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GENDER EQUALITY REPORT – FRAMEWORK PROGRAMME 6

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1. SUMMARY

In 1999, the Commission adopted a Communication¹ in which, among other commitments, it undertook to develop a coherent approach towards promoting women in research, financed by the European Communities, with the aim of significantly increasing the number of women involved in research during the period of the Fifth Framework Programme. The Commission's stated aim was to achieve at least a 40% representation of women in Marie Curie scholarships, advisory groups, assessment panels and monitoring panels. This target was subsequently expanded to include all groups, panels, committees and projects involved in the Framework Programme. The 40% target remained in place for FP6 and is currently in place for FP7².

On the basis of the data presented in the report, it is clear that setting the 40% target at the start of FP5 had a positive impact on the number of women involved in FP5 and in most cases an even more positive impact on FP6. The percentage of women has steadily increased since 1999.

The statistical booklet *She Figures 2006* provides a valuable benchmarking to compare Framework Programme research with overall scientific research in Europe. Both the *She Figures* booklet and the Gender Equality report show a certain degree of horizontal (thematic) and vertical (hierarchical) segregation.

The percentage of women in EU-funded research (26% in 2006) is slightly lower than the overall percentage of women researchers recorded in Europe in 2003 (29%). It should also be noted that both the *She Figures* booklet and the Gender Equality Report suggest the existence of a 'glass ceiling effect' for female researchers. *She Figures 2006* shows that, in 2003 there were 59% female graduates, and only 15% female professors in a typical academic career. Likewise, taking the FP6 STREP projects as an example, we can see that while there are nearly 50% female Phd students involved in STREP actions, less than 20% of the *scientists in charge* were female.

The data presented in this report indicate a similar success rate for female and male *scientific coordinators*. However, women being far more present as scientific coordinators of smaller FP6 funding instruments, this does not indicate a similar funding distribution for female and male *scientific coordinators*.

Recommendations from this report are summarised in the Conclusions chapter and focus on the importance of reaching and possibly increasing the 40% target, together with the importance of ensuring systematic follow-up of data collection on women in Framework Programme research.

¹ COM(1999) 76 Final of 17.02.1999

² For the documents mentioning the 40% target, please see COM(1999) 76; 1999/C 201/01; SEC 2005 370; Council Conclusions on Family-Friendly Scientific Careers, 2871st COMPETITIVENESS (INTERNAL MARKET, INDUSTRY and RESEARCH) Council meeting Brussels, 29 and 30 May 2008.

2. INTRODUCTION

The aim of this note is to report on Framework Programme statistics in FP6 and on how gender equality is promoted within Community funded research. The note starts by introducing the data that is collected and how this data is collected. It will then present a description of the data collected in FP6 and highlight any significant trends and points of interest. A description of progress made since 1999 will be given before conclusions are drawn and recommendations are made.

2.1. Monitoring of the 40% target through contracts and IT applications

In order to monitor the 40% target, the Scientific Culture and Gender Issues Unit collects statistics on all groups, panels, committees and projects associated with the Framework Programme. Sex disaggregated statistics are collected, on an annual basis, on Programme Committees, Advisory Groups, Experts in the experts' database, Evaluation Panels, Monitoring Panels, Assessment Panels, Advisory Boards, submitted proposals and funded projects. Data is collected by thematic priority and nationality for groups, panels and committees and by priority and instrument for proposals and projects.

Most of the data referred to in this note is collected manually, in close collaboration with Directorates A, R, and T, and from the thematic priorities directly. In the context of this note, manual data collection indicates that the data referred to was not always available centrally and much of the data collected had to be corrected.

The cooperation of the colleagues who assisted in this process is gratefully acknowledged.

2.2. Monitoring Gender Equality within projects funded by the Research Framework Programme

In order to ascertain how many women scientists were involved in community funded research in FP6, all FP projects were required to report to the Commission, at least once during the course of the project, and at the end of the project, on the number of men and women involved in that project. This data was required in total and as a breakdown by seniority. To facilitate this process, simple Workforce Statistics Reporting Questionnaires were designed to be completed by all personnel involved in each project.

Networks of Excellence and Integrated Projects were required to submit Gender Action Plans (GAPs) with their proposals. These GAPs detailed the gender equality measures that would be undertaken by the project. The Integrated Projects and Networks of Excellence were required to report to the Commission at least once during the course of the project, and at the end of the project, on the progress made in promoting gender equality actions and on their project workforce. To facilitate this reporting process, Gender Action Plan Reporting Questionnaires were designed to be completed by all contractors.

The reporting questionnaires could only be completed using the SESAM software. The unit L4 in DG Research has analysed a sample of these questionnaires, the results of which are presented in section 2.9 "Workforce Statistics (WFS)".

2.3. Gender Action Plan (GAP) Reporting Questionnaires for Integrated Projects and Networks of Excellence

Gender Action Plan Reporting Questionnaires were developed at the start of FP6 to assist in the process of reporting for the larger instruments that were expected to report on the GAPs during the course of the project.

Although these reports were mandatory for all Integrated Projects (IP) and Networks of Excellence (NoE) projects, unfortunately less than half the projects have completed them to date. The reasons for this are several fold. The reporting software, SESAM, was not ready for the first reports and Project Officers did not insist on receiving hard copies. When the software was ready it was difficult to use. The software now works but it is not a popular reporting tool.

Nevertheless, it was possible to extract data manually and a first analysis is underway.

There is evidence to suggest that introducing the GAP at proposal level raised the awareness of the need to consider gender at all levels of the project. All projects that completed the reports indicated that the gender balance in the consortium had increased, measures were in place to raise awareness, activities were carried out to promote female researchers and the implementation of the GAPs was being monitored. Many had set aside a budget specifically for the GAPs. Mentoring and Networking schemes were introduced. Visits to girls schools were organised. Open days were organised. Gender Committees were set up to monitor progress of the gender mainstreaming activities.

More data will be available on the GAPs when the Gender Monitoring Studies (see below) are finished.

2.4. Gender Monitoring Studies (GMS)

Studies were established within all the major thematic priorities to monitor progress towards gender equality in FP6. There are six different studies focusing on all Priorities, including IST, together with a Coordination contract to coordinate the studies. Interim results from these studies were made available to the EC during 2007. Final results are currently being prepared.

The GMS played an important role in monitoring the implementation of the Gender Action Plans. The interim results of all studies that considered GAPs concluded that these GAPs should be retained in FP7.

3. GENDER DATA IN THE 6TH FRAMEWORK PROGRAMME

It is clear from the little data that is available for FP4 that setting the 40% target at the start of FP5 had a positive impact on the number of women involved in FP5 and in most cases an even more positive impact on FP6. The percentage of women has steadily increased since 1999.

