



# International Conference on Women in Physics



## Gender balance in natural science: a case study of Belarus

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This work presents a survey of the women's representation in natural science and reviews new statistical data on gender imbalance in Belarus. Current national action plans for gender equality in the society are focused mainly on strengthening of institution of the family and marital relationship to advocate for the values of marriage and family and achieve gender equality in family relationship, including involvement of men into care work and child rearing processes. However, gender bias across the Belarusian scientific community shows the presence of "glass walls" in career paths for women compared to male scientists particularly in physics and arises open questions on which reasons account for leaks in the academic pipeline for women. Therefore, this study provides insights into critical issues important for future generations of female scientists in Belarus.

## Women in Physics in Ecuador: Ways to Encourage Other Women to Go Into Physics

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In Ecuador, as in many other Latin American countries, there is not a significant number of female physicists. In order to find ways to improve this situation, we identify how Ecuadorian women perceive the career in Physics at present. The method we use to obtain information are surveys inside three female groups: physics students, physicists working in this field and engineering students.

Beginning, we analyze the situation and the point of view of undergraduate and graduate physics students. The first group corresponds to students of the two Ecuadorian universities that offer this degree, Universidad San Francisco de Quito and Escuela Politécnica Nacional, while the later group is related to women who are studying abroad because of the limited number of graduate programs in the country. Second, we report the vision of female physicists who are working mainly in academia and in private sector. In general, they found employment in a variety of fields after earning their degrees. Finally, considering that there is an increasing number of women involved in engineering, we ask them if they considered Physics when they were analyzing their options. Surprisingly, there is an important group of them that considered Physics as their possible degree.

In this report, we summarize the most representative results and discuss briefly some possible ways to motivate other women in Ecuador to choose Physics as a career.