

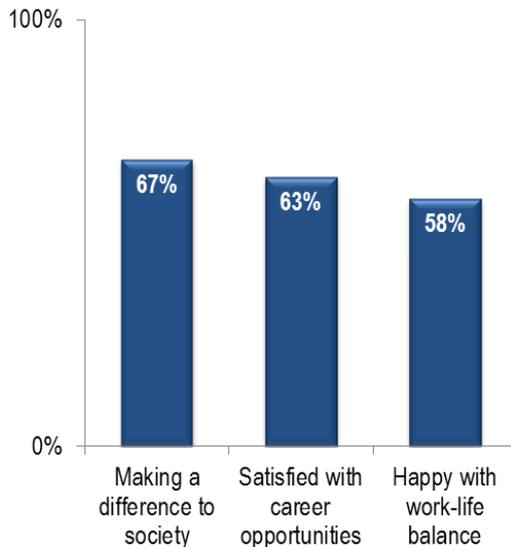
THE WORK LIFE INTEGRATION OVERLOAD: THOUSANDS OF SCIENTISTS WEIGH IN ON OUTDATED WORK ENVIRONMENTS, UNFRIENDLY FAMILY POLICIES *More Than Half Say Work Conflicts with Life Responsibilities at Least 2-3 Times a Week, Nearly 40% of Women Researchers Have Delayed Childbearing*

Executive Summary

Attracting workers into science and technology fields could be hampered by work-life integration issues according to a new international survey. Drawing data from 4,225 publishing scientists and researchers worldwide, the Association for Women in Science (AWIS) finds that lack of flexibility in the workplace, dissatisfaction with career development opportunities, and low salaries are driving both men and women to re-consider their profession.

Global recession having impact on careers in science

% of researchers who agreed with the statement



1. Is scholarly research making a difference?

Two thirds agreed that their research is making a difference to society. Agreement with this statement increases with age, presumably because older researchers have a larger body of work to reflect on than those at an earlier stage in their career.

Specialties that are more applied and dealing with people e.g. Medicine, are more likely to report that their research is making a difference than those in more theoretical specialisms such as mathematics, physics and computer science.

There is also a difference in opinion by region/country; researchers from Eurozone countries (e.g. Spain, Italy, Germany) are less likely to agree, perhaps due to funding cuts resulting from the economic crisis. Agreement was higher in North and Latin America.

2. Satisfaction with career opportunities

Less than two thirds of researchers are happy with their career opportunities. This also increases with age from 57% among those under 36 to 74% among those age 56 and over.

Satisfaction is linked to job security (permanent positions), a clear progression path and having a good work-life balance. Those dissatisfied mention lack of permanent positions, low salary and lack of funding.

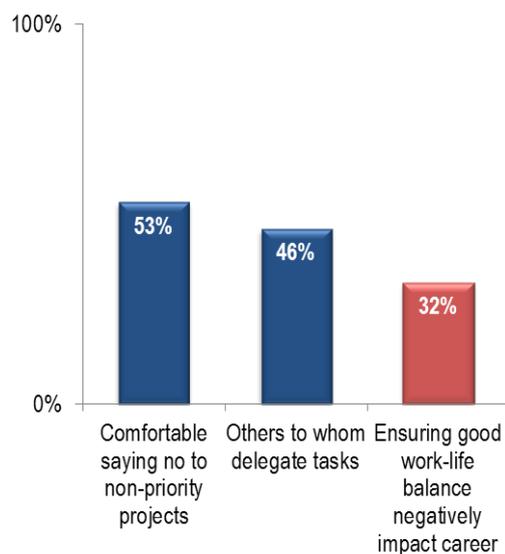
Countries in which satisfaction was highest were USA (67%) and China (74%); conversely satisfaction was lowest in European countries e.g. Italy (46%), Spain (48%), Germany (53%) and the UK (53%).

3. Work-life balance

Less than three fifths 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.

Gender differences in work-life balance issues

% of researchers who agreed with the statement



1. Delegation is a matter of seniority ... and gender

Just less than half of researchers (46%) agreed that there are others at work to whom they can delegate tasks. Those agreeing typically have assistants or work within a team, while those disagreeing do not. Those disagreeing also mention that colleagues may not have the specialized knowledge required to undertake tasks.

Agreement increased with seniority: three fifths (59%) of department heads agreed compared with 53% of senior researchers and 37% of researchers.

Those under 36 were less likely to agree (38%), as were female researchers (40%) and those working in the UK (35%) and Italy (38%). Conversely, researchers aged 36 and over (48%), male (49%) and working in Germany (58%) were more likely to agree.

2. Saying no to non-priority projects

Slightly more than half agreed that they were comfortable saying no to projects that they did not consider to be a priority. Agreement was less closely linked to seniority than was having others to delegate too. A key factor was whether a researcher had a permanent position (tenure) which ensures they have more freedom in decisions. Those disagreeing were not in a position to decide priorities and felt that saying no would damage their careers or their working relationship with colleagues.

Female researchers were less likely to agree than males (47% compared with 55%). Likewise agreement increased with age (47% of those under 36 agreed vs. 65% aged 56 and over). Researchers in North America were more likely to agree (58%) while those in Japan were least likely (29%).

3. A third report a negative impact on career if ensured a good work-life balance

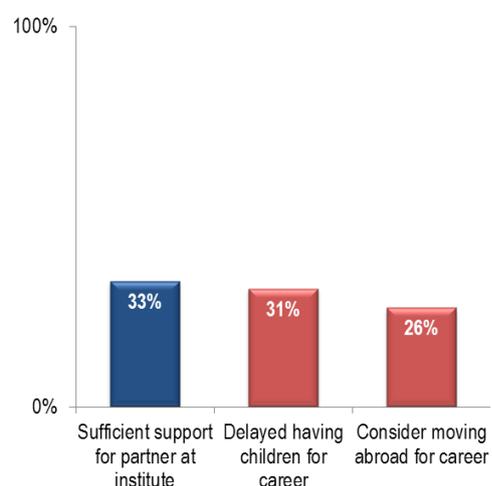
Agreement was higher among those with dependent children (36%), and particularly female researchers with children (46%). It was evident from verbatim comments that having family commitments limited ability to relocate for better research positions and that to be successful in research they had to be focused on their career.

Those disagreeing noted there was no negative impact from having a good work-life balance or that it enhanced their career performance.

Agreement was highest in the UK (39%), Canada (36%) and China (41%), but lowest in Italy (23%) and Brazil (13%). More than half (51%) of all scientists and researchers said that work demands conflict with their personal lives at least 2-3 times per week.

Gender differences impact on career/life decisions

% of researchers who agreed with the statement



1. How family friendly are institutional employment policies

Given that it is not uncommon for researchers to need to relocate for research positions, only a third of researchers agreed that their institute provided sufficient support for their spouse. Of those agreeing, some report that their institution has a spousal hire policy while others note that flexible working or benefit plans support their spouse. Those disagreeing (also

33%) indicate that their institute does not have a spousal hire policy or that such policies or other types of support are not available because of funding cuts. Agreement is lower than average in North America and Western Europe (28% apiece) while it is highest in the Asia Pacific Region (45%) and Latin America (42%).

2. A quarter would consider moving abroad to further their career

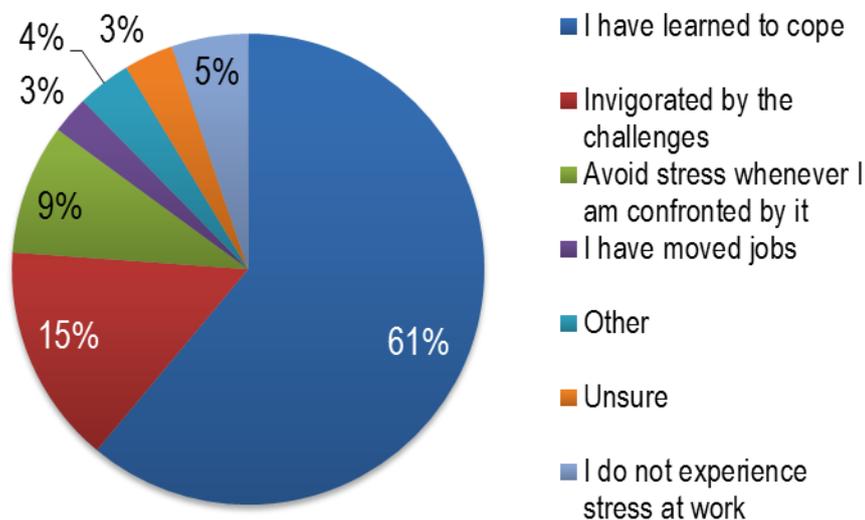
This was particularly the case for young (45% aged under 36) or single (41%) researchers as well as those specializing in hard sciences such as computer science (38%) and researchers in China (37%) and the Eurozone. Drivers of agreement were the expectation of more opportunities/ funding / permanent positions available abroad. Agreement was notably low in the USA (13%).

