



4.

How far is the target?

Measuring the participation of women scientists
from the Enwise countries
in the Research Framework Programmes

Introduction

Over the last decade, the scientific collaboration among the EU Member States and the Enwise countries has increased with the early decision to open several activities within the successive Research Framework Programmes (FP) to scientists from these countries. Indeed, Research programmes, together with Education and Youth programmes, were among the very first activities to be opened to the candidate countries (CCs), with a view to EU enlargement. Following an initiative of the European Parliament, special funds allowed financial support to be awarded for the participation of these countries in FP activities.

In 1992, certain FP3 specific programmes and activities (joint projects, support for conferences and networks, fellowships and COST activities) were opened to the Central and Eastern European countries on the basis of mutual advantage. The cooperation was further expanded in 1993, when scientists from these countries were able to join existing EU projects¹.

A completely new stage in cooperation between the EU Member States and the CCs² started in 1999, when the Enwise countries became full members of the 5th Framework Programme for Research and Technological Development (FP5) (1998-2002), with almost the same rights and obligations as the EU Member States. For the first time, the Enwise countries' representatives were invited to participate as observers in the FP5 Programme Committees and in the Scientific and Technical Research Committee (CREST), as well as in the various bodies involved in the implementation of FP5.

The launch of women and science activities at EU level coincided with the beginning of FP5. In February 1999, the Commission adopted an action plan to promote women scientists in European Research (European Commission, 1999): one of its main objectives was to mainstream gender in FP5, and, in this context, to achieve a participation level of at least 40% of women at all levels of research programme implementation and management. The Commission also declared its wish to be able to award at least 40% of the Marie Curie fellowships to women scientists.

One of the announced objectives of the Enwise Expert Group was to focus on the participation of women scientists in FP5 and, building upon facts and findings, to put forward recommendations on how to increase their participation in FP6 (2002-2006).

1. Project proposals had nevertheless to be submitted by Member States' co-ordinators.
2. i.e. the Enwise countries, plus Cyprus (and Malta in 2001).

An important stage for the Enwise countries: participating in FP5

"The Ministers acknowledged that, despite their qualities, the Accession Countries still have a long way to go before they achieve average figures of R&D investment comparable to those of the Member States. An important step on that path in the field of science was their participation in the 5th Framework Programme..."

Source: Warsaw Conference Ministerial Meeting "Central and Eastern Europe in the ERA" – Declaration, 25 November 2002.

Wishful thinking?

"...As a result, the Accession Countries are better prepared for the 6th Framework programme, while they are also more aware of the difficulties and challenges arising from this initiative."

Source: Warsaw Conference Ministerial Meeting "Central and Eastern Europe in the ERA" 25 November 2002 – Declaration.

This Chapter analyses the FP5 and first FP6 data that members of the Enwise Expert Group have been able to gather for their respective countries, either via national sources or via Cordis, the European Information Service web site of DG Research, or with the help of DG Research. The sex-disaggregated data that was available and analysed for this exercise covers mainly the bodies and panels set up by the Commission to implement and monitor both FP5 and FP6. Although not covering the whole possible range of FP5 activities, this data provides a solid basis for recommendations on how to improve the situation and the participation of women scientists in FP6.

The 5th Framework Programme (FP5)

The following analysis builds upon data collected for FP5 Evaluation Panels, External Advisory Groups, Monitoring and Assessment Panels, Programme Committees, National Contact Points and for Marie Curie Fellowships.

■ **FP5 Evaluation Panels**

Starting from 1999, researchers from the Enwise countries were invited to register in the Exsis³ database in order to become involved in the peer review evaluation process for project proposals submitted for FP5 funding. At the end of 2002, as shown in following Table 4.1, 675 women experts from the Enwise countries were registered in Exsis, representing just under 10% of all women registered in this database (as compared to 82% of women from the EU-15). It should be noted that the female experts from the Enwise countries have been more active in this registration activity (26% women vs. 74% men) than their EU-15 counterparts (17% women vs. 83% men).

According to data provided by Cordis⁴, 352 of the 675 women registered have been invited by the Commission to act as experts in the evaluation panels organised during the four years of FP5 activity (1999-2002). They represent 34% of all experts invited from the Enwise countries and 8% of all invited female experts (4 425); during the same period, 3 802 women from the EU-15 acted as evaluators (representing 22% of all invited EU-15 experts and 86% of all invited female experts). Compared to their male colleagues, women from the Enwise countries were thus better represented in these evaluation panels than their EU-15 counterparts.

3. Exsis - Experts sub-information system – DG Research database for the registration of FP5 potential experts.
4. Total reliability of the data on acting evaluators, building upon lists of evaluators delivered by Cordis and treated manually to be presented in this report, cannot be ensured since these lists contained several mistakes: names with no gender or no country link, one country present with two different acronyms, e.g. Sweden with SV and SE, etc.

Table 4.1
Enwise female experts registered in Exsis (in December 2002)
& acting as evaluators (1999-2002)

Column	A	B	C=(B/A)	D	E	F=(E/D)	G=(E/B)
Country	Exis Experts (HC)	of which Female (HC)	of which Female (%)	Acting Experts (HC)	of which Female (HC)	of which Female (%)	Used female pool (%)
Bulgaria	213	96	45 %	99	66	67 %	69 %
Czech Rep.	298	45	15 %	148	34	23 %	76 %
Estonia	76	18	24 %	45	9	20 %	50 %
Hungary	508	103	20 %	250	85	34 %	83 %
Latvia	96	29	30 %	39	15	38 %	52 %
Lithuania	102	25	25 %	40	12	30 %	48 %
Poland	641	157	24 %	225	61	27 %	39 %
Romania	370	130	35 %	77	33	43 %	25 %
Slovak Rep.	151	29	19 %	71	18	25 %	62 %
Slovenia	123	43	35 %	52	19	37 %	44 %
Enwise-10	2 578	675	26 %	1 046	352	34 %	52 %
EU-15	32 873	5 713	17 %	17 257	3 802	22 %	67 %
Exsis	38 341	6 978	18 %	19 624	4 425	23 %	63 %

Source: European Commission – W&S Unit and Cordis.

