

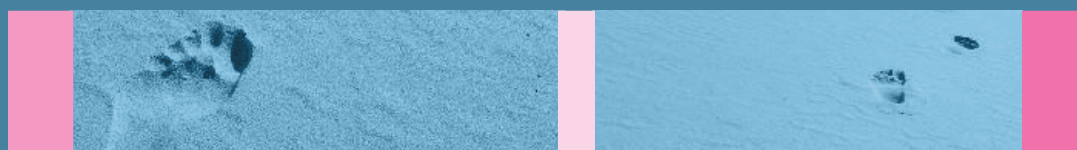


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Monitoring progress towards Gender Equality in the Sixth Framework Programme

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Monitoring Progress Towards Gender Equality in the 6th Framework Programme

Synthesis Report

Compiled by the Centre for Strategies and Evaluation Services (CSES)

On the basis of contributions by the Gender Monitoring Studies Contractors
and the European Commission

May 2009

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Luxembourg: Publications Office of the European Union, 2009

ISBN 978-92-79-12995-7

doi 10.2777/37498

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Printed in Luxembourg

PRINTED ON RECYCLED PAPER

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1. INTRODUCTION TO THE GENDER MONITORING STUDIES OF FP6

1.1. Aims and Objectives of the Gender Monitoring Studies (GMS)

This report presents a synthesis of the key findings and recommendations of six studies carried out between 2004 and 2007 to monitor progress towards gender equality and gender relevance awareness during the 6th Framework Programme for Research and Technological development (FP6). Each study focused on different aspects of the research thematic priorities in FP6, monitoring how gender issues were taken into account and making recommendations for better integration in future.

The exercise could be seen as a continuation of the Gender Impact Assessment Studies¹ carried out during FP5, to assess the way in which gender issues had been addressed then and from which recommendations were made for FP6.

These FP6 studies were established to monitor the progress made in implementing those recommendations.

1.2. Equal opportunities and FP6

As background, a brief overview of the development of the equal opportunities policy in European Research will be presented here in order to put the studies into the context of European Commission (EC) funded research.

The EC's approach to gender equality in research was launched in 1999 with a Communication on Women and Science². It called for the monitoring of women's participation in all aspects of the research Framework Programmes (FP).

The Gender Watch System, established at the start of FP5, lies at the heart of promoting gender equality in science and research. It set a representation based target of 40% participation of women at all levels of the FP and calls for this to be monitored.

The previously mentioned FP5 Gender Impact Assessment studies were carried out as part of the Gender Watch System.

Following the impact assessment studies and the recommendations made thereof, a number of specific steps were taken to improve gender issues in FP6. These included expanding the 40% target to all groups, panels and committees associated with the Framework Programme; introducing Gender Action Plans for the new instruments in FP6, namely the Integrated Projects (IPs) and Networks of Excellence (NoEs), and finally to collect better sex-disaggregated data in all areas of the FP.

The main objectives of FP6³ were to improve Europe's international competitiveness through investment in research and development and to strengthen the scientific base of European industry.

¹ European Commission 2002, Gender in Research, Gender Impact Assessment of the specific programmes of the Fifth Framework Programme, EUR 20022

² COM (1999) 76 final of 17 February 1999

³ (DECISION No 1513/2002/EC OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 27 June 2002 concerning the sixth framework programme of the European Community for research, technological development and demonstration activities, contributing to the creation of the European Research Area and to innovation (2002 to 2006))

These objectives were central to the continued structuring and strengthening of the European Research Area

Considering gender, both in terms of fairer participation of men and women and in terms of the gender dimension of the research content, was seen by the European Commission as part of the effort to strengthen the European Research Area.

1.3. Organisation of the studies

The six gender monitoring studies were carried out by five research teams representing universities, research institutes and organisations specialising in gender research that were selected following a call for tender. The six studies monitored the following areas – Life sciences, genomics and biotechnology for health; Food Quality and safety; Global change and ecosystems; Nanotechnologies and nanosciences; Aeronautics and space; Sustainable energy systems; Euratom; Citizens and Governance in a knowledge-based society; Support for policy development; Science and society; New and Emerging Science and Technologies; Small and Medium Enterprises; Research Infrastructures; Co-ordination of Research Activities; Development of research and innovation policies; Support for policy development; International Cooperation; Marie Curie Actions and Information Society Technologies.

A full list of the studies is presented in the Annex.

The exercise was managed and coordinated by services of the European Commission responsible for the implementation of FP6, the Scientific Culture and Gender Issues Unit of DG RTD, previously the Women and Science Unit, and the Centre for Strategy and Evaluation Services (CSES). CSES was appointed at the same time as the research teams, following the call for tender, to assist the EC in the overall coordination of the studies.

1.4. Methodology of the studies

Although the study teams worked independently, the overall exercise was monitored on a regular basis. The teams had frequent contact with their European Commission Project Officer (PO) and they attended an annual meeting at which they were expected to present their work to date. These meetings were held in Brussels and were organised by the European Commission (EC) and CSES.

During the course of the studies, each team was expected to analyse, within their own areas:

- The participation of women across the whole FP6 life-cycle, including all groups, panels, committees, proposals and projects associated with the FP
- The integration of the gender dimension in the research content.

The study teams were expected:

- To undertake a bibliographical review of the state of the art on gender issues in the activity area of concern.
- To review the Gender Impact Assessment studies carried out in FP5 in order to consider the extent to which the recommendations had been taken into account by the EC.
- To carry out three monitoring rounds, over three years, to analyse female participation in FP6 and to assess the extent to which gender had been integrated into the research content, and produce three working papers to report on their findings.
- To produce a final working paper summarising their main findings and making recommendations.
- To print a final Executive Summary based on their final report.

They were expected to carry out deskwork and fieldwork to complement this work.

Deskwork included:

- Data analysis on the gender composition of FP6 relevant bodies (Commission Staff, Advisory Groups, Programme Committees, National Contact Points, Evaluation Panels, submitted proposals and financed projects)
- Analysis of a National Contact Point (NCP) Survey

Fieldwork included:

- Case-studies of FP6 projects
- Interviews with members of the Advisory Groups, NCPs, Project Coordinators and European Commission Project Officers
- Content analysis of relevant FP6 documentation

A more detailed scope of each study is presented in the annex to this report.

1.5. General Observations

The studies lasted for three years and provided a comprehensive look at the way in which gender was addressed from the point of view of EC funded research. Overall the studies were a success and provided the EC with much valuable information which will no doubt be scrutinised in order to make recommendations on gender issues in the future.

It should be noted however that the studies were not without their problems.

Due to the size and breadth of the studies, it was decided that each of the contractors involved could use their own methodologies to carry out their work. Although this undoubtedly contributed to the vast amount of information gleaned from the studies, it also made any comparative analysis between the studies difficult. For instance, Study II on Nanotechnologies, Nanosciences, Aerospace, Transport and Energy studied the content of available proposal abstracts and were thus able to read many more proposals than, for example, Study III on Science and Society and Citizens and Governance in a knowledge based Society, who on the other hand, did a more in-depth study as they read the full proposals. Studies I and IV on Health, Food and the Environment and NEST, SMEs and Research Infrastructures, used a GAS analysis method to rate their projects but this was not used elsewhere and could therefore not be compared to the other studies.

Apart from different methodological approaches, the studies also encountered difficulties within the EC services. When the studies started, a ‘chef de fil’ (person in charge) was elected for each study area, including the Coordinating study, to manage the study within their area of expertise. Due to many reasons including encouraged mobility within the Commission, and indeed the Commissions capacity to employ temporary staff, these persons in charge and often their Directors and their Unit Heads, changed on a regular basis. The result of this was that most of the staff involved at the start of the study had moved by the time the study finished. This had many repercussions. The expertise was diluted as the studies progressed and in some cases there was a lack of willingness in assisting in the process at all. If this exercise were to be repeated, the problems that were encountered during these studies should be addressed.

1.6. Common threads: the Synthesis Report

This synthesis report is based on the findings of the individual studies. It attempts to show the diversity of the studies and to find common threads running through each study.

This first chapter sets the scene for the rest of the report. It introduces the studies and explains how they were conceived and managed and briefly describes the methodology used. It attempts to place the studies within the context of the Community research programme and the equal opportunities policies of the EC.

The second chapter presents the findings of the studies regarding female participation in EC funded research and asks the question how far away is the 40% target? It includes a discussion on perceived barriers to greater participation by women in science.

The third chapter introduces the concept of the gender dimension of the research content and presents the findings of the studies on this important topic. It discusses obstacles that were encountered in addressing this area.

The fourth chapter seeks to establish to what extent the FP6 guidance and documentation were useful by discussing gender mainstreaming strategies throughout the Framework Programme including guidance, available documentation and implementation. It also has a section on the National Contact Points.

The fifth chapter discusses the effectiveness of the Gender Action Plans (GAPs) as tools for integrating gender issues into EC funded projects.

The final chapter of this report summarises the key recommendations from the six Gender Monitoring studies. The first section presents the key recommendations made by the studies on Female Participation in FP6. This is followed by a section on recommendations for improving the understanding and consideration of gender in the research content. The next section considers the FP6 guidance notes and documentation while the final section deals with recommendations on the implementation of the Gender Action Plans.

