: No
  - Organisation's rationale for not requiring sex and/or gender considerations to be taken into account by applicants to your funding programmes:  
*Gender/sex analysis in research is now considered to be established, and so does not get extra support but is assumed to compete for regular research funding from our council on equal terms with other research. The exception is development research, which is described in earlier answers.*
  - Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: No
5. **Guidelines and training materials for applicants**
  - Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: No

- Organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs: *We do not have guidelines and/or training materials to provide applicants to our funding programs.*
  - Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: No
  - Why not: *Gender/sex analysis in research is now considered to be established, and so does not get extra support but is assumed to compete for regular research funding from our council on equal terms with other research. (The exception is development research, which is described in earlier answers.) If such guidelines should be needed in the future, our council has good contacts with Swedish gender researchers.*
6. **Guidelines/Training for Grant Proposals Reviewers**
    - Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: No
    - Organisation's rationale for not having sex/gender guidelines for evaluators: *We do not have guidelines or training materials for our reviewers regarding the contents of the research. There are guidelines and training for the peer review groups regarding the formal rules and the review process; e.g., gender equality and conflicts of interest.*
    - Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: No
    - Why not: *If such guidelines or training should be needed in the future, our council has good contacts with Swedish gender researchers.*
  7. **Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)**
    - Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*
    - Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula: *Recommendation is under preparation*
    - National/Regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: Yes  
 Related information/web links: *The Swedish Secretariat for Gender Research at Gothenburg University can be seen as such an organization. See:*  
<http://genus.gu.se/english/?languageId=100001&contentId=-1&disableRedirect=true&returnUrl=http%3A%2F%2Fwww.genus.gu.se%2F>  
 Contact: *Kerstin Alnebratt* <http://www.genus.gu.se/english/about-us/staff>

- Any known university with this kind of programme: Yes

Related information: *The Swedish Secretariat for Gender Studies mentioned earlier is located at Gothenburg University.*

<http://www.genus.gu.se/english/about-us/staff>

#### 8. Transnational activities

Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: Yes

- Other: *SRC is a member of the Science Europe Working Group on Gender and Diversity, which will also be examining new ways to integrate sex and gender analysis into the research content.*

Related information/web links: *The Science Europe Working Group on Gender and Diversity is presented here:*

<http://www.scienceeurope.org/policy/working-groups/gender-diversity>

- Evaluation of activities: No

#### 9. Additional information

*Not answered*

#### 10. Contact

Carl Jacobsson, Swedish Research Council (SRC) SWEDEN, [carl.jacobsson@vr.se](mailto:carl.jacobsson@vr.se)

## SWITZERLAND

- ▶ State Secretariat for Education, Research and Innovation (WBF-SERI)
- ▶ Rectors' Conference of the Swiss Universities (CRUS) (now part of swissuniversities)
- ▶ Swiss National Science Foundation (SNSF)



1. **Full name of organisation (Acronym):** State Secretariat for Education, Research and Innovation within the Federal Department of Economic Affairs, Education and Research (WBF-SERI)
2. **Type of organisation** National government, Ministry
3. **Policies and strategies aimed at integrating sex/gender analysis in research**
  - Yes: Specific strategy (e.g. national or institutional strategic plan for research, gender action plan).
  - Organisation's official policy statement or related web links and/or supporting documents:  
"Federal programme of Equal opportunities for men and women at universities of applied sciences (2013-2016)":  
<http://www.sbf.admin.ch/fh/02141/02152/index.html?lang=fr>
  - Goals for policy/strategy:  
*The conditions that ensure equal opportunities should also be reflected in the areas of teaching and research.*
  - Policy/strategy implementation:  
*Implementation is done through the gender action plans of each university of applied sciences (UAS), constructed with the university's gender equality officer, but universities choose freely their fields of action. It is therefore not obligatory to promote gender in science or teaching.*
  - Challenges/obstacles in implementing this policy/strategy: Yes  
*According to the reportings, gender in teaching seems to be doing quite well. Nevertheless, UAS employees think that the gender issue is not relevant for UAS. Gender in science seems to be even less recognised in general, and in particular in STEM, where the necessity, utility and potential are ignored. In social sciences it seems to be more evident and useful.*
  - Use of criteria/indicators to measure success: No
  - Policy/strategy evaluated: Yes  
*The federal program of equal opportunities at UAS is evaluated 1) on a yearly basis by the WBF-SERI, 2) by an overall evaluation of the 4-year period (external mandate). The synthesis report on universities and universities of applied sciences is in elaboration.*
  - Impact of policy/strategy:  
*Gender policies at UAS are well implemented. All UAS have gender policy officers, guidelines, procedures etc. Federal office for statistics: <http://www.bfs.admin.ch/bfs/portal/de/index/themen/15/22/publ.html?publicationID=4543>*
  - Legislative, organisational or contextual factors that might influence the transferability of your policy to similar organisations: Yes  
*Related information: An adaptation from the Swiss historical, political, legal and structural context to other contexts would be necessary.*

4. **Research funding programmes aimed at integrating sex/gender analysis in research**
  - Funding programmes for research in place: Yes
  - Areas of research funded:  
*Social sciences and humanities – Life sciences – Physical and Engineering Sciences*
  - Organisation has a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: Yes
  - Organisation's official policy statement requiring applicants to funding programs to specify whether they are considering sex and/or gender in their research designs:  
*At WBF-SERI we reserved a small budget to fund research projects which take into consideration sex/gender in research, but UAS are free to submit or not.*
  - Implementation of policy:  
*It is in the WBF-SERI Action plan 2013-2016.*
  - Use of criteria/indicators to measure success: No
  - Evaluation of the policy: Yes  
*Related information: Gender in science has been difficult to implement within UAS, which have prioritized teaching rather than research. However we did succeed in promoting, since gender research results carried out by the UAS are supposed to help them improve their gender equality policies. Since 2013, science of gender issues have opened to more societal questions.*
  - Main impact of this policy:  
*See the previous explanations.*
  - Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: Yes
5. **Guidelines and training materials for applicants**
  - Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: No
  - Organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs: *It is not in WBF-SERI's mandate, but we can try to explain/sensitize.*
  - Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: Yes
6. **Guidelines/Training for Grant Proposals Reviewers**
  - Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: No
  - Organisation's rationale for not having sex/gender guidelines for evaluators: *It is not WBF-SERI's mandate but we can try to explain/sensitize.*

7. **Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)**
- Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: *Yes*
  - Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*
  - Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula: *It is not WBF-SERI's mandate.*
  - Other national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: *Yes*  
Related information/web links: *Please see the Commission for technology and innovation: <https://www.kti.admin.ch/kti/en/home.html> which has in its mandate to increase the number of women researchers, entrepreneurs, experts, mentors and coaches.*
  - Any known university with this kind of programme: *Not answered.*
8. **Transnational activities**
- Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: *Yes*
- Joint Project  
Related information/web links: *GENDER-NET ERA-NET.*
  - Evaluation of activities: *No*
9. **Additional information**
- Not answered*
10. **Contact**
- Yvonne Jänchen, State Secretariat for Education, Research and Innovation, within the Federal Department of Economic Affairs, Education and Research (WBF-SERI) SWITZERLAND, [yvonne.jaenchen@sbfi.admin.ch](mailto:yvonne.jaenchen@sbfi.admin.ch)

1. **Full name of organisation (Acronym):**
- Rectors' Conference of the Swiss Universities (CRUS) (now part of swissuniversities)
2. **Type of organisation**
- Private association in charge of public mandates*
3. **Policies and strategies aimed at integrating sex/gender analysis in research**
- *None*
  - Planning to introduce such a policy/strategy: *Yes*
4. **Research funding programmes aimed at integrating sex/gender analysis in research**
- Funding programmes for research in place: *Yes*
  - Areas of research funded:  
*Social sciences and humanities – Life sciences – Physical and Engineering Sciences – Interdisciplinary research*
  - Organisation has a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: *No*
  - Planning to implement a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: *No*
  - Organisation's rationale for not requiring sex and/or gender considerations to be taken into account by applicants to your funding programmes:  
*This is regulated at the level of the higher education institutions (HEI).*
- Our Program P-4 "Equal Opportunity for Women and Men at universities/Gender Studies" (2013-2016) only offers structural support and no research content is evaluated. The Gender Studies subprogram supports networking, mainly in the social science and humanities. Our Sciex (Scientific Exchange), which promotes exchange of researchers with new member states to work in research projects at Swiss universities, but which will not be renewed, was the only programme in which the CRUS was involved in the evaluation process, as the content of the research projects researchers would worked on was also judged. The gender aspect of submitted projects could have been asked for by the CRUS steering committee, but it was not, and in the end, the quality of research lies within the responsibility of the universities themselves (quality audits).*
- Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: *Yes*
5. **Guidelines and training materials for applicants**
- Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: *No*
  - Organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs:  
*This is regulated at the level of the HEI.*

## 6. Guidelines/Training for Grant Proposals Reviewers

- Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: *No*
- Why not: *We could only act as a bridgehead organisation to promote the topic, as it is regulated at the level of the HEI themselves. It lays in the autonomy of the HEI and should be included in the internal Quality Assurance (QA) processes for research and education.*

- Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: *No*
- Organisation's rationale for not having sex/gender guidelines for evaluators: *Again, this is regulated at the level of the HEI. The evaluators are HEI members. One positive measure (but not related to the research contents) is that the Sciex grants that had been positively evaluated were given to a gender-balanced cohort of researchers.*
- Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: *No*
- Why not: *This should be carried out at the level of the HEI. In addition, there will no longer be Sciex calls.*

