HIGHER EDUCATION AND RESEARCH

MOVING TOWARDS GENDER EQUALITY?

KEY FIGURES

Liberté • Égalité • Fraternité
RÉPUBLIQUE FRANÇAISE

MINISTÈRE DE L'ÉDUCATION NATIONALE, DE L'ENSEIGNEMENT SUPÉRIEUR ET DE LA RECHERCHE

www.enseignementsup-recherche.gouv.fr

Publication manager **Isabelle Kabla-Langlois**
Editor in chief **Claudette-Vincent NIsslé**
Model maker **Boris Beaudenon**

FORE WORD

Gender equality has been a core principle of the European project since 1957. Championed both by European institutions and all Member States, gender equality has been enshrined in cross-cutting public policies and special measures to promote the emancipation, independence and freedom of women.

To ensure that the European Union remains the model and spearhead of the international movement for women's rights, France created the Pour une Europe des droits des femmes [Equal Rights for Women in Europe] presented to the President of the European parliament Martin Schulz in April 2014 by politicians and European personalities.[1] An ambitious European strategy should make gender parity and equality a key consideration of public institutions and policies. There are many hurdles still to overcome and they will be if the project to establish a society in which women and men are equal is appropriated by every woman and man on behalf of every woman and man.

This challenge for political Europe is also a challenge for European higher education and research which, just like the rest of society, is witness to the inequality experienced by women every day and holding back our collective capacity for innovation and economic, social and democratic growth.

Here and there, conversations, ambitions and practices are emerging and encourage leaders, staff and even users of higher education and research to become actors of change in the fight for true equality between women and men. This 9th European conference on gender equality in higher education and research provides a special opportunity to advance in this direction.

This is why we wished to provide participants with a compilation of key figures regarding equality between the sexes in the field of higher education and research. The 35 key figures herein illustrate the situation concerning gender equality in EU countries in light of recent statistical data on students, graduates, staff (research professors, researchers, support staff, etc.) and on higher education and research governance bodies.

These key figures provide the means to gauge the progress achieved but also determine the ground still to be covered and the work to be done. They also cast precious light on the action each of us is expected to lead at our respective level of responsibility.

Najat VALLAUD-BELKACEM
French Minister
of National Education,
Higher Education and Research

Thierry MANDON
Secretary of State
responsible for Higher Education
and Research

[1] The 'Europe des droits des femmes' platform was signed on 16 April 2014 by Nobel Peace Prize winners Jody Williams, Shirin Ebadi and Leymah Gbowee, Belgium's Vice Prime Minister, the Belgian Minister for Equality Joëlle Milquet, Germany's Parliamentary Under Secretary of State for Women Caren Marks, Rovana Plumb, Romania's Minister for Employment and Social Affairs and film director Costa-Gavras.

CONTENTS

5 Indicators for the European Union and various OECD member countries

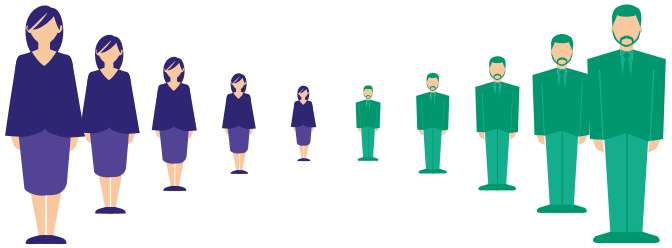
17 Indicators on students in higher education

27 Indicators on personnel in higher education under the supervision of the Minister for National Education, Higher Education and Research

35 Indicators on public and private R&D establishments

41 Indicators on the governance of the bodies of higher education and research

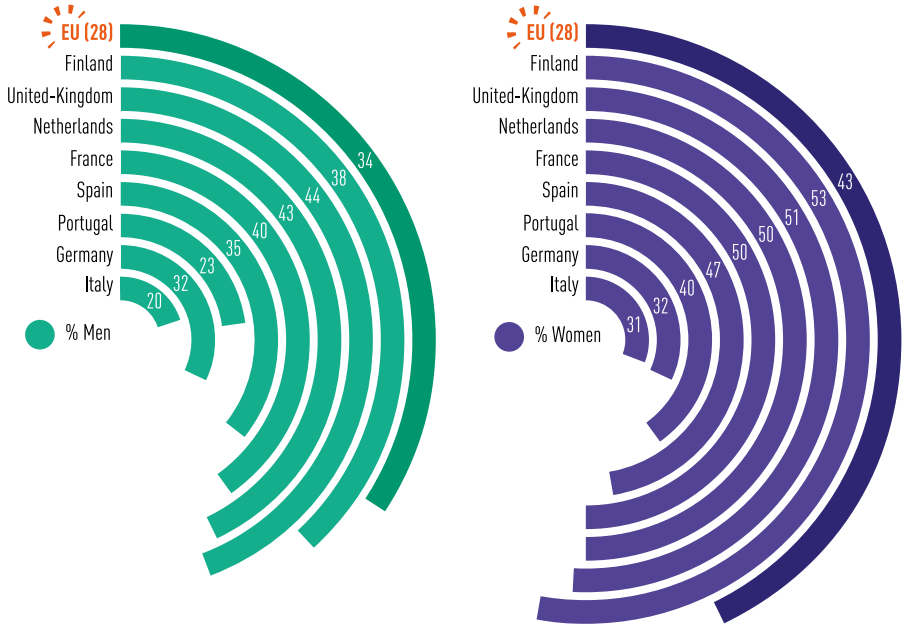
49 Others indicators



Indicators for the European Union and various OECD member countries

GRADUATES OF HIGHER EDUCATION IN 2015 - PROPORTION OF PEOPLE AGED 30 TO 34 YEARS SUCCESSFULLY FINISHING HIGHER EDUCATION

In the European Union, among those aged 30 to 34 graduating from higher education, there are more women graduating than men.

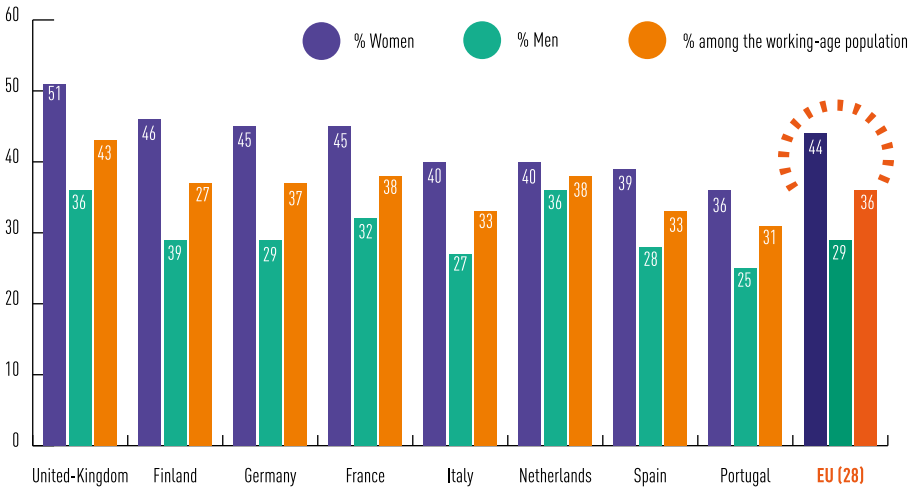


In the total population of the EU-28, the proportion of women aged 30 to 34 graduating from higher education in 2015 is 43% and the proportion of men is 34%. Education is one of the EU's five objectives for 2020. It aims to increase the share of people aged 30 to 34 graduating from higher education to 40%. This proportion has constantly increased, rising from 24% in 2002 to 39% in 2015. In 2015, the proportion of women is above the overall objective and has reach 50% and over in 13 European Union countries.

Eurostat. Europe 2020 indicators on education in 2015.
Scope: Population by education level achieved - Higher education ISCED11 levels 5-8.

EMPLOYMENT IN KNOWLEDGE INTENSIVE ACTIVITIES (KIA) IN 2013, BY GENDER

Women are in the majority in knowledge intensive activities.

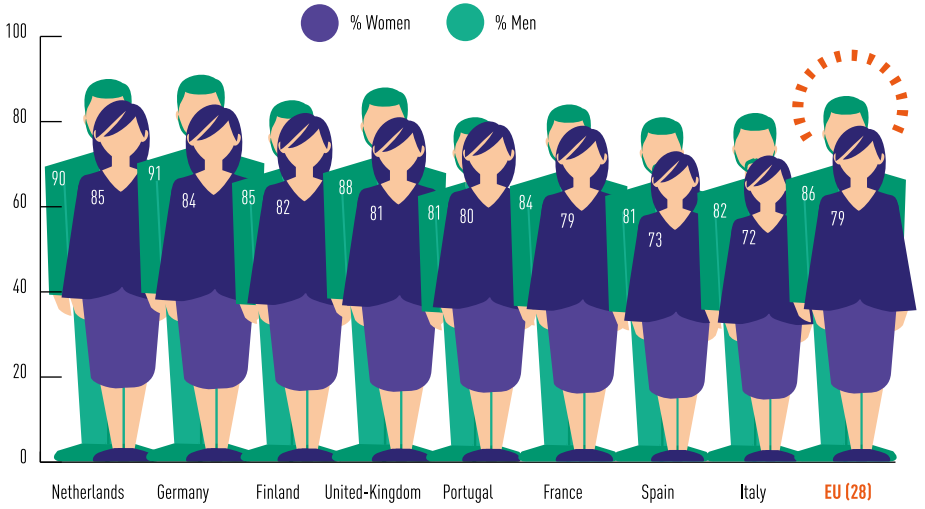


Knowledge intensive activities are defined as activities where the higher education graduates account for more than 33% of the total employment in that activity. This type of activity employs 36% of the active population of the EU-28. The proportion of women is 44 %, that of men is 29%.

Eurostat- High-tech industry and knowledge-intensive services. Processing MENESR - SIES.
Scope: Average number of people employed aged 25-64, European Union (28).

EMPLOYMENT RATE OF THOSE WITH AN UNDERGRADUATE QUALIFICATION AND ABOVE IN 2015, BY GENDER

Among graduates at undergraduate level and above, women are less often employed than men.

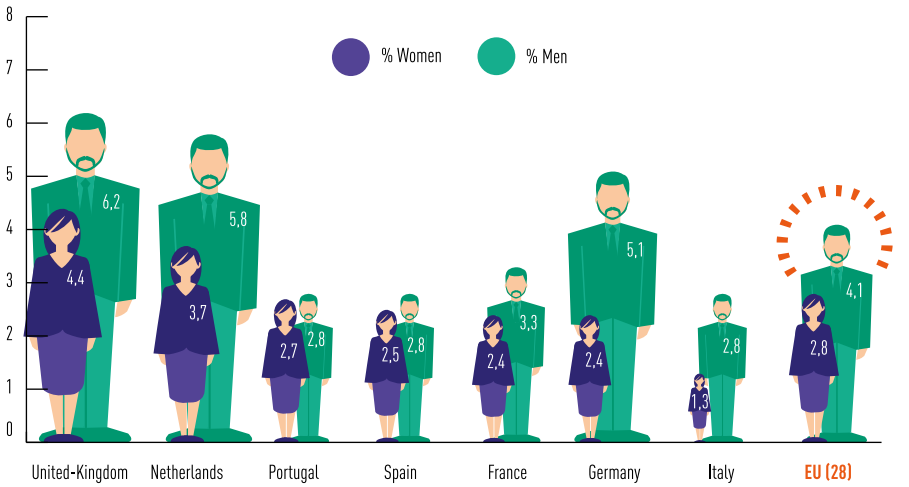


Among those with an undergraduate qualification and above in the EU, 86% of men but only 79% of women are employed.

