

ANNEX V

"Science and/in Society" gender projects

The projects have been grouped under 7 objectives:

- 1. Analysis of scientific careers**
- 2. Awareness raising**
- 3. Mainstreaming (certain fields / knowledge production)**
- 4. Mentoring and training**
- 5. Networking**
- 6. Structural change**
- 7. Non-public research**

2. ANALYSIS OF SCIENTIFIC CAREERS

Title	Encouragement to Advance – Training Seminars for Women Scientists
Acronym	ENCOUWOMSCI
Call reference	FP6-2005-Science-and-society-17
Project Duration	01-10-2006 to 31-12-2008
Keywords	Empowerment, career training
Total project cost	EUR 475 980
Objectives	The project intended to raise the proportion of female scientists in senior positions at universities and in research. It aimed at encouraging and empowering female post-docs to apply for professorships on a European level, gathering experts and knowledge from six European countries (Austria, Belgium, Czech Republic, Germany, the Netherlands, and Switzerland) since these countries have similar appointment structures, and thereby striving to enhance mobility in the European Research Area.
Results	<p>The project offered twelve four-day long application and career training seminars for women scientists holding their Ph.D. for at least four years and intending to apply for professorships. A total of 112 participants took part, in small groups, in an intensive training on application procedures in the six targeted countries. An international team of trainers accompanied the group, experts from the target countries were invited to give further information on application procedures in informal evening lectures.</p> <p>Despite the short duration of the project, the outcome in terms of encouraged women scientists was high: 68% of the participants from Humanities, Social and Cultural Sciences and 48% of the participants from Natural Sciences and Medicine stated that they applied, either again or for the first time, for professorships after taking part in the training. They felt empowered by being trained in essential parts of the application processes and became well informed about appointment procedures in different countries.</p> <p>A final conference took place in Brussels and was organised in cooperation with the EU-project "Advanced Training for Women in Scientific Research" (ADVANCE), in June 2008, entitled "Supporting Women in Scientific Careers".</p>
Coordinator	GESIS Gesellschaft Sozialwissenschaftlicher Infrastruktureinrichtungen e. V. - Center of Excellence Women and Science (CEWS) - Germany
Contact (website)	http://www.cews.org/encouwomsci/ (no longer available) http://www.gesis.org/cews/

Title	Higher Education Leading to Engineering And scientific careers
Acronym	HELENA
Call reference	FP7-Science in Society–2008-1
Project Duration	01.04.2009 – ongoing (total duration 30 months)
Keywords	Scientific careers and choices
Total project cost	EUR 1 212 330
Objectives	<p>The overall objective is to get Higher Education institutions to change their Science and Technology study programmes to be more gender-aware and "woman-friendly", thus encouraging more women to choose scientific careers. In particular, the project aims at:</p> <ul style="list-style-type: none"> - identifying and analysing relevant interdisciplinary Engineering and Technology degree courses in different European countries; - analysing the students' perception of interdisciplinary and traditional E&T degree courses; - evaluating the effectiveness of existing pilot projects, developing and measuring indicators on the relationship between perception and study choice - sharing good practice identified through this experience, producing recommendations on the reorganisation of university curricula at European level (Bologna process); - disseminating results through a "how to" guidebook and monitoring indicators. <p>After analyzing the existing situation, each institution will choose the measures that seem the most realistic and appropriate to its particular case, while implemented measures will have to encourage a global approach from engineering education institutions. They will be intended at the same time for students, faculty and staff and consider transitions from secondary education to higher education and from higher education to academic and industrial professional spheres.</p> <p>The project started with the analysis of the state of the art and background information collection on career choice and gender, including key sources of data, statistical indicators and literature from existing research.</p>
Results	Results are not yet available.
Coordinator	Siauliai University, Lithuania
Contact (website)	http://www.fp7-helena.org/

Title	Interests & Recruitment in Science. Factors influencing recruitment, retention and gender equity in science, technology and mathematics higher education
Acronym	IRIS
Call reference	FP7-SiS-2008-1
Project Duration	01.05.2009 – ongoing (total duration: 36 months)
Keywords	Scientific careers, choices
Total project cost	EUR 1 284 514
Objectives	<p>The overall objective is to develop more knowledge and recommendations - informed by evidence - on how young people, and girls in particular, may be attracted to, and retained in, Science-Technology and Mathematics higher education</p> <p>The project will examine for causes and cures: school science, youth culture, HE STM curricula and recruitment methods, research department culture, PhD study choice, employment patterns. It will collect data for international comparison.</p> <p>The aims are:</p> <ul style="list-style-type: none"> - to stimulate informed discussions, and give advice to policymakers concerning recruitment and retention of more young people (esp. young women) to STM education and careers. - to get HE institutions to change their S&T study programmes to be more gender-aware and "woman-friendly", thus encouraging more women to choose scientific careers. <p>The project started with a review of theoretical perspectives and empirical findings regarding recruitment initiatives inside and outside school. The literature relating to girls and science education is vast and much of it has focused on gender differences in the enrolment of boys and girls in the physical sciences and engineering, especially physics, in higher education. Although the studies that have been published differ considerably in scale, methodology and rigour, the factors in play seem to be well-established. They include students' social and economic background (including ethnicity), prior attainment at school, students' perceptions of subject difficulty and of their own competence, gender stereotyping, school factors (including teaching quality), parental influence, and students' interest in/attitudes towards science.</p>
Results	Results are not yet available.
Coordinator	University of Oslo, Norway
Contact (website)	http://iris.fp-7.org/about-iris/

Title	Empowering Women Engineers in Industrial and Academic Research
Acronym	PROMETEA
Call reference	FP6-2004-Science and Society-10
Project Duration	01.11.2005 – 31.12.2007
Keywords	Empowering
Total project cost	EUR 1 220 000
Objectives	<p>The aim of the project was to develop a better understanding of gender issues in engineering and technology research settings, in order to propose effective measures and recommendations to empower women engineers' careers in academic and industrial research in Europe. It focused on:</p> <ul style="list-style-type: none"> - Gender dynamics of male and female careers, comparisons between different fields of engineering and their interrelations, recruitment, full-time and part-time, survival curves and tenure, vertical segregation, pay gap, school to work transitions, professional/ private life balance, double careers patterns. - Differential effect of organisational cultures on male and female careers. - Recognition of excellence in engineering and technology research, impact on female and male careers: the gate-keepers and gate-keeping in research funding committees, women's and men's success rates in research funding, analysis of scientific publishing and publicity, patents, experiences of "excellent women" at the top of technological research, prizes and awards in technology and engineering. - Identification and evaluation of good practice
Results	<p>Together with the state of the art in each of the 13 countries participating to the project, with all qualitative and quantitative data collected and compared, an interesting result was the audit and evaluation of the existing practice and policies aiming at improving the retention and progression of women in engineering research (career support and development, work-life balance, etc.). In all areas, and in most of the organisations studied, they found that the uptake and impact of these policies "on the ground" was very limited and uneven. The analysis identified two main reasons for this gap between policy and practice. First, organisations are not putting sufficient commitment and resources behind the policies for them to meet their stated objectives: more effective promotion, implementation and follow-through of the policies is needed, including monitoring and evaluation of progress made. Second, many of these policies meet with resistance from both women and men staff - partly because of gender stereotypes and norms, partly because of a (generally misplaced) perception that women are getting "preferential treatment", and partly because of the <i>in/visibility paradox</i> facing women in engineering. Organisations were advised to actively promote gender equality and diversity objectives if they were to achieve the necessary "culture change" - in terms both of gender awareness and organisational change. In this way, staff across organisations could be persuaded to "buy in" to the need for intervention, and line managers to "lead by example" rather than blocking change.</p>
Coordinator	Conférence des Directeurs d'Ecoles et Formations d'Ingénieur, CDEFI – France
Contact (website)	http://www.prometea.info/

Title	Survey of the University Career of Female Scientists at Life Sciences versus Technical Universities
Acronym	UNICAFE
Call reference	FP6-2005-Science-and-society-17
Project Duration	01.11.2006 – 31.12.2008
Keywords	Empowerment, careers
Total project cost	EUR 423 920
Objectives	<p>The aim of the project was to carry out an innovative pilot survey to enhance existing knowledge on career patterns of female scientists in engineering and life sciences in seven universities in six countries, with special regard to careers, leading university positions, access to funding, mobility and work-life balance.</p> <p>Specific objectives were the following:</p> <ul style="list-style-type: none"> - To support the preparation of equal opportunities policies and the implementation of gender mainstreaming in daily practices - To reach efficient benchmarking and monitoring of gender mainstreaming policies and practices at the university level. - To encourage university managements to introduce gender sensitive statistical data collection to be carried out yearly, including yearly recruitment statistics. - To put forward recommendations to university leaders about the enhancement of the role and place of women scientists - To raise awareness on the difficulties female researchers face during their career.
Results	<p>After having defined a clear methodology and a survey guide to determine common indicators to be used for the survey, an empirical survey was implemented in the participating universities. It had four main components: sex-disaggregated data collection on the academic staff per faculty; an on-line questionnaire consisting of 90 questions distributed among the researchers at the partner universities; <i>interviews</i> with 8 female and 8 male researchers about their life and professional experiences, the most interesting were expanded into case studies.</p> <p>A synthesis report integrated the most important findings and compared them, among universities and between the two concerned scientific fields (engineering and life sciences). Conclusions were drawn and policy recommendations were formulated with respect to possible actions to be carried out at universities to implement gender mainstreaming:</p> <p>The project formulated conclusions about the university atmosphere in the countries involved, shed light on the obstacles women face in the different scientific fields and countries, and opened up the field for further studies based on the methodology and findings of this pilot action. University reports and the synthesis report in national languages would help university managements to deal with the problems and tasks related to gender mainstreaming.</p>
Coordinator	Hungarian Science and Technology Foundation, Hungary
Contact (website)	http://www.unicafe.ee/

