

# Research on S&T Preferential Policies of Women Personnel in China

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# 1. The current distribution of women scientists in China



- 1.1 The Chinese women personnel in S&T
- 1.2 The concept of women scientists in China
- 1.3 The qualified number of women scientists

# 1.1 The Chinese women personnel in S&T

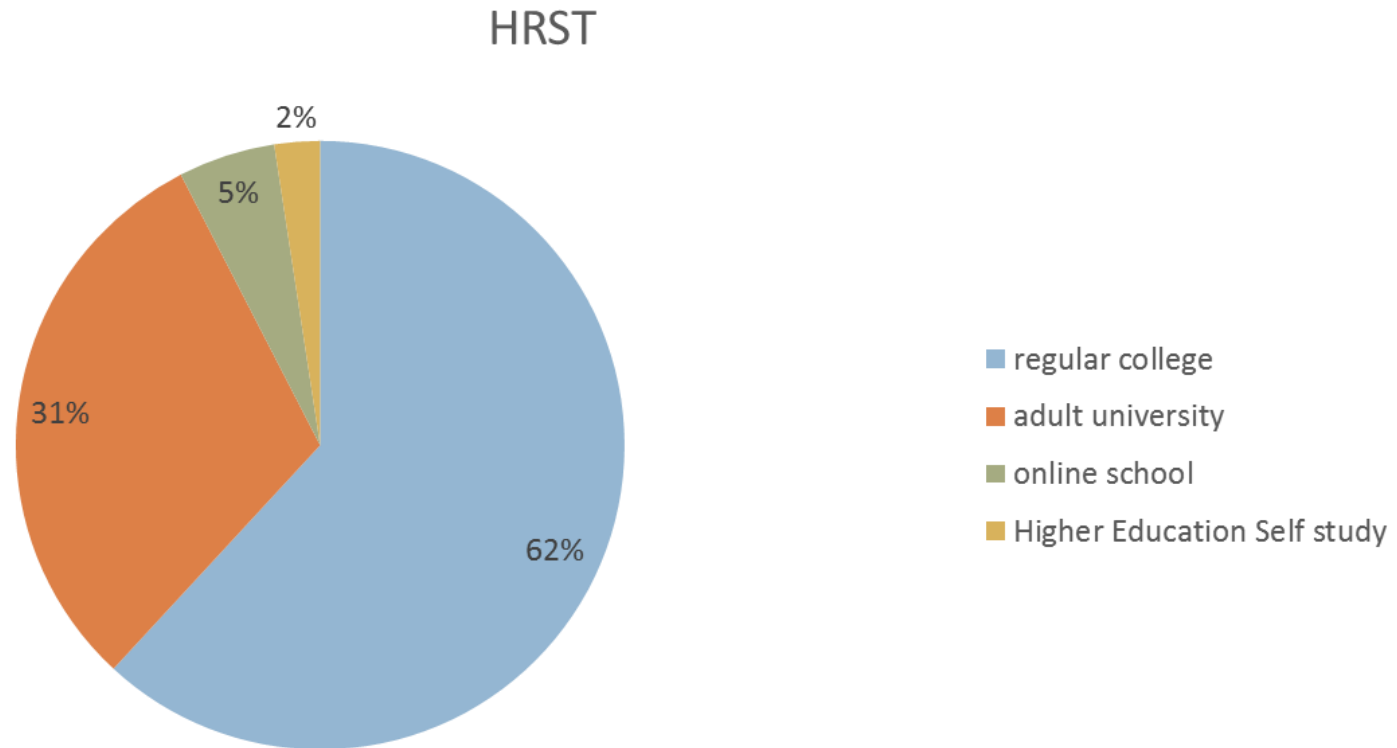
Table1: survey on the number of Chinese women personnel in S&T(1963-2014)  
Unit:thousands

year	regular college			adult university		online school		Higher Education Self study
	Undergraduate college	Junior college	Philosophy Master	Undergraduate college	junior college	Undergraduate college	junior college	
1963-2005	419.1	302.8	3	91	526.6	26	26	58
2006-2011	343	411	10.1	76	113	31	42	
2012-2014	196	150	3.7	43	58	16	12	14
subtotal	958.1	863.8	16.8	210	697.6	73	80	72
aggregate	1838.7			907.6		153		72
total	2971.3							

Resource: the report on the development of HRST in China(2014)

