

**MASMICRO – GENDER AWARENESS QUESTIONNAIRE**

<b>Name of Company</b>	FUNDACIÓN TEKNIKER
<b>How many employees does your company have?</b>	203
<b>How many of these are women?</b>	71 - %35 of Staff
<b>How many women within your organisation are involved in the Masmicro Project?</b>	None
<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>	
<ul style="list-style-type: none"> <li>- Every year, an enquiry or survey is perform to analyse the situation of female workers within the activities of Tekniker. Management team teams base their decisions on the gender issue in the results of such survey. In its definition, every single person within the organization takes part and the results are presented in a public way. Even information about salaries are available for the team in charge of the survey, which is not at all usual.</li> <li>- To help coordinate the responsibilities both at home and at work, work shift reduction policies are applied. Length of working day is reduced for those in charge of young children, old people, handicapped etc. This right is available both for men and women who require it and justify their need accordingly and in a sufficient way.</li> <li>- Tekniker is involved in EMATEK network, who carries out several activities to increase the presence of women in highly technical economic areas, such as that of the manufacturing industry. Specially devoted courses, awareness-rising presentations and continuous evaluation of the gender issue are among its main and most visible activities. Their formative and educational activities are available only for women, though.</li> <li>- The male-female percentage in the working force is basically equal to that found on technical universities in degrees and studies Tekniker chooses its members from. That is said to mean that no special gender considerations are made when recruiting. 50% male-female distribution is not actively pursued.</li> <li>-</li> </ul>	

**Please describe how you envisage that you will encourage the women in your organisation to participate in RTD activities within Masmicro**

Within the organization of Tekniker, people devoted to Masmicro project are located mainly in the Mecatronics and Precision Engineering Department, mainly on the Design and Industrial Development Area. Personnel in this area are mainly and almost completely male, and therefore, very few projects have women devoted to them. The required formation is that of manufacturing experts: industrial engineers, designers, CAD-CAM experts and so on. Traditionally a male sector, women have just about started their incorporation to such activities.

Thus, it is extremely hard to allocate women work-force for every single project and activity carried out, and MASMICRO is no exception to this. No woman are currently working on MASMICRO and the planned activities show that in the near future the situation will stay the same.

If possible, when work distributions allow it, managers will incorporate women in design activities.

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

2 public events (within your country)

115/11/2005 Public conference on Tekniker's experience on gender policy implementation. (Within the European Week on Quality).

From years 2002 to 2004, we have developed an Equal project with the aim of promoting women researchers within the Vasque Country. This project, called Ematek, had no less than 2 public events per year.

Local events such workshops in local high schools

Tekniker, in collaboration with a local professional Insitute (The School of Manufacturing in Eibar), receives various groups of female students every year with the aim of promoting women's involvement in technical studies and professions.

Internships for Women

In the manufacturing workshop of Tekniker there is a stable amount of students and some newly graduated people taking advantage of internship activities. Including as many women as possible is expressly encouraged, however, the amount of women that can be seen is extremely low. Thus, active integration activities are performed, specially with regard to the nearby School of Manufacturing to help that female students are transferred from the school to the internship activities (fully equal to that of the professionals). Thus, Tekniker promotes and applies a system of truly equal treatment for men and women when receiving internships.

Similar activities are being planned for office-work. Yet, since it received graduates from several different sources, it happens to be very difficult to focus and get noteworthy results.

Attracting more women to manufacturing industries women

See local events, and collaborating with a local development agency (Debegesa) in activities oriented to that objective.

In addition, Tekniker is developing an internal "Positive Action Plan" in favour of women in Tekniker, within a three years threshold for total implementation .

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: