

# Analysis of the distribution of the Research Productivity Grant (PQ-CNPq)

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Parent in Science (PiS) is a movement of 90 scientists who are also parents, created to raise awareness and promote discussions about the intersection of parenthood and scientific careers in Brazil and Latin America. Our efforts began in response to a lack of data and knowledge on a critical issue: the impact of parenthood on the scientific careers of both women and men.

Over the years, PiS has expanded its mission to encompass the broader understanding of how structural biases shape academic opportunities, recognizing that many of these systemic issues also affect scientists who are parents. For example, gender and race often intersect to create additional barriers: women, especially Black and Indigenous women, face cumulative disadvantages in accessing research funding and career advancement. These overlapping biases mean that parental status cannot be fully understood in isolation from other factors that contribute to inequality, making it crucial to address these issues in tandem to promote a truly inclusive academic environment. This study presents a comprehensive analysis of the distribution of the Research Productivity Grant (PQ), a governmental award administered by the Brazilian National Council for Scientific and Technological Development (CNPq). This program funds scientific research across all fields of science, and here, we focus on its distribution through the lens of diversity, with particular emphasis on gender and race.

Our findings reveal a significant underrepresentation of women in receiving this award, with data suggesting a "scissor effect" — a metaphor describing the declining number of women in contrast to the rising number of men. We also observe inequalities based on race and geographic region. Additionally, we highlight the lack of available data on other important factors, such as parental status and disabilities, and note the insufficient progress in addressing these disparities over time.

Through this study, we aim to spark productive discussions, inspire actions that promote equal opportunities, and contribute to creating a more inclusive, diverse, and equitable environment for all researchers in Brazil.

## References

- [1] PARENT IN SCIENCE. As Bolsas de Produtividade em Pesquisa: uma Análise do Movimento Parent in Science. Porto Alegre: Parent in Science, 2023. [www.parentinscience.com/documentos](http://www.parentinscience.com/documentos)  
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