

Opening the Policy Window:
In case of the WISE Policy in Korea
韓國 女性科學者 支援 政策 展開過程

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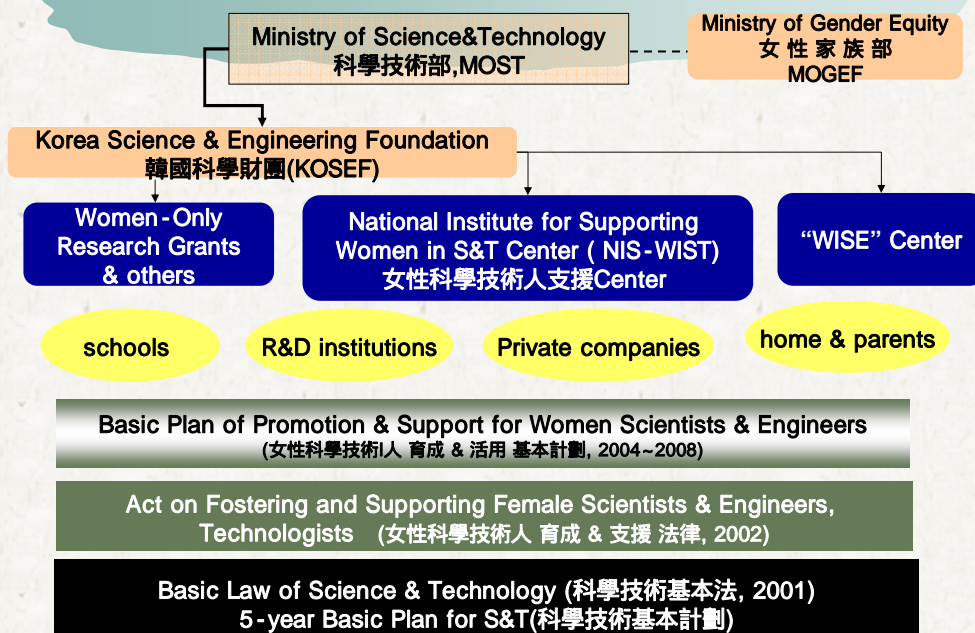
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Glossary

- **WISE**
women into science & engineering
- **WISE Policy**
all programs as a whole with the purpose to support women scientists and engineers
- **“WISE program”**
individual program to encourage more girls to choose S&T for their majors
- **GRIs**
Government-Supported Research Institutes engineers
- **MOST**
the Ministry of Science & Technology

Overview of WISE Policy in Korea



The 1st Wave of Korean WISE Policy

- Fund for R&D infrastructure of leading women's universities (since 1997)
- Fund for research grants to unemployed women scientists with Ph.D. degrees (2000)
- Women only Research Fund for good women scientists at regular positions (2000)
- New DB of women scientists and engineers (2001)
- "WISE Program" for more girls to S&T by mentoring, girls' science camp, "girl friendly science course" etc.(2001)
- 10% quota of new employment at GRIs (since 2001) → not compulsory, administrative recommendation

Women-Only Grants

girl friendly science

Women Quota

The 1st Wave of Korean WISE Policy

the first programs for women scientists and engineers

- ◆ efforts of leading women scientists to persuade high policy-makers
- ◆ rapid growth of women educated and working in S&T through 1990s
- ◆ social & political democratization, growing consciousness of women's rights, starting gender-mainstreaming

Leadership

pressure group

Social context of democratization

The 1st Wave of Korean WISE Policy

- ❑ No legal basis
- ❑ dependent upon the will of particular policy makers
→ therefore insecure
- ❑ unorganized, unsystematic, sporadic
- ❑ symbolic importance as a starting of WISE policy

Opening a Policy Window

- ❑ **Avoidance of S&T among Students (from 2001)**
 - ✓ Preference of medical science, avoiding science and engineering
 - ✓ Crisis discourse of S&T
 - ✓ Worrying about the future lack of S&T personnel
 - ✓ Emphasis on new human resources in S&T
 - ✓ Then which group under-utilized? →

Women !!!



