

Agenda

International Conference

The future of girls in **STE(A)M**

Madrid, Spain, 13-14 December 2023



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Spanish Presidency of the European Union

Madrid, Spain, 13-14 December 2023
Reina Sofia National Museum and Art Center

The future of girls in STE(A)M

Female education in STE(A)M refers to the representation of girls and women in the fields of Science, Technology, Engineering and Mathematics (STEM). The inclusion of the “A” signifies a more artistic, creative and innovative use of science and technologies. Creative industries and artificial intelligence (AI) have transformed our perception of science and technologies. Consequently, there is a pressing need to broaden. This "A" allows for innovation in our constantly evolving world by encouraging the exploration of new methods to address emerging challenges.

In recent decades, the proportion of women completing tertiary education has consistently increased, effectively reversing historical gender disparities. In today's context, women in almost all OECD countries are more likely than men to hold a university degree. However, despite this progress in higher education, women still tend to gravitate towards academic fields that divert them away from science and technology. Women's participation in fields such as education (80%), health (80%), and social sciences (70%) has remained relatively stable since 2005. Between 2005 and 2020, the percentage of new female graduates in engineering has remained nearly unchanged, hovering around 25% within the OECD. Over the same period, the percentage of female graduates in ICT-related fields has decreased by approximately 3%, accounting for only 20% of the total number of students in this field, despite its widespread recognition and high employability in today's job market.

Closing the gender gap in Science, Technology, Engineering, and Mathematics education fields could play a vital role in diminishing occupational segregation. Simultaneously, it would address skills shortages and contribute to the growth of female employment. Ultimately, this would also foster economic growth by boosting productivity and expanding participation in the labor market.

While various countries have implemented diverse strategies to enhance women's engagement in STE(A)M, none have achieved significant success thus far. It is now opportune to adopt a coordinated international approach that unites key stakeholders in addressing the gender gap in STE(A)M more effectively. This approach should leverage data, international research, and peer learning to drive meaningful change.

In the framework of the Spanish European Presidency of the European Union, the OECD and the Ministry of Education, Vocational Training and Sports of the Government of Spain have joined forces to raise global awareness about the importance of women's participation in STE(A)M careers. They are accomplishing this by organizing a significant international conference dedicated to the future of girls in STE(A)M.

National Museum Reina Sofia Art Center. Nouvel Building

Ronda de Atocha 2, corner Plaza Emperador Carlos V (Atocha)
28012 Madrid

Wednesday, December 13

08:45h. Reception and accreditations

Ground floor, access to Auditorium 400

09:30h. Welcome with masters of ceremonies: **Marijo Bos**, Gender advisor and founder of Bos Advisors and **Teresa Martín-Retortillo**, Executive President life long learning at IE Auditorium 400

Video on Drawing the Future: Exploring Academic Aspirations from an Early Age

Opening remarks

- **José Manuel Bar**, Secretary of State for Education of Spain
- **Pia Ahrenkilde Hansen**, Director-General for Education, Youth, Sport and Culture, European Commission
- **Marta Encinas-Martín**, Education Gender Ambassador, Senior Advisor Global Relations and Cooperation, OECD

10:00h. The social and economic cost of the gender gap in STE(A)M

- **Carlien Scheele**, Director of the European Institute for Gender Equality (EIGE)

Presentation on how the lack of women in STE(A)M has a negative effect on economic and social development and GDP growth

10:20h. Engaging girls in STE(A)M

High-level Ministerial Colloquium

- **José Manuel Bar**, Secretary of State for Education of Spain (moderator)
- **João Costa**, Minister of Education of Portugal
- **Erna Kristin Blöndal**, Permanent Secretary of the Ministry of Education and Children of Iceland

11:30h. Coffee

Lobby of Auditorium 400

12:00h. Inspiring young girls in STE(A)M

Moderator: Nick Chambers, CEO Education and Employers, United Kingdom

- **Sara García Alonso**, ESA Astronaut and CNIO scientific researcher

After her presentation, Sara García Alonso will be joined by girls and teachers from three counties who will share their aspirations for the future and discuss who is influencing their choices

