

1. Good morning. I would like to thank the organizers for the kind invitation to participate in this panel. My name is Luciana Bruno. I'm a physicist and as a feminist, I am interested in improving gender equality in science and in society. I am here in representation of the Gender Working Group of the Argentinian Physics Association (AFA, for our community). I come in place of Claudia Montanari, a member of our group, who cannot attend due to health reasons. I send greetings to her and hope she will get better soon.
2. A month ago, in middle of the lockdown in Argentina, a tweet from Scopus toured the scientific community in Argentina. Good news! An international report that examines the participation of women in research showed that Argentina has more women participating in scientific research than men. Awesome, isn't it?
3. This result came from a deep and very serious report from Elsevier which explores research participation, career progression and perception in order to, (and I quote) "understand the role gender plays in the global research enterprise and inspire evidence-based policy driven by powerful data".
4. For example, Fig 1.1 explores gender dimension within the active authors of scientific publications. This figure shows that the ratio of women to men is closer to parity on the period 2014-2018 compared to 1999-2003 in all the countries considered. To our pleasant surprise, Argentina presents the highest ratio: larger than 1!

5. However, concerning Physical Sciences, the analysis of the this gender ratio in subjects such as Mathematics and Physics & Astronomy reveals that women are largely underrepresented. Nevertheless, Argentina also displays the largest values in comparison with the other countries in the report.
6. So, the question rises: why do we need a Gender Working Group in the Argentinian Physical Association? Well, in the first place, women represent only the 25% of the physics researchers in CONICET, our national scientific council which nucleates almost all the researcher in Argentina. Women constitute the 33% of the active members of the Argentinian Physics Association. However, women represented only the 15% of the keynote speakers in the annual meetings of the association. This was not considered fair for many of us. What message was this sending to young physicists and students? Physics is man's thing. So, in the annual meeting of the association in 2017 two things happened: it was voted in the assembly that from there on at least 30% of the keynote lectures should be given by women. And, on the other hand, the Gender Working Group was born, thanks to the previous work of many women and men from the AFA and the force of the new feminist wave, which is very loud and strong in Argentina and as well as in the rest of Latinamerica.
7. One of the first surveys that our group did was the analysis of the progression of women in the Researcher Career in CONICET. As in many countries, physicists advance in steps in our scientific community, represented with grades from assistant researcher to Principal investigator. The results of this study showed

that the distribution of women among the different categories as well as the women to men ratio had barely changed in a 20 years period since 1999. This is known as Glass ceiling. A glass ceiling is a metaphor used to represent an invisible barrier that keeps a given demographic group (typically applied to minorities) from rising beyond a certain level in a hierarchy. The metaphor was first coined by feminists in reference to barriers in the careers of high-achieving women. Going back to the plots, the data also show that the rate at which women incorporates to the scientific career in physics is lower than that of men. Why do you think this is so? So, if we do nothing, equality is moving away.

8. The most surprising result (in a bad sense), was found when analyzing the promotion to a higher category. It was found that the fraction of women that get promoted was much lower than that for men. While almost 80% of men are promoted, only 40% of women are. And it is getting worse. We don't know the causes of these differences, but if we think that the evaluations are performed in a base of meritocratic standards, we can have a clue.
9. And many examples show that meritocratic perspective are far from being objective. Here I just mention 3 experiments that test this hypothesis using blind or anonymous evaluations. And the results are shocking. I invite you to read the complete papers and come to your own conclusions. Further studies with a gender perspective are needed to uncover the causes of this inequality.
10. Let me now introduce you to the objectives of our working group. These can be condensed in the following: Visibilize the work of women in physics, Encourage

transversal and collective work, Promote network collaborations among women, Propose positive actions, mainly for young women, Denounce violence or discrimination and Training on gender issues. We have a Web Page that we are constantly updating. Also, we are very active in the social networks, thanks to the work of very enthusiastic young women.

11. Our working group is composed by people from different parts of the country belonging to different stages of their scientific careers. We try to dynamically renew the members so we can develop a transversal and cooperative work.

12. All the actions and documents we produced can be found in our web page.

13. We organize activities destined to debate and discuss actions aimed at improving the gender equality. We want to feel comfortable in our community to carry out our work with confidence and freedom. A few words on gender violence: some of us have done training on this topic to be prepared to give support to people suffering of violence situations. Very importantly, we are in close contact with experts and institutions that can help women that are suffering from any kind of violence.

14. Finally, one of the projects that we are now carrying on is building a network of women in physics in Argentina. We believe that strengthening scientific collaborative ties between women working in different parts of the country will be beneficial for the whole physics community in Argentina.

15. Thank you very much for your attention.

