EURO-MEDITERRANEAN WORKSHOP ON GENDER AND SCIENCE

Fondazione Idis-Città della Scienza

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Introduction

In this second part of the project, the Euro-Mediterranean Workshop held at Città della Scienza in Naples on 30 May 2014 constituted a cornerstone in the SHEMERA research workprogramme. The purpose was to share the experience implemented in European in the past years with Mediterranean countries in order to transfer and challenge it in a wider and different context of the Arab and North-African countries after the first phase of research.

Between March 2013 and May 2014, national workshops were organized in all the Southern Mediterranean countries (Algeria, Egypt, Jordan, Lebanon, Morocco, Palestine, the Syrian Arab Republic and Tunisia) presenting the results of our SHEMERA research so far and trying to formulate both country-specific and general policy recommendations to improve gender equality in science in the Southern Mediterranean area. These National workshops represented an excellent preliminary work and a good platform to prepare the discussion at the Euro-Mediterranean level.

The Euro-Mediterranean workshop brought together around 50 participants including the whole SHEMERA team as well as many experts of women/gender-sensitive scientific associations in the Southern and Northern Mediterranean countries. It also brought together all the outcomes of the national workshops and provided an excellent opportunity for comparison and exchange. The presentations, debates, and working group discussions allowed for new insight into the issue of women in science in the individual countries as well as in the region as a whole.

The morning sessions were dedicated to presentations from both sides of the Mediterranean. First with the presentation of SHEMERA research outlines to the audience. Moreover, through the remarkable keynote speech by Prof. Teresa Rees, the Southern Mediterranean research on the topic was nourished by important findings and lessons learned from previous European benchmarking projects on women in science. Finally each representative of partner institutions of Mediterranean partner Countries presented the outcomes and more specifically the recommendations about policies to promote gender issues in research, formulated during the National Workshop.

The afternoon was dedicated to real exchange in 3 thematic groups to discuss suggestions and recommendation for measures for women in the research field (the presence of women in research in Arab Countries; root causes of gender segregation in the labor market; policies and measures to promote gender equality in the evolving context of MPCs). The results of thematic working groups were reported in the final session as the basis for the discussion with the audience and with external experts.

Comparison and exchange will remain the guidelines in this final phase of the project, a phase that started in Naples and will end in Morocco where the final SHEMERA conference will be held at the end of October.
1. **The host organisation: Città della Scienza**

Fondazione Idis-Città della Scienza is a no profit organization operating since 1989 and established to the initiative of scientists, scholars, public and private institutions. Its mission is to promote scientific culture and work for a sustainable economic and social development in Southern Italy, in our country and in Europe.

Since its first steps, Fondazione Idis has put in the middle of its activities the need to look to the real economy and to the processes of transformation in the world market, working in Italy and in Europe in order to focus the attention of policy makers, public opinion, media, on the theme of scientific research, the quality of public education and innovation. Main issue of its strategy is the theme of the “Knowledge Society” as well as an intelligent use of new technologies, aware that a rethinking of the quality of life in our cities and the construction of what today are called smart cities is an essential condition to regenerate the European model of development and culture.

Purpose of Fondazione Idis has always been the active involvement and the social participation of citizens in the major decisions of our civilization. The dissemination of scientific knowledge at all is a fundamental precondition.

The main realization of Fondazione Idis is Città della Scienza, a center of science and technology that extends in Naples in the large former industrial area of Bagnoli, near the Campi Flegrei, an area of about 70,000 square meters. Città della Scienza is composed of a Science Centre, the first interactive science museum in Italy; an Advanced Training Center; the Business Innovation Centre and the Conference Centre. Città della Scienza is characterized by a strong impact on the area and by the number of visitors - about 500,000 a year - that use its services, activities and opportunities.

After the tragic criminal fire that devastated all exhibition areas of the science centre, Città della Scienza has resumed very quickly public programs in existing buildings thanks to the support of many citizens and donations of public and private organizations. A framework agreement with the government and local authorities will schedule the reconstruction of the new science centre where the previous one was located, in a new modern and sustainable building.
In May 2014, many programs were of special interest for the participants of the Euro-Mediterranean Workshop. This is the reason why visits on demand were organized the day before and the day after in order to give the possibility to participants to see the on-going programs:

- The **brain exhibition** exploring the “world inside your head” is designed to appeal to audiences of all ages, by employing innovative special effects, 3-D reproductions, virtual reality, hands-on learning activities and interactive technology to delve into the inner workings of the brain, including its processes, potentials and mysteries.

- The **Exploratorium**, born in 1968 from the idea of experimental physicist Frank Oppenheimer, is also a leader in the creation of interactive exhibits. To show its support to the reconstruction process of the Science Centre, an exhibition with a selection of hands-on exhibits on light, magnetism, waves, acoustic phenomena to make science available to everyone is installed at Città della Scienza from December 2013.

- The **Hall of Fame** features seven exhibits about inspirational men and women, all of whom have been honoured in recent years with the European Inventor Award for their ground breaking inventions. The exhibition is the result of co-operation between the European patent Office and a group of European science and technology museums.

- The **incubator** for start-ups enterprises that provides spaces and services for the creation and development of innovative businesses. The Hub operates in strategic productive sectors of the regional economy –ICT and Environment– and is designed according to a logic of clusters. In an area of about 4,000 square meters, entirely dedicated to innovative companies, the incubator hosts also a preincubation area dedicated to creative and business ideas; a co-working space and a FabLab workshop on ecological design and digital fabrication for makers. The Hub operates on the entire life cycle of startups, covering all relevant aspects related to the development of ideas, from the initial creative phase until the company is ready to tackle the market independently.
2. Participants to the EMW

Around fifty persons – as expected - attended at all the Euro-Mediterranean workshop in a mix group of partners and experts both from European and Third Mediterranean Partners Countries. On average one or two persons participated for each partner organization at the exception of the coordinator, Université Libre de Bruxelles for which more representatives were present.

