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MESSAGE FROM THE EPWS PRESIDENT

Dear Readers, dear Friends of EPWS,

Welcome to the 29th EPWS newsletter which includes important information.

First of all the response of the European Platform of Women Scientists to the Public Consultation on the Green Paper *"From Challenges to Opportunities: Towards a Common Strategic Framework for EU Research and Innovation Funding"*. Secondly, we are very pleased to have been invited to include the response of the Helsinki Group on Women and Science to the consultation. Both papers address the special requirements of women researchers. We would be very much obliged if you, our readers, would assist with the dissemination of these elaborations.

Once more we call your attention to the EPWS 2011 General Assembly on 28 June 2011 in Budapest during the important Conference *"Training, Career and Mobility of Researchers in the Innovation Union"* in the context of the Hungarian EU Presidency. This will have a special session *"Career Paths and Mobility of Woman Researchers"*, in which EPWS is involved.

You will also find interesting news from EPWS members in this newsletter. In particular, it is a great pleasure for me to announce that the EPWS Vice President Professor Claudine Hermann, Présidente d'honneur de l'association Femmes & Sciences, on 8 June 2011 will receive the 3rd level of the Ordre of the Légion d'Honneur from the Minister of Higher Education and Research in France, Valérie Pécresse. On behalf of all EPWS members I congratulate Claudine Hermann on this great honour. She will become a Commandeur of the Légion d'Honneur! We all agree that she fully deserves this distinction and we would like to take this opportunity to thank her for her contribution to EPWS, past and present. There will be a detailed report in the next EPWS Newsletter.

Wishing you interesting reading and looking forward seeing many of you in Budapest!

Brigitte Mühlenbruch

EPWS President

URLs for consultations: http://ec.europa.eu/research/csfr/index_en.cfm
<http://ec.europa.eu/yourvoice/ipm/forms/dispatch?form=OPCEITSIA>

The 2011 EPWS General Assembly will be in Budapest

**28th June 2011 from 17.00 to 19.00 during the Conference on
'Training, Career and Mobility of Researchers in the Innovation Union'**

Please see page 3.

2011 EPWS General Assembly

Budapest

28th June 2011 - 17.00 to 19.00

during the Conference on

‘Training, Career and Mobility of Researchers in the Innovation Union’
28th and 29th June 2011

at the Hotel Ramada Plaza, 1036 Budapest, Árpád fejedelem útja 94,

A registration form for the General Assembly has been sent to all EPWS members.

Please see <http://www.tetalap.hu/eumobility/> for conference details and registration.

Conference afternoon session 29th June 2011

Career Paths and Mobility of Women Researchers

Chair: Dr. Maren Jochimsen,
Managing Director, Essen College of Gender Studies, University of Duisburg-Essen

14:30 Opening remarks
Dr. Valéria Csépe, Deputy Secretary General, Hungarian Academy of Sciences

14:40 Gender aspects of „European partnership for researchers”
Prof. Fulvio Espositio, President of the ERA Steering Group on Human Resources and Mobility

15:00 Mobility in a gender-sensitive scientific culture
Dr. Brigitte Mühlenbruch, President, European Platform of Women Scientists

15:20 Mobile women in science and technology
Gianna Avellis, Marie Curie Fellowship Association

15:40 Challenges and opportunities for women in today’s Europe
Prof. Francesca Bettio, University of Siena, Italy

16:00 Sharing the experience of mobility of a Marie Curie Researcher

16:15 Discussion followed by coffee

Response of the European Platform of Women Scientists to the *Public Consultation on the Green Paper* “From Challenges to Opportunities: Towards a Common Strategic Framework for EU Research and Innovation Funding”

“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”¹.

The European Platform of Women Scientists EPWS welcomes the invitation of the European Commission to comment on the Green Paper on a common strategic framework for EU research and innovation funding which calls for “a public debate on the key issues to be taken into account for future EU research and innovation funding programmes” and encourages “research, [...] and civil society communities and citizens” to engage in the debate.

