



Deliverable 0.6

Report on the Gender Action Plan

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Abstract

This document illustrates the gender issues associated with NOBEL 2 and describes how these gender aspects have been taken into consideration into the research activities.



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1 Introduction

1.1 Purpose and Scope

This deliverable describes the strategies undertaken by the IST NOBEL 2 project for monitoring gender issues inside the project and taking appropriate actions.

It reports on the achievements of NOBEL 2 partners to implement specific gender plans, in compliance with their companies' policies.

1.2 Reference Material

1.2.1 Reference Documents

Annex1 NOBEL Annex 1 to the contract, version February 2008
 UNGC <http://www.unglobalcompact.org/>

[1] <http://eur-lex.europa.eu/en/treaties/dat/11997D/htm/11997D.html>

[2] http://ec.europa.eu/employment_social/equ_opp/strategy_en.html

[3] European Parliament resolution on the communication from the Commission entitled: 'Women and science' - Mobilising women to enrich European research (COM(1999) 76 — C5-0103/1999 — 1999/2106(COS)), *Official Journal C 309*, 27/10/2000 P. 0057 - 0060 [EurLex search]

[4] Report from the Commission to the Council, the European Parliament, the Economic and Social Committee and the Committee of the Regions - Equal opportunities for women and men in the European Union - 1999 - /* COM/2000/0123 final */ [EurLex search]

[5] Communication from the Commission - The role of the universities in the Europe of knowledge /* COM/2003/0058 final */ [EurLex search]

[6] Council Resolution of 26 June 2001 on science and society and on women in science *Official Journal C 199*, 14/07/2001 P. 0001 - 0002 [EurLex search]

1.3 Document History

Version	Date	Authors	Comment
0.1	22 February 2008	Marco Schiano Marcello Potenza	First version with partners contributions
0.2	26 February 2008	Marco Schiano Marcello Potenza	Second version with Acreo's, Politecnico di Torino and Fraunhofer's contributions



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1.4 Document Overview

The document is organized as follows.

- Section 2 is an introduction to gender issues in ICT society and IST projects.
- Section 3 describes how NOBEL 2 partners have addressed gender issues.
- Section 4 shows the NOBEL 2 gender statistics.



2 Gender issues in ICT

The epochal change related to information and communication technologies (ICTs) has led to new economic and social opportunities all over the world. To exploit these opportunities, the global community is faced with some important questions about the social dimension of ICTs.

Access to the ICTs is still a distant reality for the large majority of people, with the risk of new colonization effects in the global society, in spite of the fact that they should and could be means to diffuse fundamental ideals of freedom, peace, equity and justice among people. Still today, in some Countries around the world there is a lack of basic infrastructure, resulting in high costs and low opportunities for installing and running ICTs. In certain social environments, women do not have admission of their civil rights yet, suffer from a lower scholar and cultural level, let alone the lack of opportunities for training in computer skills. Women are further opposed from the information sector as a result of domestic responsibilities, traditional heritage, cultural restrictions on mobility and less economic power or independence.

By gender equality it is mean that all human beings be free to develop their personal abilities and make choices without the limitations set by strict gender roles; that the different behaviour, aspirations and needs of women and men are equally valued and favoured. *De iure* equality is only a first step towards *de facto* equality. Unequal treatment and incentive measures (positive action) may be necessary to compensate for past and present discrimination. Gender differences may be influenced by other structural differences, such as race/ethnicity and class.

To redirect existing power imbalances, the global society is faced with issues on how to make the ICT arena more democratic, including approach to cultural diversity, right to communicate, and to intellectual property.

New technologies do offer remarkable advantages in terms of ease of communication, unprecedented possibilities for interaction, and efficiency in information storage and retrieval; however, they are not universally available. New initiatives have been most effective where they go beyond issues of access and infrastructure to consider the larger social context and power relations.

Though a current opinion that technology is gender-neutral, socio-economical studies show that women and men relate differently to technology, because of cultural values and practices. For a large part of women, this has meant exclusion from access to and influence over different technologies. The ability to advise and drive technology is political as it involves a shift in power relations and a redefinition of technology and applications that would reflect more equilibrate gender needs, interests and aspirations.

Power relations around ICTs have different roots and implications. Household traditions and social norms reflect unequal gender relations and prevent women's access to ICTs. Women have been underrepresented in the private sector and government bodies which control the ICT arena, meaning they have had relatively little ownership of, and influence over decision-making processes involved in the development and provision of ICTs. Progress has been made since that situation in most advanced Countries, but this still holds in less healthy Nations. This imbalance is further made worse since the strategic control of ICTs by powerful nations and corporations also poses challenges for



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disadvantaged populations in a world where corporations control the intellectual property regime and thus control knowledge.

While the introduction of ICTs has brought employment gains for both women and men, patterns of gender inequality are being reproduced in the information economy. Organizations in the information technology sector, as elsewhere, employ men in the majority of high-skilled, high value-added jobs. On the other side, women's presence tends to be continually undervalued as demonstrated by the prevalent feminization of work in environments such as call centers.

Despite the numerous challenges to equity in the ICT arena, many social actors have exploited ICTs as tools for social transformation and gender equality. Women artisans are directly accessing global markets through e-commerce initiatives, using the Internet to support their activities with market and production information. E-governance programs have been initiated using ICTs for delivering government services; in some cases with an explicit strategy to ensure these services reach women and other subjects who may suffer barriers to access. Email, online newsletters and List Serves have enabled women to communicate on a global scale, resulting in increased collaboration to push the agenda of gender equality.

The NOBEL Project itself heralds a democratic transformation of the ICT field, as stated in its very name, *"Next generation Optical networks for Broadband European Leadership"*, as inserted in the *Broadband Services for All* plan.

To see how this has been possible, it may be helpful to review the development of Community equal opportunities policy in the research field. When the European Community was established in the 1950s, interpretation of the concept of equal opportunities was limited to the principle of equal remuneration. Since 1996 – after the United Nations' World Conference on Women in Beijing, 1995 – the launch of gender mainstreaming or integrating gender into all major European policy areas has formed the strategic approach to the question of equal opportunities between women and men for the European Commission.

