



VAN

FP6/2004/IST/NMP/2 - 016696 VAN

Virtual Automation Networks

Work Package 10
Exploitation and Dissemination

Task 10.3
Establishment of European Competence
Group

Deliverable 10.3-2-V1
Gender-action-plan report

Document type	: Report
Document version	: Final version
Document Preparation Date	: 11.09.2006
Classification	: Public
Contract Start Date	: 01.09.2005
Duration	: 31.08.2009



**Project funded by the European Community
under the "Information Society Technology"
Programme (2002-2006)**

Rev.	Content	Resp. Partner	Date
1.0	First version	CARTIF	04.09.06
2.0	With suggested changes from Schneider	CARTIF	11.09.06

Everybody please state revision index and short description of what has been done + partners involved and date.

Final approval	Name	Partner
Review Task Level	M ^a Ángeles Gallego	CARTIF
Review WP Level	Diego Moñux	CARTIF
Review Board Level	Axel Klostermeyer	Siemens

Disclaimer

The information in this document is provided as is and no guarantee or warranty is given that the information is fit for any particular purpose. The user thereof uses the information at its sole risk and liability.

Executive summary

This document corresponds to deliverable D10.3-2 V1 "Gender-action-plan report". It belongs to task 10.3 Establishment of European Competence Group, from work package 10, Exploitation and Dissemination.

This report is the first of a series of 4, which will be delivered along the four years of duration of the project. The first version (current document) introduces the methodology and objectives, and presents the first year results. Versions 2 and 3 will be an update of the first one, and the fourth will include an analysis on the evolution along the four years and a series of recommendations. The target is to monitor the advances made by VAN partners concerning the participation of women inside their organizations in relation to this project.

After the introduction, chapter 2 describes the background of the issue dealt with in this document. Then, chapter 3 presents the initial objectives of the consortium regarding gender, and chapter 4 presents and analyses the initial state and evolution during the first year of the project regarding those objectives.

Finally, chapter 5 presents the main conclusions obtained from the analysis in chapter 4.

An appendix is included at the end, describing the questionnaire used to gather the information from the partners.

Contents

1	Introduction	6
2	Background	7
3	Objectives	11
3.1	General objectives and methodology	11
3.2	VAN Gender Objectives	11
4	Actions already implemented and current status	13
4.1	Gender actions undertaken before the start of VAN project	13
4.2	Current status	13
4.2.1	Workforce statistics	13
4.2.2	Taking special action to bring more women into the project	14
4.2.3	Promoting an attractive work environment	15
4.2.4	Flexible work schedules	16
4.2.5	Linking with networks of women scientists in the field of the project	16
4.2.6	Linking with schools and universities to trigger the interest of women in the project.....	16
5	Conclusions	17
	Glossary	18
	References	19
	Appendix I: Gender Questionnaire	20

List of figures

Fig. 2.1 Educational attainment (at least upper secondary school) of women and men aged 20 – 24, in EU Member States and acceding countries - 2003.....	7
Fig. 2.2 Absolute gender gap in unemployment rates (women and men aged 15 – 64) in EU Member States and acceding countries –1998 and 2002 (Difference between women’s and men’s employment rates)	8
Fig. 2.3 Absolute gender gap in unemployment rates (women and men aged 15 years and over) in EU Member States and acceding countries –1998 and 2003 (Difference between women’s and men’s unemployment rates).....	9
Fig. 4.2.1 Display of women	14
Fig. 4.2.2 Display of men.....	14
Fig. 4.2.3 Comparison between women and men according to the different categories.....	14
Fig. I.1 Gender Questionnaire	22

1 Introduction

The following statement helps to understand the real meaning of the word “gender”:

“The existing differences between women and men are of a biological and social nature. Sex refers to the biologically determined differences between women and men. Gender refers to the social differences. These are learned, are changeable over time and have wide variations both within and between cultures. Gender equality refers to a situation in which all human beings are free to develop their personal abilities and make choices without limitations set by strict gender roles. The different behaviour, aspirations and needs of women and men are equally valued and favoured” [WOM05].

At the beginning of the year 2000 the Commission adopted the Communication. “Towards a European Research Area”. This document calls for a common EU policy for research.

At the Lisbon meeting (year 2001), issues of gender equality and omni-level participation were established as priorities for European research. Several reasons for taking action were identified:

- The presence of women scientists would counter the public perception that scientific research was a male domain.
- The presence of women would reduce public fear of science.
- 50% of the public would be able to relate more fully to ongoing scientific research that may have an impact on their lives.
- Increasing the role and participation of women would positively contribute to the ongoing debate about gender mainstreaming and gender friendly activities.

In 2002, the European Council agreed at the Barcelona summit that the proportion of Gross Domestic Product (GDP) spent on R&D in the European Union should increase from 1,9% in 2000 to 3% in 2010 [WIR02]. This goal setting means that the number of researchers in EU need to substantially increase. Moreover, the investment in industrial R&D is expected to double by 2010.