13:00h. Women, Technology and Economic Development

Representatives from international companies will discuss how the lack of women in STE(A)M affects them, the measures they have taken to remedy its impact and how they coordinate with other stakeholders such as schools and universities

Moderator: Marta Blanco, President of Spanish Confederation of Business Organizations (CEOE) International

- **Tanuja Randery**, Managing Director and Vice President of Amazon Web Services for Europe, Middle East and Africa
- **Eimear Creaven**, President of Mastercard for Western Europe
- **Serpil Timuray**, CEO of the Europe Cluster and Member of Group Executive Committee Vodafone

14:00h. Cocktail offered by the Spanish Ministry of Education, Vocational Training and Sports

Nouvel Protocol Room, 6th floor

15:30h. GirlSTE(A)M Initiative Showcase: Discover STE(A)M innovations from around the World and network!

Nouvel Protocol Room, 6th floor

17:30h. Guided visit to the Reina Sofia Museum and Art Center

Meeting point: Nouvel Protocol Room, 6th floor

Thursday, December 14

08:45h. Reception and accreditation

Ground floor, access to Auditorium 400

09:30h. The persistence of stereotypes and their influence on the loss of female STE(A)M talent

Auditorium 400

We often think about gender stereotypes as something that children learn while they are growing up or that manifests during the sensitive teenage years. Yet OECD findings on five-year-olds show that gender stereotypes are well developed even before children arrive at school

Presentation: The future at five: Gendered aspirations of five-years-old

Presenter and moderator: Marta Encinas-Martín, Education Gender Ambassador and Senior Advisor Global Relations and Cooperation, OECD

- **Verónica Fernández**, Director of Fiction, Netflix
- **Isabel Ferrer**, Barbie Lead, Mattel EMEA
- **Justine Sass**, Chief Gender and Education UNESCO
- **Dana Adriana Puia Morel**, Women Entrepreneurship Education, SME Policy, European Commission

11:00h. Coffee

Lobby of Auditorium 400

11.30h. Designing a new STEM world with “A”: from creative industries to technology development

A discussion on how the underrepresentation of women in fields such as creative industries and emerging technologies may contribute to the widening of the gender gap

Moderator: Montserrat Grañeras, Head of the Gender Equality Unit of the Ministry of Education, Vocational Training and Sports of Spain (STE(A)M Alliance for Female Talent. Girls on Science foot)

- **Esperanza Ibáñez**, Director Institutional Relations, Netflix
- **Carme Artigas**, Spain’s Secretary of State for Digitalization and Artificial Intelligence
- **Silvia Costain**, former Minister of Information and Communication Technologies in Colombia and Senior Vice President LAC Government Engagement
- **Laura Ripiani**, Chief, Labor Markets and Social Security Division at the Inter-American Development Bank

12.30h. Gender, Education and Skills – The persistence of gender gaps in education

- **Andreas Schleicher**, Director of Education and Skills at the OECD

Informed by the *Gender, Education and Skills Report on the persistence of gender gaps in education*, this presentation will highlight current career choices among girls and boys and their implications for women and the economy

12.50. The way forward – A commitment to enhance gender equity in STE(A)M

A debate aimed at reaching conclusions and developing concrete strategies to achieve equity in STE(A)M

Moderator: Andreas Schleicher, Director of Education and Skills at the OECD

- **Pilar ALegría**, Ministra de Educación, Vocational Training and Sports
- **Gillian Keegan**, Secretary of State for Education (United Kingdom)
- **Elena García Armada**, Scientist at the Centre for Automation and Robotics (CSIC-UPM)
- **Ersilia Vaudo**, Chief of Diversity Officer for the European Space Agency

13:45h. Closing ceremony. Pilar Alegría, Minister of Education, Vocational Training and Sports (España)

14:00h. Cocktail offered by the Spanish Ministry of Education, Vocational Training and Sports

Lobby of Auditorium 400

*English and Spanish interpretation provided