STANDING COMMITTEE FOR GENDER EQUALITY IN SCIENCE



SIXTH ANNUAL REPORT

2025–2026

https://gender-equality-in-science.org/

scges.genderequality@gmail.com

SCGES PARTNERS

ACM: Association for Computing Machinery*

IAU: International Astronomical Union*

ICIAM: International Council for Industrial and Applied Mathematics*

IFSM: International Federation of Societies for Microscopy

IGU: International Geographical Union

IMU: International Mathematical Union*

INQUA: International Union for Quaternary Research

IPSA: International Political Science Association

IUBMB: International Union of Biochemistry and Molecular Biology

IUBS: International Union of Biological Sciences*

IUCr: International Union of Crystallography

IUGG: International Union of Geodesy and Geophysics

IUGS: International Union of Geological Sciences

IUHPST: International Union of History and Philosophy of Science and Technology*

IUIS: International Union of Immunological Societies

IUMRS: International Union of Materials Research Societies

IUPAC: International Union of Pure and Applied Chemistry*

IUPAP: International Union of Pure and Applied Physics*

IUPESM: International Union for Physical and Engineering Sciences in Medicine

IUPsyS: International Union of Psychological Science

IUSS: International Union of Soil Sciences

SCAR: Scientific Committee on Antarctic Research

SCOR: Scientific Committee on Ocean Research

UIS: Union Internationale de Spéléologie/International Union of Speleology

WAU: World Anthropological Union°

* Founding partner
° Partner that has not contributed to the present report.

EXECUTIVE SUMMARY

The Standing Committee for Gender Equality in Science (SCGES) is an independent committee formed in 2020 by nine international scientific organizations, most of which are full members of the International Science Council (ISC). These founding partners have been joined by 17 others over the intervening years. At the time of this report, SCGES has twenty-five partners, most of which are ISC International Union Members. The aim of SCGES is to ensure liaison among international scientific unions to foster gender equality, especially in the scientific communities that the scientific unions represent. SCGES works to encourage and systematize the exchange of information on gender equality and women in science among scientific unions.

The present report contains several sections that, collectively, overview the last year of work of the SCGES. After a brief introduction, the report includes a statement of the recommendations for promoting gender equality in scientific organizations that were contained in the final report of a joint project between ISC, the InterAcademy Partnership, and SCGES. These recommendations represent significant practices that, when adopted, can improve gender equality within a scientific organization, as discussed in the joint project report. The SCGES annual report then includes a summary of responses to a survey that assesses the current situation of our partner unions relative to the recommendations put forth in the joint report. Further, this section lists several good practices reported by our member unions along with examples of the factors that affect their development of gender equality initiatives.

The next section includes brief reports from the seven SCGES Working Groups, which conduct activities including communications on social media, conducting interviews with women scientists, developing recommendations on Best Practices for promoting gender equality, holding webinars, developing and promoting a new online directory of worldwide activities in support of gender equality in the sciences, and interfacing with the ISC. Lastly, this report includes brief reports from twenty-four partners of SCGES, all of which have a stated commitment to gender equality. Exchanging information on all related issues and making them visible is a major motivation for the partners who work together in SCGES.

https://gender-equality-in-science.org/
Contact: scges.genderequality@gmail.com

CONTENTS

Introduction, by Carol S. Woodward, SCGES Chair....5

Implementation of Recommendations for Gender Equality: Where Do SCGES Partner Unions Stand?

Recommendations from the Joint ISC-IAP-SCGES Report....8
Initiatives and Measures in Favor of Gender Balance in Partner Organizations....10

Working Group Reports

Best Practices Working Group....22
Communication Working Group....23
Directory Working Group....24
International Science Council Liaison Working Group....25
Interviews Working Group....26
Webinar Working Group....27
Annual Report Working Group....28

Reports from SCGES Partners

Association for Computing Machinery (ACM)....30
International Astronomical Union (IAU)....32
International Council for Industrial and Applied Mathematics (ICIAM)....34
International Federation of Societies for Microscopy (IFSM)....36
International Geographical Union (IGU)....38
International Mathematical Union (IMU)....40
International Union for Quaternary Research (INQUA)....42
International Political Science Association (IPSA)....43
International Union of Biochemistry and Molecular Biology (IUBMB)....45
International Union of Biological Sciences (IUBS)....46
International Union of Crystallography (IUCr)....48
International Union of Geodesy and Geophysics (IUGG)....50
International Union of Geological Sciences (IUGS)....52
International Union of History and Philosophy of Science and Technology (IUHPST)....54
International Union of Immunological Societies (IUIS)....56
International Union of Materials Research Societies (IUMRS)....58
International Union of Pure and Applied Chemistry (IUPAC)....60
International Union of Pure and Applied Physics (IUPAP)....63
International Union for Physical and Engineering Sciences in Medicine (IUPESM)....65
International Union of Psychological Science (IUPsyS)....67
International Union of Soil Sciences (IUSS)....69
Scientific Committee on Antarctic Research (SCAR)....71
Scientific Committee on Ocean Research (SCOR)....73
Union Internationale de Spéléologie/International Union of Speleology (UIS)....74

INTRODUCTION

What is SCGES?

The Standing Committee for Gender Equality in Science (SCGES) was established in 2020 by nine international scientific organizations following the successful completion of the *Gender Gap in Science Project:* A Global Approach to the Gender Gap in Mathematical, Computing, and Natural Sciences: How to Measure It, How to Reduce It? (hereafter "Gender Gap in Science Project," supported by ICSU and then ISC). Following its completion, participating organizations expressed a strong interest in continuing to act together to further promote gender equality in science by continuing and enlarging the work accomplished by this project. SCGES was therefore established to provide a continuing framework for international scientific unions and organizations to work together to promote gender equality in science, with particular emphasis on equal access to science education for women and girls and equal opportunities and treatment throughout scientific careers.

The Partners

SCGES was founded by nine organizations: ACM, IAU, ICIAM, IMU, IUBS, IUHPST, IUPAC, IUPAP, and GenderInSITE (which discontinued its activity in 2022). Since its first plenary meeting in September 2020, SCGES has continued to expand, welcoming seventeen additional scientific unions and organizations: IFSM, IGU, INQUA, IPSA, IUBMB, IUCr, IUGG, IUGS, IUIS, IUMRS, IUPESM, IUPsyS, IUSS, SCAR, SCOR, UIS, and WAU. This growing partnership reflects the recognition across scientific disciplines that advancing gender equality requires sustained cooperation, exchange of experience, and collective action. The approaches adopted by our partners vary considerably. Some have longstanding committees or working groups dedicated to women in their disciplines; others promote research on women and gender, provide financial support for women scientists, develop anti-harassment policies and codes of conduct, or use their leadership structures to advance institutional change. Sharing these experiences and making effective practices more visible is a central purpose of SCGES. The annual reports contributed by our partners provide detailed information on their situation and on the actions that they have each undertaken regarding gender equality in the scientific discipline they represent. They also illustrate the diversity of approaches being taken to promote gender equality across scientific disciplines.

Aims

The central aim of SCGES is to facilitate cooperation among international scientific unions and to encourage the adoption of best practices that facilitate gender equality within these unions. SCGES promotes the recommendations developed through the Gender Gap in Science Project, the SCGES updates to these recommendations on the SCGES website, and the recommendations developed by the joint ISC-IAP-SCGES report developed in 2026 and contained in this report. While SCGES actively cooperates with policymakers and international organizations, particularly the ISC, its distinctive strength lies in bringing together scientists from different disciplines as active participants in advancing gender equality within the scientific community.

How We Work

Each SCGES partner appoints a representative and a deputy representative. The representatives meet in plenary twice a year to exchange information on initiatives undertaken by their organizations and to discuss SCGES activities and priorities. In addition, SCGES has several Working Groups which carry out specific activities between plenary meetings and are composed of SCGES members and volunteers designated by partner unions. As the following reports show, these activities include communications on social media and among members about events and

activities related to gender equality, interviews with women scientists, development of recommendations and best practices for promoting gender equality, organization of webinars, cooperation with the ISC and with some of its activities to support gender equality, development of a directory of worldwide activities that promote gender equality, and preparation of SCGES reports. Between plenary meetings, officers of SCGES meet every other month to monitor the progress of current affairs and develop proposals for future action. SCGES is funded through annual contributions from its partners, normally in the range of €250–€300 per organization, which fund the running of SCGES's website and its media communications.

Accomplishments and Priorities

Cooperation between SCGES and the ISC continued during the year through the joint project with the ISC and the InterAcademy Partnership (IAP), *Advancing Gender Equality in Scientific Organizations*. The project measured and reported on the state of gender equality in scientific unions and science academies and provided a set of recommendations to improve the situation of gender equality within such organizations. SCGES representatives contributed to the project through the Task Force and Expert Panel, by filling in individual surveys, and by participating in interviews with leaders of scientific unions. This close collaboration enabled SCGES to contribute to the development of the data questionnaire distributed to participating organizations, while data provided by SCGES members contributed to the project's analysis.

In 2026, as in previous years, SCGES contributed a webinar to the Global Women's Breakfast (GWB), an initiative of IUPAC. The 2026 webinar was co-organized jointly with the ISC and IAP and was held on the International Day of Women and Girls in Science, February 11, 2026. The webinar presented findings, highlighted examples of effective practices, and opened a discussion on the structural changes needed to make scientific institutions more equitable and representative.

In 2026, SCGES established a new online directory of initiatives that seek to support gender equality in science. These initiatives are at the local, national, regional, or international level, within or across scientific disciplines. The SCGES launched the Directory on August 20, 2026, to give these initiatives better visibility. To facilitate the development and launch of this Directory, the SCGES created the Directory Working Group, led by Marie-Françoise Roy (IMU), with Yukun Cheng (ICIAM), Kim Fontaine-Skronski (IPSA), Mamta Pommier (IAU), Maria Anne Fitzgerald (IGU), Marie Françoise Ouedraogo (IMU), Alejandra González (IUBS), and Catherine Jami (IUHPST). The Working Group oversaw the development of the *Directory of Initiatives for Gender Equality in Science*, in accordance with the guidelines approved by SCGES. Its responsibilities include encouraging organizations and teams to register their initiatives, ensuring that information is regularly updated, moderating submissions, maintaining the online Directory, and promoting its visibility. A new SCGES website was launched in August 2026 that includes the Directory.

Looking Ahead

Cooperation with ISC and IAP on the joint project "Advancing Gender Equality in Scientific Organizations" will continue through 2026 and into 2027 to help scientific organizations as they implement the joint project's recommendations. SCGES will also support the 2027 Global Women's Breakfast (GWB) with a webinar. Looking beyond these activities, SCGES remains committed to bringing together scientists from all disciplines to exchange experience, develop effective practices, and work collectively to advance gender equality in science at the local, national, regional, and international levels.

Carol S. Woodward
Chair, Standing Committee for Gender Equality in Science

IMPLEMENTATION OF RECOMMENDATIONS FOR GENDER EQUALITY: WHERE DO SCGES PARTNER UNIONS STAND?

Recommendations from the Joint ISC-IAP-SCGES Report, *Towards Gender Equality in Scientific Organizations: Assessment and Recommendations*

1. INSTITUTIONALIZING GENDER EQUALITY

- Make explicit in the organization's statutes a commitment to gender equality.
- Develop and implement a gender equality and diversity plan with clear and ambitious objectives.
- Establish a dedicated committee or designate an officer with a well-defined mandate and the resources required to carry it out. Publish activity reports at regular intervals.
- Assign responsibility for gender equality outcomes to governing bodies and include progress reporting as part of regular organizational reviews.
- Provide recurring funding to support gender equality activities.

2. IMPROVING NOMINATION, SELECTION, ELECTION AND RECOGNITION PROCEDURES

- Define transparent rules and criteria and publish eligibility requirements.
- Ensure that candidate and nominee lists are gender balanced.
- Set up diverse nomination and election committees, renewed at regular intervals, and train their members in recognizing and mitigating bias.
- Ensure that committee decisions related to nominations, elections, and awards are documented and, where appropriate, communicated to nominees and relevant stakeholders to increase transparency.
- Monitor gender distribution at each stage of nomination, selection and election processes to identify issues and adjust procedures accordingly.

3. CREATING SAFE AND RESPECTFUL ENVIRONMENTS

- Issue a clearly articulated and precise code of conduct, with defined and enforced consequences in case of transgressions.
- Train governance and committee members, as well as staff, to recognize and address misconduct.
- Provide confidential and independent reporting channels, supported by clear procedures for follow-up and protection from retaliation.
- Ensure that these rulings and channels, and the process for using them, are clearly communicated and easily accessible to all members and staff.

4. MAKING PARTICIPATION IN EVENTS ACCESSIBLE TO WOMEN AND CAREGIVERS

- Develop a toolkit for conference organizers, including guidelines for improving the representation of women and reaching gender balance among plenary and invited speakers as well as session chairs. Ask conference organizers to monitor and report on these matters.
- Provide targeted financial support and on-site solutions to meet care-related needs during events.
- Whenever possible, organize events remotely or in hybrid format and adopt inclusive scheduling practices to broaden participation.

5. DEVELOPING AN INCLUSIVE ORGANIZATIONAL CULTURE AND LEADERSHIP PATHWAYS

- Ensure that committees and working groups systematically include early- and mid-career scientists, with gender-balanced representation, to build experience, visibility and leadership pathways for women.
- Offer mentoring and leadership development programs to support women's access to leadership roles and decision-making positions.
- Actively highlight the contributions of women scientists by ensuring balanced representation in high-visibility roles, including invited speakers, award recipients, leaders and public-facing communicators.
- Support the development of networks of women scientists within the organization, as well as across disciplines and at national or regional levels.
- Integrate sessions on women in science, gender equality and diversity into regular meetings, congresses and sponsored conferences, rather than treating them as stand-alone or ad-hoc events.
- Develop and maintain dedicated sections of the organization's website featuring interviews, profiles and biographies of women scientists.

6. COLLECTING GENDER-DISAGGREGATED DATA

- Identify and implement sustainable methods for collecting gender-disaggregated data to monitor change over time.
- Define and track relevant indicators at regular intervals. These indicators can include membership; delegates at general assemblies; nominations and elections; committee composition; event participation and speaker and chair roles; awards, recognitions and grants; as well as editorial boards and authors of sponsored publications.
- Collect data on women in the scientific community, disaggregated by scientific discipline, geographic region, and career stage, using sustainable methods that allow tracking over time. Where possible, data collection should also capture intersecting factors such as age, ethnicity, or disability, which may compound inequalities and disproportionately affect women.
- Establish an internal protocol specifying responsibilities, timelines and data storage to ensure continuity and accuracy.
- Review the data at regular intervals to identify gaps and progress. Use these findings to inform program, policy and event design.

7. SHARING EXPERIENCES AND GOOD PRACTICES

- Review initiatives to improve gender balance implemented by other similar organizations.
- Actively communicate the measures your organization has implemented and the progress achieved so that this information is available to other organizations.
- Promote peer-to-peer exchange of experience and good practices across disciplines and regions. Scientific unions are encouraged to engage with the SCGES, and academies may consider establishing comparable structures or networks to support peer learning and coordination.

Initiatives and Measures in Favor of Gender Balance in Partner Organizations

As a follow-on to the publication of the ISC-IAP-SCGES Report in February 2026, SCGES partner unions answered a questionnaire helping to assess their current situation relative to the recommendations put forth in the report. The results of this survey are given here; they are preceded by data concerning the proportion of women in the leadership of our partner organizations. The end of this section is devoted to questions of support of caregivers and formal reporting mechanisms for harassment or discrimination in partner union conferences or events, as well as good practices and challenges faced by our partner unions in the development of their gender equality initiatives.

Proportion of women among union presidents and secretaries general

In the ISC-IAP-SCGES Report, it was noted that in governing bodies, women hold on average 40% of leadership positions. However, no specific question was asked about presidents and secretaries general. We thus queried our partners for this information, and we received 23 answers. The current proportion of women among partner organizations is 48% for presidents and 48% for secretaries general. This data indicates a clear increase in these proportions: over the last 20 years they were 23% for presidents and 23% for secretaries general.
In this respect the situation in SCGES partner unions is in strong contrast with that in national academies of science: in the survey done for the ISC-IAP-SCGES Report, only one in five academies reported that they were currently led by a woman.

Implementation of the Recommendations of the ISC-IAP-SCGES Report: Where Do SCGES Partner Unions Stand?

Twenty-three out of 25 SCGES partners answered the partner questionnaire on the status of their report recommendations within their union. One of them, IUHPST, comprises two divisions that each have their statutes and effectively function as separate entities, so that the total number of respondents in what follows is 24.

SCGES partner unions were asked whether they had already implemented each of the 31 recommendations in the ISC-IAP-SCGES Report. The data indicate that the rate of implementation varies from 6% to 90% among the 24 partner unions who responded, with an average of 49%. This data reflects a strong commitment to improve gender balance among our partner unions. While there seems to be room for further improvement, the detailed results given below should also be read as providing valuable feedback as to the relevance and feasibility of the recommendations, depending on the size and structure of organizations.

1. INSTITUTIONALIZING GENDER EQUALITY

A large majority of respondents have taken what seem to be the first two steps in institutionalizing their commitment to gender equality:

- 71% mention this commitment in their statutes. Two more partners mention an institutional commitment to gender equality taken in a different way, so that a strong organizational commitment to gender equality has, in fact, been taken by 79% of respondents.
- 71% appoint a person or a committee with a well-defined mandate and resources to carry it out. Three partners are in the process of appointing such a committee, so that, here again, action has been taken by 83% of respondents.

At least half of the respondents have assigned responsibility for gender equality outcomes to governing bodies and include progress reporting as part of regular organizational reviews (58%), and provide recurring funding to support gender equality activities (50%). On the other hand, only

13% of respondents have developed and implemented a gender equality and diversity plan with clear objectives. This might indicate that this recommendation is somewhat overambitious, and not well adjusted to the size, structure, and working of our unions.

