In this newsletter:

Page
2 Message from the EPWS President
2 EPWS Website news
3 EPWS General Assembly and 10th Anniversary Reception – 4 November - Berlin
3 EPWS Members Association for February - Mnemosyne
4 "Ready for Dialogue: the Gender Dimension in Science and Research" 5 November - Berlin
5 National Congress of the Italian Donne e Scienza Association - Italy
6 6th IUPAP International Conference on Women in Physics, 2017- Press Announcement - UK
7 Amonet IVth Symposium – “Women Scientists as Global Solution Providers" - Lisbon
8 Tackling the Gender Pay Gap in the European Union - European Commission
9 “Sustaining Gender Equality in Research and Innovation” - Lithuania

NEWS from EPWS and its Members:
10 Two new members of the EPWS introduce themselves
11 2015 is the UNESCO International Year of Light
10 EuroScientist - Special issue on Work-life balance
11 Seminar on tools for a Responsible Research and Innovation - France
11 French Members’ of the EPWS meeting - France
12 EPWS is introduced to International Innovation - issue 171
12 Gender Equality Implementation in Research Institutions - Lithuania
13 Attractiveness of Science: Gender Aspects - Lithuania
13 European inventor awards, Paris 11 June 2015 - France
13 “Lives and Times of Pioneering Women in Physics” WIPG event - UK
14 EPWS APPLICATION FORM
15 Subscriptions
15 Notes from the Editor
15 Contact details
MESSAGE FROM THE EPWS PRESIDENT

Dear Readers, dear Friends of EPWS,

I would like to draw your attention to some important news: the EPWS-meetings in Berlin in November 2015 and the EPWS-correspondence with the Commission.

Our General Assembly 2015 will take place in Berlin during the afternoon of 4 November 2015. More details will be announced on the EPWS website soon.

On 5 November 2015 the conference “Ready for Dialogue” will also take place in Berlin. This conference aims to contribute to the targeted consideration of the innovative potential of the gender dimension in science and research as well as in research policy through the constructive cooperation of relevant actors in the field at national and European level. The conference will be organised by the Essen College of Research, University of Duisburg-Essen in close cooperation with EPWS as European partner organization and be funded by the Federal Ministry of Education and Research BMBF, Germany. The project website and more details will be announced in due time.

At the end of the Programme, EPWS will give a reception celebrating the 10th Anniversary of the Platform.

It is a great pleasure for me to invite all of you to come to Berlin and take part in these events.

These events take place prior to the European Gender Summit, Berlin, 6-7 November 2015.

Many of our readers will keep an eye on the processing of the Work programme 2016-2017 in Horizon 2020, especially on integrating gender; and we do it too. We are very disappointed about the omission of gender in the Advisory Board’s recommendations for 2016-2017. Thus in February 2015 we expressed concerns to the Commissioner for Research and Innovation, DG Research Director-General, and several MEP’s on the discrepancy between what is written about gender in the EU Regulations, in the Commission’s H2020 Guidance document, and in the H2020 working papers for 2016-2017. The Commission responded in an encouraging but not fully committed way that the discrepancies will be corrected. EPWS will remain convinced that gender equality in participation and gender dimension conditions should remain well and fully integrated in the future Horizon 2020 Work Programmes.

With my kind regards,

Brigitte Mühlenbruch
EPWS President

EPWS website news:
Each month one of the EPWS member associations will be interviewed. Please see page 3 for the first interview and read each complete interview on the EPWS website.
SAVE THE DATES:
4 and 5 NOVEMBER 2015
BERLIN, GERMANY,

EPWS General Assembly 2015
4 November 2015:
The EPWS General Assembly 2015 will take place in Berlin on 4 November 2015. Please watch out for details on the EPWS website.

Conference “Ready for Dialogue”
5 November 2015:
The conference “Ready for Dialogue” in Berlin on 5 November 2015 aims to contribute to the targeted consideration of the innovative potential of the gender dimension in science and research as well as in research policy through the purposeful linking-up of relevant actors in the field at national and European level.

