SCGES (Standing Committee for Gender Equality in Science) Panel Discussion

Paris, 27th February, 2024
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
THANK YOU