

# The European Research Council



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## *Stimulating Ambitious Bottom-up Proposals by Scientists*

**Jean-Pierre BOURGUIGNON**  
*ERC President*



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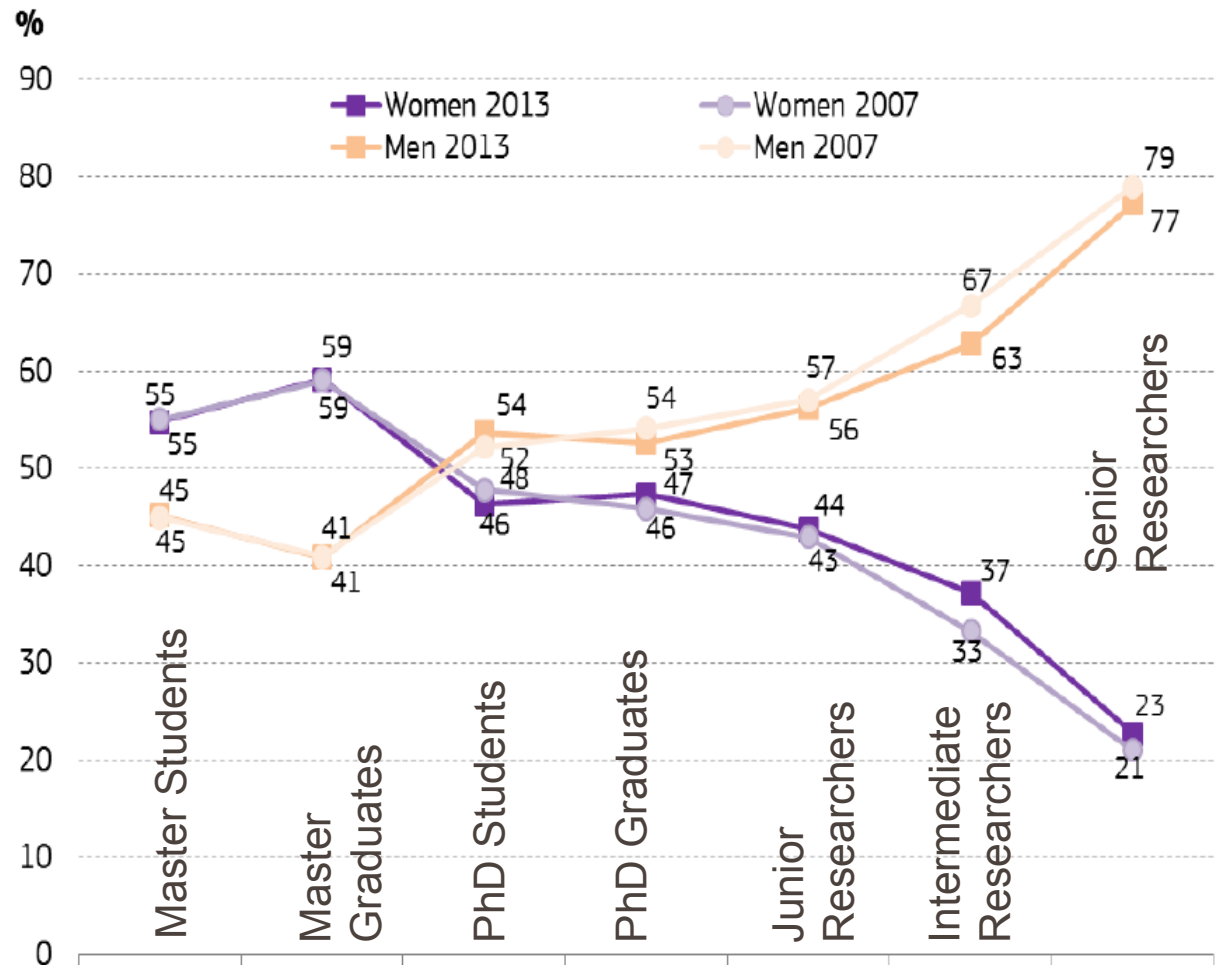
# Involvement of Women in Research Careers

# Women in Research in all Subjects

Overall, the proportion of women students is higher, but the proportion of men is higher at PhD level and beyond.

SHE Figures 2015

Proportion of men and women in a typical academic career, students and academic staff, EU-28, 2007-2013

