

Gender Action Plan

- 1. Establishment of a Gender Working Group** of partner representatives. The GWG will analyse and discuss about the results of the diagnosis phase and propose corrective actions.
- 2. Encourage the participation of young women researchers** in conferences, workshops, where they can make their work visible.
- 3. Contribute to outreach activities** aiming at fostering enthusiasm among female students.
- 4. Provide partners with relevant information** and links to national and international organisations working on **women&science**.
- 5. Networking with other Integrated Projects and Networks of Excellence**, in order to share information and collaborate with them.
- 6. Collect sex-disaggregated statistics** of the project workforce and of the attendees at project meetings and Workshops.

ACTIVITIES AND RESULTS

1 Gender Working Group *

The Gender Working Group of GoodFood was established at the beginning of the project with the following commitments:

- Propose activities in accordance to the project Gender Action Plan.
- Monitor and discuss the results of the assessment of gender issues and propose corrective actions.
- Report to the project Coordinator, who will inform the General Management Board.
- Inform the GoodFood Consortium at each general meeting and report to the European Commission at the 18- and 42-month review meetings.

The GWG has mainly worked through discussions by e-mail and meetings at Assembly Meeting.

2 Participation of Young Women Researchers

In collaboration with WP8, bursaries were given to young researchers on a parity basis: 4 grants, out of 8, were given to young women researchers.

3 Outreach Activities

- EADS organised a "Girls Day" in May 2004 at its premises. A copy of the video file of this activity has been made available to the GoodFood Consortium.
- The results of the Gender-related activities within the project were presented in Women&Science Conferences.

4 Information on Women & Science

A Gender Issues area was included in the GoodFood project website.

- Gender Action Plan of GoodFood
- Links to Women&Science organisations
- Downloadable documents
- Outcome of GWG activities within GoodFood

<http://www.goodfood-project.org/www/Gender/>



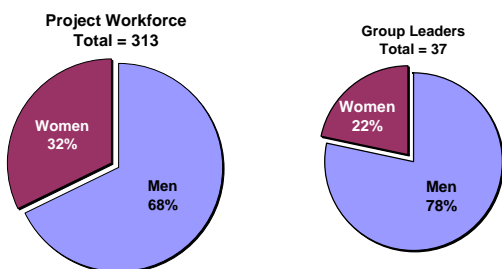
5 Networking with IPs and NoEs

Contacts and exchange of ideas and information with several Integrated Projects and Networks of Excellence:

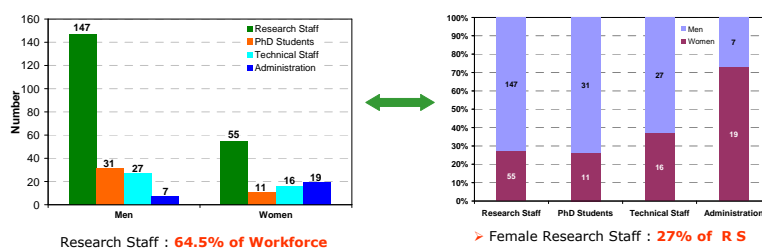
- GOSPEL, NoE
- FOREMOST, IP
- EuroFIR, NoE
- NANOCMOS, IP
- SOILCY, IP
- 3D Repertoire, IP
- 3DTV, NoE
- NADIA, IP

6 Diagnosis of Women Situation within the GoodFood Project

GoodFood Workforce



Breakdown of Workforce



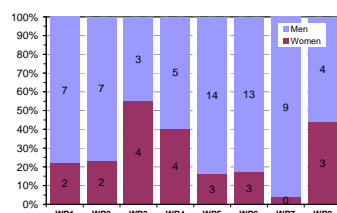
Visibility

General Assembly Meetings

	Number	%
Men	57	75
Women	19	25

Mean Values over 8 Assembly Meetings.

Workpackage Meetings



WP1 - 4 : Mycotoxins, Antibiotics, Pesticides, Toxigenic Fungi and Pathogens Detection.

WP5 - 6 : Multisensing Microsystems Integration.

WP7 : Remote interconnection of sensing systems.

WP8 : Dissemination, training, exploitation & demonstration.

Mean Values over the meetings held by each WP

Leadership

Project Co-ordinator: **Man**

Workpackage Leaders: **7 Men + 1 Woman**

Decision-Taking Committees

Committee	Men	Women
General Management Board	5	3
Technical Management	7	1
Intellectual Property Rights	5	0
Demonstration Board	4	2
Total	13	3

Women in Decision-taking positions: **19%**

CONCLUSIONS

- Although the GoodFood Workforce has a percentage of women of 32%, in accordance with the reported mean values for most European countries, this value falls to 19% when considering the leading positions within the project.

- The percentage of women as PhD students in the project is 26 %, LOWER than the percentage of women in the research staff (27%). If this trend is further confirmed, excellence in research will be seriously at risk.

* The Gender Working Group

Begoña Alfaro - AZTI, Spain
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