



## **The Swedish Research Council's policy for gender mainstreaming**

The Swedish Research Council's gender equality policy describes the Council's approach to gender equality issues in its work.

The Swedish Research Council shall support the research that is of the highest scientific quality and best promotes innovation, and the very best researchers, irrespective of gender.

Research capacity is independent of gender, and the quality of research benefits when both women and men participate and contribute with their expertise and experiences.

Gender equality in research is a fairness issue as well as a quality issue, which means that everybody, irrespective of gender, shall have the same opportunities to conduct research, to have a career as a researcher, and to lead and be responsible for research environments and research infrastructures.

The Swedish Research Council shall regularly analyse gender equality in the research system. To contribute to gender equality being achieved in the research community, the Swedish Research Council shall share knowledge and experiences in dialogue with other actors.

The Swedish Research Council shall participate in the national and international dialogue maintained between research funding bodies, researchers, research infrastructures and higher education institution managements on issues relating to gender equality.

The Swedish Research Council shall work on a continuous and long-term basis with developing its efforts to achieve gender equality and ensuring that lessons learnt are not forgotten.

At the Swedish Research Council, the work with gender equality shall permeate all activities, which includes ensuring that the gender equality perspective is included when decisions are made, at all levels and at all stages. The Swedish Research Council shall continuously monitor and analyse its activities from a gender equality perspective and implement further measures when needed.