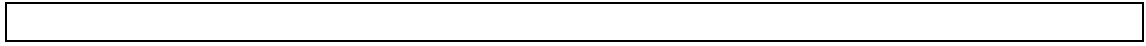


MASMICRO – GENDER AWARENESS QUESTIONNAIRE

How many employees does your company have?	25
How many of these are women?	2
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>Recruitment within Pascoe is not gender specific, but it has been my experience over the years that very very few females have any interest in engineering at a tradesperson level i.e. serving an apprenticeship. I have only ever known 2 female toolmakers in 35 years in toolmaking, one of these I started from school as an apprentice. Unfortunately when her apprenticeship finished she left to pursue other avenues of employment.</p>	
Please describe how you envisage that you will encourage the women in your organisation to participate in RTD activities within Masmicro	
<p>Both the women in this organisation are in administration.</p>	



Please describe your thought on how to achieve the following

2 public events (within your country)

Local events such workshops in local high schools

We work with local schools allowing pupils work experience and class visits to the factory.

Internships for Women

Attracting more women to manufacturing industries women

Manufacturing in the UK is in major decline and I think it is difficult to attract anyone at the moment.

I think a government initiative with funding would be a start.

True recognition of the importance of engineering as a career option.

Engineering has always been an underpaid skill in relationship to other sectors and this I think deters a lot of people, male and female from pursuing a career in this industry.

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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:

