

Progetto **STReGA**

Lecce 15 ottobre

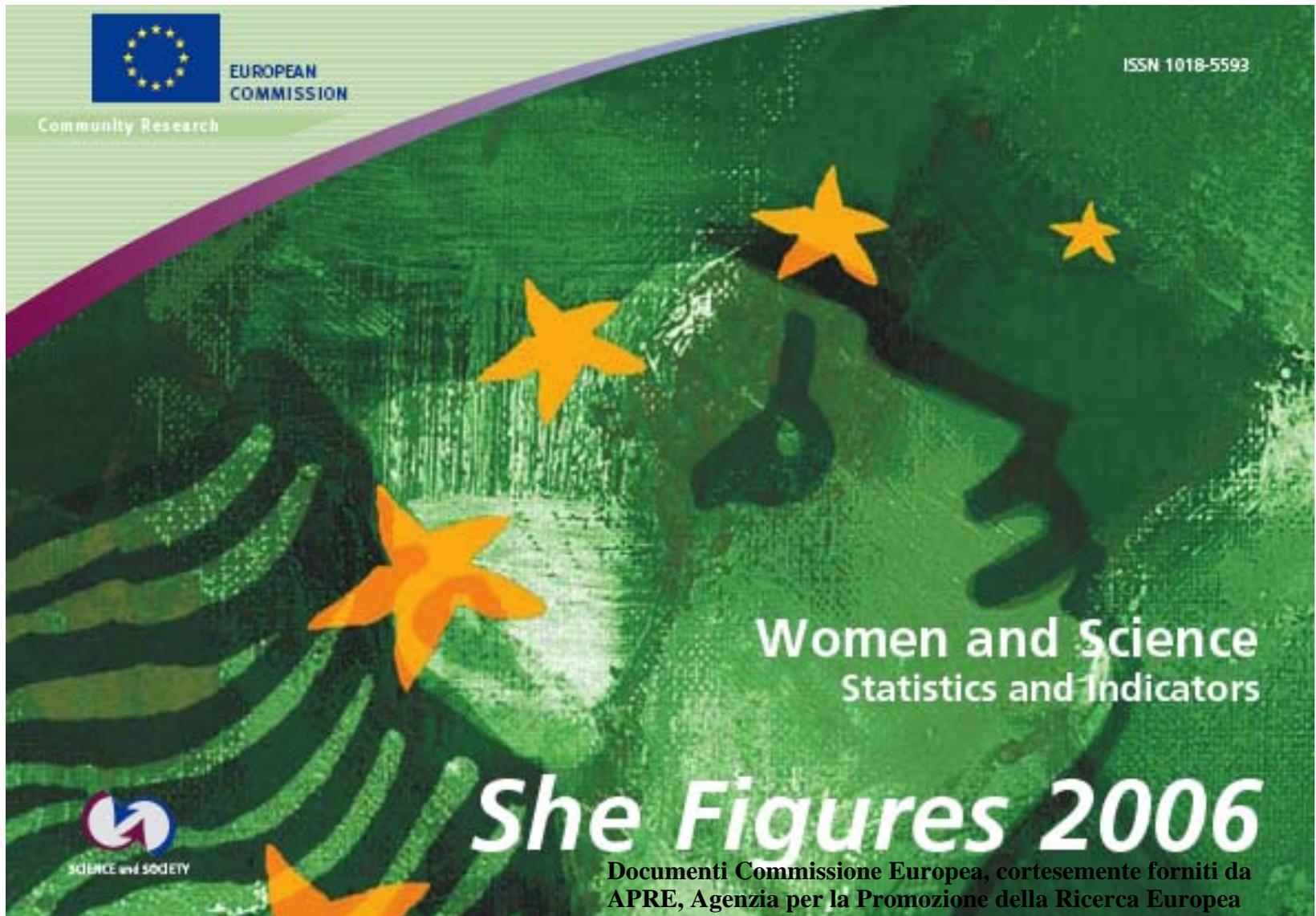
# **Donne e Scienza : Il coraggio di chiedere**

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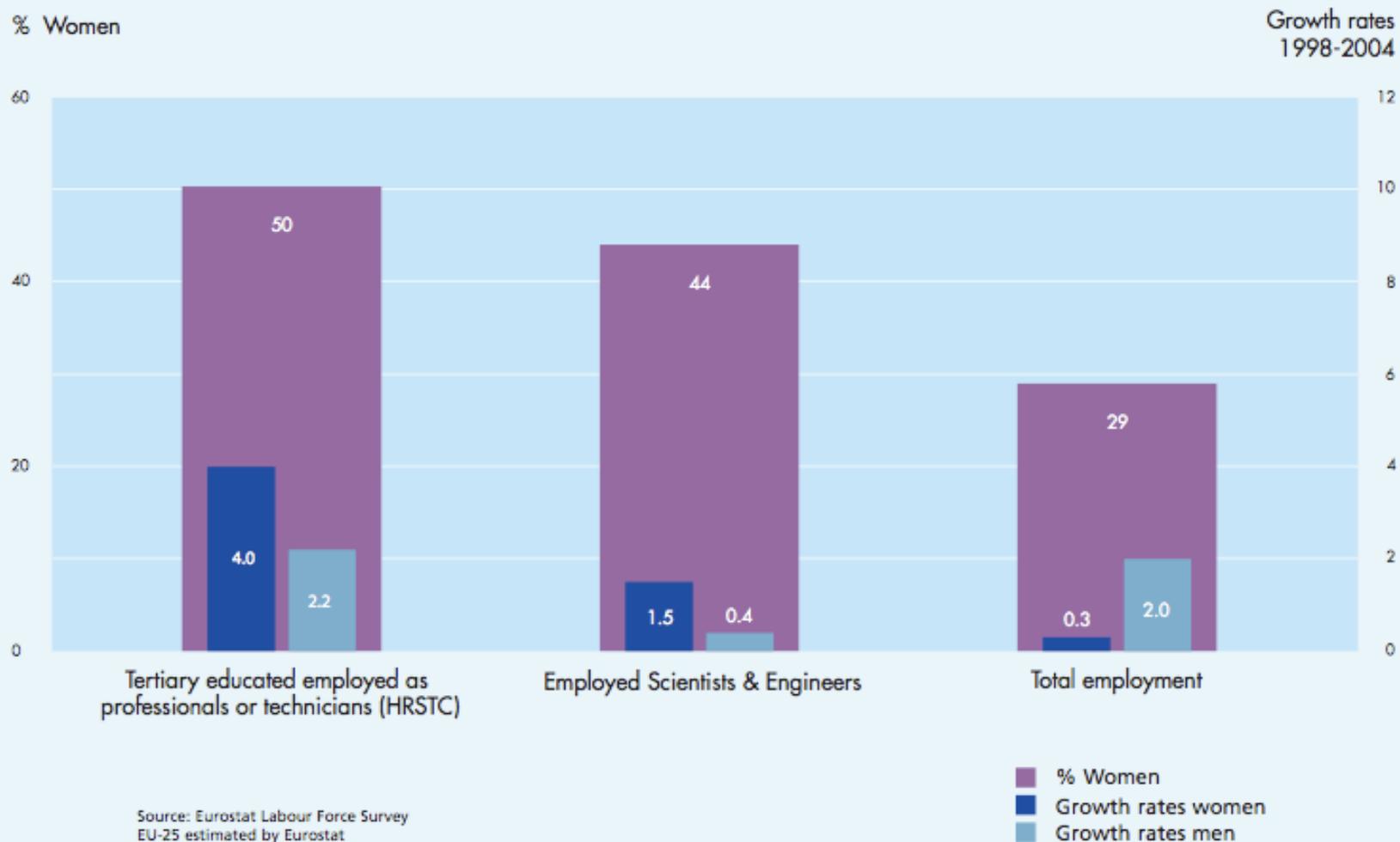


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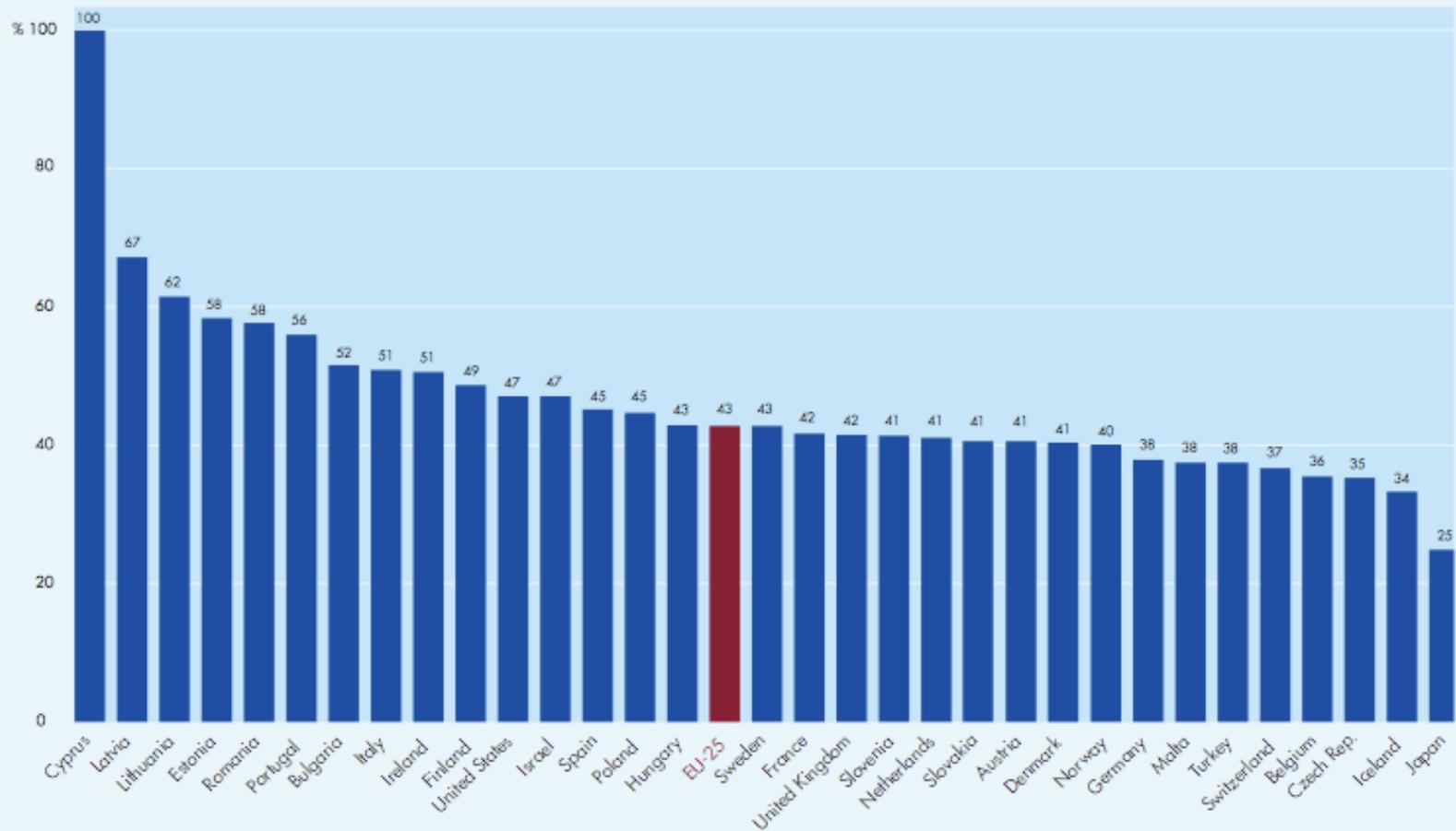
# Massa Critica al lavoro

Figure 1.1: Proportion of women in the EU-25 for total employment, tertiary educated and employed (HRSTC) and scientists & engineers in 2004, growth rates for men and women 1998-2004