The above-mentioned initiative and goals from EU present a huge challenge to the member states and to the research community in Europe. The labour supply is getting smaller, and ageing at the same time as the demand for highly qualified and innovative staff is growing. To reach the Lisbon goal of becoming the most competitive and dynamic knowledge based economy in the world, it is crucial to widen the recruitment base for research workers.

There is a strong under-representation of women researchers in European industry [SCI06]. Due to this reason urgent action is needed to mobilise this neglected reservoir of talent to reach the goals set in Barcelona and Lisbon for 2010.

The VAN project will make efforts to integrate the gender dimension in FP6, hoping that these results will be helpful for other projects. It is important for European research to become more diversified in terms of gender proportions.

2 Background

Equality between women and men has been one of the fundamental principles of the European Union since the very beginning. Over the last few decades, equal treatment legislation has grown to form a coherent legal framework and is now an integral part of the ‘acquis communautaire’ that old and new Member States must respect. It has played, and continues to play, a crucial role in promoting equal participation in the labour market. Besides, it has had an important and continuous impact on the framework for equal opportunities in the Member States.

In the past decade it is evident that progress has been made towards equality between women and men in the EU. Some convergence is also noticeable in the acceding countries. These changes have come as a result of strategic policy initiatives to promote equality between women and men at EU and national level and have brought about economic growth and general progress in society. However, success in promoting equality and narrowing gender gaps in policy fields, such as employment, social inclusion, education, research and external relations, differs over time and between Member States and significant gender gaps still exist in most policy fields [ECO04].

During the last few decades, education enrolment in Europe has undergone major changes. Women now outnumber men in upper secondary and tertiary education in most Member States and the acceding countries and they represent the majority of graduates in the European Union (55%). At the highest level of education the traditional pattern remains. 39% of all PhDs in the EU were awarded to women and 61% to men in 2000 [EUR03a]. Men are more likely than women to drop out of upper secondary education without successfully completing a programme of study (men 20%, women 16%). Women and men’s preferences of areas of study still follow traditional gender stereotyped patterns. Nevertheless, the gender gaps in education enrolment converge. In 2001, the EU average of graduate women was 36% in the fields of Sciences, Mathematics and Informatics, and 21% in the fields of Engineering, Buildings and Construction -, which are transferred into the labour market, contributing to persistent sex-segregation.

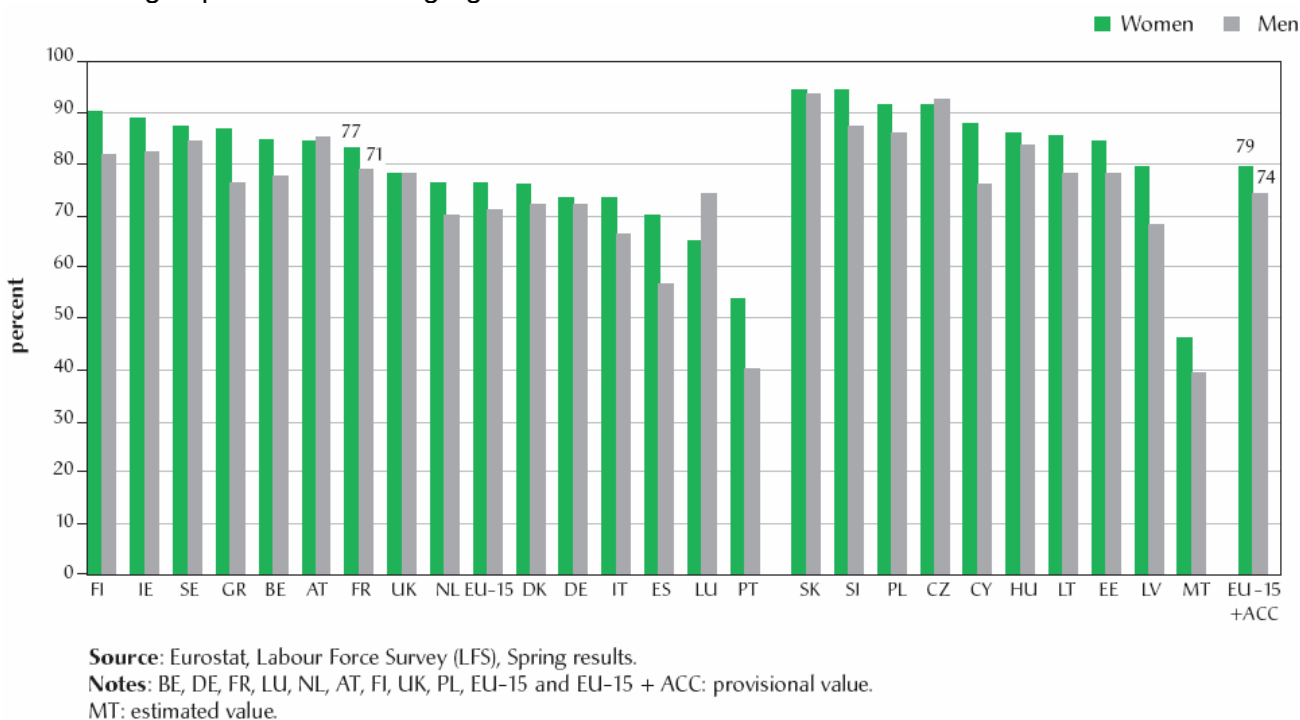
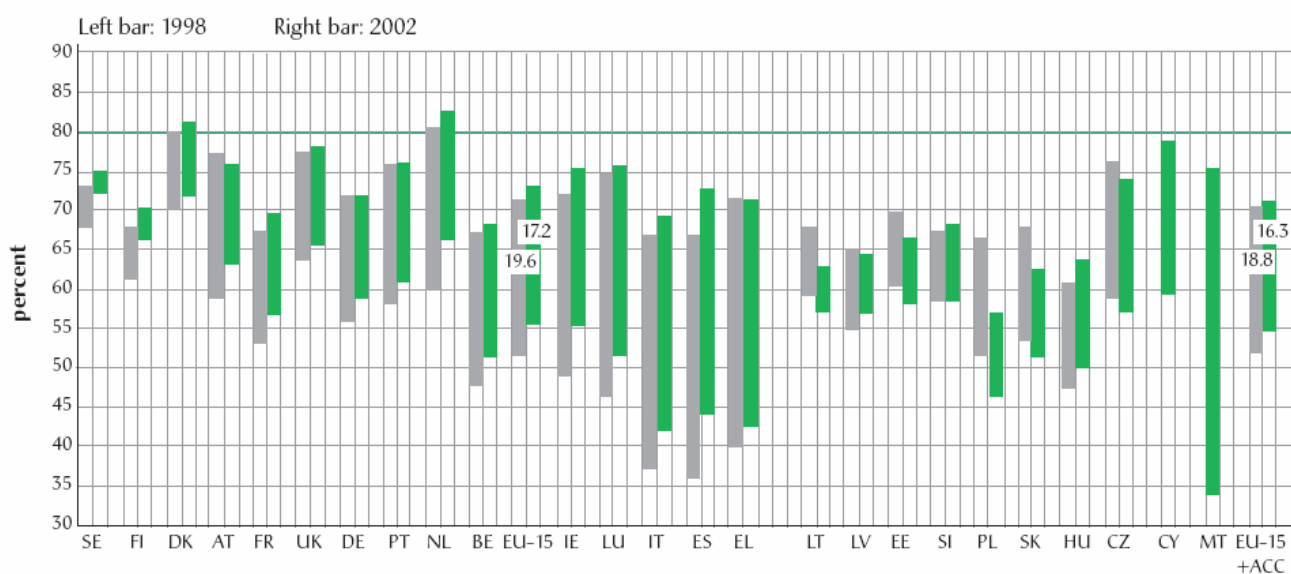


