



Italian GENDER IN PHYSICS DAY 10th May 2017

CNR GENDER DATA AND ISSUES

Sveva Avveduto CNR - IRPPS



**GENERA - Gender Equality Network
in the European Research Area.**
This project has received funding
from European Union's H2020 programme GERI - 4 - 2014
Grant Agreement n. 665637



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Careers in physics: which perspectives for women researchers in CNR?

Results of statistical data mining based on central administrative databases:

- Female **distribution** in the different fields of physics
- Female **career progression**
- Female at **early stage** of career
- Women in **responsibility positions**

Methodology

Mix of qualitative and quantitative approaches to analyze career progression of researchers in physics.

- A secondary **quantitative** data analysis was performed on 793 physics researchers using the central administrative database that allowed us to reconstruct career path from 1985 to 2014.
- **Qualitative** pilot interviews of female physics researchers were carried out to support quantitative analysis on their professional choices, career and work-life balance dimensions. Other interviews will be carried out at a later stage of the Project

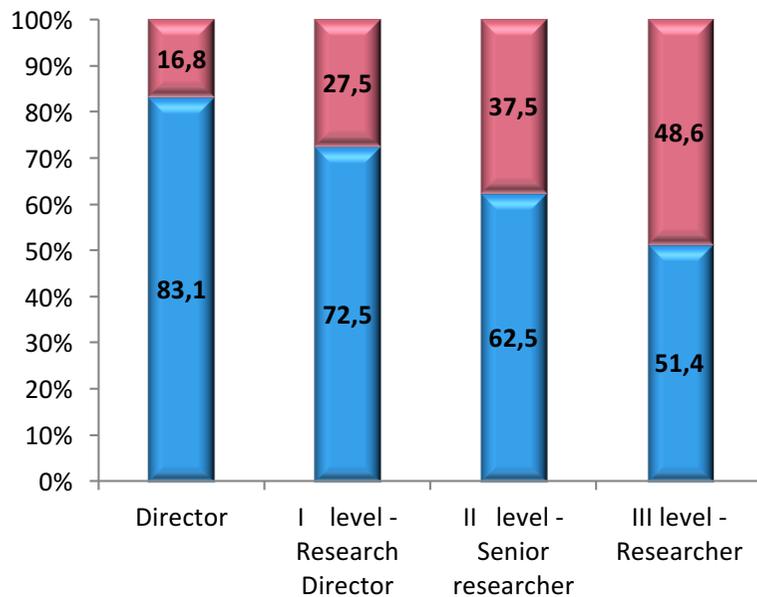
CNR in figures

7 Departments

- 7 Male Directors

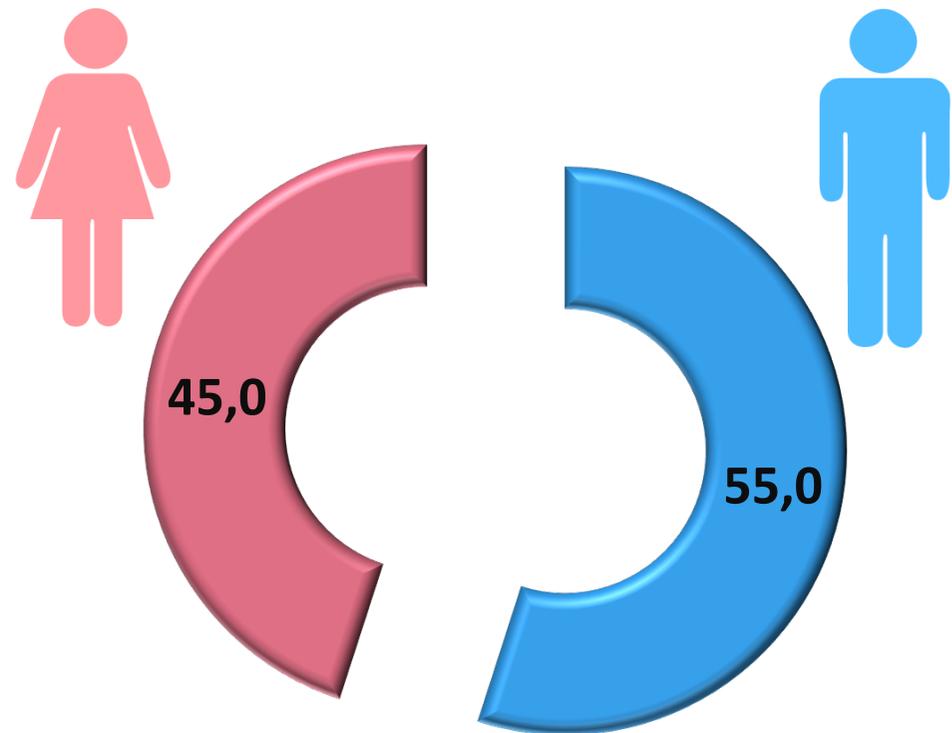
101 Institutes

- 84 Male Directors
- 17 Female Directors



Total CNR researchers:

Gender distribution



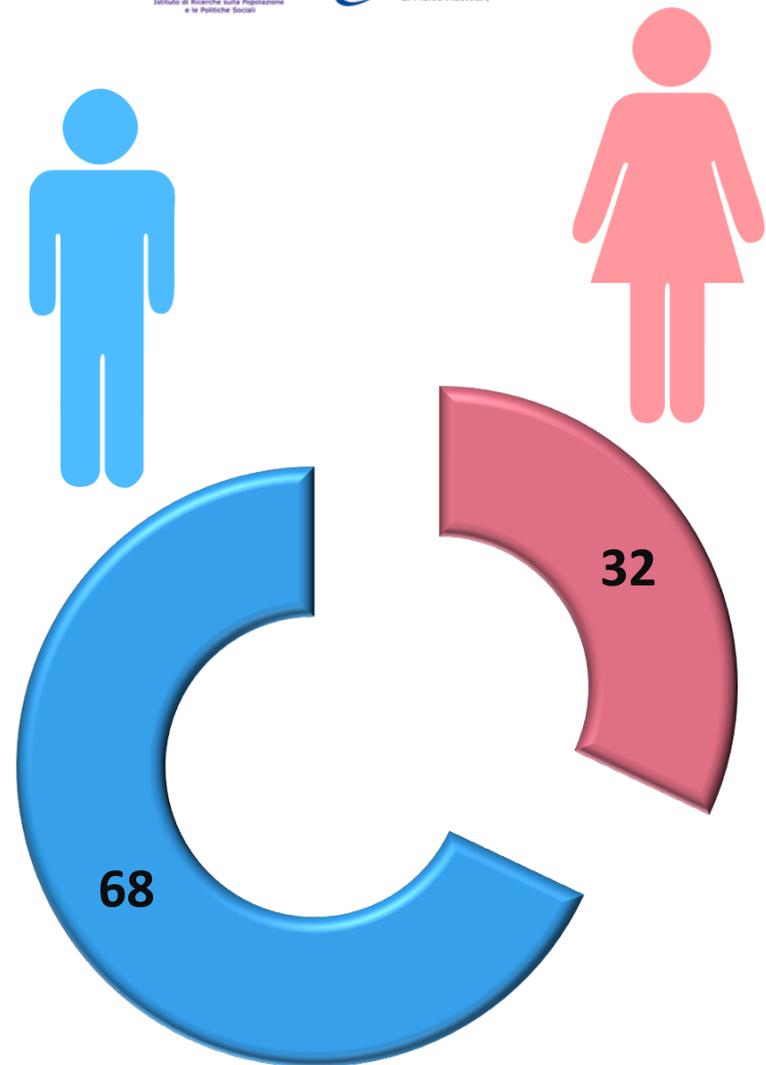
Physics: the CNR personnel considered 793 units

