

Aims

- 1) Organising a network to exchange information and expertise between women in astronomy
- 2) Improving the visibility of women who work in astronomy
- 3) Increasing the number of women in astronomy by transparent and open communication and exchange of information
- 4) Communicating the advantages and potential of diversity in our society in general and – more specifically – in organisations such as the AG, ÖGAA, universities etc.
- 5) Exchanging of teaching methods that enhance women's and girls' interest in astronomy and that foster a self-confident picture of the women scientists working in astronomy
- 6) Collecting statistics as a sound basis for discussion

Statistics

Data on students, PhD students, postdocs and staff has been collected from the 2008 annual reports of astronomical institutes in Germany. This data shows the following distribution:

Eigene Erhebung	Gesamt	Profs.	Habil./Promovierte	Prom. Stud.	Stud.
Gesamt	1817	160	758	591	241
männlich	1453	154	628	418	167
weiblich	364	6	130	173	47
männlich in %	80,0	96,3	82,8	70,7	69,3
weiblich in %	20,0	3,8	17,2	29,3	19,5

First conclusions from this study:

The fraction of female professors in astronomy is only 4%, almost a factor two smaller than for physics, significantly below the EU average in sciences in general.

The high fraction of female students results from a high fraction among the foreign students; German students have a female fraction of only 20%.

For more information, please contact Maik Krüger, University of Tübingen.

AstroFrauen Netzwerk

Who are we?

The core of the network is formed by the **women** who hold a PhD or work in astronomy. The information portal of the AstroFrauen Netzwerk (AFN) is open for anybody's perusal.

The **AFN** is an independent network.



http://www.astro.rug.nl/~kamp/Frauen_Netzwerk.html

Invitation to participate

http://www.astro.rug.nl/~kamp/Frauen_Netzwerk.html

Future tasks

Advancement of equal opportunities of women scientists (or women astronomers) by:

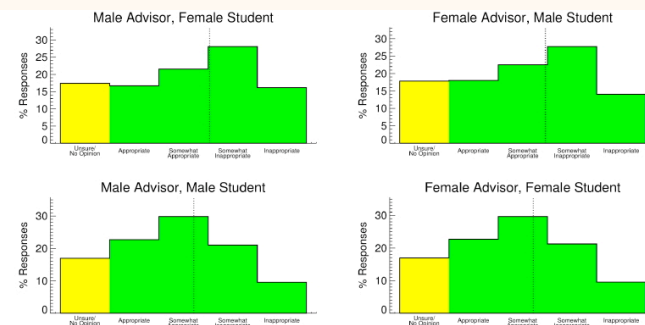
- Actively using the right to nominate candidates for prizes
- Actively shaping colloquia, workshops, conferences (example: review and highlight talks)
- Mentoring
- Dissemination and use of the AFN-expertise

Perceptions of Appropriate Behavior Between Students and Advisors in Astronomy

Adam J. Burgasser & Jacqueline Faherty

The authors present a brief survey among various types of astronomy researchers to examine how the perception of appropriate behaviour varies according to gender, age, or professional/personal status. On average, scenarios were seen as more inappropriate for student/advisor pairs with different genders than pairs with the same genders. Given that female students will less likely have a same-gender advisor than male students, this trend may have a negative effect on young women's student/advisor relationships.

Scenario: After a conference dinner, an advisor wants to hang out with a research student and her/his friends because they seem like fun people.



Men's Work-life Conflict

Sigtona Halrynjo

Gender, Work and Organisation Vo.16, 2009, p.98

This article shows that men's work-life can be divided into four main positions: the 'career' position, the 'care' position, the 'care and career' position and the 'patchwork career' position. These positions reflect mostly different levels of work-life balance and in that resemble also the possible female work-life positions.

This article points out that we find nowadays also men in the classical role model that women used to occupy: the 'care' position. However, the basic options for choosing have not changed, only been swapped. The fundamental question should be "why do we need to stick with these four positions?" and "why is there no 'career' position with a higher fraction of care possible?". Interesting aspects to these questions provides e.g. the Zeit online interview with Tiemo Kracht, Chief-Personnel Consultant of Kienbaum.

Mehr unter: <http://www.zeit.de/2010/36/C-Interview-Fuehrungsetagen>