



# FOR A SUSTAINABLE RESEARCH ECOSYSTEM : A KOREAN PERSPECTIVE

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# Among 10 Issues

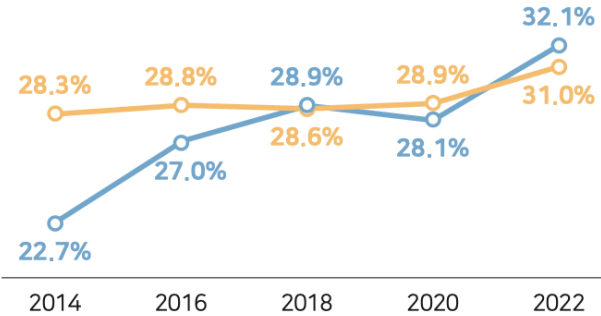
- (3) Enhancing core facilities with Ph.D. holders
- (8) Reducing the burden of education on households
- (9) Breaking free from the "activity traps" of academia

➔ Focusing on gender disparity & young researchers at STEM in Korea

## Graduation-Recruitment Gap

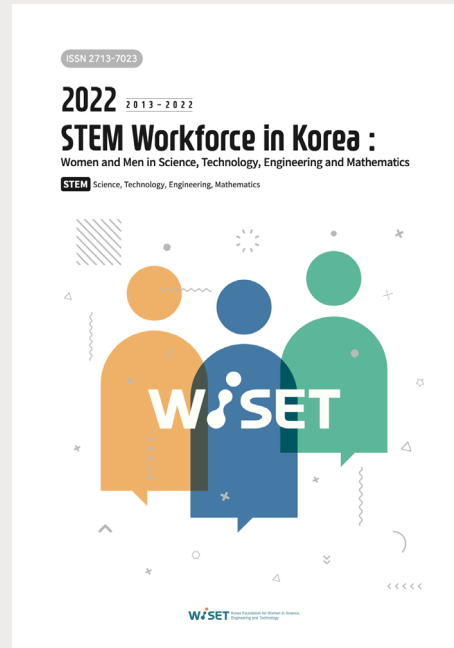
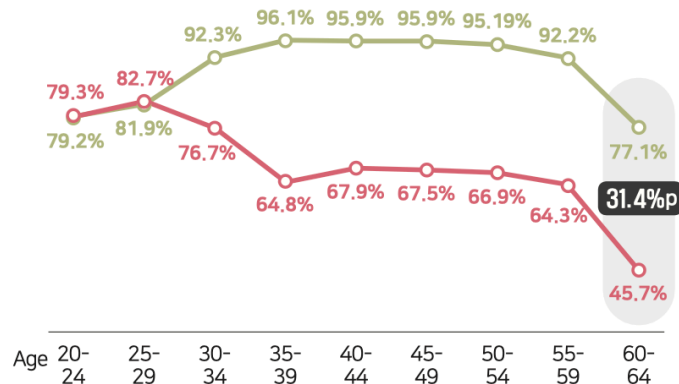
» Gap between the Ratio of STEM Majored Female Graduates-Newly Hired(2014-2022)

- Ratio of female graduates in STEM majors
- Ratio of newly hired permanent female workers among STEM R&D workforce



