Introducing Gender Summit Asia Pacific

2015. August 26-28
Seoul, Korea

2015. 4. 29
Gender Summit Africa: Cape Town
Heisook Lee
Center for WISET
www.wiset.re.kr
2015 Gender Summit Asia-Pacific

26-28 August 2015, Seoul, Korea

Better Science & Technology for Creative Economy in Asia Pacific: Enhancing Societal Impact through Gendered Innovations in Research, Development and Business

The aim of the Gender Summit 6 Asia-Pacific 2015 is to introduce compelling research evidences on benefits of addressing gender issues in science and technology to improve quality of research and innovation. It is designed to interconnect all relevant stakeholders to develop strategies on how discussions and technological collaborations on gender diversity can open up opportunities to create new markets for scientific research and innovations.

For more information go to www.gendersummit.com and contact gendersummit@wiset.or.kr
**Population:**
More than 4.2 billion in 2011, constituting 60% of the world’s population

**Economy:**
GDP growth in Asia and the Pacific was positive in 2010, at 6.6%.

**Connectivity:**
The number of internet & mobile users in Asia-Pacific region represents about 50% of world total users and the numbers continues to grow.
Why Gender Summit in Asia Pacific?

Asia Pacific’s diverse countries differ in gender status, R&D investment levels, stages of development, as well as culture.

Creating differentiated challenges for:

1) Promoting gender-based innovation

   *Some emerging Asian countries might think this isn’t an issue for them*

2) Gender diversity in STEMM

   *Asian countries with higher R&D investment have lower female participation! Korea spends world’s highest proportion of GDP on R&D – but has 2nd lowest female R&D participation rate in OECD*

3) Gender-based technology for socioeconomic development

   *Solving basic development issues (e.g. health, water, sanitation) through targeted technology can boost women’s participation in the workforce, education in STEMM*

   *The GS-Asia Pacific hopes to shine a light on some of the region’s diverse situations in order to share lessons between countries in the region, and the rest of the world.*
Gender Status
in Asia Pacific region
Labor force participation rate 2012
# Women’s leadership in Asia

## Exhibit 1

### Female representation in Asia compared with western markets

2011, Percent

<table>
<thead>
<tr>
<th>Country</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asia average</td>
<td>6</td>
</tr>
<tr>
<td>US</td>
<td>15</td>
</tr>
<tr>
<td>Norway</td>
<td>35</td>
</tr>
<tr>
<td>France</td>
<td>20</td>
</tr>
<tr>
<td>Germany</td>
<td>16</td>
</tr>
<tr>
<td>UK</td>
<td>16</td>
</tr>
</tbody>
</table>

**Women’s representation on boards, by country**

- Europe average: 17%
- Asia average: 6%
- US: 15%
- Norway: 35%
- France: 20%
- Germany: 16%
- UK: 16%

**Women’s representation on executive committees, by country**

- Europe average: 10%
- Asia average: 8%
- US: 14%
- Norway: 15%
- France: 11%
- Germany: 8%
- UK: 3%

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1 Including Sweden, Norway, UK, Belgium, Netherlands, France, Czech Republic, Italy, and Germany, some of which are not shown on this chart.

Source: McKinsey proprietary database, 2011; annual reports.
## Women’s leadership in Asia

### Exhibit 2

**Variations in the proportion of women in top positions across Asia**

2011, Percent

<table>
<thead>
<tr>
<th>Women’s representation on boards</th>
<th>Women’s representation on executive committees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Australia 13</td>
<td>Australia 12</td>
</tr>
<tr>
<td>HK 9</td>
<td>HK 11</td>
</tr>
<tr>
<td>China 8</td>
<td>China 9</td>
</tr>
<tr>
<td>Taiwan 8</td>
<td>Taiwan 9</td>
</tr>
<tr>
<td>Singapore 7</td>
<td>Singapore 15</td>
</tr>
<tr>
<td>Malaysia 6</td>
<td>Malaysia 51</td>
</tr>
<tr>
<td>Indonesia 6</td>
<td>Indonesia 51</td>
</tr>
<tr>
<td>India 5</td>
<td>India 3</td>
</tr>
<tr>
<td>S. Korea 1</td>
<td>S. Korea 2</td>
</tr>
<tr>
<td>Japan 2</td>
<td>Japan 1</td>
</tr>
</tbody>
</table>