3. More than a third of female researchers have delayed having children in order to pursue their research career

39% of females agreed with this statement compared with 27% of males. Agreement also decreased with age. Those agreeing were waiting until they had a permanent position or noted that they could not afford to start a family on their current wage. Only a third of researchers agreed they work for family friendly institutions. Many said that their employers do not have spousal hire policies or that such policies are not available because of funding cuts. Only 29% of U.S. scientists who responded said that their spouse or partner receives sufficient support from their institution. By comparison, 65% of Chinese scientists felt that their spouses or partners were receiving sufficient support.

Majority are coping with stress and work-life conflicts

What has been your attitude towards stress at work?

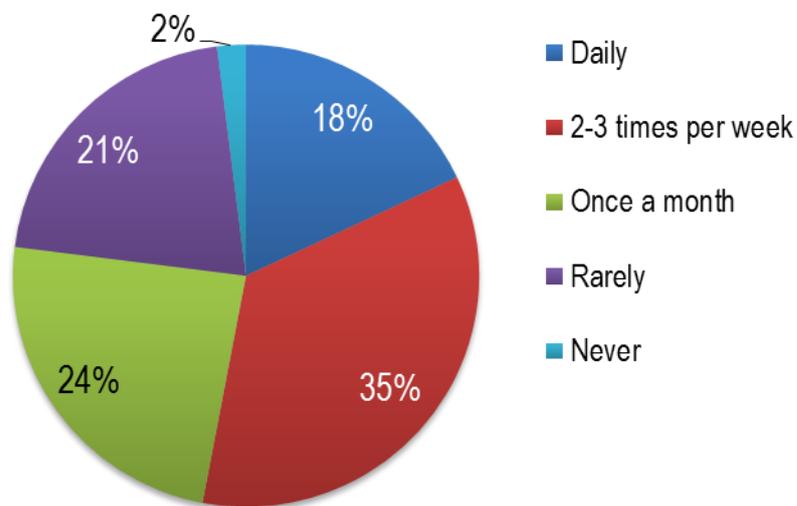


The vast majority of researchers experience stress at work and the majority (61%) report they have learned to cope with it. Only a small minority (15%) reported that they responded positively to stress, seeing it as an invigorating challenge.

Female researchers and those with children are slightly more likely to state they have learned to cope as were researchers in Canada (75%), the UK (70%) and the USA (66%). Italian researchers were the most likely to be invigorated by the challenge (26%).

Only 3% had moved jobs because of stress.

How often do work demands conflict with life demands?



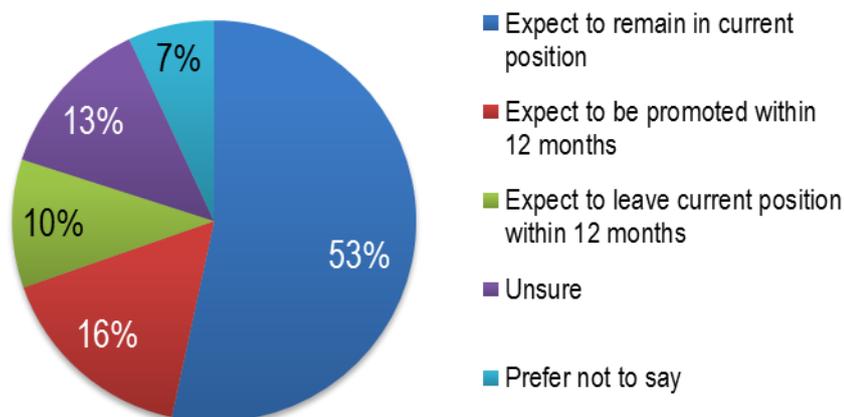
A conflict of work and life demands is a weekly occurrence for more than half of researchers, though is slightly more common for those with children (61%) and for females (58%) (note that even among females without dependent children it is more common).

