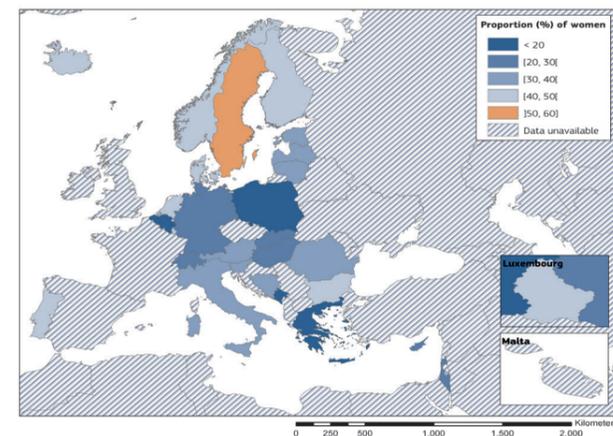


The evolution of the proportion of women in grade A academic positions between 2010 and 2013 confirms that women continue to be vastly under-represented in top positions within the Higher Education Sector (see Figure 1). As was the case in 2010, the proportion of women varies widely across countries, most having proportions ranging from 45% to 11%. The former Yugoslav Republic of Macedonia presents the highest proportion at 67%, but this value is based on fewer than 10 individuals in grade A positions.

FIGURE 2: Proportion (%) of women, members of scientific and administrative boards, 2014



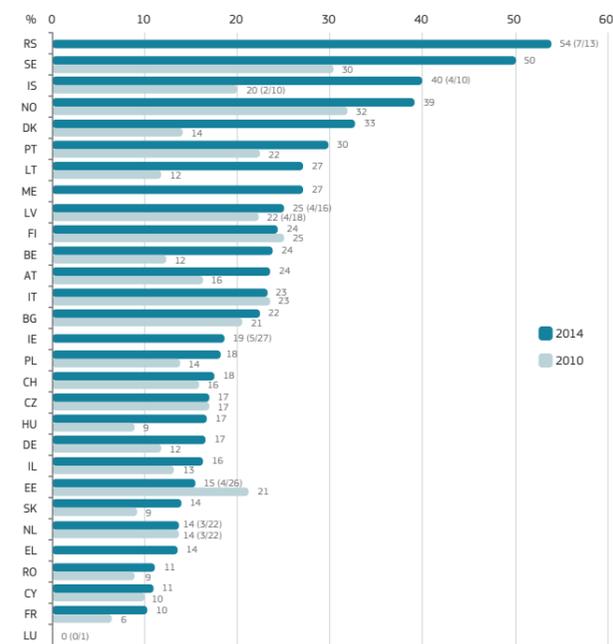
Note: Small population size for NL (5/12) and LT (9/29) highlighting data prone to fluctuations.
Boards: Publicly or privately managed and financed group of elected or appointed experts that implement scientific policy (scientific boards) or support the research agenda (administrative boards).
Source: Women in Science database, DG Research and Innovation.

Women continue to be under-represented in top academic decision-making positions. In 2014, within the group of 22 EU countries for which data were available, women represent less than 40% of the members of scientific and administrative boards at national level in 14 countries (see Figure 2). They represent close to 50 % of the board members in three countries (Sweden, Luxembourg, and Netherlands).

Board leadership lags behind with women's representation being notably lower than for member positions for the majority of countries. While Latvia (60%) and Italy (56%) appear to have an overrepresentation of women

in board leadership positions, these proportions are based on low membership levels.

FIGURE 3: Evolution of the proportion (%) of women heads of institutions, 2010 vs. 2014



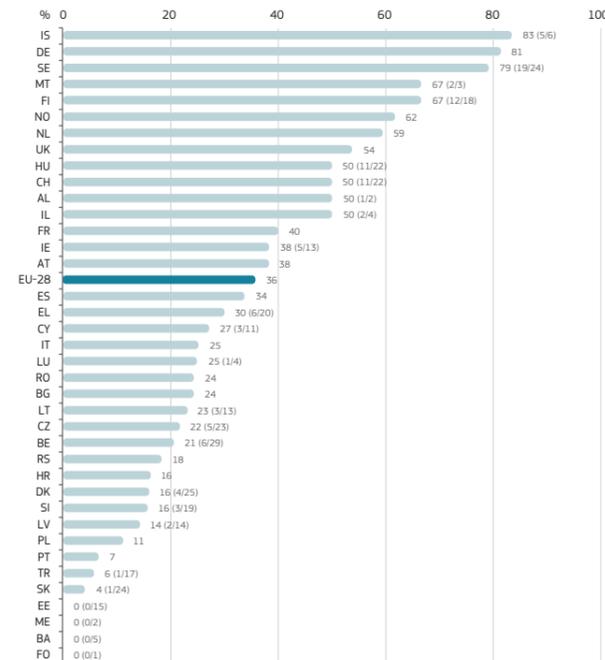
When the population size is very small, the actual numerator and denominator are presented in parentheses next to the proportion in the chart to highlight results that are more prone to yearly fluctuations.

