

On the way to the top: Providing equal opportunities to men and women in science and technology

Workshop- Brussels 2 December



European Research Council

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ERC's mission is to support excellent frontier researchers across Europe, irrespective of nationality, gender or age.



Portraits of selected ERC 2007 Starting Grantees

The Gender Balance Working Group

- ERC Scientific Council:
 - Isabelle Vernos (Chair)
 - Athene Donald
 - Carlos Duarte
 - Reinhard Genzel
 - Carl-Henrik Heldin
 - Helga Nowotny
 - Anna Tramontano
- ERCEA:
 - Severina Shopova

Gender Equality Plan

Three main objectives:

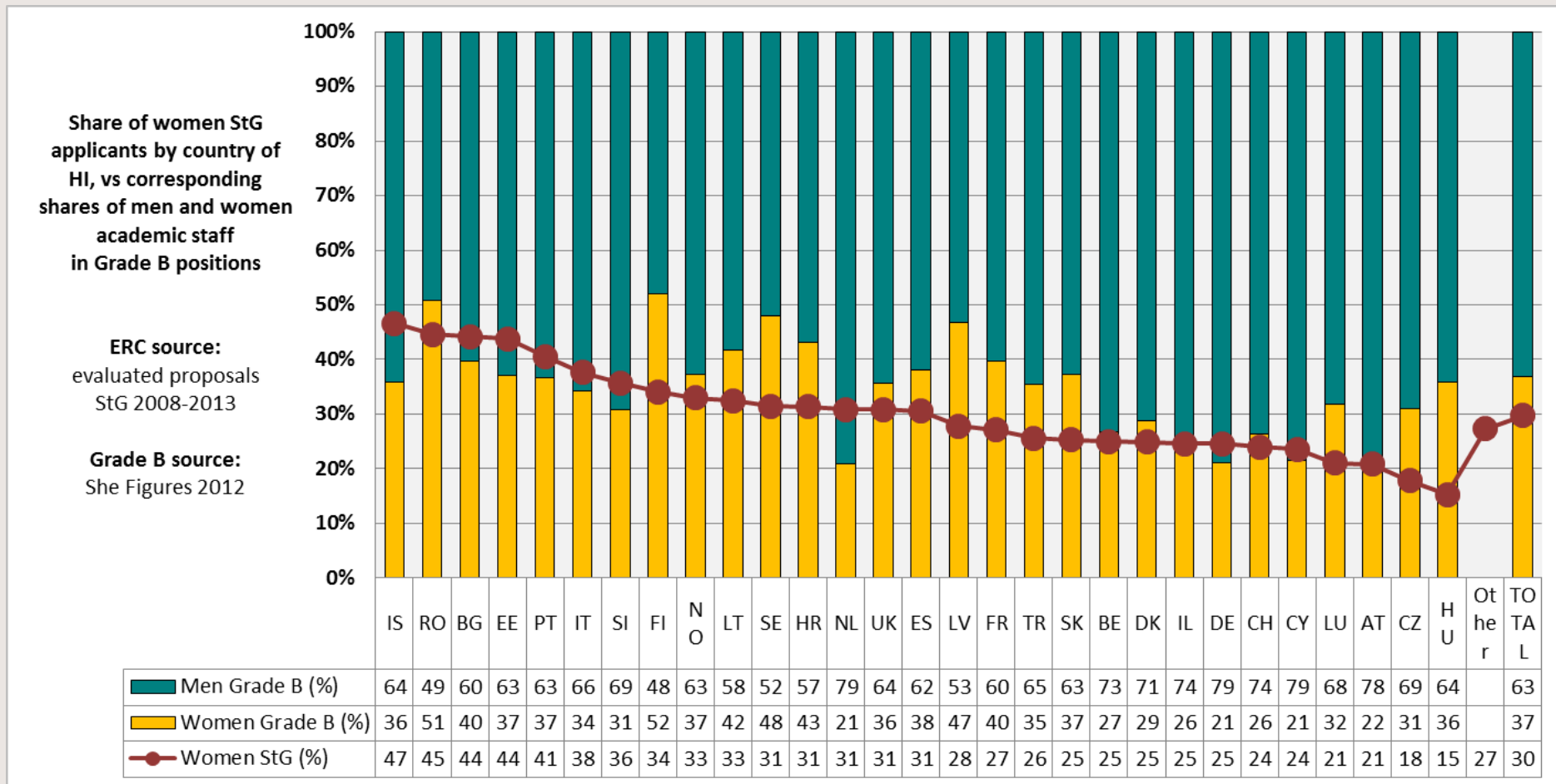
- to raise awareness of ERC gender policy among potential applicants in all research fields
- to identify and challenge any potential gender bias in the ERC evaluation procedure
- to improve the gender balance within the ERC's peer review system