Researchers in the USA (60%), Canada (68%) and the UK (62%) were most likely to experience a conflict between work and their personal life at least weekly.

Specialists in Medicine and Allied Health were the most likely to report a conflict at least weekly (63%).

Most researchers intend to stay or expect promotion

How do you feel about your current position?

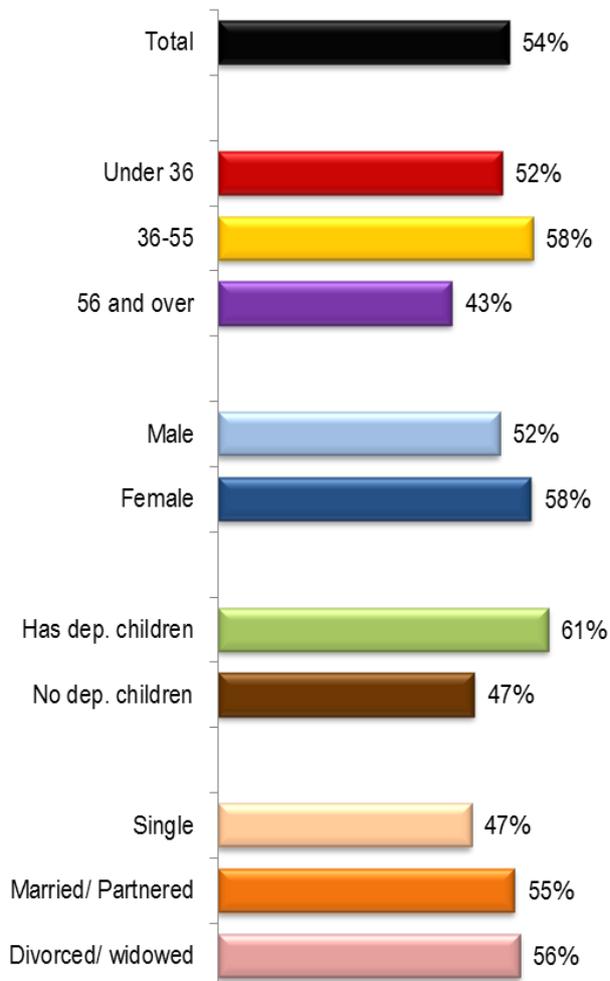


Around half of researchers expected to stay in the same position and a further 16% expected to be promoted. One in ten expect to leave their current position while 13% were uncertain.

These expectations vary considerably by age; three quarters of those aged 56 and over expected to stay in the same position, and of those expecting to leave it was due to retirement.

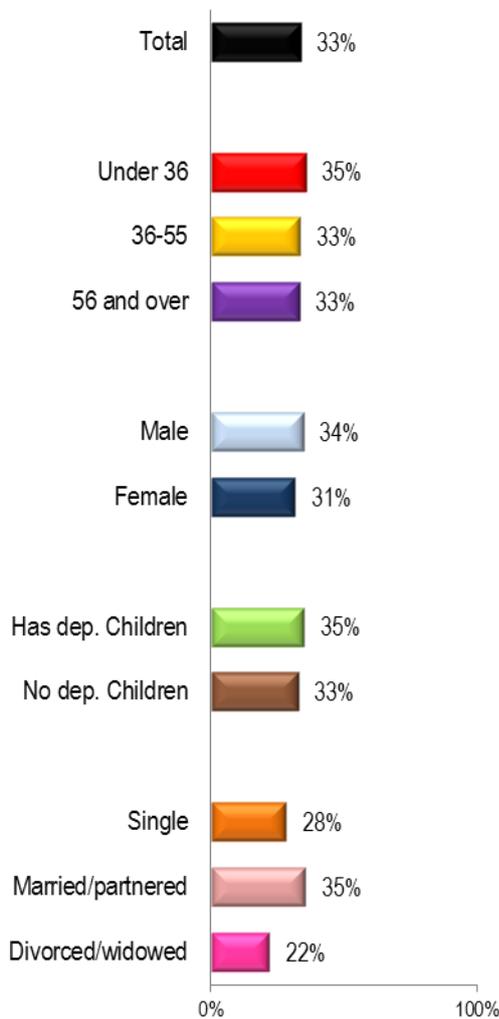
Analysis of key data findings

How often do work demands conflict with life demands (% daily/2-3 times weekly)?