Title	Understanding Puzzles in the Gendered European Map: Brain Drain in Physics through the Cultural Looking Glass
Acronym	UPGEM
Call reference	FP6-2004-Science and Society-10
Project Duration	01.09.2005 – 30.09.2008
Keywords	Careers
Total project cost	EUR 935 939
Objectives	The aim was to identify relevant local cultural-historical processes behind the frustration of female physicists which leads them to leave or plan to leave the field of physics at universities, even though they have the same formal qualifications as their male colleagues. In observing the gendered European map we identify the informal aspect that shape career paths in academic workplaces in various cultural contexts. We also demonstrate how scientific endeavours are interwoven with social and cultural changes as well as changes in the understanding of the discipline of physics
Results	<p>The first project results are presented in <i>Draw the Line! Universities as workplaces for male and female researchers in Europe</i>, which contains national studies from Finland, Poland, Estonia, Italy and Denmark of shared themes such as competition, identity, career path and work environment.</p> <p>The lack of female scientists has often been discussed with a reference to the metaphor of "the glass-ceiling". In a second publication "Draw the Line! International Conference Papers, proceedings and recommendations" they describe a variation in how high or low the glass ceiling is nationally. This publication also presents speeches from most of the conference speakers as well as the UPGEM partners' recommendations addressed to the European Commission. The UPGEM partners recommend more effective policies countering the lack of careers of female physicists; the first step in this process is to break the cultural patterns of connections that obstruct female scientists' career tracks.</p> <p>In the third publication, "<i>Break the Pattern! A critical enquiry into three scientific workplace cultures: Hercules, Caretakers and Worker Bees</i>", they explained why it is comparatively easier to attract female students and keep female scientists on the career track in eastern and southern European countries than in the North, and that career paths seem to follow different patterns connected to cultural and historical changes. They discussed the processes of exclusion of female physicists in relation to "physics as culture" and "physics in culture". They said also that the glass ceiling is generated by clusters of cultural models forming different sets of ideas about how women and physics might be connected. By identifying clusters of interrelated cultural models, 3 ideal type scientific cultures were identified, called the Hercules culture, the Caretaker culture and the Worker Bee culture. All three culture types are found in each of the national settings in the project, but some can be argued to be more predominant in certain national cultures compared to others. The ideals of the scientific cultures shape the female physicists' career paths differently. We also discuss how the national construction of "class"- versus "gender"-societies can contribute to different possible career paths. The puzzle of gendered career paths is thereby connected to cultural patterns found in the discipline of physics as well as in national cultural historical processes.</p>
Coordinator	Aarhus University, Denmark
Contact (website)	www.upgem.dk

Title	Women in Construction scientific Research
Acronym	WOMEN CORE
Call reference	FP6-2004-Science and Society- 10
Project Duration	01.04.2006 – 30.09.2008
Keywords	Careers
Total project cost	EUR 1 671 900
Objectives	<p>The overall objective was strengthening women scientists' participation in construction research in Europe by means of: enhancing the knowledge of women and their influence in construction research, identifying main research areas attractive from women's perspective and identifying and assessing gender-specific needs of R&D in construction sector.</p> <p>Construction research was defined according with the European Construction Technology Platform (ECTP), considering seven focus areas: Cities and buildings; Underground Construction; Networks Systems; Cultural Heritage; Quality of Life; Materials; and Processes and Information and Communication Technologies. According to this definition, the core academic disciplines related to construction research are: Architecture; Urban Planning; Mechanics including fluid mechanics and dynamics; Building structures; Water management and structures; Transport organisation and structures; Environmental engineering; Construction and economic Management; Building physics; Construction Technology and Organisation; Information Technologies; Heating, cooling, ventilation, electricity (HVAC) and networks; and Geotechnics, underground structures.</p> <p>Around 1500 European research institutions devoted to construction have been identified and classified into four main categories: Higher education institutions, research centres, construction companies (SMEs and LEs), networks and government institutions.</p>
Results	<p>The analysis done in WOMEN-CORE was focused on three different targets in construction research: a) individuals, b) institutions and c) content of research.</p> <p>From the findings, a set of recommendations were prepared to overcome the difficulties met during the analytical work - as well as offer specific means which may improve women's careers in construction research. Different key groups could benefit from them: policymakers at European, national and local level, stakeholders in the construction sector, research institutions (HEI, public and private research centres and industry) and individual researchers.</p> <p>The network ENCORE, Equality Network for Construction Researchers in Europe, was launched in December 2009 as result of the project.</p>
Coordinator	Fundacion Labein, Spain
Contact (website)	www.women-core.org

2. AWARENESS RAISING

Title	Central European Centre for Women and Youth in Science
Acronym	CEC-WYS
Call reference	FP6-2002-Science and Society - 1
Duration	1 March 2004 – 28 February 2007
Keywords	awareness raising, networking, policy mapping, policy monitoring
Total project cost	EUR 699 860
➤ Objectives	<p>The objective of CEC-WYS is to empower women and young scientists in Central Europe and to contribute to achieving gender equality in R&D. objectives were:</p> <ul style="list-style-type: none"> ➤ To increase women scientists visibility and participation in advisory boards and scientific committees and in national, European and international research ➤ to increase the participation of women in decision-making and evaluation procedures of Framework Programme funding ➤ to foster reflective practices by raising awareness of the implications of gender dimension of scientific research ➤ to develop scientists' skills in incorporating this practice into their research ideas and methodologies ➤ to encourage policy development at national level on women in science ➤ to prepare young researchers to take ownership of their research projects, and develop their skills in communication and the responsible conduct of research, and provide them with the skills to become effective supervisors and mentors ➤ to mobilise and network young scientists in order to advocate their interests in a policy debate particularly from a regional and gender perspective
Results	<ul style="list-style-type: none"> - <u>Awareness</u> was raised and understanding among the scientific community on issues facing women and young scientists by developing communication tools; organising workshops and press conferences to publicise the reports; raising the topic in the media; holding a conference "Science Policies Meet Reality: gender, women and youth in science in Central and Eastern Europe"; - <u>Visibility</u> was increased and opportunities of women scientists by developing a database of 787 Central European women scientists; conducting publicity, marketing and evaluation exercises; developing the available information to encourage women to submit for FP6 funding or to register as evaluators - Reaching for <u>scientific excellence by reducing gender bias in research</u> was promoted and obtained by organising workshops were 63 participants were trained on the inclusion of the gender dimension in research, reducing gender bias in life sciences research and women and gender in ICT; the manual "Why Gendered Science Matters – how to include gender dimension into research projects" was prepared and disseminated - Seminars (for 26 early career stage researchers) were organised to empower researchers via <u>capacity building</u>, communication training - <u>Contributing to policy development</u> by conducting lobbying activities concerning the Enwise report recommendations; interviewing senior policy makers, researchers and journalists; using the interviews as a basis for writing and disseminating national Enwise follow-up reports and International Comparative Summary Report; writing a report and conducting a mapping exercise on the position of early stage career researchers
Coordinator	Czech Academy of Sciences - (Narodni Kontaktni Centrum – Zeny a Veda) NKC – Czech Republic
Contact (website)	http://www.cec-wys.org

Title	Women in Science: Mainstreaming Gender Equality in the European Research Area
Acronym	ERA-GENDER
Call reference	FP6-2002-Science and Society-1
Project Duration	01.09.2003 - 31.03.2004
Keywords	Awareness raising
Total project cost	EUR 39 855
Objectives	<p>The Conference, held in Rome on December 3rd, 2003 was one of the events included in the Programme of the Italian Presidency of the European Union (July to December 2003).</p> <p>The Conference aimed at implementing the policy debate at national, cross-national and European level on three main topics:</p> <ul style="list-style-type: none"> - the presence and role of women in science (through a comparative analysis of available statistics and appropriate indicators), - the identification of the know-how to form gender competencies (in relation to both the promotion of specific new training areas and the introduction of gender aspect within traditional disciplines), - the visibility of women researchers (women's participation in scientific information and public understanding of science, fostering a better and tighter interaction between the media and female scientists).
Results	The adoption of a conclusive paper identifying key issues and policies, best practice and new tools as a contribution to the Helsinki Group Work Plan in order to build a consensus for future action and initiatives
Coordinator	Università degli Studi Roma Tre, Italy
Contact (website)	Not available

