

**IST-2003-507581 WINNER****D8.7*****Report on the Gender Action Plan***

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Abstract:

This Deliverable summarises the activities undertaken and assesses the progress made in implementing the Gender Action Plan for the project.

Keyword list: Gender Action Plan, Gender Equality

Disclaimer:

Executive Summary

This Deliverable summarises the activities undertaken and assesses the progress made in implementing the Gender Action Plan for the project.

Gender mainstreaming is the systematic integration of gender equality into all policies and programmes, into organisations and their cultures. WINNER is a technology project, and no specific gender issues occurred in the course of the project. Nevertheless, the big majority of WINNER partners has done actions to implement the Gender Action Plan, or such plans are at least pursued by the main management of the partner companies and academic institutions.

The actions done within the frame of WINNER include e.g. the motivation of woman to start an academic career, ensuring that selection of applicants is done based on qualification and suitability for the job and not on the gender, widely advertising the start of this project to give women the opportunity to apply, organising “girls days” for young women at the time of leaving school to raise awareness of the interesting work of engineers, etc. Many of the WINNER contractors have a specific company-wide programme promoting gender equality.

A limiting factor is that currently (and already for a few years) there are limited recruiting opportunities that from achieving a more equal gender balance.

The Gender Action Plan activities started by WINNER will be continued in phase II of the project (WINNER II). The project will cooperate closely with the other Wireless World Initiative (WWI) projects in a joint effort to raise the “gender-awareness”, encourage female scientists and engineers to participate in longer term RTD projects, and to encourage women to apply for a scientific and engineering carrier.

Table of contents

1.	General Information	5
2.	Gender Action Plan Publishable Results.....	5
2.1	Comprehensive short description of the GAP main achievements (publishable).....	5
2.2	Short summary of any problems that were encountered (publishable).....	5
2.3	Short summary on future plans and prospects for the GAP (publishable).....	5
3.	Scientific Leadership And Management, And Workforce Statistics For The Project	7
4.	Gender Actions Undertaken	9
4.1	Gender balance within Project workforce.....	9
4.2	Raising gender awareness	11
4.3	Promotion of Women in Science	14
4.4	Monitoring Action Plan Implementation	16
4.5	Other.....	17
5.	Total Expenditure On The Gender Action Plan For The Project.....	18
6.	Gender Issues In The Research Content	18

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1. General Information

1.1. Contract No.: 507581

1.2. Thematic priority: PRIORITY 2 “Information Society Technologies”

1.3. Instrument: Integrated Project

1.4. Project Acronym: WINNER

1.5. Period covered (Start Date – End Date): 01/01/2004 - 31/12/2005

1.6. Name and title of co-ordinator: Dr. Werner Mohr, Siemens AG

2. Gender Action Plan Publishable Results

2.1 Comprehensive short description of the GAP main achievements (publishable)

Gender mainstreaming is the systematic integration of gender equality into all policies and programmes, into organisations and their cultures.” [European Commission, The Helsinki Group on Women and Science: “National Policies on Women and Science in Europe”, a report about women and science in 30 countries by Professor Teresa Rees, March 2002.] The Consortium has considered the integration of the gender dimension in FP6 in accordance with the principles of the Amsterdam treaty as a challenge. According to a survey made in the start period of WINNER only around 15 % of the participants were women. This was seen satisfactory considering the portion of women fulfilling the prerequisites for a scientific career.

2.2 Short summary of any problems that were encountered (publishable)

The downturn in the communications industry had also major consequences in the employment: many people were laid off, and any new employment was reduced to a minimum. In consequence, there was only very little room for developing and following a specific gender strategy during past years.

2.3 Short summary on future plans and prospects for the GAP (publishable)

The Gender Action Plan activities started by WINNER will be continued in phase II of the project (WINNER II). The project will cooperate closely with the other Wireless World Initiative (WWI) projects in a joint effort to:

- raise the “gender-awareness” in projects within WWI itself. An enhanced gender-awareness among researchers will help to visualize the issue and set targets within European research with respect to gender issues.
- encourage female scientists and engineers to participate in longer term RTD projects being of national and international funded programmes within the European Research Area.

- encourage women to apply for a scientific and engineering carrier in their academic choice of occupation. There will be a lack of good qualified scientists and engineers in Europe the coming period which will open up for interesting and challenging job opportunities in particular for women.