Annex I lists the Activity areas covered by the study and contains a Glossary.

Annex II presents a detailed version of the data analysed by the study contractors.

Annex III presents a scope of the fieldwork and the documentation analysed.

2. HOW FAR AWAY IS THE 40% TARGET? FEMALE PARTICIPATION IN FP6

2.1. General findings on female participation in FP6

Overall, the studies found that some progress has been made since FP5, with more women carrying out research and being represented in FP6 bodies. However, there were differences in the extent to which this was the case, depending on the area of research. Women tended to be better represented in less senior roles.

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

This data was provided to the study teams for analysis. Further data was collected by the studies from the individual priority areas. This was mainly the case for participant data as this data was not always available centrally from the EC services.

In order to distinguish between the different types of data referred to in this report, the term FP6 Bodies is used for non project data such as the Evaluation panels, Advisory Groups and Programme Committees.

All data discussed in this report is presented in full in the Annex.

2.2. Female participation in proposals and projects

Submitted Proposals

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

Female Researchers submitted 17% of the proposals as scientific coordinator. Looking at the statistics for both scientific coordinators and scientists in charge in the partner organisations, it was clear that female researchers were more likely to submit proposals for the smaller funding instruments, such as Specific Support Actions and Coordination Actions, rather than for the larger instruments like Integrated Projects and Networks of Excellence. This likelihood was corroborated by all the studies.

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

Regarding scientists in charge, overall 16% of them were female researchers. This represented 25% for SSAs, 21% for CAs and 10% to 17% for the other instruments.

Funded projects

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

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

They have been scientific coordinators for 26% funded Specific Support Actions, 20% funded Coordination Actions and between 8% and 16% for the other instruments.

Regarding scientists in charge, overall 16% of them were female researchers, representing 26% for SSAs, 21% for CAs, and between 10% and 17% for the other instruments.

Study findings on submitted proposals and funded projects

As mentioned above, female researchers coordinated 17% of the proposals submitted to FP6 and coordinated 17% of projects funded in FP6. A point of note here would be that there was no apparent bias in the evaluation procedure in favour of male or female coordinators. Although female participation was low in general, there was a great variance on the extent to which women were represented in different areas. In general, the individual studies found that there was some improvement in female participation in research activities since FP5.

In some priorities, the participation rates were quite close to the targets. Study III found that in Science & Society, 41% of project scientific coordinators and 39% of project participants were women. However, Study IV found that female participation in projects in Environment, SMEs and Research Infrastructures was only between 10% and 11%. In areas where progress was not as great, as was the case for Study 1 in Health, Food and the Environment, the figures still suggested some positive trends in female participation during the FP6 programme lifecycle.

Research carried out by the Nanotechnology, Aerospace, Transport and Energy study and the Marie Curie Actions (MCA) study found that the low participation rates were frequently compounded by vertical segregation in women's participation. Women tended to be represented in less senior roles within projects. For example, the MCA study found that the female proportion of early stage researchers was 46%, but women only made up 28% of experienced researchers.

Some studies considered trends in female participation across different types of instruments. Female participation rates in both FP6 bodies and projects were relatively high in Mobility Actions, International Cooperation (INCO), Science and Society, Citizens and Governance, Innovation or Co-ordination of Research activities⁴.

The Nanotech study confirmed that the FP6 instruments followed a hierarchy based on the ambitiousness of the research objectives pursued and the size of budget allocated⁵. Their analysis showed that, after controlling for other factors, "the perceived importance of the instrument in this hierarchy, the lower the percentage of women". Female researchers were better represented in Coordination Actions and Specific Support Actions than in Integrated Projects and Networks of Excellence. Thus, there was some evidence to suggest that female participation was concentrated

⁴ For more detailed data, please refer to the appendices and individual studies.

⁵ SSAs and CAs are at the bottom end of this hierarchy, whilst IPs are at the top, followed by NoEs and STREPs.

within certain instruments and priorities, with comparatively less participation in others. This would indicate that horizontal segregation continued to be a challenge in the progress towards more equal female participation.

The rates of participation also vary widely between the thematic priorities in FP6. According to studies III and V, the 40% target for female participation in committees and panels was met or nearly met in only Science & Society, Citizens and Governance in a knowledge-based society and the Marie Curie Actions (MCA). However, the picture was very different in other fields of science, such as Information Technologies. The presence of women in these research areas, especially in more senior positions, remained quite low.

2.3. Barriers to the greater participation of women

Several monitoring studies provided explanations for the barriers to greater participation of women in FP6 projects and bodies. Many common threads were extracted from the findings.

Perceptions concerning availability of female researchers

According to the studies, a typical initial response of FP6 actors was that the lack of availability of female scientists made it difficult to recruit women. This led some to question whether the 40% targets were realistic. The research carried out by the Nanotech, Aerospace, Transport and Energy study found that female participation in FP6 was in line with the presence of women in a typical academic career in science and engineering.

While this may be the case in some areas, in other scientific fields, the statistics available on female PhD graduates indicated that the pool of female scientists was wider than their participation in FP6 projects would indicate. The analysis by Studies III and V on Science and Society, Citizens and Governance in a knowledge-based society, Marie Curie Actions and International Cooperation indicated that female participation in EC funded projects was generally lower than female participation rates in the same scientific fields. This was despite the fact that female participation was relatively high in the areas covered by these studies, compared to other parts of the Framework Programme. Therefore, in many cases, increased female participation in FP6 could have been achieved more quickly through the more effective recruitment of existing female researchers.

Male dominated working environments

Negative attitudes towards the involvement of women in science sometimes hampered improvements on the question of greater female participation. Several of the GMS pointed out that the culture prevalent in male-dominated working environments, together with the organisational models and working patterns that they foster, acted as barriers to higher female participation rates in science. Case study work carried out by Study II on Nanotechnologies, Aerospace, Transport and Energy found that there was little capacity within programme management to promote a greater presence of women in research capacity, or to influence aspects of the organisation of scientific work⁶.

⁶ 10 case studies were carried out by Study II, two per each thematic area. The case studies were carried out in one of the research institutions that participated as partners in a selected funded project. Each case study was based on guided interviews of all the researchers involved in the project in the selected partner and an interview with the Scientific Officer responsible for the project.

Lack of informal networks

The Information Society Technologies monitoring study pointed out that male researchers had a cultural advantage as their career progression was facilitated not only by delivering work of recognised scientific excellence, but also through informal networks to which women did not have the same degree of access. The findings of Study IV on Research Infrastructures, New and Emerging Science and Technologies and SMEs confirmed that women scientists found it harder to become integrated into existing male informal networks and therefore missed out on the advantages that they offer. At the same time, the poor representation of women in scientific areas made it harder to establish comparable networks.

But....the 'Snow-ball' effect...

The results of the GMS showed that the presence of women in projects can have a 'snow-ball' effect in attracting other women and positive effects on the career progression of women. For example, the Science and Society and Citizens and Governance in a knowledge-based society study found that projects with female scientific coordinators were more likely to have a good gender balance in the project as a whole.

Observations on female participation

- Progress has been made since FP5
- More women carried out research and were represented in FP6 bodies
- Women tended to be better represented in less senior roles
- Workplace culture in science, shaped by masculine values, combined with the lack of practical arrangements to facilitate a work-life balance, acted as a barrier to greater female participation.
- Perceptions about the restricted supply of female scientists did not reflect actual availability of female researchers in all areas of science.
- Women did not tend to have the same access to scientific networks as men did.

3. GENDER IN THE RESEARCH CONTENT

3.1. General findings on gender as part of the research content

Integrating gender into the content of research involves examining whether biological and socio-cultural differences have implications for the objectives, methodology and implementation of the research. All EC funded projects were required to consider this although many failed to do so. There were a number of ways in which this could have been done, even in areas where it was not immediately obvious.

Study III on Science and Society and Citizens and Governance in a knowledge-based society found, for example, that 25 % of the projects in the 'Science and Society' area and up to 60 % of the projects in 'Citizens and governance in a knowledge-based society' had integrated gender, in the following different (partly overlapping) ways:

- Sex disaggregation in figures (quantitative or statistical approach)
- Acknowledgement of specific characteristics or requirements of women and therefore of specific issues to be addressed in the research
- Recognition of gender differences in roles and responsibilities which might be inter-related (gender relations)
- Recognition of inequalities

The thematic priorities covered by Study II, Nanotech, Aeronautics and Energy, were closely related to physics and engineering - scientific fields in which the relevance of gender in the research content was frequently questioned. However, the study found good examples of research projects in which the integration of the gender dimension had clearly enhanced scientific excellence.

Biological differences between women and men could have been relevant whenever impact on health and physical well-being was considered. Differences related to gender could also have been relevant whenever equity in the allocation of resources, opportunities and life chances were addressed.

Tendency to overlook the gender in research concept

Although examples of good practice existed, the studies highlighted an overall tendency for projects to overlook the importance of addressing gender to guarantee the validity of scientific results and to ensure that products and results met the needs of all population groups. The integration of the gender dimension into the content of the research was hampered by two key difficulties: firstly, the concept was not that well understood and secondly this lack of understanding meant that there were challenges in identifying practical measures that could have been undertaken to address the gender aspects in the research.

