



**IGLO - Seminar**  
*Brussels, 29 March 2004*

**How to write a Gender Action Plan  
in FP6 Proposal ?**

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- 1. Gender mainstreaming the FP6**
- 2. Outcome and follow-up of GAPs**
- 3. The gender dimension in the evaluation procedure**
- 4. Prospects**

# Women and Science



## Objective:

To boost gender equality in research,  
through:

- stimulating the participation of women in science and technological development;
- fostering the integration of the gender dimension throughout European research.

# Legal basis for gender mainstreaming FP6



- **Women and Science – Mobilising women to enrich European research. Communication of the Commission adopted on 17 February 1999 (COM(1999)76 final)**
- **Resolution of the Council adopted on 20 May 1999 (8565/99)**
- **Resolution of the Parliament adopted on 3 February 2000 (PE 284.656; A5-0082/1999)**
- **Commission Staff Working Paper Women and Science: the gender dimension as a leverage for reforming science, 15 May 2001 (SEC(2001)771)**
- **Council Resolution on Science and Society and on Women in Science, 26 June 2001 (10357/01)**
- **Decision of the European Parliament and the Council concerning the adoption of the Sixth Framework Programme,**
- **Council Decision adopting the Specific Programmes and**
- **Regulation of the European Parliament and of the Council concerning the Rules for Participation for the implementation of the European Community Sixth Framework Programme**



## Integrating European Research (82%)

<i>Priority Thematic Areas (69 %)</i>							<i>Specific activities</i>	
<i>(Life sciences ...</i>	<i>Information society ...</i>	<i>Nanotechnologies ...</i>	<i>Aeronautics and space</i>	<i>Food quality and safety</i>	<i>Sustainable development ...</i>	<i>Citizens and governance ...</i>	Policy-oriented research	New and emerging S & T
							Specific SME activities	
							Specific international cooperation activities	
							JRC activities	

## Structuring ERA (16%)

Research and innovation	Human resources & mobility	Research infra-structures	<b>Science and society</b>
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## Strengthening ERA foundations (2%)

Coordination of national activities	Support for policy development
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# Definition of Gender Equality



Gender equality is (at least) twofold:

- gender dimension of the research content
- promotion of gender equality by encouraging women's participation

$$GE = GD + WP$$

GE: Gender Equality

GD: Gender Dimension of the Research Content

WP: Encouraging Women's Participation

# Gender impact assessment studies of FP5: Recommendations



- Developing Commission capacity to put policy into practice
- Mainstreaming gender in the research areas : GAP; Gender Watch System
- Mainstreaming gender in documentation and programme promotion
- Mainstreaming gender in evaluation process

*[http://europa.eu.int/comm/research/science-society/pdf/women\\_gender\\_impact\\_fp5\\_en.pdf](http://europa.eu.int/comm/research/science-society/pdf/women_gender_impact_fp5_en.pdf)*

# Gender mainstreaming in practice



**Seven phases have been identified:**

- 1. Proposal phase**
- 2. Encoding phase**
- 3. Composition of the evaluation panel**
- 4. Briefing of evaluators**
- 5. Evaluation**
- 6. Contract negotiations**
- 7. Follow-up**



# **VADEMECUM**

## **Gender Mainstreaming in the 6th Framework Programme Reference Guide for Scientific Officers/Project Officers**

**DG RTD**

**Women & Science Unit**

**March 2003**

*<ftp://ftp.cordis.lu/pub/science-society/docs/gendervademecum.pdf>*

# Where should gender issues appear in the proposals?



## Part A

- management
  - consortium management activities
  - number of researchers by sex (in NoE)

