

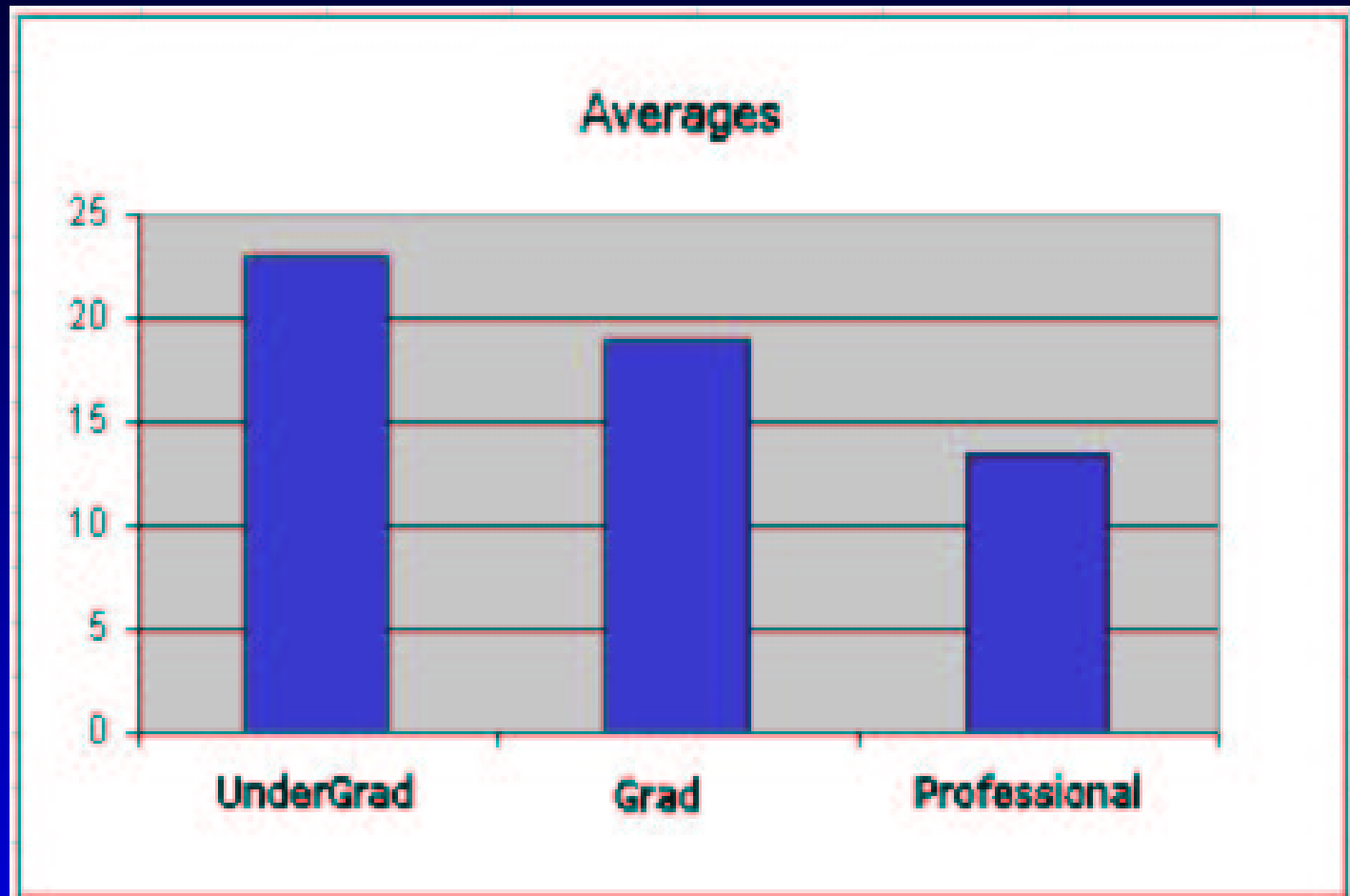
Equity for Women in Physics



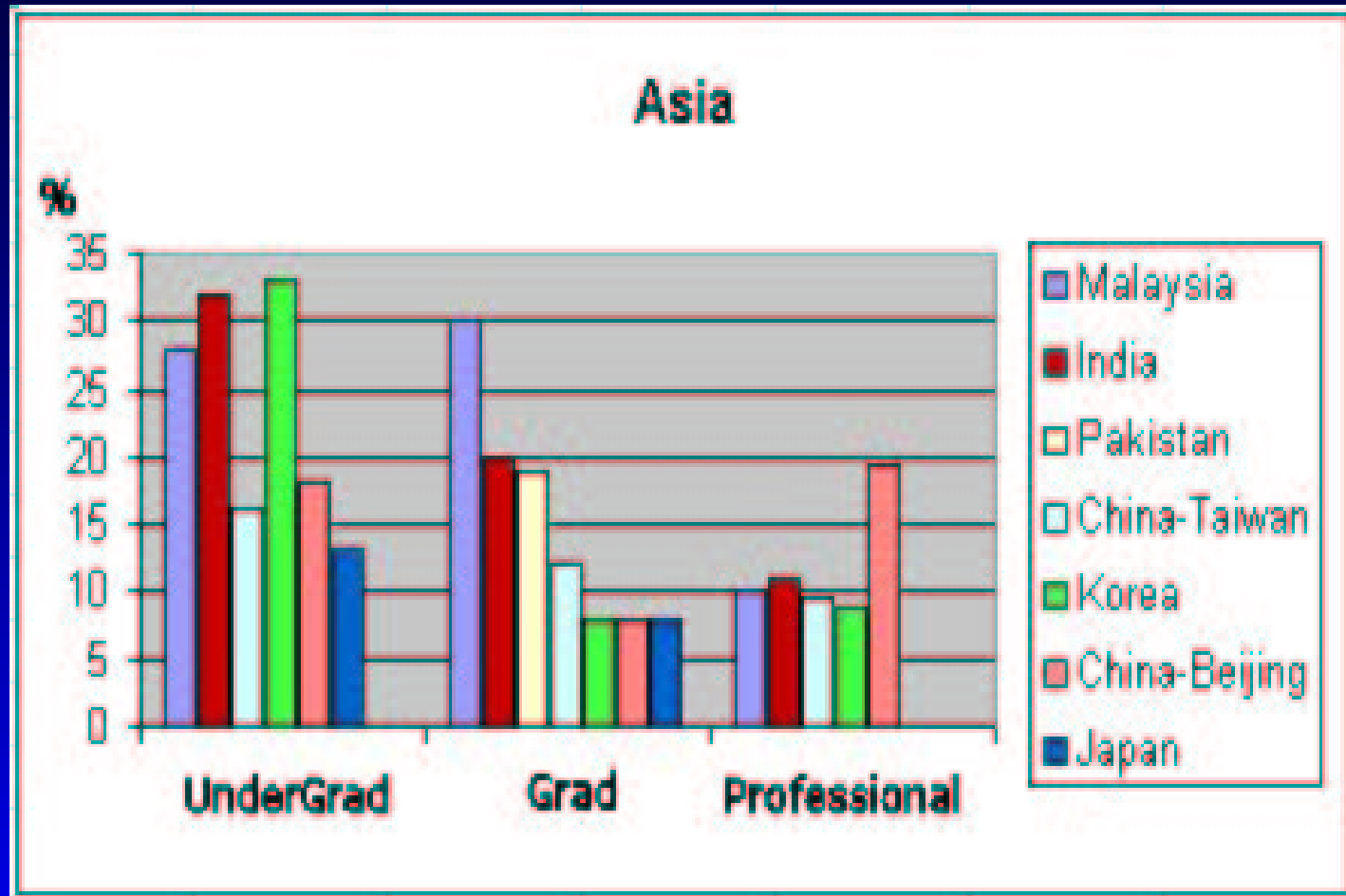
Summary

- What is the problem?
- Why is this a problem?
- Equity vs. Equal Opportunities
- How the situation can be improved?

