**REPRESENTATION AND PARTICIPATION OF WOMEN SCIENTISTS IN INTERNATIONAL SCIENTIFIC UNIONS, RESEARCH COUNCILS AND SCIENCE ASSOCIATIONS**

**GENERAL**

1. What is the name of your union?

|  |
| --- |
|  |

1. In which country is the secretariat of your union located or, if there is no secretariat, in which country is the union formally registered?

|  |
| --- |
|  |

1. Which scientific field(s) or discipline(s) does your union represent?

|  |
| --- |
|  |

1. Does your union have an estimate of the global percentage of women in the scientific field(s) or discipline(s) it represents?

|  |  |  |  |
| --- | --- | --- | --- |
| Yes |  |  |  |
| No |  | *(Skip to Question 7)* |  |

1. If yes to Question 4, what is the current, most reliable estimate (expressed as a percentage) for the scientific field(s) or discipline(s) your union represents?

|  |  |
| --- | --- |
|  | *(Write percentage)* |

1. Please explain the basis for the estimate provided above.

|  |
| --- |
|  |

**MEMBERS**

1. Does your union have any individual members (i.e., persons and not regions, nations, or territories)?

|  |  |  |  |
| --- | --- | --- | --- |
| Yes |  |  |  |
| No |  | *(Skip to Question 9)* |  |

1. If yes to Question 7, how many individual members does your union currently have and how many of them are women?

|  |  |
| --- | --- |
|  | **Number** |
| Number of individual members |  |
| Number of individual members who are women |  |

1. Does your union have any geographical members (i.e. regional/ national/ territorial members that are not individuals)?

|  |  |  |  |
| --- | --- | --- | --- |
| Yes |  |  |  |
| No |  | *(Skip to Question 12)* |  |

1. If yes to Question 9, does your union keep records of the number of individual members of its geographical members?

|  |  |  |  |
| --- | --- | --- | --- |
| Yes |  |  |  |
| No |  | *(Skip to Question 12)* |  |

1. If yes to Question 10, how many individual members do your geographical members currently have in total, and how many of them are women?

|  |  |
| --- | --- |
|  | **Number** |
| Total number of individual members of geographical members |  |
| Number of individual members of geographical members who are women |  |

**GOVERNING BODIES**

1. What are the names of the governing bodies in your union?

|  |  |
| --- | --- |
|  | *(Write names of governing bodies)* |

1. How many individuals currently serve on these governing bodies in total, and how many of them are women?

|  |  |
| --- | --- |
|  | **Number** |
| Total number of individuals serving on the governing bodies |  |
| Number of women serving on the governing bodies |  |

**GENERAL ASSEMBLY**

1. Does your union have a general assembly?

|  |  |  |  |
| --- | --- | --- | --- |
| Yes |  |  |  |
| No |  | *(Skip to Question 19)* |  |

1. If yes to Question 14, does your union keep records of the percentage of women among the delegates to its general assembly?

|  |  |  |
| --- | --- | --- |
| Yes |  |  |
| No |  | *(Skip to Question 17)* |

1. If yes to Question 15, what was the percentage of women among delegates at your union’s most recent general assembly?

|  |  |
| --- | --- |
|  | *(Write percentage)* |

1. Did your union apply any guidelines, targets, or initiatives to promote more balanced gender representation among delegates to its most recent general assembly?

|  |  |  |
| --- | --- | --- |
| Yes |  |  |
| No |  | *(Skip to Question 19)* |

1. If yes to Question 17, please describe the initiatives. Alternatively, if the relevant policies or materials are available online, please provide the web links.

|  |
| --- |
|  |

**GOVERNING DOCUMENTS, POLICIES AND STRATEGIES**

1. Which of the following are explicitly mentioned as issues in your governing documents (i.e., your constitution, by-laws and/or statutes)? (Select ALL that apply.)

|  |  |  |
| --- | --- | --- |
| Diversity |  |  |
| Diversity, equity and inclusion (DEI) |  |  |
| Gender equality (or inequality) |  |  |
| Women in science |  |  |
| Gender mainstreaming |  |  |
| Non-discrimination on the basis of gender |  |  |
| Other similar issues relevant to gender (in)equality |  |  |
| (Specify: ……………….…………………………..) |  |
| None of the above |  | *(Skip to Question 21)* |

1. Please provide a web link to the documents in which these issues are mentioned, and/or upload the documents if available.

