

**Challenges** for young women  
**astronomers in South Korea**  
**to continue their careers**  
**based on statistical surveys**

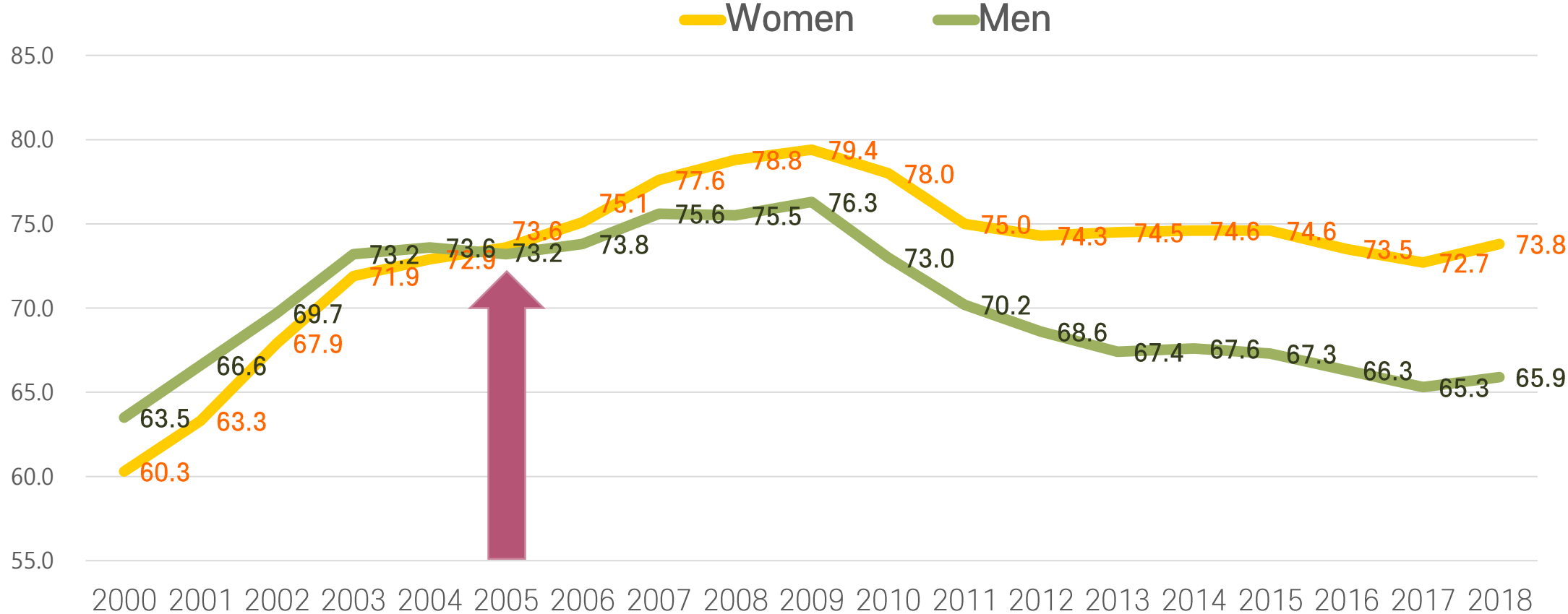
Seoul National University

**Suhyun Shin**

IAUGA 2022, Busan, 11 Aug 2022

# College enrollment rate

The college enrollment rate of women has overtaken that of men since 2005



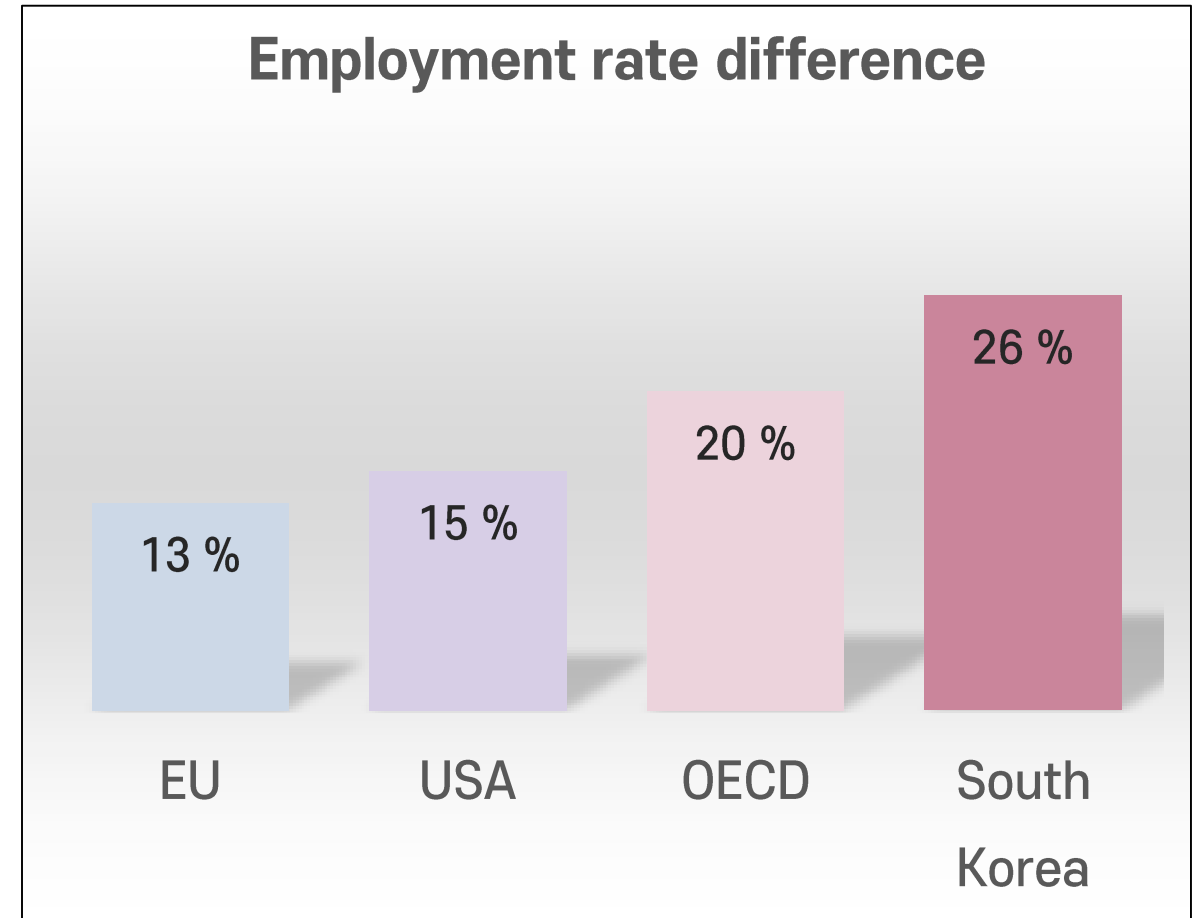
From Korea educational development institute

# Employment rate

The employment rate for women in their 30s is ~26% lower than men



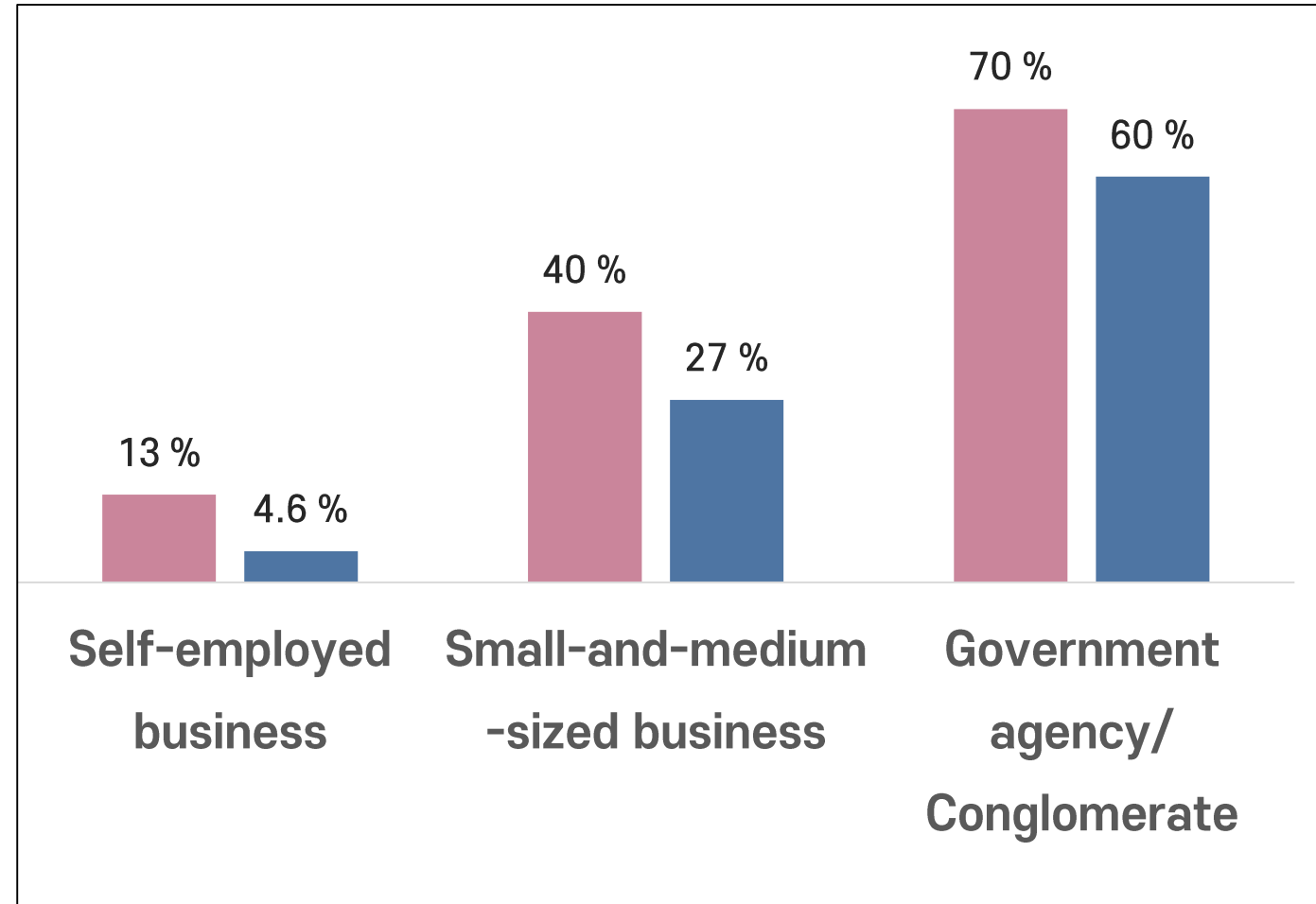
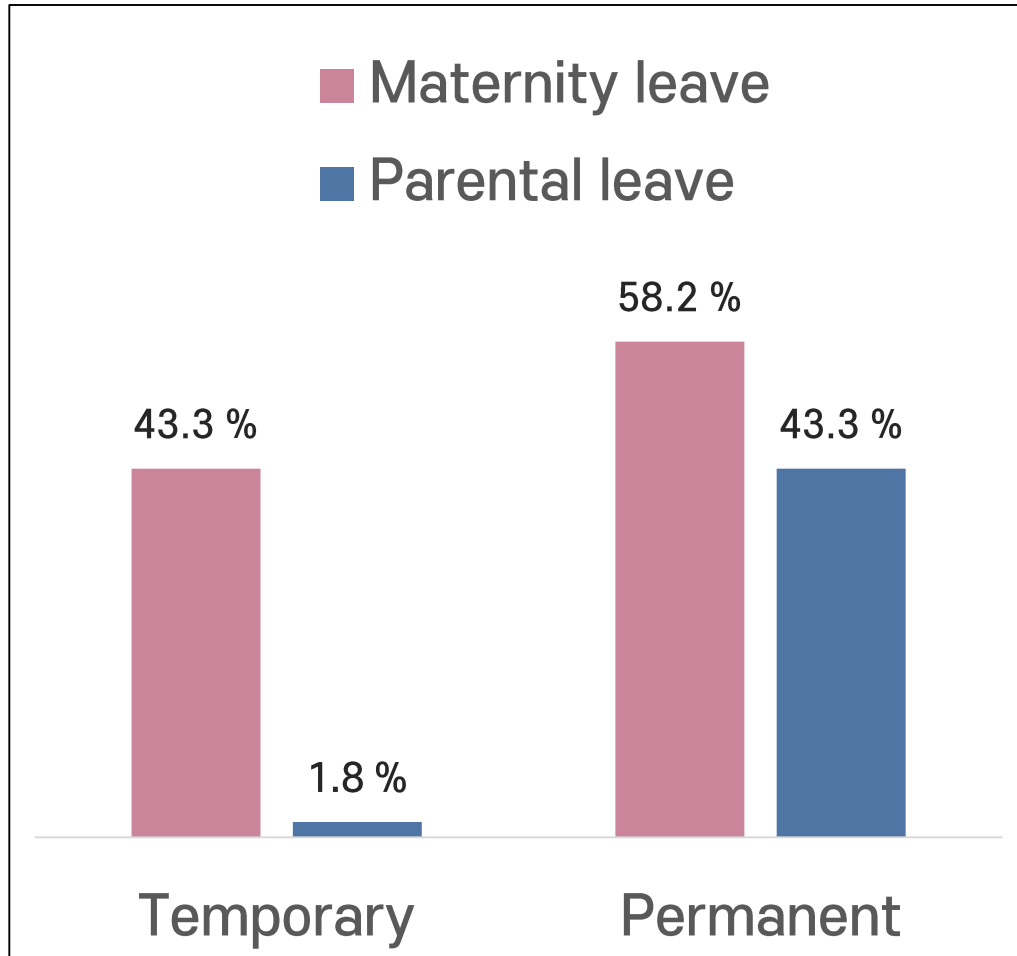
From Statistics Korea



From OECD statistics

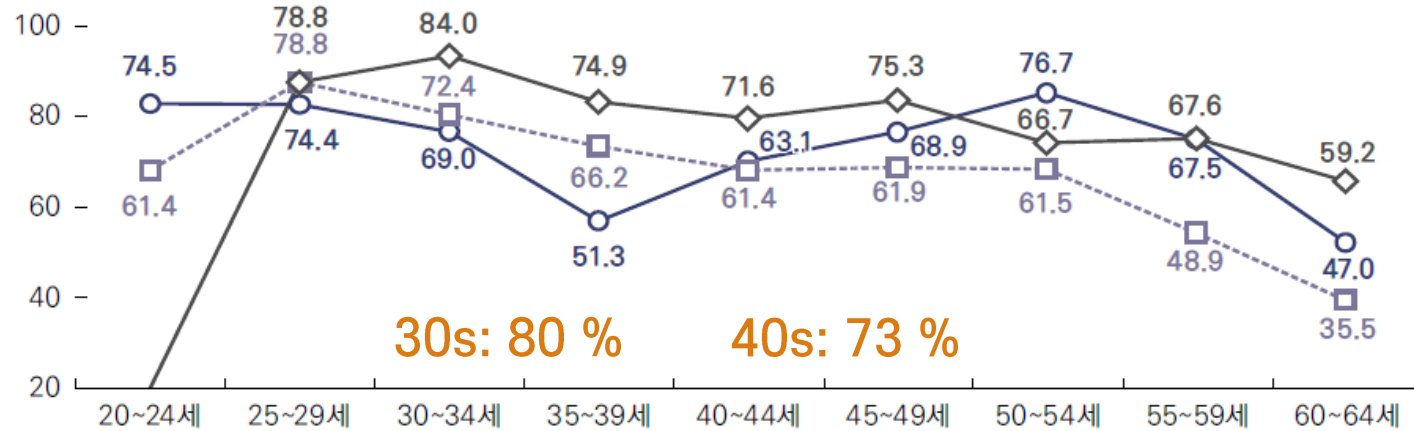
# The ratio of using maternity & parental leaves

