

Appendix

5.1. Survey Form and Send email regarding this survey



July 2, 2015

Dear APNN members,

We at the Association of Korean Woman Scientists and Engineers (KWSE) would like to kindly ask that you and your organization participate in the upcoming survey and data gathering for an international joint survey among APNN member countries. We ask that at least 100 members of your organization participate in the survey by filling up the attached questionnaire sheets. Please send us the raw sheets with summary of the survey no later than by July 31st, 2015 by e-mail to kwse@kwse.or.kr or by surface mail to #806 National Nanofab Center, 291 Daehak-ro, Yuseong-gu Daejeon, Korea 305-338.

This year's theme is "glass ceiling in STEM in Asia and the Pacific." Your cooperation will be crucial in constructing a report on the APNN countries. We are fortunate to have received funding from the Korean government for this project which is managed by KWSE. For those of you who have participated in last year's survey, you will notice that this year's survey is shorter and simpler. As we did last year, we will be reimbursing you or your organization for expenses up to 500,000 Kwon (equivalent to about 450 USDollars). We may also ask for reports for which we may send you an honorarium of 300,000 Kwon (about 270 USDollars) to 500,000 Kwon (about 450 USDollars) depending on the content and length.

Please note that the report from this survey is separate from the annual APNN country report.

We look forward to hearing from you at your earliest convenience and thank you for participation and cooperation. Please do not hesitate to contact KWSE (kwse@kwse.or.kr) or myself (jskimdsu@gmail.com) for any questions you may have.

Yours sincerely,

Jung Sun Kim, Ph.D.

KWSE International Cooperation & Policy
Survey Team

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Guidelines for Survey

You are kindly asked to prepare your report based on the attached questionnaire. Due to the amount of work that needs to be put in, KWSE will be supporting your task with a modest honorarium for each task.

I. Conduct survey

- A. The file "Survey(glass ceiling)" is a three page questionnaire that should be collected from your members. We are asking for as many participants as possible (at least 100 members). The survey should be conducted by "professional women scientists and/or engineers." "Professional women" means those who have graduated with a minimum of a bachelors degree (BS) in science/engineering related fields and who are currently working or pursuing further studies in related fields.
 - B. We ask that you send us the raw data and collate the results.
 - C. Depending on the number of surveys conducted, you will be reimbursed for expenses up to 500,000KRWon (about 450 USDollars, depending on exchange rate).
- II. The results of the surveys will be compiled into a printed report and sent to related organizations (including UNESCO) and your organization before the year end.

The Glass Ceiling in STEM in Asia and the Pacific: The 2015 Survey for Science and Engineering Professionals in Asia and the Pacific Nations Network (APNN)¹

The purpose of this survey is to assess how the APNN members perceive the existence of a “glass ceiling” in their workplace. The term ‘glass ceiling’ is used to describe the barrier preventing qualified women from advancing within their institutions. Please take time to answer each question as truthfully as possible. As there is no “right” answer to these questions, please respond based on your personal experience and thoughts. ‘Science’ mentioned in the questionnaire includes natural sciences, engineering and medical sciences, that is practiced in academic and industrial research. Please be assured that your answers will be used only for analytical purposes. Your name or any personal information will be kept in strict confidence. We thank you for your cooperation.

The International Policy Research Team of KWSE (the Association of Korean Woman Scientists and Engineers)

I. Personal Information:

1. Year of birth: _____ (ex. 1970)
2. Which year did you enter college? _____ (ex. 1980)
3. Since you have entered college until today, how many years did you take leave from your scientific activity (including studies, research, work, and/or teaching) due to personal or economic reasons, and/or due to pregnancy and child caring?
Total number of _____ years
4. What is your major field (ex. Chemical Engineering)? If you have shifted to a different major since college, please write your most recent field of work. _____
5. Are you a scientist, engineer, or medical professional? _____
6. What is your occupation? _____
a. student b. professor c. researcher d. manager e. medical professional
f. engineer g. others (_____)
7. What is your marital status? _____
a. single b. married c. divorced d. others
8. How many children do you have? (if you are not married or do not have children, please write 0). _____ (number of) children

9. What is your Nationality? _____ (ex. Korean)

II. "Glass Ceiling" Questionnaire. Please check the box with the number corresponding to your answer.

1. Female scientists are limited in how much they can succeed in science compared to male scientists.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

2. Men have an advantage over women in Science.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

3. To attain a masters or doctoral degree, women should work harder and take longer time to finish their studies than men.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

4. I have experienced some disadvantages to lead or participate in a research project because I am a woman.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

