

# SHE FIGURES

## 2024

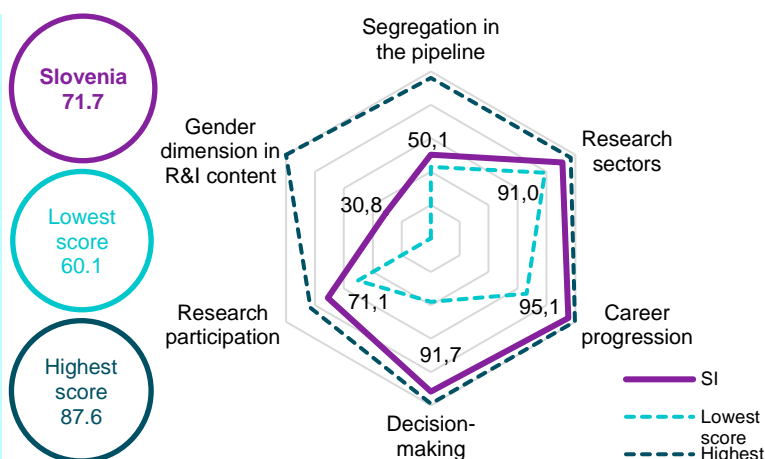
The road to gender equality in R&I

Slovenia

She Figures Index 2024

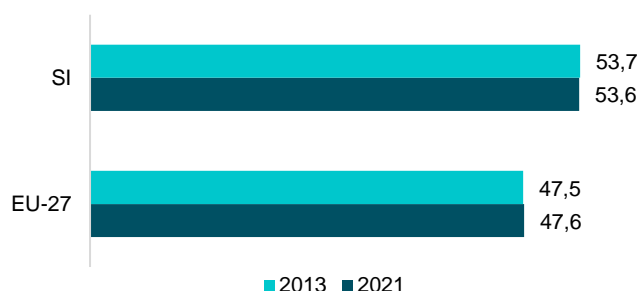
The **She Figures Index** is a tool to measure the extent to which European Union (EU) Member States have achieved gender equality in the European Research Area (ERA). It draws on She Figures indicators across six dimensions: segregation in the pipeline, research sectors, career progression, decision-making, research participation, and incorporating a gender dimension in 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, Slovenia ranks 17<sup>th</sup> overall, with a score of 71.7. The breakdown indicates relatively high scores on the dimensions of decision-making (7<sup>th</sup>) and research participation (9<sup>th</sup>), moderate scores on career progression (10<sup>th</sup>), research sectors (13<sup>th</sup>) and GDRIC (18<sup>th</sup>), and a lower score on segregation in the pipeline (26<sup>th</sup>).



### Pool of graduate talent

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



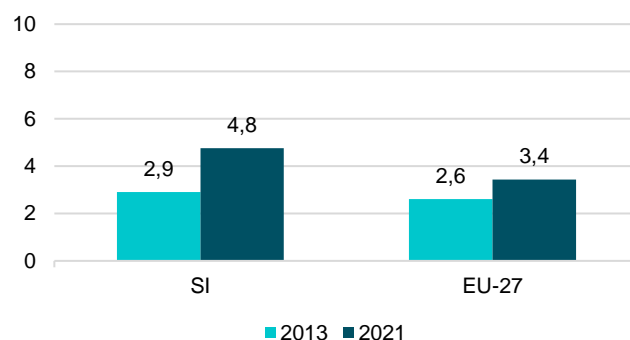
Notes: ISCED 8 = International Standard Classification of Education, Doctoral level or equivalent.  
Source: Eurostat – Education Statistics (online data code: educ\_uoe\_grad02); Organisation for Economic Co-operation and Development (OECD) (Graduates by field).

**She Figures 2024 shows that Slovenia has achieved gender balance in the proportion of women among Doctoral graduates.** Between 2013 and 2021, the share of women among Doctoral graduates remained relatively stable, at 54 %. These percentages are above the average for the 27 European Union Member States (EU-27) for those years. Of the EU-27, Slovenia ranks eighth for the proportion of women among Doctoral graduates.



### Participation in science and technology occupations

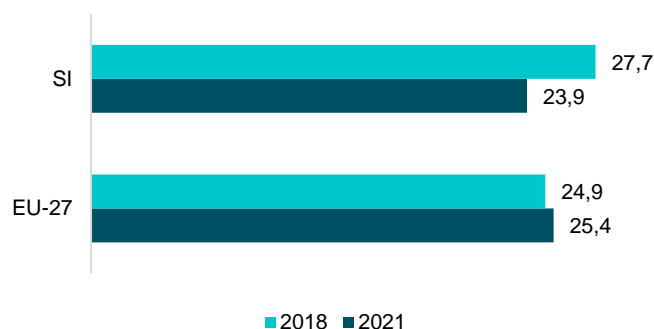
Figure 2: Proportion (%) of women scientists and engineers among total labour force, 2013 and 2021



Notes: Break in time series for 2021 SI 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: ifsa\_agan).

**Women scientists and engineers (S&Es) account for 4.8 % of Slovenia's total labour force, according to 2021 data, compared to 2.9 % in 2013.** The latest data show that women S&Es represent a larger proportion of the total labour force in Slovenia than in the average Member State.

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



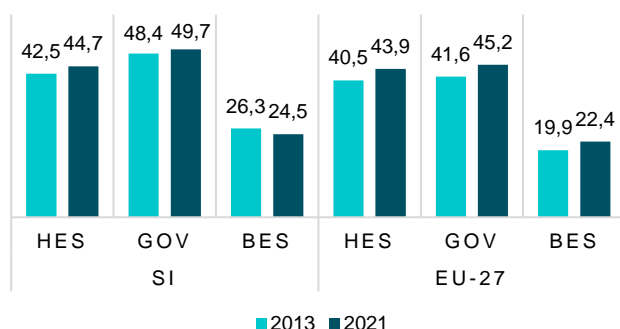
Notes: Break in time series for 2021 SI and EU-27 data. ICT = information and communications technology.  
Source: EU-LFS Annual Average Quarterly data.

**Women account for 24 % of self-employed S&Es and information and communications technology (ICT) professionals**, based on 2021 data. Between 2018 and 2021, the share of women among self-employed professionals in these fields decreased by approx. 4 percentage points (pp). Of the 22 Member States for which data are available, Slovenia ranks 12<sup>th</sup> for the proportion of women among self-employed S&E and ICF professionals.



## Labour market participation as researchers

Figure 4: Proportion (%) of women among researchers, by sector of the economy, 2013 and 2021



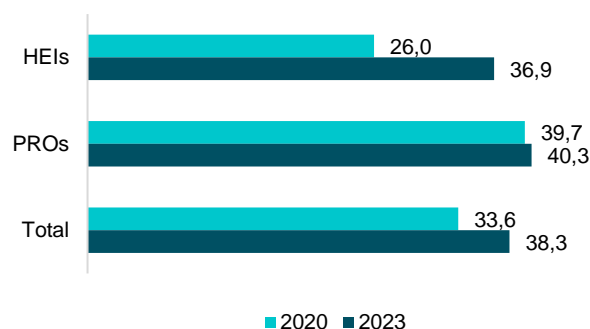
Notes: HES = higher education sector; GOV = government sector; BES = business enterprise sector. EU-27 data for 2021 are estimated.  
Source: Eurostat – Research and development statistics (online data code: rd\_p\_persocc) and OECD-R&D personnel by sector and function.

**She Figures 2024 shows that women represent 34 % of researchers in Slovenia**, based on 2021 data. Gender balance is achieved in the higher education sector (HES) and government sector (GOV), where women account for over 40 % of researchers (45 % and 50 %, respectively, based on data from 2021). However, women are underrepresented in the business enterprise sector (BES), comprising only 25 % of researchers.



## Working conditions of researchers

Figure 5: Proportion (%) of research organisations taking actions or measures towards gender equality, by type of organisation, 2020 and 2023



Notes: HEI = higher education institutions; PRO = public research organisations.  
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.

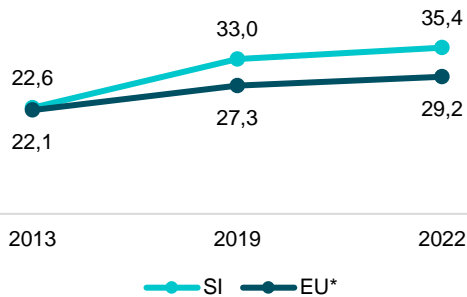
**Over one-third of research organisations display information about their actions towards gender equality on their websites.** Between 2020 and 2023, the proportion of research organisations displaying these measures on their websites increased from 34 % to 38 %. This information is more commonly showcased on the websites of public research organisations (PROs) than those of higher education institutions (HEIs).

To support the implementation of gender equality measures at institutional level, a group of women researchers working at the Institute for Culture and Memory Studies (i) in Ljubljana deliver a range of activities targeting science and research and higher education environments in Slovenia. Activities include themed workshops on measures to integrate a gender dimension into research and teaching content, or measures to prevent gender-based violence (ii). The initiative also conducts research projects, such as 'Ethics, integrity and gender equality in the research area of Slovenia: between policies and their implementation' (iii) and provides publications in the field of gender equality in science and research, for example 'Improving Female Researchers' Careers through Gender Equality Plan actions: Experiences from a Slovenian Research Institute' (iv).