Strengthening the role of women in science and innovation (Questions 7, 11, 14, 24)²

Gender equality and equal opportunities for women and men in science and research is a pre-condition and a fundamental element for achieving the European Research Area (ERA) and the realisation of sustainable growth in Europe. Against this background, the gender dimension needs to become one of the main factors in marking the performance indicators of EU research and innovation, supported by and including the following actions:

- introduction of mandatory gender marks in FP8 to reinforce their importance in the evaluation process
- setting of gender indicators concerning the participation of women in EU funded research projects at all levels (young scientists, senior scientists, projects leaders, consortium managers) and sanctioning their absence
- setting of gender indicators concerning the gender dimension in the research design of EU funded projects and sanctioning their absence
- publication of gender indicator results to stimulate Member States and institutions toward change
- increased cooperation among all European institutions concerned with equal opportunities in science and research, such as DG Research and Innovation, DG Justice, DG Employment and Social Affairs, DG Information, the European Gender Institute, and DG Education to produce efficiency and avoid costly redundancies
- strengthening the role of women in science and innovation by enrolling excellent girl students in these fields. Already existing EU efforts, e.g. measures like “Women Science Ambassadors” must be continued and new actions towards parents and educators must be taken

¹ Preparing Europe for a New Renaissance, A Strategic View of the European Research Area, First Report of European Research Area Board, 2009, p. 18

² The numbers in brackets refer to the questions proposed in the EU Commission's Online Questionnaire for the Green Paper on a common strategic framework for EU research and innovation funding.

- raising the prestige of scientists and the motivation for all types of science among the general public and girls and boys. This would require reinforced links with national education systems and with DG Education
- increasing research funding to support gender studies beyond the *status quo* to interpret results and propose innovative solutions
- continuing the publication of gender-disaggregated statistics in *She Figures* to allow a long-term comparison and a study of the evolution
- continuing to stimulate institutional change in research organisations

Toward a gender-sensitive notion of excellence (Questions 21, 22)

In the context of the Europe 2020 strategy, the European Union set itself the objective to increase spending on R&D to reach 3% of GDP by 2020. To achieve scientific excellence and ensure technological innovation in such a strengthened research effort, the EU must significantly increase the number of female researchers among the estimated additional researchers to work on the increased research budgets. Using the full potential and scientific excellence of women scientists, therefore, is a precondition and key for a strong scientific culture and the realization of the 2020 objectives and the Innovation Union.

It is in the interest of any future oriented research policy, therefore, to encourage a revised gender sensitive notion of excellence as a guideline for future reference. In this process, a diverse composition of research groups as well as gender awareness. The still existing gender bias in current ways of defining and evaluating of scientific excellence needs to be genuinely looked at with a view of seeing how a more open and inclusive, gender-sensitive understanding of excellence could be created. When assessing the quality of scientific work it needs to be acknowledged that scientific excellence is multidimensional. Who is 'excellent' and what is 'excellence' in science is established through a social (decision) process of various stages – through visible indicators of “quality” (such as publications, social network, behaviour), criteria (such as research agenda, bibliometrics) and procedures (such as gatekeepers, transparency, accountability) - and hence influenced by and dependent on a specific social context. As a consequence, not always the most innovative ideas or the best researchers will succeed in open competition.

A more objective notion of excellence and innovation takes contextual factors into account and understands “Excellence” as outstanding achievements in science and research through which the researcher, under consideration of age, societal commitment, scientific environment and research experience, responds to the requirements of innovation, social responsibility, the need for interdisciplinarity, management abilities (team-building, supervision) as well as the ability to communicate science to society.

A more inclusive understanding of and an interdisciplinary approach to the concept of innovation are needed, so that “Innovation” may not only refer to the process and its outcomes through which new ideas respond to societal or economic demand and generate new products. The concept of “Innovation” also needs to include the improvement of societal structures and the creation of social innovation. Social Sciences, the Humanities, Gender Research and social and organizational innovations are fundamental to the goals of the European Union in this respect and their impact need to be acknowledged and emphasized more strongly.

