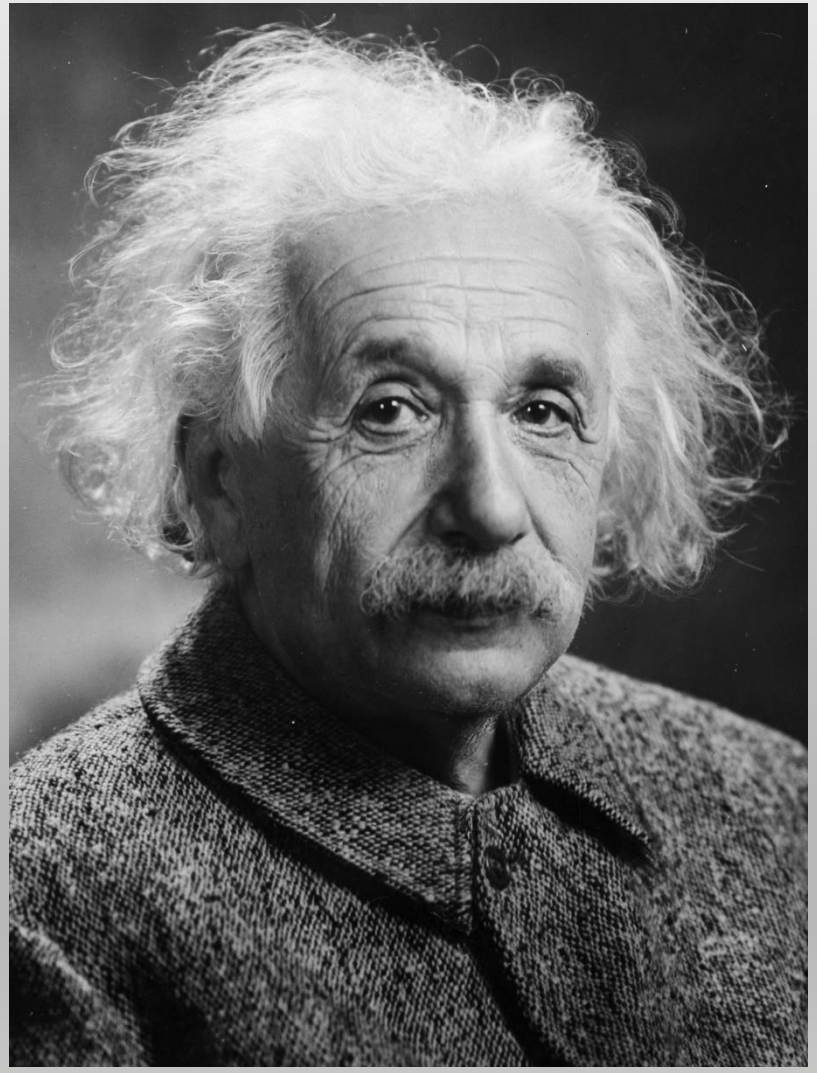
Empowering Women in Science in Latin-America

Dra. Virginia H. Albarracin
Investigadora Independiente CONICET
Responsable Científica CIME
Founder and Vice-Chair MCAA Argentina Chapter

