

# **COST Voices Action**

## **“Capacity Building Symposium for Early Career Researchers”**

.....

3–4 March 2025  
Vilnius University, Lithuania

## **PROCEEDINGS**

Event Type	.....	Hybrid Symposium
Organizer	.....	COST Action Voices
Local organizer	.....	BASNET Forumas

# COST Voices Action “Capacity Building Symposium for Early Career Researchers”

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3–4 March 2025  
Vilnius University, Lithuania

## PROCEEDINGS



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The publication of the Proceedings is financially supported by  
Research Council of Lithuania



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## Editors

Assoc. Prof. Dr. Dalia Šatkovskienė  
Assoc. Prof. Dr. Sandra Pralgauskaitė

**BASNET Forumas, 2025**

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## Preface / Foreword

It is my great honor to welcome you to the electronic edition of the Proceedings of the COST Voices Action Capacity Building Symposium for Early Career Researchers (ECRs).

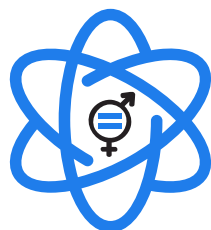
The goal of this event was to present the outcomes and recommendations of the Voices Action to the European Commission and the European Parliament. Additionally, it aimed to foster discussions on the current challenges faced by ECRs in the Baltic States and to explore collaborative solutions for improving their situation.

The Symposium featured showcase presentations from members of the COST Voices Working Groups, including key contributors from the Baltic States. The event was held in a hybrid format, making it accessible to anyone interested in the topic.

The publication of Proceedings would not have been possible without the unwavering dedication of a number of individuals and organizations. We extend our sincere gratitude to high level speakers from COST Voices Action, particularly o Voices Coordinator Prof. Anne-Sophie Godfroy, Editors as well as Designer and E-developer of the Proceedings Mr. Karolis Versockas. Our thanks also go to the staff of Vilnius University who assisted with the recording of the Symposium.

Our thanks also go to the staff of Vilnius University who assisted with the recording of the Symposium. We wish to express our profound appreciation to our financial supporter, the Research Council of Lithuania. We wish to express our profound appreciation to our financial supporter, the Research Council of Lithuania.

Chair of the Voices Symposium  
Assoc. Prof. Dr. Dalia Satkovskiene



## About COST Voices Action

In recent decades, European higher education and research systems have undergone significant transformations, driven by globalization and marketization. These changes have profoundly affected research careers. Working conditions have become increasingly precarious, and career prospects often remain uncertain.

Such shifts tend to exacerbate existing gender inequalities and create new challenges for Early Career Researchers (ECRs), particularly women. These inequalities are further reinforced by disparities within academia linked to other social determinants such as origin, socioeconomic status, sexuality, or ability.

Despite growing awareness of these issues, current Research & Innovation (R&I) policies — including those focused on gender equality — often overlook the specific challenges faced by ECRs. Implementing effective and impactful policies that promote sustainable gender equality within R&I institutions therefore remains a significant challenge.

The primary objective of the COST Action “Making Early Career Researchers’ Voices Heard for Gender Equality” (Voices) is to raise awareness of the gender-based inequalities faced by ECRs. Furthermore, the initiative seeks to foster an ongoing dialogue between ECRs and key stakeholders in the research ecosystem, at both systemic and institutional levels.

This will be achieved by creating a community of gender equality practitioners — including ECRs, independent researchers, academic managers, and research organizations — across Europe.

