



Women and Research

MCAA Conference 2018

Leuven, Friday 02 February 2018

About Vitae

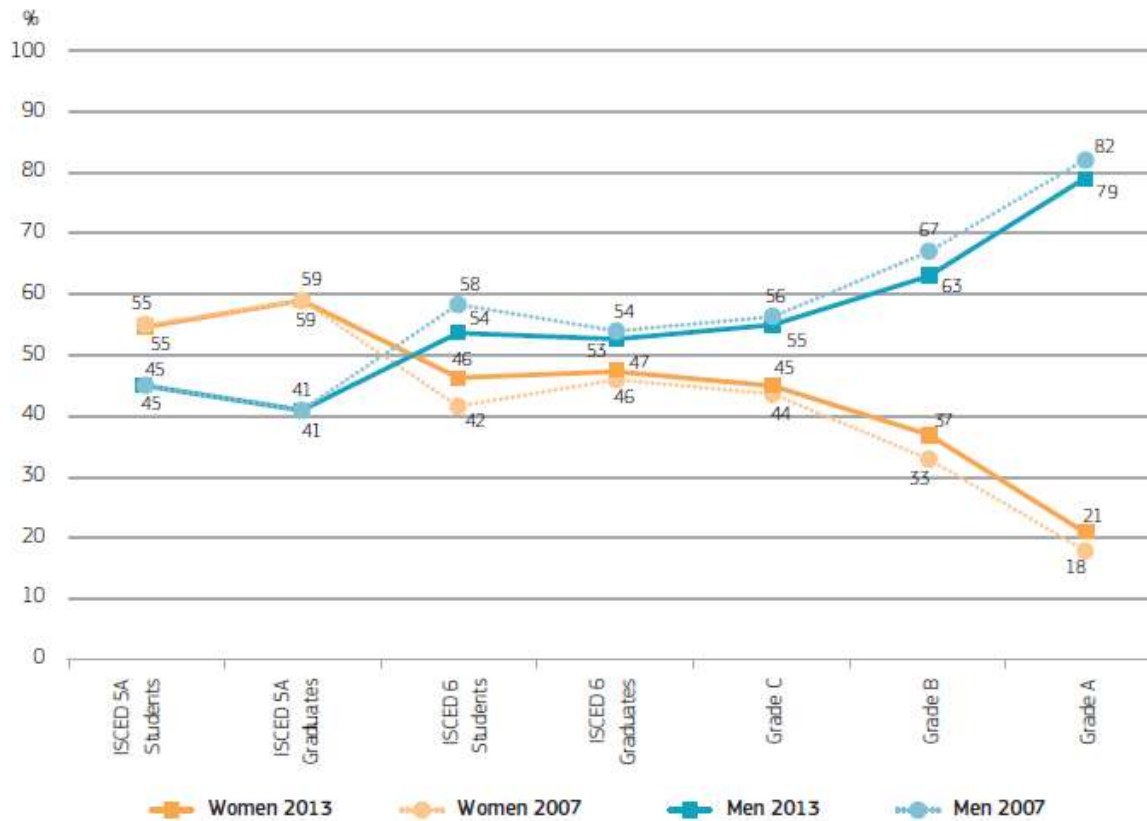
Vitae is the global leader in supporting the professional development of researchers

