



European Gender Summit

2011

Quality Research and
Innovation Through Equality
8 - 9 November 2011, Brussels

Programme

Welcome Messages



Mrs Máire Geoghegan-Quinn, European Commissioner for Research, Innovation and Science

“It is clear that time alone will not redress the under-representation of women in research or scientific leadership. Specific measures are needed to support women's scientific careers, and to address gender factors in the research process, with a view to improving quality. This will also help enhance scientific excellence in Europe. The European Gender Summit will show how these issues can be tackled more effectively through collaboration between scientists, gender research scholars and policy makers. The programme sessions will draw on solid research evidence to demonstrate that improved action on gender equality can yield improved creativity, better scientific results and more successful organisations.”



Prof Marja Makarow, Chief Executive, European Science Foundation

“Welcome to the First European Gender Summit. It is our pleasure to host a wide community of engaged researchers and policy makers from all over Europe and beyond. Research and innovation need the best and brightest to challenge dogmas, confront unsolved problems and come up with new findings, perspectives and discoveries that improve our lives and strengthen our societies. We need to engage all talented individuals, and create opportunities and equal playing fields to benefit from their skills, expertise, and creativity. This goal is unlikely to be met if we let gender prejudices or societal barriers keep in the shadow almost half of the research community. Just as we acknowledge the benefits of cross-disciplinary research and innovation, we should admit that men and women are equally valuable for the innovation enterprise. More effective bottom –up and top-down efforts at all levels of the educational and professional chain have to be combined in order to make this happen, ensuring that also women realise their potential to yield their best. Passive measures have proven to be insufficient. It is time for action. Let us share our ideas and trigger change in the European Research Area and beyond.”



Dr Ángeles Rodríguez-Peña, President, COST (European Cooperation in Science and Technology)

“The European Union regards gender balance as a key contributor to innovation yet recognises that more specific measures are required to reach the goals of an increasingly dynamic European Research Area. This Gender Summit is the place to kick start a much-needed structural change that would allow us to keep up with other social spheres and marketplaces. COST contributes to and fully supports the deep change in the institutional mind-set of the research and innovation players - such as policy-makers, funding bodies, universities and companies - that will unlock the full potential of European society”



Dr Rolf Tarrach, President, University of Luxembourg

“The Gender Summit provides opportunity for policy makers, gender experts and scientists to engage in an open dialogue on how the quality of knowledge production and research can be improved through gender mainstreaming. It is important that knowledge of the effects of gender balance is publicized and integrated into discussions about gender mainstreaming within scientific institutions, on a European and national levels, and crossing cultural and linguistic barriers, in order to promote structural change.”

Overview Day 1

Time	Session			
13:00 – 14:00	Registration on page 4			
14:00 – 14:30	Opening Session Day 1 on page 4			
14:30 – 16:00 <i>Parallel sessions</i>	<i>Theme A: Enhancing research quality</i>			
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%; vertical-align: top;"> Session A1: SCIENTIFIC LEADERSHIP Equally valuing talent of women and men on page 4 </td> <td style="width: 33%; vertical-align: top;"> Session A2: HUMAN CAPITAL Sharing duty and status in institutions on page 5 </td> <td style="width: 33%; vertical-align: top;"> Session A3: KNOWLEDGE PRODUCTION Research norms and integrity on page 5 </td> </tr> </table>	Session A1: SCIENTIFIC LEADERSHIP Equally valuing talent of women and men on page 4	Session A2: HUMAN CAPITAL Sharing duty and status in institutions on page 5	Session A3: KNOWLEDGE PRODUCTION Research norms and integrity on page 5
	Session A1: SCIENTIFIC LEADERSHIP Equally valuing talent of women and men on page 4	Session A2: HUMAN CAPITAL Sharing duty and status in institutions on page 5	Session A3: KNOWLEDGE PRODUCTION Research norms and integrity on page 5	
	<i>Theme B: Advancing effectiveness of innovation</i>			
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%; vertical-align: top;"> Session B1: GENDERED R&D Innovation talent of women and men on page 6 </td> <td style="width: 33%; vertical-align: top;"> Session B2: COLLABORATIVE STRENGTH Working better as teams on page 6 </td> <td style="width: 33%; vertical-align: top;"> Session B3: INTELLECTUAL ADVANTAGE Collective intelligence and social sensitivity of research on page 7 </td> </tr> </table>	Session B1: GENDERED R&D Innovation talent of women and men on page 6	Session B2: COLLABORATIVE STRENGTH Working better as teams on page 6	Session B3: INTELLECTUAL ADVANTAGE Collective intelligence and social sensitivity of research on page 7	
Session B1: GENDERED R&D Innovation talent of women and men on page 6	Session B2: COLLABORATIVE STRENGTH Working better as teams on page 6	Session B3: INTELLECTUAL ADVANTAGE Collective intelligence and social sensitivity of research on page 7		
16:00 – 16:30	Break			
16:30 – 17:30	Industry – Research – Policy Networking Sessions: Shaping Innovation's Competitive Edge through Diversity on page 7			
17:30 – 19:00	Reception, Posters, Gender Research Exhibition on page 8			

