



European Platform of Women Scientists

INTERVIEWS OF THE MONTH 2015-2017





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**INTERVIEWS OF THE MONTH
2015-2017**

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European Platform of Women Scientists

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Foreword



Since its inception in Brussels in November 2005, the European Platform of Women Scientists EPWS has become a well-known strategic instrument in European research policy. The Platform complements various initiatives taken at the European level to ensure better participation of women scientists at all stages of the research process. EPWS is also involved in the research policy debate, calling for a better inclusion of the gender dimension in research and innovation. Gender equality and the integration of the gender dimension in research content and research making are two decisive pre-conditions for excellence in science, research and innovation. These prerequisites are indispensable for the full realisation of Science with and for Society, as aimed for by the European Commission.

Networks of women scientists and organisations, committed to gender equality and the integration of the gender dimension in science and research, are of key importance to the research process. Not only are they instrumental in the empowerment of women scientists in general, but they also are central in the effort to increase the number of women scientists in top positions and to make the voice of women scientists heard in the research policy debate at regional, national, and European level. The Platform's most important asset, therefore, are its member organisations, representing about twelve thousand researchers in all disciplines in Europe and beyond.

To give its member networks more national and international visibility and to contribute to enhancing their impact, EPWS started to encourage its full members to introduce themselves on the EPWS website, in a section titled 'Association of the Month'. The interviews received widely spread public interest. We therefore decided, additionally, to compile and publish the first 27 interviews so far conducted, in a version updated in May 2017, in the present booklet. This would make them available, in compact form, to networks, individual women scientists and to other interested stakeholders looking for collaboration partners in a European country.

As all EPWS activities and services need to rely on the voluntary work and input of EPWS members, editing a small booklet is a major task. I am very happy that this task has been successfully completed.

The following contributions give an excellent insight into the nature, variety, mission and function of European networks of women scientists, important partners in the research process! So, I look forward to a wide dissemination of this booklet and I wish all readers an inspiring reading.

Dr. Brigitte Mühlenbruch
EPWS President

Brussels, July 2017

Acknowledgements

The EPWS President expresses her gratitude and her appreciation to all EPWS members involved in this process: the presented EPWS member networks, and her colleagues Prof. Claudine Hermann and Dr. Maren Jochimsen from the EPWS Executive Committee.

The editing of Prof. Neil Marks, husband of the late Ann Marks, past member of the EPWS Board of Administration, is kindly acknowledged. Yuri Sousa, EPWS webmaster, and Prof. Claudine Hermann coordinated the realisation of the document. The design was performed by Marta Morais.

EPWS Compact

The **European Platform of Women Scientists EPWS** is an umbrella organisation bringing together networks of women scientists and organisations which are committed to gender equality and the integration of the gender dimension in science and research in all disciplines in the European Union (EU) and the countries associated to the EU Framework Programmes for Research and Technological Development.

EPWS was founded as an international non-profit making organisation, under Belgian law (AISBL), in November 2005. This followed a European Commission open call for the creation of a European Platform of Women Scientists which, in September 2003, was won by the Centre of Excellence Women and Science CEWS in Bonn, Germany. The EPWS Secretariat in Brussels began work in January 2006 and was supported by European Commission funding until October 2009. Yet, despite the highly acknowledged quality of the Platform's work, EPWS since then has continued its activities and services on a voluntary basis, supported by its members.

EPWS mission and activities aim, through dialogue with national, European and international institutions, to represent, with democratic legitimacy and transparent decision-making structures, the interests of women scientists at all stages of their career paths. EPWS addresses gender equality as well as the integration of the gender dimension in science and research. The numerous member organisations and individual members of the Platform provide a wide range of networking contacts all over Europe and beyond. EPWS has substantial experience in European Women and Science issues and the consequential research policy challenges. It is ready and willing to share this expert knowledge with all stakeholders in the research and research policy process.

EPWS mission is to:

- promote women scientists;
- represent the concerns, needs, ideas, aspirations and interests of European women scientists in all disciplines and at all stages of their career paths;
- coordinate support activities for women scientists to facilitate their active role in the European Research Area as researchers as well as participants in the research policy debate.

EPWS main goals are:

- to increase the participation of women scientists in European research policy and the shaping of the EU research agenda;
- to enhance the participation of women in science and decision-making bodies, in both national and European research programmes; this especially applies to the EU Framework Programmes for Research and Technological Development;

- to promote the understanding and the integration of the gender dimension in science and research.

EPWS main areas of action consist of:

- networking the member's networks;
- research policy making, aiming to give women scientists a voice in EU research policy;
- public relations and Information;
- increasing membership;
- the creation of public and private partnerships together with fundraising.

EPWS main activities in these areas are:

- participation in the research policy debate, through policy statements as well as responses to European Commission consultations;
- establishing contacts and increasing visibility among stakeholders;
- participation of EPWS members, as project leaders, participants or experts, in numerous European projects related to gender equality and the integration of sex and gender analysis in science and research;
- organisation, by the EPWS Executive Committee or the EPWS Board of Administration, of numerous national or European seminars and workshops on issues of gender equality and/or the gender dimension in science and research;
- giving about 50 presentations per year, at various conferences and events throughout Europe and beyond, by members of the EPWS Executive Committee or Board of Administration;
- organisation of a yearly General Assembly since 2007, mostly coupled to a European scientific colloquium related to gender equality issues and/or the gender dimension in science and research in Europe;
- dissemination of information on EPWS activities and European news for women scientists through the regularly up-dated EPWS website www.epws.org and its blog, as well as through social media;
- publication of a regular EPWS Newsletter to more than 1500 subscribers.

EPWS current activities, more specifically, include:

- the preparation of inputs to the EU policy debate such as positions papers or official letters concerning the current EU framework programme 'Horizon 2020', e.g. a letter to the Commissioner for Research & Innovation on more space for gender research in Horizon 2020 in the 2016-2017 work programmes;
- the production of a yearly European benchmarking report for the French Ministry of Higher Education and Research; for example, in 2017, on the status of academic staff in various European Countries;
- promoting the integration of the gender dimension in science and research through 'Ready for Dialogue', a joint initiative of EPWS and the Essen College of Gender Research, University of Duisburg-Essen;
- the organisation of a lunchtime-debate at the European Parliament: 'From Resolution to Realisation – The Impact of the European Parliament Resolution of 09.09.2015 on Women's Careers in Science and University', Brussels, 6 September 2017;

- participation of EPWS members in many European and international projects, such as COST genderSTE, CARERA, EFFORTI, EGERA, GARCIA, GEDII, GEIRICA, GENERA, GenderTime, GenPort, INTEGER, SAPGERIC, and TRIGGER;
- participation in the European Commission's virtual network 'Women in Decision Making in Politics and the Economy' (Directorate General Justice);
- enhancing the visibility of EPWS and its members, particularly through the presentation of the 'EPWS Association of the Month' on the EPWS website;
- the promotion of science and technology for young people in general and girls in particular.

All current and forthcoming activities are announced on the EPWS website and in the EPWS Newsletters, which can be downloaded from www.epws.org.

Who is who in EPWS

Executive Committee:



President: Dr. Brigitte Mühlenbruch (Germany)

Vice-President: Prof. Claudine Hermann (France)

Treasurer: Dr. Maren Jochimsen (Germany)

Board of Administration:



Prof. Myriam Boussahba-Bravard (France)

Dr. Maria João Curto (Portugal)

Dr. Dóra Groó (Hungary)

Dr. Lucia Martinelli (Italy)

Dr. Yasmin Robson (United Kingdom)

Prof. Dalia Šatkovskienė (Lithuania)

EPWS Full members

Armenia:

- AWS, Armenian Women in Science

Baltic States:

- BASNET Forumas

Belgium:

- BeWiSe, Belgian Women in Science

Bulgaria:

- Bulgarian Association of University Women

Germany:

- BuKoF, Bundeskonferenz der Frauenbeauftragten und Gleichstellungsbeauftragten an Hochschulen e.V.
- CEWS e.V., Registered Association Centre of Excellence Women and Science
- dib, Deutscher Ingenieurinnenbund
- Netzwerk Vorsorgendes Wirtschaften e.V.
- NUT, Frauen in Naturwissenschaft und Technik e.V.

Denmark:

- FRAU, Female Researchers at Aarhus University

Finland:

- HELWOR, Helsingin tutkijanaiset – Helsingfors kvinnliga forskare r.y.
- SUNS, Sukupuolentutkimuksen seura/Sällskapet for genusforskning

France:

- ÉCÉPIE, Égalité des Chances dans les Etudes et la Profession d'Ingénieur en Europe
- *femmes et mathématiques*
- Femmes & Sciences
- Femmes Ingénieurs
- Mnémosyne, association pour le développement de l'histoire des femmes et du genre
- PARITÉ SCIENCE (APMST), Association pour la Parité dans les Métiers Scientifiques et Techniques
- WiN (Women in Nuclear) - France

Greece:

- EDEM, Greek Women's Engineering Association

Hungary:

- NaTE, Nők a Tudományban Egyesület

Italy:

- ASDO, Assemblea delle Donne per lo Sviluppo e la Lotta all' Esclusione Sociale
- Donne e Scienza,
- International Network of Research in Gender
- Società Italiana di Fisica

Latvia:

- Latvian Women in Science

The Netherlands:

- GAIA, Network for Women in Earth Sciences,
- LNVH, Landelijk Netwerk Van Vrouwelijke Hoogleraren

Norway:

- FOKK, Association for Gender Research in Norway

Portugal:

- Amonet, Portuguese Association of Women in Science

Spain:

- AMIT, Asociación de Mujeres Investigadoras y Tecnólogas

Switzerland:

- KOFRAH/CODEFUEHES, Conférence des déléguées à l'égalité auprès des universités et des hautes écoles suisses

United Kingdom:

- Daphnet
- Women in Physics Group of the Institute of Physics

Europe:

- ESWTR, European Society of Women in Theological Research
- eument-net, European network of Mentoring Programmes for Women in Academia and Research
- EU network Sustainability Strategy
- European network of Women and Gender Archaeology
- EUWIIN, European Union Women Inventors & Innovators network
- Marie Curie Alumni Association, Gender Equality for Mobile Researchers in Science Working Group

Taiwan:

- Society of Taiwan Women in Science and Technology

EPWS Associate Members

Austria:

- **IFZ, Interdisziplinäre Forschungszentrum für Technik, Arbeit und Kultur**

Czech Republic:

- **National Contact Centre-Women in Science**

Denmark:

- **Coordination for Gender Research**

Germany:

- **AKFIFZ, Arbeitskreis Frauen in Forschungszentren der Hermann von Helmholtz Gemeinschaft,**
- **gFFZ, Gender- und Frauenforschungszentrum der hessischen Hochschulen**
- **Netzwerk Frauen- und Geschlechterforschung Nordrhein Westfalen**

Greece:

- **Centre For Gender Studies**
- **Gender Network in Aristotle University of Thessaloniki**

Ireland :

- **WISER, Centre for Women in Science and Engineering**

Macedonia:

- **Research Centre in Gender Studies**

The Netherlands:

- **ATHENA**
- **DEWIS, Delft Women in Science**

Poland:

- **Team for Best Practices**

Spain :

- **IUEM, Instituto Universitario de Estudios de la Mujer**
- **Centre d'estudis del patrimoni arqueologic de la prehistoria**

Sweden:

- **Centre for Gender Research**
- **WINGS, Women In Great Science**

United Kingdom:

- **The Daphne Jackson Trust**

Europe:

- **European Physical Society, Gender Equality Group**

In addition to the above Full and Associate Members EPWS includes 111 Individual Members and 17 Supporting Organisations.

You are welcome to join us... if you are not yet an EPWS member!

INTERVIEWS OF THE MONTH 2015-2017

AWS, Association of Women Scientists of Armenia



Lena Atonyan, member of the Association of Women Scientists of Armenia (AWS)

EPWS: If you wanted to describe your association in one sentence, what would you say?

The Association of Women Scientists of Armenia (AWS) gathers scientists from different disciplines (physicists, economists, physicians, psychologists) and aims to empower women to enhance their professional capability to contribute to and benefit from science, as well as engage in public and social life.

EPWS: What are the objectives of your association?

The main objective of the AWS is to strengthen the capacity of women and girls to claim their rights and meet their basic needs. The AWS strives to enhance social-psychological skills of women scientists to better carry out their everyday responsibilities and be more successful in science and social life. Major areas of focus include leadership development, education, health, youth development and environment.

The specific objectives of the Association are:

- achieving gender equality and empowering women in science to make them more competitive in their professional activities;
- improving the knowledge and skills of Armenian women scientists, to increase their scientific productivity and creativity;
- contributing to the development of new skills

necessary for women scientists to promote and present their international projects and scientific works;

- inspiring women scientists in promoting positive changes in their professional area, through raising their self-confidence;
- establishing professional networks through meetings, training sessions and the exchange of best practice, so as to generate new ideas and to develop novel projects.

EPWS: In a few words, what is the history of AWS?

With the Declaration of Independence, the newly established Republic of Armenia faced many challenges, especially in the sphere of science. Despite many institutions being dissolved, the women scientists tried to keep up-to date to the new developments in science. In 2006, a group of women physicists came together to resolve very substantial issues concerning gender balance in science. The organisation of training sessions and seminars, aimed at enhancing the leadership skills of the women, contributed to the improvement in women's role in the scientific community of Armenia. Later, scientists of other disciplines enrolled in the group and the Association of Women Scientists of Armenia was officially registered in 2008.

Using their academic background and the experience in the social sector, the members of the Association addressed the most essential issues. The resulting activity of the AWS was mainly focused on the development of mental and physical potential of women, as well as their healthcare. It was also seen that encouraging women to integrate in the international scientific community would be beneficial.

Since then, and due to the efforts of the AWS, numerous seminars and round table discussions on leadership skills, communication, financial management, women's health and stress management, as well as social-psychological training sessions, were organised. 2014 was marked by establishment of the "Atsh" Personality and Business Development Centre within the Association, which used a special programme developed by the AWS. Moreover, it implemented social projects, aiming to decrease the unemployment rate among women.



Training seminars organised by the AWS

EPWS: Could you explain the organisation of your association?

The President of the Association is elected by its members. The Board of the AWS coordinates the main direction of the AWS activities.

EPWS: What are its recent achievements?

The AWS, in cooperation with "Atsh" Personality and Business Development Centre, has recently organised several activities to boost interest in the social and psychological aspects

of Armenian society. Hundreds of people participated in presentation sessions aimed at raising awareness of the latest achievements in the sphere of applied psychology. The seminars also covered topics intended to increase the active participation of women in social life and to promote the idea of a healthy lifestyle. Furthermore, the Association supported the enhancement of the professional capabilities of social sciences specialists - psychologists, teachers and social workers. This was achieved through the organisation of training sessions and the presentation of seminars by internationally recognised experts. Due to the efforts of the Association, 14 women-consultants in the sphere of Positive Psychotherapy were certified by Wiesbaden Academy of Positive Psychotherapy.

EPWS: What is your agenda for the coming months?

We plan to launch a series of activities aimed at preventing the 'burn-out' effect, observed amongst specialists working in the sphere of human services, including teachers at universities.

EPWS: Are you collaborating with other EPWS members?

We collaborate with some EPWS members, mainly, at the moment, at the personal level.

EPWS: What do you expect from EPWS? In what ways can it help you develop your action?

We highly appreciate participating in yearly conferences and meetings, which keep us informed of the latest activities of the EPWS; we are sure that our cooperation will continue in the future.

First published: February 2016

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Contact for this member: lena.atonyan@gmail.com

BASNET Forumas



The President of BASNET Forumas Assoc.
Prof. Dalia Satkovskiene, Institute of Theoretical
 Physics and Astronomy, Vilnius University.

EPWS: If you wanted to describe your association in one sentence, what would you say?

BASNET Forumas is an international association based on the unique networking of women working in sciences and high technology, and science policy-makers, for ensuring equal gender opportunities in sciences in the Baltic States region.

EPWS: What are the objectives of your association?

The main objectives of BASNET Forumas are:

- to monitor and support the implementation of gender equality in research organisations in the Baltic States region;
- to collect and disseminate good practices identified in Eastern Europe.

EPWS: In a few words, what is the history of BASNET Forumas?

BASNET Forumas was established in 2009 to pursue the goals of the FP6 project "Baltic States Network: women in sciences and High Technology" (BASNET).

EPWS: Could you explain the organisation of your association?

Basnet Forumas association is based on former institutional partners of the BASNET Project.

The Association's managing bodies are:

- the General Assembly (the supreme

managing body);

- the association Executive Committee;
- the President.

EPWS: What are its recent achievements?

- During the past four years BASNET Forumas participated as a partner in three international projects: FP7 project SAPGERIC; EEA and Norway financial mechanisms fund project GEIRICA; and EU COST project genderSTE;
- it co-organised the Lithuanian presidency SAPGERIC conference (2013); organised the international conference "Sustaining Gender Equality in Research and Innovation" (2015); COST targeted network TN1201, Capacity Building Symposium for Policy Makers "Implementing Gender Equality Policy in European Research and Innovation" (2016);
- as part of the programme of the high-level event devoted to the opening of new Scientific Centers in Lithuania and the CERN exhibition, BASNET Forumas translated into Lithuanian and arranged the presentation of the Lithuanian version of Chang Tsai-Chien's book "Madame Wu Chien -Shiung, The First Lady of Physics Research" (Madame Wu Chien -Shiung is a famous Chinese-American physicist).
- supporting the attraction of the younger generation to science, the association organised meetings of Lithuanian students – physicists

and high school pupils in Vilnius and Kaunas (2016, March) – to prominent American scientists from Harvard and Gainesville Universities;

- the Association initiated the inclusion of Resolution No. 32 in the Baltic Parliamentary Assembly (2013), aiming to support the implementation of gender equality in research organisations;
- it took an active part in the creation of the movie “Striving for awareness” on the “hidden” discrimination in research, and published the proceedings of the international conference “Science, Innovation and Gender” (2014);

- members of BASNET Forumas are recognised as high level experts in issues concerning gender equality in research; they are invited to join conference organising committees as ELGE experts, and have been International Advisory committee members of many European Commission FP7 and Horizon 2020 projects.

