

GENDER IN PERMANENT RECRUITMENT IN ASTRONOMY IN FRANCE

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Abstract. The question of equity in the access to research positions between men and women is frequently raised. This is especially important in astronomy, where the percentage of women researchers is weak. This work presents the data of recruitment by gender, using the official reports from the CNRS (*Centre National de la Recherche Scientifique*), CNAP (*Corps National des Astronomes et Physiciens*) and CNU (*Conseil National des Universités*) corresponding to the astronomy sections in the last 15 years. The statistical analysis is in progress and it does not seem to show a recruitment bias in function of gender for the CNRS (section 17) and CNAP (section Astronomy).

Keywords: gender, recruitment, astronomy

1 Introduction

The disequilibrium between the number of men and women working in research in astronomy in France has been evidenced by several authors (Berné & Hilaire 2020; Bot & Buat 2020). The aim of this study is to understand if there is a bias in the recruitment of permanent researchers that could have an influence in this difference. The final goal is to help the astronomical community to act over the origin of this inequality, at the moment where it is produced, to help to balance the women and men ratios in research in astronomy.

2 Results

This work presents the data of recruitment to access permanent positions in France in the last 10-20 years, from the moment when the information of recruitment by gender started to be available. Data have been obtained from the section rapports of CNAP (<http://cnap.obspm.fr/>), the social rapports of the CNRS (<https://drh.cnrs.fr/le-bilan-social-et-parite/>), the section 17 rapports of the CNRS (<http://section17.obspm.fr/>), the demographic files of the CNU, the rapport of demography of university teachers and professors (<https://www.enseignementsup-recherche.gouv.fr/>), and the recruitment archive in section 34 of the CNU (<http://www-cnu34.irap.omp.eu/>). In Figure 1 we present the number of candidates, recruitments and success rate for women and men in the public examinations to access a research position in astronomy.

To give a global probability of accessing a permanent position for women and men, one should consider each candidate's average number of applications. We have extracted this information from the average of each candidate's applications of to the CNAP examination between 2016 and 2019. These results show that each woman applies an average of 2.55 times to a position and each man applies an average of 2.72 times. Taking this into account by multiplying the success rates by this factor for each gender, we obtain the corrected global rate (Fig. 2). This rate should better represent the percentage of success of a candidate in earning a permanent position in astronomy in France.

3 Conclusions

The global success rate does not show apparent advantages in recruitment in favour of neither men or women. The CNU seems biased towards men recruitment. A statistical analysis is ongoing and is necessary to confirm these preliminary results. If this is confirmed, it would mean that the majority of the astronomy recruitments in France are not be gender biased and equity prevails. The actions to reach an equilibrium in number of women and men in astronomy should be thus tackled before the recruitment moment, starting by trying to inspire young girls to get involved in science.

