

Recruiting and Retaining *more* Women in Science



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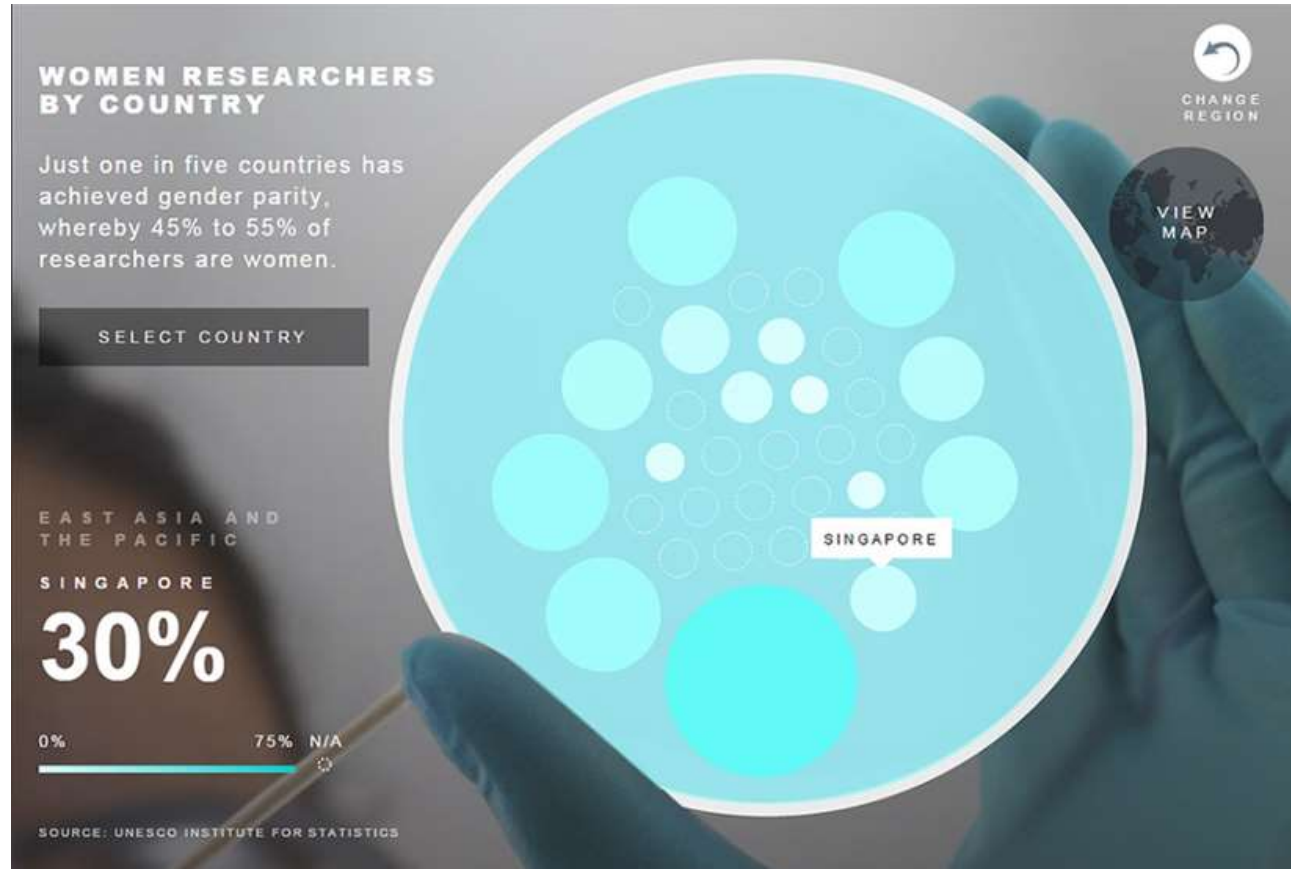
Women are highly under-represented in science fields globally

- **Women make up only 28% of world's researchers.**
- **Only 23% women researchers in East Asia and the Pacific region where Japan and Singapore features.**
- **Comparable number of women and men in undergraduate or even graduate programs, but sharp decline in numbers of women up the career ladder.**
- **Men dominate the private sector which offers better salaries and benefits.**

Singapore and Gender Gaps

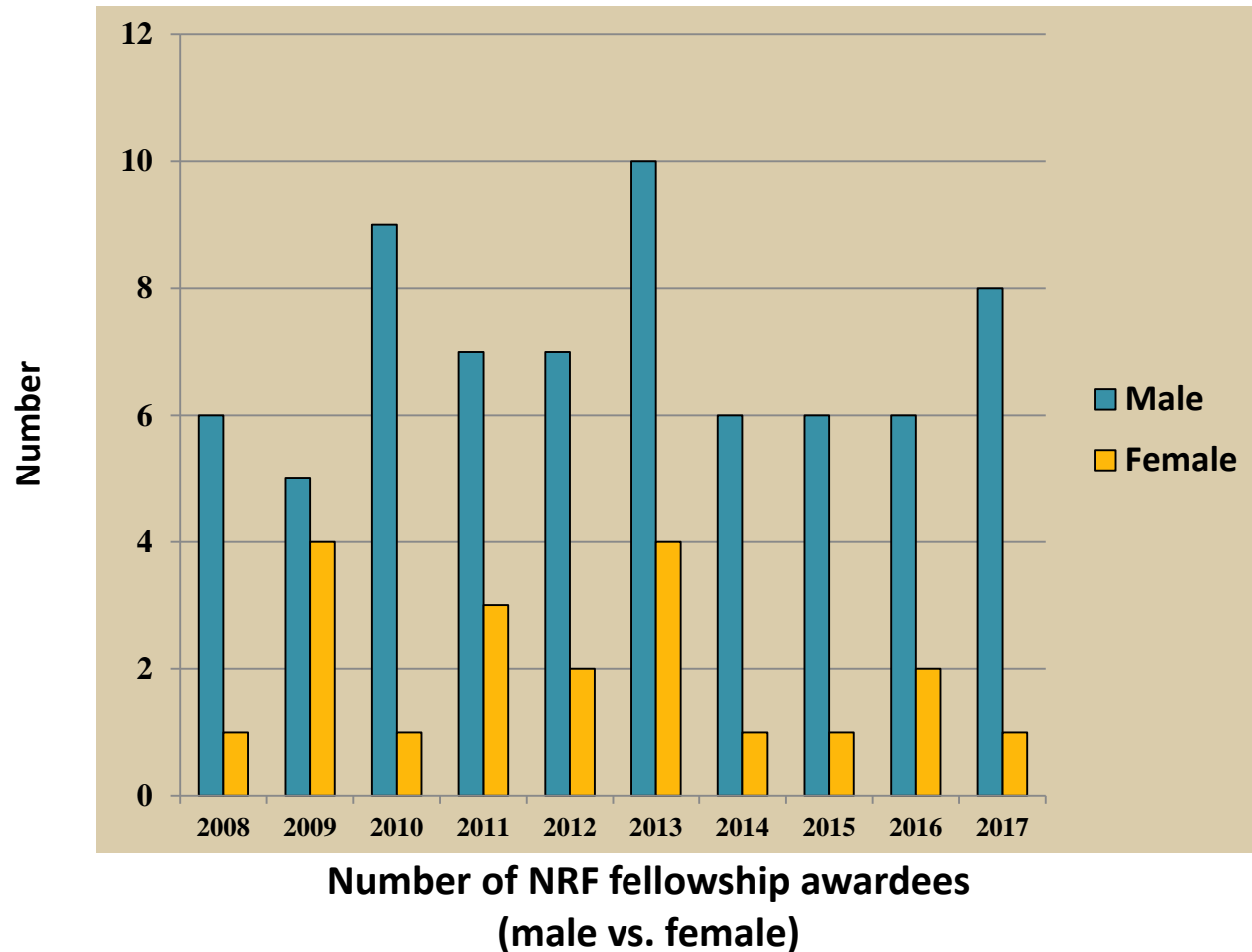
- ✓ Singapore is ranked only 55th out of 144 countries in the World Economic Forum (WEF) Global Gender Gap Report.
- ✓ Gender disparity in leadership, senior management/board levels .
- ✓ Women underrepresented in boardrooms (<10%).
- ✓ Pay gap: >10% in most professions; NUS business school study shows women are paid 43% less than men on Singapore boards.
- ✓ Less retirement savings for women compared to men.

STEM fields are no exception to gender gaps in Singapore



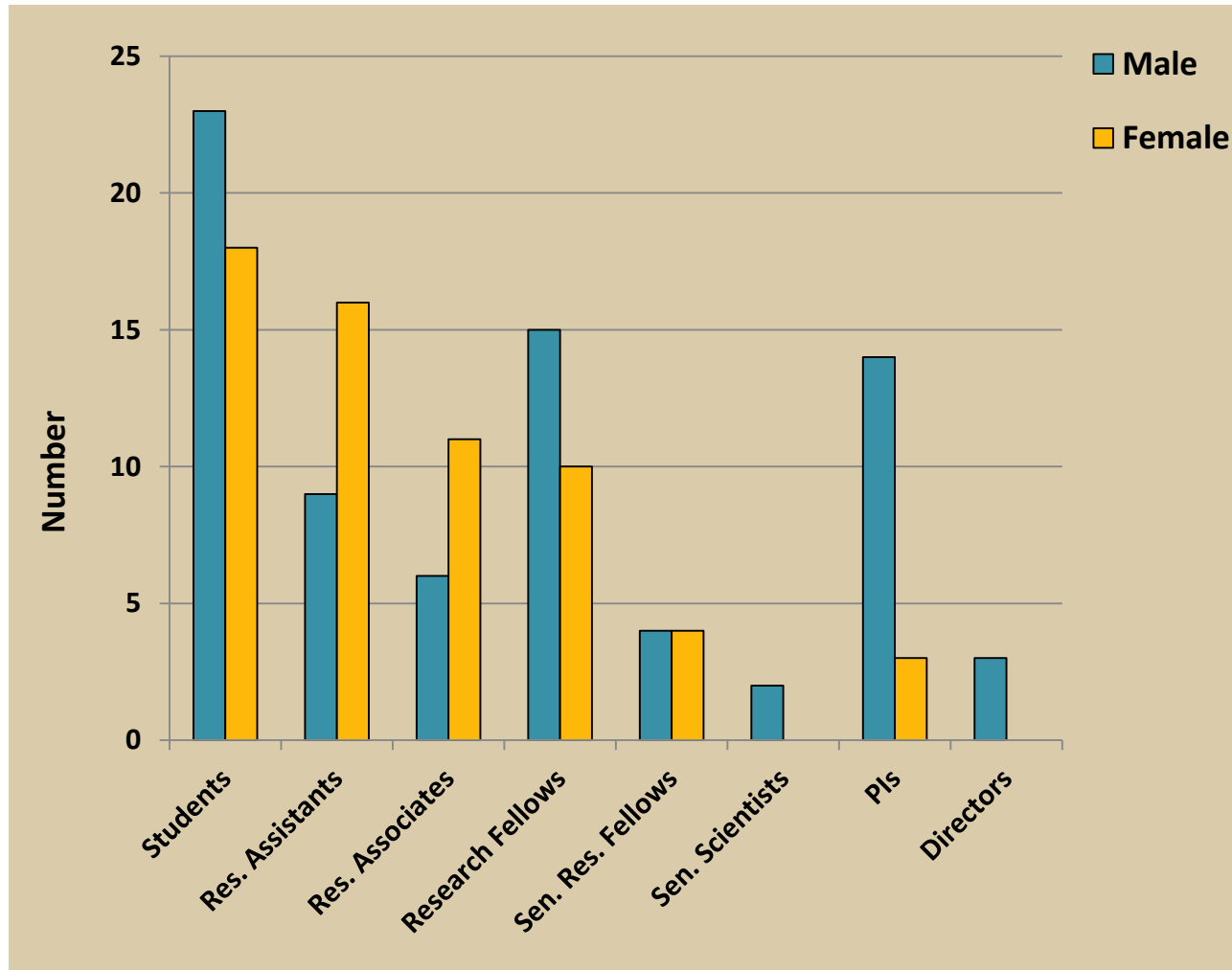
Source: The UNESCO Institute for Statistics Interactive tool