5. I have experienced some disadvantages in research funding or scholarships because I am a woman.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

6. Becoming a tenured professor, being promoted or becoming a principal investigator is more difficult for female scientists than for male scientists.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

7. There are more men than women among those with similar or more professional experience than mine.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

8. Girls who are entering college today will be studying in a better (more gender equal) environment than I did.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

9. There is a difference in ability (math, analytical skills, logical thinking, etc) that needs to be acquired in science for men and women.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

10. Having to balance work and life (marriage and child care) is a handicap for women.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

11. It is crucial to have policy support that ensures equal opportunity in order to solve the gender inequality in science.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

-End of survey-

ⁱSTEM stands for Science, Technology, Engineering and Mathematics

ⁱⁱ APNN is a regional network of INWES (International Network of Women Engineers and Scientists), comprising of members located in Asia and the Pacific Nations. Current members include those from Australia, India, Japan, Korea, Malaysia, Mongolia, Nepal, New Zealand, Sri Lanka, Taiwan and Vietnam.

Glass ceiling in STEM in Asia and the Pacific Bangladesh Scenario

7/30/2015

Prepared by WiES Bangladesh



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1. Introduction

Women comprise 49.35 percent of the total population of Bangladesh. Yet, the contribution of women in science, technology, medicine, engineering and ICT sectors is not noticed significantly comparing to their male counterparts. These sectors, especially ICT can play a role of powerful catalyst for political and social empowerment of women and the promotion of gender equality, according to United Nations. Thus, deprived women in the rural areas can be greatly benefitted. Although women carry disproportionately an over burden in the workforce, they are not paid enough. A large disparity has been found in the budget allocation and implantation in case of science and information technology education for women in the recent years in Bangladesh. As a consequence, WiES Bangladesh was formed to encourage women participation and restore women's rights in science, engineering, entrepreneurship in 2014.

2. Formation of WiES Bangladesh

WiES Bangladesh has been created to become the voice of women in science, technology, engineering, entrepreneurship and mathematics in order to develop, promote and disseminate knowledge about women's roles in society and economic trends in Bangladesh. Environment and Social Development Organization - ESDO has taken the initiative to form WiES Bangladesh in June, 2014.



**The Convening Committee of WiES
Bangladesh**

WiES Bangladesh focuses on **three pillars** (mentioned below) to build better future worldwide through full and effective participation of women and girls in all aspects of Science, Technology, Engineering, and Mathematics. through organizational and individual transformation. These three pillars are;

- Women's Leadership Development
- Policy Advocacy
- Women's Empowerment.

3. Activities

For arranging gatherings for similar minded women who have been in quest of sharing their views and opinions on this issue of women in science and technology for years in Bangladesh, ESDO has conducted several campaigns in Bangladesh. They wanted more opportunities in the fields of both study and career based on science and technology. So, WiES Bangladesh members have met the representatives of WiES India and INWES (International Network for Women Engineers and Scientists) in September and November in 2014 in India and in Bangladesh respectively.



WiES India President (Sangeeta Wij) (M) met **WiES Bangladesh** President (R), Siddika Sultana. September, 2014. India



Members, the President and Advisor of **WiES Bangladesh** meeting Dillip Pattnaik, the Vice President of **WiES India**. November, 2014. Dhaka

3.1. Meeting with INWES representatives

The members and the president and founder of WiES Bangladesh, Ms. Siddika Sultana and Dr. Shahriar Hossain respectively met Mr. Dillip Pattanaik, Vice-President of WiES India and representative of INWES in Dhaka on November 15, 2014. They discussed on submission of the bid to host the regional conference of INWES in Dhaka in 2015 (next year) to promote women in science in engineering

regionally and globally. Shortly after this meeting, this consultation was held in Dhaka with eighteen interested women. All of them filled out the membership forms and agreed to be committed members of WiES Bangladesh.

3.2. Consultation

Shortly after the meeting with WISE India representatives, WiES Bangladesh conducted its first consultation meeting on 29th November, 2014 in Dhaka with the slogan '*LEAD, INSPIRE, EMPOWER*'. A large group of women who are interested, studying or are specialists in science, technology, engineering, entrepreneurship and mathematics attended. WiES Bangladesh has started spreading its messages and incorporating members through this consultation program more vigorously. This consultation aimed at:

- To spread the news of existence of WiES Bangladesh
- Create more membership opportunities
- Collect constructive feedback of the prominent women from science and engineering in order to enhance the scope of WiES Bangladesh.



