



**European Platform of Women Scientists
2010 Annual Conference**

Brussels, 10-11 June

**Women in Present and Future
European Research**



Handbook of Abstracts and CVs

Contacts

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European Platform of Women Scientists

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Conference Programme

Thursday, 10 June 2010	Royal Belgian Museum of Natural Sciences Rue Vautier 29, B-1000 Brussels
13:00 – 14.00	Registration
14.00	Welcome and Opening Address Brigitte Mühlenbruch President European Platform of Women Scientists EPWS
14.15	Camille Pisani Director of the Royal Belgian Institute of Natural Sciences
14.20	First Session chaired by EPWS President Brigitte Mühlenbruch Keynote Lecture Luisa Prista Head of Unit Scientific Culture and Gender Issues, DG Research <i>New Developments in the European Research Area (ERA) for Women in Science</i>
14.45	Presentation of recent and current European projects and actions: Serenella Martini Department for Equal Opportunities-DPO, Rome, Italy: <i>Implementation of the policies on gender equality and improvement of the presence and the role of women in scientific careers starting with the project PRAGES (Practising Gender Equality in Science)</i> Giovanna Declich ASDO Association, Scientific partner of the project PRAGES: <i>PRAGES: suggestions for academic and research institutions resulting from current practice</i> Elizabeth Pollitzer PORTIA Ltd, United Kingdom <i>genSET (Gender in Science): Building Institutional Capacity for Action on Gender Dimension in Science</i> Marina Calloni University of Milano-Bicocca, Italy <i>Challenging Futures of Science in Society: Emerging trends and cutting- edge issues' – the MASIS (Monitoring Activities of Science in Society in Europe) report</i> Antonella Di Trapani European Research Council Executive Agency, Belgium <i>Gender balance in the European Research Council (ERC) grants</i>

16.15	Coffee break and poster session
16.45	EPWS General Assembly Networking Meetings
18:45	Group Discussions Policy Debate: (Dalia Satkovskiene) Fundraising: (Isa Schön) Other topics: (Claudine Hermann)
19.30	End of formal activities for the day Informal dinner for participants (at their own expense)
Friday, 11 June 2010	Royal Belgian Museum of Natural Sciences Rue Vautier 29, B-1000 Brussels
9.00	Second session chaired by EPWS Treasurer Isa Schön Women scientists empowerment and changing the institutions, Presentation of current EU projects related to Women and Science Coordinator: Dóra Groó, EPWS Board of Administration member André Béraud , ECEPIE, France: <i>HELENA (Higher Education Leading to Engineering and Scientific Careers)</i> Dóra Groó , Association of Hungarian Women in Science: <i>GENDERA (Changing the gender balance in research organisations)</i> and <i>UNICAFE (University Career of Female Scientists at Life Sciences versus Technical Universities)</i> Nicole Grobert (University of Oxford), United Kingdom: <i>The DIVERSITY project (Improving the gender diversity management in materials research institutions)</i> Jenni Dyer , IOP (Institute of Physics), United Kingdom: <i>The Juno project: Addressing the under-representation of women in university physics and encouraging better practice for both women and men)</i> Randi Wallmichrath , Germany: Contact Point Women into EU Research (Kontaktstelle Frauen in die EU- Forschung FiF im EU-Büro des BMBF) <i>Women into EU Research! Activities of the Contact Point FiF</i>
10:15	Coffee break and Networking

10.45	<p style="text-align: center;">Encouraging girls into SET</p> <p>Coordinator: Ann Marks, EPWS Board of Administration member</p> <p>Presentation of projects results: Carole Paleco, BeWise, Belgium: <i>GAPP (Gender awareness participation process)</i></p> <p>Presentation of actions of Amonet, Portugal: Ana Lobo, and of femmes et mathématiques (Women and mathematics), Femmes Ingénieurs (Women Engineers) and Femmes & Sciences (Women and Science), France: Christine Charretton</p> <p>Presentation of the initiatives of IOP, United Kingdom: Ann Marks</p>
11.30	<p style="text-align: center;">Third Session</p> <p style="text-align: center;">chaired by EPWS President Brigitte Mühlenbruch</p> <p style="text-align: center;">Conclusion and debate</p>
12.00	<p style="text-align: center;">Conference closes</p>

First session

Brigitte Mühlenbruch, President of the European Platform of Women Scientists (EPWS) in Brussels, was its first Vice-president. She is a member of the European Commission's Network of Women in Decision Making in Politics and the Economy, and Vice President of the Christiane Nüsslein-Volhard-Foundation in 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 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 EPWS in Brussels and signed the contract with the European Commission in 2005.

