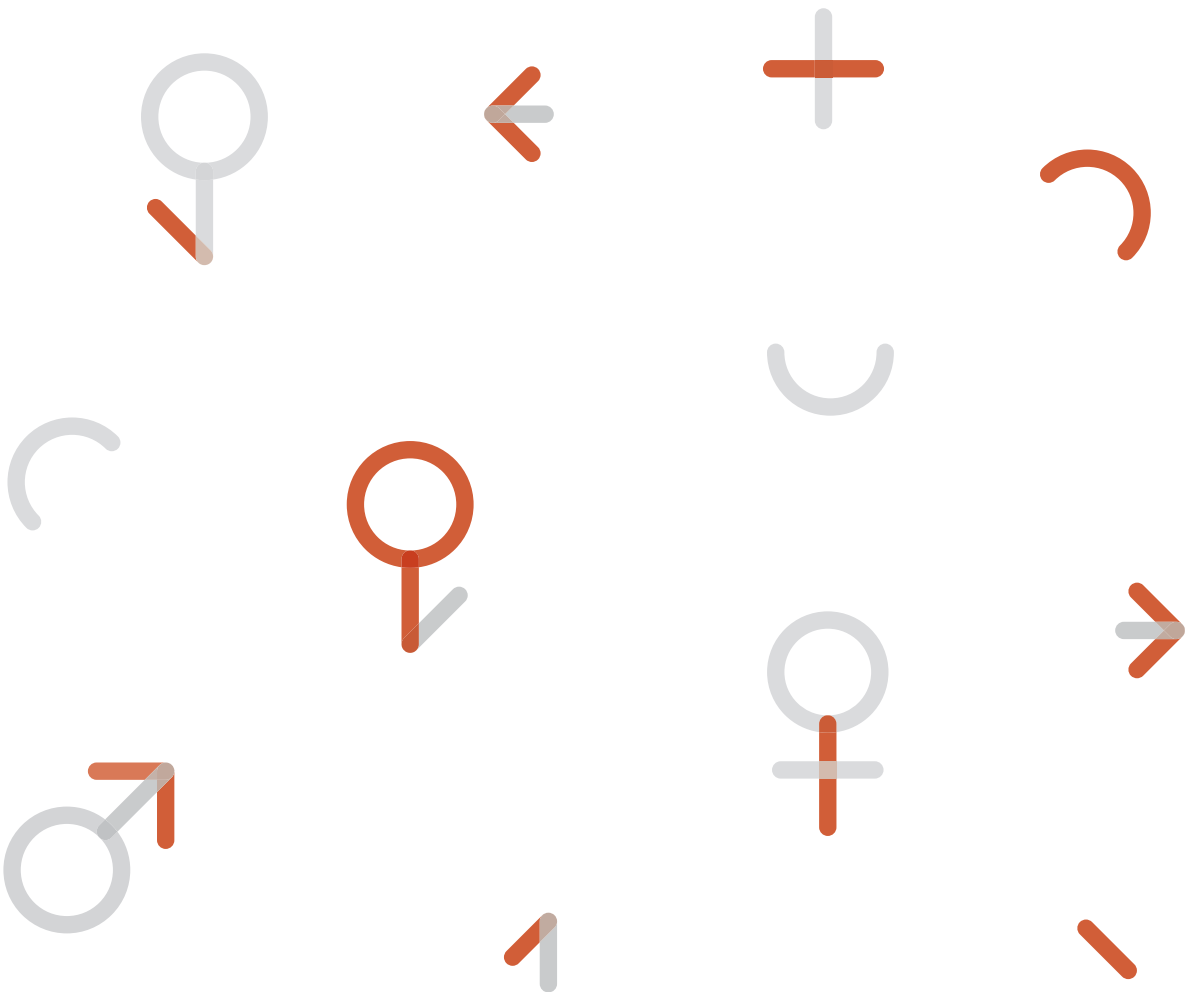


2019

Institute for Basic Science Gender Equality Report





**Gender
Equality
Report
2019**



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Vision and Missions

The Institute for Basic Science (IBS) was established in November 2011 to contribute to generating creative knowledge and fostering competent researchers by conducting world-class basic science research. Since its foundation, IBS has been striving to fulfil its vision of “Making Discoveries for Humanity and Society” through basic science research in the areas of physics, chemistry, mathematics, life sciences, earth sciences, and interdisciplinary sciences.

IBS has been focusing on academic diversity and autonomy to create a variety of knowledge and supporting gender equality to prevent gender-based bias from overshadowing individual competence and potential. The Institute has been making efforts to guarantee the rights and interests of its members by having all members treated equally regardless of their gender.

In addition, IBS has been advocating a work-life balance based on a culture of gender equality. The Institute has been implementing family-friendly policies, such as flexible working hours, reduced working hours, parental leave, and childbirth leave, and encouraging use of those policies to prevent gender-based discrimination and career breaks due to family responsibilities, hoping to create an efficient working environment.

Through the above efforts, IBS aims at promoting the well-being of its members in order to contribute to achieving a healthy IBS and furthermore a healthy society. Hereby, IBS presents its vision and missions for gender equality and will continue to work hard to spread the impacts of these efforts from the basic science community to the nation.

Vision



IBS with a culture of gender equality

Missions



Organizational
culture of
gender equality



Respected
well-being of
individuals



Policies for
work-life
balance

[Figure 1] Vision and Missions of IBS GEC

I. Introduction

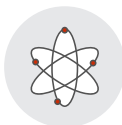
2019 IBS Gender Equality Report is the first step of IBS' efforts to spark a cultural shift not only among IBS members but also in society. The objectives of this Report are the following.

**First,**

analyze the current status of IBS and diagnose the internal level of gender equality;

**Second,**

raise IBS members' awareness of gender equality and urge them to pay attention to this issue;

**Third,**

lay a foundation for a work-life balance to minimize the career break of IBS members which will also strengthen research competitiveness.

As a first step to achieve the above objectives, we are publishing this Report to create an open research environment for creative basic science research by expanding a culture of gender equality. IBS will continue to make efforts to establish a sound research culture where life and work of IBS members as well as all research staff are respected.

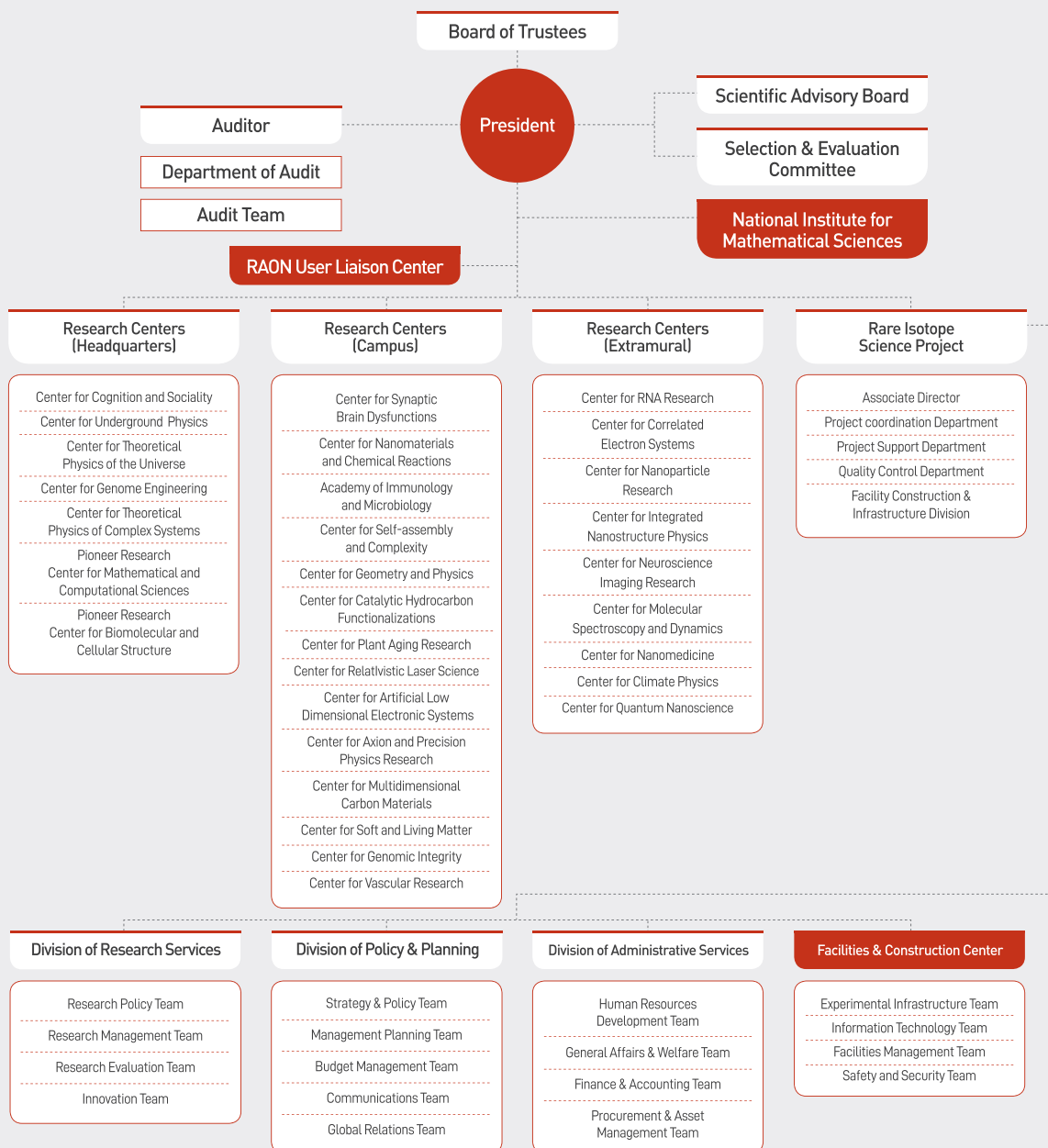
In Chapters II and III, we will look into the current status of gender equality at IBS through various analyses, including job family, employment type, work level, and research area. The data for analyses was created through surveys of IBS members at HQ Centers and Campus Centers concerning gender equality. With the survey findings, we'd like to diagnose some of the issues found and contemplate the future direction of policies. In Chapter IV, we will present IBS' gender equality-related policies to help strike a work-family balance and procedures to utilize such policies. In Chapter V, we will introduce the IBS Gender Equality Committee (GEC), which plays a pivotal role in the effort and communication to promote gender equality at IBS. In the last Chapter, we will conclude this Report with a comprehensive summary and a set of suggestions.



II. Organizational Overview

1. Organization

IBS is the only Korean research institute that is solely dedicated to basic sciences, including the fields of mathematics, physics, chemistry, life sciences, and earth sciences. The three basic components of IBS are Centers that conduct advanced basic science research, IBS HQ that supports Centers' research activities, and the Rare Isotope Science Project (RISP) that constructs heavy ion accelerator facilities and infrastructure. The National Institute of Mathematical Sciences (NIMS) is an affiliated institution of IBS, which independently manages its budget and HR matters. This Report is based on data compiled from HQ Centers, Campus Centers, and IBS HQ.



[Figure 2] Organizational Structure of IBS (as of May 1, 2019)

2. Personnel Composition

IBS adheres its philosophy of open personnel management where inflows and outflows of new personnel are promoted. Internal members and external personnel affiliated with other institutions, including universities and government funded research institutions, are also actively participating in IBS research as part of this management philosophy.

Research personnel at Centers consist of principal investigators (PIs), distinguished research fellows, research fellows, and researchers. PIs, such as directors, chief investigators (CIs), associate directors, and group leaders, manage their own research group within their Center while distinguished research fellows, research fellows, and researchers carry out research as a member of a PI's group. Centers also have admin and engineering and research engineering staff to provide research assistance and take care of administrative work.

