



■ Women in Physics: State of the Nation – France

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■ Abstract

The progression of women in physics support in France has evolved from mainly observation to active intervention. This presentation aims to provide an overview of the development of such support and to compare it to the data. The French Physical Society has been actively engaged in supporting women in the field of physics. Its Women in Physics Commission has played a significant role in promoting gender equality by initiating various commendable initiatives. Notable among these is the formulation of a Charter for Gender Fairness at Conferences (reported at ICWIP in 2017 [1]) and the creation of a guide outlining best practices for inclusive videoconferencing in (reported at ICWIP in 2021 [2]). While quantifying the precise effects of these initiatives remains a challenge, this poster seeks to evaluate the current status of women in the field of physics in France. The poster will try to report on both the historical context and the broader European perspective. Drawing on the initial findings of the "Diversity" working group from the prospective research at the CNRS Institute of Physics, this contribution will attempt to project into the future.

References:

1. https://www.sfpnet.fr/uploads/tinymce/PDF/Gender%20Fairness_6juin2017.pdf
2. <https://www.sfpnet.fr/uploads/tinymce/FemmesetPhys/Good%20Inclusive%20Practices%20Video%20-%20EN.pdf>



Organization of french public research in physics

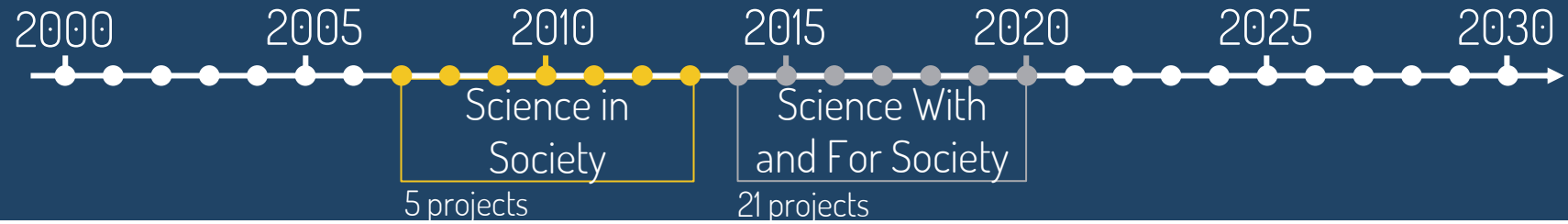
Universities ■ ■ Teaching + Research
All disciplines

CNRS ■ ■ Only research
National Center for Scientific Research
Composed of Institutes, 4 dedicates to physics

CEA ■ ■ Only research
Atomic Energy Commission
Mainly STEM

General guidelines given by the:
Ministry of Research
and Higher Education
(MESR)

