

MASMICRO – GENDER AWARENESS QUESTIONNAIRE

How many employees does your company have?	183 (without students)
How many of these are women?	49
How many women within your organisation are involved in the Masmicro Project?	1 scientific + some administrative employees
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>Many Fraunhofer Institutes offer special work experience opportunities and open days to encourage more young women to take up an interest in technical subjects and thus widen their range of possible career choices. The “Girls’ Day” project, sponsored by two German ministries, has become a permanent institution within the Fraunhofer Institutes since the year 2002.</p> <p>The female doctorate program contributes to the promotion of future scientists within the scope of equal opportunity policies. The Executive Board of the Fraunhofer Gesellschaft introduced this program in 1999 to motivate and reward Fraunhofer Institutes to engage more female junior employees. The selection criteria are the quota of female scientists, equal opportunity policies in the institutes and faculties (preference given to faculties in which women are under-represented, such as physics, electrical engineering and mechanical engineering). A seminar on “career planning for junior women scientists” was elaborated for the participants to help them with the planning of their future career.</p> <p>Like other organizations, the Fraunhofer Gesellschaft employs mentoring programs as a means of helping women to make progress in their careers. Each junior candidate is supervised by an experienced manager. Some mentoring programs allow students to take an inside look at the world of research, others are designed as internal programs. The cross-mentoring program in Munich takes a more unusual approach: The mentor and “mentee” come from different companies. This allows them to speak more freely about problems and weaknesses than if they were from the same company. A new initiative is offered by the mentoring program “TANDEM...plus”. The Aachen University of Technology, the University of Karlsruhe and the Fraunhofer Gesellschaft cooperate to support junior women scientists on their way to professorship. This program offers universities and research institutions a platform through which to conduct international exchanges of high-potential students, with the long-term aim of achieving gender equality in top academic posts.</p> <p>Another important part of the Fraunhofer equal opportunities policy is the implementation of the Gender Equity Law: The application of this law and the appointment of a gender representative are intended to avoid discrimination in recruitment activities. Furthermore, these regulations aim at a better compatibility of family and job.</p> <p>Awards for outstanding human resources policies underline the significance accorded</p>	

to equal opportunities by the Fraunhofer Gesellschaft.

In 2000 the first Fraunhofer Institute obtain the audit certificate for “family and job”, awarded by the non-profit Hertie foundation. More flexible working hours, also for managers, alternating telework and sabbaticals are only a few of many family-friendly possibilities that are offered, and which are meanwhile being emulated by other Fraunhofer Institutes. More and more Fraunhofer Institutes now provide childcare facilities to help staff balance the demands of family and job. Some also provide nursery and crèche facilities.

Please describe how you envisage that you will encourage the women in your organisation to participate in RTD activities within Masmicro

For the experimental set-up, sometimes additional know how is necessary. This is for example expertise in the field of sapphire structuring, which is of great importance for the investigations made at the ILT. This support is provided by a female scientist within our department.

Please describe your thought on how to achieve the following

2 public events (within your country)

Local events such workshops in local high schools

Internships for Women

Attracting more women to manufacturing industries women

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

Current responsibilities

Contact details

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:

Date: