Statistics in focus

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Contents

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Women in public research and higher education in Europe(1)

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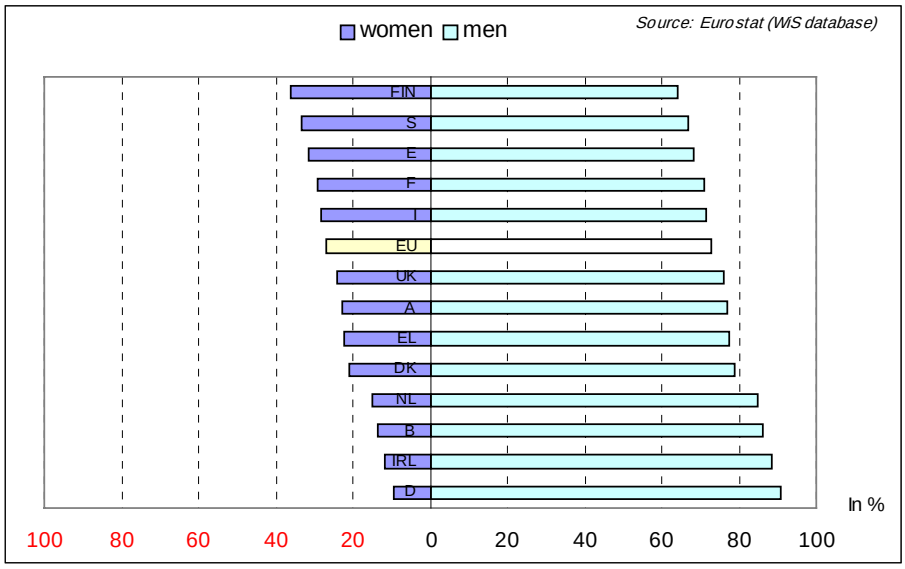
Figure 1: Proportion of women and men in senior teaching grades (%) in the Higher Education sector, head count (HC), 1999



Notes:

- *Exceptions to the reference year 1999:*
  EL, E, FIN, UK: 1997
  D, IRL, A, S: 1998
- *EU: except L, P. Estimated data.*
- *Exceptions to HC:*
  EL, E, NL, S: FTE
- *Full, associate and assistant professors (ETAN classification)*

- Women across Europe are seriously under-represented in Higher Education's senior teaching grades – the EU average is 27%, with variation ranging from 9 (Germany) to 35 % (Finland).
- The majority of public researchers in Europe are men. In 1999 more than 2/3 of the researchers in the Government Institutions and just under 3/4 in the Higher Education sector were males.
- The proportion of female researchers appears to vary according to scientific discipline as well as according to country. For example no EU Member State has more than one-third female researchers in Engineering and Technology, while the sexes are closer to numerical parity in Medical and Social sciences and Humanities.
- The more senior the academic post, the lower the representation of women. At the top level of full professorship the proportion of women is relatively low (11 %).
- Women and men appear to enjoy similar success rates for research funding applications despite the fact that women are less likely to apply for research funding than men.

(1) These statistics and commentary are provisional results from a common project carried out by Eurostat, unit A4 Research and Development, Methods and Data analysis in collaboration with DG Research, unit C5 Women and Science. Data comparability cannot always be assured since some definitions are still under development.

