epws

European Platform of Women Scientists

The voice of women scientists in Europe and beyond

https://epws.org/
https://www.facebook.com/search/top/?q=epws
@epws
https://www.linkedin.com/groups/2351689/

EU 1999; 2001; EPWS 2005

- Importance of networking, need of an association platform

- the gender balance in research policy is to be perceived from three

different perspectives: research by, for and about women

STATE OF THE ART
of the gender equality in R&I
in Europe

- *Representation in the pool of graduated talents*

- *Participation in sci. & technol. occupations*

- *Labour market participation as researchers*

- *Working conditions of researchers (contracts)*

- *Career advancement and participation in decision-making*
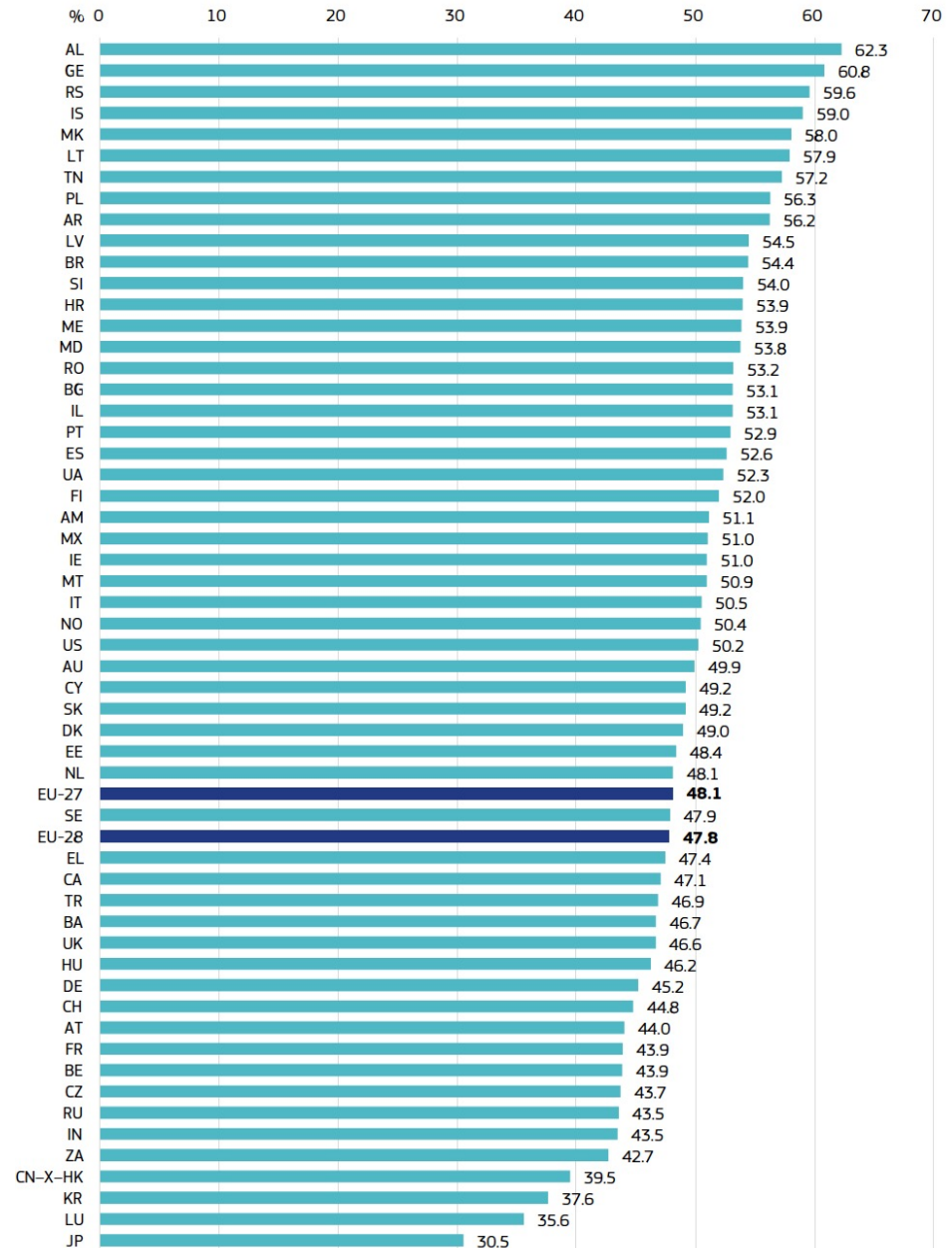
- *Research and innovation output (results)*

Statistics and indicators in a 'chronological journey'

https://op.europa.eu/en/web/eu-law-and-publications/publication-detail/-/publication/67d5a207-4da1-11ec-91ac-01aa75ed71a1

% of Women among Doctoral Graduates (2018)

Since 2010, the proportion of women among doctoral graduates has increased, moving the pool of doctoral graduates closer to gender parity.

