



Portraits of selected ERC 2007 Starting Grantees

The Gender Equality Plan at the European Research Council (ERC)

Professor Isabelle Vernos
ERC Scientific Council,
Chair of the ERC ScC Gender Balance Working Group

Gender Summit
Washington, November 2013

What is ERC?



European Research Council

Established by the European Commission

The ERC supports excellence in frontier research through a bottom-up, individual-based, pan-European competition

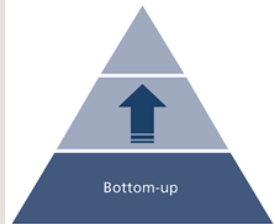
Budget: € 7.5billion (2007-2013) - 1.1 billion €/year

Legislation

- Scientific governance: independent Scientific Council with 22 members; full authority over funding strategy
- Support by the ERC Executive Agency (autonomous)
- Excellence as the only criterion

Strategy

- Support for the individual scientist – no networks!
- Global peer-review
- No predetermined subjects (bottom-up)
- Support of frontier research in all fields of science and humanities

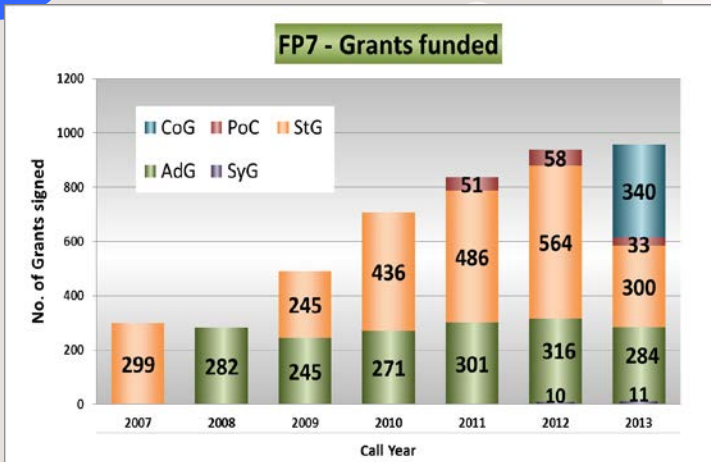
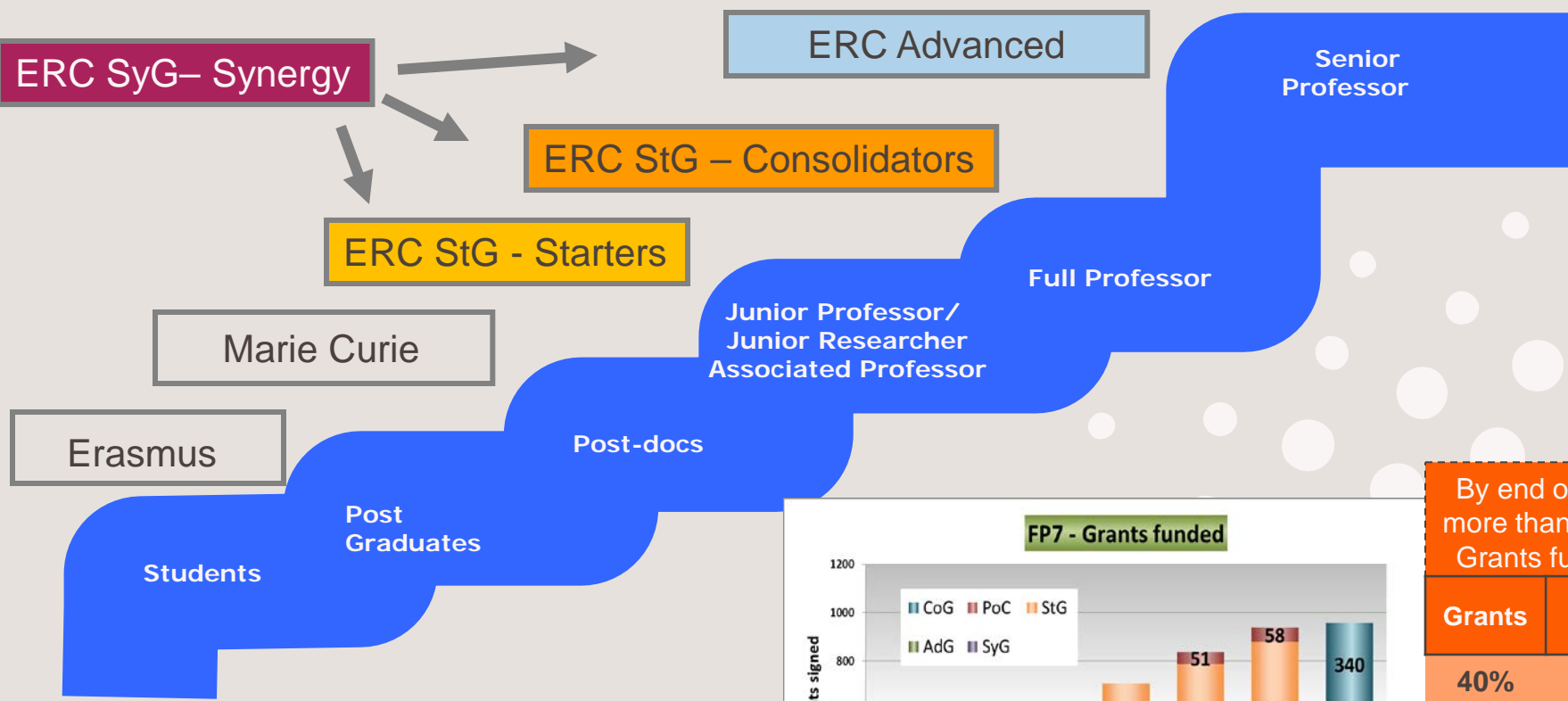


