

ASSET 2006 HE Good Practice Benchmark Data Digest

June 2008

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INTRODUCTION

The data in this digest covers areas which universities, and their departments can control, and/or influence. It provides the basis for developing benchmarks which can be used to measure universities' positions and progress. It also includes data on activities undertaken by individuals, on what survey respondents looked for in their employment, and what they saw as important for career success.

This digest includes male/female comparisons between the three largest discipline groups in HE, and HE overAll.

HE overall	3,453 respondents, F= 2,288, M= 1,165)
Medicine (Med)	910 respondents, F= 658, M= 252
Bio Sciences (Bio)	1056 respondents, F= 763, M= 293
Physical Sciences (Phy)	485 respondents, F= 259, M= 226

Data on the smaller groups subjects allied to medicine(302), maths and computer science (280) and engineering and technology (280) can be found in the ASSET 2006 HE Digest

Data is also given for the main grades

Professors	(Level 1)- 473 respondents
Readers/Senior Lecturers	(Level 2) – 866 respondents
Lecturers	(Level 3) – 872 respondents
Post Doctoral Researchers	(Level 4) - 865 respondents

Comparisons between HE and the other main employment sectors in the survey (NHS, Research and Industry) are included in the ASSET 2006 Employment Sector Digest.

The first section briefly describes the HE respondents in the 2006 ASSET Survey. Sections 2-5 include findings in four of the five key action areas on women and science, defined by the Athena Project. The first area is *The Fundamentals in Planning for Success*, which has two elements:

the evidence and data used to measure the differential career progression of men and women, as the basis for action, and to measure progress,
and
the leadership, management resources and accountabilities for action that needs to be in place.)...

The four areas covered are:

- Appointments and promotions
- Career development
- Organisation and Culture
- Flexibility

SECTION 1 HE SURVEY RESPONDENTS

Overall, the survey questionnaire was completed by 6,243 scientists, medics and engineers (3996 female respondents, 66%, and 2081 male respondents , 34%). 6,077 of whom were in e at the time of the survey. The 3,453 respondents in higher education (HE) represented 57% of the overall survey population.

1.1 CURRENT APPOINTMENT

Discipline (Q11)

The bio scientists were the largest group (32%), followed by medicine (27%) and physical sciences (14%), the other three groups were each around 10% of the survey.

Level of current appointment (Q31)

Professors

Across HE	F 9%, M 24% (F No = 203, M No = 270, ALL No =473))
Med	F 11%, M 29%..(F No = 71, M No = 71, ALL No = 142)
Bio	F 8%, M 23%..(F No = 58, M No = 66, ALL No = 124)
Phy	F 9%, M 21% (F No = 23, M No = 46, ALL No = 69)

Readers and Senior Lecturers

Across HE	F 25%, M 29% (F No = 535, M No = 331, ALL No = 866)
Med	F 35%, M 31% (F No = 200, M No = 76, ALL No = 276)
Bio	F 20%, M 29% (F No = 149, M No = 83, ALL No = 232)
Phy	F 22%, M 24% (F No = 55, M No = 58 ALL No = 113)

Lecturers

Across HE	F 28%, M 24% (F No = 603, M No = 269, ALL No = 872)
Med	F 28%, M 25% (F No = 179, M No = 61, ALL No = 232)
Bio	F 23%, M 23% (F No = 171, M No = 68, ALL No = 239)
Phy	F 27%, M 23% (F No = 68, M No = 51, ALL No = 119)

Post Docs

Across HE	F 30%, M 18% (F No = 661, M No = 204, ALL No = 865)
Bio	F 40%, M 23% (F No = 304, M No = 66, ALL No = 370)
Phy	F 37%, M 29% (F No = 94, M No = 65, ALL No = 159)

Contract Type (Q18)

At all levels women were more likely than men to be on fixed term contracts.

Across HE open ended contracts	F 47%, M 60%
Med	F 41%, M 54%
Bio	F 42%, M 61%
Phy	F 49%, M 56%

Q 18	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
open ended contract %	93%	92%	83%	78%	58%	52%	10%	7%

Income from main employment (Q152)

Respondents were asked about their annual employment income (full time equivalent). 38% of female respondents earned £30k or less per annum (M 22%). 40% of men and women earned between £30-50K. 27% of men (F 16%) earned between £50 -£70K. Medics were more likely to be higher earners, 59% of the male medics in the survey earned £50k or more.

Q152

Q152 income annual gross	All HE		Med		Bios		PhyS	
	M%	F%	M%	F%	M%	F%	M%	F%
>£20k	2	5	2	2	4	8	5	5
£20K to £29999	20	32	10	23	22	40	30	42
£30k to £39999	28	30	24	25	31	29	25	27
£40k to 49999	21	17	15	18	22	14	21	20
£50k to £69999	19	9	16	11	17	8	16	7
£70k to 89999	6	4	15	12	4	1	3	1
£90k or more	5	3	18	11	1	0	3	0

1.2 DEMOGRAPHICS

Gender (Q148)

Gender Across HE	N=3,453 (F=2,288, M=1,165)	(F66%, M 34%)
Med	N=910 (F 648, M 252), 27% of HE	(F 72%, M 28%)
Bio	N=1056 (F 763, M 293), 32% of HE	(F 72%, M 28%)
Physical Sciences	N=485 (F 256, M 226), 20% of HE	(F 53%, M 47%)

Ethnicity (Q156)

Across HE	F 92%, M 93% of respondents classified themselves as white ethnic origin
Med	F 90%, M 90%
Bio	F 92%, M 94%
Phy	F 95%, M 96%

Q 156 ethnicity	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
white	96	96	93	95	90	94	94	93

Age (Q149)

Across HE mean age	F 38.7	M 42.5
Med	F 41.6	M 44.4
Bio	F 37.3	M 41.4
Phy	F 37.9	M 39.8

Disability (Q158)

HE all respondents reporting some form of disability	F 8%, M 9%
Med	F 7%, M 10%
Bio	F 7%, M 4%
Phy	F 10%, M 9%

Q 158 Disability	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
yes	8	9	8	8	6	8	8	7

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Partners (Q153)

Across HE F 80%, M 84% of respondents had partners
 Med F 82%, M 85%
 Bio F 79%, M 88%
 Phy F 74%, M 76%

