



Career Knows No Gender

Program Guide



Kingdom of the Netherlands

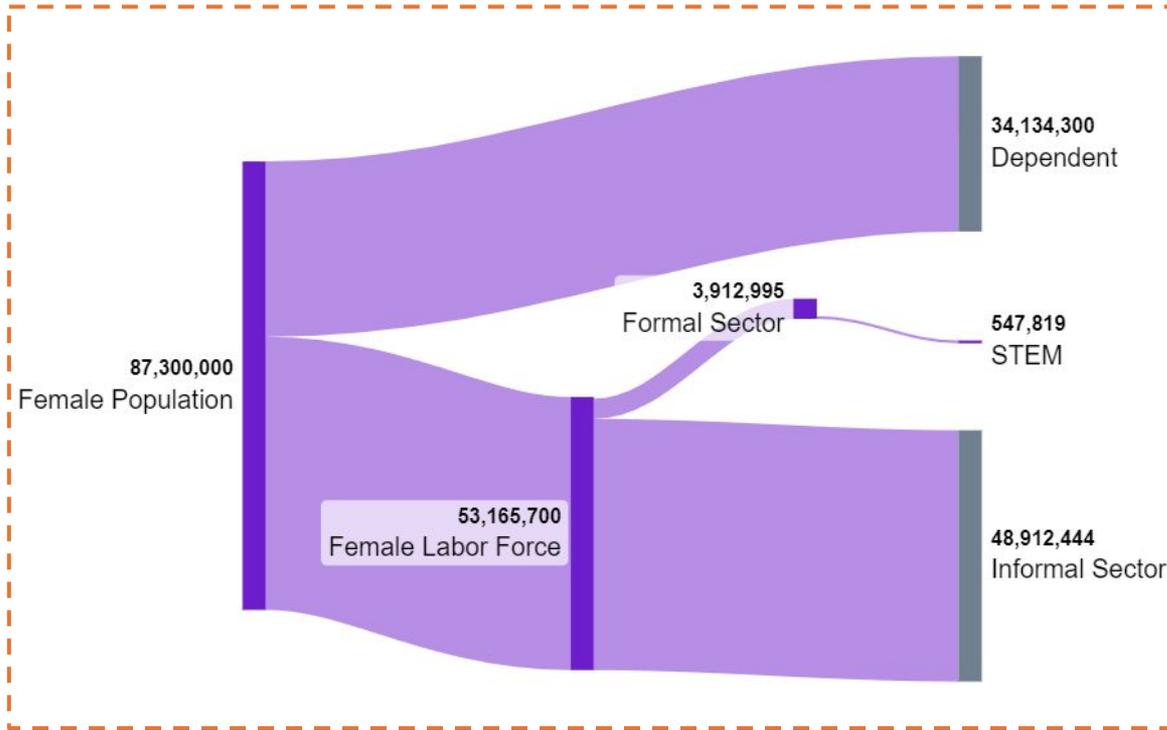


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Despite High Female Participation In The Workforce

