She Figures 2024

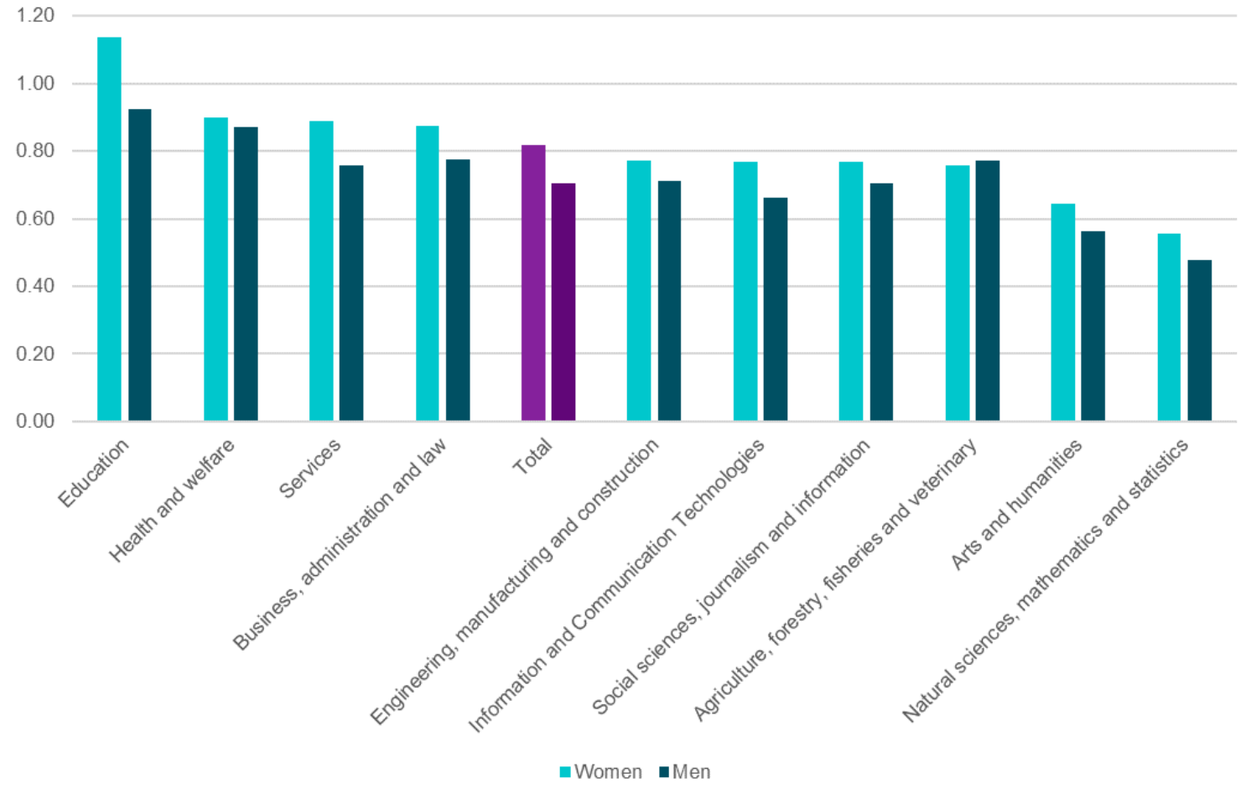
Summary of main results

Chapter 2

Chapter 2: The pool of graduate talent

- At EU level, women are more likely to complete their Bachelor level studies than men across all fields of study.
- This is also the case for the narrow fields of STEM, where women are typically underrepresented.

Ratio of Bachelor's graduates to Bachelor's entrants, by sex and broad field of study, EU-27, 2021



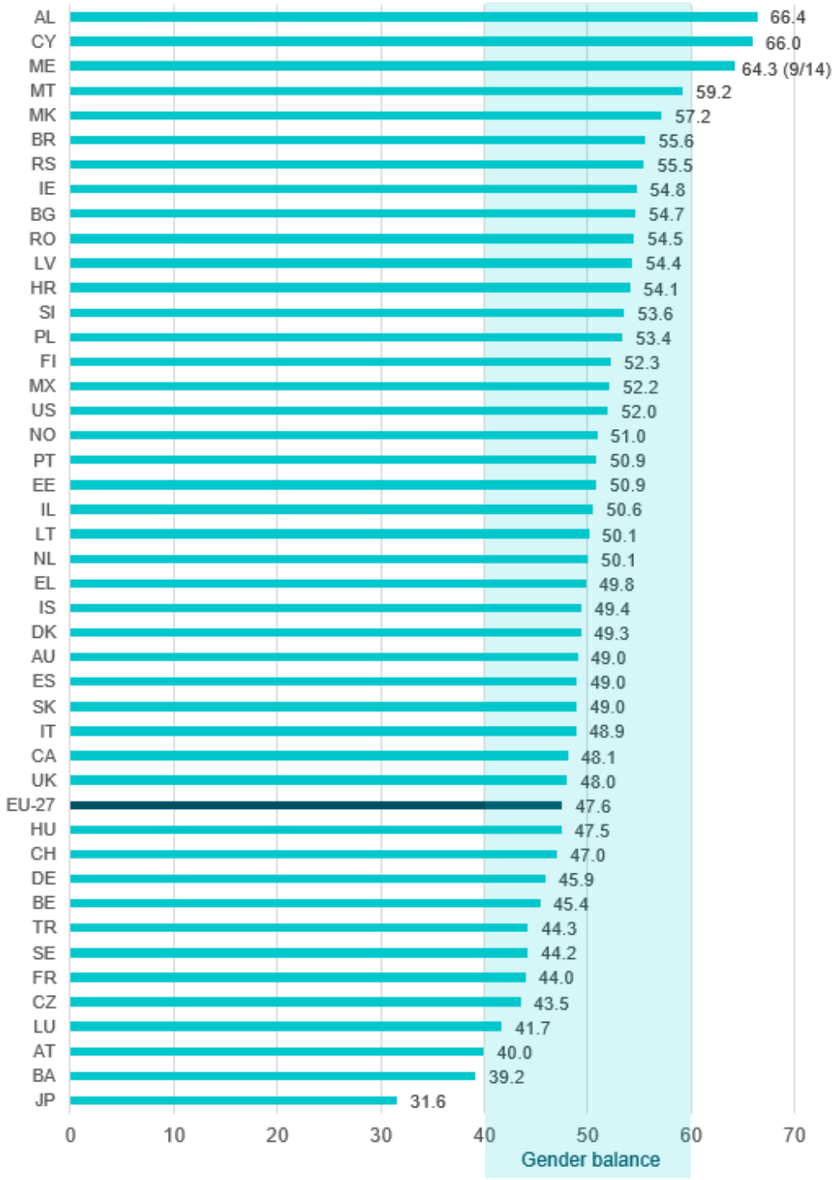
Source: Eurostat – Education Statistics (online data code: educ_uoe_grad02; educ_uoe_ent02); OECD (Graduates by field; New entrants by field).

Notes: Definition differs, see metadata for: IE, PL, UK; Data estimated for: BG; Break in time series: PL

Chapter 2: The pool of graduate talent

- Women exhibit a lower likelihood of pursuing Doctoral-level studies compared to men across most fields of study.
- This is also the case in six out of eight ‘narrow fields’ of STEM.
- Women continue to comprise around half (48 %) of Doctoral graduates (ISCED 8) in the EU.
- Gender balance among Doctoral graduates is observed in almost all countries.

Proportion (%) of women among Doctoral graduates, 2021



Source: Eurostat – Education Statistics (online data code: educ_uoe_grad02); OECD (Graduates by field).

Notes: Definition differs, see metadata for: IE (Field of study: Total, Sex: Women, Total); Reference year differs: UK: 2019, BA: 2020. Blue fill indicates gender balance. For proportions based on fewer than 30 graduates, the numerator and denominator are displayed in brackets.

Chapter 2: The pool of graduate talent

- There has been little change in the proportion of women among Doctoral graduates over the last decade.
- Significant gender gaps persist in specific broad fields of study – women represent most Doctoral graduates (over 60%) in Education yet remain underrepresented (less than 40%) in ICT and Engineering, Manufacturing and Construction.
- Since 2018, women's representation at Doctoral level has decreased in half of all STEM fields, suggesting a move away from gender equality in these fields within R&I.

Proportion (%) of women among Doctoral graduates, 2013 and 2021, in selected countries

Country	2013	2021
EU-27	47.5	47.6
BE	42.8	45.4
BG	51.2	54.7
CZ	42.7	43.5
DK	45.1	49.3
DE	44.2	45.9
EE	59.7	50.9
IE	48.8	54.8
EL	45.3	49.8
ES	49.9	49.0
FR	43.8	44.0
HR	54.7	54.1
IT	52.0	48.9
CY	50.0	66.0
LV	57.5	54.4
LT	59.0	50.1
LU	39.1	41.7
HU	46.3	47.4
MT	50.0 (12/24)	59.2
NL	46.2	50.1
AT	43.7	40.0
PL	55.1	53.4
PT	55.0	50.9
RO	52.3	54.5
SI	53.7	53.6
SK	51.5	49.0
FI	50.6	52.3
SE	46.1	44.2

Source: Eurostat – Education Statistics (online data code: educ_uoe_grad02); OECD (Graduates by field).

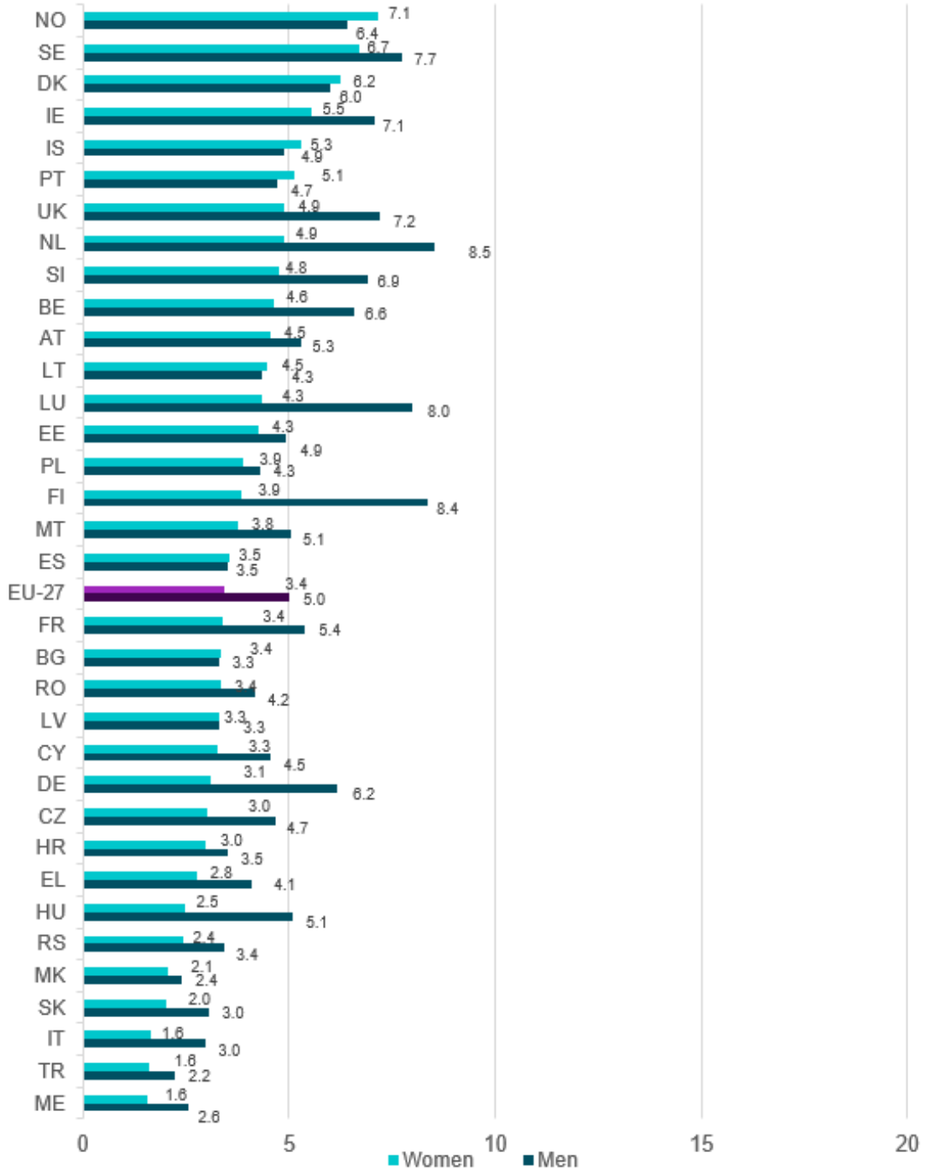
Notes: Definition differs, see metadata for: IE (Women, Total, Year: 2021); Reference year differs (2013): BA: 2019, ME: 2016, AL: 2021, RS: 2014,TR: 2014, BR: 2014; Reference year differs (2021): UK: 2019, BA: 2020. For proportions based on fewer than 30 graduates, the numerator and denominator are displayed in brackets.