Q 153 Partners yes	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
	96	85	89	83	78	83	69	73

Across HE of those who had partners, F 49%, M 36% had partners working in SET
 Med F 42%, M 37%
 Bio F 48%, M 44%
 Phy F 63%, M 40%

Q 153 Partners in SET yes	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
	33	53	36	51	35	50	39	45

Parenting and Caring (Q154)

Across HE F 45%, M 56% of respondents were parents
 Med F 52%, M 69%
 Bio F 43%, M 52%
 Phy F 36%, M 42%

Q 154 Parents yes	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
	87	67	69	62	43	45	16	25

Across HE reporting joint caring responsibilities for their children F 76%, M 68%
 Med F 76%, M 67%
 Bio F 80%, M 76%
 Phy F 76%, M 70%

Joint care responsibility. yes	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
	63	81	69	73	79	81	76	77

Across HE F 10%, M 9% provided care for a partner or parent(s)
 Med F 13%, M 14%
 Bio F 7%, M 7%
 Phy F 7%, M 6%

Q 154 Parents yes	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
	10	14	9	14	8	10	8	4

Qualifications (Q150)

The majority of HE respondents had PhDs, a larger proportion of women had Masters

Q 150 highest qualification	All HE		Med		BioS		PhyS	
	M%	F%	M%	F%	M%	F%	M%	F%
Bachelors %	6	9	12	11	4	10	4	3
Masters %	8	15	14	19	4	8	6	10
Ph D%	81	71	60	56	91	80	89	85

Q 150 highest qualification	Level 1		LEVEL 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
Bachelors %	4	4	4	2	3	5	11	11
Masters %	5	5	6	10	8	14	15	19
Ph D%	87	85	87	83	87	78	67	69

Postgraduate Study and Work outside the UK (Q40)

Higher proportions of men had studied (M23%, F18%) and worked (M 43%, F 30%) outside the UK.

Q 40 post grad study outside UK	HE		Med		BioS		PhyS	
	M%	F%	M%	F%	M%	F%	M%	F%
Yes %	23	18	25	13	22	19	27	24

Q39

Q 39 work outside UK	HE		Med		BioS		PhyS	
	M%	F%	M%	F%	M%	F%	M%	F%
Yes %	43	30	36	24	46	30	48	36

Prizes, Medals and Fellowships (Q54)

During their professional working lives, 35% of men(F 30%) had received a prize or medal. For the majority, the prizes awarded had either no monetary value, or were of £1K or less. 39% of HE men (F31%) had been awarded a Research Fellowship.

Q54 medals in working life	HE		Med		BioS		PhyS	
	M	F	M	F	M	F	M	F
Yes last 5 yrs %	19	17	30	22	17	14	17	20
Yes -10yrs ago %	8	7	11	11	9	4	7	7
Yes 10yr+ %	9	6	12	9	6	5	8	3

Q54 medals in working life	Level 1		LEVEL 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
Yes last 5 yrs %	28	27	20	19	22	22	17	15
Yes -10yrs ago %	17	16	7	10	6	6	5	4
Yes 10yr+ %	16	17	10	11	5	3	1	3

Q 55 Research fellowships	All HE		Med		BioS		PhyS	
	M%	F%	M%	F%	M%	F%	M%	F%
Yes %	39	31	46	37	44	29	34	34

Q 55 Research fellowships	Level 1		LEVEL 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
Yes	59	55	40	43	43	40	18	14

Research and Peer Review Publications Q56,57

Respondents were asked about their authorship of peer review research publications and their inclusion in the last RAE. The observed m/f differences generally disappear, when disaggregated by level, but are still evident at lecturer level for sole and joint publications, where male respondents have a greater number of publications.

Q56 a peer reviewed publications sole author	HE		Med		BioS		PhyS	
	M%	F%	M%	F%	M%	F%	M%	F%
sole author-0	65	72	68	72	68	77	73	75
sole author-1-2	24	20	14	19	22	17	21	16
sole author-3-4	7	4	8	4	4	4	6	6
sole author-5 or more	5	6	8	5	12	2	1	3

56b lead author	HE		Med		BioS		PhyS	
	M%	F%	M%	F%	M%	F%	M%	F%
lead author-0	18	23	17	18	14	28	18	20
lead author-1-2	33	36	27	33	33	38	36	34
lead author-3-4	19	19	15	21	22	17	19	22
lead author-5 or more	30	23	36	24	27	16	23	18

56 c joint author	HE		Med		BioS		PhyS	
	M%	F%	M%	F%	M%	F%	M%	F%
joint author-0	12	16	10	13	12	20	10	14
joint author-1-2	24	31	20	27	13	22	9	15
joint author-3-4	17	19	17	20	22	19	12	18
joint author-5 or more	47	33	31	30	39	21	52	42

Across HE male respondents (61%) were more likely than female respondents (46%) to have been included in the previous RAE, however as the table by level suggests the differences relate to the differences in the m/f level/discipline profile of respondents.

Q 57 Inclusion in the last RAE	HE		Med		BioS		PhyS	
	M%	F%	M%	F%	M%	F%	M%	F%
yes	61	47	62	52	64	43	54	51
no	39	53	38	38	36	57	51	49

Q 57 Inclusion in the last RAE	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
ALL yes	94	92	68	67	33	31	14	11
ALL no	6	8	32	33	67	69	86	89

2.2 MOVING EMPLOYER TO ACHIEVE PROMOTION (Q51)

Respondents were asked whether they had moved their employer to achieve promotion. Across HE the percentage was low. The largest m/f difference by level was at professorial level (M 29%, F 35%)

Q 51 moved employer for promotion by current	HE all		Med		BioS		PhyS	
	M%	F%	M%	F%	M%	F%	M%	F%
yes	20	19	29	24	17	16	15	15
no	80	81	71	76	83	84	85	85

Q 51 moved employer for promotion	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
yes	29	35	18	21	25	20	5	11
no	71	65	82	78	75	80	95	89

2.3 ENCOURAGEMENT TO APPLY FOR POSTS [Q 52/53]

Respondents were asked about the encouragement they had received, from senior colleagues/professional contacts, to apply both for their current job level, and for the next level up from their current grade. Men were more likely than women to have received encouragement to apply for their current level post. However, both men and women were much less likely to have received encouragement to apply for the next level up. By level professors were the most likely to have received encouragement to apply for 'the next level' and the biggest m/f difference was at senior lecturer/reader level.

