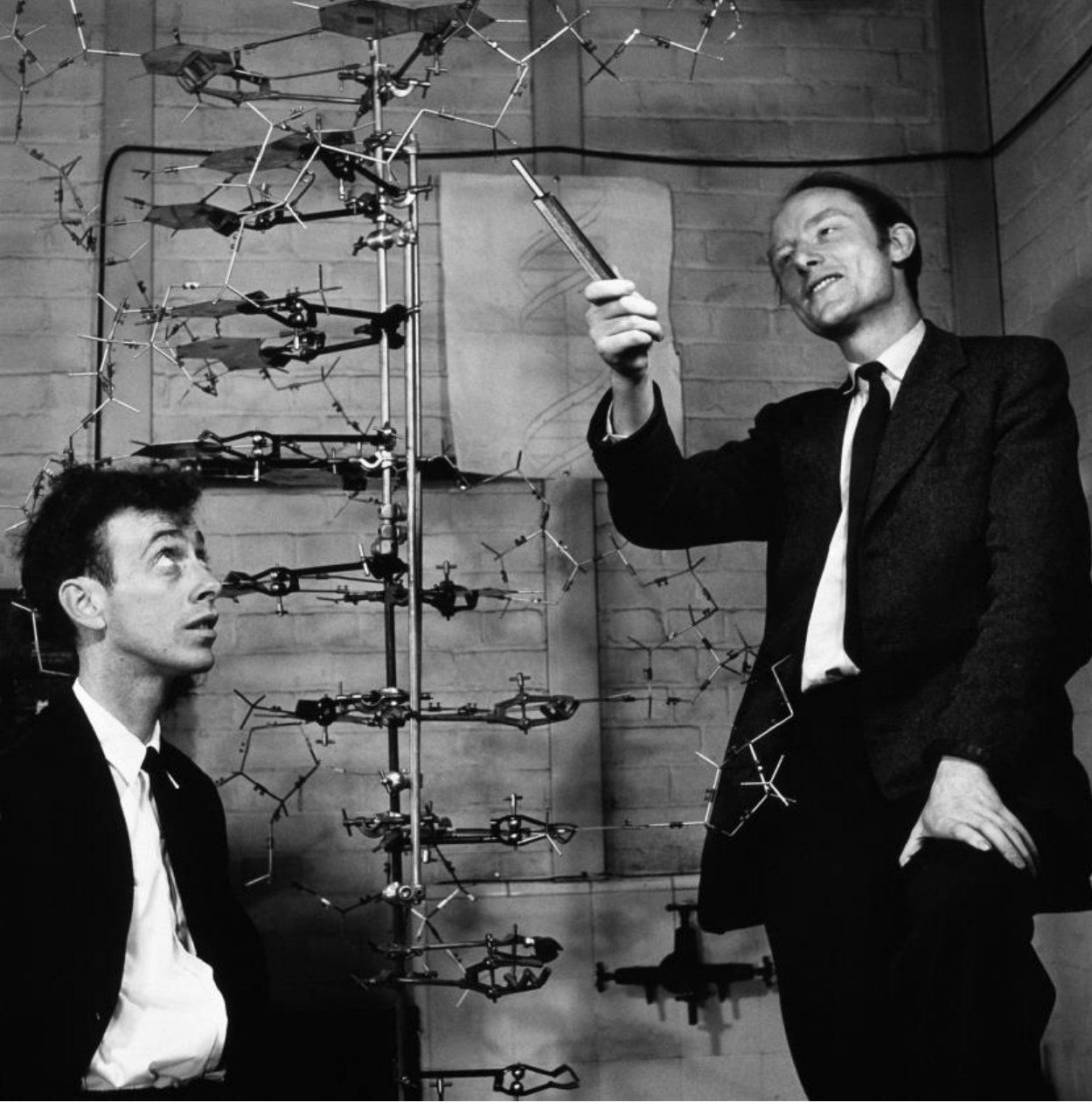


# **GENDER EQUALITY IN ACADEMIA AND RESEARCH**

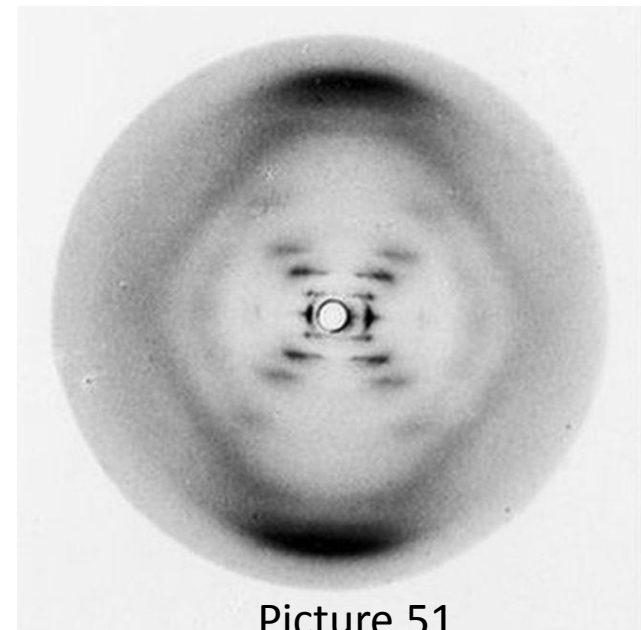
Norilmi Amilia Ismail, PhD  
Universiti Sains Malaysia



