



In this month's newsletter

See pages 3 – 5 for the  
**Announcement of the  
2010 EPWS General Assembly and Annual Conference:  
BRUSSELS 10 – 11 June 2010**

Page

- 2 **Leading Article: Welcome message from Claudine Hermann,  
Vice-President of the EPWS**
- 3-5 **Conference + preliminary programme**
- 6-9 **Extracts from the conference handbook.**
- 10 Six presidents of national European physical societies are women!

**EU Policy News:**

- 11 Political Debate: response to the EU2020 consultation
- 11 Lithuanian MEP's question at the European Parliament on EPWS sustainability
- 11 Gender balance in Decision-Making: More women in senior positions - key to economic stability and growth
- 12 European Commission strengthens its commitment to equality between women and men

**News from our members:**

- 12 **Finland:** Two female scholars awarded honorary title of Academician: Liisa Husu
- 13 **UK:** genSET: empowering European science institutions through gender knowledge
- 13 **Hungary:** UNICAFE: Survey of the University Career of Female Scientists at Life Sciences versus Technical Universities
- 14 **Poland:** Jump Over the Wall: Biographical Workshop for Women on the Transition Period
- 15 **Finland:** Women scientists celebrated in Finnish stamps
- 15 **Research Reports**
- 16 **Portugal: Cartoons** – with kind permission of AMONET
- 17 **Forthcoming events**
- 18 **Application form**
- 19 **Subscriptions**
- 20 **Notes from the Editor**

## WELCOME MESSAGE FROM THE EPWS VICE-PRESIDENT

Dear Readers,

This Newsletter is mainly devoted to the Annual Conference and the 4<sup>th</sup> General Assembly of EPWS, which will take place at the Royal Museum of Natural Sciences in Brussels on June 10-11 2010. It is focused on 'Women in present and future European research' and will present recent and current European projects on improving gender balance in science and also various initiatives to encourage girls into Science, Engineering and Technology. In practically all these actions members of EPWS have been or are involved, which is evidence for the advantages that can be obtained from these mutual exchanges of knowledge and good practice within the framework of EPWS. A detailed book of abstracts of the Conference oral and poster contributions will be produced and posted on the EPWS website after the Conference.

This Conference takes place in the new configuration of EPWS: since October 2009, EPWS is no longer supported by a European contract and all activities are produced through the voluntary work of Board of Administration members and several EPWS members. We heartily thank them for their essential support: with their efforts, our website is updated every week, a Newsletter is issued every trimester, and our political action is pursued.

If you are a member of EPWS, your presence or representation at the General Assembly is very important. Now that we have experienced six months in this new framework, it is useful to look back and evaluate it. We strongly need your advice and ideas on what actions to prioritise and how to be most efficient with our limited strengths.

In a not yet fully clarified financial situation, we are sadly not able to reimburse the travel expenses of our members to the Conference and the General Assembly this year. We therefore expect that members' participation to the Conference and the General Assembly will unfortunately be smaller than in previous years.

We look forward to meeting all who are interested in EPWS actions, in Brussels on June 10<sup>th</sup> and 11<sup>th</sup>. With your involvement, the Conference and the General Assembly will become fruitful and friendly events.

**Claudine Hermann**  
Vice-president EPWS

## EPWS General Assembly and Conference 2010

# Women in present and future European research

## Royal Belgian Museum of Natural Sciences

Rue Vautier 29, B-1000 Brussels

Brussels

10-11 June 2010

*"We will know that ERA is a shared responsibility [between science, policy and society] in 2030 when we see... half of all scientists and research policy makers, across all disciplines and at all levels of the Science system, are women".* From Preparing Europe for a New Renaissance, A Strategic View of the European Research Area (ERA), First Report of European Research Area Board, 2009, p. 18.

For the development of a knowledge-based society, Europe needs leading-edge science and scientists and European research needs to reach all its potential contributors. This is especially important with regard to women scientists - given the substantial gender imbalance in science, where women represent more than half of the students' population, but hold on average only 18% of senior academic positions (*She Figures 2009*). A number of recent and current European projects supported by DG Research under the 7<sup>th</sup> Framework Programme (FP7) are tackling the issue of gender balance in science, starting from the point of view that a better balance between men and women will only be achieved through a structural change inside science and its institutions.

Encouraging girls into science, technology, engineering and mathematics (STEM) is a concern all over Europe, in connection with both an increasing need for a highly-skilled labour force and the low proportion of young women who are opting for STEM courses. Several members of EPWS are involved in practical actions to encourage young people, particularly girls, to follow STEM careers. This conference will be an opportunity to present news about ventures across Europe and to share best practice.

The conference aims to report on recent and current projects from across Europe to improve the gender balance in science. It will be a lively market place of networks, ideas, and partnerships. Participants will have the opportunity to present their work both through participating in discussion sessions and/or through a poster exhibition highlighting their activities related to the Conference topics. **For more information and registration see [www.epws.org](http://www.epws.org).**

Note: the conference is free for members and the registration fee for non EPWS members is 15€.