Researchers career development and complementary funding schemes



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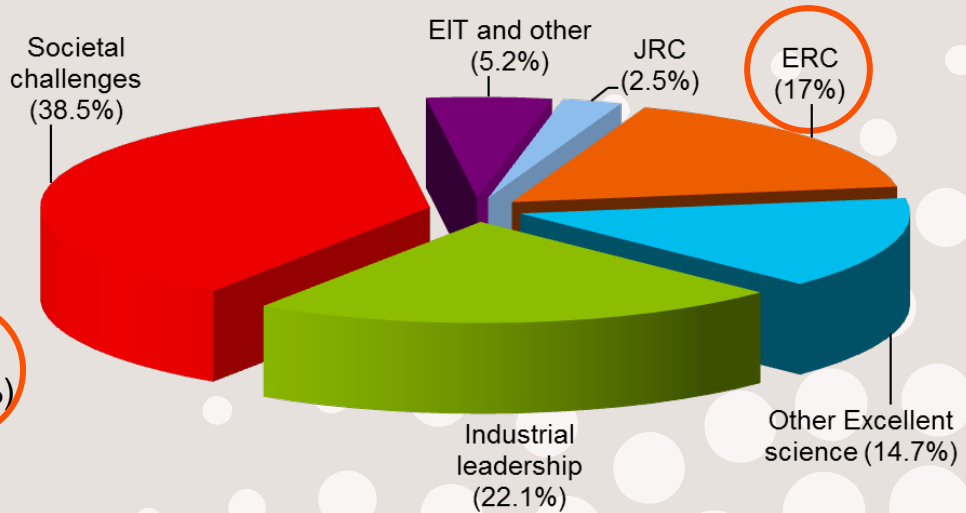
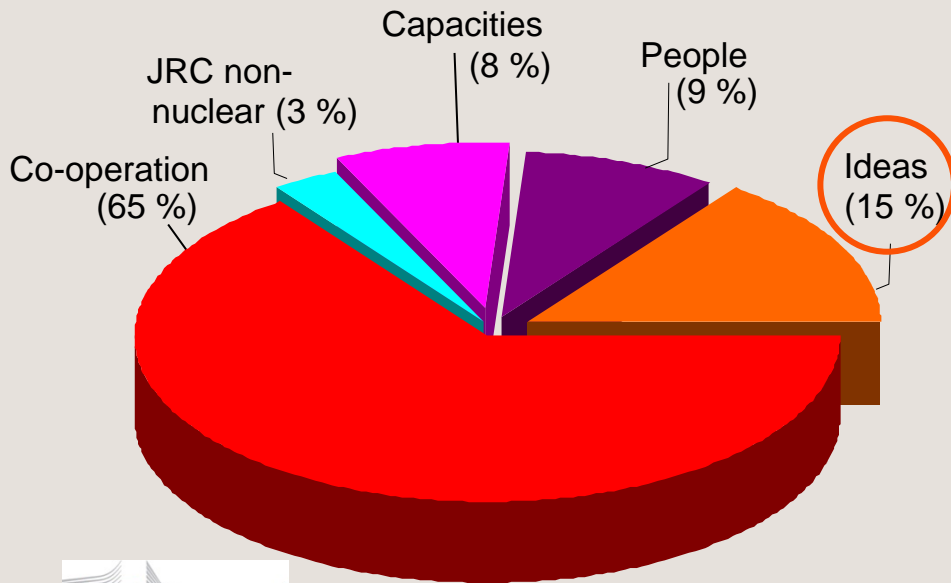
By end of FP7 more than 4.000 Grants funded

Grants	Call
40%	AdG
48%	StG
8%	CoG
3%	SyG
1%	PoC

ERC budget FP7 and Horizon 2020

H2020 budget €77 billion
ERC budget €13 billion

FP7 budget €50.5 billion
ERC budget €7.5 billion





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ERC Scientific Council Members

