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

DG RTD
Unit C-5: Women & Science

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I. INTRODUCTION

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.

II. “LEGAL” BASIS FOR THE MAINSTREAMING

It is clearly stated

- in the Decision of the European Parliament and the Council concerning the adoption of the Sixth Framework Programme,
- in the Council Decision adopting the Specific Programmes and
- in the Regulation of the European Parliament and of the Council concerning the Rules for Participation for the implementation of the European Community Sixth Framework Programme

that the activities under this framework programme should strive to promote gender equality in scientific research, in all its forms. For a list of all references to gender issues in the decisions and regulations, refer to Annex 3 of this document.

III. DEFINITION OF GENDER EQUALITY

By gender equality, we want to embrace two different issues:

- the “gender dimension of the research content”
- the “promotion of gender equality by encouraging women's participation”.

This can be symbolically represented by the following simple formula: $GE=GD + WP$

GE: Gender Equality

GD: Gender Dimension of the Research Content

WP: Encouraging Women's Participation

IV. GENDER MAINSTREAMING IN PRACTICE

The references to gender issues in the implementation documents for FP6 are given in Annex 4 of this document. Gender issues are mentioned in the Guides for Proposers, in the Evaluation Criteria, in the Guidelines on Proposal Evaluation Procedures and in the Model Contracts.

In the introduction of all specific programmes, there is a reference that the work programmes attempt, where possible, to reinforce and increase the place and role of women in science and research both from the perspective of equal opportunities and gender relevance of the topics covered.

Detailed references to gender issues in the work programmes for FP6 are given in Annex 5 of this document.

Concerning the practical implementation of the gender mainstreaming, seven phases have been identified:

1. Proposal phase
2. Encoding phase
3. Composition of the evaluation panel
4. Briefing of evaluators
5. Evaluation
6. Contract negotiations
7. Follow-up

1. Proposal phase

For all instruments, Part B of the Guide for Proposers requires that the way in which gender issues are taken into account is clearly indicated. Annex 4 of the Guide for Proposers describes how integration of the gender dimension in FP6 projects should be considered. This annex is attached also here (see Annex 1 to this document). In some cases, the work programmes also refer to the need to take gender issues into consideration (see Annex 5 to this document)

For the Specific Support Actions (SSA), the Specific Targeted Research Projects (STREP), the Co-ordination Actions (CA) and the Integrated Projects (IP), the project management may include a task to oversee the promotion of Gender Equality in the project (see proposal form part A, note 31 “Consortium management activities”).

For the Networks of Excellence (NoE) and the Integrated Projects (IP), there is an additional requirement. These proposals have to design an action plan on gender equality (Part B.10.1: Gender Action Plan).

For the NoE’s, the proposal form A3 contains the financial information about the proposal and a detailed list of female/male researchers who participate in the action has to be given (quality of management).

Priority 1 (Life Sciences, genomics and biotechnology for health) has a much more detailed Part B.10.2, because of the special relevance of gender issues to the research subject (a specific gender approach is necessary here).

For priority 7 (Citizens and Governance in a Knowledge Based Society), the importance of the gender dimension throughout the priority is set out in the guide for proposers.

For the Marie Curie Actions, gender issues appear as community added value and are considered later at the evaluation stage.

2. Encoding phase

For all proposals, the relevant gender information will be encoded:

- statistics (proposal part A)
- action plans (proposal part B.10.1, NoE, IP only)
- integration of gender issues (proposal part B.10.2/B7)

3. Composition of the evaluation panel

The 40% target for women's participation in evaluation panels applies in FP6. When forming the panels, scientific officers should pay attention to this target. In 2001, there were 27% female experts, in 2002 only about 23%. There is a need to progress towards 40%. This also requires an increase of the number of women in the EMM database. Directorates should raise the attention of their stakeholders (programme committees, NCP's, EAG's, etc, ...) on the need to encourage women's applications to be expert-evaluator.

Parallely to this (important) quantitative dimension, it would be appropriate that some members of the panel (men and/or women) have a gender expertise complementary to their main field of expertise.

4. Briefing of evaluators

In the briefing, the scientific officer should inform the evaluators on how to deal with the gender issue during the evaluation. A slide show is attached to this document, and it is highly recommended to use it (Annex 6).