Chapter 3

Chapter 3: Participation in science and technology occupations

- Around 60 % of women and men with tertiary education are employed as technicians and professionals at the EU level.
- Tertiary educated women are slightly more likely to be employed as professionals or technicians than men (54 % compared to 46 %), but less likely than men to work as scientists and engineers (41 % compared to 59 %).
- The proportion of women in the labor force working as scientists and engineers (3.4%) is slightly lower than that of men (5.0%).

Proportion (%) of scientists and engineers among total labour force, by sex, 2021



Source: Eurostat – Human resources in science and technology (online data code: hrst_st_ncat) and Eurostat – EU-LFS – Active population by sex, age and citizenship (online data code: lfsa_agan).

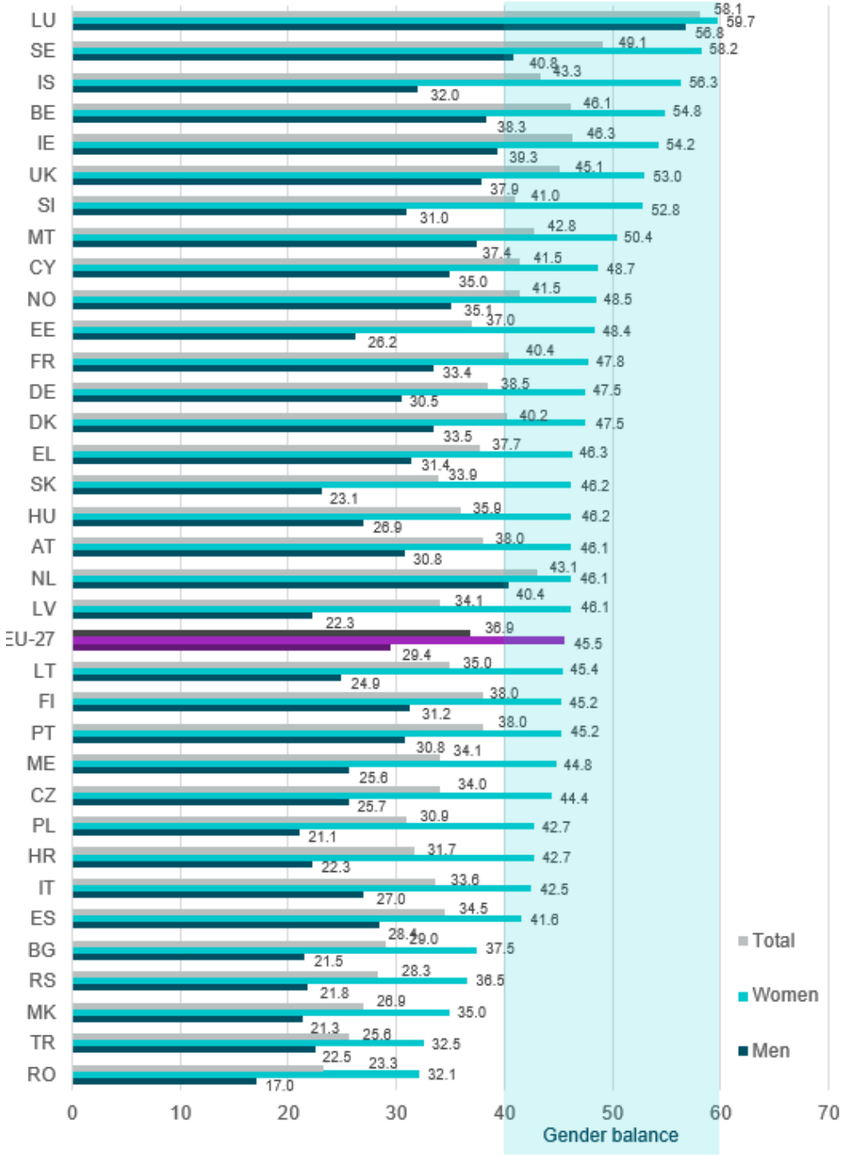
Notes: Definition differs, see metadata: ES, FR; Break in time series: EU-27, BE, BG, CZ, DK, DE, EE, IE, EL, ES, FR, HR, IT, CY, LV, LT, LU, HU, MT, NL, AT, PL, PT, RO, SI, SK, FI, SE, IS, NO, RS, NA; Reference year is different: NO: 2021, ME: 2020, MK: 2020, TR: 2020, UK: 2019.

Chapter 3: Participation in science and technology occupations

- Women are more likely to work in knowledge-intensive activities (KIA) compared to men at the EU level (46 % compared to 30 %).

- Men are slightly more likely than women to work in knowledge-intensive activities in business industries (KIABI) (15 % for men compared to 14 % for women).

Proportion (%) of employed population in KIA among total employment, by sex, 2021



Source: Eurostat – Human resources in science and technology (online data code: hrst_st_ncat) and Eurostat – EU-LFS – Active population by sex, age and citizenship (online data code: lfsa_agan).

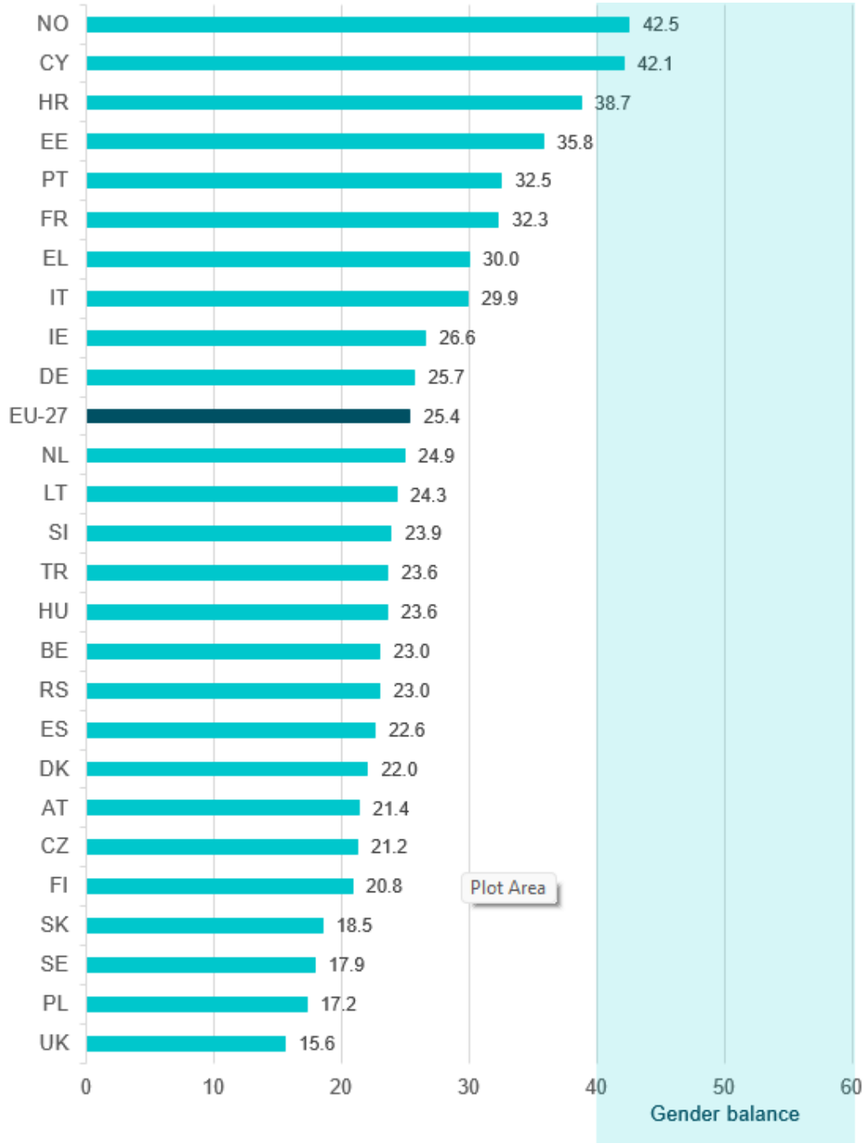
Notes: Definition differs, see metadata: ES, FR; Break in time series: EU-27, BE, BG, CZ, DK, DE, EE, IE, EL, ES, FR, HR, IT, CY, LV, LT, LU, HU, MT, NL, AT, PL, PT, RO, SI, SK, FI, SE, IS, NO, RS; Reference year differs: ME: 2020, MK: 2020, TR: 2020, UK: 2019.

Chapter 3: Participation in science and technology occupations

- The proportion of women among self-employed professionals in science, engineering, and ICT is only 25% at the EU level, highlighting a significant gender gap.

- Tertiary educated women are slightly more likely to be unemployed than men (3.7 % compared to 3.1 % in 2021).

Proportion (%) of self-employed women among S&E and ICT Professionals, 2021



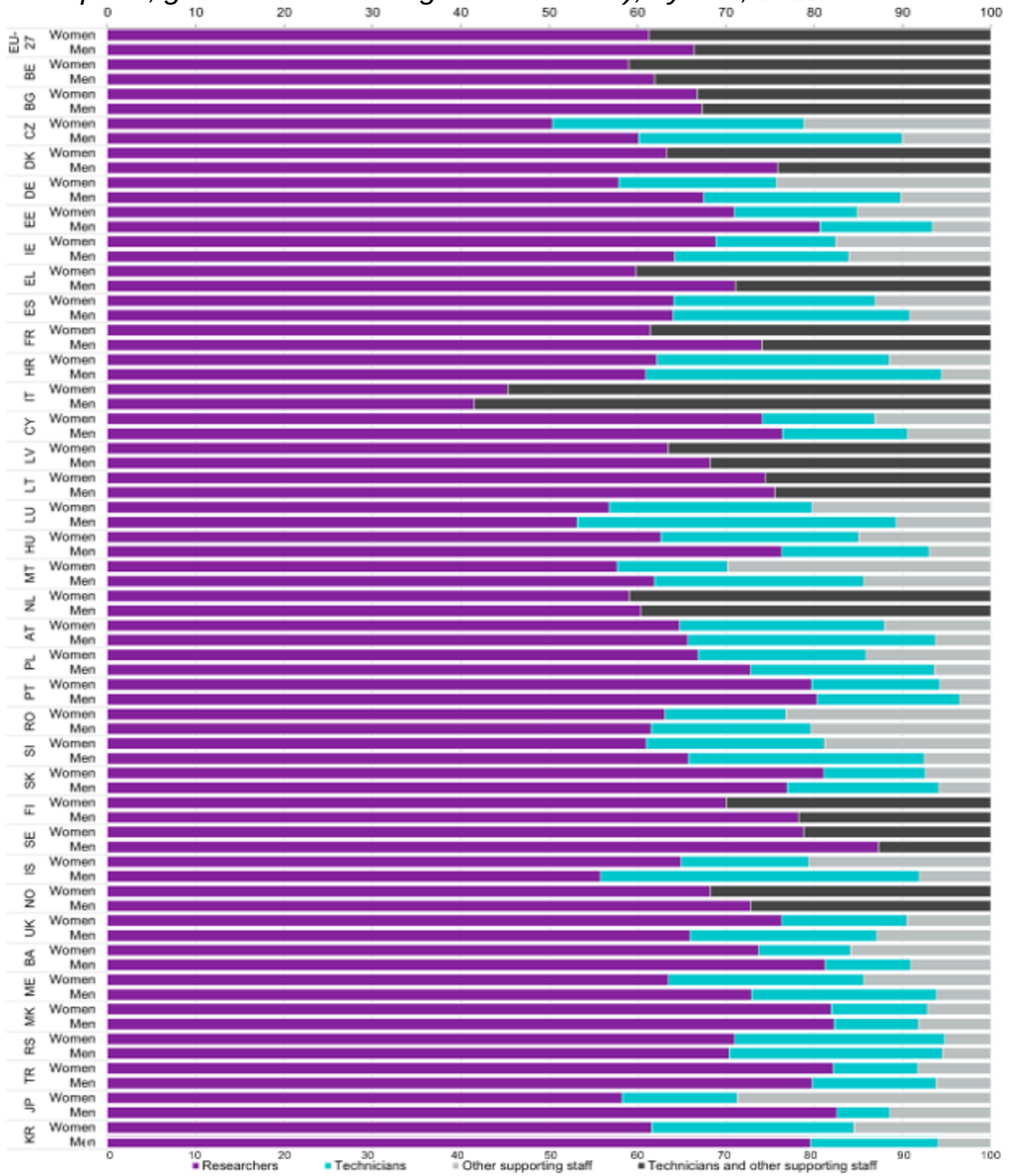
Source: Eurostat – EU-LFS annual average quarterly data 2021.