More than half (54%) of all scientists and researchers said that work demands conflict with their personal lives at least 2-3 times per week.

To better understand your attitudes towards scholarly publishing please indicate how much you agree or disagree with the statement “There is sufficient support for my partner/spouse at my institute.”

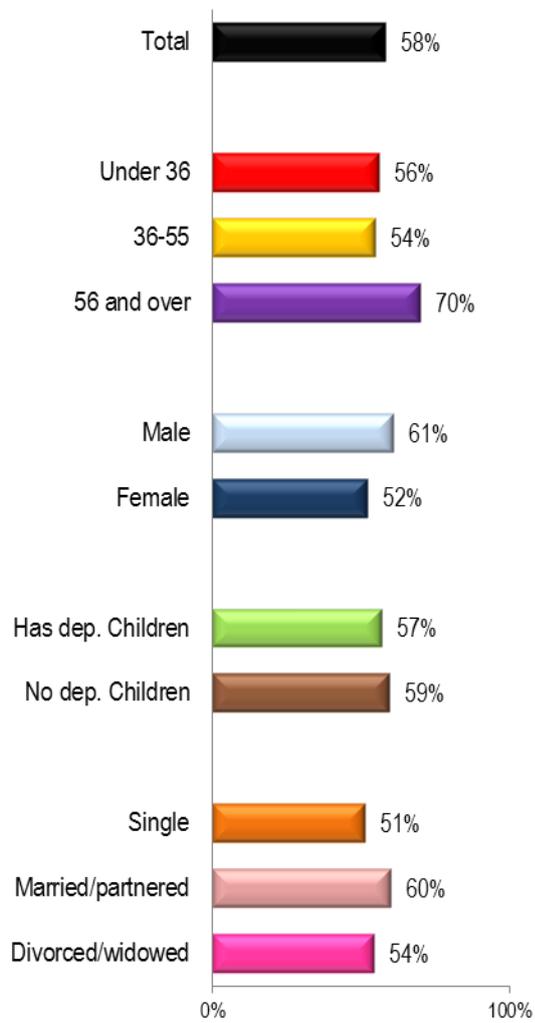


Reasons for disagreeing...

- *There is not policy for spousal/family support*
- *Funding cuts/ limited funding for spousal support*
- *Low salary*
- *Only healthcare support available for spouse*

