

Analyzing the gender composition of research screening committees in South Korea

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Summary

- Lack of interest in balancing gender composition of research committees in S&E
- Low-awareness and lack of understanding about gender issues among scientists
- Relation to SDGs: promoting gender equality and empowerment in scientific research
- The necessity of research on the degrees of gender inequality in S&E research program
- The importance of making scientists be aware of gender issue in S&E

Introduction

- Various policies to enhance and promote women scientists during last 20 years in Korea
- Some implication from the *WISET Report*
 - Increase female ratio of the STEM workforce: 10.0% in 2006 to 19.4% in 2015
 - Only 24% of all newly employed scientists are women during the same period
 - The gender difference of newly employed STEM workers: women temporary employees 43.4% vs. men regular employees 76.0%
- Obstacles and challenges in Korea
 - Women scientists steadily drop out of their career tracks and they have relatively less participate in research committees.
 - Also the number of women researchers in engineering is small and they are underrepresented engineering-related research fields.

Objectives

- Examination on the degree of gender inequality in composition of R&D research program committees
 - Identifying gender issues related to research committees
 - Analyzing the reason why women scientists participate less in committees
 - The effect of women's low participation rate on their career

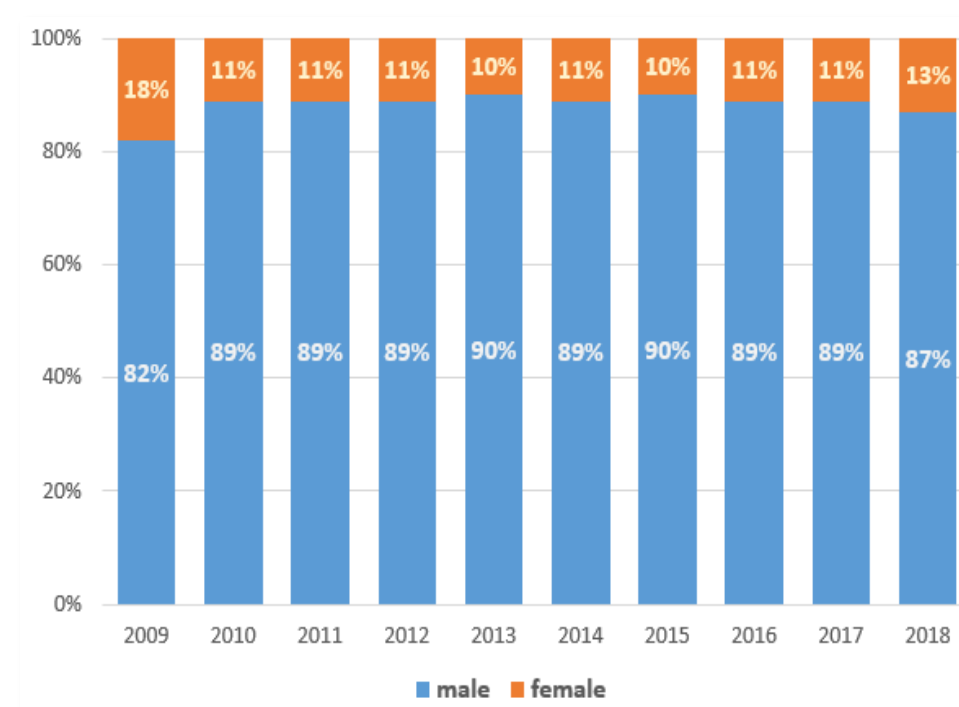
Methods

- First, analyzing the gender imbalance in committee members using NRF data(2009-2018)
 - NRF basic research programs in science & engineering is composed of 4 sub-programs; individual research, group research, infrastructure building, fostering the next generation of researchers.
 - We analyzed 3 sub-program's last 10-years-candidates-data except infrastructure building program.
- Second, conducting survey
 - Survey was conducted on December 2019
 - 766 respondents are participated

Sex	N(%)	Age	N(%)	Major	N(%)
Female	196(25.7)	Under 30s	61(8.0)	Natural science	273(35.8)
Male	567(74.3)	40s	316(41.4)	Engineering	252(33.0)
Total	763(100.0)	50s	300(39.3)	Agriculture, Fishery science	45(5.9)
		Over 60s	86(11.3)	Medical science	169(22.1)
		Total	763(100.0)	The others	24(3.1)
				Total	763(100.0)

Results

- The results show the wide disparity between gender composition of R&D basic research screening committees during last 10 years in Korea.



- In medical science, this gender gap is the lowest compared to engineering science.
- However, women researchers that gained a doctoral degree in medical science field have been increasing, their ratio is 22.9% in 2003 to 39.2% in 2017.
- Comparison of women researchers' rates in medical science field, we found imbalance between female researchers ratio and female panel ratio to evaluate research programs.



- Similar to data analysis, we could find gender gap in participation rate as research committee evaluator.

Participate as evaluator	Female	Male	Total
Yes	126(24.6)	387(75.4)	513(100.0)
No	70(28.0)	180(72.0)	250(100.0)

- Women respondents answered that experience as a panel is helpful when they prepare and propose a new project.
- Also, the reason why women scientists take part in a panel is that they want to get more research information related their research fields.
- In contrast, the reason why they don't participate in a panel is that they didn't get an offer.

Conclusions

- The analysis shows that women's participation rate of committee members has increased since 2010. Despite this improvements, however, we found gender gap between committee members in comparison with women researchers' rate in science & engineering field.