## Part B

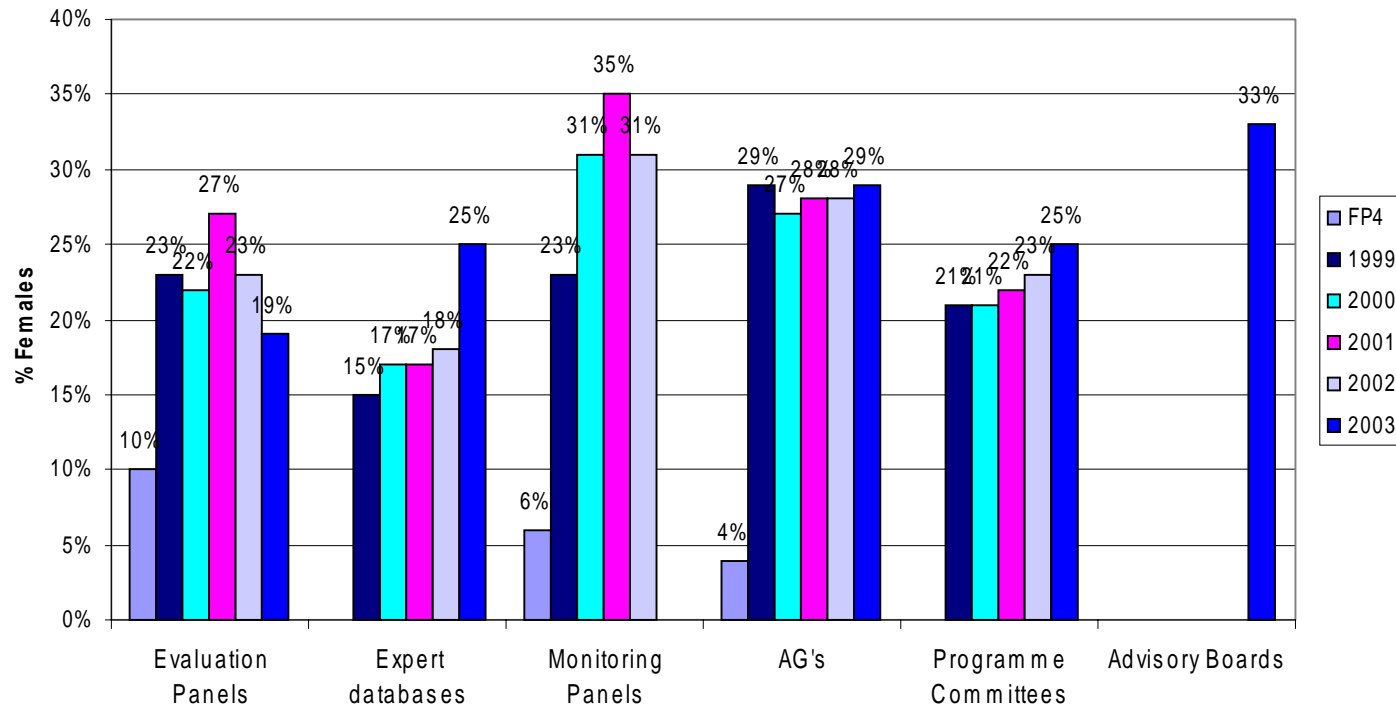
- integration of gender issues for all instruments (B7 or B10.2)
  - action plans, for NoE, IP only (B10.1 and B10.2)