STEM fields are no exception to gender gaps in Singapore



Awarded to 78 % men and only 22% women till date

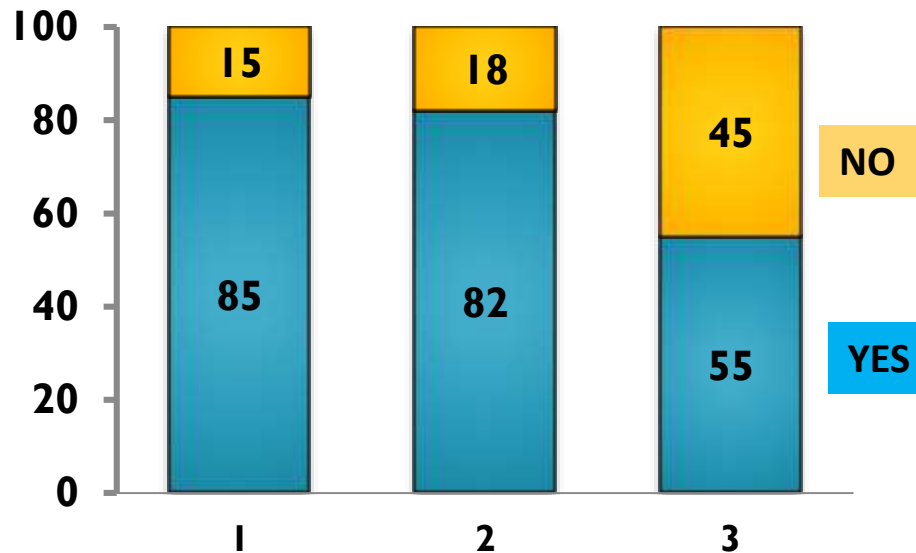
Number of male and female researchers in The Mechanobiology Institute (MBI)- 2017



Academic staff numbers (males vs. females) in MBI

MBI-WIS Survey 2015

Only 30% responded to the survey



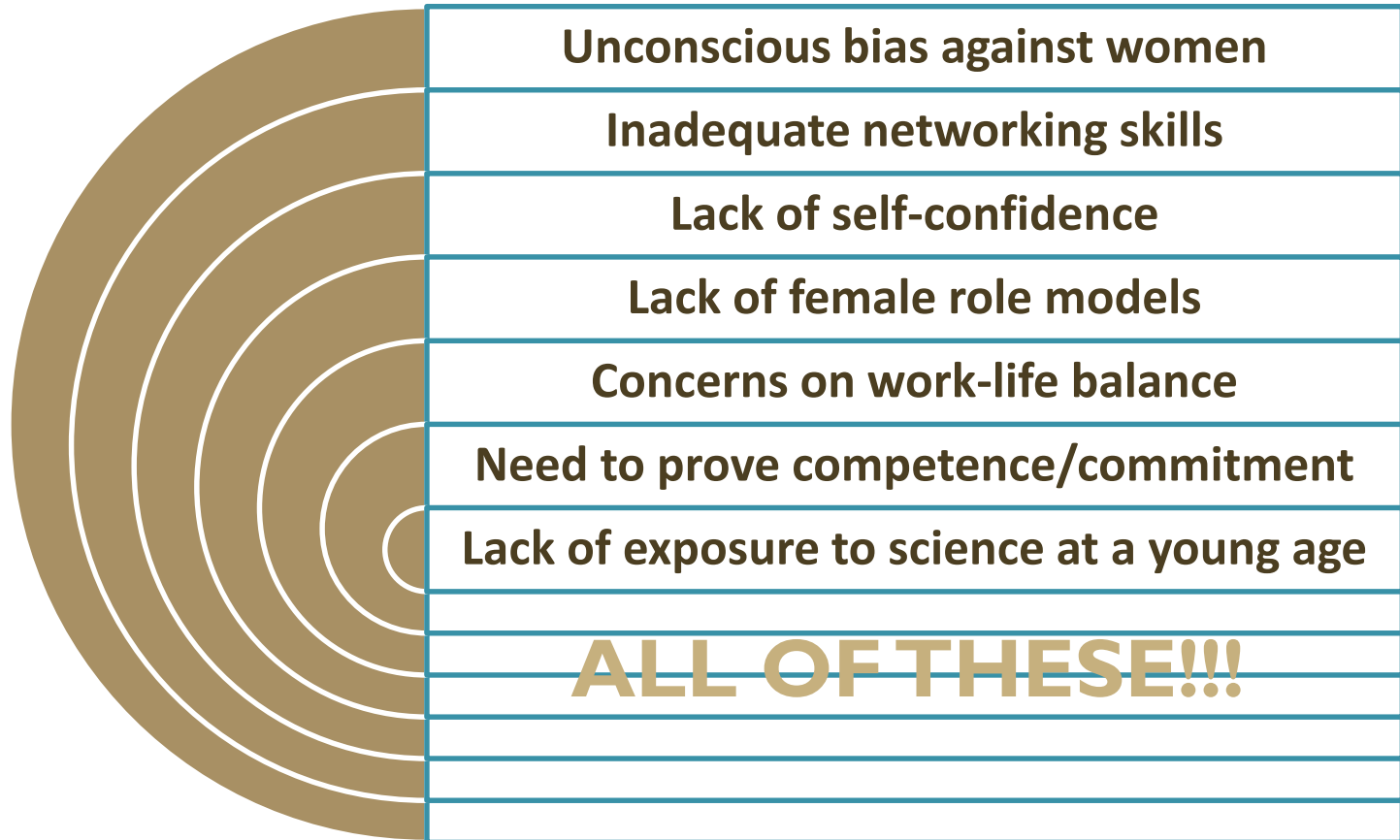
1 Are aware of the gender imbalance in science

