### ERC overview figures, FP7 and H2020 - Gender

<table>
<thead>
<tr>
<th>Category</th>
<th>FP7</th>
<th>H2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scientific Council members</td>
<td>23%</td>
<td>36% (Dec 2018)</td>
</tr>
<tr>
<td>from 23% women to 36%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Panel members</td>
<td>28%</td>
<td>32%</td>
</tr>
<tr>
<td>28% women</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Evaluated</td>
<td>25%</td>
<td>28%</td>
</tr>
<tr>
<td>25% women</td>
<td></td>
<td>(~15% senior + ~30% junior)</td>
</tr>
<tr>
<td>Grantees</td>
<td>20%</td>
<td>27%</td>
</tr>
<tr>
<td>20% women</td>
<td></td>
<td>(~13% senior + ~25% junior)</td>
</tr>
<tr>
<td>ERCEA Scientific Officers</td>
<td>60%</td>
<td>64%</td>
</tr>
<tr>
<td>60% women</td>
<td></td>
<td></td>
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</tbody>
</table>

 ERC and Gender Equality
Prof. Eveline Crone
Scientific Council Member

Gender Summit 17
4 October 2019
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.

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
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.
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

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.
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

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
## Gender Statistics (data as of September 2019)

<table>
<thead>
<tr>
<th>Category</th>
<th>Female (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>SIG</td>
<td>32%</td>
</tr>
<tr>
<td>CoG</td>
<td>32%</td>
</tr>
<tr>
<td>AdG</td>
<td>8%</td>
</tr>
<tr>
<td>Total</td>
<td>29%</td>
</tr>
</tbody>
</table>

## ERC Calls 2007-2018

- **Panellists**
  - SIG: 31%
  - CoG: 32%
  - AdG: 16%
  - Total: 31%

- **Applicants**
  - SIG: 29%
  - CoG: 29%
  - AdG: 14%
  - Total: 27%

- **Grantees**
  - SIG: 25%
  - CoG: 25%
  - AdG: 14%
  - Total: 25%
European Research Council

ERC Calls 2007-2018

Success Rate by Type of Call

ERC Calls 2007-2013

European Research Council

Success Rate by Domain

**ERC Calls 2007-2013**

Women are often less successful than men in the LS panels of StG calls

**H2020**

Success Rate Difference by Domain

Women are often less successful than men in the LS panels of StG calls
European Research Council

H2020
Share Female Applicants

H2020
Share Female Applicants by Domain
European Research Council

The European Research Council

Thank you for your attention