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**WOMEN in COstruction scientific REsearch**  
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**D26 – Assessment of Networking Experiences in Construction  
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**Abstract:**

This report presents the findings of T3.8 *Assessment of Networking Experiences in Construction Research* (leader: Loughborough University) in WP3 *Improving the knowledge base of women in construction research: exploring new sources* (leader: CEWS). Specifically it defines networking, addresses the benefits of professional networking and explores some barriers women face in networking. It also provides an analysis of a number of existing networks related to construction research, within the WOMEN-CORE partner countries. An updated version of the report will also summarise and compare the data on networking experiences collected as part of other WP3 tasks, including surveys and interviews with construction research organisations and with individual construction researchers.

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## IMPORTANT INFORMATION

**There will be an updated version of this report in the 3<sup>rd</sup> reporting period, when additional data will be added from deliverables 9, 19, 20 & 22. This will include an additional chapter which will summarise and analyse data from these deliverables regarding networking.**

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## 1. INTRODUCTION

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### 1.1. AIMS AND OBJECTIVES

Limited access to networking has been increasingly seen as a barrier for women reaching the top of their profession (Ragins, et al., 1998; Catalyst and Opportunity Now, 2000). Similarly Rees (2002) stressed the need of supporting networks for women in science, encouraging the development of role models and mentoring schemes. As a result the European Commission launched a study into the networks of women scientists, the aim of which was to identify and survey existing networks and to provide recommendations for establishing a European Platform of Women Scientists. This study was led by Bradley Dunbar Associates (2003) and identified 85 networks, none of which were devoted to construction research.

This task takes the report by Bradley Dunbar Associates as its basis and aims to identify and evaluate women's existing experiences of networking and to empower women in construction research.

The main objectives of this report are therefore to:

- Identify and assess existing relevant networking experiences in industrial research
- Identify relevant networking experiences in construction research.

### 1.2. STRUCTURE OF THE REPORT

Chapter 2 outlines the methodology for this task including how and what data was collected about networking.

Chapter 3 begins by providing some background information about networking, based on the literature, including defining networking, addressing the benefits of networking and exploring some of the barriers that women may face in networking.

Chapter 4 provides an evaluation of some networks relevant to construction research in each of the WOMEN-CORE partner countries, in order to identify relevant trends and practices in networking.

In the updated version of the report, chapter 5 will summarise and draw together some of the data on networking from previous WP3 tasks, including the surveys and case studies of organisations and individuals.

Finally, chapter 6 summarises the report, bringing together the main findings on networking, and making some recommendations for exploring networking possibilities (T4.4/D34).

This report will be followed by two further reports also exploring networking: D34 – Assessment of networking possibilities in construction research; and, D39 – European Network of Women Scientists in Construction. A direct outcome of these tasks will be the establishment of a European network of construction researchers.

## 2. METHODOLOGY

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### 2.1. OVERVIEW

As stated in the introduction, the main aim of this task is to identify and evaluate existing networks in industrial and construction research and women's experiences of these networks. This task was essentially split into three sections in order to achieve this:

- Analysis of existing literature and data on networking experiences in order to formulate a definition of networking for the purpose of the WOMEN-CORE project. This also included addressing the benefits of networking, the benefits of women's networking, and the barriers women face when networking. This analysis is presented in chapter 3.
- Identification and evaluation of existing networks in industrial and construction research. Further information about how this was achieved is presented below and the evaluation is presented in chapter 4.
- Analysis of networking experiences in construction research. This was achieved through the analysis of networking data from D9, D19, D20 and D22, where construction research organisations and construction researchers were surveyed and interviewed. This will be presented in chapter 5 in a revised version of the report.

### 2.2. IDENTIFYING EXISTING NETWORKS

The identification of existing networks in industrial and construction research was achieved using the *Directory of Networks for Women Scientists* by Bradley Dunbar Associates (2003) and the European Platform of Women Scientists ([www.epws.org](http://www.epws.org)) as the main points of departure. These sources identified a number of relevant networks across the EU27.

A more thorough identification was then implemented in each of the WOMEN-CORE partner countries by the WOMEN-CORE partners who provided data about networks that were either:

- Specific to women in construction research;
- General construction research networks that women were eligible to participate in;
- Women's networks in science, engineering or technology, that women in construction research could potentially join.

Data was provided about:

- Name of network;

- Level of the network (for example, regional, national, European, international);
- Field of the network (for example, construction, science, engineering);
- Target group (for example, women, students);
- Website address;
- The date the network was founded;
- The number of members in the network;
- Whether the network was based online only (as opposed to having face-to-face meetings); and,
- Whether the network was fee based.

This data is presented in Appendix I.

In addition to this partners were asked to provide a more detailed description of four or five of the most relevant identified networks in their country, in order to develop a richer picture of networking. In addition to the information listed above, the detailed descriptions included the following information where it was available:

- Aims of network;
- Benefits of membership; and,
- The cost of membership fees.

Information gathered about existing networks was used to evaluate the provision of networks for women working in construction research and the main aims and perceived benefits of these networks. Detailed summaries of these networks and an evaluation of the identified networks is presented in chapter 4.

### **3. BACKGROUND**

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This chapter provides an overview of the literature around networking, including defining what networking is, exploring the benefits of networking and considering some of the barriers that women face with regard to networking.

#### **3.1. WHAT IS NETWORKING?**

Networking has been defined in many ways. For the purpose of the WOMEN-CORE project, professional networks are defined as empowering their members by strengthening their professional support system and helping them make contact with other professionals that may positively influence their careers. Networks are collections of people linked by a common interest (such as employment sector), and can be physical, virtual, formal or informal. For the purpose of this report, a network is also perceived to be something that members can opt in or out of, and in this sense, professional associations have been excluded.

#### **3.2. BENEFITS OF NETWORKING**

The benefits of networking are many and varied, but include: an information resource through which to find out all kinds of job-related knowledge and information (Haines et al., 2007); an opportunity to do business and make contacts which can be useful in your career (O'Leary and Ickovics, 1992); to take part in any training that the network may provide; and, to learn and practice skills and knowledge beyond your job role, improving employability (Segerman-Pecker, 1991; Travers et al., 1997). Successful networking, it is argued, can positively influence career outcomes increasing, for example, job opportunities, job performance, income, promotions and career satisfaction, gaining visibility (Ehrich, 1994), career advice, social support (Haines et al., 2007), business leads, collaboration and professional support (Green, 1982; Linehan, 2001).

#### **3.3. BENEFITS OF WOMEN'S NETWORKING**

Some specific benefits of networks for women include the opportunity to be in a non-male environment; to spend time with role models or women who have 'made it' in a male environment; and, to support other women and provide reassurance and validation that workplace problems are not specific to them (Berkelaar, 1991). The latter point can be particularly important in situations where discriminatory behaviour has been normalised, leaving women believing, 'I thought it was just me' (Pini et al., 2004). Gould (1992) suggests that,

particularly for women who work predominantly or exclusively with men, networking provides an opportunity to talk things through with others who are facing or tackling the same obstacles. Linehan (2001) also found that networking may be particularly important for women who may not have had the benefit of mentoring in their careers.