New Developments in the European Research Area (ERA) for Women in Science, Luisa Prista (DG Research)

We live in a rich historical period for the development of the European Union, the definition of its vision for the decade to come and the specific novelties concerning the role of research and innovation in our society and economy. The EU2020 strategy and the ERA 2020 Vision, to be implemented by the new Barroso Commission within the framework of the Lisbon Treaty, carry significant meaning for the Women in Science discourse and give us strategic input to continue pursuing our goal of full equality in scientific studies and careers. DG Research set out a detailed plan for this and the following years that Luisa Prista would like to share with all participants of the EPWS 2010 Conference.

Luisa Prista is the Head of Unit for "Scientific culture and gender issues" at DG Research Technology and Development. Previously, she held other management positions at the EU Commission: "Processes and Production", "Materials, Nanotechnology and Steel Research", "Space and Transport Policy" and "Surface Transport". She has a degree on Mechanical Engineering and Applied Thermodynamics. She started her professional career in 1978 at the Lisbon University as a scientific researcher and lecturer. She joined the private sector to work as an industrial engineer in Portugal and later in 1986 in Switzerland. Before joining the Commission in 1994, she was heading the Office Infoenergy at the Swiss Federal Government. She is the author of several scientific papers and articles for the general public. During her whole career she has been engaged in women related issues, in particular gender equality in science and technology.

Presentation of recent and current European projects and actions

PRAGES, Serenella Martini (Department of Equal Opportunities, Italy) and Giovanna Declich (ASDO Association, Italy)

The project "PRActising Gender Equality in Science" - PRA.G.E.S aimed at comparing the various strategies implemented for promoting the presence of women in decision-making positions relating to scientific research in public institutions. It pursued the objective of collecting, classifying and evaluating good practices and positive actions (involving those where a positive contribution from men is recorded) that can be found in OECD countries, both at the national level and at the level of the individual institutions, and to make them available, in a usable form, to a number of selected targets, including both decision-makers and other relevant stakeholders. It is characterised by four particular elements:

- the attempt to integrate the most important and relevant results from the studies and good practices related to the fight against vertical segregation in various professional, political and social areas;

- enhancing the understanding of women exclusion as being deeply linked to what may be called the lack of socialisation of gender in science, i.e., the resistance of the scientific community to recognise and manage social and gender dynamics that drive the production of scientific research and its assessment;

- a comparative approach, from a geographical point of view, with the inclusion of 11 partners coming from 6 countries (both European and non-European, including, in particular, the United States and Australia);

- the orientation to benchmarking, first of all in order to concretise the indications in terms of policy-making.

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

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

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

genSET: Reaching consensus on gender dimension in science, Elizabeth Pollitzer, PORTIA, United Kingdom

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

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

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

Challenging Futures of Science in Society: the MASIS Report, Marina Calloni (University of Milano- Bicocca, Italy)

Does a European model of science exist? This question lies at the core of the Masis report, draft by a group of experts (Siune, Markus, Calloni, Felt, Gorski, Grunwald, Rip, de Semir, Wyatt) and issued by the European Commission in 2009.

The report is aimed at individuating the crucial role that a fair and innovative science can play in the reinforcement of the European identity and basic principles. Within this frame, the strengthening of human potential and in particular of women in science becomes crucial. However, the traditional issue of women in/ and science should be re-conceptualized also in relation to new phenomena. For instance, the increasing feminization of scientific and educational sectors does not imply better changes for women in science. Indeed, the problem is not the promulgation of new equal opportunities legislation but more effective implementation and the enforcement of severe monitoring and measuring procedures, together with the changing of mentalities, stereotypes and forms of self-inhibition, which prevent a free development of human capabilities.

The future of a social European Union depends from the idea and practice of science that stakeholders will be able to conceive and apply in everyday life.

Since 2002, Marina Calloni is full professor of social and political philosophy at the University of Milano-Bicocca in Milan (winner of ad hoc competition intended to reverse the brain drain of Italian scholars). She is member of the management board of the 'European Union Agency for Fundamental Rights' (Vienna) and of the 'Inter-ministerial Committee for Human Right', Ministry of Foreign Affairs, Rome. She is Director of the 'International Network for Research on Gender and Empowerment'.