As highlighted in the Health study, projects had a tendency to interpret the gender dimension as primarily relating to biological differences between women and men. The socio-cultural aspects of the gender roles were often neglected. Confining 'gender' to physiological differences disregarded the social and cultural dimensions that condition differences in the roles of men and women, masking gender-specific needs. In addition, gender was often only assessed quantitatively (e.g. in interview samples) rather than in the qualitative aspects of research. This could potentially have affected the validity of scientific results and have skewed the possible impacts of research across population groups.

Little variation between thematic priorities

In contrast to the findings on the participation rates, no significant variation between the thematic priorities in integrating the gender dimension into the research content was indicated. None of the monitoring studies found that the gender dimension had been particularly successfully integrated into the research content of the thematic priorities they monitored. For example, within International Cooperation, the contractor who carried out the monitoring study noted that gender was a relevant aspect of the research content in over two-thirds of all projects, yet only just over a third of the projects had integrated relevant gender issues into the research design.

Projects supported under FP6 seemed to be particularly weak in considering the gender differentiated impact of their research. There appeared to be an underlying assumption that women's and men's needs were by default equally taken into consideration. The projects mainly attempted to demonstrate that they understood the issues around gender inequality and that gender was integrated within the actions of the projects. There was little reference to gender in the described results or the impacts of the projects.

3.2. Obstacles to addressing gender in the research content

Lack of understanding

The studies found that there was a general underlying lack of understanding of what addressing gender in the research content meant, and what were its practical implications. There were also some indications that it was assumed that the research topics were gender neutral and that there was no need for 'special treatment' of women.

As well as a poor understanding of how to integrate the gender aspect into research evidence was identified a lack of willingness to consider the gender dimension in the research content. Study IV on Research infrastructures, New and Emerging technologies and SMEs, for example, identified that a gender dimension was often automatically dismissed as being irrelevant to the research topic or instrument used. As suggested by the Health and Food Safety study, there was a need for better promotion of the benefits of integrating gender into the research in order to achieve a greater acceptance of the concept among the FP6 actors.

Observations on gender in the research content

- Gender issues were weakly integrated into research across almost all priorities.
- There was a general lack of understanding as to what was meant by 'integrating gender into the content of the research', which was often interpreted as 'participation' only.
- Biological differences between male and females were usually emphasised over socio-cultural aspects of gender.
- The complementary nature of scientific excellence and the integration of the gender dimension in research were not always appreciated.
- Gender considerations were rarely associated with impact analysis of the projects' results.

4. GENDER IN FP6 GUIDANCE AND DOCUMENTATION

4.1. General findings on gender in FP6 guidance and documentation

One of the requirements of FP6 was to consider gender issues during the different phases of the Framework Programme from participation on Advisory Groups to the writing of the Work Programmes and Call texts, to the composition of the Programme Committees; the selection of evaluation panels, the briefing of experts, the evaluation sessions, submitted proposals, contract negotiations, project funding and follow-up. Integrating gender across the whole FP6 life cycle was crucial to ensuring that the research supported under FP6 incorporated gender.

As mentioned in previous sections, a number of positive measures were introduced at the start of FP6 to promote gender equality and to increase the capacity of actors involved in FP6 in considering gender issues. These included, for example, expanding the 40% target to all groups, panels and committees associated with the FP; introducing Gender Action Plans for the new instruments in FP6, namely the Integrated Projects (IPs) and Networks of Excellence (NoEs), and collecting better sex-disaggregated data in all areas of the FP.

Including references to gender in guidance documentation certainly contributed to raising awareness about gender issues in FP6 bodies and among project proposers and contractors. Study IV found that the project scientific coordinators and other actors in FP6 within the SME area considered gender issues because they were mentioned explicitly in key documentation. However, the studies on Marie Curie Actions and International Cooperation indicated that the EU policy and legislation could be emphasized more in the guiding documents, particularly with respect to positive action to help guide initiatives on female participation.

All the studies found that the incorporation of gender issues in FP6 documentation and procedures was on the right track, but more needed to be done to make guidance more consistent, coherent and useful. The definitions for gender issues needed further clarification in all documentation, especially with respect to the gender dimension in the content of the research. This also held true for the participation aspect of gender equality. The distinction between the two should be made clear.

Apart from the guidance itself, there were differences in the application of agreed processes. Inconsistent interpretations resulted in an increased risk of unequal treatment of proposals and projects, in part due to a lack of capacity on the part of the actors involved. As noted by Studies II, Nanotech, Aerospace, Transport and Energy and III, Citizens and Governance in a knowledge-based society, it should not have been possible that proposals for which a Gender Action Plan (GAP) was mandatory, but which did not contain one, passed the evaluation stage.

The GMS found that some confusion existed among all actors in FP6 about the terminology used. While general policy is known, the key gender related terms did not seem to be well understood.

Increasing interest and taking responsibility

Some monitoring studies found that the interest of many FP6 actors in addressing gender issues was low. In addition to capacity building, increasing awareness on the relevance of gender through concrete examples and good practices should have been one of the main areas of focus. Furthermore, the wealth of information available did not appear to be very well known or consistently applied and better dissemination of these materials, would have been useful as a first step.

A point of concern that the studies raised was that few actors thought that the promotion of gender equality was within their responsibility. The roles and responsibilities for integrating gender should have been more clearly defined for all actors involved in FP6, as the lack of ownership for promoting gender equality made it hard to meet gender-related objectives.

Is access to gender experts the answer?

Several FP6 bodies and projects expressed the need for access to gender experts who could have provided more direct support on how gender could be integrated in the projects at a practical level. Future actions should move away from broad guidelines, and focus on implementable actions within specific scientific areas.

Observations on gender across FP6 documentation

- Few actors thought that the promotion of gender equality was within their responsibility. The roles and responsibilities for integrating gender should have been more clearly defined as the lack of ownership for promoting gender equality made it hard to meet gender-related objectives.
- Integrating gender in key FP6 documents helped raise awareness about the gender issues in science among FP6 actors.
- Guidance on gender was not applied consistently and coherently across FP6.

Actors across FP6 bodies generally did not have the capacity to integrate gender into their activities, and the lack of ownership for the integration of gender was evident. Practical knowledge of initiatives to promote gender equality was rare.

4.2. Gender in the preparation of the Work Programme

Work Programmes

The Thematic Work Programmes described the objectives for their priorities. They outlined the eligible research topics and presented the implementation plan for their priorities, including evaluation criteria for the assessment of proposals. They were important reference documents both for project applicants and other FP6 stakeholders. Thus, emphasising the gender dimension in work programmes was crucial to ensuring its consideration in proposals.

There were good examples in some of the individual Work Programmes. The Marie Curie Actions Work Programmes and call documents, for example, clearly mentioned the need to promote the participation of women and to apply an equal opportunity policy to fellows recruited to host organisations.

Advisory Groups and Programme Committees

Each priority had an Advisory Group, appointed by the Commission, and a Programme Committee, appointed by the Member States. These bodies shaped the strategic direction of the priorities and their work played a significant role in developing the Work Programmes. The members of the Advisory Groups and Programme Committees were generally found by the studies to have a low level of gender awareness and expertise, which had an obvious impact on their capacity to lead on gender issues.

4.3. Gender in the preparation of Proposals

The GMS found that while gender was mentioned in the documents made available to proposers, the guidance was not always sufficiently specific or practical. The absence of clear references to gender in some Work Programmes was not always compensated for by thorough instructions regarding the gender dimension in the Guides to Proposers or in the Call documentation. Positive examples did exist and the Guide to Proposers, under the Science and Society priority, for example, contained a one-page annex that clearly explained the legal basis of gender equality, the relationship between women and research, and provided concrete examples on how gender-specific needs were relevant in research.

The MCA study found that there were references to promoting the participation of female researchers in guiding documents such as the Work Programmes, Calls and Guidelines for proposers under the different Marie Curie Actions. However, these references focused primarily on achieving a numerical balance of women and men, and did not provide any real guidance on how to achieve gender equality in FP6 Mobility Actions. The study noted that accompanying guidance on the issues to be addressed, the types of policies and the measures that could have been adopted, and the links to relevant information would have helped proposers to turn the commitments into practical reality.

'Other issues'

Furthermore, it was found that the administrative aspects tended to lower the profile of gender. Gender issues were covered under the 'Other Issues' section of the proposal forms, and the wording suggested that gender was not related to questions such as the relevance of the project to the objectives of the priorities, the potential impact of the project or the project resources.

The GMS suggested that further developing the role of the National Contact Points (NCPs) in promoting the integration of gender in the projects could have been a significant source of support to the project applicants.

4.4. Gender in the evaluation phase

Should gender be an evaluation criterion?

Evaluators were briefed by the Commission on the evaluation of proposals including how to consider gender related aspects. The Women and Science Unit prepared a presentation for the briefing sessions, but it was not always used by the different priorities. The evaluators also received call-specific documents with instructions on how to assess a number of horizontal issues, such as gender. However, according to the studies, gender related information was not always communicated in these documents.

