



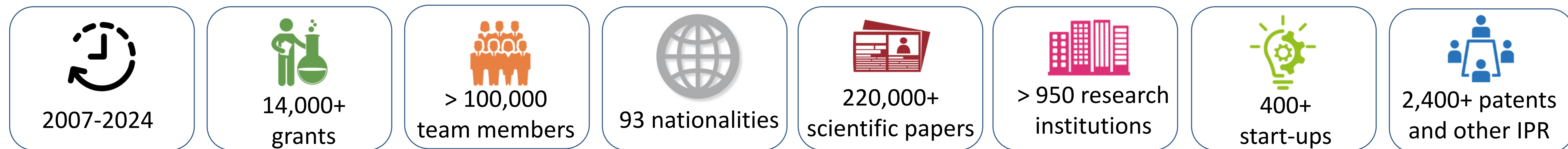
# Inclusive excellence at the European Research Council (ERC): latest actions and results of sustained measures



European Research Council  
Established by the European Commission

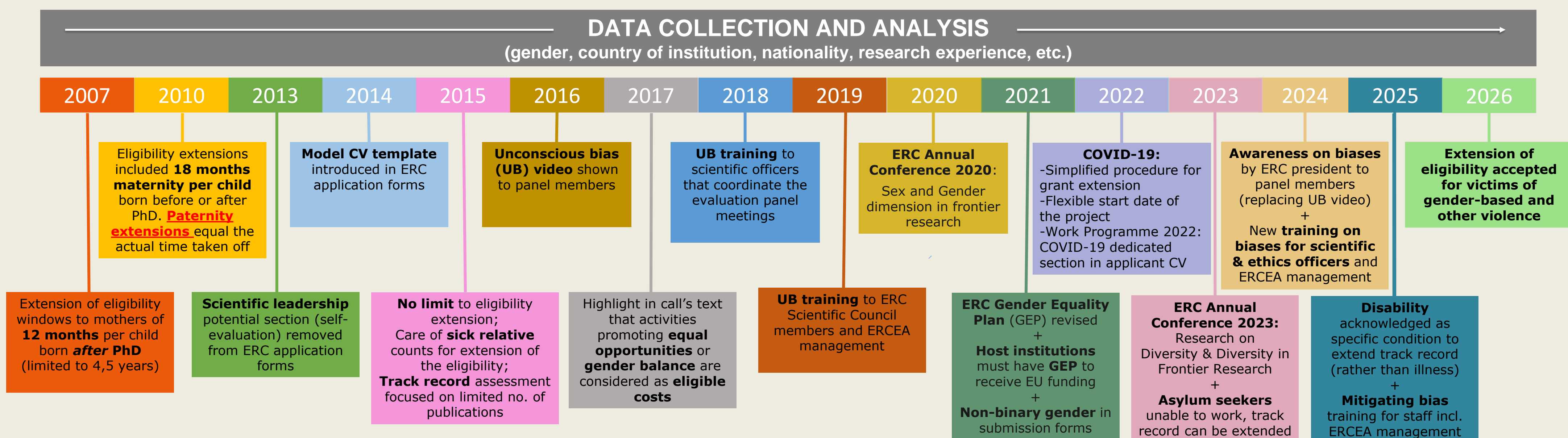
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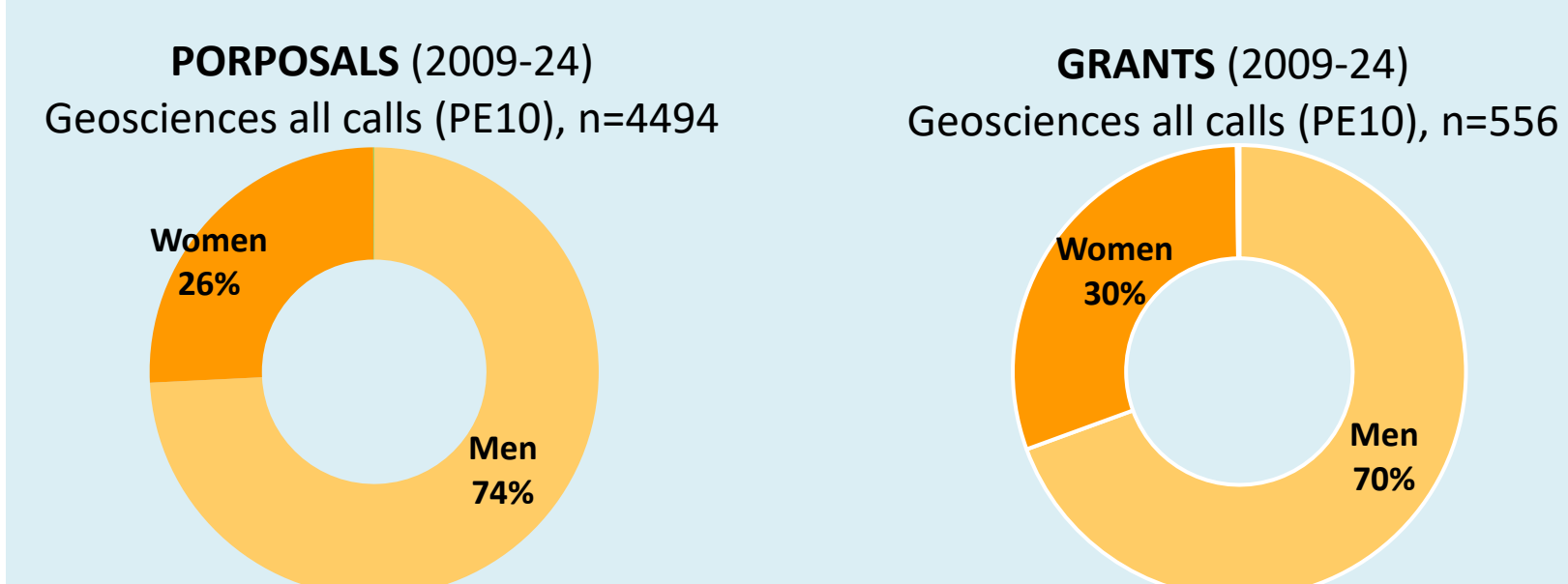
## MAINSTREAMING EQUALITY AND DIVERSITY: ACTIONS AND GOOD PRACTICES