She received a Ph.D. in Philosophy (University of Pavia) and a Ph.D. in Social and Political Science (European University Institute, Florence). She was a researcher at the University of Frankfurt and a senior researcher at the Gender Institute - London School of

Economics (London). She was visiting professor at the universities of Bremen, Vienna, Lugano, Hanover, Tirana, Beijing, Kurume, Łódź, Nairobi, Pristhina. She was appointed by the European Commission for the Masis and Enwise reports and by the Unesco for a research on 'Gender Stereotypes in Science in South Eastern European countries'.

She has participated in several national and international researches and cross-border networks, collaborating with universities, research centres, NGO's and supranational institutions. She has widely published books and papers in several countries. Her main topics concerns: social and political philosophy; human rights and justice; gender issues; politics and science; networks and cross-border co-operation.

Among her last books: 'Umanizzare l'umanitarismo?', UTET, 2009; M.Calloni (ed.). 'Violenza senza legge. Genocidi e crimini di guerra nell'età globale', UTET, 2006; Y.Galligan, S.Clavero, M.Calloni, 'Gender Politics and Democracy in Post-socialist Europe', Budrich, 2008.

Gender Balance in the European Research Council (ERC) grants, Antonella Di Trapani (ERC Executive Agency)

The 7th Framework Programme aims to promote gender equality in scientific research, by facilitating the participation of women scientist and integrating the gender dimension into research content in all research areas.

With an average budget of 1 billion/year, the ERC "IDEAS", part of the FP7 Family, stimulates scientific excellence by supporting and encouraging the very best, truly creative scientists, scholars and engineers to be adventurous and take risks in their research. Its aim is to support investigator-driven frontier research. The scientists are encouraged to go beyond established frontiers of knowledge and the boundaries of disciplines.

ERC grants are awarded to scientists who are at the starting or are established in their research career, the sole criterion for selection is scientific excellence. Ultimately, the ERC aims to make the European research base more prepared to respond to the needs of a knowledge-based society and provide Europe with the capabilities in frontier research necessary to meet global challenges.

An overview of the ERC 'Starting' and 'Advanced' grants will be given and some data on gender balance will be presented.

Antonella Di Trapani graduated in Chemistry from the University of Palermo (Italy) and University College London (UK). After obtaining a PhD in Chemistry from Trinity College Dublin, where she was Marie Curie Fellow, she moved to UK with another Marie Curie Fellowship working as a Post-Doc and later as Research Scientist in Johnson Matthey Technology Centre (UK). During this time as Marie Curie Fellow she became Treasurer and then Chair of the Marie Curie Fellowship association, and she was the founding member of the Women and Science and Technology Working group. After four years she went to work as Science Officer for the European Science Foundation (Strasbourg) where she managed EUROCORES (European Collaborative Research Programmes) in Chemistry, Materials and Nanosciences. Since May 2009 she is Research Programme Officer at the European Research Council Executive Agency where she is coordinating Starting Grants panels in Chemistry and Materials.

Group Discussions

Policy Debate: Women scientists and ERAB future visions, Dalia Šatkovskienė (BASNET, Lithuania)

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

Dalia Šatkovskienė is a physicist working in Quantum Theory of Molecules. She is the author of four books in Theoretical Physics and of over 130 publications in scientific journals. In 2005 she initiated and was the coordinator of the FP6 project "Baltic States Network-Women in Sciences and High Technology" (BASNET), which created a regional strategy on how to tackle the women in sciences problem in the Baltic States region. After BASNET end, she strongly contributed to establish "BASNET Forumas-association" aiming at continuing BASNET project tasks-implementation and was elected its president. She was 2008 laureate of the American Physical Society (APS) R. Marshak award and was invited to give a talk on APS March meeting (2008, New Orleans).

Since 2007 Prof. Dalia Šatkovskienė has been a member of EPWS Board of Administration and she took an active part in organising the second annual EPWS Assembly in Vilnius (June 5-7 2008).

Fundraising

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

*After graduating in Biology in 1990 and obtaining her PhD in 1995 at the Philipps-University, Marburg, Germany, **Isa Schön** became a Research Fellow at Leeds University, UK. In 1997, she moved to the Royal Belgian Institute of Natural Sciences, Brussels (RBINSc) where she continued her work with several European and Belgian post-doc scholarships and positions. Since March 2009, she is a permanent staff member of the RBINSc.*

Isa Schön investigates evolutionary ecology of microcrustaceans with the help of genetic methods focusing mainly on diversity, speciation and the consequences of sexual and asexual reproduction. She has just become the editor-in-chief of the Belgian Journal of Zoology. She was a member of the Co-ordination Committee of the ESF PARTNER network and principal investigator in two European research networks (Marie-Curie RTN SEXASEX

and ESF-EURODIVERSITY project MOLARCH), for which she provided advice on gender equality.

