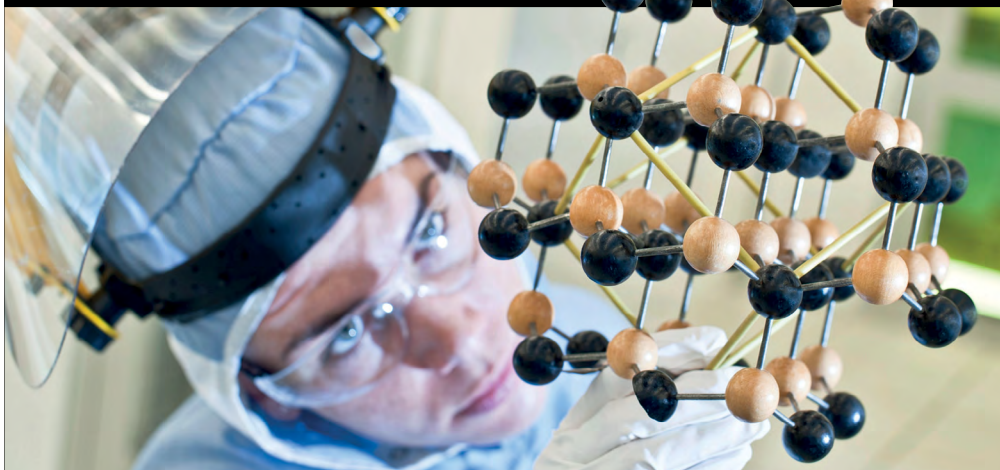


RAISING OUR SIGHTS

FOR WOMEN IN STEM



If you could persuade your employer to make one change at work, what would it be?



Prospect's Charter for Women in Science, Technology, Engineering and Maths spells out the union's work to promote, support and sustain our members' contribution to the public interest and to economic growth – www.prospect.org.uk/stemcharter

In early 2014 we asked our members 'If you could persuade your employer to make one change at work, what would it be?'

Many of the responses reflect the themes in the Charter, indicating that there is still some way to go to achieve our objectives. One hundred years after Emily Davison died at the Epsom Derby, women in STEM are still:

- campaigning against occupational segregation and for equal pay;
- subjected to bullying and harassment, perceiving a 'culture of silence about bullying' in which greater weight is given to employers' interests than to its victims;
- campaigning for basic hygiene facilities in the workplace, such as segregated showers, so that colleagues don't have to keep watch while women use the men's facilities.

OUR MEMBERS' TOP THREE PRIORITIES

More **flexible working hours and working arrangements**, particularly but not exclusively for people with caring responsibilities. There was a strong desire for flexible working to be available to all employees, regardless of gender and grade.

More **accessible career paths**, including increased opportunities for appropriate training and learning, parity of promotion opportunities and support for formalised succession planning.

Better pay and fairer pay systems that protect standards of living and reward development of competency and skills

WHAT OUR CHARTER SEEKS TO ACHIEVE



Promote the economic and business benefits of a more diverse STEM workforce

Our members say that:

A culture of flexible working for all would result in my employer being able to access the full potential of their resource pool.

I'd like my employer to acknowledge that the low numbers of women being recruited is a problem that they can work towards solving. If we could recruit as many women as men our recruitment problem would be solved.

Target science and engineering-based companies to enhance board level representation of women

Our members say that:

Quotas for females on boards should be matched by targets for females in senior roles in the public sector.

Encourage all employers – public and private sector – to provide career pathways accessible to all

Our members say that:

Employers should assess career progress and promotions within the organisation, publish the results and take appropriate action.

A clear progression structure should be put in place for the science and engineering professions in government.

My employer should create a non-managerial career path.

Training opportunities should be made available to all who want them and not just a select few.

Support mentoring programmes and buddying schemes for women in STEM at all career stages and make sure they are not isolated in workplaces

Our members say that:

My employer should develop a mentoring programme for staff tailored to their gender. For women it should encourage a balanced focus between their own career progression and loyalty to their team.

My employer should introduce an effective and widely-used mentoring scheme, with plenty of training for new mentors.

Prioritise action to remove barriers to part-time working in STEM occupations

Our members say that:

It is incredibly difficult to be the only women in a working environment surrounded by men who do not understand, or care to understand, the pressures of juggling family and work commitments.

Employers should allow part-time working without compromising current job role or future career prospects.

Judge me on the work I do not the hours I work.

HOW PROSPECT IS ACTING ON THESE CONCERNS – SEE OVERLEAF

HOW PROSPECT IS ACTING ON THESE CONCERNS



- ✓ Campaigning for a Minister-led commission to increase the 13% of women in STEM careers to 30% by 2020.
- ✓ Raising awareness of the range of professional STEM roles undertaken by Prospect members and the satisfaction that they derive from their work, including the Prospect Pioneers calendar and web resources –
www.prospect.org.uk/pioneers
- ✓ Providing guidance and good practice examples of flexible working across a range of sectors and workplaces.
- ✓ Running a member-to-member mentoring programme for women in STEM that has helped a number of mentees successfully progress to new opportunities. We will be expanding and diversifying this programme in 2014.
- ✓ Organising union-wide networks for women in STEM as well as for other equality strands.
- ✓ Developing our own apprentice app that provides guidance on what constitutes a good quality apprenticeship and the opportunities available –
www.prospect.org.uk/apprenticeships
- ✓ Training our representatives to negotiate for equal pay and fair employment practices, including addressing discriminatory behaviour, such as harassment and bullying. Where necessary, we take legal action to defend members' interests.
- ✓ Promoting good work, including the role of STEM-based industries in a fairer and stronger economy –
www.prospect.org.uk/goodwork
- ✓ Campaigning for better and more secure STEM funding –
www.prospect.org.uk/sciencebriefings
- ✓ Working with employers, professional bodies and other stakeholders including WISE, the Campaign for Science and Engineering, the Talent Retention Solution (TRS) and Science Council.



Published by Prospect 2014

New Prospect House, 8 Leake Street, London SE1 7NN

T 020 7902 6600 F 020 7902 6667 E enquiries@prospect.org.uk www.prospect.org.uk