Each partner organization from Mediterranean Partner Countries identified one expert from their country, covering specific tasks in their institution or coming from National associations or institutions. Only Tunisia and Lebanon were not able to designate an expert because of the specific situation in their country.

Furthermore, IDIS after consultation with the coordinator, invited four representatives from scientific women association in Europe, chosen for their experience and competences in the field and taking care also of the geographical coverage (from Sweden to Spain, United Kingdom and Italy, as well as Hungary).

In addition two experts of women issues in Arab countries were invited to take part the workshop for their expertise outside the field: one journalist and one specialist from Unesco.

Finally this group was completed by the invitation of a limited number of experts from Italian organisations engaged in other EU projects on gender issues. Travel and accommodation for these Italian Experts were not covered by the Shemera project.

The total group of participants (see the complete list below) was consistent and diversified for their provenience, their field of competences and their role.
Partners

- Nadia Ait Zai - CIDDEF, Centre d'Information et de Documentation sur les Droits de l'Enfant et de la Femme, Algeria
- Maria Caprile, NOTUS.Applied social research, working for Université Libre de Bruxelles, Department of Applied Economics, Belgium
- Daniele Meulders - Université Libre de Bruxelles, Department of Applied Economics, Belgium
- Sile O'Dorchai - Université Libre de Bruxelles, Department of Applied Economics, Belgium
- Robert Plasman - Université Libre de Bruxelles, Director of Department of Applied Economics, Belgium
- Sara Hanafy - Alexandria University, Egypt
- Bahia Saheen - Alexandria University, Egypt
- Maria Samara - National Documentation Centre / National Hellenic Research Foundation, Greece
- Katalin Kurucz - Head of International Projects, Bay Zoltán Nonprofit Ltd. for Applied Research, Directorate of Strategic Management (BAY-STRAT), Hungary
- Anne-Marie Bruyas - Fondazione IDIS-Città della Scienza, Responsible for International Partnerships, Italy
- Flora Di Martino - Fondazione IDIS-Città della Scienza, Responsible for Educational Programs, Italy
- Vincenzo Lipardi - Fondazione IDIS-Città della Scienza, CEO, Italy
- Flavia Zucco - Fondazione IDIS-Città della Scienza, Italian Association of Women and Science, Italy
- Mahasen Al-Jaghoub, University of Jordan
- Amal Al Kharouf - University of Jordan
- Fida'a Jibril - Royal Scientific Society, Jordan
- Amina Bettachy - Université Hassan II, Morocco
- Hyam Abboud - Université Saint Joseph, Lebanon
- Ghada Karaki - Birzeit University, Palestine
- Amal Kabous - Aleppo University, Syria
- Hayat Touchan - Aleppo University, Syria
- Sihem Jaziri - Université de Carthage, Tunisia
- Gulsun Saglam - Istanbul Technical University, Turkey
- Mine Tan - Istanbul Technical University, Turkey
Experts from Mediterranean Partner Countries and from Europe

- **Cherfi Zahia** - Medical Doctor, Ministry of Health, Algeria
- **Seddik Abdel Salam Tawfik** - Alexandria University, Vice-president of Graduate Studies and Research, Egypt
- **Orio Ikebe** - Unesco Regional Office in Egypt, Programme specialist in Social and Human Sciences, Egypt
- **Groó Dóra** - Hungarian Science and Technology Foundation, President of Euro Gender Network, Hungary
- **Cristina Mangia** - Italian Association of Women and Science, President, Italy
- **Giuliana Sgrena** - Italian journalist (expert of Arab countries), Italy
- **Rowaida Al-Maaitah** - Jordan University for Science and Technology, Jordan
- **Mordane Soumia** - Women in Science in Morocco, Executive Board, Morocco
- **Ayesha Al-Rifiai** - Principal and Dean of Education Science Faculty, Ramallah Women Training Center (RWTC), Palestine
- **Pilar Lopez Sancho** - Spanish National Research Council (CSIC), Spanish Association Women and Science (AMIT), Spain
- **Liisa Husu**, Örebro University, Professor in Gender Studies (expert)
- **Muzna Ajan** - Aleppo University, Scientific and Research Assistant, Syria
- **Teresa Rees** - Cardiff University, School of Social Sciences, United Kingdom

Other expert from Italy invited for their engagement on European projects on gender issues (7)

- **Teresa Boccia** - University of Naples Federico II, Partner of the project GenderSTE, Italian contact for the World Urban Forum
- **Mila D'Angelantonio** - Institute of Organic Synthesis and Photoreactivity, National Research Council, Italian Association women and science
- **Barbara de Micheli** - Fondazione Brodolini, Coordinator of GENISLAB Project
- **Ornella Mich** - Fondazione Bruno Kessler, Partner of New FESTA project
- **Ofelia Pisanti** - University of Naples Federico II, Partner of GENOVATE project
- **Barbara Poggio** - University of Trento, Coordinator of GARCIA Project
- **Rosanna Santesso** - Unesco Office in Venice, Responsible for the Women network in the Balkans
3. Structure of the Program

Objective of the EMW was the exchange of expertise and opinions between Mediterranean Partners Countries represented in SHEMERA and European countries, between partners and experts, especially those involved from a long time in the European process aiming to engaged more women in research (experts from associations, participating in EU projects and studies).

The EMW was a full long day of exchange between Europe and MPC starting with the presentation of main SHEMERA outcomes (ULB, Coordinator) to the audience, the presentation of the many years of analysis and policies in Europe (Rees, University of Cardiff) and the situation in each MPC coming out from the National workshops. The afternoon was dedicated to networking in thematic working groups with the scope to facilitate the participation of everyone in the discussion. Each working group was convened by two facilitators, one from a European country and one from a MPC.

The results of thematic working groups were reported by rapporteurs in the final session and they represented the basis for the discussion with our external experts (Orio Ikebe from Unesco and the journalist Giuliana Sgrena).