2 A need to have a WIS initiative in MBI

3 Would like to be a part of the WIS initiative

Highlights that though people are aware of the gender gap problem, most do not think there is a need for solution!!!

What factors affect the recruiting and retaining of women in science?



Initiatives by MBI-WIS to reduce the gender gap at MBI



Led by Professor Linda Kenney

1. Tackling unconscious gender bias:

By creating awareness on existing gender gaps.

Encouraging both men & women to make conscious efforts to recruit and retain women in science.

2. Setting a mandate of minimum 30% representation of women speakers at all future MBI conferences



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3. Exposure to female role models through career talks
4. Enhancing self-confidence and networking skills of women through self-development talks and workshops.



5. BIOS symposium series: an initiative by MBIwis

- **National level free symposium encompassing all areas of biology.**
- **Provides opportunities to women researchers across Singapore to organize and participate, irrespective of position or research area.**
- **After BIOS2015, now BIOS2017 to be held on 15th September.**



6. MBI Outreach

- For the GirlstoPioneer initiative by UN Women Singapore committee.
- Provide early exposure to science and research environment to encourage more girls to enter science.



Increase women in workforce by providing support for working mothers

- Child care centres
- Nursing rooms
- Flexible workhours

Thank You



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References:

1. <http://reports.weforum.org/global-gender-gap-report-2016/performance-by-region-and-country/>
2. <http://www.straitstimes.com/singapore/singapore-is-top-asian-nation-for-gender-equality-un-report>

In the 2014 Human Development report by the UN, Singapore was ranked 13th out of 155 countries, thus becoming the top Asian country for gender equality (1). Singapore's top ranking in this report was attributed to the empowerment of women in education with a significant increase in the number of women with at least secondary education in 2014 (71%). Other categories considered in this gender equality ranking were, a) reproductive health (maternal mortality and teenage pregnancy), b) empowerment (parliamentary seats, education), and c) labour participation rates. Mrs. Laura Hwang, Singapore's representative for women's rights to the Asean Commission, stated that this translates to Singaporean women being better equipped for employment in higher wage earning capacity.
3. <http://www.channelnewsasia.com/news/business/low-representation-of-women-on-boards-in-singapore-survey-8265558>
4. <http://www.todayonline.com/voices/womens-representation-politics-here-still-lacking>
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6. http://www.unwomen-nc.org.sg/news_details.acvx?id=810
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9. http://www.uis.unesco.org/_LAYOUTS/UNESCO/women-in-science/index.html#!lang=EN
10. <http://www.diversityaction.sg/wp-content/uploads/2017/04/20170404-DAC-News-Rel-Singapores-Diversity-Action-Committee-sets-higher-targets-for-womens-representation-on-boards.pdf>