■ Timelines of organization in Europe

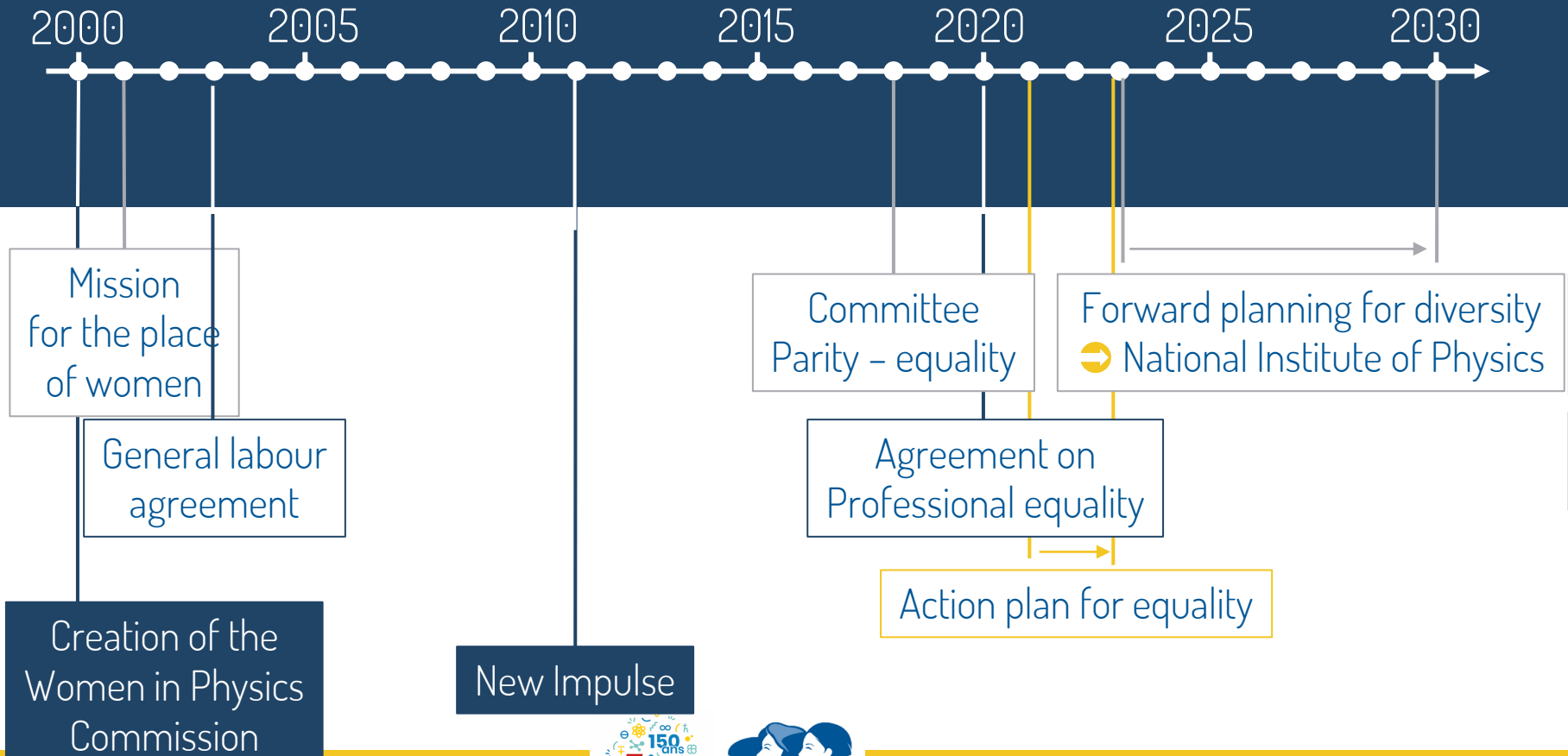


Projects
Gender

- | | | | |
|---|---------------|---------------|---------------------------------------|
| Database of positive action | 2007 ■ | ■ 2014-2015 | Support from highest management level |
| Gender management in research organizations | 2008 ■ | ■ 2015 - 2017 | Explain role of middle management |
| Involving research bodies in the debate | 2009 ■ | ■ 2016 | Creation of GEAR tools |
| Structural change in research organization | 2010 - 2013 ■ | ■ 2017 - 2020 | Make use of GEAR tools |
| Implement Gender Action ■ | | | |
| Initial focus on STEM ■ | | | |
| Methodology for assessing progress ■ | | | |
| Produce Guideline ■ | | | |



■ Timelines of organization in France



■ National Actions Plans

Non specific to physicist

MESR : A five-points action plan

1. Strengthen the governance of gender equality policies in the workplace
2. Create the conditions for equal access to jobs and professional responsibilities
3. Assessing, preventing and, where necessary, dealing with pay and career development gaps between women and men
4. Provide better support for pregnancy, parenthood and the work-life balance
5. Prevent and deal with discrimination, acts of violence (including sexual and gender-based violence), moral or sexual harassment and gender-based harassment.