This attitude has to be implemented in all institutions, policies, programmes and practices of the European Union. The approach towards gender mainstreaming was first set out in the Commission Communication (1996) *"Incorporating equal opportunities for women and men into all Community policies and activities"*, which aims at a far more efficient action on equal opportunities, together with simultaneously improving the quality and efficiency of European policies. Since then, further progress has been made, reducing the impact of shortcomings such as lack of awareness of gender issues at decision-making levels, lack of human and budgetary resources allocated and lack of gender expertise.

Today, the European policy of equal opportunities between women and men is enshrined as one of the European Union's objectives in the Treaty of Amsterdam, signed in 1997, and stating the Community commitment to gender mainstreaming [1]. It establishes equality between women and men as a specific task of the Community, as well as a transversal objective affecting all Community programs. The Treaty seeks not only to eliminate inequalities, but also to promote equality. Furthermore, the Treaty reinforces principles of positive discrimination or affirmative actions requiring special measures to redress the disadvantages experienced by an under-represented sex. Positive discrimination programs have been proposed to improve women situation at a Member State level.



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The overall Community Framework Strategy on Gender Equality (2001-2005) embraces all Community policies and actions aimed at achieving gender equality, including gender mainstreaming policies and specific actions aimed at women [2]. The Gender Equality Programme is one of the instruments needed for its implementation. The fields of intervention concern economic life, equal participation and representation, social rights, civil life, gender roles and overcoming of traditional stereotypes. In addition, the gender dimension must be taken into account in the EU enlargement process, the Community's external relations and in development co-operation policies. This strategy and Action Programme are implemented in close co-operation with Member States.

The Communication "*Women and Science: mobilising women to enrich European research*" was adopted by the Commission in 1999 [3]. It outlines guidelines to be undertaken by the Commission to bring the gender dimension into Gender in Research – Gender Impact Assessment of the specific programmes account within European research policy. The two main objectives are to stimulate discussion and sharing of experience concerning any under-representation of women in research among the Member States, to allow action to be taken as effectively as possible at all levels. Further to this, there is the need to develop a coherent approach towards the promotion of women in research funded by the European Union, using the Gender Watch System [see, e.g., 4] as a tool for ensuring that gender issues are taken into account wherever relevant. The first of these objectives has been tackled from a number of perspectives.

The so-called Helsinki group [quoted, for example, in 5] of national civil servants was set up in 1998 to create a dialogue among the Member States, focusing on policy reviews and development of gender indicators in research. Simultaneously, links have been established between networks of female scientists in order to encourage discussions of their specific concerns. The Commission has also provided a forum in which ideas and experiences can be exchanged through a series of Women and Science conferences organised since 1998. In 1999, a group of women scientists was set up to identify the challenges to women's participation in European science and technological development. Following this, the report of the ETAN (European Technology Assessment Network) Expert Group on Women and Science, Science Policies in the European Union, "*Promoting excellence through mainstreaming gender equality*", was commissioned by DG Research and discussed in Spring 2000 [see, e.g., 6]. In addressing the second objective, the Commission recognises a threefold relationship between women and research, and has articulated its action around this. Women's participation in research must be encouraged – research by women. Research must address women's needs – research for women. Research must be carried out on the gender question itself – research about women.

Research by women means the promotion of women both as research workers and within the consultation and implementation processes of the FP5 (5th Framework Programme for Research and Technological Development). This includes ensuring that women are informed about the schemes and programmes intended to increase their participation, promotion of equal opportunities between women and men and the collection of sex-disaggregated statistics.

With regard to *research for women*, a potential gender dimension needs to be taken into account when compiling and implementing work programmes to ensure that research meets the needs of all citizens, including women.

Research about women is concerned mainly with supporting gender-relevant research and contribution to an enhanced understanding of the gender question itself. A dynamic and evolving system, as the quoted Gender Watch System, has developed as one of the Commission's tools for improving the integration of the gender dimension within the FP5



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and research policy in general. For the time being, it consists of aiming at 40% representation of women in panels and advisory groups, collecting sex-disaggregated data, conducting these gender impact assessment studies and encouraging gender research within the FP5. These measures are to be developed further in successive Framework Programmes, in particular drawing from the findings of this gender impact assessment exercise.

In order to support the growing call for more equitable ICT initiatives the world over, far-reaching changes towards gender equality and women's empowerment in the ICT arena are needed at international, national and local levels. This is a most important point, also in consequence of the recent widening of the European Commission.

International fora could and should be used to challenge national and corporate dominance of the ICT arena. Governments should act to build gender perspectives into ICT policies through the involvement of gender and ICT experts. Clear gender strategies are needed in the design, implementation and evaluation of mainstream ICT projects and programmes. This requires sex-disaggregated statistics and gender indicators on access, use, content, employment, education, representation in ICT decision-making, and impact of ICTs on women and men.

Engendering ICTs is not merely about the greater use of ICTs by women, but about transforming the ICT system itself.



3 Gender actions in NOBEL 2

This section describes the actions undertaken in NOBEL 2 to ensure and monitor equal opportunities inside the project.

3.1 Survey on NOBEL 2 contractors' recruitment policy

In order to assess that NOBEL 2 contractors encourage women to apply for research positions, especially in decision-making positions, and ensure that equal opportunities are promoted in recruitment at all levels, a survey on contractors' recruitment policy has been carried out. The results are shown below.

Telecom Italia

The guidelines of the Telecom Italia policy on equal opportunities are depicted in the "Code of Ethics and behaviour of the Telecom Italia Group" (internal document of Telecom Italia).

In the "Human resources" section, the document reads:

The companies of the Telecom Italia Group recognize the dominant role of the human resources in the belief that the main factor of success of every enterprise is built around the professional contribution of the persons who work in the organizations, in a framework of loyalty and mutual confidence.

The companies of the group take care of the safety and the health in the job environment and consider fundamental, in the accomplishment of the economic activity, the respect of the rights of the workers. The management of the job relationships is oriented to guarantee equal opportunity and to favour the professional development of everyone.

All Telecom Italia structures and individuals are strongly committed to apply these principles, as stated in the introduction of the mentioned document:

The Telecom Italia Group, assuming that ethics in the business is also the condition of the enterprise success, performs its own internal and external activities in the respect of the principles contained in the present Code, which represents the founding rule of the organizational model and the global internal control system of the Telecom Italia Group.

