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MESSAGE FROM THE EPWS PRESIDENT

Dear Readers,

This EPWS Newsletter reaches you in a time of transition, a time which is marked for the Platform by the highly regrettable but in the end unavoidable closing-down of the EPWS Secretariat in Brussels, connected with the official leaving of all our colleagues employed there.

The EPWS Secretariat has been more than the administrative agency of the European Platform of Women Scientists in Brussels. The Secretariat has been the heart of EPWS – as all of you may have noticed on numerous occasions. Without this core, the Platform, during its relatively short time of existence, could not have developed as quickly into the highly acknowledged voice of women scientists in Europe as it has. We are very grateful to the team of the Secretariat under the management of Maren Jochimsen, EPWS Secretary General, for this remarkable performance and achievement.

Against this background we are glad that Maren Jochimsen and Yuri Sousa, our web site editor, continue to support our activities through these times of change on a voluntary basis. The Platform is highly appreciative of their commitment and in-kind contribution. We also thank our colleagues at Apogee Information Systems for sponsoring the hosting and the maintenance of the EPWS web site.

The members of the EPWS Board of Administration – in addition to numerous other tasks – took on the task of editing the EPWS Newsletter, which you have before you in a slightly changed version. My special thanks go to Ann Marks, the editor of this Newsletter, as well as to Claudine Hermann and Isa Schön, who supported her in this role. Further members of the EPWS Board of Administration submitted articles and news items and I would like to invite all EPWS members and other interested parties to join their ranks.

To continue as an up-to-date and lively association, the Platform has to rely on your support in monitoring different sectors of science and research policy. Please let us know of any science-related conference, event, calls, funding possibility, news or other interesting aspects for women in science in your field and/or in your country! Contributions should be marked 'for the attention of the EPWS newsletter editor' and sent to communications@epws.org. For more detailed information please see Ann Mark's Notes of the Editor at the end of this Newsletter.

Changes are ahead also concerning the European Commission. On 27 November 2009, the President of the European Commission, José Manuel Barroso, announced Commissioners-designate and the portfolios responsibilities for the next European Commission. The Commissioners-designate will present themselves in the hearings before the European Parliament between 11 January and 19 January 2010. After the vote of consent of the Parliament, which is expected for 26 January 2010, the new College will start work. It will have 27 members, including President Barroso, one from each Member State, and include nine women; in fact three of the seven Vice-Presidents will be female.

In addition to numerous new faces there will be also a number of changes in the portfolios responsibilities. The Directorate General Research will change into the Directorate General Research, Innovation and Science with Commissioner-designate Máire Geoghegan-Quinn, an Irish politician whom we present in this Newsletter.

The Directorate General Employment, Social Affairs and Equal Opportunities will become the Directorate General Employment, Social Affairs and Inclusion. Directorate G, dealing with the Equality

between Men/Women, Action against Discrimination, Civil Society, and the European Institute for Gender Equality will remain within the Directorate General Employment but be placed under the responsibility of the Commissioner-designate for Justice, Fundamental Rights and Citizenship, Viviane Reding, one of the Vice Presidents of the European Commission.

Let us hope that these changes will have a positive effect on the chances and opportunities for women scientists in Europe. EPWS will continue to do its best to inform on recent policies via its news services, most notably its regular news up-dates at www.epws.net and on Twitter. The Platform will analyse and constructively accompany any new developments and raise the voice of women scientists in the debate. To be able to successfully do so, we ask your help and support!

The EPWS Executive Committee sends you Season's Greetings and wishes you a happy and successful New Year 2010! Enjoy the Newsletter!

Brigitte Mühlenbruch
EPWS President

EPWS IN THE PRESS

President of the European Heads of Research Councils urges EU to collaborate with national partners to find solution for present financial impasse of the European Platform of Women Scientists EPWS

The European Commission's Framework Programmes for Research and Technological Development are confined to the funding of projects and activities. Is this really effective? Or may this funding policy rather impede that millions in EU funding can deploy their full impact if the sustainability of a project expedient in the long-run may not be guaranteed?

A recent article in *duz-Unabhängige Deutsche Universitätszeitung* (Independent German University Magazine) in reaction to the present financial perspective of the European Platform of Women Scientists EPWS argues that the situation poses exactly this question.

Brigitte Mühlenbruch, EPWS President, criticizes structural shortcomings in EU and national funding rules and regulations in the European Research Area (ERA).

In an interview with *duz*, Dieter Imboden, President of the European Heads of Research Councils (EUROHORCs), calls on EU member states to assume responsibility for equal opportunities in science and research at European level and urges the European Commission to collaborate with national partners to find a solution for the present financial impasse of EPWS.

For more information and to down-load the article, go to
<http://www.epws.net/2009/10/epws-in-press-independent-german.html>

EU POLICY NEWS

Treaty of Lisbon comes into force

The Treaty of Lisbon entered into force on 1 December 2009. The occasion was marked by a ceremony in the City of Lisbon organised jointly by the Portuguese Government, the Swedish Presidency and the European Commission. The European Commission believes that the new treaty provides significant new benefits for citizens and will settle the institutional debate for the foreseeable future.

An overview of the main innovations in the Treaty of Lisbon can be found here http://enterthecompany.org/EPWS/LINKS/m09_531_011209_en.pdf

2020: European Union Future Strategy Consultation

The European Commission launched a public consultation on the post 2010 Strategy for Growth and Jobs, now called EU 2020. The deadline for replies is 15 January 2010. Your opinion would be welcome, in particular to push for a reinforcement of gender equality in the EU 2020 strategy.

In presenting his programme for the new European Commission, President Barroso set out his vision for where the European Union should be in 2020. He believes that the exit from the current crisis should be the point of entry into a new sustainable social market economy, a smarter, greener economy where our prosperity will result from innovation and from using resources better, and where knowledge will be the key input. This strategy should enable the EU to make a full recovery from the crisis, while speeding up the move towards a smart and green economy.