- Prof. Klaus BOCK (Chemistry)
- Prof. Nicholas CANNY (History)
- Prof. Sierd A.P.L. CLOETINGH (Earth Sciences)
- Prof. Tomasz DIETL (Physics)
- Prof. Daniel DOLEV (Computer Sciences)
- Prof. Athene DONALD (Biological Physics)
- Prof. Carlos M. DUARTE (Biology)
- Dr. Barbara ENSOLI (Medicine)
- Prof. Daniel ESTEVE (Physics)
- **Prof. Pavel EXNER (Applied Mathematics & Mathematical Physics), ERC Vice President**
- Prof. Reinhard GENZEL (Astrophysics)
- **Prof. Carl-Henrik HELDIN (Molecular Cell Biology), ERC Vice President**
- Prof. Timothy HUNT (Biology)
- Prof. Matthias KLEINER (Engineering)
- Prof. Eva KONDOROSI (Biology)
- **Prof. Helga NOWOTNY (Science and Technology Studies), ERC President**
- Prof. Alain PEYRAUBE (Linguistics)
- Prof. Mart SAARMA (Biology)
- Prof. Nuria SEBASTIAN GALLES (Psychology)
- Prof. Anna TRAMONTANO (Biochemistry)
- Prof. Isabelle VERNOS (Molecular and Cell Biology)
- Prof. Reinhilde VEUGELERS (Economics)

Prof. Don Dingwell
ERC Secretary General

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Gender Balance Working Group



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The ERC Scientific Council is concerned with gender balance in all phases of the ERC calls and hence set up a Gender Balance Working Group, which in 2010 formulated a Gender Equality Plan

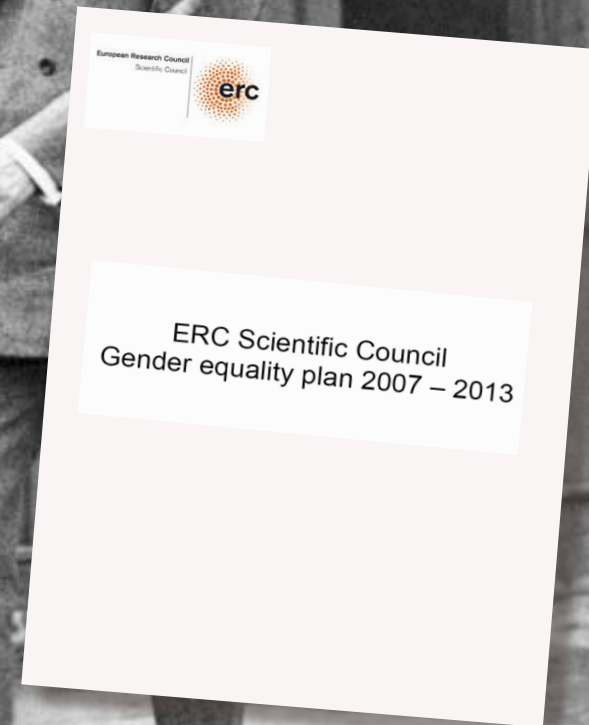
Members of the Gender Balance Working Group:

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

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

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



ERC Scientific Council

Gender equality plan 2007 – 2013

– example of steps taken or following



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Gender mainstreaming with focus kept on excellence

ERC Scientific Council gender equality plan

Awareness

Submission

Evaluation

Granting

Take an active role in the **gender debate**, gender equality networks and workshops

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

Highlight ERC women grantees as **role models** for potential ERC applicants

Monitor **submission rates** of women and men

Ensure **ERC evaluation criteria** encompass the situation of both women and men in research

Look at **success rates** of and **granted amounts** to women and men

Achieve a better **gender balance** in each ERC evaluation panel as compared to that panel's relevant scientific communities

Analyse relation between **ERC grants** and gender structures in **research careers**

Highlight good practice host institutions regarding coverage of **family related costs** (e.g. child care, moving with a family etc)

