A series of gender monitoring studies were launched during FP6 (five lots each covering several activity areas, a separate study for DG INFSO and a coordination contract) designed to monitor progress towards gender equality and gender relevance awareness in FP6. The studies examine both the participation of women in FP6 activities and the gender dimension of the research content, the aim being to assess the success of current gender mainstreaming strategies and to provide recommendations for future activities in this field.

This report presents the results of the study for activities supporting the development of Research Infrastructures in Europe which cover a wide spread of scientific areas. The funding of research activities is limited in this Activity area that is mostly aimed at promoting networking and developing the transnational access of researchers to research infrastructures. The study shows that gender mainstreaming in the funded projects is to be further promoted whatever the scientific field. It also illustrates the still limited representation of women in high level management as well as the need to question the relevance of gender dimension at the early stage of the design of research infrastructures.
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Monitoring progress towards Gender Equality
in the Sixth Framework Programme

Executive Summary

Research Infrastructures

A study for the European Commission
by the GRACE Consortium
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Monitoring Progress Towards Gender Equality in the Sixth Framework Programme

1 · Introduction

In 2003, the European Commission launched parallel calls for tenders to monitor the progress towards gender equality and gender relevance awareness in FP6. As a result, different monitoring studies were launched, each covering different Activity Areas within FP6. The aim of the studies was twofold:

• To gain an overview of the implementation of the gender mainstreaming strategy in the 6th Framework Programme; and

• To formulate recommendations on how to better incorporate equal opportunities and integrate the gender dimension in future research activities and programmes.

This document presents the major findings, together with the key conclusions and recommendations developed for the “Research Infrastructure” Activity Area for FP6 as a whole.

This Activity Area aims to support Europe’s research teams to remain at the forefront of all fields of science and technology. The overall objective is to promote the development of a fabric of research infrastructures of the highest quality and performance in Europe. More specifically, it aims to ensure that European researchers have access to the infrastructures they require to conduct their research, irrespective of the location of the infrastructure. Furthermore, it aims to provide support for a European approach for the development of new research infrastructures.

The support schemes covered within this Activity Area are:

• Trans-national access to major research infrastructures for research teams and individual researchers;

• Integrating activities to combine networking activities with trans-national access and research activities;

• Integrate networking activities;

• Communication Network Development in conjunction with thematic priority 2 (Information Society Technologies) to establish a high-capacity and high-speed communications network for all researchers in Europe (GÉANT), and specific high performance Grids and test-beds (GRIDs);

• Design studies: feasibility studies and technical preparation work for new infrastructures with a European dimension;

• Construction of new infrastructures: optimising European infrastructures by providing limited support in duly justified cases, alongside other funding bodies;

• Accompanying measures to support research infrastructure schemes.

These support schemes are implemented through three different types of instruments. These instruments are:

• Specific Actions to promote research infrastructures. The primary objective of this instrument is to support the integrated provision of infrastructure related services to research communities at EU level;

• Coordination Actions. The focus is to promote and support the networking and coordination of research and innovation activities;

• Specific Support Activities. The main goals are: to support the implementation of FP6; to contribute to the preparation of future Framework Programmes; and to stimulate, encourage and facilitate the participation of SMEs, small research teams, newly developed and remote research centres and organisations from the candidate countries.

The indicative budget allocated to Research Infrastructures for the duration of FP6 is 735 million €. This monitoring study does not cover the activities related to Communication Network Development. The four calls regarding e-infrastructures that were managed by the Directorate General Information Society and Media are covered in the Lot concerning Information Society Technologies.

Table 1: List of calls covered by the study

<table>
<thead>
<tr>
<th>Monitoring round 1</th>
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<th>Monitoring round 3</th>
</tr>
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<tr>
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<td>FP6-2003-Infrastructures-4 Design Studies, Construction of New Infrastructures and Accompanying Measures</td>
<td>FP6-2004-Infrastructures-5 Transnational Access, Integrating Activities and Accompanying Measures</td>
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Monitoring Progress Towards Gender Equality in the Sixth Framework Programme

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The support schemes covered within this Activity Area are:

- Trans-national access to major research infrastructures for research teams and individual researchers;
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- Supporting networking activities;
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</tr>
</tbody>
</table>
2 · Monitoring Results

2.1 · At Programme Level

A range of documents were analysed to assess the extent to which female participation and the integration of the gender dimension are promoted at programme level. The documents analysed are listed below:

- Work Programme
- Text for Call for Proposals
- Guide for Proposers
- Guidance Notes for Evaluators
- Negotiation Guidelines
- Contract Preparation Forms Guidelines
- Model Contracts
- Financial Guidelines
- Reporting Guidelines

The analysis performed at programme level intended to validate a double hypothesis: that the opportunities for encouraging female participation differ per instrument and support scheme; and that the relevance of the gender dimension depends on the type of instrument, support scheme and research content.

The analysis was complemented with a screening of the Evaluation Processes employed for the different calls. The number of female experts involved in the evaluation panels was assessed and compared to the target established by the Commission. The Evaluation Summary Reports for the different projects were also screened in order to assess the way gender aspects are taken into consideration in the evaluation process.

The interviews held with relevant actors such as EC Project Officers, Evaluators and Project Coordinators have provided useful information that sheds light on the way gender issues are considered in the different processes, from the elaboration of the work programme to the writing of a proposal.

Table 2: Number of projects screened and number of project coordinators interviewed

<table>
<thead>
<tr>
<th>Monitoring Round</th>
<th>CALL</th>
<th>Number of Projects Funded</th>
<th>Number of Projects Screened</th>
<th>Number of Project Coordinators Contacted</th>
<th>Number of Project Coordinators Interviewed</th>
</tr>
</thead>
<tbody>
<tr>
<td>MR1</td>
<td>FP6-2002-Infrastructures-1</td>
<td>34</td>
<td>34</td>
<td>9</td>
<td>5</td>
</tr>
<tr>
<td>MR2</td>
<td>FP6-2003-Infrastructures-4</td>
<td>30</td>
<td>30</td>
<td>30</td>
<td>7</td>
</tr>
<tr>
<td>MR3</td>
<td>FP6-2004-Infrastructures-5</td>
<td>47</td>
<td>46</td>
<td>46</td>
<td>13</td>
</tr>
</tbody>
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Table 3: List of best practices followed-up

<table>
<thead>
<tr>
<th>Number of Projects Identified as Best Practices</th>
<th>Best Practices Monitored</th>
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</thead>
<tbody>
<tr>
<td>4</td>
<td>HPC-EUROPA (I3)</td>
</tr>
<tr>
<td></td>
<td>STAR (CN)</td>
</tr>
</tbody>
</table>

This document summarises major findings of the study and provides a set of conclusions and recommendations.
In order to develop the monitoring activities required by the study, a Gender Monitoring Framework was developed. This Gender Monitoring Framework (methodology of the study) consisted of two different phases: Data Collection and Analysis. The first one covers desk-based research (analysis of documents, references and statistics received) and field work (interviews and enquiries with relevant actors). On the basis of the information collected, a dual-level analysis was performed. At programme level, we analysed how gender issues are taken into consideration in the implementation phases of the Activity. At project level, we analysed how gender issues are taken into consideration in the projects funded.

- The documents analysed at programme level comprised: the Work Programme, the Guide for Proposers, the Call Texts, the Guidelines for the Evaluators, the Evaluation reports, the Negotiation Guidelines, the Contract Preparation Forms Guidelines, the Financial Guidelines and the Reporting Guidelines.
- At project level, the analysis focused on selected projects and specifically analysed: Parts A & B of the proposal and/or the Description of Work of a project, and the evaluation summary report pertaining to the proposal.
- Interviews addressed project coordinators, scientific officers of the European Commission and evaluators.
- In each Monitoring Round, a group of projects were selected as best practice projects, in terms of gender mainstreaming.

The effective implementation of the measures proposed was monitored in the following Monitoring Round.

<table>
<thead>
<tr>
<th>Monitoring Round</th>
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</tr>
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</table>

This document summarises major findings of the study and provides a set of conclusions and recommendations.
2.1.1 · Female Participation

Promotion of Female Participation in FP6 Documents

<table>
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<th>Document</th>
<th>Findings</th>
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<td>Call Text</td>
<td>Addresses Female Participation in a general way: the Commission has adopted an equal opportunities policy and, on this basis, women are encouraged to participate. There is no explicit reference to gender balance objectives in the text. Annex I to the Call Text summarises the major characteristics of the call. In this Annex, there is neither an explicit nor an implicit reference to female participation.</td>
</tr>
<tr>
<td>Work Programme</td>
<td>No effort is made to Promote Female Participation.</td>
</tr>
<tr>
<td>Guide for Proposers</td>
<td>This document presents the best integration of gender in the text of any document at programme level. There is one Guide for Proposers per scheme and instrument. References to gender are the same in all Guides for Proposers. The promotion of gender equality is specifically mentioned as one of the Consortium Management activities of a project. Gender issues, if appropriate, should be covered under the chapter “Other Issues” within Part B of the proposal. The meaning of “gender issues” is explained in Annex 4. This Annex is mainly focussed on promoting and explaining what is meant and intended by the integration of gender dimension in project activities. In relation to female participation however, only a simple reference is included, stating the need to encourage the participation of women in research. It is therefore quite clear that the guidelines for Part B of the proposals do not mention the issue any more and therefore do not include any reference to “gender”, “gender equality” or “female participation” in any chapter. In chapters that refer to the Management of the project, a reference to the promotion of gender equality would have been very useful, to reinforce the message.</td>
</tr>
<tr>
<td>Model Contracts</td>
<td>Addresses the topic in General Conditions</td>
</tr>
<tr>
<td>Guidance Notes for Evaluators</td>
<td>The evaluation criteria differ according to the type of scheme/instrument. Nevertheless, “gender issues” are treated in the same way. In this document, there is no clear distinction between “Female participation” and “Gender Dimension”. The document uses the word “Gender Issues”. Evaluators are requested to consider “Gender issues”, where appropriate. This point within the evaluation report is included as an integral part of the “Horizontal Issues” section that has no mark assigned to it, and therefore bears no impact on the final rate.</td>
</tr>
<tr>
<td>Financial Guidelines</td>
<td>Costs for “Overseeing the gender equality in the project” can be charged and are reimbursed at 100%. All partners can include these costs in their budgets.</td>
</tr>
<tr>
<td>CPF Guidelines</td>
<td>“Overseeing the promotion of gender equality” is one of the consortium management activities.</td>
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<td>Negotiation Guidelines</td>
<td>Gender aspects are to be covered under “Gender Issues”.</td>
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<tr>
<td>Reporting Guidelines</td>
<td>Project partners are invited to report on the measures implemented to promote gender equality in the different progress reports to be submitted to the Commission every year. Gender composition of the project workforce is to be reported at the end of the first reporting period and/or at the end of the project. This is to be done through an on-line questionnaire. This reporting requirement is a general requirement for all FP6 projects.</td>
</tr>
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“Overseeing Gender Equality” is considered a task to be developed by the Project Management of the projects and any costs incurred in the development of this task can be charged as management costs. With the exception of the Work Programme, the main documents elaborated by the Commission in the form of guidelines to prepare a proposal, to negotiate a project or to report the progress of a project, include references to the promotion of “Female participation”. The information included is the same for all instruments and calls.

None of the documents suggest specific measures or practices that could be implemented by the projects or even include any reference target for the participation of female researchers in projects. It is up to the project partners to establish their own measures and goals.

The manner in which proposers understand and interpret the information contained in the programme documentation and the way in which guidelines provided are implemented can now be assessed, in light of the results of our project documentation screening work, and the information elicited in the interviews we ran with the project coordinators.

Data provided in Figure 5 (see page 17) shows that over 50% of the projects funded under the 2 calls analysed under Monitoring Rounds 2 and 3, have failed to implement a strategy aimed at measuring, enhancing or improving the participation of women in the projects. The interviews with the project coordinators reveal that the promotion of the participation of women is neither seen as a goal for the project, nor is considered a valuable contribution to the scientific excellence of a project. Therefore, awareness raising activities should be enhanced and intensified and the benefits derived from a gender balance team should be highlighted and stressed.

Hypothesis: Opportunities for encouraging female participation differ per instrument and scheme

In this section, the analysis focuses on the relationship between the type of instrument and scheme and the potential opportunities for the promotion of female participation. When monitoring projects, the dependency of the presence of women per scientific field needs to be considered and the success of work to increase the involvement of women should always be interpreted in the light of the gender distribution of the relevant scientific field. Nevertheless, the nature of a project, in terms of the scope of the activities covered and their duration, has an impact on the success of the measures implemented. For instance, the implementation of career development strategies and accompanying measures, such as the mentoring of PhD students, could be well-suited to long-term projects, and may produce successful results. A profound analysis of the possibilities offered by the different instruments and research schemes supported by this Activity Area would unveil the real benefits that one might expect from projects.

All projects in the 3 calls analysed were implemented through CA, I3 or SFA instrument. The latter instrument was broken down into four different schemes: Trans-national Access (TA), Design Studies (DS), Construction of New Infrastructures (CNI), and Accompanying Measures (AM).

The first scheme, Trans-national Access, sponsors new opportunities for research teams (including individual researchers) to obtain funding. For instance, the infrastructures may address special needs. Nevertheless, the guidelines provide the opportunity to apply for a funding. This is the case of CAs, the opportunities to promote female participation lie mostly in the dissemination activities. Training and workshops are excellent opportunities to increase the involvement of women and to address their needs, such as the acquisition of necessary skills for career development. Furthermore, both mechanisms provide the opportunity to engage in role-modelling by making the presence of women at such events a norm. In addition to this, increased visibility could also be very beneficial to the careers of the women involved.

The second scheme, Design Studies, may address female participation via user groups, particularly when it comes to feasibility studies. CNIs can increase the involvement of women by making both male and female scientists aware of the opportunities provided by the new or upgraded facility. Accompanying measures could promote the participation of women at workshops, either as speakers or participants. In the case of CAs, the opportunities to promote female participation lie mostly in the dissemination activities. Training and workshops are excellent opportunities to increase the involvement of women and to address their needs, such as the acquisition of necessary skills for career development. Furthermore, both mechanisms provide the opportunity to engage in role-modelling by making the presence of women at such events a norm. In addition to this, increased visibility could also be very beneficial to the careers of the women involved.

The third scheme, Construction of New Infrastructures, could be adapted to fulfill these special needs.

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Female Participation in the Evaluation Process

| Table 4 : Female Participation in evaluation panels |
|-----------------------------------|---------------------------------------------------|
| CALL                             | Research Infrastructures in FP6-Including Calls Not Covered by the Study |
| Overall 2003                     | Overall 2004 | Overall 2005 | Overall 2006 |
| FPF-2002-Infrastructures-1       | 43%          | 37%          | 36%          | 39%          |
| FPF-2003-Infrastructures-4       | 21%          | 41%          | 36%          | 39%          |
| FPF-2004-Infrastructures-5       | 28%          |             |              |             |

The 40% target for female participation in evaluation panels has only been reached in one of the three calls analysed.
2.1.1 Female Participation

Promotion of Female Participation in FP6 Documents

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</tr>
</tbody>
</table>

"Overseeing Gender Equality" is considered a task to be developed by the Project Management of the projects and any costs incurred in the development of this task can be charged as management costs. With the exception of the Work Programme, the main documents elaborated by the Commission in the form of guidelines to prepare a proposal, to negotiate a project or to report the progress of a project, include references to the promotion of "Female participation". The information included is the same for all instruments and calls.

None of the documents suggest specific measures or practices that could be implemented by the projects or include any reference target for the participation of female researchers in projects. It is up to the project partners to establish their own measures and goals.

The manner in which proposers understand and interpret the information contained in the programme documentation and the way in which guidelines provided are implemented can now be assessed, in light of the results of our project documentation screening work, and the information elicited in the interviews we ran with the project coordinators.

Data provided in Figure 5 (see page 17) shows that over 50% of the projects funded under the 2 calls assessed under Monitoring Rounds 2 and 3, have failed to implement a strategy aimed at measuring, enhancing or improving the participation of women in the projects. The interviews with the project coordinators reveal that the promotion of the participation of women is neither seen as a goal for the project, nor is considered a valuable contribution to the scientific excellence of a project. Therefore, awareness raising activities should be enhanced and intensified and the benefits derived from a gender balance team should be highlighted and stressed.

Hypothesis: Opportunities for encouraging female participation differ per instrument and scheme

In this section, the analysis focuses on the relationship between the type of instrument and scheme and the potential opportunities for the promotion of female participation. When monitoring projects, the dependency of the presence of women per scientific field needs to be considered and the success of work to increase the involvement of women should always be interpreted in the light of the gender distribution of the relevant scientific field. Nevertheless, the nature of a project, in terms of the scope of the activities covered and their duration, has an impact on the success of the measures implemented. For instance, the implementation of career development strategies and accompanying measures, such as the mentoring of PhD students, could be well-suited to long-term projects, and may produce successful results. A profound analysis of the possibilities offered by the different instruments and research schemes supported by this Activity Area would unveil the real benefits that one might expect from projects.

All projects in the 3 calls analysed were implemented through CA, I3 or SFA instrument. The latter instrument was broken down into four different schemes: Trans-national Access (TA), Design Studies (DS), Construction of New Infrastructures (CNI), and Accompanying Measures (AM).

The first scheme, Trans-national Access, sponsors new opportunities for research teams (including individual researchers) to cooperate with the project partners. It is often the only project scheme that is open to women. The infrastructure and the research they are part of are on a local level. The focus of the scheme is on collaboration and exchange ideas, and workshops are excellent opportunities to increase the involvement of women and to address their needs, such as increased visibility. The project partners can work together to promote gender equality by ensuring that the presence of women at such events is normal. In the case of CAs, the opportunities to promote female participation lie mostly in the dissemination activities. Training and workshops are excellent opportunities to increase the involvement of women to address their needs, such as the acquisition of necessary skills for career development. Furthermore, both mechanisms provide the opportunity to engage in role-modelling by making the presence of women at such events norm. In addition to this, increased visibility could also be very beneficial to the careers of the women involved.

The 40% target for female participation in evaluation panels has only been reached in one of the three calls analysed.

The table below provides an overview of the research infrastructures in FP6-Including Calls Not Covered by the Study.

<table>
<thead>
<tr>
<th>CALL</th>
<th>Female Evaluators in Evaluation Panels</th>
<th>Research Infrastructures</th>
</tr>
</thead>
<tbody>
<tr>
<td>FP6-2002-Infrastructures-1</td>
<td>43%</td>
<td>37%</td>
</tr>
<tr>
<td>FP6-2003-Infrastructures-4</td>
<td>21%</td>
<td>41%</td>
</tr>
<tr>
<td>FP6-2004-Infrastructures-5</td>
<td>28%</td>
<td>36%</td>
</tr>
</tbody>
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The 40% target for female participation in evaluation panels has only been reached in one of the three calls analysed.
For the other two calls, the percentage of female experts in the evaluation panels is significantly below the 40% target, and is also very far from the average for the whole Activity Area.