## 7. Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)

- Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*
- Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula: *We do not have responsibility for university-level curricula.*
- Other national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: *No*
- Any known university with this kind of programme: *Yes*  
Related information: *The University of Basel, as an example, has such a measure in its gender action plan 2013-2016: 1.5.1: Integration of gender & diversity aspects in education and teaching.*

## 8. Transnational activities

- Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: *Yes*
- Joint project  
Related information: *Project GENDER-NET: CRUS is an in-house consultant for WBF-SERI.*

- Evaluation of activities: *Not answered*

## 9. Additional information

*We are informing the CRUS/swissuniversities Delegation of Research about the gendered innovations findings and information, via the respective link(s) and through oral information.*

## 10. Contact

Gabriela Obexer-Ruff, Rectors' Conference of Swiss Universities (swissuniversities) SWITZERLAND, [obexer@swissuniversities.ch](mailto:obexer@swissuniversities.ch)

1. **Full name of organisation (Acronym):** Swiss National Science Foundation (SNSF)
2. **Type of organisation** National research-funding agency
3. **Policies and strategies aimed at integrating sex/gender analysis in research**
  - Yes: Specific strategy (e.g. national or institutional strategic plan for research, gender action plan).
  - Organisation's official policy statement or related web links and/or supporting documents:  
*The SNSF Mission statement on equality between women and men is available on the SNSF website.*  
  
*It includes the following point:*  
  
*"Gender dimension of research:*  
  
*With all research applications, the SNSF takes note of the inclusion of a gender dimension to the extent that it seems appropriate or indispensable to the research topic or object. The SNSF also supports research in gender studies"*
  - Related web link:  
[http://www.snf.ch/SiteCollectionDocuments/wom\\_leitbild\\_gleichstellung\\_e.pdf](http://www.snf.ch/SiteCollectionDocuments/wom_leitbild_gleichstellung_e.pdf)
  - Goals for policy/strategy:  
*SNSF has a mission statement on gender equality (see above), which also includes a point on the integration of the gender dimension in research contents.*
  - Policy/strategy implementation:  
*The referee (member of the SNSF National Research Council, which evaluates project applications in second step, after the assessment by external reviewers, and makes funding recommendations can make a remark on the following point:*  
  
*"The proposal raises questions concerning gender issues on which the applicant should be consulted or to which his/her attention should be brought, e.g. in the event of an uneven gender ratio among staff members of the proposed project, or if the gender perspective is not given due consideration even though it is relevant to the project." (Evaluation form)*
  - Challenges/obstacles in implementing this policy/strategy: *No*
  - Use of criteria/indicators to measure success: *No*
  - Policy/strategy evaluated: *No*
  - Legislative, organisational or contextual factors that might influence the transferability of your policy to similar organisations: *None*

4. **Research funding programmes aimed at integrating sex/gender analysis in research**
  - Funding programmes for research in place: *Yes*
  - Areas of research funded:  
*Social science and humanities – Life sciences – Physical and Engineering Sciences – Interdisciplinary research*  
  
*Please refer to our website for information on the funding programmes:*  
<http://www.SNSF.ch/en/funding/how-to/Pages/default.aspx>
  - Organisation has a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: *No*
  - Planning to implement a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: *No*
  - Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: *Yes*
5. **Guidelines and training materials for applicants**
  - Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: *No*
  - Organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs: *Other reasons: We do not have guidelines/trainings for applicants to our funding programs, only general/technical information days, in particular for advanced post-docs. No training is planned.*
  - Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: *Yes*
6. **Guidelines/Training for Grant Proposals Reviewers**
  - Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: *No*
  - Organisation's rationale for not having sex/gender guidelines for evaluators:
  - Other reasons: *We do not have guidelines/trainings for external reviewers on the contents of the proposals. We have a criterion for referees (see above).*
  - Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: *Yes*
7. **Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)**
  - Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*

- Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula:

*We do not have responsibility for university-level curricula.*

- Other national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: *No*

- Any known university with this kind of programme: *No*

#### 8. Transnational activities

Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: *Yes*

- Other: *Science Europe Working Group on Gender & Diversity*

- Evaluation of activities: *No*

#### 9. Additional information

*Not answered*

#### 10. Contact

Maya Widmer, Swiss National Science Foundation (SNSF) SWITZERLAND,  
[maya.widmer@SNSF.ch](mailto:maya.widmer@SNSF.ch)

## UNITED KINGDOM

- Research Councils UK (RCUK)



1. **Full name of organisation (Acronym):** Research Councils UK (RCUK)
2. **Type of organisation** National research-funding agency
3. **Policies and strategies aimed at integrating sex/gender analysis in research**
  - None
  - Planning to introduce such a policy/strategy: *Not answered*
4. **Research funding programmes aimed at integrating sex/gender analysis in research**
  - Funding programmes for research in place: Yes
  - Areas of research funded:  
*Social sciences and humanities – Life sciences – Physical and Engineering Sciences – Interdisciplinary research*
  - More specific areas: *Arts and Humanities*
  - Organisation has a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: *No*
  - Planning to implement a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs: *Not answered*
  - Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: Yes
5. **Guidelines and training materials for applicants**
  - Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: *No*
  - Organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs:  
*Other reasons: The UK Research Councils (RCUK) do not, at present, explicitly ask about the gender dimension in research content, but peer review would consider the methodologies and appropriate 'users' of the research, which may include the gender dimension, in its decision-making.*
  - Consideration of Research Council guidance for both applicants and peer review on this issue more broadly, e.g. where cultural differences could affect the use of the research, is being considered.*
  - RCUK are concerned with the widest possible diversity of people involved in research projects i.e. in the methodologies and protocols, participants, and beneficiaries; not just sex and/or gender but economic status, culture, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.*

The RCUK Terms and Conditions of grant set out the following:

- *Research Governance: It is the responsibility of the Research Organisation to ensure that the research is organised and undertaken within a framework of best practice that recognises the various factors that may influence or impact on a research project.*
- *Research Ethics: The Research Organisation is responsible for ensuring that ethical issues relating to the research project are identified and brought to the attention of the relevant approval or regulatory body. Approval to undertake the research must be granted before any work requiring approval begins. Ethical issues should be interpreted broadly and may encompass, among other things, relevant codes of practice, the involvement of human participants, tissue or data in research, the use of animals, research that may result in damage to the environment and the use of sensitive economic, social or personal data.*
- *Research Integrity: The Research Organisation is required to have in place procedures for governing good research practice, and for investigating and reporting unacceptable research conduct, that meet the requirements set out in the Concordat to Support Research Integrity (2012) and the Research Councils' Code of Conduct and Policy on the Governance of Good Research Conduct. "Research should be conducted to the highest levels of integrity, including appropriate research design and frameworks, to ensure that findings are robust and defensible. All those engaged with research have a duty to consider how the work they undertake, host or support impacts on society and on the wider research community." The Research Organisation is responsible for managing and monitoring the conduct of medical and health research in a manner consistent with the Department of Health's Research Governance Framework for Health and Social Care (or equivalent). Research involving human participants or data within the social sciences that falls outside the Department of Health's Research Governance Framework must meet the provisions and guidelines of the ESRC's Research Ethics Framework.*
- Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: Yes
- Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: *No*
- Organisation's rationale for not having sex/gender guidelines for evaluators:
- See Other reasons above.
- Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: *Not answered*

#### 6. Guidelines/Training for Grant Proposals Reviewers

#### 7. Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)

- Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: *None*
- Organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula: *We do not have responsibility for university-level curricula.*
- Other national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: *No*
- Any known university with this kind of programme: *No*

#### 8. Transnational activities

Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: *Yes*

- Other: *RCUK is a member of the Science Europe Working Group on Gender and Diversity, which will also be examining new ways to integrate sex and gender, as well as diversity, analysis into the research contents.*

Related information/web links: *The Science Europe Working Group on Gender and Diversity is presented here:*

<http://www.scienceeurope.org/policy/working-groups/gender-diversity>

- Evaluation of activities: *No*

#### 9. Additional information

*Regarding Doctoral Training, RCUK Statement of Expectations for Doctoral Training states that: "Students must receive in-depth, advanced research training, as well as developing a broad understanding of their subject area. They should also develop an understanding of the potential impact of their research on society. Students should be encouraged to consider the broad context of their research area, particularly in reference to societal and ethical issues, and the importance of engaging the public with research. Students are expected to develop the higher-level capabilities outlined in the Researcher Development Statement".*

*The Researcher Development Statement (RDS) sets out the knowledge, behaviours and attributes of effective and highly skilled researchers appropriate for a wide range of careers. In particular, researchers should "make positive use of diversity and difference to enrich research projects and outputs." The RDS and RDFramework contribute to researcher training and development in the UK by providing a strategic statement (RDS) and operational framework (RDF) to support the implementation of the Concordat to Support the Career Development of Researchers, the Quality Assurance Agency Quality Code – Chapter B11: Research Degrees and 'Roberts' recommendations for postgraduate researchers and research staff.*

<http://www.rcuk.ac.uk/funding/grantstcs>

<http://www.rcuk.ac.uk/RCUK-prod/assets/documents/reviews/grc/RCUKPolicyandGuidelinesonGovernanceofGoodResearchPracticeFebruary2013.pdf>

<http://www.universitiesuk.ac.uk/highereducation/Pages/Theconcordattoosupportresearchintegrity.aspx>

