

**Report on Gender Balance in COST Action CA18108:
“Quantum Gravity Phenomenology in the Multimessenger Approach”
11th February 2022**

To celebrate the International Day of Women and Girls in Science 2022, the COST Action CA18108 “Quantum gravity phenomenology in the multimessenger approach” has prepared a brief report to raise awareness about the gender gap in our field of research.

First, we start comparing the gender statistics in our action with the generic figures in COST actions, covering all possible areas of research. This comparison is shown in Figure 1.

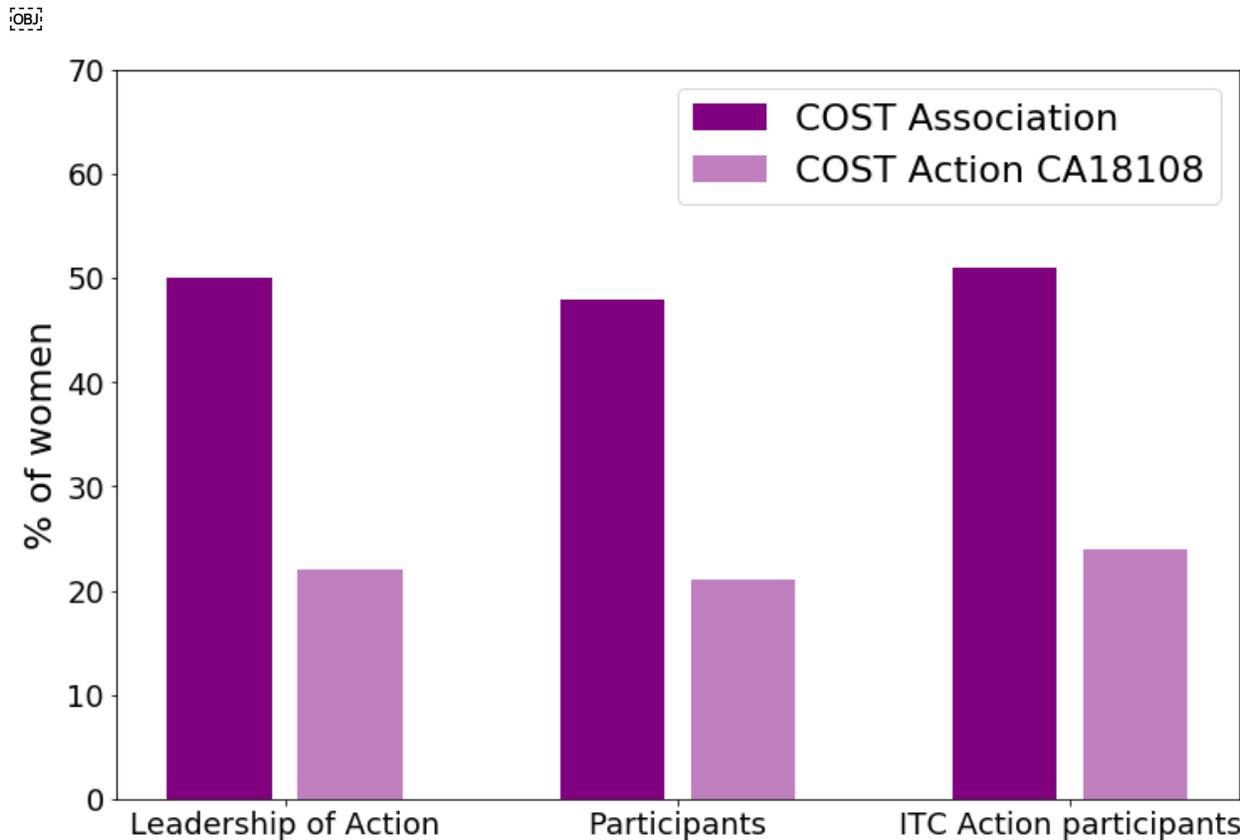


Fig 1: Percentage of women in leadership positions, participating and from Inclusiveness Target Countries (ITC) in COST Actions (COST Association) and in our Action, CA18108.

There we can clearly appreciate the gender gap in our Action, which reflects the unbalanced situation in physics. In particular, one can see that for the ensemble of

COST Actions, the percentage of women among leadership positions, among participants and among the Inclusiveness Target Countries (ITC) participants, is close to 50%. Conversely, in the case of COST Action CA18108, the unbalance in female participation is evident, with percentages around 20% in all three categories. These figures are consistent with the gender gap existing in the field of physics.

Now we compare the participation of women in the different working groups (WGs) of the action, as shown in Figure 2.

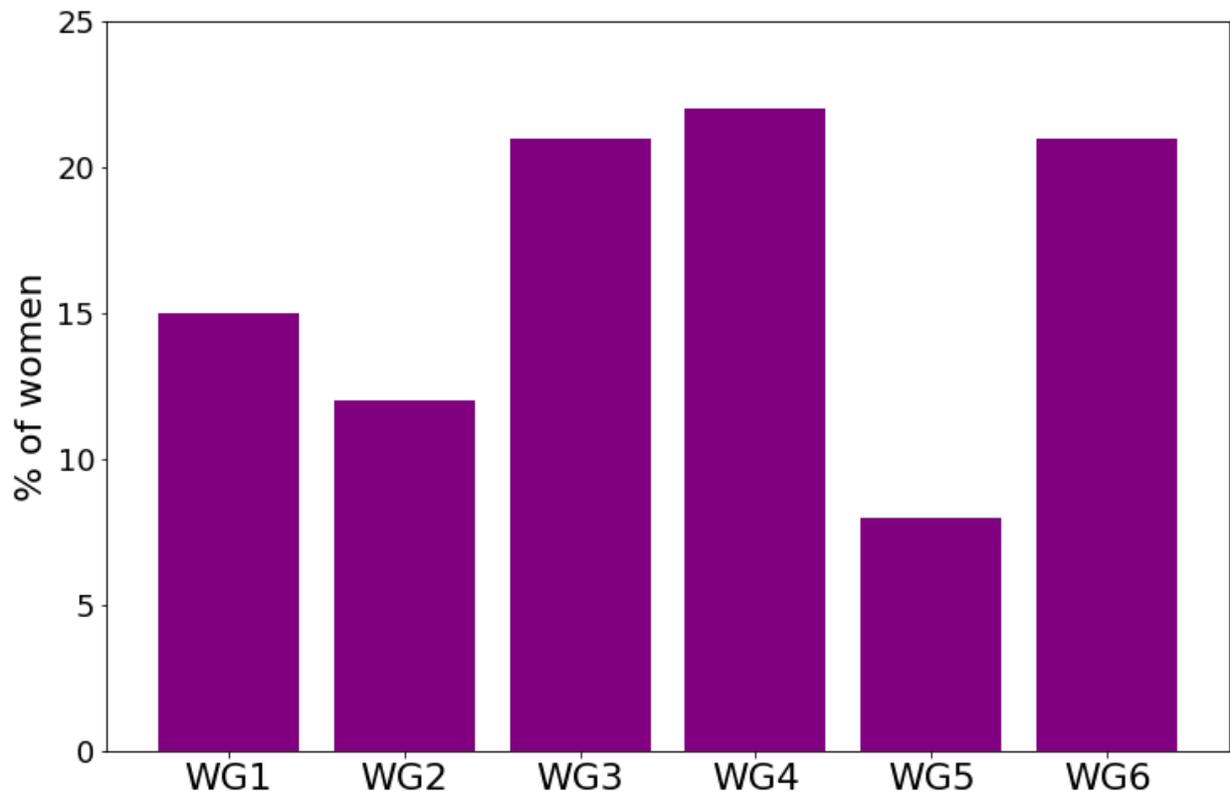


Fig 2: Percentage of women participating in each of the six working groups of the Action: Theoretical frameworks (WG1), Phenomenology (WG2), Gamma Rays (WG3), Neutrinos (WG4), Cosmic Rays (WG5) and Gravitational Waves (WG6).

Here, we can see that the gender balance in the WGs of our Action ranges from 8% to 22%. The largest percentage of women is found in WG4, which is devoted to neutrinos, whereas the lowest percentage of female participants corresponds to WG5, which focuses on cosmic rays.

In the next graph we show the balance of women in leadership positions (Core Group and Management Committee) and active participation (presenters of talks, posters and lectures) in the scientific events organized by the Action.

