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DELIVERABLE (D-PM2.2) **Gender Action Plan**

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Dissemination Level (place an X in the appropriate cell)

PU	Public	X
RE	Restricted to the partners of the RAPHAEL project	
CO	Confidential, only for specific distribution list defined on this document	

RAPHAEL (ReActor for Process heat, Hydrogen And ELectricity generation)



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ReActor for Process heat, Hydrogen And Electricity generation (RAPHAEL)		
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Document title						
Gender Action Plan						
Abstract						
The present document presents the actions that are planned within the RAPHAEL project in order to promote gender equality in the project, but also in nuclear R&D in general.						
Revisions						
Rev.	Date	Short description	Author	Reviewer		Coordinator
00	15/12/2005	First issue	V.Chauvet, STEP	A. van Heek, NRG		D.Hittner, FANP-F
01						

1 Acknowledgements

The following acknowledgements are taken into consideration:

- Mixed workgroups achieve better and more creative results;
- Women are largely under-represented in the nuclear world, and to a lesser extent in the research community (however, no specific survey was carried out regarding women and nuclear);
- Women & men have specificities regarding working conditions;
- There are also specificities between women & men as regards acceptance of nuclear energy;
- However, there are no specific gender issues in relation with the work programme of RAPHAEL.

2 Gender Action Plan

2.1 Overview

The technical annex of RAPHAEL confirms that the project management strives to promote gender equality in the project. As there is no gender dimension in the content of the project, this commitment implies only the promotion of gender equality – typically by encouraging the appointment of women in the project, but also by trying to address the issue of women participation in nuclear RTD in general.

The project management thus foresees several types of actions, all aiming at promoting the implication of women in the project and in nuclear science & technology in general:

- Some actions concern the work in the project itself, either to promote the appointment of women or to ensure that the project's working conditions fit both men and women.
- Some actions concern women-oriented communication, either by addressing women as a specific communication, or by promoting the actions of women working in RAPHAEL.
- Some actions address education and training issues.
- Finally, some indicators will be defined and monitored by the project management.

2.2 Action plan for the first 18 months

No.	Type	Action	Responsible	Date
1.1	<i>Project management</i>	Recall to all partners, encouragement to appoint women in the project, in particular at management positions	Coordinator	In Steering Committee meeting(s)
1.2	<i>Project management</i>	Organise the review of the project's methodology, procedures and culture by a woman (/ women) to ensure their compatibility with any specific characteristics or needs of women	PMS*	Month 9
2.1	<i>Comm</i>	Adapt communication plan and actions to deliver messages with a positive impact on women (oriented towards societal issues, not only technical)	PMS + All partners	CAP (month 6) + continuous
2.2	<i>Comm</i>	Promote the presence of / work carried out by women in the project, in internal communication	Executive Board	In publications of internal journal
2.3	<i>Comm</i>	Promote the presence of / work carried out by women in the project, in external communication	Executive Board	When communication actions (see CAP)
2.4	<i>Comm</i>	Organise contact with the Women In Nuclear (WIN) network, e.g. for presentations of the project	PMS	Month 9
3.1	<i>E&T</i>	Ensure that education & training activities follow equal opportunity policy	WP "PM3 Education & Training"	Month 12
3.2	<i>E&T</i>	In case of selection for grants, give preference to equally-qualified female candidates	WP "PM3 Education & Training"	Continuous
4.1	<i>Monitoring</i>	Define gender indicators	PMS	Month 12
4.2	<i>Monitoring</i>	Organise first review of gender indicators	PMS	Month 18
4.3	<i>Monitoring</i>	Appoint "gender champion" among the partners (for period 1)	Coordinator + PMS	Month 18

*PMS= Project Management Support