



Mainstreaming Women Physicist in Korea
and Supporting Policy of Korean government
for women in S&T

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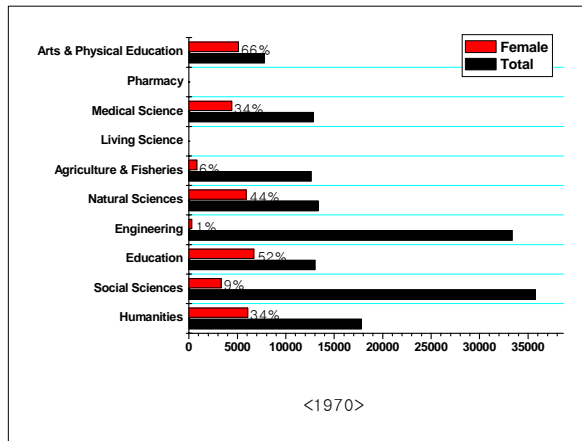
International Workshop
on Asian Networking of Women in Science and Technology
Nagoya, September 29, 2006



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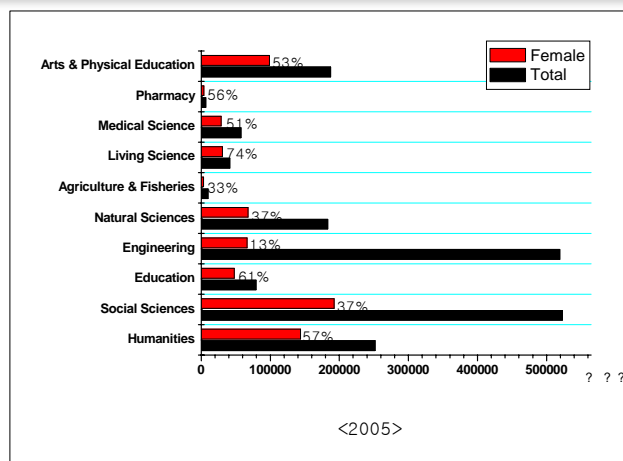
1. Status of Women in Science and technology in Korea
2. Women Physicists in Korea
3. Activities of Women in Physics Committee of the Korean Physical Society (KPS)
4. Fostering and Supporting Policy for women in S& T

I. Status of Women in S&T in Korea



Number of Students and percentage of Female students by major (1970)
(note) Natural Science majors include living science.

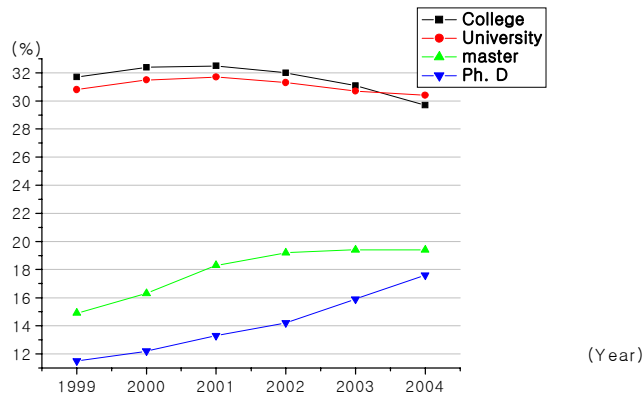
I. Status of Women in S&T in Korea



Number of Students and percentage of Female students by major (2005)



