



# WOMEN AND PHYSICS : STATISTICS FOR FINLAND

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# OUTLOOK

In Finland...

...we have **women in STEM...**

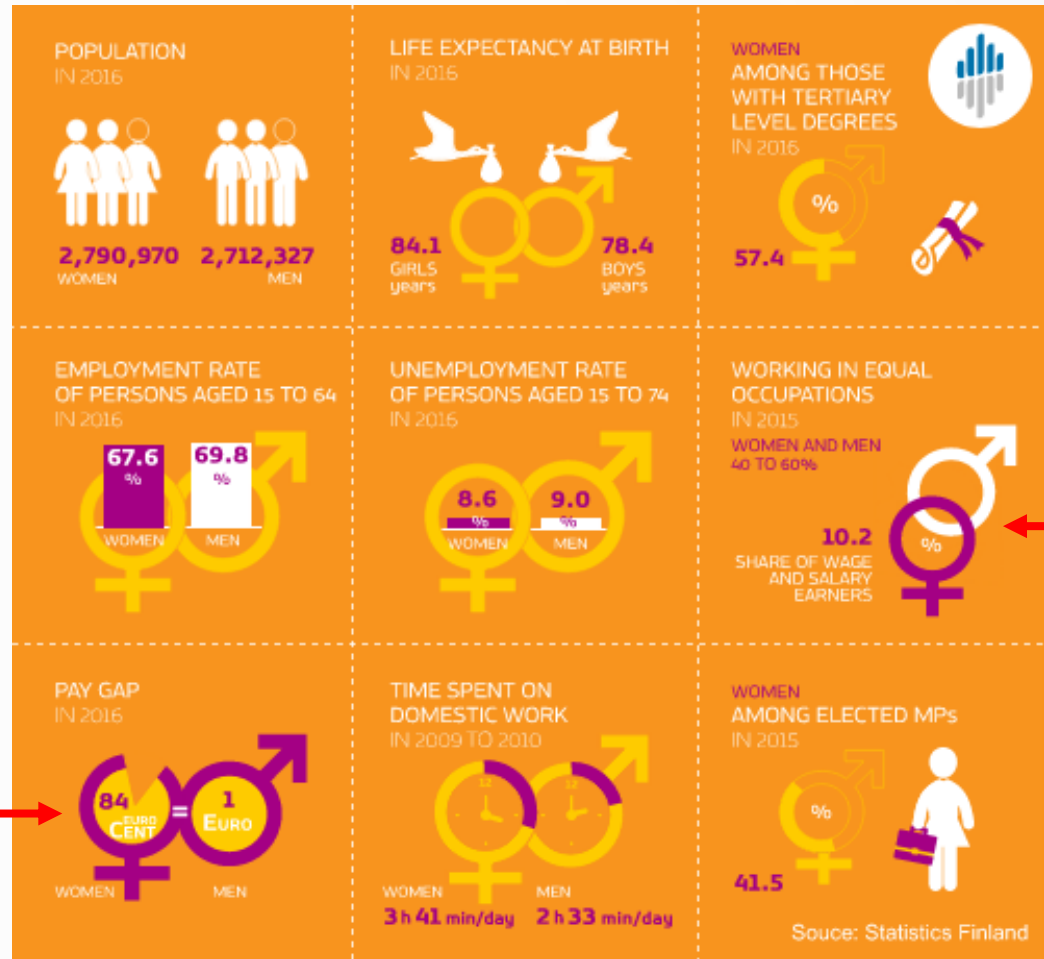
...and **women in Physics...**

...and we pursue **to have more women** in there...

