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for Durable and Safe Performance**

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Report “Women in KMM-NoE”

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- PP** Restricted to other programme participants (including the Commission Services)
- RE** Restricted to a group specified by the consortium (including the Commission Services)
- CO** Confidential, only for members of the consortium (including the Commission Services)

Report “Women in KMM-NoE”

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In the 18 month period of the WPI-GE: Gender Equality within KMM a significant effort was put into the preparation and evaluation of a questionnaire distributed to the members of the KMM project. This questionnaire enabled the WPI-GE Task force to clarify the gender equality situation within KMM, see report DI-GE 1.1 published on the internet. During the meeting held on 24 January 2005 in Darmstadt-Seeheim it was decided to conduct the workshop on Gender Networking at ITC, in Castellón (Spain). In subsequent conversations between the WP Leader and ITC, it was decided that ITC would organise the logistic aspects of the workshop and that all the Work Group members would look for suitable women speakers to deliver presentations on gender-related matters.

The workshop was organised to inform the KMM members about the gender situation within KMM and the general situation of women in science. During the organising period a lot of contact to other organisations related to gender equality and/or mainstreaming on an international basis were built up. The most important is the European Platform of Women Scientists EPWS (www.EPWS.org), which was launched in Brussels on the 28th of March 2006.

During the organisation phase Dr. Astrid Rota and ITC invited a number of people from the European Commission and European Women’s Organisations. In the end, several women accepted the invitation and they addressed different aspects regarding the situation of women in the workplace, in accordance with various subjects previously established by the WP Leader.

While possible speakers were being sought, a model application form for workshop attendance was sent to all the KMM-NoE members. It had been agreed that funding (travel and accommodation) would be provided for one woman member from each Centre, up to a maximum number of 25 persons, while the other people who wished to attend the workshop would need to bear their own expenses. Initially, only a few persons submitted the application form for funding. As a result, it was decided to pay the expenses of more than one person per requesting KMM-NoE member. However, during the last two weeks prior to the workshop, many application forms were received, and funding was then provided up to the previously agreed figure of 25 persons.

Workshop attendants made their own travel arrangements, but all stayed at the same hotel to facilitate the get-together. After the workshop, the attendants sent their receipts and expense justifications to ITC, which ITC duly reimbursed.

ITC sought to combine work and pleasure in order to achieve the main objective of the workshop. For this purpose, a get-together and relaxed dinner were planned for the evening before the event at the hotel Intur where the workshop attendants stayed. The workshop was held at ITC the following morning. A lunch was organised at a seaside hotel, at which a Round Table was held in the afternoon.

Since Universidad Jaime I of Castellón was organising an exhibition on Women Scientists at a museum in Castellón, which would coincide with the workshop, the possibility was studied of including a visit to the museum in the workshop programme. However, as this was not feasible, ITC contacted the exhibition organisers and arranged to have a smaller version of the exhibition installed at ITC to provide the workshop with an appropriate setting. The exhibition was very successful and a number of participants enquired about the possibility of also having it for some days.

Problems occurring during the organisation and the actual gender workshop

The organisation of the gender workshop started relatively early in 2005. Therefore it was possible to send out the invitation to all KMM Team Leaders by the 22nd July 2005. By this date the workshop schedule was set having speakers for presenting gender aspects on a national and international basis. Unfortunately in the further stage all speakers except two had to be replaced. In one case the person who cancelled the talk 3 weeks prior to the workshop, was not able to send a substitute to give the presentation. This made it rather difficult for the organising team to find a speaker talking about this special gender area. To summarise the problems organising the workshop, it has to be pointed out that in spite of the fact that so many gender equality and gender mainstreaming activities are funded both nationally and internationally, it was difficult to find speakers feeling obligated to talk about their gender activities.

One further issue that has to be addressed is the participation at the gender workshop. At least in three cases the superior did not sign the travel allowance, resulting in the fact that two registered persons from industry were not able to take part at the workshop. This underlines how important gender equality activities are for some superiors and therefore open up the need to inform the leading persons in

industry as well as academia about gender mainstreaming and especially the effect that gender mainstreaming might have economically.