I. Status of Women in S&T in Korea

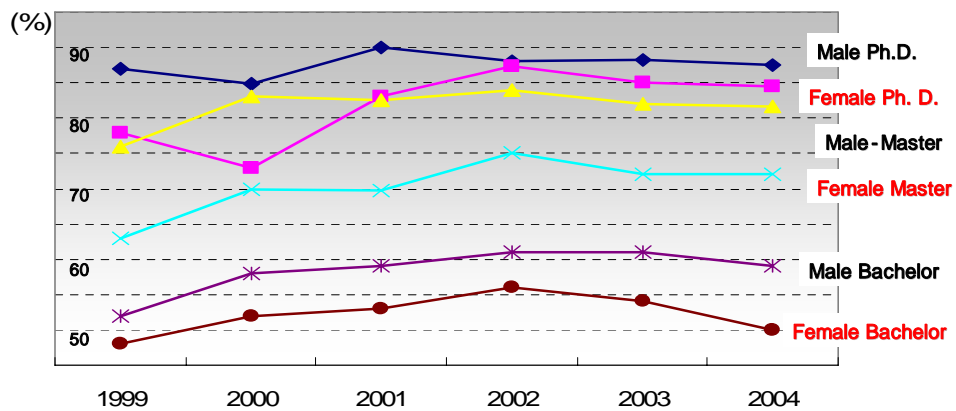


Percentage of female students of majoring in S&T



I. Status of Women in S&T in Korea

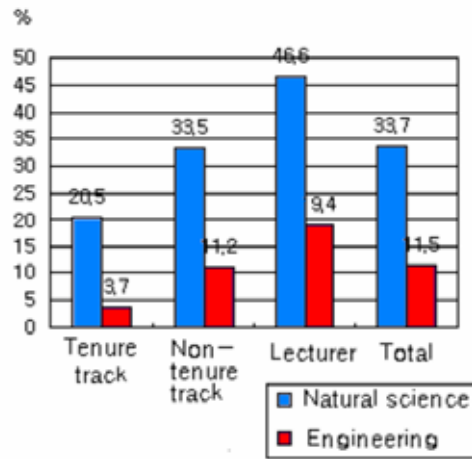
Employment rate versus S&T degree level



[Annual Education Report (1999~2004)]



I. Status of Women in S&T in Korea



Employment Status for S&T Faculty members.



I. Status of Women in S&T in Korea

Percentages of S&T bachelors and female rate (%)

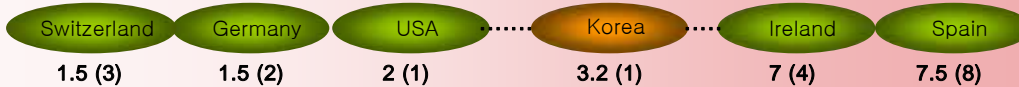


percentage of S&T employers and female rate (%)



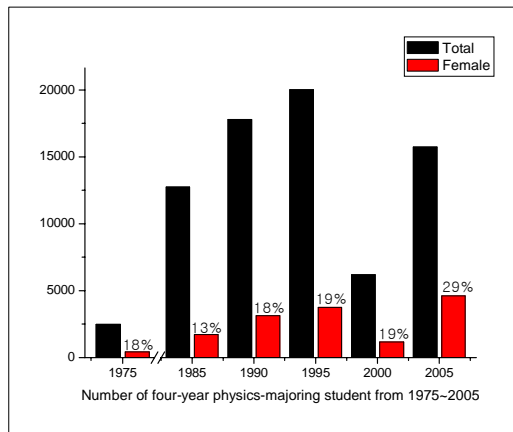
Increase rate of S&T employers and female rate (%)

(Period:1995~2004)



[OECD Science, Technology and Industry Scoreboard 2005 (from MOST report)]

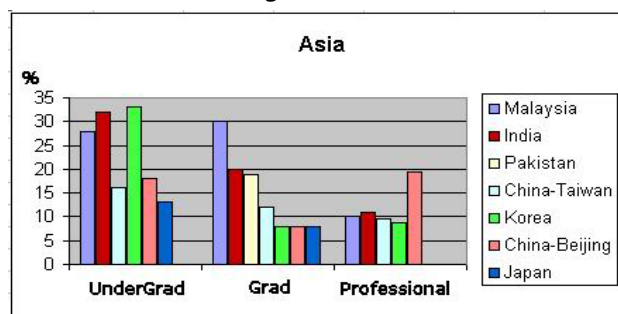
II. Status of Women in Physics in Korea



Number of Students majoring in Physics from 1975-2005

II. Status of Women in Physics

Women in Physics in Asia, 2002



Korea has the highest undergraduate women percentage and lowest professional women percentage



Statistics of the Korean Physical Society Membership

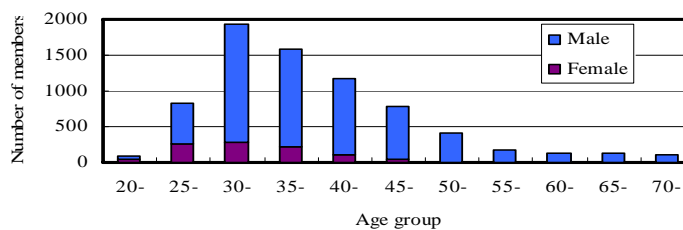
- **Number of KPS members : 8704**
- **Number of Women KPS members: 955**
- **Women Professors < 30**
(less than 5% of male professors)
- **even with a recent women faculty employment of more than 10 female professors.**



II. Status of Women in Physics

Member by age and gender

Members by age and gender



Total of 1195 members participated :

response rate 16.3%

157 women members out of 955 :

response rate 16.5%

Senior women physicists are very rare!

