

# ERC Scientific Council

## Gender equality plan 2007 – 2013

European Research Council



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ERC EA Unit A1 Support to the Scientific Council

# ERC Gender Balance Working Group

## ERC Gender Balance Working Group

- ScC: Teresa Lago (chair), Danny Dolev, Carlos Duarte, C-H Heldin, Helga Nowotny, Anna Tramontano, Isabelle Vernos
- ERC EA: Severina Shopova, Jens Hemmelskamp, Elisabeth Sjöstedt



Professor Teresa Lago,  
University of Porto

The ERC Scientific Council has formed three more working groups, on **Third country recruitment**, **Relations with Industry**, and **Open Access**.



ERC's mission is to support excellent frontier researchers across Europe, irrespective of nationality, gender or age. ERC Scientific Council Gender equality plan adopted in December 2010.

## Three main objectives:

- to encourage more excellent female researchers to apply for ERC grants
- to identify and challenge any potential gender bias together with the ERC panels
- to improve the gender balance within the ERC's peer review system

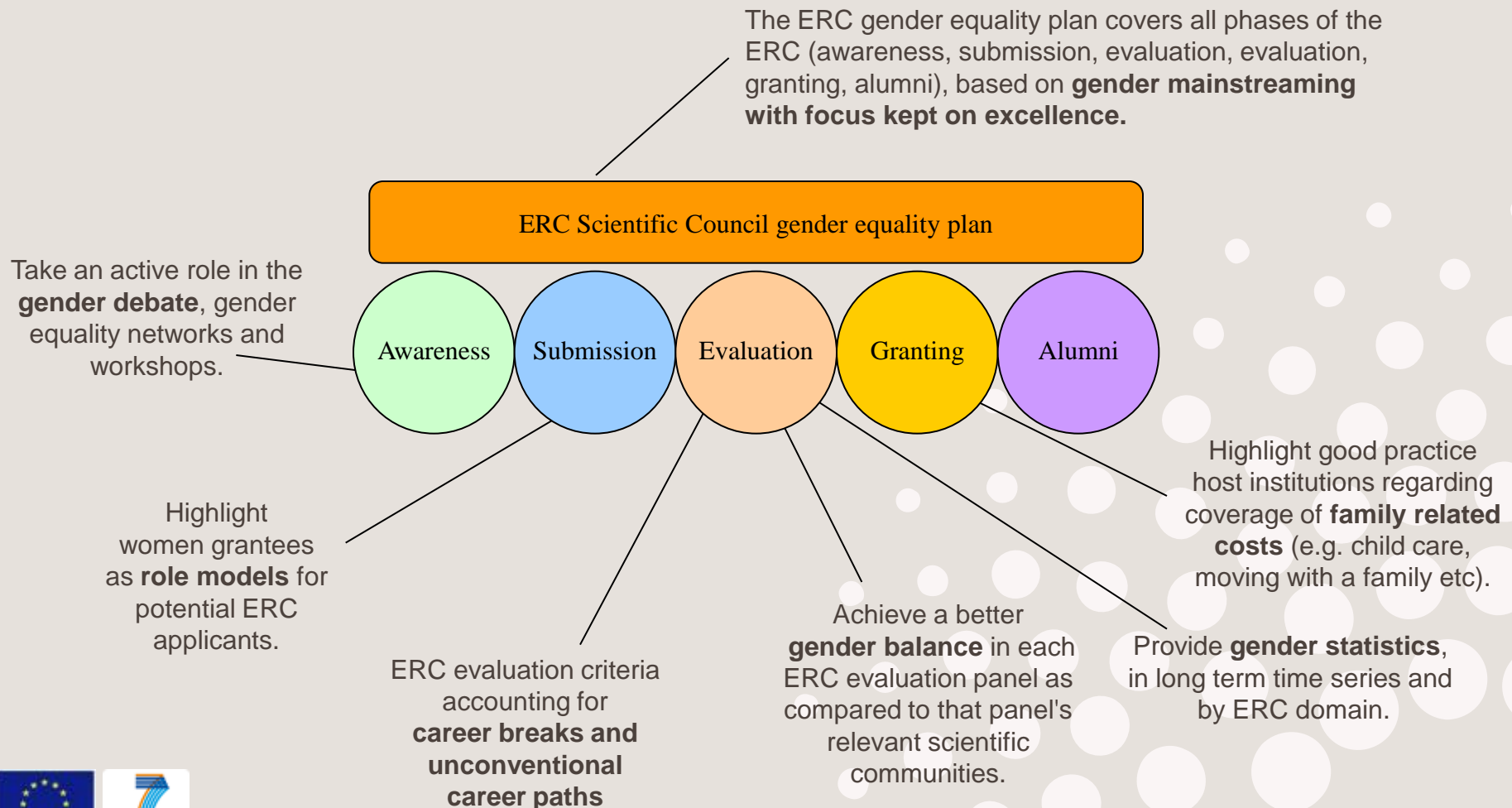


# ERC Scientific Council

## Gender equality plan 2007 – 2013

– example of steps to be taken

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# ERC Scientific Council

## Gender equality plan 2007 – 2013

Main objective 1

– encourage more excellent female researchers to apply for ERC grants



# ERC Scientific Council

## Gender equality plan 2007 – 2013

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### Step to achieve objective as stated in the ERC Gender equality plan

Publish the ERC gender equality plan on the web.

Monitor submission rates of women and men by country and research domain.

Take active part in gender equality networks and workshops.

Make targeted visits to scientific meetings and workshops addressing gender topics, to inform about open ERC calls.

Include gender statistics and ERC's work to achieve gender balance in all general presentations on the ERC.

Include successful grantees of both genders as role models in communication activities, such as brochures, posters, videos etc.

