

Editorial

Dear Colleagues,

I am very happy to present you the second BASNET News Letter.

Unfortunately, BASNET project just running up gets its final sprint. However, the good news is that the last workshop in Jurmala showed that it will be finished successfully: the main its goal – creation of the Baltic States Strategy will be implemented. Notwithstanding that the closing conference, summarising the work done, will be held only at the end of October we should think about the BASNET continuation- implementation of the created Strategy into the real life. BASNET as an owner of Strategy needs to become a strong organization based on existing network, having the opportunity to monitor the changes and influence them. The discussion about the future of BASNET, the ideas what structure should be established, how it should be financed and etc. took place in Jurmala also. However it is open yet and ideas of all of you are welcomed very much!

BASNET News

BASNET workshop on Strategy

9-11 July 2007, hotel "Daina", Jurmala, Latvia



Participants of the workshop

Development of the strategy for women in science and high technologies is the main task of the BASNET project. Last year in Tartu (Estonia) we discussed the results of sociological investigations. Interviews carried out in Latvia showed that salaries of women in average are lower than salaries of men. It is not easy to bring up children; maternity leave influences the carrier of women. There are prejudices

Some steps already were made to make international contacts with European professional women organizations. In April 2007 BASNET became the full conditional member of prestigious European organization - European Platform of Women Scientists (EPWS). The membership in EPWS gave an opportunity to participate in formation of the European Union Science policy. We hope also that BASNET membership in EPWS will be very useful for further exchange of good practices when implementing the Women in Sciences Strategy in the Baltic States.

On behalf of BASNET participants I would like to invite women working in Sciences and HT to be more active in solving their problems.

Our opportunities strongly depend on our activity!

BASNET Coordinator
Assoc. Prof. Dalia Satkovskiene

that sometimes influence women not to choose study exact sciences. Women complained that there is a glass ceiling that prevents women to reach higher positions. Nevertheless in Latvia women contrary to Lithuanian scientists wishes no quotas for positions to be introduced. Situation is changing with time as the generations change but this process is slow. Creation of the common Baltic States strategy is the main task of Ministries of Education and Science. We all expect that Ministries of Education and Science would create a strategy that changes the situation faster.

My task was to organize the workshop on strategy. The decision about the date of conference was taken late. In summer it is not easy in Riga to find a place for the conference. Usually date for the conferences is known at least several months before. I decided to hold the workshop in Jurmala as many from Lithuania wished to come by car. Luckily hotel "Daina" had enough free rooms to host our workshop. Sorry that weather was not as warm as we expected. In the organization of workshop helped PhD student Rita Veilande and my husband, the real member of Latvian Academy of Sciences Dr. Phys. Agris Gailitis.

The same as for other FP6 framework projects I made the advertising of the workshop at the

Latvian University website. It attracted attention of several students. Two of them were so interested that attended the workshop on strategy. One of them was Dora Poriete, a PhD student, the other student was Linda Sharkova who had a maternity leave but this year decided to restart her studies. Thus for her strategy for women is really important.

All partners of the BASNET project took part in the event. The number of participants was 36 from 5 BASNET participant countries: Lithuania, Latvia, Estonia, Romania and Poland. During the workshop 15 presentations were made and there were many discussions on strategy between the partners.



Parliamentary secretary of Latvian Ministry of Education and Science Tatjana Koke.

To open the conference I invited the Parliamentary secretary of Latvian Ministry of Education and Science Tatjana Koke. I know that she is very busy and I am glad that in spite of that she found the time to come.

As the invited speaker I asked to attend our conference Prof. Barbara Sandow from the Freie Universitet Berlin (Germany). Barbara Sandow is the chair of IUPAP (International Union of Pure and Applied Physics) "Women Group". IUPAP "Women group" consists of 13 members. They are from different countries and different fields of physics. "Women group" is going to organize next year in October the 3rd International conference "Women in Physics". In this conference the main attention will be devoted to the young women physicists to teach them how to become good organizers and leaders.

