

A Network of Networks - the European Platform of Women Scientists



European Platform of Women Scientists

EUMENT-net Regional conference

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Mission

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

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Main Goals I

- Increase the participation of women scientists in European research policy and the shaping of the EU research agenda
- Enhance the participation of women in science and its decision-making bodies as well as in national and European research programmes, especially in FP7
- Promote the understanding and the inclusion of the gender issue in science and research

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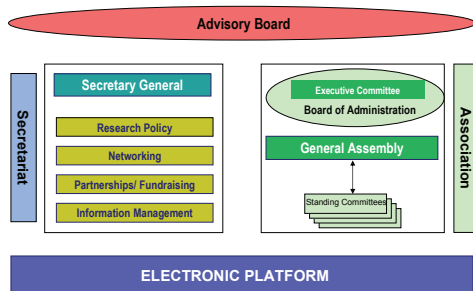


Main Goals II

- Strengthen contacts and collaboration among women scientists
- Provide contacts to high profile women scientists of all disciplines as keynote speakers, panel members and evaluators
- Identify funding and support opportunities

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EPWS Working Structure



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Main Areas of Activity

- Networking - Membership
- Research Policy
- Public Relations and Information including Electronic Platform
- Public and Private Partnerships/ Fundraising

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Factors leading to the under-representation of women in science



- lack of gender awareness and persistent gender stereotypes
- predominantly male decision-making bodies
- insufficient network support with respect to women's career advancement
- lack of transparency in recruitment procedures, gate-keeping and the operation of "old boys networks"
- gender pay gap
- unintended gender biases in existent ways of defining and evaluating scientific excellence
- general insecurity and openness of scientific careers
- the absence of infrastructures to enable a sustainable work-life balance

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Key measures I



- promotion of gender mainstreaming
- more transparency in recruitment processes
- enhanced security of scientific careers
- ensuring gender balance in research decision-making bodies, on evaluation panels and on selection committees (40% target)
- infrastructures to enable a sustainable work-life balance

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Key measures II



- specific support actions for women researchers, such as mentoring and targeted promotion policies
- strengthening of networking among women scientists at national, regional, and EU level
- raising awareness in the scientific community as well as among policy makers on the issue of equal opportunities in science and research
- promotion of role models to encourage girls into scientific careers

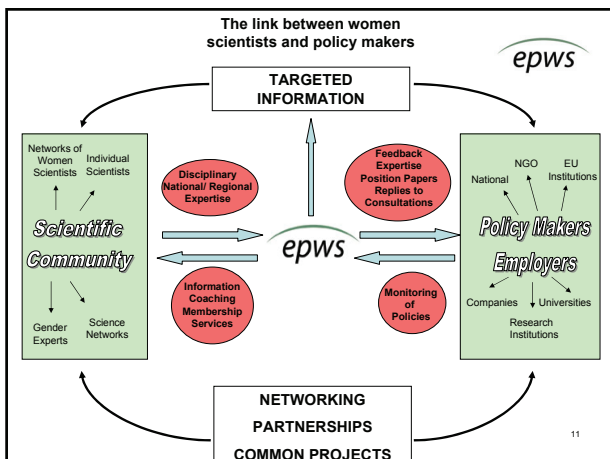
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Good practices I



- gender-sensitive teaching of subjects
- regulations on parental leave
- commitment of the University Board
- specific programmes for the promotion of female researchers
- women's networks

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Benefits and Services



- Excellent networking opportunities within and beyond discipline, geographical area, and the European Research Area (ERA)
- Focussed information in the fields of research and gender via free newsletter, news alerts and an interactive web site
- Visibility at European level and beyond

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Individual Scientists

- *Encouragement to participate in European research programmes and information on available support facilities*
- *Support in being put in touch with possible scientific partners*
- *Information on networks suitable for their own disciplinary and national interest*
- *Edited information on research policy and its implications for women in various scientific disciplines and career advancement of women in science*
- *Sense of being part of the European science community*

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