2.1.2 · Gender Dimension
Promoting the integration of the Gender Dimension in FP6 documents

Aspect under analysis: Integrating Gender Dimension

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<td>Activities relating to gender equality are to be reported in a questionnaire at the end of the first reporting period and/or at the end of the project.</td>
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Hypothesis: The Gender Dimension depends on the Instrument, Research Scheme and Research Topic.

The combination of the research area and the instrument/research scheme used determines the relevance of the gender dimension for a project. The research area determines the relevance of “gender dimension” for the quality of the outcomes of the research itself. The instrument/research scheme determines the scope of the project and therefore the way the relevance of gender dimension should be analysed.

In every initiative, steps are to be taken to understand the differences and relations among and between women and men in each specific context under consideration. Ideally this should be done in a participatory manner and both women and men should be involved.

1The views expressed here are the views of the experts in the GRACE Consortium.

Executive Summary: Research Infrastructures

Gender Dimension in Trans-national Access

The Trans-national Access scheme sponsors the use of relevant research infrastructures by research teams (including individual researchers). The scheme is open to any research area. In practice, an infrastructure provider submits a proposal to the Commission highlighting the services offered by the said infrastructure, indicating the research objectives and goals envisaged and specifying the process that will be followed by the research project to select the research projects that will make use of the aforementioned infrastructure.

The relevance of Gender Dimension can be assessed at different levels:

Infrastructure Level:

- Have gender differences been taken into account when defining the infrastructure’s accessibility and usability?
- Are the services offered designed to encourage equal opportunities in scientific careers?
- Is the infrastructure ready to accept and analyse demands for new services from the end users?
- In relation to the research goals and the scientific area, are there gender differences that impact the quality of the outcomes of the research agenda? If so, is the impact of gender adequately presented and taken into consideration?
- What are the implications of addressing gender differences? Are the appropriate means to address gender differences planned?

Evaluation of Research Teams

- Are gender differences relevant to the research results? If so, are gender differences properly addressed by the research team?

Evaluation of Research Results, obtained at the end of the project:

- Does the infrastructure envisage any mechanism to assess the quality of the research results? What are the criteria that will be used?
- Does the infrastructure intend to monitor the participation of women in the research?

Gender Dimension in Design Studies

In all feasibility studies and technical preparation work, questions should be adequately formulated in order to ascertain whether the possible relevance of gender differences was properly taken into consideration and discussed during the definition of a project’s objectives and methodology. This must be done prior to any assumption that the gender dimension is not a relevant factor. Regardless of the target field for which the research infrastructure is being created, a positive result will only be obtainable if the design work properly addresses women’s needs to the same extent as men’s needs. When assessing the development and deployment of the infrastructure and its associated facilities, the gender dimension may play a role in terms of access to research tools and data. Some infrastructures (if not all) have the potential to contribute to the work-life balance through their flexibility of use, regardless of the location of the infrastructure or the user. Remote access to data and/or research facilities helps to reduce the burden of childcare and the encouragement of equal opportunities in scientific careers.

Furthermore, in the design of the user interface and end user system, differences in women’s and men’s needs may be relevant. Therefore, the composition of user groups should be gender balanced in order to incorporate gender differences in accessibility and usability.

Finally, an important issue to reflect upon is the purpose of the infrastructure. In other words, the data that will be accessed, transferred, and processed, and the research that will be carried out using this infrastructure, may offer important contributions to research on gender differences. Specifications, in terms of data collection and analysis, are in this case to be adapted to the requirements of the research being carried out. A concrete example would be the design of a research infrastructure that provides access to libraries and databases containing research on gender.

Gender Dimension in the Construction of New Infrastructures

The same difficulty concerning the scientific fields and the gender dimension is noted for CNI projects. Additionally, the construction of new infrastructures or the upgrading of existing ones relies heavily on the design phase. If gender differences are not taken into account in the design phase, it is therefore highly unlikely that they will figure in the construction phase.

It is of note however, that there is often room for adaptations to be made during the implementation of a CNI. Throughout the construction phase, attention is to be paid to meeting different user needs and requirements. One of the factors underlying these differences may be gender.
For the other two calls, the percentage of female experts in the evaluation panels is significantly below the 40% target, and is also very far from the average for the whole Activity Area.

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It is of note however, that there is often room for adaptations to be made during the implementation of a CNI. Throughout the construction phase, attention is to be paid to meeting different user needs and requirements. One of the factors underlying these differences may be gender.
Gender Dimension in Accompanying Measures

The gender dimension applies to the support and coordination activities that are covered by accompanying measures. Depending on the topic or theme of the project, the gender dimension may be relevant to the content of meetings, workshops, studies, and dissemination of information and good practices. Regarding this Activity Area, end-user needs and communication with them are important issues. As there are gender differences in end-user behaviour, communication activities with end-users need to take such differences into account to ensure effective knowledge and the transfer of information. The opinions and values of female users are important to consider in an analysis of end-user needs and requirements.

Gender Dimension in Coordination Actions

These projects are limited to networking activities, and aim to reinforce cooperation between relevant actors in a research community. These projects include activities, such as dissemination and training, organisation of conferences and meetings, and personnel exchanges.

In this type of project, it is essential to address “women” as end-users and stakeholders. Communication, training and dissemination activities should therefore be conceived with end-user differences in mind.

In meetings, conferences and working groups, the impact of the gender dimension in the research objectives and in the new services to be developed should be tackled in a systematic way.

The projects should ensure equal opportunities between men and women in the exchanges of personnel. The necessary conditions to facilitate the participation of female researchers should be created (work-life balance, remote access, etc.).

Gender Dimension in Integrated Infrastructure Initiatives

An I3 initiative combines networking activities, trans-national access and joint research activities in a single contract.

In this type of project, it is important to understand whether or not gender differences play a role in the reinforcement of the infrastructures involved in the project. One should also investigate the possible impact of gender on techniques and tools, on services and also on the establishment of cooperation with third parties, and on the preparation of the future research agenda for the infrastructures.

It is also important to assess the position of women in the scientific field covered by the infrastructure and in the gender-related and gender-affected areas. The projects should make sure that the appropriate means are set in place to involve women as researchers and as end users. For instance, training and dissemination activities should be prepared to address women’s specific needs.

Gender Dimension in the Evaluation Process

The Commission has provided the GRACE team with the Evaluation Summary Reports (ESRs) for most of the evaluated proposals. The GRACE Team screened the ESRs received and assessed the way “gender issues” are considered and presented. The analysis reveals that there is no evidence to suggest that “gender issues” are evaluated in a systematic and homogeneous way, and that there is a clear tendency to only associate “gender issues” to the “promotion of female participation”. In general, the GRACE Team believes that focus must be placed on identifying the best way to transform the ESRs into useful documents that guide and push the integration of “gender mainstreaming” in projects. Where relevant, comments should be more explicit and more detailed, and should be included in the corresponding evaluation criterion.

The evaluators interviewed have divergent opinions on the relevance of gender for the excellence of the projects and on the manner in which the question of gender should be tackled during the evaluation processes. There is no common view on the convenience of incorporating gender experts in the evaluation panels nor on the convenience of integrating “gender” as part of the evaluation criteria. Nevertheless, all agree on the difficulties encountered in an assessment of the gender dimension of projects and on the importance of receiving practical support to overcome this problem. The organisation of awareness raising activities on the importance of gender mainstreaming should be promoted, and clear and practical guidance on how to evaluate gender issues should be given.

The analysis of the ESRs reveals that where references to “gender” are included, they are presented within the “horizontal activities” or “other issues related to the project” sections. The majority of the comments refer to the promotion of the participation of women.

Most of the comments adopt the form of single statements with very generic recommendations. Typical comments are:

- No instruments or activities with regard to gender issues have been explicitly described and these issues should be taken into account, with clear targets;
- There is a strong gender balance in the project;
- No gender issues are mentioned in the proposal.

In very few ESRs are there clear recommendations on how to enhance the participation of women: “More explanations on cultural differences are necessary. At the organizational level, topics important for female researchers should be considered. Childcare and family dwellings allow female researchers to take part in the access programme. Efforts should be made to advertise the project widely, not just in the area of economics and econometrics, but also in sociology, social welfare, social policy, etc. This will cover disciplines that include more women and increase the gender balance in the applicant pool”.

Analysis reveals that evaluators place great emphasis on ensuring that the requirements and characteristics of the potential users, stakeholders and/or beneficiaries from an infrastructure and/or new service, are properly identified, analysed and addressed in the projects. In none of the Evaluation Summary Reports, are projects requested to consider “women” as a “potential user-group”, “stakeholder” or “beneficiary”.

In some evaluation reports, work done to encourage the participation of concrete collectives, such as “young scientists”, “scientists from less favoured regions”, “the cultural heritage community” or “non-French researchers”, is positively viewed. The work done by some projects to encourage female participation is not highlighted, however. There are some evaluation criteria, common to all types of instruments, such as the “Quality of the management”, in which positive evaluation comments could be an effective tool for promoting work to achieve a good gender balance in a project. None of the ESRs reviewed include a reference to “Female Participation” in this evaluation criterion.

2.2 · At Project Level

The findings at project level include desk-based analysis and interviews with Project Coordinators. The desk-based analysis involved a screening of project abstracts, technical annexes to the contracts (or part B’s of the proposals) and the evaluation summary reports.

To ensure a systematic assessment at project level, an assessment tool was introduced in Monitoring Round 2 and also applied in Monitoring Round 3. This tool, the Gender Account Score (GAS)1, enabled a consistent analysis of the projects with regard to the promotion of female participation and the integration of the gender dimension. These two components of gender mainstreaming were each assigned a separate GAS to fully capture progress towards gender equality.

