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 specific SME activities. The horizontal research activities, Co-operative Research and Collective Research, are specific schemes for SMEs which address primarily the large community of SMEs with capacity to innovate but with limited research capabilities. The study shows that female participation in the funded projects is quite low compared to participation in other activities. In addition, measures identified to enhance the participation of women tend to decrease in the course of the Framework Programme. The analysis also illustrates the need to increase the awareness and knowledge on benefits associated with the integration of gender dimension in the wide spread of fields covered by the projects.
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Monitoring progress towards Gender Equality
in the Sixth Framework Programme

Executive Summary

SME Activities

A study for the European Commission
by the GRACE Consortium
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Executive Summary: SME Activities

Monitoring Progress Towards Gender Equality in the Sixth Framework Programme

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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;
- 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 “Horizontal research activities involving SMEs” Activity Area for FP6 as a whole.

SMEs play a crucial role in European competitiveness and job creation, not only because they represent the overwhelming majority of enterprises in Europe (SMEs represent 99% of European enterprises1, but also because they are the source of change in new markets.

There are two SME-specific research actions: Co-operative research (CRAFT), and Collective research.

- Co-operative research (CRAFT) supports individual or small groups of innovative SMEs with no research facilities of their own. It brings together smaller players from different countries with a specific research objective or need and then assigns a large part of the required work to R&D performers.
- Collective research activities support industrial associations and groupings representing SMEs. The aim is to improve the overall competitiveness of large communities of SMEs and R&D intensive sectors. Collective research activities are also assigned to R&D performers. However, in this case, the benefit to SMEs is more indirect and the participants involved are different.

A total budget of €430 million has been allocated to these specific themes. Furthermore, in FP6 great importance is attached to the participation of SMEs in the 7 Priority Thematic Areas of FP6. Finally, there are Economic and Technological Intelligence (ETI) actions, which are part of the support actions for SME participation in European Research Activities.

For this monitoring study, only specific SME activities financed under FP6 were studied. The following table shows the list of calls that was analysed within each of the three Monitoring Rounds of the study. As can be seen, all the calls related to “specific SME activities” published in FP6 were monitored.

Table 1: List of calls analysed under the Monitoring study

<table>
<thead>
<tr>
<th>Monitoring round 1</th>
<th>Monitoring round 2</th>
<th>Monitoring round 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>FP6-2002-SME-1 Co-operative research projects</td>
<td>FP6-2003-SME-1 Co-operative research projects</td>
<td>FP6-2004-SME-COOP Co-operative research projects</td>
</tr>
<tr>
<td>FP6-2002-SME-2 Collective research projects</td>
<td>FP6-2003-SME-2 Collective research projects</td>
<td>FP6-2004-SME-COLL Collective research projects</td>
</tr>
<tr>
<td>FP6-2003-SME-3 Specific Support Actions</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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 phase 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.

---

1 Eurostat, Commission Communication on Modern SME policy for Growth and Employment (2005)
Monitoring Progress Towards Gender Equality in the Sixth Framework Programme

1 · Introduction

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<tbody>
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</tr>
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</tr>
<tr>
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<td>FP6-2003-SME-3 Specific Support Actions</td>
<td>FP6-2003-SME-3 Specific Support Actions</td>
</tr>
</tbody>
</table>

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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 focussed 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.

The next tables show, in figures, the number of projects that were screened by the GRACE team, the number of FP6 stakeholders interviewed, and the projects considered as best practices that were followed-up.

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

<table>
<thead>
<tr>
<th>Monitor. Round</th>
<th>Call</th>
<th>Number of Projects Funded</th>
<th>Number of Abstracts Screened</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-SME-1</td>
<td>22</td>
<td>221</td>
<td>221</td>
<td>0</td>
<td>14</td>
</tr>
<tr>
<td>MR2</td>
<td>FP6-2003-SME-1</td>
<td>92</td>
<td>92</td>
<td>92</td>
<td>9</td>
<td>9</td>
</tr>
<tr>
<td>MR3</td>
<td>FP6-2004-SME-COOP</td>
<td>34</td>
<td>34</td>
<td>34</td>
<td>27</td>
<td>10</td>
</tr>
</tbody>
</table>

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>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>CANNABIS (Cooperative)</td>
</tr>
<tr>
<td></td>
<td>CINDERELLA (Collective)</td>
</tr>
<tr>
<td></td>
<td>ALADDIN (Cooperative)</td>
</tr>
<tr>
<td></td>
<td>BIPROS (Collective)</td>
</tr>
</tbody>
</table>

This document summarises the major findings of the study and provides a set of conclusions and recommendations.
Monitoring Progress Towards Gender Equality in the Sixth Framework Programme

Executive Summary: SME Activities

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
- Call for Proposals text
- Guide for Proposers
- Guidance Notes for Evaluators
- Negotiation Guidelines
- Contract Preparation Forms Guidelines
- 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. When available, 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 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.

This document summarises the major findings of the study and provides a set of conclusions and recommendations.

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<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Monitor Round</td>
<td>MR1</td>
<td>MR2</td>
<td>MR3</td>
<td>MR1</td>
<td>MR2</td>
<td>MR3</td>
<td>MR3</td>
</tr>
<tr>
<td>Number of Projects</td>
<td>231</td>
<td>92</td>
<td>89</td>
<td>22</td>
<td>21</td>
<td>3</td>
<td>34</td>
</tr>
<tr>
<td>Funded</td>
<td>22</td>
<td>21</td>
<td>3</td>
<td>2</td>
<td>3</td>
<td>3</td>
<td>34</td>
</tr>
<tr>
<td>Number of Abstracts</td>
<td>231</td>
<td>92</td>
<td>89</td>
<td>22</td>
<td>21</td>
<td>3</td>
<td>34</td>
</tr>
<tr>
<td>Screened</td>
<td>0</td>
<td>9</td>
<td>89</td>
<td>0</td>
<td>5</td>
<td>3</td>
<td>34</td>
</tr>
<tr>
<td>Number of Projects</td>
<td>14</td>
<td>9</td>
<td>27</td>
<td>8</td>
<td>9</td>
<td>2</td>
<td>27</td>
</tr>
<tr>
<td>Screened</td>
<td>0</td>
<td>9</td>
<td>27</td>
<td>0</td>
<td>5</td>
<td>3</td>
<td>27</td>
</tr>
<tr>
<td>Number of Project</td>
<td>8</td>
<td>6</td>
<td>27</td>
<td>0</td>
<td>6</td>
<td>3</td>
<td>27</td>
</tr>
<tr>
<td>Coordinators Contacted</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Number of Project</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Coordinators Interviewed</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
Executive Summary: SME Activities

Costs for “Overseeing the gender equality in the project” can be charged and are reimbursed. No mention is made with regards to the Promotion of Female Participation.

Addresses Female Participation in a general way: the Commission has adopted an equal opportunities policy and on this basis women are encouraged to participate. Women are particularly encouraged to participate in the submission of proposals. However, 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 no reference, explicit or implicit, to female participation.

Hypothesis: Opportunities to encourage Female Participation differ per Instrument

In this section, the analysis focuses on the relationship between the type of instrument and the potential opportunities for the promotion of female participation. There are some measures that could be implemented in all projects, regardless of the instrument. Examples include flexible working arrangements and the availability of care facilities for both men and women. In all projects, it is also important to encourage the participation of women, both quantitatively and qualitatively.

As the activities implemented in a project vary per instrument, female participation strategies should reflect these differences. For an instrument that focuses mainly on co-ordination and dissemination, female participation should be promoted in the associated activities (i.e. workshops and conferences). It is therefore important that one assess work performed to increase the participation of women in light of the specific instrument.

This section presents an analysis of the possibilities on offer when one looks at the three different instruments that support the “Horizontal research activities involving SMEs” Activity Area.

Cooperative Research

Co-operative Research projects may address any research topic across the whole field of science and technology. One of the objectives is to facilitate trans-national co-operation in research between SMEs, research institutions and other organisations. Furthermore, they are relatively short-term, as the duration is at least one year and a maximum of two years.

