



D1.2 Data Management Plan and Gender Considerations

Contract number	688540
Project website	http://www.uniserver2020.eu
Contractual deadline	Project Month 6 (M6): 31 st July 2016
Actual Delivery Date	1 st August 2016
Dissemination level	Public
Report Version	1.0
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Keywords	Data Management, Gender, Equality, Reporting

Notice: The research leading to these results has received funding from the European Community's Horizon 2020 Programme for Research and Technical development under grant agreement no. 688540.

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Acknowledgements

The work presented in this document has been conducted in the context of the EU Horizon 2020. UniServer is a 36-month project that started on February 1st, 2016 and is funded by the European Commission. The partners in the project are:

The Queen's University of Belfast (QUB)
The University of Cyprus (UCY)
The University of Athens (UoA)
Applied Micro Circuits Corporation Deutschland GmbH (APM)
ARM Holdings UK (ARM)
IBM Ireland Limited (IBM)
University of Thessaly (UTH)
WorldSensing (WSE)
Meritorious Audit Limited (MER)
Sparsity (SPA)

More information

Public UniServer reports and other information pertaining to the project are available through the UniServer public Web site under <http://www.uniserver2020.eu>.

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Change Log

Version	Description of change
0.1	Initial draft
0.2	Restructured document
0.3	Extra gender management information
0.4	Further gender information
0.5	Fixed spelling errors
0.6	Added more details from partners
0.7	Scan text for typo errors
0.8	Formatted according to the UniServer template
0.9	Added information about OpenAire and repositories for internal data management
1.0	Final version released for submission

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Executive Summary

The UniServer project has ten partners and receives funding from the European Commission as contract 688540 under the ICT Theme. The lifespan of the project is thirty-six months running from February 2016 until January 2019. The Complex Systems and Advanced Computing division of DG-CONNECT in the EC oversees this project.

This document describes in detail two distinct aspects of the management procedures of the UniServer project. On the one hand the document presents the plans for managing data and on the other hand presents the plans for ensuring gender equality in the work place during the UniServer project lifecycle. The suggested procedures described in this document will serve as guidelines for all the partners in the project and will be reviewed and updated as necessary during the project duration.

1. Introduction

This document focuses on two specific aspects of the way that the UniServer consortium will operate. It presents related information for partners in the consortium as well as for external parties about the processes that the UniServer project shall:

- Follow in order to manage the data that is associated with and generated by its work.
- Put in place to address the need to ensure gender equality for the staff working in the project.

Both of these topics require a level of detail such that they are the subject in their own deliverable rather than being a part of D1.1, the deliverable that presents all of the other day-to-day procedures for the running of the UniServer project.

Section 2 of this document presents the Data Management Plan for the UniServer project, while Section 3 addresses the ways in which each consortium member, and the project as a whole, seek to promote equality between men and women in the workplace.

The evaluation of the capability and performance of the UniServer project with regard to both of these areas will be the subject of a short review within the context of WP1 at each consortium meeting as scheduled in the deliverable D1.1.

2. The Data Management Plan

2.1. Introduction

This section of the document presents the initial version of the Data Management Plan (DMP) for the UniServer project. This information has been prepared following the guidance of the UK Digital Curation Centre (<http://www.dcc.ac.uk>), an internationally-recognized center of expertise in digital curation with a focus on building capability and skills for research data management. The DCC provides expert advice and practical help to research organisations wanting to store, manage, protect and share digital research data

This DMP for UniServer details the public datasets that the project

- will generate,
- whether and how it will be exploited or made accessible for verification and re-use,
- how it will be curated and preserved.

Academic papers have been made available as open access for some years (may depend on the host service), while the provision of managed public datasets is relatively new, at least in the field of ICT research. All commonplace mechanisms for academic papers will be automatically followed by the UniServer project.

This means that the DMP concerns itself with processes with which the project will manage the data that it generates. Clearly, this includes:

- metadata generation,
- data preservation,
- data storage beyond the end of the project.

In particular, the consortium realizes that its responsibilities under the DMP are that:

- the Data Management Plan must be created in first 6 months of project
- there must be interim and final reports on data
- data identified in DMP must be shared in an online repository
- appropriate support will be provided to those involved in the pilot

.At a deeper level of detail, the aim of the DMP is that its processes will lead to

- better understanding of the data produced as output from the project,
- clarity on how the data is actually used within the project and outside of it,
- continuity in the work of the consortium in the event of staff leaving or entering the project during its lifecycle or equivalently staff changing role within the project during its lifecycle. This includes such areas as:
 - avoiding duplication of effort i.e. re-collecting or re-working data,
 - enabling validation of results,
 - contributing to collaboration through data sharing,
 - increasing visibility of output and thereby leading to greater impact. In particular enabling other researchers to cite the datasets generated by the project.