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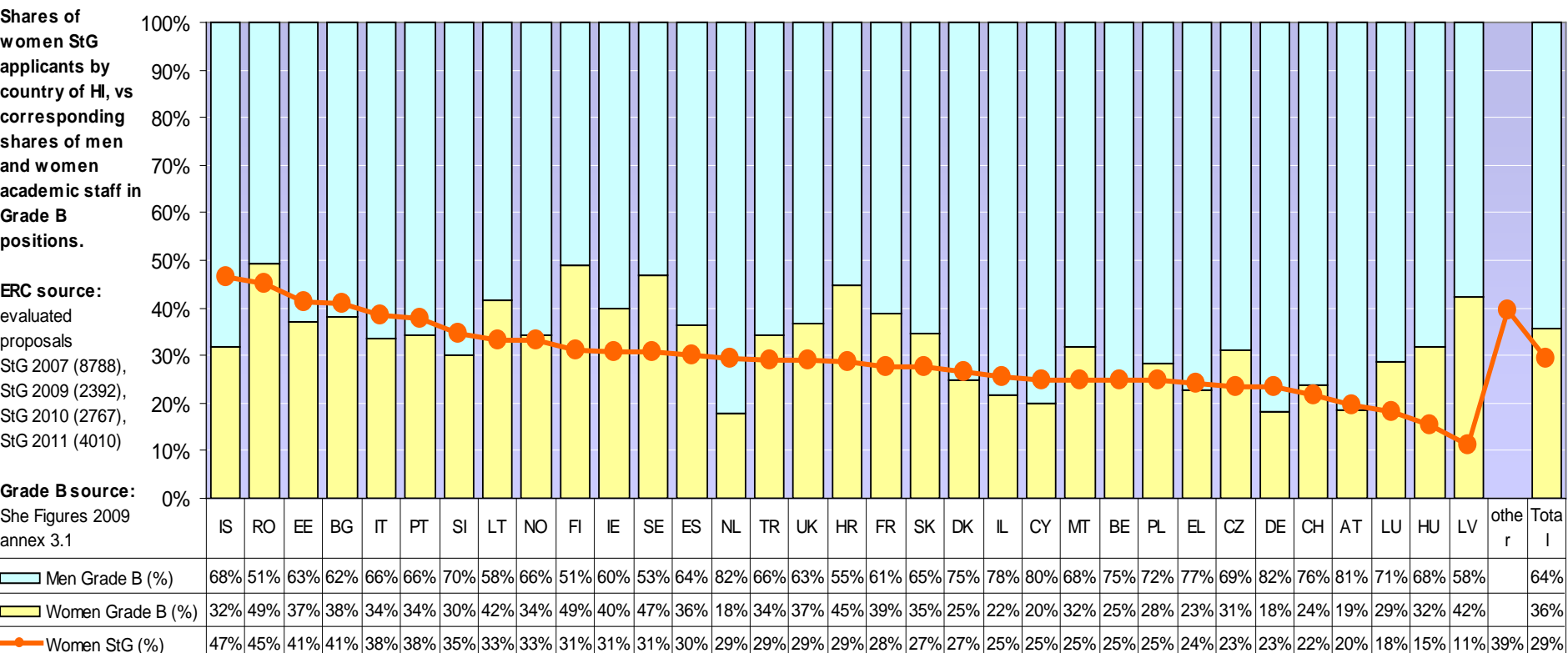
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Monitor **submission rates** of women and men

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

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



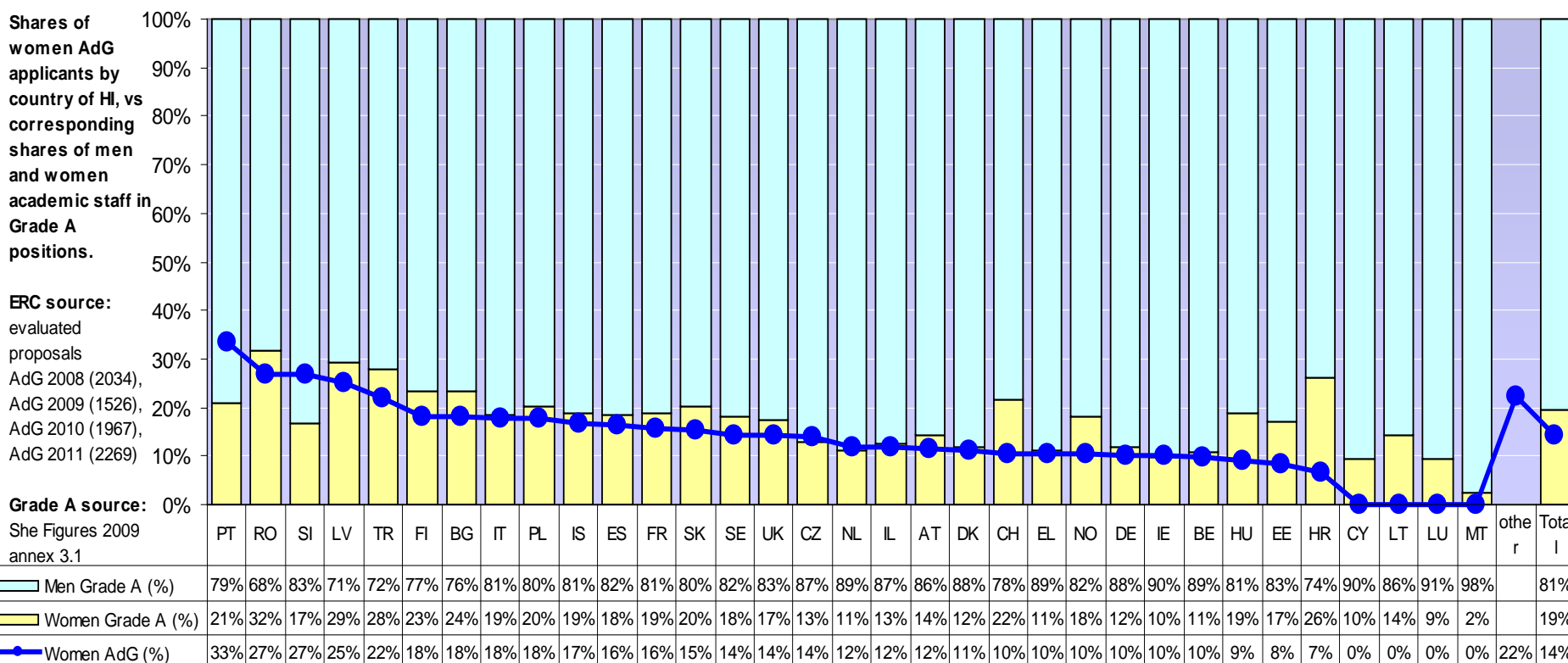
Monitor submission rates of women & men by country and research domain

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



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Grade A: "The single highest grade/post at which research is normally conducted."

