

## CONTENT

### EDITORIAL (p.2)

### EPWS NEWS

1. Keep the voice of women scientists in Europe alive: Help us keep up the Platform's high level of visibility, professionalism and impact at the European level! (p.3)
2. EPWS General Assembly 2009 - Resolution (p.4)
3. New members of the EPWS Board of Administration (p.5)
4. New EPWS Executive Committee (p.6)
5. In Quest of Scientific Excellence: "The Gender Challenge in Research Funding – Assessing the European National Scenes" Presentation of the Final Report of the EU Expert Group on "Gender & Excellence" 2009 in Berlin (p.7)
6. EPWS booklet: "EPWS Recommendations & Good Practice for the Promotion of Women Scientists in the Business & Enterprise Sector" (p.7)

### NEWS FROM EPWS MEMBERS

1. Member of the month: Professor Pooran Wynarczyk (p.8)
2. News from EPWS members (p.8 and p.9)

### EU NEWS

1. The European Commission welcomes review of European Research Council structures and mechanisms (p.10)
2. Overview of Science in Society Work Programme 2010 (p.11)
3. Overview of European Research by country: 2004 - 2009 (p.11)
4. New EU Report: EU gender legislation has helped tackle workplace discrimination (p.12)

### UPCOMING EVENTS (p.13)



## Editorial



Dear Readers,

After the Third General Assembly of the European Platform of Women Scientists EPWS in Brussels on 25 June 2009, the EPWS Board of Administration elected me as the new President of the association. I am very grateful for the confidence and faith vested in me and will put all

my strengths and abilities to the benefit and welfare of EPWS.

I would like to thank again my predecessor in this position, Adelheid Ehmke, for her courageous commitment to the interests of the Platform. My thanks also go to the leaving members of the EPWS Board of Administration, Mineke Bosch, University of Groningen and former EPWS Treasurer, Gillian A. Gehring, University of Sheffield, Hagit Messer-Yaron, The Open University Israel, Ana Proykova, University of Sofia, and Flavia Zucco, Institute of Neurobiology and Molecular Medicine Rome, for their strong support and active involvement in the set-up and development of the Platform. I cordially welcome and thank all new members of the EPWS Board of Administration, notably the new members of the EPWS Executive Committee, Claudine Hermann, Femmes et Sciences and new EPWS Vice President, and Isa Schön, Belgian Women in Science and new EPWS Treasurer, for their readiness to jointly take on responsibility with me in this difficult phase of the Platform's existence.

As will be widely known by now, the European Platform of Women Scientists EPWS will be forced for financial reasons to close-down the EPWS Secretariat in Brussels in the weeks to come. We tried every possible way to avoid this step by all means. Unfortunately, our endeavours have not been successful. The financial structures and regulations of the European Commission and many EU Member States do not allow for a longer-term financing of the running costs of associations. This unfortunately also applies to particularly successful and important associations such as EPWS.

Against this background, the delegates of the EPWS General Assembly in Brussels on 25 June 2009 have adopted a resolution in which they regret this situation and forcefully express their dismay concerning the present circumstances. The resolution of 25 June 2009 has been posted on the EPWS homepage and has been signed online by well over 1000 women and men researchers all over Europe and beyond. At the same time, EPWS launched a

call for donations to be able to continue its current activities, and I would like to cordially thank all those who by their signature and/or their donation confirm their solidarity with the Platform and its work.

All EPWS members have to be grateful to the staff of the EPWS Secretariat in Brussels, Geneviève Saussé, Emmanuelle Causse, Delphine Poiré, Patricia Thonus and Yuri Sousa, under the management of Maren Jochimsen, EPWS Secretary General, for their unflinching commitment and their outstanding work. Without their input the Platform could not have evolved in the comparatively short time of its existence into the widely recognized and serious voice to be reckoned with in EU research policy that EPWS is today. I especially thank the team in Brussels for their great and persistent loyalty with which they fight for the Platform's continuation until this day.

Dear Readers, for more than ten years, I personally committed myself first to the creation of EPWS, in the past years to the development, and now to the further existence of the Platform. Today I can confirm that EPWS has never been more important in the past than it is at present. It is my firm conviction that at present the voice of women scientists in EU research policy is as essential and indispensable as hardly ever before. This voice must be heard and taken account of in times like these when, at EU and at national level, we are discussing many crucial developments that will change science and research as well as the whole structure of the scientific system. There must not be a new scientific culture without a gender dimension. And any new architecture has to be gendersensitive and to fully implement equal opportunities for women and men. A lot of work still needs to be done in this respect and the voice and the contribution of women scientists are key and indispensable in the process.

I am highly grateful, therefore, that the members of the EPWS Board of Administration are ready to take on responsibility for numerous tasks and activities of the Platform that the EPWS Secretariat has professionally taken care of so far. It is also the job of the President to campaign among ALL members of EPWS for committing their expertise and knowledge to the Platform. It must not be that for funding rules and regulations such a successful organisation as EPWS will be silenced.

On this note, I ask all of you for your assistance and support. The voice of women scientists in Europe has to be counted on and be reckoned with in the future.

EPWS must continue to be more than a flash in a pan!

Brigitte Mühlenbruch  
*EPWS President*

**Keep the voice of women scientists in Europe alive!**  
**Help us keep up the Platform's high level of visibility, professionalism  
and impact at the European level!**

***The European Platform of Women Scientists EPWS asks for the immediate and personal commitment of every individual – member or sponsor to be able to continue its current activities.***

For the past three years, the European Platform of Women Scientists EPWS has networked the networks of women in science in Europe into the Voice of Women Scientists in EU Research Policy: More than 100 networks of women scientists and organizations working for the promotion of equal opportunities in research from 39 countries have joined the association, reaching out to more than 12.000 women researchers.