Eurostat. Europe 2020 indicators on education in 2015.
Scope: Population by education level achieved - Higher education ISCED 2011 (levels 5-8).

PROPORTION OF SCIENTISTS AND ENGINEERS IN THE ACTIVE POPULATION OF THE EUROPEAN UNION IN 2013 BY GENDER

In the active population, women are less represented in scientific or engineering jobs than men.



A female scientist or engineer is employed as specialists in their fields. In the EU-28, the proportion of men who are scientists or engineers in the active population is 1.3 percentage points higher than the proportion of women.

Eurostat – Human resources in science and technology and EU Labour Survey. Processing: MENESR-SIES.
Scope: Population aged 25 to 64 in the European Union (28).

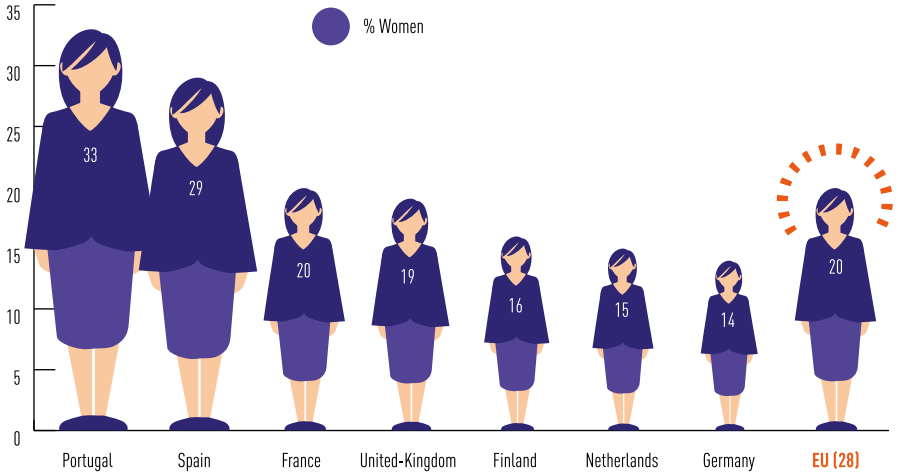
PROPORTION OF WOMEN AMONG RESEARCHERS IN THE EUROPEAN UNION AND VARIOUS OECD COUNTRIES IN 2013

A third of researchers in the European Union are women.

Eurostat, mars 2016 – OECD, Main Science and Technology Indicators MSTI 2016/1. Processing: MENESR-SIES.
Scope: Women as a percentage of total researchers – Head count.
Note : Expections to the reference year: Australia, Canada, China, United State, Israel. Data 2012 for Switzerland.

PROPORTION OF FEMALE RESEARCHERS IN THE BUSINESS SECTOR IN THE EUROPEAN UNION IN 2012

For their activity, European companies employ 20% of women in Research.

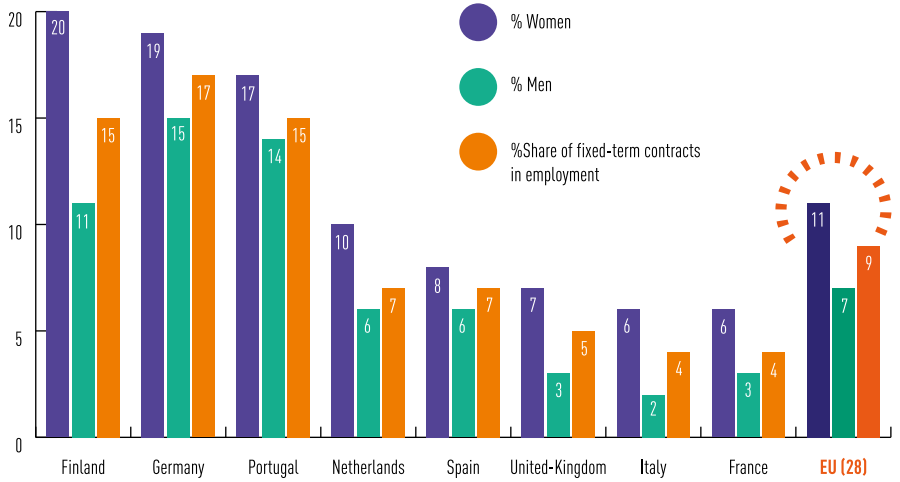


In the EU-28, 20% of researchers in companies are women.

Eurostat - R&D Statistics and Employment Statistics Processing MENESR – SIES.

MALE AND FEMALE RESEARCHERS IN HIGHER EDUCATION ON A FIXED-TERM CONTRACT IN THE EUROPEAN UNION IN 2012

In higher education in the European Union, female researchers often have more precarious employment than male researchers.

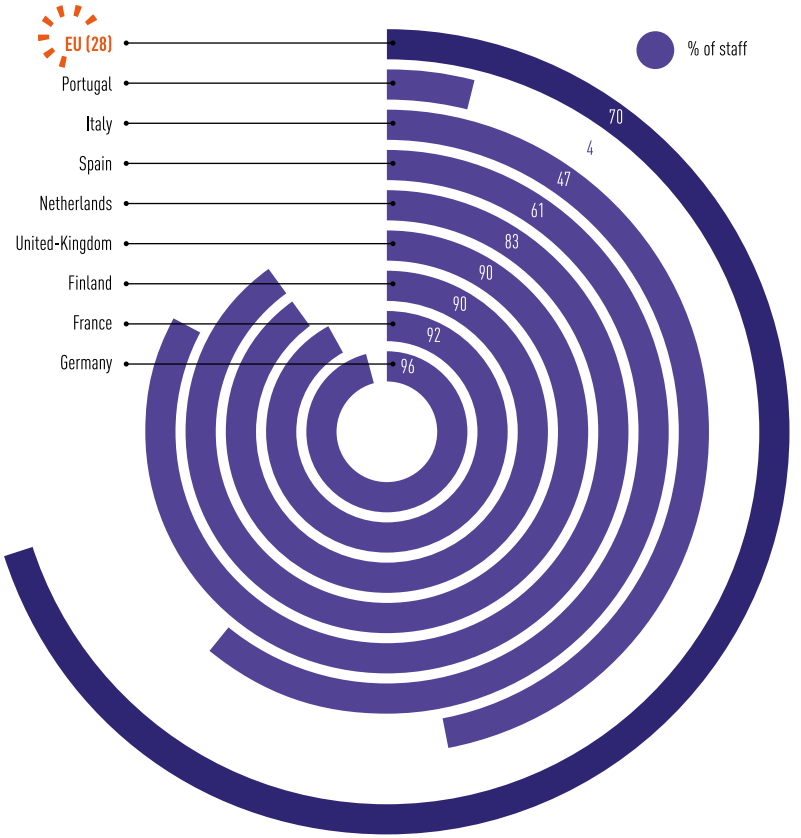


In the EU-28, 9% of female researchers stated that they were employed on a fixed-term contract. This proportion reached 11% for women compared with 7% for men.

More2 Survey (Q2, Q20, Q21) - She Figures 2015. Processing MENESR – SIES.
Scope: UE28.

PROPORTION OF R&D PERSONNEL WORKING IN A EUROPEAN RESEARCH BODY, AFFECTED BY A GENDER EQUALITY PLAN IN 2013

Increasing numbers of researchers benefit from a gender equality plan in research bodies in the European Union.

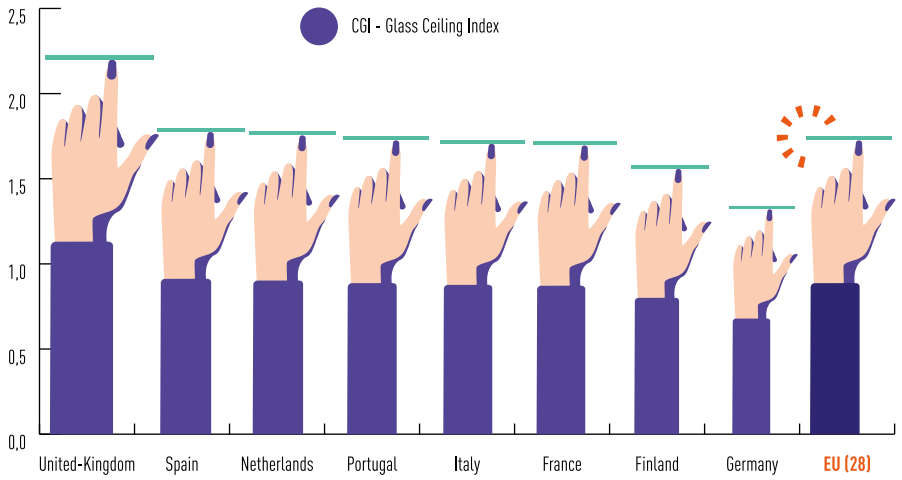


1,070 bodies responded to the European survey on implementing a gender equality plan, which is a total R&D workforce of 521,749. Among these bodies, 383 adopted an equality plan covering 363,859 people, which is 70 % of R&D personnel.

ERA Survey 2014-She Figures 2015. Processing MENESR – SIES.
Scope: EU-28 - Research bodies that replied to the 2013 survey.

THE GLASS CEILING IN HIGHER EDUCATION IN 2013

The glass ceiling is still very apparent in the academic world.

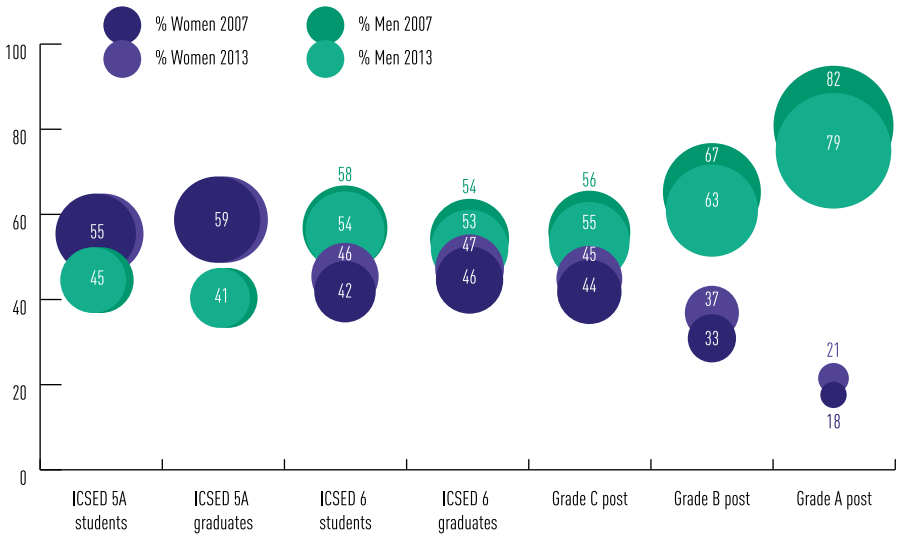


The Glass Ceiling Index (GCI) is a relative index comparing, by level, the proportion of women with the proportion of women in top positions.
In an academic environment top positions (grade A positions) are equivalent to full university professors in most countries. A GCI of 1 indicates that there is no difference between women and men in terms of their chances of being promoted.
A score of less than 1 means that women are more represented at the grade A level than in academia generally (grades A, B, and C). A GCI score of more than 1 indicates that proportionally women are less represented in the top grades than in academia generally (across all grades).

