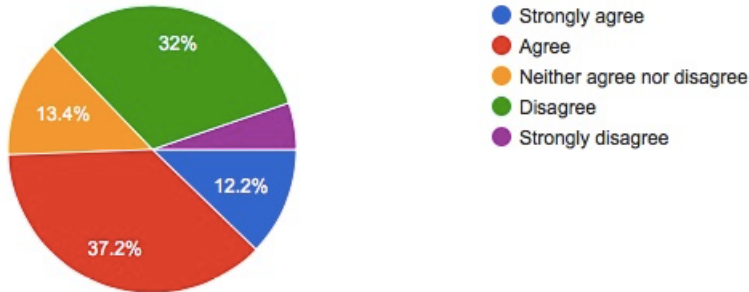


Summary: Gender Survey of the COST Action "The String Theory Universe", winter 2016-2017

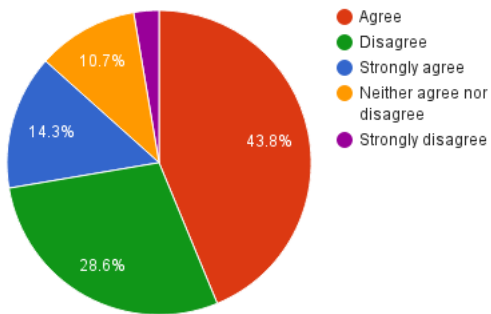
1 Equal Opportunities

1. Women and men in my field have equal opportunities for career advancement



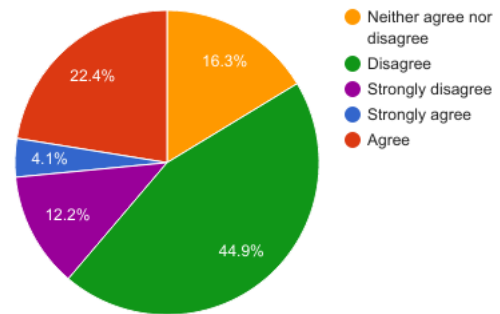
Male respondents

Women and men in my field have equal opportunities for career advancement



Female respondents

Women and men in my field have equal opportunities for career advancement



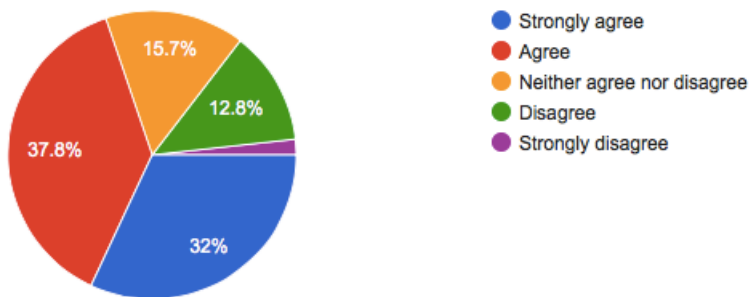
comments:

- There appears to be a bias favouring men reaching higher career levels (M)
- While "on paper" there are equal opportunities, the field is male dominated and the qualities that are mostly valued are based on male characteristics (aggressive behaviour, buddy circle etc.). In reality it is the practices in the field that discriminate against women. (M)
- There are still strong bias, maybe not anymore so much at conscious rational level, but definitely in the different perception of man scientist and woman scientist, by other both male and female colleagues.

- It is much easier for men to collaborate, network and receive support from senior members of the field.
- Women are penalized by conscious and unconscious bias, but have advantage because of the many "gender jobs" and pressure to reach comparable gender quotes (M)
- I don't think opportunities are the same in any field...
- I think the opportunities are equal as far as the field itself is concerned - perhaps giving a small advantage to women - but society at large makes it very difficult for women to advance in science, especially for women with families, so that all in all the opportunities are better for men. (M)
- Given that the ratio women/men is very low (M)
- Question is not well posed. People in my field do not care about gender. But as long as the consequence of getting children is a bigger restriction for women than for men; inequality will remain. Children, in my opinion, form the single source of inequality. However, this problem needs to be solved at the level of governments. Man and women should stay home & take care of children equally. Then the problem is solved.... (M)
- In my group (hep-th) there are certainly no problems. However if I look at the whole of our physics department, I certainly note biases. (M)
- still is not easy for mothers in motherhood (M)
- The glass ceiling is solid due to both biases and statistic effects
- Different situations might require different opportunities.
- Unconscious bias (e.g. most famous physicists are men, hence the expected image of a talented physicist is a male) plays a significant role in women's perception. Moreover, women are often forced to choose between having children at a reasonable age and securing a permanent position - often the two are mutually exclusive. This effect in men is vastly reduced by not having to undergo pregnancy and birth, as well as differing cultural expectations on men and women. (M)
- This is subtle. The net effect probably goes against women. (M)
- Men's work is viewed as more serious; men are disproportionally selected as conference speakers
- Judging other people's work objectively is quite hard, but in my personal experiences, women with the same qualifications, and often the same publications as men, are more likely to get post-doctoral and faculty appointments. (M)
- The opportunities are there, but other factors can also play a role.
- Overall this is not the case, starting with earlier education. However, at the more senior level, postdoctoral level onwards I think it approaches equal by some measures. (M)

- My impression is that women will be preferred if she has the same qualification as men. (M)
- The field is heavily dominated by men. There are many departments where there is no female member of the faculty. I'm not sure that this is the result of a conscious bias against women, but I do think this makes it more difficult for women to succeed: they may feel less at home in the field, and they might be treated differently than their male peers. Moreover, because of the gender roles enforced by the society at large, i.e. regarding caring for children and elderly relatives, the field's job insecurity and high demands of flexibility might be more problematic for women.
- The situation is different at different career levels. (M)
- Women are advantaged (M)
- Biases in career advancement exist in many different forms. There is both positive and negative bias for both men and women, though in distinctly different forms. It is not clear to me where the average currently lies for a starting researcher, but suffice to say any and all biases are a taint on the community that should be removed (even if they led to a numbers wise strictly balanced gender situation). (M)
- Even though women and men have potentially the same opportunities, the social atmosphere in the field makes it harder for women to advance their career. (M)

2. In my department, staff are treated equally regardless of gender

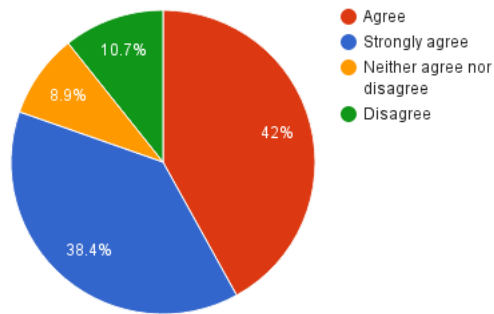


comments:

- Women are underrepresented on the faculty and as a result they end up having to do more administrative work (in order for the faculty to have both genders represented on all committees, etc.) (M)