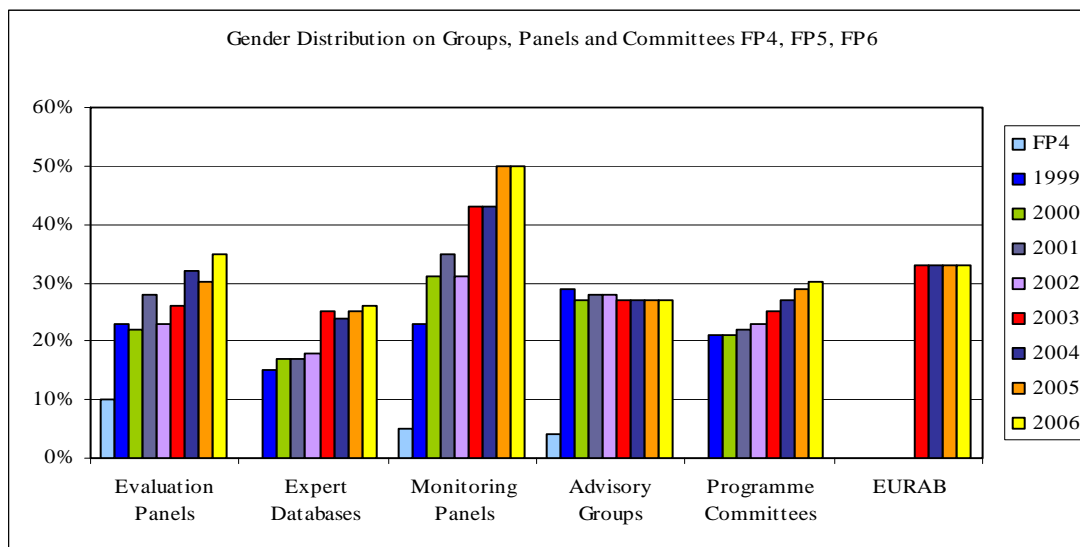


Fig. 1 –Distribution of Women in Groups, Panels and Committees (FP4, 5, 6)

3.1. Evaluation Panels

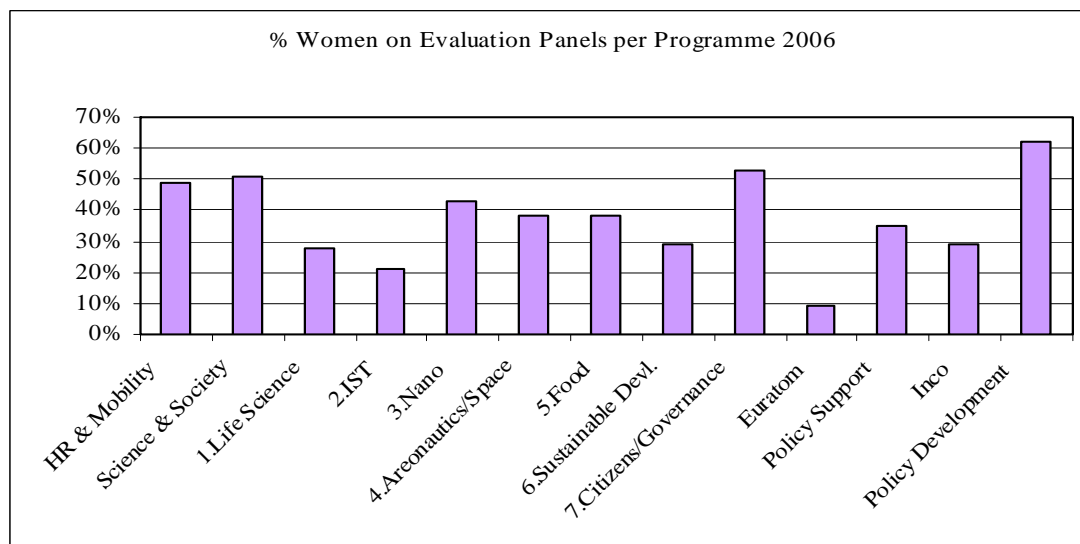


Fig. 2 – Percentage of Women on Evaluation Panels per Programme (2006)³

³ For readability purposes, the figures in the graph have been rounded to the closest full value, and the programmes' headings have been shortened. The correct names are, in the graph from left to right: Marie Curie Actions, Human Resources and mobility, and research infrastructure; Science and Society; 1.Life sciences, genomics and biotechnology for health; 2.Information society technology; 3.Nanotechnologies and Nanosciences, knowledge-based multifunctional materials and new production processes and devices; 4.Aeronautics and space; 5.Food quality and safety; 6.Sustainable Development, global change and

In 2006, 34% of all evaluators on Evaluation Panels were women. Comparing the evaluation panel data for the different priorities, the panels for the Support for the coherent development of policies had 63% women, the panels for Citizens and Governance in a knowledge-based society had 53% women, Science and Society had 51% women and Nanotechnologies and Nanosciences, knowledge-based multifunctional materials and new production processes and devices had 43% women. At the other end of the scale, Euratom had 9% women on the Evaluation Panels.

This data is also collected by nationality and some countries are better represented than others. Several EU countries had between 40% and 60% women on evaluation panels including Belgium, Bulgaria, Estonia, Finland, Italy, Malta, Romania, Slovenia and Spain, while others such as the Netherlands, Luxembourg and Cyprus ranged from between 14% to 19%. In terms of actual numbers, Italy had the largest number of women with 139 (42%).

In 2005, 30% of the members of the evaluation panels were women (1916 women, 4408 men). In 2004, 32% of the members of the evaluation panels were women (1774 women, 3814 men). This was the highest percentage of women on evaluation panels since 1999. In 2003, 26% of the members of the evaluation panels were women (1448 women, 4023 men).

The number of women on evaluation panels has risen from 10% in FP4 to a high of 27% in FP5 and a high of 34% in FP6. This surely demonstrates the success of implementing the 40% target at the start of FP5, as the graph above shows.

From a first overview on 2007 data, the overall percentage of women evaluators who logged on RIVET for a call whose deadline for submitting a proposal was set in 2007 is around 26%. This data will be further analysed to understand the possible source(s) of such a reduction in the number of female evaluators from 2006 to 2007.

3.2. Experts in the experts' database

In order to evaluate the proposals submitted for possible funding during the Framework Programme (FP), the European Commission (EC) uses Independent Experts who have previously registered in the EC experts' database. At the end of FP6, in December 2006, there were 57896 experts registered in the experts' database. There were 14863 women and 43033 men. This means that 26% of the experts in the experts' database were women.

In 2005, the proportion of women in the database was 25% (12815 women, 38105 men), in 2004, 24% of the experts were women (8581 women, 26550 men) and in 2003, 25% of the experts were women (7083 women, 21722 men).

At the start of FP5, women represented 16% of the experts in the database. By the end of FP5, this figure had risen to 18%. In FP6 the figure averaged 25% and peaked at 26%.

The statistical booklet *She Figures 2006* shows that female researchers account for approximately 29% of the researcher workforce. This can be taken as a benchmark for

the personnel engaged on research funded by the Framework Programme and all the groups relating to the proper functioning of the Framework Programme.

With women accounting for approximately 29% of the researcher workforce in Europe, and female experts accounting for 26% of experts registered on the EC experts database, and a target of 40% female experts in the database, there is a strong case for arguing that the Directorate General Research should continue its efforts to increase the share of female experts on the database.

