

Gender barriers young women scientists and engineers face and policy implications

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Though gender relations have become more egalitarian in the past several decades in some parts of the globe, the progress has been characterized as ‘slow’ and ‘uneven and stalled’, and at the most as ‘incomplete’[2]. The assumption that scientific and technological activities are based on the principle of rationality and thus, there is no room for any sort of biases, including gender bias, has been proven to be a myth. It has been revealed that although the number of women entering into the STEM field has been steadily increasing, the paucity of women in decision-making positions and male dominated culture in the work-sites (e.g. laboratories) have not changed much. The overall working environment in the STEM field is still very much inconsiderate of women scientists’ and engineers’ specific needs. That can be attributed to, among other things, a collective ignorance as to what constitute discriminations against women. KWSE has been conducting a joint international survey annually among members of the APNN since 2014. The survey has been a meaningful endeavor in that it explored the state of gender inequality for women in the STEM field. The current presentation highlights the 2018 survey results. The 2018 survey, though it was a continuation of the previous surveys, was unique in two aspects. First, it focused on younger/future generation scientists and engineers in their 20s and 30s. Second, it included respondents not only from the APNN but also from the African Network of INWES, ARN with an aim to compare gender state between two regions. Survey questionnaire consisted of seven sections: personal information, perception of gender barriers in STEM, experiences of gender barriers, indirect experiences of gender barriers (only for men), policy needs to overcome gender barriers, gender role ideology and gender equality in the research environment. Key results in terms of gender differences as well as regional differences will be reported and their policy implications will be discussed.

References

- [1] This presentation is based on: Kong-Ju-Bock Lee, Hye Young Park, Jung Sun Kim, Yang Hee Kim (2018), The 2018 Policy Report on Balanced Development of Human Resources for the Future: Analysis of Global Gender Indices and Joint Survey Results from INWES APNN/ARN Member Countries, KWSE.
- [2] <https://www.tcd.ie/sociology/postgraduate/msc-comp-social-change/course-structure-handbook/module-outlines/optional/gender-socialchange-comp-context.php>