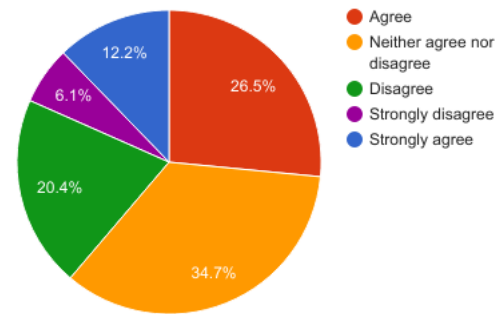
Male respondents

In my department, staff are treated equally regardless of gender



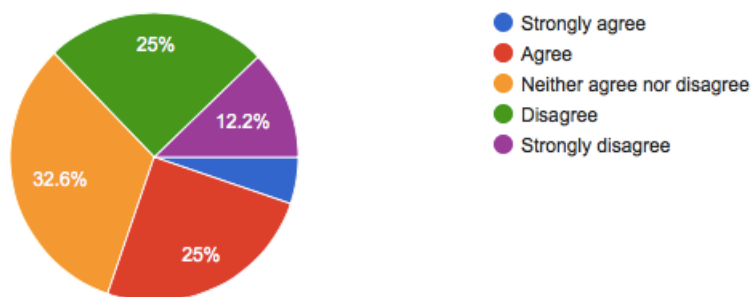
Female respondents

In my department, staff are treated equally regardless of gender



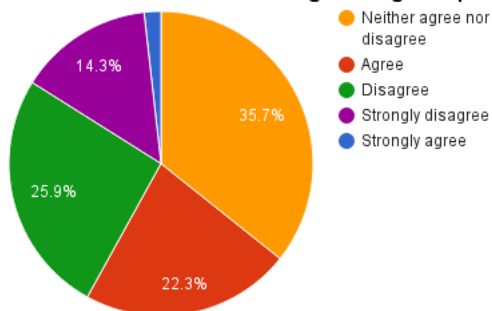
- There are no differences of salary, opportunities to travel, freedom to speak and give opinions. If there are differences are more subtle, and hidden in each of us, equally women and men.
- Women are blatantly discriminated against in my own department.
- Yes, to the best of my knowledge (M)
- Differences in treatment are largely unconscious and subtle but do exist and can be perceived is one is alert to them (M)
- The administrative staff (of both genders) seems to take more seriously male professors than male professors. (M)
- I've seen more problems with PhD advisers treating their students differently based on gender (M)
- Women's opinion is not actively encouraged to the same degree that men's is. (M)
- I think that staff are generally treated equally but there are certain considerations that objectively need different treating- such as pregnancy and birth.
- It is a male dominated environment and the work relationship between male and female staff suffers because of the social difficulties men have in interacting with women, especially in a competitive environment.
- All of the above still applies, and the department is male dominated.
- Recent conference at my university, tradition is to have oldest and youngest person speak, "oldest" (sort of, not to have same person speak every year) speaks, youngest speaks. Then youngest female is brought forward, under explicit mention of terms like "gender issues" and related. Senior professor that mentioned these things did not even realize how out of place, counterproductive, and insulting such remarks are. (Coincidentally, simple solutions: have youngest and oldest male and female speak, or alternate year by year, or anything but this giant glaring stupidity.) (M)

3. The String Theory scientific environment is particularly difficult for women compared to those of other science and engineering disciplines



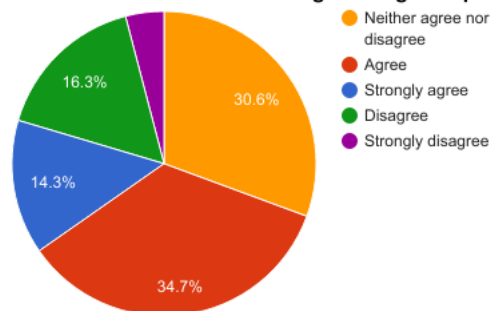
Male respondents

The String Theory scientific environment is particularly difficult for women compared to those of other science and engineering disciplines



Female respondents

The String Theory scientific environment is particularly difficult for women compared to those of other science and engineering disciplines



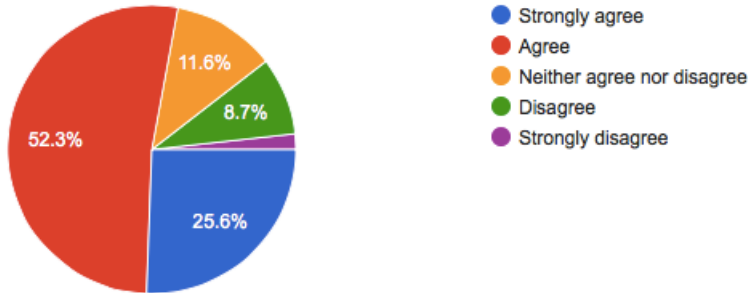
comments:

- I have no experience with other science and engineering (like most of us?) (M)
- The field of String Theory is very competitive and this tends to enhance the effects described in the remarks to the first question. Also, the many postdoc positions that string theorists have to do, discourage having a family and this has bigger effect in women than men, as the biological clock for men and women work differently. (M)
- I have not much experience with other science and engineering disciplines (M)
- The main difficulty compared to some other disciplines is the small amount of women currently in the field, such that women are required to function well in a predominantly-male environment. But other than this I think the environment is friendly to women. (M)
- I have not much experience with other science and engineering disciplines (M)
- I'm not knowledgeable enough about other disciplines to be able to compare. (M)

- I don't know well enough other environments (M)
- Difficult to evaluate being a man. However I assume that in an environment prevalently of men, it can be psychologically more difficult for women to belong. I have never witnessed though a situation in which women have been excluded from any position or research/managing group based on gender. (M)
- I have no way of comparing (M)
- In hep-th there is unfortunately a large gender discrepancy. I can imagine that being at a workshop as a women when the number of women participants is below say 20% is not very pleasant. (M)
- The productivity issue and the current evaluation system based on volume rather than quality strongly damage women and mothers in particular
- Our many-postdocs system is particularly punitive to those women who are ever interested in having children in their lives. (M)
- I don't see why it should be particularly difficult (M)
- I have no idea about other disciplines. (M)
- The percentage of women is very low. Always being a strong minority makes it difficult. There is a growing awareness in the field of the problems and I think string theory might be ahead in that regard. (M)
- I don't know about other disciplines, so I cannot judge (M)
- The scientific work is individual, and the advisors are not dependant on the students. Therefore, mothers can take as much time off as needed with the consequences affecting their research alone so no pressure is applied on them. On the other hand, the atmosphere in meetings tends to be somewhat aggressive and I think that this causes most women to shy off. (But I don't know how different this is from other places)
- The lack of "experimental test" or "direct applicability" of String Theory research makes it easier to drive the attention towards some results instead of others. Thus, any effort to discredit women's work, among others, can happen more freely than in applied sciences, where results can be evaluated more objectively in relation to their possible application.
- This is hard to judge, given my much reduced experience. Answers to this question (from any participant) should hence probably be taken with a grain of salt. (M)
- The boyish (and sometimes childish) atmosphere can make it harder for women to feel comfortable in a String Theory environment. On the other side, there are hardly any programs that could help women cope with this atmosphere or learn how to handle it. (M)

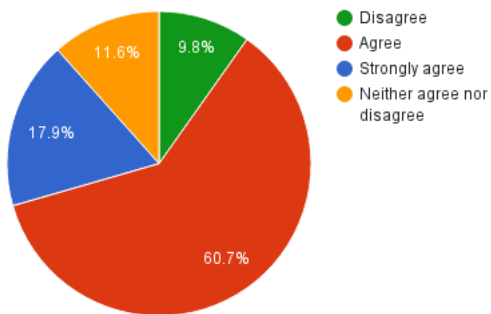
2 Family and caring responsibilities

4. Women in my field with young families or caring responsibilities are disadvantaged in their career



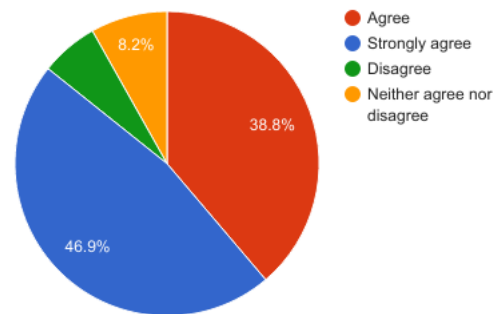
Male respondents

Women in my field with young families or caring responsibilities are disadvantaged in their career



Female respondents

Women in my field with young families or caring responsibilities are disadvantaged in their career



comments:

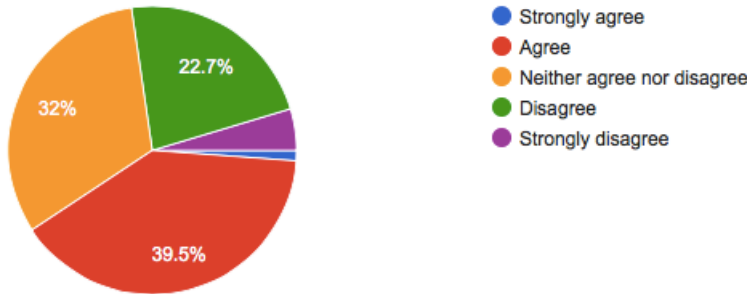
- I have seen that often "bosses", since they have been in the same situation when young, often are comprehensive and flexible towards young couples.
- One of the many bad consequences of publish or perish (M)
- Can depend on impact of having birth - it is not the same, and can be very debilitating.
- This is a very difficult issue that I think is there in any career-driven field. In a tenure-track situation where the tenure clock can be put on hold this is somewhat ameliorated. In many cases, however, family choices or caring responsibilities are not aligned or should not be dictated by the moment one has become tenure-track. An important moment where this disadvantage plays a role and is amplified is in scientific funding. This is partly due to the decrease (per faculty) in available fund-

ing. In that indirect sense an overall increase in scientific funding can ameliorate the disadvantage. (M)

- Pregnancies create disruptions in a career.
- This is true in any field that requires long post-doctoral appointments and a significant amount of travel for career advancement. (M)
- This is a more general consideration about society: why is it that women more than men have to take care of the family, especially concerning young children? (M)
- This is true anywhere, not just in "my field". It is a fact. (M)
- That depends crucially of the role of husbands . If they are supportive and assume half responsibility the impact is minimal, otherwise it can be important Today more and more husbands are participating importantly in the family, but there is important room for progress
- I guess this strongly depends on each individual case. My wife is a professional as well (working harder than I do) and we had from the very beginning of our marriage clear arrangement about the distribution of the various family/household related tasks. This has worked wonderfully for a quarter of a century now. (M)
- Weekend work, conference travel necessary to share and promote one's work, and events organised in late afternoons and evenings all contribute to systematically excluding anyone with caring responsibilities. This is particularly true for women, who tendentially bear the largest portion of caring responsibilities. (M)
- Of course this also applies to many other fields (M)
- We could be more supportive on this topic.
- It's more than a full time job
- This issue is not specific to string theory. (M)
- Every hour spent not doing research is, essentially, an hour not spent doing research. (M)
- The tenure-track system and grants system do not adequately take into account gaps due to maternity, parental and other forms of leave.
- anybody (irrespective of gender) with family and/or kids is "logistically" and financially disadvantaged, because the community doesn't care about relocating the scientist's family (as is done in industry for example). this is probably partially due to lack of funding (M)
- I think this is true for most careers. The more time you invest in your work- the more you will gain out of it. Mothers with young families have less time...
- No more or less than men who, for example, also have to leave early to pick up kids from school. Having a family is a personal choice and, as any choice in life, it has two faces.

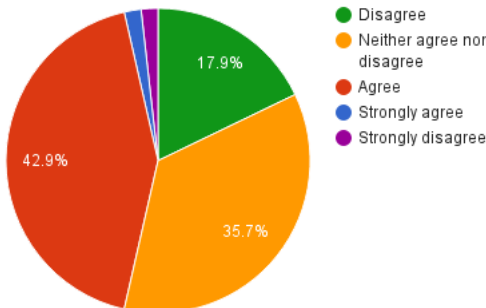
– I am sorry to say, but this is a misleading and terribly phrased question. I think on average women are currently still carrying a larger load when it comes to young families and care responsibilities. This, however, is not necessarily true in more progressive countries (e.g. Scandinavia, Netherlands, Belgium), and definitely not true for certain well defined subsets of these communities. I.e. it is probably true as a global average, but not necessarily at the level of countries, and most certainly not at the level of individuals. As to the second part, whether this is a career disadvantage, is harder to evaluate for me, but let me say yes. Men with young families are also disadvantaged however, even if not sharing an equal burden. Having a family is a disadvantage to any individual in today’s society (from the naive perspective of career, status and money), yet humanity needs children. (M)

5. Men in my field with young families or caring responsibilities are disadvantaged in their career



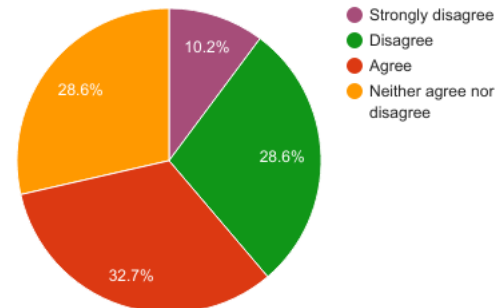
Male respondents

Men in my field with young families or caring responsibilities are disadvantaged in their career



Female respondents

Men in my field with young families or caring responsibilities are disadvantaged in their career

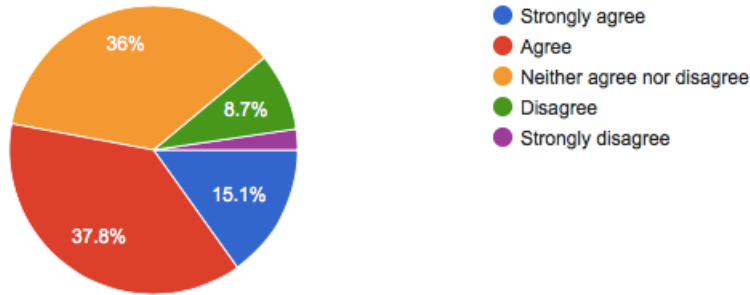


comments:

- Strongly agree, if they take parental leave. (M)
- Even if it is maybe more likely that a man with young family has a woman that spends more time than him in the care of the family
- Same as above, just that men statistically invest less time (M)
- See above: the same issue holds for men, although for traditional and physiological reasons clearly less so. (M)
- Of course they can take a lot of parental leave, but they don't have to recover from giving birth.
- For the same reasons as above, with a smaller factor as below (M)
- The choice of the position (acceptance of post-doc offer, applications to permanent positions) are affected by family consideration also for a considerable share of male researchers (including myself). (M)
- This is certainly not true as a general rule. In fact, unlike when I was young, the majority of young (postdocs) researchers today are married and have kids. In most reasonable universities they have extra help, but there are also some backwards places where they are left on their own.
- Anyone with caring responsibilities is at a disadvantage. (M)
- Agree if they actually are in charge. Many have young families but have a wife that takes care of all the logistic.
- It depends a lot on the dynamics and separation of duties within the couple, since our field of study is extremely competitive.
- Everyone with kids is disadvantaged (M)
- But probably less disadvantaged than women in average (M)
- Depends on the person. Some are, others do not get involved in parenting and are not disadvantaged.
- For women, young families = caring responsibilities. For men, not as much so. The life of a "serious researcher" involves lots of travel and more hours than a full time job; very difficult to do with significant family responsibilities.
- This issue is not specific to string theory. (M)
- Every hour spent not doing research is, essentially, an hour not spent doing research. (M)
- Men with young families also have less time but they aren't exhausted during pregnancy, don't take maternity leave, usually don't wake up at night to nurse the baby etc.
- No more or less than women who, for example, also have to leave early to pick up kids from school. Having a family is a personal choice and, as any choice in life, it has two faces.

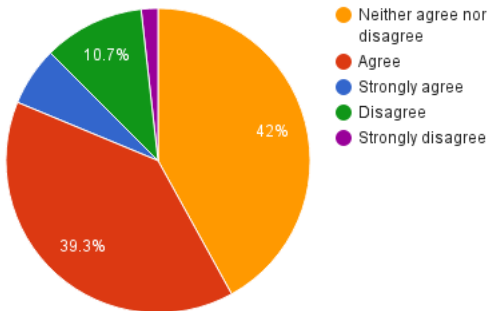
- I notice that there is much more empathy in our field for a father than there is for a mother. Frankly, my opinion is that having a family is always a choice, no matter whether the scientist is male or female, and should therefore never have an impact on career advancements. People should be judged/appreciated on their merits, not on their families. (M)

6. Women in our field are more inclined to accept care responsibilities while men delegate more often, and this decision affects their careers



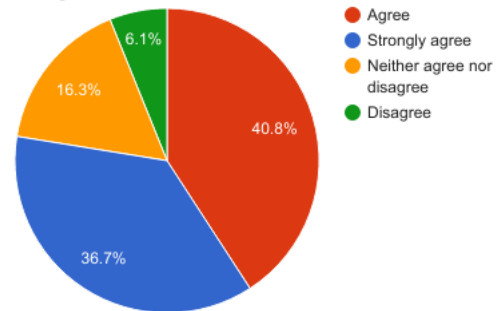
Male respondents

Women in our field are more inclined to accepting care responsibilities while men delegate more often, and this decision affects t...



Female respondents

Women in our field are more inclined to accepting care responsibilities while men delegate more often, and this decision affects...