James Watson and Francis Crick



Rosalind Franklin



Picture 51



Margaret Hamilton



Katherine Johnson





Prof Tu Youyou



Yvonne Brill



Mazlan Othman



Asma Ismail



FRATELLI  
SARTI  
*il meglio del buono*

FRATELLI  
SARTI  
*il meglio del buono*



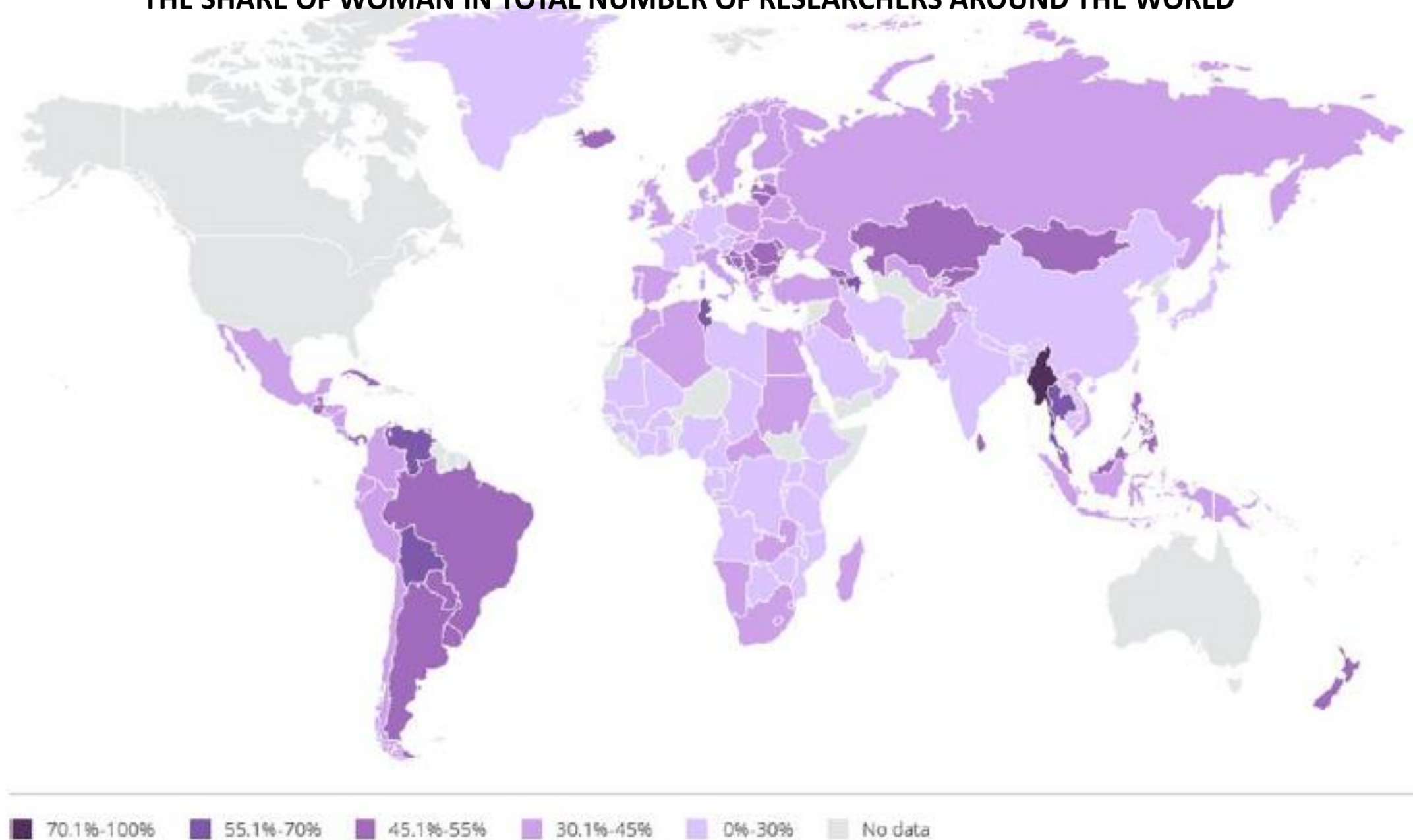