We considered ALL researchers either those

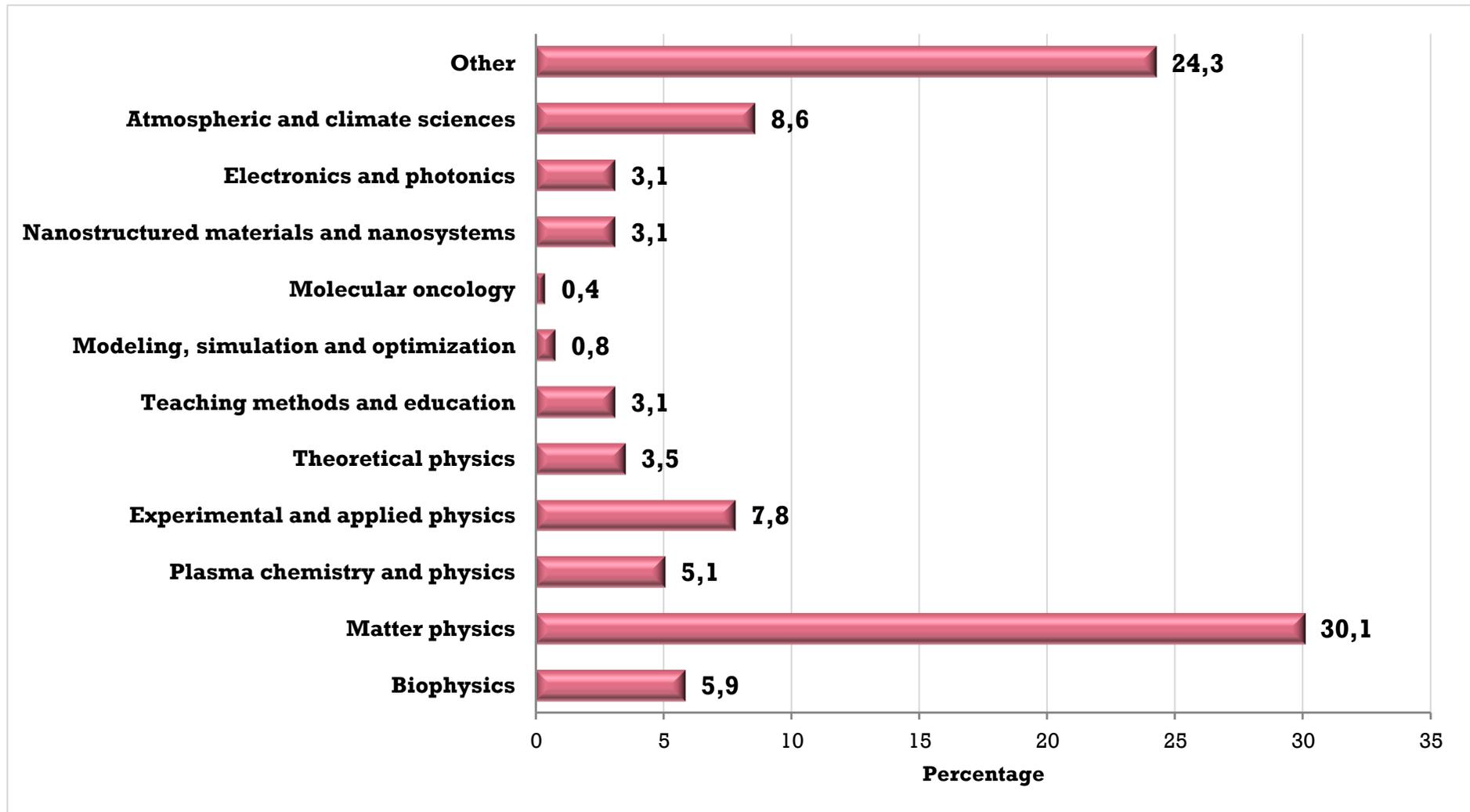
Graduates +PhD in Physics, not considering their self positioning in a research field