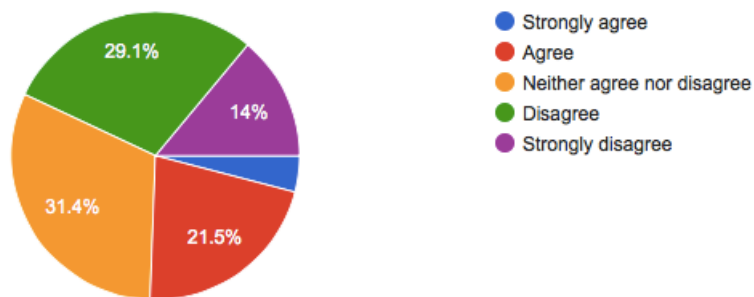


comments:

- this question is based on subconscious bias and can not be answered in a meaningful way. (M)
- Women in our field tend to have some partner in which to delegate care responsibilities. (M)
- Again this is true in all fields of science (M)

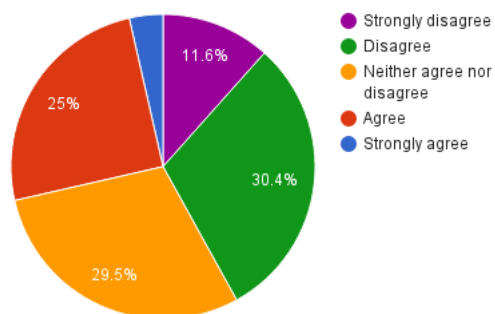
- I think it happens less in our field than in society at large. The reason may be the big investment in effort that one has to make in order to remain in the field, so women may be more reluctant to give up than they are in other areas of society where they may feel that they have less to lose by abandoning their careers (M)
- I do not know. (3X) (M)
- This still true, but today it is very different from 10 years ago, and it is rapidly changing
- Again I believe that this depends on each individual.
- actually this happens in any field
- The premise that women take more caring responsibilities is a fact. In a field with such harsh job security, this is a strong disadvantage. (M)
- The answer to these questions depends on the given couple, I would say (M)
- In the couples I know I believe there is equal sharing between the parents. (M)
- Women in our society are under about 10 times as much pressure to accept, and not delegate, care responsibilities. This is just a fact of life; our profession has a moral obligation to a) work to correct this injustice, and b) work to support all caregivers within our profession.
- I strongly agree and I believe I could give some concrete example where this happened.
- I can only speculate. (M)
- Judging from the immediate examples I've seen, couples where both partners are working in the field try to share their responsibilities equally. (M)
- Small number statistics...
- I don't know any examples firsthand, so I cannot judge (M)
- Since a lot of the working time is not 100% productive and many of the working hours are "wasted" in thinking and discussing. It may seem likely to give it up for care responsibilities.
- To answer this question one would need to know every single woman and every single man in the field, and their personal situation. Answering on the basis of a reduced number known to a particular individual would just reflect a feeling and give a biased picture of the real situation.

7. My institution and/or country gives adequate support for child care



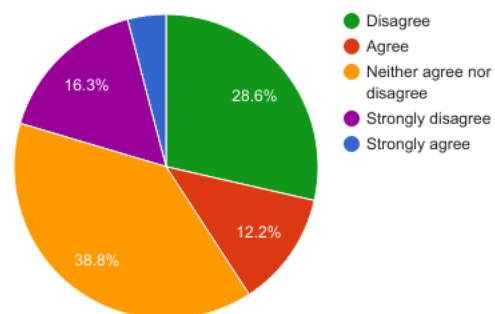
Male respondents

My institution and/or country gives adequate support for child care



Female respondents

My institution and/or country gives adequate support for child care

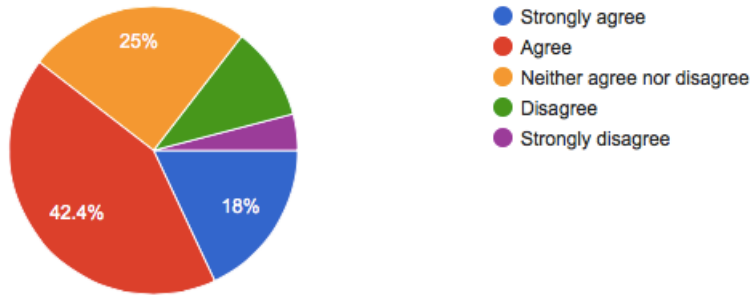


comments:

- I really don't know. (M)
- It is hard to see what more could easily be done. Childcare is readily available and is not prohibitively expensive. It is not realistic for there to be large tax subsidies on childcare at a time when all other government budgets are being cut. The university does have an on campus nursery and organises vacation care for school aged children.
- I have no experience with this (M)
- it is very expensive, 1.5 k a month (M)
- I'm unaware (M)
- This is true but it does not help with the issues mentioned above of travel, for short trips and for post-doctoral appointments of several years (M)
- My institution has an effective daycare. My country of residence has a minimal parental leave (3 months for birth). Health care is effective and not expensive. (M)

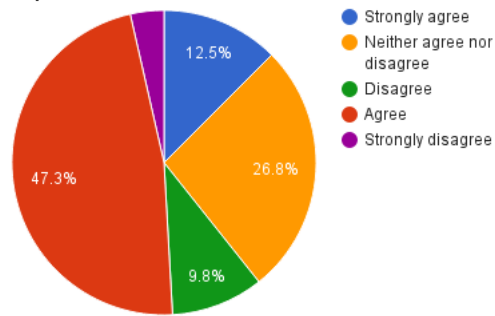
- What is needed is equal treatment women & men. In my country men stay home 7 days after the birth of a child, women at least 3 months. (M)
- The university odes give some support but the country none.
- Child care is seen as the women’s job, aided by grandparents.
- no child care (M)
- 12 weeks unpaid leave at the birth/adoption of a child. Nowhere near enough; 2 years paid (followed by free quality school / daycare) would be much more reasonable.
- I don’t know (2X) (M)
- They’re offering pretty much all the services I can think of, including on-call baby sitting. (M)
- There is plenty of room for improvement
- There is good child care provision but it is not guaranteed (although most staff have acces to it). It could be subsidised more. (M)
- My institution has a good kinder-garden but it is highly expensive. Other options are not adequate at all.
- My institution does not even provide effective support for science, much less for child care. As to my country, the level of support could be very much improved. But this would require my fellow citizens to be ready to pay higher taxes (which is unlikely).
- This is one of the reasons for me working at this university.
- I live in Germany. Child care is going to be free from next year as I understand. Parents get extra child support money. All great. Women get mom-money when they stay at home. Would be great if it were parent money, but instead the situation is backwards. Similarly, women get (or are at least expected to) take more parental leave than men. In short: the ”total” situation is good, but it is split unequally, which is bad. (M)

8. I think having women and men holding equal untransferable maternity/paternity leaves would improve the situation of women in our field



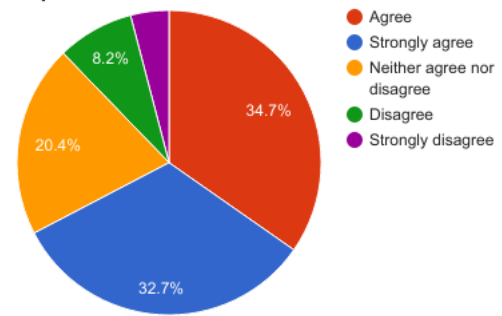
Male respondents

I think having women and men holding equal untransferable maternity/paternity leaves would improve the situation of women in our field



Female respondents

I think having women and men holding equal untransferable maternity/paternity leaves would improve the situation of women in our field



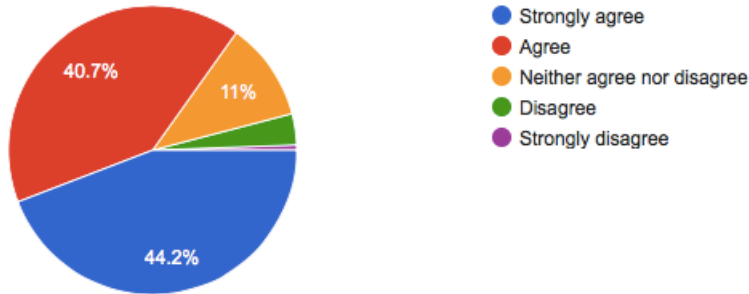
comments:

- It would put all people without kids at an advantage, so this wouldn't be useful at all. (M)
- Maybe not necessarily equal as duration, but absolutely non transferable.
- I don't think this would make much difference. Maternity/paternity leave only covers a very small fraction of a child's life. The issues for women aren't solved by having the man take a few months' leave - this is apparent in Sweden, where shared leave is obligatory.
- In our field, I don't think maternity/paternity leaves are very important as people manage their time quite freely irrespective of the current legality (M)
- I'm not sure, it depends on the duration. There is no equality with respect to giving birth and breastfeeding...
- I don't think it would have a significant effect by itself, without more drastic changes in society (M)

