

**WITS**

women in technology  
and science

# **Presentation to Women Entrepreneurs**

**Jan 17<sup>th</sup> 2005**

Dr Ena Prosser  
Co- Chairperson, WITS

# Overview

- Introduction to WITS
- Some facts about Women in SET
- WITS project
- Issues facing a voluntary, non-profit networking organisation



# What is WITS?

- Women in Technology and Science (**WITS**) was inaugurated in November 1990 to actively promote women in science in Ireland.
- The association has members from a broad range of scientific, engineering and technological backgrounds including teachers, computer experts, technicians and journalists.
- **WITS is a voluntary , non profit organisation with no affiliation or funding with any agency or government**
- **WITS creates ideas, seeks funding based on projects and has no staff or formal office**
- Mrs Mary McAleese, President of Ireland is Patron of WITS



# WITS Aims

- I. Enabling women scientists and technologists to **meet and correspond**.
- II. Providing a **support and information network** for women working in science and technology
- III. Promoting **co-operation between women scientists** and technologists in all aspects of scientific and technological endeavour
- IV. **Holding and promoting meetings** on subjects relevant to the interests of women in scientists and technologists.
- V. Informing **public attitudes** on the participation of women in science and technology.
- VI. Encouraging the participation of **young women** in science and technology.
- VII. Promoting the **investigation of the role and influence** of women in Irish science and technology.
- VIII. **Examining science policy** and its implications for women scientists and technologists.
- IX. **Establishing links** with existing scientific and technological organisations and with groups promoting women in enterprise and equality for women. In establishing such links due account will be taken of the interests of all WITS members and any such links will be of benefit to all within the WITS membership.



