




GENDERSCAN		Methodology note 
Details of the survey		
Method	Online survey, dynamic display of questions according to respondents' profiles	
Timeframe	From May 2024 to February 2025	
STEM definition	Categorized according to the NACE Rev2.0 classification, people employed in the following sectors: <ul style="list-style-type: none">• Extractive industries (coal, hydrocarbons, ore)• Food and beverage industries• Textile, clothing, leather/shoe industry• Chemical industry, rubber, plastics• Pharmaceutical industry• Metallurgy, metals, machinery, non-plastic mineral products industry• Electronics, computer and electrical industry• Automotive industry, other transport equipment• Other manufacturing industries (furniture, paper, printing, etc.)• Production and distribution of electricity, gas, steam and air conditioning• Production and distribution of water, sanitation and waste management• Construction (building construction, civil engineering, etc.)• Transportation, warehousing• Information and communication• Digital (hardware, software, internet, telecom)• Specialized, scientific and technical R&D activities	

GENDERSCAN
Methodology note

	Sample	Men	Women	Other	Total
Europe	947	2615	32	3594	

Statistical model

To ensure a more accurate representation of the target population, the results of this survey (2025 and 2021 editions, compared in the comments) have been adjusted using post-stratification weighting. This method corrects for potential biases caused by the overrepresentation or underrepresentation of certain nationalities in the sample compared to their actual proportion in the target population. The reference proportions were established based on Eurostat data, which provide the distribution of STEM professionals by country in Europe. These data serve as a benchmark to adjust the sample so that it more accurately reflects the real distribution of the studied populations. The weighting coefficients for each response were calculated using the following formula:

Weight = Observed proportion in the sample/reference proportion (Eurostat)

Thus, a country that is underrepresented in the sample is assigned a weight greater than 1 to increase its influence in the final results. A country that is overrepresented receives a weight less than 1 to reduce its impact. Separate weights were applied to the women and men subpopulations to ensure optimal alignment with the reference data.

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What is your gender?

Total Female 2615

Male 947

Other 32 (not included in analysis)

Total 3594

In which sector do you work










Public Sector (Ministries, Administration, Regional or Local Authorities, Etc..) 550 1604 2154

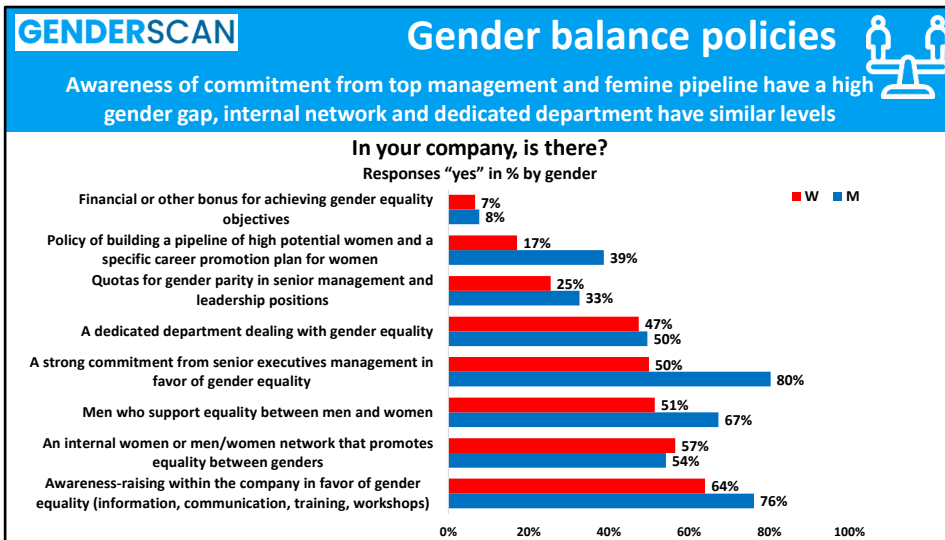
Private Sector (companies, corporations) 271 656 927

Third Sector (NGOs, non-profit organizations, the voluntary sector) 52 111 163

Respondents total 873 2370 3243

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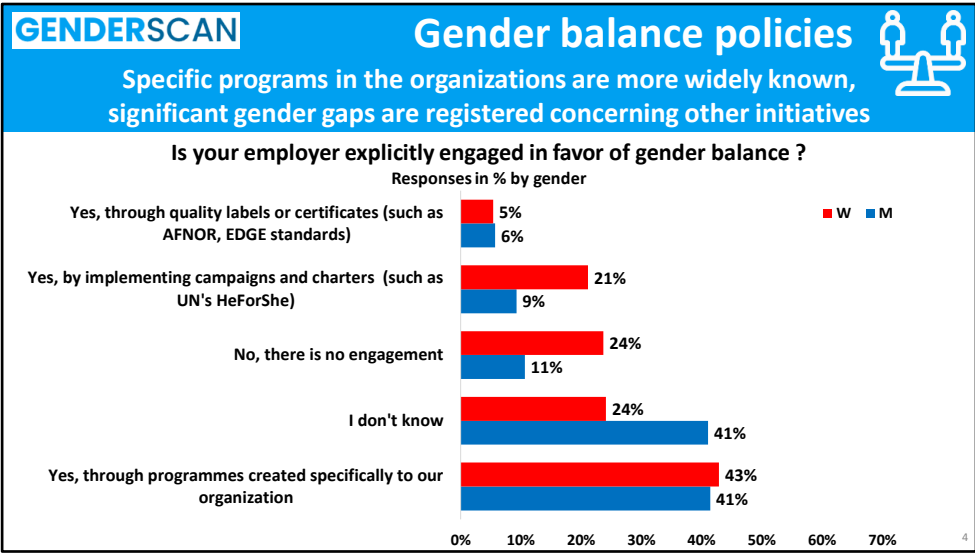
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Men consistently report higher awareness of such efforts than women, for instance, 76% of male respondents affirm the existence of awareness-raising activities in their companies — such as training, workshops, or internal communications — compared to just 64% of female respondents. This 12-point gap (9% in 21) suggests that even when such initiatives exist, they may not be equally effective or visible across genders, or perhaps they are perceived as insufficient or lacking relevance by women. Similarly, when asked whether senior management shows strong commitment to gender equality, 80% of men responded positively, in stark contrast to only 50% of women (stronger gap than in 2021 : 74%W/83%M). This 30-point difference is particularly telling: it highlights a serious disconnect in how leadership's engagement is perceived, with women potentially sensing a gap between rhetoric and actual impact or action. Another revealing contrast is seen in perceptions of male allies in the workplace. While 67% of men believe that men in their company support gender equality, only 51% of women agree. This implies that many men may overestimate their peers' engagement or underestimate the barriers women continue to face..

When evaluating structural commitments, the trends remain consistent. For instance, regarding internal gender-focused networks — such as women’s or mixed-gender groups promoting equality — both genders report similar awareness (54% of men and 57% of women), indicating that more visible, structured initiatives may be more uniformly recognized. Also, around half of respondents from both groups acknowledge the presence of a dedicated gender equality department (50% men, 47% women), suggesting a modest level of institutionalization. However, when asked about more concrete policy tools — such as quotas for senior leadership parity or career advancement plans specifically targeting women — the gender gaps widen again. While 33% of men recognize the existence of quotas, only 25% of women do. Even more strikingly, 39% of men say their company has a pipeline and promotion plan for high-potential women, while only 17% of women confirm the same (11% gap in 21).

This 22-point gap suggests that such policies may either not be effectively implemented or are not being communicated in ways that women perceive as credible or beneficial to them. Lastly, financial or other forms of bonuses tied to achieving gender equality goals appear to be rare overall, with only 8% of men and 7% of women acknowledging such incentives. The parity here suggests that such reward-based mechanisms are uncommon and may represent an area with untapped potential for driving accountability.

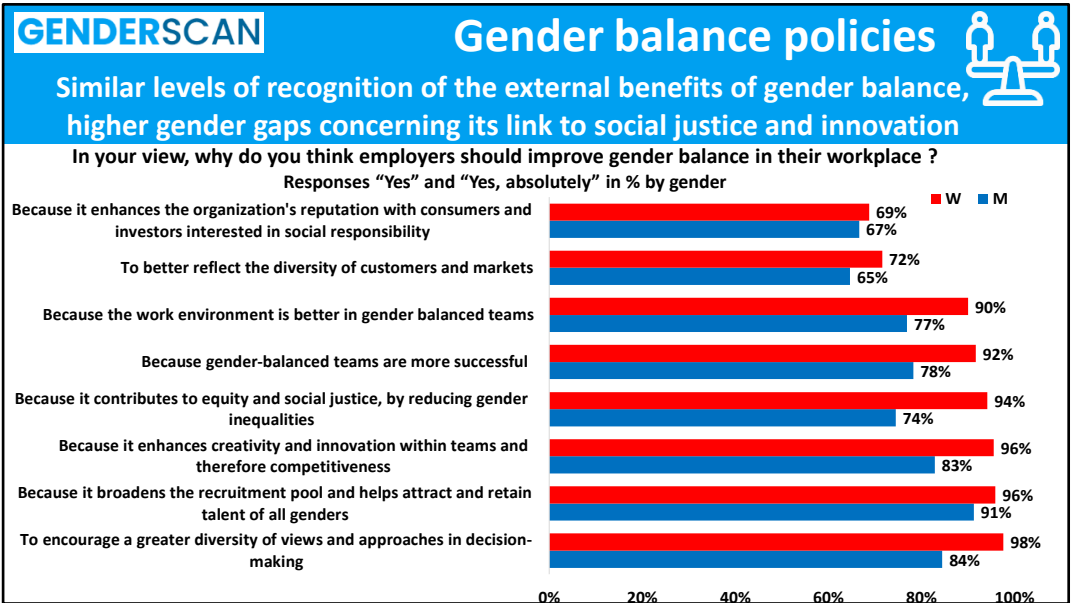


Significant difference in uncertainty between genders: 41% of men responding state that they do not know whether their employer is engaged in gender equality initiatives, compared to only 24% of female respondents. This suggests that men are less attuned to these efforts within their organizations. In contrast, women appear to be more aware or more critical, as evidenced by the fact that 24% of women believe their employer is not engaged at all in promoting gender equality—more than double the 11% of men who share that view.

Interestingly, both genders report nearly the same level of awareness (41% of men and 43% of women) when it comes to organization-specific programs aimed at gender equality. This parity indicates that internal initiatives are relatively visible and equally recognized across genders. However, when it comes to broader, external initiatives such as public campaigns and charters (e.g., UN’s HeForShe), women (21%) are more than twice as likely as men (9%) to acknowledge their employer’s involvement. This gap may reflect a higher level of engagement or interest in gender equality issues among women or perhaps greater visibility of these efforts to those most affected by gender imbalance.