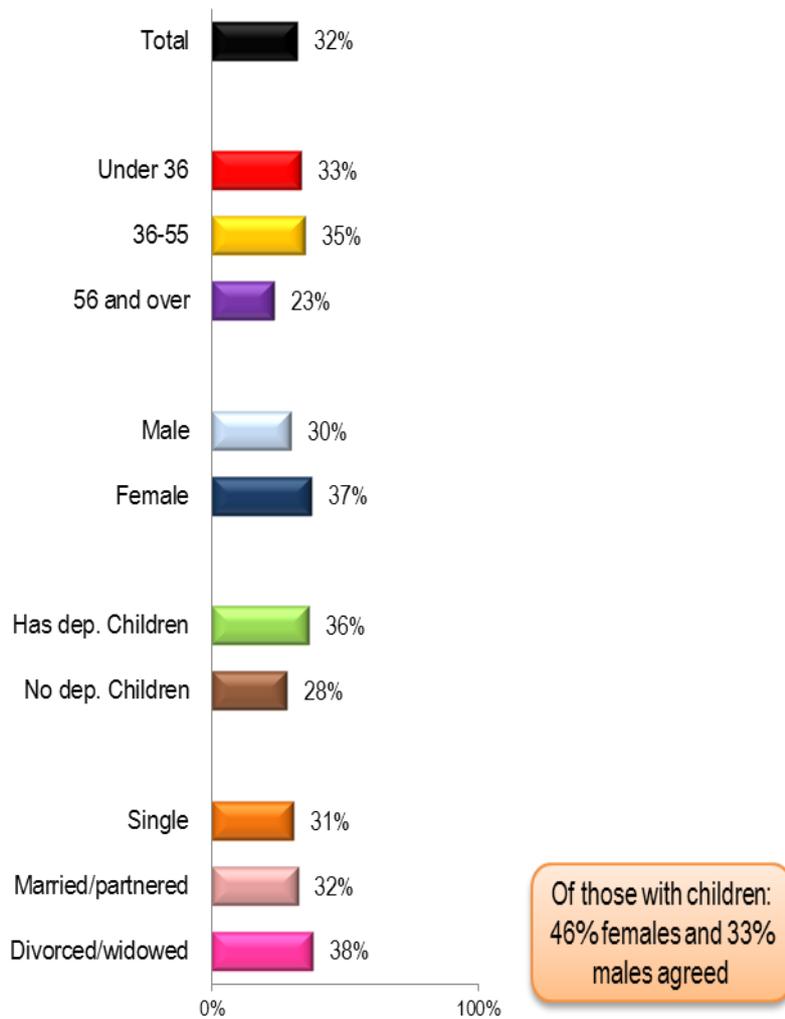
Only a third of researchers agreed they work for family friendly institutions. A number said that their employers do not have spousal hire policies or that such policies are not available because of funding cuts.

I am happy with my work-life balance



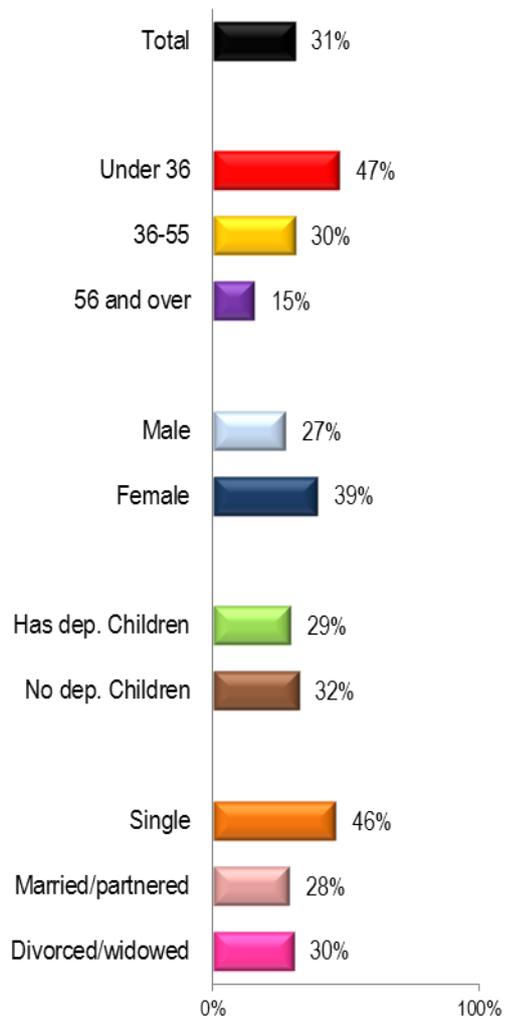
Only half of the women (52%) reported that they are happy with their work-life integration, compared with 61% of men working in research across all fields.

Ensuring I have a good work-life balance has negatively impacted my career



One third of researchers say that ensuring good work-life integration has negatively impacted their careers and women (37%) were more likely than men (30%) to say this was the case. For those researchers with dependent children, 36% reported career problems.