# 1.1 The Chinese women personnel in S&T

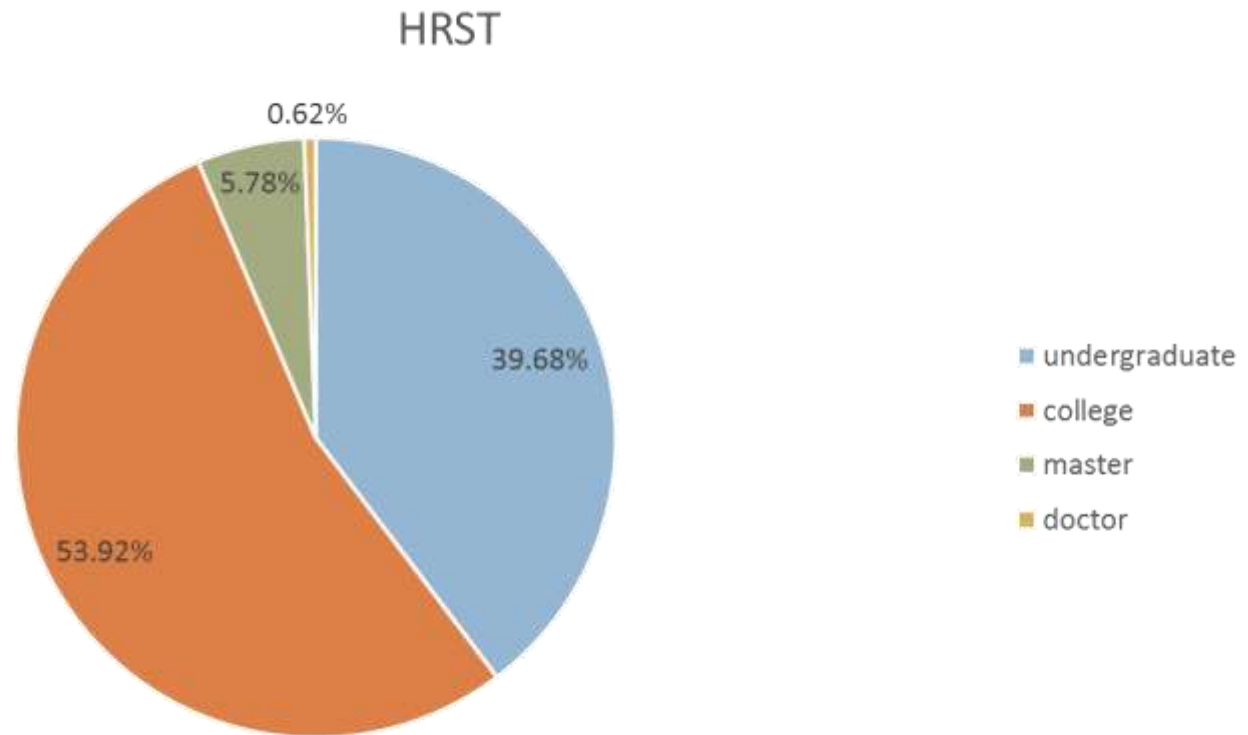
Chart1:survey on the percentage of Chinese women personnel in S&T (1963-2014)——different kinds of school source



Resource: the report on the development of HRST in China(2014)

