# CONSULTATION WORKSHOPS ON GENDER AND TECHNOLOGY ΤΗΣ ΕΥΡΩΠΑΪΚΗΣ ΕΝΩΣΗΣ

2004-2008

**Δείγματα εργασιών ως μέλος του <u>Gender</u> <u>Expert Action Group</u> (GEAG) στα 'Consultation Workshops on Gender and Technology of the European Commission's Directorate-General for Information Society and Media':** 

1. Βεβαιώσεις συμμετοχής ως εμπειρογνώμων (gender expert), 2004 - 2008

 Ερευνητική εργασία, εισηγήσεις, επίσημες αναφορές και μη-επίσημες (draft reports),
 Πορεία εργασιών: εργασιακή αλληλογοαφία

Πορεία εργασιών: εργασιακή αλληλογραφία (brainstorming) του 'research committee', επιτροπή που συγκροτήθηκε στο πρώτο consultation workshop, και στην οποία ορίστηκα μέλος, κλπ. (2004 - 2008) 10:20

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#### EUROPEAN COMMISSION

Information Society and Media Directorate-General

Components and Systems The Director

> Brussels, 2 6 MARS 2007 INFSO-G6/ANP/cd D(2007) 811234

#### TO WHOM IT MAY CONCERN

#### Subject: Contribution of Dr Kamberidou to the Gender Expert Action Group of Directorate-General Information Society and Media

I herewith confirm that Dr Irene Kamberidou, Lecturer at the Sociology Department of Athens University, Greece, has contributed to three workshops involving European experts that were organised by my Directorate. These seminars on "Gender and Technology" were held in Brussels in June 2004, October 2005 and April 2006 respectively and aimed at preparing a session on Gender and ICT at the IST Conference in The Hague, in November 2004 and at contributing to ideas for an Action Plan "Women and Information and Communication Technologies".

Her paper contributions have been of high relevance and value to the discussions and are available on the Commission's Cordis website.

I wish Ms Kamberidou much success in her further academic career.

losalie 206el

Rosalie Zobel

Commission européenne, B-1049 Bruxelles / Europese Commissie, B-1049 Brussel - Belgium. Telephone: (32-2) 299 11 11. Office: BU31-3/66, Telephone: direct line (32-2) 296 34 83. Fax: (32-2) 299 28 65.

E-mail: nancy.pascall@cec.eu.int

# WORKSHOP

## **Consultation Workshop on Gender and Technology**

### Monday 28 June 2004

Venue: European Commission – Information Society DG Avenue de Beaulieu 31 6/30 1160 Brussels

The European Commission Information Society DG is hosting a workshop dedicated to

#### "Consultation Workshop on Gender and Technology".

The workshop programme is organised by DG INFSO/C with the purpose of preparing a session for the IST event in November.

June, 2004



Loirio

EUROPEAN COMMISSION Directorate-General Information Society Miniaturisation, Embedded Systems and Societal Applications

> Brussels, **2** 4 JUIN 2004 INFSO-13C D/525313

#### Subject: Consutation Workshop on Gender and Technology

Dear Dr Irene KAMBERIDOU,

I would like to invite you to a meeting which will take place in Brussels (av Beaulieu 31 6/30) on the 28-Jun-2004.

Travelling expenses and subsistence will be reimbursed as indicated (\*).

Yours sincerely,

bsanie Zobel

Rosalie ZOBEL Authorised Representative of Fabio Colasanti

(\*) Scale for reimbursement of travel and subsistence

The expert shall be entitled to the reimbursement of travel expenses between this place of residence and the place where the meeting is held on submission of supporting documents, where such reimbursement does not exceed the price of a return first-class rail ticket (including compulsory travel supplements). If the distance by rail is greater than 400 km or the journey includes a sea crossing, the economy class air fare shall be reimbursable on submission of the ticket.

A subsistence allowance of 149,63 euro shall be paid for each day spent at the meeting.

Dr Irene KAMBERIDOU ETHN. ANTISTASSEOS STREET GR - 17237 DAFNE

June 2004

Unit:13C - Contract no : 161349 Commitment No : R04, 4, SI2, 368889 Local Ref : European Commission - Office BU-9 03/53 - B-1049 Bruxelles - Belgium. Telephone: direct line 2 2968168, switchboard 299.11.11. Fax: N/A.

Oct. 2004



DKZ.

X

EUROPEAN COMMISSION Directorate-General Information Society Miniaturisation, Embedded Systems and Societal Applications

> Brussels, INFSO-13C D/540166

#### Subject: eQuality Preparatory Workshop

Dear Dr Irene KAMBERIDOU,

I would like to invite you to a meeting which will take place in Brussels Beaulieu 31 6/30 on the 15-Oct-2004.

Travelling expenses and subsistence will be reimbursed as indicated (\*).

Yours sincerely,

osaile Zobel

Rosalie ZOBEL Authorised Representative of Fabio Colasanti

(\*) Scale for reimbursement of travel and subsistence

The expert shall be entitled to the reimbursement of travel expenses between this place of residence and the place where the meeting is held on submission of supporting documents, where such reimbursement does not exceed the price of a return first-class rail ticket (including compulsory travel supplements). If the distance by rail is greater than 400 km or the journey includes a sea crossing, the economy class air fare shall be reimbursable on submission of the ticket.

A subsistence allowance of 149,63 euro shall be paid for each day spent at the meeting.