AND

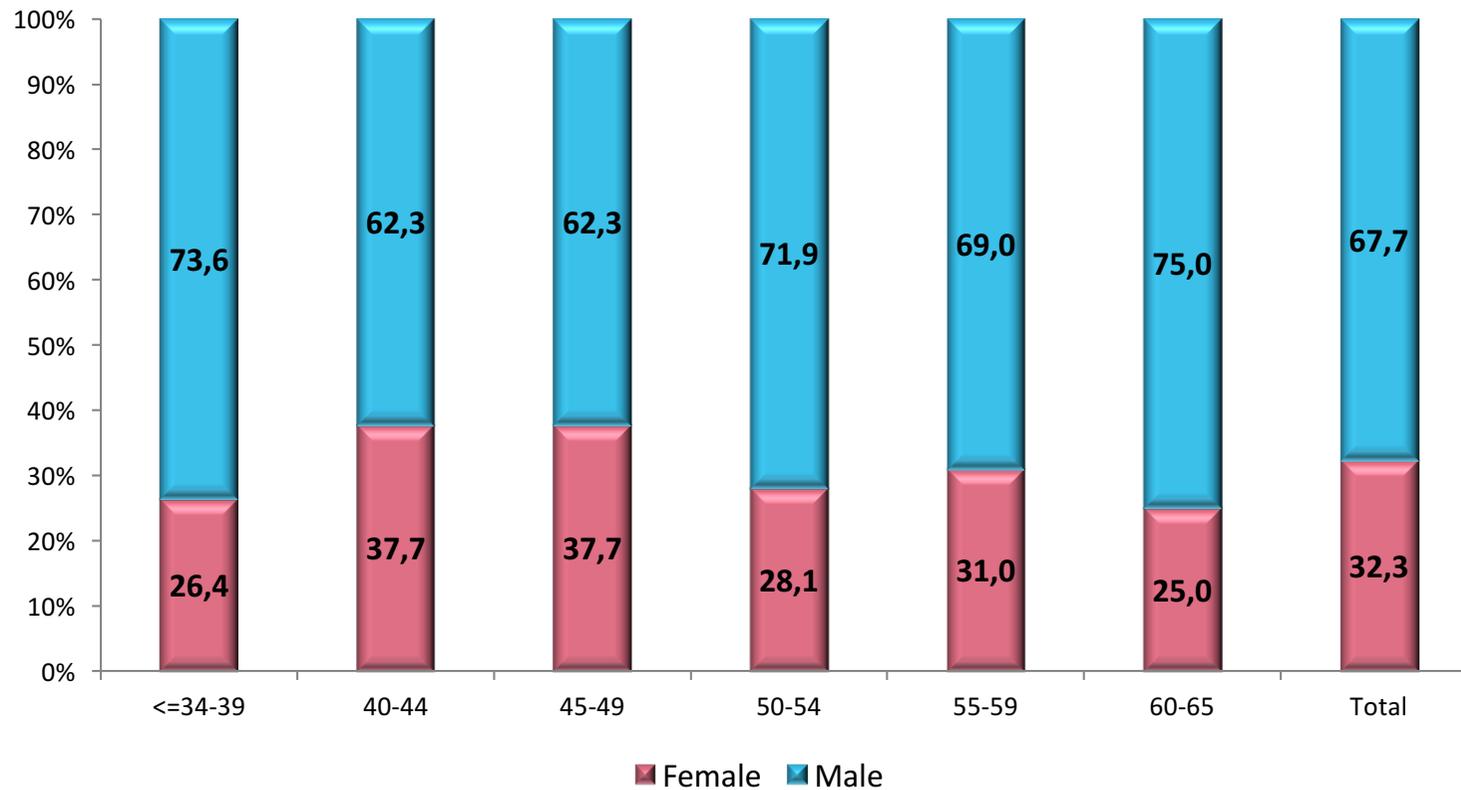
Those active in a field connected with physics not considering their field of study