The strong commercial nature of the UniServer project means that the vast majority of its datasets will remain private and access to these will be restricted to only those partners who are using them, an aspect that resonates with the terms of the UniServer consortium agreement between partners. The situation for each partner is defined briefly in Table 1. In part, this reflects the fact that some of the test datasets have to be kept private for ethical and legal reasons.

Table 1 Brief description of public datasets to be created by each partner, if any.

Partner	Description of data	Estimated size
QUB	A number of open source benchmarks will be employed for testing. Any datasets created for subsequent tests will be made publically available.	20 GB total
University of Cyprus	No publically available datasets will be produced	Not applicable
University of Athens	May need to add public benchmarks; new code for characterization of core/RAM/cache. However there will be no public datasets produced by the partner for this project.	Not applicable
Applied Micro Circuits Corporation	No publically available datasets will be produced	Not applicable
ARM Holdings UK	No publically available datasets will be produced	Not applicable
IBM Ireland Limited	No publically available datasets will be produced	Not applicable
University of Thessaly	No publically available datasets will be produced	Not applicable
Worldsensing	No publically available datasets will be produced	Not applicable
Metitorious Audit Limited	No publically available datasets will be produced	Not applicable
Sparsity	Synthetically generated datasets, which can be freely shared and open sourced. The datasets will present sparse graphs and relational graphs.	30 – 100 GB per dataset. Estimated 20 datasets in total.

2.2. Data Sharing – dissemination of results and associated dataset

The UniServer consortium fully embraces the H2020 requirement for Open Access publishing, following the guidelines presented by the European Commission. The project will ensure both ‘green’ and ‘gold’ publishing, i.e. self-archiving in one or more repositories and through paying an author’s fee when publishing in journals.

The project will make its public datasets results available through the following repositories:

- The project website: <http://www.uniserver2020.eu>
- The central repository <http://www.zenodo.org> (as suggested in the Horizon 2020 guidelines), where the project will store (public) deliverables, publications and datasets. The project identifier is UniServer2020EU. The repository will also be connected to the OpenAire platform.
- The official OpenAire repository for UniServer project, available in the link: https://www.openaire.eu/search/project?projectId=corda_h2020::cb32b2c39026c03f566879006e0c074f

For internal management purposes the UniServer consortium will use a Microsoft SharePoint site which has been prepared, organized and will be maintained by QUB, the coordinating organization as discussed also in the deliverable D1.1. The secure HTTP link for the UniServer SharePoint site is:

<https://intranet.qol.qub.ac.uk/schools/eeecs/ecit/groups/uniserver>

Furthermore, the applications, required datasets and any developed source code will be maintained using a secure UniServer GIT repository that is being prepared and will be maintained by QUB:

<https://hpdc-git.eeecs.qub.ac.uk/projects/uniserver>

The GIT system can be used for sharing and writing papers and deliverables among the partners using its version control mechanisms that it offers for latex based documents similarly to the version control supported for word documents by the Sharepoint system.

Note also that Wiki pages will be used for the telco minutes, the plenary meetings, etc.

2.3. Ethical and legal compliance

This section addresses the issues of ethical and legal compliance about the datasets of information produced by the project.

2.3.1. Privacy and Data Protection

None of the data that UniServer makes available to the public that is in the public repositories mentioned above contains information on individuals or companies. In general, the data used in UniServer is synthetic where possible and does not represent any human being or corporate entity.

It is noted that the data protection procedures applied in the UniServer project have been approved at the beginning of the project through the submitted ethics report. All UniServer partners and especially those that will develop applications have already informed the consortium about their strict internal procedures for avoiding or anonymising any personal data. In any case, participants in the project will be given information about how their data will be collected, protected during the project and either destroyed or reused at the end of the project. We stress that the data will be not personal. In the unexpected case that non-professional personal data, are collected, they will be stored securely on a password-protected computer, only used for the purpose for which it was collected (e.g. travel arrangements) and deleted immediately after that purpose is fulfilled. If a plan to reuse professional data is considered, participants will be given information about this as soon as it becomes available and will be given the opportunity to consent or withdraw their data. Note also that during the project, participants will be given the option to withdraw themselves and their data at any time. Finally, in compliance with the Data Protection Directive 95/46/EC and with Article 29 Working Party 8/2010 opinion, all issues pertaining to ethics approval will be forwarded to the Executive for notification and approval which will serve as data controller.

