

# WOMEN IN SCIENCE

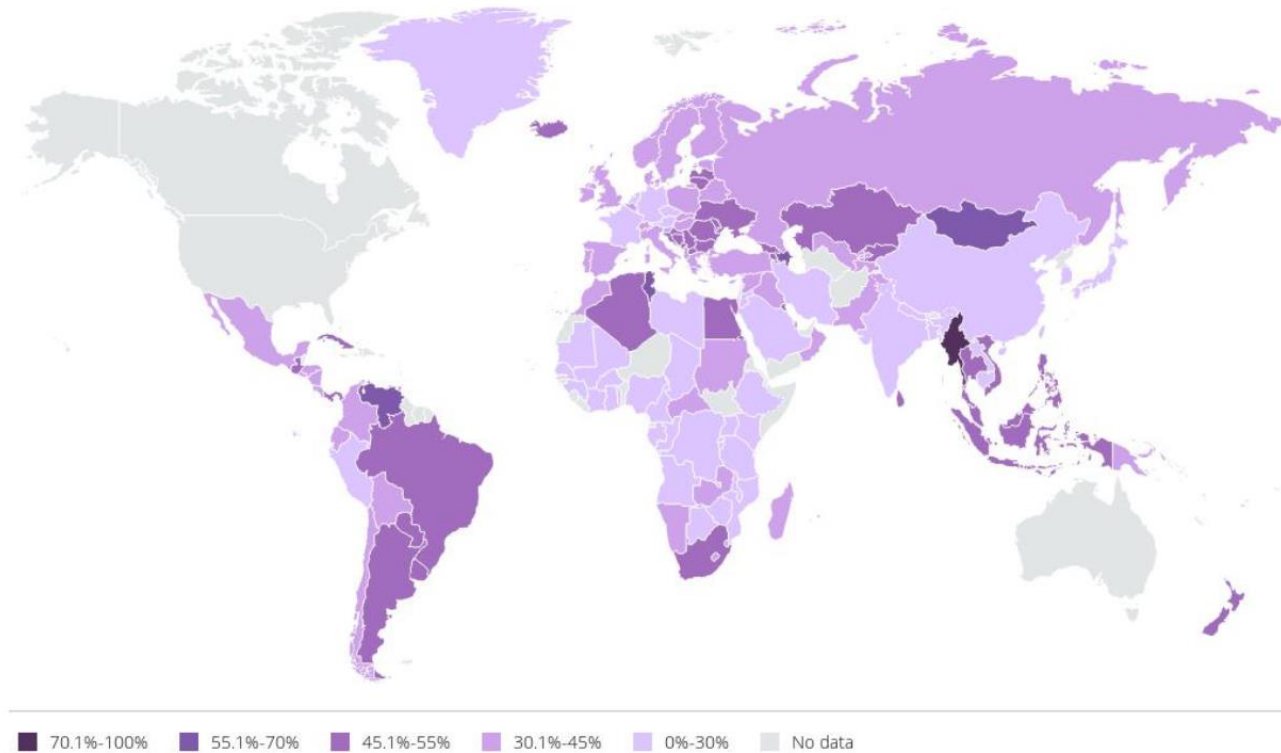
The gender gap

Presentation by Gender &  
Science AIL Group



# THE GENDER GAP IN SCIENCE

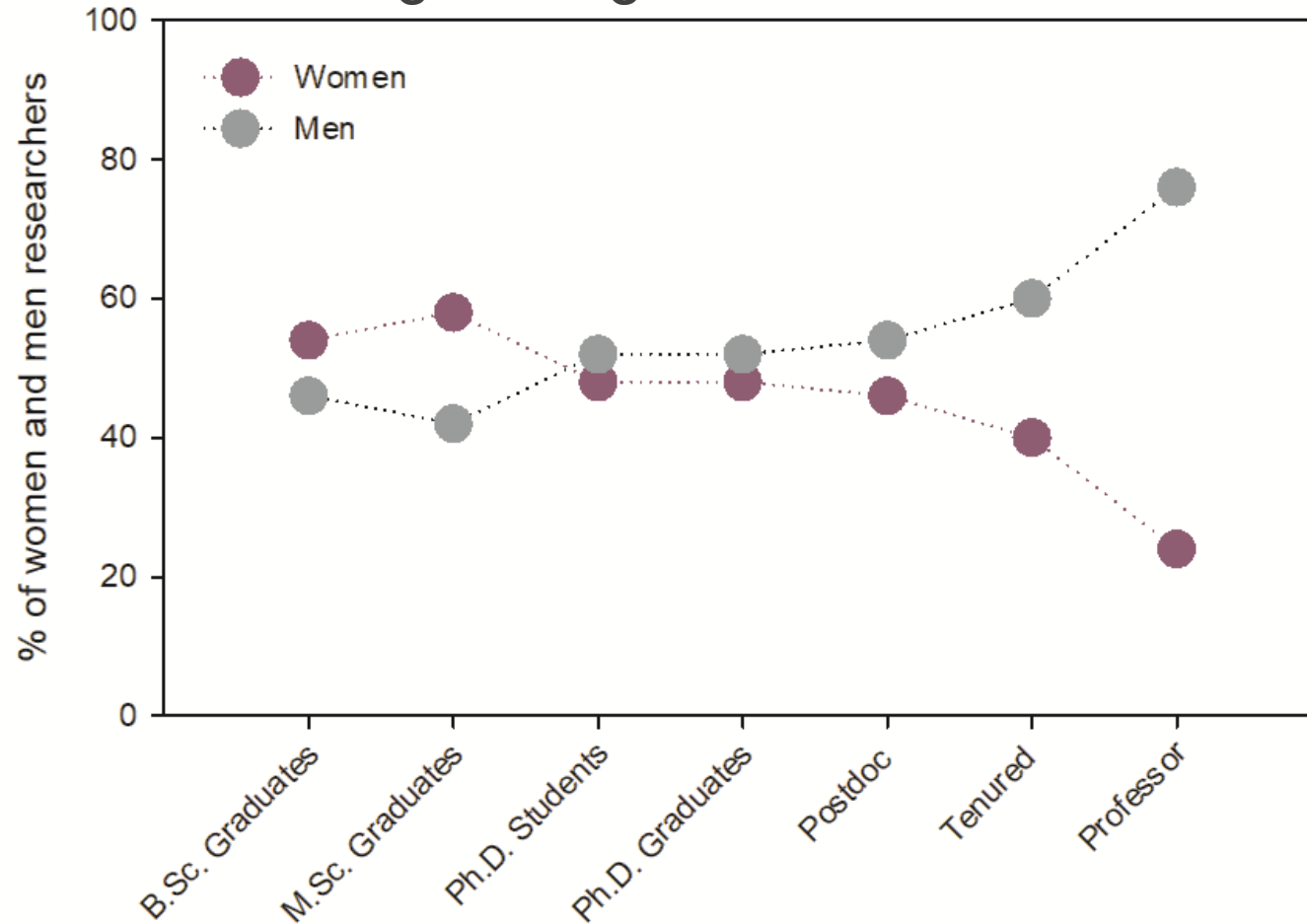
There is a consistent underrepresentation of women in STEM researchers across the world.



*Women as a share of total researchers, 2017 or latest year available  
(Source: UNESCO, Fact Sheet No. 55; June 2019; FS/2019/SCI/55).*

# THE GENDER GAP IN SCIENCE

European researchers at different academic career stages during 2016



Underrepresentation of women increases along the academic career, what is known as the **leaky pipeline**.

The graph showing the leaky pipeline is known as **scissors diagram**.

(Source: Adapted from SHE FIGURES 2018, European Commission; doi: 10.2777/936)

