



GENDER EQUALITY AND STEM



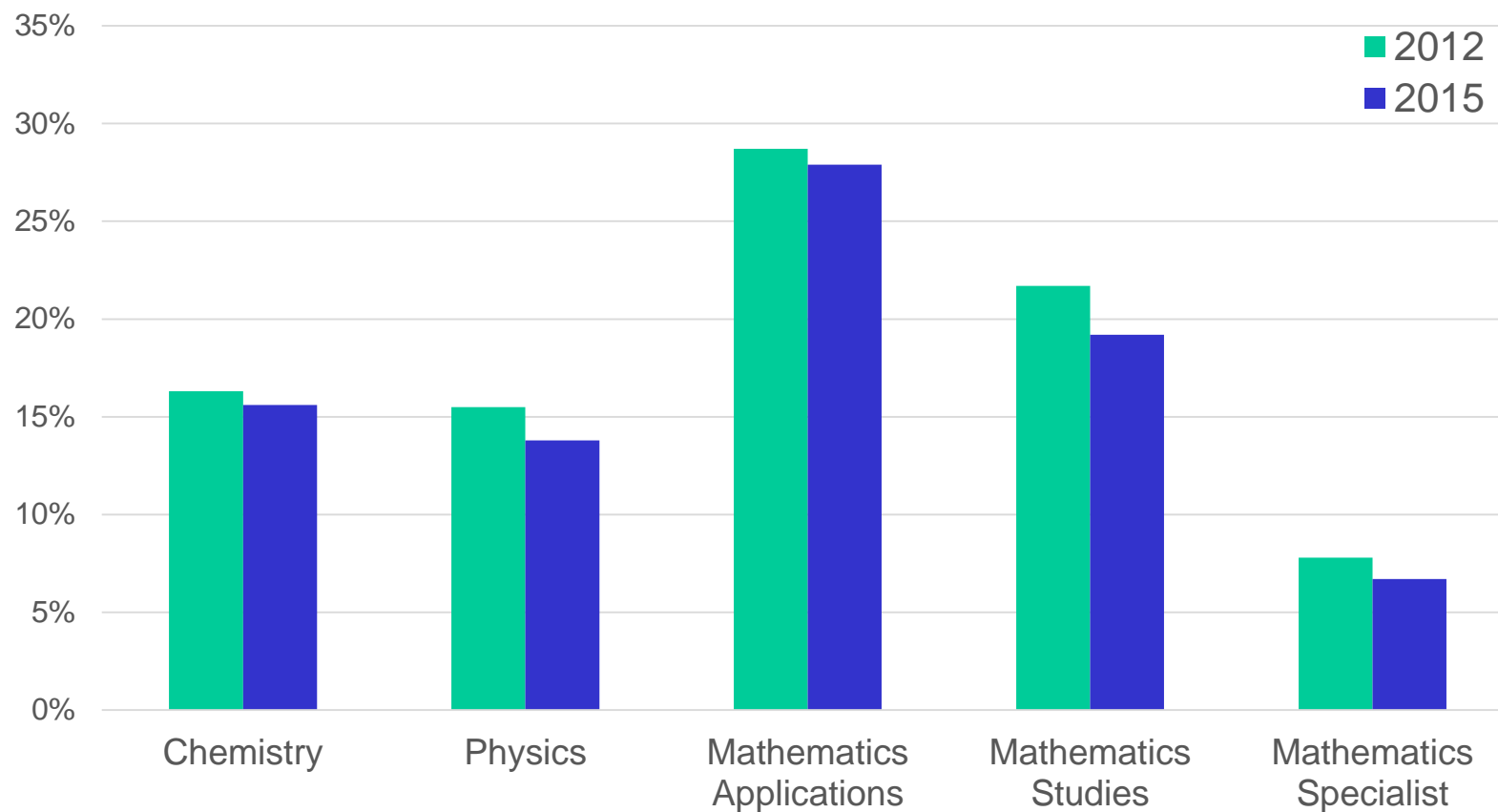


GENDER EQUALITY AND STEM

- STEM education pipeline
- Female representation in the oil and gas industry
- Why does gender equality matter?
- Strategies



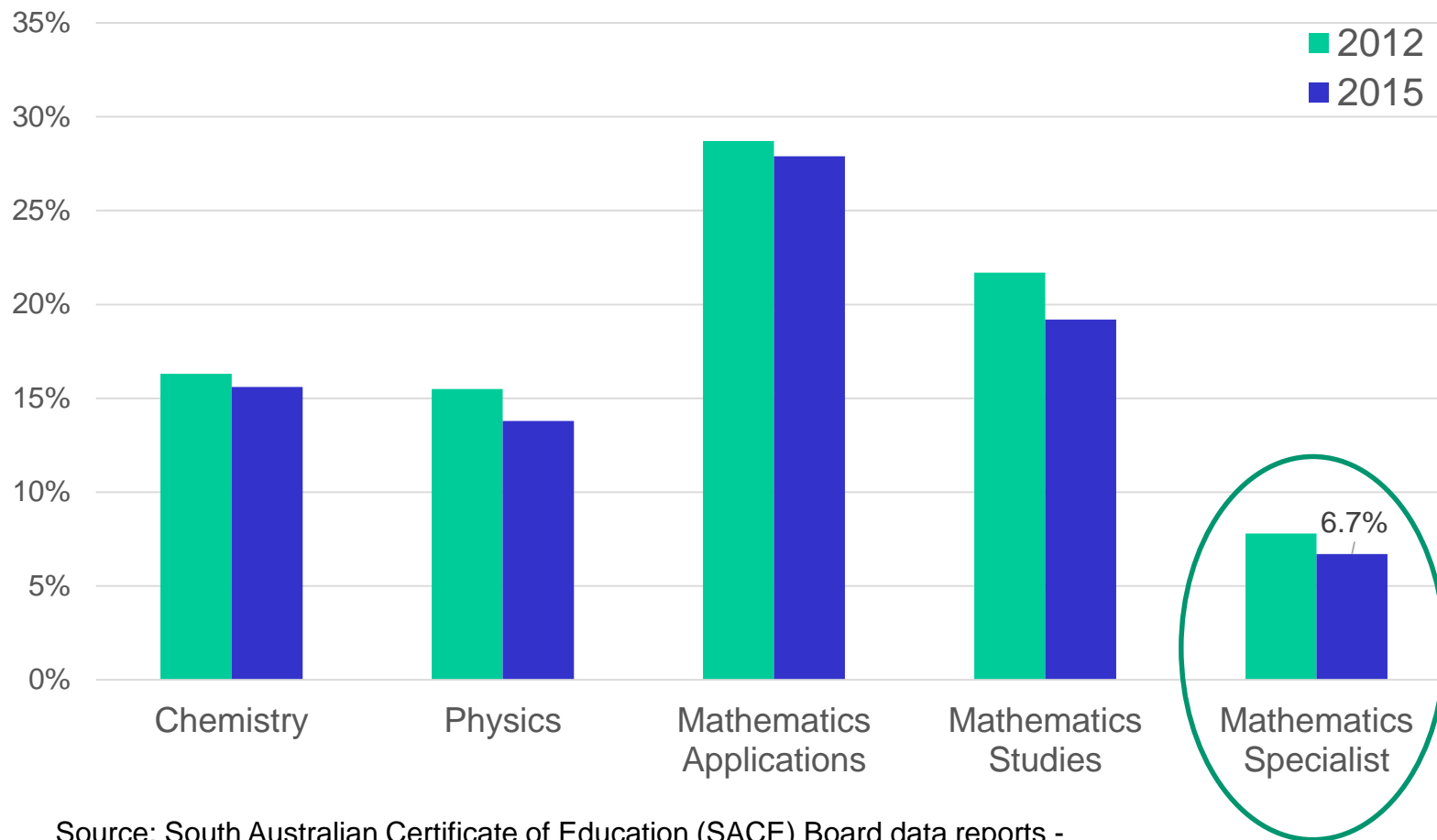
SOUTH AUSTRALIAN STEM SUBJECT COMPLETIONS (STAGE 2 SACE)