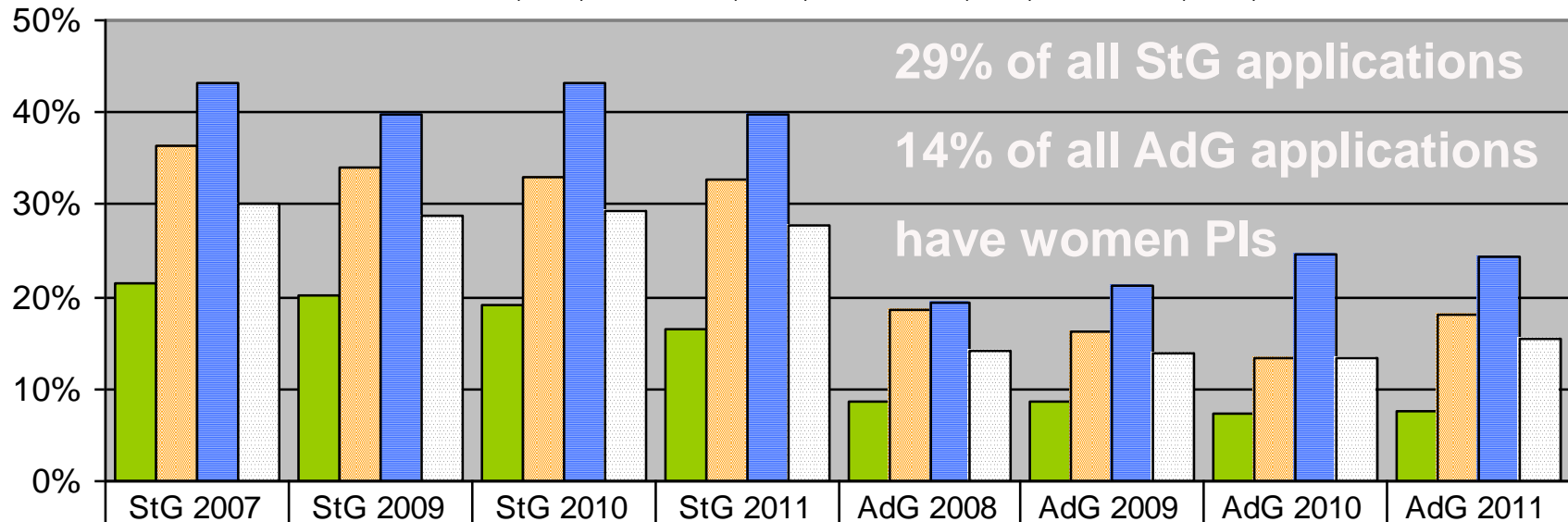
# All ERC Grants

## Submissions by women PIs per ERC call, by domain and total



### Share of female applicants\* per ERC call by domain

Source: Total number of evaluated proposals StG 2007 (8788), StG 2009 (2 392), StG 2010 (2 767), StG 2011 (4 010)  
AdG 2008 (2034), AdG 2009 (1 526), AdG 2010 (1967), AdG 2011 (2 269)



\* Not counting ineligible or withdrawn applications

PE = Physical sciences and engineering, LS = Life sciences, SH = Social sciences and humanities

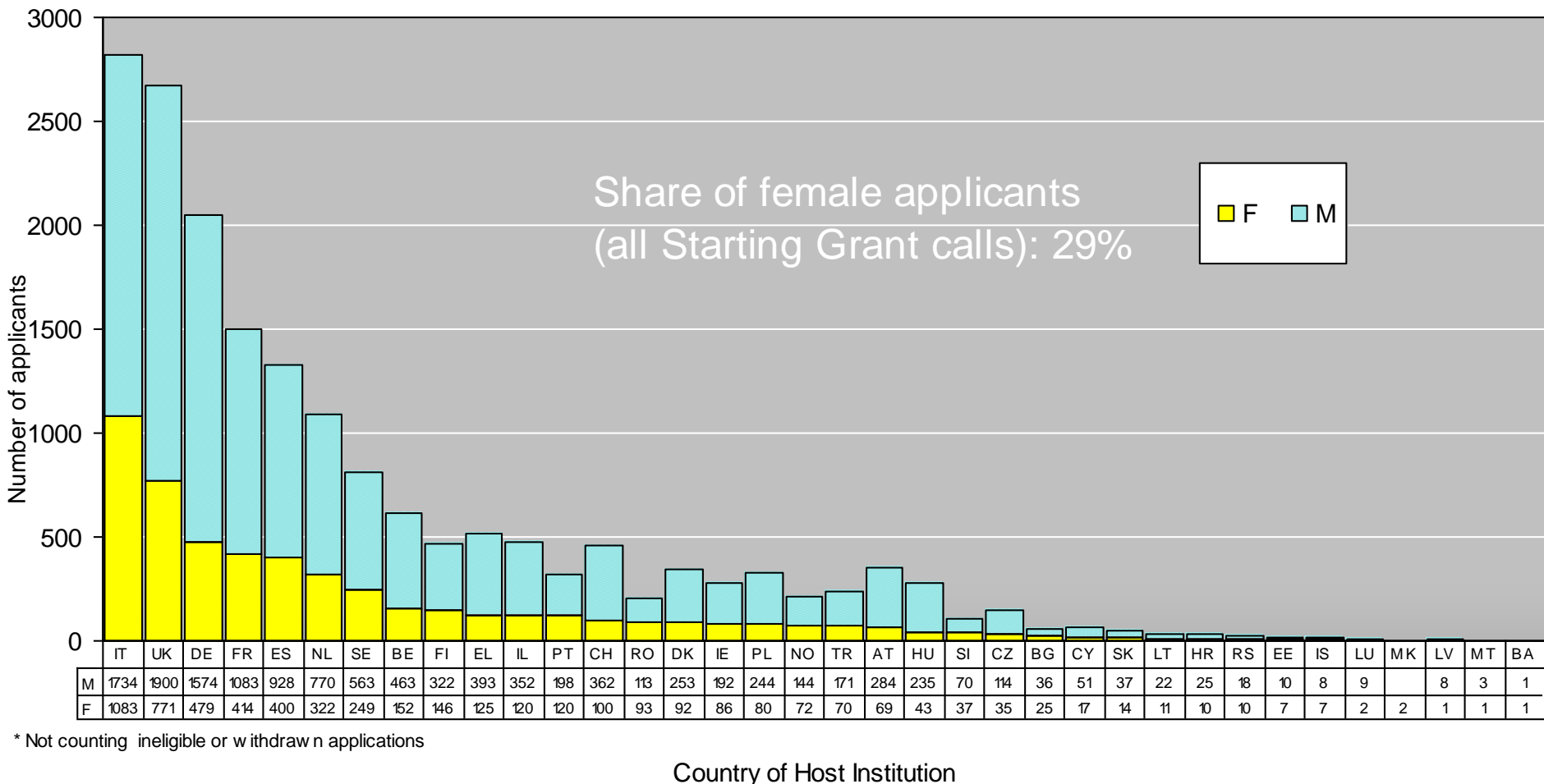
# All ERC Starting Grants: Number of applicants by gender and country of host institution