Isa Schön is the founder and former president of BeWiSe, the Belgian Network for Women in Science and its current Vice-president. She has been on the EPWS board of administration since 2005. Since June 2009, she is member of the Executive Committee of EPWS and the new treasurer.

Other topics

Claudine Hermann, Vice-President of EPWS since June 2009, is alumna of Ecole Normale Supérieure de Jeunes Filles and her PhD (1976) was in Solid State Physics. Her research domain is Optics of Solids. In 1992 she was the first woman ever appointed Professor at Ecole Polytechnique, the most renowned French engineering school 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 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 a member of the group of civil servants on Women and Science at DG Research (Helsinki group) from 1999 until 2006.

A co-founder and the first president of the French association Femmes et Sciences (Women and Science association), she is now the president of honor of this association.

She is the author of 80 referred papers in Physics and 35 in the field of Women and Science.

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

The HELENA research project, André Béraud (ECEPIE, France)

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

Two reasons are usually mentioned:

-Machine and technology is thus the “*symbiotic extension*” (Mellstrom, P379, 2004) of the man, and give us a key understanding of masculinities lived and represented by men.

-The lack of interdisciplinary subjects in SET curricula is therefore acting as a foil to potential SET students, males and females. This indicator of a successful interdisciplinary SET education (in terms of gender balance) is supported by previous studies and EU funded projects.

Therefore, the aim of this project HELENA is to question or confirm these statements and to provide indications about how to launch such measures and monitor the obtained results.

André Béraud is a former « *Professeur agrégé* » at the French engineering school INSA -Lyon, France. He was visiting Assistant Professor at the University of Montana, USA in 1974 –1977 and at the University of Cape Coast, Ghana in 1971-1974. His field of interest is the History of engineers training, gender, women and science. He is the author of several articles papers and reports and of the following books : “*Le Taste mots dans les arbres*”, Ed. du CRDP, Lyon, 1988;” *Les ingénieurs : identités en questions*”, Ed. L’Harmattan, Paris, 2000; a chapter in Ximena Díaz, Lorena Godoy, Antonio Stecher y Juan Pablo Toro (coord.). Santiago, Chili, 2006. “*Trabajo, identidad y vínculo social. Reflexiones y experiencias en el capitalismo flexible*”. (Santiago: CEM-UDP); a chapter in Rocio Guadarama, *Identidad profesional Edit Anthropos, Barcelona*, “*La llegada de las mujeres a actividades tradicionalmente masculinas: ¿transformación de las identidades profesionales ?*” 2007, p.143-160.

André Béraud is reviewer for the *European Journal of Engineering Education*, the *American Journal of Engineering Education*, the *Journal of Engineering Education* (*Research Journal for Engineering Education*).

He was the scientific coordinator for WOMENG, a European research project on Women Engineers involving seven countries (2002-2005). He has been a member of ECEPIE (Association for the promotion of women in engineering field) since its creation in 2002 and is currently in charge of dissemination for the EU funded HELENA project.

The GENDERA Project, Dóra Groó (Association of Hungarian Women in Science, Hungary).

GENDERA is financed by FP7 under Science and Society. Based on available analyses and recommendations aimed to improve the situation of women in science, the partners will identify and discuss good practices on gender balance on the national and European levels. The project will demonstrate the factors that limit the participation of women in specific scientific fields, as well as in decision-making positions, and introduce the best real-life implementation examples to top decision-makers of research institutes and higher education establishments, with the final aim to persuade the leaders that the critical review and change of institutional recruitment, promotion and nomination policies – and specifically their gender-

related aspects – will contribute to the scientific, professional and also economic successfulness of their organisations. Practical guidelines, including recommendations and “model gender policies”, will be developed during the project. The final European conference will discuss the project’s results.

Dóra Groó, MD, PhD, MBA, Director of TETALAP, medical doctor by profession. She worked for 10 years in pharmaceutical research and received her PhD in experimental medicine. Since 1991 she has been the program manager of the U.S.-Hungarian Science and Technology Joint Fund. After the establishment of TETALAP in 1994 she became the director of the foundation. Between 2002 and 2006 she worked part-time for EC-DG RTD as a Project Technical Assistant in the FP5 QoL thematic programme. She has served as project evaluator in FP6/FP7 and is representing Hungary in the FP7 INCO Programme Committee.