In any case, the following principals will be followed when handling data¹:

- Process lawfully
- Process fairly
- Avoid collecting unnecessary data
- Do not process data that is not up-to-date
- Don't keep the data longer than necessary
- Process in accordance with individuals' rights
- Gather, process and store data securely
- Make sure to anonymize data where necessary

¹ University of Oxford (2012) "Data Protection and Research" Legal Services Briefing Note, p .8

2.3.2. Copyright and IPR Issues

This section addresses the questions of ownership of datasets as well as the potential for other partners to use those datasets both during and after the lifetime of the UniServer consortium.

2.3.2.1 Owner

In accordance with the terms of the consortium agreement, ownership of any datasets generated resides with the consortium partner(s) who create the datasets in their research and development work.

2.3.2.2 Licensing for future use

In accord with the terms of the consortium agreement, other partners in the UniServer consortium may request to use a given dataset generated by another partner. The partner will give this due consideration.

2.3.2.3 Issues on third party data

At the present time the project plans to use a number of open source datasets for testing purposes. There are no plans to use data from third parties. The project management team will review the situation at each consortium meeting.

2.4. Archiving and Preservation

The site <http://www.zenodo.org> (plus the relevant OpenAIRE website) provides long term storage for the datasets that are placed there. Individual partners may also place datasets (and academic papers) in the open source systems made available at their organisations. QUB for example provides the Open Access Research Portal (PURE) as the university's open access institutional repository. Any paper on which a QUB member of staff is a co-author can be deposited there along with associated data, up to a limit of 20 GB.

2.5. Metadata

The consortium recognizes that the Dublin Core Schema (DCC) is widely recognized as a mechanism by which to record the metadata for each public dataset in the project. This a set of 15 terms which are furthermore endorsed in IETF RFC 5013 and in ISO Standard 15836-2009. These terms are as follows:

1. Title
2. Creator
3. Subject
4. Description
5. Publisher
6. Contributor
7. Date
8. Type
9. Format
10. Identifier
11. Source
12. Language
13. Relation
14. Coverage
15. Rights

Associated with each public dataset that UniServer produces will be a file of meta data structured as in the following example:

```
<meta name="DC.Title"      content="Test data for UniServer experiment 1">
<meta name="DC.Format"    content="text; sparse graph representing X">
<meta name="DC.Language" content="en" >
<meta name="DC.Publisher" content="UniServer Project" >
```