Goals

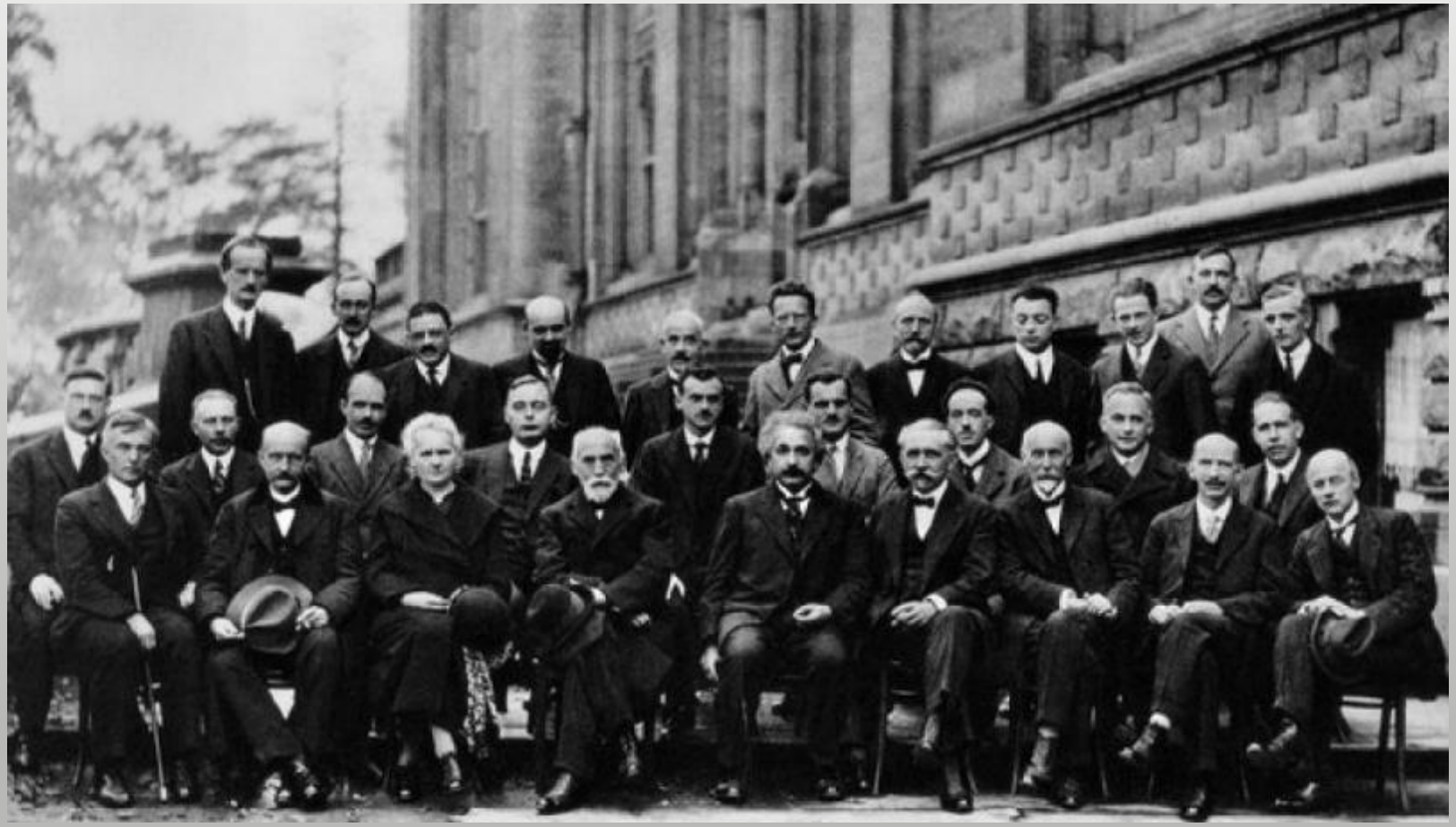
- To show the gender gap in science in LA/ARG
- To discuss policies towards equility in science
- To show the activities of the MCAA Argentinean Chapter for promoting WiS

Why Empowerment?



Why Empowerment?