Official website and resources <https://gendervoices.eu/>



# COST Voices Action “Capacity Building Symposium for Early Career Researchers”

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3–4 March 2025  
Vilnius University, Lithuania

## **VIDEO PRESENTATIONS PROGRAMME**

## Opening & Welcome



**Assoc. Prof. Dalia Šatkovskienė**

VU FF, BASNET Forumas President, Lithuania

[short bio >](#)



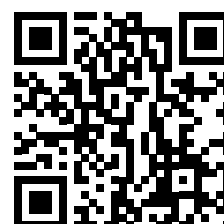
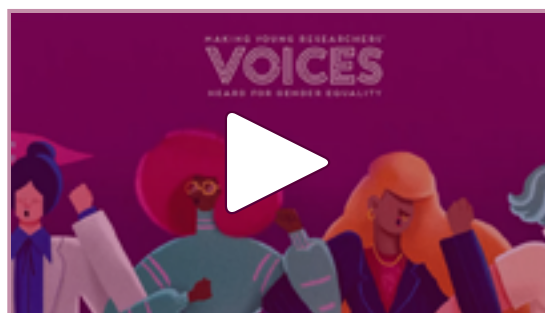
**Prof. Edita Sužiedėlienė**

VU Vice Rector for Research, Lithuania

[short bio >](#)

Title

[video presentation >](#)



Day1- COST Voices Action Capacity Building Symposium for Early Career Researchers  
00:06:34



## The first Session

chair



**Prof. Dr. Aurelija Novelskaitė**

VU Kaunas Faculty,  
Lithuania

[short bio >](#)

speaker



**Assoc. Prof. Dr. Birutė Švedaitė Sakalauskė**

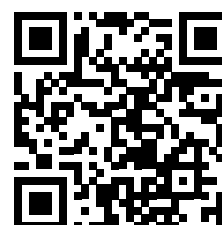
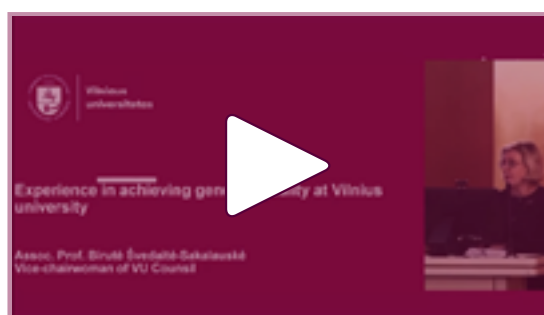
Vice-Chairwoman of VU Council,  
Lithuania

[short bio >](#)

Title

## Experience in achieving gender equality at VU

[video presentation >](#)



Day 1 - COST Voices Action Capacity Building Symposium for Early Career Researchers  
00:19:00

speaker



**Assoc. Prof. Anne-Sophie Godfroy**

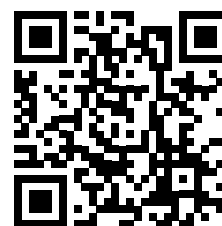
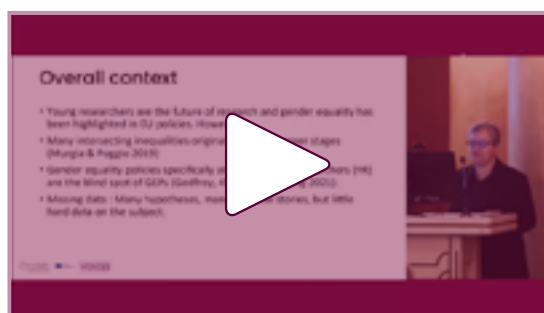
Ecole Normale Supérieure, CNRS, Collège de France, PSL University,  
France

[short bio >](#)

Title

## Introductory speech. COST Voices and objectives of the Symposium

[video presentation >](#)



Day 1 - COST Voices Action Capacity Building Symposium for Early Career Researchers  
00:52:41

## The second Session

chair



**Dr. Inga Matijošytė**  
VU Life Sciences Centre,  
Lithuania

[short bio >](#)

speaker



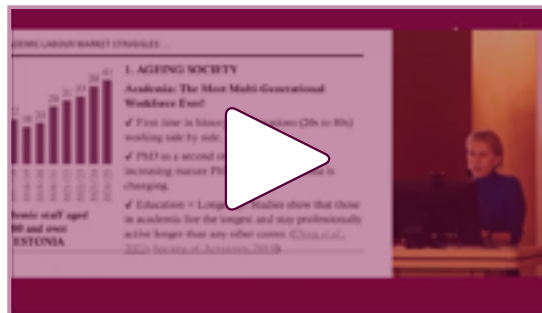
**Assoc. Prof. Dr. Eneli Kindsiko**  
School of Economics and Business Administration,  
University of Tartu, Estonia