EPWS: What is your agenda for the coming months?

Our plans are very ambitious. They are targeted at implementing gender issues in EU regional science policy, monitoring and supporting the implementation of structural changes in research organisation of the Baltic States and motivating girls and young women to choose science as a profession.

EPWS: Are you collaborating with other EPWS members?

Yes, of course. We are currently collaborating with the Portuguese association AMONET and are planning some common activities, motivating girls and young women to become scientists. BASNET Forumas, being an EPWS Board of Administration member, has the pleasure to collaborate with the other EPWS Board members, inviting them to participate in BASNET Forumas events and to share their experience.



A moment of COST Targeted Network TN1201 Capacity Building Symposium for Policy Makers “Implementing Gender Equality Policy in European Research and Innovation” organised in Vilnius University by BASNET Forumas (April 4th -5th 2016)

EPWS: What do you expect from EPWS? In what ways can it help you develop your action?

EPWS is an important tool for implementing gender equality in science in Europe. Participation in EPWS is attractive for BASNET Forumas in many aspects:

- firstly, it is providing the possibility of enquiring into the problem more widely (at a European level), to monitor the newest trends of EU gender in science policy, and to discuss and influence them;
- secondly it is creating the opportunity to raise attention at European level on the regional Baltic States problems.
- thirdly, it is the best place for sharing experience. Through the EPWS, we expect better financial sustainability.

As for your second question, I would like to say that EPWS is providing us with major help in advertising our actions internationally and raising their visibility.

First published: March 2015

BeWiSe, Belgian Women in Science



The current Board member **Tania Van Loon**, President, and founding member **Patricia Lampens**

EPWS: If you wanted to describe your association in one sentence, what would you say?

Our association consists of women and men, scientists and engineers, from across the whole Belgium, who are supportive of equal and full participation of women in all scientific disciplines and at all levels, because diversity in research is indispensable to ensure progress, quality and scientific excellence.

EPWS: What are the objectives of your association?

Our main objectives are to support the position of women in science, both in the public and the private sectors and to improve the communication among women from the Belgian and the European scientific communities, as well as to provide role models for young women and men who are tempted to engage into a scientific career.

We encourage

- equal opportunities for both women and men to reach the most senior levels in scientific research;
- appropriate actions to achieve equal participation of women and men in science;
- laws and regulations that promote an increased participation by women in science, also at the decision level;

- measures that facilitate the reconciliation of men's and women's professional and family lives;
- equal participation of women in decision-making bodies.

EPWS: What is the history of BeWiSe, in a few words?

We started with two major meetings in which the basic idea of forming an association with the name of BeWiSe took shape. In the first 3 years, the effort was mainly on achieving the legal status of "association" and developing the network across the language frontier in Belgium. This phase was followed by several years in which regular "hands-on" workshops were set-up in order to attract more young scientists and a special annual activity was held with the General Assembly. BeWiSe took also part in some interesting school-oriented projects with the financial support of the Wallonia-Brussels Federation. We also took great care and efforts in selecting, attracting and celebrating our first Honorary Members as inspiring role models: they are passionate and accomplished scientists recognized at international level and they embody, each in her own ways, the attractiveness of scientific careers for women.

EPWS: Could you explain the organisation of your association?

We are a small team of volunteers who are promoting BeWiSe's objectives by carefully selecting and helping, with the organisation of specific actions and events (e.g. the mentor-mentee programme) and well-focused projects, as well as through our attitudes and reflections in our daily working environment.

EPWS: What are its recent achievements?

We have just finalised an interactive on-line toolkit, to stimulate girls and boys (typical age from 12 to 16 years) to choose scientific studies by showing that science is interesting, can be fun and can be practiced in varied ways. This is done by a richly illustrated compilation of stories of five scientists (both women and men) working in various research fields and having different backgrounds, also based on true experiences www.go4sciences.be

Another concrete result is the movie "Science needs you !" featuring the portraits of six scientists talking about science, their career, their passion and hobbies, which can inspire young people to choose scientific studies and work www.youtube.com/watch?v=_-3fY6reOp4.

Addressing a different need in a different shape, BeWiSe mentoring programme is a good example of how personalised support to young scientists can improve their skills and self-confidence. The programme is equally appreciated by mentees and mentors, and is delivered across universities and communities (in both French and Dutch languages as well as in English, depending on the mentor and mentee's preference).

EPWS: What is your agenda for the coming months?

In September, we will pursue the dissemination of the www.go4science.be toolkit in secondary schools, so that it becomes a better known tool to raise awareness and enthusiasm of teachers and pupils.

We will also hold our yearly general assembly to discuss which priority actions will be launched next year.

And we are pursuing our mentoring programme throughout the year. In our experience: this is a simple and powerful way for young and experienced researchers to exchange experiences of concrete situations, to support and build up confidence of researchers in the early career stages, and to broaden all researchers' views about gender.

EPWS: Are you collaborating with other EPWS members?

We are joining forces with other EPWS members on specific actions, such as a seminar with the French Femmes & Sciences in November 2015 about gender aspects in Research and Innovation

For several years, BeWiSe representatives fulfilled the task of EPWS treasurer with great care and commitment.

EPWS: What do you expect from EPWS? In what ways can it help you develop your action?

We count on EPWS to increase the impact of our actions through communication and networking with similar-minded organisations, and we like to be inspired by diverse actions from its members.

First published: September 2016



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Association website: www.bewise.be

MCAA/GEMS, Marie Curie Alumni Association/Gender Equality for Mobile Researchers in Science Working Group



Giovanna Avellis – senior researcher at InnovaPuglia SpA, Valenzano, Bari, Italy,

EPWS: If you wanted to describe your association in one sentence, what would you say?

The MCAA is an Association providing high-quality services to enhance research and professional collaboration among researchers, including women scientists.

EPWS: What are the objectives of your association?

The non-profit purpose of the MCAA is to promote and exploit the full potential of the community of researchers who have benefited from the mobility in the personnel programme of the "People" 7th Framework Programme (FP) of the European Community, together with the future and preceding FPs. This aim was directed at research, technological development, the fostering of greater public awareness of European research and the demonstration of activities between 2007 and 2013. For achieving this purpose, the MCAA may engage, alone or in collaboration with third parties, directly or indirectly, in all activities related to this purpose.

The MCAA is active in Europe and other parts of the world, seeking (but not limited) to,

- encourage networking, cooperation and mutual understanding among members from different countries, sectors of the economy and across scientific disciplines;
- foster global relationships as 'ambassadors' within the world-wide research and innovation

community, with particular emphasis on the Marie Curie experience of international and inter-sector mobility;

- serve as a forum of debate, enabling members to promote the values of the Association and to enhance their own careers and the careers of other members;
- support the dissemination of the outputs of the members' work across disciplines and internationally.

EPWS: In a few words, what is the history of MCAA,?

The Marie Curie Alumni Association, established in 2012 as a restricted access web portal, is now a thriving organisation of over 8.500 members spread across five continents.

EPWS: Could you explain the organisation of your association?

The MCAA is governed by an 11-member Board, directly elected by the MCAA membership. The Association currently comprises 22 geographical Chapters (see below) and 10 Working Groups. The MCAA members engage with each other primarily through networking, meetings and training events organised by these Chapters and Working Groups. In addition, the MCAA organises an annual Conference and General Assembly with upwards of 500 participants. Membership of the MCAA is free of charge and open to any past or present

beneficiary of research funding from a Marie (Sklodowska-) Curie Action (MSCA), a programme of the European Commission (EC) specifically designed to encourage international mobility among researchers. 100 000 researchers approximately have already benefited from such actions, and this number is rising fast.

The MCAA web-portal is the main platform for interaction among Marie Curie (MC) Alumni.

Funding and support for the MCAA is provided by the EC (Directorate General for Education and Culture), in the form of a service contract set up, following a public call for tenders, with a contractor (currently a consortium of two commercial companies, INOVA+ and Intra-soft International) who undertakes a range of actions to assist in the creation, development and running of the MCAA.

So as facilitate the communication with members and engage with them in the development of the Association, the MCAA has promoted the creation of Chapters in different regions, established to:

- encourage local networking and establish a mutually-beneficial relationship between MCAA and its alumni within a defined country;
- initiate activities that add value to the Alumni network and encourage interaction with the general body;
- recruit, attract, support and facilitate connections between MC fellows and alumni;
- sponsor and support activities that will enhance the MCAA image.

The Working Groups (WGs) are flagship instruments, set-up to fulfil the MCAA mission; their objective is to support the aims of the association by proposing and executing activities in a given field. As the MCAA is committed to the promotion of women scientists and is sensitive to gender issues in science, an additional 'Women in Science' (WiS) working group has been established: the 'Gender Equality for Mobile Researchers in Science' (GEMS) working group.

EPWS: What are its recent achievements?

The GEMS Working Group has been active since September 2014, aiming to promote mobility among the community of women sci-



MCAA GEMS Working group members at the Workshop «Promote the female leadership through Role Models across Research, Industry and Business», University of Bari, Italy, organised with BPW, ITWIIN, EUWIIN, MCAA, MCFA, University of Bari and University of Salento, May 2016

entists, to collaborate with other associations and organisations active in the same field and, in particular, to provide feedback from the European Community on policy issues regarding mobility.

The aims of GEMS are to:

- strengthen the role of women scientists in Europe and discourage discrimination and marginalisation;
- promote mobility among women scientists both in and outside Europe;
- empower women scientists in Europe by promoting policies which foster gender equality and scientific excellence;
- promote the role of women at all levels and support their representation in leadership and decision-making positions in all fields;
- conduct and publish studies, articles and analysis to support the development of policies which promote gender equality and empowerment in science;
- form networks with other WiS associations, to create global forums and discussion platforms on common issues of interest;
- educate the next generation of women scientists, through training and mentoring schemes, and the dissemination of information on role models inside MCAA.

Recent achievements of the GEMS WGs are:

- the creation of an e-book on role models of mobile women scientists from MCAA, see www.mariecuriealumni.eu/library;

- the support of members, led by Ira Didenkulo, in the writing for the HUMBOLDT project, funded by Humboldt University, on Networking and Mobility Support of women in science;
- the organisation of a workshop at University of Bari, Italy, May 2016, a collaboration with ITWIIN, EUWIIN, MCFA, BPW, Universities of Bari and of Salento;
- the participation in the Euroscience Open Forum 2016 in Manchester, UK, 2016;
- the Gender Summit Conferences participation: Africa 2014, Europe Berlin 2015, and Europe Brussels 2016;
- the exploitation and dissemination of GEMS working groups results at several venues;
- the application to European projects of 'Horizon 2020' 'Science with and for Society' programme;
- the participation in the 'Italian Women Innovators and Inventors Network' (ITWIIN) 2016 conference, where two GEMS members received awards for 'Exceptionally Creative Women' and 'Best researcher abroad';
- the creation of a new @gems.mcaa Facebook page: <https://www.facebook.com/gems.mcaa>, and Twitter accounts @GEMS_Cand #GEMS_MCAA.

EPWS: What is your agenda for the coming months?

- Continued participation in Women in Science conferences (ESOF2018, ITWIIN 2017/2018, EUWIIN 2019, ...);
- organisation of the European Women Innovators and Inventors Network (EUWIIN) 2017 events;
- organisation of a Workshop in Bari, June 2018, on 'Boosting career development and leadership';
- organisation of workshop and e-books on Role Models (www.therolemodels.net) at the HUMBOLDT 'Award for Women Networking';

- participation in the Gender Summits Asia (GS10), May 2017, and Europe 2017;
- organisation of a workshop in collaboration with the HUMBOLDT project, Bremen, Germany, December 2017.

EPWS: Are you collaborating with other EPWS members?

G.A.: Yes, with: Lucia Martinelli from Associazione Donne e Scienza (see p. 62) and former Marie Curie fellow, and Claudine Hermann, Vice President of EPWS.

EPWS: What do you expect from EPWS? In what ways can it help you develop your action?

EPWS can collaborate with MCAA GEMS working group in several ways:

- become involved in the HUMBOLDT project, by providing role models for the e-book and the database of role models;
- participate, by proposing joint sessions, in Women in Science conferences, such as ESOF2018, Toulouse meeting, in July 2018;
- participate in the Workshops planned by GEMS WG, such as the meeting in Bremen, Germany, December 2017, and the workshop in Bari, Italy, June 2018;
- encourage the participation of some associations of EPWS in the 'Science with and for Society' project proposals, such as 'Science4Refugees', and 'Science Education outside the classroom';
- help the GEMS WG in the exploitation and dissemination of the GEMS WG results;
- organise the participation of EPWS to the MCAA General Assembly and Conference and, vice versa, the participation of MCAA GEMS WG to EPWS General Assembly.

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HELWOR, Helsingin tutkijanaiset – Helsingfors kvinnliga forskare r.y., The Helsinki Association of Women Researchers



The Chair of the association **Päivi Salmesvuori**

EPWS: If you wanted to describe your association in one sentence, what would you say?

Our association works in an interdisciplinary and inter-university way; we bring together people from the Helsinki area who are devoted to promoting gender equality in study, research and in society.

EPWS: What are the objectives of your association?

We have eight main objectives:

- 1) generating public discussion concerning issues of gender equality in science;
- 2) improving the position of women researchers in academia;
- 3) improving the social and economic well-being of women researchers;
- 4) promoting mutual collaboration between women researchers;
- 5) promoting equality in university and research;
- 6) especially promoting the visibility and importance of women researchers in areas of expertise and research;
- 7) promoting and critically analysing gender research;
- 8) critically evaluating the gender effects/impacts of science policy.

EPWS: In a few words, what is the history of the Helsinki Association of Women Researchers?

The HELWOR was established in 1982, to engage in many of the above-mentioned issues, and it had several hundred members. However, in the 1990's, the activity in the association declined. Thus, was gender equality in academia achieved? In 2006 female researchers asked that question and realised that it was not the case; all the old problems remained and some new features of discrimination had appeared. So, since 2006 the HELWOR has again been actively promoting its objectives, to reverse the previous negative trend.

EPWS: Could you explain the organisation of your association?

We have a very light administrative structure, with a new board (nine members and six deputies) elected annually. It, in turn, elects the Chair and Vice-Chair. Much of the communication from the board is by email and any member may raise topics for discussion. This makes it possible to react quickly to acute issues. Of course, we also plan for the longer-term, such as arranging talks and workshops, to which we invite key persons from the university and political fields. Recently, for example, we have discussed internationalisation and women's leadership. Frequently, after our meetings, we continue the discussion informally and share our experiences as mothers and scholars. One of the most valuable features

of our association is that it brings together scholars from different fields and universities. We then learn from each other and generate encouragement to persevere in our goals.

EPWS: What are its recent achievements?

We have actively commented on universities' gender equality agendas and we feel that our voice has been heard. Very recently, in April 2016, the former chair of HELWOR, Professor Hanna Vehkamäki, and I were in Tallinn, Estonia, in a seminar entitled 'Glass Ceiling or

are required, to reform their organisation. The HELWOR is now carefully following the gender impact of these changes and is making efforts to be more pro-active than reactive. In this depressing situation, we find it also very important to raise the spirits of our members, share ideas and encourage each other to see the positive things that are also happening. For this reason, we decided, actively, to share success-stories of our members on our website. After having worked hard, we wanted to show that good things are also happening.



At Minna Canth' Day 2017, Prof. Liisa Husu (left), Dr. Mina Engelberg (center).

On the right: Theatrical Artist and University Lecturer Irma Optimisti with her performance 'University – Where are you going?' The words on the sheets mean: knowledge, power and control.

Career Ladder? – Young People in Academia'. It was arranged by the Finnish Embassy in Estonia and the Office of the Gender Equality and Equal Treatment Commissioner in Tallinn. In our talks, we concentrated on practical solutions of how to improve women scholars' career in academia. I think that sharing experiences and finding the best practices were very fruitful and empowering for all parties.

EPWS: What is your agenda for the coming months?

The Finnish Government has dramatically cut university funding this year and for the future. This extremely unfortunate decision of the Finnish policy-makers has led to hundreds of people being dismissed from the universities. At the same time, many universities wish, and

Since our association is very concerned about current developments concerning matters of equality, HELWOR has decided to hold a yearly seminar on a date close to the 19th March, which is the day Finland celebrates equality. The day is named 'Minna Canth's Day' after a famous Finnish writer and fighter for women's rights, who died in 1897. In our first seminar, Professor Liisa Husu talked about women in academia in Sweden and Dr. Mila Engelberg made a presentation on 'The Sexism of Finnish Language'. The seminar began with a performance by Irma Optimisti entitled 'University – Where are you going?'.

In April 2017, the controlling body of Finland's Education and Culture Committee asked our Association (among many other stakeholders)

to comment on our assessment of the impacts of the most recent University Law (2010). In our statement, we strongly criticised the policy that resulted in the assessment of the gender impact of the law not being examined before or during its preparation. HELWOR asked for that assessment to be performed as soon as possible. The reason for our claim was that, although Finland is held to be a very egalitarian country, the statistics resulting from recent developments show that there are real dangers that equality is suffering from lack of attention. For example, women scholars' contributions are still not properly recognised. Although half the PhDs are awarded to females, access to professorships by women is still difficult – only 28% of the professors in Finland are female.

Concerning the assessment of the University Law, I had also an opportunity to present our main points in person to the Education and Culture Committee and to respond to questions. The female Members of Parliament were extremely interested in the matters of equality. I was given the chance to explain why gender still matters and to emphasise the importance of following and analysing the statistics. I was able to point out that gaining gender equality needs continuous work. My feeling was that, in the short encounter, our association had managed to raise interest in the importance of gender issues, not only in academia but also in general society.

EPWS: Are you collaborating with other EPWS members?