Source: South Australian Certificate of Education (SACE) Board data reports - <https://www.sace.sa.edu.au/web/sace-data/completion>, accessed June 2017

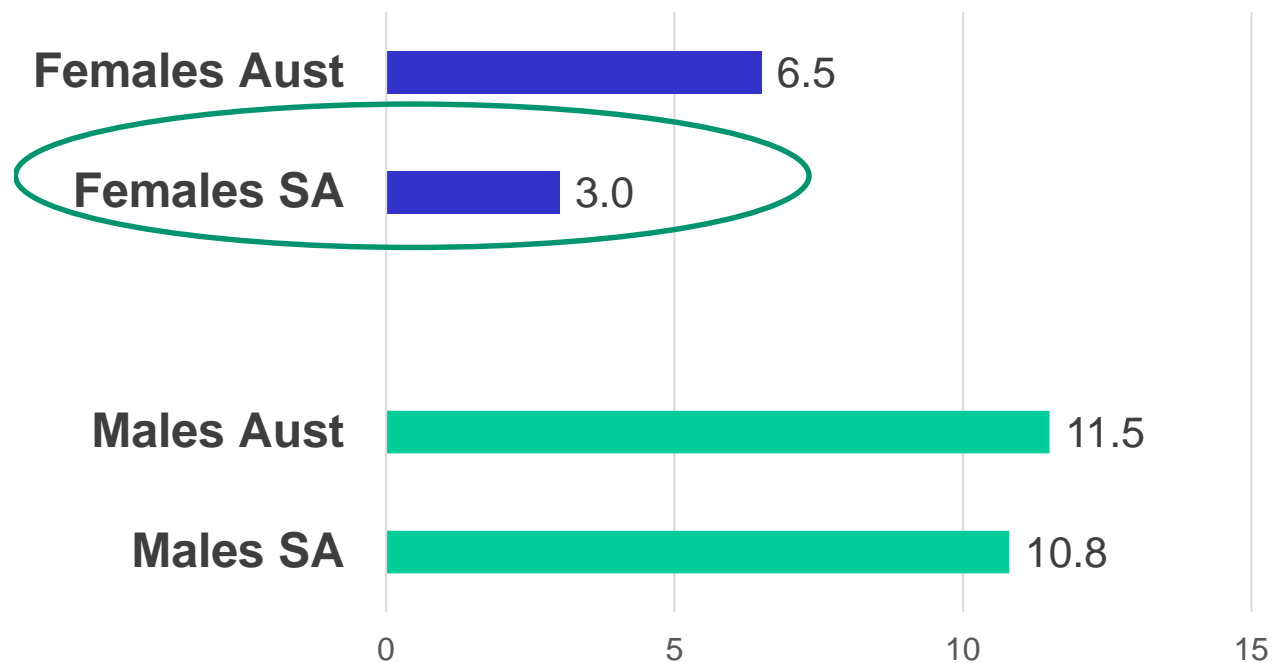


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SPECIALIST MATHEMATICS COMPLETION RATES (%), 2015

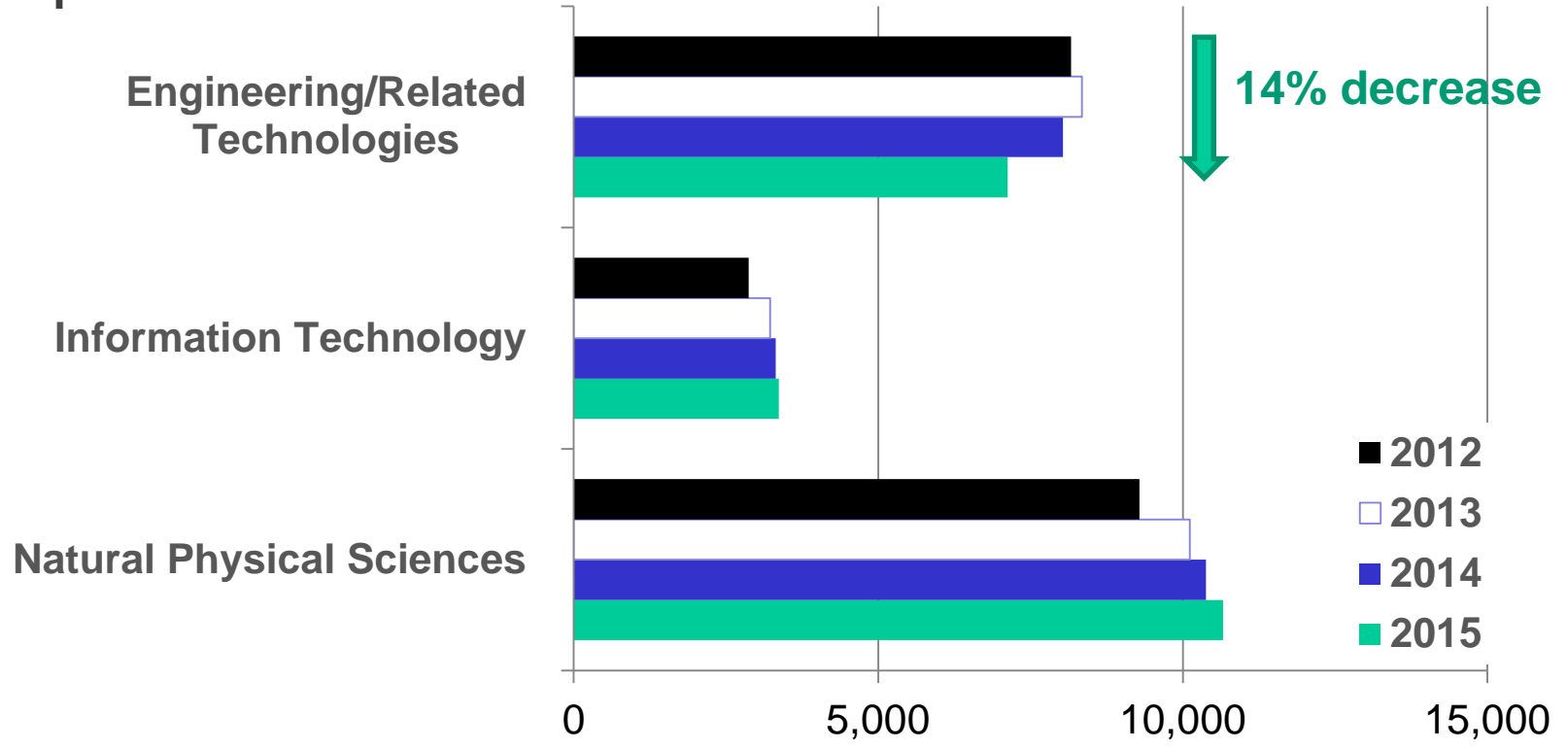


For SA to achieve gender equity in advanced maths would require about 540 extra female student completions per year.



UNIVERSITY APPLICATIONS

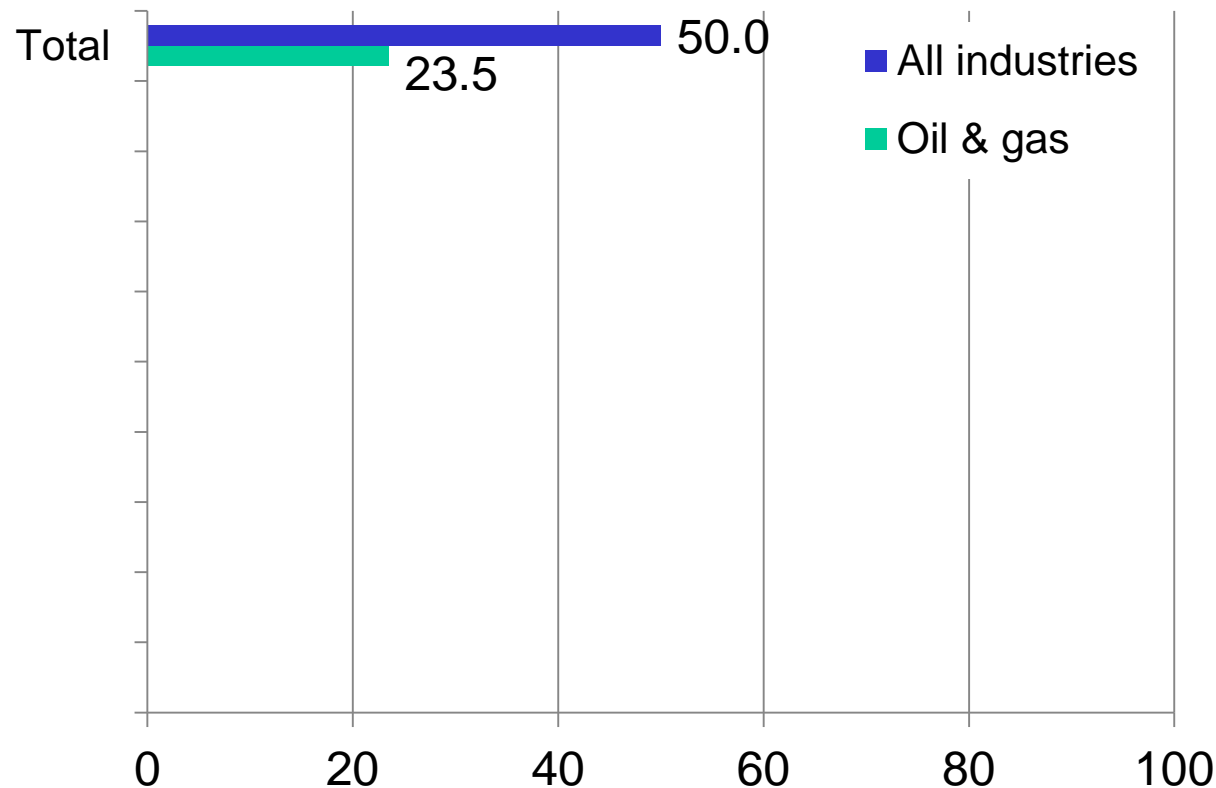
Total preferences



Source: SATAC Statistics, accessed 15/06/2017, <<http://ap.satac.edu.au/satac/stat.htm>>