## Career advancement and participation in decision-making

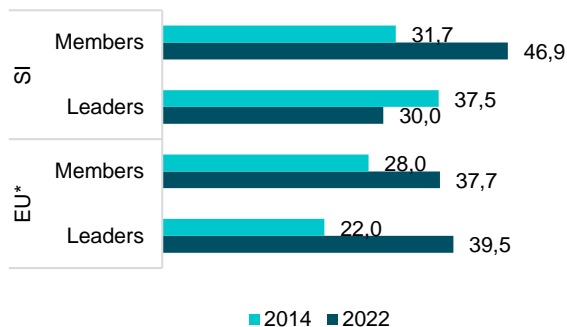
Figure 6: Proportion (%) of women among Grade A positions, 2013, 2019 and 2022



Notes: \*EU-level data for 2013 refer to the EU-28 (EU-27 plus the United Kingdom (UK), while EU-level data for 2019 and 2022 refer to the EU-27). The data for SI refer to Grade A academic staff, while the data for the EU refer to Grade A researchers and academic staff. Grade A is 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.

The proportion of Grade A positions held by women researchers increased from 23 % to 35 % between 2013 and 2022. Slovenia outperforms the EU-27 average for the share of women researchers in these positions.

Figure 7: Proportion (%) of women on boards of research organisations (members and leaders), 2014 and 2022

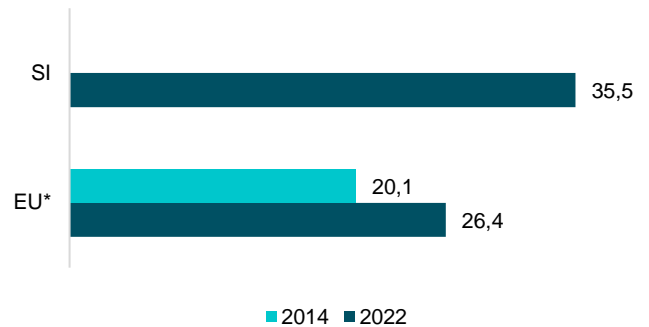


Notes: \*EU-level data for 2014 refer to the EU-28, while EU-level data for 2022 refer to the EU-27. Source: WiS database, DG Research and Innovation - T5 & T6\_questionnaires.

**Gender balance is achieved in terms of the share of women among board members.** Between 2014-2022, this figure increased from 32 % to 47 %. However, among leaders of boards, the share of women decreased from 38 % to 30 % during the period. While Slovenia is above the EU-27 average for the proportion of women among board members, it is below the EU-27 average regarding representation among board leaders.

The Government's 2022 Resolution on the Slovenian Scientific Research and Innovation Strategy 2030 aims to ensure gender balance in the recruitment and appointment process for members of the committees and working bodies in the field of research and innovation (R&I), and among the candidates for national awards for outstanding scientific achievements <sup>(v)</sup>. The Scientific Research and Innovation Activities Act, implemented by the Slovenian government in 2021, stipulates that PROs receiving public funding should have provisions to ensure gender balance among research programme leaders and key management function holders. These measures should be enshrined in the acts of institutions and actively promoted <sup>(vi)</sup>.

Figure 8: Proportion (%) of women among heads of institutions in HES, 2014 and 2022



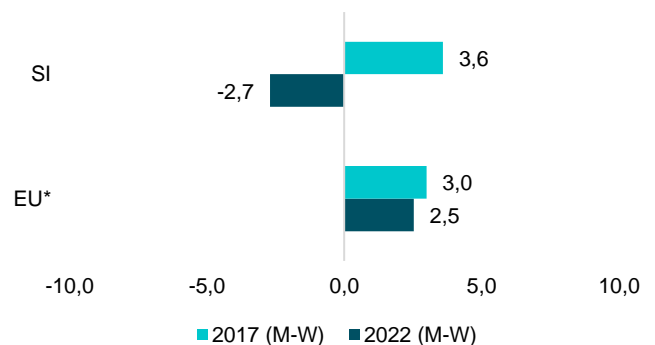
Notes: No data are available for SI in 2014; \*EU-level data for 2014 refer to the EU-28, while EU-level data for 2022 refer to the EU-27. Source: WiS database, DG Research and Innovation - T7\_questionnaires.

She Figures 2024 shows that around one-third (36 %) of heads of institutions in the HES are women. The proportion of women heads of institutions in the HES is higher in Slovenia compared to the EU-27 average.