*SOURCE: McKinsey proprietary database, 2011; annual reports; company websites*
The M-curve in female labour participation rate

Female labor participation rate by age group, 2010

Women
MaVern:
Asian Perspective
McKinsey & Company 2012
Key Barrier of Career Development

Exhibit 10
Lack of pro-family public policies a key barrier in Asia

<table>
<thead>
<tr>
<th>Top 5 barriers in Asia</th>
<th>Top 5 barriers in Europe</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1</strong> &quot;Double burden&quot; syndrome (women balancing work and domestic responsibilities)</td>
<td><strong>1</strong> &quot;Double burden&quot; syndrome (women balancing work and domestic responsibilities)</td>
</tr>
<tr>
<td><strong>2</strong> &quot;Anytime, anywhere&quot; performance model</td>
<td><strong>2</strong> &quot;Anytime, anywhere&quot; performance model</td>
</tr>
<tr>
<td><strong>3</strong> Lack of pro-family public policies or support services (e.g., child care)</td>
<td><strong>3</strong> Women’s reluctance to promote themselves</td>
</tr>
<tr>
<td><strong>4</strong> Absence of female role models</td>
<td><strong>4</strong> Absence of female role models</td>
</tr>
<tr>
<td><strong>5</strong> Women’s reluctance to promote themselves</td>
<td><strong>5</strong> Women’s tendency to network less effectively than men</td>
</tr>
</tbody>
</table>


Diverse R&D Status in Asia Pacific region
Women’s share of total number of researchers by region (2007)

Source: Women in Science

2. In case of the United States, the percentage of female scientists is sourced from the National Science Foundation Network.
Total R&D Volume (Million US Dollars)

Source: Establishment of Asian Innovation Monitor, KISTEP, 2014
Total No. of Researchers (FTE)

Source: Establishment of Asian Innovation Monitor, KISTEP, 2014
## Participation Rate of Education Sector in Asian Region

<table>
<thead>
<tr>
<th>Region</th>
<th>Nations</th>
<th>Bachelor's students</th>
<th>Doctoral Students</th>
<th>Researchers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>W</td>
<td>M</td>
<td>W</td>
</tr>
<tr>
<td>East Asia and the Pacific</td>
<td>Myanmar</td>
<td>57</td>
<td>43</td>
<td>80</td>
</tr>
<tr>
<td></td>
<td>Vietnam</td>
<td>58</td>
<td>42</td>
<td>18</td>
</tr>
<tr>
<td></td>
<td>Malaysia</td>
<td>57</td>
<td>43</td>
<td>45</td>
</tr>
<tr>
<td></td>
<td>Indonesia</td>
<td>49</td>
<td>51</td>
<td>41</td>
</tr>
<tr>
<td></td>
<td>Singapore</td>
<td>51</td>
<td>49</td>
<td>39</td>
</tr>
<tr>
<td></td>
<td>Thailand</td>
<td>59</td>
<td>41</td>
<td>52</td>
</tr>
<tr>
<td></td>
<td>Philippines</td>
<td>55</td>
<td>45</td>
<td>61</td>
</tr>
<tr>
<td></td>
<td>New Zealand</td>
<td>60</td>
<td>40</td>
<td>51</td>
</tr>
<tr>
<td></td>
<td>China, Macao</td>
<td>51</td>
<td>49</td>
<td>32</td>
</tr>
<tr>
<td></td>
<td>Japan</td>
<td>43</td>
<td>57</td>
<td>33</td>
</tr>
<tr>
<td></td>
<td>Korea, REP.</td>
<td>40</td>
<td>60</td>
<td>38</td>
</tr>
<tr>
<td>South and West Asia</td>
<td>Sri Lanka</td>
<td>63</td>
<td>37</td>
<td>41</td>
</tr>
<tr>
<td></td>
<td>Pakistan</td>
<td>48</td>
<td>52</td>
<td>29</td>
</tr>
<tr>
<td></td>
<td>Iran, Islamic REP.</td>
<td>53</td>
<td>47</td>
<td>38</td>
</tr>
<tr>
<td></td>
<td>Nepal</td>
<td>42</td>
<td>58</td>
<td>11</td>
</tr>
<tr>
<td>Central Asia</td>
<td>Molgolia</td>
<td>59</td>
<td>41</td>
<td>60</td>
</tr>
<tr>
<td></td>
<td>Georgia</td>
<td>56</td>
<td>44</td>
<td>59</td>
</tr>
<tr>
<td></td>
<td>Kazakhstan</td>
<td>58</td>
<td>42</td>
<td>62</td>
</tr>
<tr>
<td></td>
<td>Uzbekistan</td>
<td>39</td>
<td>61</td>
<td>43</td>
</tr>
<tr>
<td></td>
<td>Azerbaijan</td>
<td>46</td>
<td>54</td>
<td>48</td>
</tr>
</tbody>
</table>