# Women's participation in evaluation panels



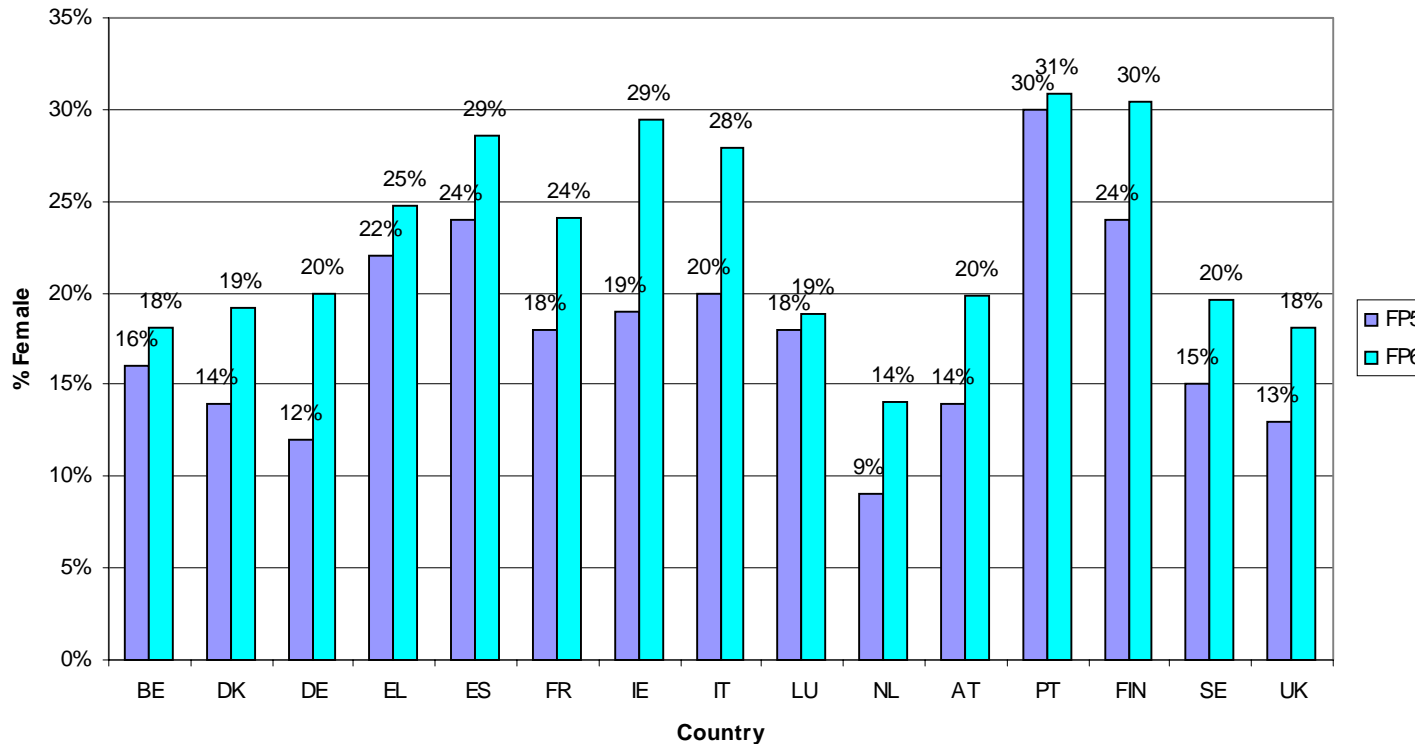
## FP4, FP5 and FP6 Groups, Panels, Committees



# Women's registration in experts database



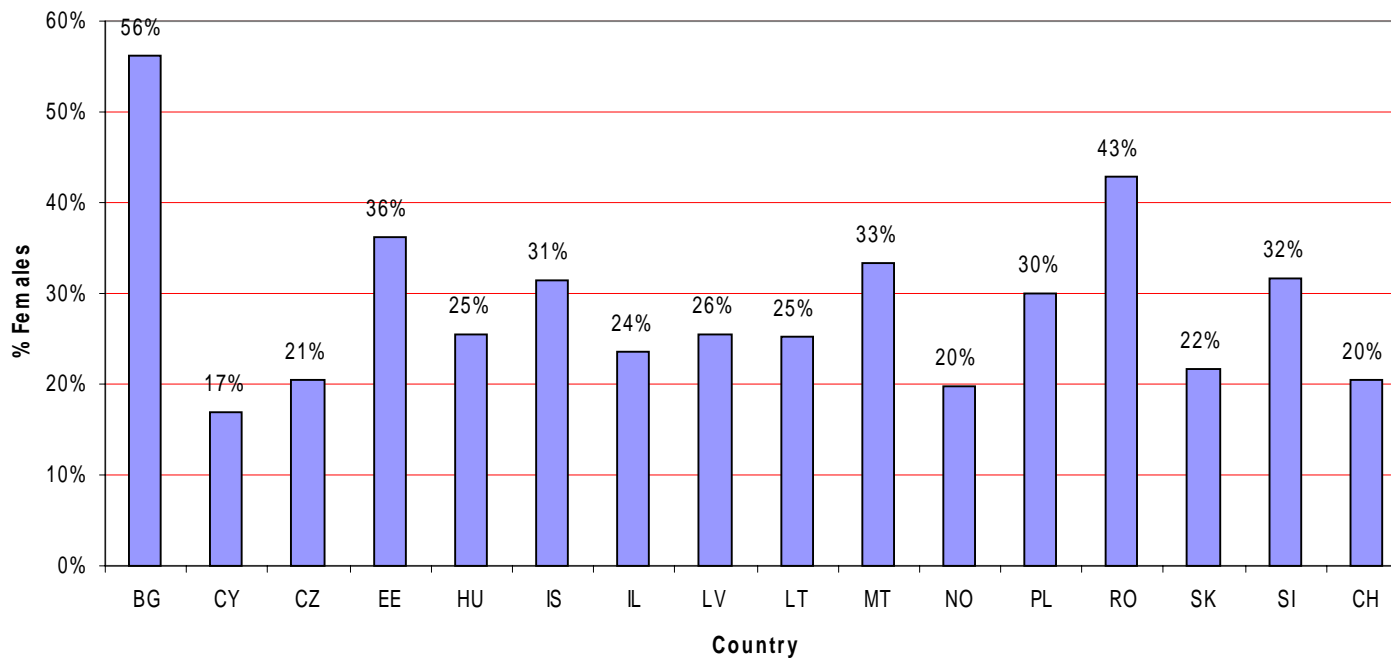
## FP5 and FP6 % Female experts in database



