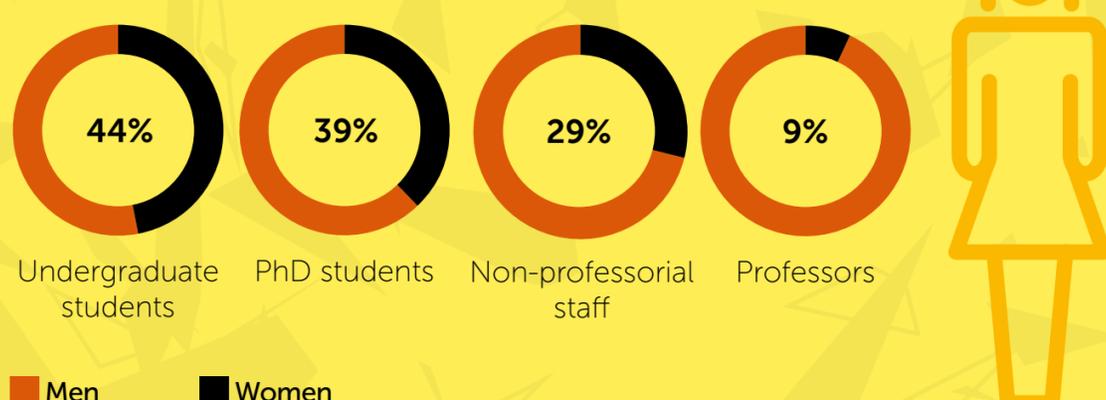


WOMEN IN CHEMISTRY ARE FACING BARRIERS TO PROGRESSION

99%

of female chemists in UK academia can evidence the lack of retention and progression of women

The proportion of women falls as chemists advance through key career stages.



Women in academia are being disproportionately affected by:



Funding structures that create uncertainty and unnecessary pressure



An inflexible and **unsupportive academic culture**



A need to **choose** between a career and other responsibilities

93%

of survey respondents believe that it is up to the chemical science community to tackle the issues of attrition and progression

It's time to break the barriers down:



Funders: balance your short- and long-term funding structures



Academic institutions: lay the foundations for a fair and healthy working culture



Everyone: enforce a zero-tolerance approach to bullying and harassment

Gender parity is just one outcome of a healthy, equitable and well-run system that works for everyone in the chemical sciences.

We can build this system **together** if we **act now**.

#ChemEquality
rsc.li/ChemEquality