3. Scientific Leadership And Management, And Workforce Statistics For The Project

	Contractor short name	Scientific manager				Scientific team leader / work package manager				Experienced researcher (> 4 years)				Early researcher (<= 4 years)				PhD students				Technical staff				Other				
		# W	# M	%W	%M	# W	# M	%W	%M	# W	# M	%W	%M	# W	# M	%W	%M	# W	# M	%W	%M	# W	# M	%W	%M	# W	# M	%W	%M	
P01	SAG		2		100	1	1	50	50	1	1	50	50		4		100													
P02	AAU	1	1	50	50	1		100		1	1	50	50		1		100					1		100	1		100			
P03	ACL						1		100	1	2	33	67																	
P04	CU									1	2	33	67		2		100	1	6	14	86									
P05	CTTC										1		100	1	1	50	50													
P06	CTH		1		100		1		100	1	4	20	80	1	1	50	50	2	1	67	33				3		100			
P07	CATR		1		100						1		100		2		100													
P08	DLR										1		100		1		100													
P09	DoCoMo		1		100						1		100		1		100													
P11	EAB		1		100		2		100		7		100																	
P13	EURC		1		100																	1		100	1		100			
P14	FT R&D					1		100		1	2	33	67	1	4	20	80		1		100									
P15	FLE										1		100																	
P16	HUT		1		100		1		100		1		100																	
P17	IBM US		1		100		1		100						1		100		1		100									
P18	KTH		1		100					1	2	33	67						2		100									
P19	LUK									1		100	1	1	50	50														
P20	MOT						1		100		1		100		0.5		100													
P21	NTUA		1		100		1		100		1		100						4		100				1		100			
P24	PRL						0.2		100		1.8		100																	
P26	PUT		1		100		2		100	1	3	25	75		2		100	1	1	50	50									
P27	AU						2		100						4		100		4		100									

	Contractor short name	Scientific manager				Scientific team leader / work package manager				Experienced researcher (> 4 years)				Early researcher (<= 4 years)				PhD students				Technical staff				Other			
		# W	# M	%W	%M	# W	# M	%W	%M	# W	# M	%W	%M	# W	# M	%W	%M	# W	# M	%W	%M	# W	# M	%W	%M	# W	# M	%W	%M
P28	SEUK	1	48	2	98		2		100	5	77	6	94	3	14	18	82						9		100	13	4	76	24
P29	SMC						1		100		4		100									1		100					
P31	VTT		2		100					1	2	33	67																
P32	TUD																												
P33	TUI																	1		100									
P34	TID						1		100		4		100		1		100												
P36	UniS		1		100	1	1	50	50	1	1	50	50						2		100								
P37	VODA						1		100		1		100		1		100												
P38	SAGO										2		100																
P39	NOKCH	1		100			1		100	1	1	50	50																
P41	EBITT(P10)						1		100		1		100					1	2	33	67								
P42	EABD(P11)						1		100																				
P44	SAGIT(P29)						1		100		3		100																

4. Gender Actions Undertaken

4.1 Gender balance within Project workforce

	Partner name	Actions taken	Description	Results achieved	Success rate (score 1-5) ¹	Comment
P01	SAG	Yes	Employ female scientific expert	Yes	5	New female scientific expert taken on board
P02	AAU	Yes	To involve a balanced number of female and male researchers in the project	Yes	5	
P04	CU	No	No specific actions were taken within the Carleton WINNER Project team. Faculty, postdoctoral researchers and students were chosen to participate in the WINNER project based on their interests and expertise. However the Faculty of Engineering in Carleton University as a whole is taking positive steps to increase the number of women faculty members and students. All faculty employment advertisements contain specifically encouraging women to apply. The Canadian research funding agency, NSERC, has a University Faculty Awards funding program specifically addressing the under-representation of women in Science and Engineering university positions. The female faculty member in the Carleton WINNER project team received one of these		3	In our university department, Systems and Computer Engineering, there are 5 women faculty members out of a total of 42 faculty members (12%). The year-to-year proportion of women students in the Faculty of Engineering is roughly in the 15% to 20% range.

¹ 1 indicates a poor result, 5 indicates a good result

			awards.			
P05	CTTC	Yes	Selection of project team	Yes	4	Project team balance: 2 male, 1 female, person-month balance around 50%
P07	CATR	Yes	Selection of project team	No	1	There are approximately 40% female employees in our department, they are working on 3G wireless technologies, Wireless Access technologies, evaluation, trial and standards, etc. But not any of them working on the spectrum, because we are focusing on the spectrum issues in WINNER project, there are no women involved in the project from CATR.
P08	DLR	No				DLR is an equal opportunity employer that assigns resources to its project based on the resources competences and availability without considering their gender. Not a task of individual technical projects.
P11 / P42	EAB / EABD	No				Ericsson AB is an equal opportunity employer that assigns resources to its project based on the resources competences and availability without considering their gender. Not a task of individual technical projects.
P14	FTR&D	Yes	Selection of project team	Yes	5	Female researcher was proposed as WP leader
P15	FLE	No				FLE is an equal opportunity employer that assigns resources to its project based on the resources competences and availability without considering their gender. Not a task of individual technical projects.
P16	HUT	Yes	Selection of project team	No	1	The female worker of my group does not study the aspects that were our part of the project.
P17	IBM US	No	Hiring process gender neutral (Company processes guarantee gender neutral)	No		Staff assigned to project was already on board, no new hire
P26	PUT	No				Such a problem does not exist due to a limited number of women who can participate in the project (2 female Additional Cost participants of the project at PUT) As an