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```
<meta name="DC.Data"      content="20160731" >
```

.....

All meta tags are optional in the DCC standard, however the UniServer project will endeavor to fill in all 15 meta tags for each data set.

3. Gender Considerations

3.1. Introduction

The consortium recognize the importance of gender mainstreaming and furthermore that active steps have to be taken to promote it. This resonates with one of the key objectives of the European Union, as defined in the Amsterdam Treaty² and enhanced in the Lisbon Treaty³, that is to eliminate inequalities and to promote equality between men and women in all its activities.

It is widely acknowledged that research excellence is achieved through utilizing the skills of both men and women. The European Commission actively promotes gender equality in science, and participation of women in all scientific disciplines. The Commission has set a target of 40% participation of women at all levels in implementing and managing research programs.

A recent EC report⁴ highlights the concerns over women's access to scientific careers. For example the report states that,

'Women account today for almost 60% of university degrees in Europe, and they achieve excellent grades, better on average than their male counterparts.'

but this statistic is not replicated in the workforce where female participation accounts for

'22% of board members in research decision-making'.

The report warns that the low numbers of women in decision making positions throughout the science and technology system is regarded as a waste of talent that European economies cannot afford. Indeed the report notes that to ignore highly educated and trained individuals could force them to choose other careers or move outside Europe, a major loss to scientific research across Europe.

Gender mainstreaming frequently involves a process of change in existing policies, strategies and activities. Obviously, once gender equality pervades all policies, strategies and activities then all women and all men can influence, participate in, and benefit equitably from all interventions.

This document defines the mechanisms by which the consortium has attempted to promote gender equality in the project. Ultimately, the actions taken reside in the employment practices of each partner, which in turn are bound by national employment legislation, and so this report reflects the UniServer project as an amalgam of the efforts taken by each employer within it.

This report is being issued at the six-month stage when the UniServer project has become fully established and already has faced the challenge of implementing gender equality. The next section explains how the consortium have addressed the issue of equality in recruitment of staff, while the subsequent section discusses the ways in which the consortium has implemented equality practices in the work place. The next section present details from each partner on specific efforts that are making with regard to promoting gender equality in the project. The report concludes with a brief summary and looks forward to the actions that the consortium will maintain throughout its life in order to monitor and support the objectives of the EU on gender equality.

² TREATY OF AMSTERDAM amending THE TREATY ON EUROPEAN UNION, the Treaties establishing the EUROPEAN COMMUNITIES and RELATED ACTS , European Union Official Journal C 340, 10 November 1997.

³ Treaty of Lisbon amending the Treaty on European Union and the Treaty establishing the European Community, European union official Journal, C306, Volume 50, 17 December 2007

⁴ Structural change in research institutions: Enhancing excellence, gender equality and efficiency in research and innovation'. Directorate-General for Research and Innovation, Unit 6B, European Commission. Available on the web at http://ec.europa.eu/research/science-society/document_library/pdf_06/structural-changes-final-report_en.pdf

3.2. Recruitment

Within UniServer, the participants have recognized the need to try to increase the fraction of female students and researchers via equal opportunity employment schemes for hiring post-doctoral and post-graduate researchers. The number of women wishing to undertake PhD studies mainly depends on how many women wish to undertake undergraduate studies in physics, electrical engineering and related disciplines and this number is unfortunately low, across Europe and indeed beyond. All participants recognize that women are under-represented in engineering and physical sciences.

The consortium is taking into account the different situation for male and female scientists by promoting the following actions:

- Encouraging women to apply
- Ensure equal recruitment to the project at all levels

To monitor the progress of this activity, the project will collect gender statistics on the workforce employed by the project periodically in order to determine the status of women in the project and the progress made in terms of gender balance as project moves forward.

3.3. Workplace issues

For a collaborative R+D project, the workplace plays a major role. This means that employers need to address issues around equality of opportunity and the work life balance. Treating the employee as a whole person is highly recommended. The following bullet points detail the concrete actions that the UniServer project is pursuing in this regard.

- Conduct a survey on meetings and communications – to try to find out when people have fewer constraints on them for conference calls and meetings.
 - For example some days of the week are better for travelling, whether school holiday periods are easier or harder, and some times of day are difficult for conference calls.
- Encouraging women to participate in the science, management and on any committees.
- Establishing a gender-awareness discussion within the project for networking and mentoring.
- Organizing workshops and other events so that they are family-friendly.

Many partner organisations have policies in place within their employment contracts that allow for parental leave and part-time working/job sharing for women with young children.

