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ERC overview figures, FP7 and H2020 Gender



	H2020
• Scientific Council members from 23% women to 36%	→ 43% (Dec 2018)
• Panel members 28% women	→ 32%
• Evaluated 25% women (~15% senior + ~30% junior)	→ 28% (~16% senior + ~32% junior)
• Grantees 20% women (~13% senior + ~25% junior)	→ 27% (~16% senior + ~31% junior)
• ERCEA Scientific Officers 60% women	→ 64%

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Gender Balance Working Group



In 2008, the ERC Scientific Council established the Working Group on Gender balance to promote gender mainstreaming at each level of the ERC procedures, aiming at

- ✓ informing and raising awareness among both male and female excellent researchers of the opportunities of the ERC grants;
- ✓ giving equal opportunities and treatment to men and women applying in all ERC grant competitions;
- ✓ monitoring gender distribution within the ERC's peer review system;
- ✓ taking into account the gender dimension in all ERC grants.



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Gender Balance Working Group Members



- Prof Barbara ROMANOWICZ (Chair)
- Prof Jean-Pierre BOURGUIGNON
- Prof Janet THORNTON
- Prof Michael KRAMER
- Prof Michel WIEVIORKA
- Prof Giulio SUPERTI-FURGA
- Prof Paola BOVOLENTA



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Gender Equality Plans 2007–2013 / 2014-2020



Main objectives

- ✓ raise awareness about the ERC gender policy;
- ✓ identify and remove gender bias in evaluation;
- ✓ improve the gender balance in ERC calls (PIs and teams);
- ✓ monitor differences in gender specific careers;
- ✓ gender awareness in ERC processes;
- ✓ strive for gender balance among the ERC peer reviewers



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ERC Taking Action for Gender Balance 1/3



2007

Eligibility extensions by 12 months per child born after PhD.

2010

Eligibility extensions by 18 months per child born before or after PhD.

2013

Scientific leadership potential (self-evaluation) section **removed**.
Order of evaluation criteria reversed, now: 1. project, 2. PI track-record

2014

Model CV template included in application forms.



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ERC Taking Action for Gender Balance 2/3



2015

No limit to eligibility extension (before was 4,5 years => 4th child was out)
Care of sick relative now a reason for **extension of the eligibility**
Track record focus on 5/10 publications

2016

Awareness-raising of evaluators on unconscious bias (video and slide)

2017

Activities promoting **equal opportunities** or **gender balance** are **eligible costs**, clearly stated in the Work Programme

2018

Unconscious bias training for Programme Officers



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ERC Taking Action for Gender Balance 3/3



• 2019

ScC members awareness session on unconscious bias. Interactive presentation on unconscious bias with concrete examples of situations that panel members may be confronted with and how to deal with them.

• 2020

Workshop planned for February 2020; and Female ERC grantees are also often asked to explain their ERC experience and to showcase their ERC-funded research, to promote female participation in the ERC and encourage more women to apply for ERC calls by creating female role-models.



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ERC External Studies on Gender Balance 1/2



- **The ERCAREER** study (2012-2014): analysed patterns, differences and similarities in the career paths of women and men ERC grantees
- **The gendERC** study (2014-2016): explored potential gender bias in ERC evaluation and grant allocation process



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ERC External Studies on Gender Balance 2/2



Some findings:

- Higher proportions of women in unconventional career patterns
- Applicants in conventional patterns are more likely to succeed (AdG especially)
- Information in CVs is not consistent/comparable (standard CV introduced after that)
- Anecdotal evidence of unconscious bias in the evaluation process



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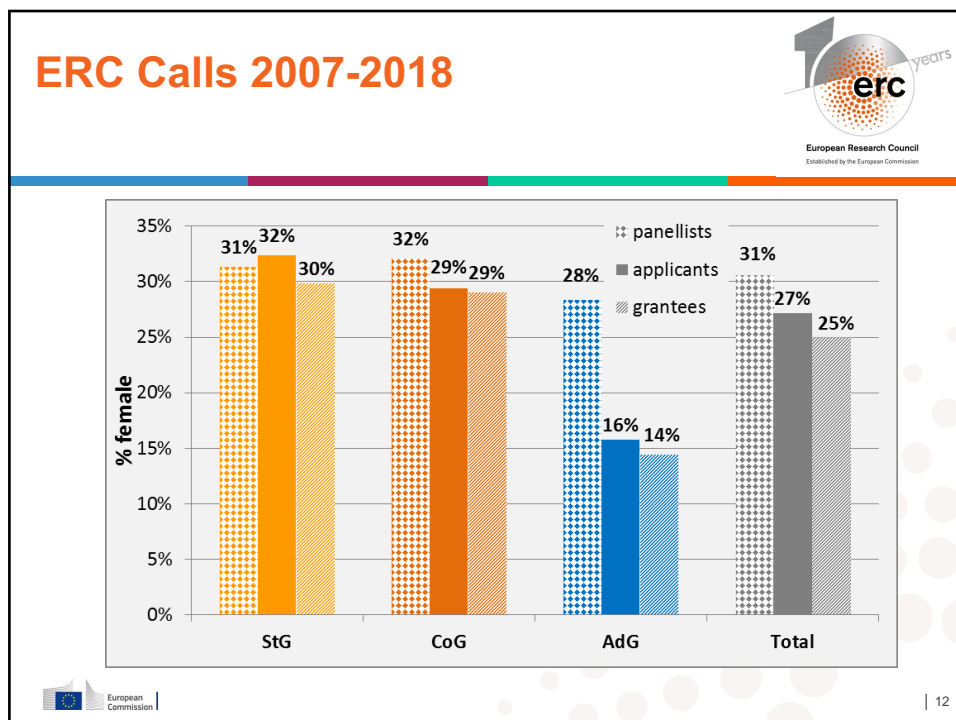
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Gender Statistics

(data as of September 2019)

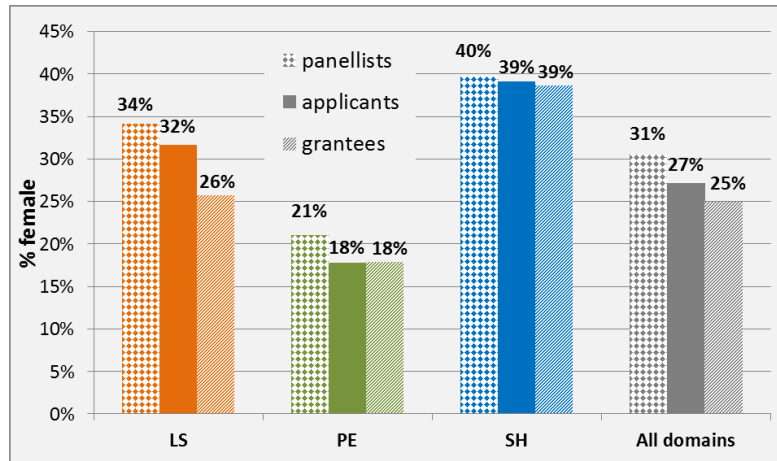






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ERC Calls 2007-2018

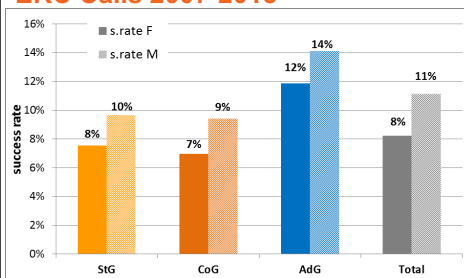


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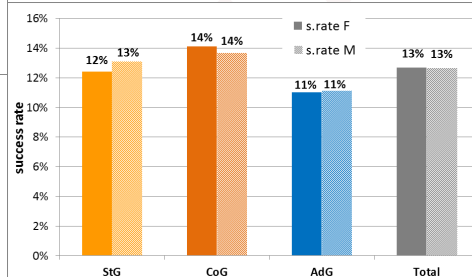
Success Rate by Type of Call



