

**SAS6 - 036699****IFAC**

"Information for a choice: Empowering Young Women through Learning for Technical Professions and Science career"

Instrument: **Coordinated Action**

Thematic Priority: **Science and Society**

Final Periodic Activity Report

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History Change

Date	Version	Reason for change	Revised by

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PUBLISHABLE EXECUTIVE SUMMARY

Women are underrepresented in the field of Science and Technology. Available statistics from the European Union shows that women today represent less than 30% of graduates in ICT programmes and hold fewer high-level academic positions than their male counterparts. Two significant underlying causes for female exclusion in the field of SET are the pre-existing **stereotypes** that reinforce male dominance in the workplace and secondly the **lack or limited information of role models**, who can provide accurate information about career paths and obstacles faced.

The partnership addressed the issue of 'choice', and low female participation in SET. Our target group is young women in their high school years, in the process of selecting a degree and career path. The project focused on providing accurate information and present role models who can act as mentors for those young women, through the creation of an IT Information System, which enables access to young women across Greece and other EU countries but also ensure sustainable results since it will be linked to the **Planning Department (with responsibility for Documentation and Analysis for Life-long Training)** created by the coordinator, E.KE.PIS.

Studies conducted by each participating country, yielded documentation resources on status-quo of women represented in SET, collected best practices and past projects experiences and present a comparative analysis.

Furthermore the designed and developed **IT Information System** is used as a tool for internal and external dissemination, and as the mean through which **Role Model cases** are projected to the particular target group. Finally, the **Policy paper** that was produced as a main result of the project, utilizes the surveys and **workshops outputs** providing instrumental guidance for policy improvements, encouraging female participation and continuing employment in SET careers.

CONTRACTORS INVOLVED

Contractor	Role in the Project	Country
National Accreditation Centre for Continuing Vocational Training	Coordinator - Leader of Work Packages WP1 for Management and WP7 for Dissemination activities	GR
EVREMATHIA AE Educational Services	Partner - Leader of Work Package WP3 for Seminars and Workshops and WP6 for Project Evaluation	GR
Wirtschaftsuniversitat Wien (Vienna University of Economics and Business Administration)	Partner - Academic Institution, Leader of the Task for Analysis of results from surveys, and comparison of results under WP2.	AU

Hellenic Association of University Women	Partner - Leader of Work Package WP5 for the Policy Suggestions	GR
Universitat fur Bodenkultus – Centre for Social Innovation	Partner - Leader of Work Package WP2 for Studies and Analysis	AU
Information Multimedia Communication AG	Partner - Technology provider, Leader of the Work Package WP4 for the IT Information System	DE
Kungliga Tekniska Hogskolan (Royal Institute of Technology)	Partner - Leader for the Task of Methodology for collection of initiatives promoting young girls to SET under WP2	SW
Noorderpoort College	Partner - Leader of the tasks for Internal technological/functionality evaluation under WP4, for the Report on public participation and awareness under WP7	NL
University of Halmstad	Partner - Leader of the task for Design and development of seminar evaluation methodology under WP2	SW

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WORK PERFORMED

During the 2nd Period of the IFAC lifetime, the consortium achieved its planned milestones providing the expected results:

The project held its 2 planned consortium meetings:

- 3rd Consortium Meeting in Vienna on 18 January 2008
- 4th Consortium Meeting in Athens on 1 July 2008

Work focused on co-ordination and day-to-day management covering all aspects of the administrative and scientific issues of the project.

During the 2nd period, IFAC project progressed adequately and achieved its objectives regarding the main results expected, hence The Final report on female participation in SET "**Promoting Young Women in SET**", the launch of the **role models database** accessible through www.SET-careers.eu, the conduction of two **(2) successful Workshops** in Vienna and Athens and finally the production of the Policy Paper that summarises the project findings and suggests policies that can be implemented in governmental, educational and entrepreneurial level.

The partnership involved role models from all participating countries that act as mentors for young women seeking guidance in their career selection.

The IFAC project organized and hosted two public Workshops as planned.

- The 1st one was held in Vienna on 17 January 2008
- The 2nd one was held in Athens on 30 June 2008

Concerning its IT infrastructure, the consortium achieved its aims and established more than a project reference web presence.

The IT infrastructure serves as reference for the project, continued to offer a collaborative internal area for partner's communication, and most importantly, has been developed to support the development of the IFAC community.

The project having defined the internal evaluation framework, proceeded with the 2nd round of evaluation. Furthermore the external evaluator and the work that has to be performed was concluded yielding results that fostered stronger orientation towards project's objectives during the 2nd and final period of the project.

The consortium continued to follow its solid dissemination strategy analyzing all factors and means for successful implementation of dissemination activities.

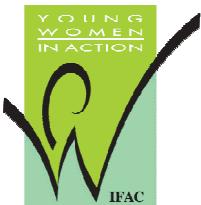
During the 2nd period the 3rd and 4th issue of the IFAC Newsletter was elaborated and circulated to the target audiences in each participating country.

The project partners achieved substantial outcomes concerning the dissemination activities that were carried out. In each participating country, there is a continuous process of getting IFAC



known and aware the target audiences by scheduled meetings, closed workshops, publications in partner's newsletters, publication of articles and presentations in National / EU wide seminars.

PROJECT REFERENCE



The project site can be accessed under the following address:

<http://www.ifac-project.eu>

<http://www.set-career.eu>

SECTION 1 – PROJECT OBJECTIVES AND MAJOR ACHIEVEMENTS DURING THE REPORTING PERIOD

Women are underrepresented in the field of Science and Technology. Available statistics from the European Union shows that women today represent less than 30% of graduates in ICT programmes and hold fewer high-level academic positions than their male counterparts. Two significant underlying causes for female exclusion in the field of SET are the pre-existing **stereotypes** that reinforce male dominance in the workplace and secondly the **lack or limited information of role models**, who can provide accurate information about career paths and obstacles faced.

The partnership seeks to address the issue of 'choice', and low female participation in SET. Our target group is young women in their high school years, in the process of selecting a degree and career path. The project focused on providing accurate information and present role models who can act as mentors for those young women, through the creation of an IT Information System, which will enable access to young women across Greece and other EU countries but also ensure sustainable results since it will be linked to the **Planning Department (with responsibility for Documentation and Analysis for Life-long Training)** created by the coordinator, E.KE.PIS.

Studies conducted by each participating country selected documentation on status-quo of women represented in SET, collected best practices and past projects experiences and presented a comparative analysis.

Furthermore the designed and developed **IT Information System** was exploited as a tool for internal and external dissemination, and as the mean through which **Role Model cases** were projected to the particular target group. Transnational partner meetings facilitated exchange of information and progress of the project. The website facilitated communication and dissemination of projects results. Finally, the **Policy paper** utilized the surveys and **workshops outputs** providing instrumental guidance for policy improvements, encouraging female participation and continuing employment in SET careers.

1.1 OVERVIEW OF PROJECT OBJECTIVES

There are three main goals that the IFAC project seeks to achieve:

- One is to identify and analyse the reasons behind low female participation in Scientific and Technological careers.
- The second is to aware and sensitise the public and private organisations and Research bodies towards female participation and
- Finally to encourage young women to participate in SET through the promotion of role models.