Through numerous position papers and inputs to public consultations on FP7, the European Research Area, the European Research Council, the European Institute of Innovation and Technology, and other relevant issues the voice of women scientists has been inserted into the EU research policy debate.

Women researchers and their supporters have actively participated in EPWS conferences, workshops, round tables and other initiatives. The EPWS Newsletter and News Alerts actively communicated latest developments in EU policy, the activities of the community, and up-date calls for papers, experts, collaboration partners and constitute one of the primary sources for targeted information on women and science in Europe. The voice of women scientists in Europe has not remained unheard and continues to be solicited to a steadily increasing extent: EPWS has a seat on the European Commission's Network of Women in Decision Making Politics and the Economy (initiated by DG Employment and Social Affairs), the former EPWS President sits on the European Research Area Board (ERAB) (initiated by the EU Commissioner for Research).

EPWS has guest status at the European Science Foundation's (ESF) Member Organisation Forum on Research Careers, and is member of the European Forum on Philanthropy and Research Funding run by European Commission in collaboration with the European Foundation Centre (EFC). The Platform is also in regular contact with members of the European Parliament and members of the Helsinki Group on Women and Science (a Commission Group composed of national civil servants) as well as several policy think tanks in Brussels.

Yet, in spite of its successful performance, increasing impact, high visibility at European level, and the acknowledged necessity of its work, the Platform is facing a tight financial situation.

Initially funded by the European Commission as an FP6 Specific Support Action, since November 2008, the Platform has to secure its own financial resources.

EPWS needs not only to cover the costs for office rent and office administration including the necessary personnel (running costs) of the association and the EPWS Secretariat in Brussels but also to co-finance and pre-finance grant funded projects. Due to the precarious state of funding of most EPWS member networks themselves, it is not possible to cover these costs based on EPWS membership fees and contributions. Also, overheads of grant funded projects can only contribute a small fraction to the running costs of the Platform.

In order to continue its current activities, EPWS needs the immediate and personal commitment of every individual – member or sponsor.

**Make a difference! Help us keep up the Platform's high level of visibility, professionalism and impact at European level! Donate one hourly wage to EPWS!**

The donation of one hourly wage by each of the 12.000 women scientists, whom EPWS works for, would enable the Platform to continue its successful activities. It would also be an impressive sign of support by the community and encourage more financially strong sponsors to support EPWS.

**Give EPWS the chance to further expand its membership and continue to empower women scientists all over Europe! Give EPWS the chance to have a long-lasting, enduring impact on European Research Policy!**

Prevent the waste of public and private financial resources and hours of voluntary commitment deployed in the creation of the Platform! For donations, please check our website: [http://www.epws.org/index.php?option=com\\_content&task=view&id=434&Itemid=4545](http://www.epws.org/index.php?option=com_content&task=view&id=434&Itemid=4545)

## EPWS General Assembly 2009 - Resolution

***On 26 June 2009, the participants of the EPWS Annual Conference “Scientific Culture, Communication, Gender – An Innovative Challenge for Women Scientists”, joined the delegates of the EPWS General Assembly 2009 in their call for immediate financial support to the European Platform of Women Scientists EPWS by signing a resolution approved by the EPWS General Assembly in Brussels on 25 June 2009.***

In view of the impending close-down of the EPWS Secretariat in Brussels, as a result of the current financial situation of the Platform, the signatories of the Resolution urge all responsible policy makers in the European Commission, the European Parliament and in the EU Member States to provide immediate financial support to EPWS to overcome the impasse created by existing financial structures and help to ensure the continuation of the acknowledged quality of the Platform’s work, fulfilling an identified public need and an explicit political goal of the European Lisbon Agenda.

The European Platform of Women Scientists EPWS in collaboration with Belgian Women in Science BeWiSe held its Annual Conference “Scientific Culture, Communication, Gender – An Innovative Challenge for Women Scientists” in Brussels on 25-26 June 2009, bringing together more than 80 scientists, representatives of European organisations of women researchers from all disciplines and policy makers from all over Europe.

First hand information on EU equal opportunities policies was conveyed by Luisa Prista, Head of Unit Scientific Culture and Gender Issues, and Virginija Langbakk, new Director of the European Institute for Gender Equality. In her keynote lecture “Knowing and Living in Research: Gender Dimensions of Science-in-the-making”, Prof. Dr. Ulrike Felt, Head Department of Social Studies of Science, University of Vienna, inspired a lively discussion on the gender impact of the less visible forces at work in everyday research such as prevailing concepts of career, mobility, competition and excellence. A poster exhibition highlighted EU funded (research) projects headed, managed or coordinated by women, action plans to promote equal opportunities and gender balance and the work of EPWS member networks and other networks to promote women scientists at national, regional and European level. A special visit to the Royal Belgian Institute of Natural Sciences (RBINS) in Brussels, upon invitation by the Museum’s Directorate, provided the participants with a concrete example of science communication.

The conference aimed at encouraging women scientists to actively communicate and promote their research results using their specific communication abilities and making full use of their potential in this respect, thereby joining the – so far male dominated – ranks of those active in the field. Against this background, the current financial situation of the European Platform of Women Scientists EPWS, one of the most powerful tools in the promotion of women in science in Europe, received prominent attention.

The conference participants noted the impending closure of the EPWS Secretariat in Brussels and the consequent cut in the Platform’s activities with dismay and spontaneously joined the EPWS General Assembly’s Resolution of 25 June 2009, urging all responsible policy makers in the European Commission, the European Parliament and in the EU Member States to provide immediate financial support to the Platform so that the successful work of EPWS at its present level can continue.