Concerning the analysis of the promotion of female participation in Cooperative Research projects, two factors are important to consider. Firstly, research areas and topics are determined by a bottom-up approach and not prior to the launch of calls. It is well-known that in some scientific fields and areas, the presence of women is less strong than in others. The gender balance within projects is highly dependent on the area in which the project is implemented. As the areas funded are not known beforehand, it makes no sense to set a target for the proportion of women in a Cooperative Research project. The need to encourage female involvement differs per project, depending on the area of the project.

The second factor that shapes the opportunities to promote female participation in Cooperative Research projects is the second factor that shapes the opportunities to promote female participation in Cooperative Research projects is the number of Project Coordinators. The smaller the team of Co-ordinators, the fewer opportunities there are to encourage gender balance in project management.

The main difference with Cooperative Research projects is that Collective Research projects address topics that concern entire industrial sectors of SME associations. As stated above, dissemination to all stakeholders in a target sector is an important activity in Collective Research projects. Therefore, female participation should be considered in project dissemination events and conferences. Women should be encouraged to speak and serve as chair during dissemination events.

However, equal note needs to be made of the fact that the opportunity to attract women to a project depends on the availability of women in the scientific area of the project.

Collective Research

Collective Research projects may address pre-normative research issues, technological problems related to the development and implementation of legislation, and technological problems of entire industrial sectors that could not possibly be addressed by Co-operative Research projects. The dissemination of results to large communities of SMEs and the training of staff from SMEs and Industrial Associations/Groupings are expected to be major components of these projects. Collective Research Projects are substantial projects of 2 to 3 years duration, conducted on a European level.

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However, equal note needs to be made of the fact that the opportunity to attract women to a project depends on the availability of women in the scientific area of the project.
2.1.1 Female Participation

Desk-based research: Encouragement of Female Participation in FP6 Documents

Aspect under analysis: Integration/Encouragement of Female Participation

<table>
<thead>
<tr>
<th>Document</th>
<th>Findings</th>
</tr>
</thead>
<tbody>
<tr>
<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. Women are particularly encouraged to participate in the submission of proposals. However, 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 no reference, explicit or implicit, to female participation.</td>
</tr>
<tr>
<td>Work Programme</td>
<td>No mention is made with regards to the Promotion of 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 instrument. References to gender are the same in all Guides for Proposers. The meaning of “gender issue” is explained in Annex 4. This Annex is mainly focused on promoting and explaining what is meant and intended by the integration of the gender dimension in the project activities. With regard to female participation, the text only refers to the need to encourage the participation of women in the research. Guidelines for Part B of the proposals do not mention the issue any further 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 help reinforce the messages.</td>
</tr>
<tr>
<td>Guidance Notes for Evaluators</td>
<td>This document is call-specific. For both calls, gender issues are mentioned under “horizontal issues” to be addressed” (in the individual assessment reports). Furthermore, “gender” is mentioned as an issue to be commented on, if necessary under “Overall Remarks” (in the consensus reports). 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.</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 the partners can include these costs in their budget.</td>
</tr>
<tr>
<td>Model Contracts</td>
<td>Addresses the topic under General Conditions.</td>
</tr>
<tr>
<td>CPF Guidelines</td>
<td>“Overseeing the promotion of gender equality” is one of the consortium management activities.</td>
</tr>
<tr>
<td>Negotiation Guidelines</td>
<td>No special mention is made.</td>
</tr>
<tr>
<td>Reporting Guidelines</td>
<td>Implemented measures are to be reported on, via a questionnaire at the end of the first reporting period onward at the end of the project.</td>
</tr>
</tbody>
</table>

In general, “Overseeing Gender Equality” is a task to be developed by the Project Management of the projects. The main documents elaborated by the Commission as 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”. There are no differences between different calls or instruments.

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 way 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.

Some of the project coordinators interviewed highlighted “budgetary constraints” as one of the major obstacles to implementing measures to enhance the participation of women. The “Financial Guidelines” clearly state that project partners can include the costs incurred in “Overseeing Gender Equality” in the project under “Management Costs”. Should the 7% established for Management Costs be exceeded, these costs can be charged to other tasks in the Work Plan.

As can be seen in Figure 2 (page 15), 45% of the projects screened have not implemented measures to enhance/promote female participation, even though the Female Participation rate is very low in all of the calls. The number of Female Project Coordinators is not high and is significantly lower than the rate obtained in any other Activity Area.

Hypothesis: Opportunities to encourage Female Participation differ per instrument

In this section, the analysis focuses on the relationship between the type of instrument and the potential opportunities for the promotion of female participation. There are some measures that could be implemented in all projects, regardless of the instrument. Examples include flexible working arrangements and the availability of care facilities for both men and women. In all projects, it is also important to encourage the participation of women, both quantitatively and qualitatively.

As the activities implemented in a project vary per instrument, female participation strategies should reflect these differences. For an instrument that focuses mainly on coordination and dissemination, female participation should be promoted in the associated activities (i.e. workshops and conferences). It is therefore important that one assess work performed to increase the participation of women in light of the specific instrument.

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The second factor that shapes the opportunities to promote female participation in Cooperative Research projects is the nature of the project. Cooperative Research projects are short-term, the opportunities to improve the gender balance through recruitment during the project are limited. Therefore, an equal opportunities policy in the recruitment process at the beginning of the project is of utmost importance. Furthermore, the short duration of Cooperative Research projects limits the ability to contribute to the career enhancement of female staff. Therefore, a good gender balance at all levels of decision-making should be a target at the initial recruitment stage in a project.

Collective Research

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The main difference with Cooperative Research projects is that Collective Research projects address topics that concern entire industrial sectors of SME associations. As stated above, dissemination to all stakeholders in a target sector is an important activity in Collective Research projects. Therefore, female participation should be considered in project workshops and conferences. Women should be encouraged to speak and serve as chair during dissemination events. However, equal note needs to be made of the fact that the opportunity to attract women to a project depends on the availability of women in the scientific area of the project.
Specific Support Actions are aimed at improving the research and innovation capacity of SMEs through the preparation of future actions, by supporting policy, and the dissemination of results. Research activities are not funded. Activities that are funded in an SSA include: meetings, seminars, workshops, studies, publications, scientific awards, competitions and the management of the consortium. The duration of an SSA is variable; an SSA project can range between 9 months and 2.5 years. These activities are especially useful for giving a woman’s career a little ‘push’. The activities of an SSA generally involve visibility. Female participation in an SSA includes attendance in meetings, seminars, and workshops, and possibly chairing them. Furthermore, participation should also involve ‘acknowledgement’, for instance by publishing the results of research done or in the competition for scientific awards.

Female Participation in the Evaluation Process

Table 4: Female participation in evaluation panels

<table>
<thead>
<tr>
<th>Document</th>
<th>Findings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Call Text</td>
<td>The integration of the &quot;gender dimension&quot; is not specifically addressed.</td>
</tr>
<tr>
<td>Work Programme</td>
<td>The &quot;gender dimension&quot; is not considered in the Work Programme.</td>
</tr>
<tr>
<td>Guide for Proposers</td>
<td>There is one Guide for Proposers per instrument. References to gender are the same in all Guides for Proposers. Gender issues, if appropriate, should be covered under the chapter &quot;Other Issues&quot; within Part B of the proposal. This document includes a specific annex (Annex 4) addressing the integration of the gender dimension in FP6 projects. This Annex provides some interesting hints on the different options available for integrating &quot;gender&quot; in projects. Annex 4 states that research must address women’s needs, as much as men’s needs and that research must be carried out to contribute to an enhanced understanding of gender issues. Each proposal must question systematically whether, and in what sense, sex and gender are relevant in the objectives and in the methodology of the proposal.</td>
</tr>
<tr>
<td>Guidance Notes for Evaluators</td>
<td>This document is call specific. For both calls, gender issues are mentioned under &quot;horizontal issues to be addressed&quot; (in the individual assessment reports). Furthermore, “gender” is mentioned as an issue to be commented on, if necessary under “Overall Remarks” (in the consensus reports). 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.</td>
</tr>
<tr>
<td>Financial Guidelines</td>
<td>Not mentioned.</td>
</tr>
<tr>
<td>Model Contracts</td>
<td>Not mentioned.</td>
</tr>
<tr>
<td>CPF Guidelines</td>
<td>Not mentioned.</td>
</tr>
<tr>
<td>Negotiation Guidelines</td>
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</tr>
<tr>
<td>Reporting Guidelines</td>
<td>Activities to integrate gender dimension, if applicable, are to be reported on via a questionnaire at the end of the first reporting period or/and at the end of the project.</td>
</tr>
</tbody>
</table>

As can be seen, though the target of 40% was not reached, a positive year-by-year increase has been noted. In 2004 and 2005, participation almost reached 40%.