Neither the integration of the gender dimension in the proposal, nor the gender balance of project teams, seemed to play a significant role in the evaluation process. The studies noted that on many occasions, gender was not considered during evaluation at all. This was not surprising given that gender assessment was not part of the formal evaluation criteria, leaving evaluators with little incentive to take it into consideration.

Capacity of evaluators to deal with gender

Apart from the incentives to emphasise gender aspects in the evaluation of proposals being low, evaluators were not always well equipped to deal with gender. The contractor monitoring gender equality in the Science and Society area noted that the Evaluation Summary Reports (ESRs) contained very few critical remarks about the gender dimension in projects. On the other hand, there

was evidence to suggest that some evaluators were able to address gender appropriately. For example, in the Citizens and Governance priority, 52% of the ESRs did not mention gender at all but where they did, the evaluators often identified specific areas where gender was not sufficiently addressed in the proposals.

Overall, as this report notes, the appreciation of gender issues, by the various actors involved, differed widely. Reviews of proposal evaluations indicated that the assessment of gender by the evaluators was not systematic and consistent. Capacity building for evaluating the gender dimension of proposals is therefore required. There were different views as to how this might be achieved, whether through training or through the use of evaluators with gender expertise. It would have been useful to share the experiences of the evaluators who had successfully taken gender into account with others who had not been able to do so.

4.5. Contract negotiations and follow-up

Contract negotiations had the potential to positively influence the integration of gender into projects. For example, the study on Citizens and Governance in a knowledge-based society found that in one third of the cases the quality of the GAPs improved from the proposal to the contract stage. One can assume that these improvements were the result of the contract negotiations. However, the impression arising from the studies was that there was often a lack of awareness and understanding amongst Commission Project Officers about gender in the negotiation and follow-up phases.

The findings from the fieldwork carried out by the monitoring studies indicated that there was often potential for a mismatch between the actions planned by the projects at the proposal and negotiation stages and the actual implementation of the actions. As the study on International Cooperation noted, there was frequently no follow up on reporting about the implementation of their plans on gender equality. In general the studies noted that minimal attention was given to reporting on this issue, highlighting the impossibility of collecting reliable data or monitoring the implementation of measures.

Systematic evaluation of the research impact of those projects that have strongly taken the gender dimension into account could help demonstrate in concrete terms how doing so could contribute to scientific and research excellence.

The Vademecum, produced by the Women and Science Unit⁷, was generally well received by the Project Officers at the Commission, but more is required to increase their capacity to deal with the implementation of a gendered approach in projects.

Apart from training, the findings by the study on Health and Food indicated that Project Officers would find it very helpful to have more ad-hoc support for specific questions they might have on gender issues in projects.

4.6. Role of the National Contact Points

National Contact Points (NCPs) played an important role as a communication channel and a support structure for participants in the Framework Programme. Their role was essentially to act as an intermediary between the Commission and potential proposal applicants. NCPs organised awareness raising actions and information sessions related to calls, and they often offered advisory services as well. The profile of NCPs was diverse, and even though they had a relationship with the

⁷ See page 6, now: Scientific culture and gender issues

Commission, they were normally appointed by the Member States. Each NCP provided support and information on several Framework Programme areas.

The NCPs appointed for FP6 were surveyed as part of the GMS to examine their awareness of gender issues and their capacity to deal with gender. The main observation from the survey was that they had a potential to play a much more prominent role in supporting project applicants to integrate gender equality into the projects.

Capacity of NCPs to deal with gender

Overall, the studies observed that the level of awareness amongst NCPs on gender issues in FP6 seemed quite low. A large majority of NCPs had not addressed gender mainstreaming in their work at all. Out of 86 NCPs responding to the survey only 27 said that they had dealt with gender mainstreaming. Some qualitative answers indicated that the level of awareness on gender inequalities in science and research was quite low, with several respondents stating that they either thought that there was no issue at all, or that they were not aware of any particular issues regarding gender mainstreaming. A potential means of ensuring that gender might have been better integrated could have been to include a requirement in the terms of reference of the NCPs.

According to the survey results, 10 NCPs who dealt with gender mainstreaming received queries from FP6 participants or applicants on how to deal with gender. It was encouraging that their answers indicated that they were able to answer all of the queries they received. Generally, gender mainstreaming activities were also considered quite important.

The results of the survey illustrated that helping participants to integrate gender into the research content was the weakest area of activity. This somewhat contradicted the finding that most of the NCPs, 22 out of 27, who had dealt with gender mainstreaming had paid equal attention to increasing participation rates and the integration of gender into the content of research when promoting gender mainstreaming. However, qualitative answers revealed that many NCPs themselves experienced difficulties in differentiating between participation in FP6 and the gender dimension in the research content.

Out of the 27 NCPs who had dealt with gender mainstreaming, only 3 had received gender mainstreaming training and only a third thought that they had received sufficient information on gender mainstreaming in FP6 from DG Research. On a more positive note, almost 50% of the NCPs had heard of the Helsinki Group on Women and Science and were aware of the Vademecum on gender mainstreaming, which they tended to consider useful.

Despite a lack of skills and awareness, there was definitely a willingness amongst NCPs to address gender issues more actively in the future. 16 NCPs who had not received any training on gender mainstreaming were interested in receiving some training in the future. Some NCPs also indicated that they would be interested in receiving additional information. This might involve issuing each NCP with a resource pack explaining the importance of gender equality in improving scientific excellence. Some of this information could be provided through better dissemination of the materials that are already available from the Women and Science Unit.

Role of NCPs in addressing gender issues

- Less than a third of NCPs had dealt with gender.
- Overall, there seemed to be a lack of knowledge about gender mainstreaming among NCPs which meant that they were often not equipped to provide adequate guidance to the project applicants.

However, good practices exist, and there was certainly potential for the NCP network to make a contribution to ensuring that gender was integrated in future Framework Programmes.

5. WERE GENDER ACTION PLANS EFFECTIVE IN PROMOTING GENDER AWARENESS?

5.1. General findings on GAPs

This chapter presents the results of the studies as they relate to the effectiveness of the Gender Action Plans (GAPs) that were introduced in FP6 as part of the new funding instruments Integrated Projects (IPs) and Networks of Excellence (NoEs). These funding instruments were orders of magnitude bigger in both scale and budget than any previous research funding instrument and the projects using these instruments were required to develop a gender action plan.

Through GAPs, the Commission was pursuing the following objectives⁸:

- To increase women's participation within the research workforce, including at the level of decision-making;
- To allow for a better understanding of the gender dimension of the research content;
- To raise gender awareness among the different categories of actors, within and outside the European Commission, involved in the life-cycle of the IP and NoE research projects;
- To highlight the respective responsibility of each category of actors regarding the EU commitment on gender equality and to implement a gender mainstreaming strategy in all its policies and programmes.

GAPs should have been submitted with each IP and NoE proposal and should have contained three key elements: analysis of the situation on female participation within the project and on gender aspects in the research field, proposed new actions based on the analysis and concrete information about how the gender dimension would be integrated into the research content during the project.

5.2. Quality and effectiveness of GAPs

Useful but variable quality

Overall, the analyses carried out by the studies indicated that GAPs were a useful tool for raising awareness about the importance of gender equality in science and to some extent influenced the degree to which gender was integrated into the projects.

For instance, the study on Life Sciences, Health and Food Safety found that the requirement to design a GAP generally resulted in higher Gender Account Scores⁹ for Integrated Projects and Networks of Excellence. Through the GAPs, IPs and NoEs generally provided concrete actions and described these in a structured way. However, the same Study also noted that GAPs influenced the number of measures planned by the project but not necessarily their type or quality.

The impact of GAPs on the integration of gender into the projects was hampered by the fact that they were not consistently of a high quality. The composition of the GAPs was found to be confusing by many project holders and this took away from their usefulness.

⁸ DG RTD "Women and Science Unit". *Gender Action Plans: A Compendium of Good Practices*. December 2005.

⁹ Studies 1 and 4 used a scoring system called the Gender Account Score (GAS) for each project during their desk-based analysis. This GAS score is made up by the two dimensions: Female Participation and Gender Dimension.

The quality of the submitted GAPs was quite variable. Only an estimated 15-25% of the GAPs that were analysed in the gender monitoring studies were regarded as very good or excellent¹⁰. Most of the planned actions related to increasing the participation of women, while the gender aspect of the research content was rarely included. The contribution of gender considerations to overall scientific excellence was also neglected. However, Study III noted, though tentatively, that one could not conclude on the basis of a low quality GAP that gender was not properly addressed in the project. It also found an improvement in the quality of GAPs from the first call to the second. Furthermore, excellent GAPs seemed to indicate a high level of integration of gender in the project.

Projects rarely assigned budgets to GAPs and without financial commitments in situ, the likelihood of implementing planned gender related actions was reduced. Moreover, no reliable indicators, that could have helped assess the implementation of the GAPs, existed, as only a minority of projects provided GAP progress reports. In general, monitoring of the implementation of GAPs was found to be weak. The monitoring study for Health and Food concluded that the quality of the GAPs depended on the gender awareness of participating partners and institutions. They found that wherever gender was already well integrated in the organisational policy, gender was taken on board more seriously in the projects.

