



# ACADEMIA EUROPAEA

*The Academy of Europe*

FROM KNOWLEDGE TO ACTION APPLICATION

**Title:** Empowering women in science in the Danube Region

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**Other investigators:** Eszter Gselmann (founding member, Hungarian Young Academy, previous co-chair of the Academia Europaea Budapest Knowledge Hub, Science Education Thematic Mission)

**Category:** From Curiosity to Career

**Problem (max. 50 words):** Women in science face gender bias, underrepresentation, unequal pay, limited mentorship, and barriers to career advancement. Societal stereotypes and work-life balance challenges often discourage participation. Harassment and lack of recognition further hinder progress. These systemic issues contribute to a persistent gender gap in scientific research, leadership, and academic opportunities.

**Unmet Need (max. 50 words):** The above problems result in women leaving science especially when childcare duties, inflexible work and research evaluation structures, and lack of mentoring make it hard for them to become independent group leaders. Therefore, showcasing and promoting best global and European practices and role models first of all in the EU13 and Danube region would be important.

**Project Description (max. 200 words):** While in Western Europe some researchers already start to talk about gender fatigue, in our opinion, genuine dialogue about issues like unconscious bias, inequalities and their causes, as well as about solutions to effectively support early- to mid-generation women researchers have not yet been started in the EU13 countries and the wider Danube region including the Balkan Peninsula. Due to the prevalence of the traditional family model in these regions as well as the different development of the scientific ecosystem, Western European examples and solutions cannot be directly implemented here. Therefore, in this project we aim 1) to foster dialogue about how to empower women in science in the region by organizing webinars related to the topic. Trainings for researchers on important related topics and phenomena like unconscious bias are also lacking in the region, thus we plan to focus on discussing these. In addition, we plan 2) to organize online discussions similar to role model interviews and dialogues. Last but not least, we 3) plan to increase the visibility of successful female researchers by creating English wikipedia pages for some of them selected by us.

**Hypothesis (25 words):** We hope that we'll not only foster dialogue about the topic and empower female researchers but also build a sustainable community of young researchers working towards our aims.

**Implication for Practice (50 words):** We'll organize min. 2 topical webinars and min. 2 role model interviews or podcasts to be published afterwards on the YouTube Channel of the AE Budapest Hub. In addition, we plan to publish/produce min. 15 English Wikipedia pages for outstanding or exemplary women in science first of all but not exclusively from the EU13 and the Danube region.

**Implication for Research (50 words):** We'll look for possibilities to link our experiences with researchers (sociologists), already existing and upcoming surveys, and to publish the interviews, white papers, scientific advice or policy briefs towards decision makers about the potential of similar initiatives, the necessary or advised measures and their potential positive outcomes.