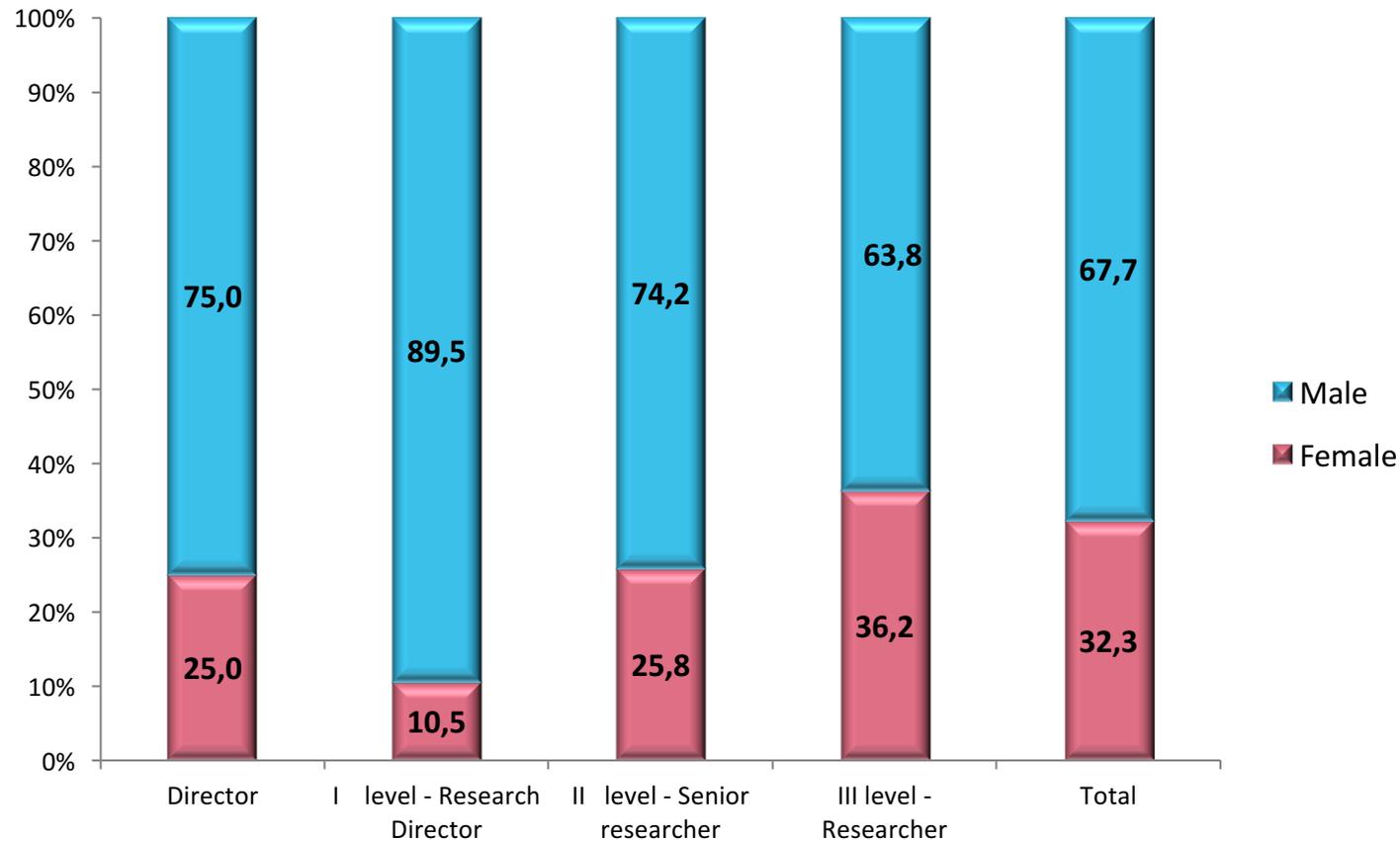
Female distribution in different physics fields in CNR Institutes



