## GENDER SCAN 2021 survey

 Benchmark Europe vs Developed countries - Students report

Methodology of the Gender Scan TM 2021 survey :
The Gender Scan TM 2021 survey was conducted online (in 117 countries) from March to August 2021 on a declarative basis with 30,001 male and female respondents worldwide.
The total number of respondents for Western Europe is of 2616 people from 23 countries answered, which provides for a $1,8 \%$ margin of error.
The 23 countries from which the survey includes answers are the following : Austria, Belgium, Czech Republic, Denmark, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Luxembourg, Malta, the Netherlands, Poland, Portugal, Slovakia, Slovenia, Spain, Sweden, Switzerland, the United Kingdom.
The total number of respondents for developed economies is of 2925 people from 26 countries answered, which also provides for a $1,8 \%$ margin of error. The 26 developed countries from which the survey includes answers are the following : Austria, Belgium, Canada, Czech Republic, Denmark, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Japan, Luxembourg, Malta, the Netherlands, Poland, Portugal, Slovakia, Slovenia, Spain, Sweden, Switzerland, the United Kingdom, the United States.

## The student definition is based on UNESCO's ISCED 2011 and 2013 definitions.

## It therefore includes the following ISCED's levels :

students and graduates in higher education from ISCED levels 5 to 8 (i.e : post-baccalaureate shortcycle education, bachelors, masters and doctorate levels)

## STEM disciplines include the following specializations:

- Mathematics
- Physics
- Life sciences, biology, chemistry
- Computer science, digital (courses under ISCED 2013 category 6, which includes programming, programming, network creation and administration, software and application development), software and application development).
- Engineers, processing and production industry
- Environment, sustainable development, ecology
- Building, civil engineering, construction
- Agriculture, agronomy, forestry, veterinarians


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$\left.\begin{array}{rl}\text { Very similar trends between Europe and developed countries, with a slightly lower \% } \\ \text { of European women in STEM having been discouraged }\end{array}\right]$
-3\% European women in STEM discouraged compared to those in developed countries. (45\% vs 48\%)
-1\% European women in digital discouraged compared to those in developed countries. (49\% vs 50\%)

## Influencing factors - STEM

Slightly lower \% of European women having been influenced by events/activities, teachers and access to technologies at school, slightly higher \% citing jobs fora

What influenced you the most in your choice of training?


Very similar trends between European women and men and those from developed countries. Main differences concern:

- $3 \%$ less European women in STEM mentioned an event/activity ( $24 \%$ vs 27\%)
- $3 \%$ less European women in STEM mentioned teachers at school ( $42 \%$ vs $45 \%$ )
- $4 \%$ less European women in STEM mentioned access to technology at school ( $28 \%$ vs $32 \%$ )
- $3 \%$ more European women in STEM mentioned a jobs forum ( $25 \%$ vs $22 \%$ )


Very similar trends between European women and men and those from developed countries. Main differences concern:

- 3\% less European women in digital mentioned teachers at school (31\% vs 34\%)
- 4\% less European women in digital mentioned access to technology at school (24\% vs 27\%)
- $4 \%$ less European women in STEM mentioned a relative ( $46 \%$ vs $50 \%$ )


## Discouraging factors - STEM

## Slightly lower \% of women in Europe than in developed countries discouraged

 by friends and othersWho discouraged you from pursuing scientific and technical fields?
Comparison in \% of answers from men and women students in STEM


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$\square$ Women Europe s Women developed countries $\quad$ Men Europe s Men developed countries
Very similar trends between European women and men and those from developed countries. Main differences concern:

- $3 \%$ less European women in STEM declared to have been discouraged by friends ( $23 \% \mathrm{vs} 26 \%$ )
- $5 \%$ less European women in STEM declared to have been discouraged by others ( $56 \%$ vs $61 \%$ )
- $2 \%$ more European women in STEM declared to have been discouraged by teachers (52\% vs 50\%)


## Discouraging factors - Digital $\mathbb{\nwarrow}$

## Very similar trends between Europe and developed countries. Friends and

 family discouraged a significantly higher \% of women than menWho discouraged you from pursuing scientific and technical fields?
Comparison in \% of answers from men and women students in digital fields


# Motivation factors - STEM 

Slightly higher \% of European men and women motivated by the possibility to work in many different sectors; slightly lower by the power to build and transform and by the impact of technology on society

What motivated you to pursue these studies in terms of your personal aspirations?
Comparison in \% of answers from men and women students in STEM who responded Yes, a little bit and Yes, absolutely


Very similar trends between European women and men and those from developed countries. Main differences concern:

- $4 \%$ less European women and men in STEM declared they were motivated by the power to build and transform ( $75 \%$ vs $76 \%$ )
- $4 \%$ less European women in STEM and $2 \%$ less men declared they were motivated by the potential impact of technology on society (W: $75 \%$ vs $79 \%, \mathrm{M}$ : $78 \%$ vs $81 \%$ )
- $5 \%$ more European men in STEM declared they were motivated by the wide range of opportunities of employment ( $79 \%$ vs $74 \%$ )


3\% less European women in STEM declared they were motivated by the wide range of opportunities of employment (68\% vs 71\%)

Very similar trends between Europe and developed countries. A slightly lower proportion of women in Europe first got interested in pre- and primary school

Since when have you been interested in science and technology?
Comparison in \% of answers from women, students in STEM)


Similar trends regarding the moment women in STEM in Europe and developed countries first got interested in science and technology:

- $1 \%$ less women in Europe cite early childhood (14\% vs $15 \%$ ).
- 1\% less women in Europe cite primary school (31\% vs 32\%).
- $2 \%$ more women in Europe cite middle school ( $27 \%$ vs $25 \%$ ).
Very similar trends between Europe and developed countries. A slightly higher proportion
of women in Europe first got interested in pre- and middle school
Since when have you been interested in science and technology?
Comparison in \% of answers from women, students in digital fields
After my secondary
education $8 \%$

Similar trends regarding the moment women studying digital fields in Europe and developed countries first got interested in science and technology:

- 1\% more women in Europe cite early childhood (17\% vs 16\%).
- $1 \%$ less women in Europe cite primary school (26\% vs 27\%).
- $1 \%$ more in Europe cite middle school ( $25 \%$ vs $24 \%$ ).
- $1 \%$ less more in Europe cite high school ( $15 \%$ vs $16 \%$ ).


## Satisfaction - STEM vs Digital ז-

No significant differences in STEM and digital studies between Europe and developed countries


Overall very similar levels of satisfaction across STEM and digital disciplines and genders in Europe and developed countries.

## A slightly higher \% of European women feel comfortable, settled in and fulfilled in STEM studies, and a lower \% feels in competition

## In your training, you generally feel:



A very positive perception of studies from female and male students in Europe and developed students.

- 6\% less European women in STEM say they feel in competition (35\% vs 41\%)
- $3 \%$ more European women in STEM say they feel settled in ( $85 \%$ vs $82 \%$ )
- $1 \%$ more European women in STEM feel comfortable ( $83 \%$ vs $82 \%$ ) and in their right place (85\% vs 84\%)


## Satisfaction - Digital $\mathbb{\pi}$

## A slightly higher \% of European women feel comfortable, settled in and fulfilled in digital studies, and a lower \% feels in competition

In your training, you generally feel:
Comparison in \% of students in digital fields who responded yes and yes, absolutely


A very positive perception of studies from female and male students in Europe and developed students. Some differences concern:

- 3\% less European women in digital say they feel in competition (42\% vs 45\%)
- $3 \%$ more European women in digital say they feel settled in (79\% vs 76\%)
- $2 \%$ more European women in digital feel comfortable (81\% vs 79\%)


## Satisfaction factors - STEM $\leftrightarrows$

A slightly higher \% of European women is satisfied with the atmosphere and relations as well as with the ease to find a job after graduation


A very high proportion of women and men are satisfied with many aspects of their studies in Europe and developed students. Some differences concern:

- 3\% more European women in STEM are satisfied with the atmosphere and relations (84\% vs $81 \%$ )
- 3\% more European women in STEM are satisfied with the ease to find a job after graduation ( $88 \%$ vs 85\%)
- $2 \%$ less European women in STEM are satisfied with the interest of the disciplines they study ( $85 \%$ vs $87 \%$ )


## Satisfaction factors - Digital

Women are more numerous to be satisfied with digital studies than men


A very high proportion of women and men are satisfied with many aspects of their studies in Europe and developed students. Some minor differences concern:

- 1\% more European women in digital are satisfied with the atmosphere and relations (74\% vs 73\%)
- 1\% less European women in digital are satisfied with the project/challenge involved in their studies ( $84 \%$ vs $85 \%$ )
- $1 \%$ less European women in digital are satisfied with the possibility to work in a diversified range of sectors ( $86 \%$ vs $87 \%$ )
- $1 \%$ less European women in digital are satisfied with the ease to find a job after graduation ( $87 \%$ vs $88 \%$ )
- $2 \%$ less European women in digital are satisfied with the interest of the disciplines they study (77\% vs 79\%)


Similar trends as for dissatisfaction levels between students from Europe and developed countries, with a lower \% of the former dissatisfied with most factors enquired. Main differences regard:

- $6 \%$ less European women are dissatisfied with the atmosphere. ( $15 \%$ vs $21 \%$ )
- $6 \%$ less European women are dissatisfied with sexism and the lack of gender balance. (26\% vs 32\%)
- $3 \%$ less European women are dissatisfied with the level of stress ( $67 \% \mathrm{vs} 70 \%$ )


## Dissatisfaction factors - Digital $\mathbb{K}$

## A slightly lower \% of European female students compared to those from developed countries is dissatisfied with most factors

What are the most important problems you face today in your studies?
Comparison in \% of respondents men, women students in digital fields who responded yes or yes absolutely


Similar trends as for dissatisfaction levels between students from Europe and developed countries, with a lower \% of the former dissatisfied with most factors enquired. Main differences regard:

- $3 \%$ less European women are dissatisfied with the atmosphere ( $21 \%$ vs $24 \%$ )
- $3 \%$ less European women are dissatisfied with the lack of gender balance (36\% vs 39\%)
- $2 \%$ less European women are dissatisfied with the struggle to find internships ( $41 \%$ vs $43 \%$ )
- $2 \%$ less European women are dissatisfied with sexism (32\% vs 34\%),
- 2\% less European women are dissatisfied with the gap between expectations and studies (37\% vs 39\%)
- $2 \%$ less European women are dissatisfied with the level of stress ( $75 \% \mathrm{vs} 77 \%$ )

- 4\% less European women in STEM have experienced sexist behaviors: 36\% vs 40\%.
- 2\% less European women in STEM have experienced sexist behaviors: $14 \%$ vs $16 \%$.

Women in STEM are slightly more numerous to have experienced sexual harassment than those in digital studies.


A lower proportion of women in STEM in Europe compared to those in Developed countries has heard different sexist comments
During your studies, have you experienced one of the following situations?
Comparison in \% of respondents women students in STEM or digital fields who responded yes

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Women in developed countries are very slightly more numerous to have heard different sexist comments than those in Europe. Main differences concern:

- 3\% less European women in STEM have heard mockery or malicious jokes (38\% vs 41\%)
- 4\% less European women in STEM have heard remarks on physical appearance or clothing (36\% vs 40\%)
- 4\% less European women in STEM have heard that women are made to take care of children and not to work ( $34 \%$ vs $38 \%$ )


Similar trends but some differences between the proportions of evaluations of the impact of sexism according to women in STEM between Europe and developed countries. Namely, they involve:

- 4\% less European women in STEM perceive sexism as disheartening and stressful: 32\% vs 36\%
- 4\% less European women in STEM perceive sexism as a cause of low self-esteem: 30\% vs 34\%.
- 4\% less European women in STEM perceive sexism as a factor that isolates from others: $26 \%$ vs 30\%


## Very similar trends between Europe and developed countries



No significant differences observed between the proportions of the evaluations of the impact of sexism by men and women studying digital fields in Europe and developed countries

## Sexism - alert procedures - STEM vs Digital褑

## Similar trends in Europe and in developed countries, with a slightly higher \% of women in

 STEM who say such an alert exists and a lower one who does not know
## Is there an alert procedure for this kind of situations in your school ?


© W Digital Developed countries

The majority of students (6 out of 10) in both fields of study and regions examined do not know if their school or university has an alert mechanism against sexism.

## Sexism - reaction - STEM vs Digital 剑

Very similar trends between Europe and developed countries, with only a higher proportion of European women who tell their relatives about it

What was your reaction? (to Sexist Behavior)
Comparison in \% of women students in STEM or digital fields who responded


No remarkable differences in \% of the reactions from students in STEM and digital fields facing sexist behaviors.

The exception regards the 4\% more European women who tell their relatives about it ( $23 \%$ vs $19 \%$ ).

## Sexism - reaction - STEM vs Digital

Very similar trends between Europe and developed countries, with a slightly higher proportion of European women who tell their relatives about it

What was your reaction? (to sexual harassment)
Comparison in \% of women students in STEM or digital fields who responded


No remarkable differences in \% of the reactions from students in STEM and digital fields facing sexual harassment.

The exception regards the 5\% more European women who tell their relatives about it (35\% vs 30\%).

