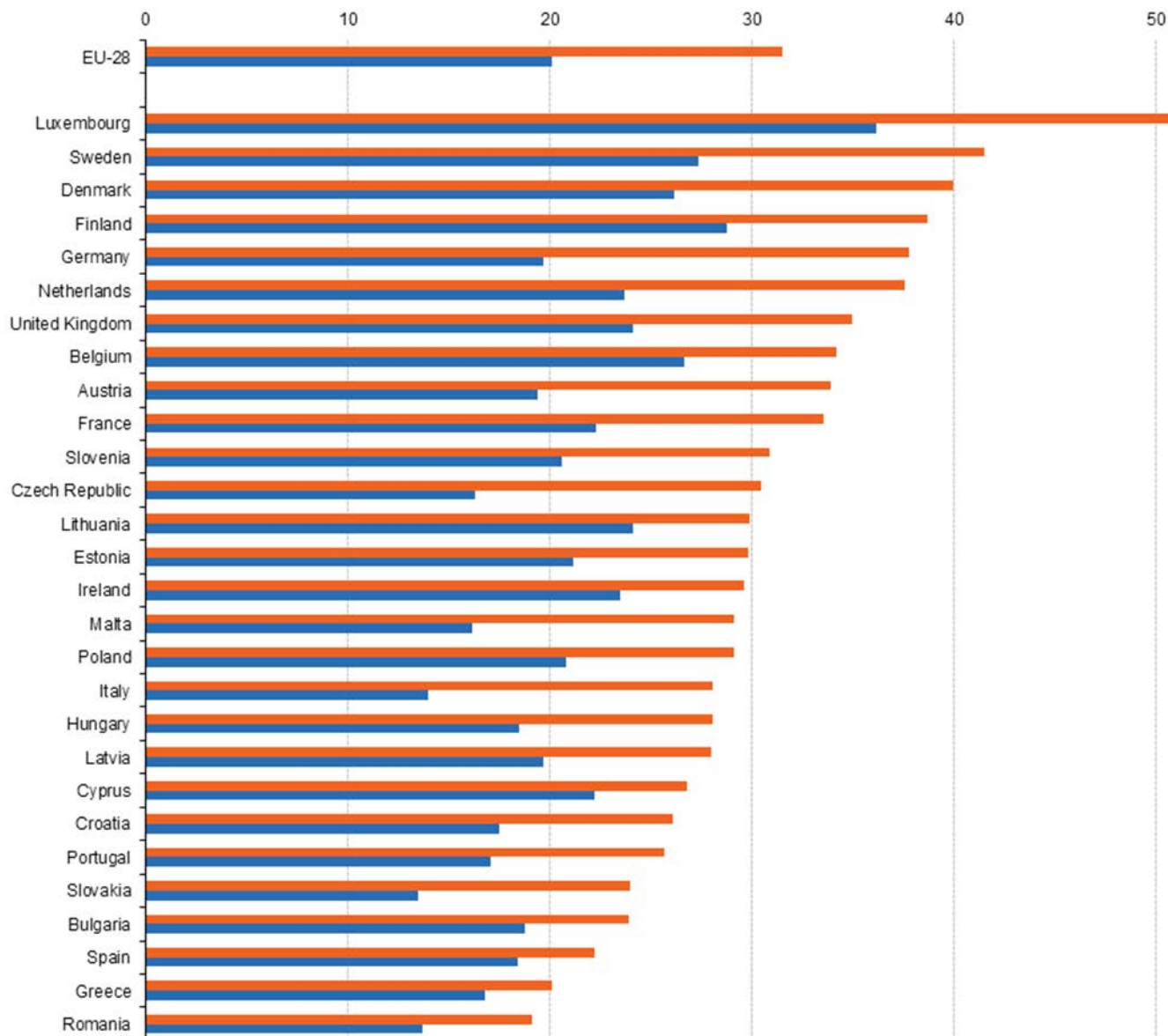


Women in STEM: progress stalled or being eroded?

dr. Jolanta Reingarde,
European Institute for Gender Equality (EIGE)

Women's Economic Empowerment: Let's act together European
Parliament, March 8-9

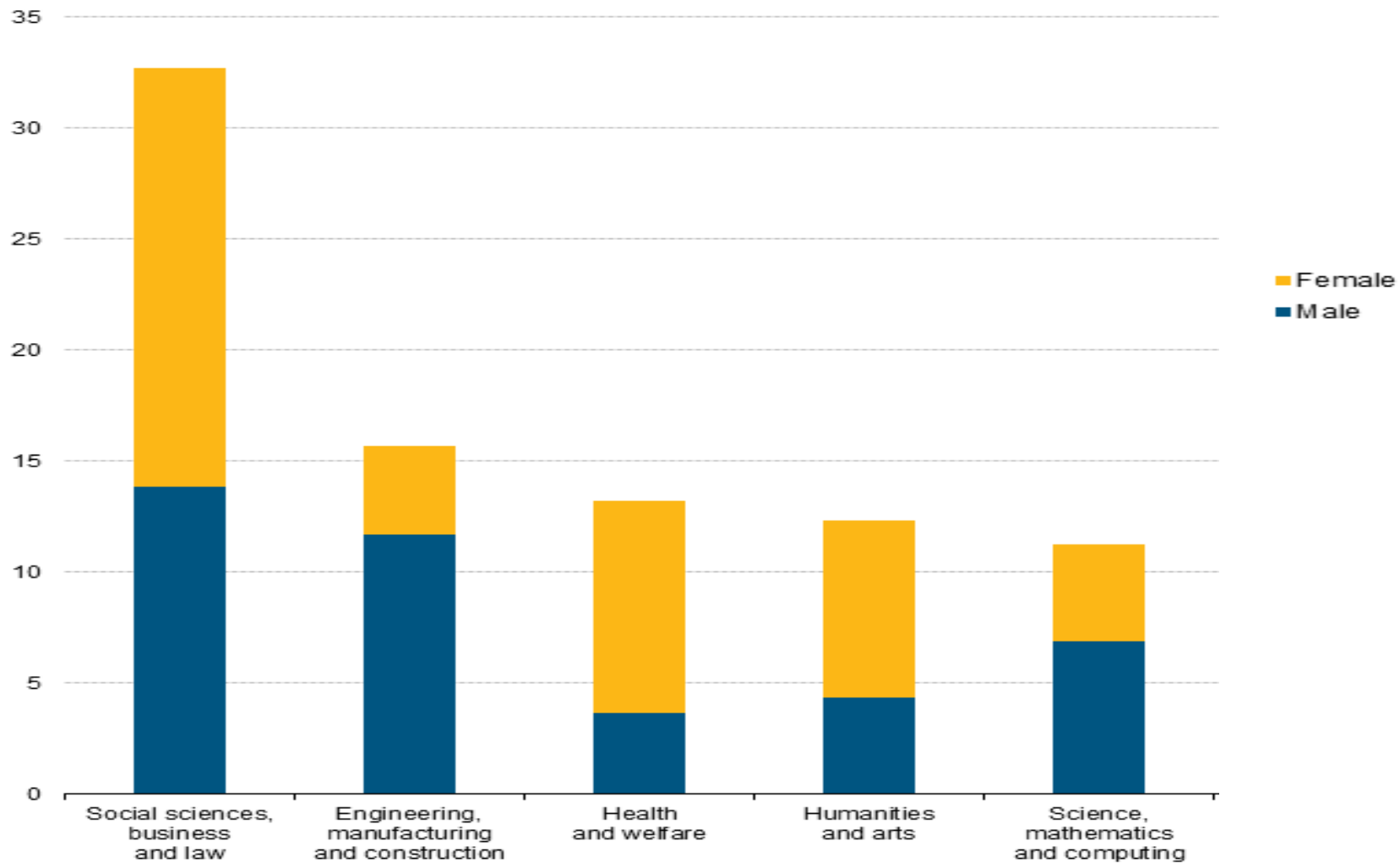
Human resources in science and technology, 2015 (% of labour force)