The consultation consisted of four parts: a short presentation, a documentary, a speech delivered by the President and the founder leading to an open discussion. The presentation informed the participants about the objectives, mission, vision, major focuses and the proposed activities of WiES Bangladesh. The documentary demonstrated how female engineers designed and developed toys for girls which can make

them interested in engineering fields. In the open discussion the participants shared personal stories of how they broke the barriers to reach up to the current position. They discussed how women are shaped to be typical girls in Bangladesh who always concern about their beauty but the qualifications. They discussed on how to break the barriers created in different phases of their societies which deprive them of getting engaged to fields related to science and engineering in order to compete with their male counterparts.

Several prominent newspapers like the Daily Observer covered this news.



4. The Glass Ceiling in STEM¹ in Asia and the Pacific: The 2015 Survey for Science and Engineering Professionals in (APNN)²

In response to the survey and data gathering for an international survey jointly with APNN member countries by Association of Korean Woman Scientists and Engineers (KWSE), ESDO has conducted this survey. Over 100 members of WIES Bangladesh promptly responded to this activity.

This year's theme is "Glass ceiling in STEM in Asia and the Pacific." The opinions provided by the members of WIES Bangladesh via filling up this survey are very informative.

¹STEM stands for Science, Technology, Engineering and Mathematics

²APNN stands for Asia and the Pacific Nations Network. APNN is a regional network of INWES (International Network of Women Engineers and Scientists), comprising of members located in Asia and the Pacific Nations. Current members include those from Australia, India, Japan, Korea, Malaysia, Mongolia, Nepal, New Zealand, Sri Lanka, Taiwan and Vietnam.

This survey aims at finding out how “glass ceiling” emerges at the workplaces of women in Bangladesh. In other words, it is to find out the reasons why there is no advancement of the qualified women professionals.

4.1. Findings of the Survey

4.1.1. Participants

WiES Bangladesh not only includes female scientists and engineers, but also social scientists and entrepreneurs. Therefore, the participants of this survey are from Management, Hotel and Tourism, Sociology, Literature apart from Geography and Environment, Civil Engineering, Computer Sciences, Electrical & Electronic, Dentistry, Environmental Sciences, Environmental Chemistry, Chemistry, Botany, Medical Science, Physics, Physical Geography, Geographical Information System (GIS), Health care, Soil Sciences, Mathematics, Zoology, Architect, Medicine, and Pharmacology.

Many of WiES Bangladesh members could not be reached since they are on Eid³ vacation at this moment. Therefore, a few more than hundred members could participate actively and fill up the survey questionnaire. Around half of the participants are college students at their senior years, nineteen percent of them are medical professionals, fourteen percent of them are researchers, and four participants are at teaching profession, whereas three of them are engineers. The rest of them are GIS analysts, government service holders, managers at non-government organization, and architects. Thirty four percent of the respondents are married and the number of respondents who have taken any leave from their academic or professional career due to personal, economic, pregnancy or child caring is 37 percent. Taking leaves from study or career in Bangladesh is getting rarer day by day. Girls now tend to get married and have children in between they finish higher education and starts their careers.

Opportunities offered by the government and many non-governmental organizations nourish female students up to high school. For example, since 1980s, Bangladesh government has been providing free schooling and stipend for female student up to 12th class.⁴ However, the number of male students at the college level in Bangladesh is three forth than that of female students.⁵

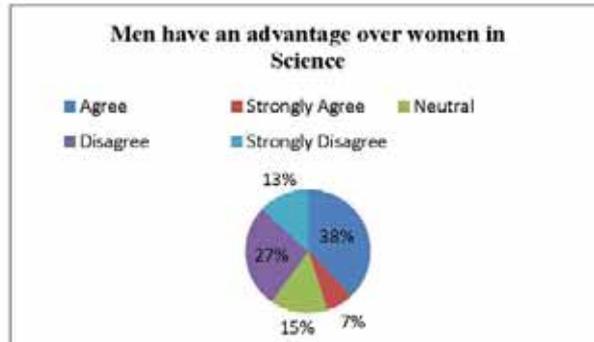
³ The largest Islamic celebration in Bangladesh

⁴ <http://www.dshe.gov.bd/history.html>

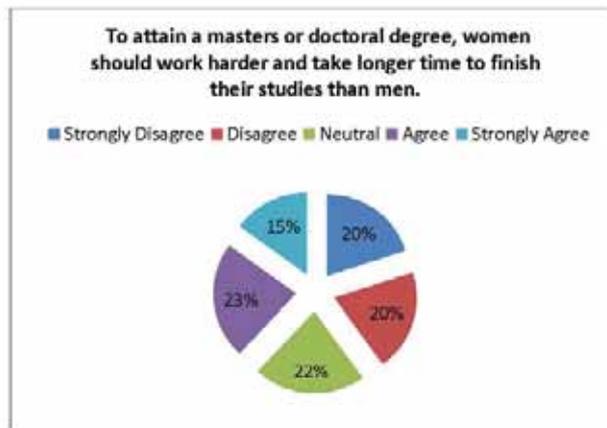
⁵ Basic Education Data and Indicators in Bangladesh- CAMPE.pdf