Dr Irene KAMBERIDOU ETHN. ANTISTANASSEOS STREET GR - 17237 DAFNE, ATHENS

oct. 2004



EUROPEAN COMMISSION Information Society and Media Directorate-General

Components and Systems

# Brussels, 1 1 MAI 2005 INFSO-G D(2005) 617936

#### Subject: EGDIS AND GEAG WORKSHOP

Dear Mrs Irène KAMBERIDOU,

I would like to invite you to a meeting which will take place in Brussels on the 20-May-2005. Travelling expenses and subsistence will be reimbursed as indicated (\*).

Yours sincerely,

sahe Zobel

Rosalie ZOBEL Authorised Representative of Fabio Colasanti

(\*) Scale for reimbursement of travel and subsistence

★ The expert shall be entitled to the reimbursement of travel expenses between this place of residence and the place where the meeting is held on submission of supporting documents, where such reimbursement does not exceed the price of a return first-class rail ticket (including compulsory travel supplements). If the distance by rail is greater than 400 km or the journey includes a sea crossing, the economy class air fare shall be reimbursable on submission of the ticket.

A subsistence allowance of 149,63 euro shall be paid for each day spent at the meeting.

#### MRS IRENE KAMBERIDOU

ETHN. ANTISTASEOS 41 - DAFNE GR – 17237 ATHENS Annex G – Fax reply form



Maro 2005

#### FAX REPLY

Please fill in the following information to prepare an Appointment Letter (if you can confirm your availability):

Personal data (of the expert executing the task):

Nome	IDENIE		
Name:	IRENE		
Surname:	KAMBERIDOU	12	
Address:	9 NAVARINOU ST., NEO IRAKLEION		
City:	ATHENS Postal code: 141 21	Country:	GREECE
Telephone:	210-2813887; Cell phone: 697 3312067		Fax: 210-3248858
E-mail:	ikamper@phed.uoa.gr and renakamp@hotmail.com		л уг

#### (tick your option)

I confirm that I am available for the evaluation/review planned for the period of May 20<sup>th</sup> +++ 2005 scheduled in Brussels.

I regret that I am not available for the evaluation/review planned for the period [from] [to] scheduled in [place]

I take note that I will execute this task as a private individual. I commit myself to respect applicable national legislation (including taxation and VAT) with regard to any payments received from the Commission and with regard to social security matters and working rights. I am aware that the Commission may inform competent national authorities about any payment made for the performance of your duties. Furthermore I take note that this is an arrangement between the Commission and me even if I am employed by an organisation. It will be for me and my employer to come to any particular agreement concerning the final destination of any payment made by the Commission.

Signature (1):

Date: 29-04-2005

1

<sup>(1)</sup> in case of submission by e-mail, the signature should mention "signed" and the date of signature will be the date of sending of the e-mail.



EUROPEAN COMMISSION Information Society and Media Directorate-General

Components and Systems The Director

### 2 6 MARS 2007

INFSO-G6/ANP/cd D(2007) 811234

Brussels,

#### TO WHOM IT MAY CONCERN

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I wish Ms Kamberidou much success in her further academic career.

osalie Zbel

Rosalie Zobel

Commission européenne, B-1049 Bruxelles / Europese Commissie, B-1049 Brussel - Belgium. Telephone: (32-2) 299 11 11. Office: BU31-3/69, Telephone: direct line (32-2) 296 34 83. Fax: (32-2) 299 28 65.

E-mail: nancy.pascall@cec.eu.int



EUROPEAN COMMISSION Information Society and Media Directorate-General

Components and Systems The Director

> Brussels, **2 1 FEV. 2006** INFSO-G/ANP/cd D(2006) 706749

#### Subject: Women in the Information Society Seminar, 5/4/2006

Dear Sir/Madam,

DG INFSO and Media within the framework of its work on better integration of women in the Information Society is organising a seminar on the  $5^{\text{th}}$  April 2006. The aim of the seminar is to look into the present state of affairs and work towards establishing an action plan which will eventually be integrated, when possible, in future activities of the DG.

The seminar will take place in Brussels, at the Centre Borschette (rue Froissart 36 - 1049 Brussels) in rooms 3A and 3B.

As it is seen in the attached agenda, after the morning plenary session, the participants will be asked to participate into one of two sessions. Please indicate your participation and session preference in the attached form not later than the 15<sup>th</sup> of March.

In order to facilitate the debate in the sessions, you are welcome to submit a position paper the latest by the 10<sup>th</sup> March. The position papers will be published in CORDIS. For documentation relevant to the seminar please check:

http://cordis.europa.eu.int/ist/directorate\_g/events.htm, http://cordis.europa.eu.int/ist/directorate\_g/seminar20060405.htm http://cordis.europa.eu.int/ist/directorate\_g/index.htm

Attendance to the seminar is free of charge. Requests for reimbursement of expenses by the Commission can only be considered in exceptional cases. If you attend the conference on behalf of your project please inform the Commission project officer to take note of the fact that these expenses are justified under the project contract.

For any additional information concerning this seminar, please do not hesitate to contact Ms Nancy Pascall (email: <u>nancy.pascall@cec.eu.int</u>, tel: +322 29 63 483, fax: +322 85 428).

I am looking forward to seeing you on the 5<sup>th</sup> of April.

Regards

salie Zobel

Rosalie Zobel

Commission européenne, B-1049 Bruxelles / Europese Commissie, B-1049 Brussel - Belgium, Telephone: (32-2) 299 11 11. Office: BU31 3/66, Telephone: direct line (32-2) 29 63 483. Fax: (32-2) 29 92 865.