...but we do have **a problem.**



# WOMEN IN FINLAND



<https://study-abroad.international.uiowa.edu/programs/details/index.php?crse=349>

[http://www.stat.fi/tup/tasaarvo/index\\_en.html](http://www.stat.fi/tup/tasaarvo/index_en.html)

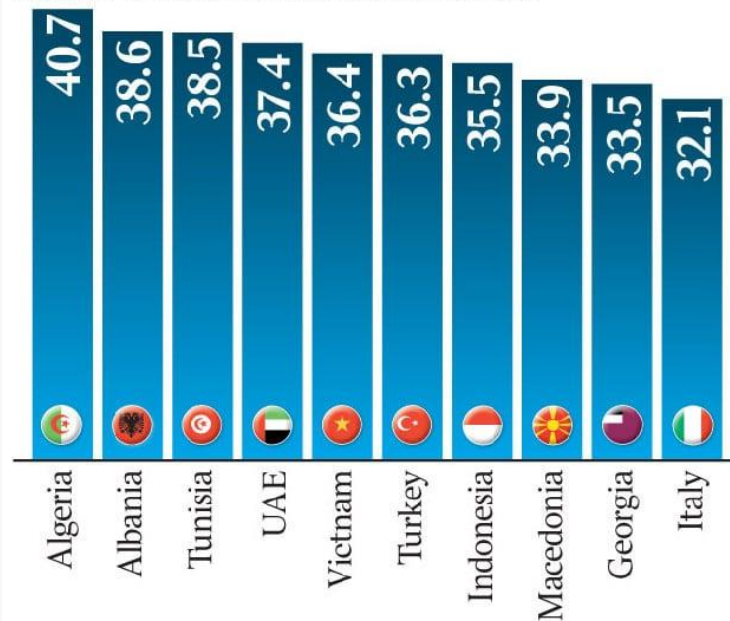


# WOMEN IN STEM IN FINLAND

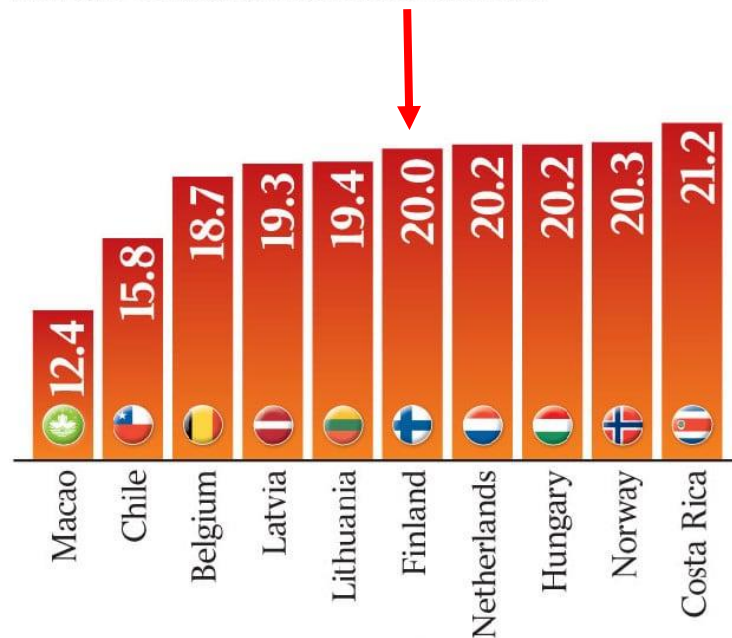
## THE GENDER EQUALITY PARADOX

% of STEM graduates who are female

### MOST FEMALE STEM GRADS



### LEAST FEMALE STEM GRADS



(STEM = Science, Technology, Engineering, Mathematics)

