



advancing gender
equality in science,
engineering and technology

CEO Charter

A commitment to increase the
participation and progression of women
in science, engineering and technology

Background

Science, engineering, technology and the built environment (SET) are central to the UK's economic sustainability. To maintain our global competitiveness in these fields, industry, academia, professional bodies and learned societies need to attract and retain a skilled and talented workforce.

Many organisations in these sectors are experiencing shortages of appropriately skilled or qualified staff. The under-representation of women in SET has been of on-going concern for decades, but has only recently been acknowledged as a key contributor to these shortages. Leadership is needed to increase the participation and progression of women in SET.

By signing up to the UKRC's CEO Charter, businesses and organisations demonstrate their commitment to implement positive culture change to increase the participation and progression of women in SET.

Demographics

Over 70 per cent of women with qualifications in science, engineering and technology are not working in SET-related industries.

Labour Force Survey 2008

Only 12.3 per cent of SET employees are women, despite one third of SET graduates being female.

Labour Force Survey 2008

Only a third of SET-qualified women returning to employment after a career break go back to SET.

Maximising Returns, DTI, 2002

Women now form over 45 per cent of the UK labour market.

Labour Force Survey 2008

Business benefits

Organisations with a diverse workforce have a competitive edge:

- They are able to recruit and retain the best people.
- They benefit from reflecting the communities they serve through improved understanding of their customers, members and other stakeholders.
- They can harness the diverse talents of a wide range of people leading to increased creativity and innovation, and better decision-making.

The CEO Charter

By signing up to the UKRC Charter, the CEO and senior management of each signature business or organisation commit to:

- Actively supporting the aim of increasing the participation, at all levels, of women in SET.
- Developing and communicating the business case for gender equality within their business or organisation, their supply chain and their wider networks.
- Promoting and showcasing the business or organisation's approach and examples of best practice at relevant events and forums.
- Developing clearly defined strategies and implementing practices which encourage women to enter and progress in, or return to, SET careers.

Charter signatories are encouraged to demonstrate progress in their business or organisation toward the aim of increasing the participation and progression of women in SET. They can do this in a number of ways, such as taking part in benchmarking surveys; assessing their business or organisation culture using the UKRC Culture Analysis Tool; applying for a UKRC SET Fair Standard; taking positive steps to increase the recruitment and retention of women in SET, including placements and support for returners; setting up and running a mentoring or networking scheme for women; training staff in gender equality.

Sign up today

Join a prestigious group of over 100 organisations, including large corporates, small and medium-sized enterprises, professional bodies, education institutions, research councils and learned societies, who have all made the commitment to build gender equality.

CEOs and other business leaders are encouraged to sign the enclosed Charter and return it to the UKRC. A framed copy will be returned to them, they will feature on the UKRC website, and be able to display the Charter as a mark of their commitment.

For a full list of organisations that have already chosen to make this pledge, see:

<http://www.theukrc.org/for-organisations/ceo-charter/ceo-charter-signatories>

“By becoming associated with the UKRC CEO Charter we will become synonymous with excellent diversity practice and, through networking and support, will find new ways of engaging, retaining and developing female talent.”

Charles Mack, Diversity Manager, AECOM

“For us, displaying the Charter makes it clear to all that we have high aspirations for, and expectations of, all our staff and students, irrespective of their gender.”

Sue Griffiths, Principal, Wakefield College

The UKRC has a head office in Yorkshire, centres in Wales and Scotland and an office in the South East of England. Contact us to find out more about our services for business and organisations. If appropriate, your enquiry will be passed on to your local contact who will respond to you directly.

If you would like this report in a different format, please contact the Marketing Team on 01274 436485 or email info@theukrc.org



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