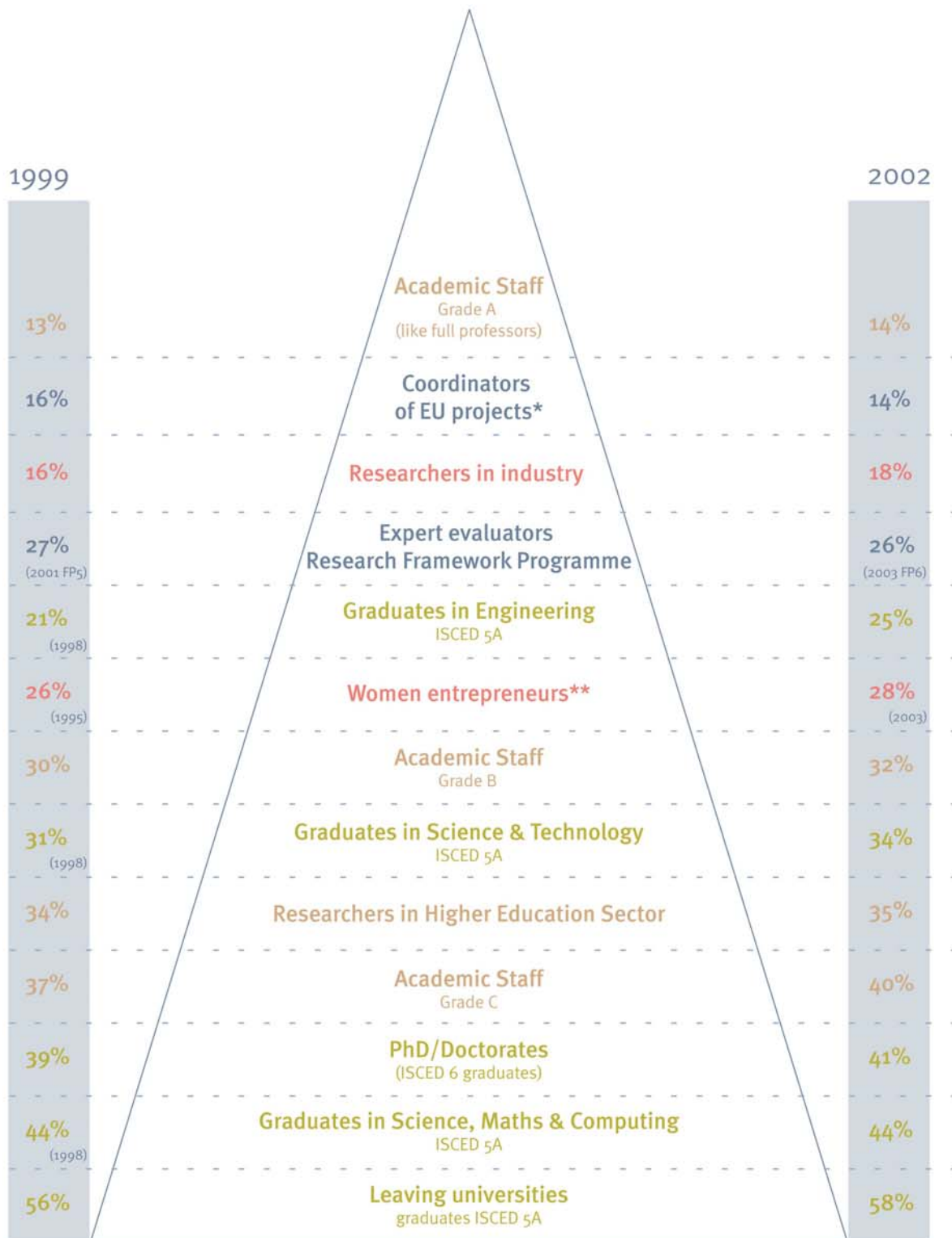


Annex 1 Women and Science Statistics

Annex 1.1 Are we successful in closing the gender gap in Science and Engineering? Percentage of women, EU-25



Source: Eurostat, Education S&T statistics, DG RTD WIS database, EU-25 totals for graduates and researchers in HES calculated by DG RTD, C4. **Academic Staff** (Source: WIS database - see footnote 43, report). **Researchers in Business Enterprise Sector** (Source: Eurostat R&D statistics except AT, IT, PT (1999), SE WIS database): Exceptions 2002: BE, DE, IT, LU, NL, PL, PT, SE: 2001; IE: 2000; EL: 1999. Data unavailable: AT, IE, LU, MT, UK. Exceptions 1999: SK: 2002; DE, IE, NL, SE: 2001; BE, FI, FR, IT, MT, PL, UK. DE: FTE. **ISCED 5A graduates** (Source: Eurostat Education): Exceptions to 1998: BE, CZ: 2000, Exceptions 2002: DK, FR, IT, MT, FI: 2001, data unavailable: EL, LU, LT (1998), LV (1998). **ISCED 6 Graduates** (Source: Eurostat Education): Exceptions 1998: SE, UK: 1999; BE: 2000. Exceptions to 2002: DK, FR, IT, MT, FI: 2001; data unavailable: ES, LU. **Researchers in Higher Education Sector** (Source: Eurostat R&D statistics except EL, IT, NL, SE, UK WIS database): Exceptions 1999: BE (FTE), IE, LU, PL: 2000; SK: 2002, data unavailable for MT, AT. Exceptions 2002: EL, IT: 1999; BE (FTE), DE (FTE), LU, NL, PL, PT, SE, UK: 2001, data unavailable for MT, AT, IE. *) European Commission, DG RTD, FPs and FP6 statistics, see annex 2. **) Women in % of self-employed in industry and service EU-25, Eurostat 2004, Community Labour Force Survey