Catalyst (1999) found that women's networks were usually formed to address three main problem areas:

- Organisational environments were often more challenging for women than men;
- Company social structures were often designed in such a way that they excluded and isolated women; and
- Established career paths sometimes excluded women, who did not have the benefit of female role models.

Catalyst suggests that by networking with each other, women could share career development experiences and strategies and learn from one another.

Travers et al. (1997) found that women in the UK were more interested in the self-development activities of networking, such as developing self-confidence and networking skills, than women in the rest of Europe and the US, who placed more emphasis on the social aspects of networking.

### **3.4. BARRIERS TO WOMEN'S NETWORKING**

Rothstein and Davey (1995) indicate that organisational support is not equally accessible to men and women, with the result that women's workplace advancement and career development is disadvantaged. This disadvantage is likely to be more intense when women are working in male dominated careers, which may lead to isolation (for example, Linehan, 2001). The participants in Linehan's (2001) research also suggested that the exclusion of women from male managerial groups perpetuated the more exclusively male customs, traditions and negative attitudes towards women, with detrimental effects perceived to include blocked promotion and career development, discrimination, occupational stress and lower salaries.

Women are often excluded from formal and informal networking opportunities (although not always intentional). Singh et al., (2006) indicate that given the importance of networking, women with family responsibilities, or any other responsibilities outside the workplace, may remain at a serious disadvantage, should out of hours socialising result in important work-related outcomes. Linehan's (2001) research also indicated that men spent more time networking after hours than women, with interviewees believing that women were further

disadvantaged from networking as they have far less time to network than their male colleagues.

In terms of women only professional networks, Danon-Schaffer et al. (2006) write that they may be rejected by women amid concerns for a 'backlash', if women are seen to be 'special'. Pini et al. (2004) suggest that women can be constructed as recipients of 'special' treatment, whereby men are argued to be the victims of reverse discrimination. The problem here is that mainstream groups and networks are not named as men's associations despite the fact that men usually dominate the decision-making positions. Women's networks may therefore be questioned about their legitimacy and status.

Ehrich (1994) comments that women's networks are less powerful and less formal than men's networks. The women in Linehan's (2001) research believed that there were higher benefits from networking in established male-dominated networks, than in women's networks, because they had closer access to power and resources.

Gould (1992) also states the need to recognise the limitations of networking, since the practical problems usually remain despite the support offered by professional networks. For example, many issues come down to workplace politics and institutional policies, which are not easily changed. Cockburn (1991) also argued that while women-only networks can provide an important space for women to share their experiences, they are not an end in themselves, and need to be used to advance a more long-term agenda to affect broader organisational and social change. This means that women's networks should not operate in isolation. Pini et al. (2004) maintain that they should engage with male dominated networks (if gender issues are not to be sidelined); and that they should seek to build alliances with other women's networks. Similarly, Singh et al. (2006) have commented that it may be necessary to make networks inclusive in order to raise awareness among men about the issues that affect women. Ibarra (1993) has also suggested that women seek social support from other women, but instrumental support from men, also supporting the argument for inclusive networks, rather than women-only networks for supporting women's career progression.

Ehrich (1994) also argued that the networks men belong to tend to be more powerful than the networks women belong to. Furthermore Ehrich also maintains that men use their networks more successfully to promote their business and themselves more than women. Davidson and Cooper (1992) also suggest that although networking with other women is a useful support system, until more women gain access to senior organisational roles and positions, women will have to learn how to successfully break into the male-dominated networking system, as power in organisations is still predominantly held by men.

### 3.5. WHAT DO WOMEN'S PROFESSIONAL NETWORKS LOOK LIKE?

The number of women's professional networks has proliferated since the 1970s, although the origins of some date back much further. Segerman-Peck (1991) indicates that some networks will allow anyone who supports their aims to join their membership (including men); others restrict membership to certain categories, for example by subject, employment or seniority. There are also women's sections of larger professional networks and organisations, such as the Institute of Physics<sup>1</sup>. More recently, internal corporate networks have emerged, sometimes beginning as informal gatherings of women, but developing into more formal networks supported by the employer (Singh et al., 2006).

Travers et al. (1997) concluded from their research on women's networking that expectations, benefits and networking skills differ across cultures. It is therefore important not to assume that the members of a network will be like ourselves or that the needs of network members are the same as our own.

Chapter 4 looks in more detail at what a number of scientific networks (including some women's networks) look like in each of the WOMEN-CORE partner countries.

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<sup>1</sup> The Institute of Physics is a scientific membership organisation devoted to increasing the understanding and application of physics, based in the UK, but with worldwide membership.

## 4. EXISTING NETWORKS

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This section of the report will provide a detailed summary of a number of existing networks related to construction research based on the information provided by the WOMEN-CORE partners.

With the foundation of the European Platform of Women Scientists (EPWS) in 2005, an umbrella organisation for networks and organisations of and for women scientists, Europe has become an ever growing central player with an office in Brussels where information and forces are gathered. Here, national and regional networks as well as individuals can find information on Europe's research policy, the situation of women in science in Europe as well as other issues related to reaching gender equality in science and research in Europe. More information can be gained from the website <http://www.epws.org>.

Many of the networks presented in this report are members of EPWS and any organisation or network is welcome to apply for membership. EPWS has no disciplinary restrictions and will be happy to work with a new network of women in construction research.

### 4.1. CZECH REPUBLIC BASED NETWORKS

#### *4.1.1. Association of Building Entrepreneurs of the Czech Republic (ABE)*

ABE was established in 1990 and aims to outline the needs and interests of the construction sector. ABE also strives to contribute to a favourable business environment in the economic policy of the state and regions and in legislation.

Membership is open to: construction firms; manufacturers of building materials and products for construction; designing and engineering organisations; business organisations; guilds, smaller professional unions and associations.

850 members are currently associated, representing approximately 75 % of the construction production of the Czech Republic. Membership benefits include: defending the interests of members and construction industry with the objective of improving the conditions for business activities and the economic environment, expanding the construction market, improving legislation, simplifying construction preparation and particularly providing timely information about the trends of further development in investment so that the member firms can respond to these in their business plans in time. Complex info service, continuous education. Fees are

dependent on the number of employees in the organisation: Up to 20 employees is 3500 CZK a year (137 EUR<sup>2</sup>), more than 20 employees is 350-380 CZK (14 EUR) per employee a year.

Further information is available at: <http://www.sps.cz>

#### ***4.1.2. Society of Czech Architects***

The Society of Czech Architects was established in 1990 and aims to: promote high-quality outputs in the field of architecture and related disciplines; protect natural and cultural heritage; cooperate on the creation of favourable conditions for architectural activities; offer information, consultancy, continuous education and literature in the field of architecture; be a partner for state administration in professional legislation.

Membership is open to anyone interested and benefits include: monitoring the fairness of open competitions relating to architecture and urban planning; publishing supporting information materials for the activities of architects; closely co-operating with high schools of architecture, including bringing the Czech educational standards in line with those valid in the EU; co-operating with government bodies, particularly the Ministry for Regional Development, on the preparation of certain generally binding regulations; co-operation with other professional organizations and institutions, especially the Society of Architects, the Czech Chamber of Licensed Construction Engineers and Technicians and the Czech Union of Civil Engineers; keeping in touch with international professional institutions; contributing to the support of its members; organizing exhibitions. Regular membership is 1500 CZK (58 EUR) a year; membership for retired persons is 500 CZK a year (20 EUR); and during maternity leave it is 300 CZK a year (12 EUR).

