

GENDER EQUALITY IS GOOD FOR BUSINESS



SCOTLAND'S ECONOMY NEEDS MORE WOMEN IN STEM

It is estimated that Scotland needs 140,000 new engineers by 2020, the construction sector is approaching a skills crisis and our tech hubs are growing faster than the skills we currently have to help them succeed. Diversity in our workforce is simply good business sense.

The low representation of women in the STEM sectors should not only be seen as a social and political priority, but as an economic necessity. Creating equal workplaces through policy and cultural change enable businesses to recruit and retain talented individuals and attract qualified individuals to apply for jobs. Gender equal work practice will increase productivity and diversify the skills within Scotland's businesses. Having a wide range of minds and experiences around decision making tables, means that better decisions are being made.

WHAT YOU CAN DO IN YOUR BUSINESS:

- Implement equality and diversity training as a standard part of staff development and inductions.
- Consider and implement flexible work options for staff.
- Ensure language used in recruitment, marketing and within the workplace is not gender biased.
- Take appropriate positive action measures to address the gender imbalance within your company.

THE FACTS:

- Women's participation in STEM is worth an estimated £170 million per annum to the Scottish economy.
- Companies with more women on their boards outperform companies with no female representation by up to 56%.
- Data reveals that where there is more female representation on boards, companies report higher productivity and inventiveness.

If you would like to find out more about how we can support your equality plans or discuss where to get started, email: info@equatescotland.org.uk

Get in touch:

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Be part of the solution