Women in Science database, DG Research and Innovation - She Figures 2015. Processing MENESR – SIES.
Scope: UE28.

PROPORTION OF WOMEN AND MEN DURING A TYPICAL ACADEMIC CAREER

During an academic career, gender inequality increases.



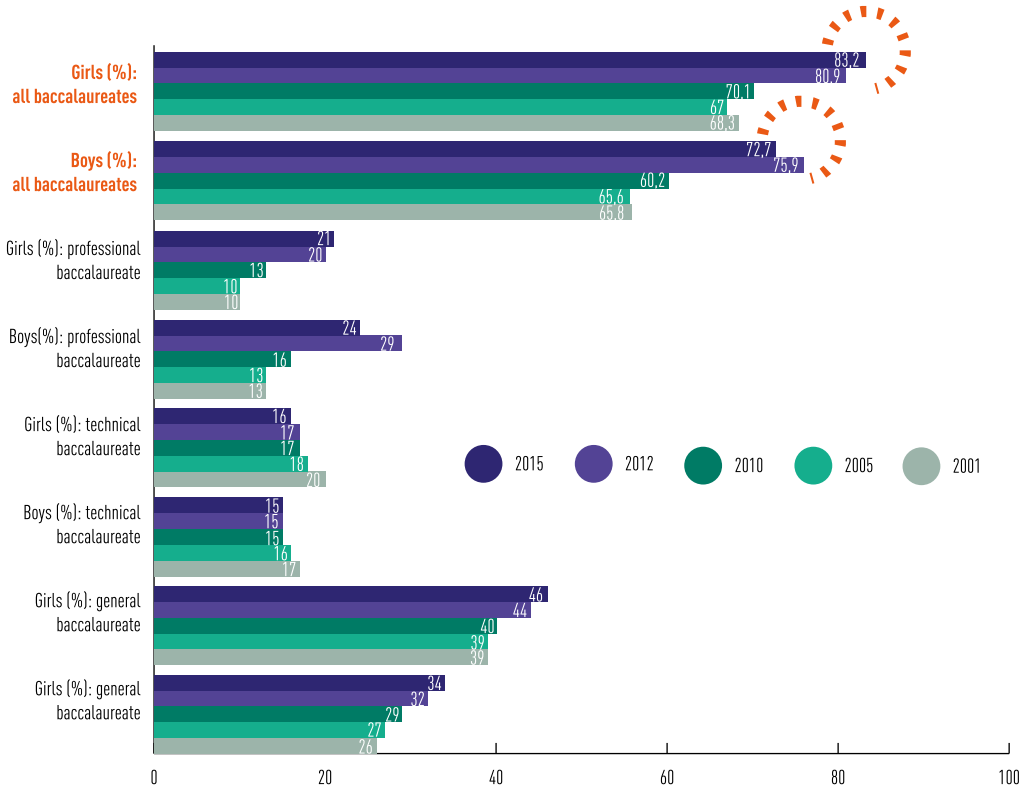
Women represent 55% of students, then 59% of graduates in the first level of university education. Early career, they represent 44% of the academic staff. They then hold 21% of "university professorship" type positions.

Women in Science database, DG Research and Innovation and Eurostat. She Figures 2015.
Scope: UE28.

Indicators on female students in higher education

THE PROPORTION OF FEMALE/MALE BACCALAUREATE HOLDERS IN A GENERATION ACCORDING TO PATHWAY AND GENDER FROM 2001 TO 2016

Girls are more often baccalaureate holders than boys: 83% of girls and 73% of boys have the baccalaureate.

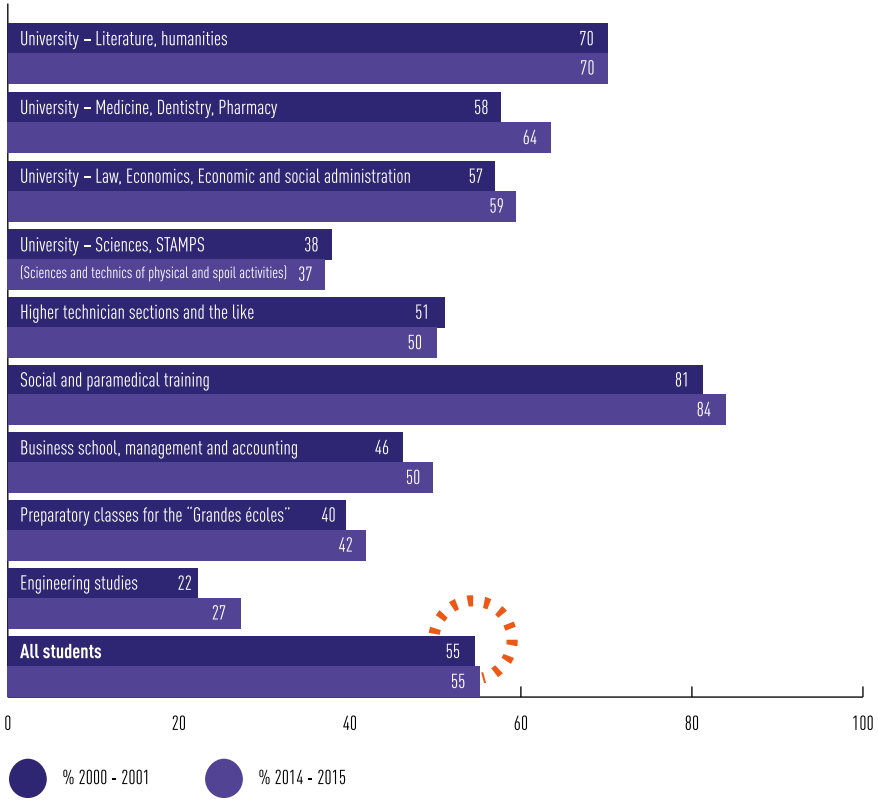


In 2001, the proportion of female baccalaureate holders in a generation was 68%, that of male baccalaureate holders was 56 %, which is a difference of almost 12 points in favour of girls. In 2015, the proportion of female baccalaureate holders in a generation was 83%, that of male baccalaureate holders was 73 %, which is a difference of over 10 points in favour of girls.

• MENESR DEPP/ IS OCEAN survey 60 on the final results of the baccalaureate.
• IS of the Minister responsible for Agriculture.
• MENESR - INSEE / Demographic estimates.
Scope: Public + private. Metropolitan France + overseas departments excluding Mayotte.

PROPORTION OF WOMEN IN THE MAIN COURSES IN HIGHER EDUCATION

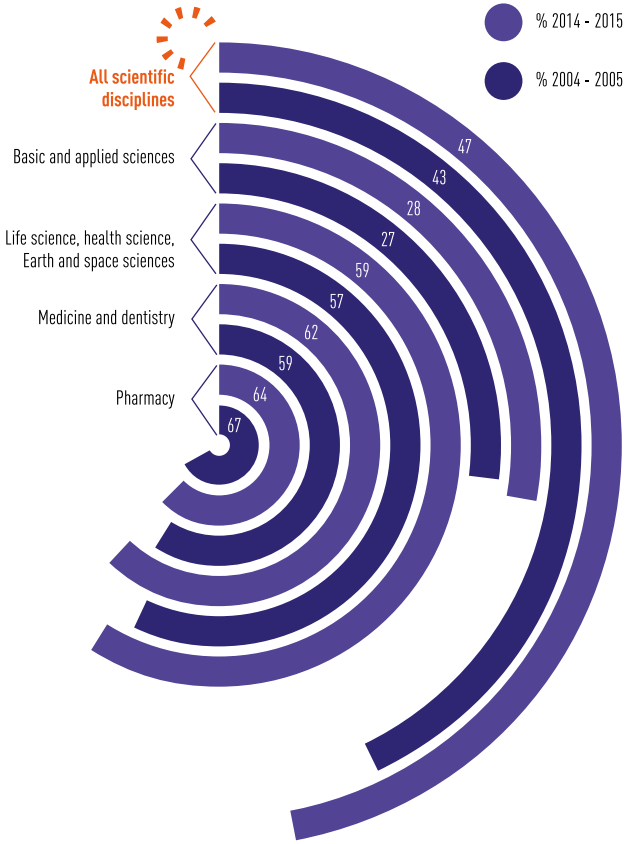
In higher education, the proportion of women varies greatly depending on the course and the discipline.



MENESR - SIES.
Scope: France as a whole.

PROPORTION OF WOMEN IN SCIENTIFIC DISCIPLINES AT UNIVERSITY IN 2004-2005 AND 2014-2015

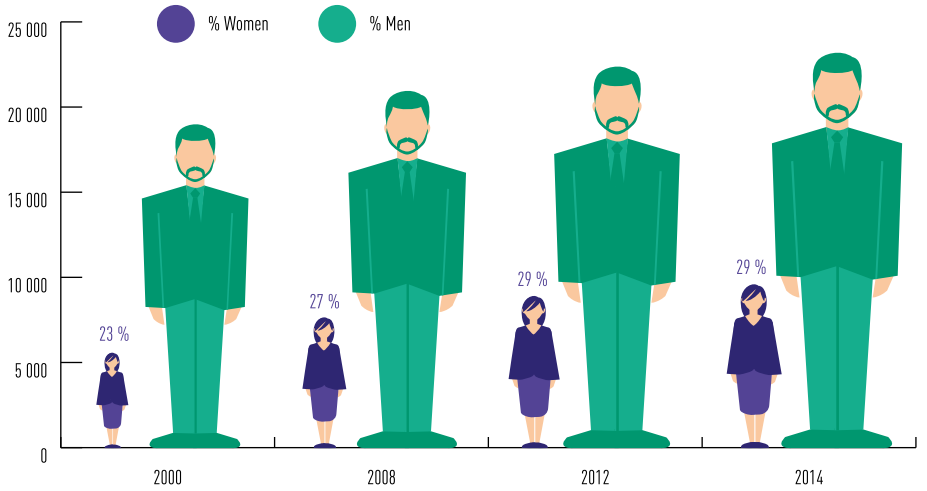
60% of women in Life Sciences, 28% in basic sciences.



MENESR - SIES.
Scope: France as a whole.

CHANGE IN THE PROPORTION OF WOMEN GRADUATING AS AN ENGINEER FROM 2000 TO 2014

The number of women with an engineering degree is experiencing strong growth. They represented 30% of female graduates in 2014.