<http://www.rcuk.ac.uk/RCUK-prod/assets/documents/skills/statementofexpectation.pdf>

<https://www.vitae.ac.uk/researchers-professional-development>

<https://www.vitae.ac.uk/policy/concordat-to-support-the-career-development-of-researchers>

<http://www.qaa.ac.uk/publications/information-and-guidance/publication?PubID=175>

#### 10. Contact

Rosie Beales, Research Councils UK (RCUK) UNITED KINGDOM,  
[rosie.beales@rcuk.ac.uk](mailto:rosie.beales@rcuk.ac.uk)

## UNITED STATES OF AMERICA

- ▶ US National Academies (NAS)
- ▶ US National Institutes of Health (NIH)

1. Full name of organisation (Acronym):	US National Academies (NAS)
2. Type of organisation	Other National Academy
3. Policies and strategies aimed at integrating sex/ gender analysis in research	<ul style="list-style-type: none"> <li>■ Yes: Other: <i>There is no official policy, however, the US National Academies has an Executive Committee of the Governing Board which reviews all proposed projects under the auspices of the National Academies, and this review includes discussion of any consideration of gender, race/ethnicity aspects of the proposed project.</i></li> <li>■ Organisation's official policy statement or related web links and/or supporting documents: <i>There is no policy statement. The study process that guides all projects under the auspices of the National Academies involves discussion of any consideration of gender, race/ethnicity aspects of the proposed project. Information on the study process can be found here: <a href="http://www.nationalacademies.org/studyprocess/index.html">http://www.nationalacademies.org/studyprocess/index.html</a></i>  <i>The National Academy Press has a website that gives free access to all of its publications and one can search and find publications that include relevant research: <a href="http://www.nap.edu">www.nap.edu</a></i></li> <li>■ Goals for policy/strategy: <i>All proposed projects under the auspices of the National Academies, and this review includes discussion of any consideration of gender, race/ethnicity aspects of the proposed project.</i></li> <li>■ Policy/strategy implementation: <i>This strategy has been implemented mainly by the Institute of Medicine (IOM). A number of workshops have been organized, and reports published, on gender and health issues. The following reports, for instance, were initiated by requests made to the IOM by the Office of Research on Women's Health (ORWH) at the US National Institutes of Health (NIH):</i> <a href="http://www.nap.edu/catalog/13307/sex-specific-reporting-of-scientific-research-a-workshop-summary">http://www.nap.edu/catalog/13307/sex-specific-reporting-of-scientific-research-a-workshop-summary</a> (2012), <a href="http://www.nap.edu/catalog/6035/gender-differences-in-susceptibility-to-environmental-factors-a-priority-assessment">http://www.nap.edu/catalog/6035/gender-differences-in-susceptibility-to-environmental-factors-a-priority-assessment</a> (1998), <a href="http://www.nap.edu/catalog/2304/women-and-health-research-ethical-and-legal-issues-of-including">http://www.nap.edu/catalog/2304/women-and-health-research-ethical-and-legal-issues-of-including</a> (1994).  <i>The Committee on Women in Science, Engineering, and Medicine (CSWEM) has membership from the National Academy of Sciences (NAS), National Academy of Engineering (NAE) and IOM to serve as an "institutional focal point in support of complementary activities across the NAS, NAE, IOM, and the NRC" but it has not yet directly addressed the inclusion of sex/gender analysis into research contents. Its website and mandate can be found here: <a href="http://sites.nationalacademies.org/pga/cwsem">http://sites.nationalacademies.org/pga/cwsem</a></i></li> </ul>

- Challenges/obstacles in implementing this policy/strategy: Yes  
*This strategy has been implemented by the IOM and not yet by the other two academies, NAS and NAE.*

- Use of criteria/indicators to measure success: No

- Policy/strategy evaluated: No

- Legislative, organisational or contextual factors that might influence the transferability of your policy to similar organisations: Yes  
*US research institutions often approach issues of ensuring conforming to policies and procedures (e.g. integrating gender/sex in research) from the concern of academic freedom and want to frame any approaches or strategies as individual institutions.*

#### 4. Research funding programmes aimed at integrating sex/gender analysis in research

- Funding programmes for research in place: No
- Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?: Yes

#### 5. Guidelines and training materials for applicants

- Organisation provides guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs: No
- Organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs: *The National Academies does not usually conduct primary research but reviews existing programs and policies. However, this topic is of growing interest.*
- Organisation interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs: Yes

#### 6. Guidelines/Training for Grant Proposals Reviewers

- Organisation has guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals: No
- Organisation's rationale for not having sex/gender guidelines for evaluators: *Other reasons: We are in the process of developing internal guidelines explicitly for the US National Academies.*
- Organisation interested in receiving assistance regarding the guidelines and possible training for reviewers: Yes

#### 7. Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)

- Organisation's recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary approaches: Yes  
*Related information/ web link: There are several publications on the National Academies Press web site: [www.nap.edu](http://www.nap.edu) that make recommendations to universities.*

- Other national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula: No

- Any known university with this kind of programme: Yes  
*Related web link: Certain universities supported by the NSF ADVANCE program might have covered this aspect, in addition to promoting gender equality through institutional change: [www.nsf.gov/advance](http://www.nsf.gov/advance)*

#### 8. Transnational activities

Activities undertaken in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes: Yes

- Joint project: *the GENDER-NET ERA-NET*
- Other: *There are two survey instruments that were completed in collaboration with US National Academies on programs and research on women and/or gender: one for the InterAmerican Network of Academies of Science (IANAS) <http://www.ianas.org/index.php/programs/women-for-science> and the other for the African Academies of Science.*

- Evaluation of activities: No

#### 9. Additional information

*Below are examples of National Academies' publications related to sex and gender analysis in research. Three of these were already mentioned earlier. All of these are available for free PDF downloading at [www.nap.edu](http://www.nap.edu) Each citation has a direct link to their respective NAP web page.*

##### *Health and Medicine*

- *Institute of Medicine. [Collecting Sexual Orientation and Gender Identity Data in Electronic Health Records: Workshop Summary](#). Washington, DC: The National Academies Press, 2013.*
- *Institute of Medicine. [Sex-Specific Reporting of Scientific Research: A Workshop Summary](#). Washington, DC: The National Academies Press, 2012.*
- *National Research Council. [The Health of Lesbian, Gay, Bisexual, and Transgender People: Building a Foundation for Better Understanding](#). Washington, DC: The National Academies Press, 2011.*
- *National Research Council. [Sex Differences and Implications for Translational Neuroscience Research: Workshop Summary](#). Washington, DC: The National Academies Press, 2011.*
- *National Research Council. [Women's Health Research: Progress, Pitfalls, and Promise](#). Washington, DC: The National Academies Press, 2010.*



- Institute of Medicine. *Genes, Behavior, and the Social Environment: Moving Beyond the Nature/Nurture Debate*. Washington, DC: The National Academies Press, 2006.
- National Research Council. *Exploring the Biological Contributions to Human Health: Does Sex Matter?* Washington, DC: The National Academies Press, 2001.
- National Research Council. *Lesbian Health: Current Assessment and Directions for the Future*. Washington, DC: The National Academies Press, 1999.
- National Research Council. *Women and Health Research: Ethical and Legal Issues of Including Women in Clinical Studies, Volume 2, Workshop and Commissioned Papers*. Washington, DC: The National Academies Press, 1999.
- National Research Council. *Gender Differences in Susceptibility to Environmental Factors: A Priority Assessment*. Washington, DC: The National Academies Press, 1998.
- National Research Council. *Women and Health Research: Ethical and Legal Issues of Including Women in Clinical Studies, Volume 1*. Washington, DC: The National Academies Press, 1994.

#### *Behavioral and Social Sciences/Education/Policy*

- Institute of Medicine, National Academy of Sciences, and National Academy of Engineering. *Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering*. Washington, DC: The National Academies Press, 2007.

#### 10. Contact

Catherine Didion, US National Academies (NAS) UNITED STATES OF AMERICA, [cdidion@nas.edu](mailto:cdidion@nas.edu)

1. **Full name of organisation (Acronym):**
2. **Type of organisation**
3. **Policies and strategies aimed at integrating sex/gender analysis in research**

US National Institutes of Health (NIH)

National research-funding agency & National public research-performing organisation.