Providing rationale of necessity of WISE policy
Leaders did not miss the opportunity

The 2nd Wave of Korean WISE Policy

□ Legitimation

- Enactment of **Basic Law of Promotion & Support for Women Scientists & Engineers** (女性科學技術人 育成 & 支援 法律, 2002)
- Stabilized, Justified to apply the government budget

□ Systematization

- Establishment of **Basic Plan of Promotion & Support for Women Scientists(for every 5years)**
- Covering the whole stages of women scientist's life
- New of Agents to plan and carry on programs: **National Institute for Supporting Women in S&T Center (NIS-WIST) 女性科學技術人支援Center**

5 - Year - Basic Plan

K-12	<ul style="list-style-type: none"> ➤ Girl-friendly science. ➤ "WISE" program: mentoring, camp.. 	<ul style="list-style-type: none"> ➤ more girls to S&T
BA, MA	<ul style="list-style-type: none"> ➤ Mentoring ➤ Training for S&T related jobs ➤ internship, job information 	<ul style="list-style-type: none"> ➤ prepare for career ➤ employment
Ph.D. before full-time job	<ul style="list-style-type: none"> ➤ grants to continue R&D ➤ Quota system for employment (GRIs, National Universities) 	<ul style="list-style-type: none"> ➤ Keep career developing
the established	<ul style="list-style-type: none"> ➤ Promotion quota for GRIs over glass Ceiling ➤ Women only research fund 	<ul style="list-style-type: none"> ➤ Staying at their positions
For re-entry	<ul style="list-style-type: none"> ➤ job-training and retraining 	<ul style="list-style-type: none"> ➤ various career paths
infrastructure	<ul style="list-style-type: none"> ➤ gender-specified statistics ➤ survey on the working conditions ➤ policy evaluation, research ➤ specialized agent institutions 	

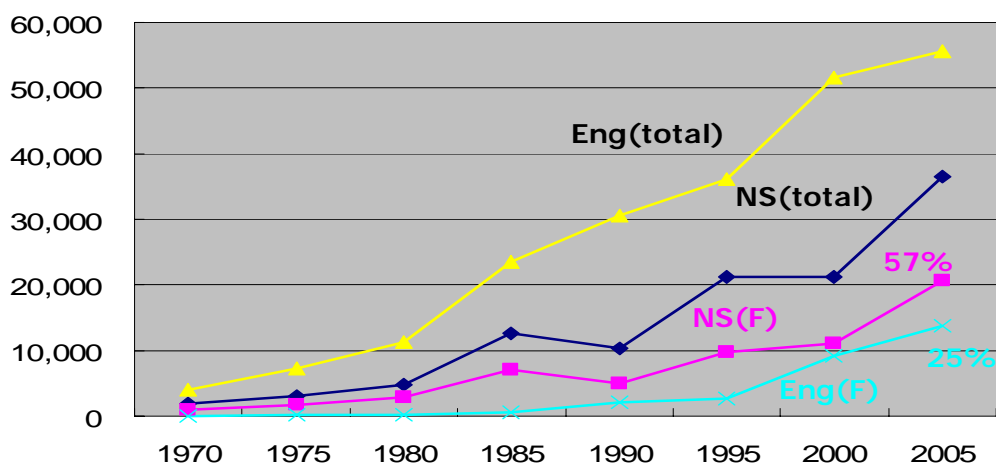
Waiting for the 3rd Wave

- ❑ Beyond nominal and symbolic meaning
- ❑ Toward real and practically effective policy