Evaluators should receive information about

1. what we mean by gender equality
2. how gender issues link with the Work Programmes and General Provisions, as well as the general objective of the Commission
3. where gender issues do/should appear in the proposals
4. how to handle gender issues in the evaluation

5. Evaluation

For all proposals and for all instruments in FP6, 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?”

In fact, four different situations may occur :

- a) The gender dimension for the given proposal is a condition of S&T excellence (for example, but not only, in health research), then it should be taken care of in the S&T criteria itself.
- b) For NoE, gender issues is one of the elements to be assessed in quality of management. It should be taken into account in this block of criteria.
- c) Mobility actions: For mobility actions, gender balance is one of the evaluation criteria under “Community added value”.
- d) The gender dimension as a policy concern: in all remaining cases, the gender dimension and the action plan can be commented, but they do not enter in the evaluation per se.

6. Contract negotiations

During the contract negotiations, gender equality can be upgraded (if considered necessary, see point d) in section 5) based on the consensus report written by experts or based on the opinion of the responsible scientific officer.

Meetings could be organised by thematic priority/action with representatives of the working group in order to comment on the gender action plans of the proposals for NoE and IP under negotiation. The scientific officers should contact their representatives in the working group on women and science for further details (see Annex 2).

As far as the contract is concerned, gender issues are referred to in annex II and III of the contract. The contractor is obliged to endeavour to promote equal opportunities between men and women in the implementation of the project. Furthermore, the contractor has to provide the action plan for Gender Equality (for NoE's and IP's) and has to report on it.

For the mobility actions, the contractor has the following obligations:

In Marie Curie Hosts Fellowships, the host organisation shall endeavour to reach the objective of at least 40% women for the incoming fellows.

In Marie Curie Grants for Excellence Teams, the team leader has to ensure an appropriate gender balance and has to select at least 40% women.

For Marie Curie Conferences and Training Courses, the objective is to involve 40% women in the event.

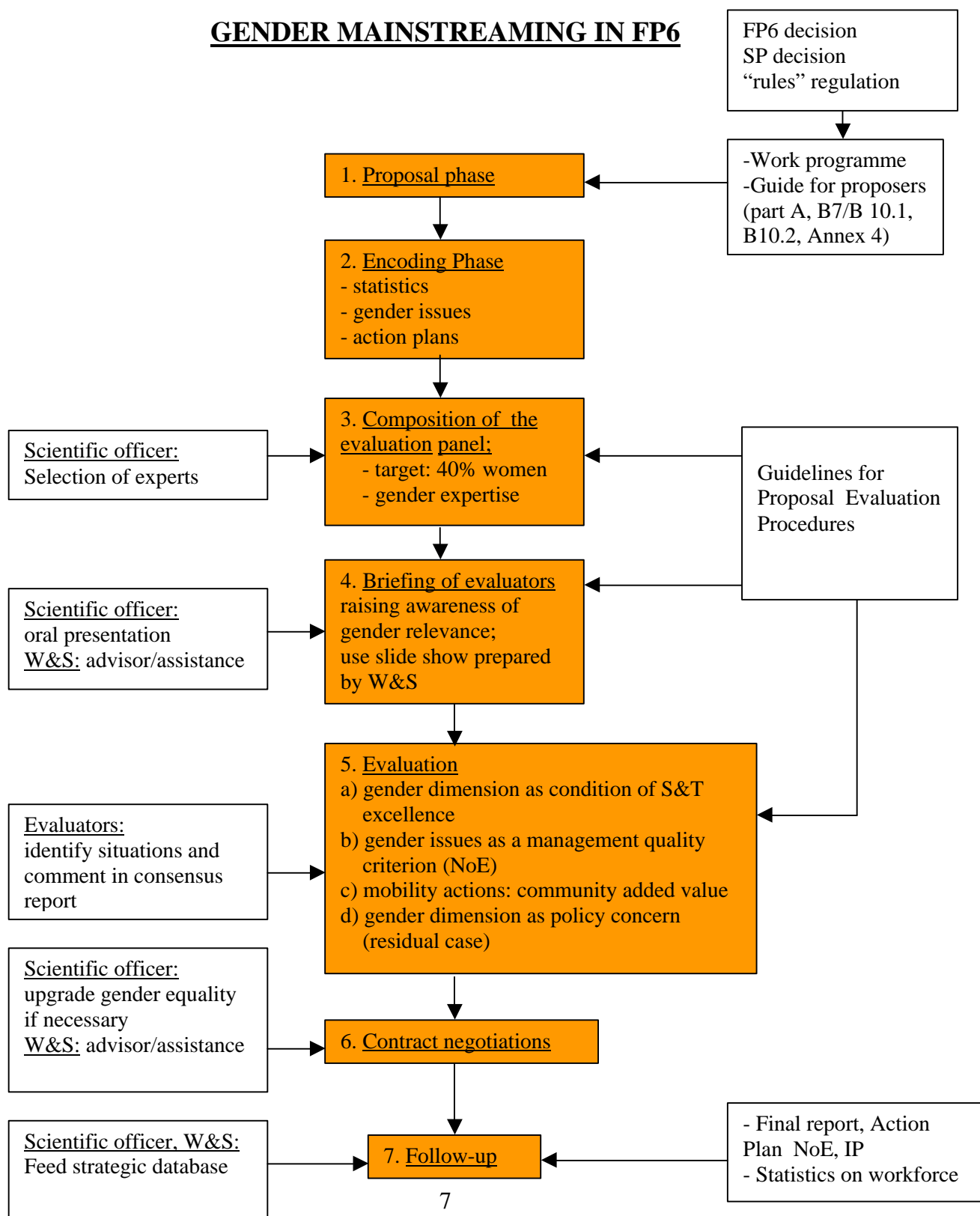
7. Follow-up

The implementation of gender issues will be followed during the whole 6th framework programme by collecting statistics (on work force) and making them accessible to the

public. For the NoE's and IP's, the implementation of the action plans will also be followed.

These data will be stored in a new strategic database, which includes all relevant information on gender issues in EC projects under FP6.

The following flowchart summarises the six relevant phases from proposal submission to follow-up and should be used as quick reference for arising questions concerning gender mainstreaming (left side: input from scientific officer/experts/W&S; middle: process flow, right side: input from documents/forms):



Annex 1 (identical with Annex 4 in the Guide for Proposers)

What does “Integrating the gender dimension in FP6 projects” mean?

The Commission recognises a threefold relationship between women and research, and has articulated its action around the following:

- Women’s participation in research must be encouraged both as scientists/technologists and within the evaluation, consultation and implementation process
- Research must address women’s needs, as such as men’s needs
- Research must be carried out to contribute to an enhanced understanding of gender issues

Promoting women does not mean treating them in the same way as men. Men’s characteristics, situations and needs are often taken as the norm, and –to have the same opportunities- women are expected to behave like them. Ensuring gender equality means giving equal consideration to the life patterns, needs and interests of both women and men. Gender mainstreaming thus includes also changing the working culture.

We need to go a step further by engendering research. This means questioning systematically whether, and in what sense, sex and gender are relevant in the objectives and in the methodology of projects. Many science and research projects include humans as subjects. There is no such thing as a universally neutral person. Because gender differences are fundamental organising features of life and society, recognising these differences has important implications in scientific knowledge.

The following list shows examples of gender relevant research topics:

- Gender differences are relevant in health research for combating diseases, and in the fundamental research on genomics and its applications for health
- In information technologies, gender disparities exist at user level and in the labour market. By assuming that information technology is neutral, biases can enter into technological research and development, which can have a negative impact on gender equality.
- Gender-specific needs could be relevant to the development of materials for use in the biomedical sector.
- Gender differences could exist in the impact on health of food products, such as those containing genetically modified organisms.
- Gender may also be relevant in the epidemiology of food-related diseases and allergies.
- Gender differences are relevant in the design and development of sustainable technologies and in sectors such as transport
- There are differences in gender roles and responsibilities, as well as in the relationship to the resource base, which are relevant to sustainable development research (land management, agricultural and forest resources, water cycle)
- Developments in the knowledge-based society and in the new forms of relationship between citizens and institutions in Europe have some significant gender dimensions.