- Yes: Specific strategy (e.g. national or institutional strategic plan for research, gender action plan).
- Organisation's official policy statement or related web links and/or supporting documents:

*Science has made major progress in human studies, as women now account for roughly half of the participants in clinical trials funded by the US NIH. However, we have not seen a similar pattern in preclinical research. Many animal studies have focused on males, and investigators studying cell models have often ignored the sex of the individual from which the cells were obtained. For the most part, looking for differences between males and females has been a blind spot in biomedical research, leaving gaps in our knowledge. But we can fill those gaps.*

*NIH is calling on scientists to take a deliberate approach in considering sex in pre-clinical research to make sure that men and women get the full benefit of medical research. By instructing researchers to take sex into account as they develop their research questions, design experiments, analyse data, and report results, NIH continues to deliver the kind of rigorous science that drives the medical advances needed by patients around the world. NIH Director Francis Collins, M.D., Ph.D., and Janine A. Clayton, M.D., Director of NIH Office of Research on Women's Health (ORWH) and associate director for research on women's health at NIH, outlined these changes in a Nature Comment published on May 14, 2014 <http://www.nature.com/news/policy-nih-to-balance-sex-in-cell-and-animal-studies-1.15195>*

*The NIH policy statement is also available here:*

[http://www.nih.gov/about/director/05142014\\_statement\\_gender.htm](http://www.nih.gov/about/director/05142014_statement_gender.htm)

- Policy/strategy implementation:

#### **Website:**

*NIH's Studying Sex to Strengthen Science website: <http://orwh.od.nih.gov/sexinscience> is regularly updated to reflect the latest information from NIH about this important topic. Highlights include background information, research and training resources, Q&A, a reading room with links to journal articles about studying both sexes, links to media coverage, and growing stories of discovery. Some key programs and initiatives are listed below and can also be accessed online.*

#### **Request for Information from the research community:**

*NIH has been taking a phased approach to developing and implementing policies requiring NIH applicants to consider sex as a variable in biomedical research involving animals and cells. One first step for the new policy was to launch a for-*



mal Request for Information (RFI) from the research community in September 2014:  
<http://grants.nih.gov/grants/guide/notice-files/NOT-OD-14-128.htm>

To read more:

[http://nexus.od.nih.gov/all/2014/09/11/considering-sex-as-a-biological-variable-in-research-your-input-is-requested/?utm\\_source=nexus&utm\\_medium=email&utm\\_content=nihupdate&utm\\_campaign=sep14](http://nexus.od.nih.gov/all/2014/09/11/considering-sex-as-a-biological-variable-in-research-your-input-is-requested/?utm_source=nexus&utm_medium=email&utm_content=nihupdate&utm_campaign=sep14)

#### **Workshop on Methods and Techniques for Integrating the Biological Variable Sex into Preclinical Research**

How do you incorporate sex as a variable in research with animals and cells? This question was the focus of an October 20<sup>th</sup> 2014 workshop hosted by NIH's ORWH. The workshop was designed to help scientists understand why sex in preclinical research is important, as well as to provide practical guidance on experimental approaches.

See: <http://orwh.od.nih.gov/sexinscience/researchtrainingresources/methods-techniquesbiovar.asp>

And the workshop's VideoCast:

<https://videocast.nih.gov/summary.asp?live=14501&bhcp=1>

#### **Specialized Centers of Research on Sex Differences:**

The Specialized Centers of Research (SCOR) on Sex Differences program (<http://orwh.od.nih.gov/sexinscience/researchtrainingresources/scor.asp>) is an innovative interdisciplinary research program focusing on sex differences and major medical conditions affecting women. The SCOR program supports established scientists conducting research at centers across the country that integrates basic, clinical, and translational research approaches to incorporating a sex and gender focus.

Eleven SCOR awards are co-funded by the NIH ORWH and the National Institute on Aging, National Institute of Arthritis and Musculoskeletal and Skin Diseases, the Eunice Kennedy Shriver National Institute of Child Health and Human Development, the National Institute of Diabetes, Digestive and Kidney Diseases, the National Institute on Drug Abuse, the National Institute of Mental Health, and the U.S. Food and Drug Administration (FDA).

SCORs are selected on the basis of having at least three highly integrated, synergistic research projects that explore an important issue related to sex/gender health differences through interdisciplinary approaches. ORWH monitors progress in advancing sex differences research across the centers and coordinates the inter-SCOR interactions. The co-funding NIH institutes manage SCOR program-related needs.

#### **Administrative Supplements for Research on Sex/Gender Differences:**

The NIH ORWH developed the Administrative Supplements for Research on Sex/Gender Differences program (<http://orwh.od.nih.gov/research/fundedresearch-admin-supp.asp>) to catalyse exploratory research on sex and gender differ-

ences by providing administrative supplements to ongoing NIH-funded research, and announced an investment of US\$ 10.1 million in supplemental funding <http://orwh.od.nih.gov/research/fundedresearch-admin-supp.asp> to bolster the research of 82 grantees to explore the effects of sex in preclinical and clinical studies in Fiscal Year 2014.

This progressive approach will result in greater awareness of the need to study both sexes, demonstrate how research can incorporate sex, and reinforce the value of taking it into account as these studies yield results.

The projects span a wide array of science, including basic immunology, cardiovascular physiology, neural circuitry, and behavioural health. The projects will contribute to the body of sex- and gender-based knowledge, and can improve human health by adding one of the following elements to the original project:

- Addition of animals, tissues, or cells of the opposite sex to allow sex-based comparisons
- Addition of more subjects of either sex to a sample that already includes both males and females to allow analysis for a sex/gender difference
- Analysis of existing datasets containing information from males and females.

#### **Online Education on Sex and Gender Differences:**

ORWH and the US FDA collaborated to develop "Online Education on Sex and Gender Differences." <http://orwh.od.nih.gov/resources/cme.asp>. This online series of courses provides a foundation for sex and gender accountability in medical research and treatment. After completing the courses, researchers, clinicians, and students in the health professions will be able to integrate knowledge of sex and gender differences and similarities into their research and practice.

The curriculum includes:

- Module I: The Basic Science and the Biological Basis for Sex- and Gender-Related Differences
  - Module II: Sex and Gender Differences in Health and Behaviour
  - Module III: The Influence of Sex & Gender on Disease Expression and Treatment
- These Continuing Medical Education (CME) and Continuing Nursing Education/Continuing Pharmacy Education (CNE/CPE) courses are open to the public and offered at no cost.

#### **Encouraging journal editors and publishers to promote rigorous reporting of sex and gender analyses:**

NIH convened a joint workshop in June 2014 with the Nature Publishing Group and Science Magazine on the issue of reproducibility and rigor of research findings, with journal editors representing over 30 basic/preclinical science journals in which NIH-

*funded investigators have most often published. Journal editors at that workshop came to consensus on a set of principles to facilitate these goals. A joint publication was later issued by Science and Nature in their November 6<sup>th</sup> 2014 issues, which includes reporting source, species, strain, sex, age, husbandry, inbred and strain characteristics of transgenic animals:*

<http://www.nature.com/news/journals-unite-for-reproducibility-1.16259>

#### 4. Contact

Janine Clayton, Office of Research on Women's Health (ORWH) at the National Institutes of Health (NIH) UNITED STATES OF AMERICA, [janine.clayton@nih.gov](mailto:janine.clayton@nih.gov)

## Annexes

## Annex 1: Survey Questionnaire

### 1. Introduction

#### Welcome to the GENDER-NET Survey

The European GENDER-NET project requests information about your organisational policies and programmes relating specifically to integrating sex/gender analysis into research contents.

**GENDER-NET** is a European Research Area Network (ERA-NET) funded through the European Union's 7th Framework Programme (for more information, please see here: [www.ncp.fnrs.be/images/gender-net/GENDER-NET\\_Leaflet.pdf](http://www.ncp.fnrs.be/images/gender-net/GENDER-NET_Leaflet.pdf))

This survey is designed to assess current national/regional-level policies to encourage the integration of the gender dimension into research, particularly beyond the field of humanities and social sciences. Its ultimate goal is to identify best practices for integrating sex and gender analysis into research, and to select successful initiatives that could be implemented across countries.

For more information on integrating sex and gender analysis into research, and how this differs from promoting gender equality in research institutions, please consult: <http://ec.europa.eu/research/gendered-innovations>

The results of this survey will inform a compendium of national/regional best practices and a comparative analysis report, which will be publicly available in 2015 (please note that no information will be published without the consent of the respondent).

The survey covers the following categories:

1. General Information on respondents
2. Policies and strategies aimed at integrating sex/gender analysis in research
3. Research funding programmes aimed at integrating sex/gender analysis in research
4. Guidelines and training materials for applicants
5. Guidelines/training for grant proposal reviewers
6. Recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences)
7. Transnational activities
8. Additional information

All sections of this survey should be completed.

The full questionnaire should take about **30 minutes** to complete.

Please note that you can save your answers and continue later by clicking on the "Save and continue survey later" button at the top of every page. A link will then be sent to the e-mail address you provide in question 1, to enable you to return to where you left off.

We would appreciate receiving your response by **November 1st, 2014**.

Thank you very much in advance for your participation to this survey!

Please note that the French National Center for Scientific Research (CNRS) and the Canadian Institute for Health Research (CIHR/IRSC) have filled-in the survey and have agreed to provide their documents as reference examples (click [here](#)).

For further information or clarification, please contact:

Anne Pépin: [anne.pepin@cnrs-dir.fr](mailto:anne.pepin@cnrs-dir.fr)

or Abigail Forson: [abigail.forson@cihr-irsc.gc.ca](mailto:abigail.forson@cihr-irsc.gc.ca)

For technical assistance please contact our partner F.R.S.-FNRS:

[Jean-Francois.Chevalier@frs-fnrs.be](mailto:Jean-Francois.Chevalier@frs-fnrs.be)

Thank you very much in advance for your participation to this survey!

### Page 2: Your profile

#### 1. General Information

First Name .....

Last Name .....

Email Address .....

Fullname of organisation .....

What type of organisation do you represent?

- ☐ National government, Ministry, Parliament
- ☐ National research-funding agency, council, foundation or authority
- ☐ National public research-performing organisation
- ☐ National private organisation
- ☐ National charity organisation
- ☐ Regional organisation
- ☐ Other (Please specify) .....

### Page 3: Policies and strategies aimed at integrating sex/gender analysis in research

#### 2. Does your organisation have/follow a policy or specific strategy aimed at integrating sex and gender analysis into research content?

