



## **ABSTRACT**

By focusing on the problems of women who have difficulty in entering the STEM field, Affirmative Action is one of the programs that is questioned for its success in pushing the acceleration of minority numbers, especially women in equality in the work field. By addressing these problems, this thesis aims to look at the outcomes of Affirmative Action through the percentage of women in STEM that are analyzed and elaborated qualitatively, and look for factors that cause the low percentage of women in STEM. This study takes several percentages of STEM-based companies to see the number of women workers who focus on the STEM and non-STEM fields to see the gap. By using a post-national approach supported by functionalism theory, several outcomes of Affirmative Action were found that affected the percentage of women working in STEM and non-STEM fields: weak regulation, percentage of opportunity, minimum wage, and total quota. From the results of the analysis, it also finds that there are several factors both internally and externally that resulted in a low percentage of women in STEM including traditional gender roles, gender socialization process, gender division of labor, technophobia, and sexual harassment in the workplace.

**Keywords: women, STEM, Affirmative Action**