The most important collaboration happens through the international conference of the



Professors Hanna Vehkamäki and Elina Vuola at the HELWOR 2012 annual meeting. It was held in the board room of the Faculty of Theology (University of Helsinki) under the guarding gazes of former male professors and deans on the wall. We certainly hope to have more gender-balanced paintings on our future walls; now it is usually the 'all male panel'!

EPWS, to which we wish to continue to send our representative. We are, naturally, very keen to collaborate with other associations whenever possible.

EPWS: What do you expect from EPWS? In what ways can it help you develop your action?

The international conference is, of course, a hugely effective way to keep track of what is taking place in Europe and globally. We are also grateful for ideas on how to better influence the policy-makers.

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SUNS, Sukupuolentutkimuksenseura/Sällskapet for genusforskning, Association for Gender Studies in Finland



Tuija Pulkkinen, President of SUNS and professor at the University of Helsinki

EPWS: If you wanted to describe your association in one sentence, what would you say?

SUNS is a Gender studies association based in Finland, which brings together those interested in research and teaching in gender studies and, more generally, in feminist research.

EPWS: What are the objectives of your association?

SUNS promotes Gender Studies at Finnish universities. The association has two main objectives:

- it produces an academic quarterly journal *Sukupuolentutkimus/Genusforskning*, which publishes original gender studies research in Finnish and Swedish, and
- it organises an annual national conference on gender studies, *Sukupuolentutkimuksen päivät*, each November. The conference rotates between the different Finnish Universities and, generally, 200-300 participants attend. Presentations, relating to 2 to 3 keynote issues, are in parallel and are given in Finnish, Swedish, and English. In recent years, the conferences have also increasingly attracted participants from outside Finland.

More generally SUNS:

- works for better exposure of gender studies in the Finnish universities and promotes co-operation between the gender study communities in different universities;

- participates in public discussions about research and political decision-making concerning the subjects of our research.

SUNS also annually awards the prize for the best MA thesis in Gender studies, and the prize for the best article of the year in the journal *Sukupuolentutkimus*.

EPWS: In a few words, what is the history of SUNS?

SUNS was founded in 1988. During its existence, Gender studies have grown from being a group of interested activist scholars, in different fields of feminist research, into an academic society representing the discipline of Gender studies; it now provides BA, MA and PhD degrees, and is taught in all Finnish research universities. At the same time SUNS continues to represent the large multidisciplinary community of female scholars working in different fields in Finland. SUNS has organised a Gender studies annual conference since 1989, and the event is now firmly established, attracting participation from multiple disciplinary areas. SUNS also has a wide membership base outside the universities. The journal is read by non-academics and ex-academics who are interested in feminism, and it also entertains a lively relationship with new activities within the ever-changing feminist agenda.

EPWS: Could you explain the organisation of your association?

The board, elected annually at the SUNS conference, consists of the representatives of the gender studies programmes in the Finnish universities. In addition, there is a student representative, as well as the representative of the journal, *Sukupuolentutkimus*.

The journal's editors-in-chief are elected for two years, and the journal's physical address rotates through the universities accordingly. The President, the Secretary, and the Treasurer are also annually elected and usually work from one university, which is currently the University of Helsinki.

The association is funded mainly by individual membership fees, which include subscriptions for the journal *Sukupuolentutkimus*. Each year the conference and the journal also receive funding from the Federation of Finnish Learned Societies.

EPWS: What are its recent achievements?

We consider the growth of the field of gender studies and feminist research in Finnish universities, established through the journal and the regular large conference and, additionally, the status of gender studies as a discipline within the university structure, to be our greatest achievements to date.

SUNS has also recently successfully worked to promote the formal recognition of gender studies within the research funding organisations. This aims to solve the problem for those who apply for funding and wish to be assessed by experts in the same field. The Academy of Finland added Gender Studies as a category in its list of disciplines in 2010, and many other funding organisations have recently followed this example. SUNS has worked actively to achieve this.

EPWS: What is your agenda for the coming months?

In Finland, we are currently in a new situation in which the former national doctoral programmes, which brought together doctoral researchers working in the same field across Finland, recently ended and new, university-based, organisations have taken precedence. With the Finnish universities undergoing these significant organisational changes, SUNS is now attempting to find some practical ways of generating cooperation between the new Gender studies MA programmes in different universities and encouraging communication between doctoral students.

We have also just started a project of archiving the history of the association and aim to complete that work by the summer.

The next issue of the journal (1/17) is in the process of being published, and the editorial team in Turku is working on the next three issues for this year. The SUNS conference in 2017 will be organised at the university of Jyväskylä. The theme will be "time," and the call for panels will be published soon.

EPWS: Are you collaborating with other EPWS members?

SUNS cooperates with other gender studies associations internationally, and with other Finnish associations which promote the status of women in research, such as the Helsinki Association of Women Researchers (see p. 24).

EPWS: What do you expect from EPWS? In what ways can it help you develop your action?

SUNS makes use of the documentation that EPWS produces on the position of women in research and academic institutions. SUNS and many of its individual members are involved in public discussion of the role of women in science, and EPWS can help by providing material for discussion.

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ÉCÉPIE, Égalité des Chances dans les Études et la Profession d'Ingénieur en Europe, Equal opportunity for women and men in engineering studies and careers in Europe



Yvonne Pourrat and André Béraud, cofounders of the ÉCÉPIE association

EPWS: If you wanted to describe your association in one sentence, what would you say?

It is an association of researchers, originally from engineering schools in France, willing to promote the participation of women in engineering and the sciences.

EPWS: What are the objectives of your association?

The objectives are:

- Understanding why there are so few women in engineering;
- understanding why it is so difficult for women to have careers in science and technology, especially in research;
- elaborating action plans and monitoring their effects in research institutions;
- to keep permanently a European perspective.

EPWS: In a few words what is the history of ÉCÉPIE ?

ÉCÉPIE was born about 15 years ago in Engineering Schools (Grandes Ecoles) in Lyon and Paris. The reason we decided to choose an association instead of a more traditional academic structure ("jeune équipe", "laboratoire",...) was that there were no possibilities, at the time, of building a research team with such a topic in one of the Schools. Another reason was that a consortium was being built around a team from Wuppertal University in

Germany and was looking for partners. We joined it.

The first theme we worked on was to understand why so few young women with a scientific basic training (in France "Baccalauréat Scientifique" at the end of secondary education) choose engineering. Why are they reluctant to study and practice engineering?

Then our field of research moved to engineering careers and the difficulty for women to get to the top in research organisations. We extended our field of research to science in general and engineering.

We worked in five successive EU funded projects: INDECS (2001-2002), WOMENG (2002-2005), PROMETEA (2005-2007), HELENA (2009-2011) and GenderTIME (2013-2016), and several regional projects (Mairie de Paris, Région Ile de France and Région Rhône-Alpes).

EPWS: Could you explain the organisation of your association?

The organisation of our association is very simple and respects the rules which apply to French associations: there is a President, a Financial Officer (treasurer) and a Secretary. Once a year the general assembly of the association meets and elects these three persons. Financial accounts are verified annually by an independent accountant ("Expert Comptable"



André Béraud during the 5th Gender Summit, Cape Town (South Africa), April 2015

and "Commissaire aux comptes") who certifies that the accounts are correct.

The work is performed by volunteer members of the association, the choice of individual depending on the project and the work that is to be done. The number of members has been very stable over the years, as have the structure and organisation of the association.

The association has an office in Paris in the "Maison des associations du 6^e arrondissement" (house of associations provided as a public city service) where members can meet and work. Funding is dependent on research contracts and funds allocated for specific projects (organisation of conferences, edition of books, participation in conferences...)

EPWS: What are its main recent achievements?

The main achievements of ÉCÉPIE are:

- participation in EU funded projects INDECS, WOMENG, PROMETEA, HELENA and GenderTime. The principal activity between 2013 and today was the GenderTime project, which was finished in December 2016. ÉCÉPIE managed three of the projects and was the scientific coordinator of two;
- the creation in 2013 of the "Réseau francilien Egalité femmes/hommes dans les métiers scientifiques, l'enseignement supérieur et la recherche" (Region Ile de France network for equality between women and men in higher education and research institutions). The publication of its work and its recommendations

for designing action plans was issued in 2015;

- the publication, in December 2016, of a handbook « Manuel pratique des chargé.e.s de mission égalité femmes/hommes dans les institutions de l'enseignement supérieur et de la recherche » (Practical handbook for gender equality officers in higher education and research institutions). The goal of this network is to disseminate, as largely as possible, good practices and ideas about measures of equality in the Ile-de-France region (Paris) and beyond;
- the organisation of a conference in November 2016, at the French ministry of Higher Education and Research, on Gender Equality in higher education and research institutions;
- the creation of a series of conferences, organised in collaboration with EPWS French associations, concerning "The networks of women scientists". The first conference was on the 10th December 2015 and the second on 8th June, 2016;
- the organisation of the GenderTime project final international conference in Paris on September 29th and 30th, 2016. Results from the four years of action plans for equality in seven higher education institutions in different countries in Europe were presented and discussed by experts in the field from all over the world. ÉCÉPIE belongs to the network of French associations members of EPWS, a think-tank about the strategic importance of the women scientists networks.



Yvonne Pourrat with the EPWS president and members of the Board in Berlin, November 2015

tember 29th and 30th, 2016. Results from the four years of action plans for equality in seven higher education institutions in different countries in Europe were presented and discussed by experts in the field from all over the world. ÉCÉPIE belongs to the network of French associations members of EPWS, a think-tank about the strategic importance of the women scientists networks.



GenderTime International conference announcement, Paris, September 2016

EPWS: What are your projects for the coming months?

- The organisation of a new phase of the "Réseau francilien pour l'égalité femmes/hommes", with more involvement of higher education and research institutions in the Paris area;
- the continuation of conferences in Paris, in collaboration with EPWS French members, concerning the networks of women scientists;
- the coordination of the European network GenderTime for new common actions and projects.

EPWS: Is there a relationship between your association and the other EPWS members?

Yes; there is strong collaboration at the national level with the other French associations which are members of EPWS. We meet together once a year and decide the actions that we will launch during the year with the

associations "Femmes & Sciences", "*femmes et mathématiques*", "Mnémonyne", "Femmes Ingénieurs" in particular (see next pages).

EPWS: What do you expect from EPWS? In what ways can it help you develop your action?

EPWS has been, and still is, a very important forum for exchanging ideas, experiences and projects. It provides an opportunity to meet participators in the field from many different European countries.

EPWS is an important agent for lobbying at the EU level, for expressing the point of view of women about (the absence of) equality in science and technology (ST), for taking stands on important questions relevant to that purpose, and for informing EU institutions about research and knowledge concerning women in science and technology.

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femmes et mathématiques, French Women and Mathematics



Laurence Broze, President of *femmes et mathématiques*, professor at University Lille 3

EPWS: If you wanted to describe your association in one sentence, what would you say?

The French association '*femmes et mathématiques*' (Women and Mathematics) unites women mathematicians in academia, in the private sector and in secondary education.

EPWS: What are the objectives of your association?

The main objectives of *femmes et mathématiques* are:

- to encourage girls to study mathematics and, more generally, to study science and technology;
- to work for gender equality in mathematical jobs and for the recruitment of more women mathematicians into university faculties;
- to promote the participation of women in the mathematics community;
- to sensitise the education and scientific communities to the question of gender equality;
- to be a meeting place for women mathematicians.

EPWS: In a few words what is the history of *femmes et mathématiques*?

In the 1980's, mathematics was not highly regarded in French society. At about the same time, people started to recognise that mixed-gender schools do not necessarily lead to educational equality between girls and boys. In addition, in the US as well as in Europe,

there were very few women mathematicians and their research was not well recognised.

The association *femmes et mathématiques* was created in 1987 by women mathematicians. Some had attended the round table of women mathematicians organised by the Association for Women in Mathematics (AWM) during the 1986 International Congress of Mathematicians in Berkeley. The European Women in Mathematics association (www.europeanwomeninmaths.org) was subsequently created in 1986 in Paris.

The creation of the association *femmes et mathématiques*, in the following year, was due to a unique aspect of French higher education: besides universities, France has competitive advanced schools for training future university researchers and teachers (the well-known "écoles normales supérieures"); up until 1986, there were separate institutions for men and women, but from 1986 they became mixed-gender and admission was gender-blind. This has resulted in a drastic decrease in the proportion of women admitted to study mathematics in these schools.

Over the nearly 30 years since its creation, the activities of *femmes et mathématiques* have increased and become more diverse, involving the general public, elementary, secondary and university students, academia and other

scientific institutions. These activities take different forms, such as conferences, meetings with young people, publications, exhibitions, production and analysis of statistical data, and partnerships with other French or international associations.

EPWS: Could you explain the organisation of your association?

The head office is in Paris, at the Institute Henri Poincaré (IHP), a prestigious institute for mathematics and theoretical physics. Other French associations of mathematicians and statisticians have their head offices at the same location, and it is also where the 'Centre Emile Borel' is situated.

femmes et mathématiques is national and has members all over France.

Numerous activities, such as going into classes in elementary and secondary schools, are organised by local coordinators in the different regions or cities of France. Other actions, such as the Forum des jeunes mathématicien.ne.s (Forum for young female and male mathematicians) are organised alternatively in Paris at IHP or outside the Parisian area, in universities which volunteer to host the meetings. The theme is chosen according to the specialties of the host institute.

The association edits a newsletter three times a year.

Many activities are organised in collaboration with other French associations, such as Femmes & Sciences (see p. 35) and Femmes Ingénieurs (see p.38). We also collaborate with learned societies for mathematicians, such as the Société Mathématique de France (French Mathematical Society), the Société de Mathématiques appliquées et industrielles (French Society for Applied and Industrial Mathematics) and the Société Française de Statistiques (French Statistics Society). We also have links with international mathematical associations, such as European Women in Mathematics and the African Women in Mathematics Association.

EPWS: What are its recent achievements?

Together with the French association Animath, a one-day conference named 'Filles et mathématiques: une équation lumineuse' (Girls and Mathematics: an Enlightening Equation) has been organised for female students from middle school through to the university level. Having started in 2009, these special conferences are now being held in many universities in France.

The 2017 Forum for young female and male mathematicians, in Nancy in November, will be on the theme 'Mathematics and Interactions'. It will be an occasion for young women researchers in mathematics to talk about their own work before a non-specialist audience, to explore the stereotypes aspiring mathematicians will be (or are already) facing. The forum will also provide information to help students obtain academic positions in a male dominated environment.

The association has participated in the production of a MOOC in French «Être en responsabilité demain: se former à l'égalité femmes – hommes» (Managers of tomorrow: become educated about gender equality) (<http://flot.sillages.info/?portfolio=se-former-a-legalite-femmes-hommes>).

A number of booklets have been published in collaboration with different partners:

- 'Zoom sur les métiers des mathématiques et de l'informatique' (Zoom about jobs in mathematics and computer science), www.onisep.fr/Toute-l-actualite-nationale/Decouvrir-les-metiers/Mars-2015/Zoom-sur-les-metiers-des-mathematiques-et-de-l-informatique, a booklet to help high school students, female and male, to choose advanced studies in mathematics, statistics and computer science;
- 'Femmes et Sciences : au delà des idées reçues', (Women in Science: beyond popular belief) www.femmesetsciences.fr/actualites/actions_phares/idees-recues/;
- the 'Dictionnaire universel des femmes créatrices', (Universal Dictionary of Creative Women), published as hard-copy in 2013, and in

2015 in the electronic form www.desfemmes.fr/dictionnaire-des-creatrices/.

femmes et mathématiques is a member of CFEM, the French component of ICMI (International Conference for Mathematics Instruction). This group has organised the 'Forum mathématiques vivantes : Mathématiques et langages' (Living Mathematics Forum: Mathematics and Languages). After the first Forum in 2015 in Paris, Lyons and Marseilles, the second was held in March 2017 in Lille, Lyons, Rennes and Toulouse. The objective of these Forums was to demonstrate to the public that mathematics is alive and beautiful, and is relevant to all domains of society. They demonstrate all the initiatives, practiced within or outside classes, to help students succeed in their mathematics studies and to encourage the choice of mathematically oriented careers. www.cfem.asso.fr/actualites/forum-mathematiques-vivantes

EPWS: What is your agenda for the coming year?

In September 2017, we shall organise a two-day meeting at IHP on teaching the skills in mathematics to girls and boys. We shall also celebrate the 30th birthday of our association. The exhibition 'Women of mathematics throughout Europe: a gallery of portraits' produced by the photographer Noel Matoff and four women mathematicians will be presented at IHP and in numerous French universities. Our plans for 2017 also include about 15 one-day conferences 'Filles et mathématiques : une équation lumineuse' (Girls and Mathematics: an Enlightening Equation).

Additionally, the association will participate in several national and international mathematical and scientific events:

- a workshop about the Gender Gap in Sciences in Paris in June 2017, organised by the Committee for Women in Mathematics of IMU (International Mathematical Union), in the framework of the IMU-IUPAC project;

- 'a Global Approach to the Gender Gap in Mathematical and Natural Sciences: How to Measure it? How to Reduce it?', this will be subsidised by the International Council for Science (ICSU);

- the General Assembly of European Women in Mathematics in the University of Graz in 2018;
- we shall also participate in the writing of articles on women mathematicians in the French Wikipedia Encyclopaedia.

EPWS: Are you collaborating with other EPWS members?

As already mentioned, our association is acting in close collaboration with two French members of EPWS: Femmes & Sciences, and Femmes Ingénieurs. We are looking forward to more collaborations with EPWS members, especially the French members.

EPWS: What do you expect from EPWS? In what ways can it help you develop your action?

We are looking forward to networking with other members of EPWS, especially with European members working on the subject of women in mathematics, and more generally women in science. We also expect to participate, through EPWS, in lobbying at the European level about women in science.

EPWS makes it possible to exchange ideas about good practices and to compare the diverse situations of women in science in European countries. We are interested in understanding how discrimination against scientific women operates in the different European countries: this is a problem which is experienced in all European nations, but discrimination takes different forms. We hope that by working together the problem of gender discrimination in mathematics, and more generally in science, will be more effectively combatted.

