

WOMEN4STEM Daring Circle Report

Unlocking women's leadership through STEM skills programmes: Closing the STEM gender gap for women and world

PARIS, 17 March 2021- The Women's Forum for the Economy and Society announces the **publishing of the report – *Unlocking women's leadership through STEM skills programmes: Closing the STEM gender gap for women and world***. This report outlines the necessity and opportunity provided by developing the role of women in STEM, as well as concrete actions to equip women with STEM skills for the creation of an inclusive, resilient and sustainable future.

This report is the result of the committed work of the Women4STEM Daring Circle of the Women's Forum, under the leadership of Google and in collaboration with Boston Consulting Group.

The demand for digital skills in the future will continue to grow, leading companies to increasingly hire employees with digital and other STEM skills. STEM skills have become a necessary asset to face current challenges. From health application to climate change solutions, STEM skills embed the potential to significantly improve and save lives.

Today, **women account for only 24% of employees in the technology sector**, cover only 11% positions of responsibility, and constitute only 9% of information technology company CEOs. By disregarding women employees with STEM skills, companies lose an immense potential of diversity and innovation, necessary to remain competitive in the digital economy transition. To overcome these challenges companies must directly address the skill gap of women in STEM by over-investing in helping women acquire the relevant skills.

"At the Women's Forum we feel the sense of urgency: the pandemic has shined a spotlight on the importance of a She-Covery, highlighting the role of women in our economies and societies. In this context, girls and women must play a key role and be at the heart of the jobs of the future. Through this report, elaborated with the fundamental support of our Knowledge Partner BCG, we show how much women, and younger women in particular, value obtaining new skills as a path to promotions and job changes. It is paramount that companies continue to fix their leaky STEM leadership pipeline: they will ensure that women are promoted in mid-level and higher STEM jobs." **Chiara Corazza**, Managing Director, Women's Forum for the Economy & Society

"Supporting gender-balanced leadership is essential. It was essential before the pandemic, and continues to be even more so in post-Covid recovery and as companies equip themselves for work of the future. This report has uncovered concrete, actionable insights that all companies can use as they plan and implement development and skills training for an inclusive future" - **Hind Ouzzani**, Head of Strategy and Operations Southern Europe, Google

"The underrepresentation of women in STEM roles presents a critical barrier to progress - one that needs to be mitigated by schools, universities and companies through skilling. We're proud to partner with the Women's Forum on this important piece of work addressing the attrition and promotion gaps of women in STEM roles and identifying tangible actions these organizations can take in particular around skilling. At the company level, our research shows that about half of women in current STEM roles believe obstacles to gender diversity exist where they work - double the number of their non-STEM peers. Organisations must step up and make a concerted effort to tackle these barriers to career advancement, and support women with tailored skilling opportunities that will both improve retention and close the persistent gender divide in their STEM workforce." **Nadjia Yousif**, Managing Director and Partner, Boston Consulting Group

The report presents a clear roadmap of actions companies must undertake to develop strong and impactful STEM skilling and leadership strategies from the assessment of the gender gap to the construction of a suitable skill-building curriculum.

[Click here](#) to access the full report

About the Women4STEM Daring Circle

The Women4STEM Daring Circle is an initiative of the Women's Forum for the Economy & Society, bringing together an ecosystem of partners to advance solutions that increase the representation, leadership and impact of women with STEM skills at all stages of the pipeline from school to boardroom.

Led by Google, the Daring Circle's strategic members are AXA, Bayer, BNP Paribas, Microsoft, Publicis Groupe and P&G in collaboration with Lenovo, L'Oréal and Syntec-Ingénierie as Partners and Shearman & Sterling as Insight Partner. The Circle is supported by Knowledge Partner Boston Consulting Group (BCG) and Politecnico di Milano and HEC as Academic Partners.

About the Women's Forum for the Economy & Society

The Women's Forum for the Economy and Society is a leading platform that works to highlight the many voices of women in order to bring a high-value contribution to the most crucial challenges that the world is currently experiencing. It provides a unique place in which business and policy makers work together to seek solutions to common problems related not only to the role of women but also to economic growth and wellbeing, share experiences and promote best practices for encouraging a shift to a perfect gender equality society. It works on developing concrete instruments, Charter, and recommendations to accelerate inclusive growth and reduce inequalities through the empowerment of women across society. Upcoming Meetings: Women's Forum G20 Italy 17-19 October 2021, Women's Forum Global Meeting 14-18 November 2021.

More information on www.womens-forum.com

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