2. IMPROVING NOMINATION, SELECTION, ELECTION AND RECOGNITION PROCEDURES

A large majority of SCGES partner organizations report that they already have implemented some of the recommendations under this heading:

- 83% have defined transparent rules and criteria and publish eligibility requirements.
- 71% ensure that committee decisions related to nominations, elections, and awards are documented and, where appropriate, communicated to nominees and relevant stakeholders to increase transparency.
- 63% ensure that candidate and nominee lists are gender balanced. This is just a good practice in some organizations; in some others there are written regulations that make it mandatory.
- 58% set up diverse nomination and election committees renewed at regular intervals and train their members in recognizing and mitigating bias.
- 54% monitor gender distribution at each stage of nomination, selection, and election processes to identify issues and adjust procedures accordingly.

3. CREATING SAFE AND RESPECTFUL ENVIRONMENTS

The set of recommendations under this heading appears to be more difficult to implement:

- 63% of responding organizations report having issued a clearly articulated and precise code of conduct with defined and enforced consequences in case of transgression, and 21% of respondents are in the process of establishing one.
- 17% of respondents have a formal mechanism for reporting misconduct. 22% have no mechanism at all; another 22% are in the process of developing one. 22% delegate the matter to local organizers of conferences. Finally, 17% have a policy that does not entail having their own independent reporting mechanism.
- 21% report that they provide confidential and independent reporting channels supported by clear procedures for follow-up and protection from retaliation, and that they ensure these channels and the process for using them are clearly communicated and easily accessible to all members and staff. Another 38% are working to establish such channels and procedures.
- 29% of respondents train governance and committee members as well as staff to recognize and address misconduct; another 46% are working to set up such training.

Procedures for reporting misconduct, which are necessary to enforce codes of conduct, are complex and can be costly, if they entail seeking legal advice or resorting to an external entity to receive and process reporting. Since laws are different in every country, delegating the matter to local conference organizers may be the most practical solution.

4. MAKING PARTICIPATION IN EVENTS ACCESSIBLE TO WOMEN AND CAREGIVERS

In this area, the answers are contrasted:

- 71% of respondents report that whenever possible, they organize events remotely or in a hybrid format and adopt inclusive scheduling practices to broaden participation.
- 42% have developed a toolkit for conference organizers including guidelines for improving the representation of women and reaching gender balance among plenary and invited speakers and session chairs, as well as asking conference organizers to monitor and report on these matters.
- 29% provide targeted financial support and on-site solutions to meet care-related needs during events.

Here again support for women and caregivers' in-person attendance at meetings depends on the financial means of organizations.

5. DEVELOPING AN INCLUSIVE ORGANIZATIONAL CULTURE AND LEADERSHIP PATHWAYS

Responses to this section show that several unions regularly highlight accomplishments of women in some form but that less work has been done in developing earlier career women:

- 79% of respondents actively highlight the contributions of women scientists by ensuring balanced representation in high-visibility roles, including invited speakers, award recipients, leaders, and public-facing communicators.
- 79% integrate sessions on women in science, gender equality, and diversity into regular congresses and sponsored conferences and meetings rather than treating them as stand-alone or ad hoc events.
- 58% support the development of networks of women scientists within the organization as well as across disciplines and at national or regional levels.
- 58% ensure that committees and working groups systematically include early- and mid-career scientists with gender-balanced representation to build experience, visibility, and leadership pathways for women.
- 33% develop and maintain dedicated sections of the organization's website featuring interviews, profiles, and biographies of women scientists.
- 29% offer mentoring and leadership development programs to support women's access to leadership roles and decision-making positions.

6. COLLECTING GENDER-DISAGGREGATED DATA

Data collection is crucial in monitoring gender equality. It entails following the demography of scientific disciplines, which is measured in various ways (when it is measured) depending on scientific disciplines and their history.

- 33% identify and implement sustainable methods for collecting gender-disaggregated data to monitor change over time.
- 29% define and track relevant indicators at regular intervals. These indicators can include membership; delegates at general assemblies; nominations and elections; committee composition; event participation, speaker, and chair roles; awards, recognitions, and grants; as well as editorial boards and authors of sponsored publications.
- 21% review the data at regular intervals to identify gaps and progress and use these findings to inform program, policy, and event design.
- 17% collect data on women in the scientific community disaggregated by scientific discipline, geographic region, and career stage using sustainable methods that allow tracking over time. Where possible, data collection should also capture intersecting factors such as age, ethnicity, or disability, which may compound inequalities and disproportionately affect women.
- 13% have established an internal protocol specifying responsibilities, timelines, and data storage to ensure continuity and accuracy.

7. SHARING EXPERIENCES AND GOOD PRACTICES

Participation in SCGES, in principle, entails the various initiatives that fall under this heading, so it is no surprise that most respondents report that they already follow the corresponding recommendations.

- 71% actively communicate the measures they have implemented and the progress achieved, so that this information is available to other organizations.
- 67% promote peer-to-peer exchange of experience and good practices across disciplines and regions.

- 63% review initiatives to improve gender balance implemented by other similar organizations.

The figures above give some measure of SCGES partner organizations' commitment to gender equality and of the progress they are making in that direction. But, as mentioned above, these figures also provide useful feedback on the relevance and feasibility of the recommendations issued in the ISC-IAP-SCGES report, depending on the size, structure, and financial capacities of organizations. These considerations should be taken into account in the future monitoring of the implementation of these recommendations.

Focus on support to caregivers and reporting mechanisms for harassment or discrimination in conferences or events

The unions were requested to provide more detailed answers about their initiatives at congresses they organize or sponsor with respect to support for caregivers and formal reporting mechanisms for harassment or discrimination.

Support to Caregivers

With respect to the issue of providing caregivers or support for caregivers at meetings or conferences, the most significant results are as follows:

Table 1: Support to Caregivers

Type of caregiver support	Number of unions
Delegated to local organizers	**9**
Direct union-provided support	**8**
Not yet implemented	**3**

We have selected a few answers we found particularly interesting.

IFSM: In the International Microscopy Congress 2026 (IMC21), the organizers presented a Care and Support Grant scheme. These grants are designed to help with the additional caring or childcare costs that are incurred when trying to attend a conference. It may be that the participants need to cover a few hours' additional childcare costs at the end of the day or get extra support for a caring responsibility.

IMU: ICM (International Congress of Mathematicians) is held every four years as one of the IMU's most important activities. It is also the only regular scientific meeting organized under the auspices of the IMU. The Code of Conduct for each ICM is established by the Local Organizing Committee (LOC), rather than directly by the IMU. As a result, the provisions may vary from one edition of the Congress to the next. For ICM 2026, the Code of Conduct explicitly stated that "Individuals under 18 years of age are not permitted at the Congress," with the exception of two days for the Math Festival. The ICM 2026 website gives information on local childcare providers, but this does not constitute an endorsement, recommendation, or guarantee by IMU or the LOC of the providers' services, quality, safety, or suitability. For ICM 2030 the proposal explicitly states that the Scottish Event Campus is "partner friendly, and child friendly," and the organizers "will also put in place additional childcare facilities." The 2030 venue itself includes nursing spaces.

IUGG: The IUGG and its sub-entities organize more than 100 meetings per year. Major conferences such as IUGG General Assemblies and Association Scientific Assemblies usually offer childcare and family-friendly facilities. Options for hybrid participation are always considered but are not always feasible due to high costs.

IUHPST: At the Congress of Logic, Methodology and Philosophy of Science and Technology 2023 in Buenos Aires, the local organizers encouraged participants to apply for a grant offered by the

Argentine Ministry of Science and Technology to help cover care-related expenses incurred in order to attend scientific meetings. The grant was part of what was then the National Programme for Gender Equality in Science, Technology and Innovation, and was available only to Argentine citizens. The local organizers registered the Congress with the program and assisted eligible participants with the application process. The International Congress of History of Science and Technology 2025, in turn, was a hybrid event, and DHST is organizing a fully online global conference in 2027.

IUPsyS: Support arrangements at various congresses and workshops are generally determined by the local Congress organizer. Where IUPsyS has authority over participation arrangements, the Union supports hybrid and other accessible forms of participation where feasible in order to enhance representation and access. For example, the 2024 and 2026 IUPsyS Assemblies were conducted in hybrid format specifically to enable participation by colleagues unable to attend in person. Various levels of participant support and accessibility are also being considered in the planning of the International Congress of Psychology 2028 to be held in Melbourne, Australia, under the auspices of IUPsyS.

Conduct Reporting

With respect to formal reporting mechanisms for harassment or discrimination, the results obtained are as follows:

Table 2: Conduct Reporting Mechanisms

Reporting mechanism	Number of unions
Mechanism in development	**5**
No formal mechanism	**5**
Delegated to local organizers	**5**
Formal confidential mechanism exists	**4**
Formal policy, no totally reliable mechanism	**4**

We have again selected a few answers we found particularly interesting.

ACM: ACM has a formal Policy Against Harassment at ACM Activities and a confidential online reporting channel. Complaints can be investigated through designated ACM processes, including ad hoc subcommittees of the Committee on Professional Ethics (COPE). Anonymous reports may be retained, although a named report is required for investigation. We are not aware of an organization-wide published measure of users' confidence in the reporting mechanism.

ICIAM: ICIAM does not currently operate a central reporting mechanism for harassment or discrimination covering all ICIAM activities; arrangements associated with ICIAM Congresses and other events are generally handled by their local organizers. The establishment of the Gender Equality Committee creates an opportunity to review good practices in this area and to consider whether ICIAM should develop common recommendations or minimum standards for future ICIAM-sponsored activities.

IUPAC: IUPAC has formal policies and governance structures supporting ethics, inclusion, and the prevention of harassment and discrimination at its events. Oversight is provided by the Committee on Ethics, Diversity, Equity and Inclusion (CEDEI), which advises on ethics, equal opportunity, inclusion, and harassment policy development [CEDEI Annual Report 2024–2025]. IUPAC has formal governance and policy oversight for harassment and discrimination through CEDEI and event organizers, but there is no publicly available evidence of an independent reporting channel or published data on user confidence in these mechanisms.
• Reporting mechanisms: Concerns may be raised through organizational and event governance processes supported by CEDEI and conference organizers.

• Independent reporting channels: no publicly available evidence was identified confirming a fully independent external reporting channel for all IUPAC events.
• Responsible bodies: CEDEI is the principal body overseeing ethics, diversity, equity, inclusion, and related policy matters, with event organizers also responsible for implementing conduct policies.
• Confidence and feedback data: no publicly available evidence was found showing that IUPAC routinely publishes participant confidence surveys, reporting statistics, or other metrics relating to harassment and discrimination reporting mechanisms.

IUPAP: The organizers of IUPAP-sponsored conferences must put a statement on harassment (Code of Conduct) on the conference webpages and appoint people responsible for dealing with claims of harassment. All conference forms returned have included these names, although IUPAP has no further oversight of the details or use or usefulness of the process. At present this has not been implemented for the only event directly organized by IUPAP, which is the GA.

IUSS: As the IUSS is not a direct organizer of the various events, the National Society and all the other bodies responsible for the organization are responsible too for such reporting mechanisms. Nevertheless, the Union is working on the drafting of such documents to strengthen even more the management and control of such an important issue.

Good practices

In their annual report contribution, partner unions were asked to briefly describe a maximum of three good practices for gender equality already existing within their organization. For each practice, unions were requested to include a brief description, the intended impact or outcome, and how the practice is linked to or derived from formal policies, including any processes, mechanisms, or structures used to support its implementation (e.g., committees, monitoring systems, or accountability procedures).

There were no preassigned categories; sixty-eight relevant answers were received falling into the following broad categories:

Table 3: Good Practices Implemented by Partner Unions

Category of good practice	Number of answers
Governance & policy framework	**12**
Nomination & election balance	**11**
Data collection & monitoring	**7**
Anti-harassment & code of conduct	**6**
Speaker/session gender balance	**6**
Visibility & awareness events	**5**
Dedicated committee/working group	**4**
Mentoring & leadership support	**4**
Funding & scholarships for women	**4**
Global network for women	**3**
International collaboration & exchange	**3**
Caregiver & family support	**2**
Awards recognizing women	**1**

We have selected some answers to show the variety of good practices developed.

ACM: ACM-W (ACM-Women) operates as a permanent structure with global, regional, student, and professional chapters. Through mentoring, networking, outreach, and Celebrations of Women in Computing, it builds sustained communities for women in computing. The structure is supported by ACM governance, recurring committees, and program resources.

ICIAM: ICIAM's By-Laws formally require the Scientific Program Committee and the selection of invited speakers for its quadrennial Congresses to be balanced with respect to geography, discipline, and gender. This embeds gender balance in the formal governance of ICIAM's principal scientific event and has led to concrete results. At ICIAM 2023 in Tokyo, 9 of the 27 invited speakers were women. This level of representation is being maintained for ICIAM 2027 in The Hague: of the 24 invited speakers currently announced, 8 are women (33%). In addition, the Scientific Program Committee for ICIAM 2027 is chaired by Barbara Wohlmuth, providing female leadership of the committee responsible for developing the scientific program. These outcomes demonstrate the practical implementation of ICIAM's formal commitment to gender balance in both scientific participation and leadership.

IGU: IGU Honors and Awards Committee is headed by a woman, and IGU ensures a fair gender representation among awardees.

IMU: Since 2017, the CWM (Committee for Women in Mathematics) Annual Calls have invited proposals for activities and initiatives that support women in mathematics worldwide. The calls place particular emphasis on strengthening networks for women in mathematics, preferably at the continental or regional level. They also support research workshops designed to build and consolidate research networks for women mathematicians. Priority is given to projects in developing countries, where targeted support can help expand access to professional networks, visibility, and opportunities for collaboration.

INQUA: Periods away from academic work because of family responsibilities are excluded from INQUA's eight-year ECR (Early Career Researcher) window. This prevents caregiving-related career interruptions from reducing access to ECR funding and opportunities. The provision is embedded in published fellowship and funding guidance.

IPSA: When organizing IPSA conferences, gender equality is one of the main criteria to follow in the composition of panels and roundtable discussions.

IUBMB: IUBMB develops a trainee initiative, run by trainees, for trainees — to help a student in a high-school, undergraduate, master's, or PhD program or a postdoctoral researcher to navigate his or her journey into the world of biochemistry and molecular biology. Gender and geographic balance is reached in its leadership committee.

IUBS: IUBS promotes gender balance in events, programs, and working groups supported by the Union. IUBS explicitly requests to ensure balanced representation of women and men in organizing and scientific committees, as well as among invited speakers. The same principle applies to Early Career Researcher (ECR) grants, where an equal number of male and female scientists should be sponsored. The intended impact is to increase the visibility, participation, and representation of women scientists across IUBS activities.

IUCr: It has become a policy of the EC to form evaluating committees that are gender and geographically balanced to avoid bias against any prize nominees. The GEDC has defined as a goal for the 2026–2029 period to come up with guidelines and a different system for nominations to keep working on this particular issue.

IUGG: IUGG applies an anti-harassment and code of conduct policy for its General Assemblies and scientific events, requiring respectful behavior and providing procedures for reporting misconduct. Intended impact/outcome: Create a safe, inclusive, and professional environment that enables the free exchange of scientific ideas without discrimination or harassment. Link to formal policies and implementation mechanisms: The practice derives from the IUGG Code of Conduct Policy and Anti-Harassment Guidelines. Implementation includes clearly defined behavioral expectations, reporting mechanisms through session chairs and local organizers, authority for organizers to investigate complaints and remove participants when necessary, and accountability through enforcement procedures during meetings.

IUHPST: Aiming for gender equality or the empowerment of women in both divisions' Councils. Regarding DLMPST (Division of Logic, Methodology and Philosophy of Science and Technology): the DLMPST Council currently has 9 female members out of 14 (and 3 female members out of 6 in the Executive Committee). Regarding DHST (Division of History of Science and Technology): the current DHST President, President-Elect, and First Vice-President are all women.

IUIS: The implementation of the "IUIS Excellence in Immunology Award (EXCELL)" that honors female and non-binary immunologists — as the only award given by the union. This award is strongly supported at the executive level and reaches high visibility within the community — sending a strong signal to counteract the otherwise prevailing dominance of male award recipients. This prize comes with USD 40,000 and a special award ceremony at the triennial IUIS conference, also underscoring its importance.

IUMRS: IUMRS has adopted a formal Code of Conduct that applies to all IUMRS-sponsored meetings and events. It requires gender diversity in committees, session chairs, and plenary/invited speakers, with a minimum of 30% gender balance for IUMRS-labeled plenary talks.

IUPAC: IUPAC promotes diversity and inclusion through initiatives such as the GWB (Global Women's Breakfast), DWA (Distinguished Women in Chemistry/Chemical Engineering Award), international gender equality partnerships, and advocacy for equal opportunities in science. It increases participation, strengthens networks, reduces barriers, and advances gender equity in the global scientific community. This work is supported through CEDEI, international collaborations, and recurring programs and events that promote diversity and inclusion.

IUPAP: The International Conference on Women in Physics (ICWIP) organized by WG5 (Women in Physics) brings together representatives of countries and regions to report on the status of women in physics in their region (often but not solely through statistics) and on activities and actions to promote gender equity. Good practice is shared and resolutions are taken to the IUPAP GA. Many of those resolutions have been taken up by IUPAP, and its structures and policies have evolved to incorporate the recommendations.

IUPsyS: IUPsyS formally incorporates gender and geographical representativeness into its governance and electoral processes. Its Rules of Procedure specifically provide for electing Executive Committee members to enhance representativeness by geography and gender. Intended impact: To promote representative international leadership and reduce structural barriers to participation. Implementation: The requirement is embedded in the Union's formal Rules of Procedure and implemented through nominations, elections, and Assembly processes.

IUSS: The IUSS promotes the collection, dissemination, and discussion of evidence on gender equity in soil science and participates in the international dialogue through the Standing Committee for Gender Equality in Science (SCGES). IUSS communications have highlighted research documenting women's under-representation and the need to collect and compare gender-disaggregated data. This practice supports awareness, evidence-based decision-making, and monitoring of progress toward gender equality. Outcome: To make gender disparities visible, encourage evidence-based action, track progress over time, and strengthen awareness of gender equality within soil science and the wider scientific community.

