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Gender balance boost teams' performances in STEM with 22% additional performances from gender balanced teams versus non gender balanced teams in the world

Gender Scan™ assesses the impact of gender balance on teams' ahievements. Gender balanced team are defined as teams that include 40 to 60% men and women, non gender balanced teams are those that include either less than 40%, or more than 60% of either gender.

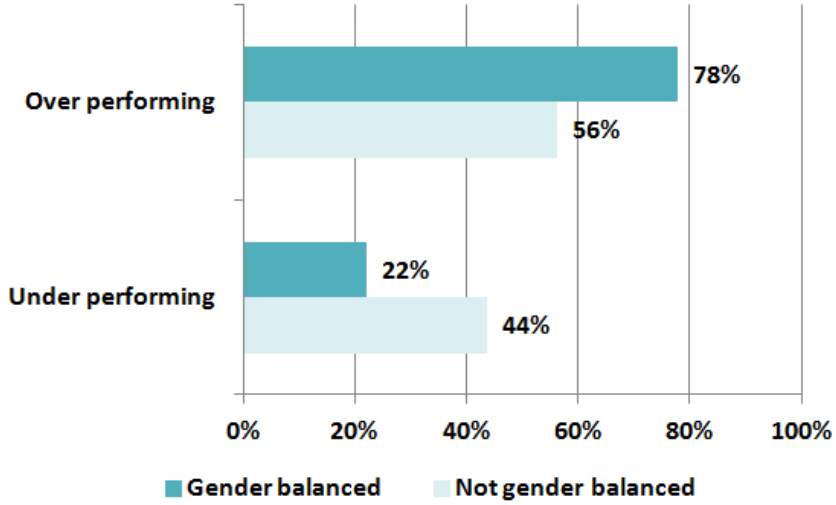
Teams performance evaluation is based on declarations from managers working in STEM who lead teams of at least 10 persons. The percentage of increase reflects their rating of their teams' achievements over the past 12 months (scale of rating : not as good as expected, slightly less than expected, better than expected, much better than expected).

Methodology

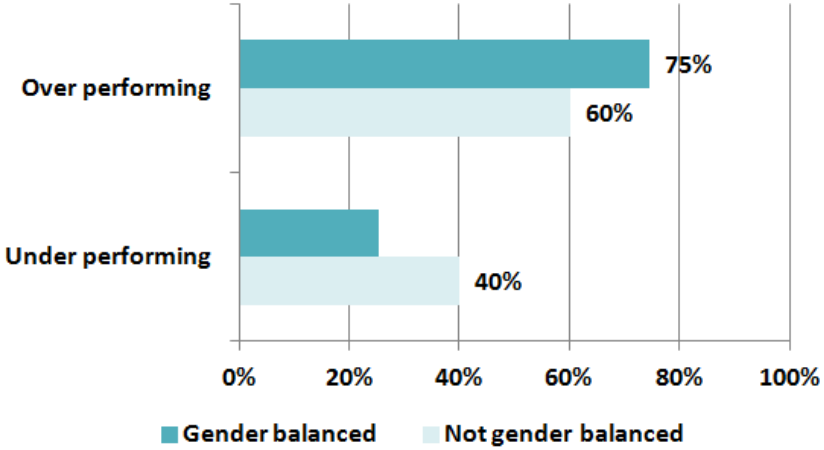
Perimeter of analysis : Selected respondants are STEM graduates (i.e : Engineering, Manufacturing, Construction, Science) and work in STEM sectors (defined as ISIC Rev-4 following sectors :

- Agro-industry
- Electricity, gas, steam, air conditioning, supply
- Water supply, sewerage, waste management and remediation activities
- Construction
- Transports
- Information & communication
- Professional, scientific and technical activities

In the world : 22% of additional performances from gender balanced teams versus non gender balanced teams



In Europe : 15% of additional performances from gender balanced teams versus non gender balanced teams