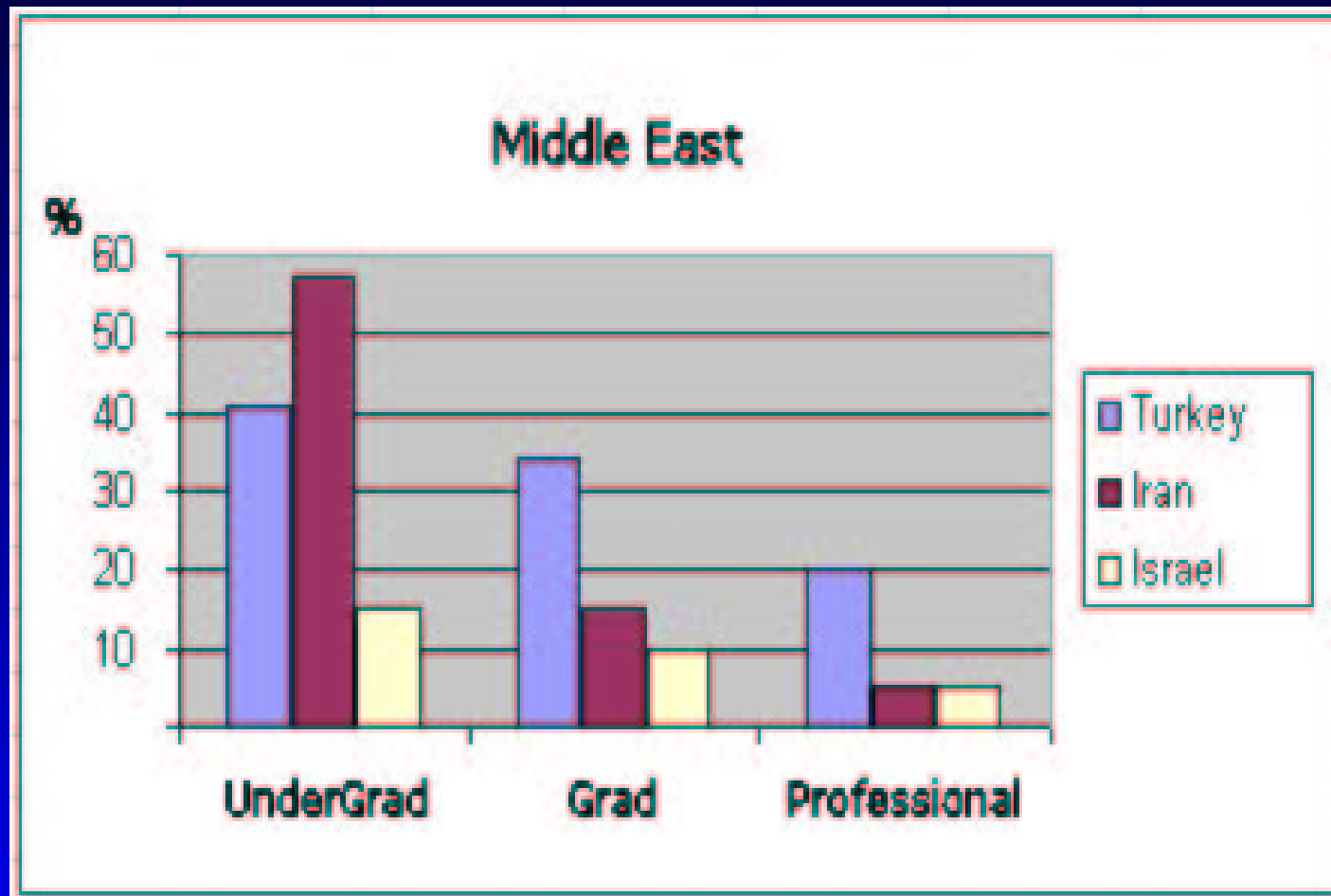
The Problem



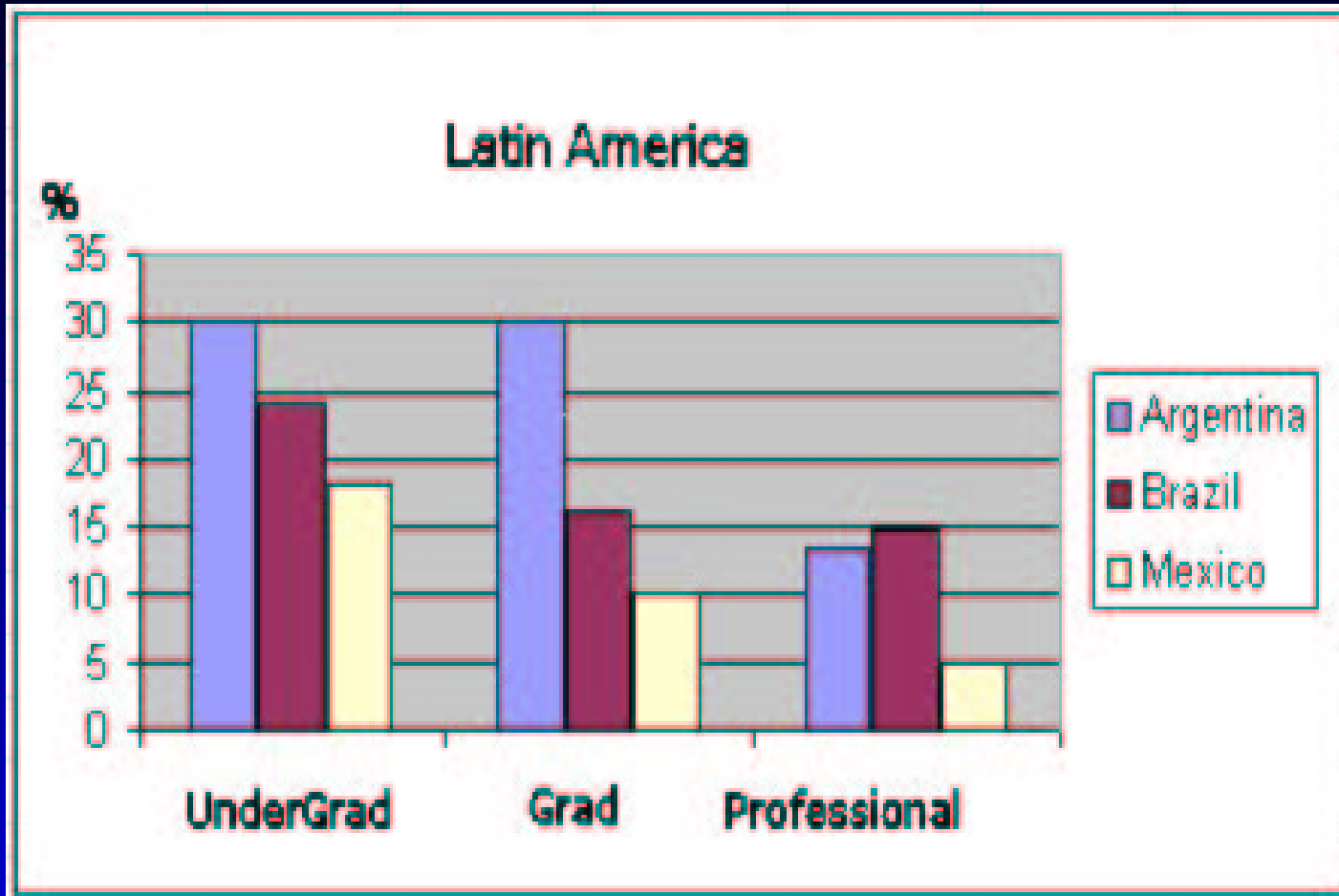
Asia



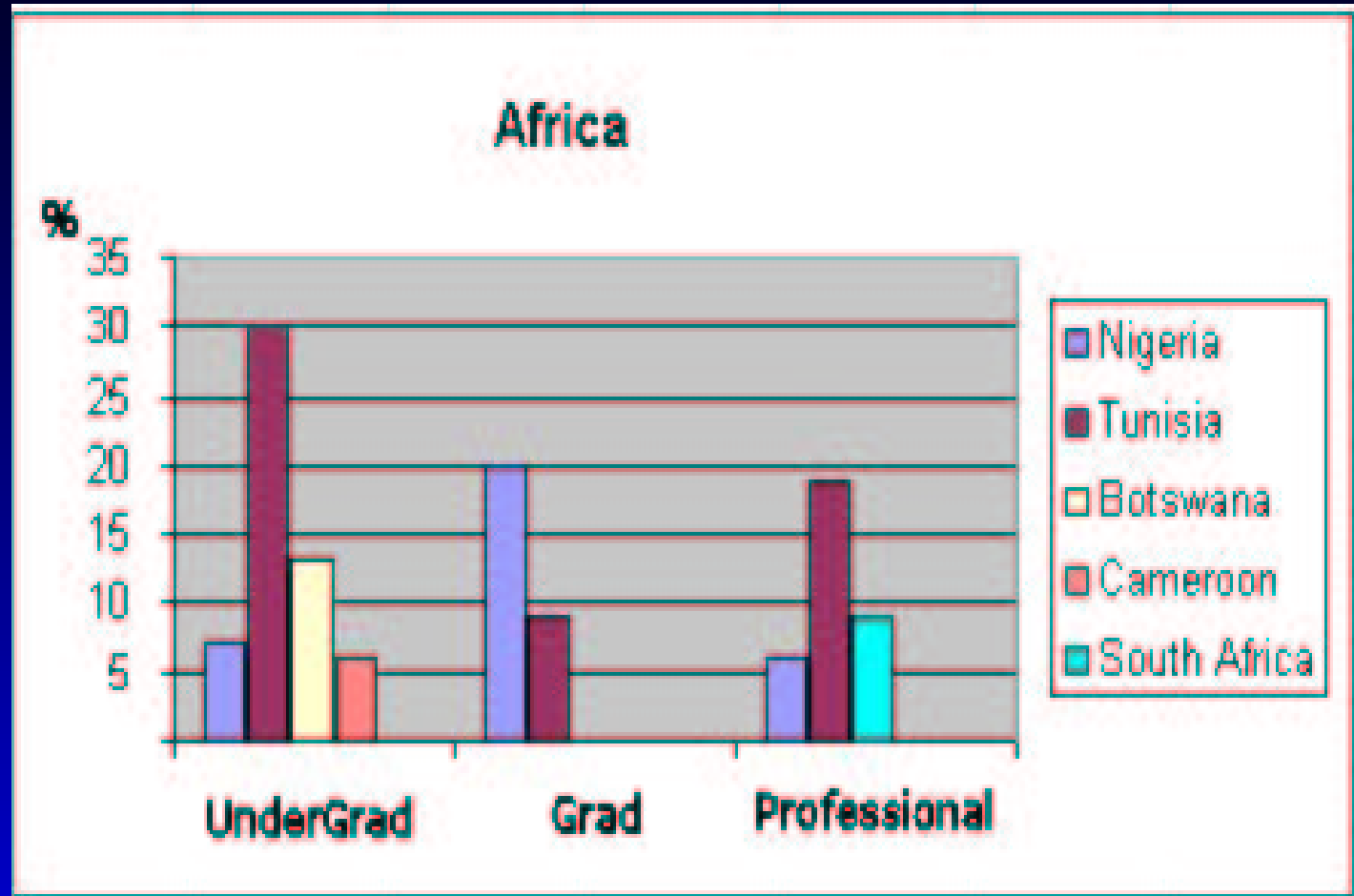
Middle East



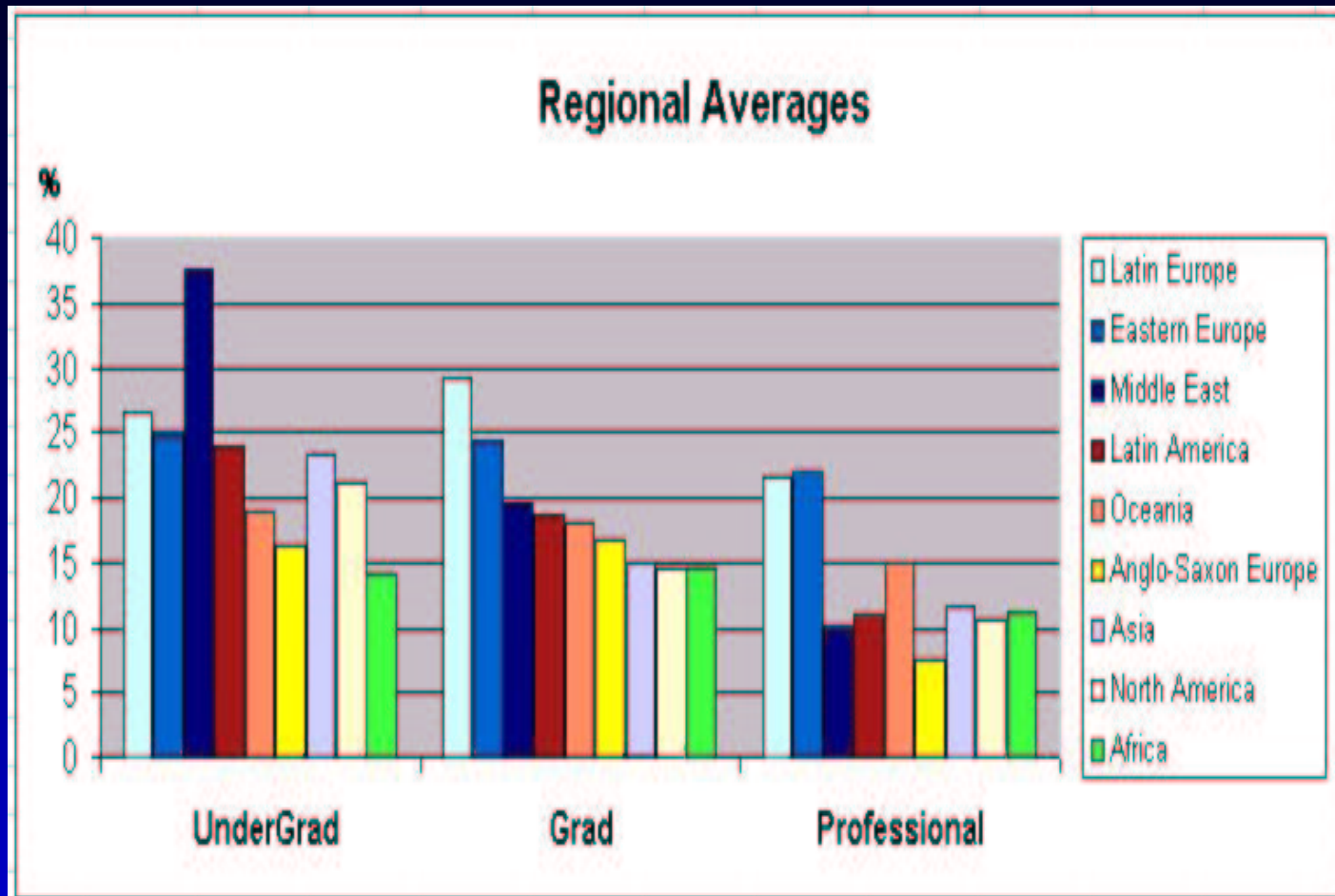
