



ITALY: some data on gender in Physics (2017)

Anna Ceresole (INFN Turin, Italy)

Physicists sit in:

- **University:** 2174 units, 20% women
Theoretical physics: 285 units (13% of Physics), women are below 10%
- **INFN** (National Institute for Nuclear Physics) 582 units, 22 % women,
Theoretical Physics: women are below 10%
- **CNR** (National Council of Research) 793 units, 32% women
Theoretical physics is only 3,5 % of Physics, women are below 10% .

Italy: University Personnel Theoretical Physics (2017)

<http://cercauniversita.cineca.it/php5/docenti/cerca.php>

- Women are less than 10%

285 UNITS	Male	Female	TOT
Full Professors	63	2 (4%)	65
Associate Professors	122	17 (12%)	139
Assistant professors	44	6 (12%)	50
Tenure Tracks	28	3 (10%)	31

Women with Master degree
in Physics are 32-33%

INFN:COMPARISON BETWEEN 2004 and 2016

The % remains almost
constant for Post-Docs

% drops of 5-6
points at entrance
to first level

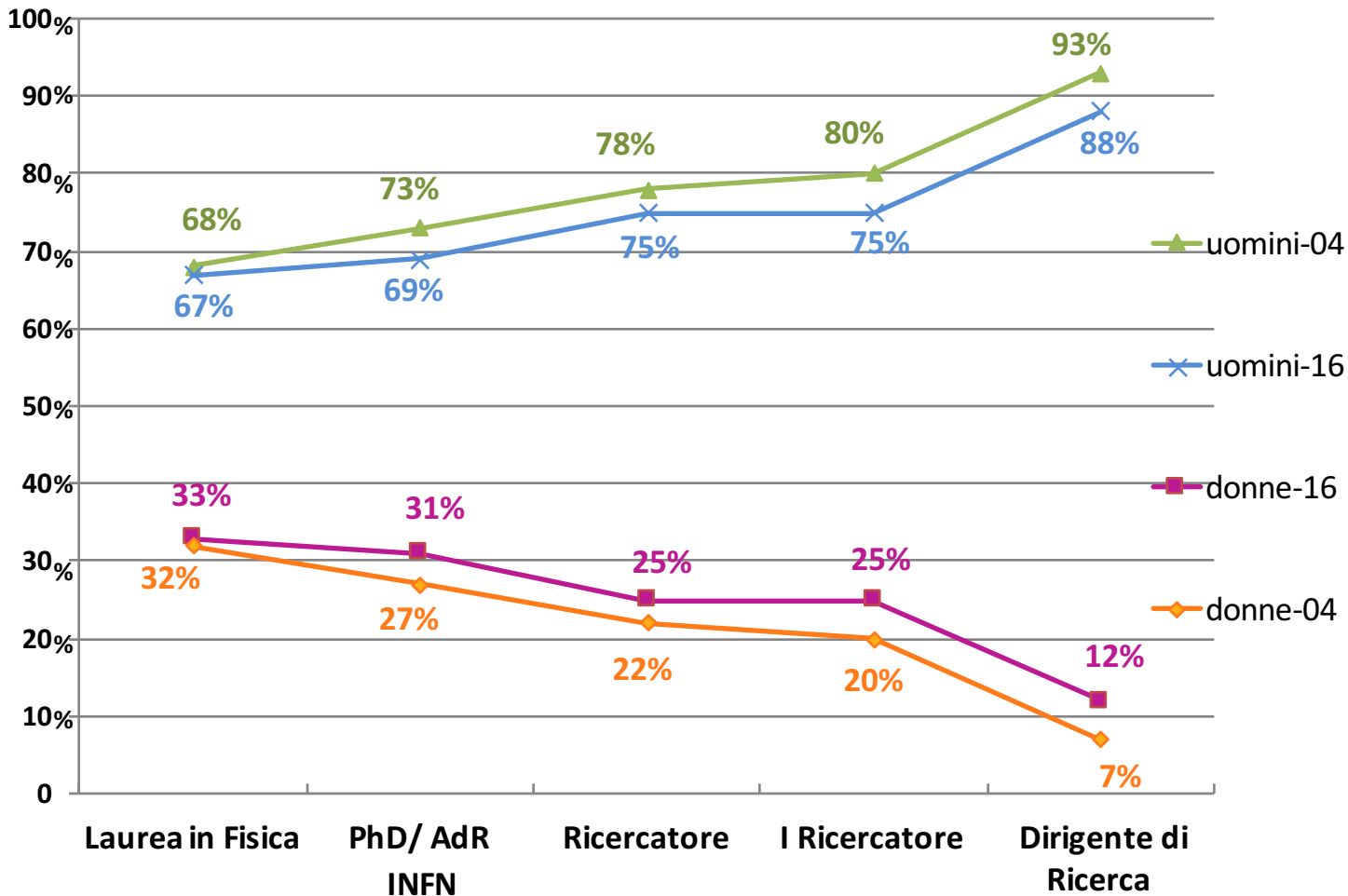
Almost constant
between first and
second level