Gender Gap in pictures



V Congreso Internacional de Solvay, Bélgica, 1927

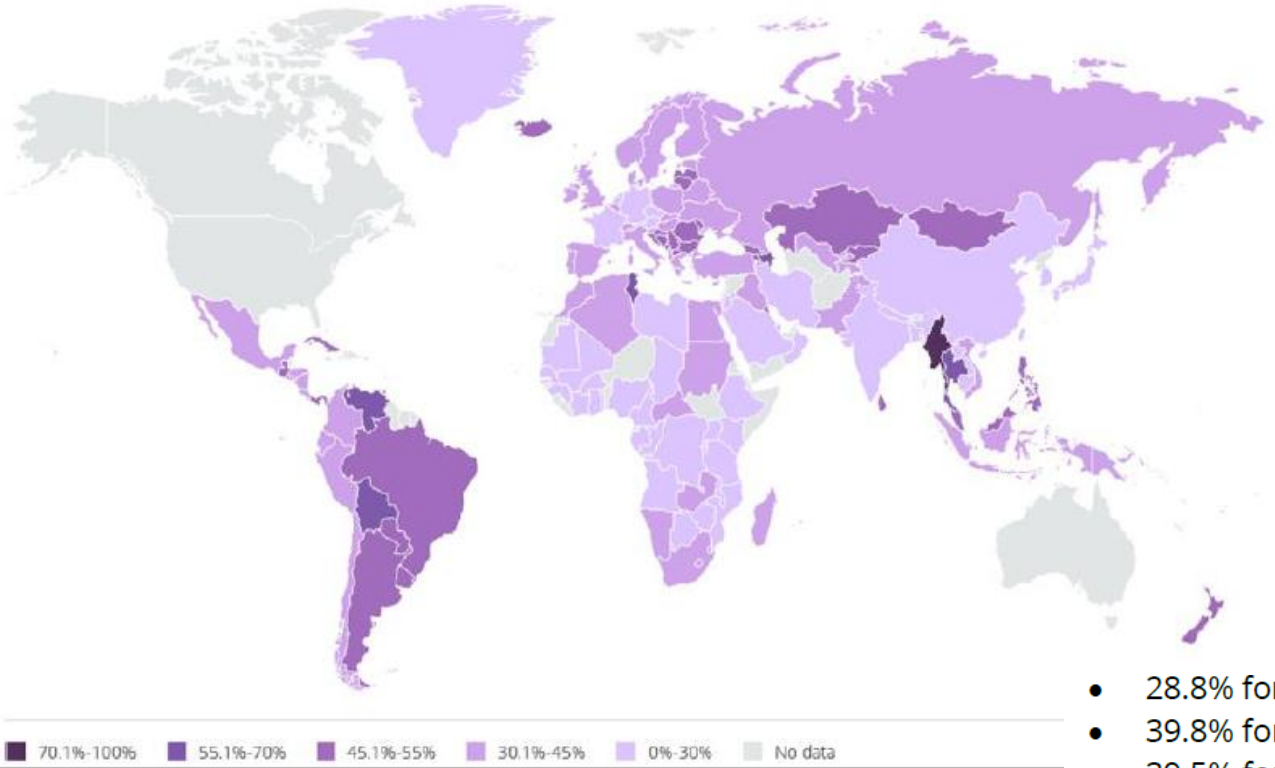
Gender gap in pictures

Gabinete exMINCyT, Buenos Aires, 2017