### Sign EPWS resolution and help to disseminate EPWS petition!

Please sign the EPWS Resolution and help us to further disseminate it. Send the Resolution and the following link to your networks and colleagues and do not hesitate to publish on your website and newsletters.

To sign the Resolution and download the relevant information, please go to the following link:

<http://www.ipetitions.com/petition/epwsresolution2009/index.html>

PS: Please disregard the call for donation on and for the petition hosting website. If you want to donate go to EPWS website! If you wish to make a donation to EPWS to support the Platform activities (see information p.3 of this newsletter), please go to our website.

## New members of the EPWS Board of Administration

During the elections to the EPWS Board of Administration conducted at the Third EPWS General Assembly held in Brussels on 25 June 2009, five new members of the EPWS Board of Administration were elected to replace Board members who finished their term. We are pleased to welcome as **new members of the EPWS Board of Administration**:

**Silvana Badaloni** - Donne e Scienza, Italy

Silvana Badaloni earned her degree in Physics. She is Associate Professor at the Faculty of Engineering, University of Padua, and she is teacher of the Course of Artificial Intelligence. Her main interests of research concern Artificial Intelligence and Computational Genomics. She is component of the Equal Opportunities Committee of Padova University and a partner of the Research Project "Gender issues in the scientific and technological research: the Leaky Pipe emergency" funded by the University of Padova. Silvana is also author of many publications on Women & Science issues.

**Evi Batra** - Hellenic Association of University Women, Greece

Evi Batra studied electrical engineering at the National Technical University of Athens (NTUA) and holds a PhD in Occupational Health and Safety from the same university. Her scientific interests are statistical analysis of occupational accidents, gender dimension in various spheres and workers' participation in the decision making process with numerous articles published in international scientific journals and conferences. Since 2005 she is a Tutor at the Hellenic Open University and since 2006 a Lecturer in the Department of Production and Management Engineering of the Democritus University of Thrace.

Evi Batra is the elected President of the Hellenic Association of University Women - SEE (2006-to date) and President the Federation of Balkan Non Governmental Organisations – FEBANGO (2008-to date). She is also a Member of the Guidance Committee of "PERIKTIONI" Network of the Greek General Secretariat of Research and Technology for the advancement of women in research & technology.

**Sandra Berzina** - Latvian Women in Science, Latvia

Sandra Berzina holds a PhD in Medicine and is founder and President of the network "Latvian Women in Science"(LaWiSe). Her Research interests are:antibiotics, consumption of antibiotics, resistance of microorganisms, education methods of medical microbiology. She organised the conference "The Nordic and Baltic Women in Science", in Riga on 13 March 2008 and represented LaWiSe at the Ministry of Welfare of Latvia in 2008.

**Dora Groo** - Association of Hungarian Women in Science, Hungary

Dora Groo is the first president of the Association of Hungarian Women in Science since 2008. She is a medical doctor by profession, she worked for 10 years in pharmaceutical research and received her PhD in experimental medicine. She published several papers in international scientific journals in this field. Since 1991 she has been the programme manager of the U.S.-Hungarian Science and Technology Joint Fund. After the establishment of the Hungarian Science and Technology Foundation in 1994, Dora Groo became the director of the organisation. She obtained an MBA degree in 2002 and between 2002-2006 worked part-time for the EU Directorate General Research as a Project Technical Assistant.

Dora Groo coordinated six projects within the European Framework Programmes for Research and Technological Development (FP), two of which dealt with women and science issues. She served as expert evaluator for FP proposals and projects, represented Hungary in the Enwise STRATA ETAN expert group (2002-2004) in the field of women & science and was co-author of the report "[Waste of talents: Turning private struggles into a public issue](#)".

**Ann Marks** - Women in Physics Group, United Kingdom

Ann Marks is delegate of the Women in Physics Group (WIPG) at the Institute of Physics (IOP). She is an education consultant to university departments involved in physics outreach. Since 2005 she has developed fun materials and trained physicists to visit schools to excite the interest of the pupils, particularly girls, in science.

When she was chair of WIPG, Ann Marks founded the UK Young Woman Physicist Award. Winners are role models promoting the exciting careers open to young women physicists. In 2006, Ann Marks was elected as a member of the Council of the IOP, the governing body of the Institute, and chair of their Nations and Regions Committee, which oversees all the branch activities of the IOP across the United Kingdom and Ireland. In 2007, Ann Marks was honoured in the Queen's Birthday list by being awarded Membership of the Order of the British Empire, MBE, for services to physics.

## New EPWS Executive Committee

The newly elected EPWS Board of Administration met on 25 June 2009, the very day of its own election, to elect the EPWS Executive Committee from its midst. EPWS is proud to introduce the newly elected members of the Executive Committee:

- **Dr. Brigitte Mühlenbruch, EPWS President**, Former EPWS Vice-President, CEWS - Frauen in Wissenschaft und Forschung e.V., Bonn (Germany)

After finishing her PhD in Pharmaceutical Chemistry, Brigitte Mühlenbruch worked as a scientist at the University of Bonn for almost 20 years before becoming the University's first Equal Opportunities Commissioner. Since the late 1980's her research and concept development have focused on gender equality, gender mainstreaming, and programmes and processes regarding the recruitment and retention of female scientists in Germany as well as at the EU level. In 2003, Brigitte Mühlenbruch was a member of the Steering Committee for the Study on Networks of Women Scientists in Brussels which confirmed the need of a network for women scientists at European level. Brigitte Mühlenbruch was Scientific and Managing Director of the Center of Excellence Women and Science CEWS in Bonn from 2000 until 2005, managing several research projects funded by the German government and the EU in the field of gender equality in science. Under her leadership, CEWS drafted the winning proposal for the establishment of the European Platform of Women Scientists EPWS in Brussels and signed the contract with the European Commission in 2005. Brigitte Mühlenbruch is Founding Member of EPWS. She is member of the European Commission's Network of Women in Decision Making in Politics and the Economy, President of CEWS e.V. and Vice President of the Christiane Nüsslein-Volhard-Foundation in Germany

