

28th Annual Edition

***The Celluloid Ceiling:
Employment of Behind-the-Scenes Women on Top Grossing
U.S. Films in 2025***

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It would not be a stretch to describe 2025 as an ominous moment for the film industry. Consolidation hangs over the business like a guillotine, with job losses likely and the future of the theatrical movie-going experience in question. Add the current political war on diversity, and women in the film industry now find themselves in uncharted territory. Hollywood has never needed permission to exclude and diminish women, but it now has it. The question is to what extent the consolidation and backlash will impact the percentages of women working in pivotal behind-the-scenes roles, which in turn, impact the kinds of stories that end up on screen. Traditionally, the proportions of women working in film have been so stable and so low, even forces that might rock the business, may cause only a slight rumble for women.

Consider the latest numbers. In 2025, 75% of the 250 top (domestic) grossing films employed 10 or more men as directors, writers, producers, executive producers, editors, and cinematographers. 7% employed 10 or more women.

Last year, women accounted for 13% of directors working on the top 250 films, down 3 percentage points from 16% in 2024. Women comprised 10% of directors working on the top 100 films, down 1 percentage point from 2024.

The larger picture of employment in pivotal behind-the-scenes roles reveals that women made up 23% of all directors, writers, producers, executive producers, editors, and directors of photography last year, even with 2024 and 2020. Women

comprised 21% of individuals in these roles on the top 100 grossing films, up 1 percentage point from 2024, but once again even with 2020.

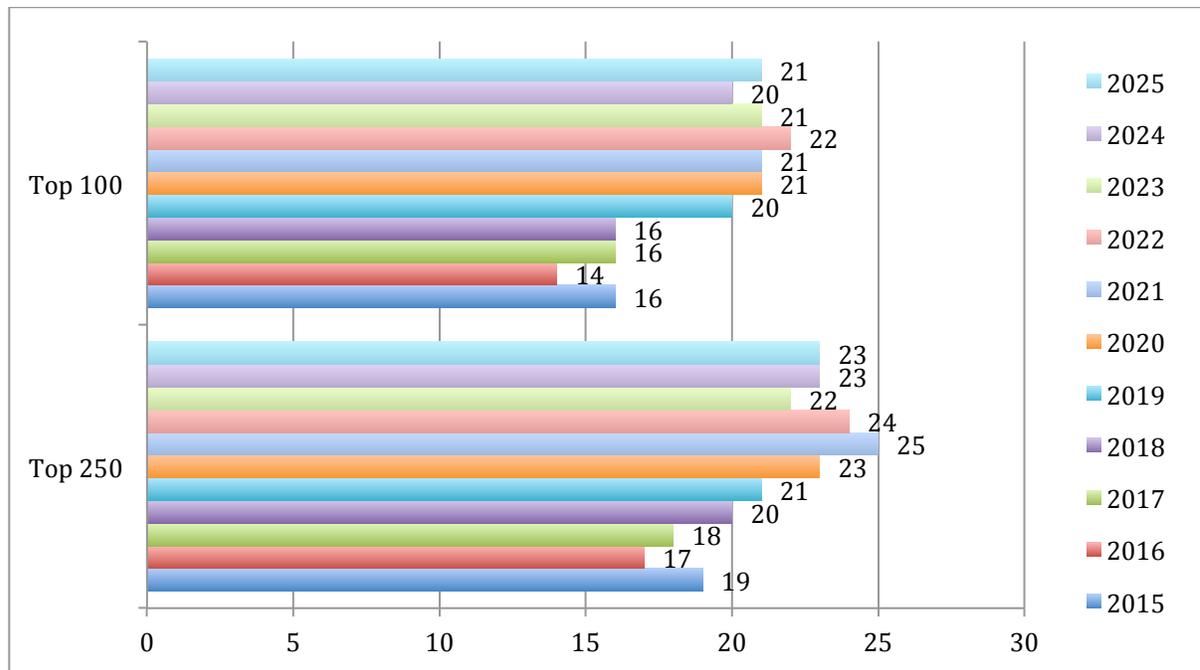
The Celluloid Ceiling has tracked women's employment on the 250 top grossing films for the last 28 years. Having monitored credits for over a quarter of a century, the project provides the longest-running and most comprehensive account of women's behind-the-scenes representation available. This historical record reveals that women remain dramatically underrepresented in many essential behind-the-scenes roles on the top 100 and 250 (domestic) grossing films of 2025.