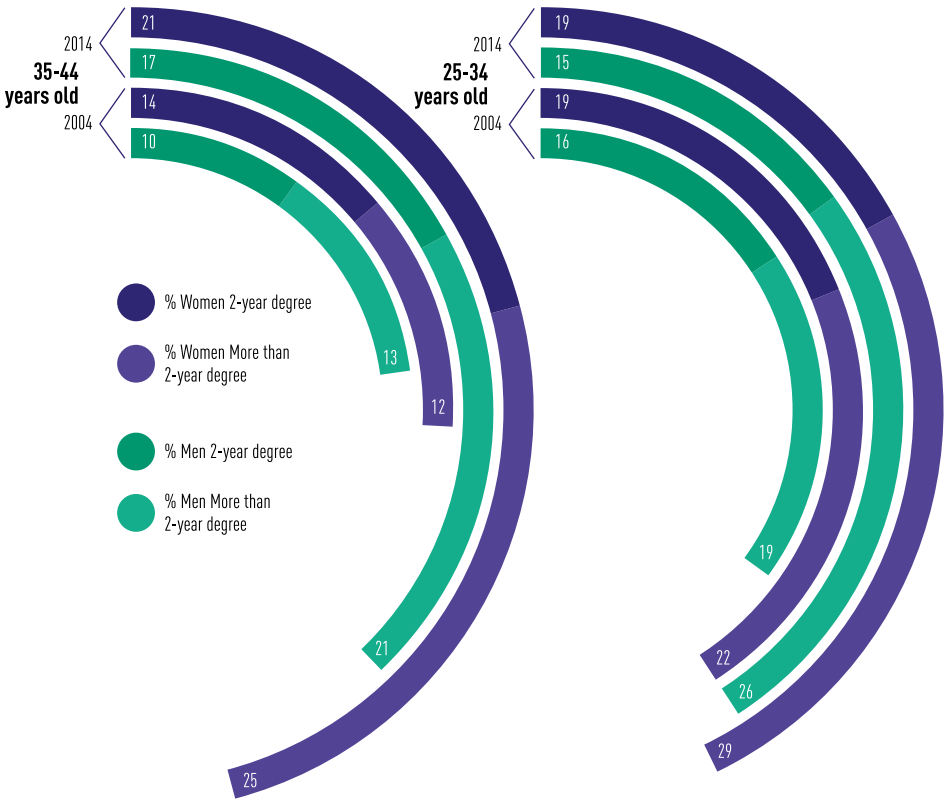


In 2000, from the 24,600 graduate engineers, there were 5,600 women, which is 23% of graduates. In 2014, there are now 9,600 out of 32,800 representing 30% of female graduates. Their number grew by 72% (+22% for men) between 2000 and 2014.

MENESR - SIES.
Scope: France as a whole.

HIGHEST DEGREE OBTAINED ACCORDING TO AGE AND GENDER IN 2004 AND 2014

The proportion of graduates from higher education grew more quickly for women.

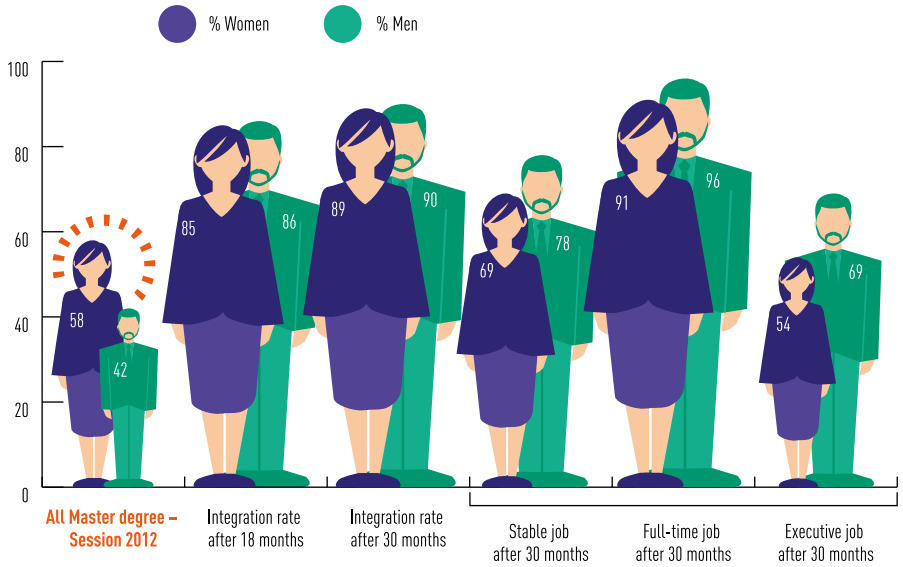


On average, in 2014, 25% of women aged 35 to 44 and living in Metropolitan France have a degree higher than a baccalaureate + 2 years, this number was 12% in 2004.

Insee, Employment surveys. Processing MENESR – SIES.
Scope: Metropolitan France, household population, people aged 25 to 64.

PROFESSIONAL INTEGRATION IN 2014 OF 2012 GRADUATES WITH A UNIVERSITY MASTER'S DEGREE

Graduating more often than men, women are less well integrated into a career, 30 months after their Master's degree.

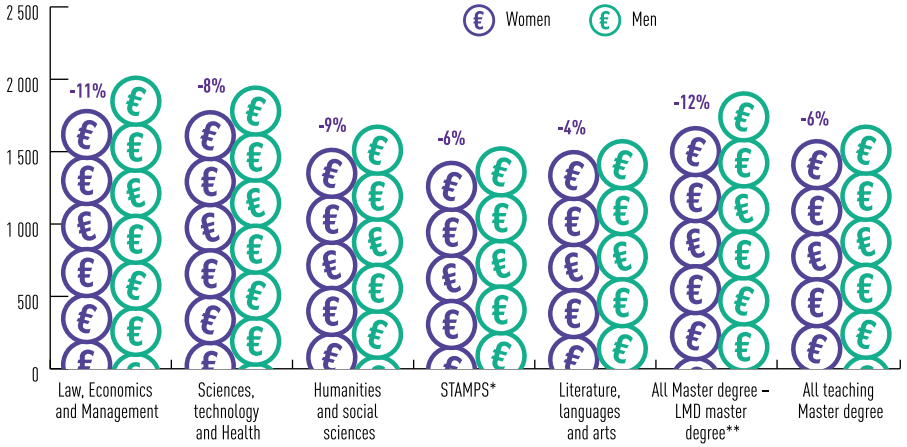


Graduates from initial education who have not continued or resumed study in the two years following their degree, represent 38% of master's education graduates and 50 % of master's education respectively. Women account for 58% of this population.
Among the master's graduates in employment, the proportion of full-time, secure jobs at executive level is, for women, 9 points, 5 points and 10 points lower.

MENESR - SIES – Survey on the professional integration of 2012 university graduates.
Scope: France as a whole.

PROFESSIONAL INTEGRATION IN 2014 OF 2012 GRADUATES WITH A UNIVERSITY MASTER'S DEGREE - MONTHLY SALARY

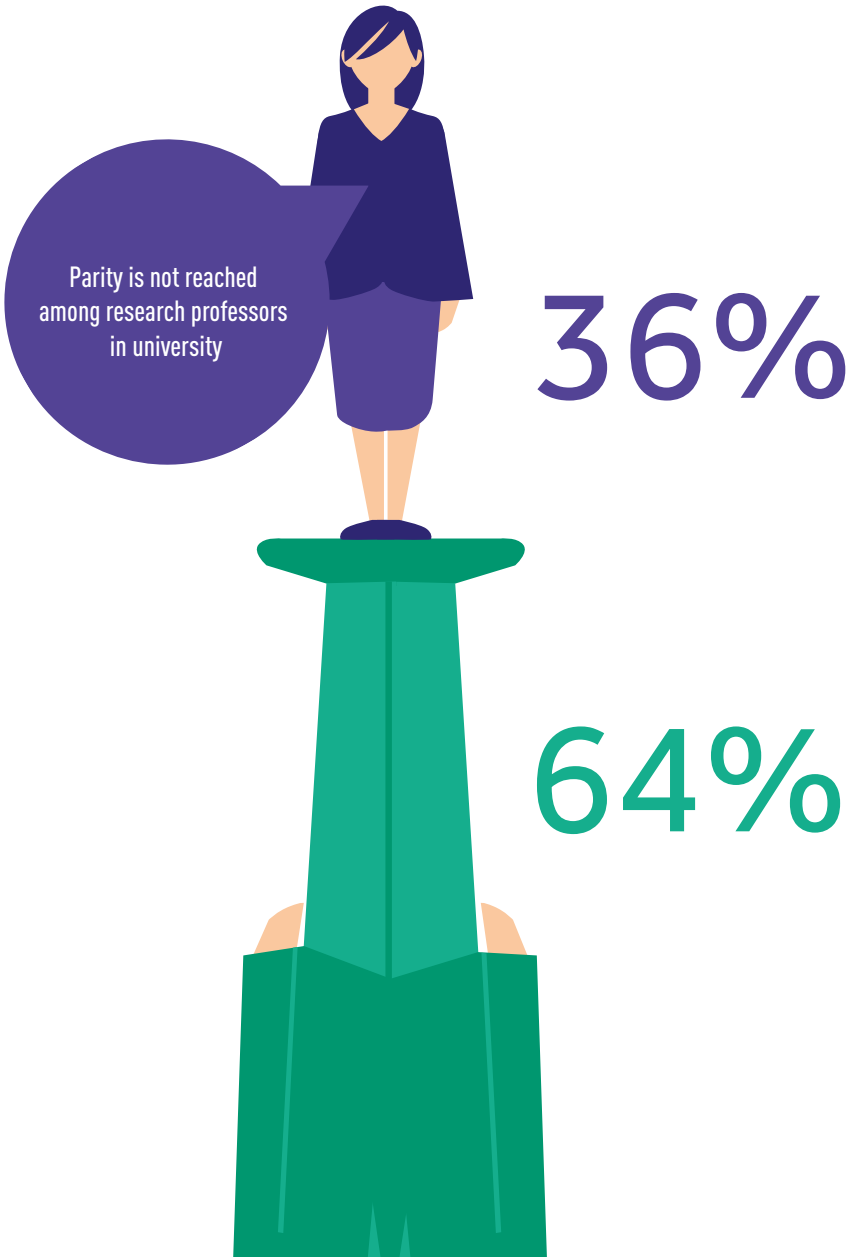
30 months after their Masters, women are less well paid than men.



* Sciences and technics of physical and spoil activities.
** Except teaching master degree.

Average monthly net salary of full-time jobs at 30 months (in €) (in %, pay gap).

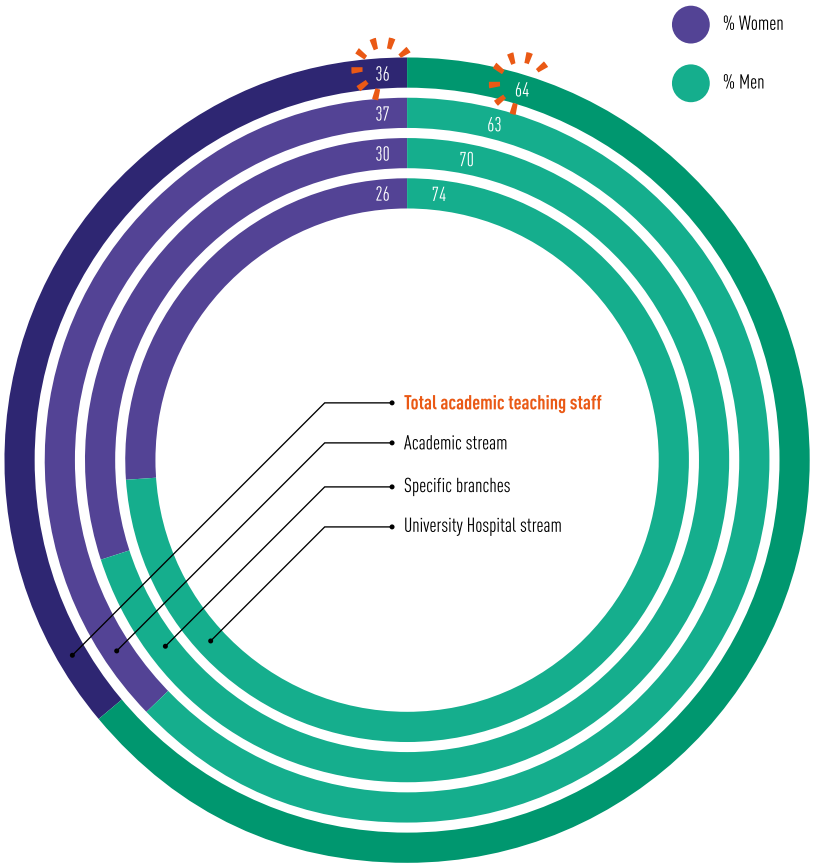
MENESR - SIES — Survey on the professional integration of 2012 university graduates.
Scope: France as a whole.