Exception to the reference year: SE: 2008-2014; SK: 2011-2014; BE (French), BG, CY, CZ, NL, RO: 2010-2013; FR: 2010-2012; RS: 2013; LU: 2010

Data not currently available: AL, BA, ES, FO, HR, MD, MK, MT, SI, TR, UK
Source: Women in Science database, DG Research and Innovation

As is the case with scientific and administrative boards, women have also tended to be historically under-represented at the head of higher education institutions (see Figure 3). However, data indicate that women have gained some ground since 2010. The proportion of women heads of institutions increased in 15 out of 20 EU countries for which data were available for both 2010 and 2014. Two countries, Serbia (54%) and Sweden (50%), reached or surpassed parity for this indicator in 2014, while others such as Iceland (40%) and Norway (39%) are getting closer to bridging the gap.

FIGURE 4: Proportion (%) of Research Performing Organisations (RPOs) that adopted Gender Equality Plans, 2013 (ERA survey sample only)



When the population of respondent RPOs is small, the actual number is presented in parentheses next to the proportion in the chart to highlight results that are more prone to yearly fluctuations.
Data unavailable: MK, MD

Others: results representative of RPOs that responded to the ERA survey only.
Low number of R&D Personnel covered (fewer than 50) in FO, ME.

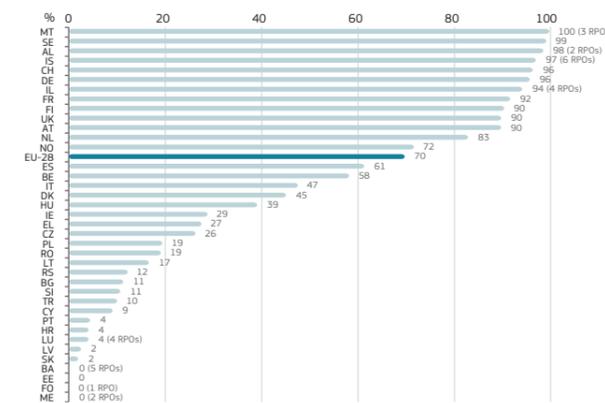
Low number of RPOs covered (fewer than 10) in MT, AL, IS, IL, LU, BA, FO, ME

Definition used: A Gender Equality Plan is a 'consistent set of provisions and actions aiming at ensuring gender equality'

Source: European Research Area Survey 2014 (PCountry, P17, P36)

In the context of the 2014 European Research Area survey, research organisations were asked if they had set up 'Gender Equality Plans': in other words, a consistent set of measures and actions aimed at achieving gender equality. Figures 4 and 5 show the responses from the 1200 Research Performing Organisations that contributed to the survey.

FIGURE 5: Proportion (%) of Research & Development (R&D) Personnel working in RPOs who adopted Gender Equality Plans, 2013



When the population of respondent Research Performing Organisations (RPOs) is small (fewer than 10), the actual number is presented in parentheses next to the proportion in the chart to highlight results that are more prone to yearly fluctuations.

Data estimated: EU-28

Data unavailable: MK, MD

Source: European Research Area Survey 2014 (PCountry, P17, P36)

As shown in Figure 4, in the European Research Area Survey of 2014, around 36% of Research Performing Organisations (RPOs) indicated that they introduced Gender Equality Plans in 2013.

The content of the gender equality plans can vary a lot among the responding organisations. There are a range of actions that research organisations can take to promote gender equality internally, such as recruitment and promotion measures, targets to ensure gender balance in recruitment committees, flexible career trajectories (e.g. schemes after career breaks), work-life balance measures (e.g. parental leave, flexible working arrangements), or support for leadership development.

As shown in Figure 5, 70% of the Research and Development (R&D) personnel were covered by the plans, within the organisations that responded to the survey. Taken together, these results indicate that the RPOs that adopted Gender Equality Plans employed more R&D personnel than those that did not. However, these results cover only the 1,200 RPOs that responded to the ERA Survey.