Introductory remarks

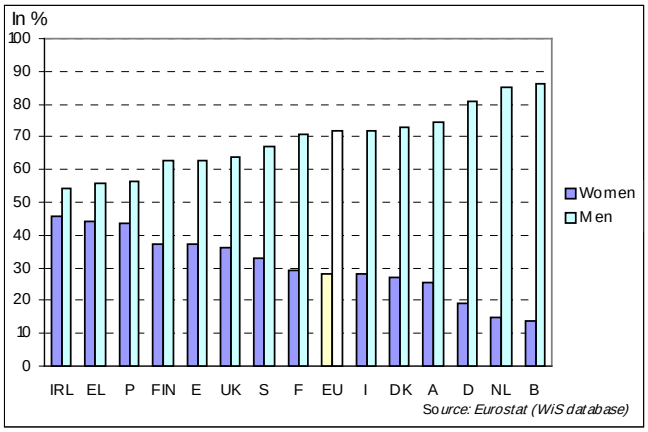
In recent years attention has been focused on the absence of community statistics on women in the scientific world. In its Resolution of May 20, 1999 on women and science[1] the Research Council invited the Member States to make available existing information on the gender balance of R&D personnel. While the majority of EU countries have seen the number of women admitted to university reach and in some cases overtake the number of men[2], national data reveal faster attrition for women than for men from graduation onwards. Attempts to examine this issue have been hindered by a lack of data and in particular comparable data. Working on the basis of data collected in each Member State by members of the Helsinki Group on women and science[3], and by conforming to international classifications where possible, this publication presents initial findings on the involvement of women in the EU in teaching and research in the public sector, namely in Higher Education and Government Institutions. Issues examined include the presence of female researchers in the public sector and by scientific discipline, as well as investigating women's success in achieving funding for their own research activities.

Female researchers in the European Union by sector - a picture of under-representation in public research

The majority of public researchers in the European Union are men. In Higher Education research, the EU average reveals that just over 70% of researchers are men, and no one EU Member State breaks this male dominance. The majority of countries are closer to the proportion of 2/3 male, 1/3 female researchers than any notion of parity.

Only a few countries can record a female presence which is higher than 40% in the Higher Education sector – namely Ireland, Greece, and Portugal. The lowest female presence is noted in Belgium, the Netherlands and Germany, where less than 20% of researchers in the Higher Education sector are women (Figure 2).

Figure 2: Proportion of researchers by sex (%) in the Higher Education sector, (HC), 1999



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- *Exceptions to the reference year 1999:*
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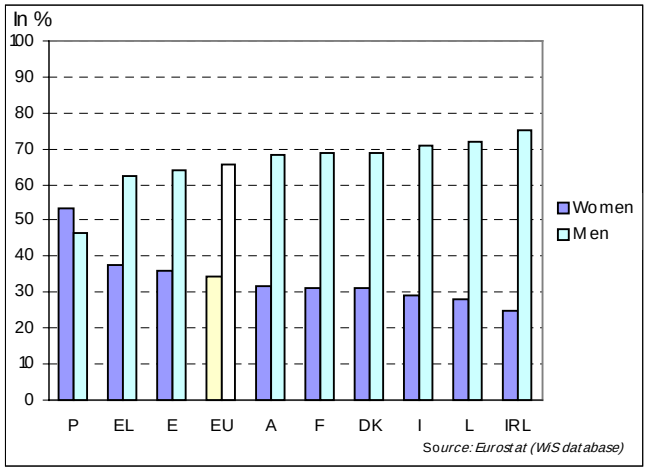
- *Exceptions to HC:*
  D, E, NL: FTE
- *Exceptions to the Frascati Manual definition of researchers:*
  B, I, NL, FIN, UK

A similar situation is found in the Government Institutions sector where again women are a minority group, constituting an average of just 1 out of 3 researchers across the EU.

In the Government Institutions sector there is little variation across the EU – the average share of female researchers is 34%. The exception to this is Portugal, whose share of female researchers (53%) outnumbers male researchers (47%) in this sector (Figure 3). It should be noted that data for the countries with the lowest share of female researchers in the Higher Education sector are not available for this sector – namely Belgium, Germany and the Netherlands.

Figure 3: Proportion of researchers by sex (%) in the Government Institutions sector, (HC), 1999



Notes:
- *Exceptions to the reference year 1999:*
  E, P: 1997
  A: 1998
  L: 2000
- *EU: except B, D, NL, FIN, S, UK. Estimated data*
- *Exceptions to HC:*
  E: FTE

Data on the private sector are for the moment somewhat limited, therefore the analysis here has been restricted to the public sector. However, a new initiative to address this data gap throughout Europe is already underway.

(2) Council Resolution, adopted 20 May 1999, OJ C/201 - 16.07.1999.

