EURAXESS INDIA

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1 EURAXESS Country in Focus: POLAND

1.1 Introduction

Poland is a country located in central Europe near Baltic Sea, Sudetes- and Carpathian Mountains. With a population of ca. 38.5 million people, Poland is the sixth most populous member state of the European Union. Poland's capital and largest city is Warsaw.

Poland has a developed market and it is a regional power. It has the eighth largest and one of the most dynamic economies in the European Union, achieving at the same time a high rank on the Human Development Index. Moreover, the Polish Stock Exchange in Warsaw is the largest and most important in Central Europe. Poland is a developed country, which keeps a high-income economy along with great standards of living, life quality, safety, education and economic freedom.

The country provides free university education, state-funded social security and a universal health care system. Poland has 15 UNESCO World Heritage Sites, 14 of which are cultural. It is a member state of the European Union, the Schengen Area, the United Nations, NATO, the OECD, the Three Seas Initiative, and the Visegrád Group.

SEE POLAND

Source: https://www.openaire.eu/item/poland
1.2 Facts & Figures

➢ **The Polish Academy of Sciences (PAN)** is an independent research institution. PAS comprises currently 79 research establishments (scientific institutes, research centres, research (archives, libraries, museums, foreign scientific centres).

➢ **Polish Universities.** Poland has 18 classical universities, mainly in the largest cities. The oldest one is Jagiellonian University in Cracow, established in 1364. The highest ranked and the biggest is University of Warsaw (394th global, Webometrics ranking). The most famous graduates of this university are: Henryk Sienkiewicz (Literature Nobel Prize winner, 1905), Józef Rotblat (Nobel Peace Prize, 1995), Czesław Miłosz (Literature Nobel Prize 1980), Menachem Begin (Novel Peace Prize, 1978), Leonid Hurwicz (Economics Nobel Prize, 2007), Jan Łukasiewicz (logician and philosopher – his concepts were used to build computer memory by Turing, Bauer and Hamblin, as a basis of computer Burrough B5000, design multi-programmed KDF9 computer system, many Hewlett Packard calculators Forth programming language and PostScript page description language), Alfred Tarski (one of the four the most notable logicians of all times – just next to Aristotle, Gottlob Frege and Kurt Gödel).

➢ **Research-development units** are state institutions operating as separate entities in terms of legal basis, organisational arrangements and funding mechanisms, supervised by various sector ministries that conduct R&D work in line with the needs of the national economy and social life. Among 189 units there are research institutes, central laboratories and research and development centres.

➢ **Development units** are business entities active in R&D. Apart from their primary activities, they are also involved in applied research. Currently about 700 development units are operating in Poland.

➢ **Patents.** In terms of applications of inventions for protection, Poland is ranked 17th in the world, while in terms of granted patents – 15th on the list of the World Intellectual Property Organization among all countries in the world. It is worth noting that the highest number of patents is reported by Polish universities and research institutes, not private companies, which is a distinctive feature of other countries.¹

➢ Only researchers of the University of Warsaw got ca. 250 million złoty (67 million USD) from grants.

¹ Source: https://www.wnp.pl/tech/polska-na-15-miejscu-na-swicie-pod-wzgledem-liczby-przyznanych-patentow.316297_1_0_0.html
1.3 Funding Opportunities

➢ **The Polish National Agency For Academic Exchange** (Polish: Narodowa Agencja Wymiany Akademickiej, NAWA) is the new entity in Poland established in 2017. It is set up to coordinate state activities driving the process of internationalization of Polish academic and research institutions. The mission of NAWA is to foster the development of Poland in the area of science and higher education, support international mobility of students, academics and researchers and the process of internationalization of Polish HEIs and research institutions, promote Polish science and higher education as well as popularize teaching of the Polish language.

➢ **The National Centre for Research and Development** (Polish: Narodowe Centrum Badań i Rozwoju, NCBiR) has already supported 8900 project, 2039 companies, 2657 scientific units for general amount of 43 billion zloty (10 billion USD). Its mission is to support the creation of innovative solutions and technologies that increase the competitiveness and innovation of the Polish economy. The NCRD is to strengthen the collaboration between business and academia, leading both to a greater engagement of entrepreneurs in research funding, as well as to a more effective commercialization.

➢ **The National Science Center** (Polish: Narodowe Centrum Nauki, NCN) is a governmental grant-making agency responsible for providing financial support for the conduct of basic science research in Poland and various programs to assist scientists throughout their careers.

➢ **The Foundation for Polish Science** (Polish: Fundacja na rzecz Nauki Polskiej, FNP) is a non-governmental, non-political and non-profit institution which mission is science support. It is the largest source of science funding in Poland besides the state budget. The Foundation realizes its statutory purposes through: support for great scholars and research teams in all fields of inquiry; assisting innovative ventures and commercialization of scientific discoveries and inventions. Check out their recent report.

