PRESENTATION OF THE RESULTS OF
**WOMEN IN TECH: Where do we stand?**
**NOVEMBER 2025**

# Research Specifications

**RESEARCH ORGANIZATION**
IMR/UNIVERSITY OF NICOSIA™

**CLIENT**
TECHISLAND

**PERIOD**
OCTOBER 2025

**COVERAGE**
CYPRUS

**SAMPLE CHARACTERISTICS**
WOMEN 18+  WORKING IN STEM
(SCIENCE, TECHNOLOGY, ENGINEERING, MATHEMATICS)

**SAMPLE SIZE**
320 WOMEN

**SAMPLE SELECTION**
RANDOM SAMPLING

**DATA COLLECTION**
WEB-BASED STRUCTURED QUESTIONNAIRE

## Research objectives

❖ To gain insights into the experiences of women working in STEM in Cyprus

❖ To identify the key needs, expectations, and challenges faced by women in STEM professions

❖ To record women's perspectives and priorities regarding inclusion, leadership, and career advancement

❖ To detect areas requiring improvement in workplace culture, support systems, and policies

❖ To establish a framework for monitoring progress and changes in gender dynamics within the STEM sector over time
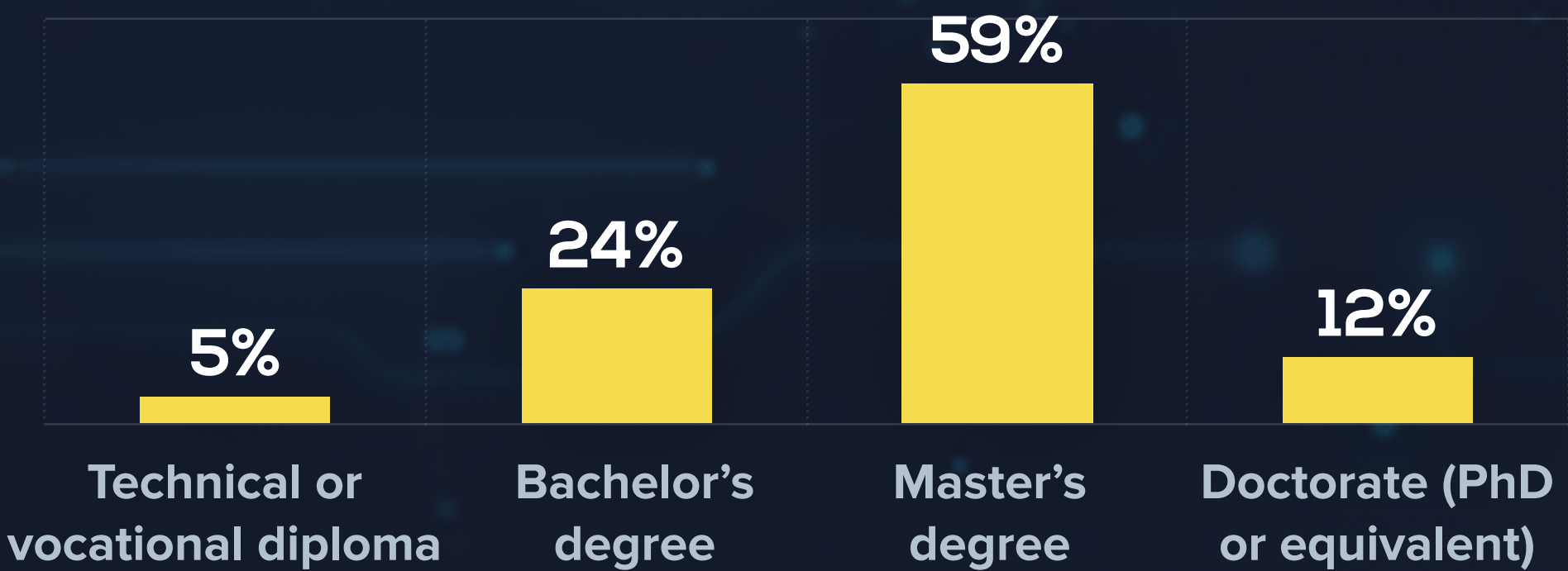
# Sample Characteristics
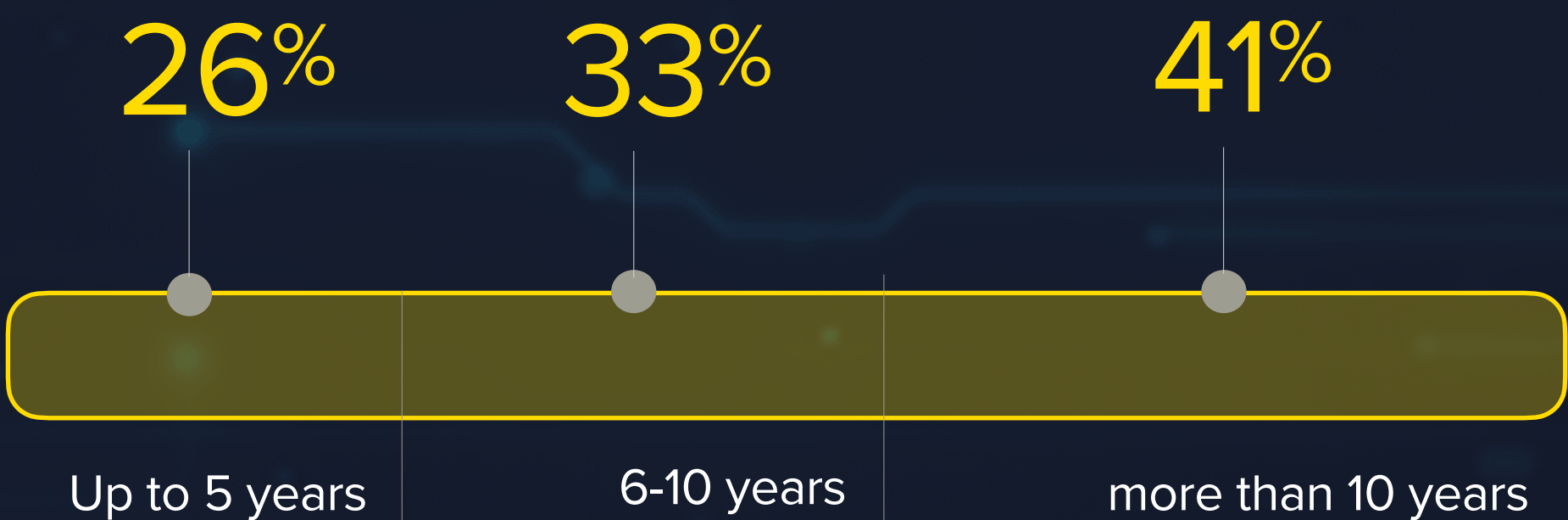
**[ TOTAL SAMPLE ]**

# 320
WOMEN IN STEM PROFESSIONS

**[ AGE ]**

48%
18-34

39%
35-44

13%
45+

**[ EDUCATION ]**

5%
Technical or vocational diploma

24%
Bachelor's degree

59%
Master's degree

12%
Doctorate (PhD or equivalent)

**[ WORK EXPERIENCE ]**

26%
Up to 5 years

33%
6-10 years

41%
more than 10 years

INSIGHTS MARKET RESEARCH
IMR
UNIVERSITY OF NICOSIA
22
PROVIDING INSIGHTS TO YOUR BUSINESS

U UNIVERSITY of NICOSIA

# Journey in STEM

STEM

» Gender perceptions & stereotypes

» Self-perception

» Teaching practices

» Personal interest in STEM

» STEM studies

» Absence of mentorship & guidance

» Gender bias in recruitment

» STEM career

» Caregiving responsibilities

» Thoughts of quitting STEM

» Guilt

» Burnout

» Knowledge gaps

» Flexibility

» Policies

» Support

» Re-entry programs

» Mentorship

» Need to prove themselves

» Pay gap

» Gender assumptions & stereotypes

» Advancement/ Leadership opportunities

» "Bro culture"

» Family support

» Encouraging teachers

» Exposure to female role models

LEAKY PIPELINE

LEAKY PIPELINE

LEAKY PIPELINE

» A woman's end-to-end journey in STEM begins in early childhood, is shaped by interest, support and access to STEM studies, and continues through recruitment, career progression and caregiving responsibilities, where cumulative barriers can lead to a leaky pipeline. However, with support at each stage, more women can remain and thrive in STEM.
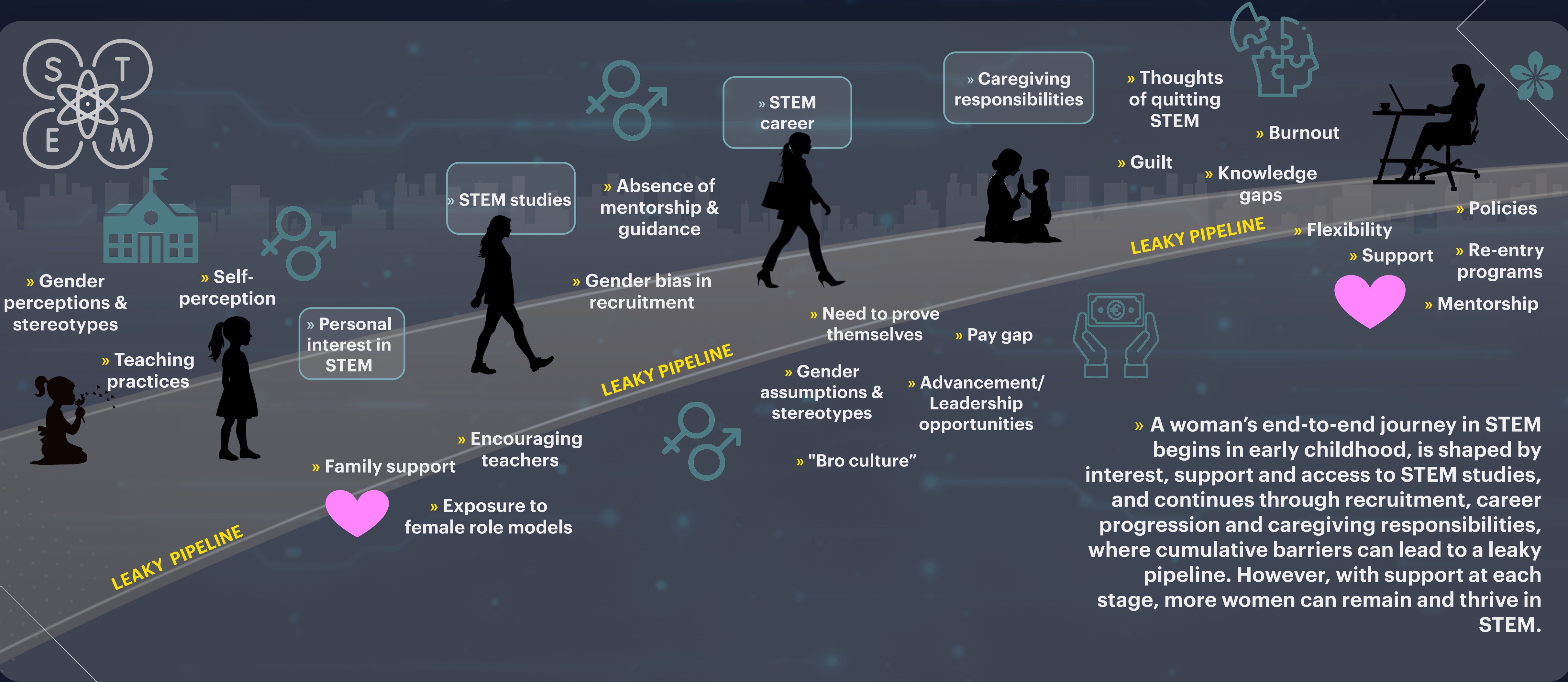
# 10 Facts about Women in STEM