World Gender Gap in Science

Figure 1. The gender gap in science

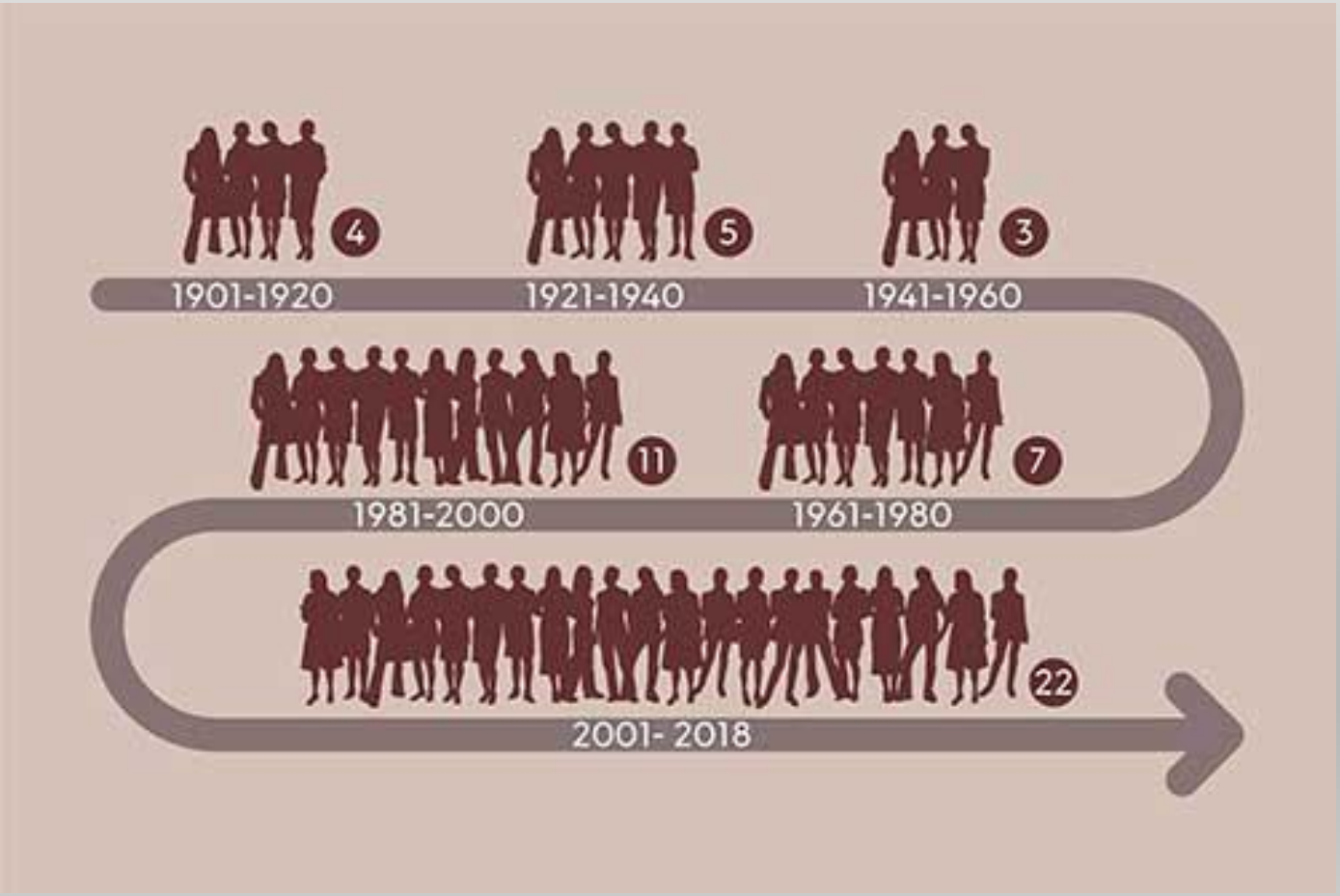
Women as a share of total researchers, 2016 or latest year available