|  |  |
| --- | --- |
|  | *Insert the web link* |

~~~~~~~~~~~~~~~~~~~~~~~~~~~ *Upload document(s) here*

1. Does your union have any of the following policies, strategies and/or guidelines in place? (Select ALL that apply.)

| A gender equality policy or statement  (A document outlining the organisation’s commitment to gender equality, guiding principles, and decision-making framework.) |  |
| --- | --- |
| A gender equality strategy  (A structured, long-term plan with specific objectives and actions to promote gender equality.) |  |
| A general diversity, equity, and inclusion (DEI) policy  (A broad policy covering diversity, including but not limited to gender, race, ethnicity, disability, and other factors. Note: This policy must at least mention gender.) |  |
| A policy or guidelines addressing gender-based discrimination and harassment  (Includes measures to prevent and address gender-based discrimination, sexual harassment, and other forms of misconduct.) |  |
| A policy or guidelines addressing unconscious bias in decision-making  (Guidance for recognising and mitigating unconscious biases in hiring, promotions, nominations, and leadership selection. Note: This policy must at least mention gender.) |  |
| A mechanism for reporting and addressing gender-related complaints  (A structured process for reporting and resolving gender-based discrimination or harassment concerns.) |  |
| Other similar policies, strategies and/or guidelines relevant to gender equality.  (Specify: …………………..…………………………………….……..) |  |
| None of the above |  |

1. Does your union currently have any of the following structures with a specific mandate to drive change in the area of gender equality?

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Yes** | **No** |  |
| A permanent committee or sub-committee |  |  | *(If no to BOTH, skip to Question 26)* |
| An ad hoc (non-permanent) working group, task force or action group |  |  |

1. If yes to any of the options in Question 22, please provide the name(s) of the relevant structure(s).

|  |  |
| --- | --- |
| A permanent committee or sub-committee |  |
| An ad hoc (non-permanent) working group, task force or action group |  |

1. If available, please provide a web link where more information about these structures can be found. Alternatively, and if available, you may also upload relevant documents about these structures.

|  |  |
| --- | --- |
|  | *Insert the web link(s) here* |

~~~~~~~~~~~~~~~~~~~~~~~~~~~ *Upload the document(s) here*

1. Do the structures in Question 22 have sufficient resources to fulfil their mandate?

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Yes, they have sufficient resources** | **No, although they have some resources, these are insufficient** | **No, they have no resources** |
| A permanent committee or sub-committee |  |  |  |
| An ad hoc (non-permanent) working group, task force or action group |  |  |  |

**GENDER EQUALITY BUDGET**

1. Does your union have the following budgets?

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Yes** | **No** |  |
| A specific budget for gender equality |  |  | *(If no to BOTH, skip to Question 28)* |
| A budget for diversity issues that include gender |  |  |

1. If your union has a specific budget for gender equality or diversity, what percentage of your union’s total budget did it represent in the most recent financial year?

|  |  |
| --- | --- |
|  | *(Write percentage)* |

**DEALING WITH GENDER-RELATED COMPLAINTS**

1. Does your union have its own formal grievance mechanism for dealing specifically with gender-related complaints?

|  |  |  |
| --- | --- | --- |
| Yes |  |  |
| No |  | *(Skip to Question 30)* |

1. If yes to Question 28, who at your union is responsible for dealing with complaints about gender-related issues? (Select ALL that apply.)

|  |  |
| --- | --- |
| Executive committee or board of officers |  |
| A standing committee (e.g. an ethics committee) |  |
| An ad-hoc committee |  |
| A specific officer |  |
| An ombudsperson |  |
| Other |  |
| (Specify: ……………………………………………………….……..) |  |

1. Is/are there any national legal framework(s) your union may use to deal with gender-related complaints?

|  |  |
| --- | --- |
| Yes, and we use it when necessary |  |
| Yes, but we do not use it or have not had a need to use it |  |
| No, there is none |  |

**MOST RECENT SCIENTIFIC CONGRESS**

1. In what year was the most recent scientific congress organized by your union?

|  |  |
| --- | --- |
|  | *(Write year)* |

1. Does your union have a record of the percentage of women attendees at the most recent scientific congress that it organized?

|  |  |  |
| --- | --- | --- |
| Yes |  |  |
| No |  | *(Skip to Question 34)* |

1. If yes to Question 32, what was the percentage of women attendees at that most recent scientific congress?

|  |  |
| --- | --- |
|  | *(Write percentage)* |

1. Does your union have a record of the percentage of women among the invited speakers (e.g. plenary and keynote) at that most recent scientific congress?

|  |  |  |
| --- | --- | --- |
| Yes |  |  |
| No |  | *(Skip to Question 36)* |

1. If yes to Question 34, what was the percentage of women among the invited speakers at that most recent scientific congress?

|  |  |
| --- | --- |
|  | *(Write percentage)* |

1. Does your union have a record of the percentage of women on the organising committees of that most recent scientific congress?

|  |  |  |
| --- | --- | --- |
| Yes |  |  |
| No |  | *(Skip to Question 38)* |

1. If yes to Question 36, what was the percentage of women on the organising committees of that most recent scientific congress?

|  |  |
| --- | --- |
|  | *(Write percentage)* |

**AWARDS AND PRIZES**

*“Awards” and “prizes” here refer to tokens of recognition for scientific achievements, not research grants or funding.*

1. Has your union given out any awards or prizes in the period 2020 to 2024?

|  |  |  |
| --- | --- | --- |
| Yes |  |  |
| No |  | *(Skip to Question 41)* |

1. If yes to Question 38, how many individuals have been nominated for your union’s awards or prizes in the period 2020 to 2024 in total, and how many of the total number of individual nominees over that period are women?