## Preliminary Programme

<b>Thursday, 10 June 2010</b>	<b>Royal Belgian Museum of Natural Sciences Rue Vautier 29, B-1000 Brussels</b>	
13:00 – 14.00	Registration	
14.00	Welcome and Opening Address  <b>Brigitte Mühlenbruch</b> President European Platform of Women Scientists EPWS	
14.15	<b>Camille Pisani</b> Director of the Royal Belgian Institute of Natural Sciences (to be confirmed - tbc)	
14.20	<b>First Session</b> , Chaired by EPWS President, <i>Brigitte Mühlenbruch</i> ,  <b>Keynote Lecture</b>  <b>Maire Geoghegan-Quinn</b> , EU Commissioner for Research, Innovation and Science (tbc)	
14.45	<b>Presentation of recent and current European projects:</b>  <b>Serenella Martini</b> Department for Equal Opportunities-DPO, Rome, Italy: <i>Implementing national policies on gender equality from the PRAGES project (Practising Gender Equality in Science) and beyond</i>  <b>Giovanna Declich</b> ASDO Association, Scientific partner of the project PRAGES: <i>PRAGES: Suggestions for academic and research institutions resulting from current practice</i>  <b>Elizabeth Pollitzer</b> PORTIA Ltd, UK: <i>genSET (Gender in Science): Building institutional capacity for action on gender dimension in science</i>	
15.45	Coffee break and poster session	
16.15	<b>EPWS General Assembly</b>	Networking Meeting
18:15	<b>Group Discussions</b>  Policy Debate: (Dalia Satkovskiene) Fundraising: (Isa Schön) Other topics: (Claudine Hermann)	
19.00	End of formal activities for the day  Informal dinner for participants (at their own expense)	

<b>Friday, 11 June 2010</b>	<b>Royal Belgian Museum of Natural Sciences Rue Vautier 29, B-1000 Brussels</b>
9.00	<p style="text-align: center;"><b>Second session</b> chaired by EPWS Treasurer Isa Schön</p> <p style="text-align: center;"><b>Women scientists empowerment and changing the institutions, Presentation of current EU projects related to Women and Science</b> coordinator: Dora Groo, EPWS Board of Administration member</p> <p style="text-align: center;"><b>André Béraud</b>, ECEPIE, France: <i>HELENA: Higher Education Leading to Engineering and Scientific Careers</i></p> <p style="text-align: center;"><b>Dora Groo</b>, Association of Hungarian Women in Science: <i>GENDERA: Changing the Gender Balance in Research Organisations and UNICAFE: University Careers of Female Scientists in Life Sciences versus Technical Universities</i></p> <p style="text-align: center;"><b>Nicole Grobert</b> (University of Oxford), UK <i>The DIVERSITY project: Improving the gender diversity management in materials research institutions</i></p> <p style="text-align: center;"><b>Jenni Dyer</b>, IOP (Institute of Physics), UK <i>The JUNO project: Addressing the under-representation of women in university physics and encouraging better practice for both women and men.</i></p> <p style="text-align: center;"><b>Randi Wallmichrath</b>, Contact Point Women into EU Research (Kontaktstelle Frauen in die EU- Forschung FiF im EU-Büro des BMBF, Germany): <i>Women into EU Research! Activities of the Contact Point FiF</i></p>
10:10	Coffee break and Networking
10.30	<p style="text-align: center;"><b>Encouraging girls into SET</b> Coordinator: Ann Marks, EPWS Board of Administration member</p> <p style="text-align: center;">Presentation of projects results: <b>Carole Paleco</b>, BeWise, Belgium: <i>GAPP: Gender Awareness Participation Process</i></p> <p style="text-align: center;">Presentation of actions of <b>Amonet</b>, Portugal: Ana Lobo, and of <b>femmes et mathématiques</b> (Women and mathematics), <b>Femmes Ingénieurs</b> (Women Engineers) and <b>Femmes &amp; Sciences</b> (Women and Science), France: Christine Charretton</p> <p style="text-align: center;">Presentation of the initiatives of <b>IOP</b>, UK: Ann Marks</p>
11.30	<p><b>Third Session</b> chaired by EPWS President Brigitte Mühlenbruch</p> <p><b>Conclusion and debate</b></p>
12.00	Conference closes

## Extracts from the EPWS Conference handbook:

### Presentation of recent and current European projects:

#### PRAGES

**Serenella Martini** is an official of the Commission of Equal opportunities of the Presidency of the Council on Ministers since 1993. She is currently working in the Office for International and community relations of DPO, dealing with social policies and projects especially related to gender issues, women's rights and equal opportunities between woman and man. She is substitute member of the Consultative Committee for Equal Opportunities for the Italian Government.

She has coordinated the project PRA.G.E.S – “Practising gender equality in science” financed by the Seventh Framework Research Programme for Research and Technical Development of the European Union (FP7) and by the Italian Government ended on 31 December 2009. She is currently coordinating the project WHIST “Women Career Hitting the Target”, financed by FP7 and by the Italian Government and implemented by referring to the main results of the PRA.G.E.S. coordination action.

**Giovanna Declich**, sociologist; executive director of ASDO; (Italian Assembly of women for the development and the fight against social exclusion) association expert in project design in the fields of STR and of adult education & training. She has been member of ASDO team in PRAGES project and is currently member of the WHIST team. She carried out research activities on women in Europe and worldwide. She directed an European project on Equal opportunity and SMEs in Italy (ESF). She led the European project “Women in Politics”. Among her publications: *Action-research on women and enterprises* Final Report, Rome, 2000; *Femmes et risques sociaux dans la zone métropolitaine de Dakar*, Rome, 1999; *Women and decision-making* (with A. Cancedda and L. d'Andrea), Rome, 1996.

#### genSET: Reaching consensus on gender dimension in science

Elizabeth will share the experience of using the model of Consensus Conferences to facilitate an agreement of the science community on the role of the gender dimension in science, which forms part of the genSET project. 16 science leaders forming the Consensus Panel represent different science sectors (from education to industry), scientific disciplines, and geographical locations. Their task is to produce a Consensus Report with priority themes and recommendations for institutional action on gender in science. To assist them in this process a large pool of gender experts will help explain and clarify issues and questions. Within genSET project, the recommendations of the Consensus Report will be transferred to 100+ European science institutions, which make up the genSET Stakeholder Network, as part of a series of workshops.

Professional women's networks in science should consider the potential implications of the availability of the Consensus Report for their role in promoting women within the science systems.