Notes: HC = Headcount

Difference in total numbers between Total Exsis and Total [EU-15 + Enwise-10] = rest of the world, including other CCs

A further relevant comparison can be made between the numbers of women experts having served as experts (*column E* of Table 4.1) with their numbers in Exsis (*column B* of the same table): it gives an indication on how the available *pool* of women experts was *used* in these FP5 evaluation activities. On average 52% of the women from the Enwise countries served as evaluators, as compared to a higher 67% for the EU-15 women. Looking at the presence in Exsis of women from each Enwise country, a similar pattern emerges to the one described in Table 3.1 of Chapter 3, where 66% of all women researchers of the Enwise-10 come from only three countries (Poland, Hungary and Romania). Indeed, 72% of women of the Enwise-10 registered in Exsis come from the same three countries, plus, surprisingly, Bulgaria. Nevertheless, these apparent good performances should be modulated by the fact that these 675 female experts in Exsis only represent⁵ 0.8% of the 80 794 women researchers for these countries.

As for the gender distribution per country, Bulgaria stands out again with a high 45% of women among all Bulgarian experts in Exsis, and to a lesser extent Romania (35%) and Slovenia (34%). Among those who actually participated in the FP5 evaluation panels, again Bulgaria can be highlighted with a high 67% of women among all Bulgarians having served as evaluators. This seems in line with the strong presence of women researchers in the public Bulgarian R&D, as seen in previous Chapter 3.

5. With a high 2% in Bulgaria and 1.8% in Slovenia but a lowest 0.5% in Poland and Lithuania.

The number of acting female evaluators from each Enwise country should also be compared to their available female *pool* in Exsis. This shows that 5 Enwise countries recorded higher percentages than the average 52%, among which Bulgaria is again among the highest; with 66 acting female evaluators representing 69% of the available Bulgarian *pool* in Exsis (96); but in this respect, Hungary also stands out, with the 85 female acting evaluators representing 83% of the available Hungarian *pool* (103). Only Romania with a 25% *used pool* (33 acting of 130 registered) and to a lesser extent Poland with a 39% *used pool* (61 acting of 157 registered) show a different pattern. It might be relevant to investigate, with the help of the Commission, whether specific factors have contributed to make female experts of some Enwise countries more *visible* than others.

■ FP5 External Advisory Groups (EAGs)

28 experts from the Enwise countries were invited by the Commission to participate in one of the 17 FP5 EAGs, representing less than 10% of all invited experts. All Enwise countries were represented, with Hungary and Poland having 6 experts each. Among these small numbers, only 6 women experts⁶ from the Enwise countries were invited to work in the 5 following EAGs: *Control of infectious diseases* (1 Czech), *Health, food and environmental factors* (1 Latvian), *Sustainable mobility and inter-modality* (1 Hungarian), *The ageing population* (1 Estonian, 1 Romanian) and *Sustainable agriculture, fisheries and forestry* (1 Polish). Although one of the Commission's objectives, when setting up the EAGs, was to ensure both geographical and gender balance of the various groups, this objective was obviously not met in FP5 EAGs.

■ FP5 Monitoring and Assessment Panels

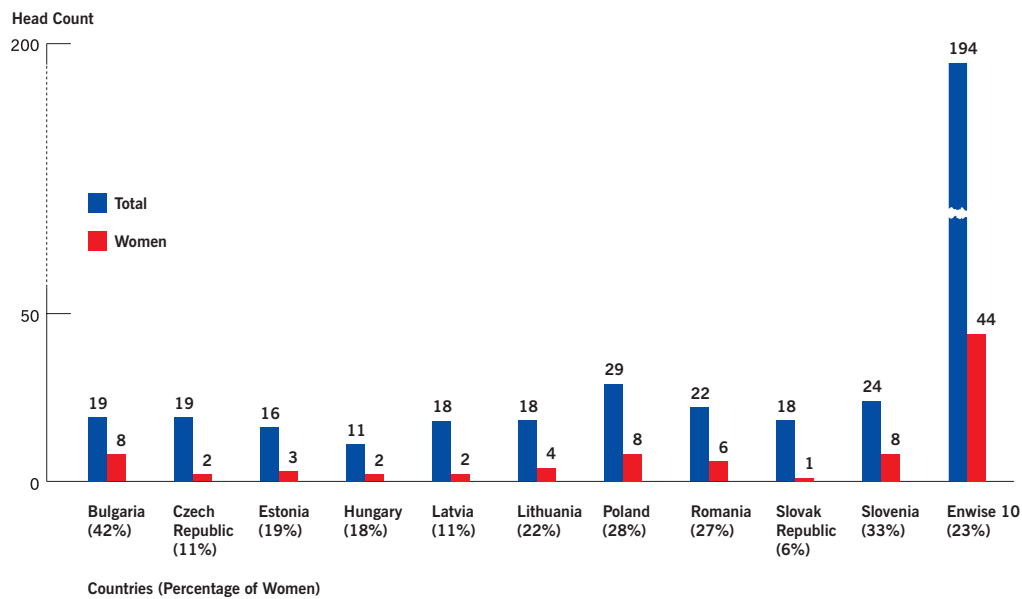
The total number of experts from the Enwise countries in the various FP5 monitoring and assessment panels was very low. For example, no experts from these countries were involved in the FP5 5-year assessment panels. However, it should be noted that overall the number of experts involved in these monitoring activities is very small. Whether this low or non-participation is due to the fact that the involvement of the Enwise countries as equal partners in all FP5 activities was fairly recent, is a question for further investigation.