Title	European Women in Science TV Drama on Message
Acronym	EUROWISTDOM
Call reference	FP6-2005-Science-and-Society-17
Project Duration	01.10.2006-01.10.2007
Keywords	Awareness raising, TV Drama
Total project cost	EUR 319 300
Objectives	<p>The target to initialise an intensive awareness-raising process and to promote information exchange between writers, producers, and TV executives on the one hand and scientists, researchers and engineers on the other hand. At the centre of this project was selecting and rewarding scripts with SET contents and female role models, followed by scientific advice and support for the authors and marketing for the production companies and broadcasters. In particular:</p> <ul style="list-style-type: none"> - To build on the proven success of the UKPAWS (Public Awareness of Science and Engineering) project, conducted in the UK and to use the existing EuroPAWS model of raising awareness to create new TV drama material that concentrates specifically on presenting female role models in science, engineering and technology (SET) - To conduct activities there so as to "kick start" engagement with the issue amongst TV writers, producers and broadcasters and to start to establish a SET/TV dialogue on the Issue - Also to conduct activities across a European axis that involves other countries varying in culture and size so as to establish the basis of a pan European dialogue and the basis for a critical mass of TV drama production that is on message. - To spread information, interest and dialogue across Europe about the opportunities in TV drama and the role it can play in promoting an enhanced role for women in SET via an existing Europe wide network of members of consortium partner organisations Euroscience (scientists interested in public understanding of science) and EuroMEI (international union of writers and producers guilds).
Results	<p>The project focused on selecting and rewarding scripts with technical-scientific contents and female role models, the authors then were able to consult experts on science issues while the production companies and TV stations were supported in their marketing efforts. The project was accompanied with intensive PR work: this included an international conference with top experts at the launch of the project in Berlin. Here, for the first time in Germany, the issue concerning the under-representation of women in SET professions was successfully carried beyond science and politics into the media and it was thoroughly discussed which role TV, and in particular the entertainment formats, could have in creating a positive professional image and role models. Interested writers were invited to enter upon a direct and intensive dialogue with scientists. These contacts turned out to be very productive in furthering the process and demonstrated how big the need is to supply writers with information. In order to successfully develop plots, the scientific field as a professional environment needs to be explored, for which it is difficult to obtain information in trade literature.</p>
Coordinator	Femtec. GmbH – Germany
Contact (website)	http://www.eurowistdom.eu/

Title	Gender Debate in the European Research Area
Acronym	GENDERA
Call reference	FP7-Science in Society-2009-1
Project Duration	01.11.2009- ongoing (total duration 30 months)
Keywords	Awareness raising
Total project cost	EUR 798 666
Objectives	<p>Overall objective: to facilitate the implementation of gender balance in science and create an enabling environment to integrate the gender dimension into science policy throughout Europe</p> <p>Specific objectives:</p> <ul style="list-style-type: none"> - Experiences in gender equality policies and activities on gender balance in different research organisations (from the higher education sector, the government sector and the business enterprise sector) will be collected and analysed. - Best practices for the empowerment of women to get to the top of research organisations and scientific committees, as well as the factors limiting the participation of women (with special regard to the conditions of recruitment and career development) will be identified and discussed with top policy and decision makers and other stakeholders at national and European level. - Guidelines and recommendations will be developed and formulated. <p>Results should serve as input to the projects financed under the 2010 topic on gender in research organisation where the focus is more on commitment and implementation</p>
Results	Results not yet available
Coordinator	Hungarian Science and Technology Foundation, Hungary
Contact (website)	http://www.gendera.eu/

Title	Increasing capacity for implementing gender action plans in science
Acronym	GENSET
Call reference	FP7-Science in Society-2009-1
Project Duration	01.09.2009 – ongoing (total duration 30 months)
Keywords	Awareness raising
Total project cost	EUR 1 198 630
Objectives	<p>The goal of GenSET is to develop practical ways in which gender knowledge and gender mainstreaming expertise can be incorporated within European science institutions in order to improve individual and collective capacity for action to increase women's participation in science. This will be achieved by facilitating a sustainable, collaborative dialogue between gender experts and science leaders to agree on practical guidelines for implementing gender action plans within existing institutional mechanisms.</p> <p>Linking gender equality to research excellence raises the status of the under-representation problem above the currently preferred tendency to see it just as "women's career" issue. It will help locate the issue within an important range of institutional mechanisms involved in highly significant developments in research, namely:</p> <ol style="list-style-type: none"> 1. Focus on user-centred technological innovation 2. Emergence of new collaborative environments 3. Disappearance of national borders for researchers 4. Cross-European accreditation of university degrees 5. Cross-disciplinary nature of research and IPR 6. Emergence of an "open innovation model" 7. Influence of civil society organisations on directions for innovation 8. Establishing trust in highly complex and diversified knowledge societies 9. Emergence of innovation in the service sector, SMEs and the community (social innovation). <p>Involved in the debate will be 100 European science stakeholder institutions, 15 international gender experts, and eight European strategy decision-makers. Together with the Consortium, they will work towards improvements in five key areas where gender bias disadvantages women's participation in science: 1) assessment of women's work; 2) recruitment and retention; 3) science knowledge-making; 4) research process; 5) science excellence value system.</p> <p>The dialogue will be facilitated by GenSET consortium through a range of capacity building support activities, including consensus seminars, interactive workshops and dissemination and valorisation events. The outcome will be increased capability of European institutions to implement gender equality policy recommendations and a strengthened position on research excellence in the European Science Area.</p>
Results	Results are not yet available.
Coordinator	Portia Ltd. – UK
Contact (website)	http://www.genderinscience.org/

Title	Towards Women In Science and Technology
Acronym	TWIST
Call reference	FP7-SCIENCE-IN-SOCIETY-2009-1
Project Duration	01.01.2010 – ongoing (total duration 36 months)
Keywords	Awareness raising
Total project cost	EUR 2 755 692
Objectives	<p>The project aims at raising awareness of the role and representation of women in science and technology throughout science centres and museums in Europe. A major aim of the project will be to create and develop innovative activities and exhibitions in the science centres targeting the general public and the schools, in order to create debates and ignite on-going discussions.</p> <p>The target group of the project includes young people, teachers and parents, as well as the general public.</p> <p>The project will develop an exhibition constituted by a virtual puppet and a database with videos of women scientists. The exhibition will be presented in 7 science centres. Also, all science centres concerned will launch three days of activities on gender and science. Another activity will be the establishment of a national Science Gender Day on International Women's Day (8 March). Finally, the project will hold teacher training and produce guidelines for communication activities on women in science to be implemented by science centres and museums.</p> <p>Expected results include: the exhibition module and the database in the 7 science centres; the dissemination of the project via the ECSITE network of science museums, partner in the project; the guidelines for teachers, science centres and other relevant institutions and persons.</p>
Results	Results are not yet available.
Coordinator	Center for Formidling af Naturvidenskab og Moderne Teknologi - Fond (Experimentarium) – Denmark
Contact (website)	Not available yet

3. MAINSTREAMING

Title	Conference "Excellence in the Life Science Area"
Acronym	ELSA
Call reference	FP6- 2005-Science and Society – 17
Project Duration	1 April 2006 - 31 January 2007
Keywords	Scientific excellence
Total project cost	EUR 53 202
Objectives	Finding better systems for promoting equal opportunities in science would greatly strengthen scientific performance around the world. Hoping to assist in this development, a conference was organised focusing on the achievements made and the challenges remaining, particularly in the Life Science Area.
Results	<p>The conference, held in Stockholm in October 2006, made it possible for researchers and decision-makers to share good practice and experiences in assessing scientific excellence.</p> <p>The speakers addressed the aspects of excellence and gender in a wide range of themes, for example:</p> <p>Representatives of public and private granting bodies shared their practices in how to ensure transparency and accountability in order to finance excellent research.</p> <p>Peer review is an essential part of assessing research, in recruiting scientists and financing research projects. Peers, acting as gatekeepers to resources and positions, exercise power within the scientific community.</p> <p>The financing agencies represented all perceived a key challenge in the slow progress of women reaching senior scientist positions.</p> <p>The dilemmas of decision-making at universities were addressed: even if a university's management can provide an infrastructure for excellence, excellent research is performed by talented individuals. Recruitment to faculty positions thus plays a key role in achieving and maintaining excellence at universities and research institutes. In order to ensure fair selection and recruitment, the European Commission has established a number of principles for attractive and sustainable research careers, summarized in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. However, in order for the Charter and Code to achieve their purpose, European universities and granting bodies must implement these principles in their activities.</p> <p>Defining evaluation criteria for achieving and maintaining excellence in research is essential: representatives from the top international Nature and Science magazine shared their strategies for successful identification and publication of high-quality and excellent research. What constitutes excellence in science was addressed by several speakers.</p> <p>Recommendations given and experiences shared by speakers should be taken into consideration around Europe, and will add to the development of a thriving European Research Area accessible to all.</p>
Coordinator	Karolinska Institutet, Sweden
Contact (website)	http://ki.se/ki/jsp/polopoly.jsp?d=3309&l=en (no longer available)

Title	Gender Budgeting as an Instrument for Managing Scientific Organisations to Promote Equal Opportunities for Women and Men – With the Example of Universities
Acronym	GB-Management
Call reference	FP6-2005-Science-and-society-17
Project Duration	01.09.2006 - 31.08.2008
Keywords	Mainstreaming, Gender budgeting
Total project cost	EUR 215 250
Objectives	<p>The project focused on universities in three Member States: Austria, Germany and Poland, and on the analysis of their budgeting process. The idea was to question how the budgeting process works in scientific organisations.</p> <p>After a comparison, the project tried to answer the question: in which part or parts of the process could gender budgeting be implemented to achieve a gender responsive budgeting in universities?</p>
Results	<p>The main findings show that important aspects of the universities' reforms, like transparency, target-oriented governance and financial control are perceived as good starting points for gender equality as well. And the objectives of the new academic steering models, e.g. providing transparency concerning the use of funds, the assignment of funds, and the objectives achieved, are partially compatible to some objectives of Gender Budgeting. However, a high degree of resistance is to be expected as the reforms are nevertheless interwoven with a very traditional organisational culture in science.</p> <p>They found that financial matters were generally labelled as purely technical procedures which only financial experts can understand. In this way, political dimensions are excluded from budgeting decisions. In addition decision making concerning budgeting is generally a male dominated process, where women are only marginally included.</p> <p>The result is a general lack of gender awareness and a demand for sensitisation in order to have a successful implementation of Gender Budgeting. The open-mindedness towards gender equality at the universities is not always followed by an appropriate readiness to really act on behalf of this aim. Other obstacles were the insufficient transparency of the budgeting process and the fact that there is too little incentive or too little power to actively introduce Gender Mainstreaming and Gender Budgeting in the organisation.</p>
Coordinator	Frauenakademie München e.V. - Germany
Contact (website)	http://www.frauenakademie.de/projekt/eu_gender-budgeting/gender-budgeting_intro.htm