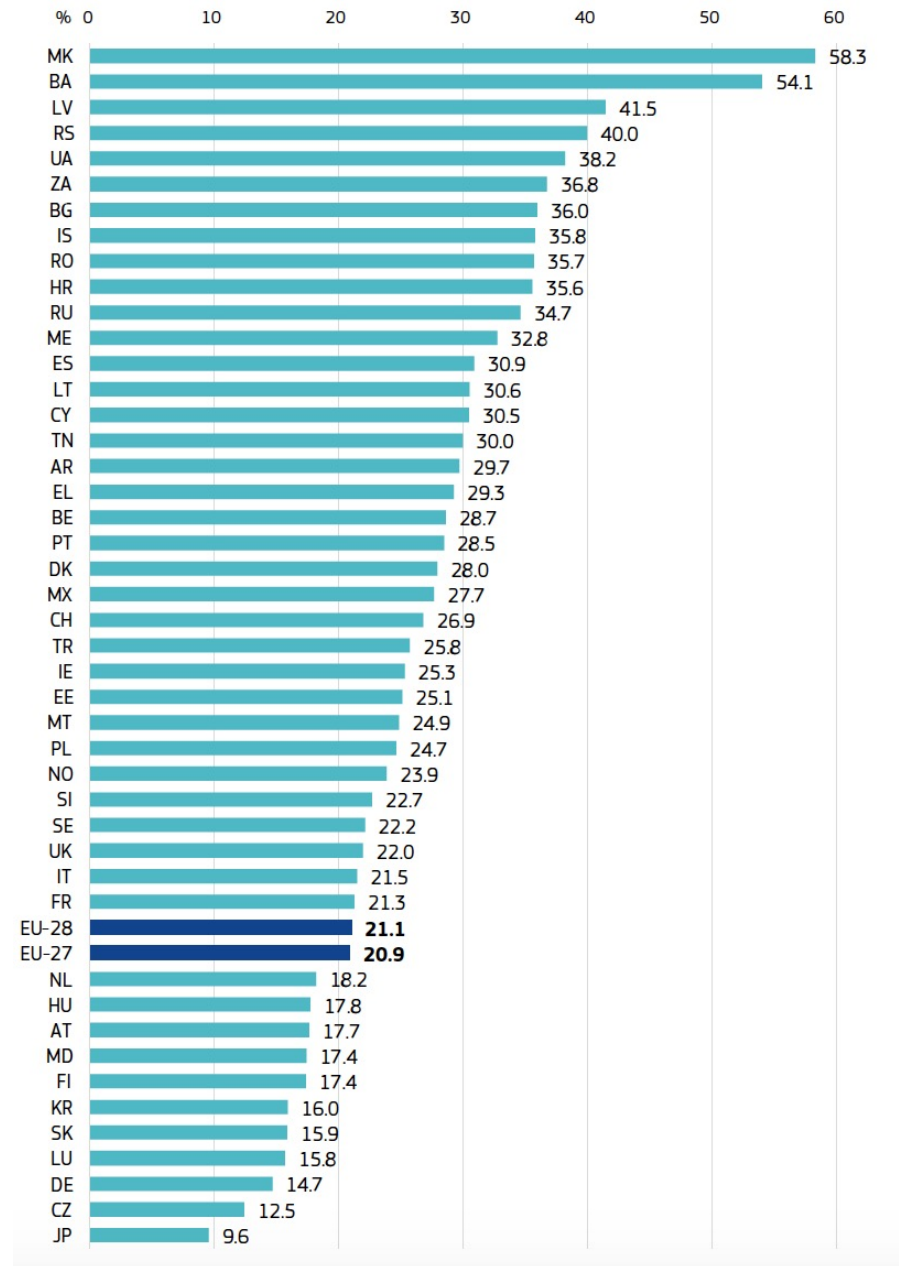|	%
AL	62.3
GE	60.8
RS	59.6
IS	59.0
MK	58.0
LT	57.9
TN	57.2
PL	56.3
AR	56.2
LV	54.5
BR	54.4
SI	54.0
HR	53.9
ME	53.9
MD	53.8
RO	53.2
BG	53.1
IL	53.1
PT	52.9
ES	52.6
UA	52.3
FI	52.0
AM	51.1
MX	51.0
IE	51.0
MT	50.9
IT	50.5
NO	50.4
US	50.2
AU	49.9
CY	49.2
SK	49.2
DK	49.0
EE	48.4
NL	48.1
EU-27	**48.1**
SE	47.9
EU-28	**47.8**
EL	47.4
CA	47.1
TR	46.9
BA	46.7
UK	46.6
HU	46.2
DE	45.2
CH	44.8
AT	44.0
FR	43.9
BE	43.9
CZ	43.7
RU	43.5
IN	43.5
ZA	42.7
CN–X–HK	39.5
KR	37.6
LU	35.6
JP	30.5

% of Researchers and Engineers within the labor force (2019)

