EUROPEAN COMMISSION / European Research Area / Science in society

Stocktaking 10 years of "Women in Science" policy by the European Commission 1999-2009

Annexes

Studies and reports

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Annexes

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ANNEX I
Policy Recommendations

ANNEX I Policy Recommendations

The recommendations have been grouped under three objectives:

a. Knowing the situation of women in science (Chapter 2)
b. Recruiting, promoting and retaining more women in science careers (Chapter 3)
c. Mainstreaming gender in EU policy (particularly in research) (Chapter 4)

a. Knowing the situation of women in science		
Recommendations	When and where made	Reply – what and where
2.1. Data collection		
Create comparable indicators, collect and compare statistical data, not only in Higher Education careers but also in private sector.	1993 conference 1998 conference COM(99)76 Council resolution – 1999 1999 ETAN Report Conference 2000 SEC(2001)771 Council resolution 2001 Gender Impact Assessment - 2001	1998: Assessment difficulties in collecting comparable data with Eurostat 2000 creation of the HG National Statistical correspondents
Improve Gender Indicators	S&S action Plan 2001 WIR Companies" Good practices - 2001 Council Conclusions 2005 WIRDEM Report - 2008 HG Strategic paper 2008	2003 She Figures - updated in 2006 – 2009 and next in 2012
2.2. Private sector		
Analysis of the private sector	Conference 2000 SEC(2001)771 Conference 2001 S&S action Plan 2001 2002 HG first report	TSER project on Women in private sector: data collection 2003 WIR wake up call 2003 WIR best practices 2004 WIR conference 2006 WIST Business case Report and conference 2007 WIST-follow up: Work- life balance as business case
Analyse gender as business case	2003 WIR wake up call SEC(2005)370	
Encourage women scientists to become entrepreneurs	Conference 2001 Council resolution 2003 SEC(2005)370	WIST project FEM-Start project
Research institutions (private and public) should be more active (cultural change)	SEC(2003) 474 2003 WIR -Wake-up Call 2003-WIR-Good practices in companies 2004 ENWISE report SEC(2005)370 2005 Council conclusions 2006- WIST 2008 WIRDEM report 2008 Researchers Partnership	Code of conduct & Charter for researchers C(2005) 576 WIR CEOs commitment (Berlin conference) National Action Plans to implement the Partnership for more Mobility and better Careers COM (2008)317 final
Analyse women as patent originators	SEC(2005)370	ESGI project

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a. Knowing the situation of women in science		
Recommendations	When and where made	Reply – what and where
2.3. Policy Forum		
Provide a political forum where Member States can discuss experiences and share the most successful ones	COM(99)76 Council resolution 1999 Council resolution 2001 S&S action Plan 2001 Conference 2001 2004 ENWISE report	1999 Creation Helsinki Group 2002 National Reports on the situation of women scientists - SEC(2001)771 SEC(2005)370 2008 Benchmarking national policies Report

b. Recruiting, promoting and retaining more women in science careers		
Recommendations	When and where made	Reply – what and where
3.1. EU level: 40 % target		
promote EU research done by women; increase and monitor the number of women in science Establish and reach the target of 40% of women participating in EU research policy and research activities	1998 conference (for FP5) COM(99)76 1999 Council resolution 1999 ETAN Report COM(2000)6 2000 European Parliament resolution SEC (2000)1973 2001 Council resolution 2001 Conference 2002 HG first report SEC(2005)370 2005 Council conclusions 2008 HG Strategic paper	40% target established in FP5 SEC(2001)771 assessment Publication of Gender Impact Assessment on FP5 and Gender Monitoring Studies on FP6 2004 Mid-term Assessment of S&S Gender Equality Report FP6 - 2008
3.2. MS level		
Targets and quotas Control systems on S/T policy committees to be sure that more women were taken on board	1993 conference 1999 ETAN Report EP resolution 2000 Council resolution 2001 2002 HG first report SEC(2005)370	1998: first assessment of activities
Fix a target of 25% of women in top level positions in research, and new recruitments target: 33% of women	2008 EP Thomsen report 2008 HG Strategic paper	2005 Target 25% imposed at EU level by European Council resolution 2008: WIRDEM 2009: Letter Potocnik and MS replies
Pay gap	Conference 2001 2004 ENWISE report Com(2005)24 SEC(2005)370 2008 EP Thomsen report	Report April 2007 “Remuneration of Researchers in the Public and Private sectors” COM (2007) 424

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b. Recruiting, promoting and retaining more women in science careers		
Recommendations	When and where made	Reply – what and where
"Women's only" funding opportunities and prizes	1999 ETAN Report 2002 HG first report SEC(2005)370 2008 WIRDEM report 2008 EP Thomsen report	Some national prizes exist Some Gender Action Plans introduced special funding for women researchers
3.3. What the EU has done to help Member States change (using FP funding)		
a. networking	1993 conference COM(99)76 Seminar networking 1999 EP resolution 2000 Conference 2001 S&S action Plan 2001 2002 HG first report SEC(2003) 474 2003-WIR-Good practices in companies 2004 ENWISE Report 2006 Mid term S&S assessment 2008 WIRDEM Report 2008 EP Thomsen Report 2008 HG Strategic paper	1999 Networking the Networks: Guide of existing networks 2003 ERA-NET EOWIN FP6 projects: PLATWOMSCI NEWS, BASNET EPWS
Database of female experts	EP Resolution 2000 SEC(2005)370	DATAWOMSCI
b. Awareness raising among women scientists themselves and in general	1993 conference Council resolution 1999 (EC draft guidelines for MS) 1999 ETAN Report Seminar networking 1999 SEC(2001)771 2002 HG first report 2003 Excellence in the making Seminar 2004 ENWISE report SEC(2005)370 2008 WIRDEM report 2008 EP Thomsen report 2008 HG Strategic paper	1998 conference: E. Cresson announced FP5 campaign & activities to promote participation. All the other conferences can be considered "awareness raising" activities ERA-Gender (conf funded under FP6) 2009-2010 DG EMPL: campaign against pay gap
Media awareness on stereotypes and WiS visibility to fight stereotypes "Visibility on TV could be particularly effective"	2003 ERA Gender conference 2004 ENWISE report 2006 Mid term S&S assessment 2008 WIRDEM Report 2008 HG Strategic paper	FP6: Eurowistdom Project FP7: GenSet; Gendera, and TWIST projects
More dissemination activities of obtained results	2006 Mid-term S&S assessment	2009 Research*eu publication
Men's involvement	2003 WIR-Stats analysis SEC(2005)370 Researchers Partnership 2008 HG Strategic paper	40% of each sex (so some programmes strive to include men, like the gender part of SiS)

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b. Recruiting, promoting and retaining more women in science careers		
Recommendations	When and where made	Reply – what and where
c. Mentoring and role models	1993 conference 1998 conference EP resolution 2000 2001 Gender Impact Assessment 2002 HG first report SEC(2003) 474 2003-WIR- companies' good practices 2003 WIR-Statistics analysis 2006- WIST Business perspective 2008 EP Thomsen report	FP6 projects: IFAC, GAPP, DIVA, ADVANCE, Pallas-Athene, WomenInNano, SET Routes, EUMENT NET, TandemPlus IDEA
d. Excellence in research Bias and stereotypes in excellence evaluation /promotion/ selection etc	Conference 2000 SEC (2000)1973 SEC(2001)771 Conference 2001 2003 Florence Seminar SEC(2003) 474 SEC(2005)370 Code & Charter - C(2005) 576 2005 Council conclusions 2008 WIRDEM report Researchers' Partnership 2008 HG Strategic paper	2004 Excellence in the making report 2005 Charter and Code of researchers 2008 The Gender Challenge in Research Funding 2008 WIRDEM 2009 Researchers' Partnership FP6 projects: WomenCoRe, TransGEN, Prometea, UPGEM, Knowing, Wosister, Gender-Basic
In evaluation: chronological age should be replaced by academic age/ flexible fellowships	1998 conference	FP6 Marie Curie: no age limit in participation; FP7: no age criterion for selection but only "research experience"
e. Gender budgeting	SEC(2005)370	FP6 project: GB-management
f. Young people and science: school careers and gender Inform girls about career opportunities in SET	EP Resolution 2000 SEC(2001)771 SEC(2003) 474 2003 WIR-Statistics analysis 2004 ENWISE report 2008 EP Thomsen report 2009 Research Council resolution	FP6 and FP7 calls 2010 call on Scientific careers FP6 project: GAPP FP7 projects: IRIS, HELENA
Teaching science to girls	SEC(2001)771 Conference 2001 2002 HG report SEC(2003) 474 2004 ENWISE report Mid term S&S assessment - 2006	Creation of science education sector in DG RTD FP6 projects Rocard Report 2006 FP7 projects DG EAC activities

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b. Recruiting, promoting and retaining more women in science careers		
Recommendations	When and where made	Reply – what and where
g. Mainstreaming gender in human resource management career and mobility: gendered perspective	SEC(2001)771 Council resolution 2001 Conference 2001 2002 HG first report SEC(2003) 474 2003-WIR-Good practices in companies 2003 WIR-Statistics analysis SEC(2005)370 2005 Council conclusions 2008 WIRDEM report Researchers' Partnership 2008 HG Strategic paper	Charter and Code for researchers Structural change: FP7 projects PRAGES, Diversity, WHIST Call 2010: funding structural change
Tools for returning women after career breaks	1993 conference 1998 conference 2008 Researchers' Partnership	
International cooperation in the promotion of women in science	SEC(2001)771 2002 HG report	Mediterranean cooperation call 2009

c. Mainstreaming gender in EU policy (particularly in research)		
Recommendations	When and where made	Reply – what and where
4.1. EU level: mainstreaming gender in its own structure		
EC internal policy on gender	1999 ETAN Report SEC (2000)1973 Council resolution 2001 Gender Impact Assessm. report – 2001 2002 HG first report Presidency Conclusion – March 2006 2008 HG Strategic paper	Inter Service Group lead by DG EMPL Annual Reports on Equality between Women and Men Equal opportunity policy for staff 2003 Vademecum on Gender Mainstreaming
Create a W&S sector in RTD	EP Resolution 2000 2008 HG Strategic paper	1999 W&S sector in DG XII 2000 “Gender watch system” working group 2001 W&S Unit
4.2. MS level: mainstream gender in national actions, legislation		
National Legislative change (childcare: flexibility, working hours, contracts, etc)	1999 ETAN Report Conference 2000 2002 HG first report SEC(2003) 474 2003 WIR -Wake-up Call 2004 ENWISE report 2005 Council conclusions	1999 policy forum to exchange best practices (HG) 2002 Benchmarking report 2004 ENWISE report 2008 Benchmarking national policies DG EMPL

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c. Mainstreaming gender in EU policy (particularly in research)		
Recommendations	When and where made	Reply – what and where
4.3. What the EU has done to help MS to mainstream gender		
a. WLB legislation: childcare & family friendly policies – professional/private life reconciliation	1998 conference EP resolution 2000 Conference 2001 2003 WIR-Statistics analysis 2003-WIR-Good practices in companies 2004 ENWISE report SEC(2005)370 Code & Charter - C(2005) 576 Presidency Conclusions – March 2006 Presidency Conclusions- Feb 2008 (family friendly policy) 2006- WIST Business perspective 2008 WIRDEM report 2008 EP Thomsen report	Several directives and regulations on work conditions 2005 Code of conduct and Charter for Researchers 2008 Partnership for researchers
b. mainstreaming gender in the Framework Programme Equal opportunity as list of requirements needed in order for a research initiative to receive funding in FP4	1993 conference	In the introduction to the fourth activity of FP4, the following text was included (for the first time): "it is essential to ensure equal opportunity for male and female researchers"
Drafting FP5 – suggestions	1998 conference	SEC(2001)771 assessment
FP6 and ERA: gender mainstreaming in the drafting	Council resolution 2001 Conference 2001 2008 HG Strategic paper	GAPs HG note against elimination on GAPs in FP7
Gender Action Plans	2008 EP Thomsen report Note HG 2006 on FP7	2003 GAP Vademecum
FP7 new tools at negotiation level	FP7 decision	Guide for negotiators
c. encouraging the mainstreaming of gender in research and promote research about women or gender Evidence about bias	COM(99)76 1999 ETAN Report EP resolution 2000 SEC(2001)771 Conference 2001 2002 HG report 2008 HG Strategic paper 2003 Florence Seminar 2005 Council conclusions	FP5: research funded in key action "improving the socio-economic knowledge base" FP6: S&S and Socio-Economic Research 2004: GAPs best practice 2004 Mid-term Assessment of S&S 2008 Gender challenge in funding

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c. Mainstreaming gender in EU policy (particularly in research)		
Recommendations	When and where made	Reply – what and where
More qualitative (sociological) approach to explore and problematize issues relating to the discriminatory factors, processes, professional power structures and politics that influence women's participation	Mid term S&S assessment - 2006	FP6 and FP77: SiS and SSH projects
explicitly include social scientists as well as natural scientists and engineers.	Mid term S&S assessment - 2006	
Promote research for women (gender studies)	COM(99)76 SEC (2000)1973 Conference 2001 2002 HG report SEC(2005)370 2008 HG Strategic paper	2004 Mid-term Assess of S&S European Institute for Gender Equality 2008/9 Meta-analysis FP6 S&S SSH projects FP7 SSH projects

ANNEX II
Gender in the 6th and 7th Framework Programmes' implementation documents

ANNEX II Gender in the 6th and 7th Framework Programmes' implementation documents

6th Framework Programme

1. Guide for proposers

- *It is clearly indicated for all instruments under Key recommendations for submitting a proposal that Gender issues have to be taken into account :*
  See page 3: "**Gender issues**: Clearly indicate the way in which these issues are taken into account (see Proposal Part B and Annex 4)."

- *For NoE's and IP's, in part B, the need to address an action plan on Gender Equality, is clearly mentioned as well as the consideration of Gender issues:*
  "See **B.10.1. Gender Action Plan**. Write an action plan indicating actions and activities that will be developed to promote gender equality in all forms within your project. (Recommended length – one page: for further explanation, see Annex 4)."

  "See **B.10.2. Gender issues**. If there are gender issues associated with the subject of the proposal, show how they have been adequately taken into account. (Recommended length – one page)."

- *For NoE's and IP's, an annex is added explaining the Gender dimension :*
  See page 28, **"Integrating the gender dimension in FP6 projects"**

- *For SSA's, STR's, CA's, Gender is mentioned as follows in part B:*
  See point B 7*" Other issues:* "If there ethical or **gender issues** associated with the subject of the proposal, show they have been adequately taken into account - indicate which national and international regulations are applicable and explain how they will be respected."

- *A specific annex on Gender is also added for SSA's, STR's, CA's:*
  See page 28: **"Integrating the gender dimension in FP6 projects"**

2. Evaluation criteria

- *For all proposals and for all instruments, Gender issues will be appraised during the evaluation, and the following question will be asked:*
  "Are there **gender** issues associated with the subject of the proposal? If so, have they been adequately taken into account?"

- *For IP's, NoE's, CA's, SSA's, STR's, ERA-NET, it is clearly mentioned that the project management has to include a task to oversee the promotion of **Gender equality** in the project:*
  See Provisions for implementing Integrated projects (version 11/11/02)

Page 3, point 2. Activities: "Each project should also contribute to the promotion of **gender equality** through the mainstreaming of the gender dimension in its activities."

Page 4, point 2.4. Project management: **"**Project management will include:
- overseeing the promotion of **gender equality** in the project;"

See Provisions for NoE's (version 11/11/02)

Page 5, point 2.4. Network management: **"**The following activities are included within the broad heading of network management:
- overseeing the promotion of **gender equality** in the project;"

See Provisions for CA's (version 11/11/02)

Page 5, point 2.2. Consortium management activities: **"**Project management will include:
- overseeing the promotion of **gender equality** in the project;"

See Provisions for SSA's (version 11/11/02)

Page 5, point 2.2. Consortium management activities: **"**Project management will include:
- overseeing the promotion of **gender equality** in the project;"

See Provisions for STR's (version 11/11/02)

Page 2, point 2.3. Project management activities: **"**Project management will include:…
- overseeing the promotion of **gender equality** in the project;"

See provisions for ERA-NET (version 11/11/02)

Page 9, point 4.2. Management of an ERA-NET: "Management tasks could include:
- ensuring that **gender equality** is promoted within the ERA-NET"

- *For NoE's, Gender is one of the indicators of Integration:*

  See page 4, point 1.4. Indicators for integration in provisions for implementing Networks of Excellence (version 11/11/02)
  "The main factors that will need to be examined by those assessing the quality of the integration in a network will include the following:
  - a coherent management framework that encourages staff mobility, staff exchanges, the interoperability of data and other systems, common approaches to science and society issues and **gender equality** in research."

- *For NoE's, there is an assessment of the network's actions to promote gender equality*
  See Provisions of NoE's Page 14, point 6.4. Final reporting:
  "At the end of the contract, in addition to the activity report for the final period, a final report will be required, covering such issues as:
  - an assessment of the network's actions to promote **gender equality**.
  And also page 19, annex 2 Project management: "an action plan through which gender equality will be promoted within the project

- *For ERA-NET, the proposals should include a plan to ensure the promotion of Gender equality*
  See Provisions for the ERA-NET scheme, Page 10, point 5.2. Content of a proposal:
  "The proposals should include the following:
  - plan to ensure that **gender equality** will be promoted within the ERA-NET"

- *For mobility actions, gender balance will be an evaluation criteria under "Added value to the Community":*
  See page 70 in the Work Programme Human Resources and Mobility
  - "Extent to which the proposal will increase the attractiveness of Europe for researchers and improve the **gender balance** in the scientific/training area"
  - "Effect on improving the **gender balance** in the scientific/training area"
  "Potential for improving the **gender balance** in the scientific/training area"

3. Guidelines on Proposal Evaluation Procedures

In this document, Gender is mentioned as follows:

Page 8, point 2.2. Appointment of independent experts as evaluators: "The lists of individuals from which panels of independent experts may be chosen, are drawn up by the Commission using the following selection criteria:
- a reasonable **gender** balance"

Page 21, point 5.6. Reporting on the evaluation process: "Following each evaluation session, an overall report is prepared by the Commission and made available to the programme committee. The report gives general statistical details on the proposals received (number, priority themes covered, categories of proposers and budget requested) and those selected, on the evaluation procedure and on the evaluators – number, disciplines represented, nationality and **gender**."

Page 34, Annex I, Role of Commission Staff in the Evaluations: "In selecting independent experts for the evaluation of proposals, the Commission will ensure:
- a reasonable **gender** balance"

4. Model contract

There is no mention of Gender in the core model contract. However reference to Gender is made in annexes II and III of the contract.

- *Annex II: Page 3, point II.2 - Performance obligati ons: "The contractor shall: endeavour to promote equal opportunities between men and women in the implementation of the project."*

- *Annex III: for integrated project and networks of excellence, under III. 4 there is the obligation to provide an action plan for the promotion of Gender equality « In addition to the provisions of Article II.X (reporting) and in accordance with its provisions, the following report is obligatory :*

  An action plan for the promotion of gender equality within the project, in a format, which can be distributed, to the public, shall be submitted.

  The initial plan, which is part of the joint programme of activity should be updated which each detailed joint programme of activity and a report on progress achieved under the plan must be submitted at the latest with the final scientific report required by the contract. »

- *In Marie-Curie Host Fellowships, it is clearly indicated that the contractor has to take all necessary and reasonable measures to select at least 40% women incoming fellows within the project (see Specific Provisions annex III.2)*

- *In Marie-Curie Grants for Excellence Teams, it is clearly indicated that the team leader has to ensure an appropriate gender balance and select at least 40% women (see annex III., chapter III.2, point 3c)*

- *For Marie-Curie Conferences and Training Courses, it is clearly indicated that the objective is to involve in the event/project at least 40% women (see Specific Provisions, annex III, chapter III.2.b)*

- *For Marie-Curie Host Fellowships, it is clearly indicated that the contractor has to ensure a fair female representation by promoting real equal access opportunities between men and women throughout the selection. To that end, the contractor has to encourage female candidates in the publicity of Fellowships position and in the application of the selection criteria (see Specific Provisions Annex III, chapter III.4, point 4.c)*

- *For all Host Fellowships, it is clearly indicated that in the case of maternity or parental leave, the Commission will contribute to compensate for the difference received by the Fellow under his/her social security to cover the amount of the EC contribution defined by the contract (see annex III, part C, chapter III.10, point 1.d)*

- *In Marie-Curie Grants for Excellence Teams, it is clearly indicated that in the case of maternity or parental leave, the Commission will contribute to compensate for the difference received by the Fellow under his/her social security to cover the amount of the EC contribution defined by the contract (see Specific Provisions annex III, part C, chapter III.12, point 1.c)*

- *For Marie-Curie Chairs, it is clearly indicated that in the case of maternity or parental leave, the Commission will contribute to compensate for the difference received by the Fellow under his/her social security to cover the amount of the EC contribution defined by the contract (see Specific Provisions, Annex III, chapter III.5)*

7th Framework Programme

1. Guide for Applicants

Collaborative Projects:

The activities to be carried out in the context of a collaborative project should include:
(…)

- activities directly related to the project's objectives (as identified in the relevant work programme or call for proposals) and likely to have a potential impact on the outcome of the project (e.g. debates and initiatives on issues such as ethics, **gender,** *socio-economic, etc.);*
(…).

Collaborative Projects – Coordination and Support Actions – Networks of Excellence:

"The negotiations will also deal with gender equality actions, and, if applicable to the project, with gender aspects in the conduct of the planned work, as well as the relevant principles contained in the European Charter for researchers and the Code of Conduct for their recruitment."

Collaborative Project – Networks of Excellence:

Annex 4: Instructions for drafting "Part B" of the proposal
(…)

5. Consideration of gender aspects
You may give an indication of the sort of actions that would be undertaken during the course of the project to promote gender equality in your project, or in your field of research. (These will not be evaluated, but will be discussed during negotiations should your proposal be successful).

These could include actions related to the project consortium (e.g. improving the gender balance in the project consortium, measures to help reconcile work and private life, awareness raising within the consortium) or, where appropriate, actions aimed at a wider public (e.g. events organised in schools or universities)

2. Negotiation Guidance Notes - Collaborative Projects, Networks of Excellence, Coordination and Support Actions, Research for the benefit of specific groups (in particular SMEs) Version 27 January 2009

Page 12 Financial and Legal Negotiations:

"During the negotiations there also will be the opportunity to consider any gender aspect that might be relevant to the project and to include this aspect as a work package or a task within a work package. The project must ensure an open and impartial selection procedure, as well as fair working conditions, to researchers recruited for work funded under FP7. The Commission Recommendation of 11 March 2005 on the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers should be applied as a reference framework for recruitment (http://ec.europa.eu/euraxess/index_en.cfm?l1=0&l2=3)."

Page 17 – Deliverables:

According to the Grant Agreement, all projects are obliged to submit periodic reports as well as a Final Report to the Commission. In addition to these contractual reporting requirements, all FP7 projects must produce two compulsory deliverables at the end of the project:

- Each project must present a "Final plan for the use and dissemination of foreground."
- Each project must submit at its end a report on"'Awareness and Wider Societal Implications" dealing with horizontal project-related issues (including gender and science and society related aspects).

Pages 43-44 - Appendix 7 – How to consider gender aspects in projects

The European Commission attaches considerable importance to gender equality. Articles 2, 3, 13, 137 and 141 of the EC treaty endorse the principles of equal treatment in all activities including research and technological development. Furthermore, in April 2005, the Competitive Council invited the Commission to continue improving the participation of women in all areas of research and to further develop the Gender Watch System. The Commission has set targets to have a 40% representation of both sexes on all groups, panels and committees including those associated with the Research Framework programmes.

The lack of women's participation in scientific research, especially at high level, has been documented for many scientific fields. All projects are encouraged to have a balanced

participation of women and men in their research activities and to raise awareness on combating gender prejudices and stereotypes.

Sex and / or gender are relevant variables in many research fields and generally referred to as the gender dimension of the research content. When human beings are involved as research subjects or users, and in training or dissemination activities, gender differences may exist. These must be addressed as an integral part of the research to ensure the highest level of scientific quality. The Work Programmes of the different themes may indicate specific topics where gender aspects should be given specific attention. It is easy to understand that sex and gender are variables that must be addressed when considering health research but it might be less easy to understand that gender could also be an important factor in, for example, aeronautical or energy research. As a guideline, wherever human beings are involved in the research, for example as consumers, users and patients, or in trials, gender will be an issue and should be considered and addressed.

The Commission will inform the coordinator, during grant negotiation, of the importance of having a good gender balance within the project. The Commission will also inform the coordinator on whether it considers the gender dimension of the research content an area that should be addressed within the project.

Beneficiaries should note that, in FP7, parental leave costs are reimbursable.

Consideration of Gender Aspects for Collaborative Projects and Networks of Excellence

As indicated in Part B of the Guide for Applicants, beneficiaries will be invited, during grant negotiation, to consider how best to promote gender equality during the lifetime of their projects both in terms of a balanced participation of men and women and in terms of the gender dimension of the scientific research.

Beneficiaries opting to promote gender equality within the project should submit either a dedicated work package or a task within a work package indicating the actions they intend to carry out. These will form part of the grant agreement and will be assessed during subsequent reporting periods, as defined in the Grant Agreement.

The following list gives examples of possible actions that might be considered to promote the higher participation of women in scientific research and FP7 projects. The list is not exhaustive and any other action proposed by the Consortium is welcome.

ACTIONS TO ACHIEVE GENDER BALANCE WITHIN THE WORKFORCE

- Survey the position and the needs of women staff

- Design and implement equal opportunities policy
- Positive actions for women scientists re-entering professional life
- Set targets to achieve gender balance in decision-making positions
- Design and implement mentoring schemes for women
- Promote women's participation in Consortium research activities
- Promote women's participation in committees and working groups
- Design and implement gender awareness training for HR Managers
- Family friendly working conditions

MONITORING ACTIONS

- Appoint gender equality officer
- Create an equal opportunities commission
- Collect sex-disaggregated data on workforce regularly
- Collect data on women's participation in research activities
- Monitor impact of family friendly working conditions
- Disseminate data collection results within workforce
- Studies or analysis of attitudes / priorities of research personnel in the scientific field of the project

ACTIONS TO RAISE GENDER AWARENESS

- Organise conferences, seminars, lectures with gender experts
- Set up a gender awareness group
- Develop information tools (newsletters, websites, etc)
- Network with women's organisations or equal opportunities bodies

ACTIONS TO PROMOTE WOMEN IN SCIENCE

- Organise outreach activities in the school system
- Invite students to visit the research laboratories
- Organise girls' days
- Deliver lectures in universities/higher education institutions
- Offer traineeships to women students

3. Grant Agreement

There is no mention of Gender in the core model contract. However reference to Gender is made in Annex II or III of the contract.

The Annex II of the Standard Model Grant Agreement identifies among the specific performance obligations that "Each beneficiary shall (….) endeavour to promote equal opportunities between men and women in the implementation of the project" (II.2.l)

Among the Reports and deliverables to be submitted is included "a report covering the wider societal implications of the project, including gender equality actions, (…)." (II.4.b)

Finally "Costs related to parental leave for persons who are directly carrying out the project are eligible costs, in proportion to the time dedicated to the project, provided that they are mandatory under national law". (II.15.1)

Annex III Specific Provisions for "Marie Curie Grant Agreement"

- *In Marie-Curie Initial Training Networks (single and multi-beneficiaries) and in the Industry-Academia Partnership and Pathways (multi-beneficiaries) it is clearly indicated that the contractor "shall take all necessary and reasonable measures to recruit at least 40% women in the project" (III.2.a)*
  In the same schemes, when defining how to select researchers, it is indicated that "*Pursuant to Article III.2.a), the beneficiary endeavours to assure a fair female representation by promoting real equal access opportunities between men and women throughout the selection.*
  To that end, the beneficiary seeks and encourages female candidates in the publicity referred to in point a) of this paragraph and pays, in the application of the selection criteria referred to in point b) of this paragraph, a particular attention to ensure no gender discrimination". *(III. 3.c)*

  In the above mentioned and the other schemes of the Marie Curie Fellowships, the parental (maternity and paternity) leave costs are covered among the eligible costs of the project: "*In case of a suspension of an agreement due to parental leave, the Commission may decide, upon written request of the beneficiary to adjust the Community's financial contribution to the benefit of the researcher according to the requirements of the particular case*".
  A suspension and consequent prolongation of the project can be also requested in case of "*personal, family (including parental leave) or professional reasons of the researcher*". (III.3)

ANNEX III
Gender in the 7th Framework Programme's Specific Programme "Cooperation"

ANNEX III Gender in the 7th Framework Programme's Specific Programme "Cooperation"

2007 WORK PROGRAMMES

Keyword search: Gender, Sex, Women

Theme 1: Health

I Context

I.1 Approach

The pursuit of scientific knowledge and its technical application towards society requires the talent, perspectives and insight that can only be assured by increasing diversity in the research workforce. Therefore, a balanced representation of **women** and men at all levels in research projects is encouraged. **Gender** aspects in research have a particular relevance to this Theme as risk factors, biological mechanisms, causes, clinical manifestation, consequences and treatment of disease and disorders often differ between men and **women**. The possibility of **gender/sex** differences must therefore be considered in all areas of health research where appropriate.

Clinical research and clinical trials

[...] Causes, clinical manifestation, consequences and treatment of disease and disorders often differ between **women**, men, children and the elderly. Therefore, all activities funded within this thematic priority must take the possibility of such differences into account in their research protocols, methodologies and analysis of results, in particular when conducting clinical research.

*HEALTH-2007-2.1.1-4: [...] The project will also study the variability of the Human Microbial Metagenome in different European populations in function of **sex**, age, environment, food and medication and address its impact on health and disease. [...]

*HEALTH-2007-2.3.2-1: [...] Projects are expected to focus on preclinical development of new anti-HIV drugs or concepts for infected children, pregnant **women** and/or adults. [...]

*HEALTH-2007-2.3.3-2: [...] Projects should also address these issues in special populations such as the elderly, immunocompromised patients, pregnant **women** or neonates. [...]

*HEALTH-2007-3.3-3: [...] Population-based effectiveness research on strategies addressing alcohol use [...] in multiple settings, geographical regions, **gender** and age groups to guide integrated policy making for prevention of alcohol abuse. [...]

*HEALTH-2007-4.2-3: [...] The focus will be on the economic impact of health at work, in particular the effects of quality of work and employment upon Europe's competitiveness in a changing work environment [e.g. ageing of the workforce, **gender balance**, precarious situations ...]

Theme 2: Food, Agriculture and Fisheries, and Biotechnology

I Context

I.2 Approach

Participation of women and gender aspects in research

The pursuit of scientific knowledge and its use in service to society requires the talent, perspectives and insight that can only be assured by increasing diversity in science and the technological workforce. Therefore, an equal representation of women and men at all levels in research projects is encouraged.

Gender aspects in research have a particular relevance to this Theme as risk factors, biological mechanisms, behaviour, causes, consequences, management and communication of diet related disease and disorders may differ in men and women. Furthermore, roles and responsibilities, the relationship to the resource base (land management, agricultural and forest resources etc) and the perception of risk and benefits may have a gender dimension.

Applicants should systematically address whether, and in what sense, sex and gender are relevant in the objectives and in the methodology of projects.

KBBE-2007-1-3-09: The attribution of a major role to **women**, both in the veterinary profession as well as in the populations concerned, should be sought.

Expected impact: … . It will contribute to the reduction of poverty and the Millennium Development Goals. A major impact is expected by tackling these zoonoses as a group and by giving a major role to **women.**

Theme 3: Information and Communication Technologies

2 Policy and socio-economic context

2.7 The socio-economic dimensions of ICT

The pursuit of scientific knowledge and its technical application towards society requires the talent, perspectives and insight that can only be assured by increasing diversity in the research workforce. Therefore, a balanced representation of **women** and men at all levels in research projects is encouraged.

Activities designed to spread excellence, such as:

- The main component of these activities will be a joint training programme for researchers and other key staff;

- Other spreading of excellence activities may include: dissemination and communication activities (including public awareness and understanding of science), and, more generally, networking activities to help transfer knowledge to teams external to the network.

- Spreading of excellence may also include the promotion of the results generated by the network; in such a context, networks should, when appropriate, include innovation-related activities (protection of knowledge generated within the network, assessment of the socioeconomic impact of the knowledge and technologies used and development of a plan for dissemination and use of knowledge), as well as any appropriate **gender** and/or ethical related activities.