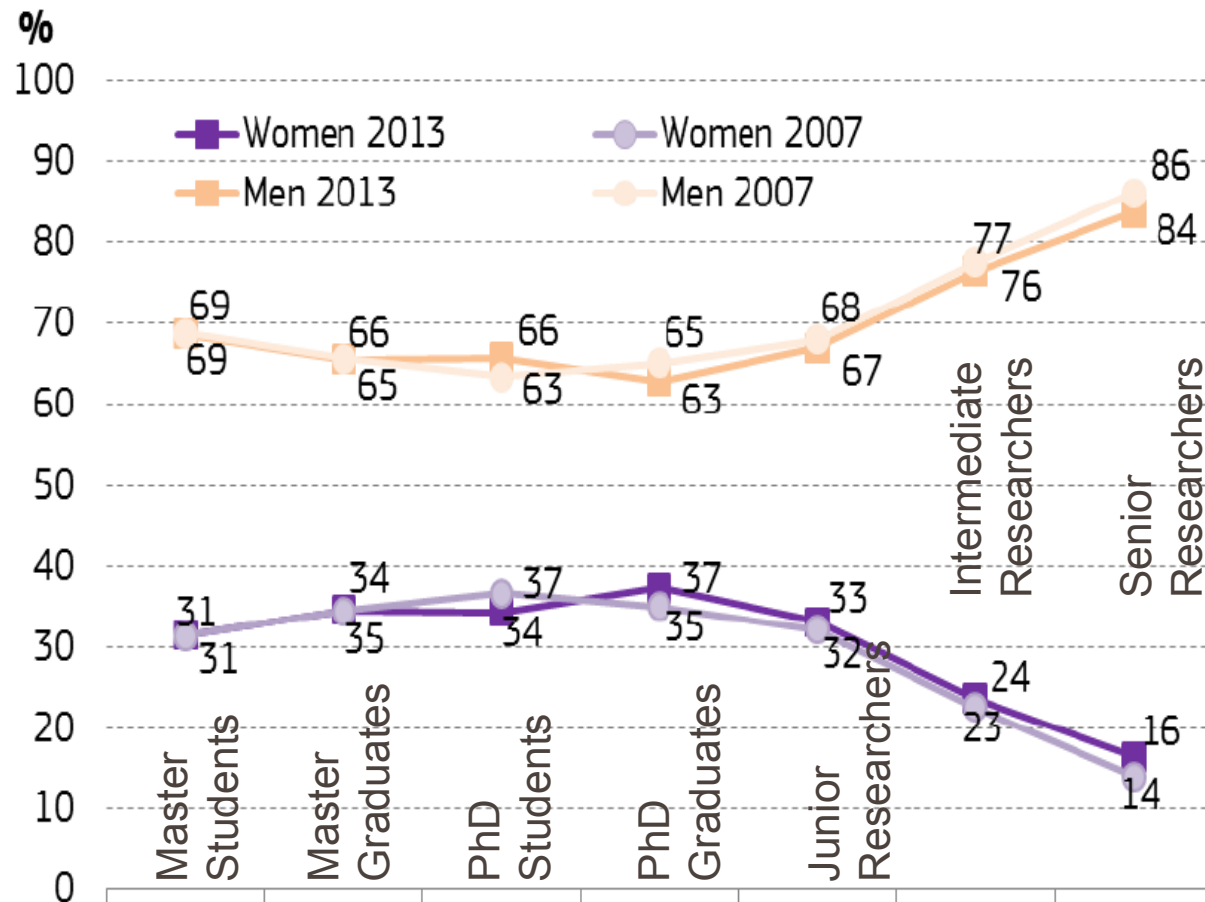


# Women in Science & Engineering

In the natural sciences and engineering subjects, the proportion of women students is lower than that of men to start with.

**SHE Figures 2015**

Proportion of men and women in a typical academic career in science and engineering, students and academic staff, EU-28, 2007-2013





# Women in Research by Field



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Evolution of the proportion (%) of female researchers in the Higher Education Sector, by field of science, 2005-2012

	Natural Sciences		Engineering & technology		Medical sciences		Agricultural sciences		Social sciences		Humanities	
	2005	2012	2005	2012	2005	2012	2005	2012	2005	2012	2005	2012
BE	30	33	19	21	47	53	40	47	43	49	42	45
BG	54	47	26	33	53	51	34	33	43	52	47	54
CZ	32	29	21	21	44	48	36	36	39	42	37	42
DK	26	33	16	24	41	49	50	51	32	42	45	43
DE	23	28	14	19	39	48	39	49	34	36	36	50
EE	38	40	24	31	57	58	42	46	55	58	59	62
IE	31	34	21	21	57	61	38	47	45	49	44	51
ES	38	41	34	37	40	43	38	39	39	42	39	42
HR	41	44	31	36	55	58	41	46	45	55	52	58
IT	36	42	21	26	30	36	32	39	36	42	49	52
CY	30	34	18	31	:	56	:	:	38	40	48	47
LV	39	43	21	36	59	64	51	54	60	64	70	68
LT	41	45	27	35	54	61	47	53	61	65	62	65
LU	26	24	18	16	:	23	:	:	34	58	35	53
HU	27	27	18	22	44	46	33	38	41	45	45	44
MT	17	26	9	13	30	46	:	27	34	40	28	23
NL	26	41	21	41	39	41	34	41	38	41	42	41
AT	26	29	18	22	40	46	49	56	44	49	46	52
PL	39	39	23	25	53	55	47	49	47	47	45	47
PT	48	51	33	31	54	56	50	55	53	54	51	50
RO	36	51	34	41	57	57	43	42	45	50	33	49
SI	29	30	18	24	50	52	52	53	38	46	47	51
SK	38	46	32	32	55	56	44	42	53	52	48	48
FI	33	33	30	25	57	67	58	55	53	57	54	57
SE	35	36	22	25	61	59	56	47	:	:	:	:
UK	31	44	19	40	51	50	33	60	41	39	47	38
NO	26	33	19	26	49	56	43	47	42	48	43	47
MK	33	56	32	34	62	66	28	44	38	48	64	54
RS	51	49	31	34	56	48	45	57	50	48	50	57
TR	41	43	30	32	44	47	27	30	37	41	41	43

The proportion of women varies considerably by field and by country (evolution from 2005 to 2012).

**SHE Figures 2015**



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# General Facts about ERC

# What is ERC?



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## European Research Council

- An autonomous pan-European funding body set up by the EU in 2007 **led by scientists** after a long struggle
- **Mandate:** to encourage the highest **quality research** in Europe through competitive funding of **frontier projects**
- Funded through the EU Framework programmes for Research and Innovation
- For the period 2014-2020: a part of **Horizon 2020**

# Freedom to Stimulate Creativity



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## ERC offers independence, recognition & visibility

- to work on a research topic of **own choice**, with a team of **own choice**,
- to gain true **financial autonomy** for 5 years,
- to negotiate with the host institution the **best conditions** of work,
- to attract **top team members** (EU and non-EU) **and collaborators**,
- to move with the grant to any place in Europe if necessary (**portability of grants**),
- **to attract additional funding and gain recognition**; ERC is a quality label.

