

## Annexes

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## Annex 1 Maps of Europe and the Enwise countries

### Europe in 1908: Empires, kingdoms and republics



### Europe in 1970: Western and Eastern Blocks



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**The Republic of Bulgaria / Republika Bălgarija (BG)**

|                           |  |
|---------------------------|--|
| <b>Area</b>               | 110 993 km <sup>2</sup>  |
| <b>Capital city</b>       | Sofia  |
| <b>Population</b>         | 8 million inhabitants, of which the largest part is urban              |
| <b>Ethnic profile</b>     | Bulgarians (85.8%), Turks (9.7%), Roma (3.4%) others (1.1%)            |
| <b>Religion</b>           | Christian Orthodox (85%), Muslims (13%), others (2%)                   |
| <b>Form of government</b> | Parliamentary Republic   |
| <b>Currency</b>           | The Bulgarian Lev (Bulgarski Lev)<br>1 € = 1.95 Lev (BGL) <sup>1</sup> |

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**The Czech Republic / Česká Republika (CZ)**

|                           |  |
|---------------------------|--|
| <b>Area</b>               | 79 000 km <sup>2</sup>   |
| <b>Capital city</b>       | Prague   |
| <b>Population</b>         | 10.3 million inhabitants, two thirds of which live in towns and a third in the countryside |
| <b>Ethnic profile</b>     | Czech (94%), Slovak (3%) - Poles, Germans, Roma and Hungarians for the remaining 3%        |
| <b>Religion</b>           | Christians (but nearly as many self-proclaimed atheists)                                   |
| <b>Form of government</b> | Parliamentary Republic   |
| <b>Currency</b>           | The Czech Crown (Koruna Česká)<br>1 € = 32.67 Koruna (CZK) <sup>1</sup>                    |

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**The Republic of Estonia / Eesti Vabariik (EE)**

|                           |   |
|---------------------------|---|
| <b>Area</b>               | 45 227 km <sup>2</sup>  |
| <b>Capital city</b>       | Tallinn   |
| <b>Population</b>         | 1.36 million inhabitants, of which 67.4% urban population and 32.6% rural population                    |
| <b>Ethnic profile</b>     | Estonians (67.9%), Russians (25.6%), Ukrainians (2.1%), Belarusians (1.2%), Finns (0.9%), others (2.3%) |
| <b>Religion</b>           | Predominantly Lutherans - Orthodox  |
| <b>Form of government</b> | Parliamentary Republic  |
| <b>Currency</b>           | The Estonian Crown (Eesti Kroon)<br>1 € = 15.65 Kroon (EEK) <sup>1</sup>                                |

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**The Republic of Hungary / Magyar Köztársaság (HU)**

|                           |   |
|---------------------------|---|
| <b>Area</b>               | 93 036 km <sup>2</sup>  |
| <b>Capital city</b>       | Budapest  |
| <b>Population</b>         | 10.2 million inhabitants, of which 63.7% urban population, 36.3% rural population   |
| <b>Ethnic profile</b>     | Hungarians (96.6%) - 13 officially recognised and registered minorities: Germans, Roma, Croats, Slovaks, Romanians, Bulgarians, Greeks, Poles, Armenians, Ruthenians, Serbs, Ukrainians |
| <b>Religion</b>           | Roman Catholics (65%), Reformed (20%), Lutherans (4%), Orthodox (2.7%), Jews (1%)   |
| <b>Form of government</b> | Parliamentary Republic  |
| <b>Currency</b>           | The Hungarian Forint (Magyar Forint)<br>1 € = 255 Forint (HUF) <sup>1</sup>   |

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**The Republic of Latvia / Latvijas Republika (LV)**

|                           |  |
|---------------------------|--|
| <b>Area</b>               | 64 600 km <sup>2</sup>   |
| <b>Capital city</b>       | Rīga   |
| <b>Population</b>         | 2.3 million inhabitants, of which 69% urban population and 31% rural population          |
| <b>Ethnic profile</b>     | Latvians (58.2%), Russians (29.2%), others (Belarusians, Ukrainians, Poles, Lithuanians) |
| <b>Religion</b>           | Lutherans, Roman Catholics, Russian Orthodox   |
| <b>Form of government</b> | Parliamentary Republic   |
| <b>Currency</b>           | The Latvian Lats (Latvijas Lats)<br>1 € = 0.643 Lats (LVL) <sup>1</sup>                  |

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**The Republic of Lithuania / Lietuvos Respublika (LT)**

|                           |   |
|---------------------------|---|
| <b>Area</b>               | 65 301 km <sup>2</sup>  |
| <b>Capital city</b>       | Vilnius   |
| <b>Population</b>         | 3.5 million inhabitants of which 68% live in urban areas and 32% in rural areas                                   |
| <b>Ethnic profile</b>     | Lithuanians (83%), Russians (6.3%), Poles (6.7%), Belarusians (1.4%), Ukrainians (1%), Jews (0.1%), others (0.7%) |
| <b>Religion</b>           | Roman Catholics (79%)   |
| <b>Form of government</b> | Parliamentary Republic  |
| <b>Currency</b>           | The Lithuanian Litas (Lietuvos Litas)<br>1 € = 3.45 Litas (LTL) <sup>1</sup>                                      |

1. Financial Times - Sept. 15, 03

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### The Republic of Poland / Rzeczpospolita Polska (PL)

|                           |  |
|---------------------------|--|
| <b>Area</b>               | 312 685 km <sup>2</sup>  |
| <b>Capital city</b>       | Warsaw   |
| <b>Population</b>         | 38.654 million inhabitants   |
| <b>Ethnic profile</b>     | Poles (98%) - Poland recognises 13 national or ethnic minorities       |
| <b>Religion</b>           | Roman Catholics (95%), Eastern Orthodox, Protestants and others (5%)   |
| <b>Form of government</b> | Parliamentary Republic   |
| <b>Currency</b>           | The Polish Zloty (Polski Złoty)<br>1€ = 4.446 Złoty (PLN) <sup>1</sup> |

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### The Republic of Romania (RO)

|                           |   |
|---------------------------|---|
| <b>Area</b>               | 238 391 km <sup>2</sup>   |
| <b>Capital city</b>       | Bucharest   |
| <b>Population</b>         | 21.7 million inhabitants, of which 52.7% urban population, 47.3% rural population                 |
| <b>Ethnic profile</b>     | Romanians (89.4%), Hungarians (6.6%), Roma (2.4%), Ukrainians (0.3%), Germans (0.3%), others (1%) |
| <b>Religion</b>           | Orthodox (86.8%), Roman Catholics incl. Greek rite (6%), Protestants (6%), others (1.2%)          |
| <b>Form of government</b> | Parliamentary Republic  |
| <b>Currency</b>           | The Romanian Leu (Leu Romanesc)<br>1€ = 38080.0 Leu (ROL) <sup>1</sup>                            |

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### The Slovak Republic / Slovenská Republika (SK)

|                           |   |
|---------------------------|---|
| <b>Area</b>               | 49 035 km <sup>2</sup>  |
| <b>Capital city</b>       | Bratislava  |
| <b>Population</b>         | 5.4 million inhabitants, of which 56.9% urban; 43.7% rural  |
| <b>Ethnic profile</b>     | Slovaks (85.8%), Hungarians (9.7%), Roma (1.7%), Czechs (0.8%), Ruthenians (0.4%), Ukrainians (0.2%), Germans (0.1%), Poles (0.04%) |
| <b>Religion</b>           | Roman Catholics (68.9%), Protestants (9.1%), Greek-Catholics (4.1%), Jews (0.04%), Atheists (13%), unknown (3%)                     |
| <b>Form of government</b> | Parliamentary Republic  |
| <b>Currency</b>           | The Slovak Crown (Slovenská Koruna)<br>1€ = 41.45 Koruna (SKK) <sup>1</sup>   |

1. Financial Times - Sept. 15, 03

Europe in 2003: at the eve of enlargement...



## Annex 2

### Gender Studies in the Enwise countries

#### ■ Balkan Region and the former Yugoslavia

A list of gender studies, centres and courses in the Balkan region and the former Yugoslavia will be provided in Marina Blagojević (ed.) (2004). Enwise Workshop "Starting a debate with women scientists from the Balkan region" - Proceedings, forthcoming.

#### ■ Bulgaria

##### □ Zentar za Sozialni Izsledvania na Pola

(Centre for Social Studies of Gender)

University of Sofia. Sofia.

Founded in 1999, the Centre is based at the Department of Philosophy. It offers MA and PhD degrees in interdisciplinary studies on women and gender in culture and society. The Centre includes 6 core members and 25 affiliated faculty members from departments across the university. It is supported by eminent international scholars. In 2003-2004, the Centre provided two full scholarships for women from the Roma Community, coming from Central and Eastern European countries, supported by the Roma Rights Centre in Budapest.

Contact person: Nedyalka Videva

E-mails:

gender\_center@sclg.uni-sofia.bg

nelly@sclg.uni-sofia.bg

Web-site (in English):

www.uni-sofia.bg/resources/gsc/engl/home/index.html

#### ■ The Czech Republic

##### □ Asociace pro rovné příležitosti

(Association for Equal Opportunities). Prague.

Established in 1998 as a civic association composed of women, this f the association is to support the implementation of equal opportunities for women and men and to promote their participation in political and public life. The association represents the whole spectrum of opinions and politics, from conservative to liberal.

Contact person: Michaela Tominová

E-mail: mtominová@hotmail.cz

##### □ Centrum pro studia rodu

(Centre for Gender Studies). Charles University. Prague.

The Centre was founded in 2002 as a unit to assist university academics and experts in gender studies, in order to meet the increasing demand for gender training and education coming from the state administration and other governmental bodies, as a result of the need to implement equal opportunity policies.

Contact person: Petr Pavlík

E-mail: petr.pavlik@hotmail.cz

Web-site: www.soc-prace.ff.cuni.cz/gender/

##### □ Gender Studies o.p.s.

(GSC - Gender Studies Centre). Prague.

