

What governments can do to promote sex and gender analysis and equality

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27 September 2018



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- BMC Health Research Policy and Systems, Associate Editor.
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1. Path dependency

2. Athena SWAN

3. SAGER guidelines

4. Value co-creation

5. Our next step

Path Dependency, or Why History Makes It Difficult but Not Impossible to ~~Reform Health Care Systems in a Big Way~~ *Include Sex and Gender in Research and Experimental Design*

DAVID WILSFORD, *Political Scientist, Georgia Institute of
Technology*

ABSTRACT

The idea of path-dependency is applied to an examination of health policy reform in Germany, France, Great Britain and the United States. In the path-dependent model, actors are hemmed in by existing institutions and structures that channel them along established policy paths. Therefore, in any system, big (non-incremental) change is unlikely. However, sometimes we do observe big change. Why? By developing the interplay of structure with conjuncture, the occasional accomplishment of big change – in spite of path dependency – can be systematically understood.

Path dependency: our current actions depend on existing knowledge and past decisions



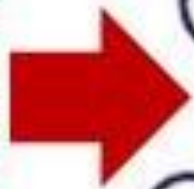
TRACK GAUGE
(Has not changed much in 200 years)

***Designed more for
horse-drawn wagons
than today's trains***

***Designed for horse-drawn
wagons – ideal in 18th
century***

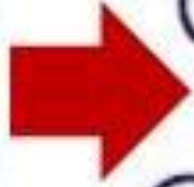
QWERTY vs DVORAK

We Use This



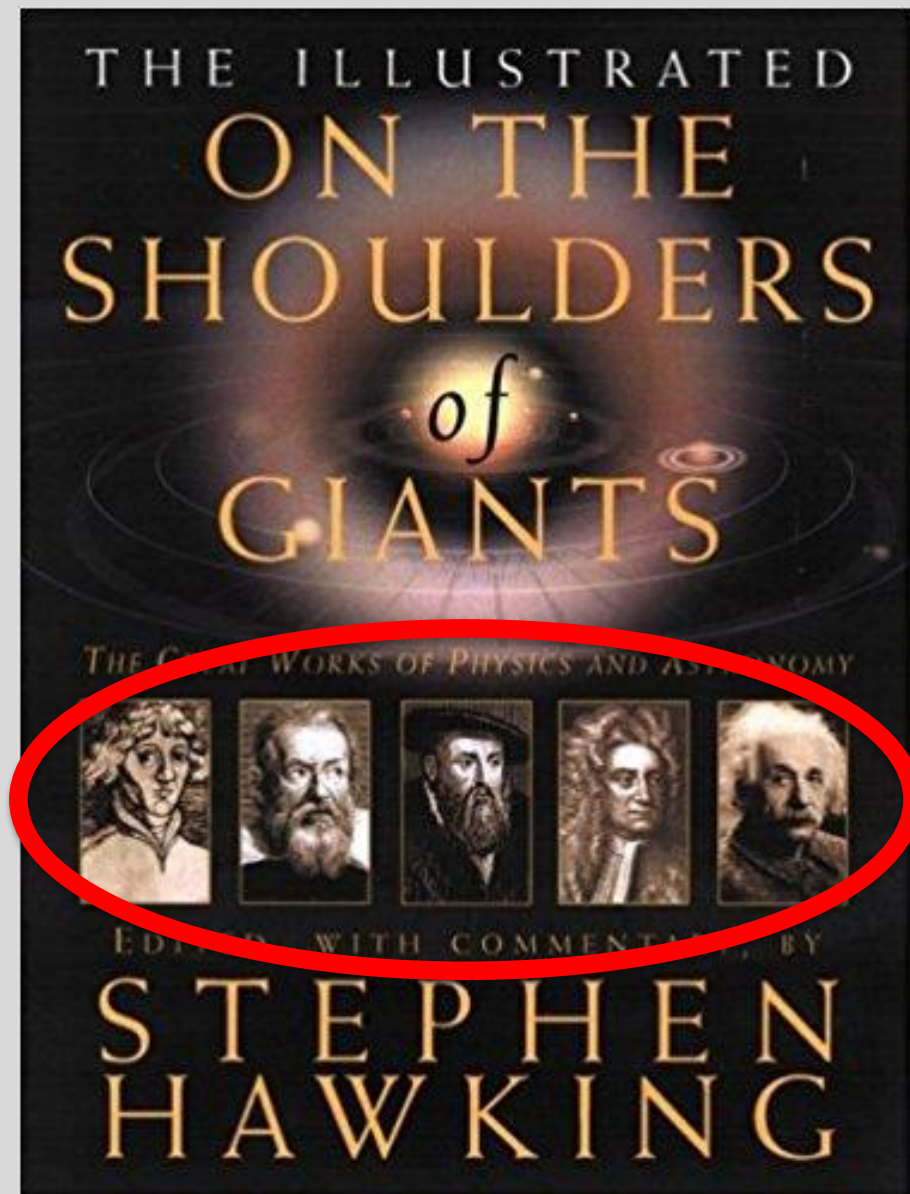
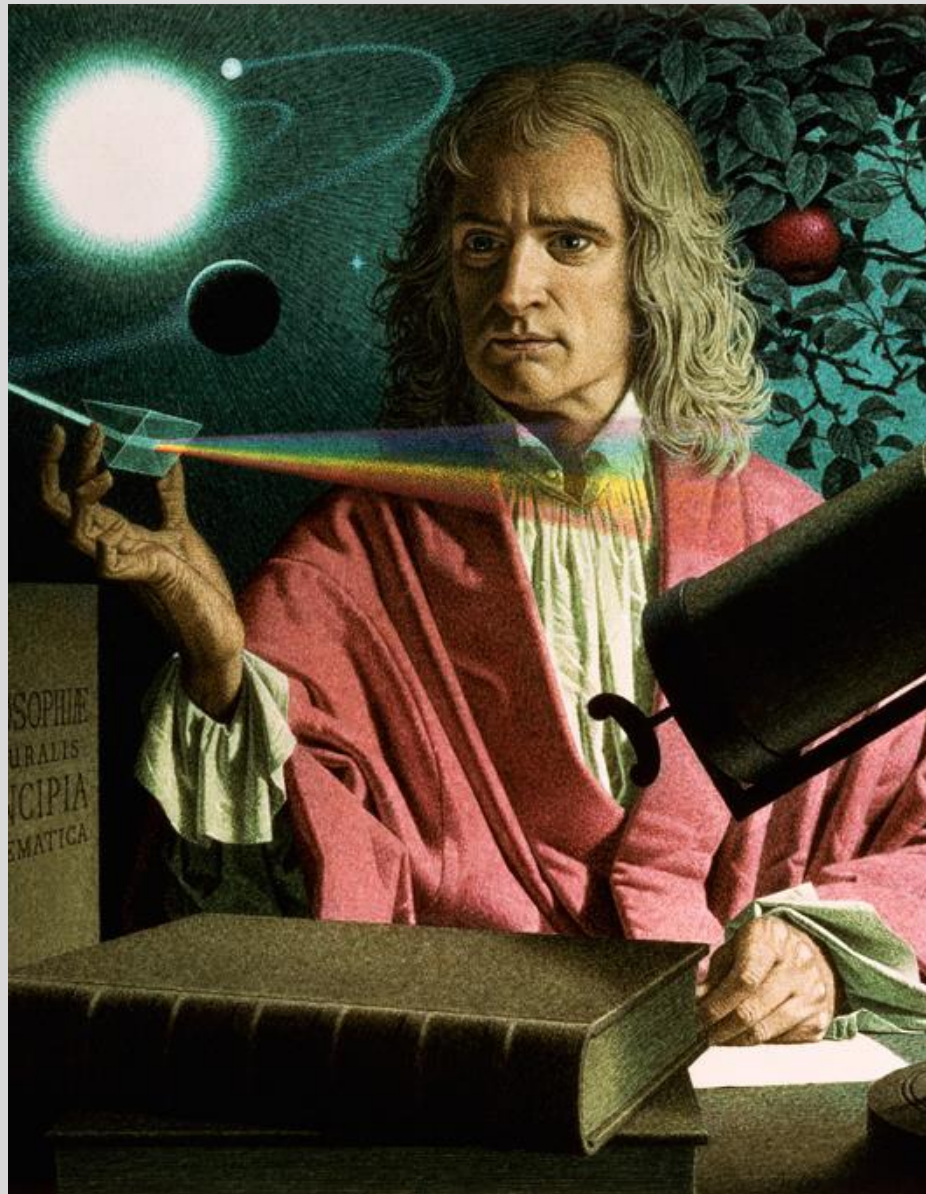
QWERTY

This is Better



DVORAK

Isaac Newton: “If I have seen further it is by standing on the shoulders of [male] giants”





While raising children as a sociology graduate student experienced two different worlds (“two subjectivities, home and university”):

- Sociology theory and methods were developed by men from men’s point of view;
- Women’s world of raising children and family affairs was unintentionally ignored;
- Society based on only one point of view is unfair;
- The way women view the world needs to be included in science, i.e. feminist standpoint

In 1908, the Women's Social and Political Union adopted the colour scheme of purple, white and green



Emmeline Pethick-Lawrence, editor of the weekly newspaper, *Votes for Women*, wrote, 'Purple as everyone knows is the royal colour, it stands for the royal blood that flows in the veins of every suffragette, the instinct of freedom and dignity...white stands for purity in private and public life...green is the colour of hope and the emblem of spring.'