Across HE, encouraged by senior colleagues/professional contacts to apply at current level

	F 53%, M 59%
Med	F 60%, M 69%
Bio	F 47%, M 52%
Phy	F 52%, M 59%

Across HE, encouraged by senior colleagues/professional contacts to apply at next level

	F 30%, M 36%
Med	F 32%, M 37%
Bio	F 26%, M 33%
Phy	F 33%, M 40%

By Level of Appointment Q 52 and Q53		Invited /enc. to apply for your 'current' level of job by senior colleagues / prof. contacts?	Received encouragement from sen. colleagues/prof. contacts to apply for a job at the next level
Level 1	Male %	76%	41%
	Female %	70%	37%
Level 2	Male %	58%	40%
	Female %	64%	35%
Level 3	Male %	56%	32%
	Female %	53%	30%
Level 4	Male %	45%	34%
	Female %	43%	28%

2.3 KNOWLEDGE OF PROMOTION CRITERIA AND PROCESS [Q 112/113]

Respondents were asked about their knowledge of both the criteria for, and the process of promotion, in their current employment. Men were more likely to report good or some knowledge of their employer’s promotion criteria. The level of knowledge increased by grade.

Men’s and women’s level of knowledge of the promotion process was slightly lower than of the criteria for promotion. Again, men were more likely to have good or some knowledge of their employer’s promotion process, and the level of knowledge increased by grade.

Across HE - good or some knowledge of the criteria for promotion F 63%, M 76%
 Med F 67%, M 78%
 Bio F 58%, M 74%
 Phy F 63%, M 74 %

Q112 Knowledge of 'criteria' for promotion	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
Good Knowledge	80	75	53	44	25	23	15	9
Some Knowledge	17	19	34	37	45	39	28	33
Little Knowledge	2	4	10	15	19	23	32	30
No Knowledge	2	3	4	5	10	15	25	29

Across HE – good/some knowledge of processes for promotion F 57%, M 74%
 Med F 63%, M 77%.
 Bio F 51%, M 72%
 Phy F 61%, M 72 %

Q113 Knowledge of 'process for promotion	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
Good Knowledge	78	76	49	40	19	17	12	6
Some Knowledge	18	17	37	38	46	37	30	28
Little Knowledge	2	6	10	18	25	39	31	35
No Knowledge	2	2	5	5	10	16	27	31

SECTION 3 CAREER DEVELOPMENT

This section includes findings on

- 3.1 Career development provision by current employer
- 3.2 External activities contributing to career progression
- 3.3 Factors significant in helping individuals career progression to date
- 3.4 Contributory factors to successful career progression with current employer
- 3.5 The skills/experiences/activities which help career progress
- 3.6 Career development wanted from professional societies

3.1 CAREER DEVELOPMENT PROVISION BY CURRENT EMPLOYER [Q109]

Respondents were asked about the career development made available by their current employer (ie provided by, paid for, or time given for).

Across HE 9% of F/M respondents reported no CPD available to them
 Med F 10%, M 12%
 Bio F 8%, M 7%
 Phy F 7%, M 9%

	Q 109b Professional development training/CPD							
	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
available	85	83	75	74	73	78	67	69
un available	6	9	10	11	8	7	11	8
don't know	10	8	15	16	19	15	22	23

Across HE more men than women reported the availability of management skills training. By level there was little m/f difference.

Across HE F 10%, M 8% reported no management training available
 Med F 12%, M 13%).
 Bio F 9%, M 7%
 Phy F 9%, M 5%

	Q 109c Management or supervisory skills training							
	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
available	85	85	74	72	69	66	54	52
un available	4	7	7	9	8	10	13	13
don't know	11	8	19	19	23	24	34	36

Mentoring was less likely to be reported as available by female respondents . Awareness of its availability increased by level.

Across HE F 36%, M 44% respondents aware of formal mentoring scheme
 Med F 33%, M 40%.
 Bio F 35%, M 42%
 Phy F 36%, M 46%

	Q 109a Mentoring scheme							
	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
available	58	45	44	39	50	47	25	25
un available	24	36	33	36	18	27	26	30
don't know	19	19	23	25	32	26	50	45

Q87 invited to national/ international conference last 3 yrs	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	F%	M%
keynote speaker	72	74	29	34	20	11	6	4
specialist/break out speaker	61	66	49	48	34	29	18	13
session chair	76	81	47	47	26	18	5	5
none of these	5	3	24	26	42	52	70	73

Conference attendances in last 12 months (Q88)

Q 88a confs in last 12 mnths as delegate	HE All		Med		Bio		Phy	
	M%	F%	M%	F%	M%	F%	M%	F%
delegate-none	22	24	16	15	24	32	24	22
delegate -1	28	32	20	32	36	31	25	37
delegate -2	27	25	31	28	23	23	32	20
delegate -3 or more	22	18	33	25	16	13	20	21

Q 88a confs in last 12 mnths as delegate	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
delegate-none	14	14	20	15	22	20	30	26
delegate -1	22	27	30	33	31	34	30	36
delegate -2	28	26	25	26	30	28	25	24
delegate -3 or more	36	33	25	26	17	18	15	14

External professional activities [q89]

Respondents were asked if they had acted as member of national advisory / policy committee, now or in past, or had undertaken related professional activities. Across HE the m/f differences were statistically significant for all the activities listed. The m/f differences persisted in the individual disciplines. Looked at by level, the biggest m/f differences at professorial level were editorships (F 32%, M 43%), memberships of national /advisory/policy committees (F 62%, M 50%)

Across HE respondents who were on editorial boards of journals
 Med F 21%, M 36%
 Bio F 27%, M 43%
 Phy F 18%, M 35%
 F 31%, M 36%

Across HE respondents who were on grant giving panels
 Med F 16%, M 29%
 Bio F 34%, M 36%
 Phy F 12%, M 24%
 F 20%, M 29%

Across HE respondents achieved an editorship,
 Med F 8%, M 18%
 Bio F 7%, M 19%
 Phy F 6%, M 19%
 F 8%, M 13%

Q 89- activities now or in past	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
Assessor Research Council	85	80	53	44	27	15	2	2
Ed board of ac /prof./learned journal	81	80	37	41	14	7	1	2
Member of grant giving panel	73	69	27	26	10	8	0	2
Mbr national/ advisory /policy committee	50	62	25	26	10	8	0	2
Mbr internat advisory/policy comtte	43	48	15	15	5	4	1	2
Editor ac/prof/learned journal	43	32	15	13	7	3	2	1

3.3 FACTORS SIGNIFICANT IN HELPING INDIVIDUAL CAREERS [Q118]

Respondents were also asked to choose from a list of twenty factors the most significant ones that had 'helped' their careers. 'Hard work' topped them by a clear margin, followed by 'publications'.

