



Administering Institutions – consideration of gender equality

NHMRC requires Administering Institutions to have policies in place to support gender equality in health and medical research.

[*NHMRC's Gender Equality Strategy 2018-2021*](#) aims to achieve a gender-equal health and medical research workforce by supporting an increase in the retention and progression of women. Its vision is that all researchers have equal opportunity to participate in NHMRC funding schemes and are supported to reach their full potential. Strategies are required to achieve these goals. Accordingly, NHMRC requires the policies of Administering Institutions to include the following elements:

1. An institutional strategy that addresses the underrepresentation of women in senior positions in relevant strategic/corporate/diversity plans. This strategy should be reviewed frequently to ensure that it is effective and relevant.
2. Strategies for leadership development for women, including sponsorship, mentoring and training.
3. The provision of employer-funded primary carers leave for parents, as well as transitional support to encourage return to work.
4. Flexible working arrangements that cater for individuals with caring responsibilities.
5. Remuneration equity for equal or comparable responsibilities.
6. Employment strategies that encourage the recruitment, retention and progression of women in health and medical research.
7. Strategies to address the need for the provision of support for childcare.
8. Policies, procedures and training in place to support research environments that are free from bias, discrimination and sexual or other harassment and procedures in place to fairly address any instances of such behaviour.