**1** Cyprus has only **7 female STEM graduates per 1,000 young people (20–29)** compared to **15 per 1,000** on average in the EU
*(European Commission, 2024, **Women in Digital Scoreboard 2024 – Cyprus**)*

**2** Women scientists and engineers are only **3.3% of the total labour force** (EU-27: **3.4%**, Cyprus ranks 20th)
*(European Commission, 2024, She Figures 2024 – Cyprus Country Fiche**)***

**3** Women hold just **14% of Grade A researcher positions** (top academic rank) in Cyprus, well below the EU-27 average of around **30%**, and this has barely moved since 2013
*(European Commission, 2024, She Figures 2024 – Cyprus Country Fiche**)***

**4** In governance, women are **25% of board members** of research organisations in Cyprus. Moreover, women are not represented as leaders on boards of research institutions, according to the latest data
*(European Commission, 2024, She Figures 2024 – Cyprus Country Fiche**)***

**5** Globally, in tech leadership, women are approximately **25% of C-suite leaders**, and **only 8–9%** hold roles such as CIO, CTO, IT manager or technical team lead; for every **100 men** promoted to manager, only **87 women** (and **82 women of colour**) move up
*(WomenTech Network, 2025, **Women in Tech Stats 2025**)*

# 10 Facts about Women in STEM

**6** The **Women in Digital Scoreboard 2024** reports an **unadjusted gender pay gap of 16% in Cyprus**, above the EU average (≈13%), meaning Cypriot women earn substantially less than men despite their higher education levels
*(European Commission, 2024, Women in Digital Scoreboard 2024 – Cyprus)*

**7** UK tech shows a similar pattern: survey respondents report a **tech gender pay gap of 16%**, higher than the national UK average of 11.6%, and **79% believe there is a gender pay gap in technology**
*(Women in Tech Survey, 2023, Women in Tech UK)*

**8** A large WomenTech Network survey finds **72% of women in tech** report a pervasive **"bro culture"** at work; **64%** have been spoken over in meetings, **19%** feel "pigeonholed" by stereotypes, and **11%** have been asked to "supply the food" in meetings
*(WomenTech Network, 2025, Women in Tech Stats 2025)*

**9** EU time-use data show that **34% of women vs 25% of men** provide daily care, and **63% vs 36%** perform daily housework, confirming that women bear the main care load across Europe. In Cyprus **41% of women vs 28% of men** provide daily care for children/grandchildren, older people or people with disabilities
*(EIGE, 2024, Gender Equality Index 2024)*

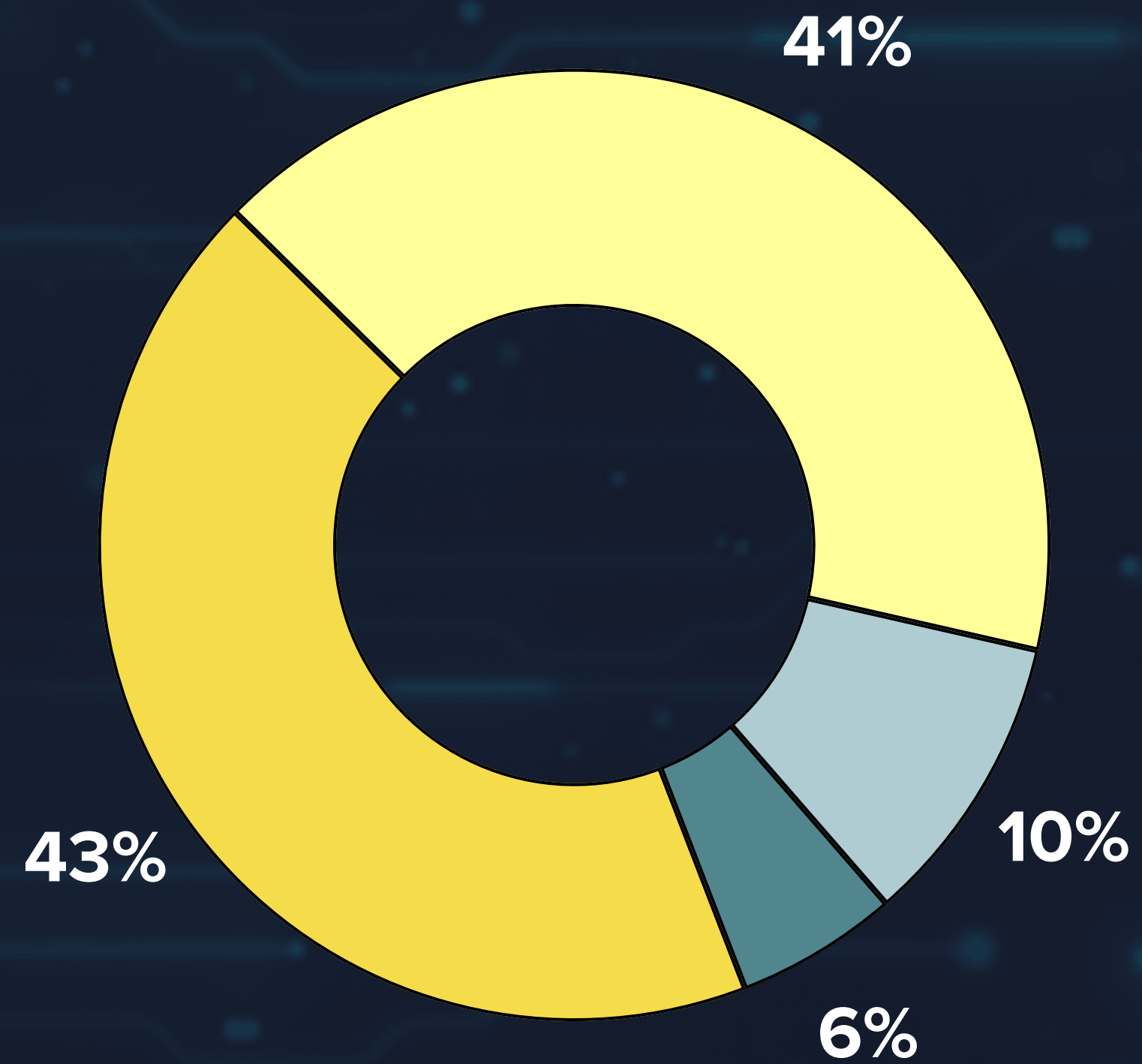**10** 57% of women in Technology, Media & Telecom plan to leave their jobs within two years, frequently citing poor work–life balance *(WomenTech Network, 2025, Women in Tech Stats 2025)*
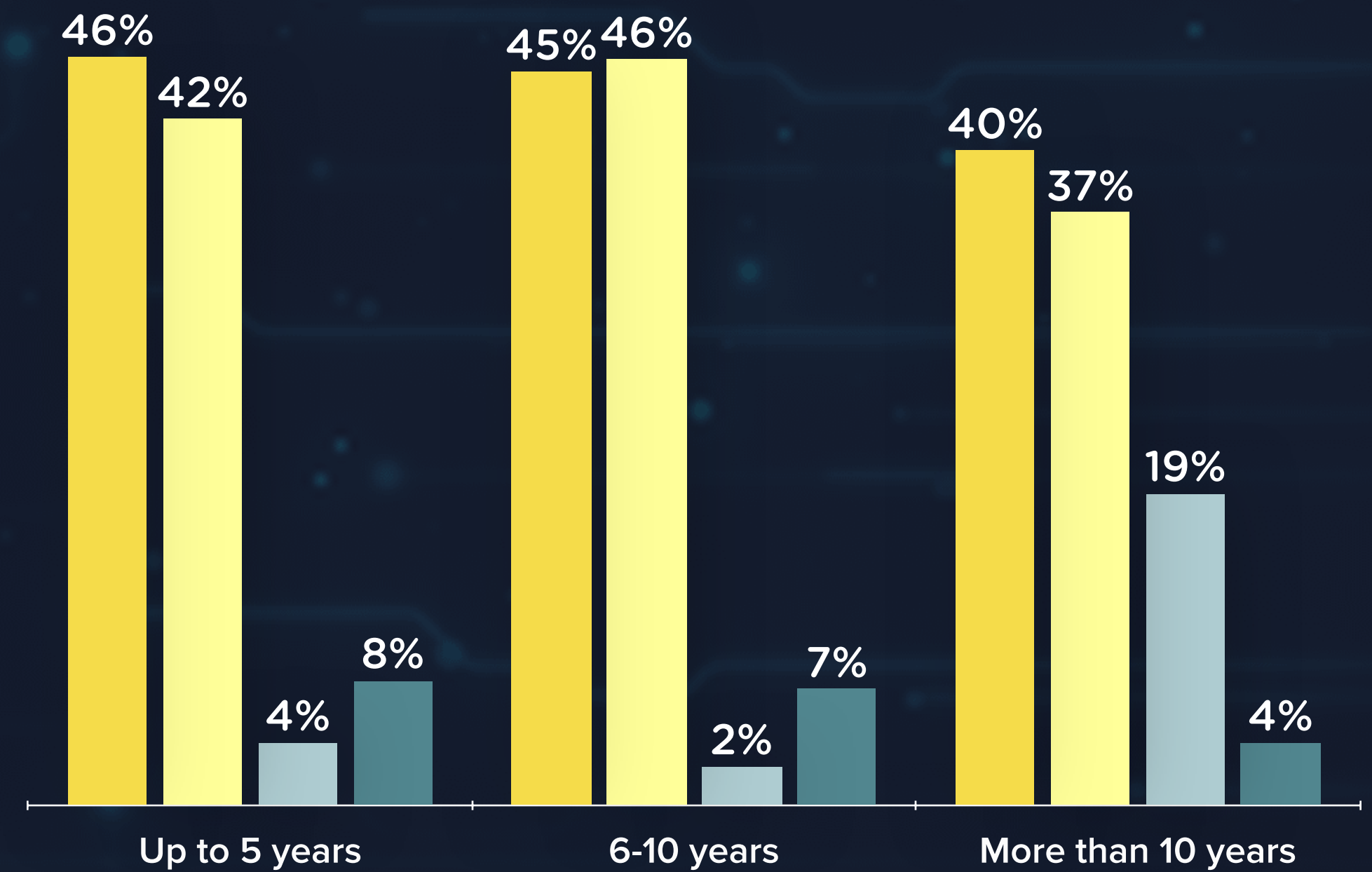
techisland®