Across HE Hard work came clear top	F 80%, M 75%
Med	F 83%, M 80%
Bio	F 79%, M 81%
Phy	F 76%, M 73%
Across HE Publications	F 47%, M 52%
Med	F 46%, M 62%
Bio	F 49%, M 70%
Phy	F 46%, M 60%
Across HE 'Support and encouragement from partner/family	F 42%, M 30%)
Med	F 36%, M 28%
Bio	F 46%, M 37%
Phy	F 41%, M 36%
Across HE 'good references from supervisor/project leader	F 39%, M 30%
Med	F 42%, M 38%
Bio	F 41%, M 33%
Phy	F 46%, M 24%
Across HE Active promotion/support by snr. colleague/manager	F39%, M 38%
Med	F 44%, M 40%
Bio	F33%, M 34%
Phy	F 41%, M 36%
Across HE Luck came	F 31%, M 42%
Med	F 32%, M 44%
Bio	F 29%, M 41%
Phy	F 36%, M 38%

Across HE Support and encouragement from colleagues F30%, M 25%
 Med F 32%, M 31%
 Bio F 28%, M 20%
 Phy F 27%, M 26%

Q 118 significant factors - 'most helped' careers	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
Hard work	81	91	79	84	73	80	67	75
Publications	79	77	66	62	60	50	46	36
Support/encouragement from partner/family	39	57	27	45	27	41	28	38
Good reference from prev. research supervisor/project leader	20	21	23	31	39	45	49	51
Active promotion/support by senior colleague/manager	50	51	43	47	32	37	21	32
Luck	48	38	38	30	45	33	40	30
Support/encouragement from colleagues	33	29	22	29	22	33	23	26
Availability of flexible working when required	11	22	14	28	11	25	16	24
Size of grant/research income	53	64	41	38	18	18	7	8

3.4 CONTRIBUTORS TO SUCCESSFUL CAREER PROGRESSION WITH CURRENT EMPLOYER (Q114)

Respondents were asked to pick from a list of twenty-four factors the 'most important' in contributing to successful career progression within their current employment. The top three factors were identified similarly by men and women, and ranked the same, at all levels.

Across HE research publications, came top for F 73%, M 74%
 Med F 72%, M 69%
 Bio F 73%, M 81%
 Phy F 75%, M 76%

Across HE Obtaining external research funding F 57%, M 59%
 Med F57%, M 58%
 Bio F 55%, M 66%
 Phy F 55%, M 59%

Across HE work on high profile/successful/ programmes/research F44%, M 42%.
 Med F 43%, M 41%
 Bio F 43%, M 44%
 Phy F 48%, M 45%

Across HE collaborative working across/within own organisation level pegged 4th, with external collaborative working F 34/35%, M 27/26%
 Med F 35/34%, M32/28%
 Bio F 34/35%, M 27/25%
 Phy F 36/42%, M 27/27%

Across HE -Networking internal and external showed little difference, placed 6th 7th
 internal/ext F 22/23%, M 18/17%
 Med internal/ext F 22/20%, M 18/19%
 Bio int/ext F 22/22%, M 17/15%
 Phy int/ext F 26/30%, M 18/15%

Q114 Important Contributors to Successful Career Progression	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
Research publications	81	78	76	79	81	79	72	74
Obtaining external research funding	69	73	67	70	63	62	41	49
Working on high profile/successful/projects/progs/research	45	57	41	49	45	43	41	41
Attracting new PhD students	43	41	33	45	32	30	10	9
Collaborative working-externally	28	39	28	38	24	37	29	37
Collaborative working-across/within own organisation	32	33	22	32	25	36	31	37
networking outside org	21	29	16	23	14	23	16	23
networking within org	20	26	17	22	16	22	18	22
keynote/plenary speaker	30	34	22	29	17	20	11	14
international experiences	34	31	21	27	15	16	12	15

3.5 SKILLS/EXPERIENCES/ACTIVITIES TO HELP PROGRESS CAREER [Q108]

Respondents were asked to select which, from a list of eight developmental and skill factors, would help them to 'progress their careers'. Research performance was the majority response from both men and women and well above the second factor, personal development. Looked at by level, there are differences.

Across HE research performance was the majority response
 Med F 67%, M 66%
 Bio F 65%, M 62%
 Phy F 70%, M 72%
 F 68%, M 75%

Across HE personal development came 2nd
 Med F 38%, M 31%
 Bio F 40%, M 38%
 Phy F 37%, M 29%
 F 39%, M 31%

Management/supervisory skills came 3rd across HE and at all levels
 Med F 35%, M 31%
 Bio F 37%, M 35%
 Phy F 33%, M 27%
 F 37%, M 33%

Across HE appraisal 4th, but much lower rated by professors(F /M23)
 Med F 34%, M 31%
 Bio F 36%, M 40%
 Phy F 30%, M 25%
 F 31%, M 32%

Across HE 'personal mentor' had the greatest m/f difference, it came 7th
 Med F 24%, M 13%
 Bio F 28%, M 16%
 Phy F 22%, M 14%
 F 22%, M 9%

Q 108 what would help progress respondents careers	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
research performance	55	58	65	70	82	76	75	70
personal development	17	21	27	29	38	40	43	47
mngt/supervisory skills	32	35	27	30	32	38	34	36
appraisal/staff review	23	23	31	33	39	39	33	32
communication skills	24	24	20	19	25	26	36	32
specialist skills	14	15	17	14	24	26	41	35
personal mentor	10	20	12	24	16	27	16	24
financial mgt exp	18	18	12	11	14	13	14	12

SECTION 4 ORGANISATION AND CULTURE

This section includes findings on

- 4.1 Positions and responsibilities held currently or in the past
- 4.2 Committee activity and its benefits
- 4.3 Becoming a member of senior management
- 4.4 Availability/lack of roles and responsibilities– influence in current employment choice
- 4.5 Career progression factors –influence in current employment choice
- 4.6 Respondents views of their department
- 4.7 Respondents views of the equality of treatment of women by their organisation.