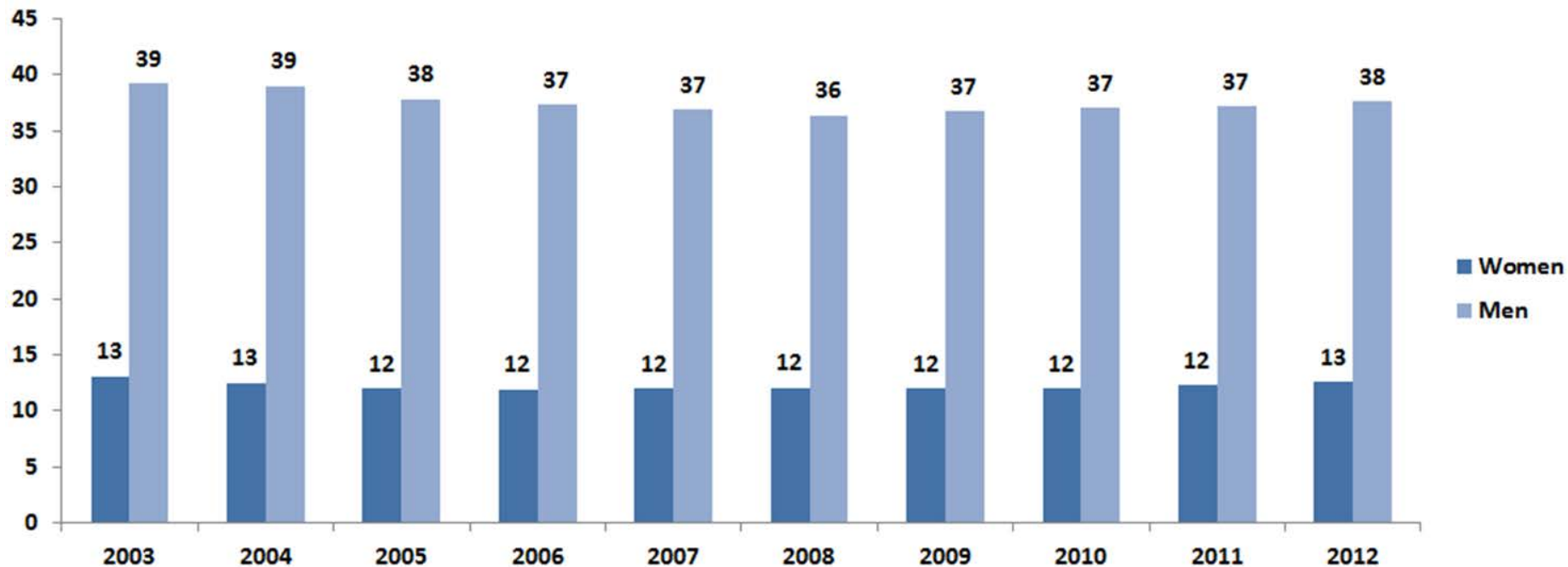
Rising demand, major shortages

- Demand for STEM professionals and associate professionals is expected to grow by around 8% by 2025, much higher than the average 3% growth forecast for all occupations (Cedefop)
- Major skills shortages of STEM and ICT professionals are already observed across all EU countries and expected to exacerbate with future demographic developments (i.e. large retiring foreseen)
- In spite of a series of measures, **women participation in STEM studies, in particular in engineering, remains low in most Member States**
- An insufficient supply of STEM skills and a low participation rate of women in STEM studies are perceived as barriers, which could impede a job rich recovery and growth of economy