# 1.1 The Chinese women personnel in S&T

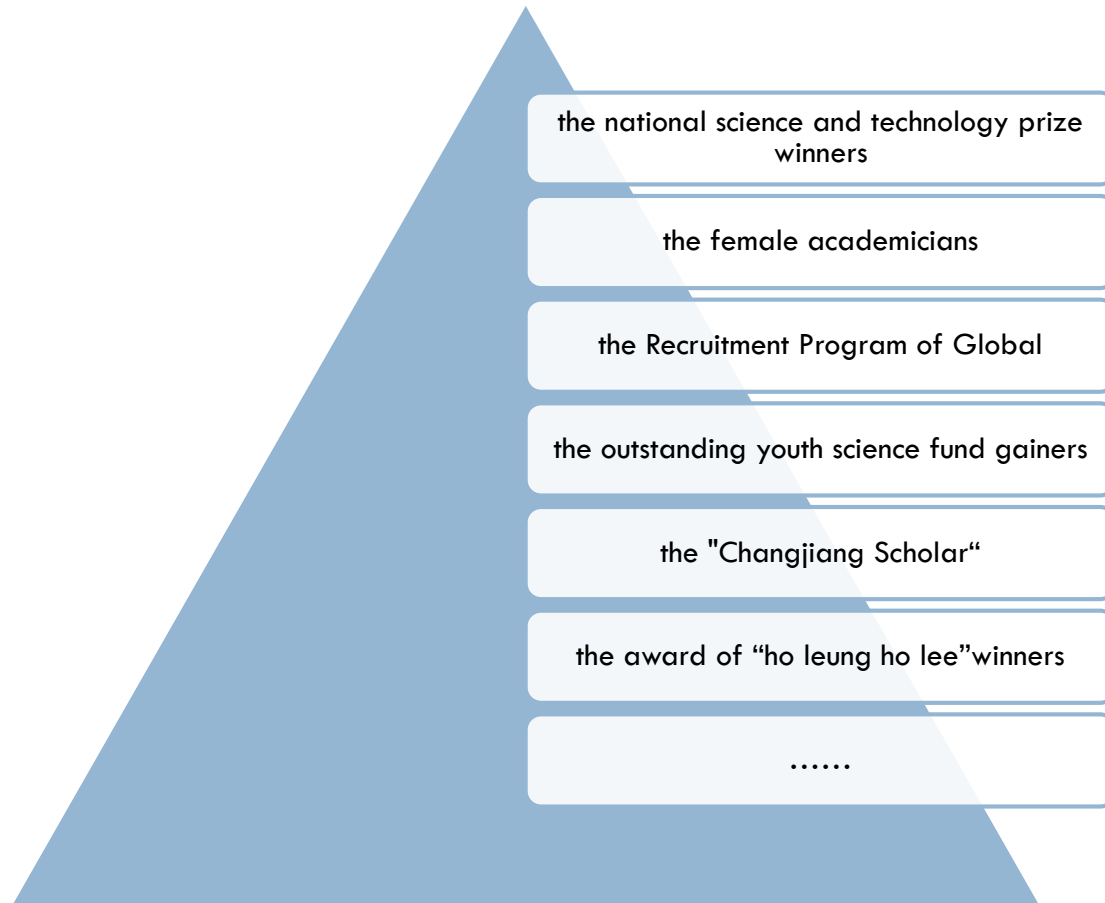
Chart2:survey on the percentage of Chinese women personnel in S&T (1963–2014) — different educational backgrounds



Resource: the report on the development of HRST in China(2014)


# 1.2 The concept of women scientists in China

Table2: survey on the range of the women scientists in China



Resource: Research on the Distribution of Women Scientists in China, Development Research Center of China Association for Science and Technology

## 2. The current situation of high-level women scientists in China



- 2.1 The current situation of Chinese female academicians
- 2.2 The current situation of “Chinese Young Women in Science Award” winners



# 2.1 The current situation of Chinese female academicians

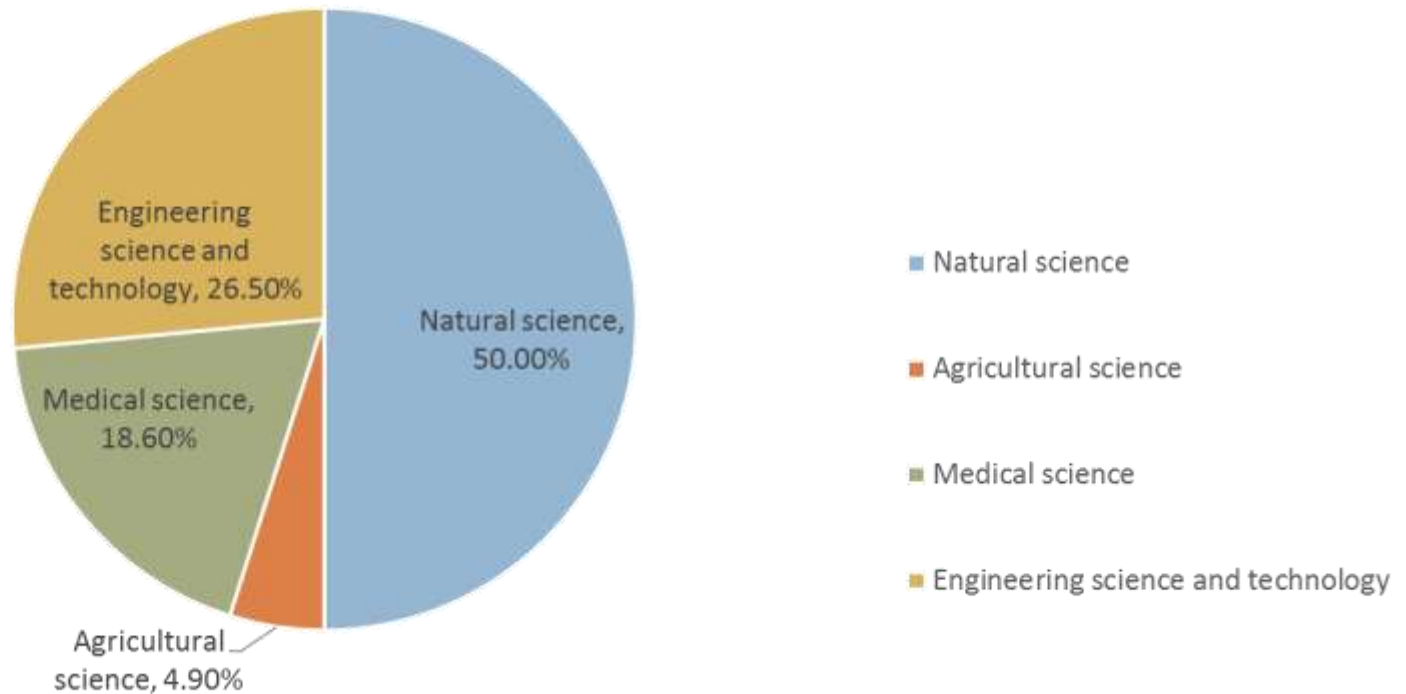
Table3: Chinese female academicians list