Monitor submission rates of women & men by country

Share women StG applicants vs. women academic staff in Grade B, by country of host institution



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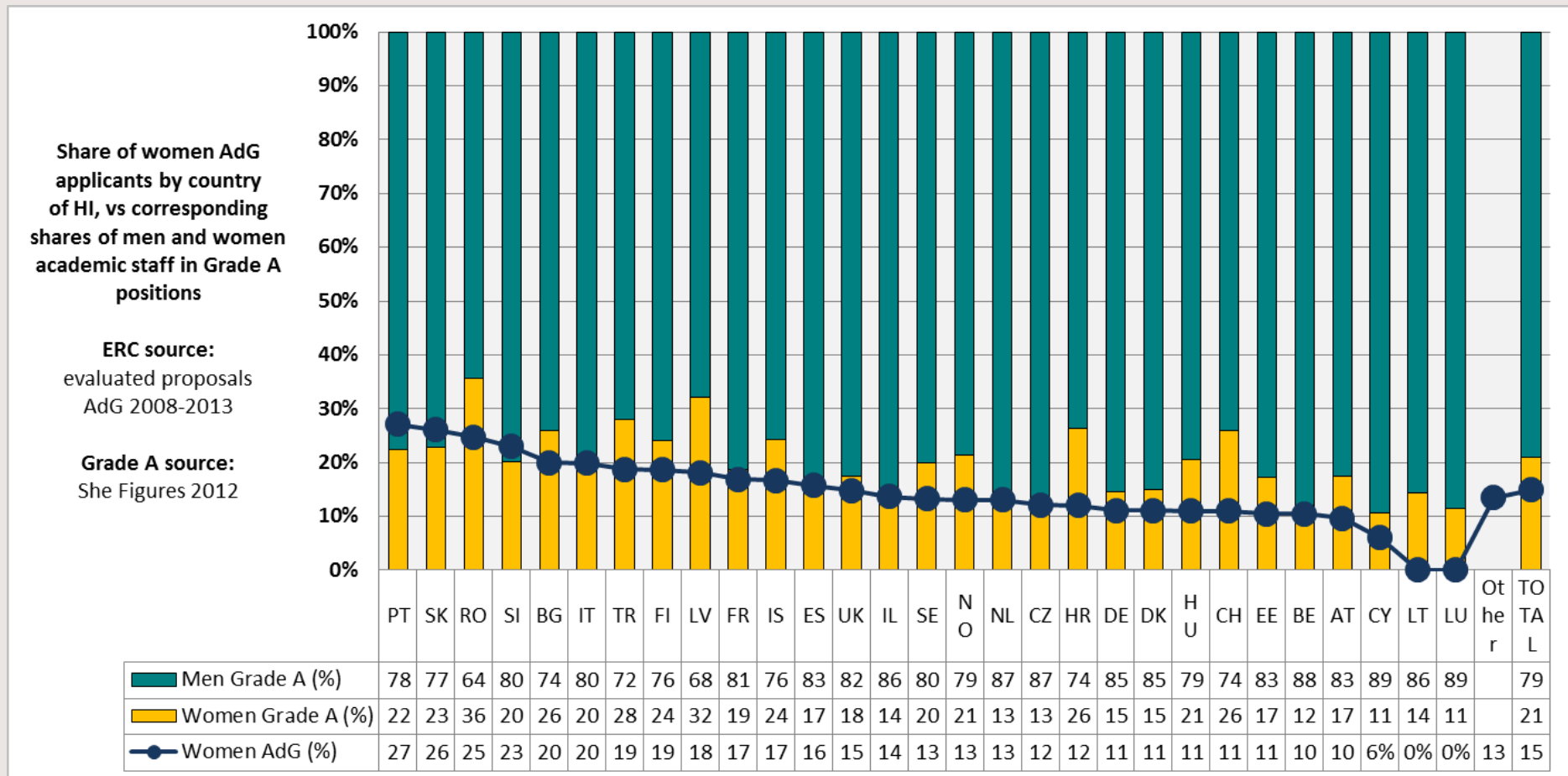
Monitor submission rates of women & men by country

