



Argentine Physical Society Gender Committee: building a community with gender equity and equal opportunities

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members of the Argentine Physical Society Gender Committee

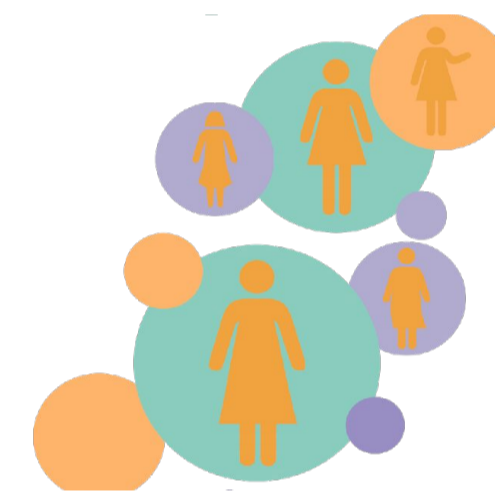
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ABOUT US

Created in 2017, the Gender Committee (GC) of the Argentine Physical Society (AFA) is a group that aims to provide science with a gender perspective, promoting actions that build a community with gender equity and equal opportunities. The GC was born as a collective reaction to an exclusive all-male list of plenary speakers for the annual meeting.

The composition of our Gender Committee takes into account the diversity in geographical distribution, in workplaces and in the functions of the scientific system (doctoral and postdoctoral fellows, different research categories, undergraduate students, different institutes and universities). Valuing the plurality of voices, the members are renewed periodically.



The GC addresses four different actions:

- ❖ Communication of gender issues to the community of physicists.
- ❖ Data gathering of the gender situation and interaction with experts from other areas.
- ❖ Promotion and training activities on gender issues.
- ❖ Support for victims of gender violence.

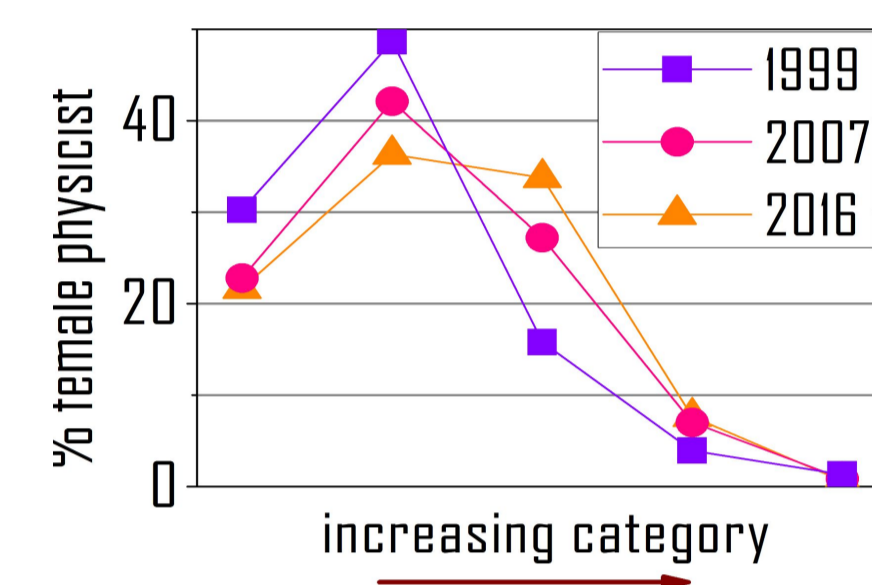
THE ARGENTINE SCENARIO

- ❖ In recent years, the presence of women in the streets of Argentina has been very powerful, mainly in the campaign for legal abortion (approved in 2020) and against femicides with the movement "Ni una menos" (Not one less).
- ❖ In 2018 a law for mandatory training on the subject of gender and violence against women for all people who perform in the public function was approved (Micaela Law). In 2019 the Ministry of Women, Gender and Diversity (Nation) was created.
- ❖ Creation of gender commissions in different academic areas (mathematics, engineering, data science, etc.); women's assemblies to denounce gender violence and creation of gender commissions in universities and institutes throughout the country.
- ❖ Creation of protocols for preventing gender violence in different scientific spaces (workplace, conferences, classrooms).
- ❖ CONICET demands gender parity to support scientific meetings and conferences.

