MTA-ANSO Workshop on Women in Science

“Towards a Diversity of Research and Researcher”

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Hungarian Academy of Sciences, Budapest
Welcome Remarks

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Why is diversity important for science?

- a series of topic-focused online meetings organized by ANSO Members and Partners – focus on UN SDG
- crucial horizontal priority areas
- people from a variety of ethnicities, religions, cultures, sexual orientations, backgrounds, perspectives, areas of expertise

• diversity
Meritocracy versus positive discrimination

• meritocracy = power, wealth and privilege are determined by an individual’s merit
• obstacles: traditions, income inequality, access to STEM education, prejudice, etc.

• Can one safely say that positive discrimination measures are unethical?
Total population of the world by sex

[Graph showing the total population growth of both men and women from 2000 to 2050, with a steady increase over the years.]

Gender equality in science?

- September 2021
- InterAcademy Partnership (IAP)
- International Science Council (ISC)
- coordinated by Gender in Science, Innovation, Technology and Engineering (GenderInSITE)

https://genderinsite.net/sites/default/files/GenderEqualityInScience_TwoGlobalSurveys.pdf
The results of the survey

• The average share of women’s representation
  - in senior academies: 16%
  - in young academies: 42%.
• The share of women academy members:
  - 28% (biological sciences)
  - 27% (social sciences, humanities, arts)
  - 10% (engineering sciences)
  - 8% (mathematical sciences).
• The average share of women serving on governing bodies:
  - 29% for academies
  - 36% for disciplinary unions and associations.
The results of the survey

• 46% of academies have programs/initiatives focusing on women in science, but only 16% report the availability of a sufficient budget to implement these activities.

• 22% of academies and 42% of unions/associations have a document on sexual harassment in the workplace.

• 20% state that SDG 5 does not apply to their institution.

we have a lot to do
Motion for a joint communication

• The aim: to call for further action and international collaboration on women’s issues in science.

• The starting point of the Recommendations:

„Describe, analyse, characterise and discuss the situation of women in science in your society/culture. Bring this topic into the picture by raising it. Collect and study examples.“
Key to a breakthrough

- Scientific progress relies on problem solving and collaboration.
- Progress often results from diverse perspectives.
- Let us use all the potential of mankind with all of its diversity!
Thank you!