Key Findings

- In 2025, women comprised 23% of directors, writers, producers, executive producers, editors, and cinematographers working on the 250 top grossing films. This represents no change from 2024. The percentage of women working on the top 100 films increased 1 percentage point, from 20% in 2024 to 21% in 2025 (see Figure 1).

Figure 1.

Comparison of Percentages of Behind-the-Scenes Women on Top 100 and 250 Films*

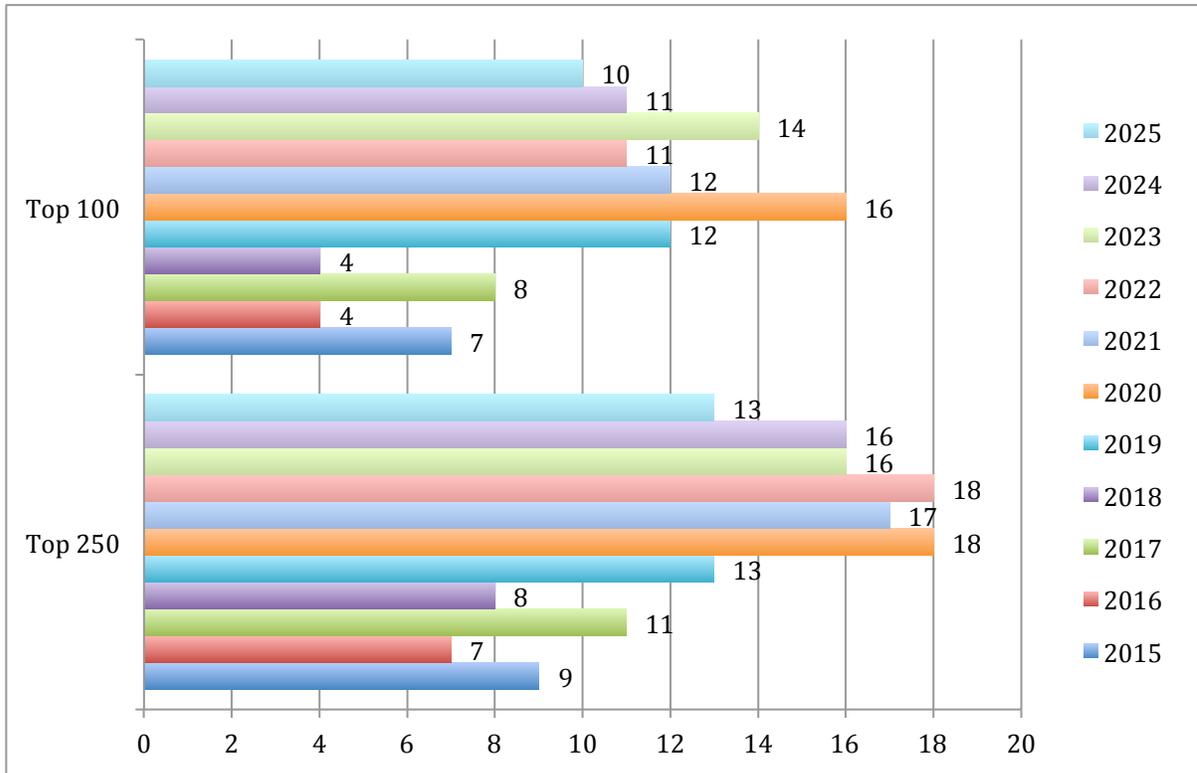


*includes directors, writers, producers, executive producers, editors, cinematographers

- Women accounted for 13% of directors working on the 250 top films in 2025, down 3 percentage points from 16% in 2024. Women comprised 10% of directors working on the 100 top films of 2025, down 1 percentage point from 2024 (see Figure 2).

Figure 2.