As can be seen in the table above, for Cooperative and Collective projects, the “gender issues” section in a proposal has been removed from the description of work. In the description of work, gender aspects are to be considered in terms of their impact on the project activities and results. The impact of gender is to be explained under the “Potential Impact” chapter. This is an interesting approach as it manages to provide proposers with concrete guidelines on how to address “gender issues” within the project.

Moreover, it means that during the negotiation process (preparation of the contractual documents), project partners are made to re-think, further elaborate on or at least consider the gender dimension in their projects. The screening of funded projects reveals that for 40% of projects, gender is relevant, but has not been taken into account at all. Case study analysis reveals that in many cases, gender related objectives included in the Technical Annex are simply not developed during the implementation phase.

The interviews held with Project Coordinators indicate that there is confusion surrounding the concept of “Gender Dimension” and the issue of how to integrate gender in projects. In many cases, the project coordinators interviewed could not see the benefits that can be derived from the integration of gender in their project activities.
SSA

Specific Support Actions are aimed at improving the research and innovation capacity of SMEs through the preparation of future actions, by supporting policy, and the dissemination of results. Research activities are not funded. Activities that are funded in an SSA include: meetings, seminars, workshops, studies, publications, scientific awards, competitions and the management of the consortium. The duration of an SSA is variable; an SSA project can range between 9 months and 2.5 years.

These activities are especially useful for giving a woman’s career a little ‘push’. The activities of an SSA generally involve visibility. Female participation in an SSA includes attendance in meetings, seminars, and workshops, and possibly chairing them. Furthermore, participation should also involve ‘acknowledgement’, for instance by publishing the results of research done or in the competition for scientific awards.

Female Participation in the Evaluation Process

Table 4: Female participation in evaluation panels

<table>
<thead>
<tr>
<th>SME Activities</th>
<th>Overall 2003</th>
<th>Overall 2004</th>
<th>Overall 2005</th>
<th>Overall 2006</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>33%</td>
<td>38%</td>
<td>37%</td>
<td>ND</td>
</tr>
</tbody>
</table>

Source: data provided by EC services - W&S Unit

As can be seen, though the target of 40% was not reached, a positive year-by-year increase has been noted. In 2004 and 2005, participation almost reached 40%.

2.1.2 · Gender Dimension

Desk-based research: Encouragement of the integration of the Gender Dimension in FP6 documents

<table>
<thead>
<tr>
<th>Aspect under analysis:</th>
<th>Integration of the Gender Dimension</th>
<th>Findings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Document</td>
<td>Call Text</td>
<td>The integration of the “gender dimension” is not specifically addressed.</td>
</tr>
<tr>
<td>Work Programme</td>
<td>Work Programme</td>
<td>The “gender dimension” is not considered in the Work Programme.</td>
</tr>
<tr>
<td>Guide for Proposers</td>
<td>Guide for Proposers per instrument.</td>
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<td></td>
</tr>
<tr>
<td>Financial Guidelines</td>
<td>Not mentioned.</td>
<td></td>
</tr>
<tr>
<td>Model Contracts</td>
<td>Not mentioned.</td>
<td></td>
</tr>
<tr>
<td>CPF Guidelines</td>
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<tr>
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</tr>
<tr>
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<td></td>
</tr>
</tbody>
</table>

As can be seen in the table above, for Cooperative and Collective projects, the “gender issues” section in a proposal has been removed from the description of work. In the description of work, gender aspects are to be considered in terms of their impact on the project activities and results. The impact of gender is to be explained under the “Potential Impact” chapter. This is an interesting approach as it manages to provide proposers with concrete guidelines on how to address “gender issues” within the project.

Moreover, it means that during the negotiation process (preparation of the contractual documents), project partners are made to re-think, further elaborate on or at least consider the gender dimension in their projects.

The screening of funded projects reveals that for 40% of projects, gender is relevant, but has not been taken into account at all. Case study analysis reveals that in many cases, gender related objectives included in the Technical Annex are simply not developed during the implementation phase.

The interviews held with Project Coordinators indicate that there is confusion surrounding the concept of “Gender Dimension” and the issue of how to integrate gender in projects. In many cases, the project coordinators interviewed could not see the benefits that can be derived from the integration of gender in their project activities.
Executive Summary

SME Activities

Hypothesis: The Gender Dimension depends on the Instrument and Research Topic.2

The combination of the research topic and the instrument used are the most important determinants for the relevance of the gender dimension. Instruments in which research activities are not funded reflect on gender dimension in a different way; the gender relevance is to be sought in their horizontal activities (i.e. coordination activities and dissemination activities).

In the following section, the analysis focuses on the specific research topics (if relevant) and the instruments used in the calls. The analysis is based on the work programmes and call texts, and sheds light on whether the themes and topics in these three calls are gender relevant in the first place or not. If yes, the GAS analysis of the projects asks how well the gender dimension was integrated in the relevant projects, based on the analysis below.

Gender Dimension in Cooperative and Collective Research projects

The areas for which the gender dimension was relevant, in the projects funded in the different calls under analysis, ranged from the design of orthopaedic implants to mobile technology. This shows that the possible relevancy of gender differences is not only applicable to areas that are concerned with health.

In a more general way, both Cooperative and Collective Research projects carry out research in the interest of SMEs. For the results and outcomes of this research to benefit all stakeholders involved in SMEs or SME associations/groupings, the gender dimension should be considered when validating and disseminating results. Additionally, within the research carried out, the relevance of gender differences impacting needs and requirements is another factor that should be considered, to ensure that optimal results for all beneficiaries are achieved.

Gender Dimension in SSAs

As research activities are not funded in SSAs, the gender dimension applies to the support activities that are covered by SSAs. Depending on the topic or theme of the project, the gender dimension may be relevant to the content of meetings, workshops, studies, and the dissemination of information and good practices. Furthermore, SSA activities achieve better targeted results when gender differences are considered in the transfer of information and the dissemination of results. The appropriated means and tools through which information is disseminated should consider the differences between men and women. Gender difference considerations could greatly enhance effectiveness, in terms of how certain topics are addressed and how messages are formulated to reach and impact target audiences.

Gender in the Evaluation Process

The Commission has provided the GRACE team with the Evaluation Summary Reports for most of the evaluated proposals.

Overall, very few references to gender can be found in the Evaluation Summary Reports for the proposals. In most cases, remarks were made in the “Overall Remarks” section. For several projects, the evaluators stated that “gender issues should be better taken into account in the project”, or “the project promotes the participation of women” and also “the project recognises that there is a problem concerning the participation of women, so some efforts will be made to include more women”.

Most of the evaluation reports with references to “gender dimension” correspond to proposals with a thematic area in close relation to “health issues”. In these reports, the consideration given to gender differences and the fact that they are addressed in the research work are both factors that were positively viewed in the evaluation, and in some cases, vague recommendations were given: “more attention could be paid to differences in adipose tissue and gender effects on obesity”.

Although it is difficult to generalise, considering the low number of references to gender, there seems to be a direct relation between the scientific area and the relevance given to “gender dimension” during the evaluation process. It seems that “gender dimension” is positively highlighted when it is relevant for the research results of the proposal.

Furthermore, the Evaluation Summary Reports that include references to Gender usually correspond to proposals/projects in which explicit references to Gender were included.

