

GENDER-NET Plus

Deliverable 6.2

COMPARATIVE ANALYTICAL REPORT ON EXISTING NATIONAL
AND REGIONAL INITIATIVES ON THE INTEGRATION OF THE
GENDER DIMENSION IN RESEARCH CONTENT

WORK PACKAGE 6: FURTHER JOINT ACTIVITIES

MINISTERIO DE CIENCIA E INNOVACIÓN (MICINN)



GENDER-NET Plus

Promoting gender equality in H2020 and the ERA

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Task lead partner	MICINN
Authors	Zulema Altamirano, Lydia González
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Summary

The present comparative analytical report on existing national and regional initiatives on the integration of the gender dimension in research content has been developed by the Women and Science Unit of the Spanish Ministry on Science and Innovation under the additional activities of the GENDER-NET Plus consortium. The report aims to present an updated compendium on sex/gender analysis policies in the research funders involved in the consortium, as former GENDER-NET provided in 2015, but also to offer new insights in terms of policy advice on the promotion of the gender dimension into research content through the policy cycle of research funding.

Some of the questions that GENDER-NET Plus addresses throughout this report include: How much interest there is on sex/gender analysis among RFOs? How much progress there has been since 2015 in terms of gender dimension in research content policies? What kind of initiatives are RFOs currently developing? Are these initiatives consistent throughout the policy cycle of research funding? Which are the most promising practices regarding gender analysis into research content policies within the GENDER-NET Plus consortium? Based on the results of the survey and the comparison carried out, the answers provided to the former questions, and the experience of the Women and Science Unit in the promotion of gender equality policies in research and innovation, this report presents a set of recommendations for the European Commission and research funders.

List of acronyms

AEI	Agencia Estatal de Investigación
FBLC	Fundación Bancaria la Caixa
CIHR	Canadian Institutes of Health Research
DFF	Independent Research Fund Denmark
DFG	German Research Foundation
EC	European Commission
EIGE	European Institute for Gender Equality
ETAg	Estonian Research Council
EU	European Union
FORTE	Swedish Research Council for Health, Working Life and Welfare
FRS	Fund for Scientific Research
GACR	Czech Science Foundation
GE	Gender Equality
IGAR	Integration of Gender Analysis into Research
IRC	Irish Research Council
MICINN	Ministry of Science and Innovation (Spain)
MINECO	Ministry of Economics and Competitiveness (Spain)
MOH-IT	Ministero della Salute (Italy)
MOST	Ministry of Science, Technology and Space (Israel)
NSERC	Natural Sciences and Engineering Research Council
NWO	Dutch Research Council
RFO	Research Funding Organization
RIF	Research and Innovation Foundation
RPO	Research Performing Organization
R&I	Research and innovation
SDG	Sustainable Development Goal
SRC	Swedish Research Council
SWG GRI	Standing Working Group on Gender in Research and Innovation
TA CR	Technology Agency of the Czech Republic
UN	United Nations
UNGDAW	UN Working Group on the Elimination of Women's Discrimination in Law and in Practice
WP	Work Package

1. Introduction

GENDER-NET Plus is an ERANET Cofund under Horizon 2020 that joins sixteen research funders committed to gender equality in research and innovation from 13 countries (see <http://gender-net-plus.eu/>). The precedent and origin of this Cofund initiative is former ERANET GENDER-NET (see <http://www.gender-net.eu/?lang=en>) that involved most of the current partners in GENDER-NET Plus and finished in 2016. GENDER-NET Plus contributes to facing persistent challenges in achieving gender equality and gender mainstreaming in research and innovation through the promotion of a joint transnational research call and also through the development of additional activities that help aligning political agendas among Research Funding Organizations (hereafter RFOs) regarding gender equality.

According to GENDER-NET Plus WP6, Task 6.2., the consortium will *provide an updated compendium and comparative analysis of existing national/regional policies, programmes, plans and strategies, in countries participating in GENDER-NET Plus, and possibly beyond (e.g. Science Europe member organisations)*. The main objective of the updated report is to capture successful national and regional policies, programmes, plans and strategies that facilitate the integration of sex and gender analysis into research, and that could be tailored within transnational contexts and implemented across countries. The results of the comparative analysis will summarize national promising practices. The report will take into consideration the common criteria and indicators developed within the former GENDER-NET project.

This report gathers and analyses new information that builds a comparative analytical report that combines the references to the themes and results of the 2016 *GENDER-NET Analytical Report: Gendering Research Contents* with the introduction of novelties and a particular approach to the topic from GENDER-NET Plus consortium. The novelties introduced in this edition of the survey include the attempt to reach conclusions on promising practices through the lens of the EIGE criteria for good practices; and the proposal of gender dimension in research and innovation (hereafter R&I) initiatives along the funding cycle of research projects in RFOs that starts with the definition of a research call and ends with the evaluation of the integration of gender analysis into research (hereafter, IGAR) in research projects. The aim of this particular approach is two-fold: to provide a comparative analysis and collection of national promising practices as stated in the GENDER-NET Plus proposal, but also to produce a useful tool for RFOs in GENDER-NET Plus and beyond on how to systematically integrate the gender dimension into research content through the policy cycle of research funding.

2. Method: survey and comparison

Following the former approach of GENDER-NET to develop their comparative analysis in 2015, and given the aim of updating and continuing those efforts to mapping IGAR initiatives among research funders, GENDER-NET Plus partners involved in WP6¹ agreed on the design of a survey to collect the necessary information for the present report.

The scope of the survey to collect data on gender analysis into research content initiatives has combined members of the GENDER-NET Plus consortium and those of Science Europe, since it is the European association representing the interests of major public research performing and research funding organizations. Those organizations have been selected to provide information at national level, mainly RFOs and Ministries with competencies and funding policies on R&I.

The questionnaire has followed the previous GENDER-NET survey on national initiatives to promote IGAR and has included some of the recommendations for RFOs provided by the former project results. The GENDER-NET Plus survey comprised 19 questions and was distributed through an online platform. In spite of the efforts made to reduce the length of the survey, only 20 responses have been completed (out of 28 questionnaires initiated). The response rate has been 51 % and the analysts have worked with a sample of 15 institutions from the consortium and 5 RFOs beyond GENDER-NET Plus. The information gathered has been analysed by the core team of the Spanish Ministry of Science and Innovation in the consortium.

Chart 1. Institutions contacted for the survey

Country	Research Funding Organization	GNET+ partner	Science Europe
Austria	FWF - Austrian Science Fund *	✓	✓
Belgium	FRS –FNRS - Fund for Scientific Research *	✓	✓
	FWO - Research Foundation Flanders		✓
Canada	NSERC – Natural Sciences and Engineering Research Council *	✓	
	CIHR – Canadian Institutes of Health Research *	✓	
Croatia	HRZZ – Croatian Science Foundation		✓
Cyprus	RIF – Research and Innovation Foundation *	✓	
Czech Republic	GACR – Czech Science Foundation *		✓
	TA CR Technology Agency of the Czech Republic *	✓	
Denmark	DG – Danish National Research Foundation		✓
	DFF – Independent Research Fund Denmark *		✓

¹ MICINN as task leader, RCN as WP leader and CNRS as project coordinator.

Estonia	ETAg – Estonian Research Council *	✓	✓
Finland	AKA – Academy of Finland		✓
France	ANR – French National Research Agency *	✓	✓
Germany	DFG – German Research Foundation *		✓
Iceland	Rannís – The Icelandic Centre for Research		✓
Ireland	HEA – IRC Irish Research Council *	✓	✓
	HRB – Health Research Board		✓
	SFI – Science Foundation Ireland		✓
Israel	MOST - Ministry of Science, Technology and Space *	✓	
Italy	MOH-IT – Ministero della Salute *	✓	
Latvia	LZP – Latvian Science Council		✓
Lithuania	LMT – Research Council of Lithuania		✓
Luxembourg	FNR – National Research Fund		✓
Netherlands	NWO – Dutch Research Council *		✓
Norway	RCN – Research Council of Norway *	✓	✓
Poland	FNP – Foundation for Polish Science		✓
	NCN – National Science Centre		✓
Portugal	FCT – Foundation for Science and Technology		✓
Romania	UEFISCDI – Executive Agency for Higher Education, Research, Development and Innovation Funding of Romania		✓
Slovakia	APVV – Slovak Research and Development Agency		✓
Slovenia	ARRS- Slovenian Research Agency		✓
Spain	AEI – Agencia Estatal de Investigación *	✓	
	FBLC – Fundación Bancaria la Caixa *	✓	
Sweden	SRC - Swedish Research Council *	✓	✓
	FORTE – Swedish Research Council for Health, Working Life and Welfare *		✓
	FORMAS – Swedish Research Council for Sustainable Development		✓
Switzerland	SNSF – Swiss National Science Foundation		✓
UK	UKRI – UK Research and Innovation		✓

* *Institutions that participated in the survey*

The design of the survey has kept in mind that short questionnaires are positively related to a higher response rate while trying to extend the scope of the former GENDER-NET survey in terms of: a) research fields, since IGAR initiatives go beyond humanities and social sciences and we have taken also innovation into account; b) countries studied, addressing also Science Europe members to participate in the questionnaire (see Chart 1); c) refined items, since GENDER-NET Plus has kept in mind lessons learnt by GENDER-NET. MICINN team addressed this survey with the aim of gathering information that could help answer the following questions: How much interest there is on sex/gender analysis among RFOs? How much progress there has been since 2015 in terms of gender

dimension in research content policies? What kind of initiatives are RFOs currently developing? Are these initiatives consistent throughout the policy cycle of research funding? Which are the most promising practices regarding gender analysis into research content policies within the GENDER-NET Plus consortium?

The topics and aspects of RFO policies included in the survey asked for the following information according to the questions posed by the team:

- Basic information on the type of organization, research areas funded and participation in translational activities related to gender equality in order to characterize the sample.
- Number and diversity of IGAR initiatives in order to identify the most popular and underused measures among RFOs, as well as to place those initiatives in the different phases of the funding cycle of research projects.
- Instruments for an effective implementation, including indicators, monitoring tools and evaluation reports in order to identify promising practices based on their positive impact.
- Challenges and needs in the development of IGAR policies in order to have knowledge on the specific barriers that RFOs face, particularly on the organizational culture and technical and economic resources available. This let us compare challenges and needs from 2015 to 2020 as well as to provide useful recommendations.

The analysis conducted has followed four steps. First, the results of the survey have been jointly analysed in order to compare the status of the different RFOs in terms of their IGAR initiatives. Second, a comparison over time of those institutions that were also participants in the former GENDER-NET survey was conducted. Third, the criteria for the identification of promising practices have been developed and applied to selected cases that were explored in more details. Fourth, given the gaps identified in the policies developed to integrate sex/gender analysis into research projects funded, a proposal for a consistent IGAR policy during the whole funding cycle of research projects has been included by the MICINN team.

Finally, the basic information on the type of organization, sex/gender analysis initiatives, objectives of their current policy/intentions for the future, as well as relevant links to public documents have been collected on “summary sheets on IGAR initiatives” by each RFO respondent to the survey (see Annex I). These sheets can be used to quickly check basic details on IGAR initiatives in the RFOs participants in the report. However, most part of the information has been analysed on an aggregated level, especially those opened

answers on explanations of the implementation and monitoring mechanisms of their policies. Furthermore, responses about challenges and needs have been considered anonymous by the MICINN team.

3. Results: IGAR initiatives in GENDER-NET Plus and beyond

3.1. Quantitative data summary

The sample is composed of 17 research funding agencies, foundation or council, two national Governments/Ministries that are involved in funding research from a gender perspective in the framework of the ERANET Cofund GENDER-NET Plus (Italian Ministry of Health and Ministry of Science and Technology from Israel), and one private organization (“la Caixa” Foundation, also part of the GENDER-NET Plus consortium). All of them are considered hereafter Research Funding Organizations (RFOs) for the purposes of this report.

As the focus of GENDER-NET Plus is the European Research Area, a large majority of the RFOs to be included in this survey came from the European Union, but also some associated countries to Horizon 2020 such as Norway and Israel. Both the Research Council of Norway and the Ministry of Science and Technology from Israel are partners in GENDER-NET Plus. Moreover, the sample and the consortium include two organizations from Canada that brought their own funding to let Canadian researchers and institutions team up with European partners. Thus, the sample comprises examples of the R&I systems from the most relevant geopolitical divisions in the EU: Nordic countries, Northern and Western Europe, Southern Europe, and Central and Eastern Europe. In addition, the sample includes examples from countries beyond Europe and belonging to very distant geopolitical groups, such as Israel and Canada.

The vast majority of respondents (85%) fund research projects in all **areas of knowledge**, i.e. social sciences and humanities, life sciences, physical and engineering sciences and interdisciplinary research. Some of these RFOs have also a particular focus: the Swedish Research Council (SRC) covers all fields of science with a focus on basic research, including e.g. artistic research and development research; the support provided by the Technology Agency of the Czech Republic (TA CR) is not limited in terms of scientific fields and includes applied research in all areas such as energy, information technology, agriculture, among others. There are four organizations in the sample with a mandate to fund some particular research fields: Forte funds research projects in social sciences and humanities, life sciences and interdisciplinary research; the Natural Sciences and Engineering Research Council of Canada (NSERC) funds research in life sciences, physical sciences and engineering; and both the Canadian Institutes of Health Research (CIHR) and the Italian Ministry of Health (MOH-IT) fund research projects focused on life sciences, being the two most specialized RFOs in this report and also in GENDER-NET Plus.

With regard to the **international exchanges and influences** to adopt policies/initiatives to integrate the gender dimension into research content, the five institutions beyond GENDER-NET Plus consortium (see Chart 1) have had a limited participation with transnational activities related to IGAR. Only the Independent Research Fund Denmark (DFF) has been involved in a H2020 SwafS project related to gender equality. Majority of the respondents that are members of the GENDER-NET Plus consortium have a long tradition of contact with IGAR initiatives since nine of them were former partners/observers of GENDER-NET. This ERANET initiative evolved to an ERANET Cofund that has been able to fund 13 international research projects on gender and Sustainable Development Goals (SDGs). Thus, the experience shows that once RFOs are in contact with a transnational activity on gender equality policies, they tend to take steps further, at least in terms of funding research from a gender perspective.

3.2. Sex/gender analysis initiatives

The survey provided a tentative list with the main initiatives to promote sex/gender analysis into research that were identified and recommended in former GENDER-NET report. The responses show a first picture of the most extended and underused measures among RFOs. The distribution of guidelines for both evaluators and applicants and the requirement for applicants to explain how sex/gender analysis has been included in the project proposal are the most extended measures, i.e., they are in place in at least 11 RFOs participants in the survey. By the contrary, other measures are underrepresented in the sample: a specific funding programme on gender studies is only present in two RFOs (IRC and AEI) while the promotion of gender experts in the research teams involved in project proposals is considered only by TA CR. Indeed, none of the sample has introduced positive action measures to favour those projects that integrate sex and/or gender nor has taken actions to promote sex/gender analysis in university-level curricula, partly because they do not have responsibilities on universities.

A more detailed analysis of the findings regarding every IGAR initiative included in the list provided to RFOs can be found below.

- *Actions to promote sex/gender analysis in university-level curricula*

This is one of the actions considered in former GENDER-NET report that could help to address gender bias in R&I content at an early stage. Indeed, only when the gender perspective had been mainstreamed in teaching contents, and also in training programs for future doctors in all areas of knowledge, the sex/gender analysis in

research proposals would occur “naturally”. However, since GENDER-NET Plus report has focused on the policies of RFOs, this is certainly a measure that exceeds the scope of research funders, unless they are a hybrid of RFO and RPO with predoctoral and postdoctoral programs or a Ministry with competencies in university curricula. This was precisely the main alleged argument in the former GENDER-NET report for not having promoted sex/gender analysis in university-level curricula, and might probably be the reason why none of the respondents to the survey is currently working in this kind of actions.

- *The gender dimension in R&I is part of the organization’s mandate in official documents*

The inclusion of gender equality principles, objectives, even specific mandates, is usually the first step for the institutionalization of gender equality policies in every organization. Although the inclusion of references to mainstreaming a gender perspective in R&I in official documents is not a guarantee of effective implementation, an official mandate in public documents stresses the commitment of the organization. Indeed, these declarative actions send a clear message to the whole organization and all the staff, regardless of different priorities that might be set by medium leadership levels. According to the survey results, 45% of the respondents have official documents that include the gender dimension in R&I as part of the organization’s mandate:

The gender dimension in R&I is part of the organization’s mandate in official documents	
Irish Research Council	✓
Swedish Research Council	✓
Research and Innovation Foundation	✓
Czech Science Foundation	✓
Deutsche Forschungsgemeinschaft	✓
Dutch Research Council - NWO	✓
Forte	✓
Austrian Science Fund - FWF	✓
French National Research Agency - ANR	✓

There is no correspondence in the sample analysed regarding the inclusion of IGAR in official documents and more actions developed to ensure the gender dimension in R&I projects funded. For instance, the Irish Research Council (IRC) and the Swedish Research Council (SRC), both organizations with a long tradition of involvement in gender equality policies, have references to the gender dimension in R&I in their official documents. However other organizations, such as the Technology Agency of the Czech Republic (TA CR) and the Natural Sciences and Engineering Research Council (NSERC) have also a well-developed policy on IGAR without having an organization's mandate in their official documents.