- 28.8% for World
- 39.8% for Arab States
- 39.5% for Central and Eastern Europe
- 48.1% for Central Asia
- 23.4% for East Asia and the Pacific
- 45.4% for Latin America and the Caribbean
- 32.3% for North America and Western Europe
- 18.5% for South and West Asia
- 31.3% for Sub-Saharan Africa

World Gender Gap in Science

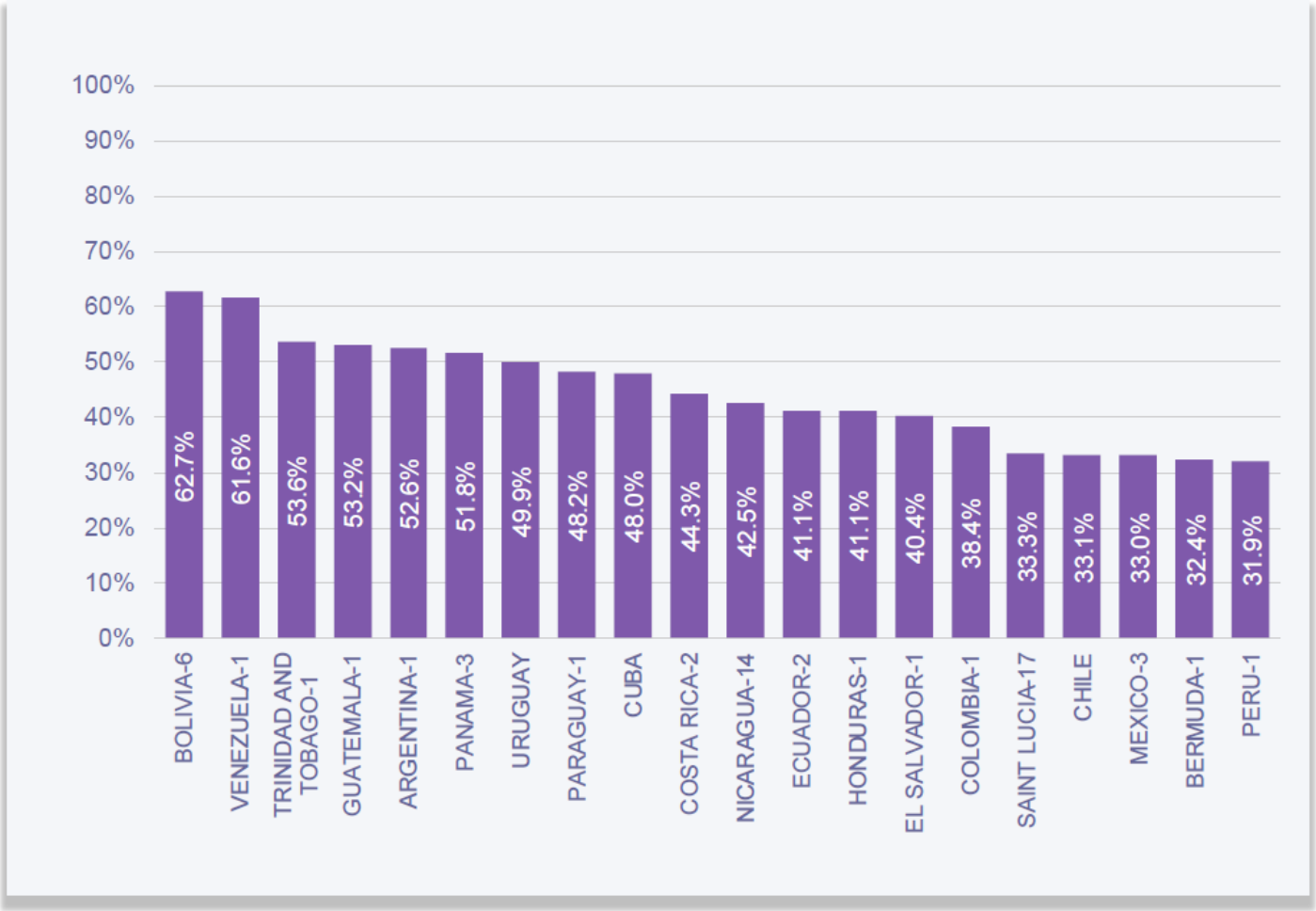
NOBEL PRIZE WINNERS
957 AWARDS SINCE 1901
(54 W in 118 YEARS!!; less than 6%)



