FROM BARRIERS TO BREAKTHROUGHS: SHAPING THE FUTURE OF GENDER EQUALITY IN SCIENCE

Muscat Global Knowledge Dialogue

January 2025 | Muscat, Oman

Catherine JAMI

Director of Research - National Centre for Scientific Research (CNRS), France

Former Secretary General of the International Union of History and Philosophy of Science and Technology (IUHPST)

Founding Chair of the Standing Committee for Gender Equality in Science (SCGES)

Elected Ordinary Member of the ISC Governing Board

Contents

Léa NACACHE

Communications Officer – International Science Council

Project Officer – Media development section, UNESCO (Community media, gender equality in media)

Quick look at the 2021 data

Representation in science academies : 33% of researchers globally, but only 12% of science academy members. Women hold 29% of positions within governance bodies of science academies.

Representation in scientific unions: 37% of unions are chaired by women and make up: 67% of governance bodies in social sciences disciplines vs. 24% in natural sciences disciplines.

Impact of underrepresentation: Limits participation, 'chilly' climate (Blickenstaff, 2005), contributions remains less visible, hinders scientific innovation.

Inclusivity is critical to the impact and relevance of scientific organizations, in their roles as shapers of research, science policy, and drivers of scientific collaboration.

ISC-IAP-SCGES project

Project name: In deliberation

Scope: Global

Duration: 9 months (initial phase)

Project partners:

- International Science Council (ISC)
- InterAcademy Partnership (IAP)
- Standing Committee for Gender Equality in Science (SCGES)

A look at the project taskforce

- **Carol Woodward** (International Council for Industrial and Applied Mathematics - ICIAM, SCGES)
- **Mark Cesa** (International Union of Pure and Applied Chemistry - IUPAC, SCGES)
- **Marie-Françoise Roy** (International Mathematical Union - IMU, SCGES)
- **Supawan Tantayanon** (President of the Science Society of Thailand, InterAcademy Partnership)
- **Peter McGrath** (Coordinator - IAP)
- **Sheila Perosa** (Project coordinator – IAP)
- **Palesa Sekhejane** (Human Sciences Research Council – HSRC, ISC Fellow)
- **Léa Nacache** (ISC)
- Another volunteer from the **social sciences**?

Oversight committee

- **Catherine Jami**, International Union of History and Philosophy of Science and Technology (IUHPST), inaugural SCGES chair
- **Lilia Meza-Montes**, International Union of Pure and Applied Physics (IUPAP), Chair of the IUPAP Working Group on Women in Physics (WG5)
- **IAP nominations – tbc**
- **You?**

ISC-IAP-SCGES project: what is different?

Build on earlier initiatives and recommendations (Assaf 2015; ISC-IAP 2021, Gender Gap in Science project) - **any others?**

The 2025 study **combines quantitative and qualitative methods** to assess progress, explore barriers, and inform **actionable recommendations** especially developed for scientific academies and unions.

Objectives:

- **Assess progress** since 2021 and integrate **new data points**.
- Gain insights through a **qualitative study**.
- Develop **evidence-based recommendations** based on partners and members' best practices.
- Develop a culture of **systematic monitoring and evaluation** and a unified framework and method.

ISC-SCGES qualitative pilot

Joint pilot project with the **Standing Committee for Gender Equality in Science**

12 interviews with **women leaders in national academies and scientific unions**

Qualitative methodology with a phenomenological approach

Incorporating this qualitative approach into the upcoming 2025 survey

Series of articles *Women Scientists Around the World: Strategies for Gender Equality*

Key actionable insights from the pilot

Women as individual drivers of systemic change:

- Defy institutional climates to push for progress.
- Create conditions for peers and future generations.
- Invest significant voluntary effort and time in creating networks, on top of work and institutional roles (additional burden).

Common strategies:

- International Level: Broaden perspectives and overcome local constraints (e.g., studying abroad as transformative experiences).
- Creating Associations: Establish their own initiatives, networks and associations to advance gender equality (outside of institutional structures).

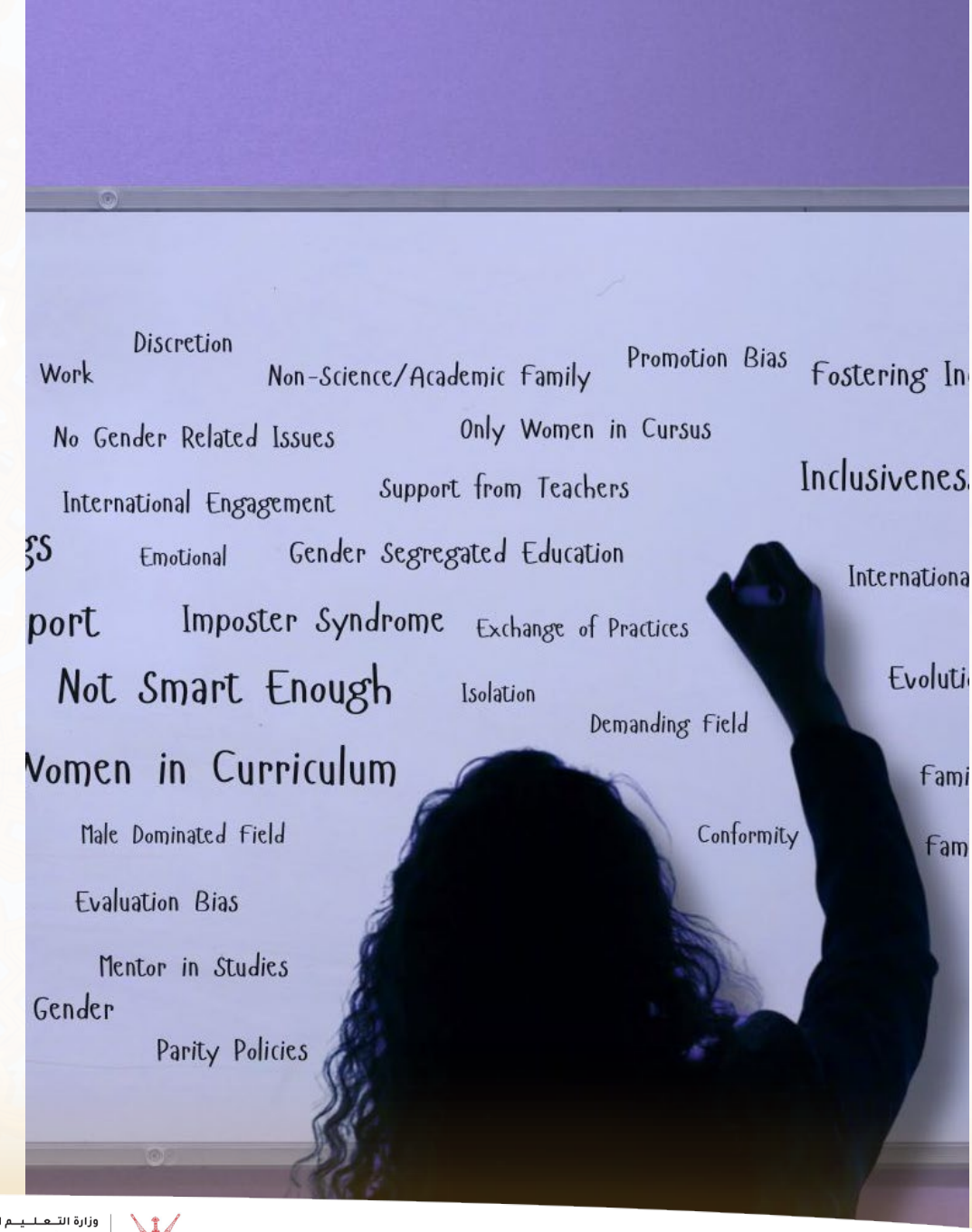
Pilot word cloud

SCGES-ISC webinar

Monday 10 February

2 PM UTC

Register NOW:



Draft project timeline

Quantitative data Collection: February – March 2025 (coordinated by data specialists).

Qualitative interviews and questionnaire: March – May 2025.

Analysis: April – May 2025.

Report Writing and Review: May – June 2025.

Launch: July 2025.

To note: call for experts to join the **project's scientific oversight committee** (expert panel).

Expected outcomes

- **Updated data**, evolution over the last 5 years?
- **Set of actionable recommendations** made by scientific organizations for scientific organizations
- **A coordinated platform** for exchange of resources and best practices
- **A connected global network** of gender equality champions from different organizations, disciplines and regions

Why and how to participate?

Benefits of Participation:

- Access data and insights to inform **organizational policies**
- **Shape actionable recommendations** from membership best practices
- Contribute to **long-term monitoring and evaluation** frameworks
- **Support Diversity, Equity, Inclusion** (DEI) in science

How to engage?

- Organization participate in the **quantitative survey**.
- Share your personal experience in the **qualitative survey**.
- Apply or nominate experts to the project's **scientific oversight panel**.
- Nominate interviewees for **qualitative interviews**.
- Share **best practices** with us.
- **Other ideas? Let us know how you would like to engage**.

