Initial Action Plan

21 Actions in 7 categories:

- Improve Employment opportunities for all at the Institutional Level (3)
- Identify the cause of the actual gender distribution (2)
- Improve support mechanism for the young researchers, careers development and networking (4)
- Improve Culture, Communications and Departmental Organization (5)
- Assess Career breaks/flexible working (4)
- Understanding why women leave engineering (2)
- Disseminating good practice (1)

Challenges

- Attract and retain talented women
- Uptake of Mentoring Scheme
  - motivate young researchers to advance in career
- Women’s advancement
  - (indicator) women in the PUPIN Scientific council
  - (indicator) women in management positions
- Women’s contributions to innovations
  - (indicator) awarded female engineers

Success Factors

- Push factors:
  - Top level management support
  - Senior researchers serve as role models for talented women
  - Networking and culture that supports female career advancement
  - Financial support and access to funds

Achievements and Reflection

- Improved management
  - PUPIN Scientific Council, Careers advice service
  - Monitoring tools put in practice
- Raised awareness
- Women’s contributions to innovations (papers, awards)
- Increase in the share of women in engineering staff

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Good practices

- Implementation of the National strategy for improving and promoting gender equality (since 2013)
- Gender Equalities monitoring
  - Number of women at the management positions
  - Number of awards won by female staff
  - Number of promotions in scientific titles approved by the Ministry of education, science and technological development

Lessons Learned

- GEP’s extends the standard practices
- Support mechanisms and Open discussions
- Better salary and working conditions abroad and/or in business sector, as well as private reasons are main gender equality pulling factors

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