Awareness of formal quality labels and certifications such as AFNOR or EDGE remains low for both genders, with only 6% of men and 5% of women recognizing them. This

suggests that while such certifications might signal commitment at an organizational level, they may not be well communicated to or understood by the workforce.



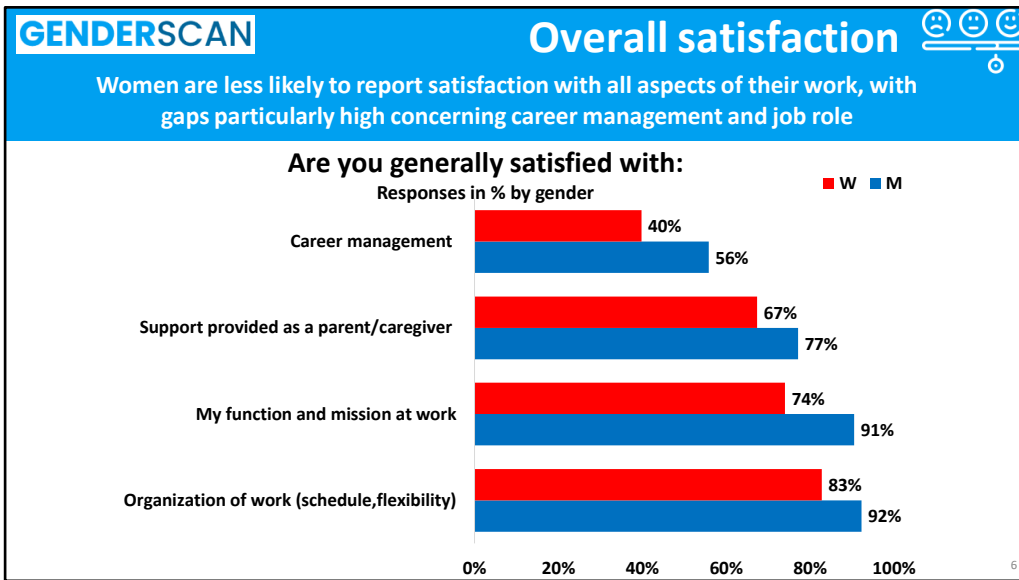
Strong consensus among both men and women on the importance of improving gender balance at work, but women are significantly more emphatic in recognizing the benefits of gender equality across nearly all dimensions. This suggests that while both genders support gender balance, women may feel more directly connected to or impacted by the outcomes of these initiatives. (efficiency gender balanced team more successful : 14% gap//in 21"improve economic performance" – 4% gap)

The most widely recognized reason among all respondents is the role of gender balance in broadening the recruitment pool and attracting diverse talent, with 91% of men and an even higher 96% of women affirming this view. This reflects a broad understanding that gender diversity is not only a fairness issue but also a practical strategy for improving organizational competitiveness and adaptability.

Notably, women are overwhelmingly more likely than men to emphasize the value of diversity in reflecting customer diversity (72% of women vs 66% of men), work environment (90% vs 77%), added value of gender balanced teams (92% vs 78%), decision-making (98% of women vs. 84% of men) and the link between gender balance and innovation (96% vs. 83%). These numerous differences suggest that women may be more attuned to how diverse teams contribute to better performance and creativity, possibly drawing from lived experiences in less-balanced work environments.

The moral argument for equality is also far more pronounced among women: 94% see gender balance as a way to contribute to equity and social justice, compared to just 74% of men. This

20-point gap reveals a striking divide in how strongly the genders perceive the ethical dimension of gender equality. While men may focus more on business outcomes, women are more likely to link gender balance to values of fairness and systemic change.

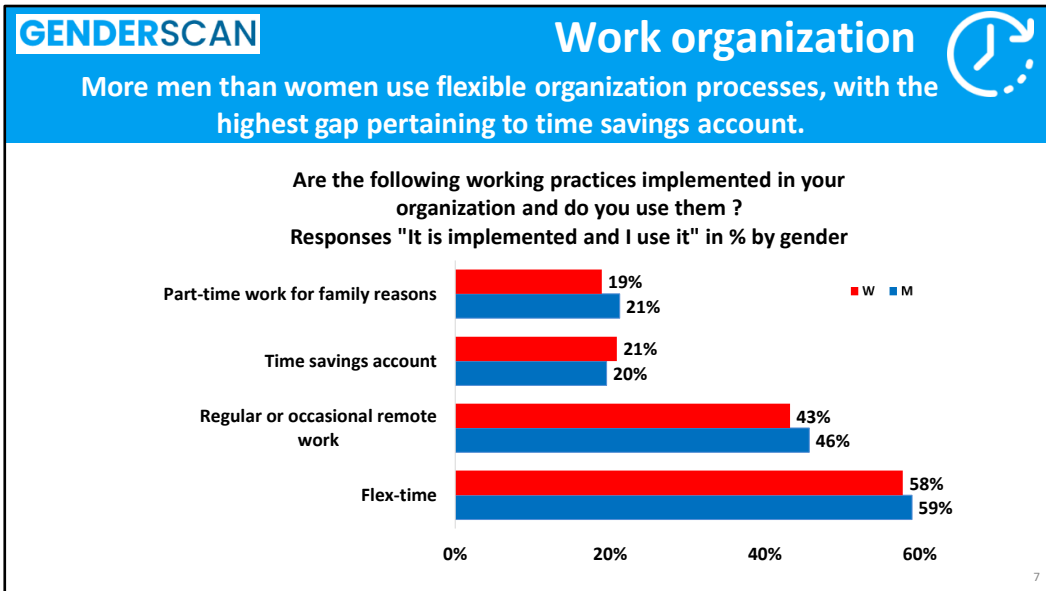


Men consistently report higher levels of satisfaction than women, being the disparity particularly notable in areas related to career development and job fulfillment. When it comes to the organization of work, 92% of men report being satisfied, compared to 83% of women. While both figures are very high, the 9-point gap may indicate that women face greater challenges in achieving work-life balance, due to uneven caregiving responsibilities or less autonomy in their roles, as explored in the upcoming pages.

Satisfaction levels diverge even more sharply in relation to job roles and responsibilities. An impressive 91% of men express satisfaction with their function and mission at work, compared to only 74% of women. This 17-point difference (21 => 3% gap) is substantial and reflects issues such as under-recognition, lack of alignment with personal goals, or limited opportunities for meaningful engagement in women’s roles, as analyzed in the specific section of this report on job attrition. It could also point to women being disproportionately assigned tasks that are less valued or impactful, affecting their sense of purpose and motivation at work.

Support for parents and caregivers also shows a moderate gender gap. While 77% of men report being satisfied with the support provided, only 67% of women feel the same. Given that women still tend to bear the larger share of caregiving duties in many European contexts, this suggests that current parental or caregiver policies may not be adequately addressing women's needs—or that cultural barriers are preventing them from fully benefiting from available support.

The most pronounced disparity is found in career management, where only 40% of women report satisfaction, compared to 56% of men (similar to 21 – 16% gap) This 16-point gap points to serious systemic issues in how career progression is supported and perceived. Women may be experiencing limited access to mentorship, slower advancement, fewer leadership opportunities, or biased evaluation processes. The low satisfaction level among men (barely above half) also suggests that career management may be a broader organizational weakness.



Flexible working practices are present in European workplaces, and in this sample with a slightly higher proportion of men accessing them.

Their actual usage is significantly higher than the one observed previously, indicating that in this sample practice of flexitime and remote work is much higher. Which may reflect working practices in academy and research which represent a higher proportion of respondents than in previous samples.

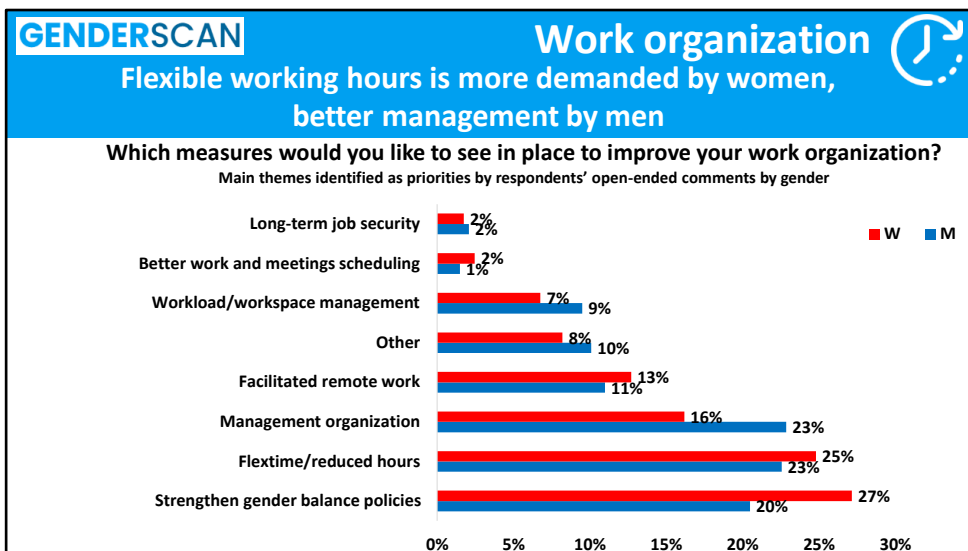
Comparison with 21 :

Lower level for time savings account - 20% in 25 vs 35% in 21

Same level for part time work – average 20%

For the others higher levels are observed particularly

- Flexitime nearly 60% in 25//40% in 21
- Remote work : 45% in 25 vs 35% in 21







Among the 1,323 respondents (976 women, 337 men, 10 non-binary people), the most frequently suggested improvements reflect both universal needs (like flexible schedules and better management) and gendered perspectives, particularly regarding gender equity and inclusivity.





In past years work the demand for remote work was always the improvement most requested by women and men. This year strengthening gender balance policies ranks first for women, who prioritize gender balance policies significantly more than men (27% vs. 20%), which suggests **that gender equity remains an unmet concern for many women, especially in organizations where advancement or representation is unequal**. Having said that, strengthening gender balance policies emerged as the third most cited area for improvement among male respondents (20%), a proportion not observed in previous years. In addition, men place more emphasis on management organization (23% vs. 16%), possibly pointing to a stronger focus on structural efficiency or leadership clarity as a path to workplace improvement.

