

# L'ORÉAL

## **Women & Science : Less than 1 researcher in 3 is a woman, according to a report commissioned by the L'Oréal Foundation**

Paris, March 19, 2014. To mark the occasion of the 16th L'Oréal-UNESCO For Women in Science Awards, and in the presence of the five 2014 Awards Laureates, the L'Oréal Foundation this morning published the conclusions of an international report conducted by Boston Consulting Group on the position of women in the science sector. The results show that the under-representation of women in the international scientific community remains flagrant, despite some improvement over the past ten years. This gap between women and men widens at several key moments of their academic and professional careers.

Since the end of the 90's, the percentage of women in scientific research has increased by only 12%

In order to better understand the persistent imbalance between men and women, and the various key stages at which women fall behind, the L'Oréal Foundation commissioned a status report of the current situation. Worldwide, less than one research scientist in three is a woman. The inevitable conclusion is that equality between male and female researchers has barely improved.

Awardees honored for major scientific advancements that are helping solve some of society's greatest challenges, including cancer, depression and addiction.

Candidates for the L'Oréal-UNESCO For Women in Science Awards were nominated by a network of more than 1,000 international scientists. The five Laureates were then selected by an independent jury chaired by Professor Günter Blobel and composed of twelve eminent members of the international scientific community.

A high school girl is three times less likely than a high school boy to go on to get a science doctorate

Even though girls and boys show similar performance in science subjects in high school<sup>1</sup>, young women gradually move away from science over the course of their careers.

Similarly, looking along the career path, we can observe that only 32% of science undergraduates

are women. This proportion drops to 30% for master's degrees and 25% for doctorates.

In the European Union, only 11% of the highest academic positions in scientific disciplines are held by women. The proportion of women at the head of scientific institutions varies from one country to the next: 6% in Japan, 27% in the USA, 29% in France and 34% in Spain. As for Nobel Prizes in the sciences, less than 3% have been awarded to women since the inception of these honors in 1901; a total of 16 prizes, 2 of which went to Marie Curie.

### The L'Oréal Foundation, ever more committed to the cause of women in science

For 16 years now, the L'Oréal Foundation, through its international program, L'Oréal-UNESCO For Women in Science, has identified and honored exceptional female scientists and has also awarded research fellowships to promising young women scientists. In total, more than 2,000 women have been recognized since 1998.

To put the spotlight on the women around the world who are driving scientific progress, the L'Oréal Foundation launched DiscovHER, the first on-line media dedicated to women in science, on March 8th: <http://www.discov-her.com>.

*"Rewarding the scientific excellence of these women and helping them become better known by the public has contributed to giving successful models to the younger generations. It proves that science is not the private domain of men. The L'Oréal Foundation will now endeavour to make more young women want to choose scientific careers,"* noted Sara Ravella, Chief Executive Officer of the L'Oréal Foundation.

Next autumn, the L'Oréal Foundation will unveil its new projects to encourage ever greater participation by women in science and break down stereotypes, thus providing a concrete response to the inequalities identified by the Boston Consulting Group report.

### THE BOSTON CONSULTING GROUP REPORT - November 2013

Research conducted by Boston Consulting Group in 14 countries: France, Germany, Spain, United Kingdom, United States, Japan, urban China, Brazil, Argentina, South Africa, Morocco, Egypt, India and Indonesia.

Analysis was concentrated on 7 countries which are comparable in terms of access to education and

the rights of women: France, Germany, Spain, United Kingdom, United States, Japan, urban China. The figures above are based on analysis of the statistics from these countries and of data collected by the Boston Consulting Group for the L'Oréal Foundation.

Main sources: UNESCO, OECD, national statistical offices (2000, 2011, 2012), Boston Consulting Group.