In the majority of countries, a greater proportion of men were employed as scientists and engineers compared to women within the total labour force.
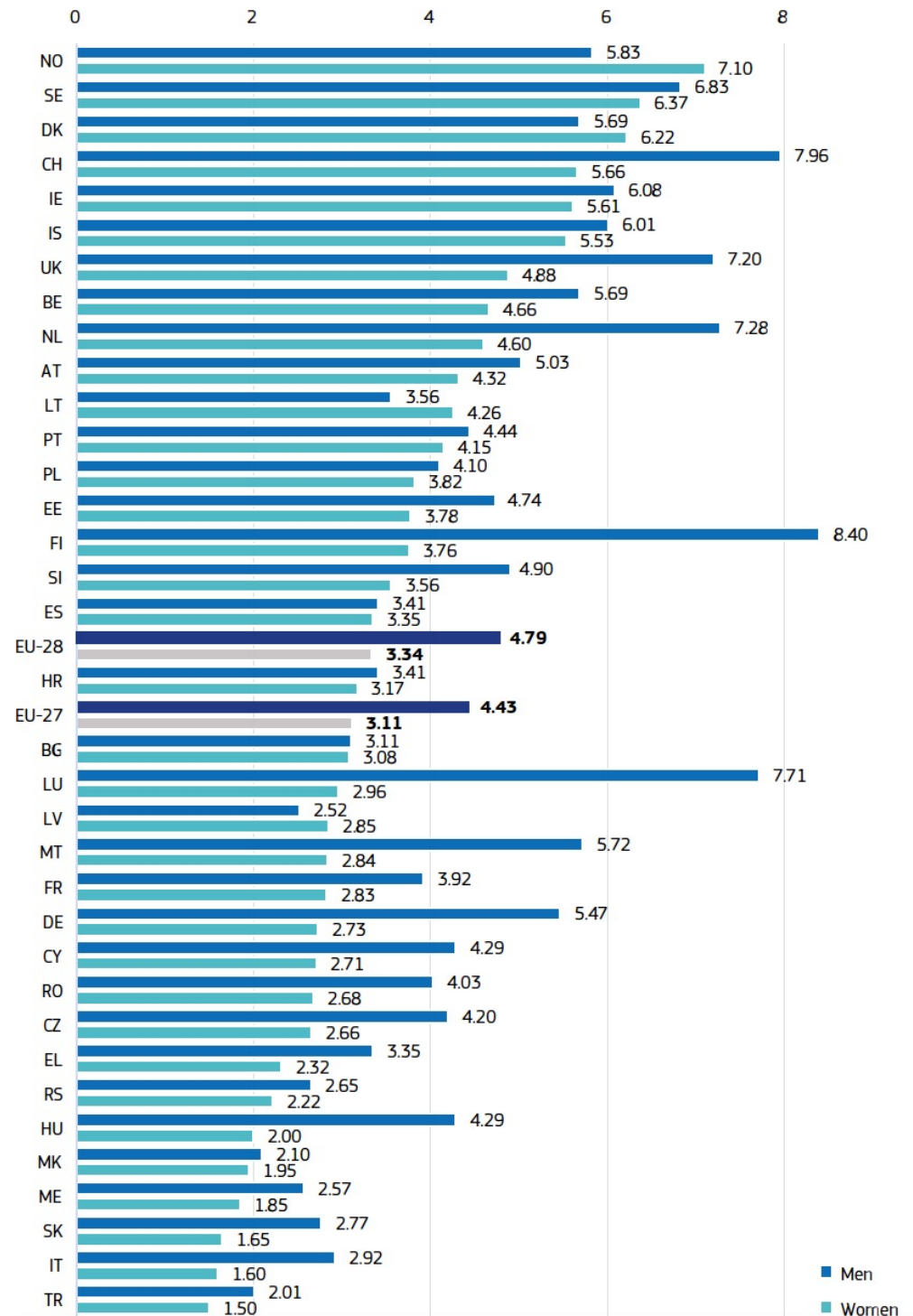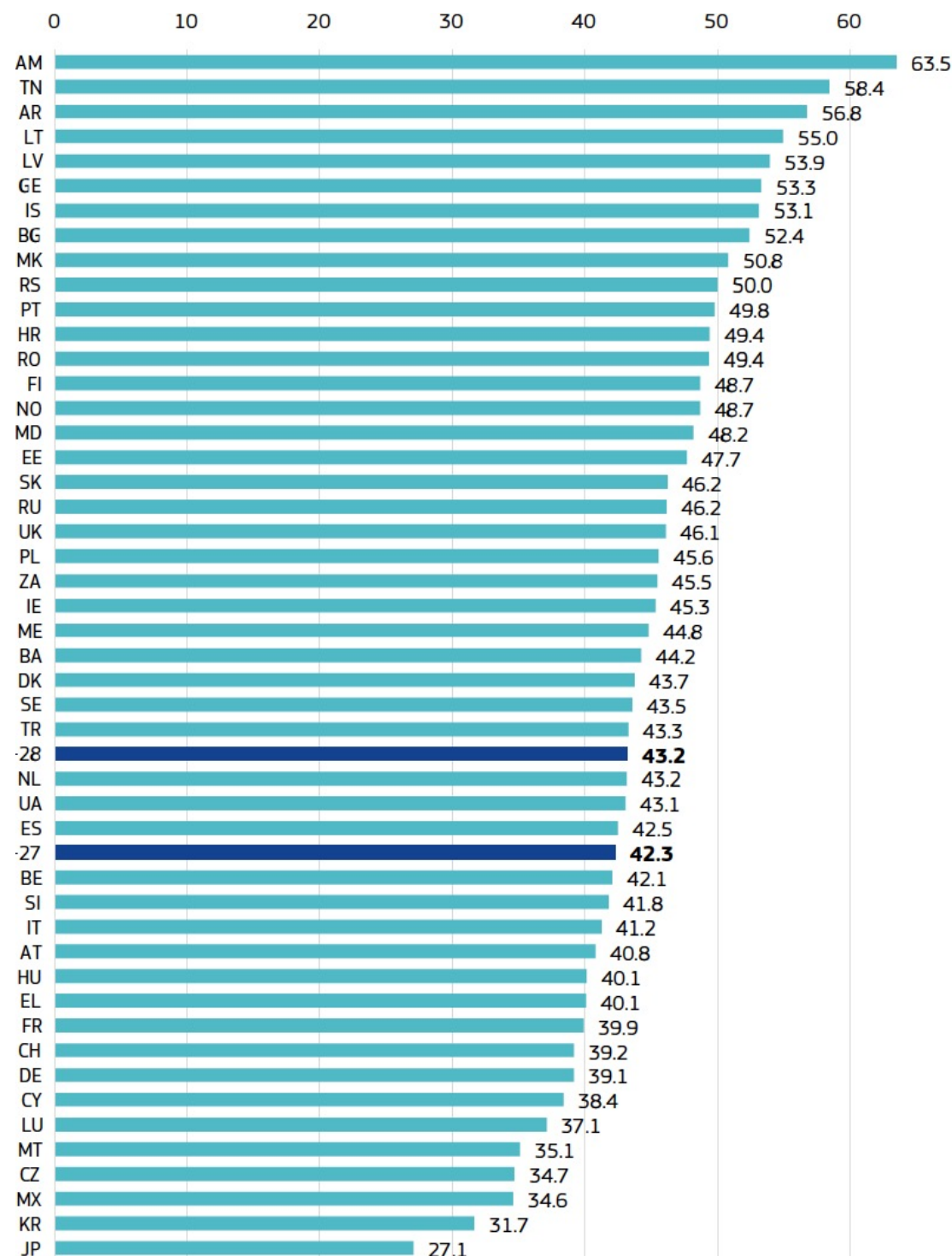
% of Women Researchers in the Private Sector (2018)