- ☐ Yes
- ☐ No

**Page 4: Policies and strategies  
aimed at integrating sex/  
gender analysis in research**

**3. What kind of policy or strategy does your organisation have/follow?**  
(Please tick all that apply)

- ☐ National legislation (e.g. specific legislation for academia and/or research)
- ☐ Specific strategy (e.g. national or institutional strategic plan for research, gender action plan)
- ☐ Other (please specify) .....

**4. Please provide your organisation's official policy statement or related web links and/or upload supporting documents.**



**5. Documents**

**6. Please outline the goals for your policy/strategy**



**7. How is the policy/strategy implemented?**



**8. Has your organisation encountered any challenges/obstacles in implementing this policy/strategy?**

- ☐ Yes
- ☐ No

**9. Please elaborate**



**10. Do you use any criteria/indicators to measure success?**

- ☐ Yes
- ☐ No

**11. Please describe the type of criteria/indicators you use, or provide related document(s)**



**12. Documents**

**13. Has the policy/strategy been evaluated?**

- ☐ Yes
- ☐ No

**14. Please provide more information on the evaluation procedure and any relevant outcomes**



**15. Documents**

16. What impact has your policy/strategy made? Please provide related web links and/or upload supporting documents

17. Documents

18. In your view are there any legislative, organisational or contextual factors that might influence the transferability of your policy to similar organisations?

- ☐ Yes  
☐ No

19. Please elaborate

20. Documents

Page 5: Policies and strategies aimed at integrating sex/gender analysis in research

21. Are you planning to introduce such a policy/strategy?

- ☐ Yes  
☐ No

22. Please explain why not.

- ☐ Lack of knowledge on these issues  
☐ Other reasons (please specify) .....

Page 6: Research funding programmes aimed at integrating sex/gender analysis in research

Page 7: Research funding programmes aimed at integrating sex/gender analysis in research

Page 8: Research funding programmes aimed at integrating sex/gender analysis in research

23. Does your organisation have funding programmes for research in place? (any field)

- ☐ Yes  
☐ No

24. What areas of research does your organisation provide funding for? (Please tick all that apply)

- ☐ Social science and humanities  
☐ Life sciences  
☐ Physical and Engineering Sciences  
☐ Interdisciplinary research  
☐ More specific areas (please specify) .....

25. Does your organisation have a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs?

- ☐ Yes  
☐ No

26. Please provide your organisation's official policy statement requiring applicants to your funding programs to specify whether they are considering sex and/or gender in their research designs and/or provide related web links or supporting documents.

27. Documents

28. How is this policy implemented?



29. Do you use any criteria/indicators to measure success?

- ☐ Yes  
☐ No

30. Could you please provide information, weblinks and/or upload related documents?



31. documents

32. Has the implementation of the policy been evaluated?

- ☐ Yes  
☐ No

33. Could you please provide information or weblinks and/or upload related documents?



34. Documents

35. What has been the main impact of this policy?



Page 9: Research funding  
programmes aimed at  
integrating sex/gender  
analysis in research

Page 10: Research funding  
programmes aimed at  
integrating sex/gender  
analysis in research

36. Are you planning to implement a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs?

- ☐ Yes  
☐ No

37. What is your organisation's rationale for not requiring sex and/or gender considerations to be taken into account by applicants to your funding programmes?

- ☐ Sex and gender are not relevant to the research areas we fund  
☐ Our organisation does not have expertise in sex/gender issues  
☐ Other reasons (please specify) .....

Page 11: Research funding  
programmes aimed at  
integrating sex/gender  
analysis in research

38. Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?

- ☐ Yes  
☐ No

Page 12: Guidelines  
and training materials  
for applicants

39. Does your organisation provide guidelines and/or training materials/ workshops to assist applicants in integrating sex and/or gender into their research designs?

- ☐ Yes  
☐ No

40. Please provide the relevant web links related to guidelines, training materials or workshops and/or upload supporting documents.



41. Documents

42. Please provide your organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs.

- ☐ We do not have guidelines and/or training materials to provide applicants to our funding programs
- ☐ Sex/gender training is not considered as part of our organisation's mandate
- ☐ Our organisation does not have expertise to develop sex/gender guidelines and/or training for applicants
- ☐ Other reasons (please specify) .....

43. Would your organisation be interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs?

- ☐ Yes
- ☐ No

44. If no, please explain why

Page 13: Guidelines/  
Training for Grant Proposal  
Reviewers

45. Does your organisation have guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals?

- ☐ Yes
- ☐ No

46. Could you please provide information, web links and/or upload supporting documents related to guidelines/training materials?

47. Documents

48. Please provide your organisation's rationale for not having sex/gender guidelines for evaluators.

- ☐ We do not have guidelines and/or training materials to provide our reviewers
- ☐ Sex/gender guidelines are not relevant to the research areas we fund
- ☐ Our organisation does not have expertise to develop sex/gender training guidelines
- ☐ Other reasons (please specify) .....

49. Would your organisation be interested in receiving assistance regarding the guidelines and possible training for reviewers?

- ☐ Yes
- ☐ No

50. If no, please explain why

Page 14: Recommendations  
and/or models for university  
curricula development in  
scientific and technological  
fields (other than humanities  
and social sciences)

51. Does your organisation have recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary/interdisciplinary approaches?

- ☐ Yes
- ☐ No

52. Could you please provide information, web links and/or upload supporting documents related to these recommendations/models?



53. Documents

54. Please provide your organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula.

- ☐ We do not have responsibility for university-level curricula
- ☐ Sex/gender-based analysis is not considered relevant to our organisation's mandate
- ☐ Our organisation lacks expertise in integrating sex/gender-based analysis into university level science and engineering curricula
- ☐ Other reasons (please specify .....)

55. Is there another national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula?

- ☐ Yes
- ☐ No

56. Could you please give name of organisation, link, and if possible, contact person?



57. Do you know of any university with this kind of programme?

- ☐ Yes
- ☐ No

58. Could you please provide name(s) of university/universities, websites and, if possible, contact person(s)?



Page 15: Transnational Activities

59. Has your organisation undertaken any activity in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes?

- ☐ Yes
- ☐ No

Page 16: Transnational Activities

60. Please tick each type of activity that applies

- ☐ Joint research funding programme
- ☐ Joint project
- ☐ International/European conference/workshop
- ☐ Other (please describe) .....

61. Please describe your activity/activities or provide related web links and/or supporting documents



## 62. Documents

### 63. Have the activities been evaluated?

- ☐ Yes
- ☐ No

### 64. Please describe or provide web links and/or supporting documents relating to the outcomes of the evaluation(s).



## 65. Documents

### 66. If there any updates on your organisation's efforts to promote the integration of gender and/or sex analysis within research that were not covered in the previous questions, please provide information below.



Page 17: Additional  
Information

### Thank You Page: Thank You!

Responses are marked as complete when they reach this page.

Thank you for taking our survey. Your response is very important to us.

Please note that any information provided through this questionnaire will be strictly confidential and will be used only for the purposes described above. No information will be published without the consent of the provider of that information.

## Annex 2: Full list of organisations having responded to the online survey

The two following tables give the list of organisations which have completed the online survey.

### GENDER-NET Consortium (Beneficiaries / Observers / Expert Advisory Board)

Full name of organisation (Acronym)	Country	Respondent
<i>Fund for Scientific Research (FNRS)</i>	Belgium	Freia Van Hee
<i>Canadian Institutes of Health Research-Institute of Gender and Health (CIHR-IGH)</i>	Canada	Abigail Forson
<i>Natural Sciences and Engineering Research Council of Canada (NSERC)</i>	Canada	Valerie Harbour
<i>Research Promotion Foundation (RPF)</i>	Cyprus	Eleana Gabriel
<i>Centre National de la Recherche Scientifique (CNRS)</i>	France	Anne Pépin
<i>Ministry of National Education, Higher Education and Research (MENESR)</i>	France	Caroline Bélan-Ménagier
<i>GESIS – Leibniz Institute for the Social Sciences (GESIS)</i>	Germany	Anke Lipinsky
<i>German Research Foundation (DFG)</i>	Germany	Eva Reichwein
<i>Irish Research Council (IRC)</i>	Ireland	Olive Walsh
<i>Higher Education Authority (HEA)</i>	Ireland	Nicki O'Connor
<i>The Research Council of Norway (RCN)</i>	Norway	Lise Christensen
<i>Kilden Information Centre for Gender Research (KILDEN)</i>	Norway	Linda Marie Rustad
<i>Ministry of Education, Science and Sport (MESS)</i>	Slovenia	Stojan Sorcan
<i>Secretary of State for Research, Development and Innovation in the Ministry of Economy and Competitiveness (MINECO-SEIDI)</i>	Spain	Inés Sanchez de Madariaga, Ana Puy
<i>Swedish Research Council (SRC)</i>	Sweden	Carl Jacobsson
<i>State Secretariat for Education, Research and Innovation (WBF-SERI)</i>	Switzerland	Yvonne Jänchen
<i>Rector's conference of the Swiss universities (CRUS)</i>	Switzerland	Gabriela Obexer-Ruff
<i>US National Academies (NAS)</i>	USA	Catherine Didion

### Other organisations

Full name of organisation (Acronym)	Country	Respondent
<i>Federal Ministry of Science, Research and Economy (BMFWF)</i>	Austria	Roberta Schaller-Steidl
<i>Austrian Science Fund (FWF)</i>	Austria	Sabine Haubenwallner
<i>Austrian Research Promotion Agency (FFG)</i>	Austria	Andrea Rainer
<i>State General Laboratory (SGL)</i>	Cyprus	Rebecca Kokkinofa
<i>European University Cyprus (2 responses)*</i>	Cyprus	Maria Angeli / G.Mavrolefteros
<i>Electricity Authority of Cyprus (EAC)*</i>	Cyprus	Maria Antoniou
<i>Ministry of Education, Youth and Sports (MSMT)</i>	Czech Republic	Pavĺína Janová
<i>Danish Council of Independent Research (DFF)</i>	Denmark	Mette Venås Overballe-Petersen
<i>Danish National Research Foundation (DNRF)</i>	Denmark	Gitte Tofterup Hansen
<i>Agence Nationale de la Recherche (ANR)</i>	France	Emmanuelle Simon
<i>Academy of Finland (AKA)</i>	Finland	Katja Majamaa
<i>Hungarian Scientific Research Fund (OTKA)</i>	Hungary	Elod Nemerkenyi
<i>Science Foundation Ireland (SFI)</i>	Ireland	Fiona Blighe
<i>Health Research Board (HRB)</i>	Ireland	Maura Hiney
<i>FESTA Project, University of Limerick*</i>	Ireland	Clare O'Hagan
<i>Latvian Council of Science (LSC)</i>	Latvia	Maija Bundule
<i>Ministry of Education and Science of the Republic of Lithuania (SMM)</i>	Lithuania	Aušra Gribauskiene
<i>Ministry of Education, Culture and Science (MOCW)</i>	Netherlands	Yvonne Schaap
<i>Netherlands Organisation for Scientific Research (NWO)</i>	Netherlands	Isabel van der Heiden
<i>Netherlands Organisation for Health Research and Development (ZonMw)</i>	Netherlands	Margo van den Berg
<i>Institute for Sociology Slovak Academy of Sciences (SU-SAV)</i>	Slovakia	Magdalena Piscova
<i>Consejo Superior de Investigaciones Científicas (CSIC)</i>	Spain	Pilar López Sancho
<i>Swiss National Science Foundation (SNSF)</i>	Switzerland	Maya Widmer
<i>Research Councils UK (RCUK)</i>	United Kingdom	Rosie Beales

Answers from the European University Cyprus and the University of Limerick have not been taken into consideration as this survey does not target universities. The Electricity Authority of Cyprus has not been included either, as the EAC is an independent, semi-government corporation that participates in research projects but does not fund research nor have dedicated research centers.

In addition, the US National Institutes of Health (NIH) did not fill in the online survey, but they provided detailed information via e-mail.

The following 6 organisations (10 respondents) only very partially filled the GENDER-NET survey and did not submit it. Their very limited responses have not been taken into account in this Compendium.

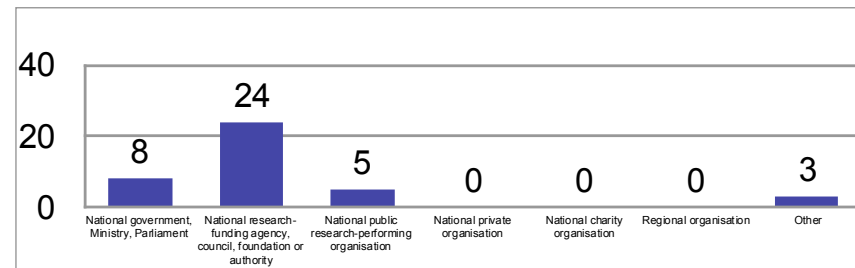
Full name of organisation	Country
<i>European University Cyprus (5 responses)</i>	Cyprus
<i>Estonian Research Council</i>	Estonia
<i>Waterford Institute of Technology</i>	Ireland
<i>Limerick Institute of Technology</i>	Ireland
<i>Ministero dell'Istruzione dell'Università e della Ricerca</i>	Italy
<i>VINNOVA</i>	Sweden



### Annex 3: Full survey statistics and summary of responses per question

Database: responses from 39 organisations, all national-level (Note: a 40<sup>th</sup> national organisation, the US NIH, provided information via e-mail but did not answer the online survey, and therefore is not included in the following statistics)

#### 1. What type of organisation do you represent?



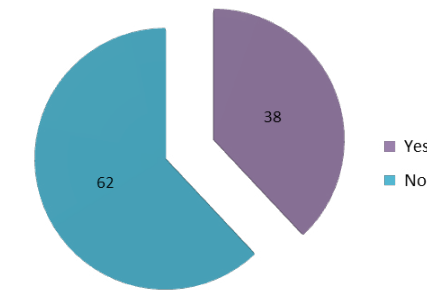
Note: CNRS is counted as both a National research-funding agency and a National public research-performing organisation

Value	Percent	Count
National government, Ministry, Parliament	20.5%	8
National research-funding agency, council, foundation or authority	61.5%	24
National public research-performing organisation	12.8%	5
National private organisation	0.0%	0
National charity organisation	0.0%	0
Regional organisation	0.0%	0
Other (Please specify)	7.6%	3
<b>Total</b>		<b>39</b>

Others were:

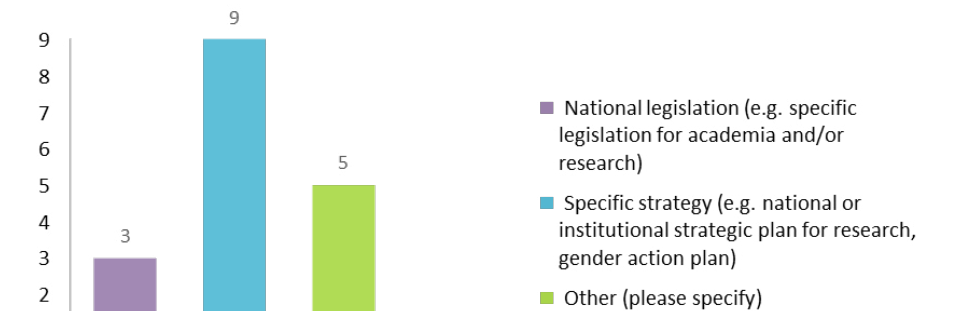
- National public information centre affiliated to the Research Council of Norway (KILDEN)
- National Academy of Science (NAS)
- Private association in charge of public mandates (CRUS-Swissuniversities)

#### 2. Does your organisation have/follow a policy or specific strategy aimed at integrating sex and gender analysis into research content?



Value	Percent	Count
Yes	38.5%	15
No	61.5%	24
<b>TOTAL</b>		<b>39</b>

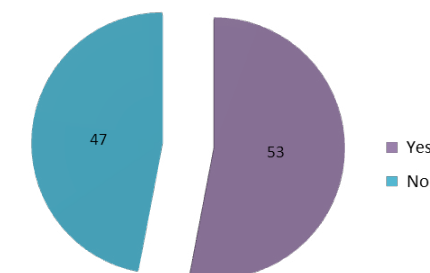
#### 3. What kind of policy or strategy does your organisation have/follow? (Please tick all that apply)



Value	Percent	Count
National legislation (e.g. specific legislation for academia and/or research)	17.6%	3
Specific strategy (e.g. national or institutional strategic plan for research, gender action plan)	53%	9
Other (please specify)	29.4%	5
<b>TOTAL</b>		<b>17*</b>

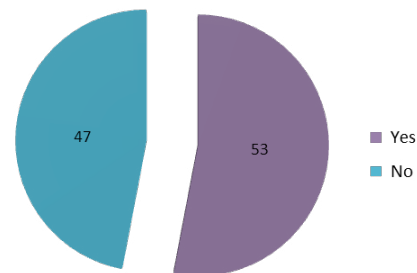
\*CIHR and CSIC answered "Specific strategy" and "Others".

#### 4. Has your organisation encountered any challenges/obstacles in implementing this policy/strategy?



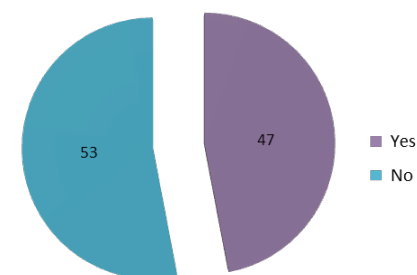
Value	Percent	Count
Yes	53.3%	8
No	46.7%	7
<b>TOTAL</b>		<b>15</b>

5. Do you use any criteria/ indicators to measure success?



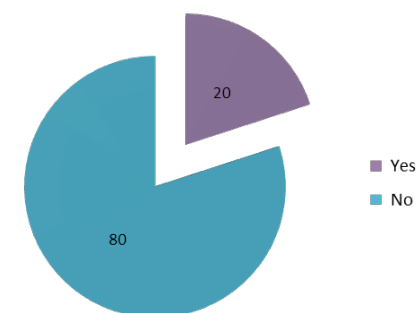
Value	Percent	Count
Yes	53.3%	8
No	46.7%	7
TOTAL		15

6. Has the policy/strategy been evaluated?



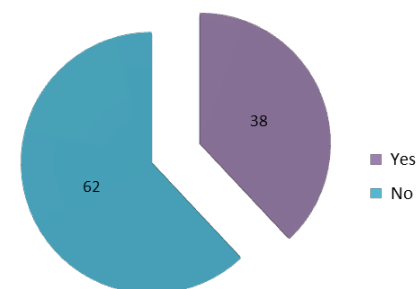
Value	Percent	Count
Yes	46.7%	7
No	53.3%	8
TOTAL		15

7. In your view are there any legislative, organisational or contextual factors that might influence the transferability of your policy to similar organisations?



Value	Percent	Count
Yes	20%	3
No	80%	12
TOTAL		15

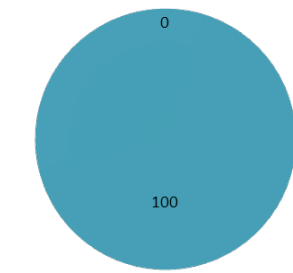
8. Are you planning to introduce such a policy/strategy?



Value	Percent	Count
Yes	38.1%	8
No	61.9%	13
TOTAL		21

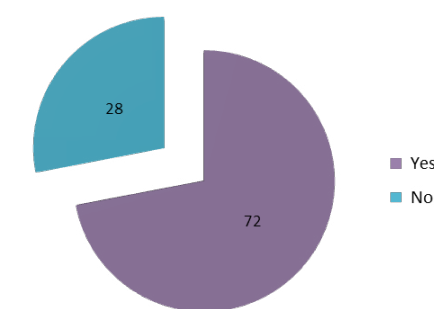
Unanswered	3
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9. Please explain why not



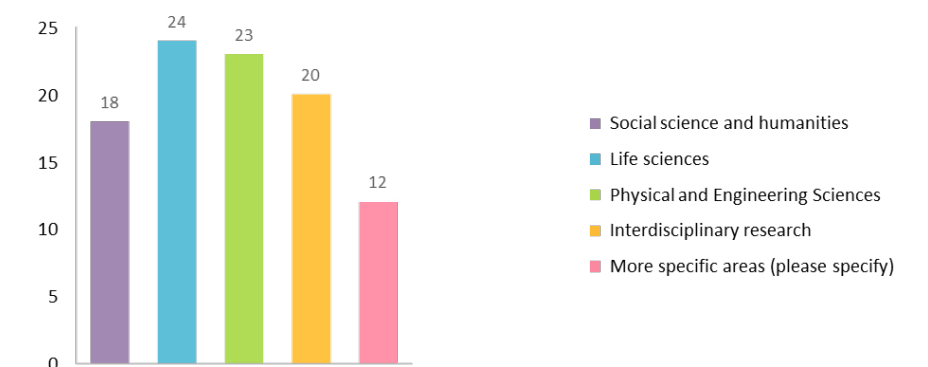
Value	Percent	Count
Lack of knowledge on these issues	0.0%	0
Other reasons (please specify)	100.0%	13
TOTAL		13

10. Does your organisation have funding programmes for research in place?



Value	Percent	Count
Yes	71.8%	28
No	28.2%	11
TOTAL		39

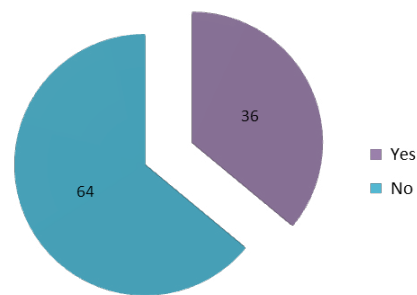
11. What areas of research does your organisation provide funding for? (Please tick all that apply)



Value	Percent	Count
Social science and humanities	64.3%	18
Life sciences	85.7%	24
Physical and Engineering Sciences	82.1%	23
Interdisciplinary research	71.4%	20
More specific areas (please specify)	42.9%	12

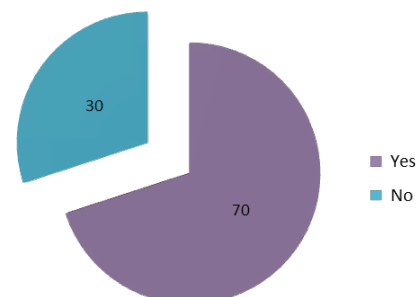
Number of respondents 28

12. Does your organisation have a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs?



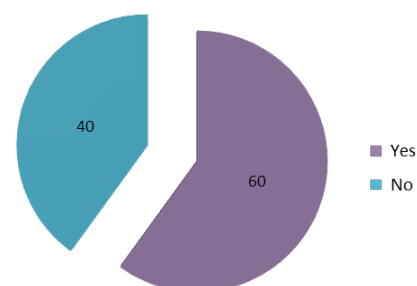
Value	Percent	Count
Yes	35.7%	10
No	64.3%	18
TOTAL		28

13. Do you use any criteria/indicators to measure success?



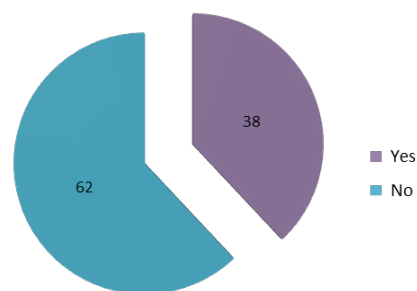
Value	Percent	Count
Yes	70%	7
No	30%	3
TOTAL		10

14. Has the implementation of the policy been evaluated?



Value	Percent	Count
Yes	60%	6
No	40%	4
TOTAL		10

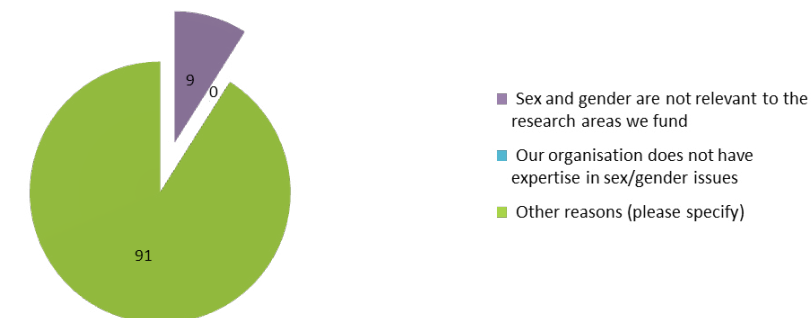
15. Are you planning to implement a policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs?



Value	Percent	Count
Yes	37.5%	6
No	62.5%	10
TOTAL		16

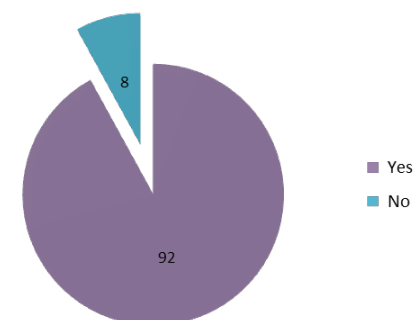
Unanswered	2
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16. What is your organisation's rationale for not requiring sex and/or gender considerations to be taken into account by applicants to your funding programmes?



Value	Percent	Count
Sex and gender are not relevant to the research areas we fund	9.1%	1
Our organisation does not have expertise in sex/gender issues	0.0%	0
Other reasons (please specify)	90.9%	10
TOTAL		11

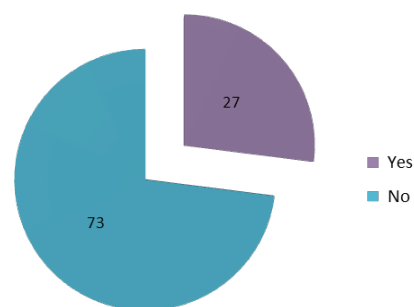
17. Would your organisation be interested in learning more about how to include sex/gender considerations in the research field(s) you are supporting/developing?



Value	Percent	Count
Yes	91.9%	34
No	8.1%	3
TOTAL		37

Unanswered	2
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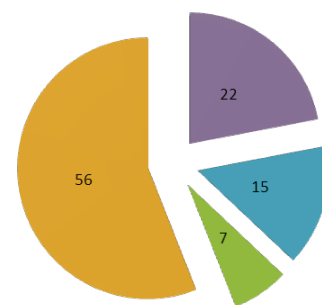
18. Does your organisation provide guidelines and/or training materials/workshops to assist applicants in integrating sex and/or gender into their research designs?