Barbara Sandow told us how in Germany they succeeded to attract girls to study physics. Previously in Germany in laboratories mostly worked only the girls from abroad, now there are more and more German women who study physics. Organizing summer schools for high school girls stimulates it.



Prof. Barbara Sandow

Main speakers on strategy were from the Lithuanian, Latvian and Estonia Ministries of Education and Sciences. From Latvian Ministry of Education and Sciences the speaker was Dr. Phys. Gita Revalde. She is the leading researcher of our Institute of Atomic Physics and Spectroscopy but starting from this year her main occupation is the job in Ministry, where she leads the Department for development of higher education.

She presented a talk, which was prepared by Dr. Maija Bundule, Dr. I. Trapenciene and herself. Dr. G. Revalde emphasized that in Latvia the main problem still is the situation of the science as whole: the lack of financing and equipment. Women should combine career and family life, which causes lack of time. It is closely connected with the stereotypes about the role of women in family. The main aim of strategy she emphasized is to overcome the under-representation of women in science and high technologies and promote the realization of full potential of women. There are stereotypes about men and women professions. It is important to raise the awareness about the gender equality issue. There must be return grants for women after the maternity leave, possibilities of half-time jobs during childcare. The best practices used by other countries should be studied and adopted. It is necessary to increase the interest to choose the science carrier emphasized Gita Revalde.

Sorry to say that Latvian Ministry of Education and Sciences has no funding to carry out the strategy it has created. It must be done by the Ministry of Welfare with support of Government and the Ministry of Finances.

BASNET should propose the common strategy for all three Baltic countries. The vision of such common strategy was created during the workshop but there must be more work on

details and clear vision how to implement the strategy.

I would like to remark that the financing of the science and education in Latvia still is by the order of magnitude lower than in such western countries like Germany. Therefore situation of science as a whole is the main problem for women. The situation of science is similar in all Eastern European countries which recently joined EU. I suppose EU should help us to overcome this gap as fast as possible as it is in the interests of success of EU in competition with USA. EU should control if our governments fulfill their promises to increase each year the funding for science.

Leader of Latvian Cluster

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Memories of a Meeting in Jurmala

In July 2007 was organized in Hotel "Daina" in Jurmala, near Riga, a meeting devoted elaboration of strategy for women working in science in Baltic countries. Besides of partners of BASNET project organizers invited some guests whose role was very important as moderators and advisors in our discussions. One of these guests was prof. Barbara Sandow from FU Berlin. Prof. Sandow is also the leader of Women's Group of German Physical Society and she is promoting the idea of organizing such groups in other national professional societies.



Prof B. Sandow giving a talk

Other invited guests (Lithuanian sociologists) helped us to understand a mechanism of strategy creation and discussed with us different models of strategies. All interesting talks and discussions did not disturb us to see beautiful Riga Old City and coast. Our Romanian colleague could not believe that Baltic See is so cold, but she was so brave that she came to the water.



Dr. Ana Emami in cold Baltic see

Leader of Polish group

Prof. E.Czerwosz

Symposium in Wroclaw (Poland)

Polish and Lithuanian representatives of BASNET network participated in July in Wroclaw (Poland) in Symposium of the INWES REGIONAL SYMPOSIUM ON WOMEN SCIENTIST AND ENGINEERS OF NEW EU COUNTRIES AND EAST EUROPE. INWES is a global network of organizations of women in Science, Technology, Engineering and Mathematics (STEM), reaching over 40 countries worldwide. The Symposium was organized for the first time in Eastern Europe by dr Anna Szemik – Hojniak from Wroclaw University and it contributed for closer relations and networking between women scientists and engineers of all over the world.