**ERC expects researchers to submit ambitious projects.**

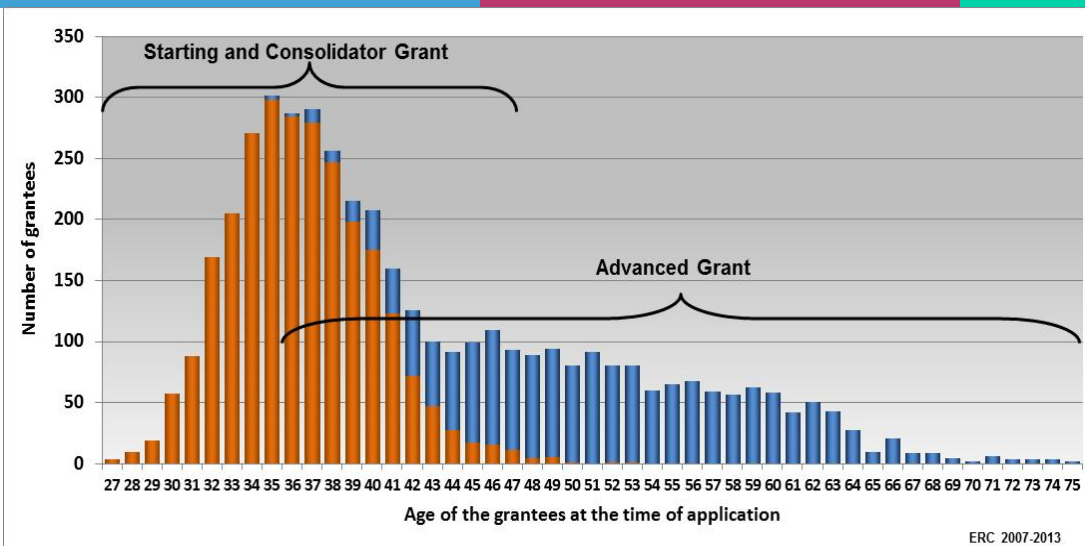


# Priority to Young Scientists



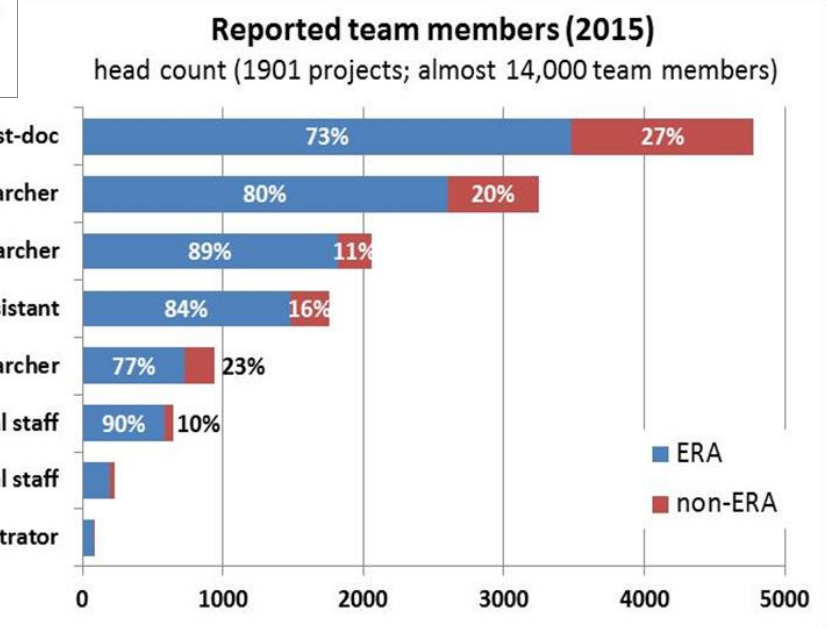
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+ 22 000 PhD and post-doc researchers working in ERC teams.

Two-thirds of ERC grants go to early-stage Principal Investigators.



# After 8 Years - a Success Story



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- Highly recognised by the research community
- Over **4 300** top researchers funded during FP7 (2007-2013)
- **65%** are at an early-career stage
- Other **937** researchers selected in the **2014** ERC calls
- **66** nationalities represented
- Highly competitive (overall success rate tending to **10%**)
- Working in almost **600** different institutions in **32** countries
- **50%** of grantees in **50** institutions : *“Excellence attracts excellence”*
- Benchmarking effect: impact on national programmes and agencies; national funding for best "runners-up"
- Efficient and fast grant management



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# Involvement of Women in ERC Calls

# Women Applicants to ERC Calls



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The proportion of women applicants varies considerably by call type and domain, from **43%** in StG **Social Sciences and Humanities (SH)** to **9%** in AdG **Physics and Engineering (PE)**. The average is **30%** in the **Life Sciences (LS)**.

Share women in evaluated proposals	LS	PE	SH	All domains
	F	F	F	F
<b>StG</b>	<b>36%</b>	<b>21%</b>	<b>43%</b>	<b>31%</b>
StG2007	36%	22%	43%	30%
StG2009	34%	20%	40%	29%
StG2010	33%	19%	43%	29%
StG2011	33%	17%	40%	28%
StG2012	34%	19%	41%	29%
StG2013	38%	24%	45%	34%
StG2014	38%	23%	46%	33%
StG2015*	39%	23%	49%	34%
<b>CoG</b>	<b>34%</b>	<b>19%</b>	<b>42%</b>	<b>29%</b>
CoG2013	35%	19%	42%	29%
CoG2014	32%	18%	42%	27%
CoG2015*	34%	19%	43%	29%
<b>AdG</b>	<b>17%</b>	<b>9%</b>	<b>24%</b>	<b>15%</b>
AdG2008	19%	9%	19%	14%
AdG2009	16%	9%	21%	14%
AdG2010	13%	7%	25%	13%
AdG2011	18%	8%	24%	15%
AdG2012	17%	10%	24%	16%
AdG2013	20%	9%	26%	16%
AdG2014	16%	9%	21%	14%
AdG2015*	19%	10%	29%	17%
<b>TOTAL</b>	<b>30%</b>	<b>17%</b>	<b>37%</b>	<b>26%</b>