Latin America



Africa



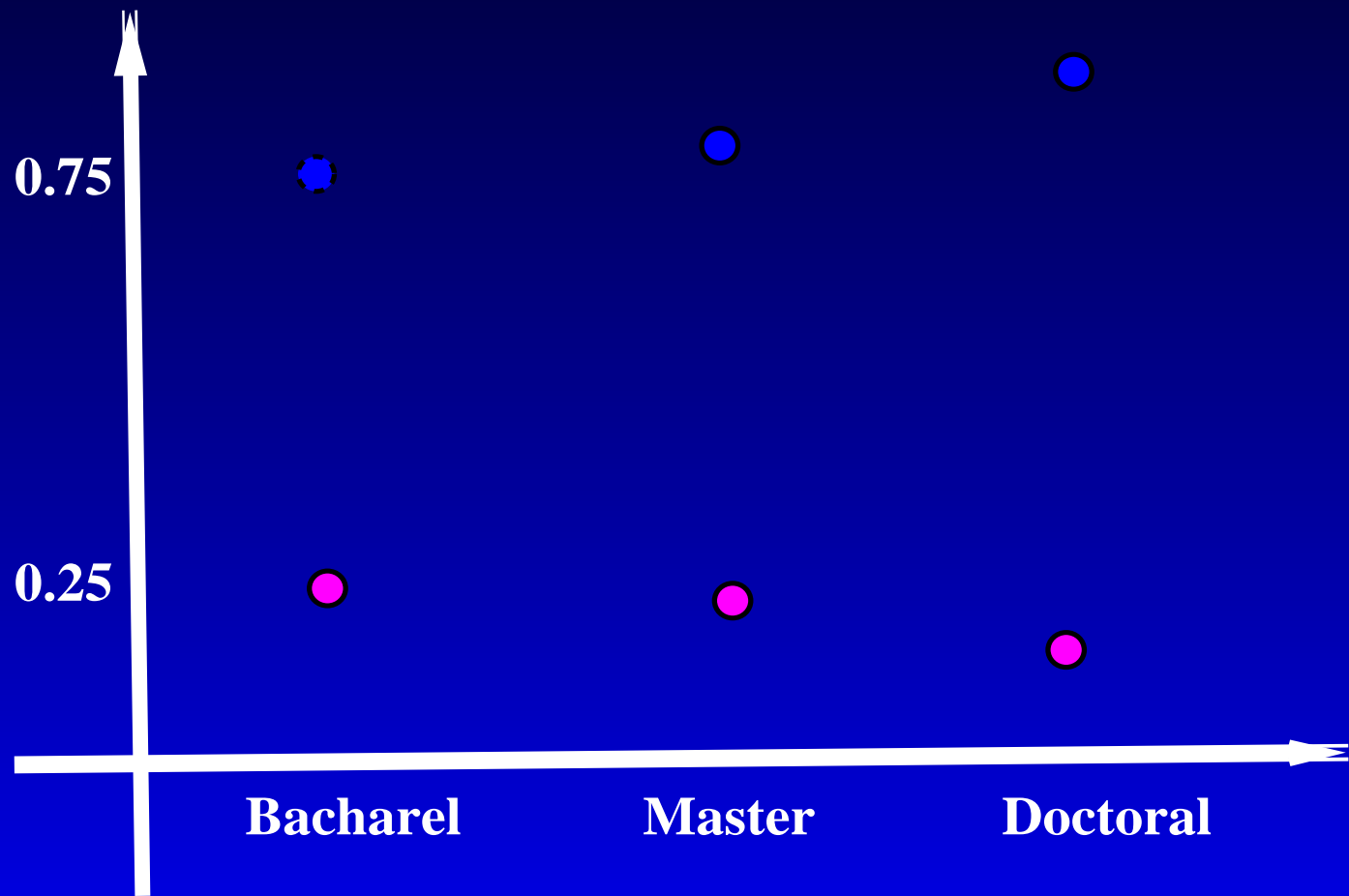
Regional Averages



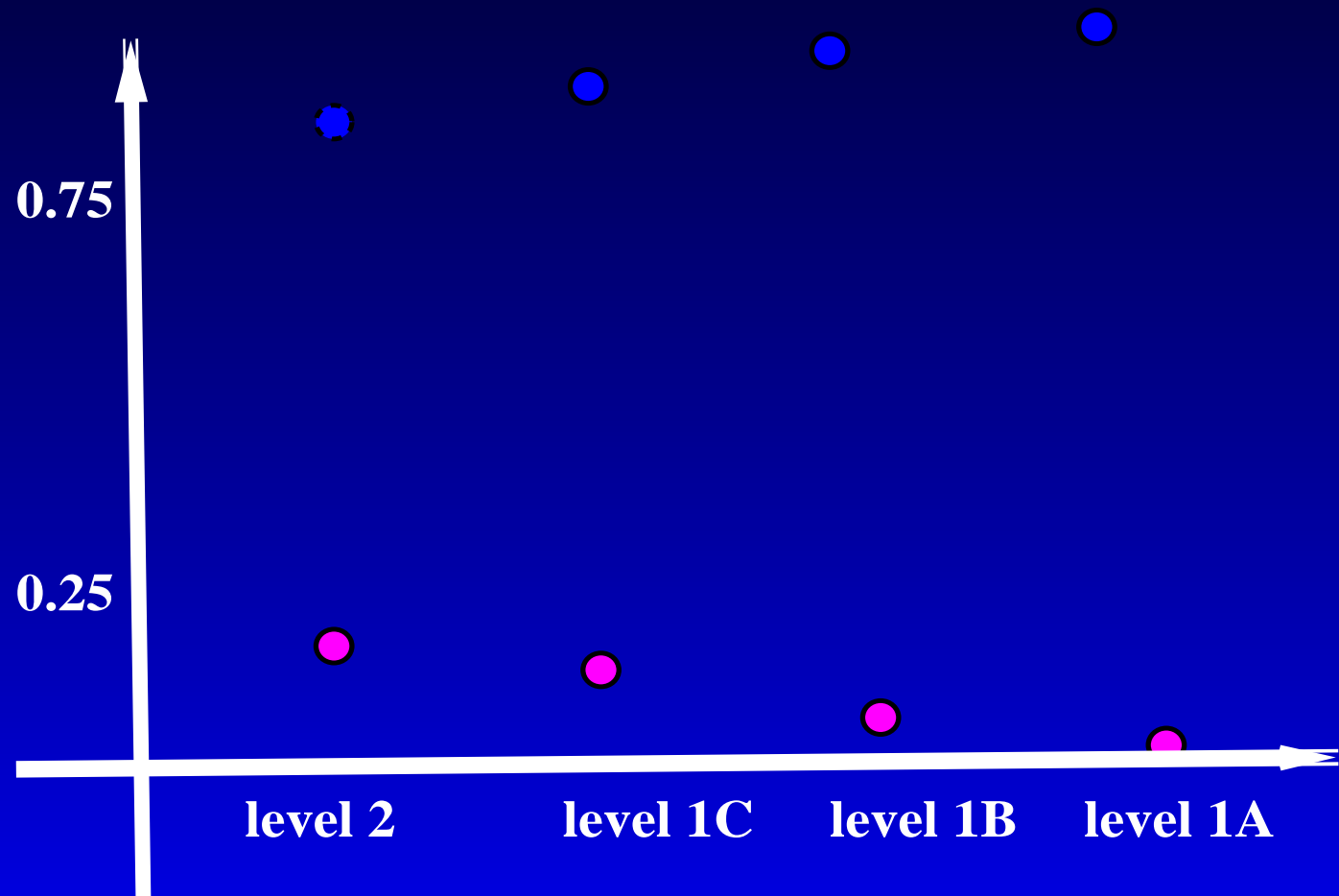
Why is this a problem?

- Good for women
- Good for Society
- Good for Physics

Equality



No Equity



What can be done?

- Attracting women to physics
 - 2005 World Year in Physics
 - Special high school programs

What can be done?

- Keeping women in physics
 - Networking – <http://www.if.ufrgs.br/iupap>
 - Special Sessions about Women in Physics in Scientific Meetings
 - Grants for women to attend conferences
 - Making sure there are women in decision making positions
 - Changes in the hiring process.
 - Flexibility in the PhD program for women that decide to have a child

What can be done?

- Bringing women back
 - Programs for help women to return to the career
- Societal awareness about the problem
 - Data Bank of Women in Physics
 - Second International Iupap conference on women in physics, Rio de Janeiro, May. 2005