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

This report presents the results of the study for activities supporting the co-ordination of national research activities in Europe. The funding in this Activity area is aimed at fostering and supporting initiatives undertaken by several countries in areas of strategic common interest and developing synergies between existing research programmes by co-ordinating their implementation and defining joint research programmes. The study shows a relatively high female participation in the ERA-NET projects that are managed by governmental bodies and public funding agencies, and a positive evolution in terms of measures identified to enhance the participation of women. The study found also good examples of projects in which gender mainstreaming is an integrated part of the objectives and activities.
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Monitoring progress towards Gender Equality
in the Sixth Framework Programme

Executive Summary

Co-ordination of Research Activities

A study for the European Commission
by the GRACE Consortium
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Introduction

In 2003, the European Commission launched parallel calls for tenders to monitor 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 “Support for the transnational networking and coordination of national research programmes - ERA-NET” Activity Area for FP6 as a whole.

The objectives of this Activity Area are to encourage and support initiatives undertaken by several countries, in areas of common strategic interest, to develop synergies between existing research programmes by coordinating their implementation, via mutual opening and mutual access to research results, and by defining and implementing joint research programmes.

The objective of the ERA-NET scheme is to step up the cooperation and coordination of research programmes carried out at national or regional level in the Member States and Associated States through the networking of research programmes, including their mutual opening and the development and implementation of joint activities. The scheme is helping to make the European Research Area a reality by improving the coherence and pan-European coordination of research programmes. The ERA-NET scheme is implemented using a bottom-up approach, in the sense that no preference is given to one specific research topic over another.

In this Activity Area, Coordination Actions (CA) and Specific Support Actions (SSA) are the principal instruments used. Coordination actions (CA) are intended to be used for implementing ERA-NET projects. Specific support actions (SSA) are used to support preparatory actions aimed at developing future ERA-NETs in the form of co-ordination actions. The next table shows the calls analysed within each of the three Monitoring Rounds of the study. As can be seen, all ERANET FP6 calls were assessed.

<table>
<thead>
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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 covered Desk-based research (analysis of documents, references and statistics received) and field work (interviews and enquiries with relevant actors). On the basis of the information collected, a dual-level analysis was performed. At Programme Level, we analysed how gender issues are taken into consideration in the implementation phases of the Activity. At Project Level, we analysed how gender issues are taken into consideration in the projects funded.

- The documents analysed at programme level comprised: the Work Programme, the Guide for Proposers, the Call Texts, the Guidelines for the Evaluators, the Evaluation reports, the Negotiation Guidelines, the Contract Preparation Forms Guidelines, the Financial Guidelines and the Reporting Guidelines.
- At project level, the analysis focused on selected projects and specifically analysed: Parts A & B of the proposal and/or the Description of Work of a project, and the evaluation summary report pertaining to the proposal.

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

- Interviews addressed project coordinators, scientific officers of the European Commission and evaluators.
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Table 2: Project Level Analysis: Projects screened and Project Coordinators interviewed.

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<td>MR1</td>
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<td>31</td>
<td>31</td>
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</tr>
<tr>
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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
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The analysis performed at programme level intended to validate a double hypothesis: that the opportunities for encouraging female participation differ per instrument and support scheme; and that the relevance of the gender dimension depends on the type of instrument, support scheme and research content.

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

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Monitoring Progress Towards Gender Equality in the Sixth Framework Programme

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2.1.1 · Female Participation

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

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<th>Findings</th>
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<td>Call Text</td>
<td>The different call texts state that the European Community has adopted an equal opportunities policy and that, on this basis, women are particularly encouraged to either submit proposals for indirect RTD actions or participate in the submission of proposals for indirect RTD actions. There is no explicit reference to gender balance objectives included in the text. Annex I to the Call Texts summarises the major characteristics of the corresponding call. In this Annex, there is no reference, explicit or implicit, to Female Participation.</td>
<td></td>
</tr>
<tr>
<td>Work Programme</td>
<td>The work programme explicitly mentions that “This work programme attempts, where possible, to reinforce and increase the place and role of women in science both from the perspective of equal opportunities and gender relevance of the topics covered”. This statement is established as one of the cross cutting issues, important to all parts of the work programme. The Work programme indicates that networking activities within a ERA-NET scheme can be and are dedicated to horizontal issues, such as the promotion of gender equality. Furthermore, “overseeing the promotion of gender equality in the ERA-NET” is listed as one of the management tasks. In Annex B of the Work Programme, the common evaluation criteria for evaluating proposals are given. In this Annex, “gender issues” are mentioned as one of the horizontal issues that are addressed in the evaluation of proposals.</td>
<td></td>
</tr>
<tr>
<td>Guide for Proposers</td>
<td>In the key recommendations, proposers are urged to clearly indicate the way in which gender issues are taken into account. Furthermore, the document states that consortium management activities include overseeing the promotion of gender equality in the project. Annex 4 of the Guide for Proposers is devoted to explaining why it is important to consider gender mainstreaming. The fact that the European policy on equal opportunities between women and men is enshrined in the Treaty on European Union is emphasised. Specifically, Articles 2 and 3 establish equality between women and men as a specific task of the Community. The explanation continues by stating that the Treaty seeks not only to eliminate inequalities, but also to promote equality as well. Furthermore, the Commission has adopted a gender mainstreaming strategy whereby each policy area, including that of research, must contribute to promoting gender equality. Proposers are expected to give equal consideration to the life patterns, needs and interests of both women and men. Finally, female participation in research must be encouraged both as scientists/technologists and within the evaluation, consultation and implementation processes.</td>
<td></td>
</tr>
<tr>
<td>Model Contracts</td>
<td>Model contracts are available on CORDIS and the extent to which they encourage the promotion of Female Participation was also analysed. In the &quot;General Conditions&quot;, which are the same for all instruments, overseeing the promotion of gender equality in the project is mentioned as one of the activities that falls under the Management of the Consortium. In addition, the &quot;General Conditions&quot; specify that the contractor shall endeavour to promote equal opportunities between men and women in the implementation of the project.</td>
<td></td>
</tr>
<tr>
<td>Guidance Notes for Evaluators</td>
<td>In the &quot;Guidance Notes for Evaluators&quot;, evaluators are instructed to address &quot;gender&quot; in the evaluation of proposals. Furthermore, the document states that recommendations on gender issues are to be supported in the Consensus Report.</td>
<td></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>
<td></td>
</tr>
<tr>
<td>Model Contracts</td>
<td>Addresses the topic under General Conditions.</td>
<td></td>
</tr>
<tr>
<td>CPF Guidelines</td>
<td>“Overseeing the promotion of gender equality” is one of the consortium management activities.</td>
<td></td>
</tr>
<tr>
<td>Negotiation Guidelines</td>
<td>No special mention is made.</td>
<td></td>
</tr>
<tr>
<td>Reporting Guidelines</td>
<td>Measures implemented are to be reported in the form of a questionnaire at the end of the first reporting period.</td>
<td></td>
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In general, “Overseeing Gender Equality” is a task to be developed by Project Management. The main documents elaborated by the Commission, as guidelines for proposal preparation, project negotiation and progress reporting, include references to the promotion of “Female Participation. The Work Programme states that the promotion of women in research is a key goal of the programme. The screening process also reveals that there are no differences in the content of the documents produced for the different calls or instruments. 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. A quick look at the data shown in Figure 3 (page 14) shows that in 20% of the projects screened, no measure was taken to improve or enhance the participation of women. In general, the project documents screened indicate work to promote gender equality. This stands in sharp contrast to the results of the interviews. Project Coordinators were asked what kind of gender-related work had been performed in their project. The results show that almost no effort has been made and no measures were actually implemented. This finding is confirmed by the case study analysis. Efforts planned and documented in the description of work for each project are not expanded to their full extent during project implementation.