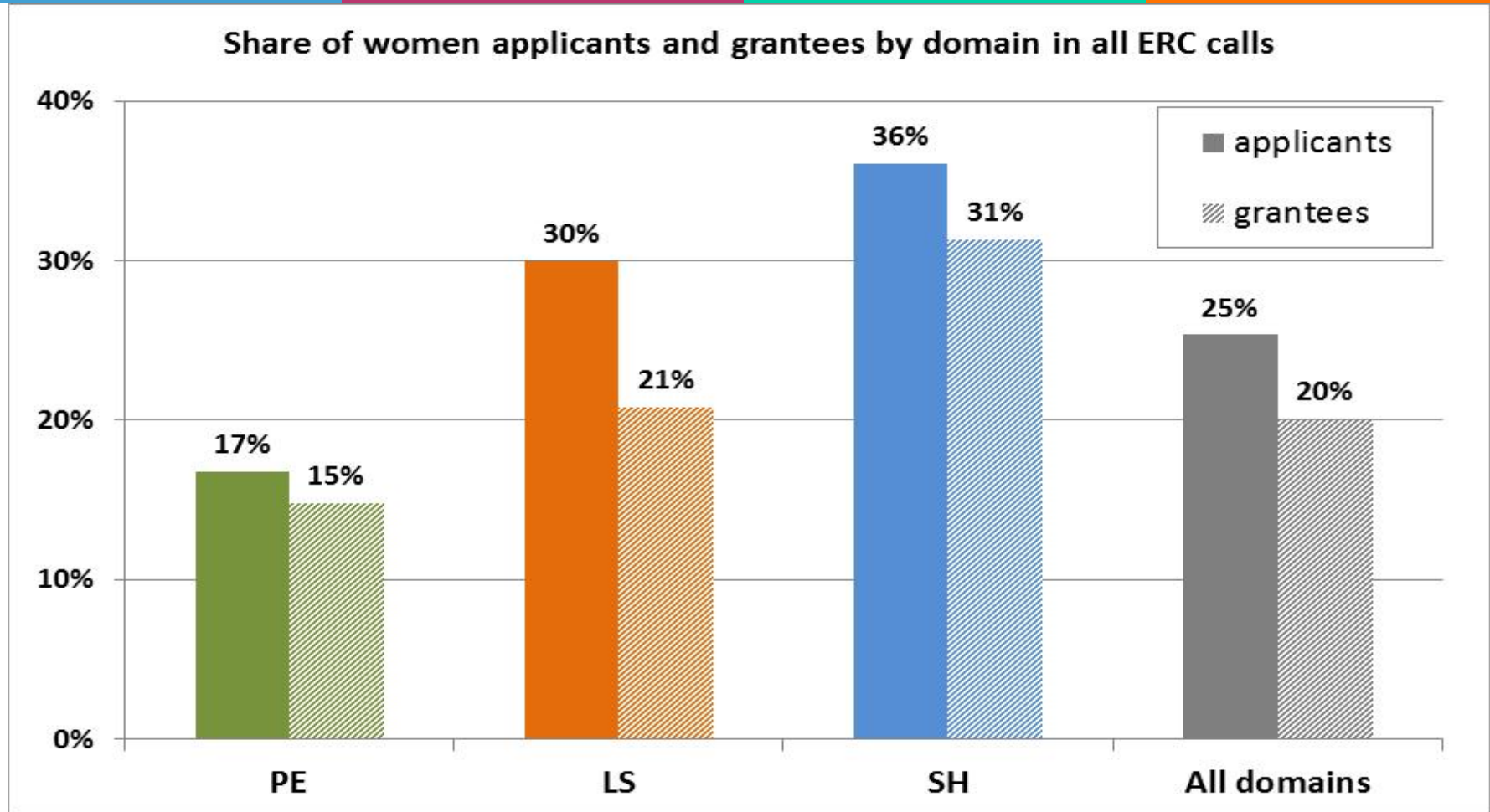
\*) all submitted for 2015 calls

# Women in ERC during FP7



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# Women ERC Grantees by Domain



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The proportion of women funded varies considerably by call type and domain, from **42%** in CoG **Social Sciences and Humanities (SH)** to **7%** in AdG **Physics and Engineering (PE)**. The average is **22%** in the **Life Sciences (LS)**.

Share women in funded proposals	LS	PE	SH	All domains
	F	F	F	F
<b>StG</b>	<b>26%</b>	<b>21%</b>	<b>38%</b>	<b>26%</b>
StG2007	21%	21%	51%	27%
StG2009	23%	22%	30%	24%
StG2010	24%	22%	38%	26%
StG2011	23%	15%	34%	21%
StG2012	27%	17%	35%	24%
StG2013	31%	27%	34%	30%
StG2014	33%	26%	46%	32%
<b>CoG</b>	<b>26%</b>	<b>19%</b>	<b>42%</b>	<b>26%</b>
CoG2013	21%	17%	44%	24%
CoG2014	31%	21%	40%	28%
<b>AdG</b>	<b>15%</b>	<b>7%</b>	<b>21%</b>	<b>13%</b>
AdG2008	15%	5%	18%	11%
AdG2009	16%	7%	32%	15%
AdG2010	9%	6%	22%	10%
AdG2011	16%	7%	15%	12%
AdG2012	19%	8%	25%	16%
AdG2013	17%	10%	17%	14%
AdG2014	12%	5%	18%	10%
<b>TOTAL</b>	<b>22%</b>	<b>16%</b>	<b>32%</b>	<b>21%</b>

