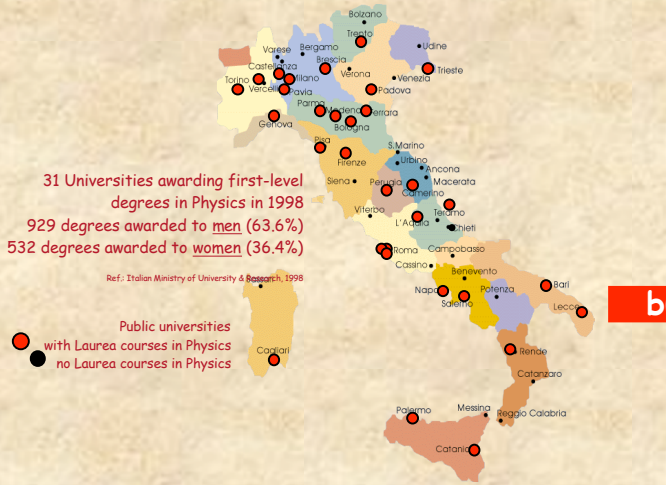
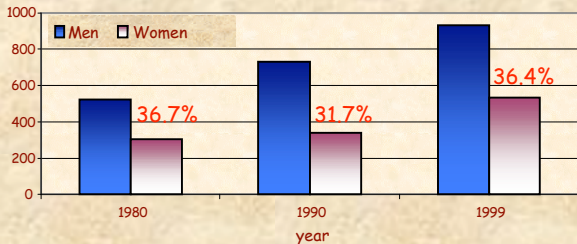


Women in Physics in Italy: the leaky pipeline

University Education in Physics:
women are close to 40% both in undergraduate and graduate courses



Number of those obtaining a Degree Laurea in Physics

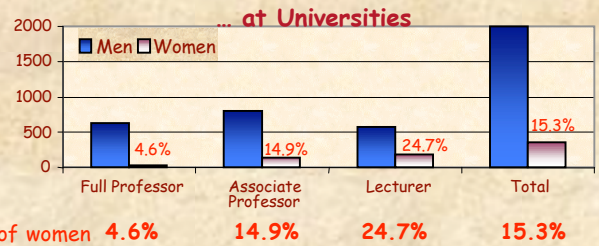


In SUMMARY:

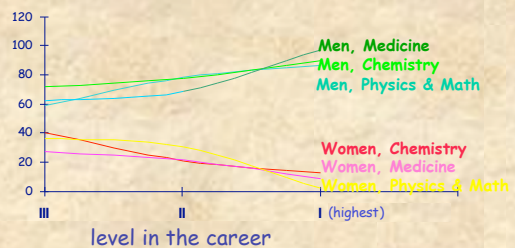
- ✓ The % of women who graduate in physics is relatively high
- ✓ The % of women among physicists in academics and research decreases sharply after PhD & postdoc work
- ✓ The first bottleneck is in the access to permanent positions: at each step in their career, more women are left behind
- ✓ Women physicists are still practically excluded from positions of power in academics and at research institutions

Ref.: "Figlie di Minerva", R. Palomba Ed., Franco Angeli Pbl. (Milano, 2000)

The % of women is low, and decreases as career levels increase

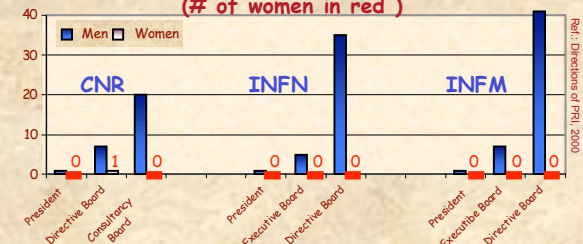


... and at public research institutions



Ref.: "Figlie di Minerva", Franco Angeli (2000)

Practically NO women in the governing bodies of public research institutions (# of women in red)



Ref.: Directors of INFN (2000)

CNR: Consiglio Nazionale delle Ricerche - Nat. Res. Council (all disciplines)
INFN: Istituto Nazionale di Fisica Nucleare - Nat. Inst. for Nuclear Physics
INFN: Istituto Nazionale per la Fisica della Materia - Nat. Inst. for the Physics of Matter

WHY ?

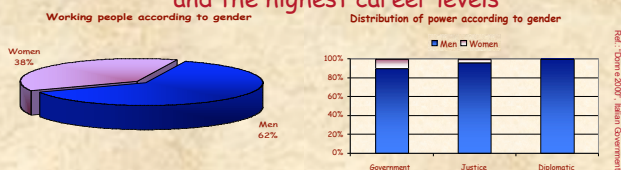
WHAT FOCUS FOR FUTURE ACTION ?

- ✓ Working conditions and everyday life in the labs
- ✓ Mechanisms for evaluating research and teaching, both for individuals and for institutions
- ✓ Age and mechanisms for access to the first career steps and to permanent positions
- ✓ Mechanisms for selection of people in governing bodies and power positions (the 'old boys network', etc.)

✓ Role models

✓ ...
All these are very general issues:
more actions, more transparency and democracy are needed to face power mechanisms that act against women and hinder the development of the whole physics community in Italy

The Italian Background
women in Italy constitute 38% of the workforce, but often remain far from power positions and the highest career levels



of occupied in research per 1000 occupied

France	12.3	(1997)
Germany	11.6	(1998)
Italy	6.1	(1997)
Spain	5.9	(1998)
USA	7.1	(1998)
Japan	13.6	(1998)

Ref.: OECD, 2000

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