

## MASMICRO – GENDER AWARENESS QUESTIONNAIRE

<b>How many employees does your company have?</b>	5
<b>How many of these are women?</b>	0
<b>How many women within your organisation are involved in the Masmicro Project?</b>	0
<b>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</b>	
<p>Specicom is an IT service company developing softwares and web applications. Specicom employed females in the recent past. Due to a slowing down of activities, these persons have left. Recruitment is based on competence. No sex discrimination is applied. Legal working hours are 38h/week. Part time employment is allowed for male/female; the 2 previous female employees were part-timers, one for family reason. Crèche facilities are not available within company premises.</p>	
<b>Please describe how you envisage that you will encourage the women in your organisation to participate in RTD activities within Masmicro</b>	
<p>Specicom will not do research but only development within Masmicro project. Women would be placed on an equal footage in terms of job assignment, depending on competence.</p>	

**Please describe your thought on how to achieve the following**

2 public events (within your country)

Not practical.

Local events such workshops in local high schools

Not practical.

Internships for Women

Welcome if candidates apply.

Attracting more women to manufacturing industries women

To be encouraged. In our position, we have very little influence.

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: Philippe Koole

Date: 26 July 2005.