- I'm not against it but my feeling is that the trouble runs much deeper for this to have any effect (M)
- But this could also cause a decision against having children (M)
- It would be a good idea for society in general, but in our field people are expected to work almost all the time, irrespective of personal situation. (M)
- A paternity leave is surely a good idea. However I guess maternity has other physiological aspects that make a difference, also in the length of the leave. For instance in the period before the birth. (M)
- I do not think this is the source of the problem (M)
- The family itself should decide how to split this.
- Though depriving the family of all choice may be harmful in itself. A more lenient approach would be to enforce a maximum imbalance between maternity and paternity leave, e.g. a max imbalance of 30-70 rather than 50-50. (M)
- Why untransferable? It should be up to the couple to decide how to split it. (M)
- Not trivial though (M)
- Studies have shown men anyway use the time for research and this disadvantages women further.
- I think it is not possible to force people to take care of their kids.
- I don't know/I don't know. I have not carefully thought about this yet. (M)
- This issue is not specific to string theory. (M)
- I don't think removing their flexibility hurts couples with children. (M)
- Maternity leave associated with pregnancy should be untransferable, parental leave or leave related to adoption can be shared and should be transferable.
- I think it s a good thing, but probably will make a marginal difference. (M)
- I disagree with the proposed non-transferability. it's the family that has to decide what's best for their specific situation, not the employer (M)
- And for men as well, since the situation would be symmetric, which is should be the final aim of equality.
- We can work from home, so this would not even begin to address the issue if there is an imbalance in the relationship. I also know of at least one female junior professor that went back to work and conferences within her parental leave. There are also many situations in which having (both ways) transferrable parental leave is desirable. Side-remark: parental leave is a perfectly nice gender-neutral alternative to maternity/paternity leave.. (M)

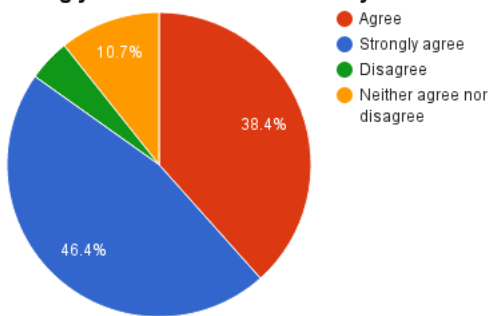
3 Gender and work modalities

9. The high mobility needed in our field during the pre- and post-doctoral periods interferes strongly with the creation of a family. I think more flexibility on this issue is needed



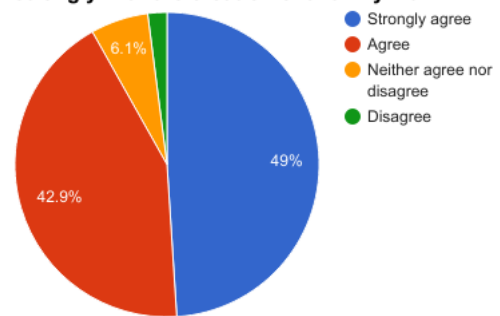
Male respondents

The high mobility needed in our field during the pre- and post-doctoral periods interferes strongly with the creation of a family. I think m...



Female respondents

The high mobility needed in our field during the pre- and post-doctoral periods interferes strongly with the creation of a family. I think m...



comments:

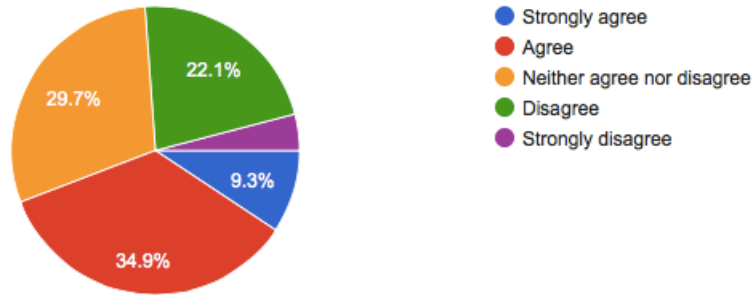
- 100% essential. The old attitude of "well you must do 2 years in the US to be taken seriously" still abounds and I have first hand knowledge. Staying in one location for 7 years undoubtedly disadvantaged my career but was needed to provide stability and quality of life for two young children. (M)
- What do you mean exactly with more flexibility?
- I think it is a reasonable cost for the luxury of working in the field. (M)
- I agree that this is an issue, but I do not know what "what more flexibility is needed" is supposed to mean ... (M)
- It definitely interferes. People with a family in our field typically have partners who can afford taking most of the family load. But I'm not sure what kind of flexibility could solve this issue. (M)

- I think the issue is far more important at the faculty level and the severe lack of spousal hiring policies in most European universities. (M)
- The amount of mobility required now is simply ridiculous.
- I agree but I do not have any suggestions for how to resolve this issue (M)
- I don't know what is meant for "more flexibility" here? (M)
- I think that it is not so much the temporarily mobility as rather the uncertainty of how long such a period of high mobility might take and what it would lead to careerwise that interfere strongly with the creation of a family. (M)
- Obligation of stays abroad as a measure of one's CV should be reevaluated in the present time in which one can have international collaborations without necessarily spending year-long stays abroad. (M)
- It is a problem , but in most places it is manageable today
- It is true that this is an additional burden, no discussion about that. On the other hand I am strongly convinced that a postdoctoral period in various institutes in various country is for most of us an essential part of our education. It is also during that period that one is able to develop a large and strong network of people (on which can be drawn during the rest of the career). (M)
- I agree that it interferes strongly with the creation of a family however the mobility is a key part of intellectual development, thus I am uncertain I would like it changed. However, one could imagine that just 4years (two postdocs) of mobility would be sufficient and that the rewards after that are not work the family sacrifice. (M)
- It is not clear what is meant by 'flexibility' here (if it means that people without the 'high mobility' should be more considered, I would 'strongly agree').
- Departments do little to aid spouses with local integration, and only very rarely will accept an academic spouse-pair. (M)
- on the other hand, positions cannot be assigned because of family reasons (M)
- I agree it interferes, I neither agree nor disagree that more flexibility is needed.
- Postdocs should be for no less than three years
- This issue is not specific to string theory. (M)
- I agree with the first statement, but I think it is inevitable. These periods in our life are when we are most productive, and we should strive to work on research problems then. (M)
- I agree that it interferes, but I don't think flexibility will solve anything. More attention to dual career and childcare issues is likely to have more impact.
- I think more support is needed - for example guaranteed child care. (M)
- this problem is obvious to everybody in the field. I'm not sure more flexibility alone would improve the situation though. it's the whole system that is de facto

disadvantageous for whoever has family / partner / kids etc. science doesn't care about your personal life (M)

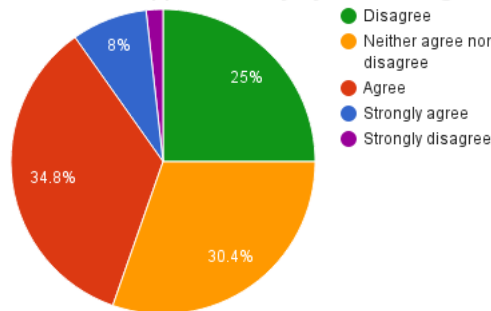
- I think the problem is there but I don't think more flexibility is a solution. Instead, creating an environment where it is possible to participate to scientific research from distance could help, by limiting the level of mobility. By creating international networks that use interactive platforms like video conferences tools and group calls to carry on research, plus few focused yearly meetings, could help define a new way to sustain an international research work with less mobility.
- What does "more flexibility" means? As already said, having a family is optional and many of my colleagues, male and female, have had family while working as postdocs. If "flexibility" means reducing the quality and/or length of postdoctoral training for couples wanting to have a family I strongly disagree. A much better option would be to create "dual postdoctoral positions" for couples who could work at the same or nearby institutions, but without reducing the scientific requirements to fill those positions.
- I do believe that the international experience gained under a postdoc is invaluable. However, one could consider longer contracts split between different institutions to remove job insecurity. This could be modeled on the Marie Curie grants with a "home-coming" period after the time spent abroad. Or a longer position (say 4 years) in one place with frequent travels and collaborations with another department. This might make it easier for those with caring responsibilities.
- This applies to female as well as male researchers. (M)
- Why is high mobility "needed" anyway? It is utter nonsense that should be abolished asap. Not just some "flexibility" on this particular point, just reasonable working conditions like a large part of the rest of the (western..) world has. (M)

10. I am familiar with my institution's sexual harassment policies and would be confident of what to do if approached by a junior colleague with a complaint



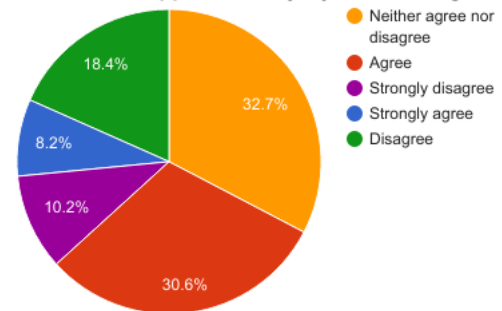
Male respondents

I am familiar with my institution's sexual harassment policies and would be confident of what to do if approached by a junior colleague...