■ FP5 Programme Committees

Each Enwise country was asked by the Commission to nominate national observers and experts for the FP5 Programme Committees. Approximately half of the Enwise observers came from the national administrations responsible for the country's FP participation, while the other experts came from national research councils or academies of sciences.

6. Bulgaria, Lithuania, the Slovak Republic and Slovenia being represented only by men.

Figure 4.1
Female observers and experts from the Enwise countries in FP5 Programme Committees



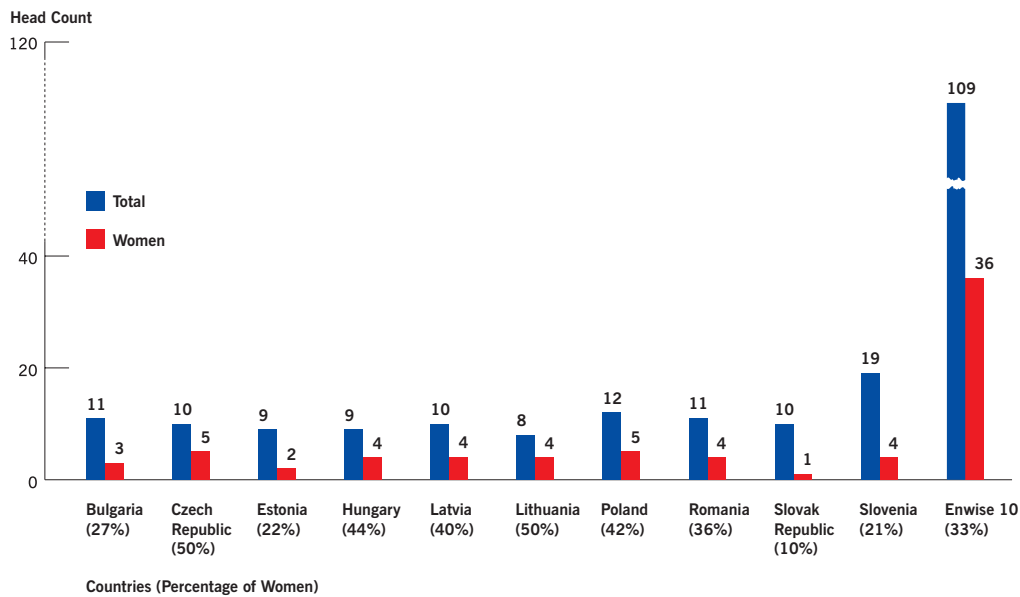
Source: European Commission - DG Research.

As shown in Figure 4.1, the proportion of women from the Enwise countries acting as observers and experts in FP5 Programme Committees was very low, with the lowest for the Slovak Republic (one woman, only!).

■ FP5 National Contact Points (NCPs)

At the request of the European Commission FP5, NCPs were established in each Enwise country. Their main task was to disseminate information to potential research project applicants about the possibilities of taking part in the different activities and to respond to the various calls for proposals. The responsibilities of the NCPs also included informing project applicants on the conditions of participation, providing help in finding co-operation partners and offering the necessary technical assistance for the preparation of the project proposals. NCPs from the Enwise countries were in many cases located in the responsible ministries. In Romania, all NCPs were under the auspices of the Ministry of Education and Research; the situation was similar in Hungary. In other Enwise countries, the national academies of sciences, universities, research associations or technological centres were the host institutions of the NCPs.

Figure 4.2
Female FP5 National Contact Points from the Enwise countries



Source: European Commission - DG Research and national data.

Looking at the gender composition of these NCPs, Figure 4.2 shows a satisfactory female participation (above 40%) for 5 countries, with parity for the Czech Republic and Lithuania, while only one woman was appointed as NCP in the Slovak Republic.

■ **Participation of female scientists in FP5 funded research projects**

As regards the data on the success rate of submitted project proposals and women researchers involved in the funded projects, several members of the Enwise Expert Group have reported difficulties in accessing sex-disaggregated data, due to the lack of data available at national level. Other countries could only rely on the data made available to them via Cordis. However, important discrepancies have been identified between the data recorded on Cordis and the data registered at national level. It also appears that the information on Cordis is constantly out-of-date. Good practice on data collection has been developed only in Latvia and Estonia. The system developed in the latter countries allows detailed information (including a breakdown by gender) on the submitted and the successful project proposals, as well as on the partners involved in the implementation of these projects at the national level, to be accessed at national level. Following Table 4.2 shows that the proportion of female FP5 project coordinators and leaders (29% in average throughout the various 178 successful Latvian projects) was quite acceptable in Latvia, even in fields such as information technologies (IST), energy and sustainable development (EESD) and innovation (SME).

Table 4.2
Female participation in FP5 successful project partners in Latvia

Specific Programme	Projects	Partners	Male	Female	Female (%)
QoL	31	34	16	18	53 %
IST	29	35	25	10	29 %
Growth	23	25	23	2	8 %
EESD	40	45	29	16	36 %
INCO	10	11	8	3	27 %
SME	12	23	16	7	30 %
IHP	20	20	15	5	25 %
Euratom	13	14	14	0	0 %
Total	178	207	146	61	29 %

Source: National Latvian NCPs data.