- **Prof. Claudine Hermann, EPWS Vice-President**, Ecole Polytechnique, Femmes e Sciences, Paris (France)

Claudine Hermann was Professor of Physics at the Ecole Polytechnique, the most renowned French engineering school. Her research domain is optics of solids. She is alumna of Ecole Normale Supérieure de Jeunes Filles and her PhD (1976) is in solid state physics. She was the first woman ever appointed Professor at Ecole Polytechnique in 1992. Since then, in addition to her activities in physics, she has been studying the situation of women scientists in Western Europe and promoting science for girls, by papers and conferences, in France and abroad. She has worked in team for many years with the late Huguette Delavault, a retired Mathematics Professor at Paris University. Claudine Hermann was a member of the expert group that produced the so called 'ETAN report' ('Science policies in the European Union: Promoting excellence through mainstreaming gender equality') of the Directorate General Research of the European Commission on women in research in academia in Western Europe (2000). She has been one of the two French members of the group of civil servants on Women and Science at DG Research (Helsinki group) from 1999 until 2006 and is Founding Member of EPWS. She is a co-founder and the first president of the association Femmes et Sciences (French Women and Science association). She is now president of honour of this association.

- **Dr. Isabelle Schön, EPWS Treasurer**, Royal Belgian Institute for Natural Sciences (RBINSc), Belgian Women in Science (BeWiSe), Brussels (Belgium)

After graduating in Biology in 1990 and obtaining her PhD in 1995, Isabelle Schön became a Research Fellow at Leeds University, UK, for one year. After several scholarships for her post-doc research, including a scholar of a Marie-Curie Training grant at the RBINSc (1999-2000), she became a Research Fellow at the RBINSc in 2001 where she currently works. She was a member of the Co-ordination Committee of the ESF PARTNER network. She participates as a senior scientist in two European networks (Marie-Curie RTN SEXASEX and ESF-EURODIVERSITY project MOLARCH) for which she provides advice for gender equality (e.g. during a special session on Women in Science at the 1st training workshop). Isabelle Schön is founder of BeWiSe, the Belgian Network for Women in Science and its current Vice-president. She is Founding Member of EPWS, was a member of the expert group 'Towards an European Platform for Women Scientists' and has participated in various conferences on women in science topics (e. g. EMBL special meeting, EC meeting).

### 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 application forms are available in the Membership section of the EPWS website:

[www.epws.org](http://www.epws.org)

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

## **In Quest of Scientific Excellence: “The Gender Challenge in Research Funding – Assessing the European National Scenes” Presentation of the Final Report of the EU Expert Group on “Gender & Excellence” 2009 in Berlin**

In the presence of more than 130 researchers, policy makers and practitioners working for the promotion of equal opportunities in research, the EU Report “The Gender Challenge in Research Funding – Assessing the European National Scenes” was presented and discussed in Berlin on the occasion of the CEWS Conference “*Frauen für die Stärkung von Wissenschaft und Forschung*” (Women for the Strengthening of Science and Research).

The report, published in May 2009, contains the findings and recommendations of an international European Commission Expert Group on “Gender and Excellence” set-up by the European Commission in 2008 to provide recommendations on the improvement of transparency and accountability of procedures used in selection committees for grants and fellowships awards, and access to research funding in general – an important starting point also regarding the creation and provision of equal opportunities for women and men scientists in selection processes.

Two members of the Expert Group, *Rossella Palomba*, Italy, and *Thomas Hinz*, Germany, presented the report. *Palomba*, Director of Research at the Institute of Population and Social Policy at the National Research Council in Rome, presented the report’s major findings and recommendations. *Thomas Hinz*, Professor for Empirical Social Research at the University of Constance, discussed the situation in Germany and situated the German state of affairs in the international context of the report.

The report puts forward the following key recommendations for funding institutions and other stakeholders:

- Take gender challenge seriously
- Increase the number of women researchers applying for funding

- Improve gender balance among gatekeepers and peer-reviewers
- Monitor gender data and publish results
- Improve transparency in research funding.

The presenters stressed that transparency and accountability of procedures used in selection committees, starting with the recruitment of reviewers for certain proposals, needed to be improved and reinforced and pointed to the fact that gender training for evaluators was lacking in almost all of the 33 countries on which data have been collected. They emphasized that, among the pool of applicants, women scientists should be explicitly encouraged to apply for funding and young researchers needed special attention. They also pointed to the risk that existing criteria for scientific excellence might reinforce gender biases in research funding.

A lively discussion with the audience, moderated by *Maren Jochimsen*, EPWS Secretary General, followed the two presentations, concentrating on indicators which would more comprehensively reflect possible gender imbalances in the access to research funding since it was understood that the success rate, the main criterion examined in the report, was not an apt measure of possible gender imbalances, e.g. in numbers of applicants, numbers of awardees, or concerning the amount of the funding applied for.

The event was organised by the German UNESCO Commission, L’Oréal Germany and the Christiane Nüsslein-Volhard-Foundation in collaboration with the European Platform of Women Scientists EPWS, Brussels, and sponsored by L’Oréal Germany.

The report can be down-loaded from the EPWS website at <http://www.twine.com/user/epws>.