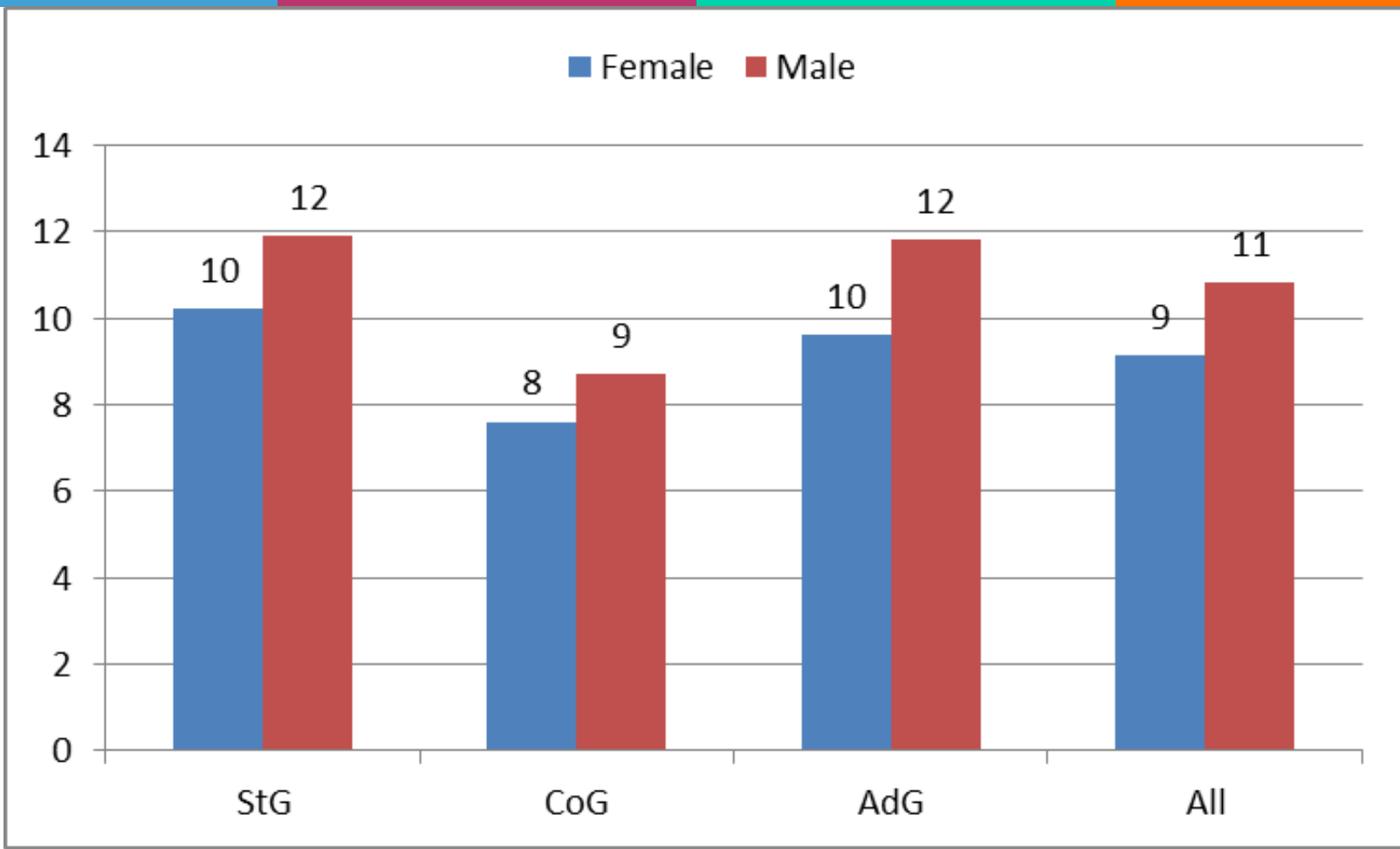
# ERC Success Rates by Domain and Gender

Success rate	Life Sciences			Physical Sciences and Engineering			Social Sciences and Humanities			All domains		
	F	M	Total	F	M	Total	F	M	Total	F	M	Total
<b>StG</b>												
<b>StG2007</b>	1.8%	4.0%	3.2%	3.2%	3.2%	3.2%	5.3%	3.9%	4.5%	3.0%	3.6%	3.4%
<b>StG2009</b>	6.3%	10.8%	9.3%	11.1%	10.1%	10.3%	9.1%	14.0%	12.0%	8.5%	10.9%	10.2%
<b>StG2010</b>	11.4%	17.8%	15.7%	20.0%	16.4%	17.1%	11.8%	14.4%	13.3%	13.9%	16.5%	15.8%
<b>StG2011</b>	8.4%	13.9%	12.1%	12.0%	13.7%	13.4%	8.4%	10.9%	9.9%	9.3%	13.2%	12.1%
<b>StG2012</b>	10.3%	14.2%	12.9%	11.4%	12.7%	12.4%	9.0%	11.5%	10.5%	10.2%	13.0%	12.2%
<b>StG2013</b>	8.8%	12.2%	10.9%	9.8%	8.6%	8.9%	5.6%	9.0%	7.5%	8.1%	9.8%	9.2%
<b>StG2014</b>	12.2%	15.2%	14.1%	12.3%	10.9%	11.2%	9.5%	9.5%	9.5%	11.4%	11.9%	11.7%
<b>CoG</b>												
<b>CoG2013</b>	5.9%	12.0%	9.9%	7.6%	8.6%	8.4%	7.7%	7.2%	7.4%	7.0%	9.4%	8.7%
<b>CoG2014</b>	17.3%	18.0%	17.8%	15.7%	13.5%	13.9%	12.4%	13.7%	13.1%	15.2%	14.9%	15.0%
<b>AdG</b>												
<b>AdG2008</b>	11.4%	14.3%	13.7%	8.5%	14.1%	13.6%	13.5%	14.9%	14.7%	11.1%	14.3%	13.9%
<b>AdG2009</b>	18.8%	18.8%	18.8%	12.9%	15.5%	15.3%	20.3%	11.7%	13.5%	17.5%	15.8%	16.1%
<b>AdG2010</b>	11.0%	17.4%	16.5%	10.9%	14.4%	14.1%	8.6%	9.9%	9.6%	9.9%	14.4%	13.8%
<b>AdG2011</b>	12.0%	14.4%	14.0%	14.7%	15.3%	15.3%	5.8%	10.9%	9.6%	10.1%	14.0%	13.4%
<b>AdG2012</b>	17.6%	15.1%	15.5%	12.9%	14.8%	14.6%	11.5%	10.8%	10.9%	14.1%	14.1%	14.1%
<b>AdG2013</b>	11.6%	14.6%	14.0%	14.4%	12.2%	12.4%	6.3%	11.0%	9.8%	10.3%	12.7%	12.3%
<b>AdG2014</b>	8.3%	10.9%	10.5%	4.2%	8.3%	8.0%	5.7%	6.9%	6.6%	6.1%	8.8%	8.4%