She was the Hungarian member of the Enwise (ENlarge Women and Science to East) STRATA ETAN expert group in the field of women and science and is co-author of the resulting report. Dr. Groó is member of the „Women and Science” national expert group and President of the Association of Hungarian Women in Science.

The UNICAFE Project: Survey of the University Career of Female Scientists at Life Sciences versus Technical Universities, Dóra Groó (Association of Hungarian Women in Science, Hungary)

The mission of the FP6 UNICAFE project (2006 –2008, www.unicafe.ee), was to provide new knowledge about gendered career paths and career choices in science and to promote gender equality in science and in the higher education sector (HES) in Europe.

The project aimed at carrying out an innovative pilot survey to enhance existing knowledge on career patterns of female scientists at universities. It opened up new perspectives for further in-depth work by mapping the situation of female researchers in Engineering and Life Sciences in seven universities in six countries in Europe, with special regard to gender differences in research careers, critical areas where women are underrepresented, leading university positions, access to funding, mobility and work-life balance. Women face great difficulties in developing professional careers, especially regarding their proportion and representation at the top levels of the hierarchy. The project compared the situation of female researchers and decision makers. The survey involved PhD students, researchers and also decision makers. Besides collecting detailed statistics –missing in almost all involved universities – and gathering data, the consortium also conducted interviews with female and male researchers. The project mapped the good and also the bad practices in order to determine how the career of female researchers is set back in these areas.

The DIVERSITY project: Improving the gender diversity management in materials research institutions, Nicole Grobert (University of Oxford, United Kingdom)

DIVERSITY is a support action funded by the European Commission within the 7th Framework Programme.

The DIVERSITY consortium aims to tackle the problem of under-representation of women in decision-making by fostering the change in institutional culture and changing the attitudes with regard to gender diversity in materials research organisations. In this way a more stimulating research environment in the spirit of the *European Charter for Researchers* and the *Code of Conduct for their Recruitment* will be achieved.

The central goal of the project is to identify the effective methods, policies and mechanisms in order to support women scientists in relation to their access to decision-making positions in the sphere of materials research, which traditionally is a male-dominated

scientific field. Commitment to the promotion of women to the highest level of research is anchored at the topmost political and institutional level in DIVERSITY project.

Nicole Grobert is a Royal Society University Research Fellow and Faculty Member at the Materials Department at Oxford. In 2000, she completed her D.Phil on "Novel Carbon Nanostructures" for which she received the international Pergamon Prize in 2001. A year later, she joined the Max-Planck-Institute for Metals Research in Stuttgart, Germany, where she led the Carbon Nanotube team. Following this she was awarded a Royal Society Dorothy Hodgkin Fellowship, which she took up at the Department of Materials at Oxford in 2003 and in 2006, she was awarded a Royal Society University Research Fellowship.

Nicole Grobert has published more than 110 papers in peer reviewed journals (h-factor 36), she is a member of various learned committees (Royal Society Hooke, Rosalind Franklin Committee, Vice-Chairman of the British Carbon Group). In addition to her research she is actively involved in science education and outreach work and is a Trustee of the Vega Science Trust <http://www.vega.org.uk>

The JUNO Project, Jennifer Dyer (Institute of Physics, United Kingdom)

Project Juno was established by the Institute in 2007 in response to best practice identified from the Institute's 'Women in University Physics Departments: A Site Visit Scheme', which ran from 2003-05. The aim of Juno is to recognise and reward university departments that can demonstrate they have taken action to address the under-representation of women in university physics and to encourage better practice for both women and men. Results have already shown that the project is successful and is having a positive impact. http://www.iop.org/activity/diversity/initiatives/juno/page_38467.html

Jennifer Dyer is the Diversity Programme Leader at the Institute of Physics. In this role, she manages the Institute's Diversity Programme, working on projects to promote women in physics, good practice for disabled students and for students from ethnic minorities and advising the Institute internally on good practice in equality and diversity issues. Prior to working at the IOP, she was Policy Director at Skill: National Bureau for Students with Disabilities (from 2002-2009), responsible for national policy and planning on issues of disabled students in higher and further education in the UK. She has also been Faculty Administrator at The University of Bristol and Policy Officer at the Higher Education Funding Council for England (HEFCE).

