



D1.2 Report on Gender Issues

Version 1.0

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Change Log

Version	Description of change
0.1	Initial draft
0.2	Input from all partners received
0.5	Correlation of input form all partners
0.7	Final modifications – for review
1.0	Final version for delivery to EC



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Executive Summary

Gender equality is an important element of modern Europe and this is recognized by all members of the NanoStreams consortium. To promote gender mainstreaming, it is inevitable that steps have to be taken to implement its cornerstones in daily life.

This Deliverable reports on the ways in which the members of the consortium will address issues of gender equality within the lifetime of the project.



1 Introduction

NanoStreams is a Collaborative Research Project funded by the EU 7th Framework programme. It seeks to co-design a micro-server architecture and a software stack that address the unique challenges of hybrid transactional-analytical workloads, which are encountered by emerging applications of real-time big-data analytics. To this end, NanoStreams brings together embedded system design principles, application-specific compiler technology, and HPC software practices.

The consortium recognize the importance of gender mainstreaming and furthermore that active steps have to be taken to promote it. This resonates with one of the key objectives of the European Union, as defined in the Amsterdam Treaty¹ and enhanced in the Lisbon Treaty², that is to eliminate inequalities and to promote equality between men and women in all its activities.

It is widely acknowledged that research excellence is achieved through utilising the skills of both men and women. The European Commission actively promotes gender equality in science, and participation of women in all scientific disciplines. The Commission has set a target of 40% participation of women at all levels in implementing and managing research programmes.

A recent EC report³ highlights the concerns over women's access to scientific careers. For example the report states that,

‘Women account today for almost 60% of university degrees in Europe, and they achieve excellent grades, better on average than their male counterparts.’

but this statistic is not replicated in the workforce where female participation accounts for

‘22% of board members in research decision-making’.

The report warns that the low numbers of women in decision making positions throughout the science and technology system is regarded as a waste of talent that European economies cannot afford. Indeed the report notes that to ignore highly educated and trained individuals could force them to choose other careers or move outside Europe, a major loss to scientific research across Europe.

Gender mainstreaming frequently involves a process of change in existing policies, strategies and activities. Obviously, once gender equality pervades all policies, strategies and activities then all women and all men can influence, participate in, and benefit equitably from all interventions.

This document defines the mechanisms by which the consortium has attempted to promote gender equality in the project. Ultimately the actions taken reside in the employment practices of each partner, which in turn are bound by national employment legislation, and so this report reflects the

¹ TREATY OF AMSTERDAM amending THE TREATY ON EUROPEAN UNION, the Treaties establishing the EUROPEAN COMMUNITIES and RELATED ACTS , European Union Official Journal C 340, 10 November 1997.

² Treaty of Lisbon amending the Treaty on European Union and the Treaty establishing the European Community, European union official Journal, C306, Volume 50, 17 December 2007

³ Structural change in research institutions: Enhancing excellence, gender equality and efficiency in research and innovation'. Directorate-General for Research and Innovation, Unit 6B, European Commission. Available on the web at http://ec.europa.eu/research/science-society/document_library/pdf_06/structural-changes-final-report_en.pdf



NanoStreams project as an amalgam of the efforts taken by each employer within it.

This report is being issued at the six month stage when the project has become fully established and already has faced the challenge of implementing gender equality. The next section explains how the consortium have address the issue equality in recruitment of staff while the subsequent section discusses the ways in which the consortium have implement equality practices in the work place. The next section present details from eqch partner on specific efforts that are making in regard to promoting gender equality in the project. The report concludes with a brief summary and looks forward to the actions that the consortium will maintain throughout its life in order to monitor and support the objectives of the EU on gender equality.

2 Recruitment

Within NanoStreams the participants have recognized that the need to try to increase the fraction of female students and researchers via equal opportunity employment schemes for hiring post-doctoral and post-graduate researchers. The number of women wishing to undertake PhD studies mainly depends on how many women wish to undertake undergraduate studies in physics, electrical engineering and related disciplines and this number is unfortunately low across Europe and indeed beyond. All participants recognize that women are under-represented in engineering and physical science.

The different situation for male and female scientists are being taken into account by promoting the following actions:

- Encouraging women to apply
- Ensure equal recruitment to the project at all levels

To monitor the progress of this activity, gender statistics on the workforce employed by the project will be collated periodically in order to determine the status of women in the project and the progress made in terms of gender balance as project moves forward.