- Empower researchers
- Enhance development provision
- Influence policy



European context

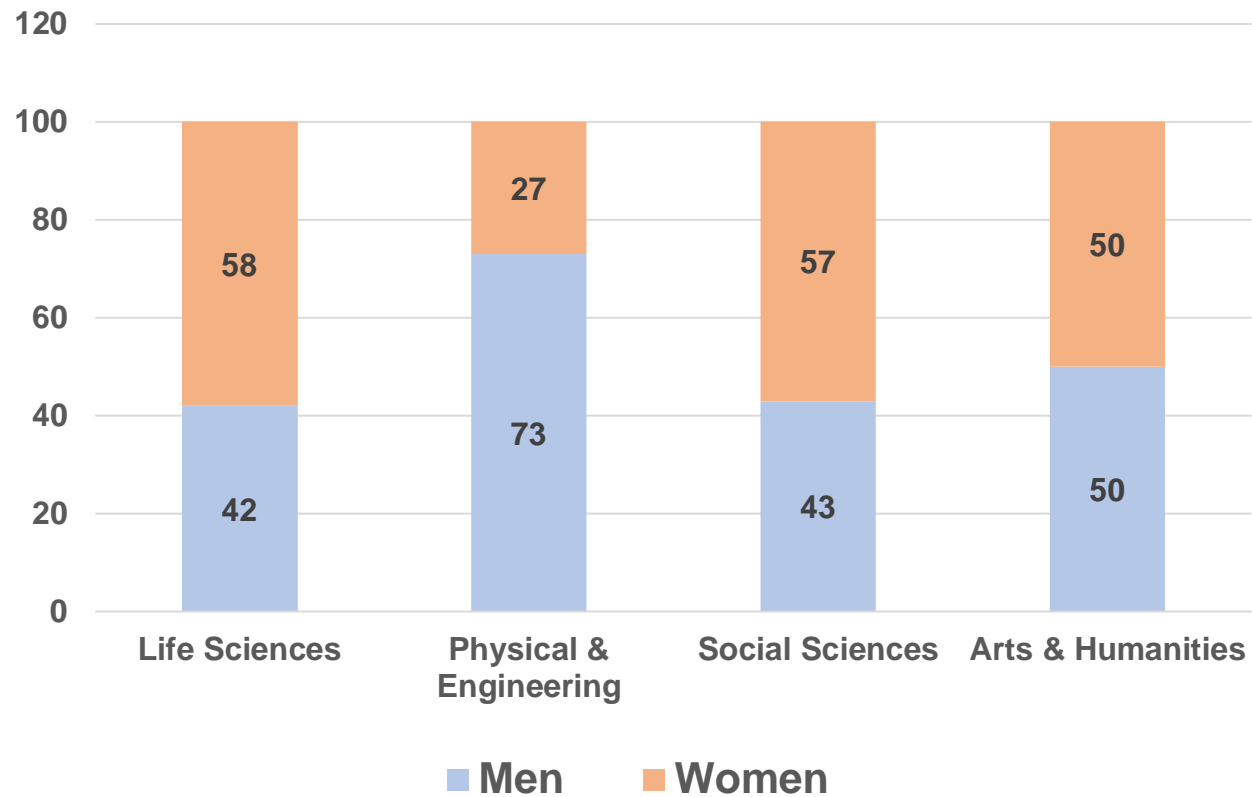
Figure 6.1. Proportion of women and men in a typical academic career, students and academic staff, EU-28, 2007–2013



Source: <https://data.europa.eu/euodp/data/dataset/she-figures-2015-gender-in-research-and-innovation>

UK context

UK Research only contract gender split



What do Research Staff do Next? (2016)

- Online survey of 856 former research staff from across Europe
- Study investigating how researchers have transitioned from research posts to occupations in other employment sectors

Five Steps Forward (2017)

- Aggregate results of Careers in Research Online Survey (CROS) and Principal Investigators and Research Leaders Survey (PIRLS) 2017
- 7,657 CROS respondents
- 3,970 PIRLS respondents



Reasons for leaving Higher Education Research

- 76% Better long term prospects
- 75% More job security
- 69% Move away from fixed term contracts
- 56% Better work life balance
- 51% Better working environment
- 49% Better salary potential

Reasons for leaving HE research



	Total	Female	Male
Better long term prospects	76%	76%	75%
More job security	75%	78%	72%
Move away from short and fixed term contracts	69%	70%	68%
Better-work life balance	56%	65%	44%
Couldn't secure a position	52%	52%	51%
Better working environment	51%	54%	46%
Wanted to pursue a career outside HE	51%	53%	49%
Better salary potential	49%	45%	56%

Factors in gaining employment

	Important (total)	Female	Male	Not very important but helped (total)	Female	Male
Generic professional competencies	65%	69%	59%	24%	21%	29%
Relevant experience	57%	56%	58%	27%	29%	25%
Subject knowledge	53%	51%	55%	27%	28%	27%
Having a doctorate	44%	44%	44%	30%	32%	29%
Research competencies	39%	37%	42%	34%	35%	32%

Career aspirations: Then vs Now



	As research staff (total)	Female	Male	Current (total)	Female	Male
Career in HE, primarily research and teaching	46%	43%	51%	11%	9%	15%
Career in HE, primarily research	36%	37%	36%	7%	6%	8%
Career in HE, primarily teaching	5%	4%	6%	3%	3%	3%
Other role in higher education	5%	5%	4%	19%	23%	13%
Non-research career outside HE	11%	11%	11%	35%	34%	36%
Research career outside HE	24%	21%	28%	22%	18%	28%
Self employment	5%	2%	8%	21%	18%	24%