She Figures 2015 Publication

The She Figures publication is the main source of pan-European, comparable statistics on the state of gender equality in research and innovation. It covers a wide range of themes, including the proportions of women and men amongst top-level graduates, academic staff and research boards, the working conditions for women and men researchers, the integration of the gender dimension in the content of peer-reviewed scientific articles, and various indicators measuring gender gaps in the scientific and innovation outputs. Released every three years since 2003, the report provides a key evidence base for policies in this area. It is recommended reading for policy-makers, researchers and anybody with a general interest in these issues. The cooperation of the Member States, Associated Countries and Eurostat in preparing She Figures is gratefully acknowledged.

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European Commission

SHE FIGURES 2015

Gender in Research and Innovation
Statistics and Indicators

Research and Innovation

Gender equality is part of the European Research and Innovation policy. It aims to promote equal participation and opportunities for women and men in research careers, gender balance in decision-making and the integration of the gender dimension in research content, i.e. taking into account the biological characteristics as well as the social and cultural features of both women and men.

This leaflet brings together a range of preliminary data from the upcoming 'She Figures 2015' publication. It provides data on the proportion of women researchers, as well as women's representation in decision-making roles, such as at the head of universities or as members and leaders of research boards at national level. In addition, it provides a first view of the concrete commitment to promote gender equality of a subset of Research Performing Organisations (RPOs).

TABLE 1: Proportion (%) of women (ISCED 6) graduates (2012) and compound annual growth rate (%) of (ISCED 6) graduates, by sex, 2002-2012

Country	Women ISCED 6 graduates	Women		Men	
		Growth	Trend	Growth	Trend
EU-28	47	4.4		2.3	
BE	44	7.4		3.9	
BG	52	9.5		10.1	
CZ	41	9.3		6.1	
DK	45	6.5		3.7	
DE	45	3.5		-0.4	
EE	51	-1.5		2.1	
IE	49	13.0		9.0	
EL	44	5.5		2.5	
ES	49	3.9		2.6	
FR	43	6.0		5.6	
HR	55	21.7		13.4	
IT	53	10.2		9.5	
CY	50	14.7		21.7	
LV	60	15.8		21.7	
LT	57	0.4		0.1	

Country	Women ISCED 6 graduates	Women		Men	
		Growth	Trend	Growth	Trend
LU	51	20.8		-17.6	
HU	46	2.7		2.0	
MT	46 (6/13)	:		:	
NL	45	6.3		3.5	
AT	42	2.4		0.6	
PL	53	-0.2		-3.7	
PT	56	0.3		-1.0	
RO	55	11.3		5.0	
SI	50	7.1		4.9	
SK	49	13.6		9.9	
FI	51	1.2		-0.3	
SE	46	0.8		-1.5	
UK	46	4.7		2.9	
IS	53	26.5		20.3	
NO	48	9.5		4.6	
CH	43	5.2		1.1	
MK	49	9.8		12.5	
TR	47	9.7		3.9	

When the population size is very small, the actual numerator and denominator are presented in parentheses next to the proportion in the chart to highlight results that are more prone to yearly fluctuations. The 'growth' column shows the compound annual growth rate (CAGR), i.e. the average increase/decrease each year. The 'trend' column shows the actual year-on-year changes. Micro-Charts: The scale in the trend columns is not the same across countries; Missing bars generally reflect missing data rather than true zeros.

Exceptions to reference period: EU-28, HR, RO: 2003-2012; FR: 2003-2011; CY, EL: 2004-2012
Data unavailable: AL, BA, MD, FO, AL, IL; Data provisional: CZ; Data estimated: DK, LU, ME, IL
Data estimated: EU-28
Data excluded due to limited number of observations (fewer than 20 for either start or end year): MT
Others: ISCED 1997 classifications used.
In some countries, ISCED 6 combines PhD programmes with non-PhD programmes with an advanced research component.
CY: A large proportion (around 40%) of Cypriot students pursue their PhD studies abroad and therefore they are not reflected under these statistics
Note: PhD graduates in Head Count (HC)
Source: Eurostat - Education Statistics (online data code: educ_grad5)

There are signs of progress towards gender equality amongst top-level graduates (ISCED 6: post-graduate programmes above Master's level), as shown by Table 1. Women made up 47% of these graduates in the EU in 2012. In all countries, women are between 40% and 60% of those graduating from degrees at this level.

In general, the number of women graduates (ISCED 6) was growing at a faster rate than the number of men in the years up to 2012 (see Table 1). On average, the number of women graduates in the EU has been growing by 4.4 percentage points each year between 2003 and 2012, whereas men graduates have grown by 2.3 percentage points annually (ISCED 6).