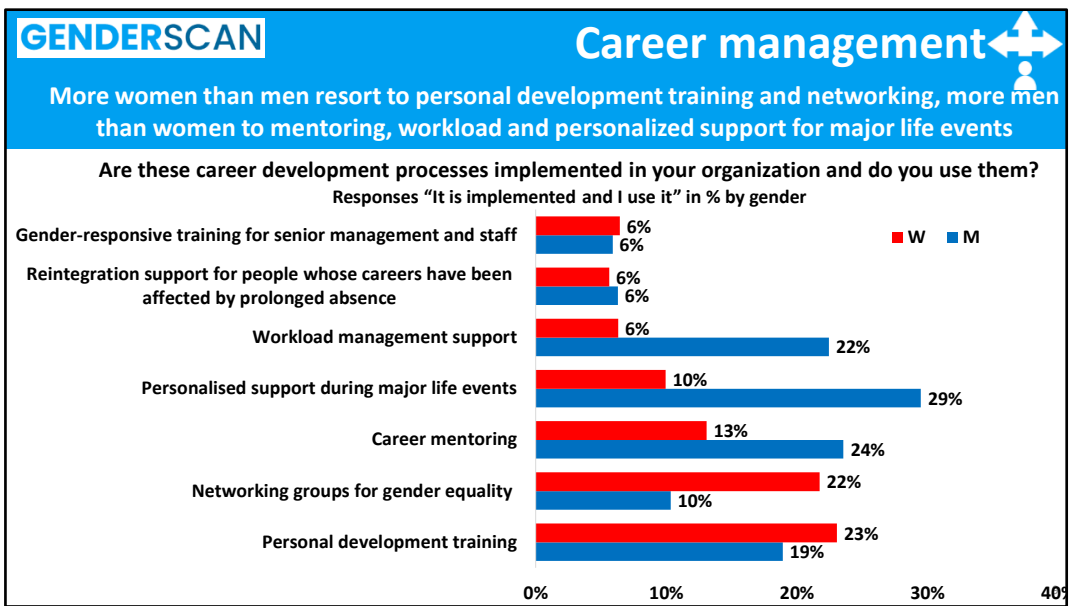
Flextime/reduced hours includes demands for flexible working hours, possibility of part-time work without the stigma and career stagnation commonly associated with it and shorter work week, such as a 4-day work week, a novelty this year. **This demand ranks high for both women (25%) and men (23%), underlining a shared desire for better work-life balance, likely reflecting broader shifts in expectations around work flexibility, especially post-pandemic.** Facilitated remote work is also supported similarly by both genders (13% W, 11% M), reinforcing the trend toward hybrid or remote-friendly environments as part of sustainable job satisfaction.

Requests for improved workload and workspace management (7% W, 9% M) show that task distribution and physical or digital workspace quality remain an area for attention. **Very few respondents proportionally (2% or less) cited meeting scheduling or long-term job security as major issues, indicating that immediate quality-of-life and equality concerns outweigh long-term employment fears in this sample.** Although mentioned by only a small share of respondents, **it is noteworthy that job security appears in this year's responses for the first time —having been absent from previous iterations of the survey.** This emergence reflects a shift in the composition of the sample — which includes a higher proportion of professionals in academia and research, sectors well-known for early-career precarity — and a broader uncertainty in working conditions across STEM fields. Additionally, the greater representation of respondents from Eastern Europe in this year's survey may also play a role, given regional differences in labor market structures and employment security.

The “other” category, while less frequently mentioned, includes a mix of responses that fall outside the core scope of work organization. These range from criticisms of existing gender balance initiatives — often expressed with a degree of skepticism or conservatism — to broader societal grievances, such as dissatisfaction with government policies or cultural norms. In some cases, respondents referred to topics like career development support or mentoring, which, although important, were considered beyond the immediate remit of workplace organizational measures as defined in this analysis. Last but not least, creative or unexpected responses related to work organization that did not fit into the main identified themes were also categorized as ‘other’ (representing 8% of answers from women, and 9% of answers from men).

GENDERSCAN		Work organization 
Measures demanded to improve work organization		
	<p>Strengthen gender balance policies</p> <p>“Reduction of workload of women with small children on monoparental families. A different annual assessment for mothers with children under five years old, as women are usually more burdened with unpaid activities outside of work.” <i>Woman, engineer/manager, over 45 years old, Portugal</i></p> <p>“More equal distribution between gender of tasks that are not listed in the job description but still have to be done (e.g. kitchen and coffee machine cleaning).” <i>Woman, technician, between 31 and 45, Austria</i></p>	
	<p>Flextime/reduced hours</p> <p>“Flex/part time is great - but only in theory; if you want to request to move to part-time you are guilt-ed into ‘your career will suffer!’.” <i>Woman, technician, between 31 and 45 years old, the Netherlands</i></p> <p>“While options are available, they are not encouraged or supported by the company. For example, working less than a 5-day week is not considered an option for individuals without children despite this not being a documented policy.” <i>Woman, technician, between 31 and 45 years old, Ireland</i></p>	
	<p>Management organization</p> <p>“Greater clarity on what is expected of the role. Fewer meetings. Many meetings do not have clear objectives and end up taking up most of the time and then you have to work more hours on the real job.” <i>Woman, engineer/manager, between 31 and 45 years old, Spain</i></p>	

GENDERSCAN		Work organization 
Measures demanded to improve work organization		
	Management organization "At the moment, top managers are assigning task randomly, with short deadlines. Then, they forget about this given task for a few months, and then take it back again. There is no systematic approach in the execution of our strategy." <i>Woman, engineer/manager, over 45 years old, Hungary</i>	
	Facilitated remote work "Don't force people to come to the office across the board, leave the possibility to each manager to manage this to ensure the best productivity." <i>Man, engineer/manager, between 31 and 45, Belgium</i> "Work more remotely, nowadays you should be able to work from anywhere. Without it, I will leave the company because I don't want to live forever in the city." <i>Woman, employee, between 31 and 45, Spain</i>	
	Workload/workspace management "The accumulation of several functions simultaneously, all with a set of different obligations, results in a very wide range of obligations to be fulfilled, which often overlap. There is a need not to accumulate positions in the same person." <i>Woman, engineer/manager, over 45 years old, Portugal</i> "Have a workspace/ office just for me not to be so distracted/interrupted by others." <i>Woman, technician, between 31 and 45 years old, Portugal</i>	



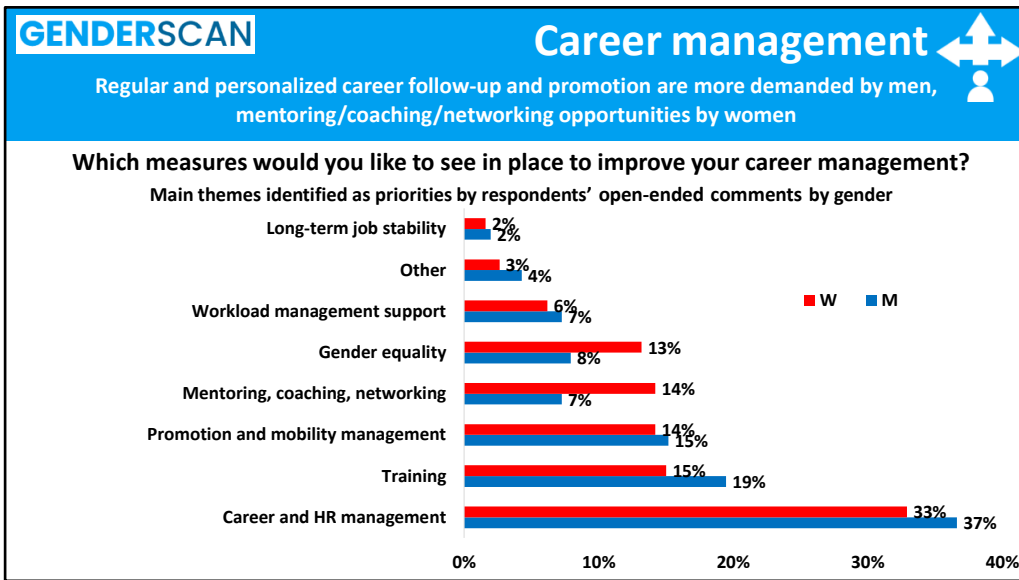
Career development processes are underutilized across the board, even when implemented in organizations. **Most measures—ranging from personal development training to reintegration support—are used by fewer than a quarter of employees, in similar proportions as the one observed in 21 for women – significantly higher than those observed in 21 for men (particularly for career mentoring - 10% in 21), or personalized support – 21% in 21).** A gendered analysis points to the fact that lower overall satisfaction with career management—reported by just 40% of women compared to 56% of men—mirrors the disparities observed in access to and use of career development schemes. Women report higher usage of some gender-specific initiatives, community-based and general upskilling tools, while men dominate in areas more closely linked to individual career advancement and organizational support—a pattern that may reflect differing needs, priorities, or access barriers.

Women are more likely to use networking groups for gender equality, with 22% reporting usage compared to only 10% of men. This suggests that women are more engaged in peer-based, community-building efforts that support gender inclusion—likely driven by a greater need for collective advocacy and visibility within their organizations. Similarly, personal development training is used slightly more by women (23% vs. 19%), indicating a stronger reliance on structured upskilling opportunities for their career progression.

However, men are significantly more likely to access career mentoring (24% vs. 13%) and personalized support during major life events (29% vs. 10%). These are critical tools for career continuity and advancement, and this disparity may indicate that men have greater access to tailored, high-impact resources—potentially due to their overrepresentation in leadership networks, more frequent identification as high-potential talent, or less stigma in seeking support. The gap in workload management support is also striking: 22% of men use this, compared to only 6% of women. This may suggest that women are less likely to receive formal help with workload balancing—possibly internalizing stress or silently absorbing the burden without organizational recognition or intervention.

When it comes to more structural or long-term inclusion efforts, such as reintegration support after prolonged absence and gender-responsive training for management, the numbers are uniformly low—just 6% for both men and women across these categories. This points to a broader organizational shortfall in addressing career breaks (such as parental leave or illness) and in training leadership to recognize and correct gender bias. The universal underuse of these

processes suggests that many companies have yet to embed gender-aware thinking into their leadership culture or provide meaningful reintegration pathways. These two categories were inserted in the survey this year, no comparative analysis is possible with 2021 data.



A total of 1,183 individuals provided input — 872 women, 303 men, 8 non-binary people. The request and their order is similar to the one observed in previous years. The most frequently cited priority by both women (33%) and men (37%) remains career and HR management. This category encompasses structured and consistent processes for a personalized follow-up signaling a strong demand for clearer frameworks and greater accountability in managing professional trajectories. It reflects a shared desire for predictability and active organizational support in how careers are shaped and advanced. Training also emerged as a significant priority (15% of women, 19% of men), particularly among men, pointing to the value placed on continuous skill development as a driver of career growth. The slightly higher percentage among men could indicate differences in access or perceived need for upskilling to remain competitive or transition across roles.