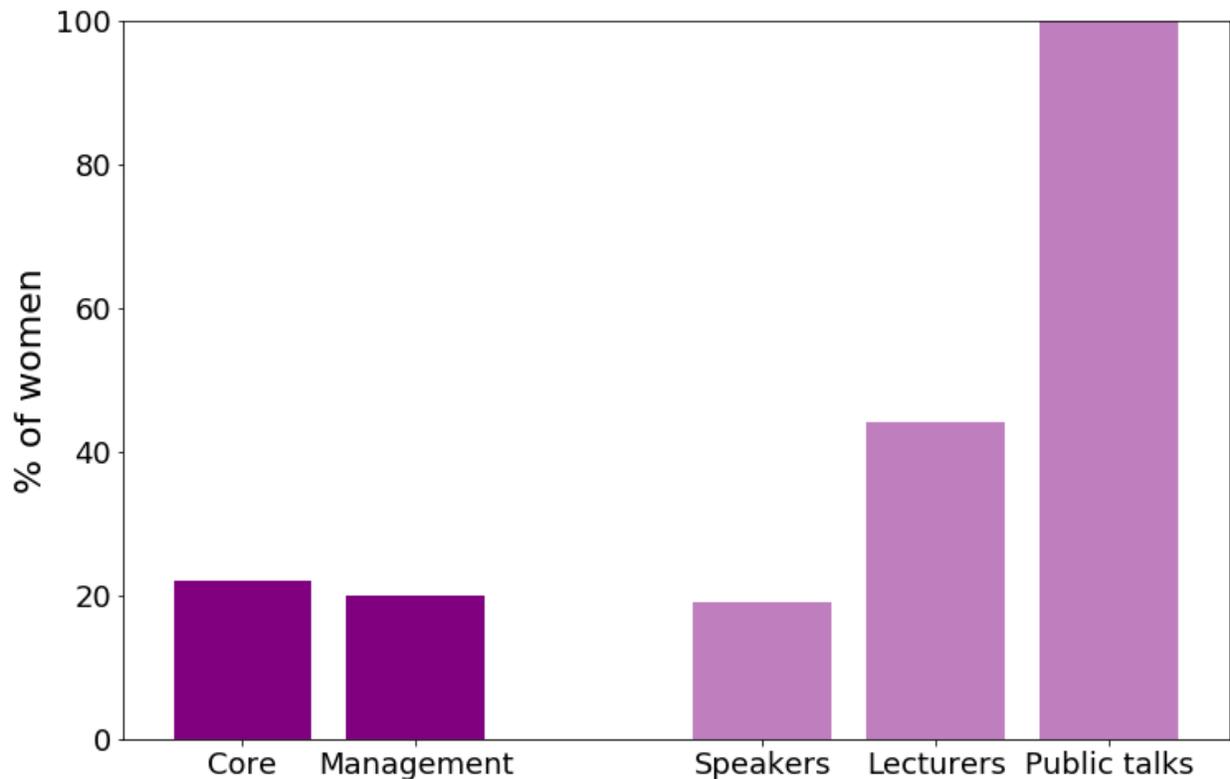


Fig 3: Percentages of women being part of the Core Group (Core) and in the Management Committee (Management), presenting posters or being speakers at conferences (speakers), giving lectures in training schools (lecturers) and public talks in conferences of the Action.

First of all, one should notice that the percentage of women in the Core Group and in the Management Committee is around 20%, which is approximately the same fraction as in the number of participants, see Figure 1. It is also noticeably larger than the percentage of women in some of the working groups of the Action.

Regarding active participation in events of the Action, one can see that the percentage of women making contributions to the conferences, in the form of posters or talks, is close to the percentage of women in the Action. With respect to the Short Term Scientific Missions, 29% of the beneficiaries are women. We highlight the large participation of women as invited speakers and lecturers in training schools. This is a direct result of the gender equality policy promoted by the Management Committee of the Action.

Finally, we present the gender balance at several research institutions involved at CA18108. We take as examples the Instituto de Física Corpuscular (Spain), the Department of Physics from the University of Rijeka (Croatia), the Department of Physics and the Department of Engineering from the University of Bremen (Germany), Department of Physical and Chemical Sciences from the University of L'Aquila (Italy) and the Josip Juraj Strossmayer University of Osijek (Croatia). The figures range between 50% and 20%, although most of them are between 20-30%. This illustrates that the gender gap in our Action is a consequence of the unbalance in the percentage of women in the field of physics.

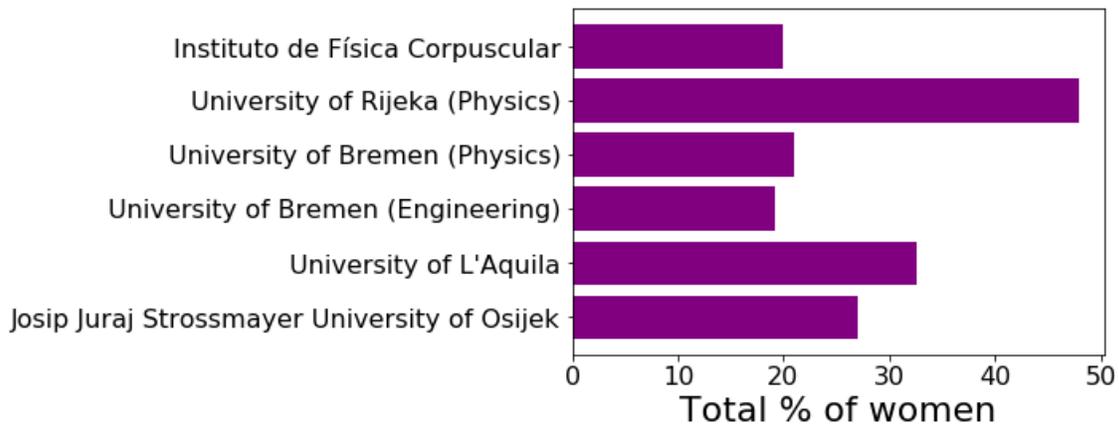


Fig 4: Gender balance at some research institutions involved in CA18108.

We also show in Figure 5 the gender balance for two different stages of the research career (Staff and PhD+postdoc researchers).