Title	Promoting the integration of the gender dimension in basic research in ERA/FP7
Acronym	GenderBasic
Call reference	FP6-2004-Science and Society-10
Project Duration	01.09.2005 – 30.04.2007
Keywords	Mainstreaming, awareness raising
Total project cost	EUR 209 782
Objectives	<p>The objective of the project was to raise awareness of the gender dimension in basic/preclinical research in the life sciences, and aimed at establishing an innovative change of current research practices by compiling solutions to current problems that life science researchers face when integrating the gender dimension.</p> <p>More specifically the project aimed at supporting researchers and evaluators and EU services to integrate the gender dimension. The support for scientists involved in health related research (with a focus on basic and clinical research) consisted of practical tools, relevant examples and best practices as regards paying attention to sex and gender in the contents of their research.</p> <p>Specific objectives were:</p> <ul style="list-style-type: none"> • Inventory of problems researchers experience when integrating gender issues in their basic and clinical research projects. • Identification of relevant experts in basic life sciences research, clinical researchers, epidemiologists, social scientists and gender researchers in life sciences. • Inventory of solutions for integration of the gender dimension in basic and clinical research • Development of practical tools for researchers to integrate gender issues in research and research plans
Results	<p>The most important activity of GenderBasic was the Expert Meeting held in January 2007 in Maastricht. The meeting created great enthusiasm among the participants and a real exchange took place between researchers from various backgrounds. The sincere commitment of the male experts was particularly striking. Most life sciences researchers were familiar with the concept of sex differences but confessed that the effects of socially constructed gender had until recently, received too little attention. This may partly explain why a literature search using the search term <i>gender</i> mainly retrieved articles on sex differences.</p> <p>The prominent result of GenderBasic has been the publication of all 10 reviews, prepared for its Expert Meeting, in <i>Gender Medicine</i>, Volume 4, Supplement B, December 2007.</p> <p>As a whole the project resulted in three major scientific accomplishments.</p> <ul style="list-style-type: none"> • It stimulated and promoted research into sex differences • It stimulated research into workings/ mechanisms/effects of gender as visible • It highlighted interaction between sex and gender and granted gender a prominent place in future research.
Coordinator	Centre for Gender & Diversity, Maastricht University - The Netherlands
Contact (website)	www.GenderBasic.nl

Title	Knowledge, Institutions and Gender: an East-West Comparative Study
Acronym	KNOWING
Call reference	FP6-2004-Science-and-Society-10
Project Duration	01.01.2006-31.12.2008
Keywords	Mainstreaming gender in knowledge production
Total project cost	EUR 984 107
Objectives	<p>The objective of the project was to explore the practices of knowledge production and organisation of research in the changing research environment with a specific attention paid to gender, east-west specificities and more broadly centrality-peripherality dimension, and research careers. It conceived of gender as implicated in the fabric of science itself, not as an added-on social characteristic or political concern. The study aimed at encompassing two comparative perspectives: two scientific fields (social sciences and biosciences) and five partner countries. This diversity of research sites would have allowed for questioning and analysing of a number of features of epistemic practices and cultures and national research systems which are normally taken for granted both by science policies and also social students of science.</p> <p>The objectives were:</p> <ul style="list-style-type: none"> - To examine the production of knowledge contexts and cultures, including the role of gender, from an "East-West" perspective, - To identify structural and institutionalised practices and procedures, including standards of excellence, that hinder and/or promote the equal participation of women in science, - To encourage the establishment of feminist science studies in the partner countries, especially in the new EU member states - To influence policy on higher education and research and development at the national and EU levels in order to promote gender equality and increase the engagement of young people in science
Results	<p>The project's conclusions and recommendations pointed to some of the difficulties entailed in the current direction of R&D and higher education transformations, and the negative impact they may have on research careers, especially of women, and research in general. These recommendations are based on the observation that research and research organisations are becoming more competitive and speed has become a central preoccupation; strong boundaries are being erected, and (value) orders implemented which makes research careers uncertain, precarious and stressful, and thus fairly unattractive. And, despite the attention paid to the position of women in science and the attempts at increasing the number of women in research and development, the organisation of research with the attendant values and norms as well as systems of accountability, are reinforcing the masculine nature of the organisation of research. This is also visible in the divorce of "women in science" policies from the wider policy concerns in the area of research, development and innovation. Thus a fundamental re-thinking of the approaches to and treatment of the gender equality agenda is required if any substantive change is to be achieved.</p>
Coordinator	Czech Academy of Sciences, Czech Republic
Contact (website)	www.knowing.soc.cas.cz

Title	Gender mainstreaming European Transport Research and policies. Building the knowledge basis and mapping good practises.
Acronym	TRANSGEN
Call reference	FP6-2005-Science-and-society-17
Project Duration	01.10.2006 – 31.12.2007
Keywords	Mainstreaming
Total project cost	EUR 160 211
Objectives	The main objectives were to carry out a <i>mapping of research</i> in the field of transport and gender, a <i>mapping of policy initiatives</i> in the field of transport and gender, as well as develop a set of <i>policy recommendations</i> in the area.
Results	<p>The <i>mapping of research</i> was initiated with the definition of the main parameters for delimiting the field in which a literature search was to be carried out. A full literature search was carried out in selected databases: this produced a rather large mass of materials. This was read and processed, and a relevant sub-categories and themes were identified to develop a suitable framework in which to present results.</p> <p>The <i>mapping of policy initiatives</i> was based on internet searches, a literature search as well as advisory boards and other contacts. This work actually proved more difficult than anticipated, as what initiatives there are, are fragmented, local, and proceed with little co-operation or networking between them. Materials about these projects were obtained via the net or direct contact. The initiatives were subdivided using the themes developed in the literature search, and the material was read and processed using a common approach to structure the presentation of projects. A full list of all found projects is published on the webpage.</p> <p>The <i>gender screening of transport related research and advisory boards</i> included the identification of relevant bodies at EU and national level. The screening proved successful, and extensive analysis was carried out depicting the gender balance amongst members of these boards at EU level, as well as at national level, using Denmark as a more detailed case, looking at regional level as well as more in depth at the research boards. The mappings and the screening are available on the website.</p> <p>A set of policy recommendations was developed and presented in a final workshop which was held in June 2007.</p>
Coordinator	University of Copenhagen - Denmark
Contact (website)	http://www.sociology.ku.dk/koordinationen/transgen/ .

Title	Women on biotechnology - Scientific and feminist approaches
Acronym	WONBIT
Call reference	FP6-Science and Society-17
Project Duration	01.10.2006 – 30.11.2007
Keywords	Mainstreaming, Awareness raising
Total project cost	EUR 288 252
Objectives	It aimed at organising a conference to promote dialogue among women interested in biotechnology, either from a feminist or a professional perspective. A public debate was to be engaged and policy recommendations produced for stakeholders.
Results	<p>The conference took place in Rome, 21-23 June 2007. The wide composition of women, who attended the conference, from a geographical and disciplinary point of view, enriched the discussion. This created a unique opportunity to open up the way for a better and deeper analysis of the impact of biotechnology in our contemporary society. Young women were particularly active, and their input was very relevant to figure out both the theoretical and practical trends in the forthcoming cultural frame of biotech.</p> <p>Another positive input, quite unexpected, was the contribution of young women artists, with scientific background in this area. They displayed their work during a dedicated video session.</p> <p>The main message to policy makers was that it is possible to establish a dialogue on biotechnology and its future trends among different subjects, even if they have opposite opinions. The women's arena is an appropriate place where to start such a debate, as women scientists are keener than men to dialogue. Moreover women scientists that consider themselves as feminists, have already experienced the dialogue with society and might be of great help in public communication.</p> <p>The feminist elaborations on biotechnology represent a unique resource for the advancement of a humane science: a substantial effort should be done for making this knowledge, often informal, an official set of expertise. .</p>
Coordinator	Fondazione Brodolini, Italy
Contact (website)	www.wonbit.net

Title	Women Scientists in Gender-Specific Technological R&D
Acronym	WOSISTER
Call reference	FP6-2004-Science and Society-10
Project Duration	01.01.2006 – 31.12.2008
Keywords	Gender mainstreaming, gender in research
Total project cost	EUR 472 513
Objectives	<p>Based on a comparative study of Poland and the Chinese Province of Shaanxi with the Nordic countries as a reference, the study aimed at developing a better understanding of gender issues in scientific research, both from the perspective of scientists and end-users of technology. Through analyzing and comparing the influence of gender roles, socio-cultural contexts and stereotypes the results of the study will provide important insights on the role of women in technological R&D.</p> <p>The general objective was to clarify the process of how women scientists engaged in technological R&D respond to the needs of women end-users. The project compared and analysed gender equality in R&D in the cases of two distinctively different technologies: tele-services and agricultural implements for rural application - in two transition economies - Poland and China.</p>
Results	<p>Interviews with women researchers were carried out in the three case countries (170 in China, 128 in Poland and 60 in Sweden). The objective of the interviews was to make a quantitative study of how, and at what stage of the R&D process, interaction between end-users and researchers take place. How are customer preferences integrated into the product development process? At what stage of the development of technology do user/gender considerations enter, if at all? Most interviewees were researchers from the agricultural sector, a smaller sample from the ICT sector. Research institutes, corporate R&D units, state university were all represented. The questionnaire also identified the age and level of education and experience.</p> <p>Summarizing of the main findings of the survey, there appears to be a great interest in the general subject of the degrees of freedom for women researchers – in particular among women researchers. However, there is a general low interest for gender-specific technological development among men and women researchers alike, even though the few examples that we found in gender-specific appear to have a high rate of success. Users are regarded as a homogenous group in terms of technological development – a case of "technology fits all".</p> <p>If technology indeed is generic, we would expect no gender difference in preferences among users of the technology and, thus, no need for catering specifically for a specific gender. To test this, we looked closer at some selected technologies in the three case countries.</p>
Coordinator	Lund University, Sweden
Contact (website)	http://www.fpi.lu.se/en/research/wosister