[Table 1] Research Personnel at Centers

Category	Role
Director	<ul style="list-style-type: none"> - A director is the head of a Center who is responsible for and has full authority over Center management. Directors participate in the Directors Council Meetings as the representatives of their Centers. <p>〈Center with co-directors〉</p> <ul style="list-style-type: none"> - Managing director: A managing director is a representative director of a co-director Center who presides over co-director meetings at his/her Center to discuss operational matters. Managing directors participate in the Directors Council Meetings as the representatives of their Centers. <ul style="list-style-type: none"> ※ The President appoints a co-director as a managing director who serves a two-year term with the possibility of extension. - Co-director: A co-director is a director of a co-director Center who has full authority over composition and management of his/her research group and participates in codirector meetings at his/her Center to discuss operational matters.
Chief investigator (CI)	<ul style="list-style-type: none"> - A CI is the head of a research group in a Pioneer Research Center (PRC) who is responsible for and has full authority over the group's management. A CI independently operates their research group. - In principle, CIs take turns in serving as a PRC director through consultation.
Associate director	<ul style="list-style-type: none"> - An associate director independently operates a research group within a Center via prior consultation with the Center's director. - An associate director is under the Center's (managing) director for a clearer approval structure and more efficient administrative management.
Group leader	<ul style="list-style-type: none"> - A group leader independently operates a research group within a Center via prior consultation with the Center's director. - A group leader is under the Center's (managing) director for a clearer approval structure and more efficient administrative management. ※ As the associate director position has been introduced, Centers launched after January 2014 are not allowed to select group leaders. However, an exception maybe made for international directors.
Distinguished research fellow/ research fellow/ researcher	<ul style="list-style-type: none"> - A distinguished research fellow, research fellow, or researcher conducts research as a member of a PI's group. - A distinguished research fellow, research fellow, or researcher conducts research as a member of a CI's group in a PRC.

Personnel of IBS HQ consist of policy researchers, admin staff, and engineers. They provide administrative and engineering support for overall IBS operation and research.

IBS personnel have different employment types and work levels depending on the characteristics of their organizational units. As of May 1, 2019, IBS has a total of 724 personnel, consisting of 452 researchers as well as 272 admin and engineering staff (excluding 2 executives).

[Table 2] IBS Personnel by Employment Type and Work Level

Affilia-tion	Job family	Job category	Employment type	Work level	Definition
Center	Research	Research	Tenured	Distinguished/ fellow*	- Employees who are continuously employed until the age of 65 with no need to renew their contracts * Tenure-track researchers who passed a tenure review
			Tenure-track	Fellow	- Employees who are eligible for a tenure review after meeting certain requirements
			Non-tenuretrack	Fellow/ researcher	- Employees whose contracts are terminated upon expiration (not eligible for a tenure review)
	Managerial	Admin/ engineering	Permanent	Principal/ senior/ base	- Employees who are qualified for continuous employment unless there is a good cause for disqualification
	Support	Admin support/ engineering support	Permanent	Principal/ senior/ base	
	Technical	Admin assistant/ technical	Permanent	Senior/ base	
	Research Engineering		Fixed-term	Fellow/ researcher	- Employees whose contracts are terminated upon discontinuation of their research groups or expiration of their contracts
	Contract			Principal/ senior/ base	- Employees whose contracts are terminated upon expiration
	Contract technical			Base	
	Assistant			Base	
IBS HQ	Managerial	Policy research/ admin/ engineering	Permanent	Principal/ senior/ base	- Employees who are qualified for continuous employment unless there is a good cause for disqualification
	Support	Admin support/ engineering support	Permanent	Principal/ senior/ base	
	Technical	Admin assistant/ Technical	Permanent	Senior/ base	
	Contract		Fixed-term	Principal/ senior/ base	- Employees whose contracts are terminated upon expiration
	Contract technical			Base	
	Assistant			Base	

III. IBS and Gender Equality

* HQ Centers, Campus Centers, IBS HQ
(as of May 1, 2019)

1. Gender Equality in Organization

1.1. Analysis by job family and work level

(Unit: Persons, %)

Category			Male		Female		Total	
			No.	Ratio	No.	Ratio	No.	Ratio
Executive (president, auditor)			2	100.0	0	-	2	100.0
Center	Research	PI (director, associate director, group leader, CI)	39	95.1	2	4.9	41	100.0
		Tenure-track research fellow	52	88.1	7	11.9	59	100.0
		Non-tenure-track research fellow	209	77.1	62	22.9	271	100.0
		Non-tenure-track researcher	25	30.9	56	69.1	81	100.0
	Admin	Principal	0	-	0	-	0	-
		Senior	1	11.1	8	88.9	9	100.0
		Base	3	14.3	18	85.7	21	100.0
	Engineering	Principal	8	88.9	1	11.1	9	100.0
		Senior	9	69.2	4	30.8	13	100.0
		Base	5	71.4	2	28.6	7	100.0
	Admin support	Principal	0	-	0	-	0	-
		Senior	0	-	1	100.0	1	100.0
		Base	1	4.2	23	95.8	24	100.0
	Engineering support	Principal	0	-	0	-	0	-
		Senior	1	100.0	0	-	1	100.0
		Base	2	100.0	0	-	2	100.0
	Admin assistant	Senior	0	-	1	100.0	1	100.0
		Base	0	-	7	100.0	7	100.0
	Technical	Senior	0	-	0	-	0	-
		Base	1	10.0	9	90.0	10	100.0
	Research engineering	Fellow	5	71.4	2	28.6	7	100.0
		Base	12	66.7	6	33.3	18	100.0
	Junior technical	Base	1	100.0	0	-	1	100.0
	Assistant	Base	2	66.7	1	33.3	3	100.0

(Unit: Persons, %)

Category			Male		Female		Total	
			No.	Ratio	No.	Ratio	No.	Ratio
IBS HQ	Policy research	Principal	9	100.0	0	-	9	100.0
		Senior	6	66.7	3	33.3	9	100.0
		Base	0	-	0	-	0	-
	Admin	Principal	2	100.0	0	-	2	100.0
		Senior	27	71.1	11	28.9	38	100.0
		Base	12	34.3	23	65.7	35	100.0
	Engineering	Principal	4	100.0	0	-	4	100.0
		Senior	13	81.2	3	18.8	16	100.0
		Base	6	85.7	1	14.3	7	100.0
	Admin support	Principal	0	-	0	-	0	-
		Senior	1	100.0	0	-	1	100.0
		Base	1	20.0	4	80.0	5	100.0
	Engineering support	Principal	0	-	0	-	0	-
		Senior	0	-	0	-	0	-
		Base	0	-	0	-	0	-
	Admin assistant	Senior	0	-	0	-	0	-
		Base	1	20.0	4	80.0	5	100.0
	Technical	Senior	4	100.0	0	-	4	100.0
		Base	3	100.0	0	-	3	100.0
Total			467	64.3	259	35.7	726	100.0

* Subject: HQ Centers, Campus Centers (permanent and non-permanent staff, and faculty researchers and CIs among external personnel), and IBS HQ

* Excluding staff of RAON User Liaison Center whose original affiliation is RISP

Center

Male 64.2%

Female 35.8%



Research

95.1%

4.9%

88.1%

11.9%

77.1%

22.9%

30.9%

69.1%

PI

(director, associate director,
group leader, CI)Tenure-track research
fellowNon-tenure-track
research fellowNon-tenure-track
researcher