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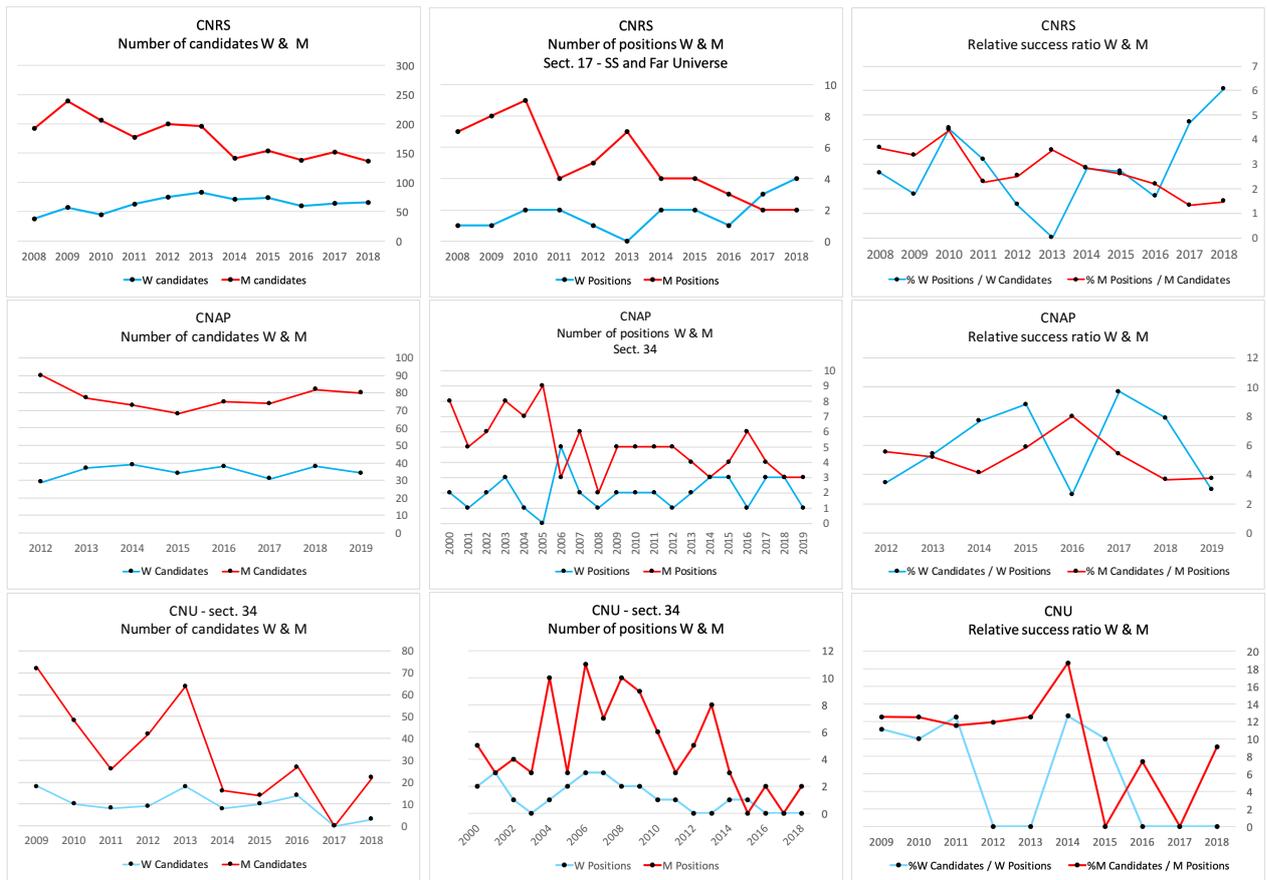


Fig. 1. Left column: Number of women and men candidates for the CNRS, CNAP and CNU positions. **Center column:** Number of positions obtained by women and men for CNRS, CNAP and CNU. **Right column:** Relative success rate for women and men for CNRS, CNAP and CNU positions.

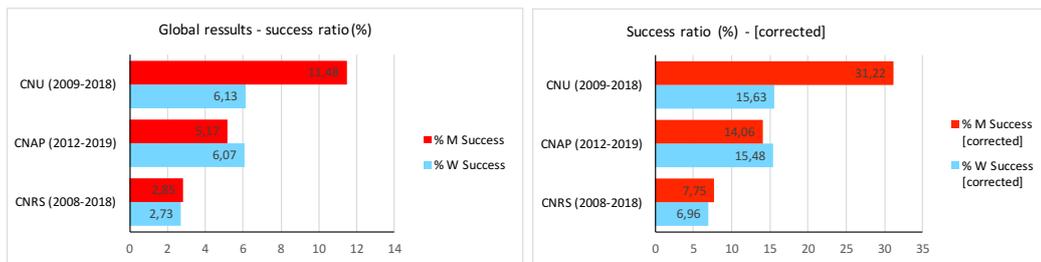


Fig. 2. Left: Global ratio of access to permanent positions. **Right:** Global ration of access to permanent positions corrected from the average of presentations of each candidate

References

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