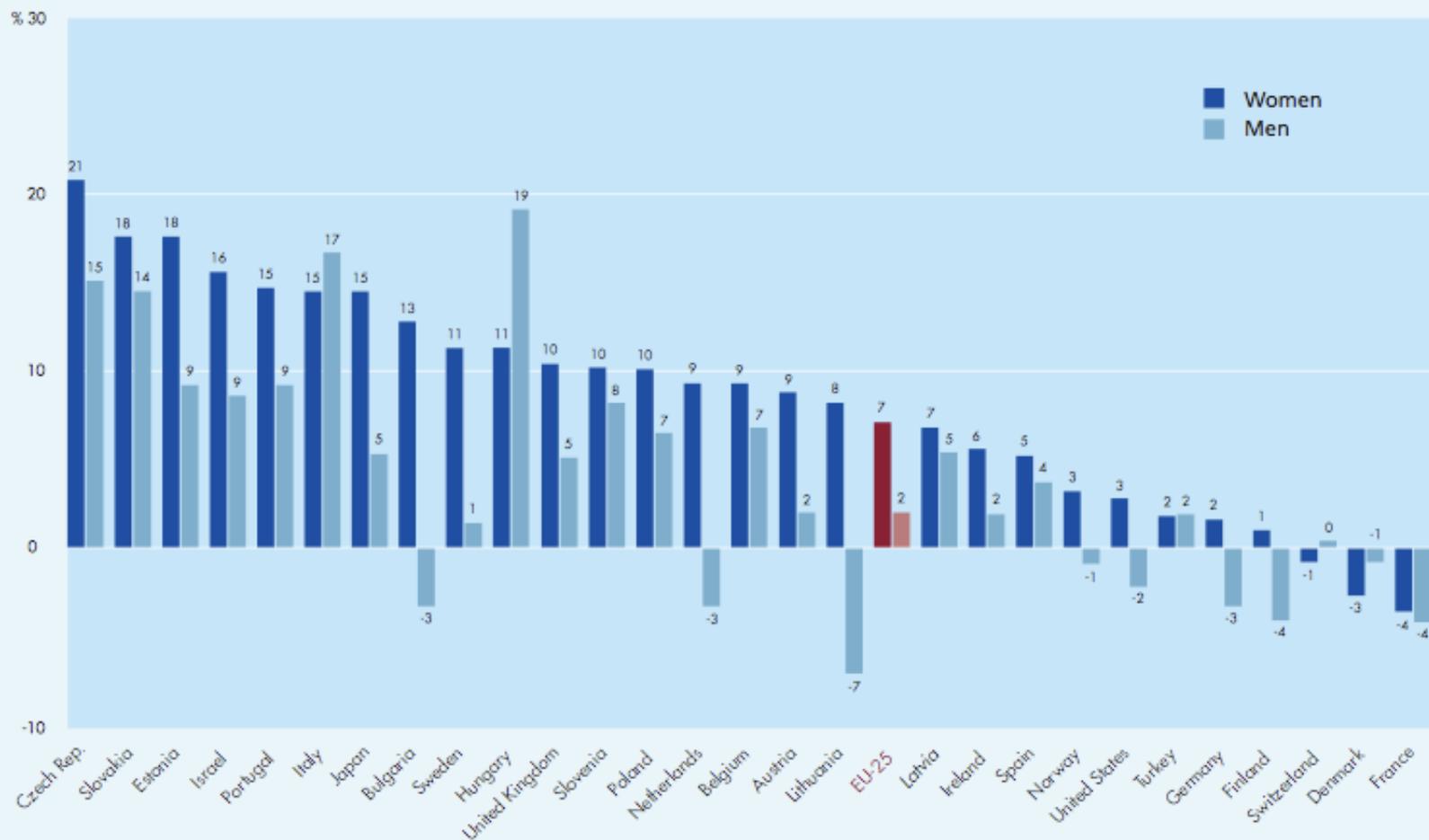
# PhD graduated

Figure 1.2: Proportion of female PhD (ISCED 6) graduates 2003



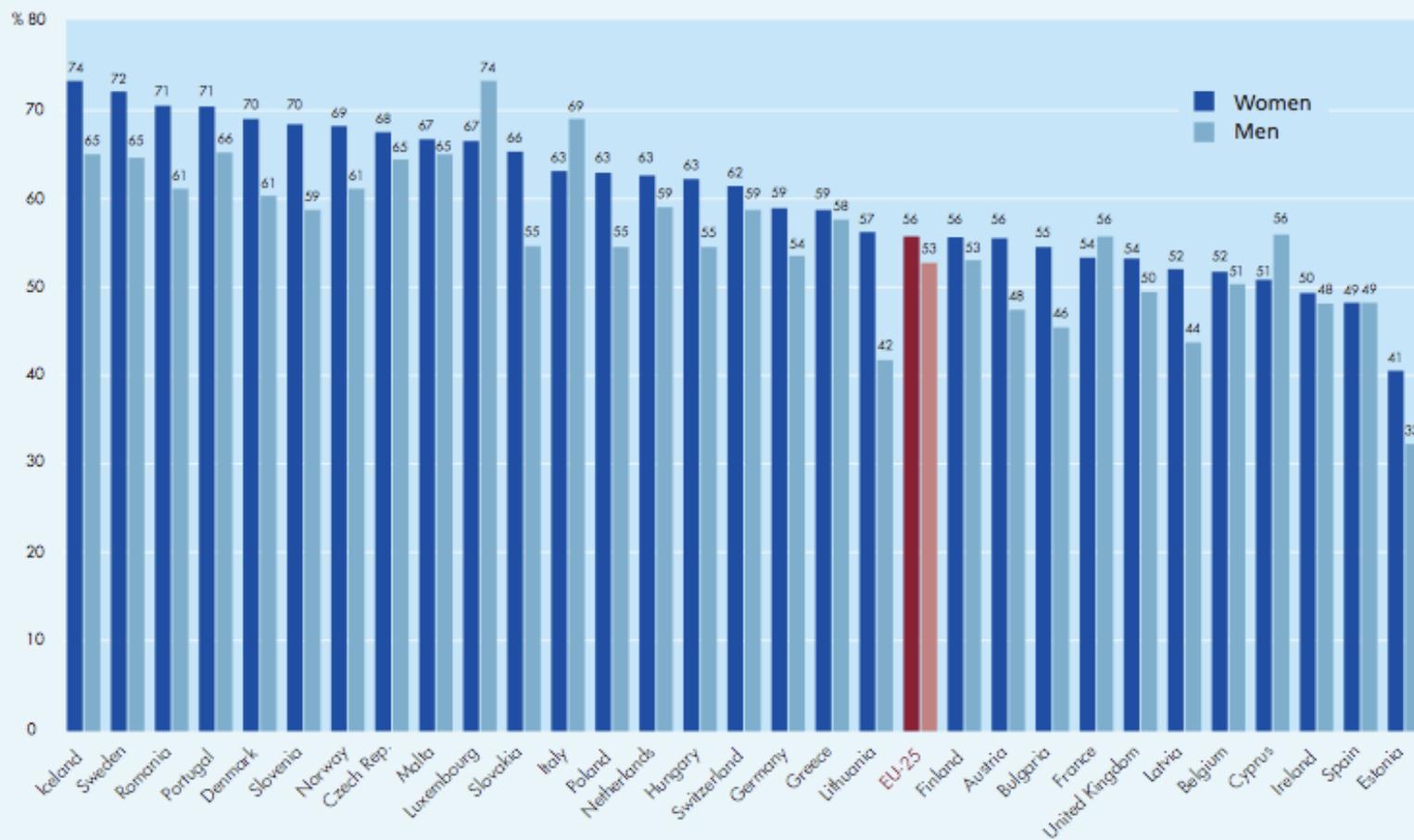
Source: Eurostat, Education statistics, Israel Central Bureau for Statistics & Council for Higher Education, The Danish Institute for Studies in Research and Research Policy  
Data unavailable: EL, LU  
Data less than 30 graduates: CY (1), MT (8), IS (6)  
Most tertiary students study abroad and are not included: LU, CY

Figure 1.3: Growth rates of PhD (ISCED 6) graduates by sex, 1999-2003



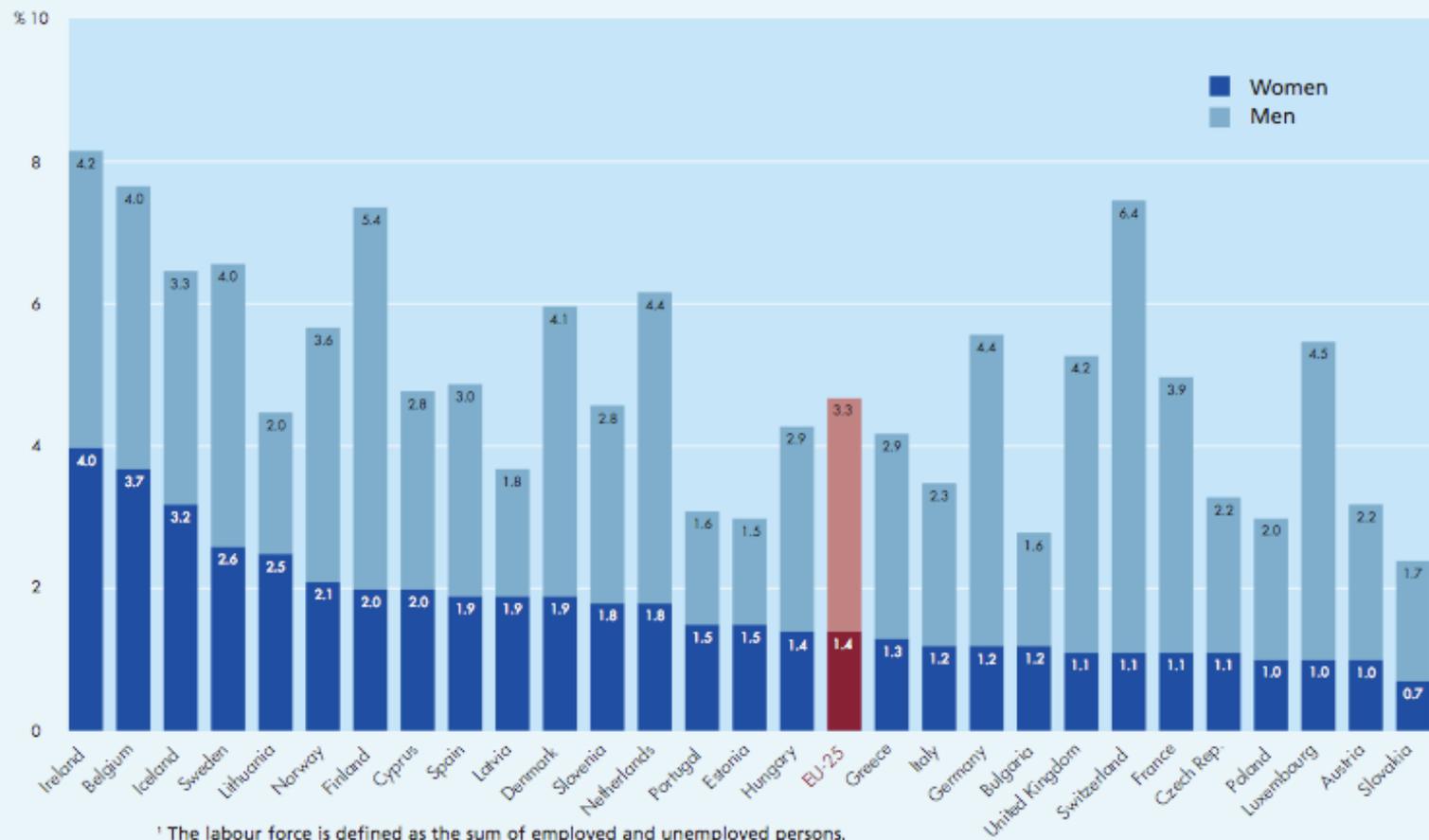
Source: Eurostat Education Statistics, Israel Central Bureau for Statistics & Council for Higher Education, The Danish Institute for Studies in Research and Research Policy  
 Exceptions to the reference years: IL: 1998-2000; SK: 1999-2002; BE, CY: 2000-2003  
 Data unavailable: EL, LU, RO  
 Growth rate not presented for countries with less than 30 graduates: MT (8), CY (1), IS (6)

Figure 1.4: Employed professionals and technicians (HRSTC) as a percentage of tertiary educated (HRSTE) by sex, 2004



Source: Eurostat Community Labour Force Data, EU-25 estimated by Eurostat  
 Exception to the reference year: NL: 2003  
 Break in series: AT, EL, IT, MT, PT  
 Provisional data: AT

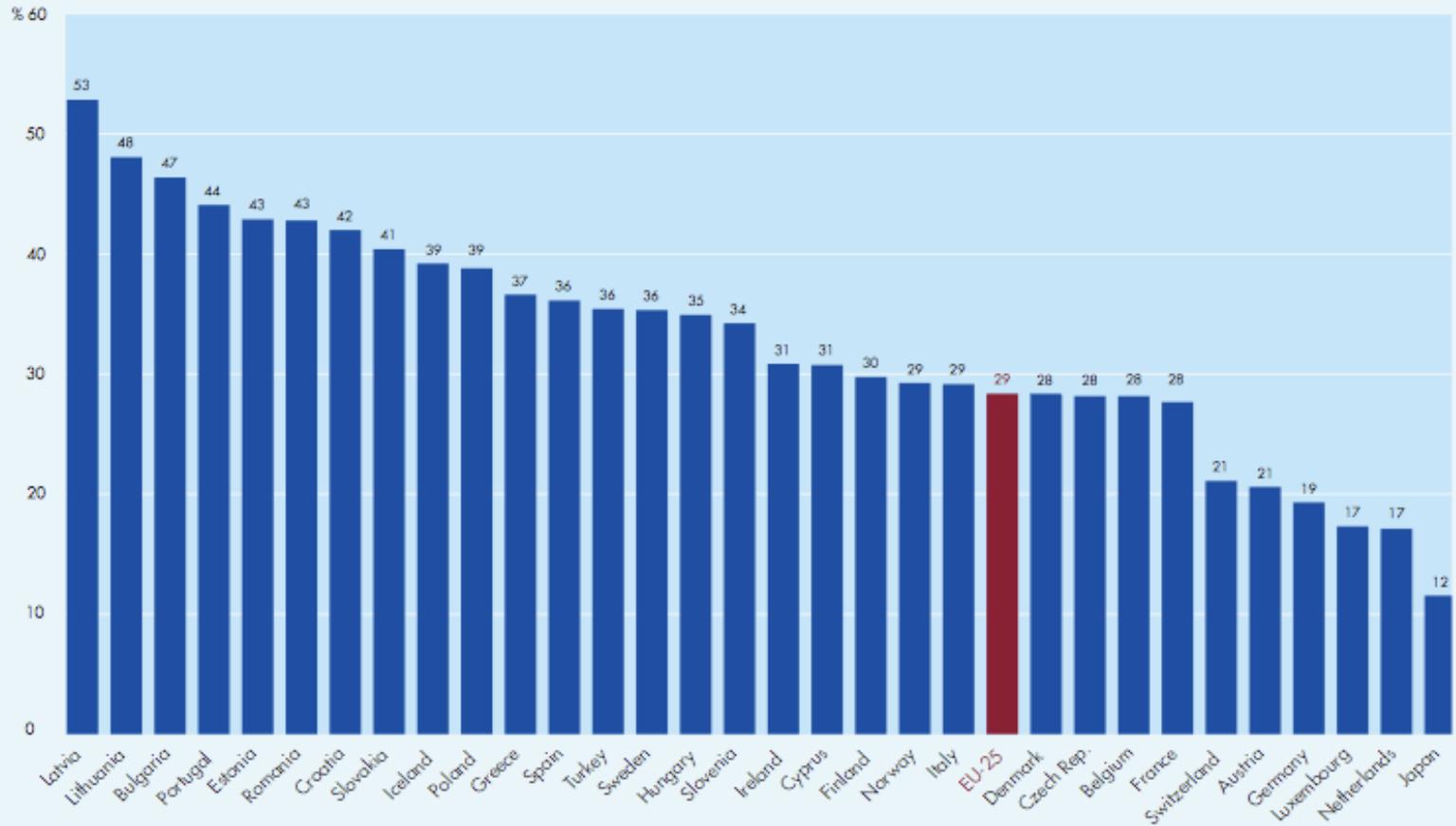
Figure 1.5: Proportion of scientists and engineers in the total labour force<sup>1</sup> by sex, 2004



<sup>1</sup> The labour force is defined as the sum of employed and unemployed persons.