It can also be stated that the percentage of women in EU-funded research (26% in 2006) is slightly lower than the overall percentage of women researchers recorded in Europe in 2003 (29%).

3.3. Monitoring Panels

FP6 monitoring panels were established to focus and comment on the progress achieved in implementing the Work Programmes' thematic priorities. The effectiveness of the project review process, the integration of the horizontal areas, particularly the socio-economic dimension and science and society aspects, and dissemination strategies were all considered.

There were 8 members in the 2005 and 2006 Monitoring panels, of whom 4 were women. It should be noted that already in 2003 and 2004 43% of the members were women.

This number of women on monitoring panels rose from 6% in FP4 to 35% in FP5 and to 50% in FP6.

3.4. Advisory Groups

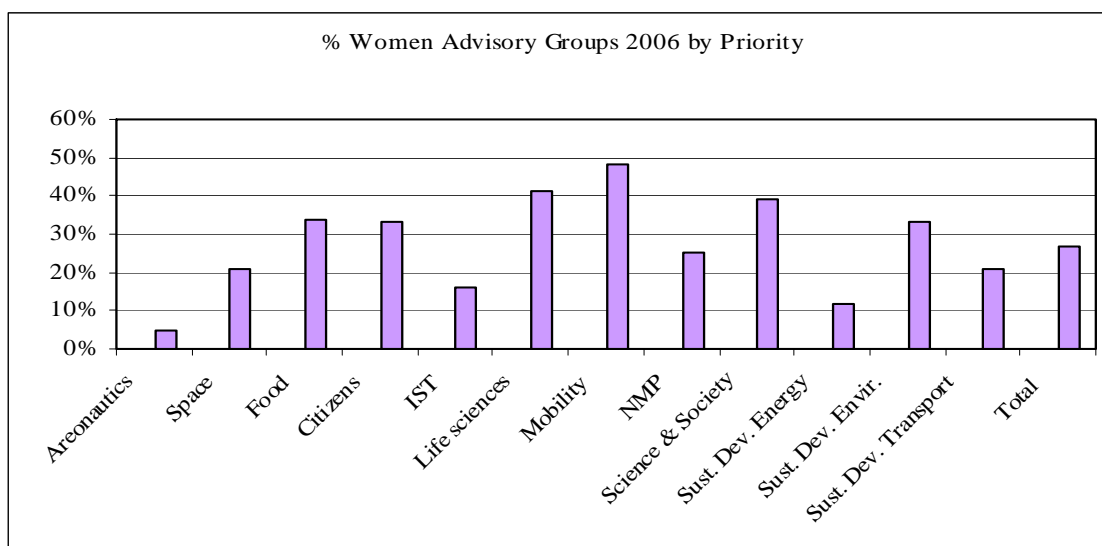


Fig. 3 – Percentage of Women in Advisory Groups by Priority (2006) ⁴

⁴ In this and other graphs, the programmes' headings have been shortened for readability purposes. The correct names are, in the graph from left to right: Aeronautics; Space; Food quality and safety; Citizens and governance in a knowledge-based society; Information society technology; Life sciences, genomics and biotechnology for health; Marie Curie Actions, Human Resources and mobility; Nanotechnologies and

Twelve Advisory Groups (AGs) were created to cover the research activities and areas of FP6. Advisory Group members are nominated by the Commission and give advice on the overall strategy to be followed in the development of various research activities. Members participate in the groups in their individual capacity and each group should ensure a balanced participation with respect to expertise, origin and gender.

Between 2003 and 2006, 27% of the members of the Advisory Groups were women. There were a total of 276 members in the Advisory Groups in 2006, 75 of whom were women and 201 men. The Advisory Groups for both Life Sciences and Mobility had over 40% women, the AG for Science and Society had 39% women and the AGs for the Environment, Citizens and Governance and Food Quality and Safety had 33% and 34% respectively. At the other end of the scale, the Advisory Group for Aeronautics had 5% women.

There was very little change to the Advisory Groups during the course of the Framework Programme. The number of women on Advisory Groups rose from 4% in FP4 to 28% in FP5 and decreased again to 27% in FP6. In order to meet the target of 40%, Directors should be encouraged, as much as possible, to increase the number of women on these groups.

3.5. Programme Committees

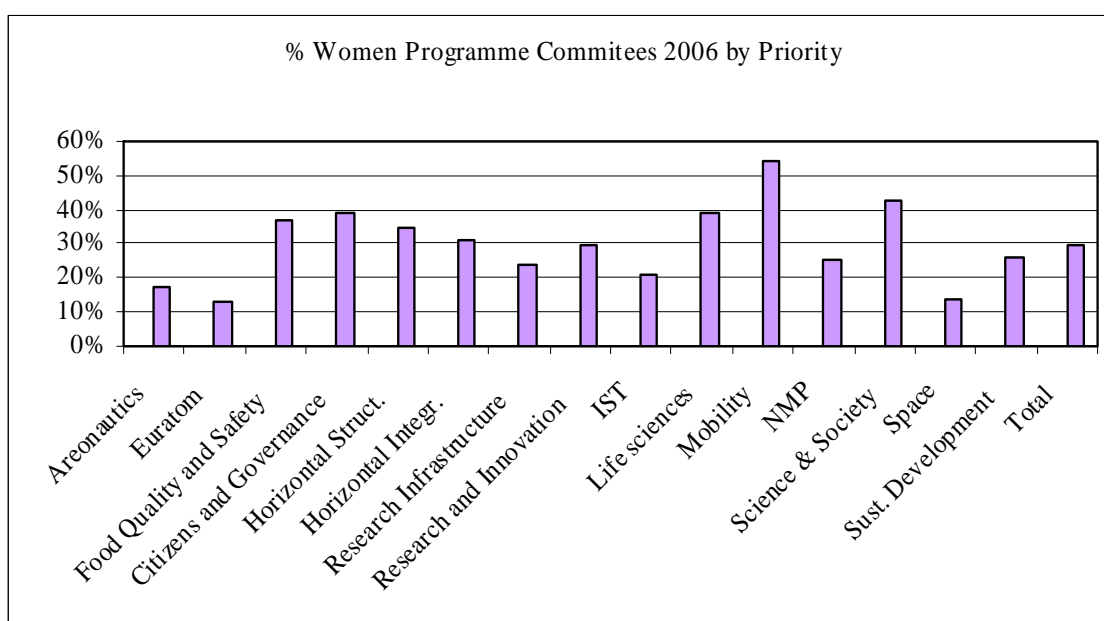


Fig. 4 – Percentage of Women on Programme Committees by Priority (2006)⁵

Nanosciences, knowledge-based multifunctional materials and new production processes and devices; Science and Society; Sustainable development Energy; Sustainable development Environment; Sustainable development Transport.

⁵ In this and some of the following graphs, the programmes' headings have been shortened for readability purposes. The correct names are, in the graph from left to right: Aeronautics; Euratom; Food quality and safety; Citizens and governance in a knowledge-based society; Horizontal configuration of the programme committee for the execution of the specific programme for research, technological development and

Fifteen Programme Committee configurations were established to cover the research areas and activities of FP6. Members of these Committees were nominated by member states and countries associated to the Framework Programme.