Finally, there is an example of organization that includes references to IGAR in official documents but has not yet developed any concrete action (Dutch Research Council - NWO). However, this organization has planned to incorporate the gender dimension in the evaluation of research proposals and to create awareness about the gender dimension in the upcoming period.

■ *A specific funding programme on gender studies is in place*

Gender studies are an interdisciplinary research field with a wide community of specialized researchers in the ERA. However, this is one of the less extended initiatives among the RFOs participants in the survey, and consequently, in GENDER-NET Plus. Only the IRC and the AEI have implemented this measure².

A specific funding programme on gender studies is in place	
Irish Research Council	✓
Agencia Estatal de Investigación	✓

The IRC has integrated this initiative into a pre-existing funding call for postgraduate funding. A specific funding strand called the Countess Markievicz Postgraduate Scholarship In Female Leadership has the aim of assisting the development of national policies to increase the participation of women in senior leadership roles.

The AEI, for instance, includes a specific funding programme called "Feminist and women's studies" (FEM, for its acronym in Spanish) that covers research proposals

² RCN has funded a number of programmes on gender studies up until 2012.

with a particular focus on gender. The specific scientific panel involves gender experts from different disciplines as evaluators.

- Policy requiring applicants to specify whether they are considering sex and/or gender in their research proposal

The GENDER-NET report gave importance to the policies requiring applicants to explain how they integrate the gender dimension in their research projects. Many RFOs have started to adopt initiatives on gender equality by considering questions regarding IGAR in their calls/templates for proposals. Horizon 2020 was a milestone in this regard and showed the path for the rest of funders. The European Commission began asking applicants to include sex/gender analysis in the research proposals in 2013, by introducing a particular question in the application templates. Then, in order to avoid researchers skipping the question, they were encouraged to explain why sex/gender variables are not relevant in the object of study/field of research when a negative response was alleged.

Requiring applicants to specify whether they are considering sex/gender analysis in their research proposals is certainly one of the most extended IGAR measures among RFOs (70% of the sample):

Policy requiring applicants to specify whether they are considering sex and/or gender in their research proposal	
Agencia Estatal de Investigación	✓
Canadian Institutes of Health Research	✓
Irish Research Council	✓
Swedish Research Council	✓
Technology Agency of the Czech Republic	✓
Ministry of Science and Technnology, Israel	✓
Research and Innovation Foundation	✓
Natural Sciences and Engineering Research Council	✓
Deutsche Forschungsgemeinschaft (DFG)	✓
"Ia Caixa" Foundation	✓
Italian Ministry of Health	✓

Forte	✓
Austrian Science Fund - FWF	✓
Research Council of Norway	✓

In the SRC templates, the applying researchers are asked to describe how/if the sex and gender perspective is relevant for the proposed research, and how/if this is taken into account in the proposed research. In the project based awards of the IRC, the applicant is asked to reflect on the gender dimension or lack thereof in their mid-term review, but smaller individual awards are not asked to report.

Several of these RFOs include different guiding questions and suggestions to help applicants and evaluators take account of the sex/gender analysis. See for instance, the example of TA CR in the ZETA program as a pilot initiative that is now being transferred to another program:

[Assess and describe how the issues you plan to research relate to sex or gender.

During your assessment, address the following questions which indicate whether your research problem should consider sex or gender dimension:

1. Does the research involve humans as research objects? (Do you plan interviewing people? Are you going to analyse data related to people? Will you be working with human tissue, etc.?)

2. Are humans among the users of research results or innovations? (Does your project include consumers, patients or users of the planned product? Should it consider differences in preferences concerning functionality or manipulation strength? Does the project aim at innovation that is directly based on gender or sex, etc.?)

3. Are humans potentially impacted by research results or innovation? (Do you undertake research which can influence the environment, with potentially different impacts on men and women? Do you research animal tissue to develop new medicine or cosmetic products for people, etc.?)

Your project proposal should address gender or sex dimension if you have answered positively at least to one of the above-mentioned questions. If you identify connection to sex or gender, you should integrate it in the research questions, hypotheses, research design and data collection and in the description of the proposed application.

The object of evaluation will be your adequate assessment of whether it is / it is not relevant to integrate gender or sex dimension.

- In case it is relevant, describe in what way the gender or sex dimension is integrated in the research questions, hypotheses, research design and data collection and in the description of the proposed application of your research results. The maximum number of points for correct assessment with a positive conclusion and for its integration in the research content is 20 points.
- In case gender or sex dimension is not relevant in your opinion, the correctness of your argumentation will be evaluated. The maximum number of points for correct assessment with a negative conclusion is 20 points.]

In the proposal submission form of RIF, AEI and FWF, researchers are prompted to describe if and how gender issues are relevant to their proposals. However, there is no defined process to evaluate the gender dimension and provide consistency to the initial measure of requiring Principal Investigators to specify whether and how they are integrating the sex/gender analysis. In the case of RIF, there is no specific criterion with associated marks allocated. “Evaluators sometimes comment but there are no *penalties* or other repercussions. The measure is mainly introduced as an awareness measure” (RIF). However, in cases of proposals receiving exactly the same marks, the gender dimension is one of the ranking criteria.

■ Gender experts in the research teams are encouraged in the R&I calls

Gender balance in the research team is one of the basic gender equality policies to be considered by RFOs in their research calls. Gender balance and diversity of backgrounds in the research teams is not only a matter of equal rights but also a way to ensure diversity of ideas when addressing research problems. Needless to say, the presence of women does not guarantee gender knowledge, even a gender perspective, since both women and men have unconscious bias. The promotion of gender balance and gender experts in the research team are different policies with different aims: while the first one is connected to the first objective of the EC regarding gender equality, i.e. the promotion of women’s careers in R&I to avoid the loss of talent, the second one refers to the third objective of the EC, i.e. the gender dimension into R&I content.

EC objectives on gender equality:

- 1) Gender balance in research career**
- 2) Gender balance in decision-making**
- 3) Gender dimension in R&I content**

The inclusion of gender expertise in research teams may well be one of the best ways to ensure that sex/gender analysis is considered and integrated effectively during the whole lifetime of the project funded, from the very beginning; for instance, in the

preparation of the proposal and conducting a literature review. Providing training on IGAR to the research teams is also a very useful measure, even though acquiring the needed knowledge and skills takes time. Including researchers on gender in the research team –maybe gender experts as part of the advisory group - not only saves time but also enriches the inputs received by the research team. However, this measure has been introduced only by one of the respondents for the moment:

Gender experts in the research teams are encouraged in the R&I calls	
Technology Agency of the Czech Republic	✓



■ Training on sex/gender analysis for the research team is considered as eligible cost

The possibility of considering training on IGAR as an eligible cost is directly related to the previous initiative and its explanation. To sum up, when gender expertise is not included in a proposal of research team/advisory group, gender knowledge needs to be provided for the research team. The best incentive for that purpose is to consider training on IGAR as eligible costs under the particular research call, since there will be no cost for reluctant research performing organizations. This measure was also introduced for the first time in Horizon 2020 and has been adopted by six of the participants in the survey:

Training on sex/gender analysis for the research team is considered as eligible cost	
Italian Ministry of Health	✓
"la Caixa" Foundation	✓
Estonian Research Council	✓
Natural Sciences and Engineering Research Council	✓
Irish Research Council	✓
Canadian Institutes of Health Research	✓

■ Formal process to evaluate sex/gender analysis into R&I

The existence of a formal process to evaluate sex/gender analysis into R&I is an indicative of the consistency of the RFO policy on IGAR. Only five respondents have a

formal procedure to ensure that the gender dimension is adequately evaluated and not only required for applicants at the beginning of the funding cycle of research projects. Only three of them belong to the GENDER-NET Plus consortium (TA CR, IRC and RCN):

Formal process to evaluate sex/gender analysis into R&I	
Deutsche Forschungsgemeinschaft (DFG)	✓
Czech Science Foundation	✓
Technology Agency of the Czech Republic	✓
Irish Research Council	✓
Research Council of Norway	✓

For the Irish Research Council, the gender dimension is one of the evaluation criteria included for international assessors' consideration in scoring and ranking applications. Similarly, in the case of Forte, reviewers are also asked to include the gender dimension part of the applications in their assessment. The assessment of RCN grant applications is based on three main criteria: Excellence, Impact and Implementation. The gender dimension in research content is a sub-criterion of Excellence – when relevant.

Although NSERC has not reported a formal process to evaluate sex/gender analysis, currently the sex/gender dimension in the research is one of the aspects considered in the merit of the proposal, with a focus on two elements: rationale and methodology for including sex, gender and diversity in the research design are clearly described; and, aspects of sex (biological), gender (socio-cultural) and diversity are addressed in the research design, making it more ethically sound, rigorous and useful.

In the CIHR Project Grant competition and several strategic competitions, reviewers are requested to critically appraise whether sex, gender and/or other identity factors have been appropriately integrated throughout the research proposal, including the literature review, rationale, study design, data collection, analysis and reporting plans. While there is no separate score associated with this assessment, reviewers are taking sex and gender into consideration in the feasibility section of the grant evaluation.

The inclusion of the sex and gender perspective is seen as part of the scientific quality of the research.

Swedish Research Council

One of the most important key messages to be integrated in the scientific evaluation systems as a consequence of this required IGAR question for applicants is that the inclusion of the gender dimension in R&I is considered as an integral part of the scientific quality of the research, as claimed to be the case in the Swedish Research Council.

■ Positive action measures to favour those projects that integrate sex and/or gender

This is definitely the most demanding and controversial measure for RFOs and RPOs. This is probably the reason why none of the respondents has been able to introduce these temporary special measures. The philosophy behind positive action measures in favour of those projects that integrate sex/gender analysis is that public funding is better used in research that avoids any bias, and that produce knowledge that takes into account social needs and perspectives of both women and men and address them accordingly, thus contributing to the whole society and its challenges in a more effective and democratic manner.

■ Guidelines on the gender dimension of R&I for evaluators and applicants

The publication and distribution of guidelines for evaluators and applicants is one of the initiatives recommended in former GENDER-NET and one of the most extended among the respondents of the 2020 survey. According to the survey, 55% of the respondents provide guidelines on the gender dimension of R&I for evaluators, who are the primary responsibility of RFOs as targets. However, once they have developed guidelines for evaluators, they tend to do so for applicants:

Guidelines on the gender dimension of R&I for:	Evaluators	Applicants
Forte	✓	✓
Deutsche Forschungsgemeinschaft (DFG)	✓	✓
Czech Science Foundation	✓	✓
Natural Sciences and Engineering Research Council	✓	✓
Research and Innovation Foundation	✓	✓
Ministry of Science and Technology, Israel	✓	

Technology Agency of the Czech Republic	✓	✓
Swedish Research Council	✓	✓
Irish Research Council	✓	✓
Canadian Institutes of Health Research	✓	✓
Agencia Estatal de Investigación	✓	✓
Austrian Science Fund		✓

■ Training on the gender dimension of R&I for evaluators and applicants

While the dissemination of guidelines on IGAR is not very demanding, the implementation of specific training requires more commitment, efforts and resources by the RFOs. Training on IGAR for evaluators and/or applicants, sometimes online training, is in place at least in some grants in six organizations of the sample:

Training on the gender dimension of R&I for:	Evaluators	Applicants
Natural Sciences and Engineering Research Council	✓	✓
Research and Innovation Foundation		✓
Technology Agency of the Czech Republic	✓	✓
Swedish Research Council	✓	
Irish Research Council	✓	✓
Canadian Institutes of Health Research	✓	✓

■ Dissemination materials on the gender dimension in R&I available

The dissemination of materials on the gender dimension of R&I is closely related to the communication activities that RFOs need to develop yearly to send the message of sex/gender analysis as a stable requirement in proposals. While developing their own dissemination materials may be demanding by RFOs without experts on gender in R&I, distributing the dissemination materials produced by other institutions is

certainly a less demanding activity to create a repository on IGAR. Six RFOs include dissemination materials on their websites³:

Dissemination materials on the gender dimension in R&I available	
Irish Research Council	✓
Research and Innovation Foundation	✓
Natural Sciences and Engineering Research Council	✓
Deutsche Forschungsgemeinschaft (DFG)	✓
Austrian Science Fund	✓
Canadian Institutes of Health Research	✓

▪ Experts on gender in R&I are included in the evaluation committees

Including gender experts as observers in evaluation committees is one of the common recommendations for RFOs. While the initial objective is to ask experts to observe potential dynamics and gender bias in the evaluation of curricula and women's potential as Principal Investigators, gender experts in R&I could also pay attention to the importance given by the evaluation committees to criteria on IGAR in the assessment. Three participants in the survey have included – at least in some grants - experts on gender in R&I in the evaluation committees:

Experts on gender in R&I are included in the evaluation committees	
Irish Research Council	✓
Technology Agency of the Czech Republic	✓
"la Caixa" Foundation	✓

³ Kilden genderresearch.no as a sub unit of RCN has developed a website to disseminate and communicate gender research and research with gender perspectives: [Integrating the Gender Dimension in Research | Kilden \(kjonnforskning.no\)](https://kilden.kjonnforskning.no/)

■ Communication campaign to make visible the support to sex/gender analysis

Developing communication campaigns on the relevance of the gender dimension in R&I for the organization is crucial to make RPOs and the research community aware of the need to be prepared in advance to include sex/gender analysis in their proposals. In other words, if researchers have not got the message in advance and they have the first contact with the topic when filling in templates, they may see sex/gender analysis as an added box to the template and not as a matter of quality in science that must start when thinking about the research topic and research questions. Seven RFOs of the sample conduct this kind of communication campaigns:

Communication campaign to make visible the support to sex/gender analysis	
Deutsche Forschungsgemeinschaft (DFG)	✓
Natural Sciences and Engineering Research Council	✓
Research and Innovation Foundation	✓
Technology Agency of the Czech Republic	✓
Irish Research Council	✓
French National Research Agency - ANR	✓
Canadian Institutes of Health Research	✓

In addition to the list given in the survey, some organizations have provided information on other measures adopted related to the gender dimension in R&I content. For instance, the Fund for Scientific Research has included a panel descriptor on “gender studies” for the proposals they receive and the Ministry of Science and Technology from Israel has reported two additional activities regarding sex/gender analysis into R&I: Gender analysis of the proposals list (submission & winning list of research gender dimension); and bi-national research agreements that foster the integration of gender in R&I.

According to the results, respondents can be classified in different **types of organizations regarding the number and diversity of IGAR initiatives**. The intention of the analysis is in any case to compare institutions to create a sort of ranking of “advanced” and “less advanced” institutions because the conditions, access to resources, knowledge and the political will in every country and every organization needs to be considered in such an attempt. The aim is instead to show how huge diversity and disparities regarding gender equality policies on IGAR continues to be the situation in spite of efforts at EU level to

promote gender equality policies, not only in research performing organizations but also in research funding organizations.

First, those RFOs interested in this kind of policies, and maybe also willing to be stakeholders of GENDER-NET Plus related activities, but that have not started yet to adopt a policy on the gender dimension in R&I (i.e., only 2 or less actions reported). The Independent Research Fund Denmark (DFF), Dutch Research Council - NWO, the Estonian Research Council (GACR), the Italian Ministry of Health (MOH-IT) and the Fund for Scientific Research (FRS) belong to this group of RFOs according to the survey. Please consider that three of them have included information on current development of actions (Italian Ministry of Health) or future planned activities (The Dutch and Estonian Research Councils).

Second, those RFOs that have started to implement IGAR initiatives, but do not show a huge number and diversity of initiatives to ensure that a proper integration and evaluation of the gender dimension in R&I is considered in all phases of the cycle of funding research projects. This group concentrates the majority of the sample: “la Caixa” Foundation (FBLC), Forte, Czech Science Foundation (GACR), Ministry of Science and Technology from Israel (MOST), Agencia Estatal de Investigación (AEI), Swedish Research Council (SRC), Research Council of Norway (RCN), French National Research Agency (ANR), Deutsche Forschungsgemeinschaft (DFG), and Research and Innovation Foundation (RIF).