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 as 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 regard 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.

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>+</td>
<td>Not Satisfactory</td>
<td>Not Satisfactory</td>
</tr>
<tr>
<td>NC</td>
<td>-</td>
<td>Not Applicable</td>
</tr>
</tbody>
</table>

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Table 6: Number of projects screened

<table>
<thead>
<tr>
<th>Monitoring Round CALL</th>
<th>Number of Projects Contacted</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>Total MR3</td>
<td>123</td>
<td>123</td>
<td>37</td>
<td>27</td>
</tr>
<tr>
<td>FP6-2004-SME-Coll</td>
<td>34</td>
<td>34</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td>FP6-2004-SME-Coop</td>
<td>89</td>
<td>89</td>
<td>27</td>
<td>27</td>
</tr>
<tr>
<td>FP6-2003-SME-3</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>FP6-2003-SME-2</td>
<td>21</td>
<td>21</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>FP6-2003-SME-1</td>
<td>92</td>
<td>92</td>
<td>9</td>
<td>9</td>
</tr>
<tr>
<td>Total NR2</td>
<td>116</td>
<td>116</td>
<td>17</td>
<td>10</td>
</tr>
<tr>
<td>FP6-2002-SME-2</td>
<td>22</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>FP6-2002-SME-1</td>
<td>231</td>
<td>0</td>
<td>0</td>
<td>8</td>
</tr>
<tr>
<td>Total NR1</td>
<td>253</td>
<td>0</td>
<td>14</td>
<td>8</td>
</tr>
<tr>
<td>NA</td>
<td>Not Applicable</td>
<td>Not Applicable</td>
<td>Not Applicable</td>
<td>Not Applicable</td>
</tr>
</tbody>
</table>

1Gender Account Score (GAS): The instrument was originally created by G. Jathi-Rentell (Research Dimensions General). The GRACE Team has modified the scope and content of the original instrument and has applied it to the requirements of this Monitoring Study.
Executive Summary:

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</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>
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</tbody>
</table>

Table 6 : Total Number of projects screened

<table>
<thead>
<tr>
<th>Monitoring Round</th>
<th>Number of Funded Projects</th>
<th>Number of Projects Screened</th>
<th>Number of Project Coordinators Interviewed</th>
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</tr>
</thead>
<tbody>
<tr>
<td>FP6-2002-SME-1</td>
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<td>0</td>
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<td>8</td>
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<tr>
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<td>231</td>
<td>0</td>
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<td>8</td>
</tr>
<tr>
<td>FP6-2003-SME-1</td>
<td>116</td>
<td>17</td>
<td>17</td>
<td>10</td>
</tr>
<tr>
<td>FP6-2003-SME-2</td>
<td>92</td>
<td>9</td>
<td>9</td>
<td>6</td>
</tr>
<tr>
<td>FP6-2003-SME-3</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>Total MR1</td>
<td>123</td>
<td>123</td>
<td>37</td>
<td>37</td>
</tr>
<tr>
<td>FP6-2004-SME-Coop</td>
<td>89</td>
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</tr>
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Executive Summary: SME Activities

Gender Account Score (GAS): The instrument was originally created by G. Jüllof-Beutel (ResearchDimensions-General). The GRACE Team has modified the scope and content of the original instrument and has applied it to the requirements of this Monitoring Study.

Executive Summary: SME Activities
Executive Summary: SME Activities

2.2.1 · Female Participation in figures

The next figure provides a graphical representation of the evolution of Female Participation in the “Horizontal Activities Involving SMEs” Activity Area.

Figure 1: Female participation per call

Data from calls FP6-2002-SME-2 and FP6-2003-SME-3 SSA are not included in Figure 1 as there is only partial data available. As can be seen, average female participation rates are quite stable for both Cooperative (10%) and Collective (around 15%) research projects.

The overall success rate for proposals within this Activity Area is 11.15% (below the 18% rate for FP6 as a whole). The success rate for Male Coordinated proposals is slightly above the overall rate. The success rate for Female Coordinated proposals is 9%.

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 half of the partner organisations are SMEs and the other half research institutions and universities. A majority of the projects are coordinated by an SME.

One might therefore have expected the Female Participation rate for the different calls monitored to be similar to the average number of female researchers in Europe (29%), and the rate of Female Project Coordinators that is similar to the average number of middle management positions occupied by women in SMEs.

According to Sho Figures4, the average number of Female Researchers in Europe is 29%. Different studies establish the percentage of women adopting management positions in SMEs to be around 17%.

Table 7: Reference data to assess figures on Female Participation

<table>
<thead>
<tr>
<th>Aspect</th>
<th>Reference Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female Participants</td>
<td>Unsatisfactory: Ratio below 29%</td>
</tr>
<tr>
<td></td>
<td>Satisfactory: Ratio above 29%</td>
</tr>
<tr>
<td>Female Project Coordinators</td>
<td>Unsatisfactory: Ratio below 17%</td>
</tr>
<tr>
<td></td>
<td>Satisfactory: Ratio above 17%</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 participant organisation. 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.

The data on the number of proposals and projects coordinated by women is accurate and the figure is also very low. The Hoppenedt study “Women in Management” shows that the percentage of female managers is higher than in smaller companies. Whilst the ratio of female to male managers stood at 11.8% in larger companies, small and medium sized companies displayed female ratios of 17%. In small companies, more than a third of all managers at the second level of management are women.

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.

Figure 2: Distribution of GAS-WP

According to the information shown in Figure 2, the percentage of projects that do not implement any measure (projects rated as “Not Satisfactory”) increases with the evolution of Framework Programme 6. In the last two calls, the percentage of projects rated as “Not Satisfactory” was 50%, versus 20% for the first two calls. This percentage is quite similar for both Cooperative and Collective Research Projects.

A slight difference can be observed in 2003 calls. In this case, though the percentage of “Not Satisfactory” is the same, measures proposed by Collaborative Research Projects (80% Good GAS) appear to be more consistent than measures proposed by Cooperative projects (20% Good GAS).

Sources:
- Statistical Data provided by the EC Services – W&S Unit
- Women and Science Statistics and Indicators; European Commission – Directorate General for Research

Executive Summary: SME Activities
Executive Summary:
Assessment Rate vs Target

Unsatisfactory
14
10.00%
12.00%
14.00%
16.00%
18.00%
20.00%
0.00%
2.00%
4.00%
6.00%
8.00%
10.00%
12.00%
14.00%
16.00%
18.00%
20.00%
Figure 1: Female participation per call in involving SMEs’ Activity Area.

The next figure provides a graphical representation of the evolution of Female Participation in the “Horizontal Activities involving SMEs” Activity Area.

Data from calls FP6-2002-SME-2 and FP6-2003-SME-3 SSA are not included in Figure 1 as there is only partial data available. As can be seen, average female participation rates are quite stable for both Cooperative (10%) and Collective (around 15%) research projects.

The overall success rate for proposals within this Activity Area is 11.15% (below the 18% rate for FP6 as a whole). The success rate for Male Coordinated proposals is slightly above the overall rate. The success rate for Female Coordinated proposals is 9%.

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 half of the partner organisations are SMEs and the other half research institutions and universities. A majority of the projects are coordinated by an SME.

One might therefore have expected the Female Participation rate for the different calls monitored to be similar to the average number of female researchers in Europe (29%), and the rate of Female Project Coordinators that is similar to the average number of middle management positions occupied by women in SMEs.

According to the information shown in Figure 2, the percentage of projects rated as “Not Satisfactory” increases with the evolution of Framework Programme 6. In the last two calls, the percentage of projects rated as “Not Satisfactory” was 50%, versus 20% for the first two calls. This percentage is quite similar for both Cooperative and Collective Research Projects.

A slight difference can be observed in 2003 calls. In this case, the percentage of “Not Satisfactory” is the same, measures proposed by Collaborative Research Projects (80% Good GAS) appear to be more consistent than measures proposed by Cooperative projects (20% Good GAS).
In the last two calls, percentages are quite similar and even Cooperative Projects present slightly better behaviour. In relation to the measures applied, slight differences can be seen in the approaches taken in both types of projects. SSA projects cannot be assessed properly, because in FP6, there has only been one call with 3 projects.

