

**Commission on the Status of Women
Fifty-fourth session
New York, 1-12 March 2010**

INTERACTIVE EXPERT PANEL

**Access and participation of women and girls to education, training, science and technology,
including for the promotion of women's equal access to full employment and decent work**

Women's access to and participation in science and technology *

Submitted by

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* The views expressed in this PowerPoint Presentation are those of the author and do not necessarily represent those of the United Nations.

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UK Resource Centre for Women
in Science, Engineering and Technology



UNITED NATIONS
54th session of the Commission on the Status Of Women
New York, 4th March 2010

Women's access to and participation in science and technology

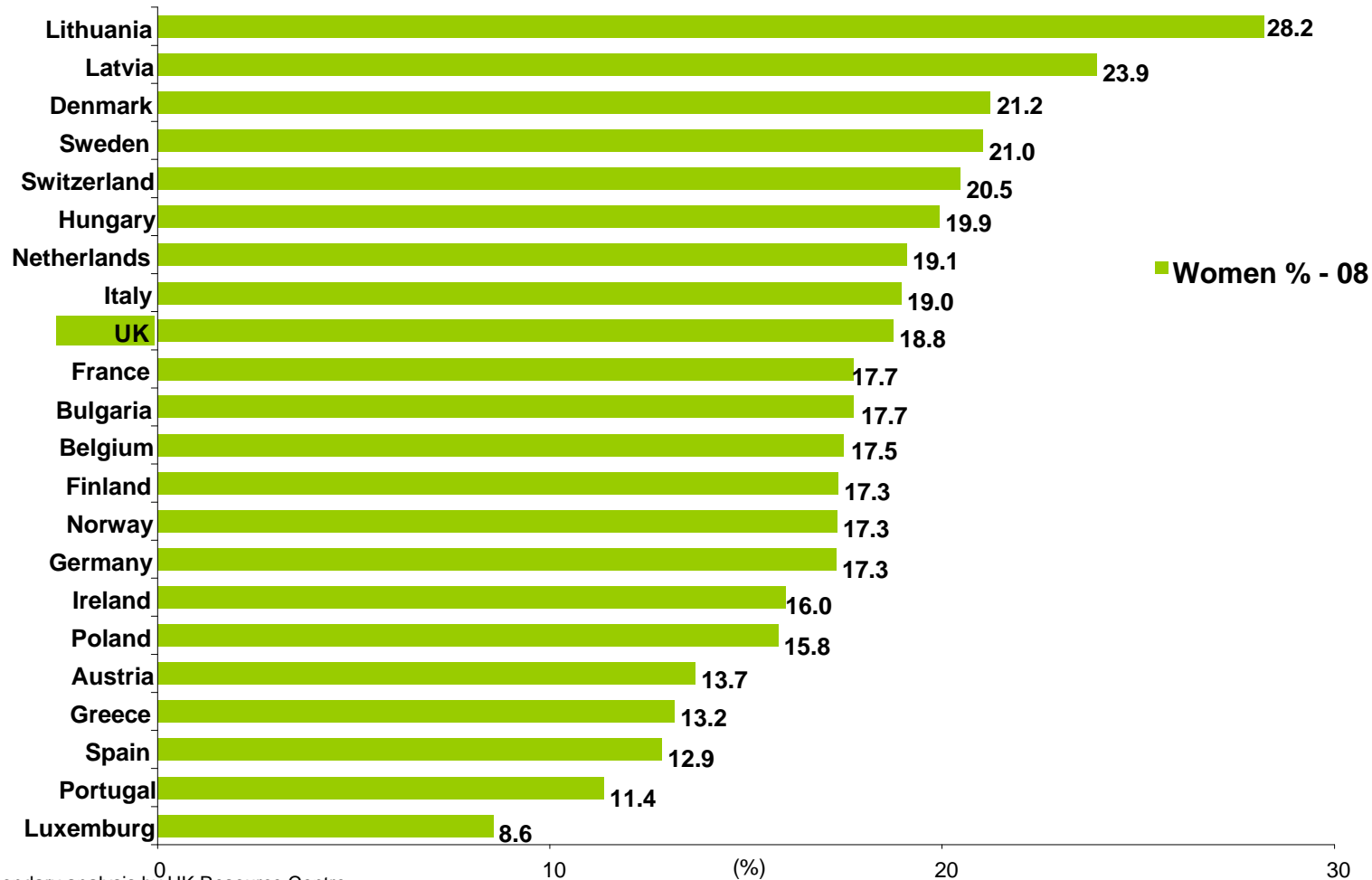
Annette Williams
UKRC
www.ukrc4setwomen.org