Overview Day 2

Time	Session					
08:00 – 09:00	Registration on page 8					
09:00 – 09:30	Opening Session Day 2 on page 8					
09:30 – 11:00 <i>Parallel sessions</i>	<i>Theme C: Promoting Structural Change</i>					
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%; vertical-align: top;"> Session C1: R&D AND HR STANDARDS Effective management of human resources Effective management of R&D on page 8 </td> <td style="width: 20%; vertical-align: top;"> Session C2: LEVERAGING POLICIES AND LEGISLATION The Norwegian experience on page 9 </td> <td style="width: 20%; vertical-align: top;"> Session C3: MOBILISING AND MOBILITY OF SCIENTIFIC TALENT Competitive advantage of gender equality on page 9 </td> <td style="width: 20%; vertical-align: top;"> Session C4: EXCELLENCE AND RESPONSIBILITY OF SCIENCE Gender as a scientific quality value on page 10 </td> <td style="width: 20%; vertical-align: top;"> Session C5: EMBEDDING GENDER IN THE SCIENCE CURRICULUM Improving professional competency of researchers on page 10 </td> </tr> </table>	Session C1: R&D AND HR STANDARDS Effective management of human resources Effective management of R&D on page 8	Session C2: LEVERAGING POLICIES AND LEGISLATION The Norwegian experience on page 9	Session C3: MOBILISING AND MOBILITY OF SCIENTIFIC TALENT Competitive advantage of gender equality on page 9	Session C4: EXCELLENCE AND RESPONSIBILITY OF SCIENCE Gender as a scientific quality value on page 10	Session C5: EMBEDDING GENDER IN THE SCIENCE CURRICULUM Improving professional competency of researchers on page 10
	Session C1: R&D AND HR STANDARDS Effective management of human resources Effective management of R&D on page 8	Session C2: LEVERAGING POLICIES AND LEGISLATION The Norwegian experience on page 9	Session C3: MOBILISING AND MOBILITY OF SCIENTIFIC TALENT Competitive advantage of gender equality on page 9	Session C4: EXCELLENCE AND RESPONSIBILITY OF SCIENCE Gender as a scientific quality value on page 10	Session C5: EMBEDDING GENDER IN THE SCIENCE CURRICULUM Improving professional competency of researchers on page 10	
<i>Theme D: Gender and Publications</i>						
	Session D: GENDER ISSUES IN SCIENCE PUBLICATIONS How can editorial policies and writing on gender issues in science be improved to make the assessment and selection of research results for publication sensitive to gender and sex issues? on page 11					
11:00 – 11:30	Break					
11:30 – 13:00	Plenary Session: Policy for creating a gender and socially responsive science and innovation environment on page 11					
13:00 – 13:30	Closing Remarks: Advancing Research Policy for Integrated Action on the Gender Dimension in Science on page 12					
14:00 – 16:00	Side event: Women in Science and the Arab World on page 13					

Registration Day 1

Tuesday 8 November 2011, 13:00 - 14:00

[Return to Overview Day 1](#)

Opening Session Day 1

Tuesday 8 November 2011, 14:00 - 14:30

Keynote via video link: Mrs Máire Geoghegan-Quinn, European Commissioner for Research, Innovation and Science

Address: Patricia Reilly, Cabinet of Commissioner Máire Geoghegan-Quinn, Research, Innovation and Science, European Commission

Keynote: Prof Marja Makarow, Chief Executive, ESF (European Science Foundation)

Welcome, on behalf of the genSET Science Leaders: Dr Rolf Tarrach, President, University of Luxembourg

[Return to Overview Day 1](#)

Session A1: SCIENTIFIC LEADERSHIP *Equally valuing talent of women and men*

Theme: Enhancing research quality

Tuesday 8 November 2011, 14:30 - 16:00

Recent research on leadership has questioned the traditional 'leader-follower' model, favouring instead a more collective approach to leadership, which values interpersonal, cooperative connections, and diverse leadership styles. This session will discuss and recommend how collaboration and cooperation in science could be improved through investment in 'collective leadership development' training, which equally values women and men as leaders.