Beatriz Caputto

President – National Academy of Sciences, Argentina

Executive Director – InterAmerican Network of Academies of Sciences (IANAS)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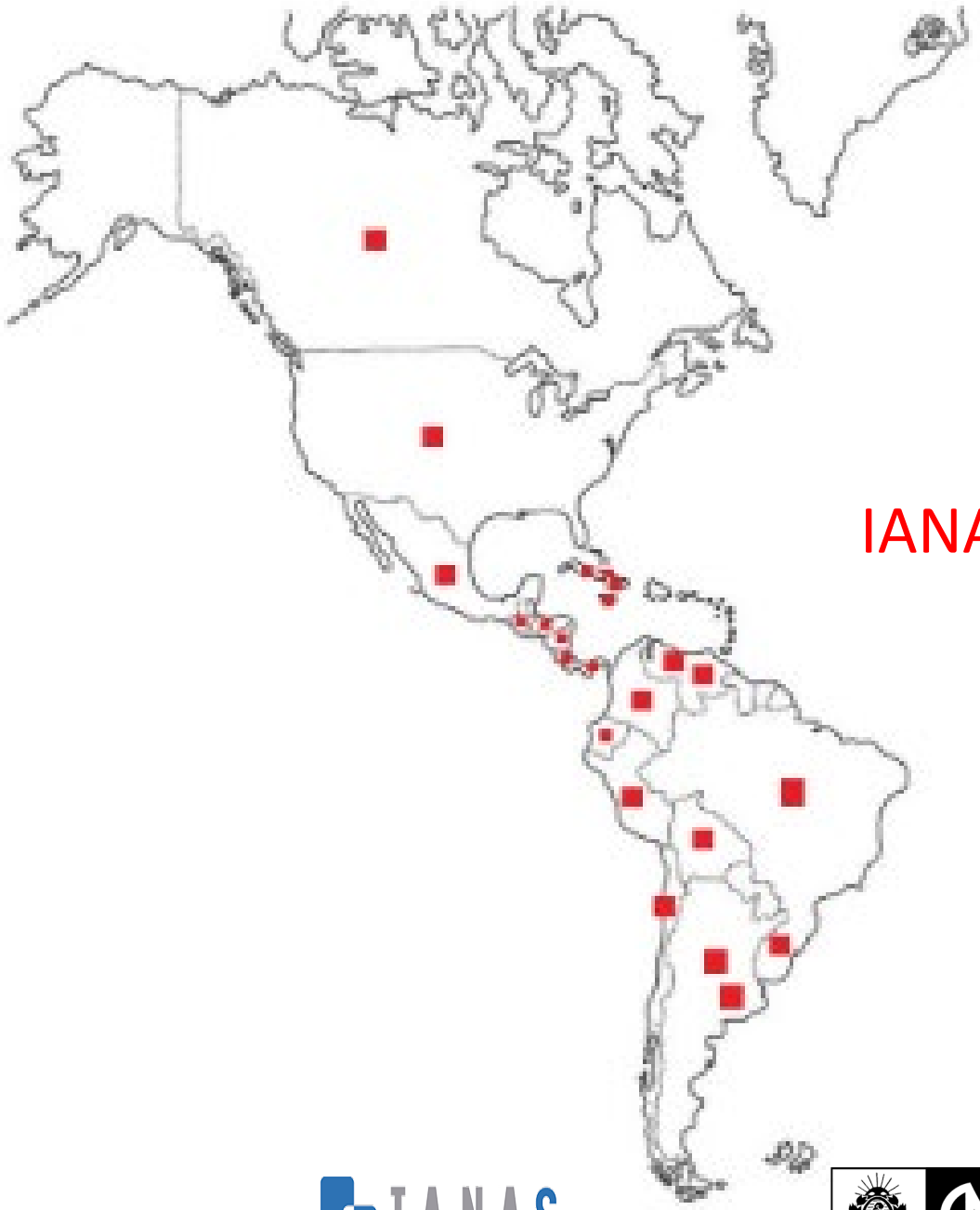

IANAS 23 MEMBER ACADEMIES

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- Royal Society of Canada
- National Academy of Sciences, USA
- Mexican Academy of Sciences
- Caribbean Scientific Union
- Latin American Academy of Sciences
- Caribbean Academy of Sciences
- Academy of Sciences of the Dominican Republic
- Academy of Medical, Physical and Natural Sciences of Guatemala
- National Academy of Sciences of Costa Rica
- Nicaraguan Academy of Sciences
- Panamanian Association for the Advancement of Science
- National Academy of Sciences of Honduras
- Cuban Academy of Sciences
- Academy of Sciences of Ecuador
- National Academy of Sciences of Uruguay
- National Academy of Sciences of Argentina
- Academy of Physical, Mathematical & Natural Sciences of Venezuela
- Colombian Academy of Exact, Physical and Natural Sciences
- Brazilian Academy of Sciences
- National Academy of Sciences of Peru
- National Academy of Sciences of Bolivia
- Chilean Academy of Sciences
- National Academy of Sciences of Argentina and
  National Academy of Exact, Physical and Natural Sciences of Argentina

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Together with the Amazon Initiative, IANAS has 4 ongoing programs

Science Education | **Women for Science** | **Water** | **Energy**

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The problem……

The diversity of political and economic environments, together with different traditions and ages of the academies of the IANAS WfS program is also reflected in the initiatives each academy undertakes to improve the number of women member of these academies.

On one end of the spectrum are academies such as those from the US or Canada that are more than 150 years old and began their attempts to increase numbers of women as much as twenty years ago and thus have a longer tradition of recognizing the importance of women in leadership roles both in science and technology and in these academies.

On the other end are much more recently founded academies with 10 or less years since their foundation that are in an earlier stage of organization regarding the incorporation of women into their academies.

And yet other academies such as the National Academy of Sciences of Argentina that was founded more or less at the same time as that of the USA or Canada (1869) but only stated attempting to improve the number of women members recently.

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Our activities…….

In addition to alerting and advising its member academies on actions that help increase the visibility of women contributions to science and technology, working opportunities, networking, appointing liaisons and contributing speakers to its programs, to increase the visibility of women scientists, IANAS has established, among other actions:

- awards for women scientists and graduate students:
  the Anneke-Levelt Prize and the Young Scientist Award;
- video and photography contests;
- posting and publication of interviews and biographies to highlight achievements;
- encourage academies to improve the underrepresentation of women as members and authorities;
- quantification of underrepresentation of women scientists in the academies.

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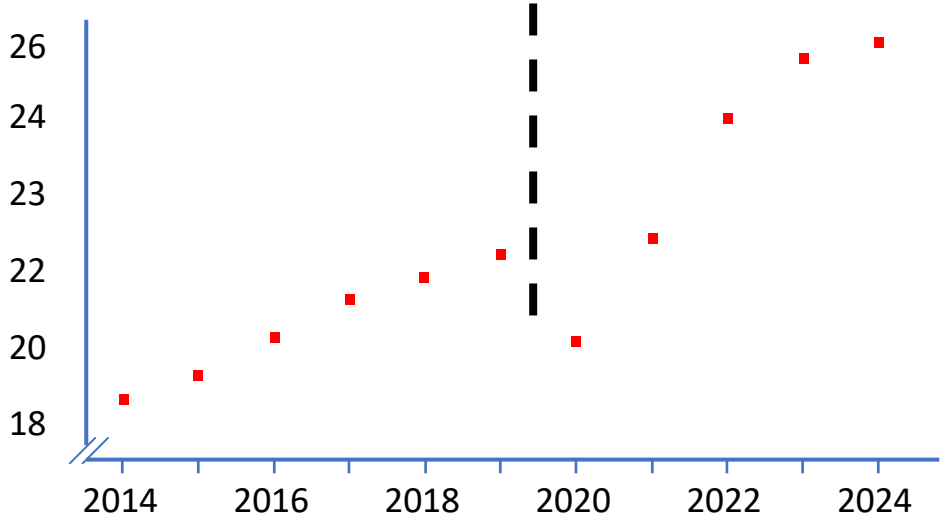
Quantification of women scientists in IANAS academies.

20 IANAS Academies

8 IANAS Academies

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
% W / members	18.4	19.1	20.2	21.1	21.8	22.4	20.1	22.7	23.9	24.6	25.9
% W in EC	26.8	30.9	32.9	30.9	32.6	35.4	30.5	30.5	39.5	42.3	41.9



The diversity of different traditions and ages of the academies of IANAS is reflected differences in the number of women members and women leadership of these academies…..

	National Academy of Sciences, USA		Natl Acad Exact, Physical and Natural Sciences, Argentina	
Founded	**1863**		**1874**	
# Members	**>2000**		**40**	
Presidents	**23**	in 161 years; 22 men, 1 women	**30**	in 150 years; 29 men and 1 women.
Officers	**17**	5 are men and 12 are women (70.6%)	**8**	3 are men and 5 are women (62.5%)

Marcia McNutt

Alicia Dickenstein

The diversity of different traditions and ages of the academies of IANAS is reflected differences in the number of women members and women leadership of these academies….. 1

	National Academy of Sciences, Bolivia	Academy of Sciences, Mexico
Founded	**1960**	**1959**
# Members	**36** Women: 10 (28.5%)	**3050** Women: 821 (26.9%)
Presidents	1 women (Monica Moraes 2021-2024)	1 women (Susana Lizano 2020 - 2023).
Officers	**6** 5 are men and 1 is a women (16.6%)	**5** 2 are men and 3 are women (60%)

Monica Moraes

Susana Lizano

Gloria Dubner (Co-chair)	Argentina
Carolina Alduvin (Co-chair)	Honduras
Ana Denicola	Uruguay
Cecilia Hidalgo	Chile
Dayra Alvares	Panamá
Neela Badrie	Caribbean
Jenny Ruales	Ecuador
Olga Fernandez	Cuba
Henriette Raventos	Costa Rica
Melba Castillo	Nicaragua
Ruth Shady Solis	Perú
Ximena Cadima	Bolivia
Cecilia Bouzat	Argentina
Judith Zubieta	México
Angela Camacho	Colombia
Liliana Lopez	Venezuela
María del Carmen Samayoa	Guatemala
Milena Cabrera	República Dominicana
María Vargas	Brazil

Gloria Dubner

Carolina Alduvin

Thank you for your attention!!!!!!!