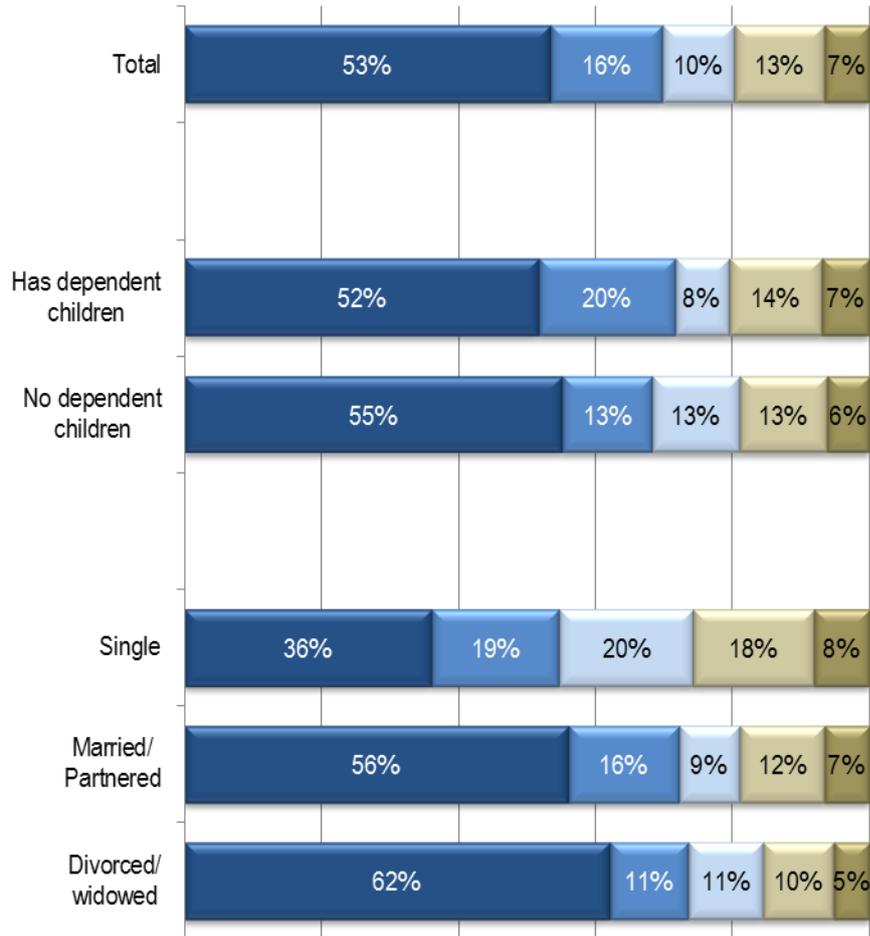
I have delayed having children in order to pursue my career in research



Nearly 40% of women respondents have delayed having children because of their careers, while 27% of males indicated the same situation. A number of women mentioned waiting until they had a permanent position to get pregnant or noted that they could not afford to start a family on their wages.

How do you feel about your current position? (How will it change in the next 12 months?)

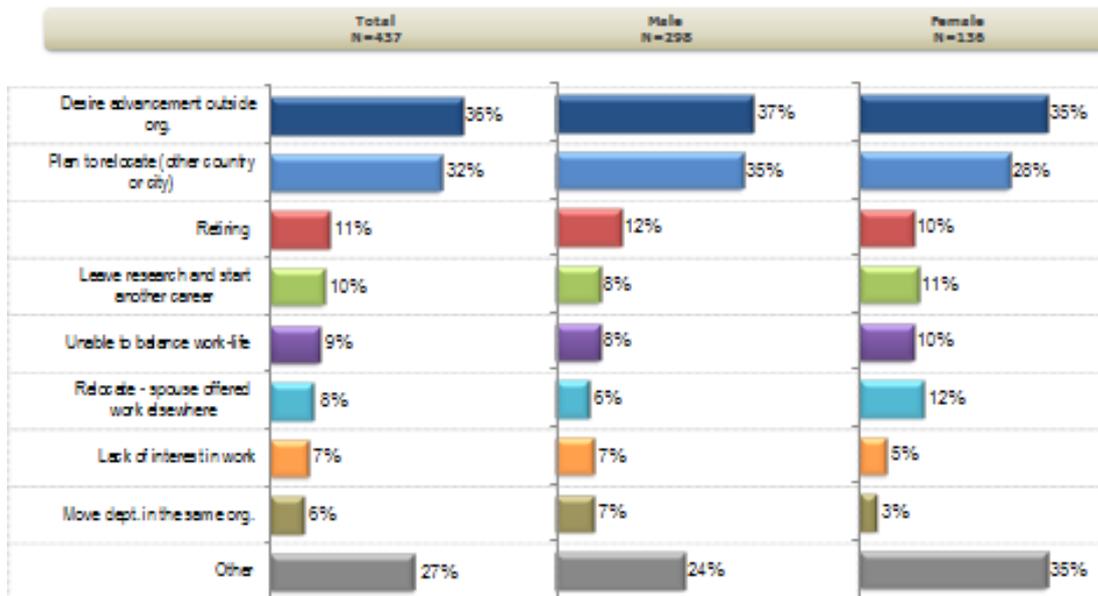
■ Remain in my current position
 ■ Expect to be promoted
 ■ Expect to leave my current position
 ■ Unsure
 ■ Prefer not to say