Notes: Definition differs, see metadata: ES, FR (Women and Total); Break in time series: EU-27, BE, BG, CZ, DK, DE, EE, IE, EL, ES, FR, HR, IT, CY, LT, LU, HU, MT, NL, AT, PL, PT, RO, SI, FI, SE, IS, RS (Women and Total); Reference year differs: EE: 2020, IE: 2019, HR: 2019, LV: 2017, SK: 2020, NO: 2016, TR: 2020, UK: 2019; Data not available: BG, LU, MT, RO, IS, ME, MK.

Chapter 3: Participation in science and technology occupations

- Within the Research and Development (R&D) workforce, women are less likely to work as researchers than men (61 % and 66 %, respectively) and more likely to work as technicians or other supporting staff compared to men (39 % compared to 34 %).

Distribution of R&D personnel across occupations in all sectors (business enterprise, government and higher education), by sex, 2021



Source: Eurostat – Research and development statistics (online data code: rd_p_persocc) and OECD –R&D personnel by sector and function.

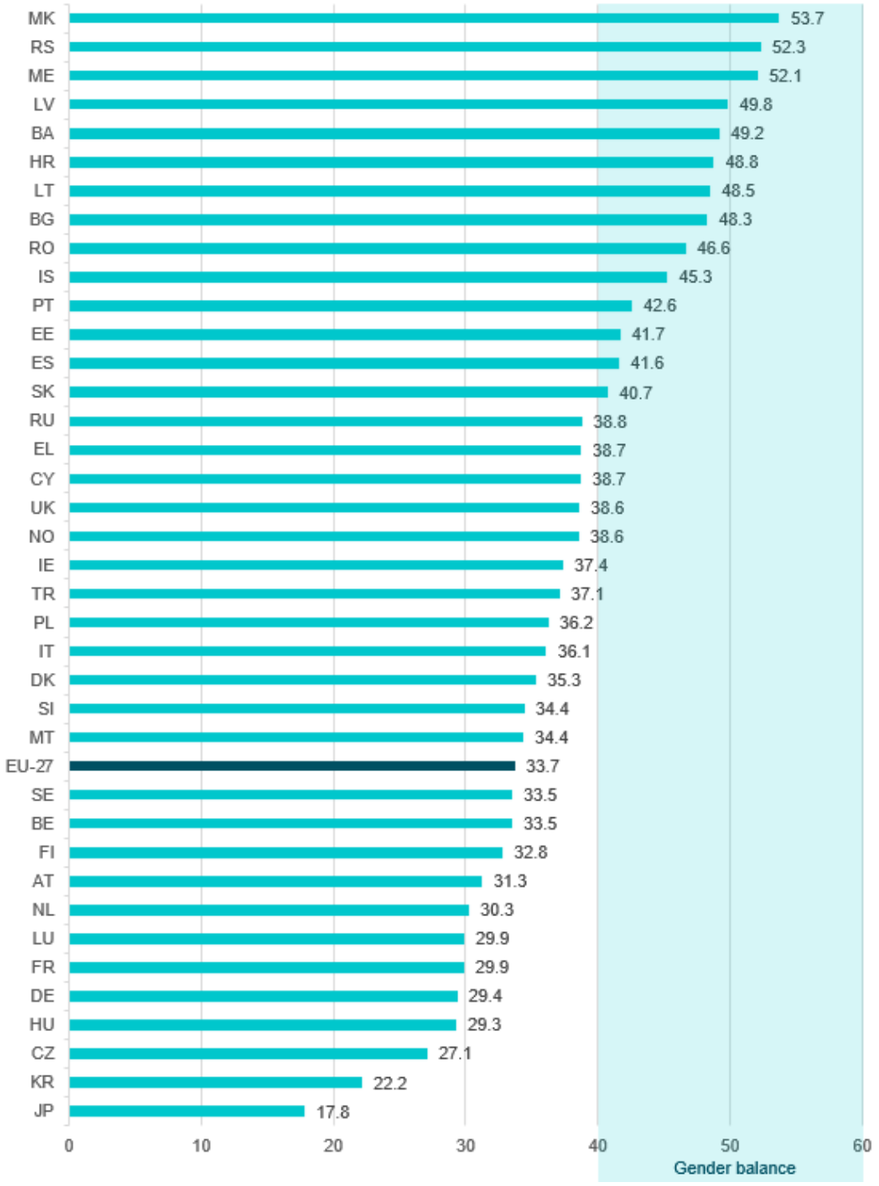
Notes: Definition differs, see metadata: FI (2021 - Researchers, 'Technicians and other supporting staff', Total - Women, Total); Break in time series: BE, SE (2021 - Researchers, 'Technicians and other supporting staff', Total - Women, Total); Estimated: EU-27 (2021 - All professional positions - Women, Total), UK (2018 - All professional positions - Women, Total); Provisional: DK (2019 - Researchers, 'Technicians and other supporting staff', Total - Women, Total); Difference in methodology: JP (2021 - All professional positions - Women, Total); Reference year differs: DK: 2019, UK: 2018, ME: 2019, MK: 2020, RU: 2020; Data not available EU-27, BE, DK, EL, FR, LV, LT, NL, FI, SE, NO, RU (Technicians, 'Other supporting staff' - Women, Men, Total), US, IL (All professional positions - Women, Men, Total).

Chapter 4

Chapter 4: Labour market participation as researchers

- Women represent just over one-third (34%) of the total population of researchers at EU level.
- Between 2013 and 2021, the number of women researchers grew at a faster rate than the number of men researchers (4.2 % and 3.3 %, respectively).

Proportion (%) of women among researchers, 2021



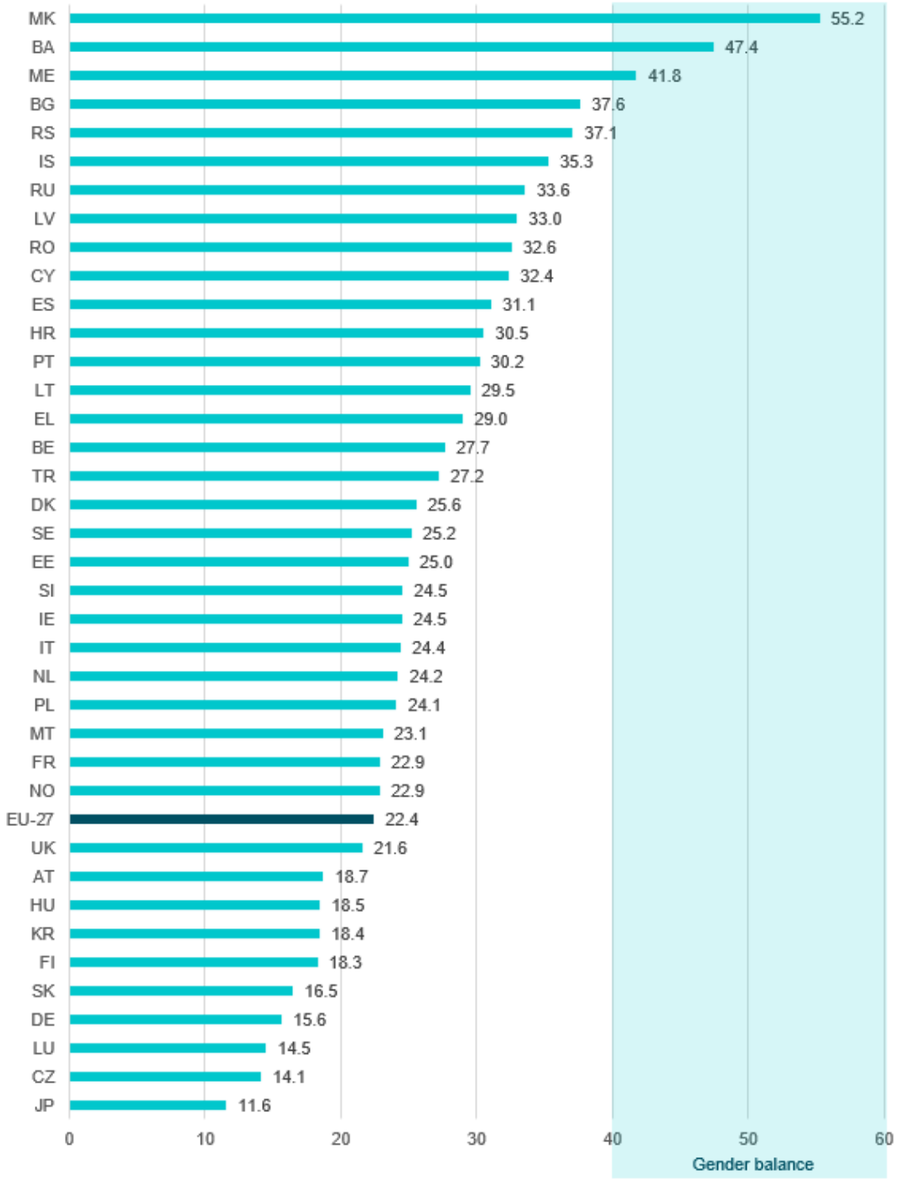
Source: Eurostat – Research and development statistics (online data code: rd_p_persocc) and OECD-R&D personnel by sector and function.

Notes: Definition differs, see metadata: FI (Researchers - Women, Total); Break in time series: BE, SE (Researchers - Women, Total); Estimated: EU-27, UK (Researchers - Women, Total); Provisional: DK (Researchers - Women, Total); Difference in methodology: JP (Researchers - Women, Total); Reference year differs: DK: 2019, UK: 2018, ME: 2019, MK: 2020, RU: 2020; Data not available: IL, US.

Chapter 4: Labour market participation as researchers

- Gender segregation persists across the main sectors of the economy.
- While women researchers continue to be well-represented in the higher education sector (HES) (44 %) and government sector (GOV) (45 %), they remain underrepresented in the business economic sector (BES) (22 %).
- The number of women researchers has grown in every sector at EU level.

Proportion (%) of women among researchers in the business enterprise sector, 2021



Source: Eurostat – Research and development statistics (online data code: rd_p_persocc) and OECD-R&D personnel by sector and function.

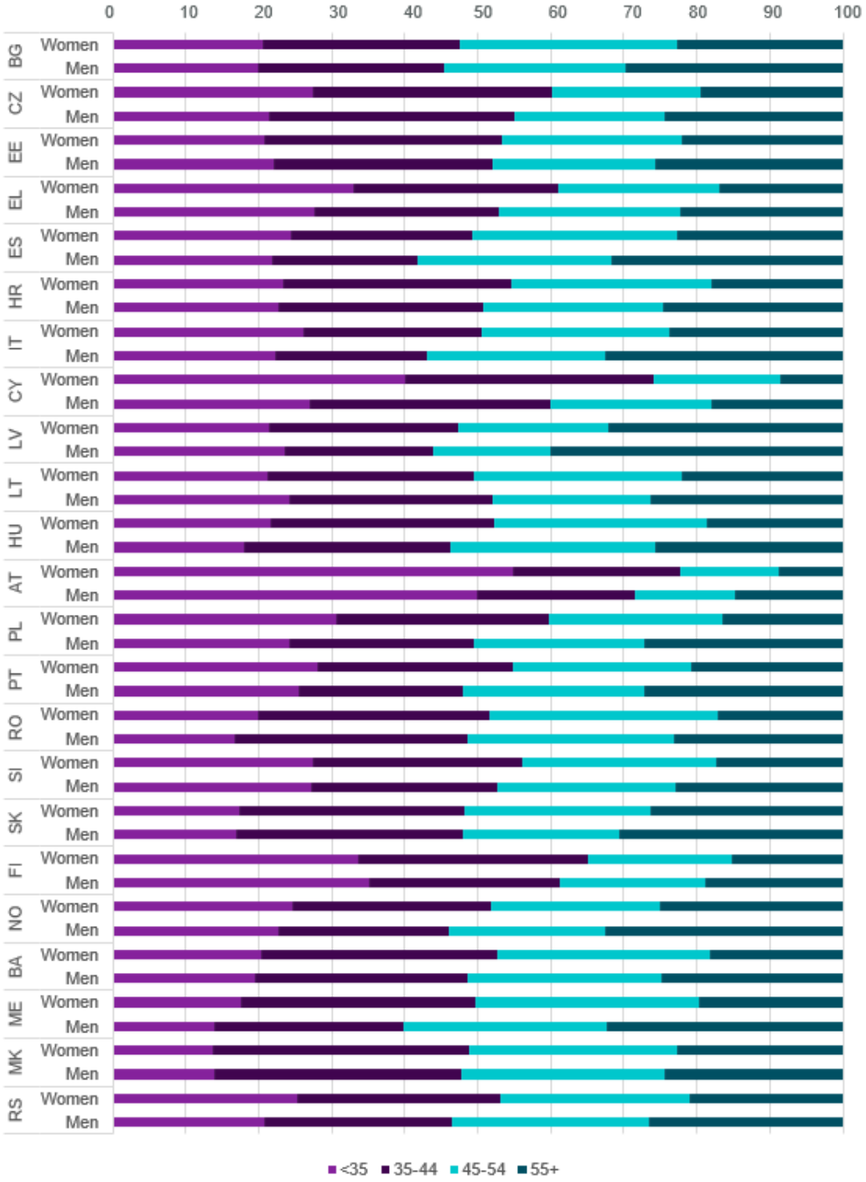
Notes: Definition differs, see metadata: FI (Researchers - Women, Total), NO; Break in time series: BE, SE (Researchers - Women, Total), NO; Estimated: EU-27, UK (Researchers - Women, Total); Provisional: DK (Researchers - Women, Total); Difference in methodology: JP (Researchers - Women, Total); Reference year differs: DK: 2019, UK: 2018, ME: 2019, MK: 2020; Data not available: IL, US.