**Elizabeth Pollitzer** spent over 20 years at Imperial College, London. She has coordinated a major interdisciplinary programme of research and training in the area of Cognitive Science and Human Computer Interaction, with 80 projects and 130 studentships. She has assisted The Daphne Jackson Trust ([www.daphnejackson.org](http://www.daphnejackson.org)), which helps women return to science after a career break and was one of their first beneficiaries. Since 2004, she has worked with Portia ([www.portiaweb.org](http://www.portiaweb.org)), on issues of gender equality in SET. The genSET project ([www.genderinscience.org](http://www.genderinscience.org)) is a project in their portfolio.

## Group Discussions

### **Policy Debate: Women scientists and the ERAB visions for the future**

The European Research Area Board (ERAB), established by the EC as a consultative body responsible for advising the EU on the realization of the ERA, presented the Strategic view of the ERA in 2009. The paper called "Preparing Europe for a New Renaissance" reveals the contemporary challenges for ERA and highlights the main principles of its future development as well as the barriers. The policy debate will focus on discussing the ideas for the future of ERA, presented in the ERAB paper, from the perspective of women in science. The session will start with a brief introduction of the paper taking up key issues relevant for women in science. These will be discussed further on the panel.

Dalia Satkovskiene is a physicist working in Quantum Theory of Molecules. She is the author of four books in Theoretical Physics and of over 130 publications in scientific journals. In 2005 she initiated and was the coordinator of the FP6 project *Baltic States Network- Women in Sciences and HT (BASNET)*, which created a regional strategy on how to tackle the women in sciences problem in the Baltic States region. After BASNET end, she strongly contributed to establish *BASNET Forumas-association* aiming at continuing BASNET project tasks-implementation and was elected its president. She was 2008 laureate of the American Physical Society R. Marshak award and was invited to give a talk on APS March meeting (2008, New Orleans). Since 2007 Prof. Dalia Satkovskiene has been a member of EPWS Board of Administration and took active part in organizing the second annual EPWS Assembly in Vilnius (June 5-7 2008).

### **Fundraising**

Since October 2009, EPWS is no longer funded by any European projects. This situation has had serious impacts on the functioning and the daily work of EPWS (as for example the need to close the secretariat). In this session, we would like to consider the possibilities to obtain funding from outside the European Commission, for example from private or national sponsors. We also hope for novel ideas on how to attract more supporting and full members for EPWS. We would also like to discuss how the rules of European funding need to be changed to allow EPWS or similar small, non-profit European organisations to participate in calls and projects with European funding.

After obtaining her PhD in 1995 at the Philipps-University, Marburg, Germany, Isa Schön became a Research Fellow at Leeds University, UK. In 1997, she moved to the Royal Belgian Institute of Natural Sciences, Brussels (RBINSc) becoming a permanent staff member in 2009. Isa Schön investigates evolutionary ecology of microcrustacean. She has just become the editor-in-chief of the Belgian Journal of Zoology. She was a member of the Co-ordination Committee of the ESF PARTNER network and principal investigator in two European research networks (Marie-Curie RTN SEXASEX and ESF-EURODIVERSITY project MOLARCH).

Isa Schön is the founder and former president of BeWiSe, the Belgian Network for Women in Science and its current Vice-president. She was a member of the EPWS Board of Administration and since June 2009, the new treasurer and member of the Executive Committee.

**More topics for discussion will be announced before the conference.**

## **Women scientists empowerment and changing the institutions, Presentation of current EU projects related to Women and Science**

### **The HELENA research project:** André Béraud

Women participation in engineering occupations appears as a key-issue for European economical and technical development, as well as a central achievement towards gender equality and social justice. The technological fields are marked by their global lack of attractiveness towards women.

Two reasons are usually mentioned: Machine and technology are thus the “*symbiotic extension*” (Mellstrom, P379, 2004) of the man, and give us a key understanding of masculinities lived and represented by men. The lack of interdisciplinary subjects in SET curricula is therefore acting as a foil to potential SET students, males and females. This indicator of a successful interdisciplinary SET education (in terms of gender balance) is supported by previous studies and EU funded projects. Therefore, the aim of this project HELENA is to question or confirm these statements and to provide indications about how to launch such measures and monitor the obtained results.

### **The GENDERA Project:** Dora Groo

GENDERA is financed by FP7 under Science and Society. It aims to improve the situation of women in science, the partners will identify good practices on gender balance at the national and European level. The project will demonstrate the factors that limit the participation of women in specific scientific fields, as well as in decision making positions, and introduce the best real-life implementation examples to top decision makers. Its aim is to persuade the leaders that the critical review and change of institutional recruitment, promotion and nomination policies – and specifically its gender-related aspects – will contribute to the scientific, professional and also economic successfulness of their organisations. Practical guidelines will be developed.

### **UNICAFE Project:** Dora Groo

The mission of the UNICAFE project is to provide new knowledge and information about gendered career paths and career choices in science and to promote gender equality in science and HES in Europe. Please see the article on page 12.

### **The JUNO Project,** UK: Institute of Physics: Jenni Dyer

Project Juno was established by the Institute in 2007 in response to best practice identified from the Institute's ‘*Women in University Physics Departments: A Site Visit Scheme*’, which ran from 2003-05. The aim of Juno is to recognise and reward university departments that can demonstrate they have taken action to address the under-representation of women in university physics and to encourage better practice for both women and men. Results have already shown that the project is successful and having a positive impact.