## **EPWS booklet: “EPWS Recommendations & Good Practice for the Promotion of Women Scientists in the Business & Enterprise Sector”**

EPWS has compiled a booklet on “*EPWS Recommendations and Good Practice for the Promotion of Women Scientists in the Business and Enterprise Sector*”, with the objective to provide recommendations and good practices for the promotion of women scientists in the business and enterprise sector. The document contains selected good practice examples collected by EPWS as well as conclusions and recommendations by EPWS members and European Commission projects in the field of the promotion of women engineers and women scientists working in the industrial sector.

The Platform hopes that the booklet will help providing useful information and tips to foster the promotion and representation of women scientists, engineers and technicians in the business and enterprise sector and to enhance exchanges between industry and universities. The booklet will be made available to on the EPWS website later this year. If you are interested in the booklet, please contact [emmanuelle.causse@epws.org](mailto:emmanuelle.causse@epws.org).

## Member of the month: Prof. Pooran Wynarczyk

**Professor Pooran Wynarczyk**, BA, DMS, MA, Kent University; PhD, Newcastle University, Chair of Small Enterprise Research and Founder and Director of the Small Enterprise Research Unit (SERU) at Newcastle University.

Since joining the University in 1983, Pooran Wynarczyk has been a principal investigator and award holder of numerous several major Economic and Social Research Council (ESRC), European Union and consultancy funded projects in key areas of the regional economic development. In 1995, she set up SERU initially at the Centre for Urban and Regional Development Studies (CURDS), which now operates as an independent Outreach Unit. In 2001, as a significant recognition of her achievements, she was

awarded the Personal Chair of Small Enterprise Research at Newcastle University.

Pooran Wynarczyk is an individual supporting member of EPWS and has been very committed to the work of the Platform from the beginning. She invited the Platform to several events, readily provided inputs to EPWS activities and has now taken an active lead in planning the Third EPWS Annual Conference in June 2010 and offering to hold the event in Newcastle.

The European Platform of Women Scientists EPWS would like to take this opportunity to thank Pooran Wynarczyk for her great support in the past and is looking forward to our future collaboration.

See also News from EPWS members, item 4.

## News from EPWS members

### 1. Professor Gillian Gehring won the 2009 IOP Mott medal and prize

Professor Gillian Gehring, University of Sheffield, former member of the EPWS Board of Administration, has been awarded the 2009 IOP Mott medal and prize for her seminal contributions to magnetism.

"Gillian Gehring is distinguished as an international research leader in magnetism. She is unusual in having made important contributions to both theoretical and experimental physics. Much of her research has been concerned with different phase transitions and her work on cooperative Jahn Teller Effect is very well known. She studied the Random Field model before it had become well known and gave the theory of the phase diagram that took the random fluctuations into account. Linear Birefringence is one of the most accurate methods to study distortions in transparent crystals and Gehring gave the first microscopic theory of this effect, first for Jahn Teller transitions and then more generally for magnetic transitions. Gehring was the first to derive a theory that unified the domains that form in ferromagnetic systems below the phase transition with the critical fluctuations above the phase transition."

Gillian Gehring is Founding Member of the European Platform of Women Scientists EPWS and served on the EPWS Board of Administration from 2005 until June 2009.

For more information about the Mott medal:

[http://www.iop.org/activity/awards/Subject\\_Awards/The\\_Mott\\_Medal\\_and\\_Prize/page\\_1788.html](http://www.iop.org/activity/awards/Subject_Awards/The_Mott_Medal_and_Prize/page_1788.html)

### 2. Claire Bergman awarded the légion d'honneur

On June 8, 2009 Claire Bergman, former director of Research at CNRS has been awarded the légion d'honneur with the grade of Knight in Marseille (France).

This prestigious decoration was awarded to her by Claudine Hermann, EPWS Vice-President and Officer of the Légion d'honneur. During her speech, Claudine Hermann highlighted Claire Bergman's great scientific work mainly in the domain of new materials, chemistry and physics and her active involvement in European projects such as the Network of Excellence-Complex Metallic Alloys (CMA), which is an EPWS Associate member. Claire Bergman has an academic background in physics and chemistry and she was well appreciated as a team leader at the Institut Materials, Microelectronics and Nanosciences of Provence, CNRS and Aix-Marseille University. She is also the mother of 3 children.



C.Hermann (left), C. Bergman (right)

The légion d'honneur is a prestigious French order established by Napoleon in 1802. The order is the highest decoration in France and is divided into five various degrees: Chevalier (Knight), Officier (Officer), Commandeur (Commander), Grand Officier (Grand Officer) and Grand' Croix (Grand Cross). The honor has evolved since Napoleon established it and nowadays, men and women can be received into the légion, for 'eminent merit' in military or civil life.

## News from EPWS members (continued)

### 3. Rocket scientist takes career woman award

Four female early career physicists, family, colleagues, friends and members of the Institute of Physics (IOP)'s Women in Physics Group came to the Institute of Physics (IOP) on Wednesday, 27 May, to hear who would be awarded 2009's Very Early Career Woman Award.

The award, sponsored by Shell, is aimed at recognising early career women working in physics-related fields and highlighting how their skills, ambition and desire to inspire others into physics-related pursuits are already bearing fruit. The four shortlisted candidates presented slides about their work which were as varied as they were enthralling: one about her research towards building particle physics accelerators which intend to zap inoperable tumours; another on the study of the effect of light on butterflies' wings; one more on understanding dark energy and star formation; and, finally, one from a rocket scientist currently involved in designing the attitude control for a spacecraft.

It was stressed by Dr Gillian Butcher, chair of the Women in Physics Group and compere for the day's event, that the four shortlisted candidates had been very difficult to choose between as all had already achieved so much at such an early stage of their career.