The main aims and objectives of the IFAC project during the reporting period were the following:

1. Alleviating the obstacle of 'accessibility' to information regarding Science and Technology oriented career paths.
2. Orientating young women towards Science and Technology careers through the presentation of successful role models
3. Further enhance the IT system as a sustainable tool to disseminate the project's outcomes and goals, accessible to all
4. Making policy suggestions, through the publication of the Policy Paper.

The project plans on creating an IT Information System that will be used for dissemination, ensuring accessibility to all and for all and above all guarantees the sustainability of the project and its impact after the conclusion of the funding and activities. The coordinator, EKEPIS, linked the IFAC website with EKEPIS website under the supervision of the Planning Department and ensured its dissemination to Higher Education Institutions, Think Tanks and Governmental institutions. The partners are all widely known in their field and contributed actively to the dissemination of the project. They were active through out the development process of the IT Information System in providing material and information, which will directly benefit the target group. The IT Information System will be used by all and will continue to be accessible to all and after the completion of the project.

The work conducted by the Partnership will be of use to all EU member countries, not just the participants, since the Role models and policy suggestions can be applicable to different cases. The results of the project were disseminated to R&D institutes and SME's through specific dissemination events and participation in exhibitions / conferences. Employers need to be sensitised to the human resource potential they hold, since gender bias and 'glass ceiling' remain two of the primary reasons of why women chose to resign from their posts in the private and fail to climb the career ladder; those who do, usually retain their positions with a lower salary than that given to their male counterparts.

1.2 MAJOR ACHIEVEMENTS

During the second reporting period the project managed to complete its objectives. The Major achievements made during the reporting period along the active work packages are presented in the following:

The project held its 2 planned consortium meetings:

- 3rd Consortium Meeting in Vienna on January 2008
- 4th Consortium Meeting in Athens on June 2008

During the 2nd period, IFAC project achieved to finalise the collection of material concerning best practices and past projects which was used as input for the Policy Paper.

Role Models were also finished and the consortium collected 21 fully exploitable 'Role Models' interviews from all participating countries. The consortium succeeded in finalizing all the requested work for the content , design and format of the Role Models database.

The consortium succeeded also in producing the publication of the final report titled "Promoting Young Women in SET: Lessons learned. A Cross-National Analysis of Past Research Projects".

The IFAC project organized and hosted two public Workshops as initially planned.

- The 3rd Public Workshop was held in Vienna 17 January 2008, and was entitled **"Strategies and Policies maximizing the Participation of Young Women in Science, Engineering and Technology (SET)"**
- The 4th and Final Workshop was held in Athens on 1 July 2008, and was entitled **"Young girls towards SET: Educational choices and career development. Results of the IFAC project"**

The IT infrastructure was more elaborated upgrading to its latest technological platform. The IT infrastructure serves as reference for the project, offers a collaborative internal area for partner's communication, and most importantly, has been developed to support the development of the IFAC community.

The project concluded the internal evaluation task. The evaluation was conducted based on the methodology and the appropriate tools that were provided as outcomes from the 1st period.

Furthermore the external evaluator conducted the work of the external evaluation, providing useful results for the outcomes, the strengths and weaknesses of the project as well as the opportunities and threats.

The consortium followed the dissemination strategy and carried out successful dissemination activities in each participating country as well as in broader EU level.

The project disseminated the 2nd 3rd and 4th issue of the IFAC Newsletter as well.

The project partners achieved substantial outcomes concerning the dissemination activities that were carried out. In each participating country, there is a continuous process of getting IFAC known and aware the target audiences by scheduled meetings, closed workshops, publications in partner's newsletters, publication of articles and presentations in National / EU wide seminars.

SECTION 2 – WORKPACKAGE PROGRESS OF THE PERIOD

WORK PACKAGE 2: STUDIES AND ANALYSIS

WORKPACKAGE OBJECTIVES

Work Package 2 is the core of the IFAC project and in fact the foundation from which WP5 and to an extent WP4 will be developed. It involves secondary and at times comparative research, collection of role models for the online database, identification and analysis of successful initiatives regarding female participation in SET and is overall the backbone of the project.

The objective of WP2 was to provide the empirical evidence for WP3 and WP5 by identifying and gathering past research projects, best practices and initiatives regarding intersectional aspects of young women and SET as well as identification of role models. The key research questions were the main issues concerning the choice of young women regarding education and professions in the fields of SET.

PROGRESS TOWARDS OBJECTIVES

Within the second reporting period the objectives in particular were:

- Task 2.1. to gather the national partners' contributions for D.2.2.
- Task 2.2. to write up the comparative report based on the findings within task 1.2.
- Task 2.3. to publish D2.2.
- Task 2.4. Finalize the recording of the Role models on the project website
- Task 2.5. a) define the methodology on how and b) to explore national initiatives of young women in SET

All objectives were fully covered and the work completed successfully.

The tasks that were active during the reporting period are:

Task 2.1 Methodology for Collection of best practices and past projects

Task 2.1 that was already mature from the 1st period finalized with the collection of best practices and past projects from all partners. The research activities were divided into:

1. National research projects conducted in or for partners countries
2. Research orientated EU-projects (identified in at least within a WP, task or Module)
3. National context report including statistical raw data

Task 2.2 Analysis of results

The consortium successfully completed the comparative analysis and write up of the final report D2.2.

Task 2.3: Publication of Final Report

The task was successfully completed on time. E 2000 in close contact with the partner responsible for writing up the report (WUW) and the printing house succeeded in producing the publication of the final report titled "*Promoting Young Women in SET: Lessons learned. A Cross-National Analysis of Past Research Projects*".

Task 2.4: Methodology & Collection of 'Role models'

E 2000 collaborated with all the partners involved and especially with IMC, the Partner responsible for the IT realization and succeeded in finalizing all the requested work for the content , design and format of the database.

Task 2.5: Methodology for collection of initiatives promoting young girls to SET

Four different initiatives/best practices have been gathered and described for task 2.5 in initial phase. In January 2008 Halmstad took over the task 2.5 from KTH. This meant dditional collection and description of 2 best practices, collection of best practices from Austria, Greece and the Netherlands, and compiling the report D2.5. The report contains description bout the task, the initiatives, comparison of the initiatives and discussion if the different initiatives are transferable.

WORK PACKAGE 3: SEMINARS AND WORKSHOPS/GROUPS

WORKPACKAGE OBJECTIVES

The objectives of the WP3 for the 2nd period were

- to design and implement a series of events in accordance to a networking strategy aiming at informing the target group and audience with the project results
- exchange of ideas, best practices and stipulates of policy suggestions.
- to organise seminars of which one will be the final conference presenting the project results and policy suggestions.

The milestones are related with the conduction of the events that will allow the transfer of knowledge and the exchange of best practices.