Please see page 4 for more details.

EPWS Celebration Reception
5 November 2015:
EPWS invites you to join us to celebrate the Platform’s 10th Anniversary.

Brigitte Mühlenbruch, EPWS President

EPWS member association for February
Mnémosyne:
Association pour le développement de l’histoire des femmes et du genre.

Objectives:
1. Organize a national network about gender issues; be a resource for institutional demands and act as a lobbying force in national current issues
2. Promote research activities in the history of women and gender
3. Provide knowledge to the general public as well as secondary teachers through participating in the History Fair in Blois; providing teachers and voluntary groups with tools and resources in the history of women and gender; awarding its yearly prize for a Master degree dissertation.

The complete interview is on the EPWS website now.
“Ready for Dialogue”
Conference on the Gender Dimension in Science and Research

BERLIN, Germany
5 NOVEMBER 2015
9.00-18.30 hrs

How can we target and eliminate existing blind spots concerning the importance of sex and gender in science and research? How can the contribution and potential of the gender dimension to scientific excellence and innovation more purposefully be taken into account for the benefit of science and research as well as research policy at national and European level?

The international conference “Ready for Dialogue”, in Berlin, will take these questions as the starting point. The conference aims at initiating a strategic dialogue among relevant national and European key players, such as associations, (research) institutions and organizations that work within and outside the university context on the integration of the gender dimension in science and research. The aim is to foster the exchange between “knowledge” and “political action”, to strengthen and expand existing approaches in both areas and to develop a roadmap for the institutionalization of a regular dialogue.

The following topics are scheduled for discussion:
1. The conceptual approach of the strategic gender dimension and its sharpening with respect to strategic gender equality approaches.
2. The challenges with respect to the scientific recognition of the gender dimension in science, research and innovation, particularly within the excellence and innovation debate, but also in terms of discussions on the category ‘Diversity’.
3. The positioning of the strategic approach gender dimension in national and international research policies, such as research funding and targeted research programmes.

This conference addresses representatives of national and European institutional associations (institutions/organizations/networks) committed to the integration of the gender dimension in science and research or having an interest to do so in the future, actors in science and research that have yet to integrate the gender dimension into their scientific approach as well as junior scientists of all disciplines. As part of the event, all attending institutions will have the opportunity to present themselves and their activities in a concomitant poster session. Simultaneous translation into German and English will be provided.

The event will be organized by the Essen College of Gender Research at the University of Duisburg-Essen, Germany, in close cooperation with the European Platform of Women Scientists EPWS as European partner organization. The project “Ready for Dialogue: Conference on the Gender Dimension in Science and Research” is funded by the Federal Ministry of Education and Research, Germany, under grant number 01FP1456. The conference website and more details on how to register will be announced in due time.

Kindly forward this information to interested colleagues and organizations.

Dr Brigitte Mühlenbruch, President, European Platform of Women Scientists EPWS
Dr Maren A. Jochimsen, Managing Director, Sonja Zurmaar, Project coordination, Essen College of Gender Research, Universität Duisburg-Essen, E-Mail: sonja.zurmaar@uni-due.de
National Congress of the Italian Donne e Scienza (Women and science) Association

“Science, Gender and Society: at which point are we? Gender perspectives in a science which is evolving”

Trento: 12 - 14 November 2014

I attended the first afternoon of this congress, which included the General Assembly of the association and lasted from November 12th afternoon until November 14th morning. The event, attended by about 70 persons including 5 men, took place in the new science museum MUSE, which was opened one year ago and is focused on the Alps (nature, history and environment). The congress participants had the opportunity to learn about the genesis and the construction of the museum as well as to visit it. Lucia Martinelli, who is working at MUSE and is member of the Board of Administration of Donne e Scienza and of the European Platform of Women Scientists (EPWS), was the main organiser of the congress.

The congress was in Italian (I gave my talk in English), but fortunately as I have a good knowledge of the topic, I could follow the talks but could not catch all their subtleties.