WOMEN in tech®
Cyprus

# 01

# Journey into STEM

INSIGHTS MARKET RESEARCH
IMR
UNIVERSITY OF NICOSIA

22

UNIVERSITY of NICOSIA

# How encouraged did you feel to pursue a career in a STEM field as a girl or young woman?

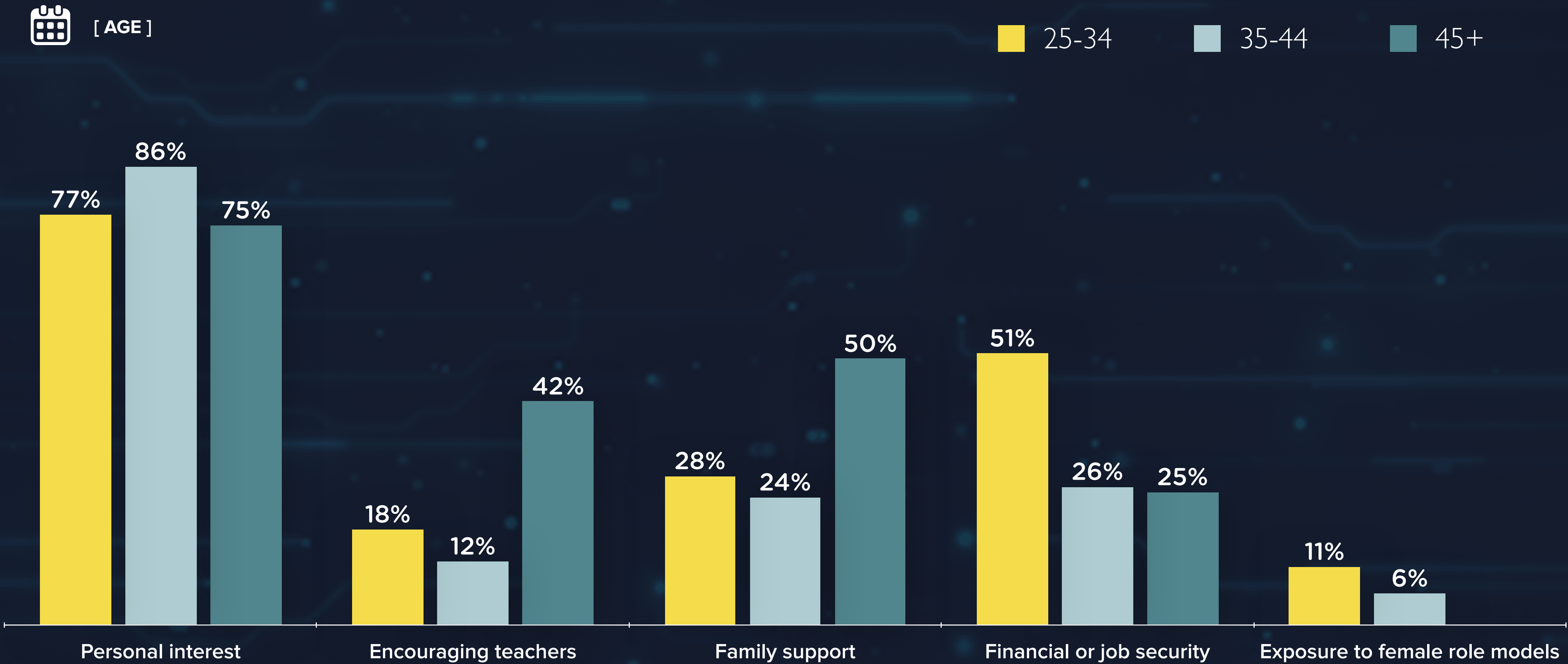● Very encouraged      ● Somewhat encouraged      ● Slightly discouraged      ● Strongly discouraged

**41%**
**43%**
**10%**
**6%**

[ WORK EXPERIENCE ]

**46%** **42%** 4% 8%
**45%** **46%** 2% 7%
**40%** **37%** **19%** 4%

Up to 5 years          6-10 years          More than 10 years

**BASE: 320 WOMEN IN STEM**

INSIGHTS MARKET RESEARCH
IMR
UNIVERSITY OF NICOSIA
22
PROVIDING INSIGHTS TO YOUR BUSINESS

UNIVERSITY of NICOSIA

# What influenced your decision to enter a STEM career? (2/2)

techisland® WOMEN in tech Cyprus

📅 [ AGE ]

🟨 25-34   ⬜ 35-44   🟦 45+



| | Personal interest | Encouraging teachers | Family support | Financial or job security | Exposure to female role models |
|---|---|---|---|---|---|
| 25-34 | 77% | 18% | 28% | 51% | 11% |
| 35-44 | 86% | 12% | 24% | 26% | 6% |
| 45+ | 75% | 42% | 50% | 25% | |

INSIGHTS MARKET RESEARCH
IMR
UNIVERSITY OF NICOSIA
'22
PROVIDING INSIGHTS TO YOUR BUSINESS

UNIVERSITY of NICOSIA

# How easy was it for you to enter the STEM workforce after completing your studies?

48%

20%

9%

23%

● Very easy    ● Somewhat easy    ● Somewhat difficult    ● Very difficult
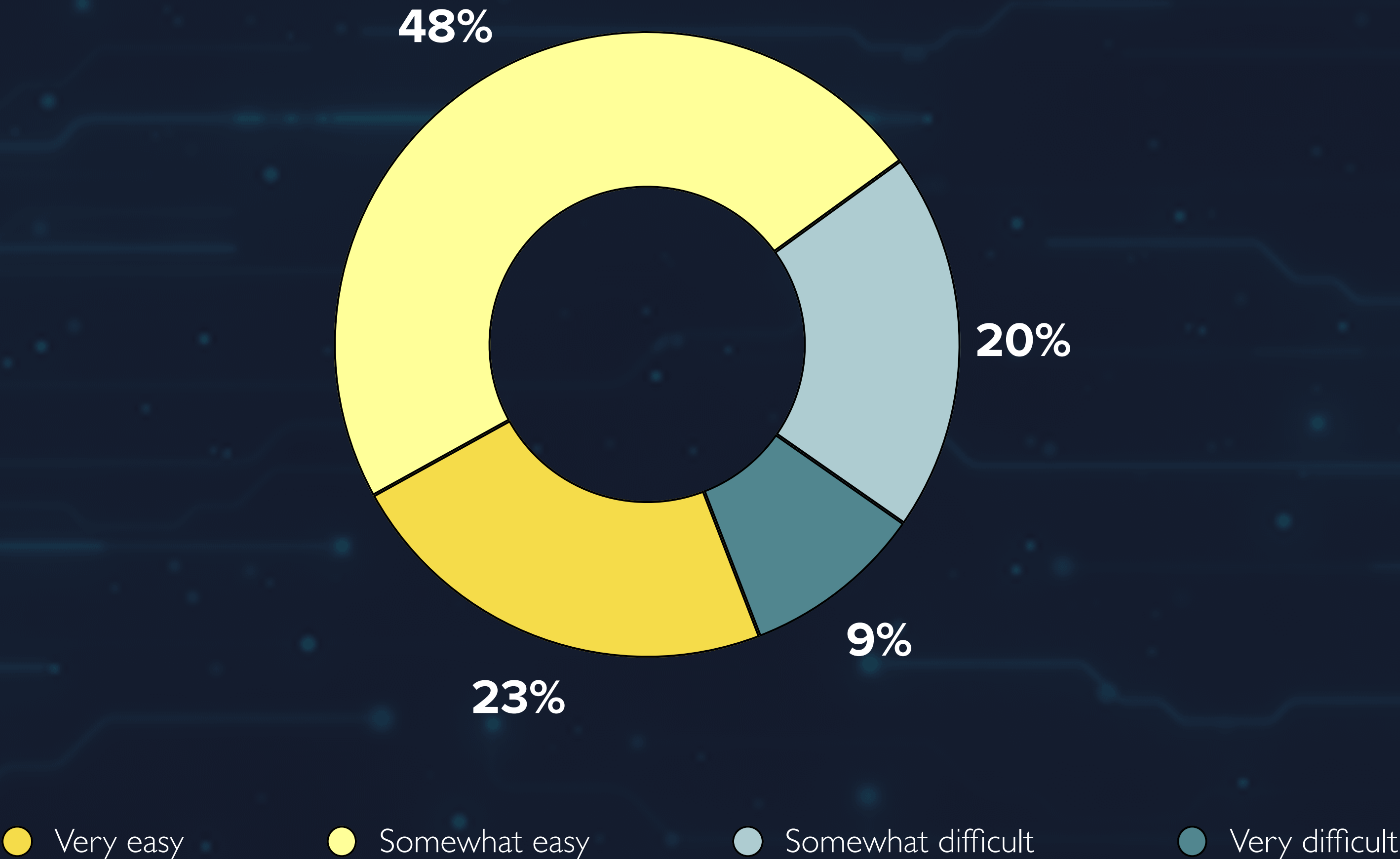
**BASE: 320 WOMEN IN STEM**

# Which of the following challenges did you face when starting your STEM career?

| Challenge | Percentage |
|---|---|
| Absence of mentorship or professional guidance | 43% |
| Limited awareness of available STEM career paths | 36% |
| Struggled to balance home and work responsibilities | 33% |
| Becoming a parent while building a career | 29% |
| Limited job opportunities in my field | 28% |
| Gender bias in the recruitment or interview process | 24% |
| Financial constraints or unpaid entry-level positions | 23% |
| Lack of flexibility for caregivers | 13% |
| Other | 8% |