The Centre was set up in 1991 by dissident women and functioned primarily as a library of mostly foreign language gender literature. It is now a civic association, which works unofficially as a platform for Czech women's NGOs and operates the largest library for gender studies in the Czech Republic.

Contact person: Michaela Tominová

E-mails:

gender@ecn.cz

redakce@feminismus.cz

Web-site: www.feminismus.cz

##### □ Gender Centrum

(Gender Centre). Masaryk University. Brno.

Established in 2000, this unofficial students' centre is based at the Faculty of Social Sciences and supported by the Open Society Fund in Prague. The Gender Centre is devoted to research, education and co-operation, and principally addresses Moravian NGOs and libraries. The Centre has developed a project for creating facilities for children whose parents study at and are employed by the Faculty of Social Sciences. The Centre has set up an undergraduate course in gender studies, which will begin in the academic year 2004-2005.

Contact person: Iva Šmídová

E-mail: krizala@fss.muni.cz

Web-site: www.gender.pisis.cz/

□ **Magisterský program genderových studií – Fakulta humanitních studií**

*(Graduate Programme in Gender Studies – Faculty of Humanities)*  
Charles University. Prague.

The graduate programme is currently being considered for accreditation at Charles University. In 2003, a proposal for a MA programme on gender studies was promoted by the Faculty of Humanities, consisting of a two-year follow-up multidisciplinary graduate programme.

*Contact person:* Hana Havelková  
*E-mail:* hana.havelkova@volny.cz

□ **Národní kontaktní centrum – ženy a věda**

*(National Contact Centre – Women in Science).* Prague.

Established in 2001 and financed by the Ministry of Education, Youth and Sport of the Czech Republic (MŠMT) within the ambit of the EUPRO activities. Its main objective is to improve the condition of women professionals in HE and R&D and to increase the proportion of women in executive positions. The Centre provides assistance to women in science (for instance legal advice on pay discrimination), runs a quarterly journal concerning gender and science and organises regular seminars and workshops on gender issues.

*Contact person:* Marcela Linková  
*E-mail:* marcela@zenyaveda.cz  
*Web-site:* www.zenyaveda.cz

□ **Odd. Gender a sociologie – sociologický ústav AV ČR**

*(Gender and Sociology Research Department – Institute of Sociology).*  
Academy of Sciences of the Czech Republic. Prague.

The Gender and Sociology Department was established in the Institute of Sociology (SoÚ) of the Academy of Sciences (AV ČR) in 1991. It was the first in the country and started to develop institutionally gender sensitive science and research. Apart from research activities in national and international projects, women members of the department (about 10 researchers) teach at universities, co-operate with the media, collaborate as independent experts with ministries and NGOs, contribute to the promotion of equal opportunities policies for men and women and to the increase of gender mainstreaming in the ČR.

*Contact person:* Alena Krížková  
*E-mail:* krizkova@soc.cas.cz

■ **Estonia**

□ **Eesti Naisuurimus ja Teabekeskus (ENUT)**

*(Estonian Women's Studies and Resources Centre).*  
Pedagogical University. Tallinn.

ENUT is located at the Pedagogical University and is the only institution of this kind in Estonia. It is a non-governmental organisation and serves as a specialised library on women's and gender issues, collecting and disseminating information and raising gender awareness through seminars, conferences and publications.

*Contact persons:* Ilvi Jõe-Cannon, Birgit Soans  
*E-mail:* birgit.soans@enut.ee  
*Web-site:* www.enut.ee

■ **Germany – New Eastern Länder**

□ **Interdisziplinäres Zentrum für Frauen- und Geschlechterstudien (IZFG)**

*(Interdisciplinary Centre for Women and Gender Studies).*  
Ernst-Moritz-Arndt-Universität Greifswald. Greifswald.

IZFG was founded in 1996 by the Faculty of Philosophy of the University of Greifswald and it is partly financed by the Women's Representative and Equal Opportunity Commissioner of the Federal State of Mecklenburg-Vorpommern. Its scientific and political goal is to provide equal opportunities for women in the academic field. The main activities of the Centre are the promotion and integration of interdisciplinary gender studies, advising applications of research projects, expanding the reference library and organising conferences.

*Contact persons:* Kerstin Knopf,  
Sigrid Nieberle, Monika Schneikart  
*E-mail:* izentrum@uni-greifswald.de  
*Web-site:* www.uni-greifswald.de/%07Eizfg/

□ **Junge Frauen in Natur- und Ingenieurwissenschaften**

*(Young Women in Natural Sciences and Engineering).*  
Sachsen-Anhalt Government. Halle.

This initiative is funded by the Government of Sachsen-Anhalt and the European Social Fund. Its goal is to promote the interests of female high school students in natural sciences and technology study programmes.

*Contact persons:* Christiane Rietz,  
Gabriele Brauer  
*E-mails:*  
Cristiane.Riez@daa-bw.de  
daa-thale@t-online.de  
*Web-site:* www.frauenpraktikum.de

□ **Kompetenzzentrum *Frauen für Naturwissenschaft und Technik***

(Centre of Excellence “Women for Natural Sciences and Technology”).  
Universities of Mecklenburg-Vorpommern/Fachhochschule Stralsund.  
Stralsund.

The Centre was established in 2001 by the Higher Education Science Programme (HWP) with the objective of increasing the ratio of women in natural sciences and technology studies programmes. It is conceptually based on the gender mainstreaming approach, which was implemented by the Higher Education Law of Mecklenburg-Vorpommern. This Centre has been established in all five universities of Mecklenburg-Vorpommern and is led by one project assistant per location. Its main activities include providing general information for women on natural sciences and technology studies, organising open house days and developing gender awareness in HE personnel.

Contact person: Eva-Maria Mertens  
E-mail: eva-maria.mertens@fh-stralsund.de  
Web-site: www.kompetenzzentrum-mv.de/

□ **Koordinierungsstelle für Frauen- und Geschlechterforschung in Sachsen-Anhalt**

(Centre for the Co-ordination of Women and Gender Research in Sachsen-Anhalt). Universität Magdeburg. Magdeburg.

The Centre was founded in 2001 and mainly financed by the Higher Education Science Programme (HWP), in co-operation with the Federal Ministry of Education and Science and the Ministry of Education and Cultural Affairs of Sachsen-Anhalt. Its main activities include: co-ordinating research in women’s and gender studies in Sachsen-Anhalt; building and strengthening networks in women’s and gender studies; promoting the careers of young female academics.

Contact person: Katharina Bunzmann  
E-mail: katharina.bunzmann@gse-w.uni-magdeburg.de  
Web-site: www.uni-magdeburg.de/gleichstellung/sbuero/koord/start.htm

□ **Professur für Frauenforschung**

(Chair for Women’s Studies/Sociology of Gender Relations).  
Universität Potsdam. Potsdam.

The chair, established in 1994, is based at the Faculty of Economics and Social Sciences and is designed to teach women’s studies in the field of sociology. It has to co-ordinate a network of scholars and researchers interested in gender issues at the Potsdam University. The key aim of the chair is to analyse how gender is embedded in economic, social, political, juridical and organisational forms.

Contact person: Irene Dölling  
E-mail: doelling@rz.uni-potsdam.de  
Web-site: www.uni-potsdam.de/u/frauenforschung/

□ **Thüringer Koordinierungsstelle *Naturwissenschaft und Technik für Schülerinnen, Studentinnen und Absolventinnen***

(Thüringen Coordinating Committee “Natural Sciences and Technology for Female High School Students, College Students and Graduates”).  
Technische Universität Ilmenau. Ilmenau.

The Committee is funded by the European Social Fund, the Government of Thüringen and the Federal Department of Education and Research. Its goal is to promote the interest of young women in natural sciences and engineering study programmes. The Committee co-operates with all universities with applied sciences programmes. It provides information on natural sciences/technology studies and vocational prospects for female high school students, supports teachers and parents with respect to study decisions and develops mentoring networks for female high school students, college students, and graduates.

Contact person: Heike Mammen  
E-mail: thueko@tu-ilmenau.de  
Web-site: www.stud.tu-ilmenau.de/~thueko01/

□ **Zentrum für Frauen- und Geschlechterforschung (FraGes)**

(Centre for Women’s and Gender Studies). Universität Leipzig. Leipzig.

FraGes was founded in 2000 as a result of an initiative taken by employees and members of the University of Leipzig, who were concerned with the issue of gender studies. FraGes supports young scientists and is establishing contacts among researchers interested in gender issues at Leipzig University and other universities and institutions. It is anticipated that FraGes could formally become the centre for developing gender studies within the university.

Contact person: Dorothee Alfermann  
E-mail: frages@rz.uni-leipzig.de  
Web-site: www.uni-leipzig.de/%7Efrages/

□ **Zentrum für transdisziplinäre Geschlechterstudien (ZtG)**

(Centre for transdisciplinary Gender Studies).

Humboldt-Universität zu Berlin. Berlin.

The Centre, established in 2003, came about through the merging of the Centre for Interdisciplinary Women’s Studies (founded in 1989) and the Gender Studies Programme (started in 1997). The ZtG team, coming from more than 20 departments of various faculties, provides a wide range of services for faculties, students and researchers. Gender studies are offered at the graduate and undergraduate level as either major or minor courses.

Contact person: Gabriele Jähnert  
E-mail: zentrum@gender.hu-berlin.de  
Web-site: www.gender.hu-berlin.de

## ■ Hungary

### □ Department of Gender Studies.

Central European University. Budapest.

The Department offers degree programmes in gender studies at MA and PhD level and serves as a basis for non-degree studies in various forms, as well as for different activities in the field. The programme promotes a variety of interrelated scholarly interests. With an important, but not exclusive, focus on Central and Eastern Europe, both the MA and the PhD programmes seek to contribute to the development of socially relevant knowledge based on these approaches and to critically question past and present developments related to gender in culture and society.

*Contact person:* Susan Zimmermann

*E-mail:* gender@ceu.hu

*Web-site* (in English): [www.ceu.hu/gend/gendir.html](http://www.ceu.hu/gend/gendir.html)

### □ TÁRKI – Női Adattár

(*Social Research Informatics Centre – Hungarian Gender Databank*).

Ministry of Social and Family Affairs. Budapest.