Fig. 2.1 Educational attainment (at least upper secondary school) of women and men aged 20 – 24, in EU Member States and acceding countries - 2003

Women's employment rates have increased more than men's, standing now at 55,6%, compared to less than 50% in the first half of 1990s but the gap between women and men in employment remains very high (17,2 percentage points). Women with low level of education and older women continue to show lower employment rates. This is also the case for women with small children who have on average a lower employment rate of 12,7 percentage points compared to women without children. On the other hand, men with children show 9,5 percentage points higher employment rates than men without children [EUR02]. Estimates for employment rates show that in 2005 in some Member States, the employment rate of women is likely to remain considerably below the 60% Lisbon target. Continued efforts are needed if the EU as a whole is to reach the target by 2010. This might be the case in countries with an employment rate for women below 50% (EL, ES, IT) and below 55% (BE and LU). In an enlarged Europe the employment gap between women and men will become less pronounced (16,3 percentage points), but this is mainly due to lower male employment rates in the acceding countries rather than in the current EU.

Unemployment rates began to rise again in mid-2001 and continued to do so in 2002 and 2003. However, although the gap in unemployment rates between women and men has continued to fall, the gap is still significant (1,8 percentage points in 2003). Women continue to be more vulnerable to unemployment and economic inactivity [EUR03] than men, in particular women with a low level of education and older women. In the acceding countries unemployment rates are almost twice as high as in the EU but unemployment gaps tend to be lower.



Source: Eurostat, Labour Force Survey (LFS).

Notes: Top value of a bar is men's employment rate and bottom value is women's employment rate.

Fig. 2.2 Absolute gender gap in unemployment rates (women and men aged 15 – 64) in EU Member States and acceding countries –1998 and 2002 (Difference between women's and men's employment rates)