In 2006, 30% of the members of the Programme Committees were women. There were in total 1708 members of whom 512 were women and 1196 men. This is the highest proportion of women on Programme Committees since 1999. The Programme Committee for Mobility had 54% women and was the only Programme Committee to exceed 50%. The Programme Committee for Science and Society had 43% women, the Programme Committees for Life Sciences and Citizens and Governance had 39%, and the Programme Committee for Food Quality and Safety had 37%. At the other end of the scale, the Programme Committee for Aerospace had 14% and Euratom 17% women.

In 2003, 25% of the members of the Programme Committees were women (292 women, 858 men), in 2004 26% were women (316 women, 910 men) and in 2005 29% were women (452 women, 1126 men).

During FP5, the number of women on Programme Committees was around 23%. As it was shown above, at the end of FP6 it was 30%.

In order to meet the 40% target in all areas where this might be feasible, the MS should be encouraged to increase the number of women on these committees.

3.6. European Advisory Board - EURAB

EURAB was a high level advisory board established for FP6. Throughout its existence, 33% of the members of EURAB were women.

There are a total of 45 members on EURAB, 15 are women and 30 are men.

3.7. Five Year Assessment Panel

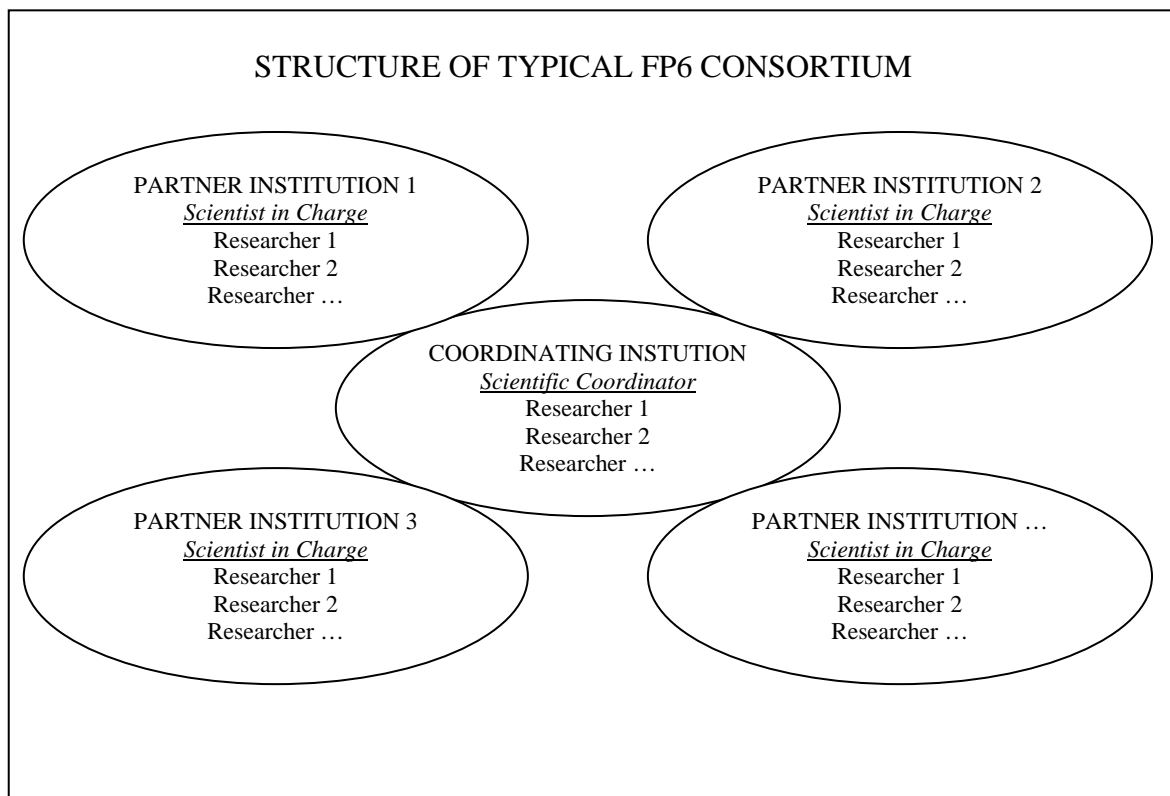
One Five Year Assessment Panel was established in FP6. There were 13 members on this panel for FP6, of whom 7 were women. Women thus represented 54% of this panel.

In FP5 26% of the members of the Five Year Assessment Panel were women.

demonstration 'Structuring the European Research Area' (2002-2006); Horizontal configuration of the programme committee for the execution of the specific programme for research, technological development and demonstration 'Integrating and Strengthening the European Research Area' (2002-2006); Research infrastructure; Research and innovation; Information society technology; Life sciences, genomics and biotechnology for health; Marie Curie Actions, Human Resources and mobility; Nanotechnologies and Nanosciences, knowledge-based multifunctional materials and new production processes and devices; Science and Society; Space; and Sustainable Development.

4. PROPOSALS AND PROJECTS

The data in the following sections refers to the *scientific coordinator* and *scientists in charge* for FP6 proposals preparation and projects implementation. The *scientific coordinator* coordinates the preparation of proposals and project implementation in the institution coordinating a consortium of partners. All head researchers responsible for the preparation of proposals and project implementation within institutions that are part of a consortium without taking on the coordination of the consortium are referred to in this report as *scientists in charge*.



4.1.1. Proposals

Almost 58000 proposals were submitted during FP6. This figure represents the total number of proposals submitted to all thematic programmes using all available funding instruments. Approximately 22000 of these were submitted to Marie Curie Actions (MCA).

Table 1 – Gender distribution of Scientific Coordinator and Scientists in Charge for each partner institution for submitted proposals (By funding instrument)

Funding Instrument	Scientific Coordinator				Scientist in Charge			
	F	M	Total	% Women	F	M	Total	% Women
Coordination Action	414	1431	1845	22%	4454	16389	20843	21%
Integrated Project	610	4083	4693	13%	10573	58759	69332	15%
Network of Excellence	113	959	1072	11%	4128	22332	26460	16%
Other special actions	6	34	40	15%	31	150	181	17%
Specific actions to promote research infrastructures	61	406	467	13%	523	3,286	3809	14%
Specific Support Action	1767	4925	6692	26%	7093	21692	28785	25%
Specific Targeted Project	2326	12643	14969	16%	16004	86749	102753	16%
Special research projects for SMEs	412	3040	3452	12%	3083	26712	29795	10%
TOTAL	9811	47487	57298	17%	51996	265757	317753	16%

Female Researchers submitted 17% (9811) of the proposals as scientific coordinator. Looking at the statistics for both *scientific coordinators* and *scientists in charge*, it is clear that female researchers were more likely to submit proposals for the smaller funding instruments, such as Specific Support Actions and Coordination Actions, rather than for the larger instruments like Integrated Projects and Networks of Excellence.

Female *scientific coordinators* submitted 26% (1767) of the Specific Support Action (SSA) proposals, 22% (414) of the Coordination Action (CA) proposals and between 11% and 16% for the other instruments.