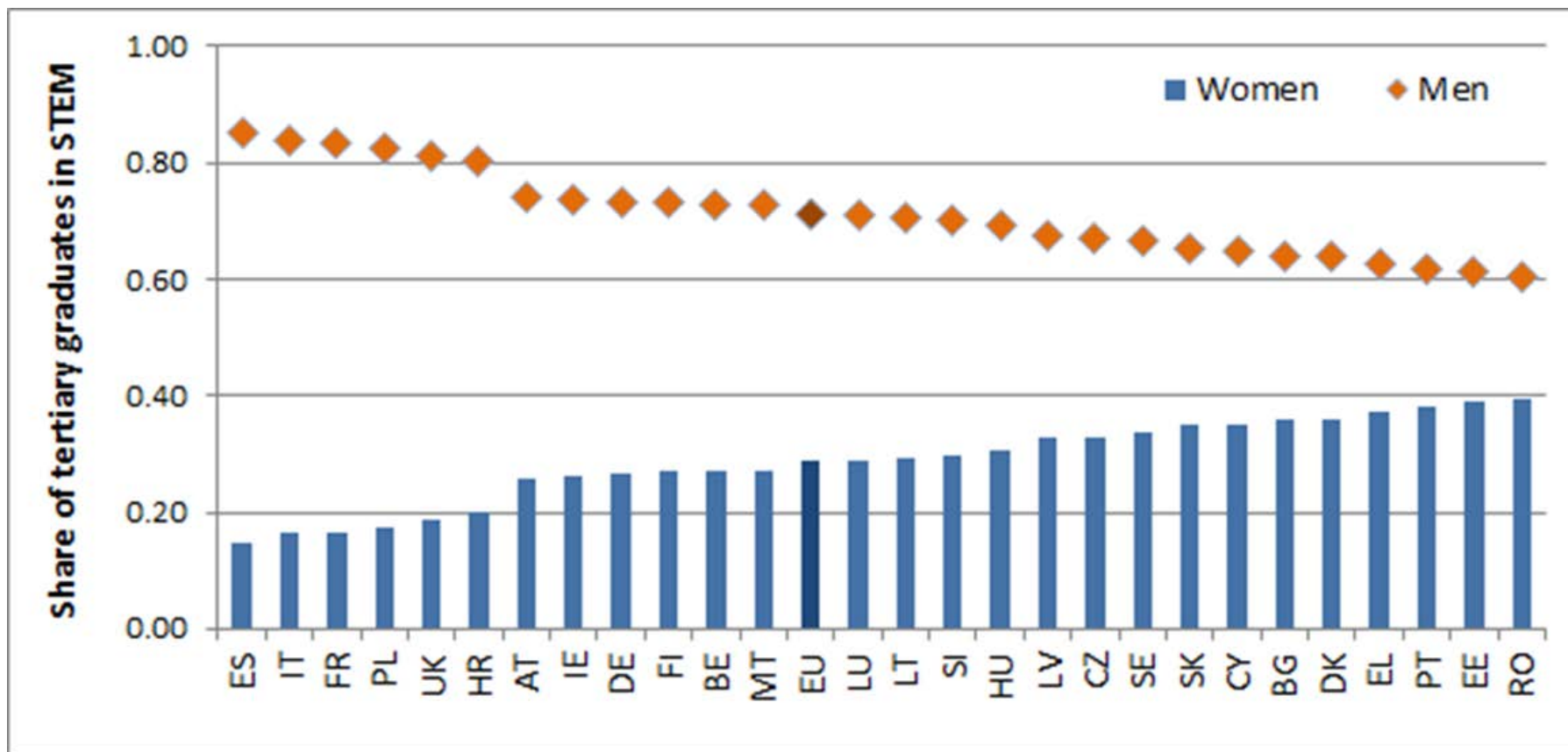
Distribution of tertiary education students by field and gender, EU-28, 2013 (%)



Women/men graduates in STEM fields (of total female/male graduates all fields), 2003-2012

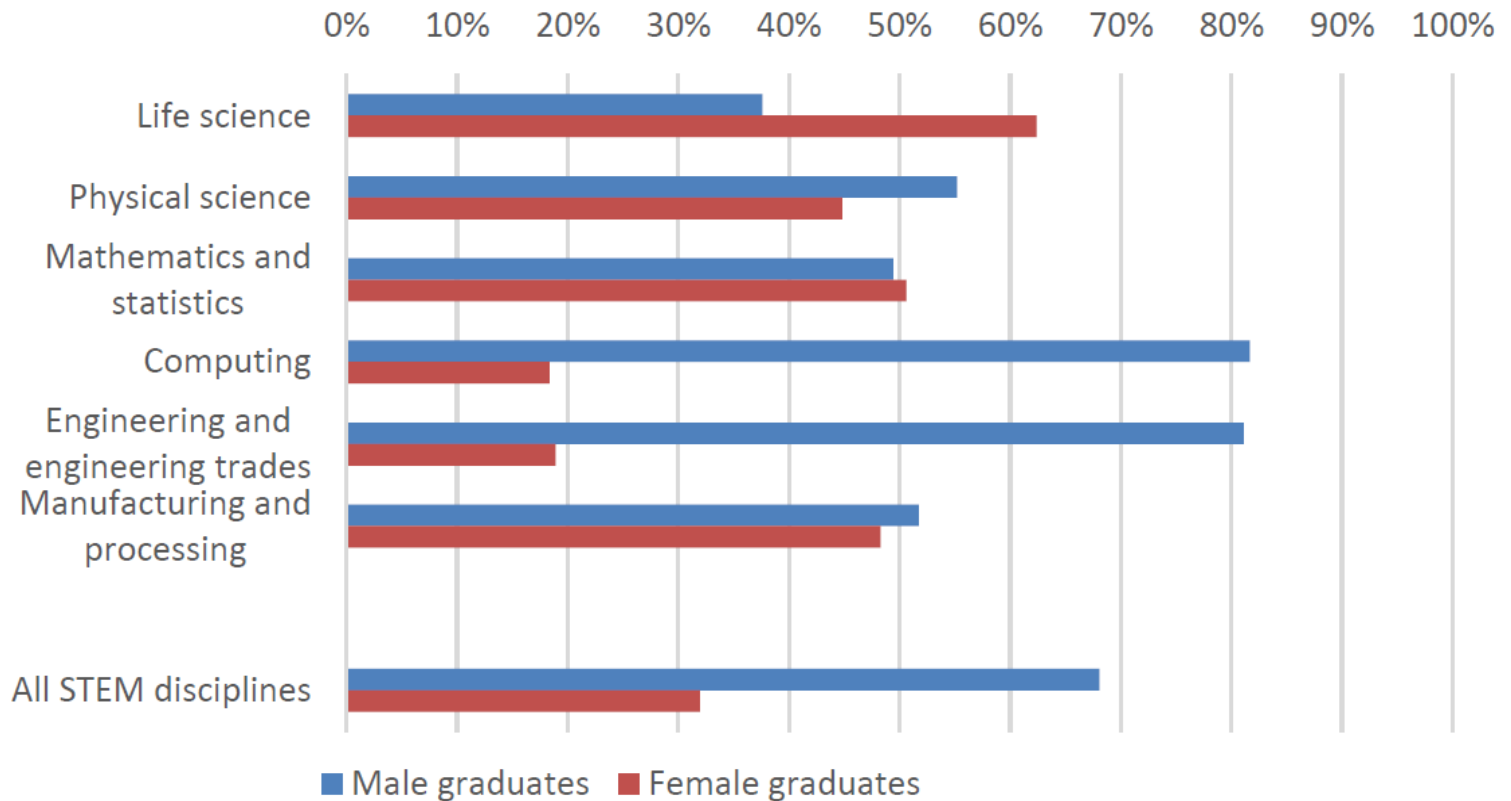


Share of women and men among tertiary graduates in STEM, 2014

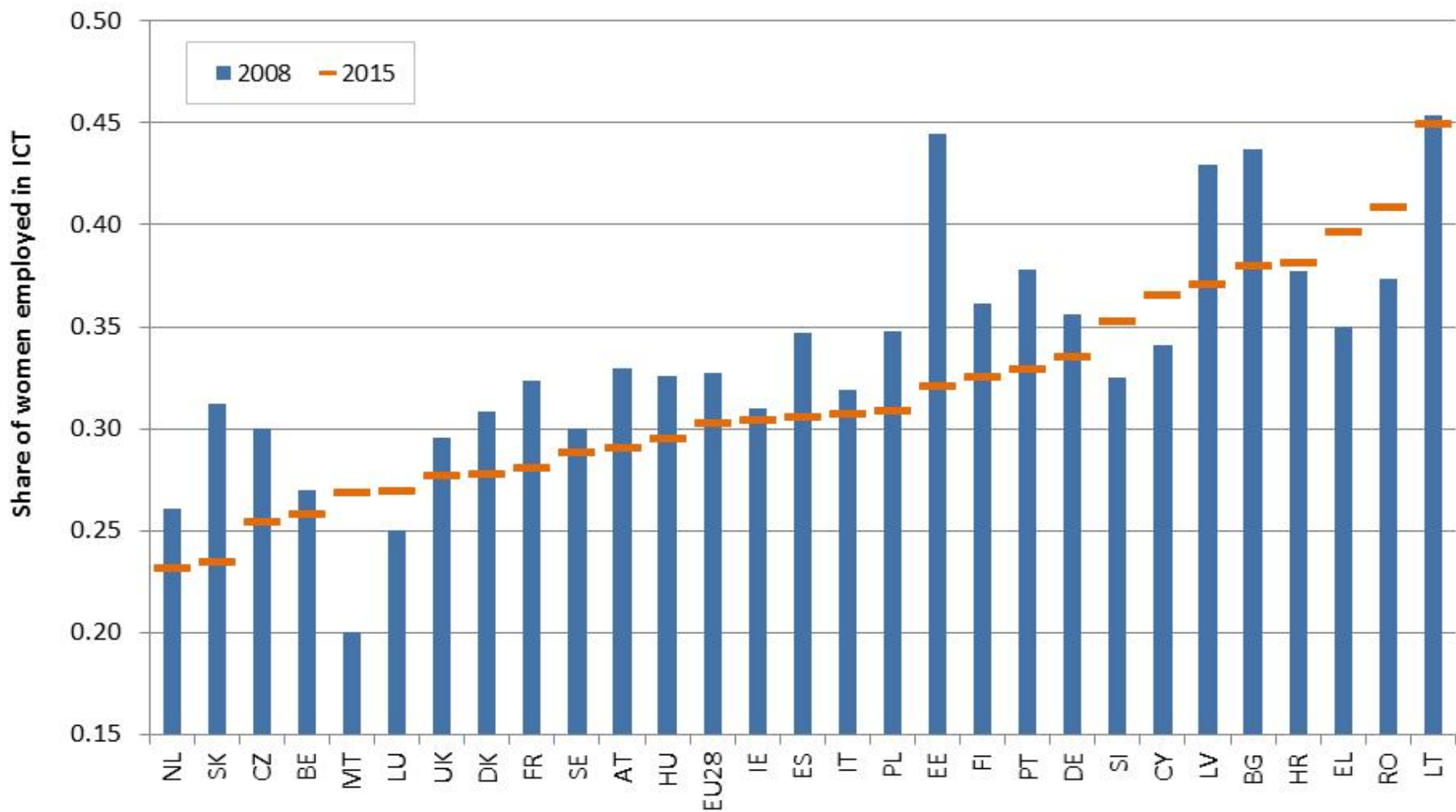


Source: EUROSTAT [educ_uoe_grad02], own calculations; data refers to 2014, except of DE (2015); EU – average unweighted calculation.