Chapter 4: Labour market participation as researchers

- Women researchers are more prevalent in the younger age groups while men researchers are more represented in the older age groups.

- This finding suggests that there are more men researchers in senior research positions.

Distribution of researchers in the higher education sector across age groups, by sex, 2021



Source: Eurostat – Research and development statistics (online data code: rd_p_persage).

Notes: Definition differs, see metadata: HU; Estimated: IT; Reference year differs: CZ: 2020, LV: 2015, FI: 2015, NO: 2014, ME: 2019, MK: 2020; Data not available: EU-27, BE, DK, DE, IE, IT, MT, NL, SE, IS, UK, TR, JP, RU.

Chapter 4: Labour market participation as researchers

- In sectors where women's representation is higher, disparities within STEM fields persist.
- Since 2017, the proportion of women researchers has grown across all fields of R&D in HES and GOV.
- Women and men researchers are more equally distributed across broad fields of study in HES and GOV in 2021 than in 2017.

Evolution of the Dissimilarity Index for researchers in HES and GOV, 2017 and 2021

Country	2017		2021	
	HES	GOV	HES	GOV
BE	0.22	0.26	0.26	0.23
BG	-	-	0.16	0.13
CZ	0.20	0.20	0.14	0.16
DK	0.20	0.19	0.14	0.09
DE	0.23	0.23	0.18	0.16
EE	0.25	0.26	0.33	0.31
IE	0.22	0.17	0.16	0.20
EL	0.04	0.10	0.16	0.18
ES	0.03	0.04	0.13	0.17
HR	0.16	0.13	0.03	0.05
IT	0.13	0.12	0.15	0.16
CY	0.12	0.09	0.31	0.31
LV	0.27	0.25	0.16	0.11
LT	0.19	0.21	0.29	0.22
LU	0.38	0.32	0.23	0.23
HU	0.19	0.18	0.12	0.16
MT	0.23	0.23	0.17	0.24
NL	0.12	0.14	0.16	0.13
AT	0.23	0.23	0.16	0.19
PL	0.16	0.10	-	0.16
PT	0.15	0.14	0.06	0.08
RO	0.10	0.11	0.11	0.08
SI	-	0.24	-	-
SK	0.15	0.14	0.12	0.14
FI	0.28	0.30	0.29	0.23
SE	0.23	0.22	0.12	0.14
IS	0.21	0.17	0.22	0.24
NO	0.18	0.19	0.16	0.18
UK	0.22	0.22	0.16	0.16
BA	-	0.19	-	0.21
ME	0.13	0.16	0.18	0.13
MK	0.20	0.23	-	-
RS	0.14	0.11	0.10	0.12
TR	0.09	0.09	0.00	0.00
RU	0.25	0.26	0.16	0.16

Source: Eurostat – Research and development statistics (online data code: rd_p_perssci).

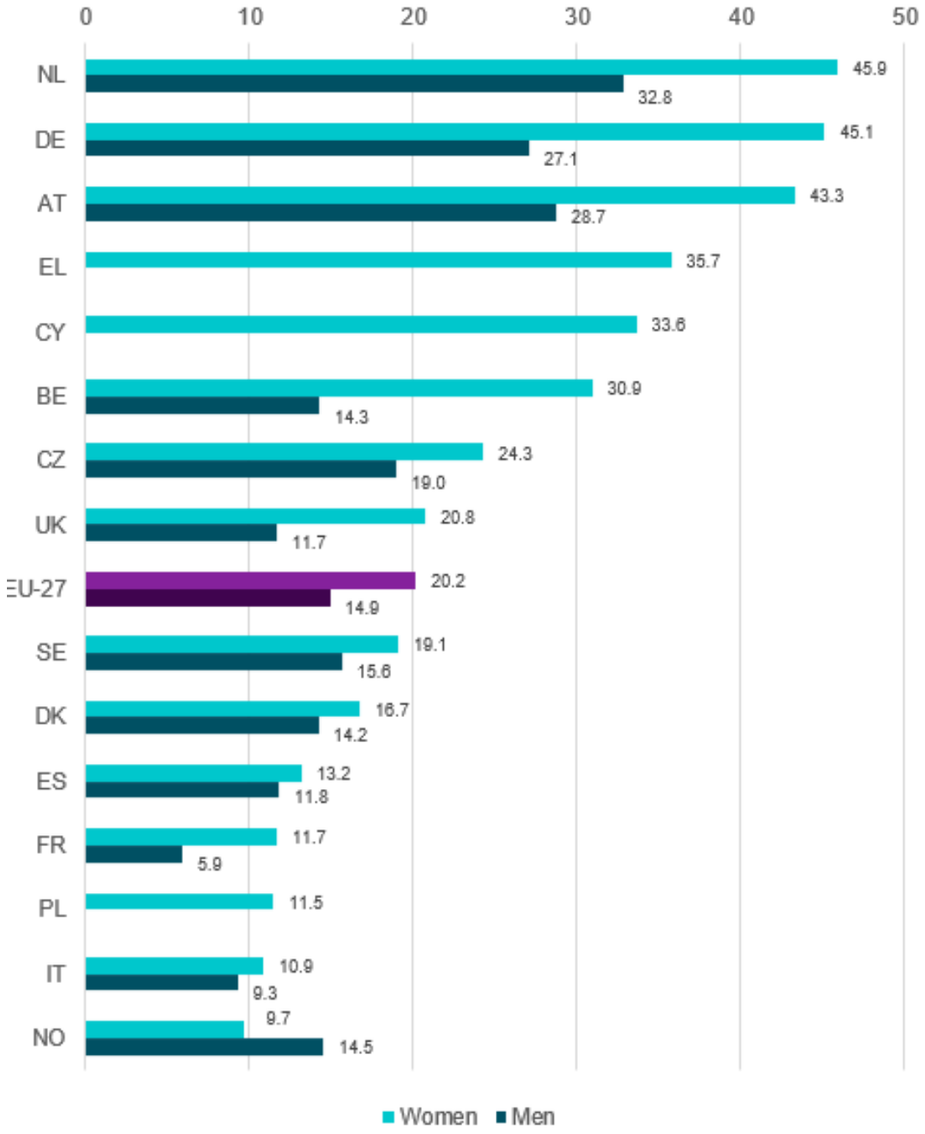
Notes: Definition differs, see metadata: DE, FI (2021), DE (2017 – Natural Sciences, Engineering and Technology, Medical and Health Sciences, Humanities); Break in time series: SE (2021); Confidential: BG (All fields of science except Medical and Health Sciences, Humanities, 2021), SI (2017 - Natural Sciences, Engineering and Technology, Agricultural Sciences); Estimated: IE (2021), ES, IT (2017, 2021), UK (2017 - Women); Provisional: DK (2021); Reference year differs: DK: 2019, SI: 2020, BA: 2020, ME: 2019, MK: 2020, RU: 2019; Data not available (2021): EU-27, UK, JP, BG (All fields of science except Humanities), FR (Women); Data not available (2017): EU-27, BG, FR, SI, BA, JP.

Chapter 5

Chapter 5: Working conditions of researchers

- The proportion of women researchers employed part-time in HES exceeds that of men researchers by 5 percentage points (20 % of women and 15 % of men researchers) at EU level.

Proportion of researchers employed part-time among researchers in the Higher Education Sector (HES), by sex, 2022



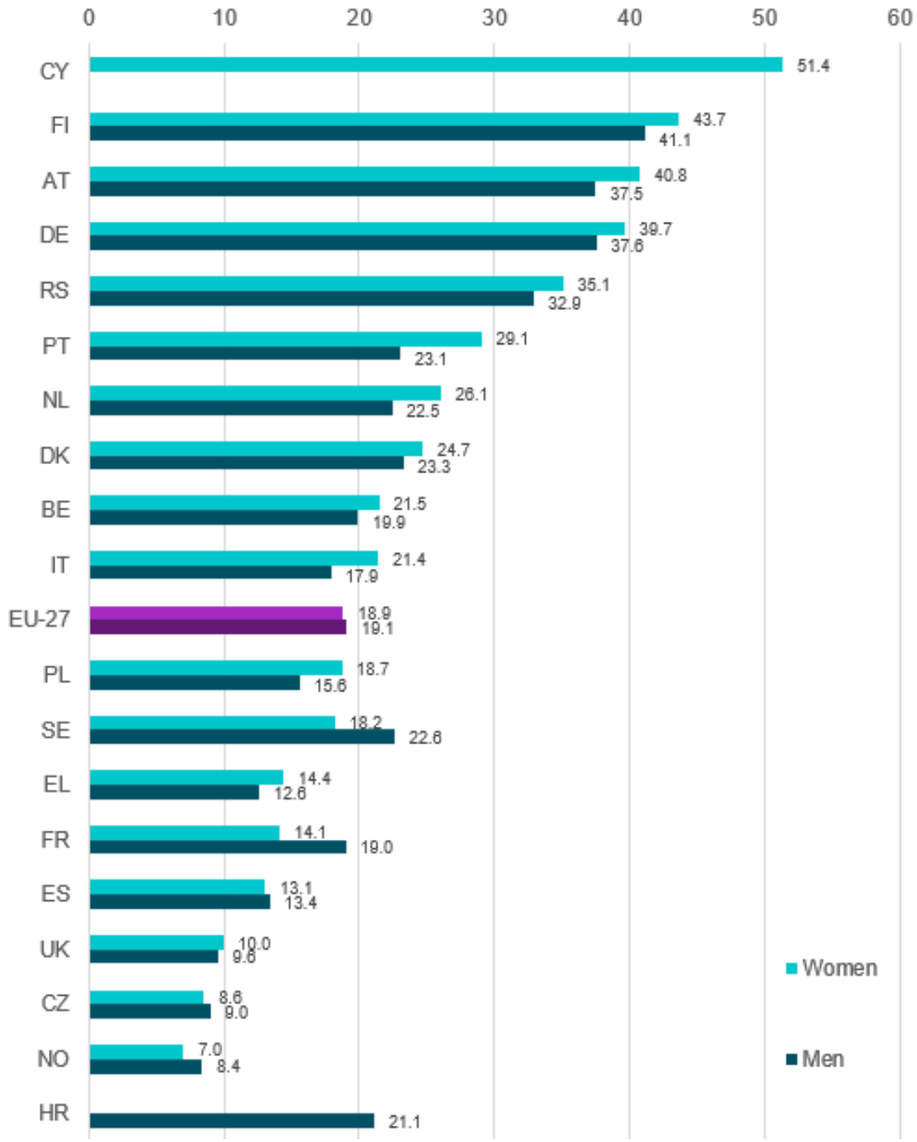
Source: Eurostat - Custom extraction from EU-LFS data.

Notes: Low reliability: Part-time job: BE (Men: 2022), CZ, FR, AT, SE, NO (Women, Men: 2022), EL (Women: 2022), DK (Women: 2022, Men: 2021), CY (Women: 2020), Full-time job: BG (Men: 2022), EE, HR, LT, MT, RO, SI (Women, Men: 2022), EL (Women: 2017), CY (Women: 2020, Men: 2022); Values are not publishable because of very low reliability: Part-time job: EE, IE, LV, LT, LU, HU, PT, SI, FI, IS, RS (Women, Men: 2022), EL, HR, CY, PL (Men: 2022), SK (Women: 2022); Full-time job: IE (Women: 2022), IS (Men: 2022), LV, LU, SK (Women, Men: 2022); Definition differs, see metadata: LU, HU (Year: 2022, FTPT: Part-time job, Full time job, Sex: Women, Men); Reference year differs: Women: EL: 2017, FR: 2018, CY: 2020, PL: 2014, NO: 2016, UK: 2019, Men: DK: 2021, FR: 2017, SE: 2019, NO: 2016, UK: 2019; Data not available: LV, LU, SK, ME, MK (Part-time job, Full-time job: Women, Men: 2022), BG, EE, MT, HU, PT, RO, SI, FI, IS, RS (Part-time job: Women, Men: 2022), IE (Part-time job, Full-time job: Women: 2022, Part-time job, Men: 2022), IS (Full-time job, Men: 2022).

Chapter 5: Working conditions of researchers

- There was no difference between the proportion of women and men researchers in precarious employment (defined as contracts lasting less than three years) in HES at the EU level, with both genders at around 19 %.