In such context, Telecom Italia has joined - and encourages the Companies of the Group to join - to the "Global Compact" (<http://www.unglobalcompact.org/>)[UNGC] promoted by the Organization for the United Nations, in matter of human rights, environment and job. The boards, management and employees of all the Companies of the Group are obliged to respect the present Code, in the limits of their respective duty, functions and responsibility.

Alcatel Lucent France

Although women are hired at Alcatel-Lucent in equal proportion to their availability on the labor market, they often do not see the same career evolution as their male colleagues. It must be noted that due to the technology sector, the formerly Alcatel's R&D community in France counted about 22 % women.



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This leads to the situation in the project NOBEL, where even though the broad initiatives including the "Women in Leadership" program and Human Resources career development related activities (mentoring, training, networking), and other gender diversity meetings, the number of women is still limited.

Highly talented employees are one of Alcatel-Lucent's main assets, and women represent a large reservoir of talent. In the drive to promote the best people, recruiting and developing women is thus key to Alcatel-Lucent's continued success. Moreover, the company needs a diverse base in line with the evolution of our business focus towards solutions and services. The company also needs to better reflect the increasing diversity within our stakeholders, including our clients and suppliers.

In accordance with principle of on Labor Standards and Diversity, the company Social Charter states: *"Alcatel-Lucent is a global company, attached to diversity, tolerance and equal opportunity for all. Consequently and in accordance with International Labor Organization standards, Alcatel-Lucent will not discriminate against any employee."*

Alcatel-Lucent Bell Labs France believes that improved gender diversity in the leadership pipeline is a business imperative, boosting effectiveness and innovation. For instance, improvement in the percentage of women in management positions is continually measured and published every year in the Sustainable Development report.

Further, Alcatel-Lucent offers special leadership training for women. Online courses cover topics that have been proven to be valuable in increasing women's awareness of key career success factors. These include:

- Understanding the unwritten rules of male corporate culture;
- Advocating for yourself;
- Overcoming stereotypes;
- Finding a balance between life and work;
- Using proven leadership techniques to negotiate conflicts.

At the annual Alcatel Technical Academy (ALTA) Steering Committee of January 2006, it was decided to create a Working Group (WG) with the aim to come up with proposals to improve gender diversity in technology. Today the WG is defining strategies to promote balance in gender diversity in Alcatel-Lucent Bell Labs technical community with pilot programs implementing these strategies.

Alcatel Lucent Italia

Employees are the heart of our company and the key to our competitive success in the global marketplace. As a socially responsible employer, we respect our employees' rights and endeavour to provide: a safe and healthy workplace; fair policies and procedures; freedom of opinion and expression; and open dialogue with our employees.

In addition to offering attractive and fair compensation and benefits, Alcatel-Lucent encourages and facilitates international mobility, invests in its employees' lifelong learning and professional development, and promotes a healthy balance between personal and professional lives.

A demonstrated engagement in diversity, proactive inclusion and equal opportunity is an investment in our people and our future growth. Our commitment to providing equal



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opportunity to all employees and applicants for employment in accordance with all applicable laws, directives and regulations is constantly reaffirmed through our policies and best-in-class practices.

Alcatel-Lucent's Human Resources team provides policies, practices and tools that create a workplace capable of motivating, developing and rewarding employees to achieve success.

The company has a guiding principle to:

- Promote an open and supportive work environment;
- Value diversity in all its forms;
- Encourage the candid expression of ideas;
- Allow a free exchange of points of view to make the best business decisions;
- Support each other in the pursuit of common goals; and
- Help employees strive for breakthrough performance.

At Alcatel-Lucent, we believe that a demonstrated engagement in diversity, tolerance and equal opportunity is an investment in our people and our future growth. Our commitment to providing equal opportunity and prohibiting all forms of harassment and discrimination in accordance with all applicable laws, directives and regulations is constantly reaffirmed through our policies and best-in-class practices.

A number of diversity-related initiatives have been launched at local units to support the professional and personal growth of all Alcatel-Lucent employees. For example, in 2006, the company signed a three-year agreement with five French unions to foster the professional integration of disabled employees. In the framework of this project, a dedicated "[Handicap Mission](http://www1.alcatel-lucent.com/sustainable/salaries/diversite4.htm)" (<http://www1.alcatel-lucent.com/sustainable/salaries/diversite4.htm>) task force was created. The company has committed to recruiting around 60 disabled people before the end of 2008.

Ericsson AB

Ericsson will use merit, qualifications, and other job-related criteria as the sole basis for all decisions affecting employees. This includes hiring, placement, upgrading, transfer, demotion, recruitment, advertising or solicitation of employment, treatment during employment, rates of pay or other forms of compensation, benefits, selection for training, layoffs, return from layoff, termination, education and tuition assistance.

Ericsson will not discriminate on the basis of a person's race, color, religion, national origin, sex, pregnancy, sexual orientation, age, disability or veteran status, or other legally protected category. Ericsson will abide by all applicable federal, state, and local laws or ordinances regarding non-discrimination, while taking those lawful actions that assist Ericsson in achievement of affirmative action objectives.

1.2 Reporting. If you feel you are being discriminated in violation of this policy or you are aware of discrimination by, or of, another Ericsson employee, immediately report it to your supervisor, manager or Human Resources representative. If you are unsure to whom to raise an issue of discrimination or you have not received a satisfactory response within five



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(5) business days after reporting any incident of what you perceive to be prohibited discrimination, please immediately contact your Human Resources representative, or the Director of Human Resources for your division or the Vice President for HR Operations.

1.3 Investigation. All reports under this policy will be promptly investigated in as confidential a manner as possible. It is each employee's responsibility to cooperate fully with an investigation and to refrain from discussing the matter with persons other than those conducting the investigation.

1.4 Discipline. Based upon the findings of the investigation, prompt and appropriate action, up to and including discharge, will be taken if necessary to address any violations of this policy.

1.5 Appeals. Appeals of investigative findings or remedial actions may be made to the Director of Human Resources for the respective Ericsson division.