**BASE: 320 WOMEN IN STEM**

INSIGHTS MARKET RESEARCH
IMR
UNIVERSITY OF NICOSIA
22
PROVIDING INSIGHTS TO YOUR BUSINESS

UNIVERSITY of NICOSIA

# What do you believe women in STEM in Cyprus need most right now?

**Equal pay**
**61%**

**Supportive networks, access to resources, & inclusive workplace culture**
**56%**

**More women in leadership positions**
**54%**

**Flexibility**
**45%**

**Recognition for effort and achievements**
**44%**

**Mentorship**
**40%**

**Confidence**
**30%**

**Policy requiring minimum representation of women in key positions**
**22%**

**BASE: 320 WOMEN IN STEM**

IMR INSIGHTS MARKET RESEARCH
UNIVERSITY OF NICOSIA
UNIVERSITY of NICOSIA

**02**

# Perceptions & Leadership Support

# To what extent do you agree or disagree with the following statements about women in STEM: (1/2)

techisland  WOMEN in tech® Cyprus

Strongly agree  Agree  Disagree  Strongly disagree

## Women in STEM are equally respected as men in the workplace

| 6% | 43% | 41% | 10% |
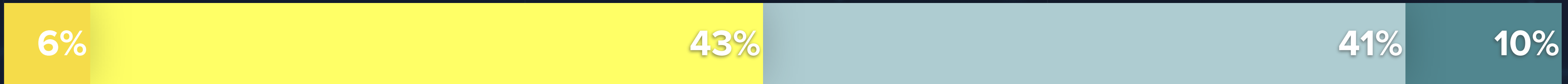
## Gender stereotypes still influence how women are perceived in STEM fields

| 24% | 51% | 22% | 3% |
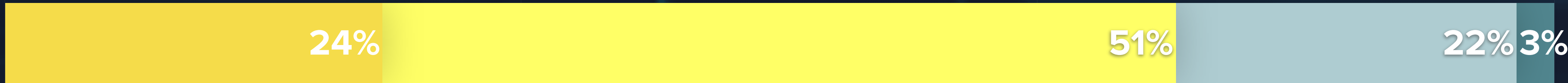
## There are enough visible female role models in STEM in Cyprus

| 2% | 29% | 57% | 12% |

INSIGHTS MARKET RESEARCH
IMR
UNIVERSITY OF NICOSIA
'22 PROVIDING INSIGHTS TO YOUR BUSINESS
UNIVERSITY of NICOSIA

techisland® WOMEN in tech® Cyprus

Strongly agree    Agree    Disagree    Strongly disagree

**Women in STEM must prove themselves more than men to gain the same level of recognition**

| 44% | 37% | 18% | 1% |
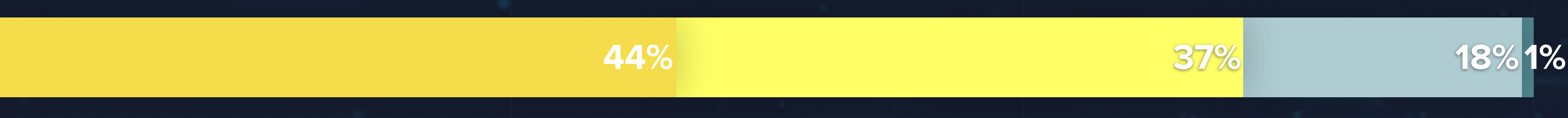
**Employers in Cyprus take active steps to support women's participation in STEM careers**

| 2% | 32% | 61% | 5% |

**Women in STEM are often underestimated because of their gender**

| 21% | 51% | 26% | 2% |

BASE: 320 WOMEN IN STEM

INSIGHTS MARKET RESEARCH
UNIVERSITY OF NICOSIA
'22
PROVIDING INSIGHTS TO YOUR BUSINESS

UNIVERSITY of NICOSIA

# Which of the following have you personally experienced in your workplace as a woman in STEM?

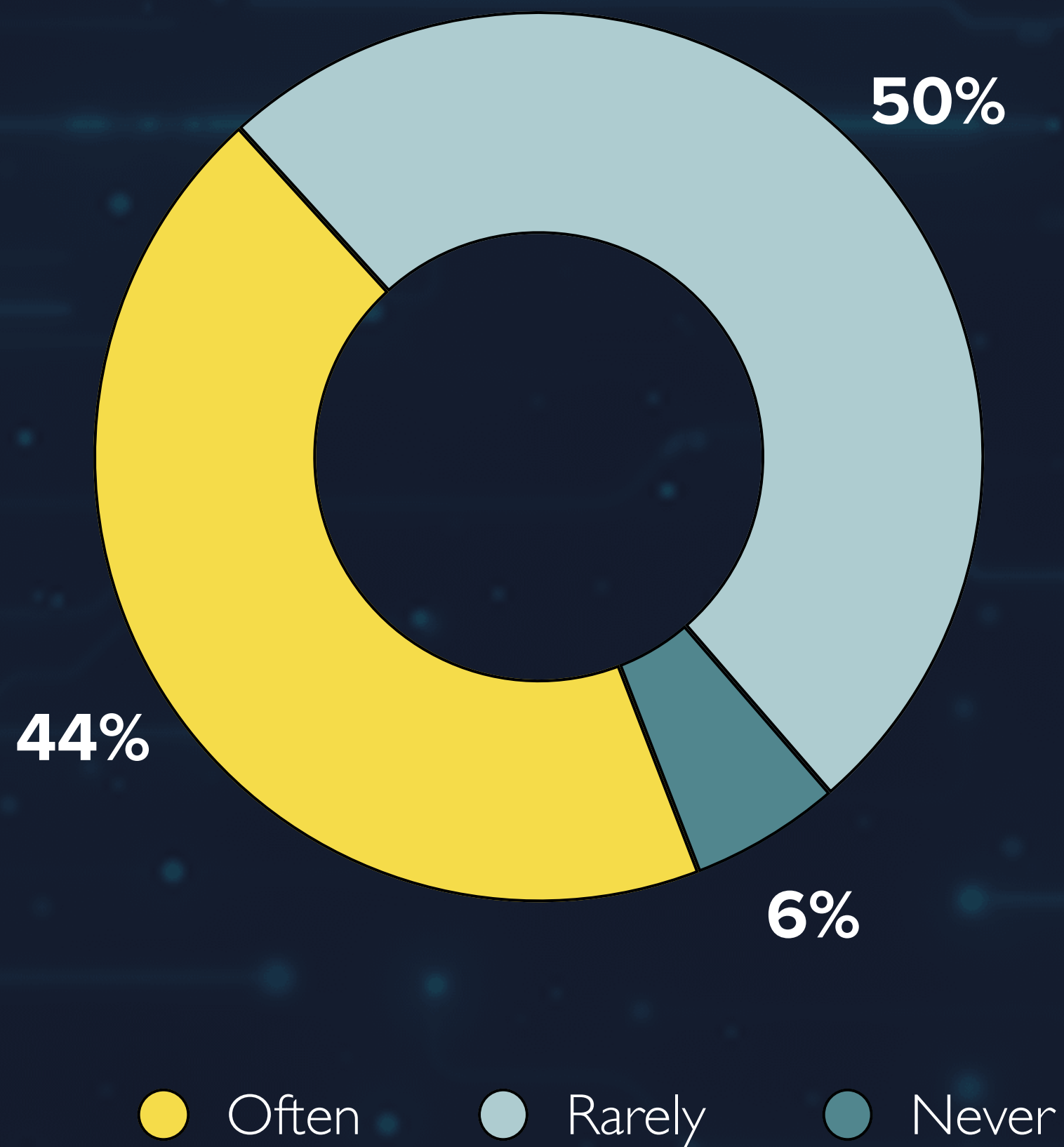| | |
|---|---|
| Gendered stereotypes | 38% |
| Pressure to prove technical competence more than male peers | 37% |
| Patronizing or dismissive attitudes from colleagues or managers | 35% |
| Inappropriate or sexist comments | 32% |
| Lack of mentorship or support networks | 28% |
| Being overlooked for promotions or leadership opportunities | 26% |
| Exclusion from key projects, meetings, or decision-making | 25% |
| Judgmental treatment due to caregiving responsibilities | 20% |

# As a woman in STEM, how would you rate your access to the following opportunities and support systems in your current workplace?
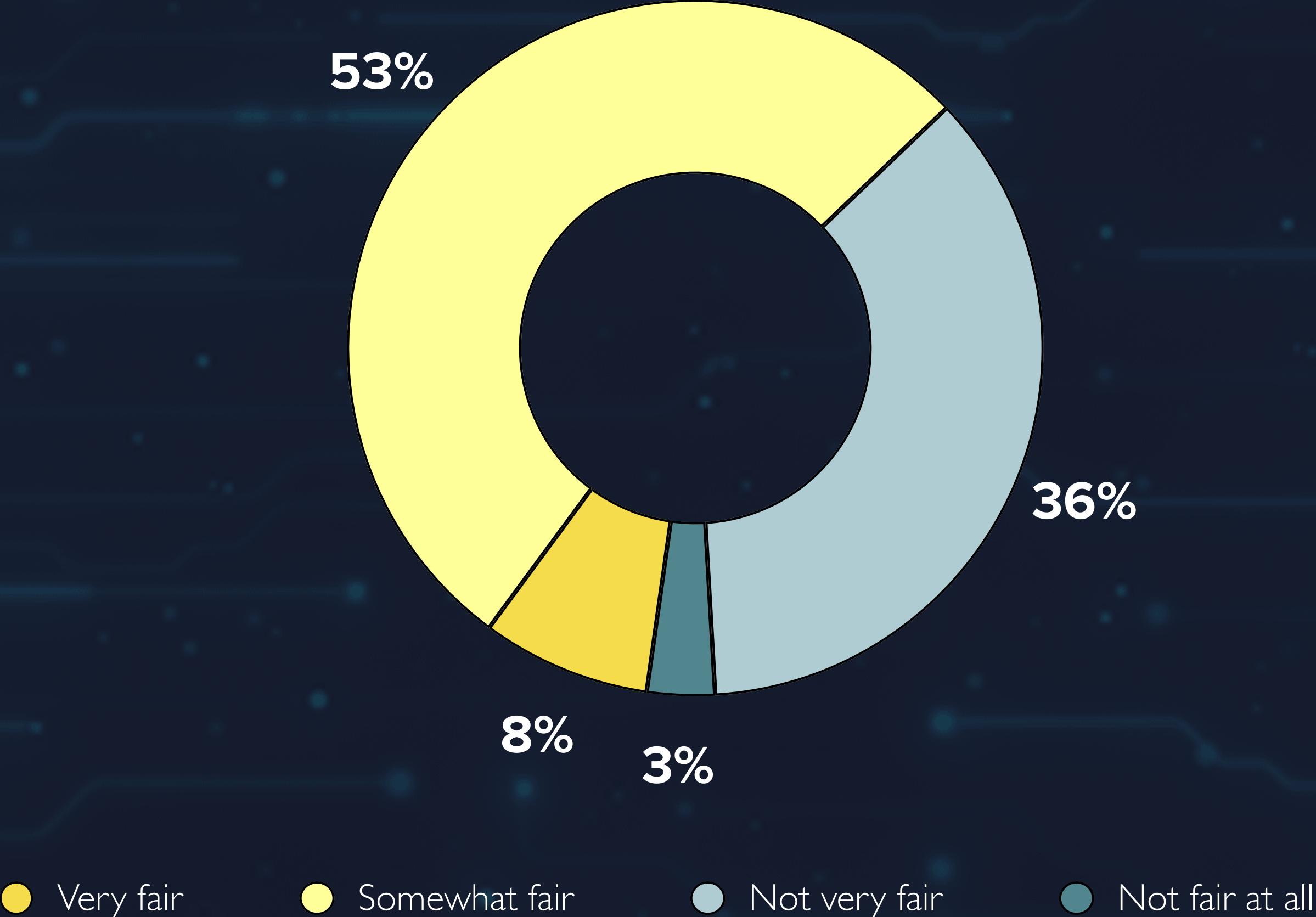
techisland®  WOMEN in tech Cyprus