Still, there were clear signs that GAPs had some positive effects on the integration of gender in projects, which would not have been realised without the efforts that were undertaken.

The introduction of GAPs also encountered some unexpected gains for gender equality beyond the Integrated Projects and Networks of Excellence. The Nanotech, Aerospace, Transport and Energy study came across several proposals with well developed GAPs in instruments for which they were not a requirement.

5.3. Reasons for shortcomings in GAPs

Low priority during evaluation

The studies that analysed the GAPs found that an initial stumbling block to good quality GAPs was the low priority they were given in the application and documentation procedures. The fact that GAPs were not scored during evaluation reduced incentives on the part of the projects to create robust and meaningful gender action plans and on the part of evaluators to take the assessment of the GAPs seriously.

The Gender Monitoring Studies indicated that evaluators viewed GAPs as a stand-alone dimension of Integrated Projects and Networks of Excellence rather than an integral part of them and that they were not given the required attention during the evaluation phase. This was further supported by the examples of IP and NoE projects in which GAPs were not submitted at all, although they were mandatory for these particular instruments. The low status of GAPs during the evaluation process was evident in the low proportion of proposals that received any comments relating to GAPs from evaluators. The situation was similar at later stages of the project life-cycle, as GAPs were rarely discussed with project officers from the Commission.

¹⁰ E.g. Study 2 found that 23% of the GAPs might be considered good, while the rest were satisfactory or poor. Studies used differing criteria to assess GAPs.

Lack of awareness and monitoring of GAPs

Apart from the image of GAPs as a low priority, a general lack of knowledge about gender equality in FP6 also contributed to the poor quality of GAPs. In general, the monitoring of any GAP implementation was found to be quite weak. According to the study on Citizens and Governance in a knowledge-based society, the GAP reporting system was inadequate for providing an easy or transparent view on the reality of the projects and GAPs were perceived as another bureaucratic obligation.

All the studies that analysed GAPs concluded that without financial commitments in place, the likelihood of implementing planned gender related actions was significantly reduced.

The INFOSO monitoring study presented some interesting quantitative findings, which were indicative of the lax approach to the development and implementation of GAPs: 10% of the IP and NoE projects did not have a GAP, 47% provided GAP progress reports, 25% had a budget assigned to the GAP, 13% received GAP feedback from evaluators and 19% received GAP feedback from project officers at the Commission. According to Study II on Nanotechnologies, in spite of the mandatory nature of the GAP in the case of IPs and NoEs, three out of fifty two analysed IPs and three out of the twenty two NoEs did not present a specific GAP, although, interestingly, some addressed gender issues in the content of research.

Although the EC developed Gender Action Plan Reporting Questionnaires to assist the process of monitoring and reporting on the GAPs, the software to implement the questionnaires did not work at the beginning of FP6 and there was little follow up by POs on collecting hard copies of the reports. The availability of the software would certainly have made the monitoring and reporting easier.

Role of negotiation

The study on Citizens and Governance in a knowledge-based society conducted an interesting comparison of the quality of GAPs at the proposal submission stage and at the contract stage. This pointed to the finding that the negotiation process had an impact on the quality of the GAPs: in one third of the cases the quality of the GAP improved from the proposal stage to contract.

The Nanotech, Aerospace, Transport and Energy study noted that “GAPs could be a useful instrument for re-orientating scientific practice, but in many cases it becomes a simple administrative procedure and it is not reinforced through negotiations and follow-up”.

GAPs should be retained but further developed

In spite of the weaknesses identified in many GAPs, there was a consensus among the gender monitoring studies that they should be retained in future Framework Programmes, albeit in a revised format. GAPs could have the potential to become a very effective tool if they were more rigorously evaluated and implemented – and made more user-friendly to both project holders and evaluators. As the study on Citizens and Governance in a knowledge-based society noted, it was indispensable to maintain the efforts and not to lose the momentum that had been achieved towards gender equality.

Changing or abandoning the system would be seen as sending a negative message on the importance given to the gender dimension in the research content and in the Framework Programmes more generally. Having a specific instrument that addressed gender issues in projects certainly helped to raise the profile of the importance of gender in FP6. However, care should have been taken to ensure that they were properly integrated into the project plan.

Key observations on GAPs

- GAPs were a useful awareness raising tool
- The quality of GAPs was frequently low
- Projects often assigned little value to GAPs. They tended to be regarded as a bureaucratic requirement rather than something of importance for the project. This perception was heightened by the fact that GAPs were not scored during evaluation.
- Budget lines were rarely assigned to GAPs
- There was insufficient knowledge on practical actions to integrate gender in proposals, while support to projects on completing the GAPs was also weak
- Abandoning GAPs would be seen as sending a negative message on the importance given to gender issues in the Framework Programmes

6. CONCLUSIONS AND RECOMMENDATIONS

6.1. General findings

This final chapter summarises the key recommendations from the six Gender Monitoring Studies of FP6. The chapter has been divided into four main sections following the format of the report. The first section presents the key recommendations made by the studies on Female Participation in FP6. This is followed by the section on recommendations for improving the understanding and consideration of gender in the research content. The next section considers the FP6 guidance notes and documentation while the final section deals with recommendations on the implementation of the Gender Action Plans. Most of the recommendations made by the individual studies are applicable to all research areas of FP6, and are presented here.

By its very nature, a synthesis report does not cover the full recommendations of each study. These can be found in each of the Final Reports which are available as part of this series of publications.

6.2. Female participation in FP6

As discussed in the chapter on Female participation, the studies found an overall improvement regarding participation rates, particularly in the groups, panels and committees associated with the FP. There was a less significant improvement in Proposals and Projects.

The studies found that there were a number of practical actions that could have been introduced in order to secure greater and improved female participation in science and research. These focused on encouraging and monitoring progress towards existing targets, more flexible working practices and a stronger promotion of Framework Programme opportunities to female audiences. Most of the recommendations apply to participation in both FP6 bodies and in the projects.

Setting targets and monitoring progress

The value of setting participation targets was questioned by some FP6 actors due to concerns that pursuing targets could harm scientific excellence through the selection of scientists based on their sex rather than their expertise. However, overall, it was felt that setting the targets at 40%, even in those fields of science with a traditionally low proportion of female scientists, was valuable, not least because it continued to draw attention to the issue of the low proportion of women in science.

Refining the participation targets further to introduce targets for involving women in senior research positions in Framework Programme projects was another possibility that the studies recommended for improving the gender balance. Targets could be a useful way of contributing to the visibility of females in the presentation of results. For instance, female representation in international conferences and seminars could be encouraged through separate quotas.

On the other hand, there are advantages in remaining with the existing 40% target as this is now widely known.

Monitoring the implementation of commitments made by projects and continuing to monitor participation in the Commission bodies would be crucial if the targets were to be meaningful. The International Cooperation study found that there was a large gap between commitments made in proposals to female participation and actual implementation. One way of increasing the likelihood of improved implementation would be to ensure that concrete milestones and actions were agreed to during negotiations, as suggested by study IV on Research Infrastructures and following these up.

While projects identified inequalities, such as a low level of female participation in science and decision-making positions, or constraints on mobility faced by female researchers due to family pressure, concrete remedial actions were rarely proposed or followed up.

At the level of the Framework Programme as a whole, all the studies were in agreement that the collection of sex-disaggregated data should be more rigorously enforced, including information on the roles and seniority of women in projects.

According to the International Cooperation study and the Science and Society study, efforts should be made at the negotiations phase to ensure that female participation is encouraged for individual projects.

Working practices

Technological advances in the last decade have created possibilities for greater flexibility in working hours as well as the location of work. These include flexible working, teleworking, part-time work, the rule that meetings should not be scheduled before 10 a.m or after 5 p.m, etc. More flexible working patterns could be particularly helpful in increasing the numbers of female evaluators. For example, Studies 2 and 4 both suggested that reducing the face to face period of evaluation to two days together with the use of new technologies such as on-line communication and video-conferencing should enable more women to take part in the evaluation process.

Key recommendations – Female participation

- **The Commission should continue its efforts in increasing participation of women in Framework Programmes.** More attention should be paid to combating vertical and horizontal segregation to ensure that female participation is equal across different priorities and levels of seniority. Greater emphasis needs to be given to areas where women are particularly poorly represented.
- **Collection of sex disaggregated data should be more rigorously enforced, and should include information on the types and seniority of women's roles in projects.** The data should be collected centrally. The provision of data should be made compulsory as this would help monitor trends on the seniority of women's roles in projects. Monitoring the success rate of female project scientific coordinators and encoding the sex of participants are examples of the sorts of steps that could be taken to enable improved understanding of female participation.
- **Efforts should also be made to counter preconceptions concerning the lack of availability of female scientists.** Although there was a perception that there was a lack of availability of female scientists in certain areas, the studies found that this was not always the case.
- **Targeting female researchers through special schemes could be used to increase their participation.** In the scientific areas where female researchers are particularly under-represented, special incentive schemes aimed at women could be introduced. This might involve the wider promotion of Framework Programme opportunities to women as well as active recruitment to identify female experts and targeting vacancy notices at women.
- **More family-friendly working practices in Framework Programme bodies and promoting adoption of these in the projects would help overcome some barriers to participation.** Such practices include flexible working and teleworking.
- **Consider refining targets.** Although the 40% target is well known and established, the Commission should consider refining the targets to suit the research area.

6.3. Gender in the content of research

The studies found that this important aspect of research was frequently overlooked by the FP6 projects due, mainly, to a lack of understanding of the concept, compounded by an inability to identify practical measures to deal with it. When gender in the research content was considered, biological differences tended to be explored without due regard to the socio-economic aspects which were often just as important.

All the studies noted that comprehensive guidelines for designing gender sensitive research objectives and methodologies were needed.

Integrating the gender dimension

Many studies sought to examine whether and how it would be possible to integrate gender into the research content going forward.

Effective integration of gender in the content of research should consider the biological sex differences and socio-cultural gender differences that drive the need for differentiated research both from physiological and user angles. Key considerations should include the following:

- **Are there any differences in the biological needs of women and men that are relevant to the subject of the research?** For example, projects analysing the environmental impact of new technologies might need to include both men and women as subjects of the research as resulting effects might be different in each case. Another example might be the development of new materials or tools to help improve working conditions, in which case physiological diversity should be taken into consideration.
- **Do differences exist in the gender roles performed by men and women and how can they be addressed in the research, especially in the application of the results of the research?** A key question here might be whether the research outputs could be used by men and women in different ways and for different purposes. Identifying different categories of end-users and other stakeholders should be an important task in this regard.
- **Projects could also have wider reaching impacts for men and women through policymaking initiatives that rely on the results of the projects.** For example, in the field of EURATOM, the research findings, on the impact of low level radiation on different groups in society, such as males and females of reproductive age, children etc., might have implications for future policies on the use of nuclear energy. Therefore, including a gender dimension in the assessment of project outcomes and impacts might be important.
- **The systematic compilation of sex disaggregated data** (i.e. disaggregated data on both male and female subjects of research) relating to indicators and statistical data collection would be a useful tool that could be used to ensure that research meets the needs of its male and female citizens.

Closer Monitoring should be considered

The contractors were all in agreement that closer monitoring of project implementation was needed in order to measure the commitments made by the projects in this area. Study IV, for example, noted that the ‘Support for co-ordination activities’ was an area where the gender dimension seemed to be quite successfully integrated according to project documentation, but in the absence of any follow-up on implementation, it was not possible to say whether the gender aspect was successfully integrated into the projects.

Guidance and evaluation

Providing more precise background information and guidance to all relevant actors on how the gender dimension could be integrated into each research area was deemed essential. Study II on Nanotech, Aeronautics and Energy and Study III on Science and Society and Citizens and Governance in a knowledge-based society, recommended that the Work Programmes and Calls should identify and include gender-relevant issues among the suggested research topics, wherever possible. The guidelines should demonstrate how the gender dimension could be addressed at all stages of the research, from the initial design to the assessment of the long term impacts of the results achieved through the project. As much of this information as possible should be included in all key information and training documentation for the Framework Programme.

It was also suggested that gender experts, knowledgeable in the respective scientific fields, be involved in the drafting of the Work Programmes.

Including gender relevant questions in the criteria for the assessment of scientific excellence would also serve as strong encouragement to the integration of gender in the content of research. As identified by Study V in relation to International Cooperation projects, this might include, for example, the clear identification and differentiation of the beneficiary populations, stakeholders and end-users of the research, on the basis of key socio-economic variables, including sex.

Finally, the Marie Curie Actions study and the International Cooperation study recommended that links and learning be fostered between “good” projects and those exhibiting weaknesses in addressing gender, particularly with regard to projects in similar domains of research and/or regions.

Key recommendations – Gender in the research content

- **Given the widespread lack of understanding to the meaning of the term ‘integration of the gender dimension into the research content’, a clearer explanation needs to be developed.** It should be emphasised that ensuring the participation of women in projects does not automatically imply the integration of gender into the research content.
- **Including gender relevant questions in the criteria for the assessment of scientific excellence would further the integration of gender in the content of research.** Such questions might include the clear identification and differentiation of the beneficiary populations, stakeholders and end-users of the research on the basis of key socio-economic variables - including gender.
- **Practical and priority specific guidelines on how to tackle the gender dimension in research should be developed.** Work Programmes and Calls should identify and include gender-relevant issues in suggested research topics.
- **Greater efforts should be made to monitor the gender dimension at all stages of the project life-cycle.**
- **Awareness raising measures should be introduced to promote positive links between a gender balanced approach and scientific excellence.** Demonstrating that gender considerations are inseparable from achieving scientifically robust and valid results, and highlighting the pitfalls of failing to do so, is crucial. Linkages and learning between “good” projects and those exhibiting weaknesses in addressing gender should be encouraged.

6.4. Gender in FP6 guidance and documentation

The studies found that including references to gender in guidance and documentation certainly contributed to raising awareness about gender in FP6 but the guidance was not applied consistently and more needed to be done to make guidance more consistent, coherent and useful. Few actors involved in FP6 thought that the promotion of gender was within their area of responsibility and this obviously needs to be addressed. The definitions for gender issues were found to need further clarification in all documentation, especially with respect to the gender dimension in the content of the research. A distinction needs to be made between this and female participation.

It was also found that confusion existed among many actors in FP6 on the terminology used. Work therefore needs to be done to increase the capacity of those involved in FP6 to deal with gender issues.

Main areas of focus

Increasing awareness on the relevance of gender through concrete examples and good practices should be one of the main areas of focus. Furthermore, the wealth of information available does not appear to be very well known or consistently applied and better dissemination of these materials, would be useful as a first step.

The roles and responsibilities for integrating gender should be more clearly defined for all actors involved in FP6, as the lack of ownership for promoting gender equality makes it hard to meet gender-related objectives.

Several FP6 bodies and projects expressed the need for access to gender experts who could provide more direct support on how gender could be integrated in the projects at a practical level. Future actions should move away from broad guidelines, and focus on implementable actions within specific scientific areas.

The GMS suggested that further developing the role of the National Contact Points (NCPs) in promoting the integration of gender in the projects could be a significant source of support to the project applicants. A potential means of ensuring that gender might be better integrated could be to include a requirement in the terms of reference of the NCPs.

Elevating gender aspects to the status of formal evaluation criteria would guarantee that gender was better addressed by both the proposal applicants and the evaluators.

Capacity building for evaluating the gender dimension of proposals was also suggested. There were different views as to how this might be achieved, whether through training or through the use of evaluators with gender expertise. It would have been useful to share the experiences of the evaluators who had successfully taken gender into account with others who have not been able to do so.

Commission Project Officers expressed the desire to have more support on how to deal with gender issues, including, where possible, ad-hoc access to gender experts.

Key recommendations - Gender in FP6 guidance and documentation

- **The terminology relating to gender needs to be better explained in all guidance and documentation.** In particular, the ‘gender dimension of the research content’ component and the problem of vertical segregation (i.e. the prevalence of female representation in more junior, rather than the senior, roles) in relation to the ‘participation’ component should be highlighted in the documentation.
- **It was also felt important that all documentation should better address practical ways of implementing gender equality measures.**
- **Further capacity building activities aimed at actors across FP6 should be introduced, focusing on practical ways of addressing gender issues at all stages in each FP6 priority.** Any educational activities and outputs should focus on tangible examples of addressing gender that are priority specific and role specific. This should help reduce the problem of the lack of ownership for promoting gender equality.
- **Strengthening ad-hoc support is equally important, particularly for helping evaluators and project officers.**
- **Clearer provisions need to be made in resource allocation for integrating gender issues into Framework Programme guidance and implementation.** Following the inputs, the concrete gender related outputs need also to be evaluated at all stages of the implementation process. The negotiations phase could be used to positively encourage projects to address gender.
- **Demonstrating commitment to gender at the highest management levels would give further legitimacy to promoting gender equality.** Ensuring good visibility of gender in Work Programmes would have a positive influence on all other actors in dealing with Framework Programmes.
- **Gender issues should be better integrated within the proposal form.** Project applicants should be asked to specifically demonstrate how they propose to promote gender equality in their projects.
- **Assessment of how gender is addressed should be made one of the evaluation criteria.** If gender assessment actually had an impact on the final score, both project applicants and evaluators would have had stronger incentives to consider it more carefully.

6.5. Role of Gender Action Plans (GAPs)

As discussed in the chapter on the effectiveness of GAPs in promoting gender awareness, the studies found that GAPs were indeed a useful awareness raising tool but changes and improvements were needed to make them more effective. Given the lack of monitoring and the low prioritisation during evaluations, the projects often did not comprehend the value of GAPs, but regarded them as an administrative requirement. There was also a lack of understanding of gender issues, with many GAPs confusing the two aspects of participation and gender in the content of the research.

Are guidelines needed?

According to the studies, drawing up detailed guidelines for the correct preparation and implementation of the GAP, bearing in mind the diversity of institutions working in research in Europe, would be an asset for future FPs. It was argued that these guidelines should refer both to female participation and gender in the research content.