Third, RFOs that have a long tradition implementing gender equality policies, and particularly IGAR initiatives, and thus show a broad picture of activities and monitoring & evaluation tools. This is the case of the Natural Sciences and Engineering Research Council (NSERC) and the Canadian Institutes of Health Research (CIHR) but especially the Irish Research Council (IRC), which covers most of the initiatives of the list provided in addition to others not considered in the list.

Finally, organizations that have started to implement gender equality policies in the last years but have been very committed and thus they have acquired visibility in the field. This is the case of TA CR, which accomplishes with almost all the IGAR initiatives considered.

This information has been considered as one of the criteria to identify promising practices, along with other indicators, as can be seen in section 5.

3.3. Specific policies to integrate gender analysis in R&I

The design of specific policies to promote the gender dimension in R&I was one of the recommendations for RFOs stressed in the former GENDER-NET report. Eleven organizations from the sample have adopted a specific policy/strategy aimed at integrating sex/gender analysis into R&I content. Three of these strategies take the form of gender equality plans and the rest can be national directives or other formal strategies, as reported by RFOs in terms of objectives and monitoring & evaluation mechanisms:

- **Research and Innovation Foundation (RIF)**

Objectives: The overall objective of the Gender Equality Plan 2018-2020 is to build institutional capacity to facilitate cultural change that goes beyond the formal adoption of a GEP. The Foundation further aims at removing any existing gender inequalities and mitigating perceived factors that limit equal participation and advancement of women by setting the following interim objectives: Promoting a gender-inclusive organizational culture and eliminating sub-conscious gender biases in all aspects of human resources management: recruitment, retention, career progression, work-life balance, care and family life; Creating awareness among the decision-making bodies to influence and ensure gender-sensitive internal processes and procedures; Instigating the **integration of sex and/or gender dimension into R&I content** to increase excellence in research; Working systematically to address gender challenges within the scope of the Foundation by adopting transversal measures.

Monitoring & evaluation: The Actions included in the Gender Equality Plan are the responsibility of a Unit within the organization and are monitored on an annual basis. There is one indicator (quantitative or qualitative) per action/activity, included in the GEP. However, no formal evaluation has been conducted yet. For now, the strategy is being monitored annually and a Monitoring Report is prepared.

- **Forte**

Objectives: Governmental directive to promote the integration of a sex/gender perspective in research funded by the research council when it is relevant (appropriate). This directive compels also to the SRC.

Monitoring & evaluation: Applicants in all calls are asked to indicate if a sex/gender perspective is or is not relevant for their research, and explain how it is relevant and how it will be used or why not. Reviewers are also asked to include this part of the applications in their assessment. Although there are no specific criteria to measure success, the outcome of the 2016 calls was evaluated. With a combination of quantitative and qualitative methods, the study showed that how a gender perspective was used and assessed varied a lot, but applications with a well-integrated gender perspective had a good chance of getting funded. The results from the evaluation have been used for improvements of the guidelines.

- **Irish Research Council (IRC)**

Objectives: The IRC was the first research funding agency in Ireland to integrate requirements on the sex/gender dimension into applications to its funding programs. Since 2014, applicants for awards under the IRC's core programs have been required to indicate if there is a sex/gender dimension to the research being proposed and how such dimensions will be appropriately addressed in the conduct of the research. Applicants who submit that there is no sex/gender dimension are required to explain why not. The gender equality plan of the IRC has two main objectives: 1. To support gender equality in research careers across all disciplines; 2. To support the **integration of sex and gender analysis** into research content.

Monitoring & evaluation: According to the Gender Strategy & Action Plan 2013-2020, IRC includes 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. The Gender Strategy is currently under review by external consultants, which is indicative of the decisive willingness to have independent evaluation mechanisms and conclusions.

- **Deutsche Forschungsgemeinschaft (DFG)**

Objectives: The Qualitative gender equality strategy includes different objectives: Support the advancement of early Career Researchers; to promote gender equality in the German Research System; Career-development measures and Promotion of Family-friendly structures at funded institutions. Moreover, **sex and gender dimension** is implemented in all application guidelines.

Monitoring & evaluation: Quality assurance at all steps of the three-stage strategy is guaranteed through the monitoring of targets and numbers. However, in light of the information available in English, those measures regarding research career opportunities have more importance in the monitoring process of the RFO.

- **Natural Sciences and Engineering Research Council (NSERC)**

Objectives: The NSERC Framework on Equity, Diversity and Inclusion aims to: Collect, analyze and report gender and designated equity group data for all participants in NSERC programs; Increase diversity and gender equity on committees and panels; Provide resources to mitigate unconscious bias and increase selection committees' effectiveness in recognizing and assessing merits of (a) **integrating sex, gender and diversity** considerations in research design; (b) equity and diversity in research teams and among trainees; and (c) science promotion, outreach and mentorship; and leadership in increasing equity and diversity in NSE; Provide resources and guidelines to applicants on effectively recognizing and integrating sex, gender and diversity considerations in their research design, building equitable and diverse research teams, including trainees, effectiveness in science promotion, outreach and mentorship, and on leadership in increasing equity and diversity in NSE; Update and improve evaluation criteria to recognize equity, diversity and inclusion; and sex- and gender-based analysis plus (SGBA+) as components of research excellence; Ensure that work/life balance circumstances do not impact how accomplishments, contributions, competencies and expertise are assessed.

Monitoring & evaluation: An action plan has been put in place with key milestones identified and implemented according to set timelines. NSERC monitors the number of funding opportunities that underwent gender-based analysis plus (GBA+) and introduced a Diversity module to capture efforts to include sex and gender in research design.

- **Ministry of Science and Technnology, Israel (MOST)**

Objectives: The gender equality plan focuses on: decrease gender gap, increase **awareness to gender dimension in research**; Attract excellent young researchers and students that are of unrepresentative groups to the field of science &

technology; Increase the access of young women researchers to high positions in academy and industry.

Monitoring & evaluation: The policy requiring applicants to specify whether they are considering sex and/or gender in their research proposal when relevant to research topic is applied without giving scores. There is a sex/gender analysis of the proposals list (submitted and winner).

- **Technology Agency of the Czech Republic (TA CR)**

Objectives: TA CR started to promote the gender dimension in research content as part of H2020 project GEECCO (2017-2021). TA CR leads the work package "Implementing Gender Equality in RFOs", whose important part is dedicated to the gender dimension in research content. TA CR is committed to launch at least one call or program where it will promote the integration of the gender dimension, develop guidelines for applicants and train its employees.

Monitoring & evaluation: TA CR does not have any quantitative criteria but evaluates for their purposes the quality of integration of the gender dimension and any problems or misunderstandings on the part of applicants and evaluators. This has served to improve their guidelines and communication towards applicants. They include the topic of the gender dimension in research in relevant seminars for applicants and evaluators (and publish them on Youtube). Moreover, TA CR published a short article summarizing the main problems related to this criterion that is available on their website.

- **Canadian Institutes of Health Research (CIHR)**

Objectives: Implementation of the policy of the Government of Canada's Health Portfolio to use sex and gender-based analysis to develop, implement and evaluate the Health Portfolio's research, legislation, policies, programs and services to address the different needs of women and men. CIHR implemented a Gender Equity Framework in 2016 that has three main goals: 1) Mitigate unconscious biases such that applicants are adjudicated in an equitable and gender-neutral fashion; 2) Identify and implement targeted solutions such that applicants receive equitable funding from CIHR, regardless of their gender; and 3) Influence equity practices and policies of stakeholders such that the hiring,

promotion, and nomination processes of institutions reflect the gender diversity in the health research enterprise.

Monitoring & evaluation: Public reporting on progress is part of the regular updates to CIHR's Equity Plan, this includes data on gender representation in the funding opportunities.

- **Austrian Science Fund (FWF)**

Objectives: The FWF is committed to gender equality and thus equal opportunities for women and men in research. The FWF strives to achieve the balanced participation of women and men in the FWF's decision-making bodies, its functions, its decision-making processes and in its programs whether as applicants or principal investigators. The diversity of researchers will be considered from an intersectional approach, where necessary. Furthermore, the FWF supports research that specifically includes, in addition to the adequate participation of women in the research team, the gender dimension in the research approach where relevant. Concretely, the 2019-2020 FWF Action Plan on Gender Equality and Diversity considers the need to raise awareness and skills development among the FWF Board (in terms of integrating the gender dimension into the research approach).

Monitoring & evaluation: Success rates of female and male researchers are considered as well as participation in the individual programs and participation in the organization processes (equal opportunity monitoring lists all these numbers).

- **Research Council of Norway (RCN)**

Objectives: The policy for gender balance and gender perspectives in research and innovation sets out how the Research Council will: 1) be a national and international driving force to promote gender balance and knowledge about gender perspectives in research and innovation; 2) systematically assess the gender dimension in the Research Council's investments in research and innovation; 3) strengthen and expand the knowledge base on gender balance and gender perspectives for research and innovation policy. Focus area no. 4 of the RCN policy on gender in R&I is dedicated to "Gender perspectives in research and innovation".

Monitoring & evaluation: The implementation is an ongoing process consisting of elements such as: 1) strengthening the Research Council as a learning organization by increasing collaboration with other research funders, share experience, knowledge and best practices with other stakeholders in the Nordic region and Europe; 2) participate actively in public debate on these issues in cooperation with external stakeholders such as the Committee for Gender Balance and Diversity in Research (KIF) and others; 3) submit annual reports to relevant boards in the Research Council and the ministries. Currently, RCN is funding a scoping review on Norwegian research with gender perspectives, where results will be available in 2021.

- **French National Research Agency (ANR)**

Objectives: The main goal of the agency is to help create a framework for conducting honest and responsible research and to move the scientific culture towards taking into account the gender and/or gender dimension in research. The ANR Gender Action Plan 2020-2023 includes a field of action on research funding with different measures to promote the gender dimension in research projects.

Monitoring & evaluation: The agency's GEP includes three main areas (Culture and organization, Human resources and research funding) and for each of these areas 4 to 5 axes of actions have been identified. A large number of actions are defined and inscribed in a calendar for which follow-up indicators have been defined as well as deliverables. To facilitate the GEP endorsement process a pilot group was formed involving the directorates of scientific operations, communication, human resources, data and impact analysis, quality and staff representatives. The GEP is based on audits and self-assessment and represents partly the opportunity to formalize what was already done at the agency. A great number of actions inscribed in the GEP have been already implemented.

There are indicators, other monitoring mechanisms or evaluations of the IGAR policy implemented in NSERC, CIHR, RIF, TA CR, ANR and IRC. This information has been taken into account as one of the criteria for promising practices (see section 5).

With regard to future plans on IGAR among the RFOs respondents, 55% of them claimed to be planning to implement specific policies to promote the gender dimension in R&I:

- **NWO** plans to incorporate the gender dimension in the evaluation of research proposals and to create awareness about the gender dimension.
- **“la Caixa” Foundation** is in the process of designing a Gender Policy in Research, although it is in an early stage and no concrete actions to promote IGAR are yet defined.
- **IRC** will introduce a new policy with the aim of renewal the existing policy, including a new version of the agencies “Gender Strategy”. The new policy will also have a broader remit covering all aspects of equality, diversity and inclusion.
- **DFG** plans to introduce the sex/gender and/or diversity dimension in all applications for Research Projects, including training activities.
- **ETAG** is in the process of designing their upcoming Gender Equality Plan, that will also promote the integration of sex/gender analysis in research.
- **Czech Science Foundation** has new gender coordinators who announced the development of a written policy, which will be published on their official website.
- **NSERC** will be requesting from students and fellows to complete a 'Diversity in research' module that requires them to answer the following question: *Are diversity considerations including, but not limited to, sex and gender taken into account in the research design, methods, analysis and interpretation, and/or dissemination of findings?* NSERC is gradually introducing these requirements in their scholarships and fellowships program and will be expanding in future years to other type of funding opportunities such as grant and partnership projects. Instructions encouraging participants to include a gender dimension in the research content is being developed and training for selection members will be put in place in the upcoming months.
- **CIHR** will be implementing measures to target diversity broadly, using an intersectional approach. For example, they will be developing an anti-racism action plan that will identify and mitigate systemic barriers faced by racialized women and gender diverse researchers.
- **TA CR** plans to continue in its efforts beyond the lifetime of the GEECCO project and transfer the evaluation of the integration of the gender dimension also in other programmes. In the future, it should become a standard part of their criteria.

- **AEI** is in the process of approval of its I Gender Equality Plan for the funding activities of the Agency that will consider measures on the gender dimension in R&I in the scientific evaluation system.
- **ANR** has decided to include the sex/gender dimension in research content as an evaluation criterion in 2022.

This means that five RFOs that did not have a specific policy on IGAR at the moment of distributing the survey for this report (NWO, FBLC, ETag, GACR, AEI), will have a policy/strategy in place in the coming years, being one of the most positive signals for IGAR policies noticed in this survey. Three of them are partners in GENDER-NET Plus (FBLC, ETag and AEI), so the consortium has the opportunity to follow their progress until the end of the ERANET Cofund.

4. Comparison over time: from GENDER-NET to GENDER-NET Plus

4.1. *How much interest on IGAR?*

One of the main added values of this comparative report is to compare the situation across time. Five years have passed since the former GENDER-NET comparative analysis on IGAR initiatives to integrate the gender dimension into research content. In that occasion, 40 national-level organizations responded to the survey, although 22 of them were considered “relatively inactive organizations” regarding IGAR initiatives. Although the team involved in the GENDER-NET Plus survey has been very sensitive to the burden response and has simplified the information required, only 20 responses have been collected. The interest among the RFOs contacted and the time of pandemic in which was distributed could have contributed to the level of participation, along with the sense of ownership regarding GENDER-NET Plus.

However, regarding the quality of the sample, 75% of our respondents can be considered active organizations regarding IGAR initiatives; i.e., they have implemented several initiatives – if not a specific policy – to promote the integration of the gender dimension into R&I content. Taking the 2015 survey as a reference, we have missed information regarding RFOs from Switzerland and Finland in the new survey. As a counterpart, GENDER-NET Plus survey has integrated new RFOs from the Czech Republic, Estonia, Israel and Italy. Thus, the interest on the particular survey, which is certainly not the only one received by RFOs in the framework of European projects, cannot be seen as indicative of the interest in gender equality policies in RFOs across Europe and beyond.

Since 2015 the introduction of gender equality policies in RFOs has grown significantly, partly because the EC has promoted for years the inclusion of the gender dimension in the EU scientific policy and its Framework Programs, and partly due to the international trend to develop gender equality policies in R&I institutions that produces “contagion effects”. Although the emphasis was at the beginning on RPOs such as universities and research centers, increasing attention has been paid to the activities of RFOs given their crucial role to shape the research career and research priorities in each country. Gender equality in R&I is also linked to participation and success rates within research funding and promotion systems. In other words, the success of researchers depends on the evaluation of researchers’ grants, as well as upon their scientific or scholarly achievements as indicated in a researcher’s CV and track record (Science Europe, 2017).

However, the gender dimension in R&I content as part of those gender equality policies needs to be reinforced as well as the interest on IGAR among decision-makers of RFOs and the research community. A non-aligned policy regarding IGAR between the research scheme of the EC and that of the national and regional RFOs may be counterproductive for a serious understanding of the role of gender bias in research projects funded. Fortunately, two announcements at the EU level have reinforced the political message that supports IGAR initiatives in RPOs and RFOs:

1- The [Council Conclusions on the New European Research Area](#) that call on the EC and Member States for a renewed focus on gender equality and mainstreaming, including through the instrument of GEPs and the integration of the gender dimension into R&I content. Particularly, **the Council invited Member States and RFOs to advance measures to ensure that allocation of research funding is not affected by gender bias** (Council of the EU, 1 December 2020);

2- The publication of Gendered Innovations 2 as the most important reference on research projects in multiple disciplines that successfully address sex/gender analysis and produces science results of a high quality and also significant innovations. Gendered Innovations 2 include new fields of research that successfully address sex and/or gender, even from an intersectional perspective (see European Commission, 2020).

Thus, the context in which the first GENDER-NET comparative analysis was conducted has changed significantly and is now more favorable for the introduction of IGAR initiatives in RFOs of the European Research Area. Please consider for instance the need expressed in the GENDER-NET 2015 report about insisting on the idea that integrating gender analysis into research *is in no way limiting freedom of research but actually promoting better research quality and widening innovation potentialities*. Nowadays, this kind of claims may be fortunately overcome for most agencies related to GENDER-NET and then GENDER-NET Plus. However, the situation is not homogeneous and varies from country to country.