The congress began with official talks, followed by a round table during which I presented EPWS activities. The other participants to the round table were Elisa Molinari, physicist, involved in the Women and Science issue for over 20 years, and two men, a scientific journalist and a biologist from Trento University. The general spirit of the congress was not very optimistic, considering the national economic crisis, which leads to a strong dependence of Italian research funding on EU contracts imposing their notion of excellence and their application-driven objectives. This is bad for research independence and also for women.

In the next session, several works were presented: a study of the gender balance at the University of Rome La Sapienza; a Code of Practice for the evaluation of gender in research and a mentoring programme at Naples Federico II University (GENOVATE project). Two EU projects concerned with science and young people were then described: Scientix, which gathers existing projects aiming at motivating young people for science and is related to "European Schoolnet"; and STENCIL (in Comenius), which aims to make science lessons more interesting.

Italian women scientists' preoccupations appear very similar to the ones we are having in France.

Claudine Hermann
Vice-President, EPWS
www.genovate.unina.it/

Claudine Hermann with Lucia Martinelli during the Congress
Press Announcement

The 6th IUPAP International Conference on Women in Physics to be hosted by the University of Birmingham, UK July 2017

The International Union of Pure and Applied Physics (IUPAP) is delighted to announce that the 6th conference in this series will be held in Birmingham, UK.

Universal access to and participation in science, is a principle that runs through the activities of the International Scientific Union (ICSU) and its member unions, including the IUPAP.

IUPAP has recognised a particular need to foster the participation of women in physics. The IUPAP Conference series on Women in Physics, organised by IUPAP Working Group 5, has a history not only of success and growth but also of making a difference in the physics community.

The conference will be held in July 2017 at the University of Birmingham, organised in partnership with the Institute of Physics (IOP) and the Universities of Nottingham and Warwick. Having all been awarded Juno Champion status by IOP, the three universities’ physics departments are strongly committed to promoting diversity and look forward to being fully involved in the conference. The UK has a long track record in the area of gender equality in science, with IOP as one of the major pioneers.

The conference is unusual in that it relies on Country Teams of limited size, selected through Physical Societies in each country. It is important that developing countries and island states are given a major voice in this way.

Submitted by Ann Marks, EPWS BoA, member of the ICWIP 2017 Local Organising Committee
Amonet IV\textsuperscript{th} Symposium
Women Scientists as Global Solution Providers

1-2 December 2014
Lisbon

Amonet, the Portuguese Women and Science association, holds a 2-day international symposium every second year and 50 people attended the 2014 event in Lisbon. Portugal has a high percentage of women in academia (43% of women among the researchers), with clear evidence of a “glass ceiling” (20% of women among the professors). This situation lead to the creation of Amonet 10 years ago, and the problem has not been solved.

The 2014 Symposium was on “Women Scientists as Global Solution Providers” and the talks were in English until the middle of the first afternoon.

After the opening speeches by the host and the present Amonet president, there was a very interesting talk by Ana Gomes, member of the European Parliament, a former diplomat who specialised in Security defense. She was working for the UN Security Council and is now in the Defense Committee of the European Parliament.

Then I was invited to give a key-note 30mn speech on EPWS’ behalf and spoke about Women in Science in Europe and in France. After that, there was a presentation of the AMONET data base about Portuguese (dead) women scientists based on a free application Debategraph.org, and also of a large international Women Writers database. Then the woman rector of Evora University explained how being a woman leader is a constant challenge because at present there are only two women rectors in Portugal.

During a talk in Portuguese, by a representative of the Portuguese Platform for Women’s Rights, a diagram showing the gender equality index in the European countries was shown (see the next page of this newsletter). This is a unique measurement tool that syntheses the complexity of gender equality as a multi-dimensional concept into an easily interpretable measure, formed by combining gender indicators, into a single summary measure.

Conferece photographs: (left) Ana Lobo is in the middle, (centre) Claudine Hermann is 4\textsuperscript{th} from the left.