Program schedule

9.00 am - Welcome by Vincenzo Lipardi, CEO and Anne-Marie Bruyas, Città della Scienza (EMW task leader)
Sihem Jaziri, Université de Carthage (EMW task co-leader)
Cristina Mangia, President of the Italian Association Women and Science

10.00 am - Presentation of the SHEMERA project and the progress made towards its objectives, by Maria Caprile, Université Libre de Bruxelles (Coordinator)

10.15 am - Developments in the situation of women in science and research in Europe and discussion of policies, by Teresa Rees, Cardiff University, School of Social Sciences
11.30 am - Outcomes of the National workshops held in the Mediterranean Countries by each MPC partner organization
Conclusions by Mine Tan, Istanbul Technical University, Turkey

2.30 pm – 4.30 pm
Discussion in thematic groups on how to improve the situation of women in research and science in the Mediterranean Partner Countries
- The presence of women in research in Arab Countries
- Root causes of gender segregation in the labor market
- Policies and measures to promote gender equality in the evolving context of MPCs.

5.00pm - 6.30 pm
Final roundtable (open to the public) moderated by Danièle Meulders, Department of Applied Economics of Université Libre de Bruxelles and Flavia Zucco, Associazione Donne e Scienza and Genislab project
Policy recommendations to promote gender equality in Mediterranean Partners Countries
- Outcomes of thematic groups by rapporteurs
- Orio Ikebe, Programme Specialist Social and Human Sciences, Unesco Office in Cairo
- Giuliana Sgrena, Italian Journalist
- Toward the Final Euro-Mediterranean Conference by Gulsun Saglamer, Istanbul Technical University, Turkey

The day before and after there was the possibility for participants to visit Città della Scienza facilities, the scientific exhibitions in place and the Business Innovation Centre with incubated start-ups.
4. Presentation of the projects’ results by Maria Caprile

Maria Caprile, as Coordinator of the project, presented the main outlines of SHEMERA to the audience, a project to support Euro-Mediterranean cooperation in a joint effort to strengthen the role of women in research and, more globally, in all spheres of life. The efforts of the research cooperation are aimed at better understanding the roots of gender inequality in science in the area, taking into account cultural diversities and traditions, analysing how the MPCs are addressing this issue, developing recommendations for enhancing gender equality in science in the area. Science is understood in its broadest sense, including social sciences and humanities as well as research and technological development. The project looks at gender equality in science in terms of organisation (gender balance in science) and knowledge (mainstreaming sex and gender analysis in basic and applied research). Both dimensions converge on the need of structural change (making research institutions more gender-aware). First general observations for MPCs are the great improvement in human development (Algeria, Morocco, Tunisia) and impressive progress in gender equality in education and health, although women’s political and economic participation has not improved at the same pace. This trend is also applicable to science. Women are more present than ever in higher education and research, but remain severely underrepresented at the top of scientific careers. The situation of women in science is rather similar in the MPCs and the EU countries. This is a remarkable fact if we take into account that women’s access to higher education is a more recent trend in the MPCs and global gender inequalities are more pronounced in the MPCs.

Table 1. General figures from the statistics

| Women’s share of researchers | EU: 33% (from 21% to 52%)  
MPCs: From 22% (Jordan) to 39% (Egypt) |
|-------------------------------|--------------------------------------|
| Women’s share of HE graduates | EU: Above 50%  
MPCs: Above 50% or close |
| Women’s share of PhD graduates | EU: 46% - from 26% to 62%  
MPCs: from 33% (Syria) to 56% (Tunisia) |
| Horizontal segregation | High, but less salient than in EU – Science, mathematics and engineering |
| Proportion of women among the highest academic grade (Grade A) | EU: 20% (from 9% to 36%)  
MPCs: from 3% (Palestine) to 35% (Egypt) |
Table 2. Representation of women in executive board (not restricted to higher education, but also in research and scientific activities in other sectors)

The coverage of scientific boards varies a great deal across countries. In the EU, on average, 36% of board members are women. In the Nordic countries, where quotas apply, the proportion of women ranges between 45% and 49%. This contrasts with the situation in the MPCs, where women represent only between 6% and 23% of board members.

As regard to equity climate, women’s legal status shows a clear divide between the MPCs and the EU countries, although indirect, subtle forms of discrimination are found to varying degrees in both MPCs and EU countries. Gender discriminatory laws persist in all MPCs. Traditional gender norms persist also (ie patriarchal attitudes and strong stereotypes about the roles and responsibilities of women and men in family and society). This trend is also reinforced by uncertain prospects for gender equality in the region. Military conflict seriously undermines any progress in this field (occupation of Palestine; war in Syria); also pessimism in the aftermath of the so-called Arab spring – influence of ultra-conservative Islamic parties.

Policy debates and initiatives to foster women’s advancement in science are just emerging in the MPCs whilst research in this field is scarce. Trends are similar to EU-MPCs :

- Horizontal segregation is related to early gendered socialisation and early segregation at school. Research and policy initiatives should pay equal attention to girls’ and boys’ choices.

- Family and career tensions help to explain why fewer women than men engage in a scientific career and more women than men leave academia at the early stage of the scientific career. However, these tensions cannot fully account for vertical segregation.

- Obstacles to women’s promotion are related to subtle discrimination and cumulative disadvantages in career advancement. The lack of transparency
in decision-making processes and the persistence of unconscious gender bias in assessing scientific performance are major factors at play.

- Specific attention to working climate and equal pay is required. Some actions of raising awareness have been already implemented and should be reinforced in the future (Women’s Initiative at the Arab Science and Technology Foundation (ASTF) in 2004, First conference “Arab Women in Science and Technology: Empowerment for the Development of the Arab World” in 2009, the Second conference “Arab Women in Science and Technology for Sustainable Development” in 2014 or the International Conference on Women in Science and Technology in the Arab Countries in 2013. Networks of women in science have been launch in few MPC countries (Lebanon, Morocco, Tunisia).