E-mail: nancy.pascall@cec.eu.int

April 2006



EUROPEAN COMMISSION Directorate-General Information Society and Media

**Components ans Systems** 

Brussels, 0 3 AVR. 2006 INFSO-G/AP/cd D(2006) 713018

Subject: Gender seminar "Women in the Information Society"

Dear DR EIRINI KAMPERIDOU,

I would like to invite you to a meeting which will take place in Brussels - Belgium on the 05-Apr-2006.

Travelling expenses and subsistence will be reimbursed as indicated (\*).

Yours sincerely,

Maga

Rosalie ZOBEL Authorised Representative of Fabio Colasanti

(\*) Scale for reimbursement of travel and subsistence

The expert shall be entitled to the reimbursement of travel expenses between this place of residence and the place where the meeting is held on submission of supporting documents, where such reimbursement does not exceed the price of a return first-class rail ticket (including compulsory travel supplements). If the distance by rail is greater than 400 km or the journey includes a sea crossing, the economy class air fare shall be reimbursable on submission of the ticket.

A subsistence allowance of 149,63 euro shall be paid for each day spent at the meeting.

#### DR EIRINI KAMPERIDOU

9 NAVARINOU STREET, NEO IRAKLIO GR - 14121 ATHENS

> Unit:13G6 - Contract no : 174258 Commitment No : R06, 6, S12, 424932 Local Ref : S12.659081 European Commission - Office BU-9 03/29 - B-1049 Bruxelles - Belgium. Telephone: direct line 2-296 81 24, switchboard 299.11.11. Fax: 2-296 83 65.

#### ΕΛΛΗΝΙΚΗ ΔΗΜΟΚΡΑΤΙΑ

Βαθμός Ασφάλειας Βαθμός Προτεραιότητας



ΕΘΝΙΚΟ ΚΑΙ ΚΑΠΟΔΙΣΤΡΙΑΚΟ ΠΑΝΕΠΙΣΤΗΜΙΟ ΑΘΗΝΩΝ ΓΕΝ. Δ/ΝΣΗ ΠΡΟΣΩΠΙΚΟΥ ΚΑΙ ΔΗΜΟΣΙΩΝ ΣΧΕΣΕΩΝ ΔΙΕΥΘΥΝΣΗ ΔΙΟΙΚΗΤΙΚΟΥ ΤΜΗΜΑ Α΄ Ταχ. Δ/νση : Χρ.Λαδά 6 Αθήνα 7/6/05 Αριθ. Πρωτ. 18065

ΠΡΟΣ.Την κ. Ειρήνη Καμπερίδου Λέκτορα του Τμήματος Επιστήμης Φυσικής Αγωγής και Αθλητισμού

Πληροφορίες: Μ.Γρηγόρη Τηλέφωνο : 3689140

KOIN:-Τμήμα Επιστήμης Φυσικής Αγωγής και Αθλητισμού

λγτιπρύτανης

τας

ΘΕΜΑ: «Χορήγηση αδείας»

**ΣΧΕΤ:**α)αρθ.2 παρ.5 εδ.α του Ν.2530/97 β)η από 14/10/04 αίτησή σας

Σε απάντηση σχετικής αίτησης, σας χορηγούμε, σύμφωνα με την από 19/4/05 απόφαση της Γ.Σ. του Τμήματος Επιστήμης Φυσικής Αγωγής και Αθλητισμού μιας (1) ημέρας άδεια απουσίας με αποδοχές, την 15<sup>η</sup>/10/04, για συμμετοχή στη δεύτερη συνεδρίαση των εμπειρογνωμόνων της Ευρωπαϊκής Ένωσης για την Κοινωνία της Πληροφόρησης στις Βρυξέλλες.

<u>Εσωτερική Διανομή</u> -Δ/νση Οικονομικών Υπηρεσιών -Δ/νση Διοικητικού (τμ.Α΄)



# WOMEN IN THE INFORMATION SOCIETY- Seminar 5/4

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Eva	Fabry	WINNET EU 25 Association	eva.fabry@women.eu.com
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Sophia	Huyer	Women Global Science and Tech. Project	shuyer@wigsat.org
Maren	Jochimsen	EPWS (European Platform of Women Scientists)	info@epws.org
Jurgita	Jurksaite	Commission	jurgita.jochimsen@cec.eu.int
Irene	Kamberidou	University of Athens	ikamper@phed.uoa.gr
Sinead	Kennedy	Tyndall National Institute	sinead.kennedy@tyndall.ie
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Begona	Laibarra	CARSA	blaibarra@sqs.es
Joanne	Lawson	CERN	joann.lawson@cen.ch
John	Magan	Commission	john.magan@cec.eu.int
Christel	Manecke	AMO GmbH	zanke@amo.de
Marina	Marchetti	Commission	marina.marchetti@cec.eu.int

Βαθμός Ασφάλειας Βαθμός Προτεραιότητας



ΕΛΛΗΝΙΚΗ ΔΗΜΟΚΡΑΤΙΑ

ΕΘΝΙΚΟ ΚΑΙ ΚΑΠΟΔΙΣΤΡΙΑΚΟ ΠΑΝΕΠΙΣΤΗΜΙΟ ΑΘΗΝΩΝ ΓΕΝ. Δ/ΝΣΗ ΠΡΟΣΩΠΙΚΟΥ ΚΑΙ ΔΗΜΟΣΙΩΝ ΣΧΕΣΕΩΝ ΔΙΕΥΘΥΝΣΗ ΔΙΟΙΚΗΤΙΚΟΥ ΤΜΗΜΑ Α΄ Αθήνα 25/5/06 Αριθ. Πρωτ. 15642 , <u>18005</u> \$385

