



# AGENDA

## Conference

### “Women in Industrial Research (WIR) – Speeding up Changes in Europe“

10 -11 October 2003 – Dresdner Bank, Pariser Platz,  
Berlin, Germany

#### 10 October 2003

15.30

#### Registration & First Informal Meeting of Networks

Researchers, politicians, managers from the main sectors of industrial research have the opportunity to establish networks in different areas including:

<b>ICT/ Bank</b>	<b>Life Sciences/ Biotech</b>	<b>Energy/ Environment</b>	<b>Chemistry/ Pharmaceutics</b>	<b>Food Quality</b>	<b>Transport</b>	<b>Private/ Non-Profit</b>
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16.30

**Welcome by the Host:** Hans-Jürgen Bartsch, Dresdner Bank, Director Public Relations and Public Affairs and Ulrike Ufert-Hoffmann, Dresdner Bank

#### Opening Session:

”Women in Industrial Research (WIR) - Speeding up Changes in Europe“

#### Speakers:

Wolf-Michael Catenhusen, State Secretary of the Federal Ministry of Education and Research  
Philippe Busquin, EU Commissioner for Research  
Prof. Dr. Helga Rübsamen-Waigmann, Vice President Bayer HealthCare, Head of Antiinfective Research, WIR Expert Group (chair), Member of EURAB, Germany  
Andrew Gould, Chairman and CEO, Schlumberger Limited, France

Moderation: Conny Czymoch

18.00

#### Break: Aperitif

18.30

#### Presentation of the WIR Report “A wake up call for European Industry” and of the Study on “Women in Industrial Research (WIR) – Statistical Analysis and Good Practices in Companies”

Prof. Dr. Helga Rübsamen-Waigmann, Vice President Bayer HealthCare, Head of Antiinfective Research, WIR Expert Group (chair), Member of EURAB, Germany  
Prof. Dr. Teresa Rees, School of Social Sciences, Cardiff University, WIR Expert Group (rapporteur), UK  
Prof. Dr. Danièle Meulders, Department of Applied Sciences, Université Libre de Bruxelles, Belgium

19.30

#### Reception & Dinner

#### Second Informal Meeting of Networks

<b>ICT/ Bank</b>	<b>Life Sciences/ Biotech</b>	<b>Energy/ Environment</b>	<b>Chemistry/ Pharmaceutics</b>	<b>Food Quality</b>	<b>Transport</b>	<b>Private/ Non-Profit</b>
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## WS 1

**Young Scientists – How to motivate more young women to pursue careers in industrial research***What can companies, schools, universities do?*

Chaired by: Dr. Michael Sanderson, CEO, SEMTA (Sector Skills Council for Science, Engineering and Manufacturing Technologies), United Kingdom

Rapporteur: Gill Gordon, Director of Personnel, North Central Europe Schlumberger Ltd., United Kingdom

Keynote speaker: Barbara Schwarze, Managing Director, Center of Excellence - Women in the Information Society and Technology, Germany

Speakers: Prof. Dr. Antonietta Albanese, Professor, Università degli Studi di Milano, I; Cristina Bonilla, Student, Universidad Pontificia Comillas, ES; Müge Eczacioglu, IIWE Turkey Representative/ Human Resources Specialist Kiba Holding, TR; Dr. Christine Heller del Riego, lecturer for Electrical Engineering, Escuela Técnica Superior de Ingeniería, Universidad Pontificia Comillas, ES; Blanka Kocikova, IIWE - Women Summer University/ University of Technology Kosice, SK; Ulrike Petersen, Fraunhofer Institute for Autonomous Intelligent Systems (AIS), D; Prof. Dr. Peter Pirsch, Universität Hannover, D; Dr. Peter Ramm, Vice-President Policies and Legal Issues for Global Personell, Siemens AG, D; Sylvia Stange, Central Office for Human Resources Strategy/ Equality & Diversity, Deutsche Telekom AG, D; Gay Tischbirek, Director EPF International Service and Coordinator IIWEÉcole d'Ingénieurs (EPF), International Institute of Women in Engineering (IIWE), F;

## WS 2

**Careers for women in industrial research and good practices of companies***What can companies do to promote women, to change the culture of research, the framework conditions and to have more women on the top level?*

Chaired by: Dr. Ragnhild Sohlberg, Vice-President, Corporate Centre, Norsk Hydro ASA, WIR Expert Group (joint chair), Member of EURAB, Norway

Rapporteur: Dr. Jenny Holmes, R&D Diversity Director, AstraZeneca, United Kingdom

Keynote speakers: Dr. Brigitte Mühlenbruch, Managing Director, Center of Excellence Women and Science - CEWS, Germany, Susan Bowick, Executive Vice President of Human Resources and Workforce Development, Hewlett-Packard Company, USA

Speakers: Hans W. Jablonski, Diversity Manager/ Gabriela Hahn, Powertrain Finance, Ford Werke AG, D; Dr. Dirk Meints Polter, Personnel, Legal Department, International Relations, Fraunhofer-Gesellschaft zur Förderung der angewandten Forschung e.V., D.; Amy Simpson, Managing Editor, Schlumberger Ltd Paris, F; Linda Taylor, Diversity Manager HR topics, WebSphere Voice Services Manager, IBM UK; Dr. Venceslava Tokarova, Research Institute of Inorganic Chemistry - VUANCH, CZ

## WS 3

**Enhancing the participation of women in innovation and entrepreneurship***What can be done to increase the number and participation of women in the innovation process?*