PROGRESS TOWARDS OBJECTIVES

Two major seminars were conducted in the period 2008-2009, one in Vienna with the successful participation of professors from the field of gender studies and sociology, and the final conference in Athens with the total number of participants reaching 100. In both cases exchange of information took place, and discussion around the causes of low female participation in SET. Both In Vienna and Athens representatives of target group and target audience had the opportunity to exercise the JOBLAB Multimedia Laboratory.

The 3rd Public Workshop was held in Vienna 17 January 2008, and was entitled "**Strategies and Policies maximizing the Participation of Young Women in Science, Engineering and Technology (SET)**".

The event was organised by WUW in cooperation with ZSI.

Representatives from all partners attended the workshop and there was a collaborative presentation from each participating country.

Deliverable D3.1 was updated with the results and findings of the 3rd Workshop.



Snapshots from the 3rd Public Workshop in Vienna

The 4th and Final Workshop was held in Athens on 1 July 2008, and was entitled "**Young girls towards SET: Educational choices and career development. Results of the IFAC project**"

The event was organized by EKEPIS in cooperation with E-2000.

Representatives from National Authorities, Associations, Experts, and all partners, attended the workshop and there was a collaborative presentation from each participating country.

Deliverable D3.1 was updated with the results and findings of the 4th Workshop.





Snapshots from the Final Conference in Athens

WORK PACKAGE 4: IT INFORMATION SYSTEM

WORKPACKAGE OBJECTIVES

The objectives of WP4 are

- To set up an IT information system for communication, presentation and promotion of Role Models providing young girls with coherent information.
- To produce and integrate the most efficient tools to help the project implement and present the results reaching objectives.
- To host information related to the role models accessible by the target group and audiences.

PROGRESS TOWARDS OBJECTIVES

The project created the new website www.set-career.eu for the target group of young women seeking information on SET careers. Compared to the project website, the layout is more fresh and funky and navigation is simplified to aid casual visitors. Main contents are the role models database of 21 women who made a successful career in Science, Engineering and Technology. For each role model there is an interview and curriculum vitae. Users can provide feedback and obtain additional information through a list of frequently asked questions and a discussion forum. The website also describes the Joblab software and provides a download link. Joblab informs about professions in the field and aids young people in selecting a profession.

The project recorded the presentations at the public IFAC workshops in Vienna and Athens and provided them for playback from the project website www.ifac-project.eu. In general, information

about the project was collected and made available, like general descriptions, the project newsletter and the public deliverables.

The IT Information System has been extended and filled with content as planned. It consists of the project website for general information, a role model database for the target group and a collaboration platform for the project.

As planned, the role model descriptions were formatted and uploaded to the new website set-career.eu.

The IT Information System is a publication and collaboration space for several audiences, available at <http://set-career.eu> for the target group of young girls and <http://ifac-project.eu> for project members and the general public. It informs about the project and provides project results to the public, career consultants and young women in their career decision phase. For the project partners it provides protected areas for document exchange, online discussions and collaboration.



Project website (ifac-project.eu)

In the second project year the project website was extended with the following services:

- Forum
- Voting
- FAQ area
- Messages to members
- Multilingual content

- E-Cards
- Workshop registrations
- Role model navigation lists

New content was added to the website:

- List of similar projects
- Project newsletter
- Role models
- Description of public IFAC workshops
- Recording of presentations at IFAC workshops in Vienna January 2008 (5 recordings) and Athens July 2008 (10 recordings): slides, speaker voice
- Public project deliverables, like information booklet for career counsellors
- Description of Joblab software and download link

Presentation Recordings

[Presentation Prof. Vasiliki Deliyianni-Kouimtzis](#)

Gender, profession and life choices: Theoretical approaches and the Greek reality

[Presentation Eleni Giannakopoulou](#)

Limits and boundaries of gender perceptions in education: an alternative approach

[Presentation Dr. Evi Batra](#)

Young woman in SET: Issues and perspectives (No Slides available, only audio)

[Presentation Doris Artzmann & Sara John](#)

Limits and boundaries of gender perceptions in education: an alternative approach

[Presentation Barbara Zareba](#)

Empowering young woman in SET: Past and recent initiatives

[Presentation Prof. Eleni Karamalegou](#)

Sensitisation of teachers and the design of international programmes for the promotion of gender equality

[Presentation Alexander Delistathis](#)

Kalliroi - Career counselling from a gender perspective

[Presentation Dr. Elias Sarafis](#)

Training female students of technical vocational educational schools in new technologies and entrepreneurship via e-learning

[Presentation Nils Faltin](#)

New technologies as a tool for promoting SET careers: Good practices and innovations of the IFAC project

[Presentation Herman Veenker](#)

New technologies as a tool for promoting SET careers: Good practices and innovations of the IFAC project

Athens public workshop presentation recording on project website



A presentation recording on project website

As described above, IMC created a new website specifically for the target group of young women set-career.eu. A graphics designer created a new layout that should appeal to a young female taste in terms of colours and background graphics. To ease the navigation on the site, only the most relevant content of the project website is presented (role models, Joblab software, FAQ, forum). Technically this was created as a second skin and a content filter for the Plone content management system. A new content type "role model" was programmed to ease data entry and searching. It also allows displaying a randomly selected role model on the start page as an appetizer to dig deeper into the website. A new manual was created that describes how to enter role models. Both websites together receive an average of 40.000 page views a month (March-July 2008).

New website for target group (set-career.eu) – start page

Website for target group – “Joblab software” page

IMC formatted the role model descriptions and entered them into the database. Both the interview and the role model were entered and connected, categorized by profession and country. In summary 21 role models were entered originating from 6 countries and 7 professions. Countries are Germany (1), Sweden (5), Greece (6), Austria (5), Netherlands (3), Finland (1). Professions are Engineer (5), Scientist (7), Architecture (1), Physics (2), Chemistry (1), Biology(1), IT (4).

www.SET-Career.eu

Home Role models Forum Career choice Questions & Answers

Ordered by profession Ordered by country All role models

All role models

Brigitte Bach

Arsenal research, Head of the business field Sustainable Energy Systems, Vienna, Austria

Mariolin Haasnoot

Assistant professor in Informatics/Lab leader/Research programme manager.

Marie Lafleur

Engineer in materials science and chemistry.

Doutzen Abma

Communication Manager Information Sciences, Regional Coordinator of Computer Science for teachers at high schools.

Lotta Kulling

Consulting expert within the field of fire protection

Website for target group – “all role models” page

Country

Germany

Austria

Sweden

Finnland

Greece

Netherlands

CVReference

Curriculum Vitae Brigitte Bach

Message Body

Text Format

Educational background

How did you choose your particular field of study, technical physics and astronomy?

Perhaps I was a little bit influenced by my father, he studied chemistry and was very interested in natural sciences. And I remember that I was always very interested in questions regarding the origins of the world, what do we consist of, what are the stars made of, in general the very fundamental questions. This is why I studied technical physics with a focus on atomic and nuclear physics in combination with astronomy, because I wanted to understand the origin of the universe and its development.

I started at the age of 12 or 13 to read books about astronomy and I remember I gave also a speech in my school about the nine planets and how the solar system is functioning. Thus began my interest in physics and astronomy, but I never lost the systemic approach, I always tried to have a broad perspective on natural sciences.

