

PR1: CA16235

First Progress Report from Action

Submitted on: 17-10-2018

This report was submitted by the Action Chair, on behalf of the Management Committee of the Action, in fulfilment of the requirements of the rules for COST Action Management, Monitoring and Final Assessment. The first Progress Review (PR1) enables the monitoring of the Action's implementation of the SC Recommendations from the proposal stage and the COST Excellence and Inclusiveness Policy.

Throughout this document Early Career Investigators and Inclusiveness Target Countries, as defined in the "Rules for Participation in and Implementation of COST Activities" (COST 132/14 REV), are referred to using the acronyms "ECIs" and "ITCs".

Proposal							
	Participating countries	Main Proposer			% in Network of Proposers		
	% ITC	ITC	ECI	Female	ITC	ECI	Female
Proposal OC-2016-2-21771	22	NO	NO	YES	22	47	27
SC Recommendation							
<p>With a rather low participation of ITCs in the starting phase, the network has a focus on increasing ITC involvement. The proposal needs to clarify how they will engage with ITCs; it appears particularly relevant and urgent to involve ITCs in terms of disseminating the findings of the network as well as sharing of best practice. The network has an excellent involvement of ECIs and instruments targeting these (or possibly students) specifically. Gender balance is adequate, measures are proposed to increase gender balance and maintain a focus on this, but the ambitions could be raised further. Care must be taken to ensure an adequate dissemination and outreach in ITCs and to increase the targets for involvement of ECIs and gender balance.</p>							

Action: Inclusiveness Target Countries (ITCs)				
	Participating countries % ITC	MC Members % ITC	Leadership roles % ITC	Relative representation of ITCs in leadership roles
Action CA16235	48	42	0	0
All Actions	49	47	23	49
<p>Since approval of this Action ITCs have significantly increased from 23% to 48%. Also the percentage of ITC members has grown from 23% colleagues in the network of proposers to 42% MC members. Involvement in leadership roles is still low for ITCs. Therefore involvement of ITCs has been stimulated by vice positions. For instance three out of five working group leaders have a vice leader from ITC countries. Also the STSM manager and the COST policy manager have vice managers from ITC countries. Finally the Science communication manager is from an ITC country, but her vice isn't. In the next year the Action will aim at a higher share of ITC colleagues in leadership roles. For the network as a whole consisting of 172 members, the ITC share is 42% for MC members, 50%</p>				

for Substitutes, 22% for regular participants that are actively contributing to working groups, 24% for trainees.

Action: Early Career Investigators (ECIs)			
	MC Members % ECI	Leadership roles % ECI	Relative representation of ECIs in leadership roles
Action CA16235	23	25	109
All Actions	27	20	74

The share of ECIs has decreased from 48% for the network of proposers to 23% of the present MC members. The explanation for this situation probably is that CNCs nominated MC members that are senior (see numbers below). The ECI status of 50% of the Action's participants is not known due to the fact that many participants don't input this information in e-COST. For the network as a whole consisting of 172 members, 42 are ECIs, this is 24% which is in the range of the 23% mentioned above. 4 out of 48 MC members are ECIs, from 7 MC members we don't know whether they are an ECI. 14%, namely 5 out of 36 Substitutes are ECIs, for 24 is no information available. 24% of the regular participants that are actively contributing to working groups are ECIs. For 55% information is lacking.

Action: Gender Balance			
	MC Members % Female	Leadership roles % Female	Relative representation of females in leadership roles
Action CA16235	23	37	161
All Actions	39	41	105

In this Action the involvement of female members dropped slightly from 27% for the network of proposers to 23% of the present MC members. To compensate for this situation a significant share of the leadership positions of this Action are being held by females, namely the Action chair and two working group leaders are women. Also the Training school managers are both female. For the network as a whole consisting of 172 members the situation is as following: 44 are women, this is 25% which is in the range of the 23% mentioned above. 9 out of 48 MC members are female (19%), 6 out of a total of 36 Substitutes are female (22%). 25% of regular participants, namely 15 out of 59 members and 58% of the trainees, namely 10 out of 17, are female.

Action comment on its implementation (achievement and/or effort) of SC Recommendation(s) to date
<p>The Action has taken the SC Recommendations seriously and is targeting ITC countries to participate in this Action. When the leadership positions were filled in, ITCs have been invited to participate, however despite this, colleagues declined this invitation. Alternatively vice leadership positions were offered to ITCs which were accepted for the case of 3 out of 5 Working Groups. Also the Science Communication Manager originates from an ITC country. The Action will continue engaging ECIs, also in leadership positions, namely in this Action the vice chair is an ECI and two working group leaders are both ECIs. Further the Action will organize 4 Training Schools in 2018, 2019, 2020 and 2021 which will involve young researchers among which PhD students. The objective for ECIs is 20% according to the MoU of this Action, which is a number that this Action has already reached however we must keep involving ECIs as much as possible because young researchers will be our future research leaders. The Action has full attention for an equal gender balance, with an objective of 30% as mentioned in the MoU, however in addition to ensuring leadership positions to a significant number of female members (the Action chair, two working group leaders, two training school managers and the Science Communication Manager are female), the Action encounters the challenging situation that the research field of photovoltaic system studies has historically a low female participation.</p>

The gender balance in this field is improving at present by an inflow of ECIs.

Action description of plans to implement SC Recommendations and COST policy in the future

To further engage ITCs, the Action Chair will contact the CNCs of missing ITC countries to nominate MC members for this Action. Also colleagues in these countries will be actively approached to participate in PEARL PV. Furthermore MC meetings and Training Schools are scheduled in ITC countries such as Portugal (2019), Malta (2019) and Cyprus (2018). A printed booklet will be developed in GP2 that can be used to inform and attract colleagues working in academia, R&D labs, industry and governments about the objectives and activities in this Action. At future MC meetings it will be discussed how ITCs can be better involved in leadership positions of this Action. The Action Chair will contact the CNCs of all PEARL PV member countries to inform them to nominate female PV experts and ECIs instead of senior male colleagues to increase the share of female MC members to the target of 30% as mentioned in the MoU and to keep the share of ECI above the MoU objective of 20%. To be able to properly monitor ECIs, PEARL PV participants will be asked again to complete their ECI status in e-COST and official documents of this Action. Female researchers will be actively approached in the forthcoming year to join one of the working groups of PEARL PV and hence improve the gender balance of this Action. Also it could be wise to increase female participation by targeting female ECIs eventually through their attendance of Training Schools and involvement in MC membership positions.