



## European Platform of Women Scientists NEWSLETTER, issue 33, November 2013

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## MESSAGE FROM THE EPWS PRESIDENT

### Dear Readers, dear Friends of EPWS,

The new edition of the EPWS newsletter brings us a lot of interesting news about women in science and the activities of EPWS members.

Two occasions shall be pointed out, first the EPWS General Assembly 2013 and Short Conference in Essen, Germany. For the first time the General Assembly took place in Germany; it was well organized by our former Secretary General, Dr. Maren Jochimsen, who works now as the Managing Director of the Essen College of Gender Studies. Participants from eleven countries gained a broad knowledge of the actions in favour of women scientists at the German University of Duisburg-Essen from the excellent presentations and discussions. The General Assembly following the conference elected the new Board of Administration and the Executive Committee.

The second outstanding event is the forthcoming high level international SAPGERIC conference "*Structural Change Promoting Gender Equality in Research Organisations*", November 21-22, 2013, in Vilnius, Lithuania, under the auspices of the Lithuanian Presidency to the European Union (EU) Council. The conference is organized by the Vilnius University and co-funded by the European Commission. The President of the Republic of Lithuania H. E. Dalia Grybauskaitė is patronizing the event.

The SAPGERIC project coordinator and Chair of the International Programme Committee is the EPWS Board of Administration member, Assoc. Prof. Dalia Satkovskienė. The EPWS Executives are members of the International Programme Committee, and EPWS members are actively involved in presentations and discussions.

Wishing you interesting reading and looking forward to meeting many of our readers in Vilnius!

**Brigitte Mühlenbruch, EPWS President**

### Elected at the EPWS General Assembly, June 2013:

#### EPWS Executive:

Dr Brigitte Mühlenbruch, *Former Managing Director of the Centre of Excellence Women and Science CEWS, Germany;*

Professor Claudine Hermann, *Ecole Polytechnique, Femmes & Sciences, France.*

#### EPWS Board of Administration:

Dr Dora Gro, *Association of Hungarian Women in Science, Hungary;*

Professor Liisa Husu, *Örebro University, Hanken School of Economics, Helsinki Association of Women Researchers, Sweden and Finland;*

Professor Ana Maria Lobo, *New University of Lisbon, Amonet, Portugal;*

Ann Marks, *University of Liverpool, Women in Physics Group, IOP, UK;*

Dr Lucia Martinelli, *Museo delle Scienze - MUSE, Trento, Donne e Scienza, Italy;*

Dr Yasmin Robson, *Daphnet, Oxford AWiSE, UK;*

Associate Professor Dr Dalia Šatkovskienė, *Vilnius University, BASNET Forumas, Lithuania.*

# Structural Change Promoting Gender Equality in Research Organisations

## Vilnius, Lithuania

November 21-22, 2013



This high level international conference will be held in Vilnius under the auspices of the Lithuanian Presidency to the EU Council. The conference is organized by Vilnius University and co-funded by the European Commission. The President of the Republic of Lithuania H. E. Dalia Grybauskaitė is patronizing the event. More than 250 participants from European countries and beyond are expected to come together and exchange on structural changes for gender equality.

**The conference website provides full information including, registration and poster submission. Please see [www.sapgeric.eu2013.vu.lt/](http://www.sapgeric.eu2013.vu.lt/)**

The fast development of knowledge-based economies claims a revision of the role and place of science in society and consequently of the science policy. Gender equality in science is a major challenge when implementing ambitious strategies towards the creation of competitive economics based on scientific achievements. Enlarging the pool of talents in science through the inclusion of more women researchers is of high significance. However, in spite of gender equality strategies, the European research, as well as other research areas in the world, still suffers from a considerable loss and inefficient use of highly skilled women.

The conference aims to enable and enhance the dialogue and knowledge-sharing between all stakeholders taking part in the implementation of the 2020 strategy assuring gender equality in research: policy makers, executives from research funding agencies, academia, research institutions and scientific society in general.