(She Figures 2009)



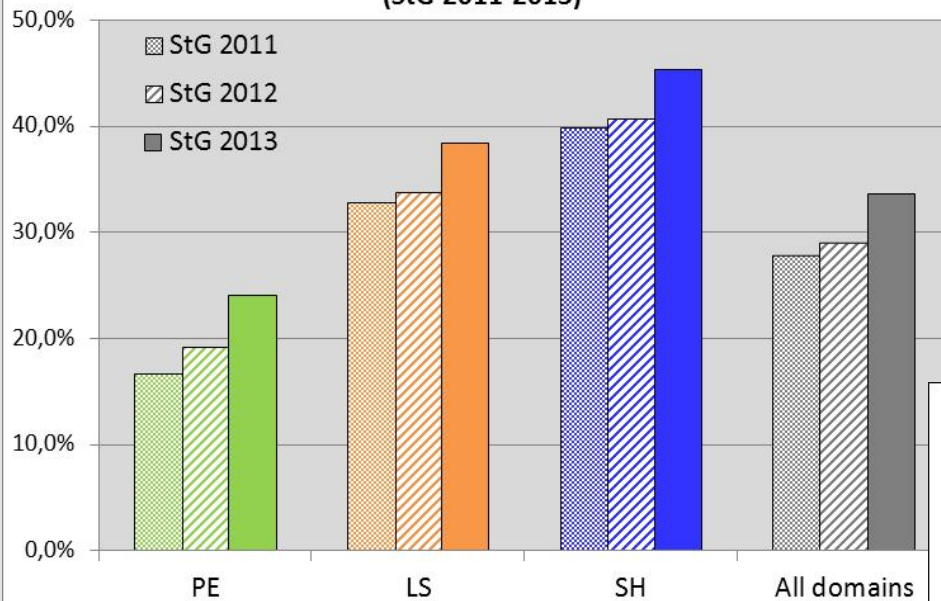
Shares of submitted proposals Starting and Advanced Grants



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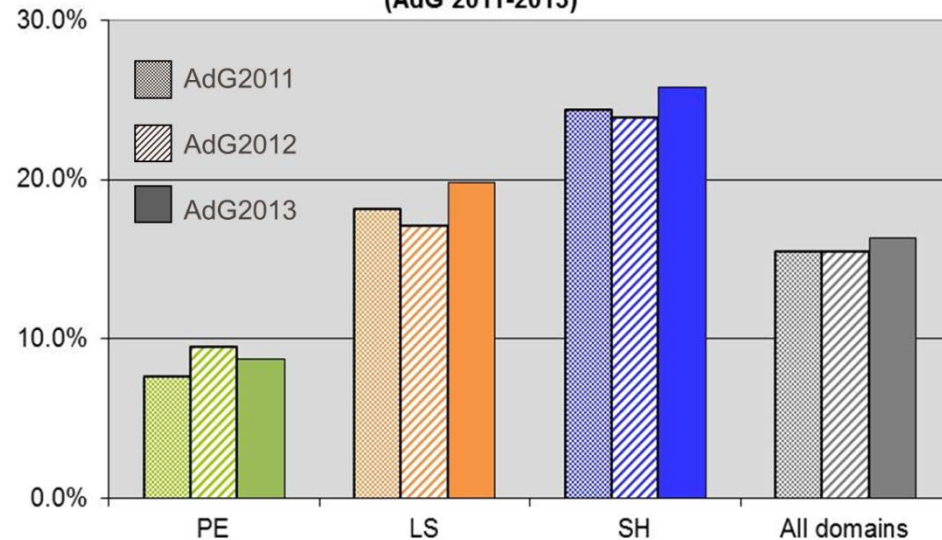
Share of submitted proposals by female applicants (StG 2011-2013)



16% of all AdG2013 proposals were submitted by women

34% of all StG2013 proposals were submitted by women

Share of submitted proposals by female applicants (AdG 2011-2013)