4.1.2. Responses to the Survey Questionnaires

While responding to the first question in “Glass Ceiling” Questionnaire, forty percent women either agreed or strongly agreed and thirty five percent were neutral. Remaining Twenty five percent women disagreed or strongly disagreed on this issue. ‘Men have an advantage over women in Science’, while giving opinion on this, majority of the women which is thirty eight percent responded agreed and seven were strongly agreed.



Three fourth of the responders either disagreed or strongly disagreed on that women should work harder and take longer time to finish their studies than men to attain a masters or doctoral degree since women don't want to lag behind the men in getting qualified. The probable reason stated by the participants was caused by the religious and cultural barrier, as women in Bangladesh tend to get married after their Undergraduation degree.



Thirty five percent women filled up the survey forms have experienced disadvantages at some extent while leading or participating in research project because of their gender. In Bangladesh

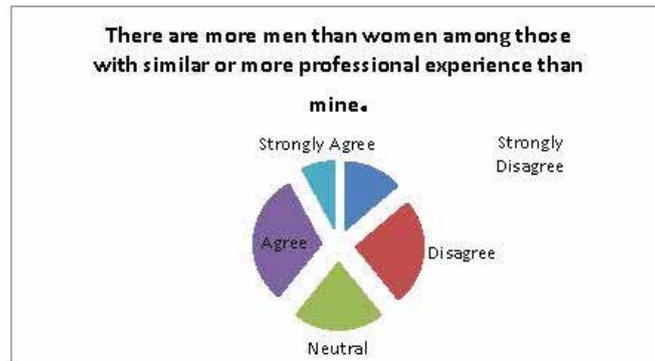
women were not encouraged to study science, math or engineering, nor could they choose to be scientists, researcher, or engineers. This trend has changed recently; however, still the portion of women scientists or engineer is very negligible. It is because of the existing gender discrimination. Women are considered to be engaged in family management, bearing and rearing children. Though accepting medical professions by women has increased, it is not very significant.

More than half of the women opposed that they experienced some sorts of disadvantages in receiving any research funding of scholarships because they are women whereas one fourth of the responders remained neutral. It implies that there are no or lesser discrimination against women for granting any research fund or reward. In addition to that, post-graduate or doctoral candidates are selected on the basis of merit for scholarships offered in Bangladesh by foreign institutions. Often, female candidates are preferred over the males. Also, scholarships for female students in the public universities in Bangladesh are available. The private universities are also encouraging female students to apply for undergrad program through offering scholarships. For example, Asian University for Women, international private universities grant full free scholarships not only for education but also for meal, accommodation, and IT facility.

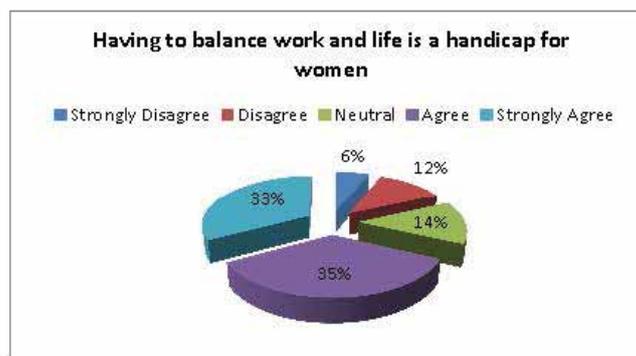
A little less than half of the respondents agreed and strongly that to become a tenured professor, being promoted or becoming a principal invigilator is more difficult for female scientists than for male scientists. Again, such opinion arises from the socio-cultural and economic scenario of Bangladesh. The portion of the female students who complete higher study in Bangladesh still is very low, thereby, there are more tenured professors found at the universities. Also, the qualified female candidates in these areas often have to sacrifice their careers as because they have to give more emphasize on family life. In the patriarchal society of Bangladesh, settling down in life is more important to women than pursuing a professional career in many families.⁶

There are more men than women among those with similar or more professional experiences, said more than half of the respondents while conducting the survey, one fifth was neutral and the rest disagreed at this.

