European Commission

SHE FIGURES 2024

The road to gender equality in R&I

Latvia

She Figures Index 2024

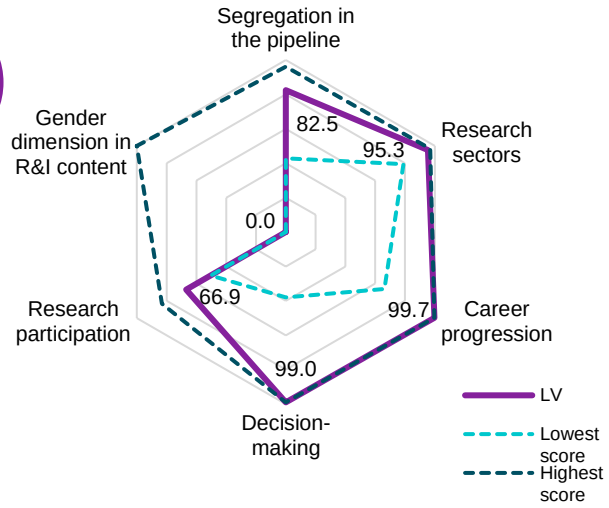
The **She Figures Index** is a tool to measure the extent to which European Union (EU) Member States have achieved gender equality in the European Research Area (ERA). It draws on She Figures indicators across six dimensions: segregation in the pipeline, research sectors, career progression, decision-making, research participation, and incorporating a gender dimension in research and innovation (R&I) content (GDRIC).

A score of between 0 and 100 is assigned to each dimension, as well as an overall score. A score of 100 denotes that gender equality has been fully achieved. Among the Member States, Latvia ranks 13th overall, with a score of 73.9. The breakdown indicates high scores on the dimensions of career progression (1st), decision making (1st), research sectors (3rd) and segregation in the pipeline (5th), a moderate score on research participation (17th), and a lower score on GDRIC (27th).

Latvia 73.9

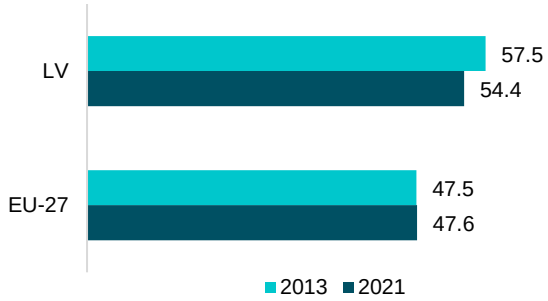
Lowest score 60.1

Highest score 87.6



Pool of graduate talent

Figure 1: Proportion (%) of women among Doctoral graduates (ISCED 8), 2013 and 2021

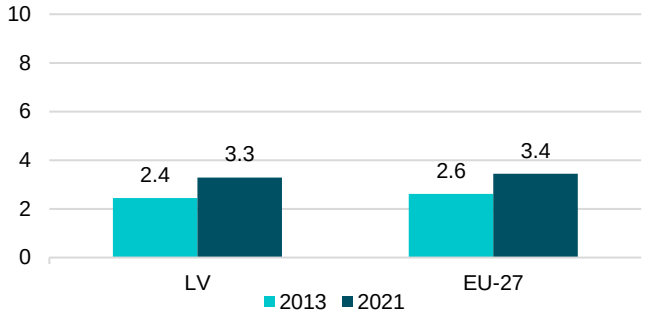


Notes: ISCED 8 = International Standard Classification of Education, Doctoral level or equivalent.
Source: Eurostat – Education Statistics (online data code: educ_uoe_grad02); Organisation for Economic Co-operation and Development (OECD) (Graduates by field).

Latvia has achieved gender balance among Doctoral graduates, with women representing 54% of PhD graduates in 2021. Among the 27 European Union Member States (EU-27), Latvia has the sixth highest share of women Doctoral graduates (2021 data), falling from third position in 2013. Latvia is above the EU-27 average in both years.

