



## **POLICY RESOLUTION 4 – WOMEN AND SCIENCE, TECHNOLOGY, ENGINEERING AND MATHEMATICS (STEM)**

**Proposed by:** Graduate Women International Netherlands (GWI-NL)

**Seconded by:** The Lithuanian University Women's Association (LUWA),  
The Federation of Graduate Women (Russia) and  
The British Federation of Women Graduates

**The 33<sup>rd</sup> GWI General Assembly wishes to reaffirm Resolutions 2010/2, 1995/4, 1980/16, 1965/10, 1965/15, 1962/10, 1959/15 and resolves that:**

1. National Federations and Associations (NFAs) urge their respective governments to encourage the promotion of STEM, particularly among girls and women;
2. NFAs lobby their governments, research and innovation organizations (e.g. universities), businesses and other relevant organisations to ensure access and give encouragement to a greater number of girls and women to pursue an education and careers in STEM;
3. NFAs urge their governments, research and innovation organizations (e.g. universities), businesses and other relevant organisations to increase the representation of girls and women in STEM;
4. NFAs urge their governments, research and innovation organizations (e.g. universities), businesses and other relevant organisations to include women in decision-making positions in STEM;
5. NFAs advocate for research to improve and increase the delivery of STEM education and training within their countries in a responsible way. This research includes focus on gender issues.

### ***Suggested Plan of Action:***

- NFAs urge their respective governments to focus on STEM and to publish regularly information and statistics about achievements of girls and women in STEM, including gender analysis of data;
- NFAs urge the creation of role models in STEM and to make the contribution of women in this field more visible;
- NFAs urge their respective governments to monitor and research the areas of STEM innovation attractive for women and girls (e.g. medical, robotics etc.) and communicate the results;
- NFAs offer or assist in the setting up of STEM training workshops or courses;
- NFAs urge their respective governments to implement practices that would identify and appoint women to decision-making positions in STEM.

### ***Supporting Statement:***

*Although research has made clear that girls are no less talented than boys in Science, Technology, Engineering and Mathematics (STEM), girls and women are still underrepresented in (STEM) fields in higher education and in the labour market. This is a loss for girls/women as well as society. Girls/women have equal rights as boys/men to develop their STEM talents, and society would benefit from fully exploiting all available talent. Increasing opportunities for women in these fields is an important step towards realizing greater economic success and equality for women across the board.*



*Over the past decade, employment in the technology sector has grown three times faster than overall employment. Governments, businesses and individuals are learning to adapt to and embrace what has been called the “fourth industrial revolution”. Advances in technology have made autonomous vehicles, robotics, 3D-printing, genetic diagnostics and the Internet of Things more than a reality; they have become commonplace.*

*This new world needs skilled scientists, engineers and technicians of both genders who have experience in STEM subjects over a long period. Europe could face a shortage of up to 900,000 skilled information and communication technology workers by 2020, according to the European Commission (EC). If we had as many women as men in the digital jobs market, the EU’s annual GDP could be boosted by €9 billion, the EC added.*

*Thus, the technical sector seems to be a promising field also for women. But there are challenges. We have to improve the skills and the working conditions and the work-life balance in STEM professions, so more women will choose STEM studies and professions. More and more there are organisations active in this field with promising activities. They need our support.*