Dr. Brigitte Mühlenbruch, EPWS Vice-President, Dr. Adelheid Ehmke, EPWS President, Prof. Dr. Ene Ergma, Former Vice President of the Estonian Academy of Science and current President of the Estonian Parliament, Prof. Dr. Dalia Satkovskiené, BASNET President, and Dr. Maren Jochimsen, EPWS Secretary General, at the opening ceremony of the EPWS Annual Conference 2008.

**Coming up in this month’s newsletter**

1. Editorial
2. An Overview of the EPWS Annual Conference, Vilnius, 5-7 June 2008
3. New EPWS Project Manager Networking
4. Appointment of EPWS President Dr. Adelheid Ehmke to the ERAB Board
5. EPWS Lunch Debate on the Commission’s new WIRDEM Report
6. Adoption of MEP Britta Thomsen’s own-initiative report on “Woman and Science”
7. Special Feature: Article by ERC Secretary General Prof. Dr. Ernst-Ludwig Winnacker
8. Appointment of first female Deputy-Director of DG RTD – Dr. Anneli Pauli
9. 2009 to be European Year of Creativity and Innovation
10. EC issues call for process of modernising universities to begin
11. Hewlett Packard Labs Innovation Research Programme
12. Call for information by the University of Milan
13. New publication by DG RTD: “Art & Science Creative Fusion”
14. New publication on Women in Science, Engineering and Technology in the UK
15. News from EPWS Members
16. Upcoming Events
Dear Readers,

The past few months have been very busy indeed for EPWS. With our Annual Conference “Women Shaping Science” which kicked off in Vilnius, Lithuania on June 5th, there has been much to organise and prepare but we were delighted with the large turn-out and excellent participation of members at the Conference which resulted in many new ideas and contacts being shared. We are also very grateful to the Patroness of the conference Prof. Habil. Dr. Kazimiera D. Prunskiene and our many illustrious speakers including Prof. Dr. Marja Makarow, Prof. Dr. Ada Yonath, and Prof. Dr. Ene Ergma for sharing their knowledge and expertise with us.

With regard to research policy, EPWS had also had a very busy time recently with some excellent pieces of news, firstly in the form of EPWS President Dr. Adelheid Ehmke’s appointment to the prestigious DG Research ERAB Board and secondly with the adoption of MEP Britta Thomsen’s “Women and Science” report in the European Parliament. The implications of these issues will be explained in greater detail later in the newsletter but both represent an exciting validation of the voice of EPWS in research policy.

In this months newsletter we are also delighted to share with you a feature-piece written specifically for the EPWS newsletter by Prof. Dr. Ernst-Ludwig Winnacker, Secretary - General of the new European Research Council. In his article Prof Winnacker shares his view on the ERC and how he sees its role in terms of helping promote women scientists and we are very grateful to him for taking the time to signal his interest in this issue.

Finally EPWS would like to take the opportunity to thank all those who have informed us of events, activities and funding opportunities related to science and research, your contributions are much appreciated and we encourage all members and readers to keep doing so.

Wishing all members and readers a great summer!

Maren Jochimsen
EPWS Secretary-General

EPWS Annual Conference, Vilnius, 5-7 June 2008

For three days Vilnius became a melting pot of lively discussions, in-depth presentations and networking as the first EPWS Annual Conference took place from 5-7 June 2008. Attended by more than 160 representatives of European organisations of women scientists from 28 countries, plus a number of high profile women scientists, politicians and representatives from the private sector, the conference sought to examine a number of different themes relevant to the specific needs and issues facing women in research in the public and private sector.

The aims of the conference were to investigate the current environment in which women scientists work as well as to look into possibilities to narrow the gap between the number of women and men in high positions both in the field of science and research but also in business. The conference explored and highlighted the current and future impact of women scientists on the scientific community, on scientific culture in Europe, in the policy making process, and in reflecting social aspects of science. Participants also looked at the opportunities for the creation of a better working climate for women scientists and looked at how to encourage more women to take up an academic or scientific career or to join technological industries. Particular attention was paid to the development and support of networks of women scientists in Central and Eastern Europe, especially in the Baltic States.