# ERC FP7 Calls Success Rate by Gender



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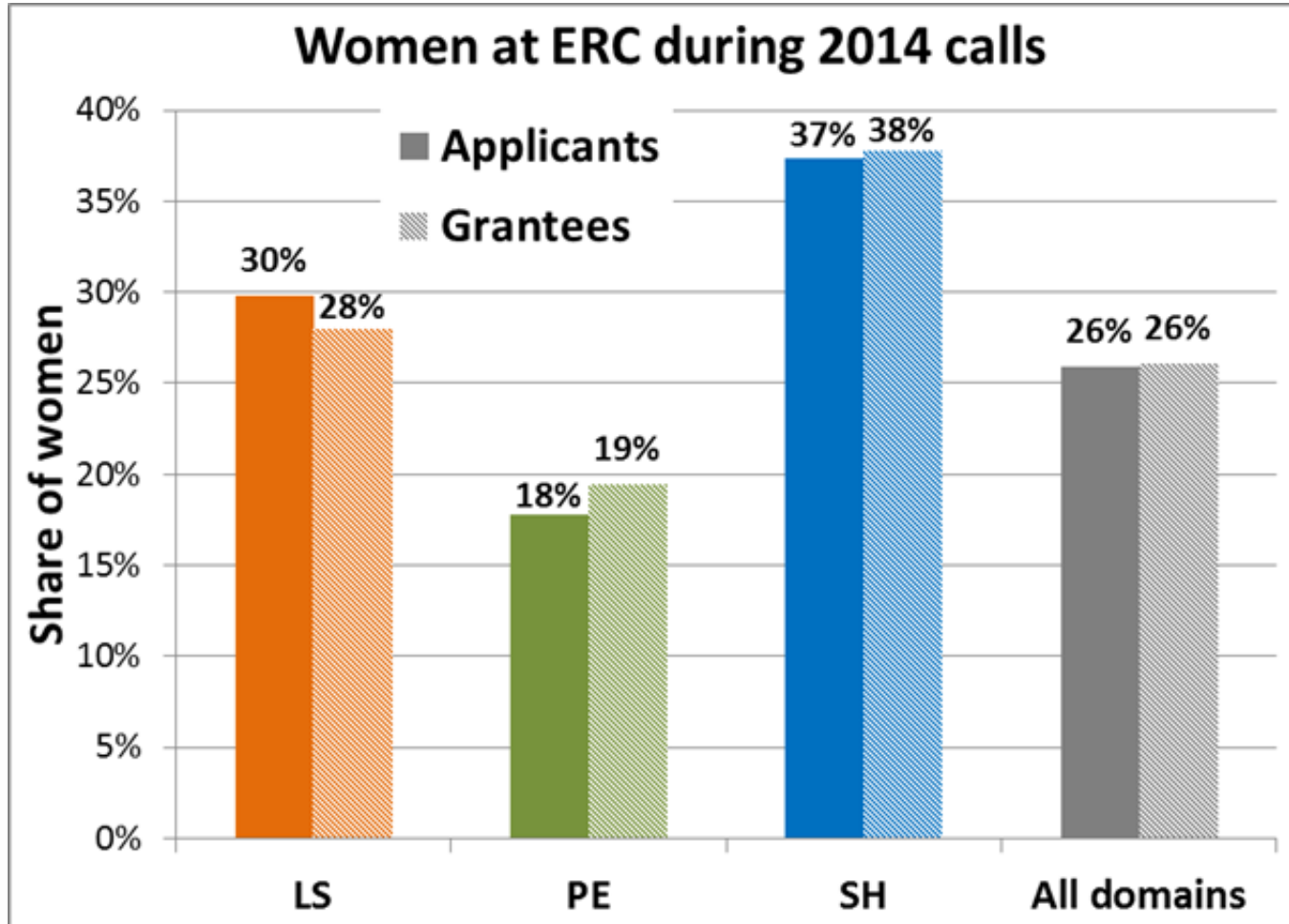