Mobility in a gender-sensitive scientific culture (Question 23)

EPWS fully acknowledges the need for researchers' mobility within the European Union to ensure the full implementation of the ERA and make Europe the first knowledge based economy in the world. The requirement of mobility, however, affects women and men researchers in different ways and to different degrees. This holds especially true for:

Social security and pension rights

Policy makers have to take into consideration that mobile women researchers, for various reasons, tend to be disproportionately disadvantaged regarding their future pension rights due to often longer periods of stipend- or fellowship-based qualification, not eligible for social security, and a very likely higher number of often relatively poorly endowed short-term or part-time contracts and periods of unemployment in between.

Caring responsibilities

Mandatory mobility may also force researchers with caring responsibilities to choose between career and private life. Since caring responsibilities for children and/ or elderly parents are still predominantly assumed by women, obstacles to mobility, therefore, may be higher for women scientists than for their male colleagues; this is particularly true when age requirements are involved. Women researchers also, more often than men, tend to live in dual career couples.

Against this background, EPWS encourages the adoption of mobility policies, measures and procedures that support the mobility of researchers that take into consideration the gender dimension of the issue by ensuring the following:

- easily accessible and comprehensive information on pensions rights in security systems
- specific attention to social differences and potential differences and inequalities between men and women in the design of social security and pension rights
- inclusion of stipends, especially PhD-grants, into social security relevant income (as already practised by some member states, e.g. France)
- more possibilities for short term stays rather than long term stays for men and women scientists with caring responsibilities
- better possibilities for dual research couples
- better possibilities for family-take-along
- adequate childcare possibilities at research institutions throughout Europe

Without consideration of the above, a mandatory mobility as a precondition to career advancement in Europe might counteract the Commission's parallel endeavours to increase the number of women in science and research.

Responding to the need of civil society involvement (Questions 1, 5, 6, 13, 27)

Civil society consists in the general public and in organised structures like networks or associations. Gathering a wealth of informed suggestions and ideas these Civil Society Organisations (CSO) complement the policy initiatives of national governments and EU institutions "bottom-up". As such, CSOs like EPWS constitute an important voice also in the European research and innovation policy debate.

Considering the present administrative and financial rules of EU research funding from a practical

and financial point of view, however, CSOs have great difficulty in participating in European projects in spite of their often high expertise at European level. The emphasis on project funding, pre- and co-financing requirements and the need for CSOs to secure their running costs often enough prevent their participation in EU research funding schemes:

- Smaller CSOs need strong consortium partners when applying for calls and tenders and cannot assume the role of consortium leader. EU funding is tailored towards big institutions with a long-term financial background. Small CSOs have no big institution, a university or a research organisation, backing it to cover part of the running costs or help with co-financing and pre-financing engagements.
- It is next to impossible to secure funding for the *running* costs of an organization since most resources granted by public or private institutions are funds for *projects* or particular *services*. The contributions to administrative costs which remain within EU grant schemes and other possible grants only finance a very small fraction of an association's running costs.
- Due to the absence of a European association statute and the lack of law recognising sponsorship at EU level, a company or foundation based outside the country where a CSO is registered will get no tax return for their amount donated. Voting such law in EU Parliament and applying it in the Member States would greatly help strengthening the voice of CSOs at European level since member networks of CSOs, often notoriously under-funded themselves, are unable to cover the most substantial sum of the running costs of an association by their membership fees.
- The large amount of voluntary work per annum performed by many CSO members often amounting to a total of over € 100,000 p.a. cannot be brought into the calculation when applying for grants and projects at European level.
- Even though the Commission solicits the opinion of CSOs in their consultation processes the Commissions feedback mechanism with respect of the entries and opinions received could be greatly improved. To increase active CSO involvement in research at EU level in, more explicit interaction with the participants of public consultations is needed to give CSOs a sense that their input is valued and taken into consideration.

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EPWS is very happy that the Helsinki Group has asked for our assistance in disseminating their response to the Green Paper *'From Challenges to Opportunities: Towards a Common Strategic Framework for EU Research and Innovation funding'*.

Gender furthers excellence in research and innovation

From the Helsinki Group

The Helsinki Group as the Advisory Committee to the European Commission on Gender and Research since 1999 welcomes the opportunity to comment on the Green Paper *From Challenges to Opportunities: Towards a Common Strategic Framework for EU Research and Innovation funding*.

