



IST-2002-507932

ECRYPT

European Network of Excellence in Cryptology

Network of Excellence

Information Society Technologies

D.MGT.6

Initial Report on the Gender Action Plan (GAP)

Due date of deliverable: 31. July 2005

Actual submission date: 18. July 2005

Start date of project: 1 February 2004

Duration: 4 years

Lead contractor: Katholieke Universiteit Leuven (KUL)

Revision 1.0

Project co-funded by the European Commission within the 6th Framework Programme		
Dissemination Level		
PU	Public	X
PP	Restricted to other programme participants (including the Commission services)	
RE	Restricted to a group specified by the consortium (including the Commission services)	
CO	Confidential, only for members of the consortium (including the Commission services)	

Initial Report on the Gender Action Plan (GAP)

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18. July 2005

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1 Introduction

The ECRYPT Contract contains a *Gender action plan* in its “Description of Work” (Appendix I of the contract). The gender action plan describes actions to be taken in order to enhance the participation of women in the ECRYPT NoE. Specifically the gender action plan is as follows:

“Women are underrepresented in undergraduate studies in information technology (computer science, engineering), which leads to a limited inflow at the level of doctoral studies.

The ECRYPT Network of Excellence subscribes to the European policy of equal opportunities between women and men and proposes the following measures to promote gender equality:

- *Monitor the participation of men and women in the project and evaluate this on an annual basis.*
- *Encourage participation of women into all levels of the project, including the executive management committee and the strategic committee.*
- *Encourage participation of women to all NoE activities: speaker and participants to workshops and training and participation to research visits. For training activities with a limited number of seats, priority will be given to female researchers.*
- *Concepts to ensure that the participation to the project is family friendly.*
- *Liaise and offer contributions to organizations who want to trigger interest of women in science.*
- *Offer female students the possibility to participate at research and integration activities.”*

In this report we summarise the actions taken in this field for the project period starting at February 1st, 2004 and ending with July 31st, 2005.

2 Results

At the start of the ECRYPT NoE, out of 168 researchers 18 were female (10.71%) and 150 male. From the 96 PhD students, 11 were female (11,45%) and 85 male. Specific actions undertaken to monitor and increase the number of women in all ECRYPT project levels are listed below:

2.1 Participation Scores

According to the ECRYPT contract, the participation of women will be monitored at every ECRYPT event. Participation statistics of the ECRYPT events in the first 18 months can be found in the table below:

Meeting	Number of Participants	Female Participants
AZTEC WG1 meeting 2004	13	0
AZTEC WG1 meeting 2005 (Rome)	11	1
AZTEC WG3 meeting	10	1
AZTEC WG4 meeting	10	2
AZTEC WG1 workshop on provable security	64	12
AZTEC Workshop “Pairings in Cryptography” (Dublin)	52	8
EMC Meeting Lausanne	9	1
Hash function workshop	46	3
PROVILAB - Meeting (Interlaken)	12	2
PROVILAB - Meeting (Rome)	12	0
PROVILAB - Meeting (Siena)	10	1
Samos Summer School	83	17
SHARCS 2005 (Paris, February 2005)	109	13
STLV-Meeting Feb. 2004	16	1
STLV-Meeting Jul. 2004	18	3
STLV-Meeting Aug. 2004	9	0
STLV-Meeting Oct. 2004 (SASC Workshop)	97	15
STLV-Meeting Nov. 2004	12	3
STVL workshop SKEW (Aarhus, May 2005)	88	12
First VAMPIRE meeting	17	5
Second VAMPIRE meeting	11	4
VAM2 meeting	15	4
VAM1&3 meetings	14	2
VAMPIRE summer school	60	20
WVL3-Meeting (Magdeburg, Germany, September 20th, 2004)	6	0
WVL4-Meeting (Magdeburg, Germany, September 22nd, 2004)	13	3
WVL6-Meeting (Magdeburg, Germany, September 21st, 2004)	11	0
WAVILA TM Jan. 2005 (San Jose)	14	1
Wavila Challenge 2005 (Barcelona)	63	8

2.2 Participation of women in all levels of the project

Currently, women participate in all levels of the ECRYPT NoE. Some prominent examples include:

- Prof. Jana Dittmann (University of Magdeburg, ECRYPT Partner GAUSS) is not only an active researcher in ECRYPT but also member of the Executive Management Committee and the Strategic Committee.
- In the ECRYPT partner RUB (Ruhr University Bochum) two female researchers are active: Tanja Lange, who is one of the two leaders of the VAMPIRE virtual lab, and Kerstin Lemke, who is a PhD student in the research group of Christof Paar.
- In the EDIZONE partner (EDIZONE GmbH) one female researcher is active (Christine Priplata). She attends conferences (Eurocrypt 2004 and 2005, CHES 2004, ECC 2004), ECRYPT Workshops (Protocols in Amsterdam, SHARCS in Paris) and ECRYPT meetings of Generaly Assembly, the ATZTEC and VAMPIRE labs. She gave talks at the ECC Summer School 2004 (ECRYPT event) and the ECRYPT Summer School on Cryptanalysis (Samos, 2005) and helps spreading cryptographic knowledge by writing about crypto events (Eurocrypt, CHES) in the German computer magazine iX. During the ECRYPT reporting for year 1 Dr. Christine Priplata also contributed to deliverables in AZTEC WG4 (Hardness of Main Computational Problems used in Cryptography) and in VAMPIRE WG2 (Hardware Crackers).
- From November 22nd, 2004 to December 31st, 2004 TU Denmark (DTU partner) employed Charlotte Vikkelsoe as a research assistant on ECRYPT money. Starting at January 1st, 2005 Charlotte Vikkelsoe is a PhD student and Tanja Lange is an associate professor at DTU.
- Elisabeth Oswald (IAIK) is not only an ECRYPT member, but also part of the working party for gender equality at the Technical University of Graz. She is involved in various promotion programmes for women and organised an internship focused on cryptography for a female pupil at the IAIK in August 2005.
- At AXALTO Blandine Debraize was first a trainee and later (since 2004 Q3) a PhD student involved in ECRYPT.

2.3 Activities undertaken to enhance the participation of women

The following measures were undertaken to further increase the number of female ECRYPT participants:

- All partners were motivated to contact the equal opportunity commissioner of their institution to inform them about our activities and invite them to contribute, to organize participation to the project family friendly and to liaise with other projects that attempt to increase the participation of women in sciences.

- The partners were asked to encourage the participation of women in workshops and summer schools. At training activities with a limited number of participants, priority is given to female researchers.
- University partners like RHUL, GAUSS and many others explicitly encouraged their female postgraduate students to participate in ECRYPT activities, leading to their participation especially in ECRYPT workshops (like Pairings in Cryptography, the Rome and Samos workshops).
- During the EMC meeting of June 20th, 2005 the EMC agreed to support gender actions more actively and therefore for ECRYPT workshops and summerschools the organiser (and their calculation) should plan to have a specific call to support students with a grant and priority will be given to female students and students from new EU member states. The WAVILA summerschool already was planned and calculated in this way.
- The partners GAUSS and UVIGO participated in a student exchange. Michaela Schmitt, a student at the university of Magdeburg (GAUSS), was from May 1st, 2005 till April 30th, 2005 at the Universidade de Vigo (UVIGO) to research and exchange knowledge on ECRYPT topics.

2.4 Promotion of female students

ECRYPT partners participated in several projects that try to increase the number of female students:

- The partners were recommended offering female students the possibility to participate in all research and integration activities.
- At the ECRYPT partner RUB, Tanja Lange and Magnus Daum organized a project on cryptography in the “Schülerinnen Projektwoche”—a university program for girls only to encourage them to study science. They are also running another project on mathematics for teenagers which attracts many girls. We hope that this participation encourages girls to study topics related to mathematics like cryptology.
- The ECRYPT partner GAUSS participated in a programme established by the Otto-von-Guericke Universität Magdeburg by offering summer internships for female students. In 2004 and 2005 two young women (Anica Schmidt and Sandra Barthauer) got the opportunity to prepare for a study at an university by attending an internship focused on ECRYPT research topics within this programme.
- In December 2004 TU Eindhoven (TUE) held the class “Kaleidoscope in Information Security Technology” for prospective Ph.D. students. Of the 51 students, there were 15 females. At the Cryptography Working Group meetings in 2004 TUE had 16 speakers, of which 2 were female.
- UniGe organizes each year an “Equal opportunity day” (formerly “Girl’s day”). This event, which was on November 11th, 2004, gives the opportunity to children and teenagers to visit our laboratories, talk to researchers, attend classes. Similar events were held at other partners (e.g. GAUSS) too.

3 Reflections

We believe education at an early stage will help to encourage more young female students to choose careers in the engineering and computer sciences. We will encourage partners to hold “open days” where female (and male, where appropriate) scientists will team up with small groups of girls for an entire day to allow hands-on exposure to recent ECRYPT research activities.

We prefer to encourage our senior women colleagues to take the lead in such activities as they are better suited to provide useful role models. As the number of female students entering engineering and computer sciences increases progressively, it is reasonable to expect that more women will ultimately reach senior positions. Even though we recognise that the ratio of senior women scientists in our project is relatively low compared to men (about 11%, see Section 2) we believe that we take the appropriate actions to increase this number during the project duration.

Two methods to reach that goal shall be mentioned here: The first method is the improvement of female contribution by motivating female postgraduates to participate in ECRYPT. The second one is the institution of a grant to be given to female students or students from new EU member states.

Our hope is that the arrangements introduced here will contribute to make the research in ECRYPT more successful, increase the number of women in all levels of the project, and ensure that the work is performed in a family friendly way. The progress of female contribution will, of course, be monitored till the end of ECRYPT and will be evaluated in a second Gender Action Report in the final reporting period.