SCAR: The SCAR EDI (Equality, Diversity and Inclusion) Action Group has established a dedicated Resource Development Task Group to identify, develop, and curate practical resources that support the implementation of equality, diversity, and inclusion across SCAR activities. The group reviews existing guidance and best practices from SCAR and other organizations and develops practical materials, such as guidance on inclusive recruitment processes, fair assessment practices, conference organization, and session convening. These resources are made available through the SCAR EDI webpages for use by the wider SCAR community. Intended impact/outcome: The initiative aims to provide practical, accessible tools that help SCAR leaders, convenors, reviewers, and volunteers consistently apply EDI principles in their everyday activities,

thereby promoting more transparent, inclusive, and equitable practices across SCAR. Link to policies and implementation mechanisms: The Resource Development Task Group is one of the dedicated task groups of the SCAR EDI Action Group and works in close collaboration with SCAR leadership. It reviews existing SCAR procedures and external best practices to ensure that the resources align with SCAR's EDI commitments and support the practical implementation of the SCAR Code of Conduct and other organizational policies.

SCOR: The gender of participants in SCOR's activities is tracked and the balance between males and females is reported at the annual meeting. However, this data tracking could be improved and expanded.

UIS: A major good practice is the development and formal adoption of the UIS Guidelines on Equality, Diversity, and Inclusion. These guidelines were prepared by the UIS Working Group on Social and Gender Equality and unanimously adopted by the UIS General Assembly in 2025. Their intended impact is to establish common principles for respectful, inclusive, and non-discriminatory cooperation across the Union and its member countries. Since the guidelines were adopted by the General Assembly, they are linked to a formal decision-making process and provide a shared reference point for future UIS activities, committees, projects, expeditions, and events.

Factors Affecting the Development of Gender Equality Initiatives

In their annual report contribution, partner unions were also asked to briefly describe a maximum of three structural, financial, cultural, or governance-related factors that influence their organization's ability to develop, implement, or coordinate gender equality initiatives.

There were no preassigned categories; sixty relevant answers were received falling into the following broad categories:

Table 4: Factors Affecting the Development of Initiatives for Gender Equality

Factor affecting development	Number of answers
Lack of budget/financial resources	**14**
Diversity of international contexts	**11**
Decentralized/federated structure	**10**
Cultural or structural barriers	**8**
Reliance on volunteer capacity	**5**
Lack of gender-disaggregated data	**4**
Lack of evaluation of gender equality practices	**3**
Limited authority over local organizers	**2**
Lack of guidance to implement policies	**2**
Rigid governance/decision-making process	**1**

We have selected some answers to show the variety of challenges encountered:

ACM: ACM is a worldwide organization operating across different legal, cultural, and institutional environments. Developing consistent demographic measures, collecting comparable data and coordinating common practices across regions while respecting privacy and local requirements remain ongoing challenges.

IAU: Lack of systematic measurement of gender-equity practices across institutions and projects.

ICIAM: ICIAM consists of autonomous national and regional member societies. ICIAM can provide international leadership, develop recommendations, promote good practices, and facilitate their exchange, but many practical measures related to gender equality are implemented by its member societies and by the local organizers of ICIAM Congresses and other activities. This makes coordination and systematic collection of information across the organization challenging.

IFSM: IFSM is a federation with 43 member microscopy societies. The collection of data is a time-consuming process. This affects the coordination of gender equality initiatives.

IGU: Gender inequality is often normalized and seen as natural rather than structural. For example, Geography Olympiads are dominated by male teams, which is also reflected in their results. The teams themselves result from country-specific selection processes which reflect the inequality of participation and selection of girls. Moreover, gender equality initiatives may often be seen as too radical and invite pushback.

IMU: The IMU has a rather rigid structure, as any changes must be approved by the General Assembly, which meets only once every four years.

INQUA: Public information does not yet provide a complete gender-disaggregated picture of leadership, awards, grants, speakers, or participation. Establishing baseline indicators and consistent voluntary data collection would enable measurable objectives and progress assessment.

IUBS: Activities related to gender equality are currently implemented primarily through voluntary contributions from members of the union, alongside their regular scientific and professional responsibilities. As a result, the main limitation is the amount of time that volunteers can dedicate to developing, implementing, and monitoring these initiatives.

IUCr: Low engagement of male colleagues in the definition of gender equity policies. As can be seen clearly in the integration of the new GEDC for the 2026–2029 term (considering the nomination was voluntary), men only represent 16% of the committee.

IUGG: IUGG brings together members from countries with widely differing cultural norms, institutional capacities, and levels of gender equality in science. Women and other underrepresented groups remain unevenly represented across geoscience disciplines and leadership positions. This has influence on gender equality initiatives: differences in national contexts can make it difficult to implement uniform gender equality measures, achieve balanced representation, and monitor progress consistently across the Union. As a result, IUGG relies on awareness-raising, inclusive governance, and collaboration with its associations and member bodies to promote gradual, context-sensitive improvements.

IUGS: IUGS does not currently identify a distinct permanent internal gender-equality committee or dedicated officer in its public documentation. Gender-equality work is instead connected to Union governance and IUGS participation in SCGES. This organizational arrangement may require coordination across existing governance structures when developing and monitoring gender-equality activities.

IUHPST: Neither of the two divisions that constitute IUHPST has sufficient resources to invite special guests to targeted sessions or to provide universal caregiver support at their congresses.

IUIS: Lack of reliable data on gender/sex representation in member societies and difficulties in obtaining these, or encouraging federations and national societies to collect them.

IUMRS: IUMRS has no dedicated budget for gender equality activities. All financial support must be approved through the General Assembly […]. IUMRS cannot currently offer targeted travel grants for women researchers, fund dedicated gender equality research, provide caregiver support at conferences, or commission training programs.

IUPAC: IUPAC operates across diverse countries, cultures, and scientific disciplines with varying levels of gender equality awareness. Differences in local contexts and readiness can make consistent implementation of gender equality initiatives more challenging, requiring tailored approaches and international collaboration.

IUPAP: IUPAP membership is through territorial members, with the regional Liaison Officer the point of contact. This can present challenges in some regions, in ensuring that gender equality initiatives are disseminated and acted upon within their region. International Conference on Women

in Physics country teams are always encouraged to work with their national body, and in many cases this works very well, although, as with the formal channels with IUPAP, some country teams report issues in communication with their national body.

IUPESM: Gender equity initiatives are more easily implemented in certain regions of the world than others.

IUPsyS: A significant challenge is obtaining sufficiently detailed and comparable gender-disaggregated information across IUPsyS structures and its diverse international membership. Different institutional structures and reporting systems make systematic comparison difficult. Improving monitoring across governance, awards, publications, congresses, and programs remains an important priority.

IUSS: IUSS operates within a scientific field in which women have historically been less represented in senior leadership. Unequal access to networks, international mobility, funding, and leadership opportunities can affect participation. The IUSS is addressing this partly by making equity, diversity, and inclusivity explicit themes in its scientific activities and governance.

SCAR: SCAR is a global organization involving researchers, institutions, and national representatives from many countries, career stages, and disciplinary backgrounds. This diversity is a major strength, but it also creates challenges for developing and implementing consistent gender equality initiatives across different institutional, cultural, and regional contexts. Coordinating engagement and ensuring broad participation in EDI activities requires sustained communication, collaboration, and adaptation to different needs and circumstances.

SCOR: While SCOR has requirements aimed at encouraging diversity, policies and guidance aimed at promoting inclusive and meaningful participation are not yet available.

UIS: A difficulty is the limited and uneven flow of information from the grassroots level and from member organizations to the international Union. UIS depends on national and regional member organizations for information about existing initiatives, challenges, gender ratios, and cases of good practice. However, these data are not collected systematically, and the level of response varies considerably between countries. This makes it difficult to gain a comprehensive overview of gender equality issues across the Union, to identify where support is most needed, and to coordinate long-term initiatives at the international level.

Conclusion

The answers of the unions reflect a significant effort to improve gender balance in their organization and to promote gender equality in their scientific community. In this ongoing process, good practices are highlighted and factors affecting the development of gender equality initiatives are being identified. Among the factors, the lack of funds and the decentralized or federal nature of the scientific unions play a key role. This document provides an indication of where we stand. We hope it can be used to build a roadmap based on common principles and adapted to each organization.

Catherine Jami and Marie-Françoise Roy

In preparing this text, we used Claude, an AI assistant (Anthropic), as a working tool for specific technical tasks: aggregating and cross-checking quantitative data from the union reports into summary tables, verifying the internal consistency of percentages and totals, formatting the material, and proofreading for typographical and grammatical errors. All substantive content — the analysis, the selection and interpretation of examples, and the conclusions — was written by us. Every output produced with AI assistance was reviewed, corrected, and approved by us before inclusion, and we retained full editorial control throughout. We are making this use explicit in the spirit of the Leiden Declaration on the responsible disclosure of AI use in research and reporting.

WORKING GROUP REPORTS

SCGES Best Practices Working Group

Members

Lead: Simone Sambento (UIS)
Members: Serap Arbak (IFSM), Renuka Badhe (SCAR), Anindita Datta (IGU), Hemda Garelick (IUPAC), Sylvia Knapp (IUIS), Andrew Mackintosh (IUGG), and Bernie Santarsiero (IUCr)

Goals

The SCGES Best Practices Working Group promotes among our partners and the greater scientific community a list of SCGES recommendations of Best Practices based on the conclusions of the Gender Gap in Science project and other sources. The promoted Best Practices will include not only the activities of the partners but various aspects of the scientific life in their disciplines. It analyzes the activities of the partners toward gender equality as reported in the Annual Reports.

Progress

The Best Practices Working Group met three times in 2026, on a broadly bi-monthly schedule, with a planned break between June and August. The September–October meeting remains to be scheduled.

The main completed activity was the development of recommendations for improving the questions used in the SCGES annual reporting process for Partner Unions. These recommendations were informed by an assessment of Partner Unions' 2025 annual reports, relevant findings and recommendations from the 2026 ISC-IAP-SCGES report *Towards Gender Equality in Scientific Organizations: Assessment and Recommendations*, and the experiences and perspectives of Partner Unions shared during Working Group meetings. The recommendations were submitted and adopted, and the revised questions were incorporated into the current annual reporting process sent to all SCGES Partner Unions.

Plans

The Working Group plans to continue developing approaches for analyzing Partner Unions' best practices, including information submitted through annual reports. The findings will be used to assess progress, help further improve the annual reporting process, and provide evidence and examples that can inform the work of other SCGES Working Groups and the development of future Best Practices resources.

A joint meeting with the Communication Working Group will be scheduled to discuss the Directory of initiatives on the SCGES website, approaches to communicating best practices, and Partner Unions' reported examples of good practice.

The Working Group also plans to discuss with the SCGES Executive how its analysis and collected examples can contribute to the development of a Best Practices webpage.

SCGES Communication Working Group

Members

Lead: Marie-Françoise Roy (IMU)
Members: Ilona Concha Grabinger (IUBMB), Brian Li (IUPAC), Maria Cristina Nonato (IUCr), and Carol Woodward (ICIAM)

Goals

The SCGES Communication Working Group oversees the follow-up and development of the SCGES website, including the new SCGES Directory, ensures the visibility of SCGES on social media, and takes care of informing the SCGES members of opportunities and events in support of gender equality.

Progress

The main progress this year is the deep change in the SCGES website due to the inclusion of the interactive SCGES Directory, launched on August 20, 2026. Apart from the inclusion of the Directory, the regular activities of the Working Group continued.

The report of the project Towards Gender Equality in Scientific Organizations: Assessment and Recommendations led jointly by the International Science Council (ISC), the InterAcademy Partnership (IAP), and the SCGES was published on the SCGES website as well as a series of five short articles, based on interviews with international scientific unions, summarizing a number of issues relating to their support of gender equality.

In 2025–2026, seven new pages and six new blogs were created on the SCGES website. Several pages have also been updated, in particular when representatives or deputy representatives of partner unions changed, or when volunteers joined our working groups. There is a restricted page on the website that SCGES members only can access which is regularly updated (Rules of Procedure, minutes of meetings, etc.).

From August 2025 to August 2026, the SCGES website had about 8,200 views from 4,600 visitors. The engagement figures remain low, since the website before the launching of the Directory was primarily a static, informative site, not focused on interactions from visitors.

More than 50 posts were published on the SCGES LinkedIn page. The number of subscribers is 240. Two issues of the SCGES Flash News were sent to the members.

Plans

The main new effort in coordination with the Directory Working Group is to make visible initiatives on gender equality in science worldwide. Another significant activity will be the follow-up of the results and recommendations of the ISC-IAP-SCGES report, *Towards Gender Equality in Scientific Organizations: Assessment and Recommendations.* Collaboration with the other working groups, notably the Best Practices Working Group, will be developed. More generally the Communication Working Group plans to update and improve the SCGES website, continue the SCGES Flash News series, and encourage SCGES members to contribute to the SCGES LinkedIn page.

SCGES Directory Working Group

Members

Lead: Marie-Françoise Roy (IMU)
Members: Yukun Cheng (ICIAM), Maria Anne Fitzgerald (IGU), Kim Fontaine-Skronski (IPSA), Alejandra González (IUBS), Catherine Jami (IUHPST), Marie Françoise Ouedraogo (IMU), and Mamta Pommier (IAU)

Goals

The Directory Working Group monitors the development of the Directory of Initiatives for Gender Equality in Science following the guidelines approved by SCGES. It conducts campaigns to encourage teams to register their initiative on the platform and update their information at regular intervals. The WG moderates the proposals submitted to the Directory, and it also ensures that the online Directory is maintained and takes action to advertise it and increase its visibility.

Progress

Based on the project approved by the SCGES meeting on November 14, 2025, the Directory was prepared, developed, tested, and finally launched on August 20, 2026. This accomplishment included effort from several members of the Directory and Communication WGs and the active involvement of SCGES Officers. The design was made by a technical project manager working with a graphic artist. The Directory is fully integrated into the SCGES website and visible from its home page.

Plans

Now that the Directory is launched, the WG will monitor its development as described in its goal. Due to the recent creation of the Directory, the list of initiatives is currently very short. The WG will find ways to encourage more initiatives to be included.

SCGES International Science Council Liaison Working Group

Members

Lead: Catherine Jami (IUHPST)
Members: Mark Cesa (IUPAC), Nathalie Fomproix (IUBS), Nathalie Lemarchand (IGU), Marie-Françoise Roy (IMU), Chunlei Tang (ACM), and Carol Woodward (ICIAM)

Goals

The SCGES International Science Council Liaison Working Group monitors relations with ISC, ensuring that cooperation with it is continued consistently with SCGES's missions, interests, and current activity.

Progress

During the past year, the energy of the Working Group has gone toward the report "Towards Gender Equality in Scientific Organizations: Assessment and Recommendations," which was published on February 11, 2026. Since its publication we have had meetings with Léa Nacache (ISC, who co-signed the report with C. Jami and M.-F. Roy), IAP officers, and members of the Task Force and Expert Panel who edited the report, to discuss ways in which the impact of the report can be monitored.

Plans

The three authors of the report are currently preparing a workshop to be held on October 19, 2026, on the occasion of the ISC Midterm Members Meeting, where the responses to the report by ISC member organizations will be discussed. This will be an opportunity to liaise with academies of science and to explore the possibilities of academies joining forces to apply the recommendations of the report, as unions are currently doing through SCGES.

SCGES Interviews Working Group

Members

Lead: Nicky Hayes (IUPsyS)
Members: Catherine Jami (IUHPST), Heather O'Leary (WAU), and Marie-Françoise Roy (IMU)

Goals

The SCGES Interviews Working Group produces and publishes interviews of women scientists of various disciplines, geographic zones, and career stages, in close collaboration with the International Science Council. The aim is to document from a qualitative point of view the obstacles to gender equality in science and the strategies developed to reach it.

Progress

Under the previous leadership the WG completed the proposed set of in-depth interviews and collaborated with the ISC in preparing the joint report. Summaries of the interviews were published on the website, together with the recommendations for good practice which were identified from them.

Plans

The immediate need is for new members of the Group who can contribute to its activities. For example, the idea of a series of short videos, probably of a maximum of two minutes in duration, has been proposed. These should focus on a description of how being female has influenced the speakers' professional careers or practices. More discussion of this initiative is required as well as the involvement of an individual with skills in this area of communication.

Another intention is to increase the range and diversity of the interviews on the website, representing differing scientific disciplines and potentially also their professional applications. This is on the agenda for meetings in the near future.

SCGES Webinar Working Group

Members

Lead: Carol Woodward (ICIAM)
Members: Yang Mooi Lim (IUBMB), Lola Pereira (IUGS), and Rebecca Zitoun (SCOR)

Goals

The SCGES Webinar Working Group encourages partners to organize webinars, alone or in collaboration, and approves the program of the webinars. It also welcomes webinars proposed by SCGES officers. It collaborates in the design of the webinar formats and monitors their execution. In addition, it reviews any plans for joint webinars, such as with ISC.

Progress

SCGES maintains a YouTube channel that includes recordings of all our previous webinars. This channel currently includes 231 subscribers. In the past year, SCGES co-organized a webinar jointly with the ISC and IAP that overviewed the joint project and its report. The webinar was held on the International Day of Women and Girls in Science, February 11, 2026 (see the SCGES web page for the webinar).

The abstract of this webinar was:
We will present the landmark project examining gender equality across academies, unions, and disciplinary societies worldwide. The study provides the clearest picture to date of how women participate, lead, and are recognized within scientific organizations — and where barriers remain. The report brings together institutional data from 136 organizations with reflections from nearly 650 scientists and targeted interviews, offering an unprecedented view of both the structures and lived experiences that shape access, leadership, and inclusion in scientific organizations. This webinar will present the main findings, highlight examples of effective practices, and open a discussion on the structural changes needed to make scientific institutions more equitable and representative. It is an opportunity for scientific leaders, policymakers, and researchers to engage with new evidence and explore actionable ways to strengthen gender equality across the global scientific landscape.

