

MASMICRO – GENDER AWARENESS QUESTIONNAIRE

Name of Company	Upper Austrian Research GmbH
How many employees does your company have?	45 (per 31.03.05)
How many of these are women?	9 (per 31.03.05)
How many women within your organisation are involved in the Masmicro Project?	2
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	
<ul style="list-style-type: none"> • UAR operates a system of flexible working hours for a better compatibility of professional and private life. • UAR offers part-time working schemes. • UAR identifies women with high potential for research in order to bring more women into applied research. • UAR offers specific seminars on “career planning for junior women scientists” to support them on their way to a group leadership-function. • UAR pays attention to discriminatory use of language in order to raise awareness of gender issues in the everyday working context. 	
Please describe how you envisage that you will encourage the women in your organisation to participate in RTD activities within Masmicro	
<p>As there are already 2 women working within the MASMICRO project both in the administrative and the scientific field, this fact will be motivation for other women who see that participation is possible in all areas of the project.</p>	

Please describe your thought on how to achieve the following

2 public events (within your country)

- Messevent 2005, 08. – 09.03.2005, Design Center Linz (www.messeventlinz.at): Visitors of this event were informed about the MASMICRO project

Local events such workshops in local high schools

- Laser-Ultrasound Workshop planned at the end of September/begin of October 2005 with the following participating enterprises: AMAG, Hillger, SKF, MIBA, FACC, VOEST-ALPINE Schienen GmbH, FH Wels

Internships for Women

The Department of Biomedical Nanotechnology will employ a young woman scientist from the Upper Austrian Polytechnic University in Hagenberg for several months.

Attracting more women to manufacturing industries

- better compatibility of leisure time, family and job for both female and male employees
- possibility for every employee to organize his/her work in flexible terms
- more part-time and teleworking models given that women still carry the main burden of childcare responsibilities
- more and better information in schools about the possibilities for women in this industry sector
- more and better opportunities for sabbaticals

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

Jessica Habichler

Current responsibilities

Project Management

Contact details

jessica.habichler@uar.at

Tel.: +43/732/9015-5604

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

Name

Eva Breuer

Current responsibilities

Research Department Contactless Sensorics

Contact details

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Tel.: +43/732/9015-5608

Signed:

Date: