

Challenges for girls and women in STEM – Personal viewpoint

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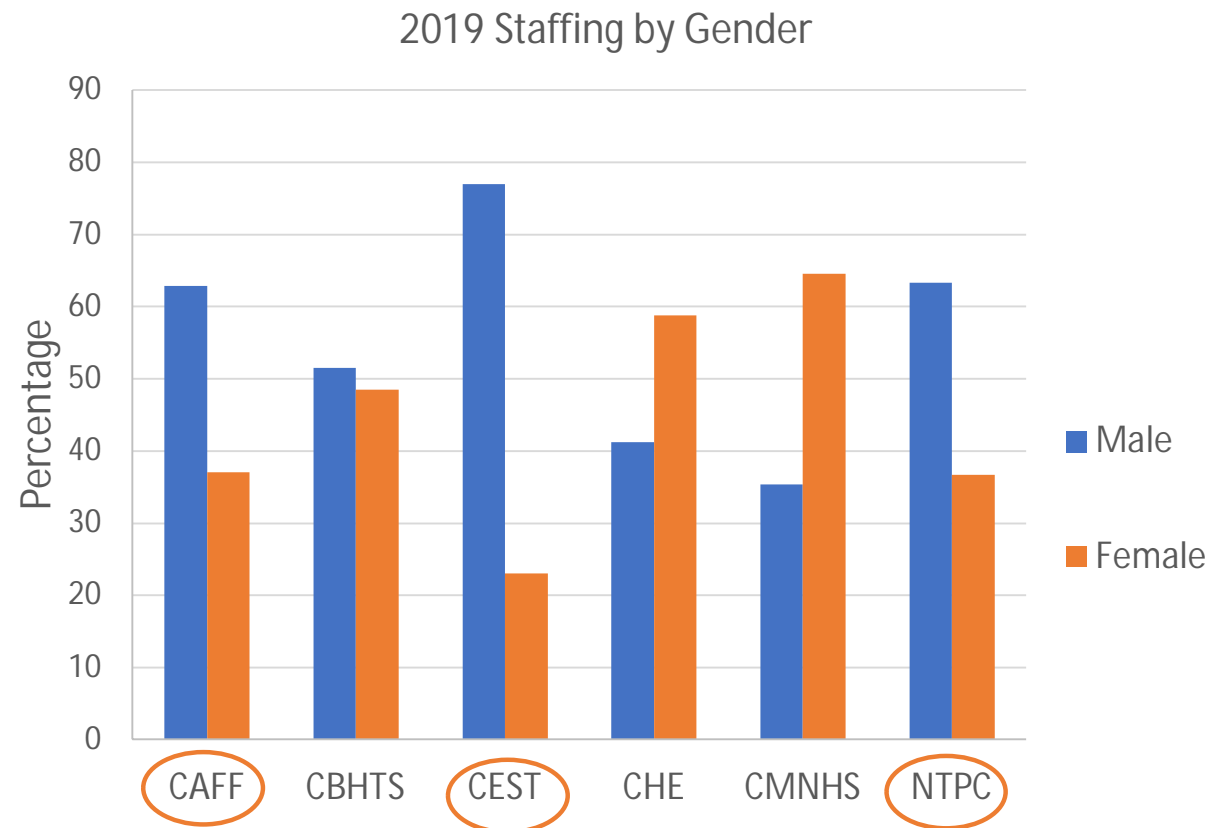
5th October 2022

Pacific Women in Energy Conference

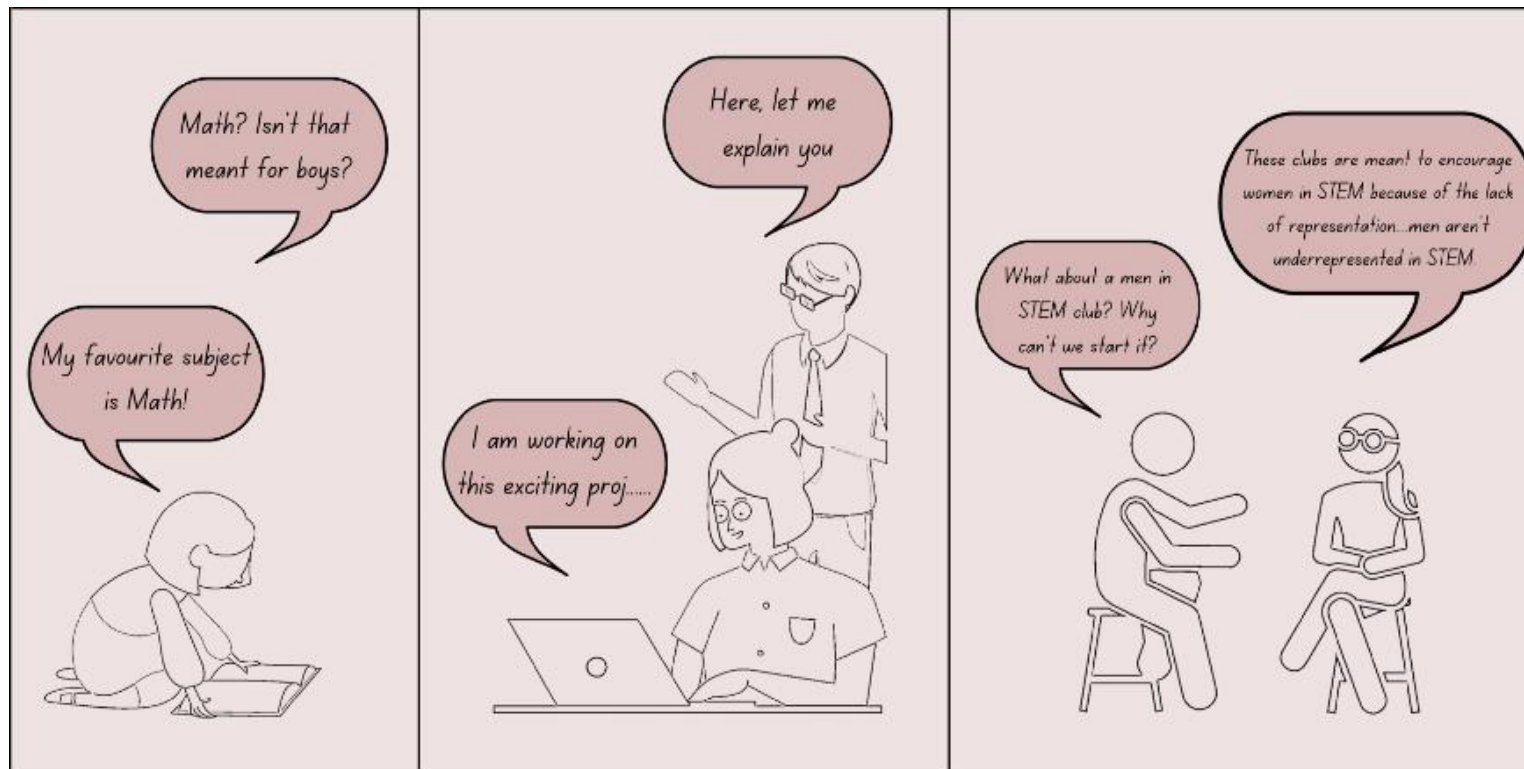
Some statistics at my university

| | 2017 | | 2018 | | 2019 | |
|---------|----------|------------|----------|------------|----------|------------|
| College | Male (%) | Female (%) | Male (%) | Female (%) | Male (%) | Female (%) |
| CAFF | 66.3 | 33.7 | 62.0 | 38.0 | 62.9 | 37.1 |
| CBHTS | 53.3 | 46.7 | 51.8 | 48.2 | 51.5 | 48.5 |
| CEST | 79.0 | 21.0 | 77.7 | 22.3 | 77.0 | 23.0 |
| CHE | 44.6 | 55.4 | 39.7 | 60.3 | 41.2 | 58.8 |
| CMNHS | 33.7 | 66.3 | 34.6 | 65.4 | 35.4 | 64.6 |
| NTPC | 64.9 | 35.1 | 65.4 | 34.6 | 63.3 | 36.7 |
| Total | 58.7 | 41.3 | 57.2 | 42.8 | 57.1 | 42.9 |

Source: 2019 FNU annual report



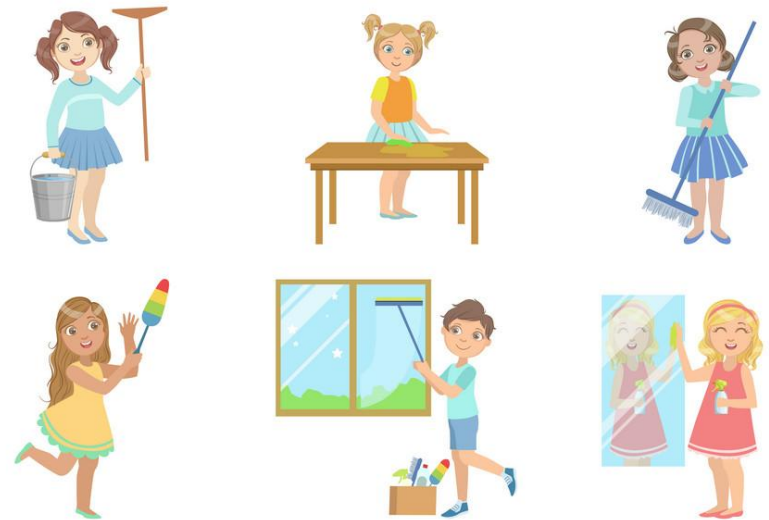
C1 – Mindset of people



Source: <https://medium.com/girlswhocodemcgill/hurdles-women-in-stem-face-do-women-centric-clubs-help-ce07a94007ae>

C2 – Girls given more work at home than boys

- Chores done at home
- Girls are told to do ironing, washing dishes, folding clothes, sweeping and other duties
- So girls have to work extra hard – home duties as well as prove yourself in school



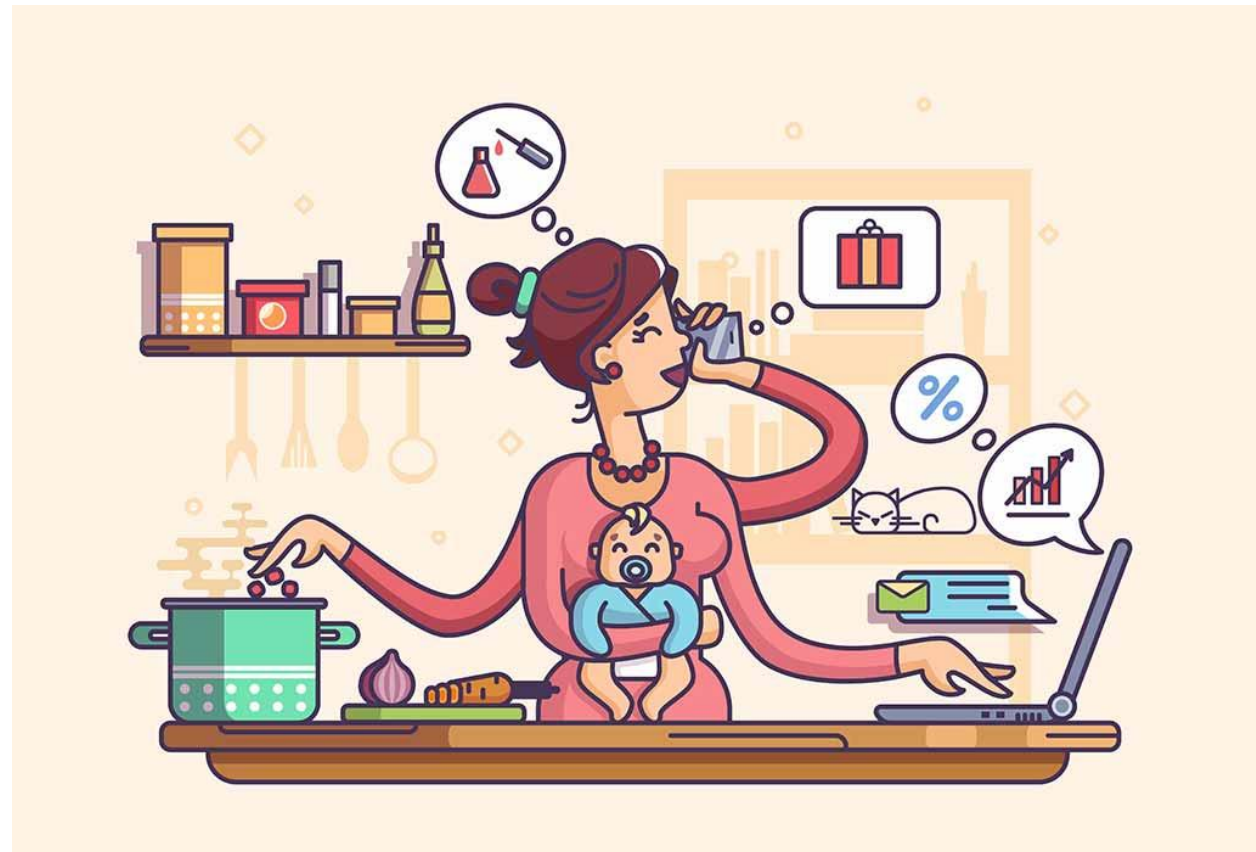
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Source: <https://www.vectorstock.com/royalty-free-vector/boys-and-girls-doing-different-housework-chores-vector-27064713>

C3 – Upholding society values

- Marry at a certain age
- Have kids at a certain age
- If we make a mistake, then people are very quick to judge.



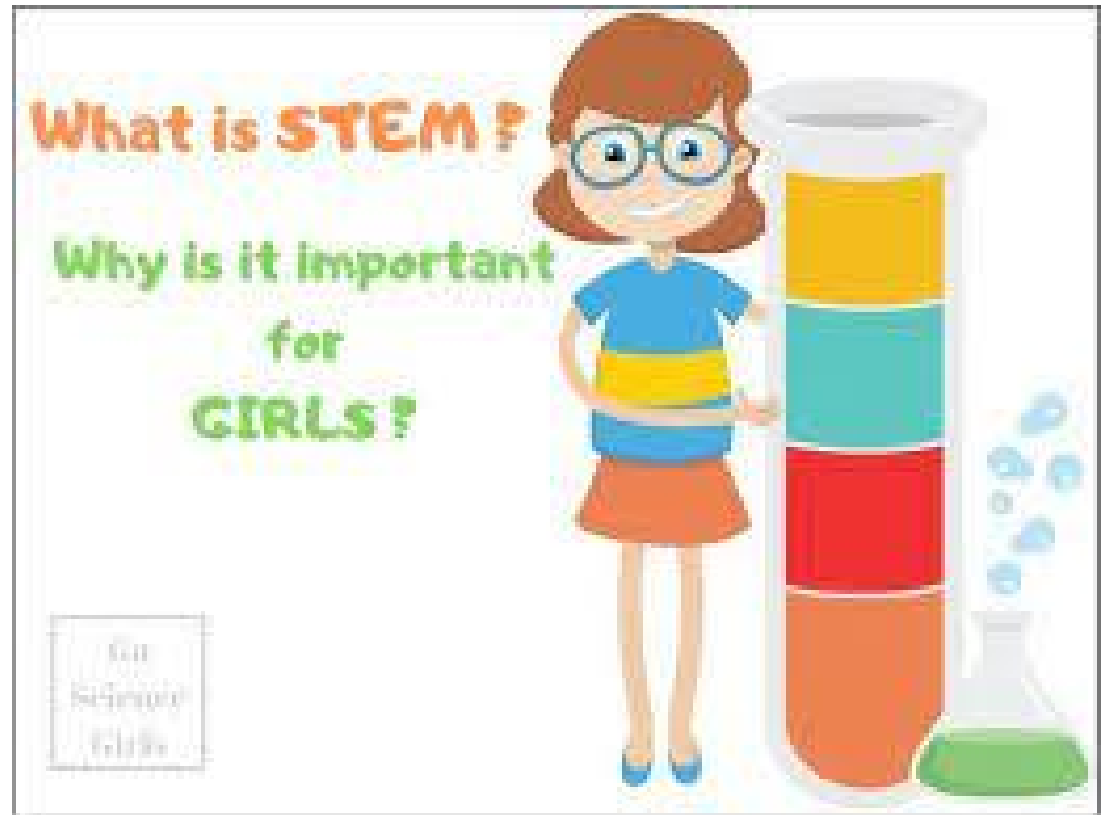
C4 – Conflict between outside work and family duties