Number Of STEM Graduates In Bangladesh Remain Below Average



Females in STEM out of the total Female Population

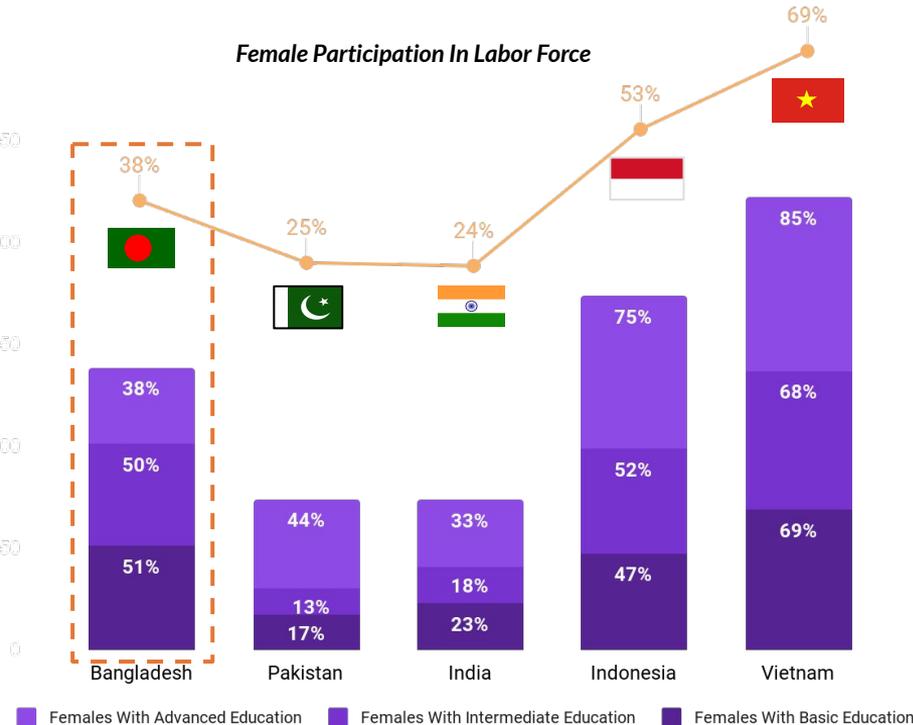
- In Bangladesh, **only 42%** (BBS, 2022) of working-age females are employed, which might seem positive compared to India and Pakistan, where the ratios are significantly lower.
- However, this 42% is largely propelled by a staggering **65% female participation in the agricultural workforce** and RMG sector where the majority of the country's women are employed, **with 92% working informally**.
- The diagram depicts the significant **lack of female participation in STEM fields**. It underscores the urgency of creating avenues for individuals in the "**Grey Segments**" to pursue STEM careers.

Overview of the Current STEM Landscape in Bangladesh

Female Placement In STEM Roles Are Considerably Lower

In Bangladesh, female participation in the labour force is comparatively higher than India & Pakistan

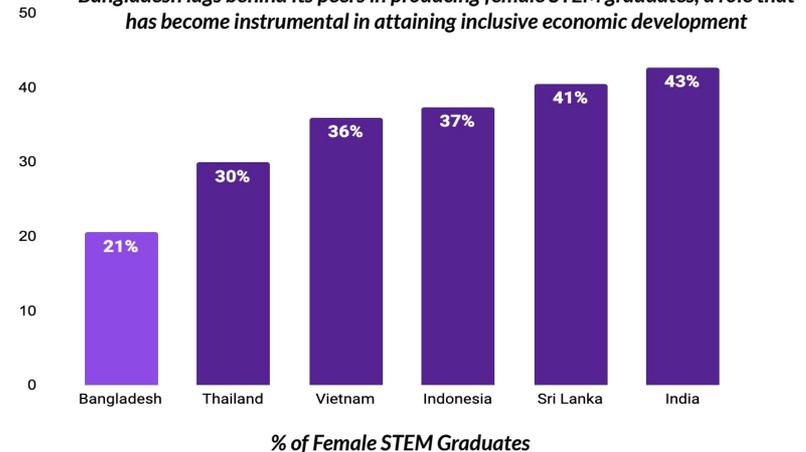
Female Participation In Labor Force



Overview:

- Bangladesh's transition from an LDC (Least Developed Country) to an innovation-driven economy necessitates a higher representation of STEM female graduates, which currently lags behind peers at around 21%.
- This highlights a crucial deficiency in female participation in value-added jobs, management, leadership, and STEM roles. As Bangladesh evolves, it's imperative to include more women in the workforce to drive innovation and ensure the full utilization of human capital.

Bangladesh lags behind its peers in producing female STEM graduates, a role that has become instrumental in attaining inclusive economic development



% of Female STEM Graduates

Why Does the Industry Need More Women?

Women bring diverse perspective and solutions creating a new avenue for innovation

What Greater Female Representation Means:

- **Active participation in STEM-related roles is critical to advance scientific and technological innovations to build a robust, knowledge-driven economy.** It promotes women's participation in the decision-making process, and their decisions which take into account the needs of a wider segment of society, can lead to more inclusive policies and results.

The Economic Case for Gender Parity



In a "full potential" scenario in which women play an identical role in labor markets to that of men, as much as \$28 trillion, or 26%, could be added to global annual GDP by 2025.

.....equivalent to the combined US and China economies today.



Emperics:

- **When more women are employed, economies experience growth.** The closure of the gender gap is projected to inject a **staggering USD 7 trillion into the global economy.** (Moody's Analytics, *Close the Gender Gap to Unlock Productivity Gains*, March 2023)
- In the '**Digital Innovation Challenge for Women 2023**,' **132 submissions from girls** led to successful businesses. Innovations included a **solar cooking stove**, a **cost-effective homegrown disease detection test**, and **affordable biodegradable sanitary napkins**.
- In the COVID-19 pandemic, Bangladeshi scientists led by Dr. Senjuti Saha **cracked the genome of SARS-CoV-2**. This work shattered barriers, revealing insights into the virus's origins and mutations. This breakthrough underscores the **transformative power of female-led innovation in addressing global challenges**.

These are some of the emperics that underscores the untapped potential of women in driving innovation and solving pressing challenges when given the opportunity to thrive and contribute fully.

About SheSTEM

Creating A Conducive Environment For Females In STEM Disciplines



GOAL

- Address **gender disparity in STEM fields in Bangladesh**
- Inspire, educate, and empower **young women to pursue STEM careers**
- Contribute to the achievement of the Sustainable Development Goals (SDGs), particularly **Goal 5 (Gender Equality)** and **Goal 4 (Quality Education)**



PURPOSE

- Strengthen collaboration between academia and private organizations
- Support the development of a robust pipeline of female STEM graduates
- Support BPSC to adopt and scale-up **gender-inclusive STEM recruitment** practices
- Ensure and advocate for greater participation of female STEM workforce in the economy



OBJECTIVE

- **Talent development:** Supply side intervention
- **Industry-academia bonding:** Demand & supply side intervention
- **Public recruitment strategy change management & policy advocacy:** Demand side intervention