Dorothy Hodgkin, University of Oxford – Nobel Laureate in Chemistry (1964)



Daily Mail

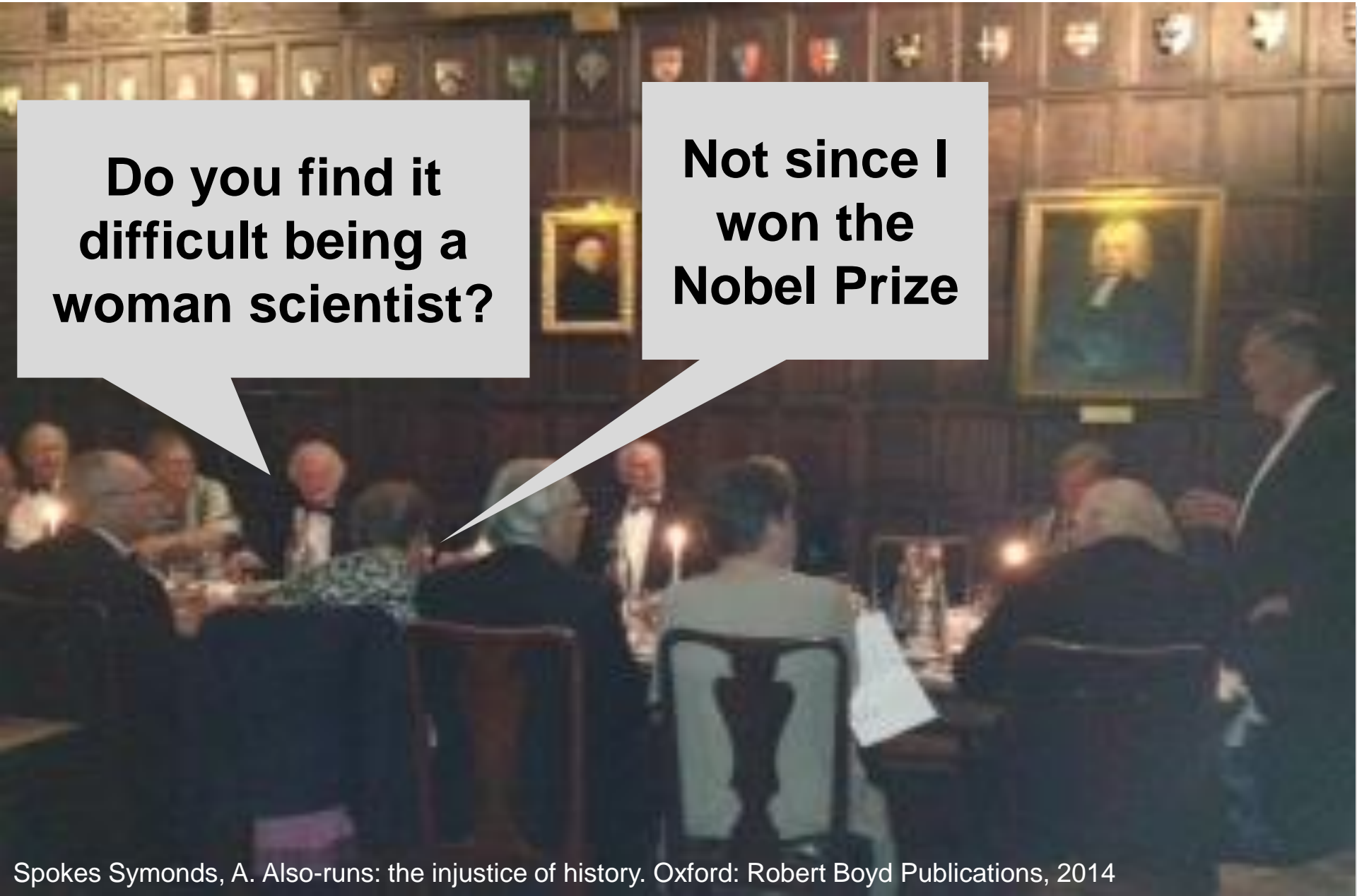
Oxford housewife wins Nobel

The Telegraph

British woman wins Nobel Prize - £18,750 prize to mother of three



Academic culture can be unsupportive to women scientists



**Do you find it
difficult being a
woman scientist?**

**Not since I
won the
Nobel Prize**

Richard Haldane's 1918 Report on the Machinery of Government



Government-funded research could be separated into:

- **Specific research** required and overseen by specific government departments and
- **General research** overseen by autonomous research councils

In British research policy, the Haldane principle is the idea that decisions about what to spend research funds on should be made by researchers rather than politicians.

Wikipedia

[Science & Environment](#)

Minister to enshrine protection for research independence

By Pallab Ghosh
Science correspondent, BBC News

🕒 24 February 2017

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Ministers will enshrine into law the idea that there should be no political interference in research funding.

The concept, known as the Haldane Principle, has been a guiding precept for science spending but never a requirement until now.

The move follows concerns that a proposed shake-up would lead to the centralised funding of research.

The Universities and Science Minister Jo Johnson said that the changes to the Higher Education and Research Bill he was proposing would guarantee the independence of scientific research.

"The amendments announced today demonstrate the government's commitment to the Haldane Principle and decisions on individual proposals should be reviewed and made by experts in their fields."

HIGHER EDUCATION & RESEARCH BILL

“The research section of the HER Bill has been strengthened, particularly in the support for the Haldane Principle. The creation of UKRI, if properly implemented, can drive UK research forward and will boost the voice of science in government.”

SIR PAUL NURSE
The Francis Crick Institute



HM Government



HIGHER EDUCATION & RESEARCH BILL

“ I was pleased to see the enshrinement of the Haldane Principle into law. This move will help ensure research funding decisions are made at arm's length from government, helping preserve the independence of academic research. ”

PROFESSOR SIR ROBERT LECHLER
Academy of Medical Sciences



HM Government



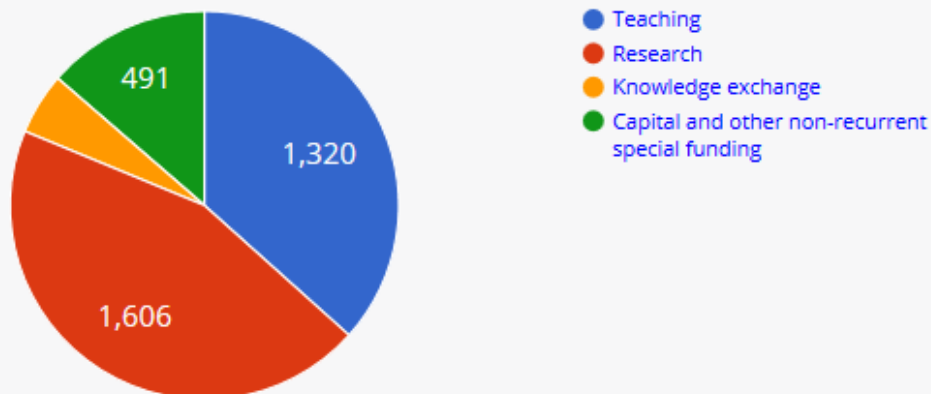
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[Home](#) > [Funding and finance](#) > [Annual funding allocations](#) > [2017-18 allocations](#)

Briefing

Annual funding allocations 2017-18

2017-18 Funding allocations £M



Figures in the chart are correct as of October 2017.

The total HEFCE grant available for the 2017-18 academic year is £3,602 million.



REF Main Panel Chairs announced

The four Main Panel Chairs for the next Research Excellence Framework have been confirmed.

The Main Panel Chairs (designate) for each of the four main panel areas are:

- ▶ **Main Panel A: Medicine, health and life sciences** – Professor John Iredale, Pro Vice-Chancellor Health, University of Bristol
- ▶ **Main Panel B: Physical sciences, engineering and mathematics** – Professor David Price, Vice-Provost (Research), University College London
- ▶ **Main Panel C: Social sciences** – Professor Jane Millar OBE, Professor of Social Policy and former Pro Vice-Chancellor for Research, University of Bath.
- ▶ **Main Panel D: Arts and humanities** – Professor Dinah Birch CBE, Pro Vice-Chancellor for Research and Impact, University of Liverpool.

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Viktor Orban moves to ban gender studies courses at university in 'dangerous precedent' for Hungary

Matthew Day • 13 August 2018

A proposal by the Hungarian government to ban gender studies at universities in the country has been criticised as a "dangerous precedent" for state interference.

Hungary's ministry for human capacities said the proposed ban, which would come into effect at the start of the 2019 academic year, had been introduced because employers showed no interest in graduates from the subject.

But critics say the ban is part of a campaign by Prime Minister Viktor Orban to attack NGOs or institutions that oppose his Fidesz party's socially conservative narrative.

Andrea Peto, a gender studies professor at the Central European University, one of the two universities that could be affected, said the proposed ban violated the Hungarian constitution, which protects the freedom of scientific research and learning.

