

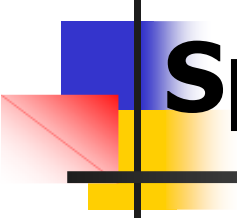
NEU GENDER WORKPLAN

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Main objectives:

- To defend gender equality
- To promote the role of female scientists in NITROEUROPE_IP

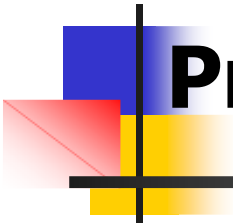
NEU GENDER WORKPLAN

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Specific tasks:

- Establishment of a project gender committee, by election of members
- Establishment of a forum to discuss, highlight and possibly mitigate gender issues/problems
- Facilitate recruitment of female researchers
- Production of an annual gender action reports

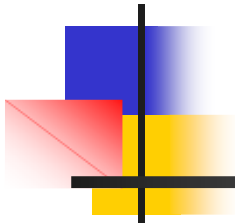
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Project Gender Committee:

- The gender committee consists of 5 members elected by all female project participants for a two-years period, both men and women are eligible members, and can be re-elected. The Gender Committee is represented by one member in the Advisory Panel.

ELECTION OF NEU GENDER COMMITTEE

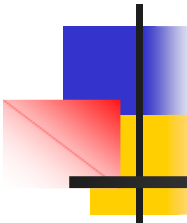
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Candidates:

Anne De Rudder
Arjon De Bruijn
Barbara Kitzler
Giorgio Alberti
Magda Kesik
Marta Perez-Soba
Per-Erik Jansson

Women please express 4 preferences and deposit your vote!

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Forum on Gender issues :

- The gender committee will open and run, on the NITROEUROPE web site, a forum as a permanent sites for discussion of gender issues, such as potential conflicts between carrier and family and to exchange experience and highlight differences in the gender issues awareness between EU countries.
- The forum will also be a place for distribution of announcements for jobs and training opportunities, and it will act as the platform to channel experience and good ideas, but will also deal with complaints.
- Ideas raised by the forum as, for example, child care at NITROEUROPE meetings, video-conferences etc. to facilitate participation of scientists with children will be looked for implementation by the gender committee.

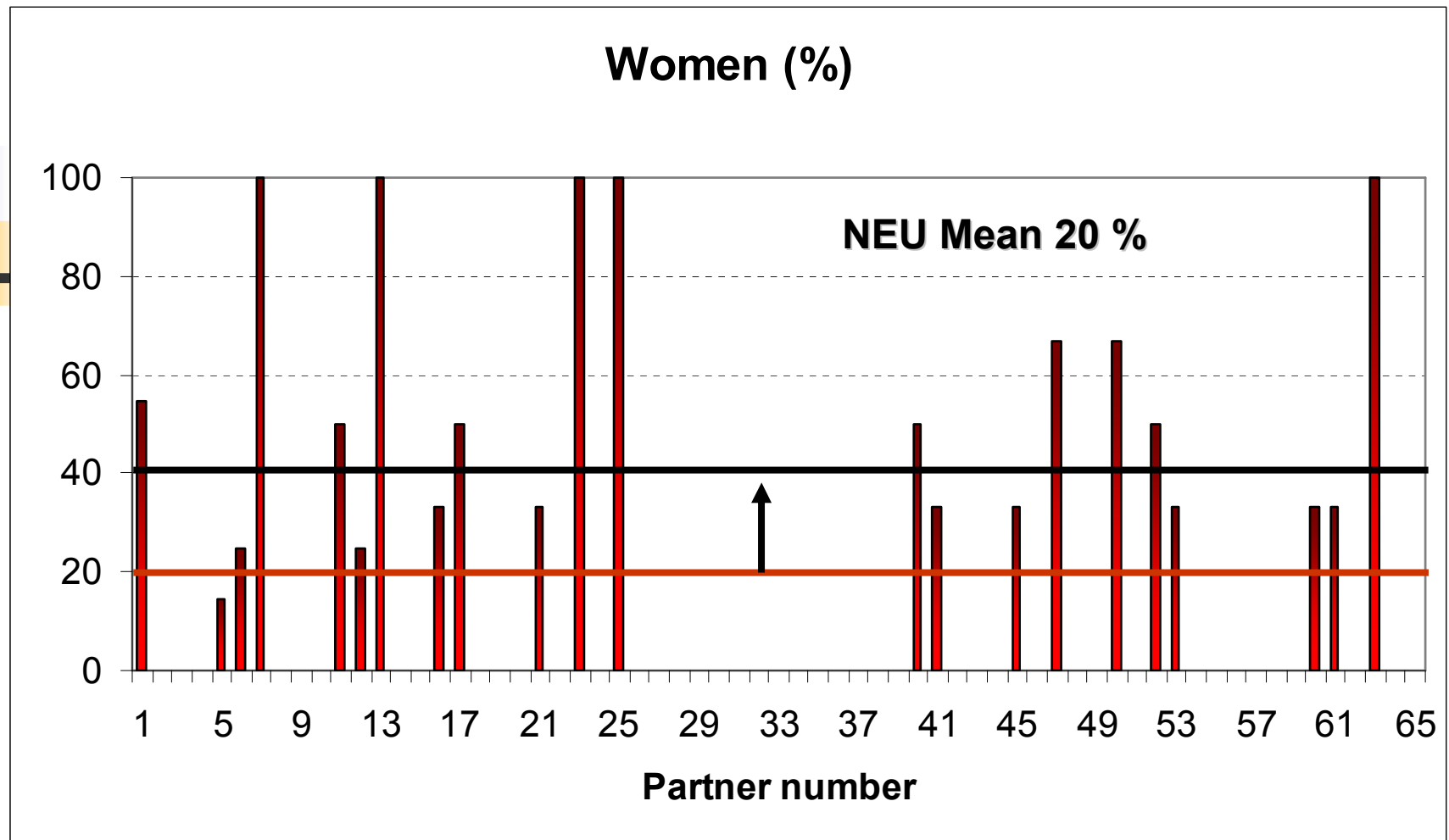
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Promotion of female researchers :

