



# Administering Institutions – consideration of gender equity

NHMRC requires Administering Institution to have policies in place to support gender equity in health and medical research.

As outlined in the [NHMRC Gender Equity Strategy 2022-2025](#) NHMRC's vision is a gender diverse and inclusive health and medical research workforce to take advantage of the full range of talent needed to build a healthy Australia. Strategies are required to achieve this vision. 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.