[short bio >](#)

Title

### Policies ensuring better career prospects and career development within and outside academia

[video presentation >](#)



Day 1 - COST Voices Action Capacity Building Symposium for Early Career Researchers  
02:08:53

speaker



**Prof. Liudvika Leišytė**

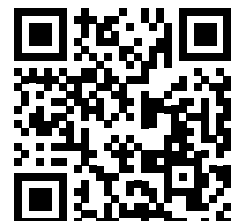
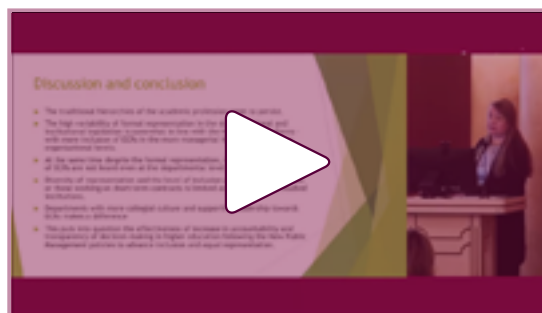
Deputy Director at the Center for Higher Education, Department of  
Business and Economics at the TU Dortmund University, Germany

[short bio >](#)

Title

### Participation of ECRs in decision-making bodies

[video presentation >](#)



Day 1 - COST Voices Action Capacity Building Symposium for Early Career Researchers  
02:39:15

chair



**Dr. Inga Matijošytė**  
VU Life Sciences Centre,  
Lithuania

[short bio >](#)

speaker



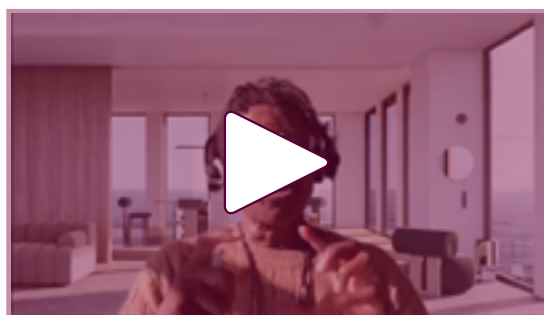
**Assoc. Prof. Victoria Showunmi**  
University College London, UK

[short bio >](#)

Title

## Intersectionality in Policy: A Deeper look at Early Career Inequalities

[video presentation >](#)



Day 1 - COST Voices Action Capacity Building Symposium for Early Career Researchers  
03:19:00

speaker



**Dr. Vilana Pilinkaitė Sotirovič**

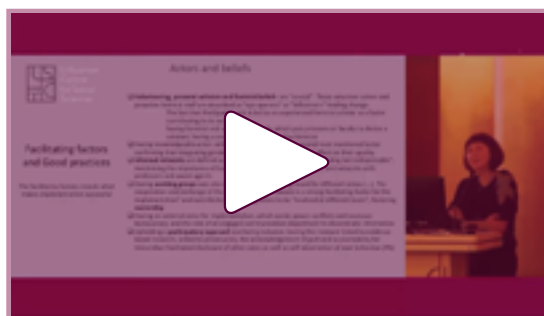
Research fellow at the Lithuanian Centre for Social Science, Institute of  
Sociology, Lithuania

[short bio >](#)

Title

## Making Universities Safe from Gender-Based Violence: Steps Towards Cultural Change

[video presentation >](#)



Day 1 - COST Voices Action Capacity Building Symposium for Early Career Researchers  
03:45:14

## The third Session

chair



**Dr. Giedrė Purvaneckienė**

Adviser to the Prime Minister of Lithuania

[short bio >](#)

speaker



**Ms. Marija Norvaišaitė**

Vilnius University Equal Opportunities Coordinator,  
Lithuania.

