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## H<sub>2</sub>FC

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

# Deliverable

### D26.3 First Report on Gender Actions

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## Table of Contents

<b>1</b>	<b>GENDER EQUALITY AND AWARENESS ACTIVITIES IN H<sub>2</sub>FC EUROPEAN RESEARCH INFRASTRUCTURE.....</b>	<b>4</b>
1.1	BACKGROUND OF GENDER EQUALITY AND AWARENESS ACTIVITIES WORK PACKAGE .....	4
1.2	ACTION PLAN .....	4
1.2.1	<i>Gender equality area.....</i>	4
1.2.2	<i>Evaluate the situation of female scientists.....</i>	6
1.2.3	<i>Promoting a network of female scientists in the area of hydrogen and fuel cell technology .....</i>	6
1.2.4	<i>Develop a dedicated female researcher exchange activity .....</i>	6
1.2.5	<i>Taking part in European Programmes to educate persons involved in Gender Awareness issues....</i>	6
1.3	GENDER ACTIVITY NETWORK .....	7

# 1 Gender Equality and Awareness Activities in H<sub>2</sub>FC European Research Infrastructure

## 1.1 Background of Gender Equality and Awareness Activities Work Package

The H<sub>2</sub>FC 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 H<sub>2</sub>FC 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 H<sub>2</sub>FC European Infrastructure consortium is strongly committed also to integrate on a personnel level, i.e. ensuring most balanced gender equality.

## 1.2 Action Plan

The constellation of gender contacts offered by the partner organizations provides a good breadth of experience and communities. The gender action plan is characterised on the one hand by a very low proportion of women active in the project and on the other by strong connections with other networks.

The first version of the H<sub>2</sub>FC gender-related action plan was provided in the previous deliverable (D26.2) in April 2012.

The proposed actions in D26.2 were:

- Gender equality area at the website
- Gender equality area at the internal platform SharePoint
- Evaluate the situation of female scientists
- Promoting a network of female scientists in the area of hydrogen and fuel cell technology
- Develop a dedicated female researcher exchange activity

Afterwards a new action was added to the list:

- Taking part in European Programmes to educate persons involved in Gender Awareness issues

### 1.2.1 Gender equality area

The first step of the gender-related action plan was to provide some communication platform both internally and externally.

For external gender information the H<sub>2</sub>FC webpage is used (see Fig.1). Six relevant topics were identified and implemented. There the project partners and all those who are interested can get informed about the H<sub>2</sub>FC gender actions.

- 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 from the gender equality community
- Link list providing further information
- Contact details

Figure 1: External Gender Information on H2FC webpage

For internal use a platform on the SharePoint server was implemented (see Fig.2). This internal area provides the possibility to exchange knowledge and experiences between the project partners. Furthermore all relevant internal information about this work package as well as the contact data are available.

Figure 2: Gender workspace on internal project SharePoint

### **1.2.2 Evaluate the situation of female scientists**

In order to evaluate the situation of female scientists in the consortium, a dedicated survey will be conducted. The already conducted EUMINAFab survey will act as an example for the H2FC survey. At the moment the development of the survey with regards to the H2FC specific requirements is in progress and the realisation of the survey is planned. The survey will be implemented as online survey. As soon as the survey is implemented the questionnaire will be distributed among the project partners and probably will be available via one of the internal or external platforms depending on whether the survey is restricted to the project partners only or is public.

### **1.2.3 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 and will try to come into contact with other organisations in this area in order to do joint actions. This task is still in progress.

### **1.2.4 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. This task is still open and will be further developed in the remaining project runtime.

### **1.2.5 Taking part in European Programmes to educate persons involved in Gender Awareness issues**

Members of H2FC will be informed of events relating to Gender awareness issues. Examples of potential events are the seminars and networks organised by the [Public Policy Exchange](#).

### 1.3 Gender Activity Network

The Gender Activity Network is still available within the consortium. Nevertheless a few changes in the list of gender contact persons were necessary. The updated contact data of the representatives can be found in the list below.

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