ΠΡΟΣμΤην κ. Ειρήνη Καμπερίδου Λέκτορα του Τμήματος Επιστήμης Φυσικής Αγωγής και Αθλητισμού

Ταχ. Δ/νση :Χρ.Λαδά 6 Πληροφορίες: Μ.Γρηγόρη Τηλέφωνο :3689140

ΚΟΙΝ:-Τμήμα Επιστήμης Φυσικής Αγωγής και Αθλητισμού

ΘΕΜΑ: «Χορήγηση αδείας»

**ΣΧΕΤ:**α)αρθ.2 παρ.5 εδ.α του Ν.2530/97 β)η από 23/3/06 αίτησή σας

Σε απάντηση σχετικής αίτησης, σας χορηγούμε, σύμφωνα με την από 31/3/06 απόφαση της Γ.Σ. του Τμήματος Επιστήμης Φυσικής Αγωγής και Αθλητισμού (2) ημερών άδεια απουσίας με αποδοχές, από 4/4/06 μέχρι 5/4/06, για συμμετοχή σε σεμινάριο της Γενικής Διεύθυνσης της Κοινωνίας της Πληροφορίας της Ευρωπαϊκής Ένωσης στις Βρυξέλλες.



Εσωτερική Διανομή -Δ/νση Οικονομικών Υπηρεσιών -Δ/νση Διοικητικού (τμ.Α΄)



EUROPEAN COMMISSION Information Society and Media Directorate-General

Components and Systems The Director

### 2 6 MARS 2007

INFSO-G6/ANP/cd D(2007) 811234

Brussels.

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I wish Ms Kamberidou much success in her further academic career.

Esalie Zbel

Rosalie Zobel

Commission européenne, B-1049 Bruxelles / Europese Commissie, B-1049 Brussel - Belgium. Telephone: (32-2) 299 11 11. Office: BU31-3/66. Telephone: direct line (32-2) 296 34 83. Fax: (32-2) 299 28 65.





Directorate G:

**Components and Systems** 

Brussels, 20 June 2006 INFSO Dir G

#### **SEMINAR PROCEEDINGS OF 5/4/2006**

Women in the Information Society

#### Abstract

Given the apparent low numbers of women entering careers in Information and Communication Technologies (ICT) and advancing in them, DG Information Society and Media organised a seminar to try and identify the causes, if any, and explore possible ways to address them. A broad representation of actors in the domain was invited to participate. The intention was to generate ideas which could be used in an action plan for increasing the numbers of women (and, indeed, men) working in the ICT domain.

A presentation of the actual situation with statistics was used as the starting point for the debate. This looked briefly at the reasons why young people in general, and young girls in particular, do not choose careers in ICT. It then looked at the phenomenon of the "leaky pipeline" i.e. the very high rate of women who "drop out" or change career to other sectors. Some case studies of corrective actions were also explored.

Two parallel sessions – one on "getting in" and the other on "staying in and moving up" addressed these issues in more detail, identifying the probable causes and proposing specific actions. At the final plenary the work of the two sessions were presented and the Commission undertook to prepare an action plan.

#### **Plenary Session**

The seminar was opened by Mr Fabio Colasanti, Director General of DG Information Society and Media. In his opening speech he referred to the problems in attracting young women to choose a career in ICT and follow it through. He said that the unequal participation of women in the work force is a problem which is not only related to ICT, but the seminar would limit itself to this. The absence of women from the work force is a waste of resources which Europe cannot afford and Commissioner Reding is paying particular attention to this issue. This seminar would be a day of reflection and aimed to provide a platform for the exchange of ideas and comments in order to find out if there are inherent problems specific to the ICT sector. Whatever the reasons for the

Commission européenne, B-1049 Bruxelles / Europese Commissie, B-1049 Brussel - Belgium. Telephone: (32-2) 299 11 11. Contact Person Nancy Pascall Office: BU-31 3/45 Telephone: Direct line (32-2) 2963483. Fax: (32-2) 2992865. phenomenon, the Commission is trying to do what is possible to address the problem and contribute to its solution within its remit. He finished by emphasising that there are possibilities to act, and the Commission will use its position to raise the subject in the political agenda.

Ms Rosalie Zobel, Director of Directorate G: Components and Systems of DG INFSO, thanked Mr Colasanti and presented the agenda to the participants (see Annex 1). She told the participants that although the issues are known *grosso modo*, it is useful to look at them again in order to categorise and use them for brainstorming. Any resulting activities, Ms Zobel said, would be prioritised and addressed within the remit of the Commission, particularly DG Information Society and Media. She explained the seminar's two parallel sessions and introduced Dr Wendy Faulkner from the School of Social and Political Studies of the University of Edinburgh, who presented an overview of the issue. (Annex 2)

Beginning her presentation, Dr Faulkner mentioned that there are less young people in general (both <u>boys and girls</u>) choosing a career in the field of ICT. Since the eighties the number of IT students in Europe has declined considerably. This is not the case in Asia. This decline creates multifaceted concerns over inequality, a waste of untapped talent and missed opportunities in business as the business case for diversity and the gender shaping of technology are overlooked.