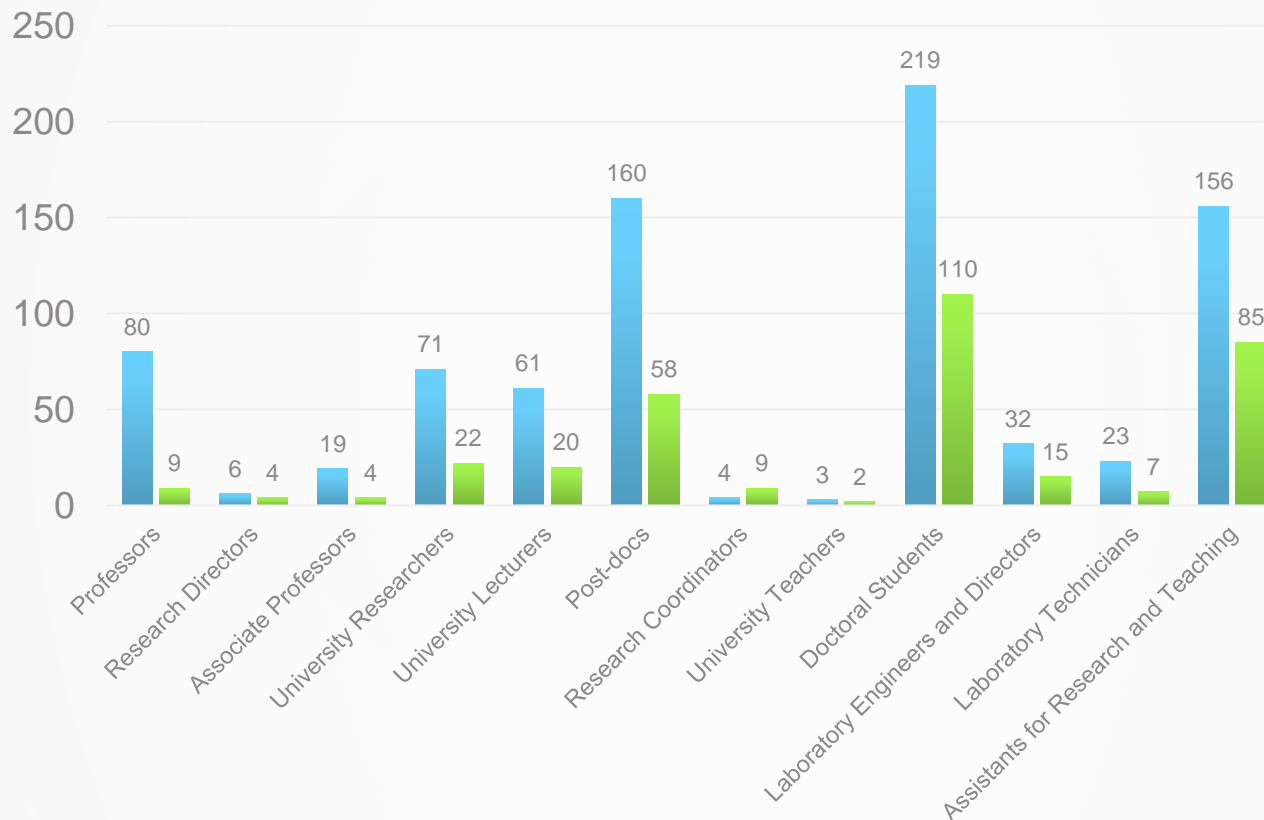
Source: *Psychological Science*

The Australian



# WOMEN IN STEM @ UNIVERSITY OF HELSINKI

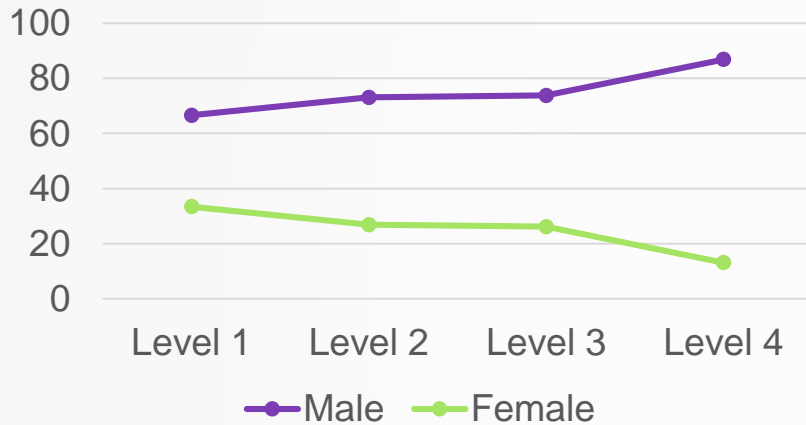
## University of Helsinki Faculty of Science