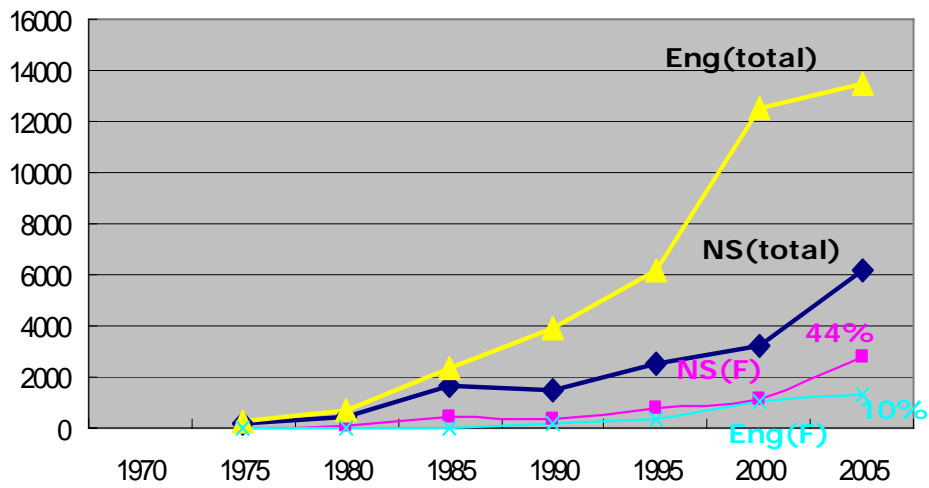
Problems

- Better gender-disaggregated statistics to figure out the real situation
from 2005,
Report in the Status of Women in Science and Engineering
- More women into engineering
- Cooperating with other ministries (beyond MOST)
- Incorporating WISE policy into other measures
(ex. Childcare, labour market...)

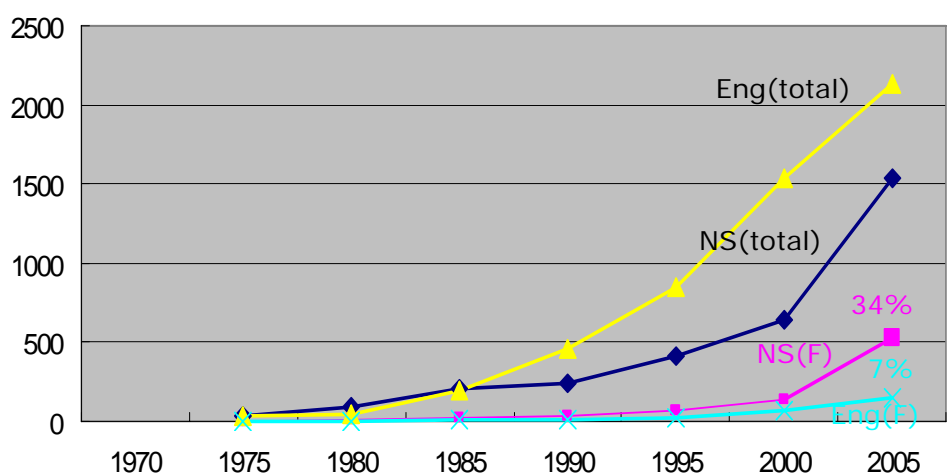
Women in S&T Education (BA)



Women in S&T Education (MA)



Women in S&T Education (Ph.D.)

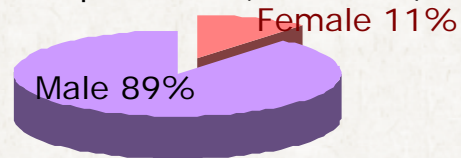


Employment of Women in S&T

R&D

- 3.1% of total PI(primary investigator) is female
- Projects per PI
M 2.99 vs. F 1.64

R&D personnel(FTE, 2005)



[科學技術研究開發活動調報告]

Female ratio in University Faculty(2005)

	total	NS	Eng
regular	10.2%	20.5%	3.7%
Non-tenure track	29.7%	46.6%	19.4%
Part time	18.1%	33.4%	11.1%

- low security,
- low income,
- Not easy to access to R&D resources

Employment of Women in S&T

At 200 biggest private companies(2004)

I. Small portion of women at private companies

Only 14% of workers in S&T at private companies is female

II. High proportion of women is doing non-S&T jobs

F: 80% vs. M 36% : doing non-S&T jobs

III. Lower Qualification → Lower Status & Income

5% of female S&T personnel is MA (4.7%) and Ph.D.(0.3%)
9% of male S&T personnel is MA (8%) and Ph.D.(1%)



Thank you for your attention