Admin

0.0%

0.0%

11.1%

88.9%

14.3%

85.7%

Principal

Senior

Base



Engineering

88.9%

11.1%

69.2%

30.8%

71.4%

28.6%

Principal

Senior

Base

Admin
Support

0.0%

0.0%

0.0%

100%

4.2%

95.8%

Principal

Senior

Base

Engineering
Support

0.0%

0.0%

100%

0.0%

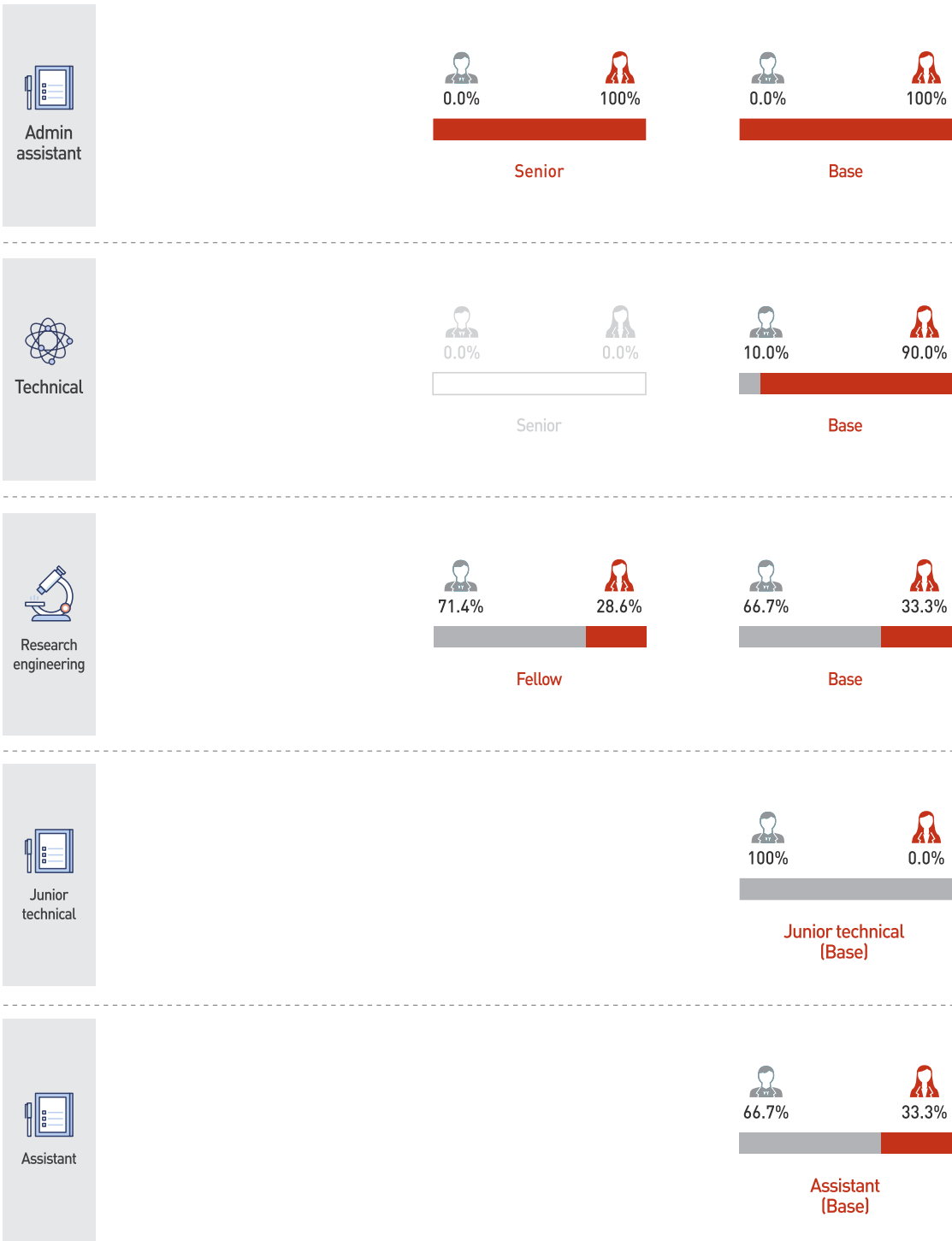
100%

0.0%

Principal

Senior

Base



[Figure 3] [Center] Analysis by Job Family and Work Level

IBS HQ

Male 64.5%

Female 35.5%

Policy
research

100%



0.0%

Principal



66.7%



33.3%

Senior



0.0%



0.0%

Base



Admin



100%



0.0%

Principal



71.1%



28.9%

Senior



34.3%



65.7%

Base



Engineering



100%



0.0%

Principal



81.2%



18.8%

Senior



85.7%



14.3%

Base

Admin
Support

0.0%



0.0%

Principal



100%



0.0%

Senior



20%



80%

Base

Engineering
Support

0.0%



0.0%

Principal



0.0%



0.0%

Senior

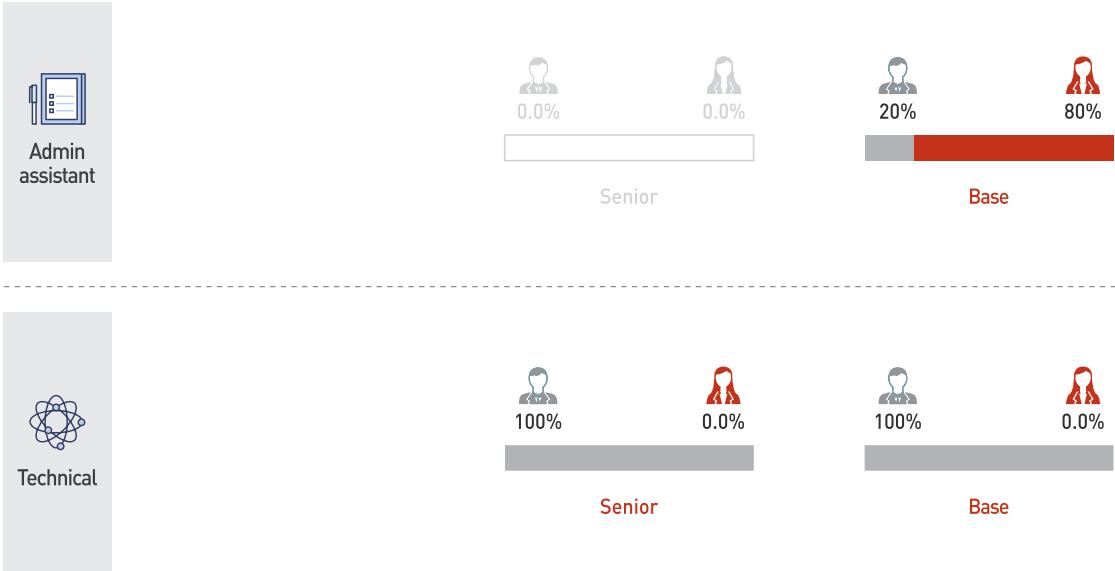


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Base



Male

Female

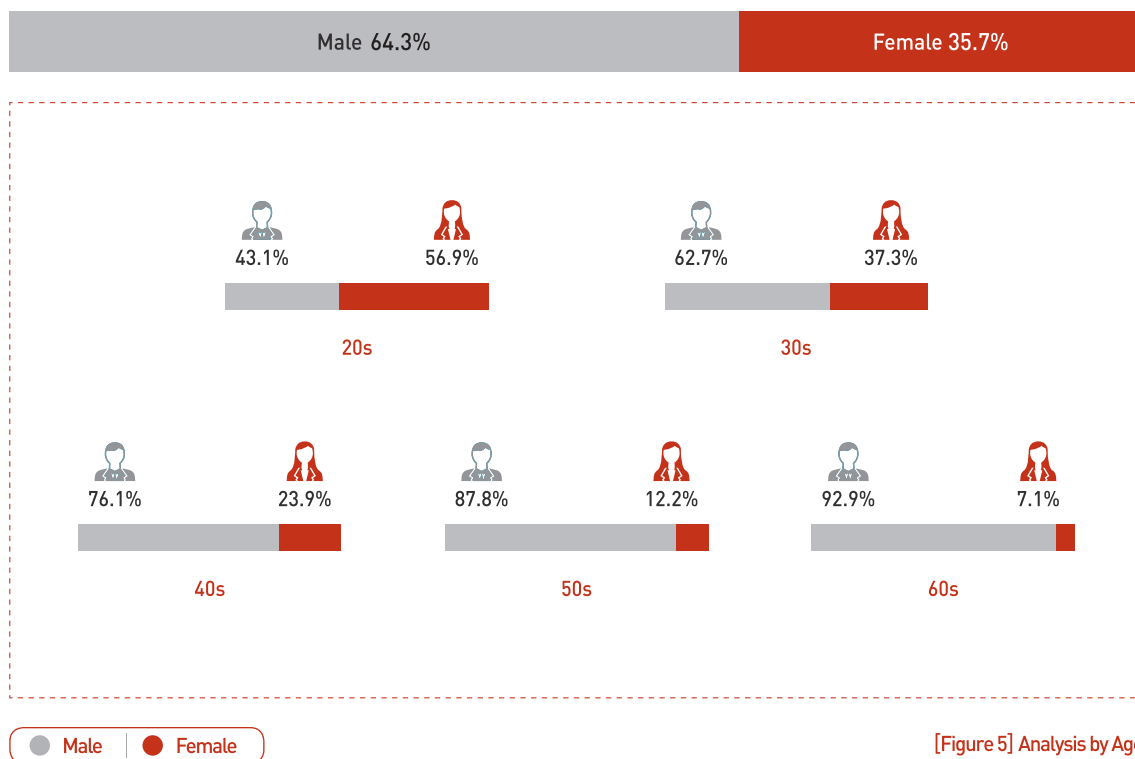
[Figure 4] (HQ) Analysis by Job Family and Work Level

1.2. Analysis by age

(Unit: Persons, %)

Category	Male		Female		Total	
	No.	Ratio	No.	Ratio	No.	Ratio
20s	56	43.1	74	56.9	130	100.0
30s	237	62.7	141	37.3	378	100.0
40s	118	76.1	37	23.9	155	100.0
50s	43	87.8	6	12.2	49	100.0
60s	13	92.9	1	7.1	14	100.0
Total	467	64.3	259	35.7	726	100.0

* 20s (born in 1989 - 1998), 30s (1979 - 1988), 40s (1969 - 1978), 50s (1959 - 1968), 60s (1949 - 1958)



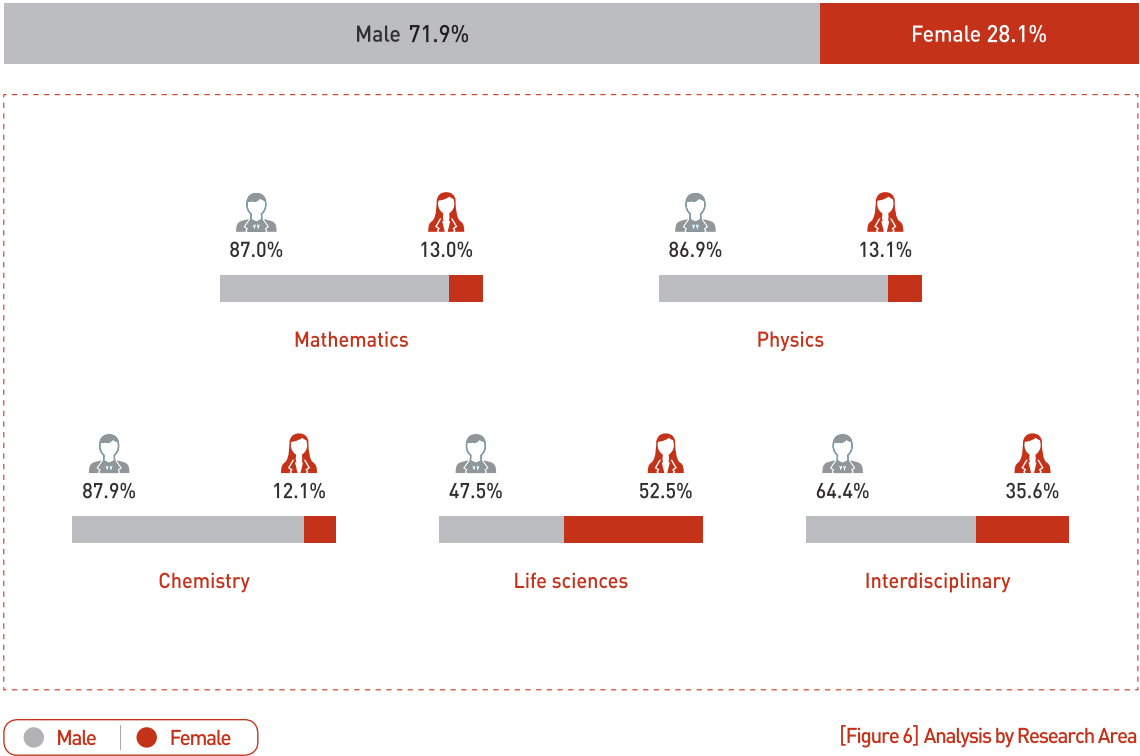
[Figure 5] Analysis by Age

1.3. Analysis by research area

(Unit: Persons, %)

Category	Male		Female		Total	
	No.	Ratio	No.	Ratio	No.	Ratio
Mathematics	20	87.0	3	13.0	23	100.0
Physics	113	86.9	17	13.1	130	100.0
Chemistry	87	87.9	12	12.1	99	100.0
Life sciences	67	47.5	74	52.5	141	100.0
Interdisciplinary	38	64.4	21	35.6	59	100.0
Total	325	71.9	127	28.1	452	100.0

* Subject: Research staff at HQ Centers and Campus Centers
(permanent and non-permanent staff, and faculty researchers and CIs among external personnel)



1.4. Analysis by Center

(Unit: Persons, %)

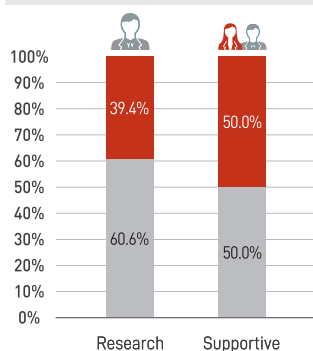
Category		Male		Female		Total	
		No.	Ratio	No.	Ratio	No.	Ratio
Center for Cognition and Sociality	Research	20	60.6	13	39.4	33	100.0
	Supportive	5	50.0	5	50.0	10	100.0
Center for Underground Physics	Research	17	68.0	8	32.0	25	100.0
	Supportive	11	68.8	5	31.2	16	100.0
Center for Theoretical Physics of the Universe	Research	23	95.8	1	4.2	24	100.0
	Supportive	0	-	5	100.0	5	100.0
Center for Genome Engineering	Research	8	50.0	8	50.0	16	100.0
	Supportive	0	-	4	100.0	4	100.0
Center for Theoretical Physics of Complex Systems	Research	21	84.0	4	16.0	25	100.0
	Supportive	1	25.0	3	75.0	4	100.0
Pioneer Research Center for Mathematical and Computational Sciences	Research	1	50.0	1	50.0	2	100.0
	Supportive	0	-	0	-	0	-
Pioneer Research Center for Biomolecular and Cellular Structure	Research	2	40.0	3	60.0	5	100.0
	Supportive	0	-	0	-	0	-
Center for Synaptic Brain Dysfunctions	Research	9	52.9	8	47.1	17	100.0
	Supportive	4	28.6	10	71.4	14	100.0
Center for Nanomaterials and Chemical Reactions	Research	18	94.7	1	5.3	19	100.0
	Supportive	2	50.0	2	50.0	4	100.0
Academy of Immunology and Microbiology	Research	3	75.0	1	25.0	4	100.0
	Supportive	0	-	3	100.0	3	100.0
Center for Self-assembly and Complexity	Research	15	83.3	3	16.7	18	100.0
	Supportive	2	50.0	2	50.0	4	100.0
Center for Geometry and Physics	Research	19	90.5	2	9.5	21	100.0
	Supportive	2	40.0	3	60.0	5	100.0
Center for Catalytic Hydrocarbon Functionalizations	Research	20	90.9	2	9.1	22	100.0
	Supportive	0	-	5	100.0	5	100.0

(Unit: Persons, %)

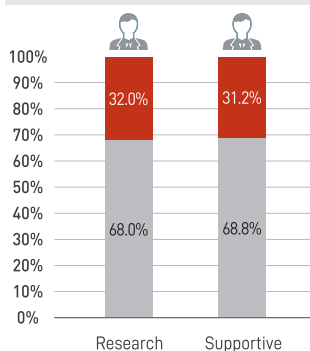
Category		Male		Female		Total	
		No.	Ratio	No.	Ratio	No.	Ratio
Center for Plant Aging Research	Research	11	33.3	22	66.7	33	100.0
	Supportive	3	42.9	4	57.1	7	100.0
Center for Relativistic Laser Science	Research	15	100.0	0	-	15	100.0
	Supportive	10	66.7	5	33.3	15	100.0
Center for Artificial Low Dimensional Electronic Systems	Research	21	91.3	2	8.7	23	100.0
	Supportive	2	33.3	4	66.7	6	100.0
Center for Axion and Precision Physics Research	Research	16	88.9	2	11.1	18	100.0
	Supportive	3	42.9	4	57.1	7	100.0
Center for Multidimensional Carbon Materials	Research	34	85.0	6	15.0	40	100.0
	Supportive	1	12.5	7	87.5	8	100.0
Center for Soft and Living Matter	Research	30	69.8	13	30.2	43	100.0
	Supportive	1	14.3	6	85.7	7	100.0
Center for Genomic Integrity	Research	16	43.2	21	56.8	37	100.0
	Supportive	1	25.0	3	75.0	4	100.0
Center for Vascular Research	Research	6	50.0	6	50.0	12	100.0
	Supportive	3	50.0	3	50.0	6	100.0
Total		376	64.2	210	35.8	586	100.0

* Supportive includes managerial and support admin and engineering staff, as well as admin assistant, technical staff, and assistant.

