GENDER GAP IN STEM IN CHILE.

Supported on the Gender Gap in Science project data.
Project Description

**Competition/Call:** The UC Public Policy Competition aims to generate concrete proposals for solutions for the design, improvement and evaluation of public policies, in order to provide evidence to decision makers and contribute to the national public discussion.

**Objectives** The general objective of this project is to carry out a diagnosis of the gender gap in Science, Technology, Engineering and Mathematics (STEM) careers in Chile and, in light of this diagnosis, to generate proposals to alleviate/reduce this gap.

**Diagnosis** The diagnosis focused on:

- Analyzing access/graduation in STEM university careers (Mineduc).
- Analyze the participation of women in Science and TK in Chile (Fondecyt competitions).
- Identify critical nodes for the access, permanence and progress of women in STEM areas (Gender Gap Survey).

Proposals Based on the diagnosis and experiences reviewed, we defined the outlines of proposals that we present today.
DIAGNOSIS FOR CHILE

The diagnosis focuses on 2 moments of STEM careers:

1. Entrance/graduation to STEM careers in Chile.
2. Academic careers in STEM disciplines: competitions in Chile (milestones) , difficulties in progression/retention of women in academic careers in STEM areas

Diagnostic limitation: focus on STEM academic careers (non-professional or non-academic outside academia), we do not observe what happens between university degree and between college graduation and entry into academic/professional academic/professional careers (data on these stages are needed), we work with administrative or observational (non-experimental) data.
Have you ever encountered sexual harassment at school or work?

**Chile (% to selected)**

- Yes, it happened to me. (n=270)
  - Female: 23%, Male: 4%
- Yes, I witnessed it happening to someone else. (n=275)
  - Female: 16%, Male: 9%
- Yes, I heard about it happening to someone else. (n=274)
  - Female: 40%, Male: 37%
- No. (n=278)
  - Female: 45%, Male: 56%

**Latin America (% to selected)**

- Yes, it happened to me. (n=3351)
  - Female: 24%, Male: 4%
- Yes, I witnessed it happening to someone else. (n=3330)
  - Female: 11%, Male: 6%
- Yes, I heard about it happening to someone else. (n=3357)
  - Female: 34%, Male: 31%
- No. (n=3327)
  - Female: 46%, Male: 64%

**OCDE (% to selected)**

- Yes, it happened to me. (n=19445)
  - Female: 31%, Male: 3%
- Yes, I witnessed it happening to someone else. (n=19359)
  - Female: 15%, Male: 8%
- Yes, I heard about it happening to someone else. (n=19453)
  - Female: 35%, Male: 25%
- No. (n=19341)
  - Female: 42%, Male: 68%
Guidelines for Proposals

Based on the problems identified in the diagnosis, the proposals are focused on:
§ Promoting entry to university STEM careers, mainly those with a high mathematical component
§ Generate support measures for the academic trajectories of women in STEM areas (measures oriented to progression/retention, deal with interruptions).
§ Improve work climate, deal with problems of harassment and violence.
Products

2. Hearings/presentations in different commissions of the Chilean Parliament
3. Invitation to the discussion on the draft law on parity in research projects financed by the National Research Agency.

[Document content]

A LA ACADÉMICA DEL INSTITUTO DE MATEMÁTICAS DE LA UNIVERSIDAD DE VALPARAISO, SEÑORA ANDRESA VERA SALAMANDO.
Appendix

The rest of the data are in an attached file