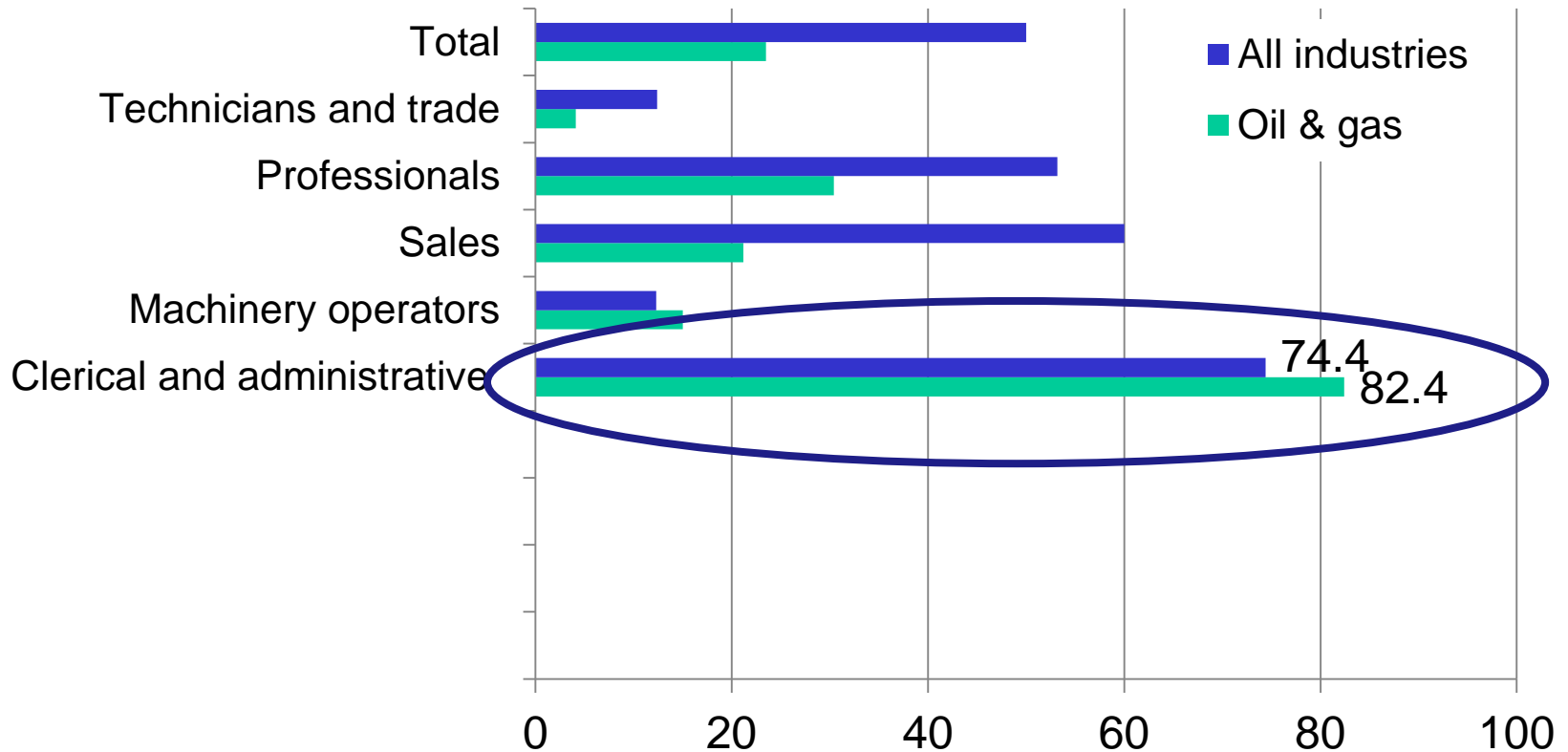
PROPORTION OF FEMALES EMPLOYED, 2017



Source: WGEA collects data from non-public sector organisations with 100 or more employees that report to the Workplace Gender Equality Agency annually under the Workplace Gender Equality Act 2012.