Gender Summit Asia Pacific: Agenda & Program
Develop Agenda of GS-AP

• Gendered Innovation Forum founded by WISET and KITEP

• FGI: Focused group interviews with scientists from Academia, Research Institutes, Business

• Experts Group Meetings

Aim:
1) Find out the status of GI of among Korean scientists
2) Sensitise them to the issues and values of GI
3) Develop Agenda of GS-AP
Promotion of Gendered Innovations in Korea

- **Gendered Innovation Forum**
  - Founded by WISET & KISTEP, June 2014 (meets bi-monthly)
  - Attracts many Korean male and female opinion leaders
  - Focus: policy, connecting academies, research institutes & business

**Women’s Health**

- **Gendered Innovation Research Center**
  - to be opened in the National Medical Centre (Korea’s Main Public Health Body) by its first female President M.Y. Ahn, after she spoke at the GI Forum
KOFWST GI Research Forum

Launched Feb. 2015

• Biweekly meetings of researchers from different STEMM fields
  
• E.g bioscience, nutrition, engineering & medicine
  
• By revisiting their research in gender sense and collaborating each other, they find new research problems and the group getting bigger
Agenda of GS-AP

HRD
Improve Gender Diversity

GI Network

Infra
Law, System, Policy, Public Support

R&D
Business through GI

GI Based Research:
Contents, Process, Funding
GS-AP Objectives and Partners

• Understanding of incorporating sex and gender with research and innovation;

• Communities of experts address scientific and social challenges through gendered innovations in research and development;

• Promote a more creative research and innovation ecosystem by including the gender dimension in research methods, funding policy, review process and institutional structures;

• regional networking in research and human capital development through greater gender diversity;

• connecting gender issues and the best available technology, to improve quality of life in the Asia-Pacific.
Main Theme and Plenary Sessions

Better Science & Technology for Creative Economy: Enhancing Societal Impact through Gendered Innovations in Research, Development and Business

- Plenary I: Pursuing Excellence in Research through Gendered Innovations
- Plenary II: Developing Policies to Promote Gender Based Research and Innovations
- Plenary III: Developing Policies and Partnerships to Improve Gender Diversity in STEMM
- Plenary IV: Building Public Aspirations for Socioeconomic Improvement through Gender Based Technologies
- Plenary V: Developing leadership Capacity for Gendered Innovations through Scientific Networks
# Program Highlights