The aim of the Centre is to disseminate the results of empirical research surveys and to provide access to databases connected with this field of study, as well as promoting the development of researchers' networks. The Hungarian Gender Databank is sponsored by the Ministry of Social and Family Affairs.

*Contact person:* Ildikó Nagy

*E-mail:* nagyildi@tarki.hu

*Web-sites:*

[www.tarki.hu/adatbank-h/nok/index.html](http://www.tarki.hu/adatbank-h/nok/index.html)

[www.tarki.hu/adatbank-h/nok/changerole/kutregiszter-e.html](http://www.tarki.hu/adatbank-h/nok/changerole/kutregiszter-e.html)

### □ Társadalmi Nem- és Kultúrakutató Központ

(*Gender and Cultural Studies Centre*).

Budapest University of Economic Sciences and Public Administration (BUESPA). Budapest.

The aim of the Centre is to co-ordinate and to develop gender related educational and research activities at BUESPA and to connect the university with other national and international scientific networks. The research and educational activities of the Centre, which is inter-institutional and inter-disciplinary, include both women and men in their focus.

*Contact persons:* Beáta Nagy, Miklós Hadas

*E-mail:* gender@bkae.hu

*Web-site:* [www.gender.bkae.hu/](http://www.gender.bkae.hu/)

*Other university departments involved in gender studies:*

### □ University Eötvös Loránd

Department of General Philosophy. Budapest.

Course: Difference of genders in the history of philosophy.

*Contact person:* Mária Joó

*E-mail:* joomaria@netscape.net

*Web-site:* [www.btk.elte.hu](http://www.btk.elte.hu)

### □ University of Miskolc

Department of Philosophy. Miskolc.

*Contact persons:* Judit Hell, Andrea Pető

*E-mails:*

[bolhellj@uni-miskolc.hu](mailto:bolhellj@uni-miskolc.hu)

[petoand@axelero.hu](mailto:petoand@axelero.hu)

### □ University of Szeged

Institute of English and American Studies. Szeged.

Courses: Feminist theory and philosophy; an introduction to gender studies; gender in intellectual history.

*Contact persons:* Reszné Marinovich Sarolta

*E-mails:*

[ieas@lit.u-szeged.hu](mailto:ieas@lit.u-szeged.hu)

[resch@lit.u-szeged.hu](mailto:resch@lit.u-szeged.hu)

*Web-site:* [www.arts.u-szeged.hu/ieas/](http://www.arts.u-szeged.hu/ieas/)

## ■ Latvia

### □ Feministica Lettica

University of Latvia. Rīga.

The Centre for feminist studies and gender research was established in 1998 as a cross-disciplinary research unit, based at the Department for Baltic Studies of the University of Latvia. The aim of the Centre is to deal not only with issues related to academic research, but to go beyond academic boundaries, creating a dialogue among women coming from various social and professional environments. In 1999, the Centre began to edit an annual publication, entitled *Feministica Lettica*.

*Contact person:* Ausma Cimdina

*E-mail:* [lettica@latnet.lv](mailto:lettica@latnet.lv)

*Web-site:* [www.lu.lv/jauna/strukt/feministica\\_lettica.html](http://www.lu.lv/jauna/strukt/feministica_lettica.html)

### □ LU Dzimtes Studiju Centrs

(*Centre for Gender Studies*). University of Latvia. Rīga.

The Centre, established in 1998, is a study and research centre, which undertakes studies on gender theories, with particular interest in issues such as: gender and power, religion, culture, history, politics and philosophy. The Centre is aimed at developing interdisciplinary studies and research programmes in order to collect and analyse different social sciences and humanities from the perspective of gender studies. The Centre provides information about gender studies, feminism, conferences and workshops in Latvia, as well as abroad and has a library specialising in gender studies in Latvia and abroad. The Gender Studies Centre cooperates with other university centres for gender studies and participates in different projects.

*Contact person:* Elizabete Pičukāne

*E-mail:* [dzsc@lanet.lv](mailto:dzsc@lanet.lv)

*Web-site:* [www.lu.lv/jauna/strukt/c\\_dzimtes.html](http://www.lu.lv/jauna/strukt/c_dzimtes.html)

## ■ Lithuania

### □ Lyčių studijų centras

(Gender Studies Centre). Vilnius University. Vilnius.

This Centre was known as the Women's Studies Centre, when it was founded in 1992, until it was given a new name in 2002.

Contact person: Lijana Stundziene

E-mail: msc@cr.vu.lt

Web-site: www.moterys.lt

### □ Lyčių studijų centras

(Gender Studies Centre). University of Technology. Kaunas.

This Centre was founded in 1993.

Contact person: Aiste Urboniene

E-mail: aiste.urboniene@ktu.lt

Web-site: www.ktu.lt

### □ Moterų informacijos centras

(Women's Issues Information Centre). Vilnius.

This Centre was founded in 1996.

Contact person: Egle Kucinskaite

E-mail: wiic@undp.lt

### □ Moterų studijų centras

(Women's Studies Centre). Klaipeda University. Klaipeda.

The Centre was established in 1997.

Contact person: Elena Vitkiene

E-mail: rekkat@gmf.ku.lt

Web-site: www.ku.lt

### □ Moters Studijų centras

(Women's Studies Centre). Siauliai University. Siauliai.

This Centre was founded in 1998.

Contact person: Svetlana Karavajeva

E-mail: lanasvet@delfi.lt

Web-site: www.su.lt

## ■ Poland

### □ Instytut Filozofii i Socjologii PAN.

#### Pracownia Badań nad Kobietami

(Women's Studies Centre).

Academy of Sciences - Institute of Philosophy and Sociology. Warsaw.

This Centre was established in 1994.

Contact person: Anna Titkow

E-mail: atitkow@ifispan.waw.pl

### □ Interdyscyplinarne Studia Podyplomowe z Zakresu Gender

(Post-Graduate Interdisciplinary Gender Studies).

Jagiellonian University - Institute of Audiovisual Arts. Kraków.

The Centre offers interdisciplinary courses for post-graduate students (MA and PhD candidates). Its main goals include the introduction of gender studies within the Polish academic environment, the popularisation of gender oriented research as a part of contemporary humanities; the promotion of an interdisciplinary approach to gender studies; the practical analysis of particular gender issues.

Contact person: Małgorzata Radkiewicz

E-mail: radkiewi@theta.uoks.uj.edu.pl

### □ Interdyscyplinarny Zespół Badań nad Problematyką Gender.

(Interdisciplinary Research Group on Gender Studies).

University of Silesia - Department of Philology. Katowice.

E-mail: gender@us.edu.pl

Web-site (in English): www.zenskestudie.edu.yu/wgsact/poland/pl-irgg.html#ProgramDescription

### □ Interdyscyplinarny Zespół Badań nad Problematyką Gender

(Interdisciplinary Group on Gender Studies). University of Wrocław – Institute of English Philology. Wrocław.

This is an interdepartmental interdisciplinary group, the aim of which is to establish an international network of academics (with a particular interest in young scientists), non-profit practitioners and teachers who collaborate across disciplinary, professional and national boundaries to foster a culture of pluralism, diversity and participative democracy in order to promote civil society in Central and Eastern Europe.

Contact persons:

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Web-site (in English): www.iisce.dswe.wroc.pl

### □ Interdyscyplinarny Zespół Badawczy Problemów Kobiet UAM

(Women's Studies Interdisciplinary Research Group).

University of Adam Mickiewicz - Institute of Philosophy. Poznań.

The Centre has existed since 1989 as an informal group of scholars and students sharing interests in gender studies within different fields of academic endeavour. In the coming years, the research group will run MA and PhD seminars oriented towards thesis research.

Contact person: Elżbieta Pakszys

E-mail: pakszyse@main.amu.edu.pl

Web-site: www.main.amu.edu.pl/~pakszyse/welcome.html

### □ Interdyscyplinarny Zespół do Badań nad Społecznymi Problemami Płci Instytutu Studiów Społecznych Uniwersytetu Warszawskiego

(Interdisciplinary Research Section on Gender).

University of Warsaw - Institute of Social Studies. Warsaw.

The Research Section, established in 1993, organises seminars on women in the labour market, politics, media and culture for students of sociology and other disciplines. It develops projects at national and international levels. It is connected to the UNESCO Chair "Women, Society and Development", established in 1996.

Contact person: Renata Siemińska

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Web-site: www.iss.uw.edu.pl/ekipa.html#izbspp

□ **Ośrodek Naukowo - Badawczy Problematyki Kobiet, Uniwersytet Łódzki**

(*Women's Studies Centre*).  
Łódź University. Łódź.

The Centre was established in 1992 and was the first structure of this kind in Poland. It is one of the oldest women's studies centres in Eastern and Central Europe. Its activities include research on and teaching of women's issues from different disciplinary points of view (cultural anthropology, philosophy, sociology, psychology, literature, film and cultural studies) as well as the organisation of international conferences, seminars and workshops, hosting guest lectures and publishing conference materials. These activities are addressed to the university community and the general public. The Women's Studies Centre co-operates with scholars and institutions from more than forty universities from the European Union, the United States and Australia with in various international research and teaching projects. Moreover, the Centre co-operates on a regular basis with local artists and professional journalists.

*Contact persons:* Elżbieta H. Oleksy, Małgorzata Dziedziczak-Papis, Aleksandra M. Różalska  
*E-mail:* gender2002@uni.lodz.pl  
*Web-site* (in English): www.uni.lodz.pl/womenstudies

□ **Studium Podyplomowe Gender Studies. Interdyscyplinarne Studia nad Społeczną i Kulturową Tożsamością Płci**

(*Post-Graduate Gender Studies*).

Warsaw University – Institute of Applied Social Sciences. Warsaw.

The Centre was founded in 1995 and post-graduate gender studies began in 1996. The aim of these studies is to define gender, identify its function in culture, society and social sciences, and, finally, to understand the social consequences of gender-related norms and stereotypes. The two year degree prepares employees for family courts, legal offices, counselling centres, media and women's organisations.