During Symposium prof. Dalia Satkovskiene (Lithuania) had presented a talk on the creation of a strategy for women in science in the Baltic States and prof. Elzbieta Czerwosz (Poland) – the lecture on the factors affecting Polish women and men scientists' careers in academic institutions and companies. In a beautiful Aula Leopoldina at Wroclaw University were also presented interesting lectures by Rector of the University of Wroclaw - Prof. dr. L. Pacholski, Vice-Rector for

Development - Prof. dr. Monika Hardygóra and Director of Institute of Statistics and Demography, Warsaw School of Economics - Prof. dr. Eng. Janina Józwiak. During next days of Symposium in different panels participants were listening to talks of women from all over the world (Canada, France, USA, South Korea, Russia, India, Pakistan and Japan). All women participating in Symposium discussed problems how to become a part of this global network and how to help to create a better future for all of us.

Leader of Polish group
 Prof. E.Czerwosz

Women scientists' situation in Romania

I. The academic environment of the University of Bucharest

Within the BASNET project Romanian group has developed assigned activities belonging to the project's tasks regarding the representation of women in exact sciences (Mathematics, Physics, Chemistry) in the high positions and decision making bodies in the University of Bucharest. The results are presented in the following figures: (*where men are designated in blue color; women are designated red color*)

Figure 1. The percentage in participation in decision making bodies of science institutions

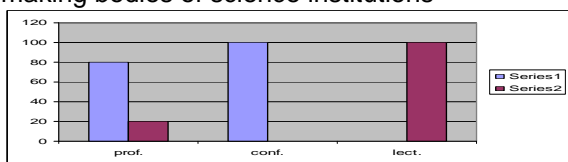


Figure 2. The percentage of women representation in exact sciences

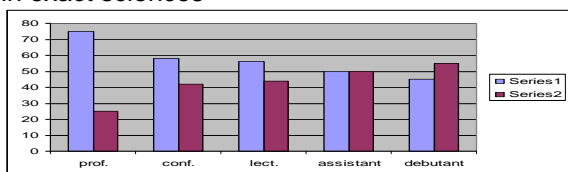


Figure 3. The percentage of women representation in Mathematics

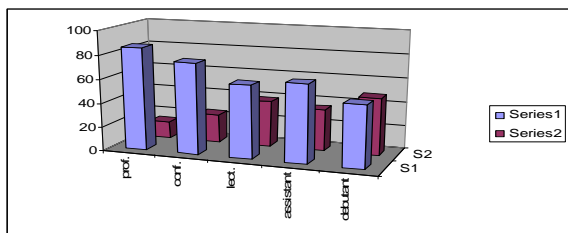


Figure 4. The percentage of women representation in Physics

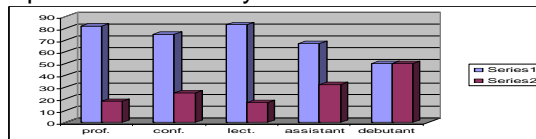
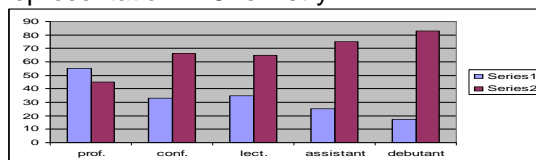


Figure 5. The percentage of women representation in Chemistry



All data about the composition of the University's staff and the representation of women in the high positions as a percentage of male/female were purchased from the Department of Human Resources of the University of Bucharest.

The results in the Bucharest University provides that even in the faculties where the overall presence of women and men as researchers is fairly balanced (ex. Faculty of Chemistry) there are gender differences in the concentrations across the high positions (professors, Ph.D.).

Women are absorbed into low positions (assistant, lecturers) as a kind of "back-up" human resources. The ratio of men/women in all of three faculties (Mathematics, Physics, Chemistry) showed **that men are five or six times more likely** to reach senior academic positions than women.

It is necessary to encourage girls to study sciences and HT at higher education institutions. Because the research needs open women to collaboration not only selfish men to compete. The participation of women in sciences and HT is very important for science [society, state] in keeping peace and a positive sense of the research.