**Collective Research Projects**

There are some projects with interesting thoughts and views on how to improve the participation of women in the sector. These projects address the promotion of female participation both on a quantitative level and qualitative level. The latter refers to achieving a healthy gender balance, including in middle and higher management positions.

There are some projects that establish a direct link between the increase of female participation in a working/research area and an improvement of working conditions in such an area (i.e. reduction of physically heavy working conditions; creation of new job profiles in the area). Therefore, there are some projects whose goal/result, if appropriately managed, may have a direct impact on the participation of women.

**Cooperative Research Projects**

There are projects with good gender action plans. According to the information provided in the projects, measures are designed to overcome two major issues identified by the project partners.

**Issue 1.- Under-representation of women, due to the lack of sufficiently trained women in the areas of research, and due to the working conditions in the area.**

The most popular measures implemented in projects in order to overcome this problem are:

- The creation of family-friendly working conditions, i.e. giving workers the freedom to choose where and when to work by allowing more teleworking from remote locations and from home. These flexible working conditions aim to enable a combination of career and family life, and this generates a higher rate of female professionals.
- Role modelling and mentoring.
- Awareness raising and promotion activities to raise interest in research work amongst female pupils and students.
- Examples of such promotion activities are annual “Girls Days” and visits to research laboratories.
- Incorporation of new technologies that are gender-friendly.

**Issue 2.- Discrimination. The pay gap: A different salary for the same job.**

Some measures implemented are:

- The establishment of a quota to be implemented during recruitment and during the assignment of project tasks.
- Monitoring the salary policy of the different partners.

**Specific Support Actions (FP6-SME-3)**

There is only one call and this call only features 3 funded projects. One of the three SSA projects analysed did not consider the promotion of female participation at all. In the interview, the Project Coordinator acknowledged that “they indeed could have done more to promote the participation of women”.

The other two projects showed a general awareness of the importance of gender equality, but did not propose any concrete measures. It was stated that the principles of equal opportunities would be respected. In the interviews with the Project Coordinators, the diversity of teams was commonly mentioned as the added-value derived from an increase in female participation. Diversity in teams contributes to problem-solving, in terms of creativity and having various views and opinions. In most of the cases, the “promotion of female participation” is the responsibility of project management. In a few cases, dedicated structures were created. In some cases an Equal Opportunities Officer was appointed to oversee the promotion of gender equality in the project.

### 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.

As shown in the next figure, the analysis reveals that gender dimension is relevant for 60% of the projects screened, and that has been taken into account in 20% of the projects screened.

![Figure 3: Distribution of GAS – Gender Dimension per call](image-url)

No improvements in “gender dimension integration” were observed in projects as the Framework Programme has evolved, as was also the case for the “promotion of female participation”. The percentage of “Good” projects during the first two calls ranged between 30 and 40%. In the last two calls, the figures lie roughly at 10%. This difference may be partially influenced by the fact that the percentage of projects screened during the first two calls (15%) was significantly lower than the percentage of projects screened in the last two calls (100%).

An analysis of the last two calls (FP6-2004-SME-Coop and FP6-2004-SME-Coll, analysed in MR3) reveals a similar distribution of the GAS GD assigned for both Collective and Cooperative research projects. Major differences are found in the percentage of “Not applicable” rated projects. In the case of Cooperative research projects, the percentage is above 40%, whereas in the case of Collective research projects, it is around 20%. This difference is due to the thematic area covered by the projects.

Analysis of the thematic area covered by the projects screened during MR3 shows a different thematic coverage for each call, and therefore per instrument. On the basis of their activity coder(s), the projects were assigned to one of the following thematic groups: information and communication technologies (ICT), life science (food, agriculture/fishery, health and biotechnology), sustainable development (transport, environment, energy) and materials and processes. As can be seen in Figure 4, in the case of FP6-2004-SME-Coop, there is a similar distribution of projects among the 4 thematic groups. In the case of FP6-2004-SME-Coll, 2 thematic groups, “Life Science” and “Materials and Processes” contain 90% of the projects.

On the basis of the GAS score assigned to the projects screened, we calculate the relevance of the gender dimension to each thematic group in the calls analysed. The gender dimension is especially relevant to the “Life science” and “Materials and processes” thematic groups, and these two groups also present the highest proportion of projects that have not integrated the gender dimension to its full extent.
Executive Summary

In the last two calls, percentages are quite similar and even Cooperative Projects present slightly better behaviour. In relation to the measures applied, slight differences can be seen in the approaches taken in both types of projects. SSA projects cannot be assessed properly, because in FP6, there has only been one call with 3 projects.

Collective Research Projects

There are some projects with interesting thoughts and views on how to improve the participation of women in the sector. These projects address the promotion of female participation both on a quantitative level and qualitative level. The latter refers to achieving a healthy gender balance, including in middle and higher management positions.

There are some projects that establish a direct link between the increase of female participation in a working/research area and an improvement of working conditions in such an area (i.e. reduction of physically heavy working conditions; creation of new job profiles in the area). Therefore, there are some projects whose goal/result, if appropriately managed, may have a direct impact on the participation of women.

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• The creation of family-friendly working conditions, i.e. giving workers the freedom to choose where and when to work by allowing more teleworking from remote locations and from home. These flexible working conditions aim to enable a combination of career and family life, and this generates a higher rate of female professionals

• Role modelling and mentoring

• Awareness raising and promotion activities to raise interest in research work amongst female pupils and students.

• Examples of such promotion activities are annual “Girls Days” and visits to research laboratories.

• Incorporation of new technologies that are gender-friendly

Issue 2.- Discrimination. The pay gap: A different salary for the same job.

Some measures implemented are:

• The establishment of a quota to be implemented during recruitment and during the assignment of project tasks.

• Monitoring the salary policy of the different partners

Specific Support Actions (FP6-2003-SME-3)

There is only one call and this call only features 3 funded projects. One of the three SSA projects analysed did not consider the promotion of female participation at all. In the interview, the Project Coordinator acknowledged that “they indeed could have done more to promote the participation of women”.

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On the basis of the GAS score assigned to the projects screened, we calculate the relevance of the gender dimension to each thematic group in the calls analysed. The gender dimension is especially relevant to the “Life science” and “Materials and processes” thematic groups, and these two groups also present the highest proportion of projects that have not integrated the gender dimension to its full extent.
In the 2003 call, there were some projects (2 out of the 5 screened) that received the highest GAS obtainable for the integration of the gender dimension. In these projects, the gender dimension was integrated in the inclusion phase of clinical studies and in the interpretation of the results of the study. The second project made an effort in its dissemination activities to reach female stakeholders. Women were targeted in training sessions, because the outcome of the project is likely to benefit them significantly. Impact studies on gender aspects were also done.

In the 2004 call, none of the projects analysed received the highest score and only 4 out of the 34 projects screened were considered as “Good”.

One of projects with a “Good” GAS, “SAFECHEESE”, seeks to understand consumer response to cheese from unpasteurized milk and to identify naturally occurring lactic acid bacteria that prevent the growth of pathogens. “Gender issues” will be taken into consideration in project activities, such as “consumer research”. In other cases, the “Good” GAS is based on the fact that the results of the project may have a direct impact on the enhancement/promotion of female participation in a male dominated sector. The goal of these projects is the development of “products” or “processes” that will facilitate the incorporation of women into male dominated sectors, such as “manufacturing” or “electronics”. These projects are aware of this impact and will develop activities to ensure such impact is effectively achieved (i.e. dissemination addressing women, training addressing women).

**Specific Support Actions (FP6-2003-SME-3)**

In two of the SSA project analysed, the gender dimension was not considered. For one project, the gender dimension was not relevant.

### 2.3 · Best Practices

#### 2.3.1 · List of Best Practices

On the basis of the information provided in the Technical Annex, a number of projects were selected as best practices either for their work to promote female participation or for integrating the gender dimension. Some of these best practices were monitored during their respective implementation phases.