3 Workplace issues

For a collaborative R+D project, the workplace plays a major role. This means that employers need to address issues around equality of opportunity and also the work life balance. Treating the employee as a whole person is highly recommended. The following bullet points detail the concrete actions which NanoStreams is pursuing in this regard.

- Encouraging women to participate in the science, management and on any committees.
- Establishing a gender-awareness discussion within the project for networking and mentoring.
- Organizing workshops and other events so that they are family-friendly.

Many partner organisations have policies in place within their employment contracts that allow for parental leave and part-time working/job sharing for women with young children.



4 Perspectives of the partners

4.1 QUB

QUB, the project coordinator, has an existing, prize-winning, Gender Initiative which is aimed at addressing the gender imbalance at Queen's University Belfast by advancing the profile and careers of all women within the university.

The Gender Initiative has a Director and full-time administrator and its establishment demonstrates the commitment of the university to improving the role of women. As such, the initiative provides a channel for women's views on priority issues for women to come to the fore in the university. This forum also acts as a route through which women's responses to policies, practices and procedures can be made known to senior organisational managers. Reflective assessment teams in Schools engage with the gender equality agenda in their specific contexts. They develop and implement action plans to address equal opportunities issues. Regular meetings between the Gender Initiative Director and Vice Chancellor along with other senior managers keep communication flowing between all groups.

The School of Electronics, Electrical Engineering and Computer Science at QUB, including the ECIT Institute within in it, both being part of the QUB team working on NanoStreams, hold the Investors in People (IIP) accreditation. Achieving this status reflects, among other things, that EEECS has

- a sound framework for the delivery of good management practice, with a strong foundation in equality policies⁴
- a long-standing commitment to continuous professional development
- a systematic approach to performance improvement

As project coordinator, QUB will use this established expertise and promote it within the consortium. In particular, an analysis of the women's participation in the NanoStreams project between 2012 and 2016 will be performed and gender statistics recorded in order to provide a metric against which to judge the efforts of the consortium in this regard.

4.2 ACE

Recently ACE has hired its first female engineer and she is assigned to the NanoStreams project.

⁴ Business Improvement with Investors in People Equality and Diversity Handbook, published by TSO, ISSN 9780117062009



4.3 IBM

IBM is an equal opportunity employer, that will absolutely not discriminate against gender. In all IBM job postings this is clearly indicated and as such IBM is committed to follow the same practice when we will hire for the NANOSTREAMS project. IBM strives to hire the best people completely based on merit. In recent years IBM has actively pursued to increase the percentage of female researchers, by organizing special roundtables and relevant events.

4.4 Analytics Engines

Analytics Engines acknowledges and encourages the benefits of a diverse work place environment where new and current employees are offered opportunities without undue bias. We strive to be fair and flexible in promoting and maintaining a positive environment and work-life balance for all our employees regardless of: age, gender, race, religion, disability, marital status or sexual orientation.

The key tenets of our Equality Policy (2012) are as follows:

- New appointments and promotions are carried out in a fair and transparent manner and based solely on merit.
- Flexible work place arrangements are available where possible and appropriate to all employees.
- Any work place incidents contrary to our equality policy are subject to immediate board level investigation, where the board retains the right for immediate dismissal where deemed necessary.

In all cases policy is subordinate to relevant Northern Ireland and European Union law. The main covering pieces of equality legislation (2012) are:

- Equal Pay Act (Northern Ireland) 1970 (as amended)
- Sex Discrimination (Northern Ireland) Order 1976 (as amended)
- Disability Discrimination Act 1995 (as amended)
- Race Relations (Northern Ireland) Order 1997 (as amended)
- Fair Employment and Treatment (Northern Ireland) Order 1998 (as amended)
- Northern Ireland Act 1998
- Equality (Disability, etc.) (Northern Ireland) Order 2000
- Employment Equality (Sexual Orientation) Regulations (Northern Ireland) 2003
- Special Educational Needs and Disability (Northern Ireland) Order 2005
- Disability Discrimination (Northern Ireland) Order 2006



- Employment Equality (Age) Regulations (Northern Ireland) 2006
- The Equality Act (Sexual Orientation) Regulations (Northern Ireland) 2006