Comparison of Percentages of Women Directors Working on the Top 100 and 250 Films



- In other roles, women comprised 28% of producers, 23% of executive producers, 20% of writers, 20% of editors, and 7% of cinematographers working on the 250 top films. Women accounted for 26% of producers, 21% of executive producers, 20% of editors, 20% of writers, and 7% of cinematographers working on the 100 top films.

- In 2025, the majority of the top 250 films (71%) employed 0 to 5 women in the roles considered, 22% of films employed 6 to 9 women, and 7% employed 10 or more women. In contrast, 7% of films employed 0 to 5 men in the roles considered, 18% employed 6 to 9 men, and the remaining majority (75%) employed 10 or more men.

- Films with at least one woman director employed substantially more women in other essential behind-the-scenes roles than films with exclusively male directors. On films with at least one woman director, women comprised 71% of writers, 28% of editors, and 22% of cinematographers. In contrast, on films with male directors, women accounted for 11% of writers, 19% of editors, and 5% of cinematographers (top 250 films).

Background

For the last 28 years, *The Celluloid Ceiling* has tracked women’s employment on the 250 top grossing films (international films and re-issues omitted). In later years, the study also considered the 100 top films, and until 2020 the 500 top films.

The results of the study are divided into two major sections. The first section reports the findings for the 250 top (domestic) grossing films, offering comparisons of percentages from 2025 with figures dating from 1998. This year’s report monitored over 3,500 credits on the top grossing films. Since 1998, the study has tracked more than 88,000 behind-the-scenes credits.

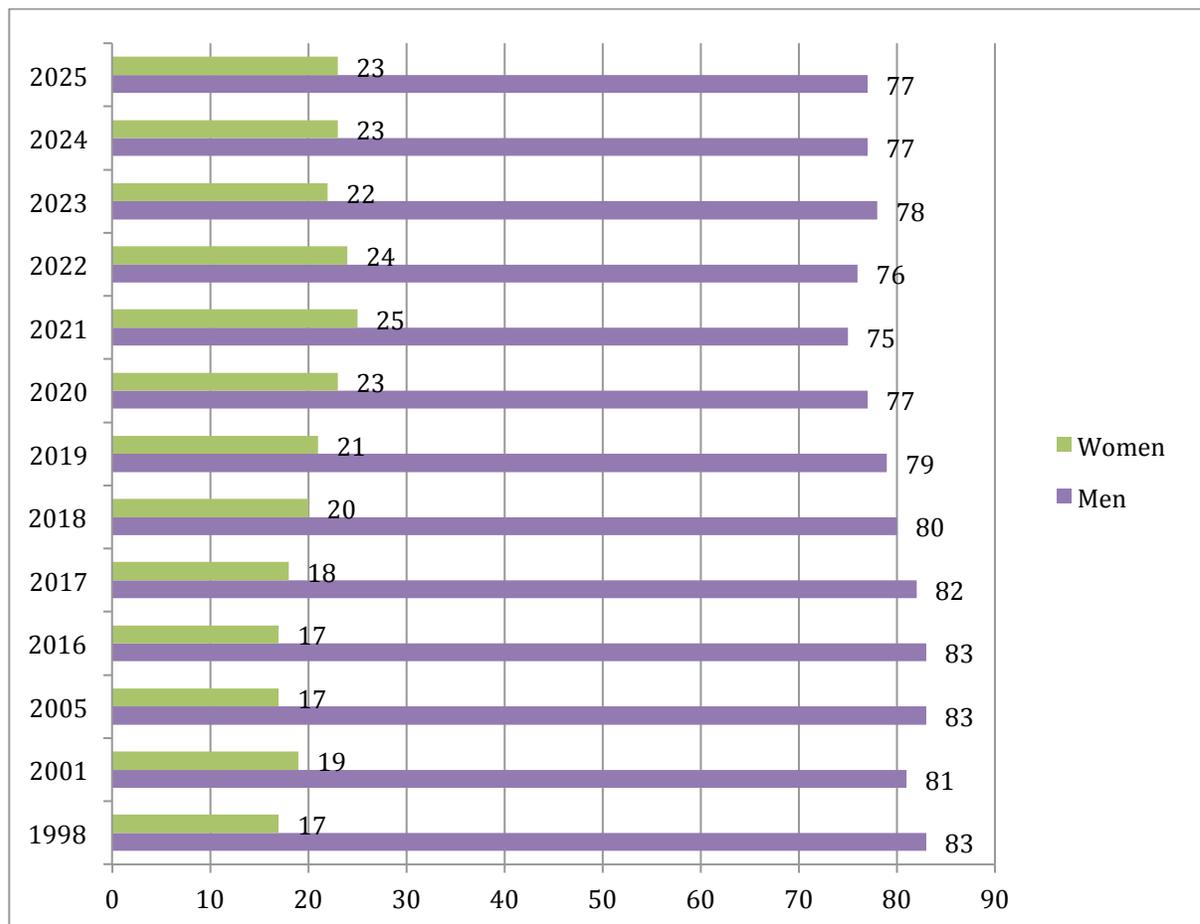
The second section provides the numbers for the 100 top (domestic) grossing films, comparing this year’s figures with those from 1980, 1990, 2000, 2010, 2015, 2020, 2021, 2022, 2023, and 2024. Figures for the top grossing films are based on figures obtained from The Numbers.