Participation in science and technology occupations

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



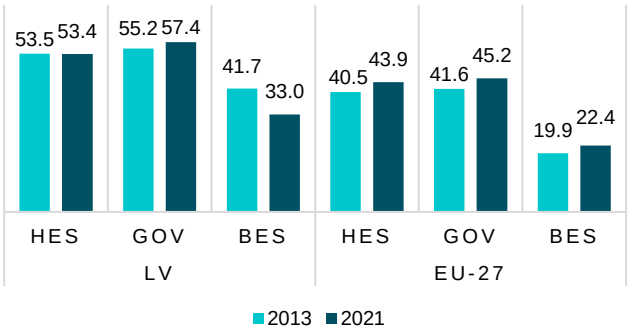
Notes: Break in time series for 2021 LV and EU-27 data. S&Es = scientists and engineers.
Source: Eurostat – Human resources in science and technology (online data code: hrst_st_ncat) and Eurostat – Labour Force Survey (EU-LFS) – Active population by sex, age and citizenship (online data code: lfsa_agan)

In Latvia, **women scientists and engineers (S&Es) comprise 3.3 % of the total labour force,** according to 2021 data, compared to 2.4 % in 2013. The latest data show that women S&Es represent a slightly smaller proportion of the total labour force in Latvia than in the average Member State.

Research and Innovation

Labour market participation as researchers

Figure 3: Proportion (%) of women among researchers, by sector of the economy, 2013 and 2021

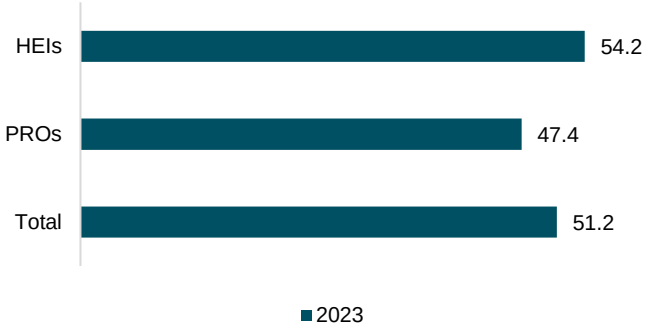


Notes: HES = higher education sector; GOV = government sector; BES = business enterprise sector. EU-27 data for 2021 are estimated.
Source: Eurostat – Research and development statistics (online data code: rd_p_persocc) and OECD-R&D personnel by sector and function.

Gender balance is achieved among researchers in the higher education sector (HES) and government sector (GOV). In GOV, women account for 57 % of researchers (2021 data), a small increase from 55 % in 2013. The proportion of women employed as researchers in HES has remained stable (53 % in 2021; 54 % in 2013). In line with the wider trend across the EU-27, the share of women researchers is lowest in the business enterprise sector (BES), with women accounting for 33 % (2021 data). In all sectors in both years, Latvia performs better than the EU-27 average.

Working conditions of researchers

Figure 4: Proportion (%) of research organisations taking actions or measures towards gender equality, by type of organisation, 2023

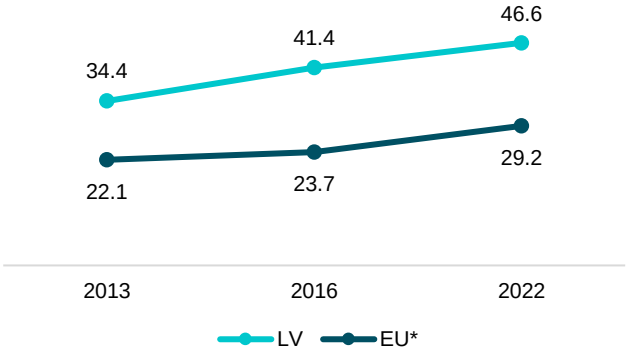


Notes: HEI = higher education institutions; PRO = public research organisations. Data are not available for 2020 for LV.
Source: Web-scraping of HEI and PRO websites using SerpAPI, informed by ETER, Cordis and input from the national Statistical Correspondents of EU Member States and countries associated with Horizon Europe.

Approximately half (51 %) of the research organisations in Latvia published information on their websites on their actions towards gender equality in 2023. A slightly larger proportion of higher education institutions (HEIs) (54 %) showcased gender equality information on their websites in comparison to public research organisations (PROs) (47 %).