For firstborn child,

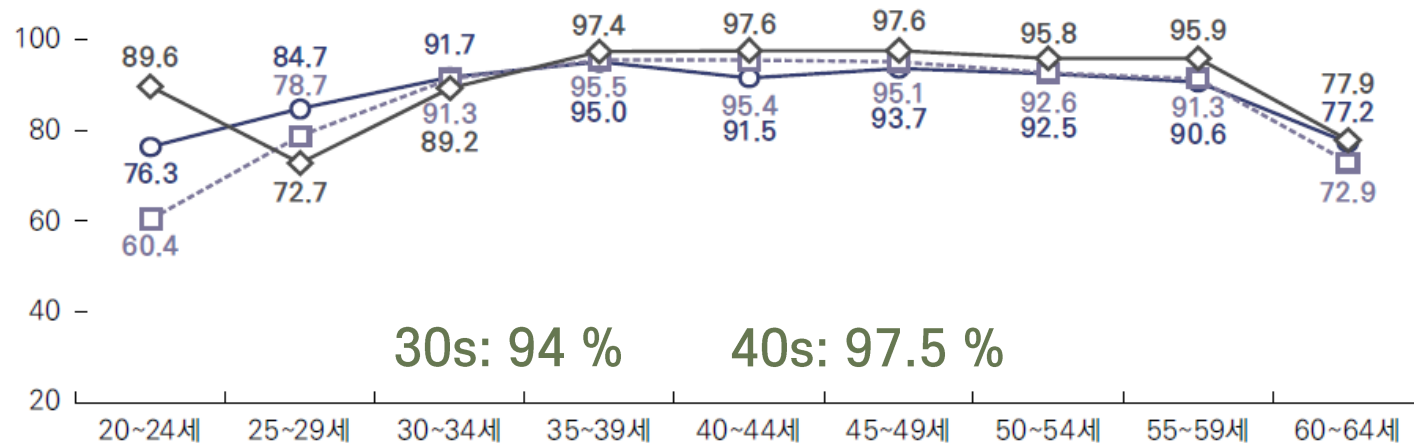


# Labor force participation rate (2020)

## Women



## Men

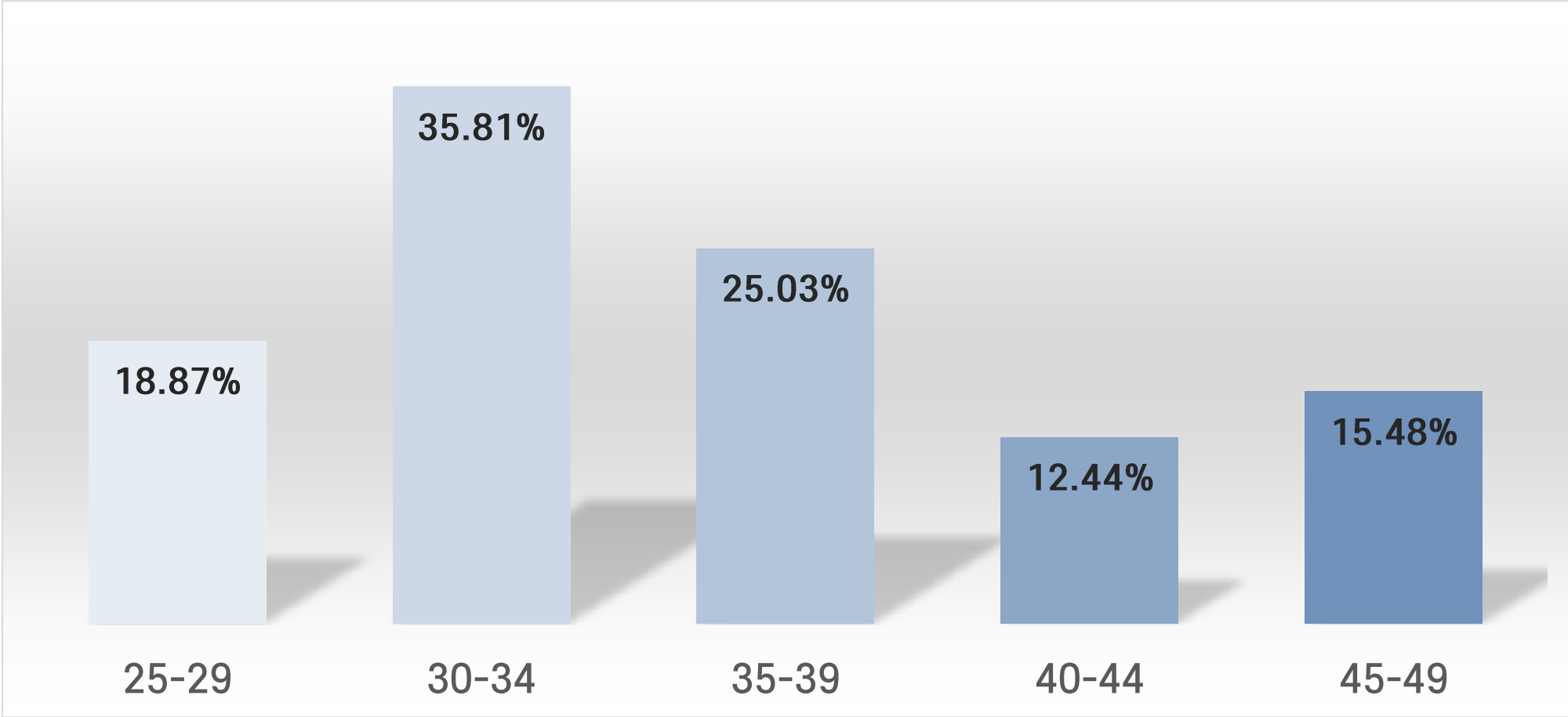


- Undergraduate (2-3 yrs)
- Undergraduate (4 yrs)
- ◇ Master & Doctor

**Difference of labor force participation rate between young men and women**

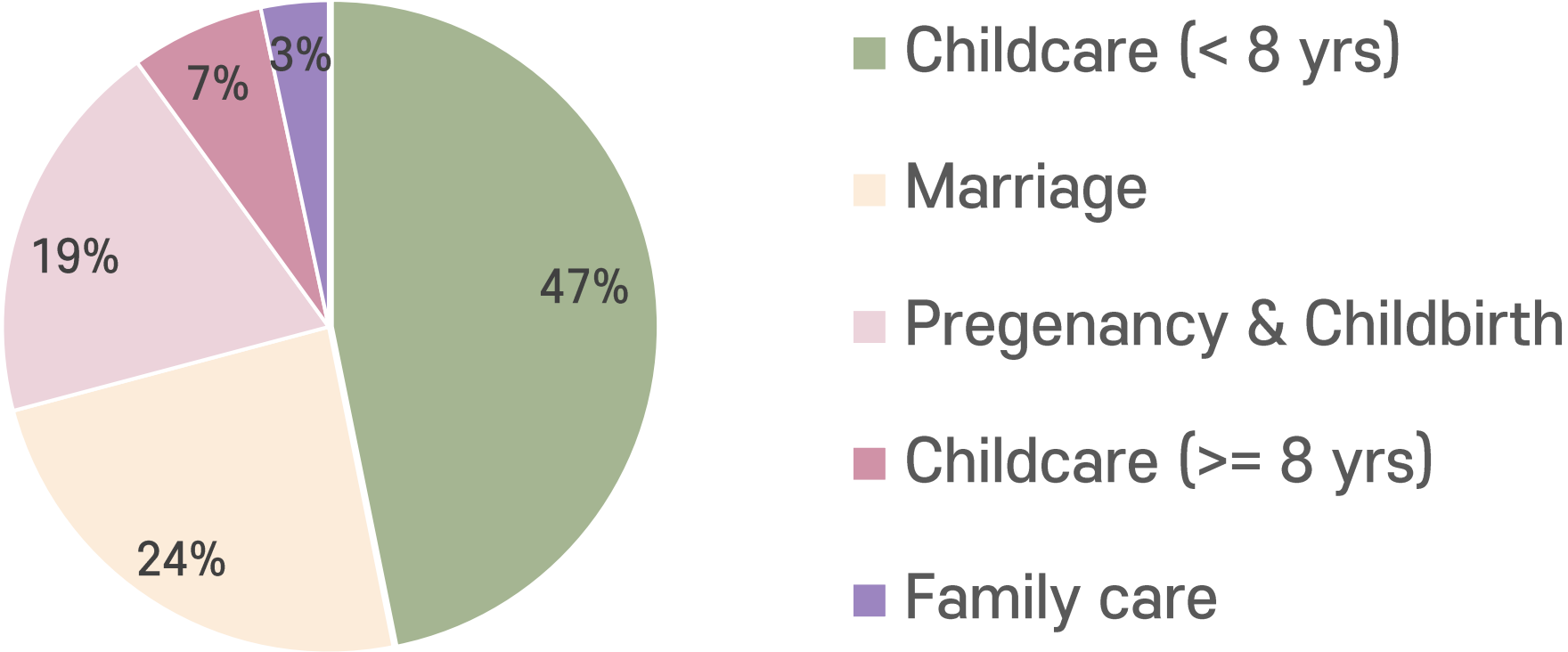
**= 14 ~ 25 %**

# Ratio of married women with career break after obtaining their degrees in graduate school



From Korea foundation for women in science, engineering and Technology

# Career break reasons for women with Master/Doctoral degree in natural science



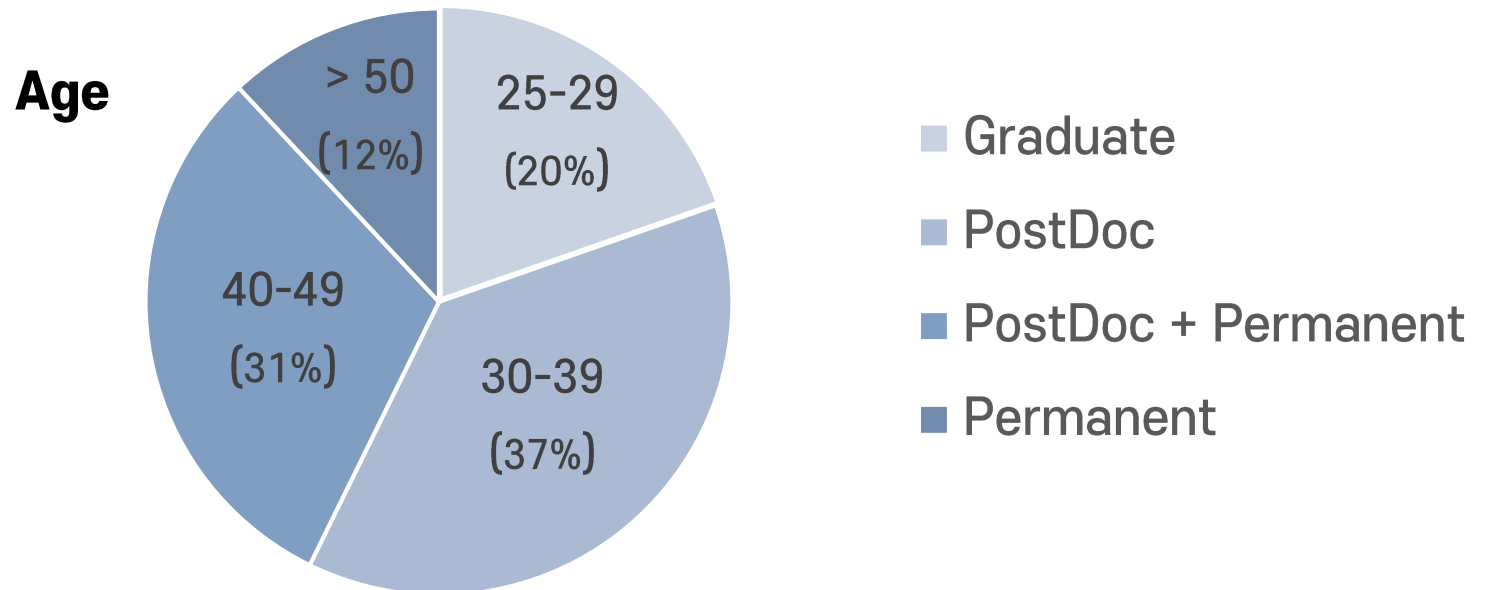
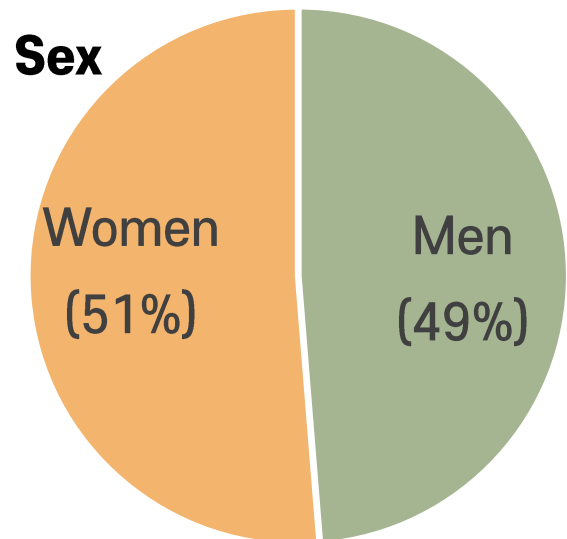