STAKEHOLDER

Female Undergraduate STEM Students

Private and Public Universities

Private Business Organisations

Government Ministries and Divisions



PROJECT PARTNERS

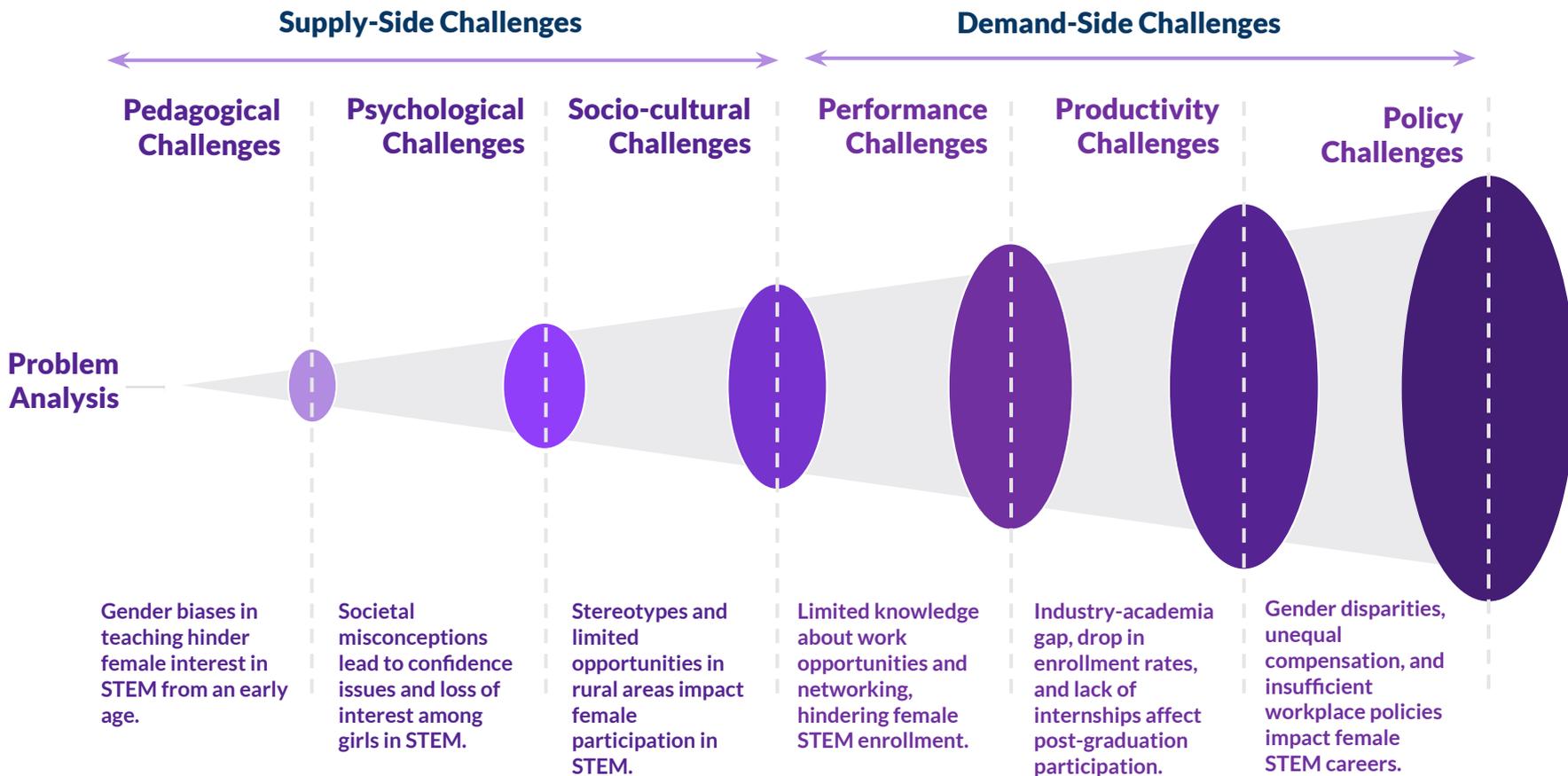


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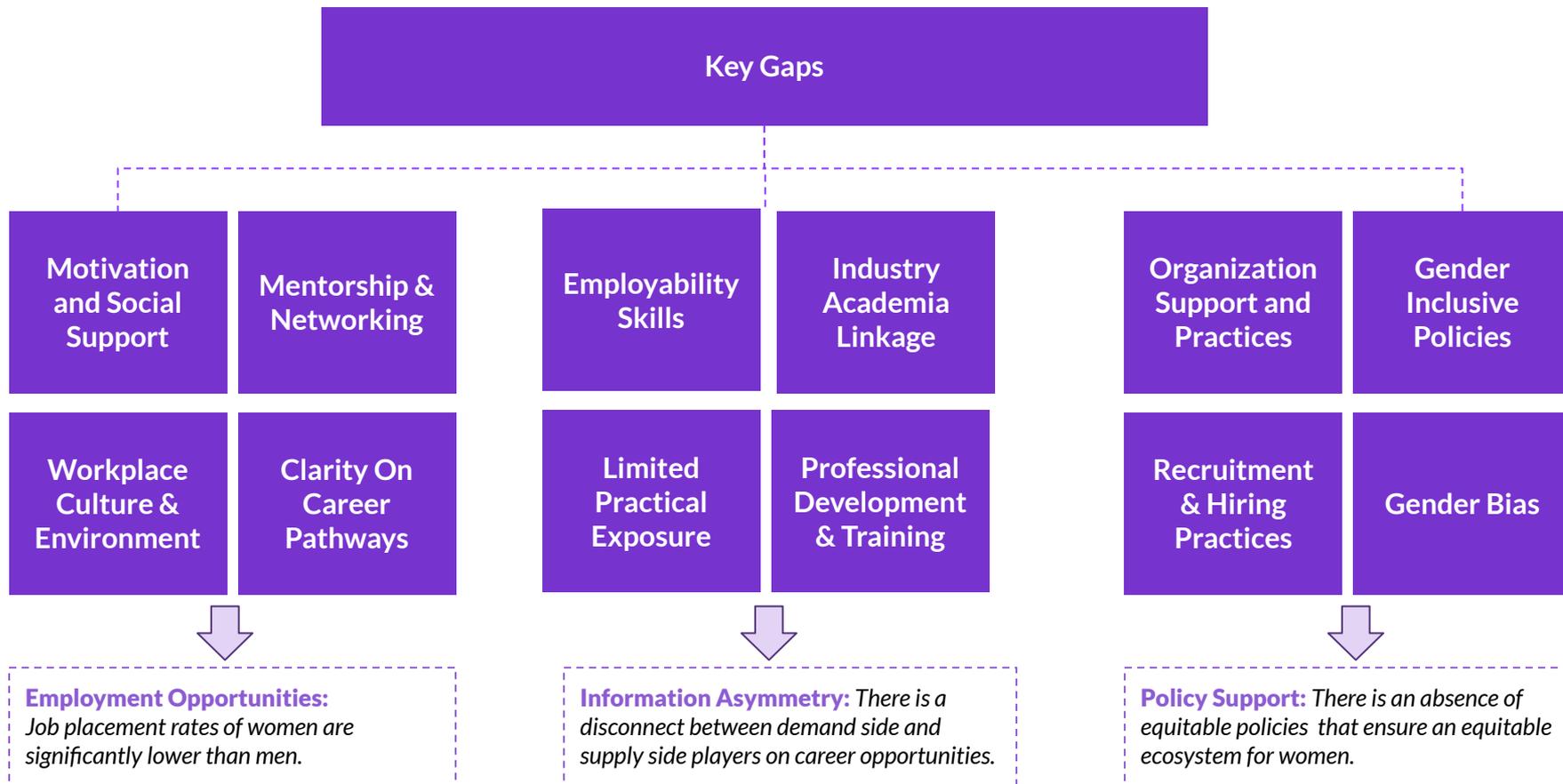
Systemic Challenges For Female STEM Graduates

