



# Women in STEM Professions Survey Report - key findings

All Talk: gap between policy and practice a key obstacle to gender equity in STEM



## GAP BETWEEN POLICY AND IMPLEMENTATION

35.7% said they did not believe their employer had strategies in place to actually implement policies relating to diversity and discrimination.



## ATTRITION FROM THE STEM WORKFORCE

33.8% of women in the 25 to 35 age group said they were intending to leave their profession within 5 years.



## UNCONSCIOUS BIAS

Unconscious gender bias in their organisation's decision-making and recruitment practices was selected as an issue of concern by 43.1% and 45.2% of respondents respectively.

The highest priority for government and industry to address for women in STEM was equal pay.



## WOMEN'S ECONOMIC SECURITY

50.9% said a career break had seriously reduced their retirement savings.



## GENDER PAY GAP

in Engineering - 11.0%  
in Science - 12.4%  
in IT - 20.2%



## EQUAL PAY

32.2% of respondents did not believe they received equal compensation for work of equal value.

Bias in career-building activities was a major factor contributing to lack of access to career advancement for women in STEM.

**50.6%**

said a lack of senior role models was a significant or moderate obstacle to their career advancement.

**12.5%**

said their employer rarely or never ensured that career-building opportunities were allocated based on merit.

**23.5%**

said they were unnecessarily prevented from undertaking training and professional development due to working part-time.

**30.3%**

said they were unnecessarily prevented from undertaking certain types of projects because they worked part-time.

There was a significant career penalty attached to career disruption for women in STEM.

**48.0%**

said they believed working part-time on return to work had negatively impacted their career.

**68.5%**

68.5% of survey respondents said taking maternity leave had been detrimental to their career.

**60.3%**

60.3% of respondents said that professional women in their workplace often took up less challenging work roles so they could access flexible work arrangements to accommodate family/carer responsibilities.

Only **12.4%**

said their employer currently provided support for reintegration into the workplace after a career break.

**23.4%**

23.4% said they had been sidelined for promotion because they had taken a career break.

51.3% reported having been directly discriminated against on the basis of gender during the course of their employment.

**39.6%**

said that in their workplace, advice or information of a technical nature was less likely to be listened to if provided by a woman than a man.

**26.7%**

reported that they had been sexually harassed in the course of their employment. Of those, 79.1% experienced the harassment in their early career.

**36.5%**

36.5% said they were seen as less professional as they had commitments outside work.