Questions number 7 and 24 particularly draws its attention. Gender balance and the gender dimension in content of research and innovation are already admitted to be of great importance for the European Commission. But the Helsinki Group wishes the Commission would play a leading role in Europe on this issue if the EU is to meet the challenges of research and innovation in Europe in the current economic context of increasing competition by emerging global players.

Notably, the Helsinki Group strongly recommends that the Commission implements gender analysis in the evaluation criteria for research funding and proposes that the Commission establishes a new program on Gender in Research and Innovation whose main objective will be to implement the Structural Change (modernizing academic institutions) that the Commission intends to adopt in 2012, as suggested by the Council of Competitiveness Conclusions of May 2010.

**On behalf of the Helsinki Group,
Ms. Caroline BELAN-MENAGIER,
French representative in the Helsinki Group**

Policy Officer
Mission Parité et Lutte contre les Discriminations (MIPADI)
Equal Opportunities and Anti-Discrimination Office,
Strategic and Territory Coordination Unit,

**Ministry of Higher Education and Research
75005 PARIS, FRANCE**

Helsinki Group: <http://ec.europa.eu/research/science-society/index.cfm?fuseaction=public.topic&id=1297&lang=1>

Gender furthers excellence in research and innovation

The Helsinki Group as the Advisory Committee to the European Commission on Gender and Research since 1999 welcomes this opportunity to comment on the Green Paper *From Challenges to Opportunities: Towards a Common Strategic Framework for EU Research and Innovation funding*. We wish to draw particular attention to questions number 7 and 24 in the Green paper. Gender balance and the gender dimension in content of research and innovation are already admitted to be of great importance for the EU Commission. They are issues on which the Commission should play a leading role in Europe if the EU is to meet the challenges of research and innovation in Europe in the current economic context of increasing competition by emerging global players. The Great Challenges facing European societies identified by the European Research Area –among which climate change, energy, water, aging, prosperity for all- also call for a proper consideration of their significant gender dimensions.¹

General remarks

The quality of science, research and innovation depends on the research community's ability to create novelties and to be responsive to the needs of society in general. A precondition to meet this challenge is that the community must recruit and retain the best people but also reflect the realities, needs and expectations of the whole of society.

Innovative capacity depends among other things on the scientific community's ability to compose gender-diverse research teams. Such teams tend to be more successful than teams consisting of women or of men only. Varied backgrounds and experiences increase the creativity which is a criterion for success in the innovation process. Hence, gender issues should be integrated in many of the questions in the green paper, especially 21 and 22. We urge the Commission to take the opportunity which a new final Framework offers, to take decisive steps to close the gap between female and male researchers. This however demands that the Commission establishes structures and measures that are sounder than they are today.

In order to meet our common future challenges we have to define innovation in a broad sense that includes for instance innovation for improving the quality of life, such as health systems, intercultural communication and education. Secondly, processes of innovation have to include and to be sensitive to the complexity of our societies. This implies an interdisciplinary approach covering subjects from both the humanities and the social sciences. It is of utmost importance that this is included in the new framework for EU research and innovation funding. Innovation is not a

goal in itself but a means to develop sustainable communities. Hence there is a need to expand the objective of the Innovation Union beyond the focus on economic growth. The Gender perspective can strengthen research and innovation milieus by increasing their innovative capacity. Besides impact on the quality of research and innovation, gender equality brings the research community to the heart of society. These are important elements in the EU commitment to modernize scientific institutions, which we fully support.

In order to modernize scientific institutions in Europe and to reach the main goals in the EU's research and innovation strategies, the gender dimension must be fully integrated in all aspects of the next framework. It is of paramount importance that the Commission increases its commitment and its leadership role in Europe to enhance the gender balance in research and innovation.

What should be the measures of success for EU research and innovation funding? Which performance indicators could be used? (Question nr 7)

The application procedures include important instruments that ensure the quality of the applications and that they are in accordance with the overall guidelines for funding. SHE figures 2009 show that app. 60 % of university graduates in Europe are women. If the Commission does not succeed in increasing the gender balance among researchers who get EU-funding, this must be taken as a clear indication of lack of quality in the procedures that are supposed to ensure quality of research. There is no reason to believe that female researchers deliver less qualified research. In our view the Commission has a responsibility to make sure that the procedures are formulated in a way that makes use of the potential among all researchers independent of sex. Interdisciplinary research, i.e. involving the humanities and social sciences in the Science Engineering and Technology and vice versa, is one way of including more women. The wording of calls is another.