Women researchers represent only 20.9% of researchers at European level while they represent 32,8% in all sectors, private, academic, and government

Country	%
MK	58.3
BA	54.1
LV	41.5
RS	40.0
UA	38.2
ZA	36.8
BG	36.0
IS	35.8
RO	35.7
HR	35.6
RU	34.7
ME	32.8
ES	30.9
LT	30.6
CY	30.5
TN	30.0
AR	29.7
EL	29.3
BE	28.7
PT	28.5
DK	28.0
MX	27.7
CH	26.9
TR	25.8
IE	25.3
EE	25.1
MT	24.9
PL	24.7
NO	23.9
SI	22.7
SE	22.2
UK	22.0
IT	21.5
FR	21.3
EU-28	21.1
EU-27	20.9
NL	18.2
HU	17.8
AT	17.7
MD	17.4
FI	17.4
KR	16.0
SK	15.9
LU	15.8
DE	14.7
CZ	12.5
JP	9.6

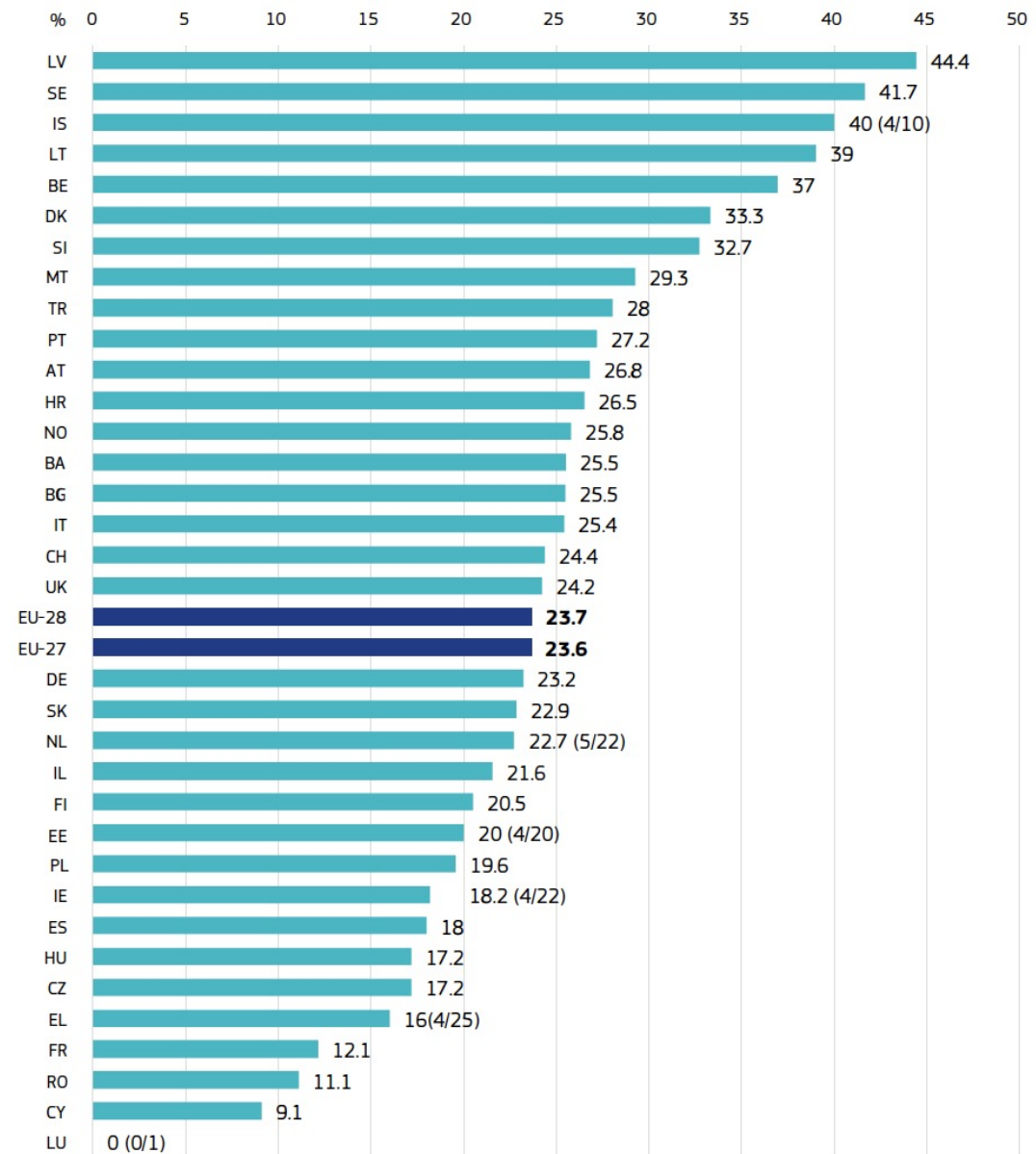# % of Women Researchers in Higher Education (2018)