Further information is available at: <http://www.architekt.cz>

#### ***4.1.3. Czech Institution of Civil and Structural Engineers***

The Czech Institute of Civil and Structural Engineers was founded in 1886 and aims to: promote high-quality outputs in the field of construction industry on national as well as international level; collect, analyze, develop and publish research results and practical experiences; provide professional information and continuous education; be a partner for state administration in professional legislation and decision making; provide consultancy and expertise to state

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<sup>2</sup> Exchange rate calculated on 06.02.08, 1.00 CZK=1.34 EUR. Source: XE (<http://www.xe.com>)

administration, municipalities and individuals; and, cooperate with similar professional networks, research and higher education institutions in order to increase professional level in construction sector.

Membership is open to any individuals that are higher education graduates. Membership benefits include: option to be informed about actual trends, latest updates of codes and other forms of legislation; access to continuous education, seminars, conferences; direct personal, professional and social contacts; participation in research (research projects); contact with universities and research institutions as well as construction firms. Membership fees are: regular membership 800 CZK a year (31 EUR); retired persons 500 CZK a year (20 EUR); and seniors (aged 70 plus) have no fee to pay.

Further information is available at: <http://www.cssi-cr.cz/>

#### **4.1.4. Czech Concrete Society (CBS)**

The Czech Concrete Society (CBS in Czech), established in 1999, is a civil association of corporations and individuals engaged in research, design, realization, maintenance and refurbishment of the concrete, masonry and hybrid structures and the fabrication of the related materials and products. CBS promotes the concrete, masonry, and hybrid structures and works. CBS is supporting the increases in the technical level and quality of concrete, masonry, any hybrid structures, pushing through the new knowledge where it can be applied in practice. CBS provides information, educational and training activities, consultancy and expertise, organizes exhibitions, conferences and seminars. CBS is also editor of the professional journal "Concrete".

Any person or legal entity is eligible for membership. Benefits include: the option to be informed about actual trends, research results and practical construction works, latest updates in codes and other forms of legislation; access to continuous education, seminars, conferences; participation in all activities of Society under special conditions (reduced fees); direct personal, professional and social contacts; participation in research (research projects). Fees are: individual 1000 CZK (39 EUR) a year; seniors: 300 CZK (12 EUR) a year; collective: 7,500-82,000 CZK (293-3,200 EUR) a year according to the size of firms; and universities and non-profit organizations: 5,125 CZK (200 EUR) a year.

Further information is available at: <http://www.cbsbeton.eu>

## **4.2. DENMARK BASED NETWORKS**

### ***4.2.1. IDA Women Engineers network***

The IDA is a national organisation of engineers, which takes care of the various interests of its members from salary issues to general work/life related aspects particular to engineers. The IDA women engineers network is an umbrella organisation for the approximately 33 regionally based networks for women engineers in Denmark. The aims of these networks are to create a organisation where women can extract knowledge from each other and give support both morally and academically/scholarly.

Membership is open to women engineers who are members of the mother organisation IDA and are working/living in the area of the local network. Membership is free although membership of IDA is a prerequisite.

Further information is available at: <http://ida.dk/Netvaerk/Netvaerk+for+kvinder/> (Danish only)/

### ***4.2.2. Byggesocietetet [Construction Society]***

The aim of Byggesocietetet, which has existed for around 40 years, is to act as an interest keeper for the construction sector (i.e. the members of byggesocietetet) within policymaking/politics, trade and other professional issues. Byggesocietetet is a network for both organisations and for individuals, but is relevant to all professionals within the construction sector. It gives members access to the latest information relevant to the construction sector as well as knowledge about other trades, organisations and people within the construction sector. Fees are 1250 DKK (168 EUR<sup>3</sup>) per year for individuals and 7000 DKK (938 EUR) per year for organisations.

Further information is available at: <http://www.byggesocietetet.dk/>

### ***4.2.3. Network for Women in Physics in Denmark***

The network for women in physics in Denmark was founded in 1992 and is a sub-network of the Danish Society for Physics. It aims to recruit more women into physics related education and research within physics. It also aims to connect women with a background in physics and to make them more visible in research and debates in Denmark.

Women members of the Danish Society for Physics and other women with at least a BA in a physics related education are eligible for membership, which is free. The network connects

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<sup>3</sup> Exchange rate calculated on 06.02.08, 1.00 DKK=0.13 EUR. Source: XE (<http://www.xe.com>)

women in physics with each other through network activities such as workshops, meetings, presentations and a mailing list.

Further information is available at: <http://www.kif.nbi.dk/>

#### ***4.2.4. Female Researchers at University of Aarhus (FRAU)***

FRAU aims to develop and strengthen the position and conditions for all female researchers at the University of Aarhus. Membership is open to all female researchers at the University of Aarhus. Membership is free and provides the opportunity to share experiences about being women researchers and a united platform for HR-based demands. The network is an informal network, which meets once a month for “lunch-break-meetings”, plus upholds a mailing list. The subjects discussed during the meetings revolve around HR and work/life-related subjects.

Further information is available at: <http://www.frau.au.dk/index.jsp>

### **4.3. GERMAN BASED NETWORKS**

#### ***4.3.1. Die feministische Organisation von Planerinnen und Architektinnen (FOPA)***

FOPA is the organization for female planners and architects and was established in 1985. It works continuously on the conversion of the requirements posed at town planning and housebuilding to consider the specific situation of women in planning. This means on the one hand considering the work-life-balance of female planners and architects and, on the other hand, considering the different lives of women in planning space.

Membership is free and open to female architects, female planners and female scientists. Benefits include information on activities, projects, research and jobs in Germany and Europe.

In addition, FOPA developed an archive called "Women- Planning- Building- Living" – the only archive of its kind in the German-speaking countries. The emphasis of the archive is on publications and grey literature ranging from “city and traffic planning”, particularly for "mobility of women" and "security in the public area", “housebuilding”, here in particular "women living projects".

Further information is available at: <http://www.fopa-dortmund.de/>

#### ***4.3.2. Network for female planners, architects and engineers (P.I.A. e.V.)***

P.I.A. e.V. is a network of and for women, who are working professionally in planning and execution as well as in the building range. The goals are to spread exchange among members,

mutual support, consultation and co-operation; inspirations and suggestions for the occupation in everyday life; stabilization of qualification and competitive skills; co-operation with other networks.

Membership is free and open to female architects, female garden and landscape architects, female interior decorators, female town planners, female structural designers, female hydraulic engineers, women from building services, energy counselling and project development.

Further information is available at: <http://pia-net.de/>

#### ***4.3.3. German Association of Women Engineers (dib e.V.)***

dib was founded in 1986 to offer a feminist alternative to the male-dominated associations of engineers. dib also provides an alternative to associations that represent female university graduates as a whole since in these, too, women engineers are only a minority and their specific concerns are often neglected. dib is dedicated to achieving equal opportunities for women in education and employment. For that purpose dib promotes certain changes inside and outside the work place. dib's main objectives are: to increase the number of women engineers and scientists; to improve the working conditions of engineers and scientists, and; to make it more feasible for women *and* men to combine work and family life. dib focuses on challenging and changing the existing male/female stereotypes and the classical division of tasks in society and in the home.