Largest STEM disciplines dominated by men



Share of women employed in ICT, 2008-2015



Employment status of women STEM graduates



Barriers to the participation of women in STEM

- Stereotypes, social norms and cultural practices
- Negative image of STEM
- Welfare policies
- STEM fields not considered as family-friendly
- Family background and the absence of women role models
- Male dominated culture
- Biased recruitment, appraisal and promotion procedures
- Limited access to networks, information, funding or institutional support, biased research evaluation procedures, low recognition in the field

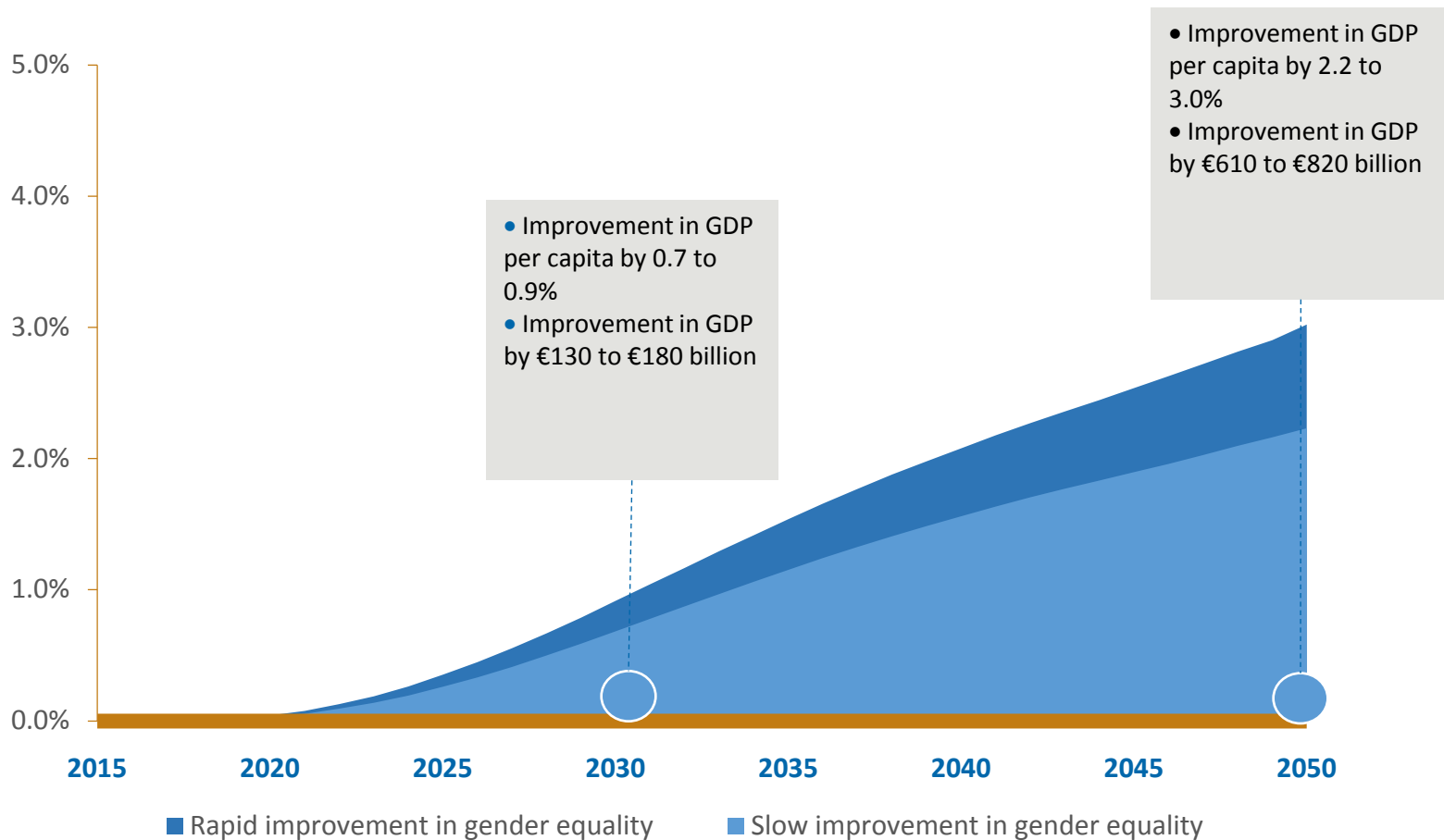
Male-dominated occupations: workforce characteristics