4. MENTORING AND TRAINING

Title	Advanced Training For Women In Scientific Research
Acronym	ADVANCE
Call reference	FP6-2005-Science-and-Society-17
Project Duration	01/09/06 to 31/08/08
Keywords	career training, mentoring, coaching, networking
Total project cost	EUR 456 169
Objectives	<p>The project objective was to promote the participation of women in science and research by supporting female scientists in acquiring research and career management skills and other tools which help them build their careers.</p> <p>The goals were to be realized through career training, mentoring and coaching activities; and networking.</p> <p><u>Target:</u> female researchers in the pre-doctoral and postdoctoral career phase in natural sciences and technology.</p> <p>Two main parts closely interlinked:</p> <ul style="list-style-type: none"> · International Summer School Program for training in career management skills, essential in an academic or industrial scientific/R&D environment · Mentoring and Coaching Programs focusing on building up mentoring relationships related to professional and personal growth established at all partner organisations.
Results	<p>The main outputs were some transfer models and recommendations for implementing the ADVANCE program in other European universities and research organisations.</p> <p>The main target group of the transfer models were European universities and other academic and research organisations interested in making a concentrated effort to advance gender equality by providing systematic support for women in research careers.</p> <p>Another important target group were individuals (academic staff, management and HR staff) and networks within these organisations, interested in advancing women's research careers.</p> <p>The recommendations to transfer the ADVANCE program to other institutions concerned both the content and topics of the program and practical realization and implementation: pedagogy and didactics, roles of and requirements for different participants, contextual conditions, information and evaluation. They were based on extensive evaluation of the program in which all ADVANCE consortium partners actively took part.</p> <p>"Transfer Models and Recommendations" were advertised via a final conference held in Brussels in June 2008, entitled "Supporting women in scientific careers" (jointly organised with another EU-project "Encouragement to Advance – Training Seminars for Women Scientists", led by the German Centre of Excellence, Women in Science).</p>
Coordinator institution	Danube University Krems (Austria)
Contact (website)	http://www.advance-project.eu

Title	Science in a different voice
Acronym	DIVA
Call reference	FP6-2004-Science and Society-10
Project Duration	September 2005 - September 2007
Keywords	Role models, awareness raising
Total project cost	EUR 116 139
Objectives	<ol style="list-style-type: none"> 1.To raise the awareness of scientists on the existence of gender stereotypes and sensitise them through quarterly discussion groups in research centres 2.To sensitise policy/decision makers on the waste of female talents in order to stimulate a debate favouring equal opportunities 3.To sensitise high school female students in order to promote a friendly image of science.
Results	<p>DIVA raised the interest of various audiences which were the direct target of the project. The wide press, television and radio coverage, the active role and work of the Ambassador and her team created a dynamic debate at national level on the issue of equal opportunities and science. To measure the impact:</p> <ul style="list-style-type: none"> • Participation in a national TV programme on Rai3 titled Punto Donna on 31st of January 2005 focussed on gender inequalities within science. • Participating in ca 20 national radio programmes focusing on the issue of gender inequalities within science • Set-up of method and tools to run discussion groups with female scientists on the need to foster equal opportunities in science • Having 11 discussion groups at universities and research centres in Central and Northern Italy • Set-up of method and tools to run school meetings to encourage female students to embark on scientific careers. • Design and shoot of a video with interviews of 4 female role models scientists to be used during school meetings, also accessible via internet on the CNR-IRPPS website. • Having 43 school meetings in Northern, Central and Southern Italy • Set-up of material to be used during meetings with policy and decision makers in order to stimulate a debate favouring equal opportunities • Having 13 meetings with policy makers, local administrators and university rectors to discuss the importance of introducing and adopting measures and initiatives to counterbalance the existing gender inequalities. • Participating in 3 external scientific events. • Having a final conference at the Italian Chamber of Deputies in 2007.
Coordinator	CNR-IRPPS, Italy
Contact (website)	www.irpps.cnr.it/Diva/

Title	Building a European Network of Academic Mentoring Programmes for Women Scientists
Acronym	EUMENT NET
Call reference	FP6-2005-Science-and-society-17
Project Duration	01.01.2007 – 30.09.2008
Keywords	Mentoring, role models, coaching
Total project cost	EUR 514 761
Objectives	<p>The aim of the project was to develop a European network of mentoring programmes promoting women in academia and research. This network should become a basis that will strengthen existing mentoring programmes in an evolving European Research Area and promote mentoring as an effective tool for promoting gender equality in academia and research. The European network of mentoring programmes will promote the advancement of women's careers and position in academy and research by</p> <ul style="list-style-type: none"> ▪ Exchanging experience and best practice among mentoring programmes; ▪ Promoting quality standards and highlighting the role of mentoring for the promotion of women and gender equality in academia and research, ▪ Supporting the transfer of knowledge and expertise, especially in countries where mentoring programmes are still scarce; ▪ Facilitating cooperation among programmes and the promotion of new mentoring services and activities; ▪ Helping to put mentoring for women in academia and research on national and European science policy agendas.
Results	<p>The European network has successfully been established, taking the form of an association according to Swiss law.</p> <p>A guideline manual "<i>Establishing Mentoring in Europe. Strategies for the Promotion of Women Academics and Researchers</i>" (English edition) was published in July 2008. It offers guidelines and best practice for establishing mentoring schemes for women academics in Europe.</p> <p>In order to enhance its impact in Eastern European and particularly in the Balkan countries, the manual has also been translated in Bulgarian.</p>
Coordinator	Université de Fribourg - Switzerland
Contact (website)	www.eument-net.eu

Title	Gender Awareness Participation Process: Differences in the choices of science careers
Acronym	GAPP
Call reference	FP6-2005- Science and society-16 (<i>Science education and careers</i>)
Project Duration	01.01.2007 – 31.12.2008
Keywords	Stereotypes, awareness raising, education girls and science
Total project cost	EUR 808 380
Objectives	<p>The project meant to explore gender differences at the time of choosing a science career. In particular it aimed at:</p> <ul style="list-style-type: none"> - understanding the scarce interest of young people, especially of girls, in scientific studies and technology, exploring the differences in their perception of scientific careers by collecting multiple information; - implementing a dialogue among the scientific community, the teachers, the students, the parents and other social factors in order to identify the main problems and the expectations of these groups; - developing and verifying practical activities (education activities, laboratories, placements, etc.) that could reduce the gender difference and create a connection between school students and the world of work for the scientific and technological professions.
Results	<p>Across the six countries involved in the project, the starting point was the perception of science and technology (S&T) which confirms the current stereotypes, as with other large surveys. In particular, the exact sciences are generally considered to be more difficult than human studies, as they would imply a special talent. On the other hand, since technology is a hands-on activity, many students think that you need to be physically strong and that you get dirty, leading them to think that it is more a field for boys than for girls. S&T raised spontaneous positive feelings amongst the participants (students aged 14-16 and 16-18). The project did not find any conclusive differences between the two genders in terms of education choices and job opportunities.</p> <p>It is worrying that students do not seem to have a clear concept of the professions available. Their frame of reference is primarily the subjects they have at school and the experiments they perform there. In particular, participants call for a better knowledge of the S&T professions: all our participants told us of the importance of practice in S&T, and they see S&T as strongly linked with reality. In order to come closer to S&T, gaining experience with science and technology since an early age emerged as very important. Moreover, a change in stereotypes has to be carried out starting from teachers, role models, from the meetings with S&T professionals in schools, science centres, museums, and through the media, in fiction and advertising, by filming interviews with young and dynamic role models, both for boys and girls. Practically, a direct participation and a "science and scientific careers in action" approach is desired as much as possible.</p> <p>A handbook was published to illustrate some successful practices implemented in bringing young people, especially girls, closer to science careers. It is available on the website.</p>
Coordinator	Fondazione IDIS - Città della Scienza, Italy
Contact (website)	http://www.gendergapp.eu/

Title	Information for a choice: Empowering Young Women through Learning for Technical Professions and Science Career
Acronym	IFAC
Call reference	FP6-2005-Science-and-Society-17
Project Duration	01.10.2006 – 30.09.2008
Keywords	Mentoring, role models
Total project cost	EUR 1 000 000
Objectives	<p>The project focused on providing accurate information and presenting role models who could act as mentors for young women in their high school years while in the process of selecting a degree and career path, through the creation of an IT Information System.</p> <p>The target group in the project were young women aged 16-18, the age in which they have to make decisions with regard to courses of study in higher education.</p>
Results	<p>The project focused on the prevalence of gender stereotypes, the availability of accurate information about career options, and the provision of role models who can act as motivating factors for young women.</p> <p>It collected and analysed data from four countries, Austria, Greece, Sweden and The Netherlands, with regard to female participation in SET, government policies in this area, and good practices in motivating women towards career in SET.</p> <p>It designed and developed a virtual web-based information system, which has been used as a tool for internal and external communication. This portal was developed as the means through which the target group and the target audience could encounter positive role models of successful women in SET careers, along with the option of utilizing career counselling games, such as JOBLAB, providing further information on SET careers.</p> <p>To develop an interface with stakeholders in the field, four thematic open workshops were organised and recommendations to the policy makers were defined. In particular the European Commission should:</p> <ul style="list-style-type: none"> - Promote actions for the elimination of gender stereotypes in education, training and culture - Pay more attention to the role of the media in combating gender stereotypes - Stimulate more research on the use of interactive virtual communication among the younger generation with reference to how they acquire information and make decisions - Promote the mainstreaming of the widely recognized "outreach activities" of higher education institutions, companies and organizations of women scientists <p>Other specific recommendations were identified per each country, partner in the project.</p>
Coordinator	National Accreditation Centre for Continuing Vocational Training (EKEPIS), Greece
Contact (website)	http://www.ifac-project.eu http://www.set-career.eu