The gender account score measures the degree to which gender equality and the gender dimension are considered important and to what extent they are actually implemented in a project. Score “-” indicates projects that do not consider gender to be an issue. Score “+” is assigned to projects that have gender oriented measures in place, though they are neither conceived, nor applied, nor measured in a systematic way. Projects with a score of “++” indicate projects that feature concrete measures with regards to gender, without integrating them throughout the lifespan of the project. Score “+++” is obtained by projects that demonstrate a well developed and implemented gender strategy that is part of the resource system and has staff allocated to implement it, for the full duration of the project.

During Monitoring Round 1 (FP6-2002-infrastructures-1), the GAS Tool was not used. Therefore, only those projects funded under the calls analysed in Monitoring Rounds 2 and 3 were assigned a GAS score on Female participation and a GAS score on Gender Dimension.

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1 Research activities were not compulsory for the Integrated Infrastructure Initiatives funded in FP6-INFRASTRUCTURES Call 3.

Executive Summary: Research Infrastructures
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The gender account score measures the degree to which gender equality and the gender dimension are considered important and to what extent they are actually implemented in a project. Score ‘NC’ indicates projects that do not consider gender to be an issue. Score ‘+’ is assigned to projects that have gender oriented measures in place, though they are neither conceived, nor applied, nor measured in a systematic way. Projects with a score of ‘++’ indicate projects that feature concrete measures with regards to gender, without integrating them throughout the lifetime of the project. Score ‘+++’ is obtained by projects that demonstrate a well developed and implemented gender strategy that is part of the resource system and has staff allocated to implement it, for the full duration of the project.

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2 Gender Account Score (GAS): The instrument was originally created by G. Moll-Berrell (Research Directorate General: Directorate F). The GRACE Team has modified the scope and content of the original instrument and has applied it to the requirements of this Monitoring Study.

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Executive Summary: Research Infrastructures
2.2.1 · Female Participation in Figures

The next figure provides a graphical representation of the evolution of Female Participation in the Activity Area “Research Infrastructures”.

The figure above shows that the highest participation of women corresponds to AM and CA type evaluated proposals. The lowest participation figures correspond to TA, DS and CNI type proposals. Female participation in i3 proposals occupies the middle position.

Female participation has increased as the framework programme has evolved. An exception is found in CA type proposals, as both figures for female participation and, above all, the participation of women as coordinators, have decreased from FP6-2002-Infrastructures-1 to FP6-2004-Infrastructures-5.

The increment observed from call FP6-2002-Infrastructures-1 to FP6-2004-Infrastructures-5 in the percentage of i3 type proposals coordinated by women is remarkable. In the first call, only 5% of the proposals evaluated were coordinated by women. By the second call however, the percentage was up to 18%.

Female participation has increased with the evolution of the Framework Programme. In the second call, though the participation of women decreased, there was a significant increment in the percentage of female coordinators.

The success rate indicates the percentage of proposals selected for funding out of the total number of proposals submitted. According to the data provided by the EC services, the overall success rate for the 3 calls analysed is 25.3%. The success ratio for female coordinated proposals is 28.8%, which is higher than the ratio for men (24.7%).
Monitoring Progress Towards Gender Equality in the Sixth Framework Programme

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Table 5: GAS Score as interpreted during the study

<table>
<thead>
<tr>
<th>GAS</th>
<th>Female Participation</th>
<th>Gender Dimension</th>
</tr>
</thead>
<tbody>
<tr>
<td>++, +++</td>
<td>Good</td>
<td>Good</td>
</tr>
<tr>
<td>+</td>
<td>Satisfactory</td>
<td>Satisfactory</td>
</tr>
<tr>
<td>NC</td>
<td>Not Satisfactory</td>
<td>Not Satisfactory</td>
</tr>
<tr>
<td>NA</td>
<td>-</td>
<td>Not Applicable</td>
</tr>
</tbody>
</table>

Table 6: Number of projects screened

<table>
<thead>
<tr>
<th>Monitoring Round</th>
<th>CALL</th>
<th>Number of Funded Projects</th>
<th>Number of Projects Screened</th>
<th>Number of Project Coordinators Interviewed</th>
</tr>
</thead>
<tbody>
<tr>
<td>MR1</td>
<td>FP6-2002-Infrastructures-1</td>
<td>34</td>
<td>34</td>
<td>9</td>
</tr>
<tr>
<td>MR2</td>
<td>FP6-2003-Infrastructures-4</td>
<td>30</td>
<td>30</td>
<td>30</td>
</tr>
<tr>
<td>MR3</td>
<td>FP6-2004-Infrastructures-5</td>
<td>47</td>
<td>46</td>
<td>46</td>
</tr>
</tbody>
</table>

2.2.1 · Female Participation in Figures

The next figure provides a graphical representation of the evolution of Female Participation in the Activity Area “Research Infrastructures”.

Figure 1: Female Participation in evaluated proposals - Data per call and instrument/scheme

The figure above shows that the highest participation of women corresponds to AM and CA type evaluated proposals. The lowest participation figures correspond to TA, DS and CNI type proposals. Female participation in I3 proposals occupies the middle position.

Female participation has increased with the evolution of the Framework Programme. In the second call, though the participation of women decreased, there was a significant increment in the percentage of female coordinators.

Figure 2: Female Participation in Research Infrastructures

Female participation has increased with the evolution of the Framework Programme. In the second call, though the participation of women decreased, there was a significant increment in the percentage of female coordinators.

Figure 3: Success rates per call

The success rate indicates the percentage of proposals selected for funding out of the total number of proposals submitted. According to the data provided by the EC services, the overall success rate for the 3 calls analysed is 25.3%. The success ratio for female coordinated proposals is 28.8%, which is higher than the ratio for men (24.7%).
As can be seen in Figure 4, the Female Success rate for CA type proposals has remained stable over time. In the case of D, TA and AM types, the figures represent a very positive evolution.

It is interesting to note that support schemes, such as DS and CNI, with the lowest ratio of female participants and female coordinators in evaluated proposals (see Figure 1, page 14), present the highest female success rate. In contrast, the call FP6-2004-Infrastructures-5, with a high ratio of female participants, presents the highest male success rate. In order to assess the female participation data obtained for the different calls, a couple of indicators were selected as a reference. Analysis of the type of organisations participating in this Activity Area reveals that the participation of industrial partner organisations is very small and that the majority of partner organisations are research institutions and universities. According to “She Figures” 2006 Women and Science Statistics and Indicators; European Commission – Directorate-General for Research, the ratio of Female Researchers in public research and high education institutions is 35%.

Therefore, one might have expected the Female Participation ratio for the different calls monitored to be above the average number of women researchers in Europe (29%), and below both the ratio of Female researchers in public research and high educations institutions (35%), and the ratio of Female Project Coordinators that are similar to the average number of female researchers in Europe (29%), and below both the ratio of Female researchers in public research and high educations institutions (35%), and the ratio of Female Project Coordinators that are similar to the average number of female researchers in Europe (29%), and below both the ratio of Female researchers in public research and high educations institutions (35%), and the ratio of Female Project Coordinators that are similar to the average number of female researchers in Europe (29%), and below both the ratio of Female researchers in public research and high educations institutions (35%), and the ratio of Female Project Coordinators that are similar to the average number of female researchers in Europe (29%).

Analysis of the data shown above reveals a very low participation of Female Researchers in the different calls analysed. This low participation is very difficult to understand. It could be caused by the type of data collected. The data collected is related to the ‘person in charge’ of the organisation of the participant. This is not enough to reflect the level of participation of women in EU funded projects. Therefore, there is a need to collect data on the composition of the research team involved in the project and to develop the relevant means to do so.

This fact explains that the ratio of Female project coordinators is close to the statistical data provided by “She Figures” 2006, whereas the ratio of Female Participation differs widely. During the interview process, project coordinators were invited to provide the GRACE Team with data on the number of female researchers involved in their projects. The information provided reveals that the average number of women involved in the projects is 36%. This data reflects reality (see Table 7) far better than the data shown in Table 8.

### 2.2.2 Female participation – GAS Assessment

The GAS score for Female participation (GAS-WP) reflects the work done by the proposals/projects to improve and enhance the participation of women. The GAS tool was introduced in MR2, meaning that projects screened during MR1 were not assigned a GAS-WP. However, the findings extracted during the screening process were used for validation purposes.

**Table 8 : Indicators of Female Participation – Research Infrastructures**

<table>
<thead>
<tr>
<th>Aspect</th>
<th>Value vs. Reference Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female Participants in evaluated proposals.</td>
<td>From 8% to 22%, Unsatisfactory.</td>
</tr>
<tr>
<td>Female Participants in selected proposals.</td>
<td>From 8% to 17%, Unsatisfactory.</td>
</tr>
<tr>
<td>Female Coordinators in evaluated proposals.</td>
<td>From 8% to 28%, Unsatisfactory.</td>
</tr>
<tr>
<td>Female Coordinators in selected proposals.</td>
<td>From 8% to 33%, Unsatisfactory.</td>
</tr>
</tbody>
</table>

Table 7 : Reference data to assess figures on Female participation in Research Infrastructures

<table>
<thead>
<tr>
<th>Aspect</th>
<th>Reference Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female Participants</td>
<td>Unsatisfactory: Ratio below 20%</td>
</tr>
<tr>
<td>Female Project Coordinators</td>
<td>Unsatisfactory: Ratio below 15%</td>
</tr>
</tbody>
</table>

The screening process reveals that more than 50% of the projects funded in the calls monitored have not implemented any measure to oversee gender equality in their projects. Moreover, this percentage has not decreased with the evolution of the Framework Programme. In the latest call (FP6-2004-Infrastructures-5), the percentage of projects rated as “Not Satisfactory” was 50%, against a percentage of 40% in the second call.
As can be seen in Figure 4, the Female Success rate for CA type proposals has remained stable over time. In the case of D, TA and AM types, the figures represent a very positive evolution. It is fascinating to note that support schemes, such as DS and CNI, with the lowest ratio of female participants and female coordinators in evaluated proposals (see Figure 1, page 14), present the highest female success rate. In contrast, the call FP6-2004-Infrastructures-5, with a high ratio of female participants, presents the highest male success rate. In order to assess the female participation data obtained for the different calls, a couple of indicators were selected as a reference. Analysis of the type of organisations participating in this Activity Area reveals that the participation of industrial partner organisations is very small and that the majority of partner organisations are research institutions and universities. According to "She Figures" 2006 Women and Science Statistics and Indicators; European Commission – Directorate-General for Research, the ratio of Female Researchers in public research and high education institutions is 35%.