[http://www.iop.org/activity/diversity/initiatives/juno/page\\_38467.html](http://www.iop.org/activity/diversity/initiatives/juno/page_38467.html)

### **Contact Point FiF:** Randi Wallmichrath

The Contact Point Women into EU Research / Kontaktstelle Frauen in die EU Forschung (FiF) was initiated by the German Federal Ministry of Education and Research (BMBF) and is part of the EU-Bureau for the Research Framework Programme of the BMBF. FiF strives to increase the participation of women in EU funded research, namely the Framework Programme, in Germany. FiF's strategy includes seminars on FP7, advice on project proposal procedures for women scientists and analysis of relevant data. In addition FiF offers information about gender equality and its integration in EU research. With its particular focus on women researchers, FiF takes a unique position among the support structures established in all countries participating in FP7 to help scientists obtain EU funding. The presentation will give an overview of FiF's goals and activities, highlighting some examples.

## Encouraging girls into STEM

### **GAPP, BeWise, Belgium:** Carole Paleco

GAPP was a two-year project funded by European Union and was meant to explore gender differences at the time of choosing of science careers. Innovative participatory research methods and a range of practical activities to overcome gender differences were the project focus.

Shaped as a research-action experience, the **GAPP project** aimed to collect valuable and reliable data on high school students' perception of science and technology, with a special emphasis on the role played by the professionals engaged in academic or other science-related careers in different European countries.

### **Kitchen Science:** Ana M. Lobo, AMONET, Paulina Mata –REQUIMTE/CQFB,

Motivating the learning of science by the population at large and young girls in particular is a task which requires some degree of creativity. Our approach to teach young people some chemical and physical concepts was built around the fact that we all, rich and poor, have in our homes a laboratory, *i.e.* our kitchens, where some degree of experimentation frequently occurs. Cooking, by necessity, is an activity which can engage most of the family members, and which is accepted worldwide and even encouraged for girls from all cultures.

In Portugal, cooking has been used to teach scientific facts in a direct, simple way for a number of years in popular science programs, fairs, university Science Days, and more recently through the net and printed materials. The success of the team in charge has been recognised at national level and this idea is now part of many secondary schools' outreach programs.

### **Actions:** Christine Charretton, Association « *femmes et mathématiques* »

I will speak about the actions to attract girls (and boys) into science and technology by the three French associations « Femmes Ingénieurs », « *femmes et mathématiques* » and « Femmes & Sciences ». The members of these associations, separately or together, go to high schools to speak with pupils about science, scientific or technical careers and the academic paths to reach them. Attention is paid to role model action. For this purpose a larger event, « 1000 women ambassadors », takes place: female students, already engaged in scientific studies, are specially trained to share their experience with pupils. Several tools have been elaborated: booklets for students and a document for teachers concerning stereotypes. A website [www.elles-en-sciences.org](http://www.elles-en-sciences.org) is maintained by the three associations for resources and mentoring. Special conferences, day activities and theatre events have been organised.

### **Girls into Physics,** Institute of Physics: Ann Marks

The Institute of Physics commissioned a review to try to understand the causes of the under-representation of girls, post-16 in physics. Drawing on the results a teachers' guide and two videos were produced to help teachers to find ways of encouraging more girls to study Physics. Following on the experience gained from these projects '*Engaging with Girls - Increasing the participation of girls in physics - an action pack for teachers*' has been published in February 2010. The Institute believes that: any changes to the physics curriculum should be informed by an understanding of the gender issues; a good supply of well qualified enthusiastic physics teachers is vital; the curriculum must develop students' understanding of how the physics they are learning relates to themselves, impacts on their world and opens up professional and technical careers; finally, the whole assessment process must not introduce barriers. Free downloads: [www.iop.org](http://www.iop.org). In addition the PIPS initiative, triggered by the Women in Physics Group, and the Very Early Career Award will be described.

At present six presidents of national European physical societies are women!

**Congratulations to them all!**

**Congratulations are also due to Luisa Cifarelli, Gillian Gehring, and Ana Proykova**

#### **Albania**

**Antoneta Deda - President of the Albanian Physical Society (2009-2012)**

She is a professor at the Tirana University and her field is nuclear and environmental physics.

#### **Croatia**

**Silvia Tomic - President of the Croatian Physical Society (2007-2010)**

She is the Senior Scientific Advisor at the Institute of Physics in Zagreb and her field is condensed matter physics, biological physics.

#### **Czech Republic**

**Alice Valkarova - President of the Czech Physical Society (2006-2010)**

Alice is a Doctor of Natural Science (DrSc) at the Charles University, Prague and her field is high energy physics.

#### **France**

**Michéle Leduc - President of the French Physical Society (2008-2010)**

She is a professor at the Ecole Normale Supérieure and her field is atomic physics.

#### **Italy**

**Luisa Cifarelli - President of the Italian Physical Society (2008-2010)**

She is a professor at the Bologna University and her field is high energy physics.

#### **UK**

**Jocelyn Bell Burnell - President of the Institute of Physics (2008-2010)**

Jocelyn is a visiting professor at the University of Oxford and is the first woman president of the IOP. Her field is astrophysics and she discovered pulsars when she was a research student.

#### **(Additionally in Norway)**

Anne Borg was President of the Norwegian Physical Society from 2004 to 2007.

Anne is a professor of physics at the University of Trondheim)

#### **European Physical Society (EPS) news - more congratulations!**

**Luisa Cifarelli has been elected as the first woman president of the EPS!**

**Gillian Gehring** has been elected as an Honorary Member of the EPS.

**Ana Proykova** has been re-elected as a member of the Executive Council of the EPS.

News from the UK: congratulations are due to another physicist, **Helen Mason**, who is one of the 2010 UKRC Women of Outstanding Achievement. Her field is atomic astrophysics and she is passionate about communicating science to many audiences in creative ways.