From Korea foundation for women in science, engineering and Technology

# Survey for career break in KAS

## [Purpose]

- Understanding career break in KAS depending on sex, age, affiliation, and marital status
- Figuring out the reasons causing career breaks in KAS
- Providing possible solutions for alleviating career breaks in KAS

Using Google Forms → 117 Answers





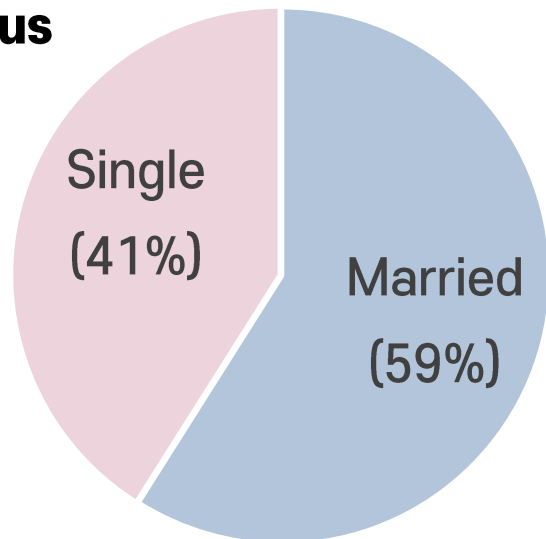
# Survey for career break in KAS

## [Purpose]

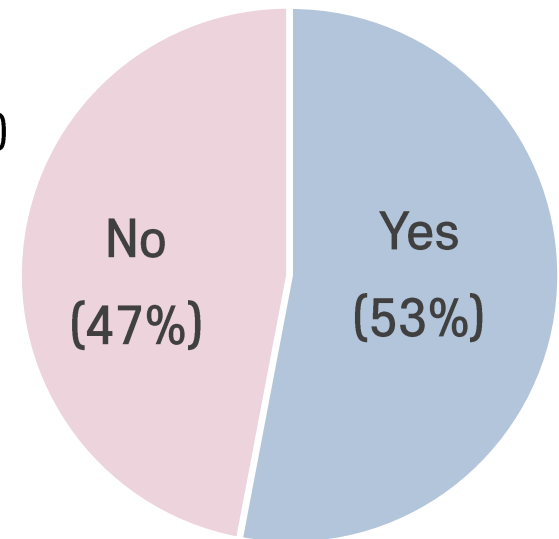
- Understanding career break in KAS depending on sex, age, affiliation, and marital status
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### Marital status