Resource	Chinese female academicians list
sinica	<p>吴健雄*(1912-1997,1958) 卞赵如兰*(1922-,1990) 黄周汝吉*(1932-,1982) 彭汪嘉康*(1932-,1984) 黄诗厚*(1939-,1990) 刘翠溶(1941-,1996) 陈景虹*(1942-,2002) 王瑜(1943-,2010) 郑淑珍(1944,2012) 胡玲*(1945-,2004) 黄以静*(1947-,1994) 叶公杼*(1947-,1998) 吴妍华(1948-,2000) 张圣容*(1948-,2012) 冯又嫦*(1949-,2010) 潘玉华*(1950-,2002) 余淑美(1952-,2012) 梁其姿(1953-,2010) 沈正韵*(1957-,2008) 蔡立慧*(1960-,2008) 孟怀萦(1961-,2010)</p>
Chinese Academy of Sciences	<p>林巧稚(1901-1983,1959) 王承书(1912-1994,1981) 何泽慧(1914-2011,1980) 池际尚(1917-1994,1991) 李敏华(1917-1994,1980) 林兰英(1917-2003,1980) 陈茹玉(1919-2012,1980) 高小霞(1919-1998,1980) 蒋丽金(1919-2008,1980) 郝诒纯(1920-2001,1980) 黄量(1920-,1980) 谢希德(1921-2000,1980) 张树政(1922-,1991) 尹文英(1922-,1991) 沈天慧(1923-,1980) 夏培肃(1923-2002,1991) 陆婉珍(1924-,1991) 李林(1925-2002,1980) 王业宁(1926-,1991) 陈文新(1926-,2001) 徐晓白(1927-,1995) 叶叔华(1927-,1980) 胡和生(1928-,1991) 唐崇惕(1929-,1991) 郑儒永(1931-,1999) 郑守仪(1931-,2001) 沈之荃(1931-,1995) 杨芙清(1932-,1991) 李方华(1932-,1993) 李依依(1933-,1993) 黄春辉(1933-,2001) 沈韞芬(1933-2006,1995) 马瑾(1934-,1997) 匡廷云(1934-,1995) 张永莲(1935-,2001) 张淑仪(1935-,1991) 王颖(1935-,2001) 张宗焯(1935-,1999) 吴德馨(1936-,1991) 张弥曼(1936-,1991) 石青云(1936-,1993) 林学钰(1937-,1997) 伍小平(1938-,1997) 朱静(1938-,1995) 张俐娜(1940-,2011) 许志琴(1941-,1995) 施蕴渝(1942-,1997) 王志珍(1942-,2001) 王恩多(1944-,2005) 杨秀荣(1946-,2013) 庄文颖(1948-,2009) 赵玉芬(1948-,1991) 侯凡凡(1950-,2009) 崔向群(1951-,2009) 周卫健(1953-,2009) 叶玉如(1955-,2001) 郑晓静(1958-,2009) 任咏华(1963-,2001) 曹晓风(1965,2015) 谢毅(1967-,2013) 于吉红(1967-,2015) 黄如(1969-,2015)</p> <p>Foreign Associate : 吴健雄(1912-1997,1994) 傅睿思(1947-,2002)</p>
Chinese	<p>黄翠芬(1921-,1996) 钱正英(1923-,1997) 胡亚美(1923-,1994) 肖碧莲(1923-,1994) 沈渔邨(1924-,1997) 董玉琛(1926-,1999) 史轶繁(1928-,1996) 安静娴(1929-,1997) 王琳芳(1929-,1997) 刘彤华(1929-,1999) 范云六(1930-,1997) 吴明珠(1930-,1999) 唐孝炎(1932-,1995) 王士雯(1933-,1996) 胡启恒(1934-,1994) 徐洵(1934-,1999) 胡之璧(1934-,1994) 周翔(1934-,1995) 闻玉梅(1934-,1999) 孙佳(1935-,2005) 钟掘(1936-,1995) 邹竞(1936-,1994) 陈丙珍(1936-,2005) 张锦秋(1936-,1994) 钱易(1936-,1994) 陈亚珠(1936-,1996) 王涛(1936-,1994) 袁晴棠(1938-,1995) 王静康(1938-,1999) 袁晴棠(1938-,1995) 张立同(1938-,1995) 张懿(1939-,1999) 韦钰(1940-,1994) 邱爱慈(1941-,1999) 沈倍奋(1943-,1997) 李兰娟(1947-,2005) 陈香美(1951-,2007) 陈赛娟(1951-,2003) 王红阳(1952-,2005) 韩雅玲(1953-,2013) 夏照帆(1954-,2013) 朱蓓薇(1957-,2013) 陈左宁(1957-,2001) 刘志红(1958-,2003)</p>