# Women's registration in experts database



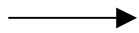
## % Female experts from new MS in Experts database



# registration



[http://www.cordis.lu/experts/](http://www.cordis.lu/experts/fp6_candidature.htm)  
**fp6\_candidature.htm**



# *Why did we want to introduce the GAP in the new FP6 instruments?*



- To increase women's participation, at all levels, within the research workforce;
- To allow a better understanding of the gender dimension in research, especially for the definition and the evaluation of scientific excellence;
- To raise the gender awareness of different categories of actors, within and outside the European Commission, involved in the design, the evaluation, the selection, the negotiation, the realisation, the implementation and the follow-up of IP and NoE research projects;
- To highlight the respective responsibility of each category of actors regarding the EU commitment to ensure gender equality and to implement a gender mainstreaming strategy in all its policies and programmes, including the Research policy and the Framework Programme;

# *Follow-up*



- **EC Working Group on Women and Science**
- **Monitoring the GAP implementation (NoE, IP)**
- **Workforce statistics : strategic database**
- **Gender monitoring studies of FP6**

# Shortlisted proposals



Priority	IP	NoE
1. Life sciences, genomics and biotechnologies for health	42	15
3. Nanotechnologies and nanosciences	14	17
4. Aeronautics and space	8	2
5. Food quality and safety	6	6
6.1. Sustainable energy systems	14	4
6.2. Sustainable surface transport	8	4
6.3. Global change and ecosystems	8	4
7. Citizens and governance in a knowledge-based society	2	3
Euratom	6	2
<b>TOTAL</b>	<b>108</b>	<b>57</b>

## *What are the results of the first GAP assessment?*



- **Between July 2003 and December 2004, the W&S unit performed a first assessment of 148 GAPs (102 IP and 46 NoE) included in short listed proposals from priority 1, priority 3, priority 4, priority 6 and priority**
- **Results: about 10% of the GAPs were considered very good, about 75% were adequate and about 15% weren't good at all.**
- **10% of the GAPs included a documented and argued gender dimension in the research content.**

# What is considered a good GAP ?



*Should be built around the 2 following steps:*

- **A diagnosis on the current situation regarding gender (women participation and gender aspects in research) within one proposal.**
- **Practical proposed actions (no general statements) based on the above diagnosis, giving therefore real chances of success.**
- **The starting point does not matter but rather the progress intended to be done.**

# A good GAP should



**Provide detailed information on actions to be undertaken - and monitored – to:**

**Encourage women to apply for recruitment and to ensure that equal opportunities will be promoted in recruitment at all levels, in order to allow women to participate in all project's activities, and encourage women to participate in the management and scientific committees.**

**The specific gender issues that will be surveyed.**

## **A good GAP should consider:**



- **Establishing a Gender Awareness Group or equivalent structure to encourage networking and mentoring amongst the women,**
- **Organise outreach activities such as girls days,**
- **Consider organising incentives (fellowships and training awards) that really fit the needs of women beneficiaries,**
- **Collect gender statistics,**
- **Address and monitor where relevant the specific gender aspects in the research.**

