

**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 *

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

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



Economy

Limits development,
productivity, and
excellence

Women

Limits aspiration,
career choice, pay
and life time
earnings

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

School



Stereotyping and



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

5 year action plan

Minister in each country
charged with monitoring
progress and driving
change

Business and Organisations:
Structural / institutional
change

Girls and
Women

Cultural change