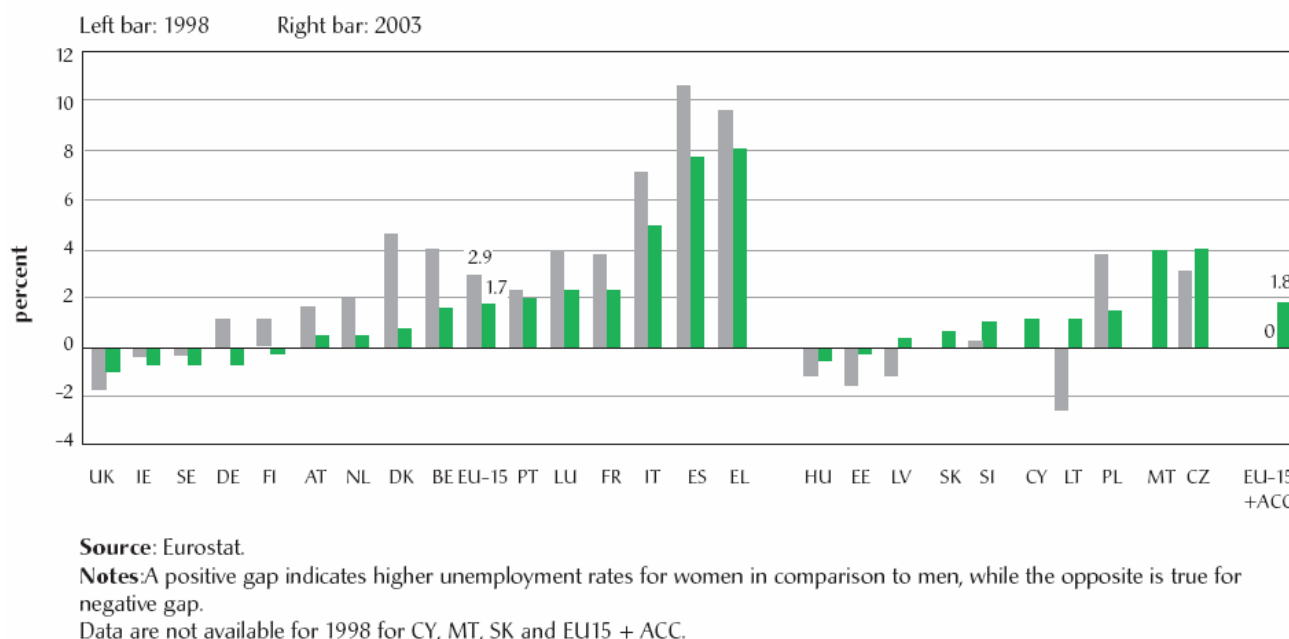


Fig. 2.3 Absolute gender gap in unemployment rates (women and men aged 15 years and over) in EU Member States and acceding countries –1998 and 2003 (Difference between women's and men's unemployment rates)

The gender pay gap is still 16% on average in the EU and has hardly changed in recent years. The pay gap is significantly higher in the private sector than in the public sector. Differences in labour market participation, sex segregation, career and wage structures and the relative under-evaluation of female-dominated employment, account for a large part of the gap. In recent years, the gender pay gap has taken on a higher profile within the Member States. Some countries have taken significant steps forward in recognising the link between labour market segregation and the gender pay gap, and have started to implement policies in this regard [HEL02].

Despite this, sex segregation in the labour market has hardly changed in the last few years, staying at around 25% for occupational segregation and 18% for sectoral segregation. Women dominate in sectors such as health care and social services, education, public administration and retailing, while a disproportionate number of men work as technicians, engineers, finance professionals and managers. As a result of women's increased qualifications there were more women entering high-level professional and managerial jobs during the 1990s in 10 out of the 15 Member States. However, men are still about twice as likely as women to be in managerial positions and over three times as likely to be senior managers. Women are also still under-represented in the European scientific workforce (30% of researchers are women in the public sector and 15% in industrial research) [WOM06]. There is a persisting imbalance of women and men in decision-making positions at EU and national level. The acceding countries show the same pattern. Slow progress is under way in political decision-making and 10 Member States now have legal provisions in their Constitutions or in Gender Equality Acts on a balanced participation of women and men.

Women are still responsible for most of the work at home and for the family. This has consequences on their work patterns and limits their opportunities to take up occupations that are comparable to the average occupations of men. All this can have negative effects on their career, wages and pensions. The lower wage income for women combined with the effects of taxation and benefits can lead to lower incentives for them to engage in paid employment. This can particularly be the case for women with small children. The Barcelona European Council has reinforced the high attention already paid to the reconciliation policy in the European Employment Strategy by identifying a target for childcare services. The Member States have accordingly devoted quite a lot of policy efforts to improving the availability of childcare provisions. However, hardly any concrete measures have been taken to improve care for other dependants. There has been an increased focus on reconciliation as part of employment policy and improved parental leave arrangements. A few Member States are implementing policies to encourage fathers to take parental leave. These efforts have so far met with little success. The traditional division of care and paid work between women and men persists.

The obstacles faced by women and men, and the differences between them, in access to employment are enhanced in low-income groups. Whilst the majority of the working poor are men, women form the majority of economically inactive persons and are thus particularly vulnerable to fall into the poverty trap. Without independent incomes, women face tremendous financial difficulties when confronted with family breakdowns and domestic violence. Women are also more vulnerable to poverty when older or living alone with children. 35% [EUR03b] of single parents, mainly women, live in poverty.

3 Objectives

3.1 General objectives and methodology

There are four objectives that justify the existence of the current document:

- To get familiar with the evolution of women participation in the European labour market along the last few years.
- To know the related policies applied by VAN partners.
- To monitor the evolution of these policies along the first year of VAN project.

The following two versions of this document will be an update of the current one, and the fourth one (which will be delivered by the end of the project) will include general conclusions and recommendations.