% halves for
directors of
research !!

**Improvement
of 5% in 12
years !**



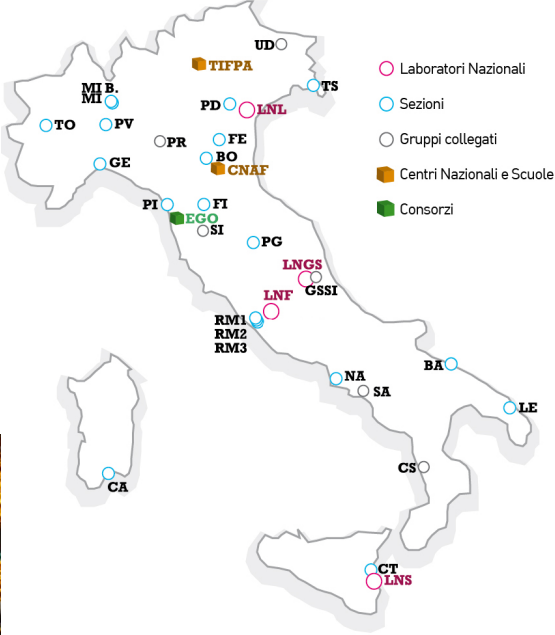
Courtesy of R. Antolini (INFN)



National Institute for Nuclear Physics

In ITALY

- 4 Laboratories
- 20 divisions
- 6 connected groups
- 2 high technology centers



In the **WORLD**: research in 30 countries with participation of 3000 university Associates