1. Path dependency

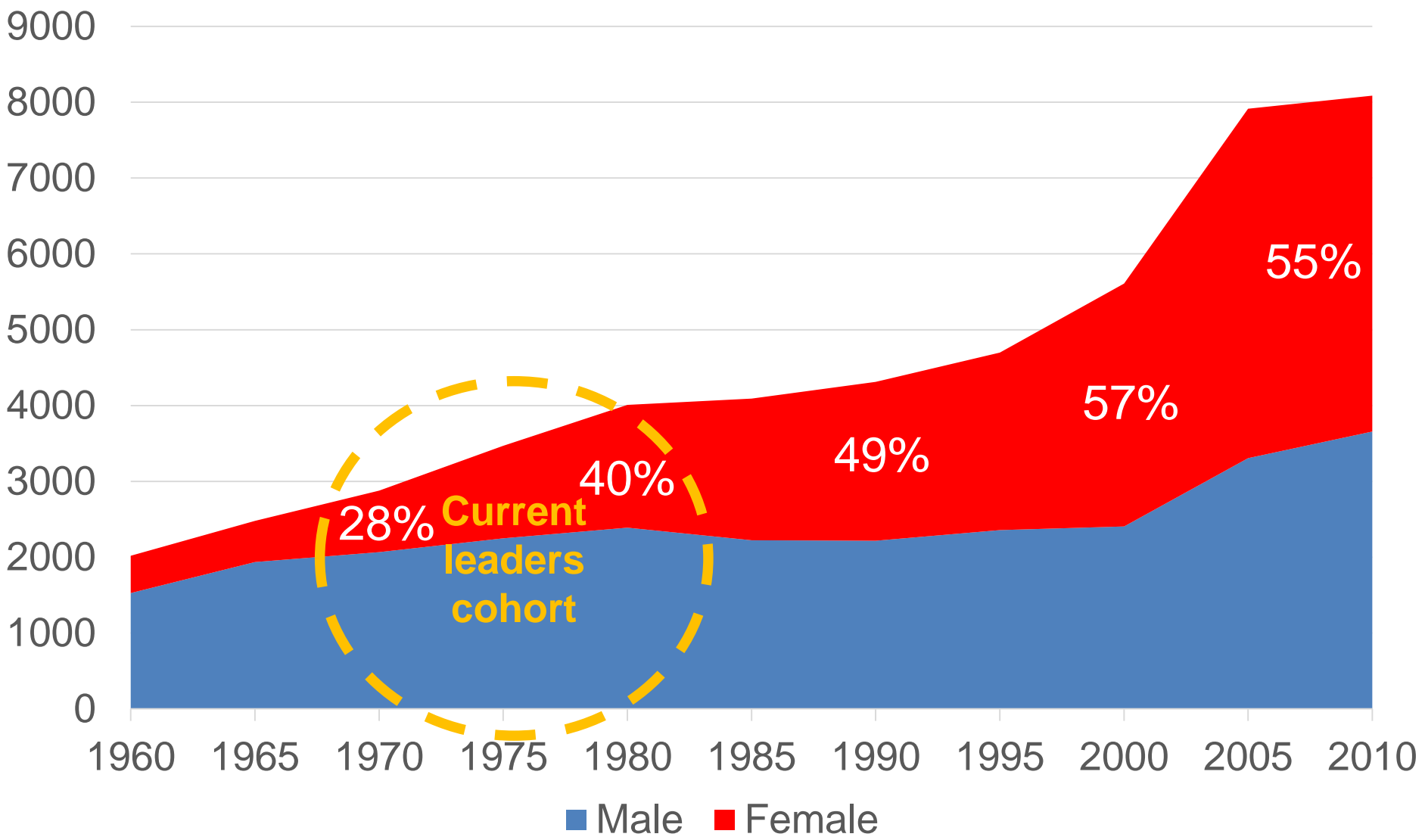
2. Athena SWAN

3. SAGER guidelines

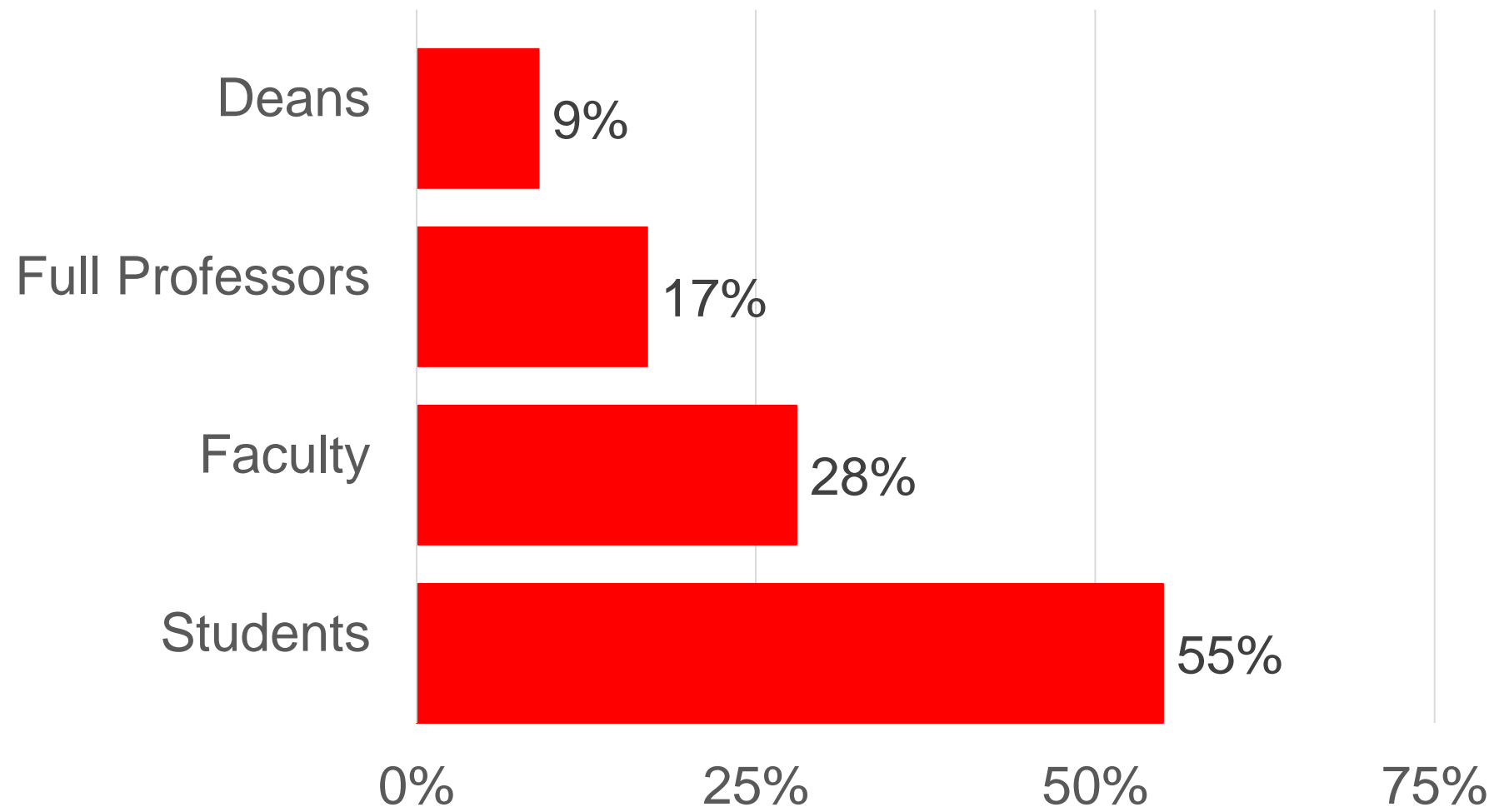
4. Value co-creation

5. Our next step

UK medical school intake, 1960-2010



Women in UK academic medicine, 2013-14



Medical Schools Council. Staffing Levels of Medical Clinical Academics in UK Medical Schools as at 31 July 2013; GMC. National Training Survey 2014.

'IMPOSTER SYNDROME' FILLS TOP WOMEN WITH SELF-DOUBT

WOMEN are held back by imposter syndrome while men use the 'bull**** gene' to succeed, according to Dame Sally.

She said women constantly questioned if they were good enough, while men found it easier to blag their way to the top positions.

Dame Sally joked that the Y chromosome, which is only present in men, carried the 'bull**** gene.'

She is England's first female chief medical officer and was recently named the sixth most powerful woman in the country. She has campaigned for

more women in science but said she had noticed differences between the sexes during her career.

In her radio interview, she said: 'The imposter syndrome is particularly prevalent in women, where you wonder whether you can do it, and I clearly can, but there's also how do you do it.

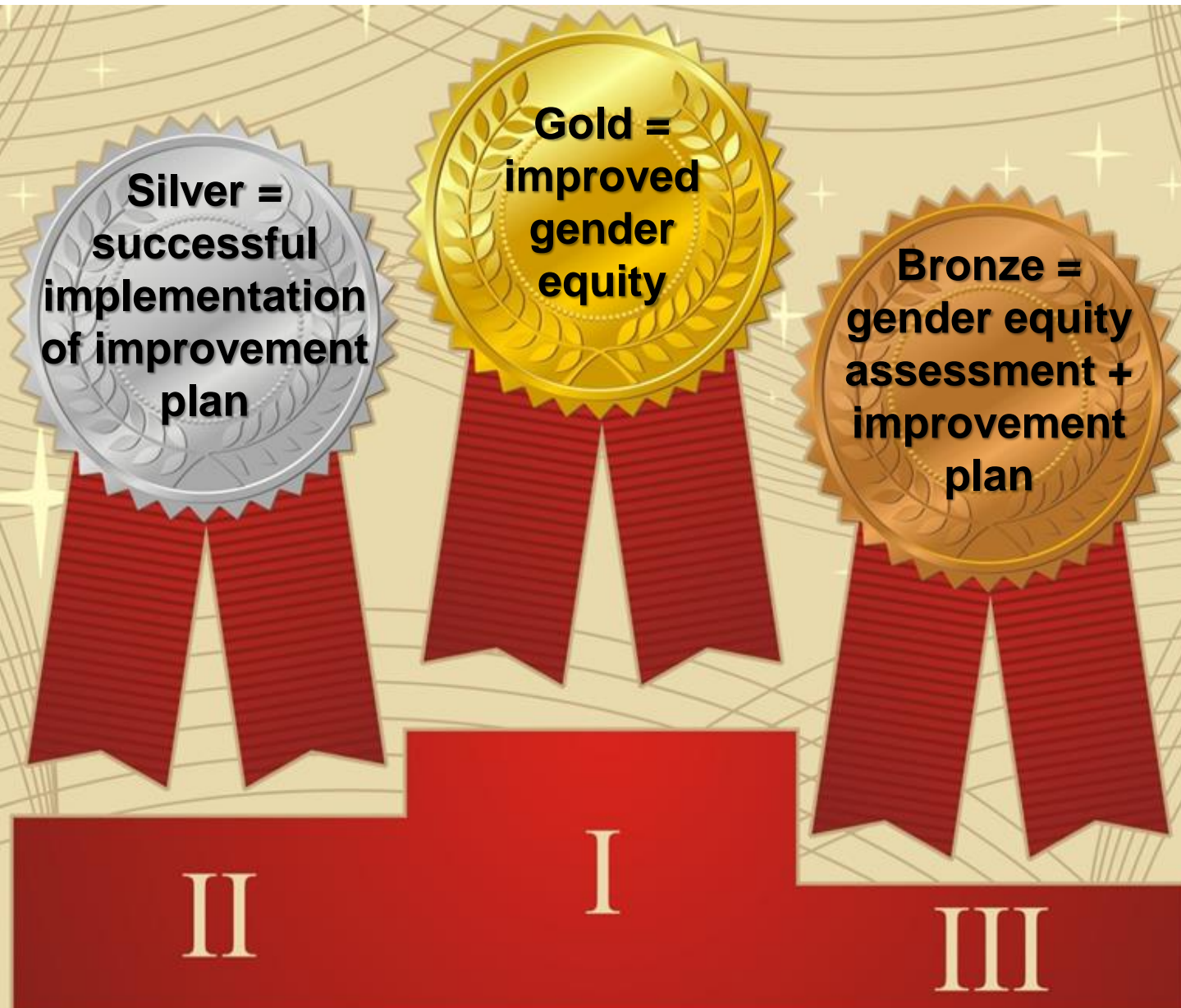
'I have been much entertained by many men as I have gone through my career who are great at bull****ing and I have always thought the bull**** gene is on the Y chromosome.'