#### Female Participation

The best practice projects that were selected on the basis of measures implemented to improve/enhance female participation are listed below.

**ALADDIN (Cooperative)**

The full name of this project is Mobile Destination-Management for SME’s. ALADDIN aims to develop a mobile destination system that combines both the provisioning of a Mobile Incoming Tour Operator workspace and a Mobile Content- and Service-Management for Destinations. The Aladdin Destination Management System provides incoming tour operators with an optimised and cost-efficient mobile workspace that supports their business-processes and allows small companies to compete with larger incoming-tour-operators. Additionally, it aims to allow SME’s at the holiday destination, such as local service and commercial companies, to offer their services and content to customers in an attractive and easily accessible way.

Several measures were planned to increase the participation of women. The first measure focussed on generating awareness and raising interest in research work among female pupils/students and women. The reason given by ALADDIN was the under-representation of women, in terms of access to Information and Communication Technologies. Promotion activities, such as an annual “Girls Day” and visits to research laboratories, were also planned. The results of these promotion activities were disseminated to all interested organisations and entities.

Finally, family-friendly work habits were planned. For example, nomadic workers would have the freedom to choose where and when to work, as a result of more teleworking from remote locations and from home being encouraged. These flexible working conditions aimed to facilitate the combination of career and family life, which encourages the incorporation of a higher rate of female professionals.
Executive Summary:

FP6-2004-SME-COLL
Sustainable Life Science

SME Activities

The interviews held with the Project Coordinators reveal that there is noticeable confusion about the concepts and a clear lack of awareness and knowledge on the benefits associated with the integration of the gender dimension and on how to integrate gender in project activities.

Slight differences were found in the approach adopted to integrate the gender dimension into the different instruments.

Cooperative Research

In projects in which it has been taken into consideration, the gender dimension applies to the inclusion of women as active stakeholders in the identification/definition of requirements for the creation of new products and/or processes that could be better adapted to their needs. In some cases, requirements are imposed by biological differences, in others by socio-cultural factors/differences, or by a combination of both.

This is the case of BioProFibre, a Cooperative Research Project that aims to develop a range of cholesterol-reducing foods and demonstrate their effects on humans in a clinical study. In this project, gender differences (biological differences) may affect the impact on the healthiness of food products, and therefore will be taken into consideration when planning the clinical trials. In addition, gender specific needs will be taken into consideration when planning the formulation of innovative foods.

In this type of project, there is a clear relationship between the research area and the degree of gender integration in the research content (i.e. in health projects, gender/sex differences are usually considered) and in general, in the project activities.

Collective Research

In the 2003 call, there were some projects (2 out of the 5 screened) that received the highest GAS obtainable for the integration of the gender dimension.

In one of these projects, the gender dimension was integrated in the inclusion phase of clinical studies and in the interpretation of the results of the study. The second project marked an effort in its dissemination activities to reach female stakeholders. Women were targeted in training sessions, because the outcome of the project is likely to benefit them significantly. Impact studies on gender aspects were also done.

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Executive Summary: SME Activities

The full name of this project is Micro-Architectural Power Management: Methods, Algorithms and Prototype Tools, and it aims to help SMEs to respond to the pressures for continuous innovation and technological adaptation that are exacerbated by the intensification of competition.

All the institutions participating in the project proposal support and promote the equal treatment of men and women in the workplace. The MAP2 Consortium recognises that the nature of women working in the specific thematic areas of electronic system design, and in particular low power design, is very low and needs to be increased by promoting specific actions to show the appeal and relevance of such an area.

ICT has opened the door to new opportunities for flexible working, irrespective of time and location, thus reducing the possible disadvantages for women, in terms of performance, related to family organisation and management. Statistics show that women are traditionally underrepresented in ICT sector workforce at all professional levels, a fact that directly corresponds to the gap seen in the number of female students in these areas. Moreover, within the sector, there are clear imbalances between gender in the hierarchical and salary structures. Good promotion of these thematic areas to young students will be of paramount importance to make them aware of this research field, whose interdisciplinary is very well suited to women. Institutions in the project are committed to avoiding any imbalance in the treatment of both genders, in order to show that, at least in this case, equal opportunities and rewards are guaranteed to all members.

The actions to be taken by the Consortium to promote gender equality in the scope of the project will be focused primarily on increasing the active participation of women in this research area, and will include the establishment of working practices that make it possible to conciliate family and work, promotional activities, role modelling, mentoring, etc.

KnowEDM (Collective)

The overall objective of KnowEDM is to improve the competitiveness of European tool making and the precision engineering sector by achieving a total cost reduction of 5.15 Billion EUR (35% of 9 Billion EUR) and a lead time reduction for an average job from 51 to 22.5 days (50%).

The second objective is to preserve future employment, assuming that the 35% cost reduction and 50% lead time reduction will lead to the preservation of a total of 110 000 jobs.

The relevant gender issues to this proposal are the reduction of physically heavy manual activities in a noisy and sometimes dirty workshop environment, in favour of a clean IT office environment. This should make tool making, precision engineering and allied activities more appealing to women.

The consortium will encourage the role of women in technical teams and will carry out a Gender action plan. Key partner organisations already have gender equality policies that ensure the personal career development (training, promotion and working hours) of female employees. These gender policies will be applied to those employees involved in the KnowEDM project and promoted to those other partner organisations that as yet have no specific gender equality policies.

To broadly promote the role of women in the machine tool industry to the public, KnowEDM will:

• Ensure balanced representation of women/men in all images and visuals used in KnowEDM dissemination material (DVD, website, flyers, presentations, etc.).

• Involve female members of the partner organisations, where possible, when making KnowEDM presentations at conferences, workshops and other dissemination events.

• To encourage young female scientists to take up careers in the research dedicated to EDM, moulding and high precision components.

Gender Dimension

CANNABIS (Cooperative)

Standardised extracts of Cannabis for use in the treatment of migraine and rheumatoid arthritis. The project focuses on the commercial development of high quality, high value, standardised extracts of cannabis (preferably low in the psychoactive constituent THC) that are orally active and suitable for clinical use. The objective is to find production methods for establishing suitable standardised extracts, and subsequent pharmaceutical formulations (which would result in a valuable IP for any company), using in vitro and in vivo pharmacological methods, as well as a metabolic profiling of the final products, focusing particularly on arthritis and migraine.
Monitoring Progress Towards Gender Equality in the Sixth Framework Programme

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KnowEDM (Collective)

The overall objective of KnowEDM is to improve the competitiveness of European tool making and the precision engineering sector by achieving a total cost reduction of 3.15 Billion EUR (35% of 9 Billion EUR) and a lead time reduction for an average job from 51 to 22.5 days (50%).

The second objective is to preserve future employment, assuming that the 35% cost reduction and 50% lead time reduction will lead to the preservation of a total of 110,000 jobs.

The relevant gender issues to this proposal are the reduction of physically heavy manual activities in a noisy and sometimes dirty workshop environment, in favour of a clean IT office environment. This should make tool making, precision engineering and allied activities more appealing to women.

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Monitoring Progress Towards Gender Equality in the Sixth Framework Programme

The project takes into account gender indicators (migraine is recognised as having a gender incidence of 1 man to 2.4 women, age indicators (average age for migraine is 46.1 years, the average onset is at 20.64 years, and arthritis is a major health problem for Europe's aging population) as the existing drug therapy is not completely satisfactory.

CINDERELLA (Collective)

‘Improving Cinderella’s life as a hairdresser: a fairytale?’ Taking up the similarities of Cinderella’s life when looking at the work of hairdressers (mostly women): a heavy workload due to repetitive working above the shoulder level and working with chemicals. Sick leave is high and the main objective is to reduce sick leave, human and social problems, promote the attractiveness of the job and fresh possibilities for European manufacturers to sell their new products inside and outside the EU. The project intends to address and improve the position of the client (to reduce work above shoulder height), hair washing (new washing unit to reduce loads on the back and neck), haircutting (innovative haircutting with less physical load), hairstyling (eliminate lung and skin problems caused by aerosols).

