SheFigures 2024

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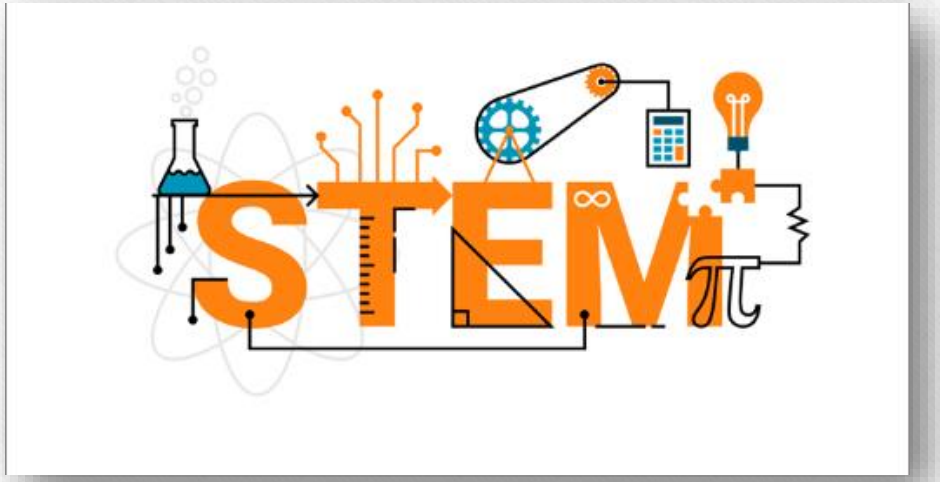
What is STEM?

- STEM stands for Science, Technology, Engineering and Mathematics. These subjects include things like computers, engineering, science experiments, and solving real-world problems.



WHAT IS “SHE FIGURES 2024”?

- She Figures 2024 is a report made by the European Union. It shows how many women study and work in science, technology, engineering, and other research jobs. It helps the EU understand if girls and women have the same opportunities as boys and men.

Publisher of the report

- The She Figures series was first published in 2003 by the European Commission.
- This initial report marked the beginning of systematic monitoring of gender equality in research and innovation across Europe.
- Its purpose was to provide comparable statistics and indicators on the participation of women and men in science, technology, engineering, and mathematics (STEM), as well as in leadership and decision-making roles.
- Since then, She Figures has been updated every three years, becoming the main reference for tracking progress and highlighting persistent gaps.
- The latest edition, She Figures 2024, expands on the original work by introducing new indicators .

WHY DOES THE EU MAKE THIS REPORT?

- To check if women are fairly represented in science and technology jobs.
- To see how things change over the years.
- To help countries improve gender equality.

Objective of the European Union

- As the European Union, we are committed to creating a more inclusive and innovative European Research Area where all talents can thrive and contribute to solving global challenges.
- To achieve this, She Figures 2024 will be a compass guiding the effort to push forward gender equality in all areas, as outlined in President von der Leyen's Political Guidelines for the 2024 -2029 mandate

Women's participation as S&Es

- Women are most likely to occupy and exploring gender differences. It uses definitions of science and technology occupations from the EU Labour Force Survey (EU-LFS)
- There is a clear gender gap between women and men among self-employed S&Es and in ICT. The proportion of women among self-employed professionals in S&E and ICT hovered around 25 % in 2021 at EU level, with gender balance evident only in Cyprus, where women represented 42 %
- There are fewer women among S&Es at EU level

THE POPULATIONS OF HRSTCS

- the population of people in total employment continues to be gender balanced, with women accounting for 46 % of total employment in 2021.
- Gender balance is evident in the proportion of women and men employed as HRSTCs in the EU, with women making up 54 % of this population
- Women with tertiary education are slightly more likely to be employed as professionals or technicians human resources in science and technology – core, HRSTC than men.

Gender gap in self-employment activities in technologie

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- Women are more likely than men to complete Bachelor-level studies, including in science, technology, engineering and mathematics (STEM) where women are often underrepresented.
- Gender segregation remains a challenge in the labour market. There is a gradual trend towards reversing this, indicating slow but steady progress towards gender equality

Data of each country

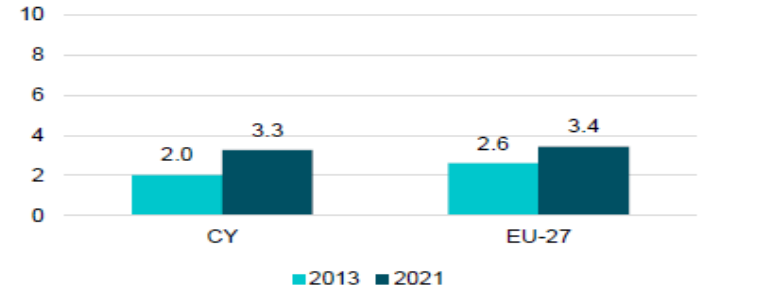
- Latvia and Lithuania women exceeded men by over 10 pp
- Czechia, men exceeded women by almost 10 pp
- Luxembourg has the highest proportions of women and men employed as HRSTCs of all countries (73 % for women and 75 % for men)
- Türkiye has the lowest (38 % for women and 40 % for men)
- in Hungary, where the proportion of women employed as HRSTCs increased from 62 % in 2019 to 70 % in 2021
- The largest differences are in Malta (51 pp), Czechia (39 pp) and Italy (36 pp)

COUNTRY FICHES – CYPRUS

- In Cyprus, women scientists and engineers (S&Es)
- comprise 3.3 % of the labour force, according to 2021
- data. Compared to other EU-27 Member States, Cyprus has
- the 20th highest proportion of women scientists and
- engineers (S&Es) among its total labour force.