## R&I output

Figure 9: Research funding success rate differences (pp) between women and men, 2017 and 2022

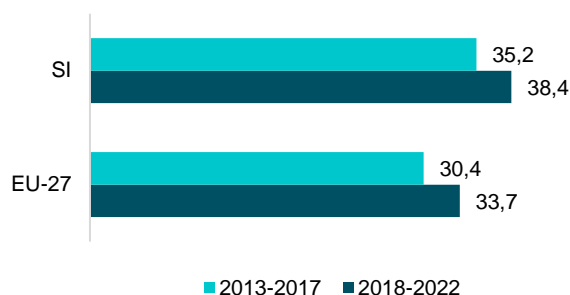


Notes: A positive difference means that men have a higher success rate. \*EU-level data for 2017 refer to the EU-28, while EU-level data for 2022 refer to the EU-27. PP = percentage points. Source: WiS database, DG Research and Innovation - T3\_questionnaires.

She Figures 2024 shows that women are more likely to obtain research funding than men, according to 2022 data. Between 2017 and 2022, the difference in the research funding success rate between women and men shifted from 3.6 pp to -2.7 pp (in favour of women researchers).

The government's 2022 Resolution on the Scientific Research and Innovation Strategy 2030 includes measures to improve gender mainstreaming in research funding, ensure accountability and assessment of public research organisations in relation to gender equality structural changes, and equal gender representation in appointment and remuneration of staff in R&I activities <sup>(vii)</sup>.

Figure 10: Average proportion (%) of women among authors on publications in all fields of R&D, 2013-2017 and 2018-2022

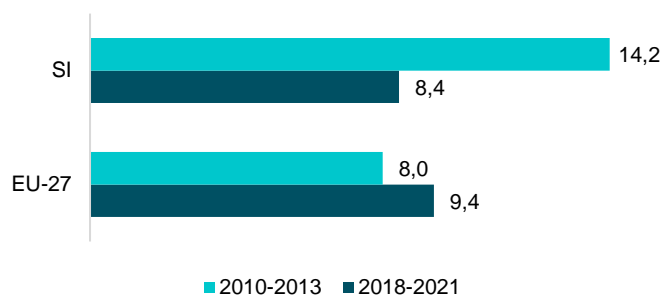


Notes: R&D = research and development.

Source: Scopus.

The average share of women among authors of publications in all fields of research and development (R&D) in Slovenia between 2018 and 2022 is 38 %. This has increased since the 2013-2017 period, when women represented 35 % of authors on publications. According to the latest data, Slovenia is above the EU-27 average and ranks eighth among the Member States for the proportion of women among authors on publications in R&D fields.

Figure 11: Proportion (%) of women among inventors, 2010-2013 and 2018-2021



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

**Women are significantly underrepresented among inventors on patent applications in Slovenia and in the EU more broadly.** Data from 2018 to 2021 show that women only submit 8.4 % of patent applications in Slovenia, and 9.4 % in the EU-27. This figure has declined since 2010-2013, when women represented 14 % of inventors on patent applications in Slovenia. Overall, the latest data place Slovenia 19<sup>th</sup> among the Member States for the proportion of women among inventors.

Overall, She Figures 2024 shows improvements in the proportion of women S&Es among the total labour force (Figure 2), the share of women among researchers in the higher education and government sectors (Figure 4), and the proportion of women among board members of research institutions (Figure 7).

Further efforts are needed to increase the proportion of women among self-employed S&E and ICT professionals (Figure 3), the proportion of women among researchers (particularly in the business enterprise sector, Figure 4), and women's R&I outputs (Figures 10 and 11).

## 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

[Explore She Figures 2024 interactive report](#) and [Gender equality in research and innovation](#)

@EUScienceInnov  
#SheFigures

#GenderEquality

#UnionOfEquality

#EUResearchArea

(i) Institute for Culture and Memory Studies, About us, 2024, <https://spolinznanoz.zrc-sazu.si/o-nas/>

(ii) Institute for Culture and Memory Studies, News and Activities: Gender and Science, 2022, <https://spolinznanoz.zrc-sazu.si/novice-in-dejavnosti/>

(iii) Institute for Culture and Memory Studies, Ethics, integrity and gender equality in the research area of Slovenia, 2022, <https://spolinznanoz.zrc-sazu.si/projekti/etika-integriteta-in-enakost-spolov-v-raziskovalnem-prostoru-slovenije-med-politikami-in-njihovo-implementacijo/>

(iv) Institute for Culture and Memory Studies, Gender and science in Slovenia: Publications, 2023, <https://spolinznanoz.zrc-sazu.si/publikacije/>

(v) National Assembly of the Republic of Slovenia, Resolution on the Slovenian Scientific Research and Innovation Strategy 2030, 2022, <http://www.pisrs.si/Pis.web/pregledPredpisa?id=RESO133>

(vi) National Assembly of the Republic of Slovenia, Scientific Research and Innovation Activities Act 2021, <http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO7733>

(vii) National Assembly of the Republic of Slovenia, „Resolution on the Slovenian Scientific Research and Innovation Strategy 2030 2022, <http://www.pisrs.si/Pis.web/pregledPredpisa?id=RESO133>