

**16 May 2006**

<b>Moderation: Barbara Wicha</b>	
09:00	<b>Why and how to increase the number of women in industrial research</b> Eduard Mainoni, State Secretary of the Federal Ministry for Transport, Innovation and Technology
09:30	<b>The necessity and effects of Role Models - Presentation of the publication "Role Models from the Industrial Research in Europe",</b> Monika Kircher-Kohl, Infineon Technologies Austria AG
10:00	<b>Coffee break</b>
10:15	<b>Where do we stand and where do we want to go? First day discussion report, including the workshops,</b> Margo Brouns, NHL University/Groningen University, rapporteur of the WiST expert group
10:35	<b>Reconstructing events and milestones of women's career in science and technology,</b> Ruth Graham, Imperial College, UK, member of the WiST expert group
11:00	<b>Debate with the public</b>
<b>How attractive is industry? Best practices from Companies</b>	
11:20	<b>Cutting-edge research needs innovative human resources development - Infineon Technologies Austria AG ,</b> Monika Kircher-Kohl
11:40	<b>Child care programme – Gaz de France,</b> Laure Vinçotte
11:55	<b>Recruitment challenges regarding female scientists – European Space Agency,</b> Pascale Depré
12:10	<b>Women Career Development Programme - Shell,</b> Joke Driessen
12:25	<b>Hiring of Women – Hewlett Packard,</b> Barbara Hopland
12:45	Question and Answer session
13:00	<b>Lunch</b>
<b>Moderation: Elke Ziegler</b>	
14:30	<b>Network Thinking Included - Women in Research &amp; Development at Telekom Austria,</b> Helmut Leopold
14:45	<b>Diversity Management – Driving Force or Self Purpose? - ARC Initiatives for Gender Mainstreaming, Aging and Internationalization,</b> Iris Klein
15:00	<b>Changing Mentalities - Air Liquide,</b> Fabienne Mignonac
15:15	<b>Contribution from an Eastern European Company (to be confirmed)</b>
15:30	<b>Faculty of the Future – Schlumberger,</b> Deanna Jones
15:45	<b>Women and the Employee Life Cycle – Intel Ireland,</b> Pei-Lin Kao
16:00	Question and Answer session
16:15	<b>Coffee break</b>
16:30	<b>Policy Discussion Panel: How to attract and retain women researchers in industry?</b> <b>Moderation:</b> Ingolf Schädler: Deputy Director General, Department for Innovation, Federal ministry for Transport, Innovation and Technology Jean-Michel Baer, European Commission, DG Research; Rosalie Zobel, European Commission, DG Information Society and Media; Ms. Pat Nazemetz, CEO Xerox; Claudie Haigneré, European Space Agency; Hugo Bagué, Global HR Vice president, HP TSG; Jean Martin, Managing Director, Corporate Leadership Council; Sabine Fleischmann, Microsoft Austria GmbH (to be confirmed); Eduard Mainoni, State Secretary of the Federal Ministry for Transport, Innovation and Technology <b>Keeping the Momentum: What's next?,</b> Pierre Bismuth, Chairman of the WiST expert group
17:30	<b>Conclusion:</b> Ingolf Schädler, Deputy Director General, Department for Innovation, Federal ministry for Transport, Innovation and Technology
17.45	<b>Final cocktail (sponsored by Infineon)</b>

# EUROPEAN CONFERENCE RE-SEARCHING WOMEN IN SCIENCE AND TECHNOLOGY



**MAY 15-16, 2006  
MUSEUMSQUARTIER  
VIENNA, AUSTRIA**



EUROPEAN COMMISSION

Jointly organised by:

The Austrian Presidency and the European Commission

The conference will give an impetus to increase the percentage of women in industrial research in Austria and Europe. Strategies for equal opportunities will be presented, and new action plans in an international context will be worked out and discussed. The WiST expert group will also present their report on “the business perspective” of the gender issue in the sector.

The conference is geared to scientists, science and engineering students, persons responsible for gender and diversity issues, human resource developers in companies, political, business and media representatives, and, in general, to everybody who is interested in the issue.