European Research Council



**All ERC Starting Grant calls: Number of applicants\* by gender and country of host institution.**

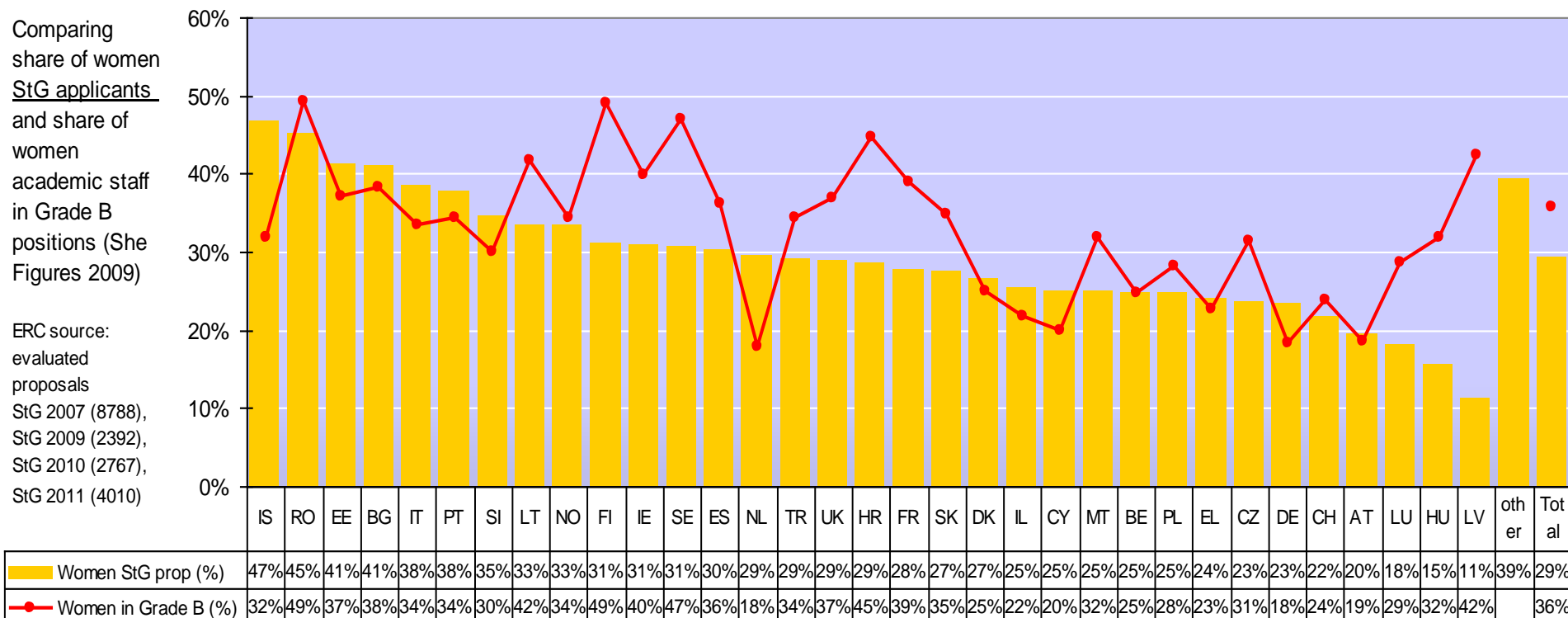
Source: StG 2007 (8788), StG 2009 (2392), StG 2010 (2767), StG 2011 (4010)



