

MASMICRO – GENDER AWARENESS QUESTIONNAIRE

How many employees does your company have?	1 *)
How many of these are women?	0
How many women within your organisation are involved in the Masmicro Project?	0
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>Working hours are not fixed. But it's a full time job for both persons. Recruitment depends on the business development. It's possible that we need somebody end of this year or next year and we think of launching a subsidiary in asia. Creche facilities are not yet necessary.</p>	
Please describe how you envisage that you will encourage the women in your organisation to participate in RTD activities within Masmicro	

*) In total Latronics has only 2 people staff. We collaborate with Omicron GmbH. We are partner of Omicron GmbH for customized development of laser systems for industrial customer (for instance from the printing industry) and scientific customers. We concentrate on niche markets, mainly in the west of Germany, Benelux area and north of France. Concerning the Masmicro – project we also work together.

Please describe your thought on how to achieve the following

2 public events (within your country)

It's possible if we have to present something extra-ordinary. But we would do this than in co-operation with a partner company.

We exhibited this year at LASER 2005 It's the biggest laser fair word-wide and the most important in Europe. We have shows there the basic set-up of the Masmicro system as well.

Local events such workshops in local high schools

Yes, it's possible in co-operation with a partner. Concerning the Masmicro project we closely co-operate with the FH-Cologne (partner ASC; Prof. Cristoph Hartl).

Internships for Women

Attracting more women to manufacturing industries

I think that the lack of women in engineering sciences in Germany is a cultural problem that rises from the education in school (or even earlier). The way natural sciences and engineering sciences are taught is restricted to facts and not embedded in a more general point of view.

Things like more flexibility concerning working hours, life home balances, crèche facilities are only one aspect and could help to attract more women to manufacturing

industry.

I think that this topic is more a question of culture and education.

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: Hans Wilhelm

Date: 27.07.2005