# FEMALE % IN ACADEMIA & RESEARCH

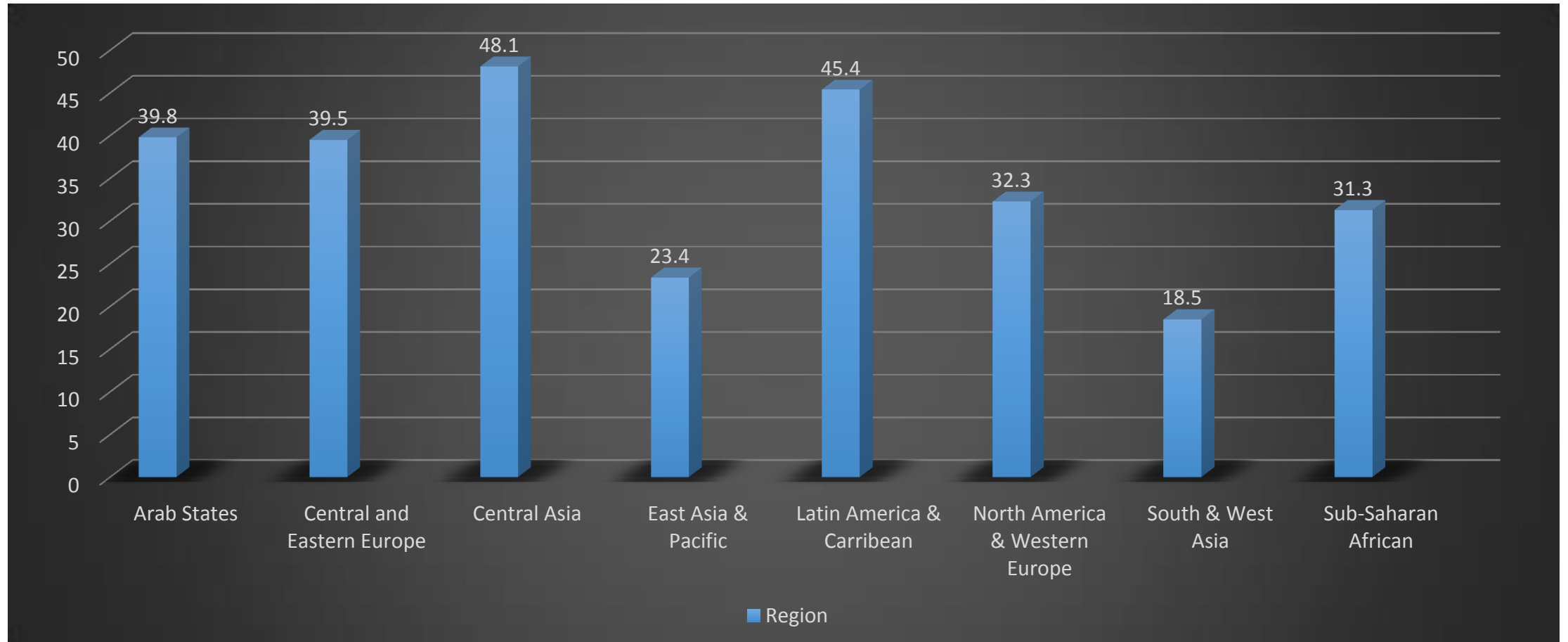


## THE SHARE OF WOMAN IN TOTAL NUMBER OF RESEARCHERS AROUND THE WORLD



Source : UNESCO Institute for Statistics , June 2018

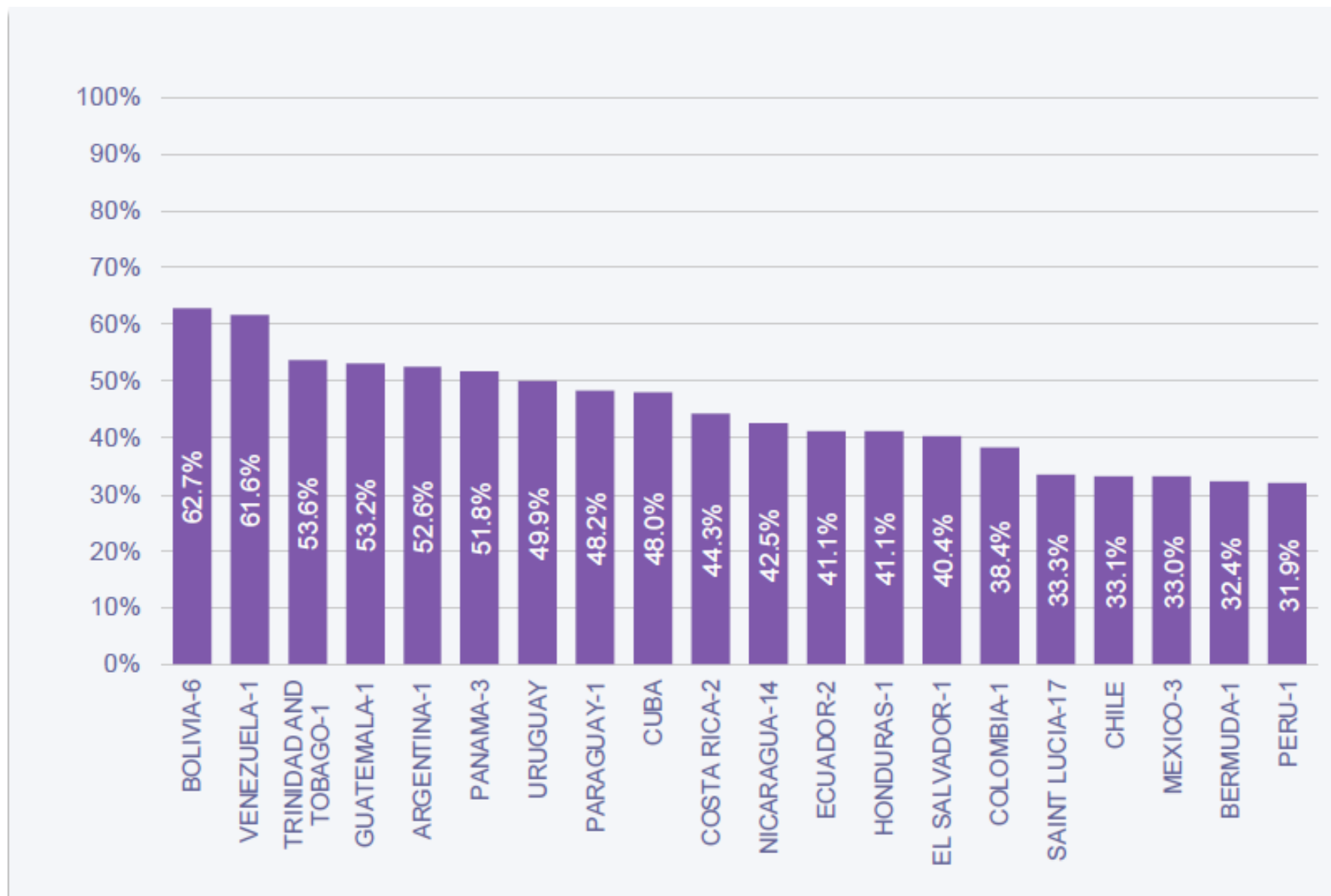
# The Regional Averages for the Share of Female Researchers