2011 NIHR Athena SWAN policy: inclusion of women in clinical research as research leaders

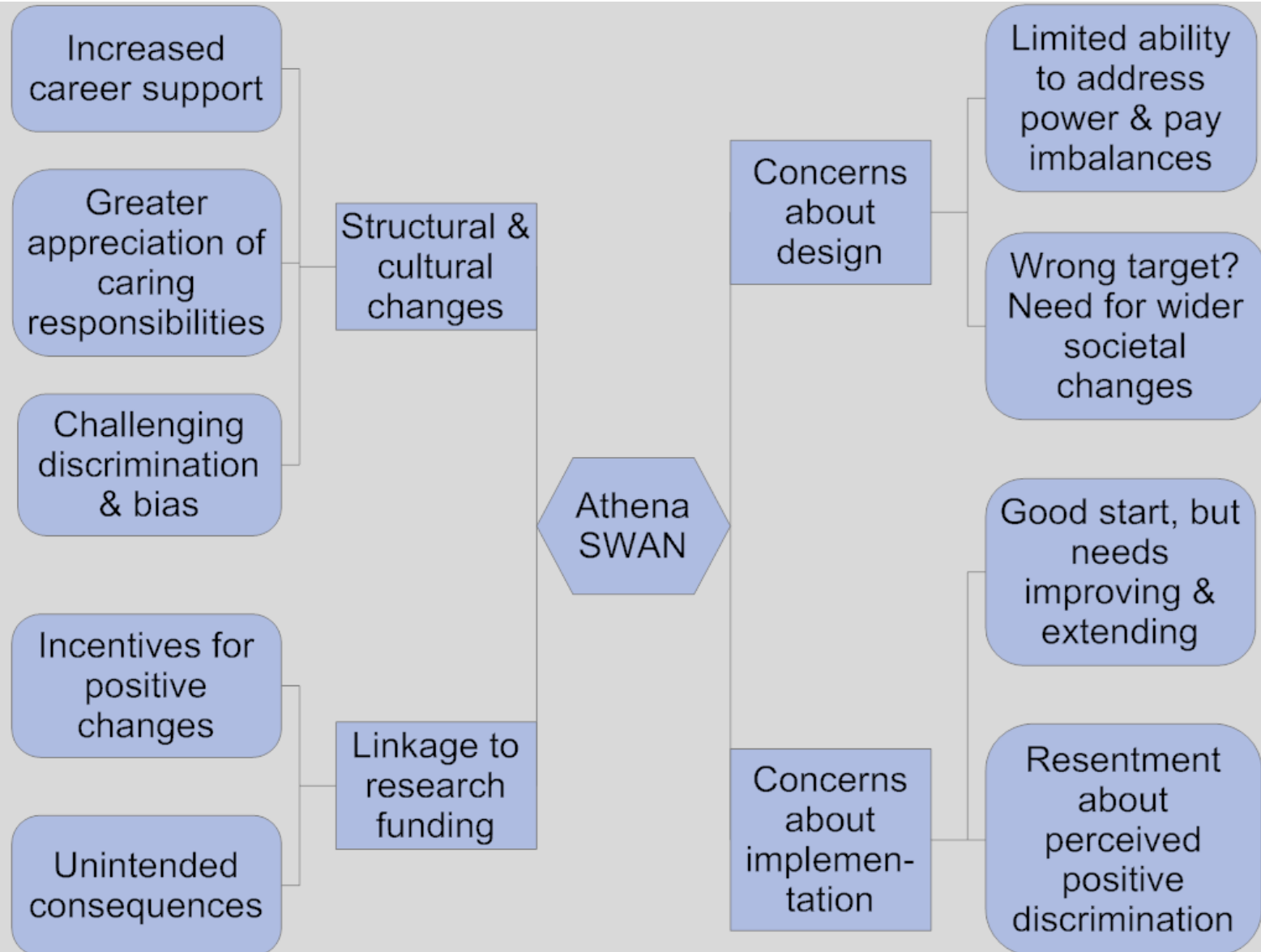


One of the things the panel and I were very concerned about going forward, is how both the academic and NHS partners are supporting women in clinical academia so that they can develop into and be appointed to senior leadership positions. When questioned, the NHS Trust responses were generally OK. However, the Medical School responses varied from excellent to frankly appalling. **I was embarrassed on behalf of our nation to hear some of the responses.** When we next run the competition for NIHR BRCs... we do not expect to short-list any NHS/University partnership where the academic partner has not achieved at least the **Silver Award of the Athena SWAN Charter for Women in Science.**

Athena SWAN Awards: Bronze, Silver, Gold



Impact of Athena SWAN on culture: major themes and sub-themes from interviews



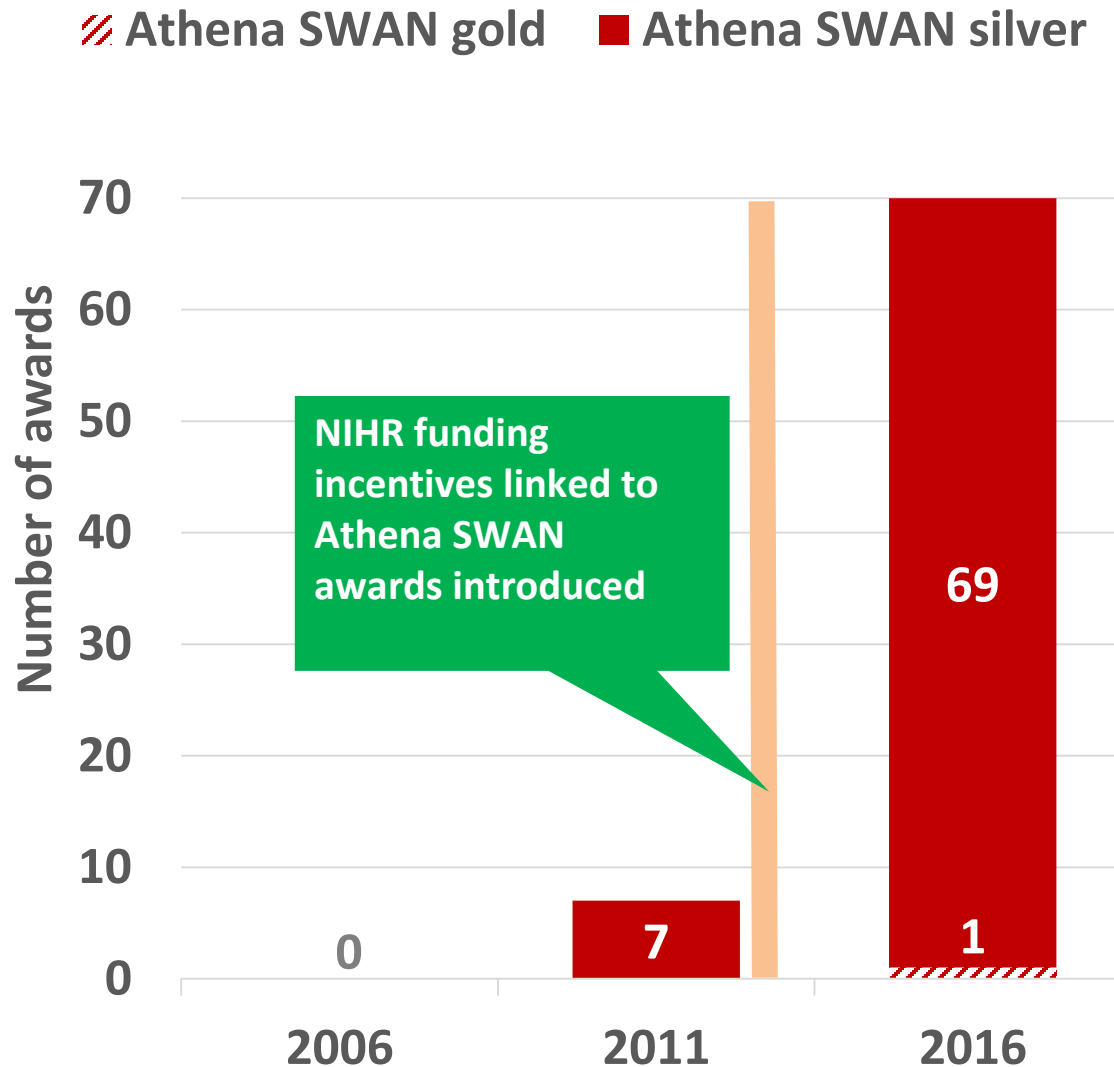
Impact of Athena SWAN on culture: illustrative quotes

“ “ I think a lot has changed in terms of culture in the department over the last two to three years [...] There's a general agreement that we as a department should actively try to improve the situation, not only for women, also for families, for people with caring responsibilities. ” ”

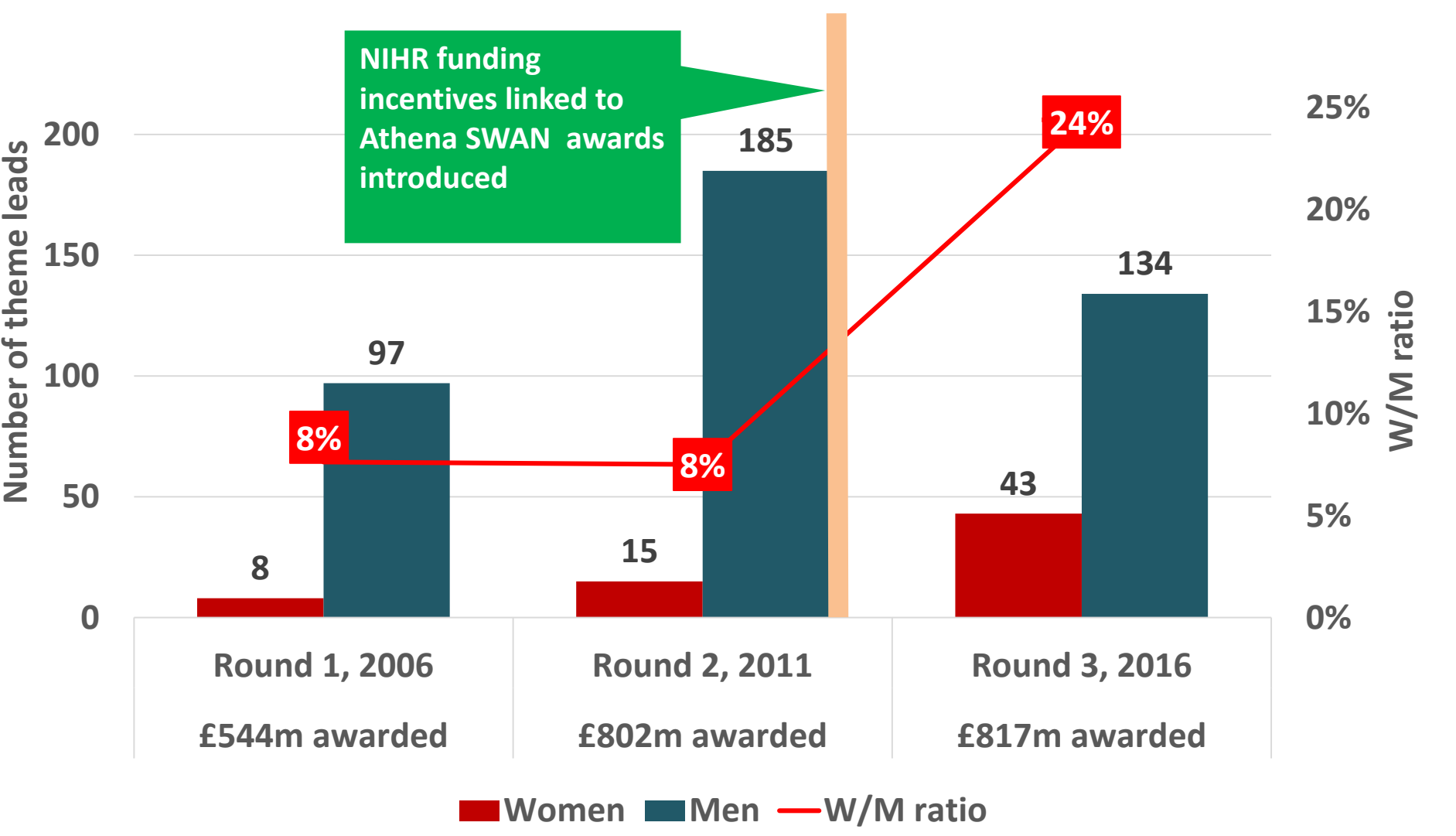
“ “ To me, when it comes down to it, sure it would be great if everything happened because everyone just thought it was wonderful. But if it's not going to happen that way and it's something that's going to benefit people then if it happens through a political instrument, great. ” ”

“ “ The solution to the problem of inequality at the top level is not positive discrimination, it must be to create a society that encourages men to do their fair share of the domestic work. This will not be done by the current system. ” ”

Increased commitment to advancing careers of women in science in NIHR BRC/U funded medical schools and research institutes



NIHR funding incentives linked to Athena SWAN accelerate women's research leadership