The winner however was Victoria Hodges from Astrium Ltd who explained during her presentation that she is currently working on GAIA, one of the European Space Agency's cornerstone projects, due to be launched in 2012, which all involved hope, once construction is completed, will be able to map the billion or so stars in our galaxy and the local group.

Victoria Hodges explained her work at the event, "Once the satellite is in space its position and orientation has to be controlled, a bit like driving a car, but it's not possible or desirable to do this in real-time. You have to make the spacecraft autonomous to overcome the gap between sending a signal and the satellite receiving it, while this is only around 5 seconds for Gaia, this is a long period of time for a spacecraft! A big part of my team's challenge is being able to control the satellite accurately to within less than a degree (and in some phases of the mission less than a few arcseconds!) of the desired orientation – imagine trying to control the line along which you drive a car on the road to this level of accuracy!"

Also impressive to the judges, Victoria Hodges has recently spent a fair proportion of her time working on an outreach programme for school children visiting the Astrium site in Stevenage. The new programme for school kids has already been well-received by more than 500 local children, helping to inspire rocket scientists of the future.

### 4. Call for Chapters Emerald-ISBE Book Series Contemporary Issues in Entrepreneurship Research (Series Editors: Colette Henry & Susan Marlow) Volume I: Innovating Women: Contributions to Technological Advancement (Volume Editors: Pooran Wynarczyk & Susan Marlow)

It is almost universally accepted that scientific activities and discoveries are the most important sources of productivity growth and increased material welfare (Edquist 1997; DTI, 2004). As a result, there is intense international, inter-regional and inter-firm rivalry to generate invention and innovation and support rapid deployment for commercial or social gain (Wynarczyk, 2007). Throughout history, women have been making significant contributions to scientific discoveries, innovation and inventions. However, they do not feature prominently in the inventive and innovative literatures appearing as exceptional examples, rather than as a result of a well researched activity (Jaffe, 2003) and as such, they rarely receive deserved credit for their scientific excellence.

Accordingly, to contribute to current research and debate, this book focuses on the scientific activities of women and their contribution to technological advancement, society, and economic development. It aims to investigate and demonstrate the innovative and inventive achievements of women in the knowledge based society. This book will be the first text in the Emerald-ISBE series which seeks to explore issues of contemporary interest and importance to the entrepreneurial community of practice. It will be edited by Professors Pooran Wynarczyk and Susan Marlow who ask track leaders and advisors to alert them at an early stage to any papers which may be of relevance to the theme of the book and have sufficient substance to constitute a chapter.

Anyone who thinks that she/he can give pertinent inputs or have any questions about this call should contact the editors to discuss possible contributions.

**Contact details (Volume I Editors):** Professor Pooran Wynarczyk, FRSA Director Small Enterprise Research Unit (SERU) Newcastle University Business School, UK

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## The European Commission welcomes review of European Research Council structures and mechanisms

***EU Commissioner Janez Potočnik received on 24 July 2009 the report on the review of the European Research Council's (ERC) structures and mechanisms from the review panel's chair Professor Vaira Vike-Freiberga. This report represents a thorough scrutiny of the ERC structures, conducted by a high-level independent panel of experts. The Commission will respond to the report's recommendations and present its proposals on the future of the ERC by October 2009. The report emphasises the considerable achievements of the ERC and its critical role in the European Research Area, and highlights the need to take measures to ensure the sustainability of its initial success.***

The conclusions of the high-level expert review panel's thorough review of the ERC, presented in this final report, come after more than five months work, during which the panel consulted representative research organisations and stakeholders in Europe.

European Science and Research Commissioner Janez Potočnik said: "I would like to thank the review panel for its energy, diligence and integrity in carrying out this demanding task. The review is a crucial step to ensure the continued success of the ERC, a flagship of the EU's seventh research Framework programme. Although the ERC already can be described as a leader in frontier research funding in Europe, our ambitions must not stop here. The panel's findings will help us to set the direction of our future work to make the ERC a mature and fully effective part of Europe's research system."

Panel chair Prof. Vaira Vike-Freiberga, former President of Latvia, said: "The review panel is honoured to have been trusted with the

important task of analysing the ERC's structures and mechanisms. We have carefully examined the ERC's current operations and consulted key stakeholders. The ERC is of evolving strategic importance to Europe and is already having a substantial positive impact on the European research scene. The sustainability of this success and the aim of building the ERC into a world class agency depend, however, on adjustments to the operating philosophy and a constancy of the vision that led to its establishment in the first place. Improvements to the ERC structure are needed to integrate scientific and administrative aspects of governance and to streamline and simplify procedures. We hope that the Commission will act on our recommendations swiftly, as the ERC presents a novel and essential instrument for European research."

### More information

The European Research Council was set up under the seventh Framework programme's "Ideas" specific programme with an independent Scientific Council and a dedicated implementation structure, to be established in the form of an Executive Agency. This Executive Agency gained administrative autonomy on 15 July 2009.

At the same time as the European Research Council was set up it was agreed that, in the context of the mid-term evaluation of the Seventh Framework Programme (FP7), an independent review of the ERC's structures and mechanisms would be carried out.

### Composition of the Panel

The independent ERC review panel, established by the European Commission, is composed of six eminent experts with an experience in research policy and management at the highest national, European and

international level.

The panel is chaired by Vaira Vike-Freiberga, former President of Latvia (1999-2007) and former Professor of Psychology at the University of Montreal.