Women into EU Research! Activities of the Contact Point FiF, Randi Wallmichrath (FiF, Germany)

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

Randi Wallmichrath has been working as a scientific officer for the Contact Point Women into EU Research (FiF) in the EU-Bureau of the Federal Ministry of Education and

Research (BMBF) since 2007. Prior to this she worked with a focus on Women and Science at the University of Duisburg-Essen (Germany). She studied Political Science and majored in European Studies and Women Studies at the University of Duisburg/Germany and the University of Washington/USA

Encouraging girls into Science, Technology, Engineering and Mathematics (STEM)

Project Gender Awareness Participation Process (GAPP), Carole Paleco (BeWiSE, Belgium)

The GAPP is a two years project (2007-2009) funded under the 6th Framework Program (Science and Society thematic program) which aimed at understanding and overcoming the differences between girls and boys, regarding their perception of the perspectives of scientific careers considering not only the cognitive dimension, but also the individual one.

GAPP has established an integrated process of qualitative research and has developed specific oriented practices in science communication and education.

The project has used participatory methods and a range of pilot activities, concrete actions connecting students, teachers and parents with scientists, in order to better understand and interest young people in choosing scientific and technological careers in the future. Six of the 7 partners, from 6 different European countries, were each the national representative of the project's actions implemented.

Carole Paleco *Diploma in Translation (English, Italian, French). Has worked as a freelance translator for various firms. Since 2002, is assistant to the Head of International Relations at the Royal Belgium Institute of Natural Sciences (RBINS). She has developed, launched and managed the European online database for scientific travelling exhibitions (EXTRA) created through the project e-CASTEX; has designed and collected data on the typologies of European Natural History Museums (NHM) for the MIRROR project; organized the 1st CASTEX Symposium on co-production (2003) between NHM, 100 people from 31 countries in the CASTEX project; concluded RBINS contracts for the rental of its exhibitions; organized public events on European project Oceanics; is secretary for the Belgian Office of the SYNTHESYS project. She was RBINS project manager in the GAPP project aiming at promoting scientific careers towards young girls and is currently Chair of the EDIT Network of excellence Gender Action Plan. She is the current president of BeWiSe.*

Kitchen Science, Ana Maria Lobo and Paulina Mata (AMONET, Portugal)

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

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

Ana Maria Lobo *is Professor of Chemistry of the Faculty of Science and Technology – Faculdade de Ciências e Tecnologia (FCT) of the New University of Lisbon – Universidade Nova de Lisboa (UNL). Her research domain lies in the area of Organic Chemistry, namely new methods for the synthesis of natural molecules of practical importance and biochemical mechanisms such as chemical carcinogenesis.*

After completion of her PhD in Chemistry (1972), she joined the then recently created New University of Lisbon in 1974 and became full professor in 1979. There she started a school of organic chemistry which has since spread to other universities and institutes in Portugal. She was President of the Scientific Council of the Faculty from 1996 to 1999.

Ana Maria Lobo has also served in several editorial boards of scientific journals, in research evaluation committees and lectured extensively in Portugal and abroad.

She is cofounder and first Director of the Bulletin of the Portuguese Chemical Society (1978-1981), and has been President of its Organic Chemistry Division since 2005. She has been active in patent litigation cases in Portuguese courts.

A founding member of AMONET – Portuguese Association of Women Scientists - in 2004, Ana Maria Lobo became its first President in 2005, and has since helped to raise the awareness in relation with women scientists issues, including empowerment in research decision.

Paulina Mata graduated (1978) in Chemical Engineering and got a Ph.D. (1989) in Organic Chemistry, she is an Assistant Professor at Faculdade de Ciências e Tecnologia - Universidade Nova de Lisboa.

Her research interests are Computational Chemistry, Stereochemistry, Chemical Education, and Molecular Gastronomy. Since 2005 she is a Member of the Advisory Subcommittee of the Chemical Nomenclature and Structure Representation Division of IUPAC.

She has worked since 1996 on the introduction of experimental science teaching in primary schools. Since 2001 has been involved in activities aimed at improving the public understanding of science, particularly “A Cozinha é um Laboratório” (Your Kitchen is a Laboratory) which uses food related themes for the introduction of scientific knowledge.

She is author of two science dissemination books and wrote for a national newspaper and a magazine for professional cooks on themes related with cooking and science. She also participated in several TV Programs.

Actions towards girls, Christine Charretton (*femmes et mathématiques*, France)

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

Christine Charretton is a mathematician and before retiring she was an assistant professor in Lyon University, moreover in charge of the Mission for Equal Opportunities for Men and Women. She is a member of both French associations « *femmes et mathématiques* » (Women in Maths, www.femmes-et-maths.fr) and « Femmes et Sciences » (Women in Science, www.femmesetsciences.fr). A former president of « *femmes et mathématiques* », she is now in charge of finance and international relations of this association.

