

# Women In STEM Careers And The Gender Gap [INFOGRAPHIC]

by Brittany Schlacter on February 13, 2013

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It should come as no surprise that just [25 percent](#) of the science, technology, engineering and mathematics (STEM) workforce are women. These are some of world's most important jobs, and somehow women only make up a quarter of the workforce.

When it comes to scientific career paths, women are often faced with many challenges and obstacles. Not only are they greatly outnumbered in STEM positions, but also they're paid significantly less. For example, in the biological sciences field, the average woman's salary equates to just 76 percent of the average man's salary. These are two things greatly working against the necessity of attracting women to careers in the STEM sector.

The bias against women in STEM careers also spans to the hiring of men over women for the same position. A 2012 Yale study of 127 faculty members rated male and female job applicants with identical qualifications. This study found that regardless of field of gender, the professors suggested a lower starting salary for the female job applicants.

[CityTownInfo.com](#) has created an infographic to best display the findings in regard to women in STEM careers. While there certainly are many challenges faced by these women, there are a variety of opportunities for the future of women in science.





Women	50,000	\$855
<b>LIFE, PHYSICAL &amp; SOCIAL SCIENCE</b>		
Men	565,000	\$1,156
Women	479,000	\$1,038

2011 data from the Bureau of Labor Statistics  
 \*Biological science is one subfield of life, physical & social science occupations

### SOME SCIENTISTS MAY BE BIASED AGAINST WOMEN



In a 2012 Yale study, 127 science faculty members rated male and female job applicants with identical qualifications

#### THEY THOUGHT MEN WERE WORTH MORE

Regardless of their gender or their field, the professors suggested a lower starting salary for the female job applicants

#### MEAN SUGGESTED STARTING SALARY



#### THEY THOUGHT MEN WERE BETTER AT THEIR JOBS

When evaluating job applicants who had identical qualifications, the professors also rated men higher than women in several categories on a scale from 1 to 7

#### HOW MUCH HIGHER MALE APPLICANTS SCORED COMPARED TO FEMALE APPLICANTS



## THE OPPORTUNITIES

### WOMEN ARE PLAYING AN EXPANDING ROLE IN SCIENCE

The U.S. government plans to support science education and careers for women and girls, working with private and nonprofit partners

At schools like University of Wisconsin-Madison, the female science faculty is growing

% FEMALE FACULTY		
2000	2011	
19	28	BIOLOGICAL SCI.

A study found that female scientists in India produce as much research as their male counterparts





9 PHYSICAL SCI. 16



## THERE ARE INSPIRING FEMALE ROLE MODELS

THE 15TH L'ORÉAL-UNESCO WOMEN IN SCIENCE LAUREATES FOR 2013 INCLUDED:

### PROFESSOR REIKO KURODA

Tokyo University of Science

Studied the difference between left-handed and right-handed molecules

Research applications include diseases such as Alzheimer's



### PROFESSOR DEBORAH JIN

National Institute of Standards and Technology, and University of Colorado, Boulder

Cooled down molecules sufficiently to witness chemical reactions in slow motion for the first time

Research applications could include molecular processes in medicine and other fields

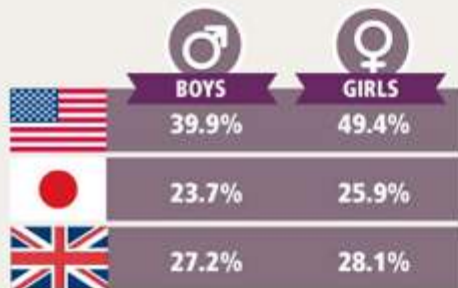


## KEEPING AN EYE ON THE FUTURE

IN THE U.S., MORE GIRLS THAN BOYS WANT TO BE SCIENTISTS

### PERCENTAGE OF 15-YEAR-OLD STUDENTS WHO WANT A CAREER IN SCIENCE

According to the Organization for Economic Co-operation and Development



### HOW CAN WE CONTINUE TO ATTRACT MORE WOMEN TO SCIENCE CAREERS?

The American Association of University Women suggests:

- Create tenure policies that provide flexibility for parental leave
- Offer on-site, high-quality child care
- Provide support for work-life balance

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