Hypothesis: Opportunities to encourage Female Participation differ per instrument

In this section, the analysis focuses on the relationship between the instrument (CA and SSA) and the available 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 from a quantitative and qualitative perspective. However, the fact that the activities implemented in a project vary per instrument also impacts the way in which Female Participation can be promoted.

 Coordination Actions (CA) are intended to be used for the implementation of ERA-NET projects. Financial support from the Community is limited to the costs of additional activities undertaken to implement the ERA-NET. No financial support is provided for the research itself in the research programmes. Each ERA-NET is expected to last a sufficient length of time to achieve a durable impact on the research programmes involved. A duration of up to 5 years may be envisaged. CAs are intended to implement the coordination of research programmes and to be of longer duration than SSAs. In CAs activities may include programmes of meetings, seminars, workshops, studies, personnel exchanges, validation of good practices, and consortium management. Increasing Female Participation implies an equal distribution in sessions chaired by men and women in the workshops and/or seminars given. Gender balance is important to personnel exchanges. As CAs are generally of a longer duration than SSAs, a strong focus on the career and personal development of female participants is one way to encourage Female Participation at the later stages of a C.A. For example, after participating in a workshop on leadership skills or presentation skills, women may feel more confident about leading a seminar or speaking at workshops.

In the case of ERA-NETS, CA type projects present some additional characteristics. As indicated above, the ERA-NET scheme aims to support the coordination of national research programmes, which in many cases leads to the launching of joint research activities. The activities developed under a CA type project within this scheme both link and coordinate activities developed by regional and national bodies that manage research programmes. This means that female participation should be promoted to achieve gender equality in the different bodies to be created. For instance, female participation could be promoted in the evaluation of the projects or in the elaboration of the joint research programme. This is so that the organisations should be both qualitative and quantitative. These projects are ruled by public bodies in which women are better represented than in private sectors. The participation of female researchers working for industry in the different support bodies created under the projects (i.e. evaluation teams, expert teams) should be promoted. Specific Support Actions (SSA) are used to support preparatory actions aimed at developing future ERA-NETS in the form of co-ordination actions, to support activities undertaken through European cooperation frameworks (e.g. EUROCORES), and in support of COST. ERAWATCH is also implemented through this instrument. In addition, specific support actions may be used to support the collaboration and joint initiatives of specialised European scientific cooperation organisations.

In short, the purpose of an SSA is to prepare future actions, to support policy and to disseminate results. Research activities are not funded. Activities that are funded in an SSA include: meetings, seminars, workshops, studies, publications, scientific awards, competitions and consortium management. These activities are especially useful at giving women’s careers a little "push" SSA activities generally centre on visibility.
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In general, “Overseeing Gender Equality” is a task to be developed by Project Management. The main documents elaborated by the Commission, as guidelines for proposal preparation, project negotiation and progress reporting, include references to the promotion of “Female Participation”. The Work Programme states that the promotion of women in research is a key goal of the programme. The screening process also reveals that there are no differences in the content of the documents produced for the different calls or instruments. 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. A quick look at the data shown in Figure 3 (page 14) shows that in 20% of the projects screened, no measure was taken to improve or enhance the participation of women. In general, the project documents screened indicate work to promote gender equality. This stands in stark contrast to the results of the interviews. Project Coordinators were asked what kind of gender-related work had been performed in their project. The results show that almost no effort has been made and no measures were actually implemented. This finding is confirmed by the case study analysis. Efforts planned and documented in the description of work for each project are not expanded to their full extent during project implementation. **Hypothesis: Opportunities to encourage Female Participation differ per instrument**

In this section, the analysis focuses on the relationship between the instrument (CA and SSA) and the available 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 from a quantitative and qualitative perspective. However, the fact that the activities implemented in a project vary per instrument also impacts the way in which Female Participation can be promoted. **Coordination Actions (CA) are intended to be used for the implementation of ERA-NET projects. Financial support from the Community is subject to the costs of additional activities undertaken to implement the ERA-NET. No direct support is provided for the research itself in the research programmes. Each ERA-NET is expected to last a sufficient length of time to achieve a durable impact on the research programmes involved. A duration of up to 5 years may be envisaged. CAs are intended to implement the coordination of research programmes and to be of longer duration than SSAs. In CAs activities may include programmes of meetings, seminars, workshops, studies, personnel exchanges, evaluation of good practices, and consortium management. Increasing Female Participation implies an equal distribution in sessions chaired by men and women in the workshops and/or seminars given. Gender balance is important to personnel exchanges. As CAs are generally of a longer duration than SSAs, a strong focus on the career and personal development of female participants is one way to encourage Female Participation at the later stages of a CA. For example, after participating in a workshop on leadership skills or presentation skills, women may feel more confident about leading a seminar or speaking at workshops. In the case of ERA-NETS, CA type projects present some additional characteristics. As indicated above, the ERA-NET scheme aims to support the coordination of national research programmes, which in many cases leads to the launching of joint research activities. The activities developed under a CA type project within this scheme both link and coordinate activities developed by regional and national bodies that manage research programmes. This means that female participation should be promoted to achieve gender equality in the different bodies to be created. For instance, female participation could be promoted in the evaluation of the projects or in the elaboration of the joint research programme. This could also be expected to be institutionalised in the consortia and could be used to promote gender equality. These projects are run by bodies in which women are better represented than in private sectors. The participation of female researchers working for industry in the different support bodies created under the projects (i.e evaluation teams, expert teams) should be promoted. **Specific Support Actions (SSA) are used to support preparatory actions aimed at developing future ERA-NETS in the form of co-ordination actions, to support activities undertaken through European cooperation frameworks (e.g. EUROCORES), and in support of COST. ERAWATCH is also implemented through this instrument. In addition, specific support actions may be used to support the collaboration and joint initiatives of specialised European scientific cooperation organisations. In short, the purpose of an SSA is to prepare future actions, to support policy and to disseminate results. Research activities are not funded. Activities that are funded in an SSA include: meetings, seminars, workshops, studies, publications, scientific awards, competitions and consortium management. These activities are especially useful at giving women’s careers a little ‘push’. SSA activities generally centre on visibility.**
Female Participation in an SSA includes: attending meetings, seminars, workshops, and providing the possibility for women to chairing them. Furthermore, participation is more oriented towards ‘acknowledgement’, for instance by publishing the results of research done or in the competition for scientific awards.