⁶ <http://www.thedailystar.net/social-hurdles-stand-in-womens-way-22481>



Also, newer opportunities are and will be created; women are breaking all social barriers. Therefore, women will attain better educational environment, said ninety percent of the female respondents. While figuring out one of the major obstacles for women, seventy percent was agreed that having a balance work and life (marriage and child care) is a handicap for women.



While answering the final question, ninety seven percent women agreed that to solve the gender inequality in Bangladesh, and to ensure equal opportunity for men and women, government needs to enforce laws in Bangladesh.

5. Conclusion

Inevitably, this survey prepared by the Association of Korean Women Scientists and Engineers (KWSE) has well revealed the perceptions of women in Bangladesh engaged in science, engineering, medical professions, management, dentistry, teaching and entrepreneurships. The findings will depict the current status of women professionals; hence, they will weave newer paths for them to get out of the existing obstacle present in Bangladesh.

5.3. Report of Vietnam

Summary

The Glass Ceiling in STEM in Asia and the Pacific: The 2015 Survey for Science and Engineering Professionals in Viet

No	Questions	Strongly Disagree (%)	Disagree (%)	Neutral (%)	Agree (%)	Strongly Agree (%)
1	Female scientists are limited in how much they can succeed in science compared to male scientists.	0	10	36	33	21
2	Men have an advantage over women in Science.	0	11	27	46	16
3	To attain a masters or doctoral degree, women should work harder and take longer time to finish their studies than men.	2	14	20	41	23
4	I have experienced some disadvantages to lead or participate in a research project because I am a woman.	0	9	32	43	16
5	I have experienced some disadvantages in research funding or scholarships because I am a woman.	1	30	29	33	7
6	Becoming a tenured professor, being promoted or becoming a principal investigator is more difficult for female scientists than for male scientists.	0	8	22	47	23
7	There are more men than women among those with similar or more professional experience than mine.	1	16	40	36	7
8	Girls who are entering college today will be studying in a better (more gender equal) environment than I did.	0	1	21	44	34
9	There is a difference in ability (math, analytical skills, logical thinking, etc) that needs to be acquired in science for men and women.	7	29	42	20	2
10	Having to balance work and life (marriage and child care) is a handicap for women.	0	3	25	43	29

11	It is crucial to have policy support that ensures equal opportunity in order to solve the gender inequality in science.	0	0	17	47	36
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In Vietnam, Gender Equality is an important issue which people are much more concerned about. Each year, the Government of Vietnam in coordination with the competent bodies design and implement many programs and solutions to ensure equal rights for Vietnamese women with the aim of encouraging the capability and affirming position of women in society. This survey is conducted in order to reflect partially the gender equality condition in Vietnam.

The survey is conducted with the participation of 100 women in the age between 25 and 60. They work in different fields of science which in Vietnam are often thought for men, such as mathematical engineer, mechanical engineer, chemical engineer, automation engineer,... The participants answer 11 multiple choice questions about Gender equality in the field of science. The results received mostly are Neutral or Agree. It indicates that there is still inequality between men and women in Vietnam's society.

As the results of questions number 1, 2, 3, 6 and 7, which are about the general situation in science field, most of women agree that they are limited in how much they can succeed in science compared to male scientists, men have an advantage over women and there are more men than women among those with similar or more professional experience in Science. Women should work harder and take longer time to finish their studies for a masters or doctoral degree. In addition, 34% of the participants agree that they have experienced some disadvantages to lead or participate in a research project and 33% have experienced some disadvantages in research funding or scholarships because they are women. Although it cannot be denied the major success and contribution in Science of female scientists, there are 42% of participants who have a Neutral for the opinion that there is a difference in ability (math, analytical skills, logical thinking, etc) that needs to be acquired in science for men and women. It seems they are not confident about their ability, or the social constraints affect their thought. And most of them agree that having to balance work and life (marriage and child care) is a handicap for women with 43%, so it is crucial to have policy support that ensures equal opportunity in order to solve the gender inequality in science with 47%. Because of the efforts from the Government, however, 44% agree and 34% strongly agree that girls who are entering college today will be studying in a better (more gender equal) environment than they did. This is a good sign for the Gender equality condition in Vietnam.

For that achievement, there are attempts and efforts from the Government of Vietnam, the Vietnamese National Assembly in cooperation with the related Ministries, Departments and Organizations in the enactment and implementation of laws on gender equality. For example, in 2006 the Vietnamese National Assembly has enacted the Gender Equality Law with detailed and specific rules which mentions all areas of life such as economic, cultural, social, health, education, etc. In particular, the Articles number 14 and 15 of the Gender Equality Law are stipulated as following:

Article 14. Gender equality in the field of education and training

1. Men and women are equal in terms of school age, training and retraining.
2. Men and women are equal in choosing lines of study and training.
3. Men and women are equal in accessing and benefiting from policies on education, training, retraining and professional.
4. Female officials and public servants who participate in training and retraining carrying children under the age of thirty six months are supported as stipulated by the Government.