Dr Faulkner likened the position of women in industry to a "leaky pipeline" where at all stages of their career there are lost opportunities when women tend to leave – and not return. The debate should be based on the declining participation in ICT careers for both men and women engineering graduates - only 40% of male and 28% of female engineering graduates go into engineering jobs.

She focused on the different aspects of the problem i.e. attracting girls into technical education, retaining them in university and finally ensuring that fair conditions are available for career progress. There are some examples of successful strategies to attract women into technical education – that followed by NUNR in Norway gave some impressive results but this progress was not sustained when the initiative ended. Both technical and social messages should be passed when trying to attract young people into an ICT education and subsequent career.

Dr Faulkner concluded by underlining the need for a "holistic" approach which would simultaneously address recruitment, socialisation, retention and progression within women's careers. She urged policy makers to aim for both "top down" and "bottom up" approaches firstly to empower women in ICT and secondly to effect the necessary change in culture across the whole of the ICT workforce and education.

Dr Faulkner's presentation was followed by a number of interventions and suggestions from the floor and was followed by an interesting debate on the issues presented.

#### Session: Getting into ICTs – Family and Educational Influences 🗸

The session was structured into two parts. In the first part the participants identified the main influences and barriers for young people choosing a career, and the second part dealt with ideas on how to get young people into ICT and what could be done to help.

The main influences and barriers identified were: family, friends, school, media, infrastructure and the design of technical products. The participants believe that collaboration between the education institutions and ICT industry would help to increase the number choosing careers in ICT. A number of possible actions were suggested such as:

- Launch a campaign in schools to promote ICT (use the European schools as a pilot?)
- Prepare digital educational material for all subjects to use in schools
- Promote programmes for teaching materials
- PCs for all students in all classrooms
- Open house activities in technical universities
- Collaboration between university and secondary school and educational institutions and relevant industry
- Give prizes
- Consult with industry to produce more user-friendly and attractive applications
- Raising awareness campaign (movies, posters, etc) to promote the image of ICT in the media addressing children and adolescents
- Address parents through PTAs and promote ICT profession for girls
- Try to make ICT technology gender neutral

#### Session: Staying in, Getting on

The session was based on a set agenda with presentations to introduce the issues and present strategies for "staying in". The main issues to discuss related to a successful career in the ICT sector can be summarised as: implicit barriers, genetic stereotyping, gendered skill classification and problems with re-entrance after career break.

The presenters indicated some strategies for coping such as visibility, use skills for the long term, choose the right mentor/coach, network, seize the moment, and persist.

In the discussion that followed, two new elements emerged. Firstly that men are now expecting more flexibility in company life and secondly technology itself is restructuring the workplace.

Long term actions feasible for women include mentoring, (re)training, be one's own boss and sustainable networking.

Some activities proposed for the Commission to address were:

- Create and support a European mentoring scheme through a network of men and women mentors
- Create a culture change in driving the gender plans in projects so that what is proposed is realistic, measurable and carried out, and coaching all project officers on gender action.
- Collect and publicise best practice of good models of gender action plans
- Extend ESF type projects to other domains and promote interdisciplinary projects with science and humanities.
- Support Women's resource centres
- Raise awareness by mounting press campaigns, having gender workshops at big events etc.
- Support women's organisations.

#### **Concluding Plenary**

The two *rapporteurs* presented the discussions of the two sessions to the plenary.

During the seminar, said Rosalie Zobel, we looked at the main issues involved first in choosing a career in the ICTs and then managing to stay in this career and overcome any possible barriers to succeed. Successful strategies were presented and discussed including obtaining and updating key knowledge in the domain, using skills to plan one's own career, ensure support in domestic situations, create networks, seek mentoring schemes and above all establish credibility.

Different proposals were made for influencing the choice of career of young girls including advertising campaigns to raise awareness, information and girls' days, mentoring schemes and a co-operation between the educational institutions and industry to attract more people into the area.

It is important to see what the European Commission and in particular DG Information Society and Media can do to. Some suggestions were:

- Create a mentoring scheme using both men and women as mentors
- Work on a culture change starting with the companies that have European cofunded projects by pushing harder to make sure that the Gender Action Plans are measured, marked and tested.
- Collect and publicise good models of gender practice. (This step has already been taken care of as a there is a study aiming to compile best practice in the 25 Member States both in the public and private domain.)
- Women resource centres are investigated in order to see if the Commission could support them with the available resources. There is a number of gender workshops planned aiming to set up a flexible model which could easily be implemented.

What this seminar tried and hoped to have achieved was to identify specific activities in order to:

- Establish a general framework for gender and IST;
- Set an action plan through which the message that women CAN have a career in IST would be spread;
- Fight against <u>absolute exclusion</u> of women from IST and help to solve a major social problem (unemployment);
- As the gender issues are related to social problems in general, ensure that there is an even gender distribution. An action plan needs to be produced which would be fully integrated into practices.

To achieve the abovementioned objectives, there is a need first for political support. There are some new factors which emerged or were emphasised during the seminar. One of those is that "new men" are looking for a different work experience and are ready to



contribute to a work culture change. On the other hand, technologies themselves are changing work structures and practices and this can be used to the advantage of women.

Participants in the seminar also discussed the neutrality of technology. It was argued that the fact that we need to change the way technology is designed and produced means that technology is not gender neutral.