(3) The proportion of female students at tertiary level is 52% in the EU. See "Education across Europe", Eurostat, 1999.

(4) The Helsinki Group on women and science: a group of national civil servants involved in promoting women in scientific research at national level and established by the Commission in November 1999. (For more details see Women and Science at www.cordis.lu).

Female researchers in Higher Education by field of science - fields are still gendered

The Natural sciences and Engineering and Technology fields of science have traditionally attracted low numbers of women, and the figures in table 1, focusing on female researchers in the Higher Education sector, show this. The tendency to find women concentrated in the Social sciences and Humanities is also quite marked.

In 1999, the lowest female presence across the fields in the Higher Education sector is found in the Engineering and Technology discipline. The EU average suggests that only just over 1 in 10 researchers in Engineering and Technology are women. Only Ireland and Portugal have a female presence of more than 20% in this field, at 25% and 29% respectively. In Belgium, Germany, the Netherlands, and Austria the share of female researchers drops below 10% in the Engineering and Technology field.

In each EU country the presence of women working in Higher Education research in the Natural sciences field is higher than for Engineering and Technology. However the EU average is still relatively low, with just below 1 in 4 female researchers found in this field. There is considerable disparity across Europe in terms of female researchers working in this field, as the share ranges from 48% in Portugal and 44% in Ireland down to 8% and 11% in the Netherlands and Belgium respectively.

In comparison with Natural sciences and Engineering and Technology, female researchers across Europe are more present in the Agriculture sciences, with an EU average of 28% women in this field.

Female researchers are more likely to be found in the fields of Medical sciences, and Social sciences and Humanities. Across both fields, the EU average is that 1 in 3 researchers in these fields are women. In contrast to the situation in the Engineering and Technology field, the proportion of female researchers in Social sciences and Humanities is higher than the overall proportion of female researchers in every country. For example, within the Higher Education sector, the United Kingdom is one of the countries which has a higher percentage of female researchers in both these fields.

Portugal reveals a slightly different pattern from the broad one seen across Europe. With the exception of Engineering and Technology, where there are fewer female than male researchers, the share of female to male researchers is almost similar across the other 4 fields.

Of note too is that some countries have a generally low share of female researchers, irrespective of the field concerned. Such is the case with Belgium and the Netherlands, where there are only 15% female researchers overall, and even within the field of Social science and Humanities, the female presence is barely over 20%

Table 1: Share of female researchers (%) in the Higher Education sector by field of science, (HC), 1999

	Natural sciences	Engineering and technology	Medical sciences	Agricultural sciences	Social sciences and Humanities	Total
EU	*23*	*12*	*33*	*28*	*32*	*26*
B	11	2	13	8	21	15
DK	23	13	32	43	32	27
D	14	9	30	25	27	19
F	29	17	21	:	38	29
IRL	44	25	68	:	55	46
I	31	13	23	24	36	28
NL	8	6	17	11	20	15
A	18	9	32	31	33	25
P	48	29	46	41	47	43
FIN	29	19	48	37	45	37
S	29	18	39	41	36	32
UK	31	14	55	40	54	36

Source: Eurostat (WiS database)

Notes:

- *Exceptions to the reference year 1999:*
  D, P, FIN, UK: 1997
  A: 1998
- *EU: except E, EL, L. Estimated data*
- *Exceptions to HC:*
  D, NL: FTE
- *Exceptions to the Frascati manual definition of researchers:*
  B, I, NL, FIN, UK
- *B: data are for French speaking Belgium*
- *F: data are for Natural sciences plus Agricultural sciences together*
- *IRL: number are too small for Agricultural sciences*
- *UK: data for Humanities are not available*

Female researchers in Government Institutions by field of science - greater female presence than in Higher Education

In the Government Institutions sector, overall findings are more positive for the presence of female researchers in those countries for which data are available (Table 2).

In this sector the share of female researchers is higher in the field of Medical sciences than in any other field, with the exception of Italy where it is higher in Social sciences and Humanities. In 4 out of 6 countries the female share here is as high or higher than the male share. Furthermore, the share in this sector is greater for each country than it is in the Higher Education sector.

The share of female researchers in Engineering and Technology is nevertheless still low in comparison to the overall share of female researchers in Government Institutions. As was noted in the Higher Education data, Portugal again has a higher than average share of female researchers in this field.

In each country the share of female researchers is higher in the field of Natural sciences than in Engineering and Technology, with again the share of female researchers in Portugal being substantially higher than in other countries.

Table 2: Share of female researchers (%) in Government Institutions by field of science, (HC), 1999

	Natural sciences	Engineering and technology	Medical sciences	Agricultural sciences	Social sciences and Humanities	Total
DK	26	20	50	37	38	31
F	31	16	52	:	37	31
IRL	35	26	72	15	31	25
I	31	5	33	27	50	29
L	27	23	:	:	:	26
A	26	17	48	24	42	34
P	56	38	65	48	62	53

Source: Eurostat (WiS database)

Notes:

- *Exceptions to the reference year 1999:*
  A: 1993
  P: 1997
  L: 2000
- *Exceptions to HC:*
  IRL: FTE
- *F: data are for Natural sciences plus Agricultural sciences together*
- *IRL: Field of science according to the name of the Agency and its parent Government Department*
- *L: two of the three research centres; numbers are too small for Medical sciences, Agricultural sciences, Social sciences and Humanities*

Female professors in Higher Education – largely present at the lowest grade of the professoriat

The data presented in table 3 use a three tier classification adopted in the ETAN report, '*Science policies in the European Union: Promoting excellence through mainstreaming gender equality*', to categorise academic personnel into category C (assistant professor), category B (associate professor) and category A (full professor). The overall figure for France may be considered artificially low as there are only 2 senior academic grades – those of full and associate professor.

In the Higher Education sector relatively few women occupy senior teaching and research posts. Just over 1 in 4 of all those occupying senior teaching and research posts in the EU are women (Table 3).

Four Member States – Belgium, Germany, Ireland and the Netherlands – are considerably below the EU average of 26%, with no more than 15% of any of the senior positions of professor, assistant professor and associate professor held by women.

Across the EU the proportion of female assistant professors ranges considerably from 45% in Finland down to 13% in Germany. The range is similar at the next grade of associate professor, with Finland again having the highest percentage at 44%, and Ireland the lowest at 8%. The range narrows considerably at the most senior level of full professor, with a high of 18% female full professors in Finland down to a low of 6% in Germany, the Netherlands and Austria, and 5% in Ireland.

Table 3: Proportion of female professors at each of the 3 academic grades, (HC), 1999

	Assistant professor (C)		Associate professor (B)		Full professor (A)		All professors	
Country	All	Women (%)	All	Women (%)	All	Women (%)	All	Women (%)
EU	139398	32	133850	28	78565	11	351813	26
B	2619	21	1508	11	2192	7	6319	14
DK	1194	34	3906	20	966	8	6066	21
D	8628	13	15918	10	12370	6	36916	9
EL	*5115*	*32*	*3478*	*21*	*3637*	*10*	*12230*	*22*
E	32650	33	36984	35	9587	14	79221	32
F	n.a.	n.a.	29943	37	16839	14	46782	29
IRL	598	16	194	8	312	5	1104	12
I	19556	41	18032	26	12913	12	50501	28
NL	*11650*	*22*	*5300*	*9*	*5283*	*6*	*22234*	*15*
A	6775	31	1759	11	1995	6	10529	23
FIN	1882	45	2390	44	2024	18	6296	36
S	*25261*	*37*	*2570*	*36*	*4704*	*11*	*32534*	*33*
UK	23470	31	11868	18	5744	7	40982	24

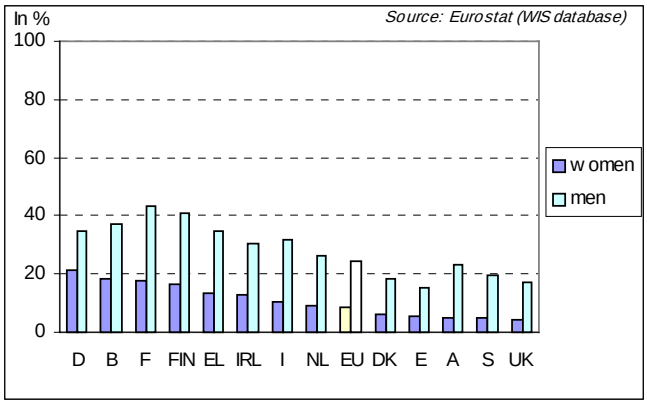
Source: Eurostat (WiS database)

Notes:
- *Exceptions to the reference year 1999:*
  EL, E, FIN, UK: 1997
  D, IRL, A, S: 1998
- *EU: except L, P. Estimated data*
- *Estimation from FTE to HC: EL, NL, S*
- *Teaching grades according to ETAN classification of professors (still under development)*

Whereas table 3 described the proportion of women within each academic grade, figures 4 and 5 highlight how female professors are distributed across the 3 academic grades.

In every Member State there is a higher percentage of men at the senior level of full professor (Figure 4). While 25% of men in senior teaching grades are full professors across the EU, only 8% of women reach this position.

Figure 4: Full professors as a proportion of all academic grades, by sex, (HC), 1999

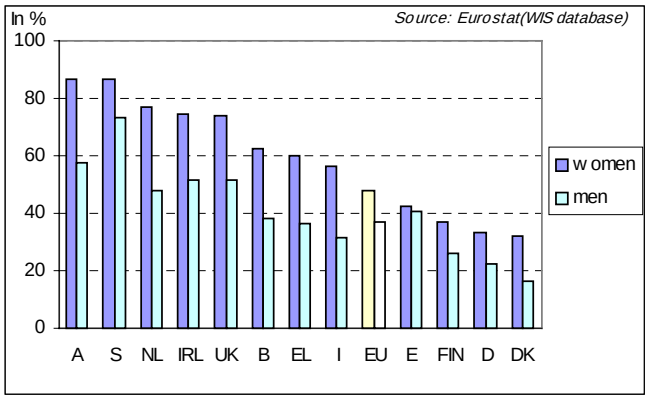


Notes:
- *Exceptions to the reference year 1999:*
  EL, E, FIN, UK: 1997
  D, IRL, A, S: 1998
- *Exceptions to HC: EL, NL, S: FTE*
- *EU: except L, P. Estimated data*

In 1999 few female professors can be found at the top of the academic scale, (less than 20% of women occupy full professor positions). There is considerable variation across countries in terms of the percentage of men whose employment is at the top level of full professorships, ranging from over 40% in France and Finland down to 15% in Spain.

A contrasting picture is revealed when the more junior grade of assistant professor is considered (Figure 5). There is a general trend across Europe to have a higher proportion of women at this grade. The EU average is just under 50% women in this grade. In 8 out of 12 countries over 50% of their female staff employed within the top 3 grades are found at this lower level. In the Netherlands, Sweden and Austria 3 out of 4 women in the Higher Education sector are to be found at assistant professor level.

Figure 5: Assistant professors as a proportion of all academic grades, by sex, (HC), 1999

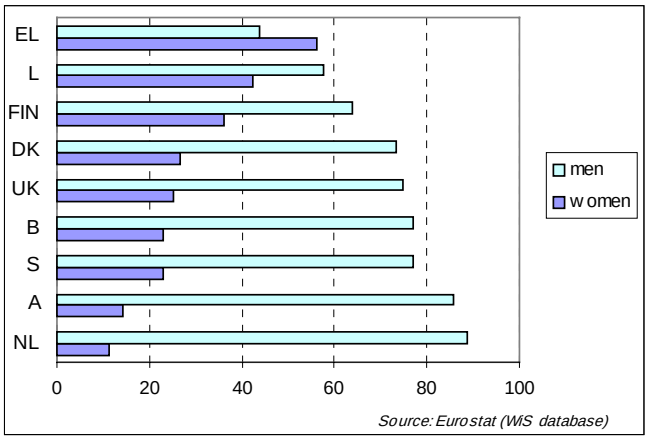


Notes:
- *Exceptions to the reference year 1999:*
  EL, E, FIN, UK: 1997
  D, IRL, A, S: 1998
- *EU: except F, L, P. Estimated data*
- *Exceptions to HC: EL, NL, S: FTE*