Since 2007, numerous actions have been taken to tackle imbalances and ensure fair and equal opportunities to all candidates, while keeping excellence as the sole evaluation criterion. The ERC remains vigilant and ready to adapt to new realities and challenges.

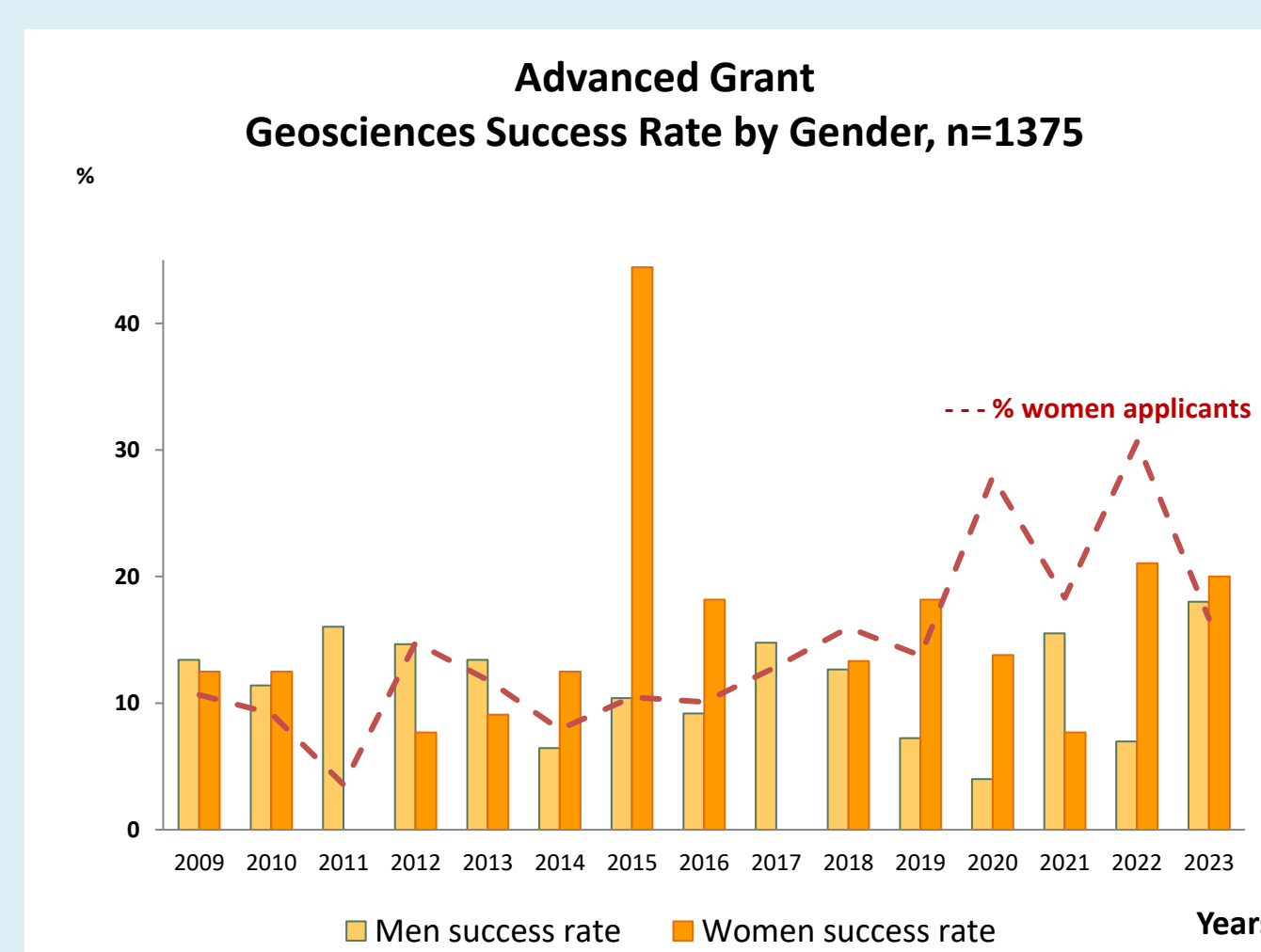