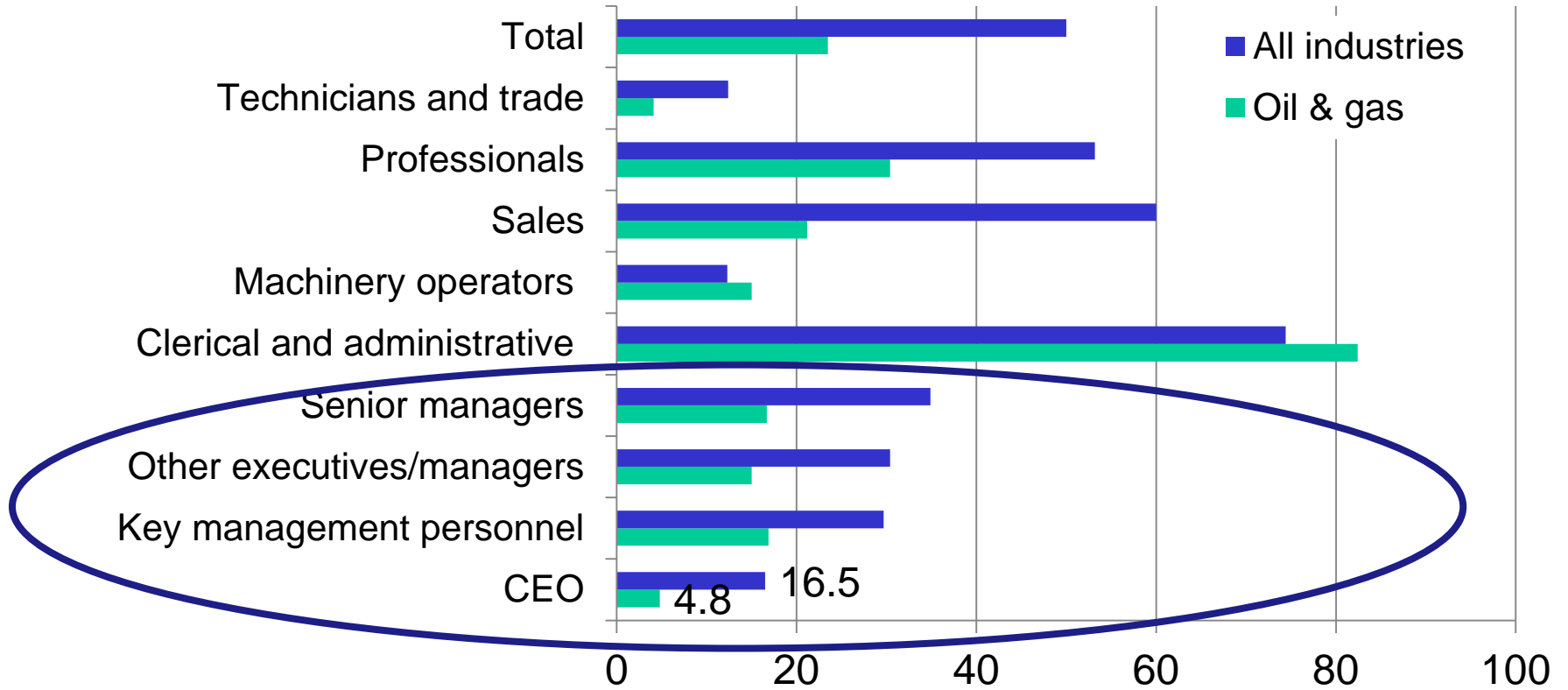


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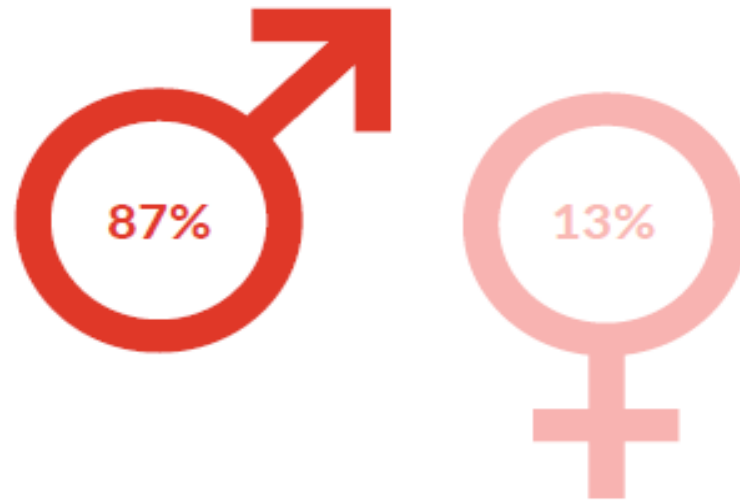
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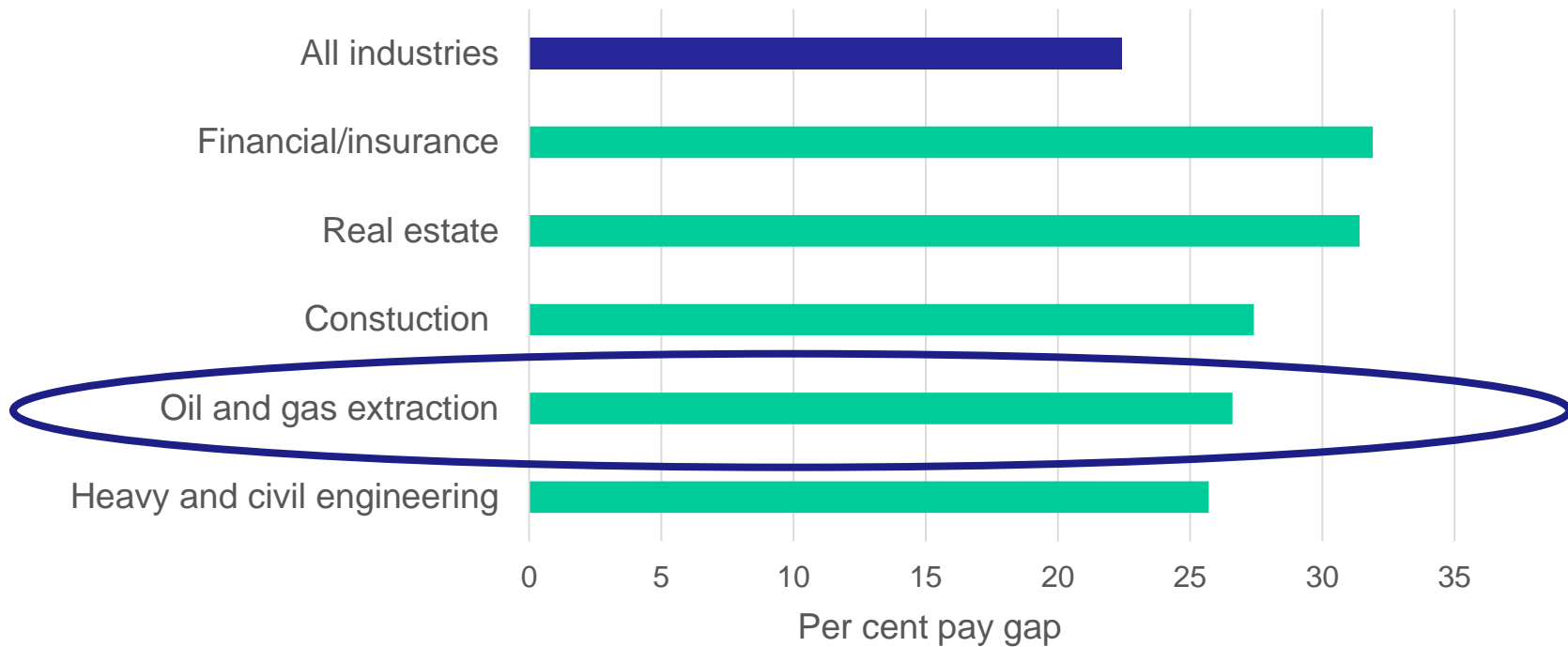
ENGINEERS EMPLOYED IN AN ENGINEERING ROLE