I did two diploma thesis and one PhD., and all three within the field of nuclear astro-physics.

To explain briefly what the combination of astronomy and physics entails, it is about quantum mechanics, and how to calculate nuclear reactions within stars, in order to better understand the life of a star. I started as an assistant at the institute of nuclear physics at the technical university in Vienna, and then I did one year of my PhD in Tübingen in Germany, it was a cooperation between the two institutes. I also did some teaching at the technical university. But then I decided to go more into

Entering a role model into the database

The websites are technically edited and provided by the content management system Plone. The software was upgraded from version 2 to version 3 at the end of project year 2. This upgrade proved to need much more work time than expected. Several plug-ins were not compatible with the new system and had to be removed. The layout generation skins had to be heavily modified. This required several installation, bug tracking and content migration. Some adaptations are still in progress. This upgrade was needed to fix some bugs (like allowing reload of the start page of set-career). It does also provide greater security, speed and usability. For example inline editing of rich text content is now possible. It will also ease the long term maintenance of the server. The user manual was updated to reflect the new version of the software.

DEVIATIONS

IMC had more work than planned in providing the WP4 IT information system, mainly caused by the switch from the technical platform Plone version 2 to version 3.

WORK PACKAGE 5: POLICY SUGGESTIONS

WORKPACKAGE OBJECTIVES

The objective of WP5 is to produce policies on a multiple level based on previous work package results, which will include how to overcome obstacles, related to choosing and maintaining technological professions and science careers.

PROGRESS TOWARDS OBJECTIVES

SEE was the task leader for the writing up of the policy paper based on previous work package results and further research aiming to produce policy suggestions for public authorities and relevant stakeholders regarding SET careers for the target group. SEE has successfully closed this major publication of the project.

The policy paper presented the findings of the project alongside enhanced research on a theoretical framework regarding the obstacles and how to overcome them for women choosing a career in SET. The policy paper aimed to reflect the national, regional and transnational dimension of the issue and was addressed to public authorities and relevant stakeholders through its recommendations for policy development.

Based on the results of the project, SEE made a research on the subject matter of the project and produced a full methodological paper, which was distributed first to the Greek partners for their comments. The paper was sent to all partners in October 2007 for finalization. Based on the response of the partners the methodology was again discussed in detail and finalized during the Vienna internal meeting (January 2008). The partners agreed to assist SEE by responding to its request for further material especially on national policies and policy suggestions tailored for their countries.

The writing up of the policy paper was completed successfully and after it was accepted as a deliverable by the Scientific Committee of the project, it was uploaded on the project website.

WORK PACKAGE 6: PROJECT EVALUATION

WORKPACKAGE OBJECTIVES

The WP6 objectives for the reporting period were to define the evaluation plan for the project internal evaluation and provide the specifications for the profile, and the work of the external evaluator, which will be set to evaluate selected deliverables.

PROGRESS TOWARDS OBJECTIVES

The two tasks of WP6 were active during the 1st period:

Task 6.1: Internal evaluation of deliverables and procedures

The internal evaluation (task 6.1) originally designed by EVREMATHIA required some modifications in order to meet the expectations of the project. The first questionnaires made available online via the project website, the evaluation was extensive and covered all tasks and work packages that had started or completed by 2007. An analysis of the selected responds was presented in Vienna where partners made some suggestions for changes. Therefore a second round of internal evaluation took place. E-2000, responding to the suggestions from the partners but also in an effort to ensure the contribution of all in a timely fashion, modified the questionnaires. The analysis of the intermediate evaluation as well as that of the final one, have been provided to the external evaluator with an aim to offer an overall picture on how partners assessed the project. The internal evaluation was completed on time and distributed to all.

The external evaluation was the responsibility of EKEPIS under E-2000 overview. The selection of the external evaluator proved instrumental in ensuring the successful completion of the task.

Task 6.2. Selection of external evaluator and implementation of evaluation

In parallel and complementary to the internal evaluation is the external evaluation. Selection of external evaluator was commenced according to the specifications set and decided by the consortium partners as proposed by EKEPIS.

The main aim was to assess the project, its processes, quality, efficiency and effectiveness regarding the standards pre-agreed. This evaluation is based on the assessment of selected deliverables of the consortium. Interviews, visits, monitoring of the website usage and questionnaires with the task leader, the project's partners and the beneficiaries of the project's results have taken place for reaching the main aim described above.

The working group of E.KE.PIS. and the representative of EKEPIS in charge of organization, evaluation and quality assurance have been collaborating on a regular basis with the External Evaluator according to the needs and the materialization of the project and have reported to the partners the materialization timetables, methodology, processes of evaluation and their results.

For the duration of the project there was a close cooperation and coordination with the work package leader and responsible for the internal evaluation (E 2000). The progress of the internal evaluation and its findings not only contributed to external evaluation with qualitative material and useful conclusions but also enabled corrective actions when possible and needed.

E.KE.PIS. working team for the work package 6 (evaluation) after having set up an evaluation strategy and the external evaluation's specifications (levels of evaluation, tools, indicators etc) monitored the external evaluator's work, according to the quality plan, the approved proposal and the relevant contract between E.KE.PIS. and the external evaluator.

Additionally E.KE.PIS. had the responsibility of the synthesis and delivering of the External Evaluator's report in the appropriate time and under the above mentioned framework. The report

was based on the evaluation of selected deliverables of the partnership and specifically of the following main deliverables:

- D 1.2.1 Management report
- D 2.2 Final report on the conducted survey on female participation in SET
- D 3.3 Seminar's overall conclusions and suggestions report
- D 4.1 Design and Development of the IT infrastructure
- D 5.1 Policy paper
- D. 7.1 Dissemination Strategy

WORK PACKAGE 7: DISSEMINATION

WORKPACKAGE OBJECTIVES

The objectives of WP7 for the reporting period were:

- To promote, disseminate and exploit the project results and outcomes to the widest number of the target group through events, conferences and other means and media.
- To identify and promote publications and other material to the target group.
- To update the project information website as well as other publication material.

PROGRESS TOWARDS OBJECTIVES

Task 7.1. Dissemination through different means

One of the main achievements of Task 7.1 during the reporting period was the continuation of intence dissemination activities, Production and circulation of IFAC Newsletters, Continuous monitoring of dissemination activities

All Partners were very active in the dissemination activities that they undertake. The overview of actual dissemination activities and those that are planned are presented in the Annex – Plan for Using and Disseminating the Knowledge.

Task 7.2: Project website and partner communication area

The objectives of the task 7.2 for the reporting period were:

- To design and develop the project website
- To develop the internal partner communication area

- To include contribution from the partners

Task leader and technology provider for the task was partner IMC. All partners contributed adequately with content and comments. All objectives were met.

The work resulted in the deliverable D.7.2 Project Web Site, which provides an insight on the overall IT concept, the engineering approach and goes on by presenting the Website content and the editorial process.