The webinar recording is available on YouTube.

Plans

Going forward SCGES will not sustain a regular webinar series. However, we expect to continue with *ad hoc* joint webinars such as the above or to present webinars on how unions are implementing recommendations from the joint report.

SCGES Annual Report Working Group

Members

Lead: Carol Woodward (ICIAM)
Members: Ilona Concha Grabinger (IUBMB), Catherine Jami (IUHPST), and Marie-Françoise Roy (IMU)

Goals

The SCGES Annual Report Working Group designs the format of the partners' reports, contacts the partners, collects their answers, analyzes the data received, and writes a synthesis. The WG also designs and collects the reports of the working groups and writes a collective description of SCGES activity. It edits the SCGES Annual Report.

Progress

With the publication of the present report, this Working Group has completed its task for 2026. A new feature of the report is the analysis of the situation of partner unions with respect to the implementation of the joint ISC-IAP-SCGES recommendations by the SCGES partner unions.

Plans

The Working Group will be continued next year. The Group plans to include progress on implementations of the joint ISC-IAP-SCGES recommendations by the SCGES partner unions, as well as of SCGES recommendations. Working on the report is a valuable opportunity to gain a global view of what SCGES and its partners are doing to promote gender equality in science.

REPORTS FROM SCGES PARTNERS

Association for Computing Machinery (ACM)

https://www.acm.org/

Representative and deputy representative.

Representative: Chunlei Tang

Deputy Representative: Rukiye Altin

Relationship between the SCGES representatives and the officers of the union.

The ACM SCGES Representative and Deputy Representative serve as liaisons between SCGES and ACM and communicate relevant SCGES activities and recommendations to appropriate ACM and ACM-W structures.

Webpages dedicated to gender equality or women in science.

ACM-W: https://women.acm.org/

ACM Diversity, Equity and Inclusion: https://www.acm.org/diversity-inclusion

Existence of any structures for gender equality or women in science inside the union. Indicate if structures are permanent or temporary.

Yes. ACM-W is a permanent ACM standing structure dedicated to supporting, celebrating, informing, and advocating for women in computing. ACM also has a permanent Diversity, Equity, and Inclusion Council, established in 2019, which coordinates DEI efforts across ACM.

Existence of a dedicated budget for gender equality or women in science activities.

ACM supports gender-equality activities through designated program and committee budgets rather than a single organization-wide gender-equality budget. For example, ACM's FY2025 DEI Council report records dedicated funding for ACM-W Celebrations and related activities.

Existence of explicit policies for gender equality. Indicate whether these are formal policies or informal guidelines or recommendations.

ACM has formal organization-wide policies that support equality and non-discrimination, including the ACM Code of Ethics and Professional Conduct and the Policy Against Harassment at ACM Activities. Diversity, equity, and inclusion are also stated ACM core values. ACM does not currently publish a separate stand-alone gender-equality policy covering all activities.

Activities to promote gender equality or women in science by the union itself.

ACM promotes gender equality primarily through ACM-W and the DEI Council. Activities include ACM-W Celebrations of Women in Computing, student and professional chapters, mentoring and networking, conference scholarships, awards such as the ACM-W Rising Star Award and Athena Lecturer Award, webinars, regional activities, and initiatives to broaden participation in computing.

Activities to promote gender equality or women in science by member organizations or member entities.

ACM-W regional, student and professional chapters organize local mentoring, networking, technical talks, career-development activities, celebrations, and outreach. ACM Special Interest Groups and conferences also implement DEI practices, including diversity-focused programming, accessibility measures, mentoring, and conference-specific support initiatives.

Research activity on gender equality or women in science.

ACM publishes and supports research and evidence-building related to participation and inclusion in computing. ACM-W has conducted longitudinal assessment of its scholarship program, and the

ACM DEI Council has pursued demographic-data initiatives intended to improve consistency of DEI information across membership, publications, and conferences.

International Astronomical Union (IAU)

https://www.iau.org/

Representative and deputy representative.
Representative: Mamta Pommier
Deputy Representative: Arianna Piccialli

Relationship between the SCGES representatives and the officers of the union.
The Chair and Co-chair of the IAU Women in Astronomy Working Group (IAU WiA WG) are the representatives for SCGES.

Webpages dedicated to gender equality or women in science.
IAU WiA WG website:
https://www.iau.org/science/scientific_bodies/working_groups/122/womeninastronomy/
Website with detailed WG activities:
https://sites.google.com/view/iau-women-in-astronomy/home?pli=1

Existence of any structures for gender equality or women in science inside the union. Indicate if structures are permanent or temporary.
The IAU WiA WG, formed in 2003, is the main structure for gender equity within the union. Additional affinity groups that have tangential concern for gender equity issues related to women and intersectional identities include the Working Group on Astronomy for Equity and Inclusion formed in 2012. Other offices within the IAU also address gender equity concerns as part of their overall mission, including the Office of Astronomy for Development, the Office for Young Astronomers, and the Office of Astronomy for Education.

Existence of a dedicated budget for gender equality or women in science activities.
There is no dedicated budget for gender equity or women in astronomy activities. We are exploring means of generating funds to support diverse research activities and careers of Women in Astronomy worldwide.

Existence of explicit policies for gender equality. Indicate whether these are formal policies or informal guidelines or recommendations.
The IAU has a number of policies that exist to improve gender equity. These include:

- A Code of Conduct that includes anti-harassment language at all IAU events.
- Reviews and monitoring of gender equity with respect to (invited) speakers in proposals for IAU symposia.
- A new Junior membership category to improve the gender balance across the membership since the percentage of women in astronomy aged 30–40 is higher (30%) than in the membership generally.
- The Gender Equity Plan is currently being drafted by the IAU WiA WG.

Activities to promote gender equality or women in science by the union itself.
The IAU has a number of activities that exist to promote gender equity. These include:

- Monitoring of the percentages of female IAU members by member country.
- Promotion and monitoring of gender equity across leadership positions.
- Explicit endorsement by WiA WG to support symposia that address issues of gender equity.
- Sessions at General Assembly meetings dedicated to discussions around topics of gender equity and equity across gender intersectional concerns.
- Women in Astronomy Lunches at the General Assembly meetings.
- Educational activities that promote women and girls to participate in astronomy both as a career and as a passion.

In Strategic Plan 2020–2030:

- Future plans include the possibility of training sessions at International Schools for Young Astronomers (ISYAs) and IAU events;
- The IAU Office of Astronomy for Development (OAD), established in 2011, has a goal to positively affect gender equity, and other UN Sustainable Development Goals (SDGs), through OAD projects on all the populated continents.

Activities to promote gender equality or women in science by member organizations or member entities.

In January 2024, the WiA WG issued a global call for nominations under the Gender Balance Champion designation. Building on this effort, and marking a historic first initiative for the International Astronomical Union since its founding in 1919, the IAU Women in Astronomy Working Group officially launched the STEM Ambassador Recognition Award at the XXXII IAU General Assembly in Cape Town (August 2024; **iauwiaga2024.sciencesconf.org).** This prestigious annual award recognizes exceptional individuals whose sustained efforts in engagement, recruitment, retention, support, and advocacy for anti-harassment policies have made a significant contribution to advancing gender equity in astronomy.

Award Categories: Five discrete categories were established to recognize and honor contributions:

1. Category 1: Senior Permanent Faculty Members (F/M/O) — advancing gender-equitable hiring policies and funding practices supporting women's careers in research, with publications on gender-balance issues.
2. Category 2: Female Non-Permanent Researchers (F) — advocating for gender balance through regular awareness, funding, and training initiatives, with publications on gender-equity topics.
3. Category 3: Female Researchers from Minority Backgrounds (F) — advocating for gender balance through regular awareness, funding, and training initiatives with publications on gender-balance issues.
4. Category 4: Male or Other-Gender Researchers (M/O) — gender balance advocates leading/supporting efforts against gender-based harassment in astronomy, with publications on gender-balance issues.
5. Category 5: Outreach Members (F) — Astronomers, communications specialists, technical staff with a PhD degree, actively engaged in gender-balance activities, awareness programs, supporting women's research careers through outreach initiatives, and with publications on gender-equity topics.

Research activity on gender equality or women in science.

The Women in Astronomy Working Group undertook the following activities to support and promote the careers of women in astronomy:

1. Conducted dedicated surveys and detailed statistical analysis of women in the IAU membership and globally, focusing on issues such as work-life balance, gender equity in astronomy, gender balance champions, and the impact of COVID-19 on the careers of women researchers.
2. Raised awareness at university level through regular seminar series and dedicated programs on International Women's Day.
3. Engaged at school and college level on the International Day of Women and Girls in Science.
4. Supported the careers of women researchers by offering mentoring sessions and providing opportunities to discuss their career challenges in meetings and seminars.
5. Published findings and recommendations based on their research.

International Council for Industrial and Applied Mathematics (ICIAM)

https://iciam.org

Representative and deputy representative.
Representative: Carol Woodward
Deputy Representative: GuiYing Yan

Relationship between the SCGES representatives and the officers of the union.
The Representative and Deputy Representative maintain regular contact with the ICIAM Officers. In 2026, both also became members of the newly established ICIAM Gender Equality Committee, thereby providing a direct link between ICIAM's internal gender equality activities and its participation in SCGES.

Webpages dedicated to gender equality or women in science.
ICIAM maintains a dedicated webpage, *ICIAM Activities in Support of Gender Equality*, which brings together news, activities, and resources related to gender equality, including reports and recommendations from SCGES, activities associated with the Gender Gap in Science project, gender equality programming at ICIAM Congresses, and relevant articles published in ICIAM's quarterly newsletter *Dianoia*. ICIAM also maintains a webpage describing its representation in and engagement with SCGES, https://iciam.org/about/external-committees/standing-committee-gender-equality-science-scges.

Existence of any structures for gender equality or women in science inside the union. Indicate if structures are permanent or temporary.
In 2026, the ICIAM Board established a permanent ICIAM Gender Equality Committee. The Committee advises the ICIAM Officers and Board on matters related to equality, inclusiveness, and participation within the international industrial and applied mathematics community. It promotes initiatives supporting equal opportunities and visibility within ICIAM activities and encourages the exchange of good practices among ICIAM member societies concerning participation, career development, outreach, and scientific recognition. The Committee also serves as a liaison with international initiatives promoting equality in science, including SCGES, and may advise on ICIAM Congresses, prizes, lectures, outreach initiatives, and support for early-career researchers. Its membership reflects ICIAM's international character, with members from Asia, Europe, North America, and Latin America, and includes both ICIAM's Representative and Deputy to SCGES.

Existence of a dedicated budget for gender equality or women in science activities.
ICIAM does not currently maintain a separate dedicated budget line for gender equality activities. It supports its participation in SCGES, including the associated membership contribution, and gender equality activities may be supported within ICIAM's broader program of activities.

Existence of explicit policies for gender equality. Indicate whether these are formal policies or informal guidelines or recommendations.
ICIAM holds a large Congress every four years as its main scientific venue. ICIAM's By-Laws state that the Scientific Program Committee and invited speakers be "balanced with respect to geography, discipline, and gender" (see the file, "ICIAM ByLaws (11 May 2013)" at the bottom of this page https://iciam.org/iciam-bylaws).

ICIAM's formal Prize Rules provide a further mechanism for promoting diversity. The Prize Canvassing Committee is required to be balanced with regard to gender, scientific background, and geography and is explicitly charged with identifying qualified candidates representing ICIAM's

diversity and encouraging nominations, particularly from groups traditionally underrepresented among prize winners.

Activities to promote gender equality or women in science by the union itself.
A major development in 2026 was the establishment of the **ICIAM Gender Equality Committee**, providing a permanent organizational structure for ICIAM's activities in this area.

ICIAM also continued its active engagement with the **Standing Committee for Gender Equality in Science (SCGES)**, of which ICIAM was one of the founding partners. ICIAM's representative to SCGES, Carol Woodward, currently serves as Chair of SCGES, and ICIAM supports her work in this capacity. Both the ICIAM Representative and Deputy Representative to SCGES are members of the new ICIAM Gender Equality Committee, providing a direct link between ICIAM's internal activities and its participation in SCGES.

ICIAM continued to develop and update its dedicated webpage on activities in support of gender equality in applied mathematics. ICIAM also publishes the quarterly newsletter *Dianoia*, which regularly includes articles concerning women in applied mathematics, gender equality, and related initiatives. Relevant articles and resources are collected on ICIAM's dedicated gender equality webpage.

In addition, ICIAM contributes to international discussion and awareness of gender-equality issues. In June 2025, ICIAM President Wil Schilders gave the presentation *"DEI in a Worldwide Organisation: One Concept, Many Realities"* at the EMRM meeting in Bern, addressing the opportunities and challenges associated with promoting diversity, equality, and inclusion within a worldwide organization operating across different cultural and institutional contexts.

Activities to promote gender equality or women in science by member organizations or member entities.
ICIAM's member societies undertake numerous activities related to gender equality and women in mathematics, although these are not currently collected systematically at the ICIAM level. One of the objectives of the newly established Gender Equality Committee is to encourage the exchange of good practices among member societies concerning participation, career development, outreach, and scientific recognition. This exchange provides an opportunity to develop a more systematic overview and dissemination of member-society activities in the future.

Research activity on gender equality or women in science.
No new research activity specifically commissioned by ICIAM is reported for 2026.

International Federation of Societies for Microscopy (IFSM)

https://www.ifsm.info

Representative and deputy representative.
Representative: Serap Arbak
Deputy Representative: Eva Olsson

Relationship between the SCGES representatives and the officers of the union.
Serap Arbak is a member, and Eva Olsson is President of the Executive Committee of IFSM.

Webpages dedicated to gender equality or women in science.
The website for IFSM was opened in 2022 and developed in 2023–24. A section dedicated to women is under construction and will be finished soon.

Existence of any structures for gender equality or women in science inside the union. Indicate if structures are permanent or temporary.
As a result of the IFSM joining SCGES there is a regular report on activities to promote gender equality. Some actions have been identified and are brought up in the agenda of the Executive Committee. Actions are going to be implemented.

Existence of a dedicated budget for gender equality or women in science activities.
No

Existence of explicit policies for gender equality. Indicate whether these are formal policies or informal guidelines or recommendations.
The Young Scientists Assembly (YSA) was introduced for the first time at the International Microscopy Congress 19 (IMC19) held in Sydney, Australia, 2018 (https://microscopy.org.au/events/event-1/). The IMC congresses are major international congresses held every fourth year. The IMC20 was organized in 2023 in Busan, Korea, https://www.imc20.kr. IMC21 was organized in Liverpool, UK, from August 31 to September 4, 2026. https://www.imc21.org.uk/.

The YSA gathers 50 young scientists in their early career. They apply to participate. The YSA takes care to have gender equality in selecting the young scientists that are invited to attend and participate in the YSA. The program includes inspiring talks by plenary and invited speakers and also group discussions where the young scientists interact with the senior scientists (also chosen having the gender balance in mind) and discuss important aspects of a scientific career. At the IMC20, Catherine Jami (then chair of SCGES) gave a talk entitled “Women in Science, Past, Present, and Future,” which was highly appreciated. At IMC21, the YSA was organized by taking care to have gender equality in selecting young scientists to be invited.

At IMC21, gender equity was taken into consideration for invited speakers.

At the executive board meeting in August 2024, IFSM decided to start a process to initiate an international award for women microscopists and to create a dedicated page on its website.

Activities to promote gender equality or women in science by the union itself.
The YSA, Young Scientists Assembly, addresses this question.

Activities to promote gender equality or women in science by member organizations or member entities.
Nothing to report.

Research activity on gender equality or women in science.
The YSA, Young Scientists Assembly, addresses this question.

International Geographical Union (IGU)

https://www.igu-online.org/

Representative and deputy representative.
Representative: Anindita Datta
Deputy Representative: Nathalie Lemarchand

Relationship between the SCGES representatives and the officers of the union.
Nathalie Lemarchand is the IGU President; Anindita Datta is an IGU Vice President.

Webpages dedicated to gender equality or women in science.
IGU Commission on Gender and Geography, https://igugender.wixsite.com/igugender

Existence of any structures for gender equality or women in science inside the union. Indicate if structures are permanent or temporary.
The IGU Commission on Gender and Geography is a commission established in 1992 and is an active group of over 885 geographers from 57 different countries in all parts of the world.

The IGU EC approved in 2026 the establishment of a Gender Committee at the IGU structure level.

Both structures are renewed periodically as per statutes and hence may be considered permanent.

Existence of a dedicated budget for gender equality or women in science activities.
IGU Gender and Geography Commission has a dedicated “Research and Travel Grants” program and also receives an annual operating grant from the IGU.
A proposal “IGU Support and Outreach to Under-represented, Traditionally Underserved and Historically Disadvantaged Groups” (IGU-SOUTH) was also under consideration at the EC Meeting in August 2026.

Existence of explicit policies for gender equality. Indicate whether these are formal policies or informal guidelines or recommendations.
In the MoAs signed with Local Organizing Committees for IGU conferences and congresses, it is recommended that gender parity be applied across the various committees as well as among keynote speakers.

In the travel grants awarded by the IGU to enable young people and researchers from the Global South to attend IGU conferences and congresses, gender parity is applied wherever possible.

More generally, the IGU’s various initiatives — such as the IGU Honors and Awards and the IGU EC sub-committees — are underpinned by a focus on and encouragement of gender equality and the nomination of female geographers. However, these are informal policies.

Approval of IGU-SOUTH would pave the way for formalizing several other equality measures.

Activities to promote gender equality or women in science by the union itself.
Currently there are no events or activities explicitly. However, a consideration of gender equality is mostly mainstreamed.

Activities to promote gender equality or women in science by member organizations or member entities.
IGU Gender and Geography Commission has a Jan Monk mentorship program.