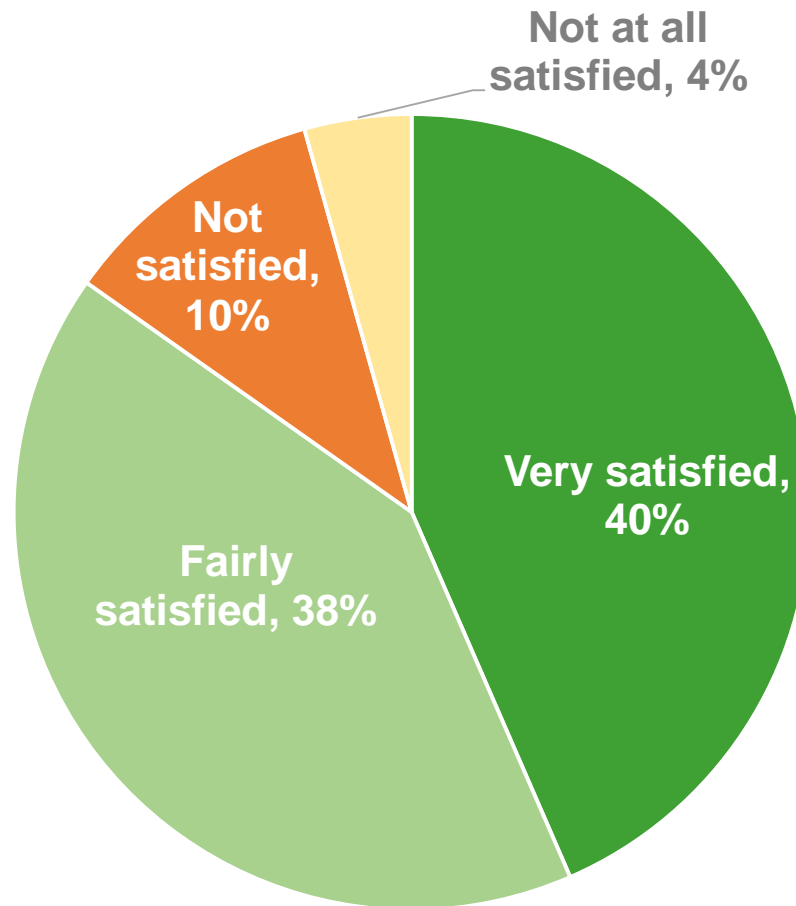
Occupations



- 17% Research and development managers (21% female, 11% male)
- 13% Researchers (9% female, 20% male)
- 11% Functional managers (marketing, finance, purchasing) (11% female, 11% male)
- 8% Research policy managers (9% female, 6% male)
- 7% Vocational or industrial trainer/instructors (10% female, 3% male)
- 7% IT and technology professionals (3% female, 12% male)
- 5% Teaching professionals (6% female, 3% male)
- 5% Public/science engagement professionals (6% female, 3% male)
- 4% Journalists or editorial professionals (5% female, 4% male)
- 4% Engineering professional (2% female, 7% male)
- 4% Senior manager or official (4% female, 5% male)

And also... legal professionals, health professionals, finance professionals, public service professionals, management consultants, business analysts, technicians

Satisfaction with current job

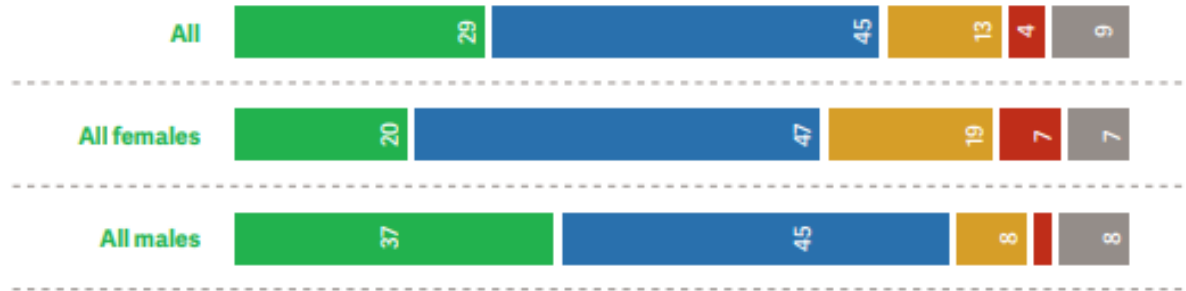


Advice to current research staff

- 26% Work on transferable competencies, sell yourself well
(29% female, 22% male)
- 26% Be positive and brave, move early
(20% female, 34% male)
- 20% There are plenty of opportunities available
(20% female, 19% male)
- 16% Use networks and talk to former research staff
(19% female, 12% male)
- 11% Be flexible, humble and open minded
(13% female, 9% male)
- 10% Get wider experience while research staff
(13% female, 5% male)