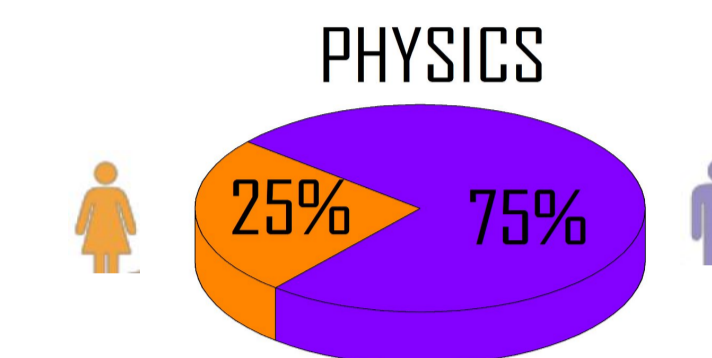
WOMEN IN THE PHYSICS COMMUNITY IN ARGENTINA: AN OVERVIEW

According to UNESCO Institute of Statistics less than 30% of the world's researchers are women [1]. The Argentinian scientific and technical research council CONICET is very well positioned in this regard. But a closer look shows a different scenario [2]:

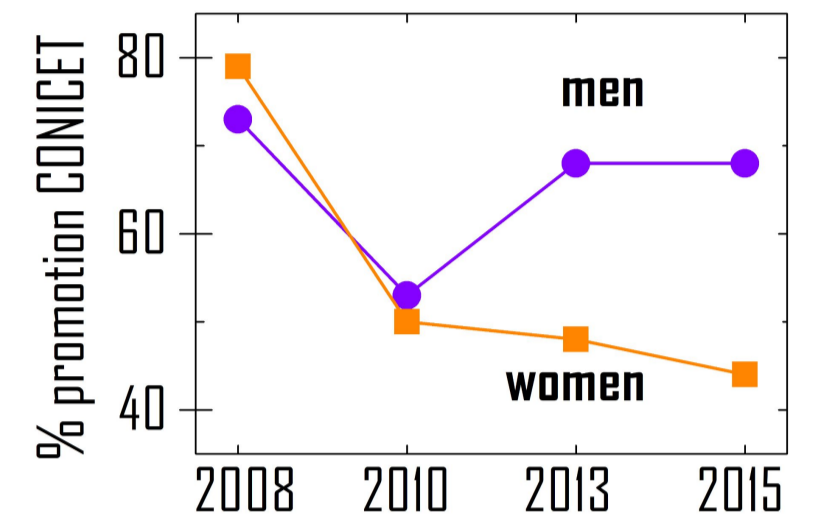
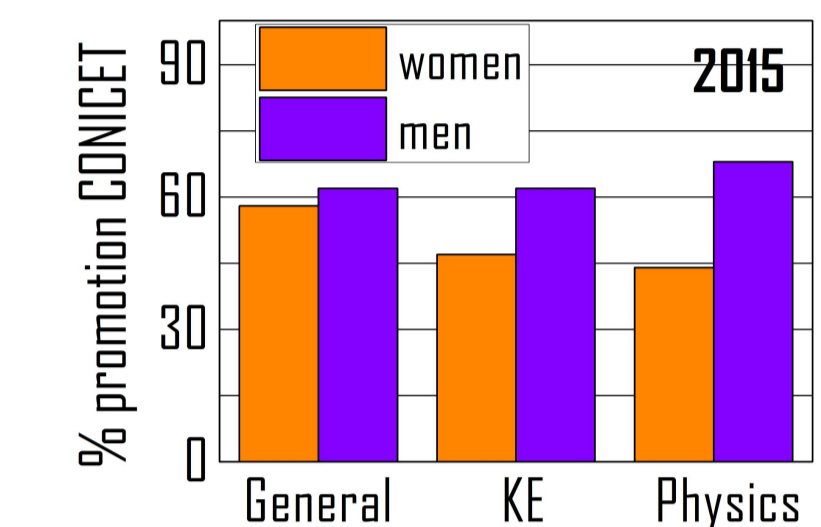
The proportion of women in CONICET is 53% whereas in Exact and Natural Sciences (KE) this number drops to 41%.



In Physics it is even much lower: only 25% of women!



The percentage of women who get the promotion in CONICET is always lower than that of men. And the trend is negative.



Female physicists grow much less in our careers.