First published: December 2015



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Association website: femmes-et-maths.fr

Femmes & Sciences, French Women and Science



Dr. Sylvaine Turck-Chièze, honorary CEA Research director and Femmes & Sciences President

EPWS: If you wanted to describe your association in one sentence, what would you say?

Our association aims to improve the position of women in science and technology in France, both in the public and private sectors, by promoting a positive image of science and of women in science, and by encouraging young people (particularly girls), who are studying science or technology and pursuing careers in these disciplines.

EPWS: What are the objectives of your association?

We have two main objectives:

1) We strive to improve the gender balance in all scientific jobs, at all levels, by encouraging women, supporting them and contributing to concrete actions with the government or institutions to increase the percentage of women in their organisation.

In 2014, our association received the 'Golden Trophy for men-women equality' from Association pour l'Emploi des Cadres (APEC - National association for the executives' employment) in the category 'Public organisations and associations'. On 22 April 2017, we took part to the March for Science in Montpellier, Toulouse, Paris where the president of F&S emphasised the importance of mixing genders in scientific jobs.

2) In order to find the best way to convince

young women, parents and professors that they have the legitimacy and competences to succeed in a scientific high school education, we analyse the biases which lead to a lower percentage of girls (<30%) at this level.



April 22nd 2017, March for Science, Montpellier

We meet more than 7000 teenagers each year across the country, and have discussions with young girls in secondary education, to convince them that they are welcome in scientific and technical jobs. They are reassured that these jobs are not gendered and could be very interesting for them. This raising of awareness is performed in collaboration with the French 'associations *femmes et mathématiques*', 'Femmes Ingénieurs' and Parité Science (APMST), also EPWS members (in this booklet).



Meeting with girls at Musée des Confluences in Lyon, 8th March, 2017

EPWS: In a few words, what is the history of Femmes & Sciences?

In 2000 a group of women, from various science disciplines and professional backgrounds, founded the association Femmes & Sciences ('Women and Science'). This was prompted by the pioneering studies of Huguette Delavault, concerning the overall situation of women in science in France, and the observation that women were notably absent at various important decision-making levels in science or technology. Since then, this association has developed excellent relationships with the ministry of National Education, Higher Education and Research (MENESR) and French scientific institutions like the French National Centre for Scientific Research (CNRS), the French Alternative Energies and Atomic Energy Commission (CEA) and the French national institute for computer science and applied mathematics (INRIA).

EPWS: Could you explain the organisation of your association?

Our association is nationwide, with over 250 members from all scientific disciplines. This allows us to have representatives throughout the French regions and also overseas. We have strong representation in Paris, Montpellier, Strasbourg, and Toulouse, with smaller groups in other towns and cities. F&S works with the ministries of Higher Education and of Women's Rights, with CNRS and CEA, together with major industries, like Electricité de France, Renault...

To raise the public awareness, Femmes & Sciences organises a yearly colloquium which is concerned with issues relating to girls' scientific education and women scientists careers. It produces movies aimed at young people, teachers and parents: these focus on the education and careers of successful young women. It also analyses the selection criteria for the access of girls and boys into the "classes préparatoires" - the elite classes at the commencement of French Higher Education.

EPWS: What are its recent achievements?

There are a number of goals in which we have been successful:

- The principal recurrent achievement is the publication of the proceeding of our annual colloquium. This has resulted in more than 15 books, which we have registered at the French National Library. They cover aspects of the issues which are most relevant to scientific women. The last book, with material from the 2016 colloquium, was published in 2017, and deals with the involvement of scientific women with the large and small companies in France and internationally.
- Since 2013, we have produced short movies on the pathway for women, from education to research or marketing activities in many sectors. These movies are in the public domain, and can be freely accessed, either from our site or from 'YouTube': <https://www.youtube.com/user/FemmesetSciences> and ONISEP TV: <https://oniseptv.onisep.fr/partenaires/4289>, a ministerial site where many jobs are described. These movies offer girls examples of role models in widely different disciplines; for example: mathematics and the environment; nutrition, chemistry and physics. These role-models had many different ambitions and followed both standard and non-standard paths to achieve their interesting current jobs. The spirit of these movies is to demystify some of the perceived stereotypes attached to girls in science. A booklet for use by their teachers is also available. It links these movies with lessons in mathematics, physics or chemistry and biology. The movies can be used even when it

is not possible for our members to be present in class for discussions with the pupils.

- A third recent activity is the development of a mentoring scheme in Occitanie (the Montpellier and Toulouse region) and Ile-de-France (Paris region). This uses individual and collective activities for students working towards a post-doc or PhD qualification.

EPWS: What is your agenda for the coming months?

We are preparing a small book on successful past and present French women scientists. It is noticeable that, apart from one or two very famous women, schoolbook publishers are ignorant of scientific women's achievements. Consequently, illustrations used in lessons usually only feature male examples. This is the same for the names of streets or monuments in towns or universities. We act regularly to improve this situation.



The 6 women scientists chosen for naming streets inside University Paul Sabatier campus, Toulouse, following Femmes & Sciences suggestions.

In parallel, we are developing a mentoring scheme and will reinforce our contact with secondary schools which are geographically distant from large cities; it is perceived that access to science is less evident in these rural localities. We are also developing a programme for engineering schools, which is aimed at reducing the problems which limit the entry of women from the minorities.

EPWS: Are you collaborating with other EPWS members?

We participate to the yearly meetings of French EPWS members, which brings together 8 to 10 persons (association representatives and individual members) and acts as a think-tank for EPWS; the ideas of having an EPWS 'Association of the Month', on the website and now in a booklet, were conceived at the 2015 and 2017 meetings of F&S. Femmes & Sciences' first president, and now president of honour, Claudine Hermann, is vice-president of EPWS. Thus, there is a strong exchange of information between EPWS and our association.

EPWS: What do you expect from EPWS? In what ways can it help you develop your action?

The actions and information of the EPWS members from other European countries are a source of inspiration for our association and generate topics for our discussions with French institutions. For example, in our colloquia we often have European invited speakers, with whom we are acquainted through EPWS.

Thus, EPWS helps us to develop and broaden our actions through the knowledge of foreign good practices. The improvement of women scientists' situation is an international issue, shared by Femmes & Sciences and EPWS.

First published: July 2017



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Femmes Ingénieurs, French Women Engineers



Marie-Hélène Therre, Honorary President

EPWS: If you wanted to describe your association in one sentence, what would you say?

Femmes Ingénieurs is a vibrant association working to advance the place of women engineers in the workforce and in civil society. This work is performed by dedicated volunteers from all over France.

EPWS: What are the objectives of your association?

The mission of Femmes Ingénieurs is two-fold:

1. Promotion of Engineering amongst the youth, especially girls, in secondary and higher educations; for example, more than 155 talks and presentations were delivered by 101 speakers in classrooms in 2016;
2. Promotion of women engineers and scientists at work and in corporate boards; for example, active contributions in professional networks and within French institutions, government and in Europe.

EPWS: In a few words, what is the history of Femmes Ingénieurs?

Femmes Ingénieurs was founded in 1982 by a group of women engineers who decided to shed light on the place of women in engineering careers, mainly in the industrial private sector and in engineering services.

For the last 18 years, Femmes Ingénieurs has published the gender-disaggregated figures of the French population of engineers. This

is based on the annual national survey performed by the French Federation of Engineers and Scientists (see graphs).

In 2003, Femmes Ingénieurs was awarded the prestigious 'Prix Irène Joliot-Curie' of the Ministry of Higher Education and Research for its commitment and actions.

We are acknowledged by and have developed conventions with the Ministry of National Education, Higher Education and Research, and with the Ministry of Women Rights.

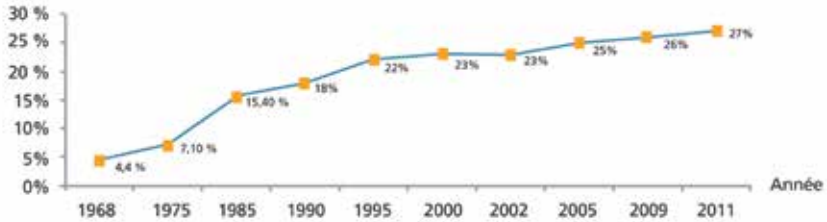
EPWS: Could you explain the organisation of your association?

Our membership is composed of:

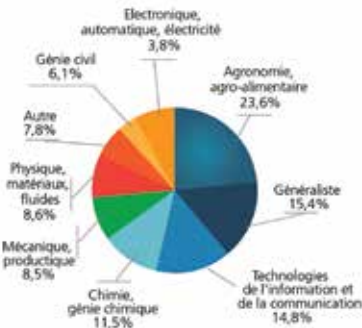
- 1) individuals – professional women and men having an engineering background; these are mostly working in private companies;
- 2) associations and networks, acting for better gender equality in the scientific area;
- 3) enterprises and corporations keen to increase the number of women in their engineering industries – Orange Group, NEXTER, General Electric, RTE (High voltage electricity network in France), and Foundation L'Oréal.

Our executive committee comprises twelve elected members, together with representatives from the French regions; we maintain constant interaction with our members and partners via social networks. The committee meets for three hours once a month, focusing

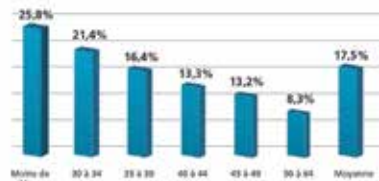
Percentage of women in French engineering schools versus time



Distribution of women's fields when leaving engineering schools.



Estimation of the percentage of women among engineers versus age



Percentages of women in French engineering schools, choices of fields and age distribution of active women engineers

These data are taken from the IESF (Engineers and Scientists of France) survey carried out in March and April 2012 among French engineering schools graduates.

on a range of actions: interaction with youth, two-way communication with enterprises, networks, associations, and foundations, including the education sector and the political arena. Since 2016 we have widened our collaborations:

- with women's networks acting for gender-balance at all levels in their enterprises, including European, national and regional areas;
- using media resources and video publications which aim to promote the sciences.

EPWS: What are its recent achievements?

Amongst our recent achievements, I would like to highlight the major successes of 2017 of which we are proud:

- For the ninth year running, working with the Orange group (a telco company), we have

utilised the program 'Shadowing days'. This aims to attract girls into the Information and Communication Technologies professions. In this program a girl from a secondary school, in order to project herself into a scientific career, 'shadows' a volunteer woman engineer for a working day. Since the inception of this program, more than 300 girls and 100 women engineers have been involved in more than 35 Orange's sites in France.

- Believing that women engineers and scientists can introduce good practice and competence into the governance and administration of companies, we have set up an internal committee named 'Femmes administratrices'- women members of boards - and we are in close relationships with institutions and leaders on this theme.

- We actively contribute to several projects working to distribute tool-boxes to students, to promote science and to attract girls into STEM. This is typified by the Paris science museum Universcience (European project HYPATIA), and the Foundation L'Oréal.
- We finalised our initiative to target future women leaders and administrators in companies, including a self-assessment for those who wish to apply for this type of position.
- We became the 'voice of the women engineers' within the French Federation of Engineers and Scientists (IESF.fr)

EPWS: What is your agenda for the coming months?

Every two months, we organise a networking café session, named 'Café ingénieuse', to meet members and engineers who, potentially, could apply to join the boards of engineering companies.

We pursue our activities to promote:

- science and engineering over the range of studies available to youth;
- local activities run by our representatives in their areas;
- the visibility of scientific women, for example by inserting new pages with women's portraits into Wikipedia, on the International Day for Women's Rights on the 8th of March;
- the inclusion of successful women into several selection boards for National Awards and prizes, such as 'Trophées des Femmes dans l'industrie' (Women in industry trophies),...

We pursue the development of our close relationships with our partners, enterprises and organisations, which are promoting women in the scientific and engineering domains.

EPWS: Are you collaborating with other EPWS members?

Firstly, we contribute to the yearly meetings of the French EPWS members. It is important for us to contribute to the activities of EPWS, to share knowledge and to be part of the European lobby of women engineers and scientists. We are collaborating in France with Femmes & Sciences and *femmes et mathématiques* (preceding pages) through common actions; together we are providing role models for teenage boys and girls in classes, jobs fairs... We are designing and producing several documents and bringing them to the attention of young students, educators and parents. These analyse and oppose the stereotyping which is preventing girls from choosing scientific and technical studies and careers. We protest at the inadequate consideration of women scientists by frequently writing to institutions and ministries.

EPWS: What do you expect from EPWS? In what ways can it help you develop your action?

We applaud EPWS information about European gender issues and its review of European research literature and legislation.

What we could expect from EPWS? We would appreciate being more in contact with scientists and engineers at the European level, - to share data concerning our specific specialisation, - to view figures and ideas for relevant actions (which are often requested) - to broaden knowledge of engineering practices and the gender balance in the engineering industry. With our specific knowledge of engineering activity, we would be keen to make a greater contribution to European gender activities,

First published: April 2015



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Association website: www.femmes-ingenieurs.org

Mnemosyne - association pour le développement de l'histoire des femmes et du genre, Association for the Development of the History of Women and Gender



Myriam Boussahba-Bravard, Board member,
professor at University Paris Diderot – Paris 7

EPWS: If you wanted to describe your association in one sentence, what would you say?

Mnemosyne is a vibrant association with many projects and dedicated members.

EPWS: What are the objectives of your association?

Mnemosyne has three main objectives:

1. To organise a national network concerning gender issues; to be a resource to meet institutional demands and act as a lobbying force in national current issues;
2. To promote research activities into the history of women and gender;
3. To provide knowledge, to the general public as well as secondary school teachers, by participating in the annual History Fair in Blois; providing teachers and voluntary groups with tools and resources concerning the history of female and gender issues; and awarding its yearly prize for a Master's degree dissertation.

EPW: In a few words, what is the history of Mnemosyne?

Mnemosyne was set up in 2000 with the intention of highlighting the history of women's professional circumstances and gender issues in France. To advance this objective, Mnemosyne has an online review, "genre & histoire" (Gender and History) that is published twice a year (genrehistoire.revues.org/), and which

encourages young researchers to contribute. Since 2003, Mnemosyne has awarded a prize for a second-year Master's dissertation dealing with the history of women and gender. The award-winner receives 800 Euros and help from a Mnemosyne member to turn her/his dissertation into a book which is published by Rennes University Press. Mnemosyne funds the publication of this book and when members pay their registration fees they receive a free copy. Since 2010, Mnemosyne has attended the biggest history fair in France, at Blois, where we establish a stall to market our literature and talk with visitors. We also organise a round table to discuss fairness and equality, as applied to women and gender issues (see our website, Facebook and Twitter).

EPWS: Could you explain the organisation of your association?

Members are mostly academics and secondary school teachers; most are women, but not exclusively so. Our executive committee has 12 members, both male and female, and works on our three remits: networking about gender issues in France; researching; and circulating facts and data about the history of women and gender issues

EPWS: What are its recent achievements?

Our financing comes from members' registration fees, some irregular state funding and,

since 2010, royalties. In that year, we published a textbook which presented visual images to help secondary school teachers address the history of women and gender with their classes. The 33 contributors (mostly Mnemosyne members) donated their individual royalties to Mnemosyne. "La Place des femmes dans l'histoire" (The Place of Women in History - Belin, 2010) received excellent reviews and has now been reprinted twice, to our great satisfaction (see reviews at www.mnemosyne.asso.fr/mnemosyne/).

Every year, our general meeting provides the



opportunity for our members to meet and communicate with each other. On the same day, we organise a conference (open to all) on topics and at locations which change year on year:

- in 2017, the co-organised conference was concerned with 'Women in Art' and was at Centre Pompidou, Paris;
- in 2016, the conference focused on boys' and girls' education;
- in 2015, the chosen subject was 'Les archives nationales' (French national archives);
- in 2014, Mnemosyne discussed "Genre et médias en France" (Gender and Media in France).

EPWS: What is your agenda for the coming months?

In 2014-2016, eight university-based members of Mnemosyne have been collaborating to publish, in 2017, a textbook about European primary sources and texts concerning the history of women and gender. Our idea is to provide an effective tool for secondary teachers here in France, and possibly elsewhere in Europe if there is some interest. See the teaser at: www.mnemosyne.asso.fr/mnemosyne/europe-des-femmes-xviii-xxie/

EPWS: Are you collaborating with other EPWS members?

To represent Mnemosyne, I have recently joined the French EPWS section and attended their meetings. Exchanging examples of good practices with other members of the EPWS French associations is very worthwhile and certainly helps to make EPWS part of the national picture.

EPWS: What do you expect from EPWS? In what ways can it help you to develop your action?

We study EPWS information about European gender issues and its review of European research literature and legislation. As individual researchers and as a national network promoting gender issues, this is useful to us. Mnemosyne is also keen to liaise with other national EPWS associations, whether or not they work on historic issues. We already have international members, but would like to have more European individual contacts, so as to take advantage of their commitment to gender issues and the information circulated in their networks.

First published: February 2015



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 Association website: www.mnemosyne.asso.fr/mnemosyne

Parité Science (APMST), Association pour la parité dans les métiers scientifiques et techniques, Association for gender equality in scientific and technological professions



Jacqueline Etay, President and CNRS senior researcher

EPWS: If you wanted to describe your association in one sentence, what would you say?

Our association is composed of women and men acting for the promotion of Science in Grenoble and the Grenoble area, particularly among girls and women.

EPWS: What are the objectives of your association?

Our objectives are threefold:

- 1 - Promoting equal access to professions and responsibilities;
- 2 - Working for parity between women and men in the scientific and technical domains;
- 3 - Encouraging the production and dissemination of knowledge created by women.

We have many activities of promotion of science and technology for teenagers, in particular girls, in the Grenoble area.

EPWS: In a few words, what is the history of APMST?

APMST was created in 2002 to promote a better distribution of choice among young women and men in their academic orientation, and thus to develop professional openings to Science and Technology.