Perception of fairness & equality

GENDER



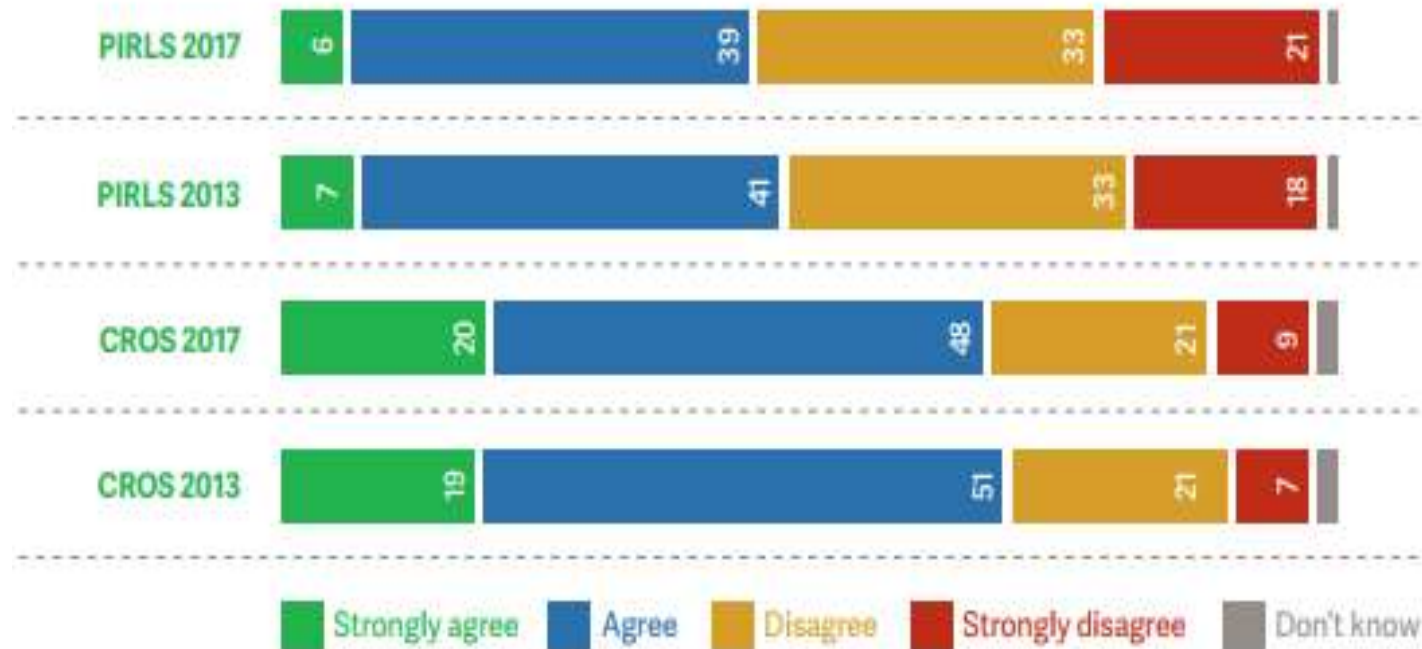
CARING RESPONSIBILITIES



PIRLS 2017 respondents' extent of agreement with the statement that their institution treats all staff fairly regardless of gender or caring responsibilities

Work/life balance satisfaction rates

Respondents extent of agreement that they are satisfied with their work-life balance (percentages)



Institutional resources

Every Researcher Counts (ERC)

Dedicated resources, case studies and briefings to support understanding of equality and diversity issues

www.vitae.ac.uk/erc

GENDER-NET

EU-funded project promoting gender equality in institutions and the integration of the gender dimension in research

<http://www.gender-net.eu>

Gender equality in research toolkit, DFG

Examples of institutional approaches

www.instrumentenkasten.dfg.de/index_en.htm

Resources for researchers

Managing your Academic Career

A one-day programme for women in academia

www.vitae.ac.uk/resources

Developing the Next Generation Worksheets

Guidance & good practice resource for leadership development

<https://goo.gl/ytJRKp>

The Balanced Researcher Booklet

Practical strategies for busy researchers

<https://goo.gl/cmpbbc>

Professional Development Planning for Researchers (PDPROC)

Online course to help you take control of your career-planning

<https://goo.gl/iHVqgv>

Thank you.