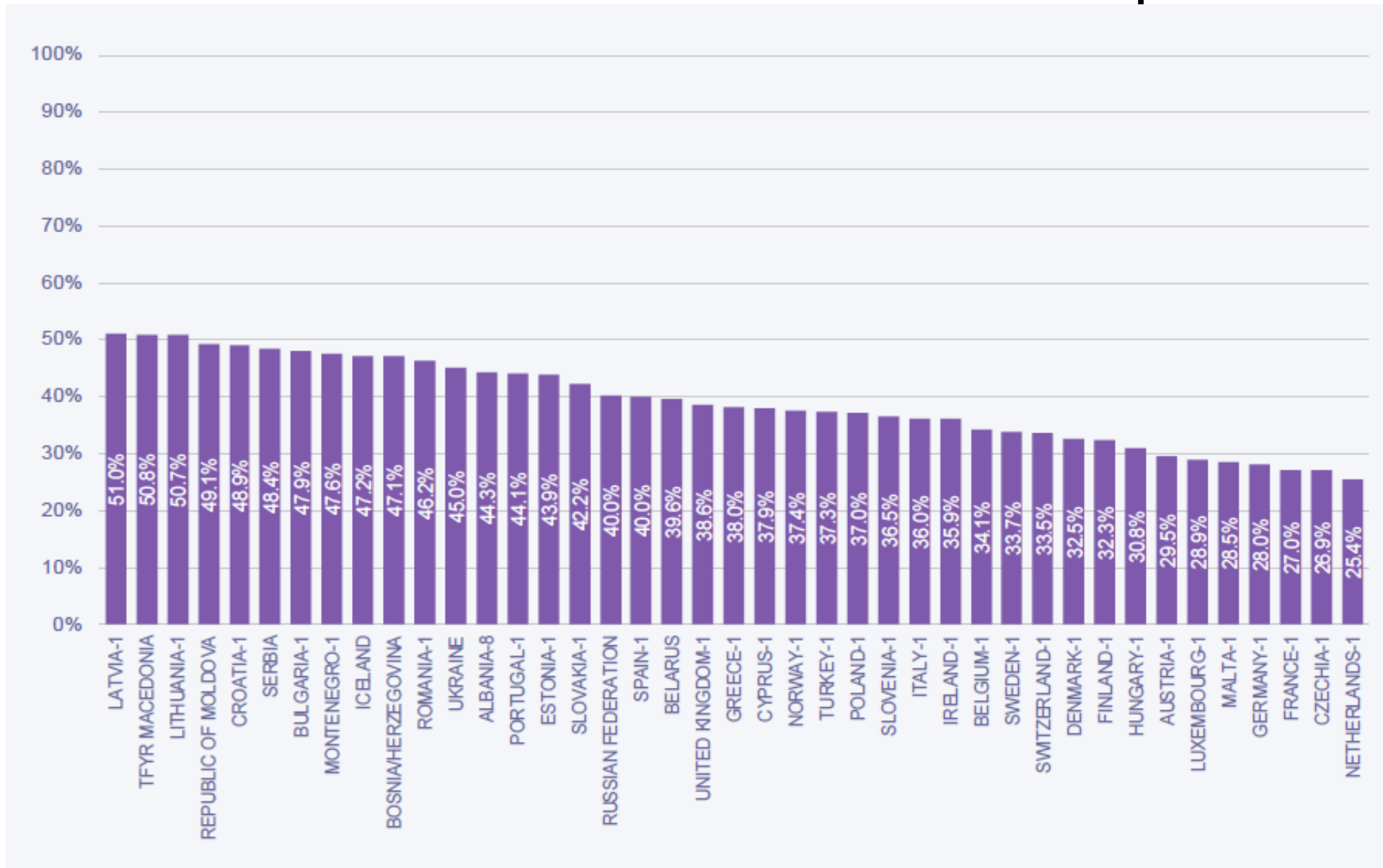
Source : UNESCO Institute for Statistic , June 2018



