

Although I am submitting this as an individual, I belong to an informal network of women called ResNet comprising women working in Science, Engineering or Technology. We are not a lobbying group but aim to support each other through organised events and networking. ResNet is located at Norwich Research Park in the UK and our members belong to either the John Innes Centre, University of East Anglia or the Institute of Food Research.

We would like to participate in this consultation on future EU strategy because we notice that although the Council of the European Union conclusions on **gender equality** state that the gap between the employment rates of women and men has narrowed, **further efforts are needed** in this field. They also conclude that the **gender pay gap has not diminished since 2000 and has even increased** in some Member States, while sectoral and occupational **segregation by gender persists**, and the **number of women managers has also not increased** over the last few years ([http://www.consilium.europa.eu/ueDocs/cms\\_Data/docs/pressData/en/gena/91617.pdf](http://www.consilium.europa.eu/ueDocs/cms_Data/docs/pressData/en/gena/91617.pdf)).

Despite these findings, women appear to play a limited role in future EU strategy. They have much to contribute in defining and resolving the major challenges facing Europe: climate change, innovation, sustainable economic growth, employment and education, social cohesion. We hope that this can be rectified.

With best wishes, Kamal

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