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Palesa Sekhejane

Executive Head – Human Sciences Research Council (HSRC), Africa Institute of South Africa (AISA)

ISC Fellow

Intricacies of institutional culture in gender landscape in sciences

Palesa Sekhejane,

Human sciences research council

Agenda setting

- Significant structural and institutional changes to promote gender equality in sciences
- Initiatives for recognition and promotion
- Accountability multiplier effect of corporate culture
- Transforming institutional concepts of strategy development
- Transformative leadership as a tool

Typical Intricacies

1. <u>Institutional barriers</u>: deeply ingrained androcentric structures, which perpetuate gender inequalities. These structures often favor male-dominated networks and hierarchies.

2. <u>Corporate cultural "norms"</u>: the recruitment practices and retention of women in scientific careers.

3. <u>Policy and practice</u>: policies such as strategic leave options, flexible working hours, and support for work-life balance are crucial for promoting gender ***equity*** and ***equality***?

4. <u>Representation on service platforms</u>: gender biases in peer review and publication processes can impact the visibility and career progression of female scientists.

5. <u>Mentorship and networking</u>: access to mentorship and professional networks is vital for career development.

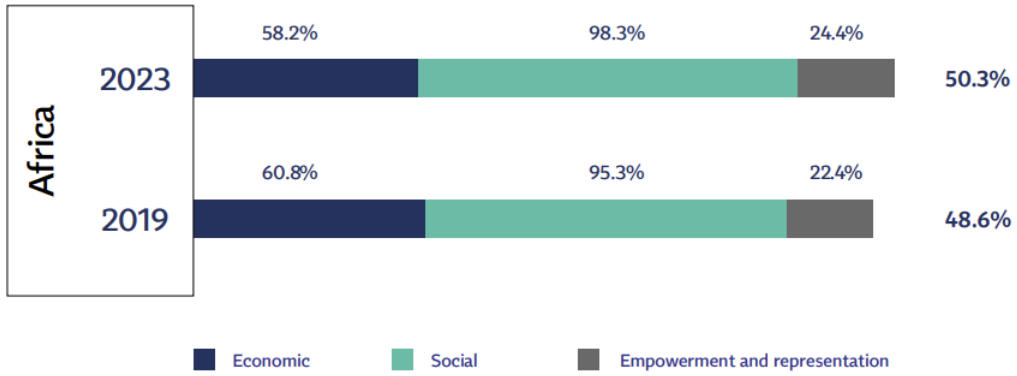
Proactive bias!!! Could it work?

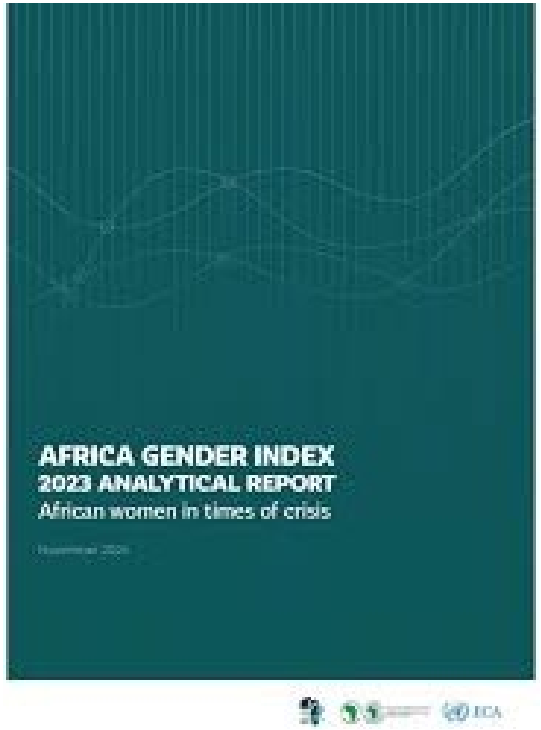
Africa Lens

The economic dimension, the gender index score indicates a decrease to 58.2% in 2023 from 61.0% in 2019.

While there has been a decline in the economic status of both men and women, ***women have experienced a larger decline***.

African women encounter various barriers to their equal participation in the workforce … to lower earnings and poorer working conditions.





> *There are many types of gender imbalances. Among the most persistent are the under-representation of women in the decision-making positions or at the highest level in academia.*
>
> Jörg Müller, sociologist and coordinator of the ACT project

'This is an extraordinary achievement and shows the commitment of those involved towards a more inclusive research and innovation environment,' said Müller. 'The Communities of Practices in many cases did allow practitioners to overcome their isolation and connect with others working in the field of gender equality. As a result, especially in Poland, many organisations made huge advances.'

This is one of the benefits of having a uniform framework to evaluate the organisational efforts. 'This is crucial in relation to the latest advances put forward by the European Commission, namely making Gender Equality Plans an eligibility criterion to access Horizon Europe funding. This is a huge step forward.'

A next step could be the creation of a European award scheme through the CASPER project. 'If a European award and certification system for gender equality is implemented, there will be a uniform framework to evaluate institutional efforts in terms of gender equality plans by organisations across Europe,' explained Müller.

at is critical

- To map out these empirical expressions, multiple tools are needed.
- Behavioral data is essential in ascertaining whether seemingly gendered actions indeed constitute gendered practices
- Expansive or discursive data is critical in making sense of the barriers/practices per case or context, thus minimising "one size fits all"

HSRC
Human Sciences
Research Council

Thank you

Javier García-Martínez

Director - Molecular Nanotechnology Laboratory at the University of Alicante, Spain

Past President - International Union of Pure and Applied Chemistry (IUPAC)

ISC Fellow

IUPAC INTERNATIONAL UNION OF PURE AND APPLIED CHEMISTRY

Our Mission

https://www.iupac.org/

IUPAC, committed to embrace and promote diversity and inclusion

IUPAC is the global community of chemists that promotes chemistry worldwide, and because of that we value and promote diversity and inclusion, which are at the centre of our vision, mission and core values, as embodied in our strategic plan. We are strongly committed to embracing and promoting transparency, diversity, inclusion, and equal opportunities for all.

Chemistry is all about diversity: each new bond, each additional group makes the whole richer and stronger. We invite all chemists and chemical organizations to endorse and embrace our vision and mission to:

IUPAC INTERNATIONAL UNION OF PURE AND APPLIED CHEMISTRY

Our Mission

- Serve all humankind, **specially the most vulnerable**, by advancing chemistry worldwide
- View scientific excellence and objectivity as the cornerstone of all our work, but **being aware of our biases and unconscious prejudices** and favouritisms
- **Promote equal opportunities for all and act against all kinds of discrimination**
- Value collaboration and communication **among all**
- **Strive for diversity and inclusiveness in all forms**
- **Respect each other, regardless of their views or beliefs**
- Uphold the highest standards of **transparent, responsible and ethical behaviour**