# THE LEAKY PIPELINE: POSSIBLE CAUSES

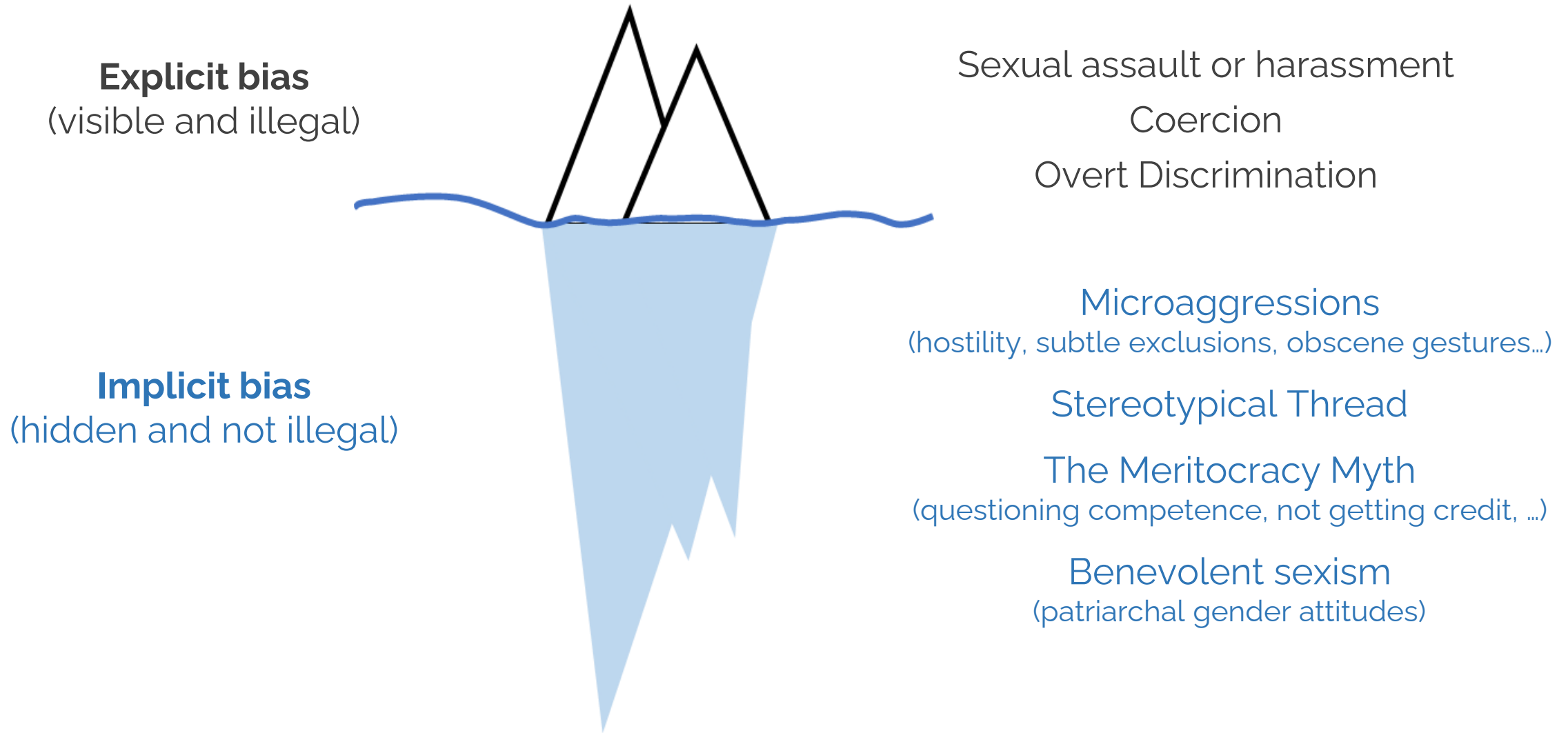
## GIRLS & BOYS:

- Have the **same interest in science**  
(Baram-Tsabari et al 2006, DOI 10.1002/sce.20163)
- **Perform the same good** at math  
and science at school  
(OECD (2010), PISA 2009 Results),
- Yet, when asked of drawing a scientist,  
they both normally **draw a male scientist**  
(Miller et al 2018, DOI: 10.1111/cdev.13039).

## WHY?

- Early experience  
(Nosek et al 2009, DOI: 10.1073/pnas.0809921106)
- Biological factors  
(Williams & Ceci 2012, DOI: 10.1511/2012.95.138)
- Educational policies  
(Miller & Linn 2015, DOI: 10.1037/edu0000005)
- Personal preferences
- Bias in the staff selection process  
(Moss-Racusin et al 2012, DOI: 10.1073/pnas.1211286109)

# THE GENDER EQUITY ICEBERG

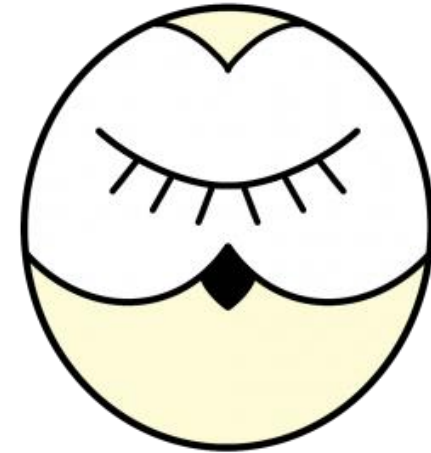


# GRASSROOT INITIATIVES IN THE FIELD: MOVING FORWARD FOR A CHANGE



**Earth Science**  
WOMEN'S NETWORK

<https://eswnonline.org/>



Women in Science – Ecology Virtual  
Conference

November 4<sup>th</sup>-6<sup>th</sup>, 2020

<https://www.wisecology.net/>



<https://www.limnetica.com/en/genderscience>

# THANKS FOR YOUR INTEREST!

Any  
comment or  
question?

Contact us at: [genderscienceail@gmail.com](mailto:genderscienceail@gmail.com)

We want to know your opinion:

**Do you think the scientific system offers equal opportunities for different genders?**

**What could be improved to advance to equality in academia?**

Answer on [menti.com](https://www.menti.com) with the code **86 60 45 9**



## ACKNOWLEDGMENTS