➢ **Ministry Grants.** The Ministry of Science and Higher Education has funds allocated to financing scientific research. The most prestigious are: Diamond Grant (a researcher may receive up to 59000 USD of funding) and National Program for the Development of Humanities (amount of donation is between 80000USD and 135000USD). If you want to know more, click → [https://www.granty-na-badania.com/p/granty-ministerstwa.html](https://www.granty-na-badania.com/p/granty-ministerstwa.html)

➢ **Marie Skłodowska-Curie Actions (MSCA)** Attractive European grants for researchers wishing to enhance their career based on research & training project in Europe. Supporting all domains of research, providing attractive salary at freely chosen host are only a few of MSCA advantages assured by the European Commission.

➢ **European Research Council (ERC)** Prestigious ERC grants finance frontier research in any scientific area. Researchers of any nationality may apply for funding with European host institutions and do their research that will push the existing frontiers of science further. In the years 2014-2020, the Council has a budget of ca. 13 billion € (being part of the Horizon 2020 Programme) allowing to support nearly 7000 grants of individual Principal Investigators (PIs) and their teams.
1.4 MSCA in Poland

Experienced researchers willing to move to Poland can apply for an Individual Fellowship (IF) of the Marie Skłodowska - Curie Actions (MSCA), irrespective of their country of origin. Poland is in the list of widening countries. Therefore, from 2018 to 2020, proposals above the quality threshold of 70% but not retained for funding through the MSCA IF call with a host institution in Poland will be automatically reassigned to the Widening Fellowships call.

As most research is performed in public universities and research institutes, these are also where most research jobs are available. Many of the positions available are published on the EURAXESS webpage.

1.5 EURAXESS Poland

Poland belongs to the EURAXESS initiative that provides support to researchers and their families when coming to this country (in key areas such as visas, housing, schooling, etc.). National Contact Point for Research Programmes of the European Union is the national coordinator of the Polish network. Additional information can be found at www.euraxess.pl. Poland has easy residence permit procedures for researchers outside Europe:

1) European Union Blue Card

The EU Blue Card is a special type of residence permit called temporary residence permit for the purpose of highly qualified employment, allowing high-skilled non-EU citizens to work and live in the European Union countries (excluding Denmark, Ireland and the United Kingdom) for a period exceeding 3 months. In practice, the Card is issued for a period exceeding the work contract duration by 3 months but for a max. period of 3 years.

The Blue Card gives its holders some benefits like:

- having the Card makes it easier to receive the long-term EU residence permit.
- the EU Blue Card is issued for a period exceeding the work contract duration by 3 months (but for no more than 3 years), while the regular residence permit is issued for the same duration as the work contract.
- family members of Blue Card holders who receive a residence permit for the purpose of family reunification can work in Poland without the obligation to obtain work permit.
- in order to apply for the Blue Card you do not need to submit a document from the Tax Office – a certificate confirming that you have no tax obligations in Poland.

To find out more, visit www.EURAXESS.pl
2) Temporary residence permit in order to conduct research

The residence permit is dedicated to the foreign researcher, who has at least professional title corresponding to Polish Master’s degree or equivalent. The permit is given on the basis of hosting agreement for the purposes of carrying out research project concluded with a research institution with its registered office on the territory of Poland. The hosting agreement may be concluded between the researcher and research institution.

1.6 Bilateral academic collaboration between Poland and India

Under the legal framework of the intergovernmental agreement signed in 1993 Poland and India are actively strengthening their bilateral academic cooperation. It is particularly visible in regards to the numbers: while in 2013 there were only less than 500 Indian students in Poland, in 2018 it already more than 3700! Indian nationals are the second biggest group of foreigners (after Ukrainians) in Poland applying for diploma recognition with the goal of either finding a job or in order to begin their studies.

Polish universities have more than 70 existing MoUs with Indian counterparts, the last two signed in February 2019 on the occasion of the Bengal Global Business Summit in Kolkata. Research cooperation is going strong with the activities of the Centre for Contemporary India Research and Studies at the Warsaw University that cooperates closely with 14 European and 10 Indian universities. It is also a partner of the Polish Embassy in New Delhi, and arranges study visits of renowned Indian scientist to Poland. At the same time delegations of Polish universities regularly visit India, for example during the upcoming Eduexpos 2019 fair in Chennai, Mumbai, Bangalore and Delhi in March/April.