Career advancement and participation in decision-making

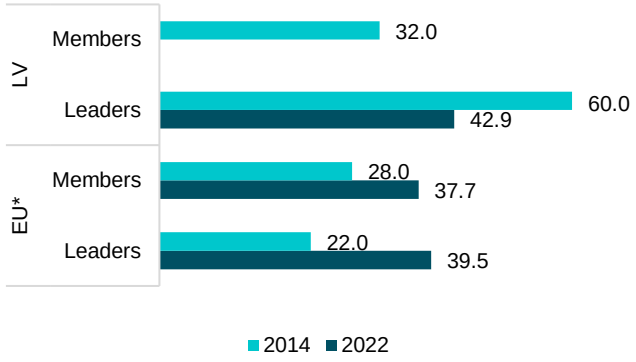
Figure 5: Proportion (%) of women among Grade A positions, 2013, 2016 and 2022



*Notes: *EU data for 2013 and 2016 refer to the EU-28, while EU data for 2022 refer to the EU-27. LV data for 2013 and 2016 refer to Grade A researchers, and the LV data for 2022 refer to Grade A academic staff. The data for the EU refer to Grade A researchers and academic staff. Grade A positions are the single highest grade/post at which research is normally conducted within the institutional or corporate system.*
Source: Women in Science (WiS) database, Directorate-General (DG) Research and Innovation - T1_questionnaires.

Latvia has seen a gradual improvement regarding gender balance in career advancement. The share of women holding Grade A positions increased from 34 % in 2013 to 47 % in 2022. The proportion of women in Grade A positions is notably higher than the EU-27 average.

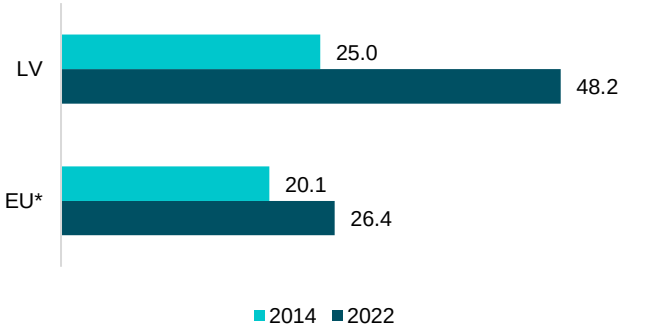
Figure 6: Proportion (%) of women on boards of research organisations (members and leaders), 2014 and 2022



*Notes: LV data for 2022 on members are not available; Data for members for 2014 are based on a small sample. *EU-level data for 2014 refer to the EU-28 (EU-27 plus the United Kingdom (UK)), while EU-level data for 2022 refer to the EU-27.*
Source: WiS database, DG Research and Innovation - T5 & T6_questionnaires.

In Latvia, **the share of women in leadership positions dropped** from 60 % in 2014 to 43 % in 2022 (data for 2014 are based on a small sample size). However, the share of women employed in leadership positions on boards is above the EU-27 average in both years.

Figure 7: Proportion (%) of women among heads of institutions in HES, 2014 and 2022

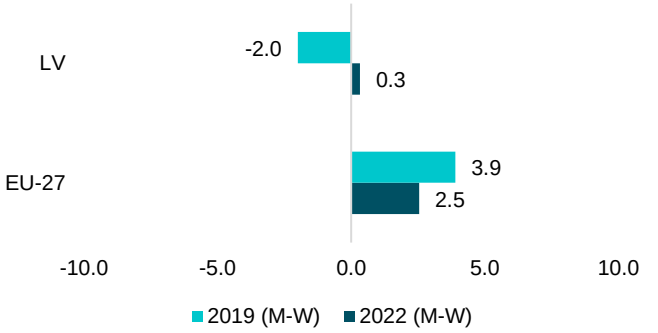


*Notes: 2022 data for LV are based on a small sample. *EU-level data for 2014 refer to the EU-28, while EU-level data for 2022 refer to the EU-27.*
Source: WiS database, DG Research and Innovation – T7_questionnaires.

In 2022, gender balance was achieved among heads of HEIs in Latvia. The share of women in key positions nearly doubled (48 %) compared to 2014, when one-quarter (25 %) of heads of HEI were women. In both years, the proportion of women among heads of institutions in HES was above the EU-27 average.

R&I output

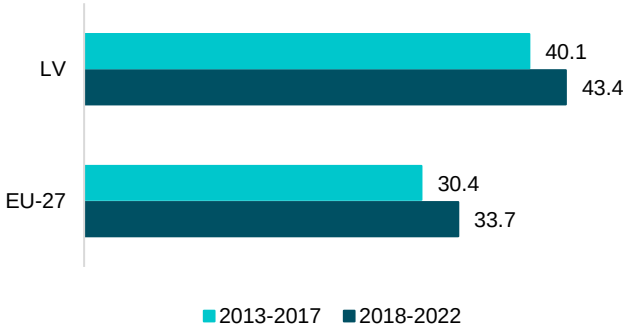
Figure 8: Research funding success rate differences (pp) between women and men, 2019 and 2022



Notes: A positive difference means that men have a higher success rate. PP = percentage points.
Source: WiS database, DG Research and Innovation – T3_questionnaires.

She Figures 2024 shows that the research funding success rate is slightly lower for women than for men. Between 2019 and 2022, the difference in the research funding success rate between women and men shifted from -2.0 pp (in favour of women researchers) to 0.3 pp (in favour of men researchers).

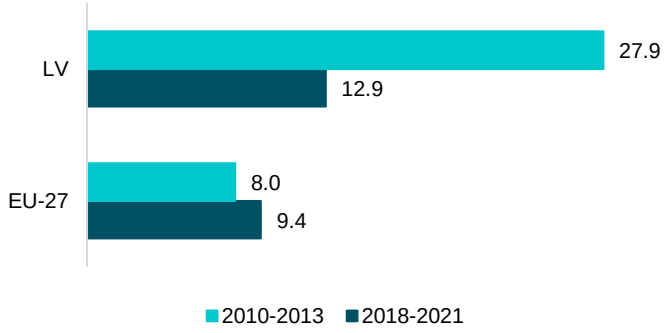
Figure 9: Average proportion (%) of women among authors on publications in all fields of R&D, 2013-2017 and 2018-2022



Notes: R&D = research and development.
Source: Scopus.

Latvia made progress in terms of gender balance among authors in all fields of R&D, with women making up 43 %, surpassing the EU-27 average of 34 %. Latvia ranks second among the Member States for the proportion of women among authors of publications.

Figure 10: Proportion (%) of women among inventors, 2010-2013 and 2018-2021



Source: Computed using European patent applications (kind codes A1 and A2) in PATSTAT.

Women are significantly underrepresented among inventors on patent applications in Latvia and in the EU more broadly. Data from 2018 to 2021 show that women only submit 13 % of patent applications in Latvia, and 9.4 % in the EU-27. Between 2010 and 2013, the share of women inventors in Latvia was significantly higher, at 28%. Latvia places fifth among the Member States for the proportion of women inventors during this period.

She Figures 2024 shows significant improvements in Latvia to advance gender equality in R&I. Efforts have been made to ensure that women can benefit from opportunities for taking up education at the Doctoral level (Figure 1) and in pursuing careers as researchers in different sectors of the economy (Figure 3), but also in leadership and decision-making roles (Figures 5, 6 and 7). Latvia also performs well on achieving gender balance among authors of publications in all fields of R&D (Figure 9) and on the success rate in research funding between women and men, where only a small gap remains (Figure 8). However, further efforts are needed to improve research organisations' dissemination of information on their actions towards gender equality (Figure 4).

About She Figures 2024

Gender equality – in all areas of life, and specifically within R&I – is a priority for the EU. She Figures is one of the flagship publications of DG Research and Innovation. Produced every three years, it presents comparable statistics on the state of gender equality in R&I across Europe. The publication provides data for more than 100 indicators to support the European Commission's policy initiatives promoting gender equality in R&I and the ERA. The chapters follow the 'chronological journey' of women and men, from graduating from Doctoral education to participation in the labour market and in decision-making roles. The publication also considers women's and men's relative working conditions and R&I outputs.

Gender Equality in Research and Innovation

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