



The Open University of Israel

Professor Hagit Messer Yaron

President, the Open University of Israel

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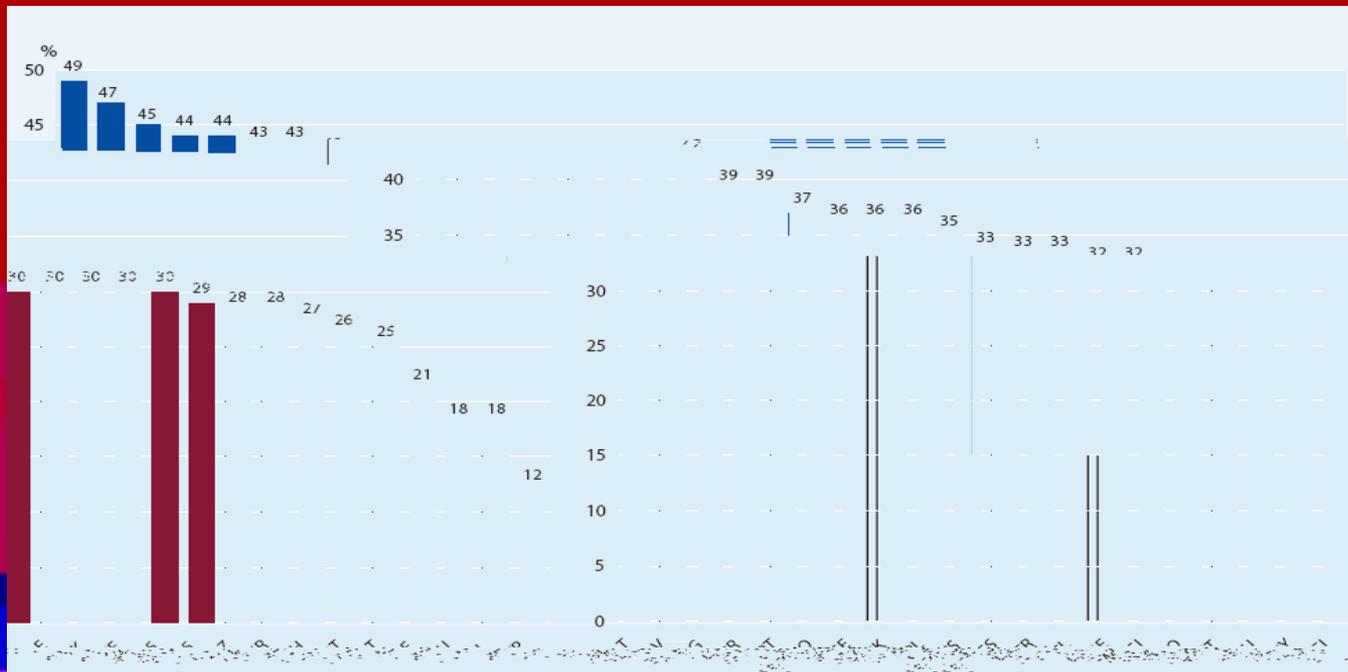


*STEM= science, technology, engineering, and mathematics

Observation 1:

- Women are under represented in research, and in particular in science and technology employment:

The share

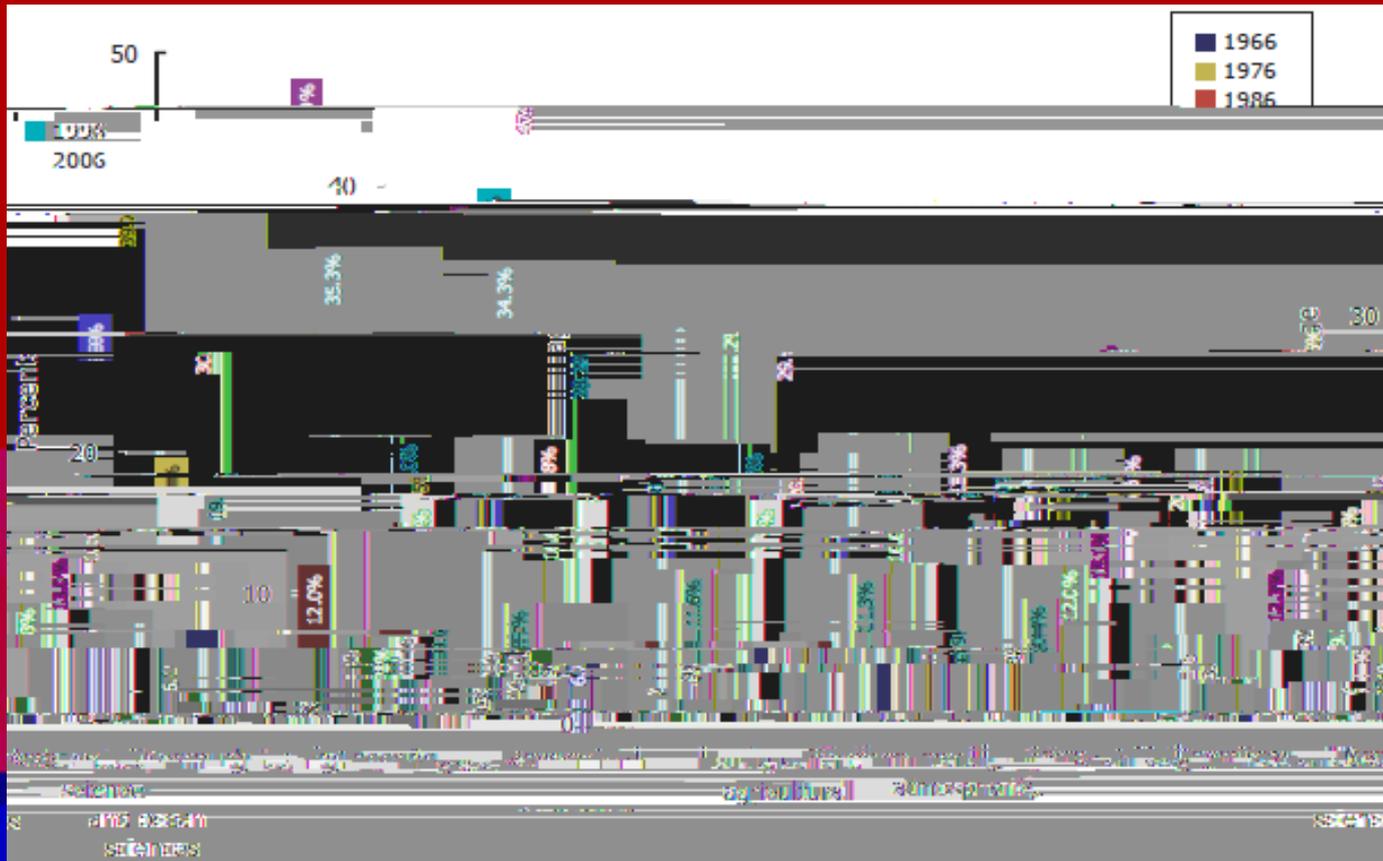


Observation 2:

- The share of women in research fields is unequally distributed, with fewer women in Science, Technology, Engineering and Mathematics (STEM) and

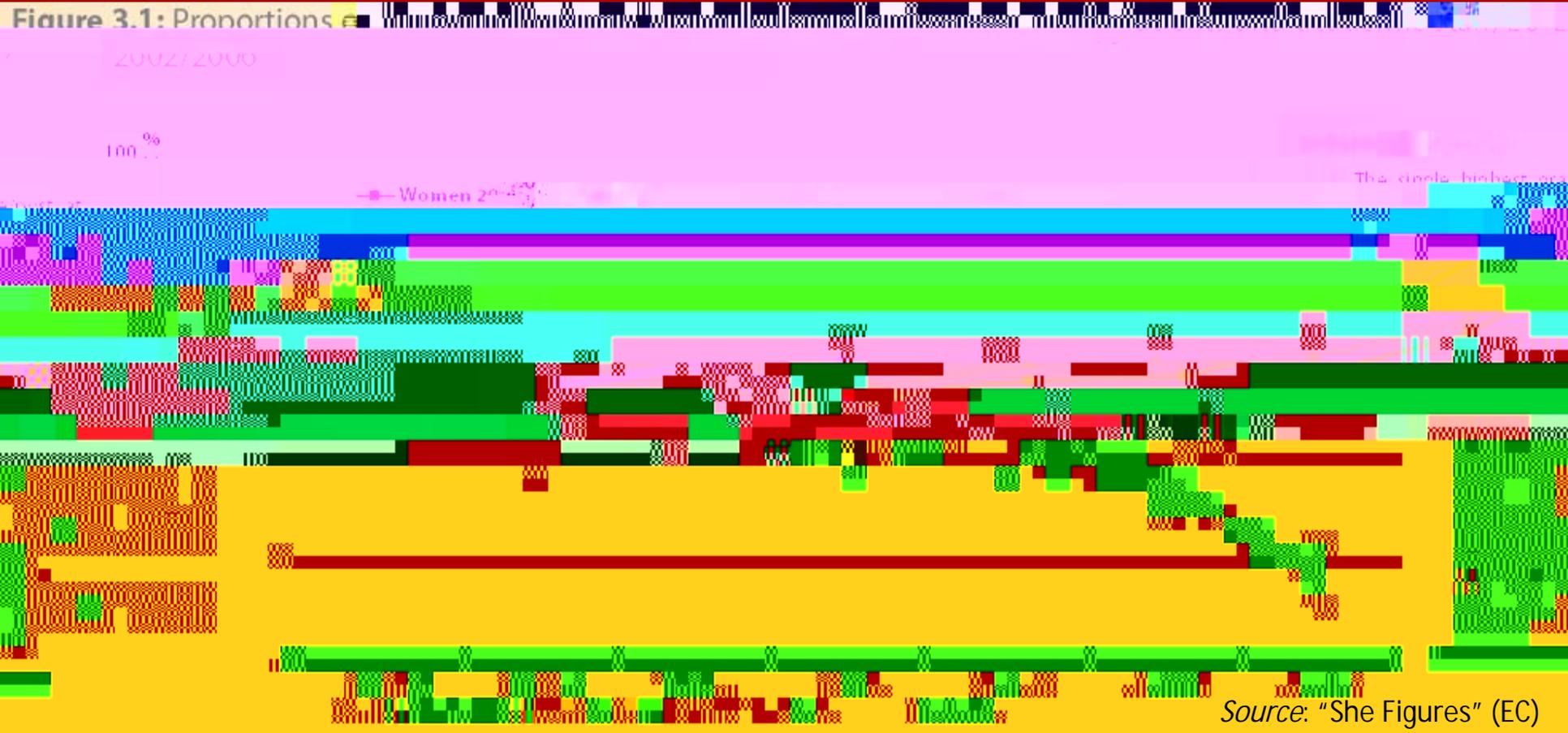
Observation 3:

- The share of women in STEM has increased over time, but converges to a rate smaller than their share in the population



Observation 4:

- The glass ceiling for women researchers is indicated by the scissors diagram:



Source: "She Figures" (EC)

Observation 5:

- A scissors diagram exists also in fields where women are under represented, e.g. in STEM:

Women in EE

- IEEE: Institute of Electrical and Electronics Engineers
- Total of 397,001 members in 2009



TABLE 4 - IEEE WOMEN MEMBERS BY GRADE* - 3 YEAR COMPARISON, 2007-2009

	2007	2008	2009
HONORARY FELLOW	1	1	1
SENIOR MEMBER	187	167	145
MEMBER	1,587	1,469	1,372
ASSOCIATE MEMBER	12,963	12,041	11,245
STUDENT MEMBER	31,811	31,796	32,297
TOTAL	37,811	37,484	37,350

- % women: 9.54% 9.10% 8.61%

So, where do we stand?

- While women's participation in science and technology employment is still not sufficient, the trends show great improvement over the years, and in many countries and fields women reached the 50% level in Ph.D. graduates.
- There is a glass ceiling.
- The main problem within STEM is in **engineering**, where women are still absent.
- Where are we going?

Why so few women in engineering and what

1. The retention of women scientists and engineers will increase

- “Women tend to express a preference for professions

A closer look at women in Engineering: students in TAU (2011)

Women %	# of students	Degree
100.0	1073	B.Sc.
100.0	505	B.Sc.
80.6	208	B.Sc.

It is happening!

2. The recognition of women scientists and engineers will improve

- More and more business leaders realize that gender diversity yields a competitive advantage



- CEOs acknowledge: having more women in key industrial positions is beneficial to companies.