1.6 No Retaliation. No employee who brings a good faith report of prohibited discrimination, or who cooperates in the investigation of such reports, will suffer retaliation or other adverse employment action as a result. Any form of retaliation in violation of this policy will result in disciplinary action, up to and including discharge.

Ericsson GmbH

Excerpt from the Equal Opportunity Plan for Ericsson AB

Overall goals

Diversity is extremely important within Ericsson. Diversity will make Ericsson a stronger company. We want to see a greater spread of cultures and backgrounds among employees and we want to see more women leaders in our company. We cannot afford to say no to the skills and competence of multicultural or mixed gender groups.

This document deals with how we will achieve greater gender equality.

Having many women in the workplace, not least women managers, leads to improved efforts and more favourable working conditions for all of us. We are not happy with the way things are at Ericsson today when it comes to the participation of women. There must be more women among the total workforce and among our management.

To bring this about we must work on every level. We must encourage more women to study technology and we must make Ericsson an attractive employer for women. We must support women in their management careers. We must search for women candidates every time we recruit new employees, and we must make it simpler for both women and men to combine family life and a career. All of us have a major responsibility to increase the proportion of women in management positions. We cannot close our eyes to the fact that like attracts like and people tend to seek out other people like themselves with whom they can identify easily. Historically, men have almost always recruited other men to senior positions, and only men themselves can change this. Only if men change their behavior, and men and women together support female management material, can we carry out these desired changes. These actions totally depend on a change of attitude among our male managers. This issue is a priority for Ericsson's executive board. With a shared commitment we will be able to make permanent changes.



Equal Opportunity

The goal of Ericsson's work around equality is to promote equal opportunities for women and men when it comes to work, employment, working conditions and opportunities for training and development. This can include:

- Changes in working conditions
- Actions that improve opportunities for a better work-life balance
- Actions that will be supported and developed at various levels to benefit women
- Actions to increase the diversity of employees.

CoreOptics

CoreOptics is committed to equal-employment principles, and CoreOptics recognizes the value of committed employees who feel they are being treated in an equitable and professional manner. CoreOptics strives to find ways to attract, develop, and retain the talent needed to meet business objectives, and to recruit and employ highly qualified individuals. Employment policies and decisions on employment and promotion are based on merit, qualifications, performance, and business needs. The decisions and criteria governing the employment relationship with all employees are made in a non-discriminatory manner – without regard to race, religion, colour, national origin, sex, age, marital status, physical or mental disability, medical condition, military or veteran status, or any factor determined to be unlawful by federal, state or local statutes.

Effective and consistent recruitment practices are essential to ensure that all applicants are treated fairly and with diversity and equality of opportunity and that costly recruitment mistakes are avoided.

The recruiting process must result in the selection of the most suitable person for the job in respect of skills, experience and qualifications. All employees are required to comply with the requirements of the equal opportunity policy at every stage of the recruitment process including production of job descriptions, advertising material, instructions given to recruitment agencies, short listing of applications, interviewing, selection decisions and offers of employment.

Pirelli Labs

Pirelli & C. has a strong commitment to promoting equal opportunities or diversity; to support this view, a work project, called "Equal Opportunities Project" has been generated at Corporate level.

Pirelli's activity on this subject has firstly concerned the Organization of the Company: a Steering Committee including Top Managers and an Equal Opportunity Manager have been appointed at Corporate Level, with the aim of implementing the Equal Opportunity Project and of becoming the point of reference for all the Equal Opportunity matters with a fundamental view on the international progress and principles on these issues. Both the Committee and the EQ Manager (for each country where Pirelli is present) have been appointed directly by the Chairman and are in charge of the practical actions to be taken in order to develop Human Resources and to help managing work life balance.

As part of an internal project for disseminating this approach to employees, a Group's Equal Opportunities Statement has been launched, affirming that the Pirelli Group has been and remains firmly committed to compliance with the principles of Equal



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Opportunities in the workplace, without any form of discrimination on the basis of gender. The Pirelli Group is committed to the prevention of discrimination in all areas of working life, including selection and all decisions related to remuneration, professional status, the assignment of responsibilities, training and career development. All such decisions are made solely and exclusively on the basis of the competencies, experience and professional potential that individuals possess and the results that they achieve.

Positive actions (in the field of Recruitment, Selection, Training and Development) have been planned at Corporate level in order to give value to diversities in Human Resources Management. Examples of actions are:

- Selection: preparation of a joint male-female short list as a basis for the selection process, for all types of personnel search geared to the placement of said personnel at any level of the organisation. The drafting of the short list will be ensured by the preparation of a specific contractual clause to be introduced within all selection contracts with external suppliers.
- Training: definition of specific training courses aimed at raising awareness within the organisation as regards the issue of acknowledging and valorising diversity.
- Development: pursuit of general compliance with male-female equality during the analysis and evaluation phases associated with human resources development processes (e.g. career and development path, promotions, salary reviews etc.).

Telefonica I+D

All Telefonica I+D recruitment and human resources policies intend to promote equal opportunities regardless of employees' gender so as to increase value within all professionals in the company.

However, in 2005 the male/female ratio was 71/29 but that represents the actual ratio in the Spanish university (for technical studies).

On the other hand, a similar ratio was obtained in 2007 for the career advancements and salary increases (72% men against 28% women). That confirms the stated compromise of Telefonica I+D for no sex discrimination.

ACREO

Acreo's policy on equal opportunities is contained in the internal document "Jämställdhetsplan 2007/2008" (Swedish for "Equal Opportunity Plan 2007/2008"). The guidelines are drawn in collaboration with the local trade union section.

The document specifies the policy in these terms: Acreo shall work towards a situation in which

- ❖ work relationships, conditions, and development possibilities are equally adapted to men and women
- ❖ it is possible and made easy for the employees, be them men or women, to conciliate work and family life
- ❖ no sexual harassment takes place – that shall not be accepted – and if it does it is taken immediate action against (action plan described in the internal document "Så här hanterar vi sexuella trakasserier/trakasserier på grund av kön"); with sexual



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- harassment it is meant unwelcome behaviour based on gender or unwelcome behaviour of sexual nature that insults the integrity of the employee
- ❖ there are no wage differences on the grounds of gender
- ❖ a continuous effort is made – in recruiting and personal competence development – towards an even distribution of women and men within different units and professional categories

Beside the equal opportunity policy itself, the Equal Opportunity Plan contains also an action plan, guidelines on how to achieve equal opportunity and a follow-up of the situation from the previous year.