Regarding *scientists in charge*, overall 16% (51996) of them were female researchers. This represents 25% for SSA's, 21% for CA's, and between 14% to 17% for the other instruments.

Table 2 – Gender distribution of Scientific Coordinator and Scientist in Charge for each partner institution for submitted proposals (By programme)

<i>Programme</i>	Scientific Coordinator				Scientist in Charge			
	F	M	Total	% Women	F	M	Total	% Women
Aeronautics and space	56	636	692	8%	615	6,437	7052	9%
Citizens and governance in a knowledge-based society	308	777	1085	28%	3,145	7,796	10941	29%
Controlled thermonuclear fusion	5	24	29	17%	13	80	93	14%
Food quality and safety	330	1045	1375	24%	3870	10580	14450	27%
Horizontal research activities involving SMEs	430	3096	3526	12%	3159	26965	30124	10%
Human resources and mobility	4,162	20038	24200	17%	6236	29817	36053	17%
Information society technologies	1108	7367	8475	13%	8198	55507	63705	13%
Life sciences, genomics and biotechnology for health	564	2205	2769	20%	5688	20305	25993	22%
Management of radioactive waste	17	114	131	13%	283	1434	1717	16%
Nanotechnologies and nanosciences, knowledge based multifunctional materials and new production processes and devices	414	3223	3637	11%	5270	38403	43673	12%
Other activities in the field of nuclear technologies and safety	6	38	44	14%	27	138	165	16%
Policy-orientated research	592	2331	2923	20%	3440	14127	17567	20%
Radiation protection	1	4	5	20%	1	7	8	13%
Research and Infrastructures	69	444	513	13%	577	3622	4199	14%
Research and Innovation	178	499	677	26%	1177	3589	4766	25%
Science and Society	422	725	1147	37%	1600	2904	4504	36%
Specific activities covering a wider field of research	2	3	5	40%		4	4	0%
Specific measures in support of international co-operation	513	1,635	2148	24%	2583	9506	12089	21%
Support for the coherent development of research and innovation policies	39	119	158	25%	236	737	973	24%
Support for the co-ordination of activities	58	159	217	27%	490	1360	1850	26%
Sustainable development, global change and ecosystems	508	2,937	3445	15%	5271	31865	37136	14%
Unknown	29	68	97	30%	117	574	691	17%
TOTAL	9811	47487	57298	17%	51996	265757	317753	16%

Considering the different programmes, 37% (422) of the proposals submitted to Science and Society had a woman as *scientific coordinator*; 28% (308) of the proposals submitted to Citizens and Governance in a knowledge based society had a woman as *scientific coordinator*; 24% (330) of the proposals submitted to Food Quality and Safety had a woman as *scientific coordinator* and 27% (58) of the proposals for Support for the coordination of activities had a woman as *scientific coordinator*. The area with the lowest

proportion of female *scientific coordinators* to submit proposals was Aeronautics and Space with just 8% (56).

Regarding *scientists in charge*, there is a similar trend in that in areas with a high proportion of female *scientific coordinators*, there tends to be a high proportion of female *scientists in charge*. 36% of Science and Society *scientists in charge* were women, 29% of *scientists in charge* in Citizens and Governance in a knowledge based society were women while only 9% of the *scientists in charge* in Aeronautics and Space were women.

It should be noted that the quality of the FP6 Proposal data, collected centrally, is not perfect. Most proposals were scanned into the system. It is impossible using this method to avoid errors in the data. The error is thus estimated to be + - 10%.

4.1.2. Funded Projects

Approximately 11000 submitted proposals were retained for funding in FP6. This figure represents the total number of funded projects for all thematic programmes using all available funding instruments. Approximately 4400 of these were for Marie Curie Actions.

Table 3 – Gender distribution of Scientific Coordinators and Scientists in Charge for each partner institution for funded projects (By funding instrument)

Instrument	Scientific Coordinator				Scientist in Charge			
	F	M	Total	% Women	F	M	Total	% Women
Coordination Action	94	368	462	20%	1269	4741	6010	21%
Integrated Project	109	1037	1146	10%	2569	16587	19156	13%
Marie Curie Actions	775	3794	4569	17%	1066	5606	6672	16%
Network of Excellence	22	240	262	8%	777	4811	5588	14%
Other special actions	0	2	2	0%	0	0	0	0%
Specific actions to promote research infrastructures	16	107	123	13%	139	1266	1405	10%
Specific Support Action	334	943	1277	26%	1633	4713	6346	26%
Specific Targeted Project	408	2125	2533	16%	2954	16043	18997	16%
Special research projects for SMEs	39	342	381	10%	328	2962	3290	10%
TOTAL	1797	8958	10755	17%	10735	56729	67464	16%

Female researchers were *scientific coordinators* of 17% (1797) funded projects. Looking at the statistics for both *scientific coordinators* and *scientists in charge*, it is clear that female researchers were more likely to have responsibilities for the smaller instruments, such as, Specific Support Actions and Coordination Actions, than for the larger instruments like Integrated Projects and Networks of Excellence.

They have been *scientific coordinators* for 26% (334) funded SSA's, 20% funded CA's (94) and between 8% and 16% for the other instruments, apart from Other Special actions with 0%.

Regarding *scientists in charge*, overall 16% (10735) of them were female researchers, representing 26% (1633) for SSA's, 21% (1269) for CA's, and between 14% and 17% for the other instruments.

Table 4 – Gender Distribution of Scientific Coordinators and Scientists in Charge for each partner institution for funded project (By programme)

	Scientific Coordinator				Scientist in Charge			
	F	M	Total	% Women	F	M	Total	% Women
Aeronautics and space	16	163	179	9%	196	2185	2381	8%
Citizens and governance in a knowledge-based society	56	131	187	30%	531	1309	1840	29%
Food quality and safety	48	192	240	20%	790	2134	2924	27%
Horizontal research activities involving SMEs	40	353	393	10%	343	2968	3311	10%
Human resources and mobility	812	3851	4663	17%	1154	5715	6869	17%
Information society technologies	155	1085	1240	13%	1232	9950	11182	11%
Life sciences, genomics and biotechnology for health	103	491	594	17%	1396	5182	6578	21%
Management of radioactive waste	5	33	38	13%	98	478	576	17%
Nanotechnologies and nanosciences, knowledge based multifunctional materials and new production processes and devices	77	701	778	10%	1008	8167	9175	11%
Other activities in the field of nuclear technologies and safety	1	28	29	3%	35	282	317	11%
Policy-orientated research	136	558	694	20%	891	3802	4693	19%
Radiation protection	3	7	10	30%	44	145	189	23%
Research and Infrastructures	21	127	148	14%	184	1475	1659	11%
Research and Innovation	61	148	209	29%	372	1022	1394	27%
Research Framework Programme (EC)	0	1	1	0%				0%
Science and Society	61	87	148	41%	288	419	707	41%
Specific measures in support of international co-operation	74	253	327	23%	456	1704	2160	21%
Support for the coherent development of research and innovation policies	3	15	18	17%	31	119	150	21%
Support for the co-ordination of activities	24	75	99	24%	260	710	970	27%
Sustainable development, global change and ecosystems	92	645	737	12%	1384	8834	10218	14%
Unknown	8	14	22	36%	42	129	171	25%
TOTAL	1797	8958	10755	17%	10735	56729	67464	16%

41% (61) of the projects funded by Science and Society were led by female *scientific coordinators*, 30% (56) of the projects funded by Citizens and Governance were led by female *scientific coordinators*, 29% (61) of the projects for Research and Innovation were led by female *scientific coordinators* while 20% (48) of the projects funded by Food Quality and Safety were from female *scientific coordinators*. 9% of the projects funded by Aeronautics and Space were led by female *scientific coordinators*.

