Central European Centre for Women and Youth in Science

Project No. SAS6-CT-2004-003582

CEC-WYS
Central European Centre for Women and Youth in Science

Specific Support Action

Structuring the ERA

FINAL PUBLISHABLE REPORT

REPORTING PERIOD: from March 2004 to February 2007

DATE OF PREPARATION: 27 May 2010

PROJECT START DATE: March 2004

DURATION: 36 months

PARTNERS:
Hungarian Science and Technology Foundation
Jožef Stefan Institute
Institute of Philosophy, Slovak Academy of Sciences
Institut National de la Recherche Agronomique
POLITEHNICA University of Bucharest
Agenzia per la Promozione della Ricerca Europea

Central European Centre for Women and Youth in Science

http://www.cec-wys.org/html/

CEC-WYS mission statement

The Central European Centre for Women and Youth in Science aims to empower women and young scientists and to contribute to achieving gender equality in research.

The summary objectives of the CEC-WYS project are

- § to raise awareness and understanding in the scientific community of issues concerning gender, women and youth in science
- § to raise the visibility and inclusion of women scientists in the scientific community
- § to contribute to reaching for scientific excellence by reducing gender bias and developing sensitivity to the gender dimension of science
- § to empower scientists by building capacity and skills
- § to contribute to policy development concerning women and early stage career researchers

project consortium

coordinator

- Institute of Sociology, Czech Academy of Sciences

(Narodni Kontaktni Centrum – Zeny a Veda) - NKC

www.zenyaveda.cz

contact:

Marcela Linkova
Jilska 1
Praha 1
110 00
CZECH REPUBLIC

Tel: +420 222 222 322
marcela.linkova@soc.cas.cz

partners

- Hungarian Science and Technology Foundation - HSTF
  www.tetalap.hu
- Jozef Stefan Institute - JSI
  www.ijs.si
- Institute of Philosophy, Slovak Academy of Sciences - IPSAS
  www.up.upsav.sk
- Institut National de la Recherche Agronomique - INRA
  www.inra.fr

- Politehnica University of Bucharest Automatics, Process Control and Computers Centre - APCC
  www.acpc.pub.ro
- Agenzia Per La Promozione Della Ricerca Europaea - APRE
  www.apre.it

Strategy and methodology

Project strategy

- CEC-WYS is a regional project addressing region-specific social-historical context and situation
- The target audience is multi-disciplinary and “science” is understood as including all fields of hard and soft sciences
- CEC-WYS looks to the long-term transformation of the practice of science and scientific institutions. We believe this transformation of scientific and institutional culture is the only way to achieve gender equality, and thus scientific excellence. A simple increase in the number of women in science is not the solution.
- Without policy support, individual actions cannot change institutional cultures. However, without the identification of individuals with policies, policies remain on paper only. Thus, the project has twin approaches: to work at grassroots level and at policy level. We anticipate that the impact on individuals will be mirrored in a shift in the research culture as individuals will play a part in bringing about such a transformation while we will push for changes in policy toward equality.

Project methodology

- § awareness raising
- § networking
- § training activities and workshops
- § reflective practice
- § policy and experience mapping
- § policy monitoring

Detailed project objectives and major achievements

The objective of CEC-WYS is to empower woman and young scientists in Central Europe and to contribute to achieving gender equality in R&D.

Raising awareness

CEC-WYS raised awareness and understanding among the scientific community of issues facing women and young scientists by

- developing communication tools and visual identity to project a unified presentation of the project
- developing, maintaining and updating the lively project website with up to date project information and news
- organising workshops and press conferences to publicise the reports
- raising the topic in media appearances
- holding the conference "Science Policies Meet Reality: gender, women and youth in science in Central and Eastern Europe"

Increasing visibility

CEC-WYS increased the visibility and opportunities of women scientists by

- developing a database of 787 Central European women scientists
- conducting publicity, marketing and evaluation exercises
- providing a workshop to encourage highly qualified women to register in the European Commission database of potential evaluators for FP 6
- developing publicly available materials to inform and encourage women to register in the European Commission database of potential evaluators for FP 6

Reaching for scientific excellence by reducing gender bias in research

CEC-WYS contributed to the elimination of gender bias in research and build capacity for scientific excellence by

- providing workshops to 63 participants in collaboration with experts on the inclusion of the gender dimension in research, reducing gender bias in life sciences research and women and gender in ICT
- creating and disseminating the manual "Why Gendered Science Matters – how to include gender dimension into research projects"

Empowerment though capacity building

CEC-WYS provided skills development and capacity building of researchers by

- providing training seminars to 26 participants on communication and conduct of science to early career stage researchers
- to interest, encourage and orientate early career stage scientists in FP 7 and the concept of the ERA by updating and developing the young scientists career resources website
- to encourage and guide researchers from the region to apply for FP7 funding by updating the Project Sourcebook with relevant information for FP 7 (extra activity)

Contributing to policy development

CEC-WYS contributed to policy development in the project's four Central European countries by

- conducted lobbying activities concerning the Enwise report recommendations through conducting interviews with senior policy makers, researchers and journalists
- using the interviews as a basis for writing and disseminating national Enwise follow-up reports and International Comparative Summary Report
- writing a report and conducting a mapping exercise on the position of early stage career researchers

work performed and results

Project website

Objective

The objective of the website was to raise interest and awareness about the project and project themes. The website aimed to serve as a virtual hub to present the project messages, events and materials, as well as statistics and resources on women and youth in science.

Work performed

A tender was sent to several website design companies and based on three tender submissions the tender was awarded to the company which offered the best price: service quality ratio. The website design and visual style was completed in cooperation with the work package leader (partner 1, NKC).

The work package leader was responsible for developing the website structure and uploading the contents via the content administration system. The structure expanded and evolved during the course of the project. When the website went “live on-line”, the homepage featured relevant news items, and the main sections included

- a presentation of the project,
- state of the art and project background,
- presentation of work packages,
- consortium members,
- management structure,
- database,
- national sections,
- links to related projects
- contact

The main body of the website is in English. The Czech, Hungarian, Slovakian, Slovenian and Romania partners have national sections where women and youth in science issues are presented and discussed in the national language.

Partners had administration access to update the sections of the website for which they were responsible (homepage and national sections). All partners were responsible for updating the homepage with relevant news items. Responsibility rotated to successive partners on a 2 month basis. On average, 2 news items per week were uploaded.

The work package leader developed the structure throughout the project to include sections on

- project events
- project materials and publications
- conference presentations
- media appearances
- thematic presentation of project issues
- communication charter and key messages
- gender equality programmes and policies
- presentation of project newsletter
- website of the month
- website feedback

The young scientists’ career resources section is on the main project site, but was developed as a separate work package (WP 7) and is reported on below.

At the end of the project, the website was changed to make the site stable and suitable for remaining on-line without updating. The resources and materials have been consolidated to produce a site suitable for the long term. Some sections have been removed as they are suitable on in short-term time spans (website of the month, website feedback, news). The homepage now presents the project objectives, message and outcomes at a glance, with links to all project materials and tools.

Evaluation

The website was rated 1090 times. Visitors were asked to rate three aspects of the site: content, navigation and structure, visual style. Three degrees of satisfaction were offered for each aspect: thumbs up, ok and thumbs down.

Here follows the breakdown of feedback received:

	Content	Navigation and structure	Visual style
Thumbs up	349	4	5
Ok	377	1051	1051
Thumbs down	364	35	34

Feedback on the website as a whole, including the three aspects (content, navigation/structure and visual design) was overall as follows:

"thumbs up" 11%

"satisfactory" 76%

"thumbs down" 13%

We provided a comment box which automatically appeared when giving feedback for people to expand on their feedback, but this was rarely used. Had those sending their evaluation made use of this, it would have been easier to develop the website in response. Based on some comments we received, we believe that website visitors expected to find more detailed information on the website about fellowship opportunities in every scientific field. This is way beyond the scope of the project, and such services were signposted from the CEC-WYS website.

Website address: http://www.cec-wys.org/html/

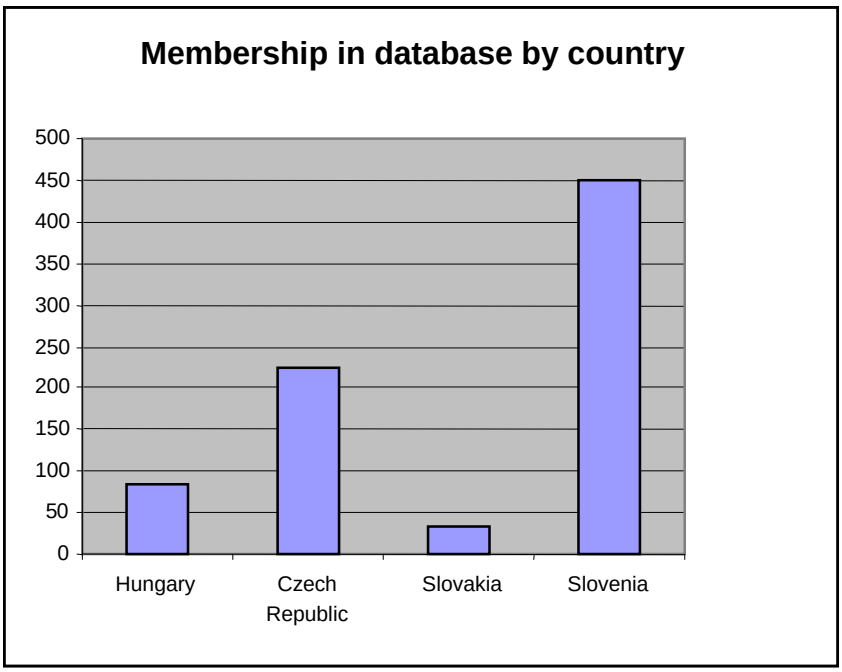
Database of women scientists in Central Europe