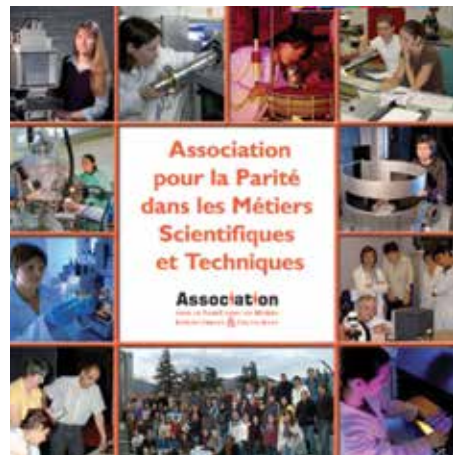
EPWS: Could you explain the organisation of your association?

It is governed by the 1901 French law relative

to French non-profit-making associations: i.e. the association's bylaws are regularly updated and sent to the local representative of French State. Each year a general assembly of all members (40 members) elects a board, which then appoints a bureau of at least three members. The board meets at least six times a year. News is disseminated via our email list.

EPWS: What are its recent achievements?

- APMST and Grenoble INP (Institut National Polytechnique de Grenoble, which includes several engineering schools) have been presented with the award for the most original



project of the Ingénieuses'15 CDEFI contest, for the work of Céline Ternon and students of Grenoble INP (www.cdefi.fr/fr/actualites/ingenieuses15-les-outils-ludiques-de-grenoble-inp-et-de-lapmst)

- APMST established a collection of books dedicated to "Women in Science", which is located in the library of the PHELMA (one of the Grenoble INP engineering schools).



Library on Women in Science of APMST

- APMST organised a meeting with Claire Deschênes, professor at Laval University, Quebec, Canada, who is a founding member of the International Network of Women Engineers and Scientists (INWES).

EPWS: What is your agenda for the coming months?

- We will continue our efforts to enhance our collection of books (buying new books, writing short notes concerning the books, providing a context for students using those books,...)
- APMST is strongly involved in annual events such as
 - "Semaine de l'égalité" (a week for equality), led by the representative of Ministry of Education in Grenoble;

- "Fête de la science" (Science Festival), particularly targeting young people.



APMST leaflet for young teenagers

EPWS: Are you collaborating with other EPWS members?

Yes, we have strong connections with the French association 'Femmes & Sciences' (Women and Science), EPWS member (see p. 35).

EPWS: What do you expect from EPWS? In what ways can it help you to enhance your effectiveness?

We expect to be informed of actions promulgated by similar organisations in Europe, and possibly to exchange ideas with them.

We follow EPWS work and send a representative to EPWS conferences.

First published: October 2016

WiN-France, Women in Nuclear - France



Dominique Mouillot, President of WiN-France

EPWS: If you wanted to describe your association in one sentence, what would you say?

WiN-France offers to every woman working in all nuclear sectors a unique trans-disciplinary network.

EPWS: What are the objectives of your association?

Our objectives are the following:

- to inform the public, and more particularly women and young people, about jobs and applications in the nuclear sector that are relevant to their expertise and professional experience;
- to encourage young women to choose scientific or technical careers;
- to strengthen the visibility of women in the nuclear business sectors (energy, medicine, research, etc.);
- to develop collaborations and partnerships with other French and foreign associations

EPWS: In a few words, what is the history of WiN-France,?

At the beginning of the 1990s, various surveys exploring public opinions established that nuclear based activities encountered more difficulties when communicating with women than men; this was particularly the case in certain countries, such as Sweden and Switzerland.

It was for this reason that a European programme 'Women and nuclear energy' was launched within the framework of the European Nuclear Society (ENS), by women working in the nuclear power field. This programme led to the creation in 1992 of Women in Nuclear (WiN). Soon after, the French Nuclear Society (SFEN) created the WiN-France branch and organised the first international annual meeting of WiN, in Paris in 1993.



2016 General Assembly of WiN-France



Women in Nuclear and French Nuclear Society teams at World Nuclear Exhibition – June 2016

WiN-France is co-founder of WiN Global (www.win-global.org) and, more recently, of WiN Europe (www.win-europe.org).

EPWS: Could you explain the organisation of your association?

WiN-France is governed by a board, under the guidance of a President. The board includes a Vice-President, a General Secretary, a Treasurer and the Presidents of the local chapters. The 2016 General Assembly was held in Cadarache in Southern France.

EPWS: What are its recent achievements?

Among our achievements I would choose two which are worthy of emphasis:

- In 2015, WiN-France assembled a detailed overview of a 'Déclaration for the Climate'.

After endorsement by WiN Global, this was presented at the Climate Conference COP 21;

- in 2009, with the support of Electricité de France, WiN-France launched the 'Fem'Energia' award, which aims to recognise the exceptional contribution made by female students and professional women to nuclear activities in France and elsewhere in Europe.

EPWS: What is your agenda for the coming months?

This is a very busy period, especially in our actions to inspire and involve young girls and boys. We are invited to participate in job forums and events, to explain the interesting nature of scientific and technical studies across the range of nuclear sectors.

EPWS: Are you collaborating with other EPWS members?

Not directly, though some of our members are also involved with other EPWS associations.

EPWS: What do you expect from EPWS? In what ways can it help you develop your action?

Help in communicating details of the Fem'Energia award would be valuable. The 2017 call for participation has been available since the end of March 2017 and this year a new category, to recognise the contribution of a team of women, will be instituted.

First published: January 2017

BuKoF, Bundeskonferenz der Frauenbeauftragten und Gleichstellungsbeauftragten an Hochschulen e.V., Federal Conference of Gender Equality Officers in Higher Education in Germany



Marion Woelki, head of the Office for Equal Opportunities and Family Affairs of the University of Konstanz and member of the Extended Executive Board

EPWS: If you wanted to describe your association in one sentence, what would you say?

We are the federal German institutional network of officers and managers for gender equality, aiming to achieve equal opportunities in the academic system and to promote female researchers in their career.

EPWS: What are the objectives of your association?

We cooperate to aid one another in our work and targets. In order to do so, we discuss the political, social and economic issues around the academic system for all types of universities in Germany. Our main goal is to fight against the underrepresentation of female professors and faculty positions at universities and to balance out the structural inequality for women. That is why we ask for target quotas, based on the cascade model, for the advancement of women in each career stage.

Another objective is to raise the awareness and to change the academic culture towards a gender sensitive organisational and personal development. So, we need gender-fair hiring and appointment procedures, affirmative action programmes and antidiscrimination policies. We are about to implement gender mainstreaming as a basis of our work.

A main topic is also to look for a good work-life-balance in academic working and studying

conditions, so as to offer the possibility of combining an academic career with family issues.

In the academic field, we promote gender studies and we are interested in a good and productive relationship between the results of gender research and equal opportunities. To spread the network concept, our twelve commissions provide support to all colleagues, with useful materials such as guidelines and field manuals.

EPWS: In a few words, what is the history of BuKoF?

The BuKoF was founded in 1989, when many academic institutions began to appoint equal opportunities officers, in order to comply with new state laws. In the 25 years of our history, we can identify five phases:

- in the beginning the structure of the organisation and our main objectives were discussed and formalised.

- Up to 1994, the first political resolutions were devised and the network began to interact in academic programmes and legislation.

- From 1999 to 2003 we analysed the Bologna Process and the principle of the European 'gender mainstreaming', studying their impact on German academic organisations and their equal opportunities policies.

-In the years from 2004 to 2010, the main instruments of gender mainstreaming were presented and we debated the role of the BuKoF as an interface between management and lobbying activity.

-Since 2011, the BuKoF has begun to cooperate more actively with the main stakeholders of the academic and scientific community, so as to gain more influence in their programmes and policies.

EPWS: Could you explain the organisation of your association?

Structured as a non-profit making organisation, the BuKoF has about 270 members. Its executive committee has five members, who are responsible for representation and the strategic framework. The political work is shared between twelve thematic commissions, whose chairs, together with the spokeswomen of the 16 state conferences, compose the Extended Executive Board. The legislative power rests with the annual General Assembly.

EPWS: What are its recent achievements?

We now have good collaboration with the German Research Foundation, DFG, working towards the integration of the standards of equal opportunities in the federal research programmes. We also enjoy good networking with the Federal Ministry of Education and Research BMBF, and the Science Council Wissenschaftsrat, enabling us to discuss the framework conditions and perspectives for scientific careers, and also to develop new ideas for promoting women. Thus, we have more opportunities to be present in discussions with experts in legislation processes and involved in the development of new programmes. More

and more, we are asked for statements and reports regarding the situation of female scientists, and we energetically contribute to discussions concerning quotas and targets.

EPWS: What is your agenda for the coming months?

We want to be certain that the new German 'Excellence Initiative' continues, with a focus on gender equality. Another main topic for our annual conference this year is the discussion of the relationship between gender and diversity policies, and the measures that need to be undertaken.

EPWS: Are you collaborating with other EPWS members?

Until now, unfortunately, we have not taken part in any such collaboration. However, we have had some involvement in our Swiss neighbour's conference: KOFRAH (see page 76).

EPWS: What do you expect from EPWS? In what ways can it help you develop your action?

Above all, we expect a constructive exchange on possible ways towards an increased implementation of gender mainstreaming in EU programs and funding lines, such as 'Horizon 2020', as well as effective networking in the European context. Another interesting topic is the internationalisation of the academic system, its challenges for personal mobility and the impact on gender and family affairs. It would be helpful to discuss these topics with European colleagues and, maybe, together develop useful and effective programmes and gender sensitive networks.

First published: September 2015

dib, deutscher ingenieurinnenbund, German Association of Women Engineers



Sylvia Kegel, dib Treasurer

EPWS: If you wanted to describe your association in one sentence, what would you say?

dib is the German Association of and for Women in Technology and Engineering.

EPWS: What are the objectives of your association?

dib represents women who work in science research, technology or study STEM (Science, Technology, Engineering and Mathematics) subjects. We are dedicated to achieving equal opportunities for women in education, research, employment and life.

EPWS: In a few words, what is the history of dib?

dib was founded in 1986 by a group of women engineers and women engineering students, who felt that existing associations and groups were not meeting their needs. dib was created to offer an alternative to those associations that included female university graduates from a wide variety of disciplines, and those engineering-focused groups that were, and still are, largely male-dominated.

EPWS: Could you explain the organisation of your association?

dib is organised in regional groups which represent the backbone and driving force of the association. The components of the association are:

- the Regional Groups (as above), which are the core, heart and local contact points of dib. They organise local events;
- the General Annual Meeting, which decides on the rules of procedure, amendments of the articles of association and many other matters;
- the Executive Board, which manages the association's business and acts on the decisions of the general annual meeting.

Additionally, working groups, driven by issues, special topics of interest or projects, are constituted as required. Many women and the dib organisation are also involved in and contribute to further networks, both virtual and real. The Office is the contact point for all kind of inquiries by members and the public.

EPWS: What are its recent achievements?

You will possibly know that Germany has, this year, finally passed gender-quota legislation for members of boardrooms. Having issued a pro-quota petition in 1988, dib members, active in the different lobby groups, gladly celebrated this achievement. However, we are aware that major changes are needed to promote women into leadership roles; this will need much more effort in the future.

We are also glad to see a wide-ranging growth of the percentage of female students and engineers in many fields. Our members

supported multiple initiatives on many levels: encouraging girls in STEM activities, mentoring, coaching, networking, driving gender diversity initiatives, and supporting women's lobbying groups. Results of these many efforts can finally be noticed – in statistics as well as in professional life.



Brochure "Women engineers have many faces" / "Try with Technology!"

EPWS: You celebrated your 30th anniversary in 2016. What were your activities and what is your agenda for the next decade?

In 2016 we held a series of more than 30 events all over Germany. The highlights were our 30th Anniversary dib Conference in Freising, Germany, hosting the INWES Regional Conference Europe, and the official formation of the Regional Network Europe within INWES. I have the pleasure of chairing INWES Europe for the next three years.

We can see the growing importance of international collaboration of women in the field. I am also convinced that European institutions have long standing experience of how to make cooperation work fruitfully for all

partners, with everyone contributing their specific strengths. We aspire to cooperate closely with EPWS, complementing your remarkable position in European and national research policy debates with our more industry-related networks and expertise.

dib also launched a project called "MINT FM-FM", (MINT Flucht/Migration-Frauen/Mädchen = MINT Refugees/Migrants – Women/Girls) in order to campaign for better opportunities for female refugees and migrants concerning education, vocational training and career advancement in MINT (Mathematics, Informatics, Natural sciences and Technology) spheres; also, to inform them specifically and support them concerning their educational and career entry opportunities.

EPWS: Are you collaborating with other EPWS members?

Yes; we also regularly participate in calls concerning the EU, where we benefit from the close cooperation at national as well as European level.

EPWS: What do you expect from EPWS? In what ways can it help you develop your action?

We have been a member of EPWS for a long time, and we hope this cooperation will further intensify and broaden with the initiation of a European INWES network. To foster and combine activities at all levels is a much-needed development. The co-working of regional, national, European and international networks is essential in a globalised world.

So, we hope to intensify project cooperation and joint lobbying initiatives.

First published: November 2015



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Netzwerk Vorsorgendes Wirtschaften e.V., Network Caring Economy



Prof. Dr. **Ulrike Knobloch**, University of Vechta, Faculty I: Economics and Ethics, Germany, and Dr. **Maren Jochimsen**, Essen College of Gender Research, University of Duisburg-Essen

EPWS: If you wanted to describe your association in one sentence, what would you say?

The Network 'Caring Economy' is an interdisciplinary network of academics and practitioners in the German speaking countries, aiming at conceptualising and developing a socially and ecologically sustainable economy, with a special focus on women's experience in paid and unpaid work.

EPWS: What are the objectives of your association?

The Network's aims are to

- bring together women who are interested in the characteristics and development of socially and ecologically sustainable economies;
- develop concepts of a caring economy;
- analyse case studies and good practices;
- foster and disseminate findings through annual meetings, publications, conferences and workshops, and also by the Network's website www.vorsorgendeswirtschaften.de.

The Network examines the conventional economic theory and practice against the background of the acknowledged fundamental importance of provisioning and care work for a socially and ecologically sustainable economy. The concept of 'Caring Economy' is to take a gender perspective and place the characteristics and principles of actions of the provisioning

and caring realm into the centre of analysis and discussion.

The Network's annual meetings are used for discussion about current topics and the research projects of individual members or groups; additionally, case studies are examined and practical projects visited. Throughout the year, members meet in smaller working groups, and discuss key issues of concept development. At present, there are two main working groups: *Neue Gesellschaftsverträge* (*New Social Contracts*); and *Vorsorge – Sorge*



Annual meeting of the Network Caring Economy, November 2012 in Bad Kösen, Germany

– *Natur* (*Providential Care – Care – Nature*). They meet several times a year.

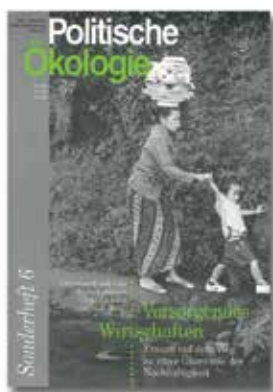
Information on conferences, research ideas and publications, and ideas for joint projects, are disseminated via a mailing list.

EPWS: In a few words, what is the history of the Network 'Caring Economy'?

The Network started in 1992 as a working group of women economists and ecologists from Germany, Austria and Switzerland. They came from within as well as from outside the academia. The network commenced with a rather informal structure, but since then it has grown and today incorporates members from other academic disciplines, such as sociology, political and household sciences, and

EPWS: Could you explain the organisation of your association?

In 2008 we gave our Network a formal structure and founded the *Netzwerk Vorsorgendes Wirtschaften e.V.*, an officially registered association under German law, with a general assembly and an elected executive board, comprising a president, vice-president and treasurer. The aim was that this organisation would be able to apply for research programmes and other sources of public and private funding.



Publications of the network

landscape and urban planning. It also includes practitioners who are actively working in different realms of society, such as architecture, horticulture, and art.

Developing the concept of a Caring Economy is an ongoing process of thought and action. Its methodological approach consists of the use of a combination of opinions resulting from real-life experiences, case studies, and theoretical work. It is based on three main principles of a socially and ecologically sustainable economy which, up to the present, define the Network's analytical framework: (1) *Vorsorge* (providential care); (2) *Kooperation* (cooperation); and (3) *Orientierung am für das Gute Leben Notwendigen* (taking the essentials of a good life as a guideline).

EPWS: What are its recent achievements?

The following list shows the variety of the Network's achievements during the last five years:

- giving lectures and contributing to conferences;
- participation in working groups, provision of expertise and generation of publications by individual members or groups of members;
- involvement in joint research projects and workshops, such as the ongoing successful establishment of *Vorsorgendes Wirtschaften* as a unique conceptual approach; a further example is documented in the project *Vorsorgendes Wirtschaften – Transformationen in Ökonomie und Politik* (Caring Economy – Transformations of Economics and Politics);

- networking activities, such as the panel discussion 'Care – Work – Life' at the International Association of Feminist Economics IAFEE Conference 2015 in Berlin. This brought together German networks that aim to develop theoretical contributions to the economic and ecological debates, from a gender perspective;



Annual meeting of the Network Caring Economy, October 2011 in Einschlingen, Germany

- in 2013 the Network published the volume *Wege Vorsorgenden Wirtschaftens / Roads to a Caring Economy*: like the two earlier Network publications, this contained individual as well as jointly written articles by Network members. These revealed the plurality of approaches that could be taken, ranging from the ethics of the caring economy to different concepts of possible futures;
- in 2017 the Network Caring Economy celebrates its 25th anniversary.

EPWS: What is your agenda for the coming months?

Our annual meeting will occur in October 2017. In the meantime, the two working groups,

'New Social Contracts' and 'Providential Care – Care – Nature', will meet to further clarify the Network's theoretical position and ideas; their work may result in joint articles, published on the Network website and/or papers for internal discussion in the Network.

EPWS: Are you collaborating with other EPWS members?