*Contact persons:* Małgorzata Fuszara, Bożena Choluż  
*E-mail:* pubrel@mercuy.ci.uw.edu.pl  
*Web-site:* www.gender.uw.edu.pl

■ **Romania**

□ **Asociația Română a Femeilor cu Diploma Universitară**

(*Romanian Association of University Women*). Bucharest.

The organisation is affiliated to the "International Federation of University Women" (IFUW) composed of 74 organisations around the globe. It offers programmes, information and advocacy, in accordance with the priorities of IFUW. It focuses in particular on graduate women and provides a wide range of educational, humanitarian and cultural activities.

*Contact person:* Maria A. Ciochirca  
*E-mail:* mcio22@yahoo.com

□ **Centrul de Studii Feministe și de Gen – Departamentul de Sociologie și Asistența Socială**

(*Centre for Feminist and Gender Studies – Department of Sociology and Social Work*). University Alexandru Ioan Cuza. Iași.

The Centre aims at developing interdisciplinary research in the field of feminism; a graduate programme - MA degree in women's studies; interdisciplinary research activity concerning women in post-communist societies; links with women's organisations in Romania and abroad; exchange of information and mobility of teaching staff with women's studies centres in Europe and world wide; information and documentation sources; publication activities.

*Contact person:* Doina Balahur  
*E-mail:* cmsdc@zappmobile.ro  
*Web-site* (in English): www.uaic.ro

□ **Centrul Roman pentru Femeile din Știință și Tehnologie (Romanian Gender Centre for Women in Science and Technology).**

Bucharest.

The main scope of the Centre is to improve Romanian women's education and professional careers by promoting: a wider access to education and professional training for women; the dissemination of information regarding training and career opportunities; a wider involvement in science and technology activities; the encouragement of the promotion of women in managerial and decision-making positions; the involvement and development of research and technology programmes and projects with significant impact on women's work, particularly in rural communities and less developed areas; and a better access to information concerning the activities of gender organisations in Romania and abroad.

*Contact person:* Alexandra Caramizoiu  
*E-mail:* alexandra\_caramizoiu@pcnet.ro

□ **Fundatia Sanse Egale pentru Femei (SEF)**

(*Foundation for Equal Opportunities for Women*). Iași.

The aim of the Foundation is to increase women's participation in decision making, in politics and public life; to promote women's participation in community development; to foster solidarity among women involved in both democracy building/consolidation and political life; to defend both women's human rights and interests by evaluating policies and the development of social. These aims are to be implemented at local, national, regional and international levels.

*Contact person:* Dina Loghin  
*E-mail:* sef@sef.ro  
*Web-site* (in English): www.sef.ro

□ **Gender – Centru de Studiu al Identitatii Feminine**

(*Gender – Centre for Feminine Identity Studies*). Bucharest.

Contact person: Madalina Nicolaescu

E-mail: mnicolaescu@fx.ro

□ **Grupul Interdisciplinar de Studii de Gen**

(*Interdisciplinary Group for Gender Studies*).

Babes-Bolyai University, Cluj-Napoca.

The group is developing - within the Faculty of Cultural Anthropology - regional research and teaching activities with a strong gender and ethnic component.

Contact person: Eniko Magyari-Vincze

E-mail: eni\_personal@yahoo.com

□ **Institutul Femeilor**

(*Women's Institute*). Bucharest.

Contact person: Craciun Proica

E-mail: prody@pcnet.pcnnet.ro

□ **Societatea de Analize Feministe (AnA)**

(*Romanian Society for Feminist Analyses*). Bucharest.

Established in 1993, it was the first feminist centre in contemporary Romania and was one of two Romanian organisations, which won in 1998 the US/EU Award for Civil Society and Democracy. It serves as a link between academics, women activists and NGOs in Romania. As a multimedia resource centre, its main activities are focused around four departments: a documentation centre, a library, a teaching unit and a printing department. Since 1995, AnA publishes the only journal for feminist studies in Romania (*AnaLize Journal*); is involved in community development programmes; designs and launches practical oriented research projects in all fields related to gender issues. The teaching unit provides advice on curricula design for gender/feminist university courses and trains gender experts.

Contact person: Laura Grunberg

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L.Grunberg@cepes.ro

Web-site (in English): www.anasaf.ro

■ **The Slovak Republic**

□ **Centrum rodových štúdií**

(*Gender Studies Centre*).

Comenius University – Faculty of Arts, Bratislava.

Founded in 2001, the Centre is the first institution established in the Slovak Republic, which focuses on educational and research activities on gender. The interdisciplinary programme is concentrated on relations between genders in different areas of life and theory and collaborates with scholars from various departments. Its aim is to approximate university education and research to the standards of the countries, where gender studies have been developed as an expression of the democratic policy of education.

Contact person: Zuzana Kicková

E-mail: genderstudies@fphil.uniba.sk

Web-site (in English): www.genderstudies.fphil.uniba.sk

■ **Slovenia**

In Slovenia, there is no special centre for women's studies because a gender mainstreaming approach prevailed until the end of the 1990s. Gender/women's studies are mostly concentrated in the following academic institutions:

□ **Fakulteta za družbene vede**

(*Faculty of Social Sciences*).

University of Ljubljana, Ljubljana.

Contact persons:

Maca Jogan, Mirjana Ule, Tanja Rener, Nevenka Sadar-Černigoj

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Tanja.Rener@uni-lj.si

Nevenka.Sadar@uni-lj.si

Web-site: www.fdv.uni-lj.si/osebne/Jogan.HTM

□ **Filozofska fakulteta**

(*Faculty of Philosophy*).

University of Ljubljana, Ljubljana.

Department of Sociology

Contact person: Milica Antič-Gaber

E-mail: Milica.Antic@ff.uni-lj.si

Web-site (in English): www.ff.uni-lj.si/sociologija/english.htm

Postgraduate programme *Women's Studies and Feminist Theory*

Contact person: Eva Bahovec

E-mail: Eva.Bahovec@guest.arnes.si

Web-site (in English): www.ff.uni-lj.si/filo/english/staff/bahoveca.htm

□ **Fakulteta za socialno delo**

(*Faculty of Social Work*).

University of Ljubljana, Ljubljana.

Contact person: Darja Zaviršek

E-mail: Darja.Zavirsek@guest.arnes.si

Web-site: www.vssd.uni-lj.si/SODELAVCI/ZAVIRSEK.HTML

□ **Institutum Studiorum Humanitatis (ISH)**

(*Institute for Studies of Humanities*). Ljubljana.

Contact person: Svetlana Slapsak

E-mail: svetlana@ish.si

Web-site: www.ish.si

□ **Pedagoška fakulteta**

(*Faculty of Pedagogic*).

University of Maribor, Maribor.

Contact person: Jana Bezenšek

E-mail: Jana.Bezensek@uni-mb.si

Web-site: www.pfmb.uni-mb.si/programi/soc/uvod.html

□ **Urad za enake možnosti**

(*Office for Equal Opportunities*).

Government of the Republic of Slovenia, Ljubljana.

Contact person: Tanja Salecl

E-mail: uem@gov.si

Web-site (in English): www.uem-rs.si/eng

### Annex 3

#### Hierarchical structure of scientific degrees system & academic titles/ranks within HE and R&D

This Annex gives an insight in the hierarchical structure of Scientific Degrees & Titles Systems of the Enwise countries following the approach to the issue presented in the Commission's recent publication "*She Figures 2003*" (European Commission, 2003b). The reasons for approaching the issue in generalised and not in differentiated terms are as follows. Firstly, since the specific terminology of the academic titles/ranks differs across the Enwise countries, detailed descriptions would not facilitate the understanding of the issue, just the opposite. Facing the same difficulties, the "*She Figures 2003*" has articulated terminology<sup>1</sup> such as *academic staff grades* and differentiated between *Grade A* (corresponding to *Full Professor*) and the categories of *Grades B, C and D*. The last group has not been differentiated, because further methodological work is necessary if more detailed analysis is to be undertaken. Secondly, in order to obtain an insight in the hierarchy of the Enwise countries' system, three academic and research levels are presented hereafter. For example, in each Enwise country, the first rank/title "Researcher" is divided into several sub-categories (titles/ranks), but the respective countries' particularities are intentionally left out. In short, proceeding this way, the details are lost but a kind of common picture, as well as an insight into the system's hierarchy is gained. No other way for proceeding would be possible without preliminary specialised study on the issue or without preliminary elaborated methodology for such specialised study (which is of course outside the scope of this Report).

Following the Soviet model the majority of the Enwise countries (with the exceptions of Slovenia and Romania) introduced two-level scientific degrees. The first one was *Candidate of Science* (CSc.) similar to the Western academic degree PhD Usually it was a three-year study at a post-graduate level resulting in defense of written doctoral thesis. The second scientific degree was *Doctor of Science* (DSc.) similar to the Western *Doctor Habilitatus*. It required the defense of second doctoral thesis and was of course more complicated. Post-graduate studies were held both at the National Academies of Sciences and at the Universities as well. The preliminary requirement for career-building at the University track (HE) as well as at the Scientific track (R&D) was the holding of *Candidate of Science* (PhD) degree.

The **University track** (HE sector): The hierarchical structure of titles/ranks (bottom to top) was: Lecturer, Assistant Professor, Associate Professor (in some Enwise countries known as Docent) and Full Professor. The highest academic title/rank was Academician, i.e. a Member of the National Academy of Sciences. At the **University track**, **Habilitation** meant and still means a process of applying with follow-up awarding of the title/rank *Associate Professor* and/or *Full Professor*.

1. For further details, see also Annex 8.

The **Scientific track** (Government R&D sector): The hierarchical structure of titles/ranks (bottom to top) was: *Researcher*, *Senior Researcher corresponding to the title Associate Professor* at the University track and *Senior Researcher corresponding to the title Full Professor* at the University track. At the **Scientific track**, **Habilitation** meant and still means a process of applying with follow-up awarding of title *Senior Researcher corresponding to Associate Professor* and/or a title *Senior Researcher corresponding to Full Professor*. The described hierarchical structure of scientific degrees and titles/ranks slightly vary across the Enwise countries, but mostly in terms of used specific terminology rather than in terms of structure.