The results obtained from Human Resources Department were analyzed and discussed at the meetings of women involved in mathematics, physics, and chemistry of BU (Bucharest University) as two main problems:

- (a) *Barriers faced by women in exact sciences in the University of Bucharest*
- (b) *The future actions proposed by women scientists in UB*

(a) Barriers women face in their career in the University of Bucharest were discussed in the view of the main conditions for job satisfaction. The results were synthesized as follow:

- **there is no** institutional support for participation in international conferences, international research projects, publication of research results in prestigious international journals;
- **a low transparency** of evaluation/rewarding procedures;
- **there is no** attempt of women to solve problem of unfair treatment;
- **there are no** criteria based on the gender problem and encouraging women scientists;
- **lack** of motivation, low equipped lab, low salaries and few future perspectives;
- only few women choose a career in sciences and HT, **because the work is very hard and need a lot of time; the salaries are low to substitute the domestic activities;**
- there is under-representation of women but it is not caused by a discrimination it is caused by the **aggressive world of men.**

(b) From the point of view of women scientists of UB to overcome the mentioned barriers women should be organized in a network while the institution should promote good practices. Introduction of quota system, defining proportion of women and men in decision-making bodies of science institutions and preference of women over men when qualification characteristics are the same were also mentioned. The better support for women that return to science after the maternity leave is necessary too.

II. Future actions in promoting the good practices of gender issues in UB

The future actions in improvement the representation of women in exact sciences in the University of Bucharest could be summarized in two directions:

1. *Assessment methods*

- the teaching activity would be assed not only by using a student rating form but also by using teaching by research criteria;
- the research performance would be assed not only like a researcher. A good ratio would be established between teaching and research activities; probably good would be 3/1.
- The managerial component will be correlated with the leading activities effectiveness: taking risk attitude, the communication skills, sensation seeking need, self-efficiency, task orientated and employees oriented (in hypothetical situations).

2. *Improvement actions*

- women in exact sciences (Mathematics, Physics, Chemistry) from BU might become a powerful scientific community like a network or a committee for monitoring the implementation of the formal legislation and the experienced good practices from EU countries - Committee for Equal Opportunities;
- Improvement of the managerial competencies by increasing the managerial competencies: time management, responsibility delegation strategies, communication abilities optimization (assertiveness training) and subordinates motivational techniques;
- Introduction of quota system, defining proportion of women and men in decision-making bodies of science institutions and preference of women over men when qualification characteristics are the same;
- Better support for women that return to science after the maternity break in scientific career;
- meetings of Women in exact sciences every year;
- Conference of Women in exact science;
- scientific prize for women in exact science;
- Physic & Mathematics & Chemistry Journal about: Women in exact science;
- Projects every year;
- Women Research Prize;
- Workshops: Soft Skills; Projects for Girls;
- High school student programs.

Leader of Romanian group
 Prof. Ana Emandi

BASNET CLOSING CONFERENCE IN VILNIUS

BASNET project will be finished this year by the **closing conference**. It will take part in Vilnius on **22-23 of October, 2007** and will be devoted to discuss the Baltic States Strategy: Women in Sciences and HT, created during the project.

Role Model



Lidija Liepina (1891-1985)

In 1891 on March 22 Lidija Liepina was born in St. Petersburg. Her father Karlis Liepinsh was from Vidzeme (Latvia). Her mother Jekaterina Shelkovskaya was a native of St. Petersburg.

Lidija graduated a private gymnasium in Moscow. In tsar Russia women were not accepted to study in the universities. Therefore in some cities the highest women courses were opened, which had similar programs as universities. Lidija entered one of such highest women courses in Moscow. The director of courses was S.A.Chaplign, the teachers were well known Russian scientists: N.D.Zelinsky, S.S.Nametkin (organic chemistry), S.G.Krapivin (physical chemistry), T.P.Kravec (physics) and N.E.Zhukovsky (mechanics).