Committee on Ethics, Diversity, Equity and Inclusion

SECTIONS

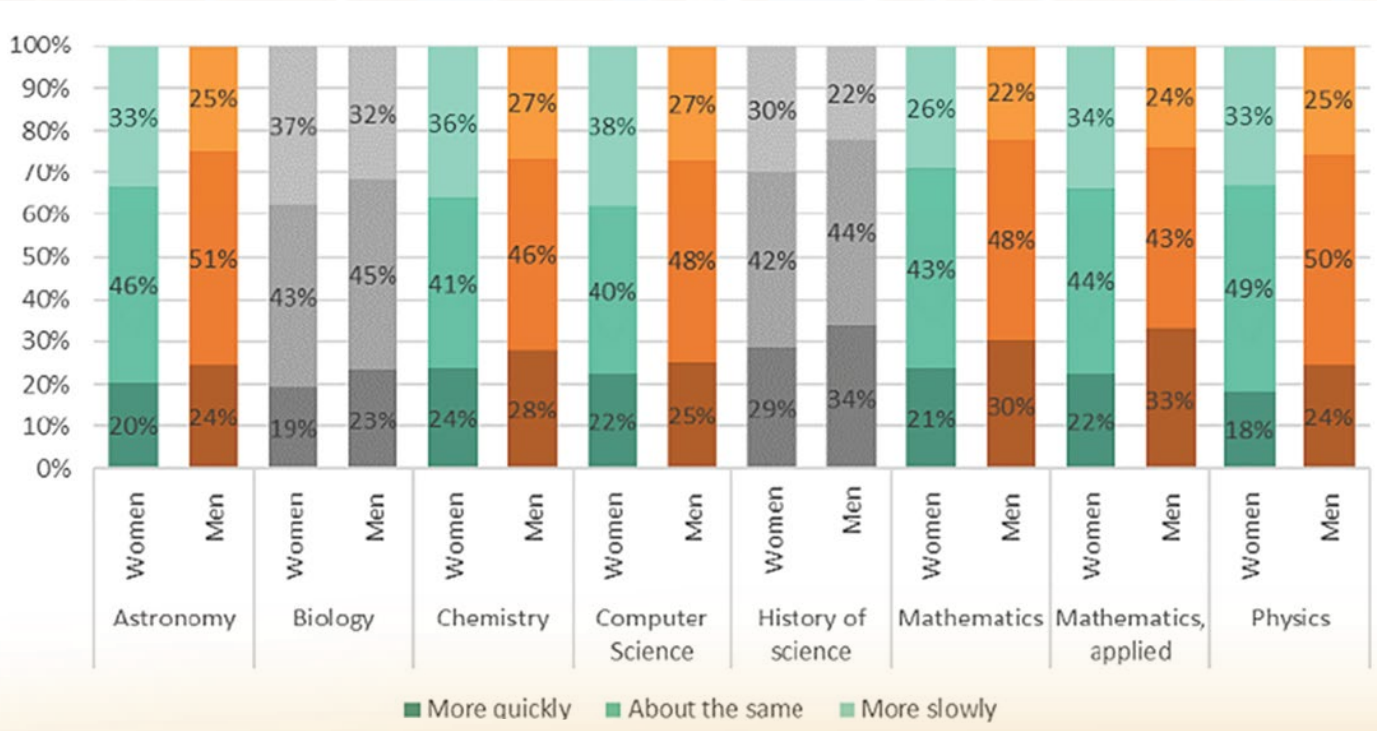
Aims

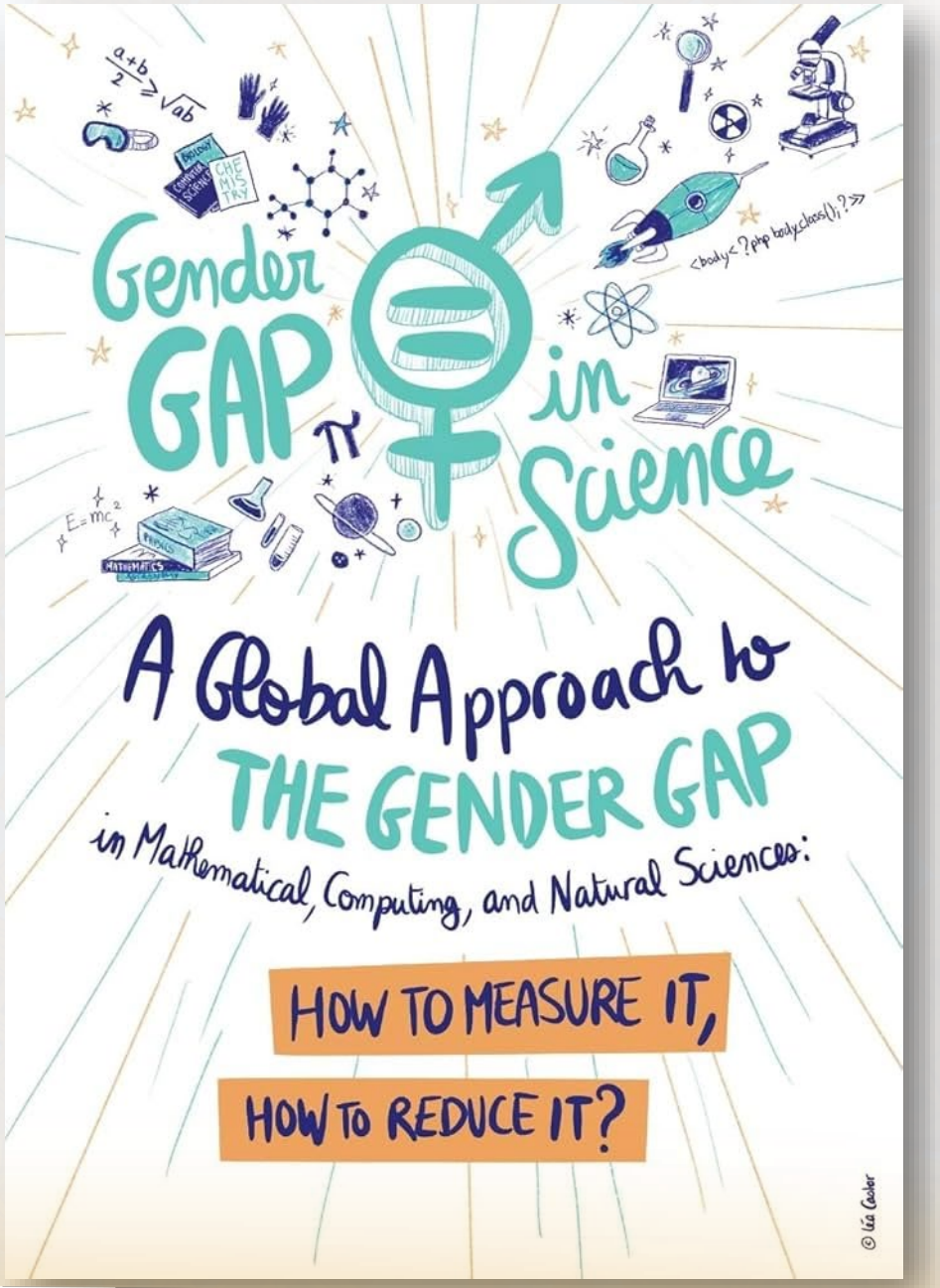
The mission of CEDEI is to promote and develop the core values stated in the IUPAC strategic plan, mainly: to strive for diversity and inclusiveness in all forms, to respect each other and the Union, and to uphold the highest standards of transparent, responsible and ethical behavior. The role of this Committee includes to provide advice, recommend best practices, and develop policies to ensure that IUPAC promotes and embraces ethics, diversity, equity and inclusion in the workspace, in publications, and in education in chemistry. While acknowledging that many organizations connected to IUPAC may already have their own in-house policies, this committee may also produce and collect examples of best practices, guidelines, and recommendations for the use of IUPAC and the chemistry community as a whole on these subjects. This independent Committee should also produce a whistleblower policy and serve as a confidential and safe point of contact for anyone who may feel harassed or discriminated against or who has witnessed a behavior inconsistent with the values, mission, and strategic plan of the Union. Finally, CEDEI can, at the request of the President of the Union, provide an independent opinion on any topic related to its mandate.

IUPAC INTERNATIONAL UNION OF PURE AND APPLIED CHEMISTRY

International Science Council

In 2017, IUPAC partnered with 10 organization on an ISC-funded project on the *Gender Gap in Science: A Global Approach to the Gender Gap in Mathematical, Computing, and Natural Sciences: How to Measure It, How to Reduce It?*





A Global Approach to the Gender Gap in Mathematical, Computing, and Natural Sciences

Guiding Principles of Responsible Chemistry

Guided by IUPAC's[1] mission as a global organization that provides objective scientific expertise and develops the essential tools for the application and communication of chemical knowledge for the benefit of humankind and the world, chemists should practice:

Responsible Innovation

Employ scientific knowledge and encourage innovations in chemistry to maximize benefits for people and the planet while minimizing and mitigating unintended consequences.

Safety, Security & Sustainability

Implement a culture of safety, security, sustainability, and responsibility in the practice of chemistry.

Ethical Behaviour

Apply ethical values, norms, standards, and judgments to guide the responsible practice of chemistry.

Inclusivity, Equity & Belonging

Nurture a diverse, equitable, and inclusive global community that incorporates a variety of talents, knowledge, and backgrounds to create a flourishing chemistry enterprise.

Communication & Collaboration

Communicate knowledge and practices through education and outreach to equip chemists and the public with the necessary understanding, tools, and values to benefit people and the planet.

Equitable Access

Provide equitable access to information, resources, and opportunities to create an open, inclusive, and collegial scientific environment for the chemistry community.

Integrity & Accuracy

Use and interpret data, models, and theories with integrity, completeness and accuracy, and make use of the latest technological innovations ethically, responsibly and fairly.

Convergence Across Disciplines

Promote the convergence of chemistry with other disciplines for the global advancement of science.