Gender Gap in America

Figure 2. A breakdown of female researchers in the Americas

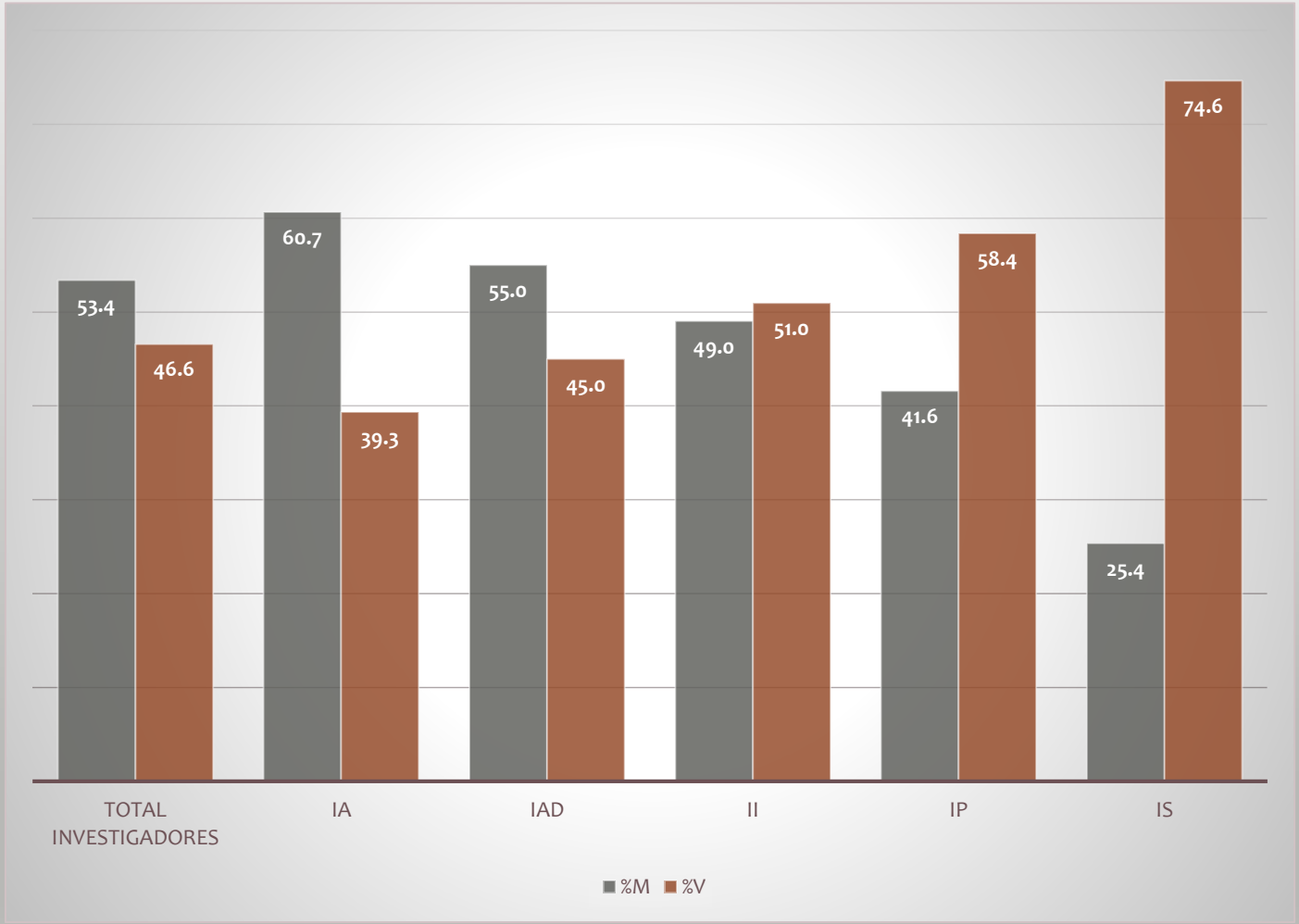
Female researchers as a percentage of total researchers (HC), 2016 or latest year available