Physicists at CNR by gender and age

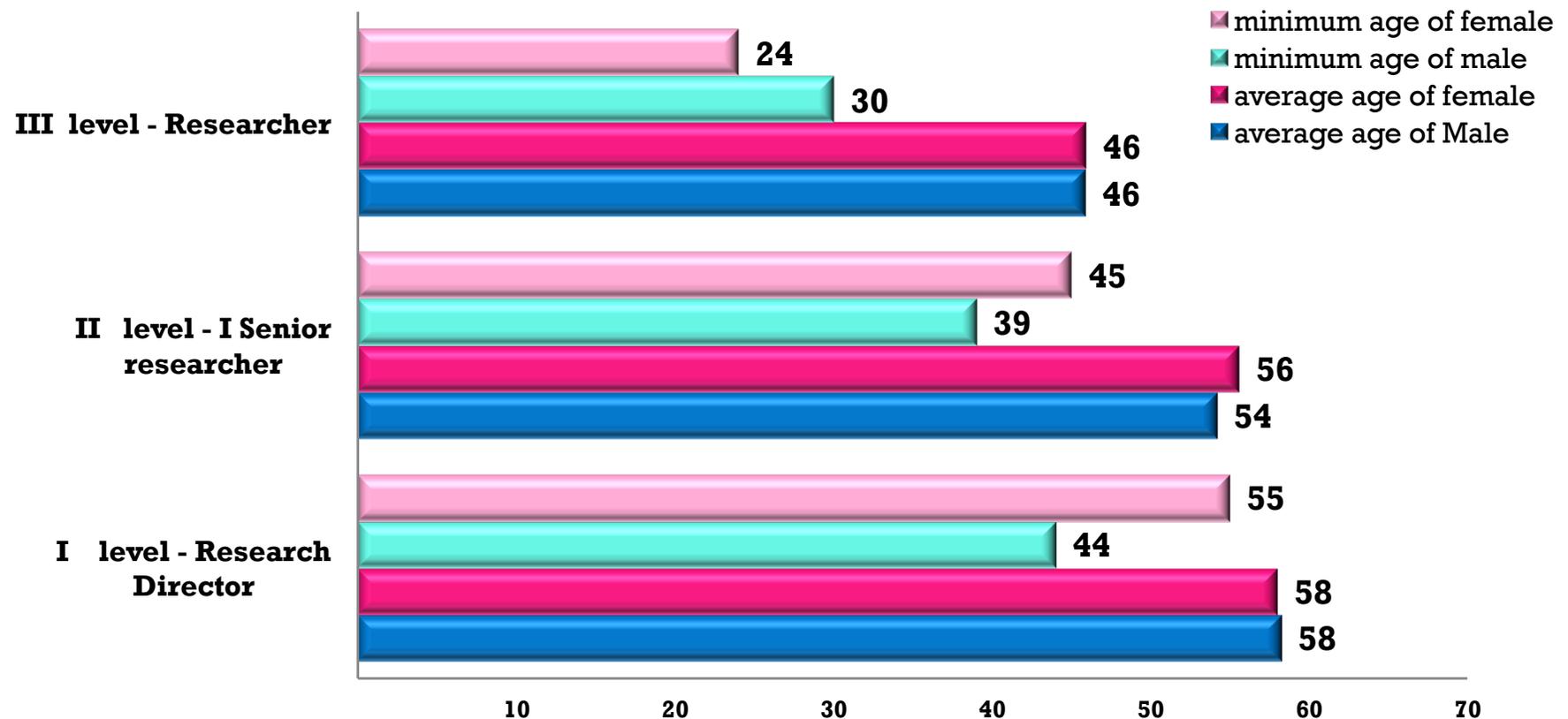


Physicists at CNR: Gender distribution directors and career levels



Average age distribution through levels of career

The average age is comparable, while differences are evident when considering the career progression



Further actions

- **Expand** the data collection at central level including all types of fixed term contracts (PhDs, Fellowships, Post Doc) now available only at single unit (Institute) level.
- **Organize** a periodic monitoring of gender distribution and change due to actions taken

Conclusions and future work

- Professional career advancement is **slower** for female than men.
- Women in **responsibility positions** are **underrepresented** and life-work balance factors probably affect this low rate.
- Women in physics glass ceiling is **thick**.

As in all European Countries and Organizations

BUT...

Conclusions and future work

BUT...

- CNR is in a **better condition** compared to other similar EU Organizations for female participation
- The **initiatives** that will be taken also thanks to the GENERA Project, to the commitment of CNR President, management and CUG, will be soon underway and will lead to a **new awareness** and **balance** gender wise



Thank you for your attention

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