Chaired by: Dr. Françoise Soussaline, President and founder, IMSTAR S.A, France

Rapporteur: Carmen Vela, Managing Director, Ingenasa, Spain

Keynote speakers: Gertrud E. Bohlin, District Manager, Confederation of Swedish Enterprise, Regional office Malmö, Sweden; Prof. Dr. Sara Carter, University of Strathclyde, United Kingdom/ USA

Speakers: Christina Diegelmann, Ministry of Economy Baden-Württemberg, D; Maila Hakala, FI; Eva Heckl, KMU Forschung Austria, AT; Elena Nielsen Garcia, European Commission DG Enterprises, BE; Dr. Friederike Welter, Rheinisch-Westfälisches Institut für Wirtschaftsforschung, D

## WS 4

**Improving the knowledge base on women in industrial research – What are the facts and figures** *What needs to be done to have more gender-differentiated comparable data on firm level, sectors, countries? How can qualitative research be improved?*

Chaired by: Prof. Dr. Hans de Wit, TNO, President, European Industrial Research Management Association (EIRMA), The Netherlands

Rapporteur: Dr. Orna Berry, Venture Partner, Gemini Israel Venture Funds Ltd; Chairperson, Lamda Crossing Ltd. and Riverhead Networks Ltd., Israel

Keynote speaker: Maria Caprile, Fundació Cirem - Foundation Centre for European Initiatives and Research in the Mediterranean, Spain

Speakers: Laudeline Auriol, OECD DSTI/EAS, F; Helga Ebeling, European Commission DG Research, BE; Dominique Francoz, Chef du Bureau des Études Statistiques sur la Recherche, Ministère de la Jeunesse, de l'Éducation Nationale et de la Recherche, F; Yuko Ito, National Institute of Policy Science and Technology, JP; Prof. Dr. Beate Kraus, Professorin, Technische Universität Darmstadt, Institut für Soziologie, D; Kamma Langberg, The Danish Institute for Studies in Research and Research Policy, DK; Christa Revermann, Wissenschaftsstatistik GmbH im Stifterverband für die Deutsche Wissenschaft, D; Mizue Yamauchi Kissho, Study Group "Women in Science and Engineering" in JSSPRM (The Japan Society of Science Policy and Research Management), Toho University, JP

## WS 5

**Top women in industrial research – The relevance of role models, networking, mentoring***What can be done to make women in industrial research more visible, more powerful and to change the public image of industrial research?*

Chaired by: Rosanna D'Antona, Managing Director and founder, D'Antona & Partners, Italy

Rapporteur: Niels Christian Nielsen, Executive Chairman, ImmediaTV Inc, USA

Keynote speaker: Susan Croft, Founder and Partner, ASC Training & Consulting, United Kingdom/ USA

Speakers: Hugo Bagué, Human Resources, Hewlett-Packard International Sàrl GmbH, CH; Catherine Jay Didion, AWIS Association for Women in Science, USA; Meredith Moore, Director Research and Information Services, Catalyst Inc., USA; Sylvie Rançon, Personnel Manager, Schlumberger R&D Centre, F; Marja Riekkola-Vanhanen, Senior Research Metallurgist – Biohydrometallurgy, Outokumpu Research Oy, FI; Isabel Rodriguez-Maribona, Head of Materials and Cultural Heritage within the Construction and Environment Unit of Labein, Fundación Labein, ES; Dr. Gill Samuels, Senior Director Science Policy & Scientific Affairs, Europe, Pfizer Global Research & Development, UK, Prof. Dr. Schaeffer-Hegel, Chairman of the Board, Europäische Akademie für Frauen in Politik und Wirtschaft Berlin e.V, D

ICT/Bank

Life Sciences/  
BiotechEnergy/  
EnvironmentChemistry/  
Pharmaceutics

Food Quality

Transport

Private/Non-  
Profit

11 October 2003

14.00 – **Closing Session/ Panel**  
16.00

- **CEOs: Making the business case for gender diversity - A group of companies takes action**  
Speakers: Susan Bowick, Executive Vice President of Human Resources and Workforce Development, Hewlett-Packard Company, USA; Gill Gordon, Director of Personnel, North Central Europe Schlumberger Ltd., United Kingdom; Dr. Peter Ramm, Vice-President Policies and Legal Issues for Global Personnel, Siemens AG, Germany; John Rivers, Director Human Resources, Rolls Royce, United Kingdom; Adolf Ihde, Vice-President Personnel, Airbus, F
- **Results & proposals of the five workshops – by the rapporteurs (Members of the WIR Expert Group):**  
Prof. Dr. Teresa Rees, School of Social Sciences, Cardiff University, United Kingdom; Gill Gordon, Director of Personnel, North Central Europe Schlumberger Ltd., United Kingdom; Dr. Jenny Holmes, R&D Diversity Director, AstraZeneca, United Kingdom; Carmen Vela, Managing Director, Ingenasa, Spain; Dr. Orna Berry, Venture Partner, Gemini Capital Fund; Chairperson, Lamda Crossing Ltd. and Riverhead Networks Ltd., Israel; Niels Christian Nielsen, Executive Chairman, ImmediaTV Inc, USA
- **Political Perspectives:**  
Prof. Dr. Francesca Cantù represented the Italian Ministry of Education, University and Research on behalf of Minister Letizia Moratti, Italian EU-Presidency;  
Michèle Baron-Bradshaw represented the French Ministry of Research and New Technologies on behalf of Minister Prof. Dr. Claudie Haigneré
- **Development of alternatives for future activities:** Dr. Rainer Gerold, Director, European Commission, Directorate-General Research; MinDirig Hartmut Grübel, Federal Ministry of Education and Research, Germany

Moderation: Conny Czymoch