Theme 4: Nano-sciences, Nano-technologies, Materials and new Production Technologies

I Context

I.8 Other activities within the programme

Participation of women in research and gender dimension

The pursuit of scientific knowledge and its technical application towards society requires the talent, perspectives and insight that can only be assured by taking due account of the value of women in RTD activities and in the process of transforming the European industry. The gender issues at the level of the NMP objectives and topics may have a particular relevance in areas such as new business and organisational models, toxicity and risk as well as areas where industrial technologies research is aimed at medical applications e.g. in the case of nanomedicine - diagnostics, drug-delivery or regenerative medicine. NMP is committed to undertake specific measures (such as analysis, workshops, etc.) to ensure practical uptakes of this issue together with industry.

*NMP-2007-1.1-3: [...] Specific features: ... The consideration of gender issues is encouraged, where appropriate. [...]
*NMP-2007-1.1-4: [...] Specific features: ... Gender issues should be considered and gender-specific data should be produced, where possible. [...]

*NMP-2007-1.2-3: [...] Specific features: ... Gender issues should be considered. [...]
*NMP-2007-1.3-2: [...] Specific features: ... Gender issues should be considered, where appropriate. [...]
*NMP-2007-1.3-3: [...] Specific features: ... Gender issues should be considered, where appropriate. [...]
*NMP-2007-1.3-4: [...] Specific features: ... Gender issues should be considered, where appropriate.[...]
*NMP-2007-4.0-4: [...] Specific features: ... Gender issues should be considered, where appropriate. [...]

Theme 5: Energy

I Context

I.1 Approach

Gender and ethical issues

Activities in the work programme will be carried out according to fundamental ethical principles. The pursuit of scientific knowledge and its technical application towards society requires the talent, perspectives and insight that an increasing diversity in the research workforce will ensure. Therefore, a balanced representation of women and men at all levels in research projects is encouraged. When human beings are involved as users, gender differences may exist. These should be addressed as an integral part of the research to ensure the highest level of scientific quality.

Topic ENERGY.2007.9.1.2: [...] Energy behavioural changes: … Drivers of behaviour or behavioural change should be considered, for instance demographic trends, social patterns and lifestyles, **gender** differences, consumer preferences, cultural context …

Theme 6: Environment (including Climate Change)

I Context

I.2 Approach

The pursuit of scientific knowledge and its technical application towards society requires the talent, perspectives and insight that can only be assured by increasing diversity in the research workforce. Therefore, a balanced representation of **women** and men at all levels in research projects is encouraged.

* ENV.2007.1.2.1.2.: [...] The role of **gender** should be taken into account. [...]
* ENV.2007.1.2.2.2.: [...] Particular vulnerable groups (children, elderly etc), genetic susceptibilities including **gender** and socioeconomic factors should be taken into account. [...]

Theme 7: Transport (including Aeronautics)

*SST.2007.2.1.5: ... Researching driver support systems and advanced training schemes to improve driver capabilities including consideration of **gender** issues will be an important matter. ...
*SST.2007.4.1.2: ... One or more of the following subjects will be addressed:
1. bio-mechanics with special attention to users' diversities (age, **gender,** size, disabilities) ...
2. interactions between innovative technologies and drivers and vessels pilots' actions in emergency situations, cognitive and behavioural differences based on needs and abilities of drivers, age, **gender,** culture ...
*SST.2007.6.3: ... The following activities are included: ... 2. Evaluate and demonstrate the potential of research outputs, outcomes and impacts to create and maintain jobs giving special consideration to opportunities for young people and **gender** balance.
*TPT.2007.3. ... Address the emerging needs from a new typology of travellers (age, **gender** and cultures) ...

Theme 8: Socio-economic Sciences and the Humanities

I. Context

I.1 Approach

Equal opportunities and the gender dimension

The pursuit of scientific knowledge and its technical application towards society requires the talent, perspectives and insight that can only be assured by increasing diversity in the research workforce. Therefore a balanced representation of **women** and men in research projects is encouraged. The **gender** dimension of the research content should be addressed wherever relevant in the topics of this work programme.

*SSH-2007-2.1.1: [...] Gender issues as well as the issue of culture should be also included.[...]
*SSH-2007-2.2.1: [...] Gender issues should be included where relevant.[...]
*SSH-2007-2.2.2: [...] This could include research on […] demographic trends depopulation and related gender issues. [...]
*SSH-2007-3.1.1: [...] and gender aspects could be incorporated. [...]
*SSH-2007-3.1.2: [...] Research should address the economic, social, cultural and psychological determinants of birth rates and include changes in work patterns and conditions, quality of life, family formation, housing, gender roles, individual attitudes and access to birth control mechanisms. The analyses of different national approaches to formal and informal family related policies and the role of gender and culture in those approaches should also be analysed in this context. [...]
*SSH-2007-3.2.1: [...] Research in this context should examine trends in the social exclusion of young women and men, and could address issues such as... In addition, related questions

such as poverty and inequality, social and cultural capital, discrimination, gender, migration, and insecurity of various kinds facing young people could be included. [...]
*SSH-2007-4.1.2: [...] Specific themes could include the influence of economic, political, technological and cultural relations on development and its nature, [...] the possibility for developing countries to define their own policies; gender and development relations. [...]
*SSH-2007-4.2.1: [...] Research shall address the following issues: factors that induce violence or facilitate non-violence e.g. role of nationalism, religion, education, gender and other factors; [...]
*SSH-2007-4.2.2: [...] Research should clarify the following aspects: [...] impact of the international system of legal protection for the individual and for vulnerable groups (e.g. minorities, children, victims of trafficking) with focus on situations of conflict and war; ….; role of women and other civil society actors in human rights protection. [...]
*SSH-2007-5.1.1: [...] Research shall include [...] women and youth as social and political actors in the reconfiguration of democratic practices. [...]
*SSH-2007-6.2.1: [...] The variety of factors could be economic, social, technological institutional, historical, geographical, ethical, related to gender, cultural or sector specific. [...]
*SSH-2007-6.3.1: [...] Increasing the availability of additional relevant and comparable disaggregation in order to solve the issue of "gaps" in statistics e.g. when gender breakdowns are not available. [...]

Theme 9: Space

I Context

I.1 Approach

Furthermore, ethical principles and **gender** aspects must always be taken into account.

Theme 10: Security

I Context

I.1 Approach

Ethical principles and **gende**r aspects must always be taken into account. The pursuit of scientific knowledge and its technical application towards society requires the talent, perspectives and insight that can only be assured by increasing diversity in the research workforce. Therefore, a balanced representation of women and men at all levels in research projects is encouraged.

Activity 6: Security and society

[...] Cultural background plays an essential role, and also in balancing security as a societal value against other values. Thus research into political, social and human issues is required to

complement the technology oriented research. When human beings are involved (as users) gender differences may exist. These must be addressed as an integral part of the research to ensure the highest level of scientific quality.

2008 WORK PROGRAMMES

Theme 1: Health

I Context

I.2 Approach

Overarching issues of strategic importance

Gender aspects in research

The pursuit of scientific knowledge and its technical application towards society requires the talent, perspectives and insight that can only be assured by increasing diversity in the research workforce. Therefore, a balanced representation of **women** and men at all levels in research projects is encouraged.

Gender aspects in research have a particular relevance to this Theme as risk factors, biological mechanisms, causes, clinical manifestation, consequences and treatment of disease and disorders often differ between men and **women**. The possibility of **gender/sex** differences must therefore be considered in all areas of health research where appropriate.

Clinical research and clinical trials

As translation of basic discoveries into clinical applications is one of the main objectives of this theme, clinical research is expected to be a major tool used in the funded projects. This clinical research may include clinical trials. Community contribution will, however, only be available for Phase I and II clinical trials. In the topic HEALTH-2007-4.2-1 "Adapting off patent medicines to the specific needs of paediatric populations", consideration may be given to studies up to and including Phase IV. Causes, clinical manifestation, consequences and treatment of disease and disorders often differ between **women**, men, children and the elderly.

Therefore, all activities funded within this thematic priority must take the possibility of such differences into account in their research protocols, methodologies and analysis of results, in particular when conducting clinical research.

2. TRANSLATING RESEARCH FOR HUMAN HEALTH

2.1. INTEGRATING BIOLOGICAL DATA AND PROCESSES: LARGE-SCALE DATA GATHERING, SYSTEMS BIOLOGY

2.1.1. Large scale data gathering

HEALTH-2007-2.1.1-4: Characterisation and variability of the microbial communities in the Human Body. This large project should structure the European contribution towards the international initiatives to characterise the genomic content of microbes present in the human body. The project will also study the variability of the Human Microbial Metagenome in different European populations in function of **sex**, age, environment, food and medication and address its impact on health and disease. The focus could be on one particular niche (e.g. mouth, gut, etc.).

Funding scheme: Collaborative project (Large-scale integrating project).

2.2.2. Human development and ageing

The objective is to use a wide variety of methodologies and tools to better understand the process of life-long development and healthy ageing. The focus will be on the study of human and model systems, including interactions with factors such as environment, genetics, behaviour and **gender**.

2.3.2. HIV/AIDS, malaria and tuberculosis

HEALTH-2007-2.3.2-1: HIV/AIDS Drug Discovery and Preclinical Development.

Projects should establish a network of academic and/or industrial partners to discover, develop and/or validate new targets for more efficient anti- HIV drugs. Projects are expected to focus on preclinical development of new anti- HIV drugs or concepts for infected children, pregnant **women** and/or adults. Special emphasis should be given to products of broad anti- HIV spectrum that are affordable and easy to administer to target populations in low-income countries.

Funding scheme: Collaborative projects (Small or medium-scale focused research projects).

2.3.3. Potentially new and re-emerging epidemics

HEALTH-2007-2.3.3-2: Identifying immunological mechanisms of protection for influenza vaccines. The aim is to facilitate research on pandemic influenza vaccines by addressing knowledge gaps regarding immune correlates of protection, including issues such as cross-protection and seroconversion without overt disease. Projects should also address these issues in special populations such as the elderly, immunocompromised patients, pregnant **women** or neonates.

Funding scheme: Collaborative projects (Small or medium-scale focused research projects).

3. OPTIMISING THE DELIVERY OF HEALTH CARE TO EUROPEAN CITIZENS

3.1. TRANSLATING THE RESULTS OF CLINICAL RESEARCH OUTCOME INTO CLINICAL PRACTICE INCLUDING BETTER USE OF MEDICINES, AND APPROPRIATE USE OF BEHAVIOURAL AND ORGANISATIONAL INTERVENTIONS AND NEW HEALTH THERAPIES AND TECHNOLOGIES

Special attention will be given to patient safety, including adverse effects of medication: to identify the best clinical practice; to understand decision making in clinical settings in primary and specialised care; and to foster applications of evidence-based medicine and patient empowerment. Focus will be on the scientific benchmarking of strategies; investigating outcomes of different interventions including medicines, scientifically tested complementary and alternative medicines, and new health therapies and technologies taking into consideration prescription strategies, some aspects of pharmacovigilance evidence, specificities of the patient (e.g. genetic susceptibility, age, **gender** and adherence) and cost benefits.

3.3. ENHANCED HEALTH PROMOTION AND DISEASE PREVENTION

HEALTH-2007-3.3-3: Public health interventions addressing the abuse of alcohol. Population-based effectiveness research on strategies addressing alcohol use (e.g. taxes, pricing, packaging, availability, access, advertisement, traffic control, early diagnosis and treatment of disease, relapse prophylaxis, etc.) in multiple settings, geographical regions, **gender** and age groups to guide integrated policy making for prevention of alcohol abuse.

Funding scheme: Collaborative projects (Small or medium-scale focused research projects).

4.2. RESPONDING TO EU POLICY NEEDS

Living and work conditions

HEALTH-2007-4.2-3: Research to assess the economic dimension of occupational health and safety.

The focus will be on the economic impact of health at work, in particular the effects of quality of work and employment upon Europe's competitiveness in a changing work environment [e.g. ageing of the workforce, **gender** balance, precarious situations and decrease in the size of the companies (more SMEs)]: this includes issues such as the overall investment on risk prevention at work, business case, costs and benefits connected to improvement of work environment (including accidents at work, occupational diseases, related absenteeism), and the development of management and accounting tools integrating the occupational health and safety dimension.

Funding scheme: Coordination and Support Action (Support action).

Theme 2: Food, Agriculture and Fisheries, and Biotechnology

I Context

I.2 Approach

Participation of women and gender aspects in research

The pursuit of scientific knowledge and its use in service to society requires the talent, perspectives and insight that can only be assured by increasing diversity in science and the technological workforce. Therefore, an equal representation of **women** and men at all levels in research projects is encouraged.

Gender aspects in research have a particular relevance to this Theme as risk factors, biological mechanisms, behaviour, causes, consequences, management and communication of diet related disease and disorders may differ in men and **women**. Furthermore, roles and responsibilities, the relationship to the resource base (land management, agricultural and forest resources etc) and the perception of risk and benefits may have a **gender** dimension. Applicants should systematically address whether, and in what sense, **sex** and **gender** are relevant in the objectives and in the methodology of projects.

Theme 3: Information and Communication Technologies

2 Policy and socio-economic context

2.7 The socio-economic dimensions of ICT

The pursuit of scientific knowledge and its technical application towards society requires the talent, perspectives and insight that can only be assured by increasing diversity in the research workforce. Therefore, a balanced representation of **women** and men at all levels in research projects is encouraged.

Appendix 2: Funding schemes

2. Networks of Excellence (NoE)

Activities designed to spread excellence, such as:

- The main component of these activities will be a joint training programme for researchers and other key staff;

- Other spreading of excellence activities may include: dissemination and communication activities (including public awareness and understanding of science), and, more generally, networking activities to help transfer knowledge to teams external to the network.

- Spreading of excellence may also include the promotion of the results generated by the network; in such a context, networks should, when appropriate, include innovation-related activities (protection of knowledge generated within the network, assessment of the socioeconomic impact of the knowledge and technologies used and development of a plan for dissemination and use of knowledge), as well as any appropriate **gender** and/or ethical related activities.

Theme 4: Nano-sciences, Nano-technologies, Materials and new Production Technologies

I Context

I.8 Other activities within the programme

Participation of women in research and gender dimension

The pursuit of excellence in scientific knowledge and in its technical application towards socially acceptable products, processes and services requires greater inclusiveness of a diversity of perspectives. In particular the overall process of transforming European industry will not be achieved without the talent, perspectives and insights that can be added by a more balanced participation of **women** and the integration of **gender** issues in RTD activities. Increasing the diversity of perspectives particularly (but not exclusively) to **gender** issues at the level of the NMP objectives and topics may have a particular relevance in areas such as new business and organizational models, increasing the level of comfort and user friendliness provided by materials and industrial products, improved understanding of toxicity and risk and in all areas where industrial technologies research is aimed at medical application e.g. in the case of nanomedicine - diagnostics, drug delivery or regenerative medicine. NMP is committed to undertake specific measures (such as analysis, workshops, etc.) to ensure practical uptakes of this issue together with industry.

4.1.3 Health, Safety and Environmental Impacts

NMP-2008-1.3-2 Impact of engineered nanoparticles on health and the environment

Technical content / scope: Continuing and expanding the activities launched with the first FP7 NMP call for proposals, research financing is made available for an understanding of the safety, environmental and human health implications of nanotechnology-based materials and products; this is important worldwide. Reinforced cooperation has been initiated on this matter with several USA federal agencies. It is advantageous to share and harmonize the research

effort to increase efficiency and prevent any duplication of effort, also since it addresses pre-competitive questions. This research will create a reliable and sound foundation for the assessment of the safety of nanotechnology-based products and encourage nano-technological advances that can address the needs of citizens and contribute to sustainable development objectives. The expected projects should be related to engineered nanoparticles and should address one or more topics in the following areas: (a) potential impact on health; (b) potential impact on the environment. The expected projects may address one or more of the following issues: hazard characterisation, occupational, human and environmental exposure throughout the life cycle of nano-materials, toxicology, main endpoints of and health effects of engineered nanoparticles; methodologies for testing; monitoring/detection of engineered nanoparticles in the various environments (excluding the development of equipment); environmental and biological fate, transport, and transformation of nanoparticles in various compartments such as air, water, soil and biological fluids. The interdisciplinary research should contribute to better understanding of toxic kinetics, cellular and molecular mechanisms, behaviour and fate, bio-persistence, bio kinetics, to understand fundamentally the exposure, behaviour, mechanisms, consequences and potential effects to various endpoints of nano-particle biological entities interactions. In their analysis of the state of the art, the expected proposals should demonstrate clear novelty and not duplicate running or carried out research, except in duly justified cases.

Funding scheme: Small or medium-scale focused research projects.

Specific features: This topic is well suited for cooperation with research teams from non-EU countries, such as with the USA, Canada, Japan, Korea, Australia and New Zealand, and with ICPC. EU funding is foreseen within the present call only for ICPC, such as Brazil, China, India, Mexico, Russia or South-Africa. **Gender** issues should be considered, where appropriate.

II.4 Activity 4.4 Integration of technologies for industrial applications
NMP-2008-4.0-1 Development of nanotechnology-based systems for diagnosis and/or therapy for diabetes, musculo-skeletal or inflammatory diseases (in coordination with Theme HEALTH)

Technical content /scope: Within the objective of reinforcing the competitiveness of European industry addressing healthcare, proposals are called for with the aim of developing nanotechnology-based systems for diagnosis and/or therapy for diabetes, muscolo-skeletal or inflammatory diseases. Where meaningful, research should address the combination of diagnosis and therapy (theranostics) in multi purpose systems. They should demonstrate high specificity, efficacy and where appropriate biocompatibility. Linked animal testing should be kept to the minimum needed and should be replaced by in vitro testing wherever possible. This call addresses only human healthcare.

Funding scheme: Large-scale integrating collaborative projects.

Specific features: In order to ensure industrial relevance and impact of the research effort, the active participation of industrial partners represents an added value to the activities and this will be reflected in the evaluation. Activities other than research could be included as appropriate, such as specific education modules, pre- and co-normative activities, or the analysis of existing and required regulations. **Gender** issues should be considered, where appropriate.

Theme 5: Energy

5.1. Context

5.1.2. APPROACH

Gender and ethical issues

Activities in the work programme will be carried out according to fundamental ethical principles. The pursuit of scientific knowledge and its technical application towards society requires the talent, perspectives and insight that an increasing diversity in the research workforce will ensure. Therefore, a balanced representation of **women** and men at all levels in research projects is encouraged. When human beings are involved as users, **gender** differences may exist. These will be addressed as an integral part of the research to ensure the highest level of scientific quality.

Theme 6: Environment (including Climate Change)

I. Context

I.1 Approach

The pursuit of scientific knowledge and its technical application towards society requires the talent, perspectives and insight that can only be assured by increasing diversity in the research workforce. Therefore, a balanced representation of **women** and men at all levels in research projects is encouraged. Many of the activities to be funded under this programme will also make positive contributions to education and training and to raising general levels of awareness of the nature of the environmental research undertaken and the benefits likely to accrue.

Sub-activity 6.4.2. Forecasting methods and assessment tools for sustainable development taking into account differing scales of observation
Area 6.4.2.3. Interplay between social, economic and ecological systems
ENV.2008.4.2.3.1. Rethinking globalisation in the light of sustainable development

The global dimension of sustainable development challenges is well recognised. However, it is often perceived in terms of policy trade-offs and conflicting agendas both within and between actors in the North and South. This perception relies inter alia on zero-sum game approaches

(f.e.x in the case of delocalisation, trade barriers, increasing inequalities and exhaustion of natural resources) or the prisoner's dilemma ("*why adopt proactive policies if others don't follow?*"). There is a need to move beyond the current patterns of concepts and rethink the right balance between competition and cooperation, between exchange and self sustainability.

Intellectual property rights, demography and the **gender**-dimension should also be taken into account. New visionary concepts need to be created to enhance the pursuit of sustainable development at a global scale, to respond to policies and international multilateral agreements in line with political commitments already made (Millennium Goals – Johannesburg) and innovative approaches are called for to ensure the coherence of integrated policy-making at EU level. Consequently, inter-disciplinary approaches are encouraged, including perspectives from for example the fields of philosophy, political science, sociology, economy, psychology, law, and environmental science.

Funding scheme: collaborative projects (small- or medium-scale focused research projects, Community contribution up to EUR 1 500 000)

Theme 7: Transport (including Aeronautics)

No mention

Theme 8: Socio-economic Sciences and the Humanities

I. Context

I.1 Approach

Equal opportunities and the gender dimension

The pursuit of scientific knowledge and its technical application towards society requires the talent, perspectives and insight that can only be assured by increasing diversity in the research workforce. Therefore a balanced representation of **women** and men in research projects is encouraged. The **gender** dimension of the research content should be addressed wherever relevant in the topics of this work programme.

Area 8.2.1 Socio-economic development trajectories

Topics

SSH-2007-2.1.1 Analysing, comparing and evaluating the various societal models in a medium- to long-term perspective

Description

The aim is to achieve a better understanding of the different approaches taken (explicitly or implicitly) across countries or regions or local communities to combining economic, social and environmental objectives, the extent to which these approaches are part of the various societal models in those places, their degree of success in combining them, and their ability to confront new challenges, in order to draw lessons for the future. In doing this, research should compare the various socio-economic development trajectories in different European countries or groups of those countries, other developed countries and relevant developing or emerging countries. The degree of coherence within the individual models could also be addressed, as could the usefulness of typologies of models, and the differences between large and smaller countries. Specific challenges facing developing and emerging countries in combining the objectives could be included. The role of different socio-economic groups in the approach taken, including their influence on policy, is also of interest. **Gender** issues as well as the issue of culture should be also included.

Funding schemes: Collaborative research projects (small or medium-scale focused projects)

Coordination and Support Actions aiming at coordinating research activities and policies, Research for the Benefit of Specific Groups (open to civil society organisations to set up partnerships with research performers)

Area 8.2.2 Regional, territorial and social cohesion

Topics

SSH-2007-2.2.1 Regional development challenges in an evolving international context

Description

The aim is to provide an understanding of the key regional development challenges in the light of the major economic, social, political and cultural changes taking place in the world such as globalisation, European enlargement and integration, economic restructuring and relocation, and how they might be better anticipated and responded to. Regional development should be taken in a broad sense to cover economic, social and environmental aspects.

Research should address a range of issues in this context, for example uneven development of regions; the development of capacities or capabilities in the regions; competition between regions; regional specialisation and the role of different sectors in development, including manufacturing and service sectors' regional attractiveness; the role of knowledge; the role of regional policies and regional governance systems. The research should address the challenges

facing different types of regions, for example those of Central and Eastern Europe or Southern Europe and special attention should be given to disadvantaged regions.

Gender issues should be included where relevant.

Funding schemes: Collaborative research projects (small or medium-scale focused projects) Coordination and Support Actions aiming at coordinating research activities and Policies

SSH-2007-2.2.2 The impact of Common Agricultural Policy (CAP) reforms on Europe's rural economies

Description

Research on the sustainable development of rural areas in Europe in the context of the CAP reforms can contribute to a better understanding of the key dynamics of change, of the adjustment process in rural areas and therefore of the impact of policy, including the development of concepts and tools to analyse aspects of sustainable and integrated rural development in a long-term perspective. This could include research on rural typologies, governance methods including local participation, land use planning, and the management of natural resources; the inter-relationships between local agriculture and forestry and related industries; links between agriculture/forestry and the rest of the economy; the spatial dimension; technology transfer and innovation; the knowledge and service economy in rural areas; the multifunctional role of agriculture including it's environmental dimension; the impact of external drivers of change; "social capital" and social inclusion, demographic trends depopulation and related **gender** issues.

Funding scheme: Collaborative research projects (small or medium-scale focused projects)

Activity 8.3 Major trends in society and their implications

Rationale

The last fifty years have been characterised by important changes in the way people live their lives and deal with evolutions in society, social structures and values. Demographic changes are widely recognised as one of the major challenges for Europe. They include population ageing, low birth rates and immigration flows. These changes are affected by a number of economic, social and cultural factors and policies. In turn, they also have an impact on a wide set of policy domains, ranging from the long-term sustainability and quality of welfare, pension and health care systems, to education, lifelong learning, migration, transport, housing, etc.

Other major societal trends relate to the changing nature of work and of private life (in particular of family life and **gender** roles), the evolution of lifestyles, consumption patterns, values, attitudes and beliefs of contemporary societies. Migration, technological developments, globalisation of economies and societal transformation processes have led to increasing cultural exchange within Europe and with other parts of the world and to a different perception of values and beliefs.

Research will address the causes of these trends, their effects and likely future impacts on quality of life, values and attitudes and on European societies, as well as their implications for national and EU policies.

Funding scheme: Collaborative research projects (small or medium-scale focused projects)

Area 8.3.1 Demographic changes

Topics

SSH-2007-3.1.1 The impact of demographic changes in Europe

Description

The objective is to analyse the socio-political, economic and cultural dimensions and impact of demographic ageing in Europe and its implications for policies on a local, regional, and European level. Europe is currently facing many challenges related to the demographic developments combining increasing life expectancy with low birth rates. Research in this area should address the impact of these developments on a number of key issues, in particular growth, employment and competitiveness, as well as, for example, the contribution and employability of older workers, the capacity of the economy to innovate and develop under the conditions of an ageing society, intergenerational solidarity, lifelong learning, the potential social and economic contribution of active ageing, the sustainability of pension and health systems, and care and social integration of the elderly. Comparisons with countries outside Europe should be included if relevant, and **gender** aspects could be incorporated.

Funding schemes: Collaborative research projects (small or medium-scale focused projects) Coordination and Support Actions aiming at coordinating research activities and policies

SSH-2007-3.1.2 Determinants of birth rates across the European Union

Description

The objective is to study changes in birth rates over time and across countries and to identify the determinants of and attitudes towards these changes, in particular the current low rates, in view

of the identification of better approaches in public and private policies at the local, regional and European Union level. Research should address the economic, social, cultural and psychological determinants of birth rates and include changes in work patterns and conditions, quality of life, family formation, housing, **gender** roles, individual attitudes and access to birth control mechanisms. The analyses of different national approaches to formal and informal family related policies and the role of **gender** and culture in those approaches should also be analysed in this context., The causes and consequences of late maternity decisions, issues related to reproductive rights and birth control legislation, and the development of supportive economic and social policies should be included. Comparisons with areas outside Europe could be included if relevant.

Funding schemes: Collaborative research projects (small or medium-scale focused projects) Coordination and Support Actions aiming at coordinating research activities and policies

Area 8.3.2 Societal trends and lifestyles

SSH-2007-3.2.1 Youth and social exclusion

Description

The aim is to achieve a comprehensive and integrated approach and provide policy recommendations to dealing effectively with the social exclusion of young people in terms of causes, processes, changes and prospects. Research in this context should examine trends in the social exclusion of young **women** and men, and could address issues such as their opportunities, prospects and needs, availability of employment and its quality, career possibilities, education and training issues, as well as access to public and private services and facilities, housing, economic and social representation, means of formal and informal participation, and empowerment and integration strategies. In addition, related questions such as poverty and inequality, social and cultural capital, discrimination, **gender**, migration, and insecurity of various kinds facing young people could be included. In addressing such matters, questions such as life projects, identity development, attitudes, deviance and drug use ought to be considered.

Funding scheme: Collaborative research projects (small or medium-scale focused projects)

Area 8.4.1 Interactions and interdependences between world regions and their implications

Topics

SSH-2007-4.1.2 Development paths in an historical and comparative perspective and their impact on Europe

Description

The objective is to foster understanding of how development processes have and are being affected by relations between world regions and countries, and the ways in which this is changing, in historical and comparative perspective. Specific themes could include the influence of economic, political, technological and cultural relations on development and its nature, including their role in fostering or hampering paths towards sustainable development; whether and how uneven development is linked to such relations, both past and present; the extent to which historical relationships such as colonial and post-colonial relations affect today's development paths; the role of urbanisation; factors enabling or hampering the building of economic, institutional and social capacity, of resilience to overcome poverty, including impacts of development aid approaches; the possibility for developing countries to define their own policies; **gender** and development relations. The impact on Europe should be included. A combination of themes and interdisciplinary approaches are encouraged.

Funding schemes: Collaborative research projects (small or medium-scale focused projects) Coordination and Support Actions aiming at coordinating research activities and policies

Area 8.4.2 Conflicts, peace and human rights

Topics

SSH-2007-4.2.1 Conflicts and Peace

Description

The aim is to consolidate and advance knowledge on factors that trigger conflicts or facilitate peace and foster human security. Research shall address the following issues: factors that induce violence or facilitate non-violence e.g. role of nationalism, religion, education, **gender** and other factors; early warning and other factors in conflict prevention; relations between endogenous/local actors and external actors including third party mediators and international organisations, in conflict de-escalation, transformation, reconciliation; tackling distributive and justice issues (e.g. economic compensations, access to resources, rights of refugees); civilian populations as targets of war; definition and implementation of just and durable peace, peace-keeping and peace-making processes and missions, humanitarian intervention and/or assistance; disarmament processes and transitions to post-conflict and consolidated peace; relations between civilian and military organisations in the above, including the definition of rules of engagement and chains of accountability. These issues could be addressed in different combinations; historical perspectives, comparative research and contribution of teams from cases/areas chosen for the analysis are encouraged.

SSH-2007-4.2.2 Articulation of rule of law and protection of human rights at national, European and international levels

Description

The aim is to foster knowledge on protection and promotion of human rights and fundamental freedoms with focus on the role of law. Research should clarify the following aspects: development of criminal justice, human rights and humanitarian law, with special attention to the application or circumvention of the Geneva Conventions; historical and current perspectives on war crimes and the different roles of military and civilian tribunals; binding vs non-binding status of human rights and their implications, including status of civilians in war situations; role of International Courts, distinction of tasks and synergies between them, guarantees for fulfilment of their ruling; weight of States in setting Courts and State's margins of appreciation; appeal systems, rights of victims in Courts; impact of the international system of legal protection for the individual and for vulnerable groups (e.g. minorities, children, victims of trafficking) with focus on situations of conflict and war; scope for alternative dispute resolution and restorative justice in the field of human rights protection, including the role of reconciliation commissions ; role of **women** and other civil society actors in human rights protection. Comparative analyses, interdisciplinary approaches and combination of some of the above aspects are encouraged.

Funding schemes: Collaborative research projects (small or medium-scale focused projects) Research for the Benefit of Specific Groups (open to civil society organisations to set up partnerships with research performers)

Area 8.5.1 Participation and Citizenship in Europe

Topics

SSH-2007-5.1.1 Democratic "ownership" and participation

Description

The objective is to achieve a comprehensive knowledge of why and how participation and democratic "ownership" develop or are hampered, with the focus on Europe. Research shall include the role of civil society, social partners, non-governmental organizations, political parties and other relevant organisations; factors causing non participation of citizens and new processes instruments and structures enabling better informed and effective participation; political integration and participation of citizens of the Union residing in a Member State of which they are not nationals; minorities and migrants; **women** and youth as social and political actors in the reconfiguration of democratic practices. The role of education and life long learning for citizenship could also be included. Research should compare and assess different

forms of participation including direct participation and representative participation (e.g. electoral participation, referenda, formal consultation, citizen's initiatives, conventions as a form of preparing policy) in policy making. Issues of access to politics, expertise –including the role of think tanks, economic resources and justice, and relations between citizens and elites will be addressed, particularly in the context of multilevel governance.

Funding schemes: Collaborative research projects (small or medium-scale focused projects) Research for the Benefit of Specific Groups, (open to civil society organisations to set up partnerships with research performers)

Area 8.6.2 Developing better indicators for policy

Topics

SSH-2007-6.2.1 Improved ways of measuring both the potential for and impact of policy

Description

The Impact assessment of EU and national policies, including research policy and the European Research Area, is an area where the availability of relevant indicators is important; development of appropriate methods, including data series and models, to build and analyse them is necessary. Research is needed into indicators and methods in support of assessing the potential impact of policies. It should help to identify which factors can and do contribute to any such potential impact and how they contribute to it. The variety of factors could be economic, social, technological institutional, historical, geographical, ethical, related to **gender**, cultural or sector specific.

Funding scheme: Collaborative research projects (small or medium-scale focused projects)

Area 8.6.3 Provision of underlying official statistics

Topic

SSH-2007-6.3.1 Specific statistical issues

Description

Research is required into specific statistical issues be they horizontal in nature and applicable across all fields of official statistics or of a vertical nature addressing issues related to statistics on certain fields.

Priority will be given to research addressing issues related to key statistical policy areas such as: improvement of data quality, data integration, the statistical production process, and data related to small areas and rare events and indicators and data delivery. Research improving the comparability of datasets and indicators through increased and appropriate harmonisation and standardisation. Linking sets of data from different sources and of accessing new sources together with assessing their impact. Increasing the availability of additional relevant and comparable disaggregation in order to solve the issue of "gaps" in statistics e.g. when **gender** breakdowns are not available. Methods to expand coverage to smaller regional units, sub threshold and rare events. Streamlining of the statistical production and dissemination process and addressing the issues of quality in its widest sense including coverage, timeliness, comparability, confidentiality vs. usability, cost-effectiveness (including response burden), relevance, impartiality and reliability. Research should aim to build on the work of national statistical institutes or other organisations involved in producing official statistic. The work should be compatible with the European Statistical System and take into account work going on at the international level in order to improve comparability with third countries and linking with international organisations.