Share women AdG applicants vs. women academic staff in Grade A, by country of host institution



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All ERC calls 2007-2013 (without SyG and CoG2013)

25 % of the applications from women

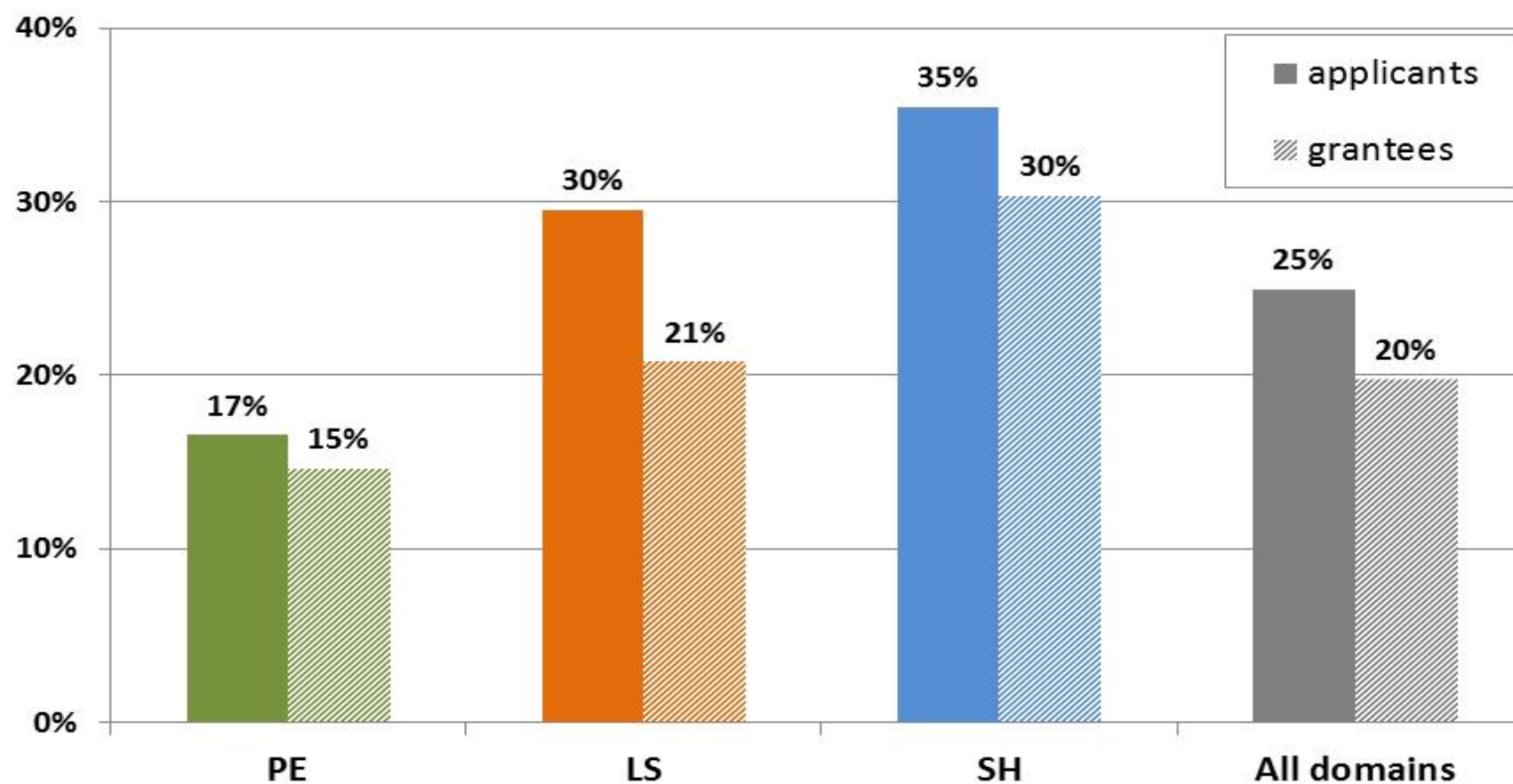
20 % of the grants to women



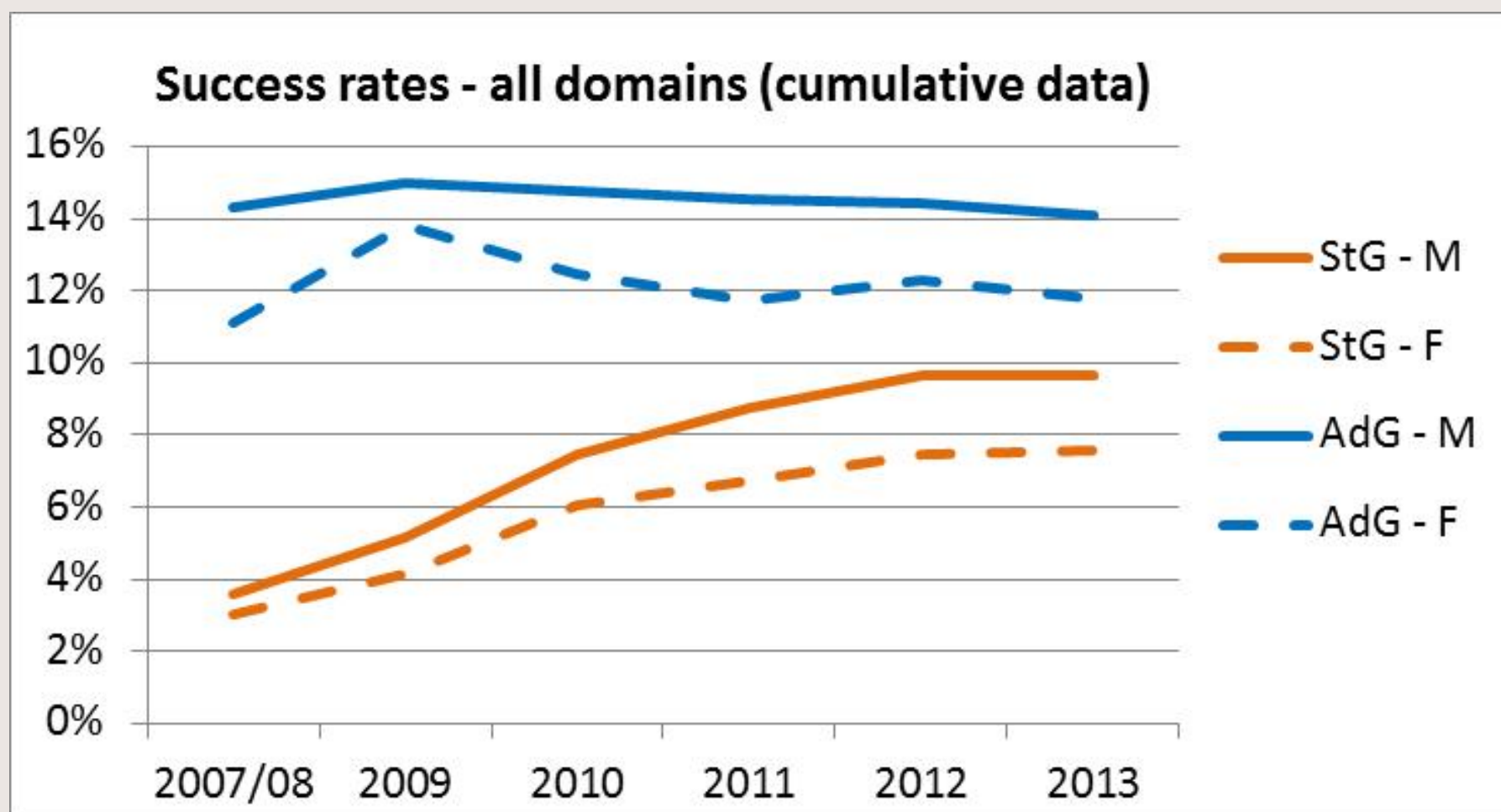
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Share of women applicants and grantees by domain in all ERC calls