\* Not counting ineligible or withdrawn applications



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



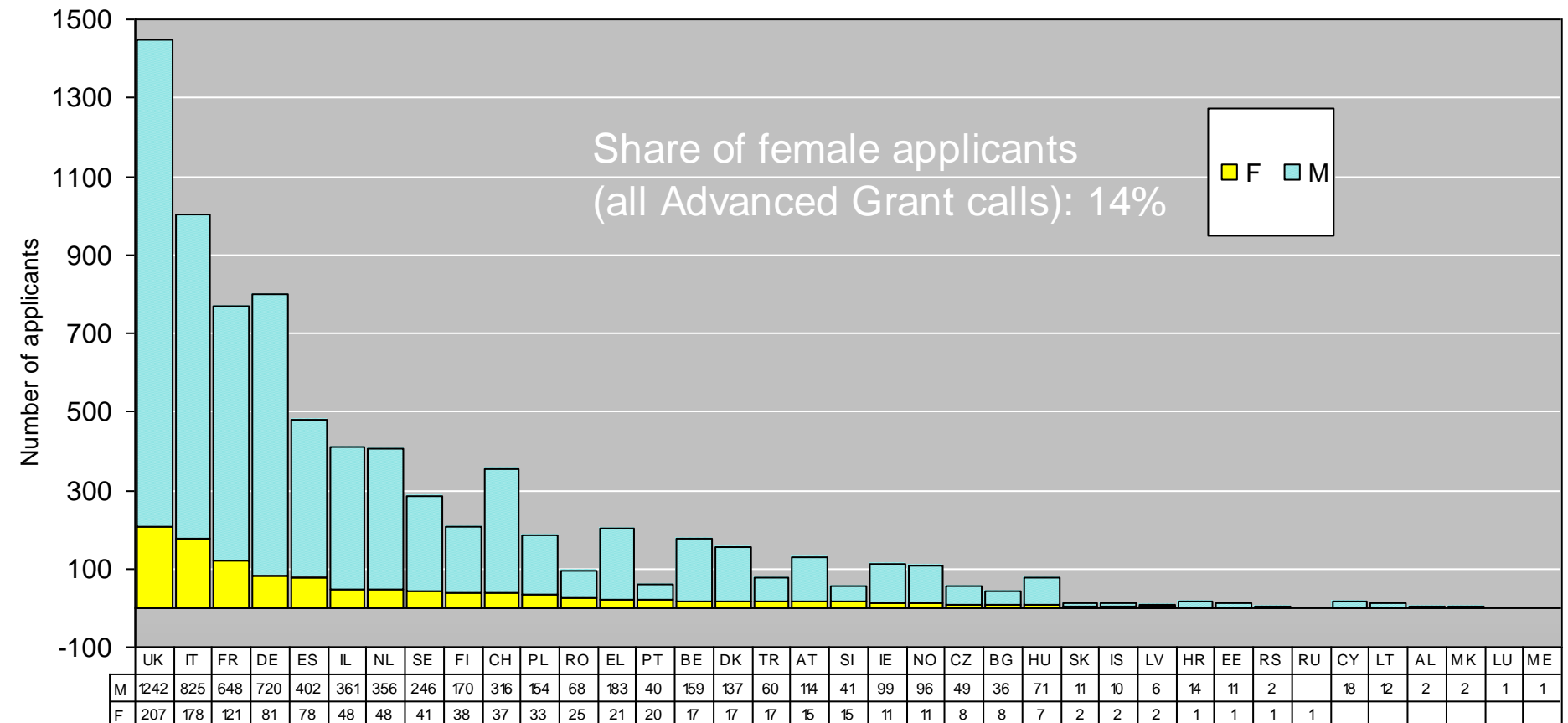
# All ERC Advanced Grants: Number of applicants by gender and country of host institution

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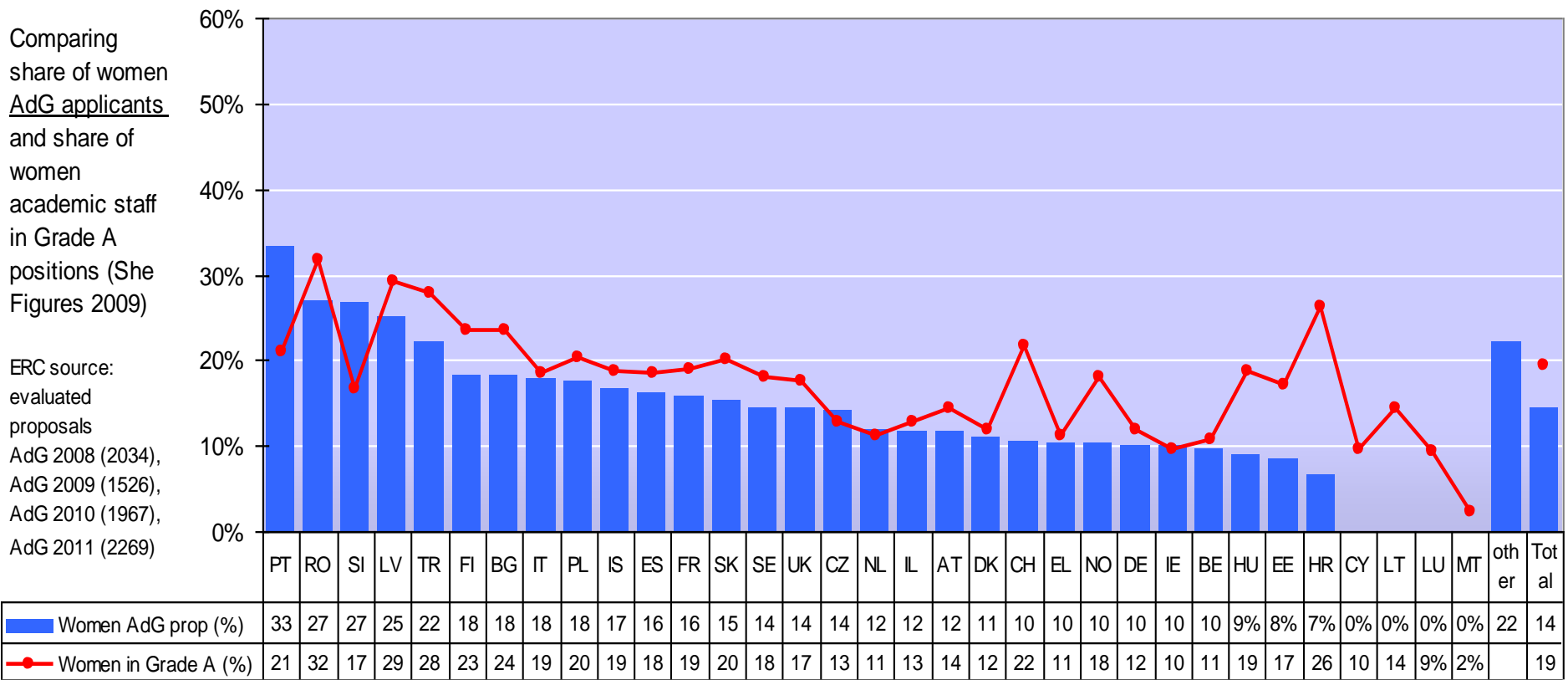
**All ERC Advanced Grant calls:** Number of applicants\* by gender and country of host institution.

