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Position of the National Science Centre on equal access of men and women to research funding

The National Science Centre supports researchers in Poland, regardless of their age, gender, nationality, academic degree and discipline, with high quality of research being the sole criterion for such support.

Although we support the best researchers, we try to attract scientists representing various social groups, believing that objective and credible research requires diversity in terms of values, points of view and experience as well as researchers' skills.

The National Science Centre has a deliberate policy in place, ensuring equal access to research funding for various groups of researchers. We address our calls for proposals to all researchers involved in research in Poland and for Polish research institutions, regardless of their age, career advancement or nationality. Our calls for proposals are launched in all academic disciplines and domains.

We also apply various measures to support equal treatment of men and women in their application for research funding, of which the most important ones include:

- ensuring, where possible, equal representation of men and women in the expert teams and reviewer teams;
- delegating the chairing of the expert panels to both men and women;
- monitoring male and female participation in particular calls for proposals on a regular basis, with special focus on the ratio of projects submitted to projects funded;
- introducing regulations on maternity leave and parental leave in addition to those laid down in the Labour Code, allowing women to add 18 months for every child born or adopted to the scope of data assessed under each call for proposals;
- encouraging and promoting female participation in the calls for proposals by creating a "female researcher" model. The National Science Centre publishes the achievements of female grant winners on its website, promotes them during various scientific events, such as the "NCN Days" and participates in conferences on female researchers;



- promoting the participation of female researchers in various decision-making and opinion-making bodies within the National Science Centre and outside of it; and
- publishing the numbers on male and female participation in the calls for proposals on the webpage of the National Science Centre.

We are very pleased that so far the numbers on men and women applying for research funding at the National Science Centre are very good as compared to other renowned European grant institutions. The numbers are attached but, for example, 43% of female PI's have participated in research projects funded by the National Science Centre, with only 20-25% in research projects funded by the European institutions, such as the ERC, German DFG or Swiss SNSF.

We are, however, aware that equal treatment of men and women applying for research funding can only be ensured if awareness is constantly raised in this respect among all parties concerned, i.e. researchers, experts, the Council and officers at the National Science Centre. Hence, we are intending to work on the procedures to identify and remove any bias in the application for, proceeding and/or evaluation of research projects. We will also publish the numbers on male and female participation in research projects on our webpage along with the numbers on the application for, evaluation and funding thereof.



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