High profile speakers at the conference included the Patroness of the conference, Prof.
Habil. Dr. Kazimiera D. Prunskienė, the First Prime Minister of Lithuania after independence in 1991 and current Minister and Member of the Lithuanian Parliament, Chief Executive of the European Science Foundation Prof. Dr. Marja Makarow, Former Vice President of the Estonian Academy of Science and current President of the Estonian Parliament Prof. Dr. Ene Ergma, and L’Oréal-UNESCO Laureate For Women in Science - Life Science Europe 2008 Prof. Dr. Ada Yonath. From the private sector prominent speakers included Sasha Bezuhanova, General-Manager of Hewlett Packard Bulgaria, Irina Tanaeva from Shell Global Solutions International and Christine Patte, R&D Electricité de France (EDF). The European Commission was represented by Florence Bouvret, Directorate-General Research, Unit Scientific Culture and Gender Issues.

The European Platform of Women Scientists would like to thank not only to the conference’s key-note speakers but all those who attended and participated in the conference and helped make it a lively, thought-provoking and spirited event.

For more information and photos from the conference, please go to [www.epws.org](http://www.epws.org)

### New EPWS Project Manager Networking

In March 2008 Delphine Poiré joined the EPWS Secretariat as the new Project Manager Networking, in charge with all membership issues. Delphine Poiré graduated in Political Science, International Relations, from the Université Catholique de Louvain-la-Neuve (Belgium) and postgraduated in Culture of Peace from the Universitat Autonoma de Barcelona (Spain). Before joining EPWS in March 2008, Delphine Poiré gained knowledge about the functioning of the European trade union movement, first at the Social Dialogue Office of EUROCONTROL and then at EUROCADRES, where she worked mainly on the issue of recognition of qualifications. Delphine Poiré also worked for an international NGO, the International Fellowship of Reconciliation (IFOR), based in the Netherlands, on the UNESCO decade for peace and non-violence for the children of the world.

### EPWS President Dr. Adelheid Ehmke appointed to the ERAB Board!

The role EPWS can play in helping shape EU research policy has recently taken a big leap forward due to the appointment of EPWS President Adelheid Ehmke to the prestigious ERAB Board.

ERAB stands for European Research Area Board and following the public debate on the European Commission’s Green Paper The European Research Area: New Perspectives was created as a new consultative body responsible for advising the EU on the realisation of the ERA. In this respect the Board, which is composed of 22 high level experts from academia, business and industry, is expected to “play a key role in helping to develop, promote and evaluate policy initiatives and actions to meet the goals of the European Research Area”. To further quote EU Research Commissioner Janez Potocnik, with whom the Board will speak directly, it will play this key role by “offering advice of the highest quality, assessing progress achieved and guiding the Commission on how to mobilise people in support of shared European ambitions for science and research”.

In November 2007, the European Commission publicly invited all European public and private sector umbrella associations concerned with research and its broader impact to submit nominations for the Board. EPWS felt that Dr. Adelheid Ehmke could make a valuable contribution to this Board, as both a highly-qualified academic and research administrator herself but also as an expert with specific knowledge as to how the contribution of female researchers could be fully acknowledged and stronger promoted and encouraged to make the ERA a reality.
For more on the ERAB, go to http://ec.europa.eu/research/erab/

**EPWS Lunch Debate on the Commission’s new WIRDEM Report**

On 16 April 2008, the European Platform of Women Scientists organised a lunch time debate on the recently published report of the European Commission’s Expert Group on Women in Research Decision Making (WIRDEM). Invited speakers were Maya Widmer, Chair of the WIRDEM Expert Group and Dr. Johannes Klumpers, Head of Unit Scientific Culture and Gender Issues, Directorate General Research. The audience included Dr. Sandra Bitusikova, member of the Expert Group, Britta Thomsen, Member of European Parliament and rapporteur of the European Parliament’s own-initiative report on women and science, and Agnès Hubert, member of the European Commission’s Bureau of European Policy Advisers.