Promotion and mobility management was cited almost equally by women (14%) and men (15%), highlighting the importance of access to internal opportunities, clear and transparent evaluation processes, visibility of career ladders, and support for horizontal or international mobility. Career stagnation or an insufficient perception of progress is not just a personal issue but one shaped by institutional barriers. Mentoring, coaching, and networking, on the other hand, was highlighted by 14% of women but only 7% of men, reinforcing earlier findings that women may experience fewer opportunities for informal support, role modeling, and career guidance. These mechanisms are particularly crucial in male-dominated sectors, where formal structures may not fully compensate for the absence of inclusive social capital.

Gender equality remains a more salient concern for women (13%) than for men (8%), pointing to persistent perceptions of unequal access to advancement, recognition, and influence. While this gap has narrowed slightly compared to previous years, it remains a critical area of concern — especially when viewed in light of data on workplace harassment and sexism, analyzed in the upcoming pages of this report. Workload management support, though mentioned less frequently (6% women, 7% men), is notable for indicating how day-to-day operational pressures can impact long-term career sustainability. Excessive or mismanaged workload can hinder not only performance but also opportunities to engage in training, leadership roles, or visibility-enhancing projects.




Finally, long-term job stability, cited by 2% of both groups, is relatively low in frequency but significant in context, reflecting a concern that aligns with wider discussions in the STEM labor market, particularly in academia and research, where precarious contracts and fragmented career paths are common and make it difficult for many people to envisage clear career prospects and paths. As in the previous open-ended question on work organization, the other category (3% of women, 4% of men) includes a variety of responses, most of which fall outside the direct scope of career management, including critique of existing equality policies or requests unrelated to career development per se, like calls for better pension systems, or original suggestions for improving career management that could not be classified under the other categories were grouped in this

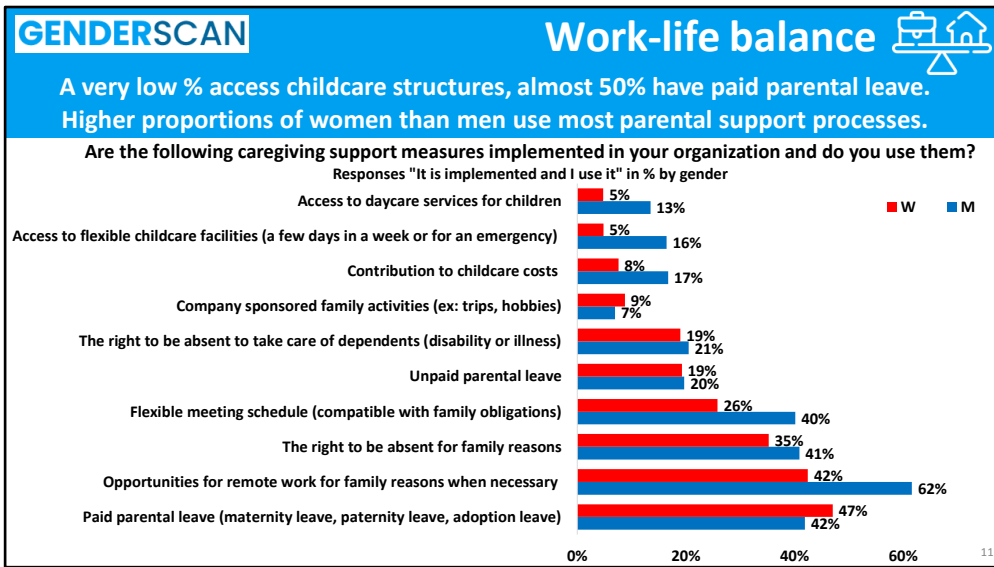
same category.

GENDERSCAN
Career management

Measures demanded to improve career management

	<p>Career management "A higher proactivity of managers/HR in supporting employees in career development." <i>Woman, employee, from 31 to 45 years old, Slovakia</i></p> <p>"Control whether career talks/annual meetings between employee and boss are effectively held and in a satisfying structured and constructive manner." <i>Woman, engineer, between 31 and 45 years, Austria</i></p> <p>"Regular meetings with HR, skills assessments, follow-up and advice." <i>Woman, engineer, below 30, France</i></p>
	<p>Training "Mandatory courses included in working hours." <i>Man, technician, between 31 and 45 years old, Finland</i></p> <p>"A more supervised continuing training program. The offer is extensive, but the framework is not very restrictive. The staff tends to procrastinate." <i>Woman, engineer/manager, between 31 and 4, Belgium</i></p>
	<p>Promotion and mobility management "Establish a structured progression chart with estimates of time frames to work towards it. It will give people drive and motivation to get better." <i>Woman, technician, below 30, United Kingdom</i></p> <p>"More transparency on the process and requirements for promotions." <i>Man, engineer, over 45, Hungary</i></p>

GENDERSCAN		Career management	
Measures demanded to improve career management			
	Mentoring, coaching, networking "Mentoring to see career options that would work for me and help me build my career path." <i>Woman, engineer, 31-45, Portugal</i>		
	"Mentorship and coaching: Encourage mentoring programs where senior employees or external mentors guide less experienced staff. Coaching helps employees overcome challenges and build confidence." <i>Woman, engineer/manager, over 45 years old, Italy</i>		
	Gender equality "More advanced training of managers on gender equality: many have unconscious biases that push them to treat men and women differently careerwise, which impacts the progression of women (they don't realize that a woman may want to evolve in her career)" <i>Woman, engineer/manager, 31-45, France</i>		
	"More transparent career plans that reach out also to lower levels of the hierarchy so that women or minorities are mentored at an early stage." <i>Woman, engineer/manager, over 45 years old, Germany</i>		
	Workload management support "Workload management, as it's constantly getting worse, due to targets, which is increasing stress to us and does not leave time for anything else. I am overloaded with administration." <i>Woman, engineer/manager, over 45 years old, Slovakia</i>		

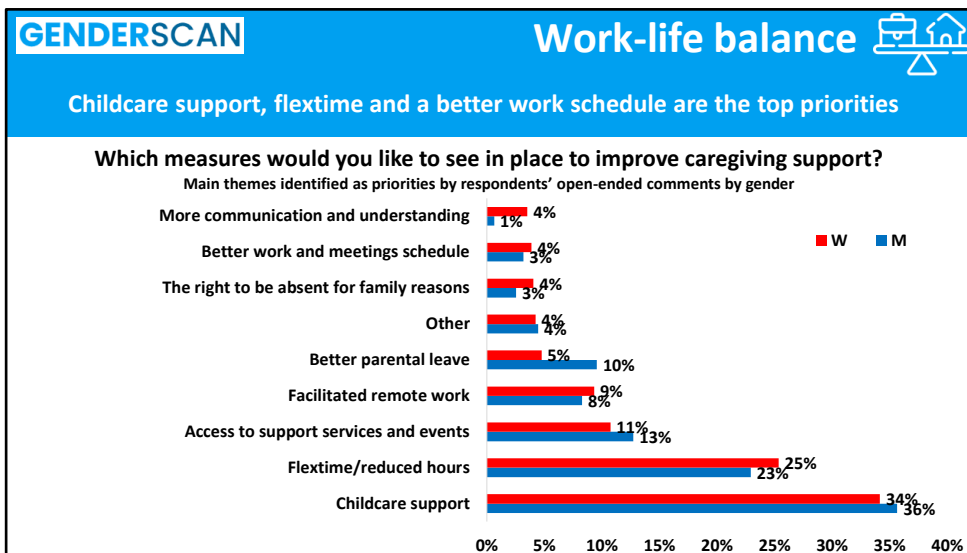


Certain basic rights are relatively well utilized among survey respondents, while more tailored or high-impact forms of support remain underused or less available. At a general level, paid parental leave is the most accessed measure, with nearly half of both men (42%) and women (47%) reporting that they use it. However, when examining more flexible or needs-based measures, the data reveals men are more likely than women to report using most forms of support, including those typically associated with caregiving—an area traditionally dominated by women. The disparity in satisfaction with parental or caregiver support—77% among men versus just 67% among women—aligns closely with the gendered access patterns to specific workplace support measures.

The most striking difference is in remote work for family reasons, where 62% of men report using this option, compared to only 42% of women. This counters common assumptions and may suggest that men in these workplaces have more autonomy or less fear of stigma when requesting such accommodations. It may also indicate that remote work is more accessible in male-dominated roles or departments, or that men request it for less frequent, more "exceptional" caregiving needs, while women—often primary caregivers—may need more frequent or ongoing accommodations that are less readily granted. **Further disparities are seen in flexible meeting schedules (40% men vs. 26% women), company childcare contributions (17% vs. 8%), and emergency childcare access (16% vs. 5%).**

These gaps suggest that women may either not be offered these supports at the same rate, or that cultural, structural, or managerial factors discourage them from using them. This is paradoxical, as women are statistically more likely to need such accommodations due to the disproportionate share of caregiving responsibilities they often carry. Even in measures like access to daycare services, which directly address childcare infrastructure, usage is more than double among men (13%) compared to women (5%). This may reflect a pattern where organizational supports are designed in ways that are more aligned with the working conditions or needs of male employees, rather than the actual caregiving pressures faced by many women.

This data may reflect a self-perpetuating cycle: women who would benefit most from robust parental support — especially mothers of young children — may already have left the workforce, precisely because these supports are insufficient, inaccessible, or not adapted to real-life needs. As a result, the lower usage rates reported by women may not only point to current gaps in access but also mask an underlying pattern of attrition. In other words, women aren't using the support because many of them aren't there to use it anymore. This creates a vicious loop: limited practical support for work-life balance leads women, especially mothers, to reduce hours, stagnate professionally, or exit their careers altogether — which in turn reduces the perceived demand for these policies internally, reinforcing their marginal status. Over time, this contributes to the underrepresentation of women in leadership, slower career progression, and persistent gender gaps in both pay and opportunity.



Although based on a small sample (60 respondents: 37 women and 23 men), the open-ended responses about desired improvements in parental support—gathered exclusively from individuals with children under 14 and/or dependents under their care, such as elderly or differently abled family members—provide important insights into the kinds of institutional changes that working parents and caregivers in STEM would find most impactful. **The similarity between the demands voiced by women and men is particularly striking, suggesting a shared set of needs across gender lines when it comes to balancing professional responsibilities with caregiving duties.**

Childcare support still emerges as the top priority for both women (34%) and men (36%), confirming the persistent challenge of managing caregiving responsibilities alongside professional demands. As observed in previous years, this was followed closely by calls **for flexitime or reduced working hours**, such as part-time options or 4-day weeks, (25% of women, 23% of men), reflecting a broader desire for autonomy in time management that could facilitate work-life balance and lessen the career penalties often associated with caregiving and part-time jobs.





