

Women in Physics in Israel: An Overview

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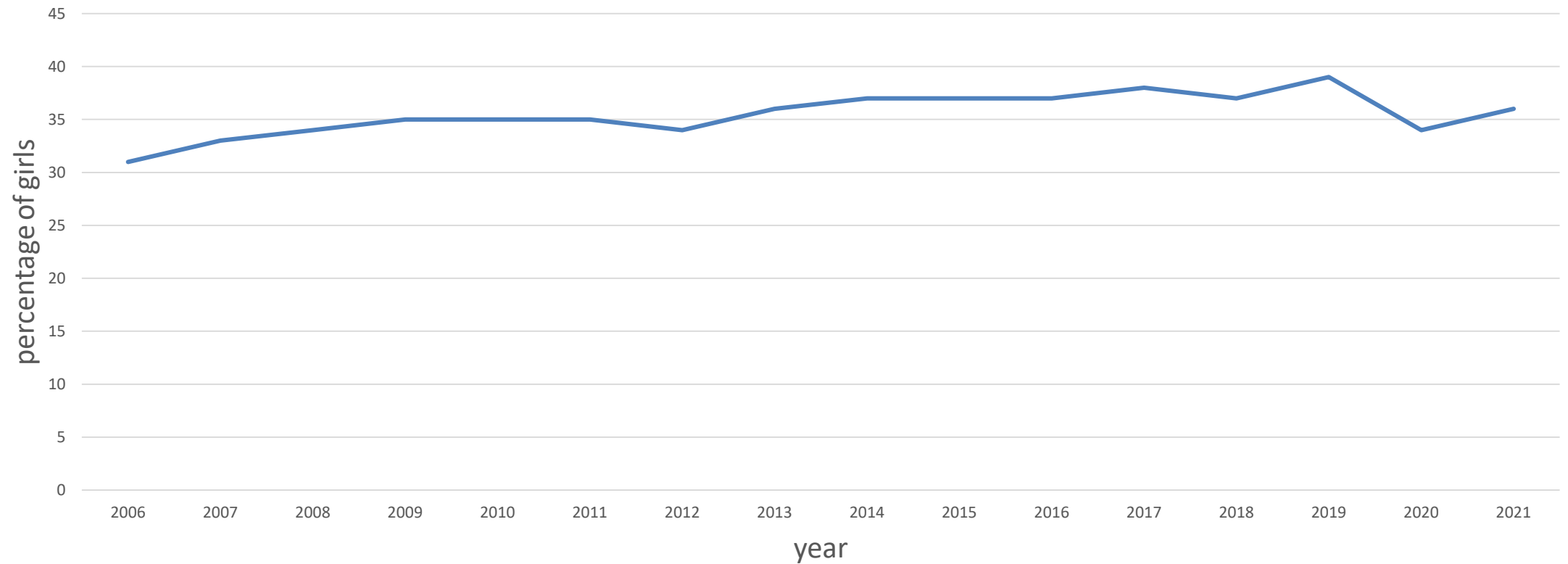
Unique features

- Familial society
 - 70% of Ph.D. students are married or in relationship, 40% are already parents
- Percentage of women is low compared to the US and western Europe
 - About 10% of academic staff
- Percentage of women students in biology, chemistry, above 50%