[1] International Union of Pure and Applied Chemistry

Gl global Wo women's Br breakfast

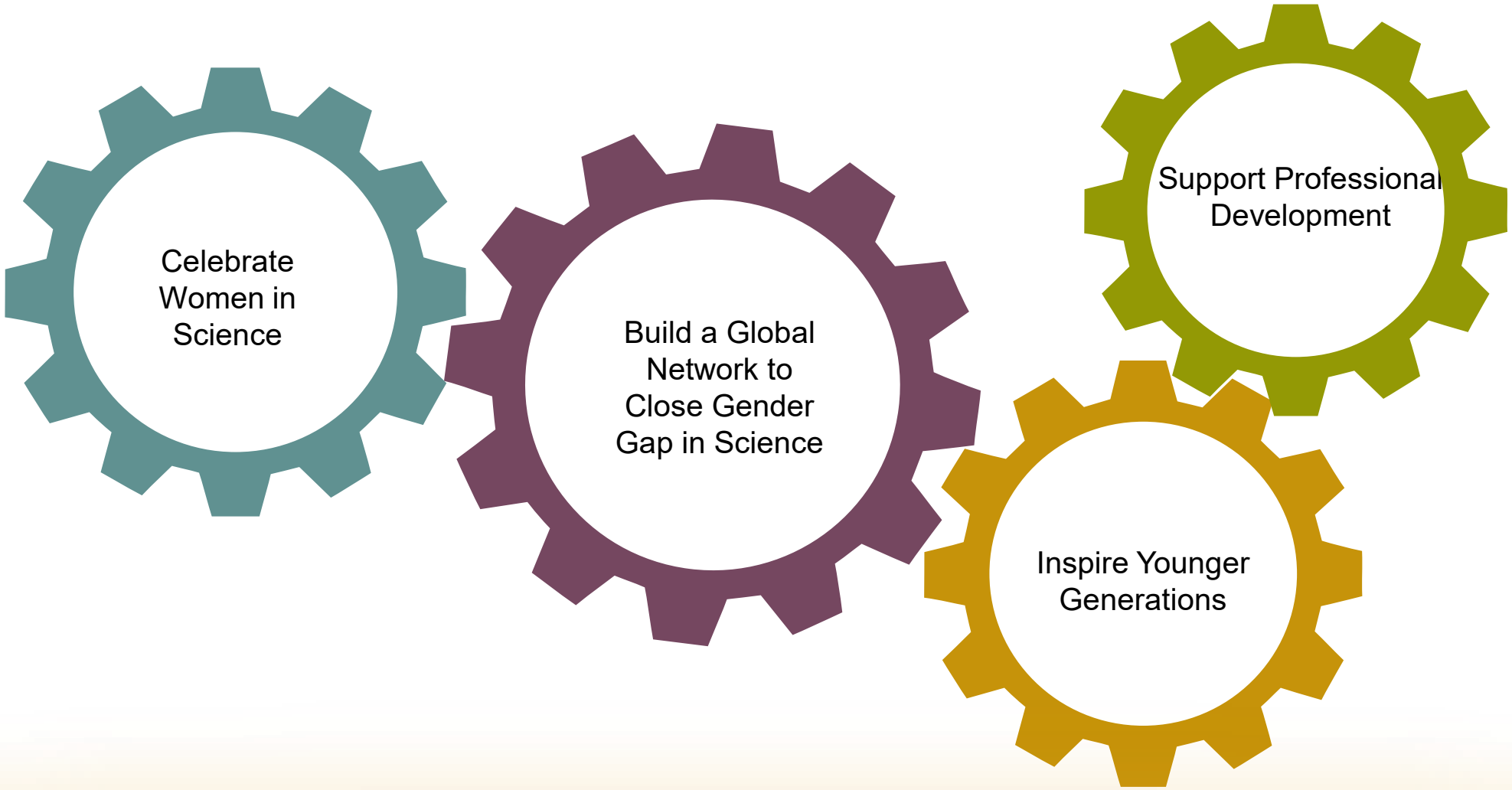
IUPAC

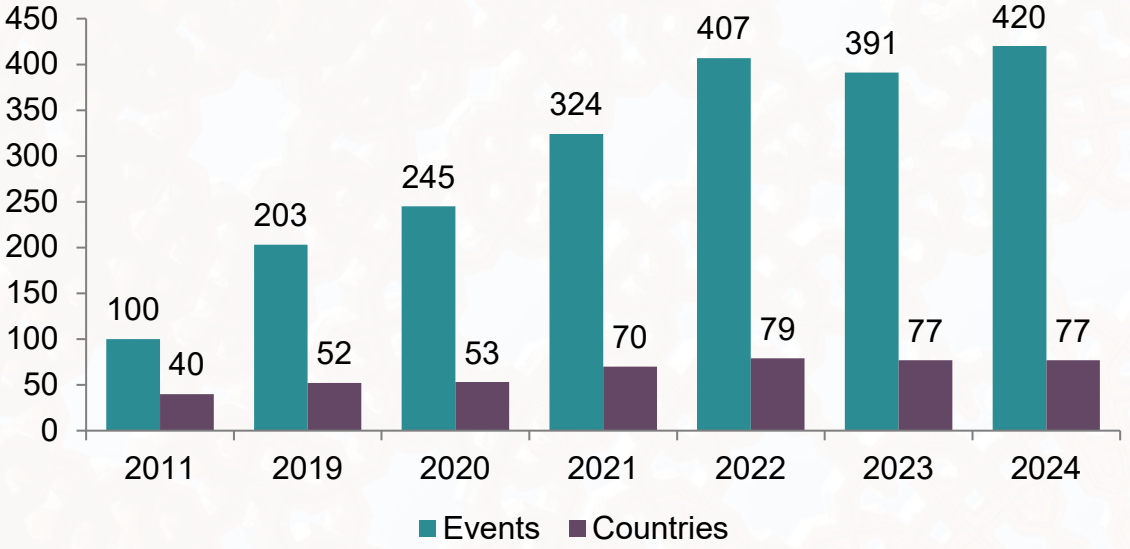
FEBRUARY 11

GWB 2025

ACCELERATING EQUITY IN SCIENCE

Goals of the IUPAC GWB

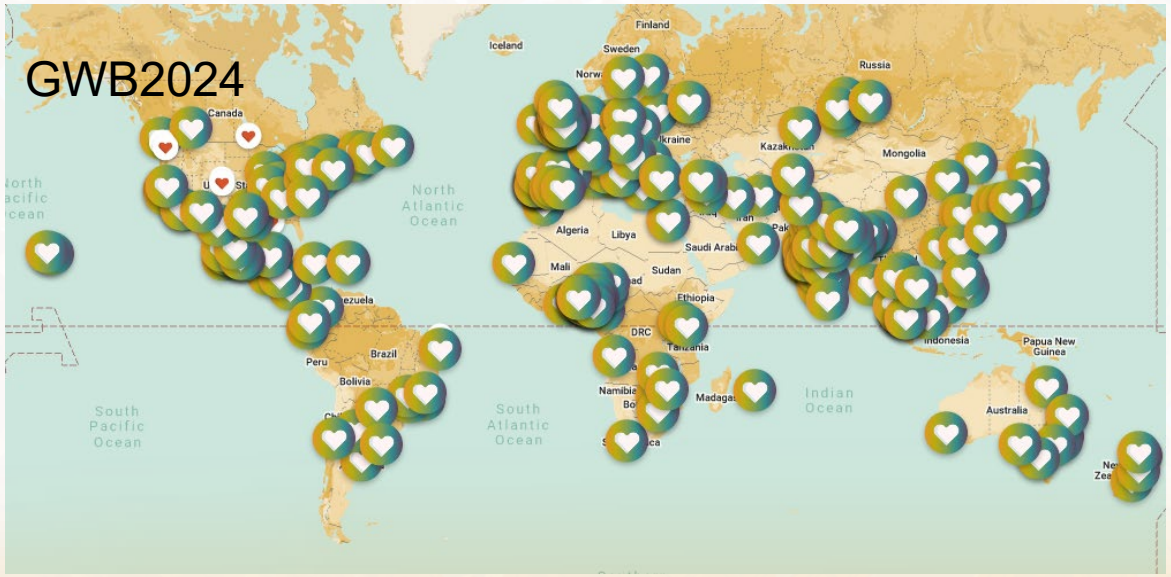


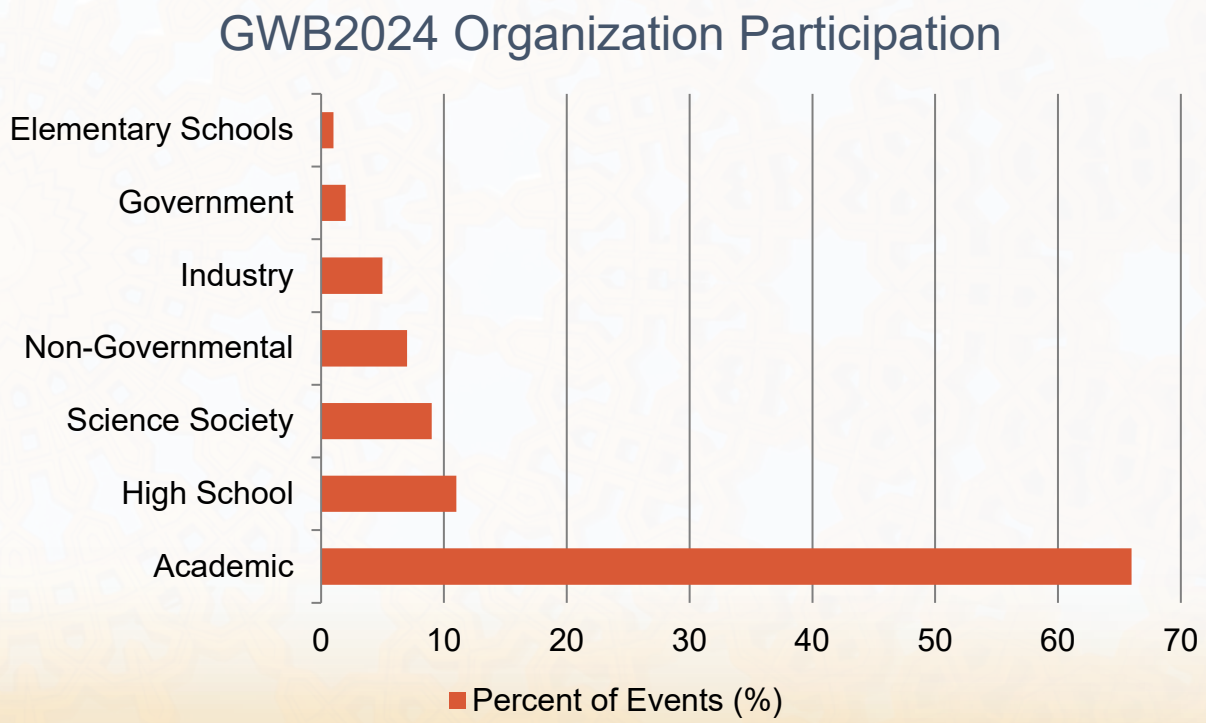


In 2024, GWB hosted **420 events in over 77 countries and more than 30,000 participants** – a record!

Join us 11 February 2025!