Polish language is currently taught at Delhi University and Manipal University in Karnataka. The number of Indian students learning Polish is significantly increasing at those institutions, due to the growing interest and awareness of study opportunities in Poland, but also because of the dedicated language instructors.
2 Hot topic “How to Find Information about Research Opportunities in Individual European Countries”

Europe has some of the strongest countries in the world in the realm of science and technology, many of the best universities and R&D companies, as well as a myriad of different national research systems that each offers a unique set of funding and collaboration opportunities. All together this makes the European Research Area (ERA), which unifies Europe into a single global research power, famous for its diversity, excellence and creativity.

EURAXESS acts as a gateway to ERA for scientists from all over the world. We help you to get information about the European research programmes such as Horizon 2020 and in particular individual European mobility programmes such as Marie Skłodowska-Curie Actions and the European Research Area. Horizon 2020 is one of the biggest funding frameworks in the world with a budget of more than 80 billion Euros, but it is still only a fraction of the opportunities that Europe has to offer.

2.1 How to find information on how to go to a certain European country?

On the EURAXESS portal you can find a list of all the country websites at https://euraxess.ec.europa.eu/choose-your-country.

Let us say you are interested in Germany - the EURAXESS Germany country website can be accessed at https://www.euraxess.de/. After accessing EURAXESS Germany’s website you can see 4 sections at the top of the website – the first one is Jobs & Funding where you can find short cuts to job and funding opportunities in Germany from our EURAXESS databases. The second section is Partnering which is only for registered portal users and allows you to find other EURAXESS members and institutions, in Germany and the whole of Europe.

The third section is called Information & Assistance where you can find practical information about working and doing research in Germany. It’s a great resource that includes information about Living in Germany; for example the language and culture, entry conditions and visas, social security, daily life and accommodation; information about working in Germany; for example how to find academic host, recognition of qualifications, work permit, taxation, career development and IPR; information about what to do when you are leaving Germany; for examples issues related to departure conditions, taxes and family; and finally information about what to do when returning to Germany; such as transfers of entitlement accrued abroad, networks for returning researchers and so on.

This article was prepared by EURAXESS China and modified to the Indian context.

http://ec.europa.eu/euraxess
The information available can differ from country to country, but in general every country tries to offer a wealth of resources that they think would be of interest to incoming researchers.

The final section of the EURAXESS Germany country page is about the Network EURAXESS Germany. Here you can find a list of the local EURAXESS Centres in Germany. Currently, there are 85 local EURAXESS centres and contact points all over Germany located at major universities and research institutions. They offer personalised assistance from a real person to any researcher interested to come to their location. This is a great contact to start with when considering a place in Europe.

Most EURAXESS member countries have various contact points and service centres that can be contacted and are happy to give you more information.

2.2 How to find information about funding opportunities, jobs and collaborations in a certain European country?

When you go to the main EURAXESS portal at https://euraxess.ec.europa.eu/ you can see the top left tap Jobs & Funding. Hover the mouse over the tab and a menu appears that has four main links: Find Jobs, Post Offers, Find Funding and Find Hosting.

2.2.1 EURAXESS Jobs

If you click on the menu item Find Jobs you will be taken to the EURAXESS Jobs Portal which is one of the biggest single databases for jobs for researchers in the world. At any given time, there are thousands of jobs and positions available through the portal from all over Europe and it’s absolutely free of charge, for both employers and employees.

When searching for a job in a certain country, it is easiest to simply use the filters in the EURAXESS Jobs search engine which is available at the top of the EURAXESS Jobs portal. In case you are interested in opportunities for researchers in Spain you can enter any keywords and field specific filters you are interested in (or none at all if you simply want to see all the opportunities) and then click option that says Country. Find Spain in the list of countries that appears and check the check box next to it. If you are interested in more than one country, you can check as many countries as you want. Finally, click on the yellow search button below.

If you did not filter your search results any further, you will be presented with more than 250 opportunities in Spain (at the time of writing).

2.2.2 EURAXESS Funding Database

If you click the link that says Find Funding, you are taken to the EURAXESS Funding Database. Similarly, to the EURAXESS Job Portal you will be immediately presented with a search engine that offers you to filter the funding opportunities by organisation country. If you check the checkbox next to Spain when searching the funding database, you will find 12 funding
opportunities from Spain (at the time of writing). The results will give you a
good snapshot of the kind of funding opportunities available in each country
although the list is not comprehensive.

To get even more information about funding opportunities in Europe, we
courage you to become a member of EURAXESS India. Through our
weekly email flash notes, newsletter, website as well as Facebook social
media channels we post a great number of funding opportunities we think
could be of interest to our members every month.

2.2.3 EURAXESS Hosting Database
If you click the final link that says Find Hosting, you are taken to the
EURAXESS Hosting Database. It offers the same type of search engine and
filtering as the Jobs and Funding Database, but it focuses on the institutions
in Europe that are looking to host researchers to do certain independently
funded projects. This includes for example institution interested in hosting a
Marie Skłodowska-Curie Individual Fellow funded by the European Union
or institutions interested in hosting a potential European Research Council
Grantee.