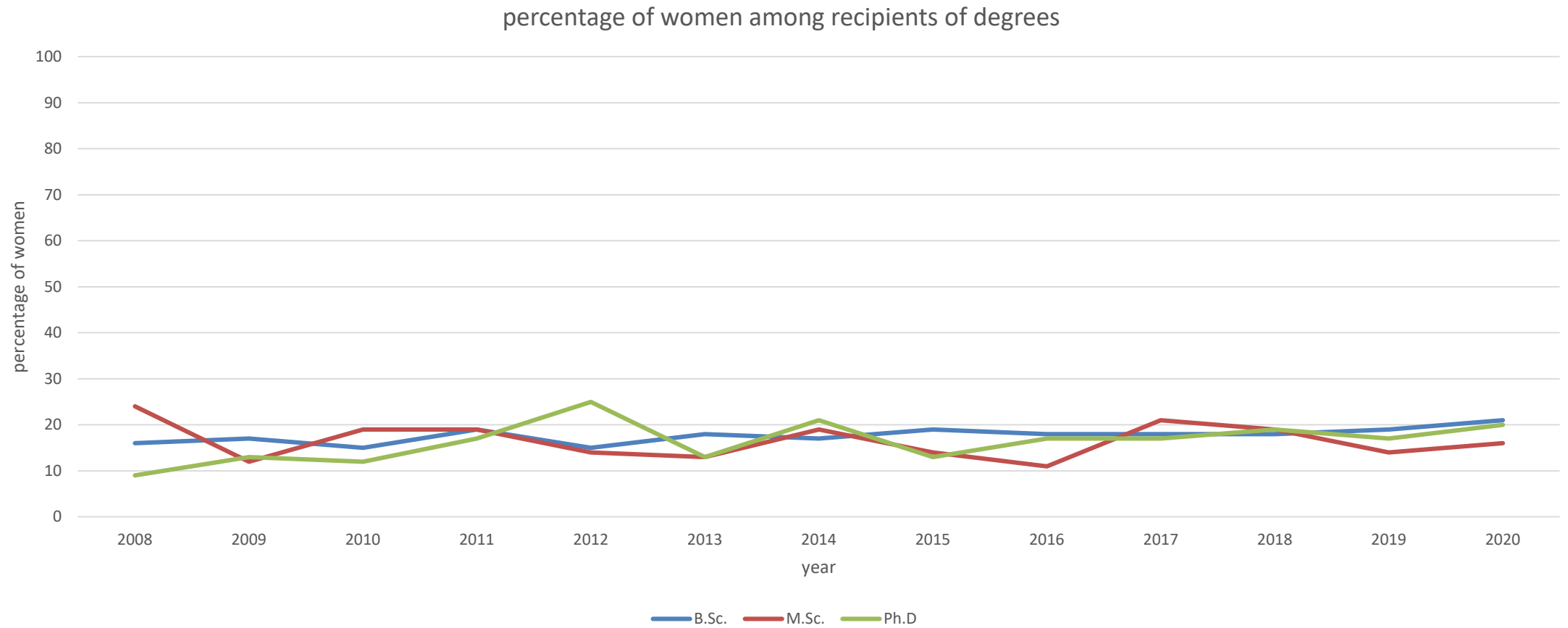
	Total	B.Sc	M.Sc	Ph.D
Physics	20	21	16	20
Chemistry	59	60	66	47
Biology	69	71	65	60
<u>Grand Total (in all subjects)</u>	<u>57</u>	<u>57</u>	<u>59</u>	<u>51</u>

High School Students

percentage of girls among high school physics students



University Students



Academic Staff

Percentage of women in tenure or tenure-track positions in the faculties of physics

	Senior lecturer	Associate professor	Full Professor	Overall staff
2015	11	8	4	7
2016	12	7	5	7
2017	14	7	5	8
2018	15	6	5	9
2019	13	9	5	9
2020	18	7	3	9

Current Initiatives

- **Empowering and encouraging graduate students:** by special training on work-life balance as well as leadership workshops, mentoring programs by senior scientists, etc.
- **Encouraging post-doctoral training overseas:** by providing financial support for post-doc training abroad (e.g., <https://che.org.il/en/scholarship-program-outstanding-postdoctoral-students/>), and by meetings of graduate students with returning scientists, giving information on post-doc opportunities.
- **Increasing awareness of gender equality on campus:** unconscious bias training and sexual harassment training for all staff members, strengthening the connections and networking among women scientists.
- **Formulating a comprehensive organizational strategy to promote gender balance:** several institutions have recently formulated and implemented an overall organizational program, with measurable goals to increase the gender balance in STEM field, in all levels.
- **The “Equator” program for gender equity:** The Israeli Council for Higher Education (CHE) and its Planning and Budgeting Committee (PBC) have established a five-year program by which the academic institutes receive competitive budgeting based on their progress towards gender equity (<https://che.org.il/en/the-new-multiannual-program/multi-annual-plan-for-gender-fairness-in-academia/>).
- **AFIK in academia** (<https://www.afikinacademia.org/afik>) is a female professors’ non-profit organization, founded in 2021, aimed at encouraging equality for female university researchers and their roles in senior management positions in Israeli universities.

References

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2. *Central Bureau of Statistics 2022 Report*, Israel.
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4. *M. Eran-Jona and Y. Nir, Physical Review Physics Education Research 17, 020101 (2021)*, Choosing physics within a gendered power structure: The academic career in physics as a “deal”.
5. *M. Eran-Jona and Y. Nir, arXiv:2007.02251*, Ph.D. in physics as a hurdle race, and the “glass hurdles” for women
6. *Y. Nir and E. Ranen*, Database on Israeli female post-doctoral researchers in physics.