- The gender committee will initiate and maintain a monitoring activity, by means of **annual questionnaires** to be completed by all partners, on the recruitment of female researchers within the IP.
- It will actively help finding qualified females, and recruiting females, for open jobs in NitroEurope-IP.

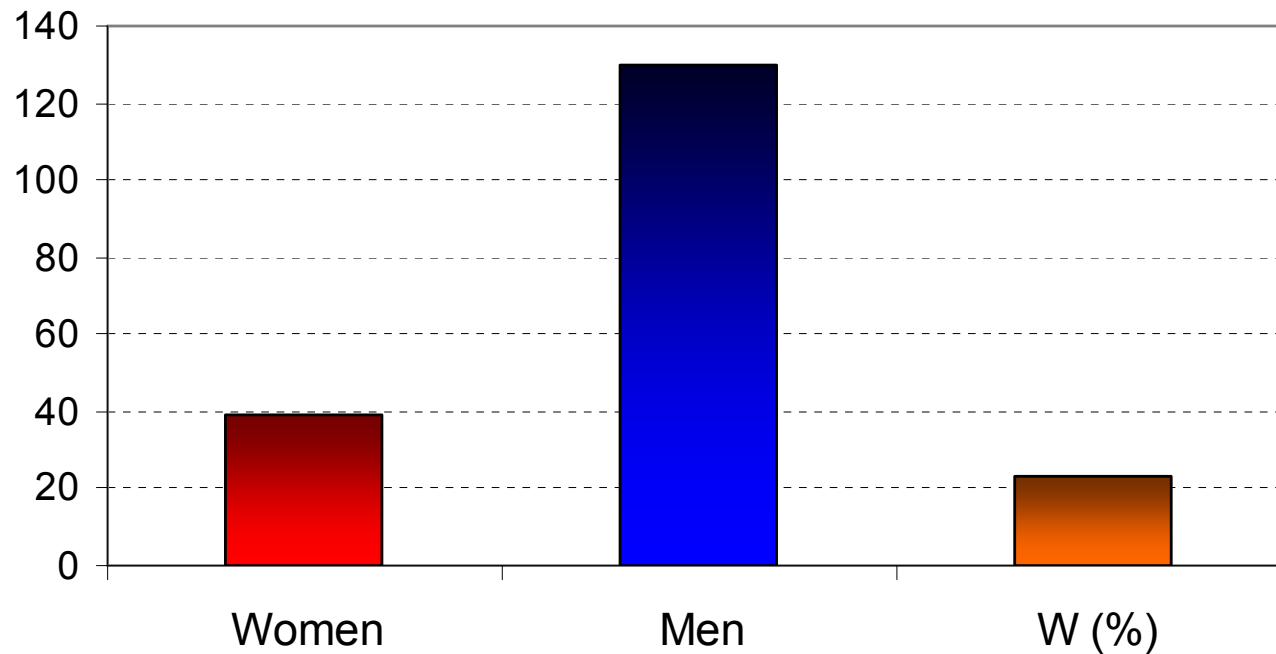
CURRENT GENDER BALANCE



CURRENT GENDER BALANCE



Participant to the Garmish meeting



NEU GENDER WORKPLAN



Annual gender action report:

- Annual gender action report will contain an inventory of what actions to promote gender equality have been performed at the level of the Integrated Project as a whole and of its major components and will document the overall success as compared to targets of promotion of female researchers and of promotion of involvements of scientist with young families in the IP activities . The gender committee will produce the report with the input of all partners of the Integrated Project.