Research activity on gender equality or women in science.
Publications, projects, and other initiatives of the members of IGU's Commission on Gender and Geography are all focused on gender and gender equality.

International Mathematical Union (IMU)

https://www.mathunion.org/

Representative and deputy representative.
Representative: Motoko Kotani
Deputy Representatives: Carolina Araujo and Marie-Françoise Roy

Relationship between the SCGES representatives and the officers of the union.
Motoko Kotani (Committee for Women in Mathematics (CWM) member), Carolina Araujo (CWM chair) and Marie-Françoise Roy (SCGES Communication Officer, former CWM chair 2015–2022) are representative and deputies — none are IMU officers. CWM is appointed by the EC, not elected by the General Assembly; EC liaison is IMU president Hiraku Nakajima. General secretary Christophe Sorger follows SCGES matters closely. Relationship: excellent.

Webpages dedicated to gender equality or women in science.
Like all IMU committees and commissions, CWM has a dedicated section on the IMU webpage: https://www.mathunion.org/cwm.

Existence of any structures for gender equality or women in science inside the union. Indicate if structures are permanent or temporary.
CWM was created in 2015 (renewed 2018, 2022); 10 members (8 women, 2 men) covering all continents. Over 150 CWM ambassadors worldwide disseminate information (e.g., funding calls) locally and report initiatives back for the website.
An Ad Hoc Committee on Diversity (CoD), established August 2020 (term ending 2026, one CWM nominee), advises the IMU on improving diversity and inclusion, drawing on feedback from ICM 2026.

Existence of a dedicated budget for gender equality or women in science activities.
CWM's annual budget (~€22,000, ≈5% of IMU's) funds initiatives for women in mathematics, especially in developing countries, and partly funds the quadrennial World Meeting for Women in Mathematics (WM)² (an ICM satellite since 2018; most recently in Philadelphia 2026, plus an extra USD 3,250 that year).
In 2025, the IMU allocated a further ~€7,943 to CWM for open-access publication fees for the (WM)² 2022 proceedings.

Existence of explicit policies for gender equality. Indicate whether these are formal policies or informal guidelines or recommendations.
The IMU was an active founding member of SCGES and helped define its objectives; the SCGES MoU can be seen as an explicit expression of IMU's policy commitment here.
The IMU also recognizes the importance of addressing unconscious bias, reflected on its awards/prizes/special-lectures webpage: https://www.mathunion.org/imu-awards/imu-awards-prizes-and-special-lecture. The page links to a longer text on unconscious bias: https://www.mathunion.org/fileadmin/IMU/IMU_bias.pdf.
Prize- and program-committee members receive this document on joining and must sign and return it. Though written independently of CWM and not formally voted on by the IMU, its prominent website placement shows institutional acknowledgement of the issue.

Formal inclusion in the IMU Statutes.
Approved by the IMU General Assembly in 2022 and integrated into the Statutes: https://www.mathunion.org/fileadmin/IMU/Statutes2022.pdf.
"The Union adheres to the International Science Council's principle of embodying the free and responsible practice of science, freedom of movement, association, expression and communication

for scientists, as well as equitable opportunities for access to science, its production and benefits, access to data, information and research material; and actively upholds this principle, by opposing any discrimination on the basis of such factors as ethnic origin, religion, citizenship, language, political or other opinion, gender, gender identity and sexual orientation, disability or age."

Activities to promote gender equality or women in science by the union itself.

Meetings and invited lectures. The IMU works to improve gender balance among lecturers at IMU-organized meetings and panels: women made up over 20% of invited ICM lecturers in both 2022 and 2026 — compared to ~30% of all mathematics paper authors (2020 data), but under 10% in top journals.

Awards and leadership in scientific programming. At ICM 2026, Hong Wang became the third woman to receive a Fields Medal; Hannah Fry was the first woman awarded the Leelavati Prize; and Claire Voisin was the first woman to chair the ICM Program Committee.

International Day of Mathematics. Celebrated March 14, its activities successfully achieve gender balance.

IMU officers and Executive Committee. One of the two vice-presidents has been a woman for several consecutive terms.

Ingrid Daubechies remains the only woman IMU president to date. The current EC has 4 women of 12 members: VPs Ulrike Tillmann and Tatiana Toro, members-at-large Nalini Joshi and Tamar Ziegler.

For 2027–2030, Ulrike Tillmann will be the second woman president; one vice-president and four members-at-large will also be women — an EC balance of 6 women to 4 men.

Integration of May 12 into CWM activities. In 2024, the EC integrated the May 12 initiative (Celebrating Women in Mathematics) into CWM's activities.

Activities to promote gender equality or women in science by member organizations or member entities.

IMU members are countries represented by an Adhering Organization (AO — academy, society, research council, etc.), expected to run a national Committee for Mathematics; activity varies widely. Some AOs pursue gender-equality initiatives, others don't; we lack full data and plan to discuss systematic collection with the IMU.

Research activity on gender equality or women in science.

This does not appear especially relevant to our discipline, except for research on the history of mathematics — mathematics itself is universal.

IMU and ICIAM supported a statistical research project using the Global Survey of Scientists in Mathematics and Applied Mathematics (including in Africa), resulting in two papers:

[1] Sophie Dabo-Niang, Maria J. Esteban, Colette Guillopé, and Marie-Françoise Roy. Aspects of the gender gap in mathematics. EMS Magazine, November 2023.

[2] Sophie Dabo-Niang, Maria J. Esteban, Colette Guillopé, and Marie-Françoise Roy. An analysis of the gender gap among African scientists. October 2023, hal-04278870v2.

International Union for Quaternary Research (INQUA)

https://www.inqua.org/

Representative and deputy representative.
Representative: Eniko Magyari
Deputy Representative: Laura Sadori

Relationship between the SCGES representatives and the officers of the union.
Formal collaboration between the SCGES representatives, the INQUA Executive Committee, and Secretariat.

Webpages dedicated to gender equality or women in science.
INQUA does not have a standalone public webpage dedicated specifically to gender equality or women in science. However, in the description there are lines indicating the Union's commitment to eliminating barriers, promoting diversity and inclusivity, and preventing discrimination, including on grounds of gender, gender identity or expression, and sexual orientation.

Existence of any structures for gender equality or women in science inside the union. Indicate if structures are permanent or temporary.
At the moment, there is no permanent internal structure dedicated exclusively to gender equality or women in science. Related matters are addressed through the Executive Committee, Secretariat, commissions, ECR community, and participation in SCGES.

Existence of a dedicated budget for gender equality or women in science activities.
There is no budget dedicated exclusively to gender equality or women-in-science activities. INQUA nevertheless allocates substantial program funding to inclusion-related measures, including fellowships and travel support for ECRs and researchers from developing countries.

Existence of explicit policies for gender equality. Indicate whether these are formal policies or informal guidelines or recommendations.
INQUA has a formal, publicly stated inclusivity and non-discrimination commitment. It rejects discrimination based on race, color, religion, gender, gender identity or expression, sexual orientation, genetics, or disability, and states that it seeks to eliminate barriers and promote diversity.

Activities to promote gender equality or women in science by the union itself.
INQUA promotes inclusive participation through competitive travel grants, fellowships, ECR awards, workshops, and international research networks. Eligibility provisions recognize career interruptions associated with family responsibilities. Although these measures are not restricted to women, they can reduce structural barriers that disproportionately affect women and caregivers.

Activities to promote gender equality or women in science by member organizations or member entities.
INQUA commissions, working groups, and national/member bodies organize workshops, training, and networking activities with broad international and early-career participation.

Research activity on gender equality or women in science.
Relevant evidence is generated through participation data from grants, fellowships, congresses, commissions, and ECR activities.

International Political Science Association (IPSA)

https://www.ipsa.org/

Representative and deputy representative.
Representative: Min Hee Go
Deputy Representative: Kim Fontaine-Skronski

Relationship between the SCGES representatives and the officers of the union.
Min Hee Go is an IPSA Executive Committee member and Chair of the Gender and Diversity Monitoring Committee, and Kim Fontaine-Skronski is the IPSA Executive Director and is an ex officio member of the Executive Committee.

Webpages dedicated to gender equality or women in science.
https://www.ipsa.org/publications/ipsa-gender-diversity-monitoring-report
https://www.ipsa.org/publications/gender-inequalities

Existence of any structures for gender equality or women in science inside the union. Indicate if structures are permanent or temporary.
Gender equality is embedded in IPSA's foundational documents (e.g., Constitution, Rules and Procedures, HR Policy, Award Guidelines). Such initiatives signify IPSA's dedication to creating an inclusive environment where every individual, regardless of gender or background, is valued and provided equal opportunities.

Existence of a dedicated budget for gender equality or women in science activities.
IPSA has presented the Wilma Rule Award on Gender and Politics at every World Congress since 2000 to encourage research in gender and politics. The prize of USD 1,000 is given to the best paper on gender and politics at each IPSA World Congress of Political Science. The subject matter of the paper should include issues relating to women's participation and representation in politics and society, especially the identification of entry barriers to decision-making arenas.

New in 2026, IPSA is supporting an initiative developed by one of its Research Committees (RC), RC07 Women and Politics in the Global South, that aims to raise funds to assist young scholars in gender studies to attend the IPSA World Congress of Political Science.

Existence of explicit policies for gender equality. Indicate whether these are formal policies or informal guidelines or recommendations.
To reinforce its commitment toward gender equality and diversity, IPSA has incorporated specific clauses in its Constitution, Rules and Procedures as well as other internal policies. These are formal clauses that emphasize the importance of respecting gender and diversity in all aspects of the association's activities (including panel composition, plenary speakers, award recipients, Executive Committee membership).

In 2026, IPSA developed a new policy specifically on Equity, Diversity and Inclusion (EDI), which was integrated into its Rules and Procedures (Book 12, new Title III). Its first article states the following: "IPSA recognizes equity, diversity and inclusion as essential to the advancement of political science as an international discipline. IPSA shall strive to ensure balanced representation in its activities, taking into account region, gender, stage of career and other relevant forms of diversity."

Activities to promote gender equality or women in science by the union itself.
IPSA has been publishing gender monitoring reports since 2011, with the most recent report published in 2022 and the next one scheduled to be released in July 2027. These reports explicitly cover both gender and diversity and analyze the situation of member associations (national political science associations in 58 countries) as well as issues relating to the representation of its diverse membership within the IPSA Council, Executive Committee, and all IPSA activities such as the World Congress, awards, Summer Schools, journal editors, etc.

In 2025, IPSA conducted a Survey on Gender Inequalities in Political Science among individual IPSA members and members of affiliated national political science associations. The report is divided into nine interconnected sections that together present a detailed analysis of gender inequalities in political science, such as the historical and structural dimensions of gender inequality in academia, experiences of discrimination, obstacles to career advancement, harassment, and authorship misappropriation, disaggregated by gender and region. Building on these findings, the report looks at the extent and limitations of institutional responses and peer support in cases of misconduct and assesses everyday workplace environments and perceptions of inequality.

Activities to promote gender equality or women in science by member organizations or member entities.
Since 2024, IPSA's flagship journal, the *International Political Science Review* (IPSR), and its publisher, SAGE, have been tracking self-reported anonymized data on gender. IPSR editors have also begun reporting on gender data relating to submissions and article acceptance to the IPSA Executive Committee.

Research activity on gender equality or women in science.
IPSA has two Research Committees dedicated to conducting research on gender and equality:

- IPSA Research Committee 07 (RC07) — Women and Politics in the Global South
  The committee aims to advance understanding of how gender intersects with political processes in developing regions. RC07 organizes panels, workshops, and conferences to facilitate scholarly exchange on topics such as women's political participation, representation, leadership, and policy influence.
- IPSA Research Committee 19 (RC19) — Gender Politics and Policy
  The committee addresses a wide range of topics, including gender equality policies, feminist political theory, gender and public policy, and the impact of gender on political institutions. RC19 regularly organizes panels and sessions at IPSA events, such as the World Congress, to foster dialogue among scholars interested in gender politics.

International Union of Biochemistry and Molecular Biology (IUBMB)

https://iubmb.org/

Representative and deputy representative.
Representative: Ilona Concha Grabinger
Deputy Representative: Yang Mooi Lim

Relationship between the SCGES representatives and the officers of the union.
Ilona Concha Grabinger serves on the Executive Committee of IUBMB as a Member for Congresses and Focused Meetings and Vice-Chair of SCGES.
Yang Mooi Lim serves on the Executive Committee of IUBMB as a Member for Education and Training.

Webpages dedicated to gender equality or women in science.
https://iubmb.org/diversity-and-inclusion/

Existence of any structures for gender equality or women in science inside the union. Indicate if structures are permanent or temporary.
IUBMB is committed to ensuring gender equity, diversity, and inclusion in all its leadership, training, and education missions in the field of biochemistry and molecular biology. As part of our mission, we are pleased to highlight our Student Ambassador Bri Bibel's blog page on Women in Science, where you can read about many of the influential scientists who shaped the molecular biosciences. https://thebumblingbiochemist.com/lets-talk-science/women-in-science/. We also want to highlight the IUBMB Trainee Initiative, which aims to provide opportunities for emerging researchers at all levels. https://iubmb.org/about/committees/iubmb-trainee-initiative/. The IUBMB Trainee Initiative Leadership Committee is represented mainly by female undergraduate, master's, or PhD program or postdoctoral researchers. https://iubmb.org/about/committees/iubmb-trainee-initiative/iubmb-trainee-initiative-committee/. These structures are permanent.

Existence of a dedicated budget for gender equality or women in science activities.
We do not have a specific budget, but we aim to achieve gender equality across all our committees, awards, and programs.

Existence of explicit policies for gender equality. Indicate whether these are formal policies or informal guidelines or recommendations.
We clearly indicate in all our activities that we aim for gender equity. These are formal guidelines.

Activities to promote gender equality or women in science by the union itself.
We are strongly committed to gender equity in all our activities, and all committees are told to ensure this.

Activities to promote gender equality or women in science by member organizations or member entities.
We do not have specific activities to promote gender equity; instead, we have gender equality as a de facto requirement for everything we do.

Research activity on gender equality or women in science.
We do not have a specific research activity; instead, we have gender equality as a de facto requirement for everything we do.

International Union of Biological Sciences (IUBS)

https://iubs.org/

Representative and deputy representative.

Representative: Nathalie Fomproix
Deputy Representatives: Alejandra González and Monica Mwale

Relationship between the SCGES representatives and the officers of the union.

Nathalie Fomproix is the Executive Director of IUBS. Monica Mwale holds a position on the IUBS Executive Committee. They participate in the Executive Committee meetings and maintain continuous communication with the IUBS officers. Alejandra González is the chair of the IUBS Committee for the Promotion of Equal Opportunities.

Webpages dedicated to gender equality or women in science.

To promote gender equality and support women in science, the IUBS website hosts several dedicated pages:

- One presents the former inter-union project: A Global Approach to the Gender Gap in Mathematical and Natural Sciences
- Another introduces the SCGES: Standing Committee for Gender Equality in Science
- A further page is devoted to the IUBS Committee for the Promotion of Equal Opportunities, which continues the work of the former IUBS Working Group on Gender Equality

Existence of any structures for gender equality or women in science inside the union. Indicate if structures are permanent or temporary.

Created in 2019 by a resolution of the General Assembly, the IUBS Working Group on Gender Equality in Science was renamed in 2022 as the Committee for the Promotion of Equal Opportunities. It is a permanent structure composed of:

- John Buckeridge, former IUBS President
- Nathalie Fomproix, IUBS Executive Director, IUBS representative, and officer of the SCGES
- Alejandra V. González, IUBS deputy representative of the SCGES, the Secretary General of Sociedad de Biología de Chile (deputy: Veronica Palma), chair of the Committee for the Promotion of Equal Opportunities
- Sarita Maree, former IUBS Executive Committee Member
- Monica Mwale, IUBS Executive Committee Member, IUBS deputy representative of the SCGES
- Guy Smagghe, IUBS Executive Committee Member
- Lucilla Spini, bio-anthropologist

Existence of a dedicated budget for gender equality or women in science activities.

IUBS dedicates part of its budget to gender equality through an annual contribution to the SCGES and flexible funding for the Committee for the Promotion of Equal Opportunities, depending on its planned activities (e.g., webinars, meetings). Furthermore, 50% of the early career scientists' grant is reserved for women scientists.

Existence of explicit policies for gender equality. Indicate whether these are formal policies or informal guidelines or recommendations.

IUBS has established clear policies to promote gender equality across its activities and initiatives:

- All IUBS-sponsored conferences must include women on both the organizing and scientific committees, and invited speakers must reflect gender balance.
- Conferences receiving the Early Career Scientists Grant must select an equal number of male and female early career scientists as beneficiaries.

- Chairs of IUBS scientific programs and new initiatives are strongly encouraged to nominate both male and female experts to any steering committees they form.
- The IUBS Nominations Committee is guided to promote the nomination of women to executive positions through Ordinary and Scientific member bodies.

Activities to promote gender equality or women in science by the union itself.

IUBS supports the participation of women early-career scientists by sponsoring their attendance at conferences. In addition, during its General Assembly, IUBS launched the initiative “Women in Science as Agents of Transformation,” inviting women scientists to share examples of scientific work that has strengthened the link between science and society, which were highlighted through a dedicated video. Following its successful launch during the 35th IUBS General Assembly, the initiative will continue throughout the current triennium under the leadership of the Committee for the Promotion of Equal Opportunities. As a direct outcome of this initiative, the IUBS Executive Committee appointed a new Chair of the Committee for the Promotion of Equal Opportunities to lead and expand these activities during the 2026–2029 triennium.

Activities to promote gender equality or women in science by member organizations or member entities.

The Sociedad de Biología de Chile promoted the visibility of women in science through the initiative “Mujeres Pioneras en Ciencias,” highlighting their scientific careers, contributions, and societal impact through an international audiovisual project.

Research activity on gender equality or women in science.

At present, IUBS does not have a dedicated research program on gender equality or women in science. However, the Committee for the Promotion of Equal Opportunities could guide future research efforts, emphasizing initiatives that foster equal opportunities and strengthen diversity and inclusion within the organization.