**Support for work-life balance**
7.10

**Training, upskilling, or professional development programs**
6.80

**Equal participation in strategic or high-impact projects**
6.76

**Recognition for your ideas and contributions**
6.65

**Inclusion in decision-making processes**
6.41

**Mentorship**
6.12

**Clear pathways for promotion or leadership**
5.40
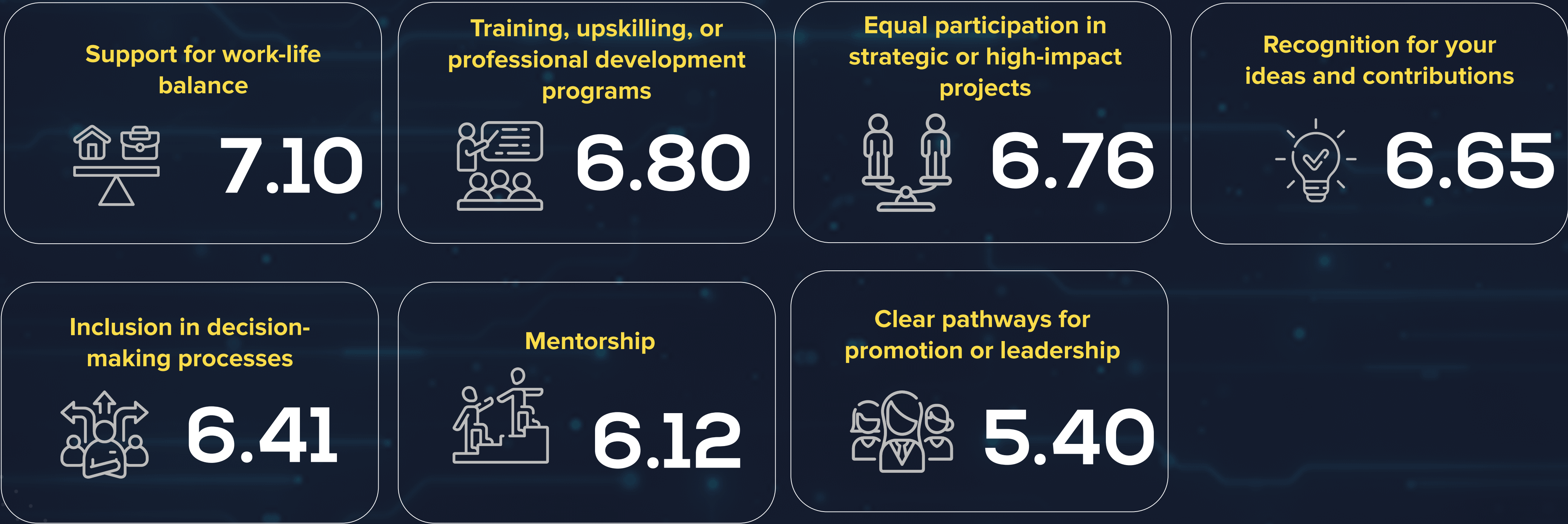
10 POINT SCALE 1= VERY POOR AND 10=EXCELLENT

INSIGHTS MARKET RESEARCH
IMR
UNIVERSITY OF NICOSIA
22
PROVIDING INSIGHTS TO YOUR BUSINESS
UNIVERSITY of NICOSIA

To what extent do you see women in leadership roles in your organization or field?

50%

44%

6%

Often    Rarely    Never

BASE: 320 WOMEN IN STEM

# How fair do you believe promotion opportunities are for women in STEM?



**53%**

**36%**

**8%**

**3%**

● Very fair  ● Somewhat fair  ● Not very fair  ● Not fair at all

**BASE: 320 WOMEN IN STEM**

**03**

# Allyship & Culture
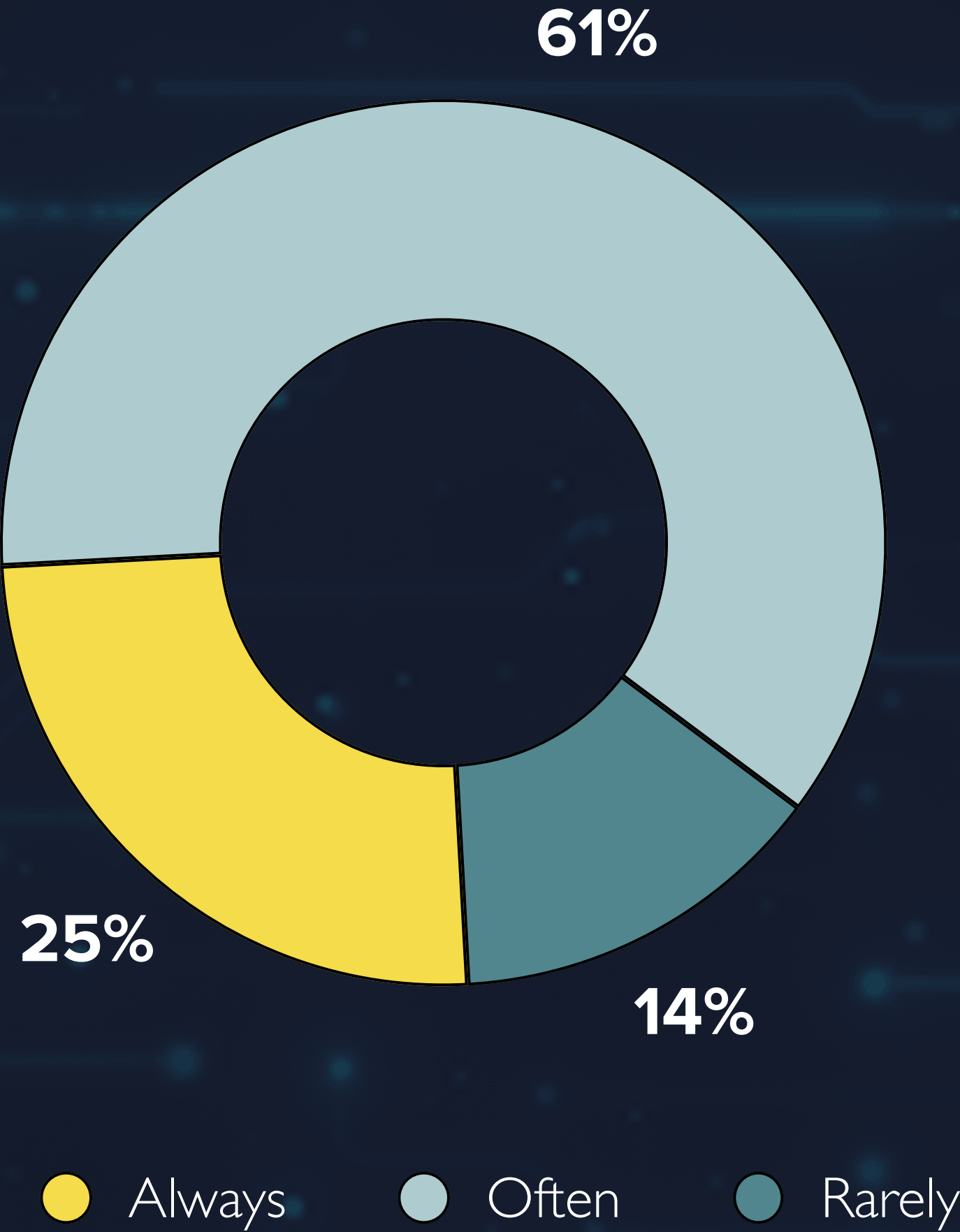
74%

12%

14%

● Yes    ● No    ● Not sure

BASE: 320 WOMEN IN STEM
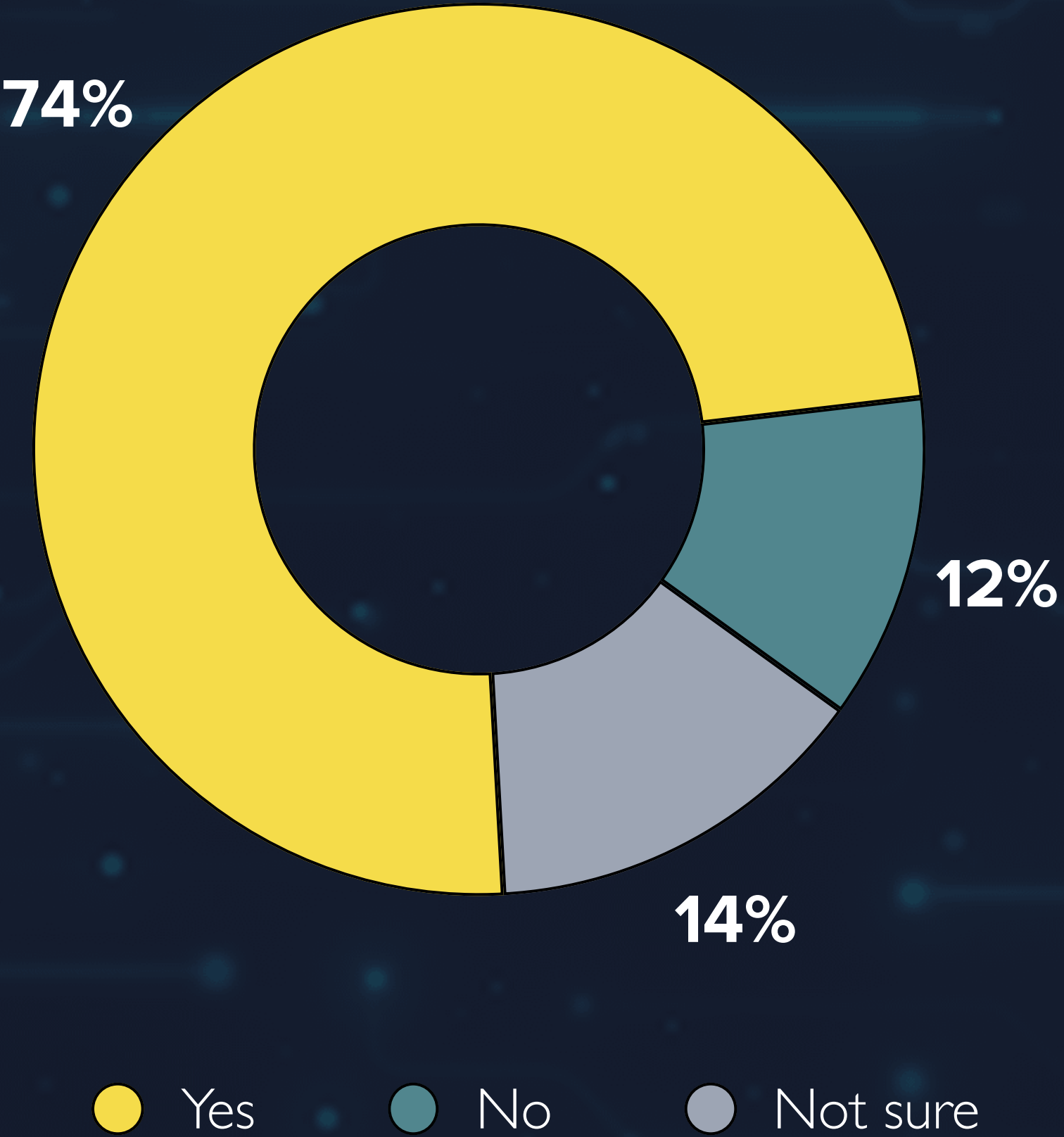
# How would you describe your company's overall approach to gender equality?