Facilitator: Lawrence McGinty, Science Editor, ITV News

Chair: Prof Raymond Seltz, Secretary General, Euroscience

Roundtable:

- Prof Anders Flodström, President, The KTH Royal Institute of Technology, Member of the Executive Board, EIT (European Institute of Innovation and Technology) – *Defining scientific leadership*
- Prof Kevin Dunbar, Professor, Department of Human Development in the College of Education, University of Maryland– *Women's and men's problem solving strategies in research teams*
- Prof Teresa Rees, Professor, School of Social Sciences, Cardiff University, Director for Wales, the Leadership Foundation for Higher Education – *Diverse leadership styles*

[Return to Overview Day 1](#)

Session A2: HUMAN CAPITAL

Sharing duty and status in institutions

Theme: Enhancing research quality
Tuesday 8 November 2011, 14:30 - 16:00

Scientific human capital recognises the full range of resources and behaviours that scientists bring to their collaborations for knowledge creation and transfer towards social and economic ends. This session will discuss and recommend how the research process and institutional capacity to deliver scientific quality and societal value can be improved through gender sensitive management of human capital (as recommended in the genSET Consensus Report).

Facilitator: Dr Astrid James, Deputy Editor, The Lancet

Chair: Dr Hans Borchgrevink, Special Adviser, International Staff, RCN (The Research Council Norway)

Roundtable:

- Prof Curt Rice, Pro-rector for R&D, University of Tromsø – *Equality targets as a management tool*
- Prof Simone Buitendijk, Vice-rector, University of Leiden - *To the top through the maze*
- Prof Teresa Lago, Full Professor, School of Sciences, University of Porto – *Gender equality at the ERC (European Research Council)*

Return to [Overview Day 1](#)

Session A3: KNOWLEDGE PRODUCTION

Research norms and integrity

Theme: Enhancing research quality
Tuesday 8 November 2011, 14:30 - 16:00

Both sex and gender have come under increased scrutiny as factors of research process quality. This session will discuss the plasticity of sex as biological phenomenon and of gender as social role construct, which challenges the privileging of males over females and things masculine over things feminine. The session will recommend how scientific knowledge making can be improved through adoption of systematic methods of gender and sex analysis in research process (as recommended in the genSET Consensus Report).

Facilitator: Dr Magdalena Skipper, Editor, Nature

Chair: representative of COST (European Cooperation in Science and Technology)

Roundtable:

- Dr Suzanne de Cheveigne, Director of Research, CNRS, - *Ambassadors and gatekeepers*
- Prof Maria Teresa Ruiz Cantero, Professor of Preventive Medicine and Public Health, Department Public Health, University of Alicante – *Gender analysis models*

- Prof Londa Schiebinger, John L. Hinds Professor of History of Science, Stanford University
Director, EU/US Gendered Innovations in Science, Medicine, and Engineering Project – *Gendered Innovation Project*

[Return to Overview Day 1](#)

Session B1: GENDERED R&D *Innovation talent of women and men*

Theme: Advancing effectiveness of innovation
Tuesday 8 November 2011, 14:30 - 16:00

Traditional models of innovation are inadequate for innovation that crosses disciplinary, institutional, sectoral, and societal boundaries. The scientific system today, as envisaged in the context of ERA, has a much wider audience of users of scientific knowledge, and for exploiting research results. This session will discuss and recommend how innovative talent of women and men researchers, of all ages and in all key stages of career path, can be more effectively deployed through the science system to improve Europe's innovation capacity.

