



**IST-4-027756 WINNER II**  
**D7.1.4**  
***Report on 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 II is a technology project, and no specific gender issues occurred in the course of the project. Nevertheless, the big majority of WINNER II 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 II 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 II 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 impede achieving a more equal gender balance.

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## 1. General Information

1.1. Contract No.: 027756

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

1.3. Instrument: Integrated Project

1.4. Project Acronym: WINNER II

1.5. Period covered (Start Date – End Date): 01/01/2006 - 31/12/2007

1.6. Name and title of co-ordinator: Dr. Werner Mohr, Nokia Siemens Networks GmbH and Co. KG

## 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.

The detailed information provided by project partners as detailed in the remainder of this document highlight the commitment of Winner II partners in terms of gender equality. Many partners have stated that they are equal opportunity employer, and that project participants at any level of qualification were chosen purely based on interest and expertise. It can be observed that contractors take positive steps to increase the number of women, e.g. in employment advertisements by specifically encouraging women to apply, or even privileging their applications. Efforts have also been made in terms of working conditions, to accommodate specific needs of woman due their family role. At academic institutions, some of the actions were particularly focused on female candidates for studies in Electronics and Communications. Special posters for female students were distributed in high schools.

On the other hand, partners also stressed that gender equality can not be fully achieved in a short 2 years project, also in the light of the limited number of women available in the staff of the respective organisations.

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

During the project period of Winner II the downturn in the communications industry has continued, and a number of mergers have taken place which have also affected a number of Winner II contractors. This 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)**

After the successful completion of Winner I, Gender Action Plan related activities have been continued in Winner II. As there will be no follow-up project after the closure of Winner II, there are no further Gender Action related plans.

### 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	Now P48																													
P02	AAU					1		100			1		100		1	2	33	66									1		100	
P03	ACL		1		100	1		100			1		100																	
P04	CU									1	4	20	80		2		100		2	7	22	78								
P05	CEA-LETI	1		100	1		1		100		4		100																	
P06	CTTC									1	1	50	50																	
P07	CTH		1	0	100		1	0	100	1	2	33	67		1	0	100		1	1	50	50				3		100	0	
P08	CATR		1		100						4		100		2		100		1	1	50	50								
P09	DLR										2		100			1		100												
P10	DoCoMo		1		100		1		100						1		100													
P11	void																													
P12	Now P47																													
P13	Now P47																													
P14	EAB						1		100		5		100			1		100												
P15	void																													
P16	Eurescom																										1	1	50	50
P17	FT R&D					1		100		2	4	33	67		1	2	33	67	1	1	50	50								
P18	FLE		1		100						1		100																	
P19	void																													
P20	void																													
P21	KTH						2		100		1		100							3		100								
P22	Now P49																													

	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				
P23	MOT					1	1	50	50	1	1	50	50																				
P24	NTUA		1		100						1		100						2		100												
P25	NOKIA		1		100		3		100	1	5	17	83																				
P26	Now P50																																
P27	NORTEL	1		100						1	1	50	50						1		100												
P28	PRL										1		100																				
P29	PTIN		1		100		1		100		1		100													2	1	75	25				
P30	PUT		1		100		1		100	1	4	20	80					1	2	33	67	1		100									
P31	QUA		1		100						1		100																				
P32	RWTH						1		100	1	5	17	83																				
P33	SEUK						1		100		1		100		1		100																
P34	SAGO										2		100		1		100																
P35	SAGCN																																
P36	Now P48																																
P37	SGSK										3		100		1		100																
P38	VTT		1		100	1	4	20	80	1	1	50	50					1		100			1		100								
P39	TUD																		2		100												
P40	TUI		1		100													3	3	50	50												
P41	TID						1		100	1	5	16	84																				
P42	UOULU																																
P43	UniS		1		100	1	1	50	50	1	1	50	50						2		100												
P44	VODA										1		100																				
P45	BenQ																																
P46	NSNG		2		100		1		100	2	5	29	61																				
P47	EBITG		1		100		2		100		1		100						2		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	
P48	NSNI						1		100		3		100		1		100													
P49	ALUK	1	0	100	0										3		100													
P50	NSNCH	1		100						1	1	50	50						1		100									

## 4. Gender Actions Undertaken

### 4.1 Gender balance within Project workforce

	Partner name	Actions taken	Description	Results achieved	Success rate (score 1-5) <sup>1</sup>	Comment
02	AAU	good	Equal distribution of workload regardless of gender	Good completion	5	
04	CU	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 awards.	See above table	3	In our university department, Systems and Computer Engineering, there are 5 women faculty members out of a total of 53 faculty members (9.4 %). The year-to-year proportion of women students in the Faculty of Engineering is roughly in the 15% to 20% range.
05	CEA-LETI	Selection of project team		A female researcher was proposed as	5	