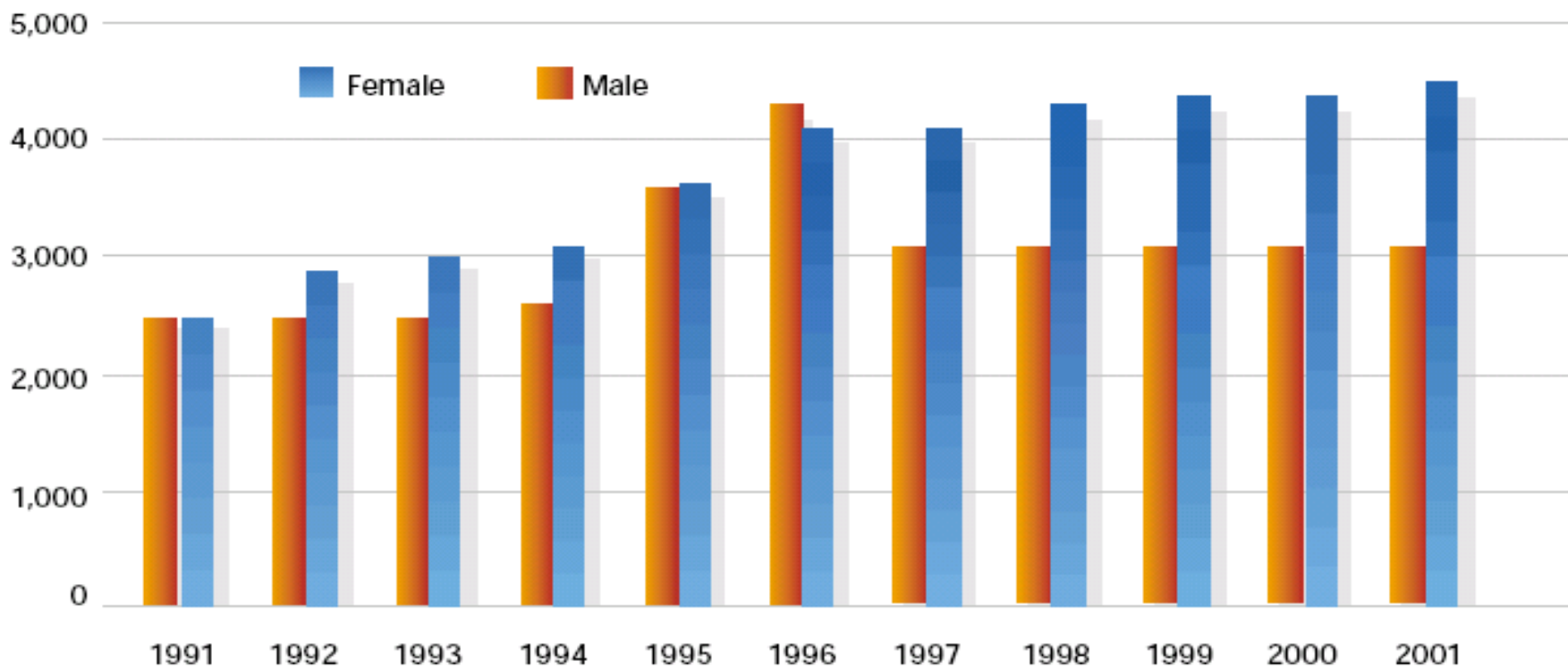


# WITS: executive membership

- Ena Prosser, Lisa Martinez (IBM), Frances Buggy (formerly ISA) as co-chairs
- Executive Members
  - Miriam Lee ( translator)
  - Dr Clare O’Connell ( Biochemist)
  - Aileen McGrath, Analab
  - Jane Hanly (retired, UCD biology)
  - Dr Ena Walsh, RCSI
  - Dr Sally Cudmore, APC, UCC
  - Hilda Martin, Health and Safety Authority

# WITS WIN: Dept of Ed: gender data 1990 !

Women in Science: Gender Breakdown of Under-Graduate Science Students in Higher Education Institutions, 1991-2001



Source: Higher Education Authority

# Where are these Women?

## Distribution of R&D Personnel, 2001

	PhD Researchers	Non-PhD Researchers	Technical	Support Personnel	Total
Full Time Equivalents	597	5,374	1,748	1,407	9,126
% of Total R&D Personnel	6.5%	58.9%	19.2%	15.4%	100%
<i>of which:</i>					
% Male	82.9%	79.1%	76.5%	64.7%	76.6%
% Female	17.1%	20.9%	23.5%	35.3%	23.4%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Source: Forfás

# Women in decision making in Ireland

	Percent Women	
	2002	1997
County Enterprise Boards	23.6	24.5
Health Boards	21.7	13.5
Selection of Public Bodies with SET bias	25.3	27.2
<i>No of female chairs on these bodies</i>	<i>3/29</i>	<i>2/29</i>

# Women in decision making in Ireland

<b>Position</b>	<b>percent women</b>
Government ministers	20.0
Ministers of state	5.9
Secretary generals	6.7
State companies- CEOs	11.7
Presidents/ directors of colleges, universities	3.8
Deans of science/ engineering faculties	7.0
Chairs of regional assemblies and authorities	11.1
Chief executives of county enterprise boards	16.7
Directors of county development boards	17.6
Chief executives of VECs	9.4
Chairs of health boards	21.7
<b>Average</b>	<b>12.0</b>

# International Reports

A Report  
on  
Women in Science,  
Engineering,  
and Technology  
from  
The Baroness Greenfield CBE  
to the Secretary of State  
for Trade and Industry



**S E T  
F A I R**


Dr Jan Peters

Dr Nancy Lane OBE  
Professor Teresa Rees  
Dr Gill Samuels CBE

# THE 3Rs

## Recruitment Retention Returning




A report following a debate about why there aren't more women  
in the physical sciences, engineering and technology



Produced by

Institute of **Physics** 

with support from

# WITS : Talent Bank

- Launched in Nov 2004
- The aim of the project is to dramatically increase the number of women appointed to boards in the scientific, technological and industrial arena.
- 150 experienced and talented women, compiled following a nationwide trawl during 2003-04.
- Available to those who appoint boards
- Funded by Dept of Justice Equality & Law Reform
- WITS will name and shame annually!
- 6 specific appointments related to Talent Bank