Findings / 250 Top Films

Women comprised 23% of all directors, writers, executive producers, producers, editors, and cinematographers working on the 250 top films of 2025. This is even with 2024, and an increase of only 6 percentage points since 1998 (see Figure 3).

Figure 3.

Historical Comparison of Percentages of Behind-the-Scenes Women on Top 250 Films



Women fared best as producers (28%), followed by executive producers (23%), editors (20%), writers (20%), directors (13%), and cinematographers (7%).

In 2025, the majority of films (71%) employed 0 to 5 women in the roles considered, 22% of films employed 6 to 9 women, and 7% employed 10 or more

women. In contrast, 7% of films employed 0 to 5 men in the roles considered, 18% employed 6 to 9 men, and the remaining majority (75%) employed 10 or more men.

Women comprised 13% of all directors working on the 250 top films of 2025, down 3 percentage points from 16% in 2024. Taking the long view, this represents an increase of 4 percentage points from 9% in 1998 (see Figure 4).

Films with at least one woman director employed substantially more women in other key behind-the-scenes roles than films with exclusively male directors. On films with at least one woman director, women comprised 71% of writers, 28% of editors, and 22% of cinematographers. On films with male directors, women accounted for 11% of writers, 19% of editors, and 5% of cinematographers.

Women accounted for 20% of all writers working on the 250 top films of 2025, even with the percentage from 2024. Taking the long view, this represents an increase of 7 percentage points from 13% in 1998.