For researchers interested in applying for these kinds of grants this is a great
tool to identify appropriate and enthusiastic hosting partners in Europe. The
results from Hosting Database can also be filtered by the country of the
hosting institution. If you check the checkbox next to Spain when searching
for hosting, you will find 117 hosting offers from Spanish institutions (at the
time of writing).

2.2.4 Finding Partners and Collaborators in a certain European Country
When you go to the main EURAXESS portal
(https://euraxess.ec.europa.eu/) you can see the top left tap that says Find
Members and to Find Organisations. You need to be a registered
EURAXESS Portal user and logged in to be able to use this tool.

This takes you to a search engine that allows you to search for registered
members and organisations that have made their profiles public. You can
filter your search results by country in the same way as with the other
databases above. If you check the checkbox next to Spain when searching
for members you will find the profiles of 1907 researchers from Spain (at the
time of writing). When checking the checkbox next to Spain when searching
for institutions you will find 1347 institutions (at the time of writing).

EURAXESS members are also welcome to contact the Country
Representative of EURAXESS India at india@euraxess.net. We can
sometimes help you with identifying a good fit for you or find a good contact
in the country you are interested in in Europe.
2.3 How to find information about a certain European country’s activities and collaboration with India?

EURAXESS India can help you find information about a particular European country’s science and research related activities and opportunities focused on India. You can find information by looking at our website at [http://india.euraxess.org](http://india.euraxess.org) or by finding us on Twitter under the name EURAXESS India and on Facebook by searching EURAXESS India. On our website there is also a blue button that offers you to become a member of EURAXESS India. Members receive regular updates with information about funding opportunities and upcoming deadlines that might be relevant to India-based researchers, information about Indo-European research events and activities and news about the developments of Indo-European Science.

EURAXESS India focuses on three types of activity: networking researchers, disseminating information and helping researchers to collaborate with colleagues in Europe and to find rewarding careers in Europe or India. The EURAXESS India website provides targeted information on sources of research funding in Europe and India, research career opportunities in Europe and conferences and training courses. A quarterly electronic newsletter featuring Research and Innovation in European countries, latest news and developments in research and innovation in Europe and India, interviews with researchers and more. Several meetings and events in India every year such as:

- **European Research Day**: opportunity to discuss trans-disciplinary issues of common interest, share experiences and best practices.
- **EURAXESS Science Slam India**: scientists present their research in a competition in front of an audience of non-specialists. The winner is selected on the project quality, but also the entertaining value of his/her presentation!
- **Information sessions in Indian universities, research institutes and companies on the opportunities of cooperation and career with Europe.**
- **A regular flow of information to EURAXESS India members with flashnotes (email alerts) signalling mainly events, funding and collaboration opportunities.**
3  In Focus | Status update of gender equality in research careers in Europe

The ‘She Figures’ publication provides a range of indicators on gender equality in research and innovation at pan-European level. It aims to give an overview of the gender equality situation, using a wide range of indicators to examine the impact and effectiveness of policies implemented in this area. At the occasion of the publication of the latest edition in March 2019, we investigate the evolution of the situation of gender equality in Europe and in EU programmes for researcher mobility ERC and MSCA. Large parts of this article are directly sourced from the final ‘She Figures 2018’ report.

3.1 Global Overview

The EU is approaching gender balance among doctoral students. Overall, in 2016, women made up 47.9 % of doctoral graduates at the EU level, in two thirds of EU Member States the proportion of women among doctoral graduates ranged between 45 % and 55 %. While the overall number of both women and men doctoral graduates increased between 2007 and 2016, in most of the countries that ‘She Figures’ covered, the number of women doctoral graduates increased at a faster rate than that for men. The proportion of women among doctoral graduates still varies among the different fields of education; in 2016, women doctoral graduates at EU level were over-represented in education (68 %), but under-represented in the field of information and communication technologies (21 %) and the fields of engineering and manufacturing and construction (29 %).

Differences between women and men can also be observed in their working conditions as researchers. At the EU level, the proportion of women researchers working part-time was higher than that of men; 13 % of women researchers and 8 % of men researchers were working part-time in 2016. Furthermore, 8.1 % of women and 5.2 % of men researchers worked under contract arrangements considered as ‘precarious employment’. In terms of equal payment, there is still a considerable gender pay gap in scientific R&D occupations. Across the EU-28, women in R&D earned on average 17 % less than their male colleagues in 2014, and the gender pay gap was found to widen with age. Moreover, the presence of women researchers seems to have an inverse relationship with the R&D expenditure per researcher; most of the countries that spent more per researcher had some of the lowest shares of women researchers.