When it comes specifically to recruitment policy, internal as well as external, it is stated that Acreo shall promote an even gender distribution within different employee categories. With even gender distribution it is meant within the range 40-60%. It is not the total distribution that shall be taken into consideration, but rather the distribution between different categories. The distribution has now remained stable for several years, around 30% women. This however shall be compared with the average women proportion at Stockholm's technical university (KTH) of around 20-25%. On the other hand the proportion of female managers was only 16% as of June 2007. This represents a fall by 10 percentage points with respect to 2006, mainly as a consequence of a recent major spin off.

Telecommunications Technological Center of Catalonia

CTTC's recruitment policy is based on equality terms between women and men, that is, all applicants for a CTTC's position are evaluated according to his/her scientific curriculum ensuring the equal opportunities between women and men. Selection of project team and assignment of tasks within the project is gender-neutral.

France Telecom

The France Telecom group firmly believes that the development of our teams' diversity is a key for the business to move forward. Promoting diversity through recruitment and career management is contributing to our effectiveness and the quality of our labour relations. That is why we signed the business diversity charter in 2004, alongside other leading multinationals. We are fulfilling our commitment with two major programs: promoting gender equality and integrating disabled workers.

The Group is particularly committed to ensuring gender equality. In-line with the collective agreement signed in 2004, a taskforce set up in 2005 promotes exchanges of best practice at European level. In 2006, this working group submitted a report, which was discussed during a plenary session of the European works council of the Group. We widely distributed this report and will follow up its recommendations. More generally, we encourage initiatives designed to enable women to network with one another and take advantage of the opportunities available within the Group. Naturally, efforts to promote gender equality depend to a great extent on the situation in each country, but already women occupy key positions in various Group companies. In Romania, for example, half of the Group Management Committee is made up of women. Since its launch in 2005 we have been strongly involved in the [Women's Forum](#) for the Economy and Society. We are part of the international advisory board, which is responsible



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for contributing to the international and development of this program. We are also members of [Cercle InterElles](#), created in 2001 on the initiative of several women business leaders, including one former member of our Group's management board, working to promote equal opportunities in the workplace. The group announces the signing of a new agreement on job equality between and men (2007/11/12).

CoreCom

Corecom is a small no profit research organization with only 18 employs of whom 9 are women.

These mean that half of Corecom employs are women.

Also from the point of view of decision-making position women direct two of our four laboratories.

This simple data are sufficient, also without a specific organization for gender action, to show the importance and consideration that is present in Corecom regarding the participation of women in our research activities.

Corecom is also acting in work-life for helping in balance between job and private life offering to women part-time and flexible working time.

Being Corecom a consortium between Pirelli and Politecnico di Milano we have also tight relation with this educational organization. We host in our laboratories a number of students, stagiest and PhD and our people are promoting at all this levels women participation.

UCL

UCL aims to promote gender equality in all its operations and to prevent unlawful gender discrimination. It aims through this policy and other strategic policies to promote diversity, fairness, justice and equality of access and opportunity, identify any barriers to progress, expose inequalities and their underlying causes and take remedial and preventative action. Further details on UCLs gender equality scheme may be obtained from http://www.ucl.ac.uk/hr/equalities/gender_scheme.php.

Nokia Siemens Networks

The recruitment policy of Nokia Siemens Networks (NSN) is considered in the Nokia Siemens Networks Code of Conduct. NSN recognizes that its own long-term interests and those of its various stakeholders depend on compliance with the highest standards of ethical conduct and applicable law. The NSN Code of Conduct has been approved by Nokia Siemens Networks' Executive Board, as well as the Company's Board of Directors, and is introduced and reinforced to Nokia Siemens Networks employees through induction, training and internal communications.

Every Nokia Siemens Networks employee is expected to conduct himself or herself, and his or her business, in line with this Code without exception. Stricter guidelines or more detailed instructions may be appropriate for certain regions or countries, but they should not contradict this Code. Nokia Siemens Networks periodically reviews this Code and is committed to making changes in its content and implementation when changes or further clarification so demand.



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Nokia Siemens Networks will respect and promote human rights. Nokia Siemens Networks recognizes, with the international community, that certain human rights should be considered fundamental and universal, based on accepted international laws and practices, such as those of the United Nations' Universal Declaration of Human Rights, International Labour Organization and Global Compact principles.

Among those rights that Nokia Siemens Networks views as fundamental and universal are: freedom from any discrimination based on race, creed, colour, nationality, ethnic origin, age, religion, gender, gender reassignment, sexual orientation, marital status, connections with a national minority, disability, or other status; freedom from arbitrary detention, execution or torture; freedom of peaceful assembly and association; freedom of thought, conscience and religion; and freedom of opinion and expression. Nokia Siemens Networks will not use child or forced labour. Nokia Siemens Networks will not tolerate working conditions or treatment that is in conflict with international laws and practices.

Alcatel Lucent Nederland

From the Alcatel-Lucent Statement of Business Principles the following principle related to diversity is quoted:

Principle 8 – Respect for a Diverse Culture

Alcatel-Lucent is one company formed of many diverse and exciting cultures, thus each of us, the Company's employees, must strive to appreciate, benefit from and understand one another's cultures and customs. Alcatel-Lucent's employees must not discriminate against one another, including for reasons of age, disability, ethnic origin, gender, race, religion, or sexual orientation.

The following principle from the former Lucent Technologies should underpin all recruitment activities within EUROPE.

It is Lucent Technologies policy to:

Provide equal opportunity to all employees and to all applicants for employment and conduct the recruitment process consistent with all Lucent Technologies policies.



3.2 Monitoring of equal opportunities inside the project

All NOBEL 2 partners have been encouraged to undertake actions to improve gender equal opportunity. The most important actions are described below.

