

MASMICRO – GENDER AWARENESS QUESTIONNAIRE

Name of Company	Tyndall National Institute (formerly NMRC)
How many employees does your company have?	267
How many of these are women?	67
How many women within your organisation are involved in the Masmicro Project?	1 (indirectly – through accounts / admin support).
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: - All positions at Tyndall are open to both male & female applicants equally. Candidates are selected on the basis of their qualifications and experience level.</p> <p>Working hours:- Tyndall operated a flexible working time system. All staff are required to be present for certain core hours, but actual start and finish times can be arranged to suit personal circumstances. Part-time working & job sharing is also possible in certain positions, though for operational reasons, certain positions have to be maintained as full-time ones.</p> <p>Work Balance:- Tyndall participates in an annual work/life balance day and holds a number of family-oriented events throughout the year.</p> <p>Sports & Social Club:- Tyndall has an active sports and social club which is funded on a 50/50 basis by both the members and the organisation. The sports and social club organises events throughout the year, several of which are family-oriented.</p> <p>Creche Facilities:- Tyndall is part of University College Cork which operates a crèche to care for children of staff members.</p>	
Please describe how you envisage that you will encourage the women in your organisation to participate in RTD activities within Masmicro	
<p>At this time, the Tyndall staff assigned to the MASMICRO project happen to be all male. However, this has come about purely for operational, logistical and resource-deployment reasons. In the case of other projects, female researchers are involved. It is unlikely that this situation will change during the lifetime of the MASMICRO project as all the female researchers with suitable expertise are assigned to other project activities.</p>	

Please describe your thought on how to achieve the following

2 public events (within your country)

There is a “women in science” initiative already organised in Ireland and Tyndall actively participates in this. Public events have been organised throughout Ireland and some of these have recently been held in Tyndall. This will continue in the coming years and there will be at least one public event of this type held at Tyndall during each year of the MASMICRO project.

Local events such workshops in local high schools

One of Tyndall’s key missions is to encourage young people to study science subjects at school and at university. In Ireland in recent years there has been a fall in the numbers of students (both male & female) opting to take science courses at school and this is of major concern to the Irish government. Tyndall is involved in a number of educational outreach initiatives aimed at encouraging young students (of both genders) to study science and engineering subjects. Tyndall staff have undertaken visits to local schools and have organised information days for secondary school students in support of this initiative.

Internships for Women

Tyndall operates an internship programme for engineering and science students each summer. All internships are equally open to male and female applicants.

Attracting more women to manufacturing industries women

This needs to be addressed at the school and college level. Engineering and technical disciplines still tend to be occupied more by male than female personnel. When it comes to filling manufacturing jobs, male applicants usually outnumber female ones by a very large amount. Encouraging female students to undertake engineering and science courses is the only way to ensure that more suitably qualified women are available to the manufacturing industries in the future.

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

Cannot nominate anyone from Tyndall at present as the Tyndall team assigned to MASMICRO is all male as described above.

Name
Current responsibilities
Contact details

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

No preference.

Name
Current responsibilities
Contact details

Signed: Finbarr Waldron

Date: 24/08/2005