Annual Salary and Earnings Gap

While the median annual salary (US dollars) and gender earnings gap differ across work fields, mechanical engineering has the smallest gap, with women earning 95% of men's median salary in 2021. This means that, on average, women mechanical engineers earn $95 for every $100 that men mechanical engineers earn.

Earnings Gap for Women of Color

The gender pay gap in STEM is significant, with women earning only 74% of what men earn.

Black and Hispanic women in STEM jobs earn 14% less than White women.

Black and Hispanic women earn 55% of what Asian men earn in STEM professions.

Engineering Job Retention

53% Women Are employed in engineering 1-5 years after graduating from engineering. 2021

27% Women Are employed in engineering 11-15 years after graduating from engineering. 2021

Global STEM Workforce

Women comprise 49% of non-STEM professionals across 146 nations but only 29% of all STEM workers and are underrepresented in leadership.

26% Managers

27% Directors

18% Vice Presidents

12% C-suite Positions
Top 10 Engineering Degrees Awarded to Women

The following is a list of the top ten bachelor’s degrees in engineering and computing fields ranked by the number of women who graduated from those disciplines in 2021.

1. Mechanical engineering
2. Computer science
3. Biomedical engineering
4. Chemical engineering
5. Civil engineering
6. Industrial-manufacturing eng.
7. Electrical engineering
8. Computer engineering
9. Aerospace engineering
10. Environmental engineering

Girl’s Future Career Aspirations

In 2018, PISA found that girls were less interested than boys in pursuing careers in science, engineering, and information and communication technology (ICT) professions.

<table>
<thead>
<tr>
<th>Country</th>
<th>Science and engineering</th>
<th>ICT professions</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>% Boys</td>
<td>% Girls</td>
</tr>
<tr>
<td>Brazil</td>
<td>21.7</td>
<td>10.2</td>
</tr>
<tr>
<td>China</td>
<td>12.3</td>
<td>7.1</td>
</tr>
<tr>
<td>Mexico</td>
<td>30.0</td>
<td>10.7</td>
</tr>
<tr>
<td>Spain</td>
<td>16.0</td>
<td>7.3</td>
</tr>
<tr>
<td>Turkey</td>
<td>24.5</td>
<td>10.7</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>18.9</td>
<td>8.8</td>
</tr>
<tr>
<td>United States</td>
<td>17.4</td>
<td>6.0</td>
</tr>
</tbody>
</table>

Tertiary Graduates

Percentage of tertiary (bachelor's, master's, and doctorate) degrees in engineering, manufacturing, and construction awarded to women in 2020 in select countries.

- OECD Average: 27.4% (Women), 72.6% (Men)
- Brazil: 37.6% (Women), 62.4% (Men)
- Germany: 20.4% (Women), 79.6% (Men)
- Turkey: 29.1% (Women), 70.9% (Men)
- United Kingdom: 25.9% (Women), 74.1% (Men)
- United States: 23.4% (Women), 76.6% (Men)

Sources

- U.S. Census Bureau (2021). American Community Service [5-year estimates], Tables B24122 and B24123