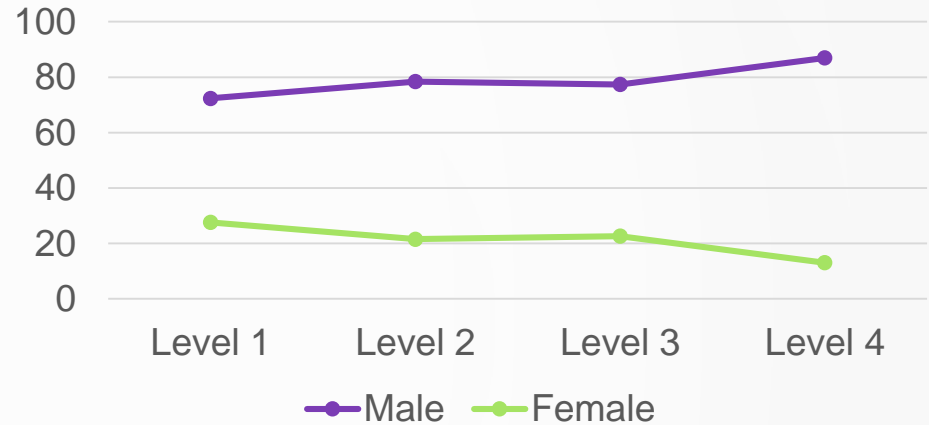


# WOMEN IN STEM @ UNIVERSITY OF HELSINKI

University of Helsinki Department of Science, scientists (%)



University of Helsinki Department of Physics, scientists (%)



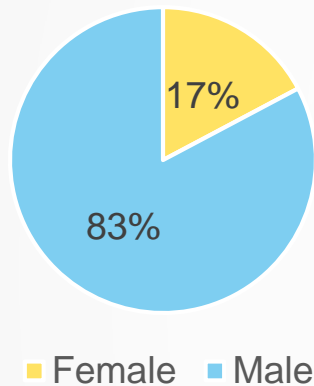
New female physics students 2018: 40% (37/93)

Gvozdanović, Jadranka, and Katrien Maes. *Implicit bias in academia: A challenge to the meritocratic principle and to women's careers-and what to do about it.* Technical Report 23. Advice paper, 2018.



# WOMEN IN PHYSICS IN FINLAND

Members of the  
Finnish Physical Society (835)



UNIVERSITY	FEMALE PROFESSORS
University of Helsinki	3/23 (13%)
University of Turku	2/10 (20%)
Aalto University	1/21 (5%)
University of Jyväskylä	0/18
University of Eastern Finland	0/12
Tampere University of Technology	0/10
University of Oulu	0/7
Lappeenranta University of Technology	0/2
Åbo Academi	0/2



# PHYSICS FOR WOMEN IN FINLAND

- Role models
- Outreach
- Women's networks
- ...



<https://blogs.helsinki.fi/kumpulawomen>  
<https://blogs.helsinki.fi/tutkijanaiset/>

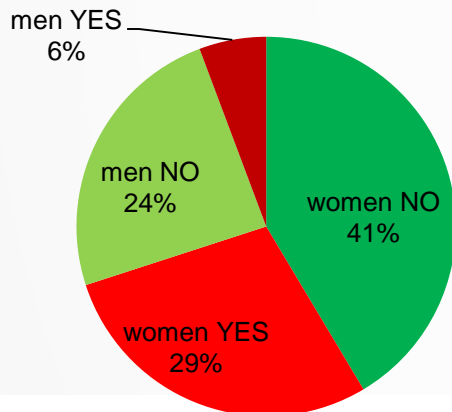




# SEXUAL HARASSMENT IN STEM IN FINLAND

- In January 2018, Helsinki Association for Women Researchers made a survey about **sexual harassment in Finnish Academia**.
- UH Science: About **40%** of all the females and **20%** of males answering the inquiry reported experiences of sexual harassment.

UH Science: experiences of harassment, n=70



- Especially young females are targets of harassment from people who are in the **position of power** over them.
- Confusion: victims do not know **what to do or whom to tell**.
- Shame: victims **blame themselves** for contributing to the harassing behaviour.



# HOW TO ERASE SEXUAL HARASSMENT

- Several contributors discussed their past experiences deducing that **nowadays they would have** reacted differently.
- Thus, to fight sexual harassment in Academia:
  - open discussion about sexual harassment
  - low-threshold methods to identify and react to sexual harassment
  - low-threshold reporting channels
  - continuous and active information dissemination
  - active preventive methods
- Practical example: simple internet-based tool for work communities aiming to show **the difficulty and the importance of defining sexual harassment**.



# SUMMARY

This is our right place to be!

