It's time to break the barriers down:

**WOMEN IN CHEMISTRY ARE FACING BARRIERS TO PROGRESSION**

99% of female chemists in UK academia can evidence the lack of retention and progression of women.

The proportion of women falls as chemists advance through key career stages.

- 44% Undergraduate students (Men)
- 39% PhD students (Women)
- 29% Non-professional staff (Men)
- 9% Professors (Women)

Women in academia are being disproportionately affected by:

- Funding structures that create uncertainty and unnecessary pressure
- An inflexible and unsupportive academic culture
- A need to choose between a career and other responsibilities

93% of survey respondents believe that it is up to the chemical science community to tackle the issues of attrition and progression.

It's time to break the barriers down:

- Funders: balance your short- and long-term funding structures
- Academic institutions: lay the foundations for a fair and healthy working culture
- Everyone: enforce a zero-tolerance approach to bullying and harassment

Gender parity is just one outcome of a healthy, equitable and well-run system that works for everyone in the chemical sciences.

We can build this system together if we act now.

#ChemEquality
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