International Union of Crystallography (IUCr)

https://www.iucr.org/

Representative and deputy representative.
Representative: Professor Natalia Alvarez, Universidad de la República, Uruguay
Deputy Representative: Professor Maria Cristina Nonato, Brazil

Relationship between the SCGES representatives and the officers of the union.
Natalia Alvarez, chair of the GEDC committee for IUCr, vice president of the Latin American Crystallographic Association (Regional Associate of the IUCr).
Professor Nonato is a member of the IUCr Executive Committee (EC), and a member of the Latin American Crystallographic Association (LACA) in the IUCr.

Webpages dedicated to gender equality or women in science.
https://www.iucr.org/who-we-are/governance/advisory-committees/gender-equity-and-diversity-committee

Existence of any structures for gender equality or women in science inside the union. Indicate if structures are permanent or temporary.
The Gender Equity and Diversity Committee is a permanent advisory committee to the EC, consisting of 12 members that are representative of the different regional associations and also combines young and more experienced colleagues. The current committee is gender, geographic, and race diverse.

Existence of a dedicated budget for gender equality or women in science activities.
There is no specific budget in the IUCr for gender equality or women in science activities. The GEDC works with the EC and IUCr Executive Outreach Officer, and is therefore supported by the IUCr Executive Committee and Outreach and Education Fund. Individual regional associations within the IUCr support gender equality or women in science activities through their governing boards, program committees, and conference committees.

Existence of explicit policies for gender equality. Indicate whether these are formal policies or informal guidelines or recommendations.
There is an overall policy statement on a GEDC “Code of Conduct” for the IUCr and member associations. In addition, all events sponsored by the IUCr are required to have a diversity and inclusion statement, conference policy, speaker invitation policy, reporting policy, and display the code of conduct prominently on the conference website. The IUCr also promotes a Toolkit for Conference Inclusivity available on the GEDC website.

Activities to promote gender equality or women in science by the union itself.

- The Toolkit for Conference Inclusivity is provided for guidance
- The EC strives to appoint a diverse panel of conference organizers, journal editors, and award committees
- Conference organizers are urged to appoint a gender equity and diversity advisor
- Sessions on diversity and inclusion are included in all annual conferences
- The “Women in Crystallography” Initiative was launched in 2024 by the European Crystallographic Association (ECA) General Interest Group on Education in Crystallography (https://www.iucr.org/news/newsletter/volume-32/number-2/women-in-crystallography-project)

Activities to promote gender equality or women in science by member organizations or member entities.

The European Regional Association has worked on the Women in Crystallography video series and has a specific bursary to support the participation of women in conferences.

Research activity on gender equality or women in science.

There is no active research on gender equality; however, we are working on the possibility of establishing a collection of demographic data for all Union-sponsored events, as well as continuing the collection of data for all committee and journal leadership positions to study the need for specific actions.

International Union of Geodesy and Geophysics (IUGG)

https://iugg.org/

Representative and deputy representative.
Representative: Andrew Mackintosh
Deputy Representative: Athena Coustenis

Relationship between the SCGES representatives and the officers of the union.
Andrew Mackintosh and Athena Coustenis are officers of the Union (members of the IUGG Bureau and Executive Committee). IUGG is the parent Union for 8 Associations, and both representatives also hold current or have previously held leadership roles within individual associations.

Webpages dedicated to gender equality or women in science.
Neither IUGG nor its 8 Associations currently has a dedicated webpage to gender equality or women in science. The creation of such a website is currently being considered by the IUGG Equality, Diversity and Inclusion (EDI) Committee.

Some IUGG Associations do have relevant webpages even if they are not dedicated. For example, the key landing page for IAHS (https://iahs.info/About-IAHS/about-iahs/) contains the IAHS Statement on commitment to equality, diversity and inclusion, which includes gender. In addition, the IAHS commission (ICHWF) on Human water feedbacks (https://iahs.info/Commissions--W-Groups/ICHWF-Human-Water-Feedbacks/) addresses the gendered nature of access to water resources.

Existence of any structures for gender equality or women in science inside the union. Indicate if structures are permanent or temporary.
The IUGG, its Associations, Commissions, Committees, and their sub-entities seek to achieve gender equality. IUGG and many of its sub-entities have included goals on improving gender representation in their statutes, by-laws, and guidelines (i.e., permanent structures). Women in IUGG have been able to achieve high office: IUGG's immediate past president and president-elect are female. Several Associations have achieved excellent, long-standing gender representation (equal to or exceeding 40%/40%/20%, Female, Male, Other) on their executive committees, including multiple female presidencies.

Existence of a dedicated budget for gender equality or women in science activities.
There is no explicit budget for gender equality or women in science at IUGG level. However, a main expenditure of IUGG (in addition to providing money to Associations and Commissions) is to provide financial support for scientific meetings (travel grants, reduced registration fees, etc.) and projects. IUGG supports only meetings and projects which seek to achieve gender equality. Meeting organizers and project leaders are asked to provide information on how the money is used and how women benefit. Some Associations (IAGA, IACS) explicitly note that review committees pay attention to gender representation with the goal of achieving equality among awardees. This is partly achieved via eligibility criteria. For example, in the IAHS Sivapalan Young Scientists Travel Awards (SYSTA) scheme, the eligibility criteria include allowance for parental leave. Although parental leave is taken by all parents, a greater proportion of such leave is taken by female scientists.

The IUGG leadership should consider introducing a dedicated budget to promote gender equality and activities for women in science in the future.

Existence of explicit policies for gender equality. Indicate whether these are formal policies or informal guidelines or recommendations.
As mentioned in the two previous points, IUGG and its sub-entities seek to achieve improved gender representation. Considering the importance of this topic, IUGG and many of its sub-entities have included specific goals on improving gender representation in their statutes, by-laws, and guidelines.

IUGG has established an EDI committee with Andrew Mackintosh as chair and including EDI representatives from all IUGG Associations, to further develop initiatives to promote gender equality at all levels in the Union, Associations, and Commissions. This will include specific policies related to gender equality.

The IUGG Strategic Plan (2026–2035), which was published in May 2026, considers gender equality as a core value of IUGG.

Activities to promote gender equality or women in science by the union itself.
IUGG and its Associations routinely organize dedicated events on gender equality, EDI, early-career scientists (e.g., sessions, panel discussions, social events) and women in STEM at their major meetings. These are important outreach activities to explain the value of gender equality and women in science to our international audience and to receive more nominations of female scientists. This is especially important for IUGG and its Associations as nominations for their leadership positions are typically received from the 75 IUGG member countries. IUGG's EDI Committee plans to organize dedicated activities during the IUGG General Assembly 2027 in Incheon, Rep. of Korea.

Activities to promote gender equality or women in science by member organizations or member entities.
See answer above.

Research activity on gender equality or women in science.
There has been no research activity regarding gender equality at IUGG level. There is some activity at the Association level. For example, the last IAHS Scientific Decade, Panta Rhei (2013–2022) produced a synthesis book with a focus on social hydrology and the publication documented several elements of gender in water resources management. Activities of the new IAHS Working Group on the History of Hydrology include recording and recognizing the contributions of female hydrologists. The Working Group is interviewing late-career female hydrologists and convened sessions during the 2023 IUGG General Assembly that included contributions discussing contributions to hydrology from under-represented groups.

International Union of Geological Sciences (IUGS)

https://www.iugs.org/

Representative and deputy representative.

Representative: Farnoosh Farjandi

Deputy Representative: TBD

Prof. Lola Pereira and Dr. Farnoosh Farjandi were both nominated by IUGS as its representatives on SCGES in October 2025. From August 2026, Dr. Farnoosh Farjandi (Representative) will serve, as Prof. Lola Pereira has ended her duty in the role of Councilor of IUGS [1].

Relationship between the SCGES representatives and the officers of the union.

The IUGS SCGES representative is an IUGS Councilor, providing a direct institutional link to Union governance. IUGS has formally appointed representatives to SCGES and states its commitment to gender-responsive policies and initiatives [1,2].

Webpages dedicated to gender equality or women in science.

NA

Existence of any structures for gender equality or women in science inside the union. Indicate if structures are permanent or temporary.

Yes. IUGS promotes gender equality and the participation and advancement of women in geoscience through its activities, international partnerships, and representation in its structures. IUGS also participates in international initiatives focused on gender equality in science and supports organizations promoting women in geoscience. Furthermore, IUGS pays close attention to gender equality in its committees. Of the seven EC members, four are women. For the first time in its history, IUGS elected a female as its president.

Existence of a dedicated budget for gender equality or women in science activities.

Apart from an annual contribution to SCGES, IUGS does not have a dedicated budget for this activity. Where relevant, such activities may be supported through existing programs, meeting, or capacity-building budgets.

Existence of explicit policies for gender equality. Indicate whether these are formal policies or informal guidelines or recommendations.

Yes. IUGS signed an MoU with SCGES on November 29, 2020 and adopted a Council resolution on diversity and inclusivity in October 2020. The resolution calls for diversity and inclusion across governance, panels, technical sessions, workshops, award nominations, and symposia, with particular attention to women and other underrepresented groups [2].

Activities to promote gender equality or women in science by the union itself.

IUGS promotes gender equality through its SCGES participation, representation by Farnoosh Farjandi, attention to gender balance in governance and nominations, and public communication of gender-equality commitments. IUGS also applies Equity, Diversity, Inclusion and Accessibility (EDIA) principles to IUGS/IGC meetings and events. The 2024–2028 Executive Committee includes a woman as President, and IUGS has highlighted this as a milestone [1,2,3].

Activities to promote gender equality or women in science by member organizations or member entities.

Member organizations and IUGS constituent groups contribute through their own activities and through participation in SCGES-related initiatives. The available IUGS information does not provide a consolidated union-wide record of these activities.

Research activity on gender equality or women in science.

IUGS participates in SCGES activities and in the broader international work on gender equality in scientific organizations. No dedicated IUGS research program specifically on gender equality [2].

REFERENCES

[1] IUGS (2025). "IUGS Councillors' Nomination to the Gender Committee and Their Statement," October 16, 2025. https://www.iugs.org/post/iugs-councillors-nomination-to-the-gender-committee-and-their-statement

[2] IUGS. "Gender Equality in Science." Includes the 2020 SCGES MoU, 2020 diversity resolution, representative/deputy representative arrangements, and €300 SCGES contribution. https://www.iugs.org/igc/scges

[3] IUGS Commission on Geoethics (2024). "Guidelines for Ethical Conduct at IUGS/IGC Meetings and Events." https://www.iugs.org/_files/ugd/f1fc07_72ca3db0e1f14ce09b58e3d1cd87bf75.pdf

International Union of History and Philosophy of Science and Technology (IUHPST)

https://iuhpst.org/

Representative and deputy representative.
Representative: Catherine Jami
Deputy Representatives: Sandra Mitchell and Don Opitz

Relationship between the SCGES representatives and the officers of the union.
IUHPST consists of two divisions: DLMPST (the Division of Logic, Methodology and Philosophy of Science and Technology) and DHST (the Division of History of Science and Technology). Catherine Jami is past Secretary General of IUHPST and currently serves as its Gender and Diversity Champion and IUHPST Representative on SCGES, of which she was the founding Chair (2020–2024). Sandra Mitchell is currently the first Vice-President of the Union's Division of Logic, Methodology and Philosophy of Science and Technology (DLMPST). Don Opitz is a member of the Council of the Union's Division of History of Science and Technology (DHST) and its Gender and Diversity Champion.

Webpages dedicated to gender equality or women in science.
Website of the DHST Commission on Women and Gender in History of Science, Technology, and Medicine: https://agnodike.org/

Existence of any structures for gender equality or women in science inside the union. Indicate if structures are permanent or temporary.
IUHPST's statutes specify that it has a Gender and Diversity Champion, a position currently occupied by Catherine Jami. Additionally, one of the Union's two divisions, DHST, also has its own Gender and Diversity Champion (Don Opitz) and maintains a Commission on Women and Gender in History of Science, Technology, and Medicine.

Existence of a dedicated budget for gender equality or women in science activities.
DHST gives a yearly grant of €2,000 to its Commission on Women and Gender in History of Science, Technology, and Medicine. In turn, this commission grants research travel fellowships of up to €1,000 to scholars who are either in the final stages of their doctoral research or in the early stages of their post-doctoral research but still within five years of receiving the PhD.

Existence of explicit policies for gender equality. Indicate whether these are formal policies or informal guidelines or recommendations.
There are statutory provisions for the existence of a Gender and Diversity Champion both in IUHPST and in its history of science and technology division (DHST). In October 2024, DHST approved a Respectful Behavior Policy that, among other provisions, explicitly protects against gender-based discrimination in all DHST-sponsored initiatives. The policy was put to a real-world test at DHST's congress held in early July 2025 in New Zealand with great success. Congress participants were expressly required to agree to abide by a set of norms that ban any kind of gender-based discrimination. A team of ombudspersons with highly diversified backgrounds (gender, ethnicity, language skills, career stage, geographical location, etc.) was assembled and charged with the task of acting as the first line of support for any victim of discrimination and harassment, gender-based or otherwise. No incidents were recorded.

DLMPST, on the other hand, is committed to achieving gender equality in its governance structure and its Congresses (see below).

Activities to promote gender equality or women in science by the union itself.
Both divisions of IUHPST maintain a policy of seeking gender balance in all academic activities they organize or sponsor, such as the 2023 Congress of Logic, Methodology and Philosophy of Science and Technology (CLMPST), the 2025 International Congress of History of Science and Technology (ICHST), and the upcoming 2027 CLMPST and 2029 ICHST.

The Program Chairs at CLMPST explicitly seek to maintain both gender diversity and diversity in geographical location. Here are some figures related to past and future congresses:

- For the next CLMPST in Kobe, in 2027:
  Plenary Speakers: 2 women, 1 man.
  Invited Speakers: 13 women, 10 men.
  Members of the Program Committee: 14 women, 15 men (Chairs: 1 woman, 1 man).
- CLMPST 2023, in Buenos Aires:
  Plenary Speakers: 2 women, 1 man.
  Invited Speakers: 9 women, 11 men.
  Members of the Program Committee: 12 women, 14 men (Chair: woman).
- CLMPST 2019, in Prague:
  Plenary Speakers: 2 women, 2 men.
  Invited lectures: 11 women, 11 men.
  Members of the Program Committee: 14 women, 13 men (Chair: man).

In addition, CLMPST 2019 hosted the symposium “The Gender Gap in the Sciences and Philosophy of Science,” whereas local organizers for CLMPST 2027 are already in touch with leading Japanese experts on gender equality and diversity in science, in order to help organize a panel on the topic.

Similar considerations apply to DHST Congresses. The International Program Committee of ICHST 2025 was co-chaired by two women. Since the early 2010s, the memorandums of agreement signed between the division and local congress organizers explicitly require gender balance in all plenary activities, the collection of gender-disaggregated data on participants, and, starting in 2024, strict adherence to the Respectful Behavior Policy.

Additionally, both divisions promote SCGES initiatives through their communication channels.

Activities to promote gender equality or women in science by member organizations or member entities.
Since 1981, DHST’s Commission on Women and Gender in History of Science, Technology, and Medicine has been organizing high-profile academic activities that actively promote gender equality and, at the same time, investigate the root historical causes of all forms of imbalance in the sciences and in the discipline of history of science itself.

Research activity on gender equality or women in science.
Through its Commission on Women and Gender in History of Science, Technology, and Medicine, IUHPST’s history of science and technology division (DHST) promotes advanced research and international collaboration on all aspects pertaining to the critical analysis of the historical representation of women and gender minorities in the sciences. Moreover, the commission also investigates the role played by the sciences themselves in the production, legitimation, and reproduction of gender differences.

International Union of Immunological Societies (IUIS)

https://www.iuis.org/

Representative and deputy representative.
Representative: Sylvia Knapp
Deputy Representative: Roslyn Kemp

Relationship between the SCGES representatives and the officers of the union.
Sylvia Knapp is chair, and Roslyn Kemp co-chair of the Gender Equity Committee (GEC) within the IUIS. Roslyn Kemp is a member of the Executive Council, and Vice-chair of the Education Committee at the IUIS.

Webpages dedicated to gender equality or women in science.
https://iuis.org/committees/gec/
https://iuis.org/about/
https://iuis.org/women-speakers-databases/

Existence of any structures for gender equality or women in science inside the union. Indicate if structures are permanent or temporary.
We have an active Gender Equity Committee (GEC), with the chairs attending IUIS bi-monthly Executive Committee Meetings. The IUIS is dedicated to supporting gender equality (as stipulated in its mission and goals statement, which explicitly states the support of gender equity, diversity, and inclusiveness in all IUIS activities: https://iuis.org/about/).

Existence of a dedicated budget for gender equality or women in science activities.
The GEC of IUIS has an annual budget.

Existence of explicit policies for gender equality. Indicate whether these are formal policies or informal guidelines or recommendations.
Explicit policies are in place and stated in the “Visions and Values” statement: https://iuis.org/about/

Activities to promote gender equality or women in science by the union itself.
The IUIS-GEC promotes gender equity on multiple levels:
1. GEC maintains a list of women speakers in immunology https://iuis.org/women-speakers-databases/.
2. GEC established the triennial “IUIS Excellence in Immunology Award (EXCELL)” of USD 40,000 to honor outstanding female and non-binary immunologists. This award is the first and only IUIS prize of this kind and was last awarded at the triennial IUIS congress in August 2025.
3. GEC, starting in 2024, has initiated an annual travel fellowship for caregivers attending courses to cover additional expenses because of caregiving responsibilities.
4. GEC monitors and ensures equal gender representation at the triennial IUIS congresses.
5. IUIS formally adopted the Sex and Gender in Research (SAGER) guidelines in 2026: https://iuis.org/news/iuis-has-approved-adoption-of-the-sager-guidelines/

Activities to promote gender equality or women in science by member organizations or member entities.
GEC monitors gender balance (at least 30% underrepresented gender) among speakers of national, international, or federal societies who want to promote their conferences via IUIS channels (no posting if at least 30% is not met).