Annex 1.2: List of publications:

- **Götzfried, August (2004)**, Women, science, and technology: Measuring recent progress towards gender equality, in Statistics in Focus, Science and Technology, Theme 9 6/2004, EC/Eurostat, http://europa.eu.int/comm/research/science-society/women/wssi/pdf/stat-focus_en.pdf
- **European Commission (2004 d)**, Waste of Talents: turning private struggles into a public issue, ("ENWISE report"), Chapter 3 http://europa.eu.int/comm/research/science-society/pdf/enwise_report2_fulltext-120704.pdf
- **European Commission (2003 b)**, **She Figures 2003**, Women and Science Statistics and Indicators, http://europa.eu.int/comm/research/science-society/women/wssi/pdf/stat-focus_en.pdf
- **Rübsamen-Waigmann, Helga et al (2003)**, **Women in Industrial Research** - A wake up call for European industry ("WIR report"), European Commission, http://europa.eu.int/comm/research/science-society/women/wir/pdf/wir_final.pdf
- **Meulder, Danièle et al (2003)**, Analysis of statistical data and good practices of companies ("WIR study"), European Commission, http://europa.eu.int/comm/research/science-society/women/wir/pdf/wir-ulb_en.pdf
- **European Commission (2003 c)**, Third European Report on Science & Technology Indicators, Chapter V: *Encouraging Women into S&T*: http://europa.eu.int/comm/research/science-society/pdf/women_reist_extracts.pdf

Annex 1.3: Examples of Women and Science statistics and indicators:

Eurostat R&D statistics

http://europa.eu.int/comm/eurostat/newcronos/reference/display.do?screen=welcomeref&open=/&product=EU_MAIN_TREE&depth=1&language=en

- *Total R&D personnel* by sectors of performance (employment), occupation and sex
- *Researchers by age and sex* (HC) in Government and Higher Education Sector
- *Share of female researchers* by sectors of performance (employment)
- *Total R&D personnel* and researchers by sectors of performance (employment), qualification and sex

Eurostat Education statistics

http://europa.eu.int/comm/eurostat/newcronos/reference/display.do?screen=welcomeref&open=/&product=EU_MAIN_TREE&depth=1&language=en

- *Women among students in ISCED 5-6* - as % of the total students at this level
- *Females students (ISCED 5-6) enrolled by field of education* - as % of male and female students in this field
- *Female graduates (ISCED 5-6) by field of education* - as % of males and females graduates
- *Graduates in science and technology* per 100 of population aged 20-29 years by sex
- *Graduates in science and technology* as percentage of graduates of all fields by sex

DG Research - Women and Science indicators web page

http://europa.eu.int/comm/research/science-society/women/wssi/downindi_en.html

- *Compound Annual Growth Rates* for researchers in BES and Academic Staff
- *Percentage of women researchers* among academic staff Grade A, B, C and D
- *Index of Dissimilarity*
- *Feminisation ratio*
- *Odds Ratio* for becoming Grade A (i.e. how many times more likely men are than women to become Grade A staff)
- *Funding success rates*
- *Percentage of women* members of scientific boards

WiR Study http://europa.eu.int/comm/research/science-society/women/wir/pdf/wir-ulb_en.pdf

- *Gender Employment Gap* for highly qualified population by family situation 2000

See also **Statistics in focus** (annex 1.2):

- *Honeypot indicator* which measures the relationship between R&D expenditure and the concentrations of women and men in particular sectors or scientific fields of R&D.
- *Percentage change* 1998-2001 of ISCED 5A+6 graduates

**Annex 1.4: Academic Staff Grade A ranked by percentage of women;
Headcount (HC), 1999 and 2002**

Country	% women 2002	Number of women 1999 ²	Number of women 2002 ¹	Total women & men 1999 ²	Total women & men 2002 ¹	% change women 1999-2002
LV	23	76	88	417	384	16
PT	20	227	255	1200	1270	12
FI	20	402	474	2200	2376	18
PL	18	1323	1645	7562	9059	24
EE	17	94	101	567	585	7
ES	17	1367	1690	9200	10083	24
BE	16	:	187	:	2239	:
FR	16	3844	3732	23745	23122	-3
IT	15	1497	2468	12913	16891	65
UK	14	1445	2023	12488	14224	40
SE	14	319	534	2671	3803	38
HU	14	302	387	2504	2840	28
LT	12	69	66	608	539	-4
SI ⁴	12	77	87	659	719	13
EL	11	181	216	1770	1915	19
DK	9	79	105	966	1109	33
SK	9	77	119	1078	1297	55
CZ	9	109	158	1556	1811	45
NL ³	8	144	192	2426	2365	33
DE	8	791	1010	12579	12549	28
CY	7	1	2	21	29	100
AT	6	:	123	:	1995	:
MT	2	2	1	49	51	-50
IE	:	:	:	:	:	:
LU	:	:	:	:	:	:
EU-25⁵	14	11413	15663	99174	111204	23

Source: European Commission, DG Research, WiS database

Footnotes:

1) Exceptions to the reference year 2002: AT: 1998; EL: 2000; CY, DK, FR, IT, PT: 2001;

2) Exceptions to the reference year 1999: CY: 1998; FR, PL: 2000

3) NL FTE

4) SI data estimated

5) Data unavailable for Ireland and Luxembourg

Please note that for small countries large percentage changes can be caused by a very small change of personnel (eg. MT, CY)

