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## **Gender inequality persistence and policies**

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Countries across Europe have for decades implemented consistently and systematically social welfare policies, including generalised offer of public child-care to working parents to contribute to a better work-life balance. In countries where these policies and structure are missing, these are often pointed-out as the major cause for women's underrepresentation in science.

Data from various European countries are analysed to examine for gender imbalances in research funding competitions at both national levels and international levels (i.e. European Research Council). A number of possible reasons that led women to shy-away from research funding competitions will be discussed, including possible implicit and explicit biases.