

# Engineer a better future for women in science — join your union

PROSPECT is the trade union for scientific, managerial and specialist staff in public service and private companies.

Our members work across agriculture, defence, energy, environment, heritage, justice, transport and other sectors. We represent more professional engineers than any other UK union.

Prospect promotes the professional, occupational and labour market interests of our members. We campaign on the organisational, ethical, economic and social issues surrounding SET in the UK and beyond. ➤



[www.prospect.org.uk](http://www.prospect.org.uk)



prospect  
*science for people*

## Find out more

Briefings and resources can be downloaded from the science area of the Prospect website:

[bit.ly/pro\\_sci](http://bit.ly/pro_sci) and the equalities area: [bit.ly/pro\\_equal](http://bit.ly/pro_equal).

## Join us

[bit.ly/pro\\_join](http://bit.ly/pro_join)

For information, contact [sue.ferns@prospect.org.uk](mailto:sue.ferns@prospect.org.uk)

[www.prospect.org.uk](http://www.prospect.org.uk)

## Prospect promotes science by:

- working to raise awareness of the value of STEM skills
- holding regular meetings with science ministers and the chief scientific adviser
- taking a leading role on STEM issues within the TUC
- campaigning for a more diverse science workforce
- promoting awareness of science careers among young people
- taking a lead role in policy development through the Trade Union Sustainable Development Advisory Committee
- organising networks of interested members.

## Women in STEM

Prospect's recent survey of women members working in science, technology, engineering and maths showed that:

- 35% had been encouraged by a teacher or educational opportunity
- 25% cite their main motivation as interest and enjoyment of their subject.

Women leave science due to:

- uncertainty over funding or contract renewal
- the professional impact of having a family or part-time working
- unhappiness with male-dominated workgroups and culture.

We have identified four phases in women's STEM careers: optimism, uncertainty, glass ceiling, resignation.

What can we do:

- **Negotiate** more family-friendly policies and make sure they are actually put into practice
- **Campaign** for better and longer-term funding and against politically driven cuts and closures
- **Support** members through networks, mentoring, training and other schemes.

*Scientists, politicians, educators – we all need to play our part in engaging the public and raising awareness of science and engineering*

*Government that can needs people who know how*  
[bit.ly/pro\\_govtcan](http://bit.ly/pro_govtcan)