BIOPROS (Collective)

The acronym BIOPROS stands for ‘Solutions for the safe application of wastewater and sludge for high efficient biomass production in Short-Rotation-Plantations (SRPs)’. The aim of the BIOPROS project is to acquire knowledge on the economic, ecological and technical feasibility of SRPs for different local conditions and market requirements, and to transfer it to their SME members (farmers, biomass processors, engineers, decision makers).

BIOPROS states that it is helping to strengthen rural development throughout Europe by creating better living and working conditions for those employed, especially in the centrally targeted agricultural sector. In Europe, 37% of agricultural employees are women (5.44 million). In terms of the gender dimension, this means that improvements in the target sector will have a significant and positive knock-on effect on the situation of women. The gender dimension is also considered in activities such as research and training, where women will receive significant benefits from the BIOPROS results through direct project activities, and that both men and women will reap the benefits arising from the implementation of the SRP approach.

Furthermore, in the analysis of the socio-economic impact on the regional agricultural sector, specific scenarios are conducted. These focus on the impact on gender aspects (integration of women etc.).

Med-ePHV (Collective)

Med-ePHV intends to research and develop an innovative approach to the EU pharmacovigilance practice, by designing and implementing a pharmacovigilance cooperative e-learning system, specifically addressing the needs and profile of health practitioners and patients in Southern Europe (Mediterranean countries). The system will enable one to learn about and practice adverse drug reaction notifications at the peripheral edge of the pharmacovigilance systems, i.e. at the interface between Local Health Authorities (LHA), Market Authorisation Holders (MAH), and health practitioners and patients.

In recent years, women’s health has become an increasingly visible and important policy issue. The realisation that research findings on men cannot be extrapolated to women, combined with the relative lack of evidence-based information with which to guide treatment decisions for women, has fostered changes in institutions and health service delivery. The purpose of these research changes was to increase female participation in clinical trials to better obtain information on women’s health, whilst assuring the representation of relevant populations and the assessment of possible differences in treatment effects. In the first significant review of the status of sex and gender differences in biomedical research by an independent research organisation, the Institute of Medicine (IOM) of the USA Academy of Sciences published a report in April 2001 “Exploring the Biological Contributions to Human Health: does sex matter?”. Sex does matter in a way that we did not expect, and also in ways that we have not began to imagine. In calling the gender factor on sex and gender differences in biomedical research, the IOM report identifies the lack of knowledge on sex differences – including ethical, financial, sociological and scientific factors. We know very little. Some of the things we now know are:
- Although men and women report the same number of adverse events related to treatment with therapeutic drugs, those reported for women are more serious. These differences could be caused by differences in the way that men and women report ADRs. However, there are a number of potential factors that might explain the increased risk of serious ADRs in women, such as sex-related differences in physiology and the way in which drugs are absorbed, metabolised and eliminated by the body. Gender-related differences in the use of medications may also explain the higher risk of serious ADRs in women.
2.3.2 Follow-up activities

Four of the projects selected as best practices were analysed as case studies, on the basis of desk-based research and interviews with the Project Coordinators. The desk-based research involved an assessment of the Periodic or Final Activity Reports. For some of the case studies, additional documents were provided, i.e. Detailed Implementation Plans, Annual Progress Monitoring Reports for Deliverables, and Financial Reports.

In general, as can be seen in the information provided below, many of the objectives and goals identified in the Technical Annex were never implemented. It seems that project partners reflected on gender issues during the preparation of the project, and that these issues then became a secondary objective during the implementation phase. Both the case study analysis work and the interviews held with the project coordinators lead one to the same conclusion.

Another interesting issue worth mentioning is that in some cases a project was selected as a best practice for its work to encourage “female participation”, whereas it was actually more active in integrating the gender dimension.

Women consume more medication than men, including over-the-counter medication, herbal remedies and vitamins, which may put them at a higher risk for ADRs. Women are 48% more likely than men to use any abusive prescription drug, possibly because women are more likely than men to regularly visit their doctor. Basic physiological differences between men and women may influence their reactions to drugs. Women generally have lower body weight and organ sizes, and a higher percentage of body fat. Just as an example: Diazepam, a muscle relaxant, which is often used to treat epilepsy, impairs the psychomotor skills of women more than in men. These differences may be linked to the lower body weight of women.

Sex differences in drug reactions may also be caused by differences in the way in which men and women process drugs at the molecular level. The transportation of drugs within the body and the enzymes that metabolise drugs may be particularly important in affecting ADRs.

Sex hormones also appear to influence the effects of many drugs. The menstrual cycle, pregnancy and the menopause can affect how a woman’s physiology reacts to drugs. Additionally, drugs such as oral contraceptives and CHRT may alter drug interactions in women.

So now the challenge is to make sure that mechanisms are put in place to ensure a better understanding of the basic differences between the sexes, and that these differences be translated into clinical practice. Such measures will benefit both women and men. The ePHV Consortium is fully aware of the impact of sex and gender differences on pharmacovigilance, and is committed to assessing the state of knowledge on sex-based biology and gender-based medicine, to developing e-learning modules, and to trialling ADR’s pilot notification system to specifically address these issues.
Executive Summary:

To encourage "female participation", whereas it was actually more active in integrating the gender dimension.

Another interesting issue worth mentioning is that in some cases a project was selected as a best practice for its work and the interviews held with the project coordinators lead one to the same conclusion.

In general, as can be seen in the information provided below, many of the objectives and goals identified in the Technical Annex were never implemented. It seems that project partners reflected on gender issues during the preparation of the project, and that these issues then became a secondary objective during the implementation phase. Both the case study analysis work and the interviews held with the project coordinators lead one to the same conclusion.

2.3.2 Follow-up activities

Four of the projects selected as best practices were analysed as case studies, on the basis of desk-based research and interviews with the Project Coordinators. The desk-based research involved an assessment of the Periodic or Final Activity Reports. For some of the case studies, additional documents were provided, i.e. Detailed Implementation Plans, Annual Progress Monitoring Reports for Deliverables, and Financial Reports.

In general, as can be seen in the information provided below, many of the objectives and goals identified in the Technical Annex were never implemented. It seems that project partners reflected on gender issues during the preparation of the project, and that these issues then became a secondary objective during the implementation phase. Both the case study analysis work and the interviews held with the project coordinators lead one to the same conclusion.

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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. “Overseeing gender equality” is conceived as a project management task and costs incurred by project partners in the implementation of these activities can be charged to the project as management costs.

The guidance notes for the proposers on how to “promote the participation of women in the projects” is similar for all instruments. This constitutes the first issue to be addressed. The Commission should perform a detailed analysis of the opportunities available in the different instruments to enhance the participation of women in research, both quantitatively and qualitatively. The different instruments should be analysed in light of the opportunities they offer for incorporating and developing 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.

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 improve: a more systematic evaluation of gender relevance 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.

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. The presence of female experts in evaluation panels is far better than the participation of women in the proposals and project teams. According to the figures available, female participation in proposals and projects is very low and is below the average number of female researchers in the whole programme.

• At present, the Commission does not monitor the participation of women in project teams, so the existing figures on female participation in EU funded projects are not complete. Mechanisms to monitor the number and the position occupied by women in the projects should be established.

• The unavailability of female researchers is the major obstacle encountered by the Project Coordinators, limiting their ability to increase the participation of women. The CORDIS website could include tools to assist the project partners in their search for researchers in Europe. Tools for publishing vacant positions in projects or tools for collecting CVs from researchers interested in participating in R&D projects, could be useful options.

Gender Dimension

The integration of the gender dimension is tackled in most of the documents that are pertinent to project submission, evaluation and monitoring. Nevertheless, the screening of funded projects reveals that 40% of projects in which gender is relevant, have not taken it into account at all. Case study analysis reveals that in many cases, gender related objectives included in the Technical Annex are simply not developed during the implementation phase.

