



GRANT ALLOCATION DISPARITIES  
FROM A GENDER PERSPECTIVE



**Analysing gender bias in research funding:  
Learnings from GRANteD**

**2nd GRANteD Stakeholder Conference  
October 19th & 20th, 2023 - Vienna & Online**

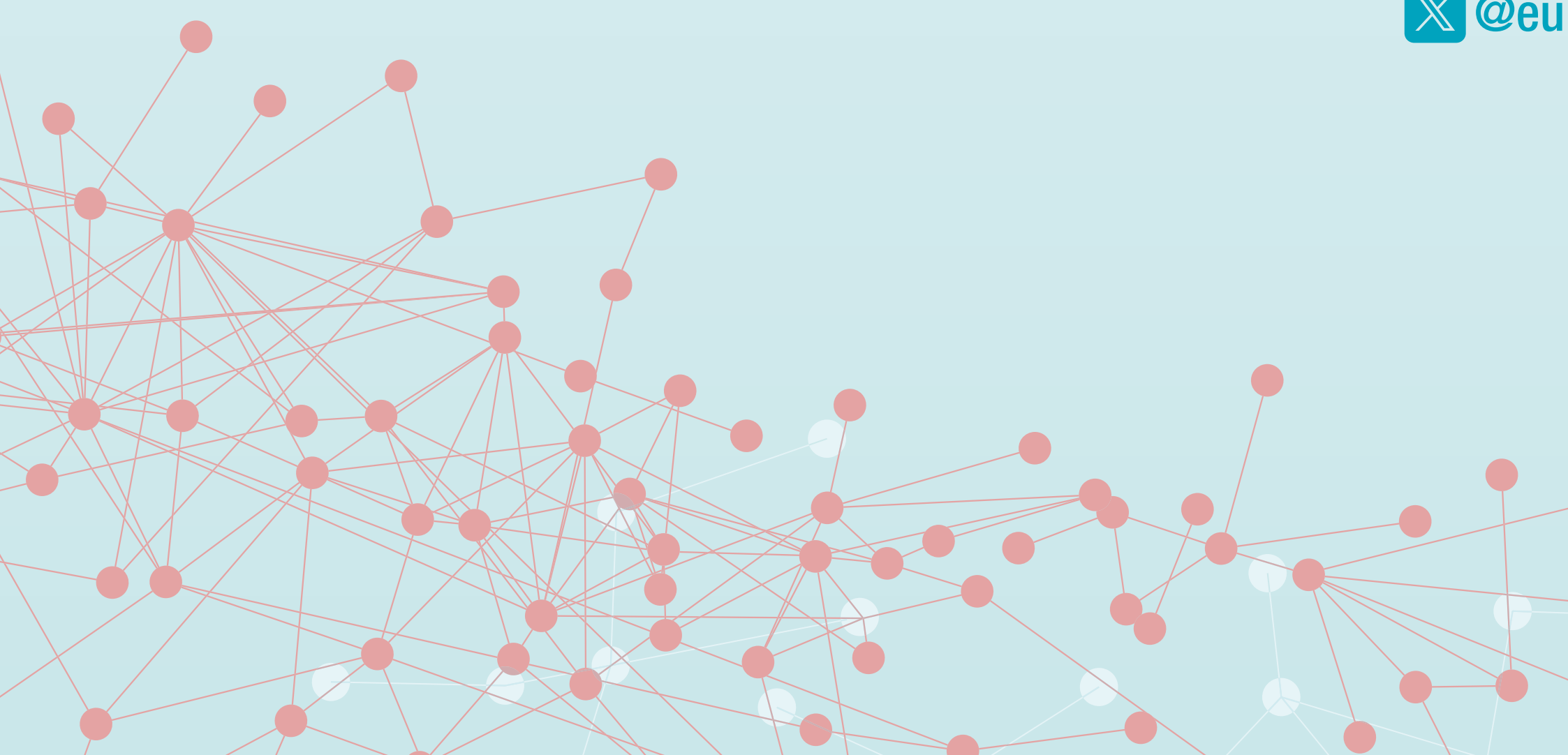
**VENUE:  
Impact Hub Vienna  
Lindengasse 56, Vienna, Austria**