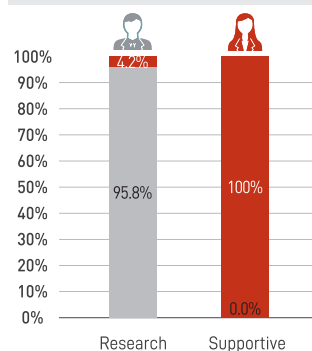
Center for Cognition and Sociality



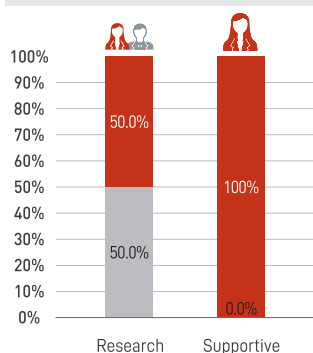
Center for Underground Physics



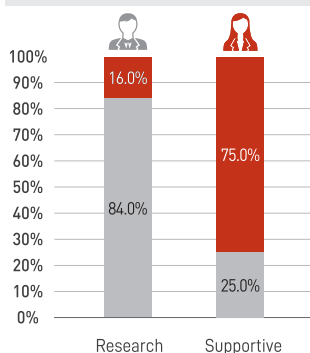
Center for Theoretical Physics of the Universe



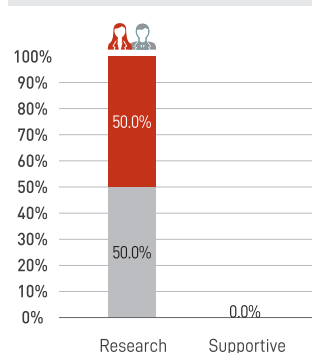
Center for Genome Engineering



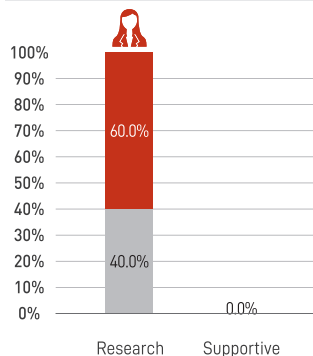
Center for Theoretical Physics of Complex Systems



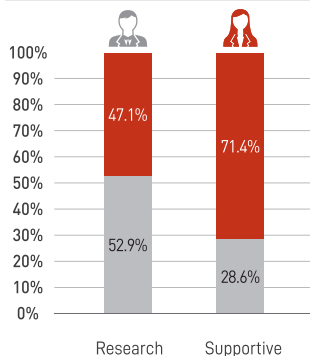
Pioneer Research Center for Mathematical and Computational Sciences



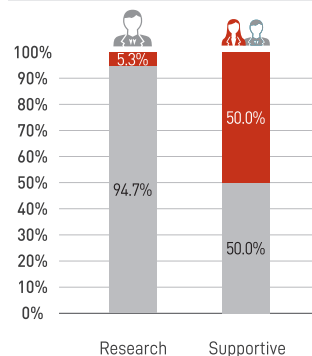
Pioneer Research Center for Biomolecular and Cellular Structure



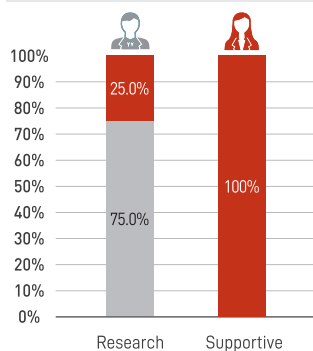
Center for Synaptic Brain Dysfunctions



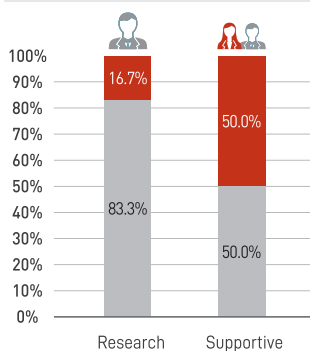
Center for Nanomaterials and Chemical Reactions



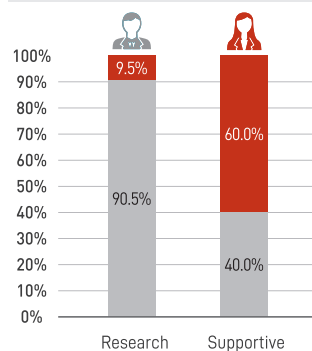
Academy of Immunology and Microbiology

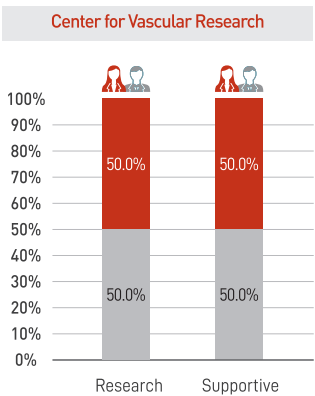
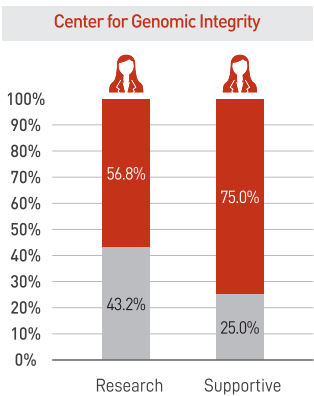
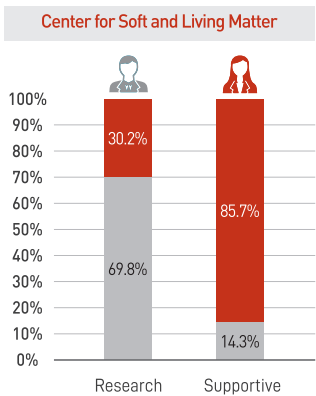
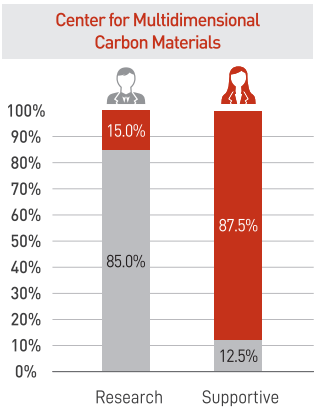
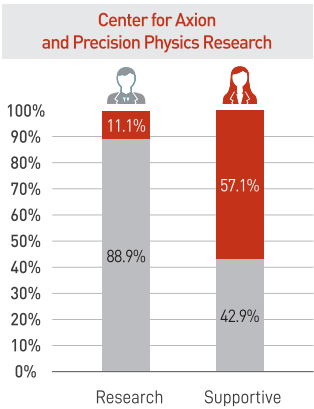
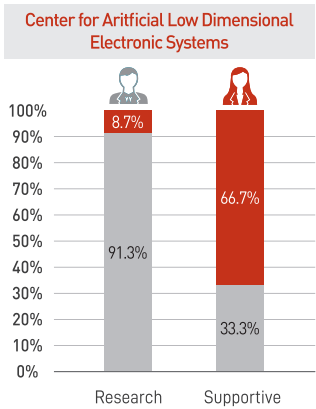
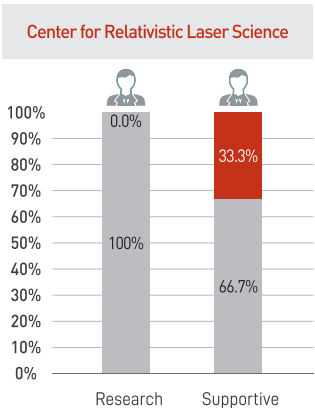
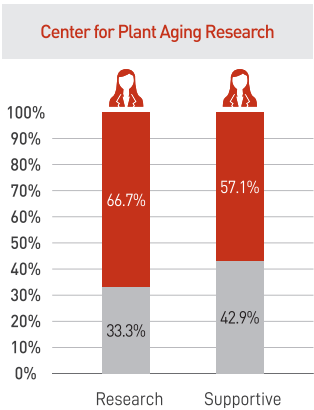
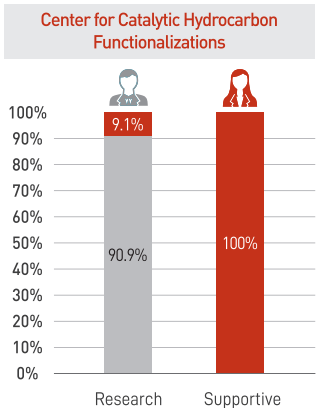


Center for Self-assembly and Complexity



Center for Geometry and Physics





[Figure 7] Analysis by Center

2. Gender Equality in Representation

2.1. Analysis by major job position

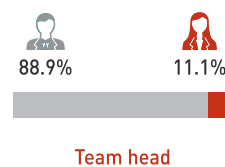
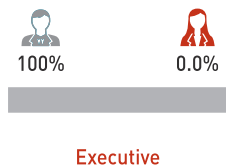
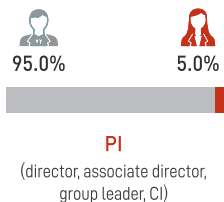
(Unit: Persons, %)

Category		Male		Female		Total	
		No.	Ratio	No.	Ratio	No.	Ratio
Center	PI (director, associate director, group leader, CI)	38	95.0	2	5.0	40	100.0
	Executive	2	100.0	0	-	2	100.0
	Head of division, center, and department	5	100.0	0	-	5	100.0
	Team head	16	88.9	2	11.1	18	100.0
Total		61	93.8	4	6.2	65	100.0

* Head of division, center, department, and team: Only at IBS HQ (excluding RAON User Liaison Center)

Male 93.8%

Female
6.2%



● Male ● Female

[Figure 8] Analysis by Major Job Position

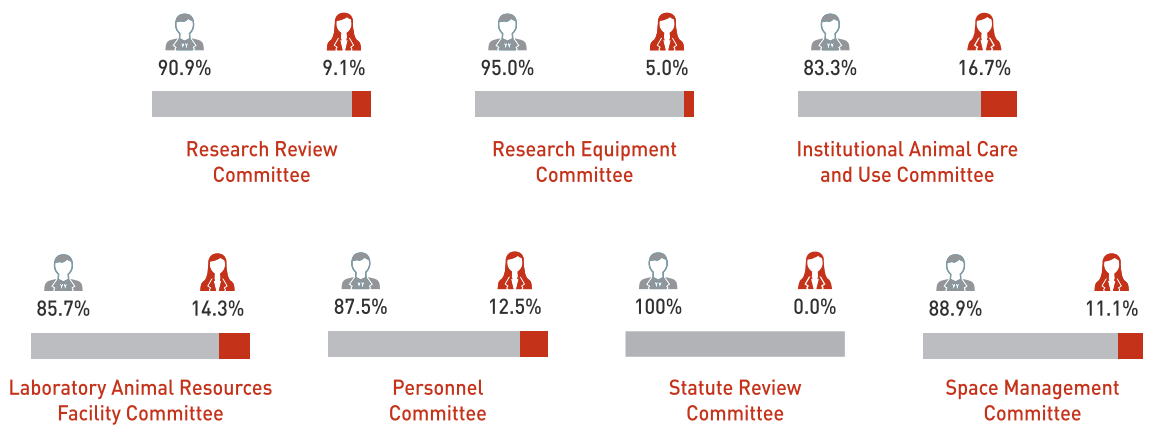
2.2. Analysis by major committee

(Unit: Persons, %)

Category	Total	Male		Female	
		No.	Ratio	No.	Ratio
Research Review Committee	22	20	90.9	2	9.1
Research Equipment Committee	20	19	95.0	1	5.0
Institutional Animal Care and Use Committee	6	5	83.3	1	16.7
Laboratory Animal Resources Facility Committee	7	6	85.7	1	14.3
Personnel Committee	8	7	87.5	1	12.5
Statute Review Committee	9	9	100.0	0	0.0
Space Management Committee	9	8	88.9	1	11.1
Total	82	74	90.2	8	9.8