Despite these positive signs, data indicate that large differences remain when it comes to the subjects that women and men study at this level. For example, women's representation in Engineering, Manufacturing and Construction remains low, as they make up only 28% of ISCED 6 graduates in this field (EU-28, 2012).

TABLE 2: Proportion (%) of women researchers (2012) and compound annual growth rate (%) for researchers, by sex, 2005-2011

Country	Women researchers	Women		Men	
		Growth	Trend	Growth	Trend
EU-28	33	4.8		3.3	
BE	34	6.6		3.4	
BG	49	5.0		2.5	
CZ	28	3.0		3.6	
DK	35	6.5		3.7	
DE	27	8.3		3.0	
EE	44	6.1		4.0	
IE	32	5.0		3.3	
EL	37	5.4		5.1	
ES	39	4.2		2.8	
FR	26	3.5		5.6	
HR	48	2.7		0.8	
IT	36	4.5		2.5	
CY	37	7.4		4.1	
LV	53	4.8		3.6	
LT	52	7.7		5.3	
LU	24	9.9		3.7	
HU	31	1.5		3.4	
MT	30	5.0		4.4	
NL	24	8.6		5.5	

Country	Women researchers	Women		Men	
		Growth	Trend	Growth	Trend
AT	29	8.7		4.7	
PL	38	0.2		0.7	
PT	45	13.7		14.0	
RO	45	-2.2		-2.7	
SI	36	9.4		8.1	
SK	42	6.4		5.5	
FI	32	3.1		1.7	
SE	37	0.2		-0.9	
UK	38	3.7		2.2	
IS	37	-3.4		-2.0	
NO	36	6.1		2.6	
CH	32	9.0		6.2	
ME	50	:		:	
MK	51	-6.4		-8.4	
RS	49	7.3		4.2	
TR	36	8.4		8.7	

Micro-Charts: The scale in the trend columns is not the same across countries; Missing bars generally reflect missing data rather than true zeros; bars highlighted in orange indicate data for 2012 which were not taken into account in computing the CAGR to minimise the number of exceptions to the reference period.
Exceptions to reference year (female researchers): EU-28, BE, IE, EL, LU, AT, SE, IS, ME, RS: 2011; MK: 2009.
Exceptions to reference period (CAGR): AT: 2006-2011; RS: 2008-2011; CH: 2008-2012; MK: 2005-2009
Data unavailable: BA, MD, FO, AL, IL; Data provisional: CZ; Data estimated: DK, LU, UK
Break in series: EL, NL, IS, MT, SE
Definition differs: FR
Note: Last column in orange (2012) is not included in computing the CAGR
Others: ': not available
Source: Eurostat - Research and Development Statistics (online data code: rd_p_femres)

If overall the pool of highly qualified women and men is larger than ever before, and women appear to be catching up with men, the research sector does not yet fully benefit from it. In 2011, women in the EU made up roughly a third (33%) of researchers in all sectors, suggesting that they are still under-represented within this profession (see Table 2).

In most countries, the number of women researchers grew at a faster rate between 2005 and 2011 than the number of men. In some countries where men researchers showed faster growth rates, women continued to make up fewer than 40% of researchers in 2012 (Czech Republic, France, Hungary, Poland, Iceland, and Turkey).

TABLE 3: Evolution of the proportion (%) of women researchers in the Higher Education Sector, by field of science, 2005-2012