To read the Consultation on the future EU 2020 strategy, see

<http://ec.europa.eu/eu2020/> or directly click

http://ec.europa.eu/eu2020/pdf/eu2020_en.pdf

To submit your contribution, go to

http://ec.europa.eu/dgs/secretariat_general/eu2020/consultation_en.htm

10 years - Helsinki Group on Women in Science

Named after their first meeting in Helsinki in November 1999, the Helsinki Group on Women and Science was set up by the European Commission to bring together national representatives from all EU Member States and countries associated to the European Union's Framework Programmes for Research and Technological Development. The Group aims to promote the participation and equality of women in the sciences on a Europe-wide basis.

For more information on the Helsinki Group, see <http://ec.europa.eu/research/science-society/index.cfm?fuseaction=public.topic&id=124>

European Commission involved stakeholders to enhance the impact of science in society

The European Commission has selected 15 excellent projects in the area of 'Science in Society' which aim at facilitating and improving the relationship between the scientific community, citizens and policy makers. The projects, which cover topics such as gender, ethics, classroom innovation and science governance, involve 180 participants from 15 consortia. The projects will focus on: public engagement in science and research,

mobilising research organisations as well as citizens at local level; more focused work on ethics, addressing the Nano code of conduct, strengthening the ERA and Ethics infrastructure base; deepening and consolidating the work undertaken on university-based research; mobilising research bodies and networks of cultural institutions on the issue of women in science; capitalising on the findings of the Rocard report on science education."

For more information on the Science in Society Programme, go to

<http://ec.europa.eu/research/science-society/index.cfm?fuseaction=public.topic&id=781&CFID=413518&CFTOKEN=7cb35eaec6d29f32-622E3574-CEDF-FB34-1DDC55061BFD078F&jsessionid=b101b6ba7c0b27ba8e1b3152f546801c7720TR>

DG Research 2008 Annual Activity Report released

The Directorate-General for Research has released its 2008 Annual Activity Report, covering its research and technological development activities in 2007. Accompanying this report is a set of documents and guides that will help readers review this extensive report. The report covers achievements and developments in research policy and practices in the European Union. It also includes a review of the implementation of the Framework Programmes, including that of the 7th Framework Programme (FP7) which completed its first year of implementation in 2007. A Commission Staff Working Document providing more detailed reporting and statistics, is also available online.

For read the report, go to <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2009:0558:FIN:EN:PDF>

For the Working document, see <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=SEC:2009:1380:FIN:EN:PDF>

Second FP7 Monitoring Report published

The Second FP7 Monitoring Report has been published. The report covers the Framework Programme implementation in the years 2007 and 2008 and allows for the first time for some comparative analysis over time in order to identify trends and developments in the two first years of FP7 implementation. The report consists of four sections: (1) Factual analysis of the main elements of the overall implementation of FP7; (2) New elements and specific fields of the FP; (3) Simplification process, results of a survey on the perception of simplification in FP7 by National Contact Points; (4) A first attempt to look at impacts and achievements.

For the full report, see

http://ec.europa.eu/research/reports/2009/pdf/second_fp7_monitoring_en.pdf

The MASIS Report: Challenging Futures of Science in Society

The MASIS Report represents a collective overview and reflection on emerging trends and important cutting-edge policy and research issues, priorities, strengths and weaknesses that influence the 'Science in Society' dimension in the European Research Area (ERA) and which could develop further into trans-national activities.

To read the report, go to

http://ec.europa.eu/research/science-society/document_library/pdf_06/the-masis-report_en.pdf

What does gender equality mean for economic growth and employment?

On 15–16 October, the Swedish Presidency of the European Union held a conference in Stockholm to discuss how and why gender

equality should be viewed as an important factor in achieving long-term sustainable economic growth in the EU.

The conference speeches and presentations are now available online at http://www.se2009.eu/en/meetings_news/2009/10/15/what_does_gender_equality_mean_for_economic_growth_and_employment

For conclusions adopted by the Council of the EU on 30 November 2009 on "gender equality: strengthening growth and employment - input to the post-2010 Lisbon Strategy", see <http://register.consilium.europa.eu/pdf/en/09/st15/st15488.en09.pdf>

A study financed by the Swedish Ministry of Integration and Gender Equality on the topic is at http://www.se2009.eu/polopoly_fs/1.17994!menu/standard/file/EUstudie_sidvis.pdf

EU Research Networks slowly die away

Most networks of excellence fall apart once EU funding dries up, according to a damning report by the European Court of Auditors. Billions of EUROS in European funding have been pumped into research networks in the hope that they will live on after funding expires, but very few are self-sustaining, the report said.

The highly critical report published in October 2009 by the Court of Auditors says the EU's flagship research programme spent €17 billion, almost half its budget, on two types of pan-European project without setting clear objectives.

For the full report see <http://eca.europa.eu/portal/pls/portal/docs/1/3074294.PDF>

European Research Area Board – First Annual Report

On 6 October 2009, the European Research Area Board (ERAB) presented its first annual report, titled "Preparing Europe for a New Renaissance – A Strategic View of the European Research Area". As a vision paper the report paints a picture, in broad strokes, of where the European Research Area needs to go by 2030 - for the sake of the EU, and of the world at large.

To read the report, go to http://ec.europa.eu/research/erab/pdf/erab-first-annual-report-06102009_en.pdf

For the press release, see <http://europa.eu/rapid/pressReleasesAction.do?reference=IP/09/1424&format=HTML&aged=0&language=EN&guiLanguage=en>

For more information on ERAB, go to http://www.epws.org/index.php?option=com_content&task=view&id=379

Catalyst report on engaging men in gender initiatives

Catalyst, a non-profit membership organization working globally with businesses and the professions to build inclusive workplaces and expand opportunities for women and business, believes that men have a critical role to play in diversity and inclusion efforts, especially initiatives to eliminate gender bias. Yet too often men are an untapped resource in such gender initiatives. To address this gap, Catalyst has embarked on a new series of research called *Engaging Men in Gender Initiatives*, which offers evidence-based advice about the most effective ways to partner with men in ending gender inequalities at work.

The report *Engaging Men in Gender Initiatives: What Change Agents Need to Know*, Catalyst provides critical information about the cultural forces that can undermine

organizational efforts to fully engage men as champions of gender initiatives. The study also reveals important insights about the experiences and belief systems that can cause men to either support or resist gender initiatives.