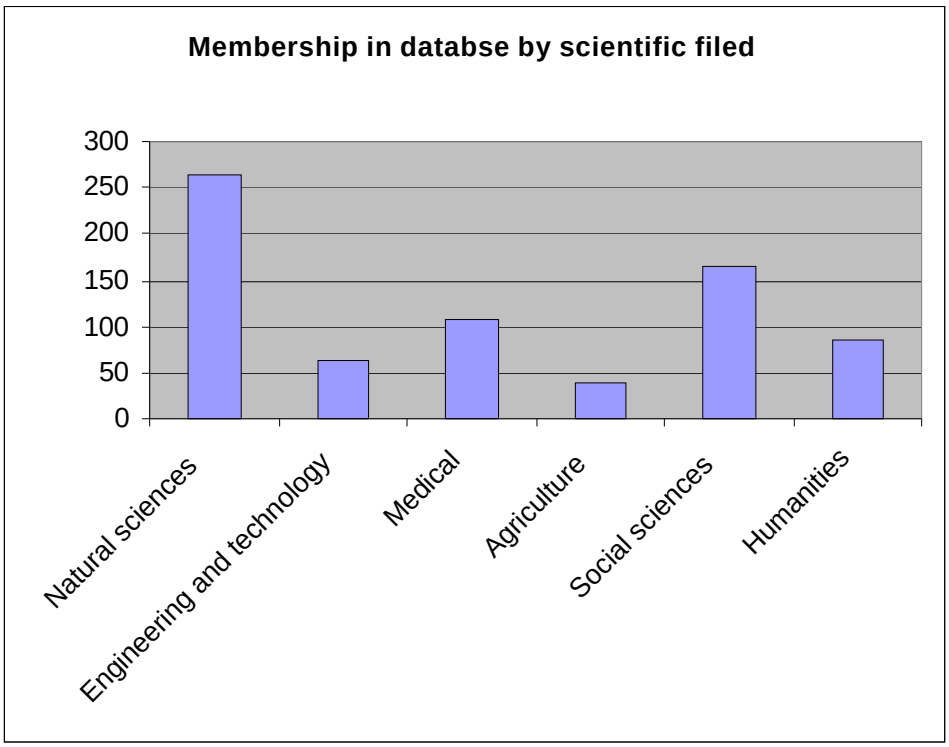
Objective

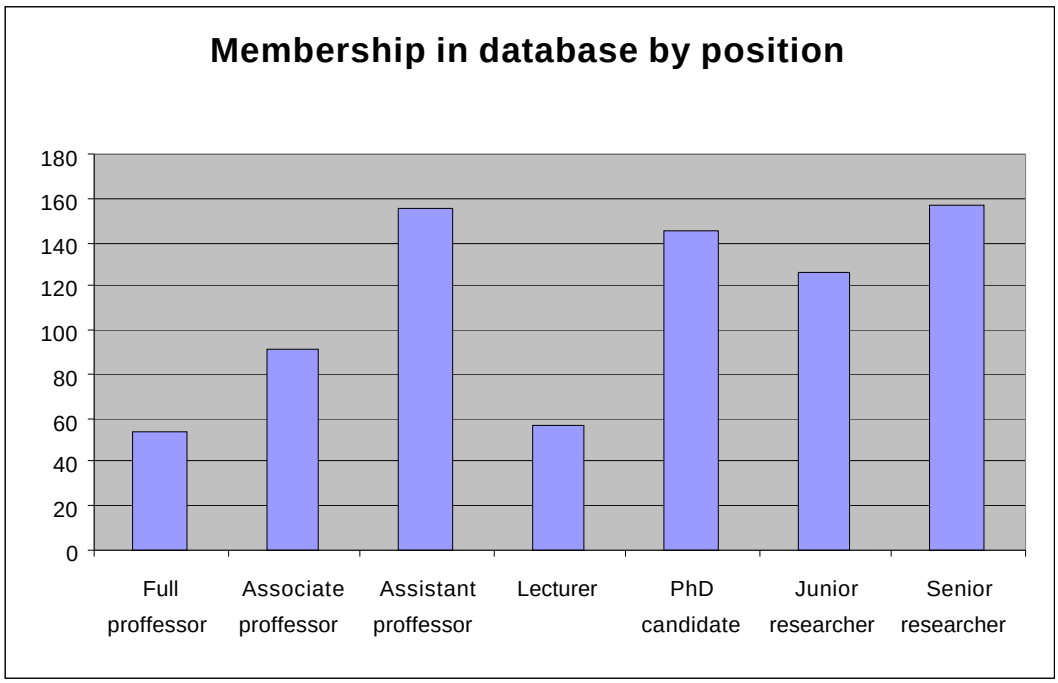
The objective of this work package was to provide a tool to raise the visibility of women scientists from Central Europe. By increasing their visibility, we aimed to increase database members' opportunities to be invited to grant evaluation or scientific committees. The tool was also intended as a forum for networking, partner search, mentor search and for media representatives to search for experts for co-authoring or comment.

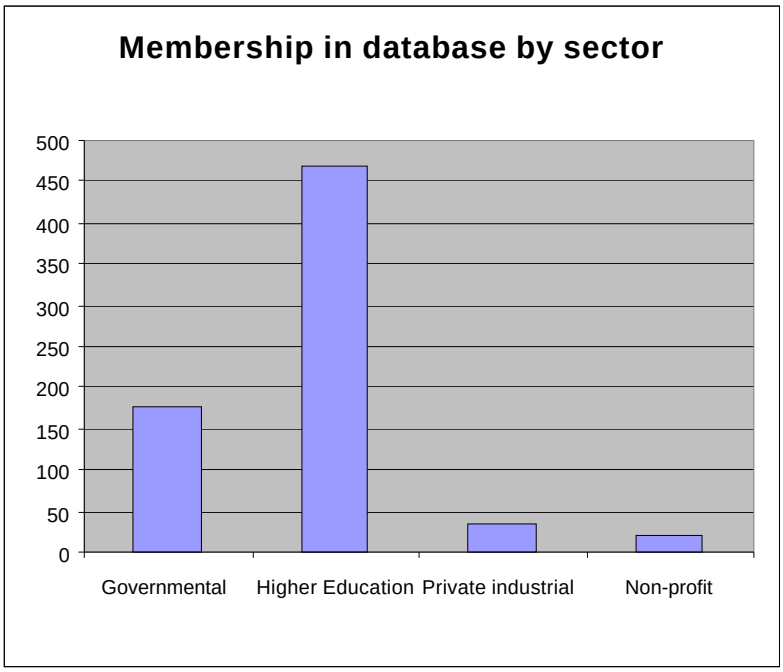
Work performed

The database was constructed and administrated in accordance to national data protection laws, and has a safe registration process to protect against abuse. After collecting publicly available contact details of women scientists at national level, there was a coordinated campaign to invite registrations in Reporting Period 1. There are currently 787 members of the database. Please see below for a visual representation of the breakdown of the database membership by country, scientific field, position and sector:




Membership in databse by scientific filed
300
250
200
150
100
50
0
Natural sciences
Engineering and technology
Medical
Agriculture
Social sciences
Humanities


Membership in database by position
180
160
140
120
100
80
60
40
20
0
Full proffessor
Associate proffessor
Assistant proffessor
Lecturer
PhD candidate
Junior researcher
Senior researcher



Evaluation

The WP leader conducted evaluation among database members. From 130 responses we gathered the following summary feedback showing the use of the database.

- access to database – easy/very easy - 129
- used database for partner search – 23
- invited to advisory boards – 2
- contacted for mentoring – 2

From this sample, the use of the database is not as high as we had hoped. We suggest that a change in the climate of the scientific community and more lobbying power and access by partners to senior members of the scientific hierarchy would be needed to make the database more widely used as a recruiting tool.

WP leader has conducted a final marketing/dissemination campaign to attract members of the scientific and media communities to use the tool.

Database website address:
http://www.cec-wys.org/html/index.php?s1=1&s2=7&s3=2&lng=13

Women evaluators in FP6

Objective

The objective of this work package was to encourage women from the 4 project central European countries to register in the European Commission database of expert evaluators in order to contribute to working towards the 40% target of women in all levels of scientific activities including proposal evaluation and scientific decision-making.

Work performed

A questionnaire survey of evaluators provided material with which to develop an information flyer encouraging registration to the database. Information about evaluation was uploaded on the CEC-WYS website. A workshop was held to inform and motivate registration in the database.

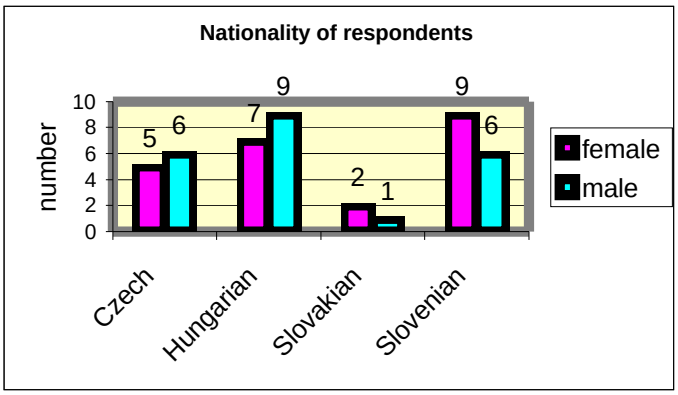
§ Survey of European Commission evaluators

In order to encourage women in the four Central European partner countries to register in the EC evaluators' database, it was necessary to collect information about experiences of evaluators themselves. This provided insight into the motivations and benefits of being an evaluator.
Also, questions were asked about evaluators' perceptions of the importance of women and science issues and their estimation of the quality and usefulness of training on evaluation in general and inclusion of gender dimension in science in particular.
The questionnaire analysis and conclusions were reported in deliverable 3.3
A questionnaire was prepared by Partner 2 HSTF after consultation with the consortium. The questionnaires were sent out by e-mail in September 2004 to the evaluators, both women and men. 45 filled questionnaires were received. An SPSS database was created by HSTF for the analysis of the answers and the data of the 45 questionnaires were coded.