Annex 2:

WORKING GROUP "WOMEN AND SCIENCE"

<i>Directorate-General for Research</i>	
<i>Directorate</i>	<i>Representatives</i>
A: Coordination of Community actions	Ms. Eva-Maria Engdahl Ms. Godelieve van den Brande
B: Structuring ERA	Ms. Erika Szendrak Ms. Christiane Bernard
C: Science and Society	Ms. Nicole Dewandre (Chair) Ms. Marion Burghartz (Secretary)
D: The human factor, mobility and Marie Curie activities	Ms. Elengo Manoussaki Ms. Maria Getsiou
E: Biotechnology, agriculture and food	Ms. Line Matthiessen-Guyader Ms. Ana-Maria Martins Bossier Ms. Elzbieta Ceglarska
F: Health	Ms. Véronique Bernard Ms. Mary Fitzgerald
G: Industrial Technologies	Ms. Cristina Marolda
H: Space and Transport	Ms. Meropi Paneli, Ms. Luisa Prista
I: Environment	Ms. Piia Tuomisto Ms. Marialuisa Tamborra
J: Energy	Mr. Rolf Ostrom, Ms. Rosa Antidormi
K: Knowledge-based society and economy	Mr. Gilles Lequeux Mr. Elie Faroult
L: Resources	Mr. Philippe Keraudren Ms. Annie Dierge
Unit 2: Information and communication	Mr. Stephen Gosden
Unit 6: International scientific co-operation projects	Ms. Nicole Riveill
JRC (Joint Research Centre)	Ms. Geraldine Barry Ms. Vera Calenbuhr
<i>Directorate-General for Information Society</i>	Ms. Nancy Pascall
<i>Directorate-General for Transport and Energy</i>	Ms. Astrid Schlewing

ANNEX 3: References to gender issues in the legal documents for FP6

1. Decision of the European Parliament and of the Council concerning the Sixth Framework Programme (O.J. L232, 29.08.2002)

- **Consideration (19), page 3 and 4:** “Following the Commission communication “Women and Science” and the Resolutions of the Council of 20 May 1999 and 26 June 2001 and the Resolution of the European Parliament of 3 February 2000 on this theme, an action plan is being implemented in order to reinforce and increase the place and role of women in science and research, and further enhanced action is needed.”
- **Annex I, Structuring the European Research Area, introduction, 2.2. Human resources and mobility, page 6:** “The potential offered by all sectors of the population, especially women, should be developed through appropriate supporting measures.”
- **Annex I, Structuring the European Research Area, introduction, 2.4. Science and society, page 6:** “Activities to encourage harmonious relations between science and society and the awareness of society in respect to innovation, as a result of new relations and informed dialogue between researchers, industrialists, political decision-makers and citizens.”
- **Annex I, Focusing and integrating community research, page 6:** “The principal of sustainable development, socio-economic, ethical and wider cultural aspects of the envisaged activities, and gender equality, will be duly taken into account, where relevant for the activity concerned.”
- **Annex I, Focusing and integrating community research, thematic priorities, page 18, (c):** “The areas concerned to be supported are as follows: other Community policies, namely health (in particular public health), regional development, trade, development aid, internal market and competitiveness, social policy and employment, education and training, culture, gender equality,.....”
- **Annex I, Structuring the European Research Area,**
 - **2.2. Human resources and mobility, page 2:** “This should be done with the aim of making the most of the potential offered by all sectors of the population, especially women and younger researchers, taking appropriate measures for this purpose.”...“Attention will be paid to the participation of women within all actions, and appropriate measures to promote a more equitable balance between men and women in research.”
 - **2.4 Science and society, page 24**

“The activities carried out in this area in the whole field of science and technology will in particular address the following themes:”.. ”initiatives aimed at promoting the role and place of women in science and research at all levels.”

2a. Council Decision adopting a specific programme for research, technological development and demonstration: “Integrating and strengthening the European Research Area” (2002-2006) (L294/1, 29.10.2002)

- **Consideration (8), page 2:** “Following the Commission communication “Women and Science” and the Resolutions of the Council of 20 May 1999 and 26 June 2001 and the Resolution of the European Parliament of 3 February 2000 on this theme, an action plan is being implemented in order to reinforce and increase the place and role of women in science and research, and further enhanced action is needed. Gender aspects in research will be taken into account in implementing this programme.”