<http://www.ukrc4setwomen.org/html/raise-your-profile/women-of-outstanding-achievement/2010-collection/>

## EU POLICY NEWS

### Political Debate: EPWS response to the EU2020 consultation

“To achieve a sustainable social market economy, a smarter and greener economy, Europe needs to promote key, agreed priorities and to work on delivering them over several years “. A public consultation on the European Union 2020 Strategy was launched by Commission President Barroso, that was open for contributions until 15 January 2010.

The EU2020 Strategy has three priorities 1) creating value by basing growth on knowledge; 2) empowering people in inclusive societies; 3) creating a competitive, connected and greener economy. Gender is only mentioned once in Priority 1 under education, and once in Priority 3, referring to the need to improve employment rates for women.

EPWS sent a Response to this consultation, which can be consulted on EPWS website at <http://enterthecompany.org/EPWS/LINKS/EPWSResponseConsultationFutureEU2020Strategy.pdf>

Its conclusion is that “the strategy to make EU a smarter, greener social market involves *both men and women*. An essential impetus was given by Directorate General Research on the Women and Science issue over the last ten years. EPWS hopes that the European Union will continue to play this role, to the benefit of its international competitiveness and that of its Member States”.

### Lithuanian MEP’s question at the European Parliament on EPWS sustainability

A written question to the Commission was presented by Lithuanian Member of the European Parliament Vilija Blinkevičiūtė on

January 21<sup>st</sup> 2010 about the EPWS financial sustainability: “Considering the importance of mobilising women scientists, does the Commission realise a need of a permanent organisation of women scientists on the European level? Taking into account the EU investment into the establishment of the EPWS and its successful performance in involving women scientists, does the Commission envisage to ensure the sustainability of EPWS by securing its financing now that the initial project phase is finished, with conditions *feasible for a European network*?”

The answer of former Commissioner for Research Potočnik lists the previous supports of the Commission to EPWS and stresses that “The Research Framework Programme explicitly excludes grants to support the running costs of organisations”, which is precisely a major problem for EPWS. This answer does not bring any new solution to our difficulties.

During the EPWS General Assembly we will discuss the possible continuation of this action at the European Parliament with the implication of several MEPs.

### Gender balance in Decision-Making

#### More women in senior positions: key to economic stability and growth

The recent financial crisis has brought to light the lack of women in economic decision-making positions in Europe. In banking, business, politics and public administrations men continue to outnumber women in senior positions despite the increased number of women among university graduates and in the labour market. This report examines the current situation and trends and also considers ways in which the advancement of

women can be supported and accelerated to get more women in senior positions. This publication is available in printed format in English, French and German.

<http://ec.europa.eu/social/main.jsp?catId=762&langId=en&pubId=476&type=2&furtherPubs=yes>

### European Commission strengthens its commitment to equality between women and men

Ahead of International Women's Day, the European Commission strengthened and deepened its commitment to equality between women and men with a Women's Charter.

This political declaration sets out five key areas for action and commits the Commission to building a gender perspective into all its policies for the next five years while taking specific measures to promote equality.

*"This Charter represents the commitment of the Commission to making gender equality a reality in the EU. Women and men still face widespread inequalities, with serious repercussions for economic and social cohesion, sustainable growth and competitiveness, and the ageing of Europe's population. It is therefore important to include a strong gender dimension in the **future Europe***

**2020 strategy** that the Commission will develop in the next five years. Especially in times of crisis, we need to incorporate the gender dimension in all of our policies, for the benefit of both women and men," said President José Manuel Barroso.

The Charter presents a series of commitments based on agreed principles of equality between women and men. It aims to promote:

- equality in the labour market and equal economic independence for women and men, namely through the Europe 2020 strategy;
- equal pay for equal work and work of equal value by working with Member States to reduce significantly the gender pay gap over the next five years;
- equality in decision-making through EU incentive measures;
- dignity, integrity and an end to gender-based violence through a comprehensive policy framework;
- gender equality beyond the EU by pursuing the issue in external relations and with international organisations.

<http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=726&furtherNews=yes>

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:52010DC0078:EN:NOT>

## NEWS FROM EPWS MEMBERS

### Finland: Two female scholars awarded honorary title of Academician:

Liisa Husu

In Finland, the honorary title of Academician is the highest scientific recognition, awarded by the President of the Republic. Only 12 living Finnish scientists can hold this title at the

same time. The first woman Academician, Research professor Pirjo Mäkelä (Medicine) was awarded as late as 2003.

History was made in 2009 when two more top women scientists were awarded this honorary title: Academy Professor Leena Peltonen-Palotie (genetics) and Professor Anna-Leena Siikala (folkloristics). Peltonen-Palotie, who sadly passed away, recently (see below) has

played a pioneering role in the study of the genetic and biochemical basis of human disease (see link to her interview on the Academy of Finland website below). Academician Anna-Leena Siikala has studied the religious customs of aboriginal populations in northern Eurasia, shamanism, mythical and historical interpretations of Kalevala-metre poems as well as methods of researching oral tradition. She has also studied how an ethnic minority group uses its mythology and tradition in seeking to revive and maintain its own language and way of life under the dominance of mainstream culture. See [http://www.helsinki.fi/folkloristiikka/siikala\\_english/siikala\\_3.htm](http://www.helsinki.fi/folkloristiikka/siikala_english/siikala_3.htm)

Read Peltonen-Palotie's interview on the Academy of Finland website

<http://www.aka.fi/en-gb/A/Academy-of-Finland/The-Academy/News/When-the-impossible-became-possible/>

*Liisa Husu  
Department of Management and Organisation  
Hanken School of Economics  
Finland*

**genSET: empowering European science institutions through gender knowledge**

**Alexandra Blaszczyk, Portia Ltd, UK**



Started in December 2009, genSET is a two year project funded by the 7<sup>th</sup> Framework Programme of the European Commission. Bringing together gender and scientific experts with science stakeholder organizations, it is meant to increase opportunities for dialogue and innovative action. Five key areas where the gender dimension impacts science excellence are the focus of genSET: 1) assessment of women's work; 2) recruitment and retention; 3) science knowledge-making; 4) the research process;

and 5) the science excellence value system. The goal is to develop practical ways for incorporating gender knowledge and gender mainstreaming expertise in European science institutions to improve actions to increase women's participation in science.