Another point that has to be addressed is the fact that gender equality or mainstreaming always takes the viewpoint of men and women into account. In order to assure equal opportunities it is essential to include the male perspective into the gender discussion. Due to the fact that this need was seen by the organising team it was possible to reimburse one male participant within this workshop. Additionally one further man was taking part on his own expenses and 2 men were present from the organising institution ITC. Still this equal opportunity should have been integrated in the WPI-GE right from the planning state and therefore allow more men to participate in gender actions planned within the KMM project.

In spite of all these problems the workshop was successful and met the objectives of the Work Package.

Gender Workshop 20th/21st November, 2005

The gender workshop within the KMM-NoE was held 20th to 21st November, 2005 in the Instituto de Tecnología Cerámica (ITC) in Castellón de la Playa, Spain. There were 29 participants from 7 countries including four male participants.

The workshop started with a get-together Sunday evening (7 p. m.) in the hotel Intur in Castellón. This gave the participants of the workshop the opportunity to get to know each other and talk about gender related issues informally.

On Monday 21st November 2005 the workshop was opened by Carlos Feliu from ITC, Spain and KMM WPI-GE leader Dr. Astrid Rota, head of the department micro engineering at the Fraunhofer Institute for Manufacturing and Advanced Materials (IFAM), Germany. In the introduction Dr. Rota explained the meaning of gender and its economic impact. She also pointed out that it is possible to open up new market segments when taking the gender issue into account right from the planning stage of a new product. As example one can illustrate the development of a voice recognition system. In application tests this specific system failed due to the fact that it could not recognise the high pitch tones of some female voices. Therefore the system had to be modified in a further development stage increasing the costs for the final product significantly.

Rosa Diez, who is a member of the European Parliament in Spain, was the first invited speaker talking about the history and the actual gender situation in politics as well as about her personal situation. In her talk she pointed out that as a woman in a working position there are lots of obstacles that have to be overcome in all public fields. Support by the family is most important to become successful in the profession. One of her statements in the discussion was: "Women are seen first and listened to later, while men are listened to right from the start." In the discussion after her talk she was asked how she was able to combine her political and personal life. The straight answer was that such a question is only posted to a woman.

In the third talk of the day Mrs. Deirdre Furlon from the Women and Science Unit of the European Commission was talking about "Mainstreaming actions launched by the Commission". In her talk she illustrated that it is necessary to include gender equality policy into research in order to improve scientific excellence in the projects funded by the Commission. This is done by promoting the participation of women scientists in

the framework program activities and by ensuring that the gender dimensions are properly addressed in EU-funded research.

Basis for this were studies concerning the academic career of students. The gender gap between students, graduates, PhDs and professors was illustrated throughout several talks of the workshop, showing the scissors diagram published by the European Commission [ETAN Report, 1999], see fig. 1.