Survey respondants

Altogether 45 questionnaires were received from evaluators of the following nationalities:

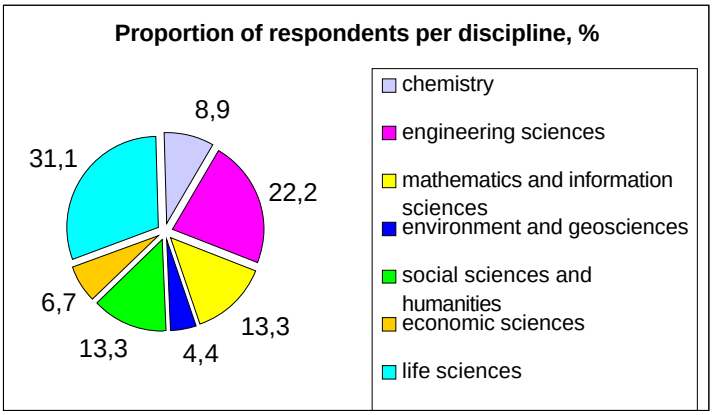
Diagram 1.



The age distribution of respondents shows a balanced picture:
Table 1.

age	female		male	
	N	%	N	%
30-50	12	52,2%	13	59,1%
over 50	11	47,8%	9	40,9%

We received answers from all **research fields** except for physics.
Diagram 2.



Benefits of being an evaluator

The questionnaire contained a question about the benefits of being an evaluator, with multiple answers allowed. The results are represented in the table below:
Table 8.

benefit of being evaluator	N	%
1 no	2	4,4
2 finding partners for projects	1	2,2
4 more expertise in proposal preparation	16	35,6
6 other	2	4,4
8 finding partners for projects and more expertise in proposal preparation	1	2,2
9 finding partners for projects and opportunity to earn money	1	2,2
17 finding partners for projects, more expertise in proposal preparation and opportunity to earn money	2	4,4
20 finding partners for projects, more expertise in proposal preparation, opportunity to earn money and other	2	4,4
21 having advantage when applying for funding and more expertise in proposal preparation	1	2,2
22 having advantage when applying for funding and opportunity to earn money	1	2,2
24 having advantage when applying for funding, more expertise in proposal preparation and opportunity to earn money	2	4,4
27 having advantage when applying for funding, more expertise in proposal preparation, opportunity to earn money and other	1	2,2
28 more expertise in proposal preparation and opportunity to earn money	8	17,8
29 more expertise in proposal preparation and other	1	2,2
30 more expertise in proposal preparation, opportunity to earn money and other	3	6,7
31 opportunity to earn money and other	1	2,2
Total	45	100,0

The majority of respondents said that the biggest benefit of being an evaluator is expertise and money. Here are some additional comments about why respondents feel being an evaluator:

'To offer my expertise as well as to get new experience.'

'I am interested in scientific trends, I hoped a better insight into the mechanism of application-evaluation-selection of projects for support'

'I find that kind of work interesting, as it gives an insight into the leading European research developments'

'Because I'm curious and want to know how EU programs work.'

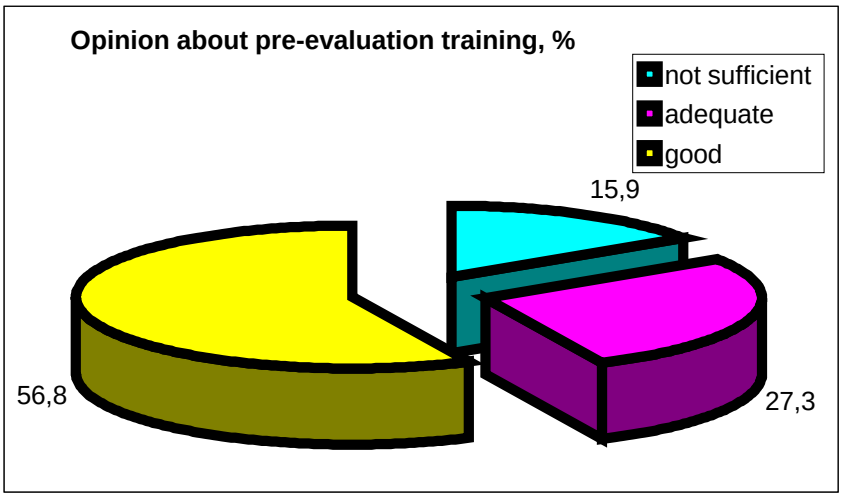
'I am interested in working for the forefront science and evaluation is a very important part of this.'

37 of the respondents (82,2%) **recommended others to register the EC database.**

Quality of training

Respondents were asked their opinion about the quality of training they received from the EC before evaluation:

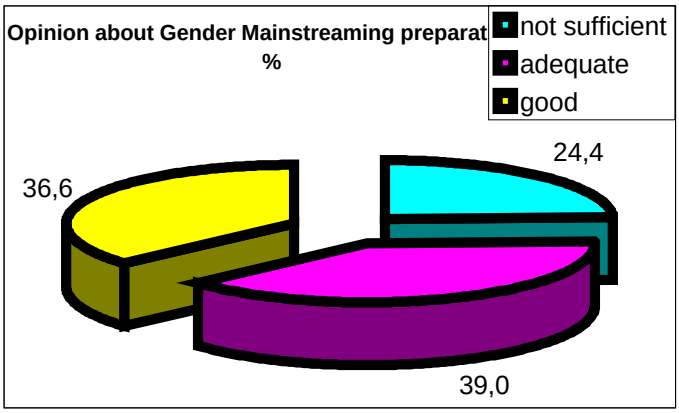
training before evaluation	N	%
1 not sufficient/no training at all	3	6,8
2 rather not sufficient	4	9,1
3 middle level	12	27,3
4 rather good	14	31,8
5 excellent training and information	11	25,0
Total	44	100,0



Evaluators and gender mainstreaming

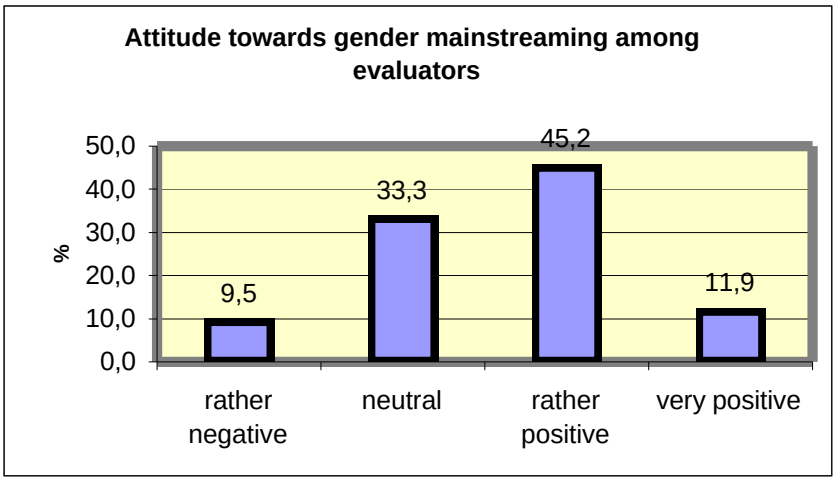
The opinions about preparation/training on gender mainstreaming before evaluation show a slightly different picture:

opinion about Gender Mainstreaming preparation	N	%
1 not sufficient/no training at all	3	7,3
2 rather not sufficient	7	17,1
3 middle level	16	39,0
4 rather good	9	22,0
5 excellent training and information	6	14,6
Total	41	100,0



Respondents were asked to rank on a scale of one to five (ranging form very negative to very positive) the general attitude towards women in science/gender mainstreaming issue among the evaluators. None of them put very negative, and the answers were statistically not significantly different per gender or research field.

(N=42)



Summary conclusions

- Researchers think that being an evaluator is beneficial for them in terms of getting new information on their scientific field and on EU projects in general (criteria, structure, management, etc.) and also for making contacts.
- The evaluation process is tiring and sometimes complicated.
- Researchers don't know the term gender mainstreaming.
- Gender equality is a sensitive issue that raises ambivalent feelings and contradictory opinions among scientists.
- Many researchers don't understand why gender equality is important and don't know the two aspects of it: they only consider equal opportunities in the workplace, the research part of it not.

§ **information flyer**

A flyer was developed to inform and attract potential evaluators based on the material gained from the questionnaire results. The flyer was disseminated by project partners at events and conferences. Feedback was collected from participants of the workshop to encourage women to register in the European Commission database of evaluators to find out information about their experiences of FP 6 and ambitions for FP 7. Ten out of fourteen respondents have now registered in the FP 7 database; two have been invited by the Commission to evaluate.
Information about evaluation was uploaded onto the CEC-WYS website.

Information and leaflet on website:
http://www.cec-wys.org/html/index.php?s1=1&s2=10&s3=5&lng=13

§ **workshop for potential evaluators**

In March 2005, a workshop was held for 23 highly qualified women scientists from the region to encourage them to register in the database. The workshop included presentations of European Commission women and science activities and Framework Programme 6. Researchers who had already evaluated FP 6 projects presented their experiences. The workshop presentations and video can be viewed on line at http://ct3.ijs.si/cec-wys/workshop2005/

Evaluation

To coincide with the end of FP 6 and beginning of FP 7, the workshop participants were contacted for the purposes of collecting feedback on the impact of the workshop. Participants were asked if after attending the workshop they registered in the European Commission database of evaluators, if not why not, if so, were they invited to evaluate. The feedback collected from 14 respondents by the WP leader showed that 5 participants registered in the database for FP 6 and 2 were invited to evaluate. Those who did not register said that the reason they did not register was that they felt overwhelmed with their existing workload. The 5 registered in the FP 6 database plus 5 more have registered in the FP 7 database.

In selecting women participants for the workshop from the applications, we agreed that it was important to select women who were highest qualified and therefore had the best chance of being invited to evaluate. A product of being highly qualified also seems to have been overburdening with multiple commitments, making it difficult to consider taking on more. It also might reflect the scientists' preoccupation with national level science rather than having the time to expand into European Commission activities.

When we look at the increase of registrations in the Central European project partner countries, highlighted in yellow, there has been an increase in the number of registrations but no significant increase in the percentage of women registered. We do not have statistics for the rate of women invited to evaluate FP 6 projects.

2004

Country	Male	Female	Total	%Female
EE	71	36	107	**34%**
SI	157	77	234	**33%**
MT	95	45	140	**32%**
PT	549	254	803	**32%**
FIN	593	255	848	**30%**
ES	2276	928	3204	**29%**
IE	417	169	586	**29%**
LV	50	20	70	**29%**
IT	2956	1146	4102	**28%**
PL	775	308	1083	**28%**
HU	371	137	508	**27%**
LT	124	45	169	**27%**
EL	1125	401	1526	**26%**
FR	2784	892	3676	**24%**
SK	123	38	161	**24%**
AT	756	203	959	**21%**
CZ	254	64	318	**20%**
DE	3523	871	4394	**20%**
SE	882	223	1105	**20%**

2006

Country	Male	Female	Total	%Female
EE	137	73	210	**35%**
SI	253	117	370	**32%**
MT	147	70	217	**32%**
PT	768	383	1151	**33%**
FIN	804	377	1181	**32%**
ES	2973	1263	4236	**30%**
IE	602	262	864	**30%**
LV	99	46	145	**32%**
IT	4157	1690	5847	**29%**
PL	1052	445	1497	**30%**
HU	597	235	832	**28%**
LT	204	82	286	**29%**
EL	1534	568	2102	**27%**
FR	3966	1282	5248	**24%**
SK	202	72	274	**26%**
AT	1072	299	1371	**22%**
CZ	429	101	530	**19%**
DE	5114	1237	6351	**19%**
SE	804	377	1181	**32%**

BE	1063	239	1302	**18%**
LU	49	11	60	**18%**
UK	2672	575	3247	**18%**
CY	93	19	112	**17%**
DK	471	91	562	**16%**
NL	1024	170	1194	**14%**
Total	23253	7217	30470	**24%**
Database total Oct 04	26550	8581	35131	**24%**

BE	1543	363	1906	**19%**
LU	83	20	103	**19%**
UK	3844	891	4735	**19%**
CY	158	52	210	**25%**
DK	616	155	771	**20%**
NL	1579	273	1852	**15%**
Total	32737	10733	43470	**25%**
Database total Mar 06	39415	13449	52864	**25%**

Inclusion of gender dimension in research

Objective

The aim of the activities in this work package was to sensitise the scientific community to the existence of a gender dimension in all fields of research, and to contribute to scientific excellence by guiding researchers on how to eliminate bias in the research questions.

Work performed

§ **Publication "Why gendered science matters"**

A manual "Why gendered science matters" providing guidance for researchers to help recognise how gender bias occurs in research, and to check for gender bias in their research proposals was written and disseminated. The manual was developed and updated near the end of the project to ensure it was relevant for FP 7.

The content of the publication is as follows:

Introduction
What is gender
Towards the concept of gendered science
PART I.
Background
Motivation beyond manual
Methodology applied
Main objectives of this manual
PART II.
Main strategies for promoting gender equality in science
PART III.
Gender mainstreaming and science policy in European research
PART IV.
Asking the right questions: how to include gender dimension into your research project
PART V. Learning by doing: case studies
Conclusion
References
Annex 1: Brief glossary of gender terms
Annex 2: Checklist of questions and indicators

§ **training workshops**

Three workshops were held during the course of the project.

- **Why gendered science matters**
  Bratislava, 7th September 2005
  Target audience: researchers (men and women) from all fields of science from Central Europe.There were 41 participants from Slovenia, Slovakia, Czech Republic and Hungary.
  The objective of the workshop was to help participants understand the gender dimension in science and how to reduce gender bias in research proposals.
  Workshop website:
  http://www.cec-wys.org/html/index.php?s1=1&s2=3&s3=7&s4=0&s5=0&s6=0&lng=13&user_url=&menu_id=1&m=1&typ=clanky&recid_cl=1085&menu_id=1

- **Workshop on Women in Information Communication Technologies**
  Ljubljana, 16th February 2007
  Target audience: researchers in the field of ICT (men and women). There were 25 participants from the region.
  The objective of this workshop was to raise awareness on importance and relevance of gender in science to Information and Communication Technology.

Workshop website:
http://www.cec-wys.org/html/index.php?s1=1&s2=10&s3=6&s4=4&lng=13

- **Scientific excellence and 'sexy' research: workshop on gender in life sciences research**
  Prague, 26th February 2007.
  Target audience: life science researchers (men and women) from Central and Eastern Europe. There were 16 participants from Central and Eastern Europe.
  By 1) providing information on why and how to regard possible sex and gender differences in research, 2) supplying practical tools to operationalise this information and 3) applying the newly gained knowledge to the research of the participants during the workshop, the workshop aimed to empower researchers and equip them with the basic skills needed to conduct gender sensitive research
  Workshop website:
  http://www.cec-wys.org/html/index.php?s1=1&s2=10&s3=6&s4=1&lng=13

Evaluation

Participants at the "Scientific excellence and 'sexy' research" workshop were asked to fill out an evaluation form at the end of the workshop. We received 15 responses. The feedback form included 11 positively formulated statements about the workshop which could be rated on a 4-point Likert-scale ranging from 'Totally disagree', 'Disagree', 'Agree' to 'Totally agree'. In order to quantify the answers of the participants the scale categories were assigned values, -2, -1, 1 and 2 respectively. In other words, a statement receiving a value below 0 is rated negatively, and above 0 positively.
Results are as follows:

Statement	Mean value	Range
1. The workshop was well-structured	1,7	1 - 2
2. The presentations were clear and understandable	1,6	1 - 2
3. The supporting examples in the presentations were useful	1,5	1 - 2
4. The plenary exercise on implementing the gender awakening tool was useful	1,1	-1 - 2
5. It was fruitful to discuss my research in small groups	0,9	-1 - 2
6. I learned something new in this workshop	1,4	-1 - 2
7. I have a better idea of how to implement a gender dimension in my research than before the workshop	1,1	-1 - 2
8.The workshop announcement covered the contents of the workshop well	1,6	1 - 2
9. I learned in this workshop what I had hoped to learn	1,3	1 - 2
10. The trainers were knowledgeable	1,8	1 - 2
11. The trainers guided the workshop well	1,7	1 - 2

Participants who responded to the request for feedback after the workshop "Why gendered science matters" evaluated the content of contributions, practical exercises and workshop materials highly.
The feedback forms with satisfaction questions were sent to all participants of workshop in September 2005 via mail. Rate of return was 10,2 percent, therefore we could build a relatively sufficient picture of satisfaction with each individual item of the workshop.

- Satisfaction with content of contributions was very high. Majority of respondents' answers were positive. Only in one case was the answer opposite and one respondent used the possibility of comments. Her remark was related to the duration of lectures.
- Satisfaction with practical exercise and obtained materials was very high.
- Applicability (usefulness) of new knowledge gained in training: all respondents except one would be able to adopt the gender dimension in their potential proposal. The negative answer was explained by non-experience of respondent and the willingness to participate on others seminars.

Although the workshops were positively evaluated as fulfilling their objectives, it was difficult to raise interest in the topic among male scientists. Although it was made clear in the calls for applications for the workshops that men and women were equally welcome, very few men attended.

Responsible conduct and communication of science

Objective

The objective of this work package was to prepare young researchers to take ownership of their careers, and to develop their skills in communication and responsible conduct of research, and to provide them with the skills and reflection to develop into effective supervisors and mentors.

Work performed

Interdisciplinary Seminars on the Conduct of Science for Early Career Researchers

The two seminar seminars were held over 2 one week periods from 3-7th October 2005 and 23-27th January 2006. The target audience was early stage career researchers aimed to prepare young researchers to take ownership of their research projects, and to develop skills in communication and responsible conduct of science, and provide them with skills to enable them to develop into effective supervisors and mentors
Over the course of two seminar series, there were 26 participants from the Czech Republic, Slovakia, Slovenia and Romania. A video has been made of the seminars series which will be disseminated by partners, particularly by partner 5 INRA, also by partner 1 NKC at the forthcoming workshop on PhD studies and graduation associated with the WS Debate national conference in November 2007.

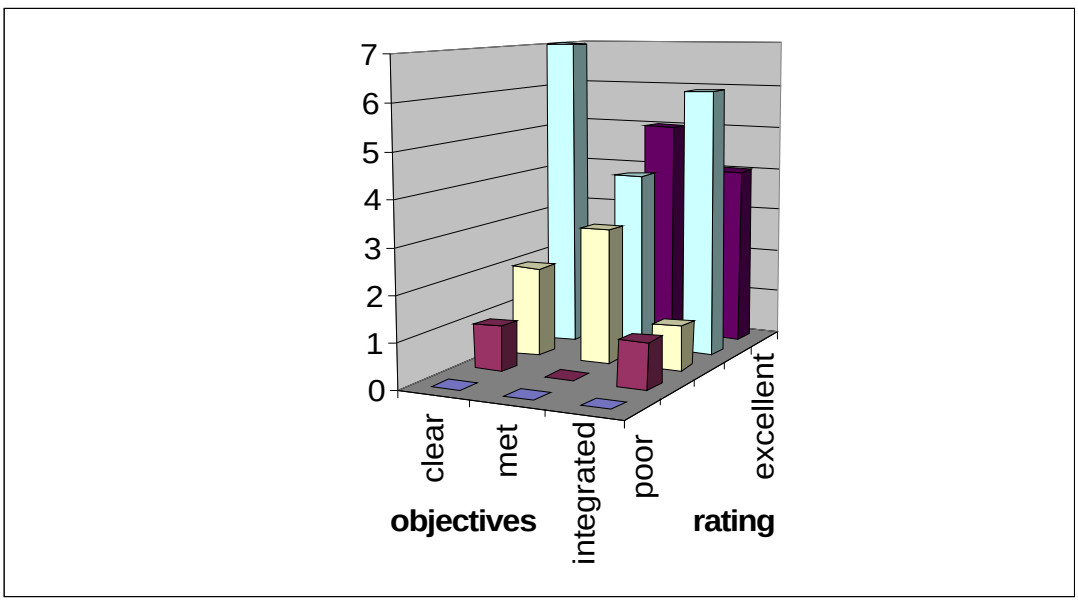
CEC-WYS offered training in communication and responsible conduct of research feedback from the 26 participants of the training events was very positive.

http://www.cec-wys.org/html/index.php?s1=1&s2=10&s3=2&s4=3&lng=13

Evaluation

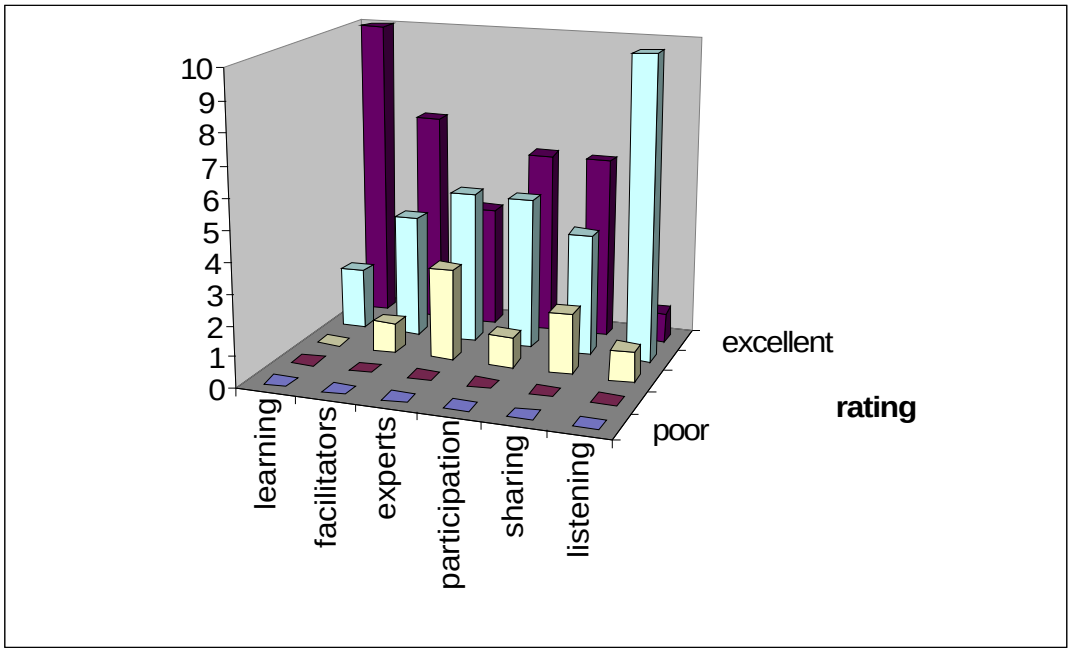
Budapest October 2005
Participants were given a questionnaire at the end of the five-day seminar. 12 of the 14 participants returned the questionnaire. The main results are presented below.

1) Evaluation of clarity and fulfilment of objectives



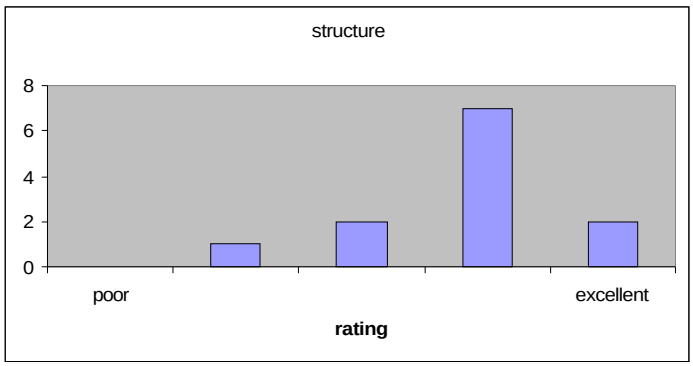
Objectives were clear for a large group of people, who conclude that the objectives were met (4 attendants rate at 4, 5 rate at 5 out of 12 people) and that the integration was successful.

2) evaluation of learning environment



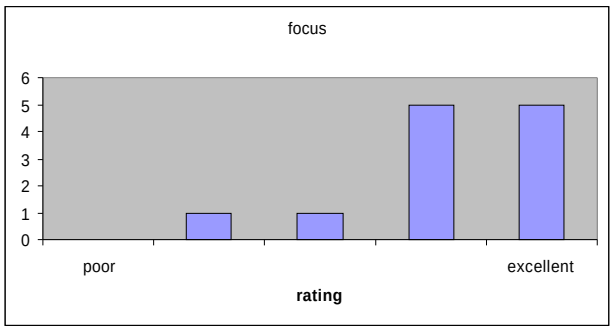
Participants judged that a good **learning environment** was created during the week, with Few ratings at 3, other at 4 or 5 for all the corresponding questions.

3) evaluation of seminar structure



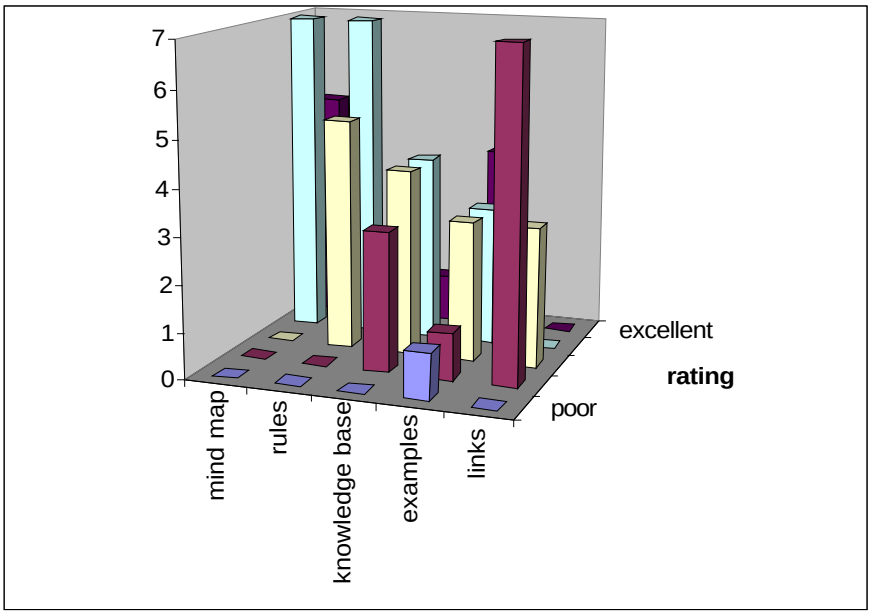
The **structure of the seminar** was well appreciated (7 rate at 4, 1 rate at 2)

4) evaluation of focus on research project



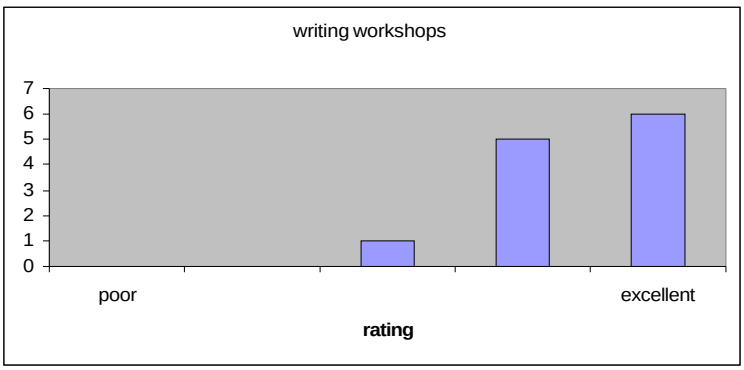
F the training is widely appreciated (5 rate 4, 5 r

5) evaluation of relevance of methods and exercises



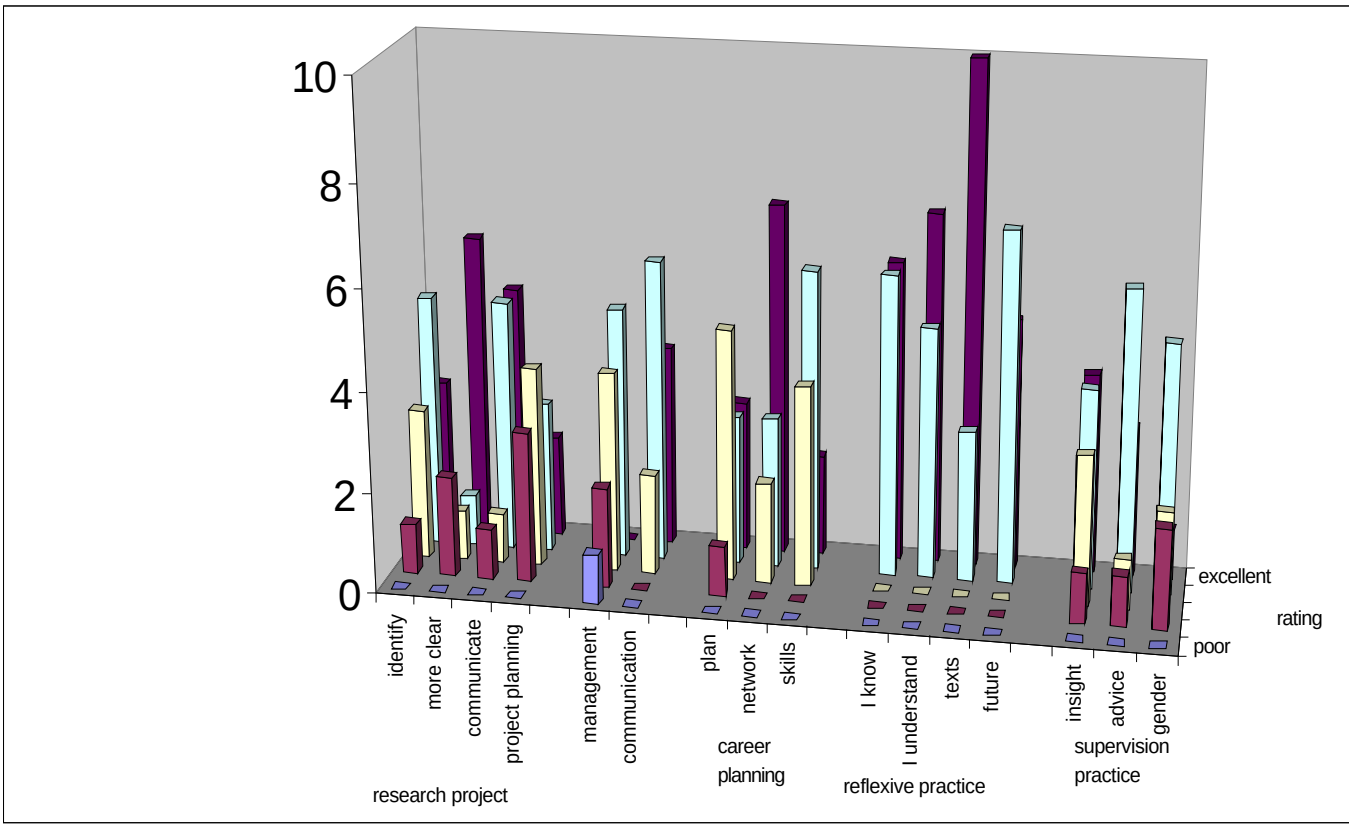
Relevance of **methods and exercises** leads to more varied answers:
a) the mind-map tool and the methods connected to it were well appreciated,
even if the rules for building a mind map were a bit less so (4 rate 3 and 7 rate 4 whereas 0 rate at 4).
b) knowledge base building is not yet ok for everybody (3 rate 2, 4 rate 3, 4 rate 4, 1 rate 5)
c) similar observations can be done with the usefulness of examples coming from other participants, even if more positive answers are given.
d) the link between mind-map exercises and Knowledge and project management were not judged easy (1 rate 2, 7 rate 3, 3 rate 4), an answer which is somewhat at odds with the answer about successfulness of integration of complementary topics.

6) evaluation of writing workshops



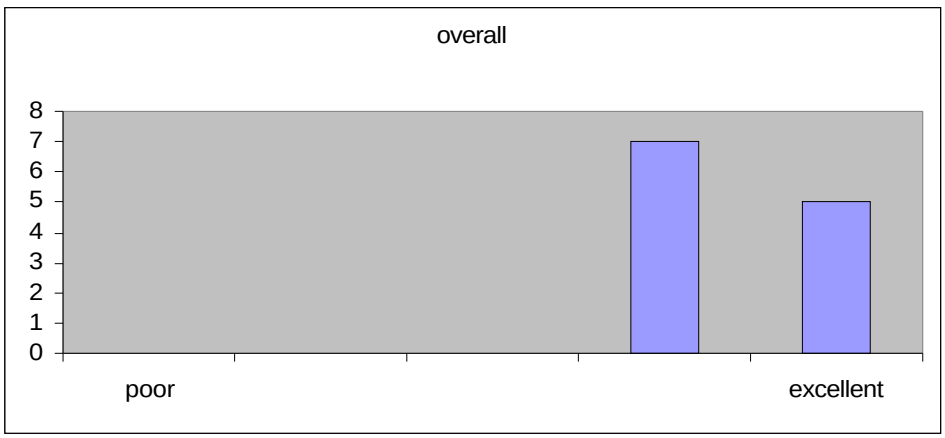
Reinforcement of the process by **writing workshops** is strongly approved (4 rate 4, 5 rate 5)

7) evaluation of skills and knowledge enhancement



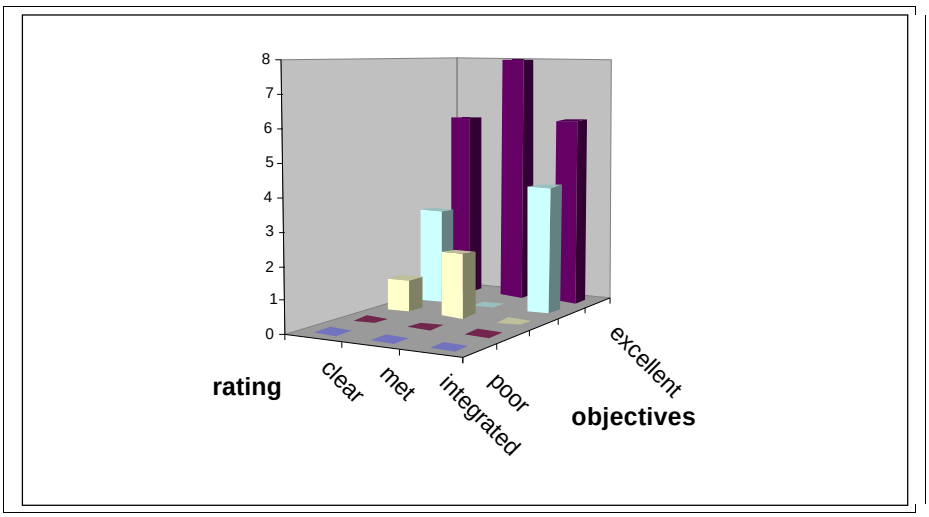
Skills and knowledge enhancement.
Reflective practice receives the highest ratings, with notes varying between 4 and 5 for all corresponding questions. Career planning comes in second, whereas the definition of the research project is not felt as enhanced by all the participants (some ratings at 2 and 3, even if a large majority rates at 4 or 5 the corresponding questions)

Overall evaluation of seminar series by participants



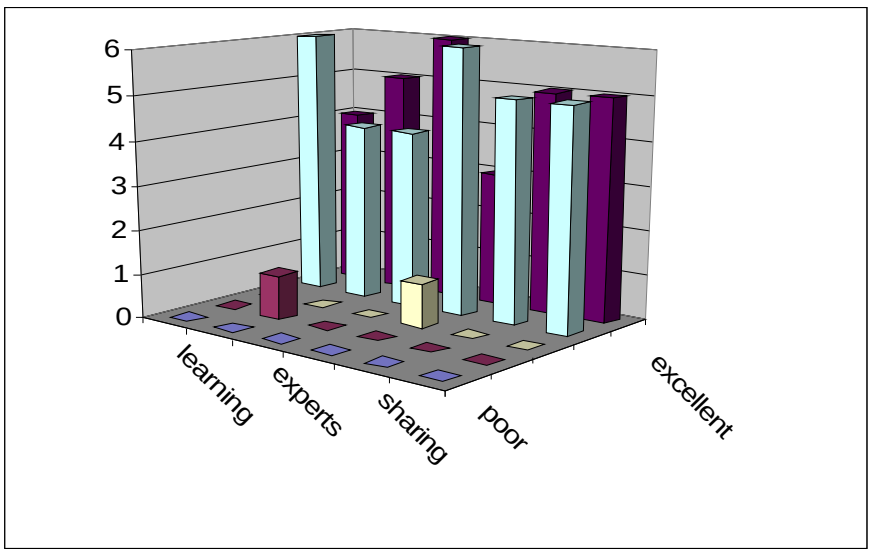
Bratislava January 2006

1) evaluation of objectives



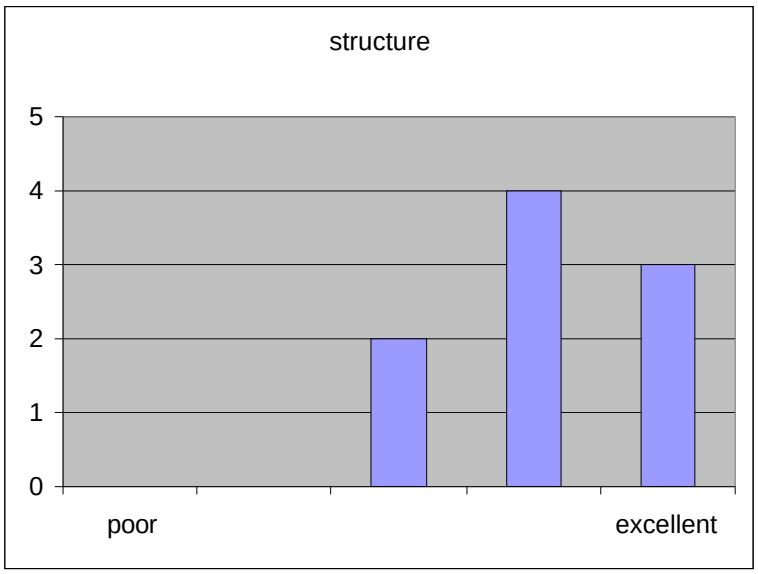
Objectives were clear for a large group of people, who conclude that they were met (8 attendants rate at 5 out of 9 people) and that the integration was successful.

2) evaluation of learning environment



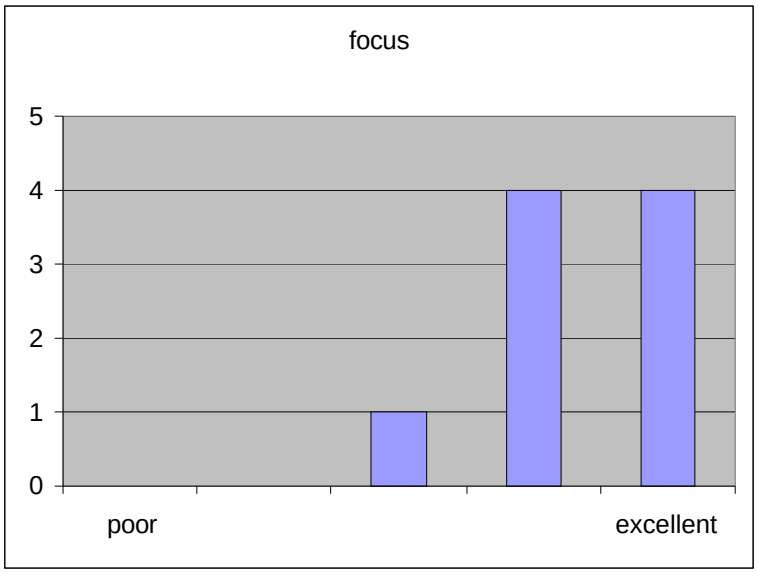
Participants judged that a good learning environment was created during the week, with 2 ratings at 2 or 3, other at 4 or 5 for all the corresponding questions.

3) evaluation of seminar structure



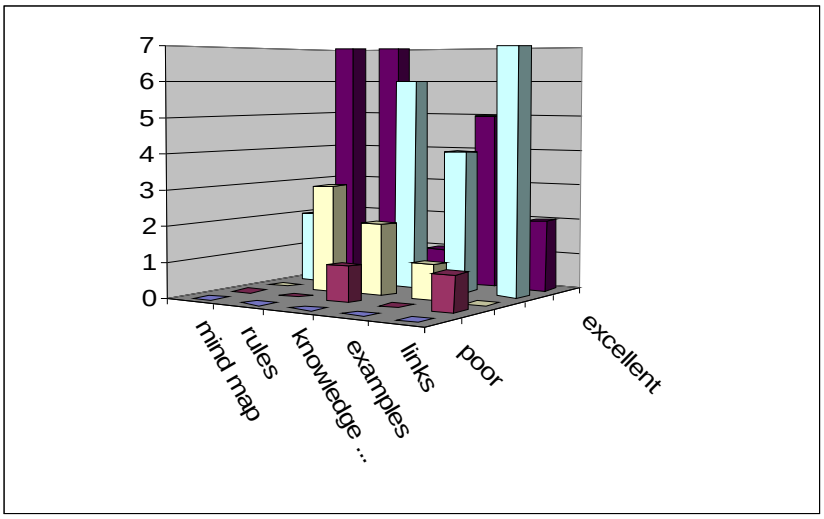
The structure of the seminar was well appreciated (4 rate at 4, 3 rate at 5)

4) Evaluation of focus on research projects



Focusing on the research project as the training's key-factor is very much appreciated (4 rate 4, 4 rate5)

5) evaluation of relevance of methods



Questions about the relevance of methods and exercises shows a good overall apreciation. Taking a closer look, one may note that

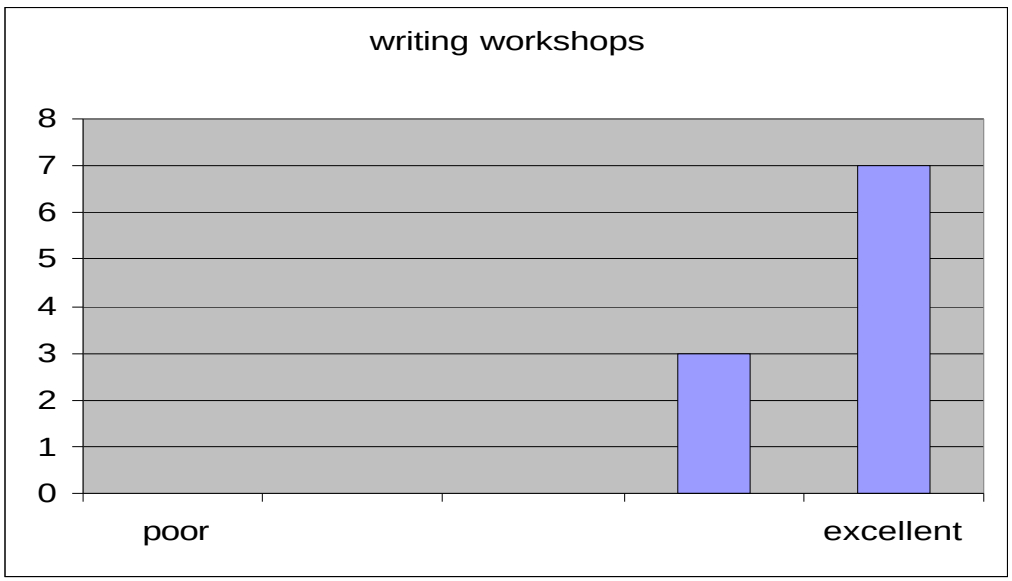
a) the mind-map tool and methods connected to mind mapping were well appreciated,

b) knowledge base building only a bit less (2 rate 3, 6 rare 5, 1 rate 5)

c) usefulness of examples coming from other participants is rated high, yet a bit less than the mind-map tools

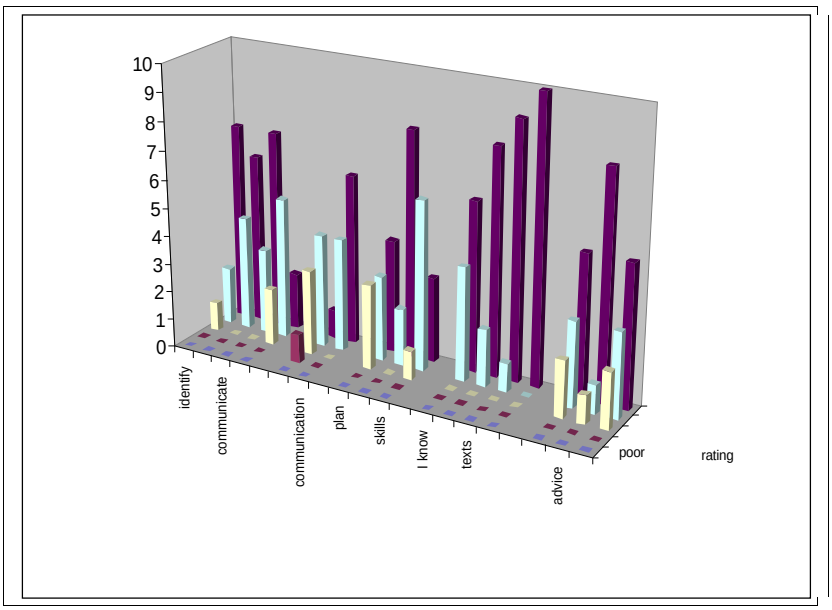
d) the link between mind-map exercises and Knowledge and Project management was globally judged easy to make(7 rate4, 2 rate 5), but two answers rate at 2..

6) evaluation of writing workshops



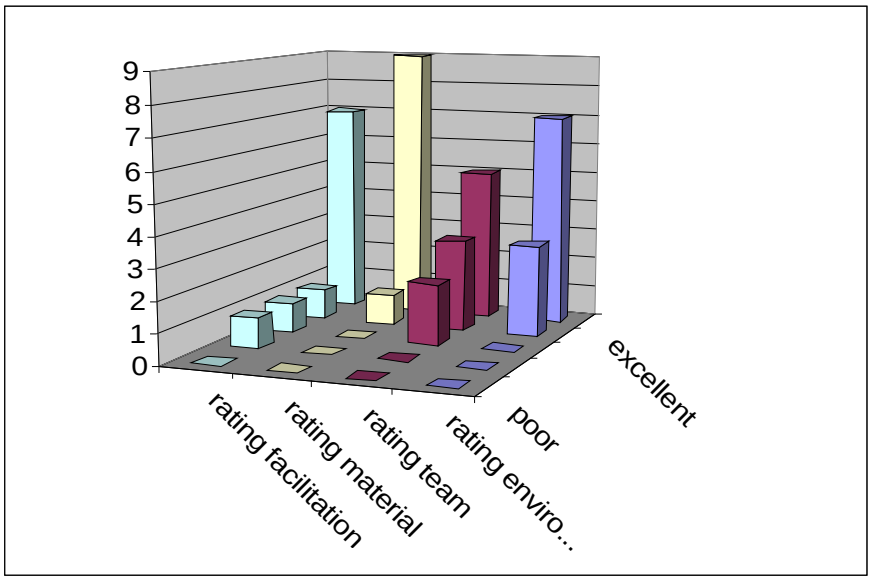
Reinforcement of the process by writing workshops is strongly and widely approved (3 rate 4, 7 rate 5)

7) evaluation of skills and knowledge enhancement



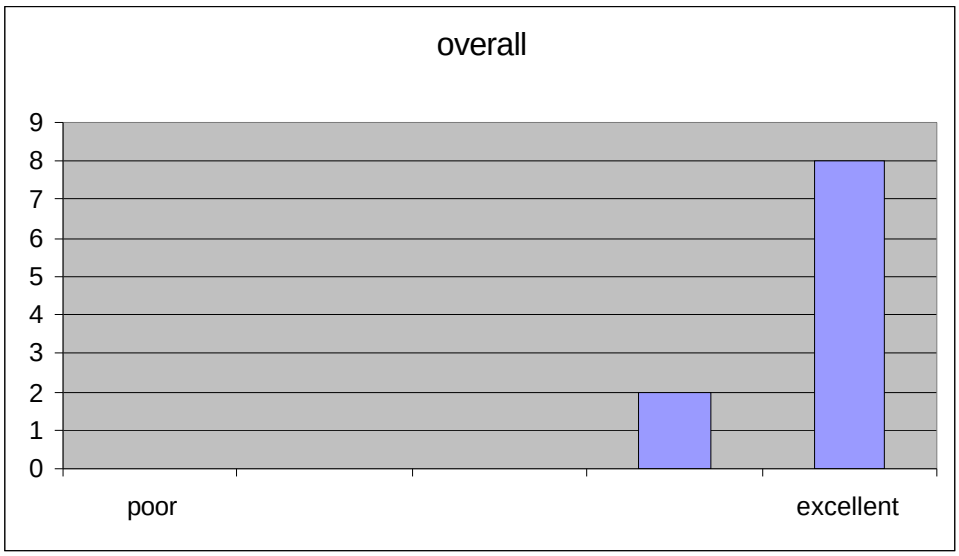
Skills and knowledge enhancement.
Reflective practice gets the best ratings, with notes varying between 4 and 5 for all corresponding questions, but all themes are globally well noted. Management only is a bit less well perceived (1 rate at 2, 3 at 3, 4 at 4, 1 at 5).

8) evaluation of learning environment



Rating of the learning environment and material is very high, rating of seminar team very good but a bit less (2 rate 3). The latter results may be influenced by different perceptions of the word “team” pointing either to the group of participants or to the experts?

9) overall evaluation of the seminar series



Overall rating of the seminar is good for all participants (2 rate 4, 8 rate 5).

Young scientists report and analysis of online questionnaire

Objective

The objective of this work package was to give early career stage researchers a platform from which to express their concerns about their scientific careers and contribute to a policy debate particularly from a regional and gender perspective.

Work performed

Following the Enwise workshop on young scientists, an expanded proceedings including workshop speeches and articles reflecting on the issues raised at the workshop was make publicly available. An online questionnaire was made available online. We were interested in the experience of scientists who have undertaken a fellowship, if and how they benefited from the experience, and the process of reintegration. Questions also covered perceptions of the status of women in science, equal opportunities for men and women and experiences of discrimination. Results were made publicly available online and to relevant organisations.