Other notable requests **included access to support services and events** (11% W / 13% M) and facilitated remote work (9% W / 8% M), suggesting that beyond basic provisions like leave, there is a growing expectation for more comprehensive and integrated forms of support. Interestingly, better parental leave was mentioned more frequently by men (10%) than women (5%), which may indicate either a shift in paternal expectations or dissatisfaction with current access or uptake.

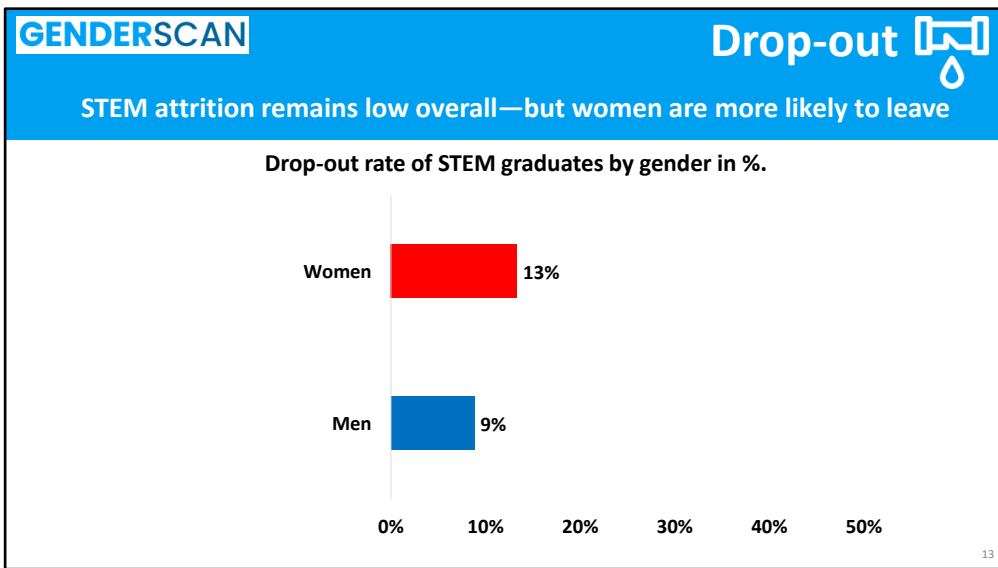
As with other open-ended questions in the survey, responses that did not clearly correspond to existing categories were classified as “other.” This grouping includes a small number of comments critical of gender equality measures, as well as off-topic suggestions.

GENDERSCAN
Work-life balance

Measures demanded to improve work-life balance/caregiving support

	<p>Childcare support "Support in finding and paying daycare next to people's homes or offering daycare in company premises." <i>Woman, engineer/manager, over 45 years old, Germany</i></p> <p>"Childcare facilities available for longer hours." <i>Woman, engineer/manager, over 45, Malta</i></p>
	<p>Facilitated remote work "I would appreciate if I could work from home and take care of my children when they are sick. Management does not encourage this." <i>Woman, employee, between 31 and 45 years old, Romania</i></p> <p>"I would wish a high degree of work flexibility (+ teleworking) for a child's first year - in order to facilitate breastfeeding." <i>Woman, engineer/manager, between 31 and 45, France</i></p>
	<p>Flextime/reduced hours "Flexible hours for workers with dependents." <i>Woman, engineer/manager, over 45 years old, Portugal</i></p> <p>"Flexible working hours to be able to bring a child to a medical appointment without having to take a day off (for example, by recovering the hours at another time). Parental leave and part-time work imposed on or highly encouraged for men with children, otherwise it's always the women who take care of them)." <i>Woman, employee, between 31 and 45 years old, France</i></p>

GENDERSCAN		Work-life balance 	
Measures demanded to improve work-life balance/caregiving support			
	Access to support services and events	"Sponsored trips and activities for children of the employees." <i>Woman, technician, over 45, Romania</i>	
		"When the children are on holiday and the parents are working, well-supervised courses/activities at affordable prices. A nap room to survive lack of sleep" <i>Man, manager/engineer, over 45, Belgium</i>	
	The right to be absent for family reasons	"Allow some days in a month to be absent for parental support." <i>Woman, engineer/manager, between 31 and 45 years old</i>	
		"The fact of having to be absent for family reasons (e.g. kid's illness) should not be used as an argument to refuse promotion, nor should it be considered as a sign of disinterest, of unavailability for work." <i>Woman, manager/engineer, 31- 45, Belgium</i>	
	Better parental leave	"Same maternity and paternity leave to make children the equal responsibility of both parents." <i>Man, engineer/manager, between 31 and 45 years old, France</i>	
		"Longer paid parental leave for fathers. Currently 4 weeks." <i>Man, engineer/manager, between 31 and 45</i>	
		"Leave, even if unpaid, to support the management of family obligations." <i>Man, technician, over 45, Spain</i>	

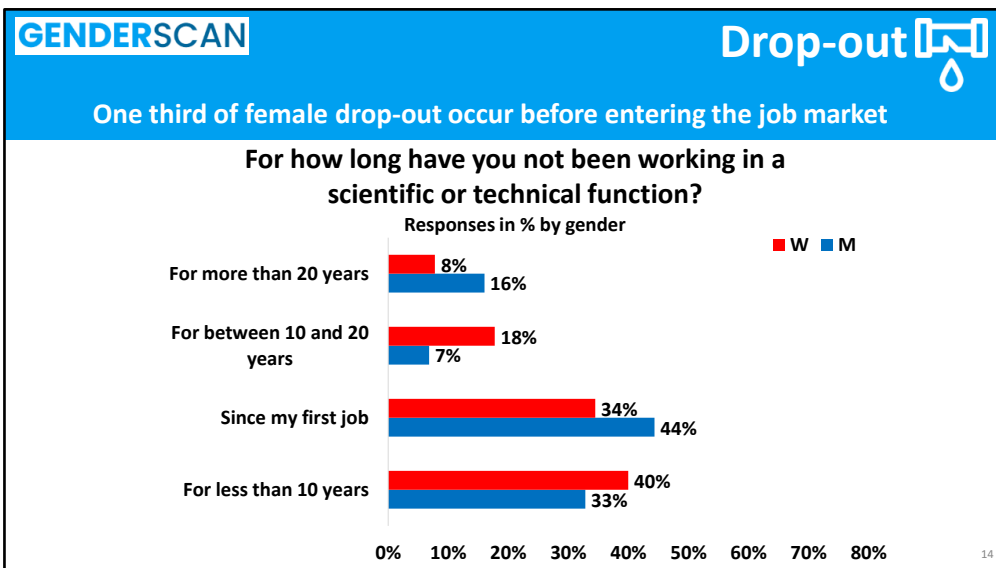


The overall attrition rates of respondents who are STEM graduates and left STEM roles remain relatively low — at 9% for men and 13% for women reflecting an overall lower attrition rate in the public sector.

A closer look at individual disciplines reveals that women’s attrition rates are often significantly higher in male-dominated or structurally rigid sectors. **For instance, in construction and civil engineering, the attrition rate among women reaches a striking 31%, compared to just 4% for men.** Similarly, **natural sciences and environmental fields show a massive gender gap, with 24% of women leaving STEM roles versus only 2% of their male peers.** Interestingly, the biological sciences and agronomy/veterinary sectors display narrower or even inverted attrition gaps, possibly reflecting more gender-balanced academic pipelines, greater perceived mission alignment, or slightly more accommodating work environments for women.

Similarly, computer sciences and IT stand out as one of the few fields where men report a slightly higher attrition rate than women—17% versus 14%, respectively. A possible explanation for this finding is that the tech industry has experienced rapid changes in recent years — marked by fast-paced innovation, restructuring, and shifts in work culture. These conditions may contribute to a higher mobility or exit rate among men, who still make up the majority of the workforce and may feel less pressure to remain in the sector if other opportunities arise. At the same time, the slightly lower attrition rate among women may reflect a selection effect: those who enter and remain in computer science and IT roles may be especially motivated or resilient, having already overcome significant barriers to entry in a field traditionally dominated by men. In other words, women who persist in tech may be more committed or better supported than their peers in other STEM areas.

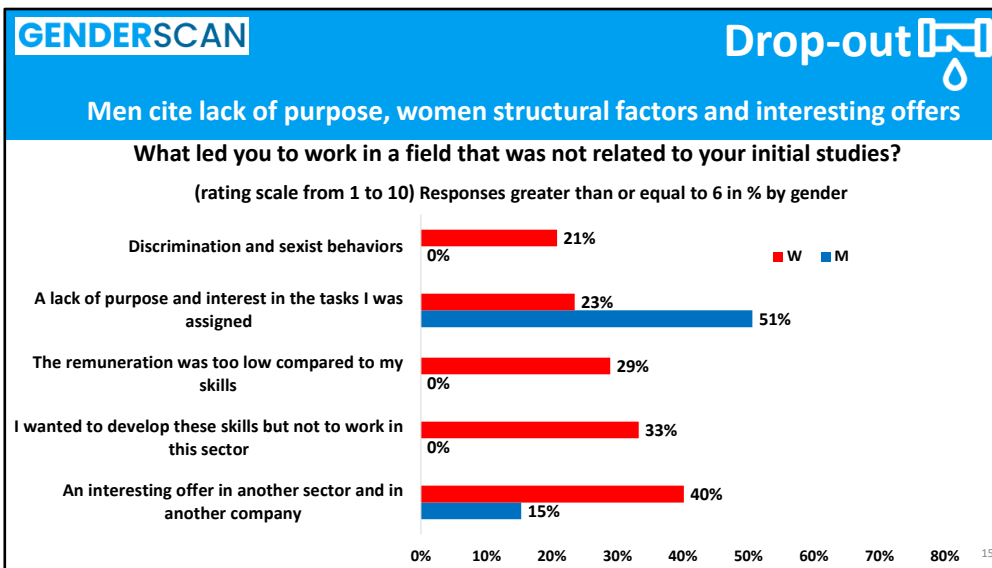
% attrition rate - STEM graduates responding who have left STEM functions	M	W	All
Mathematics	11%	16%	15%
Physics, chemistry, geoscience, oceanography	6%	15%	13%
Biology, biochemistry	10%	7%	7%
Computer sciences, IT	17%	14%	14%
Engineering, transformation and production industry	11%	13%	12%
Natural science, Environment, Ecology	2%	24%	17%
Construction industry, civil engineering	4%	31%	20%
Agriculture, agronomy, forestry, veterinary	16%	15%	15%
Repondents total	9%	13%	12%



These proportions should be read as indications only, not conclusions, since they come from the responses of only 23 men and 101 women. For many respondents, their STEM education did not translate into long-term technical careers. **A notably higher share of men (44%) report having left STEM roles since their very first job, compared to 34% of women.** This may suggest that some men enter STEM studies but **quickly pivot to other careers**—possibly in management, finance, or unrelated sectors—either by preference or opportunity. For women, this figure is lower, which might reflect a stronger initial commitment to working in their field, or more limited alternatives upon graduation.