Having joined EPWS as an associate member for the Platform's first general assembly in April 2007, the association Network Caring Economy is one of the first members of the platform. In November 2015, the association was elected onto the EPWS Board of Administration and into the Executive Committee; Maren Jochimsen became the EPWS Treasurer, with Ulrike Knobloch as her deputy.

Since our association is still the only EPWS member specifically working on economic and ecological issues, collaboration with other EPWS members takes place mainly on an individual basis, rather than between networks.

EPWS: What do you expect from EPWS? In what ways can it help you develop your action?

We appreciate the information on EU research programmes, their gender perspective and the calls for partners, which are disseminated by e-mail and via the EPWS website. Also valuable are the international contacts, inside and outside our field of interest, which we continue to establish at EPWS events. The Platform, and its media, render visibility to our concept and activities throughout Europe, which prepares the ground for future international research collaborations.

First published: April 2016



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Frauen in Naturwissenschaft und Technik NUT e.V., Women in Science and Technology



Dagmar Heymann, Dr.rer.nat., member of the Board
and a biochemist living in Berlin

EPWS: If you wanted to describe your association in one sentence, what would you say?

We are an association of women in science and technology, from all over Germany.

EPWS: What are the objectives of your association?

Our objectives are to enhance the support and networking of women in scientific and technological fields; to influence current debates on environment, science and technology; and generate a feminist critique of gender in science and technology.

EPWS: In a few words, what is the history of NUT?

NUT grew out of the German women's movement and the meetings of women in science and technology (FiNuT), which had started in Aachen in 1977. In 1988 the Association was founded during the yearly FiNuT meeting in Göttingen.

EPWS: Could you explain the organisation of your association?

Our main members' meeting takes place regularly, once a year, during the FiNuT congress. The members elect the board, which is made up of five women. Additionally, there is an office in Berlin, which is needed for contact and management.

EPWS: What are its recent achievements?

We publish a series of books: '*Schriftenreihe*', which broaches issues relevant to women in science and technology. Especially, these include critical and feminist approaches. During the last few years, in cooperation with the Deutsches Technikmuseum Berlin (DTM), we have established, and further developed, an



"Women in Science and Technology in Motion, Contribution to the History of Congresses on Women in Sciences and technology 1977- 1989"

archive for material relevant to women in science and technology, and particularly for the FiNuT movement and associated groups.

the future); this will consider future aspects of feminist and gender aspects in science and technology.



A woman scientist in motion on a bicycle

EPWS: What is your agenda for the coming months?

Since the beginning of the year we have been preparing and organising next year's meeting of FiNuT. This will celebrate 40 years of meetings of women in science and technology. The event will take place in May 2017 in Berlin, and will be in cooperation with the DTM and the ZIFG (Centre for Interdisciplinary Women and Gender research) at the Technical University Berlin – www.finut.net. The preliminary title is 'Blick zurück nach vorn – 40 Jahre FiNuT': (Looking back on our history and into

EPWS: Are you collaborating with other EPWS members?

At the moment we mostly collaborate with dib, the German Association of and for Women in Technology and Engineering (see p. 49).

EPWS: What do you expect from EPWS? In what ways can it help you develop your action?

In the near future, we hope to intensify our contacts with EPWS.

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NaTE, Nők a TudománybanEgyesület, Association of Hungarian Women in Science



Dr. Dóra Groó, President of the Association

EPWS: If you wanted to describe your association in one sentence, what would you say?

The members of the Association of Hungarian Women in Science (NaTE) would like to live in a world which integrates and equally appreciates the knowledge of women and men in the processes of social and technological innovation.

EPWS: What are the objectives of your association?

The members of NaTE are convinced – and international experience also proves – that the higher and more pronounced participation of women in academic and industrial research and development results in favourable changes for the individuals, the families, the society and the economy. The Association strives to create new value in the scope of conferences, workshops, interactive open days and to provide information through inspiring online messages and newsletters rich in content. We consult international sources, select and adapt the contents to local conditions and put into practice incentivising initiatives which can be followed by the whole of society.

The Association actively participates in:

- the national and international processes of social innovation which contributes to bringing science and innovation closer to the whole society;

- making it possible for young people to choose the education and career most suited to their talents;
- making equal opportunity an unavoidable measure of value in research and innovation;
- building a multicultural, balanced research society.

Accordingly, the objectives of the Association are:

- increasing the female to male ratio, and the representation in decision-making roles of women in scientific research and innovation;
- analysing the background and conditions of gender equality in the areas of research, technology and innovation;
- supporting the scientific/technical careers of women;
- raising awareness of and changing public opinion and attitude to women scientists;
- working to increase the number of the future generations of women researchers and engineers;
- raising the support of women's scientific careers to a national programme level.

EPWS: In a few words, what is the history of association?

NaTE is a Hungarian Non-Governmental Organisation, established in 2008. It has a national network with close to 100 members,

who are researchers, university professors, engineers, department heads and institutional directors, from all areas of science and innovation.

EPWS: Could you explain the organisation of your association?

The Association is led by a three-member Executive Committee, which includes the President of the organisation; everyday activities are directed by the General Manager. We maintain contact with the members mainly by electronic means, including a regular newsletter and direct messaging. At least once a year there is a General Assembly.

Go Hard” initiative, a project aimed to direct the career choice of high-school girls toward science and technology. The activities were:

- developing a strong and sustainable Ambassador Network for High School girls;
- the “Father-daughter Day”, where the parents receive advice and encouragement to help their girls towards choosing a career in science, informatics or technology;
- teachers visiting companies to learn about potential future hosts for career orienting actions, like ‘Girls’ Day’ or ‘Shadowing Days’;
- engineering camps, where girls can meet female role models from universities and com-



Girls’ Day 2015 at GE with Colleen Bell, the United States’ Ambassador to Hungary

EPWS: What are its recent achievements?

Every year, on the last Thursday of April, technology based centres (university departments, research organisations, enterprises with science and engineering training facilities, etc.) all over Europe are invited to organise an open day for girls – the ‘Girls’ Day’. Hungary, through the initiative of NaTE, has been participating in Girls’ Day since 2012. In the past five years, more than 7000 girls from school grades 9-10-11 (14-17 years of age) registered on line and were involved, each year, in about 50 programmes. These took place in several Hungarian cities. Funded by the ALCOA Foundation, NaTE was involved in the “STEM Girls

panies and visit potential future workplaces.

In the ‘Smart Future for Girls’ project, which was supported by the American Association of University Women, NaTE has been initiating local and regional discussions between stakeholder groups, including STEM employers and educators, policy makers, students and parents. This initiative results in a shared vision about the inclusion of young women in STEM activities. In Hungary’s Székesfehérvár region, female students of 12-15 years have been engaging in locally available educational programmes, with the aim of increasing female participation in STEM studies and careers.

The Association participates in the H2020

project EFFORTI (Evaluation Framework for Promoting Gender Equality in R&I) and is coordinating the H2020 CARERA (Supporting European research career choices and opportunities for students and researchers in Hungary: ERA Mobility and Career Day) project.

EPWS: What is your agenda for the coming months?

- presenting the Women in Science Excellence Award in scientific fields where women are underrepresented;



Women in Science Excellence Award 2014

- organising the Girls' Day in Hungary, with the intention of increasing the ratio of female to male students at STEM faculties, and the numbers of women in research and innovation;
- extending our country-wide Ambassador Network of high-school and university female students;
- organising summer camps for girls interested in STEM fields;

- developing contacts between high-school teachers and companies;



Ambassador Network of high school female students

- collecting recent data on equality between women and men researchers;
- continuing our collaboration with universities, research institutes and companies, with the aim of changing attitudes towards women in the work-place;
- participating in the Researchers' Night;
- developing national and international proposals.

EPWS: Are you collaborating with other EPWS members?

We have some contacts with the Italian organisation Donne e Scienza.

EPWS: What do you expect from EPWS? In what ways can it help you develop your action?

Engaging in the exchange of experience and identifying speakers to be invited to events.

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ASDO, Assemblea delle Donne per lo Sviluppo e la Lotta all'Esclusione Sociale, Assembly of Women for Development and the Struggle against Social Exclusion



Giovanna Declich, Executive Director

EPWS: If you wanted to describe your association in one sentence, what would you say?

ASDO is a non-profit social research organisation based in Rome, which specialises in the study of contemporary knowledge-based societies from a gender perspective. ASDO is in Special Consultative Status with the 'Economic and Social Council of the United Nations' (ECOSOC).

EPWS: What are the objectives of your association?

The general aim of ASDO is to promote an up-to-date knowledge of women as key participants in understanding and solving crucial issues for contemporary societies. Additionally, to systematically introduce gender into the study of the dynamics characterising the labour market, political and social life, scientific research, technological innovation and other such spheres. ASDO tries to bridge a gap in the interpretation of the transformations under-way in contemporary societies, and to promote a greater awareness of the potential of gender diversity.

EPWS: In a few words, what is the history of ASDO?

In the early 1980s a group of women researchers and political activists started to promote a family-friendly policy within their

own organisations. They created two child-care services, with the main aim of assuring women's full participation in working, social and political life. An additional drive was to institute activities to educate men to fatherhood. The promoters were the original core group members of the association.

In the first half of the 1990s, as a crucial epistemic viewpoint going beyond the ever-present concern about women's conditions, the need was felt by ASDO to strengthen the gender focus in its research activities.

In the spring of 1995, ASDO was formally established and, in the same period, it started to build international relationships by taking part in the Beijing Summit on Women. It then, constantly and actively, followed up the development of gender actions within the United Nations.

In the following years, ASDO enlarged its scope of activity and geographical reach, thus enriching its international and European network. This led to the cooperation with international organisations, such as the World Bank, UN Women, and the International Organisation for Migration. Additionally, liaison commenced with other networks, such as the Huairou Commission, the Centre of Arab Women for Training and Research (CAWTAR) and the European Women's Lobby.



Final conference of the STAGES project

Since 2008, ASDO has been strongly committed to the implementation of projects aimed at promoting and encouraging women's access to, and full participation in, professional fields connected with science and technology. As a partner, it is involved in several projects under the European Commission 7th Framework Programme and Horizon 2020.

EPWS: Could you explain the organisation of your association?

The official representatives of ASDO are the Coordinator and the Executive Director. To implement its activities, ASDO avails itself of the professional work of a dozen consultants, collaborators and interns.

EPWS: What are its recent achievements?

In recent years, ASDO has pursued several research lines connected with women's social action. These were concerned with: gender, welfare and social exclusion; women returning to the labour market; women and politics; women's careers and leadership; and women and science.

The most recent projects which have been carried out include the following:

- Practicing Gender Equality in Science (PRAGES): this survey and evaluation of practices implemented worldwide resulted in guidelines for implementing equality-oriented initiatives in

scientific departments and institutes, together with a database of good practices in Europe, USA, Australia and Canada (2008-2009);

- 'Women hitting the target': gender management in scientific and technological research (WHIST) (2009-2010). The project included three pilot initiatives on gender equality at the European Space Agency (ESA), the Fraunhofer Society (Germany), and the Aarhus University (Denmark) (2009-2011);

- 'Towards Women in Science and Technology' (TWIST). Coordinated activities to raise awareness on the role and representation of women in science and technology throughout science centres and museums in Europe (2010-2011) ;

- rapid qualitative assessment of gender and economic decision-making in Togo, to inform the World Bank World for the development report: 'Gender Equality and Development' – WDR 2012 (2011);

- three projects on discrimination dynamics among specialists in clinical microbiology and infectious diseases, encompassing a survey, a qualitative study in six European countries and the setting up of a resource tool (2011-2017);

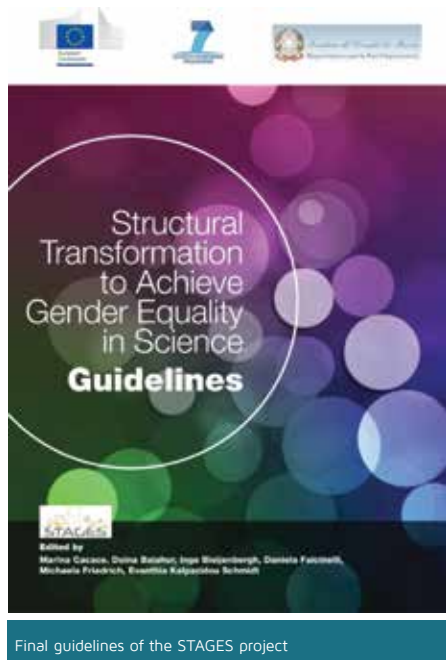
- 'Structural Transformation to Achieve Gender Equality in Science' (STAGES) www.projectstages.it/index.php/en, aimed at applying different self-tailored action plans, geared to introduce gender-aware management at all levels in each of the research institutions participating as project partners (2012-2015).

EPWS: What is your agenda for the coming months?

In the coming months, together with its European partners, ASDO will conclude the TRIGGER project (Transforming Institutions by Gendering Contents and Gaining Equality in Research, 2014-2017); this is aimed at implementing five gender action plans in as many European universities; additionally, ASDO will keep its commitment in the LIBRA project (Leading Innovative measure to reach gender Balance in Research Activities, 2015-2019); this is geared to promote gender equality in

ten European research institutions in the field of the life sciences.

An attempt will be made, as far as is possible, to liaise with other international organisations to extend to non-European countries reflection and action on gender equality in research and scientific organisations. This is related to the sustainable development goals pursued by the United Nations (SDG – Goal 5: Achieve gender equality and empower all women and girls).



EPWS: Are you collaborating with other EPWS members?

The cooperation with individual members of EPWS, as well as the official representatives of the Platform, is continuous. Members of the EPWS have been repeatedly invited to be members of the international boards of scientific advisors to the projects in which ASDO is involved, and are frequently invited to present their current activities at public conferences and workshops.

EPWS: What do you expect from EPWS? In what ways can it help you develop your action?

EPWS is an important voice in monitoring and Europe-wide publicly reporting on the current state of gender equality in European science. We expect it to continue to observe, with critical eyes, the events in the European Research Area landscape and launch more advanced goals, aimed at future achievements. Indeed, as it has been evident in recent years, at each political and programming turning point, the risk of putting aside the objectives of equality that have been fixed by European policies, emerge anew. This would result in the unattractive situation of funds being reduced and public attention diminished.

First published: April 2017



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Donne e Scienza, Italian Women and Science



Lucia Martinelli, Senior researcher at MUSE - Science Museum of Trento - and **Giuliana Rubbia**, Senior technologist at Istituto Nazionale di Geofisica e Vulcanologia of Roma

EPWS: If you wanted to describe your association in one sentence, what would you say?

Associazione Donne e Scienza (ADS) is an inclusive and democratic women scientist's association, receptive to fresh visions to foster a knowledge society where women (scientists) are recognised as important actors.

EPWS: What are the objectives of your association?

ADS promotes women's participation in scientific research to contribute to generate debate on contemporary science with a gender perspective. Relevant initiatives are:

- networking to share documents and information on regulation and policies concerning women in science;
- participation in projects and actions, in particular at European Community level;
- dissemination of knowledge generated by women research;
- organization of meetings, congresses and debates on gender studies and women research.

EPWS: What is the history of the association Donne e Scienza, in a few words?

ADS was founded in December 2003 by a group of women scientists and scholars from various disciplines. Since the eighties, they met at the Documentation Centre for Women in Bologna, with the aim of analysing contemporary science. Some came from feminism,

others had different political backgrounds, all believed that increasing women participation in science would improve science and the whole society.



Currently, the Advisory Board of ADS meets in Rome, via della Lungara 19, at "Casa Internazionale delle Donne" '(International Women's House)', where important activities take place, making this organisation a cultural engine for women's actions.

EPWS: Could you explain the organisation of your association?

ADS is a non-profit cultural organisation, with, at present, about 50 active members and 200 sympathisers. They are mainly women scientists working in Italian institutions for higher education and public research organisations. Their fields vary from physics and engineering to biology and chemistry, and also include

education, ICT and scientific journalism. The Advisory Board has 12 members with the President, the Vice-President, the Treasurer and the Secretary. Income derives from association fees, donations, and project funds. Networking within ADS and with other organisations is maintained with personal contacts, participation in events and the Annual General Assembly, usually combined with a congress.

ADS communicates through a mailing list (donnescienza@gmail.com), a web site (www.donnescienza.it) and a Facebook Page (www.facebook.com/Donnescienza) with nearly 500 followers.



Siena, Certosa di Pontignano, 4-6 October 2012. National Congress and Annual General Assembly of Associazione Donne e Scienza

EPWS: What are its recent achievements?

In its role as a hub of Italian and international networks of women in research, ADS or its active members have been partners in various European initiatives.

Recent projects were:

- SHEMERA (She Euro Mediterranean Research Area) and GENDER TIME (Transferring Implementing Monitoring Equality);
- ADS was the core organiser of the Italian national congress "Science, Gender and Society: Where we stand? Gender perspectives in an evolving science landscape" (November 12-14, 2014, Trento. (<http://www.irpps.cnr.it/e-pub/ojs/index.php/mono/article/view/978-88-98822-08-9/pdf>). Claudine Hermann, EPWS vice-president, was invited as a speaker.

Other publications are the books:

- "Portrait of a Lady. Women in Science: Participation Issues and Perspectives in a Globalized Research System" (2014), S. Avveduto

and L. Pisacane (eds.), supported by European Science Foundation;

- "La differenza insegna", L. Gabaglio and E. Manacorda (eds.), on science teaching; with an emphasis on gender medicine (www.il-fattore-x-d.blogautore.repubblica.it/);
- "A model for building a Gender Equality Index for Academic Institutions." (2016), S. Badaloni and L. Perini (eds), Padova University Press, (www.padovauniversitypress.it/publications/9788869380983).

In addition, ADS members are active in promoting debates and collecting the results of societal discussions.



Oct. 7, 2015, Milan. Conference "The future is STEAM also (and notably!) for women" promoted by the Federation of Business and Professional Women (BPW) Switzerland, in the framework of Expo Milano 2015 - Feeding the Planet, Energy for Life, network Expo Women Global Forum.