Funds for research activities
- lower application rate but women have at least as good a success rate as men

Applications for funding of research come principally from male researchers. Few countries achieve parity of funding applications from both sexes, with the exception of Greece, where there is a higher proportion of funding applications from women (see figure 6). Proportions as low as 11% and 14% were noted for the Netherlands and Austria respectively.

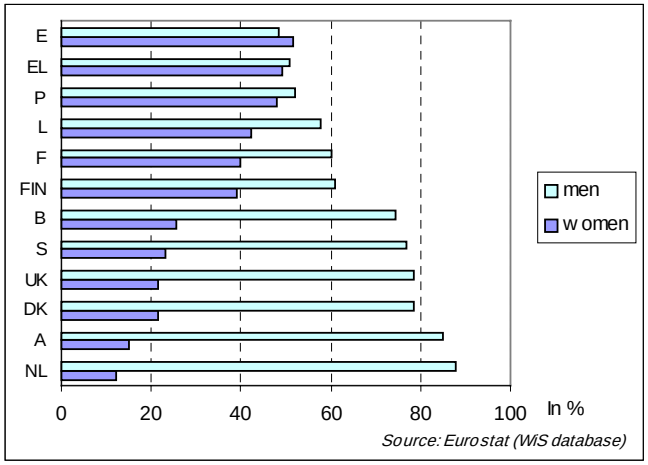
Figure 6: Proportion of women and men (%) applying for funding, 2000



Notes:
- *Exceptions to the reference year 2000:*
  B, UK: 1998
  A, FIN, S: 1999
- *List of funds: see methodological notes*

As more men make applications for funding, so more men tend to receive funding, as figure 7 below shows. The exception to this is Spain where a higher proportion of those receiving funding are women, although note that here the number of applicants for funding is itself not known.

Figure 7: Proportion of women and men (%) beneficiaries, 2000



Notes:
- *Exceptions to the reference Year 2000:*
  P: 1994/98
  E, B, UK: 1998
  A, FIN, S: 1999
- *List of funds: see methodological notes*

With regard to funding it is interesting to examine whether there are differences in the success rates between men and women – that is of those applying for funding what percentage of each sex in fact make a successful application?

In 5 out of the 9 countries the rate of conversion from application to receipt of funding is as high or higher for women than men (Table 4). Women and men achieved parity in Luxembourg and the United Kingdom, with both sexes equally likely to make a successful application.

In the Netherlands, Austria, and Finland women had a higher success rate in converting their application for funding into receipt of funding than their male counterparts.

Table 4: Conversion rates from applications to receipts of funding, 2000

	Women (%)	Men (%)	Total beneficiaries
B	52	56	2030
DK	28	37	953
EL	23	31	460
L	73	73	38
NL	31	28	676
A	37	34	629
FIN	19	17	166
S	39	45	2299
UK	27	27	721

Source: Eurostat (WiS database)

Notes:
- *Exceptions to the reference year 2000:*
  B, UK: 1998
  A, FIN, S: 1999
- *List of funds: see methodological notes*

➢ ESSENTIAL INFORMATION – METHODOLOGICAL NOTES

Statistical classification:

Frascati Manual
In this Statistics in Focus (SiF), the *Frascati Manual* - The measurement of Scientific and technological Activities. Proposed standard Practice for Surveys of Research and Experimental Development, Frascati Manual 1993, OECD: Paris) defines researchers, §311; the 6 fields of science and technology (Natural sciences, Engineering and Technologies, Medical sciences, Agricultural sciences, Social sciences and Humanities, table 3.2) and the two sectors of interest (Higher Education, §190; and Government Institutions, §168).