[www.granted-project.eu](http://www.granted-project.eu)

 @eu granted



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## *Dear Guests,*

*We are looking forward to the final conference of the GRANteD project and are pleased that you will attend either in person or online. This Info-Pack will provide you with useful and detailed information regarding the event:*

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*For any other question, please do not hesitate to contact us:*

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# Conference Program

| Program: Day 1 – October 19th, 2023 |  |
|-------------------------------------|--|
| 12:00                               | Arrival & Registration – snacks and coffee   |
| 12:30                               | Opening & Welcome Michael Ploder und Helene Schiffbänker (JOANNEUM RESEARCH) <i>Moderated by Suzanne de Cheveigné &amp; Carl Jacobsson</i>   |
| 12:40                               | Welcome Message<br><i>by Anne Pépin (European Commission)</i>  |
| 12:50                               | Short introduction to GRANteD<br><i>Speaker: Michael Ploder</i>  |
| 13:00                               | Short video messages by GRANteD RFOs   |
| 13:10                               | Coffee Break   |
| 13:25                               | <b>Session 1: Context, Policies and Practices</b> <ul style="list-style-type: none"> <li>• Presentation 1: RFOs as change agents for gender equality<br/><i>Speakers: Liisa Husu and Helen Peterson (Örebro University)</i></li> <li>• Presentation 2: Practices in peer review panels - challenges and learnings.<br/><i>Speakers: Helene Schiffbänker and Angelika Sauer (JOANNEUM RESEARCH)</i></li> <li>• Comments &amp; Feedback (Online &amp; in Person)<br/><i>Jasmine Lorenzini (SNSF)</i><br/><i>Michael Meuser (TU Dortmund)</i></li> </ul>                                  |
| 15:25                               | Coffee Break   |
| 15:45                               | <b>Session 2: Is there a gender difference in research proposal submission and assessment?</b> <ul style="list-style-type: none"> <li>• Presentation 1: Is there a gender gap in the submission of research proposals<br/><i>Speaker: Torger Möller (DZHW)</i></li> <li>• Presentation 2: Gender differences in grant allocations - new findings.<br/><i>Speakers: Peter van den Besselaar and Charlie Mom (Teresa Mom Consulting)</i></li> <li>• Comments &amp; Feedback (Online &amp; in Person)<br/><i>Marcela Linkova (ISAS)</i><br/><i>Jaques Mairesse (UNU-MERIT)</i></li> </ul> |
| 17:45                               | Closing words for day 1  |
| 18:00                               | End of day 1   |

| Program : Day 2 – October 20th, 2023 |   |
|--------------------------------------|---|
| 8:30                                 | Arrival & Registration – Coffee and Croissants  |
| 9:00                                 | <b>Welcome to 2nd Conference day</b><br><i>Moderated by Suzanne de Cheveigné &amp; Carl Jacobsson</i>   |
| 9:15                                 | <b>Session 3: Grants and Research Careers</b> <ul style="list-style-type: none"> <li>• <b>Presentation 1: The Making of a Professor</b><br/><i>Speaker: Ulf Sandström (FPS)</i></li> <li>• <b>Presentation 2: A tale of two paths: Gender-based academic trajectories - An event history analysis.</b><br/><i>Speakers: Peter van den Besselaar, Charlie Mom (Teresa Mom Consulting) and Torger Möller (DZHW)</i></li> <li>• <b>Presentation 3: Gender disparities and self-selection among research funding applicants.</b><br/><i>Speakers: Florian Holzinger and Lisa Schön (Joanneum Research)</i></li> <li>• <b>Comments &amp; Feedback (Online &amp; in Person)</b><br/><i>Vinciane Gaillard (EUA)</i><br/><i>Monica Gaughan (ASU)</i></li> </ul> |
| 11:15                                | Coffee Break  |
| 11:30                                | <b>Reflections on the Conference</b> <ul style="list-style-type: none"> <li>• <b>Reflections by</b><br/><i>Vinciane Gaillard (EUA)</i><br/><i>Marcela Linkova (ISAS)</i><br/><i>Jaques Mairesse (UNU-MERIT)</i></li> </ul>  |
| 12:00                                | <b>Closing words by the coordinator</b><br><i>Michael Ploder and Helene Schiffbänker</i>  |
| 12:10                                | Closing of the conference - Fingerfood  |



# Modes of the conference

As you already know, the conference can be attended not only in person, but also online via a [stream](#). In order to assure the participation in discussions also for those who attend online, we use the additional tool [Slido](#). To prepare you sufficiently, in this section the modes of participation for online and in person participants are introduced.