**Adoption of MEP Britta Thomsen’s own-initiative report on “Women and Science”**

In November 2007, EPWS sent out a news alert asking members for their experiences of good practices in terms of both attracting women to science careers and retaining them. At the time these good practices were to help Danish MEP Britta Thomsen in the drafting of an own-initiative report of the European Parliament on “Women and Science”. Since then the report has been drafted, discussed and amended in two Committees of the European Parliament, that of the Industry, Research and Energy and that of Women’s Rights and Gender Equality. This culminated in the creation of an excellent report which was finally voted on and adopted on 22 May 2008. Some of the highlights from the report are the call by MEPs to the European Commission and the member states to opt for more transparent recruitment processes and the proposition that research establishment selection committees contain at least 40% women. MEPs also want to see at least 40% of positions of responsibility in the public research sector occupied by women - compared with the 25% target in the roadmap for gender parity. MEPs believe that stereotypes have to be challenged and the male-female dimension has to be mainstreamed in EU programmes. They, therefore, call on the Commission to carry out a mid-term review of male-female dimension integration instruments in the Seventh Framework Programme for Research. They also call on the Commission and member states to take steps to encourage female researchers, such as setting up support programmes for young women scientists and strengthening networking among female scientists at national, regional and EU level. Many of the suggestions made by members have therefore been endorsed.

While the report is not binding, i.e will not become law it sends a strong signal to policy makers at national and EU level that there is a political will to better consider the needs of women scientists.

The report in full can be accessed at the following address http://www.europarl.europa.eu/sides/getDoc.do?type=REPORT&reference=A6-2008-0165&language=EN&mode=XML

Thank you again to all those who gave input to the paper put together by EPWS, you have helped shape EU policy aims and ambitions!
Introduction by EPWS

The European Research Council (ERC) commenced work in January 2007 and aims to complement other research funding activities in Europe such as those of the national research funding agencies. It is also an important component of the 'Ideas Programme' of the European Union’s Seventh Research Framework Programme (FP7).

Unlike other programmes under FP7, however, the ERC works in a bottom-up manner, that is to say, rather than the ERC setting the research topics or priorities, researchers themselves suggest and identify the subjects and themes they wish to tackle. There are furthermore two grant schemes: the Starting Independent Researcher Grant and the Advanced Investigator Grant, both with their own submission criteria. In terms of evaluation of proposals however, there is only one criterion, that of “scientific excellence”. In its own words the ERC aims to “stimulate scientific excellence by supporting and encouraging the very best, truly creative scientists, scholars and engineers to be adventurous and take risks in their research. The scientists are encouraged to go beyond established frontiers of knowledge and the boundaries of disciplines”.

This is an exciting proposition and the ERC has by and large been met with open arms by researchers, research institutions and those who work in research policy jobs alike. Testament to this is the fact that the first call for the Starting Independent Researcher Grant received three times the amount of proposals expected. In a world where research careers and opportunities are rarely gender neutral however, how has the ERC addressed this issue? To help answer this question EPWS asked Secretary-General of the ERC, Prof. Dr. Ernst-Ludwig Winnacker, to tell us a little more about the ERC and how it sees its role in terms of helping promote the importance of women scientists. We are most grateful to Prof. Dr. Ernst-Ludwig Winnacker and his staff for taking the time to write this following article and we hope you enjoy reading and learning about this innovative new structure in the FP7 family.

The European Research Council and Women Scientists
Prof. Dr. Ernst-Ludwig Winnacker

Around 1740, the Italian philosopher Francesco Algarotti published an essay with the title “Il Newtonianismo per le dame”, under the assumption that women would be bright enough to understand modern science if only it was presented to them in a reasonably simple way. This patronizing attitude persists until today with the result that women continue to be underrepresented in research in Europe, whether it is privately or publicly funded.

The ERC wants to help overcome this state-of-affairs by funding pioneer research in all fields of science with only a single criterion, scientific excellence. Successful applicants are free to take their awards to anywhere in Europe where they think they find the appropriated surroundings. In a first call for proposals for “Starting Grants”, i.e. for scientists between 2-9 years after their Ph.D., approximately 300 successful candidates were selected. The granting process for them is ongoing. We cannot know at present, whether the conditions which applicants seek at their host institutions include adequate conditions particularly for women scientists but we know that the representation of females among our grantees is significant.
The review of the Starting-Grants call for proposals was performed in two stages, the 2nd stage including an interview. The statistics by gender were as follows:

**Stage 1:**
- Incoming: Total: 9167, Female: 2750 (30%), Male: 6417
- Evaluated: Total: 8794, Female: 2654 (30.18%), Male: 6140
- Pass: Total: 559, Female: 132 (23.61%), Male: 427

**Stage 2:**
- Evaluated: Total: 553, Female: 130 (23.51%), Male: 423
- Funded: Total: 300, Female: 79 (26.33%), Male: 221

**Success rates:**
- Stage 2: Total: 54.25%, Female: 60.77%, Male: 52.25%

If broken down per domain, (Life Sciences, Physical Sciences and Engineering, Humanities and Social Sciences), the success rate for women in stage 2 was 80.5%, 65.9% and 60.00%, respectively. Thus, they are consistently higher than those for male candidates.

We sincerely hope that these results are seen as an encouragement for women candidates to take up and continue university or research careers. In addition we expect university administrators and faculties to develop transparent career perspectives for these highly qualified candidates as well as to develop working conditions which permit them to optimize the proper and necessary reconciliation of academic work and family life.

In most European countries these conditions are far from optimal. In Europe, women hold less than 15% of the full professorships\(^1\), in Germany around 9%. Even worse, in Germany this percentage increased only by 1% over the last 10 years. At the Max-Planck Society, only 19 from 266 directors are female (6.9%). At the same time more than half of the student population is female. This drainage in the career pipeline has many reasons. Among the major ones are the lack of professional support along various steps of their career, the fact that women bear and are more likely than men to care for their children, and inappropriate academic structures. Significant career problems arise from the fact that 80% of women in science have partners who are also scientists. This can result in serious restrictions of mobility since more often than not it is hard to find attractive jobs for both partners.

Where can a funding organization help? In general, it can give incentives to institutions which provide appropriate child care facilities and even permit to pay for such support out of grants. It can give special support for “dual career couples” at least for limited period of times. It can induce host institutions to offer leading positions which are not or are less associated with administrative burdens than usual. In February of last year, following its launch conference in Berlin the ERC has published its thoughts about the conditions which host institutions would have to fulfill in order to be attractive for ERC grantees. These included a proper academic surrounding as well as the appropriate framework for women scientists. At present the ERC is too young and fragile to offer particular programs or incentives surrounding the career of female scientists. But it is dedicated to follow their fate with great care. It is certain that only institutions will prosper in the long run which take these matters seriously. Thereby they make a considerable if not invaluable contribution to the success of the European Research Area.

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Anneli Pauli appointed Deputy-Director, DG RTD

On 16 April 2008 Dr. Anneli Pauli was appointed Deputy Director-General, Directorate General Research. Prior to that Dr. Pauli was Deputy Director-General, DG Joint Research Center (JRC). Dr. Pauli’s experience at the Academy of Finland, where she was Vice President and responsible for research, together with her involvement in numerous EU committees for over 10 years, will have prepared her well for her new prestigious appointment. We wish her luck and success in what will no doubt be a challenging and exciting position.

2009 to be the European Year of Creativity and Innovation

The European Commission has announced that it would like to make 2009 the European Year of Creativity and Innovation.

Europe is striving to become the world’s leading knowledge-based economy by 2010. It is widely agreed that to reach this target will require encouraging people to develop skills in a number of areas that are key to building a knowledge-orientated society.

One of these areas is education and the specific subjects of mathematics, science, information and other technologies. The Year will therefore concentrate on helping people develop better skills in problem-solving and applying knowledge and ideas in real life situations. Activities focusing on social and entrepreneurial innovation will also be encouraged.

European Commissioner for Research, calls for process of modernising universities to begin

Speaking to participants at a colloquium of the French Conference of University Presidents (CPU) in Brussels on 4 April 2008, the Commissioner spoke of the need to make progress in giving universities more autonomy in the management of their “interlinked missions of teaching, research, innovation and knowledge transfer”. Commissioner Potočnik said that “While the central mission of teaching and commitment to basic science must be preserved, globalisation demands that universities play an expanded role in innovation and economic development. Another imperative, therefore, is the development of stronger links with industry and a greater exchange of knowledge with the business community.