						equal opportunity employer PUT assigns scientists to the tasks based on their competence only.
P28	SEUK	Yes	Out of 3 people that were assigned for WINNER in total, one was a woman	Yes	3	2 women in the research group, 1 of them contributed to WINNER
P29 / P44	SMC / SAGIT	Yes	Achieve gender balance in Winner project: However, SMC CRD NT RS laboratory has no female staff with suitable skills for Winner.	No	1	Currently there are very limited recruiting opportunities that prevent from balancing skills among genders.
P31	VTT	Yes	Improve gender balance	Yes	4	In 2005 the project manager for WINNER at VTT was a woman.
P34	TID	Yes	To improve gender balance	Yes	2	Currently 30% of Telefónica I+D employees, basically engineers, are women, a high percentage considering the average European ratio. This percentage reflects the women who finalize telecommunication and software engineering. Currently, in the new generation of telecommunication engineers this ratio could increase at 40%. In WINNER II Telefónica I+D will incorporate a woman in its team.
P36	UniS	Yes	In the beginning of the WINNER project the university advertised the post widely and one woman applied. The rest of applications were men.	Yes	5	One of the posts was granted to the only woman applied.
P41	EBITT	Yes	Employ female researchers when applicable	Yes	3	

4.2 Raising gender awareness

	Partner name	Actions taken	Description	Results achieved	Success rate (score 1-5) ²	Comment
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² 1 indicates a poor result, 5 indicates a good result

P04	CU	No	No specific actions were taken within the Carleton WINNER Project team. Carleton University as a whole has a gender equity policy (see www.carleton.ca/equity/gender/policy.htm). Among other things, it states: “Carleton University affirms the sex and gender equality of all individuals in the University community. Gender equality among faculty, students, staff and associated professionals is a source of human excellence, cultural enrichment and social strength. The University recognizes that a harmonious climate in relation to gender is essential to the academic, professional and personal development of its members. The University acknowledges its ongoing responsibility to develop and support a responsive and open environment that is gender inclusive and responsive; to promote anti-sexism; and to create a study, work and living environment that is free of discrimination and harassment on the basis of sex, gender or gender identity.”	4	In Carleton University as a whole, the total student population is about 50% female, and the overall percentage of female faculty is considerably higher than that in Engineering.
P16	HUT	No			This aspect (and others in this table) is of course very important but these actions belong to the tasks of the line organisation.
P18	KTH	Yes	KTH is a proactive university with respect to equality and gender, continuously working to: <ul style="list-style-type: none"> ▪ Spread knowledge about gender and equality issues to students and staff 		The ambition and strategy of KTH is to implement the mentioned policies in all branches throughout the university, especially when new activities such as Linné Centres are established. In the research arena, being by tradition very open with respect to international collaborations, the ethnicity aspects are clearly broadly

			<p>at all levels</p> <ul style="list-style-type: none"> ▪ Promote the development and application of new technology supporting the needs of each individual ▪ Contribute to a diversified campus life with emphasis on student and staff needs and preferences ▪ Create an open atmosphere with zero tolerance to discrimination or harassment of any sort. 			<p>accepted as evident from the international origin of applicants as well as future co-workers and the fact that as much as 30% of the Ph.D. students and a substantial fraction of the faculty are of have non-Swedish origin.</p>
P26	PUT	No				<p>Scientific results achieved by particular project participants (male or female) are evaluated with respect of their value for the project only.</p>
P27	AU	No				<p>Employment of special commissioners within the university which are responsible for gender mainstreaming, but no project specific action.</p>
P36	UniS	Yes	<p>University of Surrey is an equal opportunity institution and it is strongly committed to its Equal Opportunities Policy.</p>			<p>In particular, the law requires that no gender, will receive less favourable treatment. The University is committed to a programme of actions to ensure that this Policy is fully effective. An Equality & Diversity Adviser is responsible for promoting the development and implementation of the policy through guidance, co-ordination of training courses, continual monitoring and disseminating best practice processes.</p>