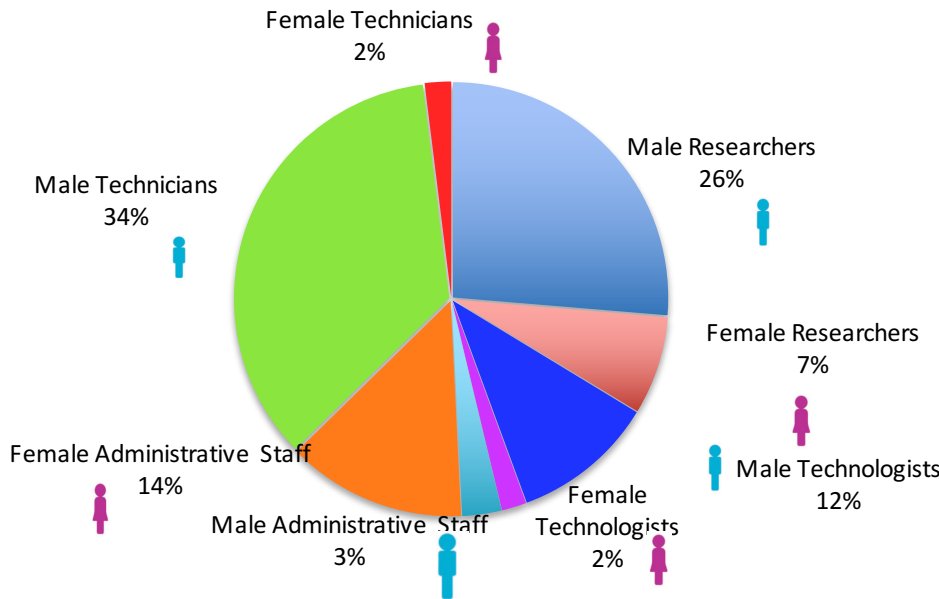


INFN Personnel

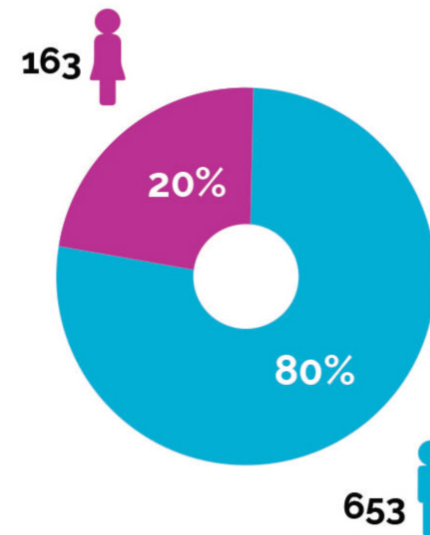
2015 Data
ANNUAL Review

1713 full time units, of which 816 are researchers and technologists:

INFN Tenured Personnel 2015



816 Researchers+ technologists
= research personnel



RESEARCHERS	33%
TECHNOLOGISTS	14%
TECHNICIANS	36%
ADMINISTRATIVE STAFF	17%

Non-Tenured Research staff: 183 units, 25% women
Post Docs/PhD students/etc : 515 units, 31% women

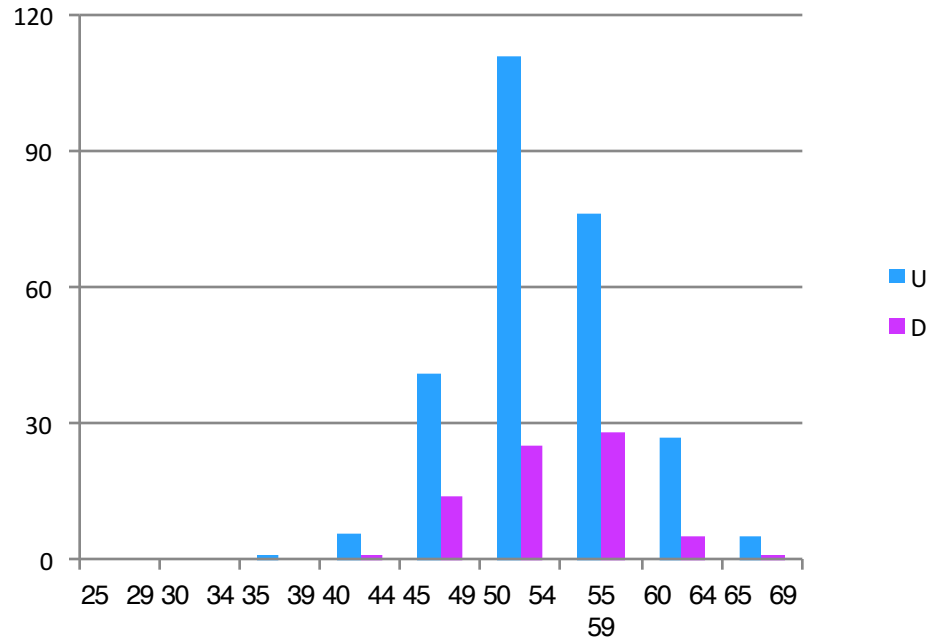
Personnel in training is about 50% of the total (Tenured and non-Tenured) research personnel (2016 data)

Courtesy of R. Antolini (INFN)