The other members are:

Lord (David) Sainsbury (Vice-Chair), Former Under Secretary of State at UK Department of Trade and Industry with responsibility for Science & Innovation; Head of Gatsby Charitable Foundation;

Yves Mény (Rapporteur), President of the European University Institute, Florence;

Fiorella Kostoris Padoa Schioppa, Professor of Economics at "La Sapienza", Rome; former President of ISAE (Istituto di Studi e Analisi Economica), Rome;

Lars-Hendrik Röller, President of European School of Management and Technology, Berlin; Professor of Economics, Humboldt University, Berlin;

Elias Zerhouni, Former Director of National Institutes of Health, USA (until Oct 2008); previous executive Vice-dean of Johns Hopkins University School of Medicine, Baltimore, USA.

For more information about the report and the panel, please check the following links:

Review panel's report: [http://erc.europa.eu/PDF/final\\_report\\_230709.pdf](http://erc.europa.eu/PDF/final_report_230709.pdf)

ERC review webpage: <http://erc.europa.eu/index.cfm?fuseaction=page.display&topicID=158>

Full text of the Communication setting up the ERC panel review: [http://erc.europa.eu/pdf/COM\\_2008\\_0526\\_F\\_EN\\_COMMUNICATION.pdf](http://erc.europa.eu/pdf/COM_2008_0526_F_EN_COMMUNICATION.pdf)

## Overview of Science in Society Work Programme 2010

The Science in Society (SiS) Work Programme has been published on 29 July 2009. The following article gives you an overview of the 2010 approach of the Work Programme as well as the specificity of the gender actions of the Work Programme.

### Approach for 2010

The 2020 Vision for the European Research Area (ERA) adopted by the Council of the European Union in December 2008 underlines that the ERA "is firmly rooted in society and responsive to its needs and ambitions in pursuit of sustainable development". This confirms the orientation taken by the Science in Society (SiS) Work Programme: the aim is to ensure that SiS develops in a way that is integrated into the 7th Framework Programme and ERA as a whole.

The 2010 Science in Society (SiS) Work Programme builds on the new direction taken in the 2009 Work Programme, which prioritised more focused and structured actions with greater European added-value and impact, to promote a more effective critical mass of projects involving a wide range of key actors. The focus in 2010 will also be on the following issues in particular:

- A greater research component, which will continue to be developed further in subsequent work programmes.
- Pursuing broader public en-

gagement in science and research, mobilising research.

- Research organisations as well as citizens and other organisations. Greater importance is given in 2010 to the aim of addressing key SiS objectives by bringing together under each Mobilisation and Mutual Learning (MML) Action Plan a European consortium of different actors to cooperate on the basis of a common set of specific SiS actions over a period of four years. Partners could include research institutions, universities, ministries, parliamentary offices for Science & Technology (S&T), funding agencies, cities, civil society organisations, museums, science festivals, and the media.

- More focused work on ethics: research on the role of ethics under EU policy and law and at global level and investigation of ethics capacity building in research.

- Measuring and evaluating research quality.

- Actions to engage and modernise universities.

- In science education, a focus on in-service teacher-training (thereby implementing the second recommendation of the report '*Science Education Now; A Renewed Pedagogy for the Future of Europe*'<sup>2</sup>), and on reinforcing links between science education and S&T careers in the private sector through reinforcing the industry/education partnership.

- Under Gender and Research, a focus on implementing structural

change in research organisations/universities, and on Euro-Mediterranean Cooperation.

- Mobilising key actors on the relationship between science and the arts.

### Gender Actions

The pursuit of scientific knowledge and its technical application towards society requires the talent, perspectives and insight that can only be assured by increasing diversity in the research workforce. Therefore, all projects are encouraged to have a balanced participation of women and men in their research activities and to raise awareness on combating gender prejudices and stereotypes. When human beings are involved as users, gender differences may exist.

These will be addressed as an integral part of the research to ensure the highest level of scientific quality. In addition, specific actions to promote gender equality in research can be financed as part of the proposal, as specified in Appendix 7 of the Negotiation Guidance Notes. Specific topics targeted on gender issues are contained in Activity 5.2.1: Gender and Research.

To read the Capacity, Science and Society 2010 Work Programme go to: [http://cordis.europa.eu/fp7/dc/index.cfm?fuseac-tion=UserSite.FP7DetailsCallPage&call\\_id=287](http://cordis.europa.eu/fp7/dc/index.cfm?fuseac-tion=UserSite.FP7DetailsCallPage&call_id=287)

## Overview of European Research by country: 2004 - 2009

From 2004 to 2009, a period corresponding to the terms of the European Commission and European Parliament, European science and research took further important steps. The Seventh EU Framework Programme (FP7), the most ambitious European research programme so far, was launched and significant advances in building the European Research Area were achieved, with new key initiatives and instruments.

If you are interested in learning more about how your – or any other – country has benefited from European research during this period, go to following webpage of DG Research: <http://ec.europa.eu/research/index.cfm?pg=nationalbrochures&lq=en&ctry=fr#map>. You simply need to click on the country you are interested in to get a short brochure summarising EU achievements, participation in FP6 and FP7 and major success stories in various key fields: environment, energy, health, nanotechnologies, human sciences, etc. You can also find a link to regional projects in each country as well as to many of the successful projects mentioned in the brochure.

## New EU Report: EU gender legislation has helped tackle workplace discrimination

***EU legislation has benefited workers through broader protection against discrimination based on gender and clearer definitions of discrimination, says a European Commission report adopted on 29 July 2009. Implementation of Directive 2002/73/EC has generally been satisfactory, although not all countries have yet brought their rules into line with EU requirements. The report identifies the main problems and good practices in implementing the Directive, which aims to promote equal treatment for men and women in access to employment, vocational training and promotion, and working conditions.***

In a press declaration Vladimír Špidla, Commissioner for Employment, Social affairs and Equal opportunities said that "Given the persistence of inequality and discrimination based on gender, it is crucial that the relevant European and national legislation is implemented and enforced carefully". "The involvement of all actors – the authorities, social partners, NGOs, equality bodies and society at large – is essential if we are to make effective use of the tools to eradicate discrimination provided for in this Directive. In the current economic situation it is important more than ever to use all the human potential available in society."