4.1 POSITIONS AND RESPONSIBILITIES HELD CURRENTLY OR IN THE PAST

Respondents were asked to identify which roles and responsibilities they had held, either currently or in the past. Respondents were also asked whether they were members of senior management.

Q72 Positions held/ held in past	HE		Med		Bio		Phy	
	M%	F%	M%	F%	M%	F%	M%	F%
none of list below	41%	58%	40%	53%	42%	65%	47%	56%
Other dept admin post	31%	22%	23%	22%	34%	18%	29%	30%
Head research group/section	30%	18%	33%	20%	35%	18%	27%	14%
Student support/welfare	9%	9%	10%	9%	9%	8%	8%	11%
Director of Research /UG/PG studies	12%	6%	12%	6%	11%	5%	11%	8%
Undergraduate admissions	10%	6%	5%	5%	9%	3%	11%	10%
Graduate admissions	9%	5%	4%	3%	10%	5%	8%	5%
HOD/ head division	14%	4%	16%	6%	11%	3%	11%	2%
Deputy Dean Faculty	2%	1%	4%	1%	2%	0%	0%	1%

Q72 Positions held/ held in past	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
none of list below	5	3	24	30	53	63	93	90
Other dept admin post	38	46	49	41	28	20	3	4
Head research group/section	65	71	38	32	14	11	1	1
Student support/welfare	11	15	14	18	10	11	2	2
Director of Research /UG/PG studies	26	31	16	12	3	1	0	0
Undergraduate admissions	13	12	15	12	10	6	0	0
Graduate admissions	15	15	10	10	7	4	0	0
HOD/ head division	44	31	8	3	2	1	0	0
Deputy Dean Faculty	5	7	2	1	0	0	0	0

Q73 member of senior management present or past	HE		Med		BioS		PhyS	
	M%	F%	M%	F%	M%	F%	M%	F%
Yes %	18	11	27	16	15	8	14	9
In past %	8	4	6	5	6	3	8	3
No %	74	85	66	79	79	89	78	88

Q73 member of senior management present or past	Level 1		Level 2		Level 3	
	M%	F%	M%	F%	M%	F%
Yes %	48	48	18	17	3	5
In past %	17	13	9	6	3	1
No %	35	39	73	77	96	94

4.2 BECOMING A MEMBER OF SENIOR MANAGEMENT

Higher percentages of women than men *wished* to become members of senior management, but higher percentages of men than women *expected* to do so. Whereas 31% men and 35% of women wished o become members of senior management, of those 50% of the men and 37% of the women expected to become a member of senior management.

Q106 Wish to become a member of senior management	HE		Med		BioS		PhyS	
	M%	F%	M%	F%	M%	F%	M%	F%
Yes %	31	33	38	39	31	33	26	36
No %	39	32	37	33	48	31	36	26
Dont Knw/already mbr %	30	34	25	28	31	36	37	37

Q106 Wish to become a member of senior management	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
Yes %	26	34	35	42	33	38	31	28
No %	55	47	41	31	32	28	31	29
Dont Knw/already mbr %	19	19	25	28	35	34	39	43

Q107

Q107 expect to become mbr snr management	HE all		Med		BioS		PhyS	
	M	F	M	F	M	F	M	F
Yes %	25	17	37	19	25	16	20	19
No %	40	42	38	44	37	45	35	37
Dont Knw No %	35	40	25	36	38	40	45	44

Q107 expect to become mbr snr management	Level 1		Level 2		Level 3		Level 4	
	M	F	M	F	M	F	M	F
Yes %	32	27	33	23	30	20	17	11
No %	43	43	41	41	32	39	38	42
Dont Knw No %	26	30	26	36	44	42	45	47

4.3 INFLUENCE OF AVAILABILITY/LACK OF ROLES & RESPONSIBILITIES IN CURRENT EMPLOYMENT CHOICE [Q15]

HE women in all disciplines were more likely to reply 'yes', 'the absence or availability of particular roles or responsibilities' had influenced their current choice of employment. Respondents who replied yes were asked to select particular factors from a list of eight. Across HE F 47%, M 44% of respondents chose their employment because of the absence or availability of particular roles or responsibilities

Med F 46%, M 38%
 Bio F 41%, M 37%
 Phy F 38%, M 39%

Q 15 influences of roles/responsibilities	Level 1		Level2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
Yes %	36	39	38	47	44	49	35	35

Across HE 'enjoy teaching' was the top m/f choice F 43%, M 56%
 Med F 43%, M 50%
 Bio F39%, M 45%

Phy F 53%, M 63%

Across HE 'more responsibility' was the 2nd m/f choice F 36%, M 37%

HE Med F 41%, M 37%

Bio F 36%, M 31%

Phy F 38%, M 42%

Q15a If 'yes' which in particular	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
Enjoy teaching	52	39	64	50	61	56	44	29
More responsibility	39	53	35	36	37	32	29	53

4.4 INFLUENCE OF CAREER PROGRESSION IN CURRENT CAREER CHOICE [Q14]

Career progression factors influenced current choice of employment for the majority of respondents with little difference by level or discipline.

Across HE F75%, M 72% respondents saw career progression factors as influential in their current choice of employment

Med F 72%, M 67%

Bio F 77%, M 77%

Phy F 73%, M 74%

Q14 career progression factors influence employment choice	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
Yes %	69	71	72	76	78	77	77	78

Respondents who replied 'yes' were asked to select the most important from a list of eight factors. 'Area of work/research' was the clear leader for men and women with little difference across discipline or level.

Across HE the top choice was area of interest, F 81%, M 83%

Med F81%, M 84%

Bio F 80%, M 80%

Phy F 87%, M 87%

Across HE 2nd came intellectual challenge F 61%, M 62%

Med, 2nd F63%, M 59%

Bio F 56%, M 50%

Phy F 71%, M 65%

Across HE Academic freedom, more important to men came 3rd F 48%, M 64%

Med F 42%, M 56%

Bio F 51%, M 69%

Phy F 51%, M 67%

Across HE 4th came autonomy/self direction across HE F35%, M 40%

Med 4th F 46%, M 44%.