# Good practice



*TP 5 :Food quality and safety research*

**Establishment of a network on gender aspects : representatives from 12 projects+ members of TP5 advisory group + EC scientific officers**



**Minimising Gender Bias  
in the  
Definition and Measurement of  
Scientific Excellence**

**Florence, 23-24 October 2003**

# Aim of the Workshop



- to build on the recommendations by the **ETAN Group** on women and science calling, in particular, for **transparent and fair selection and recruitment practices** and for more **scientific methods** of assessing merit, quality and productivity;
- look at current **best practices** for defining and measuring scientific excellence in Europe and elsewhere.

# List of experts



- Elisabetta Addis, Università di Roma
- Beverly Alimo-Metcalfe, University of Leeds
- Marina Blagojevic, Institute for Criminological and Sociological Research, Belgrade
- Margo brouns, University of Groningen
- Irma Erlingsdottir, University of Iceland
- Susan Cozzens, Georgia Institute of Technology
- Henry Etzkowitz, SUNY-Purchase College
- Irwin Feller, Pennsylvania State College
- Martha Foschi, University of British Columbia
- Gabriele Griffin, University of Hull
- Jeff Hearn, Swedish School of Economics and Business Administration
- Liisa Husu, University of Helsinki
- Philippe Larédo, Laboratoire Territoires, Techniques , Sociétés, ENPC, Cité Descartes
- Ilja Mottier, Ministry of Education, Culture&Science, The Netherlands
- Rossella Palomba, CNR-Institute for Population Research
- Teresa Rees, Cardiff University
- Ulf Sandström, Swedish Research Council, Sweden

## Expected outcomes



- Workshop synthesis report + experts' written contributions to be published by the European Commission. ;
- Final publication will be issued in June 2004;
- Further discussions on the topic will be held in conferences such as ESOF 2004 (Sweden, August 2004).

# Women and Science Work Programme 2004



## 3 axes :

- Stimulating the policy debate at national and regional level and mobilisation of women scientists
- Developing a better understanding of the gender issue in scientific research
- Promoting the enhancement of the Gender Watch System and associated activities throughout the ERA

# AXE 1: Policy debate



**a) Supporting the empowerment of women scientists and engineers and promoting public debate**

*budget : 0,4 million Euros*

**(b) NEW ! Ambassadors for Women and Science**

*budget : 1 million Euros*

## **INSTRUMENTS**

**For empowerment actions, we expect mainly SSAs and CAs whereas the Ambassadors' scheme is expected to be SSAs**



## **AXE 2 : Better understanding of gender issue in research**

- Benchmarking of policy measures for gender equality in science
- **NEW !** Minimising gender bias in the measurement and evaluation of scientific excellence
- **NEW !** Piloting new areas of data collection and analysis
- **NEW !** Sociology, psychology, philosophy and history of women in science



# **AXE 3 : Gender Watch System**

**NEW !**

Practical tools for mainstreaming and monitoring gender equality

## INSTRUMENTS FOR AXES 2 & 3



**Although the 3 instruments (STREP, CA, SSA) can be used for axes 2 & 3, we are particularly interested in innovative research projects on:**

- *gender bias in scientific excellence;*
- *benchmarking of policy measures;*
- *data collection and analysis;*
- *development of practical tools to mainstreaming and monitoring gender equality.*

## 2004 Calls for proposals

opening date : 03/05/2004

closure date : 31/09/2004



<ul style="list-style-type: none"><li>• <b>Empowering women scientists</b></li><li>• <b>Ambassadors on Women and Science</b></li><li>• <b>Better understanding of gender issues:</b><ul style="list-style-type: none"><li>- <i>Benchmarking gender equality</i></li><li>- <i>Gender bias in scientific excellence</i></li><li>- <i>Sociology, philosophy, history of women in science</i></li></ul></li><li>• <b>Gender Watch System</b><ul style="list-style-type: none"><li>- <i>Practical tools gender mainstreaming</i></li></ul></li></ul>	<p>CA , SSA, STRE P</p>	<p><b>0.4 million</b></p> <p><b>1 million</b></p> <p><b>5 Millions</b></p>
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