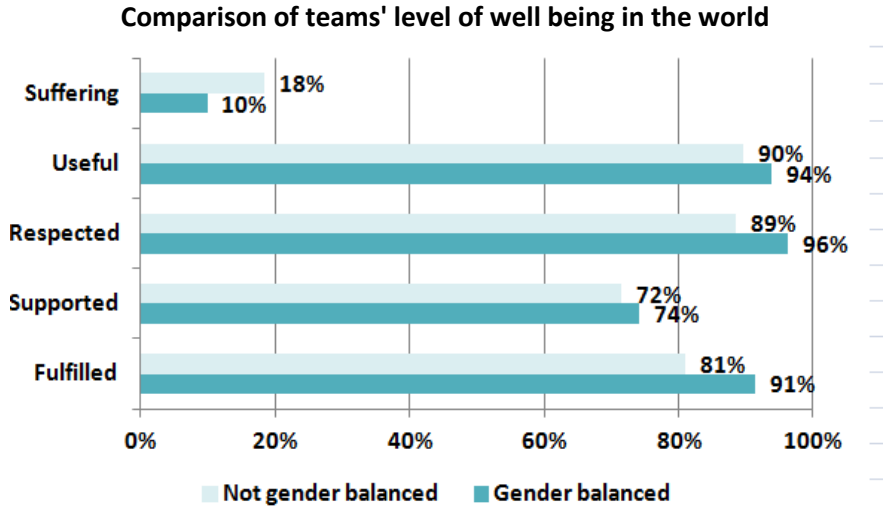


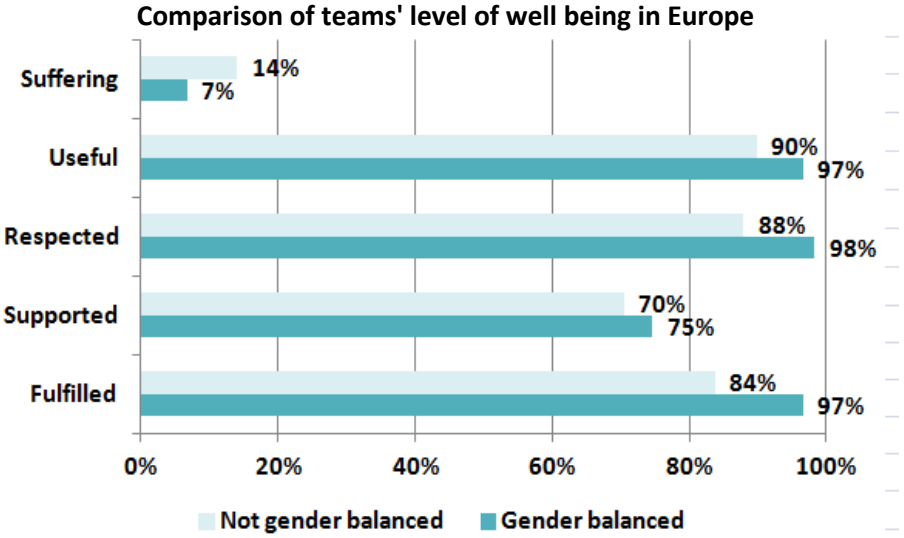
Gender balance improves teams' level of well being and fulfillement : +10% in the world, +13% in Europe

A higher proportion of respondants declares to be : fulfilled, respected, supported and useful teams in gender balanced teams.

Methodology :
Analysis of answer to the question :
"In your job do you feel :
- Fulfilled
- Supported
- Respected
- Useful
- Unhappy "

Ratings : Not at all, No, Yes, Yes very much so.





Gender diversity is making progress in Sci Tech education at doctorate level both in the world, and in Europe

Women represent on average 30% of all STEM graduates in the world. The 2015 survey highlighted uneven progress at the bachelor/master level whereby the proportion of women graduated in these fields gained 4% globally (30 to 34%), but stagnated in North America and Western Europe (32%). This year the analysis is focused on the doctorate level, where results are more positiv. Both gat worldwide level and in North America & Western Europe a significant growth is observed.