Female engineers, female engineering students or women working in an engineering related field are all eligible for membership. Benefits include: regional groups in many German cities and towns; a network of women in similar situations with the opportunity to exchange experiences; workshops, seminars and industrial tours for women in engineering and science; an annual conference for women in engineering and science; a quarterly newsletter (German only); school visits and information workshops for female school students where the aim is to encourage young women to consider an education in engineering or science. Fees are 90 EUR a year, or 25 EUR for students.

dib also promotes: laws and regulations that encourage and sustain increased participation by women in science and engineering; quotas as a tool to promote the access of women to positions in engineering and science; measures that facilitate the reconciliation of men's' and women's' professional and family life; the right of all people to choose their own paths in life.

Further information is available at: <http://www.dibev.de/>

#### ***4.3.4. Women in the engineering profession (fib)***

Women in the engineering profession, fib (founded in 1982), maintains an extensive network at national and international level. fib organizes national and international fairs, congresses and conferences. Personal contacts can thereby also extend the career network. Special assistance and exchange of experience are offered by the fib network. The network aims to improve the compatibility of occupation and family and to assist female students to start their engineering career. fib helps to increase the proportion of women in the engineering sciences in Germany.

Membership is open to female engineers, female engineering students or women working in a engineering related field. Benefits include: a network of women in similar situations with the opportunity to exchange experiences, workshops, seminars and industrial tours for women in engineering and science, an annual conference for women in engineering and science. Fees are 120 EUR a year or 28 EUR for students.

The fib-network is part of the VDI (The Association of German Engineers) and members of the VDI can also take part in the so-called "recruitment-days". The emphasis is thereby on the topics "re-entrance" or "career". On these one day career fairs preferably young female professionals are invited.

Further information is available at: <http://microsites.vdi-online.de/index.php?id=1572>

### **4.4. SPAIN BASED NETWORKS**

#### ***4.4.1. Asociación de Mujeres Investigadoras y Tecnólogas (AMIT)***

AMIT (The Spanish Association of Women Technologists and Researchers) was established in 2001 and aims to be a voice, forum of discussion and network for supporting all researchers and college students and to make them aware of the total participation of women in research activities and science. The specific objectives are to: promote the equality of women and men in the access to research activities in natural and social sciences, matter sciences and humanities; make research related organisations and society in general aware of discrimination and the mechanisms which produce it; achieve equal opportunities along the careers of women researchers and technologists in the public and private sectors; elaborate recommendations and to collaborate with other European and international organisations to facilitate the progress of women in science. It also aims to create a network of regional nodes to disseminate the association aims; to monitor sex disaggregated data in all scientific institutions; to encourage the fulfilment of the European Commission recommendations and Spanish legislation and official policy on gender equality; and to organise seminars and workshops.

Members must be involved or have been involved in research, teaching or management activities in science, technology or humanities. Women and men are welcome, but the majority of members are women. Members have access to the activities organised by AMIT, including social and networking events and meetings. Members receive information about relevant news and international and national related events via email. Updated information and links to events or networks are available on the website. Individual membership is 30 EUR a year for seniors and 10 EUR a year for trainees and students.

There are some Spanish regional networks of women technologists and researchers which are sub-sections of AMIT. One example is MUCIT (Asociación de Mujeres Científicas y Técnicas) at Aragon Region ([www.unizar.es/mutem/](http://www.unizar.es/mutem/)).

Further information is available at: [www.amit-es.org](http://www.amit-es.org)

#### ***4.4.2. Asociación Española de Mujeres en la Ciencia y en la Ingeniería (WIE Spain)***

WIE Spain is the Spanish chapter of IEEE-WIE (Institute of Electrical and Electronic Engineers, Women in Engineering), responsible for organising and coordinating the activities of WIE in Spain. The Women in Engineering Committee was created in 1999 and is a non-technical entity among the IEEE, a non-profit, technical professional association of more than 350,000 individual members worldwide. WIE is responsible for gathering and disseminating appropriate information about the status of women in IEEE and the profession and facilitating the development of mentoring and educational programs within IEEE to promote the retention of women members. WIE also recognises women's outstanding achievements in electrical and electronics engineering through IEEE awards; organises receptions at major technical conferences to enhance networking and to promote membership in WIE; advocates women in leadership roles in IEEE governance and career advancement for women in the profession; provides assistance with the formation of new WIE affinity groups and supports ongoing activities; promotes IEEE member grade advancement for women to the grades of senior member and fellow; facilitates the development of programs and activities that promote the entry into and retention of women in engineering programs; and administers the IEEE student-teacher and research engineer/scientist (STAR) program to mentor young women in junior and high schools. Additional objectives of WIE-Spain are to: generate information and data on the situation of Spanish women in engineering; encourage young girls to engineering education; and, to help break the 'glass ceiling' in the professional careers of women engineers.

The Association is free and open to any person interested in the issues of WIE-IEEE. Both women and men can be members. Benefits include: access to information about women in IEE

and initiatives for women in engineering and science; opportunity to participate in mentoring and educational programs inside the IEEE; and opportunity to increase the visibility of women working in engineering. IEEE is one of the world's largest technical societies, giving members access to essential technical information, networking opportunities and career development tools.

Further information is available at: [www.ieee.org/wiespain](http://www.ieee.org/wiespain) and <http://is.ls.fi.upm.es/wiespain/index.html>

#### ***4.4.3. La Mujer Construye (Women who Build Association)***

*La Mujer Construye* was established in 2002 and is an association of professionals linked to the design of the habitat. It is a collective and jointly shared project for a group of Spanish women architects, with the aim of promoting and disseminating architecture in society as well as reflecting the role of women professionals in the design of building spaces. The specific objectives are to: create an international network of professional in the design of inhabited space; analyse the attitudes and contributions of women to architecture and construction; disclose the work of women architects; support female architects and all women professionals working in the construction sector; impel the accomplishment of theoretical and practical research activities; participate at national and international consultation activities where the presence of professional women in architecture and urbanism is required; transmit the professional experience and to support women starting their careers; create a website in which women architects can show their projects, work and opinions.

Membership is open to women and men architects and related professionals in the construction sector. Membership benefits include: a website that can be used for exchanging ideas and experiences, and also includes a CV database; press releases and other news; participation in collective activities and forums, and; a quarterly bulletin which is sent by email with news of various activities. Membership fees are voluntary or 60 EUR a year/ 30 EUR a semester for associated partners.

Further information is available at: [www.lamujerconstruye.org](http://www.lamujerconstruye.org)

#### ***4.4.4. Foro de Mujeres Investigadoras de la Región de Murcia (FOMIM)***

FOMIM (the forum of women researchers in Murcia, Spain) is a network created for the exchange of experiences and discussion with the aim of promoting equal opportunities between women and men in science and research activities. The specific objectives are to: debate and

propose solutions to the problem of equal opportunities in public and private sector research, acting as a source of information and support to relevant initiatives; promote the participation of women from the Murcia region in Spain in research projects of a European context; disseminate the experiences, projects and initiatives of women researchers from the Murcia region.