Therefore, one might have expected the Female Participation ratio for the different calls monitored to be above the average number of female researchers involved in their projects. The information provided reveals that the average number of women of the Framework Programme. In the latest call (FP6-2004-Infrastructures-5), the percentage of projects rated as "Not Satisfactory" was 50%, against a percentage of 40% in the second call.

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<table>
<thead>
<tr>
<th>Aspect</th>
<th>Reference Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female Participants</td>
<td>Unsatisfactory: Ratio below 20%</td>
</tr>
<tr>
<td></td>
<td>Satisfactory: Ratio between 20% and 35%</td>
</tr>
<tr>
<td></td>
<td>Good: Ratio above 35%</td>
</tr>
<tr>
<td>Female Project Coordinators</td>
<td>Unsatisfactory: Ratio below 15%</td>
</tr>
<tr>
<td></td>
<td>Satisfactory: Ratio between 15% and 29%</td>
</tr>
<tr>
<td></td>
<td>Good: Ratio above 29%</td>
</tr>
</tbody>
</table>

Analysis of the data shown above reveals a very low participation of Female Researchers in the different calls analysed.

This low participation is very difficult to understand. It could be caused by the type of data collected. The data collected is related to the ‘person in charge’ of the organisation of the participant. This is not enough to reflect the level of participation of women in EU funded projects. Therefore, there is a need to collect data on the composition of the research team involved in the project and to develop the relevant means to do so.

This fact explains that the ratio of Female project coordinators is close to the statistical data provided by "She Figures" 2006, whereas the ratio of Female Participation differs widely.

During the interview process, project coordinators were invited to provide the GRACE Team with data on the number of female researchers involved in their projects. The information provided reveals that the average number of women involved in the projects is 36%. This data reflects 'reality' (see Table 7) far better than the data shown in Table 8.

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Figure 5 : Distribution of GAS-WP per monitoring round

The screening process reveals that more than 50% of the projects funded in the calls monitored have not implemented any measure to overcome gender equality in their projects. Moreover, this percentage has not decreased with the evolution of the Framework Programme. In the latest call (FP6-2004-Infrastructures-5), the percentage of projects rated as "Not Satisfactory" was 50%, against a percentage of 40% in the second call.

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<table>
<thead>
<tr>
<th>Aspect</th>
<th>Value vs. Reference Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female Participants in evaluated proposals</td>
<td>From 8% to 22%, Overall: 13.76%</td>
</tr>
<tr>
<td>Female Coordinates in evaluated proposals</td>
<td>From 8% to 28%, Overall: 13.45%</td>
</tr>
<tr>
<td>Female Participants in selected proposals</td>
<td>From 8% to 33%, Overall: 14.19%</td>
</tr>
</tbody>
</table>

1 Data reflects the minimum (from) and maximum (to) female participation rates in the calls analysed. The Overall percentage for the Activity Area in FP6 is also included.

Aspect Value Female Participation in Calls Monitored (1) Value vs. Reference Target
Female Participants From 8% to 21% Close to Satisfactory Reference Target.
Female Coordinators From 8% to 28% Close to Satisfactory Reference Target.
Female Participants From 8% to 33% Close to Satisfactory Reference Target.

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In the majority of these cases, “gender issues” are not even mentioned. In a few cases, explicit statements are provided to the effect that no encouragement will be given, as the view is that “only the quality and the ability to contribute to the overall objectives will guide the selection of the project”. The screening process reveals that gender issues are better addressed in SSAs than they are in I3s or CAs. The measures applied are very similar for all types of projects. In most cases, gender issues are handled by project management. However, in some cases, specific structures are created. This is the case when one views the project entitled “Black Sea Scene”, in which an Internal Gender Watch System will be set up to monitor and stimulate the participation of women and the integration of the Gender Dimension in the project activities.

Figure 6: Distribution of GAS-WP per instrument

Some lessons learned from the analysis:
- There is no relationship between the projects coordinated by women and the intensity of work to increase, or at least reach, a gender balanced participation in the project. In fact, the proportion of projects coordinated by women and considered as “Not Satisfactory” in relation to their treatment of gender equality is 50%, a figure that is similar in proportion to those coordinated by men and deemed “Not Satisfactory”;
- In a significant number of projects, proposers believe that a gender balance composition of the research team is, by itself, a key factor to increase female participation. In these cases, project coordinators consider and intend to use this factor as a “natural” way to increase female participation;
- Only in very few cases is the participation of women linked to an improvement of the scientific excellence of the research. In the majority of the cases, it is considered an “add-on” activity with low impact on the possible outcomes of the project;
- The information provided in the projects reveals that many project partners are already implementing their own gender policies/strategies. These gender policies and measures (i.e. recruitment processes, flexibility in working conditions or mentoring) will be employed for the promotion of women within the project;
- According to the information provided, a major barrier to increasing female participation is the lack of experienced female researchers available.

Some of the most popular measures applied by the projects are:
- Distribution of information on gender mainstreaming to the project partners to create knowledge and awareness.
- Collection and publication of sex-disaggregated statistics within the project. The data is updated periodically and used for the decision-making process.
- Setting up a mentoring programme for female PhD students.
- Creation of a section in the project web platform devoted to gender issues. In this section, background information and links with sources of reference are maintained.
- Implementation of flexible working conditions.

Some lessons learned from the analysis:
- Implementation of equal payment and "gender neutral" recruitment policies.

Some projects raise a very interesting concept. The lack of experienced female researchers is not an isolated phenomenon that affects one project. It is usually a common problem for a research area or field. It is also a problem without an immediate solution. The launching/establishment of coordinated actions or initiatives involving several projects may well have a very positive impact on improving the presence of women in a research area in the medium- and long-term.

2.2.3 · Gender Dimension - GAS Assessment

The GAS score on Gender Dimension (GAS-GD) reflects the degree to which gender dimension has been taken into consideration in project activities. The GAS tool was introduced in MR2, so projects screened during MR1 were not assigned a GAS-GD. However, the findings extracted during the screening process were used for validation purposes. For the majority of the projects analysed (>60%), gender dimension was considered as non-relevant. The nature of the instruments and the scope of the projects explain this percentage.

Figure 7: Distribution of GAS-GD for Research Infrastructures

Within this Activity Area, research activities are mainly undertaken in I3 projects. In the case of CAs, project activities refer to networking activities. In case of SSAs, project activities refer to the design and creation of new infrastructures and services (DS and CNI schemes), to the provision of access to existing Research Infrastructures (TA scheme), and to the development of studies and the creation of databases (SS-AM).

The analysis performed took into account the possibility of integrating the gender dimension in the research content versus integrating the gender dimension into non-research activities. Close to 16% of the funded projects were rated as “Not Satisfactory”. Three reasons for such a rate were the most recurrent:
- The quality of the research results is adversely affected by the fact that gender differences were not taken into consideration;
- The newly created service/infrastructure does not take gender-related differences/requirements into consideration. Therefore, the future and potential value and use of the service/infrastructure are limited;
- Some projects explicitly promote the participation and the access to the infrastructure of a specific collective. In areas where women are underrepresented, “women scientists” could be a collective to be prioritised within the objectives of the project.
In the majority of these cases, “gender issues” are not even mentioned. In a few cases, explicit statements are provided to the effect that no encouragement will be given, as the view is that “only the quality and the ability to contribute to the overall objectives will guide the selection of the project”.

The screening process reveals that gender issues are better addressed in SSAs than in I3s or CAs. The measures applied are very similar for all types of projects. In most cases, gender issues are handled by project management. However, in some cases, specific structures are created. This is the case when one views the project entitled “Black Sea Scene”, in which an Internal Gender Watch System will be set up to monitor and stimulate the participation of women and the integration of the Gender Dimension in the project activities.

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- In a significant number of projects, proposers believe that a gender balance composition of the research team is, by itself, a key factor to increase female participation. In these cases, project coordinators consider and intend to use this factor as a “natural” way to increase female participation;
- Only in very few cases is the participation of women linked to an improvement of the scientific excellence of the research. In the majority of the cases, it is considered an “add-on” activity with low impact on the possible outcomes of the project;
- The information provided in the projects reveals that many project partners are already implementing their own gender policies/strategies. These gender policies and measures (i.e. recruitment processes, flexibility in working conditions or mentoring) will be employed for the promotion of women within the project;
- According to the information provided, a major barrier to increasing female participation is the lack of experienced female researchers available.