## About the Stream

- The stream will be provided [here](#).
- The conference will be professionally filmed and this is what you will see in the stream. Unfortunately, you will not see the presentations and the people in a split screen, but alternating. So that you can follow the slides, we make them available on our [website](#).

## About Slido

- Slido is the main medium through which questions and comments can be submitted from the online audience but also from the in-person audience. The in-person audience has of course still the advantage to engage into the discussion by raising their hands.
- Although Slido offers a variety of functions, we are only using the Q&A for the conference.

## How to interact with Slido

- All paths lead to Slido – there are three ways to join the Slido-Event
  - Slido is embedded on the same page as the [stream](#).
  - Access Slido through this [link](#)
  - Go to [www.slido.com](http://www.slido.com) and enter the event code: [#GRANteD](#)
- Please register with your full name.
- When you post a statement, please do that also with your name, although there is the possibility to do that anonymously.
- All statements will be forwarded to the Slido moderator at the conference, who filters it and forward a selection of them to the facilitators of the conference and only then the statements will be discussed live.
- Therefore, please note that, depending on how many questions and comments there are, it may not be possible to discuss all of them. Nevertheless, all questions and comments are highly welcome and important and will inform the finalization of papers presented at the conference.
- The Slido-Event is also already open and the presentations are also available.

So, if you already have a question or a comment, please feel free to try out Slido and submit it in advance even before the conference has started.

# About the Venue

## Address:

[Impact Hub Vienna](#)  
[Lindengasse 56 1070 Vienna](#)  
[Austria](#)



Phone: +43 (0) 1 522 71 43

[Link to Website](#)

*„A spacious room for inspiring events, innovative workshops, press conferences, networking & more. It has direct link to a retro café area, ideal for breaks, buffet or networking.“*



## Arrival

The venue is located in the city centre of Vienna. The closest public transfer stops are “Wien Westbahnhof” (around 10 minutes walk to Impact Hub) and “Zieglergasse” (around 2 minutes walk to Impact Hub), both can be reached with the underground U3 and “Wien Westbahnhof” also with the train. In case, you are coming from the airport, we would recommend taking the train (fast train CAT or regular train) to “Wien Mitte” and then changing to the U3 to “Westbahnhof” or “Zieglergasse”.

# Project Coordinator

## Michael Ploder

Michael Ploder (JOANNEUM RESEARCH) senior researcher and head of the research group Technology, Innovation and Policy Consulting at POLICIES – Centre for Economic, Social and Innovation Research of JOANNEUM RESEARCH. He holds a degree in economics from the Karl-Franzens University in Graz. His major interests are in economic analysis of technology and innovation, the analysis of sectoral systems, technological and structural change, technology assessment as well as policy evaluation and impact analyses.





# Our Facilitators

## Suzanne de Cheveigné



I have spent most of my career as a full-time researcher in the French CNRS (National Centre for Scientific Research, first as a condensed-matter physicist then moving to the sociology of the relations between Science and Society. I have worked on such issues as media coverage of science and its reception by audiences and scientists' relation with the media, focussing progressively on biotechnology then environmental issues including energy poverty. I have also analysed gender and science issues.

At present, in my emeritus position, I also devote time to a French NGO, Compagnons Bâisseurs, active on poor-quality housing issues (including energy poverty), as chair of the national umbrella organisation. Among other things, this allows me to observe and support the collaboration between scientists and civil society organisations.

I have been a partner of several European Commission projects and also an outside advisor. I have a long experience of evaluating or reviewing individual projects (FP5 to H2020). I have taken part in the evaluation of several framework programs both as a member of the expert groups and as chair. I have been member or chair of other EC expert groups and member (and at one point rapporteur) of three Work-program Advisory Groups under H2020.

## Carl Jacobsson



**Carl Jacobsson**, PhD, was a Senior Advisor at Swedish Research Council 2014-2022, working e.g., with the ERA-Net Co-Fund cooperations GENDER-Net Plus and GENDER-Net. Also, he was one of the Swedish members of the ERAC Standing Working Group on Gender in Research and Innovation 2018-2021 and one of the Swedish Statistical correspondents to the SHE FIGURES 2015 and 2018.

He was director of the Department of Research Policy Analysis at Swedish Research Council 2001-2014, which carried out analyses of research funding, research personnel and research output, (e.g. bibliometric analyses with the entire data from the Web of Science database delivered by Clarivate) as well as research evaluations, analyses of research

policy and of gender equality questions (both quantitative analyses of applications for funding, success rates etc. and observation studies of peer review groups).

He was a member of the EU Expert Group on Gender and Excellence (2008) and of the EU Expert Group on Women in Science Decision Making (2007).

He was ombudsman at the Swedish Association of University Teachers and Researchers 1998-2001, and he was Special Advisor at the Swedish Ministry of Education 1995-1997. His background is in mathematics; he was associate professor at Stockholm University 1983-1995.

# The Sessions in Detail

## Session 1: Context, Policies and Practices

In this first session of the conference, we provide the ground for discussing further findings. We take a broader perspective and discuss the role research funding organisations (RFOs) play in mitigating gender bias in the allocation of research grants and, more generally, for contributing to a more equal and fair science ecosystem.

We do this on two levels: first by introducing the policy approaches RFOs have developed and adopted to mitigate bias, and pointing out some of the gender bias risk factors that still exist. Second, we analyse how the formal policies in place are applied in practice in the assessment process, having a closer look at the work of panels and remote reviewers. The session is based on empirical data from case studies in five different RFOs.

### Presentation 1:

### RFOs as change agents for gender equality

The first presentation, by Helen Peterson and Liisa Husu, highlights results from the mapping of policies in the five RFOs. The starting point for the presentation is the key role of RFOs when it comes to pushing the gender equality agenda in science, research, and innovation. Some of the RFOs studied in GRANteD have been early on and increasingly engaged with gender equality since the 2000s. When engaging with these issues, they have become important gender equality change agents in the scientific community, in their sector nationally and also internationally, addressing research performing and research funding organisations, individual researchers as applicants and recipients of funding, as well as researchers as reviewers and funding decision-makers. This presentation highlights key areas of policy development, identified by the RFOs themselves and potential impact of these policy approaches. It looks closer at some examples of policies which are pushing the agenda. The presentation also emphasizes remaining challenges, risks, and dilemmas.

## Speakers

**Liisa Husu** is Senior Professor in Gender Studies at Örebro University, Sweden, and an affiliated researcher, Hanken School of Economics, Finland. She has been engaged in gender issues in academia in research, policy and civil society since the early 1980s in Nordic countries, Europe and internationally. Her research and publications focus on: gender dynamics, inequalities and sexism in academic organisations, careers, research funding and research policy. She has been advising ministries, national/international agencies, funding organisations and universities, and has contributed to European research



development and actions on gender and science since late 1990s, in EC expert groups, networks, numerous European gender and science research projects and conferences. She is scientific adviser to EWORA, the European Women Rectors' Association and GENIE, Chalmers University of Technology 10-year gender and excellence initiative.

**Helen Peterson** is a professor in sociology at Örebro University, Sweden. Peterson has researched Swedish higher education institutions and topics related to European science and innovation through a gendered lens for over 10 years. Her focus has been on academic management/leadership, women's careers in male-dominated fields, gender mainstreaming and policy implementation. Her work has been published in both national and international journals and she has



received both national and international research grants, participating in, amongst other, three projects funded by the European Commission. She has served as expert on national and international boards and committees addressing gender equality in higher education.



## Presentation 2:

### Practices in peer review panels - challenges and learnings.

In the second presentation, Helene Schiffbänker and Angelika Sauer focus in more detail on the practice level of funding decision-making processes in the panels. While formal policies for mitigating gender bias are important, they are only as effective as they are effectively applied in practice. For selected policies it will be discussed how panel members understand and make use of these policies, and how panel chairs do or do not support the application of these formal RFO standards in the panel negotiations and in decision making. The session concludes with some ideas how to improve and to reform the assessment process as well as how to build capacities of reviewers in order to mitigate risks for gender bias in panel practices.