Indicators on higher education personnel under the authority of the Ministry of National Education, **Higher Education** and **Research**

NUMBERS OF PERMANENT TEACHING PERSONNEL WORKING IN HIGHER EDUCATION - UNIVERSITY YEAR 2013-2014

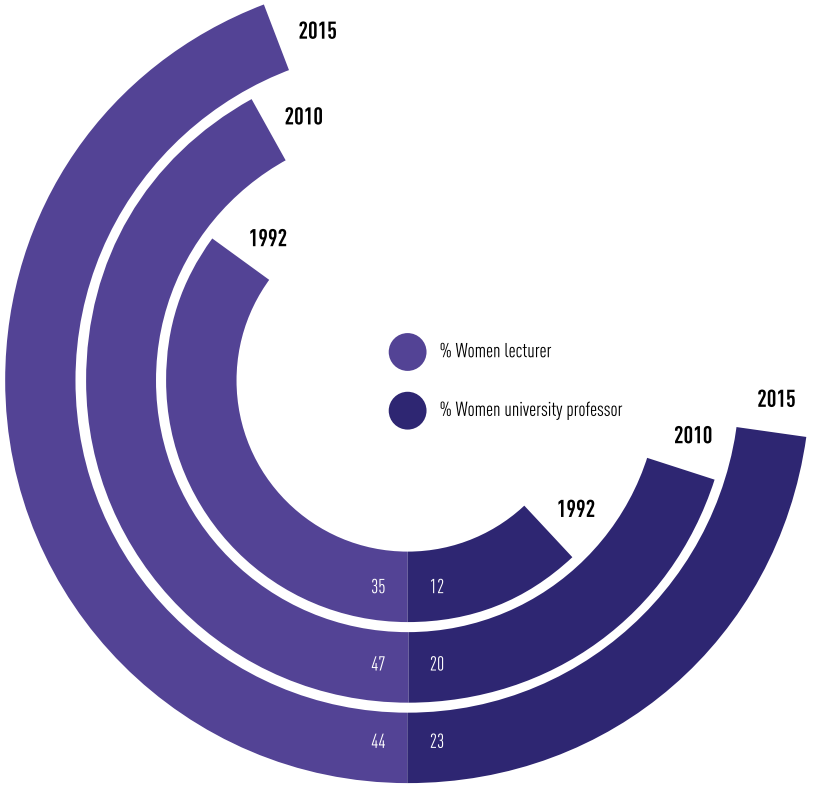
Parity is not reached among research professors in university.



MENESR, bilan social - 2013-2014.
Scope: France as a whole. Personnel en équivalent temps plein (ETP).

CHANGE IN THE PROPORTION OF WOMEN AMONG PROFESSORS BASED IN HIGHER EDUCATION BETWEEN 1992 AND 2015

Despite progress, parity is still distant for university professors.



In 1992, women represented 12% of university professors and 35% of lecturers.
In 2015, they represented 23% and 44% respectively.

MENESR - DGRH.
Scope: France as a whole.

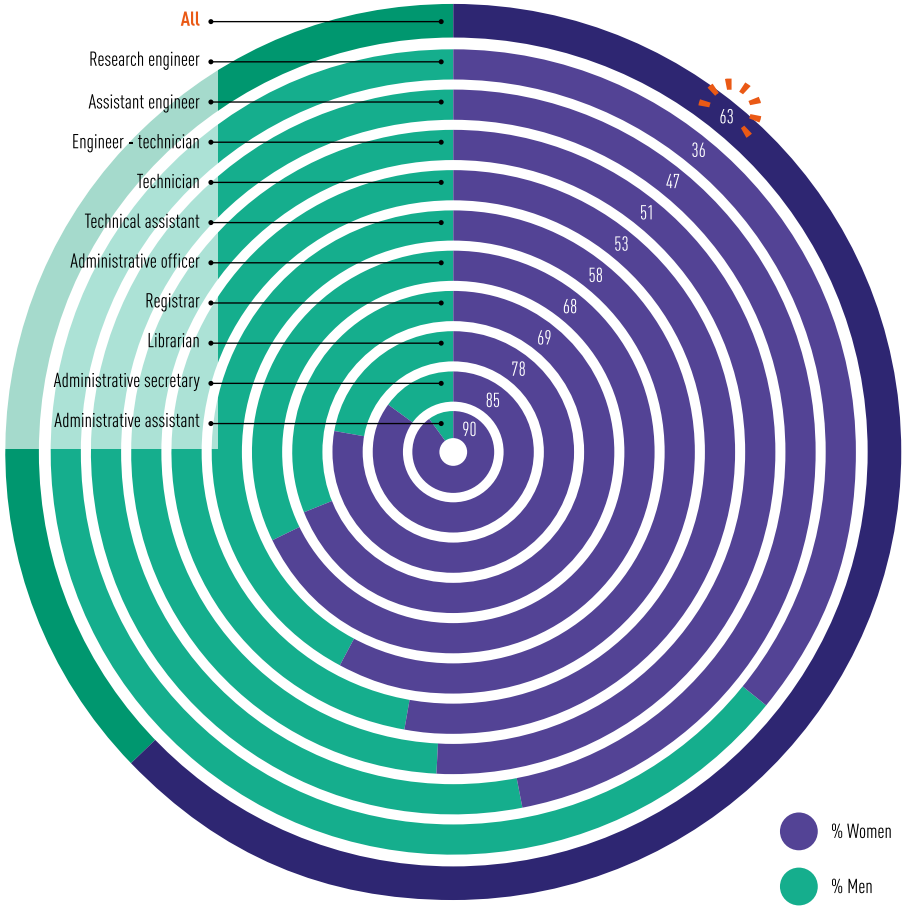
NUMBER OF PERMANENT RESEARCH-PROFESSORS IN THE UNIVERSITY STREAM BY DISCIPLINE (CNU GROUP) AND BY GENDER - SCHOOL YEAR 2014-2015

Women are under-represented in several disciplines.

MENESR - DGRH.
Scope: France as a whole.

PRINCIPAL GROUPS OF NON-TEACHING PERSONNEL IN 2014-2015

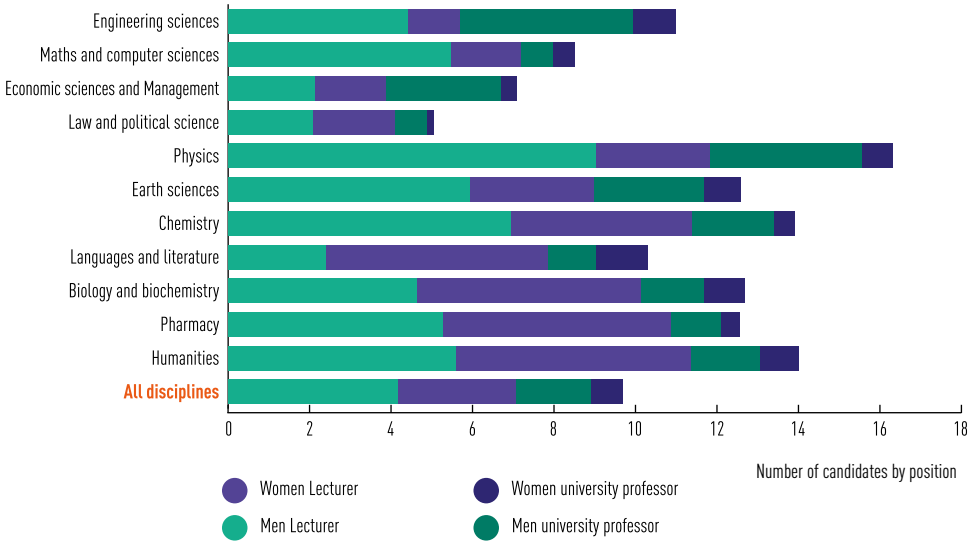
Non-teaching personnel at universities: women have a massive presence in 8 out of 10 specialities.



MENESR - DGRH.
Main status of non-teachers of the public higher education under the authority of the Ministry of National Education, Higher Education and Research. Scope: France as a whole.

NUMBER OF CANDIDATES REPORTED IN THE NUMBER OF POSITIONS PROPOSED FOR RECRUITMENT IN 2013 FOR LECTURERS AND FOR THE RECRUITMENT OF UNIVERSITY PROFESSORS, BROKEN DOWN BY DISCIPLINE GROUPS AND GENDER (RATIO)

Women apply for jobs less often during recruitment for research-professors.



- 84 positions were proposed for recruitment for university professors for the mathematics discipline. 359 men applied, which is 4 men for 1 position. 88 women applied, which is 1 woman for 1 position.
- 44 positions were proposed for recruitment for lecturers for the physics discipline. 398 men applied, which is 9 men for 1 position. 123 women applied, which is 3 women for 1 position. In total, there were 11 female applicants for these 44 positions.

MENESR - DGRH.
Scope: France as a whole.

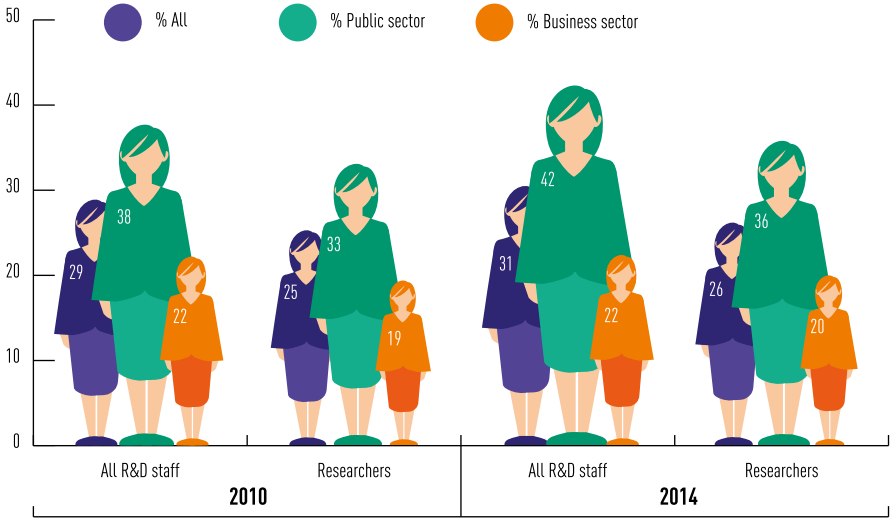
50%

35%

Indicators on public and private R&D establishments

WOMEN IN RESEARCH IN FRANCE BY INSTITUTIONAL SECTOR IN 2010 AND 2014

In both public and private research, feminisation is making slow progress.