**Members of the EPWS Executive and Board of Administration will take part in the conference.**



# EPWS Short Conference and 2013 General Assembly Essen

27 June 2013

This year the seventh EPWS General Assembly (GA) took place in Essen (North Rhine-Westphalia, Germany) on June 27th. Like last year's GA, it was preceded by a "Short Conference" which allowed a better knowledge of the local actions in favour of women scientists, namely those of the Duisburg-Essen University, which were presented in the first part of the conference.

This comparatively young German university is particularly committed to meeting the challenge of gender and diversity in university management and research. Under the heading "Institutionalising Gender and Diversity in University Structures – The Example of the University of Duisburg-Essen", the following institutions and programmes presented themselves: Equal Opportunity Office and Gender Portal ([www.uni-due.de/genderportal/international.shtml](http://www.uni-due.de/genderportal/international.shtml)), ProDiversität - Programme for the Development of Competencies for the Handling of Diversity with respect to Teaching, Counselling and Management Tasks and Diversity Portal ([www.uni-due.de/diversity/prodiversitaet](http://www.uni-due.de/diversity/prodiversitaet) and [www.uni-due.de/diversity/international.shtml](http://www.uni-due.de/diversity/international.shtml)), the Essen College of Gender Studies EKfG ([www.uni-due.de/ekfg/indexenglish.shtml](http://www.uni-due.de/ekfg/indexenglish.shtml)), and the Coordination Office of Women's and Gender Research Network NRW ([www.netzwerk-fgf.nrw.de/en/das-netzwerk](http://www.netzwerk-fgf.nrw.de/en/das-netzwerk)). The latter also runs a website in English which provides ideas to introduce the gender dimension into the curricula of 55 different disciplines [www.gender-curricula.com/en/gender-curricula/](http://www.gender-curricula.com/en/gender-curricula/).

In the second part of the conference Caroline Bélan-Ménagier, from the Mission for Parity and Fight against Discriminations of the French Ministry of Higher Education and Research, explained the objectives of the EU programme COST Action TA 1201 "genderSTE", targeted on the dissemination of results of EU gender-related programmes. The full programme of the event can be found at [www.epws.net/2013/05/epws-short-conference-and-general.html](http://www.epws.net/2013/05/epws-short-conference-and-general.html)

The General Assembly following the conference elected the new Board of Administration (BoA). The President, Brigitte Mühlenbruch, Germany, and the Vice-President, Claudine Hermann, France, were re-elected to their roles. There was one new nomination to the BoA, Dr Lucia Martinelli from Italy. Please see page 2 for the list of names of the members of the new Board of Administration.

Claudine Hermann,  
EPWS Vice- President

*The BoA members with Dr Maren Jochimsen, who is holding flowers presented to her in thanks for her support in the preparation of the conference.*



# EU - 6<sup>th</sup> FP7 Monitoring Report

## Participation of women and the gender dimension in FP7

The monitoring of EU Framework Programmes' implementation is an essential component of the overall evaluation and monitoring system. It supports the management of the programmes, provides transparency on programme activities and contributes towards the base of information which is used for major evaluations of the Framework Programmes.

The 2012 Monitoring Report states the European Commission's goal of at least 40% representation of women in Marie Curie fellowships, Advisory Groups, Assessment Panels and Monitoring Panels of FP5. This target was subsequently expanded to include all groups, panels, committees and projects involved in the Framework Programmes. The 40% target remained in place for FP6 and is also valid for FP7.

### From the report:

"The CORDA database contains data on individuals with assigned contact person roles for each of the organisations participating in FP7 funded projects, for which grant agreements have been signed. This data includes gender identity. In the thematic area Information and Communication Technologies data of this type is recorded in the CORDA database only for the 'Contact Person' role.

At the moment of data extraction (February 2013) the database contained an estimated total of 310.356 individuals from EU27 participant organisations with assigned contact person roles whose gender identity has been registered in the database. Of these 81.639, or 26,3%, were women. Of all individuals with assigned contact person roles in coordinator organisations, 30,2% (20.966) are women; in participant (non-coordinating) organisations the corresponding share of women is 25,2% (60.673).

A fifth (20,1%) of all individuals characterised as contact person for scientific aspects in signed grant agreements are women. Women represent more than a third (35,4%) of individuals in the category fellow, which corresponds to the specific programme People (Marie Curie Actions).