Commissioner Potočnik also highlighted the need to encourage all ages to continue with their education and the importance of attracting and retaining female researchers “Europe needs to attract many more young people to scientific studies and careers and retain them, particularly female researchers. Universities also have a major part to play in making life-long learning available to Europe's workforce, by offering the training that is in demand by business and wider society”

While the European Commission is not a direct actor in the modernisation of universities, said the Commissioner, it will provide support in a number of areas to aid the process.

Hewlett Packard Labs looking to fund smart students interested in joint research

The Hewlett Packard Labs Innovation Research Programme aims to create opportunities -- at colleges, universities and research institutes around the world -- for breakthrough collaborative research with Hewlett Packard. They have recently opened a competitive Call for Proposals, and are soliciting new and innovative ideas on a range of topics with the goal of establishing new research collaborations. Each award will be for one year, and renewable for a total of three years based on research progress and HP business needs. Awards will include support for one graduate student researcher, who also will be eligible to apply to the HP Labs internship programme.
For more information, go to http://www.hpl.hp.com/open_innovation/irp/

Call for information from the Centre for Study and Research on Women and Gender Differences, University of Milan

The Centre for Study and Research on Women and Gender Differences with the University of Milan recently began work on a FP7 European project “Practising Gender Equality in Science” – PRAGES. A primary aim of this project is to create an extended network within several European and other OECD member countries that will enable the project to identify, evaluate and disseminate data on good and best practices for promoting the presence of women in decision-making bodies related to scientific research in public institutions.

If your organisation or institution is a public or private actor working on issues of women and science – monitoring the participation of women in scientific and technological development, identifying effective mechanisms for supporting women researchers, and other such activities – and you would like to be a part of this network, please send an email to prages@unimi.it providing the name and website address of your institution, as well as a primary contact person (or persons) and their email addresses.

New publication by DG RTD “Art and Science Creative Fusion”

Today, more and more artists are drawing inspiration from science and using the latest technology and new materials in their art, while scientists and researchers are realising the artistic elements of their work and finding ways to use art to communicate better. An exciting new discipline is rising – termed the ‘third culture’. This publication Art&Science: creative fusion aims to explain the theory behind the art–science interface and illustrates this academic perspective using concrete examples, including projects, institutions and festivals. In addition, it seeks to strengthen the role of a new artistic–scientific community in producing knowledge, imagination and practice, as well as in intercultural exchange and cooperation. For more information on this publication email research-eu@ec.europa.eu

New publication “Women in Science, Engineering and Technology: Three Decades of UK Initiatives”

A new book has recently been published entitled “Women in Science, Engineering and Technology: Three Decades of UK Initiatives”. This book highlights the important contribution and the great creativity of women in the fields of science, engineering and technology in the UK and shows why it is so important to have the participation of women in the technology sector.


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

For further information, please contact the EPWS Secretariat: e-mail membership@epws.org
tel.: +32 2 234 37 50

A Membership Application Form is included at the end of this newsletter.
News from EPWS Members

1. On 8 May 2008, the *Interuniversity Research Centre for Technology, Work and Culture (IFZ)* in Austria celebrated its 20th anniversary. Congratulations!

2. The *Swedish Secretariat for Gender Research* organised a symposium on Theories of Patriarchy and Structural Gender Theories – Nordic and Southeast European perspectives in Oslo, 2 June 2008. The symposium aimed towards communication and learning across a pluralism of theoretical positions, not to maintain rigidly to one’s own preferred position.

3. The *Center of Excellence Women and Science (CEWS)* is organising a Conference ‘Supporting women in scientific careers’ which will be held in Brussels on 26 and 27 June 2008. The event will discuss the training opportunities available to women scientists and how these can improve their careers. Participants will hear about training modules which were developed by two EU projects, ‘Encouragement to advance - Training seminars for women scientists’ and ‘Advanced training for women in scientific research’. 