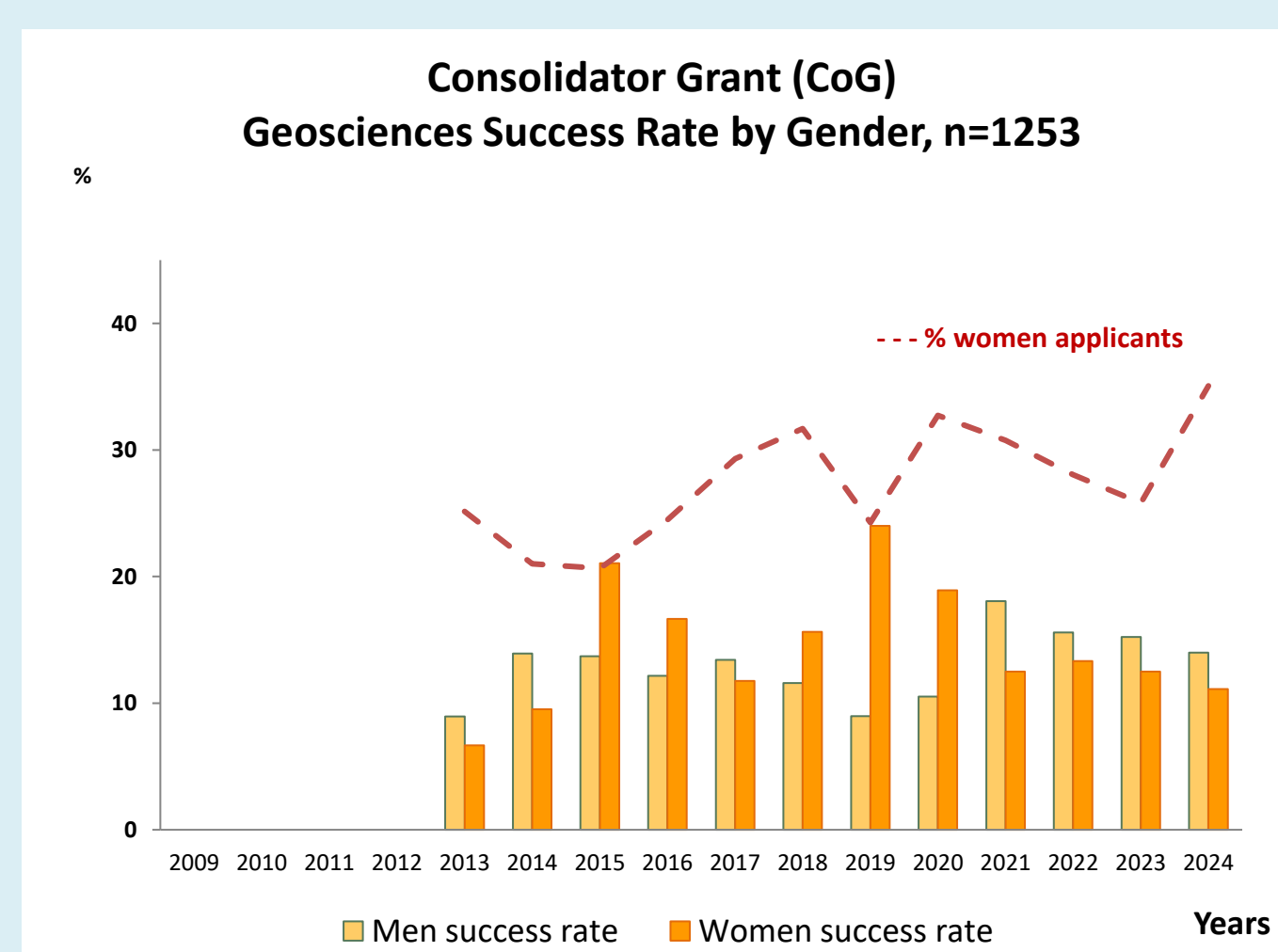
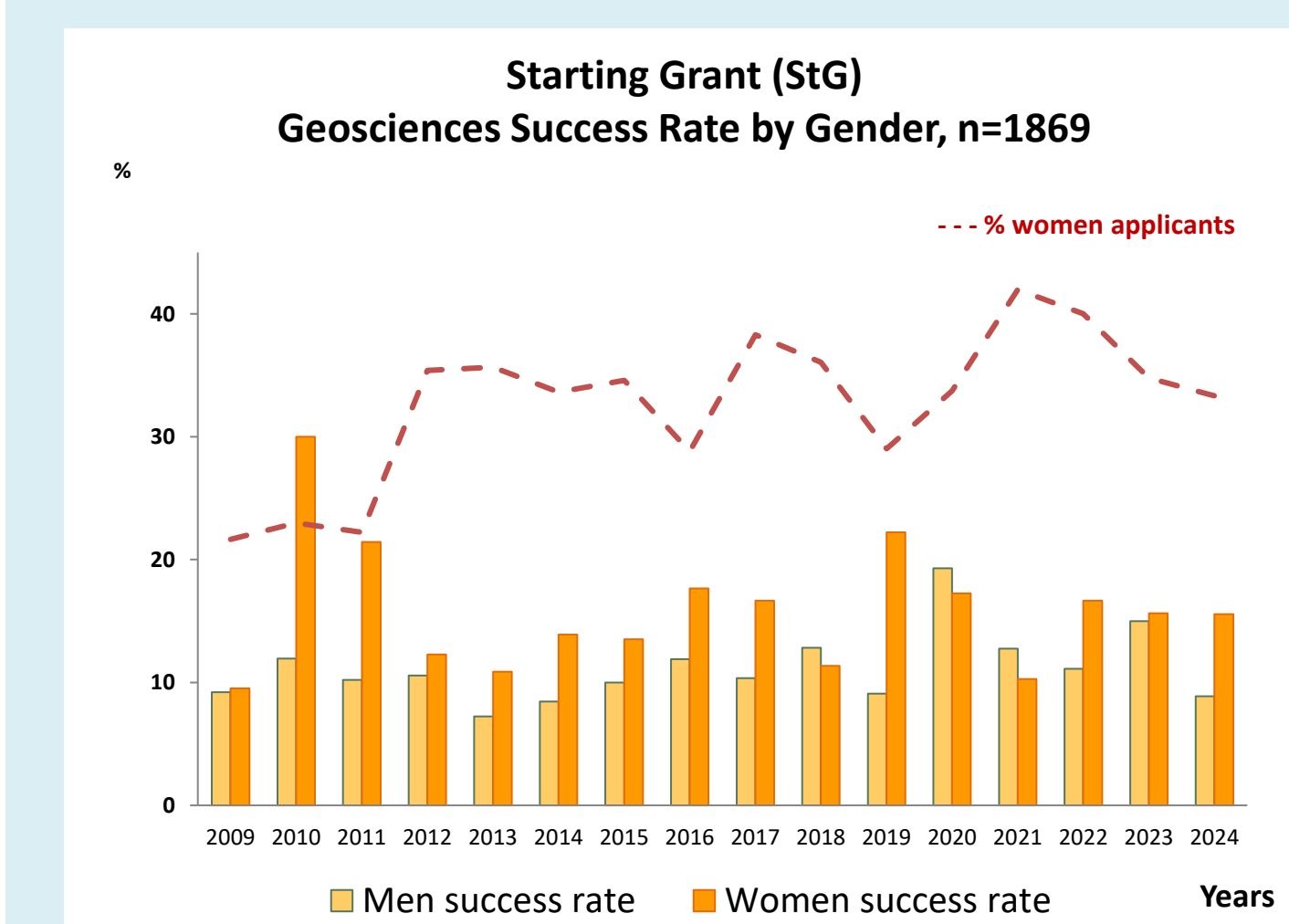
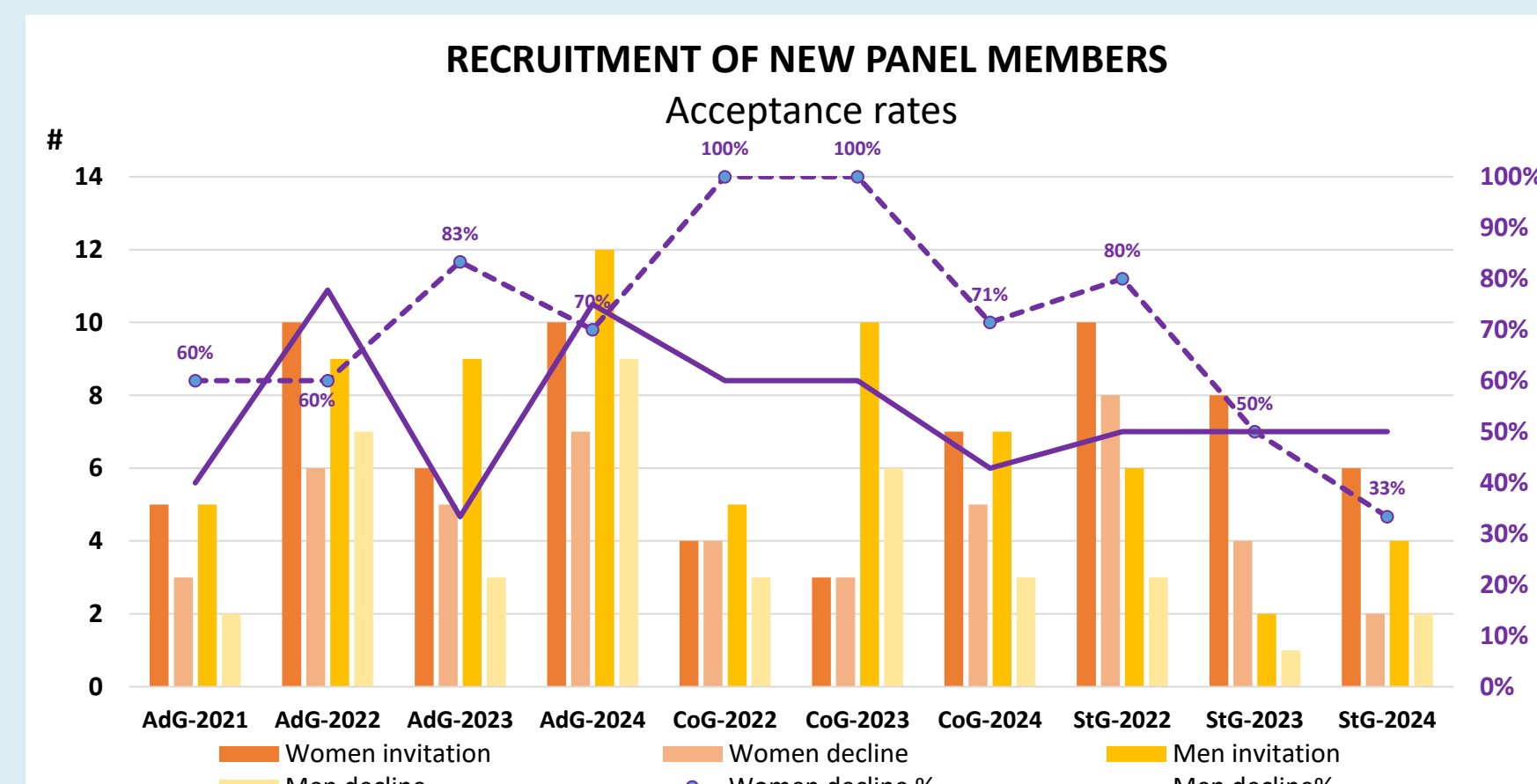
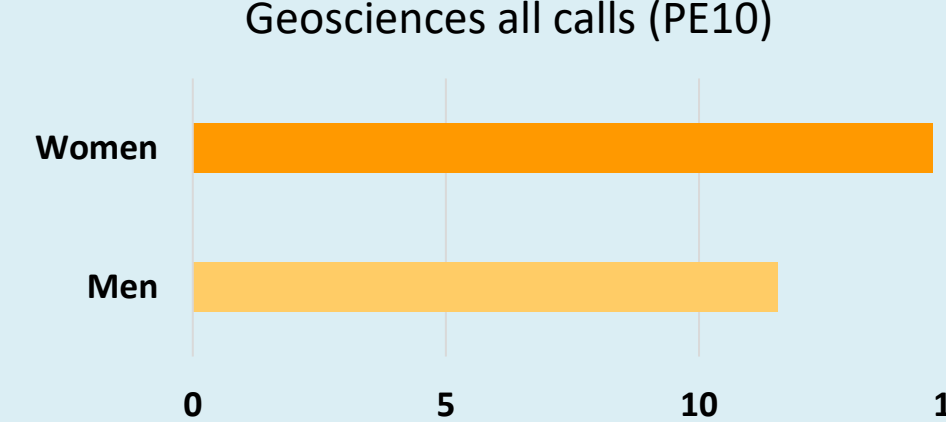