Definition of grade A: The single highest grade/post at which research is normally conducted within the institutional or corporate system

Annex 1.5: ISCED 5A graduates – women and men, and percentage of women; HC, 1998 – 2002

Country	Year	400 - Science, Maths & Computing				500- Engineering, Manufacturing & Construction				400 + 500 - SET Graduates			
		women	men	total	%	women	men	total	%	women	men	total	%
BE	2000	1021	1681	2702	38	823	3041	3864	21	1844	4722	6566	28
BE	2002	1292	2097	3389	38	878	3264	4142	21	2170	5361	7531	29
CZ	2000	881	2594	3475	25	1224	3235	4459	27	2105	5829	7934	27
CZ	2002	1057	3070	4127	26	1409	3117	4526	31	2466	6187	8653	28
DK	1998	610	890	1500	41	314	732	1046	30	924	1622	2546	36
DK	2001	859	1246	2105	41	657	2199	2856	23	1516	3445	4961	31
DE	1998	7604	16527	24131	32	7071	34844	41915	17	14675	51371	66046	22
DE	2002	7338	13051	20389	36	7299	25500	32799	22	14637	38551	53188	28
EE ³	1998	73	126	199	37	97	302	399	24	170	428	598	28
EE ³	2002	188	242	430	44	193	426	619	31	381	668	1049	36
EL	1998	0	0	0		0	0	0		0	0	0	
EL	2001	0	0	0		0	0	0		0	0	0	
ES	1998	8251	10118	18369	45	6027	17557	23584	26	14278	27675	41953	34
ES	2002	9033	10726	19759	46	9098	21696	30794	30	18131	32422	50553	36
FR	1998	26181	26987	53168	49	9712	34661	44373	22	35893	61648	97541	37
FR	2001	24958	32135	57093	44	11782	35041	46823	25	36740	67176	103916	35
IE	1998	1814	2176	3990	45	468	1498	1966	24	2282	3674	5956	38
IE	2002	2502	2814	5316	47	510	1779	2289	22	3012	4593	7605	40
IT	1998	8490	6503	14993	57	7201	19846	27047	27	15691	26349	42040	37
IT	2001	8332	7136	15468	54	8589	22817	31406	27	16921	29953	46874	36
CY ⁴	1998	0	0	0		0	0	0		0	0	0	
CY ⁴	2001	60	45	105	57	0	0	0		60	45	105	57
LV	2002	590	551	1141	52	331	794	1125	29	921	1345	2266	41
LT	2002	560	611	1171	48	1270	2328	3598	35	1830	2939	4769	38
LU ⁴	1998	0	0	0		0	0	0		0	0	0	
LU ⁴	2001	0	0	0		0	0	0		0	0	0	
HU	1998	751	875	1626	46	1312	4426	5738	23	2063	5301	7364	28
HU	2002	540	1074	1614	33	1394	4001	5395	26	1934	5075	7009	28
MT	1998	9	18	27	33	0	37	37	0	9	55	64	14
MT	2001	22	52	74	30	18	63	81	22	40	115	155	26
NL	1998	1025	2713	3738	27	1080	7662	8742	12	2105	10375	12480	17
NL	2002	1063	2882	3945	27	1062	7384	8446	13	2125	10266	12391	17
AT	1998	569	1208	1777	32	333	1752	2085	16	902	2960	3862	23
AT	2002	542	855	1397	39	529	2545	3074	17	1071	3400	4471	24
PL	1998	3342	1781	5123	65	5094	16172	21266	24	8436	17953	26389	32
PL	2002	9124	6816	15940	57	7822	24557	32379	24	16946	31373	48319	35
PT	1998	1006	736	1742	58	1226	2491	3717	33	2232	3227	5459	41
PT	2002	1655	1191	2846	58	2557	4975	7532	34	4212	6166	10378	41
SI	1998	153	197	350	44	226	676	902	25	379	873	1252	30
SI	2002	146	239	385	38	206	571	777	27	352	810	1162	30
SK	1998	299	834	1133	26	662	1597	2259	29	961	2431	3392	28
SK	2002	859	1409	2268	38	1391	3027	4418	31	2250	4436	6686	34
FI	1998	845	856	1701	50	988	4424	5412	18	1833	5280	7113	26
FI	2001	1068	1159	2227	48	1442	5591	7033	21	2510	6750	9260	27
SE	1998	868	1373	2241	39	1083	3646	4729	23	1951	5019	6970	28
SE	2002	1619	1461	3080	53	2310	5761	8071	29	3929	7222	11151	35
UK ⁵	1998	21167	29685	50852	42	8079	36797	44876	18	29246	66482	95728	31
UK ⁵	2002	32172	41325	73496	44	8285	33619	41905	20	40457	74944	115401	35
EU-25 ¹	1998	84959	107878	192837	44	53020	195396	248416	21	137979	303274	441253	31
EU-25 ²	2002	105651	132187	237838	44	69032	211055	280088	25	174683	343242	517925	34

Source: Eurostat, Education statistics,

Footnotes:

Data unavailable: EL, LU, LT (1998), LV (1998),

1) Exceptions to the reference year 1998: BE, CZ: 2000,

2) Exceptions to the reference year 2002: DK, FR, IT, MT, FI; 2001

3) EE: Data exclude ISCED 5A Master degrees

4) CY, LU: Most tertiary students study and graduate abroad and are not included

5) UK: A change in the reporting methodology in 2001 results in non comparable data for 2001 and 2002 with previous years