To download the report, go to <http://www.catalyst.org/publication/323/engaging-men-in-gender-initiatives-what-change-agents-need-to-know>

Beijing +15: The Platform for Action and the European Union – New

The report “Beijing + 15: The Platform for Action and the European Union”, recently published by the Swedish Presidency, is the third review of development at EU-level in relation to the 12 critical areas of concern of the Beijing Declaration and Platform for Action for Equality, Development and Peace (PfA), the official document adopted by the Fourth World Conference on Women in Beijing 1995. The report is based on the Council Conclusions on the follow-up of the Beijing PfA since 2005 and on information provided by the Member States.

NEWS FROM EPWS MEMBERS

Congratulations to Ada Yonath who was awarded 1/3 of the 2009 Nobel Prize in Chemistry

Many EPWS members will remember the inspiring speech by Ada Yonath at the 2008 EPWS Conference in Vilnius. The 2009 Nobel Prize for Chemistry was awarded for studies of the structure and function of the ribosome. The prize was shared between Ada Yonath and two other chemists. We offer her our congratulations. This year's three chemistry laureates have all generated models which are now used by scientists in order to develop

To down-load the report, go to <http://www.sweden.gov.se/sb/d/574/a/135875>

For Conclusions adopted by the Council of the EU on 30 November 2009, see <http://register.consilium.europa.eu/pdf/en/09/st15/st15992.en09.pdf>

Europe calls for Top Technology Teaching

The UPDATE (Understanding and Providing a Developmental Approach to Technology Education) Conference in Madrid on 23-24 November 2009 specifically addressed the new didactical concepts that aim at establishing top technology teaching for Europe's youth. The aim of the UPDATE programme is to improve science and technology teaching in Europe in order to appeal young people to technology, especially girls. The UPDATE partners introduced the project outcomes regarding different educational levels starting with early childhood education.

For more information about UPDATE see <http://update.jyu.fi/index.php/About>

new antibiotics, directly assisting the saving of lives and decreasing humanity's suffering. Ada Yonath is at the Weizmann Institute of Science, Rehovot, Israel. http://nobelprize.org/nobel_prizes/chemistry/laureates/2009/

Two Women 2009 Nobel Laureates for Medicine

Elizabeth H. Blackburn and Carol W. Greider received the Nobel Prize for Medicine for their research on telomeres that are involved in fundamental functioning of cells. In the nucleus of each cell, the DNA is packed into

physical units, the so-called chromosomes. Their ends are capped by telomeres, which protect the chromosomes from degradation and also from getting attached to each other. Elizabeth H. Blackburn and Carol W. Greider discovered telomerase, the enzyme that makes telomeres. However, telomeres get shorter when cells age. Conversely, when telomerase is highly active, telomeres do not get shorter and cell senescence is delayed. This happens for example in cancer cells. There also some human diseases being caused by defective telomerase.

Thanks to the work of this year's medicine Nobel Prize laureates, our understanding of some of the fundamental cellular changes during aging has much improved.

http://nobelprize.org/nobel_prizes/medicine/laureates/2009/

Congratulations to Professor Gillian Gehring - again!

Professor Gillian Gehring has been awarded an Honorary Fellowship of the Institute of Physics, the Institute's highest honour, conferred on distinguished individuals for exceptional service to Physics. Gillian was also awarded the Institute of Physics 2009 Mott Medal and Prize. Few have received two such honours in one year! Gillian served as a member of the Board of Administration of the EPWS until 2009. We offer her our warmest congratulations!

Professor Gillian Gehring, of the University of Sheffield, UK, has had a long and distinguished career studying magnetism. Even since her retirement she has continued to be extraordinarily productive. She has made seminal contributions to the field with particular emphasis on the theory of Heavy Fermion effects in rare earth metals, to the Density Matrix Renormalisation Group and her work on the co-operative Jahn-Teller effect inspired a generation of new experiments. Additionally, she has been an inspiring role model for young women and she has worked tirelessly to promote and encourage women to stay in Physics. She was only the second woman to become a professor of physics in

the UK. She was a member of the working party that led to the publication *The Rising Tide* in 1994. She has been acting chair of the Gender Equality working group for the European Physical Society (EPS). She has led the project to provide materials for the use of physicists who visit primary schools. In 2005 she was awarded membership of the Order of the British Empire, OBE, for her services to science and she was elected to Honorary Fellowship of the EPS in 2007.

http://www.iop.org/activity/awards/Honorary_Fellowship/hon_fellows_list/page_10371.html

Grenoble, France, 25 September 2009

Workshop DIVERSITY: "Women and men in science, towards parity?"

The workshop "Women and Men in science, towards parity?" was organized in Grenoble on September 25, 2009 in the framework of the

DIVERSITY project funded by the European Commission: « Improving the gender diversity management in materials research institutions ». This project, of the 7th Framework Programme for research and technological development, belongs to the section Science and Society, in the thematic area "Strengthening the role of women in scientific research", with the central goal "Getting more women to the top in research". The consortium includes 14 partners, among which EPWS, and is coordinated by the Leibniz Institute for Solid State and Materials Research in Dresden. Institut Néel, CNRS Grenoble, was the organizer of the workshop, with the help of APMST (Association for parity in scientific and technological jobs, Grenoble). More than sixty persons were present.

The workshop started by introductory lectures on the situation of women in science in France and in Europe and on the "European Charter for Researchers: the code of conduct for the recruitment of researchers". Then the policy concerning parity at CNRS, the national French organism for basic research, was presented, with special emphasis on physics.

The Directors and Presidents of Grenoble's main research institutions, including the Large European Facilities located in Grenoble, European Synchrotron Research Facility (ESRF) and Institut Laue-Langevin, and the two scientific Universities, Université Joseph Fourier and Institut Polytechnique de Grenoble, later described the situation of women in their institution and their policy towards parity. Finally a round table with seven women scientists belonging to these institutions, organized by a senior woman scientist, took place. The main points of the discussion were the importance of the role of models for young women students and scientists, the difficulty in reconciling private and professional life, the attractiveness (or non attractiveness) of power positions for women and the small percentage of women in materials science.