In the domain of science and technology the two associations are acting together with the association Femmes Ingénieurs (Women Engineers) on improving the number of women and

on attracting girls. This is done by going in high schools as role models, organizing conferences, etc.

Girls into Physics, Institute of Physics, Ann Marks (Institute of Physics, United Kingdom)

The Institute of Physics commissioned a review to try to understand the causes of the under-representation of girls, post-16 in physics. Drawing on the results, a teachers' guide and two videos were produced to help teachers to find ways of encouraging more girls to study Physics. Following on the experience gained from these projects "*Engaging with Girls - Increasing the participation of girls in physics - an action pack for teachers*" has been published in February 2010. The Institute believes:

-any changes to the physics curriculum should be informed by an understanding of the gender issues;

-a good supply of well qualified enthusiastic physics teachers is vital;

-the curriculum must develop students' understanding of how the physics they are learning relates to themselves, impacts on their world and opens up professional and technical careers;

-finally, the whole assessment process must not introduce barriers.

Free downloads: www.iop.org.

Ann Marks is a Physics Education Consultant mainly to university departments involved in physics outreach and a member of the Board of Administration of the EPWS. She has a M.Sc. at the University of Liverpool, UK, is a chartered physicist and a fellow of the Institute of Physics (IOP). After many years as a specialist physics teacher, she moved to teacher professional development. As consultant to the University of Sheffield, Department of Physics and Astronomy, she wrote the material on the IOP 'Physicists in Primary Schools' website and ran training workshops across the UK for physicists. At present, she is the consultant to a consortium based at the University of Liverpool.

A former chair of the IOP Women in Physics Group, she established the Advisory Panel of senior women physicists and the UK Early Career Woman Physicist Award. With a fellowship at the University of Oxford, she researched the up-take of physics by girls.

Ann Marks is a member of the Council of the IOP and chairs the Nations and Branches Committee. In 2007 she was honoured in the Queen's Birthday list by being awarded Membership of the Order of the British Empire, MBE, for 'services to physics'.

Posters abstracts

Women scientists and Science Policy in the context of Globalisation

Dalia Satkovskiene

BASNET Forumas

<http://www.basnetforumas.eu/>

Responding to the nowadays challenges for Science and the new European Strategy, worked out by the European Research Advisory Board (ERAB), the BASNET Forumas association shapes its activities to the science policy and its impact on women scientists. The contribution is devoted to the presentation of BASNET activities targeted to a better understanding of European science policy with a more favourable application to women scientists in the Baltic region.

WINGS (Women IN Great Sciences)

Anna Brostrom and Charlotte Sparrenbom, University of Lund, Sweden

WINGS - Women IN Great Sciences is a broad, cross faculty network aimed at women at all levels of the Faculty of Science at the University of Lund, Sweden and related industries. The network focuses on research, scientific goals and networking.

WINGS was initiated by co-workers at the Department of Geology in 2003. During 2007, the network expanded to include female co-workers at Faculty of Science, Lund, and related industries. We believe that by creating strong scientific networks we can highlight our competence within the network and in interactions with others. We have contact with women in academia, industry, research institutes and funding agencies. Regular lunch-meetings are being organized with invited speakers to inspire discussion and development of research, career opportunities, innovation and the ongoing process of change for equality. Since 2008 we have gathered for an annual two-day retreat "Research in progress". The three keynote speakers so far have been from a national funding agency, a research institute and a consultancy firm. All participants give presentation on research/work progress. There are also time for activities on e.g. popular science writing and project planning. Also, the agenda for the following year is planned. The members are female scientists that are employed as researchers at the faculty. Female researchers working outside the university, new Ph. D. students and post docs are also welcome to join the network. We have one coordinator and a steering committee consisting of eight members (including the coordinator). A yearly funding of 150.000 SEK has been received from the Faculty of Science at Lund University since 2007.



Higher education leading to engineering and scientific careers

L'enseignement supérieur conduisant aux carrières d'ingénieur et de scientifique

Sanja Vranes, Scientific Director , Pupin Institute, Belgrade, Serbia and André Béraud, Senior researcher, ECEPIE, France, co-leaders of WP Dissemination, HELENA project

www.fp7-helena.org

The HELENA project is funded by the EU in the frame of the 7th PCRD, Science in Society, Scientific culture and gender issues

Aims of the project:

- To identify and analyse relevant interdisciplinary SET degree courses in different European countries.
- To analyse the student's perception of this interdisciplinary and traditional SET degree courses.
- To evaluate the effectiveness of existing pilot projects.
- To share good practice identified through this experience.
- To disseminate results through a 'how to' guidebook and monitoring indicators.
- To present successful interdisciplinary SET education in terms of gender balance.