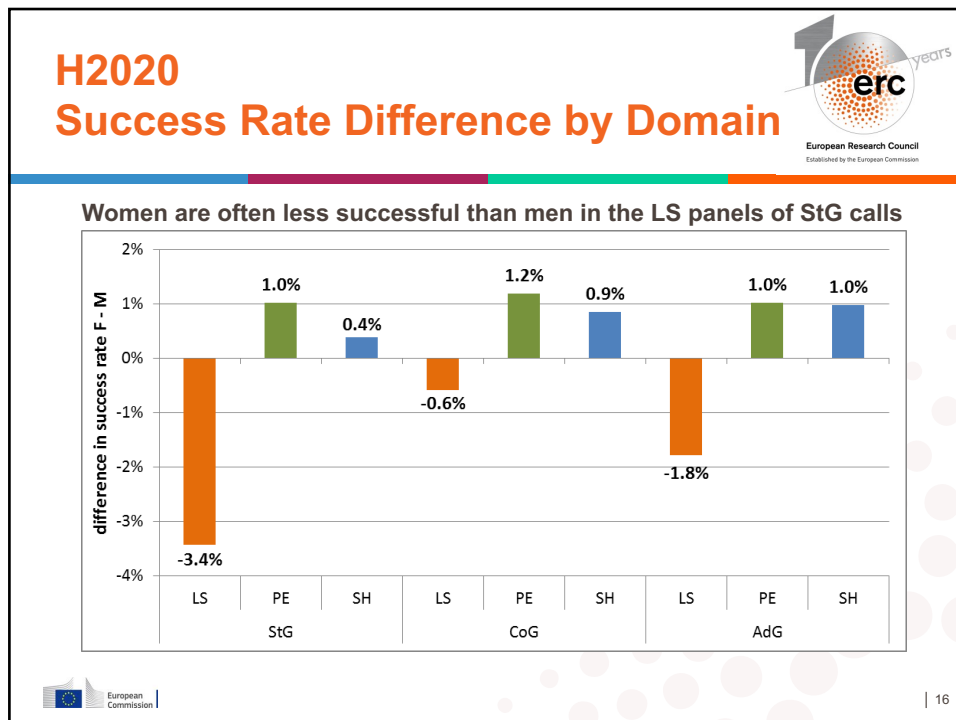
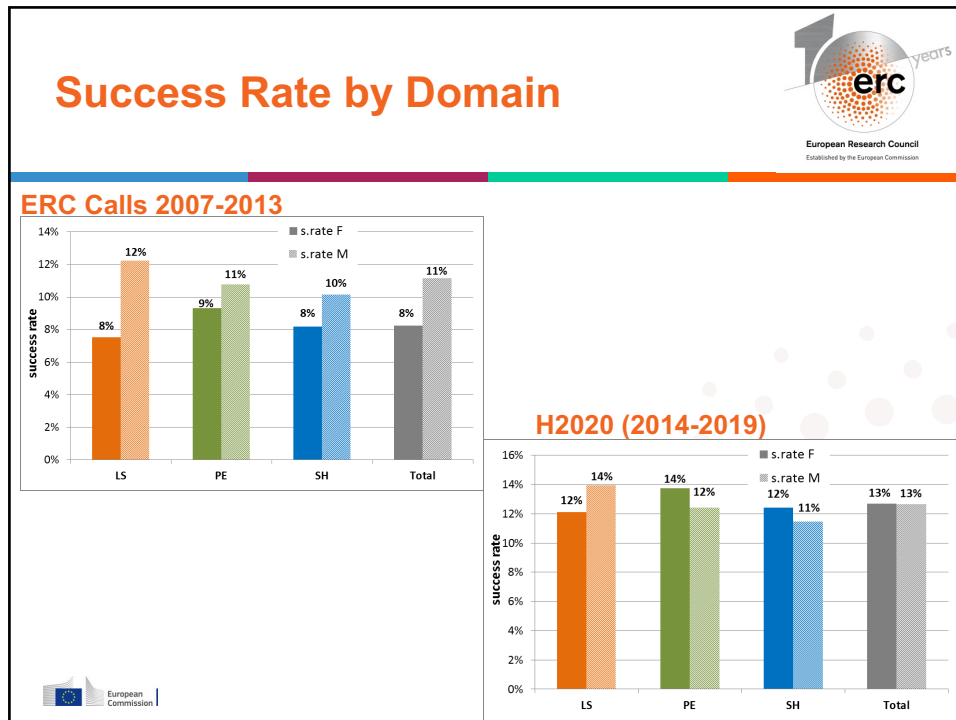
ERC Calls 2007-2013



H2020 (2014-2019)

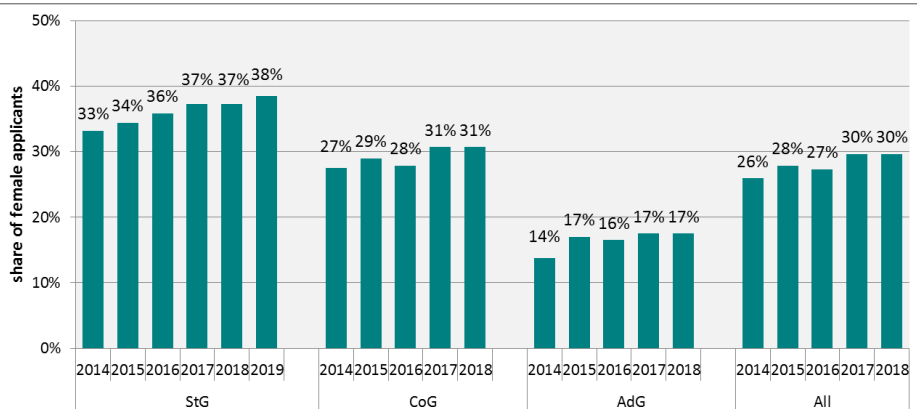


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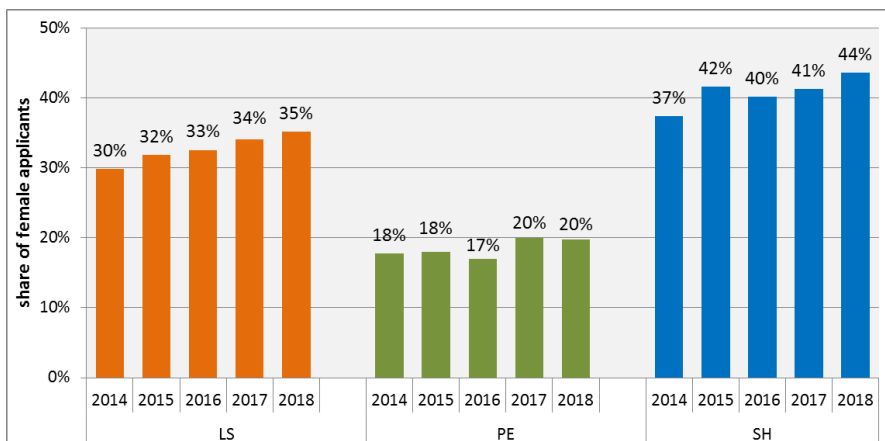


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H2020 Share Female Applicants



H2020 Share Female Applicants by Domain



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**Thank you for your
attention**