Accelerating Equity in Science



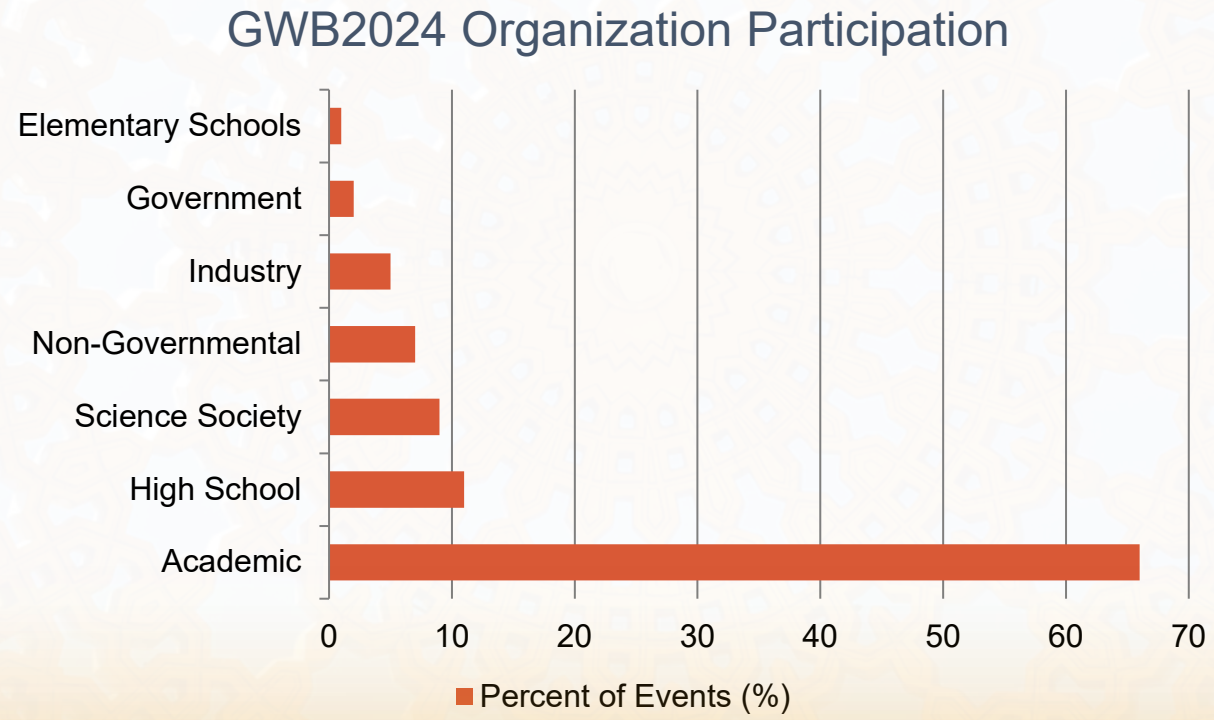


….and GWB in 2024 hosted **420 events in over 77 countries and more than 30,000 participants** – a record!

INTERNATIONAL YEAR OF Quantum Science and Technology

Join us 11 February 2025!

Accelerating Equity in Science iupac.org/gwb



Tonya Blowers

Coordinator - Organization for Women in Science for the Developing World (OWSD)

From Individuals to Institutions

scaling up the impact of women scientists from developing countries

Only 1 in 3 scientists worldwide is a woman

Despite some progress in recent years, gender equality in science remains elusive

Less than 2/5 STEM graduates are women

The gender gap varies across scientific disciplines. Some fields, such as physics, tend to attract more men than women

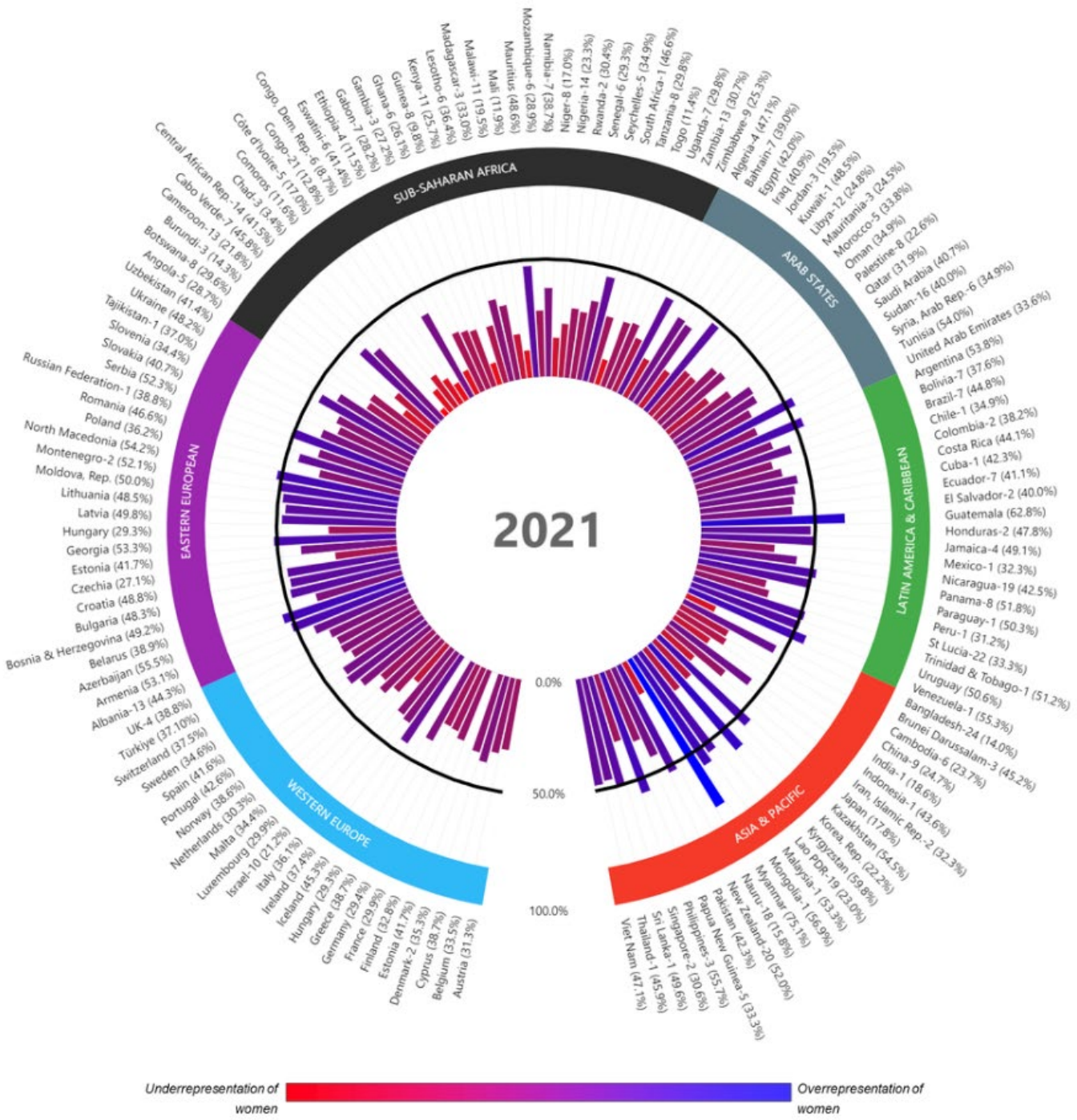
Only 12% of national academies of science members are women

At the upper levels of scientific hierarchies, the proportion of women scientists declines

Not all countries have reliable data on gender and science

98 countries have not supplied data for 2018-2021 (dataset of the UNESCO Institute of Statistics)

Women as share of total researchers



2021,
or latest year
available

Female researchers by Region (2021)

- **49.6% for Central Asia** (↗ up from 44.7% in 2011)
- **44.4% for Latin America and the Caribbean** (slightly lower than 44.9% in 2011)
- **41.1% for Arab States** (↗ up from 37.7% in 2011)
- **38.7% for Central and Eastern Europe** (↘ down from 40.5% in 2011)
- **33.9% in Western Europe** (↗ up from 31.8% in 2011)
- **31.7% for World** (↗ up from 30.9% in 2011)
- **31.5% for Sub-Saharan Africa** (↗ up from 29.1% in 2011)
- **26.8% for East Asia and the Pacific** (↗ up from 21.1% in 2011)
- **25.9% in South and West Asia** (stable compared to 25.7% in 2011)

Call to Action "*Closing the Gender Gap in Science*"

01 Dismantle gender stereotypes & biases in science

Through the enhanced visibility of female role models

How?

Include more **discoveries & stories from female scientists,** with images, **in school textbooks**

Ensure an **equitable representation** of women & men on **relevant boards**, **committees** & **panels**

Increase the **presence** of **female scientists** in the **media**, the **popular culture** & the **entertainment industry**

Increase **opportunities for women scientists** to **access research grants**

Organize & provide **funding** for **outreach activities featuring female scientists**

Promote a **global network** & **platforms for women scientists**

02 Open educational pathways for girls in science

Through innovative & inspiring educational strategies & initiatives

Ensure that science is introduced into the **curriculum** from **an early age**

Remove **gender bias** & **stereotypes** from **teaching** & **learning materials**

Invest in **rewarding excellent performance** of girls in STEM subjects

Engage **parents** & **primary caregivers** through school-based or advocacy initiatives

Prioritize **interactive interdisciplinary** & **equal** learning environments with **hands-on experiments** & **activities**

Allocate resources for **extracurricular STEM programmes**

Invest in **specialized teacher trainings**

Provide **gender-transformative counselling** & **guidance**

Encourage **businesses** to implement **corporate social responsibility initiatives**