Source : Engineers Australia, 2017, Engineers make things happen

GENDER EQUITY PAY GAP, 2017

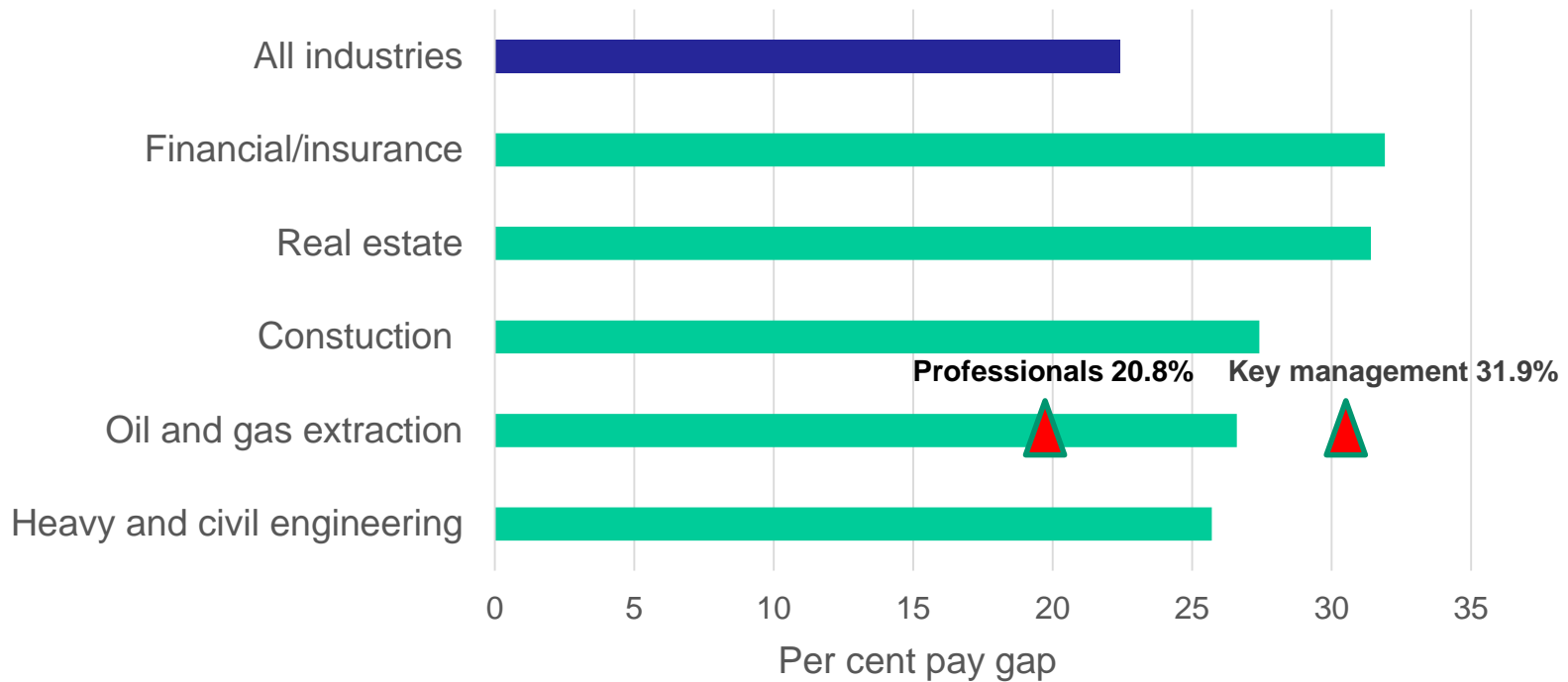
ABS ANZSIC Industry categories



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WHY DOES GENDER EQUALITY MATTER?