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

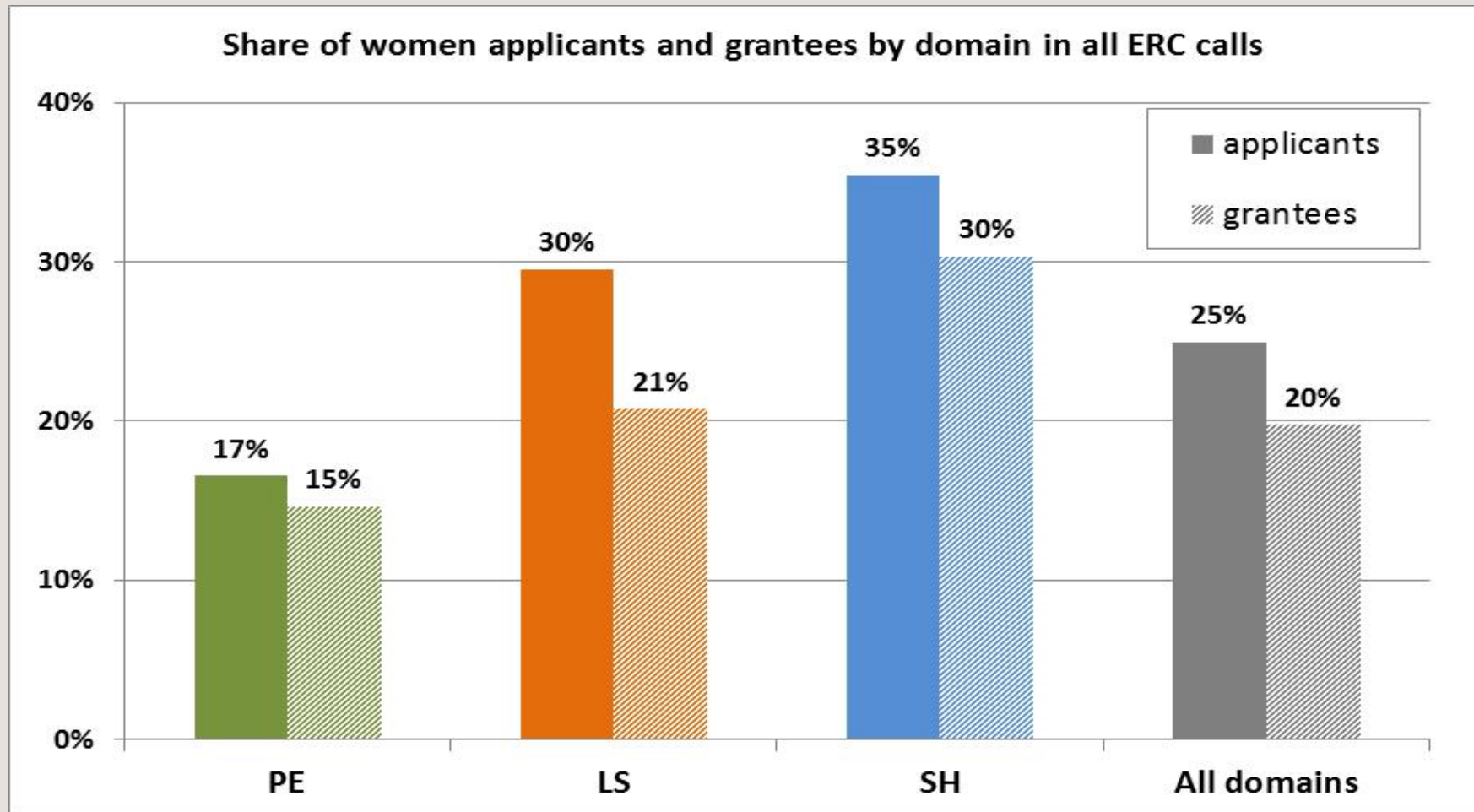
25 % of the applications from women

20 % of the grants to women



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Withdrawn and ineligible proposals not taken into account