On the other hand, **40% of women report leaving STEM functions within the last 10 years**, compared to 33% of men, indicating a higher proportion of women exiting STEM roles. **Most strikingly, 18% of women say they left between 10 and 20 years ago, more than double the male figure (7%).** This may signal a wave of attrition during the mid-career stage, where women often face a lack of targeted support or flexibility, particularly during family-building years. Conversely, only 8% of women report having left STEM functions more than 20 years ago, compared to 16% of men — perhaps reflecting generational differences or a more recent push for gender diversity in STEM. Since the sample shows similar % of female and male respondents who could have left 20 years ago (60% of men and women responding are over 40 years old), it seems coherent to consider these differences may not be due to sample gender imbalances.

How old are you ?	Men	Women	Total
15 or younger	0%	0%	0%
from 16 to 20 years old	2%	4%	3%
from 21 to 30 years old	17%	12%	13%
from 31 to 40 years old	21%	25%	24%
from 41 to 50 years old	23%	32%	30%
from 51 to 60 years old	22%	21%	21%
61 or older	14%	7%	9%

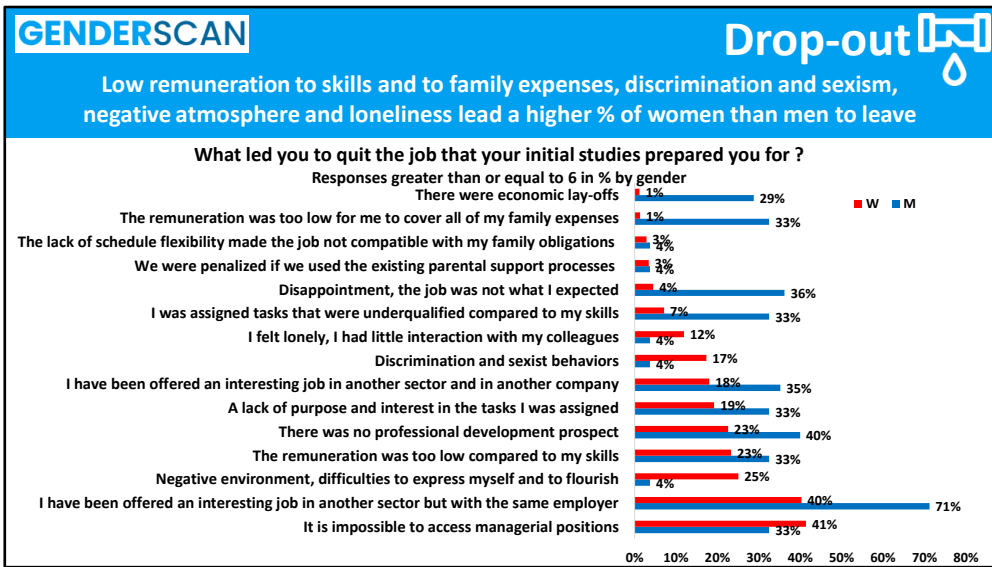


These proportions should be read as indications only, not conclusions, since they come from the responses of only 9 men and 41 women.

This question was posed specifically to the 44% of men and 34% of women responding the survey who studied in a STEM field but reported that they have not worked in a scientific or technical function since their very first job. Their answers shed light on the factors that led them to pursue careers outside of STEM from the outset.

As in 2021, among women, the most common reason was receiving an interesting offer in another sector (40%), suggesting that women may have been more open to or drawn into alternative career paths early on. Additionally, 33% of women reported that they were interested in developing STEM skills but did not wish to work in the sector, and **29% cited low remuneration as a deciding factor — indicating that perceived or actual undervaluing of STEM roles may discourage women from staying (significantly higher than the one observed in 21 of 11% for women, whereas that of men was of 29%)**. 21% of women also reported discrimination or sexist behavior, a troubling factor that did not appear at all in male responses.

Among men, the dominant reason was different: 51% left STEM roles due to a lack of purpose or interest in the tasks assigned, pointing toward job content or organizational environment as the primary driver. None of the male respondents cited low pay, gender-related discrimination, or a desire to work in another field despite STEM training. These findings suggest divergent push-and-pull factors behind early exits from STEM careers: for women, the departure is more often influenced by external challenges and structural barriers, including pay, discrimination, and lack of alignment with personal career goals; for men, it appears to be more about intrinsic dissatisfaction with the nature of the work itself.



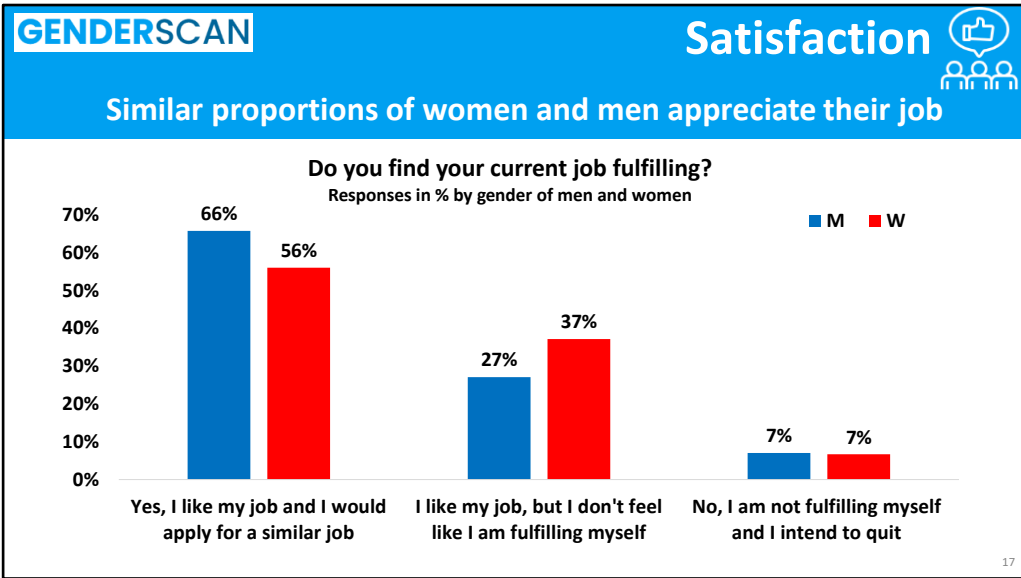
These proportions should be read as indications only, not conclusions, since they come from the responses of only 14 men and 60 women.

This question was directed to respondents who hold STEM degrees and reported that they have not worked in a scientific or technical function for the last 10 or 20 years — 67% of men and 60% of women in this subgroup. Their responses reveal important gendered dynamics in long-term attrition from STEM careers and offer insight into what pushes trained professionals to permanently move away from these fields.

For men, the most commonly cited reason (71%) was having been offered an interesting job in another sector (gap of 31% with women, whereas in 21 the gap was 19%), but with the same employer—suggesting that internal mobility and opportunity may pull male STEM professionals away from technical roles, but not necessarily out of their organization. Other highly cited reasons include disappointment with the job not matching expectations (36%), lack of professional development prospects (40%), inadequate pay (33%), and being assigned underqualified tasks (33%). These responses emphasize career stagnation, misalignment of skills, and unmet expectations as key drivers of attrition.

For women, the most cited reason (41%) was the perceived impossibility of accessing managerial positions, indicating persistent barriers to advancement (8% gap in 25 vs 1% in 21) A negative environment (25%), discrimination and sexist behaviors (17%), and lack of interaction or isolation (12%) were also reported, highlighting that cultural and

structural challenges in the workplace continue to disproportionately affect women in STEM. While 40% of women also left for an interesting job with the same employer, this share is notably lower than that of men. Fewer women also cited dissatisfaction with tasks or lack of purpose, possibly because for many, the workplace environment itself presented the greater challenge.



When asked about their sense of fulfillment in their current jobs, the majority of both male and female STEM graduates expressed positive sentiments, though important gender differences remain.

A majority of men (66%) reported that they not only like their current job but would be willing to apply for a similar one again, indicating a strong alignment between their work and personal satisfaction.

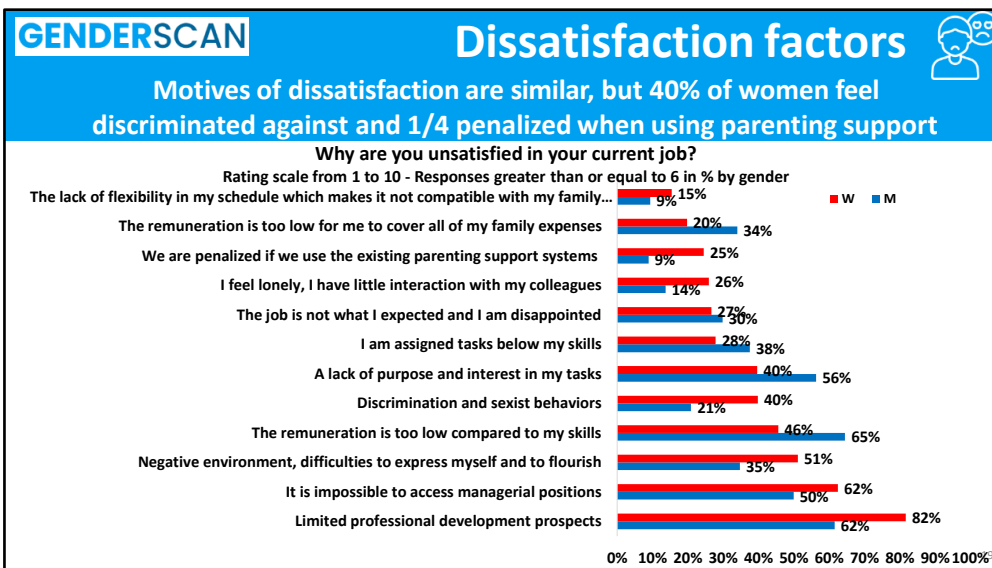
Among women, this share was notably lower, at 56%, suggesting that while over half of women feel positively about their jobs, they are less likely than men to feel a strong sense of purpose or alignment with their career path. Interestingly, a larger share of women (37%) than men (27%) said they like their job but don't feel fulfilled. This factors underlying this 10-point gap will be explored in the following pages. The percentage of respondents who are dissatisfied and intend to quit their job is identical for both men and women, at 7%, indicating that active dissatisfaction is relatively low overall.