03 Create workplace environments that attract, retain & advance women scientists

Through policies & actions that promote inclusion,diversity & equity

Enact **evidence-based gender-responsive institutional policies**

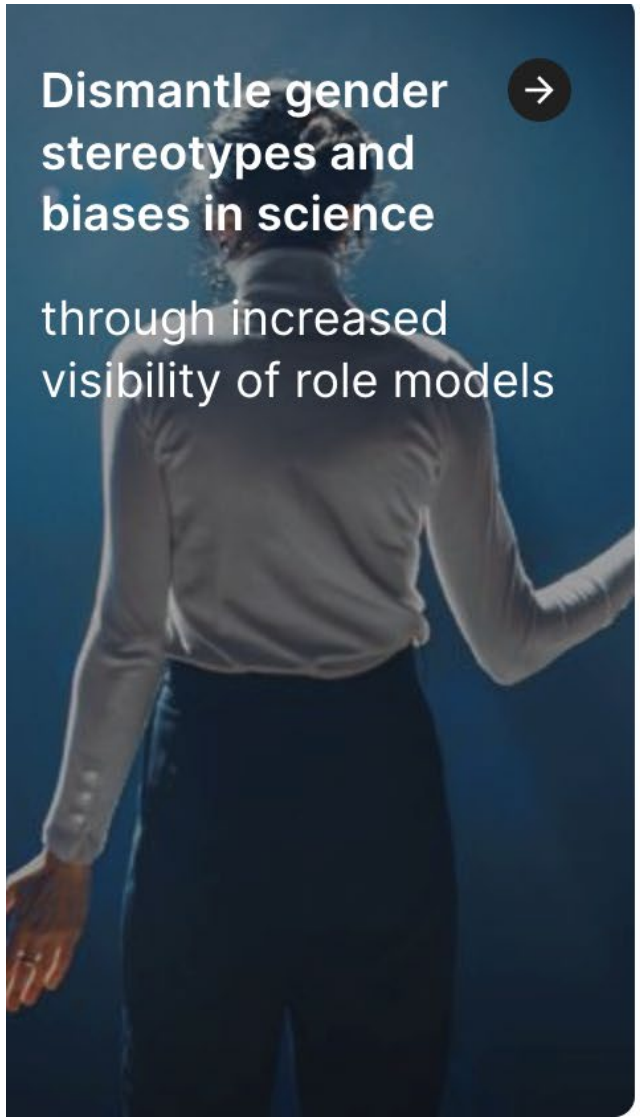
Promote women in **leadership positions**

Take action against **gender-based violence**, including **sexism** & **sexual harassment**

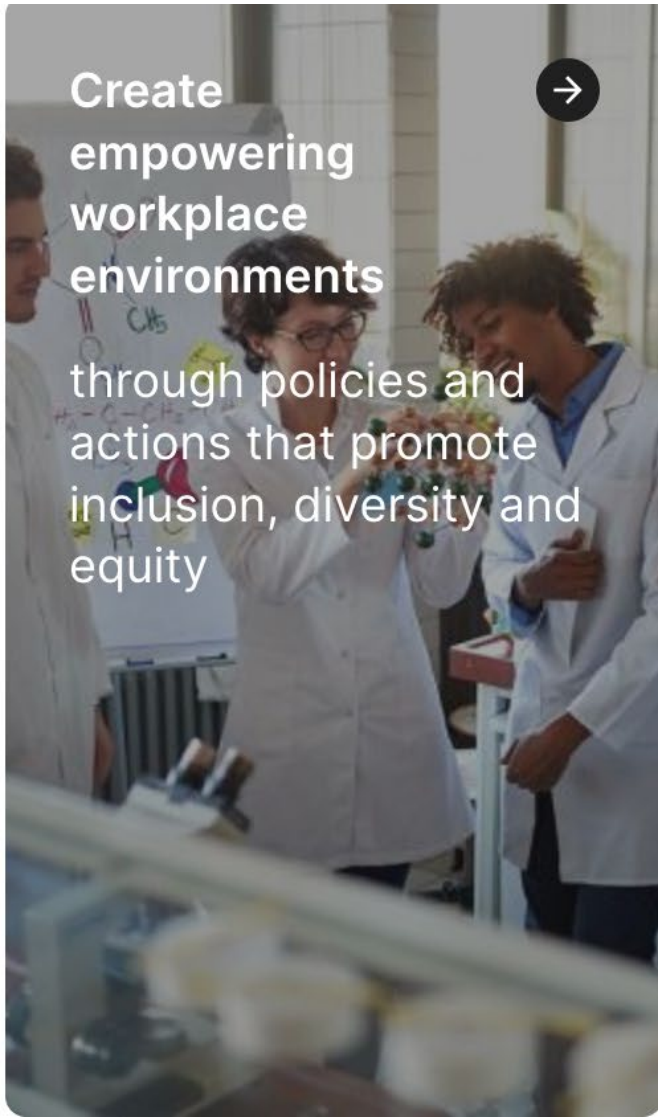
Encourage **partnerships** with **female-*owned*** or ***-led*** **businesses**

Foster **collaborative** & **welcoming research environments**

Invest in **collecting sex- & gender-disaggregated data**


Dismantle gender stereotypes and biases in science
through increased visibility of role models


Open educational pathways for girls in science
through innovative educational strategies and initiatives


Create empowering workplace environments
through policies and actions that promote inclusion, diversity and equity

2024 OWSD awardees
in water, sanitation, and hygiene

2021 OWSD PhD Fellow

Elodie Dimon, awarded PhD at
Universite de Parakou in Benin,
zootechnical productivity
of small ruminants
in the context of climate change
in northern Benin

with OWSD fellowship
travelled to Burkina Faso
Institute of Rural Development,
University of Nazi Boni

established scientific collaborations,
handled advanced data collection equipment
expand her network in climate change
and livestock farming

Impact of OWSD PhD fellowships

IN 2023

92%
of fellows
reported that the fellowship was highly beneficial for their professional growth

75%
of respondents
have been involved with the National Chapters

48%
of fellows
reported a significant impact of the fellowship on their ability to travel for research, while 20% indicated some impact

25%
of fellows
have proposed or influenced policy changes

Sector of work with percentages

75.3% Academia

16.5% Policy

5.7% Industry

2.5% NGO

Figure 2. PHD ALUMNAE BY REGION OF RESIDENCE

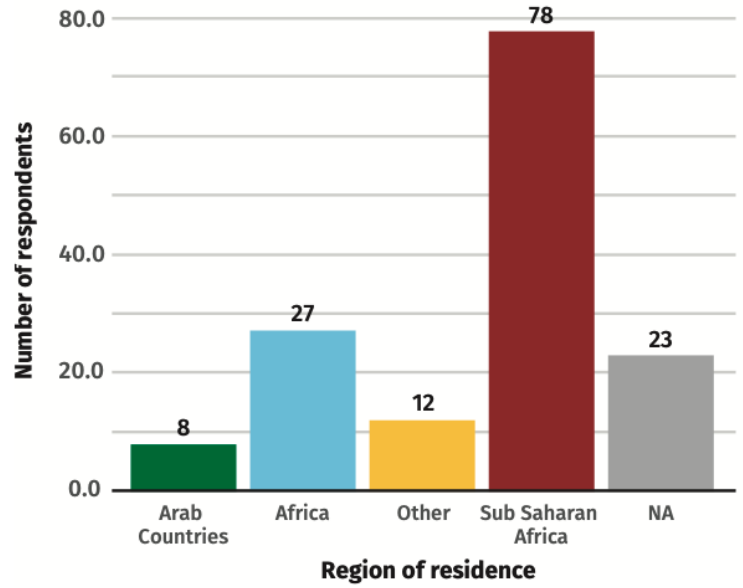
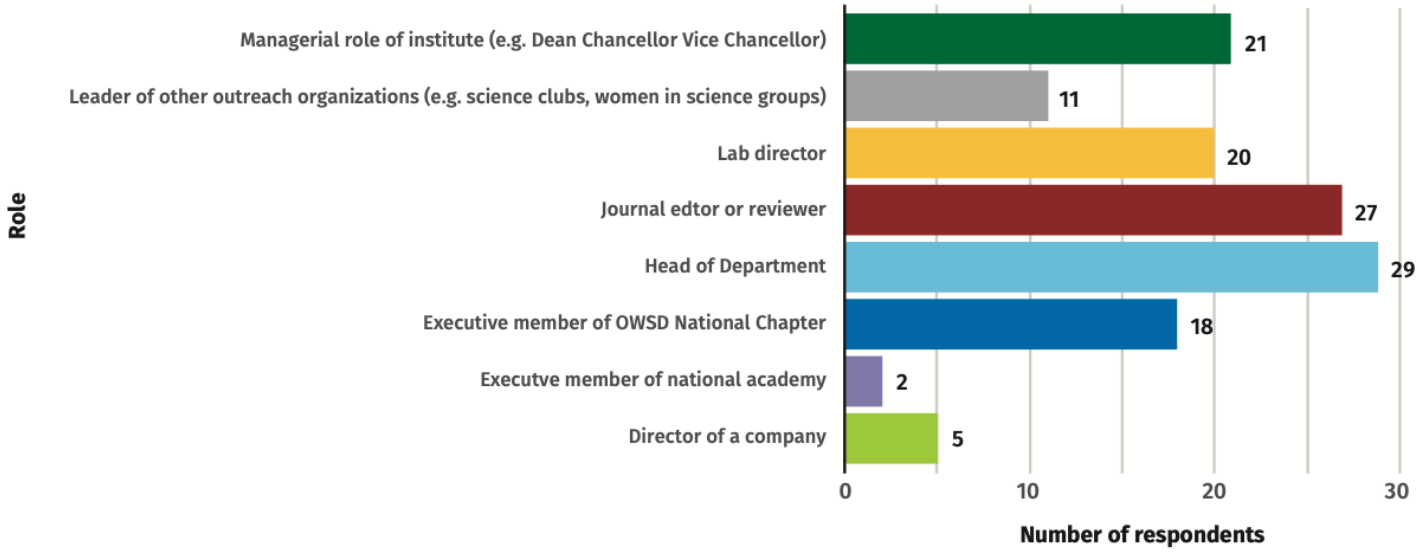


Figure 3. CURRENT JOB TITLES OF FELLOWS



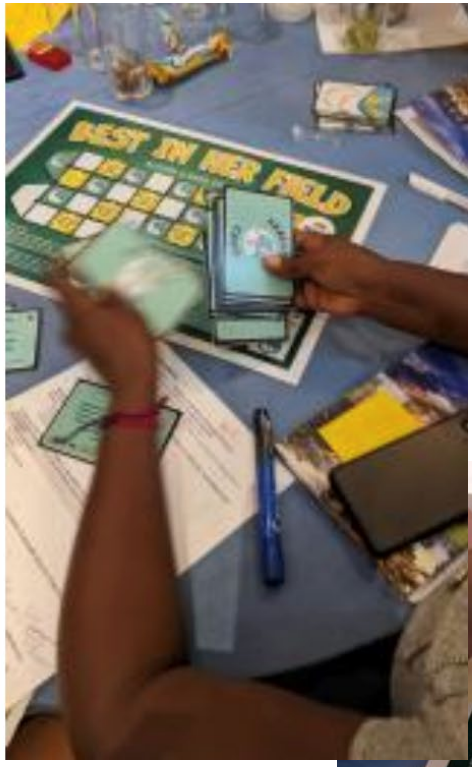
"There is no reproduction without science. There is no electricity without science. There is no water without science... Life is science, science is life."