Funding schemes: Collaborative research projects (small or medium-scale focused projects) Coordination and Support Actions aiming at coordinating research activities and policies

Theme 9: Space

I Context

I.1 Approach

The following paragraphs define the activities and action areas covered by the Space theme of the Framework programme, and highlight a potential range of topics which could be funded during 2007-2013. The roadmap for the Space theme currently foresees biennial calls (in 2007, 2009, 2011) with a final call in 2013. This may be revised at a later stage. Only some of the research topics mentioned in section I will be part of a call in 2007 – these call topics are specifically elaborated in section II "Content of calls in 2007", together with specific call topic codes (e.g. SPA.2007.1.1.01). Other potential research topics have already been prioritised for a later call, outlined in section IV, in order to enable applicants to better plan ahead. Calls beyond the 2007 call, however, will still be detailed in annual updates to the FP7 Space work programme. Applicants are advised to keep the overall scope and strategic requirements expressed in section I in mind when responding to specific topics of a call.

Furthermore, ethical principles and **gender** aspects must always be taken into account. The forms of the grant to be used for the different funding schemes mentioned in the Space theme work programme are given in Annex 3 of the Work Programme "Co-operation" 2007.

Theme 10: Security

I Context

I.1 Approach

Ethical principles and **gender aspects** must always be taken into account. The pursuit of scientific knowledge and its technical application towards society requires the talent, perspectives and insight that can only be assured by increasing diversity in the research workforce. Therefore, a balanced representation of **women** and men at all levels in research projects is encouraged.

Activity 6: Security and society

Technology is an important tool in preventing, responding, managing and mitigating potential security threats to European societies, but it is only part of the effective response. It must be applied in balanced combination with organisational processes and human intervention, which all determine each other and must be addressed by the actions. Cultural background plays an essential role, and also in balancing security as a societal value against other values. Thus research into political, social and human issues is required to complement the technology oriented research. When human beings are involved (as users), **gender** differences may exist. These must be addressed as an integral part of the research to ensure the highest level of scientific quality. Appropriate dissemination strategies should also make n integral part of the research. Many of the activities to be funded under this theme will make positive contributions to education and training and to raising general levels of awareness of the nature of the research undertaken and the benefits likely to accrue. As this activity takes a threat and incident related approach only, it is complementary to the more general approach of Theme 8 *Socio-Economic Sciences and the Humanities*,

Expected impact: *Actions in this activity will provide improved insight and advice for security policy makers, security research programme makers and (mission oriented) security research performers. They do* not *generate general or specific knowledge about (in-)security, is reasons and consequences etc., but attain a broad and well-based understanding of the public administrative, cultural and societal framework in which security enhancing policy measures, including in particular security research, take place. In particular they effectuate in-depth understanding of the mutual dependency of technology, organisational dynamics, human factors, societal issues as well as related legal aspects. The outcome of the research together with appropriate dissemination strategies contribute to the effective and efficient planning and designing of future security research programmes and actions as well as to policies, programmes and initiatives which enhance the security of the European citizens.*

2009 WORK PROGRAMMES

Theme 1: HEALTH

I Context

Approach

Clinical research will continue to be a main focus in work programme 2009. For clinical trials, EC contribution will be limited to phases I and II and only exceptionally to further studies. Projects conducting clinical research must take account (in the research protocols, methodologies and analysis of results) of possible differences between **women**, men, children and the elderly.

Theme Specific Information

The possibility of **gender/sex** differences in research (risk factors, biological mechanisms, causes, clinical manifestation, consequences and treatment of disease and disorders) must be considered where appropriate.

HEALTH-2009-2.4.2-1: Improved or new therapeutic approaches for the treatment of heart failure. FP7-HEALTH-2009-single-stage. Academic, investigator-driven multicentre phase III clinical study to provide new evidence – not yet addressed by ongoing / previous trials - for new strategic decisions in the management of heart failure. The project can address validation of new therapies or strategies, or identification of the most effective ones among those already available, but not well exploited. The study population should well address **gender balance** and may include patients with different degree of functional impairment (as in the NYHA functional classification).

Funding scheme: Collaborative Project (Large scale integrating project).

HEALTH-2009-4.2-3: Human Papillomavirus Vaccination (HPV) and cervical cancer screening programmes: estimate of impact of different policy options by way of disease modelling and health economics. FP7-HEALTH- 2009-single-stage. The project should evaluate the possible impact of HPV vaccination in terms of disease burden reduction and cost-effectiveness using mathematical modelling and health economics. The objective is to identify best policy options (priority age groups, catch-up programmes, male vaccination, number of doses) for the vaccination programme and assess the probable impact of vaccination on the existing cervical cancer screening programmes. The study should be designed taking into consideration available data on coverage and outcomes from existing cervical cancer screening programmes in EU, and the most up-to-date data on HPV vaccines and the epidemiology of HPV infection and disease. Attention should also be given to sub-populations that are less likely to access health services. The study should also take into account the relation of HPV infection to other

cancers and health outcomes. Study results will inform national decision-makers supporting them in implementing effective (and cost-effective) HPV immunisation programmes.

Funding scheme: Collaborative Project (Small or medium-scale focused research project).

Expected Impact: Research performed under this topic will deliver the necessary evidence-based knowledge for best policy options on the new vaccine programmes about to be introduced by the majority of EU Member States and Associated Countries. It should help maximising the impact of financial investment into these vaccination programmes on **women's health** in Europe as well as world-wide

3.1. Translating the results of clinical research outcome into clinical practice including better use of medicines, and appropriate use of behavioural and organisational interventions and new health therapies and technologies

Special attention will be given to patient safety, including adverse effects of medication: to identify the best clinical practice; to understand decision making in clinical settings in primary and specialised care; and to foster applications of evidence-based medicine and patient empowerment. Focus will be on the scientific benchmarking of strategies; investigating outcomes of different interventions including medicines, scientifically tested complementary and alternative medicines, and new health therapies and technologies taking into consideration prescription strategies, some aspects of pharmacovigilance evidence, specificities of the patient (e.g. genetic susceptibility, age, gender and adherence) and cost benefits.

Theme 2: Food, Agriculture and Fisheries, and Biotechnology

KBBE-2009-2-1-02: Benefit/risk perception and communication in the food chain, Call: FP7-KBBE-2009-3

Consumers receive a broad range of information about food from a variety of sources that may be unbalanced or interpreted as conflicting or confusing. Efficient and appropriate communication tools should be developed, taking into account **gender differences**. In addition to classical media channels, new information routes and technologies need to be investigated to assess their potential to convey appropriate messages. Communication strategies can be very efficient if they are tailored to specific population groups or in the event of food crises. Involvement of consumer associations and relevant media channels is considered highly important.

Funding scheme: Collaborative Project (small or medium-scale focused research project)

KBBE-2009-2-2-01: Stress, addiction and eating behaviour

Call: FP7-KBBE-2009-3

Eating behaviour and addiction share common neurobiological regulation mechanisms, regions of the brain controlling action, neurochemical pathways and reward reinforcement systems. They are strongly influenced by mood and socio-psychological stress situations. The aim of this topic is to broaden the basic knowledge on the complex neurological and (socio-) psychological interrelations between stress, eating behaviour and addiction (including to alcohol). In particular, strong links should be built between human nutritionists and research communities working on the basic principles of eating disorders and addiction. This research will, in particular, contribute to a better understanding of the addictive properties of individual food components and/or combinations thereof in certain foods or diets, of the potential effects of food components on prevention of addiction and of the socio-psychological reasons leading to eating disorders. It will also elucidate how typical stress situations in "modern life" trigger disadvantageous eating patterns and addiction to certain foods. Potential **gender differences** will be addressed.

Funding scheme: Collaborative Project (large scale integrating project)

KBBE-2009-2-2-03: Development of biomarkers for health-promoting functions

Call: FP7-KBBE-2009-3

Robust biomarkers are crucial for measuring the availability of health-promoting food compounds at their physiological site of action, the continuity and scale of their proposed intrinsic primary activities *in vivo* and the health impact of these functions on physiologically and/or clinically relevant end-points. Models will be constructed (including animal models) to develop new sets of biomarkers for studying the effects of relevant food compounds on body functions of particular (patho-) physiological interest. In this regard, preferably "whole-body" physiological concepts should be strengthened rather than reductionistic approaches; enabling technologies might make strong contributions to this end. **Gender differences** should be addressed.

Funding scheme: Collaborative Project (large scale integrating project)

Theme 3: Information and Communication Technologies

2. Networks of Excellence (NoE)

Activities designed to spread excellence, such as:

- The main component of these activities will be a joint training programme for researchers and other key staff;

- Other spreading of excellence activities may include: dissemination and communication activities (including public awareness and understanding of science), and, more generally, networking activities to help transfer knowledge to teams external to the network.

- Spreading of excellence may also include the promotion of the results generated by the network; in such a context, networks should, when appropriate, include innovation-related activities (protection of knowledge generated within the network, assessment of the socio-economic impact of the knowledge and technologies used and development of a plan for dissemination and use of knowledge), as well as any appropriate **gender** and/or ethical related activities.

Objective ICT-2009.3.7: Photonics

d. Coordination and support actions

Education and training (excludes direct support of conferences): (i) Secondary school level outreach activities to encourage interest in photonics, especially among girls; (ii) Transnational third level education programmes in photonics, emphasising multidisciplinarity, addressing entrepreneurship, and encouraging the participation of **women**. The activity includes preparation of partnerships, agreements and curricula but excludes investments in infrastructure.

Expected Impact: Education and training activities should foster a new generation with photonics skills and expertise, both technical and with the ability to exploit developments commercially in Europe, including the participation of **women**.

Objective ICT-2009.9.3 : General Accompanying Measures

Target outcome

a. Co-ordinated approach to assess the current and future situation with regards to ICT *R&D skills* in Europe and to engage in promotion actions aimed at building up and attracting more ICT research expertise in Europe. This includes awareness raising, agreeing on benchmarking and reliable data collection methods, setting, sharing and implementing best practices,

evaluation and re-design of ICT curricula, international co-operation relating to the move of researchers and professionals and other relevant issues. This requires the active involvement of relevant stakeholders with sufficient influence on educational and training systems at Member State / Associated Country level and with access to information relevant to skill building. The action should take particular account of specific requirements from **women** and young people. One CSA is expected to be supported for a budget of up to EUR 400 000.

GENERAL ANNEXES

General Introduction

Dissemination, Knowledge Transfer Broader Engagement and Gender

FP7 is working to develop a better relationship between scientists and European citizens. With this aim in mind, the work programme will encourage activities to promote greater public engagement and dialogue in order to involve citizens and civil society organisations in research and science policy.

The pursuit of scientific knowledge and its technical application towards society requires the talent, perspectives and insight that can only be assured by increasing diversity in the research workforce. Therefore, all projects are encouraged to have a balanced participation of **women** and men in their research activities and to raise awareness on combating **gender** prejudices and stereotypes. When human beings are involved as users, **gender** differences may exist.

These will be addressed as an integral part of the research to ensure the highest level of scientific quality. In addition, specific actions to promote **gender** equality in research can be financed as part of the proposal, as specified in Appendix 8 of the Negotiation Guidance Notes. With the aim of encouraging young people's interest in science and science studies, account will be taken of the possible relevance of research results for the purposes of science education. Where appropriate, communication and dissemination strategies will address the wider audience of policy-makers, the media and the general public (including young people), in order to promote increased understanding between the scientific world and society at large. In order to strengthen the diffusion and use of the output of EU research, the dissemination of knowledge and transfer of results, including to policy makers, including the managing authorities of the Cohesion Policy funds, will be supported in the Themes. In addition, the CORDIS website (http://cordis.europa.eu) also provides applicants with full details of the calls for proposals open under this work programme, together with all of the documentation necessary to make an application. Further information on CORDIS is given in Annex 4 of this work programme.

Objectives related to **gender**, communication and dissemination will be addressed during the contract negotiation.

Theme 4: Nano-sciences, Nano-technologies, Materials and new Production Technologies

Objective

I Context

I. 5 Theme specific information

Participation of women in research and gender dimension

The pursuit of excellence in scientific knowledge and in its technical application towards socially acceptable products, processes and services requires greater inclusiveness of a diversity of perspectives. In particular the overall process of transforming European industry will not be achieved without the talent, perspectives and insights that can be added by a more balanced participation of **women** and the integration of **gender** issues in RTD activities. Increasing the diversity of perspectives particularly (but not exclusively) to **gender** issues at the level of the NMP objectives and topics may have a particular relevance in areas such as new business and organisational models, increasing the level of comfort and user friendliness provided by materials and industrial products, improved understanding of toxicity and risk and in all areas where industrial technologies research is aimed at medical application (e.g. nanomedicine - diagnostics, drug delivery or regenerative medicine). The NMP Theme is committed to undertake specific measures to ensure practical uptakes of this issue together with industry.

II Contents of Calls

II.1 Activity 1 Nanosciences and Nanotechnologies

1.3 Health, Safety and Environmental Impacts

The main objective is to support the scientific assessment of the potential health, safety and environmental risks associated with nanotechnology-based materials and products at the earliest possible stage. This involves the generation of quantitative data on toxicology and ecotoxicology and methodologies for generating data. Test methods, exposure assessment and risk assessment methods may need to be developed or modified to be applicable to nanomaterials, as well as methodologies for life cycle analysis. In addition, analytical methods might not be fully suitable and therefore also the development of suitable devices and instruments for measurement are addressed. Research activities will thus contribute to closing the knowledge gap, providing the basis for meeting regulatory requirements and, if need be, developing new requirements, conducive to a safe, responsible and sustainable development. **Gender** issues should be considered, where appropriate.

NMP-2009-2.3-1 Biomimetic gels and polymers for tissue repair

Technical content/scope: Musculoskeletal disorders and arthritis have become common heavy burdens to the quality of life of people in Europe, causing severe long-term pain and physical disability. Promising cell-based therapies, for example for osteoarthritis and osteoporosis, would involve the use of bioactive molecules coupled to engineered biomaterials locally implanted in the area of injury. The main aim is to use advanced multidisciplinary approaches to achieve local tissue repair and the inhibition of inflammation by designing materials which can match the natural biological environment and stimulate healing. Research should be focused on the development of biomaterials based on natural or synthetic biomimetic gels and polymers, having bioactive agents, which show clear potential for medical applications. **Gender** and age-related biological differences should be considered, when appropriate.

Funding scheme: Small or medium-scale focused research projects.

NMP-2009-4.0-3 Development of nanotechnology-based systems for molecular diagnostics and imaging

Technical content/scope: Within the objective of reinforcing the competitiveness of European industry addressing healthcare and of improving quality of life, proposals are called for developing and (pre-clinically) validating new nanotechnology-based solutions for molecular diagnostics and imaging, addressing the efficient disease management of tomorrow. This includes e.g. very early and more accurate diagnosis of a disease, support to surgical operations, less or non- invasive methods, better assurance of whether a patient will benefit from a treatment and better monitoring of whether a treatment is successful leading to a more effective usage of medication and timely switching to other treatments, if required. This will also lead to lesser side effects and more cost effective treatment. Projects are expected to establish collaboration between academia, pharma companies and various industries producing and functionalising materials, components, devices, complex agents, equipment and systems for medical treatment. Proposals should include the characterisation of the (nano) material(s) following internationally agreed upon guidelines by OECD. Where appropriate, risk assessment (including hazard and exposure) should be considered.

Funding scheme: Large-scale integrating Collaborative Projects.

Specific features: In order to ensure industrial relevance and impact of the research effort, the active participation of industrial partners represents an added value to the activities and this will be reflected in the evaluation. Large scale integrating projects could include as appropriate activities such as specific modelling, education modules, pre- and co-normative activities, or analysis of existing and required regulations. **Gender** and age related issues should be considered, where appropriate.

Theme 5: Energy

No mention

Theme 6: Environment (including climate change)

No mention

Theme 7: Transport (including aeronautics)

No mention

Theme 8: Socio-Economic Sciences and Humanities

Activity 8.3: Major trends in society and their implications

Rationale

The last fifty years have been characterised by important changes in the way people live their lives and deal with evolutions in society, social structures and values. Major societal trends relate to the changing nature of work and of private life (in particular of family life and gender roles), the evolution of lifestyles, consumption patterns, values, attitudes and beliefs of contemporary societies.

SSH-2009-3.2.2. Social platform on research for families and family policies

The word "family" has very much evolved for the last few decades to cover realities that were unconceivable 30 years ago. While for long, at least in the sociological sense, the "family" was a fairly stable reality where processes of tradition and reproduction of dominating forms of social life took place; it has become nowadays a true laboratory of social and individual change which spearheads the evolution of our modern societies. The objective of the social platform is to elaborate a focused research agenda that will address fundamental research issues and key policy questions in this context.

In the light of a growing variety of living arrangements and of new types of families, these relate for example to the reconciliation of work and family life, **gender** equality, parenthood and filiation, intergenerational collaboration, health and education, as well as cultural patterns and preferences. Based on a focussed, critical review of existing research, the social platform will bring together the related research community with stakeholder representatives, such as for example family associations, children's rights associations, policy-makers or social partners. A wide range of views and of stakeholder participation will be encouraged.

Funding scheme: Coordination and support action (supporting action)

SSH-2009-6.2.1. Indicators for the European service sector

The proper measurement of productivity and growth in the services is very difficult due to the scarcity and frequently poor quality of the existing statistics. Research is needed into the different service sectors, including ICT services, ICT intensive services, financial services, the wholesale and retail trades, health, social and personal services, with the aim of developing both generic and area-specific recommendations and of elucidating the underlying mechanisms that are at work. This should include looking at how to address the ways services have changed over time and, particularly with respect to the development of the internal market and the internationalisation of some service provision and markets. For the financial services, in particular, the research should address how to collect data on the cross-border dimension of the provision of such services, with particular reference to the retail sector and to new Member States. It would be valuable to analyse, across markets and countries, the structure of distribution channels, especially those using ICT technologies, and how this structure has developed over time and the segmentation according to age, education, **gender,** etc. Indicators should be proposed that measure different aspects such as integration, competition, efficiency, and innovation together with models to analyse the link between different features. Indicators need to be designed that allow the disaggregation of the different R&D and knowledge intensive types and levels found in services, and which can also identify the degree of innovation, creativity, types of human capital involved, etc. Indicators need to be developed that both appropriately and accurately measure the output of both market and non market services, taking account of expectations of, and real outcomes for, consumers. The development of such indicators would thereby allow input-output and producer-user relationships to be analysed with the object of understanding the production processes and the output characteristics in individual service industries. An example is the public service sector where both input and output indicators are needed that are able to help to assess quantitative, qualitative and productivity developments and the degree of innovation in this sector.

Funding scheme: Collaborative project (small or medium-scale focused research project)

SSH-2009-3.2.3. Quality of work and impact on quality of life and economy

Beyond the current fight against unemployment in the EU, there have also been worries about the quality of jobs offered to active people at all ages. The Lisbon strategy is not only in favour of more but also of better jobs. There is indeed a concern that a number of new jobs do not involve professional nor social integration, are being taken up by overqualified people or/and may not bring enough revenues to the jobholders, thus creating frustration, anxiety or

disinterest at work and even poverty among the employed. On the other hand, new forms of work may also lead to improved motivation and productivity and higher satisfaction in life.

Empirical research should:

- First, analyse how particular types of contractual arrangements, patterns of time-use, types of working cultures, work organisation and working hours flexibility as well as ICT induced changes influence, in practice, the quality of work. Attention should in particular be devoted to the impact of these changes on the most vulnerable groups (such as those with low educational qualifications, young people or **women**);

- Second, assess experiences where positive synergies between quality of work, productivity and quality of life are actually observed, in particular in relation to work organisation, working conditions and other kinds of investments in human capital, and draw lessons for policy.

A comparison between the private and the public may be included.

Funding scheme: Collaborative project (small or medium-scale focused research project)

SSH-2009-4.2.2. Perspectives from outside the EU on human rights, democracy and peace

While human rights protection is provided for by international treaties, peace is at the foundation of global institutions such as the United Nations, and democracy is present in all continents, different perspectives and practices exist. Human rights, peace and democracy are values that require an in-depth comparative analysis on what they actually mean and how they are practiced in different contexts. Research should focus on perspectives from outside the EU as this can also inform the dialogue between Europe and other regions of the world and lead to new insights on how reciprocal influences develop. The following issues should be highlighted: the perceptions and legal status of human rights in different social, cultural and legal contexts – namely, rights of members of specific groups (e.g. children, **women**, minorities including religious minorities, prisoners, and those discriminated against based on sexual orientation) or rights related to matters of integrity (e.g. in relation to torture or death penalty); different interactions between democracy and rule of law in different contexts – e.g. concerning the role of Parliaments and of Constitutional Courts; different views of conflict, peace and justice – e.g. concerning their relations with socio-economic development and the diverse impacts of globalisation.

Funding scheme: Collaborative project (small or medium-scale focused research project)

Theme 9: Space

I Context

Approach

The following paragraphs define the activities and action areas covered by the Space theme of the Framework programme, and highlight a potential range of topics which could be funded during 2007-2013. The roadmap for the Space theme currently foresees annual calls (with the exception of the first call in 2007) with a final call in 2013. This may be revised at a later stage. Some of the research topics mentioned in section I will be funded during 2009 as part of a call published in 2008

– these call topics are specifically elaborated in section II "Content of calls for budget 2009", together with specific call topic codes (e.g. SPA.2009.1.1.01). Furthermore, some of the topics will be implemented through mechanisms other than a call for proposals (e.g. pre-defined beneficiary support actions, call for tenders) – these are identified in Section IV. Other potential research topics, having already been prioritised for a later call, are outlined in section V, in order to enable applicants to better plan ahead. Calls beyond the call conducted in 2008, however, will still be detailed in annual updates to the FP7 Space Work Programme. Applicants are advised to keep the overall scope and strategic requirements expressed in section I, as well as the actions described in section IV, in mind when responding to specific topics of a call. Furthermore, ethical principles and **gender** aspects must always be taken into account. The forms of the grant to be used for the different funding schemes mentioned in the Space theme Work Programme are given in Annex 3 of the Work Programme "Co-operation" 2009.

Theme 10: Security

I Context

Approach

Ethical principles and **gender aspects** in planning, decisions, and funding must always be taken into account. In technological proposals, ethical principles will also concern questions of privacy. The pursuit of scientific knowledge and its technical application towards society requires the talent, perspectives and insight that can only be assured by increasing diversity in the research workforce. Therefore, a balanced representation of women and men at all levels in research projects is encouraged, including in evaluation groups, etc.

Activity 10.6: Security and society

Technology is an important tool in preventing, responding, managing and mitigating potential security threats to European societies, but it is only part of the effective response. It must be

applied in balanced combination with organisational processes and human intervention, which all determine each other and must be addressed by the actions. Cultural background plays an essential role, and also in balancing security as a societal value against other values. Thus research into political, social and human issues is required to complement the technology oriented research. In this context, **gender** differences may exist, which must then be addressed as an integral part of the research to ensure the highest level of scientific quality. Appropriate dissemination strategies should also make an integral part of the research. Many of the activities to be funded under this theme will make positive contributions to education and training and to raising general levels of awareness of the nature of the research undertaken and the benefits likely to accrue.

As this activity takes a threat and incident related approach only, it is complementary to the more general approach of Theme 8 *Socio-Economic Sciences and the Humanities*

Expected impact: Actions in this activity will provide improved insight and advice for security policy makers, security research programme makers and (mission oriented) security research performers (in some cases, acting as "Think Tanks"). They do not generate general or specific knowledge about (in-)security, its reasons and consequences etc., but attain a broad and well-based understanding of the public administrative, cultural and societal framework in which security enhancing policy measures, including in particular security research, take place. In particular they effectuate in-depth understanding of the mutual dependency of technology, organisational dynamics, human factors, societal issues as well as related legal aspects. The outcome of the research together with appropriate dissemination strategies contribute to the effective and efficient planning and designing of future security research programmes and actions as well as to policies, programmes and initiatives which enhance the security of the European citizens.

2010 WORK PROGRAMMES

Theme 1: HEALTH

I Context

Approach for 2010

Clinical research will continue to be a main focus in many topics, both in area *"Biotechnology, generic tools and medical technologies for human health"* and in area *"Translating research for human health"*. In addition area *"Optimising the delivery of healthcare"* supports the translation of clinical results into clinical practice. For clinical trials, EC contribution will be limited to phases I and II and only exceptionally to further studies*3*. Projects conducting clinical research must take into account (in the research protocols, methodologies and analysis of results) possible differences in relation to **gender** and age.

Theme Specific Information

The differences of **gender/sex** in research (risk factors, biological mechanisms, causes, clinical manifestation, consequences and treatment of disease and disorders) must be considered where appropriate. Research activities should take into account the Protocol on the Protection and Welfare of Animals and reduce and refine the use of animals in research and testing, with a view ultimately to replacing animal use (Decision 1982/2006/EC). The three Rs (Replacement, Reduction and Refinement) principle should be applied in all relevant research funded by the European Commission.

2.2.2. Human development and ageing

Human development and ageing: use of a wide variety of methodologies and tools to better understand the process of life-long development and healthy ageing. The focus will be on the study of human and model systems, including interactions with factors such as environment, genetics, behaviour and **gender**.

HEALTH.2010.2.4.1-7: Predicting long-term side effects to cancer therapy. FP7- HEALTH-2010-two-stage. Research should aim to systematically collect and register data on the incidence, prevalence, causes, and risk factors of late adverse effects to treatment of cancer patients, such as organ toxicity/failure, secondary cancers, (co)morbidity, mortality, and **gender** and country-specific issues correlated to treatment-related parameters from radiotherapy and/or chemotherapy and/or surgery and/or targeted therapy. It will translate these findings into harmonised guidelines on long-term prevention, health promotion, risk prediction, training of health care professionals and better health care management of adverse effects from therapy in cancer survivors. **Note:** Limits on the EC financial contribution apply. These are implemented strictly as formal eligibility criteria. You must refer to the call fiche for details of these limits.

Funding scheme: Collaborative Project (Small or medium-scale focused research project).

EC contribution per project: max. EUR 6 000 000

One or more proposals can be selected.

Expected impact: The results of research in this area will promote cancer therapies with fewer side effects, better care of cancer survivors and integrate European scientific excellence.

Theme 2: FOOD, AGRICULTURE, FISHERIES AND BIOTECHNOLOGY

Context

Approach for 2010

Participation by women and gender aspects in research:

Seeking scientific knowledge and using it to serve society requires talent, perspectives and insight that can only be secured by increasing diversity in science and the technological workforce. Therefore, equal representation of **women** and men at all levels in research projects is encouraged. **Gender** aspects in research are of particular relevance to Theme 2 as risk factors, biological mechanisms, behaviour, causes, consequences, management of and communication on diet-related diseases and disorders may differ between men and **women**. Furthermore, roles and responsibilities, the relationship to the resource base (land management, agricultural and forest resources, etc.) and the perception of risks and benefits could have a **gender** dimension.

Applicants should systematically address whether, and in what sense, **sex** and **gender** are relevant to the objectives and the methodology of projects.

Table below provides an overview of topics that particularly emphasise the **gender** dimension.

KBBE.2010.1.4-04 Knowledge systems for farming in the context of sustainable rural development
KBBE.2010.2.1-01 Determinants of food choice and eating habits
KBBE.2010.2.2-01 Neurological pathways regulating hunger/satiety and gut behaviour
KBBE.2010.2.2-02 Diet and prevention of functional decline of the elderly
KBBE.2010.2.3-02 Strategies for personalised nutrition

KBBE.2010.1.4-04: Knowledge systems for farming in the context of sustainable rural development

Call: FP7-KBBE-2010-4

In the past all three actors in the innovation system (research – education – advice) were publicly funded with mainly linear relationships. The mission was clear, production oriented and addressing family farms. Today the situation is network like, with many more opportunities of communication (internet) and many opportunities to access innovation relevant knowledge. In this new context, there is often a need for actors to re-define their role.

The diversity of the farming community increased: small/large, conventional/organic, old/young, full-time/part-time, businesses with **gender** preferences, run by **women** or by men and

so on. New opportunities lead to the combination of farming with other activities like tourism, on-farm processing of food, direct marketing, non-food and energy farming. New structures beyond farms may open new opportunities for lively rural areas. The problems to solve are diverse. New tasks need a wide repertory of tools and a professional approach based on specialised training of advisers. The concept of "Good Agricultural Practice" requires acting in line with the European environmental, food safety and animal welfare legislation.

Scientific advice and knowledge to pursue these public goals is coming from different science areas and sources, normally not linked to agricultural knowledge chains and often under unsustainable financial arrangements. Innovation could be generated through interaction of research and grassroots innovation. This may produce the necessary diversity to make the system more resilient and provide alternatives in case of crisis. **Gender** perspectives should be taken into account. Agricultural innovation at the farm level traditionally has been non-proprietary and has been publicly shared within the farming community which is a good basis for an innovation culture. Research is needed to analyse the effectiveness and cost efficiency of different instruments to increase the efficiency of agricultural knowledge systems along questions like: How to delineate the needs for public support vs. pure private entrepreneurship initiatives? How to accommodate the agricultural knowledge systems perspective at the interface between different policies (agricultural/rural/social/energy/regional for example)?

How to assure the quality of professional advisers in Europe?

Funding scheme: Collaborative Project (small or medium-scale focused research project).

The requested European Community contribution shall not exceed EUR 2 500 000.

Expected impact: To develop better a coordinated approach between policies of research, agriculture and rural development leading to a new approach of agricultural knowledge based professional advisory systems in Europe.

KBBE.2010.2.1-01: Determinants of food choice and eating habits

Call: FP7-KBBE-2010-4

The objective is to identify the main driving factors for food choice and eating habits (including genomics and brain functions). Research will help understanding discrepancies between actual versus optimal dietary behaviour. It should also develop strategies to induce behavioural changes and facilitate consumers' choice for a healthy diet. Cross-cultural and sub-population group differences and interactions with other life style factors such as physical activity should also be considered taking, where applicable, existing longitudinal studies into account.

Methods for communication and dissemination based on the developed strategies should be set up to reach the consumers, in particular children, adolescents, and their parents.

A cross-disciplinary approach should be encouraged. Where appropriate, **gender** issues should be considered.

Funding scheme: Collaborative Project (large-scale integrating project). The requested European Community contribution shall not exceed EUR 9 000 000.

Expected impact: It is expected that the results will help to better understand (un-)healthy food choice through identification of main determinants and triggers and to facilitate a healthy food choice for European consumers. Methods for a better communication and dissemination strategy in Europe that will induce healthier lifestyles in children, adolescents, and adults.

Increased collaboration between different scientific fields and contribution to the successful achievements of the EU Platform on Diet, Physical Activity and Health.

KBBE.2010.2.2-01: Neurological pathways regulating hunger/satiety and gut behaviour

Call: FP7-KBBE-2010-4

The main objective is to better understand the mechanism of hunger/satiety. This will contribute to reducing the risk of the development of chronic diseases. More knowledge of the brain-gut function and dysfunction related to the food intake, the neurological and neuroendocrine pathways that regulates the digestive processes and the mechanism of hunger/satiety is needed. This will lead to identify dietary components/food structure that can help to control food intake and to develop food prototype that control satiety. The development of cerebral responses to food through the gut-brain axis across lifespan particularly during childhood, adolescence and elderly will be studied. Links between the appetite regulatory network, eating behaviour and food preferences should be considered. The use of imaging and other cutting edge technologies is recommended. Intervention studies should help to validate the effects of the relevant food characteristics on the regulation of satiety/hunger. Where appropriate, **gender** issues should be considered.

Funding scheme: Collaborative Project (large-scale integrating project). The requested European Community contribution shall not exceed EUR 9 000 000.

Additional information: It is viewed that the participation of representatives of all relevant disciplines (such as nutrition, neurology, neuroimaging, psychology, food technology and physics) and of the food industry should add to the scientific and/or technological excellence

of the project and/or is essential to achieve the expected impact of the research to be undertaken. This will be considered in the evaluation.

Expected impact: Better knowledge of mechanisms of the neurological and neuro-endocrine pathways regulating hunger/satiety will lead to relevant preventive strategies for the European population, to reduction of chronic disease burden, and to increased competitiveness of European food industry through the development of new food products. It will contribute to the activities of the EU Platform on Diet, Physical activity and Health and support European public health policy, such as the White Paper on Nutrition, Overweight and Obesity.