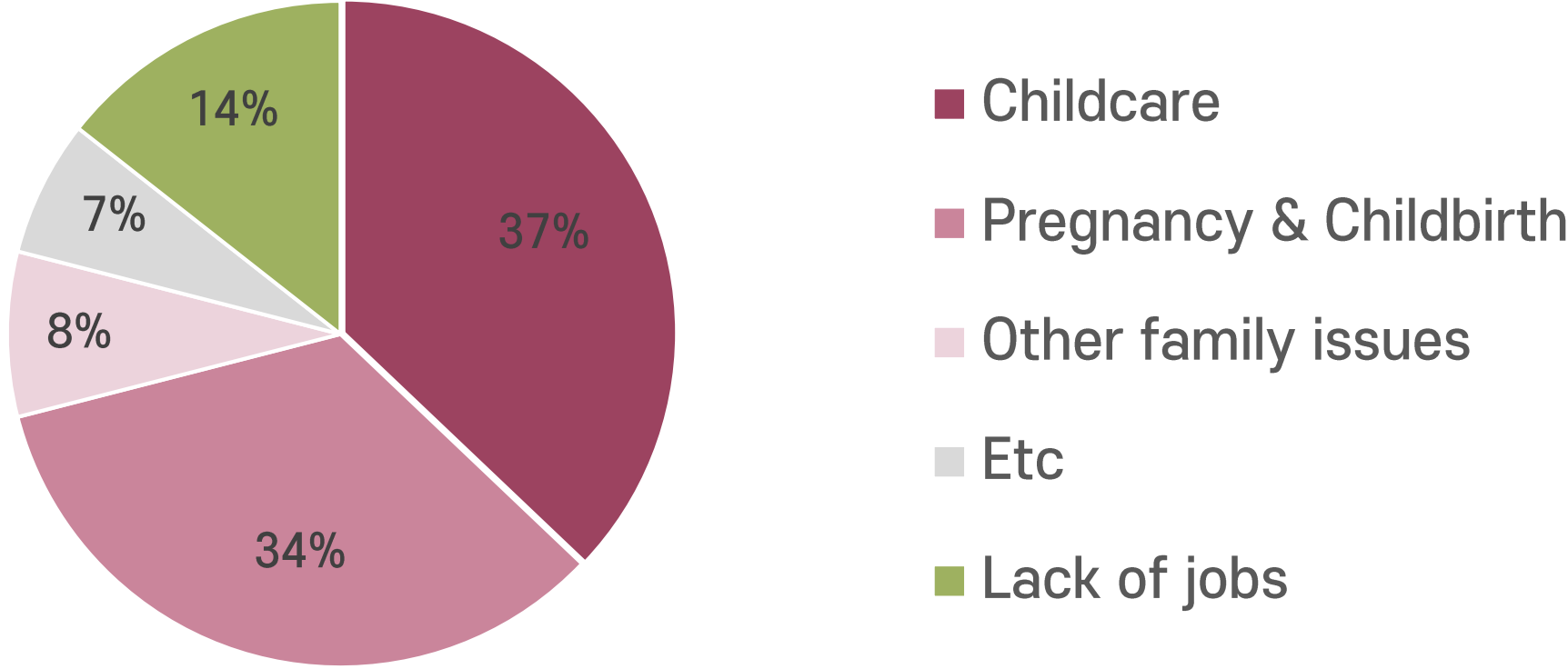


### Career break for familial reasons (including indirect experience)



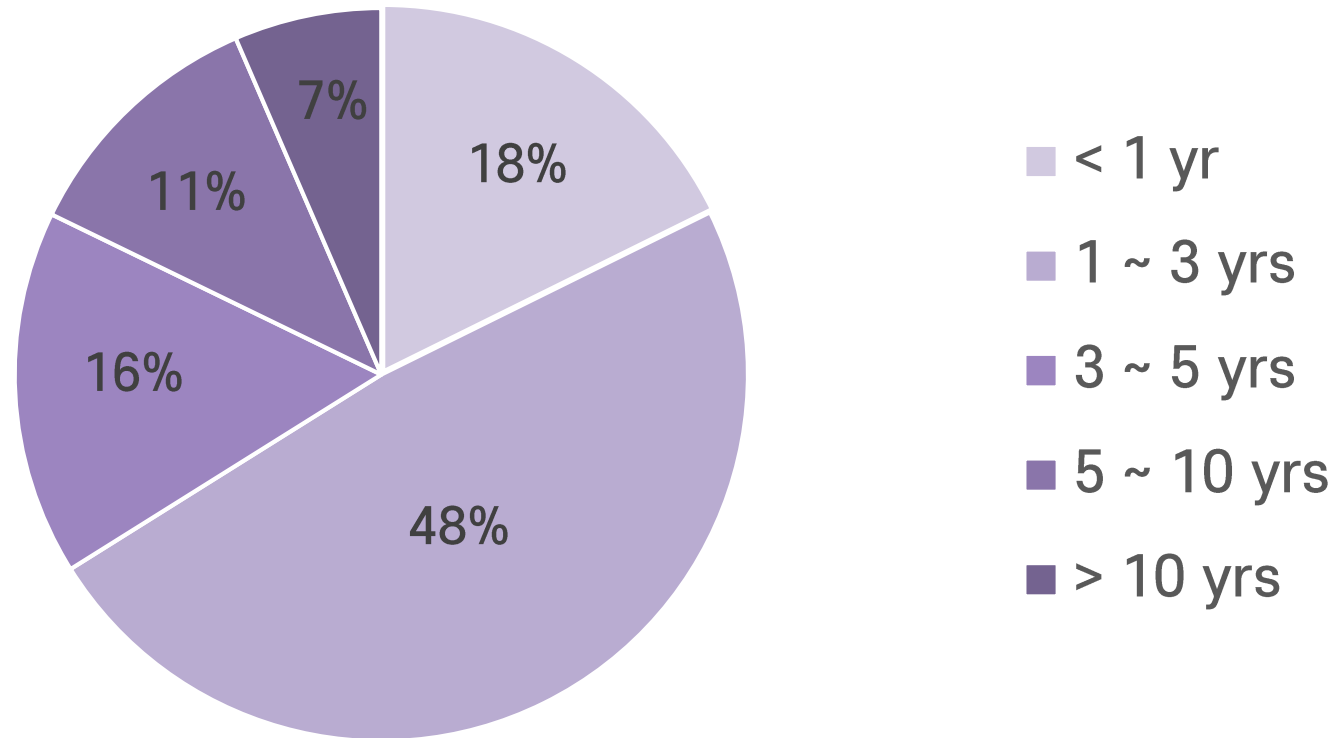
# Reasons for career break in KAS

For people who have experienced or witnessed career break



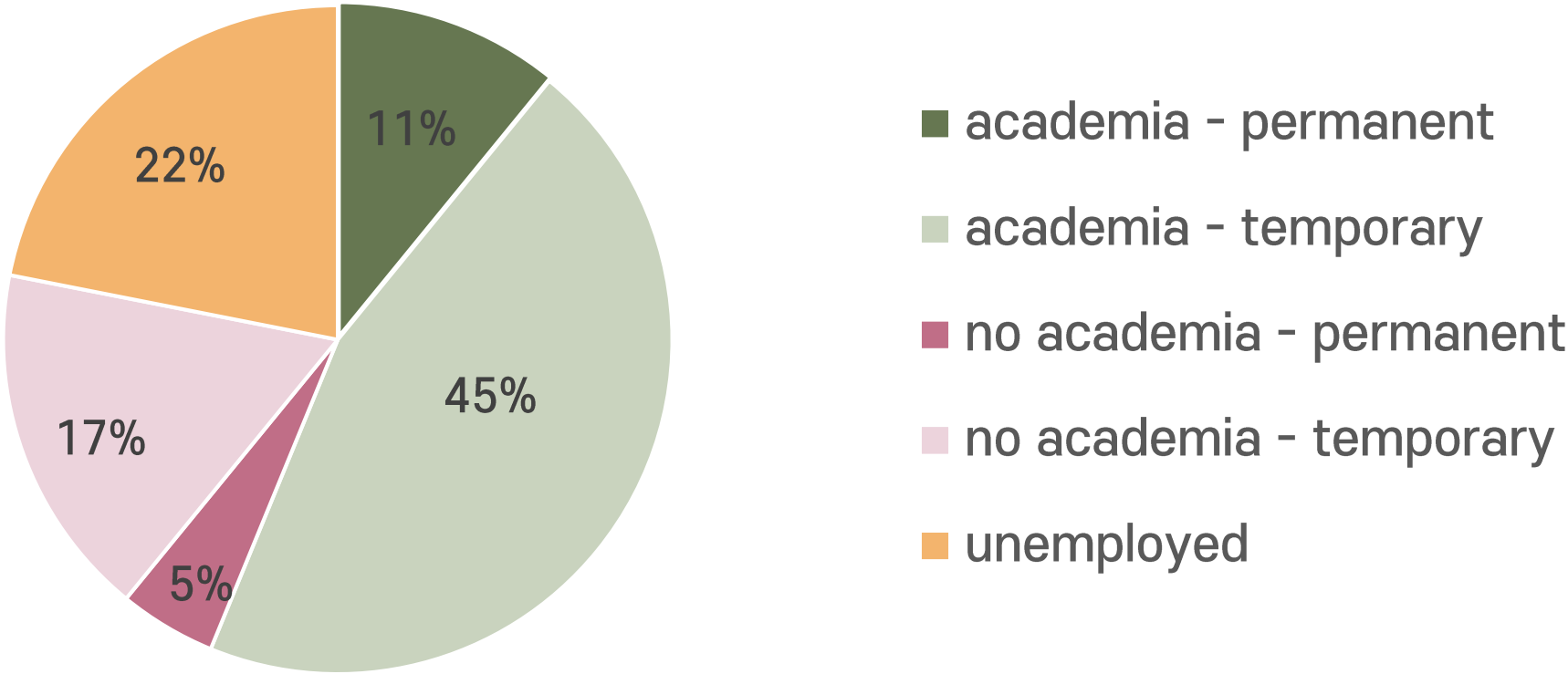
