



Grant Agreement No: 245163

Project start date: July 2010

Project end date: July 2013

ACROPOLIS

Aggregate and Cumulative Risk Of Pesticides: an On-Line
Integrated Strategy
SEVENTH FRAMEWORK PROGRAMME

Deliverable 1.1 Gender plan.

The Food and Environment Research Agency

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ACROPOLIS – Gender Equality Plan

FP7 seeks to support gender equality by encouraging equal participation of men and women in research teams at all levels (specifically, a target of 40% participation for women).

The ACROPOLIS project will support gender equality through the implementation of its Gender Plan.

Gender Plan

- Appoint a gender counsellor (Helen Owen, Fera)

Responsibilities of gender counsellor:

- Keep up-to-date with latest EU legislation on gender equality
 - Provide confidential advice to project participants, both male and female, on work issues related to gender equality, such as work-life balance, geographical mobility, different career structures, etc.
 - Seek advice from the commission in case of a gender related dispute
 - Monitor statistics of gender representation amongst project partners
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- Each partner organisation will be responsible for ensuring that their conduct is in accordance with their national legislation and with EU legislation on gender equality
 - Each partner organisation will ensure that during recruitment to roles relating to the project, both sexes have equal opportunity to apply for the role
 - The project team will attempt, where possible, to arrange project meetings and activities in a manner that supports the participation of all project participants e.g. use of tele/video-conferencing facilities, scheduling meetings to avoid national or school holidays
 - Gender equality will be a regular item on the agenda of the Project Management Committee meetings
 - The gender councillor reports to the coordinator

Furthermore it was agreed that 50% of the deputy WP leaders are to be women. This goal was achieved, since five out of six WPs have a female deputy WP leader. This includes WP1 (Polly Boon), WP2 (Bernadette Ossendorp (who has changed roles with Polly Boon being now the WP leader of WP2)), WP3 (Helen Owen), WP4 (Silvia Fustinoni) and WP6 (Ilse Delcour).

Until Month 18, all intentions seem workable in practice.