To achieve these objectives, an excel template has been distributed among the consortium. It has been called "Gender Questionnaire" (see Appendix I at the end of this document) and consists of one table asking for statistical information and a series of questions. The information gathered has been analysed and is presented in section 4.2 of the current report.

3.2 VAN Gender Objectives

The GQ (Gender Questionnaire) contents have been defined after studying recommendations from different organisations working towards a better integration of the gender dimension in Science & Technology. Accordingly, some specific measures and actions have already been implemented and others will be in the future, within the framework of the project. The outline of the GQ is based on the following statements.

Taking special action to bring more women into the project:

The recruitment and advancement of women will be encouraged in an active way, by means of merit-based open recruitment and staff review systems.

Promoting an attractive work environment:

Opportunities for career development will be encouraged inside the various entities that belong to VAN consortium. Sound work/life balance policies will be implemented: maternity and paternity leave, child care facilities or subsidised child care costs and emergency leave for caring for sick family members (in some countries governments already provide them).

Flexible work schedules:

Opportunities will be given for distance work (subject to laws and regulations and job requirements) including tele-working and remote engineering. There will be flexibility to explore alternatives to excessive travelling at times, through redeployment or making more use of new technology or reconsideration of the essential features of the job remit.

Linking with networks of women scientists in the field of the project:

As long as it is possible, relations with networks of women scientists will be promoted inside the consortium. Contacts will be established with some of the most representative associations for the promotion of women scientists [SCI03] (AMIT, Global E-Quality Network, AWISE, WITEC, Institute for Women and Technology, IEEE Women in Engineering, WISE, WIGSAT, AMAZONE, etc.).

Linking with schools and universities to trigger the interest of women in the project:

The consortium has three universities from different countries, the Brno University of Technology (Czech), the Politecnico di Milano (Italy) and the University of Magdeburg (Germany). Thus a link with schools and universities is guaranteed and the interest of women in the project can be triggered. Special programmes will be developed to integrate female S & T students and graduated into the project (e.g. dissertation, internships). As the tasks of the project contain a lot of theoretical and practical work, VAN supports a large field of activities for student's work.

It must be noted that increasing the percentage of women in the research activities depends on the availability of candidates with appropriate profile. The tasks covered inside VAN project are rarely chosen by women, what leads to a scarcity of skilled women scientists / engineers in the project. In several countries, namely in Southern Europe, the percentage of women students at the university level is nowadays much higher than the percentage of men. The distribution, however, is not uniform among the various subjects. In Northern Europe the situation seems to be different (e.g. Finland: overall, female students are a bit over 50%, but in technical universities women are less than 21%, though in the technical universities there are also programmes having women majority).

4 Actions already implemented and current status

4.1 Gender actions undertaken before the start of VAN project

VAN partners have been applying several actions for some time inside their own organisations (industrial, academia or research centres) before the beginning of the project.

The planned gender actions in the VAN project are strongly affected by the “Promoting Diversity” actions at SIEMENS. Diversity means variety of differences of age, gender, ethnicity, religion and nationality that make each one of us a unique and distinctive individual. The principles of equal opportunity and not discrimination are the base of personal policies and stated in the SIEMENS global “Business Conduct Guidelines” [SIE05a], in the “Corporate Principles” [SIE06] and global “Guiding Principles for Promoting and Managing Diversity [SIE01]”. These are the basis of local implementation projects in each country. Information about these Diversity activities is also publicly available in the “Corporate Responsibility Report” [SIE05b].

In 2000 the Executive Committee started a Promoting Diversity project in Germany concentrating on improving women’s work situations and career opportunities. The project’s foremost goal is to increase substantially the number of women throughout the company, particularly in specialist and leadership roles. At the same time, SIEMENS wishes to encourage as many women as possible to pursue careers in technology professions. After the set timeline the project will be redirected in a process of continuous improvement. Several critical fields of action for implementation were identified and targeted: recruiting, personal development and training, communication, work-life balance, statistics for monitoring progress.

In 2002 a special program was created - Yolante (Young Ladies' Network of Technology), which aims to support yearly a hundred young women who are studying for science and technology degrees. Through the program, they receive personal guidance from a Siemens mentor for the whole period of study. The employee development programs and training have diversity gender as additional focus. With family friendly policies such as flexible working schemes, teleworking or child care support, SIEMENS enables his employees to find a balance between work, family and private life. Awareness is promoted through intensive internal communication (intranet, employee magazines).

Furthermore, SIEMENS actively works together with external business partners, educational and governmental institutions for promoting diversity. In this context SIEMENS has participated in the EU-Project STRATA-WIR, “Women in Industrial Research”, in the subgroup “Good Practices”.

More actions are expected to be put into practice in the near future. One of them is the establishment of a day nursery service close to the new corporate building in Madrid.

4.2 Current status

According to the answers given by VAN partners (11 partners answered the Gender questionnaire, see Appendix I), the following information has been gathered and is shown in the following sections.

4.2.1 Workforce statistics

Data taken from the table “Display of men and women in the project according to the function” lead us to the following results, shown in figures 4.2.1, 4.2.2 and 4.2.3.

