

Acknowledgements

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¹ Former State Minister of Research in 2002.

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Marina Blagojević is a senior researcher in the Institute for Criminological and Sociological Research in Belgrade, Serbia. Dr Blagojević is a sociologist, with a special interest in the sociology of gender and the sociology of interethnic relations. She has been active in the women's movement in Serbia from the beginning of the 1990s and is one of the founders of the Women's Study Centre in Belgrade (1992). Later she taught gender studies at the Central European University in Budapest and in 1998 she became a senior fellow in the Collegium Budapest, Institute for Advanced Studies. She was also a visiting professor in Germany, the USA and presently in Montenegro. In 2003 she finalised a study on the *Social Status of Women in the Balkans* for the European Parliament. Her present research interests include the following issues: institutional and non/institutional (cultural, societal) mechanisms of women's exclusion with special emphasis on misogyny, exploration of the connection between knowledge, development and gender politics in the *transition countries* and, finally, the reconciliation process and the *positive history* of the Balkans.



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Maija Bundule is the Head of the Science Division of the Department of Higher Education and Science at the Latvian Ministry of Education and Science. Dr Bundule obtained her Master's Degree at the Faculty of Chemistry of the Latvian State University, in Riga in 1977, and undertook her post-graduate studies at the Protein Research Institute of the USSR Academy of Sciences. In 1984, she defended her PhD thesis on the primary structure of *E.coli* elongation factor EF-G. After returning to Riga, she became a research fellow at the Institute of Organic Synthesis. Starting from 1990, she became the leader of research projects on the three-dimensional structure of native and recombinant capsids at the Institute of Molecular Biology. From 1994 until 1997, she was Assistant Professor at the Faculty of Biology of the University of Latvia. Currently she is also responsible for the administration and co-ordination of the EU RTD programmes, as well as for different international research co-operation activities in Latvia. She is a member of the FP6 Programme Committee for Priority 1.



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Anke Burkhardt was educated as an agricultural engineer at the Humboldt University, Berlin. In 1980, she started her scientific career in the field of research on higher education (1985 PhD). After the German unification she was engaged in research projects concerned with the renewal of higher education in the former GDR and funded by the Federal Ministry of Education and Science. Her research has centred on the replacement of academic staff and the promotion of young scientists. Her main field of interest is the situation of women scientists during the period of transition. From 1999 to 2001, her research was concerned with structural changes in university medicine and with new trends in the financing and management of university hospitals. At present, she is an academic staff member and, since 2001, the Managing Director of the Institute for Research on Higher Education at Martin Luther University Halle-Wittenberg – the first and only institute for such studies in the new German *Länder*, established in 1996 by the Federal Ministry of Education and Research and the State of Sachsen-Anhalt – with special emphasis on gender mainstreaming and gender budgeting.



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Marina Calloni is a Full Professor of Social and Political Philosophy at the University of Milano-Bicocca, and the director of the *International Network for Research in Gender*. She gained her PhD in Philosophy and another PhD in Social and Political Science. She was a research fellow at the University of Frankfurt and at the Gender Institute of the London School of Economics. Professor Calloni has also held the position of a visiting professor at the universities of Bremen, Vienna, Lugano, Hannover, Tirana and Beijing. Furthermore, she was the project manager for the establishment of a Gender Institute at the University of Tirana (supported by UNDP) and the co-founder of the School of Politics *Aleksandra Kollontai* (Arkhangelsk, North-West Russia). She has participated in several international research projects and cross-border networks and has widely published in several languages. Her main research interests are: gender studies; theories of ethics, politics and justice; knowledge and science; European citizenship and mobility; research and international cooperation. To be noted among her last publications: “*I dilemmi dell’aborto. Il bene, il giusto e le differenze*” (Rome: Donzelli, 2004).