# Total period of career break

For people who have experienced or witnessed career break

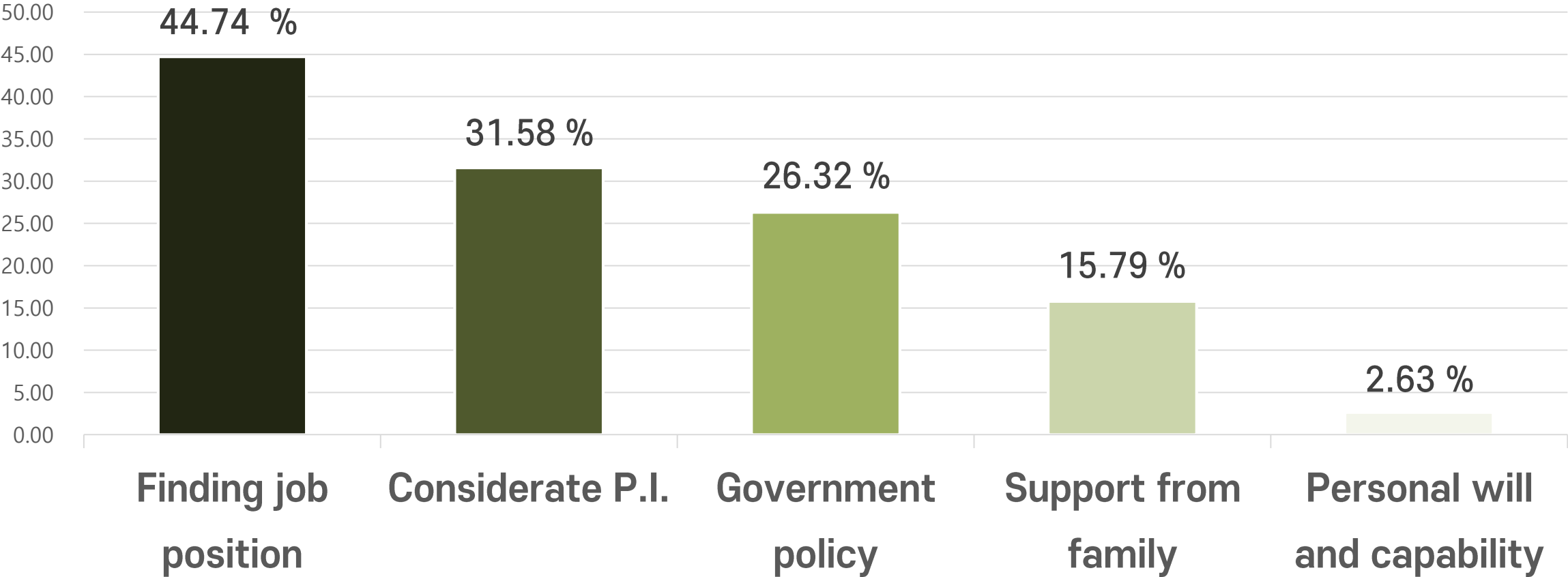


# Re-employment of women with career break

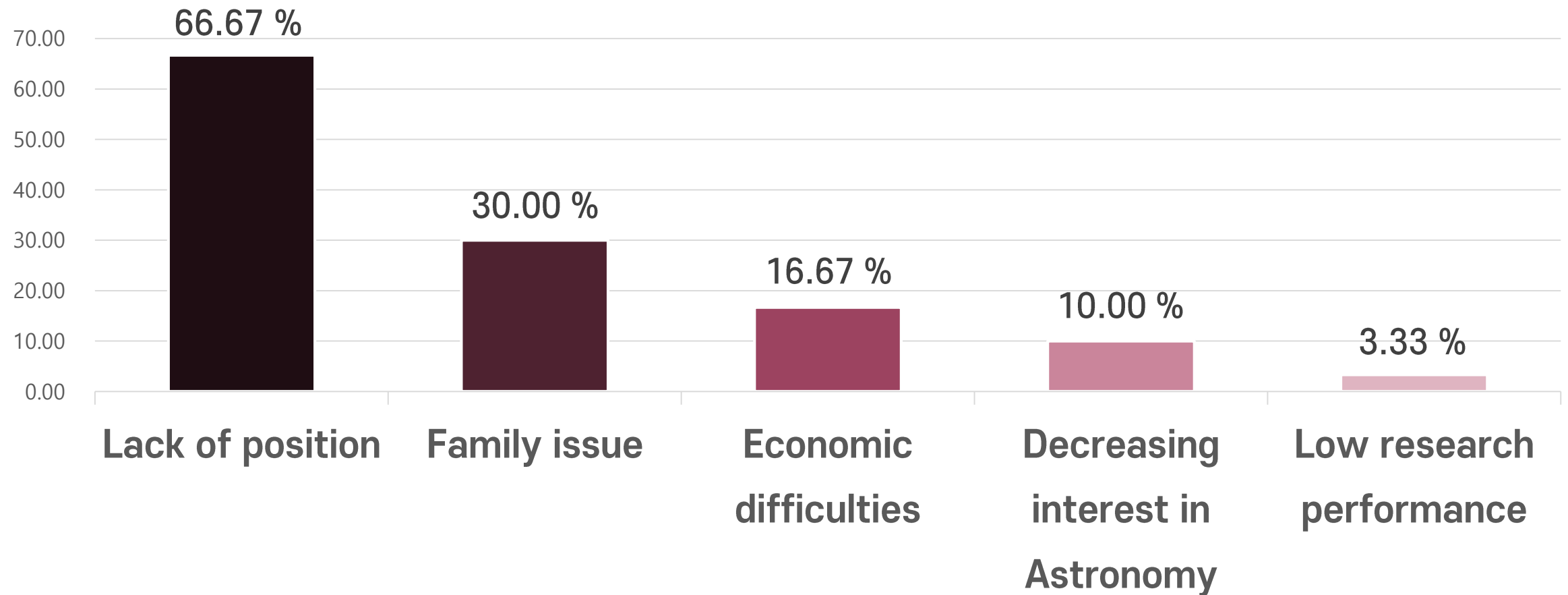
For people who have experienced or witnessed career break