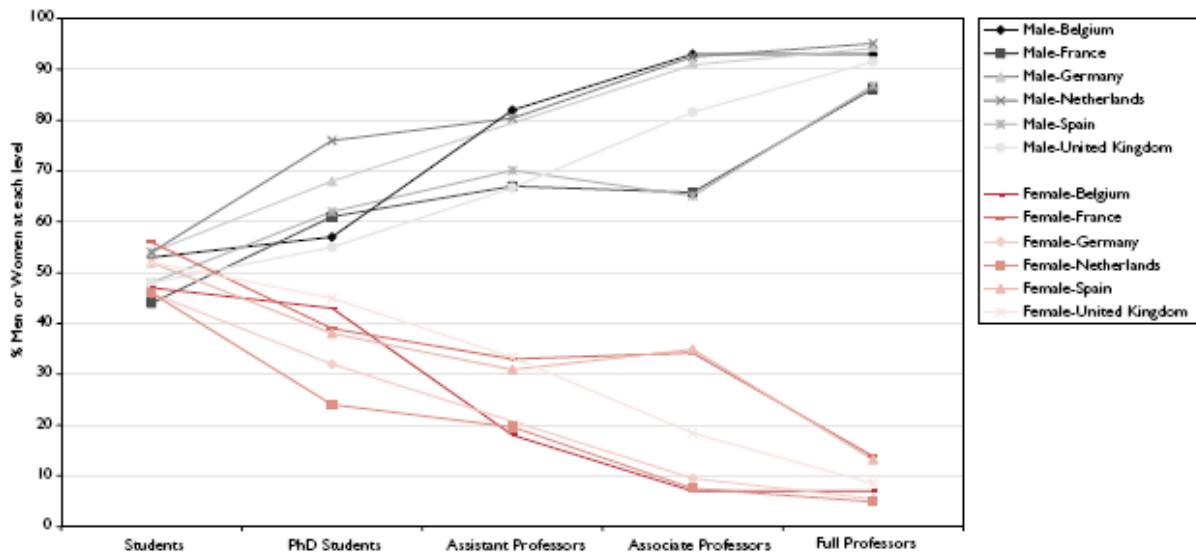


Fig. 1 Scissor diagram of women and men in science determined in six Member States (1997) [ETAN1999].

As next speaker Dr. Maria Josep Cuenca, Vice-rector for Research and PhD Studies, Universitat de València gave an interesting presentation of the gender situation at the University of Valencia, Spain. She pointed out that there are 64% female pre-graduate students. If we focus on the academic staff only 37.3% are female. This relatively high percentage is due to the fact that all research areas of the University of Valencia are included in the statistics. If we consider the different scientific direction it became clear that most females are working in education (almost 50%) and social science (more than 40%). But only 20% female scientists work in the area of technology. All her statistics concerning the gender situation at the University of Valencia underline the scissor statistics shown in fig. 1.

In the subsequent talk Dr. Natalie Salk from the Fraunhofer IFAM in Bremen, Germany gave a summary about the existing European networks and activities in the area of gender equality or mainstreaming in science and technology. In general there are gender networks in every EU country where the contact data can be found under:

http://europa.eu.net/comm/research/science-society/pdf/women-sc-net-guide_en.pdf

The EU supports a European Platform of Women Scientists EPWS, which is in the status of being built up by the German Network of Excellence Women and Science (CEWS) and by a founding board of high-ranking women scientists from a variety of disciplines from all over Europe. This founding committee was established in order to assure the integration of the different networks from the very beginning. The

European Platform of Women Scientists EPWS was launched in Brussels on the 28th of March 2006.

In the following talk Dr. Joaquina Alvarez was illustrating Women and Research in the Instituto de Ciencias de la Tierra, Jaume Almera, CSIC (Barcelona) and in the Association of Women Investigators and Technologists (AMIT). She showed statistics about the gender situation at CSIC and at Spanish universities. Again the results are comparable to the scissors diagram shown in fig. 1. She also pointed out that the aim of AMIT is to promote full and equal participation of Women in Spanish Research and Science and that the aim of CSIS is to ensure effective and real equal opportunities for women and men in the institution.

In her second talk Dr. Astrid Rota was presenting the results of the gender questionnaire performed within the WP Gender Equality in the KMM project. Each institution of the KMM consortium was asked to fill out three questionnaires. From the 100 filed questionnaires 67 returned to be evaluated within the workpackage. Dr. Rota pointed out that almost 57% of all questionnaires were answered by females shifting the results in the female direction. Still it became clear that men take the significant role within the KMM project. It also indicated that more male participants are involved in more tasks and that more men have special responsibilities within KMM. Additionally it became obvious that the arrangement of job and family seems to be easier for men than women. This was also reflected in the discussions during the workshop showing that the higher percentage of female participants of the workshop did not have children.

The closing talk was given by Mrs. Clara Abellán from the Directorate General of Women Affairs, Generalitat Valenciana Council. She was talking about the gender situation within the Valencian council.

The morning session of the workshop was followed by a tour through the ITC laboratories. For Lunch and the round table discussion a bus transfer was organized to Hotel Voramar in Benicassim, which is located about 30 minutes from ITC.