EU-25 totals calculated by DG Research

Annex 1.6: Percentage of women researchers by institutional sector; HC, 2002¹

	Higher Education Sector (HES)	Government Sector (GOV)	Business Enterprise Sector (BES)	ALL SECTORS
NL	27	:	9	:
DE 2	22	24	12	16
BE 2	37	30	18	26
FI	44	41	18	30
IT	30	38	19	:
CZ	35	33	20	29
IE	:	32	20	:
FR	33	32	21	28
DK	32	34	21	26
EE	43	60	23	43
HU	35	38	24	34
EL	44	37	24	:
CY	30	33	24	29
ES	37	42	25	35
SE	40	:	25	:
PL	39	43	28	38
PT	45	56	28	44
SI	34	43	29	35
SK	41	44	30	40
LT	48	49	33	48
LV	52	55	48	52
IE	:	32	20	:
MT	:	52	:	:
UK	37	32	:	:
LU	20	34	:	:
EU-25 ³	35	34	18	28

Source: Eurostat R&D statistics (*except* NL, IT, SE: BES; EL, IT, NL: HES; IT: GOV - source of data WiS database, DG Research)

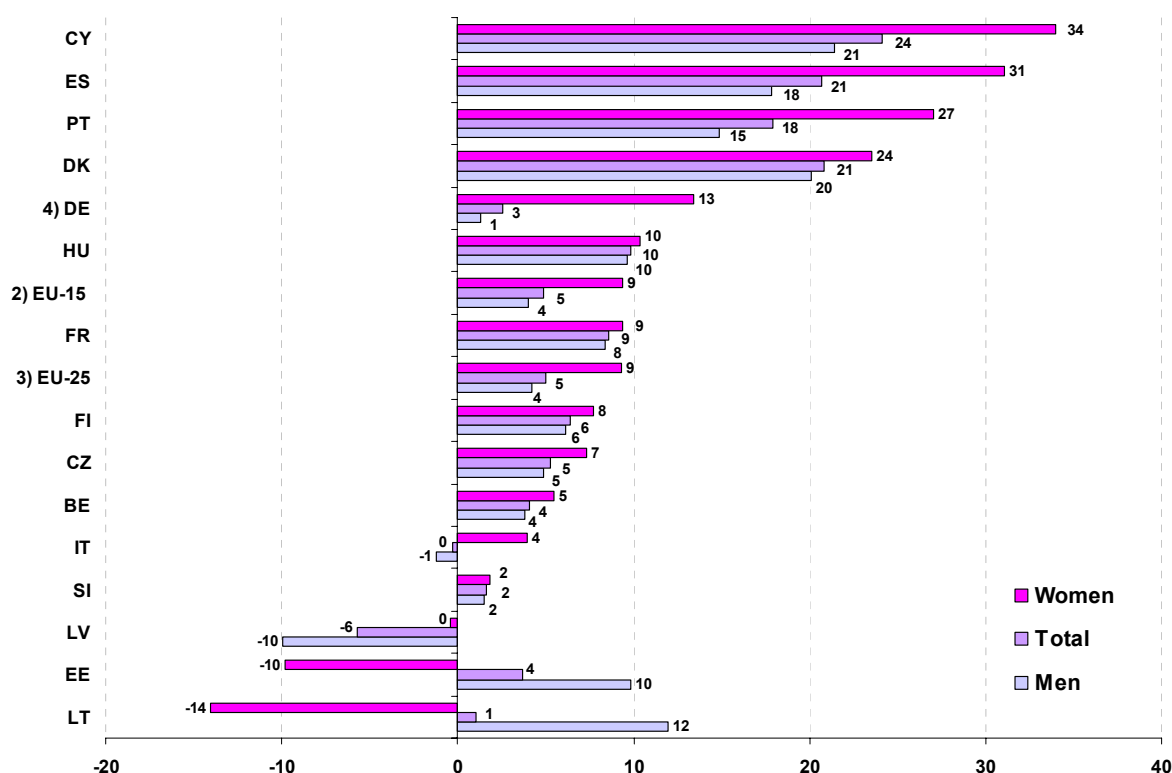
Footnotes:

1) Exception to the reference year 2002: *BES*: BE, DE, IE, IT, LU, NL, PT, SE: 2001; PL: 2000; EL: 1999. Data unavailable AT, LU, MT, UK
HES: BE, DE, IT, LU, NL, PL, PT, SE: 2001; IE: 2000; EL: 1999. Data unavailable AT, IE, MT
GOV: BE, PT: 2001; IE: 2000; EL: 1999. Data unavailable AT, NL,
ALL SECTORS: PL: 2000; BE, DE: 2001. Data unavailable: AT, EL, IE, IT, LU, MT, NL, SE, UK

2) BE (HES, GOV, ALL SECTORS) & DE (BES, HES, GOV, ALL SECTORS) FTE

3) EU-25 calculated by DG Research, C4

Annex 1.7: Compound Annual Growth Rate of researchers in the BES; HC, 1999-2002¹



Source: Eurostat R&D statistics (*except* FR: 2002, IT: 1999 & 2002, PT: 2001 - source of data WiS database DG Research)

Footnotes:

1) Exceptions to the reference years: DE, DK, IT, PT: 1999-2001; BE, FR, LT, LV: 2000-2002.

2) Data unavailable: AT, EL, IE, LU, NL, SE, UK

3) Data unavailable: AT, EL, IE, LU, MT; NL, PL, SE, SK, UK

EU-15 & EU-25 calculated by DG Research, C4

Annex 2 General Information

Annex 2.1 Milestones « Women and Science » in DG Research

- 28-29 April 1998, Brussels, Conference « Women and Science »
- 17 February 1999: Communication from the Commission « Women and Science – mobilising women to enrich European research »
- 20 May 1999: Council Resolution on science and society and women in science. EN
- 8-9 July 1999: Women and Science : Networking the Networks - Declaration of Networks Active in Europe.
- November 1999, Presentation of the ETAN Report: Science policies in the European Union. Promoting excellence through mainstreaming gender equality »
- November 1999, Helsinki, first meeting of the « Helsinki group on women and science » (national representatives)
- 3 February 2000: European Parliament Resolution on the communication from the Commission entitled: Women and Science – Mobilising women to enrich European research. EN
- 3-4 April 2000, Brussels, Conference « Women and Science: Making Change Happen »
- June 2000, First meeting of the RTD « Women and science working group » (Commission services in charge of research programmes)
- 15 May 2001: Commission Staff Working Paper « Women and Science : The gender dimension as a leverage for reforming science »
- 26 June 2001: Council Resolution on science and society and women in science

...after the Council Resolution:

- 2001, Unit « Women and Science », DG Research, Directorate “ Science and Society”
- 2001, « Women and Science » part of the Science and Society Action Plan (Action no 24 – 27)
- 8-9 November 2001, Brussels, Conference “Gender & Research” (presentation of the results of the gender impact assessment studies on FP 5)
- June 2002, Report of the Helsinki group on « National policies on women and science in Europe»
- June 2002, Madrid, In cooperation with the European Union Presidencies a conference entitled Promoting Women in the Scientific Arena.
- 23 January 2003, Brussels, Presentation of the WIR Report « Women in industrial research. A wake up call for European industry »
- March 2003: VADEMECUM « Gender Mainstreaming in the 6th Framework Programme – Reference Guide for Scientific Officers/Projects Officers
- 10 – 11 October 2003, Berlin, Conference « Women in industrial research. Speeding up changes in Europe »
- Presentation of the Wake-up Call from CEOs « Women in Science and Technology in the Private Sector »
- Report on « Women in industrial research. Analysis of statistical data and good practices of companies »
- Publication on « Women in industrial research. Good practices in companies across Europe »
- November 2003, statistical publication « She Figures 2003»
- 23-24 October 2003, Florence, Seminar on «Gender bias in defining and measuring scientific excellence»
- 27 November 2003, Council Resolution on equal access to and participation of women and men in the knowledge society for growth and innovation (2003/ C 317/03)
- December 2003, Rome, conference on «Women in Science: Mainstreaming gender equality in the European Research Area. »
- 31 January 2004, presentation of the ENWISE Report « Waste of talents: turning private struggles into a public issue. Women and Science in the ENWISE countries »
- June 2004 - publication of the report on « Gender and Excellence in the making »
- 25-28 August 2004, Stockholm, EuroScience Open Forum (ESOF) – W&S workshops
- 9-10 September, Tallinn conference, publication and dissemination of ENWISE report
- January 2005 - publication of the report on «Women in industrial research. Speeding up changes in Europe»
- February 2005 – launch of the expert group: «Women in Science and Technology - the business perspective»

Annex 2.2 CEO Position Paper (Airbus, Air Liquide, EADS, Hewlett Packard, Rolls Royce, Schlumberger, Siemens, October 2003)

Women in Science and Technology in the Private Sector (A Wake-up Call from CEOs)

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 Europe¹. We want to see, in the first instance, twice as many women graduating in science and engineering. At the same time, we want to ensure that their skills are used by industry to the best advantage. We sense an urgency to tackle this problem, but we also need to make a commitment to longer-term strategies.

Our companies have different cultures and operate in a diverse range of industries and countries. We are also at different stages in developing policies to recruit, retain and promote women effectively and efficiently. However, we all want women to play a much more important role in decision-making in industrial R&D and we are committed to working together to put this issue on the agenda publicly.

We are ready to take the following actions:

- *Taking a Stand*: Each CEO and their top management will demonstrate their company's approach at public events.
- *Sponsoring a Role Model*: Each company will fund a major programme, such as endowing a Chair at a university, to create a strategic partnership with the education sector to encourage women in science and engineering.
- *Promoting Change*: Each company will be a catalyst for change: internally, by promoting awareness, initiating or improving specific company measures, defining strategic goals and monitoring progress; and externally, through co-operation with other companies and universities.
- *Making Use of Existing Programmes*: Each company will take full advantage of existing national and European programmes designed to support women in industrial research.²
- *Analysing the Business Case*: A panel of experts (sociologists, economists, scientists, etc) will review existing research, analyse the results and assess the business case today to strengthen public communication.

We should also like to trigger changes in the perceptions of women in high school and university, and throughout their careers. These changes are designed to encourage them to take up and pursue careers that will lead to the strengthening of the science and engineering workforce. This will require a contribution from a range of partners in society - primary and secondary education, government and public and private sector industry. We hope that our actions will produce a snowball effect on these other sectors of society.

We are working together as a group to make an impact. The challenge is an exciting one; addressing it successfully will enrich and diversify our corporate cultures. We are committed to sustained action on all of these initiatives. We are aware that these actions will demand investment; yet to do nothing would cost much more.

