

## GENDER BALANCE IN RESEARCH

### The view from Luxembourg

The Luxembourg public research system employs approximately 2,035 researchers, based on the statistics provided for 2017 by the Government. Based on the latest SHE Figures report from 2021 issued by the European Commission, around one in four researchers in Luxembourg is female, which places the Grand Duchy below the EU average of one in three. Luxembourg ranks below EU average and last among EU countries in the number of female PhD graduates at 35.6% (EU average: 48.1%). As we move up the ranks, the female representation dwindles further: Women make up 34.3% of Associate Professor-level academic staff (EU average: 40.3%). Cut this number in half to 17.7% and we have the proportion of women at Full Professor level (EU average: 26%). The SHE figures report highlights that it is more difficult for women in most countries to climb the academic ranks, and that significantly fewer women achieve Full Professor status during their career than their male peers. The reasons are manifold, and it is undeniable that many things need to change to even out these numbers.

As for the FNR's funding instruments, statistics show that the success rate for retained proposals is almost identical between male and female applicants (2007–2015, main FNR programmes). This shows that the evaluation procedure of the FNR does not have any significant distortions, which was also confirmed in a recent external and independent evaluation of the FNR's CORE selection procedure.

Also, there is a good gender balance in FNR's governing bodies, with 55% female members in the Board and 55% female members in the Scientific Council. 56% of the FNR Team members are female. The FNR expert panels are not yet as balanced (32.3% of 2020 panel members were female), but efforts are being made to increase female participation.

As a member of Science Europe, the FNR is committed to a detailed monitoring of gender statistics across its funding schemes. The FNR is doing well in terms of maternity and parental leave, since researchers funded in the framework of the FNR's various schemes all have employment contracts entitling them to the relatively generous Luxembourg maternity and parental leaves.

To fight the gender imbalance in research in Luxembourg, the Ministry of Higher Education and Research (MESR) has mandated the Luxembourg National Research Fund (FNR) to establish a concrete action plan. In 2020, the Luxembourg Gender Working Group (GWG) was set up, bringing together so far a total of 14 representatives of the Luxembourg Institute of Health (LIH), the Luxembourg Institute of Socio-Economic Research (LISER), the Luxembourg Institute of Science and Technology (LIST), the University of Luxembourg (UL), the Max Planck Institute Luxembourg (MPI) and the FNR.



of **AFR PhD** grants  
awarded to women



of **CORE** grants  
awarded to women



**INTER MOBILITY** grants  
awarded to women



**PSP-CLASSIC** grants  
awarded to women

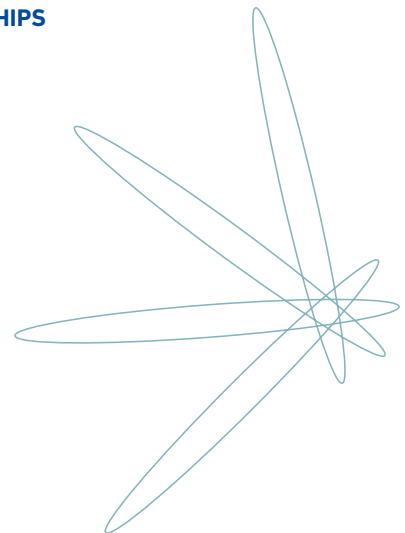


**ATTRACT** fellowships  
awarded to women



of **INDUSTRIAL FELLOWSHIPS**  
awarded to women

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**OPEN** grants awarded to women



**PSP-FLAGSHIP** grants awarded to women



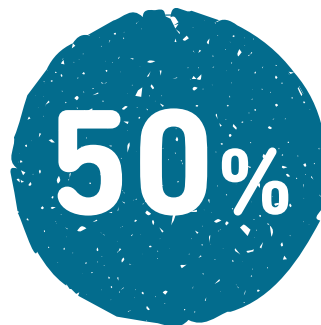
of **BRIDGES** grants awarded to women



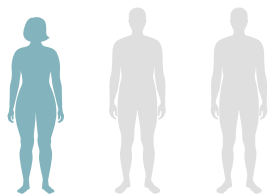
of **INTER** grants awarded to women



of **MECO-FNR-LUXINNOVATION** grants awarded to women



of **RESCOM** grants awarded to women



**1 in 3**  
**FNR GRANTS AWARDED TO WOMEN IN 2021**