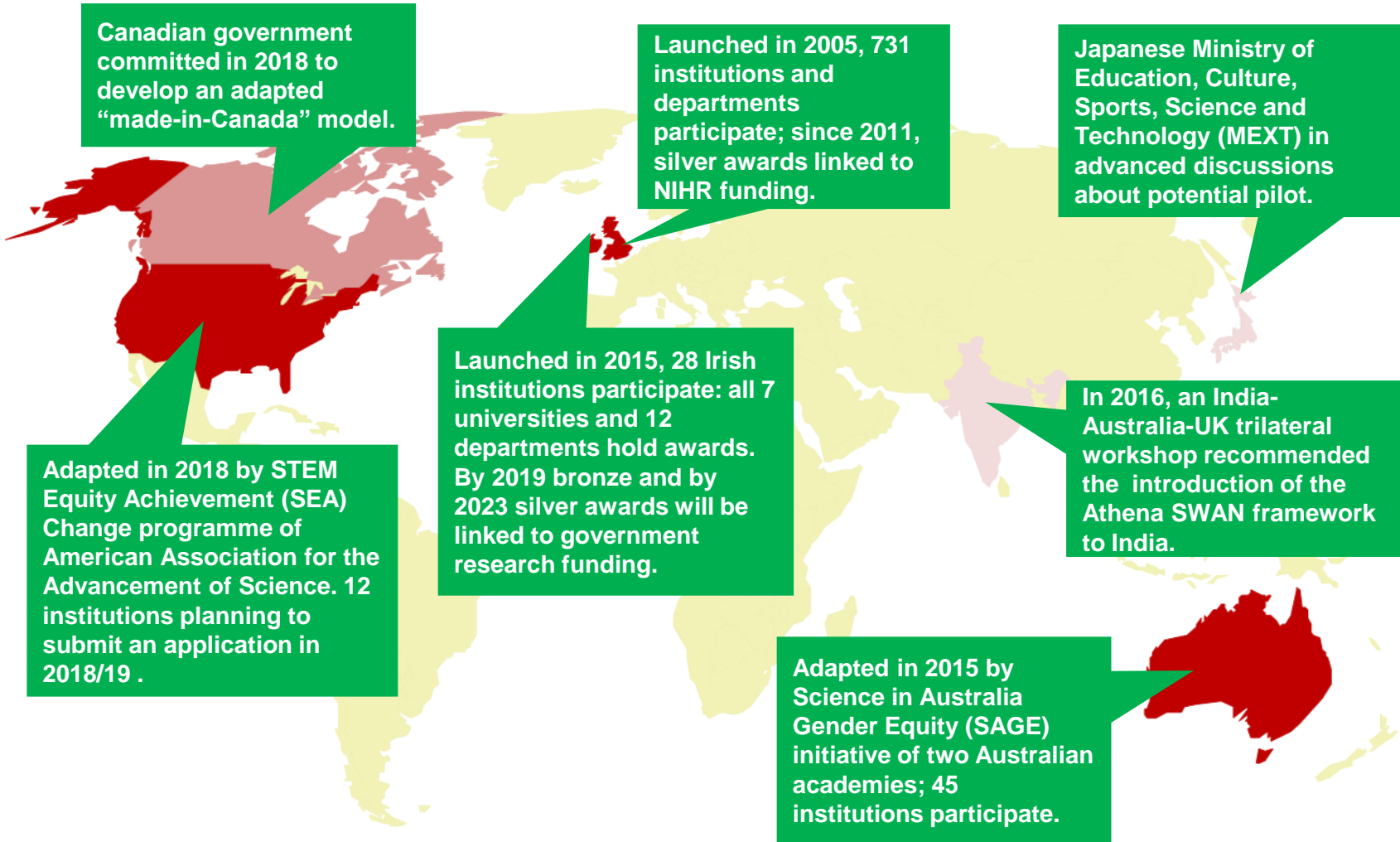


Data: author's calculations using NIHR data

Global spread of Athena SWAN



■ Currently participate ■ Committed to participating ■ Expressed interest



Irish Funding Bodies to Require Athena SWAN Gender Equality Accreditation for Higher Education Institutions to be Eligible for Research Funding

Science Foundation Ireland, the Irish Research Council and the Health Research Board will Require Higher Education Institutions to Have Athena SWAN Gender Equality Accreditation in Order to be Eligible for Research Funding.

The [Higher Education Authority \(HEA\)](#) today welcomed the move by three of Ireland's research funding agencies to make gender equality accreditation in higher education institutions a condition of funding by the end of 2019. In

See change with STEM Equity Achievement

STEM Equity Achievement (SEA) Change supports institutional transformation in support of diversity and inclusion, especially in colleges and universities.

SEA Change is hosted by the American Association for the Advancement of Science (AAAS), an international, nonprofit scientific association that has worked for decades to support equity, diversity, and inclusion in science, technology, engineering, medicine, and mathematics (STEM). We join other nations collaborating in an international network with ECU to implement an equity self-assessment and improvement framework in higher education, expanding from the UK into the Republic of Ireland and Australia, and now into the US and Canada.



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Equity, Diversity and Inclusion

Framework on Equity, Diversity and Inclusion

Made-in-Canada Athena SWAN
Consultation

Made-in-Canada Athena SWAN consultation

Canada's greatest potential can only be realized when all people are welcomed into the lab, the classroom and the field. That is why the Government of Canada is taking action to improve equity, diversity and inclusion in the research community.

Recently the Government of Canada announced it would move forward with implementing a made in Canada Athena SWAN initiative.

The Honourable Kirsty Duncan, Minister of Science and Sport, is currently consulting with post-secondary education institutions to discuss their views on how to adapt the Athena SWAN (Scientific Women's Academic Network) initiative for a "made-in-Canada" approach.

"Our intent is to adapt Athena SWAN so that we have a truly 'made-in-Canada' approach that reflects Canada's unique reality. Everyone deserves to have their voice heard and to be valued equally in scientific research. The Athena SWAN initiative is key to making this happen," Minister Duncan said.



SAGE

SCIENCE IN AUSTRALIA
GENDER EQUITY

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Our vision is to improve gender equity in STEMM in the Australian higher education and research sector by building a sustainable and adaptable Athena SWAN model for Australia





<http://malechampionsofchange.com>



MALE CHAMPIONS OF CHANGE 

[ABOUT US](#) [TAKE ACTION](#) [GROUPS](#) [REPORTS & RESOURCES](#) [NEWS](#) [PARTNERS](#)

**We need more decent,
powerful men to step up
beside women in building
a gender equal world.**

[LEARN MORE](#)

David Hawkins

Chairman and Managing
Director

BASF Australia and
New Zealand

Joined in 2017

**Patrick Hill**

Senior Vice President and
General Manager

Jacobs Buildings and
Infrastructure Asia
Pacific

**Doug Hilton**

Director

Walter and Eliza Hall
Institute for Medical
Research

Joined in 2015

**Peter Hoj**

Vice Chancellor &
President

The University of
Queensland

Joined in 2016

**Dig Howitt**

CEO and President
Cochlear

Joined in 2018

**Greg Hywood**

CEO & MD

Fairfax Media Limited

Joined in 2016

Paul Jenkins

Global Managing Partner
Ashurst

Joined in 2017

**Peter Jensen-Muir**

Executive Managing
Director

Cummins Asia Pacific

**Tony Johnson**

CEO in Oceania
EY

Joined in 2016

**Bob Johnston**

CEO
GPT Group

Joined in 2015

**Damon Johnston**

Editor
Herald Sun

Joined in 2015

**Alan Joyce AC**

CEO and Managing
Director

Qantas

Joined in 2010

David Kallsch

Australian Statistician
Australian Bureau of
Statistics

Joined in 2016

**John Kenny**

CEO Australia and NZ
Colliers International

Joined in 2015

**Grant Kelley**

CEO & Managing Director
Vicinity Centres

Joined in 2018



Structural Transformation to Attain Responsible BIOSciences (STARBIOS2): Protocol for a Horizon 2020 funded European multi-centre project to promote Responsible Research and Innovation

Vittorio Colizzi; Daniele Mezzana; Pavel V. Ovseiko; Giovanni Caiati; Claudia Colonnello; Andrea Declich; Carla Montesano; Laurel Edmunds; Elena Buzan; Dimitar Djilianov; Luiz Zerbini; Evanthia Kalpazidou Schmidt; Krzysztof P. Bielawski; Doris Elster; Maria Salvato; Luiz Carlos Jr. Alcantara; Antonella Minutolo; Marina Potestà; Daniela Moyankova; Krasimir Rusanov; Martha Wium; Jerzy P. Gwizdala; Karol ?ledzik; Tanja Barendziak; Julia Birkholz; Nicklas Müller; Jürgen Warrelmann; Ute Meyer; Juliane Filser; Fernanda Khouri Barreto; Maria J. Milano; Lorna R. Henderson; Vasiliki Kiparoglou; Phoebe Friesen; Mark Sheehan; Elena Bachiddu; Alastair M. Buchan; Izabela Raszczyk; Igor Konieczny

ABSTRACT

Background:

Promoting Responsible Research and Innovation (RRI) is a major strategy of the “Science with and for Society” work programme of the European Union’s Horizon 2020 Framework Programme for Research and Innovation. RRI aims to achieve a better alignment of research and innovation with the values, needs, and expectations of society. The RRI strategy includes the “keys” of public