#### Transformation of these degrees (1990-1995) and onwards

The former scientific degree *Candidate of Science* (CSc) was equalised to the Western academic degree of a PhD. The second scientific degree *Doctor of Science* (DSc.) was equalised to the Western degree *Doctor Habilitatus*. This was the case in Poland, whereas in Hungary, it was replaced by the scientific degree *Doctor of the Hungarian Academy of Sciences*. Bulgaria, the Czech Republic and the Slovak Republic preserved the scientific degree *Doctor of Science* (DSc.). In the Baltic States, the second scientific degree “*Doctor of Science*” (DSc.) was replaced by *Doctor Habilitatus* and universities were given back their right to award the academic degree of PhD.

Nevertheless heated debates are going on from time to time among the scientific communities on the issue of this latter DSc. Degree, and whether it has to be maintained or abolished?

Since 2000, the second level scientific degree, *Doctor of Science*, which was replaced in 1994 by *Doctor Habilitatus* has not been awarded any more in Estonia or Latvia. The previous Soviet two-level scientific degree system has been transformed into a one-tier academic degree in these countries. Unlike Estonia and Latvia, Lithuania preserved the second level scientific degree *Doctor Habilitatus*, but Lithuanian holders of this degree, as well as the holders of the first level scientific degree *Doctor of Science* passed through a specific process known as **nostrification** of their theses. “*It meant that all doctoral theses that have been defended during the communist period were checked by the Lithuanian Scientific Council for their scientific quality and for their loyalty to Lithuanian state. Some theses in social sciences and humanities, in particular in the field of the so-called scientific communism were not nostrificated and their authors did not receive new diplomas (certificates) for Doctor of Science and/or Doctor Habilitatus*” (Zvinkliene, 2003).

#### The particular case of GDR

A two-level scientific degree also operated in GDR. The first scientific degree was *Doctor of an academic branch* (*Doktor eines Wissenschaftszweiges*) similar to the Western academic degree PhD and the second scientific degree - *Doktor Habilitatus* (Dr.Habil.). The latter was replaced in 1968 by *Doctor of Science* - DSc. (*Doktor der Wissenschaften*). After German unification, the holders of DSc. degree were offered official ways to change again back to Dr.Habil., since the scientific degree Dr.Habil. had always existed in Germany.

The typical structure of **University track** in GDR was: scientific assistant with limited contract (for graduates), scientific staff member with unlimited contracts (PhD as a rule), docent and professor (with DSc./Habilitation); and for the governmental **R&D sector**: scientific staff member with unlimited contracts (with PhD as a rule) and professor (DSc.).

## Annex 4 R&D transformations in the Baltic States

In **Estonia** the law on *Research Organisation* was replaced by the new *Organisation of Research and Development Act* (adopted in 1997), which founded the basis for the structural reform of the research establishments, in particular for revising the mechanisms of financing of research institutions. The Estonian Science Foundation (ESF) and the Innovation Foundation (now part of the Enterprise Estonia Agency, EAS) were reorganised into independent non-profit agencies distributing the state budget allocation in the form of grants. Currently, the ESF distributes about 25% of the research funding via grants and the other 75% are distributed by the Ministry of Education and Research via its advisory body – the Science Competence Council. The process of integration of the research institutes formerly belonging to the Estonian Academy of Sciences into the four Estonian Universities was carried out in 1996-1998.

**Latvia** has reorganised the financing system of science and research in a similar way. The former research institutes of the Latvian Academy of Sciences, being now independent governmental non-profit research organisations, do not receive the science funding **directly** (as in previous times) from the state budget, but the funding is delivered as research grants via Latvian Council of Science (LCS) and on the basis of a competition. The process of the integration of independent state research institutions into the Latvian universities, which had begun in 1995, was finished formally in 1998. It meant the incorporation of the state research institutes into Latvian universities with the aim of modernising the universities and of strengthening their research capacity. However, the integration of state research institutes into universities was in a sense a very formal process. Up to now, all the institutes are still legally independent, although they are formally university institutes. A new phase of transformation of the R&D sector is supposed to start in 2004. The legal status of the state research institutes will be changed, there will be only 5 to 7 state research institutes, most of them will be fully integrated into universities, and may be a few of them will be reformed as state commercial establishments.

In **Lithuania**, the main part of R&D capacity is concentrated in Higher Education and in the Governmental Sector as state research institutes and university research institutes. The HE and GOV R&D is financed from the budget; however, additional income can be funded by various foundations; for instance, Lithuanian State Research and Higher Education Fund gives the possibility for an individual scholar or a group of scholars to apply for a grant to support research, to prepare a scientific monograph, etc.

The research potential has remained unchanged during the last five years at least, where the Gross Domestic Expenditure on R&D (GERD) has been about 0.52% of the Gross Domestic Product (GDP). Growth of the capital expenditure in HE and Government R&D is insufficient, personnel costs are close to 80% of all expenditure despite the increase of business expenditure on R&D in 2000 and 2001.

On 1 October 2002, a new version of the Law on Research and Higher Education entered into force. The policy of research is shaped and implemented by the Ministry of Education and Science, in collaboration with the Science Council of Lithuania.

In order to improve the co-ordination of Lithuanian R&D activities and to increase efficiency of the country's R&D system, the Government established the Council on Science and Technologies in 2002. The Council is composed of R&D related ministers, outstanding researchers and representatives of industry. The Council is chaired by the Prime Minister.

At the end of the reorganisation, many of the sectoral institutes of the former Lithuanian Academy of Sciences, which, after the abolishment in 1991 of the Academy of Science as an independent scientific system, became governmental institutions, saved their independence from universities as state research institutes. The status of a university research institute is similar to that of a state research institute. University research institutes are more oriented towards fundamental research and act in research branches related to the teaching programmes of the corresponding university. The university appoints one third of the members of the board of a university research institute. State research establishments are under the supervision of corresponding ministries or universities. Ministerial institutes concentrate their activities on applied research and/or development.

## Annex 5

### HE legislation in the Enwise countries

(Transitional period and reforms in view of Enlargement)

| Country         | Legislation   | Year |
|-----------------|---|------|
| Bulgaria        | - Law of (Autonomy) Higher Education (adopted in 1991)                              | 1990 |
|                 | - Law of Higher Education (amending a Law of 1990)                                  | 1995 |
| Czech Republic  | - Higher Education Act  | 1992 |
|                 | - Higher Education Act  | 1997 |
| Estonia         | - Universities Act  | 1995 |
| Hungary         | - The New Higher Education Law  | 1993 |
| Latvia          | - Law on Scientific Activity  | 1992 |
|                 | - Law on Higher Education Establishments (amended in 2000)                          | 1995 |
|                 | - Law on Education  | 1998 |
|                 | - Law on Professional Education   | 1999 |
| Lithuania       | - Law on Research and Higher Education  | 1991 |
|                 | - Law on Higher Education   | 2000 |
|                 | - Law on Research and Higher Education  | 2002 |
| Poland          | - Act on Schools of Higher Education  | 1990 |
| Romania         | - Law of Accreditation of Higher Education Institutions and Recognition of Diplomas | 1993 |
|                 | - Law on Education with further modifications and supplements                       | 1995 |
|                 | - Statute of Teaching Staff   | 1997 |
|                 | - Law concerning Private Higher Education   | 2002 |
|                 | - Law concerning Romanian University Extensions abroad                              | 2002 |
| Slovak Republic | - Education Act   | 1990 |
|                 | - Higher Education Act  | 1990 |
|                 | - Act on State Administration and Self-Government                                   | 1992 |
|                 | - Of which a new version  | 1996 |
| Slovenia        | - The Higher Education Act  | 1993 |
|                 | - Amended   | 1999 |

The information given in the above table should be further commented:

- Because of the deficiencies of a bottom-up driven phase, the *Higher Education Acts* adopted in most Enwise countries during the first phase (1990-1995) were duly revised after 1995.
- The legislative reform in the CEECs and in the Baltic countries had **different priorities** during the transitional period as a whole. While most of the CEECs until 1995 focused their efforts on reforming their HE legislation, the Baltic States had another priority: the adoption of new R&D legislation. As stressed in the analysis of R&D sectors in the CEECs presented in Chapter 2, Slovenia was maybe the only one, which during this first phase focused its attention on promoting R&D legislation as well.
- During the *top-down* driven phase (1995-1998/9), the CEECs, in parallel to the amendment of their HE legislation, initiated legislative reforms in R&D sector as well. The Baltic countries, following the revision of the adopted R&D legislation during the first phase, initiated reforms of their HE sectors from 1995 onwards.