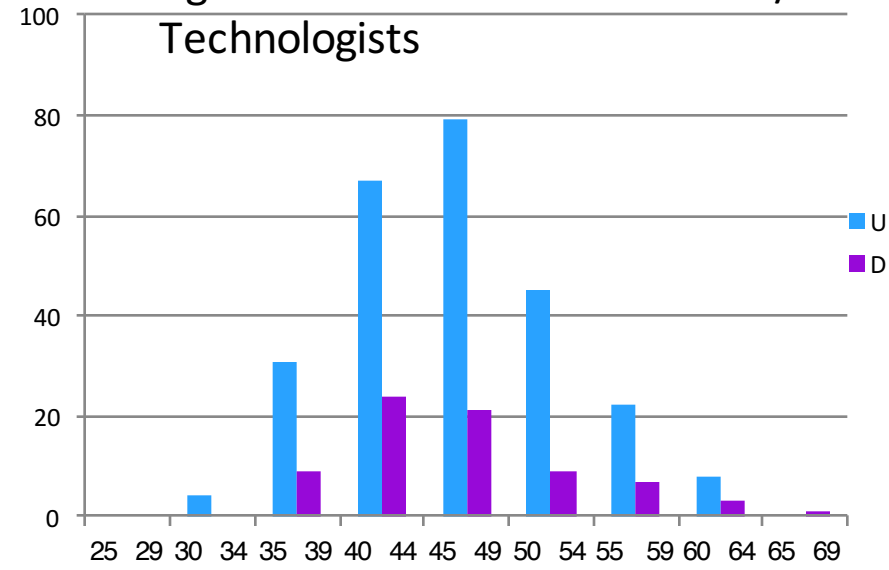
From age distribution one finds:

- **Very high average age**
- **Only 5% of researchers and 8% of technologists are below 40, in 2003 they were 20% of researchers and 31% of technologists**
- **Women are promoted much later than men**

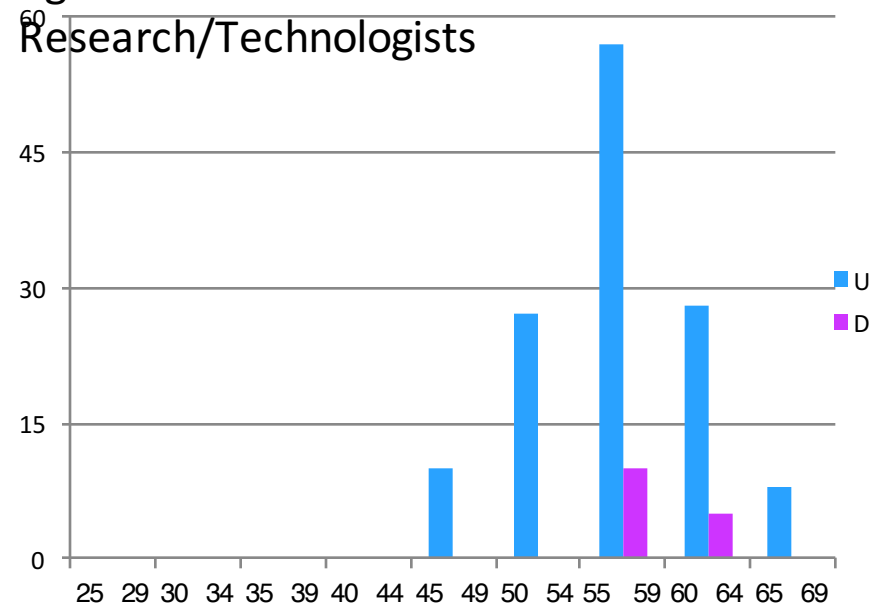
Age distribution of First researchers/technologists