Five keys of Responsible Research and Innovation

Education

Open Access

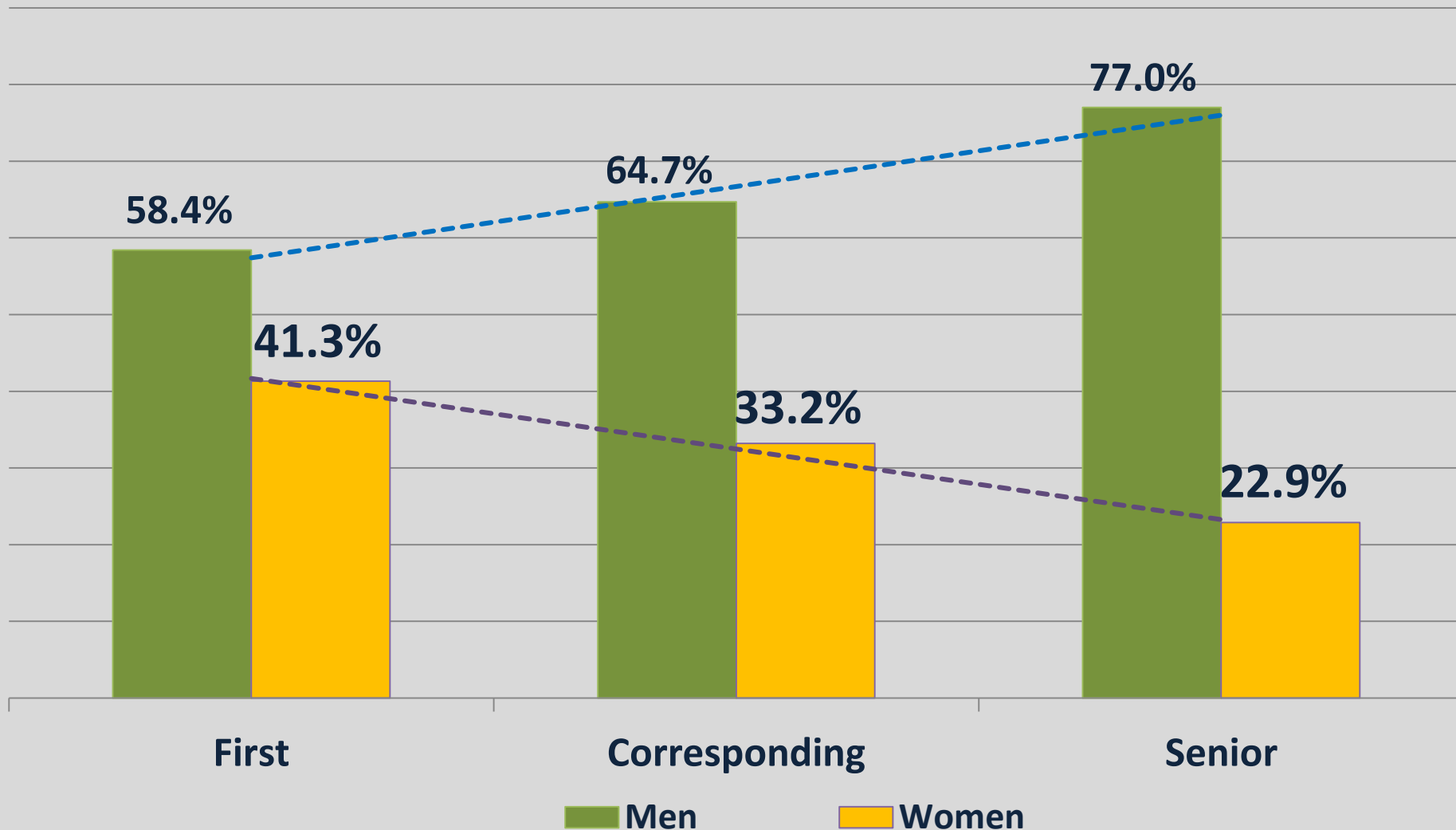
Ethics

Gender

Public
Engagement

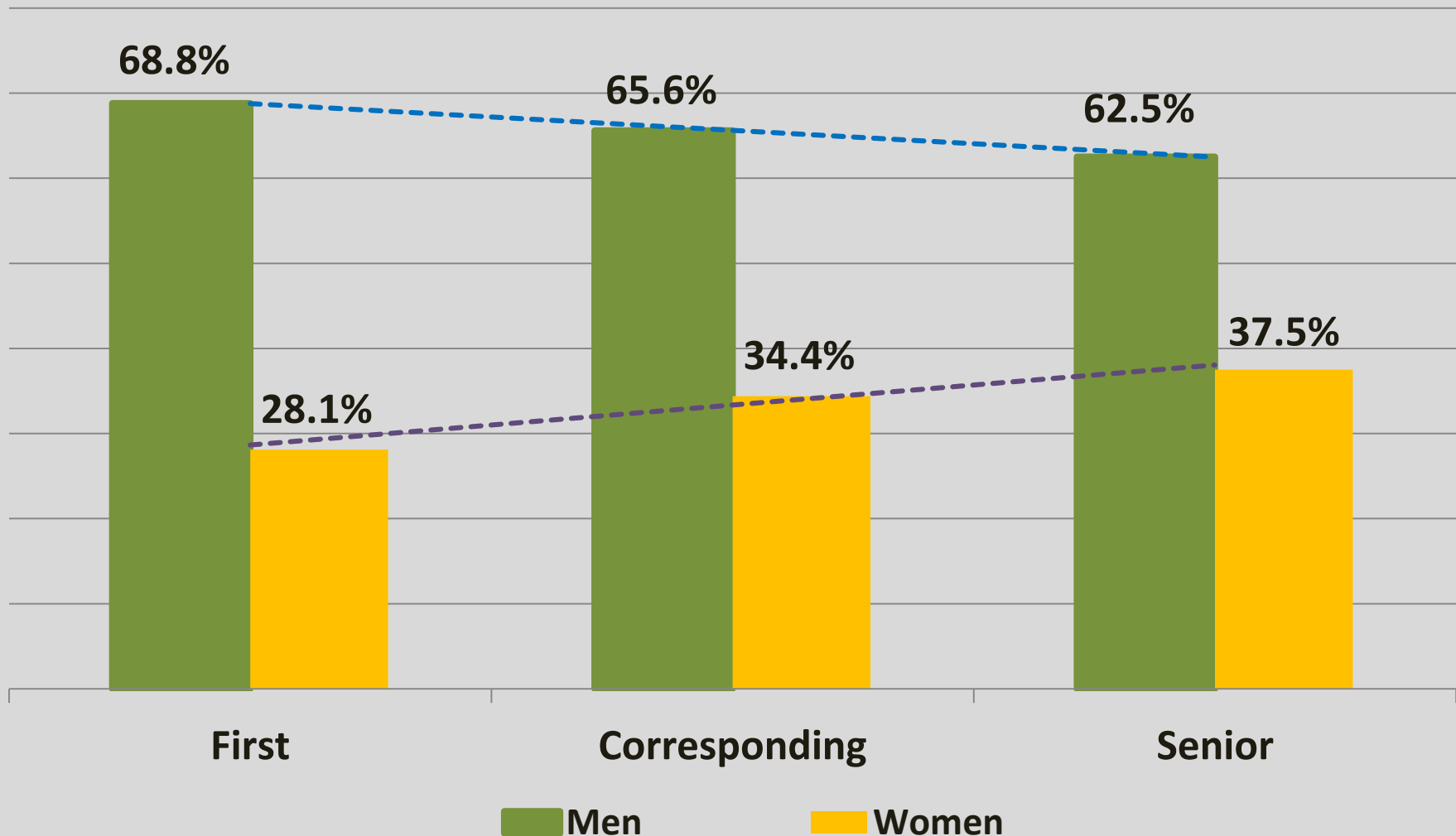


Authorship gender analysis of NIHR Oxford BRC publications, 2012-2017, n=2,422



NB: results after preliminary screening only – do not cite

Authorship gender analysis of NIHR Oxford BRC publications, by author, 2012-2017, n=32



NB: results after preliminary screening only – do not cite

1. Path dependency

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Gender Policy Committee

Gender Policy Homepage	Endorsement & Collaboration	Presentations & Publications
Training	Contact & Group Members	

Established in 2012, the EASE Gender Policy Committee works to advance gender- and sex-sensitive reporting and communication in science. The goal is not only better science, whether in the life, natural or social sciences, but also enhanced evidence-based practices, interventions and opportunities, for both women and men. The Committee consists of 16 experts in diverse backgrounds, linguistic traditions and professional experience, sharing enthusiasm to advance on sex and gender equity for responsible research and innovation.



- The SAGER Guidelines are a comprehensive procedure for reporting of sex and gender information in study design, data analysis, results and interpretations of findings.
- They are primarily designed to guide authors in preparing their manuscripts but they are also useful for editors to integrate assessment of sex and gender into all manuscripts as an integral part of the editorial process:
<https://doi.org/10.1186/s41073-016-0007-6>

The Sex And Gender Equity in Research (SAGER) Guidelines

SAGER
Guidelines

HOW THEY HAPPENED

The guidelines were developed by a panel of 13 experts representing nine countries through a series of teleconferences, conference presentations and a 2-day workshop. The panel conducted an internet survey of 716 journal editors, scientists and others in the international publishing community and a literature search on sex and gender policies in scientific publishing.

HOW THEY WORK

The resulting guidelines are a comprehensive procedure for reporting of sex and gender information in study design, data analyses, results and interpretation of findings.

13
EXPERTS FROM
9
COUNTRIES

AND WHO SHARES RESPONSIBILITY

The use of the guidelines by authors and reviewers, their adoption by editors as gatekeepers of science, and their respect by funders all contribute to integrating the assessment of sex and gender into manuscripts as an integral part of the editorial process.

716
JOURNAL EDITORS,
SCIENTISTS, AND
PUBLISHERS
SURVEYED

- Authors should use the terms sex and gender carefully in order to avoid confusing both terms.
- Where the subjects of research comprise organisms capable of differentiation by sex, the research should be designed and conducted in a way that can reveal sex-related differences in the results, even if these were not initially expected.
- Where subjects can also be differentiated by gender (shaped by social and cultural circumstances), the research should be conducted similarly at this additional level of distinction.

1. Title and abstract

If only one sex is included in the study, or if the results of the study are to be applied to only one sex or gender, the title and the abstract should specify the sex of animals or any cells, tissues and other material derived from these and the sex and gender of human participants.

2. Introduction

Authors should report, where relevant, whether sex or gender differences may be expected.

3. Methods

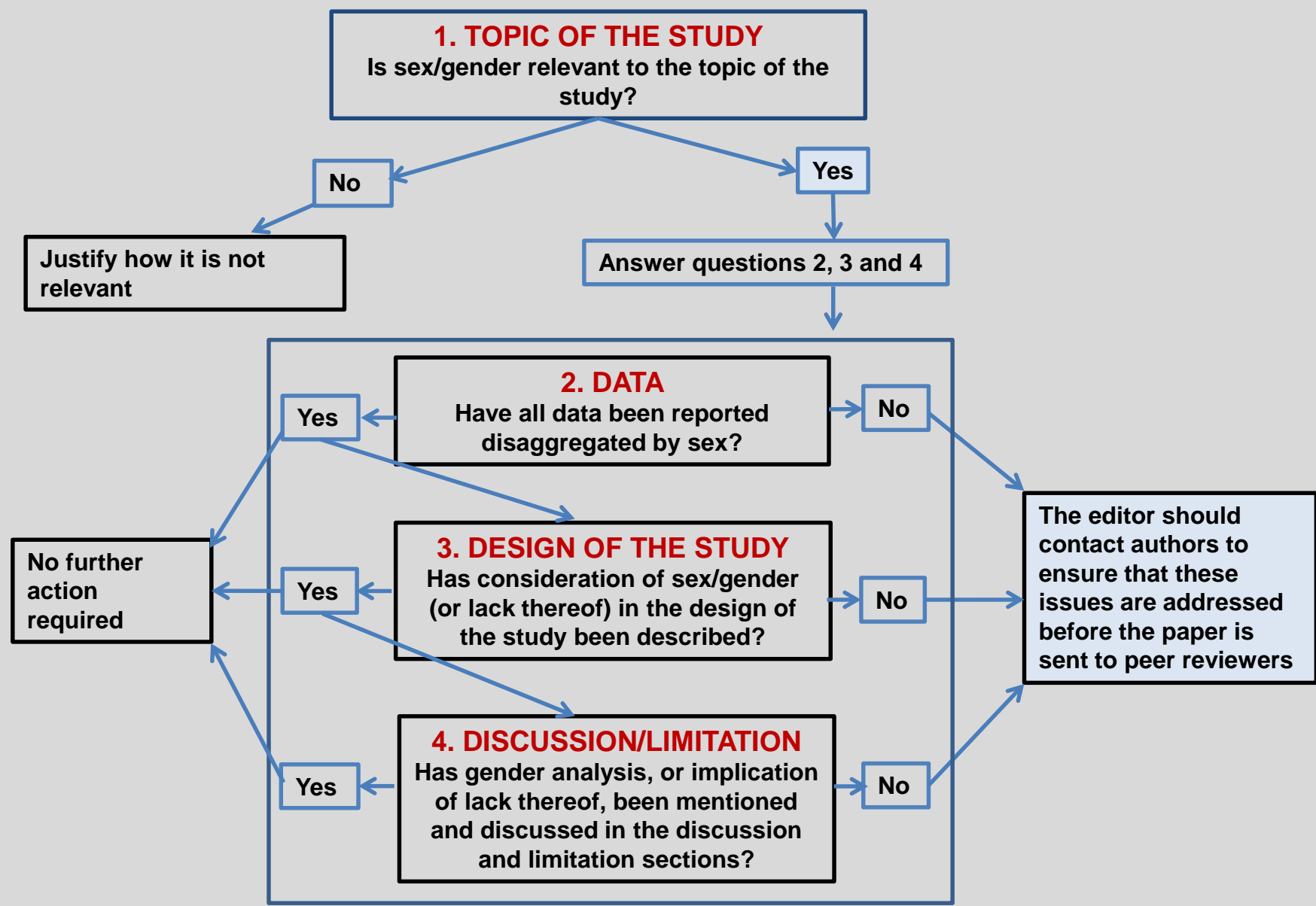
Authors should report how sex and gender were taken into account in the design of the study, whether they ensured adequate representation of males and females, and justify the reasons for any exclusion of males or females.