Any person who shares the objectives of the association is eligible for free membership. Membership benefits include: participation in the activities organised by the association, including conferences, seminars and workshops; participation in funded programmes or projects in which the association is taking part, such as a mentoring program for entrepreneurial women; a website with information and news about the presence of women in research, relevant reports and statistics.

Further information is available at: [www.fomim.com](http://www.fomim.com)

#### ***4.4.5. WiTEC – Spain***

WiTEC was founded in 1996 and is a European network of universities, enterprises, organisations and individuals working towards developing and supporting women in science, engineering and technology. The national co-ordinator in Spain is the Polytechnic University of Catalonia. The main aims are to: know the different ways gender discrimination impacts on women and why there are so few women in science and technology, especially in decision-making roles; design tools and performance proposals contributing to equal opportunities for women in learning and in the workplace, for example, access to jobs, promotion, salary and working conditions; motivate and train people about the impact of gender; provide recommendations for increasing the participation of women in science and technology.

Although WiTEC is also a network of individuals, it is mainly a network of organisations represented by contact persons in each country. WiTEC is developing the following activities: a website with information and data relevant to women in science, engineering and technology; short-courses aimed at women in specific technological areas in Europe; a European handbook of women experts in science, engineering and technology in those countries participating in WiTEC; an international newsletter, and; access to grants for students wishing to undertake work experience abroad in the fields of science, engineering and technology.

Further information is available at: <http://giopact.upc.es/giopact>

## **4.5. UK BASED NETWORKS**

### ***4.5.1. National Association of Women in Construction (NAWIC)***

The NAWIC was established in the UK in 2002 to redress the balance of women in the UK construction workforce. The NAWIC was originally founded in the US over 50 years ago and has a worldwide membership of nearly 6,000 women. The UK branch was launched in 2002 and there are sister groups in the US, Australia, New Zealand and South Africa. NAWIC's objectives are to raise the profile of professional women in the construction industry; to be a positive instrument for change and improvement in the industry; to promote and share construction knowledge and best practice; to meet, support and network with other women working in construction; to be a recognisable force within construction; to contribute to industry working groups and taskforces; to attract a varied and balanced membership; to hold events that everyone working in industry is keen to attend; and to achieve equal rates of pay and opportunities for women and men in construction.

NAWIC welcomes all members of the construction community, providing a network of members from all aspects of the industry and provides events, advice, contacts and information. NAWIC hopes that members will work proactively to raise the profile of women in construction and make a real difference to career opportunities in the industry. Members must be involved in the construction industry or undertaking a course of study related to construction. Members have access to the members' database; a full calendar of social and networking events; the opportunity to campaign for a better deal for women across the industry; access to and participation in valuable industry research; and online networking. Individual membership is 35 GBP (50 EUR<sup>4</sup>) annually or 10 GBP (13 EUR) for students. Any individuals, organisations or companies that are not eligible for membership are able to become a 'friend of NAWIC' to receive information and attend NAWIC events (150 GBP/201 EUR).

Further information about NAWIC is available at: [www.nawic.co.uk](http://www.nawic.co.uk)

#### ***4.5.2. Women's Engineering Society (WES)***

The Women's Engineering Society is based in the UK but has members worldwide. WES was established in 1919. WES aims to be the voice of the woman engineer and its objectives are to: promote the education, training and practice of engineering among women; to increase public awareness of the contribution women can make to engineering; to provide a forum for the exchange of opinions and experience regarding education, training and employment for women with interests in engineering; to sustain contacts with women engineers on career breaks and facilitate their return to paid employment by keeping them informed of progress within the profession; to ensure the voice of women engineers is heard during the deliberations of

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<sup>4</sup> Exchange rate calculated on 08.01.08, 1.00 GBP=1.34 EUR. Source: XE (<http://www.xe.com>)

Government and policy-making institutions; and to raise the profile of women engineers by forming links and networking with other women's organisations.

Members of WES are people who work in the field of engineering and technology at all levels, students on engineering and related courses, companies, and others who share their aims. Men are currently able to join WES as associate members but the organisation is currently debating whether men engineers should have access to full membership. Membership of WES includes access to: their quarterly journal, *The Woman Engineer*; the WES annual conference; local circles (informal groups at regional level); university groups; WES company membership; continuing professional development; expert speakers; expert input; access to Daphnet email network for women in science, engineering and technology. General membership is 40 GBP (54 EUR), or 10 GBP (13 EUR) for students. Companies may also join the network from 500 GBP (670 EUR).

Further information about WES is available at: [www.wes.org.uk](http://www.wes.org.uk)

#### ***4.5.3. Association of Researchers in Construction Management (ARCOM)***

ARCOM was established in 1984 and aims to further the advance of knowledge in all aspects of construction management by supporting education, dissemination and research; to encourage excellence in the research of ARCOM members; to hold conferences, workshops and seminars for members; encourage the exchange of ideas and experiences through a newsletter; and to provide a forum for debate about all matters concerned with construction management.

The Association of Researchers in Construction Management (ARCOM) is for all those interested in construction management research. Membership is open to any individuals with an interest in construction management research. Members include research students, lecturers, professors, consultants and other practitioners. ARCOM is primarily a UK based association but welcomes international members. Annual membership is 20 GBP (27 EUR) or 15 GBP (20 EUR) for students.

Further information about ARCOM is available at: [www.arcom.ac.uk](http://www.arcom.ac.uk)

#### ***4.5.4. Women in Architecture (WIA)***

WIA was founded in 1999, springing out of the former Women's Architecture Group which had been in existence since 1985. There are particular issues faced by women architects within the profession and Women In Architecture aims to provide a forum for people to meet, share

experiences and jointly lobby for better conditions and opportunities for women. WIA aims to raise the profile of women within the profession and represent their views.

WIA aims to increase the number of practicing women architects. The reality is that women are still only 13% of the practicing architectural work force despite student academia being over 35%. Women are rarely seen on building sites and there are not enough women at director level, particularly in large commercial firms, where women could definitely have a more positive influence. There are not enough role models in architecture to encourage others to follow.

Membership is open to all women in architecture and benefits include: career taster days - to encourage schoolgirls into the profession; networking lunches with influential keynote speakers; working together with Architects For Change with exhibitions and seminars; lobbying the Government, RIBA and the Education system; liaising with other construction industry equal opportunity bodies including Construction Industry Council, Women In Property, International Associations of Women In Architecture. Membership is free but some events may have fees.

WIA has been instrumental in commissioning the recent research to find out 'Why Women Leave Architecture', which will provide the springboard for addressing these issues.

Further information is available at: [www.diversecity-architects.com/WIA/wia.htm](http://www.diversecity-architects.com/WIA/wia.htm)

#### ***4.5.5. Daphnet***

Daphnet is a simple unmoderated mailing list. It aims to provide a digest of a good proportion of the news and events pertaining to women in science and engineering. Membership is free and open to women in science, engineering and technology, including women returning to paid work after a career break. It is based in the UK, but also has members across the world. Members are about 400 professional women (and some men) across all stages of their careers. Any member can send a message to the list and it is distributed to everyone. Members can expect to receive 4-8 messages a week, 2 of which may be compilations made by Daphnet's manager. It also includes requests for assistance (ranging from information needed by students to appeals for people to speak on radio programmes), information about jobs, and occasionally discussions of specific issues. Daphnet is named after Daphne Jackson, the eminent physicist and is hosted by Imperial College, London.

