



EquityRx



FIPWiSE

Advancing women in science
and education worldwide

2024 FIPWiSE Activity Report

The [FIPWiSE](#) (FIP Women in Science and Education), launched on 11 February 2020 to mark the United Nations' (UN) International Day of Women and Girls in Science, is a transformative initiative aimed at championing and empowering women in pharmaceutical sciences and pharmacy education. FIPWiSE aspires to enable women to achieve their fullest potential while inspiring future generations to join these fields by fostering confidence, highlighting achievements, and addressing inequities.

Through its global network of experts and dedicated volunteers, FIPWiSE has delivered a variety of impactful initiatives, including podcasts, toolkits, publications, digital events, and the "FIPWiSE Rising Stars" list. These efforts not only celebrate the successes of women in science and education but also spotlight the persistent challenges they face, offering actionable and sustainable solutions.

Aligned with the FIP Development Goal 10 (Equity and Equality) and the UN's Sustainable Development Goal 5 (Gender Equality), FIPWiSE is part of FIP's broader [EquityRx](#) portfolio. In this report, we celebrate the initiative's achievements, reflect on its progress, and share key highlights from its journey in 2024.

To mark the 4th anniversary of FIPWiSE and the 9th International Day of Women and Girls in Science in 2024, the following actions were taken:

- Dr Bahijja Raimi-Abraham was welcomed as the new FIPWiSE chair.
- An [article](#) outlining the strategic vision for FIPWiSE was published, centred around three key themes:
 - Global empowerment and inclusivity,
 - Enhancing visibility and advocacy, and
 - Nurturing future leaders.

This was complemented by a [social media post](#) advocating for improved data collection, fostering inclusivity, and championing the rising stars of tomorrow.

- The FIPWiSE Working Group Annual Meeting was held online, where the group welcomed the new chair and discussed plans and collaborative initiatives with stakeholders for 2024.
- A digital event titled "[Gender equity in the health workforce: Accelerating progress](#)" was hosted in collaboration with the FIP EquityRx programme and Women in Global Health. The event, held on International Women's Day, explored the challenges women face in the health and pharmacy sectors, highlighting gender equity gaps and advocating for inclusive practices.

- FIPWiSE supported the digital event “[Reducing inequities in the health and pharmacy workforce: The importance of maternity and parental leave policies](#),” addressing discrimination against pregnant women and mothers and advocating for equitable policies. Among the speakers, two members of the FIPWiSE Working Group contributed their expertise to the discussions.
- The [FIPWiSE Interview Series](#) was launched, featuring three episodes highlighting exceptional women in science and education. These episodes showcased women who have succeeded, made significant innovations, or reached notable career milestones. In the [first episode](#), Dr Linda de Graaf and Dr Anne Lewerenz, members of the organising committee, European Women Pharmacists Meeting, spoke about their careers as women in the pharmaceutical field. In the [second episode](#), past FIPWiSE chair Prof. Claire Thompson interviewed the new FIPWiSE chair Dr Raimi-Abraham. Prof. Thompson introduced the new chair, discussed her passions and plans for the FIPWiSE and how she became fearless about tackling challenges, driving change, and advocating for women in science and education. They also discussed FIPWiSE's positive practice environments toolkit, focusing on creating a positive and safe work environment. The [third episode](#) explored insights on building a gender-equal health workforce, ensuring decent work conditions, and achieving work-life balance, featuring perspectives from Dr Amanda Cavness, clinical pharmacist, Children's Hospital of The King's Daughters, USA; Dr Rayene Abdelhadi, past president, International Pharmaceutical Students' Federation, Algeria; and Dr Renly Lim, senior research fellow, Australia.
- FIPWiSE collaborated with the FIP Early Career Pharmaceutical Group to develop and implement a [mentorship programme](#). Members of the FIPWiSE working group served as mentors, and the programme was officially launched at the FIP world congress in Cape Town, South Africa, in 2024.
- The FIPWiSE Breaking Down the Barriers Survey was launched in the final quarter of the year to identify the factors affecting women in pharmacy and pharmaceutical work environments. We invite you to participate in the survey [here](#).

What is next?

FIPWiSE plans to conduct a summit on sustainable solutions for gender equity – leveraging technology and regulation at the 2025 [FIP congress](#) in Copenhagen, Denmark. We will also build on the important work achieved in 2024, including supporting the mentorship programme, progressing with the Breaking Down the Barriers Survey, and hosting more digital events. To ensure we stay aligned with our mission and deliver on our goals, we will also meet regularly with the FIPWiSE Working Group to plan and implement the year's initiatives.

It's set to be an inspiring and impactful year ahead!

We would like to thank all our team members, supporters and partners. If you are interested in the activities of the FIPWiSE, you can visit our [website](#) or contact Ms Nour Eltahla, FIP Equity and FIPWiSE Programme Manager at equity@fip.org.

Let's together advance women in science and education worldwide!

Dr Bahijja Raimi-Abraham, Dr Aysu Selçuk, and Ms Nour Eltahla
On behalf of the FIPWiSE Working Group