"We're waiting to get new opportunities for our future... We stay in our country, we try our best."

"As a scientist, it will affect me if I just sit without thinking... when you keep your mind busy, you will feel better."

Early Career Fellowships



RMIT UNIVERSITY

Challenge Card:
You recently gave birth,
and you think your boss is holding it against you,
he seems to be penalising you more heavily
because he views it as a weakness.
What can you do?

"The fellowship helped me upgrade my status from being a scientist to an industrialist. I am a national figure now, with 11 media coverages, including an interview by Nature magazine"

Hemu Kafle, 2019 Early Career Fellow from Nepal and Chair, OWSD Nepal National Chapter

Responses to survey question:
"Since receiving the OWSD Early Career Fellowships I ..."

Was promoted
41%

Received an increase in salary at my institute
31%

Received more authority and/or responsibilities within my institute
69%

Received more recognition outside of my institute
67%

Was successful in being awarded additional grant funding or fellowships
46%

IN 2023

11
new laboratories
set up in 2023

71%
of fellows
used their fellowship funds either to set up or upgrade laboratories

153
outreach activities
implemented

453
beneficiaries of activities
(202 female, 180 male, 71 unspecified)

OWSD WISDOM
new Masters
for Displaced Women Scientists

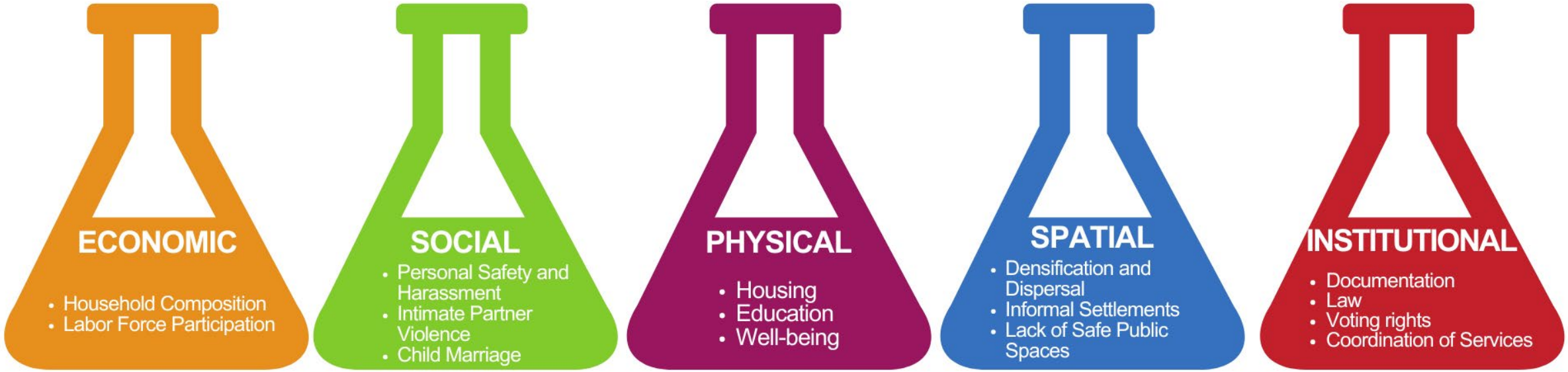
OWSD WISDOM

Pilot with Hashemite University, Jordan

- Launched April 2024
- Selection Meetings in June (Jordan) and September (Turkiye)
- 155 eligible applications
- 24 awardees from Syria, Aghanistan, Palestine

- Supporting displaced refugee women for up to 24 months study
- Design of new programme components & ambitious outreach strategy
- Institute training component & network sustainability activities for new cohort
- Partnership with UNHCR, DAFI scholars, UNESCO Jordan Office

CHALLENGES FOR DISPLACED WOMEN SCIENTISTS



World Bank Blog: Sustainable Cities, February 21, 2024 Sandra Joireman, Swati Sachdeva, Victoria Stanley 'Displaced Women and Girls in Cities' https://blogs.worldbank.org/en/sustainablecities/displaced-women-and-girls-cities

OWSD NATIONAL CHAPTERS

OWSD Guatemala members participate in Expo Biodiversidad in Antigua Guatemala, September 2023, engaging in outreach activities with children to promote awareness about biodiversity and science.

OWSD Egypt organizes the 2nd International Conference "Together to Solve the Problem to Achieve the Sustainable Development Goals," with the opening day on 12 November 2023 at the National Research Center in Cairo.

OWSD Rwanda National Chapter holds workshops to boost the confidence and innovation of young women in higher learning institutions and mentorship through the STAR Program.

OWSD Chile recording the first episode of 'CientíficaMente: Science from a Woman's Perspective,' a new radio talk show fostering conversations among women in STEM launched in collaboration with Universidad Austral in La Serena.

OWSD Mauritius hosts a Leadership Movie screening at SARO State Secondary School, supported by funding from the Australian High Commission, to inspire and empower young women in leadership and science.

OWSD Kenya members from the University of Kabianga conduct mentorship visits to Kipsitet, Kaborok, Tengecha, and Kabianga Girls High Schools, inspiring young women to pursue careers in science.

Countries with National Chapters

Countries without National Chapters

Countries with National Chapters established in 2023

2003
Yemen

2006
India

2008
Egypt

2009
China
Bangladesh
South Africa

2010
Nigeria

2017
Sudan

2018
Indonesia
Mauritius
Myanmar
Zimbabwe
Ghana
Kenya
Sri Lanka
Rwanda

2019
Botswana
Zambia
Cameroon
Tanzania
Jordan
Malaysia
Namibia
Pakistan
Peru
Turkey
Uruguay

2020
Malawi
Honduras
Senegal
Guatemala
Mozambique
Palestine
Nepal
Brazil

2021
Mexico
Uganda
El Salvador
Benin
Colombia
Central Asia (Uzbekistan, Kyrgyzstan, Kazakhstan)
Bolivia
Morocco
Ecuador

2022
Paraguay
Dominican Republic
Chile
Nicaragua
Venezuela
Niger
Congo

2023
Lesotho
Burundi
Haiti. Republic

IN 2023

9,415
Full + Affiliate members

914
New members in 2023

85%
are full members
(women with postgraduate degrees in science from developing countries)

15%
are affiliate members
(women with bachelor's degrees in science from developing countries)

54%
are members under 40 years old

113
Countries
in the Developing World from which members originate

75%
Total global coverage
(Members and Friends **in 145 countries**)

503
Friends of OWSD
in 41 countries
in the Global North

OWSD National Chapters
Data Collection and Analysis
Pilot Project

Indicators

Mapping (relevant stakeholders involved in STEM education and career development)

Data collection tool:

a) three surveys targeting different populations;

b) interviews and

c) focus groups

Policy mapping exercise

Analysis of the information collected

IDRC Report Launch: Breaking Barriers, Building Bridge

Details

Join IDRC in Celebrating Women and Girls in Science!

The International Development Research Centre (IDRC) is pleased to invite you to the launch of its report titled **"Breaking Barriers, Building Bridges: A Southern-led Research Network to Advance Gender Equality in STEM."**

Packed with case studies and insights from our network of research partners across Africa and Latin America, the report focuses on identifying and addressing barriers to women's participation and leadership in the Sciences, Technology, Engineering, and Mathematics (STEM) fields. It particularly examines the factors contributing to high rates of incompletion and dropout among these groups.

The findings align with UNESCO's Call to Action to Close the Gender Gap in Science, bringing research-driven perspectives from the Global South to this important global movement.

Join our virtual launch event to hear directly from women scientists who contributed to the report and explore evidence-based solutions that reflect the realities of women in low- and middle-income countries. Let's we work together to create more equitable science systems that benefit everyone.

Details

Thu 13 Feb

17:00 - 18:30 GMT+4

Online

Gender in STEM | IDRC - International Development Research Centre.

Thank you!

Contact me at

Tonya Blowers

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www.owsd.net

حـــــوار المعـرفـــة العالمي مســـقط

Muscat Global Knowledge Dialogue

International Science Council

وزارة التـعـلـيـم العـــالـي
و البحث العلـمي والابتكـار
Ministry of Higher Education
Research & Innovation

Thank you!

Contact: lea.nacache@council.science