<sup>1</sup> 1 indicates a poor result, 5 indicates a good result

				scientific manager		
06	CTTC	Selection of project team and assignment of tasks within the project is gender-neutral		Gender balance	5	CTTC 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.
08	CATR	Yes	Improve gender balance	Yes	4	4 men, 2 women in the research team
09	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.
17	FTR&D	Selection of project team to guarantee gender balance.	Female participants only contributed to WP5 and WP4/T8. Female scientific team leader selected for QEG.	5 females out of 12 total contributors to the project	4	Almost 50% balanced achieved
23	MOT	Yes	Involve a balanced number of women and men in the project	Yes	5	
24	NTUA	No				Staff assigned to project was already on board, no new hire.
25	NOKIA					Nokia is an equal opportunity employer that assigns resources to projects based on their competence, availability, and suitability. Thus we are gender neutral.
27	NORTEL	No	No specific actions – team was chosen from those available with the appropriate skills within the existing department	No	3	
29	PTIN	Yes	During team selection, equal gender employment policy is taken into account to improve the balance.			PT Inovação HR policy is to source resources according the technical competences and availability.

30	PUT	No				Such a problem cannot be solved due to a limited number of women who are the staff members and can participate in the project (2 female Additional Cost participants take part in the project at PUT). As an equal opportunity employer PUT assigns scientists to the tasks based on their competence only.
32	RWTH	No specific action				
33	SEUK	None				Company recruiting and career policy is gender neutral.
34	SAGO					Siemens AG Österreich 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
38	VTT	Yes Keeping gender balance within project workforce in balance		Yes	4	Over 40 % of VTT's work effort in WINNER II has been done by women
39	TUD	job advertisements published by TUD	In all job advertisements is included that women are privileged with the same occupational aptitude	Less applications from women	1	
40	TUI	No				
41	TID	Yes	To facilitate women work taking into account women family role	Yes	4	To facilitate women's work Telefónica I+D promote 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.

43	UniS	Yes	One of the posts in WINNER II was granted to the only woman applied for the job in WINNER I and was successful in the project.	Yes	5	
44	VODA					With only one person in project, balance is difficult
46	NSNG	Yes	Female scientific experts continued to work in the project	Yes	5	No major changes in the composition of the team
47	EBITG	Tried to employ female researchers	In phase I we had one female researcher	Unfortunately she left to another firm	1	In WINNER phase I the balance was better. The change has not been intentional, but rather accidental.
48	NSNI	Recruitment of new Researchers	There has been an opening for new recruitments during first part of 2006. Two male Researchers were recruited since it was not possible to identify qualified and motivated women.	None	1	

#### 4.2 Raising gender awareness

	Partner name	Actions taken	Description	Results achieved	Success rate (score 1-5) <sup>2</sup>	Comment
02	AAU	Appearances at public events	IST Summit demo, WRC demo			
04	CU	No specific actions were taken within the Carleton WINNER Project team.	Carleton University as a whole has a gender equity policy (see <a href="http://www.carleton.ca/equity/gender/policy.htm">www.carleton.ca/equity/gender/policy.htm</a> ). Among other things, it states: <i>“Carleton University affirms the sex and gender equality of all individuals in the University community. Gender equality</i>	In Carleton University as a whole, the total student population is about	3	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.

<sup>2</sup> 1 indicates a poor result, 5 indicates a good result

			<p><i>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.”</i></p>	<p>50% female, and the overall percentage of female faculty is considerably higher than that in Engineering.</p>		
05	CEA-LETI	<p>No goal targeting action had been taken, however, the involvement of female staff on a management level promotes the visibility of women’s participation in science</p>			3	
P21	KTH	<p>Yes</p>	<p>KTH is a proactive university with respect to equality and gender, continuously working to:</p> <ul style="list-style-type: none"> <li>▪ Spread knowledge about gender and equality issues to students and staff at all levels</li> <li>▪ Promote the development and application of new technology supporting the needs of each individual</li> </ul>			<p>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 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>

			<ul style="list-style-type: none"> <li>▪ Contribute to a diversified campus life with emphasis on student and staff needs and preferences</li> <li>▪ Create an open atmosphere with zero tolerance to discrimination or harassment of any sort.</li> </ul>			
27	NORTEL	No	No specific actions as Nortel has an equal opportunities policy	No	3	
29	PTIN	Yes	Increasing rate of women in project coordination and leadership.	Yes	4	
30	PUT	Yes	Action is particularly focused on female candidates for studies in Electronics and Communications. Special posters for female students are distributed in high schools	So far very limited	1	In the WINNER project scientific results achieved by particular project participants (male or female) are evaluated with respect of their value for the project only.
32	RWTH	No specific action				
33	SEUK	None				Company recruiting and career policy is gender neutral.
34	SAGO					Not a task of individual technical projects
39	TUD	Women support plan" of TUD	Implementation of a routing programme for TUD aimed to the increase of the proportion of women			
40	TUI	No				
41	TID	Yes	The participation in WINNER, has supposed some inconvenient to a woman with family of our organization, because trips had suppose a challenge to her (kids care).	Yes	3	We have tried to be flexible trying to assign trips to people without special family limitations.
43	UniS	Yes	University of Surrey is an equal opportunity institution and it is strongly committed to its Equal Opportunities	Yes	5	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 &

