

# Increasing Percentage In Science and Technology of Girls, Filling The Gender -Gap and Obtain Sustainability

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## Abstract

It's more important than ever to recognize women's contributions in science, smash stereotypes and defeat discrimination against women and girls in science while we are using the hashtag #WomenInScience with messages that defy gender stereotypes and spread the word on the need to include more women and girls in STEM fields! At social media we see very inspirational quote, moral talks about women equality and numbers of speeches about their important role in society, their education. But the situation is very different on ground. There are a number of women who changed the world with their contributions in STEM. Our focus on women's empowerment is central to achieving our mission of creating a just and sustainable world. Business holds significant, untapped potential to contribute to women's advancement and stands to benefit tremendously by ensuring women are empowered.

**Keywords:** Stem, Gender Stereotype Sustainability, Empowerment.

### Introduction

It is acknowledged that investment in science and technology is one of the key strategies to promote economic growth. Some of the problems faced by women in industry can only be solved by the number game is not very convincing. Corporate culture is male oriented and is even hostile to women. The hostile corporate culture is evident in things such as provisions of toilet facilities, salary gaps, inflexible working hours, etc. Factors such as recruitment practices and lack of career advancement also have a negative impact on women in science and technology workforce. In some instances, women are seen as encroaching on male terrain and there are numerous incidences of sexual discrimination and harassment.

Cultural stereotyping seems to play a significant role in the low numbers of women in engineering, career and science and a higher number in professions such as nursing and teaching. In addition, society projects scientists as men and many women perceive science as masculine and this perception is sometimes reinforced by school career counselors.

There is a need to be changes at the level of curriculum, institution, social and cultural factors to ensure that women take their rightful place in the science, technology and engineering fields. Yet, the gender gap in science and technology holds women back. According to UNESCO's forthcoming Science Report, only 33 per cent of researchers are women, despite the fact that they represent 45 and 55 per cent of students at the Bachelor's and Master's levels of study respectively, and 44 per cent of those enrolled in PhD programmes. While 70 per cent of health and social care workers are women, they are paid 11 per cent less than their male counterparts. The Women's Empowerment Principles Created in a collaboration between the UN Global Compact and UN Women, the Women's Empowerment Principles are used to empower women in the marketplace, workplace and community.

Gender science and technology has become a focus of inquiry for scholars from a wide variety of disciplines. The voluminous literature ranges from new forms of gender hierarchy resulting from technologies introduced by multinational corporations in third world nations to the impact of cooperative learning strategies on girls' performance in science courses. Some rules govern the status and distribution of women in science. There are persistent barriers to women in science, namely sex roles, stereotype of women, as emotional, artistic and delicate, which suggests that they are not suited to science. On the contrary, sex roles, stereotypes of men as logical, analytical and rigorous, used to describe science as masculine. It is a societal factor which affects the role and status of women in science. The presence of women role models is crucial to the success of young women in traditionally men's areas and hence make women feel that success in science is both possible and legitimate. We



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should create high-level corporate leadership for gender equality. We should treat all people fairly at work, respecting and supporting non-discrimination and human rights.

All we as a society ensure the health, wellbeing and safety of all workers, whether male or female. Also we should promote education, training and professional development for women. There should be an implement supply chain, marketing practices and enterprise development that empower women. There should be champion equality through community initiatives and advocacy. Measure and report publicly on progress to women scientists.

Created in a collaboration between the UN Global Compact and UN Women, the Women's Empowerment Principles are used to empower women in the marketplace, workplace and community. Quotes on women's empowerment: By standing up for equality, women have helped other women speak up and empowered them. Here are some examples of prominent women who have spoken out about women's equality. It all started with one family choosing to sponsor one child. Helping that one girl, you don't know how many other lives you can touch. Teriano Lesancha, advocate and former World Vision sponsored child. Women are always saying, 'We can do anything that men can do' but men should be saying, 'We can do anything that women can do.' - Gloria Steinem, American feminist, journalist, and social political activist. I do not wish [women] to have power over men; but over themselves. - Mary Wollstonecraft, English writer and advocate of educational and social equality for women. I raise up my voice—not so I can shout, but so that those without a voice can be heard...we cannot succeed when half of us are held back. - Malala Yousafzai, Pakistani activist for female education and the youngest Nobel Prize laureate.

### **Women's empowerment**

Women's empowerment (or female empowerment) may be defined in several ways, including accepting women's viewpoints or making an effort to seek them, raising the status of women through education, awareness, literacy, and training. Women's empowerment equips and allows women to make life-determining decisions through the different problems in society.[3] They may have the opportunity to redefine gender roles or other such roles, which in turn may allow them more freedom to pursue desired goals. Former First Lady Michelle Obama greets students during a Room to Read event with First Lady Bun Rany of Cambodia in support of the Let Girls Learn initiative, at Hun Sunni Prasat Bakong High School in Siem Reap, Cambodia, March 21, 2015. Women's empowerment has become a significant topic of discussion in development and economics. Economic empowerment allows women to control and benefit from resources, assets, and income. It also aids the ability to manage risk and improve women's well-being. It can result in approaches to support trivialized genders in a particular political or social context. While often interchangeably used, the more comprehensive concept of gender empowerment concerns people of any gender, stressing the distinction between biological and gender as a role. Women empowerment helps in boosting the status of women through literacy, education, training and awareness creation. Furthermore, women's empowerment refers to women's ability to make strategic life choices which had been previously denied them. Nations, businesses, communities and groups may benefit from the implementation of programs and policies that adopt the notion of female empowerment. Empowerment of women enhances the quality and the quantity of human resources available for development. Empowerment is one of the main procedural concerns when addressing human rights and development. There is a need to be changes at the level of curriculum, institution, social and cultural factors to ensure that women take their rightful place in the science, technology and engineering fields. Our focus on women's empowerment is central to achieving our mission of creating nice world for their education, career and marketplace so they can feel a better environment to live with it. An environment which is free from all flaws and all biased norms of society. So they can use all their energy to meet. Access the resources necessary to meet their needs and reach their potential. These include material resources. Have the agency to make decisions to shape their future. Agency is influenced by collective assets and capabilities, which include voice, organization, and identity. Thrive in an enabling environment that businesses contribute to shape. This includes formal and informal laws, regulatory frameworks, and norms that govern behavior. Sustainable Development Goal to promote gender equality striving to end all forms of gender discrimination and promote the health, security, and well-being of all women around the world.

## Aim of the Study

Only through education and employment can equality and empowerment of women be achieved ,Science and technology properly used are the tools to improve the quality of life of the people at large .

## Conclusions

STEM fields (science, technology, engineering, and math).As we are witnessed the gender equality has seen much progress over the past few decades as girls and women have seen many advancements toward gender equality and opportunity, challenges still remain. Women continue to be underrepresented in executive leadership.By giving women more opportunities exert power and influence in the workplace, companies will be better poised to help. eliminate barriers that are often embedded into systems, and that impede attainment of career advancement. Here we look at Applied Materials, which is making deliberate strides to empower women and girls in its communities, workplaces, and society.Recognizing the importance of supporting and cultivating future women leaders, in 2019, the Applied Materials Foundation launched Generation Girl, a three-pronged initiative that consists of philanthropic donations, nonprofit capacity building, and employee volunteerism. Prior to the launch of the initiative, theFoundation worked with the National Girls Collaborative Project to produce a white paper to better understand the origins and scope of the underrepresentation of women in specific career types and fields of academic study. The report identified stereotypes behavior of society and a lack of self-efficacy as key challenges, in addition to naming strategies and recommendations for their progress—which became the foundation of Generation Girl. “Society pressures [girls] to conform to gender stereotypes starting in childhood—from the activities they participate in, to the ways they dress or express themselves,” said Julie Lata.States that are aimed on promising that all girls—regardless of background—have the tools, resources, and confidence to be successful in whatever field they choose.

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