Title	Ambassadors for Women and Science
Acronym	Pallas Athene
Call reference	FP6-2004-Science and Society-10
Project Duration	01.11.2005 – 31.10.2007
Keywords	Role models
Total project cost	EUR 220 000
Objectives	<p>Its objectives were to stimulate the participation of women in science and technology and to prepare them for leading positions in science organisations. Nine (then 20) excellent female researchers acted as "ambassadors of science", contributing as role models to the empowerment of women in science.</p> <p>Their targets were: pre-school children, school pupils in elementary school, students in secondary schools, university students, teaching students (men and women), decision makers, the public at large.</p>
Results	<p>During the two years of the project, over 40 events were carried out with approx. 2000 – 3000 participants. In particular:</p> <p>"Science goes public (SGP)": 15 events addressed to pupils (age 12 to 16) and to public at large;</p> <p>"Women in Science – Science for Women": 5 events addressed to stakeholders of Bavarian Industry, Government, Media and the Scientific Community;</p> <p>"Natural Science for Kids": 20 visits to schools and kindergartens addressed to children up to 12 years;</p> <p>"Grasping Physics": 6 two-day events aimed at secondary school pupils (age 17 to 19).</p> <p>Many newspapers and online articles reported on the project. Statistics from the Helmholtz-Association show that between 2003 and 2007 the numbers of female scientists in higher positions have grown in the six centres involved in Pallas Athene.</p>
Coordinator	Deutsches Krebsforschungszentrum Heidelberg (DKFZ), German Cancer Research Center - Germany
Contact (website)	http://www.dkfz.de/en/pallas/index.html

Title	A pan-European women ambassadors programme bringing role models to schools and universities to stimulate and mobilise girls and young women for studies and careers in SET
Acronym	SET-Routes
Call reference	FP6-2005-Science-and-Society-17
Project Duration	1 November 2006 to 30 April 2009
Keywords	Role models, Mentoring
Total project cost	EUR 533 208
Objectives	<p>SET-Routes aim was to mobilize successful women in science, engineering and technology (SET) to go into schools and universities throughout Europe and beyond. These SET-Routes ambassadors were to provide inspirational role models to rekindle young people's (especially girls') enthusiasm for science, encourage young women science graduates to pursue further studies and careers in SET, and help change the perceptions of "women in science" in future generations of Europeans.</p> <p>This was to be achieved through the launch of pan-European SET women ambassadors programme consisting of four tightly co-ordinated initiatives: a Start-up Conference, a Schools Programme, a Universities Programme and an Insight Lecture series.</p> <p>Target: Young women at critical stages in their education who could choose a SET career - girls at school and young women SET graduates and postgraduates at university who are at important stages of their academic careers, where vital decisions have to be made which will influence their career choice.</p> <p>Teachers and other stakeholders</p>
Results	<p>Ambassadors: By the end of the project the pool of ambassadors had grown to 70 SET-Routes School Ambassadors and 65 University Ambassadors, with interest growing amongst the new intake of PhD students.</p> <p>International Start-up Conference: 200 delegates: 25 speakers, 75 stakeholders in Women in Science, 100 SET-Routes ambassadors,</p> <p>Schools Ambassador Programme: 50 events with an audience of 30 persons per event.</p> <p>Universities Ambassador Programme: 30 events with an audience of 40 persons per event.</p> <p>Insight Lecture series: up to 10 2-day Insight Lectures produced in various EU languages.</p> <p>The International Conference <i>Women in science—The Way Forward</i>, hosted by EMBO at EMBL Heidelberg on 9-11 May 2007, examined the current status quo of women in science: evaluating progress made, presenting and discussing new systems to promote women in science, defining barriers and ways forward, and providing a platform for the induction of the SET-Routes School Ambassadors. The conference signposted the way forward, providing the 243 participants with ideas and tools to improve their own working environment with sessions presented by 24 speakers on:</p> <ul style="list-style-type: none"> • Successful initiatives in the spotlight • Committees as gatekeepers • What can politics do? • Changing institutional culture.
Coordinator	European Molecular Biology Laboratory, Germany
Contact (website)	http://www.set-routes.org/

Title	Establishment of an International Strategic Development between Leading European Technical Universities with the Aim of Increasing the Number of Female Professors in Natural Science and Engineering
Acronym	TANDEMplus IDEA
Call reference	FP6-2005-Science-and-society-17
Project Duration	01.04.2007 – 31.03.2010
Keywords	Mentoring, training, networking
Total project cost	EUR 466 020
Objectives	<p>The goal was to increase the number of female professors, by promoting high potential female scientists.</p> <p>A modular mentoring and personal development scheme for female scientists was to be promoted to apply for and to obtain a professorship in natural science and engineering.</p> <p>It would have enabled female research staff to be better equipped to apply for, and secure, academic posts and promotion, thus ultimately leading to an increased number of female professors in European universities and beyond.</p> <p>Target: Female scientists in SET who have finished their PhD thesis and who have a minimum of 2 years work experience in research/science</p>
Results	<p>As a starting point, the project selected post-doc mentees and matched them to mentors (men and women, from different countries, internationally recognised scientists) of their choice. Mentees represented various fields of science and technology (natural science, medicine and engineering) and nationalities (11).</p> <p>One of the major tasks of the project was to establish criteria for the selection of participants, in order to facilitate the composition of a largely homogenous group of mentees. To this end, it developed standards for the comparability of the career levels in the different European university systems. The results were not only relevant for the project, but also for the further development of programmes in international human resources development in general.</p> <p>The programme included a Winter School, a Summer School, two networking events, and a final conference. The theme of the Winter School was "Career planning", while the Summer School focused on the topic "Authentic leadership for women in science".</p> <p>The networking events aimed at developing a network of excellent female scientists (mentees). The themes of the two networking events were career paths, external funding, leadership, dual career couples and mentoring. Besides the networking in the peer group, they also provided the opportunity to exchange with mentors, invited speakers, and guests.</p> <p>The final conference took place on 29-30 October 2009 in Aachen. Under the title "Going Diverse: Innovative Answers to Future Challenges" it presented the results of the project and discussed them in the context of international gender and diversity management. A particular focus was on the exchange between experts from academia, companies and international organisations like the EU and the UN. Over 30 internationally renowned speakers highlighted aspects of human resources and organisational development, as for example work life balance, dual careers, intercultural competence and organisational change. The input as well as the time to socialise and network was very much appreciated by the 170 participants.</p>
Coordinator	Rheinisch-Westfälische Technische Hochschule Aachen (RWTH)
Contact (website)	www.idealeague.org/tandemplus

Title	Strengthening the role of women scientists in Nano-science
Acronym	WOMEN IN NANO
Call reference	FP6-2004-Science and Society -10
Project Duration	01.10.2005 - 31.03.2008
Keywords	Role models, mentoring, networking
Total project cost	EUR 536 620
Objectives	<p>The aims of the project are: a) to encourage young women to consider studies and pursue careers in this new scientific field (providing "role models"), b) to attract youth to "NANO", c) to network and empower women scientists working in Nano-Science at national, regional and European level, d) to stimulate female scientists to participate in EU programmes, e) to mobilize stakeholders in favour of gender equality in scientific research, f) to stimulate the science-society dialogue.</p> <p>The project networked 11 high-level female scientists experienced in nano-science who provided role models for girls and young women with a view to encouraging them to consider studies and pursue careers in the challenging research to be found in nano-materials & nanotechnologies.</p> <p>Target: Female school students; Young women scientists; Policy and decision makers, Mass media representatives</p>
Results	<p>Main results: the organisation of a Summer School (in Spain, 102 participants from 18 countries) and a Winter School (in Slovenia, 89 participants from 15 countries, the majority of which were young female scientists from East European countries); 6 Satellite seminars joined to International conferences; several workshops with 40-70 participants from 15 countries; the production of 4 videos and documentaries. 2 videos show examples of the development of nanomaterials and are intended for public viewing on TV or as educational material for schools. Video portraits and interviews of WomenInNano partners dealt with partners' awareness of gender issues in science and their responsibilities as role models to children, school students and young scientists. Another video series presents talks and discussions on gender and societal issues in science given at the WomenInNano Winterschool. (available at www.videolectures.net). Meetings with authorities from politics, academic institutions and industry- 22 events; more than 30 articles and interviews in the printed and electronic media.</p>
Coordinator	Leibniz Institut fuer Festkoerper und Werkstofforschung Dresden E.V. - Germany
Contact (website)	http://www.womeninnano.de/