			Policy.			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.
44	VODA	Vodafone has an equal opportunities policy. Also a maternity, parental and paternity leave policy, and a policy on time off to care for dependants		VOD WINNER researcher benefited from Vodafone paternity leave policy		
46	NSNG	No				Due to significant restructuring no special actions taken
47	EBITG	No specific action				

### 4.3 Promotion of Women in Science

	Partner name	Actions taken	Description	Results achieved	Success rate (score 1-5) <sup>3</sup>	Comment
04	CU	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), [		Carleton University as a whole has a branch of WISE (Women in Science and Engineering), [ <a href="http://www.wise-ottawa.ca">www.wise-ottawa.ca</a> ] which is a national	3	

<sup>3</sup> 1 indicates a poor result, 5 indicates a good result

		<a href="http://www.wise-ottawa.ca">www.wise-ottawa.ca</a> ] 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.		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.		
05	CEA-LETI	No goal targeting action had been taken, however, the involvement of female staff on a management level promotes the visibility of women's participation in science			3	
24	NTUA	No	Company permanently promoting Women in Science			Many women in the company but none contributed to WINNER.
27	NORTEL	No	No specific actions taken within the Nortel WINNER project team	No	3	
29	PTIN	Yes	No specific actions have been taken into account to promote Women in the science. However the increasing number of Women in leading projects increases the women visibility in the meetings, workshops and conferences, etc.	Yes	3	

30	PUT	Yes	No specific action has been undertaken, but presence of women among staff members is highly welcomed	So far very moderate		
32	RWTH	Yes	Girls day			Hard to rate
33	SEUK	None				Company recruiting and career policy is gender neutral.
34	SAGO					Not a task of individual technical projects
39	TUD	Girls Day, Summer University, "Pupil labs"	Special events, particularly focused on the participation of girls/women		3	
40	TUI	No				
43	UniS		In UniS, 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.			
47	EBITG	No				
48	NSNI	Internships	NSNI has strong relations with University. Internships are usually set-up. A number of internships have been set-up on Winner related topics.	2 Internship have been set-up on Winner related topics	4	

**4.4 Monitoring Action Plan Implementation**

	<b>Partner name</b>	<b>Actions taken</b>	<b>Description</b>	<b>Results achieved</b>	<b>Success rate (score 1-5)<sup>4</sup></b>	<b>Comment</b>
04	CU	No specific actions were taken within the Carleton WINNER Project team.	Quoting again from Carleton University's gender equity plan: <i>"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 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."</i>		3	
05	CEA-LETI	No specific action has been undertaken. CEA-LETI is an equal			2	

<sup>4</sup> 1 indicates a poor result, 5 indicates a good result

		opportunity institution. The ratio of women reflects the ratio of women in engineering schools, which is about 30%				
27	NORTEL	No	No specific actions taken within the Nortel WINNER project team	No	3	
30	PUT	No				Monitoring is an easy task to a very limited number of women among staff members
32	RWTH	No				
33	SEUK	None				Company recruiting and career policy is gender neutral.
34	SAGO					Not a task of individual technical projects
40	TUI	No				
43	UniS	No	No specific actions were taken within the UniS WINNER Project team.			
47	EBITG	No				
48	NSNI	Plan Monitoring	NSNI Recruitment and Internship are always conducted assuring equal opportunities to both genders	See "Internships"	2	

4.5 Other

	Partner name	Actions taken	Description	Results achieved	Success rate (score 1-5) <sup>5</sup>	Comment
07	CTH	Gender plan	Both Chalmers and Department of Signals and Systems have gender action plans	Work in progress		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.
14	Ericsson AB					Ericsson AB is an equal opportunity employer that assigns resources to its project based on the resources, competences and availability without considering their gender. It is not a task of an individual technical project to assign resources specifically based on gender.
31	QUA	Equal Employment Opportunity and Affirmative Action	<p>As part of our commitment to a diverse and inclusive work environment, Qualcomm provides equal employment opportunities for all applicants and in all aspects of employment without consideration of race, ethnicity, religion, colour, national origin, age, gender, marital status, sexual orientation, gender identity and/or expression, veteran status, disability or any other basis prohibited by law.</p> <p>We also adhere to an Affirmative Action Plan, which outlines our commitment to equal employment and serves as a basis for all employment activities. Qualcomm is committed to affirmative action and makes good faith efforts to employ and promote women, minorities, people with disabilities and veterans at all levels of the organization. Around the world, we are committed to compliance with the regulations of each country</p>	Qualcomm makes all employment decisions based on selecting the best qualified person while striving to promote diversity and inclusion within our organization.	5	

<sup>5</sup> 1 indicates a poor result, 5 indicates a good result

			where we conduct business.			
32	RWTH	No				
33	SEUK	None				
34	SAGO					Not a task of individual technical projects
39	TUD	<ul style="list-style-type: none"> <li>- Promotion of the scientific offspring</li> <li>- Audit "familien-gerechte Hochschule"</li> </ul>	<ul style="list-style-type: none"> <li>- Implementation of a career-service-centre / coaching programme to arise the proportion of women</li> <li>- Certification of the berufundfamilie GmbH that TUD is family-oriented</li> </ul>	Limited financial resources	3	
40	TUI	No				

## **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 II is a technology project. No specific gender issues occurred.