Proportion of researchers in HES working under 'precarious' contracts, by sex, 2022



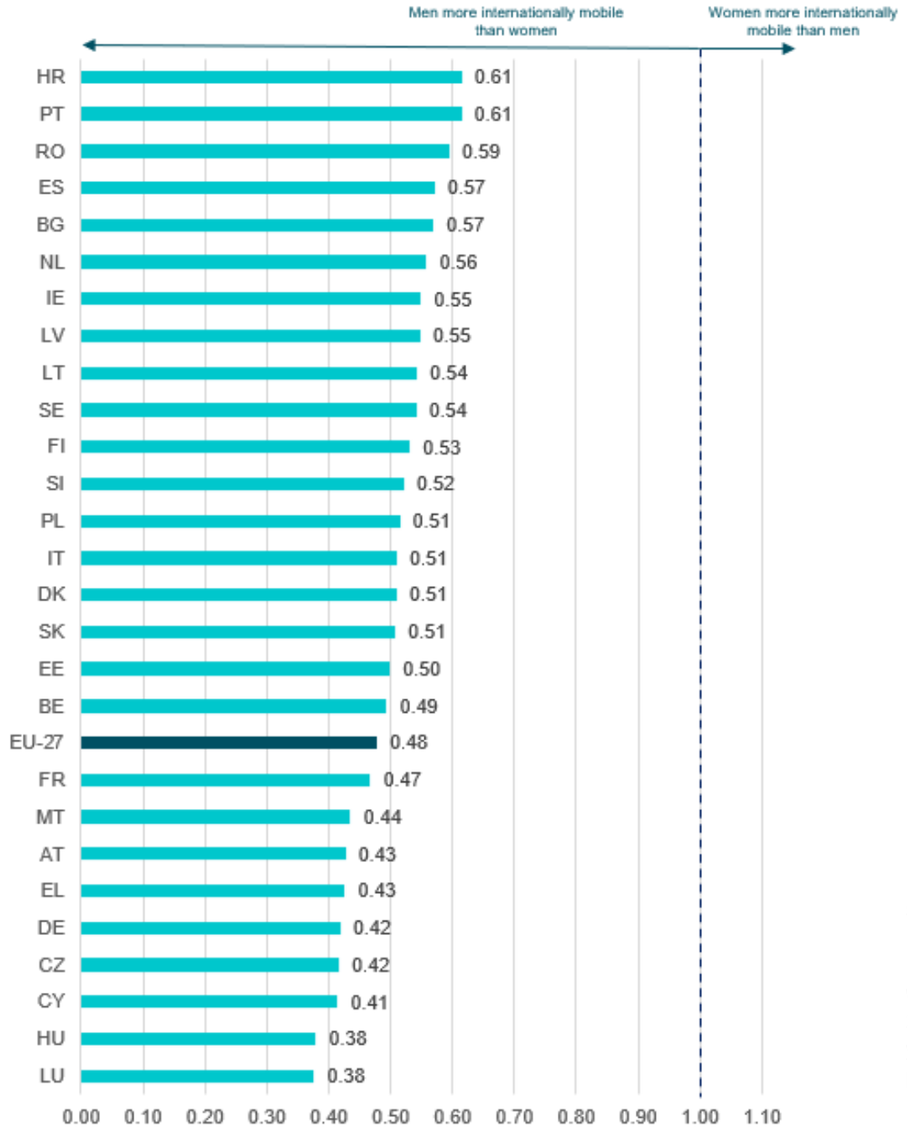
Source: Eurostat - Custom extraction from EU-LFS data.

Notes: Low reliability: Fixed-term job: BE, DK, HR, AT, SE, RS (Men: 2022), EL (Women 2021, Men: 2020), FR (Women: 2020), CY (Women: 2020, Men: 2021), CZ, PT (Women: 2022, Men: 2021), PL (Women: 2015, Men: 2014), NO (Women, Men: 2016), UK (Women, Men: 2019), RS (Women, Men: 2022), Permanent job: BG, LT, IE (Men: 2022), AT, CY (Women: 2020), MT, EE, HR, RO, SI, RS (Women, Men: 2022); Values are not publishable because of very low reliability: Fixed-term job: IE, LT, LU, HU, SI, SK, SI (Women, Men: 2022), CY (Men: 2021), NL, LV (Men: 2022), Permanent job: LV, LU, NL, SK (Women, Men: 2022), IE, FI (Women: 2022), FR (Men: 2020), CY (Men: 2021), AT, SE, IS (Men: 2022), AT (Women: 2020), UK (Women, Men: 2019); Break in time series: Fixed-term job, Permanent job: EL (Women: 2021), CY (Women: 2020, Men: 2021), PT (Men: 2021); Definition differs, see metadata: Fixed-term job, Permanent job: HU, MT (Women, Men: 2022); Reference year differs: Women: EL: 2021, FR: 2020, CY: 2020, AT: 2020, PL: 2015, NO: 2016, UK: 2019, Men: CZ: 2021, EL: 2020, FR: 2020, CY: 2021, PL: 2014, PT: 2021, NO: 2016, UK: 2019; Data not available: LV, LU, SK, ME, MK (Fixed-term job, Permanent job: Women, Men: 2022), BG, EE, MT, HU, PT, RO, SI, LT, IS (Fixed-term job: Women, Men: 2022), HR (Women: Fixed-term job: 2022), IE (Women: Permanent job: 2022), CY, IS (Permanent job: Men: 2022).

Chapter 5: Working conditions of researchers

- There is little difference in the international mobility of women and men during Doctoral-level studies.
- However, the proportion of women who are active authors and internationally mobile is lower compared to men, with a ratio of 0.48 at the EU level.

Ratio of women who have been internationally mobile to men who have been internationally mobile, 2021



Source: Scopus.

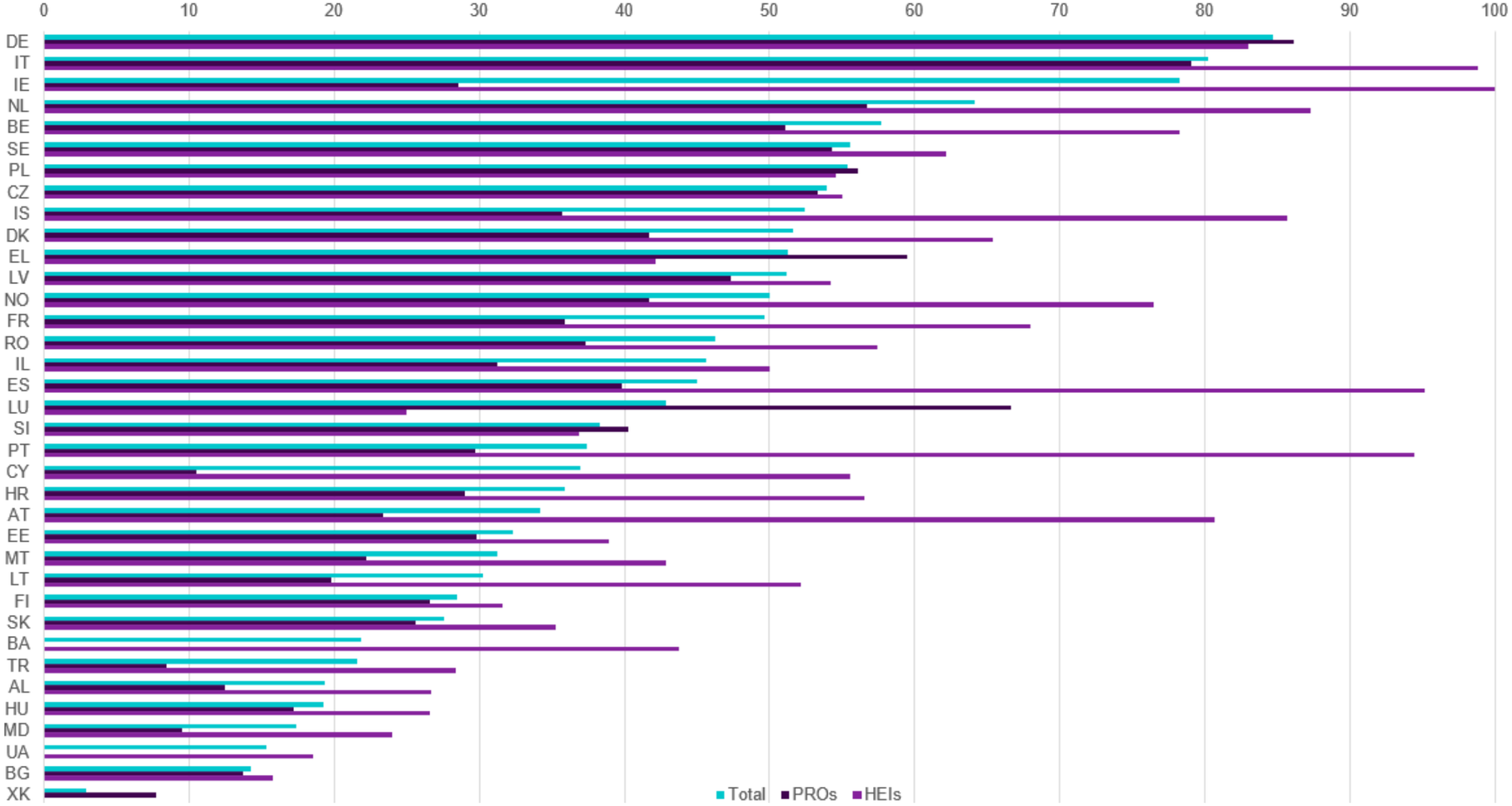
Notes: Active authors are defined as those who have published 10+ papers in 2013-2022 and at least one paper in the last five years, or those who produced four or more papers in the last five years.

Chapter 5: Working conditions of researchers

- Within countries, the proportion of research organisations explicitly addressing actions and measures to foster gender equality on their websites ranges from 14 % to 85 %.

- In most countries, higher education institutions are most likely than public research organisations to mention actions and measures towards gender equality.

Proportion (%) of Research Organisations that take actions or measures towards gender equality, by type of organisation



Web scraping period: 06/10/2023 - 19/01/2024

Source: For the lists of research organisations: ETER, Cordis and the Statistical Correspondents of Member States and countries associated with Horizon Europe. Number of research organisations web-scraped and number of research organisations for which web-scraping indicated that they have taken actions and measures taken towards gender equality, by type of organisation (PRO/HEI).

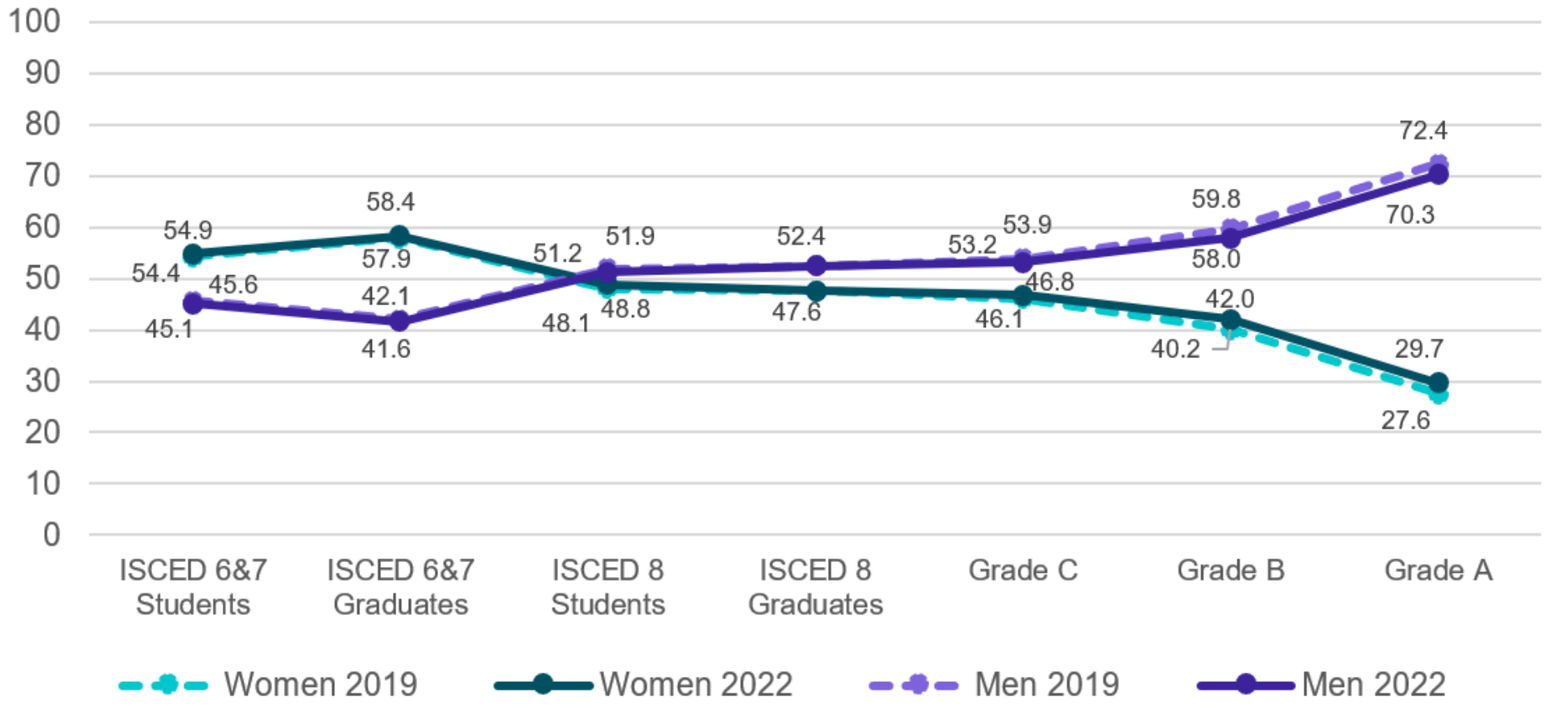
Notes: Number of websites with information on actions/measures towards gender equality for BA was 0 out of 16.