Minutes of Round Table Discussion within Gender Workshop

Date: Nov., 21st 2005; 3:30 pm – 4:45 pm, Venue: Hotel Voramar, Benicassim

Participants:

Workshop participants without guest speakers from morning session

Introduction/Chair: Dr. Astrid Rota

Morning sessions informed from different point of views about the gender aspect. Speakers addressed the gender equality as well as the economic impact of gender mainstreaming.

Statement of different participants

Experienced women described their career as clearly different from the one of their husbands due to their maternity. But some changes can be remarked today compared with the situation 25 years ago. In our days men mostly want to be more involved in parenting. This can be seen if one watches their daughters and the respective husbands with the children.

The younger women while working for their PhD do normally not see any difference for them compared to their male colleagues. But they also pointed out that at this stage family is not that important. The work is often the middle of life.

Important is that women have enough courage to express their needs near the boss. Men are often more demanding. For arranging family and work life a huge organising work is necessary. Support concerning day care facilities is different in the EU countries. Improving this service facilitates the arrangement between children and work.

Conclusions/Ideas:

The status description of the gender equality discussion within KMM is comparable with the general discussion on that topic.

Participants pointed out that it is of great importance to include men to the discussion. In the future this Work package should not be a club of women. The participation of three men in the round table discussion was positively expressed.

A gender management course for all WP Leaders was discussed to be of great interest as it is done in other EU projects. Problem will be to convince persons who have a negative attitude to take part. But such a course could help to understand that this topic has also an economic dimension and is not only a female thing.

Exchange with other EU projects and their gender activities could make sense to create more ideas.

Mentoring was discussed to be of interest. Problem here will be to acquire open minded men and women to be mentors.

The economic dimension of gender within the KMM project is difficult to address because the main aim is material development and KMM is not so much linked with end customers.

Acknowledgment

First of all we would like to thank the ITC team and especially Yolanda Reig Otero and Maria Jesus Ibañez Garcia for the excellent organisation of the KMM gender workshop. With the presentations it was possible to provide an excellent overview over national and international gender activities and the current gender situation in the scientific community. We also would like to thank all participants in the workshop and the round table discussion for their active contributions to Gender Equality within KMM.

Further actions within the WPI-GE

Since AGH-University of Science and Technology in Krakow, Poland is a participant of the task force within the WPI-GE of the KMM-NoE and simultaneously Prof. Aleksandra Czyrska-Filemonowicz (AGH) is a director of the Virtual Unit on Gender Mainstreaming of the Complex Metallic Alloys (CMA) NoE, active exchange between the two NoE's was developed.

About CMA

The Complex Metallic Alloys (CMA) is one of the European Network of Excellence (NoE). It was created to help strengthening the competitiveness of metallic

materials for the benefit of European industries. The CMA network started its activities on July 1st, 2005 and involves 256 researchers from 19 academic and research institutions and major industry partners in 12 European countries.

About VIU-GM

The CMA Virtual Integrated Unit – Gender Mainstreaming (VIU-GM) is one of 11 different units in the CMA structure. The leader and director of the VIU-GM is Prof. A. Czyrska-Filemonowicz of AGH University of Science and Technology in Krakow, Poland. One of the main objectives of the VIU-GM is to improve the gender balance of the CMA teams. The Network is committed to promoting the presence of women in science in general and materials science in particular.

The CMA NoE organised a *Workshop for Gender Equality Officers*, which was held at the Laboratoire de Chimie Physique Matière et Rayonnement of the Université Pierre et Marie Curie in Paris on December 1-2nd 2005. The workshop focused on discussion of the activities of gender mainstreaming in different institutions belonging to the CMA-NoE, the actions to be taken within the VIU GM Unit and elaboration of the Gender Equality Action Plan.

Among others Dr. Natalie Salk from the **KMM-NoE** gave a presentation on the Gender Networking in the KMM Network of Excellence. Within this workshop the participants of the CMA and KMM-NoE decided to work close together within the gender mainstreaming actions of both NoE's.

In June the *Workshop on Women in Materials Science* will take place at the AGH University of Science and Technology in Krakow. The main organizer is the VIU-GM of the CMA-NoE. The **KMM-NoE** members were also invited.