## GEOSCIENCES (PE10) DATA

In over 15 years, women's participation increased in all grant schemes, in both **Starting and Advanced grants** the increase was **about 10%**, and about **5% in Consolidator**. Overall, women's success rates (14.6%) in the geosciences is slightly higher than men (11.6%). Data from **2021-2024** calls, shows that the same number (i.e., 69) of men and women were **invited to serve as new panelists in PE10**, of which **68% women and 57% men** decline these invitations.



SUCCESS RATE (2009-24)  
Geosciences all calls (PE10)

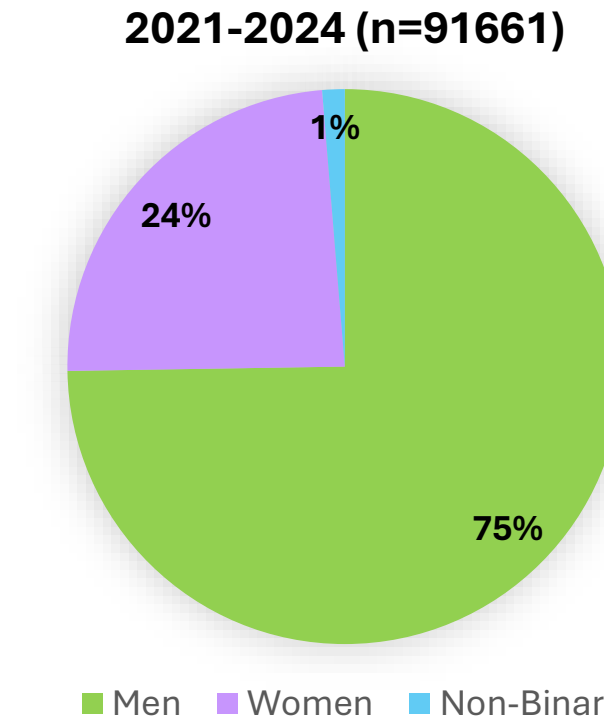


## DEMOGRAPHIC STUDY OF EXTERNAL REVIEWERS (2021-2024)

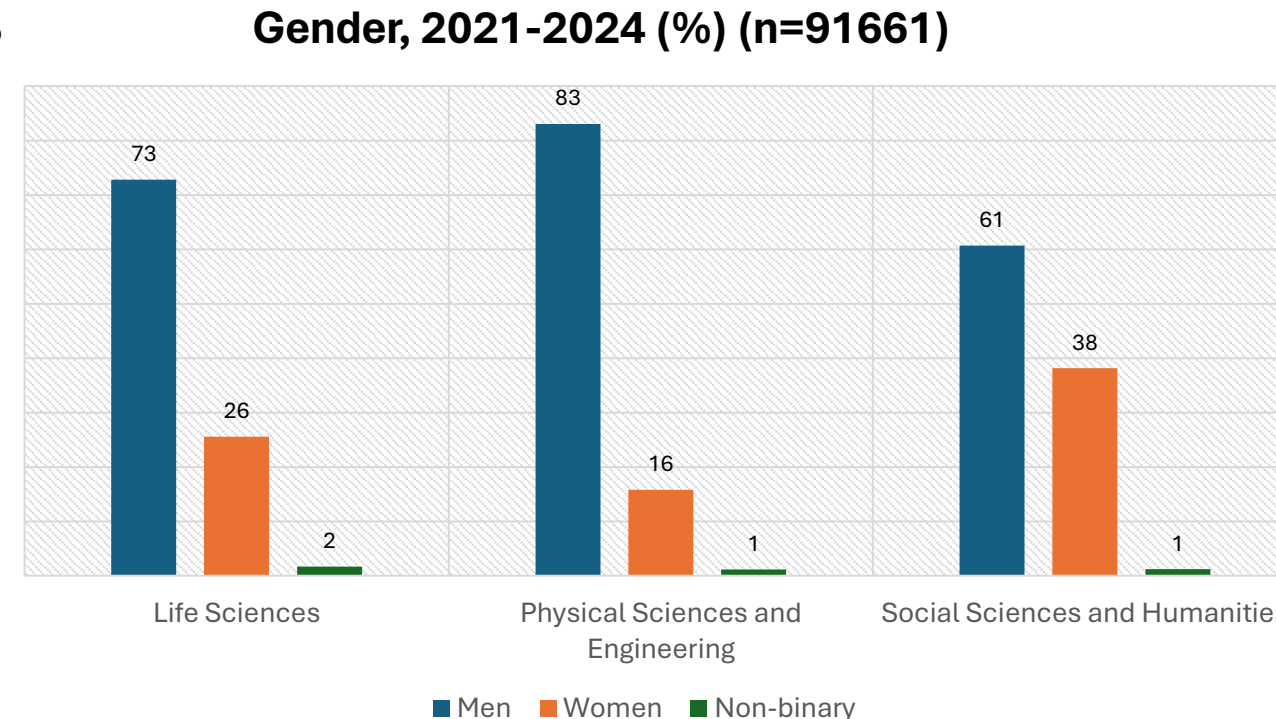
### Introduction and scope

External reviewers are an integral part of the ERC evaluation process. Data on recruitment were analysed disaggregating it by gender and country of the Host Institution. Data focuses on Advanced (AdG), Consolidator (CoG) and Starting Grant (StG) calls in the period of 2021-2024, with exception of AdG 2024, which was ongoing.

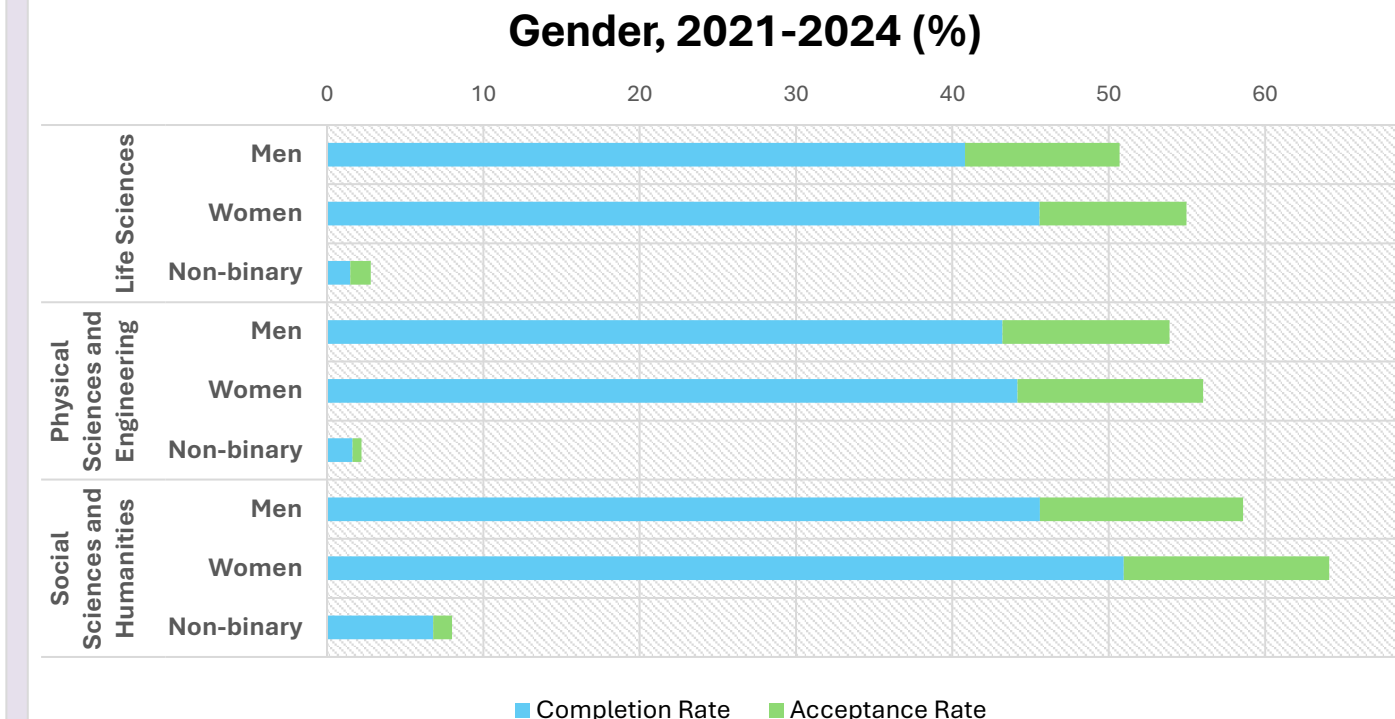
External Reviewer Invitations by Gender, 2021-2024 (n=91661)



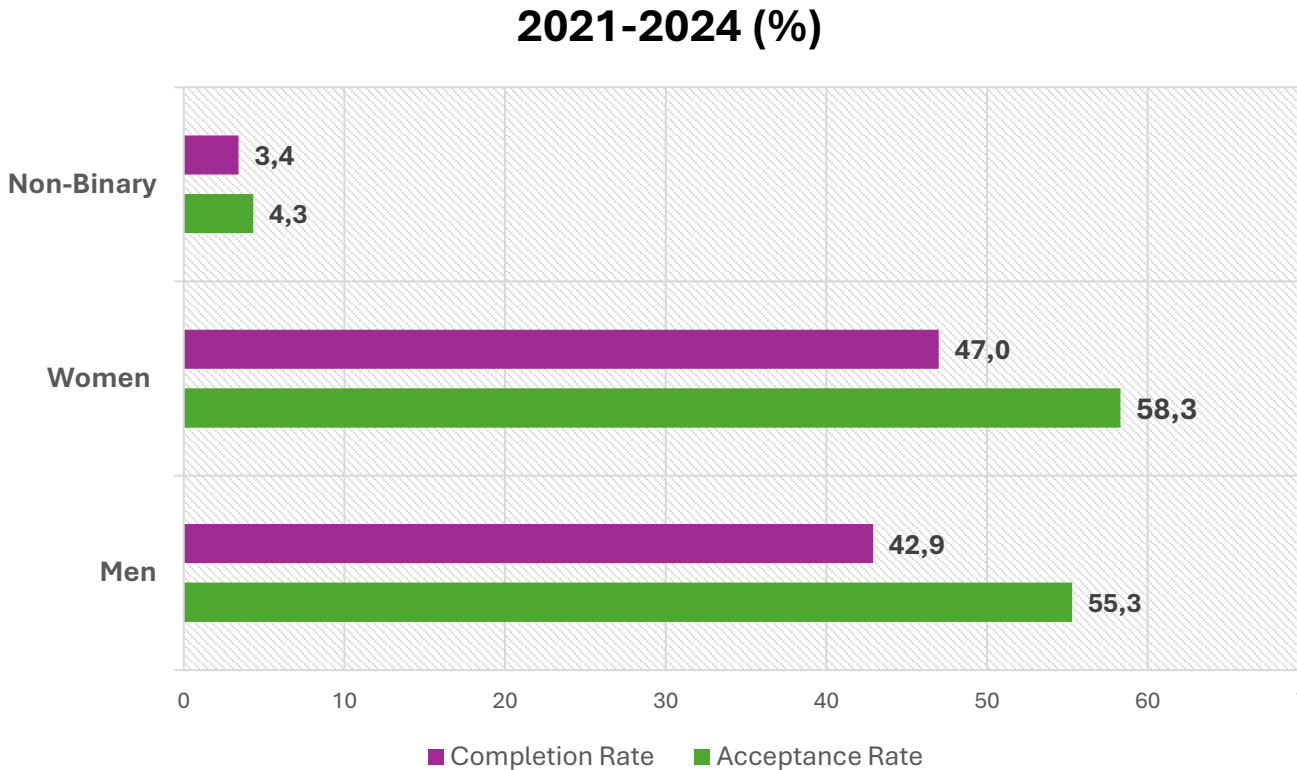
External Reviewer Invitations per Domain and Gender, 2021-2024 (%) (n=91661)



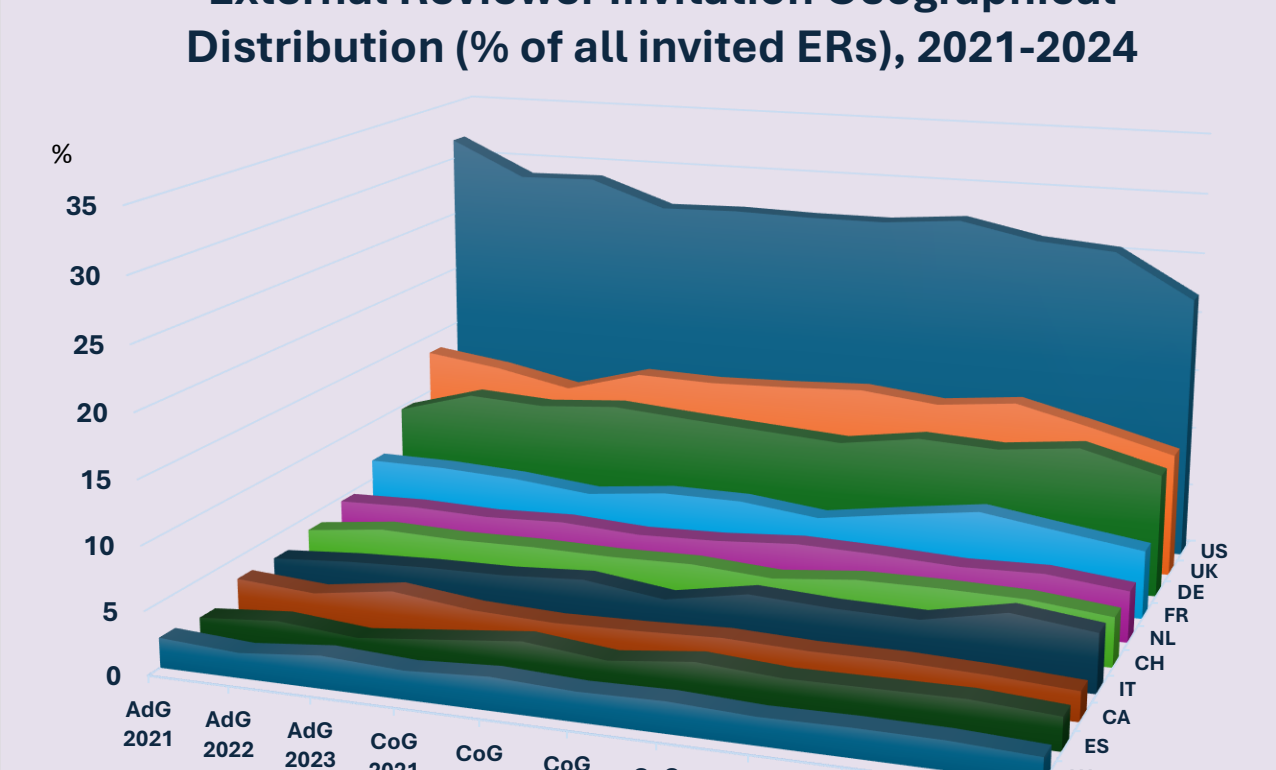
Acceptance and Completion Rates by Domain and Gender, 2021-2024 (%)