Bio F 44%, M 56%

Phy F 49%, M 47%

Q14a If 'yes' which in particular	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
area work/research interest	76	84	86	80	85	83	84	83
intellectual challenge	63	70	62	68	62	62	63	53
academic freedom	65	52	70	64	69	53	54	34
autonomy/self direction	61	65	66	60	54	48	35	30

4.5 DEPARTMENTAL SUPPORT [Q 116]

Respondents were asked to state their level of agreement with eight statements about the level of support they received from their department, the extent to which their contribution to their department was valued, their social integration in the department, the opportunities their department afforded and whether their successes were celebrated.

'Senior colleagues are supportive'

Men were more likely than women to agree or agree strongly with this statement, and by grade women at post doc and lecturer levels were more likely to agree this statement than women at the senior levels.

Across HE the m/f difference was statistically significant F 62%, M 67%
 Med F 62%, M 69%
 Bio F 61%, M 63%
 Phy F 59%, M 74%

Q 116a supportiveness of senior colleagues	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
agree/agree strongly	76	59	65	57	65	63	66	65
neither agree/disagree	14	23	21	23	22	22	23	23
disagree/disagree strongly	10	18	14	20	13	15	11	12

'My line manager is supportive'

Men were more likely to agree with the statement than women, but the difference was small. The level of agreement with this statement was the highest across the eight statements.

Across HE agreed by F 73%, M 76%
 Med F 72%, M 77%
 Bio F 74%, M 74%
 Phy F 70%, M 81%

Q 116b Support from line manager	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
agree/agree strongly	81	64	73	68	73	75	78	78
neither agree/disagree	12	21	18	18	18	14	14	14
disagree/disagree strongly	7	15	9	14	8	11	8	8

‘My contribution to the department is valued’

Again men were more likely to agree with the statement This statement produced the greatest m/f difference.

Across HE F 59%, M 68%
 Med F 66%, M 74%
 Bio F 44%, M 56%
 Phy F 49%, M 47%

Q 116c how their contribution to department is valued								
	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
agree/agree strongly	84	72	67	62	62	60	54	49
neither agree/disagree	8	13	17	20	26	25	30	32
disagree/disagree strongly	8	15	16	18	12	15	16	19

‘I feel socially integrated in the department’

The m/f difference was small with the largest difference at professorial level.

Across HE F 61%, M 63%
 Med F 65%, M 68%
 Bio F 61%, M 61%
 Phy F 58%, M 66%

Q 116d social integrated in their department								
	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
agree/agree strongly	74	66	58	62	63	62	58	60
neither agree/disagree	17	17	22	21	21	23	25	18

‘I have the opportunity to participate in important committees, meeting, projects’

Again men were more likely to agree with the statement, with the largest m/f difference at senior lecturer level, and at post doc and lecturer level women were more likely than men to agree the statement.

Across HE F 52%, M 60%
 Med F 59%, M 69%
 Bio F 45%, M 55%
 Phy F 48%, M 60%

Q 116e opportunity to participate in important committees / meetings / projects								
	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
agree/agree strongly	82	76	62	55	52	56	38	41
neither agree/disagree	10	12	20	24	25	25	27	30
disagree/disagree strongly	6	13	18	21	23	19	35	29

‘I am encouraged to undertake activities which contribute to career development’

Again men were more likely to agree with the statement The largest m/f differences was for professors, at post doc level there was no m/f difference, and overall levels of agreement with the statement were low.

Across HE	F 52%, M 57%
Med	F 57%, M 59%
Bio	F 48%, M 53%
Phy	F 49%, M 56%

Q 116f encouraged to undertake activities contributing to career development								
	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
agree/agree strongly	66	58	56	49	54	55	51	51
neither agree/disagree	24	26	25	29	30	24	32	28
disagree/disagree strongly	11	16	19	20	16	21	17	21

‘Successes in my working life are celebrated by my department

Again men were more likely to agree with the statement but overall the level of agreement was low.

Across HE	F 37%, M 40%
Med	F 44%, M 47%
Bio	F 34%, M 37%
Phy	F 33%, M 38%

Q 116g celebration of successes in working life by departments								
	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
agree/agree strongly	54	46	36	36	41	38	32	33
neither agree/disagree	31	26	32	29	30	34	43	39
disagree/disagree strongly	15	20	32	34	29	28	26	28

4.6 DEPARTMENTAL EQUALITY OF TREATMENT [Q117]

Respondents were asked whether women or men were disadvantaged in terms of the equality of departmental treatment on career progression, salary, access to development opportunities, and visibility to senior management. Across HE employment sectors, lower percentages of men thought that women were disadvantaged.

Career progression

Equality of treatment in relation to career progression had the highest percentage of women saying women were disadvantaged, and showed the largest m/f difference. By level, the least m/f difference was at professorial level and the largest at senior lecturer level.

Across HE F 52%. M 22%
 Med F 54%, M 26%
 Bio F 52%, M 22%
 Phy F 55%, M 19%

	Level 1		Level 2		Level 3		Level 4	
	M	F	M	F	M	F	M	F
women disadvantaged	25	37	25	58	16	52	23	48
no difference	67	57	63	36	64	43	57	43
men disadvantaged	6	4	6	1	10	1	8	1
no opinion/don't know	3	2	6	5	10	5	12	9

Visibility to senior management

Visibility to senior management, was the second highest selection by women and the second largest difference of opinion between men and women.

Across HE F 43%. M 14%
 HE Med F 49%, M 17%
 Bio F 42%, M 15%
 Phy F 42%, M 13%

	Level 1		Level 2		Level 3		Level 4	
	M	F	M	F	M	F	M	F
women disadvantaged	16	48	15	51	12	43	10	36
no difference	73	44	68	41	67	47	66	51
men disadvantaged	8	5	11	2	11	2	9	1
no opinion/don't know	3	4	7	6	11	8	14	12

Salary

A higher percentage of female respondents thought women were disadvantaged on salary. The largest difference was at professorial level.