Methodology

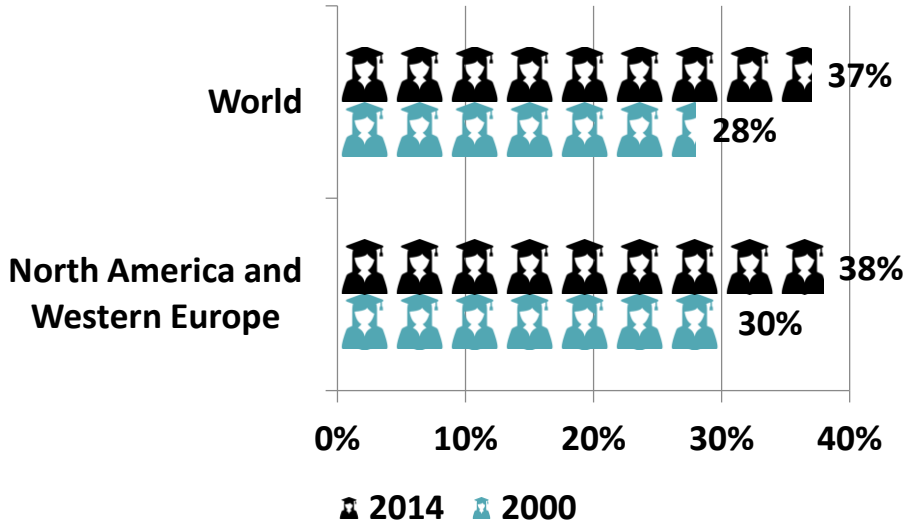
The STEM specializations are defined as including the following segments, based on the taxonomy used by the UIS department of Unesco

- EMC (Engineering, Manufacturing, Construction)
- Science (biology, physics, math, computing)
- Agronomy
- Health

The level of diploma analysed is the doctorate level, ie:ISCED 8.

Figures' source Global Contact analysis based on extraction from UNESCO data basis extraction done for Gender Scan .

Feminisation of STEM doctorate in the world and North America & Europe



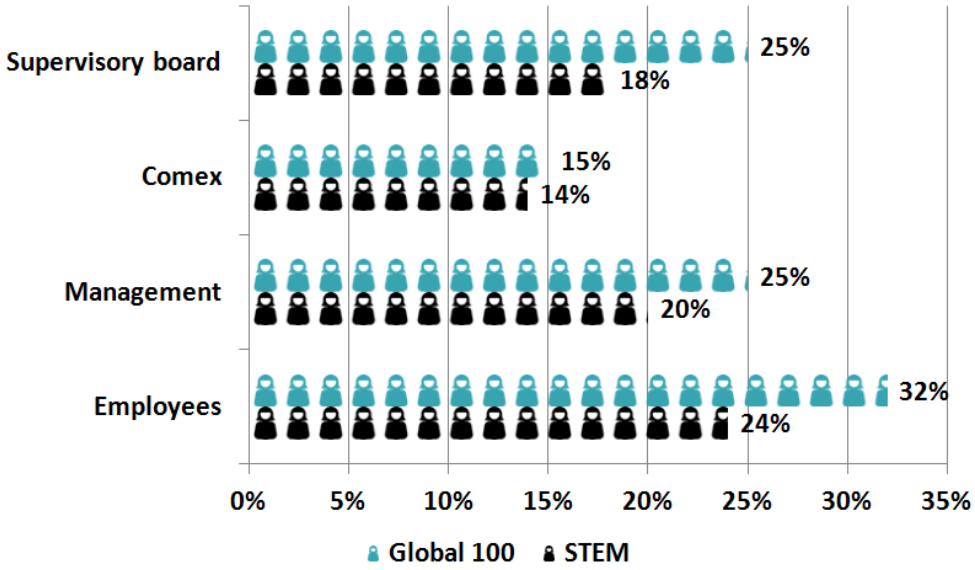
Gender balance lags behind in top management of STEM groups[1] with less than 20% of women

Gender Scan™ includes a detailed analysis of 2015 annual reports and CSR reports from the 100 companies listed in the United Nations Global Compact 100 Index. This analysis enables to establish a sectorial comparison between STEM and all other sectors, which reveals that gender balance lags behind in top management of STEM groups.

Methodology :
STEM sectors are defined as including the following segments from ICB - Industry Classification Benchmark :
- Industries, Oil &Gas, Basic Materials, Technology, Telecommunications
- not included in STEM : Consumer goods, health care, consumer services, financials.