EPWS: What is your agenda for the coming months?

Activities are planned during the meetings of the Advisory Board, twice a year, and upon requests of its members and their networks. The connection with EPWS is a priority, as it is the cooperation in the framework of the above mentioned EU funded projects. ADS is also planning seminars and initiatives on Science and Society through multidisciplinary approaches, and on strategies for overcoming obstacles to women careers originating from structural organizations or from personal reticence.

ADS will be present at the 'Gender-in-Physics day' (Rome, May 10, 2017) organised by the Italian National Research Council (CNR) and the National Institute for Nuclear Physics (INFN) within the EU H2020 GENERA project, aimed at

implementing 'Gender Equality Plans' for all major European physics organisations and at improving the current gender balance in the European scientific community (<http://genera-project.com/index.php/gender-in-physics-days>).

EPWS: Are you collaborating with other EPWS members?

ADS has been one of the founding associations of EPWS and is still participating as a member of its Board of Administration with Lucia Martinelli and Giuliana Rubbia as, respectively, formal representative and her alternate. In this framework, collaboration with other EPWS members may occur. Lucia is also member of

the Marie Curie Alumni Association, which recently joined EPWS.

EPWS: What do you expect from EPWS? In what ways can it help you to develop your action?

We wish that EPWS will increase its role as a crucial actor in the debate on gender equality in science in Europe. We appreciate its lobbying activity towards the European Commission research policy, in order to support the gender dimension of research with concrete actions, directives and funds. We find EPWS activities particularly helpful in promoting punctual position documents, and in facilitating networking.



Tokyo, 25-26 May 2017. Gender Summit 10 - Better Science and Innovation through Gender, Diversity and Inclusive Engagement

First published: June 2015



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Facebook address: www.facebook.com/Donnescienza/

GAIA, Network for women in the earth sciences



Anouk Creusen, geologist at Deltares and President of GAIA

EPWS: If you wanted to describe your association in one sentence, what would you say?

GAIA is a dynamic Network for women in Earth Sciences with 200 members in the Netherlands.

EPWS: In a few words, what is the history of GAIA?

GAIA was founded on December 9, 1998. This creation was driven by the percentage of women working in Earth Sciences, in busi-



GAIA Board 2017 Ellen Schulten, Konstantina Katsanou, Krista Beilschmidt, Anouk Creusen, Jerney Judell, Lara Borst
picture by @mariet Fotografie

EPWS: What are the objectives of your association?

GAIA provides women with a background, a career or an interest in Earth Sciences with the opportunity to meet and extend their network. GAIA supports the development and career progression of their members.

ness and the scientific institutions, remaining fixed at between 5 to 15%, despite the number of female graduates in the subject having increased significantly (by 30%) since the 1980s. Nowadays, though some change has been noted, this leakage of women from professional involvement is still a fact. Women seldom achieve leadership positions. In the



One of GAIA's networking dinners

light of this observation, GAIA initiated a research programme charting women's professional careers. This has led to the creation of the GAIA Ambassadors Network (GAN), where GAIA, together with employers and educational institutions, seeks to contribute to the realisation of a more diverse and gender balanced working environment, so aiming to achieve the fulfilment of women's potential in the Earth Sciences.

EPWS: Could you explain the organisation of your association?

GAIA is a member of the Royal Dutch Geological and Mining Society (KNGMG) and is a working group of the Royal Dutch Geographical Society (KNAG). GAIA is also a member organisation of the National Women's Council and the European Platform of Women Scientists.

EPWS: What are its recent achievements?

We have suffered some reduction in our activities, but are now reorganising to resume our previous vigour as a network. Attracting students and reviving our presence on social media has been our biggest achievement in the past year.

EPWS: What is your agenda for the coming months?

We are hosting networking dinners on a regular base and are working closely with other Dutch and international networks to promote such events. It is all about networking, so we support and encourage our members to engage in network activities.

EPWS: Are you collaborating with other EPWS members?

No, not yet, but we are happy to generate such connections!

EPWS: What do you expect from EPWS? In what ways can it help you develop your action?

We would wish to strengthen the bonds between European women in sciences. We hope to improve our members' contact with the EPWS.

First published: June 2017



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www.facebook.com/NetworkGAIA

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Association website: www.gaia-netwerk.nl

LNvH, Landelijk Netwerk Vrouwelijke Hoogleraren, Dutch Network of Women Professors



For LNVH, the full board has accepted to answer the EPWS questionnaire

Halleh Ghorashi; Sandra Ponzanesi; Ingrid Molema (President); Willemien den Ouden; Angela Maas (Treasurer)

EPWS: If you wanted to describe your association in one sentence, what would you say?

The Dutch Network of Women Professors is a lobbying organisation, a centre of expertise and a network of over 1100 women professors and associate professors, representing every discipline and all the universities in the Netherlands.

EPWS: What are the objectives of your association?

The goal of the Dutch Network of Women Professors is to promote equal representation of women within the academic community. LNVH hopes to achieve this by strengthening the links between women professors and associate professors in the Netherlands (inter-, as well as intra-disciplinary); by giving support in all activities surrounding professorships and associate professorships; by promoting the rise of capable women to higher university positions (and by preventing their efflux); by collaborating with organisations with comparable goals in the field of academic research and education; and by striving for numerically proportionate representation of women in committees and advisory boards in the field of academic research and education.

EPWS: In a few words, what is the history of LNVH?

LNVH began life informally in the nineties, and became a foundation on the 9th of August 2001. From 2006 onwards, LNVH has received structural funding from the Ministry of Education, Culture and Science.

EPWS: Could you explain the organisation of your association?

The Board and Bureau are the heart of LNVH. The Board consists of five women professors. In assembling the board, scientific backgrounds and institutions of the board members are considered, in order to secure an accurate representation of Dutch academia. The Bureau is run by a senior policy officer and a project officer.

EPWS: What are its recent achievements?

In the autumn of 2016, we published a report in which the differences between the financial remunerations of male and female academic staff at Dutch Universities were mapped. Conclusion: if men and women of the same age and in the same job level are compared, women earn on average EUR 53 less per month than men. Following up on this report, a majority of Dutch universities have instigated further research on these differences within their own institutions.

The 'Women Professors Monitor' is a yearly publication which offers insight into the



Halleh Ghorashi – Professor in Diversity and Integration at the Sociology department at the VU University Amsterdam; **Sandra Ponzanese** – Professor of Gender and Postcolonial Studies, Department of Media and Culture Studies/Graduate Gender Programme, Utrecht University; **Ingrid Molema** (President) – Professor in Life Sciences at the Faculty of Medical Sciences, University of Groningen; **Willemien den Ouden** – Professor of Constitutional and Administrative Law at Leiden Law School, Leiden University; **Angela Maas** (Treasurer) – Professor of Women's Cardiac Health at the Radboud University Medical Centre Nijmegen.

current ratio of men to women in academia, and an overview of the current percentages of male and female professors and board members at Dutch universities, university medical centres and other academic organisations. In doing so, the Monitor forms the foundation of gender/diversity policy and measures, prompts the relevant parties to take actions, and provides insight into the obstacles that are still impeding the promotion of women to top level positions. The 2016 edition was published in December 2016.

LNVH has supported five young scientists at the Technical University Delft in starting a petition in which a national policy that extends the evaluation period and the appointment of the tenure track with the time spent on pregnancy and parenthood is requested. Following up on this petition (over 1500 signatories), LNVH is frequently in consultation about these

issues with both the unions and the ministries involved.

On the occasion of the centenary of the inaugural lecture by the first women professor, the Dutch Ministry of Education, Culture and Science has announced one hundred new chairs for women professors. These chairs are being created as part of a unique collaborative venture between the Association of Universities in the Netherlands (VSNU) and the Ministry of Education, Culture and Science, with the support of the Royal Netherlands Academy of Arts and Sciences (KNAW), the Netherlands Organisation for Scientific Research (NWO) and the LNVH.

Next to activities aimed at influencing policy, LNVH of course strongly focuses on its network function. We support affiliates by offering peer-to-peer coaching and by linking mentors to mentees. In 2016, associate professor

affiliates formed an associate professor liaison group, which provides the LNVH board with advice and input on relevant topics, and holds consultations twice a year.



TV host Eva Jinek interviews one of the two laureates of the 2016 For Women in Science Fellowship (partnership L'Oréal, UNESCO, LNVH and the Netherlands Institute for Advanced Study) [November 29, 2015. Photo by Barbara Kieboom]

EPWS: What is your agenda for the coming months?

The upcoming annual LNVH Spring Symposium (open to female academics of all levels) is devoted to media and communication and to investing in communication with media makers. Leading journalists, producers and editors will discuss all aspects of appearing in different sorts of media. The goal of this day is to help make women scientists more visible in media. LNVH will be issuing a new study in which the 'leaky pipeline' (the loss of female academics and talent in each career level) is approached as a business case: what are the *financial* consequences of this 'brain drain' and how are universities affected by this?

The Women Professors Monitor offers insight into the share of women scientists at each career level, and for each university. However, universities and science organisations feel the need to expand this monitoring to faculty levels. They are committed to provide these figures and have asked LNVH to take this up. LNVH values the stories *behind* the figures, reports, visualisations and numbers. These individual stories and anecdotes speak to our imagination, raise awareness about inequality and will set relevant issues on the agenda once more. This is why we, together with professional playwrights, will be working on a theatrical production about the chances, opportunities and challenges women encounter at the academic workplace.

EPWS: Are you collaborating with other EPWS members?

LNPH is highly appreciative of EPWS bringing parties together and making connections across Europe. We often meet other EPWS members at international conferences.

EPWS: What do you expect from EPWS? In what ways can it help you develop your action?

Despite a number of initiatives and interventions, progress in the Netherlands is quite slow. Therefore, we are focused on improving this situation; exchanging knowledge and sharing best practices with other networks is the key. Also, the EPWS members could offer useful insight into the effects of certain policies at the actual workplace, from a women's network's point of view.

First published: March 2017

AMONET, Associação Portuguesa de Mulheres Cientistas, Portuguese Association of Women Scientists



Image credit: Ricardo Nascimento

Maria João Bebianno, professor at the University of Algarve, Faro, President of Amonet

EPWS: If you wanted to describe your association in one sentence, what would you say?

Inspired by the primordial goddess of Lower Egypt, Amon, AMONET spans the North wind, blows new life and wisdom in the minds of elite and leaders alike, aiming to provide them with the knowledge they need to govern and to achieve the smallest possible gender gap.

EPWS: What are the objectives of your association?

The objectives of the association are:

- to conduct studies on issues relevant to the achievement of equal rights and opportunities;
- to propose to competent bodies the development, modification or revocation of any statutes or procedures that are limiting women's potential, so as to achieve full equal rights and opportunities;
- to work for the clarification of and debate the situation of women scientists, to ensure their rights are respected and to report, by all means, any forms of discrimination;
- to promote the exchange of knowledge and experience with other organisations at national and international level, and to collaborate on initiatives aimed at achieving the aims of the AMONET association.

EPWS: In a few words, what is the history of AMONET?

In 2003, in Portugal, the evaluation of Environment and Chemistry scientific areas for undergraduate courses was carried out by committees appointed by the National Council for Higher Education Assessment (CNAVES). This comprised 13 men and 6 women, although, within these scientific fields, more than 50% of teachers and researchers were female. Almost all the evaluation committees in scientific areas relating to other degrees were similarly constituted, reflecting this unacceptable distortion, which denied a fair representation of women.

Members of the Department of Environmental Sciences and Engineering (DCEA) and the Department of Chemistry (DQ), Faculty of Science and Technology, in the New University of Lisbon (FCT/UNL) were able to collect more than two hundred signatures of scientists, men and women, requesting the President of CNAVES to create a new composition of its committees. However, there was no relevant response. Consequently, the intervention of the Ombudsman was requested, who, subsequently, delivered an opinion to the President of CNAVES, as well as to the Minister of Science and Higher Education. The report noted that:

"The much needed balance [...] can be ensured by promoting a fair balance in [the CNAVES] composition, and particularly the

[equal] participation of women and men in decision-making centres. The implementation of the [recommended] orientation [...] will involve constant surveillance by the organisations involved in the whole process of appointing people.”

Aware of the gender gap in Portugal and conscious of the lack of a forum where women scientists could, in an organised way, call for a rectification of this short-coming in academic society, a group of women scientists, including representatives from across the country, decided to found the Portuguese Association of Women Scientists – AMONET.

EPWS: Could you explain the organisation of your association?

The Association has the following organs:

- a) The General Assembly;
- b) The Directorate;
- c) The Supervisory Board.

The Directorate is the organ of management and administration of the Association, thus being responsible for, *inter alia*:

- a) realising the decisions of the General Assembly;
- b) appointing committees and structuring the internal organisation of the Association;
- c) ensuring that all decisions aimed at achieving social purposes are followed up;
- d) organising and supervising the activities and responsibilities of the Association;
- e) performing all other functions assigned by the Statutes, the internal regulations of the Association and by law;
- f) representing the Association in external activities, performed either by the President, or members appointed for that task.

EPWS: What are its recent achievements?

The most relevant achievements are the creation of the ‘*Map of Portuguese Women Scientists*’ and the ‘*History of Portuguese Women in Academia: Statistical Maps*’. Both represent unique projects of AMONET.

The first is a digital interactive map providing detailed information about the Portuguese women who significantly contributed to the

advancement of the scientific work in their area of expertise, and to science in general. The map is divided into 11 major scientific areas: Medicine, Chemistry, Physics, Biology, Engineering, Mathematics, Computer Science, Geology, Meteorology, Law and Social Science and the Humanities.

The second statistical map presents details from the project ‘*History of Portuguese Women in Academia*’, showing an overview of women’s participation in the academic life in Portuguese universities (Porto, Coimbra and Lisbon), from the end of the 19th century to 1970. The presented data refer only to enrolments, but graduations will be also investigated in a near future. Many Portuguese women were able to enter universities in this period, but not all successfully graduated. This was due to many reasons, but especially social pressure associated with marriage and motherhood. Data regarding PhDs in the period from 1917 to 2010 is also presented. Both maps are accessible on the Association’s webpage.

AMONET organised its IV International Symposium (IV ISA), which was centred on the topic ‘*Women Scientists as Global Solution Providers*’, which aimed at promoting debate about related issues. The IV ISA took place in Lisbon at Fundação Calouste Gulbenkian.

In 2012, AMONET published the book ‘*Women, Science and Globalisation: What’s Up?*’ which was edited by Isabel Lousada and Maria J. Gonçalves. The book includes presentations from the III International Symposium of AMONET (III ISA). It has a digital edition created by Vasco Bonifácio and can be accessed from the Association’s webpage or from the link: <http://bit.ly/amonet-ebook>.

EPWS: What is your agenda for the coming months?

The Association will continue to publish online its newsletter (number 9 will be shortly available), as we consider that this publication is a useful tool for women’s empowerment in Science.

AMONET will carry on with gender issues discussions at all levels and will always intervene

where appropriate. Also, AMONET will again collaborate in the activities of the Commission for Citizenship and Gender Equality (Presidency of the Council of Ministers) through its membership in the Commission's Consultative Council.

AMONET was selected in January 2015 to be a member of the Municipal Council for Equality of the Municipality of Lisbon, in the capacity of Organisation of the Civil Society. The Municipal Council for Equality is a consultative body of the Municipality of Lisbon. It aims to promote, evaluate and ensure, in matters of planning, the implementation of municipal public policies which are intended to promote equality and fight discrimination in all activities of the municipality. AMONET will be one of the four reporting organisations at the meeting to occur in the last quarter of this year.

AMONET will go on with raising awareness of gender inequalities in scientific and academic careers by participating in various forums looking for the empowerment of female scientists, aiming to ensure the permanence of young women in professions related to science and technology and fighting the drop out- pipeline. AMONET will continue to map the scientific career of Portuguese Women Scientists, trying to make their life paths visible, and to shed light on their main achievements.

We shall be engaged in promotional activities, such as Workshops, in Universities and High Schools. The monitoring of the participation of women in science, using our "Map of Scientists" will be welcomed (e.g. "Where do women stop", 2014 edition – Ciência Viva).

The AMONET web-page (Portuguese/English), and other social network documents, will be updated, as well as the Association's Blog and Facebook pages. This will allow the expansion

of our capacity to intervene with other partners and diversify the means of dissemination of materials which we wish to convey.

Last, but not least, we will pursue the strengthening of ties and the creation of co-operative initiatives. As previously, we shall establish joint projects with research units, companies, and NGOs, either at the national or international level. These will encourage diversification and amplification of tasks and resources (e.g. "Anne Frank: a History for today" exhibition and conferences held in 2014).

EPWS: Are you collaborating with other EPWS members?

Yes, mainly through the members of other associations who are also members of the Board of Administration of EPWS.

EPWS: What do you expect from EPWS? In what ways can it help you develop your action?

We see EPWS as a platform which can embrace European women who practice science in all its forms. Additionally, EPWS can help them, in all possible ways, to eliminate all forms of discrimination which are still prevalent in our societies.

The EPWS assistance covers many areas of activity and encompasses information from European institutions and other national and international institutions.

We expect EPWS to increase the visibility, at international level, of national activities; also, to serve as a model for the establishment of strategic partnerships and campaigns in defence of gender equality in related areas, so increasing the possibilities of influencing worldwide public policies.

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AMIT, Asociación de Mujeres Investigadoras y Tecnólogas, Association of Women Researchers and Technologists



Capitolina Díaz – Martínez, Professor of Sociology at the University of Valencia (Spain), former AMIT President

EPWS: If you wanted to describe your association in one sentence, what would you say?

The Spanish Association of Women Researchers and Technologists (AMIT) is a pioneering group which is the biggest association for the promotion of women in science in our country; it includes scientists and professors from every region of Spain and from multiple disciplines, and it unites us in a common goal.

EPWS: What are the objectives of your association?

The general goals of AMIT include:

- political influence: the defence of women scientists' interests, equal rights and opportunities within public institutions involved in education, science and technology;
- educational mission: the organisation of events, conferences and campaigns, with the aim of publicising the work of women scientists and technologists, and drawing attention to the gender issue in interdisciplinary research.