CEA

- Member of a network of companies women network
- 5 indicators for assessing equal salary -> mark is given
- Acknowledging maternity leave in career evolution

CNRS

- Purpose : attracting more women in sci careers & breaking the glass ceiling
- Network of parity-equality correspondent in labs
- Coordinator / contributor to European projects
- Training on gender biases
- CNRS medals given in equal part to men and women
- Taking into account the pregnancy periods in careers evaluation
- Communication for the general audience about women in science
- Creation of a think tank committee who makes recommendation

■ Actions by the SFP French Physical Society

Inside the SFP

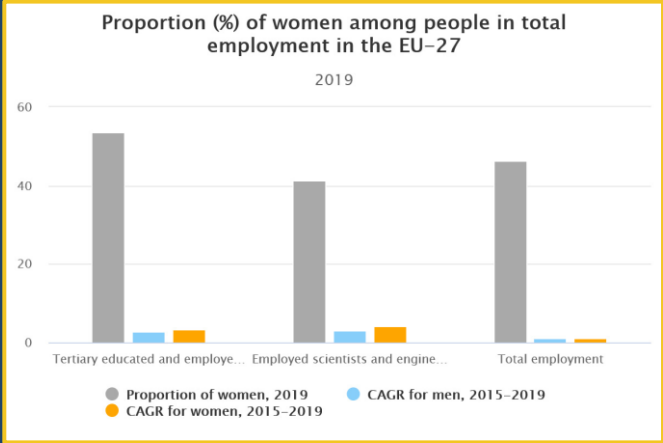
- Newsletter
- Look-out for fair representation in event organized by the SFP
- Organisation of round table and session in the main national events
- Writing articles about women physicist in the journal

National scale

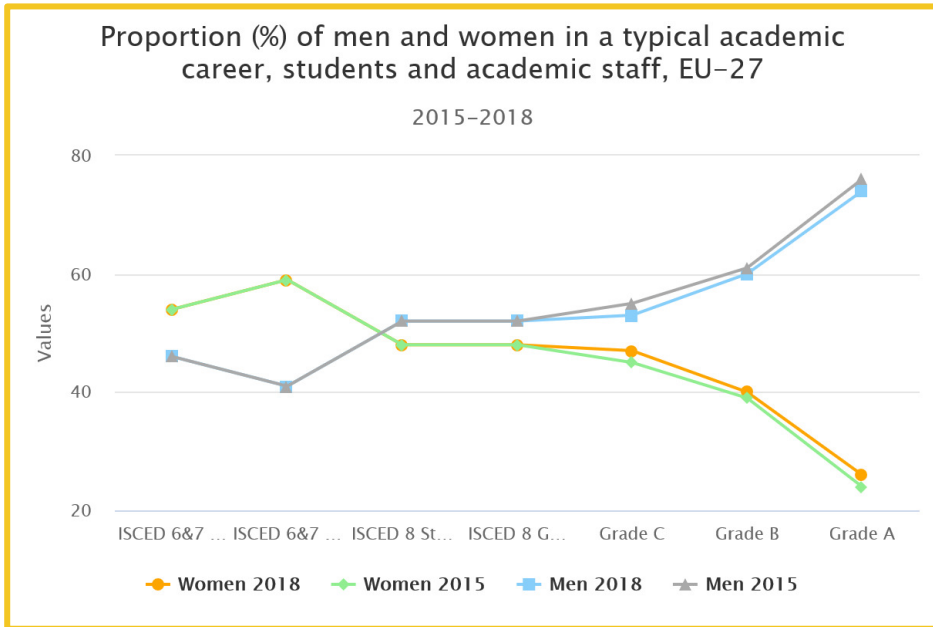
- Close collaboration with Women and Science association
- Development of mentorship program
- Charter for Gender Fairness at Conferences (2017)
- Guide for inclusive best practices in videoconference (2021)
- Creation of an exhibition about 15 women rewarded by the SFP
- Hub for best practices against gender-based violence