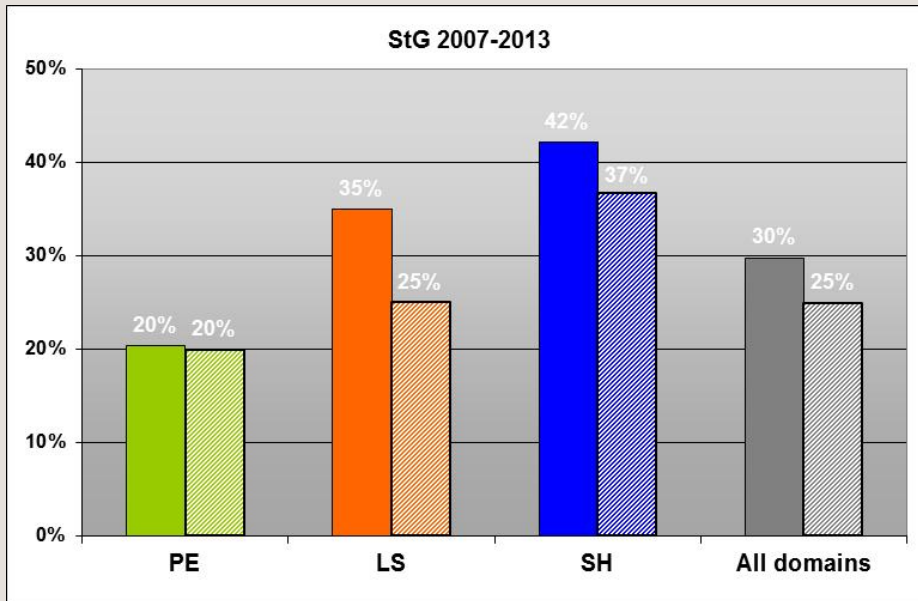
Shares of grants to women

Starting and Advanced Grants



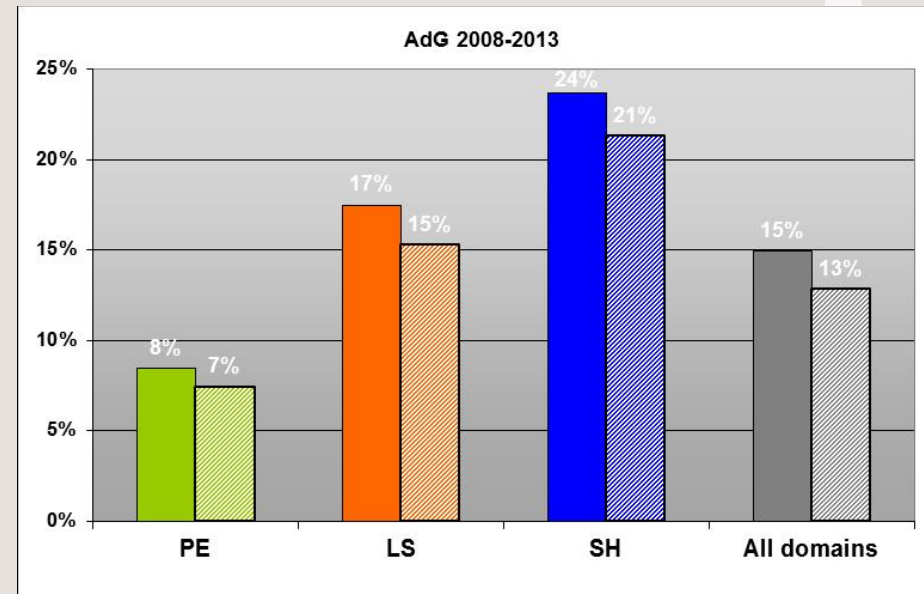
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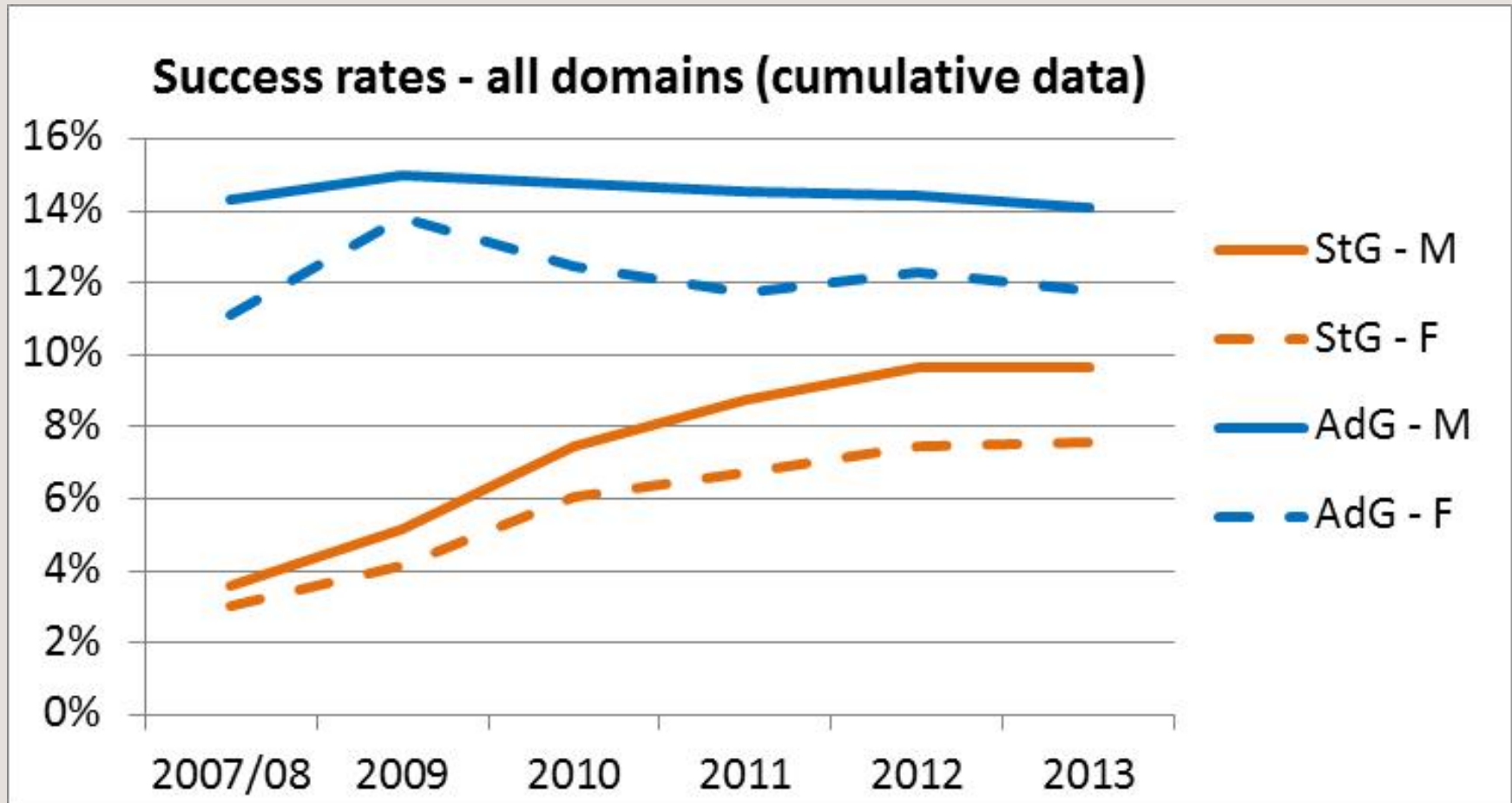