In general, SSAs and CAs are limited to horizontal activities and do not cover research activities. Training and workshops represent excellent opportunities to increase the involvement of women and to address their needs, with regard to gaining the necessary skills for career development. Furthermore, they represent an opportunity to make the appearance of women at such events a norm, in addition to the beneficial impact that they may have on the careers of the women involved.

Female Participation in the Evaluation Process

The next table shows the number of female experts participating in the evaluation panels for this Activity Area. Though the target of 40% was only reached in 2004, the female participation rates for 2003 and 2005 are in fact close to the target. One can also see the very positive rise over time in the figures for female participation in evaluation panels.

<table>
<thead>
<tr>
<th>Co-ordination of Research Activities</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>33%</td>
<td>41%</td>
<td>39%</td>
</tr>
<tr>
<td>Female</td>
<td>27%</td>
<td>29%</td>
<td>31%</td>
</tr>
</tbody>
</table>

The next figure shows the affiliation of experts.

Figure 1: Affiliation of Experts

The majority of Female Experts are from the Non-Research Public Sector (Ministries, Public Associations) and the majority of Male Experts are from Universities.

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 Gender Dimension</th>
</tr>
</thead>
<tbody>
<tr>
<td>Call Text</td>
<td>The integration of the “gender dimension” is not specifically addressed.</td>
</tr>
<tr>
<td>Work Programme</td>
<td>The work programme states that it attempts, where possible, to reinforce and increase the role of women in science and research, and from the perspective of the gender relevance of the topics covered. Furthermore, Annex B specifies in the common evaluation criteria for evaluating proposals that gender issues, if relevant, should be adequately taken into account. At the time of “identification and analysis of common strategic issues”, horizontal issues such as the promotion of gender equality are to be considered.</td>
</tr>
<tr>
<td>Guide for Proposers</td>
<td>In Annex 2, Proposal Part B, proposers are urged to specify any specific elements connected with gender issues and if so, to explain how these specific issues will be addressed. The gender dimension is explained in detail in Annex 4. It 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 to the objectives and the proposed methodology.</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>Model Contracts</td>
<td>In the Model Contracts found on CORDIS, no mention is made of the integration of the gender dimension into the content of the project.</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>
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</tr>
<tr>
<td>Negotiation Guidelines</td>
<td>Gender aspects are to be covered under the “Gender Issues” section of the Description of Work.</td>
</tr>
<tr>
<td>Reporting Guidelines</td>
<td>Activities to integrate gender dimension, if applicable, are to be reported in the form of a questionnaire at the end of the first reporting period</td>
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</table>

In general, both proposers and evaluators are urged to consider the “Gender Dimension” when appropriate. Nevertheless, there are no clear guidelines on how to do so. Guidelines given to proposers are generic and it is not evident that “gender issues” really have an impact on any of the evaluation criteria.

The project documentation screening work reveals, as shown in Figure 4 (page 16), that 45% of the screened projects did not take the gender dimension into consideration. This shows that integrating gender into the project content is a difficult task for a large number of project coordinators. Furthermore, even projects in areas where “gender is usually considered to be inherent to the research”, “gender issues” are solely associated to the “participation of women”.

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

The hypothesis is only partially valid for this Activity Area. If the three perspectives of the gender dimension in the research (Research for, by and about women) are analysed separately, one can say that in relation to “Research for women and others” “Research on women”, the relevance of the gender dimension depends on the area in which the project is carried out and the instrument through which the project is implemented. Gender differences should be properly addressed in the definition of the joint research programme or in the communication strategy.

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Table 4: Female participation in evaluation panels

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<th>2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>57%</td>
<td>59%</td>
<td>58%</td>
</tr>
<tr>
<td>Female</td>
<td>43%</td>
<td>41%</td>
<td>42%</td>
</tr>
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*The views expressed here are the views of the experts in GRACE Team*
Monitoring Progress Towards Gender Equality in the Sixth Framework Programme

If the perspective “Research by women” is taken into consideration, every project has something to do and therefore gender dimension is to be considered as relevant. In short, the goal of the ERA-NET scheme is to analyse and develop research initiatives on top of national and/or regional research programmes. Irrespective of the research area, the issue of the “participation of women in the research” should be discussed and considered as an issue to be addressed. The differences between countries and/or regions, in terms of figures and strategies, should be analysed and discussed. In the launching of joint initiatives, the promotion of the female participation in the projects themselves should be tackled.

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) 2, 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 regards to gender, without integrating them throughout the lifespan of the project. Score ‘+++’ is obtained by projects that demonstrate a well developed and implemented gender strategy that is part of the resource system and has staff allocated to implement it, for the full duration of the project.

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

Table 5: GAS Score as interpreted during the study

<table>
<thead>
<tr>
<th>GAS</th>
<th>Female Participation</th>
<th>Gender Dimension</th>
</tr>
</thead>
<tbody>
<tr>
<td>+++</td>
<td>Good</td>
<td>Good</td>
</tr>
<tr>
<td>+</td>
<td>Satisfactory</td>
<td>Satisfactory</td>
</tr>
<tr>
<td>NC</td>
<td>Not Satisfactory</td>
<td>Not Satisfactory</td>
</tr>
<tr>
<td>NA</td>
<td>Not Applicable</td>
<td></td>
</tr>
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2Gender Account Score (GAS): The instrument was originally created by G. Joliff-Botrell (Research Directorate-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.
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2.2.1 · Female Participation in Figures

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

Figure 2 : Female Participation

Participation rates vary from 21% to 38%, with similar average participation rates per instrument. The success rate of the proposals coordinated by women varies from one Call to another. The lowest success rate for both CA and SSA proposals is found in FP6-2002-ERA-NET-1-CA-SSA, cut-off 02.03.2004.

With the exception of the second cut-off (02.03.2004), the percentage of funded projects coordinated by women ranges from 20% to 44%.

In general female participation figures are quite positive and well over the average for FP6 (16%). The nature of the ERA-NET project partners (mostly ministries and public research institutions) explains this high level of female participation. As can be seen in She Figures 2006, the percentage of female researchers working for the government is 35%, whereas the percentage of female researchers working for industry is 18%.