The first thing to notice is the reduced number of women in the project (11,1%). This was expected due to its technological nature. If we consider women and their distribution according to function, most of them belong to technical staff (33%). Then, there is a 25% of early researchers (with less than four years of experience) and 17% of experienced researchers (more than 4 years of experience). There are no scientific managers or PhD students.

On the other hand, most of the men involved in VAN project are experienced researchers (50%) and very few of them are part of the technical staff (3%). The number of scientific team leaders or work package managers, together with scientific managers is higher with men than with women.

Display of women in the project according to the function

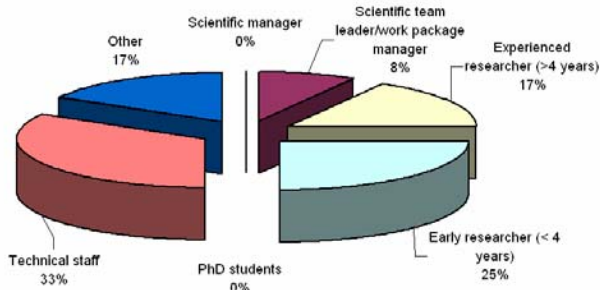


Fig. 4.2.1 Display of women

Display of men in the project according to the function

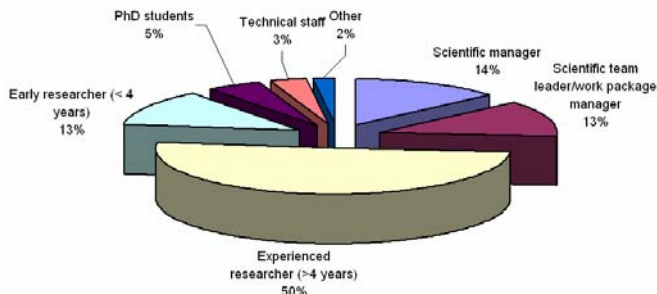


Fig. 4.2.2 Display of men

When directly comparing the number of men and women within each category, we get the results shown in figure 4.2.3.

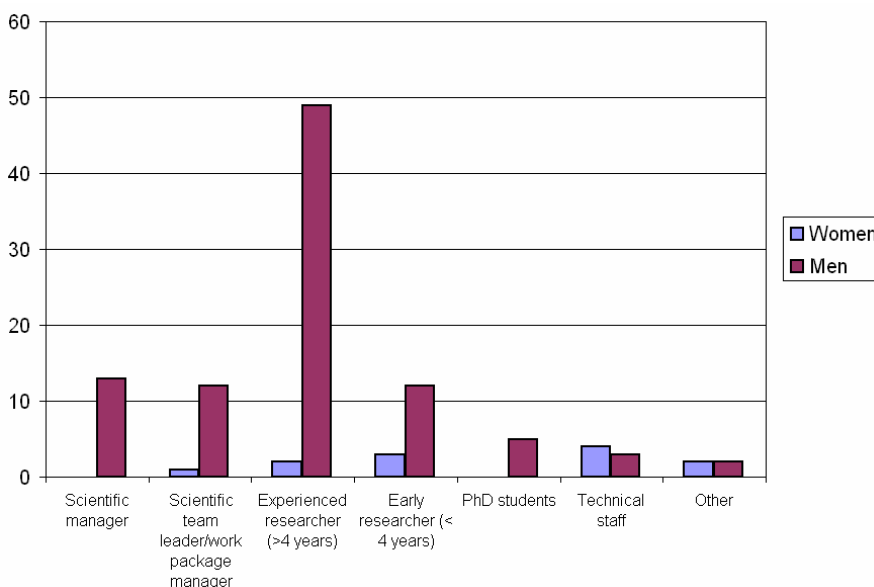


Fig. 4.2.3 Comparison between women and men according to the different categories.

4.2.2 Taking special action to bring more women into the project

4.2.2.1 Recruitment

Though most partners usually apply merit-based open recruitments inside their organizations, men and women usually have the same opportunities, that is, the recruitment process is carried out without any gender consideration. However, there are some special cases worth to be mentioned.

For **Siemens AG**, coordinator of the project, merits and skills are even the most important trigger for the recruitment of staff. In case of two people having the same merits and skills for a job, women and disabled persons are preferred.

Otto von Guericke University of Magdeburg, always applies a merit-based open recruitment and in every recruitment they especially encourage women to apply.

Forschungszentrum Karlsruhe GmbH encourages women to apply in all job announcements and in case of same qualification, women are preferred.

The general rule followed by VAN partners, according to the obtained results, is to give the same opportunities to men and women when applying for a post.

Phoenix Contact Electronics GmbH is open to engage men as well as women in qualified positions. The company puts high emphasis on actions to keep men / women in business and 34% of the staff at the headquarters is female. Women are employed as engineers, product and sales managers, as well as other management functions. Further on, women are employed as skilled workers and office assistants.

40,7% of staff in **CARTIF** are women. Though no specific measures are taken to encourage women to apply for posts inside the organization, both women and men share the same opportunities and get equivalent posts. CARTIF has taken on one woman along last year to carry out specific tasks from WP 10 (Exploitation and Dissemination).