Gender balance lags behind in STEM management [2]

(in % of women))



Change enabler : reduce the satisfaction gap between men/women

To enable a better gender balance in STEM groups requires reducing the satisfaction gap observed between men and women on each of the following subjects :
- work organisation
- career management
- work/life blance

Methodology :
Perimeter of analysis : Selected respondants are working in STEM sectors, defined as ISIC Rev-4 following sectors :
- Agro-industry
- Electricity, gas, steam, air conditioning, supply
- Water supply, sewerage, waste management and remediation activities
- Construction
- Transports
- Information & communication
- Professional, scientific and technical activities

Level of satisfaction comparison
(in % men/women in the world)

	Men	Women
Work organisation	91%	80%
Career management	59%	48%
Work/life balance	78%	71%

Level of satisfaction comparison
(in % men/women in Europe)

	Men	Women
Work organisation	96%	86%
Career management	65%	48%
Work/life balance	84%	75%

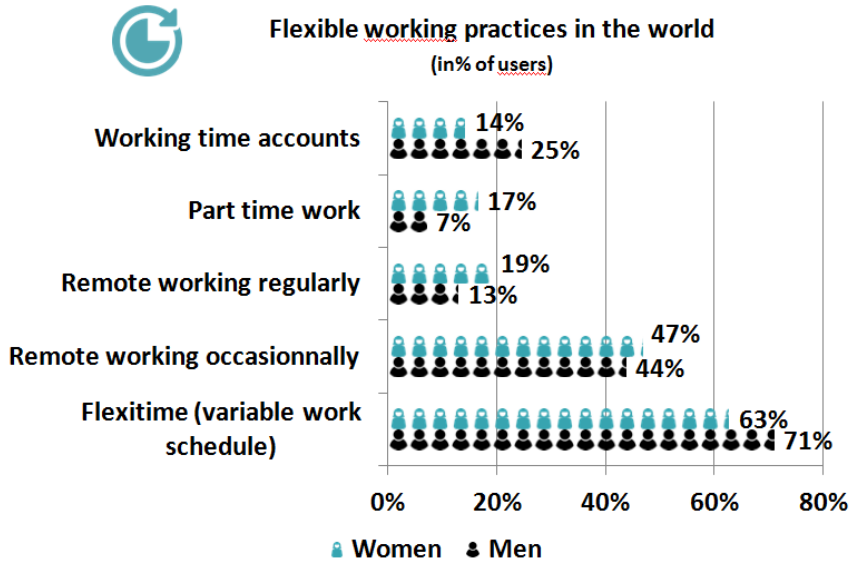
Work organisation: an increasing proportion of women practise remote working regularly, while men use more flexitime

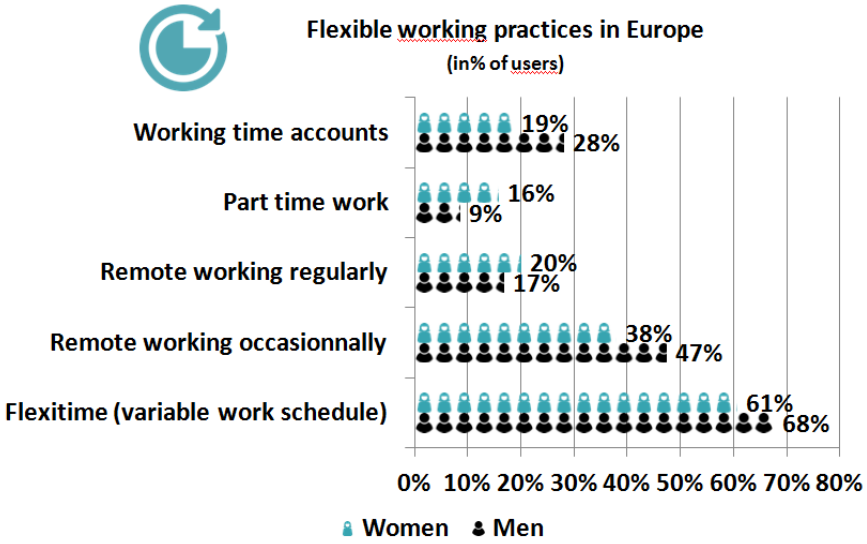
The 2016 survey is focused on the analysis of processes that have a significant impact on employees' level of satisfaction regarding work organisation. Though an increasing proportion of women are now using remote working, it hasn't contributed to improve their level of satisfaction significantly. This may reflect the fact that remote working is more practised occasionnally, than regularly, and as such adds more working time. To the contrary in corporations where a greater proportion women and men use flexitime, the level of satisfaction is substantially improved for both gender. For women, it also contributes to cut down part time work, which has a positive impact on remunerations and careers' evolutions.