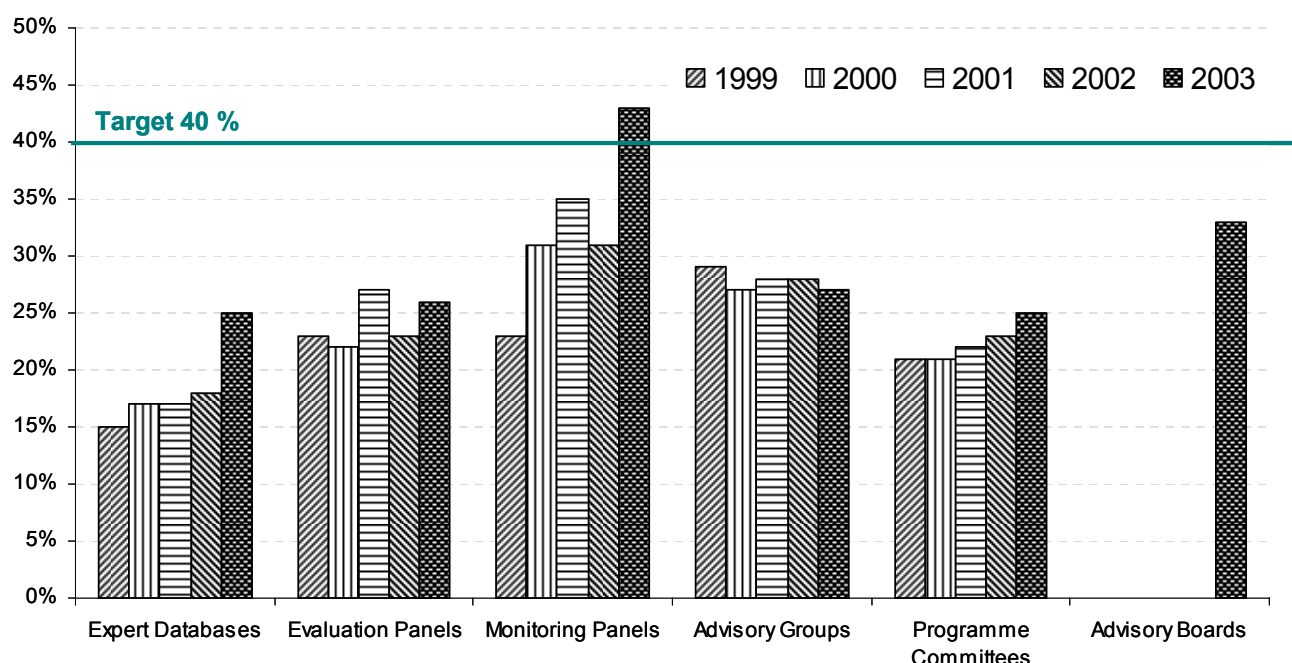
We welcome other companies that are joining us in this venture and we look forward to working together on this long and interesting journey.

¹ Rubsamen-Waigmann, H. et. al. (2003) *Women in industrial research: A wake up call for European industry* Luxembourg : Office for Official Publications for the European Communities

² Example: Marie Curie Actions in the Sixth Framework Programme of the European Commission (<http://europa.eu.int/mariecurie-actions>)

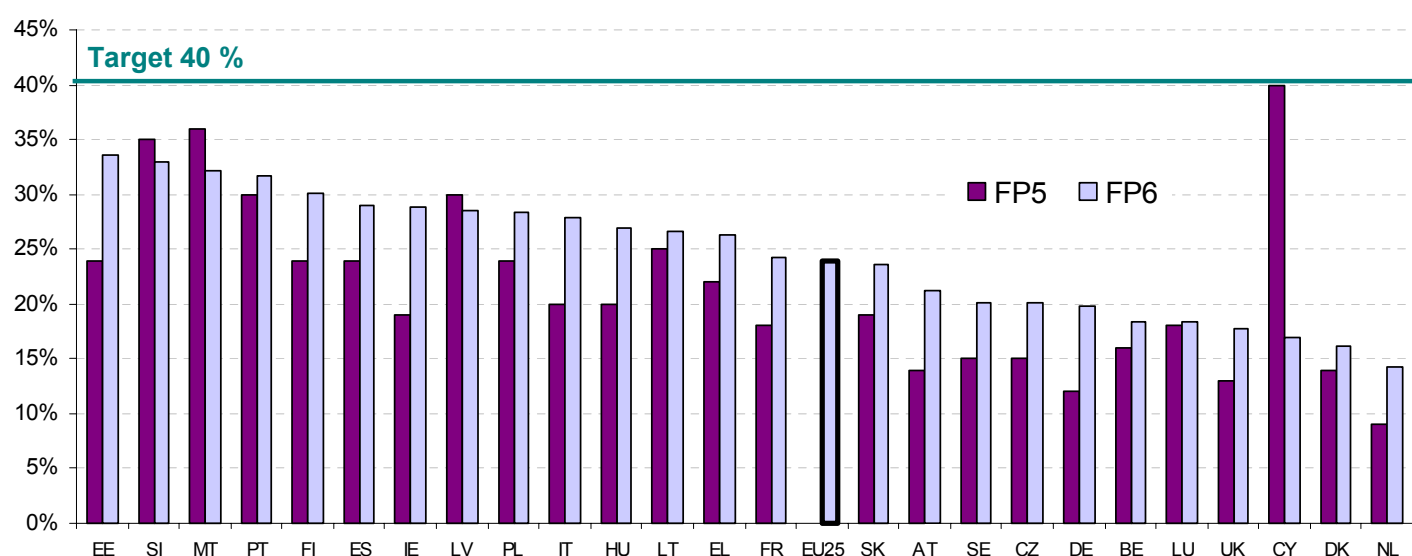
Annex 3 Research Framework Programmes Statistics