In the last years a substantial body of research in Europe and the United States has shown how unconscious bias in evaluation (both by female and male evaluators), systematically results in lower rates of success of women in research and other professional fields. This unconscious bias is the result of long-held cultural stereotypes which contribute to undervaluing women and the work they do. This most often unconscious bias needs to be acknowledged and eradicated.

Another explanation for the unsatisfactory gender balance in FP7 is that the Commission has not developed measures that are gender-sensitive enough. In FP6 each application had to include a gender action plan at the beginning of the application process. The monitoring report of the FP6 states that this had an impact on the gender balance. Despite positive results these measures were scrapped in FP7 without adequate replacements. There is therefore need for reflection on how to integrate the gender dimension in FP8 as a constitutive element of projects--and not as an added value which would mean complexification.

Secondly, research funded by the European Commission should include a gender perspective wherever relevant to make sure that research questions, hypotheses, methods, analysis and interpretations of results are sensitive to gender issues. It also potentially opens up new fields of research and brings innovation through asking new questions. Inclusion of these criteria is aimed

at increasing the quality and credibility of research and is not in conflict with the overall need of simplification in the procedures. Evaluations of previous and ongoing programs show the necessity of increasing emphasis on the gender dimension of research and innovation and of mainstreaming the issue in the main procedures, instruments, etc.

Sex and gender analysis benefits the quality and excellence of scientific production and needs to be actively incorporated into current research processes.

We strongly recommend that the Commission: 1) makes gender balance in research teams an indicator of success; 2) briefs evaluators on unconscious gender bias in evaluation.

We strongly recommend that the Commission implements gender analysis in the evaluation criteria for research funding, by:

- 1. asking research proposals to give a gendered analysis of the composition of their teams (compared to the talent pool in their disciplines), and what gender action plans, within the global politics of the research institutions they are related to, they will be launching to attract new female talents / male talents—according to the under-represented sex-- to tend towards equality.***
- 2. asking research proposals (after the setting up by the Commission of appropriate support for researchers and evaluators on the issue) to explain whether and in what way sex and or gender analysis is relevant to the intended work;***
- 3. stimulating the uptake of gender analysis through a financial bonus to research proposals that do so, when implementing gender in the evaluation criteria for research funding; and***
- 4. securing that gender is incorporated as a scoreboard performance indicator in the Europe 2020 Innovation Union.***

What actions should be taken at EU level to further strengthen the role of women in science and innovation? (Question 24)

We propose that the Commission **establishes a new program on Gender in Research and Innovation** whose main objective will be to implement the Structural Change (modernizing academic institutions) that the Commission intends to adopt in 2012, as suggested by the Council of Competitiveness Conclusions of May 2010. This program will contribute to fulfilling the Innovation Union objectives and to ensuring that the European Research Area uses the full potential of both male and female researchers. It will cover the pitfalls of mainstreaming as a single strategy for gender policy in science. Mainstreaming as a policy strategy needs to be paralleled by specific actions such as the proposed dedicated program. Legal policy interventions, such as ERA and the upcoming Communication on Structural Change need to be accompanied by a budget to ensure strong and sustainable implementation. The program must be funded in a way that allows every member state to carry out reasonable projects.

Furthermore, gender is an under-prioritized field in the knowledge triangle. European and national policy makers still face gaps to act on systematic knowledge shortage on different research and innovation cultures and structures in Europe and how these affect the gender balance in society

and evolving research market adversely. Comparative analyses of the situation in European countries as well as other parts of the world would increase our knowledge base and contribute to the gathering of best practices. We therefore recommend that gender as a driving field of knowledge production gets priority in the new Framework Program for European research and innovation funding.