Partners involved in the project:

- Coordinator: Institute for Gender Studies of Siaulai University. Lithuania
- LABEIN Foundation. Spain
- Ecole Normale Supérieure de Cachan (ENS-Cachan). France
- University of Klagenfurt (UNIKLU). Austria
- Loughborough University. UK
- UKMihajlo Pupin Institute (PUPIN). Serbia)
- ECEPIE (Egalité des Chances dans les Etudes et la Profession d'ingénieur en Europe). France

Promoting French women scientists and engineers

Christine CHARRETON (*femmes et mathématiques*)
Claudine HERMANN (Femmes et Sciences), Anne-Marie JOLLY and Yvette RAMOS
(Femmes Ingénieurs),
www.femmes-et-maths.fr
www.femmesetsciences.fr
www.femmes-ingenieurs.org

The three French associations (Femmes et Sciences, *femmes et mathématiques* and Femmes Ingénieurs) pursue actions in favour of women scientists. They have a common website www.elles-en-sciences.org promoting scientific studies and targeted towards teachers, parents and girls ; they organise the yearly event “1000 women ambassadors for science in Paris secondary schools”, in which a young graduate student ambassador and a senior scientist or engineer act as role models in a class. They frequently write letters to protest against women scientists’ inadequate treatment, in a time when professional equality between men and women is merging into the more general diversity issue.

The specific actions of each association follow similar objectives: several Femmes et Sciences members take part in committees related to the situation of women scientists in academia; the 2009 colloquium on “*Careers of women in enterprises and in public research. What solutions to value them?*” presented sociological and human resources perspectives.

The principal aim of *femmes et mathématiques* is to support young women mathematicians during their Ph. D. In 2009 the association organised a mathematics colloquium including general talks about women and science. Such an event will take place in 2010, co-organised with CNRS (National Research Centre).

Femmes Ingénieurs contributed all along the year 2009 to the deployment of the “*Shadowing Days*” within the Orange Group company. The program “*Shadowing Day*” is one of the European initiatives launched by DG Information & Society which aims at attracting girls into the ICT professions (more information on FI activities on www.femmes-ingenieurs.org).

Physicists in Primary Schools website: presentations for physicists to interest children in physics

Ann Marks, Institute of Physics, United Kingdom

Have you ever thought of exciting the interest of young children in science but did not know how to start and did not have the time? Then the Institute of Physics PIPS website (Physics in Primary Schools www.iop.org/pips) is for you. There are 12 fun presentations suitable for children aged 6 to 11 years. Each presentation starts by explaining very basic physics concepts and moves on to show how the latest research is changing our everyday lives. There are numerous activities which involve all the children and which utilise objects which can be found at home so that the children can replicate the experiments to show others. The website has detailed supporting materials, including clear explanations of the activities, the kit used and safety notes as well as illustrated PowerPoint presentations with few words - so they can easily be translated into other languages. All the material is free to download and may be modified so that researchers can include their own work. Feedback has been excellent!

The idea was triggered by the UK Women in Physics Groups and the presentations were developed by a team of Physicists at the University of Sheffield, UK.

The TWIST project – Towards Women in Science and Technology

Caroline Roughneen, Centre for Women in Science & Engineering Research (WiSER), Dublin, Ireland

TWIST brings together 7 Science Museums in Europe and gender experts to address the under-representation of women in science & technology research across Europe; a situation which European Commissioner Janez Potocnik has described as, “a waste of opportunity and talent which Europe can not afford.”

An ambitious programme of innovative activities, public events and exhibitions will take place in science centres and museums in Ireland, Denmark, Italy, the Netherlands, Slovenia, Sweden and Israel. A major aim of the project is to ignite discussions on the role and representation of women in science. Visitors to the science museums will be encouraged to explore their own attitudes, to discuss whether there is a gendered perception of science and scientists, and the degree to which biological, social and cultural constructs drive these perceptions. TWIST aims to engage school students, parents, teachers and the general public. Additional activities will include a Gender Day, and the development of an interactive multimedia database of women and men scientists to increased visibility and provide role models of both sexes. Also part of the project is the creation and integration of a “gender and science” module for teachers to implemented during teacher training.

The comprehensive schedule of activities will be launched on Wednesday, 27th October 2010 with similar events being staged across Europe in each of the partner countries. The culmination of this exciting project will be a TWIST conference held in Dublin in 2012, to celebrate the city’s naming as European City of Science for that year.

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