WHY DOES GENDER EQUALITY MATTER?

- Diverse teams = diverse thinking
- The talent pool is deeper when we are more inclusive
- Increases retention and recruitment of skilled talent

Source: WGEA, The business case for gender equality, <https://www.wgea.gov.au/sites/default/files/wgea-business-case-for-gender-equality.pdf>



HOW DO WE ACHIEVE EQUALITY?



HOW DO WE ACHIEVE EQUALITY?

Employers with formal policy/strategy in relation to:

	Oil & Gas	All industries
Overall gender equality policy	72.2%	54.2%
Gender pay equity objectives	52.9%	36.3%
Flexible working arrangements	33.3%	23.2%

Source: WGEA collects data from non-public sector organisations with 100 or more employees that report to the Workplace Gender Equality Agency annually under the Workplace Gender Equality Act 2012.



SUCCESSFUL STRATEGIES

- Build a strong case for change
- Role-model a commitment to diversity
- Redesign roles, normalise flexible work across all levels and genders
- Actively sponsor rising women
- Set a clear diversity aspiration, backed up by accountability

Source: McKinsey & Company, Women in leadership : Lessons from Australian companies leading the way, <https://www.wgea.gov.au/fact-sheets-and-research-reports/research-reports>



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✓ Have lots of difficult conversations



SUMMARY

- The STEM skills and engineering pipeline has challenges
- A gender equity strategy is necessary for recruiting and retaining talent
- Start the conversations!



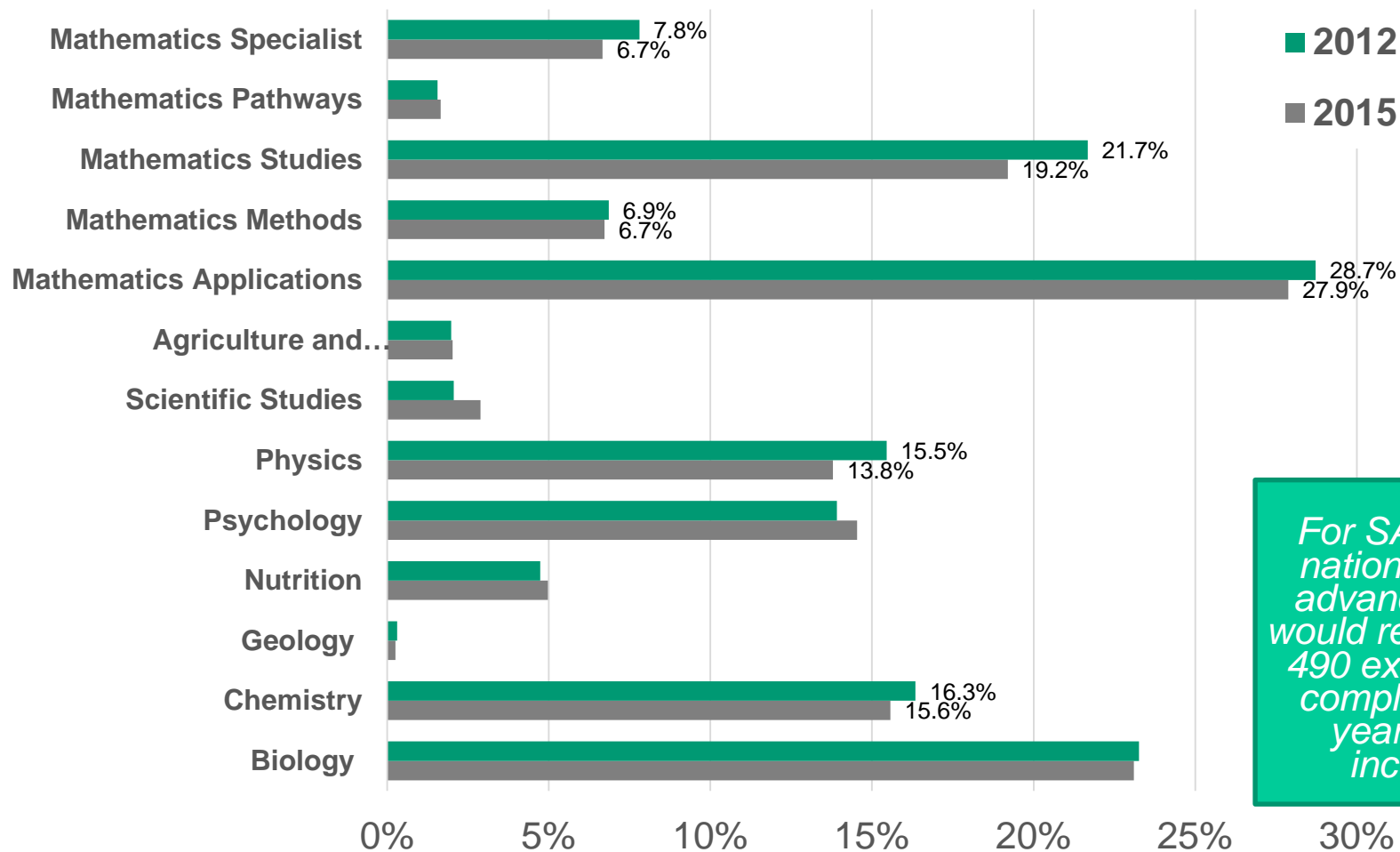
RESOURCES

Workplace Gender Equality Agency (WGEA)

