



WOMEN IN STEM

WHAT IS STEM?

STEM STANDS FOR SCIENCE, TECHNOLOGY, ENGINEERING, AND MATHEMATICS.

IT'S A COMBINING METHOD OF KNOWLEDGE THAT HELPS STUDENTS DEVELOP THEIR KEY SKILLS, CRITICAL THINKING, PROBLEM SOLVING AND CREATIVITY

“SHE FIGURES 2024 REPORT”

- The objective of the She Figures report is to monitor and promote gender equality in research and innovation across Europe.
- The first publisher was the European Commission, specifically its Directorate-General for Research (DG Research)
- The aim of the European Union is to ensure gender equality in research and innovation.

CHAPTER 3-PARTICIPATION IN SCIENCE AND TECHNOLOGY OCCUPATIONS

- Women account for 54 % of tertiary-educated people employed in science & technology occupations (HRSTC) at EU level, while men account for 46 %.
- However, within the category of science & engineering professionals (S&Es), women represent just 41 %, whereas men represent 59 %.

In conclusion, women dominate in science & technology jobs while men dominate in engineering & ICT jobs.

WOMEN REPRESENTATION IN STEM-ACROSS EUROPEAN COUNTRIES

- Women dominate S&T occupations overall, but are under-represented in core science and engineering roles.
- Country differences are significant – in some EU nations, women represent more than 60 % of S&T workers, while in others the share is below 45 %.
- Women are more often found in knowledge-intensive service sectors (e.g., health, education, and social work), whereas men are overrepresented in manufacturing, engineering, and ICT.
- Self-employment in S&T remains male-dominated, particularly in technology and engineering fields.

UNEMPLOYMENT RATES AMONG TERTIARY-EDUCATED WOMEN IN S&T

- Unemployment rates among tertiary-educated women in S&T are slightly higher than those of men, highlighting persistent labour-market inequalities.
- The report calls for targeted gender-equality measures, including mentoring, career progression support, and work–life balance policies.
- It emphasizes the need for better data and indicators to track progress on women’s participation and advancement in S&T fields.

WOMEN'S PARTICIPATION AS S&E AND AMONG THE TERTIARY EDUCATED AND EMPLOYED AS HRSTC

- In 2021 , women made up 54% of tertiary educated professionals in **science and technology** occupations.
- In **science and engineering** occupation women represented 41%, and men 59%

These percentages have remained stable since 2017



GENDER GAP IN SELF EMPLOYMENT IN TECHNOLOGY JOBS

- There is a clear gender gap between women and men among self employed S&E and in ICT.
- Proportion of women among self employed professionals in S&E and ICT: In Cyprus 42%, In EU level 25%
- Women are more likely than men to complete bachelor level studies, including STEM

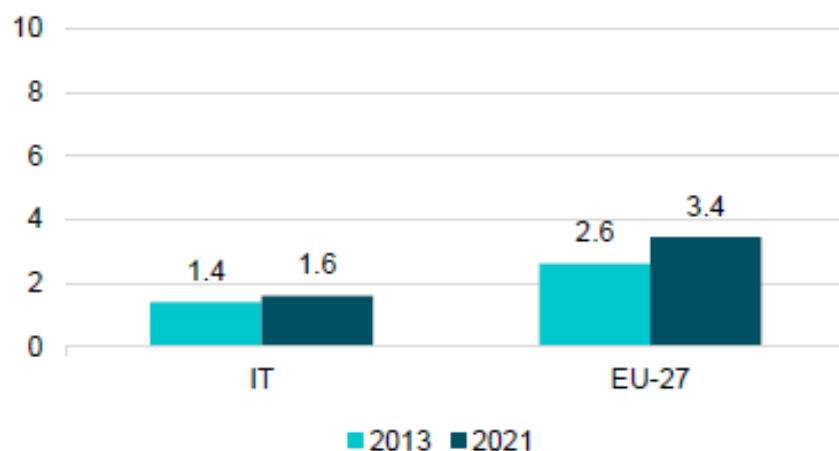
CONCLUSION: Gender remains a challenge in the labor market . Those statistics indicate a slow but steady progress towards gender equality.