Chapter 6

Chapter 6: Career advancement and participation in decision-making

- Gender balance has been reached among Bachelor's, Master's and Doctoral level students and graduates (ISCED levels 6, 7, & 8, respectively) as well as among grade C and B staff.
- However, women remain underrepresented in grade A positions (30 %).
- Small improvements of between 1 and 2 pp since 2019.

Proportion (%) of men and women in a typical academic career, students and academic staff in the EU, 2019 - 2022



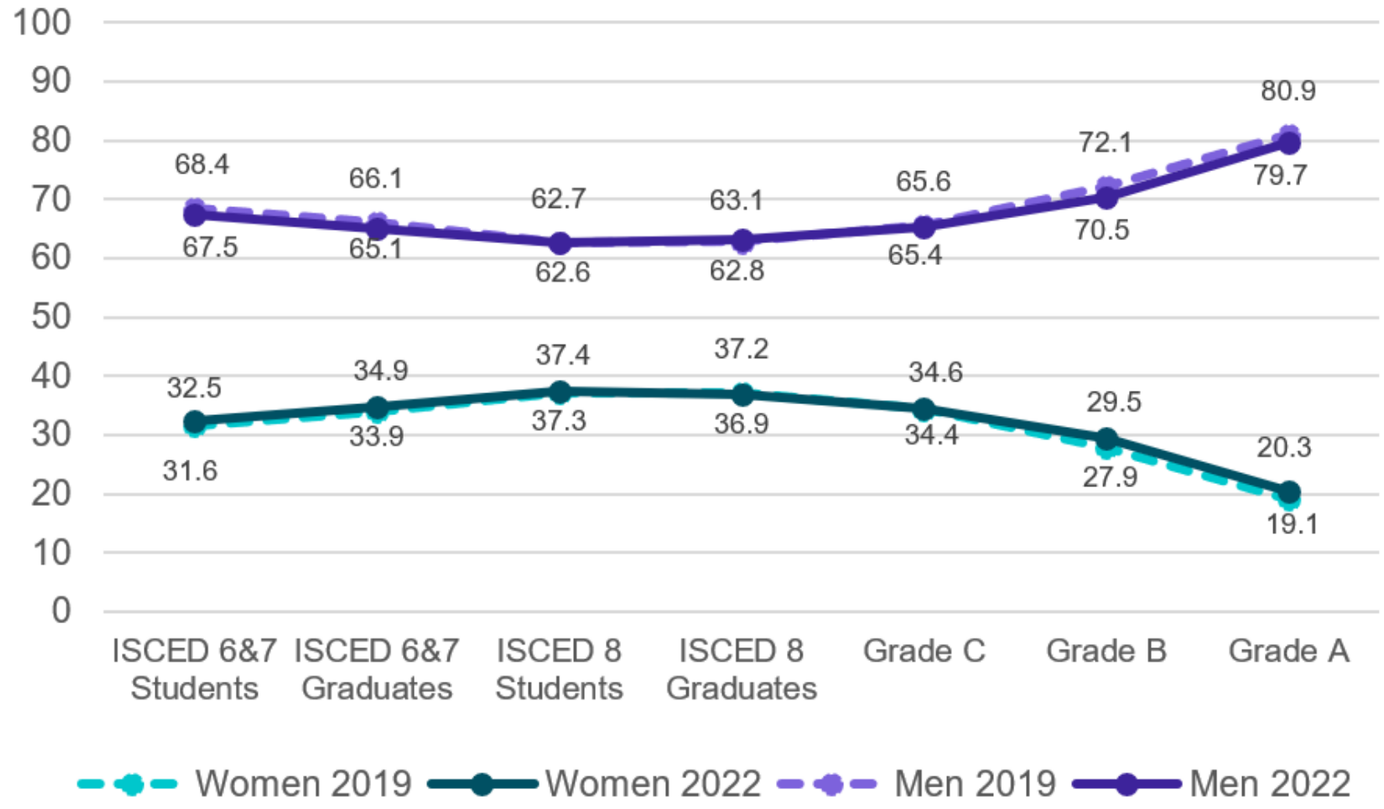
- *Grade A: highest grade/post at which research is normally conducted within the institutional or corporate system, such as full professors and directors of research.*
- *Grade B: All researchers working in positions that are not as senior as the top position (A) but more senior than newly qualified PhD holders (C), such as associate professors, principal investigators or senior researchers.*
- *Grade C: The first grade/post into which a newly qualified PhD (ISCED 8) graduate would usually be recruited within the institutional or corporate system, i.e. post-doctoral positions. Examples include researchers, investigators, assistant professors or post-doctoral fellows.*

Source: WiS database, DG Research and Innovation - T1_questionnaires , Education Statistics (online data codes: educ_uoe_enrt03, educ_uoe_grad02).

Notes: Data are HC from T1_questionnaires of WiS database; Where data for Researchers are not available or incomplete, data for Academic staff are presented. Data for BE = BE (FL) + BE (FR). Researchers are used as reference population for: BE, DK, DE, EE, ES, FR, HR, CY, LV, HU, MT, AT, PL, PT, RO, SK, FI, IS, NO, RS, TR, BA, GE, AM, MD, UA. Academic staff are used as reference population for: BG, IE, EL, IT, LT, NL, SI, SE. For Education Statistics: Reference year differs: BE (FR): 2019, DK: 2021, ES: 2021, FR: 2021, CY: 2021, HU: 2021, AT: 2021, PT: 2021, RO: 2021, FI: 2021, NO: 2021, BA: 2021, GE: 2021, AM: 2021; For WiS data: Data not available: BG (grade C: Women, Men, Total), ES (grade A: Women, Men, Total), CY (grade A,B,C, Women, Men, 2019), LV (grade A,B,C, Women, Men, 2019), SI (grade A,B,C, Women, Men, 2019), IS (grade A,B,C), RS (grade A,B,C, Women, Men, 2019), GE (grade A,B,C), AM (grade A,B,C), MD (grade A,B,C), UA (grade A,B,C); Data not available: DK, ES, CY, UA (All grades except Total) (Academic staff - 2022), BG, LT (Researchers - 2022); Not applicable: BG (grade C - Women, Men, Total), ES (grade A - Women, Men, Total), AM (grade A, B, C - Women, Men, Total).

Chapter 6: Career advancement and participation in decision-making

Proportion (%) of men and women in a typical academic career in science and engineering, students and academic staff, 2019 - 2022



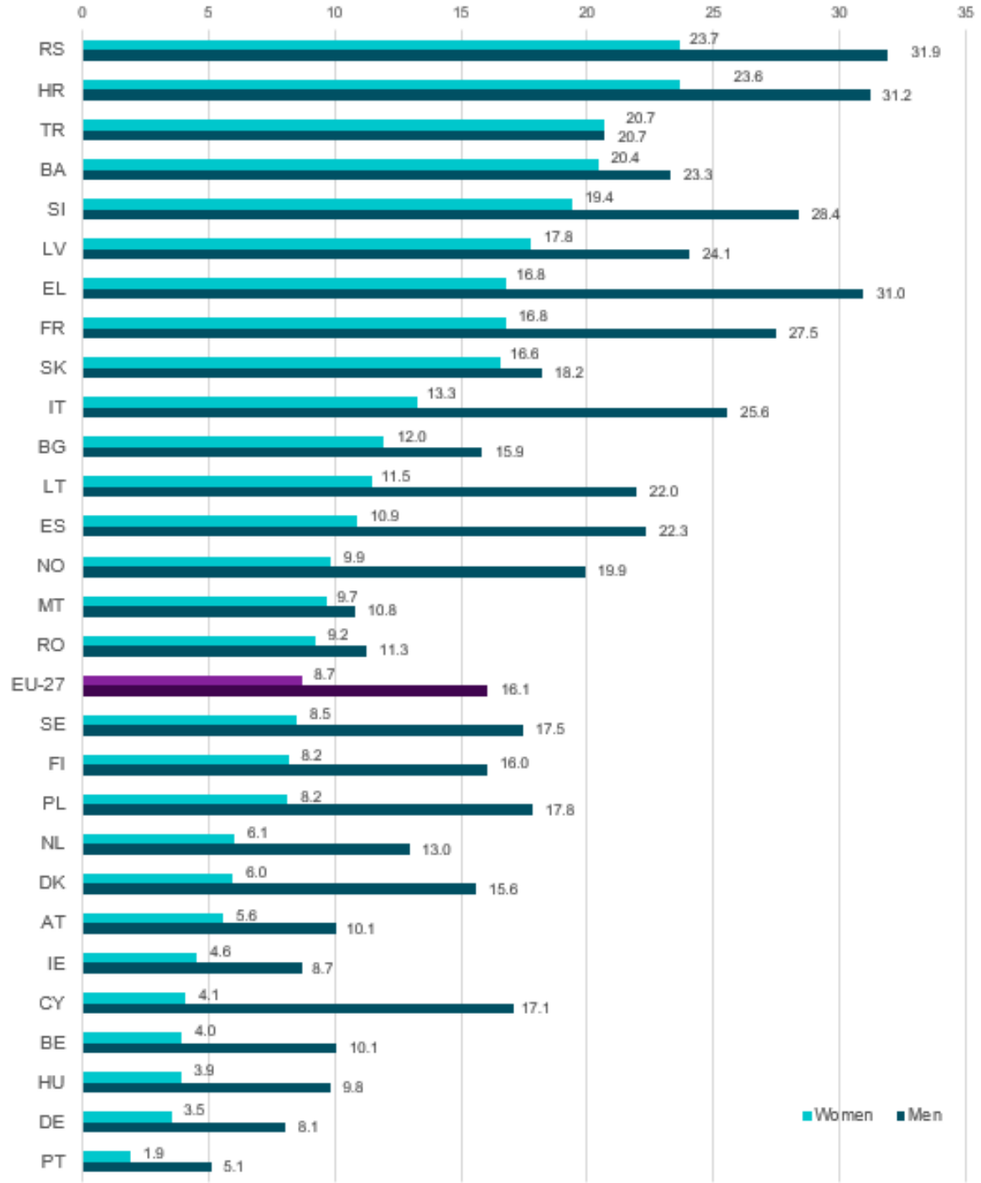
- Women continue to be underrepresented among grade A staff in all fields, including in Humanities and the Arts (38 %), Social Sciences (35 %), and Medical and Health Sciences (33 %).
- Despite being well-represented across tertiary levels of education and among grade C and grade B staff, women constitute only 34 % of grade A staff in Humanities and the Arts, and Social Sciences.
- In STEM, women's representation is considerably lower at all stages of an academic career compared to all fields, and gender balance is not reached at any stage.

Source: WiS database, DG Research and Innovation - T1_questionnaires.

Notes: Data are HC from T1_questionnaires of WiS database. Where data for Researchers are not available or incomplete, data for Academic staff are presented. Data for BE = BE (FL) + BE (FR). Researchers are used as reference population for: BE, DK, DE, EE, FR, HR, CY, LV, HU, MT, AT, PL, PT, RO, SK, FI, IS, NO, RS, TR, BA, GE, AM, MD, UA. Academic staff are used as reference population for: BG, IE, EL, ES, IT, LT, NL, SI, SE. For Education Statistics: Reference year differs: BE (FR): 2019, DK: 2021, ES: 2021, FR: 2021, CY: 2021, HU: 2021, AT: 2021, PT: 2021, RO: 2021, FI: 2021, NO: 2021, BA: 2021, GE: 2021; For WiS data: Data not available: BG (grade C: Women, Men, Total), ES (grade A: Women, Men, Total), EE (grade A, B, C, D), CY (grade A, B, C, Women, Men, 2019), LV (grade A, B, C, Women, Men, 2019), SI (grade A, B, C, Women, Men, 2019), IS (grade A, B, C), RS (grade A, B, C, Women, Men, 2019), GE (grade A, B, C, D), AM (grade A, B, C, D), MD (grade A, B, C, D), UA(grade A, B, C); Data not available: DK, ES, CY, UA (All grades except Total) (Academic staff - 2022), BG, LT (Researchers - 2022) Not applicable: BG (grade C - Women, Men, Total), ES (grade A - Women, Men, Total), AM (grade A,,C,D - Women, Men, Total).

