



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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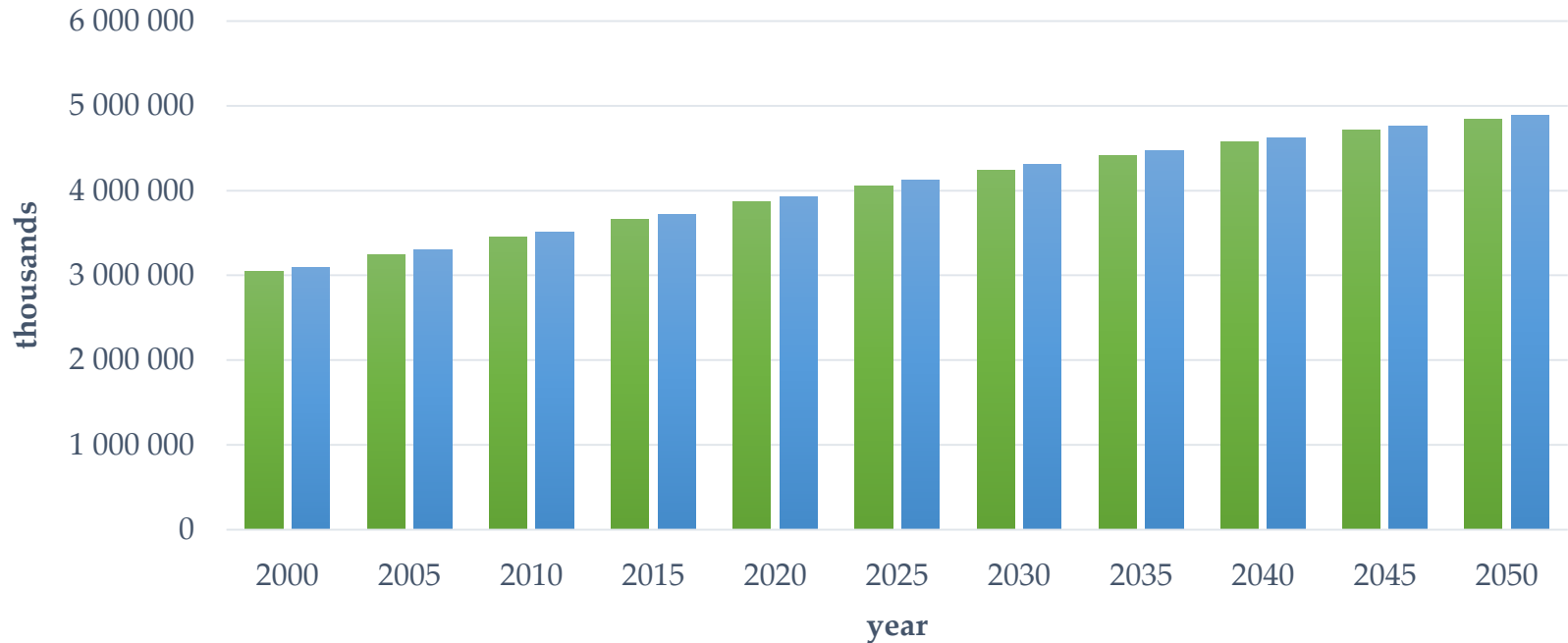
Why is diversity important for science?

- 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



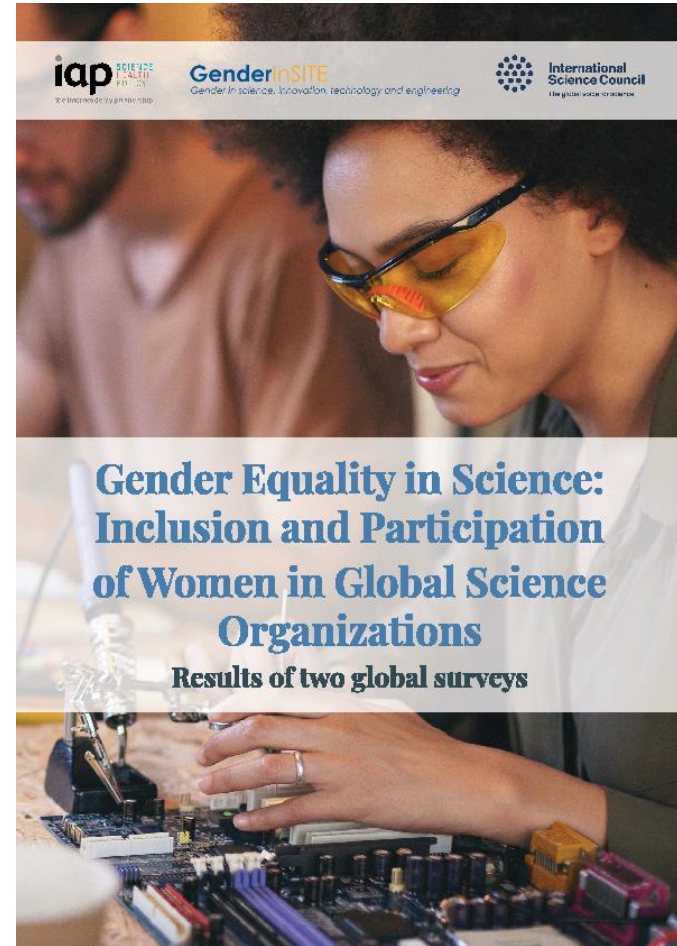
■ women ■ men

United Nations, Department of Economic and Social Affairs, Population Division (2019). World Population Prospects 2019, custom data acquired via website.

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!