# ERC 2014 Calls Figures for Women



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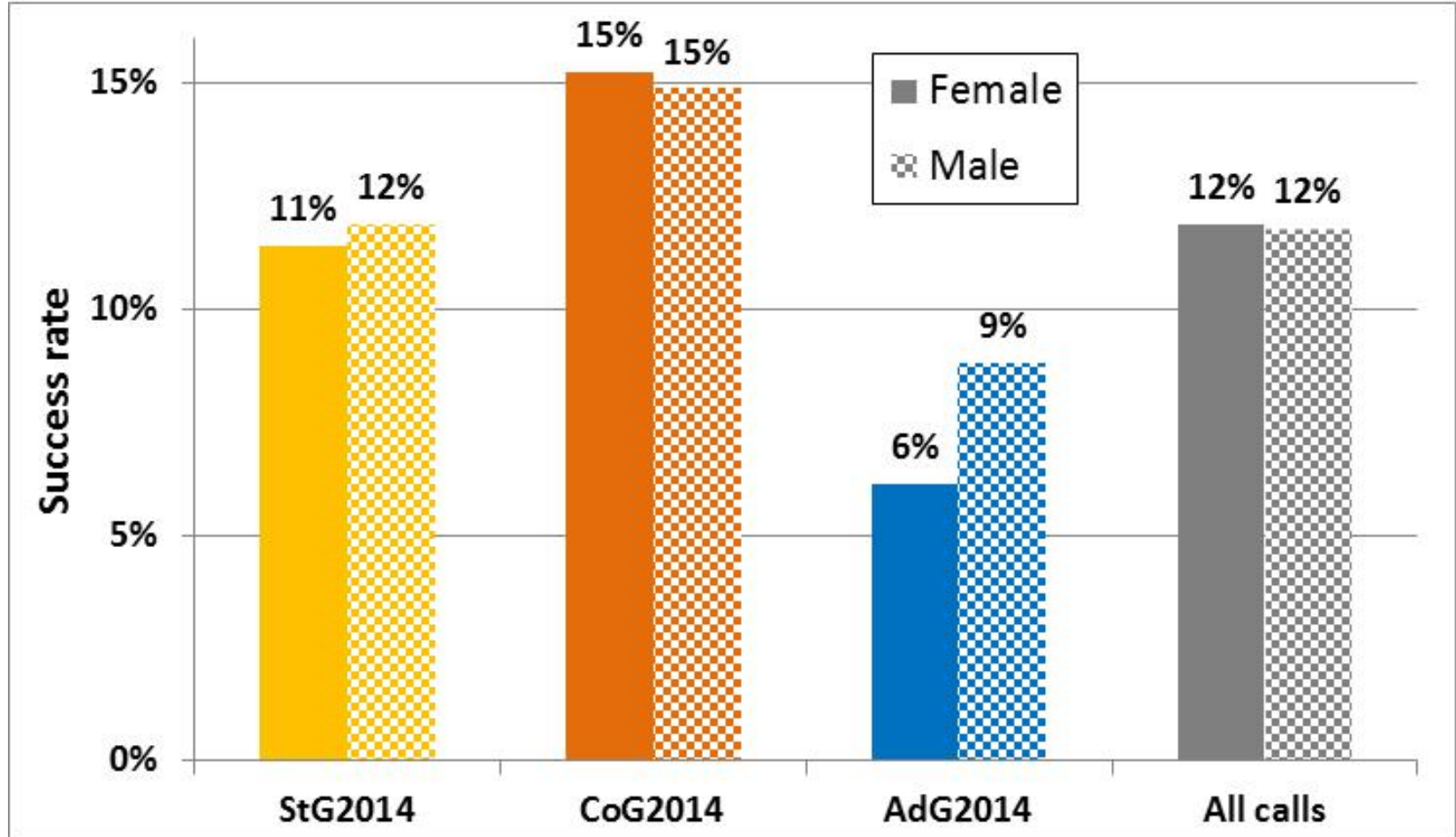
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# ERC 2014 Calls Success Rate by Gender



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# ERC Actions concerning Gender Balance

# Gender Balance Working Group



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

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

**ERC showcases women grantees in events.**



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# Biases in Academic Peer Review



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- Even in the best of peer review systems, **implicit biases have been detected** (by virtue of being implicit), an unacceptable situation
- **Many bias factors may affect peer review of applicant:** gender, academic title, geographic location, age, familiarity, ...
- Despite the evaluator's best intentions, **implicit assumptions or expectations affect peer review outcome**, both overly positively and overly negatively.
- **Meta-analysis of grant data** showed **female** applicants are, on average, **7% less likely** to get a grant (BORNMANN 2007).

## Gender differences in Grant Peer Review: A Meta-Analysis

Lutz BORNMANN, Ruediger MUTZ, Hans-Dieter DANIEL 2007

### Abstract

*Narrative reviews of peer review research have concluded that there is negligible evidence of gender bias in the awarding of grants based on peer review. Here, we report the findings of a meta-analysis of 21 studies providing, to the contrary, evidence of robust gender differences in grant award procedures. Even though the estimates of the gender effect vary substantially from study to study, the model estimation shows that, all in all, among grant applicants men have statistically significant greater odds of receiving grants than women by about 7%.*