Some of the most popular measures applied by the projects are:

- Distribution of information on gender mainstreaming to the project partners to create knowledge and awareness.
- Collection and publication of sex-disaggregated statistics within the project. The data is updated periodically and used for the decision-making process.
- Setting up a mentoring programme for female PhD students.
- Creation of a section in the project web platform devoted to gender issues. In this section, background information and links with sources of reference are maintained.
- Implementation of flexible working conditions.

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Monitoring Progress Towards Gender Equality in the Sixth Framework Programme

Some projects raise a very interesting concept. The lack of experienced female researchers is not an isolated phenomenon that affects one project. It is usually a common problem for a research area or field. It is also a problem without an immediate solution. The launching/establishment of coordinated actions or initiatives involving several projects may well have a very positive impact on improving the presence of women in a research area in the medium- and long-term.

2.2.3 Gender Dimension - GAS Assessment

The GAS score on Gender Dimension (GAS-GD) reflects the degree to which gender dimension has been taken into consideration in project activities. The GAS tool was introduced in MR2, so projects screened during MR1 were not assigned a GAS-GD. However, the findings extracted during the screening process were used for validation purposes.

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The analysis performed took into account the possibility of integrating the gender dimension in the research content versus integrating the gender dimension into non-research activities. Close to 16% of the funded projects were rated as “Not Satisfactory”. Three reasons for such a rate were the most recurrent:

- The quality of the research results is adversely affected by the fact that gender differences were not taken into consideration;
- The newly created service/infrastructure does not take gender-related differences/requirements into consideration. Therefore, the future and potential value and use of the service/infrastructure are limited;
- Some projects explicitly promote the participation and the access to the infrastructure of a specific collective. In areas where women are underrepresented, “women scientists” could be a collective to be prioritised within the objectives of the project.
The monitoring process has identified some successful projects with regards to the integration of the Gender Dimension. It is interesting to note that the integration strategy used depends on the nature of the instrument and the support scheme.

**Design Studies (DS)**

For most of the DS projects analysed, the gender dimension was not relevant to the subject of the project. Three out of nineteen DS projects obtained the highest GAS for work done in relation to the integration of the gender dimension. These three projects showed extensive thought had gone into the possible relevance of the gender dimension prior to the implementation of the project. Furthermore, when deemed appropriate, work was carried out to integrate the gender dimension in the activities of the project.

For example, a gender analysis was done in one of the projects during the evaluation of the accessibility and user-friendliness of the upgraded infrastructure. Additionally, attention was paid to the gender composition of the user group to ensure the needs of women were equally voiced, when assessing usability. Furthermore, encouragement measures were planned, in case the rate of use by women turned out to be low.

In short, the gender dimension was integrated in the overall design of the new or upgraded infrastructure, taking gender differences in the development and use of information systems into account.

**Construction of New Infrastructures**

For the majority of the CNI projects, the gender dimension was not applicable. One of the 9 CNI projects received the highest GAS obtainable for work done to integrate the gender dimension. The gender dimension in this project was integrated throughout the lifespan of the project. In each phase of the project, effort was made to identify gender differences in user needs and requirements. To obtain optimal use of the outcome of the project, the gender dimension was integrated in the marketing strategies.

**Accompanying Measures**

Two AM projects received the highest GAS obtainable. The gender dimension was part of their studies. Moreover, it was stated that gender considerations are fundamental to the project. In fact, gender differences were integrated in the design of activities, such as networking and joint research activities.

**Integrated Infrastructures Initiative (I3)**

There are only 4 projects that integrate the gender dimension in the research content/project activities. Two of them belong to the socio-economical area and the other two to medical and biomedical research. In these four cases, the gender dimension is relevant for the research area, and the integration of gender is observed in the research activities.

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5 Treaty of the European Union (Official Journal C 340, 10.11.1997, TITLE XVIII (ex XV) "RESEARCH AND TECHNOLOGICAL DEVELOPMENT" (art. 163 (ex 130h) to art. 173 (ex 130p)).
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Two AM projects received the highest GAS obtainable. The gender dimension was part of their studies. Moreover, it was stated that gender considerations are fundamental to the project. In fact, gender differences were integrated in the design of activities, such as networking and joint research activities.

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There are only 4 projects that integrate the gender dimension in the research content/project activities. Two of them belong to the socio-economical area and the other two to medical and biomedical research. In these four cases, the gender dimension is relevant for the research area, and the integration of gender is observed in the research activities.
The projects were analysed as case studies, via desk-based research and interviews with the Project Coordinators. The desk-based research consisted of:

- An analysis of the Periodic and/or Final Activity Reports provided by the Commission;
- Screening of the websites of the different best practices;
- An analysis of technical deliverables, when available.

<table>
<thead>
<tr>
<th>Acronym of the Projects</th>
<th>Factor of Excellence</th>
<th>Best Practices Monitored</th>
</tr>
</thead>
<tbody>
<tr>
<td>HPC-EUROPA (I3)</td>
<td>Female Participation</td>
<td>Yes</td>
</tr>
<tr>
<td>STAR (CII)</td>
<td>Female Participation</td>
<td>Yes</td>
</tr>
<tr>
<td>EURANUS (I3)</td>
<td>Gender Dimension</td>
<td>No</td>
</tr>
<tr>
<td>IRISS-CI (TA)</td>
<td>Female Participation</td>
<td>No</td>
</tr>
</tbody>
</table>

Source: Data provided by EC services

In one of the two projects monitored, the measures planned were effectively implemented.

**Project: HPC-Europa (I3)**

**Goals and objectives as established in the Technical Annex**

HPC-Europa aims to provide integrated and advanced computational services to the European research community working at the forefront of science. This project is an I3 project and announces in the section ‘Gender issues’ of the contract that, in addition to several equal opportunity policies, surveys will be carried out among women working in the project to better understand their needs. Furthermore, another survey will be carried out in the user community for Trans-national Access, to analyse the role of women in the field of high performance computing.

**Monitoring results**

**Findings from the Desk-based analysis**

In the annual reports of years 1 and 2, ‘overseeing the promotion of gender equality in the project’ was mentioned as a project management task. Furthermore, it was evident from these annual reports that gender statistics relating to the trans-national access user group meetings had been collected and monitored. In year 1, the gender composition of the trans-national access user group meeting was 5 women versus 13 men.

In the annual report for year 2, figures on the gender distribution of applications were also provided. Compared to year 1 (16.7% female applications), an increase was observed in applications received from females in year 2 (21.3%). This increase was attributed to the effort made to attract more female applicants via marketing and outreach activities. Part of these activities involved contacting AWISE (Association for Women in Science and Engineering). It was noted that these efforts need to be continued.

**Findings from the interview with the Project Coordinator**

In the interview with both the Project Coordinator and the Project Manager, the work identified in the desk-based research was fully confirmed. The Project Manager emphasised that work to promote gender equality is still to be intensified to increase its effectiveness. Future actions planned will focus on facilitating the family-work balance for both men and women, and will act on the suggestions that are provided as a result of new surveys. So far, women have suggested that more advice on how to balance their daily life and career should be given to them. The promotion of a healthy work culture and the facilitation of practical measures to retain women currently involved in the project were also mentioned in the interview.

Concerning the gender balance within the project, the Project Coordinator and the Project Management both stated that efforts are made in such a direction. Furthermore, having a balanced management team is one of their aims. When asked whether there were any encouraging factors regarding the implementation of gender mainstreaming, the Project Manager mentioned “the women themselves”. As the number of women increases in the project, a trend of women “bringing other women” into the project has been observed. In other words, the personal contacts and networking efforts of the women involved have been encouraging factors.
As can be seen, it is only in the areas of “Socio-economic Sciences and Humanities” and “Life Sciences and Biotechnologies” where gender dimension is relevant for a significant number of projects screened in both monitoring rounds. The relevance of gender is particularly outstanding in the case of “Socio-economic Sciences and Humanities” as it reaches the 100% of projects screened. In the case of “Life Sciences and Biotechnologies”, gender dimension is relevant for more than half of the projects screened in both monitoring rounds.

In the rest of the scientific areas, the relevance of gender only reaches a very low percentage of the projects screened. In the area of “Physics, Material Sciences and Analytical Facilities”, gender is not relevant for any of the projects screened. In the case of “ICT and Mathematics”, the 100% shown in the graph has to be analysed in detail. It refers only to one of the two monitoring rounds in which there was only one project in the area selected for funding (see Figures 9 and 10).

A look at “Environment and Earth Sciences” shows that gender relevance is also very low in the projects selected for funding. In fact, there is only one project in which gender issues could be taken into consideration. This project relates to the harmonisation and validation of measurements of aerosol properties performed at different sites. In this case, the relevance of gender has to be analysed in the light of its impact on the studies to be performed on the basis of measurements (i.e. impact on health). It can be considered a collateral impact on the project itself but at least, it should be evaluated.

In the area of “Engineering, Energy and Nanotechnologies”, there is one project in which gender is considered relevant. It is an SSA type project that intends to create a European Research Platform for advanced silicon research and development. The results it develops should be suited to humans at different ages and serve the entire European population, without regard to gender. For this to be achieved, it is necessary to identify different user needs and requirements based on gender.

### 2.3 · Best Practices

Four projects screened were considered to be best practices in the integration of gender mainstreaming. Three projects were selected for the quality and relevance of the measures planned to enhance the participation of women in the projects. One project was selected for the integration of the gender dimension in the project activities. This selection was based on the information provided in the Technical Annex of the projects.

The effective implementation of the measures planned in the Technical Annex during the running of the projects was monitored in two of the best practices.
Project: STAR (CNI)

Goals and objectives as established in the Technical Annex

The full name of this CNI project is Silicon Technology Access for Research. The project aims to contribute to the establishment of a globally recognised and unique European-based Research Platform for advanced silicon research and development.