## Annex 6

### Distribution of researchers from the Enwise countries across R&D sectors, head count and percentage, 2001

|                                |       | Business Enterprise    |        | Higher Education |        | Government |        | Private Non-profit |       | All Sectors              |         |
|--------------------------------|-------|------------------------|--------|------------------|--------|------------|--------|--------------------|-------|--------------------------|---------|
| Bulgaria                       | Women | 605                    | 12.6 % | 875              | 18.2 % | 3 301      | 68.8 % | 16                 | 0.3 % | 4 797                    | 100.0 % |
|                                | Men   | 620                    | 10.8 % | 1 613            | 28.2 % | 3 462      | 60.4 % | 35                 | 0.6 % | 5 730                    | 100.0 % |
|                                | Total | 1 225                  | 11.6 % | 2 488            | 23.6 % | 6 763      | 64.2 % | 51                 | 0.5 % | 10 527                   | 100.0 % |
| Czech Republic                 | Women | 1 341                  | 18.8 % | 3 504            | 49.1 % | 2 234      | 31.3 % | 54                 | 0.8 % | 7 133                    | 100.0 % |
|                                | Men   | 6 777                  | 34.9 % | 7 580            | 39.0 % | 4 853      | 25.0 % | 229                | 1.2 % | 19 439                   | 100.0 % |
|                                | Total | 8 118                  | 30.6 % | 11 084           | 41.7 % | 7 087      | 26.7 % | 283                | 1.1 % | 26 572                   | 100.0 % |
| Estonia                        | Women | 164                    | 8.3 %  | 1 434            | 72.8 % | 349        | 17.7 % | 22                 | 1.1 % | 1 969                    | 100.0 % |
|                                | Men   | 343                    | 13.2 % | 1 913            | 73.5 % | 326        | 12.5 % | 19                 | 0.7 % | 2 601                    | 100.0 % |
|                                | Total | 507                    | 11.1 % | 3 347            | 73.2 % | 675        | 14.8 % | 41                 | 0.9 % | 4 570                    | 100.0 % |
| Hungary                        | Women | 1 208                  | 12.9 % | 6 313            | 67.4 % | 1 842      | 19.7 % | :                  | :     | 9 363                    | 100.0 % |
|                                | Men   | 3 700                  | 19.5 % | 11 958           | 63.0 % | 3 330      | 17.5 % | :                  | :     | 18 988                   | 100.0 % |
|                                | Total | 4 908                  | 17.3 % | 18 271           | 64.4 % | 5 172      | 18.2 % | :                  | :     | 28 351                   | 100.0 % |
| Latvia                         | Women | 518                    | 17.3 % | 2 059            | 68.6 % | 419        | 14.0 % | 4                  | 0.1 % | 3 000                    | 100.0 % |
|                                | Men   | 405                    | 14.7 % | 1 974            | 71.5 % | 381        | 13.8 % | 1                  | 0.0 % | 2 761                    | 100.0 % |
|                                | Total | 923                    | 16.0 % | 4 033            | 70.0 % | 800        | 13.9 % | 5                  | 0.1 % | 5 761                    | 100.0 % |
| Lithuania                      | Women | 248                    | 5.2 %  | 3 439            | 71.5 % | 1 114      | 23.2 % | 10                 | 0.2 % | 4 811                    | 100.0 % |
|                                | Men   | 343                    | 6.3 %  | 3 800            | 70.0 % | 1 269      | 23.4 % | 14                 | 0.3 % | 5 426                    | 100.0 % |
|                                | Total | 591                    | 5.8 %  | 7 239            | 70.7 % | 2 383      | 23.3 % | 24                 | 0.2 % | 10 237                   | 100.0 % |
| Poland                         | Women | 3 332                  | 9.9 %  | 24 925           | 74.3 % | 5 307      | 15.8 % | :                  | :     | 33 564                   | 100.0 % |
|                                | Men   | 8 464                  | 15.5 % | 39 072           | 71.6 % | 7 054      | 12.9 % | :                  | :     | 54 590                   | 100.0 % |
|                                | Total | 11 796                 | 13.4 % | 63 997           | 72.6 % | 12 361     | 14.0 % | :                  | :     | 88 154                   | 100.0 % |
| Romania                        | Women | 4 835                  | 47.4 % | 2 470            | 24.4 % | 2 802      | 27.7 % | :                  | :     | 10 107                   | 100.0 % |
|                                | Men   | 6 821                  | 50.6 % | 3 707            | 27.5 % | 2 962      | 22.0 % | :                  | :     | 13 490                   | 100.0 % |
|                                | Total | 11 656                 | 49.4 % | 6 177            | 26.2 % | 5 764      | 24.4 % | :                  | :     | 23 597                   | 100.0 % |
| Slovak Republic <sup>(1)</sup> | Women | 644                    | 16.9 % | 2 089            | 54.7 % | 1 083      | 28.4 % | :                  | :     | 3 816                    | 100.0 % |
|                                | Men   | 1 612                  | 28.0 % | 2 801            | 48.6 % | 1 355      | 23.5 % | :                  | :     | 5 768                    | 100.0 % |
|                                | Total | 2 256                  | 23.5 % | 4 890            | 51.0 % | 2 438      | 25.4 % | :                  | :     | 9 584                    | 100.0 % |
| Slovenia                       | Women | 471                    | 20.0 % | 1 007            | 42.7 % | 862        | 36.6 % | 18                 | 0.8 % | 2 358                    | 100.0 % |
|                                | Men   | 1 114                  | 26.5 % | 1 947            | 46.3 % | 1 057      | 25.1 % | 86                 | 2.0 % | 4 204                    | 100.0 % |
|                                | Total | 1 585                  | 24.2 % | 2 954            | 45.0 % | 1 919      | 29.2 % | 104                | 1.6 % | 6 562                    | 100.0 % |
| Enwise-10                      | Women | 13 366                 | 16.5 % | 48 115           | 59.5 % | 19 313     | 23.9 % | 124                | 0.2 % | 80 918                   | 100.0 % |
|                                | Men   | 30 199                 | 22.7 % | 76 365           | 57.4 % | 26 049     | 19.6 % | 384                | 0.3 % | 132 997                  | 100.0 % |
|                                | Total | 43 565                 | 20.4 % | 124 480          | 58.2 % | 45 362     | 21.2 % | 508                | 0.2 % | 213 915                  | 100.0 % |
| EU-15 <sup>(2)</sup>           | Women | 51 952 <sup>(3)</sup>  | 17.5 % | 200 981          | 67.9 % | 43 268     | 14.6 % | :                  | :     | 296 201 <sup>(4)</sup>   | 100.0 % |
|                                | Men   | 294 194 <sup>(3)</sup> | 37.2 % | 399 142          | 50.5 % | 96 742     | 12.2 % | :                  | :     | 790 078 <sup>(4)</sup>   | 100.0 % |
|                                | Total | 346 146 <sup>(3)</sup> | 31.9 % | 600 123          | 55.2 % | 140 010    | 12.9 % | :                  | :     | 1 086 279 <sup>(4)</sup> | 100.0 % |

Source: European Commission 2003b.

Exceptions to the reference year: BG, EE, LV (HES+GOV), PL, SI: 2000

Notes: (1) FTE as exception to HC

(2) Reference year: 2000 (exception: AT: 1998)

(3) Excludes BE, NL, LU, SE, UK because no sex-disaggregated data for the BES are available from these countries  
This amounts to an additional 150 000 researchers, representing about 30% of the BES

(4) PNP not included in calculation

## Annex 7

### Gender distribution of researchers from the Enwise countries within each country and R&D sectors, head count and percentage, 2001

|                                |       | Business Enterprise    |       | Higher Education |       | Government |       | Private Non-profit |       | All Sectors              |       |
|--------------------------------|-------|------------------------|-------|------------------|-------|------------|-------|--------------------|-------|--------------------------|-------|
| Bulgaria                       | Women | 605                    | 49 %  | 875              | 35 %  | 3 301      | 49 %  | 16                 | 31 %  | 4 797                    | 46 %  |
|                                | Men   | 620                    | 51 %  | 1 613            | 65 %  | 3 462      | 51 %  | 35                 | 69 %  | 5 730                    | 54 %  |
|                                | Total | 1 225                  | 100 % | 2 488            | 100 % | 6 763      | 100 % | 51                 | 100 % | 10 527                   | 100 % |
| Czech Republic                 | Women | 1 341                  | 17 %  | 3 504            | 32 %  | 2 234      | 32 %  | 54                 | 19 %  | 7 133                    | 27 %  |
|                                | Men   | 6 777                  | 83 %  | 7 580            | 68 %  | 4 853      | 68 %  | 229                | 81 %  | 19 439                   | 73 %  |
|                                | Total | 8 118                  | 100 % | 11 084           | 100 % | 7 087      | 100 % | 283                | 100 % | 26 572                   | 100 % |
| Estonia                        | Women | 164                    | 32 %  | 1 434            | 43 %  | 349        | 52 %  | 22                 | 54 %  | 1 969                    | 43 %  |
|                                | Men   | 343                    | 68 %  | 1 913            | 57 %  | 326        | 48 %  | 19                 | 46 %  | 2 601                    | 57 %  |
|                                | Total | 507                    | 100 % | 3 347            | 100 % | 675        | 100 % | 41                 | 100 % | 4 570                    | 100 % |
| Hungary                        | Women | 1 208                  | 25 %  | 6 313            | 35 %  | 1 842      | 36 %  | :                  | :     | 9 363                    | 33 %  |
|                                | Men   | 3 700                  | 75 %  | 11 958           | 65 %  | 3 330      | 64 %  | :                  | :     | 18 988                   | 66 %  |
|                                | Total | 4 908                  | 100 % | 18 271           | 100 % | 5 172      | 100 % | :                  | :     | 28 351                   | 100 % |
| Latvia                         | Women | 518                    | 56 %  | 2 059            | 51 %  | 419        | 53 %  | 4                  | 80 %  | 3 000                    | 52 %  |
|                                | Men   | 405                    | 44 %  | 1 974            | 49 %  | 381        | 47 %  | 1                  | 20 %  | 2 761                    | 48 %  |
|                                | Total | 923                    | 100 % | 4 033            | 100 % | 800        | 100 % | 5                  | 100 % | 5 761                    | 100 % |
| Lithuania                      | Women | 248                    | 42 %  | 3 439            | 48 %  | 1 114      | 47 %  | 10                 | 42 %  | 4 811                    | 47 %  |
|                                | Men   | 343                    | 58 %  | 3 800            | 52 %  | 1 269      | 53 %  | 14                 | 58 %  | 5 426                    | 53 %  |
|                                | Total | 591                    | 100 % | 7 239            | 100 % | 2 383      | 100 % | 24                 | 100 % | 10 237                   | 100 % |
| Poland                         | Women | 3 332                  | 28 %  | 24 925           | 39 %  | 5 307      | 43 %  | :                  | :     | 33 564                   | 38 %  |
|                                | Men   | 8 464                  | 72 %  | 39 072           | 61 %  | 7 054      | 57 %  | :                  | :     | 54 590                   | 62 %  |
|                                | Total | 11 796                 | 100 % | 63 997           | 100 % | 12 361     | 100 % | :                  | :     | 88 154                   | 100 % |
| Romania                        | Women | 4 835                  | 41 %  | 2 470            | 40 %  | 2 802      | 49 %  | :                  | :     | 10 107                   | 43 %  |
|                                | Men   | 6 821                  | 59 %  | 3 707            | 60 %  | 2 962      | 51 %  | :                  | :     | 13 490                   | 57 %  |
|                                | Total | 11 656                 | 100 % | 6 177            | 100 % | 5 764      | 100 % | :                  | :     | 23 597                   | 100 % |
| Slovak Republic <sup>(1)</sup> | Women | 644                    | 29 %  | 2 089            | 43 %  | 1 083      | 44 %  | :                  | :     | 3 816                    | 40 %  |
|                                | Men   | 1 612                  | 71 %  | 2 801            | 57 %  | 1 355      | 56 %  | :                  | :     | 5 768                    | 60 %  |
|                                | Total | 2 256                  | 100 % | 4 890            | 100 % | 2 438      | 100 % | :                  | :     | 9 584                    | 100 % |
| Slovenia                       | Women | 471                    | 30 %  | 1 007            | 34 %  | 862        | 45 %  | 18                 | 17 %  | 2 358                    | 36 %  |
|                                | Men   | 1 114                  | 70 %  | 1 947            | 66 %  | 1 057      | 56 %  | 86                 | 83    | 4 204                    | 64 %  |
|                                | Total | 1 585                  | 100 % | 2 954            | 100 % | 1 919      | 100 % | 104                | 100   | 6 562                    | 100 % |
| Enwise-10                      | Women | 13 366                 | 31 %  | 48 115           | 39 %  | 19 313     | 43 %  | 124                | 24    | 80 918                   | 38 %  |
|                                | Men   | 30 199                 | 69 %  | 76 365           | 61 %  | 26 049     | 57 %  | 384                | 76    | 132 997                  | 62 %  |
|                                | Total | 43 565                 | 100 % | 124 480          | 100 % | 45 362     | 100 % | 508                | 100   | 213 915                  | 100 % |
| EU-15 <sup>(2)</sup>           | Women | 51 952 <sup>(3)</sup>  | 15 %  | 200 981          | 33 %  | 43 268     | 31 %  | :                  | :     | 296 201 <sup>(4)</sup>   | 27 %  |
|                                | Men   | 294 194 <sup>(3)</sup> | 85 %  | 399 142          | 67 %  | 96 742     | 69 %  | :                  | :     | 790 078 <sup>(4)</sup>   | 73 %  |
|                                | Total | 346 146 <sup>(3)</sup> | 100 % | 600 123          | 100 % | 140 010    | 100 % | :                  | :     | 1 086 279 <sup>(4)</sup> | 100 % |

