



EU Policy Initiatives

Promoting women in science:

Lithuanian Women in Physics in 2023

*Šatkovskienė Dalia¹, Pralgauskaitė Sandra², Rutkūnienė Živilė³,
Palaimienė Edita⁴, Lengvinaitė Dovilė⁵*

^{1, 2, 4, 5}Faculty of Physics, Vilnius University, Saulėtekio av. 9, III, Vilnius, Lithuania

*³Department of Mathematics and Natural Science, Kaunas University of Technology,
Studentų str. 50–218, Kaunas, Lithuania*

The current situation and its changes in the main scientific institutions of Lithuania, are closely related to the EU policy on gender equality in science. A lot has been done in this area over the past 20 years thanks to the EU's gender equality policy initiatives. In all Member States of EU as well as in Lithuania, **monitoring of gender-sensitive data has become the norm in scientific organizations. The “institutionalization” of gender equality problem made it a problem of scientific institutions** but not of single individuals. To this end, the structural change being made in the scientific system and affecting hiring and scientific performance appraisal procedures becomes more transparent, allowing women to pursue careers in physics. It was also recommended for each research organization **to develop and implement Gender Equality Plans (GEPs)** and establish **Gender Equality Officer position** or Committee responsible for coordinating the implementation of gender equality issues in the organization, reporting the results annually to the organisation's governing bodies.

The **GEP establishes priorities and clear-cut objectives** (based on a thorough status quo assessment), and **the specific measures that will be implemented to improve gender equality within research organisation**. The one of the latest EU policy initiatives towards improvement of gender balance in research institutions and universities is addressed **when applying for EU-funded scientific projects**. One of the **eligibility criterion** is that a Gender Equality Plan (GEP) is in place. The requirement by default **in applied scientific fields is the integration of a gender dimension into research and innovation content**. As a result, Lithuanian universities and research organizations performing physics **have been called upon to focus more on gender balance and gender equality**. This has **reduced resistance** to structural change **within the physics community** and **increased career opportunities for women physicists**.

Lithuanian physicists work for three Physics research organisations:

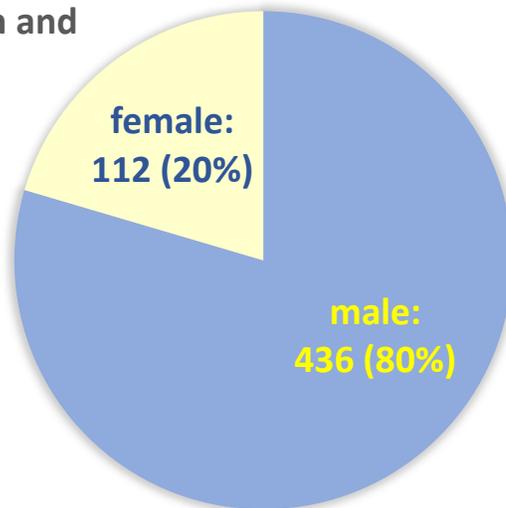
- the Faculty of Physics of Vilnius University (VU FF),
- the Centre for Physical Sciences and Technology (FTMC),
- the Faculty of Mathematics and Natural Sciences of Kaunas University of Technology (KTU).



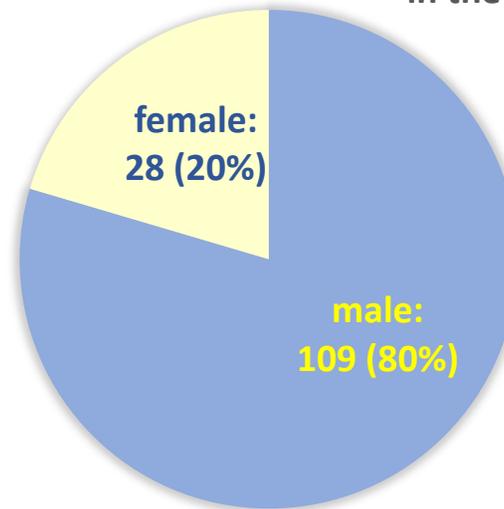
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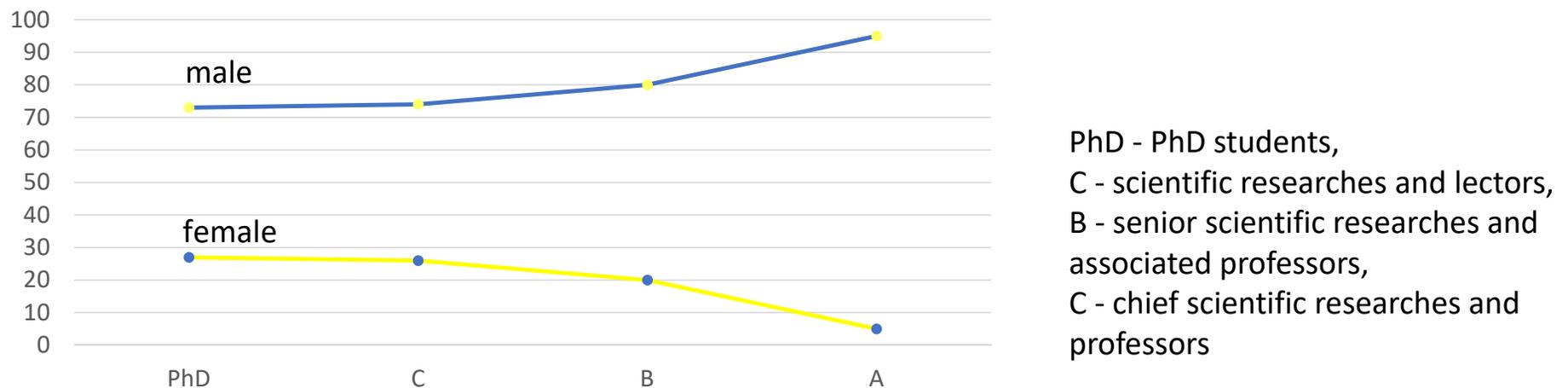
Distribution of academic staff
(physicists) by gender in
Lithuanian research and
study institutions



Distribution of physicists by gender
in the decision making bodies
of Lithuanian research
and study institutions



Percentage distribution of academic staff by gender at different levels of scientific career in Lithuanian research and study institutions



Lithuanian Academy of Science: in the Section of Mathematics, Physics and Chemical Sciences there are 10 male members physicists, but there is not and never has been a single female academician.

Research Council of Lithuania: Expert Committee of Natural and Technical Sciences consists of 10 scientists, two of whom are women, but there are no female physicists and there never were.

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Lithuanian physicists actively took part in development GEPs of their research organizations. Among other initiatives to raise the visibility of women physicists, a book-album "Lithuanian Women Physicists 2021" was published [1]. It was sponsored by all Lithuanian organizations performing physics research. The book was presented at the 44th Lithuanian National Physics Conference. The initiatives by Lithuanian women physicists aimed at raising their visibility have, however, yielded some results. The National Lithuanian Radio &TV established the "Discovery of the Year" Award. The first Lithuanian female scientist to receive this honourable title was a physicist.

References:

1. Lithuanian Women Physicists 2021. *Editorial board D. Šatkovskienė & S. Pralgauskaitė, BASNET Forumas 2021. ISBN 978-609-96258-0-5* (in Lithuanian).

Thank you for attention!