# Biases in Academic Peer Review



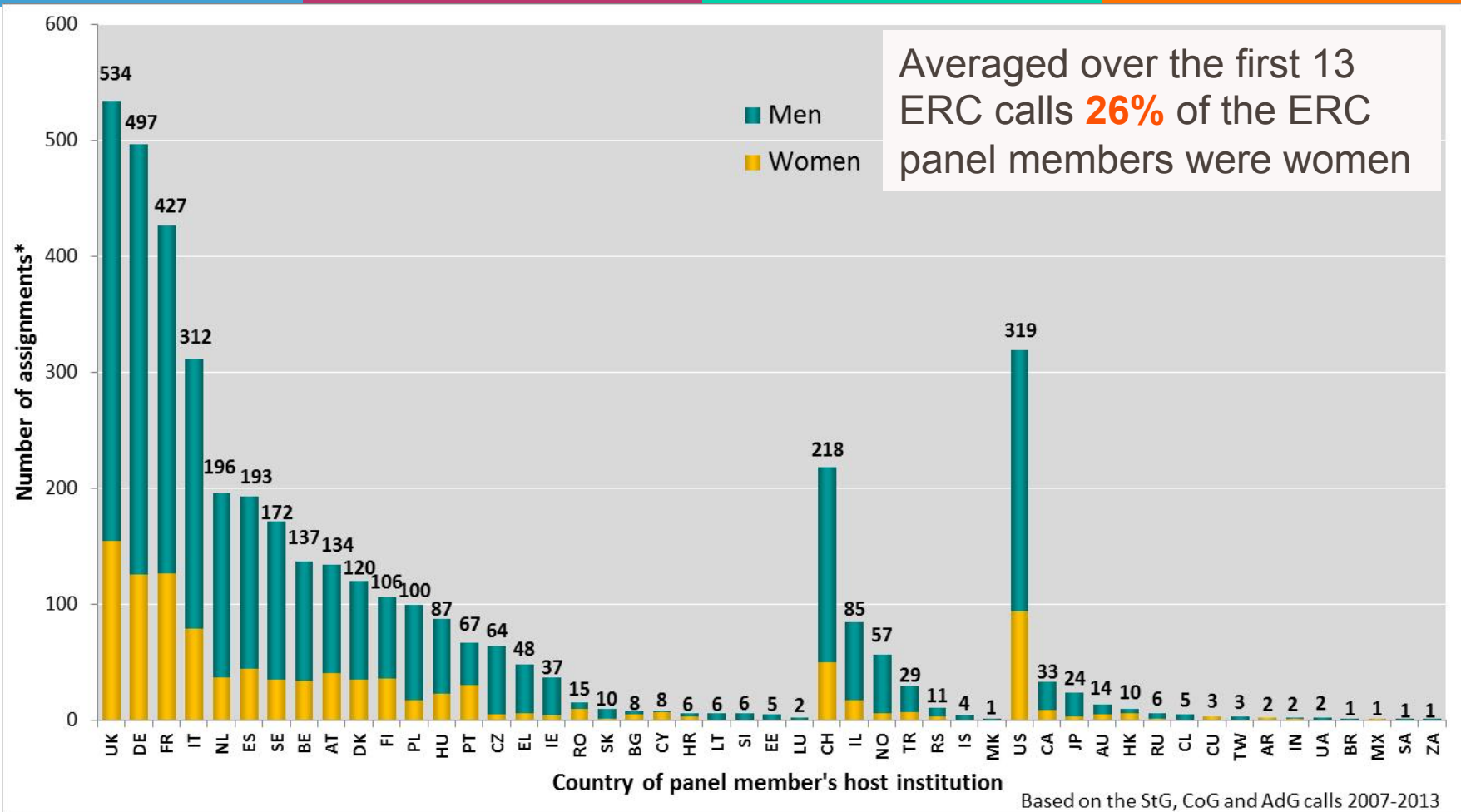
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- Even in the best of peer review systems, **implicit biases have been detected** (by virtue of being implicit).
- **Many bias factors may affect peer review of applicant:** gender, academic title, geographic location, age, familiarity, ...
- Despite the evaluator's best intentions, **implicit assumptions or expectations affect peer review outcome**, both overly positively and overly negatively.
- **Meta-analysis of grant data** showed **female** applicants are, on average, **7% less likely** to get a grant (Bornmann 2007).
- Papers with female corresponding authors less likely to be cited, men self-cite more, ...



# ERC Panel Members by Country and Gender



# ERC Success Rates to Female Panel Members



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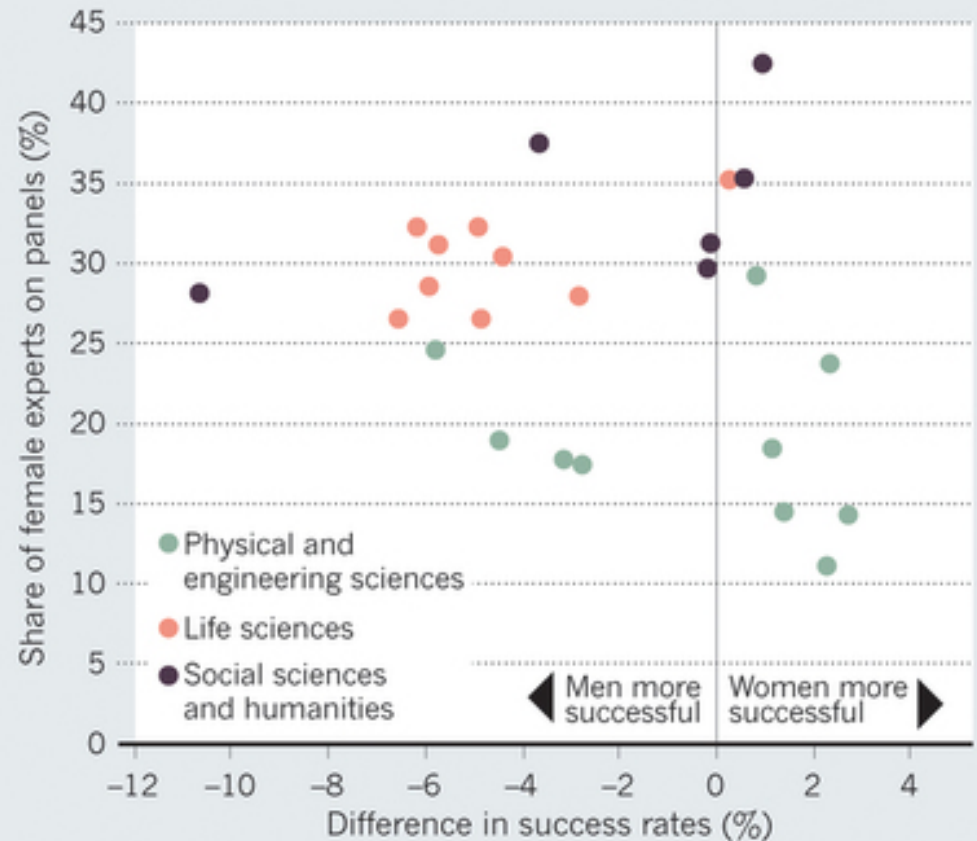
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*“Measures to give women a fair chance in science should be based on evidence”, warns Isabelle VERNOS, “or they could make matters worse”.*

**Nature, March 2013**

## GRANT GAP

Aggregating data for 2008–12, the European Research Council found no correlation between the percentage of women on its evaluation panels and the success rate of female applicants.



# More information about ERC



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