EPWS: In a few words, what is the history of AMIT?

AMIT was created in December 2001 by the founding group of women researchers, who considered women to be under-represented in key positions of science, universities and industry in many European countries, including

Spain. This movement was inspired by the emergence of similar organisations in other European countries and, particularly, the activities in previous years of the Helsinki Group. AMIT is a young organisation, with 14 years of history, which were filled with political action, campaigns and collaborations with the women's movement, together with many other organisations of Spanish civil society. AMIT has been able to unite the most successful women scientists who have a well-established position in science in our country, with young women researchers who are at the beginning of their careers. Nowadays, AMIT is a well-known organisation in Spain and a model for the new generations of women scientists, researchers and technologists.

EPWS: Could you explain the organisation of your association?

AMIT is a national organisation open to all in our country who are involved in research and technology, in both the public and private sectors, and who are committed to the purposes of the association. Our organisation has grown fast in the last decade and nowadays AMIT has 585 members: 71 junior, 488 senior and 26 *ad honorem*. Additionally, four regional groups: Andalucía, Aragón, Cataluña and Galicia, have been established within the national organisation. We meet together at our yearly assembly

in order to refine our strategy, and we maintain contact through our weekly Information Mail and webpage.

EPWS: What are its recent achievements?

In the last two and a half years, whilst I have had the honour of been AMIT president, the new relevant activities have been:



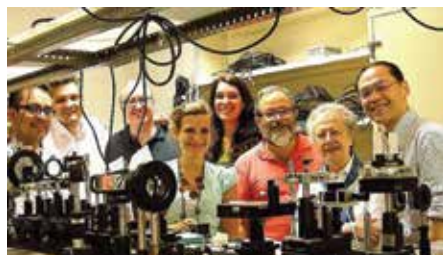
Madrid, 2015 AMIT General Assembly. From left to right: Pepa Masegosa (physicist and spokeswoman of AMIT's board), Capitolina Diaz (sociologist and then AMIT'S president), Inés Alberdi (sociologist and ad honorem member) and Carmen Vela (biologist, AMIT ex-president and current Secretary of State for Research, Development and Innovation).

- The first analysis of the inclusion of women in Spanish scientific prizes during the period 2009 to 2014. As a result of this study, we know that women represent only 17.6% of winners of scientific prizes. AMIT has been able to contact some of the promoters of these prizes and suggested changes in their calls for nomination and their judging procedures. AMIT also nominates female scientists (from our members and from outside the association) for scientific prizes. www.amit-es.org/sites/default/files/pdf/publicaciones/mujeres%20premios%20cientificos_2015.pdf;
- the publication of *"The scientist of the month"*, on our web page, on Facebook and also Twitter; this comprises a short two-pages biography of one of our members, ranging from young promising researchers to well established seniors, and from all fields. We have already published 21 biographies and the number of followers in the social media is increasing. www.amit-es.org/cientificas;
- one of our latest works has been the creation of a database of women scientists, senior and junior; its aim is to be able to advertise, to any organisation, from governmental institutions to the media, the names of qualified scientists;
- our regional group in Aragon is launching the project *"One female engineer in each school"* whose task will be to facilitate children's (especially girls') contact with engineering; AMIT-Aragon asks female engineers from the university to spend one day in a school close to their home or holiday venue, working with the children in engineering activities. www.amit-es.org/noticias/actividades/una-ingeniera-en-cada-cole

EPWS: What is your agenda for the coming months?

We are now working on the promotion and support of women researchers, particularly on the situation of women scientists in academic rankings (publications, quality indexes, high positions, etc.). We have started with a critique of the 'H-Index' among female geologists (<http://episodes.org/index.php/epi/issue/view/6683>) and are now moving on to examine different quality indexes.

AMIT is also working with the Spanish branch of L'Oréal-Unesco programme *'For Women in Science'*. We now intend further to enlarge our relevant entries in the 'H-Index', and to make



Maria Josefa Yzuel (second right) and her team. Professor Yzuel was the first associate-professor and, subsequently, the first female professor of Physics in Spain. She is a member of AMIT.



Capitolina Díaz, AMIT President, representing AMIT in an international meeting in 2015 in Panama. AMIT logo is on the screen.

it available to the general public.

The current AMIT president is Joaquina Álvarez Marrón, senior researcher at the Institute of Earth Sciences - "Jaume Almera" - of the Spanish National Research Council (CSIC) in Barcelona, where she is performing research in the field of Tectonics (contact: jalvarez@ictja.csic.es).

EPWS: Are you collaborating with other EPWS members?

Yes, we have contact with other EPWS members but we would like to expand this interaction.

EPWS: What do you expect from EPWS? In what ways can it help you develop your action?

The EPWS is really useful, in many senses, in helping us to achieve the goals of AMIT and for the development of our activities. Being in contact with similar organisations in different European countries helps us to share ideas, collaborate in campaigns, gain international

visibility and feel stronger. We certainly believe in this trans-national, partnership approach, since the issue of women and gender in science is weaker in a national framework than on a European base. This is the reason why this Platform is so appreciated by the AMIT associates, who expect, from EPWS, an active support in the coordination of common political demands. These include campaigns and actions for the advancement of women, and the elimination of gender discrimination in science across Europe. We can only do that if EPWS is able to make us to feel part of a common project.

First published: May 2016



Primary school in Zaragoza, 2016: Children building a structure during one of the sessions of our project "One female engineer in each school".



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KOFRAH/CODEFUEHES, Conférence des déléguées à l'égalité auprès des universités et des hautes écoles suisses, Conference of all equal opportunities delegates of universities and polytechnics in Switzerland



Brigitte Mantilleri, President and also Director of the Equal opportunities office of the University of Geneva

EPWS: If you want to describe your association in one sentence, what would you say?

KOFRAH/CODEFUEHES (Conférence des déléguées à l'égalité auprès des universités et des hautes écoles suisses) is the Conference of all equal opportunities delegates of universities and polytechnics in Switzerland.

It is the 'think tank' for equal opportunities matters and gender questions in Swiss universities.

EPWS: What are the objectives of your association?

To implement gender equality in our institutions; to make members of our universities aware of the specific problem women face in academia; to highlight gender issues and, within all structures, the need to eliminate harassment, in all its forms; to have more women in sciences and, specifically, to increase the number of women at the level of full professors. We also aim to lobby politicians, elaborate strategies and exchange good practice in our field.

EPWS: Could you explain the organisation of your association?

We have a President and a committee made up of four members, who change every two years. The full membership meets every two months, with the committee active in

between, to prepare for the member's meetings. There is also a General Assembly that meets once a year, to which our office staff is usually invited. Yearly, we have a two-day seminar to address specific issues, organised into one or two separate conferences. Themes like diversity, gender bias, structural changes, or our new Action Plans 2017-2020 have been discussed.



Yves Flückiger, Rector of Geneva University, is attending the annual Subside Tremplin (Springboard) ceremony (June 19), as a mark of the deep interest for young researchers' career of the institution. The "Subside" is a six-months grant allowing them to be free of administrative or teaching duties and to concentrate on their academic work. The final choice is made by a committee of professors, presidents of the Equal opportunities commission of their faculty

EPWS: What are its recent achievements?

In Spring, KOFRAH/CODEFUEHES wrote to the new Commission for Diversity of Swiss Universities, (a new structure created without our

being consulted), working at federal level on equal opportunities. We explained the danger of delaying our message, of not being clear of who is doing what and therefore maybe weakening the equal opportunity offices and their



Some records of the March 3rd 2017 event in Geneva during which 26 Swiss institutions (Universities, Swiss Federal Institutes of Technology and Universities of Applied Sciences) came to launch the new "Programme fédéral de l'égalité" (Equal Opportunities Federal Programme) and present their four-years Equal Opportunities Action Plan.

influence within the academia. We applied for a new Action Plan for universities in October 2016 and they are now confirmed: some universities, (such as the University of Geneva), are focusing on science and on fighting sexual bias and sexist harassment.

EPWS: What is your agenda for the coming months?

We are applying for funding for cooperative projects in 2017.

EPWS: Are you collaborating with other EPWS members?

BMa: Not really.

EPWS: What do you expect from EPWS? In what ways can it help you develop your action?

As we have different projects in our Action Plans for women in science, we will, of course, be able to benefit from your experience. We are following your work closely and our president attends most of your international conferences, which we find to be very beneficial.

First published: July 2016

Daphnet



Dr. Yasmin Robson, Deputy Director

EPWS: If you wanted to describe your association in one sentence, what would you say?

Daphnet is a mailing list for women in science and engineering; it is based in the United Kingdom (UK) but with members overseas.

EPWS: What are the objectives of your association?

Our mission is to provide a platform for the dissemination of information relating to women in STEM (Science, Technology, Engineering and Mathematics). This includes campaigning, and trying to influence the environment in which we live and work. This email forum rais-



Daphnet's Director and Past President of WES (2003-2005), Pam Wain

EPWS: In a few words, what is the history of Daphnet?

Daphnet was set up in 1991 by Professor Elizabeth (Betty) Johnson (1936-2003) MBE (Member of the British Empire), to provide an email network for news and discussion among women scientists & engineers. Betty was the former Coordinator of the Daphne Jackson Trust, a scheme for helping scientists to return to research following a career break and she herself was one of the earliest scientists to benefit from this 'Returner' scheme.

In 2002, following Betty's ill health, Pam Wain (past President of Women's Engineering Society - WES and MentorSET champion) took up the baton as Daphnet Director and recruited Yasmin Robson to the role of Deputy Director. Daphnet is named after Daphne Jackson



Dr Yasmin Robson coordinator of the annual Dorothy Hodgkin Memorial Lecture in Oxford.

es awareness and allows information to flow at both institutional and grass root levels.

(1936-1991), the first female physics professor in the UK and former president of the WES (among many other prestigious posts). If you would like to know more about Daphne Jackson Fellowships for scientists and engineers returning to work after a career break, check out the Daphne Jackson Trust: www.daphne-jackson.org

EPWS: Could you explain the organisation of your association?

- We have 450 members, ranging across all the fields of STEM, and from all ages and stages of their careers; the membership includes a few men. Women returning to work after a career break are particularly welcomed;
- we are based in the UK - our news and events items tend to reflect this - but we have members from across the world;

- any member can send a message to the list, and it is distributed to everyone;
- we try to stick to topics that have a particular relevance to women;
- we occasionally receive and publish requests for assistance; these range from information needed by students, to appeals for people to speak on radio programmes, at schools, or help at science festivals;
- sometimes we get into discussions but our debates are seldom heated;
- we often advertise jobs, PhD studentships and Post-Doc posts; these are frequently from outside the UK;
- Daphnet is kindly hosted by Imperial College London.

EPWS: What are its recent achievements?

- We circulate information about science-related events and conferences, which are taking place at home and abroad; for instance, the Oxford International Women's Festival and the Dorothy Hodgkin Memorial Lecture, which take place every March in Oxford, to celebrate International Women's Day;



Oxford Times magazine 'Castaway' series for June 2016: Yasmin Robson pictured holding painting of Jodrell Bank Lovell telescope in Oxford University Museum of Natural History, where Dorothy Hodgkin Memorial Lecture is held.

- the Dorothy Hodgkin stamp was issued by the UK general post office; Dorothy solved the structures of penicillin, vitamin B12 and insulin and is the only British woman to win the Nobel Prize for science; this was advertised at the European conferences on Gender Equality in Higher Education;



Dorothy Hodgkin stamp. Dorothy solved the structures of penicillin, vitamin B12 and insulin and is the only British woman to win the Nobel Prize for science.

- we were glad to highlight awards received by women scientists, e.g. Dr. Brigitte Mühlentbruch (President of EPWS), honoured with the Order of Merit 1st Class of the Federal Republic of Germany; also Prof. Claudine Hermann (Vice-President of EPWS), promoted to Grande-officière of the Légion d'Honneur, France.

EPWS: What is your agenda for the coming months?

We intend to reach a wider audience and increase European and worldwide participation in seeking female professional equality.

EPWS: Are you collaborating with other EPWS members?

In June 2011, Daphnet's Deputy Director, Dr. Yasmin Robson, was elected to the EPWS Board of Administration. This provides an ideal

opportunity for strengthening our bonds with other EPWS members.

In order to disseminate information throughout Europe, other British EPWS members (including Women in Physics Group of IoP and Daphne Jackson Trust) also circulate information on Daphnet about events and Returner Fellowships. There is further exchange of material between Daphnet and EPWS by way of our website, and by 'Twitter' and 'Linked-In'.

EPWS: What do you expect from EPWS? In what ways can it help you develop your action?

Other EPWS members could circulate STEM related information, events and jobs on Daphnet, enabling them to reach a wider audience. This would also raise awareness of what is being achieved in other countries.



'EPWS Board members at 9th European Conference on Gender Equality in Higher Education at The Sorbonne in Paris (September 2016)

First published: December 2016

Daphnet

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Women in Physics Group of the Institute of Physics



Dr. Heather Williams, Senior Medical Physicist at Central Manchester University Hospitals, President

EPWS: If you wanted to describe your association in one sentence, what would you say?

The Institute of Physics (IoP) has a number of groups which focus on different aspects of physics and its applications. Some groups represent particular areas of research (such as Solid State Physics); others represent groups employed in particular sectors (such as Medical Physics), others areas of particular interest in how physics engages with society (such as Physics Communication). The Women in Physics group (WIPG) represents the interests of women working within physics, promotes their contribution to the field, and provides input into the wider diversity agenda at the IoP. We also collaborate internationally through ICWIP (the International Conference on Women in Physics of the International Union for Pure and Applied Physics) and are looking forward to hosting the ICWIP conference in the UK in 2017.

EPWS: What are the objectives of your association?

We aim to reflect the varied careers of women physicists in industry, commerce, academia, teaching and research, and support and encourage women in their chosen careers. In doing so, we hold those women up as role models to the next generation of female physicists

and work to remove barriers that undermine their access to careers in physics.

EPWS: In a few words, what is the history of The Women in Physics Group?

The group started in 1985 as a subcommittee of the Education Department within the IoP, which matured to a professional group of the Institute in 1995. A more detailed history, with an archive of our newsletters to group members, can be found here: www.iop.org/activity/groups/subject/wip/history/page_64676.html

EPWS: Could you explain the organisation of your association?

We have a central committee of female physicists from a wide range of backgrounds – academia, industry, teaching, healthcare, and science communication. We are supported by a mixed and auspicious advisory panel. The Advisory Panel supports us by adding their advice and experience when we are asked for input into the IoP's responses to national and international initiatives, such as the recent enquiries by the UK government into issues affecting women in science. Members of the Advisory Panel also act as judges for our annual Bell-Burnell Medal and Prize, recognising the achievements of female physicists in the very early stages of their career.

EPWS: What are its recent achievements?

We are particularly proud of our group prize, which celebrates the achievements of women within 5 years of graduating, and who have made a substantial contribution to the subject, having undertaken activities to support and encourage others in the field. Every year for over a decade, the Bell-Burnell Medal and Prize has identified many young women who are exemplary role models and show that you don't have to wait for a professorship to do something significant and meaningful with a physics degree. The award, which comes with a £1000 prize, was adopted into the main physics awards in 2016.

Every year, we host an event featuring the women shortlisted for the Bell-Burnell Medal and Prize, to enable them to showcase their achievements. We have been delighted to welcome local students to this event.

In addition, we organise and support an annual conference for undergraduate women in physics (CUWIP) as well as a variety of ad-hoc meetings, training and networking opportunities for women in physics. One of the highlights



Speakers at the joint meeting between WIPG and the History of Physics Group on "The Lives and Times of Pioneering Women in Physics". Left to right: Dr Heather Williams, chair of WIPG, Professor Gerry Lander; Dr Kate Crennell; Professor Gillian Gehring; Professor Hélène Langevin-Joliot, grand-daughter of Marie Curie, Dr Francis Duck and Dr Gillian Butcher.

of recent years was a joint meeting with the History of Physics Group at the IoP, entitled 'The lives and times of pioneering women in physics', which featured a stellar line-up of speakers including Prof. Hélène Langevin-Joliot, grand-daughter of Marie Curie.

Our Facebook page acts as a networking opportunity for women in physics all over the world, and is quite busy. EPWS members are invited to join us.

EPWS: What is your agenda for the coming months?

We are currently very busy supporting the preparations for ICWIP 2017! We hope to see many of you there.

EPWS: What do you expect from EPWS? In what ways can it help you develop your action?

Membership of EPWS provides WIPG with a strong link with women scientists across Europe. The EPWS newsletter is disseminated to all WIPG members to inform them about gender related issues and activities in other European countries, as well as to remind them to read EPWS website.

EPWS membership has also enabled WIPG to report progress within the UK, and recent European progress for women scientists can be fed back. Additionally, inspiring methods of encouraging the next generation into science are shared between EPWS members.

WIPG takes an active part in the International Union of Pure and Applied Physics conferences on Women in Physics and the UK will host the 2017 conference. Therefore, combined with membership of EPWS, WIPG has developed worldwide contacts with women physicists.

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The European Platform of Women Scientists EPWS is an umbrella organisation bringing together networks of women scientists and organisations committed to gender equality in research, so as to raise the voice of women scientists in the European research policy debate. EPWS is concerned with all scientific disciplines throughout the European Union (EU) and the countries associated with the EU Programmes for Research and Technological Development.

EPWS member networks and organisations are of key importance to research and the research policy process: they are striving for the empowerment of women scientists, for increasing the number of women scientists in top positions and for the integration of the gender dimension in science and research.

This booklet gathers the updated versions of the first 27 interviews with EPWS full member associations which have been published since 2015 in the 'Association of the Month' section of the EPWS website www.epws.org. It gives an excellent insight into the nature, variety, missions and functions of European networks of women scientists and their contributions to the research policy debate at regional, national, and international levels.

The booklet can also be very useful to stakeholders looking for collaboration partners in a European country.

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