[short bio >](#)

Title

### Gender equality policy at Vilnius University

[video presentation >](#)



Day 2 - COST Voices Action Capacity Building Symposium for Early Career Researchers  
00:08:05

speaker



**Dr. Aurelija Novelskaitė**

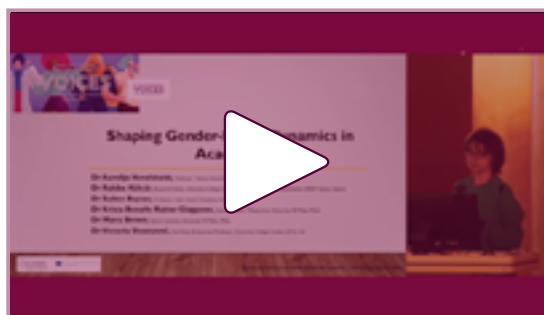
Vilnius University Kaunas Faculty, Lithuania

[short bio >](#)

Title

### Shaping Gender-Power Dynamics in Academia

[video presentation >](#)



Day 2 - COST Voices Action Capacity Building Symposium for Early Career Researchers  
00:42:25

speaker



Title

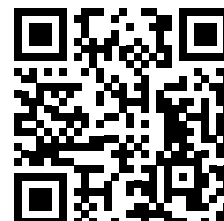
**Dr. Liva Grinevica**

Expert in the Latvian Council of Science and in the Latvian Academy of Agricultural and Forestry Sciences, Latvia

[short bio >](#)

## Gender equality policy and its impact on women in Latvia

[video presentation >](#)



Day 2 - COST Voices Action Capacity Building Symposium for Early Career Researchers  
01:11:02

## The fourth Session

chair



**Assoc. Prof. Dr. Sandra Pralgauskaitė**

Vilnius University, Faculty of Physics, Lithuania

[short bio >](#)

speaker



Title

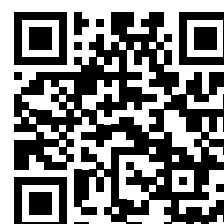
**Dr. Edita Bagdonaitė**

Policy Analysis Unit, Lithuanian Research Council.

[short bio >](#)

## Research and higher education policies targeted to ECR: Lithuanian case.

[video presentation >](#)



Day 2 - COST Voices Action Capacity Building Symposium for Early Career Researchers  
02:09:54

## Round table.

topic

### Unpacking ECR challenges for change in the Baltic States: Specific topics for revealing the possibility to add them to the Voices White Book

moderators



Dr. Vilana Pilinkaitė Sotirovič



Prof. Dr. Aurelija Novelskaitė

participants



**Assoc. Prof. Dr. Eneli Kindsiko**

Tartu University, Estonia

[short bio >](#)



**Dr. Liva Grinevica**

Latvian Research Council, Latvia

[short bio >](#)



**Dr. Rima Budvytė**

VU Life Sciences Centre, Lithuania

[short bio >](#)

During the round table, the main challenges faced by early-career researchers (ECRs) in their career paths were discussed, along with suggestions to initiate changes in the Baltic States as a pilot project, beginning with the creation of a networking platform connecting key stakeholders in the scientific system, including ECRs.

[video presentation >](#)



Day 2 - COST Voices Action Capacity Building Symposium for Early Career Researchers  
02:30:18



Dr. Susan M. Gorman



.....

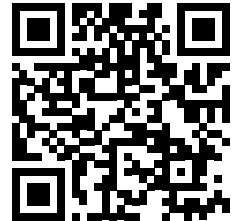
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Title

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## Round table.