4.2. How much progress?

Several of the respondents to this survey were also participants involved in former GENDER-NET report on IGAR initiatives, what let us assess what kind of progress has been experienced in the last five years. Concretely, the sample to be compared over time includes six RFOs that were previous partners in GENDER-NET and now also partners in GENDER-NET Plus (FRS, CIHR, RIF, IRC, RCN and MINECO/MICINN-AEI), as well as three

former GENDER-NET stakeholders (FWF and NSERC as observers and SRC as expert advisory board) that joined GENDER-NET Plus consortium after this experience in a joint transnational project. Three RFOs have kindly participated in both surveys 2015 – 2020 without being partners in any of the consortiums (DFF, DFG and NWO):

Chart 2. Participants in the first and second surveys on IGAR (2015-2020)

Country	Respondent RFO (2015 – 2020)	GENDER-NET partner	GENDER-NET Plus partner
Austria	FWF – Austrian Science Fund		
Belgium	FRS - Fund for Scientific Research		
Canada	NSERC – Natural Sciences and Engineering Research Council		
	CIHR – Canadian Institutes of Health Research		
Cyprus	RIF – Research and Innovation Foundation		
Denmark	DFF – Independent Research Fund Denmark		
France	ANR – French National Research Agency		
Germany	DFG – German Research Foundation		
Ireland	HEA – IRC Irish Research Council		
Netherlands	NWO – Dutch Research Council		
Norway	RCN - Research Council of Norway		
Spain	MINECO/MICINN – Agencia Estatal de Investigación		
Sweden	SRC - Swedish Research Council		

- **FWF:** FWF had introduced a question on sex/gender analysis in two pilot programmes when the former GENDER-NET survey was distributed. Nowadays, a policy requiring applicants to specify sex/gender analysis in research proposals is in place along with other IGAR initiatives that have been maintained according to the GENDER-NET Plus survey (guidelines and dissemination materials). FWF has approved a gender equality strategy that mentions IGAR, but progress has been modest due to the focus of the organization on gender equality in research careers rather than the gender dimension in R&I.
- **FRS:** There has been no significant progress since former GENDER-NET report regarding plans to adopt a specific policy on IGAR in the RFO and to introduce a policy requiring applicants to specify whether they are considering sex and/or gender in their research proposal. Moreover, the IGAR initiatives do not seem to have changed significantly since 2015.

- **NSERC:** NSERC had introduced nor a specific policy on IGAR neither a policy requiring applicants to specify sex/gender analysis in research proposals in 2015, but has evolved in the last few years. This RFO has not only adopted a wide range of IGAR initiatives and a specific policy on IGAR, but also introduced monitoring mechanisms such as milestones and timelines, including IGAR indicators. Progress has been outstanding and the dissemination materials on IGAR available in their website are useful tools and a source of inspiration for others.
- **CIHR:** This organization was selected as a good practice in former GENDER-NET report, so it is an organization with a long tradition of implementing gender equality measures, and particularly IGAR initiatives. The CIHR policy had implementation and monitoring mechanisms that showed impact in 2015. However, the comparison over time is limited due to lack of information regarding implementation and monitoring & evaluation mechanisms in the 2020 survey. The official Federal Health Portfolio Sex and Gender-Based Analysis (SGBA) Policy was already in place when former GENDER-NET survey was distributed and some of the IGAR initiatives had been implemented, such as a specific policy requiring applicants to specify whether they are integrating sex/gender analysis in research proposals and the development of guidelines. Moreover, in 2015 CIHR was in the process of developing user-friendly on-line sex/gender training modules for researchers and evaluators that have been already conducted according to the 2020 survey.
- **RIF:** The former Research Promotion Foundation had introduced nor a specific policy on IGAR neither a policy requiring applicants to specify sex/gender analysis in research proposals in 2015. Five years later, now as Research and Innovation Foundation, this RFO has introduced both policies, the gender dimension is part of the official mandates and training and dissemination materials for researchers and evaluators are available. Thus, RIF has experienced a great advancement in terms of policies to ensure the integration of sex/gender analysis in the R&I funded.
- **DFF:** Similarly to FRS, there has been no significant progress since former GENDER-NET report regarding plans to adopt a specific policy on IGAR in the RFO and to introduce a policy requiring applicants to specify whether they are considering sex and/or gender in their research proposal. Moreover, the IGAR initiatives do not seem to have changed significantly since 2015.

- **ANR:** Similarly to RIF, ANR had not introduced a specific policy on IGAR nor a policy requiring applicants to specify sex/gender analysis in research proposals in 2015. Five years later, this RFO has approved a gender equality strategy that plans to introduce a question on sex/gender analysis in R&I proposals among other actions on IGAR. Thus, progress has been significant in terms of IGAR policies taking into account the point of departure.
- **DFG:** Similarly to RIF and ANR, DFG had not introduced a specific policy on IGAR nor a policy requiring applicants to specify sex/gender analysis in research proposals in 2015. Five years later, this RFO has introduced both policies, the gender dimension is part of the official mandates and guidelines on IGAR for researchers and evaluators are available. While this RFO claimed to consider sex/gender dimension in the evaluation process in 2015, now there is a formal process in place to evaluate sex/gender analysis in R&I.
- **IRC:** This RFO was included in the promising practices highlighted by former GENDER-NET report, along with CIHR. The current under evaluation Gender Strategy & Action Plan 2013-2020 was already approved when former GENDER-NET survey was distributed, so there have been no changes in the objectives and measures and some measures were already in place (for instance, a policy requiring applicants to specify whether they are considering sex/gender analysis in the research proposals and guidelines and training sessions for evaluators. Furthermore, the IRC shows progress at least in two aspects according to the 2020 survey: 1- while the organization was starting their specific policy on IGAR in 2015 by consulting with Irish representatives of national and international groups that were working to advance gender equality and integration of sex/gender analysis in research content, now this phase has been completed and different measures to introduce IGAR in the research proposals and scientific evaluation have been adopted; 2- the IRC has implemented their 2013-2020 gender policy in R&I and then has taken seriously its monitoring and evaluation, which includes the review of the gender dimension in research projects funded.
- **NWO:** In spite of interest claimed, there has been no significant progress since former GENDER-NET report regarding plans to adopt a specific policy on IGAR in the RFO and to introduce a policy requiring applicants to specify whether they are considering sex and/or gender in their research proposal. The only step forward

that has been noticed in the 2020 survey is that the gender dimension in R&I is now part of the organization's mandate in official documents.

- **RCN:** This RFO had a well-established gender equality policy when the first GENDERNET survey on IGAR initiatives was distributed. The RCN Gender Policy had been approved since 2013 and included gender perspectives in research as a mandatory criterion in the assessment of grant applications. Current GEP keeps this policy including the gender dimension in R&I as a field of action for the organization. Thus, the sustainability of IGAR initiatives at RCN has been proven. However, there is still room for improvement regarding the monitoring and evaluation mechanisms reported to show impact of the IGAR policy.
- **AEI:** Former MINECO, Spanish Ministry to which the Agencia Estatal de Investigación was attached, reported in 2015 the requirement of the 2011 Law on Science, Technology and Innovation to consider the gender dimension in R&I and the subsequent policy requiring applicants to consider sex/gender analysis in research proposals. The AEI is now an independent funder – although MICINN continues to be programme owner - that has maintained and refined the former policy requiring applicants to consider sex/gender analysis, has developed its own guidelines with references to dissemination materials for evaluators and applicants and has its own funding program on gender studies. Thus, some progress has been achieved on IGAR and gender research initiatives although there are not yet monitoring mechanisms.
- **SRC:** Sex/gender analysis was considered to be established in the organization as early as 2015 in former GENDER-NET report, although there was no specific policy on IGAR, neither a policy requiring applicants to specify the integration of sex/gender analysis in research proposals. During the last years, however, the SRC has introduced formal mechanisms to ensure the commitment with IGAR: applicants are required to explain how they are integrating sex/gender analysis in their research, guidelines on the gender dimension of R&I are available for both applicants and evaluators, even a specific training is conducted for evaluators. The SRC (as well as Forte) had new directives from the Government in 2018 to “promote the inclusion of sex and gender perspectives in the research funded, where applicable”.

To conclude, progress has not been homogeneous among RFOs that participated in the former GENDER-NET report in 2015. Those organizations that were then considered “active RFOs” on IGAR initiatives have advanced significantly in the implementation of their policies (see for instance SRC, but especially IRC). Others started from scratch and have shown great progress (RIF, DFG, ANR, but especially NSERC). But those organizations that had not started their specific policies and structures on IGAR have remained with a low level of initiatives to promote the gender dimension in R&I.

4.3. Changes in challenges and needs

With regard to the challenges faced by RFOs in their efforts to integrate the gender dimension into the research content, the 2015 report highlighted the following according to their respondents: lack of high level support; different level of resistances; lack of awareness, expertise, or organizational competence; and confusion between gender balance/gender equality policies and gender in research contents.

GENDER-NET Plus respondents that are currently implementing specific policies on IGAR reported important challenges that could be classified by field of action in gender equality as follows:

- **Lack of awareness and training on IGAR**

- *Lack of awareness among staff.*
- *Indifference and lack of understanding.*
- *Evaluations are conducted remotely, thus the training of evaluators is not an option.*
- *The challenge has been to communicate to both to applicants and reviewers what this part of the application form aims at, and how it should be assessed.*
- *Primarily in 2011 applicants have ignored the demand to implement the reflection on sex/gender dimension within the research content.*
- *Training has been a challenge when we first implemented the policy, very few people had the knowledge or skill to know how to consider gender in their research.*

— **Organizational culture and resistances to gender equality**

- *Gender Issues are not seen as a priority*
- *Lack of HR Policy and lack of human resources.*
- *In the initial stages, unconscious bias by the hierarchy, delayed the implementation of measures.*
- *We faced both internal and external resistances. Some reviewers were complaining or even ended the cooperation (which in turn increased internal resistances). Some reviewers were not willing to invest enough time to their education in these issues (so they conflated then gender balance and gender dimension etc.).*
- *Resistance to change in culture within the organization and in the research community (selection committees, researchers, students ...).*
- *Unconscious Bias from members of staff and the hierarchy - people involved in the implementation of the policy were "criticised".*

— **Scientific evaluation**

- *Challenge to develop measures valid for all subject areas and to face differences of the academic fields*
- *In part of scientific fields the gender dimension is not relevant. Therefore it is hard to include it, without a reason.*
- *It is hard to find female experts to be part of evaluation committee since there are not enough senior women researchers in the field of exact science and engineering.*
- *Ensuring that international evaluators are sufficiently knowledgeable in this area.*

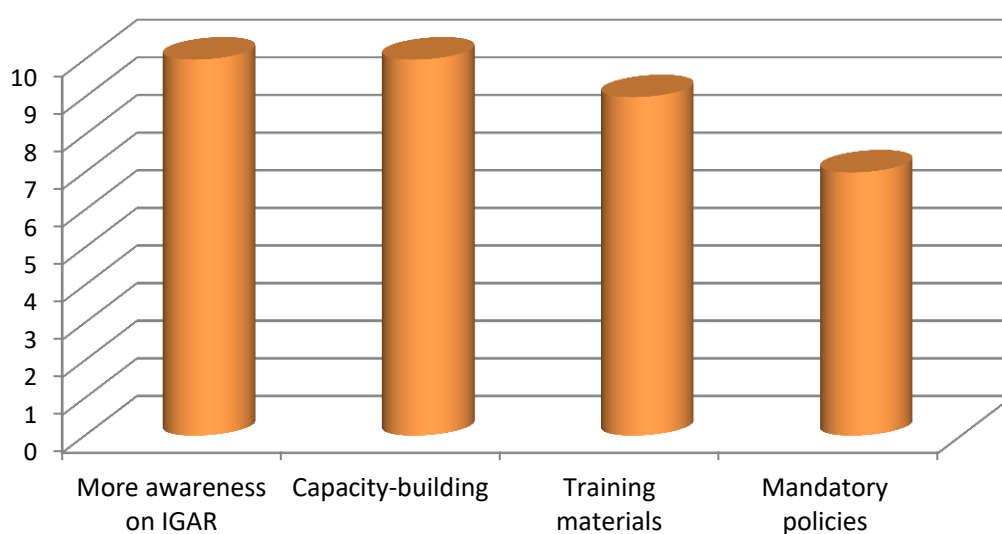
— **Monitoring of IGAR policies**

- *Lack of sex disaggregated statistics / data or means for collecting them*
- *Monitoring the quality of the integration of the gender dimension in research content.*

- *Sometimes measures evoke also effects which were not planned before (e.g. parental leave and possibilities to interrupt a Research Project due to Family care and publications of men rise whereas those of women stagnate).*
- *Complex process management; sometimes legal restraints*
- *Technical challenges with IT system - especially on the collection of self-identification data*
- *Lack of electronic tools / data for the audit and then for the monitoring of the actions*

Thus, the challenges of RFOs in implementing specific strategies on IGAR are basically related to the complexities of mainstreaming IGAR initiatives through the different research fields and in the scientific evaluation systems of RFOs. As well, organizational culture of organizations, lack of awareness on the relevance of IGAR and lack of knowledge among the staff and the research community have been identified. It is understandable to notice the emergence of resistances in those organizations that are starting to take seriously the introduction of measures and thus do not have a long tradition of IGAR policies supported by the high levels of the organization, but also in some organizations with a wide experience on gender equality. Criticisms targeting people in charge of gender equality policies is a phenomenon documented also by the gender community in the implementation of gender equality policies in RPOs, what has led to the concept of “gender fatigue” among these committed people. All these challenges are not so different from those reported by former GENDER-NET report in 2015. RFOs continue to face basically the same problems.

Regarding the current needs of the organizations to introduce some of the IGAR measures listed in the survey or others, 50% of the RFOs participants highlighted the need for more awareness on the relevance of sex/gender analysis for R&I and capacity-building, while 45% stressed training materials and 35% mandatory policies as useful measures to advance on IGAR (according to multiple choice):



Moreover, RFOs participants reported to have other needs related to the support from national and European authorities as well as from the research community, the gender expertise in the scientific evaluation systems and monitoring & evaluation systems able to show a positive gender impact as a result of the IGAR policies implemented:

- *As we are located in the CEE region, where funders are usually not very active in promoting gender equality, what seems to be the crucial is a more pronounced support from the state (or even EC)*
- *Hints for an evaluation and monitoring process, quality assurance; how to measure a higher quality?*
- *Probably more awareness and request coming from the majority of our research community would help.*
- *Gender expertise in the evaluation panels and external evaluators.*

5. Findings on promising practices in IGAR

Since the concept of good practices became popular, there has not been a common definition and unique approach to the identification of good practices at the international level. This has not avoided an overuse of the concept “good practices” concept, even “best practices”, without a clear definition of criteria and methods to test such practices. Although there is no formal approach to “promising practices” in gender equality policies in R&I at the EC level, the European Institute for Gender Equality (EIGE) could be considered a close source for inspiration from a gender perspective. The EIGE has published guides and recommendations on good practices since many years that have established a definition of the concept: “a good practice can be broadly defined as a practice that, upon evaluation, demonstrates success at producing an impact which is reputed as good, and can be replicated” (EIGE, 2013). According to this definition, the EIGE has identified five basic criteria for good practices:

1. it works well (relevance, efficiency, effectiveness, impact, sustainability);
2. transferable;
3. learning potential;
4. embedded within gender mainstreaming strategy;
5. provided achievement.

Taking inspiration from the EIGE, but especially from the UNGDAW approach to “good policies on gender equality” (see WHRI, 2017), for future analysis on promising practices, MICINN recommends to consider some of the following criteria for good practices on gender equality in R&I that may well apply to IGAR specific policies:

- Complies with European norms and standards regarding gender equality in R&I;
- Is embedded within a gender equality legislation/national or regional policy on R&I that included gender issues;
- Aims to accomplish substantive equality - not just formal equality - and structural change in R&I;
- Pursues sustainability of the effects through institutionalized mechanisms to ensure ongoing impact;
- Is inclusive and comprehensive enough; integrates an intersectional approach and keeps in mind diversity amongst women;

- Guarantees the meaningful participation of women researchers, gender experts and other stakeholders;
- Is equipped with comprehensive implementation mechanisms, such as sufficient human, technical and economic resources; but also with valid indicators and data collection that allows a professional evaluation of results and impact;
- Foresees communication, dissemination and training activities that reach all the research community in a way that facilitates IGAR literacy;
- Can be seen to be partially or fully replicable in other contexts.

These criteria, that have been adapted from the UN Working Group on the Elimination of women's discrimination in law and in practice (UNGDAW) list of elements of "good laws for women", could be easily followed by RPOs and RFOs as a checklist to keep in mind during the whole design and implementation process of gender equality policies in R&I, including IGAR specific strategies.