Among STEM graduates who report enjoying their current occupation and say they would apply for a similar job again (66% of men and 56% of women), the responses highlight a combination of interpersonal recognition, work-life balance, and career perspective as key drivers of satisfaction. **Encouragingly, both men and women overwhelmingly pointed to having their contributions acknowledged by colleagues as a core reason for their positive experience — 98% of men and 94% of women agree with this statement, indicating a strong sense of peer appreciation across genders. Work-life balance also emerges as a universal strength, with over 90% of both men (92%) and women (93%) citing flexible schedules as a factor in their satisfaction.** This near-parity suggests that for those who have remained in STEM roles and are thriving, autonomy and flexibility are widely accessible and crucial to their engagement.

However, more notable gender differences appear in areas related to **managerial support and long-term development**. While 94% of men say their contributions are valued by their manager, the number drops to 85% for women, hinting at a potential gap in recognition or visibility from leadership. This is echoed in the perceived availability of professional development opportunities, cited by 88% of men but only 70% of women, and in managerial engagement during performance reviews or difficulties (86% vs. 69%). Similarly, perceptions around having the necessary resources and clear objectives to perform effectively also reflect a gender divide: 88% of men say they have adequate tools to meet their objectives, compared to 78% of women; 85% of men say their

objectives are well defined, versus just 72% of women. **These numbers suggest that women who remain in fulfilling STEM roles may still be navigating less structured environments or fewer growth pathways compared to their male counterparts.**



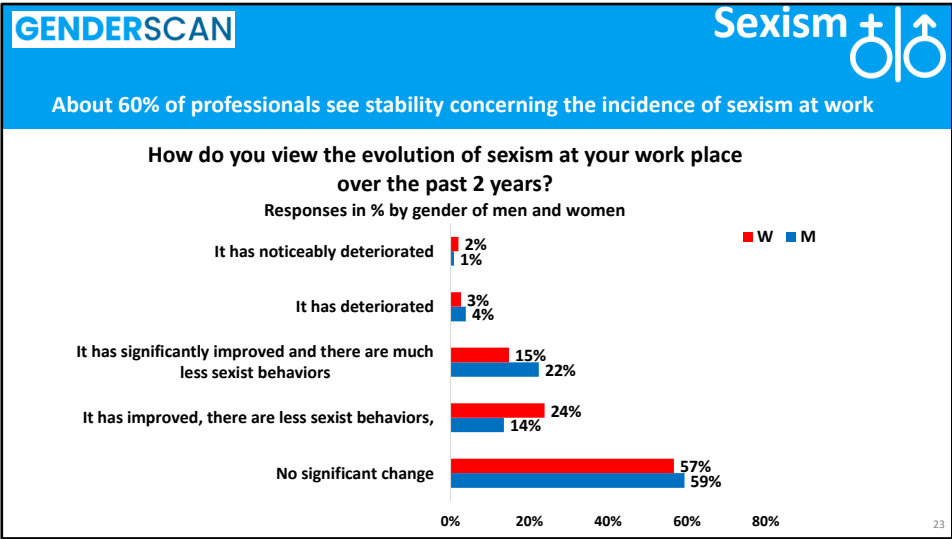
Among STEM graduates who like their current job but do not feel fulfilled in it (27% of men and 37% of women respondents), a deeper sense of disconnection and frustration comes to light — particularly among women. The key reasons cited cluster around three major themes: **stalled professional growth, lack of recognition or alignment with values, and structural or cultural barriers.**

Limited professional development prospects stand out as the leading concern for both groups, but the gender gap is striking—82% of women versus 62% of men identify this as a reason for dissatisfaction (striking difference with 21 – 56% of women vs 65% of men). This mirrors the responses on managerial accessibility, which 62% of women say is out of reach, compared to 50% of men. These figures suggest that for many women, opportunities for upward mobility remain particularly constrained and are a key dissatisfaction driver.

Other workplace dynamics further deepen this gendered divide. **Over half of women 51% (vs 25% in 21) cite a negative environment or difficulty flourishing, compared to 35% of men (vs 36% in 21), and 40% of women report experiences of discrimination or sexist behaviors, double the share of men (21%).** A significant share of women feel undermined or unwelcome in their workplace culture, despite being able to function or even perform well in their roles, which leads to dissatisfaction in the workplace.

As in 2021, dissatisfied men more frequently cite low remuneration compared to their skills (65% vs. 46%) and to cover family expenses (34% vs 20%), as well as a lack of purpose and interest in their tasks (56% vs 40%) and being assigned tasks below their skills (38% vs 28%). This suggests that for men, dissatisfaction is more strongly linked to financial recognition and the intrinsic value or challenge of their day-to-day work.

In contrast, women tend to experience a **more complex mix of emotional strain and practical obstacles.** For instance, feeling lonely and having little interaction with colleagues is twice as common among women (26%) as among men (14%), and as in 2021 **25% of women say they are penalized for using parental support systems, compared to just 9% of men.**

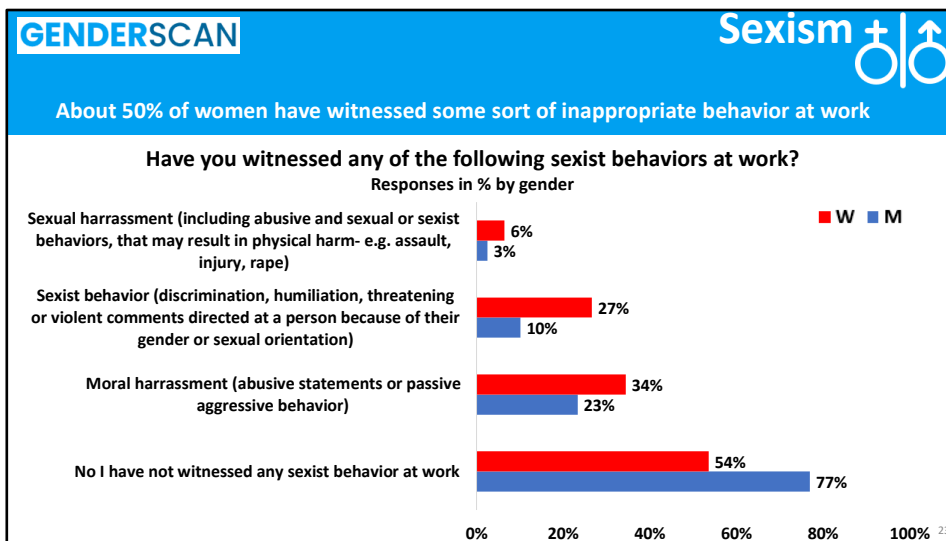


The majority of respondents, both men (59%) and women (57%), report “no significant change,” suggesting that while overt deterioration is rare, meaningful progress seem also be lacking in the eyes of over half of respondents. This dominant perception of stasis could point to a disconnect between policies or initiatives and employees’ actual day-to-day experiences.

Among those who do perceive progress, women are more likely than men to say the situation has “improved” (24% vs. 14%), arguably indicating that some initiatives — such as awareness-raising or changes in workplace culture — may be resonating more clearly with women. However, men are more likely to say the situation has “significantly improved” (22% vs. 15%), which could reflect a greater confidence among men that progress has been made, possibly due to observing changes from a distance rather than experiencing the persistence of subtle or structural biases firsthand.

Finally, only a small percentage of respondents believe the situation has worsened, with 5% of men and 5% of women saying it has either “deteriorated” or “noticeably

deteriorated”, which is a positive result.

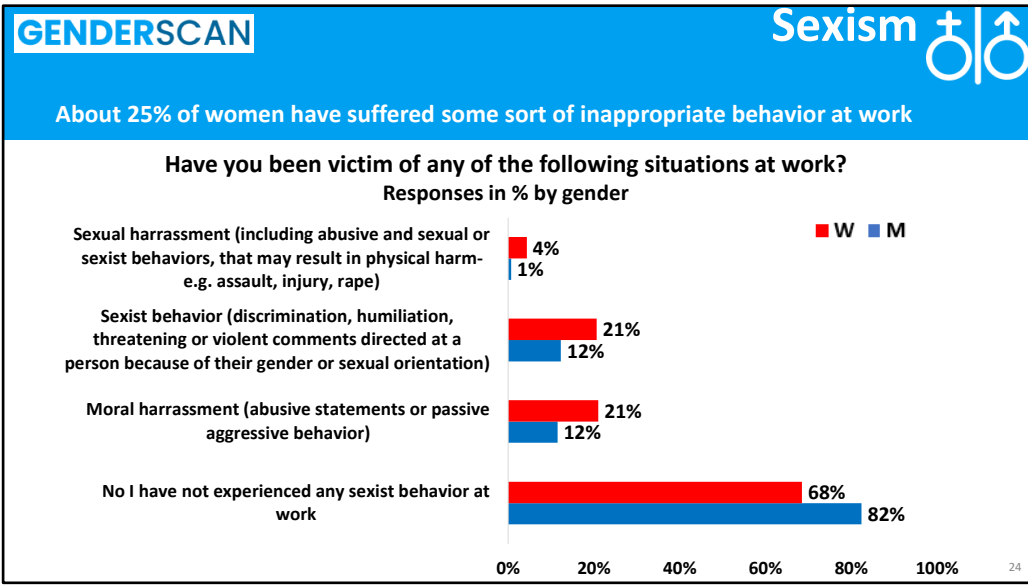


Women are more likely than men to witness all forms of sexist behavior, which may contribute to a greater sense of workplace vulnerability and dissatisfaction among women. A large majority of men (77%) report not having witnessed any sexist behavior, compared to just 54% of women. This stark contrast suggests that men are less exposed to, less aware of, and less likely to recognize certain behaviors as sexist. Women are more likely to be direct targets of sexist behavior, whether overt or subtle. This naturally increases their awareness and sensitivity to such behaviors. Men, on the other hand, are statistically less likely to be on the receiving end and may not notice behaviors unless they are extreme or directly involve them. In addition, men and women are often socialized differently around issues of power, gender, and behavior. Women are generally more attuned to interpret relational dynamics, social cues, and exclusionary practices, because they've had to be. Conversely, men may not always recognize certain actions or comments as inappropriate, especially if those actions have been normalized or downplayed in their peer groups or work culture, which is often the case of sexism in male-dominated environments.