- **Annex I, page 6:** “Participation of small and medium sized enterprises (SMEs) will be encouraged and gender equity will, overall, be assured in the implementation of activities.”
- **Annexe I, page 7, last paragraph, Networks of Excellence and Integrated Projects:** “In addition to research and technological development, they may incorporate the following types of activity, where they are of specific relevance to the objectives sought: promotion of better links between science and society, including women in science.”
- **Annexe I, page 7, last paragraph:** “The principle of sustainable development, and gender equality, will be duly taken into account.”
- **Annexe I, 1.1.1. Life sciences, genomics and biotechnology for health, page 8:** “Furthermore, attention will be paid to childhood diseases and related treatments, whenever appropriate, and gender equity in the research will be ensured.”
Footnote 2: Causes, clinical manifestations, consequences and treatment of disease and disorders often differ between women, men and children.”
- **Annexe I, page 11:** “Research will focus on: understanding human development from conception to adolescence; exploring the molecular and cellular determinants of healthy ageing including their interactions with environmental, behavioural and gender factors.”
- **Annexe I, page 27:** “Research will focus on: features of a knowledge based society in line with the European social models and the need to improve the quality of life; social and territorial cohesion, gender and intergenerational relations and social networks;.....”
- **Annexe I, page 29,(i) Policy-oriented research:** “The activities under this heading will provide, in particular, support for: - other Community policies....., gender equality,”

2b. Council Decision adopting a specific programme for research, technological development and demonstration: “Structuring the European Research Area” (2002-2006) (L294, 29.10.2002)

- **Consideration (7), page 44:** “Following the Commission Communication “Women and Science”, the Council Resolution of 20 May 1999 on women and science and the Resolution of the European Parliament of 3 February 2000 on this scheme, an action plan is being implemented on order to reinforce and increase the place and role of women in science and research, and further enhanced action is needed.”
- **Annex I, Human Resources and Mobility, page 50:** “The activity will be open to all fields of scientific and technological research that contribute to Community’s RTD objectives. However, in order to respond to the evolution of Europe’s requirements in this area, the possibility of refining priorities, as regards for example, scientific disciplines, participating regions, types of research organisations, and potential of the targeted researcher populations, especially women and younger researchers will be retained, and will take into account measures towards creating synergies in the area of higher education in Europe.
- **Annexe I, Human Resources and Mobility, page 50:** “Attention will be paid to: - the participation of women within all actions, and appropriate measures to promote a more equitable balance between men and women in research; ...”
- **Annexe I, Human Resources and Mobility, page 53:** “The Human Resources and Mobility activity will provide assistance with regard to the adoption of consistent criteria in relation to the evaluation, selection and monitoring of such actions, as well as the promotion of common approaches among the activities, with

- a view to ensuring coherence and developing possible synergies, and an equitable balance in the participation of men and women.”
- **Annexe I, Science and Society, page 56 (c):** “Stepping up the science/society dialogue and women in science. ... There are also particular needs to stimulate young people’s interest in science, to increase the attractiveness of scientific careers and to make progress towards gender equality in research, which will also enhance human resources and improve levels of excellence in European Research.”
 - **Annexe I, Science and Society, page 56:** “... support for the development of better approaches to science for girls and boys within and outside the formal education system...”
 - **Annexe I, Science and Society, page 56:** “- Women and Science: actions to stimulate the policy debate at national and regional level to mobilise woman scientists and boost the participation of the private sector; promoting the enhancement of the Gender Watch System and associated activities to promote gender equality throughout the framework programme; specific actions to develop a better understanding of the gender issue in science.”
3. **Regulation of the European Parliament and of the Council concerning the rules for the participation of undertakings, research centres and universities in, and for the dissemination of research results for, the implementation of the European Community sixth framework programme (2002-2006) (L355/23)**
- **Consideration (9), page 24:** “Activities under the sixth framework programme should be conducted in compliance with ethical principles, including those reflected in the Charter of Fundamental Rights of the European Union, and should strive both to increase the role of women in research and to improve information for, and dialogue with, society, as well as promote participation from the outermost regions of the Community.”
 - **Article 10.3 (c), page 28:** “ In applying paragraphs 1 and 2, the following additional criteria can be taken into account: (a) synergies with education at all levels; (b) readiness and capacity to engage with actors beyond the research community and the public as a whole, to help spread awareness and knowledge and to explore the wider societal implications of the proposed work; (c) activities to increase the role of women in research.

ANNEX 4: References to gender issues in the implementation documents for FP6

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 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 NoE’s, IP’s SSA’s, STREP’s and CA’s an annex is added explaining the Gender dimension :*

See page 45, “**Integrating the gender dimension in FP6 projects**”

Proposal Part A

- *For IP’s, NoE’s, CA’s, SSA’s, STR’s, ERA-NET, it is clearly mentioned that the project management may include a task to oversee the promotion of **Gender equality** in the project.*

Proposal Part B

- *For NoE’s and IP’s, in part B, it is clearly mentioned the need to address an action plan on Gender Equality 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 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.”