South Australian Government Office for Women

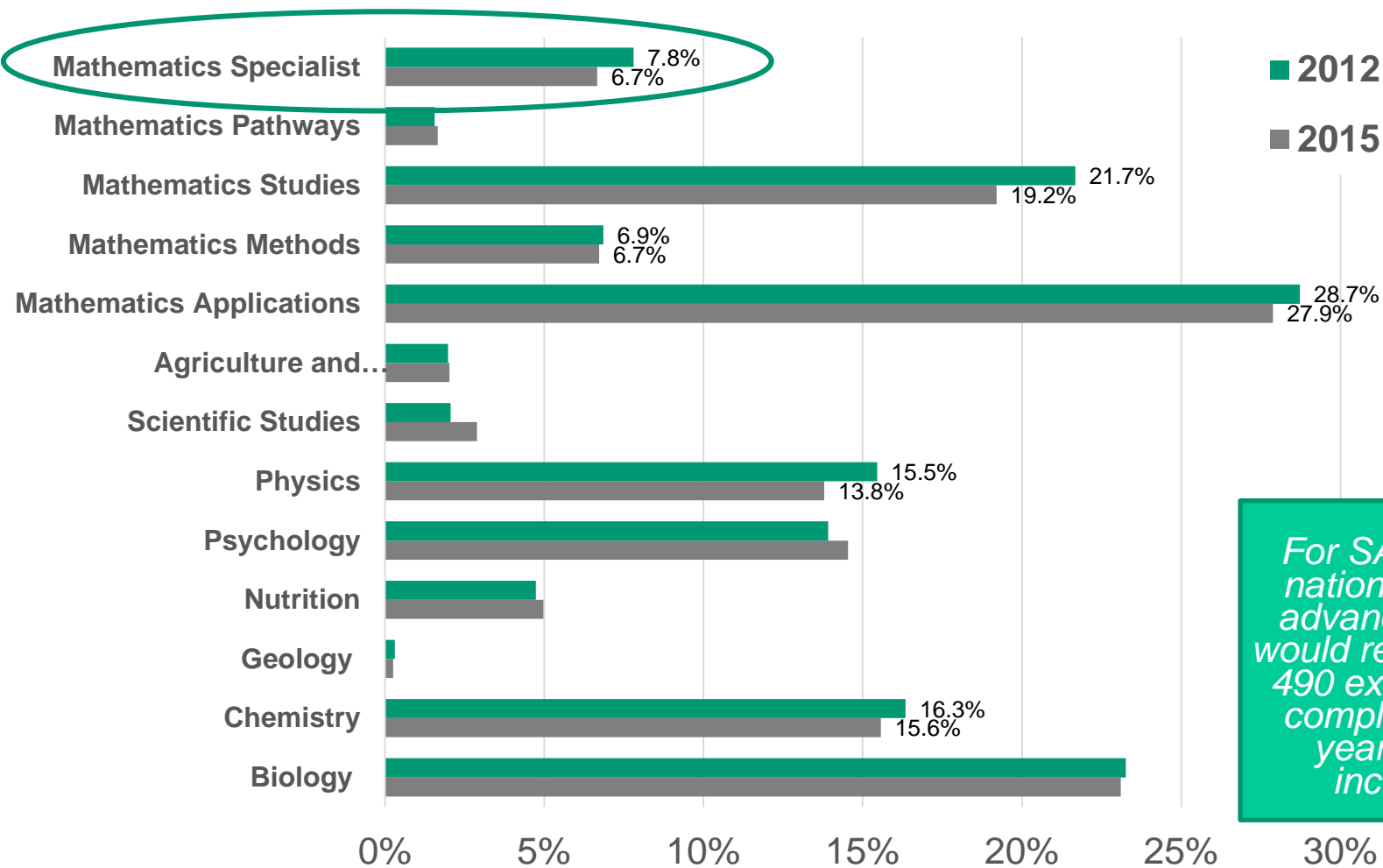
Science in Gender Equity (SAGE)

South Australian Certificate of Education (SACE) Science and Mathematics completion rates by year



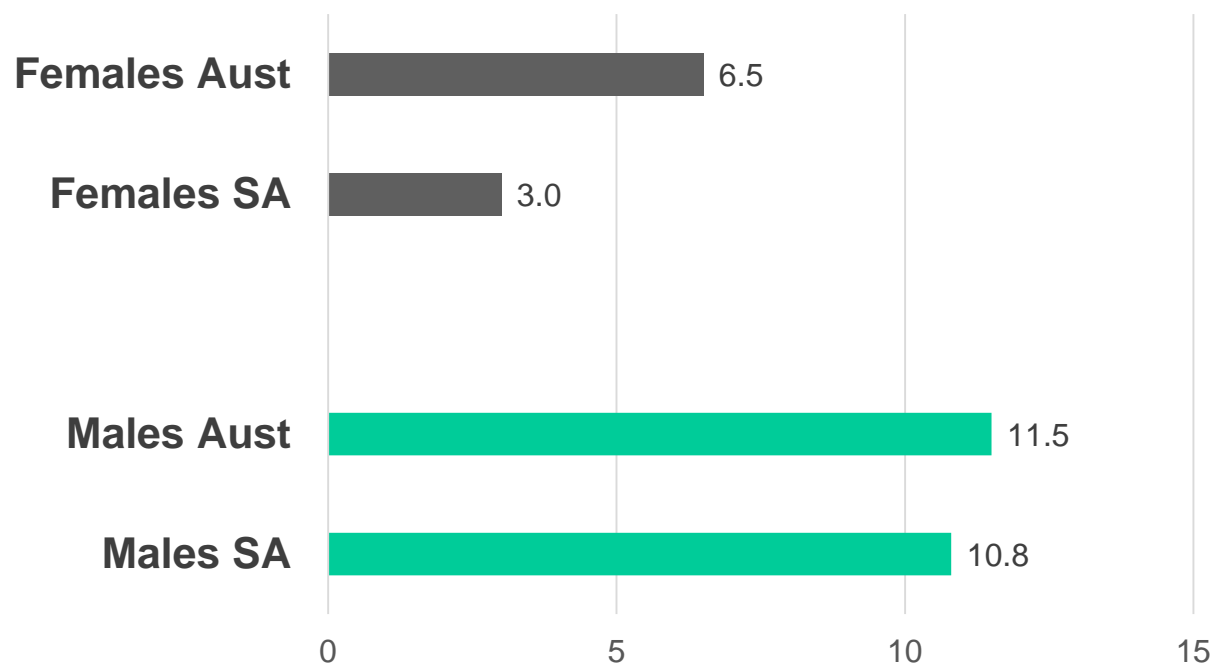
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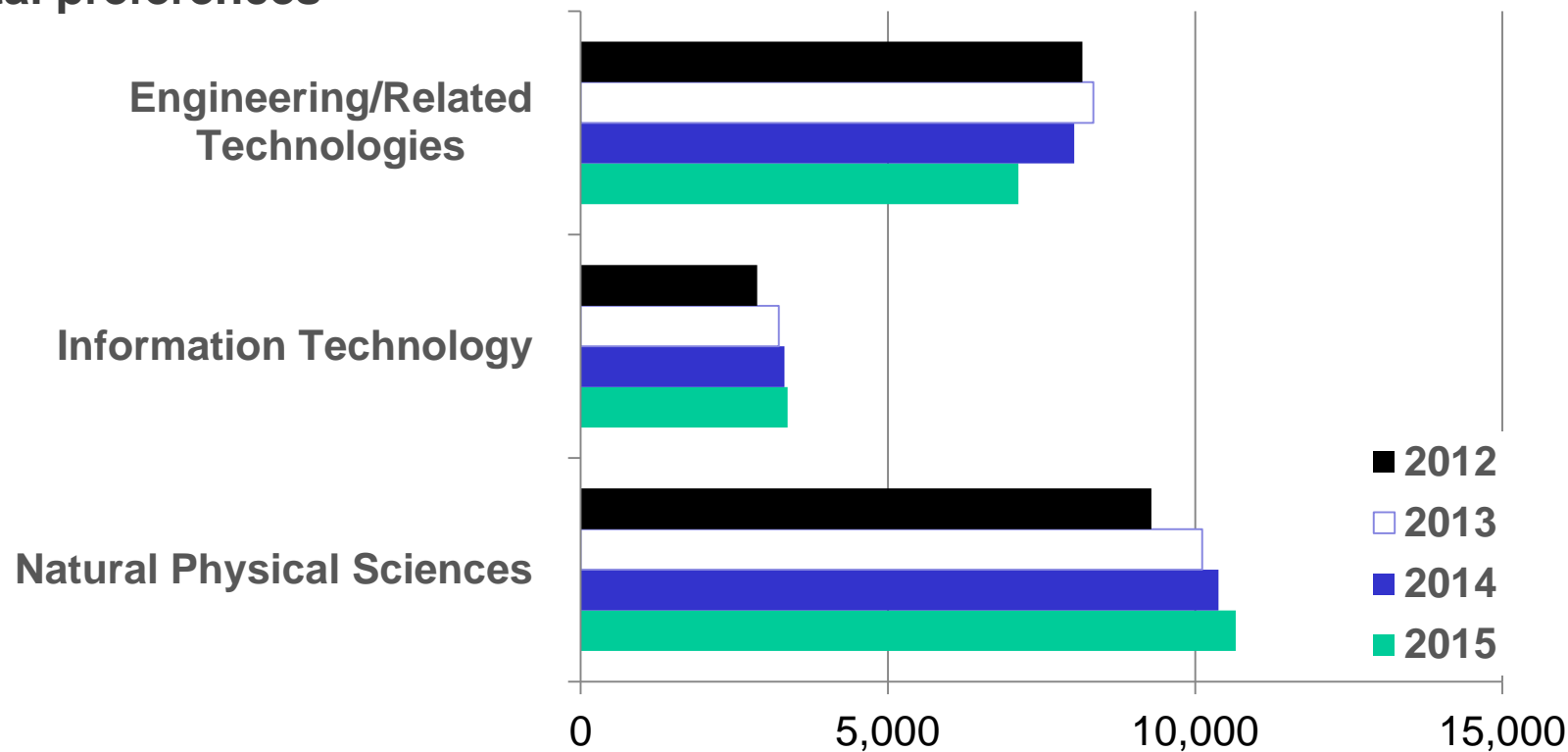