4.3 Promotion of Women in Science

	Partner name	Actions taken	Description	Results achieved	Success rate (score 1-5) ³	Comment
P02	AAU	Yes	No goal targeting action had been taken, however, the involvement of female staff on a management and team leading level automatically promotes the visibility of women's participation in science		5	
P04	CU	No	No specific actions were taken within the Carleton WINNER Project team. Carleton University as a whole has a branch of WISE (Women in Science and Engineering), [www.wise-ottawa.ca] which is a national organization founded by one of the other female faculty members of our department. WISE, which also has a student branch at Carleton, aims to encourage women to seek engineering and science careers, and provides mentoring programs for beginning female scientists and students.		4	
P17	IBM US	No	Company permanently promoting Women in Science			Several programs available to encourage and support women in technology
P18	KTH	Yes	KTH is a proactive university with respect to equality and gender, continuously working to recruit the best staff members and student irrespective of gender, ethnical origin, religion, sexual preferences or disabilities			To actively promote a staff recruitment particular we will follow the activities of the program "KTH future faculty", which is a KTH program initiated in 2005 to secure balanced and diversified long term recruitment opportunities of academic staff at KTH. The initial part of the program has been focused on the following three activities: the academic career and recruitment situation, education of supervisor- and teaching staff and

³ 1 indicates a poor result, 5 indicates a good result

						infrastructure support with respect to gender and equality policies. Definition and appointment of all new positions will be carefully considered and evaluated in the light of the goals set up by the Future Faculty program.
P27	AU	Yes	ComNets is organising a “Girls day” for female students close before leaving the school towards the university in order to raise awareness about the interesting work of engineers. Young women at the end of their schooldays should be made aware of and attracted for engineering studies.	Yes	3	Increased rate of female students in engineering
P32	TUD	Yes	<p>All actions concerning a fair balance between women and men are undertaken by a specialized department which, among other activities, focuses on the support of women in science before, during and after their studies. Furthermore every faculty has its own department also handling this topic. Therefore it is hard to divide undertaken activities in the given categories. Only a few ongoing activities should be named:</p> <ul style="list-style-type: none"> ▪ Cooperation with both are centres for the promotion of women in science (femtec, elisa) ▪ Support, integration and development of new gender research projects ▪ Work-Life balance ▪ Integration of gender action plans into every faculty ▪ Integration and promotion of equal 	Yes		During the last years the number of women studying and working at the TU Dresden increased (almost monotonic). For further information please contact Mrs. Schober (email: schober-GB@mailbox.tu-dresden.de).

			right elements in new organizational structures			
P34	TID	Yes	To facilitate women work taking into account women family role	Yes	3	To women's work Telefónica I+D promote legal measures to facilitate conciliation of family needs and work demands. This applies to women with children, as example shortened work times and extended lactation leaves are offered, beyond the Spanish legal requirement, not very generous in comparison with the European average.

4.4 Monitoring Action Plan Implementation

	Partner name	Actions taken	Description	Results achieved	Success rate (score 1-5) ⁴	Comment
P04	CU	No	No specific actions were taken within the Carleton WINNER Project team. Quoting again from Carleton University's gender equity plan: "The Office of Equity Services is responsible for the effective implementation of this policy. Within Equity Services, the Status of Women Office has a broad mandate to monitor and provide information, education, training and advice on all aspects of this policy. The Office does not advocate for any individual or group and maintains an impartial stance in addressing complaints of sexual discrimination and gender harassment. The expertise and experience of members of the Equity		4	

⁴ 1 indicates a poor result, 5 indicates a good result

		Services unit are available to all persons who are involved with a complaint under the University's Human Rights Policies and Procedures. The Status of Women Office is assisted by the Presidential Advisory Committee on the Status of Women (PACSW), the mandate of which is to review the status of women at Carleton University and to make recommendations for policy and procedural changes. Pending implementation of a human rights audit process, the PACSW reports to the University.”		
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4.5 Other

	Partner name	Actions taken	Description	Results achieved	Success rate (score 1-5) ⁵	Comment
P06	CTH	Yes	Long term Gender Action Plan: Both Chalmers and Department of Signals and Systems have gender action plans.	No	1	This is long term work that has not yet resulted in any significant improvement on gender balance at our department. Our goal is however to engage more women in future.
P29 / P44	SMC / SAGIT	Yes	Balance in WWI Projects: SMC CRD NT RS laboratory participates in 2 WWI Projects: Winner and Ambient Networks. Although there is no female staff with suitable skills for Winner in CRD NT RS, there is for AN project.	Yes	4	SMC participation to WWI AN Project is coordinated by a female manager. Currently there are very limited recruiting opportunities that prevent from balancing skills among genders.

⁵ 1 indicates a poor result, 5 indicates a good result

5. Total Expenditure On The Gender Action Plan For The Project

No budget has been specifically assigned to the Gender Action Plan, and no costs have occurred

6. Gender Issues In The Research Content

WINNER is a technology project. No specific gender issues occurred.