2. References in the provisions for the different instruments.

- Provisions for implementing IP's (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;"

- 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;"

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

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:

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 20, annex 2 Project management: "an action plan through which gender equality will be promoted within the project

- 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;"

- 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;"

- 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;"

- 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 ERA-NET, the proposals should include a plan to ensure the promotion of Gender equality: 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”: 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, Page 3, point II.3 - Performance obligations: “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, it is explicitly mentioned under III. 1 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)

.../...

Annex 5: References to gender issues in the work programmes for FP6:

It is common to all the programmes of the Sixth Framework Programme that the following issues will be addressed for all proposals at any appropriate moment of the evaluation:

“Are there gender issues associated with the subject of the proposal? If so, have they been adequately taken into account?” (see annex B of Specific Programmes 1 and 2 covering all priorities)

<p>Introduction of Specific Programme 1 (Focusing and integrating Community Research</p>	<p>Page 7: “This work programme attempts, where possible, to reinforce and increase the place and role of <u>women in science and research</u> both from the perspective of equal opportunities and gender relevance of the topics covered.”</p>
<p>Priority 1 Life sciences, genomics and biotechnology for health</p>	<p>Page 4, 1.1. Introduction: “Furthermore, attention will be paid to childhood diseases and related treatments whenever appropriate, and gender aspects in research will be taken into account¹.”</p> <p>Page 5, point: “Gender aspects in research” Gender aspects in research have a particular relevance to this theme as risk factors, biological mechanisms, clinical, manifestation, causes, consequences for disease and disorders may differ in men and women. The possibility of gender/sex differences² must therefore be considered in all areas of health research, unless it can be demonstrated that gender/sex is inappropriate, with respect to the health of the subjects or the objectives of the research. Gender/sex issues should be considered in:</p> <p>the formulation of research hypotheses, in the development of research protocols, choice of research methodologies and in the analysis of results</p> <ul style="list-style-type: none"> • biological, pre-clinical and epidemiological, behavioural research/studies on both human and animal subjects • the use of cells, tissues and other specimen, where appropriate • the choice for a particular study population that should be thoroughly justified and the sex of the participants described in full. <p>These aspects will be taken into account in the evaluation process.</p> <p>Page 26, point “Topics for the first call”: “The objective is to compare, in a European dimension, health status and history of members of different age and gender groups with their genetic background, to identify genetic markers and expression profiles for the prediction of healthy ageing versus frailty, and long versus short life.”</p>

¹ Causes, clinical manifestation, consequences and treatment of disease and disorders often differ **between women, men and children**. 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.”

² Because of the inconsistent and often confusing use of the terms **sex and gender**, their use should be clarified: sex refers to differences attributed to biological origins, gender refers to social influences that lead to differences. Males and females differ not only in their basic biology but also in ways they interact with and are treated by society.

Priority 2 Information society technologies	No specific mention
Priority 3 Nanotechnologies and nanosciences, knowledge-based multifunctional materials and new production processes and devices	No specific mention
Priority 4 Aeronautics and space	No specific mention
Priority 5 Food quality and safety	No specific mention
Priority 6.1 Sustainable energy systems	Page 30, under point 6.1.5. Implementation Plan and Related Issues, point 6.1.5.2. Evaluation criteria: “The set of criteria applicable to this work programme, together with the corresponding evaluation thresholds, is given in Annex B. In addition, Annex B outlines how the following will be addressed: gender issues , ethical and/or safety aspects, and the education dimension.”
Priority 6.2 Sustainable Surface Transport	No specific mention
Priority 6.3. Global Change and Ecosystems	No specific mention
Priority 7: Citizens and Governance in a knowledge based society	<p>Page 4, under point 1.1. Topics for Networks of Excellence and Integrated Projects, point 1.1.1 Understanding knowledge: “.....These aspects are linked to information, belief, culture, norm, gender, rule, regulation.....”</p> <p>Page 6, under point 2.1. Topics for Networks of Excellence and Integrated Projects, point 2.1.1 Societal trends in the knowledge based society and their implication for quality of life: “Societal trends to be considered include new relationships between work and private life, changing use of time, changing gender roles, demographic trends, etc.”</p> <p>Page 8, under point 3.1. Topics for Networks of Excellence and Integrated Projects, point 3.1.1 Migration, immigration and multiculturalism as challenges for knowledge based societies: “The objective is to integrate research capacities in a comparative, multidisciplinary and policy relevant framework addressing the role of migrants and ethnic minorities in socio-economic, political and cultural life (including religion) and the challenges of multiple cultures for the building of knowledge based societies with due attention to gender issues and to integration strategies.”</p>

