

Grant agreement no.: FP7-284522

H₂FC

Integrating European Infrastructure to support science and development of Hydrogen- and Fuel Cell Technologies towards European Strategy for Sustainable, Competitive and Secure Energy

Deliverable

D26.2 Action Plan and List of Scientists in Charge of Gender Issues

Due date of deliverable	30th April 2012
Completion date of deliverable	31st July 2012
Start date of H ₂ FC project	1st November 2011
Duration of project	48 months
Version of deliverable	1.0
File name	D26.2_H2FC_GEAA_v1.0.doc
Responsible partner for deliverable	KIT
Contributing partners (short names)	All

The H₂FC project is co-funded by the European Commission within the 7th Framework Program

Document History

Issue Date	Version	Changes Made/Comments
31 st July 2012	1.0	Sarah Kuhn

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1 Gender Equality and Awareness Activities in H₂FC European Research Infrastructure

1.1 Background of Gender Equality and Awareness Activities Work Package

The H₂FC European Infrastructure consortium is aware of a rather low participation of female researchers in its consortium. With roughly 15 % of the persons with major scientific and technological contributions nominated and identified at the time of starting H₂FC European Infrastructure is significantly below the average of women in engineering science of approx. 21 % as was derived from a European study. As a European Integrating Activity the H₂FC European Infrastructure consortium is strongly committed also to integrate on a personnel level, i.e. ensuring most balanced gender equality.

1.2 Action Plan

Before starting with a detailed action plan, some generic actions have to be done initially. First of all a Gender Equality area on the H₂FC website has been created. Six relevant topics were identified and implemented.

- Introduction about the Gender Equality Activities in general
- Introduction about the work package tasks
- News section about latest news in the gender equality community
- Event list with interesting events of the gender equality community
- Link list providing further information
- Contact details

The screenshot shows the H₂FC website's Gender Equality page. The page layout includes a left-hand navigation menu with links such as Home, NanoHy, SUSANA, About H2FC, Roadshow, Objectives, Partners, Advisory Board, Gender equality, User Access, Installations, Proposal Submission, Downloads, and FAQ. The main content area is titled "Gender Equality" and features a set of tabs: Introduction, Tasks, News, Events, Links, and Contact. The "Introduction" tab is active, displaying the following text:

The H₂FC European Infrastructure consortium is aware of a rather low participation of female researchers in its consortium. With roughly 15 % of the people with major scientific and technological contributions nominated and identified at the time of starting the H₂FC European Infrastructure is significantly below the average of women in engineering science of approx. 21 % as was derived by a European study.

However, as a European Integrating Activity the H₂FC consortium is strongly committed also to integrate on a personnel level, i. e. ensuring a most balanced gender equality. This is why we have established a gender equality manager

- to stimulate general attraction of women to the high potential of hydrogen and fuel cell technological installations even at an early stage in scientific education,
- to allow a balanced work profile for experienced female researchers who in parallel to their scientific work are raising children, and
- to further qualify in particular part-time working women in the consortium who would otherwise not find the time to keep pace with evolving H₂FC European Infrastructure

Figure 1 Gender Equality area on the web page

Furthermore a project internal information area has been implemented on the SharePoint (<https://iaikit-sp2.iai.kit.edu/h2fc/GEAA/SitePages/Home.aspx>). In this area are available all relevant information about this work package as well as the contact data. In addition there is a document library for further deliverables.

Welcome to the Gender Equality website!

Objectives of WP 26 - Gender Equality Awareness Activities

The H2FC European Infrastructure consortium is aware of a rather low participation of female researchers in its consortium. With roughly 15 % of the people with major scientific and technological contributions nominated and identified at the time of submission of this Dow H2FC European Infrastructure is significantly below the average of women in engineering science of approx. 21 % as was derived by a European study . As a European Integrating Activity the H2FC European Infrastructure consortium is strongly committed also to integrate on a personnel level, i.e. ensuring a most balanced gender equality.

In order to stimulate general attraction of women to the high potential of hydrogen and fuel cell technological installations even at an early stage in scientific education, to allow a balanced work profile for experienced female researchers who in parallel to their scientific work are raising children, and to further qualify in particular part-time working women in the consortium who would otherwise not find the time to keep pace with evolving H2FC European Infrastructure takes the following tasks and steps:

- Improve the gender balance, in particular in middle and senior management positions. The basic principle is to give priority to women in the fields of recruitment, promotion and access to management posts when they are of equal merit to men, especially in the categories where they are under-represented.
- Offer career development to female staff through promotion, career opportunities, training, mentoring and coaching dedicated to women.
- Reconcile personal and private life. To ensure childcare facilities, promotion of flexible working arrangements etc.

Tasks of WP26

The consortium identified five tasks for the Gender Equality Agent, which are intended to support a constant awareness of gender related issues within the consortium and even beyond in further collaborations of the consortium partners.

- Evaluate the situation of female scientists within the consortium
- Establishing a gender activity network
- Develop a dedicated female researcher exchange activity
- Promoting a network of female scientists in the area of multimaterial MNT
- Annual evaluation of the gender actions

Links






Type	URL
	GEAA Contact Person per Partner
	GEAA Deliverables
	GEAA Documents
	GEAA Event Calendar
	GEAA Tasks

Figure 2 Information area on the SharePoint

1.2.1 Evaluate the situation of female scientists

In order to evaluate the situation of female scientists in the consortium, a detailed survey will be conducted. The already conducted EUMINAFab survey of another Infrastructure Project (see www.euminafab.eu) will act as an example of the H₂FC survey.

1.2.2 Promoting a network of female scientists in the area of hydrogen and fuel cell technology

Based on the results of the questionnaire a separated action plan will be developed for the network of female scientists.

Early ideas for the gender action plan involve building a community of women in the area of hydrogen and fuel cell technology, and the possibility of a women's cyber forum. With only a few women in H₂FC such a network solely within the scope of the project is not realistic. However, H₂FC does not stand alone in the area of hydrogen and fuel cell technology and will try to make contact with other organisations in this area in order to take joint actions.

1.2.3 Develop a dedicated female researcher exchange activity

It is envisaged to cooperate with WP3 to develop this task together. However it is foreseen that this activity will be limited by the number of women eligible to participate.

1.3 Gender Activity Network

The Gender Equality Manager was nominated at the Kick-off Meeting in January 2012. Sarah Kuhn from KIT will take over this role within the H₂FC consortium. Furthermore one or two scientists per partner who are now in charge of gender issues were selected. The contact data of these persons can be found in the list below.

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