Lidija graduated courses in 1917. During the First World War L.Liepina under the guidance of prof. N.A.Shilov investigated toxic chemical gases to learn how to struggle against these gases used by German army in the First World War.

From 1917 to 1930 Lidija Liepina was a teacher of analytical chemistry at the Institute of National

Information from EC

Tackling the Pay Gap between Women and Men

On 18 July 2007, the European Commission released the report "Tackling the pay gap between women and men". According to this document, women earn 15% less than men in the European Union, while six million of the eight million jobs created in the EU since 2000 have been taken by women and while 59% of university graduates are female. The full report is available on EC site:

http://www.ec.europa.eu/employment_social/news/2007/jul/genderpaygap_en.pdf

Economy in Moscow. L.Liepina was one of the first who introduced inorganic synthesis in the universities.

In 1922 and 1923 L.Liepina visited the laboratories of F.Gaber, M.Freindlich, W.Ostvald, M.Leban, R.Luter in Germany.

In 1929 L.Liepina visited the laboratory of M.Bodenshtein in Berlin. From 1932 to 1941 L.Liepina hold the professorship of colloidal chemistry in the Academy of Military-Chemistry in Moscow. From 1942 to 1946 L.Liepina hold the professorship of common chemistry in Moscow State University.

During the Second World War L.Liepina started systematical investigations of corrosion. Such investigations were important to find effective ways to protect airplanes against corrosion.

At the end of the war L.Liepina got the proposal to go to Riga. From 1946 to 1972 L.Liepina hold the professorship of physical chemistry at Latvian State University.

In 1951 L.Liepina was elected full member of Academy of Sciences of Latvian SSR.

From 1958 to 1959 L.Liepina was the director of Institute of Inorganic Chemistry of the Latvian Academy of Sciences.

From 1946 to 1960 L.Liepina was as well the head of Laboratory of the physical and colloidal chemistry in the Institute of Inorganic Chemistry. L.Liepina is the author of 387 publications. Under the guidance of L.Liepina 25 students got their Ph. D. degree. L.Liepina died on 04.09.1995 at the age of 94.

Starting Independent Investigator Grants (Starting Grants)

26 July 2007, European Research Council (ERC) concluded the first stage of the evaluation of the Starting Independent Investigator Grants (Starting Grants). The final conclusion of the selection process, which will also involve individual interviews, is foreseen for the end of 2007. At this stage, the gender distribution is 24% female applicants and 76% male. However, this ratio differs largely between the various fields. Number of women selected in the area of "Physics, Mathematics and Engineering" (18%).

More information on the subject is available in: <http://erc.europa.eu/>

Grants Planned For Participation in Appointment Procedure Training

The EU funded project *Encouragement to Advance – Training Seminars for Women Scientists* will offer financial support to applicants in certain cases of outstanding qualification and compliance to the projects selection criteria. The planned grants cover the regular participation fee of 250,- Euro as well as travel expenses. Irrespective of reason or sum of the requested grant, applicants are not legally entitled to be awarded. Requests to the projected grant budget are especially welcome from Eastern European countries. Female researchers from all disciplines are welcome to apply to the four-day training on appointment procedures. This addresses female Post-Docs who aim to enter a senior position at a University.

For more information about the project and the registration procedure please visit www.cews.org or contact the project coordinator anke.lipinsky@cews.org.

Events

EPWS 2008 Annual Conference and General Assembly in Vilnius

BASNET, as a full conditional member of EPWS, is proud that the EPWS 2008 Annual Conference and second General Assembly is announced to be held next year in Vilnius (Lithuania) on 5-7 of June. The EPWS General Assembly will be held on 6 of June, 2008.

Call for Registration in BASNET DATA BASIS

Dear Colleagues,

You are pleased to register in BASNET DATA BASE. We hope that it will help you to become more visible in the scientific community, easier to find colleagues for fruitful scientific collaboration as well as to be involved in solving problems arising for women – scientists.

For registering you should fill in registration form available on <http://www.basnet-fp6.eu/quest.php>.

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