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GENDER EQUALITY POLICIES IN EUROPEAN SCIENTIFIC FUNDING AGENCIES: ERC
ERC Scientific Council
Working groups & Standing committees

CoIME (Conflict of Interest & Research integrity)

CoP (Committee on Panels)

Gender balance

Open Access

Internationalisation

Widening Participation

Innovation and relations with industry

Key Performance Indicators
Evaluating gender balance in ERC calls
FP7 - ERC competitions
Over 4300 ERC grantees - one fifth are women

ERC grants (share of women above column)

<table>
<thead>
<tr>
<th>Country of host institution</th>
<th>Share of female grantees</th>
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<td>UK</td>
<td>24%</td>
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<td>DE</td>
<td>17% 19%</td>
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<td>FR</td>
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<td>NL</td>
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<td>BE</td>
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Share of female grantees
StG/CoG: 25%
AdG: 13%
All calls: 20%

*) first legal signatories of the grant agreement taken into account
Basis: StG/CoG 2007-2013 & AdG 2008-2013
Evolution of the share of applicants by call 2010-2013
FP7 - Submission and Evaluation
25 % of the applications from women
20 % of the grants to women

Share of women applicants and grantees by domain in all ERC calls

Withdrawn and ineligible proposals not taken into account
Developing a New Generation of researchers

+ 15 000 PhD and post-doc researchers working in ERC teams.
Pls and Team members per gender
Analysis of 995 Starting and Advanced Grants
*1% data unknown

Principal Investigators and Team Members

- **M** 71%
- **F** 29%

Principal Investigators

- **M** 80%
- **F** 20%

Team Members

- **M** 61%
- **F** 39%
Team Members
Composition of ERC teams
Analysis of 995 Starting and Advanced Grants (6800 team members)
*1% data unknown
Gender equality plans
In 2008, the ERC Scientific Council established the Working Group on Gender balance to promote gender mainstreaming at each level of the ERC procedures, aiming at

- informing and raising awareness among both male and female excellent researchers of the opportunities of the ERC grants;
- giving equal opportunities and treatment to men and women applying in all ERC grant competitions;
- monitoring gender distribution within the ERC’s peer review system;
- taking into account the gender dimension in all ERC grants.

Chair: Prof. Isabelle Vernos
Main objectives

✓ raise awareness about the ERC gender policy;

✓ identify and remove gender bias in evaluation;

✓ improve the gender balance in ERC calls (PIs and teams);

✓ monitor differences in gender specific careers;
Established by the European Commission

Analysed relation between ERC grants and gender structures in research careers.

Looked at success rates of and granted amounts to women and men.

Achieved a better gender balance in each ERC evaluation panel as compared to that panel's relevant scientific communities.

Highlighted good practice host institutions regarding coverage of family related costs (e.g. child care, moving with a family etc.).

Monitored submission rates of women and men.

Ensured ERC evaluation criteria encompass the situation of both women and men in research.

Gender mainstreaming with focus kept on excellence.

Took an active role in the gender debate, gender equality networks and workshops.

Made targeted visits to scientific meetings and workshops addressing gender topics, to inform about open ERC calls.

Highlighted ERC women grantees as role models for potential ERC applicants.

Gender Equality Plans
Actions implemented

ERC Scientific Council Gender Equality Plan

Awareness
Submission
Evaluation
Granting

Analysed relation between ERC grants and gender structures in research careers.

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Gender Equality Plans
Actions implemented
ERC Workshop: "On the way to the top: providing equal opportunities for men and women in science and technology" Brussels, 2 December 2013

Recommendations:

At political level:
- Make use of gender mainstreaming
- Keep gender issues high in the agenda
- Continuous monitoring and analysis of results
- Prizes and encouragement from the top

At scientific level:
- Make use of gender mainstreaming
- Integration of gender knowledge in science
- Improve gender competence in funding organizations and administrations for both men and women

Briefing panel chairs and panel members

- Outcomes of ERC calls in terms of gender balance
- Unconventional career paths
- **Unconscious bias** in evaluation may come from:
  - CV styles;
  - Role of women in research teams;
  - Female researchers and career breaks;
  - Bias may apply equally regardless of whether the evaluators are male or female.
ERC Work Programmes
Evolution on gender-related issues

2007
Starting Grant (StG) introduced with 2 – 9 years eligibility and extensions possible including 12 months per child born after PhD;

2010
Extension of StG eligibility window to 18 months per child born before or after PhD award.

2013
• Reversing the order of evaluation criteria, evaluation criterion 1: project and evaluation criterion: 2 PI track record;
• Scientific leadership potential (self-evaluation) section removed

2014
Model CV template included in application forms
ERC Work Programme
New features for WP 2015

✔ Care of sick relative now a reason for extension of the eligibility window for Starting Grant and Consolidator Grant;

✔ Applicants now restricted to highlighting maximum 5/10 publications in their track record
Evaluation H2020 (2014)
H2020 ERC 2014 Calls
Success Rate by Call and Gender
H2020 ERC 2014 Calls
Success Rate by Gender and Domain
The gender equality plan is based on the ERC's view that women and men are equally able to perform excellent frontier research.

Therefore sets out on the principles of gender mainstreaming - each process within ERC is designed to include both genders and give equal opportunities to women and men – and gender balance with the focus kept on excellence.

The ERC aim to take into account and confront structural gender differences, so that it can fulfil its mission: to support excellent frontier researchers across Europe, irrespective of nationality, gender or age.
Established by the European Commission

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[erc.europa.eu](http://erc.europa.eu)

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