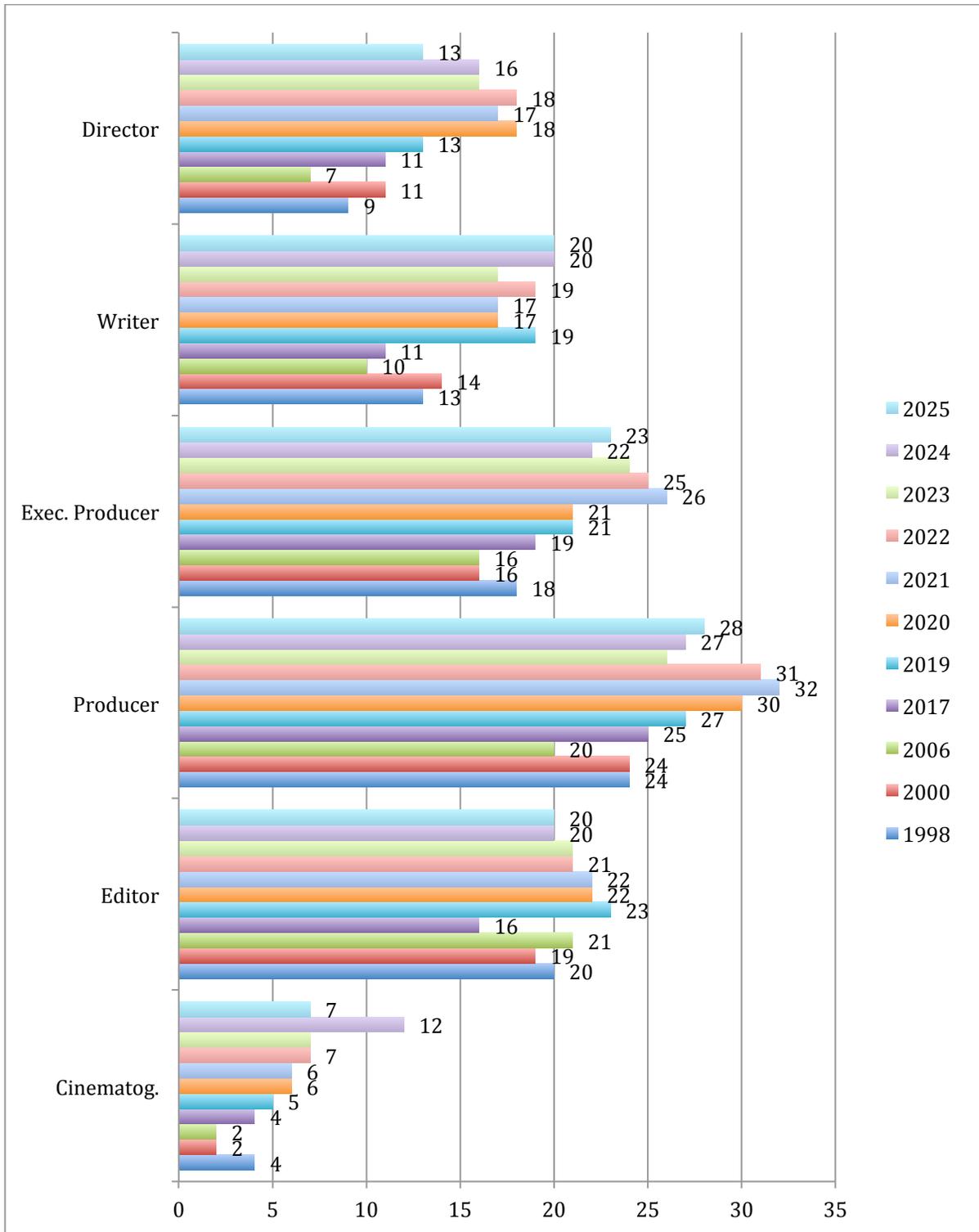
Women made up 23% of all executive producers working on the 250 top films of 2025, up 1 percentage point from 22% in 2024. Taking the long view, this represents an increase of 5 percentage points from 18% in 1998.

Women comprised 28% of all producers working on the 250 top films of 2025, an increase of 1 percentage point from 27% in 2024. Taking the long view, this represents an increase of 4 percentage points from 24% in 1998.

Women accounted for 20% of all editors working on the 250 top films of 2025, even with the percentage in 2024. Taking the long view, this represents no change from 20% in 1998.

Figure 4.

Historical Comparison of Percentages of Women Employed Behind the Scenes on Top 250 Films by Role



Women made up 7% of all cinematographers working on the 250 top films of 2025, down 5 percentage points from 12% in 2024. Taking the long view, this represents an increase of 3 percentage points from 4% in 1998.

93% of the top 250 films had no women cinematographers, 86% had no women directors, 75% had no women editors, and 74% had no women writers.