7.494 women (24% of total contact persons) were recorded as contact persons in the signed project grant agreements for ICT theme (Cooperation programme) by 31 December 2012. Slightly above one tenth (12,1%) of all individuals characterised as contact person for technical aspects in signed grant agreements are women.

It is interesting to observe the considerable variation of female participation as the contact person among different scientific thematic areas. The highest female participation was recorded in Science in Society, Regions of Knowledge, Socio-economic sciences and Humanities and activities in International Cooperation areas with more than a third of the total. "

The full report may be downloaded from:

[http://ec.europa.eu/research/evaluations/pdf/archive/fp7\\_monitoring\\_reports/6th\\_fp7\\_monitoring\\_report.pdf](http://ec.europa.eu/research/evaluations/pdf/archive/fp7_monitoring_reports/6th_fp7_monitoring_report.pdf)

## NEWS FROM EPWS and its MEMBERS

### **Gender Summit 3 USA 'Quality Research and Innovation through Equality'**

**13 to 15 November 2013**

Established in 2011, the Gender Summit has become the foremost forum for engaging top-level researchers, policy makers, science and innovation leaders, and other actors and stakeholders in STEM, to address gender issues in research and innovation where they impact on efficacy, quality and success of these sectors.

In 2011 and 2012 the events had a specifically European focus. The European Gender Summits provided a forum for stakeholders from research, industry and policy to jointly explore how gendered methodologies can stimulate innovation and advance scientific excellence.

The aim of the 3rd Gender Summit, which is focused on North America, is to interconnect all relevant stakeholders in a Call to Action to achieve positive change towards greater diversity in the Science, Technology, Engineering and Mathematics (STEM) workforce and leadership, and greater inclusion of biological sex and gender considerations or the "gender dimension" in research content and process.

The Summit will address the following questions. What:

- *is the compelling research evidence that demands immediate response?*
- *are the most appropriate, beneficial and impactful actions that different stakeholders can take?*
- *mechanisms are needed to strengthen inter-stakeholder collaboration?*
- *strategy is best to achieve global impact?*

For more details see [www.gender-summit.eu/](http://www.gender-summit.eu/)

### **New report on Gender Balance in Academia and Research in Nordic Countries**

**June 2013**

A new report on gender balance (or lack of it!) in academia and research in the Nordic countries (Denmark, Finland, Iceland, Norway and Sweden), with a review to the state of the art and recommendations for future Nordic policy actions is available for downloading at:

<http://www.norden.org/en/publications/publikationer/2013-544>

The gender pay gap is the difference between men's and women's pay, based on the average difference in gross hourly earnings of all employees. It reflects discrimination and inequalities in the labour market and its causes are complex and interrelated.

Liisa participated as one of the members of the Nordic advisory expert group. It is hoped that the recommendations will bring results in terms of new resources for further regional co-operation in policy and research.

Liisa Husu EPWS BoA

### **'Tackling the gender pay gap in the European Union'. DG Justice of the EC**

**September 2013**

DG Justice from the European Commission has published a brochure 'Tackling the gender pay gap in the European Union'. This document explains what the gender pay gap is, its main causes, the benefits for closing it, presents statistics, actions at EU level and national good practices.

This is an up-date of the first version produced in 2011 as part of the EC's information

campaign to tackle the pay gap and is available on-line at:

[http://ec.europa.eu/justice/gender-equality/files/gender\\_pay\\_gap/130422\\_gpg\\_brochure\\_en.pdf](http://ec.europa.eu/justice/gender-equality/files/gender_pay_gap/130422_gpg_brochure_en.pdf)

On average, women in the EU earn around 16% less per hour than men. The gender pay gap varies across Europe. It is below 10 % in Slovenia, Poland, Italy and Luxembourg, but wider than 20 % in the United Kingdom, Slovakia, Czech Republic, Greece, Germany, Austria and Estonia.

The pay gap exists even though women do better at school and university than men. On average, in 2012, 83% of young women reach at least upper secondary school in the EU compared to 77.5% of men and 60% of university undergraduates are women.