5. Measures to promote gender equality in the field of education and training include:
- a) Regulation on proportions of men and women participates in learning and training;
 - b) Female workers in rural areas are supported vocational training as prescribed by law.

Article 15. Gender equality in the field of science and technology

1. Men and women are equal in accessing and applying science and technology.
2. Men and women are equal in accessing training courses in science and technology, dissemination of results of scientific research, technology and inventions, patents.

Furthermore, in 2008 the Government of Vietnam has issued the Decree No. 70/2008 / ND-CP on June 4, 2008 which regulates in detail the implementation of some articles of the Gender Equality Law. It identifies the responsibilities in State management on gender equality of the Ministries and the supporting institutions, and the coordination of State management for implementing gender equality in Vietnam.

However, the results from this survey indicate that there is still the gender inequality in Vietnam. Therefore, it is necessary for the Government to provide more realistic and thorough policies in order to create the fairness and equality for men and women, especially in the field of science and technology with high qualifications.

5.4. Presentation materials on Policy Forum

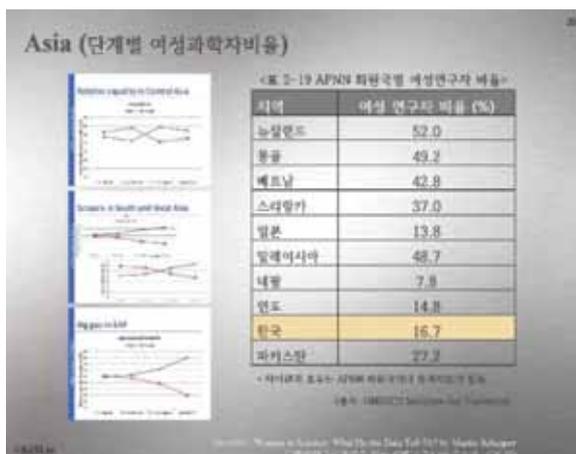
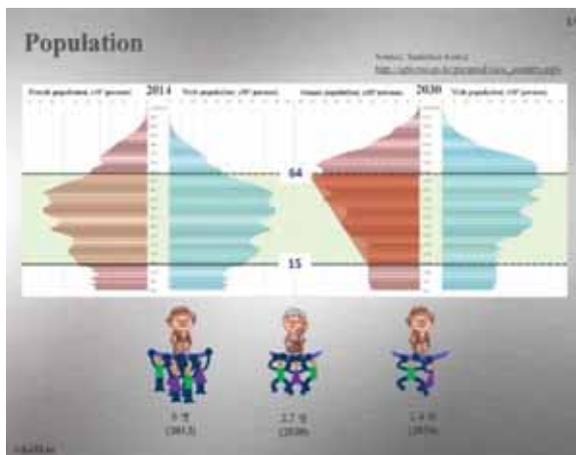
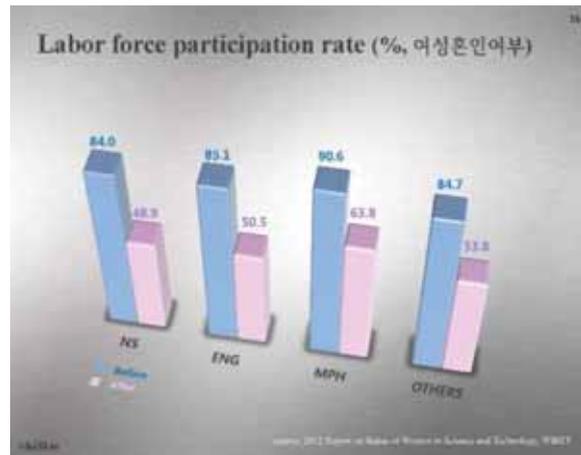
Special Lecture for balanced development of human resource for the future and Policy Forum

