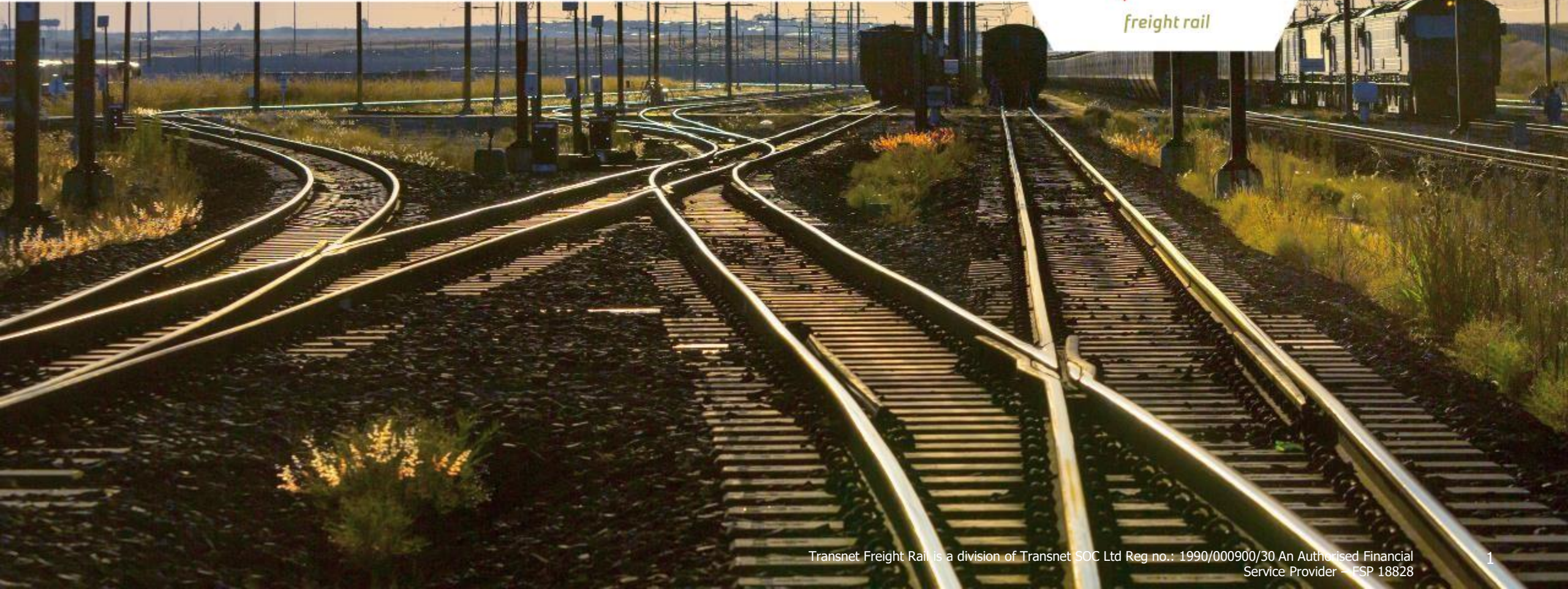


# THE SCARCITY OF WOMAN IN THE SCIENCE ENGINEERING AND TECHNOLOGY SET FRATERNITY: A CALL TO BREAK BARRIERS

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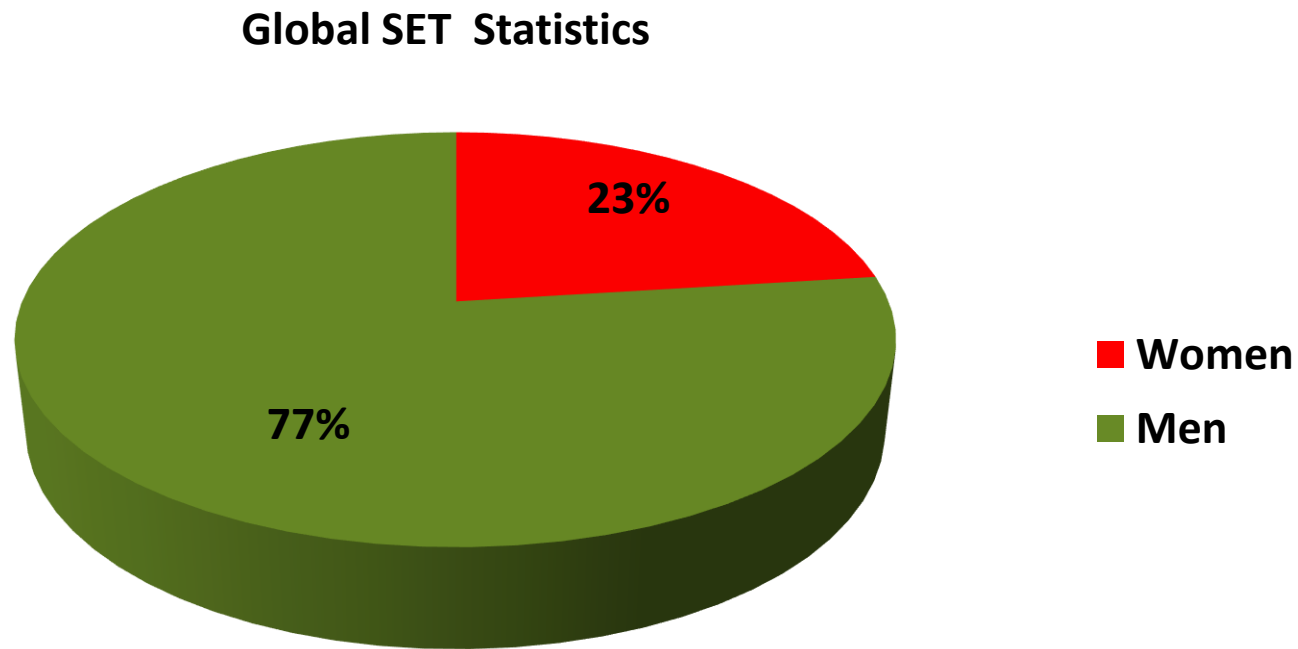


# OVERVIEW

- 1. INTRODUCTION**
- 2. STATISTICS LEAKY PIPELINE**