Source: AdG 2008 (2034), AdG 2009 (1526), AdG 2010 (1967), AdG 2011 (2269)



\* Not counting ineligible or withdrawn applications

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





# ERC Scientific Council

## Gender equality plan 2007 – 2013

Main objective 2  
– identify and challenge any potential  
gender bias together with the ERC panels





# ERC Scientific Council

## Gender equality plan 2007 – 2013

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### Step to achieve objective as stated in the ERC Gender equality plan

Ensure eligibility and evaluation criteria are designed to encompass the situation of both women and men in research.

Monitor success rates and granted amounts for women and men and publish gender statistics from ERC evaluations in long term time series and by ERC domain. In particular, *submission rates* and *requested amounts* should be compared to *granting rates* and *granted amounts* for women and men respectively.

Collect gender data on PhD students, post docs and any other researchers funded through ERC grants.

Offer training in *gender mainstreaming* to the ERC Scientific Officers.

Establish discussions on gender awareness with the ERC evaluation panels, in particular on how to evaluate career breaks and/or unconventional research career paths.

Include reference to the ERC Scientific Council gender equality plan in the ERC Guide for peer reviewers as well as in the briefings before panel meetings.

Initiate dialogue with host institutions of the ERC grantees to encourage coverage of family related costs (e.g. child care, moving with a family etc). Highlight good practice and 'role model' host institutions.

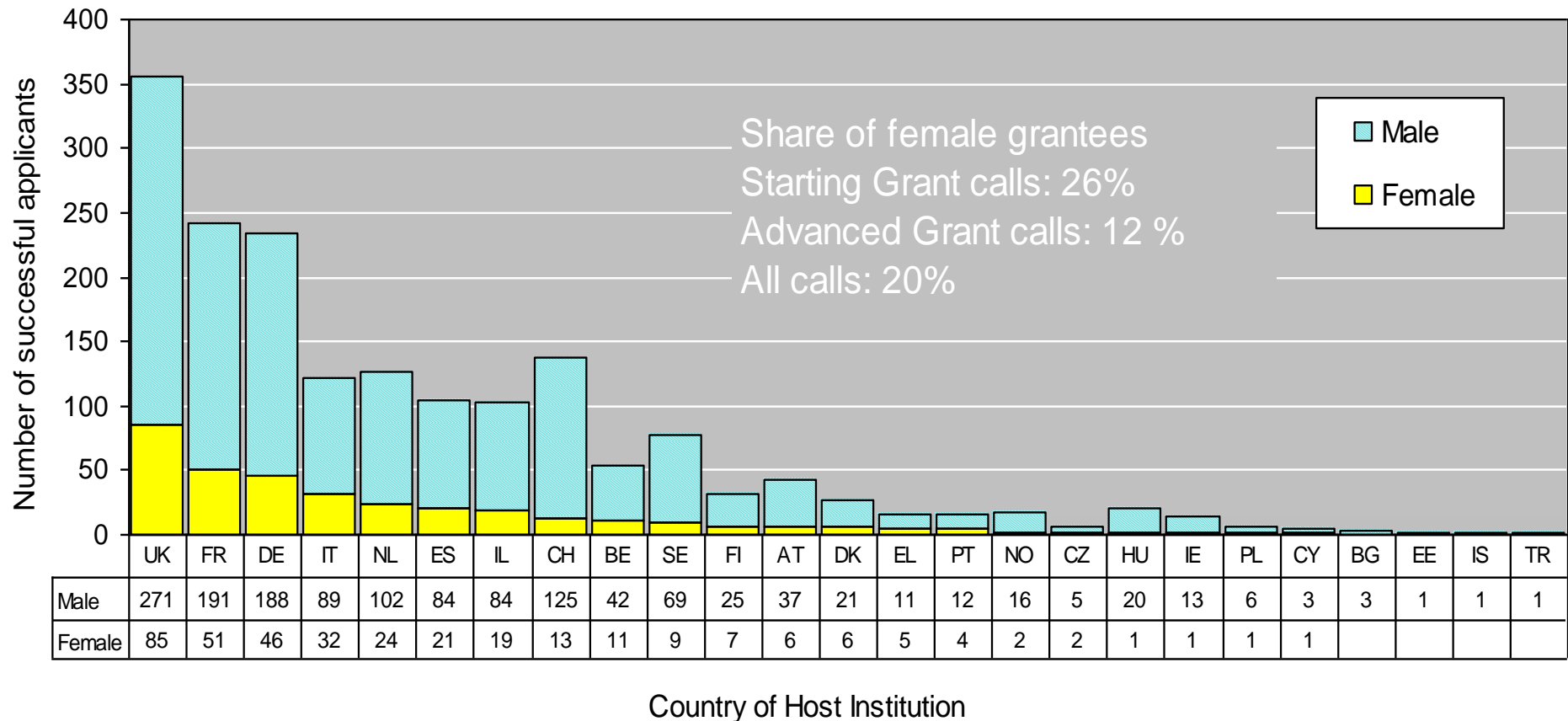
Analyse long term effects of ERC grants on gender structures in research careers and academic posts.

# Over 1700 ERC grantees

## - one fifth are women

**All ERC calls:** Number of successful applicants by gender and country of host institution.

Source: 1767 selected proposals over six calls; StG 2007 (299), StG 2009 (243), StG 2010 (432),  
AdG 2008 (282), AdG 2009 (245), AdG 2010 (266)