# Female Researchers in the Americas



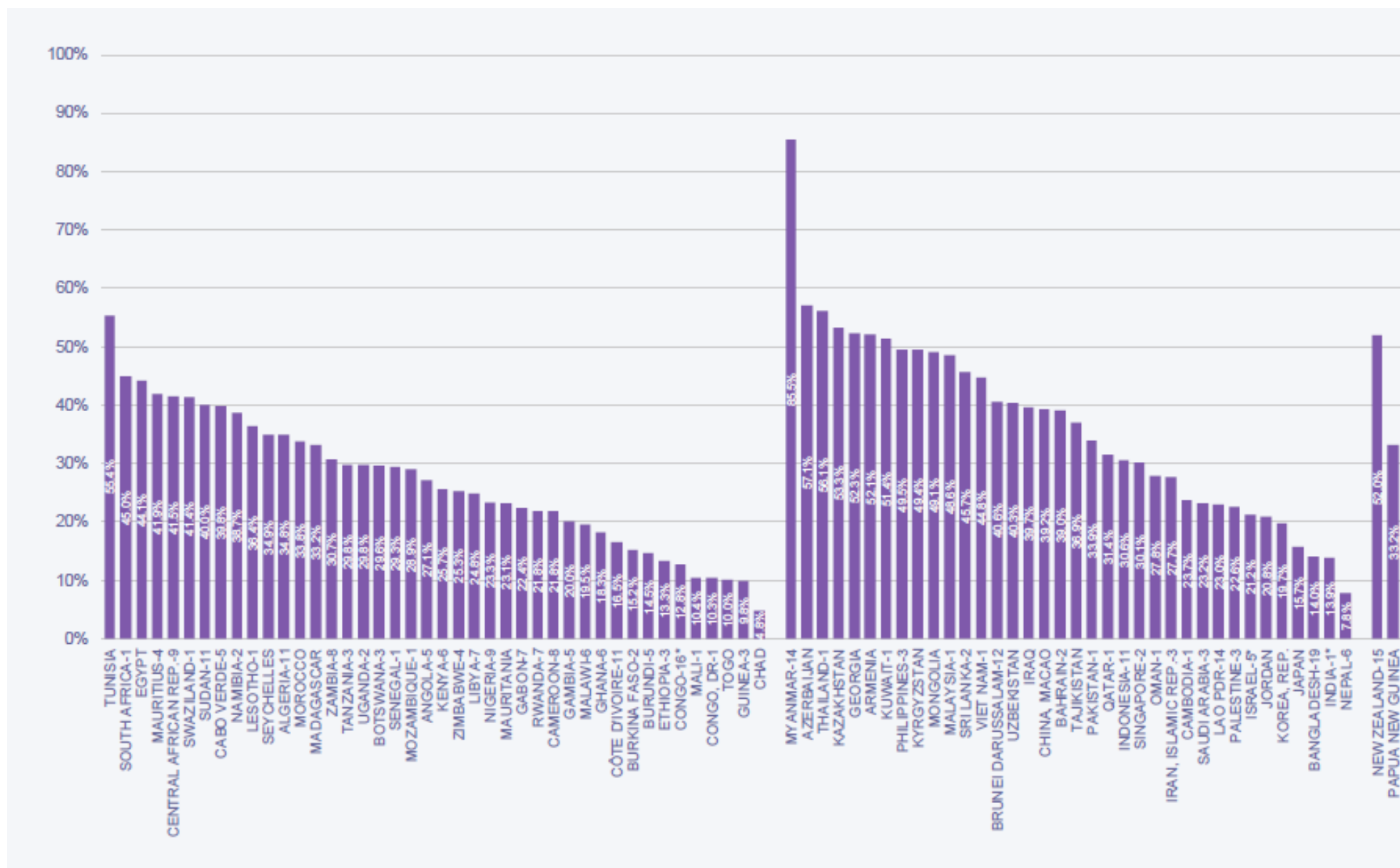
# Female Researchers in the Europe



Source : UNESCO Institute for Statistic , June 2018



# Female Researchers in the Africa, Asia & the Pacific



# Challenges for Women in Research & Academia



# MEMBERSHIP

**6** Honorary Fellows **28** Senior Fellows **352** Fellows **41** Associates

 MALE: 82% (288)  FEMALE: 18% (64)