Notes: QoL = Quality of Life & Management of living resources
 IST = User-friendly Information Society
 Growth = Competitive & Sustainable Growth
 EESD = Energy, Environment and Sustainable Development
 INCO = Confirming the International Role of the Community Research
 SME = Promotion of innovation and encouragement of participation of SMEs
 IHP = Improving Human Research Potential & the Socio-economic Knowledge Base
 Euratom = Nuclear fission and fusion

“The funding assigned by the EU for the realisation of the Latvian FP5 successful projects was approximately 13 million EURO. The exact amount of funding⁷ coming to Latvia each year cannot be calculated, but it can be estimated that, every year, on average the sum of 2.16 million EURO was transferred (and still is) to Latvia. This amount represents approximately 5.88% of the total R&D⁸ expenditure in Latvia” (Bundule, 2003).

Romania, Hungary and Slovenia have confirmed the availability, at national level, of comprehensive data with regard to the number of submitted project proposals and successful projects, but without any gender breakdown of their data. It should be pointed out that, in Estonia and in Latvia, reports on the participation of their respective national organisations in FP5 have already been published, analysing the participation success rate and the nature of the participation, as well as pointing out the main problems, mistakes and obstacles to successful participation in the FP.

■ FP5 Marie Curie Fellowships (MCF)

One of the main FP5 activities to promote the mobility of researchers in the European Union was the MCF programme. However, the lack of information at national level concerning the *Young and Experienced Researchers*, who have been awarded an individual fellowship⁹, the relative

7. For the 1999-2002 successful projects – payments being received until 2004.

8. For example, in 2002 the total R&D expenditure in Latvia amounted 24 132 million LVL (~ 36 018 EURO).

9. Known as Category 30 for the Young Researchers and Category 40 for the Experienced Researchers.

Marie Curie Fellows in Bulgaria: on which data to rely?

Data concerning *FP5 Fellowships* is among the most difficult to access. The available data at the Ministry of Education and Science refers to 9 concluded Fellowships Contracts with the Commission, of which - 3 female, 3 male and 3 *not determined* holders (Source: Direction *Scientific Research*, March 2003). The Cordis database service identifies 4 Individual Fellowships in total for Bulgaria, 3 of which have female holders.

The Mobility Unit of DG Research provided

information about 10 Bulgarian Individual Fellowships (3 female and 7 male scientists). According to the 2000 Annual Report on MCF provided by the Commission, 14 Bulgarian scientists have been awarded Individual Fellowships (13 in Cat. 30 and 1 in Cat. 40), while the 2001 Annual Report on MCF mentions 12 successful Bulgarian scientists (6 in Cat. 30 and 6 in Cat. 40).

Source: Sretenova, 2003.

share of women scientists in each individual fellowship category, as well as the lack of any possibility of tracing the development of the Marie Curie fellows' careers after their fellowships, has been stressed by almost all members of the Enwise Expert Group. Again discrepancies were observed between the data available at national level and information available at European level, in particular in the MCF National Reports for 2000 and 2001.

According to the data available at both national and European level, it appears that from all the Enwise countries only male applicants have been successful in the *Experienced Researcher* category. With regards to the *Young Researchers*, the number of individual fellowships awarded to researchers from the Enwise countries was small. Only Estonia, Latvia and Romania were able to provide sex-disaggregated data on the number of awarded individual fellowships. In Estonia, 6 young scientists were awarded a fellowship, of whom 3 were women. In Latvia, only two applicants were successful, both of whom were male. Greater activity was observed in Romania with 32 successful proposals, 10 of which were submitted by young female scientists.

The 6th Framework Programme (FP6)

In view of enlargement, FP6, launched in November 2002, represents a new stage in the development of co-operation activities in the field of RTD. The association of the Enwise countries to FP6 took the form of a *Memorandum of Understanding* negotiated and ratified by each country. Taking the European Research Area (ERA) as a focal point, with an emphasis on new instruments such as Networks of Excellence and Integrated (research) Projects, FP6 is meant to be the main tool for structuring ERA, striving to promote greater efficiency and to build what the Commission calls *critical mass*, to ensure that funded projects have a lasting impact on the scientific and technological landscape. The scope of the available mobility opportunities has been largely expanded from FP5 to FP6, where the broadened human potential activities place the Enwise countries on an equal footing with the EU Member States, especially with regards to the transfer of knowledge host scheme and the reintegration grants. For the Enwise countries, the Marie Curie activities are considered as key factors in ensuring the development of the European Research Area and promoting their integration. In parallel to this further and closer involvement of the Enwise countries in FP6, women and science activities, building upon sustained gender mainstreaming and monitoring of FP5 activities, have now received a stronger visibility since gender dimension has been enshrined in FP6.

The data analysed below are building upon the first year of FP6 implementation and therefore only focus on the presence of women from the Enwise countries in the panels and assemblies treated under previous section on FP5.

Women in FP6

"Activities under the Sixth Framework Programme should strive to increase the role of women in research and to improve information for, and dialogue with society, as well as promote participation from the outermost regions of the community".

Source: Regulation (EC) No 2321/2002 of the European Parliament and of the Council of 16 December 2002 concerning the rules for the participation of undertakings, research centres and universities in, and for the dissemination of research results for, the implementation of the European Community Sixth Framework Programme (2002-2006)-30.12.2002.

■ FP6 Evaluation Panels

In December 2002, a call for expert evaluators was launched with a view to establishing a new database of independent experts to assist the Commission's services in evaluating, monitoring and reviewing the projects. The so-called Expert Management Module (EMM) replaced Exsis. As was the case for FP5, researchers can register individually. In addition, FP6 offers the possibility for research organisations to recommend scientists to be included in the EMM database.