KBBE.2010.2.2-02: Diet and prevention of functional decline of the elderly

Call: FP7-KBBE-2010-4

The proportion of elderly people over 65 years in Europe is predicted to increase from 25% to 40% by 2030. The aim of this topic is to study the effect of diet on ageing including the decline of mental health function, cardiovascular health, digestive health, bone density, immunity and muscle mass and any other relevant functions. In order to prevent functional decline and prolong quality of life, the impact of nutrition on the ageing process needs to be further studied at molecular, cellular and whole-organism levels taking into account the whole diet rather than single nutrients. Food will be designed to better meet the specific nutritional requirements, and specific dietary behaviours and preferences of the older population and prevent functional decline. Where appropriate, **gender** issues should be considered.

Funding scheme: Collaborative Project (large integrating project). The requested European Community contribution shall not exceed EUR 9 000 000.

Additional information: It is viewed that the participation of relevant industrial partners, in particular SMEs, and/or other end-users should add to the scientific and/or technological excellence of the project and/or is essential to achieve the expected impact of the research to be undertaken. This will be considered in the evaluation.

Expected impact: The results of the research shall contribute to a better understanding of nutritional needs for a better quality of life while ageing. This will support European strategies on nutritional recommendations and provide scientific input that will contribute to the substantiation of nutritional and health claims. The outcome will also contribute to increase competitiveness of the European food industry through the development of population-targeted food products.

KBBE.2010.2.3-02: Strategies for personalised nutrition

Call: FP7-KBBE-2010-4

Nutrigenomics offers significant opportunities to improve public health via tailoring diet on the basis of genotype and phenotype. The aim is to integrate scientific, technical, IT, sensory and socio-economic aspects to develop possible principles of personalised nutrition, with consumer benefit being the main driver. The project should develop and test several models and concepts for development, production and distribution logistics of personalised foods. All levels of personalisation should be discussed, from the self choice in shops, over foods for target groups (from healthy consumers to patients), until customised production and delivery systems. Besides the scientific and technical issues, a broad Europe-wide stakeholder discussion of risks and benefits should be organised, involving scientists, industry, retailers, consumer and patient representatives, health professionals, health insurance companies, public health authorities, and others, and also assuring media coverage. Topics for this discussion should be Europe-wide success and failure factors of personalised nutrition such as scientific evidence, ethical and legal issues, communication, economic issues, consumer acceptance, benefits in terms of public health. It should be emphasised that this topic definitely goes beyond the following issues: genome and biomarker analysis; specific nutrients; dietary supplements; dietary advice; development of a specific food product. Where appropriate, **gender** issues should be considered.

Funding scheme: Collaborative Project (large-scale integrating project). The requested European Community contribution shall not exceed EUR 9 000 000.

Additional information: It is viewed that the participation of relevant international partners from Australia, Canada, New Zealand and USA as well as of relevant industrial partners, in particular SMEs, and/or other end-users should add to the scientific and/or technological excellence of the project and/or is essential to achieve the expected impact of the research to be undertaken. This will be considered in the evaluation.

Expected impact: The European added value lies in building up the necessary critical mass in several fields of expertise and strengthening European research capacity in this area to provide sound scientific support to a technology that might be a revolution in food distribution. Basic science and enabling technologies will be integrated into applicable technologies with direct impact on the consumer. In the long run, strong contribution to renewing the offer of the food industry to the consumers. Another aspect of European added value lies in contributing to identifying and addressing socio-economic challenges, risks and benefits in the field of personal nutrition. Overall, this research will help foster an early debate between scientists and the general public and support policy in the area of public health.

Theme 3: ICI – Information and Communication Technologies

2. Networks of Excellence (NoE)

Activities designed to spread excellence, such as:

- The main component of these activities will be a joint training programme for researchers and other key staff;

- Other spreading of excellence activities may include: dissemination and communication activities (including public awareness and understanding of science), and, more generally, networking activities to help transfer knowledge to teams external to the network.

- Spreading of excellence may also include the promotion of the results generated by the network; in such a context, networks should, when appropriate, include innovation-related activities (protection of knowledge generated within the network, assessment of the socio-economic impact of the knowledge and technologies used and development of a plan for dissemination and use of knowledge), as well as any appropriate **gender** and/or ethical related activities.

Objective ICT-2009.3.7: Photonics

d. Coordination and support actions

- **Education and training** (excludes direct support of conferences): (i) Secondary school level outreach activities to encourage interest in photonics, especially among **girls**; (ii) Transnational third level education programmes in photonics, emphasising multidisciplinarity, addressing entrepreneurship, and encouraging the participation of **women**. The activity includes preparation of partnerships, agreements and curricula but excludes investments in infrastructure.

Expected impact

Education and training activities should foster a new generation with photonics skills and expertise, both technical and with the ability to exploit developments commercially in Europe, including the participation of **women**.

0bjective ICT-2009.9.3 : General Accompanying Measures

Target outcome

a. Co-ordinated approach to assess the current and future situation with regards to ICT *R&D skills* in Europe and to engage in promotion actions aimed at building up and attracting more ICT research expertise in Europe. This includes awareness raising, agreeing on benchmarking and reliable data collection methods, setting, sharing and implementing best practices, evaluation and re-design of ICT curricula, international co-operation relating to the move of researchers and professionals and other relevant issues. This requires the active involvement of relevant stakeholders with sufficient influence on educational and training systems at Member State / Associated Country level and with access to information relevant to skill building. The action should take particular account of specific requirements from **women** and young people. One CSA is expected to be supported for a budget of up to EUR 400 000.

GENERAL ANNEXES

General Introduction

Dissemination, Knowledge Transfer Broader Engagement and Gender

FP7 is working to develop a better relationship between scientists and European citizens. With this aim in mind, the work programme will encourage activities to promote greater public engagement and dialogue in order to involve citizens and civil society organisations in research and science policy.

The pursuit of scientific knowledge and its technical application towards society requires the talent, perspectives and insight that can only be assured by increasing diversity in the research workforce. Therefore, all projects are encouraged to have a balanced participation of **women** and men in their research activities and to raise awareness on combating **gender** prejudices and stereotypes. When human beings are involved as users, **gender** differences may exist.

These will be addressed as an integral part of the research to ensure the highest level of scientific quality. In addition, specific actions to promote **gender** equality in research can be financed as part of the proposal, as specified in Appendix 8 of the Negotiation Guidance Notes.

With the aim of encouraging young people's interest in science and science studies, account will be taken of the possible relevance of research results for the purposes of science education. Where appropriate, communication and dissemination strategies will address the in order to promote increased understanding between the scientific world and society at large.

In order to strengthen the diffusion and use of the output of EU research, the dissemination of knowledge and transfer of results, including to policy makers, including the managing authorities of the Cohesion Policy funds, will be supported in the Themes. In addition, the CORDIS website (http://cordis.europa.eu) also provides applicants with full details of the calls for proposals open under this work programme, together with all of the documentation necessary to make an application. Further information on CORDIS is given in Annex 4 of this work programme.

Objectives related to **gender**, communication and dissemination will be addressed during the contract negotiation.

Theme 4: Nanosciences, Nanotechnologies, Materials and New Production Technologies – NMP

Objective

I Context

I. 5 Theme specific information

Participation of women in research and gender dimension

The pursuit of excellence in scientific knowledge and in its technical application towards socially acceptable products, processes and services requires greater inclusiveness of a diversity of perspectives.

In particular the overall process of transforming European industry will not be achieved without the talent, perspectives and insights that can be added by a more balanced participation of **women** and the integration of **gender** issues in RTD activities. Increasing the diversity of perspectives particularly (but not exclusively) to **gender** issues at the level of the NMP objectives and topics may have a particular relevance in areas such as new business and organisational models, increasing the level of comfort and user friendliness provided by materials and industrial products, improved understanding of toxicity and risk and in all areas where industrial technologies research is aimed at medical application (e.g. nanomedicine - diagnostics, drug delivery or regenerative medicine). The NMP Theme is committed to undertake specific measures to ensure practical uptakes of this issue together with industry.

II Contents of Calls

II.1 Activity 1 Nanosciences and Nanotechnologies

1.3 Health, Safety and Environmental Impacts

The main objective is to support the scientific assessment of the potential health, safety and environmental risks associated with nanotechnology-based materials and products at the

earliest possible stage. This involves the generation of quantitative data on toxicology and ecotoxicology and methodologies for generating data. Test methods, exposure assessment and risk assessment methods may need to be developed or modified to be applicable to nanomaterials, as well as methodologies for life cycle analysis. In addition, analytical methods might not be fully suitable and therefore also the development of suitable techniques, devices and instruments for measurement are addressed. Research activities will thus contribute to closing the knowledge gap, providing the basis for meeting regulatory requirements and, if need be, developing new requirements, conducive to a safe, responsible and sustainable development. **Gender** issues should be considered, where appropriate.

NMP.2010.4.0-1 Development of nanotechnology-based systems for detection, diagnosis and therapy for cancer

Technical content/scope: Cancer is currently the second leading cause of death in Europe and the disease takes a very high human toll. Application of nanotechnology systems bears high potential to provide more effective preventive, diagnostic and therapeutic options for cancer and to reduce the cost of healthcare. Diagnosis and therapy options should be addressed with an appropriately multidisciplinary approach. Activities for diagnostics could include for example the development of nano-systems for targeting appropriate cancer biomarkers linked to magnetic or optic labels or other contrast enhancing agents to enable detection by imaging or assay development using appropriately customised / functionalised nanostructures. Therapies based on nano-structures or nano-devices could involve intra-cellular delivery of non-classical drugs or macromolecules such as nucleic acids or antibodies. The construction of such systems would allow new types of effective drugs to reach patients with much lower side-effects. Where appropriate, the genomic and proteomic profile of individuals should be better taken into account in order to increase the efficiency of the treatment.

The potential of the research to translate into clinical practice is very important although the clinical testing phase on humans is not foreseen in the projects. Toxicity aspects of nanoparticles and nanosystems should be properly addressed, for instance by following the relevant OECD guidelines. Animal testing should be kept to the minimum needed and should be replaced by in-vitro tests wherever possible (3 R's: Reduction, Replacement, Refinement). Projects are expected to establish multi-disciplinary collaborations between e.g. academia, research organisations, pharmaceutical companies, manufacturers of medical equipment and hospitals. In order to ensure strong industrial relevance and impact of the research effort, the active participation of industrial partners and clinicians is expected and this will be reflected in the evaluation. Activities other than research could be included, such as the analysis of regulatory aspects, education and training or pre-normative activities. **Gender** issues should be considered, where appropriate.

Funding Scheme: Large-scale integrating collaborative projects.

Expected impact: The research should stimulate the uptake of nanotechnology based approaches in cancer diagnosis and therapy. Overall, it should significantly improve diagnosis and therapy for cancer resulting in better healthcare for the citizens resulting from (i) more precise and efficient detection and diagnosis of cancer starting from its earliest stages (ii) new efficient targeted cancer therapies with much lower side effects; (iii). The developments should also improve the competitiveness of the European healthcare industry in world markets.

Theme 5: Energy

5.1. Context

Gender Issues

The pursuit of scientific knowledge and its technical application towards society requires the talent, perspectives and insight that can only be assured by increasing diversity in the research workforce. Therefore, all projects are encouraged to have a balanced participation of **women** and men in their research activities and to raise awareness on combating **gender** prejudices and stereotypes. When human beings are involved as users, **gender** differences may exist.

These will be addressed as an integral part of the research to ensure the highest level of scientific quality. In addition, specific actions to promote **gender** equality in research can be financed as part of the proposal, as specified in Appendix 8 of the Negotiation Guidance

Theme 6: Environment

Theme-specific information

The pursuit of scientific knowledge and its technical application towards society requires the talent, perspectives and insight that can only be assured by increasing diversity in the research workforce. Therefore, all projects are encouraged to have a balanced participation of **women** and men in their research activities and to raise awareness on combating **gender** prejudices and stereotypes. When human beings are involved as users, **gender** differences may exist. These will be addressed as an integral part of the research to ensure the highest level of scientific quality. In addition, specific actions to promote **gender** equality in research can be financed as part of the proposal, as specified in Appendix 7 of the Negotiation Guidance Notes (ftp://ftp.cordis.europa.eu/pub/fp7/docs/negotiation_en.pdf). **Gender** aspects will be considered whenever relevant, in particular for the following topic: ENV.1.2.3-1 “Exposure models to assess the risks to operators, workers, residents and bystanders from exposure to plant protection products (PPPs)”.

Theme 7: Transport (including aeronautics)

I.0.9. Science and society

The pursuit of scientific knowledge and its technical application towards society requires the talent, perspectives and insight that can only be assured by increasing diversity in the research workforce. Therefore, all projects are encouraged to have a balanced participation of **women** and men in their research activities and to raise awareness on combating **gender** prejudices and stereotypes. When human beings are involved as users, **gender** differences may exist.

These will be addressed as an integral part of the research to ensure the highest level of scientific quality. In addition, specific actions to promote **gender** equality in research can be financed as part of the proposal, as specified in Appendix 8 of the Negotiation Guidance Notes.

Many of the activities to be funded under this programme will also make positive contributions to education and training and to raising general levels of awareness of the nature of the research undertaken and the benefits likely to accrue.

GC.SST.2010.7-7. Raising awareness of potential job opportunities related to the electrification of road transport

This Coordination Action aims at raising awareness of job creation opportunities and future prospects for young people deriving from the emergence of electrification as an important research and development trend in the automotive sector, which adds a new dimension to the traditional skills taught to automotive engineers and technicians.

The following activities might be included:

- Encourage young people to seek for high skilled jobs in sectors related to road transport electrification with special focus on science, research and innovation.
- Evaluate and demonstrate the potential of research outputs, outcomes and impacts to create and maintain jobs giving special consideration to opportunities for young people and **gender** balance.
- Extensive and broad communication and stimulation campaigns targeting young people of different ages (from high school to university). These could be: travelling workshops, competitions, animations and broad media actions directed to a young target, etc. Proposals will focus on all major research priority lines defined for electrification research activities and might involve all major research stakeholders from industry, academia and society.

Funding scheme: Coordination and Support Actions aiming at coordinating research activities

Group of topics N° 3
Open in call: FP7-SUSTAINABLE SURFACE TRANSPORT (SST)-2010-RTD-1

Theme 8: Socio-Economic Sciences and Humanities

All research proposals are expected to:

- Consider ethical and gender aspects in the conduct and the content of research.

Gender

All projects are encouraged to have a balanced participation of **women** and men in their research activities and to raise awareness on combating **gender** prejudices and stereotypes. **Gender** issues will be addressed as an integral part of the research to ensure the highest level of scientific quality.

Activity 8.3: Major trends in society and their implications

Rationale

The last fifty years have been characterised by important changes in people's lives and lifestyles and by strong evolutions in society, social structures and values. Major societal trends actually relate to the changing nature of work and of private life (in particular of family life and **gender** roles), the evolution of consumption patterns, values, attitudes and beliefs of contemporary societies. This work-programme will focus on trends in addictions and lifestyles.

Topics for small or medium-scale focused research projects:

SSH.2010.5.2-1 European Identities: Inner and outer perceptions of Europe and the EU Identity is a layered and complex phenomenon. Accordingly, the EU understands European identity as complementary to national and regional identities, providing citizens with an additional set of rights, perspectives and self-understandings. Attempts to make such an identity concrete include both symbols and practices and how those are framed and experienced by citizens as well as by EU institutions.

Research could assess how official identity symbols (such as the EU flag, the anthem, the EU slogan, the passport, the Euro, the ".eu" internet domain name, city branding like Brussels Capital of Europe or European capital of culture, commemoration days, artistic festivals or scientific events), and personal experiences with the European Union are present in citizen's every day life, how they are perceived and how these interact with common national (symbols

of) cultures. Analysis is also invited on how these symbols are used by Europeans citizens, associations, enterprises, universities, NGO, Governments, etc. in fostering the spirit of a European cohesion and identity.

Research could further identify whether and how civil society organizations, enterprises, trade unions, youngsters, students associations and others strengthen a European dimension in their activities and thereby contribute to the construction of a European identity. A perception of Europe and the EU from outside should add to the analysis in particular as regards situations where the European Union acts alongside or with other international organizations.

Research should take into account the age and **gender**, social and cultural differences both among EU and non EU citizens (i.e. Europeans from non Member States and non Europeans living in the EU).

Funding scheme: Collaborative project (small or medium-scale focused research project)

Topic for a large scale integrating project addressing an important societal challenge:

SSH.2010.2.1-1 Creating and adapting jobs in Europe in the context of a socio-ecological transition

The Challenge

Why it matters for Europe

The renewal of the Lisbon strategy for growth and jobs is on the policy agenda. The current economic crisis is likely to have a dire impact on employment in Europe but should not divert the policymakers and socio-economic actors from thinking anew and speeding up the socioecological transition. In particular:

- Anticipating and making the socio-ecological transition is not only a matter of finding the right technologies, it is also a matter of social innovation, i.e. making economic, political and social behaviours evolve, especially among consumers and other economic actors, and using such experiences to develop adapted policies to address the socio-ecological turn.

- The search for more and better jobs implies that the EU cannot continue to mend the current job sectors but must find ways to renew the structure of economic activities and employment. That is obviously true for the service sector which has remained less-developed than in other western economies. But it should also apply to agriculture, where employment has shrinked to record levels, and industry where new employment is fragile and new forms of activity and work organisation are required to enable the

socio-ecological transition. In this context, the EU has promoted flexicurity, i.e.: structural reforms towards the flexibility of labour markets, work organisations and labour relations on the one hand, and employment and income security on the other.

- The EU should not only attempt to decrease its unemployment rate; it has to increase the employment rate for some categories of citizens (in particular **women** and older workers). This goal has proved very difficult to pursue under the current conditions. The socioecological transition can be seized as an opportunity to tackle this goal more efficiently by integrating **women** and older workers in the new socio-ecological activities in particular through flexible working arrangements and the upgrading of existing skills in a lifelong learning perspective.

- As the EU initiative "New skills for new jobs" recalls, better and adapted skills will be needed: the next decade will see an increasing demand for high-qualified and adaptable workforce and more skills-dependent jobs. Upgrading of skills, however, cannot suffice: anticipating and matching labour market and skill needs must be made a priority. Education and training will need to accelerate the pace of diffusion of new "green" skills among the labour force.

Research dimensions to be taken into consideration

- Prospects for more and better jobs for **women** and older workers in the socio-ecological activities; patterns of employment evolutions for these categories of workers, social expectations and working conditions.

Theme 9: Space

I Context

Approach

The following paragraphs define the activities and action areas covered by the Space theme of the Framework programme, and highlight a potential range of topics which could be funded during 2007-2013. The roadmap for the Space theme foresees annual calls with a final call in 2013. Some of the research topics mentioned in section I will be funded during 2010 as part of a call published in 2009 – these call topics are specifically elaborated in section II "Content of calls for budget 2010", together with specific call topic codes (e.g. SPA.2010.1.1-01). Furthermore, some of the topics will be implemented through mechanisms other than a call for proposals (e.g. pre-defined beneficiary support actions, call for tenders) – these are identified in Section IV. Other potential research topics, having already been prioritised for a later call, are outlined in section V, in order to enable applicants to better plan ahead. Calls beyond the call conducted in 2009, however, will still be detailed in annual updates to the FP7 Space Work

Programme. Applicants are advised to keep the overall scope and strategic requirements expressed in section I, as well as the actions described in section IV, in mind when responding to specific topics of a call. Furthermore, ethical principles and **gender** aspects must always be taken into account. The forms of the grant to be used for the different funding schemes mentioned in the Space theme Work Programme are given in Annex 3 of the Work Programme "Co-operation" 2010.

Theme 10: Security

I Context

Approach

Ethical principles and **gender aspects** in planning, decisions, and funding must always be taken into account, both as integrated research activities and as diversity in workforce. In technological proposals, ethical principles will also concern questions of privacy. The pursuit of scientific knowledge and its technical application towards society requires the talent, perspectives and insight that can only be assured by increasing diversity in the research workforce. Furthermore sometimes security needs to be balanced against the accessibility needs of persons with disabilities. Therefore, a balanced representation of diverse branches of knowledge and of **women** and men as well as person with disabilities where relevant at all levels in research projects is encouraged, including in evaluation groups etc.

Topic SEC-2010.6.3-1 Developing a reference framework for the European security culture: the perception of threats and the trust in public authorities and the police and the perception of security as a service

Description of the topic:

The task is to make a cultural and behavioural analysis. As a first step various security cultures throughout Europe should be studied to build a reference framework for the European security culture and to define approaches towards a secure society where citizens perceive security as a service without trade-offs between security and freedom. The risk of surveillance escalation should be addressed and the proposed reference framework should respect privacy and be based on essential security measures, confidence and human respect. Civil society organisations should be represented in the proposed approach and the differences in views between **women** and men should be analysed.

Call: Security Research Call 3

Funding schemes: Collaborative Project and Coordination and Support Action (both coordinating and supporting action)

Expected impact: *Give to policy stakeholders a clear view on the kind of security systems that are acceptable by the European citizens. It could also help the deciders understanding better how privacy enhancing technologies could play an important role in the European security.*

ANNEX IV
Gender in “Science and/in Society”: 6th and 7th Framework Programmes' call texts

ANNEX IV Gender in "Science and/in Society": 6th and 7th Framework Programmes' call texts

FP6 Science and Society Programme - Work Programme 2002-03

Call FP6-2002-Science and society-1

3 projects: CEC-WYS, ERA-Gender, DATAWOMSCI

4.3.5.1 Stimulating the policy debate at national and regional level and mobilisation of women scientists

a. Development of synergies between national and regional actions and policies, building upon the work of the Helsinki Group on Women and Science10 and of the expert group on women scientists in Central and Eastern Europe and in the Baltic States (ENWISE).
Implementation in 2003: *The focus will be on encouraging co-ordinated approaches; exchanging experience and good practice; transferring knowhow; comparing and evaluating existing policy measures; and on highlighting success stories about the contribution of women to scientific excellence, through events, working groups, networks, studies, surveys, dissemination, information and communication tools.*

b. Strengthening the participation of women in industrial research.
Implementation in 2003: *The focus will be on changing working cultures, promoting better work/life balances, encouraging diversity as good business practice, and supporting networking and mentoring initiatives, through events, working groups, studies, surveys, dissemination, information and communication tools.*

c. Defining strategies for mainstreaming **gender** equality in scientific institutions and enterprises.
Implementation in 2003: *The focus will be on analysing: the career paths of women and men (including longitudinal analyses); the working culture and existing practices in the recruitment and employment of scientists; highlighting areas of potential bias; developing monitoring systems; and establishing guidelines of good practice, through working groups, studies, and surveys.*

Call FP6-2002-Science and society-6

1 project: PLATWOMSCI

d. Establishment of a European platform of women scientists, bringing together networks of women scientists and other organisations committed to promoting **gender** equality in science, in order to improve the participation of women in scientific research and make their voice heard in the policy process at regional, national and European level.
Implementation in 2003: *The focus is on the establishment of a European platform of women scientists. The platform should be a democratic and inclusive structure, and should develop activities designed to promote women scientists and involve them more actively in shaping the science policy debate at national and European levels.*

The applicant will be selected on the basis of a detailed description of the structure, its membership and decision-making processes, and the activities that the platform would undertake. The proposals must also cover organisational and co-ordination aspects, demonstrating an approach designed to promote networking between women and science associations and groups, at regional, national and European levels, and within and between scientific disciplines and sectors (academic, industrial, etc.). The single call will cover the co-ordination and activities of the platform during the launch phase from 2004 to 2006. Community support will, in principle, be limited to this launch phase. Proposals must therefore present a convincing strategy for the long-term sustainability of the platform after this period.

FP6 - Science and Society Programme - Work Programme 2004

4.3.5 Women and science

Objective: To boost **gender equality** in research, through stimulating the participation of women in science and technological development; and fostering the integration of the **gender** dimension throughout European research.

Call FP6-2004-Science-and-society-10

4.3.5.1 Stimulating the policy debate at national and regional level and mobilisation of women scientists

a. Supporting the empowerment of women scientists and engineers and promoting public debate.
2 projects: NEWS, BASNET

The aim is to develop synergies between existing actions and policies for promoting women in science at European, national and regional levels, and to support **gender** equality in scientific institutions and enterprises. At the same time, a broader public debate on women and science will be encouraged, reaching target groups that are still unaware of the issue.
Call for proposals:
The focus will be on: supporting networking activities; encouraging coordinated approaches; exchanging experience and good practice; highlighting scientific excellence; mentoring in career development; *bridging the gap between policy developments and public understanding of the women and science issue; involving men in the women and science debate; through events, working groups, dissemination, information and communication tools.*

b. Ambassadors for Women and Science.
3 projects: DIVA, PALLAS ATHENE, WOMENINNANO

The aim is to allow high-level scientists to act as "Ambassadors for Women and Science", by raising awareness of **gender** issues in science, and by providing role models for girls and women, with a view to encouraging them to consider studies and pursue careers in scientific fields.

Call for proposals:

*Host organisations will receive support for up to 3 years to allow high-level scientists to implement a programme of activities aimed at raising awareness of women and science issues, and mobilising stakeholders in favour of **gender** equality in scientific research. This may include: media-related activities, making presentations at conferences, work with schools, companies and universities; meeting with scientists, policy-makers, academic authorities and decision-makers in the private sector.*

4.3.5.2 Developing a better understanding of the gender issue in scientific research.

5 projects: WOMENCORE, KNOWING, WOSISTER, PROMETEA, UPGEM

a. Benchmarking of policy measures for **gender** equality in science

Call for proposals:

*Comparative research to analyse and assess the efficiency of existing measures to promote **gender** equality in scientific research, focusing in particular on equal opportunities officers and positive action programmes.*

b. Minimising **gender** bias in the measurement and evaluation of scientific excellence

Call for proposals:

*The focus will be on: analysing the evaluation and measurement of scientific excellence; defining transparent and fair methods for assessing merit, quality and productivity; **gender** and scientific output.*

c. Piloting new areas of data collection and analysis. The aim is to support innovative pilot studies and surveys, designed to complement and enhance existing knowledge and to open up new perspectives for further in-depth work in this field. This may include exploiting new data sources.

Call for proposals:

*The focus will be on: longitudinal studies of scientific careers including recruitment, full-time and part-time, survival curves and tenure; vertical segregation; pay gap; the interface between concentrations of researchers by sex and availability of research funding; school to work transitions of S&T graduates; the impact of **gender** on success in peer review acceptance and citation; changing patterns of women as patent originators, through quantitative and qualitative studies and surveys.*

d. Sociology, psychology, philosophy and history of women in science

Call for proposals:

*The focus will be on: the functioning of the scientific system from a **gender** perspective; drawing upon disciplines such as sociology, psychology, philosophy and history to improve understanding of **gender** issues in science; examining the influence of **gender** roles and identities, socio-cultural contexts and self concepts in reproducing **gender** stereotypes in science.*

4.3.5.3 Promoting the enhancement of the Gender Watch System and associated activities to promote gender equality throughout the European Research Area.

1 project: GENDERBASIC

Practical tools for mainstreaming and monitoring gender equality. Development and implementation of tools applicable to European research for mainstreaming the gender dimension, and for monitoring its integration.

Call for proposals:

The focus will be on the development of practical tools and approaches to complement and enhance the work being carried out by the Commission within the Gender Watch System.

FP6 - Science And Society Programme - Work Programme 2005

Call FP6-2005-Science-and-society-17

4.3.5 Women and science

Objective: To boost gender equality in research, through stimulating the participation of women in science and technological development; and fostering the integration of the gender dimension throughout European research.

4 projects: FEMSTART, WS-DEBATE, EUROWISTDOM, ADVANCE

4.3.5.1 Stimulating the policy debate at national and regional level and mobilisation of women scientists

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

The aim is to develop synergies between existing actions and policies for promoting women in science at European, national and regional levels, and to support gender equality in scientific institutions and enterprises. At the same time, a broader public debate on women and science will be encouraged, reaching target groups that are still unaware of the issue, both within and outside science. Support will be given, in particular, to promoting dialogue on best gender equality practice between companies, universities and research institutions.

i. The focus will be on stimulating a policy debate on target-setting, including identification of good practices at institutional, national and European levels; encouraging coordinated approaches, including good practices in public-private partnerships, building on the results of the WIR report and giving special attention to the Enwise countries; bridging the gap between policy developments and public understanding of the women and science issue; involving men in the women and science debate; raising gender awareness among scientists; supporting networking initiatives; information and communication activities. Actions designed specifically to promote equal partnerships and strong cooperation with Enwise countries are particularly encouraged.

b. Promoting the participation of women in science decision-making and policy definition. The aim is to stimulate mechanisms for involving women scientists more actively in research management and policy definition at national and European levels.
i. The focus will be on supporting or linking initiatives designed to promote women in decision-making and policy shaping positions, such as: networking; mentoring in career development; role models; specific training and coaching programmes; fast-track systems. Actions designed specifically to promote equal partnerships and strong cooperation with Enwise countries are particularly encouraged.
2 projects: EUMENTNET, ENCOUWOMSCI

c. Mobilising more women for studies and careers in engineering and technology (SET).
The aim is to support sustained actions designed to mobilise young women to take up and pursue studies and careers, particularly in engineering and technological subjects.
The focus will be on: identifying key questions concerning the attractiveness (or not) of careers in these areas; connecting or expanding existing successful initiatives targeting girls and young women; launching new measures, particularly aimed at retaining young women SET graduates at PhD level and at encouraging return to SET occupations20.
3 projects: SET-ROUTES, IFAC, TANDEMPLUSIDEA

4.3.5.2 Developing a better understanding of the gender issue in scientific research

a. Benchmarking of policy measures for gender equality in science
A study to identify and analyse the success of key "women and science" policies and actions in the Member States and associated countries, with a view to benchmarking existing policies and highlighting examples of good practice. This study will take as a starting point the 2002 report "National policies on women and science in Europe", which describes the policies implemented in 30 countries, and will involve upgrading the mapping and opening it to integrate Croatia and the Western Balkans.
Public procurement.

b. Minimising gender bias in the measurement and evaluation of scientific excellence.
Organisation of a conference on gender and scientific excellence, building upon the recommendations of the workshop report "Gender and Excellence in the Making" and on the results of research carried out in 2004-2005.
1 project: ELSA

c. Deepening and broadening the quantitative knowledge base on women and science in Europe.
The aim is to support innovative pilot studies and surveys, designed to complement and enhance existing knowledge and to open up new perspectives for further in-depth work in this field. This may include exploiting new data sources, undertaking feasibility studies and proposing new methodologies.
The focus will be on: research careers, including work-life balance; critical areas where women remain seriously underrepresented, such as engineering, senior academic positions and scientific boards; post-graduate attrition and gender differences in PhD funding; mobility and gender; women as leaders or researchers in innovative enterprises; women as patent originators; gender patterns in ground-breaking research.
3 projects: UNICAFE, ESGI, WIST

4.3.5.3 Promoting the enhancement of the Gender Watch System and associated activities to promote gender equality throughout the European Research Area.

a. Practical tools for mainstreaming and monitoring gender equality. The aim is to develop and implement tools applicable to European research for mainstreaming the gender dimension, and for monitoring its integration.
i. The focus will be on the development of practical tools and approaches to complement and enhance the work being carried out by the Commission within the Gender Watch System; analysing and defining appropriate target-setting strategies for national and European research programmes and policies; developing, implementing and evaluating methodologies for gender budget analysis and gender equality auditing.
1 project: GB_MANAGEMENT

b. Mainstreaming the gender dimension in new or emerging strategic research areas.
The aim is to ensure that gender is taken into account in research content, from the outset, as new strategic research areas are identified.
The focus will be on expert workshops, based on gender analyses of specific new or emerging research areas (eg. foresight, biotechnology, nanotechnology, information technologies, new energy technologies, space and security research) resulting in the publication of policy recommendations.
2 projects: TRANSGEN, WONBIT

FP7 - Science in Society - Work Programme 2007

Call FP7-Science-in society-2007-1

Activity 5.2.1. Gender and research

Objectives 2007-2013: The Seventh Framework Programme demands active promotion of the role of women in scientific research. The objective is to boost gender equality in research, through stimulating the participation of women in science and technological development; and fostering the integration of the gender dimension throughout European Research. This will be done both through gender mainstreaming the Framework Programme and through specific activities. In particular, the Science in Society part of the Capacities programme will contribute to the promotion of women researchers and the promotion of gender equality in European Research. Actions will be based on the knowledge gained through the collection and analysis of sex-disaggregated data since 1999. In the light of progress already achieved, a number of new and continuing priorities can now be identified for future action both at Commission and member state levels. In terms of the participation of women in science, the objectives need to be more narrowly focused, to concentrate essentially on certain disciplines or fields (engineering, entrepreneurship, innovation and technology) or levels (senior and decision-making positions). Areas of action will include gender issues in the definition and measurement of scientific excellence. Furthermore, the role of men in realising progress towards gender equality in science will be examined more closely with a view to better understanding the mechanisms involved, and measures to encourage men to participate actively in promoting gender equality in science will be envisaged. Attention will be given to raising awareness within the scientific community, in the general public and among policy makers. Benchmarking and monitoring will continue to underpin the whole range of actions undertaken.