Information Technology &  
Computer Sciences

**20**  



**75** Biological, Agricultural &  
Environmental Sciences

Engineering  
Sciences

**64**  



**45** Mathematics, Physics &  
Earth Sciences

Medical &  
Health Sciences

**64**  



**37** Science & Technology  
Development Industry

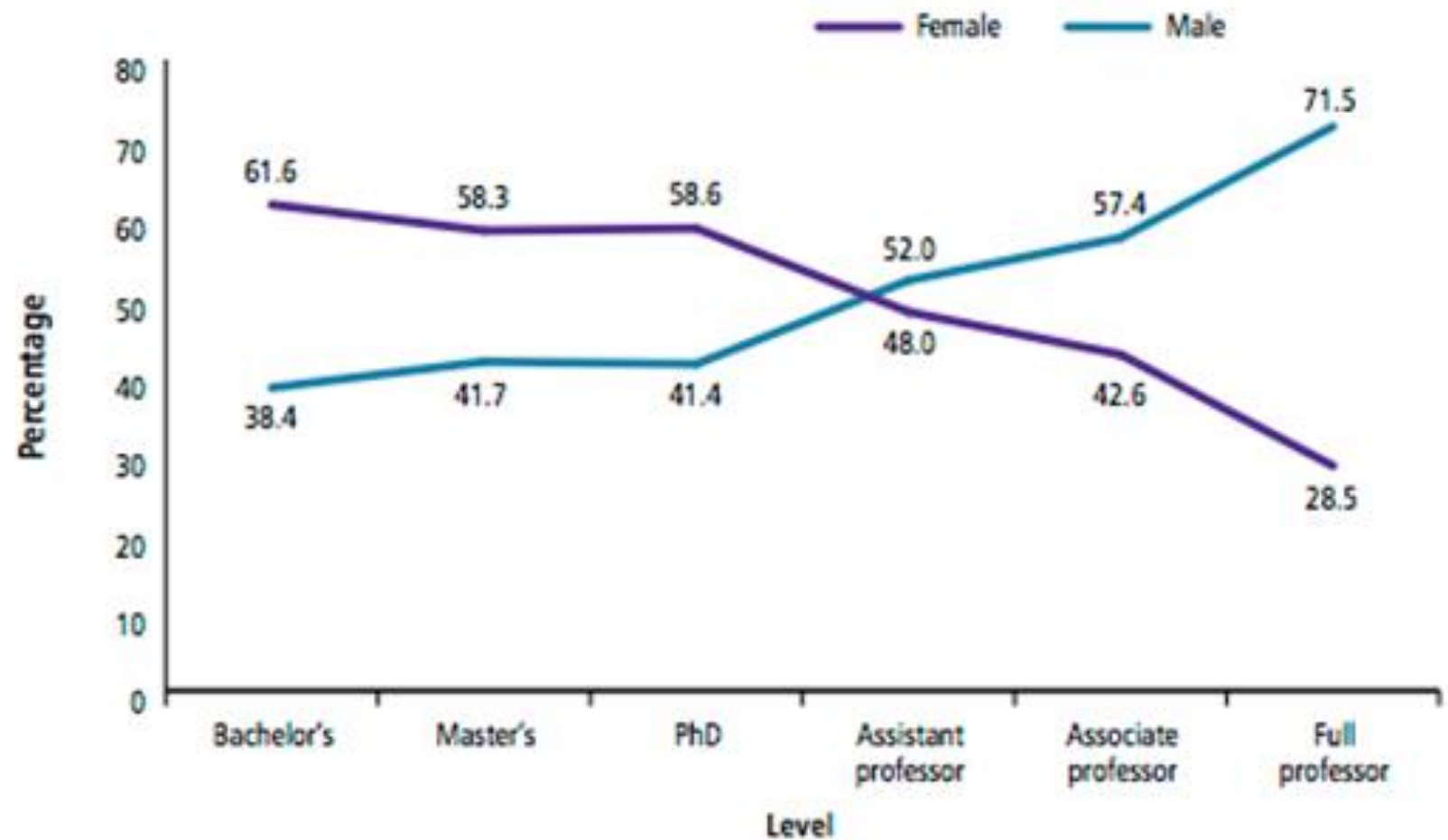
Chemical  
Sciences

**40**  



**07** Social Sciences &  
Humanities

Staff: **74** | Experts: **157** / **171**  
TRSM YSN



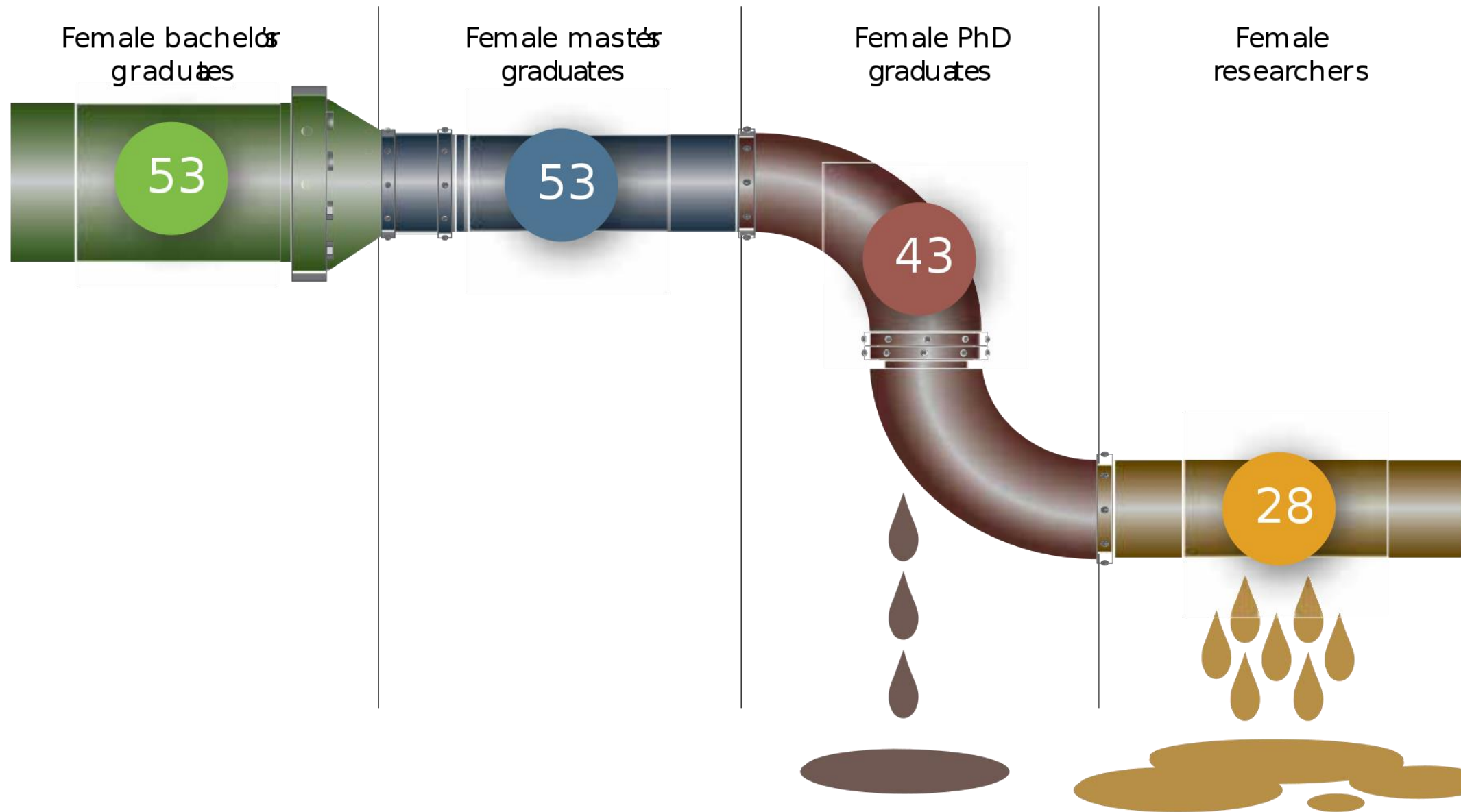
(Data Source: Statistics Canada, n.d.d., n.d.b.)

**Figure 3.2**

**Percentage of Women and Men at Different Academic Levels in HSE**

This figure displays the percentage of women and men in humanities, social sciences, and education in 2008–2009 at various stages of the academic career in Canadian universities.

