

Memorandum of Understanding for the implementation of the COST Action
“Network for Equilibria and Chemical Thermodynamics Advanced Research”
(NECTAR) CA18202

Equal Opportunities Manager

responsible for fulfilling the requirements of

- i) involvement of **Inclusiveness Target Countries**
- ii) gender balance
- iii) involvement of **Early Career Investigators**



Involvement of Inclusiveness Target Countries

Starting: 64 people from 19 countries

Now: **293** people from **32** countries

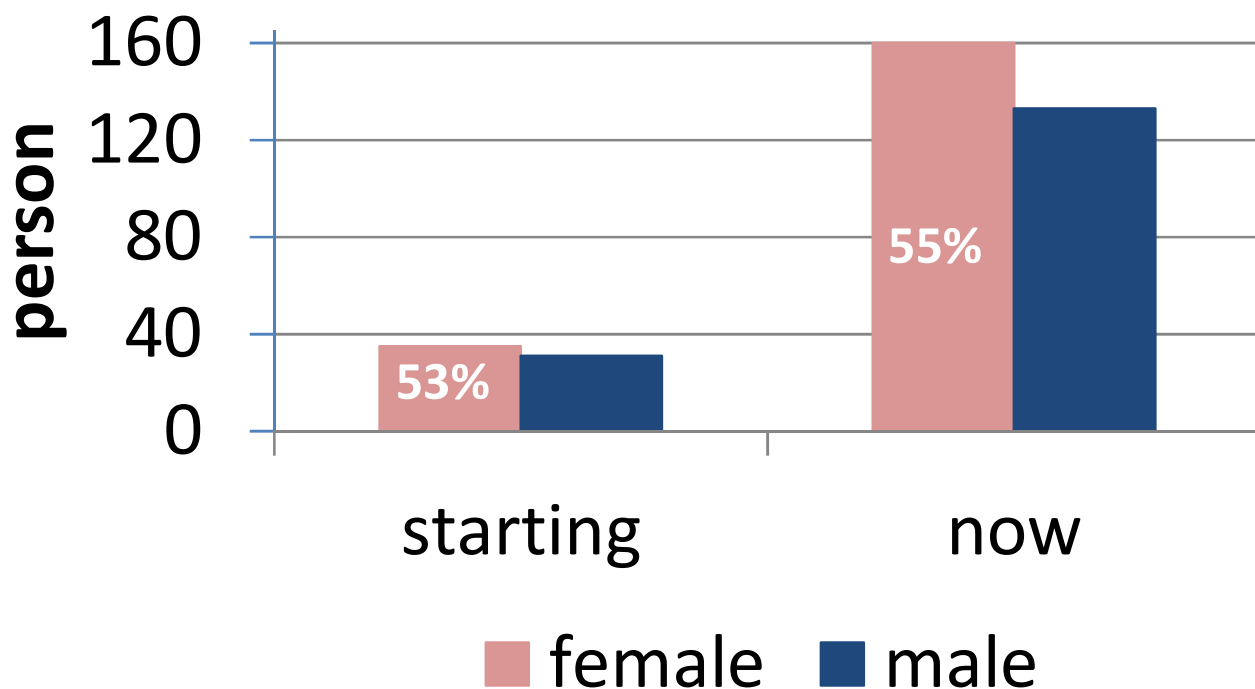
Albania: 2	Bosnia and Herzegovina: 3
Bulgaria: 2	Czech Republic: 14
Estonia: 1	Croatia: 14
Greece: 2	Hungary: 8
Lithuania: 2	Malta: 1
Moldova: 18	Poland: 18
Portugal: 13	Romania: 3
Slovenia: 20	Slovakia: 3
North Macedonia: 2	
Serbia: 15	Turkey: 4

19 ITC countries
145 people (49%)

ITC countries:
Albania, Armenia,
Bosnia and Herzegovina,
Bulgaria, Cyprus,
Czech Republic,
Estonia, **Croatia**,
Georgia, **Greece**,
Hungary,
Lithuania, Latvia,
Malta, **Moldova**,
Montenegro,
Poland, **Portugal**,
Romania,
Slovenia,
Slovakia, **North Macedonia**,
Serbia, **Turkey**,
Ukraine