The report looks at how Member States have implemented the key provisions of Directive 2002/73/EC, with a view to identifying the main problems and good practices. It notes progress in implementing the Directive and describes it as satisfactory, but draws also attention to the fact that the Commission has had to take action against some national governments that have not yet brought their laws and procedures into line with the Directive. The report also focuses on the enforcement of obligations under the Directive, noting that victims of discrimination rarely make use of traditional litigation.

National equality bodies have a key role in furthering equality, says the report, particularly in assisting victims of discrimination, who are more likely to turn to an equality body than make use of traditional litigation. As for the role of social partners, employers and NGOs in promoting equality, the report notes a great diversity of approaches throughout Member States.

The legislation amended a previous directive from

1976 (76/207/EEC) and entered into force on 5 October 2002. Member States had until 5 October 2005 to incorporate it into their own national legal systems.

### Background Information:

Directive 2002/73/EC modernised European Community law on gender equality in a number of ways: it broadened the scope of protection by prohibiting discrimination in access to self-employment and membership of professional organisations and defined more clearly various types of discrimination (direct and indirect discrimination, harassment and sexual harassment, instruction to discriminate) and exceptions to the principle of equal treatment. For the first time, European Community law banned sexual harassment in the Directive.

The Directive also protects workers who are pregnant or on maternity leave – women have a right to return to their job or to an equivalent post on terms and conditions which are no less favourable to them, and to benefit from any improvement in working conditions to which they would have been entitled during their absence.

An innovative aspect of the Directive is an obligation to designate a national equality body in each Member State, which would assist victims of discrimination and otherwise promote, analyse, monitor and support equal treatment. The Directive also encourages social dialogue and dialogue with NGOs on issues of equal treatment.

Finally, the Directive includes an obligation for Member States to provide for judicial and/or administrative procedures for the enforcement of the obligations under the Directive, to provide a possibility for victims to claim compensation and to introduce sanctions for breaching the principle of equal treatment. It also includes prohibition of victimisation of an employee as a result of making a complaint.

Further information about the Report can be found under the following link: <http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=571&furtherNews=yes>

Information on the transposition of EU gender equality legislation into national law can be found at: <http://>

**Anything new in your organisation? Any upcoming event or recently released publication? Want to have more visibility given to your activities?**

Let us know and we will publish your news here.

Contact: [membership@epws.org](mailto:membership@epws.org)

## Upcoming Events

### **1. 1st European Conference on Gender and Diversity in Engineering and Science, Dusseldorf, Germany, 11-13 September 2009**

'Gender and Diversity in Engineering and Science' is the motto of the first European Conference organized by the division 'Women in the Engineering Profession' (fib – Frauen im Ingenieurberuf) of the Association of German Engineers (VDI). The conference's core objective is to bring the gender and diversity argument from the gender sciences to industry and to those people who want to make a change. Therefore the conference will turn the spotlight on best practices all over the world, results of studies showing the benefits of diversity and gender conscious management and information on world-wide work-life balance concepts in engineering and science. The conference will also address cross-cultural success factors, women leadership, the changing professional image of the engineering profession and gender relevance in engineering education.

The conference aims to encourage the European networking of female engineers.

For more information, please go to [www.fib-conference2009.de](http://www.fib-conference2009.de)

### **2. Amonet II International Meeting entitled 'Women Empowerment in Science', Lisbon, Portugal, 12-13 October 2009**

Amonet, the Portuguese network for Women in Science, and EPWS Full Member, is going to have its II International Meeting in Gulbenkian Foundation Lisbon Headquarters. EPWS President Brigitte Mühlenbruch will be among the invited speakers.

You can find more info on the following webpage: <http://www.dq.fct.unl.pt/qoa/amonet/home.htm>

### **3. DEWIS Conference "Innovation through Diversity", Delft University, The Netherlands, 27 October 2009**

To get innovative solutions it is necessary to have diverse teams working together. DEWIS, the Delft Women in Science network, choose "Innovation through Diversity" has a topic for its annual conference. It will be combined with an interactive workshop about "Diversity in Teams". Everyone is welcome. The more diversity the better!

Further information about the event will be soon displayed on the DEWIS website: <http://www.tudelft.nl/live/pagina.jsp?id=ace3c4ca-9096-4e4a-9519-e58c95cc1a91&lang=en>.

### **4. The 4<sup>th</sup> Congress of the International Society of Gender Medicine (IGM), Berlin, Germany, 6-8 November 2009**

The Congress will discuss relevant issues in gender research from a broad spectrum of medical fields, in basic and clinical research, and health care, prevention, and medical education. The goal of the event is to promote gender research and to network gender researchers all over the world. It is supported by the International Society of Gender Medicine, its national member societies, the Organization for the Study of Sex Differences (OSSD), the German Heart Institute Berlin (DHZB), and the Charité-Universitätsmedizin Berlin. They will present the most recent data from a multidisciplinary project that aims at the definition of gender medicine and European curriculum development.

For more infos, please contact our website ([www.charite.de/gender](http://www.charite.de/gender))

## EPWS ANNUAL CONFERENCE AND GENERAL ASSEMBLY 2010

### Safe the Date!

The EPWS Annual Conference 2010 in collaboration with the Small Enterprise Research Unit (SERU) at Newcastle University will take place in Newcastle (UK) on 11-12 June 2010. The Fourth EPWS General Assembly will be held in Newcastle on 11 June 2010.

More information on these events will be soon published on [www.epws.org](http://www.epws.org).

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