LIST OF DELIVERABLES AND MILESTONES ACHIEVED

Deliverables List

Del. no.	Deliverable name	Workpacka ge no.	Date due	Actual/Forecast delivery date	Lead contractor
D3.1	Update on Design of seminar strategy	3	15, 21	15, 21	E-2000
D.4.3	Uploading of Role Models on IT System (continuous process)	4	15	15	IMC
D.2.5	Short report on initiatives for promotion of young women in SET (electronic dissemination)	2	15	15	KTH / HALM
D.2.2	Write up of final report on survey conducted for female participation in SET	2	20	20	WUW
D.2.3	Publication of Final report	2	22	22	E-2000
D.5.1	Write up of Policy Paper	5	20	22	SEE
D.5.2	Publication of Policy Paper	5	22	23	EKEPIS
D.6.1	Internal Evaluation Report	6	22	22	E-2000
D.3.2	Seminar Evaluation report	3	23	23	HALM
D.3.3	Seminar's overall conclusions & suggestions	3	23	23	KTH
D.7.3	Report on public participation and awareness	7	24	24	NPC
D.7.4	Final Plan	7	24	24	EKEPIS
D.6.2	External Evaluation Report	6	24	24	EKEPIS

Milestones List

Milestone no.	Milestone name	Workpackage no.	Date due	Actual/Forecast delivery date	Lead contractor
1	3 rd Management Meeting	WP1	M16	M16	EKEPIS
2	4 th Management Meeting	WP1	M23	M22	EKEPIS
3	Publication of Final Report	WP2	M20	M20	ZSI
4	3 rd Public Workshop	WP3	M16	M16	E-2000
5	Final Public Workshop	WP3	M23	M23	EKEPIS / E-2000
6	Uploading of Content in the IT System	WP4	M15	M15	IMC
7	Write Up of Policy Paper	WP5	M23	M23	SEE
8	Internal - External Evaluation Reports	WP6	M22	M22	E-2000 / EKEPIS
9	Conclusion of Dissemination Activities	WP7	M24	M24	EKEPIS

SECTION 3 – CONSORTIUM MANAGEMENT

CONSORTIUM MANAGEMENT TASKS

The WP1 Management is consisting of two tasks, the Project Management Activities and the Quality Plan.

TASK 1.1. PROJECT MANAGEMENT ACTIVITIES

The Task 1.1. Project Management Activities, span the entire life of the project (24 months). During the 1st reporting period, they focused on:

- Setting and monitoring a clear Activities plan from the beginning of the project
- Coordinating project activities and timeplan tracking
- Communication and support to consortium partners for administrative and contractual issues
- Liaison with the responsible officer from the European Commission
- Developing and monitoring the Consortium Agreement
- The organisation of the Internal Consortium Meetings at Athens and Stockholm
- Setting up the Project Coordination Group (PCG) and the Scientific Coordination Group (SCG)
- Cooperation with Work Package Leaders and resolving issues among contributing partners for ensuring the smooth progress of work

QUALITY PLAN

The task dealt with the monitoring of the Quality plan for the IFAC project. The quality plan sets methodological guidelines for all partners on how to approach product deliverables, decision-making processes and resolve potential problems within the partnership.

DECISION MAKING PROCESS

As planned in the beginning of the project, the co-ordinator proceeded with the set-up of the two main committees of the project, that are responsible for the administrative and scientific issues:

- The Project Coordination Group (PCG), responsible for the administrative related decisions and chaired by the coordinator
- The Scientific Coordination Group (SCG), responsible for the scientific work.

All partners were had appointed one representative and one replacement for each one of the two committees.

The decisions in most cases are taken by simple majority, except in cases that have defined in the consortium agreement. Each partner has one vote in each one of the PCG – SCG.

PROBLEMS OCCURRED

During the 2nd Period there were no major problems occurred. There were issues raised as described in the relevant workpackages which concerned:

- the reallocation of task 2.5 from partner KTH to partner HALM, according to full majority of the SCG and PCG members
- the reorientation of the policy paper work progress as several discussions at SCG level concluded with the enrichment of SEE's resources with a field expert.

CONTRACTORS

During the second reporting period, partners showed their commitment in realizing the allocated tasks and they all contributed for the realization of project's objectives.

Overall, contractors participation in tasks realization and decision processes was more than adequate.

CHANGES TO CONSORTIUM

The formal procedure for the replacement of EVREMATHIA partner with partner E-200 during the 2nd period has been concluded.

PROJECT TIMETABLE AND STATUS

PROJECT BARCHART and STATUS

Acronym :	(to be finalized to show status at project reviews)			
Contract N°	(any previous revisions to be attached if original plans are revised)			
	6 m rep	12 m rep	18 m rep	Final 24 m rep
	↓	↓	↓	↓
	Duration			
	1st year		2nd year	
Workpackage 1: Management				
Task 1.1 Project management activities				
Task 1.2 Quality Plan				
Workpackage 2: Studies and Analysis				
Task 2.1 Methodology for best practices and projects				
Task 2.2 Analysis of results				
Task 2.3 Publication of Final Report				
Task 2.4 Methodology & Collection of 'Role models'				
Task 2.5 Methodology for collection of initiatives				
Workpackage 3: Seminars and Workshops				
Task 3.1 Design and implementation of seminars				
Task 3.2 Seminar evaluation methodology				
Task 3.3 Seminars' overall conclusion and suggestions				
Workpackage 4: Information System				
Task 4.1 Design and development of the IT Infrastructure				
Task 4.2 Internal technological functionality evaluation				
Task 4.3 Uploading of Role Models				
Workpackage 5: Policy Suggestions				
Task 5.1 Policy Paper				
Task 5.2 Publication of results				
Workpackage 6: Project Evaluation				
Task 6.1 Internal evaluation of deliverables and procedures				
Task 6.2 External evaluation				
Workpackage 7: Dissemination				
Task 7.1 Dissemination through different means				
Task 7.2 Project website and partner communication area				
Task 7.3 Report on public participation and awareness				
Task 7.4 Final Plan TIP				

CO-ORDINATION ACTIVITIES

PARTNERS COMMUNICATION

The communication between partners continued mainly by e-mail, phone and having the Project Web Site ready, by the internal collaboration area.

All derived work and deliverables are uploaded in the internal collaboration area so as to have them online and accessible by all partners.

CONSORTIUM MEETINGS

Two internal Consortium meetings were organized as initially planned:

- The 3rd Consortium Meeting was held in Vienna on January 17th 2008 and the
- 4th Consortium Meeting was held in Stockholm on June 30th 2008.

The meetings are organized in terms of agenda structure by the coordinator, and hosted by the corresponding partner that hosts also the relevant Public Workshop.

Partners attend the Consortium Meetings with a PCG-SCG representative.

Activity lists are drawn at each meeting and PCG members approve the roadmoap ahead.

For issues that need further negotiation and exchange of views between participants, the decision process keeps on going after the meeting through the collaboration area of the portal or through e-mails.