Female respondents

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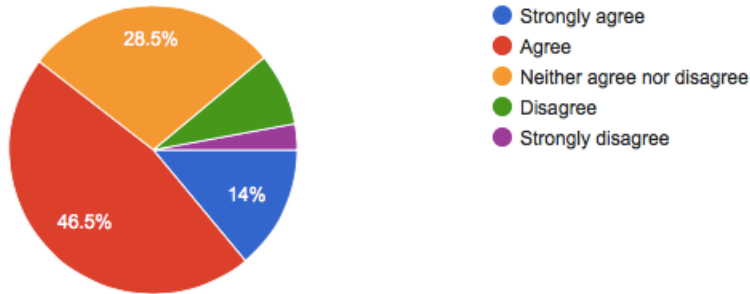
comments:

- I have received no training or guidance from my institution (M)
- I am not familiar with actual policies of my institution on this subject (if any), and I am not a senior, so I would have not the institutional role to apply those policies (if any). But it happened to me to be approached by a junior colleague with a complaint (more a confidence), and I helped her not allow this fact to perturb herself too much, and to react strongly if the occasion was occurring again.
- I actually lead my institution's team so am very familiar with the policies. Nonetheless, it is far from clear that most people would be willing to proceed with a complaint. And if they did it would probably hurt their careers.
- I wouldn't know by heart what to do, but like with many other things (say someone comes with a complaint about racism), I don't think it's too hard to learn on the spot what are the legal steps that must be taken (M)

- I'm an absolute exception. Nobody else in my institute knew until I organized a workshop on it.
- i would know where to file the complaint (M)
- I am not aware of any case of the kind in my institution
- This works in principle, in practice it would be suggested that she copes with it privately without putting a dark shade on the department
- I have never been told anything or shown anything written in this regard. (M)
- I don't think anyone can really be confident about their actions in such a situation, but I know the procedures. (M)
- I did a survey in my department and it turns out I am the only person who knows what the policy is and what to do in case of a complaint. Meanwhile, as it turns out, the policy procedure is horrendous in my department. (M)
- I am not, and have never been specifically trained to tackle such a situation (M)
- I am not familiar with the policies, so don't know how to answer this with agree, disagree. The question is not compatible with the multiple choice, but I could not leave it blank either. Please improve on this. (M)
- Poorly phrased question..: I am not familiar with them, but would make myself familiar with them right away in case this happened. (M)

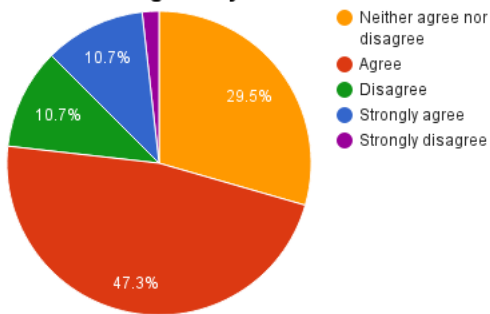
4 Gender and COST Action

11. I believe that this COST Action has contributed significantly to addressing gender equality issues in String Theory



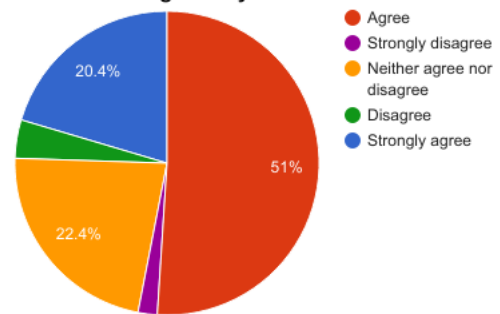
Male respondents

I believe that this COST Action has contributed significantly to addressing gender equality issues in String Theory



Female respondents

I believe that this COST Action has contributed significantly to addressing gender equality issues in String Theory

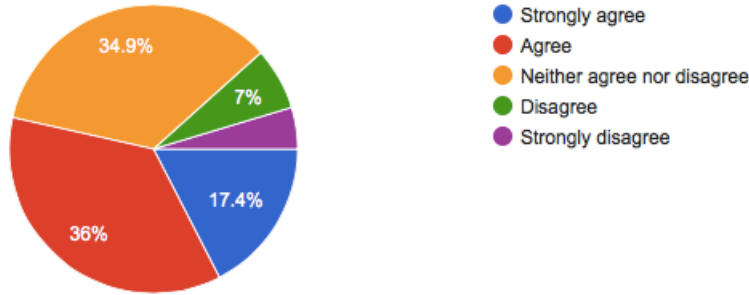


comments:

- I don't know (4X)/I have no idea (M)
- It had some effect by starting the discussion but it is too strong to say that it contributed significantly. (M)
- Whilst i was unable to attend, my two young female PhD students both found the Gender in Strings workshop in Paris very profitable. The initiatives taken to ensure high profile female scientists both spoke and were organisers of the recent Leuven meeting was important and valuable work in this direction. (M)
- I think it is already a very relevant and significant thing to address the issue, and to discuss it among colleagues altogether. Still it is needed much more to have a strong effective impact on the reality. But it is a good starting point!
- Most senior people in the field have no interest at all or engagement with this issue.

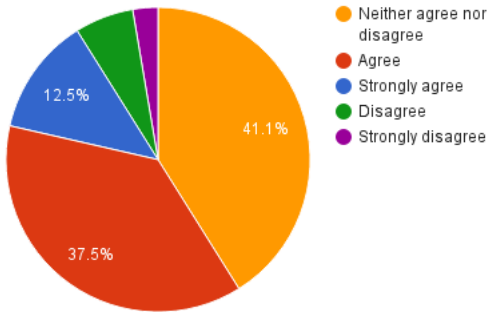
- This has certainly been a central issue of this COST action, hence the "strongly agree". But I seriously doubt that "addressing gender equality issues in String Theory" will change anything, also because I do not believe that there are any relevant String Theory specific issues. (M)
- I have not participated in any of the gender conferences, so I cannot comment on this. (M)
- I think the team has worked hard, but it takes more than one initiative.
- It seems to have aroused debate in any case.
- I think the main effect is raising awareness to these issues (M)
- It has raised awareness among several participants, including some men (M)
- It has started a conversation on these topics. (M)
- The problem is not at the level of networks but political. It is naive to believe that mere discussion will solve it. (M)
- It has certainly risen awareness
- The numbers will tell. (M)
- at least to highlight it (M)
- It made them a topic, but I feel some of the organizers are too quick to jump to conclusions. (M)
- I think the string theory and gender meetings in particular had a notable impact. (M)
- more "shedding light on" that "addressing". unfortunately I don't foresee any improvement in the near-future. the whole western education system would need to change. (M)
- haven't been exposed to such actions.
- The real problem has to be addressed already at high school level, which is where critical career choices are made and the character of youngsters is formed. If women are underrepresented in the string theory community the problem is not to be solved by stringers/stringeresses getting together to complaint about a fait accompli (the members of this community already made their career choices). It would rather be more useful to see that high school teachers encourage young women to go into more technical subjects, so the mentality can be changed in a foreseeable future. Or course, this is something that not only concerns the string theory community, but the theoretical physics community as a whole.
- The question was not discussed at all before.
- I do not know what would be a "significant" contribution to "addressing" something, but I have seen no measurable difference in behavior or actions as a specific consequence of COST. These issues are not specific to String Theory, and perhaps a more integral cohesive approach would be a better use of resources.. (M)

12. I think that the String and Gender conferences have had a good impact and that they should be continued



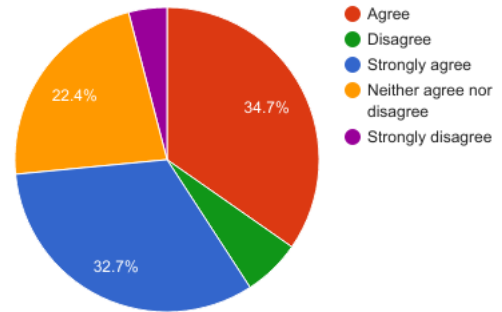
Male respondents

I think that the String and Gender conferences have had a good impact and that they should be continued



Female respondents

I think that the String and Gender conferences have had a good impact and that they should be continued

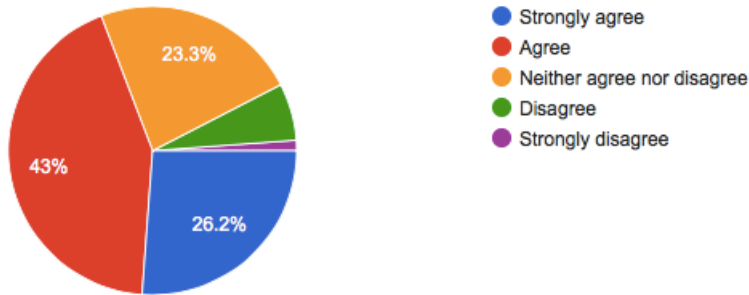


comments:

- There is a lot of unconscious bias and such conferences are one way to uncover them. (M)
- Maybe more financial support to increase participation, or attaching the String and Gender conference to another workshop that attracts lots of people.
- I don't think they are making any impact.
- Waste of time. (M)
- It is unfair to mention in the same question String and Gender conferences, two completely distinct subjects
- Read above. I'm not sure if the conferences help much, although for sure they don't hurt. At the end one should really teenager kids' education, but that's very tough to address. (M)
- I haven't attended

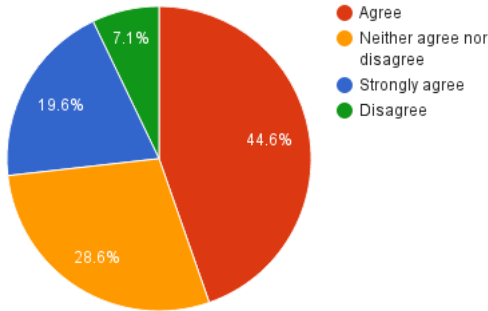
- I do not know (M)
- Unfortunately I was not able to attend any of these conferences and I do not know their impact (M)
- Most men still view these actions as addressed to women, since they think it's them—the women—who have the problem. This is of course wrong: men have to be made fully aware that they are part of the problem, even if they don't view themselves as male chauvinist (I think most male physicists are not, but nevertheless they still have a lot of unconscious biases). (M)
- because people who are already gender conscious get a bit annoyed by all this actions and those who are androcentric want change their mind by such conferences; (M)
- I have not been at those conferences unfortunately (M)
- I was not there but received very positive feedback from the members of my group who did attend. (M)
- Especially if they translate to practical action in institutes and departments. (M)
- I never attended one (M)
- I haven't been to those so I cannot reply
- I am not aware of any impact they might have had. (M)
- I don't know. (M)
- Some effort will be required to keep them vibrant and vital (M)
- although I haven't had the chance to attend any such conferences, I appreciate their "mission" of openly tackling such issues (M)
- Haven't participated... I think that local actions are more appropriate.
- I have heard both appreciation and criticism about String and Gender conferences. I think they are important, and especially the participation of male colleagues to them. The topic of the conference itself, when presented in the work environment, almost always triggered a deep discussion on gender issues in the scientific environment, that I find very needed and interesting. I hope these conferences will continue and will see the male colleagues' participation more and more significant.
- I think they are pointless for the reasons already explained in the remarks to the previous question.
- No opinion. (M)

13. I think more effort should be put in the organization of conferences and workshops in our field regarding child care facilities and flexibilities of stays for extended workshops



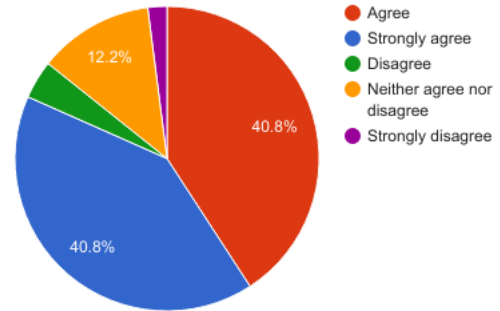
Male respondents

I think more effort should be put in the organization of conferences and workshops in our field regarding child care facilities and flexi...



Female respondents

I think more effort should be put in the organization of conferences and workshops in our field regarding child care facilities and flex...



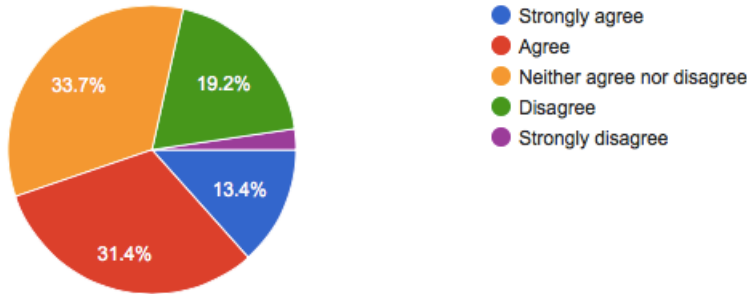
comments:

- With young children (2 and 4) and a wife in full time employment, I am unable to attend many conferences due to child care. If child care provisions were available I certainly would have done so more often. (M)
- Most extended workshops are, in my experience, flexible about stays when you cite family reasons. For example, KITP, Aspen, GGI etc all allow you to shorten your stay from the required 3 weeks because of children. Providing childcare at conferences and workshops wouldn't really help me - I can't afford the costs of bringing my children and paying for childcare (flights, hotels, childcare). And realistically these costs are not going to be paid by research councils. In my country there is basically no travel money for scientists anyhow, let alone support for children to travel with their parents.
- That's a good idea, across all fields ... (M)
- I think one issue that should be raised is that the expenses for child care during

- travel can be adequately reimbursed — and I am thinking from the university level rather than from the research grant. (M)
- I think the change needed is deeper
 - Definitely ! (M)
 - Indeed this is one the main reasons why many family-caring researchers cannot participate to workshops (M)
 - But I am not sure how many parents (men or woman) will want to travel with a young child. (M)
 - The U.S.A. is certainly ahead in this respect. There is much room for improvement still - in most cases the issue is not even considered. (M)
 - However, I am not sure I would have put my small child into some daycare provided by more or less unknown people, in particular, unknown to the child. Also, once they go to school it is not an option anymore.
 - financial support for a child minder (that is known to the child and the parents) to travel to the conference is also an option that is available in some countries or institutions.
 - This strongly depends on funding constraints. For example in some countries just getting enough money to host a meeting is very difficult. (M)
 - This is a great idea, but of course the question is where the funding would come from. These days it is difficult enough to get money to cover the expenses of invited speakers, so I do not see this happening, unless the funding is moved from the speaker budget. Since this probably would reduce the quality of the conference, it should not be the preferred choice.
 - What does this question mean? Literally it asks if we should be organizing conferences on child care facilities etc., but I assume you mean whether there should be child care facilities etc. during conferences? Seriously. To answer the latter: no. Perhaps science should be arranged in such a way that one does not need to attend a ridiculous amount of events in different countries, and once that is done there should be no issue in having the partner/parents/friends/whatever help out a little extra during those few times when it is needed. (M)

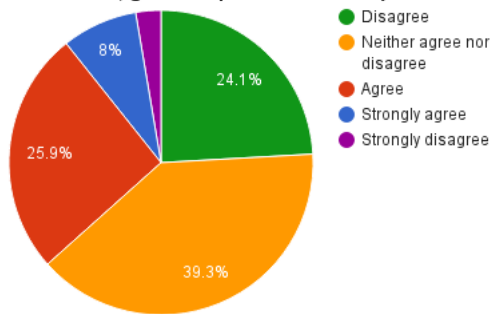
5 Gender Equality in the Future

14. I personally undertake activities to support gender equality (e.g. mentoring, raising awareness, gender specific outreach)



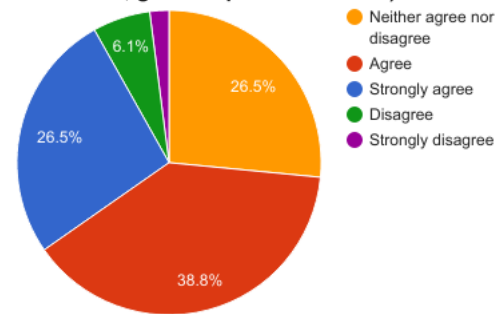
Male respondents

I personally undertake activities to support gender equality (e.g. mentoring, raising awareness, gender specific outreach)



Female respondents

I personally undertake activities to support gender equality (e.g. mentoring, raising awareness, gender specific outreach)

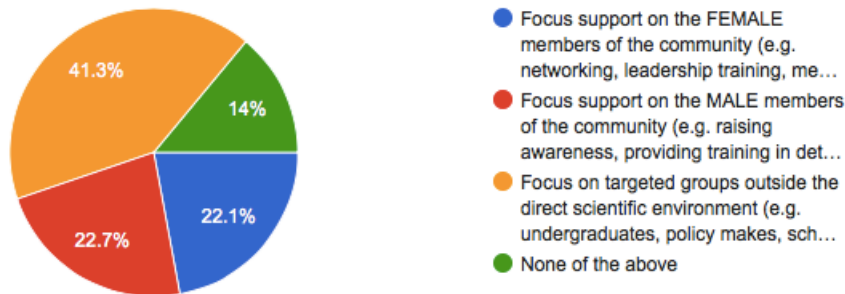


comments:

- I lead a university team with a number of people working on diversity issues.
- It so happens that at any given time about 50% of my bachelor/master/PhD students and of my postdocs are female, but I would not say that this is due to a specific attempt to attain gender equality. (M)
- The activities I undertake are just "setting an example" mostly. (M)
- Just talking about it whenever I can
- I organize workshops, undertake surveys, etc. (M)
- not too much, but at least I do some (M)
- There are limited opportunities to do this, excluding the possibility of harming my career by investing large amounts of time into starting new initiatives. (M)

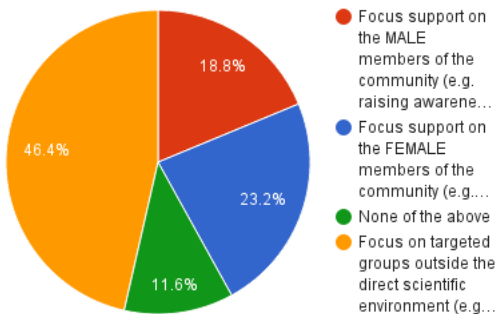
- I wouldn't know how to begin.
- I organize informal workshop, I'm currently undertaking a university wide survey, etc. (M)
- I just treat both men and women as people, without making any distinction between them. Both men and women are equally smart and fully able to pursue a career in any scientific field of their choice. We only have to make people aware that the choices are up to them (this is also what high school teachers should be focusing on).
- I have not had the opportunity. (M)
- I try to convince my male colleagues why talking about gender issues and gender equality is important. (M)

15. If we were to focus future efforts on ONE activity to improve gender equality in String Theory, it would be



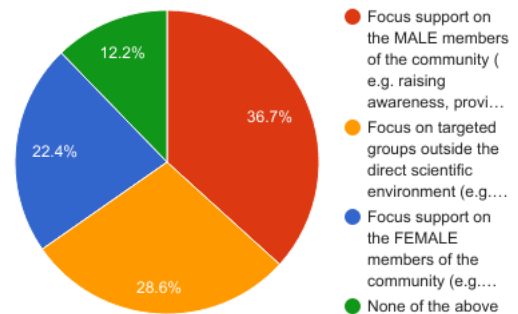
Male respondents

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Female respondents

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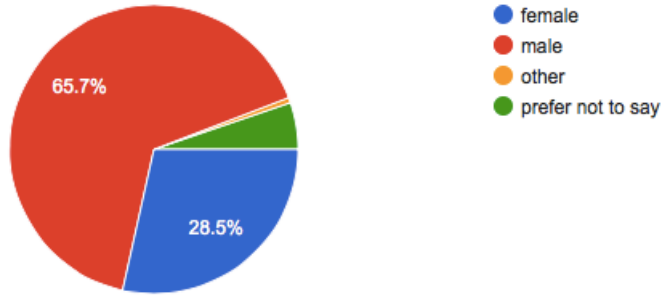


comments:

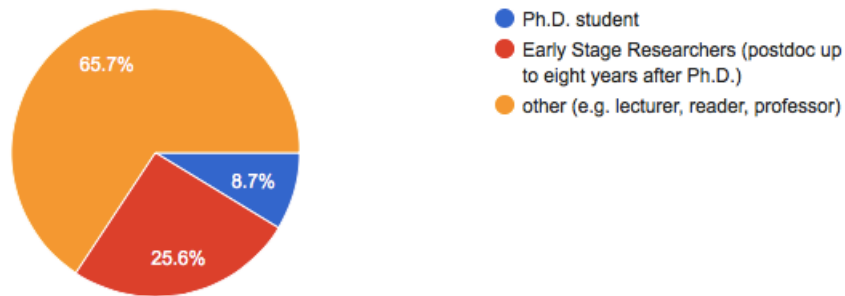
- specific policies related to relocation, workshop participation and child care. (M)

- Focus on support for people with kids irrespective of their gender. (M)
- I think one needs a combination of the first and second option (M)
- I would rank the above: only after networking among the females, there is enough strength to raise awareness among the males.
- Focus support on ALL members of the community (e.g. raising awareness, providing training in detecting unconscious gender bias) (M)
- The problem of gender imbalance in our field is generated very early, at school/high school. So I would direct efforts aimed at modifying the balance there. It is a very long term effort of course. (M)
- I think all are important.
- Focus support on PARENTS members of the community (M)
- I do not know
- providing concrete support for women in the field to progress. This requires seeing what they need, which is not necessarily what is listed above. Perhaps better support for conference travel for family.
- I think one cannot take out a single activities. There has to be a combination of them. I also think that women themselves can be biased against other women.
- Focus on providing better conditions for early career researchers in relation to family planning. (M)
- All of the above – I don't think they are mutually exclusive
- The first and second ones above, at least. Also, I don't understand why I'm to choose ONE activity. The problem is deep-rooted enough to demand many simultaneous activities. (M)
- Try to get men and women into a basic idea (already exploited by the US Army): "be all you can be".
- I think it is important to treat any equality problem as a problem for the whole community, not as a women's problem. We need to solve this together through different activities.
- Mobility, child care and conference/workshop/travel support for both sexes. (M)
- I feel that the discussions about gender equality are not always appreciated by my younger male colleagues, as they see them as a threat to their own career goals and achievements. Perhaps, one should try to confront both parties (male and female scientists) with testimonies of older female scientists to explain better what they experienced and how that influenced their career or the way they behave in the community. I am afraid that focusing only on the policy making part might drive a wedge between male and female scientists, which could end up harming female scientists more in the future than help them. (M)

16. I am



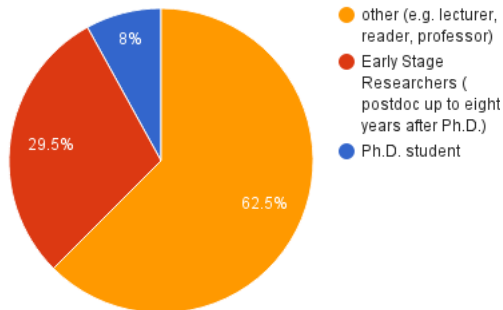
17. I am a



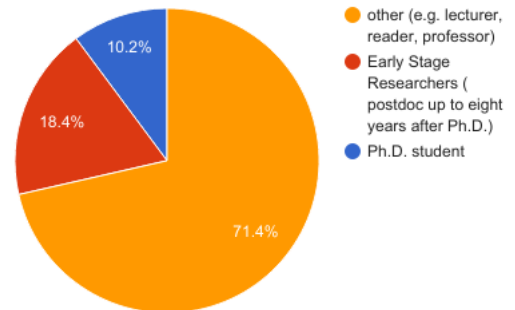
Male respondents

Female respondents

I am a



I am a



Other comment, observation, or suggestion not covered in the survey:

- Keep up the good work!! (M)
- It is refreshing and encouraging to see this action being taken. Thanks (M)

- I think our best hope lies in the education of younger generations.
- It would be useful if all members of COST were informed about the impact of their activities, their impact, results, etc. If the only way to find out is for privileged people to actually put in effort to find out, it will not happen. (M)
- Maybe too much insistence on gender equality issues can make men see women as special creatures with whom they must tread carefully (at the subconscious level - I mean, it's just a feeling we get, not something we think logically). And that might be counterproductive, because at the end of the day, the origin of gender inequality is to not perceive each other as equal human beings. (M)
- It might be interesting in the future to extend to scope from just gender to all minority imbalances: race, sexual orientation, socio-economic background etc (M)
- It would be very useful and interesting if the results of this survey would be available later on. (M)
- Work on improving the evaluation system
- Great work!! Keep it up!!!
- Socioeconomic inequality is a more pressing issue that nobody mentions. (M)
- One has to think big. This means going beyond the string theory community, which is rather small and scientifically speaking not in its best moment. Some questions might be useful as well: for example, why is that in astrophysics women are far from being underrepresented (one might say that, in certain areas, they are even overrepresented)? What is the situation in particle physics phenomenology? (the real stuff, not "string phenomenology"). If we understand what is going on in physics as a whole, and maybe also in engineering as well, the picture might get more clear. In addition this issue cannot be well addressed unless we make distinctions among different EU countries, where the representation of women in scientific areas vary quite a lot.
- My answer might be biased since as a male I haven't experience any gender discrimination, however, as a member of minority, I do have felt discriminated many times, therefore, I can imagine there do exist many gender issues that are invisible to my daily life as a male. (M)