Fidia S.p.A. applies procedures based on previous working experience or academic record (for people with no previous job experience) and, most important, the result of aptitude tests.

Politecnico di Milano applies public open contests.

Brno University of Technology, most often researchers grow from PhD students. PhD students are engaged based on detailed pre-knowledge of the PhD tutor regarding the student's scientific orientation. Therefore, those applicants for PhD studies are engaged who best fit a certain research group.

4.2.2.2 Promotions

Promotions on both men and women are performed differently by VAN partners. Some of them carry out staff review systems, though this is not the general rule.

Siemens AG, once a year board and group managers of the unit SIMATIC NET meet with the personnel department to talk about salaries, promotions and special career advancements. There, women and men are dealt with simultaneously and equally.

Schneider Electric GmbH, carries out yearly staff review with decisions for promotions.

Fidia S.p.A and **CARTIF**, the team manager makes recommendations on promotions and then the company manager is the one to take the final decision.

Forschungszentrum Karlsruhe GmbH, due to the establishment of a new tariff system, a staff review system will be introduced soon.

Italian partners (**Machining Centers Manufacturing S.P.A** and **Politecnico di Milano**) apply Italian law concerning promotions on staff.

So far, two women have been promoted for VAN project, one in **Otto von Guericke University of Magdeburg** and the other one in **Forschungszentrum Karlsruhe GmbH**.

4.2.3 Promoting an attractive work environment

Most VAN partners give maternity and paternity leaves, usually applying national law. As regards child care facilities, only **Politecnico di Milano** and **Forschungszentrum Karlsruhe GmbH** have them.

Otto von Guericke University of Magdeburg has these child care facilities in the surrounding. An own university kindergarten is under discussion at the moment. There is a working group in the university "Job and family" that has currently organised extended baby change facilities and works on a brochure "study with child". Subsidised child care costs are integrated in the applied salary structure for clerks in German public service and additional payments by the German state are guaranteed by law.

CARTIF doesn't have child care facilities of its own, but there is a nursery in Boecillo Technology Park, where CARTIF is located. There are people from this organization currently taking advantage of this service.

Phoenix Contact Electronics GmbH puts high emphasis on actions to keep men / women in business and to install measures to have a work-life- and business-family-balance. The process of installation of child care facilities is ongoing at the moment.

Concerning emergency leave for caring for sick family members, about 50% of the partners apply this measure.

4.2.4 Flexible work schedules

Concerning the possibility of applying tele-working, tele-conference or video-conference, most of the partners enjoy these possibilities and others, but for some of them it is only possible in special situations and not entire tele-working places.

Siemens AG gives their staff the possibility of using as well remote access via WLAN, UMTS, GPRS etc. to the company network.

Phoenix Contact Electronics GmbH has totally flexible work schedules installed since 2000. Tele-working and part-time-working have been in action for the last three years.

AUCOTEAM GmbH and **Forschungszentrum Karlsruhe GmbH** apply flexible work time models.

4.2.5 Linking with networks of women scientists in the field of the project

This practice is not usual among VAN partners so far.

For **Otto von Guericke University of Magdeburg**, special women networks applicable for the VAN field are not known, but within the university, projects such as <http://www.double-step.de/> for the motivation of girls and young women to take future oriented jobs do exist.

In the case of **CARTIF**, regarding gender, they work in collaboration with Ms. Eulalia Pérez Sedeño, Professor at CSIC, Gender and Science senior researcher and Vice-Chair of AMIT. Ms. Pérez Sedeño is vice-president of Research and technology women association (from December, 2001). She has been and is currently managing post-doctoral research funded by public organisations.

4.2.6 Linking with schools and universities to trigger the interest of women in the project

Siemens AG. There is a special person who is responsible for contacts with schools and universities, also taking care of this issue.

AUCOTEAM GmbH has frequent contacts with local universities, like FHTW Berlin (University of Applied Sciences) and TFH Berlin (University of Applied Sciences) and is going to trigger the interest of students to join the VAN project team.

Otto von Guericke University of Magdeburg. Each year there is a children lecturer day held for pre school children. There is a special open door day each year for pupils where woman interests are considered. In lectures the interest of women are especially encouraged, especially to apply for diploma, praktica and student jobs which this organization offers.

CARTIF, as a research centre, has a strong relationship with Valladolid University, though there aren't special measures to specifically trigger the interest of women over men. Both are treated equally.

Forschungszentrum Karlsruhe GmbH has links with schools and universities already established, working towards triggering the interest of women.

Phoenix Contact Electronics GmbH. In order to get more female apprentices and female engineers, as well as to encourage young women to study engineering sciences, a special event by Phoenix Contact was installed in 2004 and takes place regularly every year: "Womenpower 2004/2005/2006". It is an information event open for pupils, students, young women, as well as parents and teachers to get a live impression how fascinating the world of electrotechnique and automation is.

5 Conclusions

11 partners have filled in the Gender Questionnaire (see Appendix I) that is meant to give an overview on the current status and short-term targets of VAN team regarding gender issues.