III. Activities of Women in Physics Committee of the Korean Physical Society

More Women needed in Korea for the 21st Century development in Knowledge-based Society!

1. "Women": Growth engine of Korea to open GNI per capita \$20,000 stage (at present 15,000\$)
2. With rapid decrease of economically active population, women need to be utilized in all areas including S&T
3. Physics need to be promoted to create innovative science and technology.
-> Women in physics need to be attracted and retained

III. Activities of Women in Physics Committee of the Korean Physical Society (KPS)



International Conference on Women Physics, March 2002, Paris

The Establishment of Women in Physics Committee of KPS, April 2002, Busan, Korea



III. Activities of Women in Physics Committee of the Korean Physical Society



First KPS-WISE
Physics camp for High School Girl Students, 2002

Physics camp for high school girl students 2003-2006



III. Activities of Women in Physics Committee of the Korean Physical Society (KPS)

- **Annual Awards for the excellent Female Master degree and Ph.D Graduate students from 2006**
- **Morning forum of female members of KPS, April 2006**



III. Activities of Women in Physics Committee of the Korean Physical Society

International Collaboration and Networking

- **International workshop on Asian Women in Physics, 2005, Pohang,**
- **Establishment of Working Group on Women in Physics of Association of Asia Pacific Physical Societies, Osaka, 2006**



IV. Fostering and Policy Development for Women in S&T

- 1987** Equal Employment Act, Ministry of Labor
- 2001** Science and Technology Framework Law, Ministry of Science and Technology (MOST)
- 2001** "Women Scientist of the Year Award" found, MOST
- 2001** "WISE" Women into Science and Engineering" established, Ministry of Education and Human Resources Development (MOE)
- 2002** "Act on Fostering and Supporting Women Scientists, Engineers and Technologists" legislated, MOST
- 2002** "Recruitment Target System for Women in Science and Technology" introduced, MOST
- 2003** "Recruitment Target System for Female Faculty" introduced and applied to the national and public universities, MOE
- 2005** "National Institute for Supporting Women in Science and Technology (NIS-WIST)" launched, MOST

IV. Fostering and Supporting Policy for Women in S&T

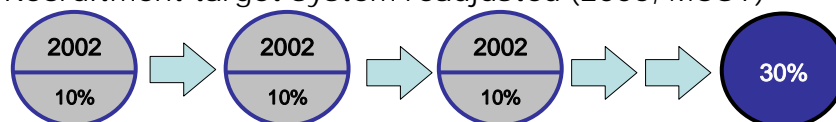
Promoting Women into S&T

Female friendly Science Education Program

- National widely 10 WISE (Women Into Science and Engineering) Center established
- Women's Academy for Technology Challenger in the 21th century (2005, 300,000\$)

Affirmative action for utilizing women in S&T

- Recruitment target system readjusted (2005, MOST)



IV. Fostering and Supporting Policy for Women in S&T

Promotion Target System for 99 Government Supported S&T Research Institutes with more than 20% female employers.

	99 Government Supported S&T Research		Academia (public + Private)		Industry (public + Private)		Total	
	NO.	Percent age	NO.	Percent age	NO.	Percent age	NO.	Percent age
2002	1,572	11.2%	9,255	16.1%	11,230	9.5%	22,057	11.6%
2003	1,610	11.2%	9,763	16.3%	11,240	9.7%	22,613	11.4%
2004	2,200	14.0%	10,103	16.8%	12,895	9.6%	25,198	12.0%

Status of Utilizing women resources in S&T sectors, MOST

IV. Fostering and Supporting Policy for Women in S&T

	Total Faculties		Women			
	NO.	Increment	NO.	Increment	Recruitment	Employment
2002	6,808		461			6.8%
2003	6,992	184	470	9	4.9%	6.7%
2004	7,335	343	522	52	15.2%	7.1%

Result of the RTS for female faculties in 44 Public and National Univ.,

Year	No. of Recruitment		Ratio of Women among the Total
	Total	Women	
2003	31	4	13%
2004	34	9	26%
Apr 2005	15	6	40%

A case of success: KIST, NIS-WIST



Fostering and Supporting Policy for Women in S&T

- **30% of Scholarship allocated for female students in S&T ('06 25million \$)**
- **Supporting program for leading university in female engineering students ('06 400,000\$)**
- **Affirmative policy for female Principal Investigator in National Research Development project**