- In conclusion, it seems that it is time for action also in MPCs. More systematic efforts are needed at different levels and involving a variety of actors, including governments; relevant scientific institutions (academic, educational, research and funding institutions); professional associations; employers’ organisations and trade unions; women’s and other relevant non-governmental associations, which is exactly the subject of the EMW discussion.
5. Developments in the situation of women in science and research in Europe by Professor Teresa Rees, Cardiff University

The European Commission’s Research Directorate-General Scientific Culture & Gender Issues Unit has a long history of paying attention to the issue of women in science and sex and gender in research in the European Union. In 2000, it published the ‘ETAN’ report on gender mainstreaming in science policies (European Commission 2000) which showed that:

- there was a lack of statistics on women in science
- that work life balance issues were a challenge
- that there were challenges around who decides what is excellent in science, and how they get into those positions and what criteria they use
- that male networks might be playing an inappropriate role in decision making about what is ‘excellent’
- that gender studies is important in our understanding of the situation of women in science and research and what might work as good policies

A more recent report summarises the progress that has been made in the last decade or so (European Commission 2010).

We now have She Figures, giving us a regular statistical review of women in science. The most recent figures show:

• 45% of new PhDs are women
• 30% of all researchers are women
• 20% professors are women
• Less than 10% of Rectors are women in 16 countries
• Less than 30% of board members are women (scientific, funding etc)

The Commission set targets for gender balance on scientific committees, but getting a proper balance remains a problem.

There are policies which promote a more transparent and evidence based approach to making academic appointments and promotions, and on recruiting to editorial boards and funding bodies, emphasising the quality of work produced rather than the quantity. Many universities and research institutions in the European Union now pay attention to seeking to reduce the impact of ‘gender schemas’ in unconscious bias from interfering with the focus on excellence in recruiting and promoting scientists.

There are more schemes to assist women returning to science after a career break, but they are uneven in their coverage across the European Union.

There are a range of policies in universities and research institutes to try and make them better places for women (and men) to work, such as those that seek
to promote dignity at work, those aimed at reducing harassment and bullying, and those seeking to provide better support for balancing work and life.

A further range of polices seek to encourage and support women coming through the system. In the UK, the Leadership Foundation for Higher Education runs an Aurora Programme for mid-career women to encourage them to have more confidence and be more ambitious in their careers. The first cohort has 500 women members on it. Mentoring and role models are used in most of the countries to support women in their careers.

Of great significance, the European Commission has supported Gendered Innovations in Science, Health & Medicine, and Engineering, a project also funded by the US National Science Foundation, Stanford University, among others. This is designed to encourage researchers to pay due attention to sex and gender in their research. This is important to ensure that, for example, women do not have a less evidenced based medicine given, for example, they are less likely to be included in clinical trials and yet pharmaceutical products that emerge from them are prescribed to them nevertheless, sometimes with harmful consequences. http://genderedinnovations.eu/

Finally, the European Commission has funded a series of Framework Programme 7 projects to focus on researching and developing good practice in the academy for women (see below). One of these, GENPORT, will be a portal of information from a wide range of sources, available for all as a resource of good practice on women and science and the development of policies.

Here are two others:

INTEGER - Institutional Transformation for Effecting Gender Equality in Research, March 2011 - February 2015

- This FP7 funded project aims to develop and implement Gender Action Plans in order for research and higher education institutions to create sustainable Transformational Change to improve the career progression of women scientific researchers.

- INTEGER brings together a partnership of research institutions with top level commitment to implement sustainable transformational change to improve the career progression of women scientific researchers, embed structural changes and create a legacy of learning and guidance to assist other organisations in their implementation. The partners are:

  • Centre National de la Recherche Scientifique, France, (CNRS) represented by its Mission pour la place des femmes, with implementation in the Institute of Physics and the Institute for Mathematical Sciences.

  • Siauliai University, Lithuania (SU), with implementation in the Faculty of Mathematics and Informatics and/or the Faculty of Technology

  • Trinity College Dublin, Ireland (TCD), with implementation in Schools from the Faculty of Engineering, Maths and Science
• Centre of Excellence for Women in Science, Germany (GESIS) will be acting as independent evaluator for the project

FESTA - Fostering Equality in the Science and Technology Academia - Implementing structural change in research organisations/universities, February 2012 – January 2017

1) implementing changes in the working environment of academic researchers
2) encouraging female researchers in science and technology to stay and make a career in the academy and
3) to remove some of the hurdles which make it more difficult for them than for their male peers to reach their professional goals.

The partners are: Uppsala University, Sweden; Syddanske Universitet, Denmark; University of Limerick, Ireland; Christian-Albrecht Universität, Germany; Fondazione Bruno Kessler, Italy; Istanbul Technical University, Turkey

References


European Commission (2012) Structural change in research institutions: Enhancing excellence, gender equality and efficiency in research and innovation

GenSET - Recommendations for Action on women and science
http://www.genderinscience.org.uk

6. Outcomes of the national workshops

In total, 8 national workshops were organised, one in each MPC: Algeria, Egypt, Jordan, Lebanon, Morocco, Palestine, Syrian Arab Republic, Tunisia. In each MPC, the SHEMERA partner organised the workshop with the support of the national Task Force, as well as the collaboration of two European partners: BAY-KKI (partner 3) and ITU (partner 5).

The national workshops were addressed to institutional policy/decision makers in the field of RTD policies and representatives of the scientific community and RTD organisations. National workshops were organized between March 13, 2013 (Palestine) and May 24, 2014 (Tunisia).