In the EU-28, women were still under-represented in the writing of scientific papers. Between 2013 and 2017, the ratio of women to men among authors of scientific publications in the EU was on average one to two. However, this ratio is slowly improving, and it has been increasing by almost 4 % per year since 2008. The highest women to men ratio of authorship was observed in the fields of medical and agricultural sciences, where a little over 8 women
authors corresponded to 10 men authors. Moreover, women are still strongly under-represented among patent inventors; between 2013 and 2017 in the EU, the women to men ratio of patent inventors was on average just over 1 to 3. A strong gender gap in the composition of the inventors’ teams was also observed in the EU-28, where the most frequent composition of the teams was all men (47 %), followed by those with just one male inventor (33%). A final overall observation for EU countries was a slight gender gap in receiving research grants. The funding success rate was higher for men team leaders than women team leaders by 3.0 percentage points.

3.2 The ‘leaky pipeline’ and its evolution over time

The fact that women tend to be less and less represented within researcher population with age (or experience, career level) is often referred to as the ‘leaky pipeline’. Indeed, as shown in Figure 1, women are on average over-represented up to the tertiary education level, but start being under-represented at the higher education level: there are less women university graduates (all levels including PhD) than men; and the tendency worsens after the post-doctoral phase.

Women in the EU were the majority of students and graduates at Bachelor’s and Master’s or equivalent levels in 2016. In fact, their share among graduates (58 %) was higher than that among students (54 %), pointing to the better performance of women rather than men in their studies. Conversely, women start to be under-represented as of the Doctoral stage (48 %), and while the same proportion is observed among PhD degree holders, numbers plunge as of the postdoctoral stage (46 %), down to 40 % at mid-career level and as low as 24% at senior level.
Research identifies institutional and field-related research cultures that favour the advancement of men. Some of the issues stopping women’s advancement to top decision-making roles include women’s lower success rates in securing prestigious grants and the preponderance of part-time and short-term contract research positions among women’s careers. In addition, implicit gender bias in performance assessment, gender stereotypes, gendered perceptions of leadership and leadership styles, the ‘glass ceiling’, and the ‘gender pay gap’ are among the factors that can influence the recruitment and promotion of women to senior grade positions, evaluation committees and university oversight bodies and scientific committees responsible for research funding.

The proportion of women among senior staff at the national level ranges from 13 % to 54.3 %. The proportion is 40 % or higher in just 5 countries. The largest proportions of women were observed in Romania (54.3 %), Bosnia and Herzegovina (45.1 %) and Latvia (41.4 %) while the smallest proportions were in Cyprus (13 %), Israel (14.3 %) and Czechia (14.6 %). The share of women among all academic staff, irrespective of career level, in the EU, was 41.3 %, while at national level it ranged from 34.4 % to 57.4 %. The largest proportions of women were observed in Lithuania (57.4 %), Latvia (55.8 %) and Romania (54.6 %). While the smallest ones were found in Czechia (34.4 %), Greece (35.1 %) and France (36.5 %).

Still, there is a notable positive evolution of the gender gap in research careers, as displayed in Figure 2. While the number of women university students in the EU-28 (pre-doctoral) has stagnated or only slightly evolved between 1999 and 2016 (with a peak in 2003), all career levels from PhD degree holders to senior level have seen an evolution of 10 points on average over the same period.

This evolution represents an annual progression of 0.6 percentage points at the PhD degree holders level, 0.5 at the post-doctoral level, 0.6 at the mid-
career level and 0.65 at the senior level; which, assuming similar rates in years to come would only allow to totally remove the remaining gender gap in:

- mid-2019 at the PhD degree holder level (2 percentage points progression needed to reach 50%);  
- 2024 at the postdoctoral level (4 points needed);  
- mid-2032 at the mid-career level (10 points needed);  
- 2056 at the senior level (26 points needed).

### 3.3 Very slow improvement in STEM fields

The share of women is considerably smaller in natural sciences, technology, engineering and mathematics (STEM) than over all fields of research across the career path. This affects all tertiary education levels and all the three higher career grades. More specifically, as shown in Figure 3, in the EU in 2016, women were 32 % of students and 36 % of graduates in STEM at the university graduates’ level. These proportions are 23 percentage points lower than the respective ones over all fields of education. At doctorate level,

women were 37 % of students and 39 % of graduates in STEM, eleven and nine percentage points respectively below their corresponding shares over all fields.