### Discussion on Voices White Book

moderator



Assoc. Prof. Anne-Sophie Godfroy

participants



**Dr. Joana Smirnovienė**

Vilnius University Life Science Centre, Lithuania

[short bio >](#)



**Dr. Anda Abola**

University of Latvia, Latvia

[short bio >](#)



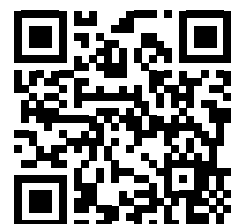
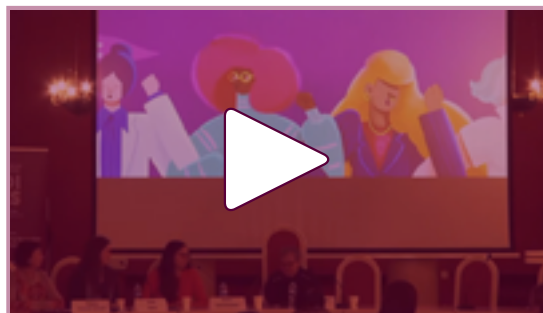
**Dr. Vilana Pilinkaitė Sotirovič**

Lithuanian Centre for Social Science, Lithuania

[short bio >](#)

The main goal of this round table was to discuss the White Book of Voices Action with young researchers from the Baltic States, as well as to identify key differences and similarities with other European countries whose experiences largely informed the development of the White Book. The discussion proved to be engaging and beneficial for both parties — the Voices representatives and the young researchers from the Baltic States.

[video presentation >](#)



Day 2 - COST Voices Action Capacity Building Symposium for Early Career Researchers  
05:12:04

## Gallery





## Speakers, chairs and moderators



### **Assoc. Prof. Dr. Dalia Šatkovskienė**

Vilnius University, Faculty of Physics,  
Lithuania

Assoc. Prof. Dr. Dalia Šatkovskienė is affiliated senior researcher at Institute of Theoretical Physics and Astronomy of Vilnius University & President of BASNET Forumas association, Board Member of European Women Scientists Platform (EPWS). She is MC member of COST Voices project & Chair of Organizing Committee of the Symposium. Prof. Šatkovskienė strongly contributed implementing gender mainstreaming policy in the Baltic States region. In 2014 she was awarded the Baltic Assembly Medal for promotion of the unity and cooperation among the three Baltic nations. Dr. Dalia Šatkovskienė gave the introductory talk during the opening ceremony of the COST Symposium emphasizing the necessity to start real steps to improve the situation of ECR in the Baltic States Recognizing the Development of Future Scientific Potential as National Priority.



### **Prof. Dr. Edita Sužiedėlienė**

Vilnius University Vice Rector for Research

Prof. E. Sužiedėlienė graduated from Vilnius University, majoring in biochemistry (1986). She continued her scientific career at Vilnius University, Department of Biochemistry and Biophysics. In 1991–1993, she interned at Washington University (St. Louis, USA), in 2000 and 2001 – at the P. and M. Curie University (Paris, France) and the Karolinska Institute (Stockholm, Sweden). Her scientific interests include fundamental and applied research in the fields of biochemistry and molecular biology, the study of molecular mechanisms of bacterial antibiotic resistance, responses to environmental stress and pathogenesis, and the development of molecular detection and inactivation methods for pathogenic bacteria.

## Speakers, chairs and moderators



### **Assoc. Prof. Dr. Birutė Švedaitė-Sakalauskė**

Vice-Chairwoman of VU Council,  
Lithuania

Birutė Švedaitė-Sakalauskė, PhD, is Associate Professor at the Institute of Sociology and Social Work at Vilnius University. She studied social work in Dresden and Cologne, Germany. She is an organizational consultant and group psychotherapist. From 2015 to 2020, she held the position of Vice Rector at Vilnius University, responsible for university community affairs. From December 2024 she is the Vice-Chairwoman of Vilnius University Council. During the symposium, she will present a paper entitled “Experience in achieving gender equality at VU”.