- 3. ROOT CAUSE**
- 4. THE CAPACITY THAT WOMEN POSSES**
- 5. PROJECTS**
- 6. SOLUTIONS**
- 7. CONCLUSIONS**

## INTRODUCTION

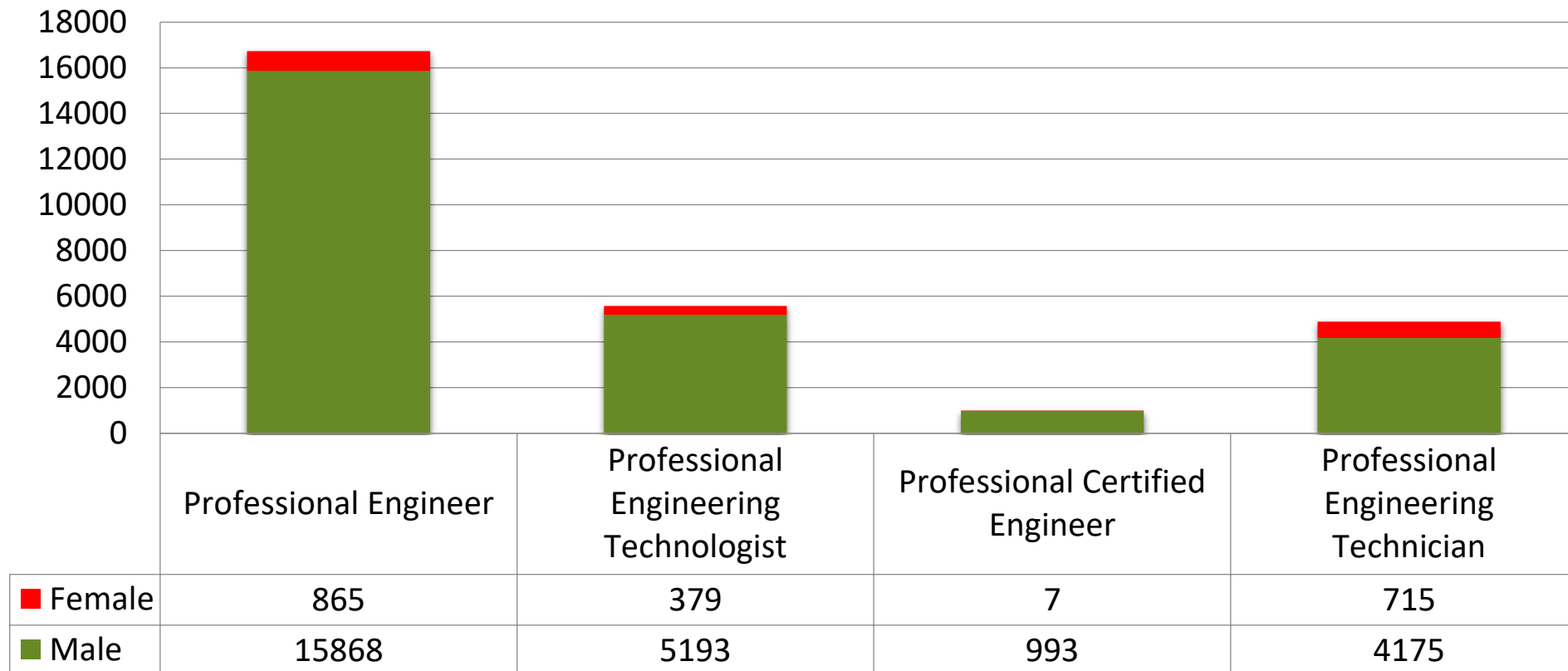
- There is a widespread knowledge of the scarcity of women in the SET fraternity
- women only make up 23% of the global SET fraternity