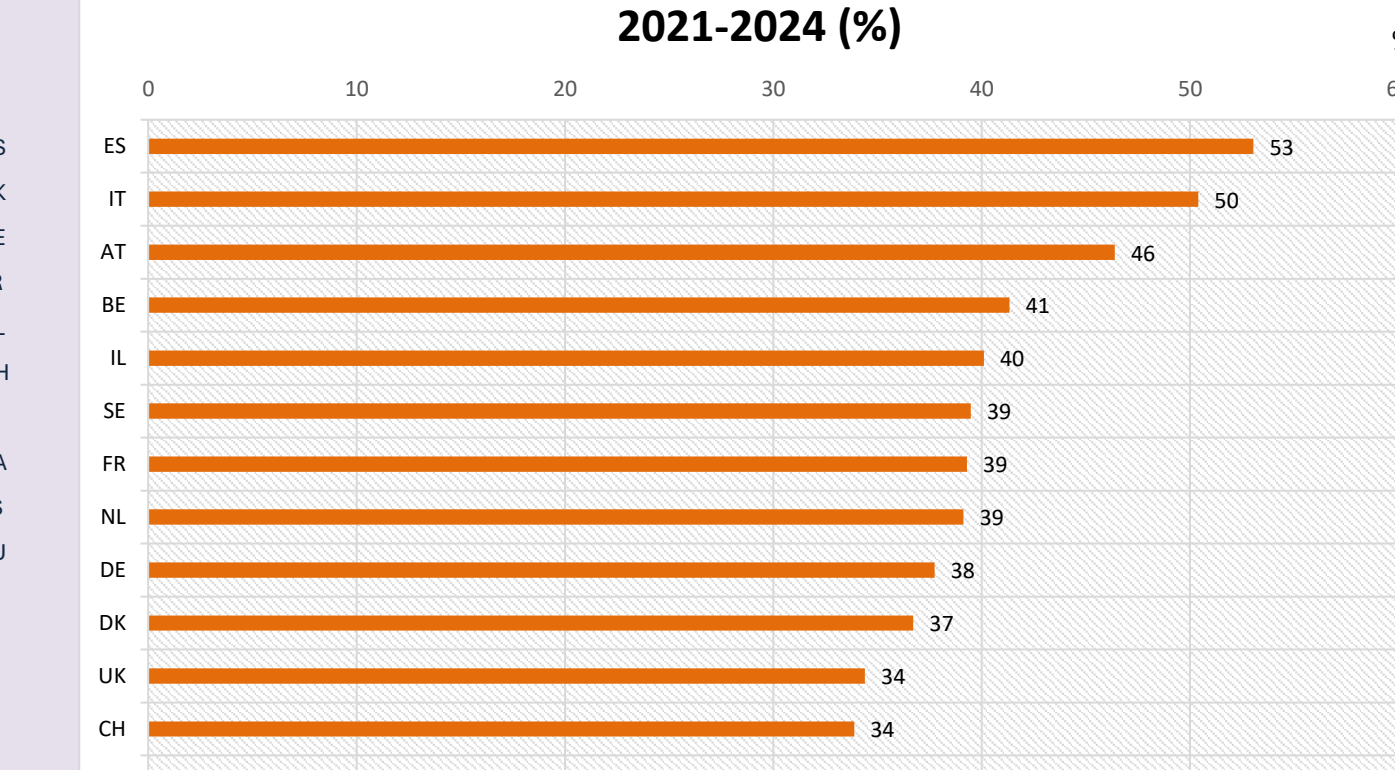
Acceptance Rate vs. Completion Rate by Gender, 2021-2024 (%)



External Reviewer Invitation Geographical Distribution (% of all invited ERs, 2021-2024)



Completion Rates for 15 Most Invited HI Countries, 2021-2024 (%)



### Take home messages

- Invited external reviewers: **75% were men, 24% were women and 1% were non-binary**
- Women tend to accept (58,3%) and complete the review (47%) at higher rates than men (55,3% and 42,9%, respectively)**
- Of the three scientific domains in the ERC, **Physical Sciences and Engineering (PE)**, invites women at the **lowest rate (16%)**, as compared to **Life Sciences (25%)** and **Social Sciences and Humanities (38%)**
- Reviewers from **109 Host Institution countries** have been invited
- The **10 most invited Host Institution countries** make up **78%** of all external reviewer invitations, with the **US** taking 27% of this share, the **UK** taking 13% and **Germany** takes up 11%
- From the 15 most invited Host Institution countries, **Spain (53%), Italy (50%) and Austria (46%)** have the highest completion rates. The **US (17%), Canada (24%) and Australia (28%)** have the lowest