Source: European Commission 2003b.

Exceptions to the reference year: BG, EE, LV (HES+GOV), PL, SI: 2000

Notes: (1) FTE as exception to HC

(2) Reference year: 2000 (exception: AT: 1998)

(3) Excludes BE, NL, LU, SE, UK because no sex-disaggregated data for the BES are available from these countries  
This amounts to an additional 150 000 researchers, representing about 30% of the BES

(4) PNP not included in calculation

## Annex 8

### National Academic Staff Grades in the Enwise countries

The following lists the academic staff grades, to which reference is made in Chapter 3. The grade(s) corresponding to Grade A and to the sum of Grades B, C and D are presented below, under each country heading.

---

#### Bulgaria

A: Professor

B-D: Associate Professor, Assistant Lecturer, Research associate.

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#### Czech Republic

A: Professor

B-D: Associate Professor, Senior Assistant, Assistant Lecturer.

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#### Estonia<sup>1</sup>

A: Professor

B-D: Associate Professor, Assistant Professor, Assistant Teacher, Other.

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#### Hungary

A: Professor (Egyetemi Tanár)

B-D: Associate Professor (Docens), Senior Lecturer (Adjunktus), Lecturer (Tanársegéd).

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#### Latvia

A: Full Professor

B-D: Associate Professor, Assistant Professor, Assistant Lecturer, Researcher.

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#### Lithuania

A: Professor

B-D: Associate Professor, Other teaching staff.

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#### Poland

A: Full Professor

B-D: Doctor, Doctor hab., Professor of high school.

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#### Romania

No data.

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#### Slovak Republic

A: Professor

B-D: Docent, Senior Lecturer, Lector, Lecturer.

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#### Slovenia

A: Professor

B-D: Associate Professor, Assistant Professor.

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(1) The data on academic staff cover universities and research centres within universities (most research institutes have been incorporated into universities). These data are represented in FTE and include both educational and R&D activities.

## Annex 9

### Female Representation in the National Academies of Sciences of the Enwise Countries

| Country         | Distribution | Board of Directors | Executive Council     | General Assembly        |
|-----------------|--------------|--------------------|-----------------------|-------------------------|
| Bulgaria        | Total        | 11                 | 12                    | 59                      |
|                 | Females      | 0                  | 3                     | 1                       |
|                 | % of Females | 0 %                | 25 %                  | 2 %                     |
| Czech Republic  | Total        | 7                  | 10                    | 246                     |
|                 | Females      | 2                  | 0                     | 30                      |
|                 | % of Females | 29 %               | 0 %                   | 12 %                    |
| Estonia         | Total        | 12                 | 8                     | 57                      |
|                 | Females      | 1                  | 0                     | 1                       |
|                 | % of Females | 8 %                | 0 %                   | 2 %                     |
| Hungary         | Total        | 20                 | 6                     | 337                     |
|                 | Females      | 0                  | 0                     | 11                      |
|                 | % of Females | 0 %                | 0 %                   | 3 %                     |
| Latvia          | Total        | 6                  | 28                    | 97                      |
|                 | Females      | 0                  | 5                     | 12                      |
|                 | % of Females | 0 %                | 18 %                  | 12 %                    |
| Lithuania       | Total        | 7                  | <i>Not Applicable</i> | 40                      |
|                 | Females      | 1                  | <i>Not Applicable</i> | 1                       |
|                 | % of Females | 14 %               | <i>Not Applicable</i> | 3 %                     |
| Poland          | Total        | 4                  | 32                    | 191                     |
|                 | Females      | 0                  | 1                     | 4                       |
|                 | % of Females | 0 %                | 3 %                   | 2 %                     |
| Romania         | Total        | 6                  | 17                    | 181                     |
|                 | Female       | 1                  | 1                     | <i>Data Unavailable</i> |
|                 | % of Females | 17 %               | 6 %                   | <i>Data Unavailable</i> |
| Slovak Republic | Total        | 15                 | 10                    | 84                      |
|                 | Females      | 2                  | 3                     | 19                      |
|                 | % of Females | 13 %               | 30 %                  | 23 %                    |
| Slovenia        | Total        | 13                 | <i>Not Applicable</i> | 73                      |
|                 | Females      | 2                  | <i>Not Applicable</i> | 2                       |
|                 | % of Females | 15 %               | <i>Not Applicable</i> | 3 %                     |
| ENWISE-10*      | Total        | 101                | 123                   | 1 365                   |
|                 | Females      | 9                  | 13                    | 81                      |
|                 | % of Females | 9 %                | 11 %                  | 6 %                     |

Source: from the various members of the Enwise Expert Group.

Note: \* Totals for Executive Councils for Enwise-8 without Lithuania and Slovenia  
Totals for General Assembly for Enwise-9, without Romania

The model of Academies of Sciences that has been inherited from the Soviet period has two layers. For example, in 2002, among 97 full members of the Latvian Academy of Sciences, which was reorganised as an association of recognised scientists, only 12 were women and, among 28 fellows of the Senate of this organisation, only 5 were female scientists. In Lithuania, in 1995, a woman was elected, for the first time, chairperson of a science division in agriculture and forestry at the Presidium of Lithuanian Academy of Sciences; later, in 1998, she was elected academician in agronomy and she was the only female representative.

For the second layer, there are currently only four women Directors of State research institutes out of a total of 33 in Latvia. The same situation can be found in the Czech Republic: in 2000, out of 2 400 members of the scientific staff of the Academy, 1000 were women, but only 118 (one third) were in leading positions.

Another example can be taken out of the survey promoted in 2002 by the Slovak Academy of Sciences (Sedová, 2003). It was a pilot project with the scope of monitoring the situation, qualification and position of women researchers. Sex-disaggregated data were also collected in order to point out the presence or under-deputation of women scientists in leading positions, committees and decisional bodies. The main result of the analysis was that, even though women were 32.7% of the personnel working in the Slovak Academy of Sciences, there was nevertheless a vertical distribution into two different categories. This showed a consistent divergence: at the top-level, women were 15.6%, while, at the second and lower one, they were 42.1%.

## Annex 10

### Helsinki Group on Women and Science. Members from the Enwise countries

| Country | Name                           | Title                                  | Department                                       | Organisation   | E-mail                      |
|---------|--------------------------------|--|--|--|-----------------------------|
| BG      | Dr. Sc. Margarita ATANASSOVA   | Associate Professor                    | Labour & Social Insurance                        | University of National & World Economy                           | m.atanassova@premium-bg.com |
| CZ      | Dr (Ms) Hana FRÝDOVÁ           | Senior Officer                         | Research & Development Policy                    | Ministry of Education, Youth & Sports                            | Frydova@msmt.cz             |
|         | Dr (Ms) Iva LEKEŠOVÁ           |  | Research & Development Policy                    | Ministry of Education, Youth & Sports                            | Lekesova@msmt.cz            |
| EE      | Ms Tiia RAUDMA                 | Policy Adviser                         |  | Ministry of Education  | tia.raudma@hm.ee            |
| HU      | Dr (Ms) Ildiko HRUBOS          | Professor                              | Sociology & Social Policy                        | Budapest University of Economic Sciences & Public Administration | ildiko.hrubos@soc.bke.hu    |
| LV      | Dr (Ms) Dace GERTNERE          | Associate Professor, Director          | Research Department                              | University of Latvia   | daceg@lanet.lv              |
| LT      | Dr (Ms) Meilute TALJUNAITE     | Associate Professor                    | Political Sciences                               | Law University of Lithuania                                      | meilet@ltu.lt               |
| PL      | Ms Joanna PININSKA             | Professor                              | Institute of Hydro-geology & Engineering Geology | University of Warsaw   | joannap@geo.uw.edu.pl       |
| RO      | Ms Florica Mioara TRIPSA       | Professor                              |  | Fundatia Pentru Educatie Si Sanatate                             | mtripa@anph.ro              |
| SK      | Ms Magdaléna PISCOVÁ           | President of the Council of Scientists | Institute of Sociology                           | Slovak Academy of Sciences (SAV)                                 | supiscov@klemens.savba.sk   |
| SI      | Ms Maca JOGAN                  | Professor                              | Faculty of Social Sciences                       | University of Ljubljana  | maca.jogan@uni-lj.si        |
|         | Dr (Ms) Andreja UMEK-VENTURINI | Counsellor to the Government           |  | Ministry of Education, Science & Sport                           | andreja.umek@gov.si         |