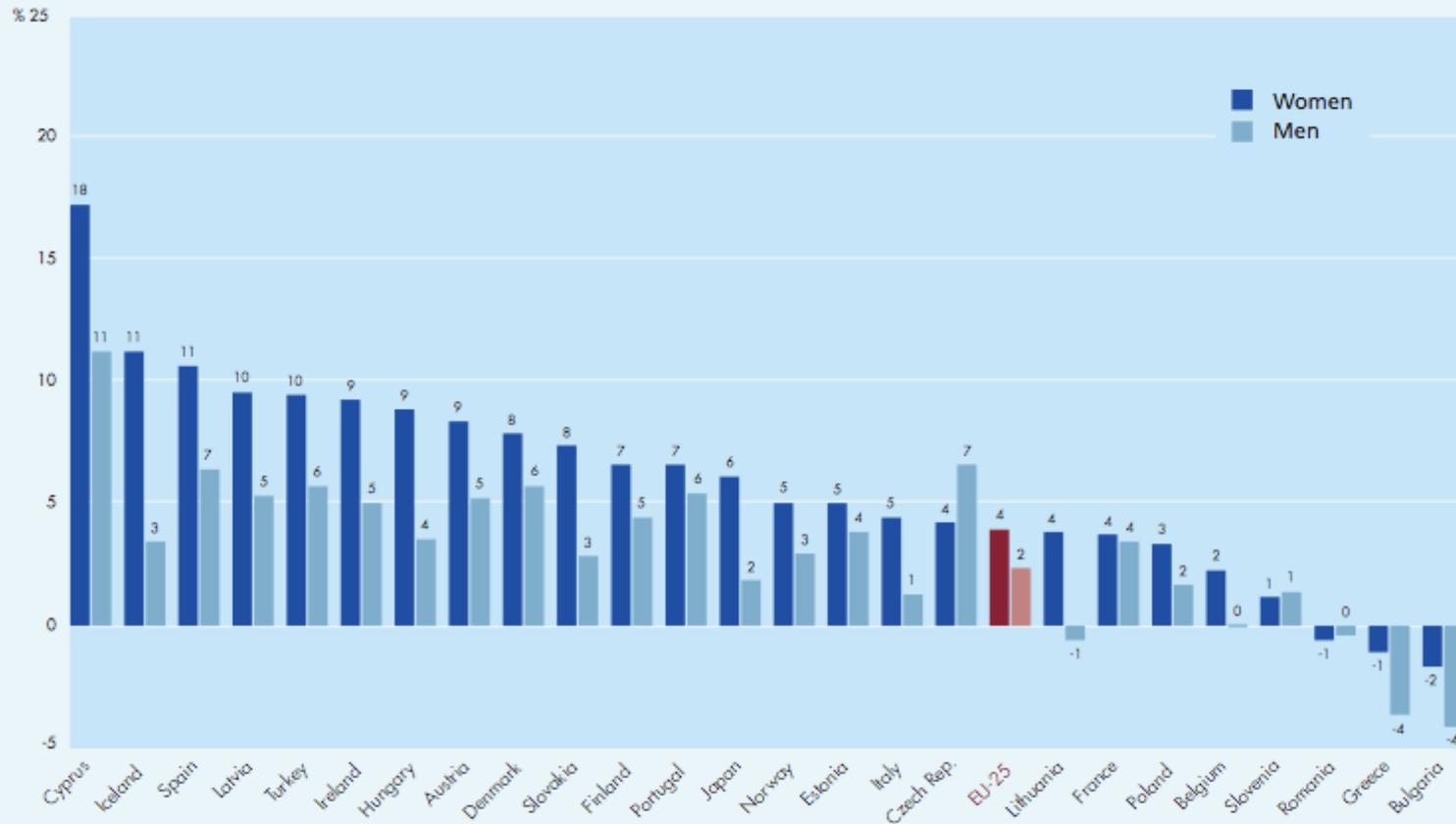
Source: Eurostat Community Labour Force Data  
 Exception to the reference year: NO: 2002; DK, LV, NL: 2003  
 Data unavailable: MT, RO

Figure 1.6: Proportion of female researchers, 2003



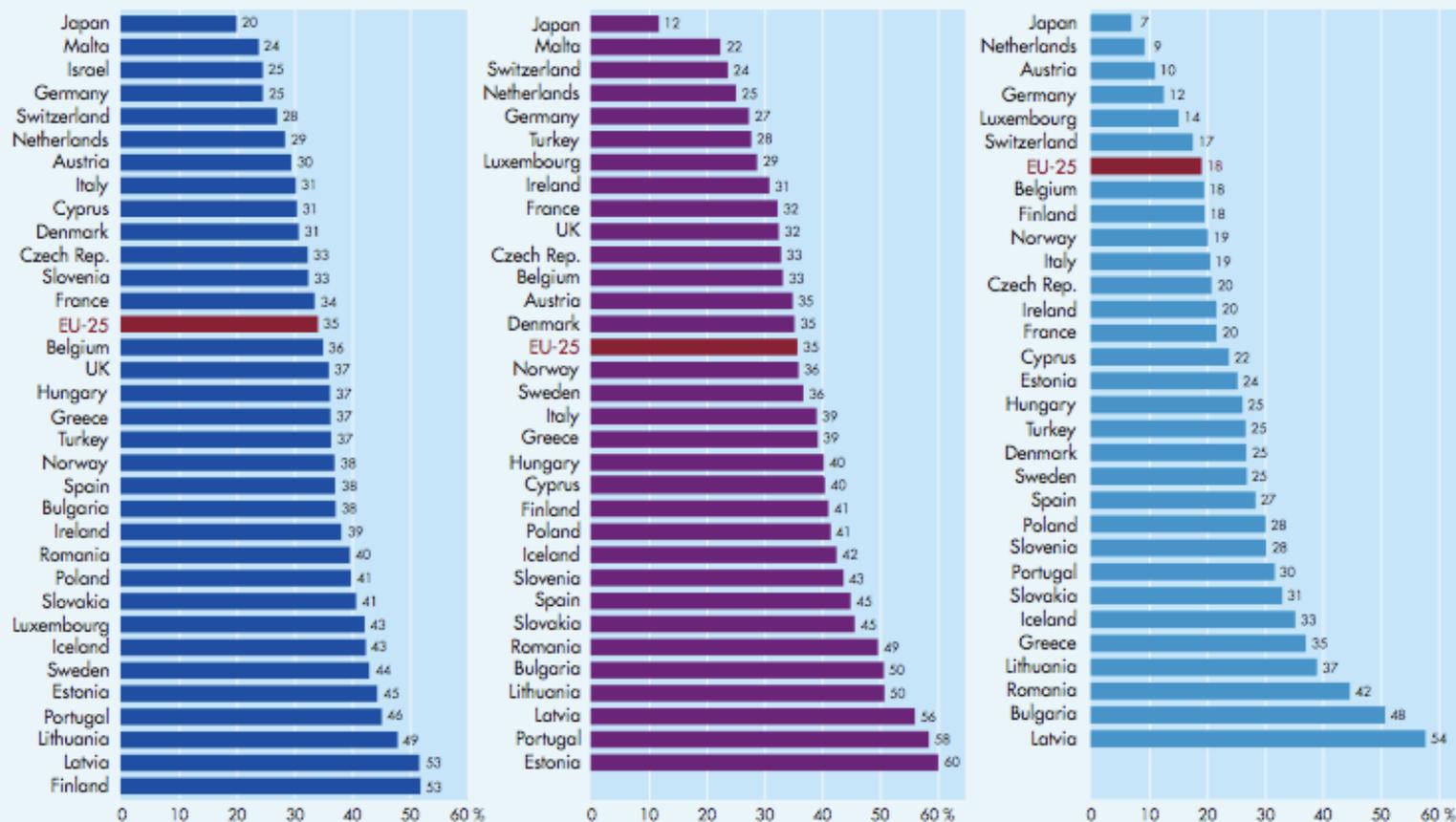
Source: Eurostat S&T statistics, EU-25 calculated by DG Research  
Exceptions to the reference year: PL: 2000; AT, FI, TR: 2002  
Data unavailable: MT, UK  
Data estimated: SE

**Figure 1.7: Growth rates for researchers by sex, 1999-2003**



Source: Eurostat S&T statistics, EU-25 calculated by DG Research  
 Exceptions to the reference year: AT: 1998-2003; FI, TR: 1999-2002; NO: 1999-2003; LT, PL: 2000-2003; SK, JP: 2001-2003; BE, FR, IE: 2002-2003  
 Data provisional: IE (2003); Data estimated: SI (2003), SE  
 Data unavailable: DE, LU, MT, NL, SE, UK

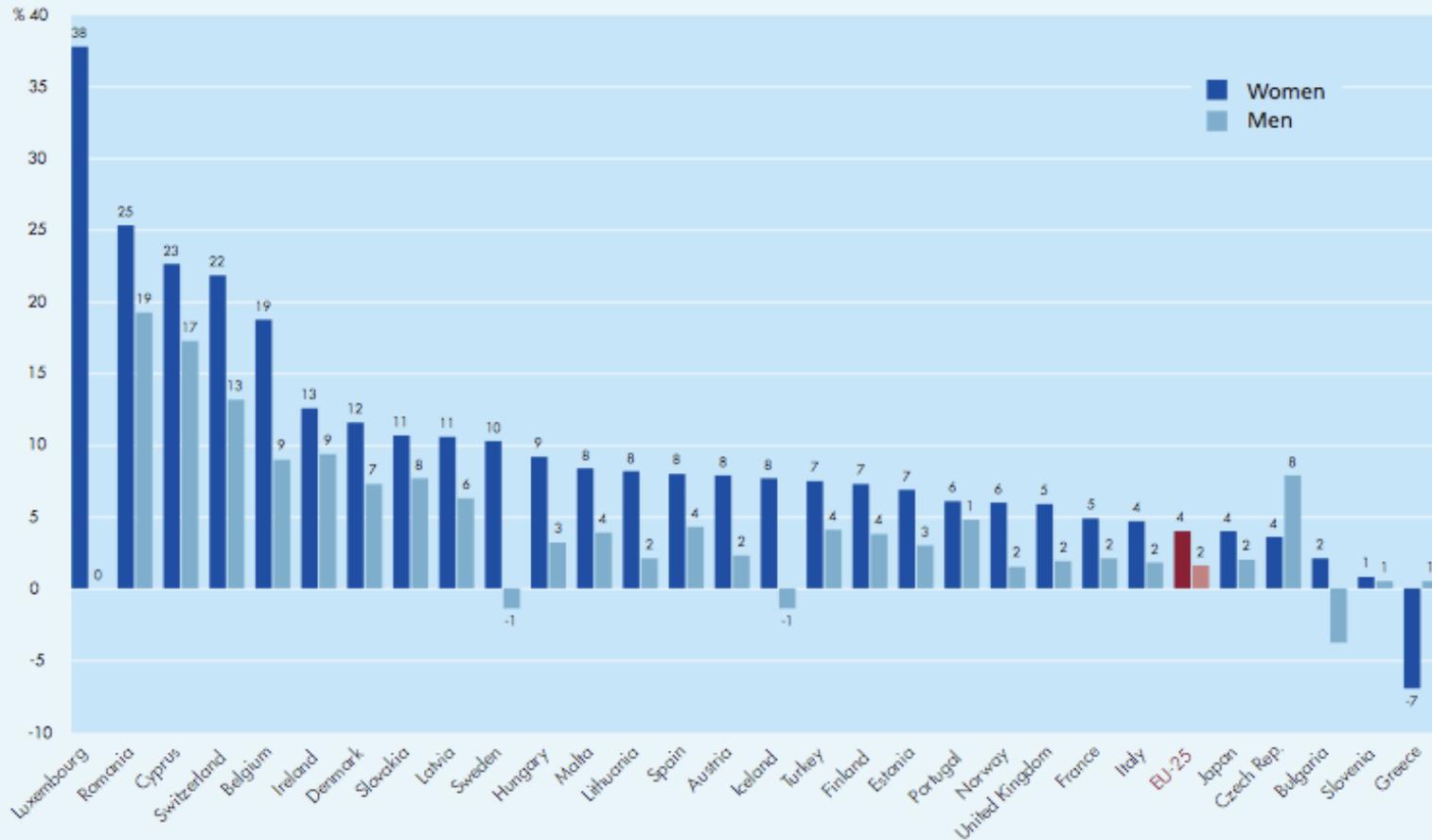
Figure 1.9: Proportion of female researchers by sector, 2003



Source: Eurostat S&T Statistics (WIS database, DG Research for IL), EU-25 calculated by DG Research  
 Exceptions to the reference year: CH (BES), PL: 2000; BE (BES), AT, CH, FI, TR: 2002  
 Data unavailable: MT (BES), UK (BES)  
 Full time equivalent (FTE) instead of head count (HC): IL  
 Data estimated: SE

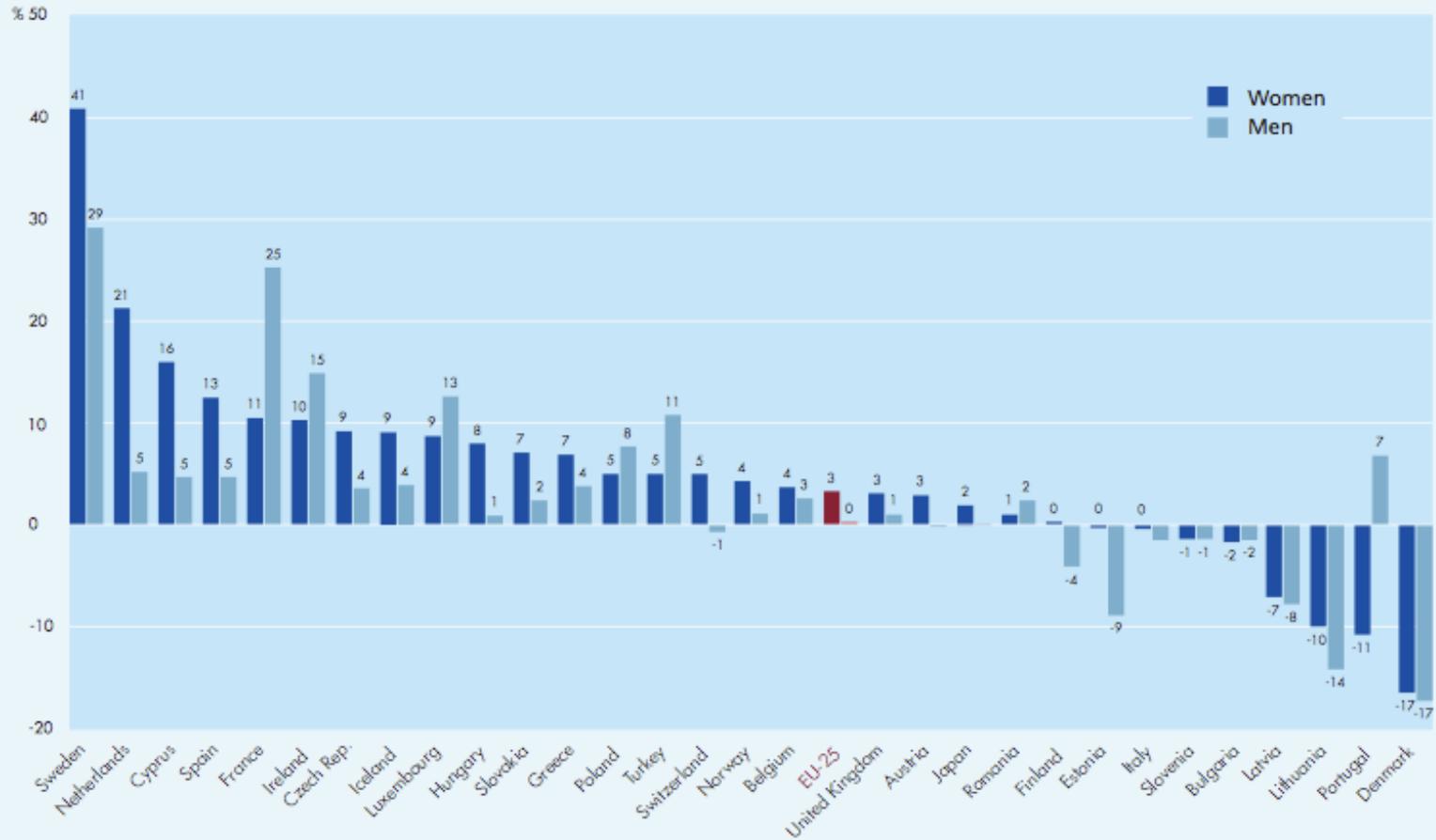
■ Higher Education Sector  
 ■ Government Sector  
 ■ Business Enterprise Sector

Figure 1.11: Growth rates for researchers in Higher Education Sector (HES) by sex, 1999-2003