<table>
<thead>
<tr>
<th>Pre-Summit</th>
<th>Summit</th>
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<tbody>
<tr>
<td>08/26 (Wed)</td>
<td>08/27 (Thur)</td>
</tr>
<tr>
<td>Registration</td>
<td>Opening Ceremony (Welcome Speech)</td>
</tr>
<tr>
<td></td>
<td>Keynote Speech 3</td>
</tr>
<tr>
<td><strong>Conference</strong></td>
<td>Break Time</td>
</tr>
<tr>
<td>1. Improving Diversity of STEM Talents: K-12 Programmes</td>
<td>Pursuing Excellence in Research through Gendered Innovations</td>
</tr>
<tr>
<td></td>
<td>Lunch</td>
</tr>
<tr>
<td>2. Gender Based Curriculum Innovations at College &amp; Graduate Level</td>
<td>Plenary 2</td>
</tr>
<tr>
<td><strong>Workshop</strong></td>
<td>Developing Policies to Promote Gender-Based Research and Innovations</td>
</tr>
<tr>
<td>1. 11th AASSA Regional Workshop on Gender Issues in Science Research &amp; Education</td>
<td>Parallel Sessions</td>
</tr>
<tr>
<td>2. Research Workshop on Gendered Innovation in Engineering, Technology and Industry</td>
<td>I</td>
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<td></td>
<td>II</td>
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<tr>
<td></td>
<td>III</td>
</tr>
</tbody>
</table>
Over 40 Invited Speakers

Keynote speakers include:

Choi Yanghee
Minister of Science, ICT & Future Planning
Republic of Korea

Geraldine Richmond
Presidential Chair in Science
University of Oregon, U.S.A.

Plenary Speakers include:

Londa Schiebinger
Director, EU/US Gendered Innovations in
Science, Health & Medicine, Engineering,
& Environment project
Stanford University, U.S.A.

Weihua Gong
Transplant International
Research Center
Zhejiang University, Hangzhou, China

Elizabeth Pollitzer
Gender Summit
Co-founder and Director of Portia, UK

Yuko Harayama
Executive Member
Council for ST Policy,
Cabinet Office of Japan

Krishan LaL,
President of AASSA, India

Fahima Aziz
Vice Chancellor of the Asian University
for Women, Bangladesh
Invited Speakers

- Kang Sung Mo, President of KAIST
- Minister of Gender Equality and Family, Republic of Korea (invited)
- Highness Hoda bint Mohamed Al-Ameel, Rector, PNU, Saudi Arabia (Invited)
- Dr. Hershel Raff, APS, Chair of the Publication Committee (Invited)
- Bung Joo Min, Congress women
- In Sook Park, Congress women
- Dr. Fahima Aziz, President of AUW, Bangladesh
- Sung Chang Mo, President of Green Technology Center
- Dr. Sahana Sarma, McKinsey,
- Professor Mikiko Ishikawa
- Professor Hee Young Paik
- Professor Jun Kim, NRF
- Young Suk Chi, CEO, Elsevier(invited)
- Robert Madelin(invited)
- Jun Sik Lee, Chair of Committee of Engineering Education Innovations, Professor of Seoul National University
• Curt Rice, Vice President of University Tromso, Norway
• Prof. Miyaura, vice-president of Tokyo University of Agriculture and Technology
• Leicht-Scholten, Head of Department, Gender and Diversity in Engineering (GDE), Faculty of Civil Engineering, Technical University RWTH Aachen, Germany.
• Claudia Sussmuth-Dyckerhoff(invited), Director in McKinsey in China, Writer of Women Matter: An Asian Perspective
• Professor Martina Schraudner, Technische Uni. Berlin, Director, Fraunhofer-Gesellschaft
• Professor A. Linder, Sweden
• Dr. Venkataraman, ADB(VIDEO Presentation)
• Britta Thomsen, Member of European Parliament,
• Gretchen Kalonji, Previous ADG UNESCO
• Dr. Joerg Muller, Director of the GenPORT
• Delegates from Vietnam, Taiwan, Singapore, Myanmar, Cambodia, Laos, Indonesia
• Delegate from NFRC, ARC, JSPS
Plan your Stay in Seoul
August 26-28
Thank you
감사합니다.