Note the Gender Pay Gap website at <http://ec.europa.eu/equalpay>

### **Conference announcement “Diversity: New Ways in Computer Science Education”**

**Berlin – 21-22 November 2013**

The final conference of the research project “IGaDtools4MINT – Integration of Gender and Diversity in STEM-subjects in Higher Education” has been announced.

The project is carried out by the Research Group Gender and Diversity in Engineering (GDE) the Computer Science Department i9 – Learning Technologies at RWTH Aachen University as well as the research group Models and Theory of Distributed Systems at TU Berlin.

As keynote speakers, computer science professors Marian Petre (Open University, UK) and Susanne Maaß (University of Bremen) as well as Joanne McGrath Cohoon, sociologist and associate professor at the Department of Science Technology, & Society (University of Virginia, USA), will talk about

the possibilities and challenges to inspire diverse people for computer science.

Experts, teachers and researchers are invited to submit their abstracts and posters. Further information concerning the Call for papers and the registration form is on the project website: [www.igadtools4mint.de/Conference](http://www.igadtools4mint.de/Conference).

### **An opportunity to raise the profile of women Portugal**

**October 2013**



Foto da associada Ana Maria Lobo durante a apresentação dos Doutores *Honoris Causa* Irene Fonseca e Nam Pyo Suhm na Reitoria da UNL.

Ana Lobo, Dean of the Universidade Nova de Lisboa, while presenting new honorary doctorates in July 2013, used the opportunity to draw attention to the low public visibility of women in general and the pioneering work that is being done by her university and European associations to raise their profile.

Ana Lobo EPWS BoA

### **Gender aspects of Horizon 2020 Hungary**

**October 2013**

On 3<sup>rd</sup> October the Association of Hungarian Women in Science organized a conference in Szekesfehervar, Hungary, with the title of "Gender aspects of Horizon 2020". Edit

Herczog, Hungarian MEP, gave the keynote lecture. Dora Groo informed the participants on the gender aspects of the new framework programme (Article 15, 40% of both genders as requirement in committees, projects, gender content of research, etc.). Beside Hungarian speakers, an Italian and a Norwegian guests gave presentations on topics related to women in ICT and engineering. The conference was supported by a Hungarian grant held by the Alba Regia Center of the University of Obuda.

Dora Groo EPWS BoA

### **The Gender and Science Networking database**

EPWS is one of the 154 participant entities of this data base, created by our member Ana Puy, Director of the Gender Equality Unit at the University of La Laguna, and her team as a result of the 22/UI5 project *“Development and participation in networks for cooperation in the promotion of gender equality in science among Canarian, Spanish, European, Latin American and African universities”*. This project was funded by the Spanish Ministry of Health, Social Services and Equality and the European Social Fund (PACUI 2012 call) [www.igualdad.ull.es/gendernetworking.html](http://www.igualdad.ull.es/gendernetworking.html)

Do feel free to disseminate this database! You can find EPWS under the categories ‘Europe’, ‘Belgium’ and ‘Third Sector’.

Claudine Herman, EPWS Vice-President

### **Are Women a necessity for science?**

#### **Geneva panel decides – they are!**

**July 2013**

Liisa Husu sent in news of this ‘amusing formulation summarizing a UNESCO panel on women in science...in 2013!’. Please see:

[http://www.unesco.org/new/en/media-services/single/view/news/women\\_are\\_a\\_necessity\\_for\\_science\\_panel\\_observs/back/18256/#.UI1iPFCkohG](http://www.unesco.org/new/en/media-services/single/view/news/women_are_a_necessity_for_science_panel_observs/back/18256/#.UI1iPFCkohG)

The panel discussion, at the United Nations' Palais des Nations in Geneva (Switzerland) on 2<sup>nd</sup> July, on ‘Women in science – a necessity?’ was organised by UNESCO, the European Organisation for Nuclear Research (CERN), the International Federation of University Women (IFUW) and the International Telecommunications Union (ITU). It was moderated by CERN’s Manjit Dosanjh, who is also a member of IFUW, the oldest NGO fostering gender equality through education.

Although the title ended in a question mark, by the time the session wrapped up, no participant was left in any doubt as to whether involving girls in science should be a priority for any education system or whether science could be done without women.