Truly inclusive culture, backed by actions

**38%**

Formal policies exist, but culture doesn't reflect them

**25%**

No specific initiatives or culture in place

**22%**

Occasional campaigns or symbolic initiatives

**13%**

Other

**2%**

**BASE: 320 WOMEN IN STEM**
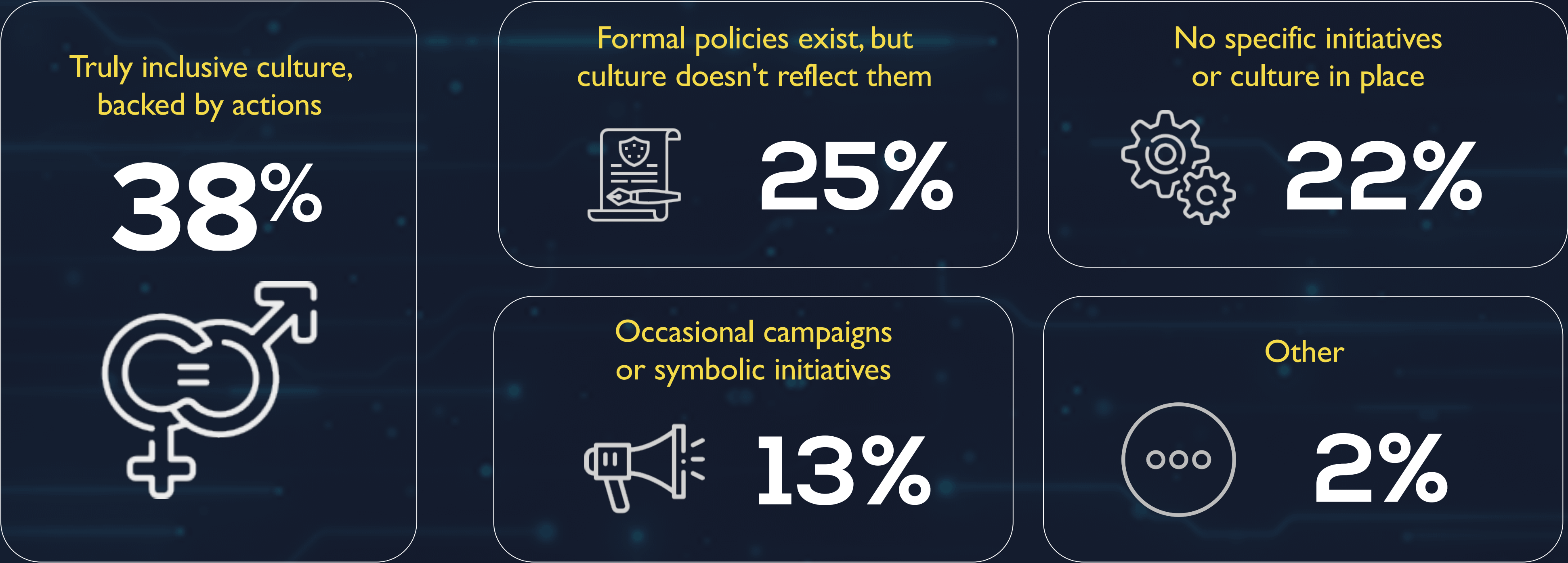
**04**

# Work-life balance & policies

Do you currently have any caregiving responsibilities?

techisland®
WOMEN in tech® Cyprus

8%
51%
41%

● Yes, children   ● Yes, other dependents   ● No

BASE: 320 WOMEN IN STEM

INSIGHTS MARKET RESEARCH
IMR
UNIVERSITY OF NICOSIA
22
PROVIDING INSIGHTS TO YOUR BUSINESS
UNIVERSITY of NICOSIA
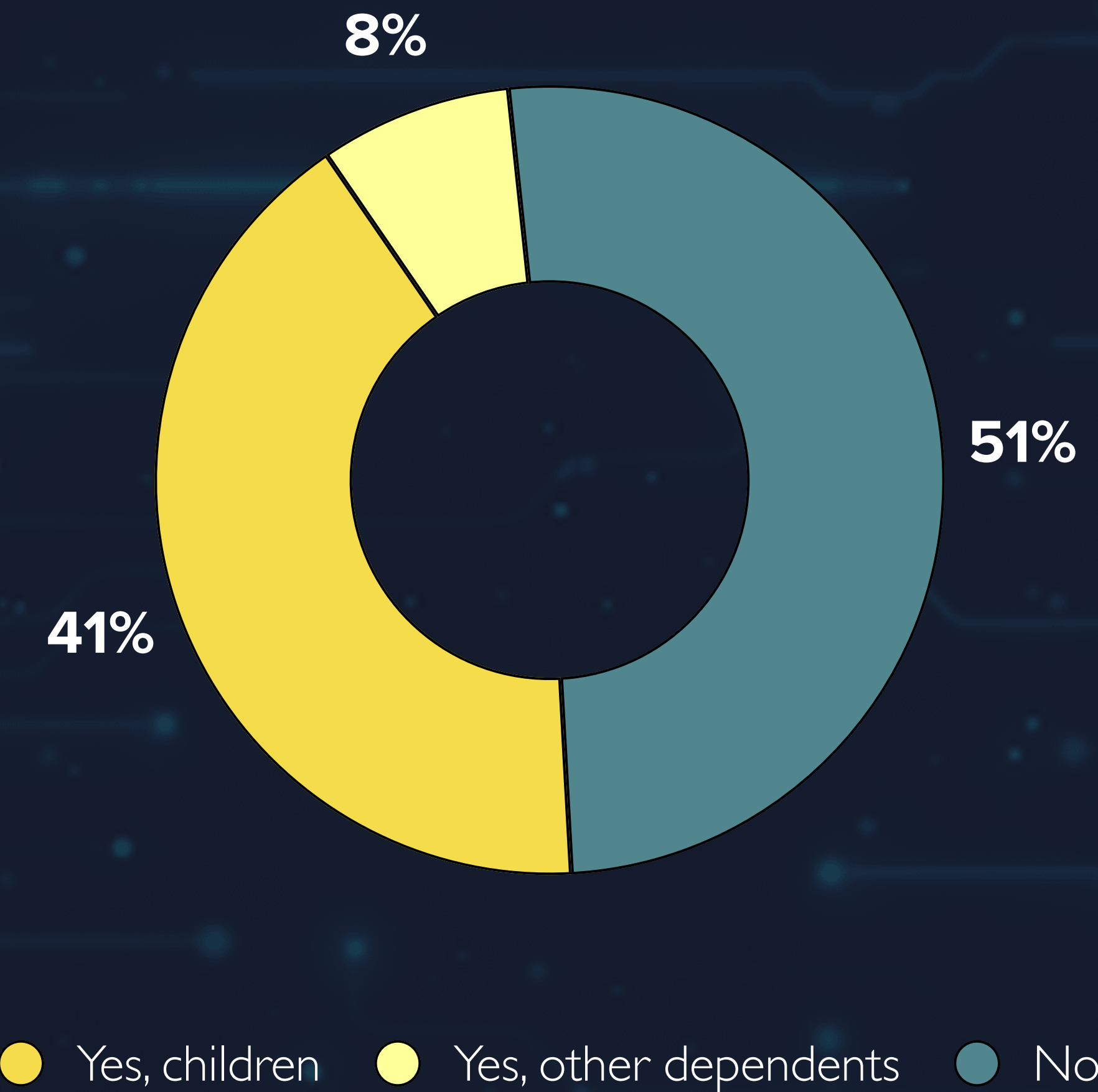
# To what extent have your caregiving responsibilities impacted your career in STEM?



53%

32%

7%

8%

● To a great extent      ● To a moderate extent      ● To a small extent      ● Not at all
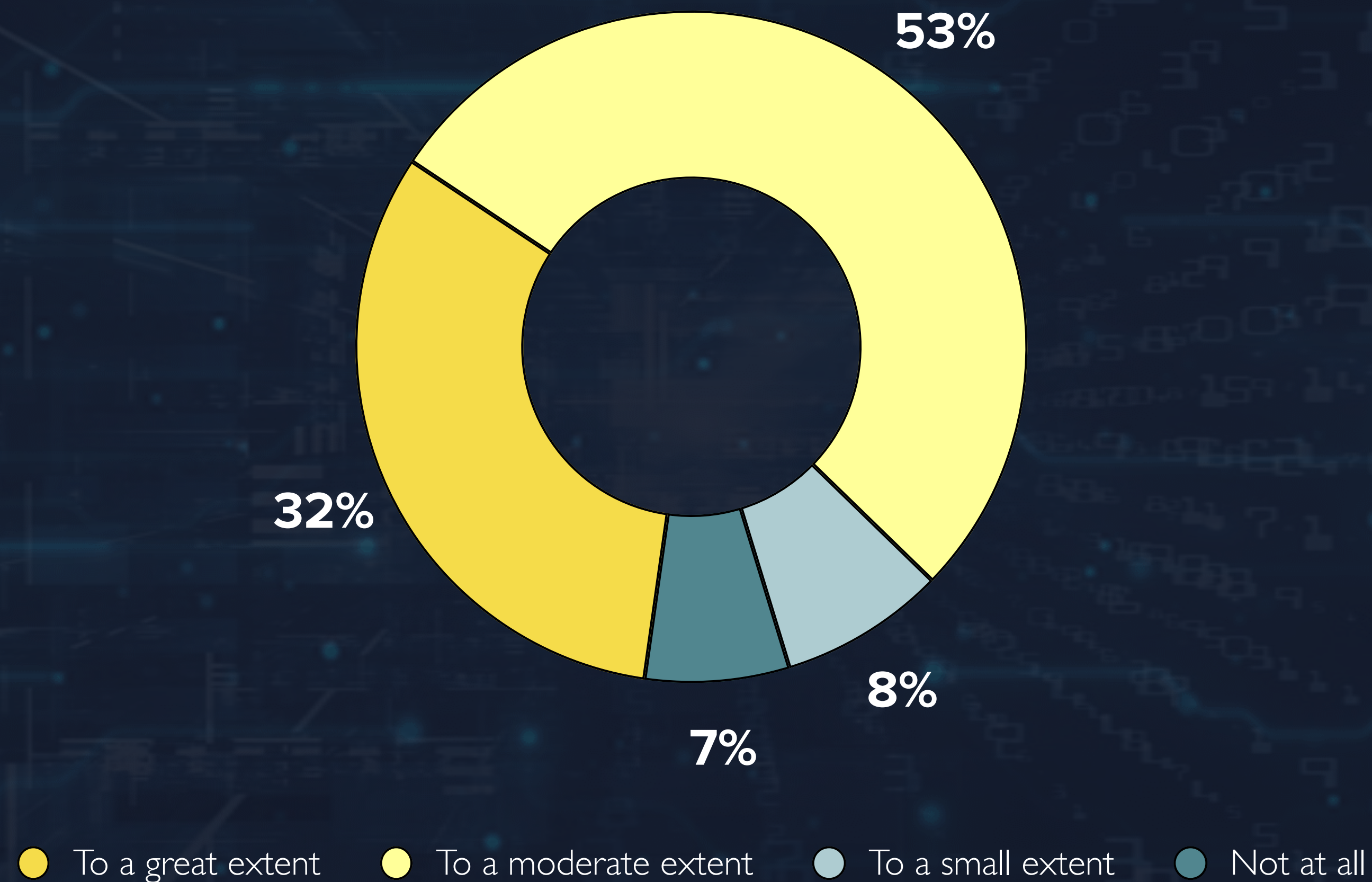
**BASE: 154 WOMEN THAT HAVE CAREGIVING RESPONSIBILITIES**