### **Prof. Dr Anne-Sophie Godfroy**

Ecole Normale Supérieure, CNRS, Collège de France, PSL University, France

Anne-Sophie Godfroy is an Associate Professor of Philosophy at the University of Paris-Est-Créteil and a researcher at “Republique des Savoirs”, a joint research unit of the Ecole Normale Supérieure – Paris Sciences Lettres, the CNRS and the Collège de France. She is currently chairing the COST Action VOICES “Making Young Researchers’ Voices Heard for Gender Equality”. Over the past decades, she has been involved in European-funded research projects on gender equality. Her research interests include the production and circulation of knowledge, responsible research and innovation, gender and science, international comparisons, epistemology and methodology in pluridisciplinary contexts. She will present COST Voices and objectives of the Symposium and Voices Action results and Recommendations to the EC and EP.

## Speakers, chairs and moderators



### **Dr. Inga Matijošytė**

VU Life Sciences Centre,  
Lithuania

Dr. Inga Matijošytė has obtained PhD degree at Delft University of Technology (the Netherlands). Currently she is a senior researcher and leads the Sector of Applied Biocatalysis at Institute Biotechnology Life Sciences Center of Vilnius University where her research interests include biocatalysts and bio catalytic systems, green technologies, industrial symbiosis approaches, bioeconomy. She is a Vice-president of the Association Lithuania BIO and a member of the Scientific Committee of the European Society of Applied Biocatalysis. Also, she is a Chairwoman and a Board member of the Cleantech Lithuania Cluster. Dr. Inga Matijošytė is an active member of VU team COST Action Voices. She is Chairing the second session of the Symposium



### **Assoc. Prof. Dr. Eneli Kindsiko**

School of Economics and Business Administration,  
University of Tartu, Estonia

Dr. Eneli Kindsiko is an Associate Professor at the University of Tartu. Her research focuses on organizational studies, academic labor markets, qualitative management research, and future studies, with a particular emphasis on the careers of PhD graduates. Through her work, she explores the evolving dynamics of academic and professional career trajectories, contributing valuable insights to both research and policy discussions.

## Speakers, chairs and moderators



### **Prof. Liudvika Leišytė**

Deputy Director at the Center for Higher Education, Department of Business and Economics at the TU Dortmund University, Germany

Liudvika Leišytė is Professor of Higher Education and Deputy Director at the Center for Higher Education, Department of Business and Economics at the TU Dortmund University in Germany. Prof. Leišytė focuses on governance and management of higher education, digitalized university, professional autonomy, inclusion in higher education and academic profession. She is the author of seven books and more than 120 journal articles and book chapters. She is an elected member of the Academia Europaea since 2023, former board member of Futura Scientia and former chair of the board of Female Faculty Network Twente. Prof. Leišytė is member of several editorial boards, including Learning Organisation Social Inclusion and Higher Education Policy. More information can be found on: <https://hdhf.zhb.tu-dortmund.de/en/professorship/team/liudvika-leisyte/>



### **Dr. Vilana Pilinkaitė Sotirovič**

Research fellow at the Lithuanian Centre for Social Science, Institute of Sociology, Lithuania

Dr. Vilana Pilinkaite Sotirovic completed her PhD studies in Central European University in Budapest and works as a research fellow in the Lithuanian Centre for Social Sciences. She has conducted number of research on quality of gender+ equality policies (QUING Project) and studies on gender mainstreaming in parliaments, work-life balance, and gender-based violence in sport and universities (<https://unisafe-gbv.eu>)

## Speakers, chairs and moderators



**Assoc. Prof. Dr. Victoria Showunmi**

University College London, UK

Dr Victoria Showunmi is Vice Dean EDI and Associate Professor at University College London in the Faculty of Institute of Education. BERA Academic Citerzin Award 2023: <https://www.bera.ac.uk/award/2023bera-academic-citizen-of-the-year>

Her interests are gender, identity, and race through the lens of intersectionality, focusing on leadership and the lived experience of Black women and girls. Victoria develops fresh conceptual frameworks focusing on equity and social justice, especially the interplay between people and the sophistication of behaviours which lead to disengagement with the promotion of equality. Her work shows how culture and cultural background have the potential to disrupt power structures and lead to transformational change.