3.4. Perspectives of the partners

This section presents the perspective of each partner in the consortium with regard to the policies and procedures that the partner uses to promote gender quality in the work place.

3.4.1. Queen's University of Belfast (QUB)

The Vice Chancellors office at QUB established The Queen's Gender Initiative (QGI) was set up by the Vice Chancellors office. It was set up to provide clear and valid evidence of gaps in progression for female staff and source the reasons. It is for female staff, but all subgroups and committees have male representation. It allows staff the freedom to speak on all aspects of their, job, career and the obstacles they view that prevent progression and encourages ALL staff to take full advantage of mentoring, training, and leadership programs to aid advancement and ensures QUB are aware of their needs.

Queen's was awarded the first Athena prize in 2005 and have continued to be an exemplar for progression for

female's in STEMM, and continue to set and raise the bar within all faculties. In total, Queen's now holds a Silver Institutional and 12 SWAN departmental awards including two gold, eight silver and two bronze awards. The School of Electronics, Electrical Engineering and Computer Science EEECS holds a Silver award being one of only four Schools in the UK to hold an award at this level in Computer Science and one of four in Electronics and Electrical Engineering.

In addition to the SWAN Silver Award, EEECS including the ECIT Institute within in it, both being part of the QUB team working on UniServer, hold the Investors in People (IiP) and a Health and Wellbeing good practice accreditation. Achieving this status reflects, among other things, that EEECS has

- a sound framework for the delivery of good management practice, with a strong foundation in equality policies,
- a long-standing commitment to continuous professional development,
- a systematic approach to performance improvement

As project coordinator, QUB will use this established expertise and promote it within the consortium. In particular, UniServer will perform an analysis of the women's participation in the UniServer project between 2016 and 2019 and gender statistics recorded in order to provide a metric against which to judge the efforts of the consortium in this regard.

3.4.2. University of Cyprus (UCY)

The University of Cyprus has a major priority in the development and adaptation of Human Resources Strategy for Researchers. For this, University of Cyprus endorsed the Charter and Code for Research in December 2010.

Furthermore, the procedure for implementing the project named HRS4R started in October 2011 and the achievements of the University of Cyprus in this field have been recognised through the "

HR Excellence in Research" logo.

HRS4R project refers to the development of a Human Resources Strategy for Researchers in order to support and promote mobility, exchange knowledge and experiences, and any other necessary skills important to researchers. In addition it aims in guaranteeing transparency at the recruitment process as well as to promote an attractive working environment.

More details about the development of gender balance are available at the link:

http://www.ucy.ac.cy/research/documents/HRS4R/HRS4R_final_Report_JUNE2012.pdf, specifically in pages in pages 5 and 11.

3.4.3. The University of Athens (UoA)

The National and Kapodistrian University of Athens (UoA) implements a structured policy for gender equality. It adheres to the demands of the Constitution of the Hellenic Republic (article 4 and article 116) and the legal framework defining the operation of the Greek Higher Education in Universities (law 3549/2007); both require equal opportunities to men and women in education, research, development, work, etc.

A dedicated unit of the University called the Gender Equality Considerations unit coordinates the actions of UoA towards promoting and guaranteeing gender equality. The actions include but are not limited to:

1. a specialized MSc studies program for gender equality,
2. funded research programs on equal opportunities in research,
3. information acquisition and statistics analysis on gender equality,

4. conferences and lectures on the subject,
5. publications (magazine articles, books, etc.)
6. disseminating UoA activities on the subject.

The UoA maximizes the effort for balanced gender participation in its major governing bodies at the University level, the Schools level and the Departments level (faculty members from both genders participating in balanced counts in all boards of these levels). Flexibility in working hours, leave, and other offerings to women employees of all types support females in the synchronization of their work and home duties.

For UniServer in particular, the Department of Informatics & Telecommunications and the Computer Architecture Laboratory, which represents UoA in UniServer, constantly promotes the balanced participation of men and women in teaching and research activities. The Department is the number one in Computer Science and Engineering departments in Greece with the highest number of female faculty members (around 25%) and most research groups have a large female researchers participation (at the undergraduate, graduate and PhD and PostDoc levels) despite the broader trend in Computer Science fields to be dominated by male researchers.

The Computer Architecture Laboratory annually supports undergraduate and graduate thesis development work for female students in Hardware and Computer Architecture fields. For UniServer, the plan is to devote effort in thesis work at the graduate level by female students and depending on the applicant's interest to hire a new female PhD student to work in the project (currently PhD students involved in UniServer are male).

3.4.4. *Applied Micro Circuits Corporation Deutschland GmbH (APM)*