One in 10 researchers indicated that they expected to leave their current job within the next year.

Why expecting to leave current role: gender

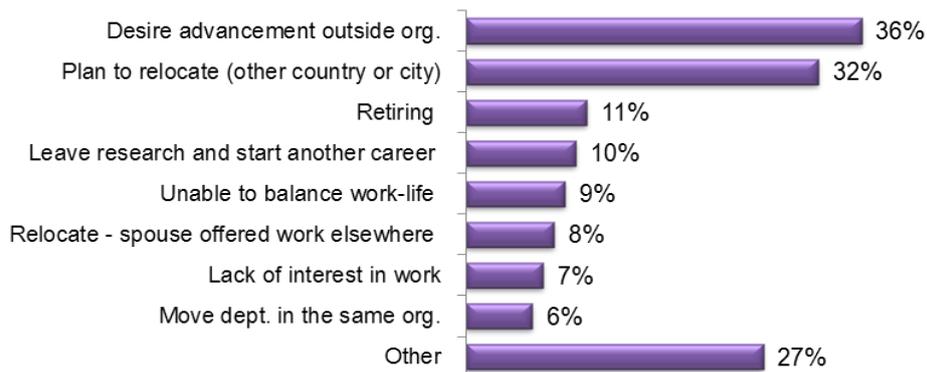
Q23. You indicated that you expect to leave your current role, please identify the major reasons why you wish to leave?



21

Of those intending to leave, females were twice as likely (12%) as males (6%) to cite a spouse's job offer or relocation as the reason.

You indicated that you expect to leave your current role, please identify the major reasons why you wish to leave?



Of researchers intending to leave, 9% indicated it was because they were unable to balance work life integration.

The survey was released during the convening of Global Experts on Work-Life Family Issues held by AWIS in New York this week and coincides with International Women's Day and the United Nation's 56th session of the Commission on the Status of Women. 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.

"These findings confirm that work-life conflict is not gender-specific in the scientific community," said Janet Bandows Koster, AWIS executive director & CEO. "The real issue is that the academic workplace is still modeled on an ideal that no longer exists nor complements the realities of today's global workforce."

"If researchers who want a fulfilling home and work life are being driven out of the industry through archaic working practices, it's time to address the system itself. Let's stop pointing the finger at women by putting a "baby" band aid on the problem and solve the real issues," said Bandows Koster.

The survey results were collected in December 2011 and January 2012 with 4,225 scientists and authors responding. Of the respondents, 80% were married or partnered, 70% were male, 64% worked at a university and 83% worked 40 or more hours per week. Survey respondents were working scientists and researchers who publish academically across all disciplines.

This AWIS project is underwritten with a grant from the Elsevier Foundation New Scholars Program. Elsevier assisted with the technical administration of the survey which has a margin of error of <1.3% at the 90% confidence level.

Interviews & Executive Summary Available

Experts working on work-life satisfaction issues within the academic community are available for media interviews and can provide examples of changes addressing some of the concerns identified in the survey results. A copy of this executive summary is available at www.awis.org.

About AWIS

The Association for Women in Science (AWIS) is the largest multi-discipline organization for women in science, technology, engineering, and mathematics (STEM) dedicated to achieving equity and full participation of women in all disciplines and across all employment sectors. AWIS reaches more than 15,000 professionals in STEM with members and chapters nationwide. Membership is open to any individual who supports the vision and mission of AWIS. www.awis.org