She has an international profile based on the dissemination of her research through publication and teaching. Her scholarly work is acclaimed nationally and internationally.

She is a member of the Gender and Education Executive, Past Conference Chair for British Educational Leadership Management and Administration Society, Chair of the International studies SIG, American Educational Research Association, and co-convenor, Gender Network, European Educational Research Association. She is on the editorial board of Bloomsbury Educational Leadership: Innovative Critical and Interdisciplinary Perspectives and Transforming Education through 'Critical Educational Leadership, Policy and Practice' (Emerald) as well as assistant editor for the International Journal of Leadership in Education.

## Speakers, chairs and moderators



### **Dr. Giedrė Purvaneckienė**

Adviser to the Prime Minister of Lithuania

Dr. Giedrė Purvaneckienė is a semiconductor physicist, sociologist, and Lithuanian political activist. Now she is advisor for Prime Minister of Lithuanian Government. Dr. Giedrė Purvaneckienė will chair the third Voices Symposium session.



### **Ms. Marija Norvaišaitė**

Vilnius University Equal Opportunities Coordinator, Lithuania.

Marija Norvaišaitė works as Equal Opportunities Coordinator at Vilnius University and is responsible for implementing diversity and equal opportunity policies within the institution. She actively contributes to achieving the goals of the VU Diversity and Equal Opportunities Strategy 2020–2025, which aims to foster an inclusive study and work environment that embraces individual, social, and cultural diversity while ensuring equal opportunities for all members of the university community. In her work, Marija focuses primarily on promoting gender equality and preventing discrimination, harassment, and violence within the university.

## Speakers, chairs and moderators



### **Prof. Dr. Aurelija Novelskaitė**

VU Kaunas Faculty,  
Lithuania

Dr. Aurelija Novelskaite is a Professor in Gender studies at the Faculty of Communication and Senior researcher at Kaunas Faculty of Vilnius University, Lithuania. A. Novelskaite's research interests cover gender (equality) in different realms of social life, with particular focus on academic environments and RRI contexts. Currently, she leads national teams in HE project OPUS, ERASMUS+ project TinGLE and national project LTERA, and work as researcher in several other international and national projects, which all are related to gender (equality) in research related (academic) environments. In addition, she is a vice-chare of Research Ethics Commission of the Research Council of Lithuania and a member of Women and Men's Equal Opportunities Commission of Ministry of Social Security and Work.



### **Dr. Liva Grinevica**

Expert in the Latvian Council of Science and in the Latvian Academy of Agricultural and Forestry Sciences, Latvia

Liva Grinevica, PhD, is a senior expert in Latvian Council of Science and researcher in Latvian Academy of Agricultural and Forestry Sciences. For the last ten years, she has been working in the research field, by coordinating the state research programs and international scientific projects. Has experience as a researcher by participating in national and international research projects on topics such as the assessment of the diffusion and effects of youth inclusion policies, economic transformation, smart growth, governance, and legal framework for sustainable development of the state and society, youth employment perspective, etc. Main research interests – labour market, platform economy, youth unemployment, youth employment, social inclusion, regional development, business support programs. Gender equality policy and its impact on women in Latvia,

## Speakers, chairs and moderators



### **Assoc. Prof. Dr. Sandra Pralgauskaitė**

Vilnius University, Faculty of Physics, Lithuania

Dr. Sandra Pralgauskaitė, Assoc. Prof. of Vilnius University Faculty of Physics. Sandra Pralgauskaitė received Bachelor Degree in Radio physics and Master Degree in Telecommunication Physics and Electronics in 1997 and 1999, respectively, in Vilnius university. In 1999 Sandra Pralgauskaitė started doctoral studies in Semiconductors Physics Institute (Lithuania). In 2003 Sandra Pralgauskaitė has defended doctoral dissertation on “Optical and electrical low-frequency noise characteristics of multimode and single mode InGaAsP/InP multiple-quantum well laser diodes” and received doctor degree in Physical science. Since 2003 Sandra Pralgauskaitė is working in Institute of Applied Electrodynamics and Telecommunications (former Radio Physics Department) of Vilnius University. The main research interests of Dr. Sandra Pralgauskaitė are optoelectronic devices, noise characterization, quality and reliability of electronic devices. Dr. Sandra Pralgauskaitė is chair of Council of the association and BASNET Forumas alternate member of EPWS board. She also is VU team member of COST ACTION Voices. Assoc. Prof Dr. Sandra Pralgauskaitė is Chairing the fourth session of the event.