Concluding, Dr Zobel thanked the participants for their work and promised that the Commission will look into the ideas of what can be done. Some of the ideas concerning the campaigns relating to career choices need to be discussed with other Directorates General and the proceedings of this seminar will be passed on to them. In order to have a policy document we now need to mobilise people and encourage the main actors in the domain to commit themselves and the Commission to lead and perhaps co-ordinate activities.

\* \* \*

Mail :: INBOX: RE-SEARCHING WOMEN IN SCIENCE AND TEC... Page 1 of 2

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#### INBOX: RE-SEARCHING WOMEN IN SCIENCE AND TECHNOLOGY Confe... (122 από 160) 🗳 🗟

Διαγραφή | Απάντηση | Απάντηση σε όλους | Προώθηση | Ανακατεύθυνση | Ενοχλητική Αλληλογραφία | Πηγαίος Κώδικας | Save as | Εκτύπωση Επιστροφή στα ΙΝΒΟΧ 🔍 Þ

**Ημερομηνία:** Wed, 12 Apr 2006 10:09:14 +0200

Апо: SCIC-Conf-Wist@cec.eu.int

**Προς:** ikamper@phed.uoa.gr

Θέμα: RE-SEARCHING WOMEN IN SCIENCE AND TECHNOLOGY Conference - 15 & 16 May - Vienna

Αυτό το μήνυμα γράφτηκε με διαφορετική κωδικοποίηση από αυτή που χρησιμοποιείτε. Αν δεν εμφανίζεται σωστά Επιλέξτε εδώ, για να ανοίξει σε νέο παράθυρο.

EUROPEAN COMMISSION

DIRECTORATE GENERAL FOR INTERPRETATION

DIRECTORATE CONFERENCES

Conference organisation

Brussels, 12/04/06

Kamperidou Dr. Irene

The University of Athens

European Conference

Re-Searching Women in Science and Technology

Vienna, 15 & 16 May 2006

Registration confirmation

We are pleased to confirm your registration for the Conference B« Re-Searching Women in Science and TechnologyB».

Meeting venue:

Leopold Museum in the MuseumsQuartier

Museumsplatz 1 1070 Wien, Austria

station)

(Museumsquartier subway

https://webmail.uoa.gr/horde/imp/message.php?index=2472 26/5/2007



# LIST OF PARTICIPANTS

# EUROPEAN CONFERENCE RE-SEARCHING WOMEN IN SCIENCE AND TECHNOLOGY

MAY 15-16, 2006 MUSEUMSQUARTIER VIENNA, AUSTRIA















Conference on RE-SEARCHING WOMEN IN SCIENCE AND TECHNOLOGY (updated on 05/05/06)

Husu Liisa University Of Helsinki Finland

HUTTUNEN KATI Austrian Science Fund Austria

Huzair Mohammed Hamis St.howard Prof.inst. Ghana **JERLICH JUTTA** Etradelink Austria

JÖBSTL-FINDEIS, MAG. SONJA Büro Landesrätin Mag. Kristina Edlinger-ploder Austria

Jones Deanna Schlumberger United Kingdom

Jones Deanna Schlumberger United Kingdom

KAMPERIDOU DR. IRENE The University Of Athens Greece



Ione Isasa Fundación Labein Spain

**LACOBAN CARMEN** 

Romania

Nigeria

**Forest Reseach Station** 

IGWEMMADU UGOCHUKWU JOHN

**Obasanjo/atiku Success Movement** 

Ionescu MIHAELA Bucharest Technical University Of Civil Engineering Romania

JAHN WOLFGANG Ministry For Women And Health, Department li/1 Austria Intel Ireland

KAO PEI LIN

**Karaguiozova Zdravka** Bas Bulgaria

Kaufmann Marlies Ffg Austria

Page n° 9

From : POURRAT Yvonne < Yvonne.POURRAT@CDEFI.fr>

Sent : Wednesday, June 27, 2007 5:21 PM

To : <ikamper@phed.uoa.gr>

CC : <renakamp@hotmail.com>

Subject : Prometea International Conference Paris October 2007

#### Women in Engineering and Technology Research

www.prometea.info/conference2007

Dear Mrs Kamberidou,

On behalf of the Scientific Committee for the International Conference on "Women in Technological Research", Paris, October 2007, I am pleased to inform you that the paper you proposed to present during the Conference has been selected for an edition in the proceedings which will be published.

The Scientific Committee really appreciated the quality of your abstract, evaluated by 3 evaluators, and will be pleased to review the full article that could be included in the proceedings which are going to become a book and a CD. Your paper has to be sent to us before September 1st, 2007. The Scientific Committee wants to underline the fact that the Conference - and consequently its Proceedings - focuses on women's careers in technological research; so your paper has to be centred on that issue.

The members of the Scientific Committee would be very happy to meet you in Paris in October; your presence and your participation in debates and discussions would be highly appreciated and would contribute to the success of the Conference. We would greatly appreciate your effort to inform of the existence of the Conference all the persons you know who are involved in the topic of Women in Science.

Congratulations and thank you for sending a valuable paper.