Chapter 6: Career advancement and participation in decision-making

Proportion (%) of grade A staff among all academic staff, by sex, 2022



- As a proportion of all academic staff, women represent a considerably lower proportion of grade A staff (9 %) compared to the proportion of men (16 %).

Source: Women in Science database, DG Research and Innovation - T1_questionnaires

Notes: Reference year differs: BE(FR): 2019, DK: 2021, EL: 2021, ES: 2021, FR: 2021, CY: 2021, HU: 2021, AT: 2021, PT: 2021, FI: 2021, NO: 2021, BA: 2021, GE: 2021, AM: 2021; Data not available: ES (2022), GE, AM, MD (2022), UA (2022) (Grade A:Women, Men, Total), BG (2022), DK (2022), CY (2022); Not applicable: ES (2022), AM (2022).

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- Women are underrepresented among grade A positions in all fields, including in Humanities and the Arts (38 %) where women are well-represented at Doctoral level.

- Among grade A staff, women are most underrepresented in Natural Sciences and Engineering and Technology, where they comprise 24 % and 19 %, respectively.

Proportion (%) of women among grade A staff, by main field of R&D, 2022

Country	Natural sciences	Engineering and technology	Medical and health sciences	Agricultural and veterinary sciences	Social sciences	Humanities and the arts
EU-27	24.0	19.5	32.8	32.6	34.5	38.2
BE	19.3	16.7	24.0	27.1	26.0	26.6
DK	16.1	13.3	28.4	23.1	27.9	36.5
DE	18.3	13.0	18.0	27.4	28.0	34.8
EL	15.4	13.9	30.3	22.4	29.4	33.6
ES	23.9	16.8	30.2	28.9	29.7	35.0
HR	44.9	25.4	51.4	48.4	53.8	51.5
IT	27.7	17.0	20.7	25.5	31.0	39.6
CY	11.8	19.5	22.9	-	5.6	13.0 (3/23)
LV	42.7	38.1	66.4	67.3	65.7	69.0
LT	26.3	22.4	47.6	34.2	54.2	52.3
MT	33.3 (3/9)	20.0 (2/10)	42.9 (6/14)	-	50.0 (2/4)	-
NL	19.9	18.7	34.0	25.3	30.3	38.0
AT	17.8	14.4	25.8	23.8	34.2	44.4
PL	22.0	15.6	37.4	39.1	31.3	29.7
PT	29.6	14.8	28.3	32.5	28.5	39.8
RO	49.4	17.7 (3/17)	60.8	40.0 (8/20)	50.0 (11/22)	-
SI	21.4	24.2	41.1	42.3	40.9	43.1
SK	29.9	29.1	41.1	30.4	49.6	39.8
FI	15.8	12.0	35.6	37.3	40.8	49.3
SE	20.8	19.6	36.7	34.7	38.9	40.2
NO	21.0	16.7	49.4	25.3	37.2	40.1
BA	53.2	37.1	52.6	49.1	45.7	48.6
RS	50.4	49.1	49.3	49.9	49.9	47.7
TR	62.5 (10/16)	28.6	60.5	78.6 (11/14)	50.0 (11/22)	-

Source: WiS database, DG Research and Innovation - T1_questionnaires.

Notes: Data are HC from T1_questionnaires of WiS database. Where data for Researchers are not available or incomplete, data for Academic staff are presented; Data for BE = BE (FL) + BE (FR). Researchers used as reference population for BE, DK, DE, EE, FR, HR, CY, LV, HU, MT, AT, PL, PT, RO, SK, FI, IS, NO, RS, TR, BA. Academic staff used as reference population: BG, IE, EL, ES, IT, LT, NL, SI, SE.

Reference year differs: BE(FR): 2019, CZ: 2020, DK: 2021, IE: 2021, EL: 2021, ES: 2021, FR: 2021, CY: 2021, LV: 2018, HU: 2021, AT: 2021, PT: 2021, RO: 2021, FI: 2021, NO: 2021, BA: 2021, GE: 2021, AM: 2021; Data not available: (All Fields of Research and Development): BG, CZ, EE, IE, FR, CY (Agricultural and Veterinary Studies), HU, MT (Agricultural and Veterinary Studies, Humanities and the Arts), RO (Humanities and the Arts), IS, BA (Humanities and the Arts), GE, AM, MD, UA; Not applicable: ES, AM. For NL, the data for the field of Medical and Health Sciences exclude university medical centres, where the percentage of women among grade A staff was 29.7% in 2022. For proportions based on fewer than 30 women, the numerator and denominator are displayed in brackets.

Chapter 6: Career advancement and participation in decision-making

- Women were underrepresented in every age group at EU level in 2022 except for the youngest age group (under 35), in which gender balance has been achieved.
- However, this age group represents a very small proportion of the overall population of grade A staff.
- An inverse relationship is observed between age and the representation of women, as well as between the size of the population and the representation of women.

Distribution of grade A staff across age groups, by sex, 2022

Country	<35	35-44	45-54	55+	Total
EU-27	**47.7**	**33.0**	**32.4**	**27.4**	**29.4**
BE	-	29.9	27.2	20.0	23.2
BG	100.0 (20/20)	64.8	52.2	41.8	44.7
DK	-	-	-	-	24.7
DE	26.3	32.0	27.2	18.7	23.8
IE	-	-	-	-	31.3
EL	-	-	-	-	24.6
ES	-	-	-	-	26.3
FR	-	-	-	-	30.2
HR	33.3 (2/6)	43.1	50.4	42.7	45.5
IT	-	19.6	28.8	26.7	27.0
CY	-	-	-	-	13.5
LV	-	-	-	-	46.6
LT	25.0 (1/4)	37.0	50.6	40.5	43.5
HU	-	-	-	-	21.8
MT	38.9 (7/18)	41.2 (7/17)	25.0 (2/8)	100.0 (1/1)	38.6
NL	100.0 (1/1)	39.1	32.0	20.6	27.3
AT	54.6 (6/11)	35.6	30.9	24.7	28.9
PL	50.0 (1/2)	28.7	33.8	26.8	28.2
PT	40.0 (2/5)	46.7	25.9	27.8	27.8
RO	65.4 (17/26)	-	-	-	51.4
SI	-	28.4	36.4	35.6	35.4
SK	-	-	-	-	37.7
FI	-	27.3	33.5	31.8	31.9
SE	-	26.9	33.9	30.1	31.0
NO	40.0 (2/5)	30.4	36.5	33.6	34.2
RS	66.7 (6/9)	41.5	52.4	45.8	47.8
TR	-	49.7	49.5	49.2	49.4
BA	-	-	-	-	44.9

Source: WiS database, DG Research and Innovation – T1_questionnaires.

Notes: Data are HC from T1_questionnaires of WiS database. Where data for Researchers are not available or incomplete, data for Academic staff are presented. Data for BE = BE (FL) + BE (FR). Researchers used as reference population for: BE, CZ, DK, DE, EE, FR, HR, CY, LV, HU, MT, AT, PL, PT, RO, SK, FI, IS, NO, RS, TR, BA, GE, AM, MD, UA; Academic staff used as reference population: BG, IE, EL, ES, IT, LT, NL, SI, SE.

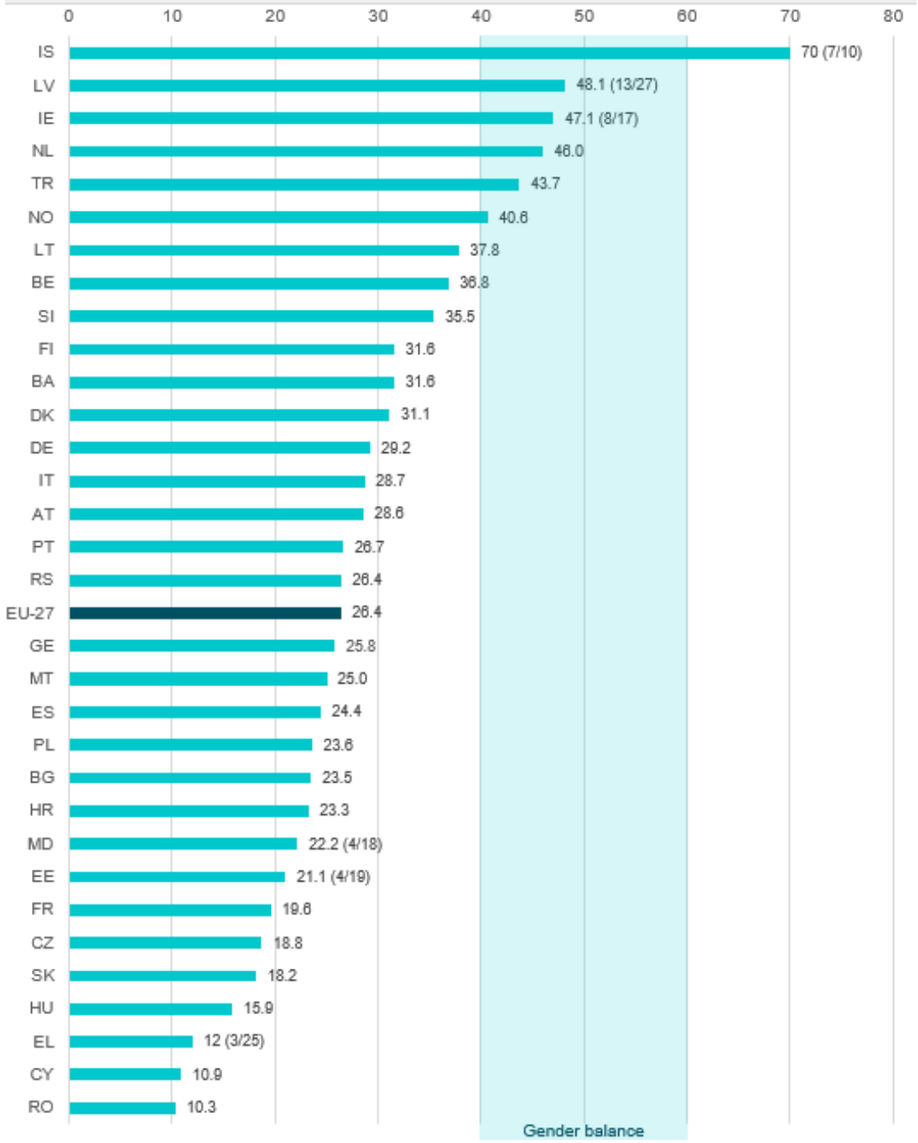
Reference year differs: BE(FR): 2019, CZ: 2020, DK: 2021, ES: 2021, FR: 2021, CY: 2021, HU: 2021, AT: 2021, PT: 2021, RO: 2021, FI: 2021, NO: 2021, BA: 2021, GE: 2021, AM: 2021; Data not available: CZ, EE, IS, GE, AM, MD, UA, (All age groups except Total): BE(FR), DK, IE, EL, ES, FR, CY, HU, SK, BA, (age group: <35, sex: Women): BE(FL), IT, SI, FI, SE, TR, (age group: 35-44, 45-54, 55+, sex: Women): RO; not applicable: ES (2022), AM (2022). For NL, the data for Medical and Health Sciences exclude university medical centres, where the percentage of women among grade A staff ws 29.7 % in 2022. Each EU aggregate is computed based on the available data at country-level for the respective age group. This explains why the EU figure for 'Total' is smaller than the EU figures of all age groups. For proportions based on fewer than 30 women, the numerator and denominator are displayed in brackets.

Chapter 6: Career advancement and participation in decision-making

In 2022, at the EU level, women represented:

- 26 % of heads of HES institutions
- 22 % of heads of universities
- 38 % of board members
- 39 % of board leaders

Proportion (%) of women among heads of institutions in the Higher Education Sector (HES), 2022



Source: WiS database, DG Research and Innovation - T7_questionnaires.

Notes: Data are HC from T7_questionnaires of WiS database. Data for BE = BE (FL) + BE (FR).