# The leaky pipeline: share of women in higher education and research, 2013 (%)



Source UNESCO Institute for Statistics estimates based on data from its database, July 2015

- ✓ Women's career interruptions
- ✓ Women not applying for promotion at the same rate as men
- ✓ Research priorities tending to favour those disciplines where men are more likely to dominate

(Carrington & Pratt, 2003, p. 8).



“Women continue to bear a heavier burden when it comes to balancing work and family, despite progress in recent decades to bring about gender equality in the workplace”

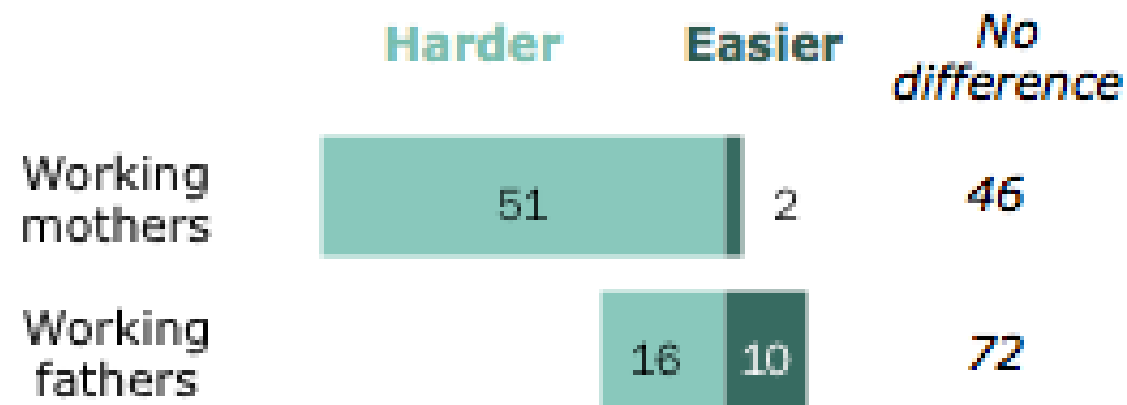
## **SUPER MOM**



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## Working Mothers and Career Advancement