Dominique Givord, Directeur de recherche Institut Néel, CNRS Grenoble

Claire Schlenker, Honorary Professor, Institut Polytechnique de Grenoble
Vice-Présidente of APMST

Brussels, 5 October 2009

EPWS activities reported at FiF "Women into EU research" event

The activities of EPWS were presented at the FiF ("Women into EU research") excursion to Brussels during a dinner speech on the 5th of October, 2009. Between the main course and dessert, EPWS Executive Committee member Isa Schön gave a brief overview over the history, goals and networking opportunities of EPWS. After the presentation, a lively discussion about women in science took place when the women being present reported about their own experiences. A suggestion to raise more money for women in science issues was to charge universities a "Women in science tax", which should depend on how many women are present at top positions at that particular university.
Isa Schön

Paris 10 October 2009

Femmes et Sciences annual colloquium "Careers of women in enterprises and public research: What solutions to improve them?"

About 140 persons attended this event from its beginning until its end on Saturday 5.00 pm! This colloquium allowed a comparison between actions in the French public and private sectors and a popularisation of their analyses by sociologists. European points of views were presented by Francesca Crippa (Scientific Culture and Gender issues, DG Research), Suzanne de Cheveigné (Gender and Excellence Group) and Hélène Fueger (eument-net project).

As for the private sector, practical action plans in favour of women employees from large companies (EADS, SFR), the creation of women and men employees networks (Air Liquide) and testimonies (L'Oréal, French national railways) were presented. Although nobody can nowadays declare himself/herself in favour of the glass ceiling, which prevents women from reaching decision-making positions, this obstacle still persists. Although the awareness on women issues has much increased over the last ten years, progress and practical actions are coming too slowly in the French public sector.

Claudine Hermann

Lisbon 12-13 October 2009

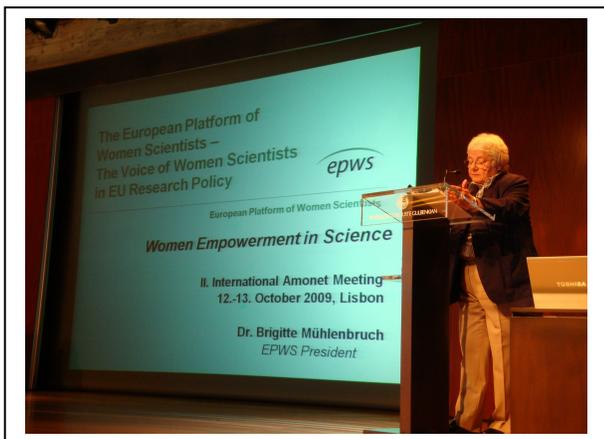
AMONET – 2nd International Meeting

AMONET – Portuguese Association of Women in Science – held its 2nd International Meeting hosted by Calouste Gulbenkian Foundation in Lisbon on 12th and 13th October 2009 and attracted over 50 participants from various European countries as well as Brazil.

Joining the President of Amonet, Helena Pereira, for the opening of the meeting

focusing on “Empowerment of Women in Science”, were Lúgia Amâncio, Vice-President of Fundação para a Ciência e a Tecnologia, Luísa Prista, Head of the Unit of Scientific Culture and Gender from the Directorate-General for Research of the European Commission, and Rui Vilar, CEO of the Calouste Gulbenkian Foundation.

The meeting provided comprehensive coverage to participants about the patterns of access by women to top management positions in higher education and research institutions and the various measures being taken towards the implementation of gender equality in science. Brigitte Mühlenbruch, President EPWS and Teresa Rees, from Cardiff University, spoke about the situation in Europe and Luísa Prista, representing the EU, highlighted the programs and opportunities in the EU 7th Framework Program, while Capitolina Diaz, General Director for Equality in Employment in Spain, gave an account of the measures put in place by the Spanish government in the past few years and the advancement thus achieved in the processes of empowerment of women in science in Spain. The situation in Portugal was reported by Helena Pereira from the Technical University of Lisbon, Helena Nazaré from the University of Aveiro, and Helena Araújo from the University of Porto, complemented by several communications from further leading scientists.



Our President speaks at the Conference
Kelly Mack spoke about the Program ADVANCE ” Increasing the Participation and

Advancement of Women in Academic Science and Engineering Careers”, of the National Science Foundation of the USA. The goal of the ADVANCE program is to develop systemic approaches to increase the representation and advancement of women in academic science, technology, engineering and mathematics (STEM) careers, thereby contributing to the development of a more diverse science and engineering workforce. Lia de Sá gave a very moving account of her personal experience as a woman civil engineer in Brazil. A round table and further presentations by mature as well as young women scientists from Portugal and Spain gave a clear account of the issues involved and the difficulties and successes in the implementation of measures towards gender equality.

The closing remarks were made by Rosa Paiva, Vice-President of the General Assembly of Amonet, who summarised the major conclusions of the Meeting and João Caraça, Director of the Science Service of Calouste Gulbenkian Foundation, who expressed appreciation and commented on the efforts to achieve gender equality at the highest level.

For further information, please contact:
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AMONET – Associação Portuguesa de Mulheres Cientistas
<http://www.amonet.org>

Brussels 13-14 October 2009

1st European Innovation Summit (EIS)

EIS was organised within the European Year of Creativity and Innovation, by Directorate General Enterprise and Directorate General Education and Culture of the European Commission.

The morning of the first day was targeted at “Europe’s Future Nobel Prize Winners” in a

hemicycle of the European Parliament, 200 pupils from secondary schools of different countries were present, together with some decision-makers. The session was forwarded through the Parliament TV channel over Europe. After the opening session featuring the president and vice-presidents of the European Parliament, a Nobel Prize winner in Physics and an industrialist from Royal Dutch Shell, 2 panels took place. The first one was focussed on role models in Science and technology careers (2 women, 3 young men) and the second one on Best Practices on Science and Technology Careers. Claudine Hermann represented EPWS and the French association Femmes & Sciences, to explain how networks and associations are committed in the promotion of science for young people in general and for girls in particular. A company, a teacher and a school having won a science contest also presented their actions of promotion of science towards young people. The lunch that followed was an opportunity to take contact with ARCHES, an Non Governmental Organisation (NGO) working at European level.
Claudine Hermann

Berlin, 6-8 November 2009

4th Congress International Society of Gender Medicine (IGM) "Sex and Gender in Medicine"

The aim of the congress was to define gender research as a fascinating newly emergent field that is composed of basic research, clinical research, health care research, and teaching elements. It has different facets in different parts of the world but also a common core. We welcomed about 250 participants from all over the world. They included delegates from Australia, Japan, China, Hong Kong, Africa, from all over Europe, Canada, the United States of America, and South America. We had invited 40 faculty members and 92 poster presentations were accepted. The field was interdisciplinary and included social sciences and history.