# All ERC Starting Grants:

## 29 % of the applications from women

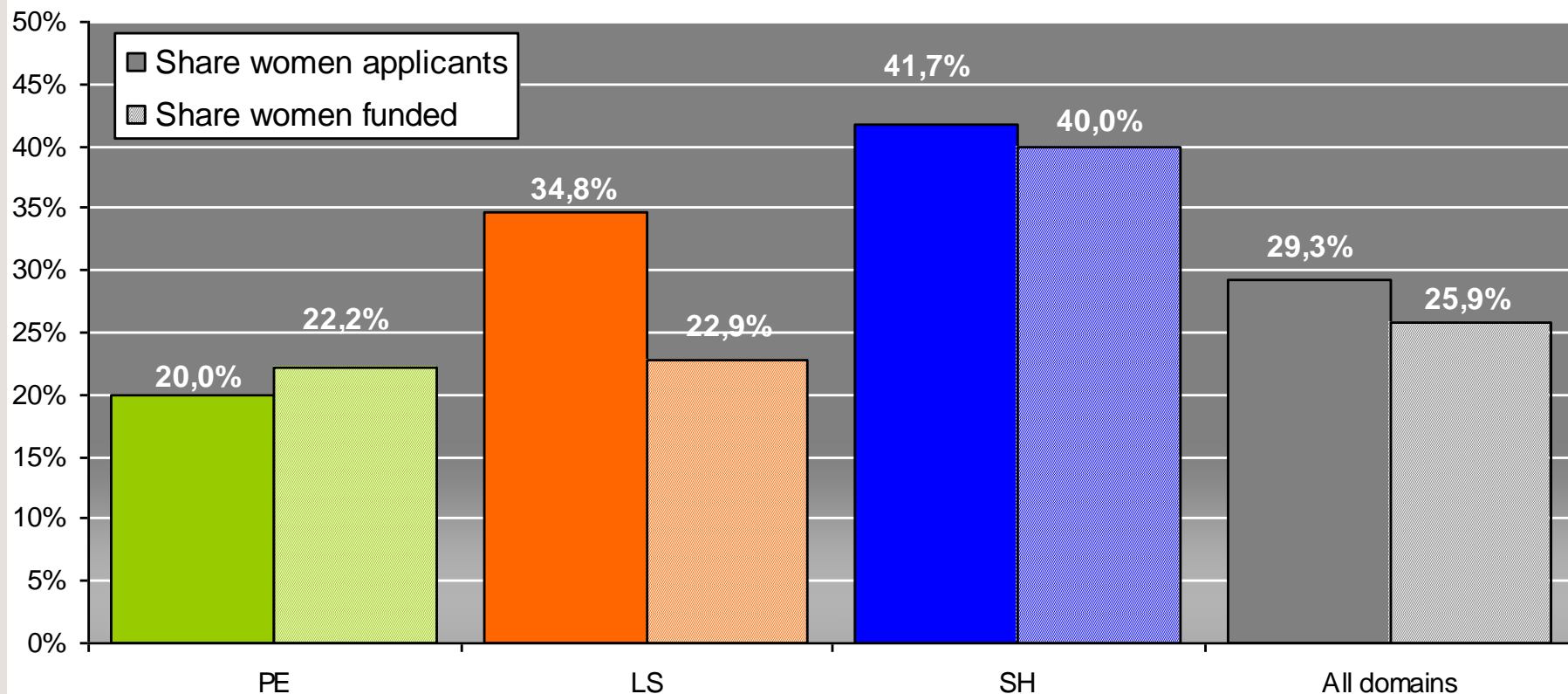
## 26 % of the grants to women

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### All ERC Starting grants: Share of women applicants\* and women grantees by domain

Source (evaluated/funded) : StG 2007 (8788/299), StG 2009 (2 392/245),  
StG 2010 (2767/433), StG 2011 (4010/-)



\* Not counting ineligible or withdrawn applications

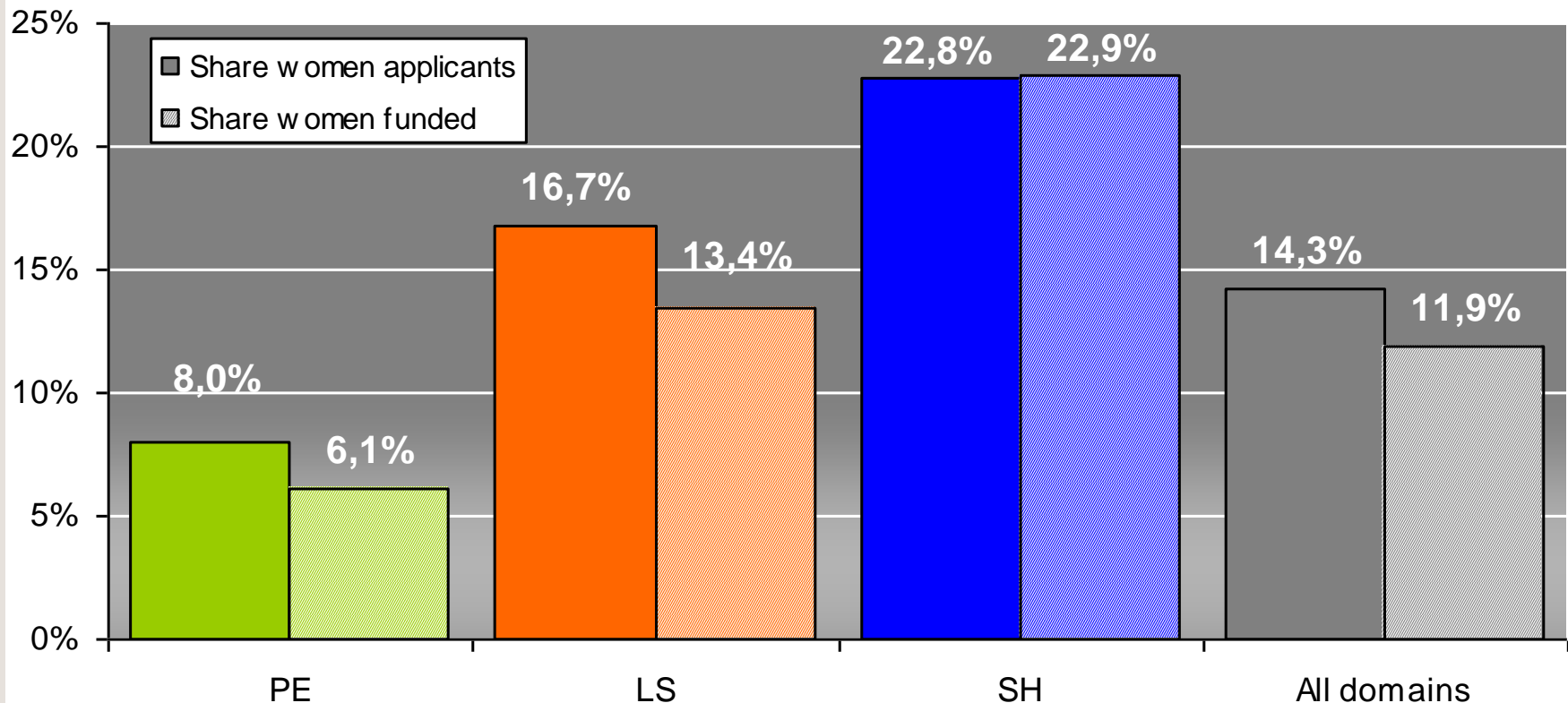
# All ERC Advanced Grants:

## 14 % of the applications from women

## 12 % of the grants to women

### All ERC Advanced grants: Share of women applicants\* and women grantees by domain

Source (evaluated/funded): AdG 2008 (2034/282), AdG 2009 (1 526/245),  
AdG 2010 (1967/266), AdG 2011 (2269/-)



\* Not counting ineligible or withdrawn applications



# All ERC Starting Grants:

## 29 % of the applications from women

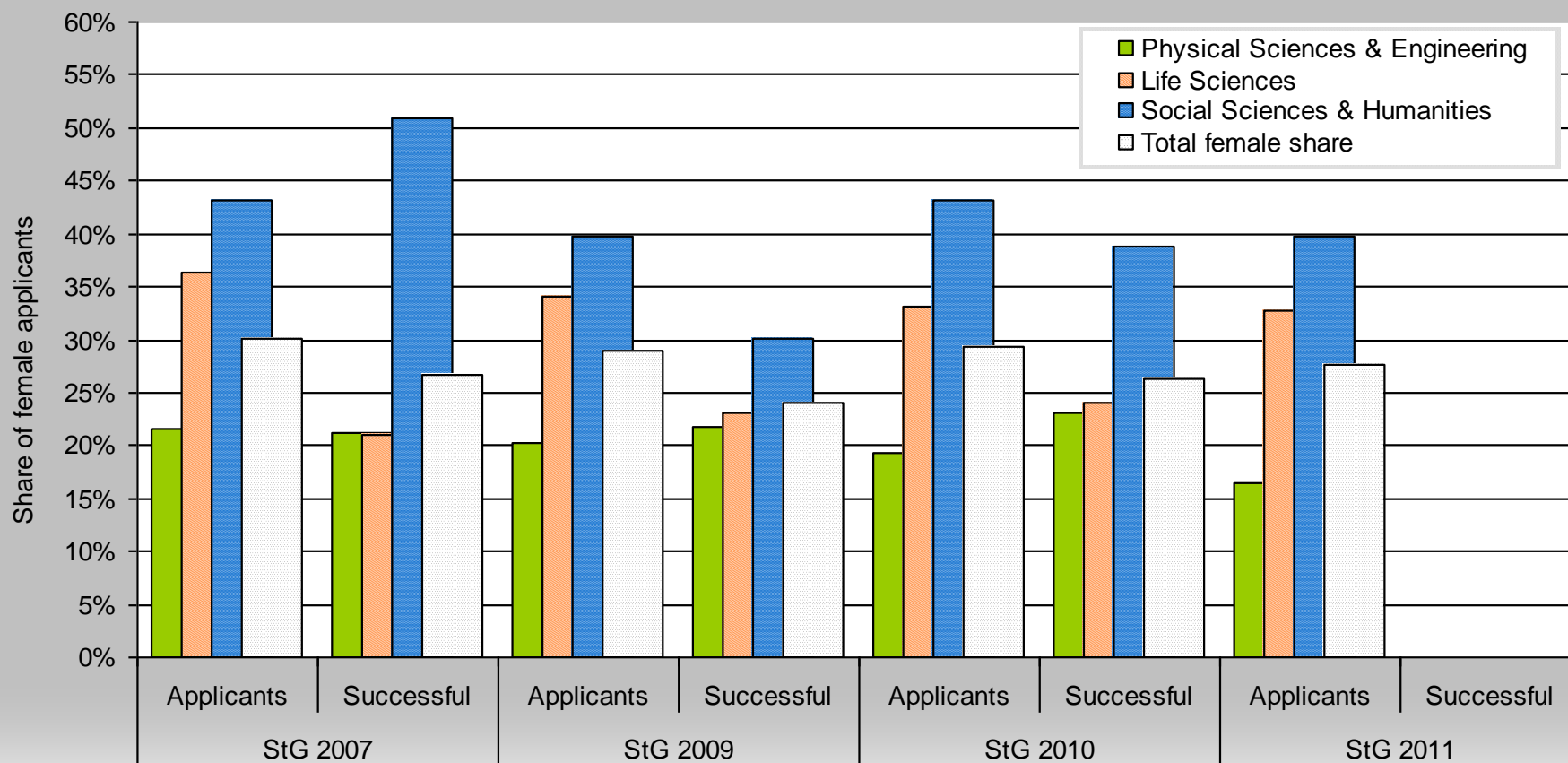
## 26 % of the grants to women

European Research Council



### All ERC Starting Grant calls: Share of female applicants\* per ERC call by domain

Source: Total number of evaluated/successful proposals StG 2007 (8788/299), StG 2009 (2 392/245), StG 2010 (2767/433), StG 2011 (4010/-)