Source: Eurostat S&T statistics, EU-25 calculated by DG Research  
 Exceptions to the reference year: UK: 1998-2000; AT, CH: 1998-2002; FI, TR: 1999-2002; LT, LU: 2000-2003, IE, MT, SK: 2002-2003  
 Provisional data: BE (2002),  
 Data unavailable: DE, NL, PL  
 Data estimated: SE

Figure 1.12: Growth rates for researchers in Government Sector (GOV) by sex, 1999-2003



Source: Eurostat S&T statistics, EU-25 calculated by DG Research

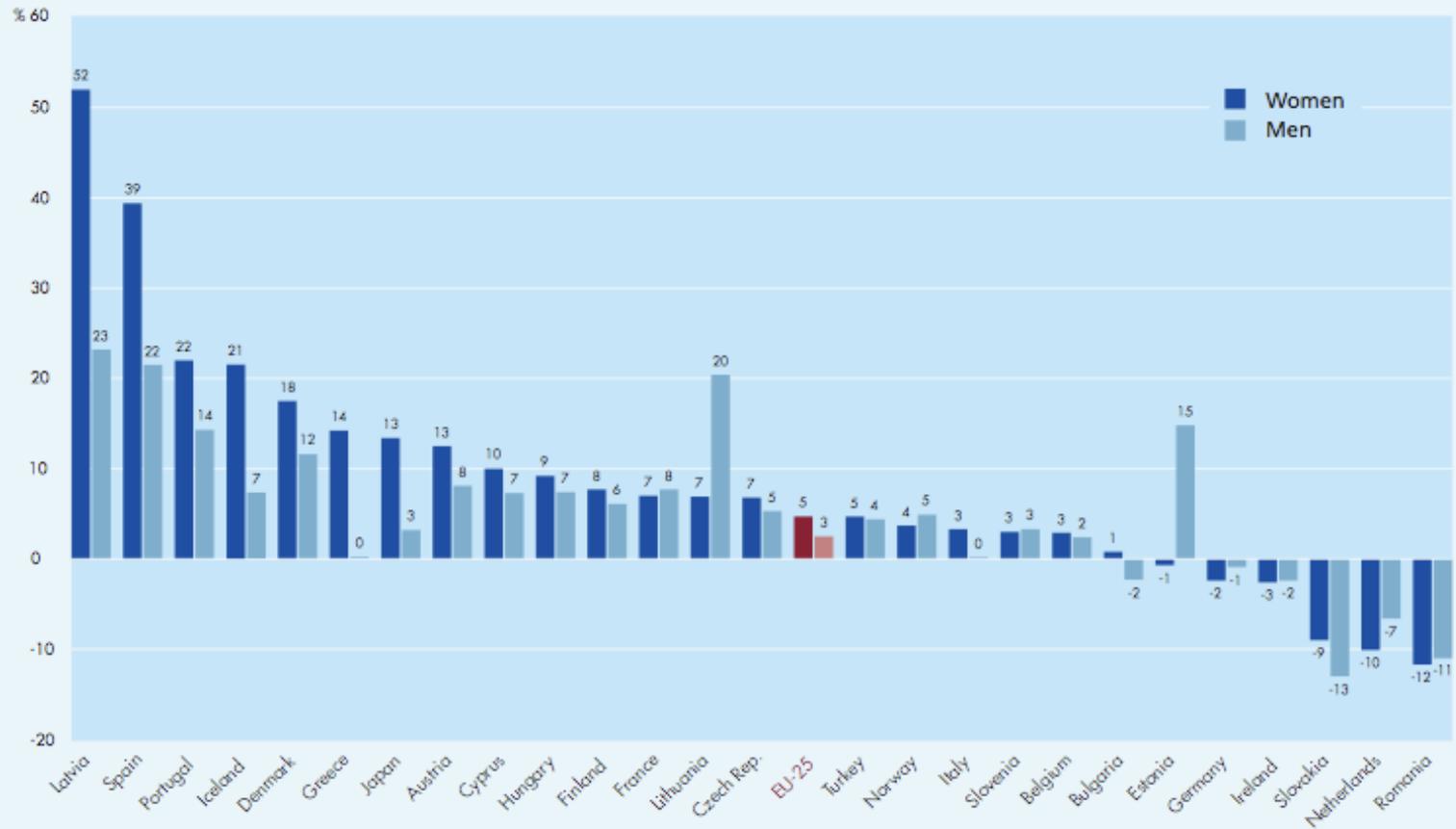
Exceptions to the reference year: AT, CH, TR: 1998-2002; FR, FI: 1999-2002; LT, LU, PL: 2000-2003; NL, JP: 2001-2003; BE, IE, MT, SK, UK: 2002-2003

Growth rate not presented for countries with less than 30 researchers: MT (11)

Data unavailable: DE

Data estimated: SE

Figure 1.13: Growth rates for researchers in Business Enterprise Sector (BES) by sex, 1999-2003



Source: Eurostat S&T statistics, EU-25 calculated by DG Research

Exceptions to the reference year: AT: 1998-2002; IS: 1999-2001; BE, ES, FI, TR: 1999-2002; FR, LT: 2000-2003; DE, IE, NL, JP: 2001-2003; SK: 2002-2003

Provisional data: BE (2002).

Data unavailable: LU, MT, PL, SE, UK

Data estimated: SE

High growth rate due to sharp increase in number of enterprises surveyed (23 to 191): LV

**Table 2.1: Proportion of female PhD (ISCED 6) graduates by broad field of study, 2003**

	EDUCATION	HUMANITIES & ARTS	SOCIAL SCIENCES, BUSINESS & LAW	SCIENCE, MATHEMATICS & COMPUTING	ENGINEERING, MANUFACTURING & CONSTRUCTION	AGRICULTURE & VETERINARY	HEALTH & WELFARE
<b>EU-25</b>	<b>60.5</b>	<b>51.4</b>	<b>43.1</b>	<b>40.0</b>	<b>21.9</b>	<b>49.6</b>	<b>51.1</b>
Austria	65.3	47.5	43.4	30.2	18.9	65.9	72.0
Belgium	43.8	42.2	36.1	33.1	14.3	30.6	45.4
Cyprus	-	-	-	100.0	-	-	-
Czech Republic	66.7	48.6	40.0	36.7	22.3	36.7	42.2
Denmark	-	46.9	38.6	33.6	23.8	52.4	54.0
Estonia	50.0	58.8	62.5	21.9	17.6	37.5	72.5
Finland	66.7	57.9	51.6	43.1	25.5	41.7	64.3
France	49.0	55.5	41.4	38.4	25.9	55.6	56.1
Germany	52.6	49.5	34.5	29.9	11.4	54.3	47.7
Greece	:	:	:	:	:	:	:
Hungary	59.5	56.4	35.9	37.5	29.7	32.0	43.3
Ireland	50.0	53.1	47.2	56.6	31.2	31.6	50.7
Italy	72.5	58.5	50.4	54.0	31.2	54.4	61.5
Latvia	83.3	66.7	100.0	57.1	37.5	100.0	0.0
Lithuania	-	78.9	63.9	47.2	43.9	50.0	68.3
Luxembourg	-	-	-	-	-	-	-
Malta	100.0	33.3	0.0	-	-	-	-
Netherlands	-	43.8	48.5	40.1	19.9	44.3	48.7
Poland	:	51.6	42.7	50.1	24.1	53.8	47.2
Portugal	65.4	66.8	53.9	58.1	34.1	64.6	63.3
Slovakia	72.4	46.2	49.6	57.3	26.2	32.1	71.3
Slovenia	60.0	63.0	37.7	44.8	19.3	36.4	52.0
Spain	59.2	48.6	47.3	46.6	21.3	41.2	49.3
Sweden	64.0	53.2	48.3	34.8	26.4	50.7	59.4
United Kingdom	53.6	45.9	42.2	41.9	19.6	45.2	52.4
Bulgaria	52.2	68.4	50.0	52.8	31.4	46.4	56.4
Iceland	-	50.0	-	0.0	-	-	33.3
Israel	73.8	51.4	51.6	44.0	25.0	45.5	55.6
Norway	60.0	33.7	49.5	40.7	22.8	46.9	46.9
Romania	-	58.9	46.6	57.6	38.3	36.6	66.5
Switzerland	54.2	44.7	28.9	29.4	15.2	57.5	47.7
Turkey	35.3	29.2	29.7	34.8	28.9	39.8	62.6
Japan	48.6	48.7	32.4	19.9	9.2	24.7	25.7
United States	66.0	45.7	55.9	35.5	18.0	36.8	68.5

Source: Eurostat Education statistics, Israel Central Bureau of Statistics and the Council for Higher Education

Exceptions to the reference year: IL: 2000

Data unavailable: EL

Most tertiary students study abroad and are not included: LU, CY

Countries with small numbers: CY (1), MT (8), IS (6)

**Table 2.2: Proportion of female PhD (ISCED6) graduates by narrow field of study in natural science and engineering (400 & 500 fields), 2003**

	Science, Mathematics & Computing				Engineering, Manufacturing & Construction		
	LIFE SCIENCE	PHYSICAL SCIENCE	MATHEMATICS & STATISTICS	COMPUTING	ENGINEERING & ENGINEERING TRADES	MANUFACTURING & PROCESSING	ARCHITECTURE & BUILDING
<b>EU-25</b>	<b>54.4</b>	<b>33.0</b>	<b>31.6</b>	<b>18.6</b>	<b>17.1</b>	<b>32.0</b>	<b>31.3</b>
Austria	50.3	21.8	24.4	9.5	16.1	36.4	20.0
Belgium	40.3	29.8	35.4	3.2	13.4	0.0	21.4
Cyprus	100.0	-	-	-	-	-	-
Czech Republic	50.9	28.6	31.7	10.3	19.9	47.6	25.8
Denmark	33.6	-	-	-	23.8	-	-
Estonia	28.6	18.2	0.0	100.0	15.4	100.0	0.0
Finland	62.0	39.3	34.3	13.9	23.6	42.9	34.4
France	53.4	34.3	24.3	18.8	22.8	37.7	27.8
Germany	46.7	22.8	27.9	11.9	6.8	24.2	22.3
Hungary	43.0	37.4	25.0	30.0	33.3	32.1	16.7
Ireland	60.2	52.4	0.0	21.4	24.1	58.8	0.0
Italy	72.4	45.2	42.4	25.0	13.5	25.6	48.9
Latvia	66.7	0.0	-	66.7	41.7	33.3	0.0
Lithuania	88.9	28.6	75.0	0.0	44.1	-	42.9
Netherlands	-	39.9	-	-	18.0	-	-
Portugal	73.0	56.7	58.3	28.0	28.0	51.6	42.6
Slovakia	71.4	48.9	46.2	20.0	23.9	26.9	33.3
Slovenia	65.0	34.5	20.0	15.4	10.4	28.6	57.1
Spain	54.5	46.8	40.4	22.8	16.0	62.9	24.0
Sweden	51.7	32.4	16.0	21.6	24.1	32.7	39.3
United Kingdom	56.6	32.6	24.1	23.3	16.2	33.4	21.3
Bulgaria	77.8	49.2	30.0	-	33.3	42.9	0.0
Norway	-	0.0	-	-	13.3	-	20.0
Romania	57.6	:	:	:	37.5	-	42.9
Switzerland	42.6	23.3	22.2	7.5	16.9	-	5.0
Turkey	54.1	31.7	28.6	28.6	14.7	42.5	39.8
United States	45.7	27.7	27.0	21.0	17.2	-	45.7

Source: Eurostat Education statistics

Exceptions to the reference year: NL, NO: 2002

Data unavailable: EL, PL, IL

Most tertiary students study abroad and are not included: LU, CY

Countries with small numbers:

400: CY (1); EE (32); IS (2); LV (7); LT (36); NO (2)

500: CY (0); EE (7); HU (37); IS (0); LV (16); LT (41); MT (0); NO (25)

**Table 2.3: Proportion of female researchers in the Higher Education Sector (HES) by field of science, 2003**

	NATURAL SCIENCES	ENGINEERING AND TECHNOLOGY	MEDICAL SCIENCES	AGRICULTURAL SCIENCES	SOCIAL SCIENCES	HUMANITIES
<b>EU-25</b>	<b>29.1</b>	<b>21.3</b>	<b>39.9</b>	<b>39.7</b>	<b>39.3</b>	<b>38.3</b>
Austria	21.6	12.6	35.8	40.9	36.3	42.8
Cyprus	27.8	13.3	:	-	34.4	43.9
Czech Republic	26.4	23.6	40.3	40.7	41.7	35.4
Denmark	23.4	14.4	36.5	46.1	30.4	38.3
Estonia	34.4	29.9	61.5	42.3	54.5	63.6
Germany	17.7	11.5	34.0	30.5	29.8	29.8
Hungary	28.4	18.0	45.3	31.3	37.5	47.8
Ireland	39.1	37.5	37.5	39.4	37.5	42.9
Latvia	43.6	29.9	62.4	42.3	59.1	85.4
Lithuania	47.2	27.5	70.4	47.5	53.8	52.5
Luxembourg	50.0	0.0	50.0	-	37.5	66.7
Malta	15.8	10.1	37.4	0.0	42.3	28.3
Norway	26.2	17.5	46.8	39.4	40.8	41.9
Portugal	49.2	29.5	52.7	47.0	49.7	49.6
Poland	38.0	19.2	53.6	49.7	46.0	45.0
Slovakia	36.4	32.3	51.7	39.6	51.8	49.7
Slovenia	24.9	17.1	57.4	40.0	43.2	42.8
Spain	38.2	33.0	40.3	37.7	39.0	39.0
Sweden	27.6	17.3	43.0	37.8	40.6	41.0
Bulgaria	55.0	24.4	55.6	35.9	40.1	52.4
Iceland	35.4	44.8	45.1	35.9	47.0	41.3
Romania	47.3	36.2	51.8	46.6	40.5	41.5
Turkey	37.4	33.8	39.2	34.5	37.5	36.6

Source: Eurostat S&T statistics, EU-25 calculated by DG Research  
 Exceptions to the reference year: LU, SE: 2001; AT, SI, TR: 2002  
 Data unavailable: BE, EL, FR, IT, NL, FI, UK, CH  
 Estimated data: LT, IE, SE