ANNEX – PLAN FOR USING AND DISSEMINATING THE KNOWLEDGE

IFAC is a consortium, with partnerships from different countries (Greece, Austria, Germany, Sweden and Netherlands) and with different operational profiles, experience and expertise is a promising and challenging venture for a fruitful cooperation to achieve successful dissemination of the project's outcomes and a lasting impact.

Information on all dissemination activities is based on:

- Exploitable knowledge and its use: the knowledge produced and its potentiality of application in a research or other setting
- Dissemination of knowledge: Internal & external dissemination activities: seminars, workshops, meetings, promotional material, website, participation in events etc
- Publishable Results: Policy suggestions, surveys, comparative analysis best practices, role models
- Raising public participation and awareness: Four (4) seminars, which incorporate the public event aiming at raising the public participation and awareness, IT information system, website, newsletters, public relations.

The Dissemination Strategy Plan is designed in two phases:

Phase I: Definition and Identification

- Dissemination Strategy Framework
- Target Groups and Audiences

Phase II: Implementing and monitoring

- Identifying the dissemination means and dissemination tools
- Management of dissemination activities
- Implementing and monitoring the planned dissemination activities

EXPLOITABLE KNOWLEDGE AND ITS USE

One of the main objectives of the dissemination strategy is the sustainability of the project. IFAC project should capitalize on the strengths and the opportunities developed during the life time of the project in order to maintain the effects for as long as possible after the end of its lifetime.

The means that will provide for sustainability, as they have been planned through the dissemination strategy are:

1. The Center of Documentation and Analysis for Life-long Training (under the supervision of EKEPIS Planning Department)
2. The developed Database
3. The IT Information system
4. Newsletters
5. Contributions to newsletters, scientific journals and magazines
6. Network of dissemination multipliers
7. Liaison with related projects

1. The Center of Documentation and Analysis for Life-long Training (under the supervision of EKEPIS Planning Department) :

Apart from monitoring and coordinating the dissemination activities during the life of the project, it will provide for the hosting and updating of the website and the databases developed by all participating partners (upon cooperation with IMC).

2. Databases: The developed databases will be utilised to provide relevant to the project information to interested parties, for two years after the end of its lifetime. Part of this activity will be undertaken by EKEPIS, while it is expected from the partners to provide information resulting from new data and facts, related projects and activities.
3. The IT information system will remain active as the aim is to develop into a virtual community, that could become eventually a vivid portal.
4. At least one more Newsletter will be published and distributed by EKEPIS within 2009, with input from the participating partners.
5. An effort should be made by all contributing partners to schedule interviews and presentations on the mass media as a reminder for the target group and the target audiences.
6. All partners should urge their members to make, relevant to the subject of the project, periodic contributions to scientific journals and magazines, as well as to participate in related projects and conferences that will run after the life of the IFAC project, on a local and EU level.
7. The search for liaison with active related projects as well as the involvement in new EU projects should remain an on-going process in the perspective of further expanding cooperation and engagement in related fields of study and research. This can promote the exchange of know-how, sharing of experiences and promotion of innovative ideas and best practices in issues of mutual concern and interest among IFAC partners and other member-state stakeholders.

8. The networking with policy-makers, social partners, field experts, national and European agents, on the one hand, and the school, academic and scientific community as well as the employment sector may substantially contribute to promoting new approaches in the field and forward the social demand on "change".

RISK ASSESSMENT

The project has all the credentials to be a success. A possible risk raises from the limited participation of involved partners in the additional proposed communication activities (i.e. PR activities, interviews and presentations, participation in related activities etc.) that would limit the project exposure to target audiences and the target group. It is the regular reporting and continuous monitoring of the dissemination activities that will balance out this potential risk.

Another key point is the sustainability of the project. A number of actions and initiatives are proposed to that end (newsletters, participation in related projects, database management, publications in magazines and scientific papers, website) that will ensure the sustainability of the project and the uninterrupted dissemination of information and interaction between interested parties (virtual community). For that reason it is of primary importance the continuous, voluntary, contribution of involved parties with material and relevant information, while ways and possibilities of hosting the website and the management of database are examined.

DISSEMINATION OF KNOWLEDGE

In the following tables, the dissemination activities that were carried out by each partner and those that are planned for the subsequent period are presented.

EKEPIS

Planned/ actual Dates	Type	Type of audience	Countries addressed	Size of audience	Partner responsible /involved
October 2007	Electronic Newsletter – under final stage of development	All target audiences & target group	All partner countries – EU	Website based	EKEPIS
October 2007	Articles in the IFAC Newsletter	All target audiences & target group	All partner countries – EU	Website based	EKEPIS
November 2007	LEAFLET (in print & electronic)	All target audiences & target group	All partner countries – EU	5.000 leaflets	EKEPIS
November 2007	Article on IFAC in the EKEPIS Newsletter "KATARTIZEIN"	All target audiences	Greece	17.000	EKEPIS
November 2007	Completion of Data base for IFAC dissemination recipients	All target audiences	Greece	1.000 contacts	EKEPIS
By End of 2007	Implementation of dissemination strategy on mass media promotion	All target audiences and target group	Greece		EKEPIS
By end of 2007	Establishing network of dissemination multipliers	All target audience	Greece		EKEPIS
By end of 2007	Development of banners	All target audiences and target group	All partner countries – EU		EKEPIS
By end of 2007	Elaboration of website info on communication	All target audiences and	All partner countries – EU		EKEPIS



Planned/ actual Dates	Type	Type of audience	Countries addressed	Size of audience	Partner responsible /involved
	level	target group, EU			
January 2008	Article on IFAC in the EKEPIS Newsletter "KATARTIZEIN"	All target audiences	Greece	17.000	EKEPIS
January 2008	Participation in 3 rd Seminar, Thematic Workshop & 3 rd Consortium meeting in Vienna, Austria	All target audiences, IFAC partners	All partner countries		EKEPIS
On-going activity	Liaison with related projects	All target audiences, IFAC partners, EU	All partner countries, EU		EKEPIS
August 2008	Publication of Policy Paper	All target audiences, IFAC partners, EU	All partner countries, EU	1.000 copies	EKEPIS
September 2008	Production of Digital information booklet	All target audiences, career counselors	All partner countries, EU	Website based	EKEPIS
September 2008	Production of final workshop material	All target audiences, IFAC partners	All partner countries, EU		EKEPIS
September 2008	Participation in 4th Seminar, Thematic Workshop & 4th Consortium meeting	All target audiences, IFAC partners	All partner countries		EKEPIS

WUW

Planned/ actual Dates	Type	Type of audience	Countries addressed	Size of audience	Partner responsible/ involved
30.09.08	<i>Database (update)</i>	<i>Target audience, ministries, research institutes, public employment services, initiatives and others</i>	Austria	<i>More than 300 contacts gathered</i>	WUW
Finished April 2008	<i>Website (Input: Role model interviews from Austria)</i>	<i>Target group: girls 16-18</i>	EU-wide	?	WUW
December 2007	<i>Contribution to 3&4 IFAC newsletter. Title: „fFORTE – a Successfully Implemented Initiative in Austria“</i>	<i>Target group and target audiences</i>	EU-wide	?	WUW
August 2008	<i>Contribution to IFAC's 5&6 IFAC newsletter. Title: "Young Women in SET: Lessons learned."</i>	<i>Target group and target audiences</i>	EU-wide	?	WUW
January 2008	<i>Several PR activities to widely announce public IFAC workshop, e.g. press release, announcements via several important websites and newsletters, and via direct emails</i>	<i>All target audiences</i>	Austria	<i>About 4000</i>	WUW
Until September 2008	<i>Email Communication: give information about IFAC's aims and</i>	<i>High qualified women in the field of SET; key players and</i>	Austria	<i>About 300</i>	WUW