Claudine Hermann Vice-president of EPWS
Tackling the Gender Pay Gap in the European Union

European Commission

Women have as good or better qualifications than men, but often their skills are not as valued as men’s and their career progression is slower. This results in an average gender pay gap of around 16% in the European Union.

See EU report at:
“Sustaining Gender Equality in Research and Innovation”

Vilnius
15-16 of January 2015

During January 2015 the international conference “Sustaining Gender Equality in Research and Innovation” was held in Vilnius in the Constitutions Hall of Lithuanian Parliament (Seimas). The conference was devoted to discussion of the efficiency of collaboration among different stakeholders implementing structural change to promote gender equality in universities and research institutions. It was organised by Vilnius University under the framework of European Economic Area and the Norway Funds Bilateral Relations Development programme project GEIRICA by close collaboration with the Seimas Committee on Education, Science and Culture.

Among the 70 participants and speakers there were legislators and science policy makers; high level administrators and executives from institutions, ensuring governing and financing of science (representatives of Ministries of Education and Science, Science Councils, Funding Agencies etc); different level administrators of universities and research institutions (vice rectors, members of Senates; directors of research institutes, deans and heads of departments) from Norway, Iceland, Liechtenstein and Lithuania. The conference delegates were welcomed by Dr Giedrė Purvaneckienė, Deputy Head of Women’s Parliamentary Group of Lithuanian Parliament (Seimas), and other ministers.

The conference participants accepted EC provision that without the support of national stakeholders, including policy makers and legislators, the EU gender equality in science policy cannot be implemented in the near future in the Member States. In this sense the participation and talks given by Lithuanian Parliament (Seimas) members were encouraging. The conference participants also stated that for the fostering of the implementation of institutional changes it is very important to increase awareness and motivation of university executives to perform these changes. Ms. A. Gribauskiene from Lithuanian Ministry of Education and Science presented the recommendations to Lithuanian universities and research institutions.

Further information about the conference and the project, is on the GERICA webpage and also page12 of this newsletter.

Dalia Satkovskiene: EPWS BoA; BASNET Forums president, GEIRICA project Coordinator
In each issue of the newsletter two new individual members of the EPWS will introduce themselves:

**Stephanie Grehl**  
Neuroscience  
France

I am studying Biological Adaption and Aging, for a PhD at the University of Western Australia, Department of Experimental and Regenerative Neuroscience and the University Pierre and Marie Curie in Paris. My specialism is brain development repair and aging.

![Stephanie Grehl](image)

My name is Silvia Marchesi and I was born in Italy, in Ponte San Pietro, fifty kilometres from Milan. I dreamt about moving to the big city until I moved there to study Medicine at Università degli Studi di Milano, where I graduated in 2011. I chose to apply for the School of Anesthesia and Intensive Care and three months ago I asked my chief to send me to Uppsala (Sweden) for a year in experimental research.

I am working at Hedenstierna Laboratoriet in Akademiska Sjukhuset, where I am studying the effect of mechanical ventilation on abdominal organs. A few months ago, my professor proposed me for a half-time PhD and I accepted.

![Silvia Marchesi](image)

I have always been interested in the better understanding and integration of the gender dimension and the investigation of gender barriers. Science, as many other disciplines within the academic and the private sector, has come a long way in enhancing the participation of women in decision making positions. However the participation of women in the long-run, especially further down the career ladder, tends to be underrepresented. To retain women in science long-term, their needs require representation such as the EPWS is doing for European female scientists and I am excited to be part of this organisation.

In my free time I am a keen reader, and also I write a blog about women’s conditions at work, especially in the academic world.

In Milan I’m a member of Ambulatorio Medico Popolare, a group of volunteer doctors who run a surgery three times per week to bring basic medical assistance to migrants without papers.
The UNESCO International Year of Light (IYOL) was launched in Paris on 19 and 20 January 2015. This is a global initiative that will highlight the importance of light and optical technologies in our daily lives, for the future, and the development of society. It is a unique opportunity to inspire, educate and connect the citizens of the world.