As shown in Table 4.3 below, the number of female researchers from the Enwise countries registered in the EMM (1 009) is already higher, after just one year of FP6 activity, than those registered in Exsis during the entire duration of FP5 (675). They represent 14% of all women registered in the EMM database (it was 10% in Exsis) to be compared with a high 73% for women experts from EU-15; and also 33% of all currently registered experts from these countries, which compared to the EU-15 female presence in EMM (23%), shows that they have been more pro-active in registering than their EU-15 counterparts.

Table 4.3
Female experts from the Enwise countries registered in EMM database (October 2003)

Country	Of which Female (HC)	Of which Female (HC)	Of which Female (%)	Female in Exsis (HC)
Bulgaria	255	143	56 %	96
Czech Republic	253	52	21 %	45
Estonia	91	33	36 %	18
Hungary	378	96	25 %	103
Latvia	47	12	26 %	29
Lithuania	131	33	25 %	25
Poland	826	247	30 %	157
Romania	712	305	43 %	130
Slovak Republic	129	28	22 %	29
Slovenia	190	60	32 %	43
Enwise-10	3 012	1 009	33 %	675
EU-15	22 528	5 231	23 %	5 713
EMM	29 541	7 268	25 %	6 978

Source: European Commission- DG Research.

Notes: HC = Headcount

Difference in total numbers between Total Exsis and Total [EU-15 + Enwise-10] = rest of the world, including other CCs

While a constant strong Bulgarian female presence should be highlighted (56% of all Bulgarian experts), it is also interesting, if one compares the EMM figures to those in Exsis, to note, on the one hand, a significant mobilisation of the Romanian, Estonian and Polish women and, on the other hand, the need to still mobilise Latvian, Hungarian and Slovak women. It will be essential to gather and to analyse, when available, information on how the Commission will draw upon these available pools of female experts from the Enwise countries. The issue is crucial for women's real participation in the FP6 evaluation process.

■ FP6 Advisory Groups (AGs)

Contrary to the rather encouraging results within the EMM database, the presence in FP6 AGs of both Enwise countries' representatives, and among them of women, has little changed in comparison with that of FP5. Until now, only 27 experts (28 in FP5) have been invited from the Enwise countries from a total of 286 members, which represents less than 10% of the members. All Enwise countries are represented. Again, only 5 women representing 4 countries (the Czech Republic, Estonia, Latvia and Lithuania) can be found among these 27 AG members. The Estonian member of the *Science and Society* AG is Professor Ene Ergma, the chairwoman of the Enwise Expert Group. The 4 other female experts are to be found only in the 2 following AGs: 3 in *Food quality and safety* and 1 in *Genomics and biotechnology for health*. This situation cannot longer be explained by the recent association of the Enwise countries to FP6 and should be considered seriously, given the role to be played by AG members in the creation of ERA.

■ FP6 Programme Committees

As was the case for FP5, the national governments from the Enwise countries were asked to nominate observers and experts for the FP6 Programme Committees. As indicated in following Figure 4.3, there has been a considerable overall increase (+52%) in the number of the FP6 Programme Committees' members from the Enwise countries, and namely of female members (+76%), in comparison with that of FP5, two notable exceptions being the Czech Republic and Romania. However the proportion of women among Programme Committee members reaches only 27% (it was 23% in FP5). This should ensure a closer association of observers and experts from these countries to the implementation of RTD activities funded under the FP6 specific programmes and priorities.

FP6 Advisory Groups – Rules

The 17 FP5 External Advisory Groups finished their work in 2002, and instead 12 new Advisory Groups (AG) were created to cover the research activities and areas of FP6. The AGs are run by the relevant Commission services, which in addition provide the scientific secretariat and take care of all practical arrangements. (...) Members participate in the groups in their individual capacity and each group ensures a balanced participation with respect to expertise, geographical origin (including candidate and associated countries), sector of origin and gender.

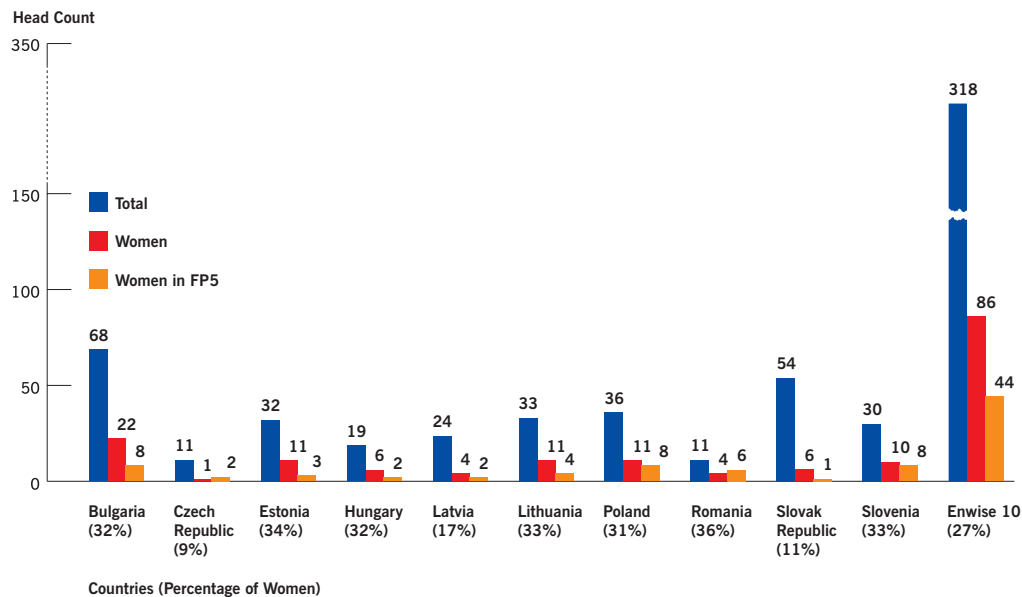
Source: Cordis.