Former GENDER-NET 2015 report highlighted the policies on IGAR adopted by three institutions as promising practices: the Irish Research Council, the Canadian Institutes of Health Research and the US National Institutes of Health⁴. Taking into account the different approaches of international organizations to good practices, and especially the limitations to assess criteria and methods with the information available on RFOs, the MICINN team has tried to establish several **criteria for identifying promising practices** on IGAR from our survey in several steps:

1. The number and diversity of IGAR initiatives reported in this survey has been defined as the first criteria to dismiss some RFOs as providers of good practices. So, in the first stage organizations like the Independent Research Fund Denmark, Dutch Research Council - NWO, the Estonian Research Council, the Italian Ministry of Health and the Fund for Scientific Research were eliminated from the pool of potential good practices. It is important to clarify that these RFOs have been compared with the rest of RFOs respondents and they may well be active organizations regarding IGAR compared to RFOs that are not involved in transnational activities on gender research in the European Research Area, such as GENDER-NET Plus.

⁴ Only the policies on IGAR of the IRC could be considered in this GENDER-NET Plus report due to the scope of the survey and the information available.

By contrast, organizations with a huge range of IGAR initiatives included the Natural Sciences and Engineering Research Council, Technology Agency of the Czech Republic and the Irish Research Council. Indeed, as will be analysed in the next section, IRC is the institution with a more consistent initiative to promote IGAR through the whole cycle of research projects, followed by NSERC, TACR, RIF and DFG.

2. Existence of indicators, monitoring and evaluation tools able to show impact. Although transferability is one of the common indicators of good practices (see for instance, EIGE) and was one of the main elements in the GENDER-NET report when considering promising practices, in this report transferability has not been considered as determinant⁵. The focus of the analysts is not on replication of the activities in different institutions with different contexts but on the existence of monitoring and evaluation tools that let us show impact. Thus, the first pool of RFOs for this criterion were those that have a specific policy for the integration of the gender dimension in R&I (NSERC, CIHR, RIF, TA CR, DFG, IRC, MOST and Forte)⁶. Those RFOs without a specific policy on IGAR and thus, without information on monitoring mechanisms, were excluded from the final list at a second stage, i.e. “la Caixa” Foundation, Czech Science Foundation, Swedish Research Council and Agencia Estatal de Investigación.
3. Long tradition in IGAR policy implementation, what can indicate sustainability and ownership by the whole organization, i.e. the policy is not subject to leadership changes or particular transnational projects. Based on the analysis of the results of the 2020 survey but also on the results of the comparison over time as stated above, the most experienced organizations in the sample are the Swedish Research Council, the Irish Research Council, the Canadian Institutes of Health Research, and the Natural Sciences and Engineering Research Council. By contrast, ANR has not considered an experienced RFO in IGAR policies due to their recent gender equality strategy and the need of time to assess the results of their announced audits.

⁵ Some of the factors that could favor the transferability of IGAR initiatives reported to other RFOs refer to the small size of the funding organization and the existence of similar funding schemes (for instance, the possibility of providing funding on an individual basis apart from research projects).

⁶ CIHR, FWF, RCN and MOST could not be considered for this criterion due to lack of information regarding implementation and evaluation of specific IGAR policies.

Therefore, an optimal combination of the criteria established that takes into account the context-specificity and process-oriented approach to promising practices, let us propose the policies implemented in the following institutions as promising practices to get inspiration:

- **Irish Research Council (IRC)**

First, the IRC is one of the most experienced RFOs implementing gender equality policies across Europe. It is a role model for other RFOs and the organization is well aware of this role, which has been made explicit in their policy documents on gender equality. The Gender Strategy & Action Plan 2013-2020 considered the gender dimension in R&I content as one of the priority areas. At a programmatic level, the gender dimension in R&I is considered as excellent science: *“The Council will also only fund excellent research, and excellent research fully considers whether a potential sex and/or gender dimension is relevant to the research content and fully integrates sex/gender analysis where relevant, thereby ensuring maximum impact, societal benefit and optimizing innovation in Irish research ».* Irish Research Council Gender Strategy & Action Plan 2013 – 2020.

Second, the organization has monitoring mechanisms for the whole policy, and particularly for the quality of the gender dimension of research projects funded. Independent evaluation mechanisms also ensure that a positive gender impact is aimed by the organization.

Thus, the IRC is a case of good practice because of tradition, discourse, specific policies, and monitoring & evaluation mechanisms on IGAR. In other words, the IRC accomplishes the criteria of sustainability and consistency through the whole cycle of research projects (see section 6) regarding their IGAR policy.

Looking for inspiration?: <http://research.ie/resources/publications/policies-and-practice-to-promote-gender-equality-and-the-integration-of-gender-analysis-in-research/>

- **Natural Sciences and Engineering Research Council (NSERC)**

NSERC is a research funder that had not introduced a specific policy on IGAR in 2015 but has evolved in the last few years. This RFO has not only adopted a wide range of IGAR initiatives and a specific policy on IGAR, but also introduced monitoring mechanisms such as milestones and timelines, including IGAR indicators. The dissemination materials on IGAR available in their website are useful tools and a

source of inspiration for others, including online training modules on unconscious bias for evaluators. The close relation with the CIHR, a good practice highlighted in former GENDER-NET report, has certainly encouraged and facilitated the development of NSERC gender equality policies in R&I.

Moreover, the organization has considered their Framework (gender equality policy) as a living document that has evolved over the past years and has recently joint their efforts with their sister funding agencies (Canadian Institutes for Health Research (CIHR) and Social Sciences and Humanities Research Council (SSHRC) to create one Equity, Diversity and Inclusion (EDI) action plan. This has led to the establishment of a Tri-Agency Statement on Equity, Diversity and Inclusion (EDI)⁷. These coordination efforts are one of the most promising initiatives to ensure the sustainability of gender equality policies in the research field and thus deserve to be considered a promising practice.

Looking for inspiration?: https://www.nserc-crsng.gc.ca/NSERC-CRSNG/EDI-EDI/framework_cadre-de-reference_eng.asp

■ Technology Agency of the Czech Republic (TA CR)

TA CR is a research funder that has started implementing gender equality and IGAR policies recently. However, the decisive set of actions implemented make TA CR one of the RFOs with most potential in terms of gender equality and IGAR policies in Europe, and particularly a role model for Central and Eastern Europe. The way of addressing IGAR policies by showing the positive results in a pilot program (ZETA) and thus arguing the need to extend the initiative to other research programs has provided positive results. This pilot program has also let TA CR to learn from the experience and their assessment of the outcomes has led to refine the guidelines and criteria for future research programs that integrate IGAR policies. Indeed, the team involved in this pilot program is satisfied with the provisional results: “We are still in the process of its evaluation, but overall our impression is that despite all the resistances, the uptake among applicants was quite successful (many of them were able to integrate the gender dimension in their proposals in a meaningful way)” (TA CR). The use of new methods to disseminate sex/gender analysis content within the

⁷ See https://www.nserc-crsng.gc.ca/NSERC-CRSNG/EDI-EDI/index_eng.asp

research community, such as Youtube channels and QR codes in leaflets may well be a source of inspiration for other RFOs.

Looking for inspiration?: <https://www.tacr.cz/en/gender-equality-in-research-and-innovation/>

Although these are the RFOs that may be considered as a whole “promising practices” regarding IGAR and whose activities need to be followed by the GENDER-NET Plus community, there are particular activities reported by other RFOs that can be also considered promising practices individually, such as for instance:

- **Sweden (SRC and Forte):** In Sweden all governmental agencies funding research and innovation have from 2018 a governmental directive to promote the integration of a sex/gender perspective in research. The sharing of experiences between them has helped to improve the implementation process.

Finally, it is noteworthy the GENDER-NET Plus initial decision on the selection of topics for the first transnational call on gender research. The consortium of RFOs chosen to take the UN SDGs as a point of departure and invited proposals that addressed and explored interactions and interdependencies between SDG 5 – Gender equality and one or more of the following SDGs: SDG 3 - Good health and well-being; SDG 9 - Infrastructure, Industrialization and Innovation; SDG 13 - Climate Action. Setting research priorities keeping in mind the need to produce useful **knowledge to achieve the UN Sustainable Development Goals** can be considered a promising practice in itself.

The key message for the research community is two-fold: research must serve to reflect on innovative and effective solutions for the global challenges we are facing and this needs to understand the problems – including social problems such as gender inequalities – in their complexity and produce the basic science required; and gender equality as SDG5 is transversal to the other sustainable development goals, so researchers on gender need to cooperate in interdisciplinary teams to reveal these interconnections.



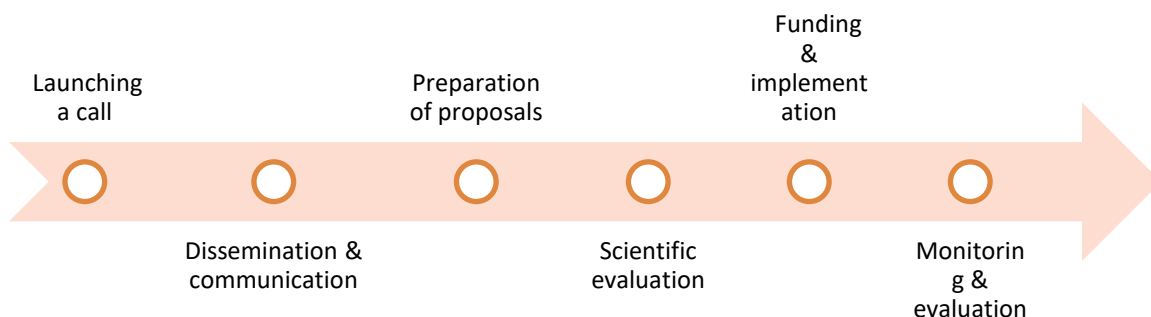
6. Proposal for RFOs framework: The policy cycle of IGAR

One of the main conclusions of this report is that many RFOs are working on IGAR initiatives across Europe and beyond, but we continue detecting that those are sometimes isolated, sometimes combined, activities. Indeed, in many cases IGAR initiatives have concentrated on one first step, i.e. requiring applicants to consider sex/gender analysis in the proposals and providing guidelines for evaluators and applicants but any further action is considered. Not in vain these were the most popular actions taken by our sample. This means that most of RFOs are acting on the first phase of the funding cycle of research projects, which is a good and necessary beginning, but are not taking any action in the subsequent phases, and needless to say, they hardly can measure some impact in the R&I funded.

Key message for RFOs:

The gender dimension of R&I needs to be consistent during the whole funding cycle of research projects

The following figure presents some common phases in the funding cycle of research projects by RFOs:



The actions to promote IGAR across the cycle of funded projects reported by the sample could be classified into the phases described above in the following way:

- Launching a call: Gender experts in the research teams are encouraged in the R&I calls; Training on sex/gender analysis for the research team is considered as eligible cost.
- Dissemination and communication: Communication campaign to make visible the support to sex/gender analysis; Dissemination materials on the gender dimension in R&I available.
- Preparation of proposals: Policy requiring applicants to specify whether they are considering sex and/or gender in their research proposal; Guidelines on the gender dimension of R&I for applicants; Training on the gender dimension of R&I for applicants; Panel descriptor “gender studies”.

- Scientific evaluation: Formal process to evaluate sex/gender analysis into R&I; Guidelines on the gender dimension of R&I for evaluators; Training on the gender dimension of R&I for evaluators; Experts on gender in R&I are included in the evaluation committees.
- Funding and implementation: Gender analysis of the proposals list.

Only the IRC reported measures on the monitoring and evaluation of funded projects, concretely the review of the gender dimension is included in the mid-term review of some of the larger awards.

According to the survey and the classification referred above, the RFOs of our sample⁸ are acting on IGAR in the different phases and with the following number of actions directly related to funding research projects:

	Launch call	Dissemination & Communication	Preparation of proposals	Scientific evaluation	Funding & implementation	Monitoring & Evaluation
FRS-FNRS			1			
CIHR	1	2	3	2		
NSERC	1	2	3	2		
GACR			1	2		
TACR	1	1	3	4		
RIF		2	3	1		
Estonian RC	1					
DFG		2	2	2		
IRC	1	2	3	5	1	1
MOST			1		2	
MOH-IT	1		1			
AEI			2	1		
La Caixa	1		1	1		
FORTE			2	1		
SRC			2	2		
FWF		1	2			
RCN			1	1		
ANR		1				

⁸ Only those that have at least one action on IGAR related to funding research projects have been considered.

As can be seen, as we move forward in the cycle of IGAR in research projects, the actions promoted by RFOs decrease in number and intensity. But also the efforts are poor in the important actions to be taken before the preparation of proposals by the research community considering IGAR. Indeed, the vast majority of RFOs concentrate efforts to promote IGAR in the central phases of the cycle, i.e. establishing requirements on IGAR for the preparation and submission of proposals and the subsequent scientific evaluation. This is the case for FWF, RCN, GACR, AEI, Forte and SRC. Almost every RFO considered in the report has **“IGAR gaps” in the funding cycle of research projects**. IRC is the institution with a more consistent initiative to promote IGAR through the whole cycle of research projects, reporting actions in six of the phases proposed, followed by NSERC, CIHR, TACR, RIF and DFG. The intention of this report in showing these gaps is to increase awareness among the decision-making level of RFOs. More efforts on ensuring the consistency of IGAR are needed and this requires gender structures, economic resources and gender experts.

The MICINN team presents a proposal for an RFO framework policy to ensure the proper integration and evaluation of the gender dimension in R&I. In order words, the aim is to give clues to define a tailored and consistent policy or approach to ensure that IGAR is considered in all phases of the funding cycle of research projects. This proposal is based on the ideas developed by other research organizations (see Science Europe) and sister projects funded under Horizon 2020, particularly GEECCO⁹ and SUPERA¹⁰, which developed actions, reports and materials focused on RFOs. Yet the focus of this proposal is exclusively on IGAR initiatives in order to help RFOs distinguish between gender equality measures to promote women’s research careers, women’s leadership in R&I, gender equality plans in RPOs, etc., from measures to ensure the gender dimension in research content¹¹. In addition, several measures and actions included in the proposal below have been taken from the policy documents provided by the RFOs participants in this survey.

The main additions to the measures already considered in GENDER-NET and highlighted by this survey will be focused on strengthening the initial and final phases of the cycle to close the IGAR gaps and also on the scientific evaluation, thus mainstreaming the gender dimension in R&I:

⁹ See http://www.geecco-project.eu/resources_results/geecco_material/

¹⁰ See <https://www.superaproject.eu/resources-for-research-funding-organisations/>

¹¹ The 2020 survey has detected persistent confusion among some RFOs regarding gender equality measures and IGAR measures. Since all of them are considered jointly in their gender equality policies and strategies, several RFOs reported on both type of measures in the IGAR survey.

