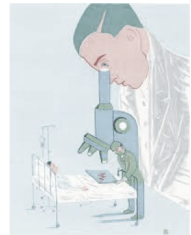


Who am I?

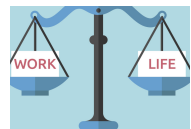
- Mother, wife
- Scientist, clinician
- Society's member



- 2008- MD, Universitas Gadjah Mada, Indonesia.
- 2010- International public health, Univ. of New South Wales
- 2019- PhD, University of Groningen, The Netherlands
- 2022- Post doctoral, Polish Academy of Sciences



- Awards: Rising Star, Best Young Scientist, Best Publication, Faculty for the Future, Science Leadership Collaborative
- Vice coordinator in Young Academy of Indonesia, member of Global Young Academy, international organizations in the respiratory field (UNITE4TB, ERS, ATS, IUATLD)



- Married with four children





Main challenges for Indonesian young women scientists

Societal norm

- Main caregiver, homemaker → fatherless
- Masculine hegemony, patriarchal system

Support system

- Lack of mother-and-child-friendly facilities at work (e.g., childcare, lactation room)
- Short maternity leave (3 months)
- Expensive childcare services

Working conditions

- Lower opportunities
- Insensitive gender policy (e.g., no consideration of child care responsibilities in hiring, scholarship, and funding policies, ignoring women rights)
- Lower safety for women during fieldwork



Suggestion of best practices to reduce the gender gap

Mother-friendly policies

- Affordable and adequate childcare
- Including the cost of childcare services in the allowance
- Mother-and-child-friendly facilities
- Leave policies for caring for sick children
- Considering career breaks in hiring, scholarship, and funding policies

Support system

- Support from supervisors and seniors
- Improved role of the father in childcare
- Promoting gender equality in science within society



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