Launches have taken place in other countries to highlight national events. The UK Launch was hosted in St James’s Palace, London, on 28 January, by the Duke of York, who spoke of making the world a better place for future generations. The director of SolarAid, a charity to provide affordable solar-powered lights for people living without electricity, explained their belief that clean, safe lighting is the first step towards a fairer, safer life for rural families in Africa.

EuroScientist has a special issue on Scientists; Work-life balance: how do they do it? Claudine Hermann was asked to give EPWS’s point of view about child-care.

I was invited to participate to this seminar as the representative of Femmes & Sciences and EPWS. RRI Tools is a European project (last Science and Society call of 7th Framework Programme).

In this project a 26 members (30 countries) Consortium has been set up. The project aims to develop a Toolkit to help in the implementation of Responsible Research and Innovation in Europe. It will collaborate with all stakeholders from research, scientific culture, with associations, politicians... In order to build its community of practice, the Consortium relies on 19 national centers, the RRI hubs, and the meeting in Bordeaux was that of the French hub.

Included in RRI are:
- positive efforts of scientists to take their responsibilities on what concerns emerging technologies
- research ethics
- gender issue and other inclusion problems
- free access to data and scientific publications
- scientific education

We were 10 experts of various fields in this one-day seminar which was both theoretical and practical; I spoke for gender issues in research and innovation and for informal scientific education and I distributed the EPWS and Femmes & Sciences documents. The meeting was interesting and will result in minutes to be sent to the other hubs.

Claudine Hermann, Vice-President EPWS
Decisions from the meeting included the recommendation that there should be a monthly presentation of an EPWS member on the website. The first, about Mnémosyne, is on the website now. Please see page 3.

A meeting of the French individual members took place on February 21th. These friendly meeting are opportunities for bringing new ideas to increase EPWS visibility and efficiency.

**Claudine Hermann, Vice-President EPWS**

Executive summary of achievements:

- The partners shared their experience gained from implementing structural change to promote gender equality in research organizations. On this basis the unified mechanisms for collaboration of different level stakeholders (scientists, high level executives of research institutions and science policy making bodies) were formulated. The results will be recommended to ensure the successful and effective implementation of structural changes promoting gender equality in Lithuanian universities and research institutes.
- The current regional and international EU programmes (EU Strategy for the Baltic Sea Region and the Eastern Partnership) were analysed and recommendations to the EU Council, on gender in science issues, were developed for inclusion into their Action Plans.
- Wide dissemination activities of the GEIRICA project and its results were provided:
  a) the project took active part in organisation of the high level LT Presidency conference “Structural Change Promoting Gender Equality in Research Organizations”;
  b) production of a movie “Striving for Awareness” aiming at lowering the resistance to structural change in universities;
  c) printed book on project results;
  d) development of GEIRICA internet page;
  e) in January 2015, the organisation of the international conference “Sustaining Gender Equality in Research and Innovation” and a press conference;
f) organisation of a dissemination campaign on the topic, in the partner countries.

Dalia Satkovskiene: EPWS BoA

Attractiveness of Science: Gender Aspects
28 November 2014
Lithuania

Responding to the recent challenges of the EU science policy and taking into account that gender equality is an important factor ensuring the policy implementation, on 28 November, BASNET Forumas organised a national meeting “Attractiveness of Science: Gender Aspect”. It was held in Vilnius Crowne Plaza hotel and aimed to familiarize the scientific community with the contemporary trends of science policy and discuss the attractiveness of “hard” sciences for young people. The speakers presented the gender in science aspect of the EU “Science with and for Society” policy, Lithuanian achievements implementing structural changes to promote gender equality in research organizations and the global view from the 4th International conference on Women in Physics, held in Canada in 2014.

Different aspects of science teaching were also presented, including issues concerned with gender, attractiveness of “hard” sciences and encouragement to choose science as profession. Dr Viktorija Pyragaitė, a young talented physicist from the Faculty of Physics of Vilnius University, demonstrated the attractiveness of “hard” sciences with an inspiring talk about her research.