Further information is available at: <http://www.wes.org.uk/daphnet.html>

## **4.6. EVALUATION OF EXISTING NETWORKS**

### ***4.6.1. The provision of networks for women in construction research***

The major finding of this report is that throughout Europe there does not appear to be an existing network specifically aimed at women working in construction research, or in fact for construction researchers generally, regardless of gender<sup>5</sup>. However, it is clear that there are a number of networks which exist across Europe and internationally (see also Appendix I) which women employed in construction research may be eligible to join. Few of these networks are directly related to research. There are a number of exceptions where networks are specifically aimed at researchers. These include: FRAU (Denmark), AMIT (Spain), FOMIM (Spain) and ARCOM (UK). Some of the networks are, however, very closely related to the construction sector such as Byggesocietetet (Denmark), La Mujer Construye (Spain) and NAWIC (UK). Other networks identified as relevant to women in construction appear to be more general to women in science, engineering and technology.

For most of the networks, membership is aimed at individuals (and for Women's networks, women and men are usually eligible to join), although some networks also accept organisational membership. Of the relevant networks identified (see also Appendix I), approximately two-thirds have membership fees and only 2 were based entirely online, indicating a preference for face-to-face networking. The oldest women's network was the National Association of Women Pharmacists founded in 1905 in the UK, while the newest women's network was Latvian Women in Science (LaWISE) founded in 2007. Most of the networks identified were founded relatively recently in the 1990s (approx. 20) and the 2000s (approx. 16).

#### ***4.6.2. Comparison of networks across countries***

Comparing the networks across countries it is also positive to note that most countries have several active networks for women in science. One notable exception to this is the Czech Republic, where only one network was identified specific to women, although not specific to women in science: the Association of Women Entrepreneurs and Managers. In the other WOMEN-CORE partner countries women's networks were most prolific in the UK, where 12 were identified. In both Spain and Germany 6 women's networks were identified and 4 in Denmark (see Appendix I for further details). It is also interesting to note that 8 relevant networks were identified which were trans-national in character.

Of the networks detailed in this chapter, almost half charged no membership fees, except in the Czech Republic where all networks were fee-based. Of the networks described as charging

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<sup>5</sup> ARCOM, based in the UK, may be one exception to this, although it is aimed at construction management researchers, rather than construction researchers generally.

fees, the average was 60 EUR a year, ranging from an average 43 EUR in the Czech Republic to 168 EUR in Denmark.

#### **4.6.3. Common Network Aims**

Some of the network aims that appear to be common amongst many of the women's scientific networks include:

- Raising the profile/visibility of women working in the sector (this could be construction, engineering, technology or research generally);
- Promoting and sharing best practice – either in terms of the sector generally or regarding equal opportunities and increasing women's representation;
- Supporting and networking with other women, both professionally and personally;
- Exchanging information, news, research, discussion and debate;
- Providing training, workshops, seminars and conferences;
- Providing a link between individuals/professionals/women and government or other policy makers.

#### **4.6.4. Common Network Benefits**

Some of the observed benefits of joining a network, including women's scientific networks, include:

- Access to a website with information and news about the status and presence of women;
- Access to, or reduce rates for, short training sessions, conferences, seminars, workshops, and other networking events;
- Travel grants for student researchers;
- Mentoring programmes;
- Regular newsletters or bulletins;
- Professional and personal support from other network members;
- Discussion and debate;
- Online networking or email forums.

## **5. RESEARCHERS' EXPERIENCES OF NETWORKING**

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\* This chapter will include analysis of networking data from D9, 19, 20 and 22 in a revised version of the report. Specifically it will address construction researchers' existing experiences of networking, including strengths and weaknesses of their networks, the perceived benefits of networking and an assessment of the need for a European network of construction researchers.

## 6. CONCLUSIONS AND RECOMMENDATIONS

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**\* Please note that the conclusions and recommendations will be updated in the revised version of the report that will include analysis of the networking data from D9, 19, 20 and 22.**

### 6.1. CONCLUSIONS

The relevance of good networking contacts for individual career prospects is undisputed and old boys' networks are widely seen to be a central obstacle for women in science. This has been a main driving force in the establishment of many networks across Europe, as can be seen in the amount of networks introduced in this report, appendix I and in the membership of the European Platform of Women Scientists.

This report shows that there is no existing network aimed specifically at women working in construction research, although there are many women's scientific networks and a few research networks across Europe that women construction researchers could potentially join.

However, little is known about the actual effects of women's networks, the reasons for the success of traditional (and this means traditionally male dominated) networks and ways to overcome any biases in the system which most likely will not only affect women but also minority groups like scientists with a migration background or handicapped scientists.

For this report, we have concentrated on formally organised networks since informal networks are, of course, harder to analyse. Every woman scientist should be aware, though, that she has her very own informal network, that certain rules apply in order to hold one's network together or even expand it. In the general discussion on professional career development we find a number of publications on how to build and use networks for professional success. There is discussion on how to apply and adapt these to professional networking in a scientific context but publications are few or in grey literature only.

### 6.2. RECOMMENDATIONS

Based on these conclusions, this report makes a number of recommendations:

- Despite growing data on networking, further research addressing what makes networking successful, for both men and women, is still required.
- Further research is required concerning female only networks, including how these impact on women and how they are viewed by women. It is intended that analysis of networking issues in D9, 19, 20 and 22 will go some way to address this.

- To establish a network of construction researchers. Based on the findings of this report, it is likely that this network will (others to be added in revised version of report):
  - Be a source for exchanging information, news, research, discussion and debate;
  - Raise the profile of women working in the sector;
  - Provide a link between industry and academia;
  - Provide a link between researchers across Europe.

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## APPENDIX I – EXISTING SCIENTIFIC NETWORKS

The list of existing networks below are either construction research networks OR women’s professional networks in construction, science, engineering or technology.

Network Name	Level	Country	Field	Target Group	Website	Founded	Members	Online only	Fee-based
European Platform of Women Scientists EPWS	European	EU member states and associated countries to the RTD Framework Programmes	All academic disciplines	Organisations promoting women scientists, women scientists,	<a href="http://www.epws.org">www.epws.org</a>	2005	Around 40 full members (i.e. organisations) plus associate and supporting organisations and individual members	No	Not yet
European Women’s Lobby	European	EU	Women’s	women	<a href="http://www.womenlobb">http://www.womenlobb</a>				

Network Name	Level	Country	Field	Target Group	Website	Founded	Members	Online only	Fee-based
			rights		y.org/				
European Institute for Construction Labour Research	European	Denmark, Germany Switzerland & UK	Construction	Anyone	www.clr-news.org	1992		No	No
WITEC – Women in Science, engineering & technology	European	Austria, Estonia, Germany, Greece, Hungary, Italy, Netherlands, Spain, Sweden, UK	Science, engineering & technology	Women	http://www.witec-eu.net/	1988			No
CNBR – Co-operative Network Building Researchers	International	N/A	Building Researchers	Anyone	Tech.groups.yahoo.com/group/cnbr-l/	1998	1000+	Yes	No
NorWIP - Nordic Network of Women in Physics	Nordic countries	Denmark, Finland,	Physics	Women	http://norwip.org/	2005		No	No