# Have you ever taken a career break because of caregiving responsibilities?



48%

52%

● Yes          ● No
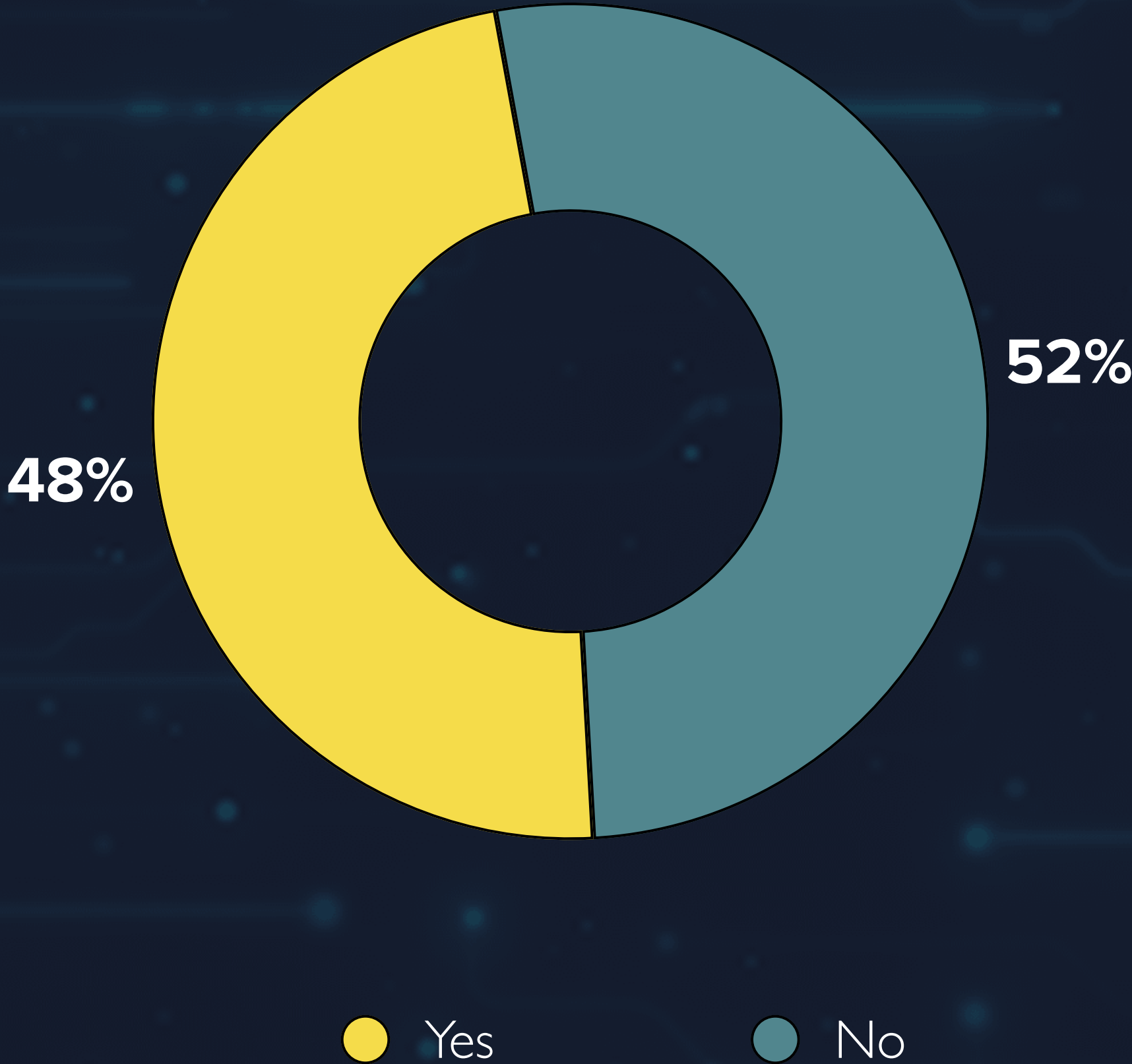
**BASE: 154 WOMEN THAT HAVE CAREGIVING RESPONSIBILITIES**

# What challenges did you face when re-entering the workforce after a career break?

**Outdated skills or confidence gaps**

**48%**

**Financial instability during transition**

**45%**

**Limited part-time/ hybrid options**

**39%**

**Bias from recruiters or employers**

**32%**

**Lack of re-entry programs**

**29%**

**I haven't faced any challenges**

**19%**

**BASE: 154 WOMEN THAT HAVE CAREGIVING RESPONSIBILITIES**

INSIGHTS MARKET RESEARCH
IMR
UNIVERSITY OF NICOSIA
'22
PROVIDING INSIGHTS TO YOUR BUSINESS*
UNIVERSITY of NICOSIA

# How often do you feel guilt or pressure when balancing caregiving and professional responsibilities?

**97%**

of women in STEM feel guilty or pressure when balancing caregiving and professional responsibilities
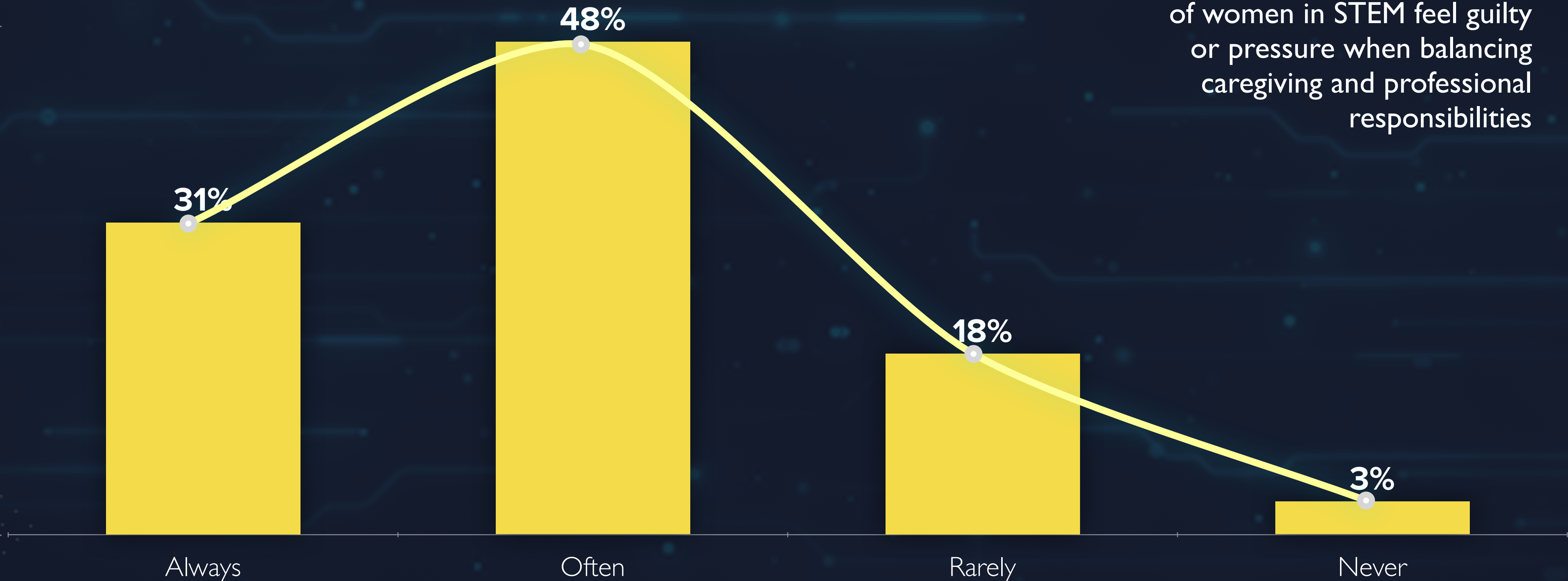


31%

48%

18%

3%

Always

Often

Rarely

Never

BASE: 154 WOMEN THAT HAVE CAREGIVING RESPONSIBILITIES

INSIGHTS MARKET RESEARCH
IMR
UNIVERSITY OF NICOSIA

22
PROVIDING INSIGHTS TO YOUR BUSINESS

UNIVERSITY of NICOSIA

# Have you ever considered leaving or have left the STEM field?



59% Yes
41% No

BASE: 320 WOMEN IN STEM
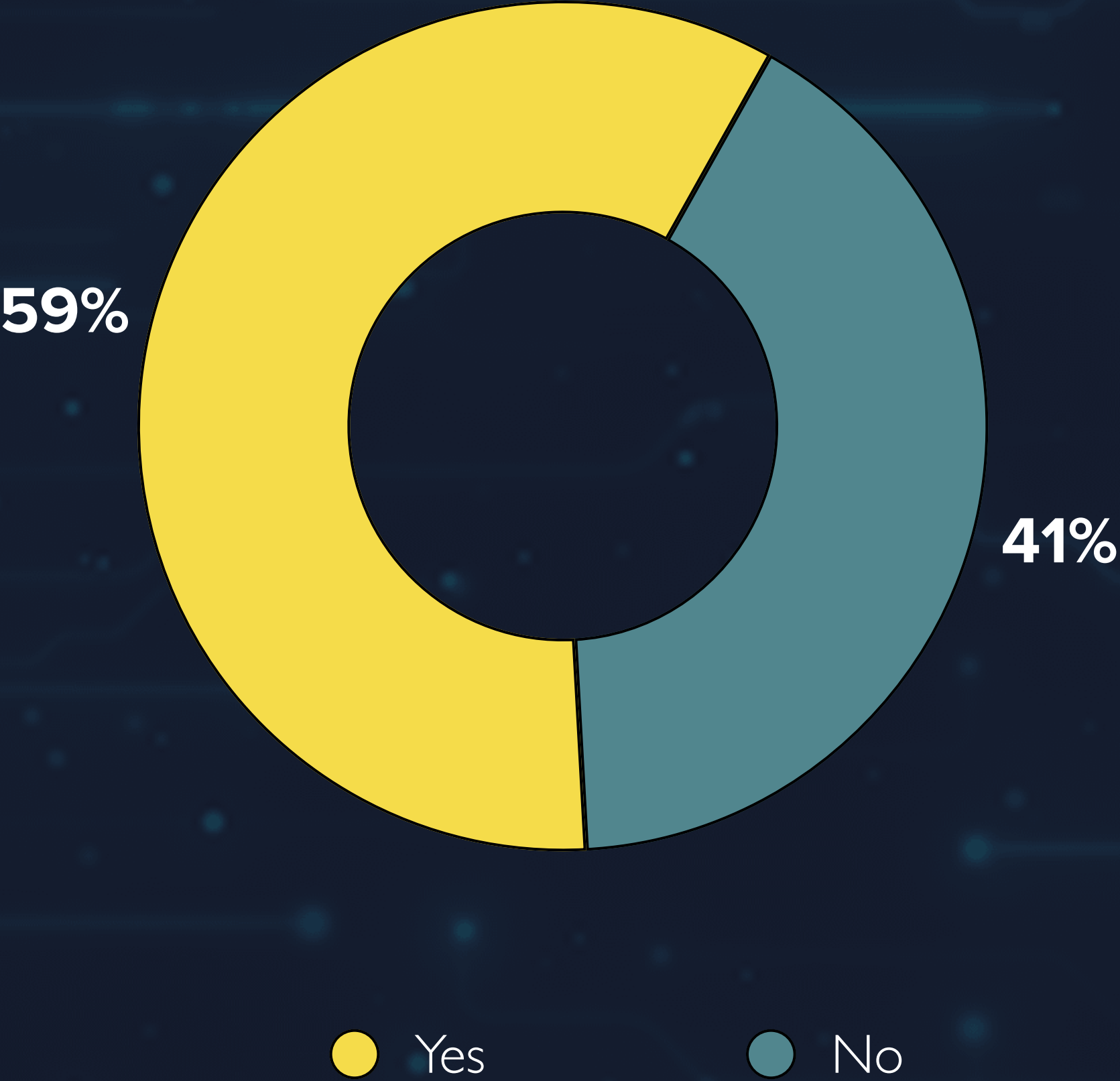
# If you have ever considered leaving or have left the STEM field, what were the main contributing factors?