Date: 4th September (Fri.) 2015, 16:00 ~

Venue: #5304, Organic Material Building, Pusan National University

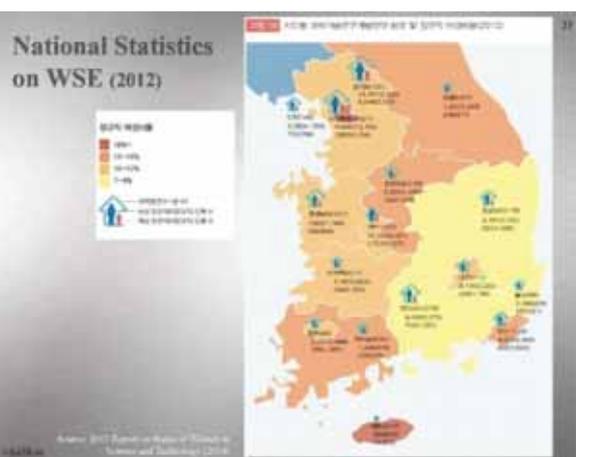
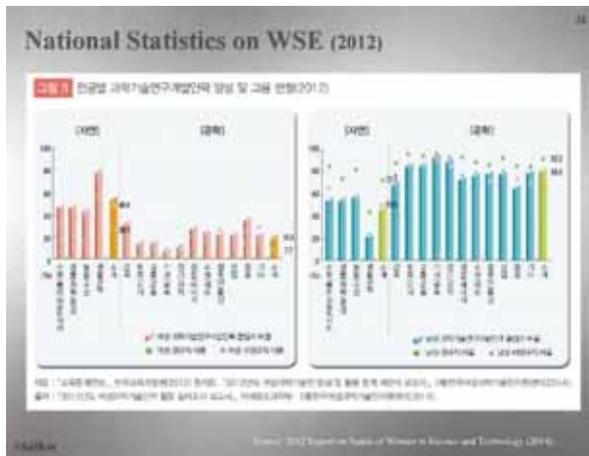
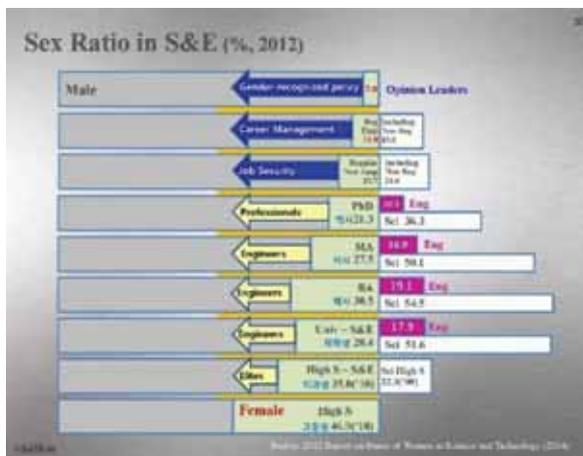
Program

Time	Content	Detail
~16:00	Registration	Registration
16:00~17:00	Special Lecture	Professor, Kong-Ju-Bock Lee (Ewha Womans University, Department of Physics)
17:00~17:30	Discussion	<ul style="list-style-type: none"> ▪ Professor, Yeol Choi (Pusan National University, Department of Urban Engineering) ▪ Professor, Seongsoo Song (Pusan National University) ▪ Dr. Haryoung Poo (Principal Researcher, Korea Research Institute of Bioscience & Biotechnology) ▪ Dr. Mihye Lee (Busan Institute of Science & Technology Evaluation Planning)





우리나라 여성은 남성대비
읽고 쓰는 능력이 전 세계 1위이고
수명도 전 세계 1위인데
경제활동 참여와 기회는 세계 꼴찌 수준이다!



KWSE 2014

Survey on Gender Equality among WSE in APNN

연령	성별	응답자 수	지수 (%)
연령	20대	28	31.7
	30대	30	36.9
	40대	28	23.6
성별	50대 이상	17	13.8
	남성	80	65.0
	여성	37	26.0
지역			
	경북	11	8.0



▶ 방사형 그래프가 중요특
적 행태수준이 높음을 의미한다

APNN 지원수령 현황별 응답결과

- Q1 교육연료에서 지역 대학 기간 후 지원금액이 동일 할수 있는가?
- Q2 교육연료에서 대학 대학 기간 후 교육자에서 지원금액이 동일 할수 있는가?
- 남성/여성이 동일하게 표시되었는가?
- Q3 남부지역대학에 비해 지원금액이 동일하지 않다면 차이가 큰 편에 가까우신가요?
- Q4 지방대학 지원에 학생지원 금액에서 많은 차이가 있는 편에 가까우신가요?
- Q5 학생지원 금액이 지원에 동일하지 않다면 차이가 큰 편에 가까우신가요?
- Q6 학생지원 금액 수급이 동일하지 않다면 차이가 큰 편에 가까우신가요?
- Q7 지원금액이 동일하게 표시되었는지 여부에 따라 지원금액을 동일하게 표시하였는지 여부에 따라