Require Interventions From Both Demand-Side And Supply-Side Players



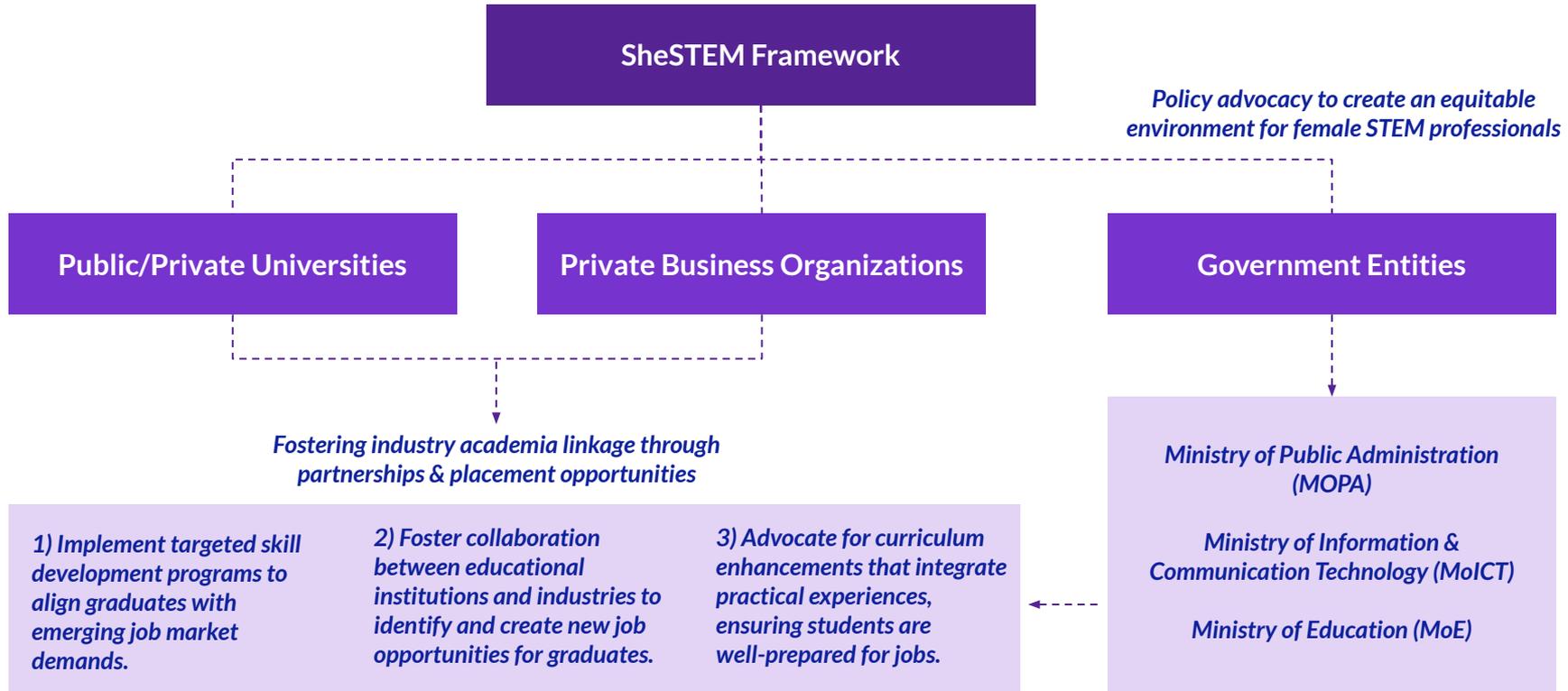
Key Gaps Identified

To Catalyze Change At A Systemic Level



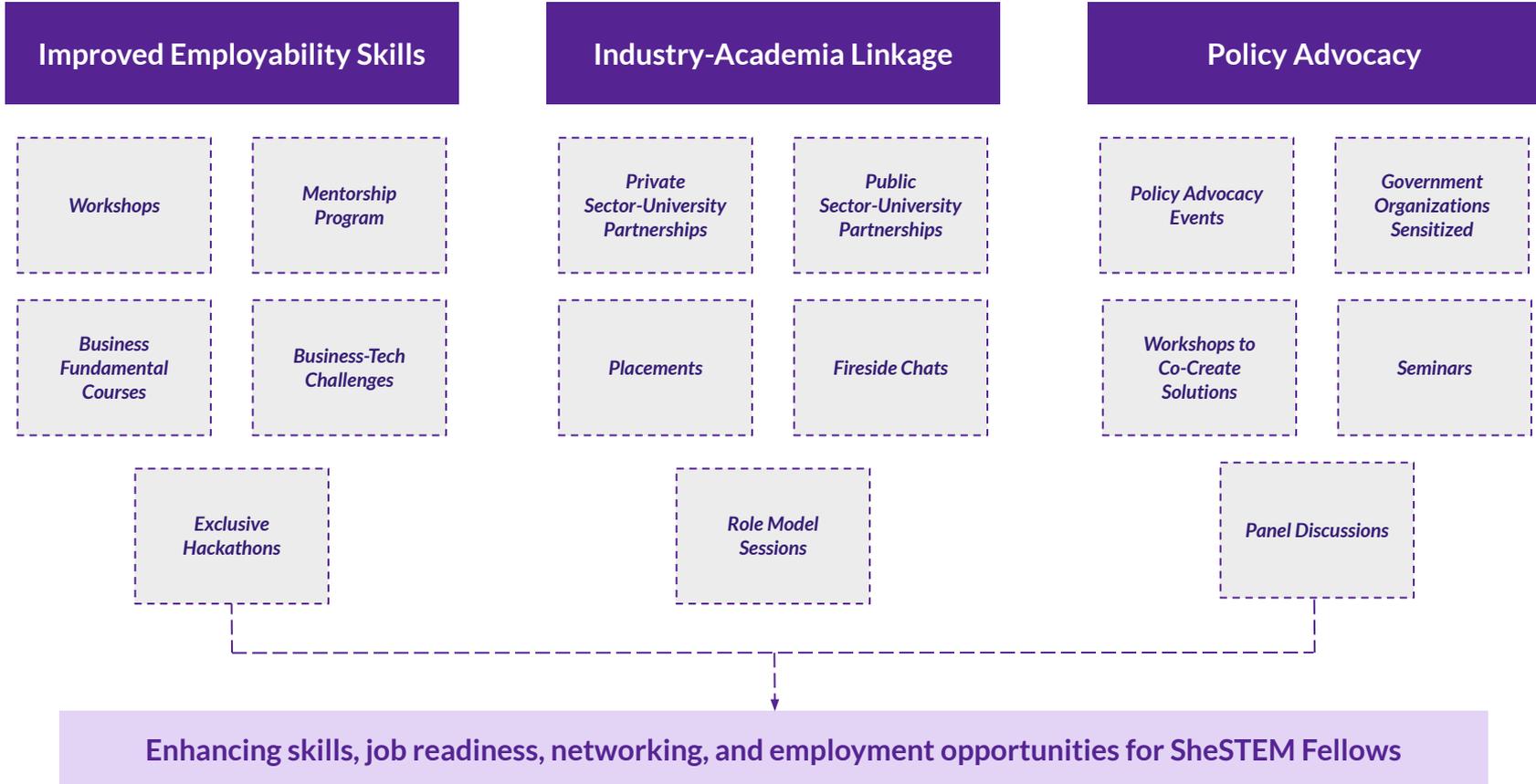
The SheSTEM Framework

Empowering Female STEM Students with a Unified Approach



The SheSTEM Program Components

A Plethora of Strategies to Empower Women in STEM



Applying to the SheSTEM Program

Encouraging Participation from Women in STEM Fields

Female STEM Students



Female students with backgrounds in STEM are highly encouraged to apply, from both private and public institutions.

Female Working Professionals



Any female working professional with a passion for mentoring young students is encouraged to apply, provided they have a minimum of two years of work experience.

Organizations



Businesses or academic organizations are encouraged to participate in the program, enhancing industry-academia linkages.

Universities



Private and Public Universities are encouraged to participate in the program, enhancing their students' employability.

The SheSTEM Awards and Accolades

Opportunities of Recognition and Collaboration

Students

- **The SheSTEM Fellow**

Certification of acknowledgement for successfully completing the program

- **SheSTEM Apprenticeship Program - SAP**

Gain industry experience to fast-track your success

Mentors

- **The SheSTEM Mentor**

Certificate of appreciation: recognizing your valuable mentorship contributions

- **Mentorship Highlight**

Showcasing the valuable contributions of mentors on the SheSTEM website and other media channels

Business Organizations

- **The SheSTEM Partner**

Award of appreciation for being a valuable partner to the program

- **Partnership Highlight**

Showcasing the valuable contributions of partners on the SheSTEM website and gaining access to a pool of exceptional talent.

Universities

- **The SheSTEM Partner**

Award of appreciation for being a valuable partner to the program

- **Partnership Highlight**

Showcasing the valuable contributions on the SheSTEM platform and offering students exposure and employment opportunities.

THANK YOU

For further queries, please contact:

Email: info@shestem.org

Web: www.shestem.org