Women researchers in the higher education sector represent 42,3% of researchers at European level while they represent 43,7% in the government sector

AM	63.5
TN	58.4
AR	56.8
LT	55.0
LV	53.9
GE	53.3
IS	53.1
BG	52.4
MK	50.8
RS	50.0
PT	49.8
HR	49.4
RO	49.4
FI	48.7
NO	48.7
MD	48.2
EE	47.7
SK	46.2
RU	46.2
UK	46.1
PL	45.6
ZA	45.5
IE	45.3
ME	44.8
BA	44.2
DK	43.7
SE	43.5
TR	43.3
-28	**43.2**
NL	43.2
UA	43.1
ES	42.5
-27	**42.3**
BE	42.1
SI	41.8
IT	41.2
AT	40.8
HU	40.1
EL	40.1
FR	39.9
CH	39.2
DE	39.1
CY	38.4
LU	37.1
MT	35.1
CZ	34.7
MX	34.6
KR	31.7
JP	27.1

% of Women at the Head Level in Higher Education (2019)

At European level, 23.6% of women were heads of institutes in higher education in 2019, 2.4 p.p. higher than in 2016 (21.3%).
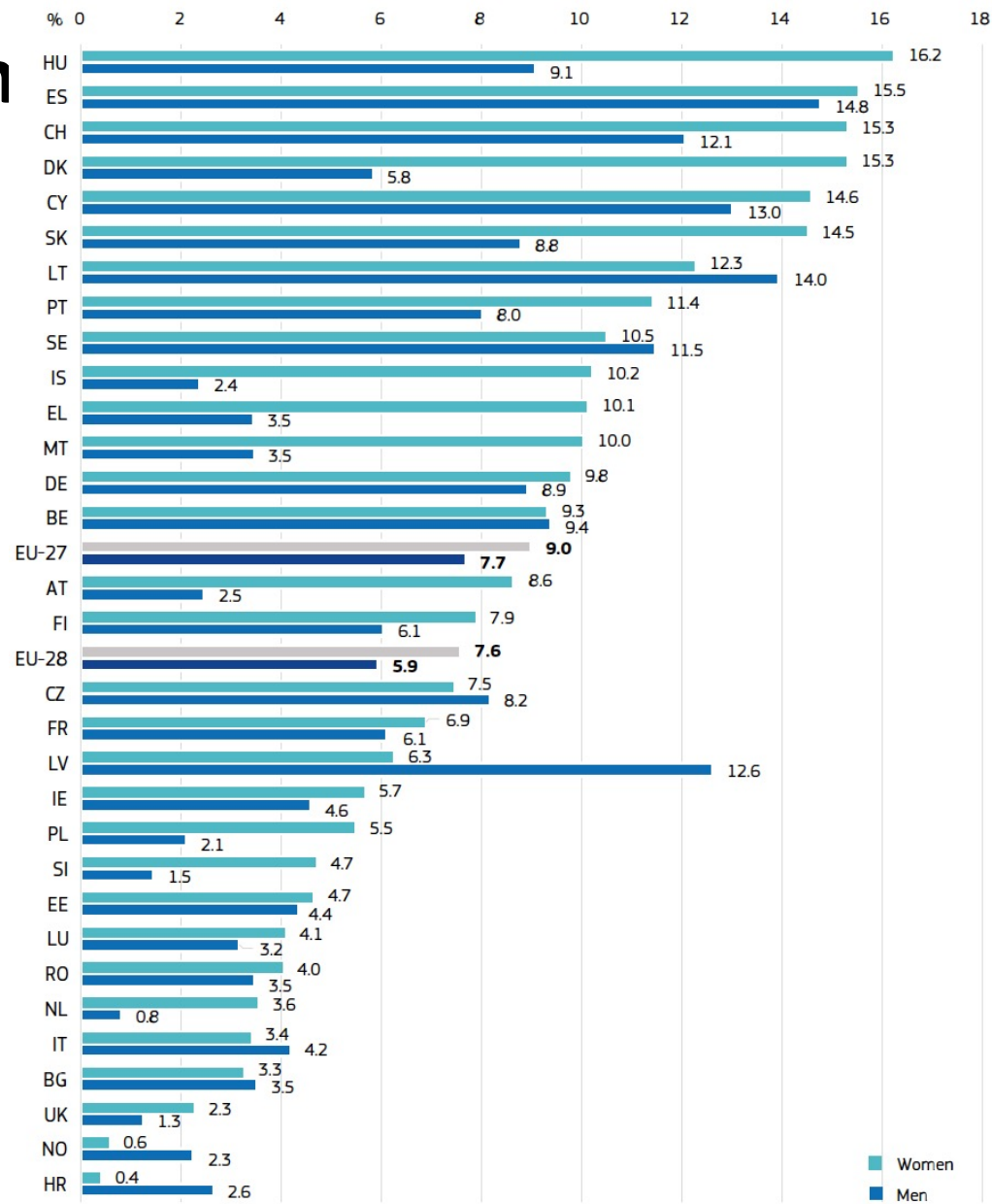
These data suggest that some progress has been made in improving women's representation in decision-making and leadership positions in this sector.