- What's the problem?
- Why so few women and why do we lose them?
- What can be done?



Proportion of women in SET occupations (SET professions, associate professions and skilled trades) in Europe, 2008





Women matter to science engineering and technology

Economy

Limits development,
productivity, and
excellence

Gender equality can lead to
better business performance

Women

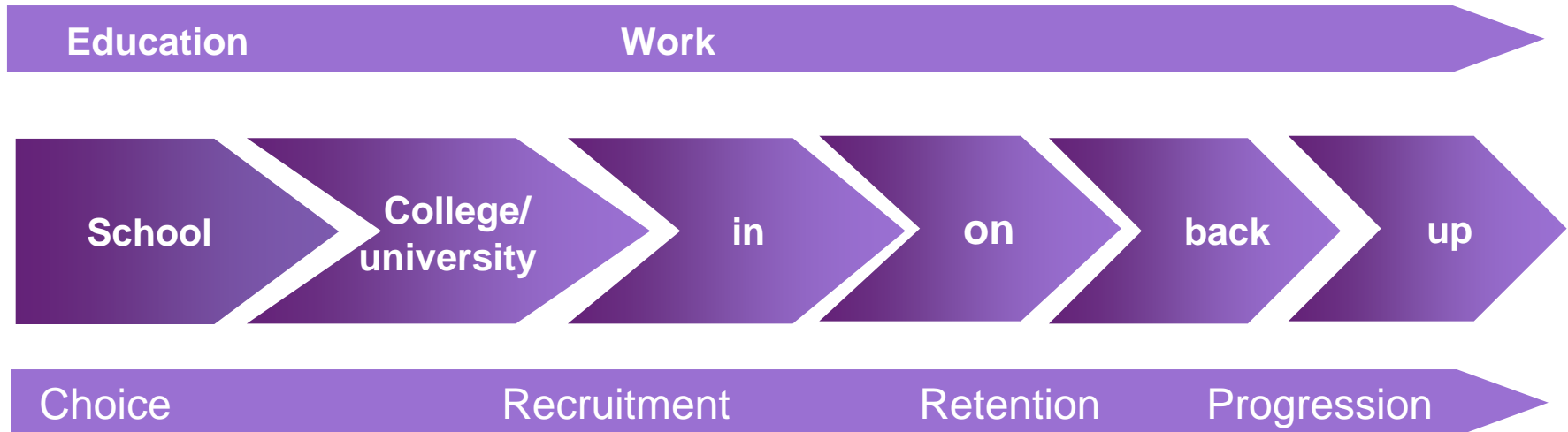
Occupational segregation

Limits aspiration,
career choice, pay
and life time
earnings

Women pay career penalties
Estimated to lose the UK
£2bn pa



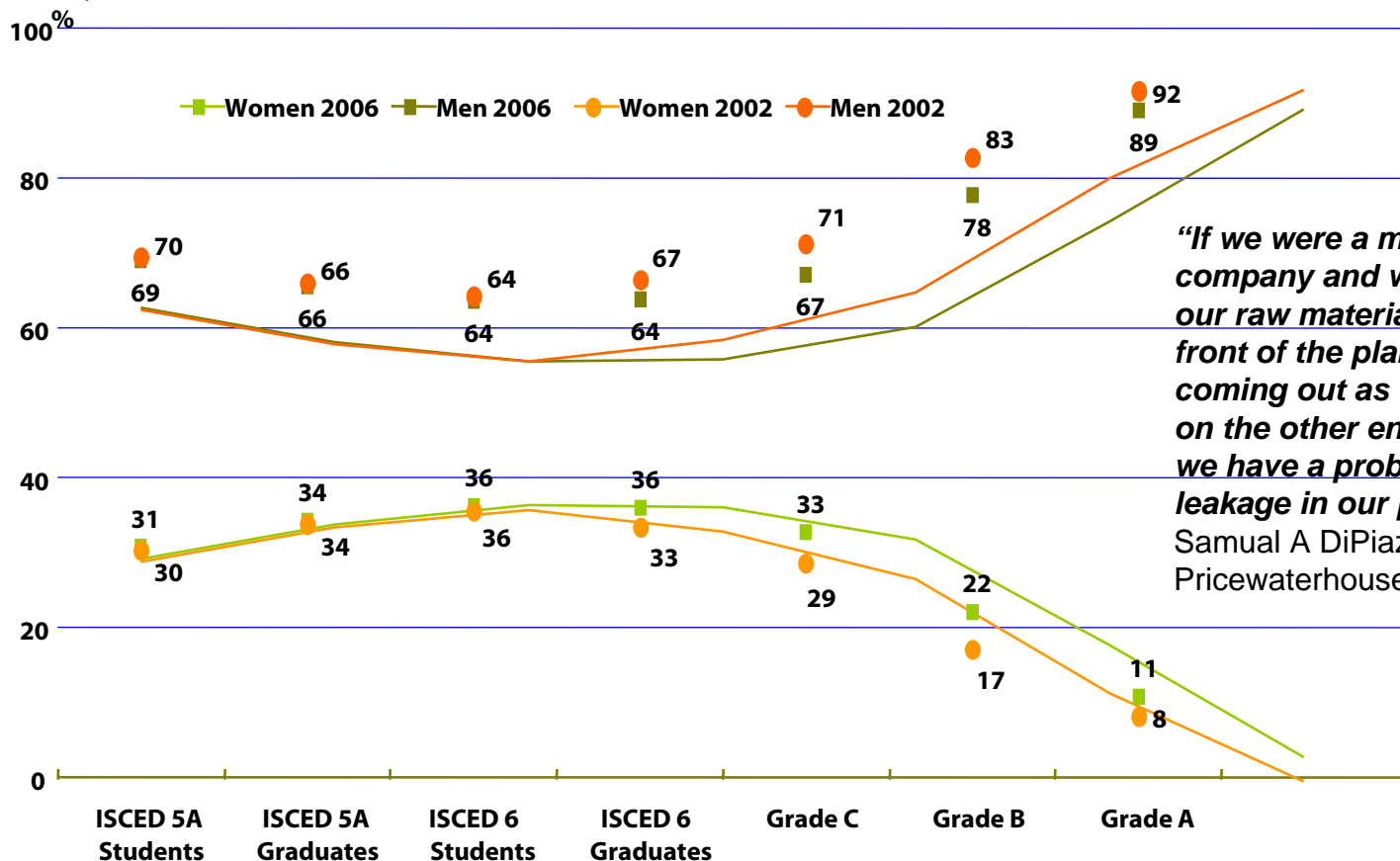
At what stage and age do we lose girls and women?



- Structural/institutional factors
- Cultural factors-less visible and well understood