4. Results

Where appropriate, data should be routinely presented disaggregated by sex and gender. Sex- and gender-based analyses should be reported regardless of positive or negative outcome. In clinical trials, data on withdrawals and dropouts should also be reported disaggregated by sex.

5. Discussion

The potential implications of sex and gender on the study results and analyses should be discussed. If a sex and gender analysis was not conducted, the rationale should be given. Authors should discuss the implications of the lack of such analysis on the interpretation of the results.



1. **Adopt the guidelines as a formal policy in Instructions to Authors**
2. **Screen initial submissions** to determine whether sex/gender is relevant to the topic of the study; if so, determine whether the issue has been addressed adequately enough to proceed with peer review
3. **Encourage peer reviewers** to consider sex/gender in the evaluation of manuscripts.
4. **Train editorial staff** on the importance of sex/gender reporting.

1. Are the concepts of gender and/or sex used in your research project?
2. If yes, have you explicitly defined the concepts of gender and/or sex? Is it clear what aspects of gender and/or sex are being examined in your study?
3. If no, do you consider this to be a significant limitation? Given existing knowledge in the relevant literature, are there plausible gender and/or sex factors that should have been considered? If you consider sex and/or gender to be highly relevant to your proposed research, the research design should reflect this.

REVIEW

Open Access



Sex and Gender Equity in Research: rationale for the SAGER guidelines and recommended use

Shirin Heidari¹, Thomas F. Babor^{2*}, Paola De Castro³, Sera Tort⁴ and Mirjam Curno⁵

Abstract

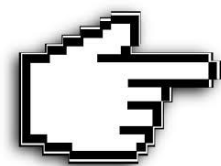
Background: Sex and gender differences are often overlooked in research design, study implementation and scientific reporting, as well as in general science communication. This oversight limits the generalizability of research findings and their applicability to clinical practice, in particular for women but also for men. This article describes the rationale for an international set of guidelines to encourage a more systematic approach to the reporting of sex and gender in research across disciplines.

Methods: A panel of 13 experts representing nine countries developed the guidelines through a series of teleconferences, conference presentations and a 2-day workshop. An internet survey of 716 journal editors, scientists and other members of the international publishing community was conducted as well as a literature search on sex and gender policies in scientific publishing.

Results: The Sex and Gender Equity in Research (SAGER) guidelines are a comprehensive procedure for reporting of sex and gender information in study design, data analyses, results and interpretation of findings.

Conclusions: The SAGER guidelines are designed primarily to guide authors in preparing their manuscripts, but they are also useful for editors, as gatekeepers of science, to integrate assessment of sex and gender into all manuscripts as an integral part of the editorial process.

Keywords: Sex, Gender, Guidelines, SAGER, Scientific research, Scientific publishing, Gender bias, Equity



<http://www.ease.org.uk/communities/gender-policy-committee>

SAGER
Guidelines

European
Association of
Science
Editors

EASE

***The European Association of Science Editors (EASE)** is an international community of individuals and associations from diverse backgrounds, linguistic traditions and professional experience in science communication and editing.*

Please sign here to endorse the SAGER guidelines.

Name:*

Email address:*

Journal name or institution:*

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Science's new social contract with society

Michael Gibbons

Under the prevailing contract between science and society, science has been expected to produce 'reliable' knowledge, provided merely that it communicates its discoveries to society. A new contract must now ensure that scientific knowledge is 'socially robust', and that its production is seen by society to be both transparent and participative.

Modern science has until recently flourished partly because of a stable, underlying agreement between its practitioners and the rest of society. In other words, there has been a social contract between science and society, an arrangement built on trust which sets out the expectations of the one held by the other, and which — in principle — includes appropriate sanctions if these expectations are not met.

This social contract has been made up of several individual elements, reflecting broader contracts between government and society, between industry and society, and between higher education and society. The contract between university science and society, for example, has been based



Traditional boundaries between university and industrial science, and between basic and applied research, are disappearing. As a result, science and society are invading each other's

These trends can be observed internationally, even if their precise form and timing has varied between countries. Cumulatively, they signal the end of the institutional arrangements through which science flourished during and after the Second World War, and thus mark the expiry of the social contract between science and society that has dominated this period. A new social contract is now required. This cannot be achieved merely by patching up the existing framework. A fresh approach — virtually a complete 'rethinking' of science's relationship with the rest of society — is needed.

Reflecting complexity and diversity

One aspect of this new contract is that it

Mode 2 knowledge production

The new production of knowledge

The
dynamics
of
science
and
research
in
contemporary
societies

Michael Gibbons
Camille Limoges
Helga Nowotny
Simon Schwartzman
Peter Scott
Martin Trow

Mode 1: universities function as ivory towers, pursuing research in isolation from wider society and economy, and producing knowledge which needs to be “translated”

Mode 2: universities engage with government, industry, health services, and patients and the public to produce knowledge that they need. There is less need for “translation” and dissemination, and so less research waste



THE CO-CREATION PARADIGM

VENKAT RAMASWAMY

AND

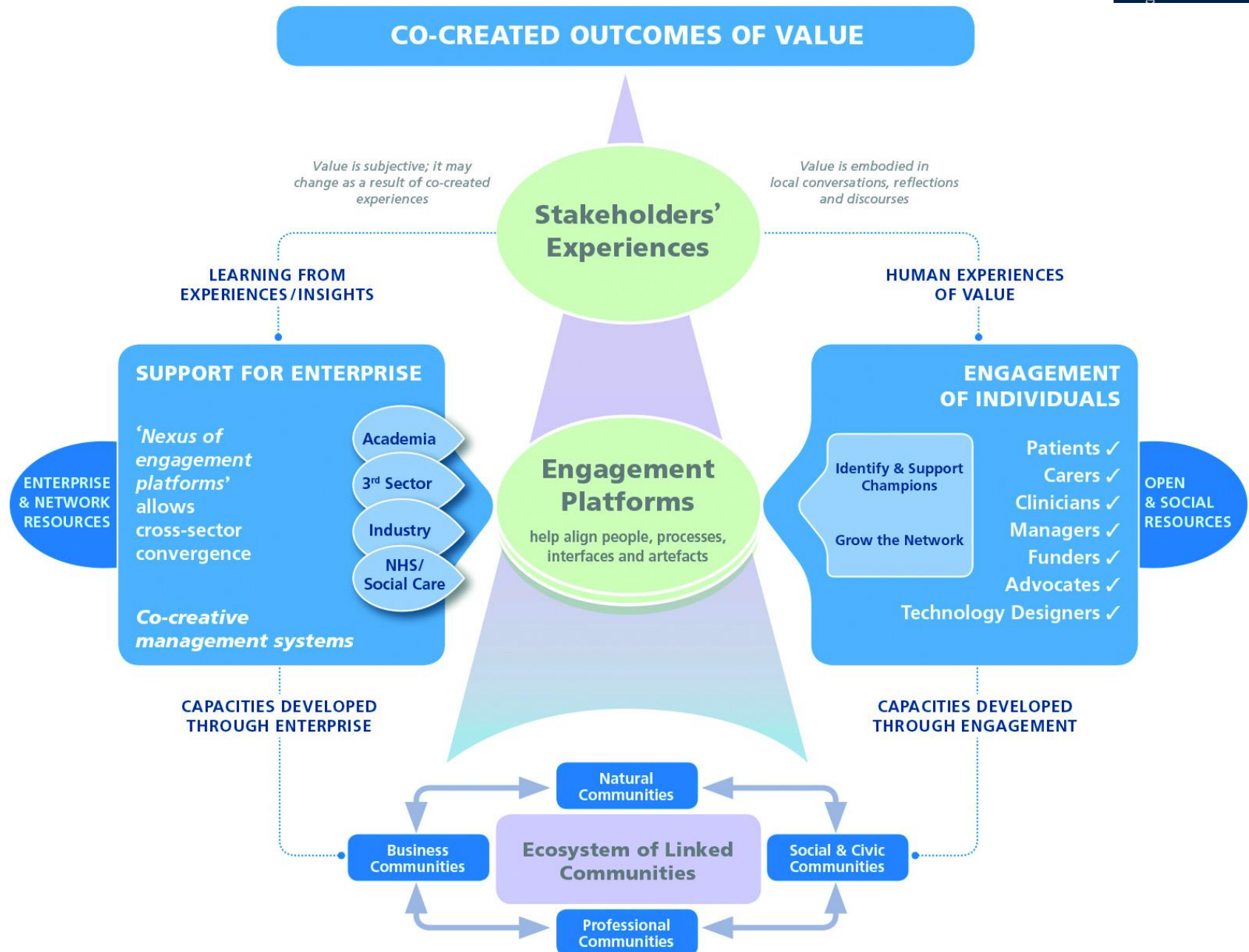
KERIMCAN OZCAN

A business strategy to engage multiple stakeholders in devising products and services to increase their value for everyone.

Four key principles :

- Stakeholders will not wholeheartedly participate in the co-creation process unless it produces value for them;
- The best way to co-create value is to focus on the experiences of all stakeholders;
- Stakeholders must be able to interact directly with one another (preferably face to face);
- Engagement platforms are needed that allow stakeholders to interact and share their experiences.

Adapted Value Co-creation model





- Catalonia's health research ecosystem is comprised of 20 research centres and institutes.
- 11 of those are organised into a pivoting scheme around major hospitals, similar to the UK's NIHR BRCs and are funded by the Carlos III Health Institute (the Spanish main funding body for health research).
- Catalonia's Department of Health funds health research based on the Strategic Plan for Research in Health Sciences (PERIS).
- The PERIS funding programme has been running for two years, with its third edition is about to be launched.