Telecom Italia

	Actions taken	Description	Results achieved	Success rate (score 1:poor – 5:good)	Comment
Gender balance within Project workforce	Involvement of women researchers in NOBEL 2	Request of one or more female researcher in the NOBEL 2 group	A female employee has worked in NOBEL 2	3	The hiring policy of Telecom Italia does not allow increasing the number of employee in the "Transport Network" area. Therefore, at present, it is impossible for TILAB to increase further the women participation in NOBEL 2

Alcatel Lucent Deutschland

	Actions taken	Description	Results achieved	Success rate (score 1:poor – 5:good)	Comment
Gender balance within Project workforce	Supporting activities to raise interest in technical jobs and careers	Project VisionIng 21 http://www.foerderungskreis-ingenieurstudium.de/foerderung.htm	Preferred consideration of women in internships	3	Low representation of women in technical studies and professions



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		m. and University Relations			
Raising gender awareness	Women History Month	Create awareness about women in science	Yearly activity	4	
Promotion of Women in Science	<ul style="list-style-type: none"> Women in Leadership at Lucent Technologies (WILL). 	<ul style="list-style-type: none"> WILL is supporting the professional as well as the individual advancement of women at Lucent. 	Project Groups with biweekly meetings and Mentoring programs implemented	3	
	<ul style="list-style-type: none"> VisionIng 21 	<ul style="list-style-type: none"> This project initiated a region wide natural sciences competition for students at comprehensive secondary schools. 	Trial apprenticeships		
	<ul style="list-style-type: none"> Girls' Day 	<ul style="list-style-type: none"> Yearly Girls' Day to inspire young girls' for technical professions 	Lucent hosts the 7 th year Girls' Day with approx. 150 participants		
	<ul style="list-style-type: none"> Trial apprenticeships 	<ul style="list-style-type: none"> Attract female students for technical apprenticeships 			
Monitoring Action Plan Implementation	Lucent submitted to the Audit Career & Family (Work Live Balance)	For Lucent, the whole private environment of our employees is recognized as immediate family and rights an employee has with regard to immediate	Certified as a family friendly company. Project group established with monthly meetings.	4	The certification requires two updates on achievements per year. Recertification after three years



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		family extend to their entire private environment. http://www.erfolgsfaktor-familie.de/			
Other please specify	- Company Membership in EWMD	European Women's Management Development International Network http://www.ewmd.org/	Participation in a network for women in leadership	3	

Alcatel Lucent France

	Actions taken	Description	Results achieved	Success rate (score 1:poor – 5:good)	Comment
Gender balance within Project workforce	Promoting the technical topics and related jobs	Supportive activities at Human Resources to raise interest in technical jobs and careers		4	Attracting more female students
Raising gender awareness	"Women in Leadership" initiative	This international network has the primary task of increasing awareness and proposing local initiatives.	Monitored and results published annually	5	
Promotion of Women in Science	Passeport-Telecom Initiative	Mentoring students	Action in France only	4	Enlarges the vision on Telecom industry
Monitoring Action Plan implementation	European Professional Women's	Annual memberships to a select		5	



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	Network (EPWN)	number of female employees			
Other – please specify	Mentoring recently recruited women employees	A number of tools for the use of all those interested in using mentoring to support career development plans.		3	

Ericsson GmbH

	Actions taken	Description	Results achieved	Success rate (score 1:poor – 5:good)	Comment
Gender balance within Project workforce					
Raising gender awareness					
Promotion of Women in Science	<ul style="list-style-type: none"> Girls' Day 	<ul style="list-style-type: none"> Yearly Girls' Day to inspire young girls' for technical professions 	Ericsson GmbH hosts the year Girls' Day with approx. 50 participants	3	
Monitoring Action Plan implementation					
Other – please specify	<ul style="list-style-type: none"> Ericsson dotter Individual Management planning 	<ul style="list-style-type: none"> Specific internal women network specific career planning path 	<ul style="list-style-type: none"> Comprehensive knowledge transfer High acceptance quota 	4	



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CoreOptics

	Actions taken	Description	Results achieved	Success rate (score 1:poor – 5:good)	Comment
Gender balance within Project workforce	Raise interest in technical jobs at CoreOptics	Recruiting days at Universities (e.g. http://www.bonding.de/-erlangen/messe) technical exhibitions (e.g. ECOC)	Increased women's employment quota	4	
Raising gender awareness					
Promotion of Women in Science	Creation and publication of CoreOptics Recruiting brochures	CoreOptics' recruiting brochures promotes women in science by publishing statements from women who work at CoreOptics http://www.coreoptics.com/-careers/core_internet.pdf	Increased women's application quota	3	
Monitoring Action Plan implementation	Supporting Family & Careers	CoreOptics strongly supports work life balance activities / measurements	Implementation of different work time models, VPN access for all employees	4	
Other – please specify					

Telefonica I+D

	Actions taken	Description	Results achieved	Success rate (score 1:poor – 5:good)	Comment
Gender balance within Project workforce	Encourage TID's women to participate		Around 12% of the total TID's mm in	2	



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	in NOBEL2		NOBEL correspond to a woman researcher.		
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ACREO

	Actions taken	Description	Results achieved	Success rate (score 1:poor 5:good)	Comment
Gender balance within Project workforce				-	
Raising gender awareness	Gender project in the Swedish industry	A leadership-project (for 3 years): Education, Seminars, Networking	ongoing		The project will be finished 2009
Promotion of Women in Science	Female representative at the new-grad employment fair	Two young employees at Acreo's booth: one male and one female	Some diploma workers were women recently	3	
Monitoring Action Plan implementation	Gender perspective in employee investigation	A yearly employee investigation is run to collect feedback on how the workplace is felt by the employees	No complaints raised in gender-related issues	4	



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CoreCom

	Actions taken	Description	Results achieved	Success rate (score 1:poor – 5:good)	Comment
Gender balance within Project workforce	Involvement of women researchers	Promotion of women in Nobel activities	All women in System Lab participated in the project	3	The manager of System Lab is a woman
Raising gender awareness					
Promotion of Women in Science	<ul style="list-style-type: none"> • Women in Labs 	<ul style="list-style-type: none"> • Engagement of women researchers in Lab Staff 	9 women in 17 employees (53% of staff)	4	
	<ul style="list-style-type: none"> • Support to women researcher s family organization 	<ul style="list-style-type: none"> • Financial contribution to women for nursery 	3 employees supported	2	
Monitoring Action Plan implementation	-				
Other – please specify	-				