Annex 3.1 Percentage of women in expert databases, evaluation panels, monitoring panels, advisory groups, programme committees, FP 5 (1999–2002), FP6 (2003)



Source: DG RTD, 2004

Annex 3.2: Percentage of women in expert databases, FP5 and FP6, for EU-25



Source: DG RTD, 2004

Annex 3.3 Gender distribution in FP6: Experts' database, evaluation panels*, advisory groups, programme committees, by country, EU-25, 2004

	Experts database				Evaluation panels				Advisory groups				Programme Committees			
	w	m	total	%w	w	m	total	%w	w	m	total	%w	w	m	total	%w
BE	239	1063	1302	18%	57	209	266	21%	6	15	21	29%	15	46	61	25%
CY	19	93	112	17%	6	14	20	30%	1		1	100%	0	2	2	0%
CZ	64	254	318	20%	16	43	59	27%	1	4	5	20%	2	9	11	18%
DK	91	471	562	16%	18	87	105	17%	2	6	8	25%	4	19	23	17%
DE	871	3523	4394	20%	116	493	609	19%	3	28	31	10%	18	82	100	18%
EE	36	71	107	34%	5	15	20	25%	1	1	2	50%	10	40	50	20%
EL	401	1125	1526	26%	56	162	218	26%	3	10	13	23%	13	68	81	16%
ES	928	2276	3204	29%	144	253	397	36%	5	12	17	29%	10	32	42	24%
FR	892	2784	3676	24%	143	406	549	26%	10	21	31	32%	10	15	25	40%
IE	169	417	586	29%	34	107	141	24%	6	3	9	67%	6	12	18	33%
IT	1146	2956	4102	28%	195	323	518	38%	3	22	25	12%	14	40	54	26%
LV	20	50	70	29%	4	6	10	40%	1		1	100%	2	24	26	8%
LT	45	124	169	27%	4	17	21	19%	2		2	100%	0	23	23	0%
LU	11	49	60	18%	4	9	13	31%					17	50	67	25%
HU	137	371	508	27%	22	55	77	29%		3	3	0%	6	15	21	29%
MT	45	95	140	32%	12	9	21	57%					8	32	40	20%
NL	170	1024	1194	14%	17	174	191	9%	3	12	15	20%	14	6	20	70%
AT	203	756	959	21%	29	114	143	20%	1	6	7	14%	9	15	24	38%
PL	308	775	1083	28%	43	100	143	30%	1	6	7	14%	17	33	50	34%
PT	254	549	803	32%	66	81	147	45%	4	6	10	40%	9	31	40	23%
SI	77	157	234	33%	23	27	50	46%		1	1	0%	11	26	37	30%
SK	38	123	161	24%	9	16	25	36%		1	1	0%	8	49	57	14%
FI	255	593	848	30%	51	88	139	37%	4	7	11	36%	22	12	34	65%
SE	223	882	1105	20%	35	152	187	19%	5	6	11	45%	13	25	38	34%
UK	575	2672	3247	18%	137	483	620	22%	9	20	29	31%	9	31	40	23%
EU-25	7217	23253	30470	24%	1246	3443	4689	27%	71	190	261	27%	247	737	984	25%
Target				40%				40%				40%				40%
Total AL	8581	26550	35131	24%	1460	4074	5534	26%	74	197	271	27%	318	855	1170	27%

Source: DG RTD, FP6 statistics, 2004

* data for 2003

Annex 3.4 FP6 Advisory group members by activity area, country and sex, 2004

	Life		IST		Nano		Aero		Food		Sust.		Cit&Gov		Mobility		Sc&Soc		All Act. Areas		
	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	% W
BE		3		3		3	1	2	1	2	1	2			2		1		6	15	29
CY	1																		1		100
CZ				1		1		1	1			1							1	4	20
DK		1		1		1			1			2			1		1		2	6	25
DE	1	2		2		4		7	1	1		8		1	1	1		2	3	28	10
EE		1															1		1	1	50
EL		1		1	2			1	1	1		3		1		1		1	3	10	23
ES	1			3		3	1	1				4			2	1	1		5	12	29
FR	3	1	1	2	2	1	1	6	1	1	1	5	1	1		2		2	10	21	32
IE								1		1	3	2	1		1	1	1		6	3	67
IT	1	3		3		3		3		1	1	6		1		2	1		3	22	12
LV									1										1		100
LT	1								1										2		100
LU																					
HU												1		1				1		3	0
MT																					
NL		2		2	1	1		1		2	1	2		1	1			1	3	12	20
AT				1		1		2		1		1					1		1	6	14
PL				1		1		1		1		2	1						1	6	14
PT	1			1		1		2			1	1	1			1	1		4	6	40
SI		1																	1		0
SK												1							1		0
FI		1		1		1		1	1		2	1			1	1		1	4	7	36
SE	1		1	1	1			2		1	2					1	1	5	6		45
UK	1	1	1	3	1	2	2	2	1	1	1	5	1	2	1	2		2	9	20	31
Bulgaria																					
Romania						1										1				2	0
Turkey								1						1						2	0
Iceland			1			1													1	1	50
Israel										1										1	0
Norway			1																1		100
Canada															1				1		100
USA														1						1	0
Total W	11		5		7		5		9		12		5		11		9		74		
Total M		17		26		25		34		14		47		10		13		11		197	