Facilitator: Prof Willard McCarthy, Editor, ISR - The Interdisciplinary Science Reviews

Chair: Representative of STOA (Scientific Technology Options Assessment for the European Parliament)

Roundtable:

- Dr Wiebke Schone, Researcher, Hochschule Furtwangen University – *Patents: Impact of gender on inventions*
- Dr Jackie Hunter, CEO and Founder, OI Pharma Partners Ltd – *Women innovators in academia, industry and entrepreneurship*
- Dr Astrid Linder, Research Director of Traffic Safety, VTI (Swedish National Road and Transport Research Institute) - *Gender as a resource of new innovation*

[Return to Overview Day 1](#)

Session B2: COLLABORATIVE STRENGTH *Working better as teams*

Theme: Advancing effectiveness of innovation
Tuesday 8 November 2011, 14:30 - 16:00

Multi-institutional, multi-stakeholder R&D collaborations involving universities, companies, or government have become increasingly common. This session will discuss and recommend how gender diversity in teams (recommended by the genSET Consensus Report) can improve organisational structure, dynamics, and effectiveness of R&D consortia.

Facilitator: Dr Virginia Barbour, Chief Editor, PLoS Medicine

Chair: Prof Marja Makarow, Chief Executive, ESF (European Science Foundation)

Roundtable:

- Isabelle Esser, Vice-President Research & Development, Unilever – *Joining ideas and markets*
- Prof Jürgen Popp, Professor for Physical Chemistry, Institute of Physical Chemistry, Friedrich Schiller University Jena, Scientific Director of the Institute of Photonic Technology – *Creating opportunities by crossing sectors and fields*
- Prof Geoffrey Boulton, General Secretary, Royal Society of Edinburgh - *Institutional synergies for collaboration*

[Return to Overview Day 1](#)

Session B3: INTELLECTUAL ADVANTAGE

Collective intelligence and social sensitivity of research

Theme: Advancing effectiveness of innovation
Tuesday 8 November 2011, 14:30 - 16:00

Recent research has shown that collective intelligence of groups of people who co-operate well extends beyond the cognitive abilities of the groups' individual members, and that the tendency to co-operate effectively is linked to the number of women in a group. This session will discuss and recommend how collective intelligence can be improved (and collective 'stupidity' avoided) through gender diversity of research teams (as recommended by the genSET Consensus Report) and better social sensitivity skills of all group members.

Facilitator: Dr Elisabeth Pain, Contributing Editor for Science Careers, Science Magazine

Chair: VAdm (rte) Jan Willem Kelder, Member of the Board of Management and Chairman of the Council for Defence Research, TNO (The Netherlands Organisations for Applied Scientific Research)

Roundtable:

- Dr Julia Bear, Fulbright Post-Doctoral Fellow, The Technion Israel Institute of Technology – *The collective intelligence of teams*
- Prof Martina Schraudner, Professor of Gender and Diversity, Institute of Machine Tools and Factory Management, Technical University Berlin / Fraunhofer - *Involving Industry and markets*
- Dr Laure Turner, Head of Unit, Sectoral Studies Department, INSEE (National Institute of Statistics and Economic Studies) - *Gender diversity and innovative performance*
- Mieke Van Oostende, Principal, McKinsey & Company – *The Women Matter project*

[Return to Overview Day 1](#)

Industry – Research – Policy Networking Sessions

Theme: Shaping Innovation's Competitive Edge through Diversity
Tuesday 8 November 2011, 16:30 – 17:30

- Nurturing creativity in an organization
- Improving team performance and outcomes
- Tapping into global and local opportunities

[Return to Overview Day 1](#)

Reception, Posters, Gender Research Exhibition

Tuesday 8 November 2011, 17:30 – 19:00

- A poster exhibition featuring projects and initiatives in the area of gender and research & innovation.
- The Gender Research Exhibition.

[Return to Overview Day 1](#)

Registration Day 2

Wednesday 9 November 2011, 08:00 – 09:00

[Return to Overview Day 2](#)

Opening Session Day 2

Wednesday 9 November 2011, 09:00 – 09:30

Keynote: Prof Barbara Kudrycka, Minister for Science and Higher Education, Poland on behalf of the Polish Presidency of the European Council

Welcome, on behalf of the genSET Gender Experts: Prof Teresa Rees, Professor, School of Social Sciences, Cardiff University, Director for Wales, the Leadership Foundation for Higher Education

[Return to Overview Day 2](#)

Session C1: R&D AND HR STANDARDS

Effective management of human resources Effective management of R&D

Theme: Promoting Structural Change

Wednesday 9 November 2011, 09:30 - 11:00

HR should ensure effective recruitment and retention of best research and business talent, enabling leadership succession planning. Traditional evaluation approaches, for example the HAY system, encourage hierarchically constructed organisations and job functions. Presented and discussed in this session will be alternative approaches, more sensitive and responsive to the needs of women and career expectations new generation of researchers.