Academic staff
Academic staff includes three grades of professors: full professors (A), associate professor (B), and assistant professor (C). This classification is taken from the ETAN report '*Science policies in the European Union: Promoting excellence through mainstreaming gender equality*' (EN report ISBN 92-828-8682-4). While it is not an internationally recognised classification of academic staff, it has been developed in an attempt to achieve a degree of comparability of national data in this area. Modifications may therefore arise as this classification is further developed.

FTE and HC
All persons employed are counted as full-time equivalent (FTE) or in head count (HC). One FTE corresponds to one year's work by one person. Thus, someone who normally devotes 40% of his/her time to R&D and the rest to other activities should be counted as only 0.4 FTE. The personnel in HC is the number of individuals who are employed mainly or partly in defined occupations.

Source of data:

This publication is based on the Women in Science (WiS) database, initiated as part of a common project between Eurostat and the Women and Science Unit of DG Research, with the support of the Helsinki Group on women and science. The statistical correspondents from the Helsinki group have been involved in both the collection and validation of the data contained in the WiS database.

Data are collected at national level. Although data collection is based on the definitions of the previous paragraph, it is not uniformly applied in practice, which undermines the comparability of data between Member States to a greater or lesser extent. The countries which have provided data have been included in this publication's figures and tables.

Data on **academic staff** (full, associate and assistant professors) are collected at national level from Higher Education Institutions as part of general surveys in that area. For **researchers** in Higher Education and Government Institutions, data for DK, D, EL, E, F, I (for Government Institutions sector only), A, P, and S are extracted from the national Research and Development surveys. For B, NL, and I, the number of researchers in Higher Education is the sum of full, associate and assistant professors. For FIN, the number of researchers in Higher Education is the sum of full, associate and assistant professors plus other persons classified as researchers in the national classification. For UK, the number of researchers in Higher Education is researchers defined at the national level and is not necessarily identical to the definition of *the Frascati Manual*.

Data for funds are recorded by ad hoc surveys and concern the following list of institutions and programmes:

Belgium: FWO (Fund for scientific research Flanders) and IWT (Fund for industrial research) (Flemish speaking part of Belgium), FNRS (Fonds National de la Recherche Scientifique) (French speaking part of Belgium) for figure 6 on applicants and table 4 on conversion rates. For figure 7 on beneficiaries, FRIA (Fonds de Recherche pour l'Industrie et l'Agriculture) (French speaking part of Belgium) is also included.
Denmark: National councils
Greece: IKY (Hellenic Public Foundation for Grants)
Spain: National R&D plan
France: Ministry of Education
Luxembourg: Luxembourg government
The Netherlands: KNAW (Royal Netherlands Academy of Arts and Sciences. Academy fellowship Programme), NWO (Netherlands Organisation for Scientific Research), WOTRO (Netherlands foundation for the Advancement of Tropical Research)
Austria: Government, research centres, European programmes
Portugal: PRAXIS XXI programme
Finland: Research councils (Academy research funds and posts)
Sweden: Projects grants of national councils
United Kingdom: Economic and Social Research Council (ESRC), Medical Research Council (MRC) (except studentships), Natural Environment Research Council (NERC) for the graphs on applicants and success rate. For beneficiaries, studentships of MRC, and Engineering and Physical Sciences Research Council (EPSRC) are also included.

Estimation of EU data:

The number of EU researchers (or professors) is estimated by a sum of the number of researchers (or professors) for all available countries in Head Count plus an estimated number of researchers (or professors) in HC for countries, whose data are available in Full Time Equivalent. The estimation procedure is based on factors for conversion between HC and FTE. As there is no information on the (average) relationship between HC and FTE for some countries, the mean of the factors available for countries and years is used. It is assumed that this relationship does not differ fundamentally amongst the individual countries.

Estimated HC data:
Researchers in Higher Education: D, E, NL
Researchers in Government Institutions: IRL
Professors: EL, NL, S

Further information:

➢ **Databases**

NewCronos, Theme 9

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