She Figures in Europe and other countries

Not specific to physicist



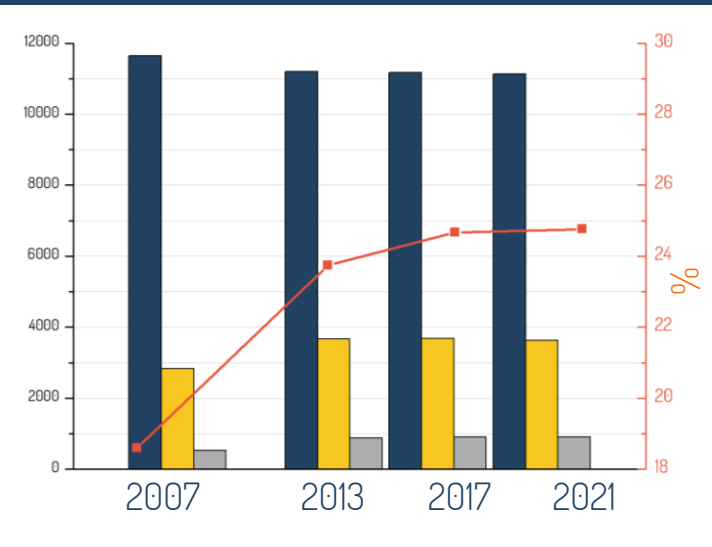
CAGR = Compound Annual Growth Rate



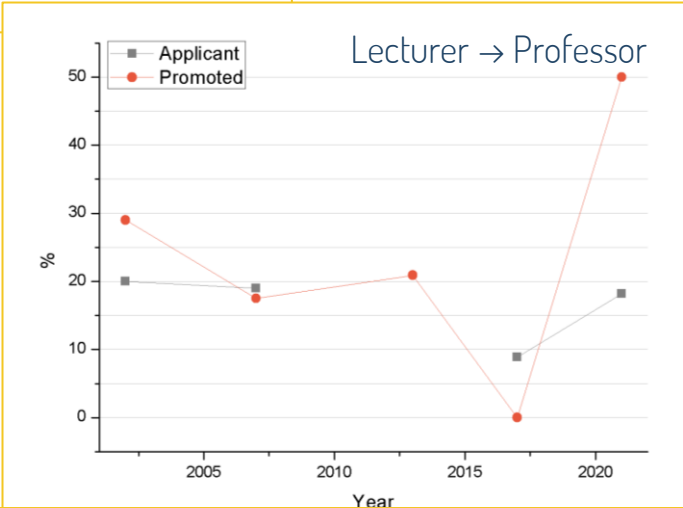
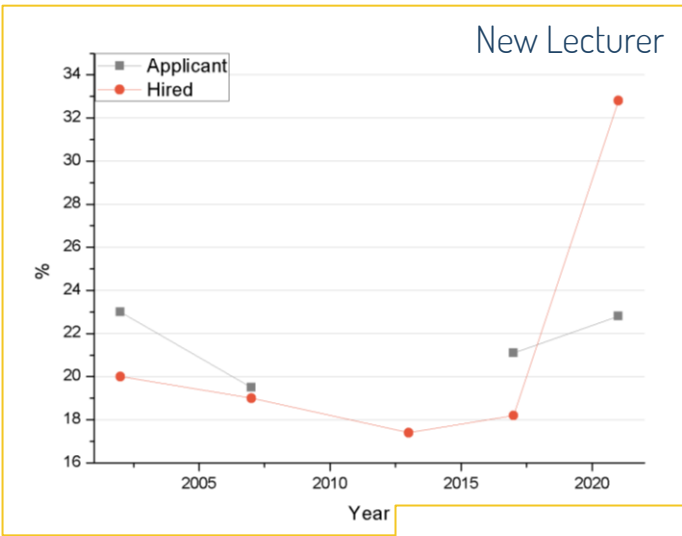
	Nbr of W in doctoral research		Nbr of W researchers		Nbr of W in higher education
Europe	48 %	Rank = 38	33,6%	Rank 35	
France	43,9%	Rank = 49	28,9%	Rank 43	42%



