

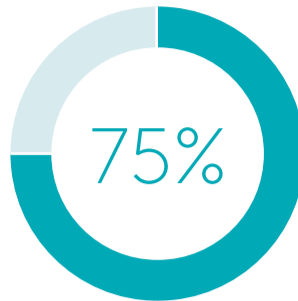


## stepping up to LEVEL UP

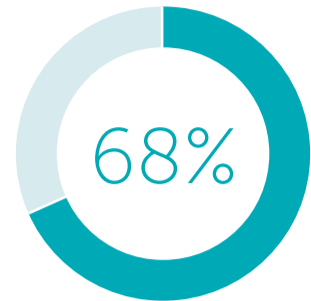
This International Women's Day, we understand the world is more challenging for everyone than it has ever been, and we know that these challenges disproportionately affect women. With women often taking on more caring responsibilities and struggling to keep their career on track as well as juggle home life and other responsibilities.



Of women account for 45% of the academic workforce in universities, but only hold 20% of professorships



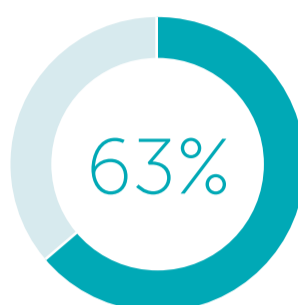
Of women account for 75% of people working in academia... However... the amount of men in senior positions is nearly double the amount of women



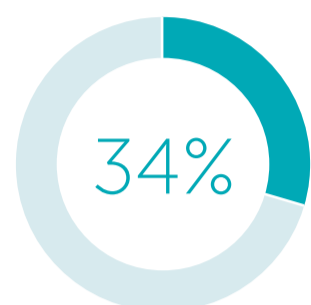
Of women are thinking of leaving academia due to culture practices and pressure, compared to 57% of men (Time for change report)<sup>1</sup>



Female researchers say lack of a support network is the main pressure of academic life today (Time for change report)<sup>1</sup>



Of women feel a pressure to publish research (Time for change report)<sup>1</sup>



Of women feel their institution provides equal opportunities compared to 45% of men (Time for change report)<sup>1</sup>

### SPOTLIGHT ON THE MIDDLE EAST AND AFRICA



Unemployment rates among young women are nearly 50% higher than among young men within the Middle East and Africa. (Women's Economic Empowerment in Selected MENA Countries)<sup>5</sup>



Of women in the Middle East and Africa saw the lack of mentoring as a bigger issue than other regions globally. (Time for change report)<sup>1</sup>



### EXACTLY HOW HAS THE COVID PANDEMIC AFFECTED WOMEN IN EARLY CAREER RESEARCHER ROLES?

It has been found that the pandemic has benefited men's publishing, and yet had a statistically significant negative effect for women in three of the four main research areas: health and medicine, physical sciences and engineering, and social science and economics. (Inside Higher Ed.com)<sup>2</sup>



Women make up only 12% of the authors of new COVID-19-related research (nature.com)<sup>3</sup>



There has been a 35% decline in research from women in early career research roles during the COVID-19 pandemic - but this figure has risen for males



Of women who have experienced disruption to their daily and work lives due to the pandemic believe it will have a negative impact on their career growth



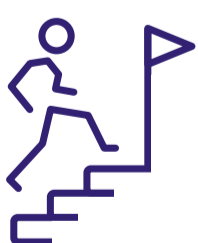
### WHEN IT COMES TO A WORK/LIFE BALANCE, WOMEN IN ACADEMIA ARE FEELING THE STRAIN



Of women feel their institution takes action to ensure there is a work/life balance compared of 30.5% of men (Time for change report)<sup>1</sup>



Of women feel their institution's culture was having a negative impact on their mental health - almost double that of men at 6.5% (Time for change report)<sup>1</sup>



### HOWEVER, WE CAN HELP TO BE PART OF THE SOLUTION

Join us as we step up and help to provide a support system on our Emerald Engage platform to provide Early Career Researchers with the opportunity to connect with those in established academic role.



Of mentees believe their mentor relationship had a measurable impact on their professional growth (Workplace Equity Report)<sup>4</sup>



Of mentors believe their relationship had some measurable impact on their mentees professional growth (Workplace Equity Report)<sup>4</sup>

#### References:

- <sup>1</sup> Time for Change Report - <https://www.emeraldgroupublishing.com/real-impact-newsletter-issue-3>
- <sup>2</sup> Inside Higher Ed - <https://www.insidehighered.com/news/2020/10/20/large-scale-study-backs-other-research-showing-relative-declines-womens-research>
- <sup>3</sup> Nature - <https://www.nature.com/articles/d41586-020-01294-9>
- <sup>4</sup> Workplace Equity Report - <https://www.emeraldgroupublishing.com/sites/default/files/2020-01/Workplace-Equity-Report.pdf>
- <sup>5</sup> OECD iLibrary | Women's participation in the labour market and entrepreneurship in selected MENA countries ([oecd-ilibrary.org](https://oecd-ilibrary.org))

FOR MORE INFORMATION AND TO SIGN UP:  
[engage.ex-plor.com](https://engage.ex-plor.com)