Over the next several months, a panel of science leaders, working with a number of gender experts, will search for consensus regarding the impact and significance of the gender dimension on scientific excellence. This consensus report will be presented to the European Science Foundation, and thus the scientific community at large. In 2011, genSET will organize three interactive workshops focusing on building capacity of interested scientific institutions. The aim is to empower participants to implement new and existing gender mainstreaming policies, with the advice of international gender experts. Stakeholder institutions – universities, professional associations, industrial bodies, and many others – will be invited to reconsider their gender action plans.

genSET is run by a Consortium of four European partners, with Portia, Ltd (UK), as project coordinator. The other partners are: Linköping University (Sweden), Institute for Applied and Computational Mathematics (Greece), and Wissenschaftsladen Wien – Science Shop Vienna (Austria). If you think that your organization could benefit from this scheme, or have additional questions, please contact Portia at [ec@portiaweb.org.uk](mailto:ec@portiaweb.org.uk) or visit our website [www.genderinscience.org](http://www.genderinscience.org)

**Hungary  
UNICAFE  
Survey of the University Career of  
Female Scientists at Life Sciences  
versus Technical Universities  
Dora Groo**

**Purpose of the project:**

- We assumed that there was gender inequality in research and development

(R&D) in Engineering and Life Sciences.

- We assumed that there were barriers for women entering these fields and making a successful career.
- We assumed that the problem of under-representation of women in these fields should be tackled in every institution in the higher education sector (HES).

**Activities:**

The aim of the project was to carry out an innovative pilot survey to enhance existing knowledge on career patterns of female scientists at universities. The project opened up new perspectives for further in-depth work in the field by mapping the situation of female researchers in engineering and life sciences in seven universities in six countries in Europe with special regard to gender differences in research careers, critical areas where women were underrepresented, leading university positions, access to funding, mobility and work-life balance. Women faced great difficulties in developing professional careers with equal opportunities to those of men in these sectors, especially regarding their proportion and representation at the higher levels of the hierarchical ladder. The project examined and compared the situation of female researchers and decision makers. The survey involved PhD students, as well as researchers and decision makers. Besides the collection of detailed statistics – which was missing at almost all involved universities – and gathering questionnaire data the consortium also conducted interviews with female and male researchers. The project mapped not only the good practices but the bad ones as well in order to determine how the career of female researchers was being set back in these areas.

**Project duration:**

November 2006 –October 2008

Co-ordinator:

Hungarian Science and Technology  
Foundation, Hungary

Website: [www.unicafe.ee](http://www.unicafe.ee)

*The project is financed by the 6. RTD Framework Programme of the European Union.*

**Poland  
Jump Over the Wall**

**Biographical Workshop for Women  
on the Transition Period**

**Cracow, Poland, 19 - 27 June 2010**

EU - Lifelong Learning Programme,  
Grundtvig, PL1-GRU13-05063

submitted by Claudine Hermann

The aim of the workshop is to combine the assertiveness training with biographical learning about the most recent history of Europe. The transition period has evoked a lot of changes: it has created a lot but also has destroyed a lot, the reorientation of people from both East and West was difficult. The workshop will deal with positive and hopeful sides of the history of transformation. The biographical work combined with an assertiveness workshop will enable the participants to recognize their own strength and will help learning from biographies how to “jump over the walls” both in personal and in political sense.

We want to show each other how political changes happened in the biographies. The internationally differentiated group of women from both East and West will allow to experience the most recent history of Europe in direct and personal way, from the perspective of individual biographies of the participants.

Costs of participation in the workshop, accommodation and travel are covered by the EU sources for participants coming from one of the EU countries (except Poland), or from Iceland, Liechtenstein, Norway, Turkey, Croatia or Macedonia. However, the number of participants is limited to 15 persons.

If you have any questions, please, contact us via e-mail: [jow@efka.org.pl](mailto:jow@efka.org.pl)

Justyna Sienkiewicz  
Women’s Foundation eFKa, Krakowska-Str.  
19, Cracow, Poland.

Website : [www.efka.org.pl](http://www.efka.org.pl)

## Women scientists celebrated in Finnish stamps

Liisa Husu

New stamps to celebrate contemporary Finnish women were published in Finland on International Women's day. Among them are three academics: Emerita Professor of Sociology Elina Haavio-Mannila, Academician of Science and genetics scholar Leena Palotie (Peltonen), and Professor of Literature, Director of Finnish National Theatre, Maria Liisa Nevala. See [http://www.posti.fi/english/current/2010/20100308\\_stamps.html](http://www.posti.fi/english/current/2010/20100308_stamps.html)

Elina Haavio-Mannila has been in many ways a pioneering woman in Finnish social sciences. More on Elina Haavio-Mannila's profile on the Women of Learning web exhibition: [http://www.helsinki.fi/akka-info/tiedenaiset/english/haavio\\_mannila.html](http://www.helsinki.fi/akka-info/tiedenaiset/english/haavio_mannila.html)

Sadly, the very same week the stamp set was published, Academician Leena Palotie passed away after a serious illness. She was an internationally highly recognized and awarded scholar. To the general public, she was one of the most well-known scientists in Finland. The Academy of Finland obituary on Leena Palotie can be read on the website: <http://www.aka.fi/en-gb/A/Academy-of-Finland/The-Academy/Releases/Obituary-Professor-Leena-Peltonen-Palotie-Academician-of-Science/>

## Research Reports: Catalyst

Nancy M. Carter and Christine Silva

Catalyst's longitudinal project, *The Promise of Future Leadership: A Research Program on Highly Talented Employees in the Pipeline*, develops timely reports on the retention and advancement of high potential women and men. The project surveys graduates of leading business schools in the United States, Canada, Europe, and Asia, with the intent of

assessing their career values, goals, and expectations, the developmental opportunities afforded them, and their strategies for managing work and family life. The reports highlight the differences in women's and men's career experiences and satisfaction; some feature perspectives from global leaders and other experts.