Methodology

The processes that are reviewed are:

- **Flextime:** defined as the possibility to apply variable work schedules
- **Remote work :** defined as working outside office, using NTIC. Two types of application are identified : "**remote working occasionnally**" and "**remote working regularly**".
- **Part time work :** : employees which total number of hours work is inferior to standard implemented in the organisation.
- **Working time accounts**: enables the employee to stock rights to remunerated vacations, or choose to be remunerated for vacations not taken.





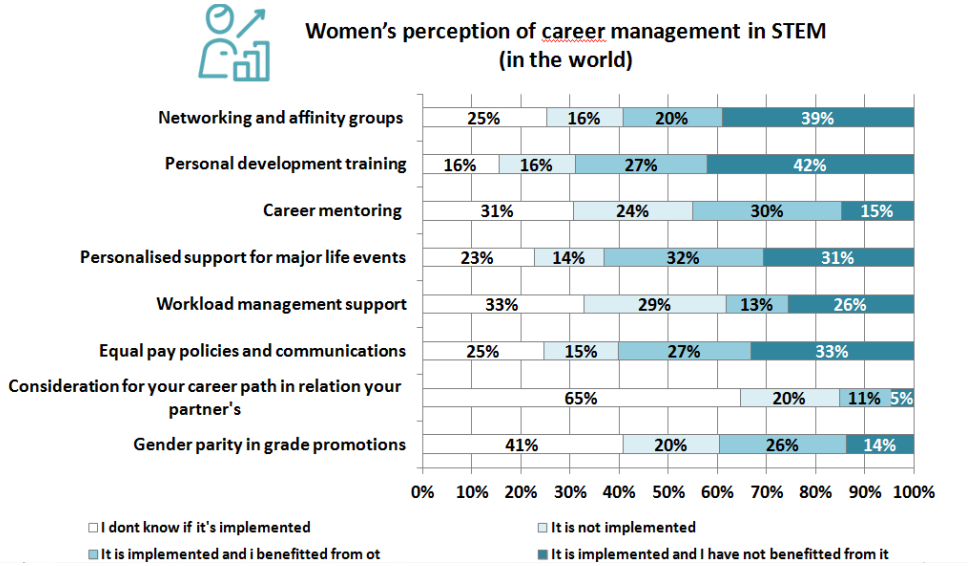
Career management : processes enabling better integration of women in STEM jobs are increasingly implemented

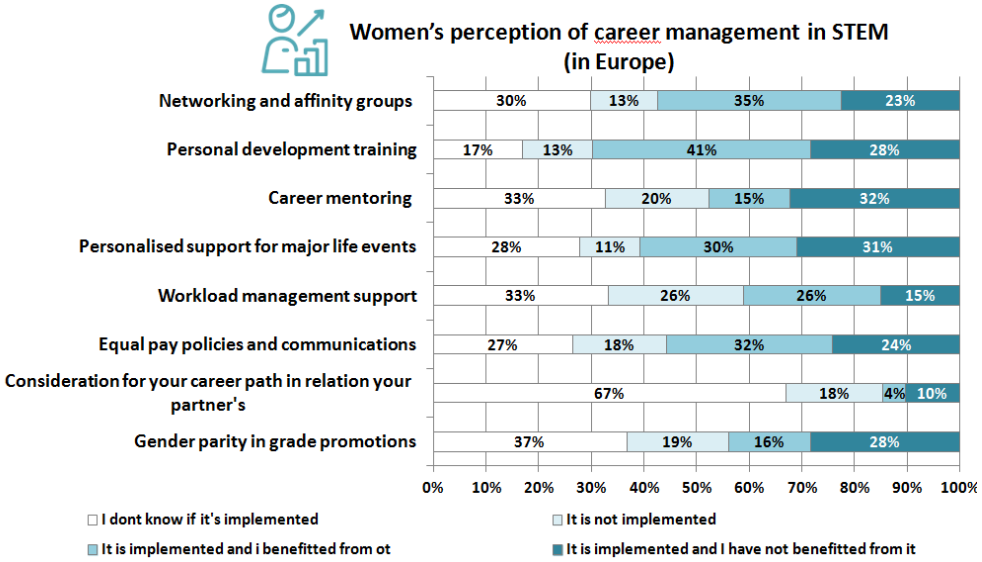
Compared with previous years a stronger proportion of women benefit from either greater access to networking and affinity groups, or personal development training. Both contribute to reduce the "isolation", and "lack of confidence" syndroms often referred to for women working in these fields.