Research activity on gender equality or women in science.

GEC started a data collection & analysis group to reliably assess gender and diversity distribution in the field of immunology.

International Union of Materials Research Societies (IUMRS)

https://iumrs.org/

Representative and deputy representative.
Representative: Prof. Anil Kumar
Deputy Representative: Dr. Samuel Chigome

Relationship between the SCGES representatives and the officers of the union.
The IUMRS SCGES representative(s) are members of IUMRS and/or its constituent adhering body Materials Research Societies. Prof. Anil Kumar is the President of IUMRS and Dr. Samuel Chigome is the Secretary of IUMRS. SCGES representatives maintain regular liaison with IUMRS Executive Council officers.

Webpages dedicated to gender equality or women in science.
IUMRS maintains a dedicated webpage for its Gender Equity and Diversity Code of Conduct at: https://iumrs.org/gender-equity-and-diversity-code-of-conduct/. Additional information, including SCGES webinar announcements, is posted on the main IUMRS website (https://iumrs.org) on an ad hoc basis.

Existence of any structures for gender equality or women in science inside the union. Indicate if structures are permanent or temporary.
IUMRS has an informal Gender Equity and Diversity Committee that is currently under development (temporary/developmental status). As of this reporting period, no formal permanent gender equality structure exists at the union level. The IUMRS Gender Equity and Diversity Code of Conduct, published on the IUMRS website, serves as the guiding framework. IUMRS is working to formalize this committee with a defined mandate and membership.

Existence of a dedicated budget for gender equality or women in science activities.
IUMRS does not have a dedicated budget for gender equality or women in science activities. Any proposals for initiatives must be submitted for discussion at the General Assembly and require Executive Council approval. IUMRS contributes an annual membership fee to SCGES to support shared activities.

Existence of explicit policies for gender equality. Indicate whether these are formal policies or informal guidelines or recommendations.
IUMRS has adopted a formal Gender Equity and Diversity Code of Conduct (published at https://iumrs.org/gender-equity-and-diversity-code-of-conduct/). This formal policy sets out: expectations of professional and respectful behavior for all members, committees, and conference attendees; prohibition of harassment, bullying, and discrimination; consequences for breaches including Executive Council investigation; and a specific requirement for gender diversity in IUMRS-sponsored conference committees, session chairs, and plenary/invited speakers, with a minimum of 30% gender balance in IUMRS-labeled plenary talks.

Activities to promote gender equality or women in science by the union itself.
IUMRS promotes gender equity at the union level through: (1) The Gender Equity and Diversity Code of Conduct, which requires gender-diverse speakers, chairs, and committees at all IUMRS-sponsored events and mandates a minimum of 30% gender balance for IUMRS-labeled conference plenary talks. (2) Active participation in SCGES, including attendance at bi-annual plenary meetings, contribution to annual reports, and dissemination of SCGES webinars and materials. (3) Ongoing development of the Gender Equity and Diversity Committee to coordinate activities across the union’s operations and adhering bodies.

Activities to promote gender equality or women in science by member organizations or member entities.

IUMRS does not govern the internal activities of its 14 adhering body Materials Research Societies, which are independent organizations. However, several member MRSs conduct their own gender equality activities including dedicated women-in-materials sessions at national conferences, early-career mentoring programs, and women-specific awards. IUMRS encourages its adhering bodies to adopt the IUMRS Gender Equity and Diversity Code of Conduct. The Frontiers in Materials journal has published special issues on Women in Science: Materials (2023), supported by members of the materials research community.

Research activity on gender equality or women in science.

IUMRS does not conduct dedicated research on gender equality at the union level. However, the developing Gender Equity and Diversity Committee has been tasked with initiating research activities in this area. Data on gender balance in IUMRS governance and award recipients has been collected and published through the SCGES Annual Report process, including information reported in the 2022–2023 SCGES Annual Report (e.g., gender breakdown of IUMRS Global Leadership Service Award, Somiya Award, and Materials Frontiers award recipients).

International Union of Pure and Applied Chemistry (IUPAC)

https://iupac.org/

Representative and deputy representative.
Representative: Hemda Garelick
Deputy Representative: Rehana Sidat

Relationship between the SCGES representatives and the officers of the union.
SCGES representatives are IUPAC officers acting as the formal link between IUPAC and SCGES, representing the Union in gender-equality initiatives and helping integrate SCGES recommendations into IUPAC's governance and programs.

Webpages dedicated to gender equality or women in science.
Key gender equality resources on the IUPAC website:

- Towards Gender Equality in Scientific Organizations — Summary of the ISC-IAP-SCGES report, highlighting IUPAC's role as a founding SCGES member.
- Gender Equality in Science — Global data on women's participation across 120+ scientific organizations, advocating collective action.
- A Global Approach to the Gender Gap — Presents the Gender Gap in Science project: research on women's experiences in science and a database of good practices.
- Global Women's Breakfast (GWB) — IUPAC's flagship initiative promoting women in science through international networking events.
- The Importance of Women's Participation in Science — Highlights the value of women's participation in advancing diversity, innovation, and mentorship in science.
- Awards for Distinguished Women in Chemistry or Chemical Engineering (DWA). The awards program was created in 2011 during the International Year of Chemistry to recognize women chemists and chemical engineers worldwide. Since then, the award has gained growing international attention.

Existence of any structures for gender equality or women in science inside the union. Indicate if structures are permanent or temporary.
IUPAC has no dedicated permanent gender-equality committee; gender equality is instead advanced through permanent programs, representation roles, and time-limited project groups.

- SCGES Representation (permanent): Represents IUPAC within SCGES and aligns IUPAC activities with international gender-equality initiatives.
- GWB (permanent): IUPAC's flagship program for women's empowerment, visibility, and networking in science.
- Task Groups and DEI Projects (temporary): Time-limited teams delivering research, policy development, and gender-equality initiatives.
- Ad hoc Working Groups (temporary): Short-term groups supporting specific DEI events and activities.
- Committee on Ethics, Diversity, Equity and Inclusion (CEDEI) (permanent): Oversees ethics, inclusion, and respectful conduct, embedding gender-equality principles within IUPAC governance and policies.

Existence of a dedicated budget for gender equality or women in science activities.
IUPAC has no ring-fenced budget for gender-equality activities; funding instead comes through projects, programs, and collaborations.

- Project-based funding (temporary): Gender-equality initiatives are funded through approved IUPAC projects such as the Gender Gap in Science project and its follow-ons.
- GWB (recurring): Supported annually through outreach and engagement budgets rather than a permanent budget line.

- DWA (recurring): Presented at every IUPAC Congress since 2011; its budget covers congress registration, prize cost, and related expenses.
- External collaborations (shared funding): Also supported through partnerships with SCGES, ISC, and other scientific unions.
- Supporting structures without dedicated budgets: CEDEI and IUPAC's SCGES representatives support implementation and oversight without separate budgets.

Existence of explicit policies for gender equality. Indicate whether these are formal policies or informal guidelines or recommendations.

IUPAC has no standalone gender-equality or DEI policy; it instead advances gender equality through projects, collaborations, ethical principles, and recurring programs.

Activities to promote gender equality or women in science by the union itself.

Despite having no dedicated committee, IUPAC promotes gender equality through recurring, institutionally supported activities spanning global programs, awards, research, and policy collaborations.

- GWB: IUPAC's flagship annual initiative promoting women in chemistry through networking, mentoring, and engagement across academia, industry, NGOs, and governments.
- DWA: Biennial program recognizing outstanding women scientists while raising visibility of challenges facing women in chemistry.
- Gender Gap in Chemistry Project: Research on gender disparities in chemistry, feeding evidence into the broader Gender Gap in Science program and policy recommendations.
- Contribution to *Towards Gender Equality in Scientific Organizations*: IUPAC contributes to this international research on women's participation and leadership in scientific unions, helping shape global policy recommendations.
- Congress Symposia and DEI Activities: Gender-equality themes are regularly featured at IUPAC congresses and other DEI activities, embedding these issues within the Union's scientific programs.

Activities to promote gender equality or women in science by member organizations or member entities.

Common activities by IUPAC Member Organizations (National Adhering Organizations) include:

- GWB events hosted by national chemical societies worldwide.
- DWA: awards recognizing women's achievements in research, leadership, teaching, and service.
- DEI and gender-equality committees (e.g., ACS Women Chemists Committee, RSC Inclusion & Diversity Committee).
- Policy advocacy to improve representation, hiring, funding, and leadership opportunities for women.
- Data collection and reporting through national surveys and contributions to SCGES and Gender Gap in Science studies.

Member Entities (Universities, Research Institutes, Companies) include:

- Local GWB events featuring networking, career workshops, and mentoring.
- Institutional programs such as Athena SWAN, NSF ADVANCE, EU Gender Equality Plans, and corporate DEI initiatives.
- Support for women's networks and mentoring programs (Women in Chemistry, Women in STEM).

Research activity on gender equality or women in science.

- IUPAC-led and co-led research — Gender Gap in Science Project (2017–2020): global study of 32,000 scientists on career progression and harassment, producing policy recommendations. Gender Gap in Chemistry Project: follow-up chemistry-focused research disseminated via reports and congresses. Towards Gender Equality in Scientific Organizations: collaboration with

ISC, IAP, and SCGES on women's participation and leadership in scientific unions. Congresses and symposia: presentation of gender-equality research and barriers facing women in science.

- SCGES research (IUPAC is a founding partner) — research on gender representation and inclusion across scientific unions; IUPAC contributes data and analysis.
- Member organizations and entities — national societies, academies, universities, and companies also research gender-equality issues such as retention, leadership, and workplace culture (e.g., Athena SWAN, NSF ADVANCE, EU Gender Equality Plans).

International Union of Pure and Applied Physics (IUPAP)

https://iupap.org/

Representative and deputy representative.
Representative: Gillian Butcher
Deputy Representative: Rudzani Nemutudi

Relationship between the SCGES representatives and the officers of the union.
Both representatives are Vice-Presidents and are on the Executive Council as Vice-President at Large: Diversity, Equity and Inclusion Champion and Associate Secretary General, respectively.

Webpages dedicated to gender equality or women in science.
The IUPAP website contains the webpage Diversity in Physics, which gives an overview of the need for diversity in science, along with some of the activities of IUPAP in fostering diversity. The link is under the Strategic Plan on the main tabs.

Further pages on specific activities that are linked from here are:

- Waterloo Charter for Gender Inclusion and Diversity in Physics: sets out guiding principles for gender diversity and inclusion, with recommended policies.
- Gender Champion Reports: the reports that review the IUPAP's own statistics on gender
- WG5: Women in Physics: summary pages of the Working Group
- Gender Gap in Science Project: contains summary information on the project, and links to the Gender Gap Project pages

Existence of any structures for gender equality or women in science inside the union. Indicate if structures are permanent or temporary.
Two main permanent structures exist within IUPAP for gender equality: WG5 and VP DEI. The Working Group for Women in Physics, WG5, was created in 1999 to survey the situation and report back and to suggest means to improve the situation for women in physics. WG5 reports back annually to the Executive Council and Commission Chair meetings of IUPAP and the General Assembly (GA). WG5 consists of members representing broad geographic regions, some of whom work with regional women in physics groups. WG5 has a global system of Country Teams, each with a Leader; at present 67 are listed, more than the number of members of IUPAP. These teams deliver papers on progress in their country at approximately 3-year intervals at the IUPAP International Conference on Women in Physics (ICWIP), at which the WG5 members function as the International Organizing Committee.

The role of Vice-President at Large with Diversity, Equity and Inclusion responsibilities was originally created in 2011 as Gender Champion with the broader remit from 2024, to ensure that IUPAP as an organization is inclusive and diverse. The DEI Champion monitors and reports on gender representation within all IUPAP structures, including its Commissions, and at IUPAP-sponsored conferences and advises on DEI matters, in liaison with WG5.

Existence of a dedicated budget for gender equality or women in science activities.
The WG receives an annual budget of €2,500, mostly to cover member expenses to attend WG meetings, in line with other IUPAP working groups. WG5 also receives funding of €15,000 annually to distribute travel (technology) grants to women from developing countries, to attend conferences. The WG is also awarded €17,000 for its International Conference on Women in Physics held every three years. There is a small annual budget for DEI activities.

Existence of explicit policies for gender equality. Indicate whether these are formal policies or informal guidelines or recommendations.

Since October 2021, Statutes, By-Laws, and Articles specifically include “fostering inclusiveness and diversity in physics” among the Union’s purposes. The Articles include the requirement that, among the Executive Council Officers (President, President Designate, and Immediate Past President), at least one will be a woman and at least one will be a man, and likewise for the Commission Officers (Chair, Vice Chair, and Secretary). The Commission membership has the requirement that at least 4 out of the 12 members must be women: currently it is over 40%.

There are specific requirements for IUPAP-sponsored conferences, without which they will not receive funding. The conference organizers must report on the gender balance of plenary/invited speakers, speakers, delegates, organizing committee(s). The organizers must also put their statement on harassment (Code of Conduct) on the conference webpages and appoint people responsible for dealing with claims of harassment.

Activities to promote gender equality or women in science by the union itself.

IUPAP’s Executive Council has played a major role in vigorously campaigning for women within the Union. Through both authority and influence, these members of leadership are changing the face of IUPAP. The current President (2024–2027), Silvina Ponce Dawson, has been a leader of gender equality nationally and internationally for many years. The 2024 GA had a session celebrating 25 years of WG5, looking back at its history and achievements and looking forward to the future.

Activities to promote gender equality or women in science by member organizations or member entities.

IUPAP has territorial members, who are represented by delegates during GAs, and through appointed national liaisons outside GAs. Many of these members have activities promoting gender equality in their region, which are collated and reported on by the country teams attending the ICWIPs and printed in Conference Proceedings. The Waterloo Charter aims to promote gender equity to members.

Research activity on gender equality or women in science.

Nothing at this time

International Union for Physical and Engineering Sciences in Medicine (IUPESM)

https://iupesm.org/

Representative and deputy representative.
Representative: Lenka Lhotska
Deputy Representative: Loredana Marcu

Relationship between the SCGES representatives and the officers of the union.
Both the representative and the deputy representative are officers of the union.

Webpages dedicated to gender equality or women in science.
https://iupesm.org/wimpbme/

Existence of any structures for gender equality or women in science inside the union. Indicate if structures are permanent or temporary.
Women in Medical Physics and Biomedical Engineering committee (WiMPBME) — permanent committee

Existence of a dedicated budget for gender equality or women in science activities.
The budget is limited to an amount that would usually cover travel/accommodation expenses for an invited speaker to our congresses.

Existence of explicit policies for gender equality. Indicate whether these are formal policies or informal guidelines or recommendations.
N/A

Activities to promote gender equality or women in science by the union itself.

- Increase the visibility and participation of women within IFMBE (International Federation of Medical and Biological Engineering) and IOMP (International Organization for Medical Physics). Both organizations have the committees: Women in Biomedical Engineering Committee (WiMBE) and Women in Medical Physics Committee (WiMP).
- Very tight cooperation of WiMPBME with WiMBE and WiMP.
- Gather and disseminate information regarding the status of women in IFMBE and IOMP
- Acknowledge research success of female members
- Develop mentoring programs for young women and/or women from developing countries.
- Conduct research into the status of women in IOMP and IFMBE.
- Conduct surveys to gather information on the needs/challenges that women in science are facing; disseminate the results and take action accordingly.
- Promote women keynote/invited speakers at our international congresses.

Activities to promote gender equality or women in science by member organizations or member entities.

- Increase the visibility and participation of women within IFMBE (International Federation of Medical and Biological Engineering) and IOMP (International Organization for Medical Physics). Both organizations have the committees: Women in Biomedical Engineering Committee (WiMBE) and Women in Medical Physics Committee (WiMP).
- Very tight cooperation of WiMPBME with WiMBE and WiMP.
- Gather and disseminate information regarding the status of women in IFMBE and IOMP
- Acknowledge research success of female members
- Develop mentoring programs for young women and/or women from developing countries.
- Conduct research into the status of women in IOMP and IFMBE.

- Conduct surveys to gather information on the needs/challenges that women in science are facing; disseminate the results and take action accordingly.
- Promote women keynote/invited speakers at international events organized by IFMBE and IOMP.

Research activity on gender equality or women in science.

Based on the positive feedback from the audience of the special symposia organized by WiMPBME at the World Congress in Medical Physics and Biomedical Engineering (Singapore; https://wc2022.org/) we organized special symposia at the IUPESM World Congress 2025. WiMPBME focuses on up-to-date topics related to the topic of gender equity in STEM fields (continuation of discussion at the WC2022) and new topics related to sex- and gender-related data in biomedical research and their importance for development of unbiased software tools applicable to diagnostic and therapeutic purposes. We plan to continue our activities between the IUPESM World Congresses, the WiMPBME, WiMBE, and WiMP through organizing special sessions at IFMBE and IOMP conferences. Our committee is active in publishing research data and survey results conducted within WiMPBME. Currently, discussions on new surveys are organized.

International Union of Psychological Science (IUPsyS)

https://www.iupsys.net/

Representative and deputy representative.

Representative: Nicky Hayes
Deputy Representative: Ava D. Thompson
IUPsyS has been formally represented on the Standing Committee for Gender Equality in Science (SCGES) since 2020. Professor Nicky Hayes currently serves as the primary representative, with Professor Ava D. Thompson as deputy representative.

Relationship between the SCGES representatives and the officers of the union.

Professor Hayes is a member of the IUPsyS Executive Committee, which works closely with the Union's Officers. This provides a direct link between SCGES and IUPsyS governance and helps integrate gender-equality priorities into wider Union activities. The relationship also complements the work of the IUPsyS Equality in Science Work Group, with stronger coordination between the Union's external SCGES representation and the internal equality program identified as an ongoing priority.

Webpages dedicated to gender equality or women in science.