Table 6 : Total Number of projects screened

<table>
<thead>
<tr>
<th>Monitor Round</th>
<th>Call</th>
<th>Number of Projects Funded</th>
<th>Number of Projects Screened</th>
<th>Number of Project Coordinators Contacted</th>
<th>Number of Project Coordinators Interviewed</th>
</tr>
</thead>
<tbody>
<tr>
<td>MR1</td>
<td>FP6-2002-ERA-NET-1-CA-SSA 03.06.2003</td>
<td>31</td>
<td>31</td>
<td>9</td>
<td>3</td>
</tr>
<tr>
<td>MR2</td>
<td>FP6-2002-ERA-NET-1-CA-SSA CA &amp; SSA 02.03.2004 &amp; 05.10.2004</td>
<td>23</td>
<td>23</td>
<td>23</td>
<td>6</td>
</tr>
<tr>
<td>MR3</td>
<td>FP6-2003-ERA-NET-1-CA-SSA 02.03.2005 &amp; 04.10.2005</td>
<td>22</td>
<td>20</td>
<td>20</td>
<td>10</td>
</tr>
</tbody>
</table>

Executive Summary: Coordination of Research Activities

Source: Data provided by EC Services

Executive Summary: Coordination of Research Activities
This high female participation has a second reading. It highlights the significant number of women with positions of responsibility in bodies in charge of the definition and management of research programmes at national and regional level. This is an issue that should be disseminated. Project screening reveals that female participation rates found in projects differ depending on the research topic tackled by the project. In several projects in the fields of health and biotechnology, female participation at the beginning of the project (considering project team and boards created) reaches 50%, whereas in other areas (such as astronomy), project partners have difficulty finding qualified personnel.

The data available on female participation, as shown above, represents the percentage of women acting as partner representatives. The acquisition of accurate data on the number and affiliation of women participating in the different project activities is considered essential.

2.2.2 · Female Participation - GAS Assessment

The next figure shows the distribution of GAS for the 4 cut-offs analysed within MR2 and MR3.

![Distribution of GAS for the 4 cut-offs](image)

According to the information shown in Figure 3, there has been a very positive evolution during the last two cut-offs. Almost 90% of all funded projects within the last two cut-offs planned to implement measures to promote Female Participation in a systematic way. In the case of projects funded under the two cut-offs screened within MR2, almost 60% have not implemented any measure to increase female participation, and only 30% could be considered as “good” in terms of the effort they have made.

Data extracted from MR1 reveals that 77% of funded projects take gender issues into consideration in the project. Therefore, it seems that during the two cut-offs held in 2004 (MR2), there was a significant drop (from 77% to 40%) in the number of projects addressing the participation of women. This drop was largely recovered in the cut-offs held in 2005 (MR3). There are no major differences in scope among the different cut-offs analysed during the three monitoring rounds that might explain this drop. The only major difference can be seen in Figure 2. Cut-offs held in 2004 present the lowest ratio of projects coordinated by women.

In all those projects that were assigned a “Good” GAS, “overseeing the promotion of gender equality” is included under the tasks to be developed by the management structures of the project (in a couple of cases a dedicated budget is assigned), the participation of women in the different boards and structures under the control of the project will be monitored and attention will be paid to the qualitative and quantitative aspects of Female Participation. In a few cases, a dedicated body to provide support to the management team is planned for creation (i.e. Gender Watch Body), and as a generalised practice, a Gender Action Plan is one of the documents that is produced by most of these projects and distributed at the end of the project.
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![Distribution of GAS - Female Participation per Monitoring round](chart)

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### 2.2.3 · Gender Dimension - GAS Assessment

To rate projects according to the GAS score, both the topic and the instrument of the projects were taken into account. ERANET are quite complex projects. Gender Dimension was assessed in the following terms:

- If women are underrepresented in the scientific field covered by the project, has the promotion of gender equality been taken into consideration in the formulation of trans-national activities? In the dissemination activities?...
- If gender is relevant to the scientific field covered by the project, has it been properly tackled in the formulation of the common research areas? In the definition of the research objectives?...
- Have gender issues been taken into consideration in the design and implementation of the joint calls? Gender issues in the evaluation process?...

Depending on the scientific area covered by a project, measures to promote the participation of women are oriented towards the achievement of at least one of the following goals:

- To maintain female participation rates set at the beginning of the project throughout the implementation phase.
- To integrate and involve qualified staff in the project, especially young researchers.
- To ensure the absence of barriers to leadership roles in the Network.

The most popular measures identified in the screened projects refer to:

- Those cases where certain participating programme management agencies already follow an explicit gender policy, and the project will promote adherence to that policy;
- The project management board will alert all project participants at the beginning of the project about the need to respect EU gender policies and guidelines and will request they be adhered to;
- The consortium will ensure that women are considered for membership of the Governing Board, Executive Board and Management Group and as Work Package and Task leaders, to help to establish good role models;
- Mentoring programmes. In such programmes, senior female scientists undertake the task of guiding junior female scientists in their career;
- Promotion of women giving, for example, keynote talks at conferences on project results, etc., to raise their profile and potentially develop their career and networking opportunities;
- Organisaiton of dissemination within an ERA-Net project of best practice examples, with regard to the employment and career development of women. Awareness of best practices will be shared and may instigate longer-term changes, taking into account regional cultural differences. Examples are:
  - Promotion schemes allowing self-nomination and based on published criteria recognising a variety of outputs;
  - Annual staff appraisals emphasising development needs for the individual;
  - Maternity and paternity leave, part-time and flexible-hours working, job sharing, career breaks, childcare support, homework, special leave, sabbaticals.

The majority of the projects screened are CAs. A comparison between the measures implemented in CA and SSA projects reveals that measures are more applicable in CA projects.
In some projects, such as Complexity-NET, the gender dimension has been integrated by considering the promotion of gender equality in the strategic analysis of the strengths, weaknesses, opportunities and threats characterising national research and research training activities supported by the national programmes.

In some projects, such as E-Rare, special care will be taken to represent men and women in adequate percentages in expert groups, evaluation committees and decision making bodies that will guarantee fair treatment of both genders throughout the project activities.

Several projects, such as E-rare and EUASNET, highlight the importance of harmonising the way in which gender issues are to be taken into consideration, as a means of supporting real trans-national cooperation. The project e-Rare will work on creating specific model contracts.

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 in promoting Female Participation or their work to integrate the gender dimension. Some of these best practice projects were monitored during their implementation phases.

Female Participation

**BONUS (CA)** The BONUS project puts forward some participation figures: 55 % are male (6 persons), 45% female (5 persons), and a female co-ordinator, showing quite an optimal gender balance. Gender equality measures are taken into account when the partner organisations are asked to nominate the Steering Committee. The partner organisations are asked to give two names for the member and the deputy member (one male, one female) and the final composition of the NSG is negotiated with the partners on the basis of gender balance. Five out of 11 BONUS partners have published a gender equality plan and act according to those plans in all BONUS activities in which they are involved. The gender equality issues are said to be in the foreground constantly and are to influence such partners who have not yet made gender equality plans.

**ERA-CHEMISTRY (CA)** In view of the persistence of gender inequalities in Chemistry, ERA-CHEMISTRY observes the special requirements for female researchers with respect to all funding instruments and joint European programmes to be developed within the network. Young female researchers are specifically invited to participate in programme definition workshops for administrators and young researchers (Task 1 of Work Package 3) and are encouraged to join in trans-national programmes. All statistical information to be collected in the ERA-NET will comprehend the quotient of female researchers (Work Package 1). A report describes this gender action plan.