The same picture of a wider gap between women and men emerges among academic staff, where women were 35 % of postdoctoral staff, 28 % of mid-career researchers and only 15 % at senior level. The situation has nonetheless improved slightly since 2013, when the respective shares were 34 %, 26 % and 14 %.
3.4 Gender gap in international mobility of researchers

Figure 4 explores the sex differences in the mobility of researchers at advanced stages in their careers (from post-doctoral to senior career levels). It presents the difference between the proportions of women and men researchers who reported that they have worked for at least three months in the last decade in a country other than the one where they attained their highest educational degree. A positive result indicates that men’s rate of mobility is higher, whilst a negative result shows that women’s rate is higher. The difference between the mobility of women researchers and men researchers in the EU in 2016 was 3.6 percentage points in favour of men (25.1% mobility for women and 28.7% for men). It is worth noting that this difference has decreased since 2012 when it was 9 percentage points. The largest differences in mobility between women and men researchers in favour of men for 2016 were found in Ireland with 11.1 percentage points, Slovakia with 10.9 percentage points and Poland with 10.4 percentage points.

“...In most of the countries considered, the proportion of women researchers working part-time was higher than that of men.”

3.5 Gender gap in research careers

At the EU level, 13.0% of women researchers and 8.0% of men researchers in the higher education sector were working part-time in 2016. In most of the countries considered, the proportion of women researchers working part-time was higher than that of men. Women researchers in the higher education sector were also more likely than men to be employed under precarious working contracts with the respective shares in the EU being 8.1% and 5.2%. This pattern was found in two thirds of the countries examined. This partly contributed to the fact that women employed in scientific R&D activities earned on average 17% less than their male colleagues in 2014, but overall the gender pay gap widens with age.
The gender pay gap for scientific R&D activities and the total economy in 2014, broken down in four age categories (younger than 35; 35 to 44 years old; 45 to 54 years old; 55 years old and older), is presented in Table 1. The relative gender pay gap in total economy follows the same pattern with age as that in R&D.

<table>
<thead>
<tr>
<th>Country</th>
<th>Scientific research and development (NACE rev.2, division 72)</th>
<th>Total economy</th>
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<td>&lt;35</td>
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<td>EU-28</td>
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<td>BE</td>
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<td>SE</td>
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<tr>
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<tr>
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<td>14.3</td>
</tr>
<tr>
<td>CH</td>
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<td>16.5</td>
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<tr>
<td>ME</td>
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<tr>
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</table>

Source: She Figures 2018

On average at the EU level, the gender pay gap is even actually almost similar to that of the total economy, at about 10 % in early careers, 15 % to 20 % mid-career, to 21 % at senior level. However, considerable discrepancy is shown between countries; with for example a considerable gender pay gap in all age categories in Czechia (18 %, 41 %, 24 % and 27 % respectively) or a reversed situation in Romania, women there being paid more than men in R&D with a -18 %, -4 %, -7 % and -5 % gender gap in
favour of women, while such a tendency is not visible in Romania’s total economy. Another interesting example is that of Lithuania, where young to mid-career women are sensibly paid more than their counterparts (-28% and -15% gap), while at later career stages they are paid much less (32% and 43%). This two-stage tendency is not seen in other countries, and also does not show correlation to the gender pay gap evolution in Lithuania’s total economy, potentially pointing at a phenomenon characteristic of careers in R&D.

3.6 Gender equality policies and gender distribution in Marie Skłodowska-Curie Actions

Since their creation, the MSCA have placed a strong emphasis on promoting gender and equal opportunities for their fellows, and within their projects. Indeed, the MSCA require transparent recruitment and high quality employment and working conditions for researchers, in line with the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. In addition, MSCA grants permit part-time working and parental leave. Post-doctoral researchers who wish to resume their career after a break, for example to raise children, can apply to a dedicated panel of the MSCA Individual Fellowships.

In practice, MSCA features four actions: RISE, which funds exchanges between several research institutions by allowing mobility of students, staff, researchers and professors alike; COFUND, which supports doctoral programmes for PhD candidates, as well as fellowship programmes for experienced researchers; ITN, which funds Doctoral programmes; and IF, which funds individual projects of experienced researchers.

Over the five years of the running Horizon 2020 calls (2014-2018), MSCA supported a total of approximately 25,000 researchers, out of which 40% were women. A breakdown of the ration of men and women per Action is displayed in Figure 5. Although no significant difference can be found in the gender distribution of the COFUND, ITN and IF Actions (respectively with a gender gap of 8.7, 7.5 and 7.2 percentage points), it is shown that the RISE Action displays a larger gender gap with 13.2 percentage points. This can be attributed to the fact that RISE projects involve senior as well as early stage and experienced researchers, whereas other actions only involve early stage- and experienced researchers (defined as pre- and post-doctoral researchers).

All of these values are notably higher than the gender gap in EU-28 as shown in Figure 1, since we would only expect between 2014 and 2018 a 3 point gap at the doctoral stage (ITN), 4.5 points at post-doctoral stage (COFUND and IF), and an aggregate of 9.5 points for a mix of senior, mid-career, post-doctoral and doctoral stages (RISE). The gender gap across all MSCA Actions therefore appear to be roughly four to five points above that expected from statistics at the EU level, perhaps pointing to further efforts to be made.