A dedicated webpage space is currently being developed for the Equality in Science Work Group as part of a broader initiative to establish webpages for IUPsyS Work Groups and make their mandates, activities, and outputs more accessible.

Existence of any structures for gender equality or women in science inside the union. Indicate if structures are permanent or temporary.

IUPsyS has an Equality in Science Work Group. Work Groups are not permanent statutory structures but may operate over extended periods in response to ongoing strategic priorities. The Work Group identifies and assesses inequalities in psychological science; examines initiatives promoting equality, diversity, and inclusivity; supports relevant initiatives within the IUPsyS community; engages stakeholders; advocates for equality through IUPsyS platforms; and develops recommendations for sustainable action.

Existence of a dedicated budget for gender equality or women in science activities.

IUPsyS maintains a specific budget line for its engagement with the SCGES. This supports the Union's formal participation in and contribution to SCGES activities. The Union does not, however, maintain a separate overarching budget dedicated exclusively to all gender-equality or women-in-science activities. Relevant work may be supported through broader Union budgets for scientific development, capacity building, international engagement, and the activities of its Work Groups.

Existence of explicit policies for gender equality. Indicate whether these are formal policies or informal guidelines or recommendations.

Gender equality and non-discrimination are incorporated into IUPsyS's formal constitutional and governance framework. Article 4 of the Statutes commits the Union to equitable opportunities for access to science, its production and benefits, and requires the Union to actively oppose discrimination, including sex, gender identity, and sexual orientation, together with other protected characteristics. The Rules of Procedure expressly incorporate gender into the Union's electoral arrangements. Three regular Executive Committee members elected at the Assembly between International Congresses are intended to make the Executive Committee more representative by geography and gender, along with other criteria the Assembly considers relevant.

Activities to promote gender equality or women in science by the union itself.

During 2025–2026, IUPsyS contributed to SCGES work undertaken with the International Science Council (ISC) examining gender equality across scientific organizations. This included a quantitative survey followed by organizational interviews which informed recommendations for good practice. Professor Hayes conducted several interviews, helped coordinate and report on the outcomes, and helped develop the resulting recommendations. Professor Hayes also participated as discussant in the joint SCGES-ISC webinar marking the International Day of Women and Girls in Science on February 11, 2026, which attracted 824 participants, and has agreed to lead the SCGES Interviews Working Group.

Internally, the Equality in Science Work Group has continued developing a program to identify inequalities within psychological science. Particular attention has been paid to ensuring that consultation methodologies do not inadvertently reproduce inequalities through language, geography, or existing patterns of scientific visibility. The Group is considering a combination of brief questionnaires and qualitative focus groups to obtain both broad and contextually sensitive evidence. Following the 2026 Assembly, women continue to occupy senior IUPsyS leadership positions, including both the President and Secretary-General. The current Executive Committee comprises three Officers and ten Regular Members, of whom five are women (approximately 38%).

Activities to promote gender equality or women in science by member organizations or member entities.

IUPsyS member organizations undertake equality, diversity, and inclusion initiatives within their respective national and regional contexts; however, these activities are not yet systematically mapped at Union level. The Equality in Science Work Group has therefore identified the mapping of initiatives undertaken by National Members, Regional Members, Affiliate Organizations, and partner organizations as a priority. This will help IUPsyS identify promising practices, strengthen knowledge exchange, and understand the differing equality priorities across global contexts.

Research activity on gender equality or women in science.

IUPsyS does not generally conduct primary research as a core organizational function, but contributes to, supports, and disseminates evidence concerning equality in psychological science. Its contribution to the recent SCGES/ISC work included organizational interviews and participation in the development of international good-practice recommendations. The Equality in Science Work Group is also developing a program to identify inequalities in psychological science. It is considering questionnaires, focus groups, or a combined methodology, with particular attention to linguistic, cultural, regional, and institutional inequalities and the inclusion of under-represented communities.

International Union of Soil Sciences (IUSS)

https://www.iuss.org/

Representative and deputy representative.
Representative: Irene Fabbri
Deputy Representative: to be appointed

Relationship between the SCGES representatives and the officers of the union.
The representative is the Secretary of the Union.

Webpages dedicated to gender equality or women in science.
Not available

Existence of any structures for gender equality or women in science inside the union. Indicate if structures are permanent or temporary.
For the IUSS, gender equality is a principle that guides initiatives such as grant programs, scholarships, Stimulus Fund, etc. The Executive Committee, together with the Secretariat, is currently working on drafting policies addressed to this issue.

Existence of a dedicated budget for gender equality or women in science activities.
Not available

Existence of explicit policies for gender equality. Indicate whether these are formal policies or informal guidelines or recommendations.
The policies for gender equality are, at present, a work in progress and have not been published yet.

Activities to promote gender equality or women in science by the union itself.
The IUSS is committed to promoting gender equality and equal opportunities within the global soil science community. Through its scientific activities, governance, Divisions, Commissions, and Working Groups, the IUSS encourages the full participation and visibility of women in soil science at all stages of their careers. The IUSS also recognizes the importance of diversity in scientific leadership and decision-making. By fostering broad international participation and encouraging the involvement of scientists from different backgrounds, regions, and career stages, the Union aims to contribute to a more representative and inclusive global scientific community. Through its communication activities, the IUSS highlights the achievements and contributions of women scientists and promotes their visibility as researchers, experts, and leaders. The Union also supports interdisciplinary and participatory approaches to soil science, recognizing the value of diverse forms of knowledge and experience, including the essential contributions of women in agriculture, land management, and local communities. In this direction, the Young and Early Career Working Group is very much involved in promoting and supporting gender equality also through participation in dedicated events, such as the Global Women's Breakfast editions 2024, 2025, 2026, and 2027 (in progress).

Activities to promote gender equality or women in science by member organizations or member entities.
The IUSS encourages its members to be inclusive, and during the annual meeting with its members (84 National Soil Science Societies scattered all over the world) the reporting concerning the assignment of grants or participation as keynote speakers or invited speakers addresses gender distribution as well.

Research activity on gender equality or women in science.

A particularly relevant recent research activity is the 2025 *Geoderma* discussion paper on demographic barriers affecting young and early-career soil scientists. The analysis draws on questionnaire data collected from members of the IUSS YECS Working Group between 2022 and 2024, including gender and regional disparities (link to the article here).

Diversity, Equity and Inclusivity (DEI) activities within the IUSS

Research on gender equity has also been connected with IUSS scientific initiatives, including the gender-equity discussions held at the World Congress of Soil Science and the development of a Diversity, Equity and Inclusivity Working Group within the IUSS. The scientific topic *Women in pedometrics, soil health and security* was explicitly inspired by these developments (link to the article here).

Furthermore, the IUSS has contributed information on its gender equality activities to the **Standing Committee for Gender Equality in Science**, an international initiative that promotes information exchange, data collection, and cooperation among scientific unions and organizations. The SCGES reports through its communication channels (link to the Alert here and to the Bulletin here).

Lastly, the IUSS Strategic Plan 2021–2030 includes the adoption, implementation, and monitoring of policies concerning **equity, equality, respect, and diversity**. This provides an institutional framework that could support future research projects specifically focused on gender equality in soil science.

Scientific Committee on Antarctic Research (SCAR)

https://www.scar.org/

Representative and deputy representative.
Representative: Renuka Badhe
Deputy Representative: Pilvi Saarikoski

Relationship between the SCGES representatives and the officers of the union.
The representative, Renuka Badhe, serves on the Leadership Steering Group (LSG) of the SCAR Equality, Diversity and Inclusion Action Group (EDI AG) and Pilvi Saarikoski has served previously as secretary for the EDI AG. The EDI AG is tasked with broadly looking at how EDI issues can be effectively dealt with within SCAR (including issues related to gender inequity) and what practical actions are relevant for the organization. The SCGES representatives are not direct officers of the Union, but report to them via the relevant SCAR structures like the EDI AG.

Webpages dedicated to gender equality or women in science.
SCAR's EDI AG: https://www.scar.org/capacity-building/edi/home/
Women in Antarctic Research: https://www.scar.org/antarctic-women/
Women in Polar Science network, hosted by SCAR: https://womeninpolarscience.org/

Existence of any structures for gender equality or women in science inside the union. Indicate if structures are permanent or temporary.
In 2020, SCAR established a Scoping Group on Equality, Diversity, and Inclusion, which laid the foundation for the EDI Action Group which was launched in early 2022. Gender inequality is among the issues on which the EDI AG focuses, including issues faced by women, non-binary people, and people with other marginalized gender identities. The SCAR EDI AG membership is currently at 150. SCAR EDI AG members are members of the SCAR community who have expressed an interest in being on the EDI AG mailing list and participating in select AG activities. The SCAR EDI AG is led by a Leadership Steering Group (LSG), which itself is led by a Chief Officer, two Deputy Chief Officers, a secretary, and a coordinator. The core group meets biweekly, while meetings of the wider LSG occur 4–5 times a year. SCAR has actively supported events on gender equity through its Capacity Building, Education, & Training Advisory Group since 2016. SCAR also has supported other organizations working on gender equity in polar research, such as Women in Polar Science (WiPS), which it currently hosts.

Existence of a dedicated budget for gender equality or women in science activities.
SCAR provides a budget for the Capacity Building, Education and Training (CBET) activities through the CBET Standing Committee (USD 3,000 per year), while also dedicating a budget to the EDI AG (USD 10,000 per year).

Existence of explicit policies for gender equality. Indicate whether these are formal policies or informal guidelines or recommendations.
The SCAR EDI AG developed a Code of Conduct (CoC) document that now serves as a guide for appropriate behavior within SCAR. It was published in August 2025 and is available on the SCAR website. Additionally, CoC for different SCAR conferences or SCAR-related conferences and meetings have been developed.

Activities to promote gender equality or women in science by the union itself.
SCAR promotes gender equality and women's participation in Antarctic science through the AG to advance inclusive, equitable, and respectful scientific collaboration across SCAR activities.
The AG has supported visibility and recognition of women in Antarctic science through outreach initiatives, including a year-long campaign starting in February 2025 highlighting the achievements

and contributions of women researchers that has been continued in 2026 for another year. The EDI AG has developed recommendations to improve accessibility, representation, and inclusivity at SCAR events, including guidance for the 2026 SCAR Open Science Conference, and is working toward additional mechanisms such as anonymous reporting procedures and training for convenors to ensure inclusive and equitable scientific environments. Through international engagement with organizations such as the Standing Committee for Gender Equality in Science (SCGES), SCAR contributes its experience and promotes best practices in advancing gender equality in global science communities.

Activities to promote gender equality or women in science by member organizations or member entities.

SCAR's member organizations and affiliated communities contribute to advancing gender equality and supporting women in Antarctic science through active participation in SCAR's EDI initiatives and related networks. Members of the EDI Action Group represent diverse career stages, disciplines, and geographical regions and contribute to dedicated task groups focused on resource development, CoC implementation, and field guidance. The SCAR AG works closely with partner communities, including the Association of Polar Early Career Scientists (APECS), Women in Polar Science (WiPS), the Southern Ocean Observing System (SOOS), and national Antarctic programs, to strengthen participation, mentoring, visibility, and support for under-represented groups. The EDI Field Guides Task Group has collaborated with APECS and engaged with the Council of Managers of National Antarctic Programs (COMNAP) initiatives on creating safe, respectful, and harassment-free environments in Antarctica. SCAR member representatives also contribute to improving equitable participation through support for early-career researchers, inclusive conference practices, visa support measures, and travel funding initiatives that help reduce barriers to participation in international Antarctic science activities.

Research activity on gender equality or women in science.

In 2022 as well as in 2024, the SCAR EDI AG led the creation of a demographic survey for the SCAR community to be rolled out as part of the SCAR OSC 2022 and 2024. The AG worked with the SCAR Secretariat and local organizers to develop and implement the survey as part of the OSC registration process. A report based on this survey has been published on the SCAR website. A similar questionnaire was embedded in the SCAR OSC in August 2026. The results will be published later in 2026 and will be made available to SCGES. SCAR continues to host the Women in Polar Science network, and its flagship project, #100PolarWomen.

Scientific Committee on Ocean Research (SCOR)

https://scor-int.org/

Representative and deputy representative.
Representative: Hilkka O.N. Ndjaula
Deputy Representative: Emily Twigg

Relationship between the SCGES representatives and the officers of the union.
Hilkka O.N. Ndjaula is a SCOR Executive Committee Member. Emily Twigg is SCOR Executive Director.

Webpages dedicated to gender equality or women in science.
We currently do not have a dedicated website for this but expect a page to be developed for a future committee dedicated toward broadening access and participation in SCOR.

Existence of any structures for gender equality or women in science inside the union. Indicate if structures are permanent or temporary.
SCOR does not yet have a separate structure dedicated solely to gender equality or women in science. However, SCOR actively addresses these considerations through its working groups, larger programs, and other activities. All SCOR activities are explicitly required to take into account balance in geographical representation, years of expertise (to include early-career scientists), and gender. This ensures that diversity, including gender balance, is embedded into SCOR's core practices rather than treated as a stand-alone activity.

SCOR is currently in a planning phase for future activities that support inclusive participation in SCOR, by removing barriers to participation related to gender and other circumstances and identities.

Existence of a dedicated budget for gender equality or women in science activities.
A dedicated budget for gender equality or women in science activities has not yet been formally allocated. However, as inclusivity initiatives are developed, a budget for each initiative will be considered.

Existence of explicit policies for gender equality. Indicate whether these are formal policies or informal guidelines or recommendations.
The SCOR Constitution specifies that gender is one consideration in forming the membership of the Executive Committee. SCOR guidelines for working group proposals pay specific attention to gender balance as well as other factors like inclusion of members from low- and middle-income countries.

Activities to promote gender equality or women in science by the union itself.
SCOR promotes the participation of women in its activities including in leadership positions; gender is one consideration when the SCOR Executive Committee approves committee and working group membership.

Activities to promote gender equality or women in science by member organizations or member entities.
SCOR does not have any policies regarding the composition of its national committee members.

Research activity on gender equality or women in science.
SCOR does not conduct research related to gender equality but aims to improve its own demographic data collection methods in the near future.

Union Internationale de Spéléologie/International Union of Speleology (UIS)

https://uis-speleo.org/

Representative and deputy representative.
Representative: Johannes Mattes
Deputy Representative: Nathalia Vanessa Uasapud Enríquez
Since autumn 2025, Simone Sambento has chaired the SCGES Working Group for Best Practices.

Relationship between the SCGES representatives and the officers of the union.
Johannes Mattes is the UIS Secretary General, and Nathalia Vanessa Uasapud Enríquez is the UIS Adjunct Secretary. Together with Simone Sambento, they are members of the UIS Working Group on Social and Gender Equality, established in October 2023.

Webpages dedicated to gender equality or women in science.
So far, there is no distinct website or webpage dedicated specifically to gender equality or women in science on the UIS website.

Existence of any structures for gender equality or women in science inside the union. Indicate if structures are permanent or temporary.
So far, there is no permanent formal structure for gender equality within UIS. However, UIS pays special attention to gender parity when appointing committees and inviting speakers.

Existence of a dedicated budget for gender equality or women in science activities.
There is no distinct budget within UIS allocated specifically for gender equality or women in science activities. However, when approving project or expedition funding, UIS places particular emphasis on social and gender equality considerations, including the participation of women, early-career researchers, and members from underrepresented regions.

Existence of explicit policies for gender equality. Indicate whether these are formal policies or informal guidelines or recommendations.
There are no separate formal policies exclusively devoted to gender equality currently in place. However, the UIS Working Group on Social and Gender Equality has developed Guidelines on Equality, Diversity, and Inclusion (EDI). These guidelines were presented for approval at the 19th UIS General Assembly during the International Congress of Speleology in Brazil in July 2025 and were unanimously adopted. They are now binding for the approximately 60 UIS member countries and the 70,000 affiliated individual members.
Link: https://uis-speleo.org/wp-content/uploads/2025/08/UIS-Guidelines-for-Equality-Diversity-and-Inclusion-EDI-July-2025.pdf

Activities to promote gender equality or women in science by the union itself.
The UIS Working Group on Social and Gender Equality is currently planning a transnational pilot project addressing equality, diversity, and inclusion in speleology and karst research. The project is intended to collect and compare good practices from UIS member countries, and develop practical recommendations for more inclusive conferences, expeditions, training events, and committee work.

Activities to promote gender equality or women in science by member organizations or member entities.
Within UIS, several national and regional organizations conduct their own activities to promote women in speleology and karst science. These include training courses for women scientists and

speleologists, mentoring initiatives, fieldwork and expedition training, leadership development, and outreach activities designed to encourage the participation of girls, women, and early-career researchers. Such initiatives are usually organized at national or regional level and therefore vary considerably between member countries.

Research activity on gender equality or women in science.

From February to April 2024, the UIS Working Group on Social and Gender Equality conducted a survey among approximately 60 member countries. The purpose of the survey was to collect up-to-date statistics on gender ratios as well as information on existing national guidelines for social and gender equality. With participation from about 40% of member countries, the results were analyzed and published in an article in the UIS Bulletin in June 2025. This represents the first survey of its kind within UIS. It is planned to repeat the survey in 2028 in order to monitor developments over time and assess the impact of the adopted EDI Guidelines.

Link: https://uis-speleo.org/wp-content/uploads/2025/06/UIS-Bulletin-67-1-June-2025.pdf



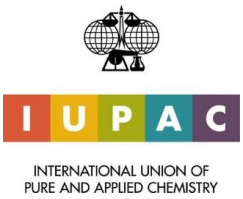
















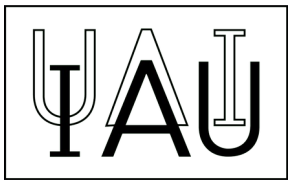
































Report prepared by Ilona Concha Grabinger, Catherine Jami, Marie-Françoise Roy, and Carol Woodward, along with representatives of partner unions.

Claude, an AI assistant (Anthropic), was used for format harmonization and proofreading. All content was reviewed and approved by the SCGES Annual Report team.