In terms of methodology, the 2016 survey looks into HR practices that improve women's perception of career management. Among the various processes investigated the following have been analyzed in detail :

Three relate to HR management :
- gender parity in grade promotion,
- consideration for career path in relation to the partner,
- equal pay policies

The other relate to processes enabling and/or facilitating integration:
- workload management support
- personalized support for major life events
- career mentoring,
- support to major life events
- personal development training
- networking/diversity and affinity groups.



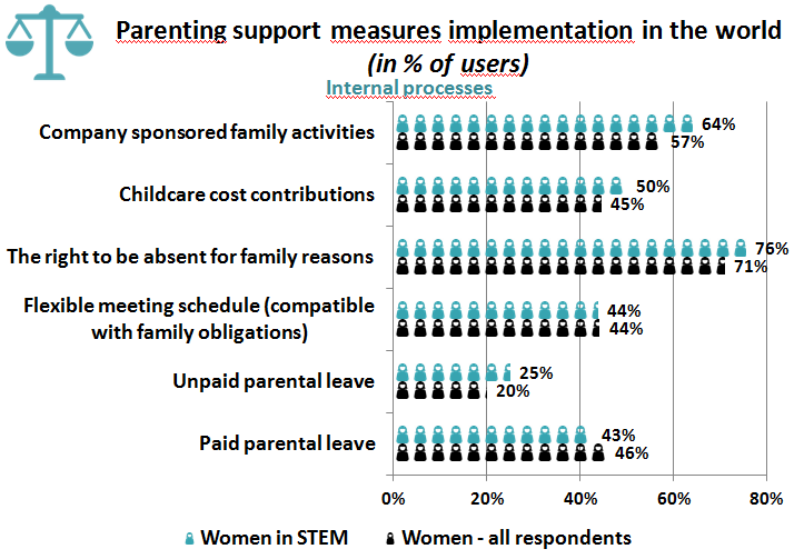


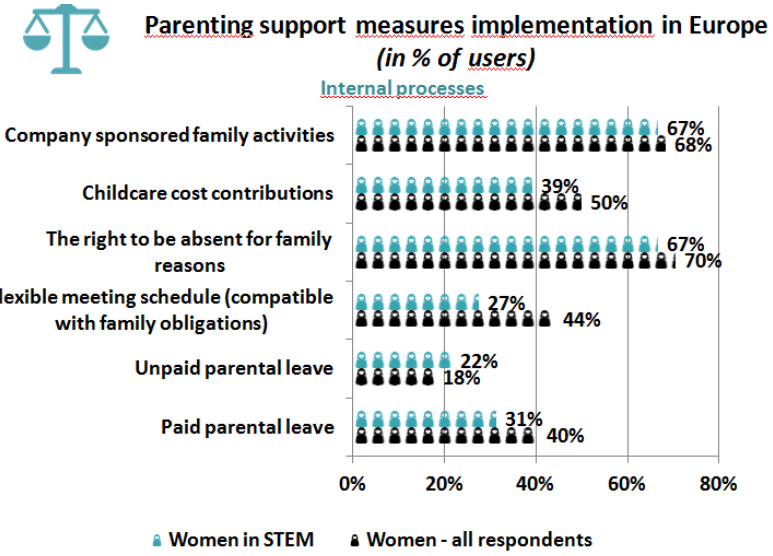
Work/life balance : substantial improvements in parenting support measures implemented in STEM

The significant difference observed between the level of implementation of gender policies experienced by women working in STEM and women not working in STEM has diminished lately. In some of the practices looked at, STEM groups are even more advanced than other sectors. This reflects the determination of these sectors to overall improve work/life balance.

The 2016 survey looks into HR practices that improve women's perception of work/life balance.