- Here at FNU there are lots of opportunities given to females to lead
- If one sees women in leadership roles, then the numbers have increased. Our HOS is female, Associate Dean Learning and Teaching is Women and HoD is female..
- BUT
- At times, as an individual, the things we value may not resonate well with the commitment that comes with opportunities. So we end up not applying.

Some measures that can reduce these challenges

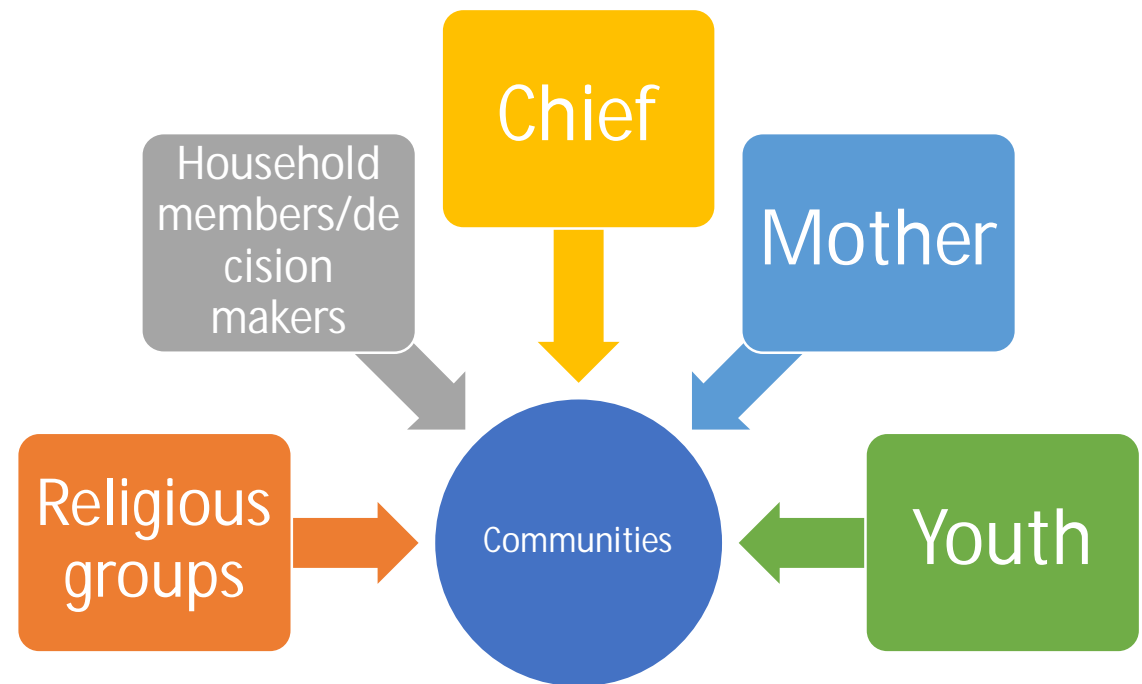
S1: Raising awareness

- Develop initiatives that promote STEM education - All the way from primary to secondary school
- Who will lead – schools, academia and NGOs, etc



Communities – awareness in STEM

- By working with NGOs, STEM awareness can reach communities where values are placed on different aspects.
- Doing small projects in communities
- Letting the community member know, especially decision makers such as elders, head of the house, chief, church elders, etc about girls role in STEM.



S2 – Financing of projects and programs on STEM education

- For any initiative to be undertaken – finance is one of the key ingredients
- Capacity building of teachers and students in schools
- Financing resource access in schools
- Raising awareness

S3 – More Enabling Policies

- Policies that promote greater participation of girls in STEM
- Policies that cater for working mothers in STEM

Nothing is impossible if you plan, prioritize and persevere

Thank you