Notes: -1= 2015, -2 = 2014, -3 = 2013, -6 = 2010, -14 = 2002, -17 = 1999.

Source: UNESCO Institute for Statistics, June 2018.

Gender Gap and Glass Ceiling in ARG (Researchers CONICET)



Datos SECyT, Dic 2017
Total Inv CONICET: 10255

Gender Gap and Glass Ceiling in ARG (Decision Making)

- Direction UE : 30% W
- CIN/CRUP: 70-80% W
- President CONICET: 1 W in 61 years.
- Mincyt-ExMincyt: No top positions for W in 12 years.
- Recognized researchers in LA and ARG are mostly men:
- Awards: 90 al 75% for Men.

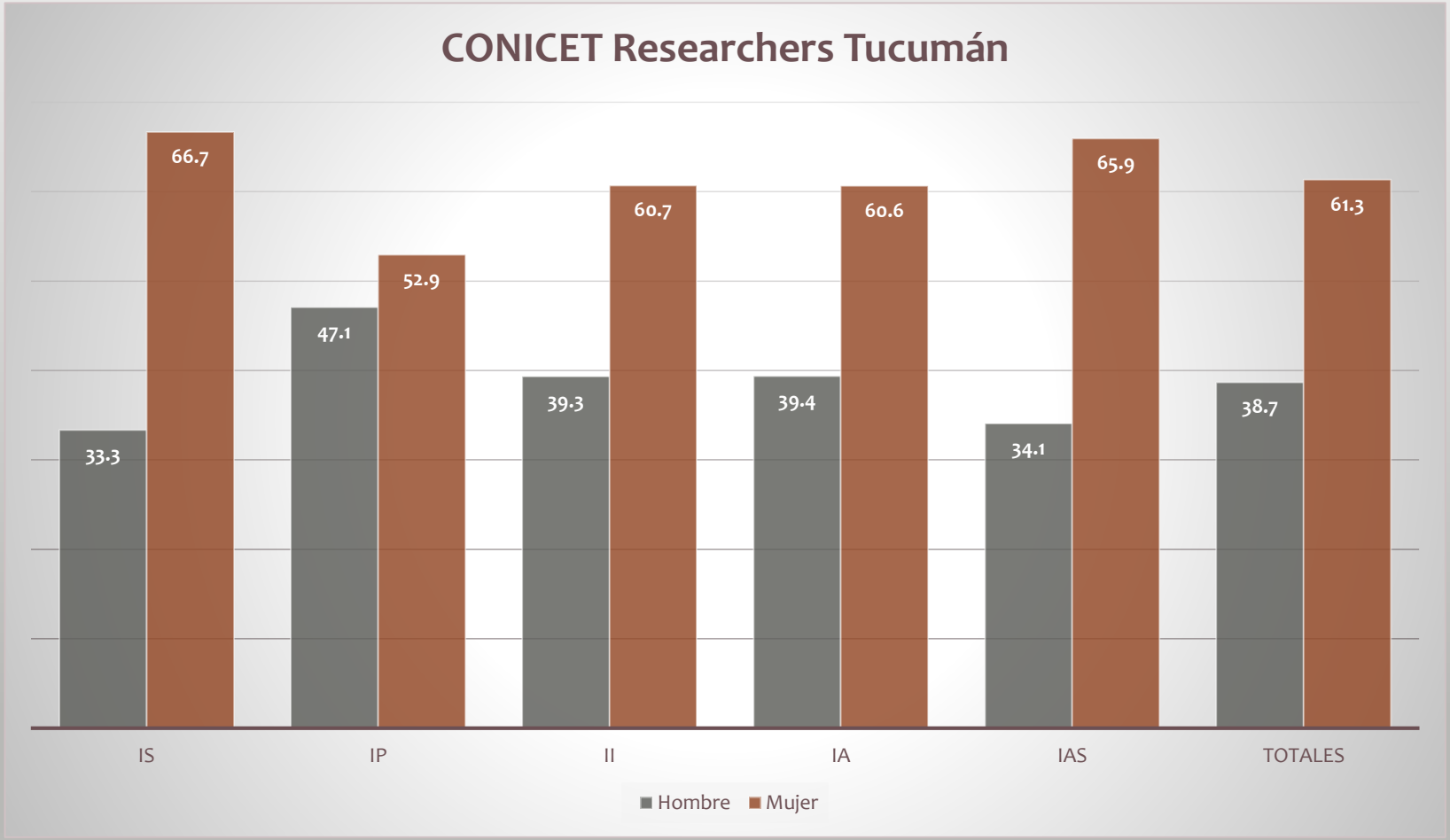
The biggest award in Science in ARG
«Investigador de la Nación»: 10 editions, only 2 W.

Some causes?

- Socio-cultural context
  - Work/domestic duties
  - Maternity
  - Care tasks
  - Lack of models
  - Female Professional Stereotypes

- Academic-institutional context
  - Discrimination
  - Micro-machisms
  - Lack of policies
- Personal-family sphere.
  - Female models
  - Assessment of personal fulfillment
  - Family mandate

Science in Tucuman: Feminization!!



IT IS NOT A QUESTION OF JUST NUMBERS!!

Feminization in Science in Tucuman: Victory or Defeat??

- More W in decision-making positions?
  - Directors UE in Tucumán: 30% W
  - Director CCT: 1 W in 15 years
  - SIDETEC: 1 W
  - SCAIT/CIUNT: Last 3 W.

- Better working conditions for W?
  - Better working conditions for combining work/family?
  - Better salaries to afford child care?
  - Less violence, discrimination and micro-machisms?

- In research topics
  - Are there more research projects addressing gender issues?
  - Is the gender perspective taken into account when managing interpersonal relationships in a research group?

So, what to do?

- Socio-cultural context.
  - Stimulate scientific vocations in girls and adolescents, especially in STEM
  - Disseminate models of successful scientists in the academy and in personal life.
  - Support initiatives to improve female participation in decision making.
  - Deconstruct my daily practice !!
    - Self-assessment
    - Promote sorority!
    - Banish stereotypes!
    - Do not naturalize micromachisms, or episodes of violence (of any kind).
    - Do not accept social mandates.
    - Learn to exercise female power

So, what to do?

- Academic-institutional context.
  - Put the topic on the S&T agenda.
  - Mainstreaming policy implementation.
  - Generate thematic networks with a gender perspective.
  - Promote women's presentations to scholarships, projects and promotions.
  - Fund research projects with research groups with a gender balance.
  - Funds / Stimulus Awards for Women in Science.
  - Special grants to support motherhood (extra allowances, take into account child care time for promotions and applications, etc.).
  - Improve work conditions (child care, lactation facilities, better salaries, protocols for avoiding discrimination and violence)

Promoting STEM by MCAA ARG

- Disseminate models of successful scientists in the academy and in personal life.