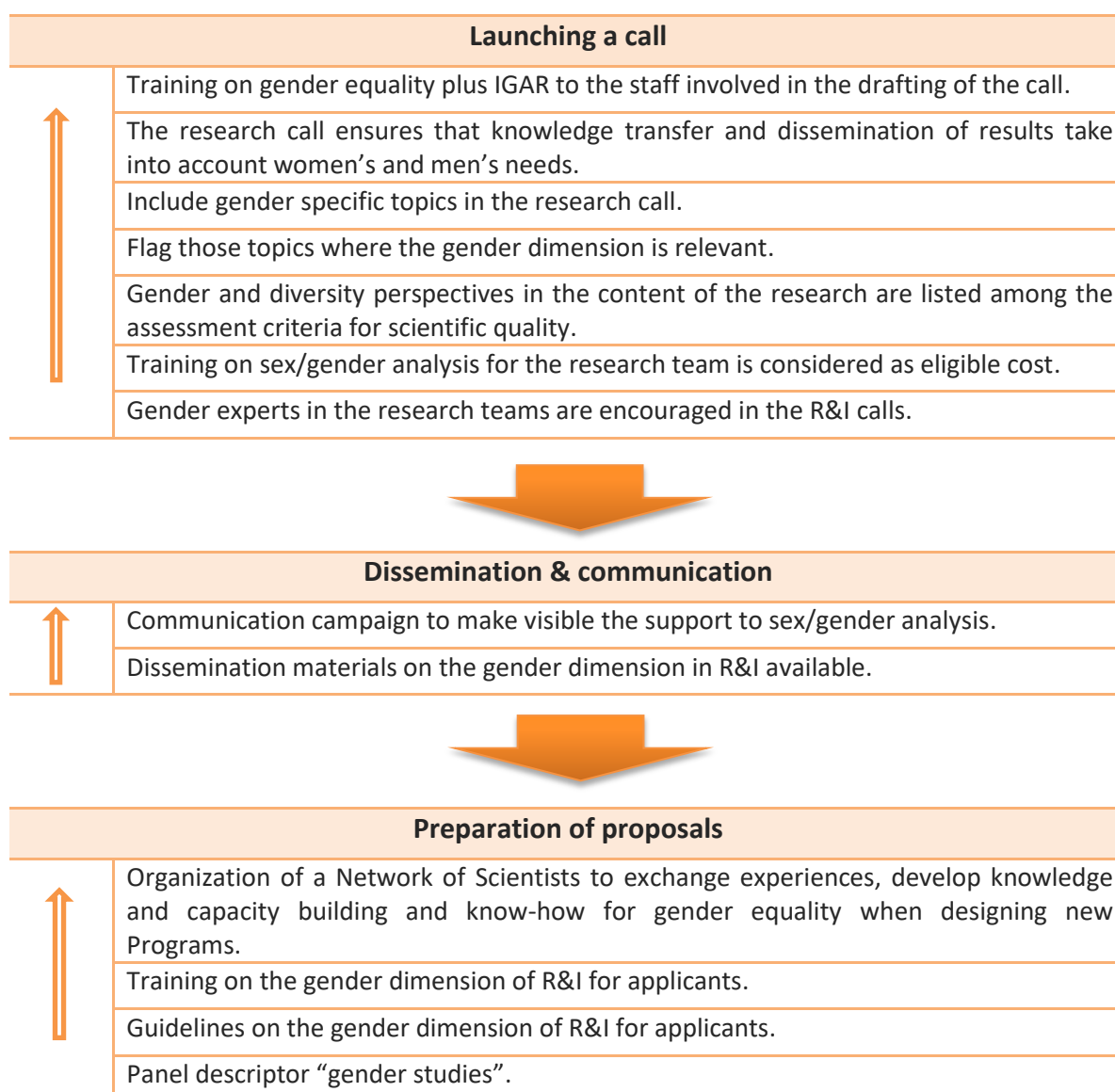
- The importance of IGAR in research since the elaboration of the research calls: usually those criteria, measures and indicators not foreseen in the publication of research calls will not be considered in the subsequent phases of the research program. This is why it is crucial to carefully decide in advance how to ensure the integration of the gender dimension, since the preparation of proposals to the monitoring & evaluation of funded projects.
- A system for the selection of members of the evaluation panels that ensures knowledge on IGAR in every scientific field. The purpose of this system is two-fold: 1) research proposals will be evaluated adequately regarding sex/gender analysis; and 2) the RFOs could be warned on gaps or lack of quality by research field. RFOs have at least two options to develop such a system:
 - To build their data systems of evaluators ensuring that there is gender expertise in every research field, both remotely and in the evaluation panels.
 - To introduce a specific evaluation of research projects by a particular panel of evaluators who are experts on gender plus other scientific fields. This panel would only come into play once a ranking list has been developed and the RFO needs to make decisions on funding according to the budget.
- Mainstreaming IGAR in the monitoring and evaluation systems for funded projects. The development of IGAR indicators, along with other gender indicators, of performing and socio-economic impact will be the key action to introduce IGAR in the monitoring and evaluation procedures in a formal manner in every research call systematically. Gender experts, as in the scientific evaluation of proposals, need to be involved in the qualitative assessment.

To give just some examples, GENDER-NET Plus monitoring framework for the transnational projects funded established three areas of monitoring & evaluation, one of them being the gender dimension in R&I content, with the following indicators:

- Gender experts in the research team (no./% w/m/other)
Data collection tool: quantitative information asked in the online questionnaire
- Members of the research team who have received training on IGAR (no./% w/m/other)
Data collection tool: quantitative information asked in the online questionnaire
- Data collection tools capture information relevant to sex/gender
Data collection tool: qualitative information through open questions in questionnaire/ interviews

- The variables used highlight the relationship between the SDG issue studied and gender factors
Data collection tool: qualitative information through open questions in questionnaire/ interviews
- The project brings out differences/inequalities between women and men in the field (if any and/or shows there are no)
Data collection tool: qualitative information through open questions in questionnaire/ interviews


The whole list of measures recommended as potential options for tailored decisions in RFOs in each phase of the funding cycle of research projects are presented by order, from the lowest level of demanding to the highest demanding measures in terms of technical, human and economic resources:



	Policy requiring applicants to specify whether they are considering sex and/or gender in their research proposal.
	Templates ensure a data management system for research projects with gender statistics.




Scientific evaluation

	A system for the selection of members of the evaluation panels that ensures knowledge on IGAR in every scientific field.
	Experts on gender in R&I are included in the evaluation committees as observers.
	Training on the gender dimension of R&I for evaluators.
	Formal process to evaluate sex/gender analysis into R&I, including indicators and agreements on how to assess IGAR.
	Guidelines on the gender dimension of R&I for evaluators.
	Inclusion of a statement in the Guide for Evaluators on the importance of Integrating Gender Analysis into Research (IGAR) when evaluating proposals.




Funding and implementation

	Gender analysis of the proposals list.
	Positive action measures to favour those projects that integrate sex and/or gender (e.g., tie-breaking criterion). ¹²



Monitoring & evaluation

	IGAR indicators included in the templates for the monitoring & evaluation of projects funded which are consistent with the call.
	Publish data on numbers of topics flagged and proposals that include the gender dimension in R&I annually.
	Review of the gender dimension included in the mid-term review of research programs.
	Evaluations of IGAR in the research proposals submitted and funded, using quantitative and qualitative methods, to assess the quality of sex/gender analysis and also whether applications with a well-integrated gender perspective had a good chance to get funded.

¹² Positive action measures have been included as part of the funding decisions of RFOs because they are usually designed to be applied once the scientific evaluation has been conducted and a ranking list is in place. Moreover, positive action measures need to be considered temporary special measures to compensate situations of gender inequality and as such, could be more appropriate in the realm of “funding decisions” rather than the normal and stable procedures of scientific evaluation.

Several of the IGAR initiatives are not considered in this journey map to integrate IGAR in the whole cycle of research funding. Suggesting that those initiatives are not so relevant is far from the intention of the authors. They instead have different purposes, but equally relevant for the RFOs policies on gender equality:

- Actions to promote **sex/gender analysis in university-level curricula** are one of the best measures to promote the gender dimension in the research projects submitted in the coming decades. However, since this goes beyond the scope of most of RFOs, it can be considered as part of their social responsibility actions, even in cooperation with the policies of the correspondent Ministries in their countries.
- The **gender dimension in R&I as part of the organization's mandate** in official documents could be a good way to institutionalize the commitment of the RFO with research free from gender bias. The gender equality policies/plans developed by RFOs need to keep in mind that one of the main fields of action on gender equality for RFOs refers to the gender dimension in funded projects and also in scientific evaluation, among others that can be similar to RPOs.
- A **funding programme on gender studies** means recognition of the valuable insights and scientific evidence on sex/gender analysis provided by gender researchers from all disciplines in which humans are involved as objects of study/users of products. The funding programme on gender studies will follow the same phases stated above, although some of the requirements are taken for granted in this research field.

Finally, the future policies of IGAR in RFOs will need to consider three main trends regarding content and structures:

- The announcement by the EC regarding **sex/gender analysis as a mandate** for beneficiaries of Horizon Europe (Nature Editorial, 2020). This means going one step further than Horizon 2020 in the third gender equality objective of the EC. Furthermore, every policy adopted to ensure the gender dimension of R&I under Horizon Europe can have echoes in national RFOs. However, the intermediate evaluation on gender equality of Horizon 2020 concluded that only 14% of funded projects showed a comprehensive integration of the gender dimension in R&I (see EC, 2017). Thus, monitoring and additional requirements on the quality of the gender dimension would be advisable.
- The **intersectional approach** to gender equality that is being demanded by the EC. An intersectional analysis will consider not only sex/gender in the research

proposals but also other variables that may be interacting with sex/gender to produce a complex source of discrimination/inequalities. Only by taking these interplays into account when

Key message for the future:

The gender dimension in the R&I content will need to adopt an intersectional approach

appropriate, research proposals and solutions will be significantly useful for the most vulnerable groups of women who suffer the “multiple discrimination”. The Standing Working Group on Gender in Research and Innovation (SWG GRI hereon) will work in the coming years on providing the necessary policy advice to Member States and European stakeholders on how to address gender equality policies, and particularly the gender dimension into research content, from an intersectional perspective. The first step, as happened with gender balance/gender experts in the research teams, is to make a clear distinction on gender equality policies/legislation on gender equality taking intersectionality into account and the need to consider sex/gender, but also other variables such as race, social class, sexual orientation, ability, age, among others in the research content as well as in the citizen science initiatives. Which variables are relevant will depend, as in sex/gender variables, on the research object and field. The Gendered Innovations 2 report has included one case study to advice researchers on how to integrate gender and other aspects of intersectional analyses into energy research and development (see EC, 2020).

To give two examples from the RFOs respondents to the survey, Forte includes in their research calls the following explanation to require sex/gender analysis and other “diversity variables”:

[Gender and diversity perspectives in the content of the research (max 2 500 characters)

Describe in what way a theoretically based gender and diversity perspective is important for the research project. This applies in addition to a description of the variables included in the research project, such as gender, ethnicity and disability. Disability, ethnicity, socioeconomic status, age and sexual orientation are aspects that are included in the diversity concept.]

And for the context of the Canadian Institutes of Health Research, since 2012, the Status of Women Canada updates the term “gender-based analysis” to “gender-based analysis plus”. This new approach emphasizes the consideration of other

identity factors such as age, ethnicity, disability, education, language, geography, culture and income¹³.

- The development of **gender equality structures and gender equality policies in RFOs**. Gender equality structures and mechanisms constitute the first step to build a professional and sustainable gender equality policy and thus its existence in an organization is a standard of quality. Otherwise, gender equality policies may depend on the occasional interest of some responsible people or experience ups and downs along with periodic institutional changes. As recommended by the European Economic and Social Committee in its 2015 resolution on women and science, gender equality policies should be an integral part of the general planning of research institutions. Indeed, IGAR specific strategies need to be taken as seriously as the policies to require ethics in science, appropriate data management systems, open science, among others. This importance should be reflected along the funding cycle of research projects, from the research call to the evaluation of funded projects as stated above, and this is why a specific strategy within the gender equality policies of RFOs is necessary. Otherwise, the consistency of the gender dimension in R&I may well be jeopardised. Finally, the announcement of the European Commission related to the requirement of gender equality plans in every public entity as eligibility criterion for Horizon Europe beneficiaries is a step forward for gender equality policies in research institutions of the ERA. For now, this requirement will only affect public universities and research centres and not research funding organizations. But research funders are also beneficiaries of the Framework Programmes, for instance in the H2020 Swafs programme as well as in partnerships, and the debate for the inclusion of RFOs in the requirement of gender equality policies may be opened in the coming years.

Fields of action on GE for RFOs :

- *GE structures and mainstreaming*
- *Organizational culture & training on GE and IGAR*
- *Gender dimension in R&I content*
- *Scientific evaluation*
- *Impact on research career*

¹³ See <https://www.canada.ca/en/health-canada/corporate/transparency/corporate-management-reporting/health-portfolio-sex-gender-based-analysis-policy.html>

7. Conclusions and recommendations

This comparative analytical report on existing RFO initiatives on the integration of the gender dimension in R&I has shown the huge **diversity and disparities regarding gender equality policies on IGAR** in spite of efforts at EU level to promote gender equality policies in RFOs. The political context in the ERA is more favorable than the one in which the former GENDER-NET report was developed. RFOs have a clear mandate from the Council to ensure that research funded is free from gender bias and the collection of evidences, references, materials and guidelines is quite extensive. Yet many RFOs are working on IGAR initiatives across Europe and beyond by implementing sometimes isolated, sometimes combined activities that do not ensure consistency and sustainability. Moreover, when trying to account for progress made by RFOs since the GENDER-NET survey in 2015, the information available suggests that the level of progress is also diverse. Some RFOs have decisively advanced on specific policies and structures to promote the gender dimension in R&I, while others still have not taken off in spite of being stakeholders in gender initiatives such as GENDER-NET and GENDER-NET Plus. This leads to different levels of importance for the gender dimension in the scientific production of different countries from the ERA.

Although the report has focused on rooms for improvement in the IGAR policies of RFOs in order to encourage them to continue this work and make it more impactful and sustainable in their organizational structures, **positive figures** were also found. First, the report has identified promising practices, some of them with a long tradition since former GENDER-NET report (IRC) and others new (NSERC, TA CR). Second, many of the respondents reported future actions on IGAR that are being planned in their institutions, so there is a clear will to move IGAR forward in the immediate future. Experience suggests that once RFOs claim to be interested in introducing these policies, they take decisive steps (see the examples of RIF, ANR and DFG from 2015 to 2020).

In summary, former GENDER-NET report on IGAR initiatives provided the necessary basis for creating awareness on the important role of the gender dimension in R&I that encouraged new RFOs to adopt IGAR initiatives having in mind the promising practices highlighted in 2015. Current GENDER-NET Plus report on IGAR initiatives has focused on moving forward from the stage of adopting IGAR initiatives in RFOs as “gender awareness measures” to the phase of developing a specific, consistent and sustainable policy to adequately consider IGAR during the whole funding cycle of research projects.

Finally, we must conclude that since most of RFOs have not yet fully implemented measures to ensure that sex/gender is considered in the whole lifetime of a research call,

there is no yet enough groundwork to advance on IGAR initiatives from an intersectional approach. The decision-making level of RFOs and the research community will need policy advice and the necessary skills to effectively consider the gender dimension in R&I content from an intersectional perspective.

Former GENDER-NET report in 2015 proposed a set of recommendations to further advance at national and transnational level as summarized below:

- Provide clear definitions and guidelines on gender balance/gender equality policies and the gender dimension in research content.
- Adopt a specific policy or strategy within the institution aimed at integrating the gender dimension in research content.
- Count on the high level support for the development and implementation of such a policy/strategy.
- Allocate the necessary budget and resources for a sound implementation of the aforementioned policy/strategy followed by a comprehensive monitoring and evaluation system to measure success.

As a result of the 2020 survey, it could be claimed that the first two recommendations have been widely followed by RFOs. Several of former GENDER-NET partners have nowadays a specific policy in place and the vast majority of the RFOs consulted have developed guidelines and training for applicants and evaluators. The second recommendation regarding the necessary high level support from institutions to introduce this kind of policies has not been easy considering the challenges expressed by the respondents about organizational culture and awareness on the relevance of IGAR. Third, the need of allocating human and economic resources for a sound implementation of IGAR policies that let us measure success remains a valid recommendation five years later. Indeed, this will be the biggest challenge for RFOs in implementing their IGAR policies in the upcoming years: to close the “IGAR gaps”.

In order to build on the basis of former GENDER-NET recommendations, and considering the results of the 2020 survey and the status of RFOs, a list of new recommendations to be considered by the EC/GENDER-NET Plus and RFOs respectively, can be found below:

Recommendations at the EC/GENDER-NET Plus consortium level:

- ✓ The survey has shown huge diversity and disparities regarding gender equality policies on IGAR in spite of efforts at EU level to promote gender equality policies in RFOs. There is a need to close the gap between the different level of experience and results so that the EU can ensure that the production of knowledge under the new ERA is free from gender bias in every country. This can be provided by different lines of action:
 - Progressively include RFOs under the policy that establishes gender equality plans as an eligibility criterion in Horizon Europe. **GEPs in RFOs will need to consider IGAR as a priority field of action.**
 - Provide technical support to those RFOs under GENDER-NET Plus that are willing to integrate the gender dimension in the research projects they fund.
- ✓ The experience shows that once RFOs have contact with a **transnational activity on gender equality policies**, they tend to take steps further, at least in terms of funding research from a gender perspective. Thus, it is important to work on two lines of action:
 - The sustainability of the GENDER-NET Plus activities in the future partnerships configuration of Horizon Europe to guarantee that:
 - funding gender research is among the priorities for RFOs across Europe and beyond
 - the emerging alignment of policies among GENDER-NET Plus partners regarding IGAR can be settled down in the organizations
 - The active promotion of the role of observers in GENDER-NET Plus, as well as a wide dissemination of the gender equality policies adopted by its members, in order to extend the RFOs community interested in IGAR
- ✓ The promotion of **multilateral research agreements** that foster the integration of the gender dimension in R&I in international cooperation in science, technology and innovation.
- ✓ The question requiring applicants to explain whether they are considering the gender dimension in the research proposal in Horizon 2020 was a milestone in this regard and showed the path for the rest of funders. In this sense, this requirement needs to be reinforced in **Horizon Europe ensuring a proper evaluation of the**

gender dimension at the level of proposals and also in the monitoring and evaluation of projects funded. By doing this, Horizon Europe will become a role model for every research funding organization involved in the ERA.