# STATISTICS OF GENDER DISPROPORTION

The gender disproportion, ECSA registered professionals

Professional Registration Statistics by Gender and Category



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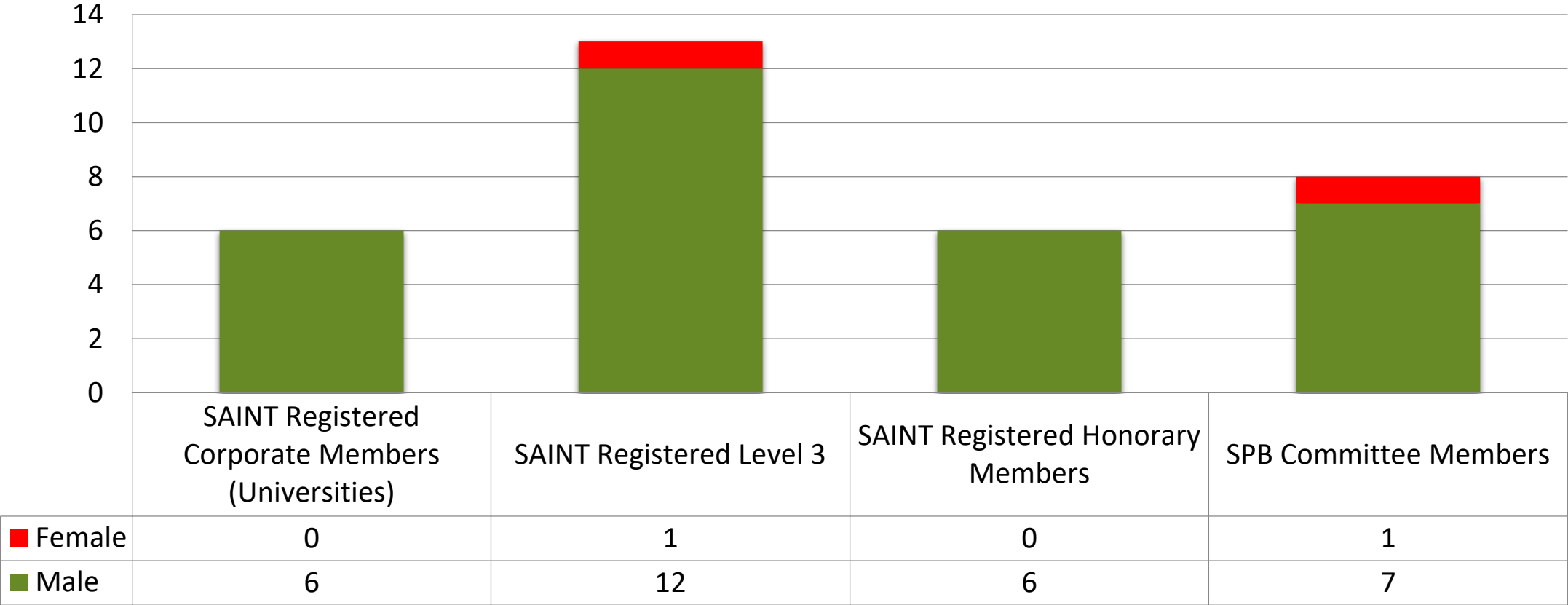