FP6 Advisory Groups – Mandate

Under FP6, the Commission needs advice on the overall strategy to be followed in carrying out the priority thematic areas and activities of research, as well as on the creation of the European Research Area. Each member should therefore give advice to the Commission services in his/her relevant field of expertise and help to stimulate, if possible, the corresponding European research communities. The members should carry out their work in full knowledge of the European policy context, in particular of the research activities carried out at the national level and in support of European research policy initiatives.

Source: Cordis.

Figure 4.3
Female observers and experts from the Enwise countries in FP6 Programme Committees



Source: Cordis and national data.

■ FP6 National Contact Points (NCPs)

When compared to FP5, the overall number of FP6 NCPs from the Enwise countries, reported in following Figure 4.4, has almost doubled (208 vs. 109) and the overall number of female NCPs has almost tripled (100 vs. 36). This can be considered as good news for the dissemination of FP6 information in the Enwise countries, in particular in terms of raising awareness about the need to promote women's participation in FP6.

A broad responsibility for Programme Committee members

In order to ensure efficiency and transparency of implementation, the Commission will systematically make available to the Programme Committee comprehensive information covering all the proposals received for RTD actions as well as those eventually funded, regardless of their size. (...) This information will cover all stages, from calls for proposals, through the evaluation of proposed RTD actions, their selection, as well as the signature of contracts and their subsequent implementation. (...) It will in particular include an overview of each call and for each proposal: summary information; the evaluation panels' ranking and summary reports; and the Commission's intentions as to proposals to be rejected or to be retained for

negotiation; total budget and requested Community contribution. The Commission will provide information regularly, and at least annually, on: the contracts signed (including partners, areas, content, resources and Member States' participation) and on their major developments, together with overviews of programme progress and implementation achievements, as well as the lists of persons having acted as evaluators over the previous period once all decisions have been made on the relevant call.

Source: European Commission – DG Research – Clarifications on certain provisions of the rules of procedure for the Programme Committee of the FP6 Specific Programme "Integrating and Strengthening the European Research Area".

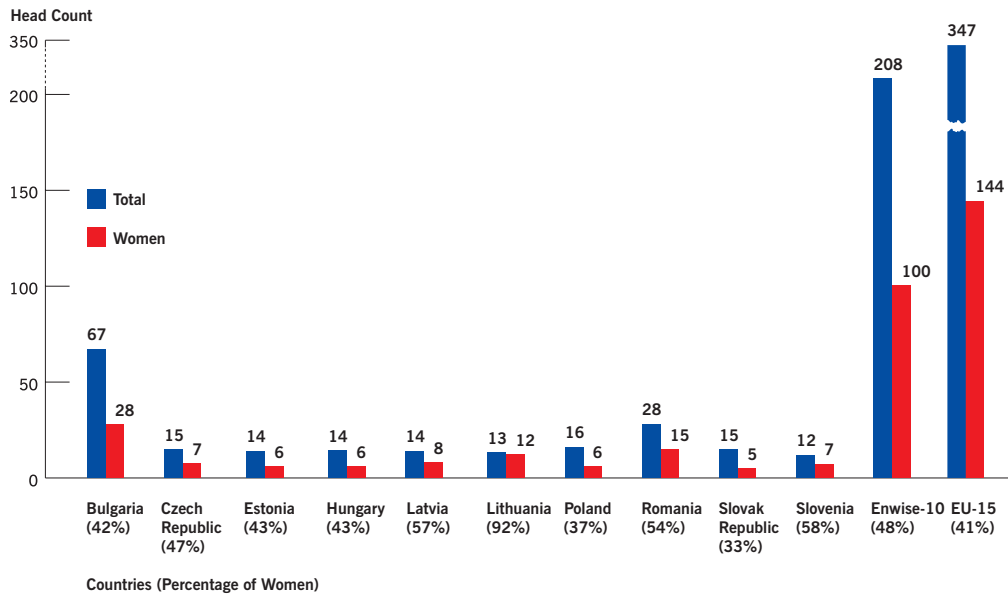
"Relying on FP6 NCPs..."

Among the indicative list of recommended tasks that FP6 NCPs should deliver is specifically mentioned the following: "Raise awareness for the Community objectives of increasing the participation of women in the Framework Programme and of strengthening

the link between science and ethics and between science and civil society."

Source: Guiding principles for setting up systems of National Contact Points for FP6- European Commission- DG Research.

Figure 4.4
Female FP6 national Contact Points from the Enwise countries



Source: Cordis and national data.

■ **FP6 Mobility Centres**

According to the recommendations of the Commission, each Enwise country, still with the exception of the Czech Republic¹⁰, has nominated Mobility Centre bridgehead organisations. It should be noted that the responsible persons for these centres are women in all the Enwise countries, except Slovenia. In Hungary, there are two bridgehead organisations, both represented by women. A problem of overlapping duties, which could have serious consequences if not associated with additional human and financial resources, is to be highlighted with regards to the Mobility Centres: in Latvia and Slovenia, the Heads of the respective Mobility Centres also act as National Contact Points. In Bulgaria, the Head of one of the two national Mobility Centres is also the National Coordinator for the Bulgarian NCPs. In Romania, the Head of the Mobility Centre is both the National Coordinator for the Romanian NCPs and a member of one FP6 Programme Committee.

■ **Scientific and Technical Research Committee (CREST)**

The worst situation regarding female participation from the Enwise countries concerns CREST, a body composed of Member States representatives advising the Commission and the Council on S&T related matters, where two observers represent each Enwise country. In most cases, these representatives are male, with the exception of Romania with two female representatives, and of the Czech Republic and the Slovak Republic with one female representative each.