- Burnout or mental health concerns — **82%**
- Limited growth or promotion opportunities — **50%**
- Gender bias or toxic work culture — **36%**
- Lack of flexibility — **26%**
- Feeling isolated or unsupported — **21%**
- Caregiving responsibilities — **18%**
- Other — **4%**
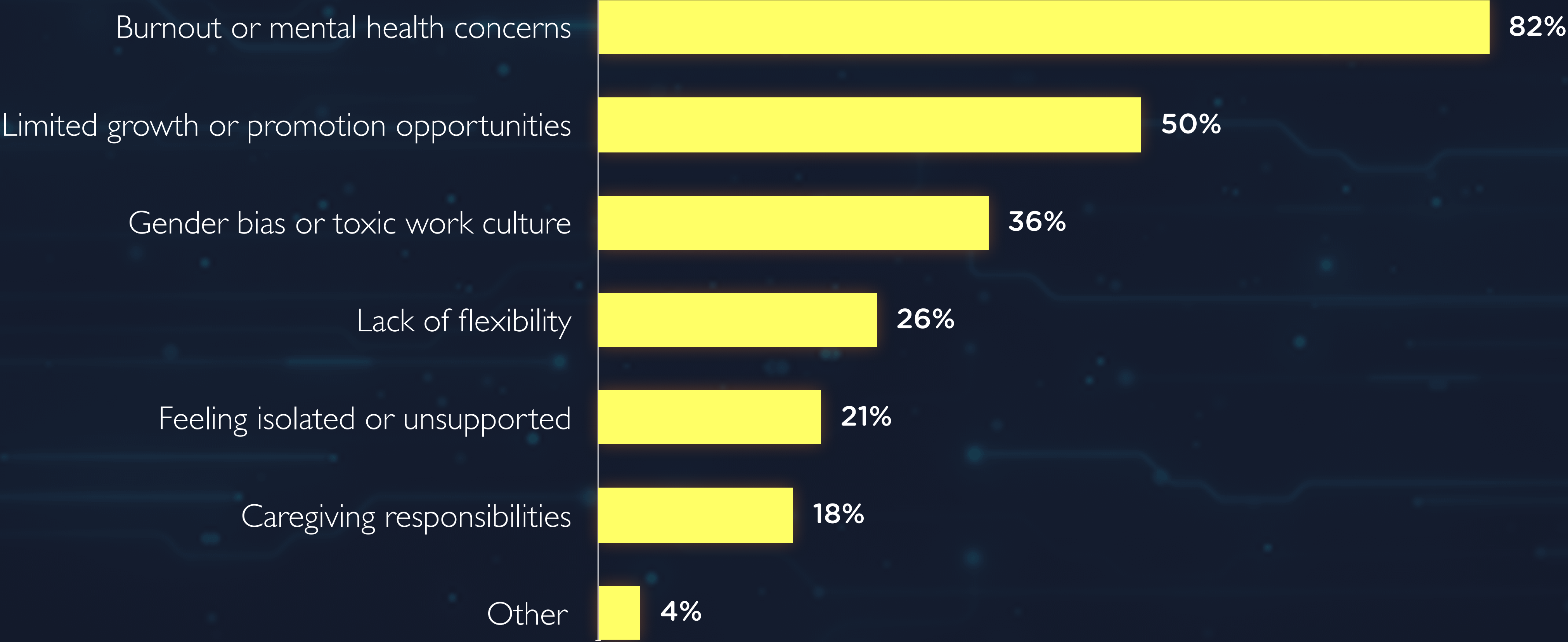
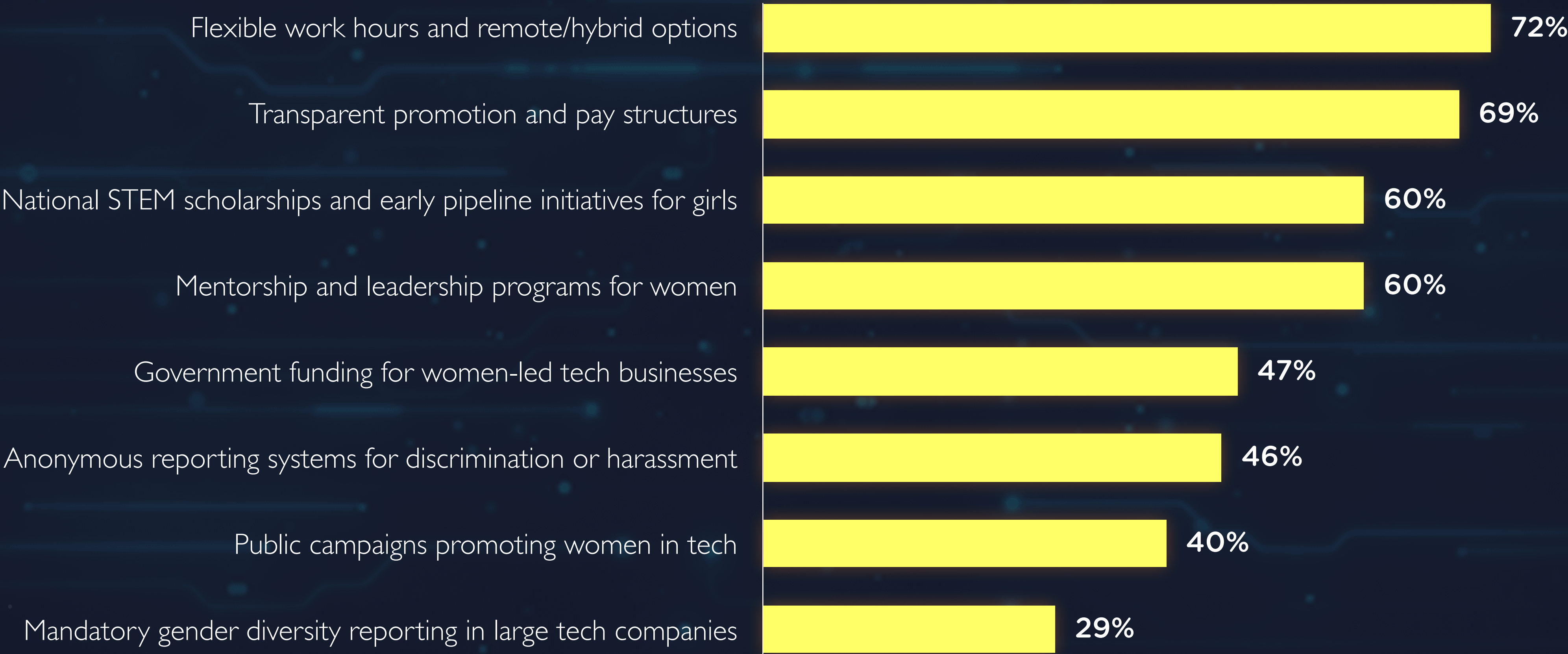**BASE: 188 WOMEN THAT HAVE CONSIDERED LEAVING OR HAVE LEFT THE STEM FIELD**

05

**Your voice for the future of STEM**

# What policies or initiatives do you believe would most improve gender equality in STEM field in Cyprus?

| Policy / Initiative | Percentage |
|---|---|
| Flexible work hours and remote/hybrid options | 72% |
| Transparent promotion and pay structures | 69% |
| National STEM scholarships and early pipeline initiatives for girls | 60% |
| Mentorship and leadership programs for women | 60% |
| Government funding for women-led tech businesses | 47% |
| Anonymous reporting systems for discrimination or harassment | 46% |
| Public campaigns promoting women in tech | 40% |
| Mandatory gender diversity reporting in large tech companies | 29% |

**BASE: 320 WOMEN IN STEM**

INSIGHTS MARKET RESEARCH
IMR
UNIVERSITY OF NICOSIA

UNIVERSITY of NICOSIA

**IMR/University of Nicosia**™ is a leading intelligence and strategy firm that has been shaping decision-making across Cyprus and beyond since 2002. With a proven track record in market research, social insight, and consultancy, we are trusted by governments, financial institutions, multinational corporations, and public agencies to deliver clarity in moments of complexity and opportunity. Our expertise spans diverse sectors—from banking and energy to technology, tourism, and policy—offering each client bespoke strategies grounded in evidence, foresight, and measurable impact.

What sets us apart is not just the depth of our data or the accuracy of our analysis, but our ability to act as strategic partners—translating insight into action and ambition into results. With a firm grasp of evolving markets and policy environments, we empower our clients to unlock potential, lead with purpose, and build resilient, future-ready organizations in a dynamic global landscape.

*Your strategic partner forward*™

**DEPARTMENT OF COMMUNICATION**
**T:** +357 22 265150
**Φ:** +357 22 256530

**E:** pastou.m@unic.ac.cy
**Mrs. Marina Pastou**
Research Manager

For more information about IMR/University of Nicosia™ please visit our website:

www.imr.com.cy

INSIGHTS MARKET RESEARCH
**IMR**
UNIVERSITY OF NICOSIA

22
ESTD 2002
PROVIDING INSIGHTS
TO YOUR BUSINESS

**UNIVERSITY** *of* **NICOSIA**

Insights Market Research (IMR) Ltd:

Member of

ESOMAR
member

SEDEAK
Member

CSR
CYPRUS
MEMBER

Certified with

ISO 9001
Certificate No. QS.17.037

IQNet

Green Offices

Sound Industrial Relations
CONTEMPORARY ENTERPRISES | SIR 2014