|  |  |
| --- | --- |
|  | **Number** |
| Total number of individual nominees |  |
| Number of nominees who are women |  |

1. How many individuals have been recipients of your union’s awards or prizes in the period 2020 to 2024 in total, and how many of the total individual recipients over that period are women?

|  |  |
| --- | --- |
|  | **Number** |
| Total number of individual recipients |  |
| Number of recipients who are women |  |

1. Does your union have awards or prizes specifically recognising contributions by women scientists?

|  |  |  |
| --- | --- | --- |
| Yes |  |  |
| No |  | *(Skip to Question 43)* |

1. If yes to Question 41, how many awards or prizes specifically for women has your union given out in the period 2020 to 2024 in total? As a single award or prize may have more than one individual recipient, please also confirm how many individual women have received these awards and prizes specifically for women?

|  |  |
| --- | --- |
|  | **Number** |
| Total number of awards or prizes specifically for women that were given out |  |
| Number of women who received the awards and prizes specifically for women |  |

**JOURNAL PUBLISHING**

1. Does your union publish scientific or scholarly journals?

|  |  |  |
| --- | --- | --- |
| Yes |  |  |
| No |  | *(Skip to Question 45)* |

1. If yes to Question 43, does your union keep records of the following?

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Yes** | **No** | **Don’t know** |
| Percentage of women among editors-in-chief |  |  |  |
| Percentage of women among associate editors |  |  |  |
| Percentage of women on the journal’s advisory board |  |  |  |
| Percentage of women among published authors |  |  |  |
| Percentage of women among peer reviewers |  |  |  |

**OTHER INITIATIVES**

1. Does your union currently have formal initiatives in place that focus on any of the following? (Select ALL that apply.)

|  |  |
| --- | --- |
| Mentorship of women scientists |  |
| Leadership training programmes for women |  |
| Encouragement of girls and young women to pursue STEM fields |  |
| Raising awareness of the need for gender equality |  |
| Funding for women scientists |  |
| Research on gender equality and/or women in science |  |
| Advocacy to influence gender-related policies in science |  |
| Collaborations with external organisations focusing on gender equality in science |  |
| Accommodating women with young children when they attend scientific conferences or congresses |  |
| Celebrations of international events such as the International Day of Women and Girls in Science |  |
| Initiatives addressing intersectionality (e.g., gender and ethnicity, disability, LGBTQ+) |  |
| Other initiatives focused on gender equality |  |
| (Specify: ………………………………………………………….……..) |  |

1. If you have more to say about any of the initiatives in Question 45, please provide additional information and the web link for each initiative in the space below.

|  |
| --- |
|  |

1. Does your union have webpages dedicated to gender equality or women in science?

|  |  |  |
| --- | --- | --- |
| Yes |  |  |
| No |  | *(Skip to Question 49)* |

1. If yes to Question 47, please provide the web links:

|  |
| --- |
|  |

**EVALUATION AND MONITORING**

1. Does your union measure the effectiveness of its gender equality initiatives in any way?

|  |  |
| --- | --- |
| Yes |  |
| Not yet, but plans are in place to do so within the next year |  | *(Skip to Question 51)* |
| No |  | *(Skip to Question 51)* |

1. If yes to Question 49, please briefly explain how you measure the effectiveness of your gender equality initiatives.

|  |
| --- |
|  |

1. In the period 2020 to 2024, has your union received any awards or recognition for any of its initiatives to promote gender equality?

|  |  |
| --- | --- |
| Yes |  |
| No |  | *(Skip to Question 53)* |

1. If yes to Question 51, please provide details.

|  |
| --- |
|  |

**CHALLENGES**

1. To what extent does your union face the following institutional challenges to gender equality?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Large extent** | **Some extent** | **Little extent** | **Not at all** |
| Lack of gender-disaggregated data relevant to your union  (e.g., absence of data on membership, awards, leadership, or participation, which makes it difficult to identify and track issues) |  |  |  |  |
| Lack of institutional prioritisation of gender-equality issues in your union (e.g., reluctance within your union to acknowledge and address gender-equality issues) |  |  |  |  |
| Limited institutional support from your union  (e.g., insufficient funding, staff, or commitment to gender-equality initiatives) |  |  |  |  |
| Underrepresentation of women in leadership and/or decision-making roles in your union  (e.g., few women in senior roles, governance structures, or key decision-making bodies) |  |  |  |  |
| Other institutional challenges in your union |  |  |  |  |
| (Specify: …..………………..……………………………………………………….……..) | | | | |

**FINAL**

1. Is there any other information that your union would like to share, including comments on questions in this survey that you have struggled to understand and/or answer? If so, please provide this information in the space below.

|  |
| --- |
|  |

1. We may follow up this survey with additional questions and/or interviews. Please check the appropriate box below to indicate if we may contact you again.

|  |  |
| --- | --- |
| Contact us again if needed |  |
| Do not contact us again |  |

**THE END**

**THANK YOU FOR YOUR TIME AND EFFORT**