10. Negotiations are currently going on with the Commission to establish a Czech Mobility Centre within the Czech Academy of Sciences.

Supporting the momentum: encouraging the participation and visibility of women scientists from the Enwise countries

In FP6, women and science activities form part of the Science and Society sub-programme of the Specific Programme *Structuring the ERA*. Compared to the FP5 situation, they have thus gained visibility and financial means, even if still in relatively modest proportions (as compared to the whole FP6 budget). Nevertheless gender activities can find additional support and funding through research activities implemented by the seven thematic priorities of FP6.

Women and science budget will be devoted to support further meetings of the Helsinki Group on women and science and of its sub-group of Statistical Correspondents, which both comprise delegates¹¹ from the Enwise countries, and some other networking activities. It will also allow the setting up of a European Platform of Women Scientists, which will be one of the main achievements in 2004. For the first time, a call for proposals on *gender research* will lead to funding of research in this area (up to 5 Mio EURO). Furthermore, Ambassadors will be nominated to raise awareness on the women and science issue.

As for the activities developed by the Enwise countries themselves, it should be underlined that two Enwise workshops, one on *Young Scientists*¹² that took place in Prague on 25 April 2003 and one on *Starting a debate with women scientists from the Balkan region*¹³ that took place in Brussels on 11-12 November 2003 were funded under the 2003 *Science and Society* FP6 budget. Two other important Enwise activities were introduced as proposals in response to the 2003 *Science and Society* open call and were successfully evaluated: the workshop *Debating bioethical issues with women scientists from the Enwise countries*¹⁴ that took place in Budapest on 2-3 October 2003 and an ambitious project¹⁵ co-ordinated by the Czech National Contact Centre - Women and science to expand their activities to the neighbouring countries with partners in Hungary, the Slovak Republic and Slovenia.

11. Lists of respective delegates to be found in Annexes 10 & 11.

12. See report on this workshop at the end of the present Chapter.

13. See report on this workshop at the end of the present Chapter.

14. See report on this workshop at the end of this Chapter.

15. Still under negotiation, when finalising this report.

An original initiative for women in science in the Czech Republic

The Czech National Contact Centre - Women and Science (in Czech: NKC - Ženy a Věda) was officially opened in Prague on 24 January 2002. It is an information, co-ordination and educational centre for gender issues in R&D. The project - developed by the Sociological Institute of the Academy of Sciences - is financed by the Ministry of Education, Youth and Sports of the Czech Republic. The reason for establishing the Centre was twofold: 1) to acknowledge the under-representation of women in science and develop actions, projects and measures in order to increase gender awareness among the scientific community and the participation and visibility of women in science, and 2) to examine from a gender perspective gender

biases in science, research institutions and scientific theories, contributing to develop feminist epistemologies. The Centre strives to develop networking among women scientists in the Czech Republic and abroad. It runs a database of experts for this purpose. It has developed a number of projects to increase the participation and visibility of women in science, and in 2003 launched a project addressed to young scientists. The Centre has also the aim at developing contacts and co-operative projects with similar institutions abroad, and provides information services on gender issues in FP6.

Source: Havelková, 2003.

In the coming years, with the end of FP6 and more importantly with the next FP, a crucial momentum could be achieved, by reaching a critical mass of activities to support stronger women and science dynamics in all the Enwise countries and in the Balkans. Obviously, only additional funding can make this momentum decisive and sustainable.

Concluding remarks – Limiting factors

Although everything seems to be formally in place to allow women scientists to participate in greater numbers and more fully in FP6, the members of the Enwise Expert Group underlined some obstacles that could hinder their full participation. Indeed, the dissemination and sharing of FP6 information and a broader diffusion of FP6 funding, which would be the pre-requisite for structuring the scientific research in all the Enwise countries and enable them to become full partners of ERA, are still problematic. From the facts and findings presented in this Chapter, some **limiting factors** to this full participation, in particular to that of women scientists from the Enwise countries, are listed below:

■ **Acting as a FP expert in Brussels: an expensive activity...**

While the scientific interest of acting as an expert in any of the FP panels cannot be denied, actual participation of Enwise experts, in particular for women¹⁶, in the different FP6 evaluation and monitoring activities can be dramatically restricted because they lack the necessary financial resources. Since the Commission's rules are that travel and accommodation/subsistence expenses will, in principle, be paid after the meeting has taken place, each of the invited experts to any of the FP6 activities in Brussels needs about 800 to 900 Euro in order to be able to afford to take part in panel meeting and to carry out the assigned duties.

16. See also Chapter 3, where the gender pay gap is further addressed.

Costs of a typical 2-day scientific meeting in Brussels

To set the scene, let us first set out one component of a typical two-day expert meeting in Brussels, often on a Thursday and Friday. Scientists will travel to Brussels on Wednesday, since the meeting will start quite early on the Thursday morning and, in order to take advantage of lower airfares if they include a Saturday night in their trip, will travel back to their countries on Sunday. This means that 4 days' worth of subsistence – the cost of meals and hotel rooms – will be payable retrospectively by the European Commission. For such a typical meeting, which could take place perhaps 3 or 4 times per year, the scientist – or her/his institution – is likely to incur the following costs:

A 2-day scientific meeting in Brussels	
Typical approximate return airfare* including a Saturday night:	€ 400
Typical low cost hotel room for 4 nights @ € 80 per night:	€ 320
Meals x 4 days @ € 30 per day:	€ 120
Travel within Brussels (since low cost hotels are not in the EC area):	€ 20
Total:	€ 860

Source: Glover, 2003.