The participants of the meeting pointed out that the most important factors to increase the motivation of talented girls in sciences are the interest, promotion and support of their teachers and parents. They also emphasized the importance of attracting girls to “hard” sciences for the implementation of gender equality in research. During the meeting “girl days” were suggested, aiming to familiarize the girls interested in “hard” sciences by means of experiments provided in the University laboratories, as well as thematic summer schools giving them opportunity to learn more about scientific work as profession and take part in real science.

Dalia Satkovskiene: EPWS BoA

European inventor awards
Paris
11 June 2015

The 10th Jubilee European Inventor awards will be held on 11th June 2015. Finalists will be announced in April. The jury will be almost egalitarian with 7 men and 6 women.

Nieves Gonzalez Ramon

History of Women in Physics
WIPG UK meeting, London
4 March 2015

The Women in Physics Group of the Institute of Physics (WIPG) held a joint conference with the History of Physics Group on the ‘Lives and Times of Pioneering Women in Physics’. We were delighted that Hélène Langevin-Joliot, gave an inspiring talk about her grandmother, Marie Curie (1867-1934). Others spoke about Mary Somerville (1780-1872), Lise Meitner (1878-1968) and Edith Stoney (1869-1938). Also Gillian Gehring spoke about Daphne Jackson (1936-1991), the first female professor of physics in the UK. Gillian was the second. Finally there was a lively summary of the opportunities and challenges for women in physics today by the WIPG chair.

The event was very well attended and attracted almost as many men as women. Why not try this model as a way of interesting those who would not usually attend your association’s events?

Ann Marks, EPWS BoA
### Membership Application Form

*Please fill in this form in CAPITAL LETTERS and send it to membership@epws.org:*

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**Name of Organisation/Network/Individual Applicant:**

**Address:**

**Telephone Number/ Fax Number:**

**E-mail:**

**Website:**

**Research Area(s) Covered:**

**Is your organisation/are you a member of any other network(s)?**

**To be completed by applicants for Full Membership and Associate Membership**

Name(s) and position(s) of authorised representatives:

1. 

2. 

**How many members do you represent?**

**To be completed by applicants for Individual Supporting membership:**

**Affiliation:**

**Position:**

**I accept EPWS’ Terms and Conditions □ (online at www.epws.org)**

**Name _______________________ Signature : _______________________**

**Date _______________________ Place: _______________________**

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

Please remember to pay your membership fees for 2015, which were due in January! EPWS needs your subscriptions to continue to exist.

They should be paid by bank transfer using the IBAN bank system. Please see the ‘bank transfers’ page on the EPWS website at [www.epws.org](http://www.epws.org) or follow the instructions on your debit note. Please contact membership@epws.org if you have any problems regarding payment.

**Fees have not been increased for 2015.**

Thank you to all those who have already paid their 2015 subscriptions.  
EPWS Executive

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**Notes from the Editor:**

Dear Readers,

The EPWS is a network of networks so please forward this email newsletter to all networks and individuals who are interested in women in science issues.

All EPWS members are invited to submit short newsletter articles, to membership@epws.org marked ‘for the attention of the EPWS newsletter editor’. These may announce future events or report on news of their networks and of women in science activities in their countries. Photographs are particularly welcome.

**Remember to visit the EPWS website at [www.epws.org](http://www.epws.org).** Also do send recent information, of interest to our members and website visitors, please it to the Executive Committee at contact@epws.org, for posting on the website at [http://home.epws.org/filter/data](http://home.epws.org/filter/data) after approval.

**Please remember to recommend to colleagues and other networks that they join the EPWS!**

Best regards,

Ann Marks  
EPWS Board of Administration

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**EPWS Email Contacts:**

**General enquiries:** contact@epws.org (e.g. requests for speakers and general information)

**Membership applications and membership issues:** membership@epws.org

**For financial support and/or offers of in-kind:** membership@epws.org or use the ‘donation’ section on the EPWS website.

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**References**

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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.