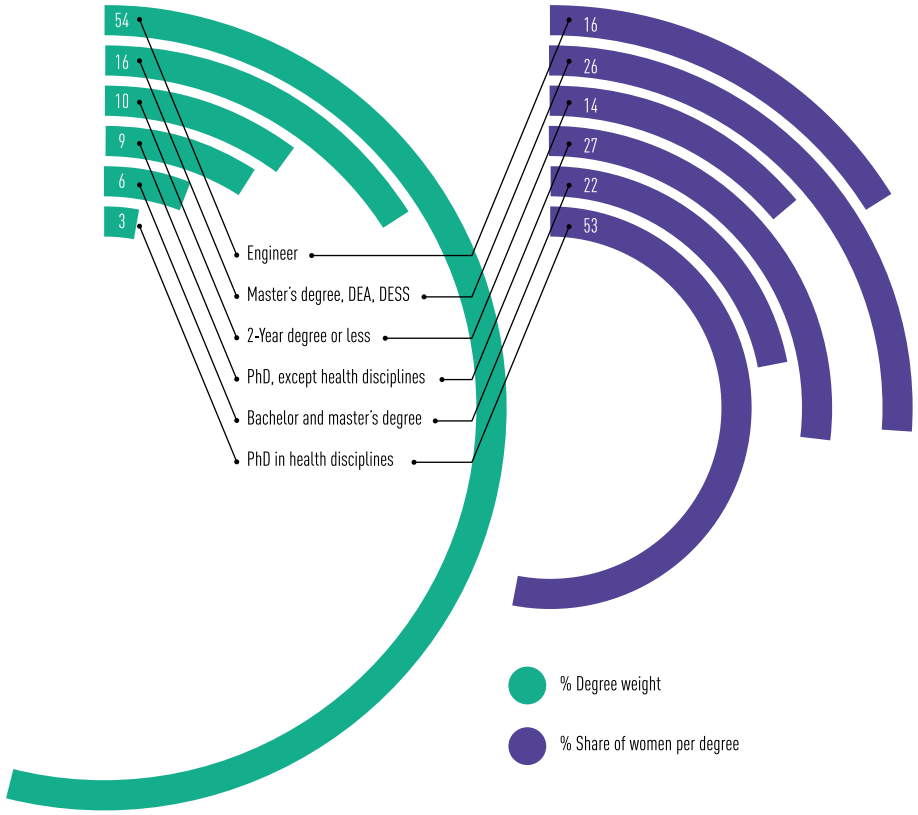
NB: the five institutional sectors in the (R&D) statistics.
- The State which includes ministerial departments and public administration, civil and military establishments; public research bodies (Epst, Epic, Epa).
- Higher education which includes: universities and public education establishment (all parent ministries), university teaching hospitals and cancer centres.
- The association sector which includes foundations, associations or non-profit institutions.
- Companies.
- Overseas.

[all administrations include the State, higher education and the associations.]

MENESR - SIES. Surveys on the resources dedicated to R&D.
Scope: France as a whole.

AVERAGE DISTRIBUTION OF RESEARCHERS IN BUSINESS AND PROPORTION OF WOMEN ACCORDING TO THE RESEARCH DISCIPLINE FROM 2007 TO 2013

In business we find situations observed in the various educational ways.

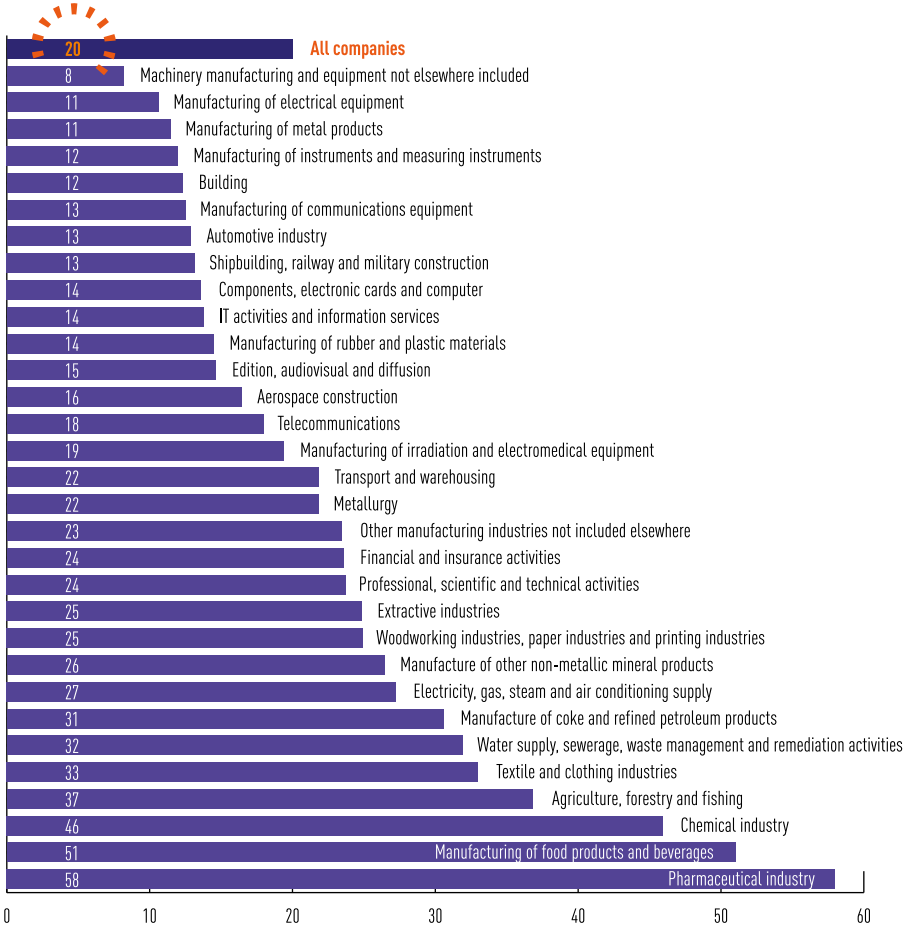


54% of researchers in companies have an engineering degree, of them 16% are women. 9% of researchers in companies have an PhD in a health discipline and of them 53% are women.

MENESR - SIES. Surveys on the resources dedicated to R&D.
Scope: France as a whole.

PROPORTION OF WOMEN IN COMPANY WORKFORCE BY BUSINESS LINE OF R&D IN 2014

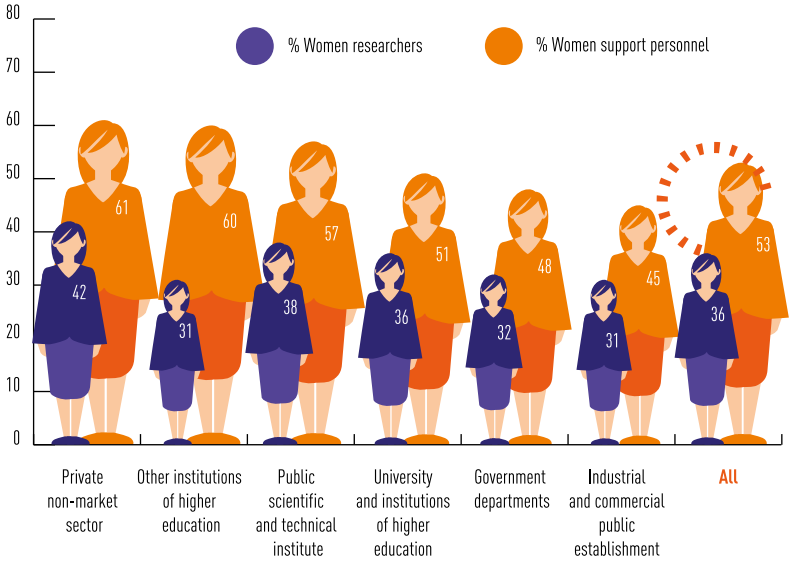
A significant proportion of female researchers business in four sectors: Pharmacy, Chemistry, Food, Textiles.



MENESR - SIES. Surveys on the resources dedicated to R&D.
Scope: France as a whole.

PROPORTION OF WOMEN IN PUBLIC RESEARCH ACCORDING TO THE ESTABLISHMENT TYPE IN 2014

In public research, there are more women among the support personnel than among the researchers.



MENESR - SIES. Surveys on the resources dedicated to R&D.
Scope: In head count - France as a whole

Indicators on the governance of bodies of higher education and research

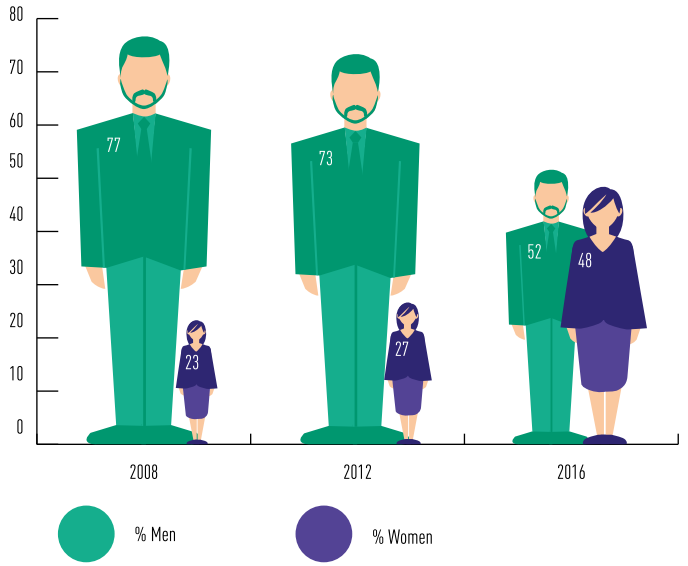
NUMBER OF OFFICIALS PERFORMING MANAGEMENT OR SUPERVISORY ROLES, CONTRIBUTING TO THE MISSIONS OF THE MENESR IN 2013 - BREAKDOWN BY JOB AND BY GENDER

Female directors, Secretary Generals or High Level Experts, women are on an equal footing at MENESR.

MENESR – DGRH - Database of the service mentoring to 31/12/2013, social audit of the Department. Social audit of the Ministry of National Education, Higher Education and Research - 2013-2014 - Update June 2016.
Champ : Agents exercising management functions (president, director) or senior management (department head, deputy director, project manager and senior expert.

NUMBER OF FEMALE DIRECTORS AND CHANCELLORS AT THE BEGINNING OF THE ACADEMIC YEAR 2016-2017

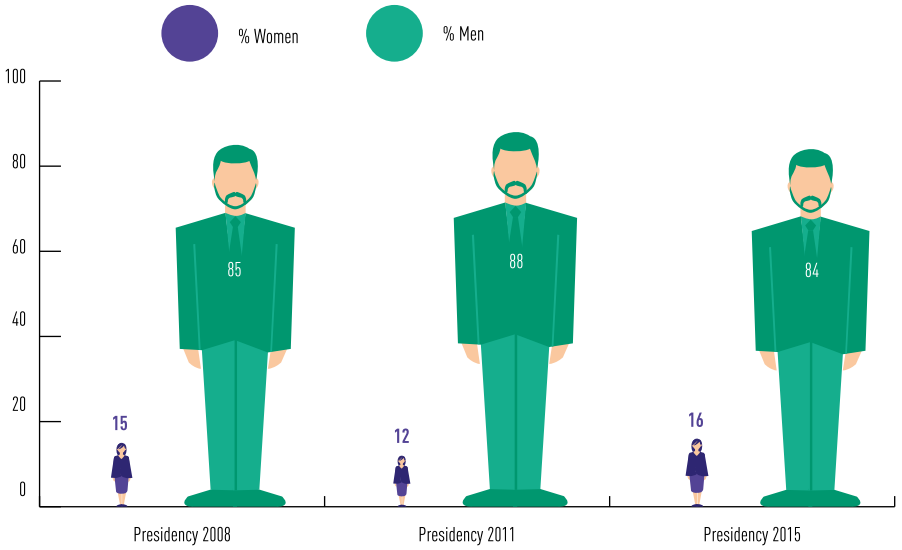
In academies and academic areas, the top coaching is being feminized.