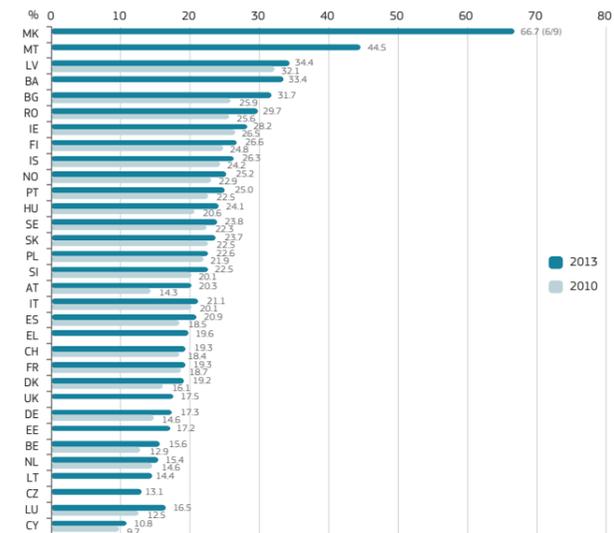
	Natural sciences		Engineering & technology		Medical sciences		Agricultural sciences		Social sciences		Humanities	
	2005	2012	2005	2012	2005	2012	2005	2012	2005	2012	2005	2012
BE	30	33	19	21	47	53	40	47	43	49	42	45
BG	54	47	26	33	53	51	34	33	43	52	47	54
CZ	32	29	21	21	44	48	36	36	39	42	37	42
DK	26	33	16	24	41	49	50	51	32	42	45	43
DE	23	28	14	19	39	48	39	49	34	36	36	50
EE	38	40	24	31	57	58	42	46	55	58	59	62
IE	31	34	21	21	57	61	38	47	45	49	44	51
ES	38	41	34	37	40	43	38	39	39	42	39	42
HR	41	44	31	36	55	58	41	46	45	55	52	58
IT	36	42	21	26	30	36	32	39	36	42	49	52
CY	30	34	18	31	0 (0/7)	56	:	:	38	40	48	47
LV	39	43	21	36	59	64	51	54	60	64	70	68
LT	41	45	27	35	54	61	47	53	61	65	62	65
LU	26	24	18	16	23	:	:	:	34	58	35	53
HU	27	27	18	22	44	46	33	38	41	45	45	44
MT	17	26	9	13	30	46	20 (1/5)	27 (3/11)	34	40	28	23
NL	26	41	21	41	39	41	34	41	38	41	42	41
AT	26	29	18	22	40	46	49	56	44	49	46	52
PL	39	39	23	25	53	55	47	49	47	47	45	47
PT	48	51	33	31	54	56	50	55	53	54	51	50
RO	36	51	34	41	57	57	43	42	45	50	33	49
SI	29	30	18	24	50	52	52	53	38	46	47	51
SK	38	46	32	32	55	56	44	42	53	52	48	48
SE	33	33	30	25	57	67	58	55	53	57	54	57
FI	35	36	22	25	61	59	56	47	:	:	:	:
UK	31	44	19	40	51	50	33	60	41	39	47	38
NO	26	33	19	26	49	56	43	47	42	48	43	47
MK	33 (3/9)	56 (14/25)	32	34	62	66	28	44	38	48	64	54
RS	51	49	31	34	56	48	45	57	50	48	50	57
TR	41	43	30	32	44	47	27	30	37	41	41	43

When the population size is very small, the actual numerator and denominator are presented in parentheses next to the proportion in the chart to highlight results that are more prone to yearly fluctuations.
Exceptions to the reference period: BE, DK, IE, SE: 2005-2011; AT: 2006-2011; FI, UK: 2007-2012; MK: 2005-2009; RS: 2008-2011
Data unavailable: EU-28, EL, FR, IS, CH, ME, AL, BA, FO, IL, MD
Data estimated: BE, IE, PT, UK: 2012
Break in data series: IE, PT, RO, SI, SE: all fields of study; DK: Social sciences and Humanities; HU: Natural and Social sciences, Humanities, and Engineering and technology
Definition of data differs: UK: 2007
Others: ': not available
Source: Eurostat - Research and Development Statistics (online data code: rd_p_femres)

Within the Higher Education Sector, the gender imbalance varies depending on the field in which researchers work. Women researchers are particularly under-represented in Engineering & technology and Natural sciences, as shown by Table 3. The table above shows the proportion of women researchers in each field, comparing the years 2005 and 2012. The lighter the colour, the closer the field is to equal representation of women and men.

Between 2005 and 2012, progress towards gender balance has been made in some fields, such as Medical sciences and Agricultural sciences (see Table 3). However, there has been limited change in Engineering & technology and Natural sciences. In 2012, 15 countries were approaching gender balance in Natural sciences, and only three countries in Engineering and technology (Netherlands, Romania and United Kingdom).

FIGURE 1: Evolution of the proportion (%) of women researchers (HC) in Grade A, 2010 vs. 2013



When the population size is very small, the actual numerator and denominator are presented in parentheses next to the proportion in the chart to highlight results that are more prone to yearly fluctuations.
Exceptions to the reference year: BE (FL), FI, LU, NO, SE: 2011-2013; CY, IE, IS, PT: 2010-2012; EL: 2012; FR: 2009 (SF2012) and 2012; MK: 2012; MT: 2015; NL: 2011-2012; PL, SK: 2012-2013; SI: 2010 (SF2012) and 2013; UK: 2006 (SF2012); EE: 2004 (SF2012); LT: 2007 (SF2012); CZ: 2008; AT: 2006-2011
Note: Head Count (HC)
Data unavailable: AL, FO, HR, IL, MD, ME, RS, TR
Source: Women in Science database, DG Research and Innovation