Information on activities Enwise Workshop on Young Scientists and follow-up report can be found at
http://www.cec-wys.org/html/index.php?s1=1&s2=4&s3=2&lng=13
The questionnaire analysis is online at
http://www.cec-wys.org/html/index.php?s1=1&s2=4&s3=2&s4=7&lng=13

Evaluation

No evaluation method was built into this work package. We hope that the publications sent to the European Commission were received with interest and contributed to the actions of other Young Scientist organisations to keep the issues of you scientists on the agenda.
Shortly after the project began, several positive developments occurred at national and European level concerning early stage career researchers. The impact of the accession to the European Union, progress in the activities associated with the Lisbon Strategy and Bologna Declaration, the adoption of the European Charter for Researchers and a Code of Conduct for the Recruitment of Researchersand the development of the Mobility Portals and has improved the situation of early career stage researchers. This rapid improvement in the general situation meant that lobbying from a marginal position was not necessary, so lobbying efforts were focused elsewhere in the project.

Early stage researchers' career resources website section

Objective

The website section is aimed at orientating and encouraging those scientists who have very little or no experience of European research to think broadly and boldly about their career aspirations.

Work performed

After mapping the services offered by other young scientists' organisations and Cordis it became clear that basic guidance, orientation and signposting are missing for those scientists who are not actively engaged in European level research.
The website section clear orientation and guidance on European Research and mobility, FP6 and FP7, information on grants, fellowships, conferences, calls, awards, success stories and links to other relevant resources and organisations.

The website address is http://www.cec-wys.org/html/index.php?s1=1&s2=4&s3=22&lng=13

Conference - Science Policies Meet Reality: gender, women and youth in science in Central and Eastern Europe

Objective

The conference aimed to discuss for the first time in East-Central Europe current obstacles to successful science policy implementation and discrepancies between the status quo and stated goals concerning gender equality and the position of early stage researchers.

Work performed

The objective was acheived through discussing/disseminating existing research and policy implementation practices. The conference brought together researchers and activists, but it was difficult to attract the interst of policy makers.

The conference was opened by Prof. Helen Illnerova, former President of the Academy of Sciences, Czech Republic, and chair of the Ethics Committee of the Academy of Sciences CR. Plenary speakers included Claudia Neubauer of the French NGO Sciences Citoyennes, Camilla Gidlof-Regnier of the European Commission, Enwise experts Hana Havekla, Dora Groo and Dunja Mladenic, CEC-WYS project coordinator Marcela Linkova, Zofia Klemen-Krek of UNESCO, and Adelina Huminic of EPWS.

In addition to plenary sessions there were parallel workshops

1) Mobility: perils and possibilities

2) Is science inspirational? Is life inspirational?!? Opportunities for work-life balance

3) Making decisions and decision making: dealing with sticky floors and glass ceilings

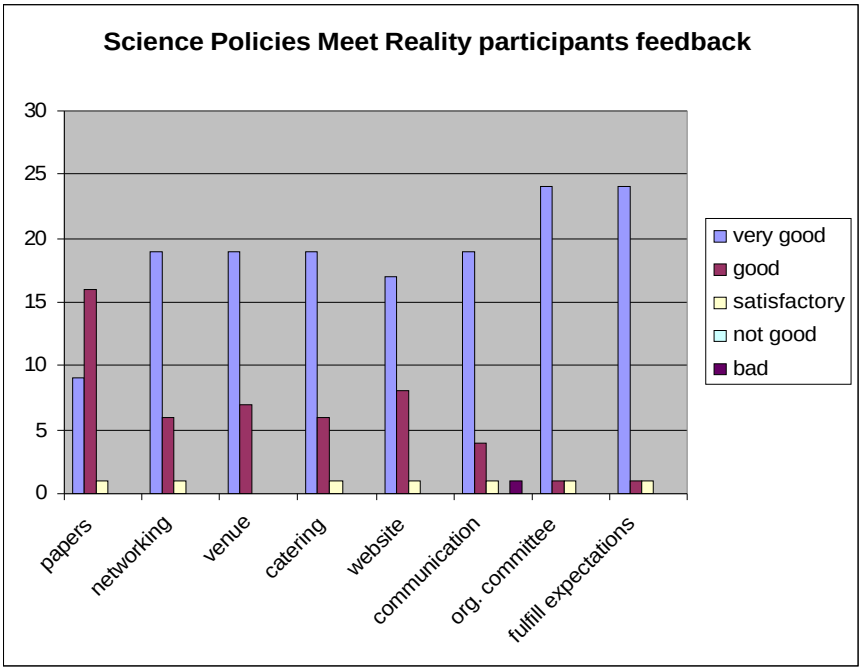
4) Dumb or deaf? The missing voices and missing issues in science communication

Papers and reports are available online at:

http://www.cec-wys.org/html/index.php?s1=1&s2=15&s3=12&lng=13

Evaluation

The feedback collected from participants evaluated various aspects of the conference consistently positively:


Science Policies Meet Reality participants feedback
30
25
20
15
10
5
0
papers
networking
venue
catering
website
communication
org. committee
fulfill expectations
very good
good
satisfactory
not good
bad

Enwise follow-up policy mapping and report

Objective

The aim of this work package was to map the implementation of the Enwise recommendations at national level in the four Central European partner countries, and to lobby for the comprehensive uptake of recommendations.

Work performed

The partners in Czech Republic, Hungary, Slovenia and Slovakia completed interviews with and received completed questionnaires from the three target groups at national level: scientists, the media and state bodies responsible for R&D policy. The results were analysed and national reports were completed in English and national language for lobbying purposes, and executive summaries in English were prepared for the purposes of international comparison. The International Comparative Summary Report as completed and disseminated. Associated activities such as conferences, workshops and meetings with government bodies were organised at national level to publicise the publication.

The publications are available at

http://www.cec-wys.org/html/index.php?s1=1&s2=10&s3=4&lng=13

Evaluation and impact

Activites associated with these workpackage activities made an impact at national level.

Czech Republic

The “Paths Through the Labyrinth” conference in October 2005, organised by the Czech representative of CEC-WYS gathered approximately 200 women scientists, MPs and other stakeholders. The conference was organised at around the same time as the Work Package 8 interviews were under way, which created a very opportune moment to drive the issue of women in science. This synchronisation resulted in a greater receptivity to the issue, willingness to give interviews and address the issue of women in science. The conference resulted in seven recommendations for policy makers, grant agencies and research institutions which were disseminated in December 2005 with examples of policy measures adopted in other European countries.

As a result of the recommendations dissemination campaign, NKC has received receiving responses from the relevant stakeholders addressed, including the Deputy Prime Minister for Economics responsible for R&D, with their pledge to address the issue of women in science. The Grant Agency of the Czech Republic extended the age limit for parents doing post-doc research. The Academy of Sciences has promised to address potential work-life balance measures at the next meeting of the Academic Assembly but this has not happened yet. Similarly, universities are looking into their rules for PhD completion deadlines for caring parents.

Hungary

After the publication of an article (Papp-Groó, HSTF) about the situation of female researchers in Hungary to the November edition of "Hungarian Science" (11/2005), a prestigious journal published monthly, positive comments were published in response. The article was sent to minister for equal opportunities for comment before publication, and the minister commented publicly in response.

Following a meeting between HTSF representatives and the Minister of Education and Hungarian Research Student Movement, the Minister of Education and the National Office for Research and Technology are planning a set of initiatives to support women’s participation in science.

The Women in Science Operative Committee was re-established to support the work of the Hungarian Helsinki Group delegate. The committee is interested in including equal opportunities of women and men into the educational and research policy.

Slovenia

The CEC-WYS representative has been invited to the regular meetings of Slovenian Committee for Promoting Women in Science. Despite a political climate hostile to equality issues, the University of Primorska has established a gender equality board.

Slovakia

The a childcare facility and Committee for Women in Science have been established at the Slovak Academy of Sciences. CEC-WYS representative in Slovakia has been in discussion with members of Department for Science and Technology at the Ministry for Education and the Committee for Women in Science about the possibility to create a national action plan devoted to gender issue in science.

Sourcebook on proposal writing

Objective

The objective of creating the Project Sourcebook was to develop the skills and capacity of researchers to participate in European level research in the role of project partners or coordinators. The target audience was particularly those researchers who do not have the resources to attend specially designed training events

Work performed

The publication "Project Sourcebook – Sharing experience, Building projects" was developed to provide free guidance and tips for researchers unconfident in participating in FP 6/7 and without the financial resources to attend specially designed training events. The completed sourcebook was accepted in Reporting Period 1, and duly disseminated. The publication was updated to include new information concerning the changes for Framework Programme 7. The updated sourcebook is being disseminated via research networks, organisations and NCP networks and is available online free to download at

http://www.cec-wys.org/html/index.php?s1=1&s2=10&s3=7&lng=13

Sourcebook contents

- PROJECT HANDBOOK
- REPORTS TO BE SUBMITTED TO THE EC

7 Managing The Budget
- FP7 COST MODELS AND REIMBURSEMENT RATES
- FLEXIBLE BUDGETS
- PAYMENT SCHEME
- REALLOCATION OF TASKS AND FUNDS
- TIMESHEETS
- FINAL AUDIT

8 Communication Among Project Partners
- INTRODUCTION TO COMMUNICATION
- POTENTIAL PROBLEMS AND HOW TO AVOID THEM

9 Dissemination And Communication Outside The Project
- INTRODUCTION TO EXTERNAL COMMUNICATION
- COMMUNICATION CHARTER
- KEY MESSAGES
- COMMUNICATION TOOLS
- COMMUNICATION OF THE PROJECT AT NATIONAL AND INTERNATIONAL LEVEL
- CREATING AND MAINTAINING A PROJECT WEBSITE
- DATABASES AND PERSONAL DATA PROTECTION
- DISSEMINATION OBLIGATIONS FOR THE EUROPEAN COMMISSION

10 Resource List

11 Definitions And Acronyms

evaluation

We do not have the resources to collect feedback on the sourcebook, but we believe it has been of use: in the Czech Republic, the sourcebook has been translated and made available to all science administrators in all institutes at the Academy of Sciences.