Here below we reported main recommendations coming out from National workshop in each MPC:

**Algeria**

15 May 2014

- To develop a framework to standardize statistical data
- To make available data collections periodically
- To up-date data and organize databases and identify strategies
- To create an observatory of "Women in Science" (transversal action) or academic chairs dedicated to this topic
- To raise awareness about the concept of gender and to educate younger generations
- To establish links between the social sciences & humanities and science & technology on gender issues
- To create a network of researchers dedicated to "gender and science"; and representatives of the ministry has proposed to the partner CIDDEF to be the reference for this network in the country
- To support changes in behaviors by provoking for reducing the weight of "mentalities", by involving media and families, by improving the image of women and girls in school textbooks;
- To create a Department of Statistics;
- To involve the Parliament and National Institutions in this issue.
Egypt 22/01/2014

- The goal is not only to encourage women to do scientific research and design new technology but also to shift science and technology to be more people-centered
- Prioritizing efforts to achieve gender mainstreaming
- Necessity of a roadmap which supports the objectives of the gender equality in different science fields
- Providing with guidelines to improve gender equality mainstreaming in education and science and to reinforce the role of women in the science, both on the academic or non-academic levels
- Understanding the context in which women pursue their careers in higher education
- Taking a more organized action for data to be collected from women in higher education positions
- Creating «women friendly organizations» that take into consideration the dual role of women as mothers and scientists

Jordan 7/05/2014

- Reinforcing gender-sensitive statistics and preparing a scientific research database that considers gender
- Motivating and supporting distinguished females on different educational levels
- Reinforcing the obligation of teaching methods of scientific research in all academic fields
- Representing females when granting funds to scientific research projects
- Reviewing and modifying legislations in scientific research to better gender perspective
- Realizing the importance of qualification when appointing people in high leading positions and linking qualification to research achievements, not to years of experience only
- Strengthening women’s economic status as well as their enrollment to the labor market through reviewing economic legislations, especially the social security law and the labor law to legally frame the definition of partial work, in addition to providing services that would support women’s work
- Defining gender-sensitive budgets in all fields and institutions.
- Modifying the university admission policies by raising the
admission percentage of outstanding female students
- Raising the percentage allocated for supporting scientific research done by women
- Allocating academic scholarships for outstanding females in all fields.
- Working on allocating departments for gender integration in all institutions in addition to following up and evaluating their work
- Encouraging the publication of academic journals in the field of gender and women’s studies
- Involving men in the development process
- Organizing an annual event to honor distinguished women in all fields

**Lebanon**
8/05/2014
- To organize Scientists Contest for Young
- Creating a national observatory for gender
- Encouraging Lebanese sociologists to address the issue of gender equality by providing them the funds
- Encouraging firms and industries to empower women scientists following the example of the UNESCO-L’Oréal program, within their CSR activities
- Providing post-doctoral fellowships to Lebanese candidates
- Allocating a part of the annual budget of institutions like UNESCO, CNRS-L, AUF, etc. for women scientists in order to increase their participation as trainees performing internship, as experts in scientific committees and commissions, as speakers in conferences and workshops
- Enhancing and empowering the networks of women scientists (role models, mentors, coaches, etc.)
- Encouraging active awareness and vocations in sciences especially within the female student population (renovated educational programs, scientific contests for youngsters, Olympiads, mobility)

**Morocco**
27-28/03/14
- Institutionalization of the gender approach by improving statistics.
- Annual publications on women in science (Ministry of Higher
Education, Ministry of Education, CNRST, HCP)

- Establishing a quota for women at different levels (Commissions, board of examiners, board of institutions…)
- Objectification and transparent criteria for selection of candidates for recruitment
- Presence of a delegate that enforces equality
- Taking as a model the experience of Ministry of Education that created an Observatory for equality
- Taking transitional measures for the achievement of equality by ministerial decision (choosing a woman for equal skills)
- Developing a database of female researchers by field for public use
- Developing mentoring programs to motivate and encourage women to stand for positions of responsibility
- Adaptation of meeting hours of departments and institutions’ councils
- Establishment of paternity leave
- Preservation of promotional rights for women on maternity leave
- Introducing a CNRST quota for women in research projects.

Palestine
13/03/2013

- Institutional change in the policies of the academic bodies and research centers to make them more gender sensitive in order to facilitate the advancement of women in their scientific careers and decision making positions.
- Clear organizational and cultural changes to ensure a greater presence of women in science, technology and engineering top scientific careers
- Improving the requirements for promoting women in their academic careers to consider women’s engagement in her research and family.
- Promoting programs of continuing education and technical training for women, to recognize and protect women’s knowledge and innovations, and to ensure women’s transition from the education to labor market
- Effectiveness and firmness in execution of equality legislations as well as incentives for societal and cultural change on a national level
- Legislations to force the private sector (labor market) to employ women and limit its bias against women especially in engineering and technology related careers
- Initiatives to improve women scientist networking and promote for role models and mentoring programs.
- Engagement of mainstream media in promoting gender related matters and improving the public awareness.
- Networking and cooperation between academic institutions and research centers, industry and private sector corporations and governments for a better gender mainstreaming.

Syria
18-19/03/14

- Reviewing certain laws and legislations to achieve equity between the two genders before law (Honour Crimes, Violence against Women, etc.)
- Giving rights to women to grant the nationality to her children and equal application of the Personal Status Law
- Establishing centres to take care of women as war victims and spreading the culture of International Humanitarian Law.
- Adding training and rehabilitation programs to enhance the women’s professional capabilities
- Taking into consideration the woman's chores as well as the important agriculture work and putting them under the Law of Social Insurance
- Issuing a Law for a Comprehensive Health Care to protect Motherhood and Childhood.
- Drawing the attention of the Research Centres to activate issues related to women; as well as directing women towards rare specializations.
- Collaboration between the Civil Society Organizations to contain the obstacles that hinder the full participation of women in order to invest the missing feminist institutional role.
- Generating legislations to build up an integrated framework that ensures the consistent commitment of the state in empowerment of the woman.
- Drawing the attention of the media to enhance the equity between men and women as well as adjusting the culture of masculine community.
- Highlighting the achievements of the working woman in the
media in the field of Higher Education (Scientific Research, Academic work, Career, Cultural Work, Social Work, etc.) to enhance the force of women in this domain, and to raise the level of confidence in women's qualifications and skills.