4.1.3. Comparison of Proposals and Funded Projects

The table below presents the numbers of submitted proposals and funded projects by male and female researchers in FP6 together with their success rate (submitted proposals that became funded projects).

Table 5 – Success rate of submitted proposals of women and men in FP6 for scientific coordinators

Funding Instrument	Female Scientific Coordinator			Male Scientific Coordinator		
	Proposal	Project	Success rate	Proposal	Project	Success rate
Coordination Action	414	94	22.71%	1431	368	25.72%
Integrated Project	610	109	17.87%	4083	1037	25.40%
Network of Excellence	113	22	19.47%	959	240	25.03%
Other special actions	6	0	0.00%	34	2	5.88%
Specific actions to promote research infrastructures	61	16	26.23%	406	107	26.35%
Specific Support Action	1767	334	18.90%	4925	943	19.15%
Specific Targeted Project	2326	408	17.54%	12643	2125	16.81%
Special research projects for SMEs	412	39	9.47%	3040	342	11.25%
TOTAL	9811	1797	18.32%	47487	8958	18.86%

As *scientific coordinators*, men have an overall similar success rate to women with 18.86% against 18.32%.

As *scientific coordinators*, women were most successful with Coordination Actions and Specific Actions to promote Research Infrastructure. These figures compare with the figures indicated in the Interim Reports for the Gender Monitoring Studies.

4.2. Statistics on workforce in projects funded by FP6

Information on all staff involved in the implementation of a FP6 project is collected through the workforce statistics reporting questionnaires. The questionnaires were

developed at the start of FP6 with the principal aim of establishing how many female researchers were working on FP6 projects.

Although the reports were mandatory for all FP6 projects, unfortunately only about 10% of the projects had completed them to October 2007, the time of the analysis. There are several reasons for this. The reporting software, SESAM, was not ready for the first reports and Project Officers did not insist on receiving hard copies. When the software was ready it was difficult to use. The software now works but the statistical analysis part is still not working.

Nevertheless, the following data was extracted from the SESAM QUEST-i questionnaires and the resulting statistics were calculated manually using data from the completed questionnaires. They highlight some interesting trends.

Table 6 – SESAM statistics for the smaller instruments CA's, SSA's and Streps

	CA (350 completed)			SSA (118 completed)			Strep (115 completed)		
	Women	Men	% Women	Women	Men	% Women	Women	Men	% Women
Scientific Manager	240	541	31%	127	222	36%	85	351	19%
Scientific Team Leader	611	1067	36%	269	314	46%	205	582	26%
Experienced Researcher	722	1908	27%	374	650	37%	525	1108	32%
Early Researcher	908	1010	47%	219	238	48%	310	447	41%
PhD student	312	288	52%	332	264	56%	279	294	49%
Technical staff	4074	4018	50%	449	351	56%	525	685	43%
Other	1019	727	58%	443	321	58%	278	296	48%
Total	7886	9559	45%	2213	2360	48%	2207	3763	37%

350 out of 6010 projects funded under FP6 as coordination actions duly completed the workforce statistics (5%). They show a percentage of female *scientists in charge* equal to 31%, which is higher than the overall percentage of female *scientists in charge* in all FP6 CA (21%).

Looking at Specific Support Actions, 118 out of 6346 SSA projects completed the workforce statistics (<2%). They indicate a share of 36% female *scientists in charge*, whereas the percentage of female scientists in charge out of the total FP6 SSAs is about 26%.

As for Specific Targeted Research Projects, 115 out of 18997 STREP projects completed the workforce statistics (<1%). They indicate a share of 19% female *scientists in charge*, whereas the percentage of female scientists in charge out of the total FP6 SSAs is about 16%.

The differences in data on scientists in charge for the three instruments discussed need to be explained first and foremost by noting that although workforce statistics were a contractual requirement for FP6, very often technical problems with the SESAM QUEST-I application and possibly a suboptimal acknowledgement of the tool by both researchers and EC desk officers resulted in very low response rates. Within this context,

data on female participation are higher in the workforce statistics since it can be assumed that a higher number of female scientists in charge also responded more systematically to the data collection exercise.

The statistics also confirm the data in section 4.1, insofar as they also show that female researchers are more likely to be *scientists in charge* for the smaller FP6 instruments. More than 50% of PhD students are female researchers and more than 50% of 'other' staff are women.

Table 7 – SESAM statistics for the larger instruments Integrated Projects (IP's) and Networks of Excellence (NoE's)

	Integrated Projects (66 completed)			Networks of Excellence (26 completed)		
	Women	Men	% Women	Women	Men	% Women
Scientific Manager	442	2428	15%	153	682	18%
Scientific Team Leader	419	1470	22%	279	1047	21%
Experienced Researcher	1181	3776	24%	985	2575	28%
Early Researcher	1373	2935	32%	466	764	38%
PhD student	731	922	44%	778	942	45%
Technical staff	1663	2928	36%	700	1847	27%
Other	783	1718	31%	1340	2055	39%
Total	6592	16177	29%	4701	9912	32%

66 out of 19156 projects funded under FP6 Integrated projects completed the workforce statistics. According to this source, 15% of the IPs *scientists in charge* were women. This compares to the overall FP6 statistics, which show a percentage of 13% female *scientists in charge*.

26 out of 5588 projects funded under FP6 Networks of Excellence completed the workforce statistics, highlighting a percentage of 18% female *scientists in charge*. Overall FP6 data indicate a share of 14% female *scientists in charge*.

It is clear from the statistics that for the larger projects female researchers are less likely to be managers or Team Leaders although they still represent 45% of PhD students.

The data indicates a glass ceiling for female researchers. From the scissors diagram below, it is very clear that at PhD level, there is almost the same number of male and female researchers but progressing through the seniority ranks, the number of female researchers reduces considerably. For example, for IP's female researchers represent 45% of the PhD students but only 15% of the managers. The same trend can be seen in NoE's and Streps. However, for CA's and SSA's it is slightly less obvious but the figures demonstrate that the discrepancy still exists.