The only programme allowing individual researchers to directly apply for funding (i.e. not via their institution) is MSCA-IF. For this programme we can
extract success rates of men and women and analyse their differences, as shown in Figure 6. Although the total number of female applicants over the 2014-2018 period is much lower than the number of male applicants (roughly 17,550 versus 25,750), we can see that their average success rate is higher, resulting in female researchers being better represented after evaluation stage than at proposal submission stage (2,770 versus 3,620).

Figure 6 shows that on average, women are 1.7 percentage points more successful than men at securing MSCA-IF funding. There are strong discrepancies between panels. The career restart panel features the most female-favouring score, with a 4.5 percentage points advantage to women over men, followed by Social Sciences and Physics with 3.2 points; while results in the Economics panel seem skewered towards men, with 3.5 points disadvantage.

![Figure 6. Sex differences in the success rate to MSCA-IF calls, per panel, 2014-2018. Panels from left to right: Economic Sciences (ECO), Life Sciences (LIF), Mathematics (MAT), Reintegration (RI), Information Science and Engineering (ENG), Chemistry (CHE), Environmental and Geosciences (ENV), Physics (PHY), Social Sciences and Humanities (SOC), Career Restart (CAR).](image-url)
3.7 Gender equality policies and gender distribution in European Research Council grants

The ERC has seven Working Groups dedicated to the advancement of specific topics, such as open access and international participation. One of them is focused on gender balance. Since women and men are equally able to perform excellent frontier research, each process within the ERC - from creating awareness about the ERC to signing of grant agreements - is designed to give equal opportunities to men and women. The purpose of the gender balance working group, launched in 2008, is to monitor these aspects at all stages.

The Working Group on Gender Balance drafted the ERC Gender Equality Plan 2007-2013 and the ERC Gender Equality Plan 2014-2020, endorsed by the ERC Scientific Council, which main objectives are:

- raising awareness about the ERC gender policy among potential applicants;
- working towards improving gender balance among ERC candidates and within ERC-funded research teams;
- identifying and removing any potential gender bias in the ERC evaluation procedures;
- embedding gender awareness within all levels of the ERC processes - while keeping focus on excellence;
- striving for gender balance among the ERC peer reviewers and other relevant ERC bodies.

Figure 7. Men and Women success rates to the ERC’s Stg, Cog and AdG calls, 2007-2017
To achieve these objectives, the working group has been monitoring the evolution of gender balance of ERC funded projects since its inception, the latest available statistics dating from April 2018.

The ERC proposes three main grant categories: the Starting Grants (StG, 2-7 years post PhD obtention), the Consolidator Grants (CoG, 7-14 years – since 2013 only--), and the Advanced Grants (AdG, 10+ year and excellent track record); and features three main evaluation panels: Life Sciences (LS), Physical Sciences and Engineering (PE), and Social Sciences and Humanities (SH). The breakdown of men’s and women’s success rate per type of call and year is displayed in Figure 7. The tendency shown is positive, as while success rates of women were significantly inferior to those of men prior to Horizon 2020 (i.e. until 2013), statistics show that equilibrium is almost reached on average for all the calls within Horizon 2020 (2014-2017). Until 2013 the total success rate was 11 % for men and only 8 % for women (Stg: 10 % - 8%; CoG: 9 % - 7 %; AdG: 14 % - 12 %), but for the whole period 2014-2017 success rates are equal with 13 % for both men and women (Stg: 13 % - 12 %; CoG: 14 % - 15 %; AdG: 11 % - 11 %).

However, this tendency does not equally apply to all domains of science. Figure 8 shows the differential success rate by panel and call for the Horizon 2020 calls. The Life Sciences panel consistently features lower success rates for women, with a particularly strong imbalance for the StG call (early career researchers) at -4.5 percentage points. On the other hand, the Physical Sciences and Engineering panel shows success rates slightly in favour of women at all career stages; while the Social Sciences and Humanities panel features more balanced statistics.

![Figure 8. Sex difference in success rates for ERC calls, per panel, 20014-1017](source: ERC Gender Statistics April 2018)
When it comes to the total number applicants (i.e. irrespective of their success or failure in securing the grant), a positive tendency is also observed as shown in Figure 9. The total share of female applicants steadily grows since 2014, reaching 30% in 2017 and as high as 37% for StG only in the same year. The lowest shares of women participation are reached in the AdG (senior level), in agreement with the ‘leaky pipeline’ effect and the statistics at EU level displayed in Figure 1 and 2 (24% of women at senior level overall, only 15% in STEM fields in 2016).
4 In case you missed it...