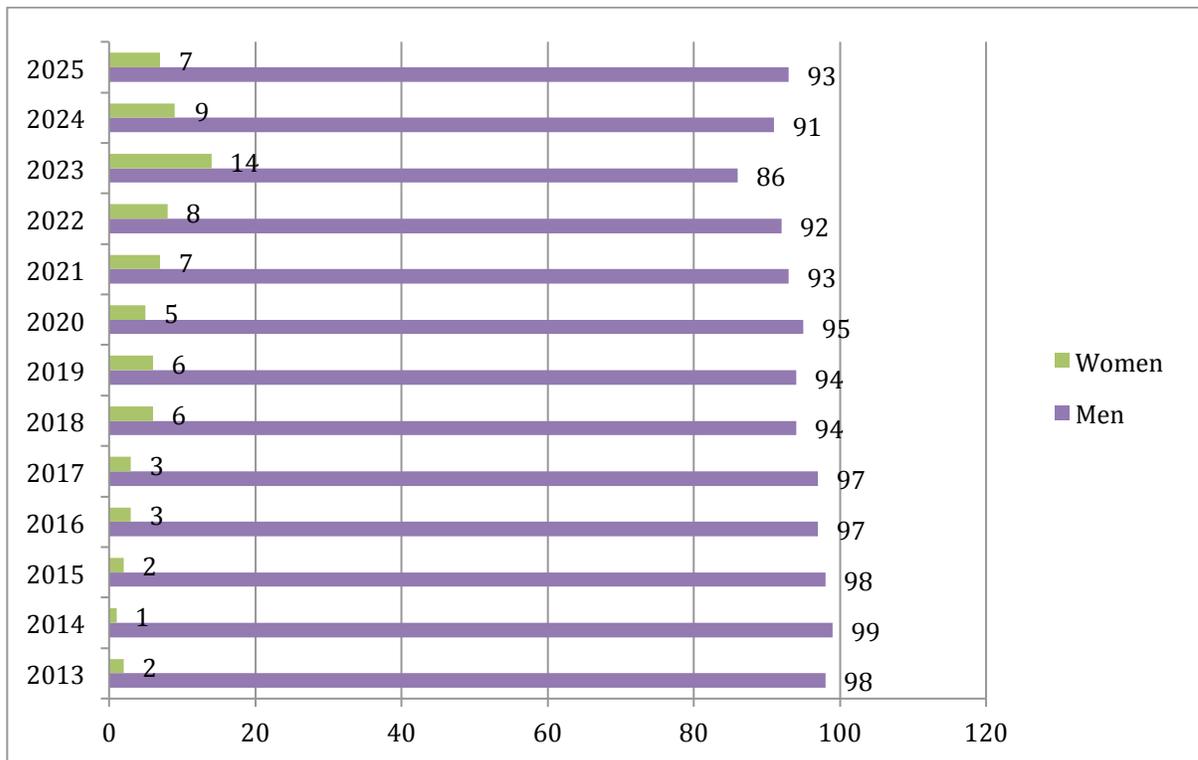
Additional Role / Composers

Women comprised 7% of composers working on the 250 top grossing films of 2025 (see Figure 5). This represents a decline of 2 percentage points from 9% in 2024. 92% of films had no women composers in 2025.

On films with at least one woman director, women accounted for 23% of composers versus 4% on films with exclusively male directors.

Figure 5.

Recent Historical Representation of Women and Men as Composers on the Top 250 Films