**Table 2.4: Proportion of female researchers in the Government Sector (GOV) by field of science, 2003**

	NATURAL SCIENCES	ENGINEERING AND TECHNOLOGY	MEDICAL SCIENCES	AGRICULTURAL SCIENCES	SOCIAL SCIENCES	HUMANITIES
<b>EU-25</b>	<b>31.0</b>	<b>22.3</b>	<b>49.7</b>	<b>43.1</b>	<b>44.3</b>	<b>50.4</b>
Austria	22.0	26.0	38.7	26.4	41.5	44.8
Croatia	43.5	14.3	47.2	29.1	48.2	54.3
Cyprus	53.8	37.5	31.6	17.5	55.2	45.0
Czech Republic	30.5	14.5	48.1	43.4	43.7	47.1
Denmark	27.7	22.7	44.0	41.3	34.7	44.2
Estonia	43.4	28.9	72.3	51.1	40.0	73.5
Germany	24.3	16.6	42.0	35.2	40.9	46.9
Hungary	27.2	19.1	65.2	42.4	36.3	53.6
Ireland	26.5	7.1	51.4	31.5	25.0	0.0
Latvia	57.9	18.6	52.6	50.0	68.3	68.8
Lithuania	43.9	26.5	55.0	60.2	69.3	68.5
Luxembourg	30.5	16.2	48.6	-	33.3	0.0
Malta	-	0.0	-	11.8	50.0	28.6
Poland	40.5	25.0	63.7	48.8	47.1	55.8
Portugal	61.6	36.9	59.2	56.6	67.2	65.4
Slovakia	40.6	28.3	56.7	51.0	51.4	74.6
Slovenia	36.9	33.6	47.3	34.4	52.8	34.6
Spain	41.3	38.8	46.7	46.9	40.5	47.8
Bulgaria	51.6	34.3	51.2	52.7	59.3	66.2
Iceland	26.2	40.8	50.3	25.5	49.3	51.5
Norway	27.9	17.2	48.8	36.5	42.0	47.6
Romania	48.0	44.3	65.8	29.0	59.8	42.5

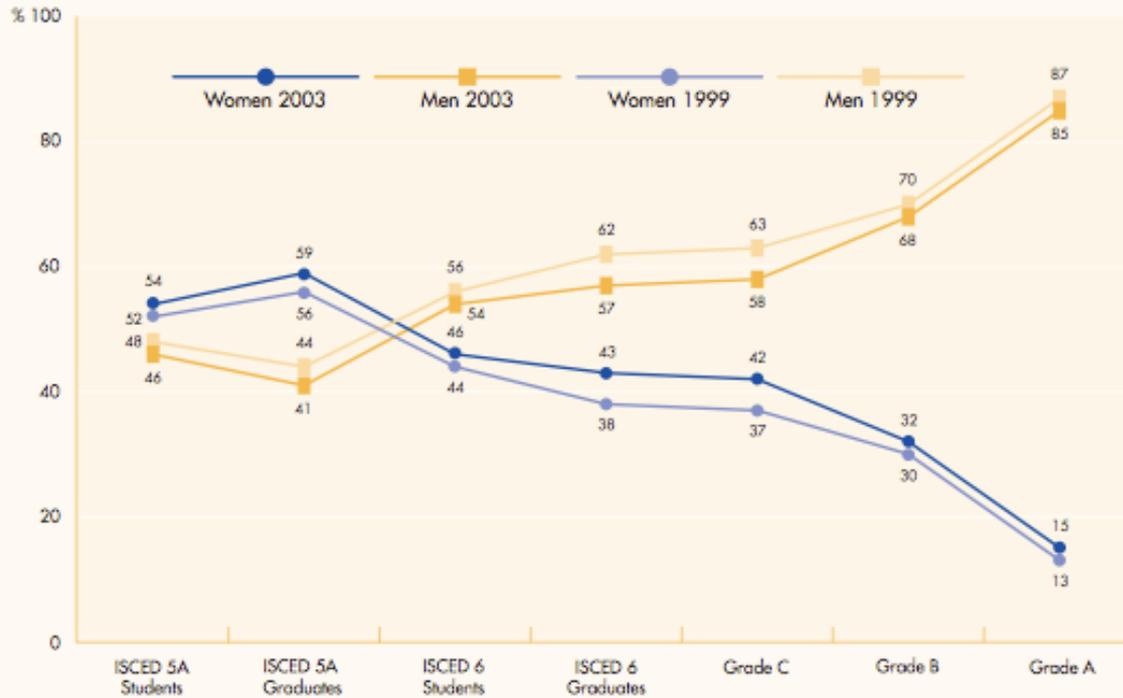
Source: Eurostat S&T statistics, EU-25 calculated by DG Research  
 Exceptions to the reference year: AT, SI: 2002  
 Data unavailable: BE, EL, FR, IT, NL, FI, UK, TR, SE, CH  
 Data estimated: LT

**Table 2.5: Proportion of female researchers by economic activity (NACE) in the Business Enterprise Sector (BES), 2003**

	TOTAL MANUFACTURING - D (INCLUDING 24)	NACE CODE 24.4 - PHARMACEUTICALS	NACE CODE 24 (24.4) - CHEMICALS AND CHEMICAL PRODUCTS (LESS PHARMACEUTICALS)	NACE CODE 24 - MANUFACTURE OF CHEMICALS AND CHEMICAL PRODUCTS	REAL ESTATE, RENTING AND BUSINESS ACTIVITIES - K	OTHER NACE CODES (EXCEPT K & D)
<b>EU-25</b>	<b>15.5</b>	<b>43.7</b>	<b>23.6</b>	<b>34.9</b>	<b>20.4</b>	<b>24.0</b>
Austria	7.7	41.4	18.6	31.7	15.3	14.2
Belgium	22.5	46.5	28.7	38.8	12.3	19.7
Cyprus	27.5	45.2	23.3	34.4	17.1	18.3
Czech Republic	12.7	43.4	25.8	31.8	19.6	33.6
Denmark	24.4	46.1	30.8	42.9	21.7	33.9
Estonia	25.9	c	c	59.6	17.6	29.8
Finland	22.6	:	:	36.5	19.1	21.8
Germany	11.2	37.1	20.2	27.5	14.0	14.0
Greece	45.9	37.5	:	:	18.7	36.0
Hungary	27.0	53.7	35.5	49.9	20.9	19.8
Ireland	21.2	40.8	30.8	39.1	19.4	17.4
Italy	16.4	49.1	24.1	38.3	24.3	23.1
Latvia	63.3	:	:	83.2	51.1	44.4
Lithuania	41.7	:	:	54.4	27.2	12.5
Luxembourg	16.8	:	:	:	7.9	18.4
Netherlands	7.2	12.8	12.2	12.4	10.2	13.2
Portugal	27.1	c	c	:	26.1	39.3
Slovakia	21.5	c	c	54.0	34.9	30.7
Slovenia	28.6	65.9	47.1	59.7	31.1	24.2
Spain	22.4	51.0	32.6	42.2	31.8	25.6
Sweden	24.2	52.1	40.0	49.4	23.0	44.1
Bulgaria	58.4	76.1	65.8	74.5	29.4	49.5
Iceland	26.7	41.4	28.6	-	35.1	28.4
Norway	18.0	55.8	31.5	42.1	18.3	22.4
Romania	39.6	:	:	68.4	35.8	49.8
Turkey	22.2	69.3	39.3	52.3	34.0	30.6

Source: Eurostat S&T statistics (except IS & FI - DG RTD, WIS database), EU-25 calculated by DG Research  
 Exceptions to the reference year: AT, FI, SI, TR: 2002; IS 2001  
 Data unavailable: FR, MT, PL, UK, CH  
 C: confidential data  
 Data estimated: SE

**Figure 3.1: Proportions of men and women in a typical academic career, students and academic staff, EU-25, 1999-2003**



**Definition of grades:**

- A: The single highest grade/post at which research is normally conducted
- B: Researchers working in positions not as senior as top position (A) but more senior than newly qualified PhD holders
- C: The first grade/post into which a newly qualified PhD graduate would normally be recruited

- ISCED 5A: Tertiary programmes to provide sufficient qualifications to enter into advanced research programmes & professions with high skills requirements
- ISCED 6: Tertiary programmes which lead to an advanced research qualification (PhD)

Source: Eurostat Education data, DG Research, WiS database seniority Grades.

**2003**

**ISCED5A Students:**

Data unavailable: FR  
 Exceptions to the reference year: LU: 1999; EL: 2002

**ISCED6 Students:**

Data unavailable: FR, LU, DE, SI  
 Exceptions to the reference year: EL: 2002

**Grade C, B, A:**

Data unavailable: IE, LU  
 Exceptions to the reference year: CY: 2002; FR, PT: 2001; EL: 2000  
 NL: FTE; SI: Data estimated; FR: Grade C unavailable

**1999**

**ISCED 5A Students:**

Exceptions to the reference year: BE, PT: 2000; EL: 2002. Data unavailable: FR  
 Exceptions to the reference year: PT: 1998; BE: 2000; CY: 2001; EL: 2002.

**ISCED 6 Students:**

Data unavailable: DE, FR, LU, SI

Grade C: Data unavailable: FR, Exceptions to the reference year: AT: 1998; PL: 2000; FTE: NL, BE (FR)

Grade B: Exceptions to the reference year: AT: 1998; FR, PL: 2000; FTE: NL

Grade A: Exceptions to the reference year: AT: 1998; FR, PL: 2000; FTE: NL

Figure 3.2: Proportions of men and women in a typical academic career in science and engineering, students and academic staff, EU-25, 1999-2003



**Definition of grades:**

- A: The single highest grade/post at which research is normally conducted
- B: Researchers working in positions not as senior as top position (A) but more senior than newly qualified PhD holders
- C: The first grade/post into which a newly qualified PhD (ISCED6) graduate would normally be recruited

- ISCED 5A: Tertiary programmes to provide sufficient qualifications to enter into advanced research programmes & professions with high skills requirements
- ISCED 6: Tertiary programmes which lead to an advanced research qualification (PhD)

SET fields of education = 400 Science, maths and computing + 500 Engineering, manufacturing and construction  
 SET fields of science = Engineering and Technology + Natural Sciences

Source: Eurostat Education data, DG Research, WIS database seniority Grades.

5a & 6 Students:

Exceptions to the reference year 1999: BE: 2000; Data unavailable FR

Grade A & B:

Exceptions to the reference year 2003: AT, CY: 2002; FR: 2001; LV: 2000

Exceptions to the reference year 1999: BE, CZ: 2002; CY, FR, LV, PL: 2000; AT: 1998

Grade C:

Exceptions to the reference year 2003: AT, CY: 2002

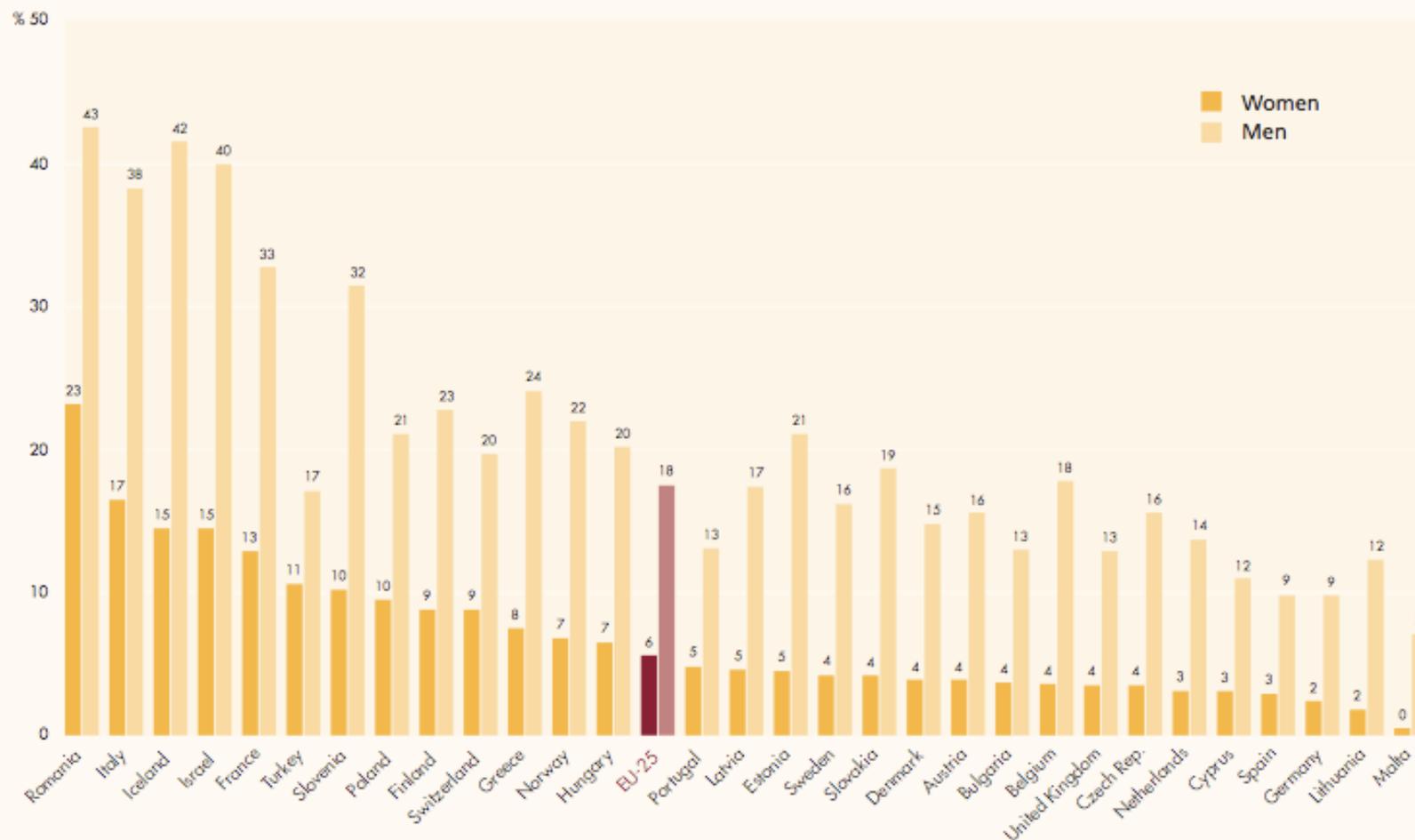
Exceptions to the reference year 1999: BE, CZ: 2002; CY, PL: 2000; AT: 1998

Grade C unavailable: FR, LV

All grades: Data unavailable: EE, EL, ES, HU, IE, LT, LU

FTE instead of HC: NL

Figure 3.3: Percentage of grade A among all academic staff by sex, 2004



Source: WIS database DG Research, EU-25 calculated by DG Research  
 Exceptions to the reference year: TR: 2000; FR: 2001; AT: 2002; CY, NO, PT: 2003  
 FTE instead of HC: NL, IL (2001)  
 Data unavailable: IE, LU; Grade C unavailable: BG, FR, RO; Grade D unavailable:  
 BG, FR, IT, LV, IS, PL

BE-total of BE-FL + BE-FR  
 Data are not necessarily comparable between countries due to differences in  
 coverage and definitions