4. The *UK Resource Centre for Women in Science, Engineering & Technology (UKRC)* is running a series of themed networking events designed to support networks that exist to help women in SET. The first event will feature a talk and discussion around. The event takes place at the Institute of Physics, 76 Portland Place, London, Monday, 7 July 2008, 17.30-20.00. For more information contact UKRC at [info@ukrc4setwomen.org](mailto:info@ukrc4setwomen.org)

5. You are in an elevator with the person you would most like to work with in the future. You have 30 seconds to say who you are and explain what you do - yikes!!! Come along and find out what makes a successful elevator pitch and practice your own on someone new! The *Cambridge Association Women in Science and Engineering (Cambridge AWISE)* are running this event on Thursday 10 July 20:00-22:00 at Lucy Cavendish College
[http://www.camawise.org.uk/](http://www.camawise.org.uk/)

6. The *Research and Development National Institute for Textile and Leather (INCDTP)* invites you to the international workshop “European Standardization and its impact on the textile sector” which will take place during in Bucharest, Romania, 8-11 September 2008.

7. The next Annual Meeting of *NorWiP (Nordic Network of Women in Physics)* will be held in conjunction with GenDADA – Workshop on Gender & Physics. The first day of the meeting will be dedicated to the NorWiP agenda, with physics lectures and workshops for physicists on 17-19 September 2008 at Uppsala University. The second and third days the program will consist of talks by invited Physicists and Gender Researchers with a specialization in physics. All interested in the subjects of physics and gender are welcome!

8. The international conference "The *Research and Development National Institute for Textile and Leather (INCDTP)* contribution to the European Research Area" will take place in Bucharest, Romania, 3-7 October 2008. The deadline for sending the abstracts is 20 August 2008. For more information see [http://www.certex.ro/](http://www.certex.ro/)
8. Prof. Dr. Sci. Ana Proykova, EPWS Board of Administration Member and member of The Bulgarian Association of Women Scientists presented EPWS at the TEHNONAV international conference in Constanta, Romania on 23 May 2008 and wrote this short piece on the meeting for us:

I like to take this opportunity to thank the organisers of the TEHNONAV international conference (Constanta, Romania) for inviting a representative of EPWS to attend the biannual conference. The dean, Prof. Zagan, and his staff contributed in various ways to making the conference a great success with many interesting presentations and a very good atmosphere for discussion and networking. I presented the Platform within the session chaired by Prof. Dr. Rodica Baranescu, National Academy of Engineering (USA) and the University of Illinois at Chicago (UIC). The audience – mostly mechanical and naval male-engineers – was not prepared for such a presentation. The slides with the scissors diagram (Proportion of women and men in a typical academic career, students and academic staff, EU-25, 1999-2003) and the stairs of a male and a female career shocked the attendees

My message to the public was: let’s give science the chance to be enriched by other ways of thinking and approaches, inherent to the female nature. We need the full potential of humans to move on further, dig deeper, and fly higher. It was a real pleasure to meet Prof. Baranescu, an eminent female-engineer and all the participants and a big thank you to Dr. Valentina Pomazan her helpers – Robert and Dragos- for being fantastic hosts.

9. Prof. Dr. Sci. Ana Proykova also presented EPWS to the Club of Young Talents on 2 June 2008 and will also present the Platform to the Women-Engineers Club in Sofia on 25 June, 17:30, 108 Rakovski Str., 10:30.

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**Upcoming Events**

1. The tenth annual ‘Public Communication of Science and Technology (PCST)’ international conference will take place from 25 to 27 June 2008 in the three neighbouring Scandinavian cities of Lund and Malmö in Sweden, and Copenhagen in Denmark.  
[http://www.vr.se/pcst](http://www.vr.se/pcst)


3. The French National Council of Engineers and Scientists (CNISF) will hold the *International Conference of Women Engineers and Scientists (ICWES)* in Lille, France, 15-18 July 2008. This year's edition is entitled 'A changing world: new opportunities for women engineers and scientists'.  


5. The Center for Asia-Pacific Women in Politics (CAPWIP) and the United Nations International Strategy for Disaster Risk Reduction (UN/ISDR) are organizing the *Third Global Congress of Women in Politics and Governance* which will be held on 19-22 October 2008 at the Dusit Hotel, Makati City,
Metro Manila, Philippines. The theme of the congress is “Gender in Climate Change and Disaster Risk Reduction”.
http://www.capwip.org/3rdglobalcongress.htm

6. "I"s TO THE FUTURE: Invention, innovation, impact, Lyon (France), 25-27 November 2008

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Contact: pauleen.colligan@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.
# Membership Application Form

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