STAR makes a great effort to reduce the disadvantages that are related to gender in working life and society. In STAR, there is awareness of the fact that in this field (Engineering, Energy and Nanotechnologies), the presence of women is much lower than that of men. To ensure that gender issues are dealt with adequately in the STAR project, a women’s representative is appointed to monitor and coordinate all gender relevant issues in STAR. All participating organisations are committed to ensuring that the team working on the project includes both men and women without any discrimination.

More concretely, the participation of women within STAR is promoted through flexible work schedules, a sound work/life balance and a strong commitment from the STAR management team to gender equality. Finally, actions were taken to increase awareness of the importance of equal participation. Examples include the STAR workshops, with female target groups to mirror the STAR results and guide development for the next phase, and an international conference in which STAR results on gender issues are presented. A workshop on gender issues in IST projects in the 6th framework programme is also part of the planning.

Monitoring Results

An analysis of the First Annual Report (01.10.2004 to 31.09.2005) does not reveal any reference to the activities developed to enhance or promote the participation of women in the project. There is no website for the project. According to the project coordinator, the project has not implemented any measure to increase female participation in the project. It is not considered a relevant factor, so no specific effort will be made to increase existing female participation rates. The percentage of female participants is 10%.

Project: EUSAAR (I3)

The full name of this I3 project is “European Supersites for Atmospheric Aerosol Research”. The objective of the project (4 years) is the integration of measurements of atmospheric aerosol properties performed in a distributed network of 20 high quality European ground-based stations.

According to the information provided in the Technical Annex, special attention was paid to gender issues during the definition phase of the project. As a consequence, the project is coordinated by a female scientist. Attempts were made to find female scientists that are in charge of infrastructures and observational sites. Unfortunately, all measuring sites contacted were headed by male scientists. As the lack of qualified women in positions of responsibility is not an isolated phenomenon, this is an issue that also needs to be tackled in a concerted action. A gender awareness group will be created during the project and the coordinator of the project will also lead this group. This group will join forces with the network of excellence entitled ACCENT. Joint initiatives will be taken to:

- Improve awareness of gender issues in the project through, for example, the distribution of information on gender mainstreaming, and also the compilation of guidelines for WP coordinators and workshop organisers;
- Collect and publish statistical data pertaining to the project, such as the number of female/male scientists in different roles in the project, yearly updates for development assessment purposes, etc;
- Set up a mentoring programme for female PhD students;
- Update the project web platform with the above items, and include links and papers that relate to gender issues in science.

Project: IRISS-C/I (TA)

The full name of this TA project is “Integrated Research Infrastructure in the socio-economic sciences at CEPS/INSTEAD”. The objective of the project is to enable access to datasets to facilitate research in a securely controlled environment provided by IRISS-C/I. A platform for presenting, discussing and publishing research findings will also be offered.

Gender issues are considered in terms of further increasing female participation by, for example, providing improved facilities for hosting the family of researchers on-site (nothing is planned for this in the budget) and giving specific considerations to projects on studies relevant to gender issues.
Project: STAR (CNI)

**Goals and objectives as established in the Technical Annex**

The full name of this CNI project is Silicon Technology Access for Research. The project aims to contribute to the establishment of a globally recognised and unique European-based Research Platform for advanced silicon research and development.

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3 · Conclusions and recommendations

3.1 · At Programme Level

Female Participation

Female participation and gender equality are addressed at programme level. Attention is not only given to the quantitative aspect of female participation but also to the qualitative aspect. Work to promote female participation is carried out in all instruments and to a similar extent.

The guidance notes for the proposers on how to “promote the participation of women in the projects” is similar for all instruments and support schemes. This constitutes the first issue to be addressed. The Commission should perform a detailed analysis of the opportunities available in the different instruments and support schemes to enhance the participation of women in the research, both quantitatively and qualitatively. The different instruments and support schemes should be analysed in light of the opportunities they offer for incorporating and developing the research careers of women. The result of this analysis should be a series of practical recommendations on the most appropriate strategies and measures for each instrument and support scheme.

For instance, dissemination activities are funded in all instruments. At programme level, an increase in the presence of women in these activities should be encouraged. Through role modelling, a norm or standard for putting women forward as the ‘representative’ of a project could be established. Not only is this an important way to create an equal balance in the visibility of men and women in demonstration activities, but it is also a way for women to advance in their career. Networking, receiving acknowledgement, and establishing a ‘name’ within the scientific community, are all aspects that are important in one’s career progress.

The Financial Guidelines document states that costs incurred in “overseeing the promotion of gender equality” can be charged as a management cost. It would seem that this is not a widely known measure, as it is not applied to its full extent. The Commission should revise the financial instruments offered to project partners to promote and enhance the participation of women. These instruments should be clearly communicated to the proposers.

The Guides for the evaluators that focus on how to assess the promotion of female participation in the projects is open to the interpretation of the evaluators. This constitutes the third issue to be improved: a more systematic evaluation of gender equality in projects would greatly encourage a more concerted effort to promote female participation. The evaluation criteria should be revised and include a consideration of gender issues, where appropriate. The evaluation of gender should have an impact on the final score given to a proposal.

For instance, “overseeing gender equality” is considered a project management task. The mark given to the evaluation criteria “Management” should be influenced by the way gender equality is promoted.

Sex-disaggregated statistics on participation in proposals and projects reflects the number of women and men acting as persons in charge of the partner organisations of proposals and projects. Therefore, the researchers and other technical and non-technical staff involved in the development of a proposal or project are not accounted for. The Commission should implement a mechanism to collect and maintain updated data on the effective participation (number and position) of women and men in EU projects. This would greatly support decision-making processes when promoting women in research.

In many cases, measures to promote the participation of women, as identified in the Technical Annexes, are never implemented (or are clearly dismissed) in the actual running of the projects. The Commission should therefore clearly state (i.e. in the Work Programme) that the promotion of female participation is a goal for the programme and should implement the mechanisms (i.e. during the project monitoring) to ensure that actions planned are effectively implemented.

Gender Dimension

The Guide for Proposers provides the most detail on the integration of the Gender Dimension. Notably, Annex 4 of the Guide for Proposers extensively explains what the Gender Dimension entails and why it is important to reflect on the possible relevance of the gender dimension. However, this explanation does not seem to be enough to assist and guide proposers to effectively integrate the gender dimension in the activities of a project.

Moreover, the research field of a project determines the relevance of the “gender dimension” to the quality of the outcomes of the research itself. The instrument/support scheme determines the scope of the project and therefore the possibilities offered by a project to integrate the gender dimension.

The Guide for Proposers should clearly explain how the gender dimension could be implemented in the different instruments and how to systematically and fully assess the gender dimension of a project. Practical guidelines should be elaborated in order to support the proposers in this process of integrating gender dimension. These practical guidelines could adopt the form of questions to be reflected on and be accompanied by examples of success stories that could be used as reference models.

It should be assessed whether the research undertaken and the benefits derived from the different Research Infrastructures at European level could be improved by a better integration of the gender dimension. The gaps identified should be converted into prioritised research objectives and activities to be promoted from the Commission. This measure will not only enhance the scientific excellence of the research and/or increase the impact of the research undertaken, but it will also provide clear evidence of the impact of taking gender issues into consideration in the projects.

The Guidance Notes for Evaluators states that the integration of the gender dimension, if appropriate, is to be evaluated as well. The Commission should provide clear guidelines on how to assess the gender dimension in the projects. It would also be interesting to identify those research areas in which gender is relevant, and the opportunities for support from gender experts during the evaluation processes should also be considered.

The Commission should urge the evaluation panels to clearly reflect, in the form of well explained and justified positive and/or negative comments, in the consensus report of the proposals the result of the evaluation performed on gender issues. The evaluation reports of at least those proposals for which gender dimension is relevant, should contain a clear reference to gender.

During the negotiation process, where relevant, project partners should be requested to provide further details on how gender issues will be taken into consideration during project implementation. Gender-related activities should be qualified and quantified and the corresponding budget properly assigned.

The “training” received by the Commission staff directly involved in the running of the projects should be tailor-made for its purpose. For instance, on a research by research topic, the Commission staff should be invited to reflect on aspects such as the need to integrate sex and gender in their research topic, should be given practical guidance on how to achieve it or should be trained in the most successful policies and mechanisms that can contribute to engendering research in their field.

3.2 · At Project Level

Female Participation

The first issue that must be remarked upon is the large proportion of projects that do not implement any measure to promote the participation of women. The second issue is that this proportion has not decreased but rather increased in certain cases. The third issue is that, even when it comes to the implementation of the measures, in many cases, the measures planned are not implemented.

Another issue to be highlighted is that the majority of the partner organizations are Research Institutions and Higher Education organizations. Current female participation in Research Infrastructures Activity Area is far below existing data on female researchers working for such organizations in EU (see "She Figures" 2006).

Therefore, the first and main recommendation of the GRACE Team is that the European Commission should introduce a Gender Monitoring System that is able to transform the designed measures into a noticeable increase in female participation. The challenges in terms of female participation are not related to the development of new and innovative measures, but rather are concerned with properly implementing those that already exist.

The screening process has revealed that measures planned for implementation are essentially the same for all types of projects. Therefore, the different options offered by each type of instrument are not properly exploited. The Commission should provide proposers with practical information on the options and opportunities that the different type of instruments offer to promote the participation of women and the benefits that can be derived by implementing them. The Commission should organise awareness-raising activities on gender mainstreaming.