**Table 3.2: Proportion of female grade A staff by main field of science, 2004**

	NATURAL SCIENCES	ENGINEERING AND TECHNOLOGY	MEDICAL SCIENCES	AGRICULTURAL SCIENCES	SOCIAL SCIENCES	HUMANITIES
<b>EU-25</b>	<b>11.3</b>	<b>5.8</b>	<b>15.6</b>	<b>14.9</b>	<b>16.6</b>	<b>23.9</b>
Austria	4.4	3.7	8.9	5.6	9.6	19.1
Belgium	7.7	4.2	8.3	3.6	11.5	13.0
Cyprus	18.8	0.0	-	-	11.1	0.0
Czech Republic	9.2	4.5	14.2	9.1	13.0	14.5
Denmark	6.9	1.4	14.9	16.2	13.2	15.2
Finland	11.3	6.3	21.6	16.0	28.6	35.1
France	12.3	6.5	15.3	:	17.0	30.1
Germany	5.6	3.8	5.8	8.9	8.0	16.3
Italy	15.9	6.1	11.1	11.8	17.1	29.4
Latvia	0.0	:	38.5	:	39.3	36.4
Malta	0.0	0.0	8.3	0.0	0.0	0.0
Netherlands	5.3	3.1	6.3	11.0	11.5	16.3
Norway	9.9	4.9	16.8	14.0	18.3	24.6
Poland	16.9	8.7	28.2	24.3	20.6	22.5
Portugal	27.5	5.0	26.2	27.0	20.4	X
Slovakia	13.0	6.6	17.0	3.5	17.3	20.6
Slovenia	3.8	5.4	19.0	20.4	14.5	17.8
Sweden	11.7	7.1	15.3	18.2	19.7	25.8
United Kingdom	8.2	4.9	22.0	14.7	21.2	17.2
Switzerland	7.3	10.1	18.1	12.8	23.4	19.9
Turkey	25.7	15.6	34.5	13.6	24.3	20.3

Source: WIS database DG Research, EU-25 calculated by DG Research

Exceptions to the reference year: LV, TR: 2000; FR: 2001; AT: 2003; CY, NO, PT: 2003

FTE instead of HC: NL, IL (2001)

Data unavailable by field of science: BG, EE, EL, ES, IE, IS, HU, IL, LT, LU, RO

BE: sum of BE-FL + BE-FR

PT: H included in SS

Data are not necessarily comparable between countries due to differences in coverage and definitions

#### Annex 4.1: Number of applicants and beneficiaries of research funding by sex, 2004

	APPLICANTS		BENEFICIARIES	
	Women	Men	Women	Men
Austria	207	891	85	464
Belgium	333	436	161	200
Cyprus	72	379	15	130
Czech Republic	693	2899	439	1883
Denmark	766	1893	258	744
Estonia	209	626	186	552
Finland	470	1255	156	329
Germany	2747	18329	1518	11218
Greece	888	745	222	229
Hungary	1983	3872	1101	2192
Ireland	1451	1778	214	292
Italy	2213	7683	868	3245
Latvia	244	510	252	447
Lithuania	42	66	14	21
Luxembourg	29	43	23	37
Netherlands	898	3160	402	1310
Poland	2527	6704	798	2428
Portugal	1360	1224	433	409
Slovakia	51	185	14	42
Slovenia	936	1564	342	554
Sweden	1206	4039	472	1827
United Kingdom	7285	15967	1116	3602
Iceland	359	724	181	347
Israel	236	1119	71	435
Norway	1405	4169	492	1333
Switzerland	693	2257	403	1389

Source: WIS database DG Research

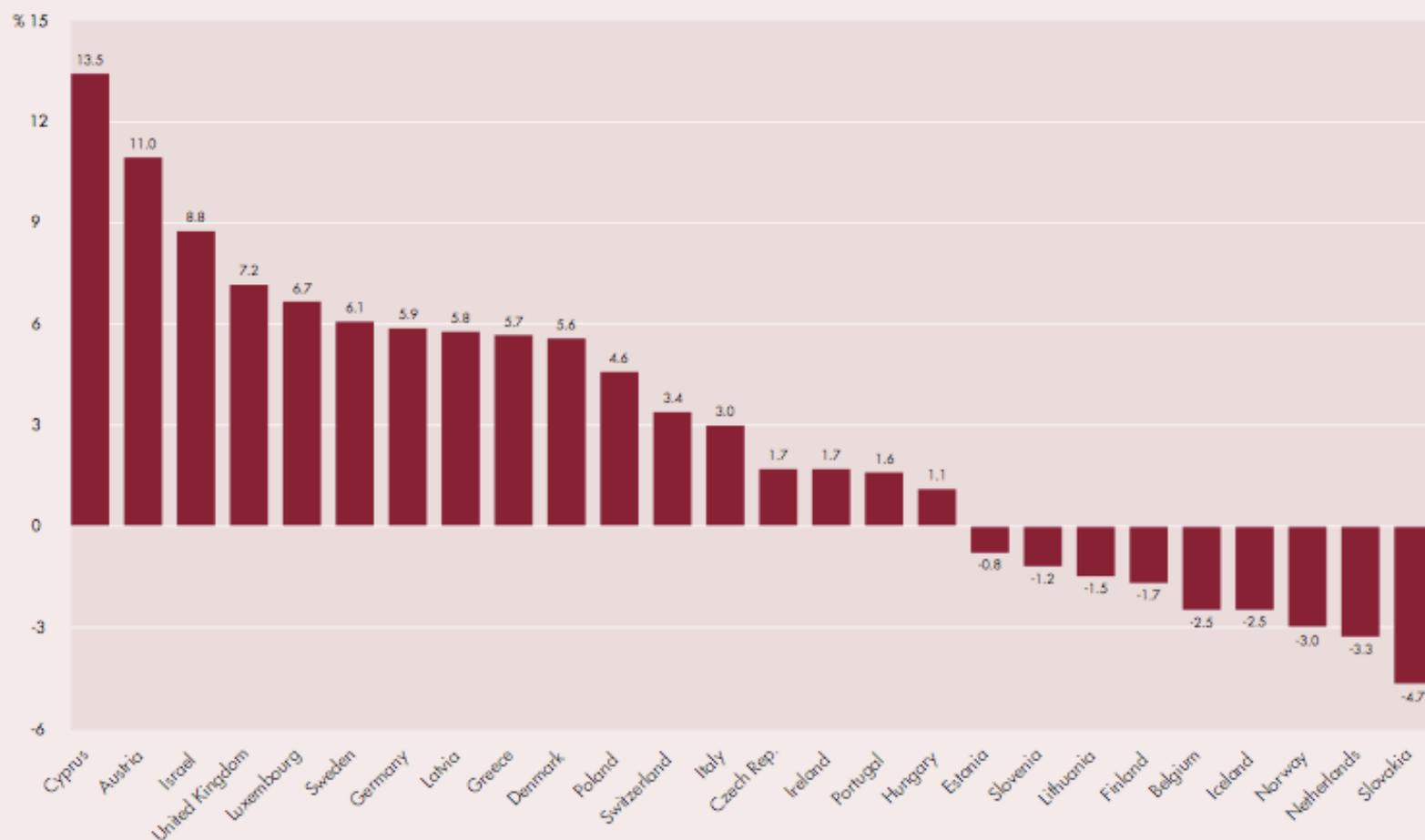
Exceptions to the reference year: AT, SE: 1999; IL: 2000; SI: 2001; EI, PT, LT, LU, NL, LT: 2002; IE, FI, IT: 2003

Data unavailable: ES, FR, MT, BG, RO, TR

BE: Flemish community only

Data are not comparable between countries due to differences in coverage and definitions

Figure 4.1: Research funding success rate differences<sup>1</sup> between women and men, 2004



Source: WIS database DG Research

Exceptions to the reference year: AT, SE: 1999; IL: 2000; EI, LU, NL, LT: 2002; IE, IT: 2003

Data unavailable: ES, FR, MT, BG, RO, TR,

BE: Flemish community only

Data are not necessarily comparable between countries due to differences in coverage and definitions

<sup>1</sup> Success rate men minus success rate for women

## Annex 4.2: Number of women and men on scientific boards, 2004

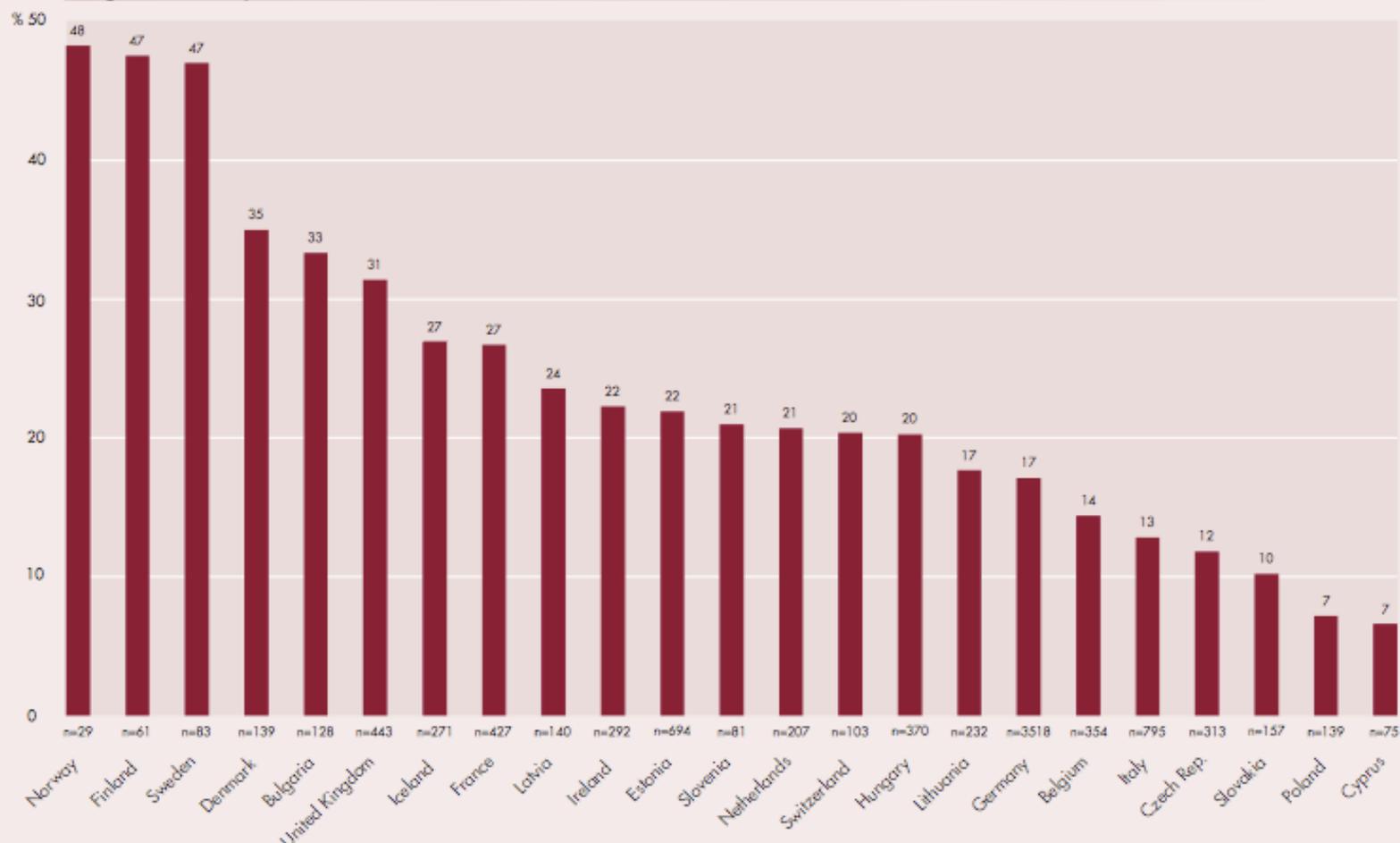
	Women	Men
Belgium	51	303
Cyprus	5	70
Czech Republic	37	276
Denmark	49	90
Estonia	152	542
Finland	29	32
France	114	313
Germany	603	2915
Hungary	75	295
Ireland	65	227
Italy	102	693
Latvia	33	107
Lithuania	41	191
Netherlands	43	164
Poland	10	129
Slovakia	16	141
Slovenia	17	64
Sweden	39	44
United Kingdom	139	304
Bulgaria	42	86
Iceland	73	198
Norway	14	15
Switzerland	21	82

Source: WIS database DG Research

Exceptions to the reference year: FR, PL, SE: 2002; BG, IT, LV: 2003

Data unavailable: AT, EL, ES, LU, MT, PT, RO, TR, IL

Figure 4.2: Proportion of women on scientific boards, 2004



Source: WIS database DG Research

Exceptions to the reference year: FR, PL, SE: 2002; BG, IT, LV: 2003

Data unavailable: AT, EL, ES, LU, MT, PT, RO, TR, IL

BE: French community only

Data are not necessarily comparable between countries due to differences in coverage and definitions

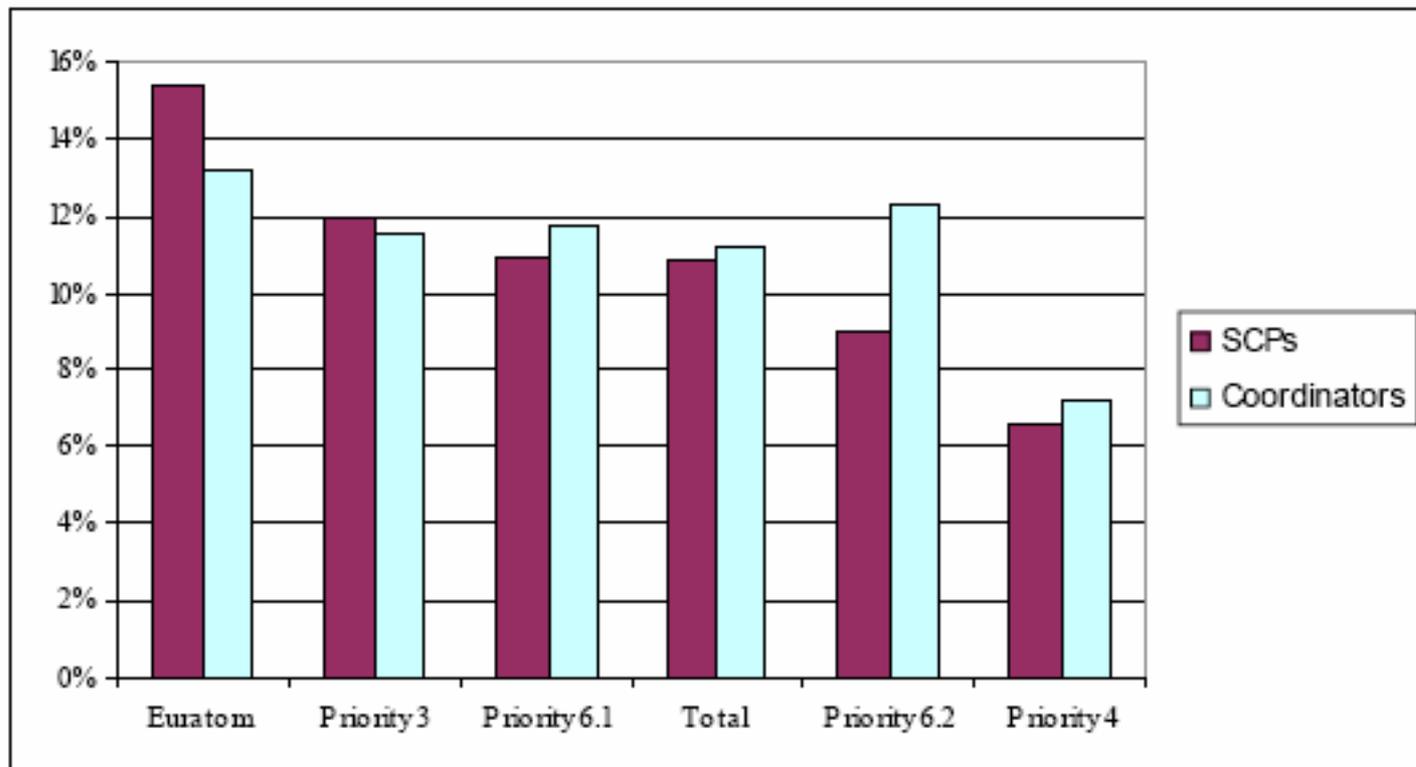
**Table 1.1 Overview of female researchers per Sub-Project – April 2004**