Network Name	Level	Country	Field	Target Group	Website	Founded	Members	Online only	Fee-based
		Iceland, Norway, Sweden & Russia							
Frauenbauen	National	Austria	Women in Building profession	Women	<a href="http://www.frauenbauen.at">www.frauenbauen.at</a>				
BeWISE – Belgian Association of Women in Science	National	Belgium	Science	Women	<a href="http://bewise.naturalsciences.be/">http://bewise.naturalsciences.be/</a>	2003	0-100		Yes
BAUW – Bulgarian Association of University Women	National	Bulgaria	All	Women	<a href="http://www.bauw.hit.bg/">http://www.bauw.hit.bg/</a>	1924			
Young Scientists Network	National	Croatia	Science	All	<a href="http://mlaz.net/portal/">http://mlaz.net/portal/</a>				
Association of Building Entrepreneurs of the Czech Republic (ABE)	National	Czech Republic	Construction	building entrepreneurs	<a href="http://www.sps.cz/">http://www.sps.cz/</a>	1990	1134	No	Yes
Society of Czech Architects	National	Czech Republic	Architecture	any person interested	<a href="http://www.diversity-architects.com">http://www.diversity-architects.com</a>	1990	260	No	Yes

Network Name	Level	Country	Field	Target Group	Website	Founded	Members	Online only	Fee-based
Czech Concrete Society	National	Czech Republic	Construction	structural engineers	<a href="http://www.cbsbeton.eu/">http://www.cbsbeton.eu/</a>	1999	215 individuals 106 firms	No	Yes
Czech Institution of Civil and Structural Engineers (CSSI)	National	Czech Republic	Construction	Czech building, civil and structural engineers	<a href="http://www.cssi-cr.cz/">http://www.cssi-cr.cz/</a>	1866	2300	No	Yes
Czech Society for New Materials and Technologies	National	Czech Republic	Construction	materials producers and developers	<a href="http://csnmt.cz">http://csnmt.cz</a>	1993	326	No	Yes
Association of Women Entrepreneurs and Managers	National	Czech Republic	Management	women managers	<a href="http://www.apmcr.cz/">http://www.apmcr.cz/</a>	1990		No	Yes
FAB (federation of city planners in Denmark)	National	Denmark	City planning	City planners	<a href="http://www.fabnet.dk/Joomla/index.php?option=com_frontpage&amp;Itemid=48">http://www.fabnet.dk/Joomla/index.php?option=com_frontpage&amp;Itemid=48</a>	Unknown		no	Yes
KTC (Kommunalteknisk	National	Denmark	Public/gover	Leaders in the	<a href="http://www.ktc.dk/">http://www.ktc.dk/</a>	1973		No	Yes

Network Name	Level	Country	Field	Target Group	Website	Founded	Members	Online only	Fee-based
Chefforening)			nmental, technical planning	public, regional planning offices					
IDA – Women engineers network	National/regional	Denmark	Engineering	Women members of IDA	<a href="http://ida.dk/Netvaerk/Netvaerk+for+kvinder">http://ida.dk/Netvaerk/Netvaerk+for+kvinder</a>			No	Yes
Network for women in physics in Denmark	National	Denmark	Physics	Women	<a href="http://www.kif.nbi.dk/">http://www.kif.nbi.dk/</a>	1992		No	No
Female Researchers at University of Aarhus	Regional	Denmark	University Research	Women Researchers at University of Aarhus	<a href="http://www.frau.au.dk/index.jsp">http://www.frau.au.dk/index.jsp</a>	Unknown		No	No
CLI – Management studies of the Building Process	National	Denmark	Construction Research	Universities	<a href="http://www.clibyg.com/">http://www.clibyg.com/</a>	2005		No	N/A
Danish Building control association	National	Denmark	Public management	Public leaders engaged in construction	<a href="http://www.dabyfo.dk/">http://www.dabyfo.dk/</a>	1954		No	

Network Name	Level	Country	Field	Target Group	Website	Founded	Members	Online only	Fee-based
				related activities					
Byggesocietetet	National	Denmark	Construction	Construction professionals	<a href="http://www.byggesocietetet.dk/">http://www.byggesocietetet.dk/</a>	Unknown (existed for approx. 40 years)		No	Yes
The Helsinki Association of Women Researchers	National	Finland	Research	Women		2006			
Women and Mathematics	National	France	Mathematics	Women	<a href="http://www.femmes-et-maths.fr/">http://www.femmes-et-maths.fr/</a>	1987	100-250		
Women and Science	National	France	Science	Women	<a href="http://www.femmesetsciences.fr/">http://www.femmesetsciences.fr/</a>	2000			
Women Engineers	National	France	Engineering	Women	<a href="http://www.femmes-ingenieurs.org/">http://www.femmes-ingenieurs.org/</a>	1982			
GDA – Society of German Women in Academia	National	Germany	Academia	Women	<a href="http://www.gesellschaft-deutscher-">http://www.gesellschaft-deutscher-</a>				

Network Name	Level	Country	Field	Target Group	Website	Founded	Members	Online only	Fee-based
					akademikerinnen.de/				
German Association of Women Pharmacists	National	Germany	Pharmacy	Women	<a href="http://www.pharmazeutinnen.de/">http://www.pharmazeutinnen.de/</a>				
NRW – Women’s Research Network	National	Germany	Research	Women	<a href="http://www.netzwerk-frauenforschung.de/the_network.php?lang=en">http://www.netzwerk-frauenforschung.de/the_network.php?lang=en</a>	1986	100-250		
NUT – Women in Science and Technology	National	Germany	Science & Technology	Women	<a href="http://www.nut.de/">http://www.nut.de/</a>	1988		No	
FITEV – Women in Technology	National	Germany	Technology	Women	<a href="http://www.fitev.de">www.fitev.de</a>				
DAB- Arbeitskreis FNT (Women – Natural Sciences – Technology)	National	Germany	Natural Sciences and Technology	Women	<a href="http://www.dab-ev.org">www.dab-ev.org</a>	1986			
EDEM – Greek Women’s Engineering Association	National	Greece	Engineering	Women	<a href="http://www.edem-net.gr/">http://www.edem-net.gr/</a>	1994	1000+		Yes