Planned/ actual Dates	Type	Type of audience	Countries addressed	Size of audience	Partner responsible/ involved
	<i>strategies; and contacted various initiatives and projects in the field of women and SET</i>	<i>multipliers, universities, Austrian Society for Environment and Technology; etc.</i>			
Until September 2008	<i>Disseminated more than 1000 leaflets and posters</i>	<i>Target audience: key actors and multipliers in the field of women/ girls and SET</i>	<i>Austria and beyond</i>	<i>About 300 multipliers</i>	<i>WUW</i>
Until September 2008	<i>Contributed various inputs on IFAC website, e.g. detailed information on the Austrian IFAC workshop, input for the news section, regularly updates especially for Austria, etc.</i>	<i>All target audiences</i>	<i>EU-wide</i>	<i>?</i>	<i>WUW</i>
25.09.07	<i>Event: 'Die Technik ist weiblich' (engl.: Technology is female): networking event</i>	<i>Research, higher education</i>	<i>Austria, Germany</i>	<i>About 100</i>	<i>WUW</i>
03.12.07	<i>Event: WIT Closing event. Wissenschafterin- nenkolleg Informations- technologien</i>	<i>Higher education</i>	<i>Austria</i>	<i>About 200</i>	<i>WUW</i>
18.12.07	<i>Published IFAC's aims on website of the research institute for gender and diversity: www.wu- wien.ac.at/gender_diver- sity/forschung/laufendp/ ifa</i>	<i>Research, higher education, general public</i>	<i>Austria</i>	<i>?</i>	<i>WUW</i>



Planned/ actual Dates	Type	Type of audience	Countries addressed	Size of audience	Partner responsible/ involved
17.01.08	<i>Presentation at public event during the 3rd IFAC seminar in Vienna: joint lecture with ZSI entitled "Successful Governmental Policies in Austria: Factors identified in the fFORTE Program"</i>	<i>General public and IFAC target audiences</i>	<i>EU-wide</i>	<i>About 100</i>	<i>WUW</i>
03.06.2008	<i>Event: Gender Salon: technology is male dominated.... And how you may change that</i>	<i>Higher education, key players</i>	<i>Austria</i>	<i>70</i>	<i>WUW</i>
27.05.2008	<i>Event: 20 Years 'Sprungbrett'. Anniversary event in the Austrian Parliament</i>	<i>Key players, initiatives</i>	<i>Austria</i>	<i>About 150</i>	<i>WUW</i>
30.06.08	<i>Presentation at public event during the 4th IFAC seminar in Athens entitled: "Promoting Young Women in SET: Lessons Learned."</i>	<i>General public and IFAC target audiences</i>	<i>EU-wide</i>	<i>About 150</i>	<i>WUW</i>
15.09.2008	<i>Event: Femtech Networking Meeting</i>	<i>Government, multipliers, industry</i>	<i>Austria</i>	<i>60</i>	<i>WUW</i>
<i>Forthcoming in March 2009</i>	<i>Presentation at the 5th European Symposium on Gender and ICT "Digital Cultures: Participation – Empowerment- Diversity" in Bremen/ Germany</i>	<i>Higher education and interested public</i>	<i>international</i>		<i>WUW</i>

SEE

Planned/ actual Dates	Type	Type of audience	Countries addressed	Size of audience	Partner responsible /involved
Actual	Publication of SEE and its role in IFAC giving information on the project in the TEE journal no 2461	<i>Public Authorities, Academics, women's organizations General Public, women and men in science</i>	Greece	120.000	SEE
Actual	<i>School visits/ Career days</i>	<i>Students, Teachers</i>	Greece	100	SEE
Actual	<i>"Periktoni" annual meeting</i>	<i>Public authorities, academics, women's organisations</i>	Greece	100	SEE
Actual	<i>Deltio no28, December 2007, SEE's journal</i>	<i>University women, students, general public</i>	Greece	1000	SEE
Actual	<i>IFAC Newsletter</i>		Greece		SEE (EKEPIS leader)
Actual	<i>Meeting with stakeholders</i>	<i>University women, public authorities, school counsellors</i>	Greece	25	SEE
Actual	<i>EPWS Conference, Vilnius, Lithuania, 5-7 June 2008</i>		Greece and international	300	SEE
Actual	<i>SEE Web site See1924@otenet.gr</i>		Greece and international		SEE
Planned	<i>Dissemination activities</i>		Greece and international		SEE
Planned	<i>SEE "Deltion" (journal), December 2008</i>	<i>University women, students, general public</i>	Greece	1000	SEE
Planned	<i>announcements in other media</i>				SEE
Planned	<i>Visits to schools</i>				SEE

ZSI

Planned/ actual Dates	Type	Type of audience	Countries addressed	Size of audience	Partner responsible /involved
16-10- 2007	Network Meeting: 28 th IT-Salon pour Elle	Female IT workers, HRMs, Researchers, Multipliers	Austria, Vienna	65 persons	ZSI, Maria Schwarz- Woelzl
29-11- 2007	Event: ALTERNDER ARBEITSMARKT. ... auch der IKT SEKTOR bleibt nicht länger jung	HRM, Trainers	Austria, Vienna	15	ZSI, Maria Schwarz- Woelzl
15-01- 2008	Network Meeting: 30rd IT Salon Pour Elle – Frauen und Geld	Female IT workers, HRMs, Researchers, Multipliers	Austria, Vienna	60	ZSI, Maria Schwarz- Woelzl
22 + 23- 01-2008	7. KIBNET Jahrestagung. „Aging Workforce in IT: Kompetenz- und Personalentwicklung“	IT workers, trade unions (Maria Schwarz- Wölzl holds the key note speech about ageing workforce in the ICT sector)	Germany, Darmstadt	150	ZSI, Maria Schwarz- Woelzl
18.+19.0 1.2008	The Fourth Forum Meeting 'Partnerships for Skills and Competitiveness	OECD LEED Forum, Policy Makers	Austria, Vienna	150	ZSI, Maria Schwarz- Woelzl
07-02- 2008	FITwien Abschlusspodiumsdisk ussion (translation: Final conference of the initiative "Women in Technology Vienna")	Young women, completed the participation in this initiative, Equal opportunities	Austria, Vienna	95	ZSI, Maria Schwarz- Woelzl