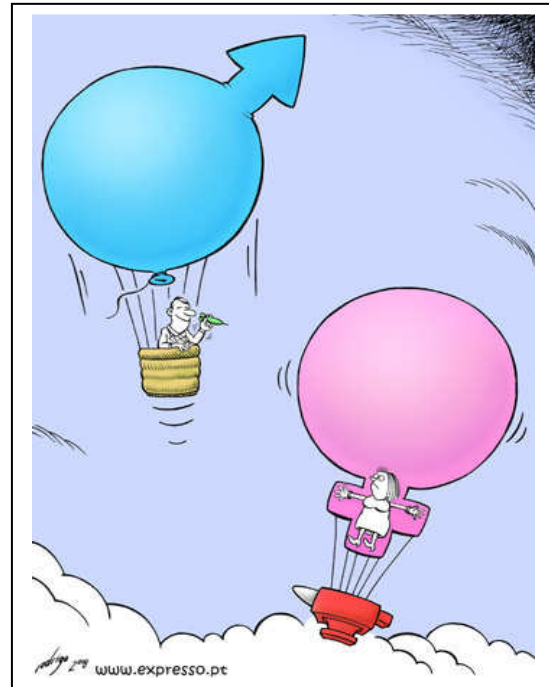
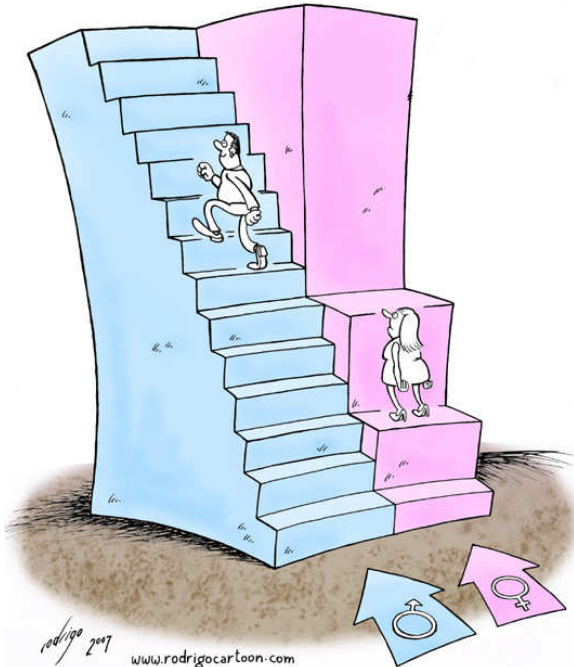
The second report, *Pipeline's Broken Promise*, examines the conventional wisdom of the past two decades in which leaders have counted on parity in education, women's accelerated movement into the labour force, and company-implemented diversity and inclusion programs to yield a robust talent pipeline where women are poised to make rapid gains to the top. Findings reveal that instead of women and men being on equal footing and their career trajectories gender-blind, inequality remains entrenched. Among high-potential graduates from elite MBA programs those companies count on for future leadership, women lagged men in advancement and compensation starting from their first job and were less satisfied with their careers. This report includes perspectives from CEOs and other senior leaders, who considered the findings a wake-up call and made recommendations for corrective action. A Statistical Appendix is available

**Author:** Nancy M. Carter, Ph.D., and Christine Silva

**Published:** February 2010

<http://catalyst.org/publication/372/pipelines-broken-promise>

Portugal:  
Cartoons – with kind permission of  
AMONET



**BE HEARD AT EUROPEAN LEVEL:**

**BECOME A MEMBER OF EPWS!**

**EPWS offers a vibrant forum for sharing experiences and knowledge,  
and envisioning new tools and directions for  
change towards gender equality in science and research policy.**

More information and the formal application forms are available in the  
Membership section of the

**EPWS website: [www.epws.org](http://www.epws.org)**

For further information, please contact the  
EPWS Secretariat: e-mail: [membership@epws.org](mailto:membership@epws.org)

**A Membership Application Form is attached later in this newsletter**

## Forthcoming Events

Please send news of your forthcoming events to [communications@epws.org](mailto:communications@epws.org) for inclusion in the next EPWS newsletter.

### **The 4th IUPAP International Conference on Women in Physics will be held in Stellenbosch, South Africa 5-8 April 2011**

<http://www.ias.ac.in/womeninscience/ICWIP2011.pdf>

#### **A reminder of a few events:**

#### **Euroscience Open Forum 2010 - ESOF 2010**

Fifth pan-European General Science Meeting

2-7 July 2010, Torino, Italy

<http://www.esof2010.org/>

#### **XVII ISA World Congress of Sociology**

“Sociology on the Move”

11-17 July 2010, Gothenburg, Sweden

Session: The Gender Challenge(s) in Academia: Local, National and International, organised by Liisa Husu, Hanken School of Economics, Finland, and Orebro University, Sweden, and Jan Currie, Murdoch University Australia