**NORFACE (CA)** The NORFACE project has defined a panel to address gender and to realise a best practice study on the promotion of gender equality in research. This panel consists of approximately 12 members. The overall budget foresires resources for the panel’s work. Provision was made for an in-depth look at the policies, which each participating funding authority implements in its programme. The project foresees the setting up of joint decision-making, and participating agencies. For example, with regard to gender balance in conference panels, advisory boards, councils, etc. between 2000 and 2004, the Netherlands and Germany (in particular) showed the biggest under-representation of women (though for both countries only figures from 2004 are available), while Iceland shows a very even gender balance throughout the whole period.

The NORFACE project supports the build up of research co-operation. As far as NORFACE itself is concerned, a commitment has been made to gender parity in the membership of the International Advisory Panel (IAP) and in the Network Board. Beyond these two committees, the partners are committed to equal opportunities policies in all selection processes and review gender balance across the range of NORFACE activities in each annual report to the Network Board. NORFACE is also committed to the use of gender neutral language in all its publications and other output.

**ForSociety (SSA)** The ForSociety project is very relevant to gender mainstreaming. The primary objective of the project is to execute a consultation process among project participants, which will lead to the drafting and submitting of a proposal for a future ERA-NET Coordination Action in the area of Foretsight and Society. The persistent lack of interest in science and engineering among women and minorities is a fundamental issue in Science and Society and it constitutes an element of ForSociety’s thematic content. To this end, the major national and European gender related networks and organisations e.g. The Helsinki Group on Women and Science, WIDE - Network Women in Development Europe, NetWork Guide of women scientists across Europe, etc. are contacted in order to participate in the workshops and the fora foreseen in the project.
In some projects, such as Complexity-NET, the gender dimension has been integrated by considering the promotion of gender equality in the strategic analysis of the strengths, weaknesses, opportunities and threats characterising national research and research training activities supported by the national programmes.

In some projects, such as E-Rare and EULASNET, highlight the importance of harmonising the way in which gender issues are to be taken into consideration, as a means of supporting real trans-national cooperation. The project e-Rare will work on creating specific model contracts.

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With regard to gender issues within the consortium partners, ForSociety management strives to ensure equal opportunities according to EU rules and guidelines, when hiring new staff or contracting external experts. Resources to be investigated include:

- the European Database of Female Experts http://www.eurohealth.ie/
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Other examples of measures found in the contracts are:

- Some of the projects mention links to Women and Science networks that are to be contacted for support.
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The co-ordinating organisation, DEFRA, already exercises an equal opportunity policy and other partners, being public sector organisations, are expected to accord high priority to equity issues and gender-aware policies. Furthermore, the project adopts a positive image for women by presenting a positive female dimension of the project in publications and on the website.

Special effort is made to attract female participants to seminars, conferences and workshops related to the project, including the offer of childcare services to working parents in need. A family-friendly working culture is ensured, particularly in relation to hours worked and travelling arrangements.

NETBIOE (CA) The full name of the project is “Networking tropical and subtropical Biodiversity research in Outer Most regions and territories of Europe in support of sustainable development” The proportion of women in environmental sciences decreases rapidly from junior to more senior levels. Therefore, NETBIOE actions in this respect will aim to ensure the absence of barriers to leadership roles in the Network.

To guide these actions, information will be obtained via:

- Disaggregated statistics to show the gender balance of research programmes in different EU Member States (part of WP 2);
- A gender awareness group to monitor the issue, supervise implementation of best practices, contact national organisations dealing with the gender issue, and contact networks of women scientists in the field.

NET-TRIBES will disseminate within the ERA-Net examples of best practice with regard to the employment and career development of women. Awareness of best practice will be shared and may instigate longer-term changes, taking into account regional cultural differences.

Female Participation and Gender Dimension ERASysBio (CA) The full name of the project is “Towards a European Research Area for Systems Biology”. At the beginning of the project, the percentage of Female Participation is 55%. The promotion of gender equality is one of the horizontal socio-economic objectives of the project. The Coordinator will also oversee gender equality in the composition of the External Advisory Board (EAB), the virtual trans-national programme management team, the database on national experts/advisors used e.g. for joint evaluations, and any other body, whose composition will be defined in the course of the project. Certain participating programme management agencies (from Nordic countries) already follow an explicit gender policy that will be reflected in their ERA-Net participation.

In relation to the integration of Gender Dimension, special emphasis will be placed on the use of cells, issues and other specimens and the choice for a particular human research population/cohort (i.e. the sharing of data on males and females) must be thoroughly justified and described in any research proposal. Furthermore, the gender dimension will also be an integral part of the evaluation criteria and project selection process being applied for the trans-national funding initiative.

Executive Summary: Coordination of Research Activities

NEURON (CA) The full name of the project is “Network of European funding for Neuroscience research” The funding programmes involved in NEURON aim at a better understanding of brain diseases, which includes all diseases traditionally viewed as being of neurological or psychiatric origin. The project coordinator is a woman and 30% of the senior level managers are women.

NEURON shall address cross-cutting issues, such as ethical and gender-related problems, which are important issues in clinical trials.

Specialised workshops shall be held on how ethical issues are addressed in neuroscience research programmes. NEURON partners and other relevant groups, e.g. patient organisations or clinicians will be invited, as well as representatives of the ERA-Net SAGE. Workshop results will be incorporated in the general dissemination concept. Workshop reports will be published.

Structuring career opportunities aspects and creating a joint exchange programme for young researchers will promote mobility of young investigators, particularly with a view to the successful creation of the European Research Area and an “internal market” in research.

In order to meet societal needs, general aspects will be given broad consideration within the NEURON consortium. A whole work package is dedicated to ethical issues, gender aspects and public awareness of brain disorders. By developing plans and concepts for the distribution of knowledge on the findings of the ERA-Net and by raising awareness for neuroscience research, this WP also serves to disseminate and exploit the results from the consortium activities.

Gender Dimension

BONUS for Baltic Sea Science (CA) Network of Funding Agencies is an initiative that brings together the key research funding organisations in all EU Member States and Associate Candidate Countries around the Baltic Sea. BONUS operates in close connection with the scientific and management actors. The aim of the programme is to form a network and partnership of agencies, with parts of programmes or individual projects aiming at deepening understanding of the conditions for science-based management of environmental issues in the Baltic Sea. The aim is to gradually and systematically create conditions for a Joint Baltic Sea research programme. Gender equality issues are studied and considered, and they are disseminated in workshops. Continuous and systematic collection and exchange of information and best practice at different stages of particular national or regional programmes are part of the programme as well.

Furthermore, gender equality issues are addressed in marine research programmes.

Priority Medicines (SSA) The objective of this SSA project is to create a Coordination Action between national research programmes in European countries, focusing on Priority Medicines that are most needed by the citizens of Europe. The term “medicines” is used in a broad sense, including for instance vaccines and new forms of therapy based on biotechnology. One of the thematic areas of the project is aimed at specific groups, like children and the elderly, as well as gender issues, for instance medicines for pregnant women.