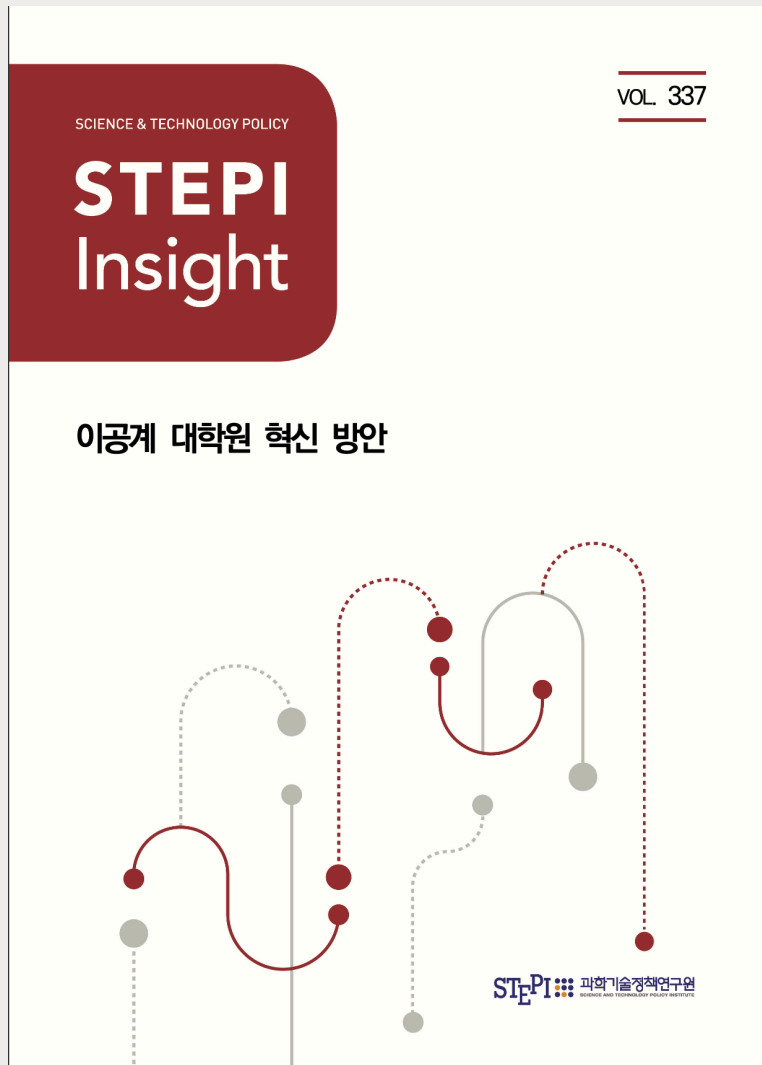
## Labor Force Participation in STEM

» Labor Force Participation Rate of STEM Majors by Gender and Age(2022)



# WOMEN@STEM IN KOREA

Quantitative Growth since  
the 2000s through Policy  
Efforts, but...



Innovation Plan for Graduate Schools in  
Science and Engineering

# Enhancing the STEM Workforce in Korea – Young Researchers

## Major Barriers to enhancing the STEM Workforce

1. Gap between societal demands and workforce development in science and technology
2. Lack of established culture for collaborative research
3. Insufficient support for graduate students
4. Precarious conditions for postdoctoral researchers

## Innovating Graduate Education

: Shift support from individual researchers to institutions or departments to enhance workforce development, support early-career researchers, and ensure researcher stability.

# The Popularized Feminism & Young Women@STEM in Korea

## Abstract

Beyond AI Ethics:  
Developers as Situated Subjects and the  
Possibility of Feminist AI

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AI ethics and algorithmic fairness have become important policy areas to address the potential harms of data-driven algorithms that reproduce and amplify inequality, social conflict, and hatred. Drawing on insights from feminist science and technology studies, this article critically examines the depoliticizing effect of the current policies and technical discussions on AI ethics and proposes the possibility of feminist AIs. Furthermore, it brings attention to the potential and capacity of young women (and differently marginalized) developers in the AI industry who have considerable interest in the social impact of AI technology. Their 'situatedness' simultaneously poses the need and possibility to 'do AI' differently. Greater attention should be paid to the role of women developers as practitioners who can utilize their 'partial perspectives' to do feminist AI.

## Keywords

artificial intelligence, AI, situatedness, Donna J. Haraway, developer, feminist science and technology studies

## [Abstract]

**Feminists in the Laboratory:  
Women Scientists in the Era of Popularized Feminism and “Doing  
Science as a Feminist”**

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Discussions on the critiquing of the masculinity of science and proposing feminist science as an alternative form have been ongoing for over three decades. Building on this accumulated body of feminist science studies and practices, the authors of this paper previously conceptualized feminist science as “doing science as a feminist.” This article goes beyond theorizing the concept of “doing science as a feminist” by engaging directly with feminist scientists to explore the practical possibilities and limitations of this approach. The feminist scientists highlighted in this study are women graduate students in their twenties who have come of age during the era of popularized feminism. They self-identify as feminists and navigate their identities as scientists, encountering unique challenges and questions shaped by their experiences in laboratory cultures as feminists. This paper analyzes their voices through four themes: experiences of feminist backlash, critiques of science from a feminist perspective, concerns about feminist scientific practice, and efforts to embody the concept of “doing science as a feminist.”

**Key words:** feminist science, women at STEM, female graduate students, feminism popularization, gendered innovation

- Feminist Critique of S&T
- Doing feminist S&T

# Thank you!

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