Area 5.2.1.1. Strengthening the role of women in scientific research

Two distinct activities are developed: firstly the monitoring of participation, which relies heavily on the production and availability of statistics and, secondly, development of mechanisms to support women researchers.

SiS-2007-2.1.1.1 - Survey of positive action schemes in the area of Research Decision-making

Description of Topic: An expert group looking at positive actions to increase the numbers of women in research decision making was established in 2006. The findings of this group will be complemented by a comparative study, including literature review and data analysis, on positive action schemes at institutional and national levels to increase the number of women in public research decision-making in Europe and selected non-European countries, with active

participation of experts from these countries. Please refer to Call Fiche 1 for specific participation criteria for this topic.
Target countries: USA, Canada and Australia
Funding Scheme: Co-ordination and support actions (co-ordinating)
Expected Impact: Targeted dissemination of new knowledge base of positive action schemes in the area of research decision-making. The Commission and Member States and associated countries can develop the most appropriate actions for Europe in the years to come.
1 project: PRAGES

Area 5.2.1.2 Gender Dimension of Research
SiS-2007-2.1.2.1 - Meta analysis of gender and science research

Description of Topic: A meta-analysis will be undertaken of gender and science research made at national and European level on the following topics: (i) horizontal segregation ("choice" issues, causes, perception of SET by girls, etc), (ii) vertical segregation (why few women scientists reach top level positions, glass ceiling, sticky floor, etc.) and (iii) underlying segregation causes and effects (work life balance, pay gap, mobility-related obstacles, etc.). This exercise has several purposes: to get an overview of existing knowledge on these issues in order to compare and summarise the information and to highlight best practices existing in Europe.
The study should include a secondary data collection, a literature review, a compendium of specific initiatives implemented at national, regional and institutional level (mentoring or tutoring programmes, supportive initiatives, etc.) and an analysis of their effectiveness. The analysis should be tailored to the needs of policy makers, providing them with readily useable instruments and methodologies. It should provide on an annual basis a report describing in a concise and synthetic way currently ongoing research and at the end of the project all research since 1980 should have been covered. The research projects and studies analysed should be accessible through a database, which at the end of the project shall be made publicly available.
This study may be followed by a similar one covering the private sector in 2008.

Action in this topic will be launched through public procurement
Indicative budget EUR 2,0 million

Expected impact: To identify blank spots where more research or coordination is needed, and to prepare the ground for sound policy-making based on scientific grounds.

Area 5.2.1.3 Mainstreaming gender in Community research policy and programmes
SiS-2007-2.1.3.1 - Help desk for Gender Mainstreaming

Description of topic: Establish a help desk with training and information packs for project officers, coordinators and evaluators regarding gender mainstreaming in the Seventh Framework Programme.

Action in this topic will be launched through public procurement
Indicative budget EUR 0,7 million

Expected Impact: To increase gender awareness among project applicants, coordinators scientific officers, evaluators and National Contact Points on all aspects of gender mainstreaming through information, training and support to researchers.

Grant to named recipients

14th International Conference of Women Engineers and Scientists - By co-funding this international event, the Commission intends to give the greatest possible visibility to European-based activities on women in engineering and technologies. Results obtained by initiatives and projects funded at European and/or national level will be presented to a worldwide forum for discussion. The ICWES-14 will take place in Lille, France in 2008.

Grant to named recipients - indicative budget: EUR 0,1 million

Expert Contracts

a. Women in Science and Technology (WiST) working group
Following the positive experience with a previous working group constituted of academics and multinational companies, the European Commission will create a new working group composed by companies, experts and higher education institutions focusing on the promotion of a working environment, which allows both women and men scientists to combine family and work, children/private life and career. Special focus will be made on the industrial research sector. Efforts would be made to involve men in the discussion on dual careers and work life balance.
The working group will identify best practices existing in Europe and will assess the measures optimising work-life balance. In cooperation with higher education institutions, initiatives will be identified to better tackle the low interest and high drop-out rate of women in the engineering and technology sectors.
Funding Scheme: Coordination and support actions (expert contracts)
Expected impact: To create guidelines for companies and public sector institutions who intend to optimise their human resources development strategies. To encourage the implementation of better work-life balance measures for researchers.

b. Expert Group on Gender and Excellence
To maintain autonomy and ensure scientific excellence, research decision-making should be based on meritocracy and individual scientific achievements. Scientific excellence, however, is not an absolute term but a composite of several determinants: originality, publications innovative force etc. Gender studies of research policy presented in the report “Gender and

Excellence in the Making" have revealed that the term "excellence" as applied today may hinder women in establishing scientific careers. The discourse on "excellence" needs to be reframed in such a way as to include all scientists, regardless of gender.

Some research has been done on "Gender and Excellence", but the results have not yet been widely disseminated and have not been conclusive. This new expert group will focus on gender issues in the definition and measurement of scientific excellence. Evaluation systems and parameters of excellence employed in a researcher's career chain will be explored from a gender perspective and recommendations will be made.

The outcome of two conferences held in the last quarter of 2006 could be used as a starting point for the expert group, along with the conclusions from the report "Gender and Excellence in the Making".

Funding Scheme: Coordination and support actions (expert contracts)

Expected Impact: The expert group is expected to develop and disseminate recommendations on how to improve the situation, which in turn will raise awareness of this issue in the scientific community and among research policy makers in Europe.

FP7 - Science in Society - Work Programme 2008

Call FP7-Science-in-society-2008-1

Indicative budget amount for calls for proposals: EUR 3.50 million

Objectives 2007-2013: The Seventh Framework Programme demands active promotion of the role of women in scientific research. The objective is to boost gender equality in research, through stimulating the participation of women in science and technological development; and fostering the integration of the gender dimension throughout European Research. This will be done both through gender mainstreaming the Framework Programme and through specific activities. The involvement of men in gender equality in science will be examined more closely with a view to better understanding their role and to encourage them to participate actively in promoting gender equality in science. Attention will be given to raising awareness within the scientific community, in the general public and among policy makers about gender and research. Benchmarking and monitoring will continue to underpin the whole range of actions undertaken.

Area 5.2.1.1 Strengthening the role of women in scientific research and scientific decision-making
SiS-2008-2.1.1.1. Gender management in research organisations

Description of topic: Activities such as targeted workshops, networking, forums, etc. will be funded to identify policies and implementation activities in research organisations on gender diversity management. The objective is to improve the situation of gender diversity in science, by inter alia improving transparency in recruitment, promotion, and nomination. This activity will help analyse the various strategies used for instance to implement the European Charter for

Researchers and the Code of Conduct for their Recruitment, and other similar commitments taken by public research organisations. The main actors to be involved are for instance policy makers, research funding agencies, academies and private sector HR departments, the research community in general.

Funding Scheme: Co-ordination and support action (supporting)

Expected impact: This activity should contribute to changing the attitudes of the targeted audiences with regard to gender diversity in research organisations, and foster change - in particular in terms of increasing the participation of women at the highest levels of research, as well as in the methods used for recruitment and retention of research personnel, both men and women. Methodologies to implement the above mentioned strategies should be proposed. The participation of high level actors is required in order to ensure lasting impact.

2 projects: DIVERSITY, WHIST

Area 5.2.1.2 Gender dimension of research

SiS-2008-2.1.2.1. Influence of the perception of science on study choices

Description of Topic: Does the perception of societal impacts of the scientific and technical curricula have an influence on men and women's attraction towards science? Some studies claim that women scientists are more interested in social or societal-oriented problem-solving, while men are more interested in the accrual of knowledge for its own sake or for economical growth. The objective is to check whether these gendered-based preferences exist and have consequences on the choice of study field made by males and females students. Proposals must collect and analyse literature and data from European higher education programmes to put into question or confirm this statement, and to measure the impact obtained by pilot projects implemented to increase the number of students in certain disciplines.

Funding scheme: Collaborative research projects (small or medium-scale focused research projects)

Expected impacts: This research should yield recommendations to policy-makers on the reorganisation of university curricula at European level (Bologna process), in order to address the gendered horizontal segregation existing between disciplines. Indicators on the relationship between perception and study choice should be provided and measured.

2 projects: HELENA, IRIS

Area 5.2.1.3 Mainstreaming gender in Community research policy and programmes

SiS-2008-2.1.3.1. Gender and leadership in medicine

Description of topic: This topic should be seen in connection with the Cross thematic subject of health (topic SiS-2008-1.2.1.5 Governance in the production of health and medical knowledge). This topic will finance in-depth analysis and a final large-scale conference on the issue of gender and leadership in medicine. According to the "She Figures 2006" publication, on average across the EU, 51.1% of PhD graduates in health and welfare studies in 2003 were women but women

made up only 15.6% of professors in medical sciences in 2004. Few schools, hospitals, or professional societies in the field of medicine have what might be considered a "critical mass" of women leaders, despite the growing pool of women from which to recruit academic leaders. Scientific and medical careers involve considerable personal and public investment, but the potential of many women is not used. Because academic medicine needs all the leadership talent it can develop to address accelerating institutional and societal needs, this wastage is of growing importance. Considering current societal and demographical changes, the long-term success of academic medical research is thus inextricably linked to the development of women leaders. A working group or a forum composed of experts, policy makers and other stakeholders should be created to identify and discuss questions such as: *"How can departments/medical schools/ hospitals emphasise/improve gender diversity in their leadership?", "Which institutional practices tend to favour men over women's professional development, such as defining "academic success" as largely an independent act and rewarding unrestricted availability to work (i.e., neglect of personal life)?", "Will this development imply any major change in the strategic choices, like resources allocation*?" or "*Which changes should be made*?", etc . A final conference should be organised as part of the proposal to present conclusions and recommendations.

Funding scheme: Co-ordination and support action (supporting)

Expected impacts: The analysis and the forum or working group conference should contribute to identifying issues that need further research or in-depth studies. Recommendations should also be identified for stakeholders in the field.

No project funded

SiS-2008-2.1.3.2. She Figures 2009

Description of Topic: The European Commission published comprehensive statistics on the participation of women in science in "*She Figures*" in 2003 and 2006. The next edition is planned for 2009 and should update the data previously collected, and add new information depending on the availability of data at European level.

Funding scheme: Coordination and support action (Public Procurement).

Indicative budget for Commission contribution: EUR 300 000

Expected impacts: This publication is a Europe- wide statistical survey of science graduates and senior researchers to gain a better understanding of issues affecting women's careers in science. It is used extensively in European comparisons and is used as a benchmark by many policy-makers.

Grant to a named beneficiary:
SiS-2008-2.1.3.3 European Platform of Women Scientists (EPWS)

Legal Entity: European Platform of Women Scientists (Brussels)

Created via a European-financed project, the EPWS aims at connecting the networks of women scientists in Europe, and at being the voice of women scientists in Europe and helping them voice their concerns in research policy-making.

Budget to be allocated: EUR 600 000

Objectives expected to be fulfilled: The aim of the financing is to provide support to the Platform to carry out actions such as the up-date and expansion of the electronic platform; promotion support and training actions; organisation of seminars for EPWS members on topics such as management, access to funding, mentoring, or reconciling family and professional life; as well as projects for information and dissemination.

Evaluation criteria: As regards the criteria mentioned in Article 15 of the rules of Participation, the quality of actions/activities foreseen, the appropriateness of the use of funds and the quality of management will be more relevant.

Maximum rate of co-financing: co-financing rates set out in Article 33 of the FP7 Rules for Participation17 will be applied, however the Commission shall finance up to 80% of the total eligible costs, up to EUR 600 000.

FP7 - Science in society - Work Programme 2009

Call FP7-Science-in-society-2009-1

Foremost among the areas in which measures should be reinforced is the presently unacceptable gender imbalance in European research and innovation systems. Given the difficulties of recruitment in many key fields, this represents not just a serious matter of social exclusion, but a severe waste of valuable human resources. The topics presented below are indicative of the actions that could be proposed without leading to duplication with existing activities. Furthermore actions supported under the 2007 work programme in the area of positive action schemes for women in research decision making; and the meta analysis of gender and science research, are expected to lead to follow-on activities for the 2010 work programme.

Activity 5.2.1 Gender and research
Indicative budget amount for calls for proposals: EUR 5.60 million, available for topics
Area 5.2.1.1 Strengthening the role of women in scientific research and in scientific decision-making bodies
SiS-2009-2.1.1.1 Involving research bodies in the debate on gender and research

Description of Topic: The under-representation of women in certain scientific fields and in research decision making positions is well known since a number of years. The EU and several Member States have already developed analysis and recommendations aimed at improving the situation. This topic aims at complementing their work by involving the main players, namely forums of public and private higher education establishments, researchers, science

academies and research organisations (or their representative bodies) in a Europe wide debate on the reasons that limit the participation of women in research.

The purpose is to identify, discuss and implement best practices on gender balance in research and Higher Education institutions. Actions must involve top decision-makers (rectors' associations, ministries, networks of research associations, etc.). By networking, sharing experiences, and organising workshops, the consortium will develop guidelines on a "gender policy" for research organisations. The outcome should be a commitment from the various actors involved to advance the current situation on gender balance in research positions.

Funding scheme: Coordination and Support Actions (Supporting Action). Please note: for the purposes of this topic, the minimum participation condition for the Coordination and Support Action (Supporting Action) is at least 3 independent legal entities. This is an eligibility criterion.

Expected Impact: Stakeholders, R&D policy makers, leaders of research institutions and universities will develop an understanding of the factors that limit the participation of women in research, in specific disciplines and decision-making positions. Practical guidelines should be defined. On the long run, these guidelines should be implemented by the participants and potentially other interested parties. The final objective is to attract the best academics and researchers in European research centres and universities, by changing the way recruitment and career development of women and men occur.

2 projects: GenSET and GENDERA

Area 5.2.1.2 Gender dimension of research

SiS-2009-2.1.2.1 Mobilising science centres and museums on women and science

Description of topic: This topic intends to fund a group of at least 5 museums (in particular science museums or science centres) from at least 5 different Member or Associated States to develop over a period of 3 years a coordinated programme of activities on the role and representation of women in science. The co-ordinated programme could contain debates, exhibitions, science shows, theatre plays, brochures and activities involving the media. These activities should involve children, parents and teachers in the discussions. The different activities should elucidate the question of how much stereotypes and outdated traditions influence the perceptions on women and men in research and how this compares to other professions or roles in society. The activities could also look at how the organisation of European societies can favour different career tracks and societal roles for women and men and what role this plays with regard to careers in science.

Funding scheme: Coordination and Support Actions (Supporting Action). Please note: for the purposes of this topic, the minimum participation condition for the Coordination and Support Action (Supporting Action) is at least 5 independent legal entities, which must be established in at least 5 different Member States or Associated Countries. This is an eligibility criterion.

Impact: The projects should make sure that the situation of gendered perceptions in research is better known by a wider public, and that men and women, boys and girls learn to recognise stereotypes when it comes to gender roles in society. The size of the targeted audiences and the

quality of the material produced should encourage uptake of similar activities after the end of the project. An independent qualitative and quantitative assessment must be included as part of the proposal.

1 project: TWIST

FP7 - Science in society - Work Programme 2010

Activity 5.2.1 Gender and research

Indicative budget amount for calls for proposals: EUR 6.90 million, available for topics

SiS-2009-2.1.1.1 Involving research bodies in the debate on gender and research (€ 4.5 M€), and SiS-2009-2.1.3.1 Women in Science: Euro-Mediterranean Cooperation (€2 M).

SiS-2010-2.1.3-2 She Figures 2012 (€ 0.4 M)

Area 5.2.1.1 Strengthening the role of women in scientific research and in scientific decision-making bodies

SiS-2010-2.1.1-1 Implementing structural change in research organisations/universities

Actions on gender equality in recent years have been mainly small in scope, and focused exclusively on women scientists and how their role and image could be strengthened, through ambassadors' schemes, mentoring activities, networking efforts, etc. Some of these actions have been very visible at the political level and can be considered to have had a fair amount of impact on the decision making sphere. But this does not imply long lasting change. The overall objectives have always been to attract more women into science, engineering, technology, and mathematics and, once there, to retain them by improving their workplace experience and by addressing the factors that lead to frustration and the rejection of long term careers.

In the 2008 Science in Society Work Programme a call was published to fund proposals which identified and analysed European best practices on gender management. The 2009 Science in Society Work Programme contained a topic aimed at encouraging a wide-ranging debate with all major actors invited to discuss and address these issues, especially involving human resources departments or personnel managers. The objective was - and still is - to raise awareness and directly involve the main actors, essentially private and public research and higher education institutions, in the promotion of better employment practices and workplace culture, to integrate equality and diversity. Analysis of factors that limit the participation of women in research, and guidelines on how to implement gender and diversity management, were requested as the final output of the expected proposals.

In 2010 the Commission intends to support actions to implement the change. A group of several research organisations/universities is expected to cooperate on common actions in order to implement the best systemic organizational approaches to increase the participation and career advancement of women researchers. The activities must address the fields of Science, Technology, Engineering and Mathematics (STEM), but other disciplines could also be included. Proposals must include research organisations/universities, which already have

implemented proven and efficient actions on gender-aware management, as well as others who are seeking to gain experience of best practice in this area. The exchange of experiences which should derive from these activities will be considered in the evaluation process.
Each institution must provide a convincing self-tailored action plan in order to implement the necessary structural changes on the basis of its specific problems, followed by actual implementation. In this preparation, the less gender aware entities will profit from the experience of the others, while those with experience could improve their activities – by involving gender management experts, for instance.
Proposals will therefore consist of the identification and comparison of best instruments to tackle specific recognised problems, the development of tailored multi-annual action plans and their implementation.

These action plans should involve activities such as (non-exhaustive list):
- Recruitment, promotion, retention policies
- Updated management and research assessment standards
- Course content development
- Leadership development
- Supporting policies for dual career couples
- Returning schemes after career breaks.

Periodic and final assessment on the efficiency of the implemented plans must be part of the proposal, provided by an external independent evaluator. Final guidelines for other institutions interested in similar structural approaches will be prepared and disseminated. Dissemination activities at regional, national and/or international level must be included in the proposal.
The purpose of the action plans is to provide a management tool to help implement real change which will be of mutual benefit to the institutions concerned and to the career development of women researchers. In consequence, the proposal must also include sufficient evidence that the plans will be implemented in the medium to long term, and that, to this effect, the proposed activities have the full support of the management structures at the highest levels of these institutions. This aspect will be addressed during the evaluation process.
Funding Scheme: Coordination and Support Action (Supporting).
Additional eligibility criteria: for the purposes of this topic, the minimum participating condition for the Coordination and Support Action is at least three independent legal entities from three different Member States or Associated Countries. The duration of the project must be between 3 and 5 years.
Indicative budget for EC Contribution: EUR 4.50 million. The EC contribution will not exceed 70% of total eligible costs. It is envisaged that a maximum of two proposals will be funded.
Expected Impact: The long-term impact of the project should be the development of a more gender- diverse scientific workforce. The implementation of the Action Plans should yield tangible, measurable results in terms of female participation in research at all levels of seniority among project participants. The action should have significant wider benefits across Europe

beyond those accruing directly to project participants. Higher awareness of the issue and dissemination of the guidelines should encourage other entities, external to the consortium, to take up the activities.
Finally, it is expected that the activities carried out within the project continue in the longer run without EC support.

Area 5.2.1.3 Mainstreaming gender in Community research policy and programmes
SiS-2010-2.1.3-1 Women in Science: Euro-Mediterranean Cooperation

In the framework of international cooperation, the Commission is interested in enhancing research cooperation on women in science between the European Union and the Mediterranean Countries.
The 1995 Barcelona Declaration recognised "*the key role of women in development*" in the Mediterranean region, and the need "to promote their active participation in economic and social life, and in the creation of employment". During the 2006 Euro-Mediterranean Ministerial Conference on "*Strengthening the Role of Women in Society*", the Euro-Mediterranean Ministers stressed that equal participation of women and men in all spheres of life was a crucial element of democracy and confirmed that only by the inclusion of all people and determined action will the region's women be able to fulfil their ambitions and aspirations and, by extension, contribute towards the realisation of the underlying objectives of the Barcelona Declaration: the attainment of a common area of peace, stability and shared prosperity in the Mediterranean region.
In the field of external action of Science in Society, it is therefore important to better understand the situation of women in science in this area, taking into account cultural diversities and traditions, and analyse how the ICPC Mediterranean Partner Countries (MPCs) are addressing this issue. Annex 1, the List of International Co-operation Partner Countries (ICPC), contains the list of Mediterranean Partner Countries (MPC): Algeria, Egypt, Jordan, Lebanon, Libya, Morocco, Palestinian-administered areas, Syrian Arab Republic, Tunisia. All of these countries should be included in the scope of the research, unless the proposals demonstrate that no data is available.

The research will therefore provide state of the art description, data collection and relevant comparative analysis of the following topics in all MPCs:

a. Presence of horizontal segregation in science careers. The research will include the issue of choice of scientific subjects by girls and occupational choices by women, the perception and attractiveness of Science Engineering and Technology (SET), the causes underlying these choices (e.g. stereotypes, cultural and social influences, etc.), the causes of success and failure at university level, etc.

b. Presence of vertical segregation in science careers, including barriers for women to reach top scientific positions ("glass ceiling" or "sticky floor"), mentoring / tutoring initiatives, etc.

c. The underlying causes and effects of these two aspects, for instance work-life balance issues, pay gap, mobility-related obstacles, dual careers, evidence of discrimination, working culture, stereotypes, etc.

d. National or regional policies, legislations, and positive actions, as well as the core stakeholders in the above mentioned fields, including government, funding agencies, academia, and civil society organisations.

The proposal must address the role of women in Science, Technology, Engineering, and Mathematics, but other disciplines could be included.
In order to facilitate future targeted comparison with available data from EU Member States and Associated Countries, it is recommended to use existing methodologies and models. For instance, the Meta-Analysis of gender and science research and the Gender Research Database(Gender Research Database: http://www.genderandscience.org) as well as the SHE Figures 2009 publication may be used as a basis for data collection.
A final synthesis report will present the main findings of the various reports on the specific topics and will provide recommendations for policy-makers. All results and reports should be publishable.
Funding scheme: Collaborative Project for Specific International Cooperation Actions (SICAs) dedicated to international cooperation partner countries.
Additional eligibility criteria: At least four legal entities must participate. At least two of the legal entities must be established in Member States or associated countries, but not established in the same Member State or Associated Country; and at least two of the legal entities must be established in ICPC Mediterranean Partner Countries, but not established in the same ICPC country.
The maximum requested EC contribution shall not exceed EUR 2 000 000 and it is envisaged that a maximum of one proposal will be funded.
Expected Impact: The object of this research is to increase knowledge on gender issues in science and increase interest on this topic in the targeted countries, allowing further development of research cooperation in the field. The results will inform policy-makers on the topic of women in science in all MPCs**.**

SiS-2010-2.1.3-2 She Figures 2012

The European Commission published comprehensive statistics on the participation of women in science in "*She Figures*" 2003, 2006, and 2009. The next edition is planned for 2012 and should update the data previously collected, and add new information depending on the availability of data at European level. An important part of the task will concern an analysis of

the R&D, labour, and education data collections in the different EU Member States and Associated Countries. The main deliverables will thus be the She Figures 2012 publication; and a selection of commonly accepted definitions for the main indicators relating to Human Resources in Research and Development activities.

Funding scheme: Coordination and Support Action (Public Procurement). Please refer also to Table 3 on page 47 for more information on the public procurement procedure.

Indicative budget for Commission contribution: EUR 400 000

Expected impact: This publication is a Europe- wide statistical survey of science graduates and senior researchers to gain a better understanding of issues affecting women's careers in science. It is used extensively in European comparisons and is used as a benchmark by many policy-makers.

ANNEX V
“Science and/in Society” gender projects

ANNEX V "Science and/in Society" gender projects

The projects have been grouped under 7 objectives:

1. Analysis of scientific careers
2. Awareness raising
3. Mainstreaming (certain fields / knowledge production)
4. Mentoring and training
5. Networking
6. Structural change
7. Non-public research

1. ANALYSIS OF SCIENTIFIC CAREERS

Title	Encouragement to Advance – Training Seminars for Women Scientists
Acronym	**ENCOUWOMSCI**
Call reference	FP6-2005-Science-and-society-17
Project Duration	01-10-2006 to 31-12-2008
Keywords	Empowerment, career training
Total project cost	EUR 475 980
Objectives	The project intended to raise the proportion of female scientists in senior positions at universities and in research. It aimed at encouraging and empowering female post-docs to apply for professorships on a European level, gathering experts and knowledge from six European countries (Austria, Belgium, Czech Republic, Germany, the Netherlands, and Switzerland) since these countries have similar appointment structures, and thereby striving to enhance mobility in the European Research Area.
Results	The project offered twelve four-day long application and career training seminars for women scientists holding their Ph.D. for at least four years and intending to apply for professorships. A total of 112 participants took part, in small groups, in an intensive training on application procedures in the six targeted countries. An international team of trainers accompanied the group, experts from the target countries were invited to give further information on application procedures in informal evening lectures. Despite the short duration of the project, the outcome in terms of encouraged women scientists was high: 68% of the participants from Humanities, Social and Cultural Sciences and 48% of the participants from Natural Sciences and Medicine stated that they applied, either again or for the first time, for professorships after taking part in the training. They felt empowered by being trained in essential parts of the application processes and became well informed about appointment procedures in different countries. A final conference took place in Brussels and was organised in cooperation with the EU-project «Advanced Training for Women in Scientific Research» (ADVANCE), in June 2008, entitled «Supporting Women in Scientific Careers».

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Coordinator	GESIS Gesellschaft Sozialwissenschaftlicher Infrastruktureinrichtungen e. V. - Center of Excellence Women and Science (CEWS) - Germany
Contact (website)	http://www.cews.org/encouwomsci/ (no longer available) http://www.gesis.org/cews/

Title	Higher Education Leading to Engineering And scientific careers
Acronym	**HELENA**
Call reference	FP7-Science in Society–2008-1
Project Duration	01.04.2009 – ongoing (total duration 30 months)
Keywords	Scientific careers and choices
Total project cost	EUR 1 212 330
Objectives	The overall objective is to get Higher Education institutions to change their Science and Technology study programmes to be more gender-aware and «woman-friendly», thus encouraging more women to choose scientific careers. In particular, the project aims at: - identifying and analysing relevant interdisciplinary Engineering and Technology degree courses in different European countries; - analysing the students' perception of interdisciplinary and traditional E&T degree courses; - evaluating the effectiveness of existing pilot projects, developing and measuring indicators on the relationship between perception and study choice - sharing good practice identified through this experience, producing recommendations on the reorganisation of university curricula at European level (Bologna process); - disseminating results through a «how to» guidebook and monitoring indicators. After analyzing the existing situation, each institution will choose the measures that seem the most realistic and appropriate to its particular case, while implemented measures will have to encourage a global approach from engineering education institutions. They will be intended at the same time for students, faculty and staff and consider transitions from secondary education to higher education and from higher education to academic and industrial professional spheres. The project started with the analysis of the state of the art and background information collection on career choice and gender, including key sources of data, statistical indicators and literature from existing research.
Results	Results are not yet available.
Coordinator	Siauliai University, Lithuania
Contact (website)	http://www.fp7-helena.org/

Title	Interests & Recruitment in Science. Factors influencing recruitment, retention and gender equity in science, technology and mathematics higher education
Acronym	**IRIS**
Call reference	FP7-SiS-2008-1
Project Duration	01.05.2009 – ongoing (total duration: 36 months)
Keywords	Scientific careers, choices
Total project cost	EUR 1 284 514
Objectives	The overall objective is to develop more knowledge and recommendations - informed by evidence - on how young people, and girls in particular, may be attracted to, and retained in, Science-Technology and Mathematics higher education The project will the examine for causes and cures: school science, youth culture, HE STM curricula and recruitment methods, research department culture, PhD study choice, employment patterns. It will collect data for international comparison. The aims are: - to stimulate informed discussions, and give advice to policymakers concerning recruitment and retention of more young people (esp. young women) to STM education and careers. - to get HE institutions to change their S&T study programmes to be more gender-aware and «woman-friendly», thus encouraging more women to choose scientific careers. The project started with a review of theoretical perspectives and empirical findings regarding recruitment initiatives inside and outside school. The literature relating to girls and science education is vast and much of it has focused on gender differences in the enrolment of boys and girls in the physical sciences and engineering, especially physics, in higher education. Although the studies that have been published differ considerably in scale, methodology and rigour, the factors in play seem to be well-established. They include students' social and economic background (including ethnicity), prior attainment at school, students' perceptions of subject difficulty and of their own competence, gender stereotyping, school factors (including teaching quality), parental influence, and students' interest in/attitudes towards science.
Results	Results are not yet available.
Coordinator	University of Oslo, Norway
Contact (website)	http://iris.fp-7.org/about-iris/

Title	Empowering Women Engineers in Industrial and Academic Research
Acronym	**PROMETEA**
Call reference	FP6-2004-Science and Society-10
Project Duration	01.11.2005 – 31.12.2007
Keywords	Empowering
Total project cost	EUR 1 220 000

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Objectives	The aim of the project was to develop a better understanding of gender issues in engineering and technology research settings, in order to propose effective measures and recommendations to empower women engineers' careers in academic and industrial research in Europe. It focused on: - Gender dynamics of male and female careers, comparisons between different fields of engineering and their interrelations, recruitment, full-time and part-time, survival curves and tenure, vertical segregation, pay gap, school to work transitions, professional/ private life balance, double careers patterns. - Differential effect of organisational cultures on male and female careers. - Recognition of excellence in engineering and technology research, impact on female and male careers: the gate-keepers and gate-keeping in research funding committees, women's and men's success rates in research funding, analysis of scientific publishing and publicity, patents, experiences of «excellent women» at the top of technological research, prizes and awards in technology and engineering. - Identification and evaluation of good practice
Results	Together with the state of the art in each of the 13 countries participating to the project, with all qualitative and quantitative data collected and compared, an interesting result was the audit and evaluation of the existing practice and policies aiming at improving the retention and progression of women in engineering research (career support and development, work-life balance, etc.). In all areas, and in most of the organisations studied, they found that the uptake and impact of these policies «on the ground» was very limited and uneven. The analysis identified two main reasons for this gap between policy and practice. First, organisations are not putting sufficient commitment and resources behind the policies for them to meet their stated objectives: more effective promotion, implementation and follow-through of the policies is needed, including monitoring and evaluation of progress made. Second, many of these policies meet with resistance from both women and men staff - partly because of gender stereotypes and norms, partly because of a (generally misplaced) perception that women are getting «preferential treatment», and partly because of the *in/visibility paradox* facing women in engineering. Organisations were advised to actively promote gender equality and diversity objectives if they were to achieve the necessary "culture change" - in terms both of gender awareness and organisational change. In this way, staff across organisations could be persuaded to "buy in" to the need for intervention, and line managers to "lead by example" rather than blocking change.
Coordinator	Conférence des Directeurs d'Ecoles et Formations d'Ingénieur, CDEFI – France
Contact (website)	http://www.prometea.info/

Title	Survey of the University Career of Female Scientists at Life Sciences versus Technical Universities
Acronym	**UNICAFE**
Call reference	FP6-2005-Science-and-society-17
Project Duration	01.11.2006 – 31.12.2008

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Keywords	Empowerment, careers
Total project cost	EUR 423 920
Objectives	The aim of the project was to carry out an innovative pilot survey to enhance existing knowledge on career patterns of female scientists in engineering and life sciences in seven universities in six countries, with special regard to careers, leading university positions, access to funding, mobility and work-life balance. Specific objectives were the following: - To support the preparation of equal opportunities policies and the implementation of gender mainstreaming in daily practices - To reach efficient benchmarking and monitoring of gender mainstreaming policies and practices at the university level. - To encourage university managements to introduce gender sensitive statistical data collection to be carried out yearly, including yearly recruitment statistics. - To put forward recommendations to university leaders about the enhancement of the role and place of women scientists - To raise awareness on the difficulties female researchers face during their career.
Results	After having defined a clear methodology and a survey guide to determine common indicators to be used for the survey, an empirical survey was implemented in the participating universities. It had four main components: sex-disaggregated data collection on the academic staff per faculty; an on-line questionnaire consisting of 90 questions distributed among the researchers at the partner universities; *interviews* with 8 female and 8 male researchers about their life and professional experiences, the most interesting were expanded into case studies. A synthesis report integrated the most important findings and compared them, among universities and between the two concerned scientific fields (engineering and life sciences). Conclusions were drawn and policy recommendations were formulated with respect to possible actions to be carried out at universities to implement gender mainstreaming: The project formulated conclusions about the university atmosphere in the countries involved, shed light on the obstacles women face in the different scientific fields and countries, and opened up the field for further studies based on the methodology and findings of this pilot action. University reports and the synthesis report in national languages would help university managements to deal with the problems and tasks related to gender mainstreaming.
Coordinator	Hungarian Science and Technology Foundation, Hungary
Contact (website)	http://www.unicafe.ee /

Title	Understanding Puzzles in the Gendered European Map: Brain Drain in Physics through the Cultural Looking Glass
Acronym	**UPGEM**
Call reference	FP6-2004-Science and Society-10
Project Duration	01.09.2005 – 30.09.2008
Keywords	Careers
Total project cost	EUR 935 939
Objectives	The aim was to identify relevant local cultural-historical processes behind the frustration of female physicists which leads them to leave or plan to leave the field of physics at universities, even though they have the same formal qualifications as their male colleagues. In observing the gendered European map we identify the informal aspect that shape career paths in academic workplaces in various cultural contexts. We also demonstrate how scientific endeavours are interwoven with social and cultural changes as well as changes in the understanding of the discipline of physics
Results	The first project results are presented in *Draw the Line! Universities as workplaces for male and female researchers in Europe,* which contains national studies from Finland, Poland, Estonia, Italy and Denmark of shared themes such as competition, identity, career path and work environment. The lack of female scientists has often been discussed with a reference to the metaphor of "the glass-ceiling". In a second publication "Draw the Line! International Conference Papers, proceedings and recommendations" they describe a variation in how high or low the glass ceiling is nationally. This publication also presents speeches from most of the conference speakers as well as the UPGEM partners' recommendations addressed to the European Commission. The UPGEM partners recommend more effective policies countering the lack of careers of female physicists; the first step in this process is to break the cultural patterns of connections that obstruct female scientists' career tracks. In the third publication, "*Break the Pattern! A critical enquiry into three scientific workplace cultures: Hercules, Caretakers and Worker Bees"*, they explained why it is comparatively easier to attract female students and keep female scientists on the career track in eastern and southern European countries than in the North, and that career paths seem to follow different patterns connected to cultural and historical changes. They discussed the processes of exclusion of female physicists in relation to "physics as culture" and "physics in culture". They said also that the glass ceiling is generated by clusters of cultural models forming different sets of ideas about how women and physics might be connected. By identifying clusters of interrelated cultural models, 3 ideal type scientific cultures were identified, called the Hercules culture, the Caretaker culture and the Worker Bee culture. All three culture types are found in each of the national settings in the project, but some can be argued to be more predominant in certain national cultures compared to others. The ideals of the scientific cultures shape the female physicists' career paths differently. We also discuss how the national construction of "class"-versus "gender"-societies can contribute to different possible career paths. >>>

	The puzzle of gendered career paths is thereby connected to cultural patterns found in the discipline of physics as well as in national cultural historical processes.
Coordinator	Aarhus University, Denmark
Contact (website)	www.upgem.dk

Title	Women in Construction scientific Research
Acronym	**WOMEN CORE**
Call reference	FP6-2004-Science and Society- 10
Project Duration	01.04.2006 – 30.09.2008
Keywords	Careers
Total project cost	EUR 1 671 900
Objectives	The overall objective was strengthening women scientists' participation in construction research in Europe by means of: enhancing the knowledge of women and their influence in construction research, identifying main research areas attractive from women's perspective and identifying and assessing gender-specific needs of R&D in construction sector. Construction research was defined according with the European Construction Technology Platform (ECTP), considering seven focus areas: Cities and buildings; Underground Construction; Networks Systems; Cultural Heritage; Quality of Life; Materials; and Processes and Information and Communication Technologies. According to this definition, the core academic disciplines related to construction research are: Architecture; Urban Planning; Mechanics including fluid mechanics and dynamics; Building structures; Water management and structures; Transport organisation and structures; Environmental engineering; Construction and economic Management; Building physics; Construction Technology and Organisation; Information Technologies; Heating, cooling, ventilation, electricity (HVAC) and networks; and Geotechnics, underground structures. Around 1500 European research institutions devoted to construction have been identified and classified into four main categories: Higher education institutions, research centres, construction companies (SMEs and LEs), networks and government institutions.
Results	The analysis done in WOMEN-CORE was focused on three different targets in construction research: a) individuals, b) institutions and c) content of research. From the findings, a set of recommendations were prepared to overcome the difficulties met during the analytical work - as well as offer specific means which may improve women's careers in construction research. Different key groups could benefit from them: policymakers at European, national and local level, stakeholders in the construction sector, research institutions (HEI, public and private research centres and industry) and individual researchers.