\*female academicians in sinica who work in the United States for long-term

## 2.1 The current situation of Chinese female academicians

Chart4: survey on the distribution of Chinese female academicians



Resource: Research on the Distribution of Women Scientists in China, Development Research Center of China Association for Science and Technology

## 2.2 The current situation of “Chinese Young Women in Science Award” winners

Table 4: The questionnaire of each session of the winners

session	The number of winner	The number of completed questionnaires
1st	4	1
2st	10(5+5Nominee Award)	5 (2+3Nominee Award)
3st	10(5+5Nominee Award)	5 (2+3Nominee Award)
4st	10(5+5Nominee Award)	5 (2+3Nominee Award)
5st	10(5+5Nominee Award)	5 (4+1Nominee Award)
6st	5	2
7st	10 (1st Nominee Award,3st Nominee Award)	4 (2stNominee Award,3st Nominee Award)
8st	10	7
9st	10 (2stNominee Award)	3
10st	10	6
11st	10(3st Nominee Award)	7 (3st Nominee Award)
total	95	47

## 2.2 The current situation of “Chinese Young Women in Science Award” winners

Chart5: Questionnaire items on the outstanding women scientists who won “Chinese Young Women in Science Award”



# 3. The characteristics of women scientists in China



- 3.1 The number of high-level women scientists were less
- 3.2 The women scientists has advantages in medical science
- 3.3 The high-level women scientists aged over 45

# 3.1 The number of high-level women scientists were less

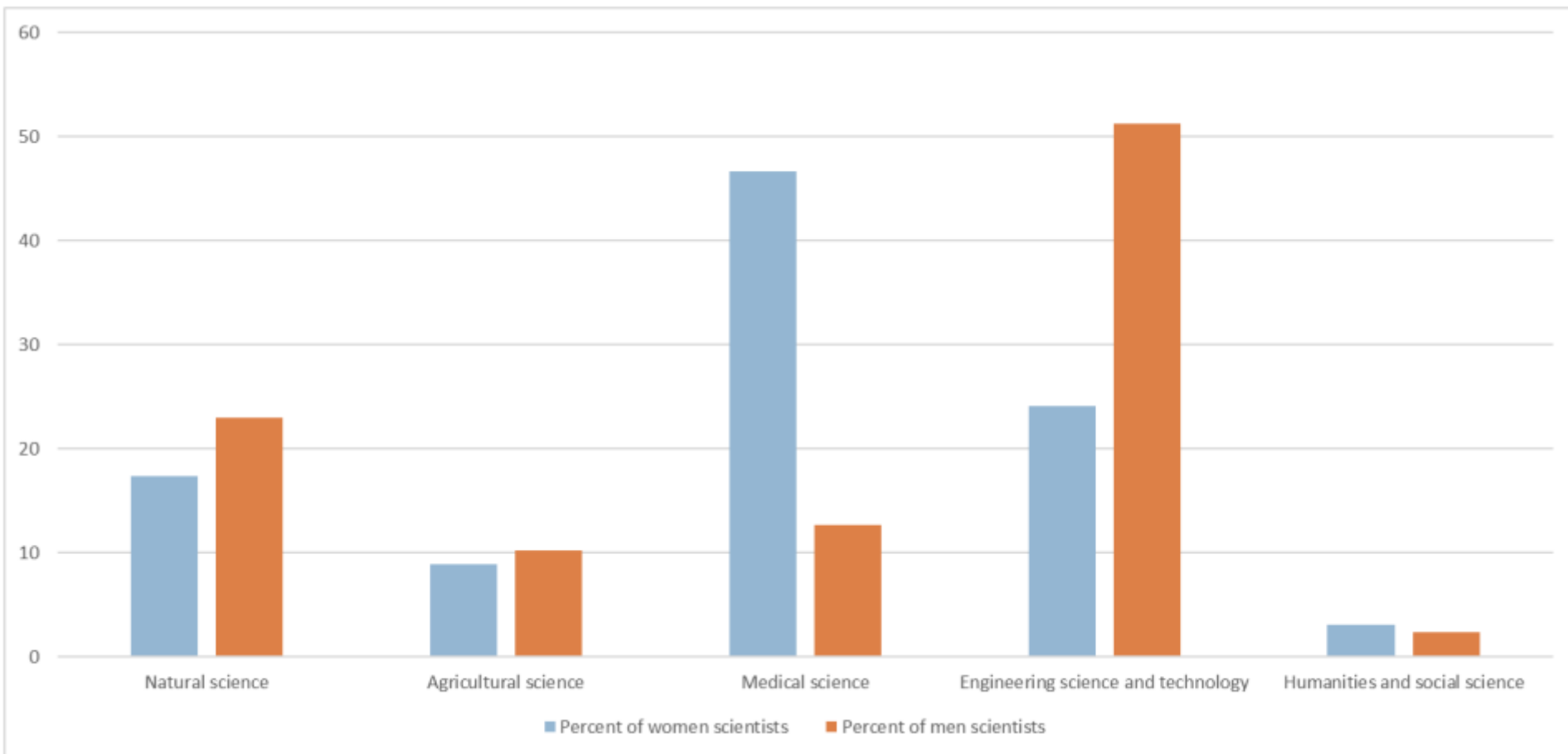
**Chart5: The percent of women scientists among the different subject**

Discipline classification	women scientists	men scientists	Percent of women scientists
Natural science	612	6570	8.52
Agricultural science	149	2196	6.35
Medical science	718	3064	18.98
Engineering science and technology	584	13800	4.06
Humanities and social science	58	774	6.97
Missing part	1		
Total	2122	26404	7.44

Resource: Research on the Distribution of Women Scientists in China, Development Research Center of China Association for Science and Technology