UCL

	Actions taken	Description	Results achieved	Success rate (score 1:poor – 5:good)	Comment
Gender balance within Project workforce	Project recruitment aimed to strike a good balance between genders		Three of the 9 people working on NOBEL were woman	5	



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Istituto Nazionale Fisica Nucleare INFN/CNAF

	Actions taken	Description	Results achieved	Success rate (score 1:poor – 5:good)	Comment
Gender balance within Project workforce					
Raising gender awareness					
Promotion of Women in Science	Promotion of equal opportunities for man and women in High Energy Physics (HEP) research	Committee "Comitato INFN per le pari opportunità" (http://www.infn.it/cpo/)	Meetings and seminars: http://www.infn.it/cpo/seminari_CPO/index.html	NA	NA
Monitoring Action Plan implementation					
Other – please specify					

UST-IKR

	Actions taken	Description	Results achieved	Success rate (score 1:poor – 5:good)	Comment
Gender balance within Project workforce					
Raising gender awareness	Report on equal opportunities	Document describing the actions for equal	This report is yearly elaborated &	3	



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Promotion of Women in Science	"Girls' day"	Yearly event to inspire young girls for engineering topics/studies	University of Stuttgart carried out demonstrations and workshops/hand-on networking	4	
	"Probiert die Uni aus!" (try the university!)	Event twice a year to show practically schoolgirls engineering & natural science topics in different workshops	Already for 10 years a successful program. Increasing number of female first-year students	5	
	Femtec .Network	Careerbuilding program for women from engineering & natural science for management position	Increased collaboration with other universities and large enterprises	4	
	Mentoring Programm for women	Promotion of women in research for improved career possibilities	Increasing number of participants on all levels (students, PhDs, post-docs, professors)	5	
	"Praktikums-Börse" (Exchange for industrial placement)	University of Stuttgart works together with industry to facilitate the access to industrial placements	Increased collaboration with industry	4	



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		for female students			
Monitoring Action Plan implementation	Report on equal opportunities (see also above)	Yearly document describing the actions and their results for equal opportunities		3	
Other – please specify					

Nokia Siemens Networks

	Actions taken	Description	Results achieved	Success rate (score 1:poor – 5:good)	Comment
Raising gender awareness	Activated NSN Ethics Office	1) Maintain content and spirit of the NSN Code of Conduct (see previous section), in line with international developments and benchmarks. 2) Collaborate with HR on involving all employees. 3) Prepare supporting materials, provide advice and guidance, and act as sounding board to employees. 4) Help managers to behave consistently as role models and discuss ethics issues with management teams. 5) Visit company sites to “evangelize” our commitment to right behaviour, acting as ambassador of the Code of Conduct.	n/a	n/a	*
Monitoring Action Plan implementation	Activated NSN Ethics Office	Internal Audit	n/a	n/a	*



4 NOBEL 2 Gender data and statistics

In the following tables, sex-disaggregated data on the workforce involved in NOBEL 2 are provided. The whole project data are presented at the end of the list.

Telecom Italia

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager		1	1	0.0%	100.0%
Scientific team leader / work package manager		3	3	0.0%	100.0%
Experienced researcher (> 4 years)	1	5	6	16.7%	83.3%
Early researcher (<= 4 years)					
PhD students					
Technical staff					

Alcatel Lucent Deutschland

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager		1	1	0.0%	100.0%
Scientific team leader / work package manager		1	1	0.0%	100.0%
Experienced researcher (> 4 years)		3	3	0.0%	100.0%
Early researcher (<= 4 years)		1	1	0.0%	100.0%
PhD students					
Technical staff					



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Alcatel Lucent France

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager		1	1	0.0%	100.0%
Scientific team leader / work package manager		2	2	0.0%	100.0%
Experienced researcher (> 4 years)		10	10	0.0%	100.0%
Early researcher (<= 4 years)					
PhD students					
Technical staff					

Alcatel Lucent Italia

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager		1	1	0.0%	100.0%
Scientific team leader / work package manager		1	1	0.0%	100.0%
Experienced researcher (> 4 years)		4	4	0.0%	100.0%
Early researcher (<= 4 years)		1	1	0.0%	100.0%
PhD students					
Technical staff					

British Telecom

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager		1	1	0.0%	100.0%
Scientific team leader / work package manager					
Experienced researcher (> 4 years)	1	2	3	33.3%	66.7%
Early researcher (<= 4 years)					
PhD students					
Technical staff					



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Ericsson AB

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager					
Scientific team leader / work package manager					
Experienced researcher (> 4 years)	1	2	3	33.3%	66.7%
Early researcher (<= 4 years)		2	2	0.0%	100.0%
PhD students					
Technical staff					

Ericsson GmbH

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager		2	2		
Scientific team leader / work package manager		1	1	0.0%	100.0%
Experienced researcher (> 4 years)	1	5	6	16.7%	83.3%
Early researcher (<= 4 years)					
PhD students					
Technical staff					

CoreOptics

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager					
Scientific team leader / work package manager					
Experienced researcher (> 4 years)	0	2	2	0.0%	100.0%
Early researcher (<= 4 years)					
PhD students					
Technical staff					



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Pirelli Labs

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager		1	1	0.0%	100.0%
Scientific team leader / work package manager		1	1	0.0%	100.0%
Experienced researcher (> 4 years)	2	3	5	40.0%	60.0%
Early researcher (<= 4 years)	1	3	4	25.0%	75.0%
PhD students					
Technical staff					

Telefonica I+D

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager		2	2	0.0%	100.0%
Scientific team leader / work package manager		2	2	0.0%	100.0%
Experienced researcher (> 4 years)	1	6	7	14.3%	85.7%
Early researcher (<= 4 years)	1	1	2	50.0%	50.0%
PhD students					
Technical staff	2	11	13	15.4%	84.6%

ACREO

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager					
Scientific team leader / work package manager					
Experienced researcher (> 4 years)	0	5	5	0.0%	100.0%
Early researcher (<= 4 years)					
PhD students					
Technical staff					