**Tunisia**  
**24/05/2014**

- Providing a new action plan for the promotion of women’s conditions
- Developing a system to monitor societal obstacles
- Creating jobs for Post-Docs scientists in Tunisia
- Stimulating regular discussions about the issue of gender in relation to Europe
- Establish networks of researchers from both sides of the Mediterranean
- Considering a program of global innovation that allows a better understanding of women and industrial companies
- Reinforcing the role of NGOs in order to restore the gender balance
- Encouraging woman to contribute more actively to the dissemination of scientific knowledge (through advocacy, meetings, scientific foundations, tributes, awards, etc....)
- Update records and database on the activities of Tunisian women in Tunisia and abroad
- Promote women in critical political positions
- Transpose gender issues in UN conventions
- Contrasting all forms of stereotyping and discrimination
- Mainstream gender in the education system
- Taking attention to parity in the distribution of prizes, scholarships ...
- Generating data disaggregated by area and type
- Increasing critical mass of girls in universities
- Increasing the contribution of women in networks around matriarchal values
The richness of recommendations coming from National Workshops were summarised and grouped by Mine Tan from ITU at the end of the session, highlighting the following principal categories of action lines:

<table>
<thead>
<tr>
<th>Data Collection</th>
<th>- Improvement, updating and dissemination of sex disaggregated data in all scientific fields and levels</th>
</tr>
</thead>
</table>
| Structural Changes | - Legislation, institutional Regulations, gender action plans, road maps  
|                  | - Institutionalization of gender, gender observatories, high level gender units  
|                  | - Work-life balance schemes, women friendly work and study environment  
|                  | - Transparency and gender sensitive evaluation in recruitment, promotions and recognition  
|                  | - Gender balance in decision making bodies and committees, etc.  
|                  | - Gender fair distribution of research funding, encouragement of gendered research  
|                  | - Who? NGOs, Government, Universities, |
| Cultural Changes | - Changing of mind sets, getting rid of unconcious bias, cooperation of men,  
|                  | - Better communication, media representation, gender awareness especially toward young people and in education |
| Support of Women | - New socialisation practices for girls, gender specific scholarships, prizes, quotas, network of female academics, visibility of women scientists, role models, mentoring, training |
| Gender Mainstreaming | - Gender budgeting, Gender aware curricula, texts, teacher education |

In concluding the morning session, Mine Tan strengthened the importance to change research organizations with more «human centered» practices and not only by increasing the numbers of women. Furthermore organisational changes request the involvement of multiplicity of agencies and the coordination of overall efforts.
7. Workshop in thematic groups

THEMATIC GROUP 1
Working group 1 discussed the issue of the Presence of women in research in Arab countries (past, present, future). Nine persons participated in the workshop which was facilitated by Amina Bettachy (UH2MC, Morocco) and Síle O’Dorchai (ULB, Belgium). The discussions in the workshop were structured following the questions formulated in advance.

These were:

- Is the presence of women in research significant in your country? Is it increasing over time? Are there differences in the presence of women according to disciplines? What about decision-making positions?
- Are there policies to fight against female illiteracy or school drop-out? How do schools and universities support science education to attract young girls in research?
- Are there outstanding women in science and arts proposed as role-models? Are there archives or records concerning outstanding women in the history of science?
- Is the presence of women in research institutionally supported in your country? Is there any good practice or relevant measure in place?
- Are there women in science associations? Are there other initiatives to promote women in research networking?

In the discussion, the participants agreed that the presence of women in research in their countries is increasing over time. However, segregation, both horizontal and vertical, remains a major concern.

Based on our discussions, several policy recommendations were set forth and these were presented in the plenary of the Euro-Mediterranean workshop by Hyam Abboud (USJ, Lebanon). The recommendations were the following:

- Given that obstacles to travelling continue to hinder Arab researchers in developing their careers, universities and other research institutes should implement dual career measures to accompany researchers who wish to travel abroad with their families.
- Women’s multiple roles and the family burden continue to hold female researchers back. Therefore, universities should develop family support measures, especially for young researchers.
- Both governmental and non-governmental efforts to fight against illiteracy should be strengthened in rural and urban areas.
- Initiatives to give more visibility to female role models in research are highly valuable. This can be achieved through newsletters, an online database, etc.
- Policies to promote gender equality in research need to be institutionalized or need to be able to bow on institutional support (gender equality office, gender ombudsman, etc.)

- Interdisciplinary networking of female researchers should be promoted

- A common format for data collection on gender in science and research should be elaborated following the European example of She Figures in order to collect harmonized and reliable data on a regular basis.

- Inside the Ministries for research and higher education and the ministry or Institute for statistics, and also inside women's associations, it is important to nominate people who are responsible for the annual data collection on women in science

- Universities should be asked to publish an annual state of the art on gender equality following a structure common to all universities so that reports can be compared across universities.
THEMATIC GROUP 2

Working group 2 discussed the issue of **Roots of segregation in the labor market**. Ten persons participated in the workshop which was facilitated by Flavia Zucco (Città della Scienza, Italy) and Ghada Karaki (Birzeit University, Palestine).

The discussions in the workshop were structured following the questions formulated in advance. These were:

- What difficulties do graduated students face to enter in the labor market today? Are there differences between men and women?
- Is gender segregation in the labor market high? (sectors, occupations, decision-making positions…) Is the segregation due to official rules or to other less visible practices?
- Is there awareness on gender discrimination in the labor market among people? How is it explained (male power defense, cultural/religious traditions, gendered stereotypes…)
- Are women aware of their capacities? Do they resist to enter in a male dominated environment?

The discussion aspects of the thematic group 2 were related to the difficulties that female graduate students face to enter the labour market, the nature of gender segregation in the labour market, and the existence and importance of awareness of gender segregation in the society and in the spheres of decision making. Furthermore, a broad discussion was assigned to explain the causes of gender segregation and whether this is related to women capacities and confidence to enter male dominated environment.

The focus of the discussion is given to the gender segregation in academia. The followings are the main points discussed within the group and reported by Ghada Karaki from the Birzeit University, Palestine.

