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Does physics have a gender?

The presentation concerns the results of a qualitative study carried out under the framework of the Horizon 2020 project GENERA (Gender Equality Network in European Research Area) in 11 GENERA Consortium member institutions performing research in physics and in one institution having the status of an observer partner (CERN). The study aimed at:

- exploring career paths of male and female physicists, including various barriers to and factors that enhance the success;
- identifying successful approaches and innovative ideas for gender equality in physics;
- defining set of immediate implementation activities for all other partners and countries to be included in toolbox and Gender Equality Plans.

Within the study semi-structured interviews were conducted in twelve research organizations, including universities and non-academic institutes in eight countries with both female and male physicists occupying various academic positions and specializing in many sub-disciplines of physics. In addition, expert interviews with professionals occupying leadership positions were conducted in the above-mentioned institutions. Major themes of the interviews include patterns of physicists' career paths, work conditions and work environment, mobility, networking, mentorship, perceived reasons for domination of men in physics, experiences of discrimination and institutional aspects of gender equality in science. The research was performed in 2017. During the presentation the main results mapping crucial areas of gender inequalities and possible ways for overcoming them in physics will be discussed.