Gender balance



Starting:
35 female
31 male

Now:
160 female
133 male



Early Career Investigators

to encourage and support them

- *to actively take part in all levels*

- *to interact with and learn from more experienced researchers*

- *to take the short term missions*

Starting:

10 ECI

(16%)

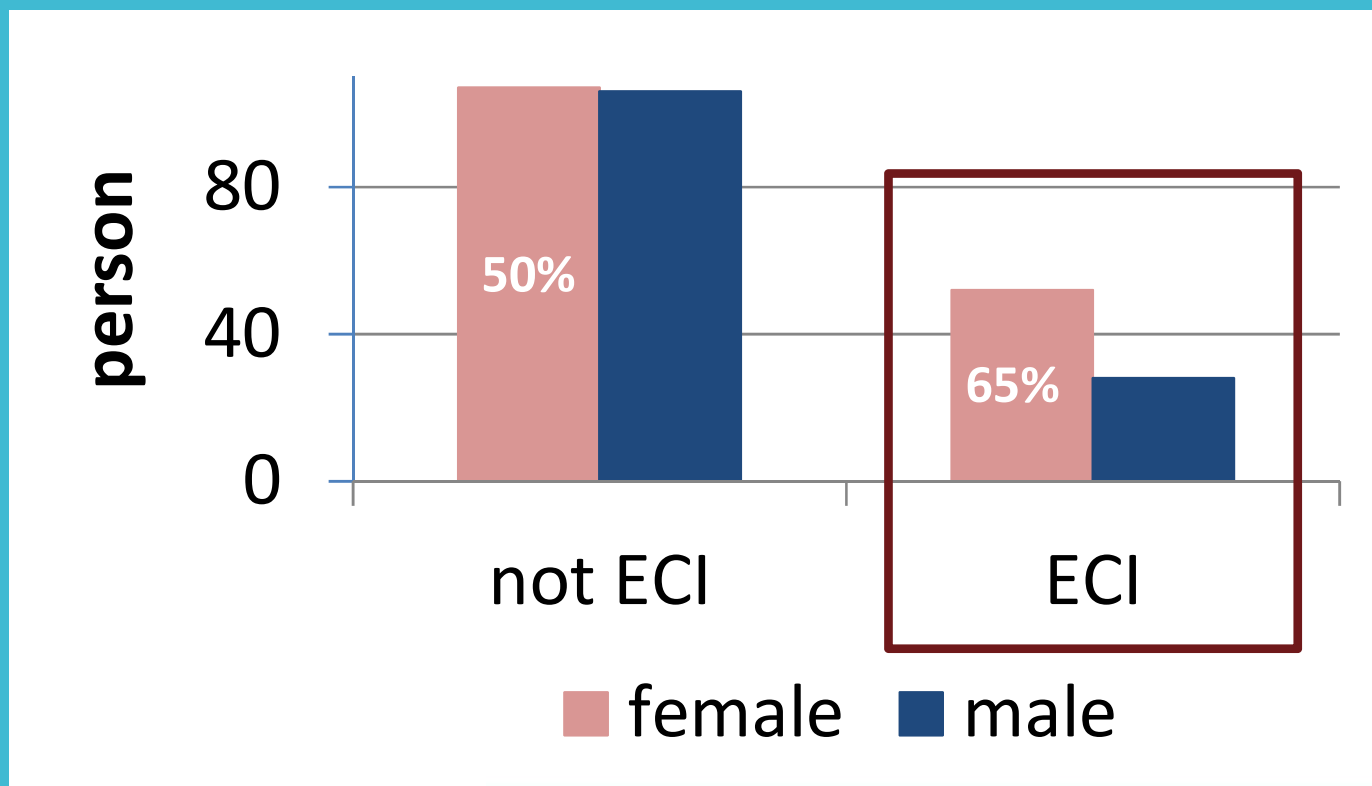
Now:

80 ECI

(27%)



Early Career Investigators



Starting:
10 ECI
(16%)

Now:
80 ECI
(27%)

52 female
28 male