%	Value
LV	44.4
SE	41.7
IS	40 (4/10)
LT	39
BE	37
DK	33.3
SI	32.7
MT	29.3
TR	28
PT	27.2
AT	26.8
HR	26.5
NO	25.8
BA	25.5
BG	25.5
IT	25.4
CH	24.4
UK	24.2
EU-28	**23.7**
EU-27	**23.6**
DE	23.2
SK	22.9
NL	22.7 (5/22)
IL	21.6
FI	20.5
EE	20 (4/20)
PL	19.6
IE	18.2 (4/22)
ES	18
HU	17.2
CZ	17.2
EL	16(4/25)
FR	12.1
RO	11.1
CY	9.1
LU	0 (0/1)

% of Women in a precarious position in Higher Education (2019)

At European level, 5.9% of women and 7.7% of men are in a precarious position, often student position.

2020 ERA Communication is committed to strengthening measures to reduce the precariousness in the EU. A gender-sensitive approach is needed to address the gendered patterns in precariousness and part-time work.

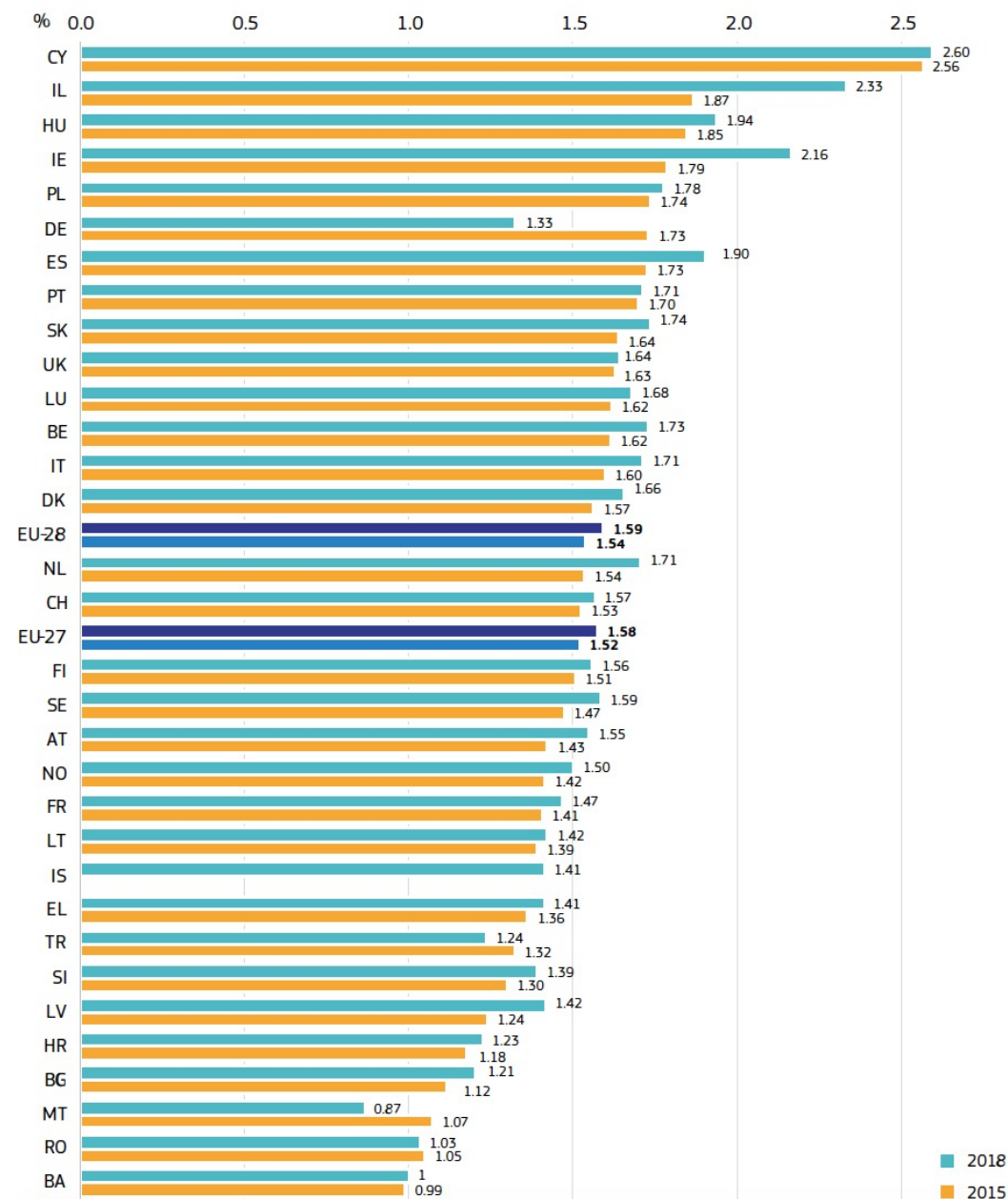| Country	Women	Men
HU	16.2	9.1
ES	15.5	14.8
CH	15.3	12.1
DK	15.3	5.8
CY	14.6	13.0
SK	14.5	8.8
LT	12.3	14.0
PT	11.4	8.0
SE	10.5	11.5
IS	10.2	2.4
EL	10.1	3.5
MT	10.0	3.5
DE	9.8	8.9
BE	9.3	9.4
EU-27	9.0	7.7
AT	8.6	2.5
FI	7.9	6.1
EU-28	7.6	5.9
CZ	7.5	8.2
FR	6.9	6.1
LV	6.3	12.6
IE	5.7	4.6
PL	5.5	2.1
SI	4.7	1.5
EE	4.7	4.4
LU	4.1	3.2
RO	4.0	3.5
NL	3.6	0.8
IT	3.4	4.2
BG	3.3	3.5
UK	2.3	1.3
NO	0.6	2.3
HR	0.4	2.6