As a result, the program could have as its main tasks:

- Mainstream and monitor gender issues in research and innovation funded by the EU.
- Fund a specific research program on gender and women, as what exists in ERC within the social science and humanities disciplines does not have sufficient dimension. This will contribute to a better consideration of the gender dimension of research in general and in particular on the Great Challenges identified by ERA. It would also feed into joint programming in health, environment, technologies, etc., and into European and international cooperation. These are just a few possible action lines that may underpin the program.
- Collect, analyze and disseminate sex-disaggregated data.
- Create, train and/or support, as appropriate, National Contact Points on Gender, Science and Innovation (this will make the field more efficient and prevent duplication of work).
- Coordinate and support national and regional policy measures and positive actions, as well as exchange of good practice examples.

The Commissions dedicated program in the Common Strategic Framework should provide substantial budget in order to facilitate joint interventions of several member states and associated countries to the CSF. In order to speed up the modernization of public research organizations and also to integrate gender as a driving tool for innovation of services, processes and products, there is a need for more research and evidence-based knowledge.

Conclusion: We strongly recommend that the European Commission establishes a program for Gender in Research and Innovation and additionally co-funds stronger cooperation between member states.

Join the EPWS and be heard at European level!

**EPWS offers a valuable forum for sharing experiences and knowledge,
best practice and directions for change towards
gender equality in science and research policy.**

For more information and formal application forms please see
Membership section of the **EPWS website:** www.epws.org
or please contact membership@epws.org

A Membership Application Form is on page 16 of this newsletter

NEWS FROM EPWS MEMBERS

BASNET FORUMAS LAUNCHES NATIONAL LYMOS PROJECT

The national project financed by European Structural Funds “Promotion of gender equality in sciences”(LYMOS) recently started in Lithuania. The project was initiated by the BASNET Forumas for implementation of Lithuanian national “Strategy ensuring equal opportunities for male and female in sciences” accepted by Ministry of Education and Science and worked out on the basis of the BASNET project Strategy. The project is coordinated by the Lithuanian Academy of Sciences. Among the project partners are the Lithuanian Science Council, the BASNET Forumas Association and the Lithuanian National Union of Students. The project is aiming to work out a structural basis for implementation of gender mainstreaming in the Lithuanian science system. The project demonstrates a comprehensive approach to the gender equality problem in science.



The LYMOS team
Photo: Dalia Satkovskiene

The main activities are targeted to review, from the gender equality aspect, the legal basis regulating scientific activities in Lithuania, including methods used for institutional assessment of scientific achievements as well as creation of gender sensitive science monitoring system. As one of the pilot activities targeted to retain women in hard sciences, financial support is foreseen for a woman returning from baby care leave.

This will allow women scientists working in sciences and HT to recover their qualifications and prepare themselves for a dignified reintegration into the scientific community. The teams implementing the LYMOS project tasks are highly qualified and, what is very pleasant, are also highly motivated. This allows us to anticipate new achievements implementing gender mainstreaming in the Lithuanian science and research system.

Dalia Satkovskiene
BASNET Forumas president

WINGS

A faculty network at Lund University, Lund, Sweden.

WINGS - Women IN Great Sciences is a broad, cross faculty network – funded in 2007 – aimed at women at all levels of the Faculty of Science at Lund University and at women scientists working in related industries. WINGS believes that creating strong scientific networks is a good way to highlight the competence of its members both within the network and in contact with others within academia, industry, research institutes, and funding agencies.

The principal objectives of the network are:

- to enable women scientists to meet, present their research, exchange ideas and discuss scientific goals,
- to contribute to the competence- and career development of women scientists,
- and to help promote diversity and gender equality.

During the last four years regular lunch meetings and an annual two-day retreat at Hovs Hallar, Sweden has been organized with

invited - national and international - speakers who inspire discussions and development of research, career opportunities, and innovation. The keynote speakers at the annual retreat in May 2011 were Prof. Claudine Hermann, Vice-president of EPWS and Dr. Evanthia Kalpazidou Schmidt. Claudine Hermann gave an encouraging presentation about her research in solid state physics, career path and gave the French and European perspective on Women in Science. Dr. Evanthia Kalpazidou Schmidt from Aarhus University, Denmark is specialised in research policy in science and technology and she presented the FP7 research projects PRAGES and WHIST and the useful lessons that can be learnt from them. In 2010 WINGS became a supportive member of EPWS.