The present study leads us to the following conclusions:

- The first one is the reduced number of women currently involved in the project (11,1%). From the start till now only two of them have been promoted and another one has been recruited. This is not surprising if we consider the low participation of women in industrial research in general terms [WIR02].
- Most partners usually apply merit-based open recruitments inside their organizations. This means that men and women usually have the same opportunities when applying for a post. Though this is a fair practice, women are not preferred over men in those areas where the imbalance is higher (scientists and engineers [WOM06]), and the differences in participation according to gender aren't reduced significantly.
- Promotions on both men and women are performed differently by VAN partners, sometimes by means of staff review systems. Women are not treated differently in this sense.
- Maternity / paternity leaves are given by most partners, usually applying national law. As regards child care facilities, just two partners (**Politecnico di Milano** and **Forschungszentrum Karlsruhe GmbH**) have them. Emergency leaves for caring for sick family members are given to their staff by around 50% of the partners.
- Flexible work schedules are commonly used among VAN partners. Tele-working, tele-conferences or video-conferences are available for most of them, though only for specific situations in general, and not entire tele-working places.
- Currently there are not links with networks of women scientists in the field of the project, but some partners have links with schools and universities with the aim of triggering the interest of women in the project.

To summarize, VAN members are already applying the gender action plan outlined in the "Description of work" [VAN05] that presents a number of proposals to help to integrate women in the project. So far, the general trend followed by women in industrial research is confirmed inside VAN project. Nevertheless, efforts will be directed towards improving this situation.

Glossary

AMIT	Association of Female Researchers and Technologists (Asociación de Mujeres Investigadoras y Tecnólogas)
BE	Belgium
FP6	Framework Programme 6
GDP	Gross Domestic Product
R&D	Research and Development
EU	European Union
GQ	Gender Questionnaire
IST	Information Society Technology
IT	Italy
LU	Luxemburg
S&T	Science and Technology
VAN	Virtual Automation Networks

References

- [SIE01] Siemens. Guiding Principles for Promoting and Managing Diversity.
- [EUR02] Eurostat, LFS, 2002.
- [HEL02] The Helsinki Group on Women and Science. National Policies on Women and Science in Europe.
- [WIR02] Women in industrial research. A wake up call for European Industry.
- [EUR03a] Eurostat, LFS, 2003.
- [EUR03b] Eurostat, ECHP UDB version December 2003.
- [SCI03] EC. Directory of Networks of women scientists.
- [ECO04] EC. Report from the Commission to the Council, the European Parliament, the European Economic and Social Committee and the Committee of the regions. (COM(2004) 115 final).
- [VAN04] VAN Consortium, Proposal submitted to the European Commission on October 19th, 2004 under the call identifier FP6-2004-IST-NMP-2, and finally approved.
- [SIE05a] Siemens. Business Conduct Guidelines.
- [SIE05b] Siemens. Corporate Responsibility Report.
- [VAN05] VAN Consortium, Description of Work, May 4th, 2005. Previous to the contract negotiations of the project.
- [WOM05] http://ec.europa.eu/research/science-society/page_en.cfm?id=3197.
- [SCI06] Science and Society. Women in science and technology. The business perspective.
- [SIE06] <http://networks.siemens.com/voip/innovation/corporate-principles/corporate-principles.html>.
- [WOM06] Women and Science. Statistics and Indicators. She Figures 2006.

Appendix I: Gender Questionnaire

Following the general structure of the Gender Action Plan described in the Technical Annex of VAN, a questionnaire on gender issues has been distributed among VAN partners in order to gather useful information to assess the evolution of the women participation / representation in VAN project along the first year.

This questionnaire consists of one table asking for data related to the display of men and women related to function, and several questions aiming to assess to what extent women are encouraged to participate in VAN project.



WP10 "Exploitation and Dissemination".
 T10.3 "Establishment of European Competence Group".
 D10.3-2 V1 "Gender-Action-Plan report".

Questionnaire on the gender actions taken by VAN members

Display of men and women in the project according to the function

	N. of women	N. of men	Total	% Women	% Men
Scientific manager			0		
Scientific team leader/work package manager			0		
Experienced researcher (>4 years)			0		
Early researcher (< 4 years)			0		
PhD students			0		
Technical staff			0		
Other			0		

Taking special action to bring more women into the project:

Do you usually apply a merit-based open recruitment inside your organization?. Please, describe it briefly.
Do you usually perform staff review systems for taking decisions on promotions?. Brief description.
Number of women promoted while working in VAN projects so far.

Promoting an attractive work environment:

Are there inside your organization sound work/life balance policies?
Maternity/paternity leaves?
Child-care facilities?
Subsidised child-care costs?
Emergency leave for caring for sick family members?
Others?

Flexible work schedules :

Does your organization offer opportunities for distance work?
Tele-working?
Tele conference/Video conference...?
Others?

Linking with networks of women scientists in the field of the project:

Is your organization engaged with one or more networks of women scientists in the field of the project?

Linking with schools and universities to trigger the interest of women in the project:

Are there any plans inside your organization to establish links with schools and universities to trigger the interest of women?

Fig. I.1 Gender Questionnaire