Sub-Project	Female Researchers	Percentage
SP1	2 of 16	12%
SP2	1 of 21	5%
SP3	1 of 24	4%
SP4	0 of 9	0%
SP5	3 of 24	12%
SP6	1 of 13	13%
SP7	1 of 18	5%
Total	9 of 125	~7%

**Table 1.2 Overview of female researchers per Sub-Project – April 2007**

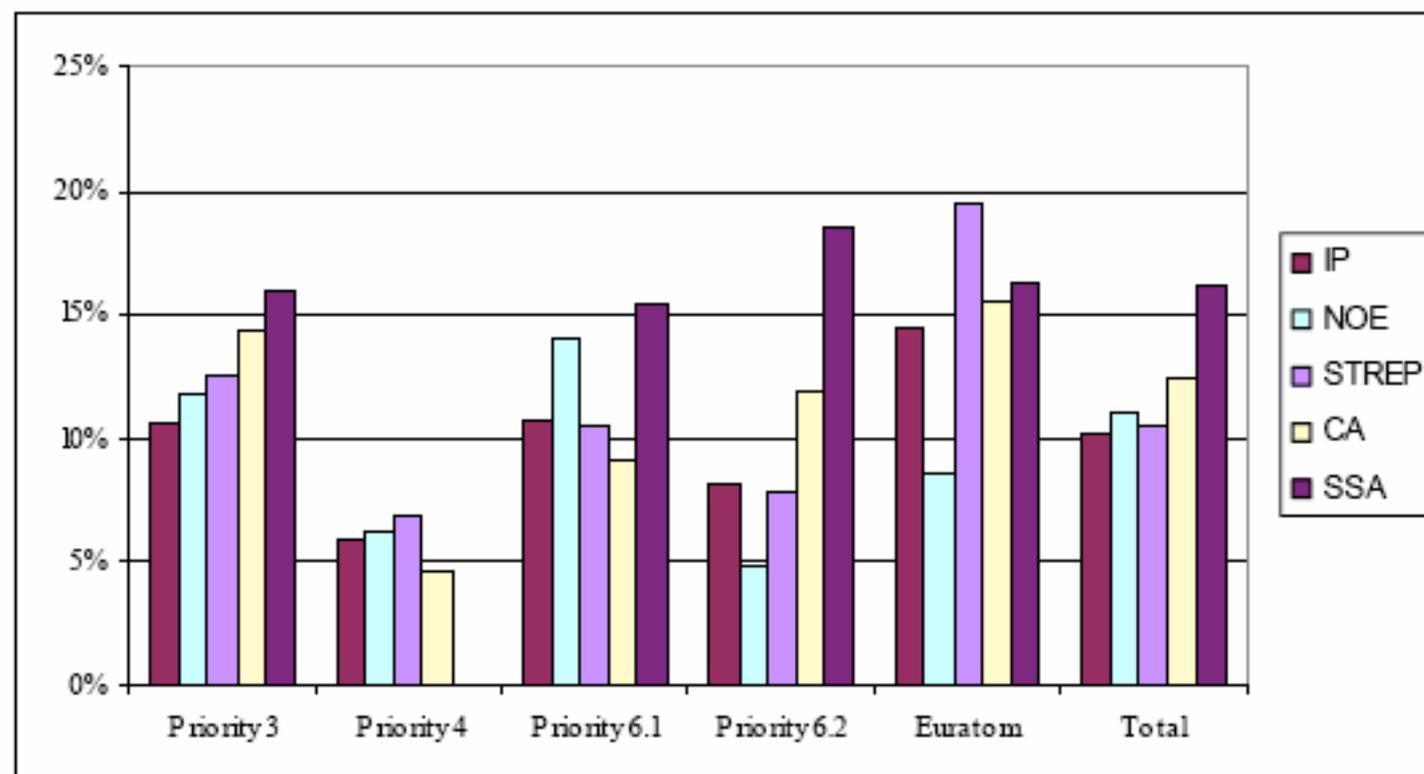
Sub-Project	Female Researchers	Percentage
SP1	3 of 26	12%
SP2	2 of 19	11%
SP3	4 of 29	14%
SP4	2 of 13	15%
SP5	8 of 46	17%
SP6	2 of 15	13%
SP7	4 of 22	18%
Total	25 of 170	~15%

**Figure 8. Submitted proposals – Percentage of women among partners' scientific contact persons and coordinators**



Source: Own calculations, based on data from the European Commission.

**Figure 9. Submitted proposals – Percentage of women among partners' scientific contact persons by instrument**



Source: Own calculations, based on data from the European Commission.

**“Una moltitudine di colpi, pure portati con una piccola scure, recide ed infine abbatte anche la quercia di più robusta fibra.”**

*W. Shakespeare, Enrico VI*

**Figure 4.3: Proportion of female researchers and R&D expenditure in Purchasing Power Standards (PPS) per capita researcher, 2003**

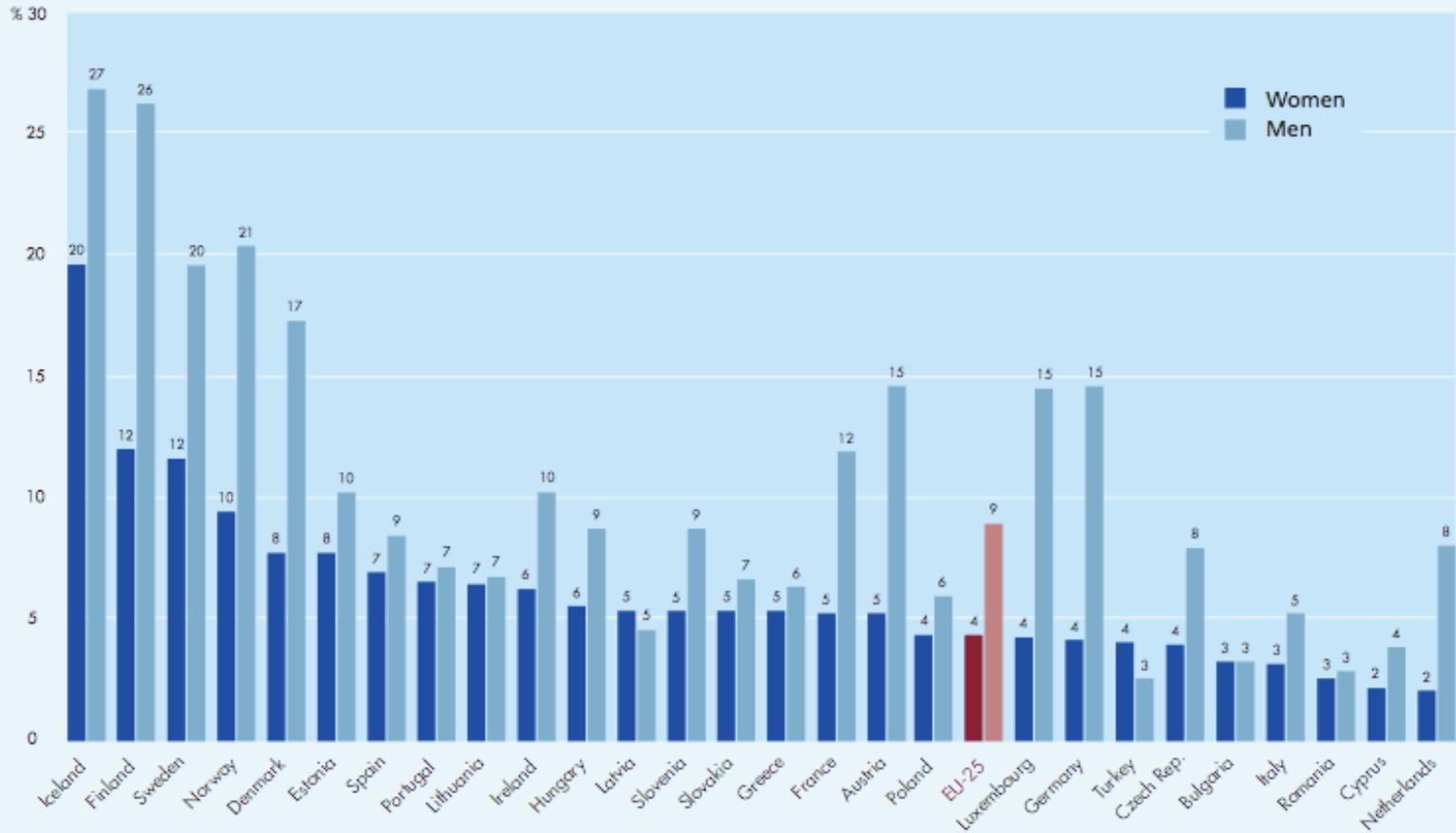


Purchasing power parties (PPP) are defined as currency conversion rates that both convert national currencies to a common currency and equalise the purchasing power of different currencies. Purchasing power standard (PPS) is the artificial common currency into which national currencies are converted

Source: Eurostat S&T Statistics  
**Researchers**  
 EU-25 calculated by DG Research  
 Exceptions: PL: 2000; AT, FI, TR: 2002  
 Data unavailable: MT, UK

**R&D Expenditure**  
 EU-25 calculated by Eurostat  
 Revised value: DK, IE; Provisional value: EL; Estimated value: SI, AT  
 Data unavailable: TR, CH

Figure 1.8: Researchers per thousand labour force<sup>1</sup> by sex, 2003



<sup>1</sup> The labour force is defined as the sum of employed and unemployed persons.

Source: Eurostat S&T statistics; Community Labour Force Survey (LFS)  
 Exceptions to the reference year: CH, PL: 2000; AT, FI, TR: 2002;  
 Break in data series: IT; Provisional data: IE; Estimated data: SE, SI  
 Data unavailable: BE, ES, MT, UK

Figure 4.4: R&D Expenditure in Purchasing Power Standards (PPS) per annum, *per capita* researcher by R&D sector, 2003

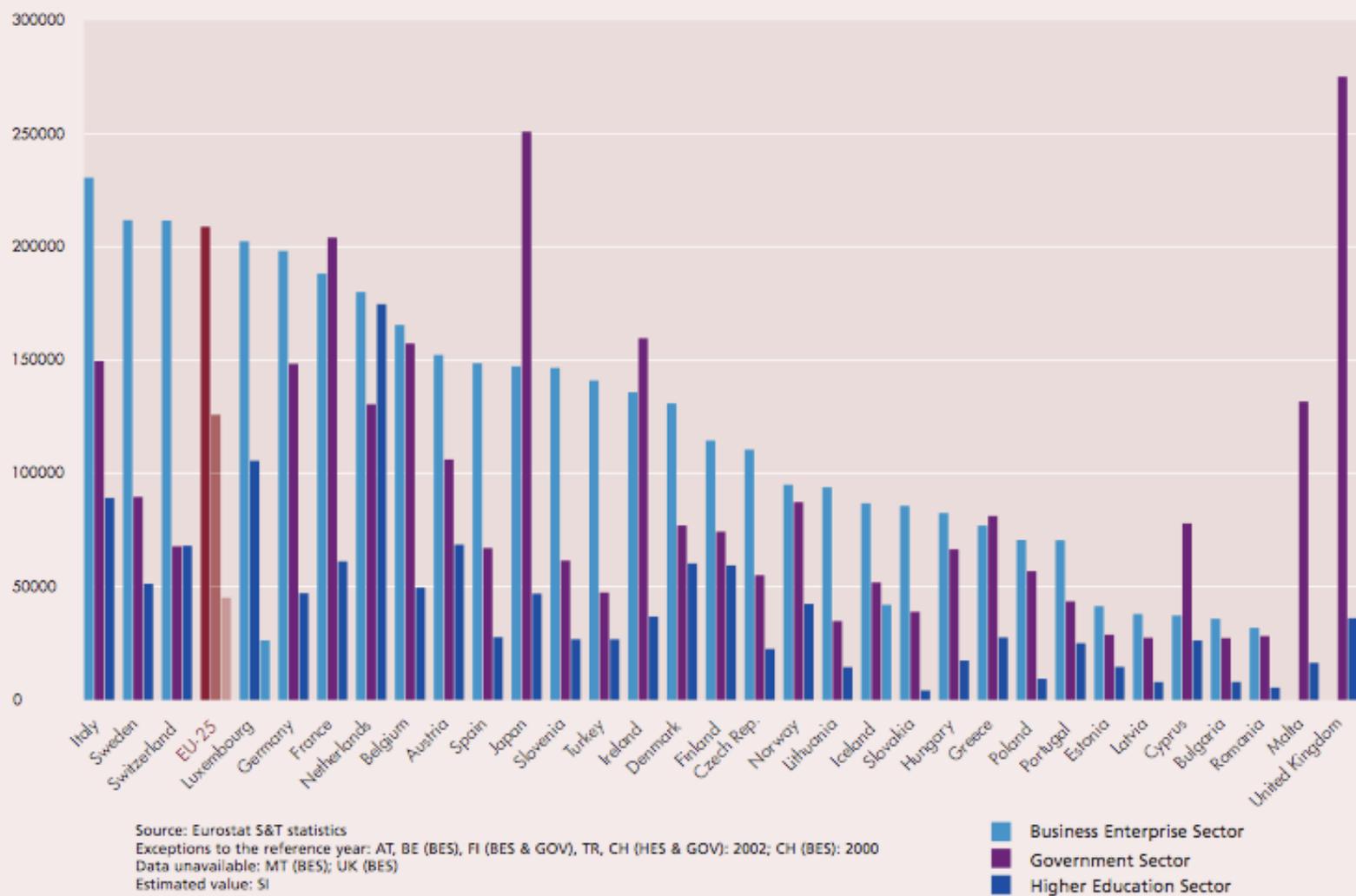
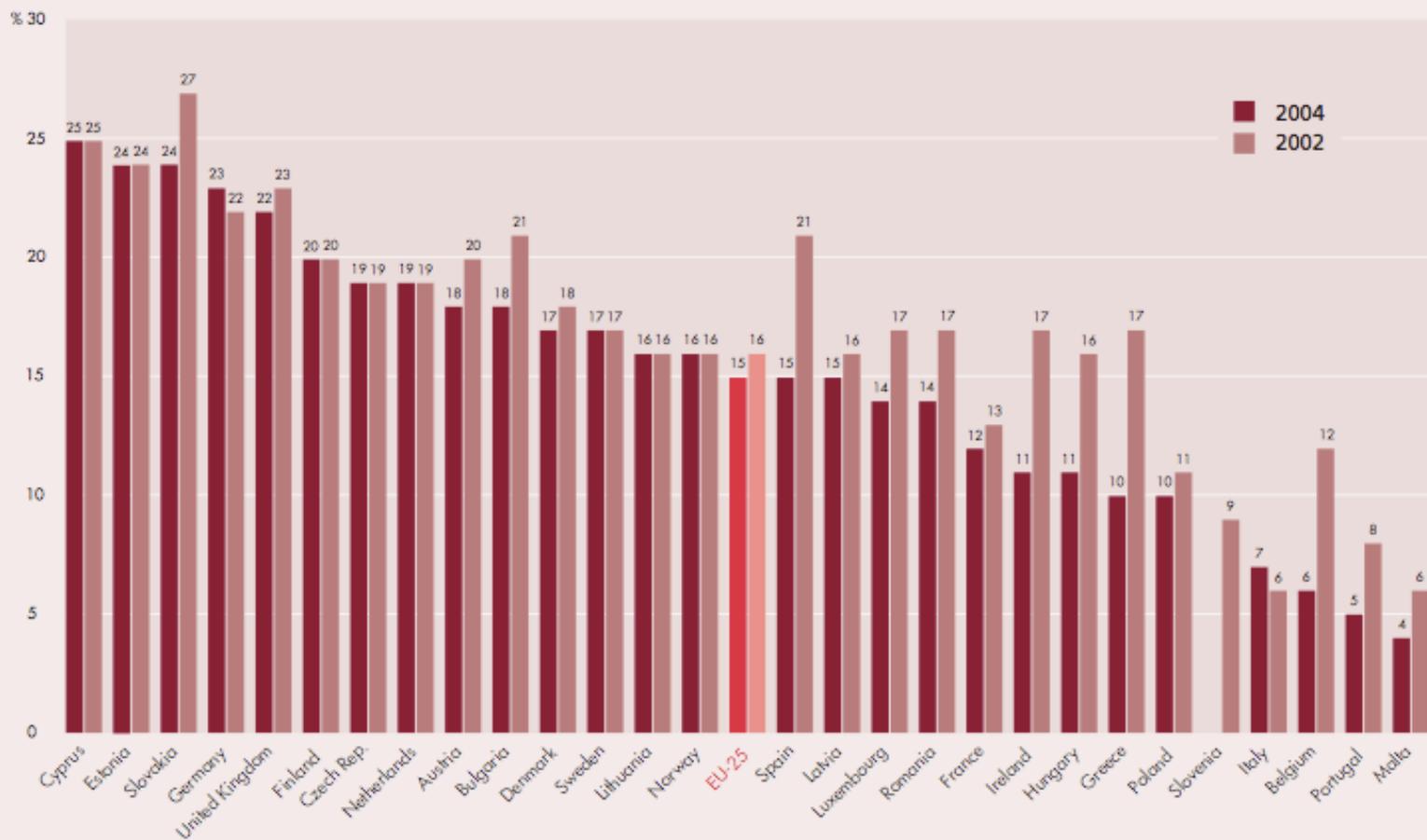