EtRANET (CA) In the ETHERANET project on ICT in traditional manufacturing industries, ERA-Net considers a number of social, ethical and gender-specific issues that are important in the conceptual and technical development of information and communication technologies (ICT) and products for the manufacturing industries. It considers and studies the fact that the application fields of communication technologies in traditional branches will also affect the daily life of women both on an employment and private-life level. Furthermore, hormone diagnostics using point-of-care technologies and devices will also have considerable impact on the everyday life of women. It also states that new products in the area of medical technologies, e.g. minimal invasive therapy, could considerably reduce recovery time spent in hospital, thus impacting daily life as well as gender specific branches of the medical profession (e.g. nurses). The question arising in the study is: how can this structural change be designed and arranged in the interest of women? A specific group has been appointed to provide an answer to this question. Among others, the working group explores application fields related to ICT in traditional manufacturing branches that have strong relationships with gender and ethical aspects. It also evaluates the relevance and importance of such aspects in connection with the national programmes of all partners (e.g. are gender and ethical aspects being considered in the evaluation process for national funding or are there national regulations available for dealing with such topics?).

ERA-AGE (CA) considers that old age is feminised in Europe, that ageing is a gendered concept and that research programmes involved in ERA-AGE aim at a better understanding of brain diseases, which includes all diseases traditionally viewed as being of neurological or psychiatric origin. The project coordinator is a woman and 30% of the senior level managers are women.

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Furthermore, gender equity/inequality issues are addressed in marine research programmes.

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ERA-AGE (CA) considers that old age is feminised in Europe, that ageing is a gendered concept and that research programmes do not consistently acknowledge these key facts. The project tries to ensure that gender is a central issue in the coordination of national research programmes on ageing. The specific ways in which ERA-AGE addresses the relationship between women and research are:

- The encouragement of female participation in programmes as researchers and managers;
- Encouraging a priority focus on women's needs in old age (the dominant group);
The objective is to help break down the barriers between ageing research, policy, and practice. Moreover, it aims to engage a wide range of policy makers, practitioners and other user groups at national and European levels. The gender action plan of the PERIAPT project aims to identify measures to improve the pro-active identification of emerging risks in food. Such a pro-active identification tool may in the long term be a major preventive instrument at the disposal of Ministries and Food Authorities. The project recognises the importance of gender and has assigned a gender expert capable of developing plans to determine which aspects of the project are most relevant for gender issues. Also, the opinions and values of female consumers are explicitly solicited as part of the analysis of consumer behaviour and are systematically analysed to identify potential differences. This includes consumer behaviour, exposure to food-related safety risks and the perception of these risks.

- In information technologies, gender disparities exist at user level and in the labour market. By assuming that information technology is neutral, biases can enter into technological research and development, which can have a negative impact on gender equality;
- Gender differences could exist in the impact of food products on health, such as those containing genetically modified organisms. Gender may also be relevant in the epidemiology of food-related diseases and allergies;
- Developments in the knowledge-based society and in the new forms of relationships between citizens, consumers and institutions in Europe have (some) significant gender dimensions.

### 2.3.2 Follow-up activities

Five 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 consisted of 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 of Deliverables, and Financial Reports. As can be seen in the summary of the findings shown below, 3 out of the 5 projects have not made any attempt to implement the measures planned in their Technical Progress Monitoring Reports of Deliverables, and Financial Reports. As can be seen in the summary of the findings shown below, 3 out of the 5 projects have not made any attempt to implement the measures planned in their Technical Progress Monitoring Reports of Deliverables, and Financial Reports.

#### Findings from the Desk-based analysis

**ForSociety (SSA)**
- Gender Dimension
- Findings from the desk-based analysis: The Periodic Activity and Management Report for the period 1st September 2004 to 28th February 2006 was provided for the desk-based analysis. In this document, no mention is made of planned effort being transformed into actual (expended) effort.
- Findings from the interview with the project coordinator: The interview with the Project Coordinator also showed that gender issues and the promotion of Female Participation have not been a priority. As the Project Coordinator explained: "Our project is technology-driven and technology-focused. As this is our focus and priority, we haven’t paid much attention to gender issues.”

**Etranet (CA)**
- Gender Dimension
- Findings from the desk-based analysis: In the Full Periodic Activity Report, the effort described above was not found.
- Findings from the interview with the Project Coordinator: In the interview with the Project Coordinator, the reason for this became clear. The Project Coordinator explained that studies on gender were done at the start of the project. These studies included a questionnaire on gender issues that was sent to all programme managers. The outcome of the questionnaire was that the gender dimension was not considered important. Therefore, it was decided not to integrate the gender dimension, as was intended at the time of writing the proposal.

**PERIAPT (SSA)**
- Gender Dimension
- Findings from the desk-based analysis: In the Final Activity Report, a section was devoted to the integration of the gender dimension. However, there seemed to be confusion about the term “gender dimension,” as the section mostly described work to promote Female Participation. It was stated that the project recognised the importance of equal opportunities between women and men and wished to initiate activities to promote gender equality in the preparatory actions and research area under investigation of these preparatory actions. To promote the participation of women the following activities were initiated:
  - To stimulate female occupation of leading position in work packages. Thus far, women occupy 33% of Project Management Team (PMT) positions;
  - To develop an inquiry to determine the degree of women’s participation in future networking, to determine improvement needs, and to develop plans to increase their participation;
  - To develop plans to determine which aspects of the project are most relevant for gender mutation, i.e. a gender expert will be hired to this end. It should be noted that only this last activity refers to the integration of the gender dimension, while all of the other activities described are measures to promote Female Participation.
- Findings from the interview with the Project Coordinator: With regard to the hiring of a gender expert, the Project Coordinator explained that initially, a gender expert was indeed appointed. This expert eventually left the project after one year, due to time constraints. During the first year of the project, the gender expert attended most of the technical meetings. However, due to the technical content of the discussions, there was little contribution from the gender expert’s side. When, in addition to this, there were some technical failures in the project, it was decided that the integration of the gender dimension could not be continued due to lack of time. The Project Coordinator comments that the gender dimension is relevant to the project, but it was impossible to continue to focus on this. With regards to the promotion of Female Participation, the Project Coordinator confirms that effort has been made to place women in leading positions.

### Findings from the Interview with the Project Coordinator

**WOODWISDOM-NET (CA)**
- Female Participation
- Findings from the interview with the Project Coordinator: This finding was confirmed in the interview with the Project Coordinator. The only exception was the encouragement of female evaluators to respond to the open call for evaluators in order to have a balanced composition. When asked to explain why the planned efforts were not implemented, the Project Coordinator responded: “There is a general awareness of the importance of gender equality in all of the working groups involved in this project. The written plans were meant to create this awareness, to show that it is an issue to consider and to give suggestions on what possibly could be done to improve the situation. This awareness has been created and that is the most important thing. Given the project’s time- and budget constraints, actions are not possible at the moment. We are aware that the forestry sector is a male-dominated sector, but in the scope of the project, there is no room for us to implement any actions. Therefore, we are currently not planning any actions to promote Female Participation nor to integrate the gender dimension.”