#### Main topics:

- > Political developments in Europe and Austria
- > Attractiveness of the industry for female scientists and technicians
- > Innovative human resource development for cutting-edge research
- > Presentation of role models in the European industry

#### Organisers:

- > Austrian Federal Ministry for Transport, Innovation and Technology, in the framework of the FEMtech initiative
- > European Commission, Directorate-General for Research, Women and Science unit

#### Co-Organiser:

- > EU expert group WiST – Women in Science and Technology – the business perspective
- > FFG Austrian Research Promotion Agency
- > ÖGUT Austrian Society for Environment and Technology

#### Location:

MuseumsQuartier Vienna, Museumsplatz 1, 1070 Vienna

## 15 May 2006

08:30	<b>Registration</b>			
	<b>Moderation: Barbara Wicha</b>			
09:30	“Warming-up the floor”: The Leaky Pipeline on Stage, Anita Zieher, Theatre Works			
09:45	Official opening of the conference, introduction of the issues “Human resources – a key issue for competitiveness”, Hubert Gorbach, Austrian Vice-Chancellor and Federal Minister for Transport, Innovation and Technology (bmvit)			
10:15	The Future of European Research under the Perspective of Equal Opportunity, Janez Potočnik, European Commissioner for Research			
10:45	Gender in Technology Policy, Günther Bonn, Austrian Council for Research and Technology Development			
11:15	The Lady Leader; Visions and Reality in Europe, Helga Rübsamen-Waigmann, AiCuris GmbH & Co. KG, Bayer HealthCare Pharmazentrum			
11:45	Changes and Chances – FEMtech a Programme for Women in Research and Technology, Gertraud Oberzaucher, Manager of the Programme FEMtech, Federal Ministry for Transport, Innovation and Technology			
12:15	Question and Answer session			
12:30	<b>Lunch break</b>			
14:00	EU Policy for Women in Science, Johannes Klumpers, European Commission			
14:15	Women in Science and Technology (WiST) - A business perspective, Pierre Bismuth, Schlumberger Ltd., chairman of the WiST expert group			
14.30	Short presentation of the five experts’ contribution to the Parallel Thematic Sessions			
15:20	<b>Coffee break</b>			
15:30 Parallel sessions	<b>Session 1</b> Cost-benefit indicators of gender-sensitive measures and their role in innovation Edeltraud Hanappi-Egger, Vienna University of Economics and Business Administration, Department “Gender and Diversity in Organizations”  <b>Measuring gender balance</b> Michel Domsch, Helmut Schmidt University, Hamburg  <b>Moderator:</b> Eleonor Tabi Haller Jorden (Catalyst)	<b>Session 2</b> Dual careers and professional / private life balance Daniela del Boca, University of Turin  <b>Moderation:</b> Deanna Jones (Schlumberger)  <b>With the participation of</b> Laure Vinçotte (Gaz de France) Christina Zenkl (Infineon) Irene Maxwell (Xerox)	<b>Session 3</b> Managing diversity Martha Maznevski, IMD International, Lausanne  <b>Moderator:</b> Josephine van Zanten (HP)  <b>With the participation of</b> Patrick Bigand (INTEL) Pascale Depré (ESA) Joke Driessen (Shell) Pat Nazemetz (Xerox)	<b>Session 4</b> Performance and diversity Laure Turner, ENSEA, Paris  <b>Moderator:</b> Catherine Ferrant (TOTAL)  <b>With the participation of</b> Lucia Sainz (Air Liquide) Christine Patte (EDF) Ariane Bisquerra (Gaz de France)
17:15	Realising Excellence and Innovation through Gender balance, Martina Schraudner, Fraunhofer Gesellschaft			
18:00	Invitation to get together and short overview for the next day, Gertraud Oberzaucher, Federal Ministry for Transport, Innovation and Technology			
18:05	Dinner (sponsored by Telecom Austria AG) with the participation of Anne Quéméré, the only woman to have rowed twice the Atlantic Ocean alone (to be confirmed)			