Across HE F 35%. M 12%
 HE Med F 35%, M 14%
 Bio F 35%, M 12%
 Phy F 37%, M 8%

	Level 1		Level 2		Level 3		Level 4	
	M	F	M	F	M	F	M	F
women disadvantaged	19	51	15	41	7	34	7	26
no difference	75	40	75	44	76	52	75	56
men disadvantaged	0	0	0	0	2	0	1	0
no opinion/don't know	6	8	9	14	15	14	18	18

Access to development opportunities

The percentage who thought women were disadvantaged was low, although a difference of opinion between men and women was still evident

Across HE F 13%. M 4%
 HE Med F 18%, M 8%
 Bio F 10%, M 3%
 Phy F 12%, M 3%

Q117c equality on access to career dev/training opps								
	Level 1		Level 2		Level 3		Level 4	
	M	F	M	F	M	F	M	F
women disadvantaged	7	15	4	17	2	13	3	13
no difference	89	81	90	78	83	81	82	78
men disadvantaged	2	0	1	1	6	1	5	1
no opinion/don't know	3	4	5	6	8	5	10	9

SECTION 5 WORK LIFE BALANCE

This section includes findings on

- 5.1 Career Breaks and Returning
- 5.2 Less than Full Time Working
- 5.3 Working Conditions – influence in current employment choice
- 5.4 Personal and quality of life factors influence in current employment choice
- 5.5 Workplace factors / personal circumstances detrimental to career progression
- 5.6 Contributors to a good work life balance

Note in this section where male numbers are small, male percentages are not included.

5.1 CAREER BREAKS AND RETURNING [Q58]

A significant percentage of female respondents had taken career breaks at some point in their working lives. Respondents who had taken career breaks were asked whether they had returned to the same employer after their break. The majority of women returned to the same employer (77% after their first break, 84% after their second break, 79% after their third break). They were also asked if they had returned to the same job and or the same job level after their break. 72% of women returned to their same job or a similar job at the same level (76% after 2nd break, 67% after 3rd break).

Most respondents (M 50%, F 61%) had career breaks of between three and twelve months. Respondents who had taken breaks were asked about their activities while on their break. Women (14%) were less likely than men (31%) to have undertaken training. However, women (81%) were more likely than men (53%) to have kept in touch with their employer, and to have undertaken activities to keep up their skills (M 37%, F 46%).

Across HE respondents who had taken career breaks

	F 40 %.	M 6%
Med	F 44 %	M 9%
Bio	F 40%	M 6%
Phy	F 24%,	M 4%

Q 58 career break	Level 1		Level 2		Level 3		Level 4	
	F		F		F		F	
Yes N=	116		286		261		150	
Yes %	56		53		43		23	

Difficulties in returning to work [q63]

Across HE

	F 34%.
Med	F31%
Bio	F 40%
Phy	F 24%

Q 63 difficulties returning to work	Level 1		Level 2		Level 3		Level 4	
	M	F	M	F	M	F	M	F
Yes %	50	28	17	35	39	41	7	33

Most important in helping the return from a career break [q64]

Respondents with career breaks were asked what from their experience was ‘most’ important in helping the transition back to work after a career break.

Across HE top came good child care

	F 77%.
Med	F 79%

Bio F 81%
Phy F 74%

Across HE flexible working came 2nd F 68%
Med F 67%
Bio F 69%
Phy F 72%

Across HE =3rd came Contact / keeping in touch with department while away and LTFT working, building up to FT F 36%
Med F 35%
Bio F 38%
Phy F 36%

Q 64 most important help in return	Level 1	Level 2	Level 3	Level 4
	F%	F%	F%	F%
good child care	84	83	76	68
flexible working	60	68	72	70
Contact / keeping in touch	33	37	39	37

5.2 LESS THAN FULL TIME WORKING –CURRENTLY [Q19]

Full time/LFT working (Q 19)

The majority of respondents worked full time (M 96%, F 85%). The highest percentage of women working LFT was at lecturer level (18%), the lowest at professorial level (8%).

Across HE LFT working F 85%, M 96%
Med F 82%, M 95%
Bio F 84%, M 98%
Phy F 85%, M 97%

Q 19	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
Full time %	96%	91%	97%	88%	95%	82%	98%	86%

Less than full time working in past [q66]

Overall, more female respondents, than male, had periods of less than full time working and these periods were more likely to have been preceded by a career break. Overall 29% of female respondents had periods of LFT working.

Women were more likely than men to have had periods of less than full time working, in HE (M 8%, F 29%). For the majority of women (59%) who had worked LFT, this had been preceded by a career break. Female medics were the most likely to have worked LFT, bio-scientists the least.

In HE by discipline women in Med were the most likely to have worked LFT

Across HE F 29 %
Med F 33%
Bio F 25%
Phy

Q66 periods of LFTE working	Level 1		Level 2		Level 3		Level 4	
Yes%	F%		F%		F%		F%	
	25%		32%		34%		22%	

For the majority of women (59%) who had worked LFT this had been preceded by a career break.[Q 67]

Respondents who had worked LFT for any period(s) were asked about the reasons for so doing. Family responsibilities ranked highest.

Across HE family responsibilities F 67%, M 21%
 Med F 47%
 Bio F 38%
 Phy F 52%

Across HE quality of life F 23%, M 22%
 Med F 26%
 Bio F 26%
 Phy F 20%

Across HE Only work available' F 12%, M 26%
 Med F 8%
 Bio F 14%
 Phy F 14%

Q 70 reason for working LFT	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
Family responsibilities	13	60	43	72	3	70	4	61
Quality of life	31	12	10	18	24	27	13	27
Only work available	25	8	14	13	41	11	6	14

5.3 WORKING CONDITIONS INFLUENCE IN CHOICE OF CURRENT EMPLOYMENT [Q16]

Working conditions influenced current choice of employment for higher percentages of women than men. The smallest m/f difference was at post doc level the largest at senior lecturer level.