Promoting STEM by MCAA ARG

- Disseminate models of successful scientists in the academy and in personal life.

Promoting W in STEM by MCAA ARG

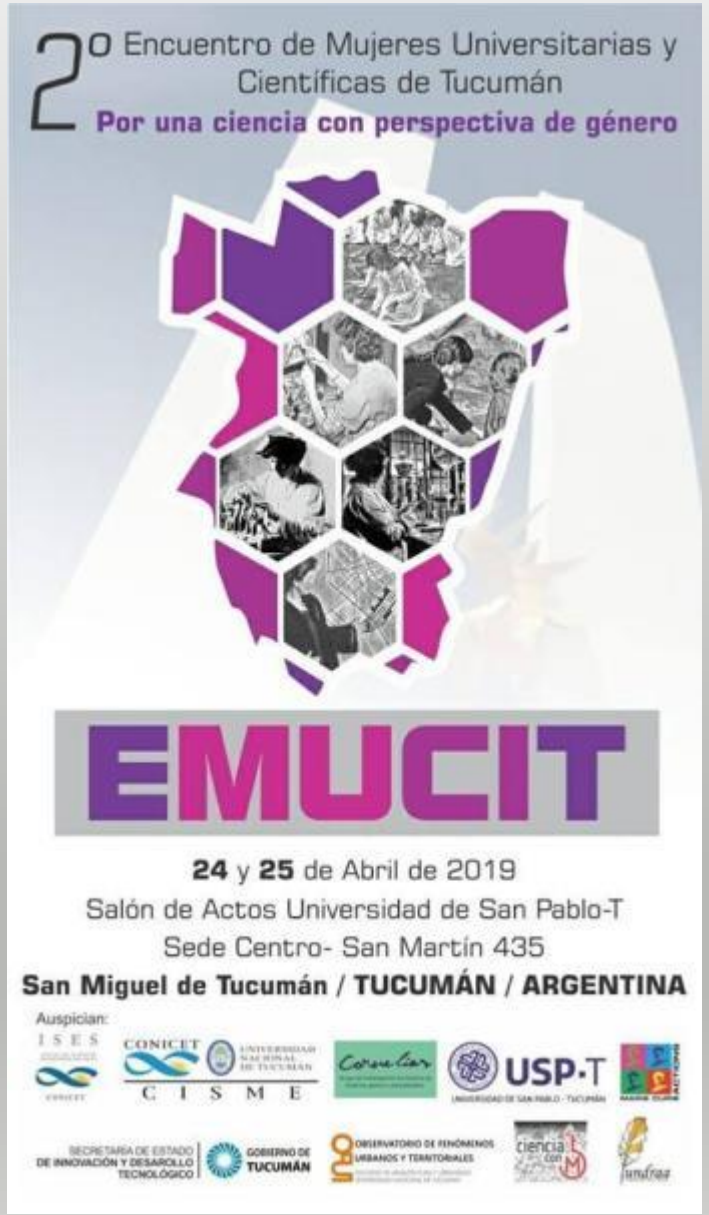
- Stimulate scientific vocations in girls and adolescents, especially in STEM

Promoting W in STEM by MCAA ARG

- Stimulate scientific vocations in girls and adolescents, especially in STEM

Promoting W in STEM by MCAA ARG

- Put the topic on the S&T agenda.



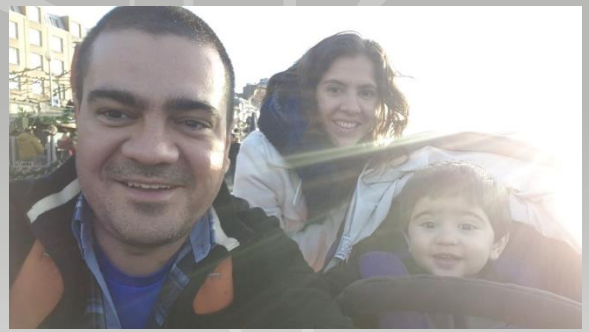
Promoting W in STEM by MCAA ARG

- Put the topic on the S&T agenda.

For more Ciencia con M…

2008

2014

2015

GRACIAS POR SU ATENCIÓN!!