국가	평균 응답자수	Q1	Q2	Q3	Q4	Q5	Q6	Q7
전체	105	2.43	2.38	2.58	1.73	2.09	2.30	2.63
영세아시아	106	2.81	2.60	2.92	1.88	2.13	1.88	1.97
중국	323	2.33	2.40	2.60	2.18	2.30	1.78	2.05
베트남	100	2.74	2.69	2.77	2.01	2.06	1.80	2.37
스리랑카	101	2.72	2.68	2.75	1.90	2.07	1.79	2.41
인도	100	2.17	2.29	2.31	1.80	2.04	2.18	2.54
일본	103	2.06	2.83	2.98	1.52	2.12	2.35	2.84
나미비아	104	2.68	1.64	1.89	2.09	2.77	2.25	3.08
네기스만	105	2.66	2.83	2.74	2.09	2.16	2.09	2.95
한국	123	2.36	2.26	2.40	1.86	2.46	2.04	2.56
평균	47	2.14	1.95	2.40	1.85	2.30	2.42	2.90

Policies for Balanced Development

Policies in APNN for Gender Equality in STEM

국가	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12
중국	●	●	●	●	●	●	●	●	●	●	●	●
베트남	●	●	●	●	●	●	●	●	●	●	●	●
인도	●	●	●	●	●	●	●	●	●	●	●	●
일본	●	●	●	●	●	●	●	●	●	●	●	●
한국	●	●	●	●	●	●	●	●	●	●	●	●

Policies in APNN for Gender Equality in STEM

국가	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12
중국	●	●	●	●	●	●	●	●	●	●	●	●
베트남	●	●	●	●	●	●	●	●	●	●	●	●
인도	●	●	●	●	●	●	●	●	●	●	●	●
일본	●	●	●	●	●	●	●	●	●	●	●	●
한국	●	●	●	●	●	●	●	●	●	●	●	●

Policies in APNN for Gender Equality in STEM

국가	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12
중국	●	●	●	●	●	●	●	●	●	●	●	●
베트남	●	●	●	●	●	●	●	●	●	●	●	●
인도	●	●	●	●	●	●	●	●	●	●	●	●
일본	●	●	●	●	●	●	●	●	●	●	●	●
한국	●	●	●	●	●	●	●	●	●	●	●	●

Policies in APNN for Gender Equality in STEM

국가	APNN	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
미국	APNN															
영국	APNN															
독일	APNN															
프랑스	APNN															
일본	APNN															
중국	APNN															
인도	APNN															
브라질	APNN															
러시아	APNN															
한국	APNN															

KWSE 2014 Survey on Gender Equality among WSE in APNN

APNN 회원국 여성 과학/공학 전문가로서 어려운 점 상위 3개 및 정책현황

국가	어려운 점	여성과학기술인 육성 우수 정책 현황
APNN	일-삶 균형	국가별로 정책현황은 상이하나 정책제언과 관련 프로그램 운영에 여성과학기술인단체들이 주도적으로 참여하고 있음. 교육과 멘토링, 인턴제일 프로그램 등이 양성평등과 사회인식변화를 위한 정책들이 활발적으로 아직 부족함.
	직장 문화	
	경력개발 부족	
한국	일-삶 균형	"여성과학기술인육성정책지원사업"을 시행 중인 유일한 국가로 양성평등으로 다양한 프로그램이 운영되고 있음. 채용공고에 소진 목표제, 입찰연계 등 정책은 많으나 실효성 제고 노력이 필요함.
	직장 문화	
	사업기회 부족	

From She Figures 2012

- Women may not automatically 'catch up' to their male counterparts.
- Proactive policies are thus essential to significantly reduce the gaps.
- Work life issue remains a key element in achieving gender equality.
- There is not just a 'glass ceiling' but also a 'maternal wall' hindering the career of female researchers.
- A gender-mixed composition of nominating commissions, an increase in the objectivity of the applied selection criteria, tutoring of women, or even the fixing of quotas, are all policies that are generally evoked, and in some countries already implemented, to balance out the unequal situation that continues to prevail in the academic sector.



Source: Women & Science: The Gender Equality Data by Maria Zuber, She Figures 2012, p. 10

Key points to develop HR for our future ...

- "Question & Think" 교육
- 고학력 여성(과학기술인) 경제활동참가율 제고
- 경력단절 예방
- 생애주기 초기단계부터 직업역사, 양성평등 교육
- 무엇보다도...

Everyone Should Accept What the Data Tell Us!