# Reasons **enabling** women with career break to return to academia (multiple choices available)

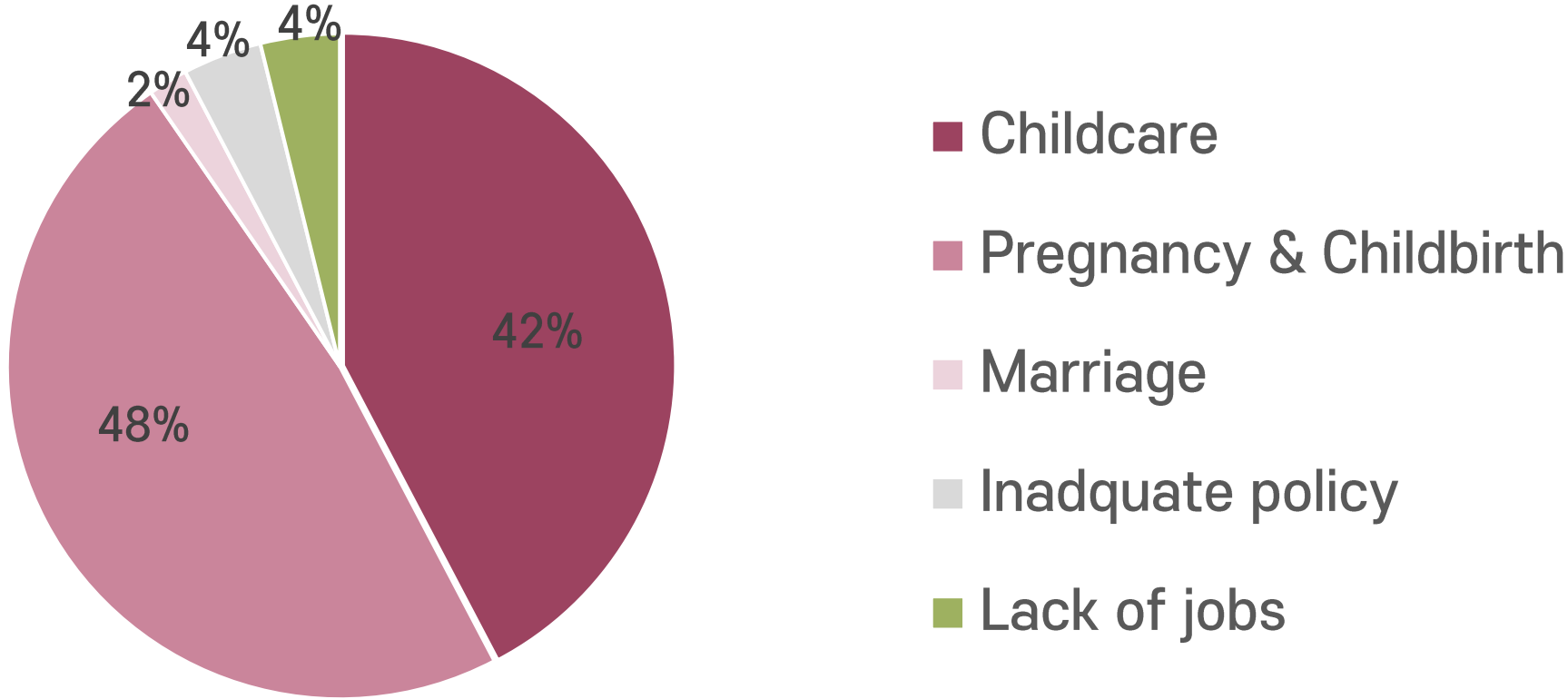


# Reasons why women with career break are **hard** to return to academia (multiple choices available)



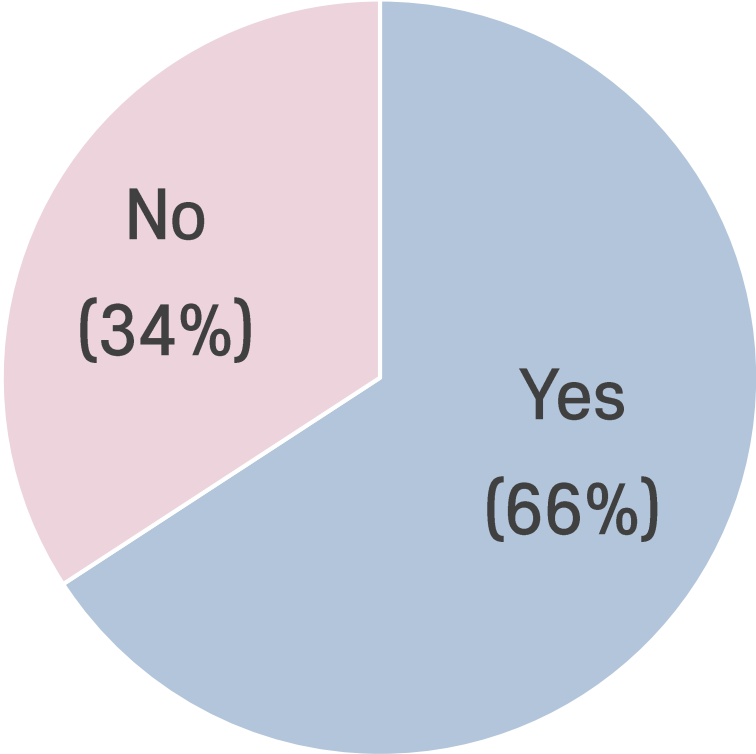
# Reasons for career break in KAS

For 53 people who **don't** have experienced or witnessed career break



# Whether you're worried about career break

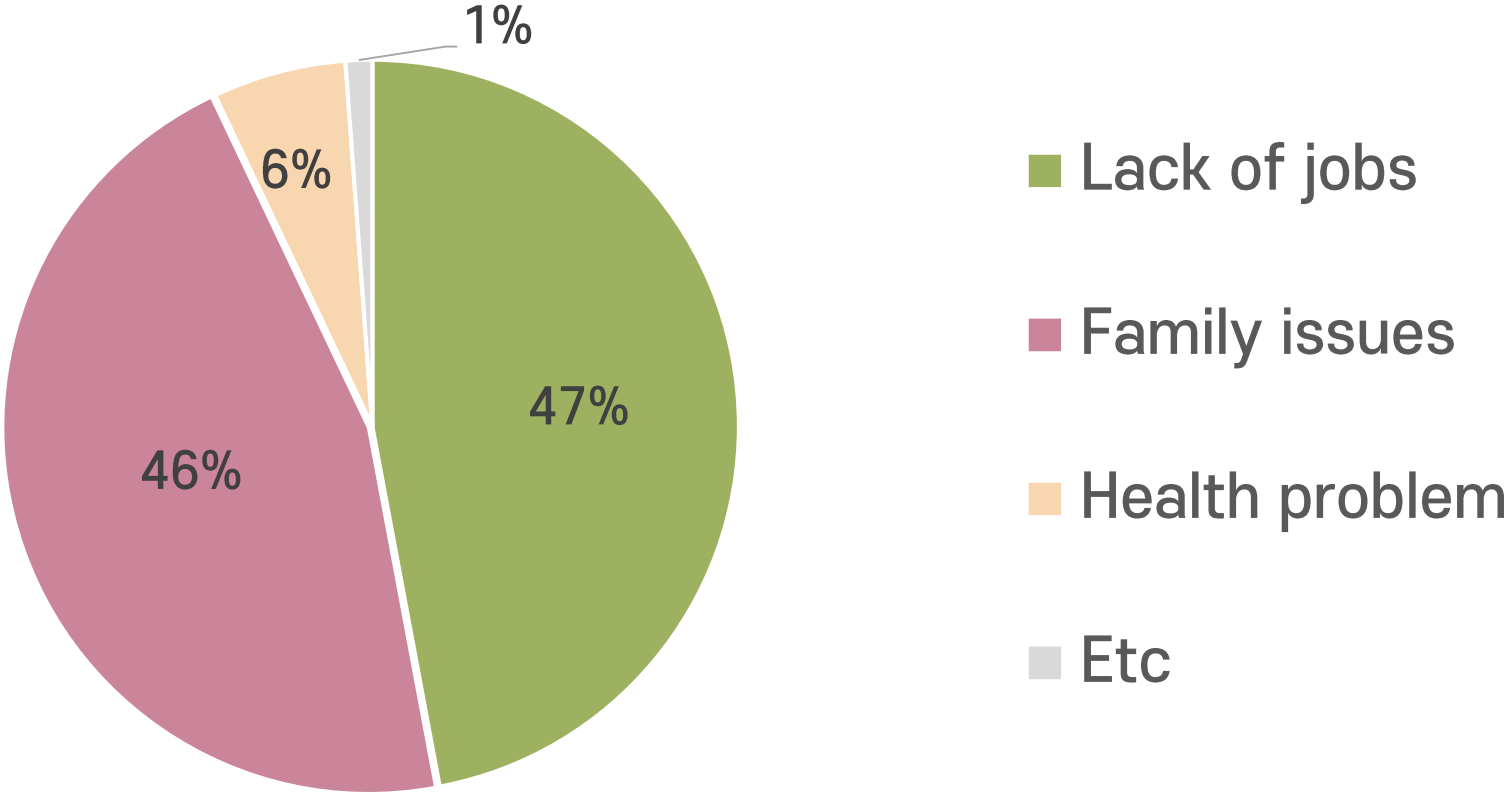
For all 117 people who respond to our survey