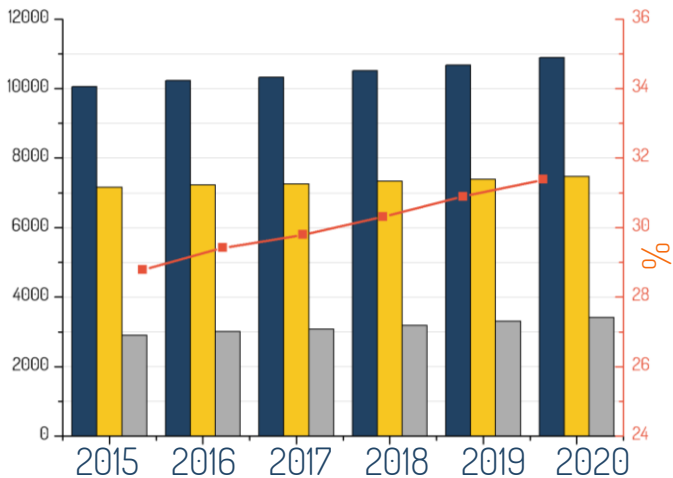
■ She figures for CNRS French women physicists



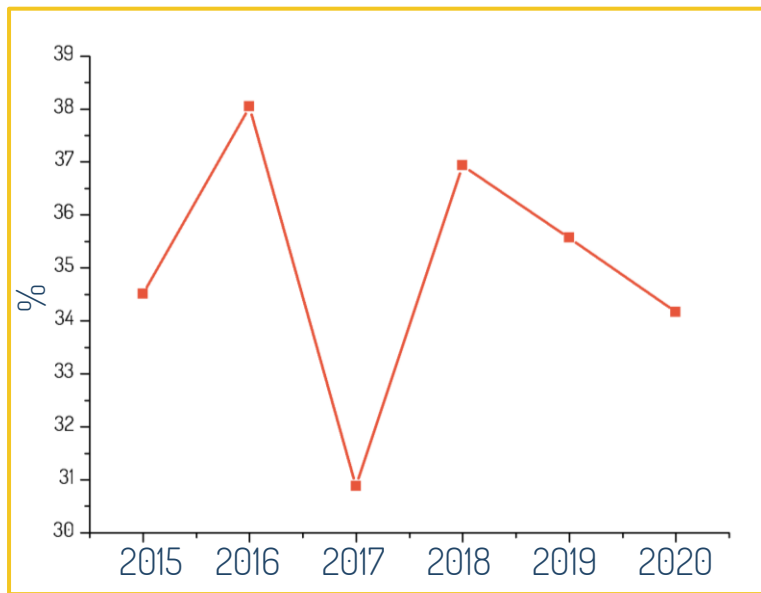
Total number of Researchers...
 Among which Physicists...
 Among which W physicists



She figures for women working at the CEA



Total number of Researchers...
 Among which Physicists...
 Among which W physicists



Proportion of new women hired as researchers

Since 2003, an agreement on the career development scheme the average individual salary increase is equivalent between men and women.

However, a decrease of the women promoted is noted since 2019

■ Conclusion

Number of women physicist are constants
~ 24-25%
22-23 % physicist in universities since 2015

Number of women in jurys as evolved :
34% in 2013 to 54% in 2021

■ Outlook

In early 2023, the Institute of physics has commissioned a group to make propositions for a more inclusive work environment. The final results will be published in September 2023.

Among to propositions that the community has voted for:

- Compulsory training about gender biases and sexual harassment for heads of teams
- Better accompanying of women for their application and during their career and widening the evaluation criteria
- More transparency about the statistics
- Funding events only if a there is a fair representation of women in the committees
- ...