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Ene Ergma graduated in 1969 from Moscow University (cum laude) as an astronomer. In 1972, Professor Ergma defended her thesis for the candidate of mathematical-physical sciences (the equivalent of a PhD) and in 1984 the thesis for the doctor of mathematical-physical sciences (Dr. Sc.). From 1972 until 1988, she worked in the Astronomical Council as a junior researcher, then as the executive secretary, as a senior and subsequently as the leading researcher. The main topics of her research are stellar evolution and the physics of stars, unstable nuclear burning and the evolution of exotic binary systems with neutron stars and black holes. In 1988, Professor Ergma became the professor of astrophysics at Tartu University, in 1997, a member of the Estonian Academy of Sciences and, since 1999, she is one of the vice-presidents of the Estonian Academy of Sciences. Finally, Professor Ergma has been elected a Speaker of the Estonian Parliament in March 2003.



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Judith Glover is Professor of Employment Studies in the School of Business and Social Sciences at University of Surrey Roehampton, London, UK, where her teaching specialisms are Comparative Social Policy and Women’s Employment. She has worked with the European Commission’s Women and Science Unit for several years, mapping the availability of data on women’s scientific employment in Member states, gathering information about US statistics on women and science and advising on the gathering and systematisation of statistical indicators on women’s scientific employment. She edits the *Researching Cross-Nationally* section of the European Sociological Association’s journal *European Societies*. She has published widely on women and science and on women’s employment in general and is currently writing on the challenges for managers posed by changing patterns of women’s employment.



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Dóra Groó has been the Director of the Hungarian Science and Technology Foundation since its founding in 1994. A medical doctor by profession, she has worked in pharmaceutical research for 10 years and has received her PhD in experimental medicine. Dr Groó has published several papers in international scientific journals in this field. Since 1991 she has been the programme manager of the U.S. - Hungarian Science and Technology Joint Fund. Under her leadership, the Foundation has significantly extended its activity, from a two-member small office to a multi-functional organisation, working in several fields of Hungary's international RTD relations. Her work has benefited from her management studies, which resulted in an MBA degree in 2002. In 2002, she was appointed by EC - DG RTD to serve as a Project Technical Assistant for the FP5 Quality of Life thematic programme. The Foundation led by her was selected to serve as one of the bridgehead organisations of the European mobility network for researchers (ERAMORE).



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Hana Havelková is a sociologist and an Assistant Professor at the Faculty of Humanities of the Charles University in Prague, where she has established a programme specialising in gender studies at undergraduate level; and in 2003 designed a Master's programme of gender studies, to be accredited in 2003 and launched in 2004. She is also a member of the Board of the Gender Studies Centre in Prague (NGO) since 1992, a member of the Board of IAPh (International Association of Women Philosophers) from 1992 to 1998. Furthermore, Dr Havelková is a member of the editorial board of *The Czech Sociological Review* and of several international editorial boards. She has published numerous chapters of books and articles in international journals, mostly in English and German, and she has edited four volumes on gender problems in the 1990s. She specialises in the research of gender transformation during the communist and post-communist era, with special attention to women's political participation and active citizenship as gendered, and to the relations between public and domestic spheres. Professor Havelková is also a member of the Czech National Steering Committee for Women in Science.



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Dunja Mladenič is a researcher in Computer Science at the *Jozef Stefan* Institute in Ljubljana since 1987. She has been a visiting researcher (1996-1997) and a faculty member (2000-2001) at the School of Computer Science, Carnegie Mellon University, Pittsburgh, PA, USA. Her research includes the study and development of machine learning and data mining techniques, and their application to real-world problems, especially learning from the text and the Web. Dr Mladenič has also been co-ordinating the EU FP5 RTD project "Data Mining and Decision Support for business competitiveness: a European virtual enterprise (Sol-Eu-Net)" involving 12 partners from 7 countries. In addition, she has been co-ordinating several national RTD projects. She is the co-editor of the book *Data Mining and Decision Support: Integration and Collaboration* (Kluwer Academic Publishers, 2003).