### **Dr. Rima Budvytyte**

VU Life Sciences Centre, Lithuania

Rima Budvytyte earned her PhD degree in Biochemistry at Vilnius University in 2012. In 2017 she returned from her postdoctoral studies at Niels Bohr Institute (NBI, University of Copenhagen, Denmark) and now she is the head of the Department of Bioelectrochemistry and Biospectroscopy and a senior fellow researcher at the VU Life Sciences Center. Budvytyte R., was awarded by L-Oréal Baltic for Women in Science program's fellowship “For Women in Science” in 2020 for her significant contribution to the development of the science field in Lithuania. Dr. Rima Budvytyte will participate in Round table. Unpacking ECR Challenges for change in the Baltic States

## Speakers, chairs and moderators



### **Dr. Edita Bagdonaitė**

Policy Analysis Unit, Lithuanian Research Council

Dr. Edita Bagdonaitė is Adviser at the Research and Higher Education Policy Analysis Unit, Research Council of Lithuania. She has PhD in Biomedicine and is MSc in Innovation and Technology Management. Edita has been working as an Adviser at the Research and Higher Education Policy Analysis Unit Research Council of Lithuania. She is an expert in European Research Area (ERA) Action 4 – Promote attractive and sustainable research careers, balanced talent circulation and international, transdisciplinary and inter-sectoral mobility across the ERA.

She has been involved in the Mutual Learning Exercise (MLE) on Research Careers. This MLE, by supporting the implementation at national level of the new European standards for research careers, will foster more attractive and sustainable careers in all sectors, thus contributing to strengthening the ERA.

She also has experience with the Organisation for Economic Cooperation and Development (OECD) network. Edita has worked 8+ years as a researcher and has over 12 years of experience in innovation management, while being engaged in design, implementation, monitoring and evaluation of national and international research and innovations policies. She is author of 30+ articles and is an experienced speaker at international conferences. She has experience related to the cooperation within quadruple helix. She consulted market-oriented Research Labs and SMEs to develop and commercialize innovative products and services. At Agency for Science, Innovation and Technology (MITA) she worked as trainer conducting trainings for Horizon 2020, and Horizon Europe applicants. She had been a member of the Committee for the European Innovation Council (EIC) and European Innovation ecosystems.

Dr. Edita Bagdonaitė gave a speech entitled “Research and higher education policies targeted to ECR: Lithuanian case”

## Speakers, chairs and moderators



**Dr. Joana Smirnovienė**

Vilnius University Life Science Centre, Lithuania

Dr. Joana Smirnovienė is an early-stage researcher at Vilnius University Life Sciences Centre. For the last 14 years, she has been designing new drugs in a University lab and has worked for 4 years in Start-ups developing healthcare products. In 2021, L'Oreal-UNESCO's "For Women in Science" program recognized her as a Young Talent.



**Dr. Anda Abola**

University of Latvia, Latvia

Dr. Anda Abola is the researcher at Institute of Atomic Physics and Spectroscopy, Faculty of Science and Technology at University of Latvia. She got her doctoral degree in Physics in 2024. In the symposium she takes part in Discussion on Voices White Book as a ECR representing Latvia

# Appendix

## Citation format for the proceedings

Author, A. A. (2025, March **Day**). Title of **video presentation**. COST Voices Action Capacity Building Symposium for Early Career Researchers, Vilnius, Lithuania. **URL**.

## Technical & Citation Information

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