- Men's share of jobs increases in older age groups
- Women with children are under-represented in male-dominated professions; the opposite is true for men
- The minority of women in STEM have higher levels of education than men

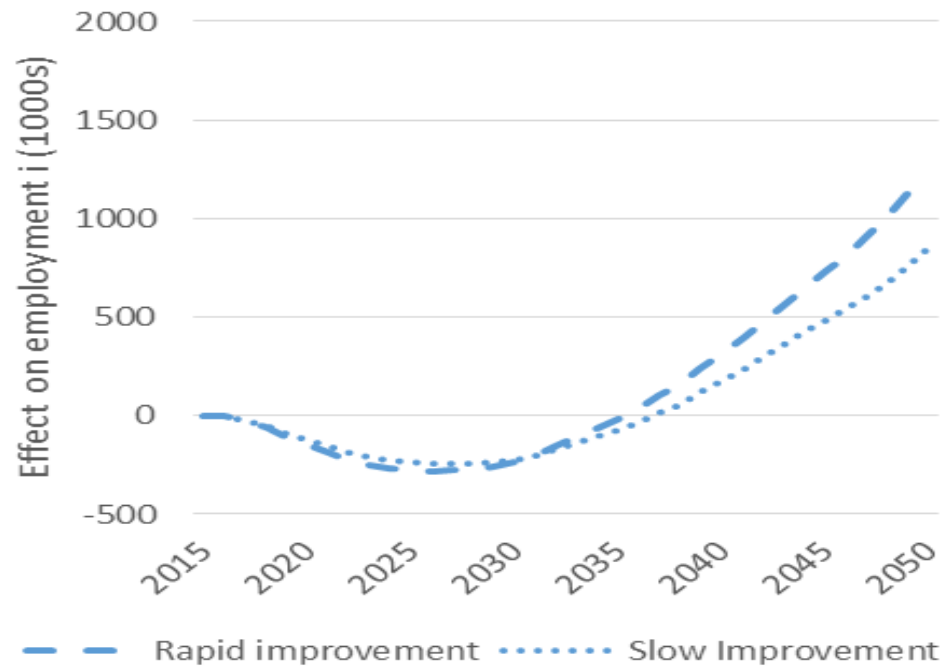
Male-dominated occupations: working conditions

- 76 % of women employees working part-time can be found in female-dominated occupations
- Men's average working hours are longer than women's in every occupation, but men work even longer hours in male-dominated occupations
- Men working short hours in male-dominated occupations desire to work much longer hours
- While women tend to be more exposed than men to psychological risks, this is especially the case in male-dominated occupations

Effect of narrowing the gender gap in STEM on GDP per capita



Effect of narrowing the gender gap in STEM on employment



1.2 million
jobs

Conclusions

Gender segregation in education and the labour market is associated with **creating and perpetuating gender inequalities** in and beyond the labour market

Segregation **narrows employment choices** and **reinforces gender stereotypes**

The objective of gender equality policy should not necessarily be a homogenisation of the labour market by gender, although **gendered roles shall be equally valued and remunerated**

Conclusions

Gender inequalities are **dragging down** women's economic opportunities and affecting the **entire EU economy**

Leading to **shortfall** in terms of achieving inclusive and sustainable growth

To **reach** the goal of **smart, sustainable and inclusive economic growth**, the **EU must** improve existing and introduce further **gender equality measures**

Thank you!



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