Liisa Husu EPWS BoA

### **Building Futures - Equality Challenges in Higher Education: Encouraging Theory and Practise Dialogues**

#### **Call for abstracts**

In September 2014 the Vienna University of Technology invites researchers, university teachers, administrators, policy makers and practitioners and students to attend the 8<sup>th</sup> European Conference on Gender Equality in Higher Education.

Almost 20 years after the World Conference on Women in Beijing and after 15 years of Gender Mainstreaming in the European Union it is time to reflect critically on the status quo and to develop new strategies for the future. The conference aims at systematically analysing the status quo and recent

experiences with policies promoting gender equality in higher education.

We invite proposals for full paper contributions, poster presentations and complete panel proposals. Abstracts and panel proposals are to be submitted exclusively through the online application [http://gender2014.conf.tuwien.ac.at/call\\_for\\_abstracts/](http://gender2014.conf.tuwien.ac.at/call_for_abstracts/) by 15<sup>th</sup> January 2014.

The conference focuses on three key aspects of gender equality policies in higher education:

1. Reducing vertical and horizontal segregation
2. Tackling the gendered organisation.
3. Integrating gender dimensions in teaching curricula, teacher education, research funding and research practice.

For the full text of the Call for Abstracts see: <http://www.tuwien.ac.at/gender2014>

Dr.in Brigitte Ratzer  
TU Wien  
Koordinationsstelle für Frauenförderung und Gender Studies

### European Research Area (ERA) Progress report 2013

The ERA progress report provides a snapshot of the situation in Member States and some Associated Countries. It represents the baseline for a full assessment of progress next year. For the first time, European Union Member States, stakeholder organisations, research-funding and research-performing organisations and citizens have a comprehensive overview of the political context, steps taken and first achievements towards the completion of European Research Area.

In terms of gender, European research still suffers from a substantial loss and inefficient use of highly skilled women, and from a lack of gender dimension in research content.

From the report: "Furthermore too few women

are in leadership positions or involved in decision-making. In 2010, women represented 46% of EU PhD graduates, 32.4% of researchers, 19.8% of senior academic staff. Gender unbalance is more striking in decision-making, where only 15.5 % of women are heads of institutions and 10% are rectors in the higher education sector.

Download the report at:

[http://ec.europa.eu/research/era/pdf/era\\_progress\\_report2013/era\\_progress\\_report2013.pdf](http://ec.europa.eu/research/era/pdf/era_progress_report2013/era_progress_report2013.pdf)

Facts and figures are at:

[http://ec.europa.eu/research/era/pdf/era\\_progress\\_report2013/era\\_facts\\_and\\_figures.pdf](http://ec.europa.eu/research/era/pdf/era_progress_report2013/era_facts_and_figures.pdf)

### Activities of the French association Femmes & Sciences (Women and Science)

April 2013

On April 12<sup>th</sup> at the French Ministry of Higher Education and Research, 200 people attended the 2013 colloquium of the French association Femmes & Sciences (Women and Science) on *New curricula, double paths, bridges in the universities – Are they favourable to women scientists?*. This was an opportunity for academia staffs, students and enterprises to exchange their views on the professional outputs of scientific and technological studies.



A new edition of the booklet "Femmes et sciences...au delà des idées reçues"– in

French - is now on line at [www.femmesetsciences.fr](http://www.femmesetsciences.fr) (under documents pour les jeunes et les enseignants). This document, which presents a popularization of studies on stereotypes related to the scientific orientation of boys and girls, is targeted to educators and the general public

Claudine Hermann, EPWS Vice-President

### **Association of Hungarian Women in Science Girls' Day**

**April 2013**

The Association of Hungarian Women in Science organized a Girls' Day for a second time in Hungary on April 25. 1716 registered participants (girls in grade 9-10-11) visited a total of 48 programs in 16 cities of Hungary. Host organisations were: 31 companies, 10 universities (engineering and informatics faculties), 5 research institutes and 1 technical museum. The event received a large amount of media coverage.

Website: [www.lanyoknapja.hu](http://www.lanyoknapja.hu).