However less women report witnessing at least one form of sexist conduct than in previous editions. Sexism remains a visible and concerning issue, particularly from the perspective of those more likely to be its targets but whereas 50% of women reported witnessing sexist behaviors in 2021, it applies to 27% in 2025. Yet no improvement is seen in the proportion of women witnessing either Moral or sexual

harassment which remain at similar levels.

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More still women report having experienced at least one form of inappropriate behavior, but in lower proportions than observed in previous editions. This shows a gendered disparity that aligns with broader research on workplace dynamics: sexism and harassment are not distributed evenly, particularly in male-dominated sectors or hierarchies.

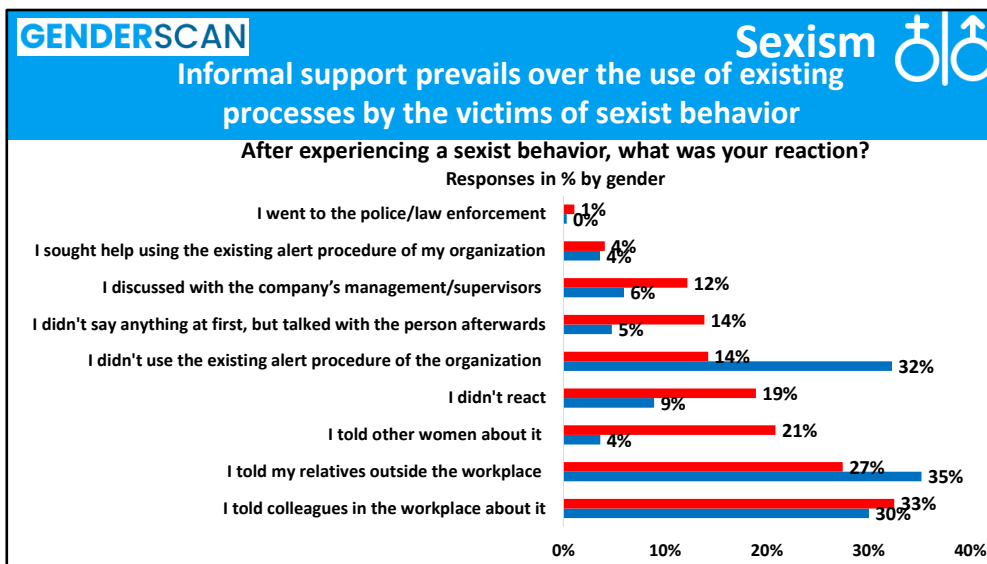
Moral harassment was experienced by 21% of women vs. 12% of men responding (21 : 25% for women vs 13% for men) . This kind of undermining behavior often targets women in subtle ways tied to gendered power imbalances. Sexism was also reported by 21% of women, double the rate of men (12%), but lower proportions than in 21 (38% for women, 13% for men). This figure likely reflects routine exclusion, inappropriate remarks, or biased decision-making processes that affect women's access to opportunities and recognition. It is also important to take into account the risk of underreporting, for lack of awareness regarding what constitutes sexism and moral harassment, due to shame, and because these behaviors can be often minimized or overlooked because they do not always meet the threshold of formal misconduct, making them harder to notice or report but no less damaging in their cumulative effect. These proportions, therefore, can be higher in reality than the self-reported answers of respondents let us know.

The more positive news is that, as in regard to witnessing these behaviors, the proportions of respondents who report having been victim of sexual harassment are much lower in absolute numbers, 4% of women, compared to 1% of men.



As in 2021, significant lack of awareness or access to alert procedures for addressing sexist or harassing behaviors in the workplace. A high proportion of both men (42% vs 47% in 21) and women (41% vs 45% in 21) say they do not know whether such procedures exist in their organization—an indication that even if systems are in place, they are not sufficiently visible or communicated.

Knowledge of existing procedures strongly differ, while over half of male respondents (51% vs 32% in 21) report that such a procedure does exist, only 39% of women say the same (vs 35% in 21). In addition twice as many women as men (20% vs 7%) affirm that no such procedure exists at all. This discrepancy could point to gendered gaps in access to information, trust in institutional processes, or actual disparities in implementation across departments or teams.

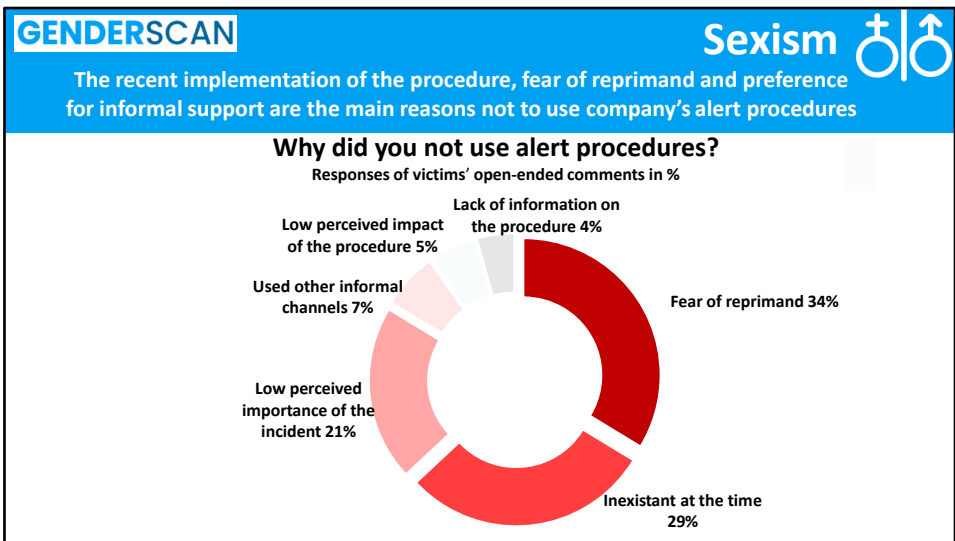


Informal channels of support or response dominate, while formal procedures are rarely used, even when they exist. Most victims—both men and women—tend to talk to colleagues (30% M, 33% W) or relatives (35% M, 27% W) about the incident. Women in particular are more likely to seek solidarity among other women (21% vs. only 4% of men), which may reflect both a gendered coping mechanism and the reality that these experiences often require nuanced, empathetic understanding.

Importantly, only 4% of both men and women said they used the organization's official alert procedure, despite many organizations claiming such mechanisms are in place (vs 3% in 2021). This suggests significant barriers to formal reporting—whether due to fear of retaliation, lack of trust, or a perception that nothing will change.

Moreover, as in 2021 19% of women did not react at all, more than double the rate of men (9%), possibly indicating greater fear of consequences or internalized normalization of such behavior. Meanwhile, 32% of men stated they didn't use the alert system, compared to 14% of women, perhaps indicating that men may be less inclined to see these systems as applicable or relevant to their experiences—or even that they expect to manage it independently.

Finally, only 1% of women went to the police, and none of the men did, underscoring how rarely these incidents escalate to formal legal channels.




Based on the input of 92 victims of sexism (85 women, 6 men) in the workplace who have not used their institution’s alert procedure, even though they had answered previously that it exists. The breakdown of reasons they gave for not using it reveals deep-seated barriers.

Fear of reprimand is the most frequently cited reason, indicating that even when procedures are in place, organizational culture does not foster psychological safety. Victims fear retaliation, backlash, or being discredited, which suggests inadequate protections or a lack of confidence in anonymity.

Next comes the inexistence of the procedure at the time of the episode of abuse (29% in 25 vs 30% in 21). It still is a major issue, despite procedural progress, and could reflect a slow implementation across departments or regions, procedures existing on paper but not visible or functional in practice or not communicated clearly.


Mentioned by 1 out of 5 respondents, the low perceived importance of the incident suggests normalization of sexist behavior. Victims may internalize or minimize experiences, possibly due to prior negative experiences with reporting, social pressure to "toughen up" or "move on“, lack of peer support validating the harm caused.

The low perceived impact of the procedure reflects lack of faith in the system. Even when procedures exist and are known, many women believe that reporting won't change anything — either because of lack of accountability mechanisms or prior unresolved cases that they frequently mention in the answer.

GENDERSCAN Sexism 


Why victims did not use the procedure of their company


Fear of reprimand
“Fear of retaliation and comments, especially since I already have the label of annoying feminist at work.”
Woman, below 30 years old, employee, Belgium

 “HR in most companies don’t do anything when the top management are doing something wrong. The person reporting then gets shamed and even the job gets worse.” *Woman, between 31 and 45 years old, technician, Germany*


“The procedure is not fair and the manager already told me my job would be in danger.” *Woman, over 45 years old, engineer/manager, United Kingdom*

Low perceived impact of the procedure
“There is no sanction. The victim is not accompanied. In the end, the attacker continues his career and the victim must change service.” *Woman, over 45 years old, technician, France*


 “It is useless, nothing happens. It is subjective and subject to interpretation. I changed jobs.” *Woman, over 45 years old, engineer/manager, Belgium*

GENDERSCAN Sexism 


Why victims did not use the procedure of their company

Low perceived importance of the incident
 "I felt it was anecdotal enough and probably did not realize at the time the impact it had. Several years later when thinking about it again I do understand it was a mistake. I talked to another woman who recommended me to consider this event as a joke and was not reminded at that time of the existence of the procedure alert. Since then, I did witness such behaviors and initiated myself to alert the company and support colleagues." *Woman, between 31 and 45 years old, manager/engineer, France*

"it is common, it was not a 'big' case, I didn't feel particularly offended." *Woman, between 31 and 45 years old, employee, Slovakia*


Inexistent at the time
 "Because at that time it did not exist. It was elaborated only after this situation." *Woman, between 31 and 45 years old, manager/engineer, Hungary*

"It didn't exist at that time, it was just created." *Woman, over 45 years old, employee, Belgium*


GENDERSCAN Sexism 

Why victims did not use the procedure of their company

Used other informal channels
"I talked to management and to HR and they addressed it and arranged a seminar about sexual harassment and the zero tolerance." *Woman, over 45 years old, manager/engineer, Denmark*

 "I was able to go back to the person to make them realize that the behavior had been sexist." *Woman, between 31 and 45 years old, employee, France*

Lack of information on the procedure
"I was still new to the company, I hadn't been told how or where it could be reported and I thought I would be shamed for overreacting or being too sensitive." *Woman, below 30 years old, technician, United Kingdom*

 "My two harassment problems concerned students (I am a technical supervisor). I assumed that the frameworks put in place only concerned problems between colleagues." *Woman, between 31 and 45 years old, technician, Belgium*

"My two harassment problems concerned students (I am a technical supervisor). I assumed that the frameworks put in place only concerned problems between colleagues." *Non-binary person, between 31 and 45 years old, employee, Belgium*