\* Not counting ineligible or withdrawn applications

# All ERC Advanced Grants:

## 14 % of the applications from women

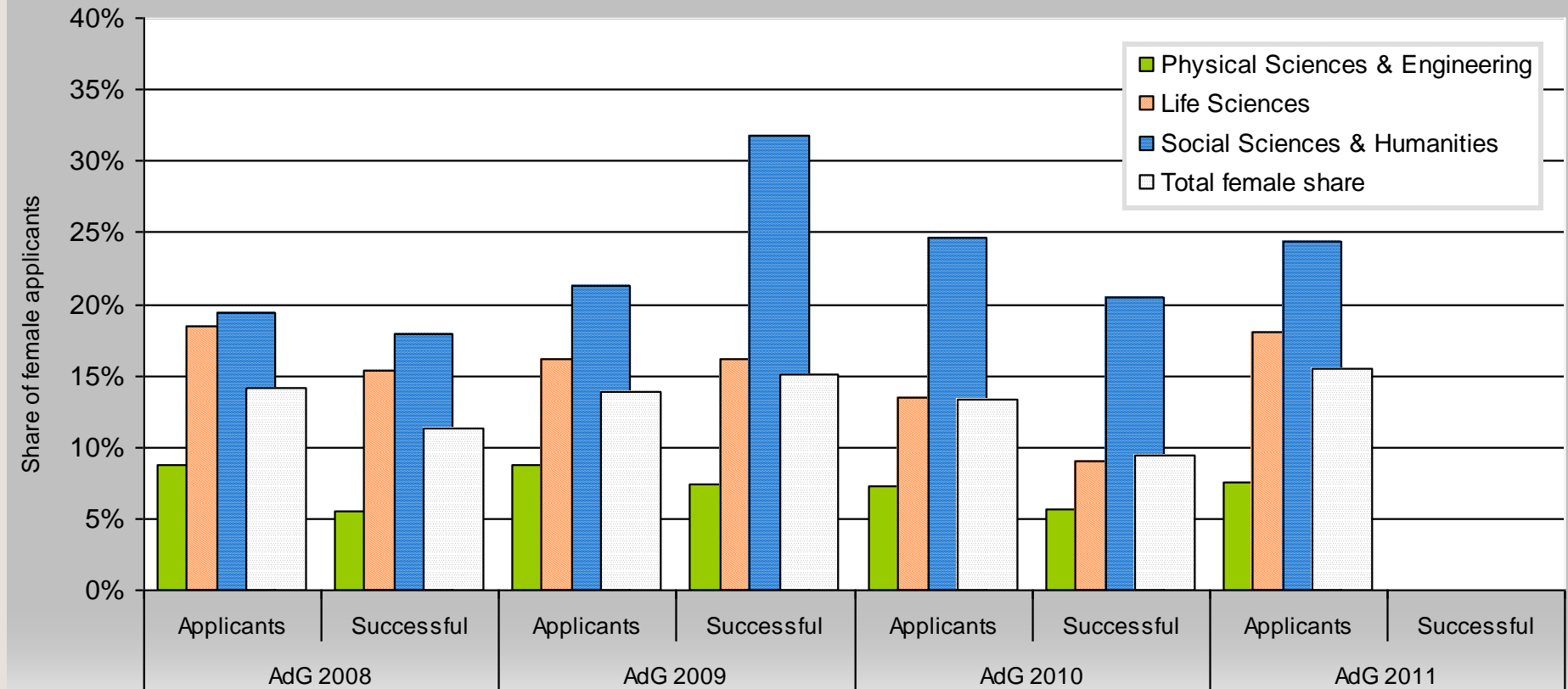
## 12 % of the grants to women

European Research Council



### All ERC Advanced Grant calls: Share of female applicants\* per ERC call by domain

Source: Total number of evaluated/successful proposals AdG 2008 (2034/282), AdG 2009 (1 526/245), AdG 2010 (1967/266), AdG 2011 (2269/-)



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# ERC Scientific Council

## Gender equality plan 2007 – 2013

Main objective 3  
– improve the gender balance within the  
ERC's peer review system



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### Step to achieve objective as stated in the ERC Gender equality plan

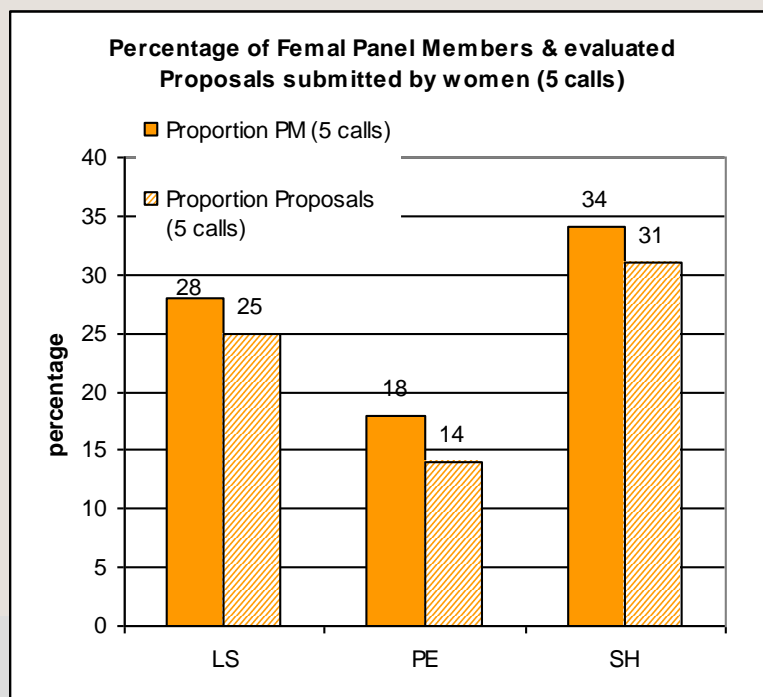
Ensure that expert gender and frequency of reviewed proposals are easily traceable parameters in the ERC expert database.

Set up panel specific goals for gender balance, based on information from relevant scientific communities and/or the ERC pool of applicants.

Monitor the gender balance of each ERC panel. If the panel specific goal has not been reached this should be reported, together with an analysis on how the situation can be improved.



# Gender balance in the ERC peer review system



Comparing the share of women panel members to the share of women applicants by ERC domain. Statistics based on five calls, StG 2009 and 2010, and AdG 2008, 2009 and 2010.

“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)*