- Youth in general face the problem of transition from education to labour market due to lack of experience and networking. However, this is more evident for females due to mobility constraints and cultural and societal views of girls in general.
- It is well known that segregation in academia operates at horizontal and vertical levels. The reasons for horizontal segregation, beside stereo typing and societal perception of females, are the lack of women entrepreneurs and professors in specific sectors, e.g. science and engineering, and lack of promoting success stories of women who excelled in the fields of science, engineering and technology. The reasons for the vertical segregation that had been discussed thoroughly are related to the definition of excellence in research institutions and universities and transparency in recruitment, with
emphasis on better representation of women in the recruitment committees. And even when women reach high ranking positions, these women should be gender aware to be able to make a change and push others in their careers.

- Universities and research universities are concerned with excellence in research as this is the main criterion for allocating funds and promotion. However there is an evident unequal representation of women in scientific committees that directly influence the definition of women’s excellence and their promotion. Furthermore, scientific research should perceive gender as a variable, (in research) e.g., in the design of experiments, which gives another dimensionality of research and enhance its excellence.

- The scientific institutions admit their gender bias when they are faced with comprehensive data highlighting this bias, therefore, research and reliable documentation of data related to gender bias are necessary to face the different types of gender segregation. However, a will for institutional change is needed to solve this bias.

- A further point of discussion was related to the fact that even when women are in high-level positions, a compatibility is needed between the person and her capabilities, position she is assigned to, and tools available to her, this compatibility is necessary for her to be able to make change. Above all women in high-end positions should be gender aware.

- Women have the competence and professional capacity to perform their jobs, however, in some cases they lack the confidence to take more responsibility and advance in their careers (decision making positions). There should be emphasis on boosting women’s confidence and encouraging them to have a more proactive attitude towards their careers.

- Finally, it has been agreed that the definition of excellence and the recruitment procedure are the main obstacles facing women in academia.
THEMATIC GROUP 3

Working group 3 discussed the issue of Policies and measures to promote gender equality in the evolving context of MPCs. Twenty persons participated in the workshop which was facilitated by Gulsun Saglamer (ITU, Turkey) and Mahasen Al-Jaghoub (University of Jordan). The discussions in the workshop were structured following the questions formulated in advance.

These were:

- Are there family-care or other social policies to support the entry of women in the labor market?
- Are there transparent rules for recruitment, and for the advancement of careers in research? Has the issue of quotas been raised? Are there mechanisms to avoid gender discrimination in recruitment and advancement?
- Are you familiar with gender budgeting? Are the resources equally distributed among women and men?
- How can gender equality in the labor market be better promoted? What would be the main priorities for policy action? And in the field of research?

In the discussion, the participants compared social and cultural systems of the different MPCs (Algeria, Palestine, Jordan, Syria) in respect to each of the four questions before elaborating general recommendations. Even though small measures exist to support women in family care (maternity leave, flexibility of working formats, …) and in employment (fellowships, quota, microfinance), there are no real policies to support women in the labour force.

Based on the discussions, a list of policy recommendations were set forth and these were presented in the plenary of the Euro-Mediterranean workshop by Ayesha Al-Rifai (RWTC, Palestine).

The recommendations were the following:
- Recognizing the value for women reproductive (maternal) role; so that for example the number of children can be counted as a benefit (such as serving the army for men)
- Favoring flexible working hours for everybody
- Strengthening capacity building in reference to priority areas for research
- Promoting quota in university committees for the representation and visibility of women in these committees
- Give incentives (also in time) to mentor women researchers or women academicians
- Promoting criteria to focus on group work more than individual (i.e. publications where women are first or second author)
- Time and stress management programs should be promoted for everybody in universities
- Promoting leadership programs for academics staff and researchers
- Strengthening the links between policies and research for data driven policy making
- Analysis of researchers’ evaluation rules (promotion procedures) to check if there is gender bias
- Monitoring existing recruitment processes and analyzing the impact of recruitment procedures integrating the gender dimension
- Forcing structural change within universities is a priority for promoting women representation within decision making bodies. This should come in parallel with capacity building measures for women researchers. Quota can also be used to ensure representation at all and every decision making level.
8. Conclusions

A stated in the project the “purpose of the Euro-Mediterranean workshop on gender and science, was to discuss the main findings of the project and the policy recommendations, addressed to representatives of the associations of women in science.

The workshop was expected to enhance the dialogue between European and Mediterranean associations, discuss the main findings of the project and the policy debate in the MPC national workshops and elaborate a set of common policy recommendations for the Mediterranean area in the short- and mid-term.”

In fact the objectives have been met successfully, in spite of the several problems faced, in the meantime, by the project. In particular, concerning the workshop, the date has been postponed of one year, making the original planning radically modified. In addition, the political situation in the MPCs has been continuously changing, affecting the work to be done in each of these countries. In fact the Tunisian partner was not able to assist in the organisation of the workshop.

Nevertheless the partners were able to run successful National workshops, even if at the last minute, as was the case of Tunisia. The effort made must be, thus, even more appreciated, also because the outcomes have been of high quality, as it has been shown by the presentations in Naples.

As it is evident from the materials collected in these proceeding common targets were identified by the different countries as:

- Setting up of a stable data base in order to monitor the presence of women in sciences (humanities as well technological).
- Need of mentoring and the promotion of role-model
- Improve life/work conciliation
- Need to highlight, by data collection, differences in salary and budgets.
- Involve official institutions.

However, as it should be expected, not all the countries were homogeneous from the point of view of legislative level in support of women, as well as about awareness of discrimination.

Those are important backgrounds for implementing gender equality actions in academia. Thus recommendations of actions to be done in MPC, should cover both general common targets as well as focus on specific country-related actions.

Moreover, some of the speakers, beside their contribution on gender in science, addressed serious problem concerning women conditions in their countries. The theme of violence against women, very actual worldwide, is perceived even more seriously in MPCs, due to wars in some of the countries involved in the
project. The women’s health problems have also been addressed in a wider sense, due to the scarcity of resources and religious restrictions.

Eventually the problem of education was addressed as a serious obstacle, due to the extent of social inequalities and the limited access of the most disadvantaged children (mainly female) even to primary school.

The Unesco, with the specific projects related to education in those countries, provides a strong background which can be used as leverage for the incoming new generation.