**CRUE (CA)**
- Female Participation
- Findings from desk-based analysis: The analysis of this Periodic Activity Report showed that a Gender Action Plan was supposed to be drafted and placed on the website in June 2005. The web (see: http://www.crue-eranet.net/) was also examined. It seems that no Gender Action Plan was/is publicly accessible, but there is a “good practices guide” in which the objective of increasing the quota of women in science is captured.
Monitoring Progress Towards Gender Equality in the Sixth Framework Programme

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- Attention to gender issues in research topics within programmes;
- Questioning the sensitivity of research methodologies to gender issues.

The objective is to help break down the barriers between ageing research, policy, and practice. Moreover, it aims to engage a wide range of policy makers, practitioners and other user groups at national and European levels.

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Findings

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<td>WOODWINDOM-NET (CA)</td>
<td>Female Participation</td>
<td>Findings from the Desk-based analysis A Periodic Activity Report (covering period 1st January 2005 to 30th June 2005) was provided for the desk-based analysis. The Report provides no indication that planned effort was actually expended during the reporting period. Findings from the interview with the Project Coordinator This finding was confirmed in the interview with the Project Coordinator. The only exception was the encouragement of female evaluators to respond to the open call for evaluators in order to have a balanced composition. When asked to explain why the planned efforts were not implemented, the Project Coordinator responded: “There is a general awareness of the importance of gender equality in all of the working groups involved in this project. The written plans were meant to create this awareness, to show that it is an issue to consider and to give suggestions on what possibly could be done to improve the situation. This awareness has been created and that is the most important thing. Given the project’s time- and budget constraints, actions are not possible at the moment. We are aware that the forestry sector is a male-dominated sector, but in the scope of the project, there is no room for us to implement any actions. Therefore, we are currently not planning any actions to promote Female Participation nor to integrate the gender dimension”.</td>
</tr>
<tr>
<td>ForSociety (SSA)</td>
<td>Female Participation</td>
<td>Findings from the desk-based analysis The Periodic Activity and Management Report for the period 1st September 2004 to 28th February 2005 was provided for the desk-based analysis. In this document, no mention is made of planned effort being transformed into actual (expanded) effort. Findings from the interview with the project coordinator: The interview with the Project Coordinator also showed that gender issues and the promotion of Female Participation have not been a priority. As the Project Coordinator explained: “Our project is technology-driven and technology-focussed. As this is our focus and priority, we haven’t paid much attention to gender issues”.</td>
</tr>
<tr>
<td>Etranet (CA)</td>
<td>Gender Dimension</td>
<td>Findings from the Desk-based analysis: In the Full Periodic Activity Report, the effort described above was not found. Findings from the interview with the Project Coordinator In the interview with the Project Coordinator, the reason for this became clear. The Project Coordinator explained that studies on gender were done at the start of the project. These studies included a questionnaire on gender issues that was sent to all programme managers. The outcome of the questionnaire was that the gender dimension was not considered important. Therefore, it was decided not to integrate the gender dimension, as it was intended at the time of writing the proposal.</td>
</tr>
</tbody>
</table>
| PERIAPT (SSA) | Gender Dimension | Findings from the Desk-based analysis: In the Final Activity Report, a section was devoted to the integration of the gender dimension. However, there seemed to be confusion about the term “gender dimension”, as the section mostly described work to promote Female Participation. It was stated that the project recognised the importance of equal opportunities between women and men and wished to initiate activities to promote gender equality in the preparatory actions and research area under investigation of these preparatory actions. To promote the participation of women the following activities were initiated:
  - To stimulate female occupation of leading position in work packages. Thus far, women occupy 33% of Project Management Team (PMT) positions;
  - To develop an inquiry to determine the degree of women’s participation in future networking, to determine improvement needs, and to develop plans to increase their participation;
  - To develop plans to determine which aspects of the project are most relevant for gender mutation, i.e. a gender expert will be hired to this end. It should be noted that only this last activity refers to the integration of the gender dimension, while all of the other activities described are measures to promote Female Participation.
Findings from the interview with the Project Coordinator With regard to the hiring of a gender expert, the Project Coordinator explained that initially, a gender expert was indeed appointed. This expert eventually left the project after one year, due to time constraints. During the first year of the project, the gender expert attended most of the technical meetings. However, due to the technical content of the discussions, there was little contribution from the gender expert’s side. When, in addition to this, there were some technical failures in the project, it was decided that the integration of the gender dimension could not be continued due to lack of time. The Project Coordinator comments that the gender dimension is relevant to the project, but it was impossible to continue to focus on this. With regards to the promotion of Female Participation, the Project Coordinator confirms that effort has been made to place women in leading positions. |
| CRUE (CA) | Female Participation | Findings from desk-based analysis: The analysis of this Periodic Activity Report showed that a Gender Action Plan was supposed to be drafted and placed on the website in June 2005. The web (see: http://www.crue-eranet.net ) was also examined. It seems that no Gender Action Plan was/is publicly accessible, but there is a “good practices guide” in which the objective of increasing the quota of women in science is captured. |
3 · Conclusions and recommendations

3.1 · At Programme Level

Female Participation

Female participation and gender equality are addressed at programme level. The Work Programme states, as a key goal and cross-cutting issue for the programme, the promotion of women in the research, and it is explicitly indicated that networking activities can be entirely dedicated to the promotion of gender equality.

The guidance notes for the proposers on how to “promote the participation of women in the projects” are 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, both quantitatively and qualitatively. The different instruments should be analysed in light of the opportunities they offer for incorporating and developing the 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 evaluation criteria should be revised and include a consideration of gender issues, where appropriate. The evaluation of gender should have an impact on the final score given to a proposal. For instance, “overseeing gender equality” is considered a project management task. The mark given to the evaluation criteria “Management” should be influenced by the way gender equality is promoted.

In many cases, measures to promote the participation of women, as identified in the Technical Annexes, are not implemented (or are clearly dismissed) in the actual running of the projects. The Commission should implement the appropriate mechanisms to ensure that goals and principles as stated in the programme documentation are effectively implemented.

Gender Dimension

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

The relevance of the gender dimension depends on the area in which the project is carried out and the instrument through which the project is implemented. Documents, such as the Guide for Proposers, should be adapted to provide practical guidelines adapted to the different instrument.

The evaluation process should be reworked to ensure evaluators have enough knowledge (i.e. practical training, support from gender experts) to evaluate the gender dimension of the projects. Whenever relevant, the evaluation summary reports should include clear comments on the way gender dimension has been addressed in the proposal and these comments should have an impact on the evaluation result.

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

During the project reporting process, the implementation of the gender activities planned in the Description of Work (Technical Annex) should be assessed.