With our best regards

Prof. Claudine Hermann, Chair of the Scientific Committee (claudine.hermann@cegetel.net)

Dr Yvonne POURRAT, Prometea Coordinator

tel : + 33 (0)1 44 24 64 48

fax: + 33 (0)1 44 24 64 51

yvonne.pourrat@cdefi.fr

- → | → | × | Inhox

 Subject:
 REMINDER : CONFERENCE "MOVE OUT OF THE SHADOW! CHOOSE A<br/>CAREER IN ICT!" - 6th March 2008

 From:
 Catherine.DELECAUT@ec.europa.eu

 Date:
 Tue, February 12, 2008 15:51

 To:
 ikamper@phed.uoa.gr

 Priority:
 High

 Create Filter:
 Automatically | From | To | Subject

 Options:
 View Full Header | View Printable Version | Download this as a file | View Message details

Dear Eirini, Please don't forget to send me back the attached document filled in. Regards, Catherine

**Catherine DELECAUT** 

European Commission Information Society & Media Directorate-General Unit G6 - **Unit G6's secretariat** BU31 3/14 - avenue de Beaulieu 31 - B-1160 Brussels Tel : +32 2 29 91603 - Fax : +32 2 29 85428

Please consider the environment before deciding to print this e-mail.

**SINCE 1957** 

From: DELECAUT Catherine (INFSO)
Sent: Tuesday, February 05, 2008 2:07 PM
To: 'ikamper@phed.uoa.gr'
Subject: CONFERENCE "MOVE OUT OF THE SHADOW! CHOOSE A CAREER IN ICT!" - 6th March 2008

Dear Eirini,

Would you fill in the attached document (Fax reply) and send it back to me by fax ? Would you please ckeck if the informations on the legal entity and the bank account documents are still correct ?

As soon as possible, would you please tell me the price of your travel ticket, date & time of arrival + date & time of departure ?

Thanks for your cooperation. Regards, Catherine

Catherine DELECAUT European Commission Information Society & Media Directorate-General Unit G6 - Unit G6's secretariat BU31 3/14 - avenue de Beaulieu 31 - B-1160 Brussels Tel : +32 2 29 91603 - Fax : +32 2 29

March

IT Girls :: Shadowing Conference

# Move out of the Shadow! Seize the OpportunITy!

### The European Commission Shadowing 2007 Conference 6 March 2008, Brussels

Attracting young women to take up a career in ICT is essential to combat the shortage of staff in this crucial sector. That's why Viviane Reding, Commissioner for Information Society and Media, is following up last year's shadowing exercise with a one day conference to discuss how to best motivate young women to start a career in ICTs. The conference will take place on 6 March in the European Commission's Charlemagne Building in Brussels.

> "Committed and skilled women are needed at the cutting edge of technological progress", Commissioner Viviane Reding

Despite its importance, a shortage of ICT qualified staff is predicted. By 2010 Europe will be short of around 300,000 engineers. The purchase though is not limited in Fourier but is

#### In brief

- When? 6 March 2008
- Where? Brussels, Belgium
- Register here!
- Download the agenda (PDF)

#### EUROPEAN COMMISSION

### Information Society and Media Directorate-General Components and Systems

#### DRAFT AGENDA FOR CONFERENCE 6/3/2008 Move out of the Shadow! Seize the OpportunITy!

9.30 – 09.50 Registration and Refreshments

10.00 - 11.00 ICT careers – The role of women **Media**  11.00 - 11.30Networking break, posters exhibitions, refreshments 11.30 - 11.35 Introduction to the day (**Rosalie Zobel, Director DG**) **Information Society and Media**  11.35 - 11.55The Challenge of the Skills Gap 11.55 - 12.10The Skills Reality – Where Do they all go? 12.10 - 12.30The Situation 12.30 - 13.00 Discussion – The Way forward 12.00 - 14.00 Level

13.00 – 14.00 Lunch

#### Workshops

14.00 - 16.00

Best Practices: Women in ICT Careers

Education: The Barriers and how to overcome them

Spread the message at national, European and international level

1

16.30 – 16.30 Coffee break

16:00 – 17:00 Presentation of workshop results and action

17:00 - 17:50 Summary and closing remarks

#### EUROPEAN COMMISSION

### Information Society and Media Directorate-General Components and Systems

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6/3/2008

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17:00 – 17:50 Summary and closing remarks



#### Friday, 7<sup>th</sup> of March 2008, Brussels, Belgium 09:00 a.m. - 03:00 p.m. in the DG INFSO's Building BU5 - Avenue de Beaulieu 5 - 1160 Brussels – Meeting room 0A (groundfloor).

1<sup>st</sup> Multi-Stakeholder Partnership Meeting Building a Global Strategy for a European Center for Women and Technology

Dear Dr. Kamberidou,

On behalf of Papirbredden Innovasjon, Norway and the International Taskforce on Women and Information and Communication Technology (ITF), it is my pleasure to invite you for a full day discussion to support the establishment of a *European Regional Center for Women and ICTs* that can connect to a Global Framework of like Centers to amplify the impact of the collective intelligence around the world on behalf of women and girls in the *four key focus areas*:

- 1. Secondary and tertiary education A strategy to increase diverse student engagement in the knowledge society including girls and women's enrollment in science, technology, engineering and mathematics programs, and enhance innovative research and development in developing as well as developed regions of the world.
- 2. Workforce development An enhanced process to increase the recruitment, retention, and promotion of the best and brightest minds available, including women's, from graduation through top level leadership
- 3. Entrepreneurship Using the power of technology, an effective strategy to harness women's natural growth in entrepreneurship to develop technology based companies and technology-enhanced business to increase innovative ideas, better serve the market, and support regional economic development
- 4. Leadership A recognition that women leaders increase business return on investment and that investment in leadership development is a strategy for business growth and success.

This three year development project is bringing together thought leaders to help develop and fund the first stage for the region. This meeting will work with European champions to bring together the expertise of the region focusing on the intersection between women and science, technology, engineering, and mathematics to achieve its goals. Your organization has been identified as one of the key actors in the area.