With regard to female participation, guidelines on GAPs should refer explicitly to aspects such as:

- Attracting young female researchers,
- Increasing the number of female researchers in project management,
- Promoting the scientific careers of persons over the age of 40,
- Improving the work-life balance of researchers of both sexes, shortening working days,
- Developing mentoring programmes
- Enhancing contacts with gender-sensitive and scientific networks.

With regard to gender issues in the content of research, the guidelines should

- Be clear on what is meant by Gender in the research content
- Provide specific examples and
- Require additional efforts to disseminate gender-sensitive results whenever relevant.

Contractors in charge of the INFISO study developed a guide to designing GAPs which could be a starting point for developing some general guidelines for completing GAPs within Framework Programmes. Given that the majority of actors in FP6 had a poor grasp of how to integrate gender into the projects, such guides would be useful to all actors, across all instruments and priorities; not just the Integrated Projects and Networks of Excellence.

Should GAPs be part of the evaluation process?

Many of the monitoring studies argued that there was a case for making GAPs, or other similar tools, a compulsory part of the application process for FP projects and scoring them as one of the evaluation criteria. Doing this would demonstrate that gender was taken seriously by the Commission and that it was not relegated to an issue of second order. It would also help reinforce the notion that incorporating the gender dimension in projects was an important factor in developing scientific excellence.

In addition to ensuring that comprehensive incentives and requirements for GAPs exist, revisiting the capacity of evaluators to handle GAPs should be a priority. The studies indicated that the understanding of these actors on how to assess GAPs was weak.

Finally, the reporting tools should be user-friendly and allow for an effective exploitation of the data provided.

Key Recommendations for GAPs

- **GAPs should be continued in future research programmes** as they have the potential to be an effective tool and contribute significantly to the how gender is addressed, providing that some changes are introduced.
- **Assessment of GAPs should become one of the evaluation criteria.**
- **Further information and guidelines on practical ways of completing GAPs should be provided**, including the creation of guides specific to each priority.
- **Projects should be encouraged to assign budgets to GAPs** as this would help ensure that actions were followed up.
- **Progress with GAPs should be formally monitored and reporting results effectively exploited** by the Commission. Monitoring tools need to be user-friendly.
- **GAPs should be introduced at an early stage of project design**, with the possibility of improving them during the process leading to the signing of the contract.

Annex 1

Activity Areas covered by the Studies

Study	FP6 activity area	Contractor
1	<ul style="list-style-type: none">• Priority 1: Life sciences, genomics and biotechnology for health (Health)• Priority 5: Food quality and safety (Food)• Sub-priority 6.3: Global change and ecosystems (Environment)	GRACE
2	<ul style="list-style-type: none">• Priority 3: Nanotechnologies and nanosciences, knowledge-based functional materials, new production processes and devices• Priority 4: Aeronautics and Space• Sub-priority 6.1: Sustainable energy systems• Sub-priority 6.2: Sustainable surface transport systems• EURATOM	CIREM Labein- Tecnalia
3	<ul style="list-style-type: none">• Priority 7: Citizens and governance in a knowledge-based society• Support for policy development• Science & Society	EADC (Division Yellow Window)
4	<ul style="list-style-type: none">• NEST• SME• Research infrastructures• Co-ordination of Research Activities• Development of Research and Innovation Policies• Support for Policy Development	GRACE
5	<ul style="list-style-type: none">• INCO• Mobility (Marie Curie Actions)	TACITUS
INFSO	<ul style="list-style-type: none">• Study looks at the gender equality dimension of Information Society (INFSO) Technologies activities supported under FP6.	Universita Politecnica di Valencia

Glossary

<i>The Commission</i>	The European Commission
<i>DG</i>	Directorate-General
<i>DG RTD</i>	Directorate-General for Research
<i>ERA</i>	European Research Area
<i>ESR</i>	Evaluation Summary Report
<i>EU</i>	European Union
<i>FP5</i>	5 th Framework Programme
<i>FP6</i>	6 th Framework Programme
<i>FP6 bodies</i>	In this report the term is used to refer to groups, panels and committees associated with the Framework Programme, for example, Evaluation Panels, Advisory Groups and Programme Committees etc
<i>FP7</i>	7 th Framework Programme
<i>Lot</i>	The studies were frequently referred to by the French term 'lot' meaning study.
<i>Study 1</i>	Gender monitoring study covering the following FP6 activity areas: Priority 1 (Life sciences, genomics and biotechnology for health); Priority 5 (food quality and safety); Sub-priority 6.3 (global change and ecosystems)
<i>Study 2</i>	Gender monitoring study covering the following FP6 activity areas: Priority 3 (Nanotechnologies and nanosciences, knowledge-based functional materials, new production processes and devices); Priority 4 (Aeronautics and Space); Sub-priority 6.1 (Sustainable energy systems); Sub-priority 6.2 (Sustainable surface energy systems); EURATOM (excluding activities from implemented by the Joint Research Centre)
<i>Study 3</i>	Gender monitoring study covering the following FP6 activity areas: Priority 7 (Citizens and governance in a knowledge-based society); Support for policy development; Science & Society
<i>Study 4</i>	Gender monitoring study covering the following FP6 activity areas: NEST; SME; Research infrastructures; Co-ordination of Research Activities; Development of Research and Innovation Policies; Support for Policy Development
<i>Study 5</i>	Gender monitoring study covering the following FP6 activity areas: INCO; Mobility (Marie Curie Actions)

<i>NCP</i>	National Contact Point
<i>NEST</i>	Research to explore new and emerging scientific and technological problems and opportunities
<i>NoE</i>	Networks of Excellence
<i>INCO</i>	International Cooperation Activities
<i>INFSO</i>	Gender monitoring study looking at the gender equality dimension of Information Society Technologies activities supported under FP6
<i>IP</i>	Integrated Project
<i>MC(A)</i>	Marie Curie (Actions)

Annex 2

Data on Participation

Gender distribution of Scientific Coordinator and Scientists in Charge for each partner institution for Submitted Proposals (Funding instrument)

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

Gender distribution of Scientific Coordinators and Scientists in Charge for each partner institution for Funded Projects (Funding instrument)

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

**Gender distribution of Scientific Coordinator and Scientist in Charge for each partner institution for
Submitted Proposals (Programme)**

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

**Gender Distribution of Scientific Coordinators and Scientists in Charge for each partner institution for
Funded Project (Programme)**

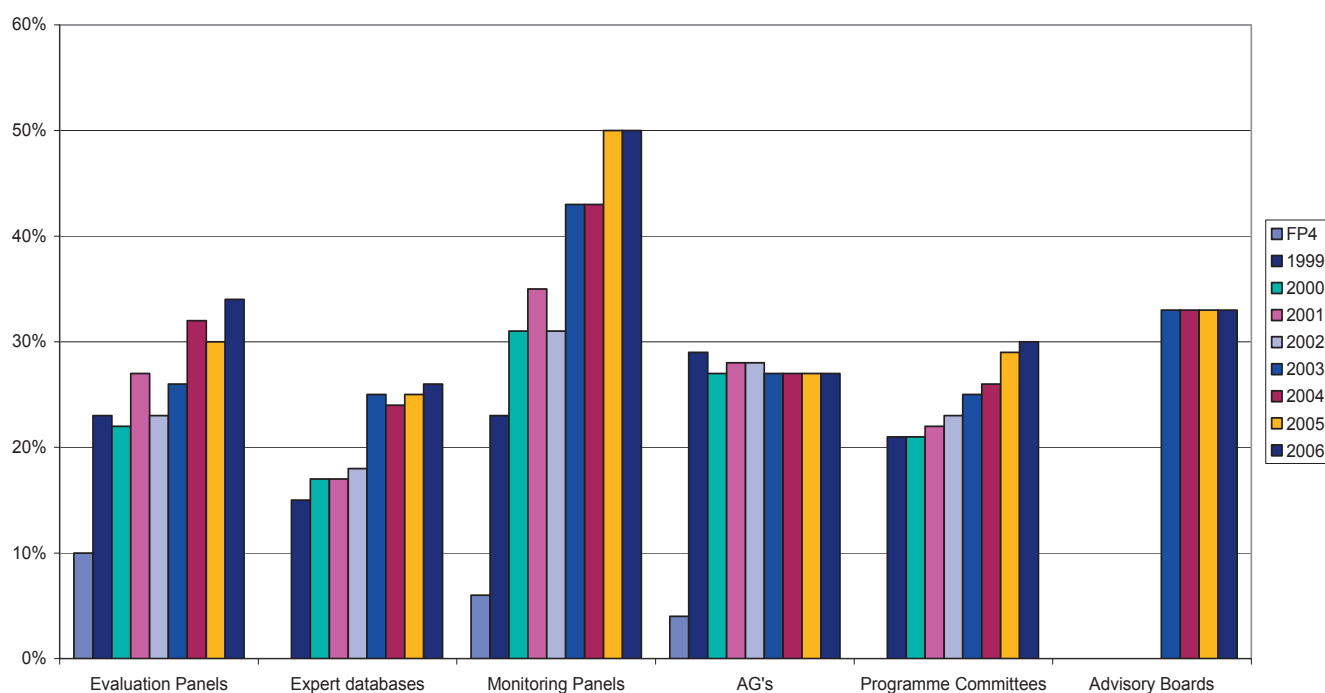
	Scientific Coordinator				Scientist in Charge			
<i>Programme</i>	F	M	Total	% Women	F	M	Total	% Women
Aeronautics and space	16	163	179	9%	196	2185	2381	8%
Citizens and governance in a knowledge-based society	56	131	187	30%	531	1309	1840	29%
Food quality and safety	48	192	240	20%	790	2134	2924	27%
Horizontal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