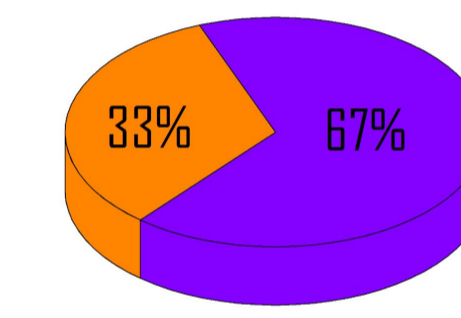
Female physicists in CONICET are not equally present in the different research categories [3].

The higher the hierarchy, the lower the proportion of women.

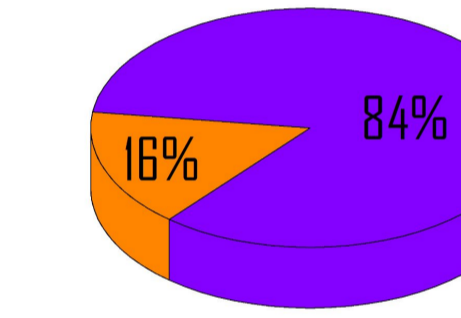
The glass ceiling for female physicist in Argentina is quite rigid

What are the numbers in the Argentine Physical Society?

The presence of women as lecturers in the national meetings of the AFA is very low. There are also few honorary members.



Female AFA members (33%)



Female honorary members (16%)

Female lecturers in AFA meetings: 19% in the period [2002-2019]. In the last 5 years this number increased to 31%

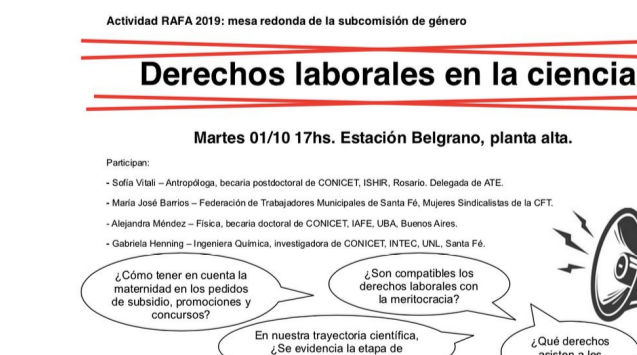
[1] Unesco Institute for Statistics. Women in science, June 2018. Fact Sheet No. 51, FS/2018/SCI/51.

[2] Women in physics in Argentina: a comparative statistical analysis, S Bustingorry, E Moro, MF Laguna. Anales AFA, 30 (3), 58-67 (2019).

[3] Is the "glass ceiling" a real problem for women physicists in Argentina. MA Frechero, A Amador, AJ Ramirez Pastor, F Tamarit. AIP Conf. Proc. 1697:060002 (2015).

ACTIONS CARRIED OUT

- ❖ Organization of a workshop that fostered discussion on the challenges women in physics face and the professional skills they need (<https://tamfis2019.wixsite.com/tamfis2019>)
- ❖ Network of women in physics: generation of a database resource that allows us to connect ourselves as scientific collaborators, juries or panelists (<https://generoafa.wixsite.com/subcomision/red-de-fisicas>).
- ❖ Creation of a space for listening and supporting victims of gender violence, with the advice of agencies and experts from other areas.
- ❖ Organization of activities during the AFA's Annual Meetings, such as discussion panels and visibility actions. In 2020 a survey to assess the living and working conditions in times of COVID was conducted (see our poster "Gender and science in times of COVID-19").



ONGOING AND FUTURE

- ❖ Collective, horizontal and cooperative work with other scientific associations with the aim of sharing experiences and joining forces to improve the situation of women scientists.
- ❖ Proposal for an AFA award for women and with a woman's name.
- ❖ Visibility of the trajectory of physicists and dissidents in Argentina that have not been sufficiently recognized and whose contribution does not necessarily have to do with what is traditionally recognized in science.
- ❖ Expand the search for new mechanisms to make visible the work of women in our community.

The results show a great gender disparity in the area of physics in the country. Faced with this situation, the creation of a committee that allows the negative trend to be visible is key when it comes to problematizing the reasons that impede equal opportunities for the promotion of women's scientific careers.

The activities of promotion, visibility and survey are essential to know what is the current situation in terms of gender in physics in Argentina.

We believe that training on gender issues is necessary for scientists from all over the country to make visible and prevent situations of gender violence.