Male 90.2%

Female 9.8%



● Male ● Female

[Figure 9] Analysis by Major Committee

3. Survey on Gender Equality

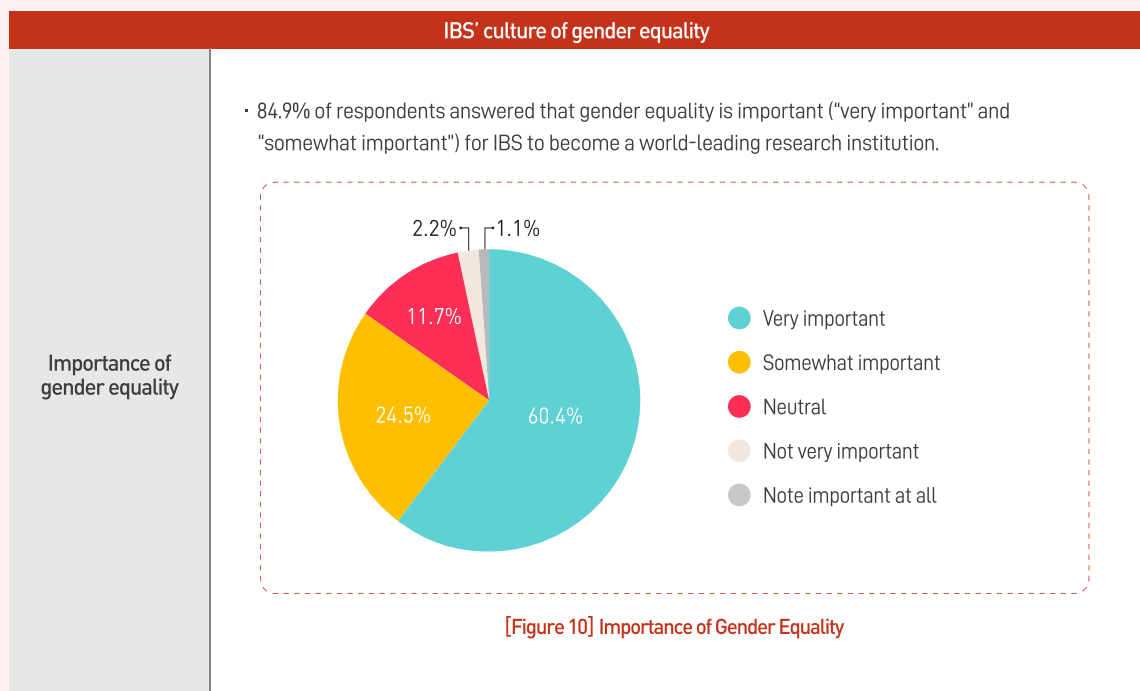
3.1. First Survey

The 1st survey on gender equality was conducted to identify the current status of gender equality at IBS and relevant issues that members experience. The survey consisted of questions to understand members' perception of gender equality and IBS' efforts towards equality. The survey was divided into two sections: IBS' culture of gender equality and work-life balance along with quality of life at IBS. The 2nd section of work-life balance along with quality of life at IBS was included due to the reason that a mature culture of gender equality is a pre-condition for achieving a work-life balance and improving quality of life.

3.1.1 Overview

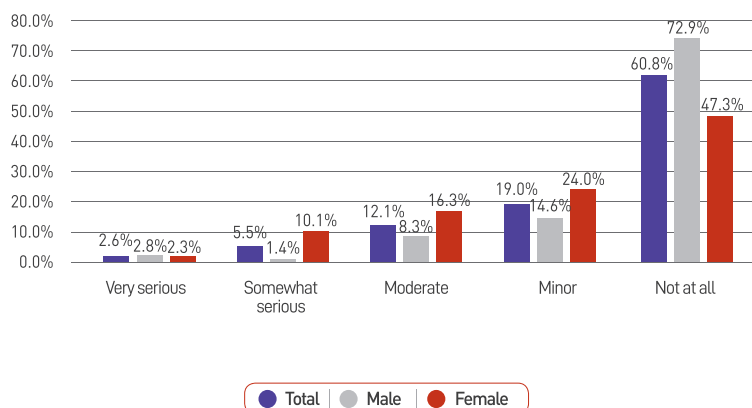
Period	· May 11 - 23, 2018 (12 days)		
Subject	· 801 members of IBS HQ and Campus Centers (621 Koreans, 180 international members)		
Overall response rate	· 34.1% (273 respondents)		
Response rate by nationality	· Koreans: 80.2% (219), international members: 19.8% (54)		
Groups with the most responses	Gender	Age	Marital/parental status
	Male	20~39	Single
	52.8% (144)	74.0% (202)	46.5% (127)

3.1.2 Results



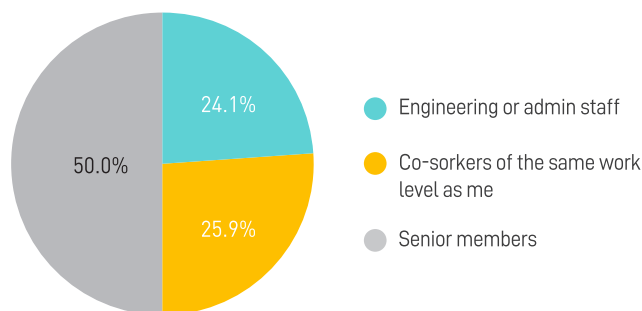
IBS' pursuit of gender equality	<ul style="list-style-type: none">• 49.8% of respondents agreed ("fully agree" and "somewhat agree") that IBS pursues gender equality. <div><table><tr><td>Fully agree</td><td>27.8%</td></tr><tr><td>Somewhat agree</td><td>22.0%</td></tr><tr><td>Neutral</td><td>38.5%</td></tr><tr><td>Somewhat disagree</td><td>7.3%</td></tr><tr><td>Fully disagree</td><td>4.4%</td></tr></table></div> <p>[Figure 11] 11 IBS' Pursuit of Gender Equality</p>	Fully agree	27.8%	Somewhat agree	22.0%	Neutral	38.5%	Somewhat disagree	7.3%	Fully disagree	4.4%														
Fully agree	27.8%																								
Somewhat agree	22.0%																								
Neutral	38.5%																								
Somewhat disagree	7.3%																								
Fully disagree	4.4%																								
Satisfaction with gender equality at IBS	<ul style="list-style-type: none">• 48.3% of respondents said they are satisfied ("very satisfied" and "somewhat satisfied") with the level of gender equality at IBS.• There is a gap in the satisfaction level of male respondents (54.2%) and female respondents (41.9%). <div><table><tr><th>Satisfaction Level</th><th>Total</th><th>Male</th><th>Female</th></tr><tr><td>Very satisfied</td><td>22.7%</td><td>29.2%</td><td>15.5%</td></tr><tr><td>Somewhat satisfied</td><td>25.6%</td><td>25.0%</td><td>26.4%</td></tr><tr><td>Neutral</td><td>35.9%</td><td>32.6%</td><td>39.5%</td></tr><tr><td>Somewhat unsatisfied</td><td>11.4%</td><td>8.3%</td><td>14.7%</td></tr><tr><td>Very unsatisfied</td><td>4.4%</td><td>4.9%</td><td>3.9%</td></tr></table></div> <p>[Figure 12] Satisfaction with Gender Equality at IBS</p>	Satisfaction Level	Total	Male	Female	Very satisfied	22.7%	29.2%	15.5%	Somewhat satisfied	25.6%	25.0%	26.4%	Neutral	35.9%	32.6%	39.5%	Somewhat unsatisfied	11.4%	8.3%	14.7%	Very unsatisfied	4.4%	4.9%	3.9%
Satisfaction Level	Total	Male	Female																						
Very satisfied	22.7%	29.2%	15.5%																						
Somewhat satisfied	25.6%	25.0%	26.4%																						
Neutral	35.9%	32.6%	39.5%																						
Somewhat unsatisfied	11.4%	8.3%	14.7%																						
Very unsatisfied	4.4%	4.9%	3.9%																						
Experience with gender-based discrimination	<ul style="list-style-type: none">• Most respondents (79.8%) answered they have not experienced gender-based discrimination.• However, 12.4% of female and 4.2% of male respondents said they have experienced such discrimination.																								

IBS' culture of gender equality



[Figure 13] Experience with Gender-based Discrimination

- Half of respondents who have experienced gender discrimination answered that such discrimination was mainly committed by their senior members.

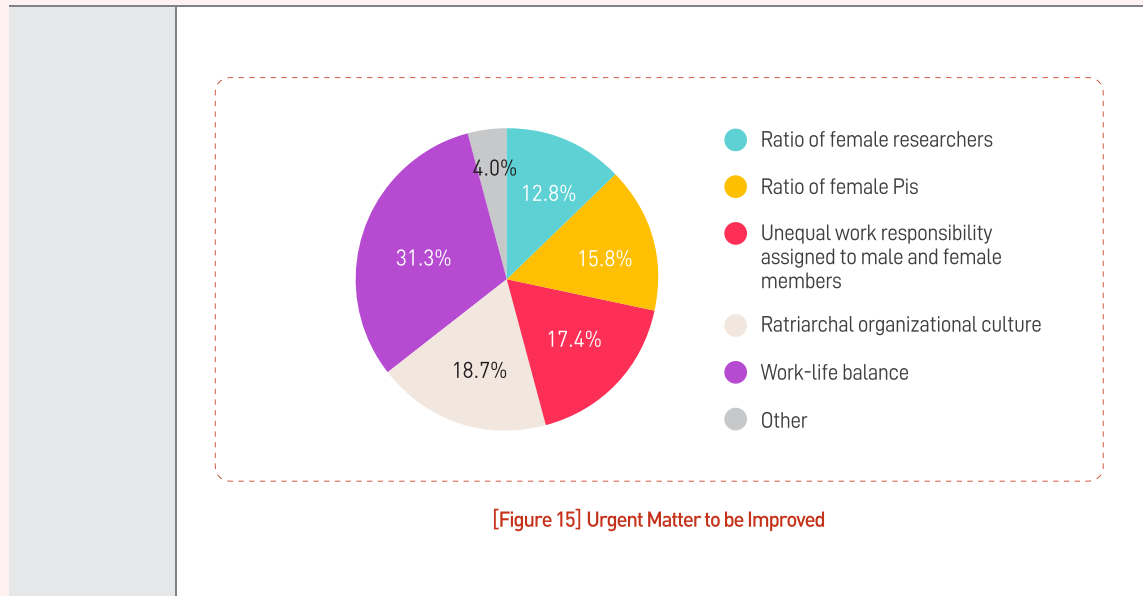


[Figure 14] Agent of Gender Discrimination

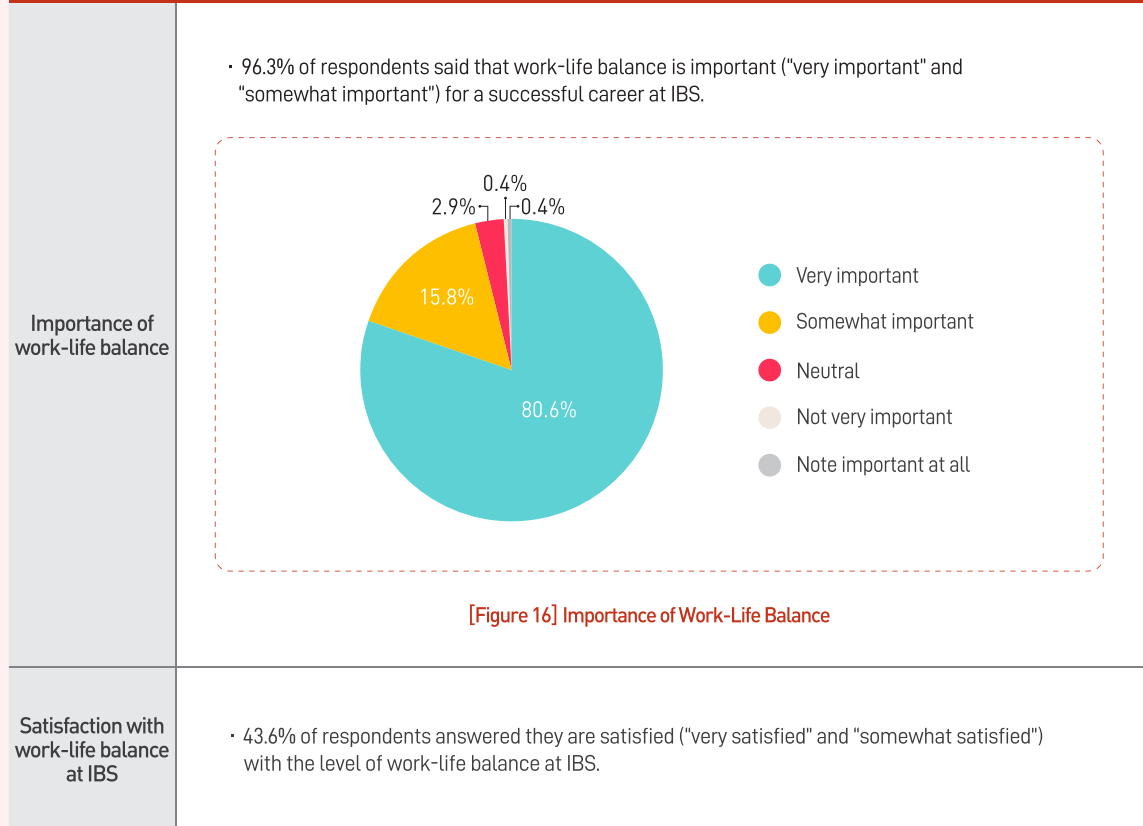
Agent of gender discrimination

Urgent matter to be improved

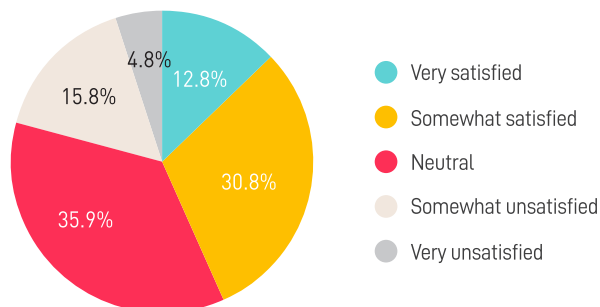
- 31.3% respondents pointed out that a work-life balance is the most urgent matter to be improved in order to promote gender equality at IBS.
- It was followed by "patriarchal organizational culture" (18.7%) and "unequal work responsibility assigned to male and female members" (17.4%).



