



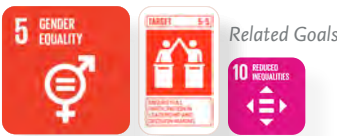
GenderInSITE

Women's participation in science academies

Location: 120 science academies worldwide

Target group: researchers and policymakers

Budget: \$20,000 a year (2016-2017); \$60,000 (2021).



Primary outcome

Survey 120 science organizations on women's participation: results allow for comparisons with a previous study undertaken in 2015, and provide important baseline information for much-needed gender transformation in global science.

Overview

Worldwide, women are poorly represented at decision-making and management levels in the Science, Innovation, Technology and Energy (SITE) sector. Applying a gender lens takes into account the vision, concerns and abilities of both women and men – and makes them more effective, often yield longer term solutions.

[GenderInSITE](#) is an international initiative which applies a gender lens to research for development. It promotes the role of women in SITE and increases the number of policies and programs globally that take gender into account. The Elsevier Foundation has partnered with GenderInSITE since 2011 and contributed to a series of education and innovation focused workshops. These have enabled policy makers to meet with scientists, researchers and other stakeholders to explore how best to apply a gender and science lens to specific SDGs in a local and regional context and to develop and disseminate the workshop recommendations to target key stakeholders.

GenderInSITE has explored additional funding streams when its core funding from SIDA ended in 2021. Steering Committee and review meetings concluded that GenderInSITE has established a significant brand and a regional presence that should be retained until new funding could be identified. In 2021, the Elsevier Foundation provided interim funding to enable GenderInSITE to finalize a special [IAP-ISC study on the participation of women in science academies](#) and identify new core funding. In addition, TWAS committed to supporting the part-time GenderInSITE secretariat in Trieste to ensure that website and social media activities were maintained.

Goals

- Seek core and project-based funding.
- Maintain the GenderInSITE brand through targeted communication activities & continued service on relevant committees.
- Complete current projects, e.g. GenderInSITE IAP-ISC study on women's participation in science academies.

Milestones

The study reporting on the inclusion and participation of women in over 120 science organizations was developed by GenderInSITE, in partnership with the InterAcademy Partnership (IAP), the International Science Council (ISC) and the Elsevier Foundation. It reports on the results of surveys conducted amongst science academies members of the IAP, as well as amongst international disciplinary unions and associations members of the ISC.

The survey results allow for comparisons with a 2015 study and provides important baseline information for much-needed gender transformation in global science. Key insights find that women are still under-represented:

- While women's elected membership in senior academies has increased from **13%** (2015) to **16%** (2020), there are still 19 academies that report **10%** or less female membership.
- Young academies are significantly more gender-balanced than their senior counterparts, with the average share of women's membership of respondents at **42%**.
- Representation of women members of academies is lowest in the engineering, **10%**, and mathematical sciences, **8%**.
- Almost two-thirds (**64%**) of ISC disciplinary unions and associations reported to have published findings to specifically address issues related to women or gender, but only a third (**34%**) have a strategy in place to increase women's participation in their activities. Even fewer (**16%**) reported having a budget to implement activities related to gender equality.

- The average share of women serving on governing bodies was **29%** for academies and **37%** for international disciplinary organizations.

The report makes several key recommendations:

- Establishing a coalition for gender equality in global science to ensure a transformative action agenda.
- Developing a central repository of gender-related policies and actions to identify best practices and guide those academies and disciplinary unions seeking to implement changes.
- Applying a regional lens to gain insights and to advance the gender equality agenda.
- Promoting women's leadership and service on governing bodies.

Future plans

Together, the IAP and ISC represent over 250 unique organizations globally, and cover science in its broadest sense, including the natural, engineering, medical, social sciences and the humanities. This collaboration supported by GenderInSITE represents a powerful, nascent coalition for gender equity in science working to build capacity and impact. While GenderInSITE was unable to identify immediate core funding, Dr. Roseanne Diab, the Director continues to explore options for embedding this important initiative in other organizations in 2022.

Level of evidence

1. Quasi-experimental
2. Pre-post or cross-sectional
3. **Point-in-time study**
4. Performance metrics/stats
5. Anecdotal evidence

DISCIPLINE-BASED ACTION

LOCAL CONSIDERATIONS

LEARN FROM YOUNG ACADEMIES



GENDER EQUALITY IN SCIENCE: INCLUSION AND PARTICIPATION OF WOMEN IN GLOBAL SCIENCE ORGANIZATIONS

SUPPORT

22% of the academies and 42% of the disciplinary unions and associations have a document or a policy of some kind that addresses sexual harassment in the workplace.



GENDER EQUALITY IN SCIENCE: INCLUSION AND PARTICIPATION OF WOMEN IN GLOBAL SCIENCE ORGANIZATIONS

REPRESENTATION

The average share of women's representation in senior academies is 16% — while the average share in young academies is 42%.



GENDER EQUALITY IN SCIENCE: INCLUSION AND PARTICIPATION OF WOMEN IN GLOBAL SCIENCE ORGANIZATIONS

FORM COALITIONS

INFORMATION SHARING

MONITOR & EVALUATE



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