The congress adjourned in high spirits with the promise to meet again in the year 2010 in Israel with Marek Glezerman as host. Some of the participants might meet before in a Summer School on Gender Medicine in Berlin, September 22-25, 2010 hosted by the GiM.
[http://enterthecompany.org/EPWS/LINKS/Documentation IGM Congress 2009.pdf](http://enterthecompany.org/EPWS/LINKS/Documentation%20IGM%20Congress%202009.pdf)

Brussels, 14 November 2009

20th anniversary of the Medical Women Association of Belgium

The Medical Women Association of Belgium celebrated its anniversary with a conference on "Does Medicine treat Women and Men the same?" on the 14th of November. More than 100 women and men attended this event. In the morning, doctors from Belgium, France and Italy presented the "State of the Art" of diverse pathologies in female patients, including osteoporosis (Christiane Pouliart, Antwerp), chronic pain (Anne de Kervasdoué, Paris), vascular diseases (Marco Strambadiale, Milano), autoimmune diseases (Daniel Sereni, Paris), depression (Ingrid Van De Velde, Gent), and migraine (Jean-Michel Guérit, Brussels). In the afternoon, an analysis of gender discrepancies in medical sciences followed with "Cultural history of medicine" (Kaat Wils, Leuven), "Women researchers in the EU", including information on EPWS (Isa Schön, Brussels, EPWS), "Innovation in examination and Women's Health in Europe" (Ineke Klinge, Maastricht) and "Women in the Pharmaceutical industry – study object and researcher" (Monique Podoor, Luxemburg).
Isa Schon

Geneva, 14 November 2009.

**'Expanding Your Horizons'
Conference for girls and parents**

Four members of EPWS (Claudine Hermann, Femmes et Sciences, France; Paulina Mata, Amonet, Portugal; Ann Marks, of the Women in Physics Group of the Institute of Physics, United Kingdom; Véronique Slovacek-Chauveau, *femmes et mathématiques*, France) participated in the first European event of "Expanding your Horizons", a US structure to promote Science, Technology, Engineering and Math (STEM) to girls, through "Hands on" experiments in girls-only workshops.

The Geneva event was attended by 220 girls between 11 and 14 years old, coming from Switzerland and France. Every girl participated in two workshops of her choice, in English or in French, and could discuss with women professionals in a Career Development Fair (CERN, Cisco, Dupont de Nemours, Ecole Polytechnique Fédérale de Lausanne, Google, Johnson and Johnson, Novartis, Hewlett-Packard, ...). Meanwhile the parents were offered conferences on scientific education.



Girls taking part in Paulina's workshop

Paulina presented a workshop on the chemistry of cooking, Ann one on sound, Véronique one on mathematical games, and Claudine spoke to 25 parents about the stereotypes which prevent girls from choosing sciences. Both girls and parents were enthusiastic about the event. In 2010 an

European Expanding your Horizons event is planned to take place in Brussels and there will be a second conference in Geneva.
Claudine Hermann



Girls listen to an inspiring final talk before discovering who has won prizes such as iPods and laptops.

Brussels, 17 November 2009

The Vice-President of the European Parliament, Mrs. Rodi Kratsa, participates in the action for more women in the European "top jobs"

Rodi Kratsa demands more women at the leadership positions of the European Union, uniting her voice with the voice of her colleagues Members of the European Parliament (MEP) from all political groups of the European Parliament (EP). At a press conference that took place in Brussels, there was a discussion on the underrepresentation of women at the European decision-making posts.

During their interventions, all the speakers agreed that it is necessary for a progressive and modern European Union to reflect the fact that more than 50% of the European population consists of women, and that it is unacceptable that until today only three women candidates have been submitted for the post of Commissioner in the composition of the new European Commission, when the outgoing body counts 8 women Commissioners.

Site: www.rodikratsa.net
From Fátima Ribeiro, Policy officer,
European Commission, DG Employment,
Social Affairs and Equal Opportunities Unit
"Equality between Women and Men"
e-mail: fatima.ribeiro@ec.europa.eu

26 November 2009

The importance of statistics: She Figures 2009

"What is the proportion of female and male researchers in Europe, and how is this balance evolving over time? In which scientific fields are women better represented? Do the career paths of female and male researchers follow similar patterns? Are rates of women in science comparable across Europe? How many women occupy senior positions in scientific research in Europe? And is there any age trend that can be observed?"

Published in 2003, 2006 and 2009, She Figures is an ongoing work to present statistics and indicators on Human Resources in the RTD sector and on gender equality in science.

The She Figures makes it clear that there is still an imbalance in the number, seniority and influence of women and men on scientific studies and professions. This statement is firmly grounded in the data collected by Eurostat and the Statistical Correspondents of the Helsinki Group. Although nearly all indicators show a minor growth of the number of women in scientific careers, proactive policies are needed to push forward a better equality of opportunities for female and male researchers.

She Figures is recommended reading for all policy-makers, researchers, teachers, students, and parents with a vision of a democratic, competitive and technologically advanced Europe."

http://ec.europa.eu/research/science-society/document_library/pdf_06/she_figures_2009_en.pdf

27 November 2009

Máire Geoghegan-Quinn announced as new EU Commissioner for Research, Innovation, and Science



Máire Geoghegan-Quinn, an Irish politician, announced as new EU Commissioner for Research, Innovation, and Science is set to become the new European Commissioner for Research, Innovation, and Science.

"José Manuel Barroso, President of the European Commission, today announced the portfolios responsibilities for the next Commission.

The President has held detailed consultations with all the Commissioners-designate in order to assign the right jobs to the right people.