Planned/ actual Dates	Type	Type of audience	Countries addressed	Size of audience	Partner responsible /involved
	http://www.fitwien.at/	representatives of technology oriented universities in Vienna			
13-03-2008	Network Meeting: 31 IT salon pour Elle. Maria Schwarz-Woelzl was speaking about demographic shift in the ICT sector. See: http://80.81.128.205/494_DE-It%20Salon%20-Veranstaltungen-Rueckblick.515BF5ee3063b5a525b73f0c380a8962c314a4	Female IT workers, HRMs, Researchers, Multipliers	Austria, Vienna	30	ZSI, Maria Schwarz-Woelzl
19.-22. May 2008	TERENA Networking Conference 2008. Annual Conference of the Trans-European Research and Education Networking Association. http://tnc2008.terena.org/	Experts on Technology	Belgium, Bruges	250	ZSI, Dietmar Lampert
29-05-2008	Conference: Which place for the seniors in the companies tomorrow? Age diversity in the ICT sector.	HRM of IT companies, researchers, policy makers	Genevea, Switzerland	150	ZSI, Maria Schwarz-Woelzl
11-09-2008	Press Conference of the Austrian Association of	Maria Schwarz-Woelzl gives a paper about how to	Vienna, Austria	30 Journalists	ZSI, Maria Schwarz-Woelzl

Planned/ actual Dates	Type	Type of audience	Countries addressed	Size of audience	Partner responsible /involved
	Software Industry	overcome the shortage of IT skilled workers and features the work of IFAC Target group: Journalists			
30-09-2008	Conference: Jobs with future – new perspectives in the ICT sector (Jobs mit Zukunft – Neue Ausbildungen und Berufe im Technologiesektor)	HRM of IT companies, researchers, policy makers	Vienna, Austria	150	ZSI, Maria Schwarz-Woelzl
13-10-2008	Workshop: Science goes Gender	Researchers, Multipliers	Vienna Austria	70	ZSI, Maria Schwarz-Woelzl

NPC

Planned/ actual Dates	Type	Type of audience	Countries addressed	Size of audience	Partner responsible /involved
12-04-07	<i>presentation</i>	<i>teachers</i>	NL	35	<i>NPC</i>
19-04-07	<i>workshop</i>	<i>Teachers, team managers</i>	NL	22	<i>NPC</i>
14-05-07	<i>presentation</i>	<i>Directors of companies, labour</i>	NL, FR, PL GR, UK, D	60	<i>NPC</i>



Planned/ actual Dates	Type	Type of audience	Countries addressed	Size of audience	Partner responsible /involved
		<i>offices</i>			
04-06-07	Meeting with VHTO colleagues	National expert organisation on girls/women and science / technology	NL	5	NPC
18-06-07	Seminar/ presentation	Teachers, project partners	S, GR, A, D, NL,	50	NPC
25-09-07	Workshop on role models	IT teachers, counsellors	NL	18	NPC
30-10-07	Final Conference "De Glazen Muur"	Experts, directors of companies, teachers	NL	120-150	NPC Ministry of Education
03-12-07	Seminar/ presentation	Researchers, project leaders companies	B, IT, FR, UK, NL, N, DK, S	60-70	NPC
18-01-08	Public workshop Vienna	Researchers, public audience	AT, D, NL, S, GR,	120	WUW, NPC, ZSI, EKEPIS, HAM, KTH
31-01-08	International workshop	Researchers, teachers, senior academy	GR, D, NL, FR, CH	95	NPC, Transfer, Pro Arbeit
07-03-08	Meeting with SMEs	Company managers	NL	18	NPC, MKB
11-03-08	Presentation for Leonardo da Vinci project EQUAI	Teachers, companies	NL, D, HU, F, PL, UK	38	NPC
01-04-08	Presentation EU project managers Nijmegen	Researchers, managers	NL	80	NPC, University of Nijmegen



Planned/ actual Dates	Type	Type of audience	Countries addressed	Size of audience	Partner responsible /involved
15-05-08	Workshop counsellors	Career counsellors, teachers	NL	28	NPC
14-06-08	presentation for colleagues from South West Gauteng College South Africa	Teachers, counsellors, directors	South Africa	14	NPC
01-07-08	Public workshop Athens	Researchers, colleagues, public audience	GR, NL, D, S,	120	EKEPIS, NPC
18-09-08	workshop	Students, teachers	NL	60	NPC, Hanzehogesc hool, University of Groningen

HALMSTAD

Planned/ actual Dates	Type	Type of audience	Countries addressed	Size of audience	Partner responsible /involved
18 October 2007	Network Conference	Teachers, Researchers, EU- handling officers	Sweden	30	Halm
12 November 2007	Gender and multitude Conference	Teachers, Researchers, Entrepreneurs, gender agents, policy makers, HRMs	Sweden	300	Halm
4 December 2007	Conference: How to Continue	Researcher, entrepreneurs, IT workers,	Sweden	25	Halm
24 January 2008	Meeting with the President of the students' union.	The president of the students' union	Sweden	1	Halm



8 February 2008	Dissemination to personnel of Halmstad University and personnel from Halmstad municipality	Personnel of Halmstad University and Halmstad municipality	Sweden	350	Halm
11 February 2008	Meeting with study advisors from Primary schools	Study advisors in the first hand	Sweden	15	Halm
17 March 2008	Meeting with Halland Regional Development Council	Meeting with Halland Regional Development Council	Sweden	23	Halm
19 March 2008	Meeting with 15 young Women	Information about the IFAC project. Discussion what more can be done in the project and in the issue.	Sweden	15	Halm
3 June 2008	Personal meeting on Halmstad University – Information about IFAC	Teachers, counselors, etc.	Sweden	~300	Halm
5 June 2008	Meeting about IFAC	4 Teachers within Technology, student counsellors, the president of Student union, a journalist	Sweden	10	Halm
11 June 2008	Meeting with Defense force and Education administration from the Halmstad municipality to discuss how we could cooperate to inspire more women into technology subject.	Defense force and Education administration from the Halmstad municipality	Sweden	12	Halm
24 June 2008	A conference about wellness. One point on the agenda was information about the IFAC project as a concrete arrangement to improve wellness among young (and all women) women	University Staff	Sweden	50	Halm
10 September 2008	Disseminating and discussion about WP 2 (all parts).	Teachers and female students within SET	Sweden	30	Halm
12 September 2008	Meeting with aim to discuss how to go on with the results of IFAC project. Disseminating the WP 2.2	Teachers and students within SET on one high school (Sannarps high school) in Halmstad	Sweden	20	Halm
23 September 2008	Meeting with aim to discuss how to go on with the results of IFAC project. Disseminating the WP 2.2	Teachers and students within SET on one high school (Kattegatt high school) in Halmstad	Sweden	23	Halm
26 September 2008	Meeting with aim to discuss how to go on with the results of IFAC project. Disseminating the WP 2.2	Teachers and students within SET on one high school (Sture high school) in Halmstad	Sweden	20	Halm
29 September 2008	Meeting with female students with aim to discuss how to go on with the results of IFAC project. Disseminating the WP 2.2	Teachers and students within SET on one high school (IT high school) in Halmstad	Sweden	20	Halm



<i>Future</i>	<i>Continuous dissemination of the project</i>				
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