Dora Groo EPWS BoA

### **Why are there so few women in Science? New York Times article**

**October 2013**

Bias has been found in senior faculty members' offers to job applicants. The article can be found at:

[www.nytimes.com/2013/10/06/magazine/why-are-there-still-so-few-women-in-science.html?pagewanted=8&r=2&emc=eta1&](http://www.nytimes.com/2013/10/06/magazine/why-are-there-still-so-few-women-in-science.html?pagewanted=8&r=2&emc=eta1&)

### **AMONET**

**Portugal**

Please follow the AMONET website link: [http://www.molinsight.net/amonet/amonet\\_home.htm](http://www.molinsight.net/amonet/amonet_home.htm)

Also from Portugal - Saving a girls' school:  
Please see [blogdoio.blogspot.com](http://blogdoio.blogspot.com)



*Roses for the minister*

Ana Lobo EPWS BoA

### **FEMM newsletters**

The Committee on Women's Rights and Gender Equality of the European Parliament issues regular newsletters.

To subscribe visit:

[www.europarl.europa.eu/committees/en/femm/home.html](http://www.europarl.europa.eu/committees/en/femm/home.html)

### **Snippets of recent news from the UK**

**New fellows and honorary fellows at the Royal Society** announced:

[www.iop.org/news/13/aug/page\\_60858.html](http://www.iop.org/news/13/aug/page_60858.html)

**Very Early Career Woman Physicist of the year award, winner announced:**

The award recognises women physicists who are a very early stage of their career and who have made a substantial contribution to the subject and have undertaken activities to support and encourage others in the field.

The aim is to recognise the outstanding work of women embarking on a career in physics and to promote the career opportunities open to people with physics qualifications.

[www.iop.org/news/13/oct/page\\_61567.html](http://www.iop.org/news/13/oct/page_61567.html)

**The first ever fellowship of the Women's Engineering Society** – its highest grade of membership - has been awarded:

[www.iop.org/news/13/sep/page\\_61202.html](http://www.iop.org/news/13/sep/page_61202.html)

**4<sup>th</sup> Gold Award: The Athena SWAN Charter** recognises commitment to advancing women's careers in science, technology, engineering, maths and medicine (STEMM) employment in academia.

[www.athenaswan.org.uk/](http://www.athenaswan.org.uk/)

**JUNO project progress:**

JUNO aims to recognise university physics departments that can demonstrate they have taken action to address the under-representation of women.

[www.iop.org/policy/diversity/initiatives/juno/](http://www.iop.org/policy/diversity/initiatives/juno/)

Ann Marks EPWS BoA

## World Economic Forum

### Global Gender Gap Report 2013

The World Economic Forum (WEF) Global Gender Gap Report, 2013, benchmarks national gender gaps of 136 countries on economic, political, education- and health-based criteria. The Global Gender Gap Index was developed in 2006, partially to address the need for a consistent and comprehensive measure of gender equality that can track a country's progress over time.

For five years in a row, Iceland has been rated the country with the world's smallest gender gap by the WEF and Finland, Norway and Sweden are the top of the list.

<http://reports.weforum.org/global-gender-gap-report-2013/>

## International Conference of Women and Technology Taiwan

September 2013

On September 16, Dora Groo, President of the Association of Hungarian Women in Science gave a presentation as invited speaker at the International Conference of Women and Technology, in Taipei, Taiwan. The event was organized by the Society of Taiwan Women in Science and Technology and was preceded by the 2013 Asia and Pacific Nation Network (APNN) Meeting. APNN is a regional affiliation of the International Network of Women Engineers and Scientists. At least 20 countries were represented from all over the world.

Website: [www.2013iconwist.com.tw](http://www.2013iconwist.com.tw).