Comparing success rates of men and women by type of grant – **cumulative data**

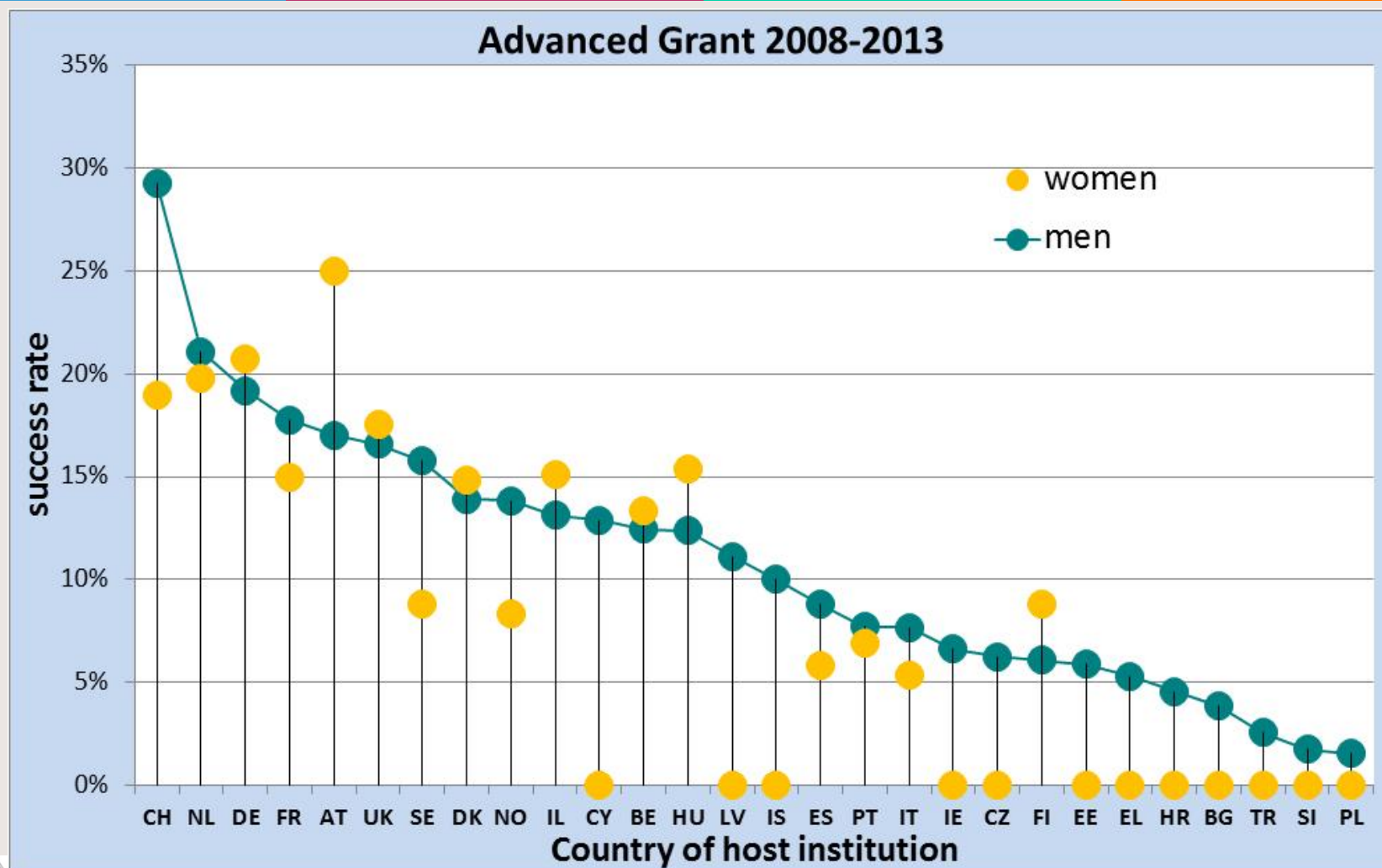


