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

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

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

Introduction
- Various policies to enhance and promote women scientists during last 20 years in Korea
- Some implication from the WISE 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.

<table>
<thead>
<tr>
<th>Sex</th>
<th>N(%)</th>
<th>Age</th>
<th>N(%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>196(25.7)</td>
<td>Under 30s</td>
<td>64(14.1)</td>
</tr>
<tr>
<td>Male</td>
<td>567(74.3)</td>
<td>40s</td>
<td>314(41.4)</td>
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<tr>
<td>Total</td>
<td>763(100.0)</td>
<td>50s</td>
<td>300(39.3)</td>
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<tr>
<td></td>
<td></td>
<td>Over 60s</td>
<td>86(11.3)</td>
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<tr>
<td></td>
<td></td>
<td>Total</td>
<td>763(100.0)</td>
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</tbody>
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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.