

SHE FIGURES

2025

She Figures monitors the state of Gender Equality in R&I. The 2025 edition highlights improvements and persisting gaps in comparison with the 2021 edition. In more detail...

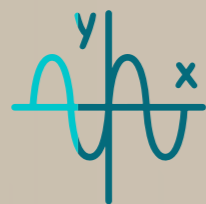
Women continue to account for around half of Doctoral graduates

48% = 0 pp*
(Eurostat, 2021)



Women remain underrepresented among Doctoral graduates in science and engineering

37% ↓ 1 pp
(Eurostat, 2021)



Employment

Four in 10 scientists and engineers at EU level are women

41% = 0 pp
(Eurostat, 2021)



However, women are still underrepresented as researchers, where they constitute just over one-third

34% ↑ 1 pp
(Eurostat, 2021)

Women are better represented in lower grades of academic positions, but representation reduces as seniority increases...

47% = 0 pp of grade C staff (entry-level postdoctoral position e.g. researcher)
(WiS Database, 2022)

41% ↑ 1 pp of grade B staff (mid-senior level position e.g. associate professor)
(WiS Database, 2022)



Research outputs

Women make up just over one-third of authors on publications across all fields of research and development

34% ↑ 3 pp
(Scopus, 2018 - 2021)



Women continue to be significantly underrepresented among patent applicants, accounting for fewer than 1 in 10 applicants

9% ↑ 1 pp
(PATSTAT, 2018 - 2021)



Funding success rates are lower for women than for men

29% ↑ 2 pp success rate for women
(WiS Database, 2022)

32% = 0 pp success rate for men
(WiS Database, 2022)



... with the lowest representation among the highest academic positions, where women comprise one-third of grade A staff (most senior position e.g. full professor)

30% ↑ 4 pp
(WiS Database, 2022)



Decision making



Women are still underrepresented among board members and leaders, but their representation is growing

38% ↑ 7 pp
(WiS Database, 2022)



This underrepresentation is more pronounced in science and engineering than across all fields, where women make up

20% ↑ 1 pp of grade A staff.
(WiS Database, 2022)



*Number indicates percentage point (pp) difference compared to values reported in She Figures 2021, rounded to the nearest integer.

Gender Equality in Research and Innovation

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