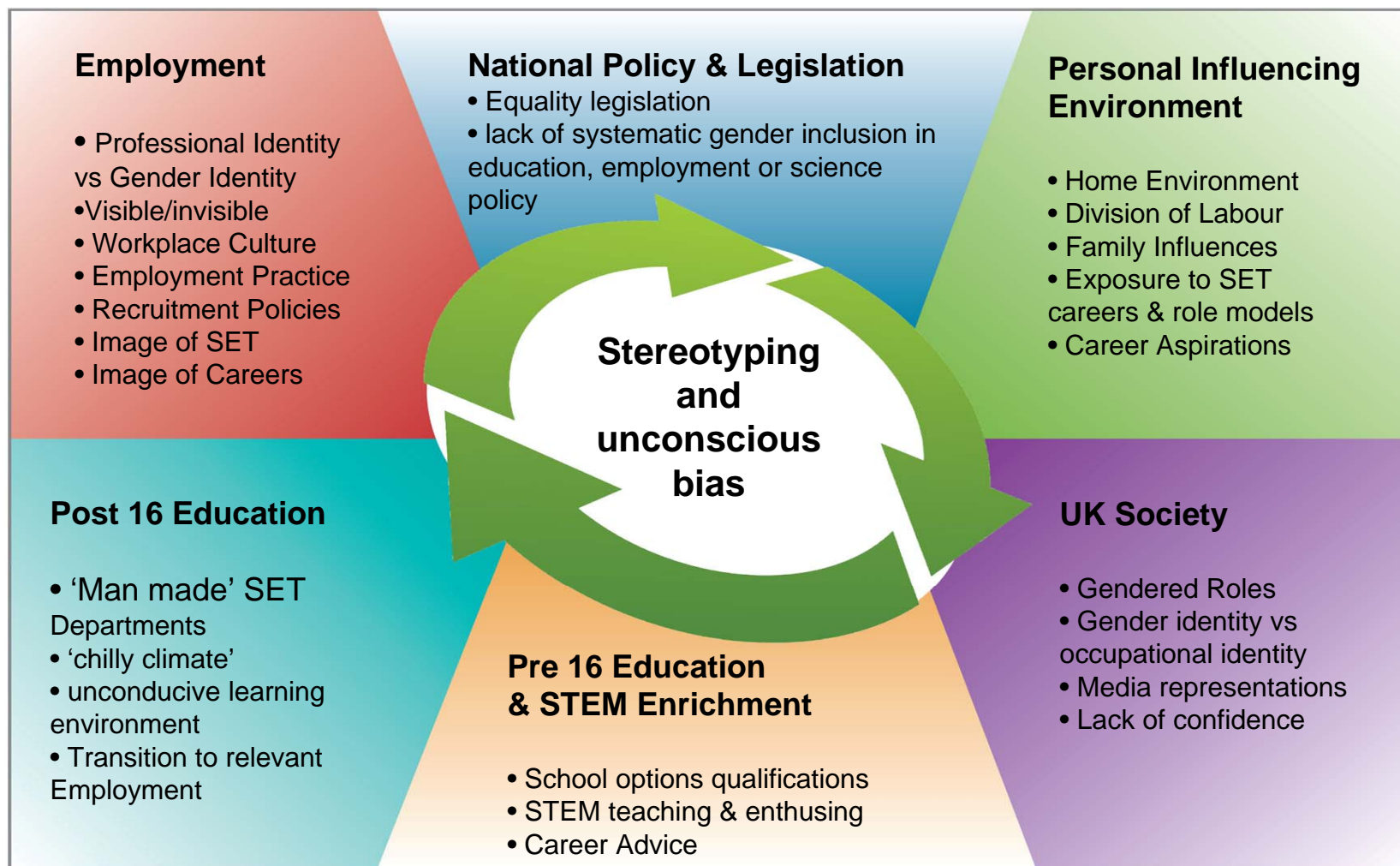
Proportions of women and men students and academic staff in SET EU-27, 2002/2006



“If we were a manufacturing company and we had 50% of our raw material coming in the front of the plant and only 17% coming out as finished product on the other end, we would say we have a problem. We have leakage in our plant”
Samual A DiPiazza Jr,
PricewaterhouseCoopers



Why so few women and why do we lose them?





What can be done?

Government

- Legislation – Gender Duty UK
- Quotas/targets
- Data monitoring
- Using purchasing power to drive change
- Equality standards

Business and Organisations

Structural institutional change:

- Leadership commitment
- Package of measures integrated into core business
- Monitored and Evaluated
- Recognised and celebrated

Cultural change:

- Nurture a culture where everyone belongs & can contribute
- National: Sustained anti stereotyping media campaign of SET and gender
- Organisational: Academies and professional bodies lead by example
 - Individual: Equality training on unconscious bias



Recommendations

Government

Business and Organisations:
Structural / institutional
change

5 year action plan

Minister in each country
charged with monitoring
progress and driving
change

Girls and
Women

Cultural change