4.1 From our Flashnotes (January - March)

(click on the respective link for more details)

Selected News and still open Calls (in order of publication on EURAXESS India website):

Call: ETH Zurich Postdoctoral Fellowships for researchers in the early stages of their careers

Call: UK: MSCA Cofund Project MULTIPLY - Postdoctoral Fellowships in Photonics

Call: Polish National Agency for Academic Exchange - Ulam Scholarship

News: What is STIP Compass?

News: European Artificial Intelligence platform AI4EU launched

Call: Danida mobility and research grants

Call: Call in Ireland - APEX Fellowships for Experienced Researchers in Microbiology (2 year post-doc)

Call: European Research Council (ERC) Proof of Concept Grant

Call: Do You Have a Bold Idea to Make the World More Sustainable? Compete in the Go Green in the City 2019 Challenge

Call: Call open for Orange Knowledge Programme in The Netherlands

Call: Call in Ireland - ELITE-S Fellowship Programme

Call: European Research Consortium for Informatics and Mathematics, (ERCIM) Postdoc Fellowships

Call: MSCA-RISE Call 2019 now open!

News: MSCA Call Schedule 2019 - 2020

Call: UK/Edinburgh: Postdoctoral Research Fellowships at MSCA Cofund TRAIN@Ed Programme

Call: Up to 10 PhD Fellowships on COFUND Project Technologies for Cultural Heritage (Tech4Culture)

Call: Make it Happen! - Come to the MSCA MAraThon 2019

Call: Seed Award for established researchers to implement 3-year projects in Biology

Call: UK: The University of St Andrews Global Fellowship Scheme. Short Term Research Stays

Call: PhD scholarships on Grenoble Quantum Engineering (GreQue) doctoral programme

Call: Netherlands: Postdoc Fellowships in the Social Sciences and Humanities
Call: [Italy: NeuTouch Marie Skłodowska-Curie PhD Fellowships in Touch Sensing Technology](#)

Call: [Marie Skłodowska-Curie Actions (MSCA) Individual Fellowships – Go to Europe or host a European Fellow in India](#)

News: [Hosting a European MSCA-IF awardee at your institution in India - Guidelines](#)

Call: [12 PhD Positions for the MSCA ITN CAFE: Climate Advanced Forecasting of sub-seasonal Extremes](#)

Call: [INNOWWIDE - New funding for European innovative SMEs in international markets](#)

Call: [Cultural Heritage, Migration and Indian Diasporas - Research Networking call](#)

Call: [15 PhD positions in MSCA ITN Project on Thrombo-inflammation in Cardiovascular Disease](#)

### 4.2 Event Outlook

<table>
<thead>
<tr>
<th>Event (click on event title for more details)</th>
<th>Location</th>
<th>Date in 2018/9</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1 Europe/Outside India</strong></td>
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<tr>
<td>Going Global 2019</td>
<td>Berlin, Germany</td>
<td>13-15 May</td>
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<tr>
<td>AUTEX 2019</td>
<td>Ghent, Belgium</td>
<td>11-15 June</td>
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<tr>
<td><strong>2 India</strong></td>
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<tr>
<td>EURAXESS India is joining the 11th Regional EU Research &amp; Innovation Tour</td>
<td>North East India</td>
<td>2-5 April</td>
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<tr>
<td>EURAXESS India Info session @ Banaras Hindu University, Varanasi</td>
<td>Varanasi</td>
<td>6 April</td>
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<tr>
<td>Digital Health Conclave 2019</td>
<td>Bengaluru</td>
<td>8 April</td>
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<tr>
<td>INNOWWIDE Granting Scheme for European SMEs Approaching International Markets - Webinar</td>
<td>Webinar</td>
<td>9 April</td>
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<tr>
<td>UK-India tackling AMR in the environment from antimicrobial manufacturing waste - Partnership workshop</td>
<td>New Delhi</td>
<td>15-17 May</td>
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</table>
About us

**EURAXESS India** is a networking tool for European researchers active in India and for Indian and international researchers wishing to collaborate with and/or pursue a career in Europe. EURAXESS India provides information about research in Europe, European research policy, opportunities for research funding, for EU-India and international collaboration and for trans-national mobility. Membership is free.

Visit us at india.euraxess.org and Join the EURAXESS India community.

EURAXESS Worldwide has dedicated teams in the following countries and regions ready to assist you: ASEAN (focus on Singapore, Thailand, Indonesia, Malaysia, and Vietnam), Latin America and the Caribbean (LAC, focus on Brazil, Argentina, Chile, Mexico, and Colombia), China, India, Japan, Korea, and North America (USA and Canada). Additionally, a EURAXESS information website for Australia and New Zealand went online in June 2018.