The President believes that this team can deliver the agenda for change which he set out in the political guidelines that he presented in September, following his nomination by all 27 Member States and before his approval as President of the next Commission by the European Parliament."

http://enterthecompany.org/EPWS/LINKS/IP-09-1837_EN.pdf

26-27 November

Prometea conference

Conference was organized in the frame of the PROMETEA European research project by the four French partners of the project¹.

The objective of this conference was to gather specialists to exchange on gender issues in engineering and technology research careers and bring new perspectives on engineering and technology research in itself. Four questions were discussed:

- Gender dynamics of male and female careers,
- Differential effects of organisational cultures,
- Recognition of excellence in engineering and technology research,
- Identification and evaluation of good practice²

One of the main identified problems is the question of temporalities, so it was decided for the second PROMETEA conference which took place in the UNESCO headquarters in Paris, November 26-27, 2009, to discuss scientific and technological careers of women and men; private temporalities, professional temporalities: public and corporate policies.³

The surveys dedicated to time sharing in households show great inequalities between men and women. In the countries where long series of data are available, there are only slight evolutions toward equality. It seems that in this field too there is no natural tendency to equality.

A first inequality appears in the time devoted to paid work, which is significantly longer for

men; however huge differences exist between European countries, reflecting the different types of involvement in the job market. There are also inequalities in household chore specialization: women prepare the meals, wash up the dishes, do the washing, the ironing, whereas men do odd jobs in the house; more generally, it appears that women take care of the daily, repetitive tasks whereas men do the occasional ones. Having children has an important impact on these inequalities, which are made worse, as the specialization of roles is intensified.

These inequalities were analyzed, focusing on the most qualified individuals pursuing scientific and technological careers. Are they confronted with different imbalances? Are there significant differences between countries?

The presentations and discussions showed that there is no simple solution; passing legislation is indispensable (i.e. laws, regulations, compulsory policies in institutions and organizations) but part of the problem lies in the life of the family and the couple. Some regulations which, at first sight, may seem to be solutions become traps for women (i.e. part time, maternal/parental leaves etc. . .). Lastly, if there are differences between countries, there is no ideal situation, forms of discrimination may change but inequalities remain, sometime softened by gender sensitive policies.

Another Conference will be organized in Paris in June 2011⁴. It will deal with the issue: "Innovative degree courses in E&T in Europe. How to attract more young women and young men in Engineering and Technology? "

Innovative and Inventive European Women Awarded

The broad spectrum of European women's inventions and innovations was highlighted in October in Helsinki by an international

¹ Ecole Normale Supérieure de Cachan, INSA de Lyon, Conférence des Directeurs des Ecoles Françaises d'Ingénieurs (CDEFI), Association Egalité des chances dans les études et la profession d'ingénieur en Europe (ECEPIE). The Conference took place in the Palais du Luxembourg, Paris. The Chairperson of the Scientific Committee was Pr Claudine Hermann. Conference web site:

<http://www.prometea.info/conference2007>

² The 2007 Conference Proceedings are available : "Women in Engineering and Technology Research", Proceedings of the PROMETEA Conference, Paris October 2007, Anne-Sophie GODFROY-GENIN Ed., LiT Verlag, 2010, 725 p

³ <http://www.prometea.info/conference2009>

⁴ It will be organized in the frame of the HELENA European research project. Project web site: <http://www.fp7-helena.org>

innovation conference culminating in awards of the European Union Women Inventor & Innovator of the Year 2009. This year's European Union Women Inventor and Innovator award winner was midwife Eija Pessinen from Finland, with her invention Relaxbirth[®], a "(r)evolutionary system for childbirth which increases the well-being of the mother and child as well as the personnel in charge of the delivery". The Innovation award went to Maija Itkonen from Finland, inventor of Powerkiss, for developing an integrated wireless charging solution, which converts basic furniture into smart energy platforms. The Gold innovation in science award 2009 was given to Italian Alessandra Luchini, inventor of hydrogel nanoparticles, a product used for the early detection of diseases such as cancer, heart, neurodegenerative and infectious diseases and sports medicine.

The organisation behind these awards is EUWIIN, the European Union Women Inventors and Innovators Network. EPWS was represented in the multinational award jury by EPWS board member Liisa Husu. EPWS also participated in the EUWIIN conference in a session on Innovation, Enterprise and Science chaired by Professor Pooran Wyncarczyk from Newcastle University, UK. Read more on EUWIIN and the innovative award winners at <http://www.euwiin.eu/>.
Liisa Husu

OPPORTUNITIES

Public consultation on EU2020 Strategy

The public consultation on the EU2020 Strategy launched by President Barroso last week is now available on following websites:-
CORDIS: first page, first item under "Do not miss" http://cordis.europa.eu/home_en.html

The Strategy has three priorities 1) creating value by basing growth on knowledge, 2) empowering people in inclusive societies, 3) creating a competitive, connected and greener economy. Gender is mentioned once in Priority 1 under education (*A greater emphasis on vulnerable groups, gender equality and social cohesion is needed to ensure that no one is excluded from knowledge*), but not under research, and also once in Priority 3, referring to the need to improve employment rates for women. There is no mention, however, of the role of "women in science" in European research. If you are concerned about the limited role of women in the Strategy, please take part in this public consultation. Women have much to contribute in defining and resolving the major challenges facing Europe: climate change, innovation, sustainable economic growth, employment and education, social cohesion.

International Research "Blaise Pascal" Chairs, Paris Region

The State and the Ile-de-France Region are establishing new International Research Chairs to accommodate highly qualified, internationally acclaimed, foreign research scientists in all scientific fields: exact sciences, life sciences, humanities and social sciences, applied sciences and new technologies.

Each Chair allows the foreign scientist to be hosted for a 12 full months, possibly spread over 2 years, in one or more well-known Higher Learning or Research Institutions in Paris/Ile-de-France that are focused on a particular scientific project and are able to provide the suitable environment, equipment and means required.

The global financial amount attributed to each project can go up to 200 000€ which includes among other things, salaries, social charges, taxes, accompanying expenses. The candidates are required to give about ten lectures (pedagogical program to be joined),

will have to deliver an activity report and have to organise a public seminar at the end of the period.

Contrary to our wishes and expectations, we have received few female candidates; although applications by female candidates are highly encouraged.

