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| <b>Title:</b>              | <b>Targets for women award holders and positive action<sup>1)</sup></b>   |
| <b>Implementation</b>      |    |
| <b>Field(s) of Action:</b> | * Presence and Visibility   |
| <b>Objectives:</b>         | <ul style="list-style-type: none"> <li>* To increase the number of female applicants</li> <li>* One of the objectives of the Science Foundation Ireland Gender Strategy 2016-2020<sup>2)</sup> is to achieve a target of 30% women award holders by 2020, against a benchmark of 21% in 2015. Several measures are envisaged in the strategy; however, in 2015 the Starting Investigator Research Grant (SIR G) Award Programme incorporated a gender initiative, ensuring that half of eligible applicants are women.</li> </ul> |
| <b>Target Group(s):</b>    | Female candidates   |
| <b>Description:</b>        | This gender initiative led to an increase in the number of women applicants from 27% in 2013 to 47% in 2015. As a result of the usual peer-review process, of the 20 proposals awarded in 2015, 55% of awardees were women, compared to only 27% in 2013. Additionally, SFI continues to allow extended eligibility timeframes for applicants who undertook career breaks, and also annually publishes gender-disaggregated data on funded award holders and research team members which inform redressing actions.               |
| <b>More information:</b>   | Science Foundation Ireland (SFI) (Ireland)<br>Website: <a href="http://www.sfi.ie/">http://www.sfi.ie/</a>  |

<sup>1)</sup> Science Europe (2017): Practical Guide to Improving Gender Equality in Research Organizations; online available at: [https://eige.europa.eu/sites/default/files/se\\_gender\\_practical-guide.pdf](https://eige.europa.eu/sites/default/files/se_gender_practical-guide.pdf)

<sup>2)</sup> <http://www.sfi.ie/funding/sfi-policies-and-guidance/gender/>

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