MENESR. Updated August 2016.

VICE-CHANCELLORSHIP OF UNIVERSITIES FROM 2008 TO 2016 BY GENDER

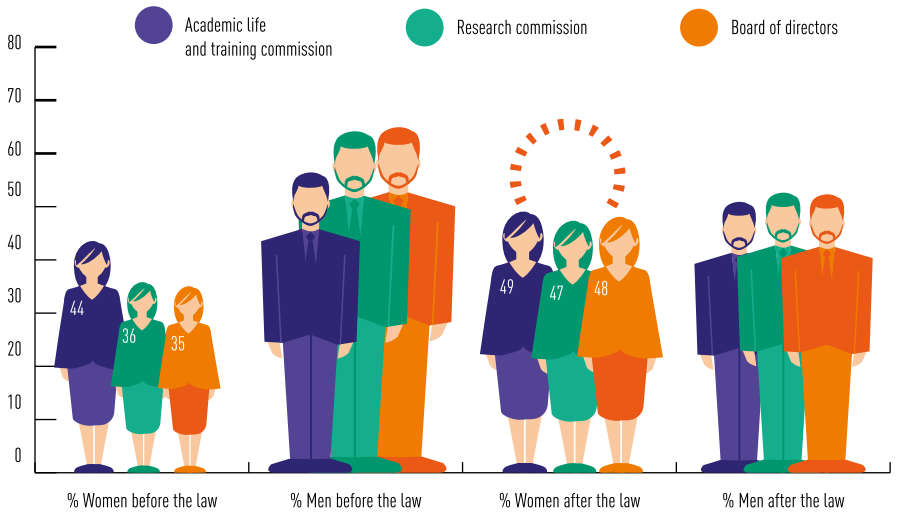
There is still a lack of female vice-chancellors at universities.



MENESR -DGESIP.
Updated July 2016.

PROPORTION OF WOMEN AND MEN IN THE CENTRAL COUNCILS OF THE UNIVERSITIES BEFORE AND AFTER THE LAW ON HIGHER EDUCATION OF 22 JULY 2013

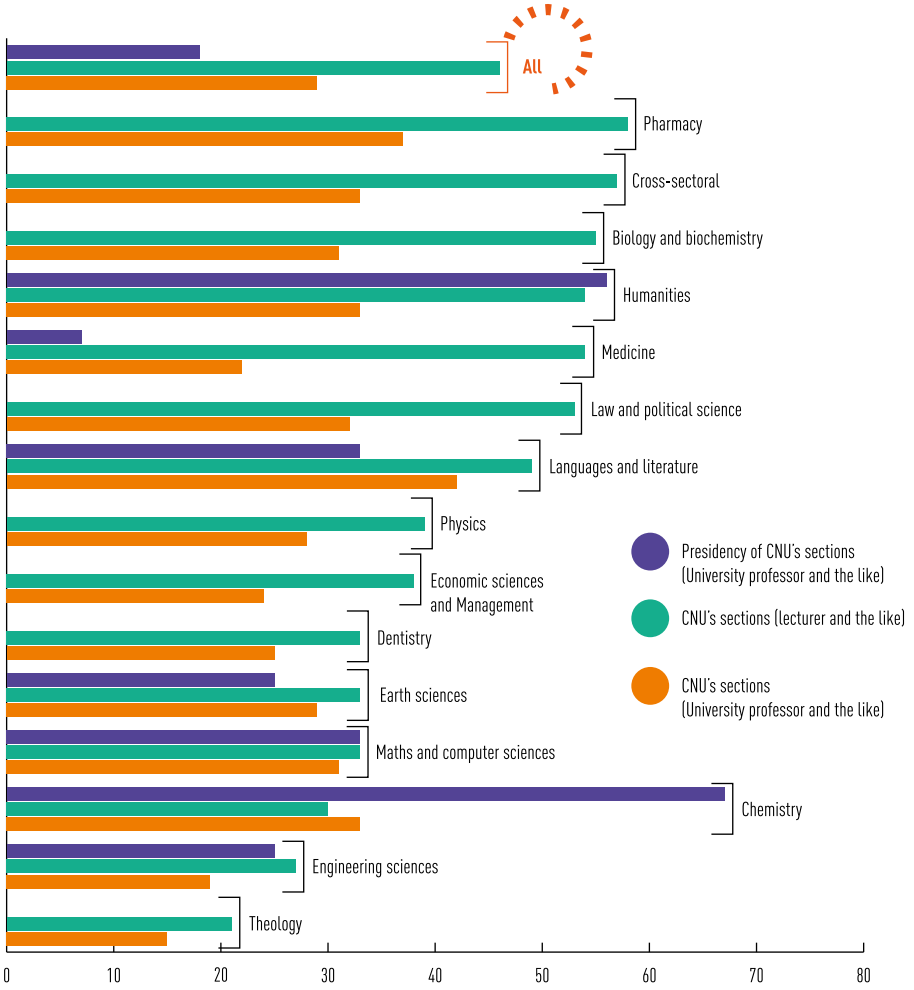
The number of women in the central councils of universities is increasing.



MENESR -DGESIP .
Scope : Metropolitan France. Updated June 2016.

THE CHAIRMANSHIP OF SECTIONS OF THE CNU (NATIONAL UNIVERSITIES COUNCIL) AND THE COMPOSITION OF THE SECTIONS OF THE CNU BY DISCIPLINE GROUP - PROPORTION OF WOMEN

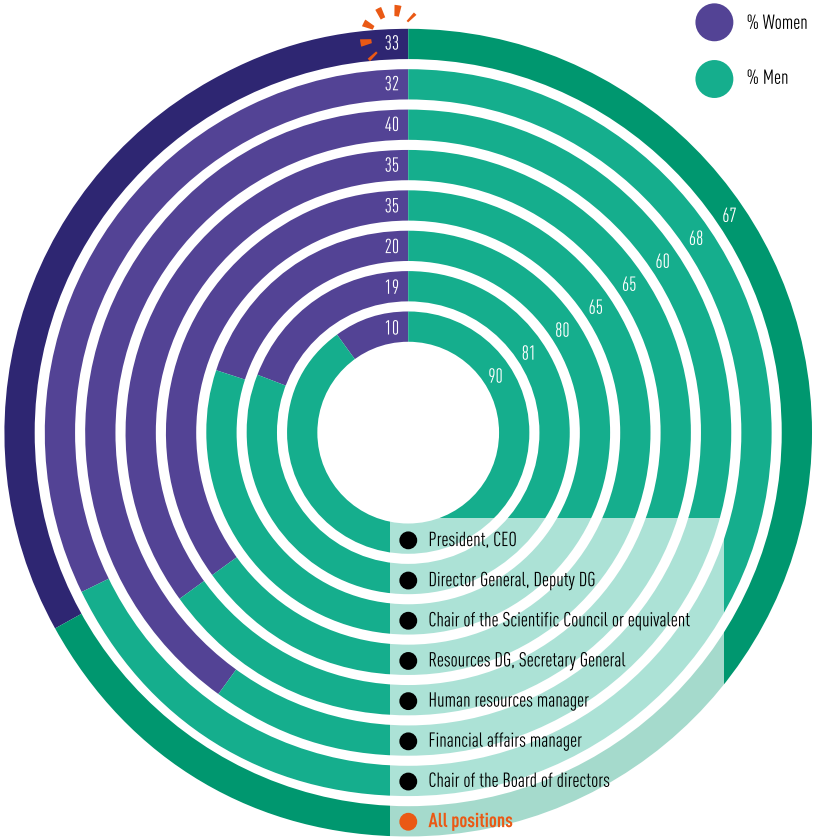
The National Universities Council remains very male dominated.



MENESR -DGRH . CNU elections 2015 and database GESUP 2015.

GOVERNANCE IN THE RESEARCH BODIES IN JUNE 2016

Managing a research body is still a male business.

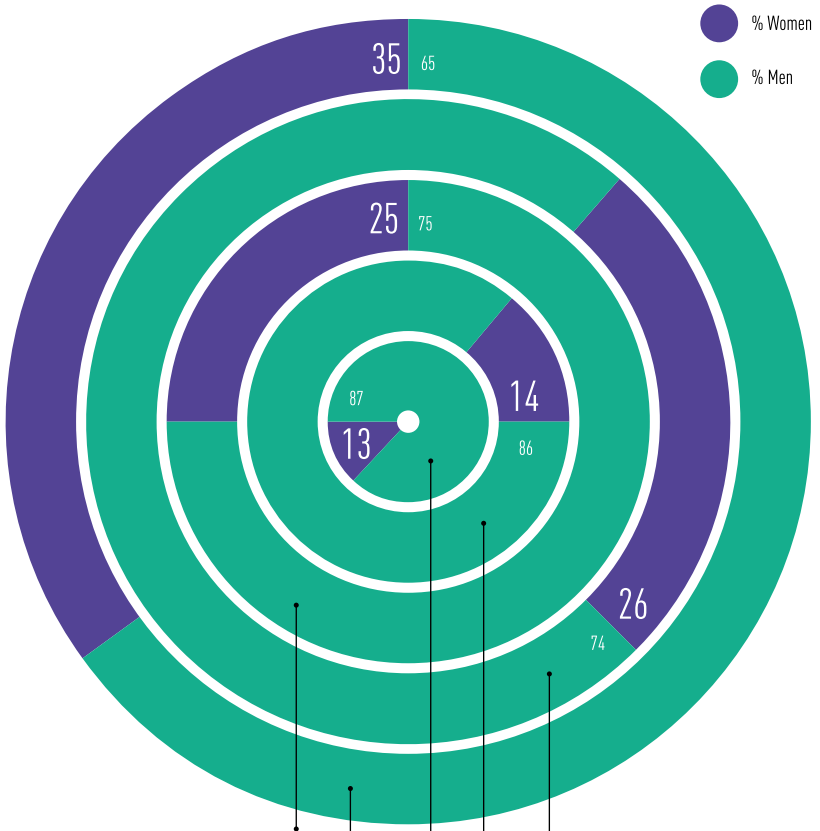


MENESR - DGESIP. Processing SIES.
Scope : 13 EPIC - State-owned industrial and commercial establishment, 8 EPST - State-owned scientific and technological establishment, 6 EPA - Public administrative body, 1 EPSCP - State-owned scientific, cultural and professional establishment, 5 PIG - public interest group and Foundations. Updated June 2016.

Other indicators

PARTICIPATION OF WOMEN AND MEN (IN %) IN THE INCENTIVE SCHEMES FOR R&D AND BUSINESS INNOVATION

There are still few women in the support structures for R&D and innovation.



National Agency for Research - Women and Men participation in the calls for proposals – 2015
Source: *ANR - Processing MENESR SIES*

Industrial Convention of Formation by Research – Proportion of women in the doctoral candidates receiving a convention – 2012
Source: *ANRT - Processing MENESR SIES*

i-LAB - Prize winner of the "National Contest for Assistance to the Creation of Innovative Technology Companies"
Source: *ANRT - Processing MENESR SIES*

Young innovative enterprises - 2016
Source: *ACOSS-URSSAF - MENESR SIES*

Student contractor status - 2015
Source: *MENESR SIES*

PROPORTION OF WOMEN IN PATENT APPLICATIONS PUBLISHED FROM 2003 TO 2013 IN FRANCE, BY KEY TECHNOLOGY AREAS

Subtle presence of women in published patent applications.