*NCI director, Prof Joyce O'Connor (left), and WITS chairperson, Dr Eucharía Meehan*



# WITS : Talent Bank

- **SET Background**
- Science 59%
- Engineering 15%
- Technology 19%
- Other 7%
- **Sector**
- Private sector 32%
- Public sector 33%
- Higher education 35%
- **Location**
- Dublin 62%
- outside Dublin 38%

# Role Model Project : a multiplier!

- Aim to help institutions and teacher encourage girls to think of a career in science and engineering
- A career guidance CD for school girls, featuring women role models with exciting and varied careers in science, engineering and technology
- The Role Model CD-Rom, profiling 40 women role models has been sent to all post-primary schools in the country. Read the profiles of the 40 women role models.
- launched on May 28th 2003, by Noel Dempsey TD, Minister for Education & Science

# ROLE MODEL PROFILES



## OCCUPATION:

**SCIENCE**  
**ENGINEERING**  
**TECHNOLOGY**

▶ **WITS - Women in Technology and Science.**

▶ Have you ever wished you could meet a woman who designs bridges or one who works in a hospital lab identifying harmful bacteria, or a woman who forecasts the weather or one who designs software packages? There are many women doing these jobs and more. But what do they involve, what is it really like and would I be interested in doing it too?

In this CD-ROM forty women scientists, engineers and technicians share their experiences and tell about the day-to-day reality of their jobs. They provide a picture of the wide variety of rewarding exciting and well-paid jobs which scientific, engineering or technological training provides. We hope you find it interesting!

## OCCUPATION:

**SCIENCE**  
**ENGINEERING**  
**TECHNOLOGY**

▶ **WITS - Women in Technology and Science.**

▶ Highway Design Engineering  
▶ Mechanical Engineering  
▶ Public Lighting Engineer  
▶ Lecturer in Technology Management  
▶ Aerospace Engineer  
▶ Software Engineer  
▶ Civil Engineer  
▶ Post-Production Sound Mixer  
▶ CAD Technician  
▶ Health and Safety Manager  
▶ Production Supervisor  
▶ Injection Moulding Engineer  
▶ Materials Engineer



# New Opportunities for Women

This project was developed with :

**WITS/GOLDEN VALE/GREENCORE & KERRY GROUP**

It delivered:

- Integrated Strategy for EO in Food Sector
- Awareness Programme
- Management Development Programme - UCC
- Career Development Modules

- WITS co-ordinator: Sara Bourke

- Funded by :  
EU commission **NOW (New Opportunities for Women)**



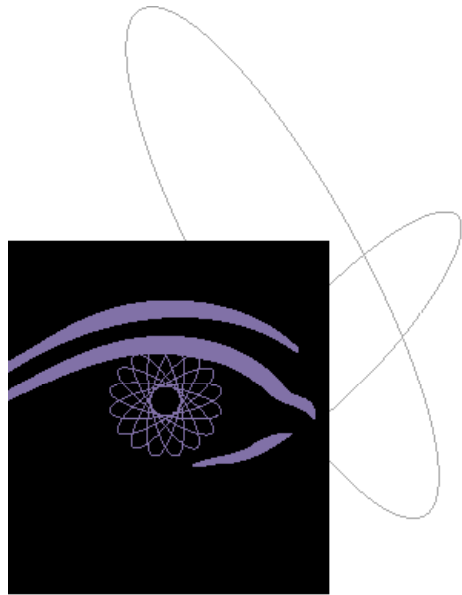


# WITS WORK Programme 2005

- WITS WORDS
- WITS meetings
- PROJECTS:
  - Talent Bank Project – implementation plan
  - Role Models Project – impact assessment
  - *NOW follow-up on MA students 10 years later.*
  - *Re-launch of WITS history of women in Ireland ?*
  - *Networking Directory- 2<sup>nd</sup> edition?*
  - Conferences in 2005
    - Dedicated sessions in Opto Ireland (RDS) & BAAS (Sept, Dublin)
    - Special EGM on the future of WITS

# Conclusion

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