Dr Paula Adam, AQuAS



A global call for action to include gender in research impact assessment

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Abstract

Global investment in biomedical research has grown significantly over the last decades, reaching approximately a quarter of a trillion US dollars in 2010. However, not all of this investment is distributed evenly by gender. It follows, arguably, that scarce research resources may not be optimally invested (by either not supporting the best science or by failing to investigate topics that benefit women and men equitably). Women across the world tend to be significantly underrepresented in research both as researchers and research participants, receive less research funding, and appear less frequently than men as authors on research publications. There is also some evidence that women are relatively disadvantaged as the beneficiaries of research, in terms of its health, societal and economic impacts. Historical gender biases may have created a path dependency that means that the research system and the impacts of research are biased towards male researchers and male beneficiaries, making it inherently difficult





Post d'estiu sobre avaluació de l'impacte de la recerca. Parlem de gènere?

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AG.

🕒 26 d'agost de 2016 👤 AQuAS 💬 0

Des del blog AQuAS recomanem molt la lectura de l'article [A global call for action to include gender in research impact assessment](#), encapçalat per l'investigador Pavel V. Ovseiko de la Universitat d'Oxford i amb al participació activa de l'[equip d'impacte de la recerca d'AQUAS](#).

El recomanem per tres raons:

1. Per l'interès de la temàtica de l'article. Es tracta d'una crida a la comunitat de pràctica per a la inclusió de la perspectiva de gènere en l'àmbit de la "ciència de la ciència".
2. El grup d'autors signants fou, en part, engendrat a Barcelona en la primera edició de la [International School on Research Impact Assessment](#) (ISRIA), co-fundada per AQuAS el 2013.

EU projects and workshops as engagement platforms for value co-creation with government and industry



La veu de l'expert



Pavel V Ovseiko,

Senior Research Fellow in Health Policy and Management.

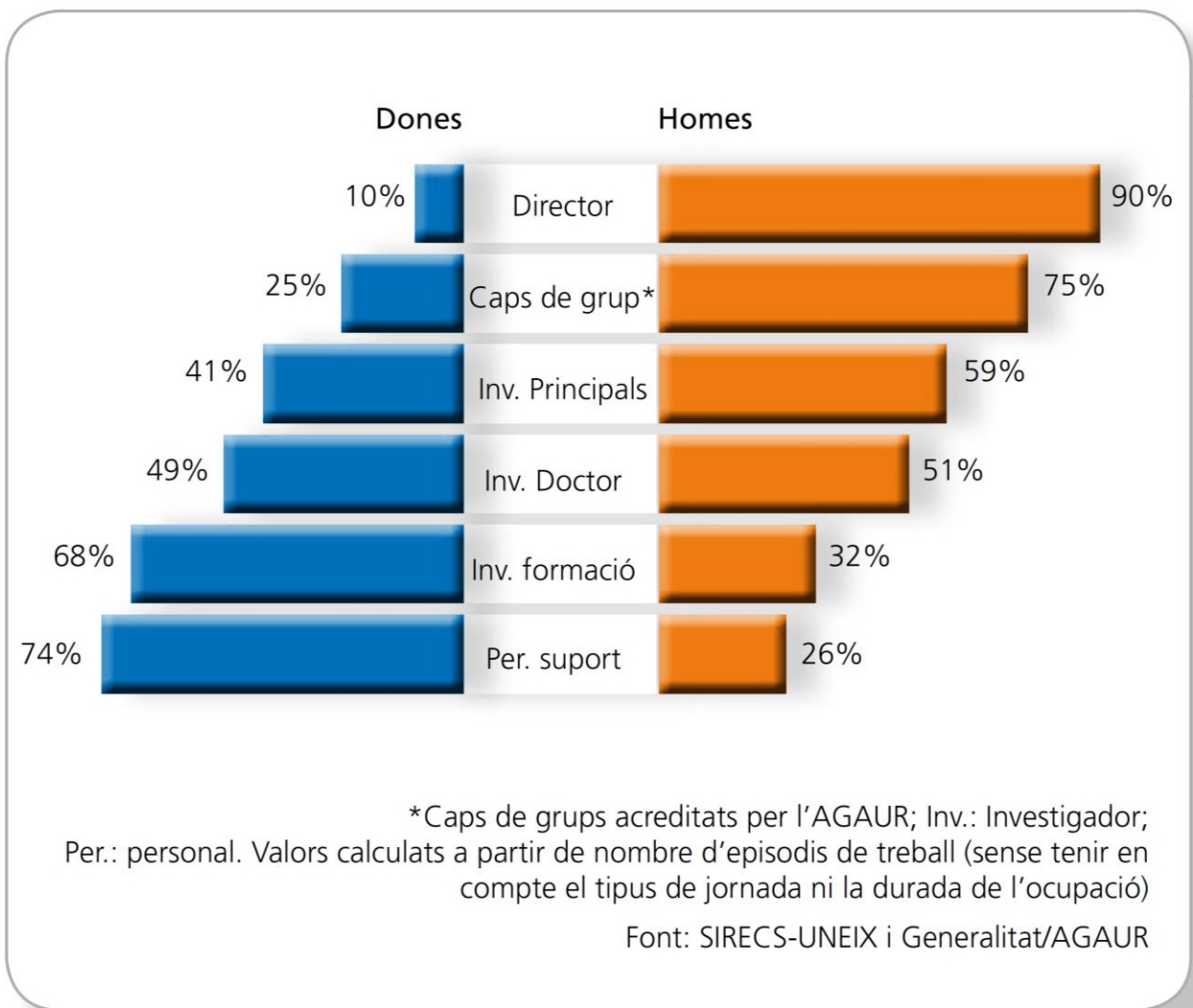
University of Oxford and NIHR Oxford Biomedical Research Centre, UK.

El sistema de recerca en salut a Catalunya ha demostrat una força i resiliència considerables davant de condicions econòmiques adverses, a més d'oferir oportunitats, encara per explotar, per impulsar la innovació, la creació de nous llocs de treball i la promoció d'un creixement econòmic sostenible.

El constant compromís del govern català amb la recerca en salut ha ajudat a captar recursos addicionals i a augmentar la competitivitat del conjunt de centres/instituts. La Central de Resultats d'aquest any mostra que l'augment del 3,5% en la subvenció directa de la Generalitat de 2014 a 2015 ha estat acompanyat d'un augment del 10% en la captació de recursos no competitius i un augment del 26% en els recursos captats de forma competitiva. A la vegada, aquest augment de recursos ha permès la creació de nous llocs de treball altament qualificats, tal com es demostra en l'augment del 12% en el total d'equivalents a jornades completes en el conjunt de centres/instituts de 2014 a 2015.

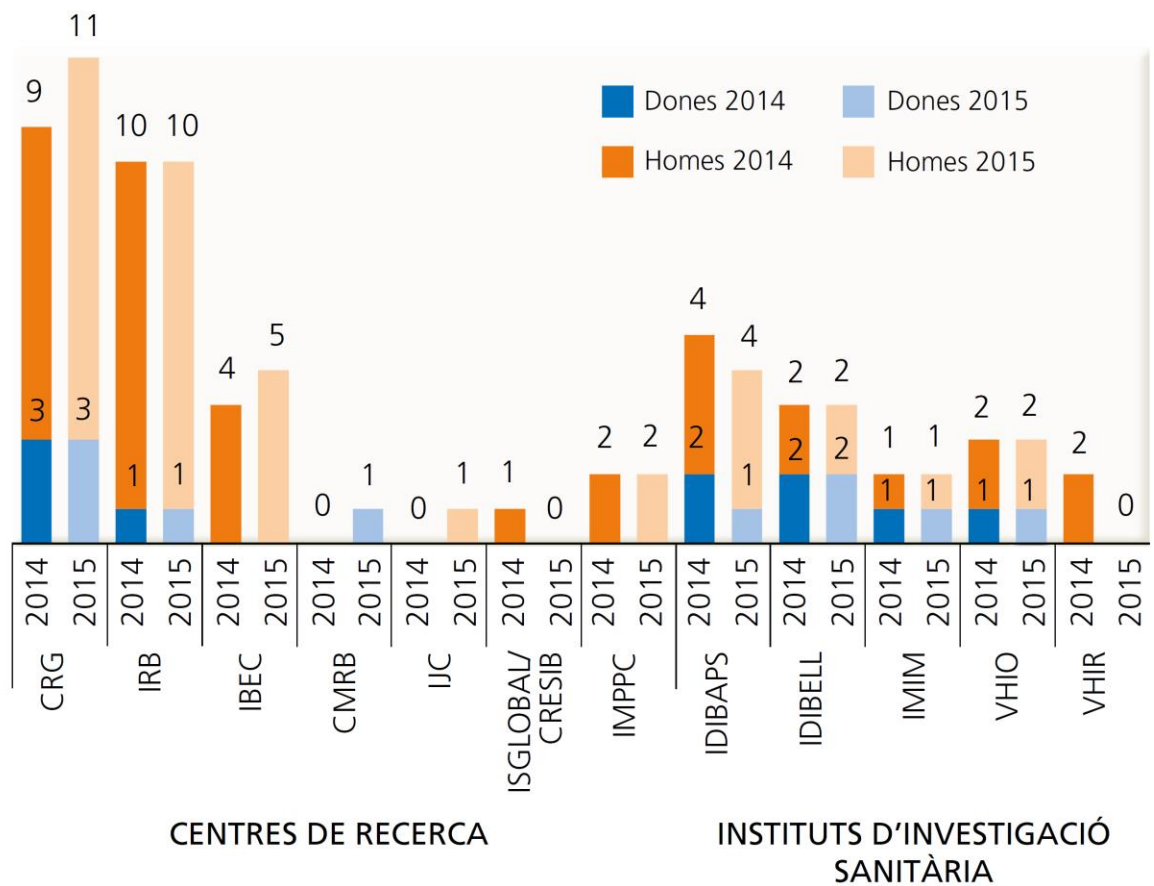
Aquesta capacitat de créixer en captació de recursos externs lligada la inversió de recerca governamental suggereix que la creació de llocs de treball i el creixement

Women in Catalan health research centres/institutes, 2015



Pes del personal segons gènere en les diferents categories professionals del conjunt dels centres/instituts, dades del 2015

Gender distribution of ICREA-fellowships in health sciences, 2014-15



Nombre d'investigadors ICREA per centre/institut i gènere, dades dels anys 2014-2015

Font: SIRECS-UNEIX

PERIS 2018 will have a strong sex and gender evaluation perspective



- In the definition of the programme it is stated that any research proposal should include a gender perspective.
- Application forms: in the project description it is required to specify how gender is taken into consideration.
- Reviewers' Assessment Toolkit: work is underway to scope best practice and develop guidelines for evaluators.

This is the first time that PERIS will include a sex and gender perspective and, as far as we know, it will also be the first time in any of the major research programme calls in Spain.

1. Path dependency

2. Athena SWAN

3. SAGER guidelines

4. Value co-creation

5. Our next step

**Including sex and
gender considerations in
the quality assessment
of research outputs in
2021 REF: An open letter
to United Kingdom
Research and Innovation**





Thank you

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