



Vetenskapsrådet

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Guidelines

Administrator:  
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## **Guidelines for gender equality in analyses, evaluations and international work**

### Background and purpose

Section 2 Paragraph 12 of the Swedish Research Council's Instruction (2009:975) states that the Council shall integrate a gender equality perspective in its operation and promote gender equality in the allocation of research funding. The Swedish Research Council's policy for gender equality integration describes the Council's approach to gender equality issues at overarching level.

These guidelines supplements the policy on gender equality in analyses, evaluations and international work, and is aimed at the officers carrying out assignments within the areas mentioned.

### Gender equality in inquiries and analyses

The Swedish Research Council shall regularly initiate inquiries and analyses that can contribute to a more gender-equal research system in terms of the gender equality policy's goal of equal distribution of power and influence and also economic gender equality.

The Swedish Research Council shall strive to ensure there are officers at the Council who have knowledge about gender equality in the research system.

Inquiries and analyses relating to gender equality shall be published in report format, and if suitable also in English, to allow wide dissemination.

In all types of inquiries and analyses, the Swedish Research Council shall integrate a gender equality perspective; this applies even if this is not a central theme of the analysis task in question. If this is not applicable, a justification shall be provided.

If different alternatives exist when proposals and recommendations are presented in inquiries and analyses, a discussion about which alternative is preferable from a gender equality perspective shall be included.

When possible, the Swedish Research Council shall report the gender distribution in the quantitative analyses included in inquiries and analyses in such a way that comparisons can be made.



## Gender equality in evaluations

A gender equality perspective shall be included in every evaluation and in all stages of the process, where possible. In those cases where a gender equality perspective is deemed not relevant or possible to include, a specific justification shall be given.

The evaluations to be carried out are decided on when the Swedish Research Council's operational plan is adopted. In conjunction with the operational planning, the Swedish Research Council should ensure that the choice of evaluation objects over a longer time scale, for example five years, does not entail any skewness in such a way that certain areas, which are primarily represented by or relates to any particular gender, are over-represented.

When panels and individual experts or writers are employed to carry out the evaluation, an equal gender distribution shall be striven for (within the interval 40–60%), both when nominating persons to be asked and at the final appointment, not least in relation to panel chairs.

As the evaluation includes self-evaluation, the issue of gender equality as a specific aspect to be highlighted should be considered. If so, this should be clearly stated in the instructions for the self-evaluation. When statistics relating to individuals are included in the self-evaluation, or any other supporting document, this shall be divided up by gender.

When the evaluation includes interviews, surveys or hearings, both women's and men's descriptions and views shall emerge.

Panels and individual experts employed shall be informed about the Swedish Research Council's gender equality goals and gender equality work.

A gender equality perspective shall be included in the evaluation report when relevant and possible. Any direct and indirect consequences for gender equality shall be discussed in the conclusions and recommendations resulting from the evaluation.

## Gender equality in international work

In its international work, the Swedish Research Council shall always draw attention to gender equality issues when relevant.

In international collaborations, the Swedish Research Council shall inform about and disseminate knowledge about the collected experiences the Council has of gender equality in the research system, when suitable.

When appointing representatives to different international bodies, the Swedish Research Council shall take into account the gender equality aspect when nominating delegates, so that the overall gender distribution is equal (40–60%) for the Council. The International Secretariat shall follow up the distribution between men and women of the Swedish Research Council's international delegates.

In international collaborations, the Swedish Research Council shall draw attention to gender equality issues and inform about and disseminate knowledge about the



collected experiences the Council has of gender equality in the research system, when suitable.

The Swedish Research Council monitors and identifies opportunities for international collaboration on gender equality aspects within the framework programme, the European Research Area, the European partnerships and the Nordic collaborations, as well as bilaterally and globally.

The Swedish Research Council is responsible for ensuring that the Council has a Gender Equality Plan that fulfils the European Commission's requirements for receiving funding.

### Validity period

The decision on guidelines for gender equality in analyses, evaluations and international work is valid as from **20 March 2023** until further notice. The guidelines shall be revised as necessary.