	<p>Page 12, point 6.2. Topics for specific targeted research projects and Co-ordination Actions: “Work may also be undertaken to assess perception of human rights and their violation in various social, cultural and political contexts. Specific issues that might be addressed in this context include relations between political, social and economic rights including a gender perspective; the impacts of Europeanisation and globalisation; specific sources of pressures (e.g. warfare) on human rights.”</p> <p>Page 13, point 7.2. Topics for specific targeted research projects and Co-ordination Actions: “The implications of and interactions between on the one hand, gender, age, class, ethnicity and, on the other, civic participation should be explored.”</p> <p>Page 14, under point 7.2. Topics for specific targeted research projects and Co-ordination Actions, point Outlook for future Call(s) for Proposals: “The technical content of future Call(s) for proposals will be decided by taking into consideration future calls for expressions of interest, which may be targeted to particular themes. Such themes, which will be decided upon, based on the experience of the first call for proposals, in the light of circumstances of that time, may relate to: gender, citizenship and quality of life;...”</p>
Anticipating scientific and technological needs	No specific mention
Horizontal research activities involving SMEs	No specific mention
Specific measures in support of international co-operation	Page 3, 10.1. Introduction: “This work programme describes activities to be undertaken in the dedicated set of international co-operation measures, in the framework of the specific programme "Integrating and strengthening the European Research Area". They will all take into account fundamental crosscutting issues such as gender , ethics, environmental and economic sustainability and social equitability.”
Policy-orientated research	Page 31, Research Objectives: “Research is needed to deepen understanding and enhance the scientific base for policy on the main determinants of health in the EU and of developments in European health and care services. It will contribute to health protection, prevention and promotion, taking into consideration a comparative policy assessment of the determinants for health, such as key lifestyle factors, nutrition and gender and other policies that impact on health, such as social exclusion policy. »

Introduction of Specific Programme 2 (Structuring the European Research Area)	Page 4: “This work programme attempts, where possible, to reinforce and increase the place and role of <u>women in science and research</u> both from the perspective of equal opportunities and gender relevance of the topics covered.”
Human Resources and Mobility	<p>Page 4, point 2.2. General objectives and principles: “Within this frame, particular attention has been paid to:</p> <ul style="list-style-type: none"> – the participation of women within all actions, and appropriate measures to promote a more equitable balance between men and women in research. In this context the Commission and the host organisations will endeavour to reach the objective of at least 40 % selection of women.” <p>Page 32, point 2.4. Co-operation with other Research Areas and Programmes: “The Human Resources and Mobility activity will provide assistance with regard to the adoption of consistent criteria in relation to the evaluation, selection and monitoring of such actions, as well as the promotion of common approaches among the activities, with a view to ensuring coherence and developing possible synergies, and an equitable balance in the participation of men and women.”</p> <p>Page 37, point 2.5.4. Conditions applicable to the projects: “The host organisations must apply a policy of equal opportunities, in particular between men and women, concerning access to training.”</p> <p>Page 70, Mob-B. Evaluation criteria for evaluating proposals, Added value to the Community:</p> <p>“Extent to which the proposal will increase the attractiveness of Europe for researchers and improve the gender balance in the scientific/training area”</p> <p>“Effect on improving the gender balance in the scientific/training area”</p> <p>“Potential for improving the gender balance in the scientific/training area”</p>
Research infrastructures	No specific mention
Science and Society	Page 12 and 13: “Work programme Women and Science”
Support for the co-ordination of national, regional and European activities in the field of research and innovation	Page 7, 11.3.1.Coordination of national activities, 11.3.1.1. ERA-NET Scheme: “Management tasks could include: <ul style="list-style-type: none"> ➤ ensuring that gender equality is promoted within the ERA-NET.”
Support for the coherent development of policies	No specific mention

Annex 6: Slide show for briefing session evaluators

In a separate file, a Powerpoint slide show is attached to answer the following questions:

Evaluators should receive information about:

1. what we mean by gender equality
2. how gender issues link with the Work Programmes and General Provisions, as well as the general objective of the Commission
3. where gender issues do/should appear in the proposals
4. how to handle gender issues in the evaluation