Network Name	Level	Country	Field	Target Group	Website	Founded	Members	Online only	Fee-based
WITS – Women in Technology and Science	National	Ireland	Technology & Science	Women	<a href="http://www.witsireland.com/">http://www.witsireland.com/</a>	1990	250-500	No	Yes
Women and Science	National	Italy	Science	Women	<a href="http://www.women.it/scienziate/">http://www.women.it/scienziate/</a>	2003			Yes
LaWISE – Latvian Women in Science	National	Latvia	Science	Women		2007			
GAIA – Network for Women in Earth Sciences	National	Netherlands	Earth Science	Women	<a href="http://www2.vrouwen.net/gaia/">http://www2.vrouwen.net/gaia/</a>	1998	250-500		Yes
LNVH – Dutch Network of Women Professors	National	Netherlands	Any	Women	<a href="http://www.lnvh.nl/">http://www.lnvh.nl/</a>	2001			
NIMF – Network for Informatics, Mathematics and Physics	National	Netherlands	Maths & Physics	Women	<a href="http://www.stichtingnif.nl/">http://www.stichtingnif.nl/</a>	1987	100-250		Yes
VHTO – Network for Female Engineers	National	Netherlands	Engineering	Women	<a href="http://www.vhto.nl/">http://www.vhto.nl/</a>	1981	100-250	No	Yes
DEWIS – Delft Women in Science	Regional	Netherlands	Science	Women	<a href="http://www.tudelft.nl/live/pagina.jsp?id=ace3c">http://www.tudelft.nl/live/pagina.jsp?id=ace3c</a>	2006	500-1000		No

Network Name	Level	Country	Field	Target Group	Website	Founded	Members	Online only	Fee-based
					<a href="http://4ca-9096-4e4a-9519-e58c95cc1a91&amp;lang=nl">4ca-9096-4e4a-9519-e58c95cc1a91&amp;lang=nl</a>				
FOKK – Association of Women in Science in Norway	National	Norway	Science	Women	<a href="http://kilden.forskningradet.no/c35087/artikkel/vis.html?tid=35088">http://kilden.forskningradet.no/c35087/artikkel/vis.html?tid=35088</a>	2002	250-500		
AMONET – Portuguese Association of Women in Science	National	Portugal	Science	Women	<a href="http://www.amonet.org/">http://www.amonet.org/</a>				
AMIT - Association of Women in Research and Technology	National	Spain	Research & Technology	Women (and men)	<a href="http://www.amites.org/">http://www.amites.org/</a>	2001	250-500	No	Yes
WIE-Spain (Women in Engineering)	National	Spain	Engineering	Women (both male and female can be members)	<a href="http://www.ieee.org/wiespain">http://www.ieee.org/wiespain</a> <a href="http://is.ls.fi.upm.es/wie-spain/index.html">http://is.ls.fi.upm.es/wie-spain/index.html</a>	1999	0-100	No	No
FOMIM - Foro de Mujeres	Regional	Spain	Research	Women and	<a href="http://www.fomim.com">http://www.fomim.com</a>			No	No

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Investigadoras de la Región de Murcia. ( <i>Forum of Women Researchers at the Region of Murcia-Spain</i> )			and Technology	men					
La mujer Construye ( <i>Women who Build Association</i> )	National	Spain	Architecture	Women and men	<a href="http://www.lamujerconstruye.org/">http://www.lamujerconstruye.org/</a>	2002		No	Yes
MUCIT - Asociación de Mujeres Científicas y Técnicas	Regional	Spain	Research, Technology and Science	Women	<a href="http://www.unizar.es/mutem/">http://www.unizar.es/mutem/</a>	1999	0-100	No	Yes
WITEC-Spain, European Association for women in Science-Engineering & Technology	National	Spain	Engineering, Science and Technology	Women and men	<a href="http://giopact.upc.es/giopact/">http://giopact.upc.es/giopact/</a>	1996		No	
WIPS - Women in Physics in Sweden	National	Sweden	Physics	Women	<a href="http://www3.tsl.uu.se/hep/tengblad/WIPS/">http://www3.tsl.uu.se/hep/tengblad/WIPS/</a>	2001	0-100	No	
Lares (Frauen setzen Zeichen bei Bau und Planung)	National	Switzerland	Women in Building and	Women	<a href="http://www.lares.ch">www.lares.ch</a>				

Network Name	Level	Country	Field	Target Group	Website	Founded	Members	Online only	Fee-based
			Planning						
BCSWomen – British Computer Society Women’s Specialist group	European	UK	Computing	Women	<a href="http://www.bcs.org.uk/bcswomen">www.bcs.org.uk/bcswomen</a>	2001	500-1000	No	No
ARCOM – Association of Researchers in Construction Management	International	UK	Construction management research	Anyone	<a href="http://www.arcom.ac.uk">www.arcom.ac.uk</a>	1984		No	Yes
AWISE – Association for Women in Science & Engineering	National	UK	Science & engineering	Women	<a href="http://www.awise.org">www.awise.org</a>	1994	250-500		Yes
Daphne Jackson Trust	National	UK	Science & engineering	Women	<a href="http://www.daphnejackson.org">www.daphnejackson.org</a>	1992	100-250	No	No
Daphnet	National	UK	Science & engineering	Women	<a href="http://www.wes.org.uk/daphnet.html">http://www.wes.org.uk/daphnet.html</a>	1994	250-500	Yes	No
National Association of Women in Construction	National	UK	Construction	Women	<a href="http://www.nawic.co.uk">www.nawic.co.uk</a>	2002		No	Yes

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National Association of Women Pharmacists	National	UK	Pharmacy	Women	<a href="http://www.nawp.org.uk">www.nawp.org.uk</a>	1905	250-500	No	Yes
The Royal Society of Chemistry Women Members Network	National	UK	Chemistry	Women	<a href="http://www.rsc.org/membership/network/womenmembersnetwork">www.rsc.org/membership/network/womenmembersnetwork</a>	1989	1000+	No	No
WES – Women’s Engineering Society	National	UK	Engineering	Women	<a href="http://www.wes.org.uk">www.wes.org.uk</a>	1919	500-1000	No	Yes
WiC – Women into Computing	National	UK	Computing	Women	<a href="http://www.wic.org.uk">www.wic.org.uk</a>	1987	100-250	No	Yes
Women in Architecture	National	UK	Architecture	Women	<a href="http://www.diversecity-architects.com/WIA/wia.htm">http://www.diversecity-architects.com/WIA/wia.htm</a>	1999		No	
Women in Physics Group	National	UK	Physics	Women	<a href="http://www.iop.org/activity/groups/professional/wip/index.html">http://www.iop.org/activity/groups/professional/wip/index.html</a>	1995	250-500	No	Yes
Women into the Network	Regional	UK	Business	Women	<a href="http://www.womenintothenetwork.co.uk">www.womenintothenetwork.co.uk</a>	1999	1000+	No	No

Network Name	Level	Country	Field	Target Group	Website	Founded	Members	Online only	Fee-based
CCWESTT – Canadian Coalition of Women in Engineering, Science, Trade and Technology	National	Canada	Engineers, Scientists and Trades Women	Women	<a href="http://www.cctest.org">www.cctest.org</a>	1987	25 Organisations, plus Honorary Members	No	Fees are part of the network income
Association for Women in Architecture	National	USA	Architecture	Women	<a href="http://www.awa-la.org/home.php">http://www.awa-la.org/home.php</a>	1922		No	Yes
National Association of Women in Construction	National	USA	Construction	Women	<a href="http://www.nawic.org/nawic/Default.asp">http://www.nawic.org/nawic/Default.asp</a>	1953	1000+	No	Yes
Society of Women Engineers	National	USA	Engineers	Women	<a href="http://www.swe.org/stellent/idcplg?IdcService=SS_GET_PAGE&amp;noId=5">http://www.swe.org/stellent/idcplg?IdcService=SS_GET_PAGE&amp;noId=5</a>	1950	1000+	No	Yes