<http://www.isa-sociology.org/congress2010/>

#### **The Royal Society**

<http://royalsociety.org/Equality-and-Diversity/>

Communication skills and Media training courses

<http://royalsociety.org/Communication-and-Media-Training/>

#### **The UK Resource Centre for Women in Science Engineering and Technology**

<http://www.ukrc4setwomen.org/>

News and events

<http://www.ukrc4setwomen.org/html/news-and-events/?PHPSESSID=696948b588f3fd1f3fb0629211f0ecd0>

## Membership Application Form

*Please READ all necessary documents on <http://www.epws.org>  
Then send the details required on this form to [communications@epws.org](mailto:communications@epws.org)*

<b>Name of Association:</b>
<b>Name(s) and position(s) of the person(s) authorised to represent:</b>
1.
2.
<b>Address:</b>
<b>Telephone Number/ Fax Number:</b>
<b>E-mail:</b>
<b>Website:</b>
<b>Research Area(s) Covered:</b>
<b>Membership Type Requested (fee for 2008)</b>
<input type="checkbox"/> Full Member (120 €)
<input type="checkbox"/> Associate Member (100 €)
<input type="checkbox"/> Individual Supporting Member
Professor (30 €)
Researcher (30 €) (please specify)
Student (no fee) (please specify)
<input type="checkbox"/> Supporting Organisation
<b>Choice of Standing Committee</b>
<input type="checkbox"/> Monitoring the Policy Debate
<input type="checkbox"/> Gender Dimension in Science
<input type="checkbox"/> Promotion of Women Scientists
<input type="checkbox"/> Information and Public Relations
<input type="checkbox"/> Structural Reinforcement
<b>Is your organisation/are you a member of any other network(s)?</b>
<b>I accept EPWS' Terms and Conditions</b> <input type="checkbox"/> <b>(online at <a href="http://www.epws.org">www.epws.org</a>)</b>
<b>Date, Place, Signature :</b>

Your personal data are for EPWS internal use only and will not be transmitted to third parties.

## Subscriptions

**More than ever, EPWS depends on membership fees to continue existing.**

### Annual fees:

The annual membership fees still are:

1. Full Members (120 €)
2. Associate Members (100 €)
3. Individual Supporting Members: Professor (30 €), Researcher (30 €), Student (no fee)

**As in previous years, EPWS sent out letters in early 2010 to all members to collect the annual membership fees. These should preferably be paid by bank transfer using the IBAN bank system**

(see website

[http://www.epws.org/index.php?option=com\\_content&task=blogcategory&id=165&Itemid=4676](http://www.epws.org/index.php?option=com_content&task=blogcategory&id=165&Itemid=4676))

If this is not possible, the PAYPAL on the EPWS website should be used, adding an extra fee for the transfer of money (see EPWS website [https://www.paypal.com/be/cgi-bin/webscr?cmd=\\_flow&SESSION=0afF7EFHoQFbAQzDMipekZLNxSereckakztjUvMyHPn4v0gvPFFd9w\\_wHuS&dispatch=5885d80a13c0db1ffc45dc241d84e953d0e88f8d71535079b246201019c8adab](https://www.paypal.com/be/cgi-bin/webscr?cmd=_flow&SESSION=0afF7EFHoQFbAQzDMipekZLNxSereckakztjUvMyHPn4v0gvPFFd9w_wHuS&dispatch=5885d80a13c0db1ffc45dc241d84e953d0e88f8d71535079b246201019c8adab)).

Thank you

If you have any problems in paying your subscription, then please contact me at [membership@epws.org](mailto:membership@epws.org).

**Isa Schön**  
EPWS Treasurer

### **Email Contacts:**

**General enquiries:** [info@epws.org](mailto:info@epws.org) (e.g. requests for speakers and general information)

**Communications:** [communications@epws.org](mailto:communications@epws.org) or contact us via your networks.

**Membership** applications and membership issues: [membership@epws.org](mailto:membership@epws.org)

**For financial support** and/or offers of in-kind: [support@epws.org](mailto:support@epws.org) or use the donation button on the EPWS website at: <http://support.epws.org/2000/05/donations.html>

**Thank you** for your support and attention, and are looking forward to hearing from you in the near future!

## Notes from the Editor

Dear EPWS members,

This is the second issue of the new form of the Newsletter. Thank you to all who have contributed towards this issue.

All members of the EPWS are invited to submit Newsletter articles for future issues about the activities of their networks and about events in their countries. The EPWS is dependent on its members' support in monitoring different sectors of science and research policy. Please let us know of any science-related conference, event, calls, funding possibility, news or other interesting aspects for women in science! We would particularly like information about forthcoming events, which EPWS members can attend. In future issues of the Newsletter, we would like to include news about activities across as many EU countries as possible. Contributions should be marked 'for the attention of the EPWS newsletter editor' and sent to [communications@epws.org](mailto:communications@epws.org).

Please remember to pay your annual subscription! The EPWS depends on your subscriptions to be able to continue its valuable work. Do encourage others to join the EPWS as either networks or individuals.

If you are not a member of the EPWS and are considering joining, then please visit the website at [www.epws.org](http://www.epws.org) and go to 'membership issues' for an application form. Alternatively, please send the information required on the Application Form below to [membership@epws.org](mailto:membership@epws.org). Paper versions of the form will then be sent to you once you have made contact.

I look forward to meeting many of you at the EPWS Annual Conference in June.

Very best regards

Ann Marks

**Published by:** EPWS  
Rue d'Arlon 38, B-1000 Brussels  
[www.epws.org](http://www.epws.org)  
[communications@epws.org](mailto:communications@epws.org)

### References

Articles published in the EPWS Newsletter are based on articles featured in different EU publications and information portals, booklets, advertising, seminars, conferences, etc.

Articles in this issue have been submitted by the Board of Administration and the Executive Committee.

Articles are invited from members of the EPWS for future issues.

The EPWS is not responsible for the accuracy of the content.