

# Women in STEM



## CHILDHOOD



Spatial thinking development from an early age is crucial for building STEM skills

Exposure to STEM material in early education will help eliminate gender biases later on

STEM occupations have expanded at almost 3x the pace of non-STEM jobs since 2009, and females will have a key role in facilitating further growth in the field going forward

## TEENAGER



The male-female math PISA gender gap from levels 5 & 6 shrunk by 57% from 2003-15

Males are 1.4x more likely to choose a STEM university program than females that have an excellent self-perception of math ability

Fostering a stronger connection between STEM coursework and practical applications has been shown to improve the retention of females in STEM

## YOUNG ADULT



Females account for only 38% of STEM university degree graduates, compared to 59% of other graduates

66% of females that pursue an undergraduate degree in computer science, math, or engineering will pursue a graduate degree, compared to 40% of men

Female underrepresentation in STEM is a global phenomenon, with countries where girls score relatively high on PISA math tests still being underrepresented at university

## ADULT?



Women account for 23% of the full-time STEM workforce compared to 48% for other occupations

University-educated women in STEM earn 12% more than in full-time jobs that are over 50% female

Female representation in full-time STEM is skewed towards technical occupations which offer 25% less compensation for female university-degree holders than their professional counterparts