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	The network ENCORE, Equality Network for Construction Researchers in Europe, was launched in December 2009 as result of the project.
Coordinator	Fundacion Labein, Spain
Contact (website)	www.**women**-**core**.org

2. AWARENESS RAISING

Title	Central European Centre for Women and Youth in Science
Acronym	**CEC-WYS**
Call reference	FP6-2002-Science and Society - 1
Duration	1 March 2004 – 28 February 2007
Keywords	awareness raising, networking, policy mapping, policy monitoring
Total project cost	EUR 699 860
Objectives	The objective of CEC-WYS is to empower women and young scientists in Central Europe and to contribute to achieving gender equality in R&D. objectives were: - To increase women scientists visibility and participation in advisory boards and scientific committees and in national, European and international research - to increase the participation of women in decision-making and evaluation procedures of Framework Programme funding - to foster reflective practices by raising awareness of the implications of gender dimension of scientific research - to develop scientists' skills in incorporating this practice into their research ideas and methodologies - to encourage policy development at national level on women in science - to prepare young researchers to take ownership of their research projects, and develop their skills in communication and the responsible conduct of research, and provide them with the skills to become effective supervisors and mentors - to mobilise and network young scientists in order to advocate their interests in a policy debate particularly from a regional and gender perspective
Results	- Awareness was raised and understanding among the scientific community on issues facing women and young scientists by developing communication tools; organising workshops and press conferences to publicise the reports; raising the topic in the media; holding a conference "Science Policies Meet Reality: gender, women and youth in science in Central and Eastern Europe"; >>>

	- Visibility was increased and opportunities of women scientists by developing a database of 787 Central European women scientists; conducting publicity, marketing and evaluation exercises; developing the available information to encourage women to submit for FP6 funding or to register as evaluators - Reaching for scientific excellence by reducing gender bias in research was promoted and obtained by organising workshops were 63 participants were trained on the inclusion of the gender dimension in research, reducing gender bias in life sciences research and women and gender in ICT; the manual "Why Gendered Science Matters – how to include gender dimension into research projects" was prepared and disseminated - Seminars (for 26 early career stage researchers) were organised to empower researchers via capacity building, communication training - Contributing to policy development by conducting lobbying activities concerning the Enwise report recommendations; interviewing senior policy makers, researchers and journalists; using the interviews as a basis for writing and disseminating national Enwise follow-up reports and International Comparative Summary Report; writing a report and conducting a mapping exercise on the position of early stage career researchers
Coordinator	Czech Academy of Sciences - (Narodni Kontaktni Centrum – Zeny a Veda) NKC – Czech Republic
Contact (website)	http://www.cec-wys.org

Title	Women in Science: Mainstreaming Gender Equality in the European Research Area
Acronym	**ERA-GENDER**
Call reference	FP6-2002-Science and Society-1
Project Duration	01.09.2003 - 31.03.2004
Keywords	Awareness raising
Total project cost	EUR 39 855
Objectives	The Conference, held in Rome on December 3rd, 2003 was one of the events included in the Programme of the Italian Presidency of the European Union (July to December 2003). The Conference aimed at implementing the policy debate at national, cross-national and European level on three main topics: - the presence and role of women in science (through a comparative analysis of available statistics and appropriate indicators), - the identification of the know-how to form gender competencies (in relation to both the promotion of specific new training areas and the introduction of gender aspect within traditional disciplines), - the visibility of women researchers (women's participation in scientific information and public understanding of science, fostering a better and tighter interaction between the media and female scientists).

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Results	The adoption of a conclusive paper identifying key issues and policies, best practice and new tools as a contribution to the Helsinki Group Work Plan in order to build a consensus for future action and initiatives
Coordinator	Università degli Studi Roma Tre, Italy
Contact (website)	Not available

Title	**European Women in Science TV Drama on Message**
Acronym	**EUROWISTDOM**
Call reference	FP6-2005-Science-and-Society-17
Project Duration	01.10.2006-01.10.2007
Keywords	Awareness raising, TV Drama
Total project cost	EUR 319 300
Objectives	The target to initialise an intensive awareness-raising process and to promote information exchange between writers, producers, and TV executives on the one hand and scientists, researchers and engineers on the other hand. At the centre of this project was selecting and rewarding scripts with SET contents and female role models, followed by scientific advice and support for the authors and marketing for the production companies and broadcasters. In particular: - To build on the proven success of the UKPAWS (Public Awareness of Science and Engineering) project, conducted in the UK and to use the existing EuroPAWS model of raising awareness to create new TV drama material that concentrates specifically on presenting female role models in science, engineering and technology (SET) - To conduct activities there so as to "kick start" engagement with the issue amongst TV writers, producers and broadcasters and to start to establish a SET/TV dialogue on the Issue - Also to conduct activities across a European axis that involves other countries varying in culture and size so as to establish the basis of a pan European dialogue and the basis for a critical mass of TV drama production that is on message. - To spread information, interest and dialogue across Europe about the opportunities in TV drama and the role it can play in promoting an enhanced role for women in SET via an existing Europe wide network of members of consortium partner organisations Euroscience (scientists interested in public understanding of science) and EuroMEI (international union of writers and producers guilds).
Results	The project focused on selecting and rewarding scripts with technical-scientific contents and female role models, the authors then were able to consult experts on science issues while the production companies and TV stations were supported in their marketing efforts. The project was accompanied with intensive PR work: this included an international conference with top experts at the launch of the project in Berlin.

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	Here, for the first time in Germany, the issue concerning the under-representation of women in SET professions was successfully carried beyond science and politics into the media and it was thoroughly discussed which role TV, and in particular the entertainment formats, could have in creating a positive professional image and role models. Interested writers were invited to enter upon a direct and intensive dialogue with scientists. These contacts turned out to be very productive in furthering the process and demonstrated how big the need is to supply writers with information. In order to successfully develop plots, the scientific field as a professional environment needs to be explored, for which it is difficult to obtain information in trade literature.
Coordinator	Femtec. GmbH – Germany
Contact (website)	http://www.eurowistdom.eu/

Title	Gender Debate in the European Research Area
Acronym	**GENDERA**
Call reference	FP7-Science in Society-2009-1
Project Duration	01.11.2009- ongoing (total duration 30 months)
Keywords	Awareness raising
Total project cost	EUR 798 666
Objectives	Overall objective: to facilitate the implementation of gender balance in science and create an enabling environment to integrate the gender dimension into science policy throughout Europe Specific objectives: - Experiences in gender equality policies and activities on gender balance in different research organisations (from the higher education sector, the government sector and the business enterprise sector) will be collected and analysed. - Best practices for the empowerment of women to get to the top of research organisations and scientific committees, as well as the factors limiting the participation of women (with special regard to the conditions of recruitment and career development) will be identified and discussed with top policy and decision makers and other stakeholders at national and European level. - Guidelines and recommendations will be developed and formulated. Results should serve as input to the projects financed under the 2010 topic on gender in research organisation where the focus is more on commitment and implementation
Results	Results not yet available
Coordinator	Hungarian Science and Technology Foundation, Hungary
Contact (website)	http://www.gendera.eu/

Title	Increasing capacity for implementing gender action plans in science
Acronym	**GenSET**
Call reference	FP7-Science in Society-2009-1
Project Duration	01.09.2009 – ongoing (total duration 30 months)
Keywords	Awareness raising
Total project cost	EUR 1 198 630
Objectives	The goal of GenSET is to develop practical ways in which gender knowledge and gender mainstreaming expertise can be incorporated within European science institutions in order to improve individual and collective capacity for action to increase women's participation in science. This will be achieved by facilitating a sustainable, collaborative dialogue between gender experts and science leaders to agree on practical guidelines for implementing gender action plans within existing institutional mechanisms. Linking gender equality to research excellence raises the status of the under-representation problem above the currently preferred tendency to see it just as "women's career" issue. It will help locate the issue within an important range of institutional mechanisms involved in highly significant developments in research, namely: 1. Focus on user-centred technological innovation 2. Emergence of new collaborative environments 3. Disappearance of national borders for researchers 4. Cross-European accreditation of university degrees 5. Cross-disciplinary nature of research and IPR 6. Emergence of an "open innovation model" 7. Influence of civil society organisations on directions for innovation 8. Establishing trust in highly complex and diversified knowledge societies 9. Emergence of innovation in the service sector, SMEs and the community (social innovation). Involved in the debate will be 100 European science stakeholder institutions, 15 international gender experts, and eight European strategy decision-makers. Together with the Consortium, they will work towards improvements in five key areas where gender bias disadvantages women's participation in science: 1) assessment of women's work; 2) recruitment and retention; 3) science knowledge-making; 4) research process; 5) science excellence value system. The dialogue will be facilitated by GenSET consortium through a range of capacity building support activities, including consensus seminars, interactive workshops and dissemination and valorisation events. The outcome will be increased capability of European institutions to implement gender equality policy recommendations and a strengthened position on research excellence in the European Science Area.
Results	Results are not yet available.
Coordinator	Portia Ltd. – UK
Contact (website)	http://www.genderinscience.org/

Title	Towards Women In Science and Technology
Acronym	**TWIST**
Call reference	FP7-SCIENCE-IN-SOCIETY-2009-1
Project Duration	01.01.2010 – ongoing (total duration 36 months)
Keywords	Awareness raising
Total project cost	EUR 2 755 692
Objectives	The project aims at raising awareness of the role and representation of women in science and technology throughout science centres and museums in Europe. A major aim of the project will be to create and develop innovative activities and exhibitions in the science centres targeting the general public and the schools, in order to create debates and ignite on-going discussions. The target group of the project includes young people, teachers and parents, as well as the general public. The project will develop an exhibition constituted by a virtual puppet and a database with videos of women scientists. The exhibition will be presented in 7 science centres. Also, all science centres concerned will launch three days of activities on gender and science. Another activity will be the establishment of a national Science Gender Day on International Women's Day (8 March). Finally, the project will hold teacher training and produce guidelines for communication activities on women in science to be implemented by science centres and museums. Expected results include: the exhibition module and the database in the 7 science centres; the dissemination of the project via the ECSITE network of science museums, partner in the project; the guidelines for teachers, science centres and other relevant institutions and persons.
Results	Results are not yet available.
Coordinator	Center for Formidling af Naturvidenskab og Moderne Teknologi - Fond (Experimentarium) – Denmark
Contact (website)	Not available yet

3. MAINSTREAMING

Title	Conference «Excellence in the Life Science Area»
Acronym	**ELSA**
Call reference	FP6- 2005-Science and Society – 17
Project Duration	1 April 2006 - 31 January 2007
Keywords	Scientific excellence
Total project cost	EUR 53 202

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Objectives	Finding better systems for promoting equal opportunities in science would greatly strengthen scientific performance around the world. Hoping to assist in this development, a conference was organised focusing on the achievements made and the challenges remaining, particularly in the Life Science Area.
Results	The conference, held in Stockholm in October 2006, made it possible for researchers and decision-makers to share good practice and experiences in assessing scientific excellence. The speakers addressed the aspects of excellence and gender in a wide range of themes, for example: Representatives of public and private granting bodies shared their practices in how to ensure transparency and accountability in order to finance excellent research. Peer review is an essential part of assessing research, in recruiting scientists and financing research projects. Peers, acting as gatekeepers to resources and positions, exercise power within the scientific community. The financing agencies represented all perceived a key challenge in the slow progress of women reaching senior scientist positions. The dilemmas of decision-making at universities were addressed: even if a university's management can provide an infrastructure for excellence, excellent research is performed by talented individuals. Recruitment to faculty positions thus plays a key role in achieving and maintaining excellence at universities and research institutes. In order to ensure fair selection and recruitment, the European Commission has established a number of principles for attractive and sustainable research careers, summarized in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. However, in order for the Charter and Code to achieve their purpose, European universities and granting bodies must implement these principles in their activities. Defining evaluation criteria for achieving and maintaining excellence in research is essential: representatives from the top international Nature and Science magazine shared their strategies for successful identification and publication of high-quality and excellent research. What constitutes excellence in science was addressed by several speakers. Recommendations given and experiences shared by speakers should be taken into consideration around Europe, and will add to the development of a thriving European Research Area accessible to all.
Coordinator	Karolinska Institutet, Sweden
Contact (website)	http://ki.se/ki/jsp/polopoly.jsp?d=3309&l=en (no longer available)

Title	Gender Budgeting as an Instrument for Managing Scientific Organisations to Promote Equal Opportunities for Women and Men – With the Example of Universities
Acronym	**GB-Management**
Call reference	FP6-2005-Science-and-society-17
Project Duration	01.09.2006 - 31.08.2008
Keywords	Mainstreaming, Gender budgeting
Total project cost	EUR 215 250
Objectives	The project focused on universities in three Member States: Austria, Germany and Poland, and on the analysis of their budgeting process. The idea was to question how the budgeting process works in scientific organisations. After a comparison, the project tried to answer the question: in which part or parts of the process could gender budgeting be implemented to achieve a gender responsive budgeting in universities?
Results	The main findings show that important aspects of the universities' reforms, like transparency, target-oriented governance and financial control are perceived as good starting points for gender equality as well. And the objectives of the new academic steering models, e.g. providing transparency concerning the use of funds, the assignment of funds, and the objectives achieved, are partially compatible to some objectives of Gender Budgeting. However, a high degree of resistance is to be expected as the reforms are nevertheless interwoven with a very traditional organisational culture in science. They found that financial matters were generally labelled as purely technical procedures which only financial experts can understand. In this way, political dimensions are excluded from budgeting decisions. In addition decision making concerning budgeting is generally a male dominated process, where women are only marginally included. The result is a general lack of gender awareness and a demand for sensitisation in order to have a successful implementation of Gender Budgeting. The open-mindedness towards gender equality at the universities is not always followed by an appropriate readiness to really act on behalf of this aim. Other obstacles were the insufficient transparency of the budgeting process and the fact that there is too little incentive or too little power to actively introduce Gender Mainstreaming and Gender Budgeting in the organisation.
Coordinator	Frauenakademie München e.V. - Germany
Contact (website)	http://www.frauenakademie.de/projekt/eu_gender-budgeting/gender-budgeting_intro.htm

Title	Promoting the integration of the gender dimension in basic research in ERA/FP7
Acronym	**GenderBasic**
Call reference	FP6-2004-Science and Society-10
Project Duration	01.09.2005 – 30.04.2007

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Keywords	Mainstreaming, awareness raising
Total project cost	EUR 209 782
Objectives	The objective of the project was to raise awareness of the gender dimension in basic/preclinical research in the life sciences, and aimed at establishing an innovative change of current research practices by compiling solutions to current problems that life science researchers face when integrating the gender dimension. More specifically the project aimed at supporting researchers and evaluators and EU services to integrate the gender dimension. The support for scientists involved in health related research (with a focus on basic and clinical research) consisted of practical tools, relevant examples and best practices as regards paying attention to sex and gender in the contents of their research. Specific objectives were: - Inventory of problems researchers experience when integrating gender issues in their basic and clinical research projects. - Identification of relevant experts in basic life sciences research, clinical researchers, epidemiologists, social scientists and gender researchers in life sciences. - Inventory of solutions for integration of the gender dimension in basic and clinical research - Development of practical tools for researchers to integrate gender issues in research and research plans
Results	The most important activity of GenderBasic was the Expert Meeting held in January 2007 in Maastricht. The meeting created great enthusiasm among the participants and a real exchange took place between researchers from various backgrounds. The sincere commitment of the male experts was particularly striking. Most life sciences researchers were familiar with the concept of sex differences but confessed that the effects of socially constructed gender had until recently, received too little attention. This may partly explain why a literature search using the search term *gender* mainly retrieved articles on sex differences. The prominent result of GenderBasic has been the publication of all 10 reviews, prepared for its Expert Meeting, in Gender Medicine, Volume 4, Supplement B, December 2007. As a whole the project resulted in three major scientific accomplishments. - It stimulated and promoted research into sex differences - It stimulated research into workings/ mechanisms/effects of gender as visible - It highlighted interaction between sex and gender and granted gender a prominent place in future research.
Coordinator	Centre for Gender & Diversity, Maastricht University - The Netherlands
Contact (website)	www.GenderBasic.nl

Title	Knowledge, Institutions and Gender: an East-West Comparative Study
Acronym	**KNOWING**
Call reference	FP6-2004-Science-and-Society-10
Project Duration	01.01.2006-31.12.2008
Keywords	Mainstreaming gender in knowledge production
Total project cost	EUR 984 107
Objectives	The objective of the project was to explore the practices of knowledge production and organisation of research in the changing research environment with a specific attention paid to gender, east-west specificities and more broadly centrality-peripherality dimension, and research careers. It conceived of gender as implicated in the fabric of science itself, not as an added-on social characteristic or political concern. The study aimed at encompassing two comparative perspectives: two scientific fields (social sciences and biosciences) and five partner countries. This diversity of research sites would have allowed for questioning and analysing of a number of features of epistemic practices and cultures and national research systems which are normally taken for granted both by science policies and also social students of science. The objectives were: - To examine the production of knowledge contexts and cultures, including the role of gender, from an "East-West" perspective, - To identify structural and institutionalised practices and procedures, including standards of excellence, that hinder and/or promote the equal participation of women in science, - To encourage the establishment of feminist science studies in the partner countries, especially in the new EU member states - To influence policy on higher education and research and development at the national and EU levels in order to promote gender equality and increase the engagement of young people in science
Results	The project's conclusions and recommendations pointed to some of the difficulties entailed in the current direction of R&D and higher education transformations, and the negative impact they may have on research careers, especially of women, and research in general. These recommendations are based on the observation that research and research organisations are becoming more competitive and speed has become a central preoccupation; strong boundaries are being erected, and (value) orders implemented which makes research careers uncertain, precarious and stressful, and thus fairly unattractive. And, despite the attention paid to the position of women in science and the attempts at increasing the number of women in research and development, the organisation of research with the attendant values and norms as well as systems of accountability, are re-enforcing the masculine nature of the organisation of research.

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	This is also visible in the divorce of «women in science» policies from the wider policy concerns in the area of research, development and innovation. Thus a fundamental re-thinking of the approaches to and treatment of the gender equality agenda is required if any substantive change is to be achieved.
Coordinator	Czech Academy of Sciences, Czech Republic
Contact (website)	www.knowing.soc.cas.cz

Title	Gender mainstreaming European Transport Research and policies. Building the knowledge basis and mapping good practises.
Acronym	**TRANSGEN**
Call reference	FP6-2005-Science-and-society-17
Project Duration	01.10.2006 – 31.12.2007
Keywords	Mainstreaming
Total project cost	EUR 160 211
Objectives	The main objectives were to carry out a *mapping of research* in the field of transport and gender, a *mapping of policy initiatives* in the field of transport and gender, as well as develop a set of *policy recommendations* in the area.
Results	The *mapping of research* was initiated with the definition of the main parameters for delimiting the field in which a literature search was to be carried out. A full literature search was carried out in selected databases: this produced a rather large mass of materials. This was read and processed, and a relevant sub-categories and themes were identified to develop a suitable framework in which to present results. The *mapping of policy initiatives* was based on internet searches, a literature search as well as advisory boards and other contacts. This work actually proved more difficult than anticipated, as what initiatives there are, are fragmented, local, and proceed with little co-operation or networking between them. Materials about these projects were obtained via the net or direct contact. The initiatives were subdivided using the themes developed in the literature search, and the material was read and processed using a common approach to structure the presentation of projects. A full list of all found projects is published on the webpage. The *gender screening of transport related research and advisory boards* included the identification of relevant bodies at EU and national level. The screening proved successful, and extensive analysis was carried out depicting the gender balance amongst members of these boards at EU level, as well as at national level, using Denmark as a more detailed case, looking at regional level as well as more in depth at the research boards. The mappings and the screening are available on the website. A set of policy recommendations was developed and presented in a final workshop which was held in June 2007.
Coordinator	University of Copenhagen - Denmark
Contact (website)	http://www.sociology.ku.dk/koordinationen/transgen/.

Title	Women on biotechnology - Scientific and feminist approaches
Acronym	**WONBIT**
Call reference	FP6-Science and Society-17
Project Duration	01.10.2006 – 30.11.2007
Keywords	Mainstreaming, Awareness raising
Total project cost	EUR 288 252
Objectives	It aimed at organising a conference to promote dialogue among women interested in biotechnology, either from a feminist or a professional perspective. A public debate was to be engaged and policy recommendations produced for stakeholders.
Results	The conference took place in Rome, 21-23 June 2007. The wide composition of women, who attended the conference, from a geographical and disciplinary point of view, enriched the discussion. This created a unique opportunity to open up the way for a better and deeper analysis of the impact of biotechnology in our contemporary society. Young women were particularly active, and their input was very relevant to figure out both the theoretical and practical trends in the forthcoming cultural frame of biotech. Another positive input, quite unexpected, was the contribution of young women artists, with scientific background in this area. They displayed their work during a dedicated video session. The main message to policy makers was that it is possible to establish a dialogue on biotechnology and its future trends among different subjects, even if they have opposite opinions. The women's arena is an appropriate place where to start such a debate, as women scientists are keener than men to dialogue. Moreover women scientists that consider themselves as feminists, have already experienced the dialogue with society and might be of great help in public communication. The feminist elaborations on biotechnology represent a unique resource for the advancement of a humane science: a substantial effort should be done for making this knowledge, often informal, an official set of expertise. .
Coordinator	Fondazione Brodolini, Italy
Contact (website)	www.wonbit.net

Title	Women Scientists in Gender-Specific Technological R&D
Acronym	**WOSISTER**
Call reference	FP6-2004-Science and Society-10
Project Duration	01.01.2006 – 31.12.2008
Keywords	Gender mainstreaming, gender in research
Total project cost	EUR 472 513
Objectives	Based on a comparative study of Poland and the Chinese Province of Shaanxi with the Nordic countries as a reference, the study aimed at developing a better understanding of gender issues in scientific research, both from the perspective of scientists and end-users of technology.

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Through analyzing and comparing the influence of gender roles, socio-cultural contexts and stereotypes the results of the study will provide important insights on the role of women in technological R&D.

The general objective was to clarify the process of how women scientists engaged in technological R&D respond to the needs of women end-users. The project compared and analysed gender equality in R&D in the cases of two distinctively different technologies: tele-services and agricultural implements for rural application - in two transition economies - Poland and China.

Results

Interviews with women researchers were carried out in the three case countries (170 in China, 128 in Poland and 60 in Sweden). The objective of the interviews was to make a quantitative study of how, and at what stage of the R&D process, interaction between end-users and researchers take place. How are customer preferences integrated into the product development process? At what stage of the development of technology do user/gender considerations enter, if at all? Most interviewees were researchers from the agricultural sector, a smaller sample from the ICT sector. Research institutes, corporate R&D units, state university were all represented. The questionnaire also identified the age and level of education and experience.

Summarizing of the main findings of the survey, there appears to be a great interest in the general subject of the degrees of freedom for women researchers – in particular among women researchers. However, there is a general low interest for gender-specific technological development among men and women researchers alike, even though the few examples that we found in gender-specific appear to have a high rate of success. Users are regarded as a homogenous group in terms of technological development – a case of "technology fits all".

If technology indeed is generic, we would expect no gender difference in preferences among users of the technology and, thus, no need for catering specifically for a specific gender. To test this, we looked closer at some selected technologies in the three case countries.

Coordinator	Lund University, Sweden
Contact (website)	http://www.fpi.lu.se/en/research/wosister

4. MENTORING AND TRAINING

Title	Advanced Training For Women In Scientific Research
Acronym	**ADVANCE**
Call reference	FP6-2005-Science-and-Society-17
Project Duration	01/09/06 to 31/08/08
Keywords	career training, mentoring, coaching, networking
Total project cost	EUR 456 169

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Objectives	The project objective was to promote the participation of women in science and research by supporting female scientists in acquiring research and career management skills and other tools which help them build their careers. The goals were to be realized through career training, mentoring and coaching activities; and networking. Target: female researchers in the pre-doctoral and postdoctoral career phase in natural sciences and technology. Two main parts closely interlinked: · **International Summer School Program** for training in career management skills, essential in an academic or industrial scientific/R&D environment · **Mentoring and Coaching Programs** focusing on building up mentoring relationships related to professional and personal growth established at all partner organisations.
Results	The main outputs were some transfer models and recommendations for implementing the ADVANCE program in other European universities and research organisations. The main target group of the transfer models were European universities and other academic and research organisations interested in making a concentrated effort to advance gender equality by providing systematic support for women in research careers. Another important target group were individuals (academic staff, management and HR staff) and networks within these organisations, interested in advancing women's research careers. The recommendations to transfer the ADVANCE program to other institutions concerned both the content and topics of the program and practical realization and implementation: pedagogy and didactics, roles of and requirements for different participants, contextual conditions, information and evaluation. They were based on extensive evaluation of the program in which all ADVANCE consortium partners actively took part. "Transfer Models and Recommendations" were advertised via a final conference held in Brussels in June 2008, entitled "Supporting women in scientific careers" (jointly organised with another EU-project "Encouragement to Advance – Training Seminars for Women Scientists", led by the German Centre of Excellence, Women in Science).
Coordinator institution	Danube University Krems (Austria)
Contact (website)	http://www.advance-project.eu

Title	Science in a different voice
Acronym	**DIVA**
Call reference	FP6-2004-Science and Society-10
Project Duration	September 2005 - September 2007
Keywords	Role models, awareness raising
Total project cost	EUR 116 139

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Objectives	1. To raise the awareness of scientists on the existence of gender stereotypes and sensitise them through quarterly discussion groups in research centres 2. To sensitise policy/decision makers on the waste of female talents in order to stimulate a debate favouring equal opportunities 3. To sensitise high school female students in order to promote a friendly image of science.
Results	DIVA raised the interest of various audiences which were the direct target of the project. The wide press, television and radio coverage, the active role and work of the Ambassador and her team created a dynamic debate at national level on the issue of equal opportunities and science. To measure the impact: - Participation in a national TV programme on Rai3 titled **Punto Donna** on 31st of January 2005 focussed on gender inequalities within science. - Participating in ca 20 national radio programmes focusing on the issue of gender inequalities within science - Set-up of method and tools to run discussion groups with female scientists on the need to foster equal opportunities in science - Having 11 discussion groups at universities and research centres in Central and Northern Italy - Set-up of method and tools to run school meetings to encourage female students to embark on scientific careers. - Design and shoot of a video with interviews of 4 female role models scientists to be used during school meetings, also accessible via internet on the CNR-IRPPS website. - Having 43 school meetings in Northern, Central and Southern Italy - Set-up of material to be used during meetings with policy and decision makers in order to stimulate a debate favouring equal opportunities - Having 13 meetings with policy makers, local administrators and university rectors to discuss the importance of introducing and adopting measures and initiatives to counterbalance the existing gender inequalities. - Participating in 3 external scientific events. - Having a final conference at the Italian Chamber of Deputies in 2007.
Coordinator	CNR-IRPPS, Italy
Contact (website)	www.irpps.cnr.it/Diva/

Title	Building a European Network of Academic Mentoring Programmes for Women Scientists
Acronym	**EUMENT NET**
Call reference	FP6-2005-Science-and-society-17
Project Duration	01.01.2007 – 30.09.2008
Keywords	Mentoring, role models, coaching
Total project cost	EUR 514 761

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Objectives	The aim of the project was to develop a European network of mentoring programmes promoting women in academia and research. This network should become a basis that will strengthen existing mentoring programmes in an evolving European Research Area and promote mentoring as an effective tool for promoting gender equality in academia and research. The European network of mentoring programmes will promote the advancement of women's careers and position in academy and research by - Exchanging experience and best practice among mentoring programmes; - Promoting quality standards and highlighting the role of mentoring for the promotion of women and gender equality in academia and research, - Supporting the transfer of knowledge and expertise, especially in countries where mentoring programmes are still scarce; - Facilitating cooperation among programmes and the promotion of new mentoring services and activities; - Helping to put mentoring for women in academia and research on national and European science policy agendas.
Results	The European network has successfully been established, taking the form of an association according to Swiss law. A guideline manual *"Establishing Mentoring in Europe. Strategies for the Promotion of Women Academics and Researchers"* (English edition) was published in July 2008. It offers guidelines and best practice for establishing mentoring schemes for women academics in Europe. In order to enhance its impact in Eastern European and particularly in the Balkan countries, the manual has also been translated in Bulgarian.
Coordinator	Université de Fribourg - Switzerland
Contact (website)	www.eument-net.eu