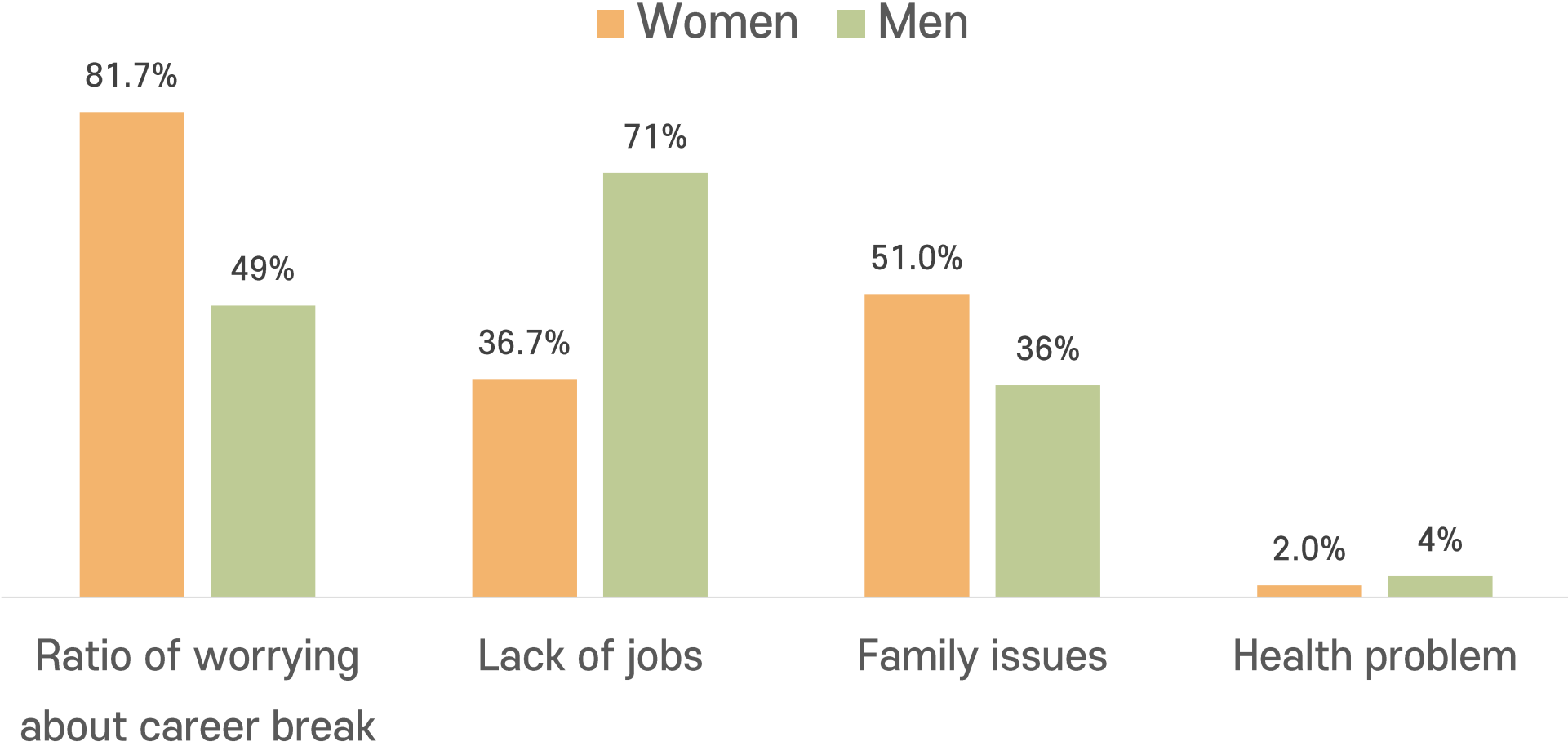
# Possible reasons for future career break

For 85 people who worry about career break in the future



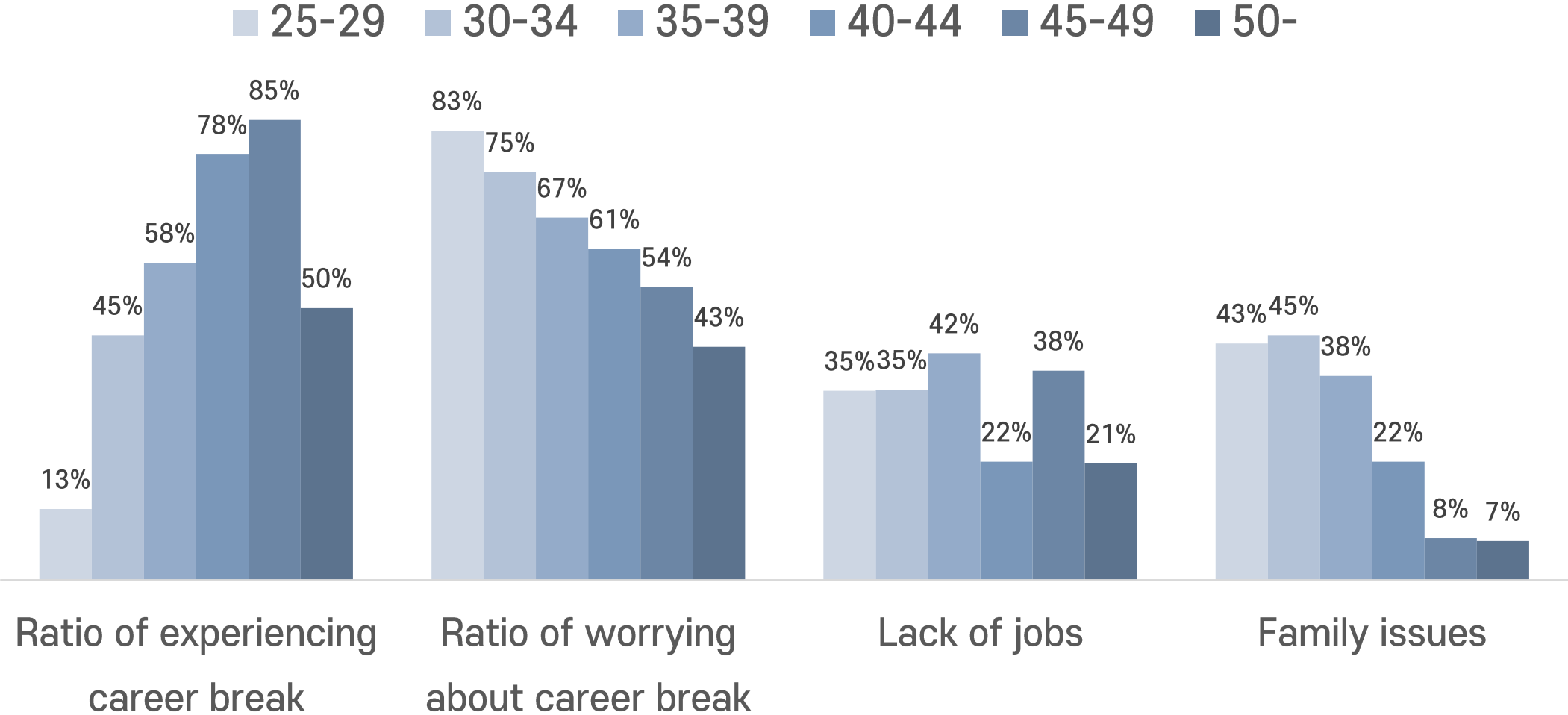
# Possible reasons for future career break

For 85 people who worry about career break in the future



# Possible reasons for future career break

For 85 people who worry about career break in the future



# Possible solutions for career break

For all 117 people who respond to our survey