Glass Ceiling Index: Proportion of Women in Academia to Top Academic Positions

The higher the value of CGI, the stronger the glass ceiling effect and the more difficult it is for women to move into a higher position

The GCI value was around 1.5 in 2018, compared to a value of around 1.6 in 2015.
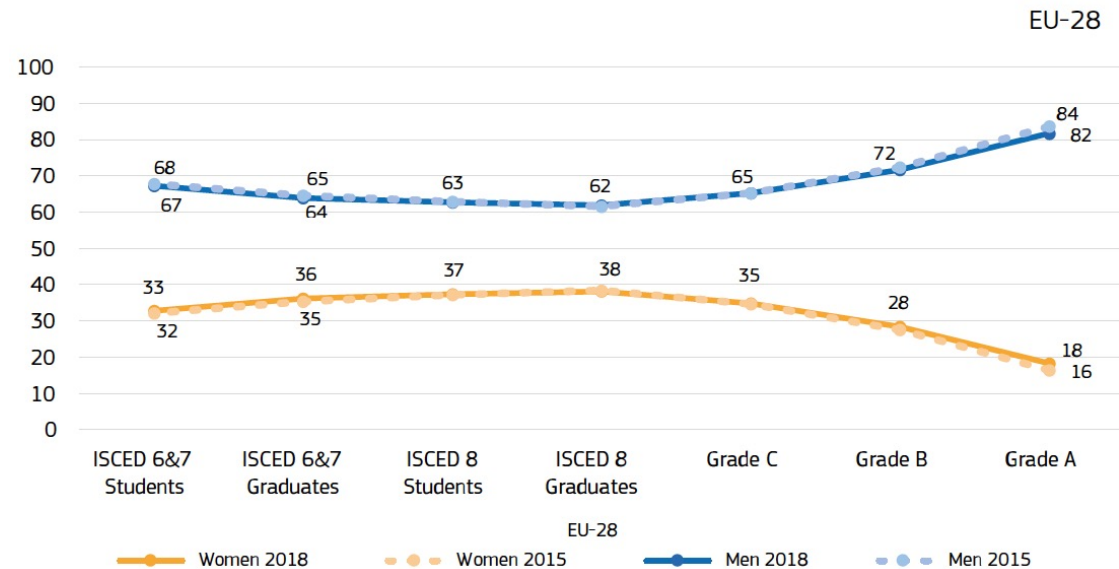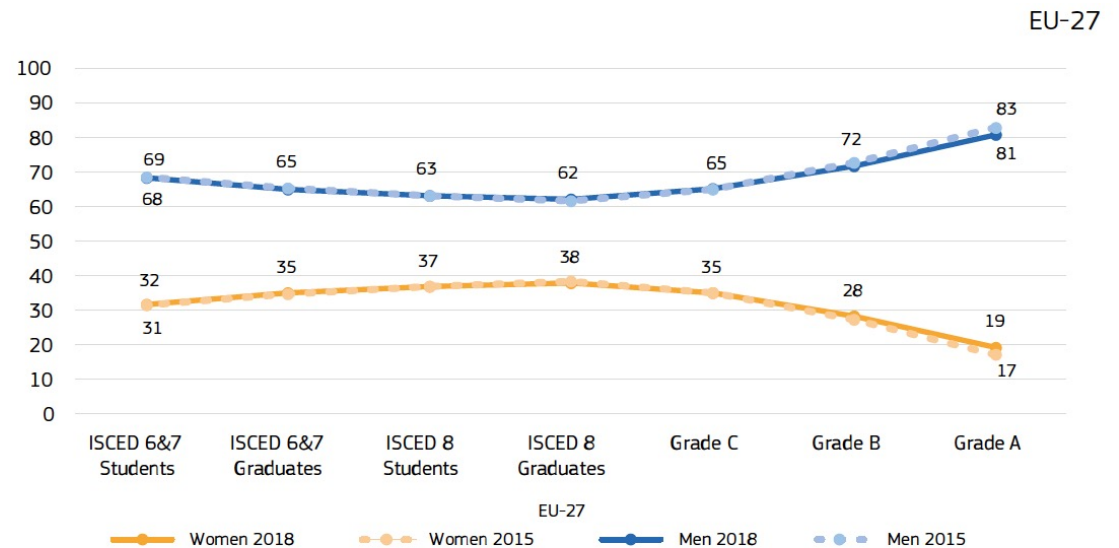
CGI = 1 means women and men have the same chance to be in a A position.

