

**MASMICRO – GENDER AWARENESS QUESTIONNAIRE**

<b>How many employees does your company have?</b>	<b>3193</b>
<b>How many of these are women?</b>	29% of academic staff in 2004  Women represent 52% of staff of the whole university
<b>How many women within your organisation are involved in the Masmicro Project?</b>	3
<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>Staff working at the University of Strathclyde can take advantage of:</p> <p>Flexible Working, maternity/paternity leave, equal opportunities policy, term time working options, childcare voucher scheme, university nursery, good practice in recruitment, equal opportunities monitoring through committee, senior officer responsible for diversity etc. staff consultation and forums, involvement in Athena lawn; women development programme.</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>All positions are currently “taken” with three women (administration, finance and research) involved in the RTD activities within Masmicro.</p> <p>Three internship positions were available this summer 2005. However, we haven’t received any application from female students. Therefore we have decided to mention more clearly on next internship adverts that the Masmicro project welcomes particularly applications from women.</p>	

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

2 public events (within your country)

It should be considered to invite more women to two public events to be organised. This should be included in the main agenda of the events. The events should be planned with association with other activities, such as meetings, demonstration and training programmes, to avoid unnecessary travelling.

Local events such workshops in local high schools

A partnership could be envisaged with the personnel office, equal opportunities department, to organise a forum/conference aimed at girls studying at the university and invite scientific women including those working for Framework Programmes within the university to talk about their jobs and opportunities science and industry sectors can offer to women.

Internships for Women

As no women applied for the Masmicro internships in 2005, we have decided to mention more clearly on next internship adverts that the Masmicro project welcomes particularly applications from women in order to improve gender balance in industrial research.

Attracting more women to manufacturing industries

Results of the Masmicro Gender Awareness will be published in the second *Masmicro Update* newsletter. A note will also be published on opportunities offered to women in European research.

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**

Names:

Dorothee Loziak, project administrator  
Dr. Yanling Ma, researcher

Contact details

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

Maybe the Helsinki Group and Platform of Women Scientists could provide help and support.

[http://europa.eu.int/comm/research/science-society/women-science/ws\\_contacts\\_en.html](http://europa.eu.int/comm/research/science-society/women-science/ws_contacts_en.html)

Signed:

Date: 26/ 07/05