3.2 · At Project Level

Female Participation

The first issue to mention is the positive evolution observed in relation to the measures identified in projects to enhance the participation of women. Almost 90% of all funded projects within the last two cut-offs planned to implement measures to promote Female Participation in a systematic way. Nevertheless, the analysis of the effective implementation of measures during project running reveals that in many cases, measures planned are not implemented.

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

Female participation rates in ERA-NET projects are quite high and well above the average for the Framework Programme. This positive result is linked to the nature of the partners. Most of the partners are Ministries and public funding agencies. The presence of female personnel in such sectors of activity is larger than in industry.

As in other Activity Areas, the screening of the projects reveals that female participation rates found in projects differ depending on the research topic tackled by the project. In several projects in the fields of health and biotechnology, female participation at the beginning of the project (considering project team and boards created) reaches 50%, whereas in other areas (such as astronomy), project partners have difficulty finding qualified personnel.

Existing figures on female participation refer to the number of women acting as partner representatives. This data is not enough to know the effective number and affiliation of all the women involved in funded projects. The collection of sex disaggregated data including affiliation and position should be organised.

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

Gender Dimension

The first aspect to mention is the large number of projects in which the gender dimension has not been taken into consideration. This shows that integrating gender into the project content is a difficult task for a large number of project coordinators. Further support and feedback is needed. In the existing documentation, the Commission establishes general goals and objectives. The GRACE Team recommends that the Commission define clearly what is expected from each support scheme in relation to gender mainstreaming.

The second aspect to mention is that the integration of gender dimension is not performed in a systematic and consistent manner across the projects screened. The GRACE Team recommends that the Commission draws up practical guidelines that support a systematic approach for integrating the gender dimension in the different types of instruments and support schemes.

The GRACE team recommends providing the proposers with guidelines to verify that gender dimension has been properly addressed:

- If gender is relevant for the scientific field covered by the project, has it been properly tackled in the formulation of the common research areas? In the definition of the research objectives?...
- If women are underrepresented in the scientific field covered by the project, has the promotion of gender equality been taken into consideration in the formulation of trans-national activities? In dissemination activities? ...
- Have gender issues been taken into consideration in the design and implementation of the joint calls? Gender issues in the evaluation process? ...

ERA-NET projects are developed by public bodies and institutions that are responsible for the creation and implementation of national research programmes. ERA-NET projects design and develop joint research programmes that respond to the needs detected by the different national representatives involved in a certain research field. Two major conclusions can be drawn:

- The way gender dimension is integrated in an ERA-NET project reflects to a certain degree the relevance given to the integration of gender dimension in the national research programmes involved.
- The staff involved in these projects possess an in-depth understanding of the research needs in Europe on the
3 · Conclusions and recommendations

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The guidance notes for the proposers on how to “promote the participation of women in the projects” are 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, both quantitatively and qualitatively. The different instruments should be analysed in light of the opportunities they offer for incorporating and developing the 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 in 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 guidance notes for the evaluators that focus on how to assess the promotion of female participation in the projects are openly open to the interpretation of the evaluators. This constitutes the third issue for improvement: a more systematic evaluation of gender equality in projects would greatly encourage a more concerted effort to promote female participation. The evaluation criteria should be revised and include a consideration of gender issues, where appropriate. The evaluation of gender should have an impact on the final score given to a proposal.

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

In many cases, measures to promote the participation of women, as identified in the Technical Annexes, are not implemented (or are clearly dismissed) in the actual running of the projects. The Commission should implement the appropriate mechanisms to ensure that goals and principles as stated in the programme documentation are effectively implemented.

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During the project reporting process, the implementation of the gender activities planned in the Description of Work (Technical Annex) should be assessed.

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The first issue to mention is the positive evolution observed in relation to the measures identified in projects to enhance the participation of women. Almost 90% of all funded projects within the last two cut-offs planned to implement measures to promote Female Participation in a systematic way. Nevertheless, the analysis of the effective implementation of measures during project running reveals that in many cases, measures planned are not implemented. Therefore, the first and main recommendation of the GRACE Team is that the European Commission should introduce a Gender Monitoring System that is able to transform the designed measures into a noticeable increase in Female participation. The challenges in terms of female participation are not related to the development of new and innovative measures, but rather are concerned with properly implementing those that already exist.

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Gender Dimension

The first aspect to mention is the large number of projects in which the gender dimension has not been taken into consideration. This shows that integrating gender into the project content is a difficult task for a large number of project coordinators. Further support and feedback is needed. In the existing documentation, the Commission establishes general goals and objectives. The GRACE Team recommends that the Commission define clearly what is expected from each support scheme in relation to gender mainstreaming.

The second aspect to mention is that the integration of gender dimension is not performed in a systematic and consistent manner across the projects screened. The GRACE Team recommends that the Commission draws up practical guidelines that support a systematic approach for integrating the gender dimension in the different types of instruments and support schemes.

The GRACE Team recommends providing the proposers with guidelines to verify that gender dimension has been properly addressed:

- If gender is relevant for the scientific field covered by the project, has it been properly tackled in the formulation of the common research areas? In the definition of the research objectives?...

- If women are underrepresented in the scientific field covered by the project, has the promotion of gender equality been taken into consideration in the formulation of trans-national activities? In dissemination activities?...

- Have gender issues been taken into consideration in the design and implementation of the joint calls? Gender issues in the evaluation process?...

ERA-NET projects are developed by public bodies and institutions that are responsible for the creation and implementation of national research programmes. ERA-NET projects design and develop joint research programmes that respond to the needs detected by the different national representatives involved in a certain research field. Two major conclusions can be drawn:

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- The staff involved in these projects possess an in-depth understanding of the research needs in Europe on the one
In GRACE’s opinion, ERA-NET project partners should be requested to:

- Assess and explain whether a gender strategy makes a difference to the European research field addressed.
- Develop a Gender Mainstreaming Strategy for the project, to be implemented through a Gender Action Plan.
- Establish lines of cooperation with gender institutions with knowledge in the research field addressed.
- Analyse and convey methods for harmonising the integration of “gender issues” in the different national research programmes.

**Glossary**

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

**Biological differences:** Differences between women and men linked to their genital or secondary sexual characteristics. Examples of secondary characteristics are hormone distribution, corporal differentiations but also certain sensitivities to external factors (diseases and reactions to medication).

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

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

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

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

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

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

The instrument was originally created by G. Joliff-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

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3 Definitions have been made by the project team, and as they were used in interviews. However they are in line 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 activities supporting the co-ordination of national research activities in Europe. The funding in this Activity area is aimed at fostering and supporting initiatives undertaken by several countries in areas of strategic common interest and developing synergies between existing research programmes by co-ordinating their implementation and defining joint research programmes. The study shows a relatively high female participation in the ERA-NET projects that are managed by governmental bodies and public funding agencies, and a positive evolution in terms of measures identified to enhance the participation of women. The study found also good examples of projects in which gender mainstreaming is an integrated part of the objectives and activities.