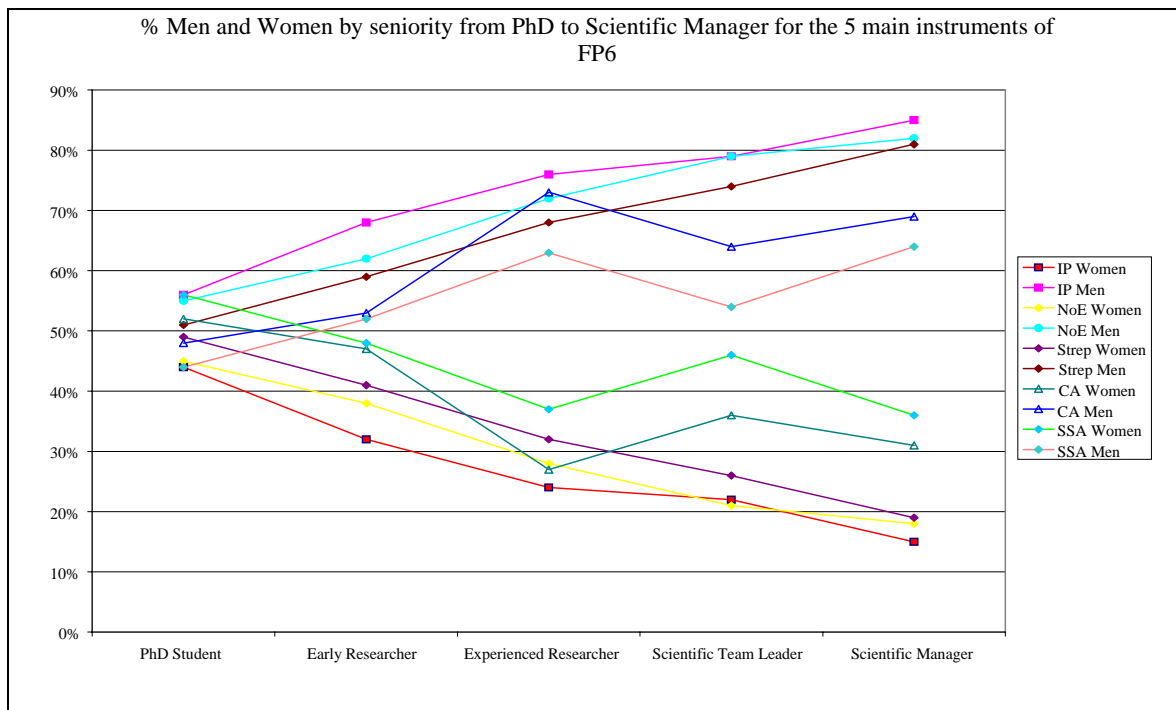


Fig. 5 – Percentage of Men and Women by Seniority for Main FP6 Instruments

These figures compare proportionately to figures collected globally on women scientists and women in general in the workforce. The Reporting Questionnaires are the only means of collecting these statistics on FP projects. If these statistics are to play an important role in the future, the reporting software should be reliable and user friendly and should allow for a complete exploitation of the results. Furthermore, the Commission and the PO's should be encouraged to improve their efforts in following up this mandatory work.

It should also be noted that the graph above suggests the existence of a 'glass ceiling effect' for female researchers. The same glass ceiling effect was highlighted by the She Figures 2006 booklet. She Figures 2006 shows that, in 2003 there were 59% female graduates, and only 15% female professors in a typical academic career. Taking the STREP projects as an example, we can see in Figure 5 that while there are nearly 50% female Phd students involved in STREP actions, less than 20% of the *scientists in charge* were female.

4.3. Marie Curie Actions

Regarding Marie Curie Individual Fellowships in FP6, across the different instruments, there is a percentage of about 38% female *fellows* and 16% female *scientists in charge*. Here, *scientists in charge* are actually supervisors of the *fellows* who obtain fellowships; their name appears in the MCA application. The tables below show data relating to the following instruments: EIF, Intra-European Fellowship; IIF, International Incoming Fellowship; and OIF, International Outgoing Fellowship. Notwithstanding the considerable difference between the number of proposals submitted by female and male coordinators in charge, it can however be noted that the success rate is fairly similar, as Table 10 below shows.

Table 8 – Female Fellows in Marie Curie Individual Fellowships

	EIF	IIF	OIF	Total	%EIF	%IIF	%OIF	Total
Female	3742	739	588	5069	40%	32%	37%	38%
Male	5672	1578	979	8229	60%	68%	62%	62%
No data	52	15	3	70				
Total	9466	2332	1570	13368				

Table 9 – Female Scientists in Charge in Marie Curie Individual Fellowships

	EIF	IIF	OIF	Total	%EIF	%IIF	%OIF	Total
Female	1486	376	274	2136	16%	16%	17%	16%
Male	7941	1939	1292	11172	84%	83%	82%	84%
No data	39	17	4	60				
Total	9466	2332	1570	13368				

Table 10 – Eligible and Funded Proposals

	EIF			OIF			IIF		
	Eligible	Funded	Success Rate	Eligible	Funded	Success Rate	Eligible	Funded	Success Rate
Female	5488	982	17.9%	893	196	21.9%	1466	249	17.0%
Male	3606	618	17.2%	508	106	20.9%	696	131	18.8%
Total	9094	1600	17.6%	1404	302	21.6%	2158	380	17.6%

Regarding the Marie Curie Host Fellowship, data derived from the Corda database and relating to funded proposals (i.e. those invited into negotiation as the priority list but not those on the reserve list who were invited into negotiation at a later stage) over FP6, there are about 22% female *scientists in charge* across the different instruments, as the graph below shows. The columns refer to: RTN (Research Training Network), EST (Early Stage Researchers), TOK (Transfer of Knowledge), SCF/LCF (Conferences and Training Courses).

When looking at the percentage of proposals and funded projects with a female scientist in charge, however, it needs to be noted that across the different instruments, while 20.68% of the proposals submitted have a woman as scientist in charge, only 16.70% of the funded projects have a women as scientist in charge. When counting the different instruments together, it can thus be said that male scientists in charge have a higher success rate than female scientists in charge.