Dora Groo EPWS BoA

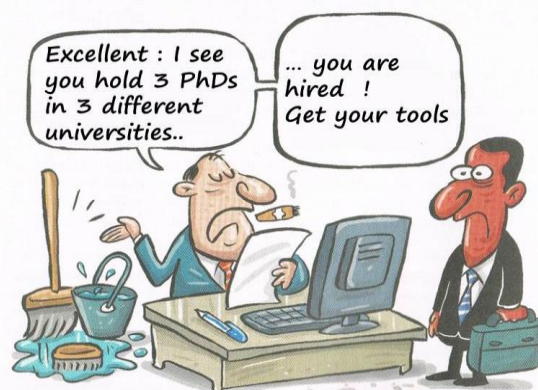
## ICWIP 2014

### Conference on Women in Physics

August 2014

The 5th IUPAP International Conference on Women in Physics will be held in Waterloo, Canada from the 5<sup>th</sup> to 8<sup>th</sup> August 2014.

## From Brazil



Bruno for O Vale Sao Jose dos Campos (Brazil)

HORS-SÉRIE / JUIN-JUILLET-AOÛT 2013 / COURRIER INTERNATIONAL

## Membership Application Form

*Please fill in this form in CAPITAL LETTERS and send it to [membership@epws.org](mailto:membership@epws.org):*

<b>Membership Type Requested (annual fee)</b>
<input type="checkbox"/> Full Member (120€)
<input type="checkbox"/> Associate Member (100€)
<input type="checkbox"/> Individual Supporting Member (please specify which type)
<input type="checkbox"/> Professor (30€)
<input type="checkbox"/> Researcher (30€) (please specify)
<input type="checkbox"/> Student (no fee) (please specify)
<input type="checkbox"/> Supporting Organisation (see also page 2)
<b>Name of Organisation/Network/Individual Applicant:</b>
<b>Address:</b>
<b>Telephone Number/ Fax Number:</b>
<b>E-mail:</b>
<b>Website:</b>
<b>Research Area(s) Covered:</b>
<b>Is your organisation/are you a member of any other network(s)?</b>
<b>To be completed by applicants for Full Membership and Associate Membership</b>
<b>Name(s) and position(s) of authorised representatives:</b>
1. 
2. 
<b>How many members do you represent?</b>
<b>To be completed by applicants for Individual Supporting membership:</b>
<b>Affiliation:</b>
<b>Position:</b>
<b>I accept EPWS' Terms and Conditions</b> <input type="checkbox"/> <b>(online at <a href="http://www.epws.org">www.epws.org</a>)</b>
<b>Name</b> _____ <b>Signature :</b> _____
<b>Date</b> _____ <b>Place:</b> _____

*Your personal data are for EPWS use only and will not be transmitted to third parties.*

## Subscriptions

**Remember - EPWS depends on membership fees to continue to exist.**

**All membership fees are due annually each January.**

Fees should be paid by bank transfer using the IBAN bank system. Please see the 'bank transfers' page on the EPWS website at [www.epws.org](http://www.epws.org). Note - fees have not been increased for 2014.

Please contact [membership@epws.org](mailto:membership@epws.org) if you have any problems regarding payment.

**Thank you, EPWS Executive**

### Notes from the Editor:

Dear Readers,

The EPWS is a network of networks so please forward this email newsletter on to all who are interested in women in science issues as well as to all networks and individuals who might be interested in joining the EPWS.

**All EPWS members are invited to submit newsletter articles for future issues announcing or reporting news of their networks and of women in science events in their countries.** Please send contributions to [membership@epws.org](mailto:membership@epws.org) marked 'for the attention of the EPWS newsletter editor'. They may be submitted at any time.

**Remember to visit the EPWS website at [www.epws.org](http://www.epws.org).** The data button has been introduced at <http://home.epws.org/filter/data> to present recent information, in English, of interest to our members and website visitors. Please send such documents to the Executive Committee at [info@epws.org](mailto:info@epws.org); they will be posted on the website after approval.

Best regards,

**Ann Marks EPWS Board of Administration**

### EPWS Email Contacts:

**General enquiries:** [info@epws.org](mailto:info@epws.org) (e.g. requests for speakers and general information)

**Membership applications and membership issues:** [membership@epws.org](mailto:membership@epws.org)

**For financial support and/or offers of in-kind:** [membership@epws.org](mailto:membership@epws.org) or use the 'donation' section on the EPWS website.

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### References

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Articles in this issue have been submitted by the Board of Administration and the Executive Committee.

Articles are invited from members of the EPWS for future issues.

The EPWS is not responsible for the accuracy of the content.