## Speakers

**Helene Schiffbänker** has done various research studies on the under-representation of women in science (reconciliation, career orientations, drop-out reasons) and has supported ministries and funding agencies in the design and implementation of Austrian funding programs for women in science and technology. She is currently responsible for capacity building for RFO CoP members in the project GENDERACTIONplus.



Her main research focus is on gender in research funding, Helene was the Principal Investigator of the gen-dERC project (gendered dimensions in ERC grant selection), commissioned by the European Research Council (ERC) to identify possible causes of gender bias in ERC peer review processes. In the project GRANteD, funded by the European Union's Horizon 2020 research and innovation program, she investigates practices in peer review panels in respect to potential gender bias and has coordinated the work with the GRANteD Stakeholder Committee.

**Angelika Sauer** is a research associate at POLICIES - Institute for Economic, Social and Innovation Research of JOANNEUM RESEARCH. She studied economics and global studies at the University of Graz. Her work focuses on the field of innovation and technology policy and recently also on gender equality.



## Commentators

- **Jasmine Lorenzini** holds a Phd in political science and works at the Swiss National Science Foundation (SNSF) as an equality officer. She is a member of the GRANteD stakeholder committee.
- **Michael Meuser** is Professor emeritus for sociology of gender at the technical university of Dortmund (TU Dortmund) in Germany. He is also a member of the GRANteD Scientific Advisory Board.

## Session 2:

# Is there a gender difference in research proposal submission and assessment?

In this session, two questions are addressed: Are there gender differences in grant application behaviour? And is there a gender bias in grant application evaluation? The authors will discuss their findings but also methodological issues related to their studies.

## Presentation 1:

### Is there a gender gap in the submission of research proposals?

The first presentation by Torger Möller (DZHW) summarized the state of research on grant application activity, according to which female academics submit fewer grant applications than men. The presentation will show why this conclusion is challenging and which methodological approach might be more appropriate. Using a representative sample of scientists from Germany, the application activity of men and women will be investigated to answer the question whether female academics apply less than men.

## Speaker

**Torger Möller** is a senior researcher at the German Centre for Higher Education Research and Science Studies (DZHW, Berlin). He received his PhD in Sociology at the Institute of Science and Technology Studies at the University of Bielefeld and has worked at the Berlin-Brandenburg Academy of Science and Humanities, the Federal Institute for Risk Assessment, and the Free University Berlin.



## Presentation 2: Gender differences in grant allocations - an overview of the findings.

The second presentation in this session focuses on the question whether and where gender bias occurs in the grant allocation process. The presentation is based on the results of about nine cases in six countries that were studied within the GRANteD project. It will address (i) the question of how to study gender bias, (ii) the importance of explicitly specifying selection criteria, (iii) role of indicators in such research, and (iii) the findings of the case studies. Comparing the outcomes of the different case studies shows an interesting development over time. Finally, the question is addressed what the findings imply for the research agenda on gender differences in science.

### Speakers

**Peter van den Besselaar** is professor em. at the Vrije Universiteit in Amsterdam and research director at TMC Amsterdam. Previously, he worked at the University of Amsterdam and the Royal Netherlands Academy of Arts and Sciences (Rathenau Institute). He has published extensively about research funding, research evaluation, and the organization and dynamics of science. One of his research teams is gender differences in research grant allocation.



**Charlie Mom** is researcher at TMC Research, where he worked over the last few years on the Granted Project. Before joining TMC, he was a light engineer and designed and produced light shows.

### Commentators

- **Marcela Linkova** is head of the National Contact Centre for Gender and Science at the Institute of Sociology of the Czech Academy of Science. She coordinates the Horizon Europe project GenderActionplus and is Co-Chair of the ERA Forum Subgroup on Inclusive Gender Equality. She is a member of the GRANteD Stakeholder Committee.
- **Jacques Mairesse** is Professor of Applied Econometrics of Research, Innovation and Productivity at the Faculty of Economics and Business Administration of Maastrich University and Professorial Fellow at UNU-MERIT (Netherlands). He is also a member of the GRANteD Scientific Advisory Board.