*% with children under age 18 who say being a working mother/father makes it ... to advance in job or career*



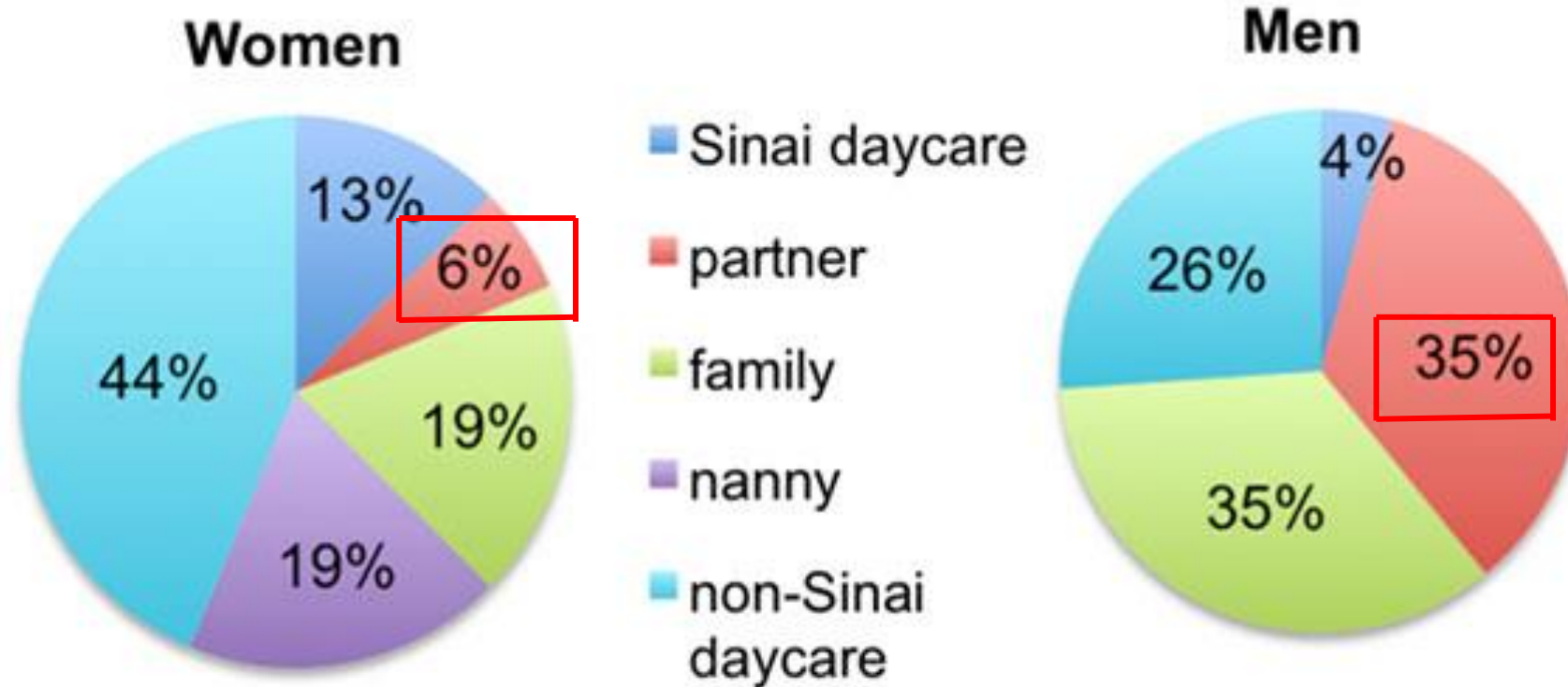
Notes: Based on adults who are working or have ever worked and have children younger than 18 (n=528). Voluntary responses of "Depends" and "Don't know/Refused" not shown.

Source: Pew Research Center survey Oct. 7-27, 2013, N=2,002

PEW RESEARCH CENTER

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Few postdoc parents (8%) are able to rely on Sinai daycare.  
Most female postdocs rely on **non-Sinai daycare**.  
Most male postdocs rely on their **spouse** or family member.



Policies that Influence Gender Balance in STEM, Egizi 2015

# Empowering the women in academia and research

- **Gender inclusive policies**

- universities and research institutions must promote diversity and break the barriers of traditional gender roles.
- funding grants to different activities that promote gender equality such as: training women for the participation in peer review processes; training women for editing and publishing research papers; and increasing the awareness of women for the strategies for becoming research group leaders.
- Fair Assessment to women

- **Equity driven policies that support women and family**

- On-site day care
- Carer-leave, paternity leave
- Allowance for career breaks
- Special grant - child care support for conference participants

- **Awareness**



# MEMBERSHIP



Sciences

Humanities

Staff: 74 | Experts: 157<sub>TRSM</sub> / 171<sub>YSN</sub>

Be valued for your  
expertise, not your gender