

# Gender in research and the European Commission

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# Gender and the EC

- The fundamental role of the EC
- An example : the “Gender Challenge in Research Funding” Report
- Gender in H2020

# The historical role of the EC

- European Commission active since 1990's
- Directives on equal opportunities => pressure on the Member States
- Women & Science unit in DG Research created in 1999

# The historical role of the EC

- SheFigures 2003, 2006, 2009, 2012...  
(also puts pressure)
- Many reports analyzing the situation

# Women in Research Decision Making

EC report, 2008



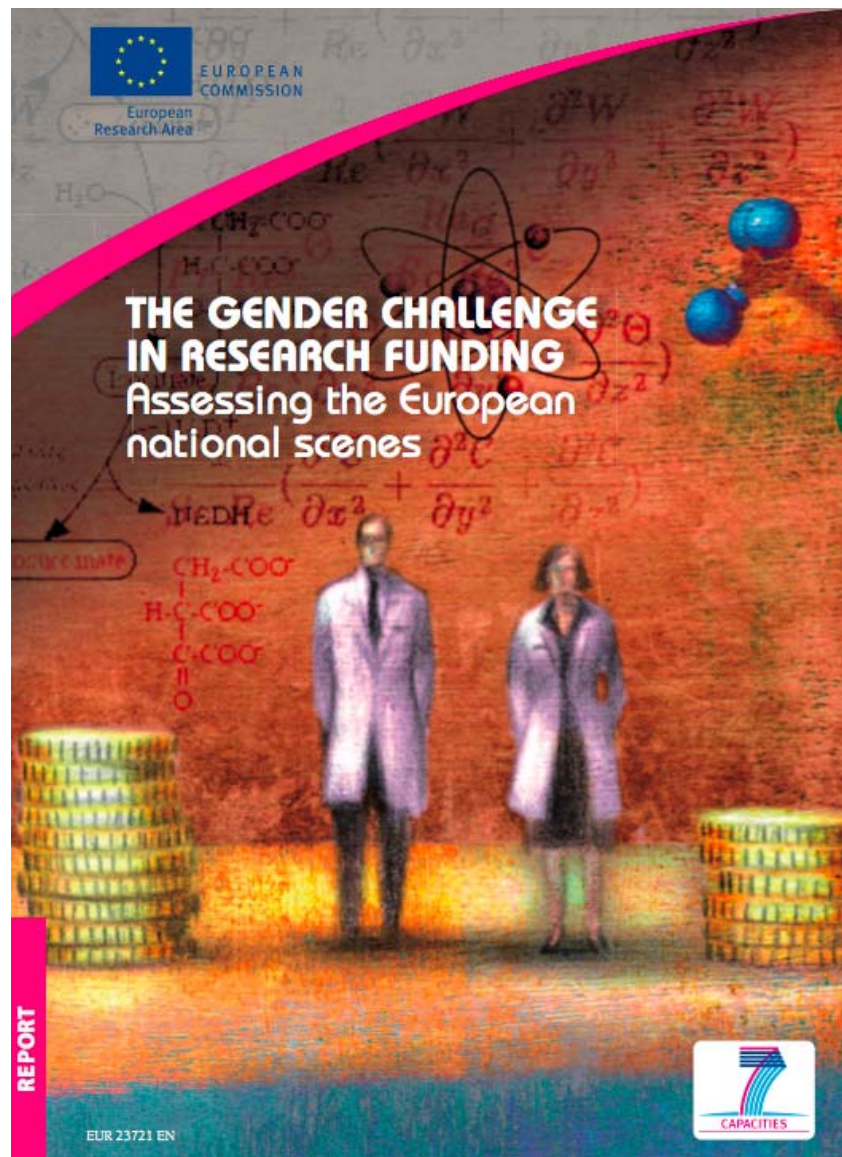
→ **funding** is an important factor in getting to positions of decision



# Expert group on funding (Gender and excellence)

- set up in 2008
- Chair SC, rapporteur Liisa Husu
- 12 experts covering 33 countries

EC, 2009



See also online country reports

# What was new in the report ?

- Gendered data on success rates for research grants from main national funding agencies  
(success rate = nb. proposals funded / nb. submitted)
- NB: gender of PI (team composition ?)

## What was new ? (2)

- Data by discipline  
- essential !
- For nearly all 33  
countries (6 missing)





## What was new ? (3)

- Data on post-doctoral fellowships (some)
- Data on gatekeepers
- Some data on application behaviour



# A diversity of situations

- "Proactive" countries :
  - Nordic countries
  - Austria, Germany, Netherlands, Switzerland, Flanders
  - UK, Ireland and Spain
- Relatively inactive countries  
... including France ...

# Bias ?

- No large and systematic gender bias ( $\neq$  glass ceiling)



## But ...

- Some exceptions, by country and/or discipline
- A meta-analysis of in depth studies (Bormann) => 7% less probability of success for women



## But ...

- Fellowships may be worse than research grants ?
- Women have higher success rates in good quality evaluations ?



# Application behaviour

- Partial data and estimations (but there are some in depth studies e.g. UK)
- Women apply less frequently
- Women ask for less money

# Gatekeepers

- "Gatekeepers" can be : members of scientific policy committees, evaluation committees, panels, reviewers, ...
- Gatekeepers were very imbalanced !
- Few exceptions, eg. 40% rule in Norway



# An example : French ANR

2010 => 2015

- female DG, male president => a male DGP
- 7/8 departments lead by men => 5, all male
- Council of administration: 3F/14 => 8/19 + male chair
- "Council of perspective": 0 F/ 9 => 0 F/9 + male chair
- Climate change and resources societal challenge : 3 F/18 indiv. members + M chair + 4/4 M vice chairs
- Health : 2 F/25 indiv. members + M chair ...



# Gatekeepers (2)

- Women don't automatically favour women
- Sign that there is no place for women
- Partly explains application behaviour?
- Women miss "inside" view

# EC Follow-ups ??

- Our data was collected in 2009 : what about an up-date ?
- European Platform for Women Scientists (EPWS)
- Gender and Science Database (Meta-analysis) : publications up to 2008

# Gender in H2020

Very present :

- A “cross-cutting issue”, along with international cooperation, ...
- Part of SWAFS along with science education, open access, ethics ...

# The beginning of H2020

- Gender “flagged” in >100 topics in 2014-15
- Flagging seems to greatly improve the uptake of gender dimensions

# Advisory Groups for 2016 on

- An AG for each SC + MCS, FET...
- 40 people, diverse origins, some SSH, at least one gender “expert”
- very diverse practices (number of meetings, degree of dialogue, uptake of SSH and of gender)

# Issues

- Clear flagging of gender (avoiding “when relevant”...)
- Quality of evaluators : what levels of gender expertise/ expertise in the topic?
- Impact of gender quality on total evaluation?

# Conclusion

- Major role of the EC
- Gender very present in H2020
- A lot still to be done !
- “Sustainability” of actions ?