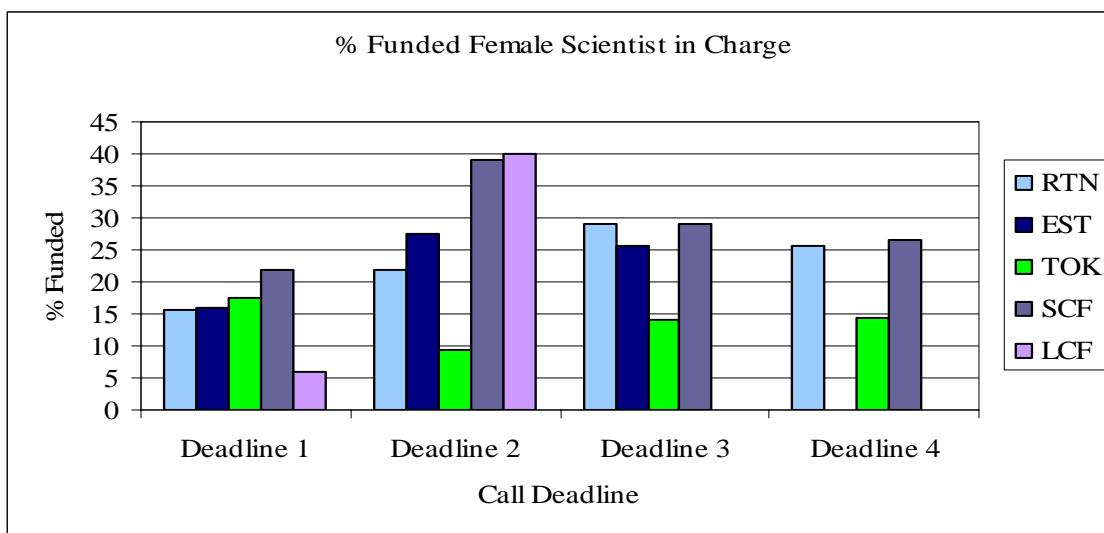


Fig. 6 – Percentage of Funded Female Scientists in Charge

Regarding researchers recruited thanks to Marie Curie Host Fellowships, the data refers to percentages of all researchers supported by the Host Actions over the period from the beginning of FP6 to February 2008 (most contracts are still running and still recruiting, some will be running until 2011). Here again, a target of 40% female recruited researchers was set for all host contacts. This target was met among the Early Stage Researchers (EST). It is particularly encouraging that the EST contracts achieved excellent gender balance, with 48% of the recruited researchers being female. In the Research Training Networks (RTN) 40% of the funded ESRs are female. Judging from the data available to September 2008 on FP6 Host Driven Fellowships, overall 37% MCA fellows recruited through a Host Fellowship were women.

However gender balance among the Experienced Researchers is less evident. In RTNs 29% of the funded researchers are female and 28% in TOK. This falls further for More Experienced Researchers with only 19% females. All in all, MCA data align with She Figures 2006 in confirming the existence of a 'glass ceiling' effect in female researchers' careers.

5. CONCLUSIONS AND RECOMMENDATIONS

5.1. Data collection

Much of the data presented in this note was collected through personal contacts with colleagues. The Scientific Culture and Gender Issues Unit acknowledges that collecting statistics manually is time consuming; it is difficult to keep the statistics up-to-date and results are prone to errors.

- **Recommendation for FP7:** It is recommended to establish links between the central data warehouse CORDA and the different Directorates in order to centralise data collection on groups and panels connected to FP7. In absence of these links, data on Monitoring Panels, Programme Committees and Advisory Groups would need to be collected once again manually.

For the collection of workforce statistics from projects, the SESAM software was used, which did not work properly for most of FP6. In addition, the reporting by the projects was only occasionally followed-up by the Commission services, although reporting was mandatory for all FP6 projects. In October 2007, only about 10% of the projects had completed the reporting questionnaires. Still today, one initially foreseen feature of the SESAM software, a package to produce statistics automatically does not function.

- **Recommendation for FP7:** Reporting requirements in FP7 have been reduced compared to FP6. It is recommended to ensure that the reduced requirements are strictly followed by the projects. Also, the Commission should ensure that data collected from FP7 projects is handled and analysed automatically as much as possible. The workforce statistics collected through SESAM should also be made available in the data warehouse CORDA.

5.2. Reaching the gender equality targets?

The data presented in this note show that the objective of having close to equal representation of female and male experts and researchers in FP funded projects was partially met. In particular, FP6 expert groups, Monitoring Panels and Evaluation Panels were close to or have reached the 40% target. This demonstrates the success of targets. It is clear that the number of women involved in the FP has increased steadily since the target was introduced.

- **Recommendation for FP7:** It is recommended to consider new targets, adapted to the specific situation of the scientific fields. This would allow having more motivating targets both in areas with many women researchers and in areas with few women researchers. In areas such as Social Sciences and Humanities, Biotechnology and Agricultural research, and Health, the Commission could now aim at equity (50% target) in Evaluation Panels, Expert and Advisory groups. In other areas where the number of women is considerably lower, such as, for example, Space and Aeronautics, the 40% target should be kept in place.
- **Recommendation for FP7:** At the same time, more efforts should be put into reaching the 40% target in other groups. The Commission should consider a study on the Experts' database, comparing the figures from the EMI with the

WorkForce Statistics, and ultimately comparing the FP data with globally available data on female researchers. Regarding Programme Committees, Member States should be encouraged to nominate more women to these groups. In addition, Commission staff should be encouraged to increase the number of women on Advisory Groups as well.

- **Recommendation for FP7:** As the Gender Monitoring Studies Interim Reports pointed out, all FP7 beneficiaries should be encouraged to implement some form of Gender Action Plan in their research projects. This type of action was piloted for FP6 NoE and IP, and although more work could be done to properly inform the scientific community on how to develop a Gender Action Plan, it proved to be an important awareness raising element.

Further recommendations shall be considered when the Gender Monitoring studies are finished.

6. ANNEX I – SUGGESTED TARGETS

6.1. Suggested Intermediate Targets for FP7 – Milestone June 2010

6.1.1. Evaluation Panels and Advisory Groups

Area	Equality Target
Space	50%
Food, Agriculture and Fisheries, and Biotechnology	50%
Socio-Economic Sciences and Humanities	50%
Information and Communication Technologies	40%
Health	40%
Nanosciences, nanotechnologies, Materials and New Production Technologies	50%
Energy	40%
Environment (including Climate Change)	50%
Transport (including Aeronautics)	40%
Security	40%
Research infrastructures	50%
Research for the benefit of SMEs	40%
Regions of Knowledge	40%
Research Potential	40%
Science in Society	50%
Support for the coherent development of research policies	50%
Activities of International Cooperation	40%

6.1.2. Experts in the Experts Database

The intermediate target for June 2010 should be 40% of women represented in all FP7 areas.

6.1.3. Monitoring and Assessment Panels

The Monitoring Panels should maintain substantial gender equality with women and men represented in equal proportions.

6.1.4. Advisory Groups (and equivalent)

Area	Equality Target
Space	40%
Food, Agriculture and Fisheries, and Biotechnology	50%
Socio-Economic Sciences and Humanities	50%
Information and Communication Technologies	40%
Health	50%
Nanosciences, nanotechnologies, Materials and New Production Technologies	40%

Energy	40%
Environment (including Climate Change)	50%
Transport (including Aeronautics)	40%
Security	40%
Research infrastructures	40%
Research for the benefit of SMEs	40%
Regions of Knowledge	40%
Research Potential	40%
Science in Society	50%
Support for the coherent development of research policies	50%
Activities of International Cooperation	40%

6.1.5. Programme Committees

FP7 Programme Committees should aim at having an equal number of female and male members (50%).

6.1.6. EURAB-ERAAB

In FP7, ERAAB should aim at having an equal number of female and male members (50%).

6.1.7. PEOPLE Programme - Marie Curie Actions

Area	Equality Target
Individual Fellowships – Female Fellows	50%
Individual Fellowships – Scientist in Charge	40%
Host Fellowships – Early Stage Researchers	50%
Host Fellowships – Experienced Researchers	40%

A target can be considered as achieved when the actual figures equal the target +/- 5%.

6.2. Suggested Targets for FP7 – Milestone December 2011

It is recommended that the Commission services work with the quantified objective of full gender equality concerning the number of women and men involved in groups, panels, committees and projects related to the functioning of the Framework Programme and its funding opportunities. The target is therefore 50% across all areas.

