

Report from IUPAP Gender Champion

Gender Champion Report

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The International Union of Pure and Applied Physics in addition to the direct activities of the Working Group on Women in Physics has been involved in the following steps toward improving the situation of women.

1- In Brazil the main researchers receive a fellowship from the Brazilian Grant Agency CNPq. This fellowship in addition to a month payment is a quality stamp for all other grants in the country. Rarely someone out of this system can receive a grant. Each researcher is evaluated every three or four years depending on the level. During this period the researcher had to produce a certain minimum of papers and students. The Brazilian Team affiliated to the IUPAP Working Group on Women in Physics have demonstrated to the agency that women are underrepresented in this group probably because it is very hard to produce papers in the year a woman gives birth to a child, therefore the new mothers are usually excluded from this fellowship and later from all other grants as well. The government as response to this demand established a new policy in which the fellowship is extended one additional year for these women. This is the first positive action taken by the government in this direction.

http://www.cnpq.br/web/guest/noticias;jsessionid=019DD56B6EC6567DE5BCE58047388496?p_p_id=engine_WAR_Engineportlet_INSTANCE_N14w&p_p_lifecycle=0&p_p_state=maximized&p_p_mode=view&p_p_col_id=column-3&p_p_col_pos=1&p_p_col_count=4&engine_WAR_Engineportlet_INSTANCE_N14w_view=article&engine_WAR_Engineportlet_INSTANCE_N14w_articleResourcePrimKey=909276&engine_WAR_Engineportlet_INSTANCE_N14w_backURL= - in Portuguese)

2- Recognizing that in Latin America there existed almost no policies on women in sciences, in some countries in which there was not yet any group of women associated to the IUPAP Working Group on Women in Physics started to become organized. One example was Peru. A group of physicists, acknowledging the existence of the IUPAP WGWIIP, organized a meeting on Women In Physics in Peru. (<http://www.mujares-fp.com/>). I was one of speakers (<http://www.mujares-fp.com/programa.html>) and I was able to highlight the positive impact that the resolutions written during the IUPAP International Conferences of Women in Physics has had on agencies and governmental bodies. The final resolution of the event was to write a document with propositions to authorities in Peru and internationally to IUPAP. The document assembles measures to improve the participation of women in physics, particularly to stop age limits in applications for fellowships and grants.

3- The International Center of Theoretical Physics (ICTP) commemorated its 50th Anniversary this October (<http://www.ictp.it/ictp-50th-anniversary.aspx>) Within its program there was a session on Women in Physics where I could also speak

(http://www.ictp.it/ictp-50thanniversary/programme_50_anniv.aspx) showing statistics collected during the First IUPAP International Conference on Women in Physics in 2002 and studies also presented in this meeting as well as in the Fourth IUPAP International Conference on Women in Physics that show the underrepresentation of women in physics and the positive impact of mentoring. The presentation highlighted the positive impact that acknowledging the existence of the problem has in solving it and the progress that IUPAP has made since 1999 when the WGWIP was created. A group of women already working on this topic at ICTP will push for a larger representation of women among the fellowship recipients and visitors. One of the policies would be asking for the creation of a daycare for small children.

4- Statistics about the Conferences Supported by IUPAP – In this report only the conferences that sent their report up to October 2014 have been included.

Commission	Title	Participants	Speakers
C2	International Conference on Precision Physics of Simple Atomic Systems	Total:63 Women:9 (14%)	Total:13 Women: 4 (30%)
C3	5th International Conference on NanoStructures	Total:728 Women:371 (50%)	Total:29 Women:5 (17%)
C16	7th Int. Conf. on the Physics of Dusty Plasmas	Total: 180 Women: 40(22%)	Total:31 Women: 9 (29%)
AC4	International Conference on Medical Physics	Total: 835 Women: 265 (32%)	Total: 92 Women: 15 (16%)
	RAD 2014 Conference and SEERAS Symposium	Total: 312 Women:135 (43%)	Total: 20 Women: 9 (45%)