

MASMICRO – GENDER AWARENESS QUESTIONNAIRE

How many employees does your company have?	150
How many of these are women?	55
How many women within your organisation are involved in the Masmicro Project?	2
Please describe the current best practises within your organisation; this could include (but is not limited to) recruitment, working hours, life home balances, crèche facilities etc, etc	
<p>Recruitment main strategies of AIN rely on public rules for selection of students for 2-year granted fellowships. Regional regulations for granting assure complete gender equality criteria, and therefore the same criteria applies on benefited companies thereof.</p> <p>With regard working hours AIN professionals are subjected to standard regulations fixing the number of working hours per year in 1740 h. This number of working hours allows a good conciliation between home life and professional performance. Moreover, AIN working journey is flexible enough, so that home and familiar issues can be managed appropriately, regardless women or men.</p> <p>Presently, almost 80% of AIN female working staff above 30-years conciliate adequately maternity and working time. AIN staff can also chose temporally flexible or shorter working day schedule, in order to better manage familiar issues.</p>	
Please describe how you envisage that you will encourage the women in your organisation to participate in RTD activities within Masmicro	
<p>Our experience along 15 years of activities indicate us that participation of women in RTD depends on the specific field of application. Traditionally, material science and engineer is not a popular topic among female students, neither in Navarre nor in Spain. This feature is probably the same in the rest of Europe. Consequently, female recruitment is in general seriously limited as due to pure statistical facts.</p> <p>During last years, our group has carried out recruitment among students in chemistry and chemical engineer. This has given as a result a good balance between male and female recruitment. In fact, larger number of female staff have extended their public granted fellowships into direct contracts with the company.</p>	

Please describe your thought on how to achieve the following

2 public events (within your country)

If reached a sufficient critical mass among MASMICRO partners

Local events such workshops in local high schools

Feasible

Internships for Women

Feasible

Attracting more women to manufacturing industries

Though traditionally access of women to technical studies was limited, this trend is changing rapidly. Presently, the number of female students in technical degrees has reached that of male students. Nevertheless, the ratio between male and female access to technical position in companies is still favourable to the former.

There are many reasons for that. First and more unreasonable is the thought among company owners that conciliation of familiar issues is more detrimental for the working performance in the case of female staff.

Therefore, *attracting women to manufacturing industry* is not really the matter, but *attracting manufacturing to women capabilities and skills* must be favoured and promoted.

Please confirm if you can nominate an employee to be part of the advisory board – although this is not compulsory (I would suggest we are only looking for 6-10 members), these do need to be split across Europe

Please nominate the woman who will form part of the Gender Awareness Group

Name: Ms Rosario Martínez

Current responsibilities: Physicist. Responsible of the characterization laboratory of AIN

Contact details:

Address: same as AIN headquarter

Tlf: + 34 948 421 101
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Please provide details of any person you are aware of who would like to act as the independent chairperson

Name

Current responsibilities

Contact details

Signed: Gonzalo G Fuentes - AIN

Date: August 2nd 2005