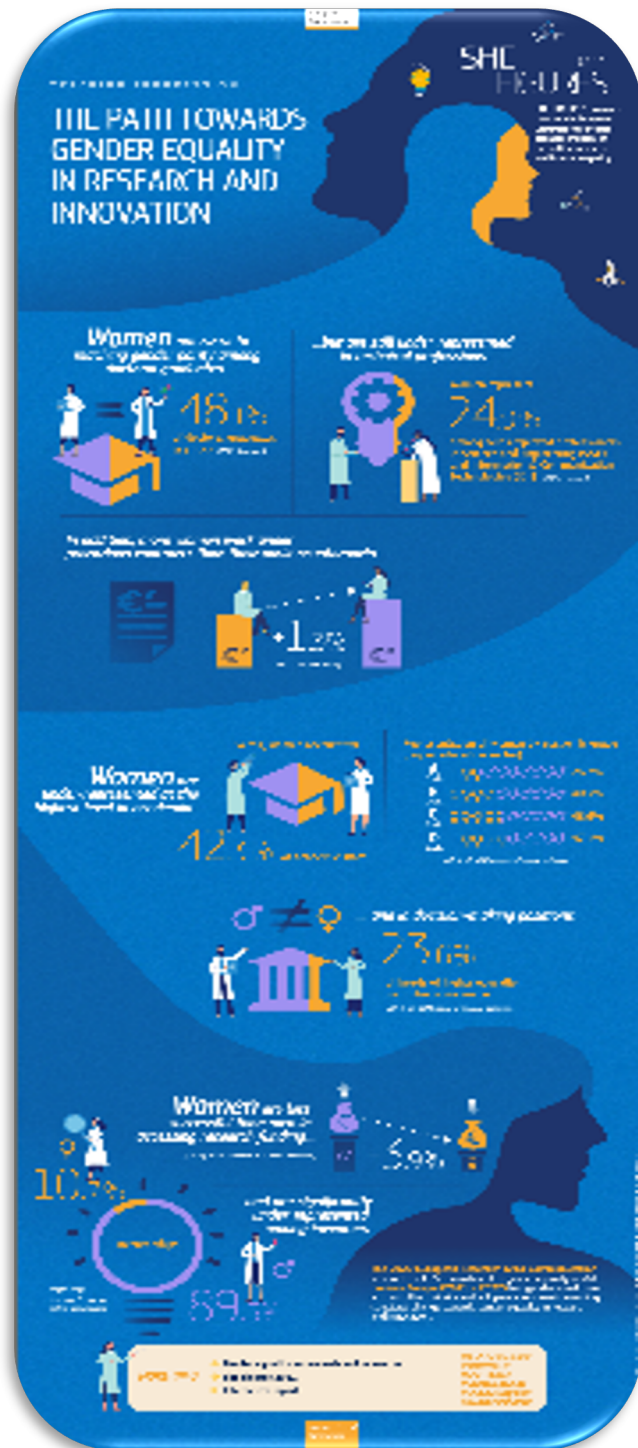| %	2018	2015
CY	2.60	2.56
IL	2.33	1.87
HU	1.94	1.85
IE	2.16	1.79
PL	1.78	1.74
DE	1.33	1.73
ES	1.90	1.73
PT	1.71	1.70
SK	1.74	1.64
UK	1.64	1.63
LU	1.68	1.62
BE	1.73	1.62
IT	1.71	1.60
DK	1.66	1.57
EU-28	1.59	1.54
NL	1.71	1.54
CH	1.57	1.53
EU-27	1.58	1.52
FI	1.56	1.51
SE	1.59	1.47
AT	1.55	1.43
NO	1.50	1.42
FR	1.47	1.41
LT	1.42	1.39
IS	1.41	
EL	1.41	1.36
TR	1.24	1.32
SI	1.39	1.30
LV	1.42	1.24
HR	1.23	1.18
BG	1.21	1.12
MT	0.87	1.07
RO	1.03	1.05
BA	1	0.99

Typical Academic Careers 2015 and 2018 in STEM

Scissor patterns still valid: no difference between 2015 and 2018!

The share of women is even smaller among Bachelor's and Master's students (32%) and graduates (35%) and across all grades of academic staff (grade C: 35%; grade B: 28%; grade A: 19%).

EU-27

	ISCED 6&7 Students	ISCED 6&7 Graduates	ISCED 8 Students	ISCED 8 Graduates	Grade C	Grade B	Grade A
Men	69 / 68	65	63	62	65	72	83 / 81
Women	32 / 31	35	37	38	35	28	19 / 17

Women 2018 ▬ Women 2015 ▬ Men 2018 ▬ Men 2015

EU-27

EU-28

	ISCED 6&7 Students	ISCED 6&7 Graduates	ISCED 8 Students	ISCED 8 Graduates	Grade C	Grade B	Grade A
Men	68 / 67	65 / 64	63	62	65	72	84 / 82
Women	33 / 32	36 / 35	37	38	35	28	18 / 16

Women 2018 ▬ Women 2015 ▬ Men 2018 ▬ Men 2015

EU-28

In a nutshell:

https://op.europa.eu/en/publication-detail/-/publication/63e51181-4da2-11ec-91ac-01aa75ed71a1/language-en/format-PDF/source-252955507

Interactive report:

https://ec.europa.eu/assets/rtd/shefigures2021/index.html

Documents overview:

https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation_en

THE POLICIES

SHE FIGURES 2021
POLICY BRIEFS

Independent Expert Report

RAND, ICF, Quantos, Portia and Elsevier (November – 2021)

Research and Innovation

7 policy briefs on emerging and ongoing policy priorities

https://op.europa.eu/en/publication-detail/-/publication/d9fbd9da-4da0-11ec-91ac-01aa75ed71a1/language-en/format-PDF/source-search

-*improving presence and participation and progression in science*

-*institutional culture and institutional change, including the impact of COVID-19*

-*gender imbalance in research leadership*

-*gender dimension in R&I content and training*

-*holistic view of STEM education at undergraduate level*

-*promoting a gender perspective in innovation*

-*intersectionality*

CONCLUSION

To overcome the gender inequality, 3 strategic approaches have to be taken:

1. "Fix the Numbers"
focuses on increasing women's and underrepresented groups' participation

2. "Fix the Institutions"
promotes inclusive equality in careers through structural change in research organizations

3. "Fix the Knowledge" ("gendered innovations")
stimulates excellence in science and technology by integrating sex, gender, and intersectional analysis into research