Title	Gender Awareness Participation Process: Differences in the choices of science careers
Acronym	**GAPP**
Call reference	FP6-2005- Science and society-16 (*Science education and careers)*
Project Duration	01.01.2007 – 31.12.2008
Keywords	Stereotypes, awareness raising, education girls and science
Total project cost	EUR 808 380

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Objectives	The project meant to explore gender differences at the time of choosing a science career. In particular it aimed at: - understanding the scarce interest of young people, especially of girls, in scientific studies and technology, exploring the differences in their perception of scientific careers by collecting multiple information; - implementing a dialogue among the scientific community, the teachers, the students, the parents and other social factors in order to identify the main problems and the expectations of these groups; - developing and verifying practical activities (education activities, laboratories, placements, etc.) that could reduce the gender difference and create a connection between school students and the world of work for the scientific and technological professions.
Results	Across the six countries involved in the project, the starting point was the perception of science and technology (S&T) which confirms the current stereotypes, as with other large surveys. In particular, the exact sciences are generally considered to be more difficult than human studies, as they would imply a special talent. On the other hand, since technology is a hands-on activity, many students think that you need to be physically strong and that you get dirty, leading them to think that it is more a field for boys than for girls. S&T raised spontaneous positive feelings amongst the participants (students aged 14-16 and 16-18). The project did not find any conclusive differences between the two genders in terms of education choices and job opportunities. It is worrying that students do not seem to have a clear concept of the professions available. Their frame of reference is primarily the subjects they have at school and the experiments they perform there. In particular, participants call for a better knowledge of the S&T professions: all our participants told us of the importance of practice in S&T, and they see S&T as strongly linked with reality. In order to come closer to S&T, gaining experience with science and technology since an early age emerged as very important. Moreover, a change in stereotypes has to be carried out starting from teachers, role models, from the meetings with S&T professionals in schools, science centres, museums, and through the media, in fiction and advertising, by filming interviews with young and dynamic role models, both for boys and girls. Practically, a direct participation and a «science and scientific careers in action» approach is desired as much as possible. A handbook was published to illustrate some successful practices implemented in bringing young people, especially girls, closer to science careers. It is available on the website.
Coordinator	Fondazione IDIS - Città della Scienza, Italy
Contact (website)	http://www.gendergapp.eu/

Title	Information for a choice: Empowering Young Women through Learning for Technical Professions and Science Career
Acronym	**IFAC**
Call reference	FP6-2005-Science-and-Society-17
Project Duration	01.10.2006 – 30.09.2008
Keywords	Mentoring, role models
Total project cost	EUR 1 000 000
Objectives	The project focused on providing accurate information and presenting role models who could act as mentors for young women in their high school years while in the process of selecting a degree and career path, through the creation of an IT Information System. The target group in the project were young women aged 16-18, the age in which they have to make decisions with regard to courses of study in higher education.
Results	The project focused on the prevalence of gender stereotypes, the availability of accurate information about career options, and the provision of role models who can act as motivating factors for young women. It collected and analysed data from four countries, Austria, Greece, Sweden and The Netherlands, with regard to female participation in SET, government policies in this area, and good practices in motivating women towards career in SET. It designed and developed a virtual web-based information system, which has been used as a tool for internal and external communication. This portal was developed as the means through which the target group and the target audience could encounter positive role models of successful women in SET careers, along with the option of utilizing career counselling games, such as JOBLAB, providing further information on SET careers. To develop an interface with stakeholders in the field, four thematic open workshops were organised and recommendations to the policy makers were defined. In particular the European Commission should: - Promote actions for the elimination of gender stereotypes in education, training and culture - Pay more attention to the role of the media in combating gender stereotypes - Stimulate more research on the use of interactive virtual communication among the younger generation with reference to how they acquire information and make decisions - Promote the mainstreaming of the widely recognized “outreach activities” of higher education institutions, companies and organizations of women scientists Other specific recommendations were identified per each country, partner in the project.
Coordinator	National Accreditation Centre for Continuing Vocational Training (EKEPIS), Greece
Contact (website)	http://www.ifac-project.eu http://www.set-career.eu

Title	Ambassadors for Women and Science
Acronym	**Pallas Athene**
Call reference	FP6-2004-Science and Society-10
Project Duration	01.11.2005 – 31.10.2007
Keywords	Role models
Total project cost	EUR 220 000
Objectives	Its objectives were to stimulate the participation of women in science and technology and to prepare them for leading positions in science organisations. Nine (then 20) excellent female researchers acted as «ambassadors of science», contributing as role models to the empowerment of women in science. Their targets were: pre-school children, school pupils in elementary school, students in secondary schools, university students, teaching students (men and women), decision makers, the public at large.
Results	During the two years of the project, over 40 events were carried out with approx. 2000 – 3000 participants. In particular: "Science goes public (SGP)": 15 events addressed to pupils (age12 to16) and to public at large; "Women in Science – Science for Women": 5 events addressed to stakeholders of Bavarian Industry, Government, Media and the Scientific Community; "Natural Science for Kids": 20 visits to schools and kindergartens addressed to children up to 12 years; "Grasping Physics": 6 two-day events aimed at secondary school pupils (age 17 to 19). Many newspapers and online articles reported on the project. Statistics from the Helmholtz-Association show that between 2003 and 2007 the numbers of female scientists in higher positions have grown in the six centres involved in Pallas Athene.
Coordinator	Deutsches Krebsforschungszentrum Heidelberg (DKFZ), German Cancer Research Center - Germany
Contact (website)	http://www.dkfz.de/en/pallas/index.html

Title	A pan-European women ambassadors programme bringing role models to schools and universities to stimulate and mobilise girls and young women for studies and careers in SET
Acronym	**SET-Routes**
Call reference	FP6-2005-Science-and-Society-17
Project Duration	1 November 2006 to 30 April 2009
Keywords	Role models, Mentoring
Total project cost	EUR 533 208

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Objectives	SET-Routes aim was to mobilize successful women in science, engineering and technology (SET) to go into schools and universities throughout Europe and beyond. These SET-Routes ambassadors were to provide inspirational role models to rekindle young people's (especially girls') enthusiasm for science, encourage young women science graduates to pursue further studies and careers in SET, and help change the perceptions of «women in science» in future generations of Europeans. This was to be achieved through the launch of pan-European SET women ambassadors programme consisting of four tightly co-ordinated initiatives: a Start-up Conference, a Schools Programme, a Universities Programme and an Insight Lecture series. Target: Young women at critical stages in their education who could choose a SET career - girls at school and young women SET graduates and postgraduates at university who are at important stages of their academic careers, where vital decisions have to be made which will influence their career choice. Teachers and other stakeholders
Results	**Ambassadors:** By the end of the project the pool of ambassadors had grown to 70 SET-Routes School Ambassadors and 65 University Ambassadors, with interest growing amongst the new intake of PhD students. **International Start-up Conference:** 200 delegates: 25 speakers, 75 stakeholders in Women in Science, 100 SET-Routes ambassadors, **Schools Ambassador Programme:** 50 events with an audience of 30 persons per event. **Universities Ambassador Programme:** 30 events with an audience of 40 persons per event. **Insight Lecture series:** up to 10 2-day Insight Lectures produced in various EU languages. The International Conference *Women in science—The Way Forward,* hosted by EMBO at EMBL Heidelberg on 9-11 May 2007, examined the current status quo of women in science: evaluating progress made, presenting and discussing new systems to promote women in science, defining barriers and ways forward, and providing a platform for the induction of the SET-Routes School Ambassadors. The conference signposted the way forward, providing the 243 participants with ideas and tools to improve their own working environment with sessions presented by 24 speakers on: - Successful initiatives in the spotlight - Committees as gatekeepers - What can politics do? - Changing institutional culture.
Coordinator	European Molecular Biology Laboratory, Germany
Contact (website)	http://www.set-routes.org/

Title	Establishment of an International Strategic Development between Leading European Technical Universities with the Aim of Increasing the Number of Female Professors in Natural Science and Engineering
Acronym	**TANDEMplus IDEA**
Call reference	FP6-2005-Science-and-society-17
Project Duration	01.04.2007 – 31.03.2010
Keywords	Mentoring, training, networking
Total project cost	EUR 466 020
Objectives	The goal was to increase the number of female professors, by promoting high potential female scientists. A modular mentoring and personal development scheme for female scientists was to be promoted to apply for and to obtain a professorship in natural science and engineering. It would have enabled female research staff to be better equipped to apply for, and secure, academic posts and promotion, thus ultimately leading to an increased number of female professors in European universities and beyond. Target: Female scientists in SET who have finished their PhD thesis and who have a minimum of 2 years work experience in research/science
Results	As a starting point, the project selected post-doc mentees and matched them to mentors (men and women, from different countries, internationally recognised scientists) of their choice. Mentees represented various fields of science and technology (natural science, medicine and engineering) and nationalities (11). One of the major tasks of the project was to establish criteria for the selection of participants, in order to facilitate the composition of a largely homogenous group of mentees. To this end, it developed standards for the comparability of the career levels in the different European university systems. The results were not only relevant for the project, but also for the further development of programmes in international human resources development in general. The programme included a Winter School, a Summer School, two networking events, and a final conference. The theme of the Winter School was «Career planning», while the Summer School focused on the topic «Authentic leadership for women in science». The networking events aimed at developing a network of excellent female scientists (mentees). The themes of the two networking events were career paths, external funding, leadership, dual career couples and mentoring. Besides the networking in the peer group, they also provided the opportunity to exchange with mentors, invited speakers, and guests. The final conference took place on 29-30 October 2009 in Aachen. Under the title «Going Diverse: Innovative Answers to Future Challenges» it presented the results of the project and discussed them in the context of international gender and diversity management.

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	A particular focus was on the exchange between experts from academia, companies and international organisations like the EU and the UN. Over 30 internationally renowned speakers highlighted aspects of human resources and organisational development, as for example work life balance, dual careers, intercultural competence and organisational change. The input as well as the time to socialise and network was very much appreciated by the 170 participants.
Coordinator	Rheinisch-Westfälische Technische Hochschule Aachen (RWTH)
Contact (website)	www.idealeague.org/tandemplus

Title	Strengthening the role of women scientists in Nano-science
Acronym	**WOMEN IN NANO**
Call reference	FP6-2004-Science and Society -10
Project Duration	01.10.2005 - 31.03.2008
Keywords	Role models, mentoring, networking
Total project cost	EUR 536 620
Objectives	The aims of the project are: a) to encourage young women to consider studies and pursue careers in this new scientific field (providing «role models»), b) to attract youth to «NANO», c) to network and empower women scientists working in Nano-Science at national, regional and European level, d) to stimulate female scientists to participate in EU programmes, e) to mobilize stakeholders in favour of gender equality in scientific research, f) to stimulate the science-society dialogue. The project networked 11 high-level female scientists experienced in nano-science who provided role models for girls and young women with a view to encouraging them to consider studies and pursue careers in the challenging research to be found in nano-materials & nanotechnologies. Target: Female school students; Young women scientists; Policy and decision makers, Mass media representatives
Results	Main results: the organisation of a Summer School (in Spain, 102 participants from 18 countries) and a Winter School (in Slovenia, 89 participants from 15 countries, the majority of which were young female scientists from East European countries); 6 Satellite seminars joined to International conferences; several workshops with 40-70 participants from 15 countries; the production of 4 videos and documentaries. 2 videos show examples of the development of nanomaterials and are intended for public viewing on TV or as educational material for schools. Video portraits and interviews of WomenInNano partners dealt with partners' awareness of gender issues in science and their responsibilities as role models to children, school students and young scientists. Another video series presents talks and discussions on gender and societal issues in science given at the WomenInNano Winterschool. (available at www.videolectures.net). Meetings with authorities from politics, academic institutions and industry- 22 events; more than 30 articles and interviews in the printed and electronic media.
Coordinator	Leibniz Institut fuer Festkoerper und Werkstoffforschung Dresden E.V. - Germany
Contact (website)	http://www.womeninnano.de/

5. NETWORKING

Title	Baltic States Network «Women In Sciences And High Technology»
Acronym	**BASNET**
Call reference	FP6-2004-Science and Society-10
Project Duration	01.01.2006 to 31.12.2007
Keywords	Networking
Total project cost	EUR 393 600
Objectives	The goal of the project was the establishment of an inter-regional Baltic States Network «Women in Sciences and High Technology» among women's working groups, professional organizations and corresponding departments of governmental institutions for the creation of a common Baltic States strategy to increase women's participation S&T. In order to ensure a solid basis and a higher efficiency of the developed strategy, much attention was paid to a sociological analysis of the factors determining the under-representation of women in S&T in the Baltic States. On the basis of the results obtained, it was decided to initially concentrate the efforts on the improvement of the existing science management policy. The experience of advanced countries in the realization of the gender equality in research was studied and used when working out the strategy.
Results	The BASNET project has an important impact firstly on women scientists working in S&T in the region. By participating in the project, they became more confident and understood that they can change things! Participating in BASNET events, the members of scientific communities - where women are minority - learned more about the equal opportunities problem in sciences. The book entitled «Women in Sciences and High Technology in the Baltic States. Problems and Solutions», based on BASNET results was published. Databases on women scientists have been created to give the opportunity both for closer collaboration between scientists as well as for periodical monitoring of women situation in the region. The unique network between scientists and policy makers helped to address institutional barriers and to better see the needs of women scientists. As a result, the Lithuanian National Strategy was adapted to all sciences (social and humanitarian) and accepted by Lithuanian government. Financing the implementation of the Strategy on the national level is on the Lithuanian agenda. Some attempts to improve the situation of women scientists on the basis of BASNET results are being discussed in other Baltic States on the governmental level. For the continuation of the main project tasks it was decided to establish the Association **"BASNET Forum"**: it will monitor the implementation of the BASNET Strategy in the region.
Coordinator	Vilnius University – Lithuania
Contact (website)	http://www.basnet-fp6.eu/

Title	Study on databases of women scientists
Acronym	**DATAWOMSCI**
Call reference	FP6-2002-Science and Society - 1
Project Duration	4/1/2004 - 1/31/2005
Keywords	Database, networking
Total project cost	EUR 139 434
Objectives	By studying existing databases, the project will give a better understanding of the types of databases available at present and the type of information they contain. Linking these databases would increase the visibility of women scientists and significantly increase the pool of women scientists available as experts for various high level groups, panels and committees. Objectives: - The project will collect information and present a structured coverage of existing databases - It will undertake a feasibility study on the technical possibilities of integrating these databases - It will develop criteria of quality and formulate recommendations for future databases - The results of the project will make it easier to find information about women scientists and their activities - Increase pool of women scientists available as experts - Increase information available to women scientists on job vacancies The resulting databases should be able to support universities, women's representatives and equal opportunities officers as well as scientific and political institutions in their search for qualified women scientists and women experts in order to increase the proportion of women in leadership positions at universities and research institutions, on panels and committees.
Results	The results: 1. an evaluation of the collected questionnaires from selected databases including general information about the specific situation in different parts of Europe and other clusters and database categories 2. a structured overview of existing databases relevant for this project presented in alphabetical order of the names of the countries and the names of the databases 3. a list of organisations, institutions and networks from those European countries having no database or data collection in accordance with the definition used in this study. This list may be used for finding out contact points in order to get in contact with female scientists and experts. 4. development of criteria of quality and 5. formulation of recommendations to build up new databases of women scientists and to improve the existing ones.
Coordinator	Centre of Excellence Women and Science (CEWS) - Germany
Contact (website)	http://www.gesis.org/cews/

Title	European Policy Co-operation of Women and Science
Acronym	**EOWIN**
Call reference	FP5- COOR-1.1 - Networking of national or regional programmes or parts of programmes; actors: public authorities, research agencies, open call for proposals (ERA-NETs)
Project Duration	1/1/2004 - 12/31/2004
Keywords	Networking
Total project cost	EUR 139750
Objectives	The project aimed at performing the preliminaries and preparations necessary to offer a seamless transition to a full ERA-NET in the field of women and science. The final goal was to coordinate the different national policies on the promotion of women in science and so eventually establish a European network of national policies on the promotion of Women in Science. Starting with the exchange of information on existing structures of national promotion, and the identification and definition of the probably different but also overlapping coverage and focus of each of the programmes of the partners, similarities and differences between the partners were to be worked out and analyzed. The analysis should have provided the necessities for a profound benchmarking in the field.
Results	The feasibility study demonstrated the non viability of an Era-Net on Women and Science policies.
Coordinator	Research Council of Norway, Norway
Contact (website)	Not available

Title	Network Ethnicity Women Scientists
Acronym	**NEWS**
Call reference	FP6-2004-Science-and-Society-10
Project Duration	01.01.2006 – 31.12.2007
Keywords	Networking
Total project cost	EUR 172 346
Objectives	The project aimed at investigating the position of foreign women scientists and of women scientists from ethnic minorities – both in terms of educational attainment and professional career – in 8 countries, building a network of women scientists – covering as many scientific fields as possible –and linking it with existing national and international networks of women scientists, and promoting a public debate at national and European level on the issue of gender and ethnic diversity in science. The research hypothesis was that the invisibility of women scientists from ethnic minorities and/or the possible existence of gender and ethnic discrimination in science has negative effects on science development because of a loss of talents, of competence and of knowledge.

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Results	National reports were prepared, which highlighted first a serious lack of statistics**.** In general, the accessibility of black and ethnic minority (BEM) individuals to higher education has somewhat improved but students and academics from these groups still remain disproportionately under-represented in higher education in comparison to majority population. As regards the staff, BEM women scientists in research and academia are strongly under-represented in all analysed countries. As a rule, BME researchers and academics hold a more unstable position: minorities are less likely to be on fixed term contracts and more often in part-time working arrangements Rarely there are concrete policies relating to migrant and minority staff recruitment, although there are some moves to develop such policies and procedures. Despite the fact that several networks of women scientists are well established, fewer scientist networks grounded on ethnicity have been founded and no ethnic minority women scientist network exists. The European synthesis report provides recommendations: there is a serious need for a better integration of the gender and ethnic dimension in higher education policies. The measures proposed concern the field of statistics, research, educational and employment policies, and networking.
Coordinator	Université Libre de Bruxelles, Belgium
Contact (website)	http://newscientist.ulb.ac.be/index_en.htm

Title	European Platform of Women Scientists
Acronym	**PLATWOMSCI**
Call reference	FP6-2003-Science and Society-6
Project Duration	01.02.2005 – 31.10.2008
Keywords	networking
Total project cost	EUR 1 998 010
Objectives	The objective was the creation of a «European Platform of Women Scientists» (EPWS) with the mission of: - Representing the concerns, needs, ideas, aspirations and interests of European women scientists in all disciplines and all stages of their career paths - Enhancing participation of women scientists in European research policy and the shaping of the European research agenda - Increasing the participation of women in research and in its decision-making bodies – as project researchers, leaders, and coordinators, in review and evaluation panels as well as high level expert groups - Increasing the participation of women scientists in national and European research programmes, especially in the Seventh EU Framework Programme for Research and Technological Development (FP7) - Better understanding and integration of the gender dimension in science - Promoting inclusive, gender-sensitive notions of excellence and innovation.

Results	EPWS was created and by October 2008 had 158 members in 40 countries. The EPWS website counts around 12 000 visitors per month. Several strategy and policy papers were prepared for the European Commission and the European Parliament. Several meetings, events, conference organised, presentation given all around Europe.
Coordinator	GESIS Gesellschaft Sozialwissenschaftlicher Infrastruktureinrichtungen e.V. Center of Excellence Women and Science CEWS – Germany
Contact (website)	http://www.epws.org/

6. STRUCTURAL CHANGE

Title	Improving gender diversity management in materials research institutions
Acronym	**DIVERSITY**
Call reference	FP7-Science in Society–2008-1
Project Duration	01.01.2009 – ongoing (total duration 3 years)
Keywords	Structural change, networking
Total project cost	EUR 415 269
Objectives	The project objective is to identify policies and implementation activities to improve gender diversity management in materials research organisations by: a. strengthening the role of women in scientific decision making, b. supporting the materials research institutions to create their individual profile on the basis given by the principles of the European Charter for Researchers and the Code of Conduct for their Recruitment, c. enhancing the solidarity and involvement of male decision makers in promoting gender equality in scientific decision making, d. raising awareness within the scientific community, in the general public and among policy makers about gender and research. The activities planned are grouped into three stages: 1. Focus on benchmarking and monitoring the gender equality & diversity measures in the participating research institutions in order to identify the best practice examples as well as the reasons behind the low participation of women in the decision making process. 2. Supporting the research institutions to create their individual profile on the basis given by the principles of the Charter for researchers and Code of conduct for employers of researchers, and to provide guidelines and recommendations for improving transparency in recruitment, promotion and nomination in order to increase the proportion of women at the highest levels of research.

	3. awareness raising and dissemination activities. During the Kick-off meeting, the 13 project partners started the preparation of a benchmarking and monitoring procedure to gather existing data on gender equality and diversity measures in materials research institutions. One part of the defined data collection was an international online survey at materials research and non-material research institutions, which was conducted at the end of 2009. With over 300 participants from more than 11 countries the survey provided important gender equality data as well as an overview of good practices in gender diversity in Europe. On this basis recommendations and guidelines improving gender diversity at materials research institutions will be created in the next project stages.
Results	Results not yet available.
Coordinator	Leibniz-Institut für Festkörper- und Werkstoffforschung (IFW) Dresden, Germany
Contact (website)	http://www.diversity-fp7.eu/
Title	Practising Gender Equality in Science
Acronym	**PRAGES**
Call reference	FP7-Science in Society – 2007-1
Project Duration	01.04.2008 – 31-12-2009
Keywords	Structural change
Total project cost	EUR 1 501 290
Objectives	The project aimed at analysing existing practices to support universities and research institutes, both in European and extra-European (Australia, Canada, United States) countries, willing to implement gender-equality oriented measures in their research management
Results	A database of good practices was set up and published on the Internet for public access containing more than one hundred programmes actually implemented in universities, research institutes and science- and technology-related companies to promote and make the most of female human resources. Beyond the description of the programme, each record of the database contains the evaluation of its results with respect to three main strategic objectives: - creating a friendly environment for women researchers in the organisation; - promoting the awareness of the gender dimension in science and technology priorities, design and use; - supporting women's leadership. Enabling factors leading to positive outcomes, as well as obstacles, are also outlined for each programme.

	The "Guidelines for Gender Equality Programmes in Science" have been drafted taking stock of the results of the database, from where more than 200 examples of successful solutions to common problems are drawn. To help university leaders and administrators pursue the three strategic objectives mentioned above, the guidelines contain 31 specific recommendations and 61 concrete lines of action, completed with examples from best practices. Beside that, tools for action and methodological arrangements are suggested and advice provided to increase the overall quality of the programmes, i.e. their relevance, effectiveness, efficiency and sustainability.
Coordinator	Dipartimento Pari Opportunità, Presidenza del Consiglio - Italy
Contact (website)	http://www.reteparioppportunita.it/defaultdesktop.aspx?page=2749

Title	Women's careers hitting the target: gender management in scientific and technological research
Acronym	**WHIST**
Call reference	FP7-Science in Society -2008-1
Project Duration	01.05.2009 – ongoing (total duration 27 months)
Keywords	Structural Change
Total project cost	EUR 1 241 270
Objectives	This project concerns the experimentation of gender diversity management policies in different kinds of organisations conducting scientific and technological research. It consists of a coordinated set of activities of networking, awareness-raising, experimentation and knowledge transfer between scientific organisations of different countries as well as between scientific organisations and decision-makers. The project aims at obtaining more active and firm commitment of member states in the promotion of women involved in scientific research and technological development. Furthermore, the project aims at increasing the capacity of Science Technology institutions in monitoring, managing and feeding gender diversity in their own organisation, at all levels. In this way, amongst other things, the project intends to contribute to the adoption and implementation of the European Charter for Researchers as well as of the Code of Conduct for the Recruitment of Researchers. In this framework, the project pursues the following specific objectives: - Testing coordinated packages of actions aimed at removing the factors hindering a condition of full gender equality in scientific careers, such as the problems connected with work-life balance or the distortions influencing access, selection and appointment of members of top management; - Defining, on the basis of the existing knowledge and practical experimental initiatives, a set of guidelines on promoting gender diversity (i.e. enhancing women's status, adopting a gender sensitive scientific perspective, implementing diversity management strategies) in S&T institutions; - Promoting exchange and knowledge transfer on policies in gender diversity management among research institutions of different kinds (universities, other types of public research centres, private companies); >>>

	- Supporting a high-level dialogue among experts, policy makers and leaders of public and private scientific institutions, geared to encouraging a positive orientation towards gender diversity and to promoting a gender balance in decision-making in the realm of scientific research.
Results	Results not yet available
Coordinator	Dipartimento Pari Opportunità, Presidenza del Consiglio - Italy
Contact (website)	http://www.reteparioppportunita.it/defaultdesktop.aspx?page=3134

7. NON-PUBLIC RESEARCH

Title	European Studies on Gender Aspect of Inventions-Statistical Survey and analysis.
Acronym	**ESGI**
Call reference	FP6-2005-Science-and-society-17
Project Duration	01.10.2006 - 31.01.2009
Keywords	Inventors
Total project cost	EUR 374 908
Objectives	Part 1: a statistical survey is conducted to complete the existing knowledge about the innovative and inventive activities of women in the (then) 25 EU Member States. Knowledge regarding the actual state of the distribution of granted patents relating to the sex of the inventor is obtained. Part 2: the special conditions of inventors are examined, sources of low female inventive activities are explored and measures to increase the female innovative and inventive activities are proposed. This is done by means of a representative on-line questioning of 1500 patent applicants (firms, universities, research institutes) in all 25 Member States.
Results	- Data base creation and analysis, output – input comparison (based on the European Patent Office patent application with priority years 2001-2003. This output data was compared with statistical data from EUROSTAT regarding the female participation in research and development as well as national innovation indicators. - ESGI conducted an online-survey (time-span 2002 - 2004) to investigate gender patterns in innovation and invention and to gain insight into the innovative climate. The survey was conducted with heads of research and development departments from all European Union Member States. - ESGI merged these above-mentioned two parts into a gender impact assessment of the invention activities of all 25 EU Member States.

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	The most striking result is that women comprise only a small portion of all European inventors – 8% women in 2001-2003. However, national diversity is pronounced. While in almost all countries the share of women inventors is well over the European average of 8%, Germany (6%), Luxembourg (6%) and Austria (5%) stand out as the three least achieving countries (Finland and Denmark being the best). A comparison of the geographical distribution of inventors with the proportion of female inventors by country (head counts) reveals that the proportion of female inventors is highest in countries where the overall patenting activity is lowest, whereas the number of inventors is lowest where the total patenting activity is highest.
Coordinator	Hochschule Furtwangen University - Germany
Contact (website)	http://www.esgi.eu/

Title	Fostering the public debate on university support of female scientists to start a business
Acronym	**FemStart**
Call reference	FP6-2005-Science-and-society-17
Project Duration	01.09.2006 – 28.02.2009
Keywords	Training, mentoring, careers
Total project cost	EUR 303 740
Objectives	The main goal of the project was to initiate a public debate on the issues connected with women from universities starting a high tech business. By organising a series of events at six universities in different European regions, FemStart started this debate. Experts from all relevant sectors, women scientists as well as representatives from university, development agencies, politics, the public and private sectors were invited to take part. One of the main aims of the events was to offer a platform for sharing experience. In addition participant feedback was monitored by means of a questionnaire and expert interviews.
Results	FemStart has looked at specific opportunities which encourage women in science to choose entrepreneurship as a career path. It discussed how entrepreneurship support structures in universities might be optimised to reach their full potential by encouraging more women to think about an entrepreneurial career. A series of 6 events took place to debate on: - Why so few women are entrepreneurs, - Which organisations have tried and succeeded (or failed) in increasing the number of women starting their own business after university and - which organisations have developed good practice outside the university start-up environment which could be transferred to others. A total of 522 participants had the opportunity to discuss these issues with 88 speakers.

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	As a result of what has been learnt from each individual event, a leaflet with recommendations has been published. The main points are: - Raising awareness for women high tech start-ups among all relevant actors - Improving information available as a basis to start action - Creating interest for support programmes that respect women specific aspects - Exchanging good practice in the promotion of women high tech start-ups among supporters - Development of vision for a policy towards more women in high tech companies
Coordinator	Steinbeis-Europa-Zentrum,- Germany
Contact (website)	http://www.femstart.eu

Title	Women in Innovation, Science and Technology
Acronym	**WIST**
Call reference	FP6-2005-Science and Society-17
Project Duration	01.09.2006 – 28.02.2008
Keywords	Careers
Total project cost	EUR 576 817
Objectives	The WIST project examined the participation and position of women in transfer, incubation and entrepreneurship (TIE) organisations, especially technology transfer offices of the universities, science parks and other networking organisations, which aim to facilitate the interaction between science and society by bringing together actors from universities, enterprises, policy making and societal services.
Results	The research was conducted in four EU countries in which the TIE sector has developed and is organised differently. Both statistical data and interview data were analysed. Five case organisations were selected in each partner country. The chief executive officers of TIE organisations and 25 female experts were interviewed in each country to get a picture of the field. The female expert interviews dealt with their personal career history, content of work, TIE organisations as working places, networks and contacts and work / life balance. The organisations were selected from engineering and biotechnology fields, universities and research institutes and in high-tech and aspiring regions. To further validate the project, focus group discussions were held, one in each partner country, to debate the project's findings and the utilisation of them in TIE and other sectors of science, technology and innovation. The three basic goals of the focus groups were: - To discuss the findings of the WIST statistics and interviews with policymakers and women in technology transfer, >>>

- To enrich the development of the Career Advancement Index (which will be the last objective of the WIST project) and

- To find policy implications and best practices for promoting gender equality in TIE organisations.

Main conclusion was that the TIE organisations make it possible for women to work near science and even as a part of the academic world. They offer women a flexible working culture, which allows a lot of flexibility in their daily working hours and possibilities to work part-time or from home. In TIE organisations combining work and other life areas seems to be possible to a great extent. Also, in the organisations work was viewed as quite autonomous and the employees seem to get much independency in their work. Compared with traditional academic research, work there is less competition, more opportunities for collaboration and team working. They seem to offer fresh environments for managing the flow of ideas and information which are central in TIE organisations as well as in the present knowledge and information society.

A paper has been published from the results of the project: "The Vanish Box: Disappearance of Women in Science; Reappearance in Technology Transfer" and more research is gong on.

Coordinator	University of Newcastle upon Tyne, UK
Contact (website)	http://wist.ncl.ac.uk/partners/ippbo.htm

ANNEX VI
"Women in Science" Publications

1993 - Women in Science – International Workshop – 15-16 February 1993
Brussels – Proceedings, edited by H.A. Logue & L.M. Talapessy

1998 - Women and Science – Proceedings of the conference organised by the European Commission, Directorate-General for Science, Research and Development in cooperation with the European Parliament Brussels, 28-29 April 1998

http://bookshop.europa.eu/eubookshop/download.action?fileName=CGNA18354ENC_001.pdf&eubphfUid=10206423&catalogNbr=CG-NA-18-354-EN-C

This conference provided an exceptional forum for the Commission, the European Parliament and scientists to discuss the importance of the contribution women have to make to scientific research. The decision-makers expressed their strong political commitment at regional and national level to take action for the promotion of women in research.

1999 - Communication from the Commission "Women and Science - Mobilising women to enrich European research" - COM(1999) 76 final - 17 February 1999

http://ec.europa.eu/research/science-society/pdf/g_wo_co_en.pdf

In this communication, the European Commission sets out on the road towards providing women with better access to European research activities. Actions are described to stimulate discussion and exchanges of experience among Member States and to develop a coherent approach towards promoting women in research financed by the Union.

1999 -Council Resolution on "Women and science" OJ 1999/C 201 - 20 May 1999

http://eur-lex.europa.eu/JOHtml.do?year=1999&serie=C&textfield2=201&Submit=Rechercher&_submit=Rechercher&ihmlang=en

The Council welcomes the Commission's communication and the initiatives for promoting the involvement of women in RTD. Amongst others, it invites the Member States to establish mesures to collect and produce appropriate data in order to measure the participation of women in RTD.

1999 - Women and Science: Networking the Networks – Declaration of networks active in Europe - 8-9 July 1999

ftp://ftp.cordis.europa.eu/pub/improving/docs/women_dec.pdf

2000 - European Parliament resolution on "Women and Science" - 3 February 2000

http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//TEXT+TA+P5-TA-2000-0034+0+DOC+XML+V0//EN

The European Parliament's resolution on the communication from the Commission entitled: "Women and science" – Mobilising women to enrich European research (COM(1999) 76- C5-0103/1999 – 1999/2106(COS)

2000- Science policies in the European Union – Promoting excellence through mainstreaming gender equality – ETAN report – 2000

http://bookshop.europa.eu/eubookshop/download.action?fileName=CGNA19319ENC_001.pdf&eubphfUid=10157703&catalogNbr=CG-NA-19-319-EN-C

The report reviews the position of women in science and technology. It concludes that the under-representation of women threatens the goals of science and achieving excellence, as well as being wasteful and unjust. The report makes recommendations to a wide range of bodies, including the Commission, the European Parliament, the Member States and organisations that educate, fund and employ scientists.

