
Promotion of Gender Balance



From Memorandum of Understanding:

„This COST Action will respect an appropriate gender balance in all its activities and the Management Committee will place this as a standard item on all its MC agendas.”

Measures:

1. All of the groups of the Action will be encouraged to promote the involvement of female professionals during the following activities: (i) selection of new research recruits (e.g. by hiring female undergraduate students), (ii) selection of personnel for short-term scientific missions, (iii) selection of personnel to attend scientific conferences.
- ✓ 2. Female participants will be encouraged to take part to the MC and lead the WGs.
- ✓ 3. An MC member will be specifically appointed for taking responsibility of gender balance issues.
4. Facilitate participation of females to attend the Action conference/workshops and training schools. For instance, preference for hosts with available children care will be adopted to facilitate participation of mothers accompanied by children.

Promotion of Gender Balance: Specific Measures



- Gender balance at the decision-making within consortium (MC)
- Encouraging the female members to actively participate in submission of joint proposals (as PIs and coordinators)
 - To set a target of 25% female work package leaders in any newly submitted proposal from COST Action
- A target of 30% female ESR for STSMs
- Gender-specific training measures (i.e. in the framework of training schools)
 - Communication
 - Career planning
 - Work-life balance
- Outreach activities directed towards female school pupils (Girl's Day)
- Mentoring
- Link to specific female networks or specific programs on the Action web site