A multi-disciplinary jury, in association with the French Institute, will select 5 applicants for 2010 based on the scientific interest of the project for Ile-de-France Region, on its interdisciplinary characteristic and the quality of the application.

The applications must be received before 11 January 2010. The foreign candidate may be hosted in Ile-de-France as early as September 2010. More information on <http://www.chaires-blaise-pascal.org/uk/appel.htm>.

Claudine Hermann

Women in Physics Group UK

Very Early Career Women Physicist of the Year Award

The UK Women in Physics Group (WIPG) annually invite applications from women at the start of their careers in physics, who have made a substantial contribution to the subject and also have undertaken activities to support and encourage others in the field. The prize is awarded annually to a woman who is within three years of completing her undergraduate degree in physics and who is either working as a physicist or is engaged in postgraduate study.

The winner receives £1,000 donated by Shell and an award certificate at a major Institute of Physics Women in Physics event. As well as providing recognition of the winner's work through the prize money, the award also provides valuable networking opportunities. Applicants, therefore, must be working in the UK or Ireland.



Winner Victoria Hodges and runners up for the 2009 award. Victoria works in industry as a rocket scientist.

Winners have taken part in numerous events including speaking at a WIPG event on national and international progress for Women in Science held in Parliament. They find that as well as being excellent role models to younger people, their own careers benefit from the award. Nominations for the 2010 award will be invited very soon with the deadline of 26th February 2010.

http://www.iop.org/activity/groups/subject/Women_in_physics/index.html

IDEAS TO COPY OR USE

MentorSET

A UK wide Mentoring Scheme for Women in Science, Technology, Engineering and Mathematics

MentorSET is a successful mentoring scheme to help women working in STEM. MentorSET was established, following the Greenfield Report, *SET Fair* (2002), with the aim of increasing the number of women who can maintain and excel in careers in STEM. By connecting women working in STEM with independent mentors, MentorSET provides UK-wide mentoring support. The scheme can

offer support and advice on aspects of careers, including returning to work after a break, achieving a better work-life balance, or issues surrounding career progression. Feedback shows that participants are benefiting enormously and that MentorSET is playing a useful part in helping women in STEM in the UK.

An initiative of the Womens' Engineering Society, sponsored by the UK Resource Centre for Women in Science, Engineering and Technology, it provides free membership for a number of societies, involving members of groups including the Women in Physics Group of the Institute of Physics, Cambridge AWiSE, RESNET and Daphne Jackson Fellows. Since

its creation, MentorSET has worked with over 800 women.

For more information, please visit www.MentorSET.org.uk
Dr Dawn Leslie, WIPG

Physics in Primary Schools Initiative Free on-line resources

If you have thought of going into primary schools to interest young children in science there are free online resources on the Institute of Physics website, which include numerous fun physics activities. One aim of the project is to encourage more *women* physicists to go into schools in order to counter the prevailing view that scientists are all male.

The energy debate has been leading to lots of visit requests from primary school teachers. In response to this, the latest two presentation packs are concerned with power generation. They introduce the concept of energy and the numerous sources of energy used to generate electricity are then explained with activities.

The team, from the University of Sheffield who developed the material, is delighted that this resource is now being used extensively. Do visit a school and use the material which is at <http://www.iop.org/pips/>.

BE HEARD AT EUROPEAN LEVEL, BECOME A MEMBER OF EPWS!

EPWS offers a vibrant forum for sharing experiences and knowledge, and envisioning new tools and directions for change towards gender equality in science and research policy.

More information and the formal application forms are available in the Membership section of the EPWS website: www.epws.org

For further information, please contact the EPWS Secretariat: e-mail: membership@epws.org

A Membership Application Form is attached later in this newsletter

Forthcoming Events

Eument-net International Workshop on Mentor Training and Coaching

25-26 February 2010, Lausanne, Switzerland

Workshop Programme and registration: www.eument-net.eu

Women in Physics Group, UK

Day conference for undergraduates

Wednesday 3 March 2010

76 Portland Place, London, W1B1NT

Numerous speakers

http://www.iop.org/activity/groups/subject/Women_in_physics/

Eurodoc Annual Conference 2010

“Stocktaking and Prospects: Doctoral Training and Research –
the Link between European Higher Education Area and the European Research Area”

11-15 March 2010, Vienna, Austria

<http://eurodoc2010.doktorat.at/>

Euroscience Open Forum 2010 - ESOF 2010

Fifth pan-European General Science Meeting

2-7 July 2010, Torino, Italy

<http://www.esof2010.org/>

XVII ISA World Congress of Sociology

“Sociology on the Move”

11-17 July 2010, Gothenburg, Sweden

Session: The Gender Challenge(s) in Academia: Local, National and International, organised by Liisa Husu, Hanken School of Economics, Finland, and Orebro University, Sweden, and Jan Currie, Murdoch University Australia

<http://www.isa-sociology.org/congress2010/>

The Royal Society

<http://royalsociety.org/Equality-and-Diversity/>

The UK Resource Centre for Women in Science Engineering and Technology

<http://www.ukrc4setwomen.org/>

Call for paper for women engineers :

The Forum Women in Engineering and Business will be organised in Argentina in the framework of *Engineering 2010, World Congress and Exhibition*, organised by the World Federation of Engineering Organizations (www.wfeo.org). See more details on

<http://ingenieria2010.com.ar/index.php?lang=en>

The Forum topics will be :

- Women, Engineering and the Productive Sector for Sustainable Development
- Development of Women Engineers' Professional Activities

A call for papers is now open, with the deadline of February 1st, 2010. Women engineers are invited to share their knowledge, researches and experience on these topics.

EPWS POSTER for the Prometea conference, 26-27 November, Paris

November 2009



European Platform of Women Scientists

The participation of women in science and research and in the research policy debate is not only a fundamental human right of women scientists, and therefore a matter of justice. In view of the acknowledged discussion on the value of diversity, it has also to be seen as essential to achieve excellence and innovation in research and to ensure a sustainable scientific quality of research. Furthermore, failing to make full use of the available qualified human potential of women scientists is detrimental to economies and societies at the macro level as well as to individual research institutions on the micro level.

