

Outmoded STEM Work Environments Have Consequences for the Global Scientific Research Community

Vast Majority of Researchers Experience Stress, but Have Learned to Cope

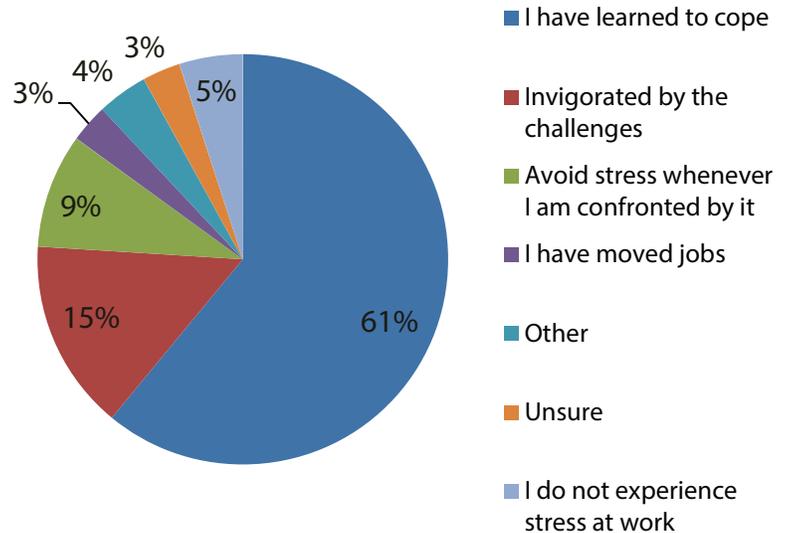
Less than three fifths of respondents were happy with their work-life balance. Those who were happy successfully separate their work and personal lives, or are able to reduce their working hours or adopt flexible working hours. Those aged 56 and over were most happy (70%). Females were less likely than average to be happy with their work life balance (52%) and were single respondents (51%) but having dependent children had no impact. Researchers in the UK and Germany were particularly unhappy with their work-life balance.

AWIS conducted the largest global survey ever undertaken about work/life integration issues among scientists - 4,225 scientists from 115 countries

GLOBAL HIGHLIGHTS

- One-quarter of Japanese researchers said that ensuring a good work/life balance has negatively impacted their careers.
- Only 45% of researchers in the United Kingdom are satisfied with their work-life balance.
- The balance between work and life is satisfactory for 51% of German researchers.
- Just 13% of US researchers would consider moving to another country to further their careers.
- Slightly more than one-quarter (27%) of French researchers have delayed having children to pursue their careers.
- Only 46% of Italian researchers are satisfied with their career opportunities.
- Almost 61% of Canadians are comfortable saying no to work or projects that they do not consider a priority.

WHAT HAS BEEN YOUR ATTITUDE TOWARDS STRESS AT WORK



INTERNATIONAL BEST PRACTICE SOLUTIONS

Developing and sustaining a viable community of STEM professionals is becoming a challenge for countries around the world. Attrition rates among talented scientists caused by issues of work-life integration must be addressed by the application of policies and best practices that provide sufficient flexibility for both workplaces and the individuals who are employed in them including paid maternity leave, flexible work arrangements, and safe and affordable child care.

The survey was released during the convening of Global Experts on Work-Life Family Issues held by AWIS and the Elsevier Foundation in New York and coincides with International Women's Day and the United Nation's 56th session of the Commission on the Status of Women in 2012. Thirty-six percent of respondents were from Western Europe (including 6% United Kingdom, 6% Italy, 5% Germany, 3% Spain, 3% France). Twenty-eight percent were from North America (24% United States, 4% Canada). Twenty-two percent were from Asia Pacific (including 6% China 4% Japan). Six percent were from Latin America. Six percent were from Eastern Europe. The remaining two percent were from Africa and the Middle East.

Source: Equitable Solutions for Retaining a Robust STEM Workforce: Beyond Best Practices, Donna J. Dean, PhD, Janet Bandows Koster, MBA, CAE, Elsevier, 2014.