



INTERNATIONAL ASSOCIATION  
OF PHYSICS STUDENTS

# Standing Committee for Gender Equality in Science (SCGES) Meeting

27th February 2024

IAPS PRESENTATION (part 1)

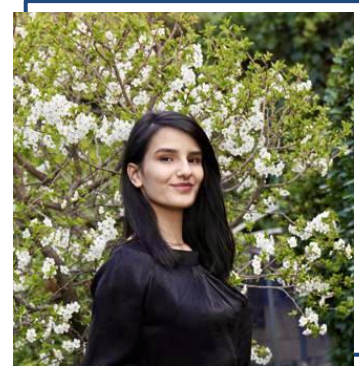
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# Main challenges for young women scientists

A number of key factors contributing to the challenges faced by female scientists in academia and industry include:

- Lack of encouragement from an early educational stage
- Lack of role models (Female Nobel Prize winners, Female Fields Medal recipients, etc.)
- Unequal pay
- Lack of support for a healthy balance between family life and work life
- Harassment
- Struggle to be taken seriously/given credit for one's own work
- Lack of accountability for negative male behaviour
- False and/or unfair judgement
- Lack of access to fair opportunities in the educational system (e.g Afghanistan, etc.)

# Suggestions of **best practices** to reduce gender gap for the next generations

Reducing the existing gender gap could be fulfilled, through a collaborative spirit towards this joint objective. Our suggestions are to invest in and put effort into:

- Removing stereotypes
- Shedding light on the valuable contributions by the female scientists, as successful role models
- Reminding to the society the importance and impact of removing gender gap. Inviting male scientists to stand along the female community as supporters, would be a highly impactful factor.
- Taking measures to secure a safe environment, to prevent harassment to the best of ability, followed by reliable, open and accessible resources for report, in case the first measures of prevention fail. Encouragement of breaking the silence and filing a report in the occasion of harassment is as vital as the effort of preventing it.

- Encouragement of a culture of equality and diversity in the work space, suitable for all genders, in order to remove the pressure of being a woman in a man's world, and celebrate being a scientist in a scientist's world.
- Removing double standards and false judgement, normalizing speaking up as a defence against offensive behaviour. This goal could be reached through providing an open environment to address issues.
- Enforcing policy making for equal payment for the equal amount of contribution, regardless of gender, in all career stages.
- Enforcing policy making in the direction of removing limitations internationally which prevent students and scientists from educational and peaceful scientific collaborations.
- Providing grants and funding opportunities for scientists limited by national restrictions (e.g. national policies, educational system, etc.)



# Thank you!

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