## Session 3: Grants and Research Careers

In the final session of the GRANteD conference we will continue the discussion about gender disparities and bias in research funding but broaden the view also to the topic of research careers and applications for research grants. It addresses research questions such as are there gender differences in research career trajectories? How do research grants shape careers of women and men? And are there gender disparities in the population of research grant applicants? The title of session 3 is therefore “Grants and Research Careers” and will explore the complex interplay of gender, grants and research careers through three different presentations. These presentations build on different datasets and methodological approaches and will provide food for discussions and reflections about gender equality in research and research funding.

### Presentation 1: The Making of a Professor

The first presentation is by Ulf Sandström examines gender disparities in grant-giving procedures and academic careers using a large data set consisting of researchers with PhD dissertations in Sweden from 1985 to 1994. The data set tracks the researchers’ careers until 2020 (i.e., for all or a large part of the pre-retirement period) – a period of about 40 years. It also includes information on publications in scientific journals and applications to Swedish funding agencies.

### Speaker

**Ulf Sandström** (FPS)

## Presentation 2:

### A tale of two paths: Gender-based academic trajectories - An event history analysis.

The second presentation in this session by Peter van den Besselaar, Charlie Mom (both TMC) and Torger Möller (DZHW) is about gender-based academic trajectories. Using a cohort (2000-2006) of Dutch PhD graduates from a single university and an event history analysis, the question is addressed what factors are affecting the academic career. The result shows significant differences in the career paths of women and men. There are differences (i) in the frequency of leaving the science system, (ii) in becoming full professor, and (iii) in the criteria applied in the selection procedure.

## Speakers

**Torger Möller** is a senior researcher at the German Centre for Higher Education Research and Science Studies (DZHW, Berlin). He received his PhD in Sociology at the Institute of Science and Technology Studies at the University of Bielefeld and has worked at the Berlin-Brandenburg Academy of Science and Humanities, the Federal Institute for Risk Assessment, and the Free University Berlin.



**Peter van den Besselaar** is professor em. at the Vrije Universiteit in Amsterdam and research director at TMC Amsterdam. Previously, he worked at the University of Amsterdam and the Royal Netherlands Academy of Arts and Sciences (Rathenau Institute). He has published extensively about research funding, research evaluation, and the organization and dynamics of science. One of his research teams is gender differences in research grant allocation.



**Charlie Mom** is researcher at TMC Research, where he worked over the last few years on the Granted Project. Before joining TMC, he was a light engineer and designed and produced light shows.

### Presentation 3: Gender disparities and self-selection among research funding applicants.

The session is concluded by a presentation of Florian Holzinger and Lisa Schön (both Joanneum Research). This presentation builds on the data collected through the GRANteD applicant survey, implemented among applicants of five Research Funding Organisations in Europe. It investigates whether the responding group of research grant applicants is marked by gender disparities in relation to the following six dimensions: career support; care responsibilities; past performance; engagement in academic housework; self-confidence and sense of belonging; as well as the effects of COVID-19. The results point into the direction of a self-selection hypothesis.

## Speakers



**Florian Holzinger** studied Political Science, Philosophy and Contemporary History at Vienna University and works as a senior scientist and project manager at POLICIES – JOANNEUM RESEARCH. The focus of his research is currently on gender equality in science, technology and innovation – especially on issues of structural/organizational change and gender disparities in research funding.

**Lisa Schön** studied first at the Vienna University of Economics with a focus on Socioeconomics and then did her Master's degree in Political and Empirical Economics at the University of Graz. She is a researcher at POLICIES – JOANNEUM RESEARCH, where her main areas of work are gender equality and higher education policy, focusing on statistical data analysis. She is also responsible for programming and carrying out large-scale online-surveys.



## Commentators

- **Vinciane Gaillard** is deputy Director for Research and Innovation at the European University Association (EUA) and member of the GRANteD Stakeholder Committee.
- **Monica Gaughan** is a professor for sociology at the School of Human Evolution and Social Change at Arizona State University (ASU) in the US. She is a member of the GRANteD Scientific Advisory Board.