Women and science: Making change happen – Proceedings of the conference - Brussels, 3-4 April 2000

http://bookshop.europa.eu/eubookshop/download.action?fileName=KI3100037ENC_001.pdf&eubphfUid=10142299&catalogNbr=KI-31-00-037-EN-C

Commission Staff Working Paper "Women and Science: the gender dimension as a leverage for reforming science" - 15 May 2001 – SEC(2001) 771

http://www.cc.cec/sg_vista/cgi-bin/repository/getdoc/COMM_PDF_SEC_2001_0771_1_EN.pdf

This Commission Staff Working Paper is a progress report of what has been already achieved in the 2 years after the Communication from the Commission "Women and Science" Mobilising women to enrich European research (COM(1999) 76 final and what has still be done. Special accent is put on the development of the policy forum (ETAN report, Helsinki Group), the Gender Watch System in the Fifth Framework Programme and the further perspectives.

2001 Council Resolution on science and society and on women in science, JO C199 of 26 June 2001

http://eur-lex.europa.eu/JOHtml.do?uri=OJ:C:2001:199:SOM:EN:HTML

Besides other points, the European Council recognises the need to promote the role of women in science and to stimulate their career prospects in the field of science and science management as well as the need to concentrate and continue efforts to promote gender mainstreaming both on a European and on a national level.

Furthermore, the Council urges the Commission to reach its target of a 40 % participation of women at all levels in implementing and managing research programmes, while continuing to bear in mind the need to ensure scientific and technological excellence.

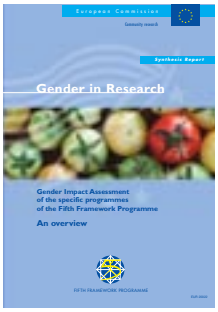
Gender & Research – Conference Proceedings

Brussels, 8-9 November 2001

http://bookshop.europa.eu/eubookshop/download.action?fileName=KI4302987ENC_002.pdf&eubphfUid=415680&catalogNbr=KI-43-02-987-EN-C

The objectives of this conference were to present the results achieved since the Women and Science Action Plan was launched in 1999, and to give new momentum to work undertaken to integrate the gender dimension in European research. The conference thus provided an opportunity to present the work of the Helsinki Group on Women and Science and the results of the extensive gender impact assessment exercise carried out on the specific programmes of the Fifth Framework Programme. It also provided a context for discussing how the gender dimension should be taken into account in the Sixth Framework Programme and how the place and role of women could be strengthened in the European Research Area.

The conference was attended by some 600 participants.

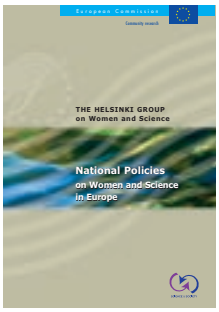


Gender in Research – Gender Impact Assessment of the specific programmes of the Fifth Framework Programme – 2001

http://cordis.europa.eu/science-society/library.htm

http://cordis.europa.eu/euroabstracts/en/february02/feature02.htm

Seven studies had been carried out as part of the gender impact assessment exercise launched by the European Commission in June 2000, with a view to assessing the way in which gender issues are being addressed within the Fifth Framework Programme.



The Helsinki Group on Women and Science – National Policies on Women and Science in Europe – 2002

A report about women and science in 30 countries by Prof. Teresa Rees

http://ec.europa.eu/research/science-society/pdf/women_national_policies_full_report.pdf

The report National policies on women and science in Europe describes the categories of measures being developed in the 30 European countries represented in the Helsinki Group to promote women in science. It includes national statistical profiles that were designed, for the first time, for all 30 countries participating in the Helsinki Group.

VADEMECUM - Gender Mainstreaming in the 6th Framework Programme – Reference Guide for Scientific Officers/Project Officers - March 2003

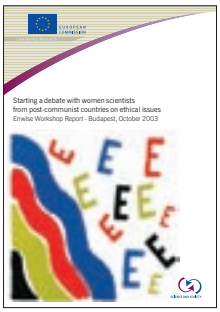
ftp://ftp.cordis.europa.eu/pub/science-society/docs/gendervademecum.pdf

The purpose of this document is to give guidance for scientific officers/project officers about how to implement concretely the gender mainstreaming throughout the whole process, from the publication of the call to the follow-up of the contracts. The areas covered are mainly the priorities 1 to 7 as well as the mobility actions within the 6th Framework Programme of the Commission. Other areas will be included in an updated version, but they could apply already now the elements presented here that are relevant to them.

Waste of talents: turning private struggles into a public issue – Women and Science in the Enwise countries – 2003

http://bookshop.europa.eu/eubookshop/download.action?fileName=KINA20955ENC_002.pdf&eubphfUid=241563&catalogNbr=KI-NA-20-955-EN-C

The Enwise report on the situation facing women scientists in the Central and Eastern European countries and the Baltic States shows that women account for 38% of the scientific workforce in these countries. However, this statistic conceals some bitter truth: a large proportion of female scientists are employed in areas where R&D expenditure is lowest. Inadequate resources and poor infrastructure impede the progress of a whole generation of promising scientists. The report puts forward recommendations to the various stakeholders at European and national level, who can help to enhance the role and place of women scientists from the Enwise countries in the European Research Area.



Starting a debate with women scientists from post-communist countries on ethical issues

Enwise Workshop Report – Budapest, 2-3 October 2003

http://bookshop.europa.eu/eubookshop/download.action?fileName=KINA21462ENC_002.pdf&eubphfUid=447668&catalogNbr=KI-NA-21-462-EN-C

Within the scope of Enwise activities, a workshop entitled "Debating bioethical issues with women scientists from the Enwse countries" was organised in Budapest on 2 and 3 October 2003 to discuss sensitive bioethical topics of specific interest to the women scientists from the central and eastern European and Baltic countries.

2003- Women in industrial research – A wake up call for European Industry

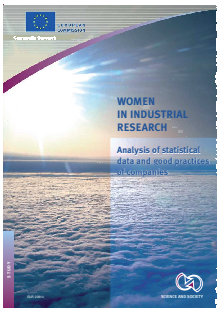
http://ec.europa.eu/research/science-society/women/wir/pdf/wir_final.pdf

This report comes from companies in industrial research from Europe and North America who are leading the way in opening up both laboratories and boardrooms to women. The draw on their own and others' experiences as well as new analyses of statistics and research. Prepared at the request of the European Commission, the report offers a blueprint for making the most of the under-utilised half of the talent pool while providing women with the opportunity and excitement of contributing to innovation and creativity through careers in industrial research.

2003 - Women in industrial research – Good practices in companies across Europe

http://ec.europa.eu/research/science-society/women/wir/pdf/wir-best-practice_en.pdf

The brochure compiles a series of case studies based on data supplied by companies themselves in response to a questionnaire sent out by the European Commission, members of the WIR expert group and the European Industrial Research Management Association (EIRMA). The examples cover many initiatives in the areas of recruitment, networking, mentoring, monitoring, diversity, flexibility and family friendly policies and will offer companies new ideas for practices and policies that can help them to make the most of female potential in their workforce.



2003 - Women in industrial research – Analysis of statistical data and good practices in companies

http://ec.europa.eu/research/science-society/women/wir/pdf/wir-ulb_en.pdf

Based on statistical data and examples of good practice in Europe, this study gives information about the real situation of women in industrial research. For the first time official data from the European R&D survey and the European Labour Force Survey have been examined. Although the study confirms that women are underrepresented among industrial researchers, especially at senior levels, it provides encouraging perspectives by showing that the private research sector has begun to recruit more highly qualified young women.

2003 - Women in industrial research – speeding up changes in Europe – Conference proceedings, 10 – 11 October 2003

http://ec.europa.eu/research/science-society/women/wir/pdf/wir_proceedings_en.pdf

Based on the WIR-report and the WIR-study, high representatives from industry, research and politics debated in Berlin on 10 and 11 October 2003 about the urgent business need to improve gender diversity in European research. The report contains a compilation of the main conference contributions, from the plenary sessions and workshops to the closing session and final reflections. It includes the agenda of the conference as well as a speakers' list with bibliographic details and a participants' list.

Women in Science and Technology in the private sector – A wake-up call from CEOs – 2003

This position paper is a joint, public commitment of Chief Executive Officers of companies based in Europe who are eager to enlarge the reservoir of talent in Europe, to recruit, retain and promote women effectively.

http://ec.europa.eu/research/science-society/women/wir/pdf/wir_final.pdf

She Figures 2003 – Women and Science – Statistics and Indicators

http://ec.europa.eu/research/science-society/pdf/she_figures_2003.pdf

At its inaugural meeting in 1999, the Helsinki Group on Women and Science identified the lack of internationally comparable statistics on women and science as a major obstacle to full and informed debate. As a result, a sub-group of statistical correspondents was formed which, in co-operation with the Research DG and Eurostat, has stimulated the mainstreaming of the sex variable into the European R&D surveys.

It is clear from the ensuing data that women are not only under-represented in scientific research, but that they are distributed differently across discplines and are less likely to be concentrated at the top of academic and research hierarchies. These phenomena are common to every participating European country. This publication explores the data to find other common patterns in the education, recruitment, promotion and participation of women as researchers and scientists.

Gender and Excellence in the Making – 2004

Report from the workshop "Minimising gender bias in the definition and measurement of scientific excellence", Florence, 23-24 October 2003.

http://ec.europa.eu/research/science-society/pdf/bias_brochure_final_en.pdf

To what extent are the existing procedures, definitions and criteria regarding scientific excellence gender neutral?

Based on evidence presented from their own research, participants agreed that scientific excellence is not "a universel fact" but rather a social construction and, as such, it is open to many kinds of biases.

As the future of European science depends partly on an increased participation of women in the scientific community and on excellent research, it is urgent to reflect further on these unintentional, but still influential, effects of existing definitions and measurements of scientific excellence.

France: Femmes de tête - Women of science – Marie Curies Erbinnen (2004, 52min)

The documentary was directed by Herve Nisic, with support from the Women & Science unit in Science and Society Directorate and produced by the European Commission with ARTE.

The film highlights the situation of women scientists in Europe.

Women and Science – Excellence and Innovation – Gender Equality in Science - 2005

http://ec.europa.eu/research/science-society/pdf/documents_women_sec_en.pdf

The report submitted at the request of the Research Council of June 2001, gives an overview of women and science actions implemented at European level since the Council Resolution and of the results achieved. The focus of the overview is on the European Commission's activities to promote gender equality in science and the progress made in increasing the participation of women in science in the EU Member States since 1999.

Council conclusions – Outcome of proceedings of the Council (Competitiveness) on 18 April 2005

19 April 2005 – 8194/05

In its conclusions on reinforcing human resources in science and technology in the European Research Area, the Council invites Member States, amongst others, to formulate ambitious targets for the participation of women focussing on areas where women are seriously under-represented, and in particular increase significantly the number of women in leading position, with the aim of reachibg, as a first step, the goal of 25% in the public sector as an average in the EU, as well as boost their participation in industrial research and technology.

Presidency conclusions of the Brussels European Council (23/24 March 2006)

24 March 2006 – 775/06

During the European spring council of 2006, the European Council adopted a "European Pact for Gender Equality" for encouraging action on Member State and Union level in order to close gender gaps and combat gender stereotypes in the labour market, to promote a better work-life balance for all and to reinforce gouvernance through gender mainstreaming and better monitoring.

http://www.consilium.europa.eu/ueDocs/cms_Data/docs/pressData/en/ec/89013.pdf

Women in Science and Technology – the business perspective – 2006

The WIST group (**W**omen **i**n **S**cience and **T**echnology) was set up as a strong collaboration between almost twenty leading multinational companies and five experts from several disciplines (engineering, cultural change, econometrics, economy and policy) to discuss and study the issue about the underrepresentation of women in science and to improve our understanding. This set-up allowed researchers to be confronted with companies' experiences and analysis of good practices and companies to be confronted with scientific analysis of recent developments at the micro and macro levels.

The aim of the expert group was to analyse the possibilities for the promotion of women in Science and Technology from a business perspective and to develop an integrated approach to the cultural change involved. And most importantly, the group wanted to give new impulses to these ongoing changes.

http://ec.europa.eu/research/science-society/pdf/wist_report_final_en.pdf

She Figures 2006 – Women and Science – Statistics and Indicators

This publication is the second one of selected EU employment statistics disaggregated by sex and supplemented by certain other complementary data, which provide illuminating perspectives on the current employment situation of male and female scientists and researchers.

http://ec.europa.eu/research/science-society/pdf/she_figures_2006_en.pdf

The Best of Futuris – the television magazine on European Research – featuring Women in European Research – 2007

A series of 8 minute news items were produced and repeatedly broadcast on EuroNews in 2006, as part of DG Research's communication strategy. The Futuris news films which serve to make science more accessible to the general public, is now available on DVD. The DVD includes 10 of the Futuris films – covering scientific subjects as diverse as nanotechnology, biotechnology, environmental science, and women and science, to name but a few.

http://www.euronews.net/create_html.php?page=futuris&lng=1

Mapping the Maze: Getting more women to the top in research – 2008

Since the 1990s, an analysis of senior university staff reveals that women are underrepresented on scientific decision-making boards in almost all European countries.

For this reason, the European Commission has invited an independent expert group, namely, the expert group on Women In Research Decision Making (WIRDEM) to identify and review positive actions and gender equality measures at institutional and national level to promote women into senior positions in public research.

In the course of one year of fruitful research, the WIRDEM expert group produced a report which examines and describes in detail nomination procedures, obstacles, facts and funding limitations that women need to overcome in their academic careers. It reviews the procedures for evaluating and promoting research personnel to senior positions and identifi es examples of good practice at national and institutional levels.

Based on this analysis, the report proposes recommendations to facilitate the design of a framework for better targeted actions at European level, and highlights the problem of poor awareness and visibility.

It clearly shows that transparent and fair evaluation and promotion procedures alone are not sufficient to improve gender balance in research decision-making; a change of culture is required.

The experts therefore also make suggestions as to how the prevailing scientific culture could change to become more inclusive.

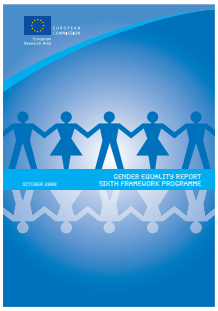
http://ec.europa.eu/research/science-society/document_library/pdf_06/mapping-the-maze-getting-more-women-to-the-top-in-research_en.pdf

Benchmarking policy measures for gender equality in science – 2008

In 2002, the Helsinki Group on Women in Science, made of representatives of the Member States and gender experts, published a report on national policies on women in science, which also included the national statistical profiles.

The "Benchmarking national policies on gender equality in science" report provides an update on the national policies and on the statistical proiles of the 33 countries represented in the Helsinki Group, and it introduces for the irst time data from the Western Balkans. This report builds on the previous one and evaluates the policies and measures with indicators measuring the presence of women in science. It gives an interesting and original overview on the various national situations and tries to develop a European synopsis.

http://ec.europa.eu/research/science-society/document_library/pdf_06/benchmarking-policy-measures_en.pdf



Gender Equality Report 6th Framework Programme – October 2008

http://ec.europa.eu/research/science-society/document_library/pdf_06/gender-equality-report-fp6-final_en.pdf

This report presents gender data collected throughout the 6th Framework Programme by the European Commission services on the different committees, panels and groups as well as FP6 projects and proposals and Marie-Curie actions.

Monitoring progress towards Gender Equality in the Sixth Framework Programme – 2008

A series of gender monitoring studies were launched during FP6 (five lots each covering several activity areas, a separate study for DG INFSO and a coordination contract) designed to monitor progress towards gender equality and gender relevance awareness in FP6.

The studies examine both the participation of women in FP6 activities and the gender dimension of the research content, the aim being to assess the success of current gender mainstreaming strategies and to provide recommendations for future activities in this field.

This report presents the results of the study for the activity areas Citizens and Governance in a knowledge-based society; Support for the coherent development of policies (including related policy-oriented research) and Science and Society.The study results indicate that under the research areas relevant to this study, a significant contribution has been made in FP6 in terms of progress towards gender equality. However, there remains much scope for improvement.

The following studies are available electronically:

- Synthesis Report: Science and Society - Citizens and governance in a knowledge-based society
  http://ec.europa.eu/research/science-society/document_library/pdf_06/monitoring-progress-towards-gender-equality-in-fp6_en.pdf

- Synthesis Report: Aeronautics and Space - Nanotechnologies and nanosciences - Sustainable Energy Systems - Euratom - Sustainable Surface Transport
  http://ec.europa.eu/research/science-society/document_library/pdf_06/synthesis-report-aeronautics-and-space-nanotech-and-nanoscience-sustainable-energy-transport-euratom_en.pdf

- Synthesis Report: NEST - SME Activities - Co-ordination of Research Activities - Coherent Development of Policies - Research Infrastructures - Research and Innovation
  http://ec.europa.eu/research/science-society/document_library/pdf_06/synthesis_report_nest_sme_coord_infrastructure_innovation.pdf

- Executive Summary: Citizens and governance in a knowledge-based society
  http://ec.europa.eu/research/science-society/document_library/pdf_06/exec_summary_citizens_and_governance.pdf

- Executive Summary: Co-ordination of Research Activities
  http://ec.europa.eu/research/science-society/document_library/pdf_06/exec_summary_coord_of_research_activities.pdf

- Executive Summary: Specific measures in support of international co-operation (INCO) http://ec.europa.eu/research/science-society/document_library/pdf_06/exec_summary_inco.pdf

- Executive Summary: NEST - Research and Innovation - Coherent Development of Policies http://ec.europa.eu/research/science-society/document_library/pdf_06/exec_summary_nest_research_innovation_coherent_development.pdf

- Executive Summary: Research Infrastructures http://ec.europa.eu/research/science-society/document_library/pdf_06/exec_summary_research_infrastructure.pdf

- Executive Summary: Science and Society http://ec.europa.eu/research/science-society/document_library/pdf_06/exec_summary_sience_and_society.pdf

- Executive Summary: SME Activities http://ec.europa.eu/research/science-society/document_library/pdf_06/exec_summary_sme_activities.pdf

Public Hearing on Women in Academic and Research Occupations and on Gender Research

21 May 2008

http://www.europarl.europa.eu/sides/getDoc.do?type=TA&language=EN&reference=P6-TA-2008-0221

The Gender Challenge in Research Funding – Assessing the European national scenes – 2009

http://ec.europa.eu/research/science-society/document_library/pdf_06/gender-challenge-in-research-funding_en.pdf

This report gives an analysis of the gender dynamics among applicants, recipients and gatekeepers of research funding, in funding processes, instruments and criteria, and the role of key funding organisations in promoting gender equality in research.

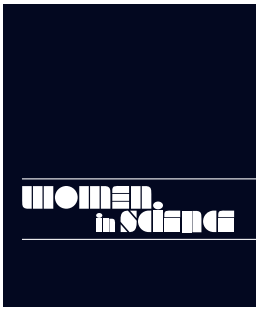
The analysis was carried out in 33 countries, an overview of which is annexed to the report.

Women in Science and Technology – Creating sustainable careers - 2009

http://ec.europa.eu/research/science-society/document_library/pdf_06/wist2_sustainable-careers-report_en.pdf

Following the publication of "Wake-Up Call for European Industry" (EU DG Research, 2003), representatives from companies, universities, and the European Commission's DG Research joined forces in a working group – called Women in Science and Technology (WiST) – to promote gender diversity in the field of science and technology. The activities of this group concluded with the publication of the report "Women in Science and Technology: a Business Perspective" (EU DG Research, 2006). A number of companies expressed interest in continuing activities with gender experts and the European Commission, but with a focus on two new objectives: how to reduce the leaky pipeline for women in science and technology; and how to build a business case for work-life balance.

The WiST2 working group was thus established, giving more companies the opportunity to join the group, and at the same time expanding its scope to universities, which is where the leak begins in the "women in science and technology pipeline". This report is the result of the collaborative effort of the working group - it analyses the business case of the work life balance policies that have been adopted by companies in order to stop the leak.



Women in Science – 2009

(Compelling stories of the heroines of science)

http://ec.europa.eu/research/audio/women-in-science/pdf/wis_en.pdf#view=fit&pagemode=none

http://ec.europa.eu/research/index.cfm?lg=en&pg=wisaudiobook (audio book version)

Today, women are actively participating in science, while the number of women among the world's top scientists is growing.

In fact, the face of modern science would be unrecognisable without the major contributions made by women.

This volume shows that, despite the invisibility of women in the historical narrative of mainstream science, it does not mean that science was always exclusively a man's world. Throughout the centuries, many women managed to overcome their marginalisation and excel in their chosen field, making vital additions to the sum of human knowledge.

This book tells the compelling stories of these heroines of European science – some sung but many unsung – and, through their narratives, it enriches and completes the history of human knowledge by highlighting the role of women.

Toolkit Gender in EU-funded research – 2009

http://www.yellowwindow.be/genderinresearch/

The toolkit and training packages give the research community practical tools to integrate gender aspects into FP7 research, including equal opportunities for women and men *AND* the gender dimension of research, thereby contributing to excellence in research.

Research*eu – Special issue – Women and Science – April 2009

http://ec.europa.eu/research/research-eu/index_en.html

This issue looks at the underrepresentation of women in the world of science in general and on its decision-making bodies in particular.

Monitoring progress towards Gender Equality in the Sixth Framework Programme – Synthesis report of the six studies published in 2008

September 2009

http://ec.europa.eu/research/science-society/document_library/pdf_06/gender-monitoring-studies-synthesis-report_en.pdf

A series of gender monitoring studies were launched during FP6 (five lots each covering several activity areas, a separate study for DG INFSO and a coordination contract) designed to monitor progress towards gender equality and gender relevance awareness in FP6.

The studies examine both the participation of women in FP6 activities and the gender dimension of the research content, the aim being to assess the success of current gender mainstreaming strategies and to provide recommendations for future activities in this field.

This report presents a synthesis of the key findings and recommendations of the six studies.

She Figures 2009 – Statistics and Indicators on Gender Equality in Science

http://ec.europa.eu/research/science-society/index.cfm?fuseaction=public.topic&id=126

What is the proportion of female and male researchers in Europe and how is this balance evolving over time? In which scientific field are women better represented? Do the career paths of female and male researchers follow similar patterns? How many senior research positions are held by women in Europe?

Published by DG RTD in 2003, 2006 and 2009, She Figures is an ongoing work to present statistics and indicators on women in science from tertiary education to the job market. Along with the 27 EU Member States, She Figures covers Croatia, Iceland, Israel, Norway, Switzerland and Turkey.

ANNEX VII
"Women in Science" Events

ANNEX VII "Women in Science" Events

1993 - Women in Science – International Workshop – 15th to 16th February 1993

Brussels – Proceedings, edited by H.A. Logue & L.M. Talapessy

Women and Science conference

organised by the European Commission, Directorate-General for Science, Research and Development in cooperation with the European Parliament

Brussels, 28-29 April 1998

http://bookshop.europa.eu/eubookshop/download.action?fileName=CGNA18354ENC_001.pdf&eubphfUid=10206423&catalogNbr=CG-NA-18-354-EN-C

This conference provided an exceptional forum for the Commission, the European Parliament and scientists to discuss the importance of the contribution women have to make to scientific research. The decision-makers expressed their strong political commitment at regional and national level to take action for the promotion of women in research.

Women and science: Making change happen

Proceedings of the conference

Brussels, 3-4 April 2000

http://bookshop.europa.eu/eubookshop/download.action?fileName=KI3100037ENC_001.pdf&eubphfUid=10142299&catalogNbr=KI-31-00-037-EN-C

Gender & Research conference

Brussels, 8-9 November 2001

The objectives of this conference were to present the results achieved since the Women and Science Action Plan was launched in 1999, and to give new momentum to work undertaken to integrate the gender dimension in European research. The conference thus provided an opportunity to present the work of the Helsinki Group on Women and Science and the results of the extensive gender impact assessment exercise carried out on the specific programmes of the Fifth Framework Programme. It also provided a context for discussing how the gender dimension should be taken into account in the Sixth Framework Programme and how the place and role of women could be strengthened in the European Research Area.

The conference was attended by some 600 participants.

Women in industrial research – speeding up changes in Europe International Conference

Berlin, 10-11 October 2003

Based on the WIR-report and the WIR-study, high representatives from industry, research and politics debated in Berlin on 10 and 11 October 2003 about the urgent business need to improve gender diversity in European research.

More than 350 experts from over 40 countries, mainly from industry, but also from research institutions and organisations, academia, national governments and international organisations met in Berlin to discuss how to enricht European research and competitiveness by recruiting, retaining and promoting more women in industrial R&D. There was a clear consensus that there is an urgent business need to improve gender diversity in European research.

Enwise conference "Enlarging Europe with/for Women Scientists"

Tallinn, 9-10 September 2004

The facts and findings and the recommendations put forward in the Enwise final report "Waste of talents: turning private struggles into a public issue" were presented and widely debated during a one and half day stakeholders' Conference, which took place in Tallinn on September 9-10, 2004. The conference, co-organised by the Estonian Ministry of Education and the Estonian Archimedes Foundation, gathered around 250 participants from 44 countries, including the 32 countries represented in the Helsinki Group on women and science and a delegation of women scientists from the Western Balkans and from Georgia, Russia and Ukraine.

http://ec.europa.eu/research/science-society/women/enwise/events_en.html

Re-searching Women in Science and Technology conference

Vienna, May 15-16 2006

The conference "Re-searching Women in Science and Technology" organised jointly by the European Commission and the Austrian Presidency of the European Union on 15 and 16 May 2006 in Vienna, examined how to integrate diversity in industrial research management and which strategies have to be implemented in order to increase the number of female researchers in industry.

International companies such as Xerox, Hewlett-Packard, Shell etc. presened their strategies in the field of recruiting and retaining women researchers. The European Commissioner for Research, Mr. Janez Potočnik, and other top level representatives from the European Commission and the Austrian government discussed together with CEOs and HR responsibles what can be done to attract and retain women researchers in industry.

The conference was attended by some 300 participants.

http://ec.europa.eu/research/science-society/index.cfm?fuseaction=public.topic&id=342

The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers – Turning policy into practice: building the pool of talented researchers to achieve Europe's goal and future innovation

London, 8-9 September 2006

The conference was attended by over 250 people from 35 countries across the EU Member and Associated States. Through a mix of strategic plenary presentations and practical workshop sessions, participants were able to gain an understanding of the context of the development of the Charter and Code, and identify the implications of adopting them on personal, institutional and national levels. The conference speakers provided various explorations of the potential gains and obstacles of implementing the Charter and Code and the surrounding issues. Through the workshops and discussions conference participants identified various topics provided some conclusions and finally recommendations to all stakeholders, from individual researchers to political leaders.

Gender issues in research – Innovation through equality of opportunity

Berlin 18-19 April 2007

Anchored in the framework of both the German EU Presidency 2007 and the European Year of Equal Opportunities, the intention of the event was to feature the current initiatives of the German research policy institutions, to redress the gender imbalance in decision-making positions as well as to promote the innovation potential of the gender aspect in scientific content and do some consciousness raising with the policy decision makers.

Organised by the Centre of Excellence Women and Science, the two-day event coincided with the 16th meeting of the Helsinki Group on Women and Science (national representatives responsible for women and science issues). The conference explored the new structures, measures and activities being developed in Germany to ensure equal opportunities for women scientists.

Individual speakers, panel and audience all emphasised the fact that Germany now needs to take real action to reduce gender inequalities in science. In fact, the conference is already an important step along the way, not least since a few concrete solutions were proposed. These included giving more credit to gender-balanced research teams in the evaluation of project proposals, providing extra funds to projects with a good gender balance, or no longer financing those without at least 30% of each sex. With such strong awareness of the current imbalance and the potential benefits of redress, the future should see more women welcomed into research - not only in Germany, but right across the EU.

http://www.cews.org/konferenz-Innovation/en/index.php

SET-ROUTES International Women in Science conference- THE WAY FORWARD

Heidelberg, 9-11 May 2007

The overriding focus of the three-day conference was to move forward and find concrete ways to improve the prospects of women working in science. Presentations took a constructive look at the current situation - evaluating progress, identifying good practice and showcasing initiatives that are having a positive impact on the working environment of women scientists.

http://www.set-routes.org/conference/index.html

WONBIT – Women on Biotechnology, Scientific and Feminist Approaches

Rome, 21-23 June 2007

The term "biotechnology" refers to the use of living organisms or their products to modify human health and the human environment. Biotechnology represents a frontier area in scientific development and its importance goes from ethical to environmental and economic issues as is re-designing the possibilities of transforming life. The aim of the Wonbit conference was to promote an interdisciplinary and wide debate among feminisms and science.

Four areas of discussion were defined:

- Women scientists in biotechnological research
- Bodies, cultures and scientific metaphors
- Environmental effects of biotechnologies
- Facing impact: society and biotechnologies

Annual Conference of the European Platform of Women Scientists "Women shaping Science"

Vilnius, 5-7 June 2008

The European Platform of Women Scientists EPWS held its Annual Conference "Women Shaping Science" in collaboration with BASNET, the Baltic States Network: Women in Science and High Technology, in Vilnius, Lithuania, from 5-7 June 2008. The aims of the conference were to investigate the current situation and environment in which women scientists work as well as to look into possibilities to narrow the gap between the number of women and men in high positions both in the field of science and research but also in business. The conference explored and highlighted the current and future impact of women scientists on the scientific community, on scientific culture in Europe, in the policy making process, and in reflecting social aspects of science. The conference also looked at the opportunities for the creation a better working climate for women scientists and how to encourage more women to take up an academic or scientific career or to join technological industries, which are dominated by men. Particular attention was paid to the development and support of networks of women scientists in Central and Eastern Europe, especially in the Baltic States .The latest European Commission Reports on Women in Research Decision Making and on Benchmarking Policy Measures on Gender Equality in Science were presented and discussed.

The Conference was attended by more than 160 representatives of European organisations of women scientists from 28 countries. For three days Vilnius became a melting pot of lively discussions, in-depth presentations and networking.

The 14th International Conference of Women Engineers and Scientists

Lille, 15-18 July 2008

500 women engineers and scientists from across the world gathered together in Lille, France from the 15th to the 18th July 2008. They have been meeting this way every three years since 1964, in an event that celebrates women's achievements and provides inspiration to many women and girls. Their programme includes talks from women experts, technical papers on a range of subjects, and panel discussions and workshops aimed at helping women develop their careers.

That year's title was "A changing world: new opportunities for Women Engineers and Scientists".

The conference focused on issues of Management and Leadership, Diversity and Ethics. Moreover, key technical topics have been discussed including opportunities and challenges in

sustainable development, waste management, water resources, climate changes, information and communication technologies and new biotechnologies. Other important features of the conference were a Youth Forum, a formal session to meet “Inspirational Role Models”, and the opportunity to learn more about mentoring.

http://www.icwes14.org/icwes14-en

Changing research landscapes to make the most of human potential – 10 years of EU activities on women in science, and Beyond

Prague, 14-15 May 2009

The conference was organised in Prague on 14-15 May 2009 in cooperation with the Czech Presidency of the European Union. It offered the opportunity to highlight best practices, adopted in EU and third country institutions, in attracting and keeping women, and men, in science and technology careers. During the conference, such methods were discussed, and a number of gender awareness measures to modernise human resources management in research institutions were identified.

http://ec.europa.eu/research/science-society/index.cfm?fuseaction=public.topic&id=1860

European Commission

STOCKTAKING 10 years of "Women in Science" policy by the European Commission (1999-2009)
Annexes

Luxembourg: Publications Office of the European Union

2010 — 171 pp. — 17.6 × 25.0 cm

ISBN 978-92-79-15704-2

doi:10.2777/47419

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KI-NB-24170-EN-C

Ten years ago the European Commission started its activities on “women in science”. This Report records this ten-year history, analyses the activities undertaken, provides an assessment of their effectiveness and appropriateness, and – whenever possible – includes a reflection on what did not work, what was not done, and how these omissions could be addressed. The authors believe that this report – a stocktaking of 10 years of activities on “women in science” – will help the European Commission to make decisions on future policy because of the perspective provided by the process of “taking stock”. And this report should also help future proposal presenters, providing them with the background to the topic, and the details of previously funded projects, thereby placing the Framework Programme calls into a policy development context.

ISBN 978-92-79-15704-2