Anna Broström

Quaternary Science
GeoBiosphere Science Centre
Lund University
Sölvegatan 12, SE- 223 62 Lund

BASNET Forumas presents the new collective monograph of Lithuanian sociologists on gender research in physical and technical sciences publish in Lithuanian.

Women in Physical and Technological sciences:

A Schoolgirl, a Woman-student, and a Woman-scientist

Collective monograph

Editors: A. Novelskaitė, G. Purvaneckienė
Other authors: I. Stonkuvienė, A. Urbonienė
Vilnius Universitetas, 2011. P.277
ISBN978-9955-33-638-9

The book is aiming to introduce Lithuanian academic community into the topic of social gender specifics in sciences as well as present the results of empirical study of girls'

and young women's involvement into physical and technological sciences in Lithuania. The studies presented was funded by Lithuanian Ministry of Education and Science (2008). There are also included materials on women scientists in sciences and HT funded by EC FP6 BASNET project (2006-2007) as well as young women's empowerment for physical sciences and engineering related professions funded by Lithuanian State Science and Studies Foundation(2007).

The book encompasses three levels denoting essential periods of women's participation in science: (a) the period of learning at secondary school, where a young person acquires initial knowledge of science and undergoes elementary scientific socialization, and internalizes basic gender stereotypes; (b) the period of studies at higher school, where processes of substantial supplementation and (re)structuralization of initial scientific knowledge, and primary academic socialization usually happen as well as a path to the highest levels of scientific career opens (or closes); (c) scientific women's activity after she enters scientific community as a full member.

Basing on the results of meta-analysis of quantitative and qualitative data, which were collected by means of questionnaire surveys and interviews, newspaper monitoring and secondary statistical data analysis, the following can be concluded: gender misbalance will increase in the physical and technological sciences in the future if special measures are not introduced

Dalia Satkovskiene

More from the International Conference on Women in Physics

Stellenbosch, South Africa April 2011

Media statement:

<http://www.acitravel.co.za/event/index.php?eventID=20>
Webcasts of speakers: <http://physics.yale.edu/4th-international-conference-women-physics/>

**Conference photograph from the International Conference on Women in Physics
Stellenbosch, South Africa, April 2011**



Delegates came from 60 countries, including many countries in Africa.

Subscriptions

Remember - EPWS depends on membership fees to continue to exist.

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 letters went out in early 2011 to all members regarding the annual membership fees. Not all of your fees have been sent in. These should preferably be paid by bank transfer using the IBAN bank system. Please see the 'bank transfers' page on the website at

http://www.epws.org/index.php?option=com_content&task=blogcategory&id=165&Itemid=4676

Please contact me at membership@epws.org, if you have any problems regarding payment.

Thank you

**Isa Schön
EPWS Treasurer**

Membership Application Form

Please **READ** all necessary documents on www.epws.org

Then send the details required on this form to membership@epws.org

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

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

Forthcoming event:**European Gender Summit - Scientific Quality through Equality**
8-9 Nov 2011

Further information on how to participate can be found at:

http://www.gender-summit.eu/index.php?option=com_content&view=article&id=54&Itemid=58

EPWS Email Contacts:

General enquiries: info@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 button

Notes from the Editor:

Dear Readers,

Please do forward this newsletter to all who are interested in women in science issues as well as to those who might be like to join the EPWS as either networks or individuals.

Also please do remember that all EPWS members are invited to submit newsletter articles for future issues announcing or reporting on the activities of their networks and the women in science events in their countries. Please send notes on any science-related conference, event, calls, funding possibility, news etc for women in science! Mark the contributions 'for the attention of the EPWS newsletter editor' and send them to membership@epws.org. They may be submitted at any time, ready for the next issue.

Do visit the website at www.epws.org and the news pages at www.epws.net, they are up-dated frequently. There is a list of member organisations on the website – go to 'membership' then select 'members'.

Very best regards,

Ann Marks

Member of the EPWS Board of Administration

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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.