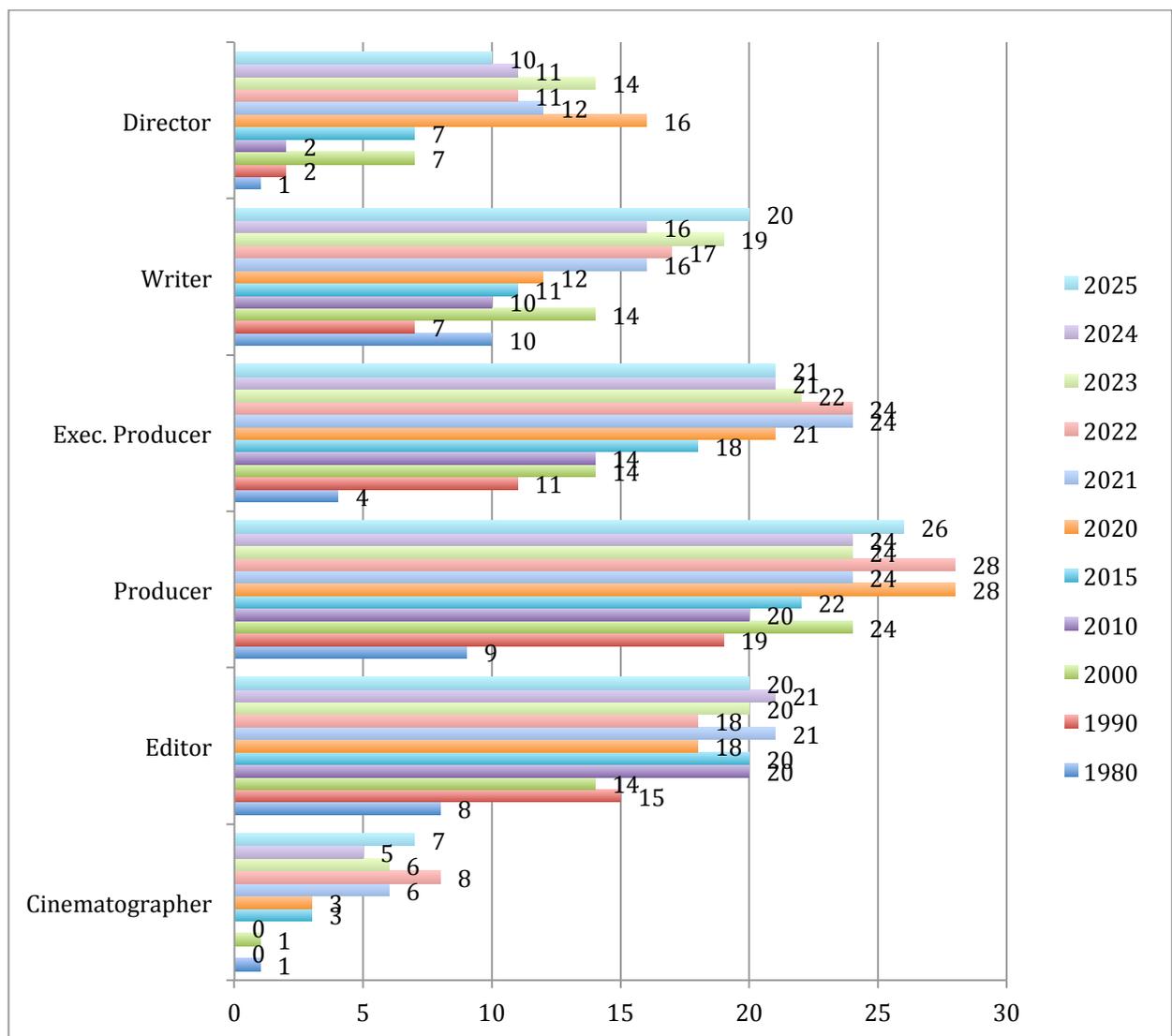


Findings/ 100 Top Films

Women comprised 21% of all directors, writers, producers, executive producers, editors, and cinematographers working on the 100 top films of 2025. This represents an increase of 1 percentage point from 20% in 2024.

Figure 6.

Historical Comparison of Percentages of Women Employed Behind the Scenes on Top 100 Films by Role*



*Note that relatively minor fluctuations in the numbers affect this data set to a greater extent than the set of 250 films due to its smaller size.

Women fared best as producers (26%), followed by executive producers (21%), editors (20%), writers (20%), directors (10%), and cinematographers (7%) (see Figure 6).

Women comprised 10% of directors working on the 100 top films of 2025. This represents a decline of 1 percentage point from 11% in 2024.

Women accounted for 20% of writers working of the 100 top films of 2025. This represents an increase of 4 percentage points from 16% in 2024.

Women made up 21% of executive producers working on the 100 top films of 2024. This represents no change from 2024.

Women comprised 26% of producers working on the 100 top films of 2025. This represents an increase of 2 percentage points from 24% in 2024.

Women accounted for 20% of editors working on the 100 top films of 2025. This represents a decline of 1 percentage point from 21% in 2024.

Women made up 7% of cinematographers working on the 100 top films of 2025. This represents an increase of 2 percentage points from 5% in 2024.

Additional Role / Composers

Women comprised 8% of composers working on the 100 top films of 2025. This represents an increase of 1 percentage point from 7% in 2024. 91% of films had no women composers in 2025.