## 3.2 The women scientists has advantages in medical science

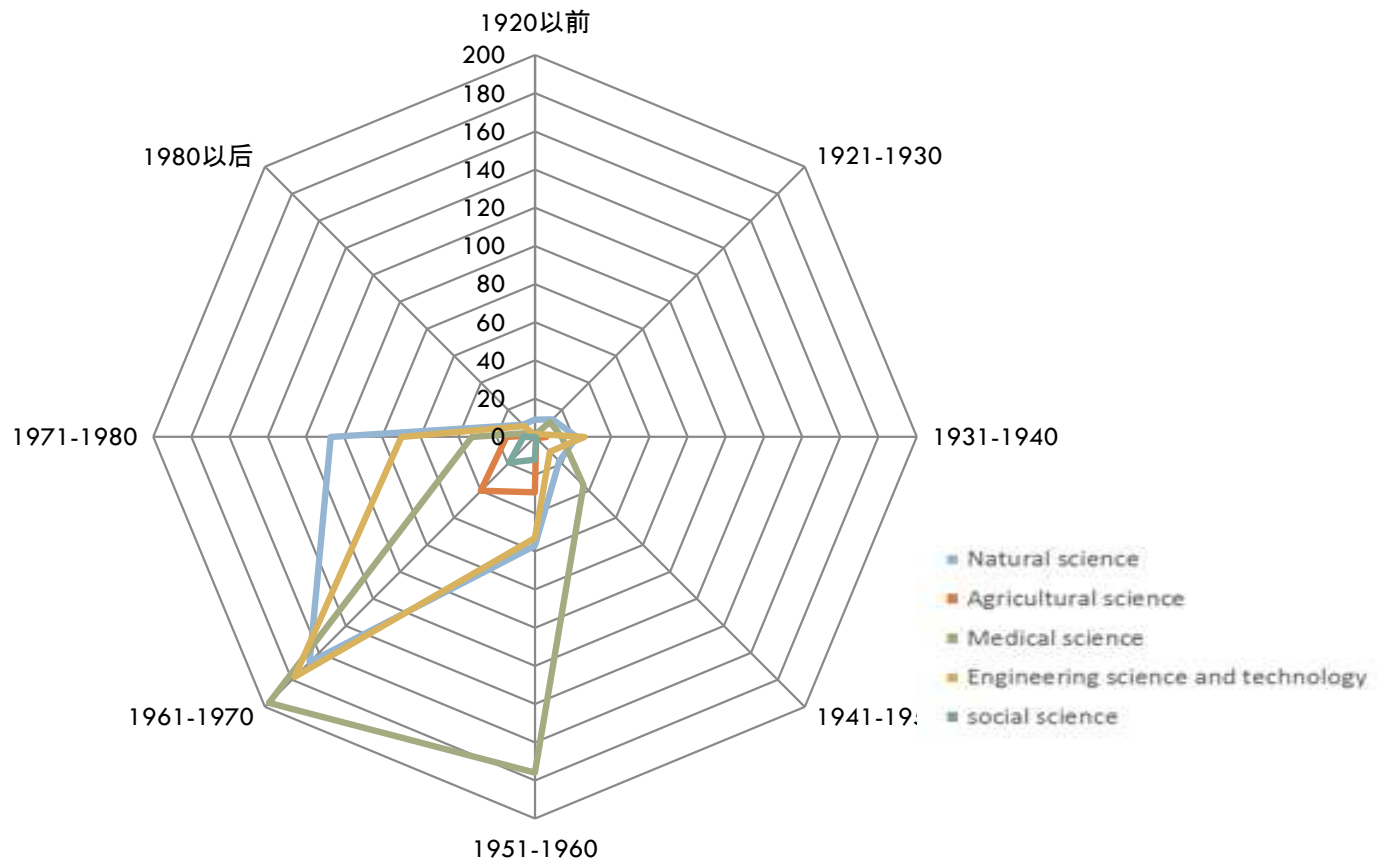
Chart6: The difference between women and men scientists among the subject



Resource: Research on the Distribution of Women Scientists in China, Development Research Center of China Association for Science and Technology

# 3.3 The high-level women scientists aged over 45

Chart7: The age histogram of women scientists



Resource: Research on the Distribution of Women Scientists in China, Development Research Center of China Association for Science and Technology



### 3.3 The high-level women scientists aged over 45

**Table6: Academician HE Zehui's Scientific Growth Experiences**

Name	Middle school	College	Study abroad	Research work after returning to homeland
He Zehui (1914~2011)	In 1920, enrolled by Suzhou Zhenhua Girls' School	In 1932, admitted to the physics department of Tsinghua University	1936~1940, went to Technische University at Berlin in Germany to study ballistics; firstly proposed the innovation on measurement of bullet flying speed; won the doctor's degree. In 1940, worked at the weak current laboratory of the Siemens Factory in Germany; in 1943, worked at the institute of physics, Heidelberg William Institute of Medicine, and discovered the elastic collision between positive and negative electrons. In 1946, worked at nuclear chemistry laboratory of French Academy, guided by lady Joliot Curie, and studied tertiary and quaternary fissions of uranium nucleus jointly with QIAN Sanqiang.	In 1948, returned to the homeland, and initiated the Institute of Atomic Physics of National Academy of Peiping together with QIAN Sanqiang. In 1950, participated in the establishment of the institute of physics of Chinese Academy of Sciences; in 1964, held the deputy director of the Atomic Energy Research Institute; in 1973, held the director of the Institute of High Energy Physics; in 1980, elected as member of standing committee of Chinese Academy of Sciences.