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AGH

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager	0	1	1	0.0%	100.0%
Scientific team leader / work package manager	0	3	3	0.0%	100.0%
Experienced researcher (> 4 years)	1	2	3	33.3%	66.7%
Early researcher (<= 4 years)	0	3	3	0.0%	100.0%
PhD students	0	8	8	0.0%	100.0%
Technical staff					

CISCO

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager					
Scientific team leader / work package manager		1	1	0.0%	100.0%
Experienced researcher (> 4 years)					
Early researcher (<= 4 years)					
PhD students					
Technical staff					

Telecommunications Technological Center of Catalonia

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager					
Scientific team leader / work package manager					
Experienced researcher (> 4 years)	1	3	4	25.0%	75.0%
Early researcher (<= 4 years)					
PhD students					
Technical staff					



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France Telecom

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager		5	5	0.0%	100.0%
Scientific team leader / work package manager	1	2	3	33.3%	66.7%
Experienced researcher (> 4 years)	2	9	11	18.2%	81.8%
Early researcher (<= 4 years)		3	3	0.0%	100.0%
PhD students		1	1	0.0%	100.0%
Technical staff					

Fraunhofer

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager					
Scientific team leader / work package manager		1	1	0.0%	100.0%
Experienced researcher (> 4 years)	1	3	4	25.0%	75.0%
Early researcher (<= 4 years)					
PhD students		1	1	0.0%	100.0%
Technical staff					

IBBT

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager		1	1	0.0%	100.0%
Scientific team leader / work package manager	1	1	2	50.0%	50.0%
Experienced researcher (> 4 years)	1		1		
Early researcher (<= 4 years)					
PhD students		3	3	0.0%	100.0%
Technical staff	1		1	100.0%	0.0%



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ICCS

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager		1	1	0.0%	100.0%
Scientific team leader / work package manager	1	1	2	50.0%	50.0%
Experienced researcher (> 4 years)	1	2	3	33.3%	66.7%
Early researcher (<= 4 years)		3	3	0.0%	100.0%
PhD students	1	3	4	25.0%	75.0%
Technical staff	1		1	100.0%	0.0%

CoreCom

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager		1	1	0.0%	100.0%
Scientific team leader / work package manager	1		1	100.0%	0.0%
Experienced researcher (> 4 years)	1	4	5	20.0%	80.0%
Early researcher (<= 4 years)					
PhD students					
Technical staff					

Scuola Superiore S.Anna

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager		2	2	0.0%	100.0%
Scientific team leader / work package manager		2	2	0.0%	100.0%
Experienced researcher (> 4 years)	2	3	5	40.0%	60.0%
Early researcher (<= 4 years)		5	5	0.0%	100.0%
PhD students		4	4	0.0%	100.0%
Technical staff					



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Telenor

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager					
Scientific team leader / work package manager		1	1	0.0%	100.0%
Experienced researcher (> 4 years)	2	1	3	66.7%	33.3%
Early researcher (<= 4 years)					
PhD students					
Technical staff	1		1	100.0%	0.0%

University College London

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager	1		1	100.0%	0.0%
Scientific team leader / work package manager		2	2	0.0%	100.0%
Experienced researcher (> 4 years)		1	1	0.0%	100.0%
Early researcher (<= 4 years)		1	1	0.0%	100.0%
PhD students	2	2	4	50.0%	50.0%
Technical staff					

Budapest University of Technology and Economics

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager					
Scientific team leader / work package manager					
Experienced researcher (> 4 years)		4	4	0.0%	100.0%
Early researcher (<= 4 years)		4	4	0.0%	100.0%
PhD students	1	8	9	11.1%	88.9%
Technical staff	1	10	11	9.1%	90.9%



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University of Stuttgart

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager		1	1	0.0%	100.0%
Scientific team leader / work package manager		1	1	0.0%	100.0%
Experienced researcher (> 4 years)		2	2	0.0%	100.0%
Early researcher (<= 4 years)		1	1	0.0%	100.0%
PhD students					
Technical staff					

Universitat Politècnica de Catalunya

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager					
Scientific team leader / work package manager					
Experienced researcher (> 4 years)		6	6	0.0%	100.0%
Early researcher (<= 4 years)	1	5	6	16.7%	83.3%
PhD students					
Technical staff	4	2	6	66.7%	33.3%

Università di Padova

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager	0	2	2	0.0%	100.0%
Scientific team leader / work package manager					
Experienced researcher (> 4 years)	0	2	2	0.0%	100.0%
Early researcher (<= 4 years)	1	0	1	100.0%	0.0%
PhD students	0	1	1	0.0%	100.0%
Technical staff	2	2	4	100.0%	50.0%



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Istituto Nazionale Fisica Nucleare INFN/CNAF

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager					
Scientific team leader / work package manager	1	0	1	100.0%	0.0%
Experienced researcher (> 4 years)					
Early researcher (<= 4 years)	0	1	1	0.0%	100.0%
PhD students					
Technical staff					

Politecnico di Torino

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager					
Scientific team leader / work package manager		2	2	0.0%	100.0%
Experienced researcher (> 4 years)	1	1	2	50.0%	50.0%
Early researcher (<= 4 years)					
PhD students	1	2	3	33.3%	66.7%
Technical staff					

Nokia Siemens Networks

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager					
Scientific team leader / work package manager		1	1	0.0%	100.0%
Experienced researcher (> 4 years)	1	4	5	20.0%	80.0%
Early researcher (<= 4 years)		1	1	0.0%	100.0%
PhD students	1		1	100.0%	0.0%
Technical staff					



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Alcatel Lucent Nederland

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager					
Scientific team leader / work package manager		1	1	0.0%	100.0%
Experienced researcher (> 4 years)		3	3	0.0%	100.0%
Early researcher (<= 4 years)					
PhD students					
Technical staff					

Global project result

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Scientific manager	1	24	25	4.0%	96.0%
Scientific team leader / work package manager	4	28	32	12.5%	87.5%
Experienced researcher (> 4 years)	21	97	118	17.8%	82.2%
Early researcher (<= 4 years)	4	35	39	10.3%	89.7%
PhD students	6	33	39	15.4%	84.6%
Technical staff	12	25	37	32.4%	67.6%