5. NETWORKING

Title	Baltic States Network "Women In Sciences And High Technology"
Acronym	BASNET
Call reference	FP6-2004-Science and Society-10
Project Duration	01.01.2006 to 31.12.2007
Keywords	Networking
Total project cost	EUR 393 600
Objectives	<p>The goal of the project was the establishment of an inter-regional Baltic States Network "Women in Sciences and High Technology" among women's working groups, professional organizations and corresponding departments of governmental institutions for the creation of a common Baltic States strategy to increase women's participation S&T. In order to ensure a solid basis and a higher efficiency of the developed strategy, much attention was paid to a sociological analysis of the factors determining the under-representation of women in S&T in the Baltic States. On the basis of the results obtained, it was decided to initially concentrate the efforts on the improvement of the existing science management policy. The experience of advanced countries in the realization of the gender equality in research was studied and used when working out the strategy.</p>
Results	<p>The BASNET project has an important impact firstly on women scientists working in S&T in the region. By participating in the project, they became more confident and understood that they can change things! Participating in BASNET events, the members of scientific communities - where women are minority - learned more about the equal opportunities problem in sciences. The book entitled "Women in Sciences and High Technology in the Baltic States. Problems and Solutions", based on BASNET results was published. Databases on women scientists have been created to give the opportunity both for closer collaboration between scientists as well as for periodical monitoring of women situation in the region.</p> <p>The unique network between scientists and policy makers helped to address institutional barriers and to better see the needs of women scientists. As a result, the Lithuanian National Strategy was adapted to all sciences (social and humanitarian) and accepted by Lithuanian government. Financing the implementation of the Strategy on the national level is on the Lithuanian agenda. Some attempts to improve the situation of women scientists on the basis of BASNET results are being discussed in other Baltic States on the governmental level. For the continuation of the main project tasks it was decided to establish the Association "BASNET Forum": it will monitor the implementation of the BASNET Strategy in the region.</p>
Coordinator	Vilnius University – Lithuania
Contact (website)	http://www.basnet-fp6.eu/

Title	Study on databases of women scientists
Acronym	DATAWOMSCI
Call reference	FP6-2002-Science and Society - 1
Project Duration	4/1/2004 - 1/31/2005
Keywords	Database, networking
Total project cost	EUR 139 434
Objectives	<p>By studying existing databases, the project will give a better understanding of the types of databases available at present and the type of information they contain. Linking these databases would increase the visibility of women scientists and significantly increase the pool of women scientists available as experts for various high level groups, panels and committees.</p> <p>Objectives:</p> <ul style="list-style-type: none"> • The project will collect information and present a structured coverage of existing databases • It will undertake a feasibility study on the technical possibilities of integrating these databases • It will develop criteria of quality and formulate recommendations for future databases • The results of the project will make it easier to find information about women scientists and their activities • Increase pool of women scientists available as experts • Increase information available to women scientists on job vacancies <p>The resulting databases should be able to support universities, women's representatives and equal opportunities officers as well as scientific and political institutions in their search for qualified women scientists and women experts in order to increase the proportion of women in leadership positions at universities and research institutions, on panels and committees.</p>
Results	<p>The results:</p> <ol style="list-style-type: none"> 1. an evaluation of the collected questionnaires from selected databases including general information about the specific situation in different parts of Europe and other clusters and database categories 2. a structured overview of existing databases relevant for this project presented in alphabetical order of the names of the countries and the names of the databases 3. a list of organisations, institutions and networks from those European countries having no database or data collection in accordance with the definition used in this study. This list may be used for finding out contact points in order to get in contact with female scientists and experts. 4. development of criteria of quality and 5. formulation of recommendations to build up new databases of women scientists and to improve the existing ones.
Coordinator	Centre of Excellence Women and Science (CEWS) - Germany
Contact (website)	http://www.gesis.org/cews/

Title	European Policy Co-operation of Women and Science
Acronym	EOWIN
Call reference	FP5- COOR-1.1 - Networking of national or regional programmes or parts of programmes; actors: public authorities, research agencies, open call for proposals (ERA-NETs)
Project Duration	1/1/2004 - 12/31/2004
Keywords	Networking
Total project cost	EUR 139750
Objectives	<p>The project aimed at performing the preliminaries and preparations necessary to offer a seamless transition to a full ERA-NET in the field of women and science. The final goal was to coordinate the different national policies on the promotion of women in science and so eventually establish a European network of national policies on the promotion of Women in Science.</p> <p>Starting with the exchange of information on existing structures of national promotion, and the identification and definition of the probably different but also overlapping coverage and focus of each of the programmes of the partners, similarities and differences between the partners were to be worked out and analyzed. The analysis should have provided the necessities for a profound benchmarking in the field.</p>
Results	The feasibility study demonstrated the non viability of an Era-Net on Women and Science policies.
Coordinator	<u>Research Council of Norway</u> , Norway
Contact (website)	Not available

Title	Network Ethnicity Women Scientists
Acronym	NEWS
Call reference	FP6-2004-Science-and-Society-10
Project Duration	01.01.2006 – 31.12.2007
Keywords	Networking
Total project cost	EUR 172 346
Objectives	<p>The project aimed at investigating the position of foreign women scientists and of women scientists from ethnic minorities – both in terms of educational attainment and professional career – in 8 countries, building a network of women scientists – covering as many scientific fields as possible –and linking it with existing national and international networks of women scientists, and promoting a public debate at national and European level on the issue of gender and ethnic diversity in science. The research hypothesis was that the invisibility of women scientists from ethnic minorities and/or the possible existence of gender and ethnic discrimination in science has negative effects on science development because of a loss of talents, of competence and of knowledge.</p>
Results	<p>National reports were prepared, which highlighted first a serious lack of statistics. In general, the accessibility of black and ethnic minority (BEM) individuals to higher education has somewhat improved but students and academics from these groups still remain disproportionately under-represented in higher education in comparison to majority population. As regards the staff, BEM women scientists in research and academia are strongly under-represented in all analysed countries. As a rule, BME researchers and academics hold a more unstable position: minorities are less likely to be on fixed term contracts and more often in part-time working arrangements. Rarely there are concrete policies relating to migrant and minority staff recruitment, although there are some moves to develop such policies and procedures. Despite the fact that several networks of women scientists are well established, fewer scientist networks grounded on ethnicity have been founded and no ethnic minority women scientist network exists. The European synthesis report provides recommendations: there is a serious need for a better integration of the gender and ethnic dimension in higher education policies. The measures proposed concern the field of statistics, research, educational and employment policies, and networking.</p>
Coordinator	Université Libre de Bruxelles, Belgium
Contact (website)	http://newscientist.ulb.ac.be/index_en.htm

Title	European Platform of Women Scientists
Acronym	PLATWOMSCI
Call reference	FP6-2003-Science and Society-6
Project Duration	01.02.2005 – 31.10.2008
Keywords	networking
Total project cost	EUR 1 998 010
Objectives	<p>The objective was the creation of a "European Platform of Women Scientists" (EPWS) with the mission of:</p> <ul style="list-style-type: none"> - Representing the concerns, needs, ideas, aspirations and interests of European women scientists in all disciplines and all stages of their career paths - Enhancing participation of women scientists in European research policy and the shaping of the European research agenda - Increasing the participation of women in research and in its decision-making bodies – as project researchers, leaders, and coordinators, in review and evaluation panels as well as high level expert groups - Increasing the participation of women scientists in national and European research programmes, especially in the Seventh EU Framework Programme for Research and Technological Development (FP7) - Better understanding and integration of the gender dimension in science - Promoting inclusive, gender-sensitive notions of excellence and innovation.
Results	<p>EPWS was created and by October 2008 had 158 members in 40 countries.</p> <p>The EPWS website counts around 12 000 visitors per month.</p> <p>Several strategy and policy papers were prepared for the European Commission and the European Parliament. Several meetings, events, conference organised, presentation given all around Europe.</p>
Coordinator	GESIS Gesellschaft Sozialwissenschaftlicher Infrastruktureinrichtungen e.V. Center of Excellence Women and Science CEWS – Germany
Contact (website)	http://www.epws.org/

6. STRUCTURAL CHANGE

Title	Improving gender diversity management in materials research institutions
Acronym	DIVERSITY
Call reference	FP7-Science in Society–2008-1
Project Duration	01.01.2009 – ongoing (total duration 3 years)
Keywords	Structural change, networking
Total project cost	EUR 415 269
Objectives	<p>The project objective is to identify policies and implementation activities to improve gender diversity management in materials research organisations by:</p> <ol style="list-style-type: none"> strengthening the role of women in scientific decision making, supporting the materials research institutions to create their individual profile on the basis given by the principles of the European Charter for Researchers and the Code of Conduct for their Recruitment, enhancing the solidarity and involvement of male decision makers in promoting gender equality in scientific decision making, raising awareness within the scientific community, in the general public and among policy makers about gender and research. <p>The activities planned are grouped into three stages:</p> <ol style="list-style-type: none"> Focus on benchmarking and monitoring the gender equality & diversity measures in the participating research institutions in order to identify the best practice examples as well as the reasons behind the low participation of women in the decision making process. Supporting the research institutions to create their individual profile on the basis given by the principles of the Charter for researchers and Code of conduct for employers of researchers, and to provide guidelines and recommendations for improving transparency in recruitment, promotion and nomination in order to increase the proportion of women at the highest levels of research. awareness raising and dissemination activities. <p>During the Kick-off meeting, the 13 project partners started the preparation of a benchmarking and monitoring procedure to gather existing data on gender equality and diversity measures in materials research institutions. One part of the defined data collection was an international online survey at materials research and non-material research institutions, which was conducted at the end of 2009. With over 300 participants from more than 11 countries the survey provided important gender equality data as well as an overview of good practices in gender diversity in Europe. On this basis recommendations and guidelines improving gender diversity at materials research institutions will be created in the next project stages.</p>
Results	Results not yet available.
Coordinator	Leibniz-Institut für Festkörper- und Werkstoffforschung (IFW) Dresden, Germany
Contact (website)	http://www.diversity-fp7.eu/