COMPARISON ITALY-CYPRUS



Participation in science and technology occupations

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



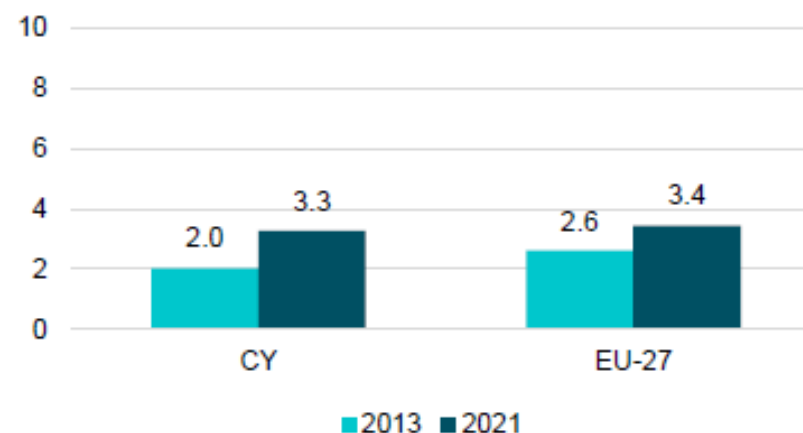
Notes: Break in time series for 2021 IT and EU-27 data. S&E = scientists and engineers.

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: ifsa_agan).



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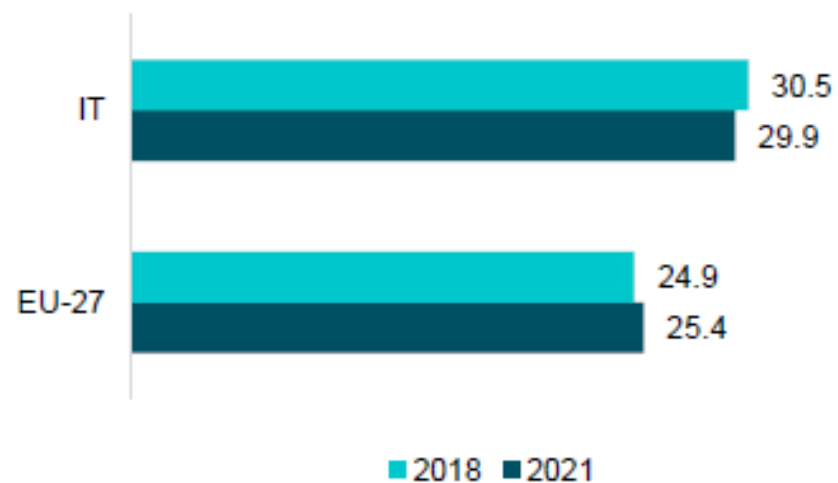


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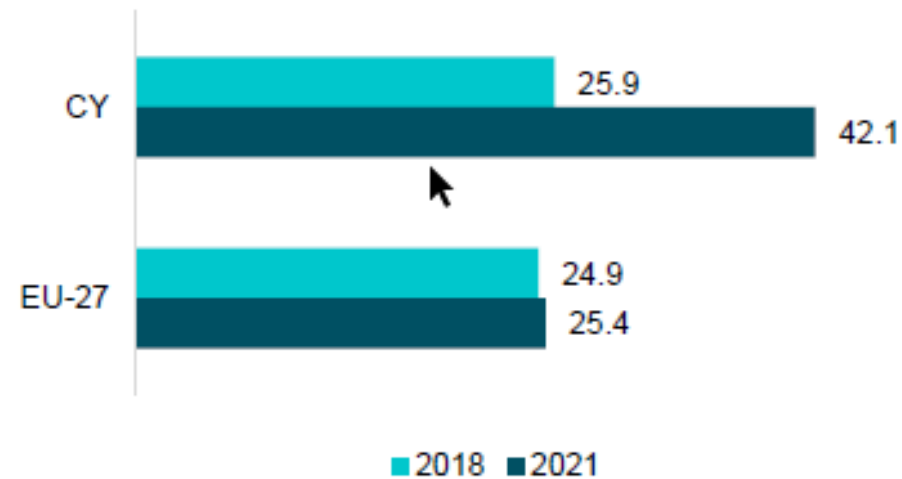
COMPARISON ITALY-CYPRUS IN SELF EMPLOYMENT

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



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

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THANK YOU FOR YOUR
ATTENTION!

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