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UNIVERSITY APPLICATION PREFERENCES BY BROAD FIELD OF EDUCATION

Total preferences

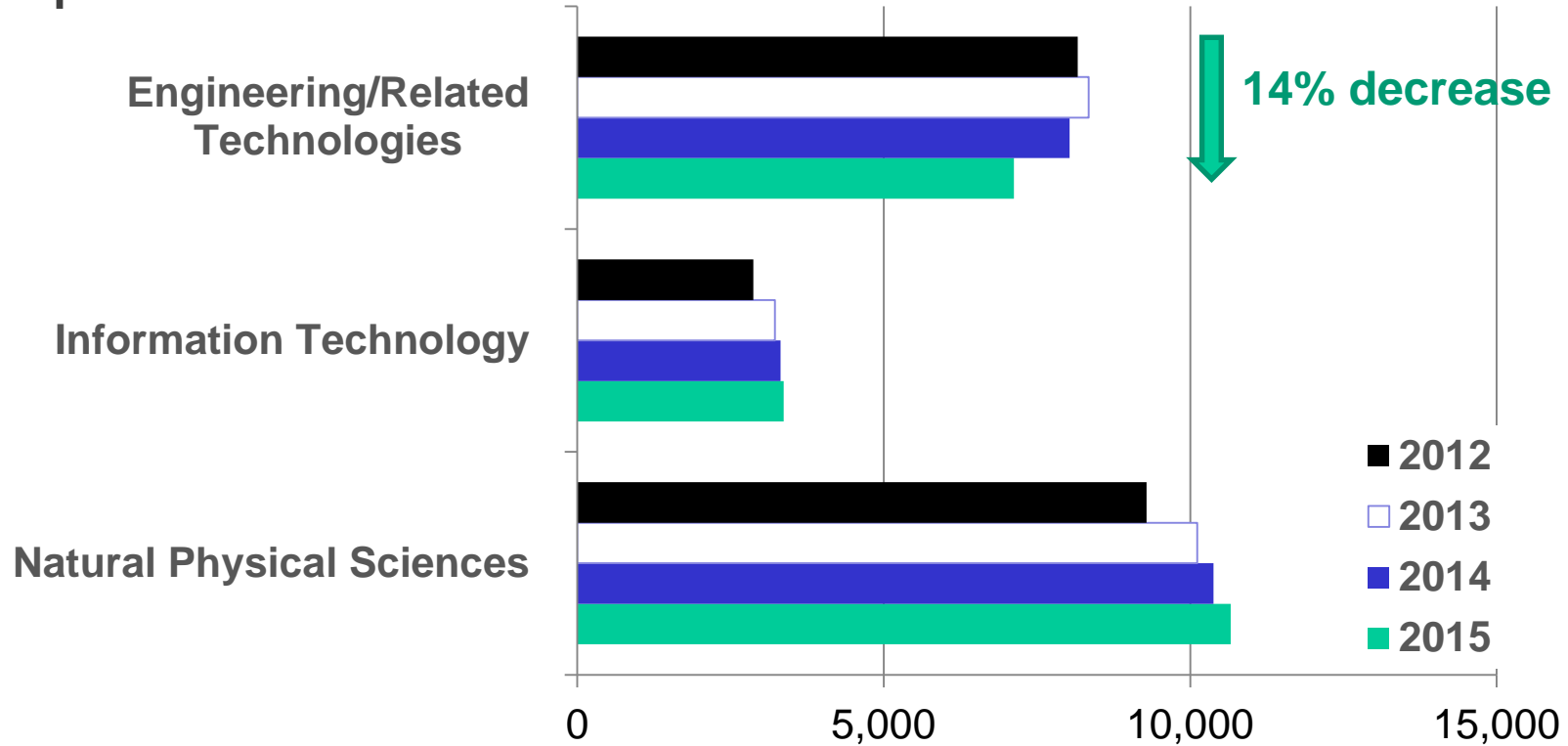


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The engineering pipeline



Engineers Make Things Happen

The need for an engineering pipeline strategy



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The engineering pipeline