4.5 FORTH

FORTH constantly promotes gender awareness, especially in areas related to its Institute and Institute laboratories. The CARV laboratory that participates in Nanostreams is actively engaged in providing opportunities to researchers regardless of gender:

- The CARV laboratory has one female faculty member, Prof. Panagiota Fatourou, at the level of Assistant Professor. Through Prof. Fatourou the laboratory tries to raise awareness in issues related to gender equality and research in Computer Science and Computer Engineering disciplines.
- Members of the CARV laboratory regularly discuss issues and promote research to high-school students, during science days and other research exhibitions. Typical populations in high schools visiting are ~50% female.
- Members of the CARV laboratory teach on issues related to research topics in the Computer Science Department of the University of Crete, where the student population is roughly 20% female.

Finally, FORTH and the CARV laboratory promote and emphasize gender awareness in engineering and research-related positions.

4.6 Neueda Consulting Limited (NEU)

The Neueda senior management team have experience in a range of sectors in equality regulations and have the current policies in place:

1. The company provides annual assessments of all employees.
2. Positions within the company will be offered on a fair and transparent basis to employees irrespective of race, gender or religion.
3. Any cases of racial or gender harassment within the company will be immediately investigated.
4. The company recognises that a balanced work-life is important for both single and family based employees.

4.7 Credit-Suisse Bank (CSB)

CSB do not distinguish gender specifically from other forms of discrimination and barriers to equality and as an organization strives for complete inclusion and diversity through the company's Global Diversity and Inclusion (D&I) programme.

The D&I programme offers a broad range of initiatives enabling employees and teams to reach their full potential. Through the sustained commitment of the business leaders and the employees, CSB aspires to be a thought leader in diversity and inclusion both inside and outside the bank.

Diversity describes the workforce at CSB, a group of 49,700 people with a wide range of skills, mindsets, knowledge, experience, and from many backgrounds. Inclusion describes the



culture – one that not only seeks diversity, but also leverages it to understand and meet the needs of clients. CSB believes that diversity and inclusion opens up a broader range of business opportunities, it is an integral part of corporate strategy, owned by the business leaders. Michelle Gadsden-Williams, Global Head of Diversity and Inclusion, leads all global initiatives as well as four regionally spread Diversity and Inclusion teams.

A diverse workforce and inclusive culture provides CSB with richer insights. More creativity, and a better understanding of customer needs. This creates competitive advantage. Accordingly, CSB continually develops its initiatives, implements best practice and improves its diversity profile as the bank aspires to become a leader in diversity and inclusion.

Creating a more diverse and inclusive organization is a bottom-up process because priorities in the divisions and regions vary. The global D&I team provides an overall framework. Each division has its own diversity plan based on its own objectives and targets.

The global D&I team is in regular contact with the business to ensure that the CSB global programs and initiatives are relevant for local markets and customized to business needs.

The global D&I framework is based on the following four pillars:

- Mentoring – the key to realizing one's full potential
- External Partnerships – Sharing knowledge and experience
- Employee Networks - Encouraging the exchange of ideas
- Regional Councils – Embedding diversity in the business

Credit Suisse was named in the The Times' 2013 list of the top 50 employers for women for the third year in a row⁵.

5 Conclusions and Future Directions

This document has outlined the commitment of the partners in the project to promote gender equality in line with one of the key objectives of the European Union.

Gender issues will continue to be monitored throughout the lifetime of the project. The NanoStreams project aims to maintain a high percentage average of woman researchers employed and, based on fair employment procedures, endeavours to increase this percentage. It is the aspiration of the project to exceed the 40% target set by the European Commission for women's representation in research.

Moreover, as a joint effort of the whole consortium, NanoStreams will aim to sustain a high level of women's participation at all levels of the project including management.

Abbreviations and Acronyms

⁵ The Times, Focus Report, The Top 50 Employers for Women, available on the web at <http://www.ri5.co.uk/resources/digitaleditions/Top50EmployersForWomen2013.htm>



EC	European Commission
ECIT	The Institute of Electronics, Communications and Information Technology
EU	European Union
FORTH	Foundation for Research and Technology – Hellas
IiP	Investors in People
QUB	Queen’s University of Belfast
WP	Work Package

***** End of document *****