Value	Percent	Count
Yes	27%	10
No	73%	27
TOTAL		37

Unanswered	2
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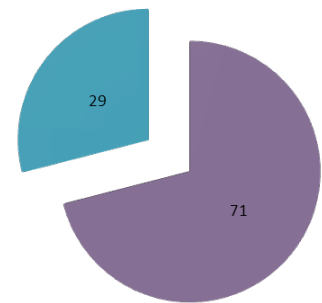
**19. Please provide your organisation's rationale for not having guidelines and/or training materials to assist applicants on how to integrate sex and/or gender into their research designs**



- We do not have guidelines and/or training materials to provide applicants to our funding programs
- Sex/gender training is not considered as part of our organisation's mandate
- Our organisation does not have expertise to develop sex/gender guidelines and/or training for applicants

Value	Percent	Count
We do not have guidelines and/or training materials to provide applicants to our funding programs	22.2%	6
Sex/gender training is not considered as part of our organisation's mandate	14.8%	4
Our organisation does not have expertise to develop sex/gender guidelines and/or training for applicants	7.4%	2
Other reasons (please specify)	55.6%	15
<b>TOTAL</b>		<b>27</b>

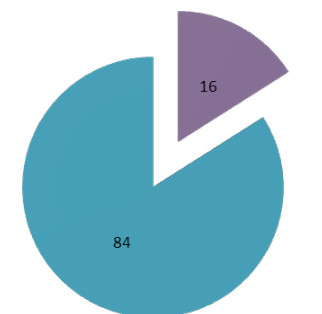
**20. Would your organisation be interested in receiving assistance with guidelines and/or training modules/workshops to help applicants include sex/gender considerations when developing their research designs?**



- Yes
- No

Value	Percent	Count
Yes	71.1%	27
No	29.0%	11
<b>TOTAL</b>		<b>38</b>

**21. Does your organisation have guidelines and/or training materials/workshops to assist evaluators in reviewing the sex/gender components of research proposals?**

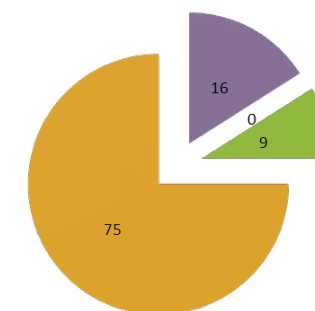


- Yes
- No

Value	Percent	Count
Yes	15.8%	6
No	84.2%	32
<b>TOTAL</b>		<b>38</b>

Unanswered	1
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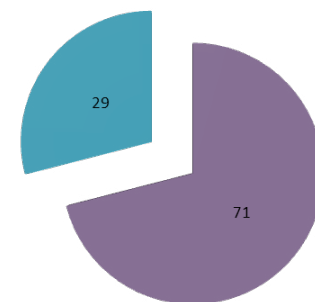
**22. Please provide your organisation's rationale for not having sex/gender guidelines for evaluators**



- We do not have guidelines and/or training materials to provide our reviewers
- Sex/gender guidelines are not relevant to the research areas we fund
- Our organisation does not have expertise to develop sex/gender training guidelines
- Other reasons (please specify)

Value	Percent	Count
We do not have guidelines and/or training materials to provide our reviewers	15.6%	5
Sex/gender guidelines are not relevant to the research areas we fund	0.0%	0
Our organisation does not have expertise to develop sex/gender training guidelines	9.4%	3
Other reasons (please specify)	75.0%	24
<b>TOTAL</b>		<b>32</b>

**23. Would your organisation be interested in receiving assistance regarding the guidelines and possible training for reviewers?**

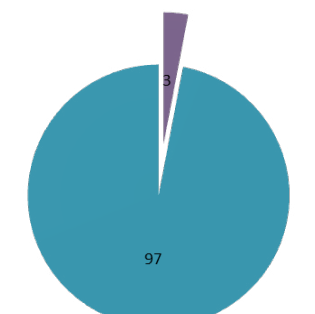


- Yes
- No

Value	Percent	Count
Yes	71.4%	25
No	28.6%	10
<b>TOTAL</b>		<b>35</b>

Unanswered	4
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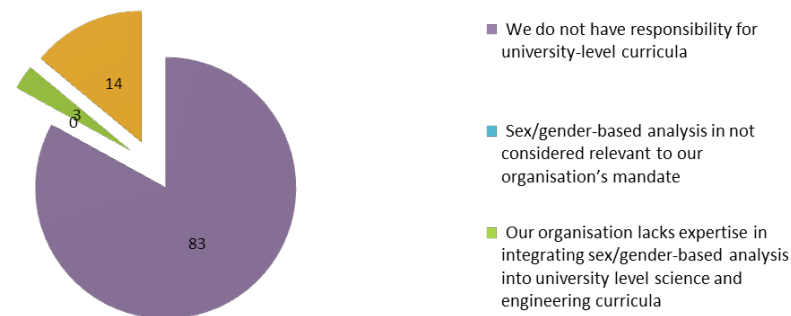
**24. Does your organisation have recommendations or models for university-level curricula development in scientific and technological fields (other than humanities and social sciences) including multi-disciplinary/interdisciplinary approaches?**



- Yes
- No

Value	Percent	Count
Yes	2.6%	1
No	97.4%	38
<b>TOTAL</b>		<b>39</b>

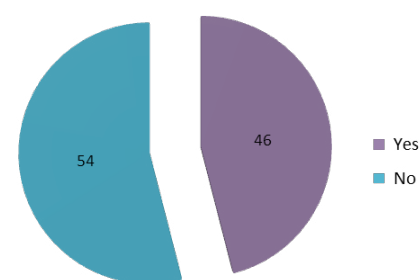
25. Please provide your organisation's rationale for not having such recommendations for integrating sex/gender analysis into science and engineering university-level curricula



Value	Percent	Count
We do not have responsibility for university-level curricula	83.8%	31
Sex/gender-based analysis is not considered relevant to our organisation's mandate	0.0%	0
Our organisation lacks expertise in integrating sex/gender-based analysis into university level science and engineering curricula	2.7%	1
Other reasons (please specify)	13.5%	5
<b>TOTAL</b>		<b>37</b>

Unanswered	1
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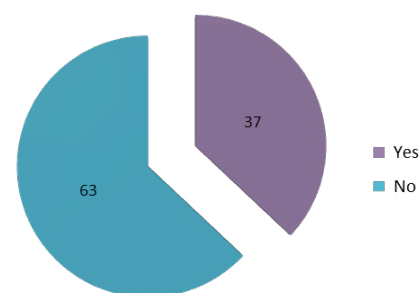
26. Is there another national/regional organisation with responsibility for integrating sex/gender analysis into science and engineering university-level curricula?



Value	Percent	Count
Yes	45.7%	16
No	54.3%	19
<b>TOTAL</b>		<b>35</b>

Unanswered	4
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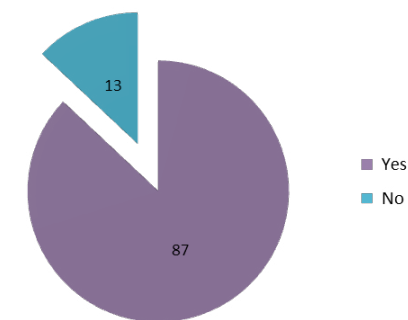
27. Do you know of any university with this kind of programme?



Value	Percent	Count
Yes	37.1%	13
No	62.9%	22
<b>TOTAL</b>		<b>35</b>

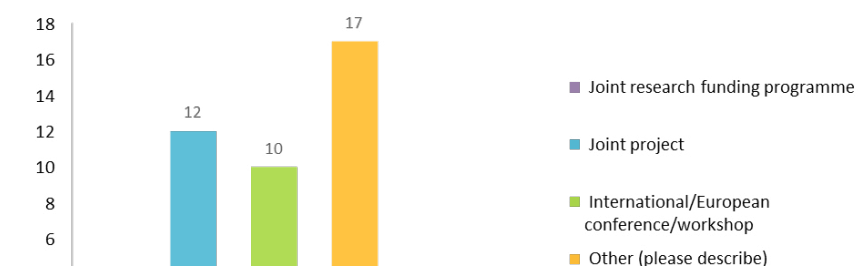
Unanswered	4
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28. Has your organisation undertaken any activity in a transnational context (e.g. international/European) aimed at fostering the integration of sex/gender analysis into research contents/projects/programmes?



Value	Percent	Count
Yes	87.2%	34
No	12.8%	5
<b>TOTAL</b>		<b>39</b>

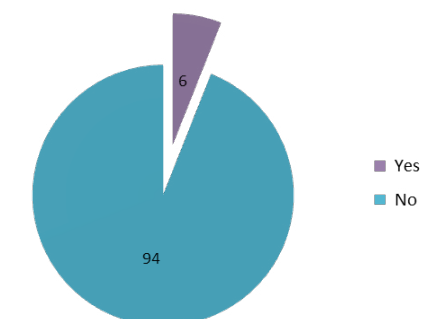
29. Please tick each type of activity that applies



Value	Percent	Count
Joint research funding programme	3.5%	1
Joint project	41.4%	12
International/European conference/workshop	34.5%	10
Other (please describe)	58.6%	17

Number of respondents 34

30. Have the activities been evaluated?



Value	Percent	Count
Yes	5.9%	2
No	94.1%	32
<b>TOTAL</b>		<b>34</b>



## The GENDER-NET ERA-NET

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GENDER-NET is a pilot transnational research policy initiative funded by the European Commission under the Science-in-Society work programme of the 7th Framework Programme for Research and Technological Development (2013-2016).

It is the first ERA-NET (European Research Area Network) to be dedicated to the common challenges still facing European research institutions in achieving gender equality in research and innovation i.e. the persistent barriers and constraints to the recruitment, advancement and mobility of women in the European scientific system, the lack of women in decision-making, as well as the limited integration of the gender dimension in research programmes and contents.

Coordinated by French CNRS, GENDER-NET brings together a balanced partnership of national research programme owners (e.g. ministries, national research funding agencies and other national organisations) as well as a number of Observer organisations, from across Europe and North America, all with a shared commitment to gender equality and synergistic expertise in gender and science issues.

Based on the mutual opening of their respective programmes and policies, partners have joined forces to carry out joint assessments of existing national/regional initiatives, to define priority areas for transnational collaborations and implement a selection of strategic joint activities, in an effort to reduce fragmentation across the ERA and help reach a critical mass of ministries, research funders, universities and research institutions across Europe engaging in the implementation of gender equality plans or related initiatives and fostering the integration of sex and gender analysis in research contents.

For more information, please visit our website : [www.gender-net.eu](http://www.gender-net.eu)

Graphical design: Syntexte





[www.gender-net.eu](http://www.gender-net.eu)

2015