Note: * Calculated on basis of costing the cheapest flights from 5 Enwise capital cities to Brussels, using prices from www.expedia.com, August 21 2003, as follows: Warsaw (€ 291), Riga (€ 630), Vilnius (€ 344), Bucharest (€ 331) and Bratislava (€ 299).

As a rule, the Enwise countries do not have special funds¹⁷ to cover the travel and accommodation expenses of their national invited experts. It means that s/he has to cover all expenses related to her/his FP6 expert activity her/himself. If one compares the price of an Apex airplane ticket to and back from Brussels with the average monthly salary in the respective Enwise countries¹⁸, it becomes obvious why several invited Enwise experts have not been able to accept invitations to actually act as FP experts.

■ **FP6 on Internet: a discriminating factor?**

De facto, all FP6 information is accessible only via the Internet. If the members of the Enwise Expert Group have not reported on any specific gender discrimination in their countries, regarding access to the Internet or the availability of PC, many of them underlined the need for **more modern and high quality computers**. These IT difficulties were also met by the members of the Enwise Group themselves, since some of them have access to a PC in their institution only on a part-time basis, some have PCs, which cannot accept Word documents, but only Rich Text Format, others working with a home PC use an Internet web service that does not allow the receipt of large documents. Additionally recurrent interruptions of Internet accesses with these countries were recorded.

■ **Scissors diagram**

To some extent, the existing gender distribution of male and female experts from the Enwise countries between the CREST, Programme Committees and/or the AGs, on the one hand, and the NCPs on the other, reflects the famous scissors diagram used in the Helsinki Group report (European Commission, 2002) to highlight the vertical segregation facing women in scientific careers across Europe. As shown in Figures 4.1 and 4.2 (for FP5) and 4.3 and 4.4 (for FP6), the numbers of women experts declines at the decision-making level (i.e. CREST, Programme Committee or AG), whereas at the more technical level (i.e. NCP), involving advice, support activities and dissemination of information, the involvement of women reaches the same level as that of men and may even be greater.

Additionally, one should stress that the under-representation of women from Enwise countries in advisory roles is not consistent with the aims and objectives of FP6, where a stronger gender dimension has been included at all stages. If this under-representation was to continue as a rule, it could create a real problem for achieving the aim of promoting women scientists' role and place in the European Research Area.

■ **Multiple appointments and adequate human resources**

In some Enwise countries, only a restricted group of experts was in charge of representing their countries in the various FP5 bodies. They usually held more than one position and thus played several roles in this context. It was also the case, and still is, that several observers were/are nominated for two or more of the FP sub-programme committees. Besides the fact that it is questionable whether one person can perform all these various duties efficiently, conflicts of interests could also arise, notably where the

FP5 good practice for experts- evaluators from the Enwise countries

The activity of the FP5 Economic, Social and Human Sciences Evaluation Panel, within the Research Training Networks activity of the Improving Human Potential specific programme, can be referred to as a good practice, where advance payments were offered as an option to Candidate countries' experts together with the invitation to participate in this Panel.

Source: Sretenova, 2003.

17. In 2000, the Latvian Ministry of Education and Science established a special funding to cover the travel and accommodation expenses met by the observers and experts in FP Programme Committees. However, this special measure does not apply to any other category of Latvian experts.

18. See also Chapter 3, for further input on average salaries.

same person acts as Programme Committee member and/or NCP and/or AG member. Indeed, whereas Programme Committee members are bound by confidentiality and cannot disclose the information communicated to them by the Commission, NCPs are not subject to any confidentiality clauses and their task is quite the opposite – to disseminate information about FP activities as widely as possible. The most critical situation in this context can be found in those countries, where the double appointment (NCP acting as FP6 Programme Committee observer) is still the rule.

■ **Enlarging the circles of those who are *in the know*...**

Generally speaking, the experience of serving as a FP expert evaluator gives any researcher an opportunity to increase his/her knowledge on what is assessed at EU level as being a good European research project and thus on how to participate in the FP activities. There is no systematic monitoring at national level of whom, among the experts from the Enwise countries registered in DG Research databases (Exsis or EMM), served or will serve as an expert evaluator. This means that the scientific communities of these countries cannot fully benefit from the feed-back of those nationals who have actually participated in FP evaluations.

It was mentioned that, in none of the Enwise countries, was there – or is there – any information available at national level on the experts from these countries who were – and are – invited to participate in both the FP5 Monitoring Panels and EAGs, as well as in the FP6 AGs. This can be counterproductive for the scientific communities of the Enwise countries, where better synergies and efficient co-ordination of all FP actors still need to be reached, if a structuring effect is the ultimate aim to be reached.

FP6 Advisory Groups – Conflict of interests and independence

It is in the interest of the Commission, as well as of the wider research community, that members of Advisory Groups are not in a position to take undue advantage of or exercise undue influence on the implementation of FP6. To this end, it is agreed that members of Advisory Groups may not be involved in any way in the evaluation or selection of proposals for Community funding under FP6. Therefore, members of the Advisory Groups:

- may not be members of the Programme Committees or called as experts before the Programme Committees;
- may not act as evaluators of proposals submitted under FP6;
- may participate in consortia under FP6, either in their personal capacity or as representative of the organisations to which they belong.

Source: European Commission- DG Research, 2003.

Relying on robust NCP systems

Among the indicative list of recommended capacities that FP6 NCPs should fulfil to carry out their recommended tasks are specifically mentioned the following: "Have adequate human resources and equipment (e.g. informatics); be able to act as independent organisation(s), being committed to impartiality in delivering their services."

Source: Guiding principles for setting up systems of National Contact Points for FP6- European Commission- DG Research, 2003.