Respondents replying 'yes' were asked to choose particular factors from a list of nine. 'Flexible working hours came top overall, followed at a significant distance by 'security of employment'

Across HE working conditions influence in current choice employment F 60%, M 50%
 Med F 56%, M 47%
 Bio F 61%, M 52%
 Phy F 58%, M 50%

Q 16 Influence of working conditions in choice current employ	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
	Yes %	44	55	47	60	53	62	55

Across HE Flexible working came top F 66%, M 61%
 Med F 59%, M 47%
 Bio F 67%, M 59%
 Phy F 67%, M 72%

Across HE security of employment came 2nd F 27%, M 30%
 Med F 25%, M 30%
 Bio F 24%, M 59%
 Phy F 30%, M 39%

Across HE better pay came 3rd F 21%, M 18%
 Med F 25%, M 20%
 Bio F 25%, M 23%
 Phy F 20%, M 14%

Q16a If 'yes' which in particular	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
flex working hours	48	51	61	66	68	69	71	70
security of employment	50	31	45	37	36	33	13	11
better pay	16	15	12	15	16	22	25	25

5.4 PERSONAL/QUALITY OF LIFE FACTORS INFLUENCE ON CHOICE OF CURRENT EMPLOYMENT (Q17)

'Personal/quality of life' issues influenced current choice of employment for higher percentages of females than males. The largest m/f difference was at professorial level, the smallest at post doc.

Across HE of respondents personal/quality of life issues influenced current employment choice F 63%, M 55%
 Med F 57%, M 51%
 Bio F 68%, M 56%
 Phy F 65%, M 58%

Q 17 personal/quality of life issues influence current choice of employer	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
	Yes %	46	54	55	61	58	65	61

Those who replied yes to the above question, were asked about the about the particular personal issues which had influenced their career choice. Unlike the other 3 areas of influence on employment choice (career progression, availability/absence of roles/responsibilities, and working conditions), m/f respondents were similar in their choice of factors:

Across HE of respondents geographical location came top F 58%, M 57%
 Med F 49%, M 54%
 Bio F 60%, M 64%
 Phy F 65%, M 57%

Across HE better work life balance came 2nd F 36%, M 41%
 Med F 40%, M 41%
 Bio F 34%, M 39%
 Phy F 29%, M 45%

Across HE family reasons came 3rd F 22%, M 23%
 Med F 23%, M 24%
 Bio F 22%, M 27%
 Phy F 21%, M 20%

Q17a If 'yes' which in particular	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
geographic locate	60	62	51	58	64	55	57	61
better work life balance	37	27	35	35	35	32	57	39
family reasons	25	23	25	26	24	24	17	16
shorter journey to work	16	17	14	19	17	16	19	14

5.5 WORKPLACE FACTORS / PERSONAL CIRCUMSTANCES DETRIMENTAL TO CAREER PROGRESSION [Q110]

Respondents were asked if any workplace factors, or personal circumstances, had an especially detrimental effect on their career progression. Respondents who replied 'yes' were then asked about the factors. More women reported workplace factors or personal circumstances as having been detrimental to their career progression. Higher percentages of male and female respondents identified individual workplace factors, as detrimental, compared with personal circumstances.

Across HE respondents reported workplace factors or personal circumstances as having an especially detrimental effect on their career F61%, M 49%
 Med F 59%, M 49%
 Bio F 64%, M 51%
 Phy F 64%, M 48%

110 workplace factors or personal circumstances detrimental to career									
	Level 1		Level 2		Level 3		Level 4		
	M%	F%	M%	F%	M%	F%	M%	F%	
detrimental - yes	37	64	52	71	55	64	53	58	
detrimental - no	64	45	48	29	45	36	47	42	

The factors or circumstances where the m/f percentage differences were largest were:

- lack of role models (M 12%, F 24%)
- taking a career break (M 2%, F 17%)
- periods of LFTE working (M 2%, F 14%)
- unable to move location easily (M 17%, F 31%) – the highest personal circumstance

Key workplace factors included:

Across HE Lack of support/encouragement F 47%, M 42%
 Med F 49%, M 38%
 Bio F 47%, M 49%
 Phy F47%, M 41%

Across HE Attitude of senior management F 38%, M 43%
 Med F 41%, M 44%
 Bio F 35%, M 41%
 Phy F 34%, M 34%

Across HE Culture of long working hours F 30%, M 25%
 Med F 31%, M 26%
 Bio F 28%, M 22%
 Phy F 33%, M 27%

Across HE Lack of role models F24%, M 12%
 Med F 30%, M 12%
 Bio F 21%, M 15%
 Phy F 19%, M 8%

Across HE Attitude of colleagues F 23%, M 21%
 HE Med F 25%, M 23%
 Bio F 19%, M 17%
 Phy F 26%, M 21

110a Individual workplace factors detrimental to career								
	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
lack of support/encouragement	38	51	38	51	51	45	43	46
attitude of senior management	46	52	43	42	46	38	33	30
limited job opps	4	16	27	24	40	31	48	52
professional isolation	21	32	32	33	32	33	34	30
long working hrs culture	31	33	29	35	25	33	18	24
lack of role models	7	30	10	29	14	23	14	21
attitude of colleagues	17	36	19	25	25	23	22	20

5.6 CONTRIBUTORS TO A GOOD WORK LIFE BALANCE [Q 115]

Respondents were asked to select from a list the ‘most important’ contributors to a good work/life balance’. In general, all the factors listed were selected by higher proportions of women, however the rankings were the same.

Across HE flexible working came top F 80%. M 70%
 Med F 78%, M 66%

Across HE home remote working 2nd F 57%. M 53%
 Med F 57%, M 56%
 Bio F 51%, M 52%
 Phy F 62%, M 54%

Across HE able to ask for time off short notice/no reason F 51%. M 51%
 Med F 49%, M 46%
 Bio F 53%, M 55%
 Phy F 48%, M 56%

Across HE snr management show aware of issue F 34%. M 32%
 Med F 34%, M 35%
 Bio F 31%, M 28%
 Phy F 36%, M 31%

Q 115 most important contributors to good work life balance								
	Level 1		Level 2		Level 3		Level 4	
	M%	F%	M%	F%	M%	F%	M%	F%
flex work/hrs/days/pattern	67	71	72	76	72	81	72	83
home remote working	55	65	60	63	53	61	41	52
able to ask for time off-short notice no reason	45	42	45	44	50	47	65	58
senior mgt show awareness of issues	38	36	31	41	29	32	23	29
meetings finish in time/esp at end day	29	34	23	39	26	32	18	28
imp meetings regular or in core hrs	20	29	22	35	23	33	17	23
more support from colleagues	13	20	16	24	19	26	18	23
more notice of imp meetings	18	25	15	21	14	15	10	12
take up of work life provision by snr mgrs	11	12	8	12	7	11	5	7