Title	Practising Gender Equality in Science
Acronym	PRAGES
Call reference	FP7-Science in Society – 2007-1
Project Duration	01.04.2008 – 31-12-2009
Keywords	Structural change
Total project cost	EUR 1 501 290
Objectives	The project aimed at analysing existing practices to support universities and research institutes, both in European and extra-European (Australia, Canada, United States) countries, willing to implement gender-equality oriented measures in their research management
Results	<p>A database of good practices was set up and published on the Internet for public access containing more than one hundred programmes actually implemented in universities, research institutes and science- and technology-related companies to promote and make the most of female human resources.</p> <p>Beyond the description of the programme, each record of the database contains the evaluation of its results with respect to three main strategic objectives:</p> <ul style="list-style-type: none"> - creating a friendly environment for women researchers in the organisation; - promoting the awareness of the gender dimension in science and technology priorities, design and use; - supporting women's leadership. <p>Enabling factors leading to positive outcomes, as well as obstacles, are also outlined for each programme.</p> <p>The "Guidelines for Gender Equality Programmes in Science" have been drafted taking stock of the results of the database, from where more than 200 examples of successful solutions to common problems are drawn. To help university leaders and administrators pursue the three strategic objectives mentioned above, the guidelines contain 31 specific recommendations and 61 concrete lines of action, completed with examples from best practices. Beside that, tools for action and methodological arrangements are suggested and advice provided to increase the overall quality of the programmes, i.e. their relevance, effectiveness, efficiency and sustainability.</p>
Coordinator	Dipartimento Pari Opportunità, Presidenza del Consiglio - Italy
Contact (website)	http://www.retepariopportunita.it/defaultdesktop.aspx?page=2749

Title	Women's careers hitting the target: gender management in scientific and technological research
Acronym	WHIST
Call reference	FP7-Science in Society -2008-1
Project Duration	01.05.2009 – ongoing (total duration 27 months)
Keywords	Structural Change
Total project cost	EUR 1 241 270
Objectives	<p>This project concerns the experimentation of gender diversity management policies in different kinds of organisations conducting scientific and technological research. It consists of a coordinated set of activities of networking, awareness-raising, experimentation and knowledge transfer between scientific organisations of different countries as well as between scientific organisations and decision-makers. The project aims at obtaining more active and firm commitment of member states in the promotion of women involved in scientific research and technological development. Furthermore, the project aims at increasing the capacity of Science Technology institutions in monitoring, managing and feeding gender diversity in their own organisation, at all levels. In this way, amongst other things, the project intends to contribute to the adoption and implementation of the European Charter for Researchers as well as of the Code of Conduct for the Recruitment of Researchers.</p> <p>In this framework, the project pursues the following specific objectives:</p> <ul style="list-style-type: none"> • Testing coordinated packages of actions aimed at removing the factors hindering a condition of full gender equality in scientific careers, such as the problems connected with work-life balance or the distortions influencing access, selection and appointment of members of top management; • Defining, on the basis of the existing knowledge and practical experimental initiatives, a set of guidelines on promoting gender diversity (i.e. enhancing women's status, adopting a gender sensitive scientific perspective, implementing diversity management strategies) in S&T institutions; • Promoting exchange and knowledge transfer on policies in gender diversity management among research institutions of different kinds (universities, other types of public research centres, private companies); • Supporting a high-level dialogue among experts, policy makers and leaders of public and private scientific institutions, geared to encouraging a positive orientation towards gender diversity and to promoting a gender balance in decision-making in the realm of scientific research.
Results	Results not yet available
Coordinator	Dipartimento Pari Opportunità, Presidenza del Consiglio - Italy
Contact (website)	http://www.retepariopportunita.it/defaultdesktop.aspx?page=3134

7. NON-PUBLIC RESEARCH

Title	European Studies on Gender Aspect of Inventions-Statistical Survey and analysis.
Acronym	ESGI
Call reference	FP6-2005-Science-and-society-17
Project Duration	01.10.2006 - 31.01.2009
Keywords	Inventors
Total project cost	EUR 374 908
Objectives	<p>Part 1: a statistical survey is conducted to complete the existing knowledge about the innovative and inventive activities of women in the (then) 25 EU Member States. Knowledge regarding the actual state of the distribution of granted patents relating to the sex of the inventor is obtained.</p> <p>Part 2: the special conditions of inventors are examined, sources of low female inventive activities are explored and measures to increase the female innovative and inventive activities are proposed.</p> <p>This is done by means of a representative on-line questioning of 1500 patent applicants (firms, universities, research institutes) in all 25 Member States.</p>
Results	<ul style="list-style-type: none"> • Data base creation and analysis, output – input comparison (based on the European Patent Office patent application with priority years 2001-2003. This output data was compared with statistical data from EUROSTAT regarding the female participation in research and development as well as national innovation indicators. • ESGI conducted an online-survey (time-span 2002 - 2004) to investigate gender patterns in innovation and invention and to gain insight into the innovative climate. The survey was conducted with heads of research and development departments from all European Union Member States. • ESGI merged these above-mentioned two parts into a gender impact assessment of the invention activities of all 25 EU Member States. <p>The most striking result is that women comprise only a small portion of all European inventors – 8% women in 2001-2003. However, national diversity is pronounced. While in almost all countries the share of women inventors is well over the European average of 8%, Germany (6%), Luxembourg (6%) and Austria (5%) stand out as the three least achieving countries (Finland and Denmark being the best). A comparison of the geographical distribution of inventors with the proportion of female inventors by country (head counts) reveals that the proportion of female inventors is highest in countries where the overall patenting activity is lowest, whereas the number of inventors is lowest where the total patenting activity is highest.</p>
Coordinator	Hochschule Furtwangen University - Germany
Contact (website)	http://www.esgi.eu/

Title	Fostering the public debate on university support of female scientists to start a business
Acronym	FemStart
Call reference	FP6-2005-Science-and-society-17
Project Duration	01.09.2006 – 28.02.2009
Keywords	Training, mentoring, careers
Total project cost	EUR 303 740
Objectives	The main goal of the project was to initiate a public debate on the issues connected with women from universities starting a high tech business. By organising a series of events at six universities in different European regions, FemStart started this debate. Experts from all relevant sectors, women scientists as well as representatives from university, development agencies, politics, the public and private sectors were invited to take part. One of the main aims of the events was to offer a platform for sharing experience. In addition participant feedback was monitored by means of a questionnaire and expert interviews.
Results	<p>FemStart has looked at specific opportunities which encourage women in science to choose entrepreneurship as a career path. It discussed how entrepreneurship support structures in universities might be optimised to reach their full potential by encouraging more women to think about an entrepreneurial career.</p> <p>A series of 6 events took place to debate on:</p> <ul style="list-style-type: none"> - Why so few women are entrepreneurs, - Which organisations have tried and succeeded (or failed) in increasing the number of women starting their own business after university and - which organisations have developed good practice outside the university start-up environment which could be transferred to others. <p>A total of 522 participants had the opportunity to discuss these issues with 88 speakers.</p> <p>As a result of what has been learnt from each individual event, a leaflet with recommendations has been published. The main points are:</p> <ul style="list-style-type: none"> ➤ Raising awareness for women high tech start-ups among all relevant actors ➤ Improving information available as a basis to start action ➤ Creating interest for support programmes that respect women specific aspects ➤ Exchanging good practice in the promotion of women high tech start-ups among supporters ➤ Development of vision for a policy towards more women in high tech companies
Coordinator	Steinbeis-Europa-Zentrum,- Germany
Contact (website)	http://www.femstart.eu

Title	Women in Innovation, Science and Technology
Acronym	WIST
Call reference	FP6-2005-Science and Society-17
Project Duration	01.09.2006 – 28.02.2008
Keywords	Careers
Total project cost	EUR 576 817
Objectives	The WIST project examined the participation and position of women in transfer, incubation and entrepreneurship (TIE) organisations, especially technology transfer offices of the universities, science parks and other networking organisations, which aim to facilitate the interaction between science and society by bringing together actors from universities, enterprises, policy making and societal services.
Results	<p>The research was conducted in four EU countries in which the TIE sector has developed and is organised differently. Both statistical data and interview data were analysed. Five case organisations were selected in each partner country. The chief executive officers of TIE organisations and 25 female experts were interviewed in each country to get a picture of the field. The female expert interviews dealt with their personal career history, content of work, TIE organisations as working places, networks and contacts and work / life balance. The organisations were selected from engineering and biotechnology fields, universities and research institutes and in high-tech and aspiring regions.</p> <p>To further validate the project, focus group discussions were held, one in each partner country, to debate the project's findings and the utilisation of them in TIE and other sectors of science, technology and innovation. The three basic goals of the focus groups were:</p> <ul style="list-style-type: none"> ➤To discuss the findings of the WIST statistics and interviews with policymakers and women in technology transfer, ➤To enrich the development of the Career Advancement Index (which will be the last objective of the WIST project) and ➤To find policy implications and best practices for promoting gender equality in TIE organisations. <p>Main conclusion was that the TIE organisations make it possible for women to work near science and even as a part of the academic world. They offer women a flexible working culture, which allows a lot of flexibility in their daily working hours and possibilities to work part-time or from home. In TIE organisations combining work and other life areas seems to be possible to a great extent. Also, in the organisations work was viewed as quite autonomous and the employees seem to get much independency in their work. Compared with traditional academic research, work there is less competition, more opportunities for collaboration and team working. They seem to offer fresh environments for managing the flow of ideas and information which are central in TIE organisations as well as in the present knowledge and information society. A paper has been published from the results of the project: "The Vanish Box: Disappearance of Women in Science; Reappearance in Technology Transfer" and more research is going on.</p>
Coordinator	University of Newcastle upon Tyne, UK
Contact (website)	http://wist.ncl.ac.uk/partners/ippbo.htm