Comparison of Female coordinators in Submitted Proposals and Funded Projects

	Proposals	Projects
<i>Funding Instrument</i>	% Women Coordinators	% Women Coordinators
Coordination Action	22%	20%
Integrated Project	13%	10%
Marie Curie Actions	17%	17%
Network of Excellence	11%	8%
Other special actions	15%	0%
Specific actions to promote research infrastructures	13%	13%
Specific Support Action	26%	26%
Specific Targeted Project	16%	16%
Horizontal research activities involving SMEs	12%	10%

Sex Distribution on Groups, Panels and Committees FP4, FP5, FP6

Gender Distribution on Groups, Panels and Committees FP456



There are also differences in the data collection methods used by different Studies. Therefore, data is not always directly comparable between the Studies. Furthermore, the same data available was not always available across all studies. For further information with regard to detailed data or information collection methods please refer to the individual studies. Where there is no aggregate data provided for individual Studies, the most recent data is provided (from the third monitoring round, or the latest year), as indicated.

Female Participation in Framework Programme Evaluation Panels

Year	Women	Men	Total	% Women
1999	1466	4973	6439	23%
2000	1557	5501	7058	22%
2001	1270	3418	4688	27%
2002	883	3006	3889	23%
2003	1448	4023	5471	26%
2004	1774	3814	5588	32%
2005	1916	4408	6324	30%

Source: DG Research

Female Participation in Framework Programme Expert Databases

Year	Women	Men	Total	%Women
EXSIS - FP5 (Dec 02)	6974	31368	38342	18%
EMM - FP6 (Jan 03)	3200	11867	15067	21%
EMM - FP6 (Sept 03)	7083	21722	28805	25%
EMI - FP6 (Oct 04)	8581	26550	35131	24%
EMI - FP6 (Nov 05)	12815	38105	50920	25%

Source: DG Research

Female Participation in Framework Programme Monitoring Panels

Year	Women	Men	Total	% Women
1999	12	40	52	23%
2000	19	42	61	31%
2001	18	33	51	35%
2002	17	37	54	31%
2003	3	4	7	43%
2004	3	4	7	43%
2005	4	4	8	50%

Source: DG Research

Female Participation in Framework Programme Advisory Groups

Year	Women	Men	Total	% Women
1999	87	218	305	29%
2000	89	240	329	27%
2001	94	237	331	28%
2002	94	237	331	28%
2003	74	197	271	27%
2004	74	197	271	27%
2005	75	201	276	27%

Source: DG Research

Female Participation in Framework Programme Committees Year

Female Participation in Framework Programme Committees Year	Women	Men	Total	% Women
1999	168	644	812	21%
2000	180	662	842	21%
2001	199	717	916	22%
2002	210	722	932	23%
2003	292	858	1150	25%
2004	316	910	1226	26%
2005	452	1126	1578	29%

Source: DG Research

Female Participation in Framework Programme Advisory Board (EURAB)

Women	Men	Total	%Women
15	30	45	33%

Source: DG Research

Female Participation in Framework Programme Bodies – Analysis by Year

	1998	1999	2000	2001	2002	2003	2004	2005	2006
Evaluation Panels	10%	23%	22%	27%	23%	26%	32%	30%	34%
Expert databases		15%	17%	17%	18%	25%	24%	25%	26%
Monitoring Panels	6%	23%	31%	35%	31%	43%	43%	50%	50%
Advisory Groups	4%	29%	27%	28%	28%	27%	27%	27%	27%
Programme Committees		21%	21%	22%	23%	25%	26%	29%	30%
Advisory Boards						33%	33%	33%	33%

Source: DG Research

Female Participation in FP6 bodies - Monitoring Study Results by Study and Priority

Study (priority)	Evaluators	Advisory Groups	Programme Committees
1¹¹			
<i>Health</i>	28%	39%	25%
<i>Food</i>	38%	31%	0%
<i>Environment</i>	29%	33%	25%
2 - overall	18%	17%	16%
<i>Priority 3</i>	27%	26%	20%
<i>Priority 4</i>	8%	15%	15%
<i>Priority 6.1</i>	21%	12%	20%
<i>Priority 6.2</i>	23%	16%	16%
3			
<i>Science and Society</i>	51%	39%	49%
<i>Priority 7</i>	42%	33%	39%
4			
<i>SMEs</i>	26-49% across calls	-	-
<i>Research & Innovation</i>	41-29% across calls	-	-
<i>Research Infrastructures</i>	21-43% across calls	-	-
<i>Coordination of Research Activities</i>	29-40% across calls	-	-
<i>NEST</i>	27-30% across calls	-	-
<i>Development of Support Policies</i>	71%	-	-
5			
<i>Mobility</i>	35%	51%	50%
<i>INCO (2006)</i>	29%		
INFSO - overall	18%	16%	

Source: Final reports of FP6 gender monitoring studies. Some further figures obtained directly from contractors.

¹¹ Results of third monitoring round

Annex 3

Scope of Research Carried Out

This Annex presents an overview of the scope of the fieldwork and document analysis carried out by the different Studies. For further details, please refer to the individual studies. With regard to fieldwork, the numbers refer to the survey responses received and interviews conducted – the number of people contacted is in most cases higher. It should be noted that the information provided in the table is not exhaustive and in addition to the work described below, the contractors have for example assessed relevant programme and call documents.

	INFO	Study 1	Study 2	Study 3 S&S	Priority 7	SSP	Study 4	Study 5 INCO	Mobility
Desk research – project proposals and evaluations									
Proposals assessed	-	473	4792	75	90	23	382	187 ¹²	234
Evaluation summary reports (ESRs) or other evaluation reports assessed	-	473	4699	433	210	-	780	187	234
Other	-	-	-	12 ind. observer reports; and all evaluation reports obtained ¹³	4 ind. observer reports; and 3 evaluation reports	-	Evaluation Reports and Evaluation Report Annexes for the different calls	Observer reports and reports to the Programme Committee on the evaluation process, results where available. Review of international S&T projects on Integrated Water Resources Management (IWRM)	Statistics on participation of women and men in all MC actions in 2005
Desk research – projects									
Project reports assessed		473	Gender-related information of 640 retained proposals ¹⁴	-	33 ¹⁵	-	382	All available reports for the 187 projects (activity/periodic and, where available, final reports)	306 reports in total (comprising of 1 st and 2 nd reports of the same project)

¹² Submitted proposals and technical annexes

¹³ Nearly for all sessions, the Evaluation Report was obtained. For some sessions, only a 'panel report' was received.

¹⁴ 10 case studies were also carried out on the projects (for each case study the unit of analysis is the research team of one of the institutions participating as partners in the FP6 project and the European Commission's officer in charge)

¹⁵ Activity reports from sampled projects from the first Priority 7 call (CIT1-CIT2-CIT3)

Project summaries assessed	239		473	4733 abstracts	962 ¹⁶ abstracts of 'evaluated' proposals	787 abstracts of 'evaluated' proposals	-	780	187	N/A
GrAPs assessed	161		199	166	N/A	34 ¹⁷	N/A	N/A	N/A	N/A
Other	-		-	-	13 S&S reporting (from SESAM)	13 GAP Interim Implementation Reports (from SESAM)	-	-	Contents of project web sites where available + data concerning INTAS schemes	Screening of national mobility portals (30)
Surveys and interviews										
FP6 staff interviewed or surveyed	7		129 interviewed by telephone, 83 responses to email survey	10	3	3	2	38	7 semi-structured interviews + informal discussions + 2 internal seminars (c. 4 staff present at each)	5 direct structured interviews
Project staff interviewed	5 interviewed, 32 project scientific coordinators surveyed		196 project scientific coordinators interviewed	55 interviewed, 747 Scientific contact persons of projects surveyed	-	-	-	144	46, by email and/or phone	26 (e-mail questionnaire)
Other interviews	Delphi Session with 9 women expert in ICT area		-	-	-	-	-	-	3 semi-structured interviews concerning IWRM review, INTAS management and EIARD	Group meetings to present objectives of the study and first results. Discussions when coming to assess project documents.
Other survey target groups (responses received)	ISTAG Members (5), NCPs (7)		-	-	S&S call coordinators from the first 13 calls (13)	-	-	-	-	-

¹⁶ Excludes the Descartes Prize calls' 'proposals'

¹⁷ Covers all IPs and NoEs from Priority 7

European Commission

EUR 24037 — Monitoring Progress Towards Gender Equality in the 6th Framework Programme – Synthesis Report

Luxembourg: Publications Office of the European Union

2009 — 45 pp. — 21,0 x 29,7 cm

ISBN 978-92-79-12995-7

doi 10.2777/37498

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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 a synthesis of the key findings and recommendation of the six studies.

Monitoring progress towards Gender Equality in the Sixth Framework Programme