Work-life balance and quality of life at IBS



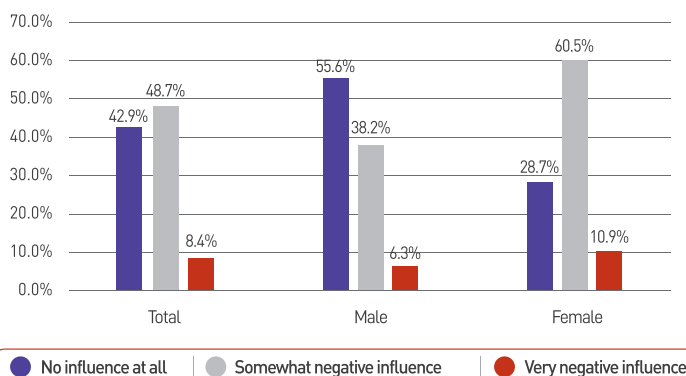
Work-life balance and quality of life at IBS



[Figure 17] Satisfaction with Work-Life balance at IBS

Negative impact of using family-friendly policies

- More than half (57.1%) said utilizing family-friendly policies (childbirth leave, parental leave, flexible working hours) have negative impacts on their career at IBS.
- Many more female respondents (71.4%) referred to negative impacts of family-friendly policies than male respondents (44.5%).



[Figure 18] Negative Impact of using Family-Friendly Policies

3.1.3 Implications

The results of the 1st survey show that only half of the respondents are satisfied with gender equality and the work-life balance at IBS. Considering their answers to "urgent matter to be improved", respondents are mostly unsatisfied with IBS' efforts for gender equality and the work-life balance at IBS. Therefore, IBS should strive to put effective policies in place and create a culture of gender equality so that every member can strike a balance between work and life, regardless of their gender. IBS should also nurture a culture in which no one is at a disadvantage because of using relevant policies.

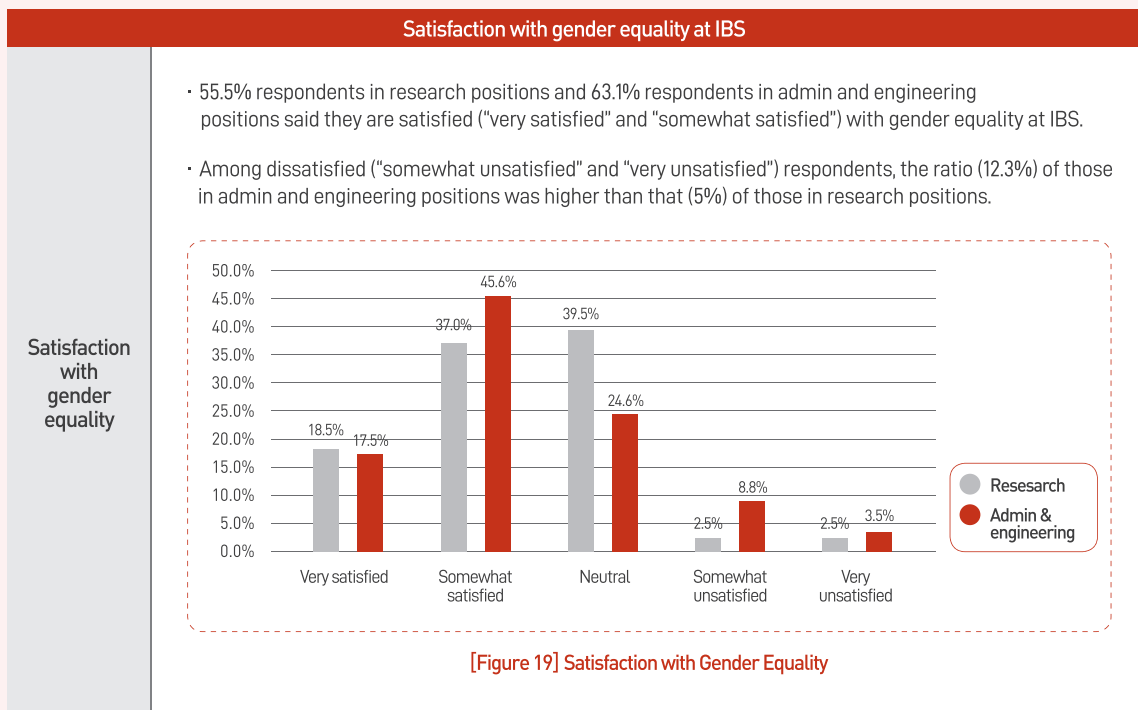
3.2. Second Survey

The 2nd survey on gender equality was carried out to identify specific reasons for dissatisfaction revealed in the 1st survey. The 2nd survey was divided into gender equality, family-friendly policies, and policy development and direction. Questions were more specific and realistic compared to the 1st survey. Survey results were analyzed by job family to draw more effective conclusions.

3.2.1 Overview

Subject	• September 21 - 30, 2018 (10 days)		
Subject	• 801 members of IBS HQ and Campus Centers (621 Koreans, 180 international members)		
Overall response rate	• 17.23% (138 respondents)		
Response rate by nationality	• Koreans: 83.3% (115), international members: 16.7% (23)		
Groups with the most responses	Gender	Age	Marital/parental status
	Male	20~39	Single
	56.52% [78]	73.19% [101]	49.28% [68]

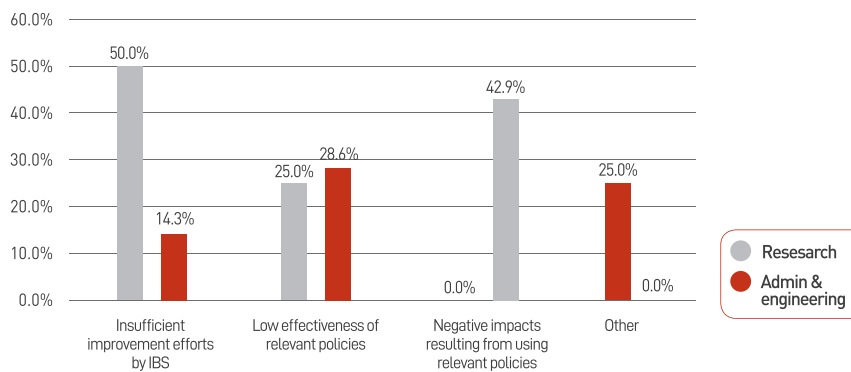
3.2.2 Results



Satisfaction with gender equality at IBS

Reasons for dissatisfaction

- 50% of dissatisfied respondents in research positions referred to insufficient improvement efforts by IBS as their reason for dissatisfaction.
- 42.9% of dissatisfied respondents in admin and engineering positions mentioned negative impacts (e.g., promotion, career) resulting from using relevant policies.
- Many Korean respondents answered "discriminatory language and behavior by senior members or co-workers", and "negative impacts resulting from using relevant policies" whereas no international respondents mentioned them.

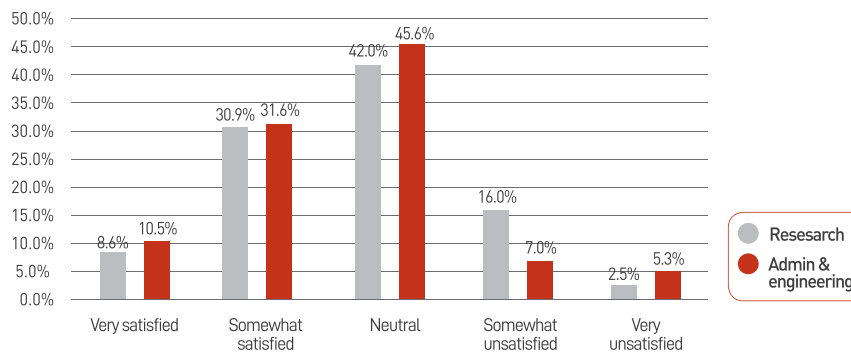


[Figure 20] Reason for Dissatisfaction

Satisfaction with family-friendly policies

Satisfaction with family-friendly policies of IBS

- 42.0% respondents said neutral while 39.5% answered they are satisfied ("very satisfied" and "somewhat satisfied") with IBS' family-friendly policies.
- 11.0% of Korean and 26.0% of international respondents said they are unsatisfied ("very unsatisfied" and "somewhat unsatisfied") with the policies. Married respondents with children (19.0%) turned out to be the largest unsatisfied group (15.0% for single respondents and 12.0% for married respondents without children).



[Figure 21] Satisfaction with Family-Friendly Policies of IBS

Satisfactory family-friendly policies

- Respondents in research positions (53.1%) as well as in admin and engineering (40.4%) both referred to the flexible working hours as the most satisfactory family-friendly policy.
- Regardless of gender, age, and marital status, flexible working hours turned out to be the most satisfactory policy. Respondents who chose flexible working hours referred to "securing work-life flexibility" (39.13%) and "effectiveness in dealing with realistic issues" (28.26%) as reasons for their answer.
- However, some respondents in research positions said they have difficulties using such policies due to the characteristics of their work.

A bar chart comparing the satisfaction with various family-friendly policies between Research (grey bars) and Admin & Engineering (red bars) positions. The y-axis represents the percentage of respondents, ranging from 0.0% to 60.0% in 10% increments. The x-axis lists five policies: Flexible working hours, Reduced working hours, Parental leave, Childbirth leave, and Other. The data is as follows:

Policy	Research (%)	Admin & Engineering (%)
Flexible working hours	53.1%	40.4%
Reduced working hours	6.2%	10.5%
Parental leave	13.6%	22.8%
Childbirth leave	11.1%	14.0%
Other	16.0%	12.3%

[Figure 22] Satisfactory Family-Friendly Policies

Reasons for not using family-friendly policies

- 39.5% of respondents in research positions answered they do not use family-friendly policies because they have no need to use them.
- 43.9% of respondents in admin and engineering positions and 37.0% in research positions said they do not use those policies due to personal concern about a potential career or research break, meaning many members have difficulty utilizing family-friendly policies due to the characteristics of their work.
- Other opinions included "potential disadvantages from using such policies" and "insufficient promotion."