- ✓ The promotion of sex/gender analysis in university-level curricula will certainly avoid that research proposals in the future continue to be sex/gender-blind. Taking action in early stages of the training received by researchers of the coming decades needs to be considered as an integral part of the alignment of agendas in terms of gender equality policies in R&I, particularly to achieve one of the most important objectives of the European Commission such as the gender dimension in R&I content.
- ✓ The careful consideration of the conclusions that will be reached by the specific working group created at the **SWG GRI on gender and intersectionality in the R&I** field during 2021, particularly those related to the research system and the research content. This may well be a starting point for the necessary policy advice required by the decision-making level of RFOs and the research community.
- ✓ The design of additional activities under **GENDER-NET Plus to strengthen mutual learning among the RFOs** involved regarding IGAR initiatives. For this purpose, and taking into account the limitations of surveys even with open questions, a qualitative approach could be useful, particularly the development of focus groups with people in charge of IGAR initiatives in the RFOs. Such a strategy would be a live learning experience for GENDER-NET Plus members and would enrich the present report with first-hand, qualitative information.

Recommendations at the RFO/national authority level:

- ✓ Adopt the recently announced policy of the EC for Horizon Europe and make **sex/gender analysis a mandate** in research calls.
- ✓ Reflect on a **framework for good practices** in the design of gender equality strategies and IGAR initiatives that draw inspiration on the international framework for promising practices from a gender perspective (see proposal in section 5).

- ✓ Define a **specific, tailored policy on the gender dimension of R&I content** that shows consistent action throughout the funding cycle of research projects (see proposal for RFOs framework on IGAR in section 6).
- ✓ Consider the design of **positive action measures** as part of the funding decisions of RFOs to accelerate the integration of the gender dimension into R&I projects. Positive action measures need to be considered temporary special measures to ensure that allocation of research funding is not affected by gender bias.
- ✓ Develop **gender equality structures** at national and regional RFOs that can dedicate more efforts to ensure the consistency of IGAR and close the existing gaps. This requires gender structures, economic resources and gender experts.
- ✓ Count on **gender expertise in R&I** in the design of gender equality policies in RFOs, since some inconsistencies have been noticed during the analysis of GEPs in the RFOs respondents (sometimes there is no a proper distinction and understanding of IGAR and other gender equality objectives and fields of action).
- ✓ Include **gender indicators on IGAR in the monitoring and evaluation procedures** for research projects funded, what will require training and materials on IGAR for these evaluation panels/experts. Sending the message to the research community of the correspondent countries that gender equality and IGAR will be taken into account in the evaluation of projects funded can make a difference to take the matter seriously.

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Annex I. RFO summary sheets on IGAR policies

The following summary sheets include the information provided by the RFOs that participated in our survey on IGAR initiatives, updated as of mid-2020 and presented in alphabetical order by country:

AUSTRIA		FWF – Austrian Science Fund
Type of organization	Research funding agency, foundation, council	
Research areas funded	<div><input type="checkbox"/> Social sciences and humanities</div> <div><input type="checkbox"/> Life sciences</div> <div><input type="checkbox"/> Physical and engineering sciences</div> <div><input type="checkbox"/> Interdisciplinary research</div>	
Transnational activities on IGAR	<div><input type="checkbox"/> Joint project</div> <div><input type="checkbox"/> International conference/workshop</div>	
Sex/gender analysis initiatives	<div><input type="checkbox"/> The gender dimension in R&I is part of the organization’s mandate in official documents</div> <div><input type="checkbox"/> Policy requiring applicants to specify whether they are considering sex and/or gender in their research proposal</div> <div><input type="checkbox"/> Guidelines on the gender dimension of R&I for applicants</div> <div><input type="checkbox"/> Dissemination materials on the gender dimension in R&I available</div>	
Policy/strategy aimed at integrating sex/gender analysis into R&I content		
Objectives	The FWF is committed to gender equality and thus equal opportunities ⁹ for women and men in research. The FWF strives to achieve the balanced participation of women and men in the FWF’s decision-making bodies, its functions, its decision-making processes and in its programs whether as applicants or principal investigators. The diversity of researchers will be considered from an intersectional approach, where necessary. Furthermore, the FWF supports research that specifically includes, in addition to the adequate participation of women in the research team, the gender dimension in the research approach where relevant.	
Relevant link on IGAR	https://www.fwf.ac.at/en/about-the-fwf/gender-issues https://www.fwf.ac.at/en/about-the-fwf/gender-issues/monitoring-equal-opportunities https://www.fwf.ac.at/en/about-the-fwf/gender-issues/strategy-gender-equality-diversity	

BELGIUM		Fund for Scientific Research - FRS
Type of organization		Research funding agency, foundation, council
Research areas funded		<input type="checkbox"/> Social sciences and humanities <input type="checkbox"/> Life sciences <input type="checkbox"/> Physical and engineering sciences <input type="checkbox"/> Interdisciplinary research
Transnational activities on IGAR		Joint research funding programme
Sex/gender analysis initiatives		<input type="checkbox"/> Inclusion of a panel descriptor "Gender studies"

CANADA		Canadian Institutes of Health Research - CIHR
Type of organization		Research funding agency, foundation, council
Research areas funded		<input type="checkbox"/> Life sciences
Transnational activities on IGAR		Joint research funding programme
Sex/gender analysis initiatives		<input type="checkbox"/> Policy requiring applicants to specify whether they are considering sex and/or gender in their research proposal <input type="checkbox"/> Training on sex/gender analysis for the research team is considered as eligible cost <input type="checkbox"/> Guidelines on the gender dimension of R&I for applicants <input type="checkbox"/> Guidelines on the gender dimension of R&I for evaluators <input type="checkbox"/> Training on the gender dimension of R&I for applicants <input type="checkbox"/> Training on the gender dimension of R&I for evaluators <input type="checkbox"/> Communication campaign to make visible the support to sex/gender analysis <input type="checkbox"/> Dissemination materials on the gender dimension in R&I available
Policy/strategy aimed at integrating sex/gender analysis into R&I content		
Objectives		It is the policy of the Government of Canada's Health Portfolio to use sex and gender-based analysis to develop, implement and evaluate the Health Portfolio's research, legislation, policies, programs and services to address the different needs of women and men.

Relevant link on IGAR	https://www.canada.ca/en/health-canada/corporate/transparency/corporate-management-reporting/health-portfolio-sex-gender-based-analysis-policy.html https://cihr-irsc.gc.ca/e/50238.html
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CANADA		Natural Sciences and Engineering Research Council - NSERC	
Type of organization	Research funding agency, foundation, council		
Research areas funded	<div><input type="checkbox"/> Life sciences</div> <div><input type="checkbox"/> Physical and engineering sciences</div>		
Transnational activities on IGAR	Joint research funding program (GENDER-NET Plus)		
Sex/gender analysis initiatives	<div><input type="checkbox"/> Policy requiring applicants to specify whether they are considering sex and/or gender in their research proposal</div> <div><input type="checkbox"/> Training on sex/gender analysis for the research team is considered as eligible cost</div> <div><input type="checkbox"/> Guidelines on the gender dimension of R&I for applicants</div> <div><input type="checkbox"/> Guidelines on the gender dimension of R&I for evaluators</div> <div><input type="checkbox"/> Training on the gender dimension of R&I for applicants</div> <div><input type="checkbox"/> Training on the gender dimension of R&I for evaluators</div> <div><input type="checkbox"/> Communication campaign to make visible the support to sex/gender analysis</div> <div><input type="checkbox"/> Dissemination materials on the gender dimension in R&I available</div>		
Policy/strategy aimed at integrating sex/gender analysis into R&I content			
Objectives	NSERC Framework on Equity, Diversity and Inclusion to collect, analyze and report gender and designated equity group data for all participants in NSERC programs.		
Prospect	Starting in 2020, NSERC will be requesting from students and fellows to complete a 'Diversity in research' module that requires them to answer the following question: 'Are diversity considerations including, but not limited to, sex and gender taken into account in the research design, methods, analysis and interpretation, and/or dissemination of findings?'		
Relevant link on IGAR	https://www.nserc-crsng.gc.ca/NSERC-CRSNG/EDI-EDI/framework_cadre-de-reference_eng.asp https://www.nserc-crsng.gc.ca/NSERC-CRSNG/EDI-EDI/index_eng.asp https://www.nserc-crsng.gc.ca/_doc/Reviewers-Examineurs/CompleteManual-		

[ManualEvalCompleet_eng.pdf](#)

https://www.nserc-crsng.gc.ca/doc/EDI/Guide_for_Applicants_EN.pdf

CZECH REPUBLIC		Czech Science Foundation - GACR
Type of organization		Research funding agency, foundation, council
Research areas funded		<input type="checkbox"/> Social sciences and humanities <input type="checkbox"/> Life sciences <input type="checkbox"/> Agricultural and biological-environmental sciences <input type="checkbox"/> Physical and engineering sciences <input type="checkbox"/> Interdisciplinary research
Transnational activities on IGAR		Participation in regularly meetings organized by public and government authorities on the gender topic
Sex/gender analysis initiatives		<input type="checkbox"/> The gender dimension in R&I is part of the organization's mandate in official documents <input type="checkbox"/> Formal process to evaluate sex/gender analysis into R&I <input type="checkbox"/> Guidelines on the gender dimension of R&I for applicants <input type="checkbox"/> Guidelines on the gender dimension of R&I for evaluators
Policy/strategy aimed at integrating sex/gender analysis into R&I content		
Prospect		Gender coordinators have announced the development of a written policy, which will be published on the official website.

CZECH REPUBLIC		Technology Agency of the Czech Republic – TA CR	
Type of organization		Research funding agency, foundation, council	
Research areas funded		<div><input type="checkbox"/> Applied research in all areas</div> <div><input type="checkbox"/> Life sciences</div> <div><input type="checkbox"/> Physical and engineering sciences</div> <div><input type="checkbox"/> Interdisciplinary research</div> <div><input type="checkbox"/> Social sciences and humanities</div>	
Transnational activities on IGAR		<div><input type="checkbox"/> European project (GEECCO)</div> <div><input type="checkbox"/> Joint research funding programme (GENDER-NET Plus)</div>	
Sex/gender analysis initiatives		<div><input type="checkbox"/> Policy requiring applicants to specify whether they are considering sex and/or gender in their research proposal</div> <div><input type="checkbox"/> Gender experts in the research teams are encouraged in the R&I calls</div> <div><input type="checkbox"/> Formal process to evaluate sex/gender analysis into R&I</div> <div><input type="checkbox"/> Guidelines on the gender dimension of R&I for applicants</div> <div><input type="checkbox"/> Guidelines on the gender dimension of R&I for evaluators</div> <div><input type="checkbox"/> Training on the gender dimension of R&I for applicants</div> <div><input type="checkbox"/> Training on the gender dimension of R&I for evaluators</div> <div><input type="checkbox"/> Experts on gender in R&I are included in the evaluation committees</div> <div><input type="checkbox"/> Communication campaign to make visible the support to sex/gender analysis</div>	
Policy/strategy aimed at integrating sex/gender analysis into R&I content			
Objectives	TA CR started to promote the gender dimension in research content as part of H2020 project GEECCO (2017-2021). TA CR commitments regarding the implementation of Gender Equality in RFOs include launching at least one call or programme that promotes the integration of the gender dimension, developing guidelines for applicants and training its employees.		
Prospect	TA CR plans to continue in its efforts beyond the lifetime of the GEECCO project and transfer the evaluation of the integration of the gender dimension also in other programmes. In the future, it should become a standard part of our criteria.		
Relevant link on IGAR	https://www.tacr.cz/en/gender-equality-in-research-and-innovation/ http://www.geecco-project.eu/about/workpackages/#c72082 https://www.tacr.cz/wp-content/uploads/documents/2020/06/29/1593429728_TA.DI%2010_web_compressed.pdf		

CYPRUS		Research and Innovation Foundation
Type of organization	Research funding agency, foundation, council	
Research areas funded	<div><input type="checkbox"/> Social sciences and humanities</div> <div><input type="checkbox"/> Life sciences</div> <div><input type="checkbox"/> Physical and engineering sciences</div> <div><input type="checkbox"/> Interdisciplinary research</div>	
Transnational activities on IGAR	Joint research funding programme	
Sex/gender analysis initiatives	<div><input type="checkbox"/> The gender dimension in R&I is part of the organization’s mandate in official documents</div> <div><input type="checkbox"/> Policy requiring applicants to specify whether they are considering sex and/or gender in their research proposal</div> <div><input type="checkbox"/> Guidelines on the gender dimension of R&I for applicants</div> <div><input type="checkbox"/> Guidelines on the gender dimension of R&I for evaluators</div> <div><input type="checkbox"/> Training on the gender dimension of R&I for applicants</div> <div><input type="checkbox"/> Communication campaign to make visible the support to sex/gender analysis</div> <div><input type="checkbox"/> Dissemination materials on the gender dimension in R&I available</div>	
Policy/strategy aimed at integrating sex/gender analysis into R&I content		
Objectives	The overall objective of the Gender Equality Plan 2018-2020 is to build institutional capacity to facilitate cultural change that goes beyond the formal adoption of a GEP. The Foundation further aims at removing any existing gender inequalities and mitigating perceived factors that limit equal participation and advancement of women by setting the following interim objectives: Promoting a gender-inclusive organizational culture and eliminating sub-conscious gender biases in all aspects of human resources management: recruitment, retention, career progression, work-life balance, care and family life; Creating awareness among the decision-making bodies to influence and ensure gender-sensitive internal processes and procedures; Instigating the integration of sex and/or gender dimension into R&I content to increase excellence in research; Working systematically to address gender challenges within the scope of the Foundation by adopting transversal measures.	
Relevant link on IGAR	https://www.research.org.cy/en/strategic-planning/gender-equality/ https://www.research.org.cy/wp-content/uploads/SxediolsotitasFilwn2018_20.pdf http://netinfoweb.net/research/wpcontent/uploads/SxediolsotitasFilwn2018_20.pdf	

DENMARK		Independent Research Fund Denmark - DFF
Type of organization		Research funding agency, foundation, council
Research areas funded		<input type="checkbox"/> Social sciences and humanities <input type="checkbox"/> Life sciences <input type="checkbox"/> Physical and engineering sciences <input type="checkbox"/> Interdisciplinary research
Transnational activities on IGAR		European project (SwafS-09-2018-2019-2020)

ESTONIA		Estonian Research Council
Type of organization		Research funding agency, foundation, council
Research areas funded		<input type="checkbox"/> Social sciences and humanities <input type="checkbox"/> Life sciences <input type="checkbox"/> Physical and engineering sciences <input type="checkbox"/> Interdisciplinary research
Transnational activities on IGAR		<input type="checkbox"/> European project (GEARING-Roles) <input type="checkbox"/> Joint research funding programme (GENDER-NET Plus)
Sex/gender analysis initiatives		<input type="checkbox"/> Training on sex/gender analysis for the research team is considered as eligible cost
Policy/strategy aimed at integrating sex/gender analysis into R&I content		
Prospect		The promotion of the integration of sex and gender analysis in research is planned to be part of the upcoming Gender Equality Plan

FRANCE		French National Research Agency - ANR	
Type of organization		Research funding agency, foundation, council	
Research areas funded		<div><input type="checkbox"/> Social sciences and humanities</div> <div><input type="checkbox"/> Life sciences</div> <div><input type="checkbox"/> Physical and engineering sciences</div> <div><input type="checkbox"/> Interdisciplinary research</div>	
Transnational activities on IGAR		<div><input type="checkbox"/> Joint project</div>	
Sex/gender analysis initiatives		<div><input type="checkbox"/> The gender dimension in R&I is part of the organization's mandate in official documents</div> <div><input type="checkbox"/> Communication campaign to make visible the support to sex/gender analysis</div>	
Policy/strategy aimed at integrating sex/gender analysis into R&I content			
Objectives	The main goal of the agency is to help create a framework for conducting honest and responsible research and to move the scientific culture towards taking into account the gender and/or gender dimension in research.		
Prospect	The sex/gender dimension is still not an evaluation criterion but scheduled in 2022.		
Relevant link on IGAR	https://anr.fr/fileadmin/documents/2020/PA-Genre-ANR.pdf		