The report is available at [www.discov-her.com/mediacenter](http://www.discov-her.com/mediacenter)

For more details on the L'Oréal-UNESCO For Women in Science program: [www.loreal.fr/foundation](http://www.loreal.fr/foundation)

Follow the program on Facebook and on Twitter #womeninscience

## CONTACTS PRESSE :

Agence ELAN for the L'Oréal Foundation

Juliette Jacovidis / +33 (0)1 40 89 96 64 / [Juliette.jacovidis@agence-elan.com](mailto:Juliette.jacovidis@agence-elan.com)

Emma Callus / +33 (0)1 40 89 96 69 / [emma.callus@agence-elan.com](mailto:emma.callus@agence-elan.com)

## ABOUT THE L'ORÉAL FOUNDATION

The L'Oréal Foundation is committed to two main causes, that of science and that of beauty care as a means to helping the most vulnerable members of society. Based on values of excellence, generosity and creativity, science is at the core of the Foundation's commitments, most particularly its commitment to supporting women researchers through its For Women in Science program, a worldwide initiative in partnership with UNESCO. As well, rooted in the belief that beauty care is an essential need met by passionate professionals skilled in creating human relationships, the Foundation has launched several programs anchored by a vision of beauty as a path toward a fairer and more generous society. The Foundation is committed to assisting the economically disadvantaged and those suffering from physical and mental ailments in regaining their sense of self-esteem through beauty care and training in beauty care professions. [www.fondationloreal.com](http://www.fondationloreal.com)

*1PISA (Program for International Student Assessment) and OECD study– 2012 - 65 countries*

## About L'Oréal

L'Oréal has devoted itself to beauty for over 100 years. With its unique international portfolio of 34 diverse and complementary brands, the Group generated sales amounting to 25.8 billion euros in 2016 and employs 89,300 people worldwide. As the world's leading beauty company, L'Oréal is present across all distribution networks: mass market, department stores, pharmacies and drugstores, hair salons, travel retail, branded retail and e-commerce.

Research and innovation, and a dedicated research team of 3,870 people, are at the core of L'Oréal's strategy, working to meet beauty aspirations all over the world. L'Oréal's sustainability commitment for 2020 "Sharing Beauty With All" sets out ambitious sustainable development objectives across the Group's value chain. [www.loreal.com](http://www.loreal.com)

---

*"This news release does not constitute an offer to sell, or a solicitation of an offer to buy L'Oréal shares. If you wish to obtain more comprehensive information about L'Oréal, please refer to the public documents registered in France with the Autorité des Marchés Financiers, also available in English on our Internet site [www.loreal-finance.com](http://www.loreal-finance.com).*

*This news release may contain some forward-looking statements. Although the Company considers that these statements are based on reasonable hypotheses at the date of publication of this release, they are by their nature subject to risks and uncertainties which could cause actual results to differ materially from those indicated or projected in these statements."*

## **Contacts L'OREAL** (switchboard + 33 1.47.56.70.00)

### **Individual shareholders and market authorities**

Jean Régis CAROF  
Tel : + 33 (0)1.47.56.83.02  
[jean-regis.carof@loreal.com](mailto:jean-regis.carof@loreal.com)

### **Financial analysts and institutional investors**

Françoise LAUVIN  
Tel : +33 (0)1.47.56.86.82  
[francoise.lauvin@loreal.com](mailto:francoise.lauvin@loreal.com)

### **Journalists**

Stéphanie Carson-Parker  
Tel : + 33 (0)1 47 56 76 71  
[stephanie.carsonparker@loreal.com](mailto:stephanie.carsonparker@loreal.com)

For further information, please contact your bank, stockbroker or financial institution (I.S.I.N. code: FR0000120321), and consult your usual newspapers or magazines or the Internet site for shareholders and investors, [www.loreal-finance.com](http://www.loreal-finance.com), the L'Oréal Finance app or call the toll-free number from France: 0.800.66.66.66.

Anne-Laure RICHARD  
Tél : +33 (0)1.47.56. 80.68  
[annelaure.richard@loreal.com](mailto:annelaure.richard@loreal.com)

Polina Huard  
Tél : +33 (0)1 47 56 87 88  
[polina.huard@loreal.com](mailto:polina.huard@loreal.com)

Vanessa Wang  
Tel : +33 (0)1 47 56 76 88  
[vanessa.wang@loreal.com](mailto:vanessa.wang@loreal.com)