“Gender Equality, Changing World of Work and STEM”

United Nations Expert Meeting on Space for Women

4 October 2017

Presentation by:
Anna Falth, UN Women
Jennifer Breslin, Futuristas

Outline

- Gender Equality and SDGs
- Changing world of work – where are we today?
- International policy frameworks on Women’s Economic Empowerment: CSW61, High Level Panel on WEE, G7/G20
- Women’s Empowerment Principles (WEPs)
- Women and STEM: current situation & pipeline
- STEM Education Ecosystem
International Frameworks: Agenda 2030

- Gender equality & women’s empowerment central to achieving the Sustainable Development Goals (SDGs)
- A stand-alone goal (Goal 5), with related targets under other Goals – “twin-track” approach.

Where are we today?

Progress
- Women’s employment rate increasing
- Share of women on boards: 2003-2016 from 8.5% to 23%

Challenges
- Gender pay gap: 16.7% less per hour
- Pension gap: 40% lower than men
- Globally, 40% employers have difficulties finding workers with the required skills.
Jobs in 2030? A forecasting approach

Robot counsellor  Garbage Designer  Simplicity expert

Solar technical expert  Health care navigator  Neighborhood watch

Life Long Learning

Virtual Skills School

Featured Learning Paths

Financial Literacy
Gender IQ
Digital Literacy
Second Chance Education
International Frameworks: CSW 61

1. Normative and legal frameworks
2. Education, training and skills development;
3. Economic and social policies for WEE
4. Growing informality of work and mobility of women workers
5. Manage technological and digital change for WEE
6. Women’s collective voice, leadership and decision-making
7. Private sector’s role for WEE

High Level Panel on WEE

The first-ever High Level Panel on Women’s Economic Empowerment:
- Announced by UN Secretary-General Ban Ki-Moon in January 2016.
- Final report presented at CSW 61 in March 2017
Key conclusions of HLP on WEE

7 drivers of Women’s Economic Empowerment

Leadership (1)
- CEO Statement of Support
- Company has Board, CEO, and/or Executive support for gender equality
- Company has an organization-wide gender equality strategy
## WEPS - An integrated approach to gender equality

### Workplace (2-4)
- Recruitment & retention
- Professional development and promotion
- Equal Pay, Flexi time & Telework
- Parental leave
- Zero violence, harassment and sexual exploitation
- Health, safety, and hygiene

### Market place (5)
- Expand relationships with women-owned businesses in company value chains
- Encourage suppliers and vendors to advance gender equality
- Responsible marketing practices
Space for Women

Current Situation:

Gender Gaps in Education

- Girls lack of access to secondary education in general and to quality STEM in particular – especially challenging in developing countries
- Girls start to self-select out of STEM starting in middle school and their sense of self-efficacy goes down even when they perform as well as or better than boys
- Women continue to drop out of STEM disciplines in disproportionate numbers during their higher education studies
- While women receive over half of bachelor’s degrees awarded in the biological sciences, they receive far fewer in the computer sciences (17.9%), engineering (19.3%), physical sciences (39%) and mathematics (43.1%).
Current Situation:

Gender Gaps in STEM Sector

- Attrition continues into workforce and leadership positions:
  - In Europe, only 29 of 1,000 female graduates had a degree in computing in 2015, and just four out of 1,000 went on to have ICT careers.
  - (US) Women in engineering (15%) and computer and mathematical sciences (25%). In energy sector women make up 20% and mostly in non-technical positions.
  - ICT sector women make up 6% ministers in government and C-suite in top 100 companies.
  - Women in National Academies are at 12% membership globally.

STEM Education Ecosystem

Ecological Framework of factors influencing girls’ and women’s participation, achievement and progression in STEM studies.
STEM Pipeline and the Space Sector

- Inspiration and sparking imagination
- Demystifying pathways to careers in space
- Outreach and Role Models
- Technical Training
- Learning Content & Opportunities
- Building Bridges
- Advocacy
- Technology

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Life Long Learning

Featured Learning Paths

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Gender IQ
Digital Literacy
Second Chance Education

WeLearn: A Virtual Skills School
WeLearn is a technology-driven platform that connects women and girls with the skills they need to succeed in the digital economy.
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Featured Learning Paths

Financial Literacy
Understanding money management skills

Gender IQ
What is the impact of gender on productivity?

Digital Literacy
Leverage technology to improve digital skills

Second Chance Education
Unlock new opportunities for those who missed out on education
International Frameworks: CSW 61

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The Principles
1. Leadership Promotes Gender Equality
2. Equal Opportunity, Inclusion and Non-discrimination
3. Health, Safety and Freedom from Violence
4. Education and Training
5. Enterprise Development, Supply Chain and Marketing Practices
6. Community Leadership and Engagement
7. Transparency, Measuring and Reporting

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