Participation in science and technology occupations

Figure 2: Proportion (%) of women scientists and engineers among total labour force, 2013 and 2021



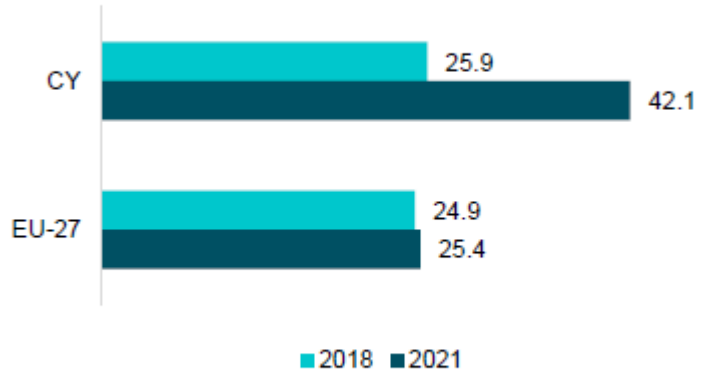
Notes: Break in time series for 2021 CY and EU-27 data. S&Es = scientists and engineers.
Source: Eurostat – Human resources in science and technology (online data code: hrst_st_ncat) and Eurostat – Labour Force Survey (EU-LFS) – Active population by sex, age and citizenship (online data code: lfsa_agan).

In Cyprus, **women scientists and engineers (S&Es) comprise 3.3 % of the labour force,** according to 2021 data. Compared to other EU-27 Member States, Cyprus has the 20th highest proportion of women scientists and engineers (S&Es) among its total labour force.

COUNTRY FICHES – CYPRUS

- The proportion of women among self-employed S&E and information and communications technology (ICT)professionals has improved significantly in recent years.
- Women comprise 42 % of self-employed professionals in these fields (according to 2021 data), compared to 26 % in 2018.
- While Cyprus performed similarly to the EU-27 average in 2018, it now ranks highest among the 22 EU
- Member States with available data for this indicator. These events allowed participants to share their thoughts on choosing a career in science and identifying the challenges for women in science, technology, engineering, and mathematics (STEM).

Figure 3: Proportion (%) of women among self-employed S&Es and ICT professionals, 2018 and 2021



Notes: Break in the time series for 2021 CY and EU-27 data. ICT = information and communications technology.
Source: EU-LFS Annual Average Quarterly data.

COUNTRY FICHES –ITALY

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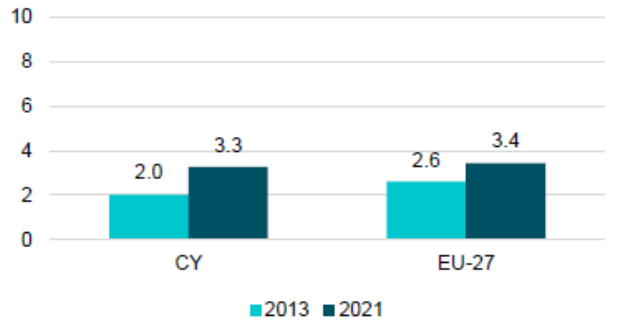

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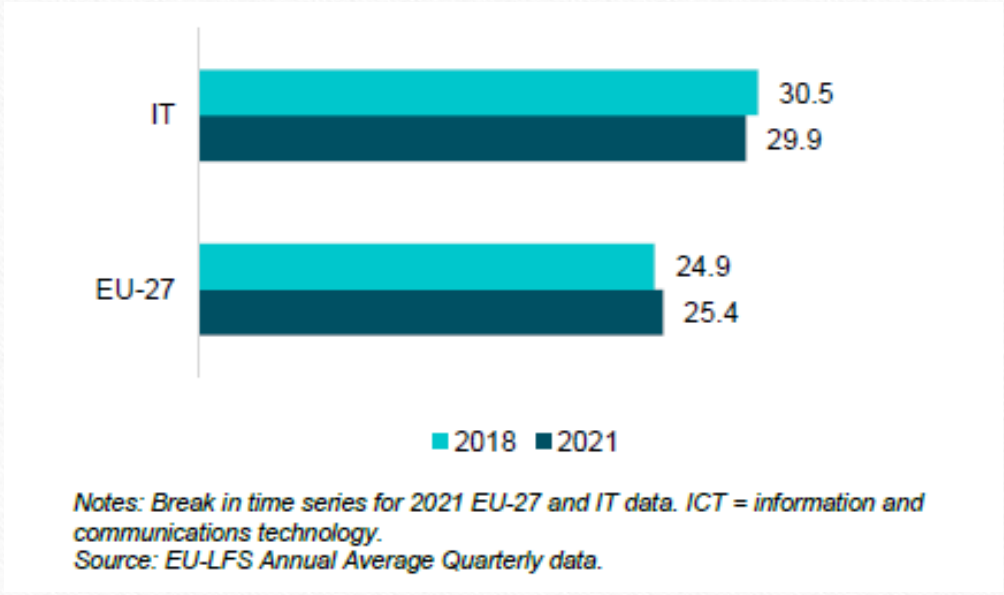
COUNTRY FICHES –ITALY



Notes: Break in time series for 2021 EU-27 and IT data. ICT = information and communications technology.
Source: EU-LFS Annual Average Quarterly data.

- A slight decrease is evident in the proportion of selfemployed
- women among S&Es and information and
- communication technology (ICT) professionals, from
- 31 % in 2018 to 30 % in 2021. However, Italy remains above
- the EU-27 average for both years, and ranks seventh of the
- Member States for the proportion of self-employed women
- among S&E and ICT professionals in 2021