# STATISTICS OF GENDER DISPROPORTION



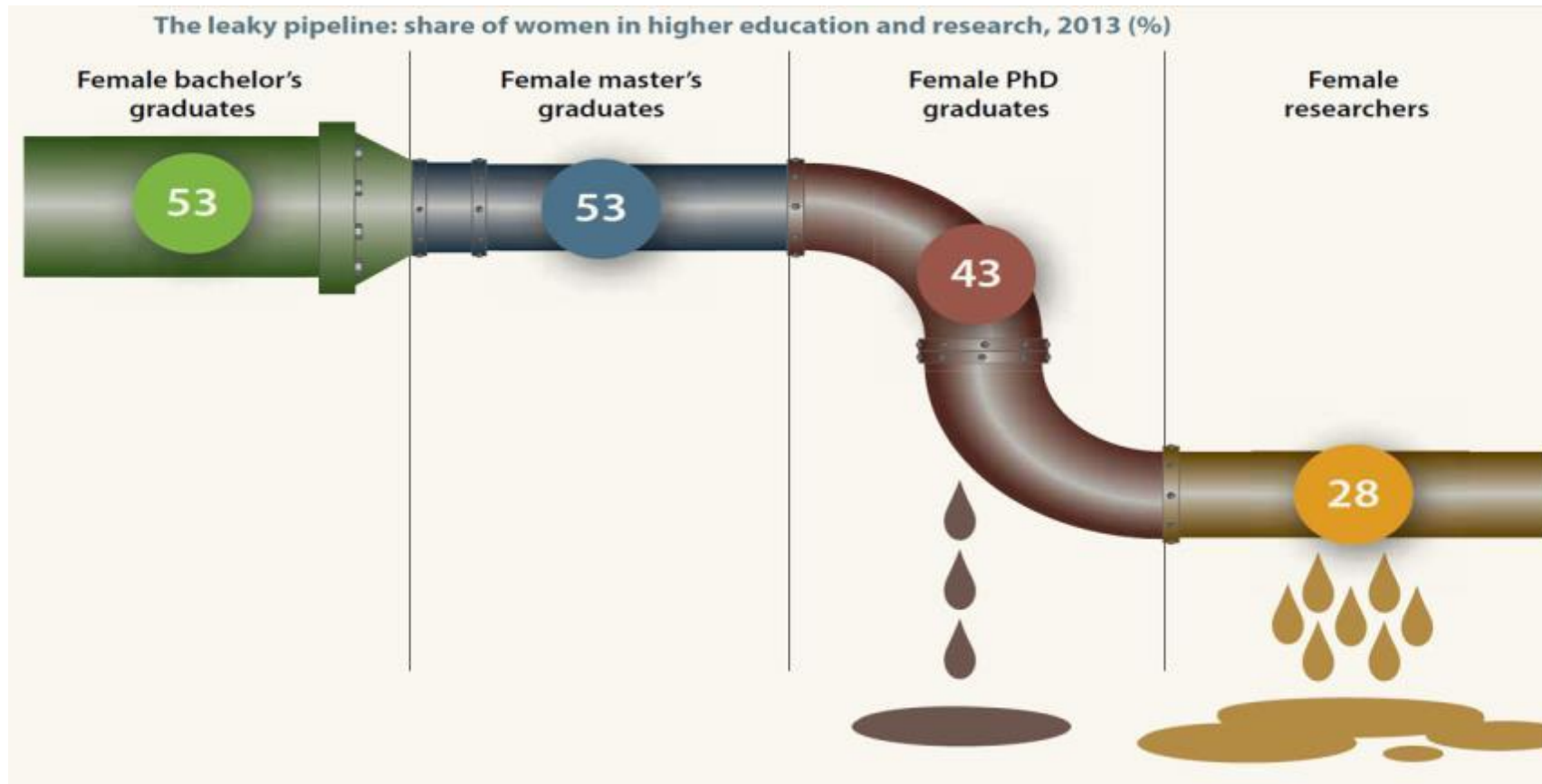
## SAINT registered members' statistics

Statistics on SAINT Registered Members by Gender and Category



# LEAKY PIPELINE

The leaky pipeline: A metaphor for loss of women in the SET fraternity



## ROOT CAUSE OF GENDER DISPROPORTION

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According to the theory of planned behaviour the following factors have a significant influence on career choice:

- Attitude
- Subjective norms
- Perceived behavioural control

**41%** of women were found to be greatly influenced by subjective norms – choices that women make and their behaviour is motivated by the people around them

## ROOT CAUSE OF GENDER DISPROPORTION

- An implicit measure indicated that both men and women associate men with SET related career.

### Influence and association is driven by:

- **Society** - circle of friends, family, colleagues
- **Tradition** - a belief with divine authority
- **System** - A manner in which things are done
- **Stereotype** - a fixed idea of a particular thing

# THE CAPACITY THAT WOMEN POSSES

Many countries have realised that a nation's growth and development is greatly dependant on empowering its women both academically and also within the SET work environments



