



Promoting Gender Equality in Research Funding

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- **6.3:** Report: Gender Equality in Research Funding
- **6.4:** Policy Brief: Promoting Gender Equality in Research Funding



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PB: Promoting Gender Equality in Research Funding

1. Government instructions

2. Gender Equality Plan

3. Decision-making bodies

4. Monitor gender data

5. Funding applications

6. Transparency



Recommendations

1. Government instructions

- Governments should apply pressure on RFOs, e.g., by instructions or missions
- There should be national resource centres on gender in research
- Research on gender equality in higher education should be funded



2. RFO Gender Equality Plan

- The RFO leadership as well as the RFO as organisation must be committed to gender equality
- RFO should strive for gender equality in the HE system, both by policies and cooperation, and by its own research funding
- There should be a permanent structure at the RFO for monitoring gender equality
- The RFO must have a Gender Equality Plan for its research funding
 - Goals/targets for the research funding and the funding process
 - Data on gender equality in the research funding
 - Follow up and analysis of how the goals are met
 - Knowledge and methods for reaching the goals
 - Clear responsibility in the organisation for each goal
 - Consequences/actions if the goals are not met



2. RFO Gender Equality Plan, cont'd

- The RFO should work actively with gender equality throughout the organization
 - Discuss gender and diversity in research funding within the RFO.
 - Conduct awareness-raising activities with evaluation panels and decision-making bodies, and with staff on a regular basis.
 - Gender equality training for staff, evaluation panels and decision-making bodies
 - Make participation in such training mandatory for the reviewers
- The RFO should contribute to the work against Gender Based Violence in HEIs, e.g., by demanding policy documents from applying HEIs.
- An ambitious activity is to conduct gender equality observations in selected assessment panels as a basis for training and discussions, and for improving the assessment process.
- The RFO must be aware of potential unintended consequences of its GEP; e.g., greater burden on women and/or on disadvantaged groups to participate in committees, etc



3. Gender balance in decision-making bodies and evaluation panels

- Decision-making bodies should be gender balanced (at least 40 % women/men).
- At least 40 per cent each of women and men among evaluators and reviewers.
- Increase efforts to recruit more women evaluators/reviewers (e.g. Academia-Net).
- Gender balance among the chairpersons of evaluation panels.
- If a share of 40 per cent of women is difficult to reach in a particular research field, then a lower percentage can be accepted temporarily, in order not to over-extend the few women in the field. Preferably, in these cases a woman can be appointed as chairperson, to give better balance to the panel. Also, when underrepresented, the few women's time should be used wisely, by giving priority to achieving gender balance on the boards and committees with more impactful decision-making roles.



4. Monitor gender data and publish the result

- The RFO should collect data annually on the gender of applicants, grantees and evaluators
- Gender data should be collected and presented in long-term time series to enable assessment of trends.
- The RFO should make their gender monitoring data publicly available on a regular basis.
- The RFO should estimate the pools of potential applicants, per scientific field, to assess whether women apply for funding less often than men do.
- If the RFO supports research infrastructure, women's and men's use of each infrastructure should be monitored and compared with the share of women and men in the research field.
- The data should be presented per scientific field, since there are large variations between disciplines.
- Diversity, inclusion and intersectionality need to be considered in research funding along with equity. However, in many countries, data on diversity is not always possible to collect, due to legal constraints related to integrity. To avoid this problem, studies on diversity can be commissioned from and performed by researchers outside the RFO; the results can then be reported to the RFO, without the RFO having access to the sensitive personal data.
- Networks of RFOs can be fora for exchange and discussion on diversity issues.



5. Increase funding applications from women researchers

- Women should be especially encouraged to apply in the funding calls.
- Special attention to call texts, from a gender equality perspective
- Eligibility and assessment criteria must neither favour men nor women. Special gender equality attention to the choice of scientific field in new calls
- Consider the career paths of young researchers, especially women
- Gender equality attention to grants for senior researchers, e.g., excellence grants
- Monitor and promote the equal access of both genders to supported infrastructures
- Gender equality attention to the way researchers' CVs are presented. Biological age replaced by career age. Research not assessed only by on Journal Impact Factors.
- Parental leave taken into account in the RFO's internal evaluation rules.
- Facilitation of work-life balance integrated in all funding forms.
- The burden on applicants minimized by streamlining application processes.



6. Generally improve Transparency in research funding

- The transparency of the funding process should be improved
- Evaluation procedures, criteria and results should be made public.
- Procedures and criteria for recruiting evaluators and reviewers should be made explicit and published.
- More international evaluators and reviewers should be used.
- Effective procedures to prevent conflicts of interest, unethical behaviour, harassment or bullying, and any form of discrimination in decision-making or peer review should be established and published.
- The applicants should receive constructive evaluation feedback in writing.





End of presentation