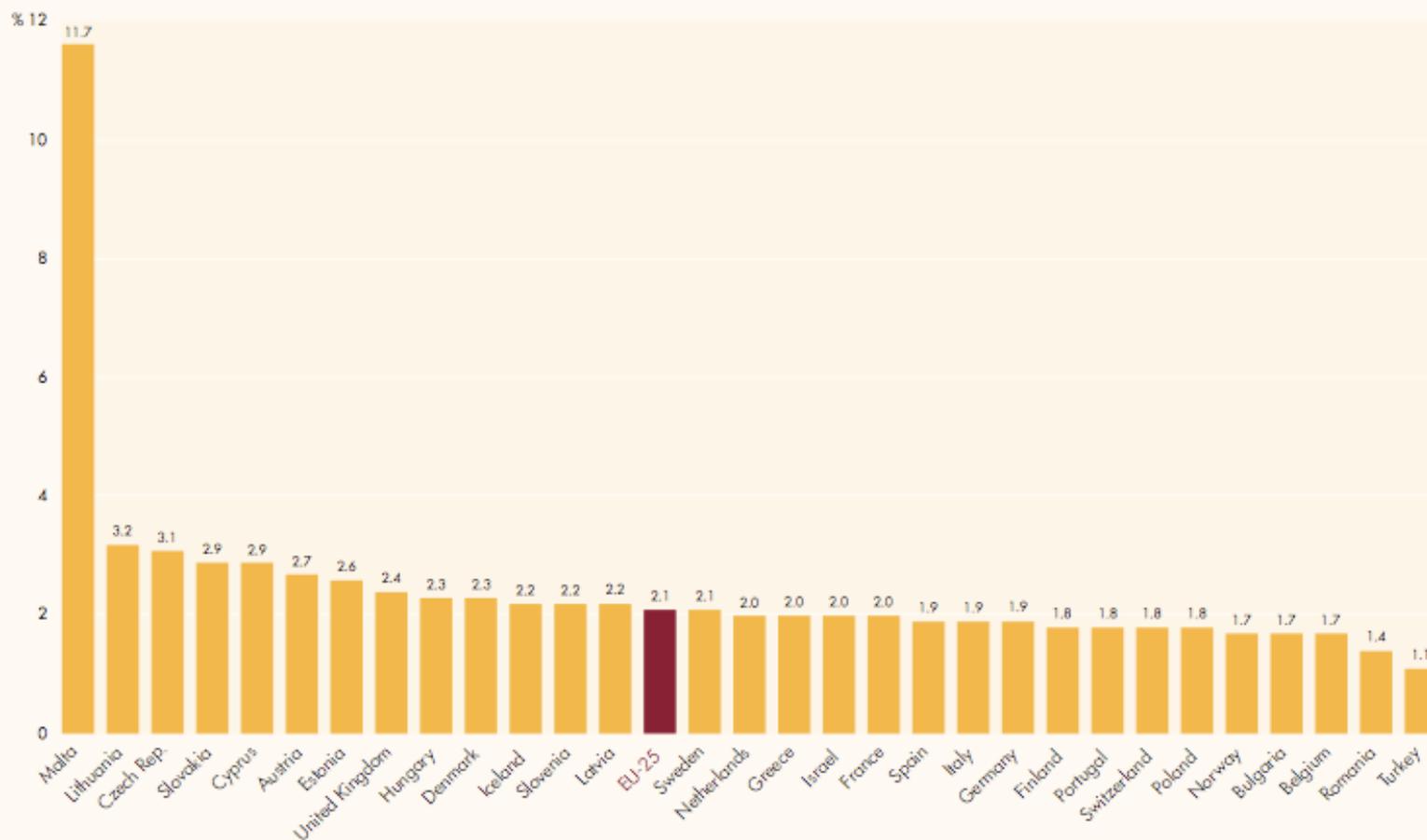
Figure 4.5: Gender Pay-Gap covering whole economy, 2002 and 2004



Gender Pay-Gap = the difference between average gross hourly earnings of male paid employees and of female paid employees as a percentage of average gross hourly earnings of male paid employees.

Source: Eurostat economy and finance statistics, EU-25 estimated by Eurostat  
 Exceptions to the reference year 2004: FI: 2003  
 Exceptions to the reference year 2002: AT, BE, IE, IT: 2001  
 Data unavailable: TR, IS, CH; Break in series 2004: BE, PT, RO; Provisional value 2004: IE, IT

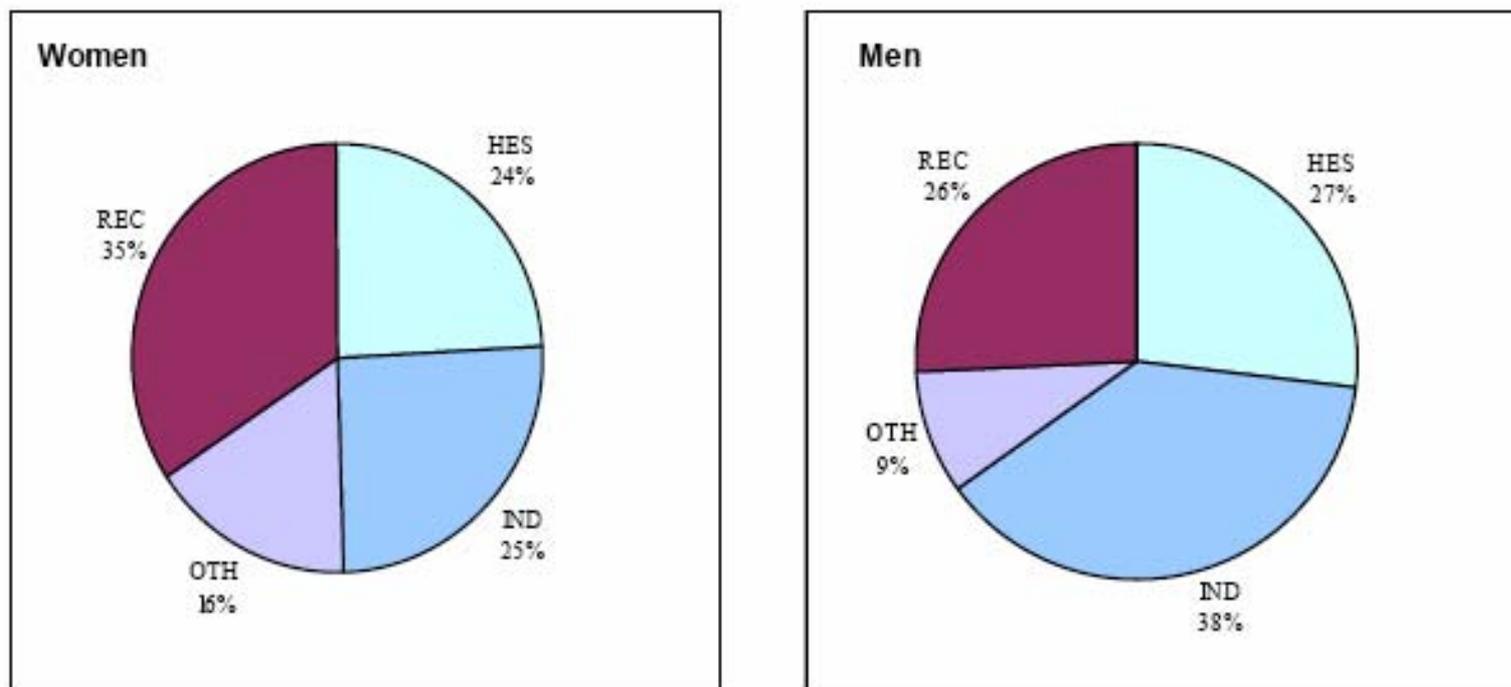
Figure 3.4: Glass Ceiling Index, 2004



Source: WIS database DG Research, EU-25 calculated by DG Research  
 Exceptions to the reference year: TR: 2000; FR: 2001; AT: 2002; CY, NO, PT: 2003  
 FTE instead of HC: NL, IL (2001)  
 Data unavailable: IE, LU; Grade C unavailable: BG, FR, RO  
 Country with small numbers: MT, CY, IS

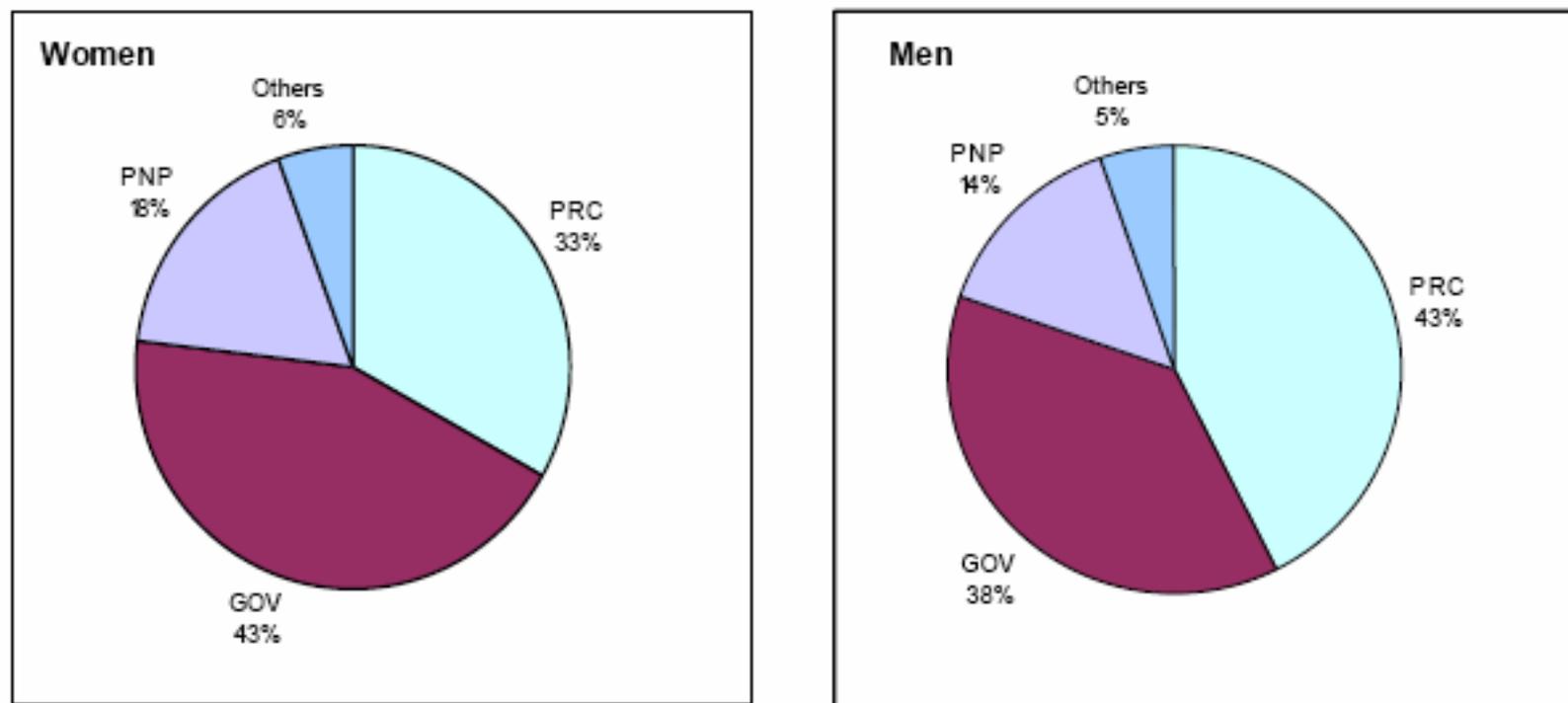
BE: sum of BE-FL + BE-FR  
 Data estimated: SI  
 Data are not necessarily comparable between countries due to differences in coverage and definitions

**Figure 10. Submitted proposals – Partners' scientific contact persons by sex and activity type**



Source: Own calculations, based on data from the European Commission.  
Notes: REC: Research; HES: Higher education; IND: Industry; OTH: Others

**Figure 11. Submitted proposals – Partners' scientific contact persons by sex and legal status**



Source: Own calculations, based on data from the European Commission.

Notes: GOV: Governmental sector; PNP: Private non-profit organisations; PRC: Private commercial organisations.