GERMANY		Deutsche Forschungsgemeinschaft - DFG	
Type of organization		Research funding agency, foundation, council	
Research areas funded		<input type="checkbox"/> Social sciences and humanities <input type="checkbox"/> Life sciences <input type="checkbox"/> Physical and engineering sciences <input type="checkbox"/> Interdisciplinary research	
Transnational activities on IGAR		International conference/workshop	
Sex/gender analysis		<input type="checkbox"/> The gender dimension in R&I is part of the organization's mandate in	

initiatives	official documents <ul style="list-style-type: none"> <input type="checkbox"/> Policy requiring applicants to specify whether they are considering sex and/or gender in their research proposal <input type="checkbox"/> Formal process to evaluate sex/gender analysis into R&I <input type="checkbox"/> Guidelines on the gender dimension of R&I for applicants <input type="checkbox"/> Guidelines on the gender dimension of R&I for evaluators <input type="checkbox"/> Communication campaign to make visible the support to sex/gender analysis <input type="checkbox"/> Dissemination materials on the gender dimension in R&I available
Policy/strategy aimed at integrating sex/gender analysis into R&I content	
Objectives	The aim of the Qualitative gender equality strategy is to support the advancement of early Career Researchers; to promote gender equality in the German Research System; and to encourage career-development measures and promotion of Family-friendly structures at funded institutions.
Prospect	Implementation of sex/gender and/or diversity dimension in all applications for Research Projects as well as trainings are planned by the organization.
Relevant link on IGAR	https://www.dfg.de/vielfaeltigkeitsdimensionen https://www.dfg.de/foerderung/grundlagen_rahmenbedingungen/chancengleichheit/index.html https://www.dfg.de/chancengleichheit https://www.dfg.de/foerderung/grundlagen_rahmenbedingungen/vielfaeltigkeitsdimensionen/

IRELAND	Irish Research Council - IRC
Type of organization	Research funding agency, foundation, council
Research areas funded	<input type="checkbox"/> Social sciences and humanities <input type="checkbox"/> Life sciences <input type="checkbox"/> Physical and engineering sciences <input type="checkbox"/> Interdisciplinary research

Transnational activities on IGAR	<input type="checkbox"/> Joint research funding programme <input type="checkbox"/> FORGEN Community of Practice
Sex/gender analysis initiatives	<input type="checkbox"/> The gender dimension in R&I is part of the organization's mandate in official documents <input type="checkbox"/> A specific funding programme on gender studies is in place <input type="checkbox"/> Policy requiring applicants to specify whether they are considering sex and/or gender in their research proposal <input type="checkbox"/> Training on sex/gender analysis for the research team is considered as eligible cost <input type="checkbox"/> Formal process to evaluate sex/gender analysis into R&I <input type="checkbox"/> Guidelines on the gender dimension of R&I for applicants <input type="checkbox"/> Guidelines on the gender dimension of R&I for evaluators <input type="checkbox"/> Training on the gender dimension of R&I for applicants <input type="checkbox"/> Training on the gender dimension of R&I for evaluators <input type="checkbox"/> Experts on gender in R&I are included in the evaluation committees <input type="checkbox"/> Communication campaign to make visible the support to sex/gender analysis <input type="checkbox"/> Dissemination materials on the gender dimension in R&I available <input type="checkbox"/> Review of the gender dimension included in mid-term review of some of the larger awards
Policy/strategy aimed at integrating sex/gender analysis into R&I content	
Objectives	The objective of the specific strategy is two-fold: 1. To support gender equality in research careers across all disciplines; 2. To support the integration of sex and gender analysis into research content.
Prospect	A new policy will be introduced in 2021 with the aim of renewal the existing policy, including a new version of the agencies Gender Strategy.
Relevant link on IGAR	http://research.ie/assets/uploads/2016/06/final-progress_report_on_gender.pdf http://research.ie/assets/uploads/2013/01/irish_research_council_gender_action_plan_2013_-2020.pdf

ISRAEL		Ministry of Science and Technnology	
Type of organization		National Government, Ministry	
Research areas funded		<div><input type="checkbox"/> Social sciences and humanities</div> <div><input type="checkbox"/> Life sciences</div> <div><input type="checkbox"/> Physical and engineering sciences</div> <div><input type="checkbox"/> Interdisciplinary research</div>	
Transnational activities on IGAR		Joint research funding programme	
Sex/gender analysis initiatives		<div><input type="checkbox"/> Policy requiring applicants to specify whether they are considering sex and/or gender in their research proposal</div> <div><input type="checkbox"/> Guidelines on the gender dimension of R&I for evaluators</div> <div><input type="checkbox"/> Gender analysis of the proposals list (submission& winning list of research gender dimension)</div> <div><input type="checkbox"/> Bi-national research agreements that foster the integration of Gender in R&I; conferences & meetings with other international organizations</div>	
Policy/strategy aimed at integrating sex/gender analysis into R&I content			
Objectives	The gender equality strategy aims has the following goals: decrease gender gap, increase awareness to gender dimension in research; attract excellent young researchers & students that are of unrepresentative groups to the field of science & technology; increase the access of young women researchers to high positions in academy & industry		

ITALY		Italian Ministry of Health
Type of organization	National Government, Ministry	
Research areas funded	<input type="checkbox"/> Life sciences	
Transnational activities on IGAR	Joint research funding programme	
Sex/gender analysis initiatives	<input type="checkbox"/> Policy requiring applicants to specify whether they are considering sex and/or gender in their research proposal <input type="checkbox"/> Training on sex/gender analysis for the research team is considered as eligible cost	
Policy/strategy aimed at integrating sex/gender analysis into R&I content		
Objectives	The Italian Ministry of Health launched the "National plan for Gender medicine". The first centres have been organized in collaboration with some Universities. The expert degree has a unique training both in medical research and the evaluation of the involvement of women in research projects	

NETHERLANDS		Dutch Research Council - NWO
Type of organization	Research funding agency, foundation, council	
Research areas funded	<div><input type="checkbox"/> Social sciences and humanities</div> <div><input type="checkbox"/> Life sciences</div> <div><input type="checkbox"/> Physical and engineering sciences</div> <div><input type="checkbox"/> Interdisciplinary research</div>	
Sex/gender analysis initiatives	<div><input type="checkbox"/> The gender dimension in R&I is part of the organization’s mandate in official documents</div>	
Policy/strategy aimed at integrating sex/gender analysis into R&I content		
Prospect	The organization plans to incorporate the gender dimension in the evaluation of research proposals and to create awareness about the gender dimension.	

NORWAY		Research Council of Norway - RCN	
Type of organization	Research funding agency, foundation, council		
Research areas funded	<div><input type="checkbox"/> Social sciences and humanities</div> <div><input type="checkbox"/> Life sciences</div> <div><input type="checkbox"/> Physical and engineering sciences</div> <div><input type="checkbox"/> Interdisciplinary research</div>		
Transnational activities on IGAR	<div><input type="checkbox"/> Joint project</div> <div><input type="checkbox"/> Joint research funding programme</div> <div><input type="checkbox"/> International conference/workshop</div>		
Sex/gender analysis initiatives	<div><input type="checkbox"/> Policy requiring applicants to specify whether they are considering sex and/or gender in their research proposal</div> <div><input type="checkbox"/> Formal process to evaluate sex/gender analysis into R&I</div>		
Policy/strategy aimed at integrating sex/gender analysis into R&I content			
Objectives	The policy for gender balance and gender perspectives in research and innovation sets out how the Research Council will: 1) be a national and international driving force to promote gender balance and knowledge about gender perspectives in research and innovation; 2) systematically assess the gender dimension in the Research Council’s investments in research and innovation; 3) strengthen and expand the knowledge base on gender balance and gender perspectives for research and innovation policy.		
Prospect	Currently, RCN is funding a scoping review on Norwegian research with gender perspectives, where results will be available in 2021.		
Relevant link on IGAR	https://www.forskningradet.no/contentassets/19527ed7d0b149d6b9b310f8bb354ce9/nfr_gender_policy_orig-1.pdf https://www.forskningradet.no/en/Adviser-research-policy/Gender-balance-and-gender-perspectives/ http://kjonnsforskning.no/en/integrating-gender-dimension-research		

SPAIN		Agencia Estatal de Investigación - AEI	
Type of organization		Research funding agency, foundation, council	
Research areas funded		<div><input type="checkbox"/> Social sciences and humanities</div> <div><input type="checkbox"/> Life sciences</div> <div><input type="checkbox"/> Physical and engineering sciences</div> <div><input type="checkbox"/> Interdisciplinary research</div>	
Transnational activities on IGAR		<div><input type="checkbox"/> Joint project (participation of former MINECO in GENDER-NET)</div> <div><input type="checkbox"/> Joint research funding programme (GENDER-NET Plus)</div>	
Sex/gender analysis initiatives		<div><input type="checkbox"/> A specific funding programme on gender studies is in place</div> <div><input type="checkbox"/> Policy requiring applicants to specify whether they are considering sex and/or gender in their research proposal</div> <div><input type="checkbox"/> Guidelines on the gender dimension of R&I for applicants</div> <div><input type="checkbox"/> Guidelines on the gender dimension of R&I for evaluators</div>	
Policy/strategy aimed at integrating sex/gender analysis into R&I content			
Prospect		Upcoming Gender equality plan for the funding activities that will consider IGAR	
Relevant link on IGAR		https://www.ciencia.gob.es/portal/site/MICINN/menuitem.26172fcf4eb029fa6ec7da6901432ea0/?vgnextoid=b6c50f068b4fe610VgnVCM1000001d04140aRCRD	

SPAIN		"LA CAIXA" Foundation
Type of organization	Private organization	
Research areas funded	<div><input type="checkbox"/> Social sciences and humanities</div> <div><input type="checkbox"/> Life sciences</div> <div><input type="checkbox"/> Physical and engineering sciences</div> <div><input type="checkbox"/> Interdisciplinary research</div>	
Transnational activities on IGAR	Joint research funding programme	
Sex/gender analysis initiatives	<div><input type="checkbox"/> Policy requiring applicants to specify whether they are considering sex and/or gender in their research proposal</div> <div><input type="checkbox"/> Training on sex/gender analysis for the research team is considered as eligible cost</div> <div><input type="checkbox"/> Experts on gender in R&I are included in the evaluation committees</div>	
Policy/strategy aimed at integrating sex/gender analysis into R&I content		
Prospect	Upcoming Gender policy in research that will consider IGAR	

SWEDEN		FORTE
Type of organization	Research funding agency, foundation, council	
Research areas funded	<div><input type="checkbox"/> Social sciences and humanities</div> <div><input type="checkbox"/> Life sciences</div> <div><input type="checkbox"/> Interdisciplinary research</div>	
Transnational activities on IGAR	International conference/workshop	
Sex/gender analysis initiatives	<div><input type="checkbox"/> The gender dimension in R&I is part of the organization’s mandate in official documents</div> <div><input type="checkbox"/> Policy requiring applicants to specify whether they are considering sex and/or gender in their research proposal</div> <div><input type="checkbox"/> Guidelines on the gender dimension of R&I for applicants</div> <div><input type="checkbox"/> Guidelines on the gender dimension of R&I for evaluators</div>	
Legislation/norms aimed at integrating sex/gender analysis into R&I content		
Objectives	Governmental directives aimed at promoting the integration of a sex/gender perspective in research funded by the research council when it is relevant (appropriate)	
Relevant link on IGAR	<div>https://www.riksdagen.se/sv/dokument-lagar/dokument/svensk-forfattningssamling/forordning-20071431-med-instruktion-for_sfs-2007-1431</div> <div>https://forte.se/app/uploads/sites/2/2020/04/information-about-the-call-annual-open-call-step-2-2020-04-21-ta.pdf</div> <div>https://forte.se/app/uploads/sites/2/2020/04/instructions-for-the-application-form-annual-open-call-2020-project-step-2-ta.pdf</div>	

SWEDEN	Swedish Research Council - SRC
Type of organization	Research funding agency, foundation, council
Research areas funded	<input type="checkbox"/> Social sciences and humanities <input type="checkbox"/> Life sciences <input type="checkbox"/> Physical and engineering sciences <input type="checkbox"/> Interdisciplinary research <input type="checkbox"/> All fields of sciences, with a focus on basic research (including e.g. artistic research and development research)
Transnational activities on IGAR	Joint research funding programme (participation in GENDER-NET Plus)
Sex/gender analysis initiatives	<input type="checkbox"/> The gender dimension in R&I is part of the organization's mandate in official documents <input type="checkbox"/> Policy requiring applicants to specify whether they are considering sex and/or gender in their research proposal <input type="checkbox"/> Guidelines on the gender dimension of R&I for applicants <input type="checkbox"/> Guidelines on the gender dimension of R&I for evaluators <input type="checkbox"/> Training on the gender dimension of R&I for evaluators
Relevant link on IGAR	https://www.vr.se/english/applying-for-funding/requirements-terms-and-conditions/considering-sex-and-gender-perspectives--in-your-research.html https://www.vr.se/analys/rapporter/vara-rapporter/2020-02-06-uppfoljning-av-vetenskapsradets-implementering-av-kons--och-genusperspektiv-i-forskningens-innehall.html (follow-up report of the first call under the new 2018 directives; Swedish only)

Annex II. Survey

1. General information

Name: (subject to data protection)

Email: (subject to data protection)

Organization:

2. Type of organization:

- ☐ National Government, Ministry
- ☐ Research funding agency, foundation, council
- ☐ Public research performing organization
- ☐ Private organization
- ☐ NGO Sector
- ☐ Regional organization
- ☐ Other (please specify)

3. In what kind of transnational activities has your organization been involved to foster the integration of the gender dimension in R&I?

- ☐ Joint project
 - ☐ Joint research funding programme
 - ☐ International conference/workshop
 - ☐ None
 - ☐ Other (please specify)
-

4. At a glance, in your view, what kind of actions your organization has taken to promote sex/gender analysis into R&I? (multiple choice)

- ☐ The gender dimension in R&I is part of the organization's mandate in official documents
- ☐ A specific funding programme on gender studies is in place
- ☐ Policy requiring applicants to specify whether they are considering sex and/or gender in their research proposal

- ☐ Gender experts in the research teams are encouraged in the R&I calls
- ☐ Training on sex/gender analysis for the research team is considered as eligible cost
- ☐ Formal process to evaluate sex/gender analysis into R&I
- ☐ Positive action measures to favour those projects that integrate sex and/or gender
- ☐ Guidelines on the gender dimension of R&I for applicants
- ☐ Guidelines on the gender dimension of R&I for evaluators
- ☐ Training on the gender dimension of R&I for applicants
- ☐ Training on the gender dimension of R&I for evaluators
- ☐ Experts on gender in R&I are included in the evaluation committees
- ☐ Communication campaign to make visible the support to sex/gender analysis
- ☐ Dissemination materials on the gender dimension in R&I available
- ☐ Actions to promote sex/gender analysis in university-level curricula
- ☐ Other actions (please specify)

5. Does your organization have a specific policy or strategy aimed at integrating sex/gender analysis into R&I content?

- ☐ Yes
- ☐ No → [Go to question no.14](#)

6. What kind of policy or strategy does your organization have?

- ☐ National legislation
- ☐ Specific strategy (e.g. gender equality plan)
- ☐ Other (please specify)

7. What are the main goals of your policy/strategy?

8. Which criteria/indicators you use to measure success?

9. How is the policy/strategy implemented?

10. What challenges/obstacles has your organization faced in implementing this policy/strategy?

11. Has the policy/strategy been evaluated? What impact/outcome has your policy made?

12. Please provide your organization's official policy related to the information requested above and web links or supporting documents you consider relevant for the analysts. (In case they are not accessible on internet, please send the documents in attachment to umyc@ciencia.gob.es)

13. In your view, which factors could favour the transferability of your policy to similar organizations?

14. Are you planning to introduce a specific policy/strategy to promote the gender dimension in the research content? Please explain you answer: if yes, what kind of policy; if not, why not.

- ☐ Yes
- ☐ No

15. What areas of research does your organization provide funding for? (multiple choice)

- ☐ Social sciences and humanities
- ☐ Life sciences
- ☐ Physical and engineering sciences
- ☐ Interdisciplinary research
- ☐ Other areas (please specify)

16. Does your organization have a policy requiring applicants to specify whether they are considering sex and/or gender in their research proposal?

☐ Yes

☐ No → Go to question no.20

17. How is the evaluation process of sex/gender dimension in the research projects?

18. What are the impact/outcomes of this requirement?

19. Please provide your organization's official statements regarding the information requested above and web links or supporting documents you consider relevant for the analysts: (In case they are not accessible on internet, please send the documents in attachment to umyc@ciencia.gob.es)

Links

20. Would you like to recommend any of your policies/practice/material on the gender dimension in R&I as a candidate for "good practice on IGAR" to be promoted by GENDER-NET Plus. Please give reasons to support your candidate:

21. Finally, what your organization would need to introduce some of the measures mentioned above or others to promote the gender perspective in the R&I content? (multiple choice)

☐ More awareness on the relevance on sex/gender analysis for R&I

☐ Capacity-building

☐ Training materials

☐ Mandatory policies (e.g. conditional funding)

☐ Other needs (please specify)

The Women and Science Unit is very grateful to the GENDER-Net Plus partners and those RFOs that participated in the survey.

For further information on the methodological approach and results of the report, please contact umyc@ciencia.gob.es