All ERC Starting Grants:
30 % of the applications from women
25 % of the grants to women

All ERC Advanced Grants:
15 % of the applications from women
13 % of the grants to women



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



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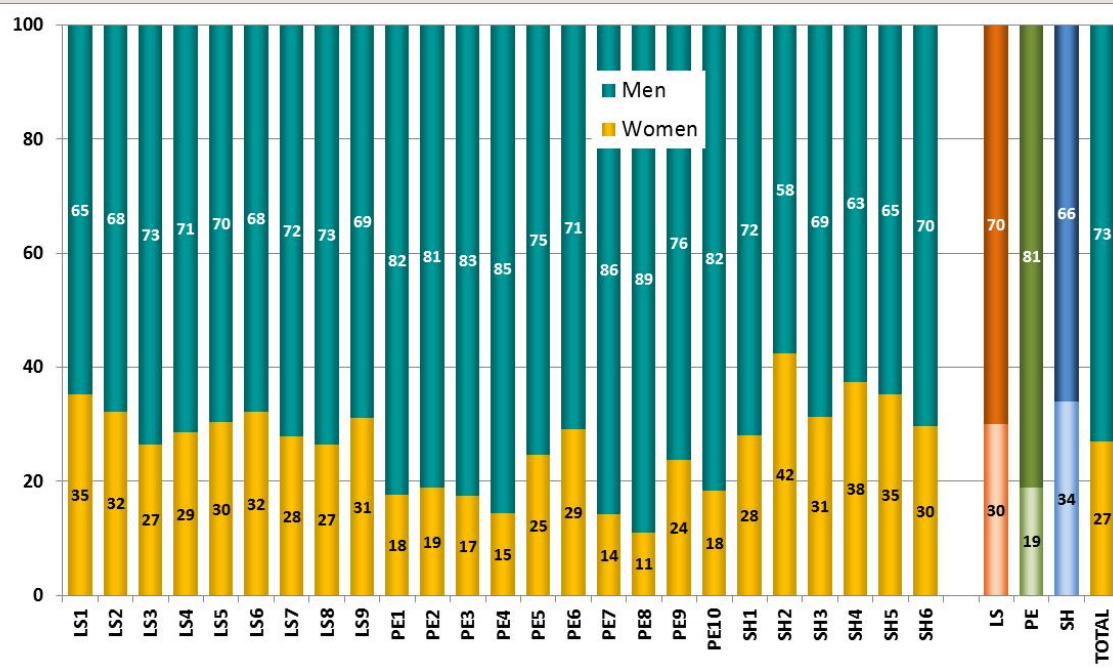
Gender balance in the ERC peer review system



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ERC panel members by panel and gender ERC Starting and Advanced grant calls 2008 - 2012



“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 Scientific Council

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ERC Coordination and Support Action (CSA) 2012 "Gender aspects in career structures and career paths"

Selected project :

ERCAREER - "Capturing career paths of ERC grantees and applicants"

Participants: VUA (NL) – in collaboration with IAB (DE) and UEA (UK)

Purpose: Support to ERC monitoring and evaluation strategy

Objectives:

- The project maps the road to and from excellence by shedding light on paths and patterns, differences and similarities in the career paths of women and men ERC grantees.
- It looks into who are those scientists who apply to the ERC, how do they differ from the scientific population as a whole, and what distinguishes the successful from the unsuccessful applicants?

Budget: 149 826 EUR





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ERC Coordination and Support Action (CSA) 2013

Call Title: "ERC proposal submission, peer review and gender mainstreaming"

Objective:

- The focus of the studies should be on the ERC practices and processes in the context of gender mainstreaming and in particular during the proposals' submission and peer review.

Indicative budget: EUR 200 000

Evaluation: on-going

ERC Workshop: *"On the way to the top: providing equal opportunities for men and women in science and technology"*

When: 2 December 2013

Where: ERC premises, Brussels

Objectives:

- Gather representatives from national research organisations and gender experts to discuss the diversity of practices and approaches to gender mainstreaming in various European countries;
- Exchange best practices on policies and approaches aiming at the promotion of wider participation of women researchers.

More information: <http://erc.europa.eu/gender-workshop-2013>



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