

# Women in Physics in France

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In France, several associations are working for the improvement of women positions in physics. We can mention three independent associations (with common members):

1. The “Femmes&Physique” (“Women and Physics”, F& $\Phi$ )  
Commission of the French Physical Society (SFP);
2. WIN France (Women in Nuclear);
3. The “Femmes & Sciences” (“Women and Science”) association that has a multidisciplinary basis (in relation with similar associations for mathematics, engineering...).



There are also dedicated units or networks related to the human resource management of research institutions:

4. The Mission for the Place of Women at CNRS (National Centre for Scientific Research);
5. PDF (Promoting Diversity & Women) in CEA (French Alternative Energies and Atomic Energy Commission);
6. CPED (network of the Equality-Diversity representatives in the universities). The network has 65 members and includes 3/4 of the French universities.



The activities of these groups can be summarized as follows:

- **Organizing conferences:** historical evolutions of women work in research, *statistics on women situation and promotion*, women work-life balance, girls’ job choices and the underlying stereotypes, making propositions over *the origins of the differences* and over what can be done to improve the position of women... (1,3,4,6);
- **Speaking in primary and secondary schools/organizing visits in laboratories**, in order to show to girls that physics (science) is “cool”, to give them living examples of female physicists as role models, to convince them that physics is useful in everyday life. (2,3,4,5);
- **Improving women’s visibility:** build up lists of speakers for different audiences, including general public, scholars, and media (1); recommend a female/male ratio equivalent to the ratio in the field pool among organizing committees, invited speakers, speakers for the conferences with financial impacts (1,4,5,6); recommend women for awards and honorific positions (1,2,3,4,6), encourage living female physicists to write their web pages and publish web pages on famous female physicists (1,2); promote international women networks (2,3,4);
- **Setting up a mentoring scheme:** to help women to make good choices/to take part to a network (1,2,5,6);
- **Interfering with the institution management** in order to initiate changes: propose new rules/selection criteria, motivate women for participating to hiring/promoting committees, make these committees aware of the existing bias and their consequences (1,4,5,6).