Among the various internal processes analyzed the following have been investigated in detail:
- paid parental leave
- unpaid parental leave
- flexible meeting schedule compatible with family obligations)
- the right to be absent for family reasons
- childcare cost contributions
- company sponsored family activities

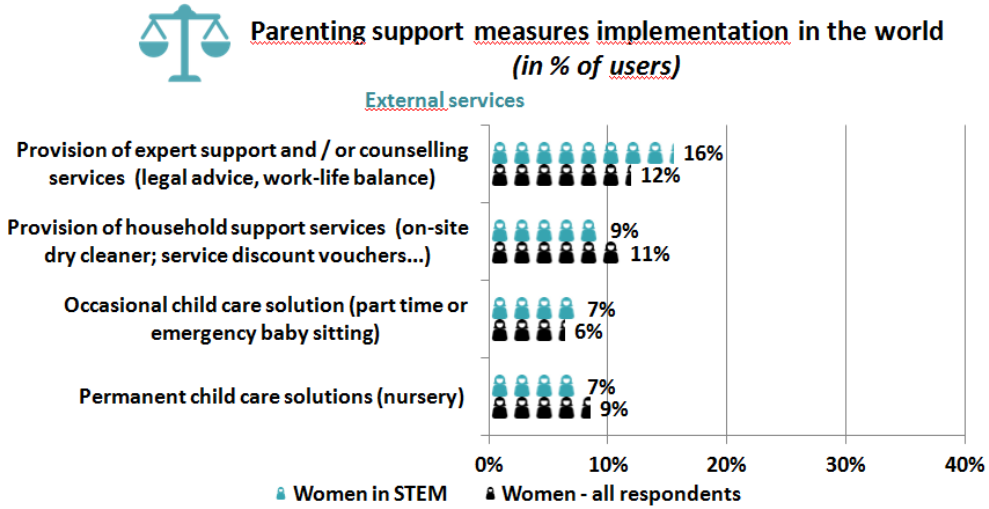


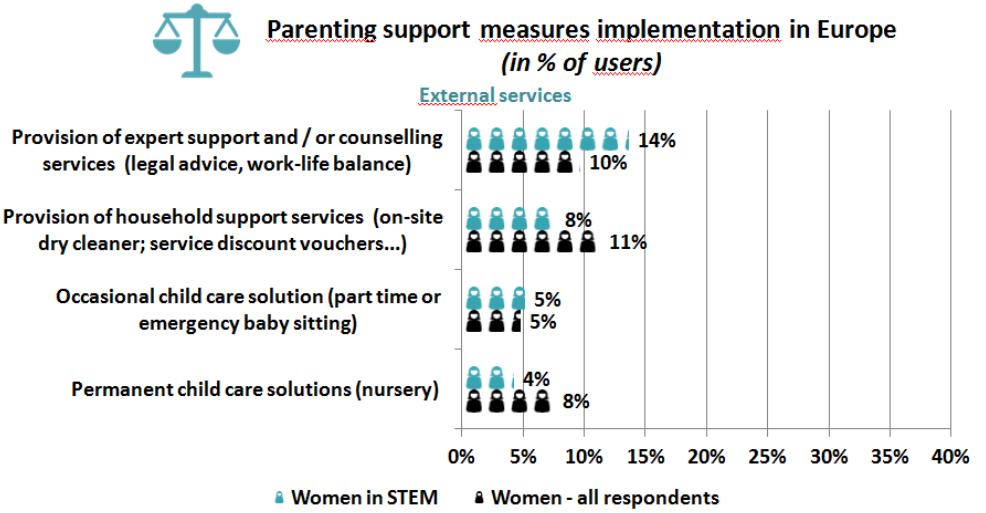


External services

The 2016 survey looks into HR practices that improve women's perception of work/life balance. Among the various services and external processes that exist the following have been investigated in detail:

- permanent child care solution
- occasional child care solution
- provision of household support services
- provision of expert support services





YFactor online survey methodology :

Online from march until august 2016 : 4 441 respondants

50 partners, among which UNESCO

United National Global Compact 100 index constituents analysis : analysis of 2015 annual and CSR reports .

Criteria
Key figures
1 - % of women among employees
2 -% of women among managers
3- % of women in supervisory boards
4- % of women in executive committee
5- % de femmes par niveau hiérarchique
6- % de femmes par zone géographique
7- % de femmes par métier
Gender governance values and practices
Overall principles
2 - Principles and goals
Career management
3 - Recruitment, promotion, remuneration
3-1Recruitment - figures
3-2 Recruitment – processes
3-3 Promotion – figures
3-4 Promotion – processes
3-5 Remunération
Work/life balance
4-1 Work organisation
4-2 Parenting support measures
Personal development
5-1 Training, coaching
5-2 Support (networking, mentoring)
Legal protection
6 - Effective grievance mecanism for workers
Stakeholder
7 -1 Suppliers
7-2 Other (Public authorities, consumers)

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