

NANOMAT'S GENDER EQUALITY PLAN

1. Introduction

NANOMAT - Association for Research and Development in Advanced Materials and Applications recognizes gender equality as an essential factor for progress in research and innovation. In this context, NANOMAT is committed to promoting an inclusive environment, guaranteeing equal opportunities in all its activities and decisions.

2. Diagnosis of the current situation

Since NANOMAT has no contract employees, the analysis focuses on its governance structure, members and the impact of its activities, namely:

- Decision-making bodies: Gender balance in board positions and working groups.
- Participation in projects: Gender representation in research teams and funding applications.
- Audience and beneficiaries: Inclusion of a gender perspective in the association's activities and communication.

3. Objectives and goals

The strategic objectives of NANOMAT for gender equality include:

- Gender balance in governance: No gender should represent less than 40% of governing bodies.
- Promoting equality in research: Encouraging the participation of women and under-represented groups in projects.
- Training and awareness: Implement annual actions on gender equality and diversity.
- Monitoring and continuous improvement: Create indicators to assess progress and propose improvements.

4. Measures and Actions

Axis I - Gender Equality in Structure and Activities

Objective	Actions	Indicators
Gender balance in management	Define criteria for parity in governing bodies	Percentage of members of each gender
Including a gender perspective in projects	Review evaluation and selection criteria	Percentage of women in projects
Raising awareness of equality	Organize events and awareness campaigns	Number of events organized

Axis II - Training and Awareness

Objective	Actions	Indicators
Promoting knowledge about equality	Organization of workshops and discussions	Number of annual events
Create an inclusive code of conduct	Defining principles of equality	Making the code available to all members

Axis III - Monitoring and Evaluation

Objective	Actions	Indicators
Create follow-up mechanisms	Draw up annual reports on equality	Publishing reports
Collect feedback	Conduct surveys on perceptions of equality	Percentage of positive responses

5. Implementation and Monitoring

The plan will be implemented by a gender equality working group, which will be responsible for:

- Monitoring indicators and collecting data on gender participation in the association.
- Publish annual reports on the progress of the measures implemented.
- Review and update the plan as necessary.

6. Conclusion

NANOMAT is committed to creating a more equitable and diverse environment in the research and development of advanced materials, contributing to innovation and scientific excellence. This plan represents an essential step towards ensuring gender equality in its structure and activities.