A bar chart comparing the reasons for not using family-friendly policies between Research (grey bars) and Admin & Engineering (red bars) positions. The y-axis represents the percentage of respondents, ranging from 0.0% to 50.0% in 5% increments. The x-axis lists five reasons: Direct or indirect obstruction by senior members, Direct or indirect obstruction by co-workers, Personal concern about a potential career or research break, No intention or need to use, and Other. The data is as follows:

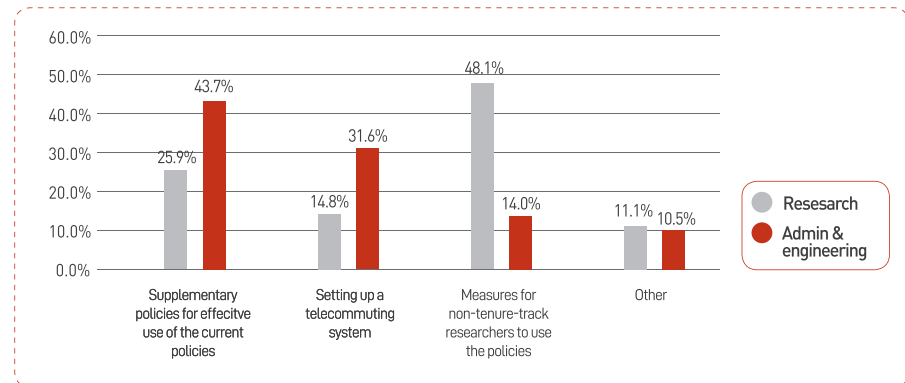
Reason	Research (%)	Admin & Engineering (%)
Direct or indirect obstruction by senior members	13.6%	22.8%
Direct or indirect obstruction by co-workers	0.0%	1.8%
Personal concern about a potential career or research break	37.0%	43.9%
No intention or need to use	39.5%	22.8%
Other	9.9%	8.8%

[Figure 23] Reasons for not using Family-Friendly Policies

Policy development and direction

Measures to encourage use of family-friendly policies at Centers

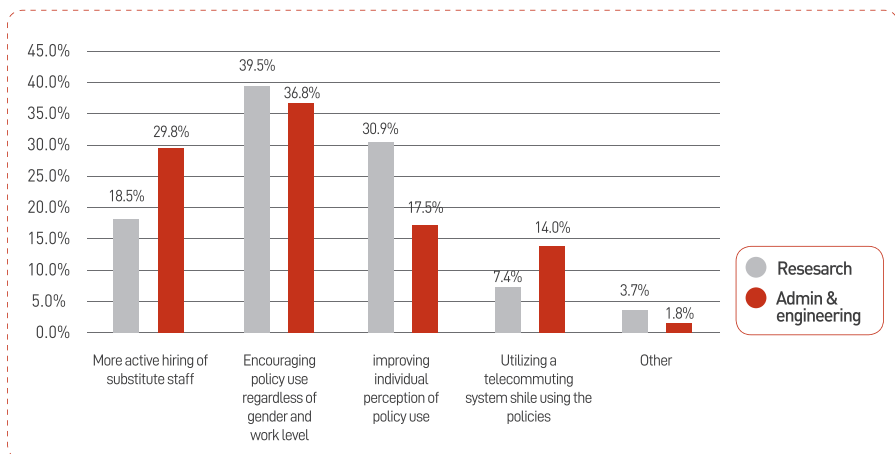
- 48.1% of respondents in research positions answered that IBS should come up with measures to encourage non-tenure-track researchers to use family-friendly policies.
- 43.9% of respondents in admin and engineering positions said supplementary policies are needed for effective use of the current policies.



[Figure 24] Measures to Encourage Use of Family-Friendly Policies at Centers

Measures to prevent negative impacts of family-friendly policies

- According to the 1st survey conducted in May 2018, 57.1% of respondents think utilizing family-friendly policies have negative impacts on their career or promotion.
- In the 2nd survey, created in connection with the 1st survey, 39.5% of respondents in research positions and 36.8% in admin and engineering positions said IBS needs to urge members to use the policies regardless of gender and work level.
- Similar number of respondents referred to "improving individual perception of policy use" (30.9% in research positions) and "more active hiring of substitute staff" (29.8% in admin and engineering positions).



[Figure 25] Measures to Prevent Negative Impacts of Family-Friendly Policies

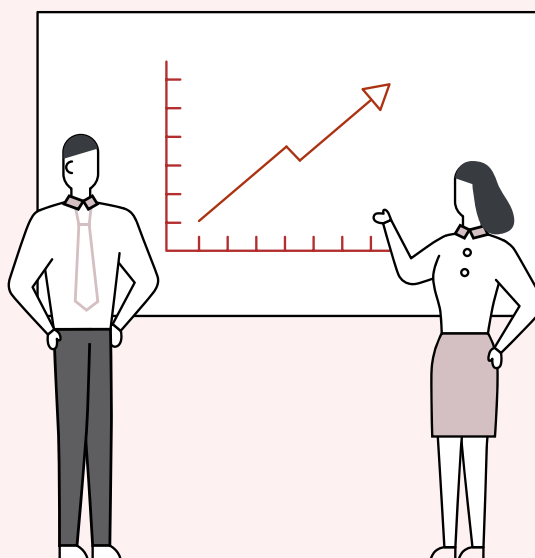
3.2.3 Implications

The 2nd survey on gender equality shows that 58.7% (55.5% in research positions, 63.1% in admin and engineering positions) of respondents are satisfied with gender equality at IBS. Dissatisfied respondents referred to insufficient improvement efforts by IBS (50% in research positions) and negative impacts resulting from using relevant policies (42.9% in admin and engineering positions) as the reasons for their dissatisfaction.

It also turned out that respondents are less satisfied with family-friendly policies (41%) than gender equality at IBS (58.7%). One of the reasons for the lower satisfaction seems to be that many members are not using such policies due to the characteristics of their work. This is the case especially with respondents in research positions, meaning that IBS needs to come up with measures to facilitate non-tenure-track researchers' utilization of these policies.

In the survey, more than half of respondents believed that using family-friendly policies would lead to negative impacts and that is because of insufficient efforts to encourage use of policies and negative personal perception held by respondents. Many respondents in admin and engineering positions mentioned substitute staff should be hired actively while using such policies. Since the culture of an institution is closely related to the perception of individuals and the institution, relevant educational programs should be conducted consistently and systematically in order to nurture a culture of gender equality.

Lastly, thorough consideration should be given to the fact that many Korean respondents mentioned "discriminatory language and behavior by senior members" and "negative impacts resulting from using relevant policies" as reasons for their dissatisfaction whereas no international respondents referred to them.



IV. Relevant Policies

IBS operates a variety of policies to promote gender equality in pursuit of members' well-being and workfamily balance. The institute strives to create an efficient working and research environment by preventing gender-based discrimination and career breaks due to family responsibilities. As part of these efforts, IBS plans to run a workplace daycare center.

1. Flexible Working Hours

In accordance with Article 51 of the Labor Standards Act, IBS has been implementing a flexible working hour policy with different clock-in and clock-out time in order to create a better work-family balance and help a more efficient work culture take root.

Eligibility	<ul style="list-style-type: none">• All IBS staff																				
Implementation	<ul style="list-style-type: none">• August 1, 2016																				
Operation	<div><ul style="list-style-type: none">• Flexible working-hours with different clock-in and clock-out time<ul style="list-style-type: none">– Keep the contractual working hours of eight hours a day and 40 hours a week.– Change the clock-in and clock-out time for eight-hour workdays.– Designate core working hours from 10:00 to 16:00.– Apply for flexible working hours every quarter and start to utilize the policy after obtaining approval from the authorized personnel.</div> <div><div>071012131619</div><table><tr><td>Flexible time</td><td>Core time</td><td>Lunch break</td><td>Core time</td><td>Flexible time</td></tr></table><div>Working hours</div></div> <div><p>※ IBS will consider the introduction of a flexible working hours policy without fixed clock-in and clock-out time.</p></div>	Flexible time	Core time	Lunch break	Core time	Flexible time															
Flexible time	Core time	Lunch break	Core time	Flexible time																	
Responsible team	<ul style="list-style-type: none">• Human Resources Development Team (email: hrd@ibs.re.kr)																				
Usage status	<div><div>[Table 3] Usage Status of Flexible Working Hours</div><table><tr><th>Year</th><th>2016</th><th colspan="2">2017</th><th colspan="2">2018</th><th rowspan="2">Cumulative total</th></tr><tr><th>Category</th><th>2nd half</th><th>1st half</th><th>2nd half</th><th>1st half</th><th>2nd half</th></tr><tr><th>No.</th><td>20</td><td>21</td><td>25</td><td>36</td><td>36</td><td>138</td></tr></table></div>	Year	2016	2017		2018		Cumulative total	Category	2 nd half	1 st half	2 nd half	1 st half	2 nd half	No.	20	21	25	36	36	138
Year	2016	2017		2018		Cumulative total															
Category	2 nd half	1 st half	2 nd half	1 st half	2 nd half																
No.	20	21	25	36	36	138															

2. Reduced Working Hours

IBS has been implementing a reduced working hours policy for a period of pregnancy or childcare under Article 19-2 of the Equal Employment Opportunity and Work-family Balance Assistance Act and Article 74 of the Labor Standards Act.

– Reduced working hours during pregnancy

Eligibility	<ul style="list-style-type: none">Female employees within 12 weeks or after 36 weeks of pregnancy																				
Implementation	<ul style="list-style-type: none">July 14, 2016																				
Operation	<ul style="list-style-type: none">Two-hour reduction in daily working timeApply for the reduced working hours and start to utilize the policy after obtaining approval from the President.																				
Responsible team	<ul style="list-style-type: none">Human Resources Development Team (email: hrd@ibs.re.kr)																				
Usage status	<div><div>[Table 4] Usage Status of Reduced Working Hours during Pregnancy</div><table><tr><th>Year</th><th>2016</th><th colspan="2">2017</th><th colspan="2">2018</th><th rowspan="2">Cumulative total</th></tr><tr><th>Category</th><th>2nd half</th><th>1st half</th><th>2nd half</th><th>1st half</th><th>2nd half</th></tr><tr><td>No.</td><td>0</td><td>0</td><td>3</td><td>4</td><td>2</td><td>9</td></tr></table></div>	Year	2016	2017		2018		Cumulative total	Category	2 nd half	1 st half	2 nd half	1 st half	2 nd half	No.	0	0	3	4	2	9
Year	2016	2017		2018		Cumulative total															
Category	2 nd half	1 st half	2 nd half	1 st half	2 nd half																
No.	0	0	3	4	2	9															

– Reduced working hours for childcare

Eligibility	<ul style="list-style-type: none">Employees who are eligible for parental leave under the Human Resources Regulations<ul style="list-style-type: none">※ Employees who are raising an 8-year-old or younger child (second grade of elementary school or below)																				
Implementation	<ul style="list-style-type: none">August 1, 2016																				
Operation	<ul style="list-style-type: none">Four-hour reduction in daily working time, used in place of parental leave (within one year for male staff and three years for female staff)Apply for the reduced working hours and start to utilize the policy after obtaining approval from the President.																				
Responsible team	<ul style="list-style-type: none">Human Resources Development Team (email: hrd@ibs.re.kr)																				
Usage status	<div>[Table 5] Usage Status of Reduced Working Hours for Childcare</div> <table><tr><th>Year</th><th>2016</th><th colspan="2">2017</th><th colspan="2">2018</th><th rowspan="2">Cumulative total</th></tr><tr><th>Category</th><th>2nd half</th><th>1st half</th><th>2nd half</th><th>1st half</th><th>2nd half</th></tr><tr><td>No.</td><td>0</td><td>1</td><td>1</td><td>1</td><td>3</td><td>6</td></tr></table>	Year	2016	2017		2018		Cumulative total	Category	2 nd half	1 st half	2 nd half	1 st half	2 nd half	No.	0	1	1	1	3	6
Year	2016	2017		2018		Cumulative total															
Category	2 nd half	1 st half	2 nd half	1 st half	2 nd half																
No.	0	1	1	1	3	6															

3. Parental Leave

IBS has been implementing parental leave in accordance with Article 19 of the Equal Employment Opportunity and Work-family Balance Assistance Act.

Eligibility	<ul style="list-style-type: none">● Employees who are raising an 8-year-old or younger child (second grade of elementary school or below)● Female employees with pregnancy or for childbirth											
Implementation	<ul style="list-style-type: none">● 2011 (IBS' foundation)											
Operation	<ul style="list-style-type: none">● Three years of leave<ul style="list-style-type: none">※ Single year under the Act● Apply for the leave and start to utilize after obtaining approval from the President.											
Responsible team	<ul style="list-style-type: none">● Human Resources Development Team (email: hrd@ibs.re.kr)											
Usage status	[Table 6] Usage Status of Parental Leave											
	Year	2011 ~ 2014 1 st half	2014 2 nd half	2015 1 st half 2 nd half		2016 1 st half 2 nd half		2017 1 st half 2 nd half		2018 1 st half 2 nd half		Cumulative total
	Category											
	No.	0	2	1	4	6	9	10	13	25	23	93

4. Childbirth Leave

IBS has been implementing childbirth leave before and after childbirth in accordance with Article 74 of the Labor Standards Act.

