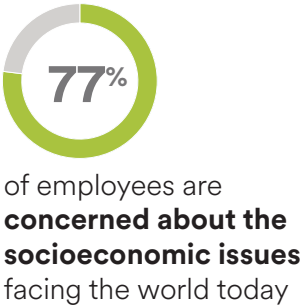


# MetLife 2022 TTX Survey on Women and STEM

As global challenges such as health equity and community resiliency become more urgent, new MetLife research of several US companies shows bringing more women to the STEM (science, technology, engineering, and math) table will have a profound impact on changing our world.

**Most employees report concern over the impacts of global socioeconomic challenges and think progress towards identifying solutions is happening too slowly.**



**3 in 4** think progress towards solving these issues is **happening too slowly**

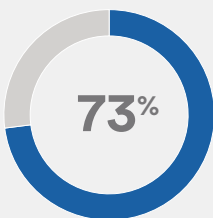
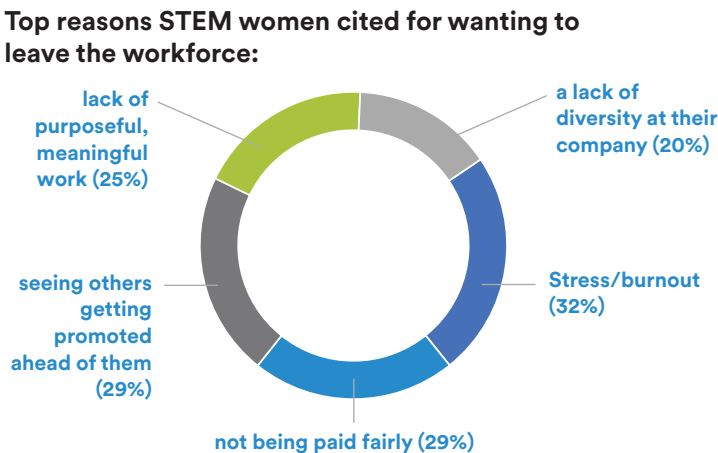
**STEM is seen as the industry most likely to solve these issues, more so than healthcare, education, or government.**

Specifically, employees say having **more women in STEM is what’s necessary to drive innovation** and solve these problems:

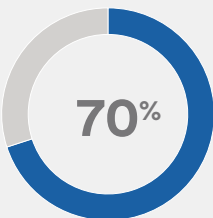


**As an industry, STEM has made some strides; however, a significant representation gap remains.**

While the proportion of those considering leaving the workforce has decreased since last year, **women in STEM are still nearly 2x as likely as women in other industries** to say they are considering leaving the workforce.



The majority of female STEM workers believe men in STEM are promoted on potential while women are promoted on their track record



Similarly, most women in STEM believe their employer values their male colleagues more than them

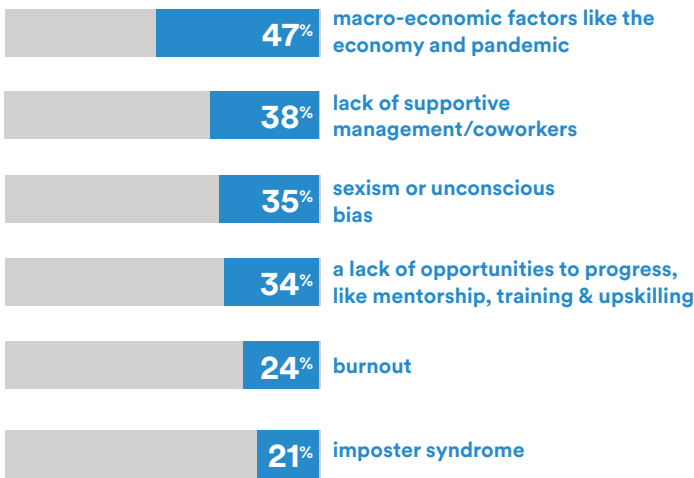


Women in STEM leadership ranks – including people managers, team leaders, and executive leadership – fell by double digits over the past year



**More than 4 in 5 female STEM workers say they have experienced difficulties that have slowed their career progression**

Top reasons include:



**53%** of employees believe it will take more than 10 years for women to be equally represented in STEM fields



Female STEM workers believe it will take even longer – 30% thinking it will take more than 20 years, or perhaps never in their lifetime

**Despite these challenges, nearly half of women (48%) see STEM as an innovative and impactful field that can contribute to solving major societal challenges.**

This presents a significant opportunity for employers to improve how they attract, develop and retain female STEM talent.

There are several measures that women say employers can take to encourage them to continue pursuing careers in STEM, including:



For their part, STEM employers are offering specific benefits and programs to attract more women into STEM roles and retain more women currently in STEM roles, including:



**Survey Methodology**  
MetLife’s 2022 Women in STEM Study was conducted in September 2022. The study was fielded by Rainmakers CSI – an international strategy, insight and planning consultancy. The Study consists of two surveys. The employer survey includes 310 interviews with HR and benefit decision-makers at organizations with STEM employees. The employee survey includes a representative sample of 2,423 interviews with people in the US workforce, ages 18 to 65, and boost to achieve n=505 female STEM workers and n=256 male STEM workers. Please note: the US workforce includes full-time employees, part-time employees, gig workers, and those unemployed but seeking work.