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Elżbieta H. Oleksy is a Full Professor of Humanities at the University of Łódź, Poland, where she has founded the – first in Poland – Women’s Studies Centre in 1992 and has been its Director since. She is also the Dean of the Faculty of International and Political Studies. Professor Oleksy has published over 90 books, chapters and articles in international journals. Her specialisation lies in the representation of femininity and masculinity in visual cultures, as well as in feminist pedagogy. She is the President of the Council of the Association of the Institutions for Feminist Education and Research in Europe (AOIFE), as well as an Expert to the Minister for Equal Opportunities in Poland and an Expert to the Minister of Education in the field of international relations. Professor Oleksy has participated in numerous EU-funded projects in the area of social sciences and education.



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Nikolina Sretenova is a senior researcher in the Institute for Philosophical Research of the Bulgarian Academy of Sciences. She graduated in Physics at Sofia University and then defended her PhD thesis on the philosophy of physics. She was also a visiting Fellow in France (CNRS), Germany (Max-Planck-Institute for History of Science), The Netherlands, Sweden and the USA. Her expertise lies in the field of History & Philosophy of Science (in particular Physics). She is the author of two monographs and more than 70 publications in the domain. Like many other female scientists in Bulgaria, she lacked any gender awareness before the political changes in the country. Her interest in gender issues started in 1990. Since then, in parallel with her main activities in the field of History & Philosophy of Science, she has been studying women’s issues as well. She is a member of the Bulgarian National Steering Committee on Women and Science and has served as an external expert evaluator to the Panel “Economic, Social and Human Sciences” of the FP5.



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Mioara Florica Tripsa is a Full Professor of Medical Biophysics at Oradea University and she is also the Director of the Department of Strategy, Programs and European Integration at the National Authority for Persons with Handicap in Bucharest. Her list of publications contains more than 100 titles of books, manuals, practical guides and articles in national and international journals. Having had experience in the management of a university as the vice rector, the head of a department and the co-ordinator of different research projects, as well as an independent expert for the EU Leonardo da Vinci Programme, she now utilises all these skills in improving the efficiency of her current duties. Professor Tripsa is the President of the National Committee for Promoting Women in Science in Romania and the Romanian delegate of the Helsinki Group on Women and Science.



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Daniela Velichová is a Docent (Professor) of Mathematics at the Slovak University of Technology in Bratislava. Besides teaching at the university, she is active in the field of the mathematical education of European engineers as a member of the Mathematics Working Group Steering Committee within the European organisation on engineering education - SEFI. Dr Velichová is married and has five children. She has published over 100 publications: books, chapters and scientific articles in international scientific journals and proceedings of international conferences on Mathematics, Geometry and Computer graphics. Her research interests lie in particular in e-learning and the development of e-based web-courses on Mathematics. She has participated in several EU projects within different programmes: Socrates, Minerva and Leonardo da Vinci. Recently, Dr Velichová has been involved in gender issues with respect to the participation and career prospects of women in technical and natural sciences in Slovakia.



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Alina Zvinkliene is a senior researcher (PhD) in the Institute for Social Research in Vilnius. Her PhD thesis, defended in 1988, was on *A young family: expectations and reality*. She was a visiting fellow: at the University of Oslo (1991), at the University of Wolverhampton (1994), at the Institute for Human Science in Vienna (1996) and at the Central European University in Budapest (1998-1999). Dr Zvinkliene has participated in various national and international research projects. Her main research fields are gender studies and democratisation in post-socialist societies, and citizenship in multicultural societies from a gender perspective. In this context, she has been invited to participate as a consultant in field-work research for postgraduate students, organised by the Institute of Social Anthropology of the University of Fribourg (Switzerland), in Morocco, Romania, Sicily and Mauritius.



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The *Enwise* report on the situation facing women scientists in the Central and Eastern European countries and the Baltic States shows that women account for 38% of the scientific workforce in these countries. However this statistic conceals some bitter truths: a large proportion of female scientists are employed in areas where R&D expenditure is lowest. Inadequate resources and poor infrastructure impede the progress of a whole generation of promising scientists. Men are three times more likely to reach senior academic positions than women. In this rather gloomy picture, there is nevertheless a positive sign: women scientists from the *Enwise* countries participate significantly in the European Union's Framework Programme. The report puts forward recommendations to the various stakeholders at European and national level, who can help to enhance the role and place of women scientists from the *Enwise* countries in the European Research Area.

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