According to the discussion promoted at the workshop, two main basic points are of great concern, even if difficult to approach: the need of a cultural change and the inclusion of men in the debate on gender.

The many policies already promoted by the European Union, the wide set of tools already available as result of these policies (as for networking, data collection, literature database, structural changes) can be of great help for the MPCs, but deserve to be tailored to the specific situations.

It is very important to underline that this may result in an enrichment by the MPCs of the whole bulk of experience and knowledge accumulated up to now in the area of gender in science, and provide more seeds for a wider and effective approach for all of us.
Annex I - PROGRAM

SHEMERA Euro-Mediterranean Workshop
Naples, Città della Scienza
Friday 30 May 2014
SHEMERA - SHE EURO-MEDITERRANEAN RESEARCH AREA
EUROPEAN PROJECT

Coordinator
Université Libre de Bruxelles - Project coordinator, Belgium
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DULBEA

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National Documentation Centre, Greece
http://www.ekt.gr

Istanbul Teknik Universitesi, Turkey
http://www.kaum.itu.edu.tr

Fondazione Idis-Città della Scienza, Italy
http://www.cittadellascienza.it

Arab and African Research Center, Egypt
http://www.aarcegypt.org

Academy of Scientific Research & Technology, Egypt
http://www.asrt.scie

Association culturelle M’Barek Ait Menguelet, Algeria

Alexandria University, Egypt
http://www.alexu.edu.eg

University of Jordan, Jordan

Royal Scientific Society, Jordan
http://www.rss.jo

Université Saint-Joseph, Lebanon
http://www.usj.edu.lb

Université Hassan II, Mohammedia - Casablanca, Morocco

Birzeit University, Palestinian administered areas
http://www.birzeit.edu

Aleppo University, Syrian Arab Republic
http://www.alepuniv.edu.sy

Université de Carthage, Tunisia
http://www.ucar.rnu.tn

EURO-MEDITERRANEAN
WORKSHOP ON GENDER AND SCIENCE

29-30 May 2014
Città della Scienza · Naples

For any information please contact the organizing team
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SHEMERA - SHE EURO-MEDITERRANEAN RESEARCH AREA
EUROPEAN PROJECT

SHEMERA - SHE Euro-Mediterranean Research Area- is a European project funded under the FP7 which aims to enhance research cooperation on gender and science between the European Union and the Mediterranean Partner countries (Algeria, Egypt, Jordan, Morocco, Lebanon, Palestine, Syria, Tunisia). It is providing the state of the art, data collection and relevant comparative analysis in Mediterranean Partner Countries about gender equality and policies in research careers.

The purpose of the Euro-Mediterranean Workshop is to discuss policies for the promotion of gender equality in research in the Mediterranean area in the short- and mid-term, taking into account findings of previous European projects, the project’s results and the policy debate that was held in each of the National workshops organized in Mediterranean Partners Countries as part of the SHEMERA project. Targeted audience are SHEMERA partners and national representatives of women/gender-sensitive scientific associations in the Euro-Mediterranean Area.

THURSDAY 29 MAY
9.00 am to 5.00 pm
SHEMERA FOURTH PROJECT MEETING

THURSDAY 29 MAY - SATURDAY 31 MAY
between 10 am to 3 pm
VISIT TO THE SCIENCE CENTRE OF CITTÀ DELLA SCIENZA

• Brain exhibition
• Hall of Fame European Inventors
• Business Innovation Centre

> on reservation to Marzena Gron: gron@cittadellascienza.it

PROGRAMME
FRIDAY 30 MAY
9.00 am
Welcome words
Vincenzo Lipardi and Anne-Marie Bruyas, Città della Scienza
Sihem Jaziri, Università de Carthage
Cristina Mangia, Italian Association Woman and Science

10.00 am
Presentation of the SHEMERA project and the progress made towards its objectives
by Maria Capriè, Danièle Meulders, Sile O’Dorchai, Université Libre de Bruxelles (Coordinator)

10.15 am
Developments in the situation of women in science and research in Europe and discussion of policies
Teresa Rees, Cardiff University, School of Social Sciences

11.30 am
Policies to promote gender equality in Mediterranean Partner Countries (MPCs)
Outcomes of the National workshops held in the Mediterranean Countries: max 10’ for each country)
Conclusions by
Katalin Kurucz, Bay Zoltán Hungary
Gulsun Saglamper and Mine Tan, Istanbul Technical University, Turkey

1.00 pm - Lunch

EURO-MEDITERRANEAN WORKSHOP ON GENDER AND SCIENCE

2.30 pm - 4.30 pm
Workshop: How to improve the situation of women in research and science in the Mediterranean Partner Countries
Three working thematic groups are proposed, they will be moderated by two facilitators from the SHEMERA partners (one from Europe, one from the MPCs) to guide the discussion in each group. Three rapporteurs will be nominated to report the discussion in plenary session
1. The presence of women in research in Arab Countries (past, present and future),
2. Root causes of gender segregation in the labor market
3. Policies and measures to promote gender equality in the evolving context of MPCs

4.30 pm - Coffee Break

5.00 pm - 6.30 pm
ROUNDTABLE (open to the public)
Policy recommendations to promote gender equality in Mediterranean Partners Countries
Introduction
Anne-Marie Bruyas, Città della Scienza
Speakers
Workshop conclusions by three rapporteurs (one for each group)
Orio Ikebe, Programme Specialist Social and Human Sciences, Unesco Office in Cairo
Giuliana Sgrena, Italian Journalist
Toward the Final Conference
Gulsun Saglamper, Istanbul Technical University, Turkey
Moderators
Danièle Meulders, Department of Applied Economics of Université Libre de Bruxelles
Annex II - LIST OF ATTENDANTS

SHEMERA Euro-Mediterranean Workshop
Naples, Città della Scienza
Friday 30 May 2014
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**SHEMERA Euro-Mediterranean Workshop**

**Naples, Città della Scienza**

**Friday 30 May 2014**

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