

MASMICRO – GENDER AWARENESS QUESTIONNAIRE

How many employees does your company have?	825
How many of these are women?	206
How many women within your organisation are involved in the Masmicro Project?	1
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>Empa</p> <ul style="list-style-type: none"> • organises child care facilities, • appoints a gender equality officer, • has family friendly working conditions (part-time-work is possible), • organises conferences, seminars, and lectures with gender experts (2 to 4 events per year), • designs and implements mentoring schemes for women (Empa-Mentoring-Program since 2002), • organises a girls' day (once a year since 2002). • maintains a large web site dedicated to the so-called "Kristall Equal Opportunities Programme" (http://wws.empa.ch/plugin/template/empa/638/*/--/l=2) (mainly in German) 	
Please describe how you envisage that you will encourage the women in your organisation to participate in RTD activities within Masmicro	
<p>At the Laboratory for Materials Science of Empa, three women work on RTD activities. One of these women is involved in Masmicro. A second woman is partially involved in discussions about the project. One (female) student apprentice will also dedicate part of her work to Masmicro within the next six months.</p>	

Please describe your thought on how to achieve the following

2 public events (within your country)

- Empa already organises twice a year a course on career management for female junior scientists (PhD students) which is open to the public.

Local events such workshops in local high schools

- Empa organises a travelling exhibition visiting local high schools, i.e. in the canton Berne/CH, to attract more young people and especially women for technical professions.

Internships for Women

- Empa regularly employs female student apprentices. Currently, there are two female student apprentices at Empa working in RTD fields related to Masmicro.

Attracting more women to manufacturing industries women

- Empa organises a summer camp for girls (taking care for pupils, with insights into research and technology suitable for children)

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

please refer to my email

Current responsibilities

Contact details

Please provide details of any person you are aware of who would like to act as the independent chairperson

Name

n/a

Current responsibilities

Contact details

Signed: *Stephan Fahlbusch*

Date: 26-Jul-05