EPWS Mission and Activities 2008

Background

- November 2005: EPWS legally established in Brussels as an international non-profit association (AISBL) with an international Board of Administration
- February 2006: Opening of EPWS Secretariat in Brussels
- April 2007: 1st General Assembly in Brussels
- June 2008: 1st Annual Conference in Vilnius
- June 2009: 2nd Annual Conference and 3rd General Assembly in Brussels

Aims of EPWS

- Network existing networks of women scientists and networks engaged in promoting equal opportunities in science in all disciplines
- Promote of networking among women scientists, particularly in Central and Eastern Europe and the private sector
- Enhance the understanding and the inclusion of the gender issue in science and research policy in all scientific fields
- Ensure that women scientists' interests are taken into consideration when setting the political research agenda

EPWS Mission and Activities

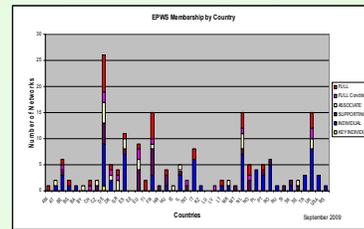
Represent with democratic legitimacy and transparent decision making structures the concerns, needs, aspirations and interests of European women scientists, in all stages of their career path, in dialogue with national, European and international institutions

- Networking the Networks
 - ↳ Membership campaign
 - ↳ Training seminars
 - ↳ Exchange of good practices
 - ↳ Updated database of networks
- Participation in the Policy Debate
 - ↳ Policy statements
 - ↳ Contacts and visibility among stakeholders
- Structural Link between women scientists and policy makers



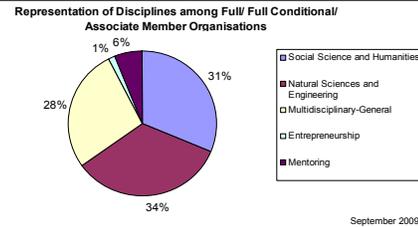
- Management of Information from and towards members
 - ↳ Regular newsletter and update of website
 - ↳ Interactive Electronic Platform
- Public & Private Partnerships
 - ↳ Conferences and workshops with members and other interested institutions

EPWS Membership

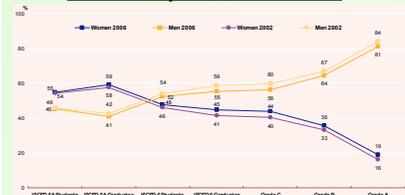


EPWS has a membership base of 180 networks/associations/ individuals from more than 40 different countries

- 50 Full/Conditional Full Members
- 24 Associate Members
- 30 Supporting Organisations
- Ongoing outreach for new members

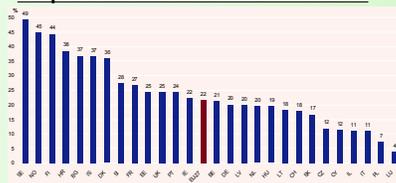


Gender Gap in Science EU-27



Source: *The Figures 2009*, European Commission

Proportion of Women on Boards 2007



Source: *The Figures 2009*, European Commission

Contact us!

- Let us know of any science-related conference, event, call, funding possibility, news or other interesting aspects for women in science in your field: communications@epws.org
- For membership applications and membership issues: membership@epws.org
- For general enquiries, requests for speakers and general information to EPWS: info@epws.org
- For offers of in-kind and/or financial support: support@epws.org

Keep the Voice of Women Scientists in Europe alive!



European Platform of Women Scientists
Rue d'Arlon, 38
B-1000 Brussels

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<http://www.epws.org>

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Membership Application Form

Please fill in this form in **CAPITAL LETTERS** and **READ** all necessary documents on <http://www.epws.org>

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

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

Subscriptions

More than ever, EPWS depends on membership fees to continue existing.

Annual fees:

The annual membership fees still are:

1. Full Members (120 €)
2. Associate Members (100 €)
3. Individual Supporting Members: Professor (30 €), Researcher (30 €), Student (no fee)

As in previous years, EPWS will send out letters in early 2010 to all members to collect the annual membership fees. These should preferably be paid by bank transfer using the IBAN bank system

(see website

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

If this is not possible, the PAYPAL on the EPWS website should be used, adding an extra fee for the transfer of money (see EPWS website https://www.paypal.com/be/cgi-bin/webscr?cmd=_flow&SESSION=0afF7EFHoQFbAQzDMipekZLNxSereckakztjUvMyHPn4v0gvPFFd9w_wHuS&dispatch=5885d80a13c0db1ffc45dc241d84e953d0e88f8d71535079b246201019c8adab).

Isa Schön
EPWS Treasurer

Email Contacts:

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

Communications: communications@epws.org or contact us via your networks.

Membership applications and membership issues: membership@epws.org

For financial support and/or offers of in-kind: support@epws.org or use the donation button on the EPWS website at: <http://support.epws.org/2000/05/donations.html>

Thank you for your support and attention, and are looking forward to hearing from you in the near future!

Notes from the Editor

Dear EPWS members,

This is a trial issue of the newsletter to test a new system of production.

All members of the EPWS are invited to submit Newsletter articles for future issues about the activities of their networks and about events in their countries. The EPWS is dependent on its members' support in monitoring different sectors of science and research policy. Please let us know of any science-related conference, event, calls, funding possibility, news or other interesting aspects for women in science in your field! We would particularly like information about forthcoming events, which EPWS members can attend. In future issues of the Newsletter, we would like to include news about activities across as many EU countries as possible. Contributions should be marked 'for the attention of the EPWS newsletter editor' and sent to communications@epws.org.

Please remember to pay your annual subscription! The EPWS depends on your subscriptions to be able to continue its valuable work. Do encourage others to join the EPWS as either networks or individuals.

If you are not a member of the EPWS, then please complete the Application Form included in this newsletter. Please save it with your name in the title and send it to membership@epws.org. Paper versions can follow.

Seasons Greetings and best wishes for a happy and successful New Year!

Ann Marks

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communications@epws.org

References

Articles published in the EPWS Newsletter are based on articles featured in different EU publications and information portals, booklets, advertising, seminars, conferences, etc.
Articles in this issue have been submitted by the Board of Administration and the Executive.
Articles are invited from members of the EPWS for future issues.
The EPWS is not responsible for the accuracy of the content.