For your information, this concept was developed by the ITF, seasoned professionals representing expertise in women and technology development from business, government, academia, and non-profit sectors representing every region of the world.

march 2008, Brussels



This meeting, sponsored by the Information Society and Media Directorate General of the European Commission will take place in Brussels on the 7<sup>th</sup> of March 2008, between 09:00 a.m. and 03:00 p.m at the European Commission Building, following the conference of DG Information Society and Media: *Move out of the Shadow - Choose a Carreer in ICT*! For questions and to <u>R.S.V.P.</u>, please contact Eva Fabry, at eva.fabry@pi-as.no. Please respond no later than February 22<sup>nd</sup> to reserve your spot.

Sincerely,

Claidia movell

Claudia Morrell Executive Director, Center for Women and IT, UMBC, Chair of ITF, Member of UN GAID Champions Network

Ige

Eva Fabry Co-ordinator ITF - Europe Member of the SC of the ITF European Affairs Manager Papirbredden Innovasjon, Norway



#### Program Friday, 7<sup>th</sup> of March 2008, Brussels, Belgium 09:00 a.m. - 03:00 p.m.

**European Commission** 

in the DG INFSO's Building BU5 - Avenue de Beaulieu 5 - 1160 Brussels – Meeting room 0A (groundfloor).

09:00	Welcome by Dr. Rosalie Zobel, Director Directorate G – Components and Systems, European Commission DG Information Society and Media
09:10	<ul> <li>Welcome speech:</li> <li>Gabriele Zedlmayer, VP of Corporate Affairs, Hewlett-Packard Company, USA</li> </ul>
09:30	<ul> <li>Creating a New Strategy for Gender in the Information Society:</li> <li>Empowering Women in ICTs</li> <li>Claudia Morrell, Executive Director, Center for Women and IT, UMBC, Chair of ITF, member of UN GAID Champions Network</li> </ul>
09:50	<ul> <li>Towards setting up the European Center for Women and Technology</li> <li>JØRun Leknes, Special Advisor to the Minister for Government Administration and Reform Norway</li> <li>Knut Brinchmann, CEO Papirbredden Innovasjon, Norway</li> <li>Eva Fabry, Co-ordinator ITF – Europe, Member of the SC of the ITF, European Affairs Manager, Papirbredden Innovasjon, Norway</li> </ul>
10:10	Coffee break
10:30	Plenary discussion: Process and logistics
11:00	Workshops: Four thematic groups: Education – Workforce – Entrepreneurship - Leadership
12:30	Plenary report outs and discussion on strategy for an action plan
13:45	Closing Remarks
14:00	End of the meeting
	Lunch



Background

Since year 2005 the concerted global initiative of the International Taskforce for Women and ICTs (ITF) initiated by the Center for Women and Information Technology (CWIT), UMBC aimed at increasing girls' and women's participation and leadership in ICT has managed through the Leadership Meetings organized in Baltimore in 2005, in Paris in 2006 and in Kuala Lumpur in 2007 to mobilize around 100 key multi-stakeholders from all over the world and energize high-level decision makers of the UN, UNESCO, the European Commission, the World Bank, the Inter American Development Bank, major multinational companies as HP, Texas Instruments, Cisco, Microsoft, IBM and Dell as well as dozens of regional public key actors, companies, universities, research institutes and regional and global NGOs to support a new 'Bold Global Multi-Stakeholder Strategy and Actionplan to bring about a major breakthrough in regard to women's participation in the knowledge-based economy'.

The new strategy and action-plan was formed, based on a **Declaration of Agreement** and as a result of the two year long (2005-2007), high-level, multi-stakeholder process wherein the needs, capabilities, and target impact areas were identified, discussed and focused to provide an understanding of what must be accomplished for critical global change to ensure the achievement of the Millennium Development Goals and related stakeholder goals.

As a result of the Leadership Meetings and consultations carried out in Baltimore in 2005, in Paris in 2006 and in Kuala Lumpur in 2007 a broad consensus has emerged that there is a need to continue the global, transparent, multi-stakeholder dialog and setting up of a global hub 'Global Women and Technology' and Ten Regional Centers based on a global framework for bringing about major changes and achieving considerable impact was seen by most participants as the optimal approach.

The goal is to ensure that the participation and leadersip of women in education, entrepreneurship and employment in ICT globally is measurably and significantly increased within five years.

From Europe the European Commission DG INFSO participates as observer and Papirbredden Innovasjon, Norway, WITEC, WINNET Europe, EPWS and the International Science and Technology Center (ISTC) -iEARN -Tbilisi, Georgia have been involved in the entire process since 2005.

On the 20<sup>th</sup> of October 2007 the core ITF-Europe group supported by several stakeholders from the public and private sector, academia and NGOs met for a pre-stakeholder meeting in Åbo. The proposal and plans towards setting up of a European Centre for Women and Technology that will be presented at the meeting are the results of the joint efforts of a rapidly growing multi-stakeholder platform.

#### Brief description

Participation at the meeting will be by invitation.

The Multi-Stakeholder Partnership meeting will achieve the following goals:

- Participants will get deeper insight into the global framework, how it will bring about a major breakthrough in regard to women and ICTs and the plans towards star-up of a European Center for Women and Technology
- Participants will understand the benefits to all stakeholders "What's in it for me".
- Participants will be able to provide input and identify their role in the work of the centre