All ERC Advanced Grants: Success rates per country of HI



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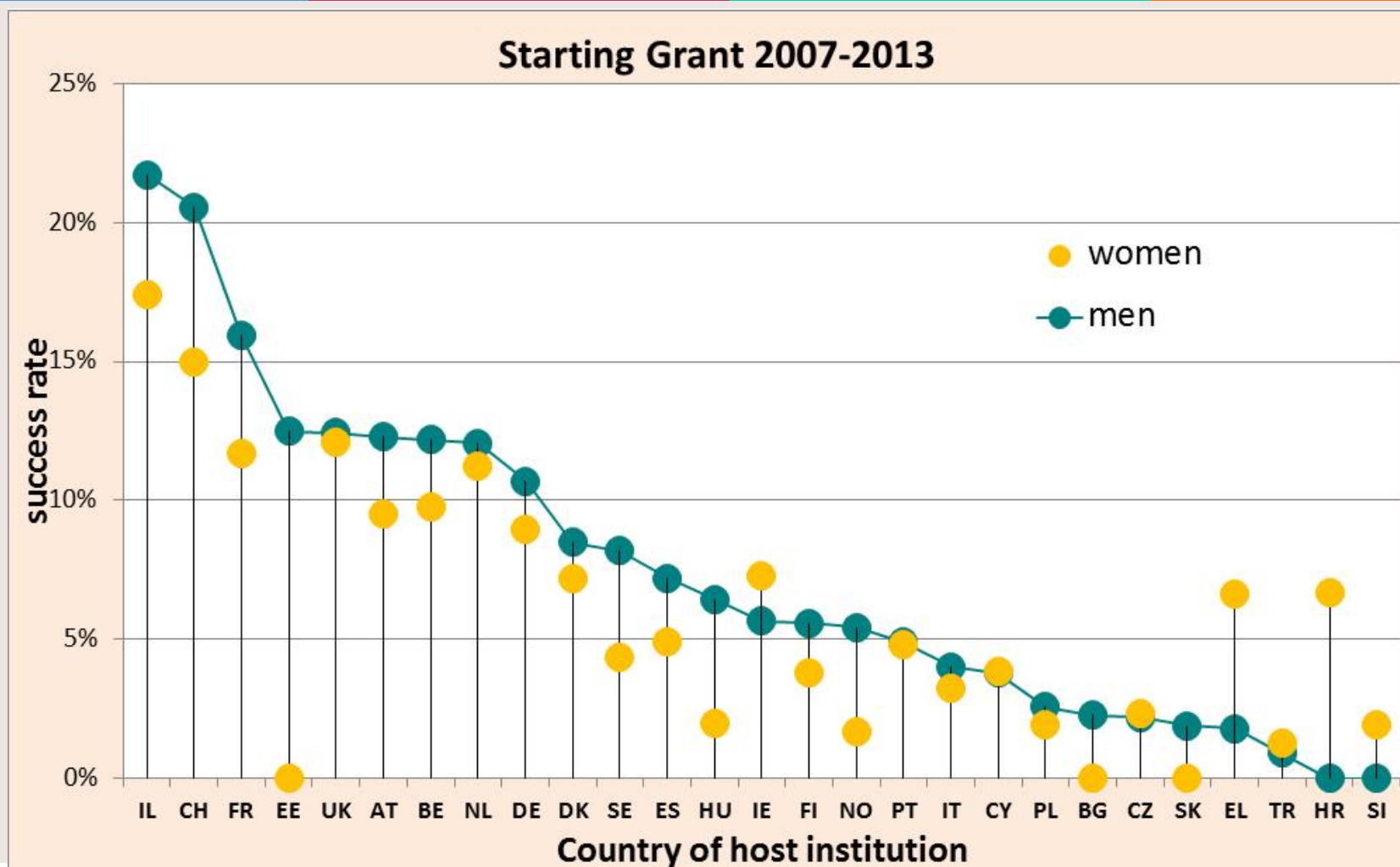


All ERC Starting Grants: Success rates per country of HI



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Gender balance in the ERC peer review system

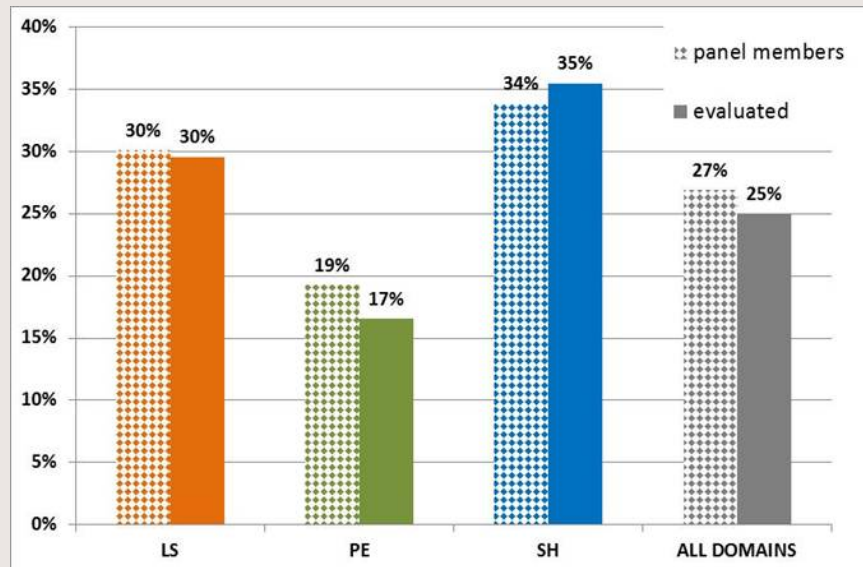


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Comparing the share of women panel members to the share of women applicants by ERC domains.



“The medium term goal is to achieve **gender balance in each ERC evaluation panel as well as among the panel chairs**. This may take time, and will also depend on the overall gender balance in particular research fields. In a first step, the ERC will aim at a better gender proportionality in each ERC evaluation panel as compared to that panel's relevant scientific communities.”
(ERC gender equality plan 2007 – 2013)

ERC calls 2007-2013 (without CoG2013) for applicants

ERC calls 2007-2012 for panel members

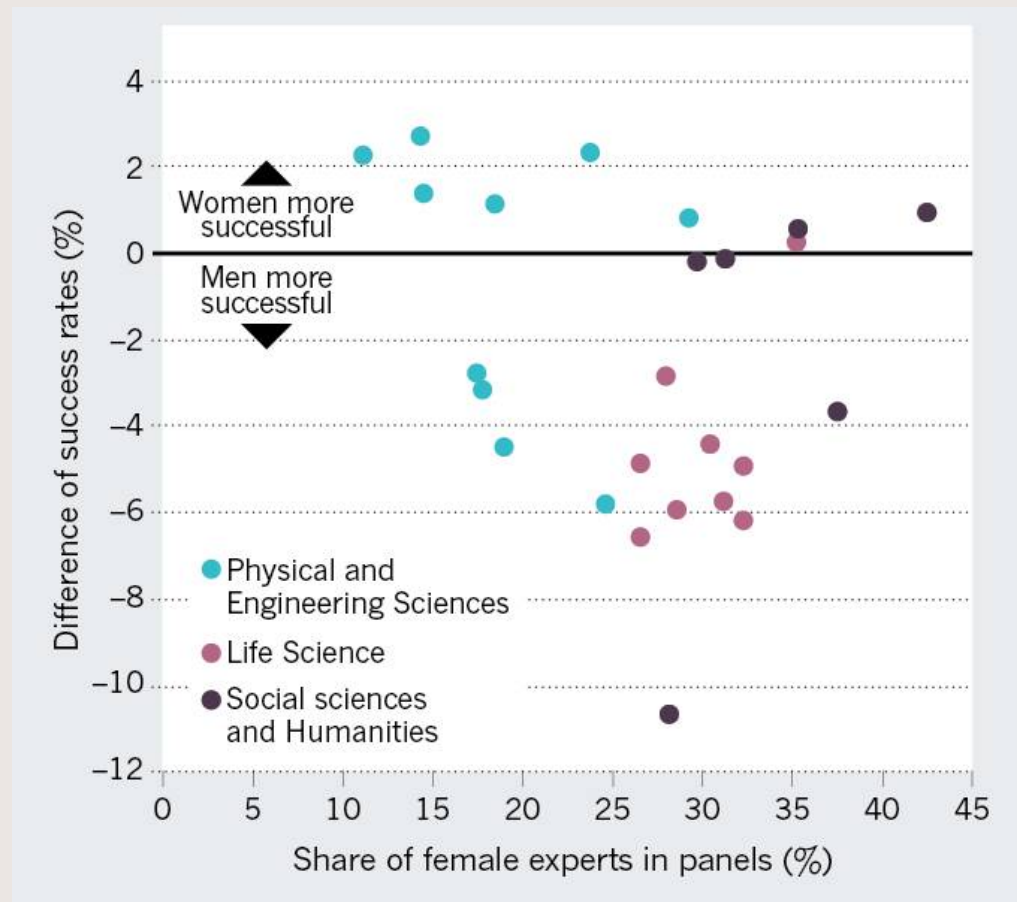
Women Success Rate Versus Gender Balance in Evaluation Panel



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ERC aggregated data 2008-2012



ERC SCIENTIFIC COUNCIL

GENDER EQUALITY PLAN 2007 – 2013

– EXAMPLE OF STEPS TAKEN OR FOLLOWING



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Monitoring / Visibility

- Applications:**
- Review format of application forms:
 - no self evaluation section
 - Applicants highlight a restricted number of significant publications
 - Maternity allowance: increased to 18 months per child
 - Gender aspects in career structures and paths
- CSA2012 ERCAREER** "Capturing career paths of ERC grantees and applicants »
VUA (NL) – in collaboration with IAB (DE) and UEA (UK)

- Evaluation:**
- Gender balance of evaluation panels
 - Briefing of panel chairs and panel members on **unconscious bias**
 - **CSA2013**: ERC practices and processes in the context of gender mainstreaming and in particular during the proposals' submission and peer review.

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SESSION 1:

Improving gender balance

Moderator:

Prof. Isabelle Vernos, ERC Scientific Council

Prof. CURT RICE

Prof. GERD BJØRHOVDE

Prof. LONDA SCHIEBINGER

Mrs. SARAH DICKINSON

Dr CLAARTJE VINKENBURG

SESSION 2:

Targeting gender bias

Moderator:

Prof. Athene Donald, ERC Scientific Council

Mrs BARBARA KIMANOWSKA

Mrs. VIVIANNE WILLIS-MAZZICHI

Prof. TERESA REES

Prof. INÉS SÁNCHEZ DE MADARIAGA

DR GERLIND WALLON

SESSION 3:

Lessons learned

Moderator: Prof. Isabelle Vernos

Prof ALISON WOODWARD, Observations/Summary
Questions and discussion