Eligibility	<ul style="list-style-type: none">● Pregnant female employees																			
Implementation	<ul style="list-style-type: none">● 2011 (IBS' foundation)																			
Operation	<ul style="list-style-type: none">● Total of 90 days to be used before and after childbirth and 120 days for employees pregnant with twins or more (The minimum leave period after childbirth is 45 days. For employees pregnant with twins or more, the period is at least 60 days.)● Apply for the leave and start to utilize if after obtaining approval from the authorized personnel.																			
Responsible team	<ul style="list-style-type: none">● Human Resources Development Team (email: hrd@ibs.re.kr)																			
Usage status	<div><div>[Table 7] Usage Status of Childbirth Leave</div><table><tr><th>Year</th><th rowspan="2">2011~2016</th><th colspan="2">2017</th><th colspan="2">2018</th><th rowspan="2">Cumulative total</th></tr><tr><th>Category</th><th>1st half</th><th>2nd half</th><th>1st half</th><th>2nd half</th></tr><tr><td>No.</td><td>0</td><td>4</td><td>16</td><td>18</td><td>9</td><td>47</td></tr></table></div>	Year	2011~2016	2017		2018		Cumulative total	Category	1 st half	2 nd half	1 st half	2 nd half	No.	0	4	16	18	9	47
Year	2011~2016	2017		2018		Cumulative total														
Category		1 st half	2 nd half	1 st half	2 nd half															
No.	0	4	16	18	9	47														

5. Other Policies for Maternity Protection

IBS is striving to protect maternity in order to realize gender equality by implementing medical examination leave for pregnant employees, miscarriage or stillbirth leave, and paternity leave.

5.1 Medical examination leave for pregnant employees

Eligibility	<ul style="list-style-type: none"> Pregnant employees who want to undergo periodic pregnancy examinations
Operation	<ul style="list-style-type: none"> Up through the 6th month of pregnancy: Once a month From 7th to 8th month of pregnancy: Twice a month After the 9th month of pregnancy: Once a week Submit a doctor's note from the 1st periodic pregnancy examination to apply for the leave.
Responsible team	<ul style="list-style-type: none"> Human Resources Development Team (email: hrd@ibs.re.kr)

5.2 Miscarriage or stillbirth leave

Eligibility	<ul style="list-style-type: none"> Pregnant employees who have a miscarriage or stillbirth
Operation	<ul style="list-style-type: none"> Less than 11 weeks of pregnancy: Five days after miscarriage or stillbirth More than 12 weeks and less than 15 weeks of pregnancy: 10 days More than 16 weeks and less than 21 weeks of pregnancy: 30 days More than 22 weeks and less than 27 weeks of pregnancy: 60 days More than 28 weeks of pregnancy: 90 days Submit a doctor's note specifying the date of miscarriage or stillbirth and the period of pregnancy to apply for the leave.
Responsible team	<ul style="list-style-type: none"> Human Resources Development Team (email: hrd@ibs.re.kr)

5.3 Paternity leave

Eligibility	<ul style="list-style-type: none"> Employees whose spouse gave birth
Operation	<ul style="list-style-type: none"> Period: Five days Apply for the leave within 30 days after childbirth.
Responsible team	<ul style="list-style-type: none"> Human Resources Development Team (email: hrd@ibs.re.kr)

6. IBS Daycare Center

IBS has a plan to have a workplace daycare center with construction scheduled to begin in 2019. It will provide members with childcare support, aiming at improving concentration and efficiency at work through an increased work-family balance.

7. IBS Grievance Counseling for Sexual Harassment

IBS provides specialized counseling services for workplace sexual harassment. These services are offered to both address occurrences of and prevent future sexual harassment.

Responsible staff	<ul style="list-style-type: none"> Male counselor: JOO Hyun-Sub, Human Resources Development Team (email: hyunseop@ibs.re.kr) Female counselor: BAEK Young-Suk, Safety Team (email: bys33@ibs.re.kr)
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V. IBS Gender Equality Committee

In May 2018, IBS launched a Gender Equality Committee (GEC) with the goal to create an environment in which IBS' members carry out creative basic science research based on a culture of gender equality. The GEC has been playing a pivotal role in the effort and communication to promote gender equality at IBS, laying a foundation for development and implementation of relevant policies. With the publication of the IBS Gender Equality Report, the Committee is striving to spread the culture of gender equality by asking IBS' members to pay attention to gender equality.

1. Overview

The GEC has 11 members, consisting of two external members and nine internal members including the chair. The Committee is comprised of the same number of female and male members, excluding the chair. Internal members have been selected from researchers in each work level while external members are from renowned female researchers outside IBS.

[Table 8] IBS Gender Equality Committee Members

Name	Affiliation	Job position	Note
CHAE Suh-kee	IBS Research Services Division	Division head	Chair, male
KIM V. Narry	IBS Center for RNA Research, SNU	Director	Female
Axel TIMMERMANN	IBS Center for Climate Physics, PNU	Director	Male
Yannis K. SEMERTZIDIS	IBS Center for Climate Physics, KAIST	Director	Male
Lee Hyunsu	IBS Center for Underground Physics	Associate director	Male
CHO Yoon-Kyoung	IBS Center for Soft and Living Matter, UNIST	Group leader	Female
KIM Hye-Young	IBS Center for Vascular Research	YSF	Female
LEE Sang-Kyu	IBS Center for Cognition and Sociality	Research fellow	Male
BAE Seok-Hyun	IBS Administrative Services Division	Division head	Male
YU Myeong-Hee	KIST (Korea Institute of Science and Technology)	Principal researcher	Female, external
UM Mi-Jung	STEPI (Science and Technology Policy Institute)	Research fellow	Female, external



2. Activities

2.1 First meeting

- Date & venue: 14:00-16:00, July 13 (Fri.) 2018 at room A207 in IBS HQ
- Agenda items

No.	Agenda items
1	Introduction of IBS and operation plan of the GEC
2	Results of the 1 st survey on gender equality at IBS, and relevant statistics and policies
3	Discussion on policy direction and action plans for gender equality promotion

- Major conclusions

No.	Conclusion
1	Prioritize females when hiring directors or associate directors from applicants with the same qualifications (indicate it in the recruitment announcement)
2	Examine whether it is possible to extend a contract period when a research fellow wants to utilize parental leave during his/her contract period
3	Conduct a survey to identify reasons for unsatisfactory gender equality at IBS
4	Establish a plan to publish the IBS Gender Equality Report
5	Invite individuals in charge of gender equality at leading overseas institutions to give a lecture or training for IBS members
6	Create a GEC page on the IBS website

2.2 Second meeting

- Date & venue: 12:00-14:00, October 11 (Thurs.) 2018 at room A207 in IBS HQ
- Agenda items

No.	Agenda items
1	Progress of the follow-ups from the 1 st meeting
2	Results of the 2 nd survey on gender equality at IBS
3	Plan for the IBS Gender Equality Report

- Major conclusions

No.	Conclusion
1	Compare salaries of male and female IBS staff on the same pay step by job family
2	Analyze the 2 nd survey results in detail and conduct a survey on admin staff at IBS HQ
3	Create a table of contents and draft the IBS Gender Equality Report
4	Implement educational programs to raise awareness of gender equality

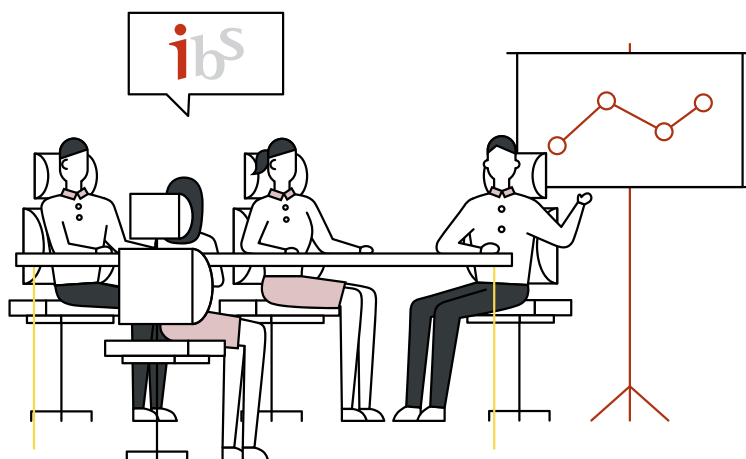
VI. Conclusion

In this Report, we have looked into various areas, such as organization and committees, to identify the current status of gender equality at IBS. It turned out that the number of male members (64.3%) is 1.8 times higher than that of female (35.7%) and the gender disparity becomes more prominent at senior levels.

By job family, admin assistant have the highest female representation at 92.3% while engineering support has the lowest at 0%. By age, female ratio is the highest among members in 20s at 56.9% while the lowest in 60s at 7.1%. By research area, the female representation is the highest in life sciences at 52.5% while the lowest in chemistry at 12.1%. The Center for Plant Aging Research has the highest female ratio at 66.7% whereas the Center for Theoretical Physics of the Universe has the lowest at 4.2%. Among the 65 members in senior positions, 61 are male while four (4.5%) are female. Out of the 82 members of major IBS committees, there are eight female members (9.8%).

The statistics indicate that female representation is very low in senior positions and committees, meaning IBS needs to come up with policies to actively utilize female talent who are qualified in the relevant areas. In the 2nd survey conducted in September 2018, about half of respondents (41.3%) answered they are not satisfied with gender equality at IBS, referring to reasons, like “insufficient improvement efforts by IBS” and “negative impacts resulting from using relevant policies”. It shows that more efforts and supplementary policies should be made to address those above issues. In addition, IBS is required to regularize internal educational programs to help cultivate good values in members and spread a culture of gender equality.

With this Report, we have diagnosed and analyzed the current status of gender equality at IBS. Based upon these, we now understand where to start and the direction to head in order to achieve gender equality. While pursuing “Making Discoveries for Humanity and Society”, IBS will spare no effort to help all its members overcome differences and move forward.



Suggestions

IBS is dedicated to creating a workplace in which equal opportunities are provided to qualified employees, irrespective of their gender, nationality, religious beliefs or physical conditions. The IBS Gender Equality Committee (GEC) is tasked to identify critical areas that require further improvements towards reaching this goal and to suggest and monitor the implementation of counter-measures. IBS' first Gender Equality Report gives a first glimpse into the current status of gender inequity within IBS.

Based on the statistics presented in this report, the Committee would like to highlight two key areas of concern:

- A) Of senior- and principal-level engineering and admin staff in IBS HQ, less than 25% are female
 - B) Of research PIs in IBS HQ and Campus Centers, less than 5% are female
- ※ Refer to page 10

A modern governmental organization which strives to become a world-leading and internationally operating science institution, cannot be satisfied with the current imbalanced female/male ratio in leadership positions.

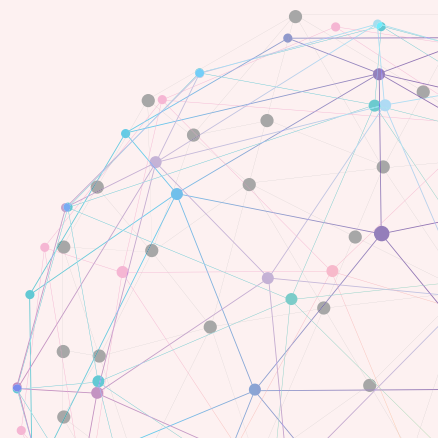
GEC therefore suggest IBS to take the following measures:

- Implement mandatory annual gender equality training for all IBS employees
- Introduce a female representative on search and recruitment committees to eliminate potential gender biases and prejudice in future hires or promotions
- Develop family-friendly programs to further increase work-hour flexibility for employees with social hardship (caretaking of family members, single parent, etc.)
- Introduce dedicated scientist program to attract, retain and promote excellent female junior scientists (similar to the Lise Meitner Excellence Program of Max Planck Society)
- Introduce mentorship program to pair senior and junior career level female scientists within IBS

The work of the GEC has just started. We will make more efforts to create a discrimination-free, equal opportunity work and research environment.

IBS Gender Equality Committee

(Written by Axel Timmermann, Director of the Center for Climate Physics)





2019 IBS Gender Equality Report





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