Chair: Prof Teresa Rees, Professor, School of Social Sciences, Cardiff University, Director for Wales, the Leadership Foundation for Higher Education

Roundtable:

- Prof Rolf Tarrach, President, University of Luxembourg - *Innovative C.V.s*
- Thomas Eichenberger, Head, Office for Faculty Affairs, ETH Zürich – *Best practice at ETH*
- Ursula Schwartzenbart, Director of Global Diversity Office and Performance & Potential Management, Daimler AG - *Enabling innovativeness of teams*

Session C2: LEVERAGING POLICIES AND LEGISLATION

The Norwegian experience

Theme: Promoting structural change
Wednesday 9 November 2011, 09:30 - 11:00

Norway's advances and leading position in mainstreaming gender has been closely watched by the rest of Europe. In this session, Norway's experience will be reviewed in the context of equality in science. Representatives of the Norwegian scientific system will focus their presentations on what (else) can be done to promote women to scientific leadership roles, and to what extent European gender equality legislation acts as a catalyst or a deterrent to this goal.

Chair: Dr Hans Borchgrevink, Special Adviser, International Staff, RCN (Research Council Norway)

Roundtable:

Research leaders and policy makers promoting mainstreaming in gender research and the scientific system in Norway

[Return to Overview Day 2](#)

Session C3: MOBILISING AND MOBILITY OF SCIENTIFIC TALENT

Competitive advantage of gender equality

Theme: Promoting structural change
Wednesday 9 November 2011, 09:30 - 11:00

The need for adequate human resources for R&D has been identified as a key challenge since the launch of the Lisbon Strategy in 2008. The Commission proposed measures to increase the mobility of researchers across ERA in 2009, and highlighted issues in career development. This session will discuss the role of gender equality as competitive advantage in competition for talent as the trend towards globalisation of the scientific endeavour strengthens.

Chair: Prof Flora de Pablo, Professor of Research, Centre for Biological Investigation, CSIC (Spanish National Research Council)

Roundtable:

- Maya Widmer, Equal Opportunities in Research Funding, SNSF (Swiss National Science Foundation) - *Gender equality in Swiss Universities*
- Prof Daniela Corda, Director, Institute of Protein Biochemistry, CNR (National Research Council), Italy - *Developing young talent*
- Jennifer Campbell, Director of Global Philanthropy, L'Oréal, Secretary General, L'Oréal Corporate Foundation - *Promoting female scientists*
- Dr Wanda Ward, Senior Advisor to the Director, NSF (The United States National Science Foundation) - *Advancing women scientists in academia: The NSF Experience*

[Return to Overview Day 2](#)

Session C4: EXCELLENCE AND RESPONSIBILITY OF SCIENCE

Gender as a scientific quality value

Theme: Promoting structural change
Wednesday 9 November 2011, 09:30 - 11:00

Extensive research on gender issues in science is available to ensure evidence-led policy to enhance quality of scientific systems in Europe. Following the call by the Council of Europe in 2010 for gender equality issues to be included in the modernisation of research institutions, this session will consider what actions should be taken to strengthen gender sensitivity of research policies.

Chair: Prof Henrik Toft Jensen, Former Rector, Roskilde University

Roundtable:

- Dr Ingrid Wüning Tschol, Senior Vice President and Head of Department “Health and Science”, Robert Bosch Foundation- *academia-net*
- Prof Ineke Klinge, Associate Professor of Gender Medicine, Maastricht University - *Gender, Biomedicine and Health*
- Prof Elke Anklam, Director, JRC (Joint Research Centre), IHCP (Institute for Health and Consumer Protection) - *Gender Equality in customer driven research based policy support*

Return to [Overview Day 2](#)

Session C5: EMBEDDING GENDER IN THE SCIENCE CURRICULUM

Improving professional competency of researchers

Theme: Promoting structural change
Wednesday 9 November 2011, 09:30 - 11:00

Understanding how gender issues impact on science knowledge making does not come automatically to women or men. By embedding gender in the science curriculum, we can ensure that its role and impact as a dimension of quality is considered when formulating research questions, designing experiments, analysing research priorities and social outcomes, and generally making sure that the research process avoids unintentional gender biases in its design, execution and communication.