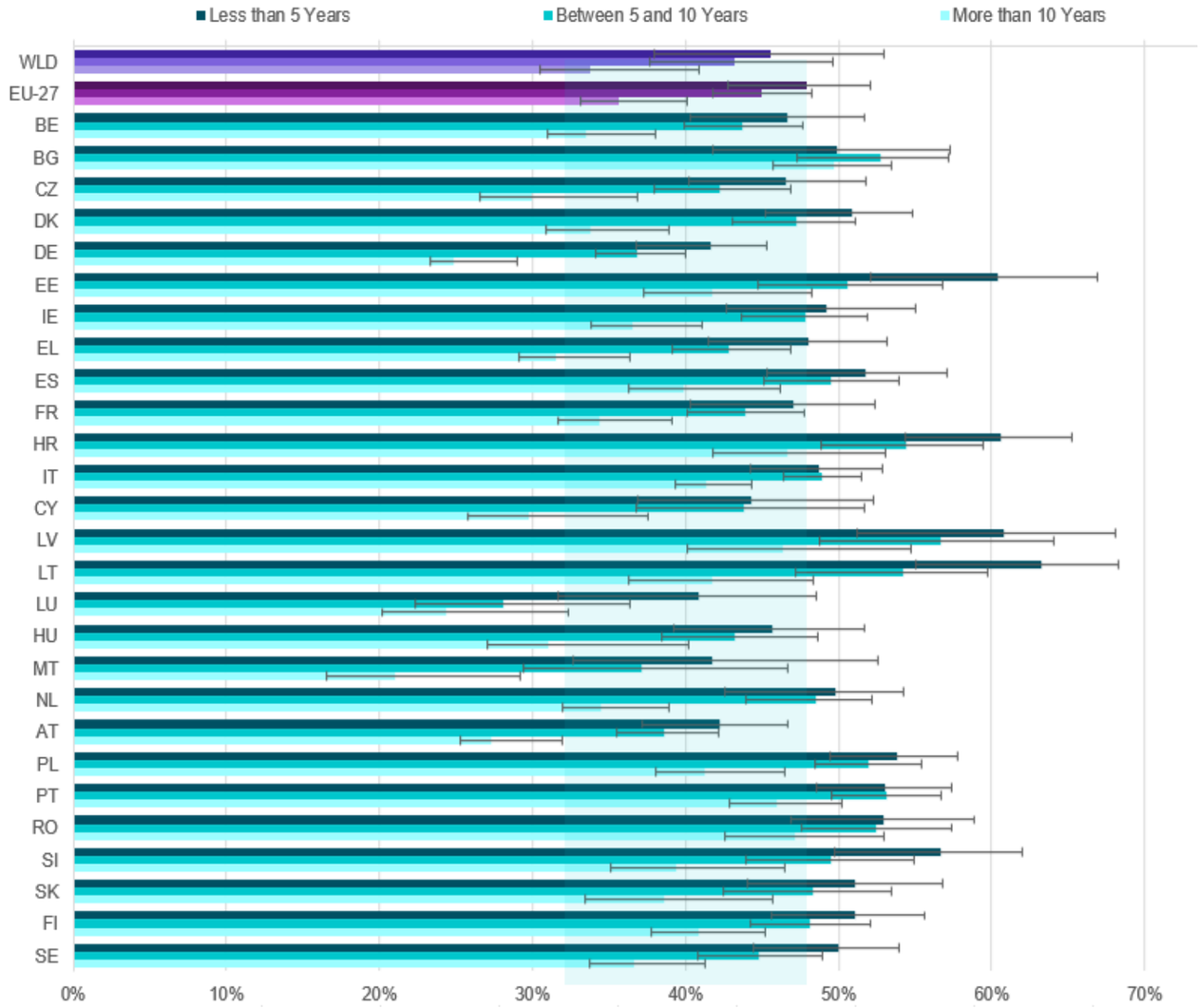
Reference year differs: CZ (2021), CY (2021), PT (2021), GE (2021); Data not available: SE (2022), AM, UA (Women, Men, Total).

Chapter 7

Chapter 7: Research and Innovation output

- Women are less likely to be authors than men.
- Gender disparities widen as authors advance in seniority, with women representing 48 % of early-stage authors, 45 % of mid-stage authors, and 36 % of senior-stage authors.
- This trend is observed across all fields of R&D.
- Similar trends are observed in publication rates. The ratio of the average number of publications by women to those of men is 0.9 in the early stages (where 1.0 indicates equal publishing). However, as authors progress in seniority, women tend to publish less than men (reflected in ratios of 0.8 at mid stage, and 0.7 at senior stage).

Average proportion (%) of women among authors on publications in all fields of R&D, 2018-2022, in selected countries



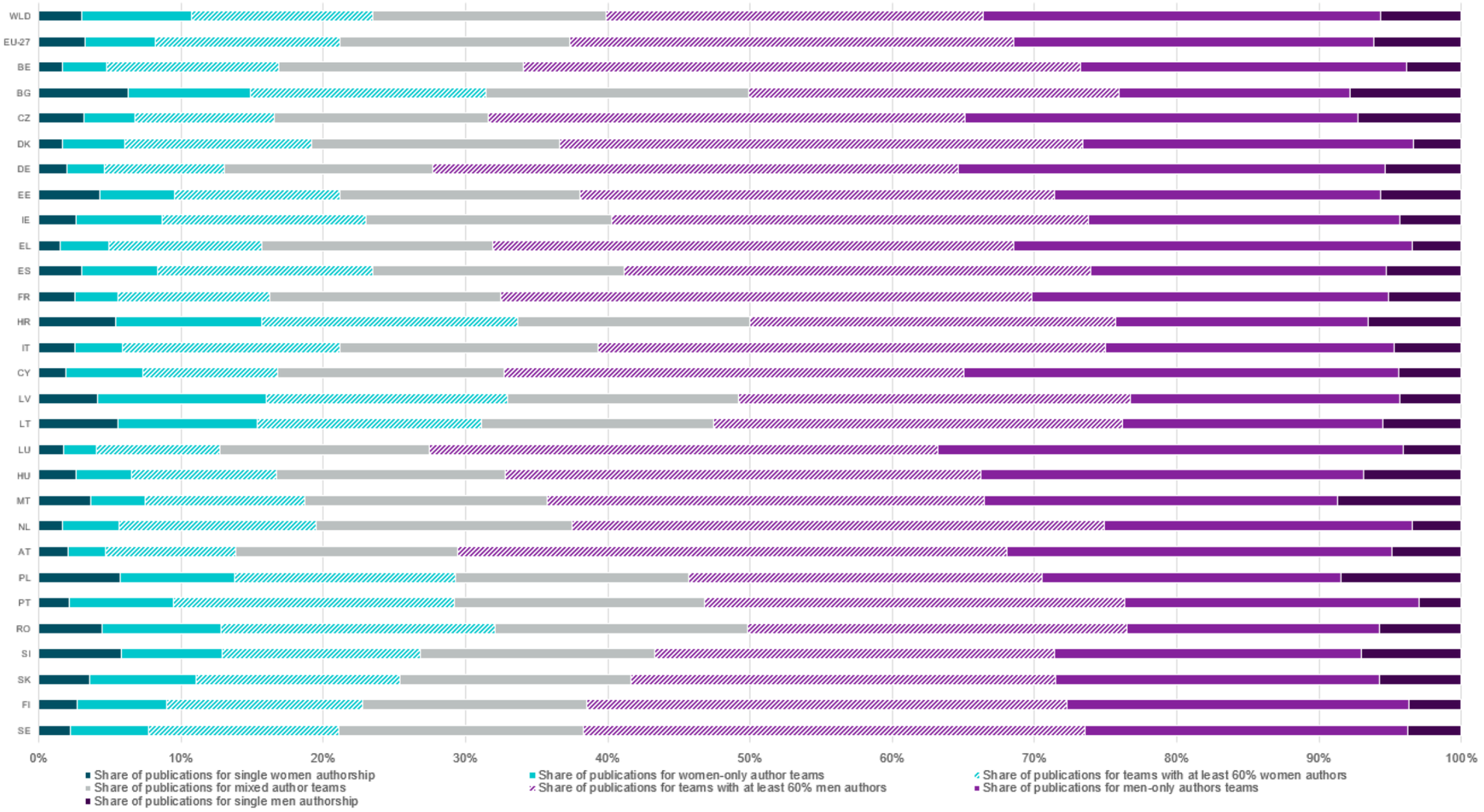
Source: Scopus

Notes: Data not available: XK.

Chapter 7: Research and Innovation output

- At the EU level, 39 % of research teams consist of a single gender: 3 % are solo women authors, 6 % are solo men. The rest are women-only (5 %) or men-only (25 %) teams.
- 60% of research teams are mixed. Yet, the most common composition is teams with a majority of men, representing 31% of teams.
- Only 16% of all authorship teams are gender-balanced.

Distribution of publications by sex composition of the authors team, 2018-2022, in selected countries



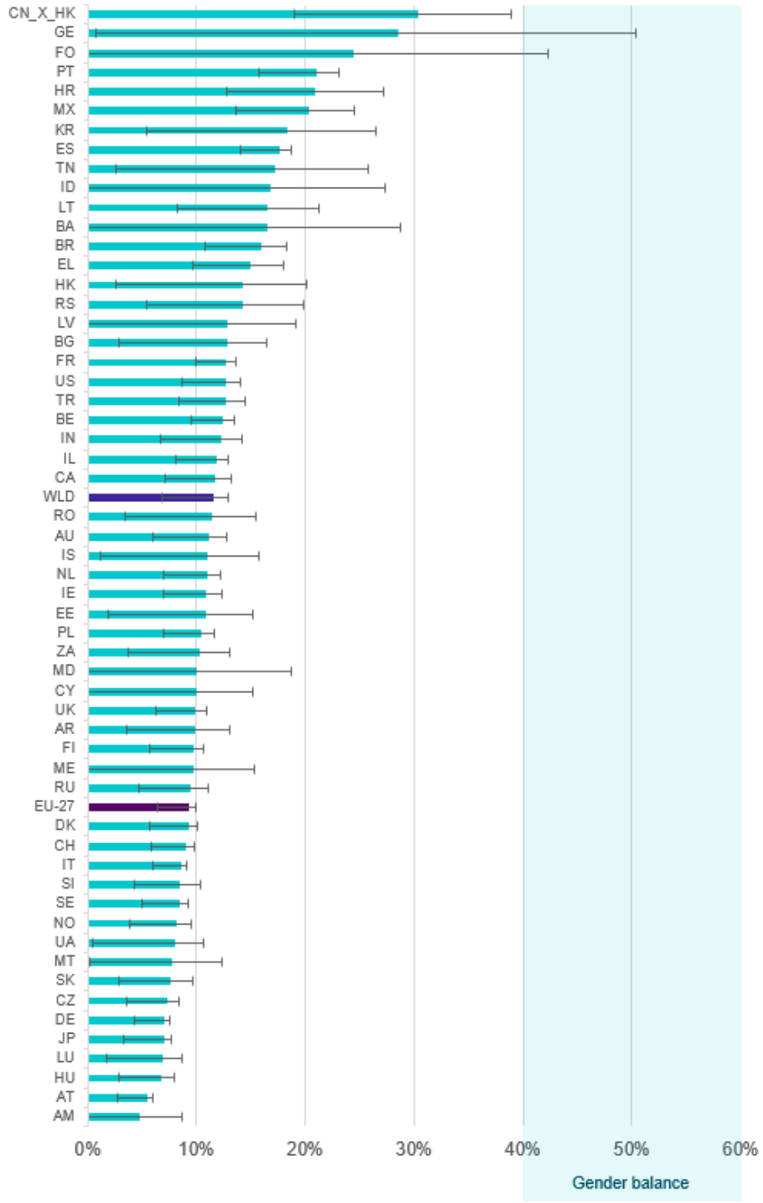
Source: Scopus

Notes: Data not available: XK.

Chapter 7: Research and Innovation output

- Based on patent applications, women comprise only 9 % of inventors.
- There has been no observable increase in the proportion of women among patent applicants in the last decade and most patent applications are made by men-only teams.
- Women have a slightly lower funding success rate than men (28 % compared to 32 %).

Proportion (%) of women among inventors, 2018-2021



Source: PATSTAT.

Notes: data not available: XK. Low absolute values (less than or equal to 30): BA, ME, MD, MK, AL, GE, FO, ID

Chapter 7: Research and Innovation output

- Only a small percentage of publications incorporate a gender dimension in their R&I content and the proportion of a country's publications with a gender dimension varies across different fields of research.

- ‘Medical and Health Sciences’ has the highest proportion of publications with a gender dimension (4 %), while ‘Engineering and Technology’ has the lowest (0.3%).

- Across all *She Figures* countries, only a small proportion of Horizon 2020 (1.7 %) and Horizon Europe (1.2 %) projects incorporate a gender dimension.

Proportion (%) of a country’s publications with a gender dimension in their R&I content, 2018-2022, and CAGR (%) and trend of the proportion, 2013-2022

Country	GDRIC (%) 2018-2022	CAGR (%) 2013-2022	Trend 2013-2022
WLD	**1.74**	**1.07**	
EU-27	**1.94**	**1.95**	
BE	1.77	0.68	
BG	1.67	-0.54	
CZ	1.83	0.44	
DK	2.37	0.00	
DE	1.58	2.76	
EE	2.07	-4.99	
IE	2.12	1.71	
EL	2.01	0.43	
ES	2.57	4.30	
FR	1.42	1.99	
HR	3.02	0.50	
IT	1.61	1.52	
CY	2.48	1.50	
LV	1.31	-0.54	
LT	2.64	9.07	
LU	1.58	5.99	
HU	2.12	1.78	
MT	1.98	-4.45	
NL	2.10	0.66	
AT	1.98	1.80	
PL	2.19	0.59	
PT	1.98	3.90	
RO	1.38	4.70	
SI	1.90	1.74	
SK	1.94	0.63	
FI	2.67	-0.59	
SE	3.23	-0.42	

Source: Scopus