In many research areas, there is a clear lack of trained women. The Commission should design and implement mechanisms to promote such scientific areas to women: dissemination of research results from EU projects, promote the visibility of women researchers in target areas, promote joint research initiatives with high schools, etc.
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3.2 · At Project Level

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Another issue to be highlighted is that the majority of the partner organizations are Research Institutions and Higher Education organizations. Current female participation in Research Infrastructures Activity Area is far below existing data on female researchers working for such organizations in EU (see “She Figures” 2006). Therefore, the first and main recommendation of the GRACE Team is that the European Commission should introduce a Gender Monitoring System that is able to transform the designed measures into a noticeable increase in female participation. The challenges in terms of female participation are not related to the development of new and innovative measures, but rather are concerned with properly implementing those that already exist.

The screening process has revealed that measures planned for implementation are essentially the same for all types of projects. Therefore, the different options offered by each type of instrument are not properly exploited. The Commission should provide proposers with practical information on the options and opportunities that the different type of instruments offer to promote the participation of women and the benefits that can be derived by implementing them. The Commission should organise awareness-raising activities on gender mainstreaming in many research areas, there is a clear lack of trained women. The Commission should design and implement mechanisms to promote such scientific areas to women: dissemination of research results from EU projects, promote the visibility of women researchers in the target areas, promote joint research initiatives with high schools, etc.

Executive Summary: Research Infrastructures
Gender Dimension

The first aspect to be mentioned is the large proportion of projects screened for which gender dimension is considered as not relevant. This is partially motivated by the characteristics of the instruments used in this Activity Area and by the scope of the projects funded. Research activities are only undertaken in I3 projects. Therefore, in most cases, the gender dimension has to be analysed in the light of non-research activities, a matter that is not properly understood by a large proportion of proposers.

However, the analysis reveals that the largest percentage of I3 projects do not take into consideration “gender dimension” even though relevance exists. It seems there are certain scientific fields that are considered as “gender neutral” for the proposers. The Commission should provide the proposers with the necessary mechanisms and tools to assess the impact of gender in the quality of the research results.

In relation to the scope of the projects, many projects belong to the so-called “hard sciences”, in which the relevance of the gender dimension for the quality of the research is not highly significant. Though the relevancy of the Gender Dimension is not obvious for many of the scientific fields covered in this Activity Area, its possible relevance does need to be systematically questioned. Assumptions, such as the gender dimension never being relevant to projects in “hard sciences” and always being relevant to projects in “soft sciences”, are dangerous and can lead to sub-optimal results. Ideally, gender analyses are made prior to the construction of an infrastructure to ensure that gender differences are fully taken into account or can be safely be discarded as irrelevant. With regard to the type of schemes, it is important to reflect on the possible gender differences in needs, requirements, and usability in the ES and CN schemes. In addition, the purpose of an infrastructure may have a gender dimension as well. Infrastructures are facilities that could contribute to research on gender differences. An infrastructure providing access to data and research results related to gender research is such an example.

The GRACE Team recommends that the Commission draw up practical guidelines that support a systematic approach for integrating the gender dimension in the different types of instruments and support schemes. As indicated in the recommendations at programme level, these guidelines could incorporate the type of questions to be reflected on. The proposal should contain the responses to these questions and henceforth the measures that will be implemented during the project.

The project.

Monitoring Progress Towards Gender Equality in the Sixth Framework Programme

Executive Summary: Research Infrastructures

The project.

Glossary

This study uses several core concepts in the analysis. In general terms, the definitions/explanations given in this chapter, for each of the concepts, are the same as those that were commonly used in the interviews and as those that are used in this document.

Biological differences: Differences between women and men linked to their genital or secondary sexual characteristics.

Examples of secondary characteristics are hormone distribution, corporal differentiations but also certain sensitivities to external factors (diseases and reactions to medication).

Equal opportunities: Setting up favourable employment conditions to enable equal participation (number of women and men and level of their responsibility) of women and men in research.

Female participants: Number of women in charge of the partner organisations of each project. This must not be confused with the number of women involved (as researchers or other kind of staff) in the project. However, as it is the only available data, it will be used as an indicator of female participation in FP6 projects.

Female project coordinators: Number of FP6 project coordinators who are women.

Female Success Rate: Ratio of submitted proposals coordinated by women and selected for funding.

Gender: Socio-cultural construction and the impact of “being women” and “being men”, being “feminine” or “masculine”.

Gender Account Score (GAS): Score obtained by each project during the desk-based analysis carried out by the GRACE team. These scores range from +++ (maximum) to NC (Not Considered). This Gender Account Score is made up by two dimensions: Female Participation and Gender Dimension.

The instrument was originally created by G. Joliff-Bottrell (DG RTD). GRACE Team has modified the scope and content of the original instrument and has applied it to the requirements of this Monitoring Study.

Gender Account Score - Female Participation (GAS-WP): Score given to a project depending on:
• The gender balance in the project at each level of decision-making
• The work planned and done to promote female participation in a quantitative (numbers only) and qualitative way (level of decision-making).

Gender Account Score - Gender Dimension (GAS-GD): Score given to a project depending on:
• Understanding of gender dimension in the specific research topic of the project, “gender in research objectives” and how to achieve these objectives.
• Coherence between project objectives, the objectives/activities proposed in the Gender Action Plan, and in the part: “Gender aspects in research”.
• In the case that there is no gender aspect to be considered in the project content, the GAS 2-GD should be NA (Not Available).

Gender Action Plan (GAP): Set of measures devoted to better implement Gender issues in projects funded under the Sixth Framework Programme. Including this Plan was mandatory for the New Instruments (Integrated projects and Networks of Excellence), whereas it was optional for Traditional Instruments (Specific Targeted Research Projects, Coordination Actions, Specific Support Actions). The Gender Action Plan consists of the following two sections:
• Measures to support equal opportunities
• Consideration of gender aspects in the context of research

Gender differences: Gender differences between women and men are constructed in a specific society and culture and they imply differences in life patterns, needs, interests, characteristics, situations, etc. Gender differences are learnt from childhood and are not biologically determined.

6 Definitions have been made by the project team, and as they were used in interviews. However they are in line and according to the definitions of the European Commission, Directorate-General for Research, Women and Science Unit.
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  - Measures to support equal opportunities
  - Consideration of gender aspects in the context of research
- Gender differences: Gender differences between women and men are constructed in a specific society and culture and they imply differences in life patterns, needs, interests, characterististics, situations, etc. Gender differences are learnt from childhood and are not biologically determined.

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Definitions have been made by the project team, and as they were used in interviews. However they are in line and according to the definitions of the European Commission, Directorate-General for Research, Women and Science Unit.

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Gender dimension within the research content: This wording is a synonym for “gender aspects in the research itself”. Although the first (gender dimension) was systematically used in the questionnaires for the interviews, the interviewing process showed that many interviewees better understood the phrasing “gender aspects in research”. Both wordings are used as synonyms. The gender dimension of the research content asks whether the research has implications on gender or if gender differences have an impact on objectives, methodologies, activities and results of the research.

Gender equality: Gender equality is established by equal participation of women and men in research, and by integrating a gender dimension into the research content. The Commission defines it as follows: “By gender equality, we want to embrace two different issues: the gender dimension of the research content and the promotion of gender equality by encouraging women’s participation. This can be symbolically represented by the following simple formula: GE=GD+WP (GE: Gender equality, GD: Gender Dimension, WP: Encouraging Women’s participation”). This term was not very frequently used in the interviews. As a general term for expressing the participation of women and men and the gender dimension, this study uses several core concepts in the analysis. In general terms, the definitions/explanations given in this chapter of each of the concepts are the same as those that were commonly used in the interviews and as those that are used in this document.

Gender mainstreaming: To integrate, diffuse and cover gender equality at all levels of FP6, from policy making to its implementation and follow up. The legal basis upon which Parliament and Council defined gender mainstreaming explains that: “…. the activities under this framework programme should strive to promote gender equality in scientific research, in all its forms”. Gender mainstreaming is used within this study as a concept that integrates both the participation of women and the gender dimension of the research content. In order not to confuse interviewees with too many different concepts, the term “gender mainstreaming” was used systematically in the questions of the interviews.

Male Success Rate: Ratio of submitted proposals coordinated by men selected for funding.

Overall Success Rate: Ratio of submitted proposals selected for funding.

Positive discrimination: Within the context of and for equal participation in employment, giving priority to either men or women with the same qualifications, expertise and professional experience, in order to equally represent both sexes.

Sex: Complementary to the gender concept, sex expresses the “biological nature of women” and the “biological nature of men”. If the concept of gender tackles “what it means to be women”, the sex concept tackles “what is a woman”.

Women as stakeholders, end-users and beneficiaries of the projects: This concept was introduced into the study in order to permit an analysis of the horizontal character of the projects analysed. As projects tackle a great variety of different research sectors and instruments, the concept looks at the way women have been integrated as a target group.

Women’s participation in research: This concept expresses both the number of women working in research and their level of responsibility or position(s).

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A series of gender monitoring studies were launched during FP6 (five lots each covering several activity areas, a separate study for DG INFSO and a coordination contract) designed to monitor progress towards gender equality and gender relevance awareness in FP6. The studies examine both the participation of women in FP6 activities and the gender dimension of the research content, the aim being to assess the success of current gender mainstreaming strategies and to provide recommendations for future activities in this field.

This report presents the results of the study for activities supporting the development of Research Infrastructures in Europe which cover a wide spread of scientific areas. The funding of research activities is limited in this Activity area that is mostly aimed at promoting networking and developing the transnational access of researchers to research infrastructures. The study shows that gender mainstreaming in the funded projects is to be further promoted whatever the scientific field. It also illustrates the still limited representation of women in high level management as well as the need to question the relevance of gender dimension at the early stage of the design of research infrastructures.