## Annex 11

### Helsinki Sub-Group of Statistical Correspondents. Members from the Enwise countries

| Country | Name                        | Department  | Organisation                                   | E-mail                          |
|---------|-----------------------------|---|--|---------------------------------|
| BG      | Ms Reny PETKOVA             | Unit Statistics on Services                                   | National Institute of Statistics               | Rpetkova@NSI.bg                 |
| CZ      | Ms Miluse KOPÁČKOVÁ         | Division of New Technologies & Non-Market Services Statistics | Czech Statistical Office                       | kopakova@gw.czso.cz             |
| EE      | Mr Aavo HEINLO              | Education & Research Statistics Sector                        | Statistical Office of Estonia                  | aavo.heinlo@stat.ee             |
| HU      | Ms Katalin JANAK            |   | Hungarian Central Statistical Office           | katalin.janak@ksh.gov.hu        |
| LV      | Ms Maranda BEHMANE          | Social Statistical Department                                 | Central Statistical Bureau of Latvia           | mbehmane@csb.lv                 |
| LT      | Ms Danguole ARESKIENE       | Statistics Unit   | Central Statistical Bureau of Lithuania        | Danguole.Areskiene@mail.std.lt  |
| PL      | Dr Maria ANTOSIK            |   | Information Processing Centre                  | antosik@opi.org.pl              |
| RO      | Ms Adriana OPRIS            | General Direction of Industry & Construction Statistics       | Institutul national de Statistica              | ciu@insse.ro                    |
| SK      | Ms Marta MOSNA              | Division of Science & Technology                              | Ministry of Education                          | mosna@education.gov.sk          |
| SI      | Ms Metka MEDVEŠEK-MILOŠEVIČ |   | Statistical Office of the Republic of Slovenia | Metka.Medvesek-Milosevic@gov.si |

## Abbreviations

|  |   |
|--|---|
| <b>AG</b> – Advisory Group<br>(FP6 denomination)   | <b>ERA-MORE</b> – European Research Area -<br>MOBILE REsearchers  |
| <b>A&amp;HCI</b> – Arts and Humanities<br>Citation Index   | <b>ESF</b> – Estonian Science Foundation  |
| <b>AS</b> – Academy of Sciences  | <b>ETAN</b> – European Technology Assessment<br>Network   |
| <b>AT</b> – Austria  | <b>EU</b> – European Union  |
| <b>BA</b> – Bachelor of Arts   | <b>EURATOM</b> – European Community<br>Framework Programme for Research<br>and Training in the Field of Nuclear<br>Energy     |
| <b>BAS</b> – Bulgarian Academy of Sciences   | <b>EUROSTAT</b> – Statistical Office of the<br>European Communities   |
| <b>BE</b> – Belgium  | <b>EXSIS</b> – EXperts Sub-Information System<br>(FP5 expert database)  |
| <b>BES</b> – Business Enterprise Sector<br>(in R&D)  | <b>FP</b> – European Community Framework<br>Programme for Research and<br>Technological Development                           |
| <b>BG</b> – Bulgaria   | <b>FP5</b> – The 5th European Community<br>Framework Programme for Research<br>and Technological Development<br>(1998 – 2002) |
| <b>CC</b> – Candidate Country  | <b>FP6</b> – The 6th European Community<br>Framework Programme for Research<br>and Technological Development<br>(2002 – 2006) |
| <b>CEDAW</b> – Convention on the<br>Elimination of All Forms<br>of Discrimination against Women  | <b>FRG</b> – Federal Republic of Germany<br>(1949 – 1990)   |
| <b>CEECs</b> – Central and Eastern European<br>Countries   | <b>FRY</b> – Federal Republic of Yugoslavia<br>(1945 – 1991)  |
| <b>CERN</b> – European Organisation<br>for Nuclear Research  | <b>FTE</b> – Full-time equivalent   |
| <b>CNRS</b> – French National Centre<br>for Scientific Research  | <b>FYRoM</b> – Former Yugoslav Republic<br>of Macedonia   |
| <b>Comecon</b> – Council for Mutual<br>Economic Assistance   | <b>GDP</b> – Gross Domestic Product   |
| <b>CORDIS</b> – Community Research<br>and Development Information Service  | <b>GDR</b> – German Democratic Republic<br>(1949 – 1990)  |
| <b>COST</b> – European Cooperation<br>in the field of Scientific and Technical<br>Research   | <b>GERD</b> – Gross Expenditure on R&D  |
| <b>CREST</b> – Scientific and Technical<br>Research Committee  | <b>GOV</b> – Government Sector (in R&D)   |
| <b>C.Sc.</b> – Candidate of Sciences   | <b>GROWTH</b> – Competitive and Sustainable<br>Growth (FP5 Thematic Programme)  |
| <b>CZ</b> – The Czech Republic   | <b>HAS</b> – Hungarian Academy of Sciences  |
| <b>DE</b> – Germany  | <b>HC</b> – Head Count  |
| <b>DG</b> – Directorate-General<br>(of the European Commission)  | <b>HCSO</b> – Hungarian Central Statistical<br>Office   |
| <b>D.Sc.</b> – Doctor of Sciences  | <b>HE</b> – Higher Education  |
| <b>EAG</b> – External Advisory Group<br>(FP5 denomination)   | <b>HEGPR</b> – Higher Education Gender<br>Progression Ratio   |
| <b>EAS</b> – Enterprise Estonia Agency   | <b>HEP</b> – Programme for the Renewal<br>of Higher Education and Research<br>in the New <i>Länder</i> (Germany)              |
| <b>EC</b> – European Commission  | <b>HES</b> – Higher Education Sector (in R&D)   |
| <b>ECTS</b> – European Credit Transfer System  | <b>HU</b> – Hungary   |
| <b>EE</b> – Estonia  | <b>IHP</b> – Improving Human Research<br>Potential and the Socio-economic<br>Knowledge Base<br>(FP5 Horizontal Programme)     |
| <b>EESD</b> – Energy, Environment and<br>Sustainable Development<br>(FP5 Thematic Programme)   | <b>IMF</b> – International Monetary Fund  |
| <b>EMM</b> – Expert Management Module<br>(FP6 expert database)   |   |
| <b>Enwise</b> – ENlarge <i>Women In Science</i><br>to East   |   |
| <b>Enwise countries:</b> Bulgaria, the Czech<br>Republic, Estonia, Hungary, Latvia,<br>Lithuania, Poland, Romania,<br>the Slovak Republic and Slovenia |   |
| <b>ERA</b> – European Research Area  |   |

**INCO** – Confirming the International Role of the Community Research (FP5 Horizontal Programme)

**Innovation/SMEs** – Promotion of Innovation and Encouragement of Participation of SMEs (FP5 Horizontal Programme)

**ISCED** – International Standard Classification of Education

**IST** – User-friendly Information Society (FP5 Thematic Programme)

**IT** – Information Technologies

**ITRE** – European Parliament Committee on Industry, External Trade, Research and Energy

**JINR** – Joint Institute for Nuclear Research

**LAS** – Latvian Academy of Sciences

**LCS** – Latvian Council of Science

**LT** – Lithuania

**LU** – Luxembourg

**LV** – Latvia

**MA** – Master of Arts

**MCF** – Marie Curie Fellowship

**MEP(s)** – Member(s) of the European Parliament

**MES** – Ministry of Education and Science

**MP** – Member of the Parliament

**MÜFA** – Technological Development Fund (Hungary)

**M.Sc.** – Master of Science

**NACE** – General industrial classification of economic activities within the EC

**NAS** – National Academy of Sciences

**NCP** – National Contact Point

**NEAA** – National Evaluation and Accreditation Agency

**NGO** – Non-Governmental Organisation

**NKC** – *Ženy a Věda*: the Czech National Contact Centre – Women and Science

**NKFP** – National Technological Development Fund (Hungary)

**NL** – The Netherlands

**NSI** – National Statistical Institute

**OECD** – Organisation of Economic Co-operation and Development

**OTKA** – Hungarian Scientific Research Fund

**PA** – Pennsylvania

**PAN** – Polish Academy of Sciences

**PHARE** – Poland and Hungary Action for Restructuring of the Economy (extended to all other CEECs)

**PhD** – Doctor of Philosophy

**PNP** – Private Non-Profit Sector (of R&D)

**PL** – Poland

**QoL** – Quality of Life and Management of Living Resources (FP5 Thematic Programme)

**RAS** – Romanian Academy of Sciences

**R&D** – Research and Development

**RO** – Romania

**RSEs** - Researchers

**RTD** – Research and Technological Development

**RTF** – Rich Text Format

**SCI** – Science Citation Index

**SE** – Sweden

**SEECs** – Southern Eastern European Countries

**SI** – Slovenia

**SMEs** – Small and Medium Enterprises

**SK** – The Slovak Republic

**SSCI** – Social Sciences Citation Index

**S&T** – Science and Technology

**TEMPUS** – Trans-European Mobility Scheme for University Studies

**UK** – United Kingdom

**UN** – United Nations

**UNDP** – United Nations Development Programme

**UNECE** – UN Economic Commission for Europe

**UNESCO** – United Nations Educational, Scientific and Cultural Organisation

**USA** – United States of America

**USSR** – Union of the Soviet Socialist Republics

**VEGA** – Scientific Grant Agency of the Ministry of Education of the Slovak Republic and the Slovak Academy of Sciences

**W&S** – Women and Science

**WIP** – Scientist Integration Programme (Germany)

**WWI** – World War I (1914 – 1918)

**WWII** – World War II (1939 – 1945)