Source: DG RTD, 16.06.2004

Annex 3.4b Country codes

AUSTRIA	AT
BELGIUM	BE
CYPRUS	CY
CZECH REPUBLIC	CZ
DENMARK	DK
ESTONIA	EE
FINLAND	FI
FRANCE	FR
GERMANY	DE
GREECE	EL
HUNGARY	HU
IRELAND	IE
ITALY	IT
LATVIA	LV
LITHUANIA	LT
LUXEMBOURG	LU
MALTA	MT
NETHERLANDS	NL
POLAND	PL
PORTUGAL	PT
SLOVAKIA	SK
SLOVENIA	SI
SPAIN	ES
SWEDEN	SE
UNITED KINGDOM	UK

Annex 3.5 Gender distribution in the Sixth Framework Programme: submitted proposals 2003, persons in charge*, evaluators 2003, advisory groups 2004, programme committee members, 2004

Activity Areas	Budget in 1000€	No. of prop.	No. of particip	Persons in charge			Evaluation Panels				Advisory Groups				Progrm Committees			
				men	women	% w	women	men	total	% w	women	men	total	% w	men	women	total	% w
6TH FRAMEWORK PROGRAMME - ALL AREAS	16.270.000 €	11.600	106.121	87.236	15.325	14%	1460	4074	5534	26%	74	197	271	27%	910	316	1226	26%
Integrating and strengthening the ERA	13.345.000 €	6.334	91.459	75.139	12.941	14%	997	3248	4245	23%	54	173	227	24%	639	217	856	25%
Focusing and integrating Community research	11.285.000 €	6261	91034	74845	12814	14%												
1. Life sciences, genomics and biotechnology for health	2.255.000 €	541	8331	6584	1669	20%	191	608	799	24%	11	17	28	39%	50	28	78	36%
a. Advanced genomics and its applications for health	1.100.000 €	0	0	0	0	-												
b. Combating major diseases	1.155.000 €	0	0	0	0	-												
Joint call (Thematic priorities 1a,1b)		541	8331	6584	1669	20%												
2. Information society technologies	3.625.000 €	1584	21480	18571	2803	13%	263	1230	1493	18%	5	26	31	16%	68	10	78	13%
3. Nanotechnologies and nanosciences	1.300.000 €	1017	21960	19053	2692	12%	82	227	309	27%	7	25	32	22%	63	13	76	17%
4. Aeronautics and space	1.075.000 €	180	2605	2369	201	8%	26	164	190	14%	5	34	39	13%	68	10	78	13%
5. Food quality and safety	685.000 €	245	4312	3182	1120	26%	29	55	84	35%	9	14	23	39%	47	24	71	34%
6. Sustainable development, global change and ecosystems	2.120.000 €	578	9190	8068	1047	11%	96	323	419	23%	12	47	59	20%	136	40	176	23%
a. Sustainable energy systems	810.000 €	279	3980	3519	410	10%												
b. Sustainable surface transport	610.000 €	110	1707	1573	122	7%												
c. Global change and ecosystems	700.000 €	189	3503	2976	515	15%												
7. Citizens and governance in a knowledge-based society	225.000 €	273	3370	2392	945	28%	59	92	151	39%	5	10	15	33%	42	27	69	39%
Joint call (Thematic priorities 2,3)		97	2520	2310	186	7%												
Joint call (Thematic priorities 4,6a,6b)		186	2637	2302	291	11%												
Specific activities covering a wider field of research	1.300.000 €																	
Policy support and anticipating scientific and technological needs	555.000 €	402	3286	2626	611	19%	113	277	390	29%								
a. Policy-oriented research		213	2149	1658	454	21%												
b. New and emerging science and technology		189	1137	968	157	14%												
Horizontal research activities involving SMEs	430.000 €	845	8946	5516	741	8%	83	170	253	33%					165	65	230	28%
Specific measures in support of international cooperation	315.000 €	313	2397	1872	508	21%	55	102	157	35%								
Non- nuclear activities of the JRC	760.000 €																	
Structuring the ERA	2.605.000 €	5.221	13.959	11.512	2.272	16%	460	779	1239	37%	20	24	44	45%	174	90	264	34%
Research and innovation	290.000 €	212	1600	1163	429	27%	19	27	46	41%					47	15	62	24%
Human resources and mobility	1.580.000 €	4721	9623	8090	1401	15%	361	622	983	37%	11	13	24	46%	36	37	73	51%
Research infrastructures	655.000 €	170	1937	1687	237	12%	12	51	63	19%					51	12	63	19%
Science and society	80.000 €	118	799	572	205	26%	57	57	114	50%	9	11	20	45%	40	26	66	39%
Strengthening the foundation of the ERA	320.000 €																	
Coordination of activities	270.000 €	73	425	294	127	30%	11	22	33	33%								
Coherent development of research & innovation policies	50.000 €	0	0	0	0	-												
Euratom	1.230.000 €	41		585	112	16%	3	47	50	6%								
1. Controlled thermonuclear fusion		0	0	0	0	-												
2. Management of radioactive waste		0	0	0	0	-												
3. Radiation protection		0	0	0	0	-												
Joint call (Thematic priorities 2,3)		36	670	561	107	16%												
Other activities in nuclear technologies and safety		5	29	24	5	17%												
Undefined		4	4	0	0	0%												

Source: European Commission, DG RTD, C4, Data Advisory Boards 16.06. 2004

* There are over 3.500 participants records with missing gender information, therefore the sum of men and women does not equal 100%