Chair: Dr Lars Haikola, University Chancellor of Sweden, Head of Högskoleverket (The Swedish National Agency for Higher Education)

Roundtable:

- Prof Teresa Freixes, Professor of Constitutional Law, Autonomous University Barcelona - *Embedding through legislation*
- Prof Vera Regitz-Zagrosek, Professor of Cardiology, Charité - Universitätsmedizin Berlin - *Creating common modules and pools of teachers*
- Dr Lina von Sydow, Senior Lecturer, Division of Scientific Computing, Uppsala University - *Achieving effective alignment*

Session D: GENDER ISSUES IN SCIENCE PUBLICATIONS

How can editorial policies and writing on gender issues in science be improved to make the assessment and selection of research results for publication sensitive to gender and sex issues?

Theme: Gender and publications

Wednesday 9 November 2011, 09:30 - 11:00

Science journals have an important place in the research process and in ensuring that, where appropriate, the needs and impact of research on women and men is given equal importance when papers are submitted and selected for publication. This session will address how publishers and science editors can promote the use and knowledge of methods for sex and gender analysis in research through editorial policy and other means.

Facilitator: Prof Simone Buitendijk, Vice-rector, University of Leiden

Roundtable:

- Dr Joan Marsh, Associate Publishing Director, Wiley-Blackwell and President, EASE (European Association of Science Editors)
- Dr Magdalena Skipper, Editor, Nature
- Dr Astrid James, Deputy Editor, The Lancet
- Prof Ulla Carlsson, Director, Nordicom Review
- Dr Shirin Heidari, Executive Editor, Journal of the International AIDS Society
- Dr Elisabeth Pain, Contributing Editor for Science Careers, Science Magazine

[Return to Overview Day 2](#)

Plenary Session

Policy for creating a gender and socially responsive science and innovation environment

Wednesday 9 November 2011, 11:30 – 13:00

The panel will discuss how their institutions can respond to the recommendations from the parallel sessions and offer their own recommendations for policy and decision makers in the European science system.

Facilitator: Directorate General Research and Innovation, European Commission

Roundtable:

- Prof Marja Makarow, Chief Executive, ESF (European Science Foundation)
- Nik Everrat, R&D HR Director, Unilever
- Prof Inés Sánchez de Madariaga, Head of the Women and Science Unit, Cabinet of the Minister, Spanish Ministry of Science and Innovation

- VAdm (rte) Jan Willem Kelder, Member of the Board of Management and Chairman of the Council for Defence Research, TNO (The Netherlands Organisations for Applied Scientific Research)
- Dr Ángeles Rodríguez-Peña, President of the COST (European Cooperation in Science and Technology) Committee of Senior Officials
- Prof Anders Flodström, President, The KTH Royal Institute of Technology & Board Member of EIT (The European Institute of Innovation and Technology)

Return to [Overview Day 2](#)

Closing Remarks

Advancing Research Policy for Integrated Action on the Gender Dimension in Science

Wednesday 9 November 2011, 13:00 – 13:30

Return to [Overview Day 2](#)

Side Event Programme

Women in Science and the Arab World: The promotion of democracy by knowledge creation

Wednesday 9 November 2011, 14:00 – 16:00

Knowledge creation and gender equality are essential pillars of thriving societies. People around the world are meeting unprecedented challenges in relation to dissemination of information, enforcement of human rights, and building modern governance structures that empower them to create more prosperous societies. In the Arab world, women in science represent an untapped resource with exceptional potential and remarkable achievements that deserves to be supported. This interactive session will showcase the experiences of five remarkable scientists from different geopolitical and scientific backgrounds, and who are contributing to the development of their national scientific and social environments and to international networks. They will share their visions on the challenges that they have met to develop their careers and how their work is improving their societies.

Facilitator: Dr Vanessa Campo-Ruiz, Science Officer to the Chief Executive, ESF (European Science Foundation)

Invited Speakers:

Dr Rima AL BESHARAT, Syria - Microbiology
Ms Nihad TOUSSON, Egypt - Clinical pharmacology
Dr Nawal BOUAYNAYNE, Morocco - Microbiology
Prof Zohra BEN LAKHDAR, Tunisia - Physics
Dr Amal AL GHAFERI, UAE - Material Sciences

Return to [Overview Day 2](#)