# THE CAPACITY THAT WOMEN POSSES

Women bring diversity which is the source of

- positive morale,
- different from perspectives of different experiences,
- global impact,
- talent retaining

Gender diverse units in companies have **16%** higher revenue than those that are not.

# PROJECT 1



Ultrasonic testing of critical members of a railway steel bridge in Brits, North West

## PROJECT 2



Radiography testing of Thermit welds during the iron ore line annual shut down period

# SOLUTIONS

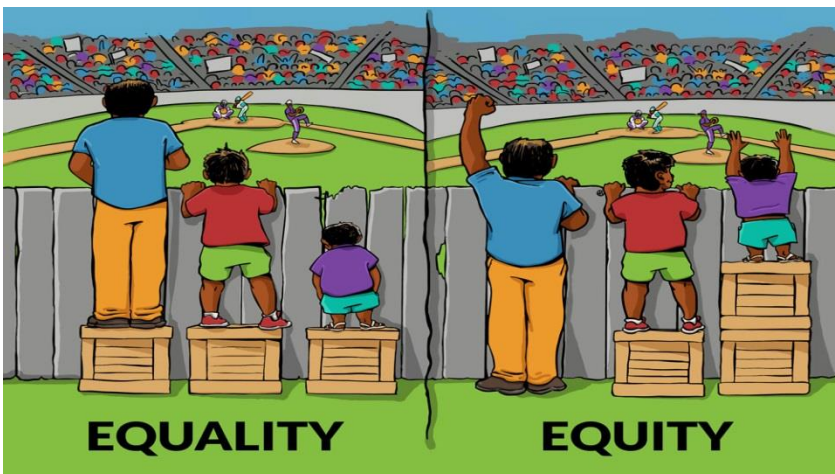
The subjective norm factor can be used to positively influence women to choose and remain in the SET fraternity by introducing mentors, coaches and role models.



# SOLUTIONS



- Empower and expose women to SET career paths at an early stage
- Advocate for liberation from societal and traditional expectations
- Inclusion and narrowing gaps by providing what is essential to effortlessly achieve productivity



# CONCLUSIONS

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- Women need female mentors
- That can only be reached if there are enough women in the SET fraternity
- Therefore it is vital that the scarcity of women be mitigated and platform for attracting and retaining women is created
- Men hold the key to creating that platform, it should first start with them
- It is possible

**ANY QUESTION?**



