

Exploring Global  
and Egyptian  
Perspectives on  
Female Leadership  
in STEM

# WOMEN'S LEADERSHIP IN STEM: CURRENT LANDSCAPE



# CHALLENGES FACING WOMEN LEADERS GLOBALLY

- Persistent stereotypes affect perceptions of women's capabilities in STEM, especially in engineering and IT.



- Access to leadership opportunities is limited, with few mentorship and sponsorship opportunities.



- Gender pay disparities discourage women from seeking higher roles.

# WOMEN'S LEADERSHIP IN STEM IN EGYPT

- Governmental support, targeted scholarships, and an increase in female enrolment in STEM fields are driving growth in Egypt.

- Challenges include cultural expectations, gender biases in hiring, and limited female representation in STEM faculties.

# EGYPTIAN POLICIES PROMOTING WOMEN IN STEM

- Policies promoting equal access to education, such as the 'National Strategy for the Empowerment of Egyptian Women 2030'.



- Increased funding and scholarships for women in science and engineering to bridge gender disparities.



- Encouragement for women's participation in academia and research.

# GENDER BIAS AND STEREOTYPING

- Male-dominated environments in STEM perpetuate stereotypes, limiting women's career growth.



- Biases during recruitment, promotions, and in project assignments make it harder for women to gain visibility.



- Addressing unconscious bias is critical for reducing these barriers.

# WORK-LIFE BALANCE CHALLENGES

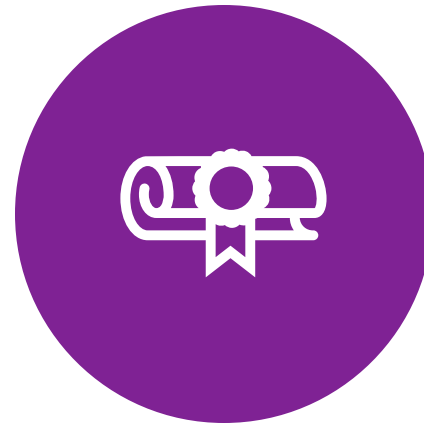
- High-responsibility roles, combined with societal expectations, make it challenging for women to balance career and family.

- Lack of flexible work policies further impacts women in STEM, contributing to higher attrition rates among female professionals.

# IMPORTANCE OF MENTORSHIP FOR WOMEN LEADERS



- MENTORSHIP AND SPONSORSHIP ARE CRITICAL FOR WOMEN'S ADVANCEMENT, PROVIDING GUIDANCE, NETWORKING, AND ACCESS TO RESOURCES.



- WOMEN IN STEM OFTEN LACK MENTORS, WHICH LIMITS THEIR CAREER GROWTH AND REDUCES OPPORTUNITIES FOR SKILL DEVELOPMENT.

## OPPORTUNITIES FOR WOMEN IN STEM LEADERSHIP

- Increasingly, organisations are recognising the need for diversity and inclusion.



- Government initiatives in Egypt include funding programs and leadership workshops to support women in STEM.



- Many companies have introduced leadership development programs specifically targeting women.

# EXAMPLES OF DIVERSITY INITIATIVES

- STEM-focused scholarships for women in underrepresented fields.

- Corporate mentorship programs aimed at fostering female leadership.

- Networking groups and forums such as Women in STEM networks that provide support and resources.



## BENEFITS OF WOMEN'S LEADERSHIP IN STEM

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- Diverse teams are known to have higher productivity due to collaboration and varied viewpoints.

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- Women leaders contribute innovative perspectives and solutions, driving advancements in technology and research.

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- Inclusive teams also have higher employee satisfaction and engagement.



## IMPACT OF FEMALE LEADERSHIP ON TEAM MORALE

- Women leaders often foster inclusive practices that improve team morale and reduce turnover.

- Building a supportive, collaborative culture can improve job satisfaction and retention across the team.

- High morale leads to better performance, loyalty, and commitment to organisational goals.



## ACTIVITY: ANALYSING LEADERSHIP TRENDS

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- Form small groups to examine provided case studies and statistics on women in STEM leadership.

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- Identify key trends and challenges, including both positive and negative implications.

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Objective: To explore and discuss how current trends impact women's advancement and identify areas for improvement.

# ACTIVITY OUTCOME

- Groups present insights and propose strategies to enhance support for women in STEM leadership.

- Encourages critical thinking on policy, organisational culture, and mentorship in STEM fields.



RESOURCES  
FOR  
FURTHER  
READING

- 
- **\*\*UNESCO Reports\*\***: Comprehensive data on women's roles and representation in STEM fields globally.
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- **\*\*McKinsey's "Women in the Workplace" Report\*\***: Detailed exploration of the barriers women face across various industries.



## ADDITIONAL RESOURCES

- **Harvard Business Review**: Articles on the importance of diversity and inclusivity in leadership.

- **Egyptian Government Publications**: Reports and documents on initiatives supporting STEM participation for women.

# THE IMPORTANCE OF FEMALE REPRESENTATION IN STEM

- Diverse perspectives foster innovative solutions, contributing to the advancement of science and technology.

- Female representation enriches problem-solving approaches and supports holistic development in STEM fields.



## CONCLUDING REMARKS

- Women's leadership in STEM holds transformative potential for societal progress.

- Continued support, inclusive policies, and enhanced mentorship can drive gender equity in STEM.

Encouraging women in leadership benefits not only the individual but the industry as a whole.

# QUOTE TO INSPIRE



"Leadership is not about being in charge. It is about taking care of those in your charge." - Simon Sinek



This quote reminds us that effective leadership focuses on empowering and supporting others to achieve their fullest potential.