Resource: Research on the Distribution of Women Scientists in China, Development Research Center of China Association for Science and Technology

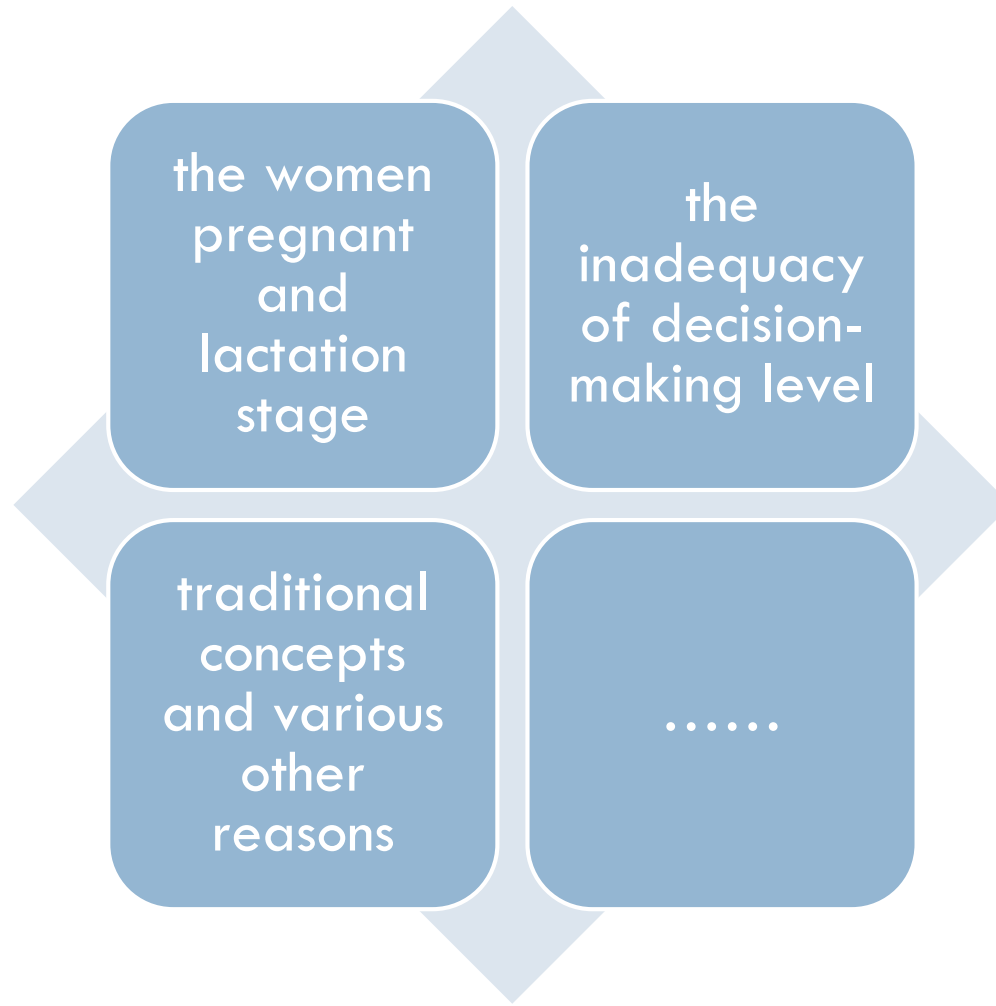
# 4. Measures and proposals



- 4.1 The influencing factors of women scientists
- 4.2 Current polices and measures in China
- 4.3 proposals and Suggestions

# 4. 1 The influencing factors of women scientists

Chart8: The influencing factors of women scientists



## 4.2 Current polices and measures in China

**Table7: Current main polices and measures to help women scientists in China**

polices	date	department	main content
Expand the age to apply	2010	Chinese Young Women in Science Award	Expand the age of female researchers who apply for the" Chinese Young Women in Science Award" from 40 to 45, etc.
Expand the age to apply	2010	"Science & Technology Award for Chinese Youth"	Expand the age of researchers who apply for the" Chinese Young Women in Science Award" from 40 to 45, etc.
Women delay retirement	2011	government	The same retirement age between men and women
"Strengthening and Improving the constructionof women personnel in the field of S&T "	2011	The Ministry of Science and Technology and the All-China Women's Federation	Develop female students' interest in science;expand the female employment opportunities in the field of S&T;support for pregnant women to attend the scientific research activities, etc.

## 4.3 proposals and Suggestions

strengthen the construction of legal system on gender

adjusting retirement system of unifying the same retirement age for men and women in the whole society

implementing special coordination funds

carrying out academic activities

do some researches and trainings

extending the maternity leave time

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**Thanks !**