INPI, processing MENESR SIES.
Scope : Database of published patents in France at the National Institute of Industrial Property (INPI) from 2003 to 2013.

GLOSSARY

ANR	French National Agency for Research.
Knowledge Intensive Activity (KIA)	Are defined as activities where employees graduating from higher education (levels 5 and 6 according to ISCED 97 and levels 5 to 8 according to ISCED 2011) represent more than 33% of the total employment in those same activities. The total employment rate is calculated for the population aged 15 to 64. In French: ***Activités à haut niveau de savoir.***
Researchers	Professionals engaged in the conception or creation of new knowledge, products, processes, methods and systems. This category includes R&D researchers and engineers. It also includes financial doctorates (including beneficiaries of a CIFRE industrial research-based training agreements (Convention industrielle de formation par la recherche) and high-level personnel with responsibilities for leading research teams.
CIFRE	Industrial research-based training agreements.
International standard classification of education (ISCED)	International classification (UNESCO) which is used to produce comparable statistics on education and training and to breakdown school enrolments, the flow of graduates, human and financial resources using a common scale for education level. It is also used to analyse the population by level of study. The studies taken into account are those that have been successful and recognised with a qualification: thus in France, those with at least ISCED level 3 have at least a CAP, BEP or a baccalaureate. • ISCED 0: Early childhood education • ISCED 1: Primary education • ISCED 2: Lower secondary education (first cycle) • ISCED 3: Upper secondary education (second cycle) • ISCED 4: Post-secondary non-tertiary education • ISCED 5: Short-cycle tertiary education • ISCED 6: Bachelor's or equivalent level • ISCED 7: Master's or equivalent level • ISCED 8: Doctoral or equivalent level In French: ***Classification internationale type de l'éducation (Cite 2011).***
CNU	National Universities Council.
Central councils of the universities	These include: the Governing Board (GB), the Council for Studies and University Life (CSUL) and the Scientific Council (SC).
Secure job	Relates to the proportion of graduates in employment with a permanent contract, under the status of Public Service or as a self-employed worker.
Research-professor	A tenured professor who under statute divides their time between higher education and scientific research and who performs this activity within a higher education establishment. There are two professions of research-professors, the profession of lecturers or similar and the profession of university professor or similar.
Generation	Everyone born in a calender year, the generation is therefore a specific group, that of individuals having a given year of birth as a common event.
i-LAB	National competition to help with the creation of innovative technology companies.
Engineers	See scientists and engineers.

Professional integration	Concept that refers to "a dynamic transition from the education system to a relatively stable position in the labour market". (*Mansuy et al,* 2001).
MENESR	Ministry of National Education, Higher Education and Research.
Education level	Refers to the last year of studies completed (or attended, depending on the preference of the country) in the highest level that someone has achieved in the education system in which they studied. Two main classifications, national and international, are used to break down the students or population depending on their education level (ISCED classification).
Parity	Concept of a state of equality or functional equivalence. Gender parity is an equality of treatment and conditions. Here it denotes the objective of gender equality in working conditions, salaries and access to social and policy responsibilities.
Research support staff	Brings together technicians who are involved in R&D by performing scientific and technical tasks or other works, generally under the supervision of the researchers, unskilled workers specially assigned to R&D work and personnel assigned to administrative tasks related to R&D work.
Research staff	Includes the researchers and the research support staff.
Glass ceiling (GC)	Refers to a specific form of gender inequality in organisations, which concerns access to positions of power in Jacqueline Laufer et Pierre Muller, "Le plafond de verre dans l'administration, enjeux et démarches de changement", Politiques et management public. In French: ***le plafond de verre.***
Gender equality plan	Coherent set of provisions and actions that aim to ensure gender equality.
Active population	Collection of people who profess to practice or seek to practice a paid professional activity.
University Chancellor	A university vice-chancellor is the person who runs the university. Elected by absolute majority by the elected members of the governing board for a term of 4 years, she/he chairs the 3 university councils.
Public research	Groups different types of bodies and establishments: • public scientific, cultural and professional establishments (EPSCP) • public scientific and technological establishments (EPST) • public industrial and commercial establishments (EPIC) • public establishments for research and higher education and similar (business schools, engineering schools, etc.) • non-profit organisations and foundations (here by assimilation).
Scientists and engineers	"The "scientists and engineers" group refers to persons who, working in those capacities, use or create scientific knowledge and engineering and technological principles, i.e. persons with scientific or technological training who are engaged in professional work on science and technology (S&T) activities, high-level administrators and personnel who direct the execution of S&T activities. In the case of R&D activities, "scientists" are synonymous with researchers and assistant researchers engaged both in the natural sciences and in social sciences and humanities." ***(Canberra manual)***
Employment rate	Ratio between the employed population and the working age population.
Professional integration rate	Proportion of graduates in any employment out of all graduates present on the labour market, in employment or unemployed.
UE28	European Union countries at 1 July 2013: Austria, Belgium, Bulgaria, Croatia, Cyprus, Denmark, Estonia, Finland, France, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Czech Republic, Romania, United Kingdom, Slovakia, Slovenia, Sweden.

INDEX FIGURES

6 _ Graduates of higher education in 2015 - Proportion of people aged 30 to 34 years successfully finishing higher education

7 _ Employment in knowledge-based activities in 2013, by gender

8 _ Employment rate of those with an undergraduate qualification and above in 2015, by gender

9 _ Proportion of scientists and engineers in the active population of the European Union in 2013, by gender

10 _ Proportion of women among researchers in the European Union and various OECD countries in 2013

11 _ Proportion of female researchers in the business sector of the European Union in 2012

12 _ Female researchers in higher education on a fixed-term contract in the European Union in 2012

13 _ Proportion of R&D personnel working in a European research body, affected by a gender equality plan in 2013

14 _ The glass ceiling in higher education in 2013

15 _ Proportion of women and men during a typical academic career between 2007 and 2013

18 _ The proportion of male/female baccalaureate holders in a generation according to pathway and gender from 2001 to 2016

19 _ Proportion of women in the main courses in higher education

20 _ Proportion of women in scientific disciplines at university in 2004-2005 and 2014-2015

21 _ Change in the proportion of women graduating as an engineer from 2000 to 2014

22 _ Highest degree obtained according to age and gender in 2004 and 2014

23 _ Professional integration in 2014 of 2012 graduates with a university Master's degree

24 _ Professional integration in 2014 of 2012 graduates with a university Master's degree - Net monthly salary

28 _ Numbers of permanent teaching personnel working in higher education - University year 2013-2014

29 _ Change in the proportion of women among professors based in higher education between 1992 and 2015

30 _ Number of permanent research-professors in the university stream by discipline (CNU Group) and by gender - school year 2014-2015

31 _ Principal professions of non-teaching personnel in 2014-2015

32 _ Number of female candidates reported in the number of positions proposed for recruitment in 2013 for lecturers and for the recruitment of university professors, broken down by discipline groups and gender (ratio)

36 _ Women in research in France by institutional sector in 2010 and 2014

37 _ Average distribution of female researchers in business and proportion of women according to the research discipline from 2007 to 2013

38 _ Proportion of women in company workforce by business line of R&D in 2014

39 _ Proportion of women in public research according to establishment type in 2014

42 _ Number of officials performing management or supervisory roles, contributing to the missions of the MENESR in 2013 - breakdown by job and by gender

43 _ Number of female directors and chancellors at the beginning of the academic year 2016-2017

44 _ Vice-chancellorship of universities from 2008 to 2016 by gender

45 _ Proportion of women and men in the central councils of the universities before and after the Law on Higher Education of 22 July 2013

46 _ The chairmanship of sections of the CNU (National Universities Council) and the composition of the sections of the CNU by discipline group - Proportion of women

47 _ Governance in the research bodies in June 2016

50 _ Involvement of women and men (in %) in incentive schemes for R&D and business innovation

51 _ Proportion of women in patent applications published from 2003 to 2013 in France, by key technology areas

FOR MORE INFORMATION

SHE FIGURES 2015.
https://ec.europa.eu/research/swafs/pdf/pub_gender.../she_figures_2015-final.pdf

Bilan social 2013-2014 : partie 2. L'enseignement supérieur et la recherche - Statistiques - publications annuelles - Édition 2013-14.
http://cache.media.enseignementsup-recherche.gouv.fr/file/Publications/56/9/ESR_BilanSocial_2013_444569.pdf

L'état de l'emploi scientifique en France RAPPORT 2016 (to be published).

Les inégalités de genre dans l'insertion professionnelle des diplômé.e.s de Master. Note d'Information Enseignement supérieur & Recherche 16.08 (to be published).

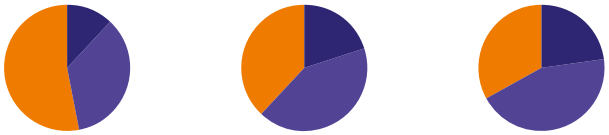
Chercheures-chercheurs : des stéréotypes de genre dès les formations. Note d'Information Enseignement supérieur & Recherche 13.03.
http://www.enseignementsup-recherche.gouv.fr/reperes/telechar/ni/ni1303.pdf

Higher Education and Research in France, Facts and Figures (no. 9 - June 2016) .
http://www.enseignementsup-recherche.gouv.fr/cid103009/l-etat-de-l-enseignement-superieur-et-de-la-recherche-en-france-n-9-juin-2016.html

Repères et références statistiques sur les enseignements, la formation et la recherche - Édition 2016.
http://cache.media.education.gouv.fr/file/2016/97/5/depp_rers_2016_614975.pdf

Filles et garçons sur le chemin de l'égalité, de l'école à l'Enseignement supérieur - Édition 2016.
http://cache.media.education.gouv.fr/file/2016/40/1/FetG_2016_542401.pdfhttp://cache.media.education.gouv.fr/file/2016/40/1/FetG_2016_542401.pdf

Femmes et hommes - Regards sur la parité - Insee Références - Édition 2012.
http://www.insee.fr/fr/publications-et-services/default.asp?page=dossiers_web/femmes-hommes/femmes-hommes.htm



Ségrégation professionnelle et écarts de salaires femmes-hommes. Dares Analyses 2015-082.
http://dares.travail-emploi.gouv.fr/IMG/pdf/2015-082.pdf

Vers l'égalité réelle entre les femmes et les hommes Chiffres clés – Édition 2016. Publications du Service des droits des femmes et de l'égalité.
http://www.familles-enfance-droitsdesfemmes.gouv.fr/publications/droits-des-femmes/egalite-entre-les-femmes-et-les-hommes/vers-legalite-reelle-entre-les-femmes-et-les-hommes-les-chiffres-cles-lessentiel-edition-2016/

Statistical data on R&D in France, REPÈRES website.
www.enseignementsup-recherche.gouv.fr/reperes/default.htm

Data on all types of teaching staff of higher education, wether established, trainees or non-permanent - Studies and statistic looks.
http://www.enseignementsup-recherche.gouv.fr/pid24748/statistiques-analyses.html

Studies and statistics from the Depp.
http://www.education.gouv.fr/pid25496/statistiques.html

ISBN 978-2-11-151686-1
Dépôt légal 3e trimestre 2016
ISSN en cours

Ministère de l'Éducation nationale,
de l'Enseignement supérieur
et de la Recherche

DGESIP/DGRI-SIES
Sous-direction des systèmes d'information
et des études statistiques

1, rue Descartes – 75231 Paris CEDEX 05