APM is an equal opportunity employer and makes employment decisions on the basis of valid job qualifications and business reasons. APM is committed to compliance with all applicable laws providing equal employment opportunities. Staff at APM are prohibited from unlawful discrimination, harassment and/or retaliation based on race, color, religion, citizenship, marital status, age, national origin, ancestry, physical or mental disability, medical condition, sexual orientation, veteran status, family care status, sex (which includes pregnancy, child birth or related medical condition), or any other basis protected by federal, state or local law, ordinance or regulation.

3.4.5. *ARM Holdings UK Ltd (ARM)*

ARM recognises that people are its strength for designing the next generation of technology, delivering it to their customers, and for growing and maintaining the ARM Partnership. ARM makes information on its Gender Equality policies available in the public domain as part of its Corporate Responsibility. This information can be viewed at the following link

<http://www.arm.com/files/pdf/ARM-2014-CR-Sup.pdf>

ARM also makes its policy on diversity available in the public domain. It can be read at his link: diversity

<http://www.arm.com/careers/culture.html>

3.4.6. *IBM Ireland Limited (IBM)*

IBM is an equal opportunity employer and does not discriminate on grounds of gender. IBM strives to hire the best people completely based on merit. In recent years IBM has actively pursued to increase the percentage of female researchers, by organizing special roundtables and relevant events. Comprehensive information on IBM's diversity and inclusion policies can be viewed on the web at the following links:

https://www-03.ibm.com/employment/ibm_eo_statement.html

<http://www-03.ibm.com/employment/us/diverse/>

3.4.7. University of Thessaly (UTH)

The University of Thessaly is an equal opportunity institution. All qualified applicants for employment of activities in the institution receive consideration without regard to race, color, religion, gender, national origin, genetics, disability or age.

3.4.8. Worldsensing (WSE)

Worldsensing is committed to incorporate the principles proposed by the Spanish Ministry of equality throughout the several incorporation to be carried out in the future years. To this end, Worldsensing will ensure that the activities carried out in the UniServer project will contribute to the promotion of gender equality. In addition, measures to prevent activities that promote gender inequality and marginalization of collective resumption will be taken.

In order to achieve this, Worldsensing is applying the following actions:

- Ensure that women and men have equal opportunities in participation throughout all stages of the project.
- A program to take into account the needs depending on the situation and interests of women and men will be developed.
- Ensure that the work program will contribute to reducing inequalities between women and men in the sector.

As an example, Worldsensing is also participating in a Marie-Curie action (SCAVENGE; H2020-MSCA-ITN-2015; 675891). In this action, during the recruitment process, the company has facilitated the incorporation of a young woman engineer in order to decrease the level of gender unbalance within the engineer team of the company.

3.4.9. Meritorious Audit Limited (MER)

Meritorius Audit Ltd, has incorporated in the operational manual and consequently fully adopted policies that are gender sensitive and/or have relation to human dignity and integrity of any person. Thus Meritorius, has adopted a shortlist of points, to which all activities must comply. These are

1. Gender issues are always part of training and corporate education.
2. Meritorius has policies in business to eradicate any matter that derives from motherhood or gender/body biology of members of the staff or other companies or persons, with which or with whom there is collaboration.
3. Strict rules against any unlawful discrimination, harassment and/or retaliation based on race, color, religion, citizenship, marital status, age, national origin, ancestry, physical or mental disability, medical condition, sexual orientation, veteran status, family care status, sex (which includes pregnancy, child birth or related medical condition).

3.4.10. Sparsity (SPA)

Sparsity does not make public information on its gender equality policies but certainly has internal procedures that contribute to the promotion of gender equality.

Abbreviations and Acronyms

ALARP	As Low As Reasonably Possible risk
ALU	Arithmetic Logical Unit
ANSI	American National Standards Institute
AoC	Analytics on Chip
API	Application Programming Interface
ASIC	Application Specific Integrated Circuit
AT	Algorithmic Trading
BLAS	Basic Linear Algebra Subprogram
CA	Consortium Agreement
CapEX	Capital Expenditure
CBT	Computer Based Trading
CFS	Certificate of Financial Statement
CP	Collaborative Project
CPU	Central Processing Unit
DCC	Dublin Core Schema
DMP	Data Management Plan
DoW	Description of Work
EC	European Commission
EDA	Electronic Design Automation
EEAB	External Expert Advisory Board
ERP	Enterprise Resource Planning
EU	European Union
FLOPs	Floating Point Operations Per second
FPGA	Field Programmable Gate Array
FFT	Fast Fourier Transforms
GA	Grant Agreement
GPGPU	General Purpose Graphics Processing Unit
GPU	Graphics Processing Unit
GUI	Graphical User Interface
HDL	Hardware Design Language
HFT	High Frequency Trading
HLL	High Level Language
HP	Hewlett-Packard
HPC	High Performance Computing/High Productivity Computing
IAB	Industrial Advisory Board
IBM	International Business Machines Corporation
IDE	Integrated Design Environment
IPR	Intellectual Property Rights
IiP	Investors in People
ISO	International Standards Organization
ISV	Independent Software Vendor
MIMD	Multiple Instruction Multiple Data
MPI	Message Passing Interface
MPMD	Multiple Program Multiple Data
MST	Management Support Team
NUMA	Non Uniform Memory Access
OpEX	Operational Expenditure
ODP	Open Data Pilot
OS	Operating System
PC	Project Co-ordinator
PCRAM	Phase Change Random Access Memory
PGA	Project General Assembly
PCI	Peripheral Component Interconnect
PDRA	Post-doctoral Research Assistant
RISC	Reduced Instruction Set Computing
RTD	Research and Technological Development
R&D	Research and development
SQL	Structured Query Language

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