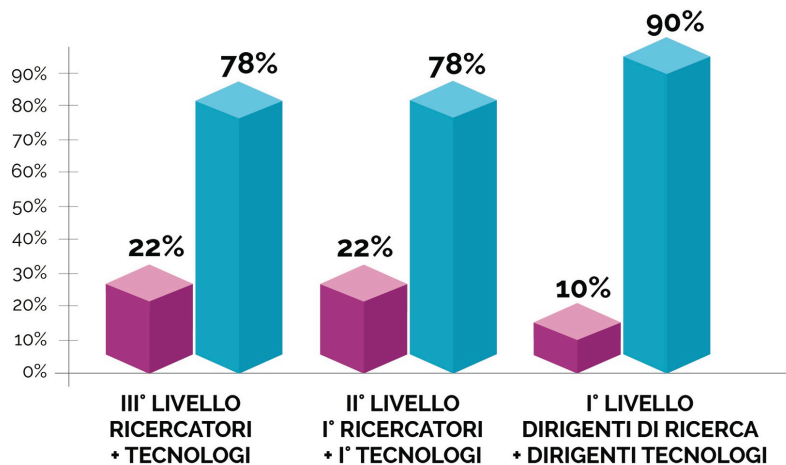
Age Distribution of Researchers/Technologists



Age distribution of Directors of Research/Technologists



Il personale di ricerca dell'INFN per genere e profilo



Le donne sono presenti nella stessa % sia nel livello di entrata che nel primo livello di carriera.

La probabilità di accedere al livello di dirigente è la metà di quella di un uomo.

% rispetto al proprio genere

% rispetto al totale

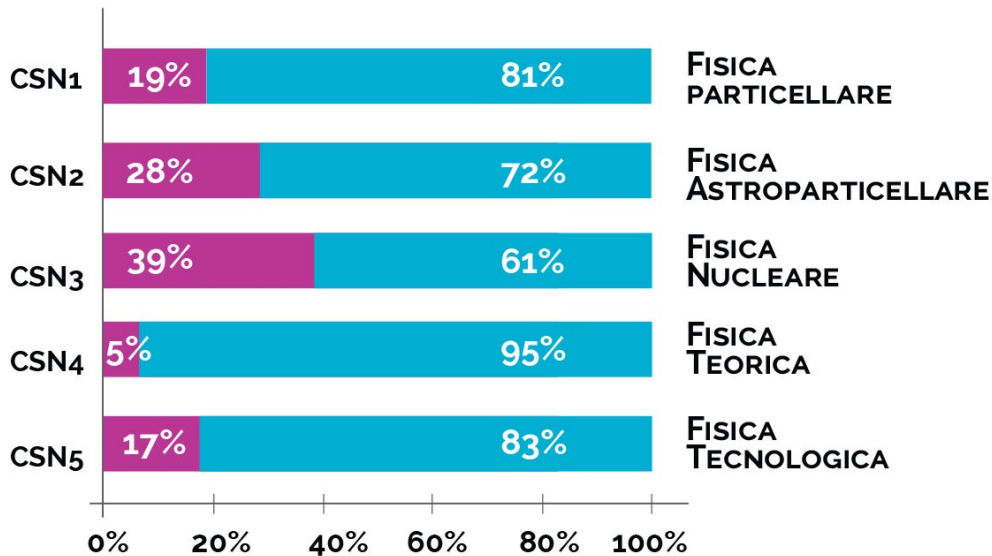
PROFILO/LIVELLO	RICERCATORI		TECNOLOGI	
	UOMINI	DONNE	UOMINI	DONNE
I	91 (20%)	12 (9%)	39 (19%)	3 (9%)
II	194 (43%)	62 (48%)	73 (36%)	12 (36%)
III	167 (37%)	56 (43%)	89 (44%)	18 (55%)
TOTALE PER GENERE	452 (78%)	130 (22%)	201 (89%)	33 (11%)
TOTALE	582		234	



FEMALE PRESENCE IN COMMISSIONS

INFN Staff and University Associates

INFN: Responsabili Nazionali di esperimento nelle Commissioni Scientifiche per genere



More than 170 research projects

In Elective Posts the presence of women increases

Very few women in CSN4 (Theory), why?

ATLAS e CMS (CSN1) in the last 10 years have been represented nationally by women