Interviews held with Project Coordinators indicate that there is confusion about the concept of the “Gender Dimension” and on how to integrate gender in projects. Often, the project coordinators interviewed were not able to perceive or visualize the benefits that might result from the integration of gender in their project activities. The hypothesis formulated by the Grace Team reveals that there is a relationship between gender relevance, the research content and the type of instrument. The Guide for Proposers should clearly explain how gender dimension could be implemented in the different instruments and provide practical guidance. The documentation should clearly address the benefits that a proper integration of gender dimension in the research can bring to a project. The Commission should ensure that the right importance is given to gender, whenever interactions with project partners take place. Whenever relevant, the integration of the gender dimension should be tackled and discussed during project evaluation and monitoring.

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3.2 At Project Level

Female participation

The study shows that female participation in the funded projects is quite low compared to participation in other FP6 activities. In addition, measures identified to enhance the participation of women tend to decrease in the course of the Framework Programme.

The percentage of projects that do not implement any measure rises as Framework Programme evolves. In the last two calls, the percentage of projects rated as “Not Satisfactory” was around 50%, versus 20% for the first two calls. This percentage is quite similar for both Cooperative and Collective Research Projects.

In relation to the measures applied, slight differences can be seen in the approaches adopted by both types of projects, corroborating the hypothesis that the characteristics of the instrument (duration, activities funded) actually influence the options available to each instrument, in terms of promoting the participation of women.

None of the best practices analysed have implemented the measures identified in their respective Technical Annex. The interviews with the Project Coordinators of the selected best practices reveal that increasing the participation of women is not a goal for their project. It seems project partners addressed gender issues during the preparation of the project, but quickly relegated their gender-related objectives to a secondary or lower level, once implementation began. Therefore, the major recommendations from the GRACE team are:

• To implement the necessary mechanisms to monitor the effective implementation of the measures planned during the implementation of the projects. It seems that 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 and are identified in the proposals.

• During the negotiation phase of the selected proposals, the Commission should ensure that the intentions identified at proposal level are converted in the Technical Annex into clear goals with a well defined work plan focussed on their achievement.

• During project progress monitoring, the Commission should make sure that planned activities to enhance the participation of women are effectively implemented.

• Whenever necessary, the Commission should be ready to support project partners in their activities to promote the participation of women.

• To implement the necessary mechanisms to assess and disseminate the resulting impact of measures implemented by the projects.

• The Commission should ensure that accurate data on female participation in project teams is collected. Information on the evolution of female participation in different positions throughout the framework programme should be periodically published and disseminated.

• Benchmarking activities on the effectiveness of selected measures applied by projects to promote the participation of women are to be launched and the results disseminated.

• To increase awareness raising activities among project proposers.

• Events, such as “Information days”, should be used to highlight the relevancy of gender equality in projects, and to provide proposers with practical guidelines on how to achieve it.

• Successful projects, in relation to gender equality, should be promoted. The possible launching of an “Award” for the project that best promotes female participation should be considered.

• For programme level documentation, to emphasise the importance of gender equality to European research excellence.

Gender Dimension

The first aspect to be mentioned is the observed improvement in “integrating the gender dimension” in project documentation as the programme has evolved. That said, none of the projects selected as best practices on Gender Dimension managed to effectively integrate gender during the implementation phase, as it was not considered relevant to their project outcomes.

The interviews held with Project Coordinators reveal that there is clear confusion surrounding the concept and a clear lack of awareness and knowledge on the benefits that are associated with the integration of the gender dimension and
Executive Summary: SME Activities

Monitoring Progress Towards Gender Equality in the Sixth Framework Programme

3 · Conclusions and recommendations

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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.

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- At present, the Commission does not monitor the participation of women in project teams, so the existing figures on female participation in EU funded projects are not complete. Mechanisms to monitor the number and the position occupied by women in the projects should be established.
- The unavailability of female researchers is the major obstacle encountered by the Project Coordinators, limiting their ability to increase the participation of women. The CORDIS website could include tools to assist the project partners in their search for researchers in Europe. Tools for publishing vacant positions in projects or tools for collecting CVs from researchers interested in participating in R&D projects, could be useful options.

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Interviews held with Project Coordinators indicate that there is confusion about the concept of the “Gender Dimension” and on how to integrate gender in projects. Often, the project coordinators interviewed were not able to perceive or visualize any benefits that might result from the integration of gender in their project activities.

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3.2 · At Project Level

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In relation to the measures applied, slight differences can be seen in the approaches adopted by both types of projects, corroborating the hypothesis that the characteristics of the instrument (duration, activities funded) actually influence the options available to each instrument, in terms of promoting the participation of women.

None of the best practices analysed have implemented the measures identified in their respective Technical Annex. The interviews with the Project Coordinators of the selected best practices reveal that increasing the participation of women is not a goal for their project. It seems project partners addressed gender issues during the preparation of the project, but quickly relegated their gender-related objectives to a secondary or lower level, once implementation began.

Therefore, the major recommendations from the GRACE team are:

- To implement the necessary mechanisms to monitor the effective implementation of the measures planned during the implementation of the projects. It seems that 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 and are identified in the proposals.
- During the negotiation phase of the selected proposals, the Commission should ensure that the intentions identified at proposal level are converted in the Technical Annex into clear goals with a well defined work plan focused on their achievement.
- During project progress monitoring, the Commission should make sure that planned activities to enhance the participation of women are effectively implemented.
- Whenever necessary, the Commission should be ready to support project partners in their activities to promote the participation of women.

- To implement the necessary mechanisms to assess and disseminate the resulting impact of measures implemented by the projects.
- The Commission should ensure that accurate data on female participation in project teams is collected. Information on the evolution of female participation in different positions throughout the framework programme should be periodically published and disseminated.
- Benchmarking activities on the effectiveness of selected measures applied by projects to promote the participation of women are to be launched and the results disseminated.
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- Events, such as “Information days”, should be used to highlight the relevance of gender equality in projects, and to provide proposers with practical guidelines on how to achieve it.
- Successful projects, in relation to gender equality, should be promoted. The possible launching of an “Award” for the project that best promotes female participation should be considered.
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The first aspect to be mentioned is the observed improvement in “integrating the gender dimension” in project documentation as the programme has evolved. That said, none of the projects selected as best practices on Gender Dimension managed to effectively integrate gender during the implementation phase, as it was not considered relevant to their project outcomes.

The interviews held with Project Coordinators reveal that there is clear confusion surrounding the concept and a clear lack of awareness and knowledge on the benefits that are associated with the integration of the gender dimension and...
The GRACE Team recommends that the Commission draw up practical guidelines (i.e. in the form of questionnaires) to support a systematic approach for integrating the gender dimension in the different types of instruments. This activity area is open to projects in any research field. Though there is indeed a relationship between the scientific field covered by a project and the relevancy of the gender dimension, every project, independently of its scientific field, should systematically consider the impact of the gender dimension on the outcome of their project. Should the gender dimension not prove to be relevant, project proposers should be required to justify its non-applicability.

The Commission should intensify its awareness raising and training activities (i.e. presentations during information days, selection and publication of best practices) and should adopt a more active role during the running of the projects (i.e. project officers should be ready to support project partners to integrate the gender dimension in their projects, and should assess the integration of the gender dimension during progress monitoring activities).

**Glossary**

**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-Botrell (Dir. F). 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.
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The Commission should intensify its awareness raising and training activities (i.e. presentations during information days, selection and publication of best practices) and should adopt a more active role during the running of the projects (i.e. project officers should be ready to support project partners to integrate the gender dimension in their projects, and should assess the integration of the gender dimension during progress monitoring activities).

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 document6.

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.

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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.
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 specific SME activities. The horizontal research activities, Co-operative Research and Collective Research, are specific schemes for SMEs which address primarily the large community of SMEs with capacity to innovate but with limited research capabilities. The study shows that female participation in the funded projects is quite low compared to participation in other activities. In addition, measures identified to enhance the participation of women tend to decrease in the course of the Framework Programme. The analysis also illustrates the need to increase the awareness and knowledge on benefits associated with the integration of gender dimension in the wide spread of fields covered by the projects.