

Survey outcome of women scientists' family and career conditions in Taiwan

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Graduate Institute Of Gender Education

[Http://gender.nknu.edu.tw](http://gender.nknu.edu.tw)

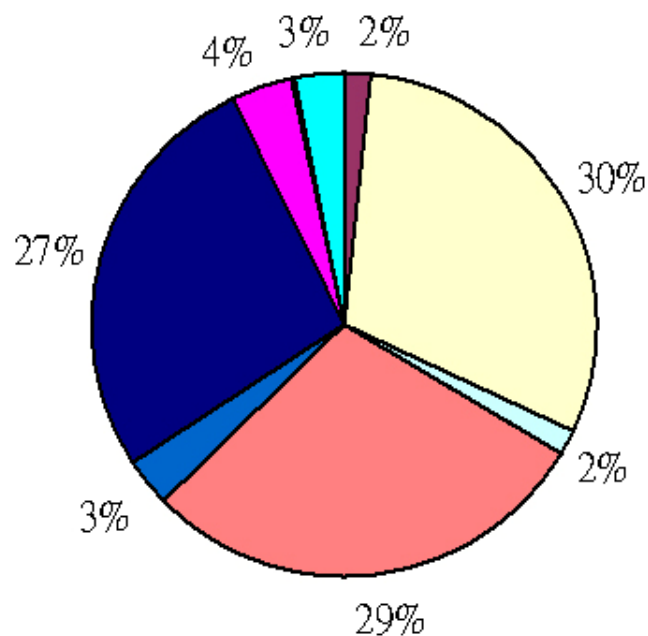
Methodology

- May 27—Aug. 31, 2008
- 47 questions asked
- 4 categories: professional progress
marriage and family
career satisfaction
career self-assessment
- 1655 distributed to NSC grant applicants in science, bio-medical, and engineering fields
- 396 received, 389 effective

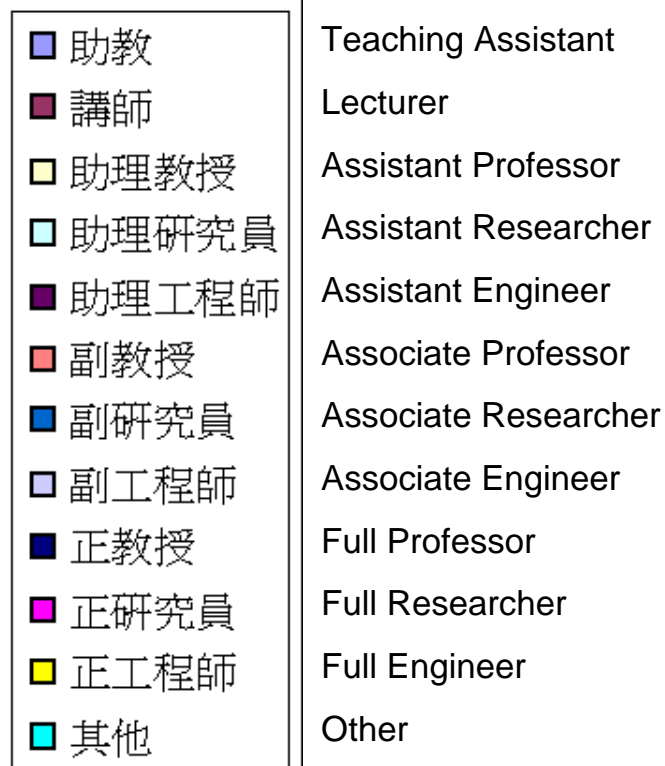
389 Academic Women's Professional Ranks

9. What is your current professional rank in your institution?

9. 請問您目前在任職機構的身分？



Full:Associate:Assistant=32%:32%:31%





Professional Progress

Professional Progress

- 92% respondents have PhD degree
- After receiving PhD, firstly offered full-time job at the average age of 33.7
- 1st promotion at average age of 38.5
- Those who have 2 promotions received first full-time job at the average age of 31.7 and got first promotion at average age of 35.9, about 2-2.6 years ahead of their fellows.

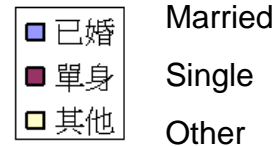
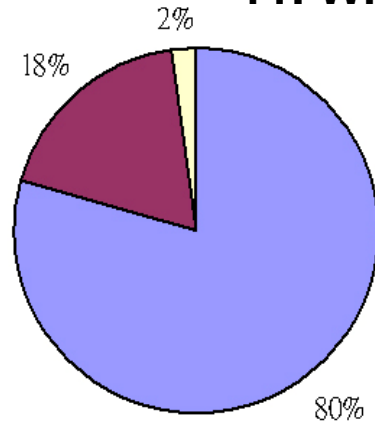


Marriage and Family

Marriage and family I

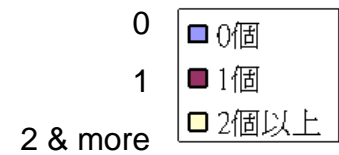
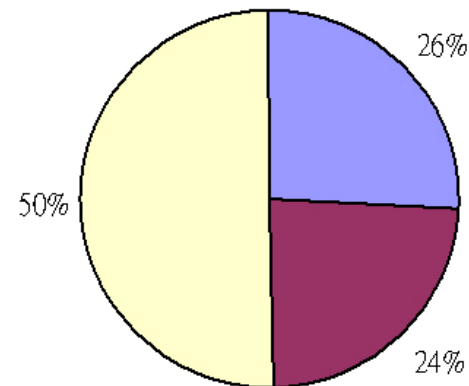
11. 請問您目前的婚姻狀態是？

11. What is your current marital status



12. How many children do you have?

12. 請問您目前的子女數為？



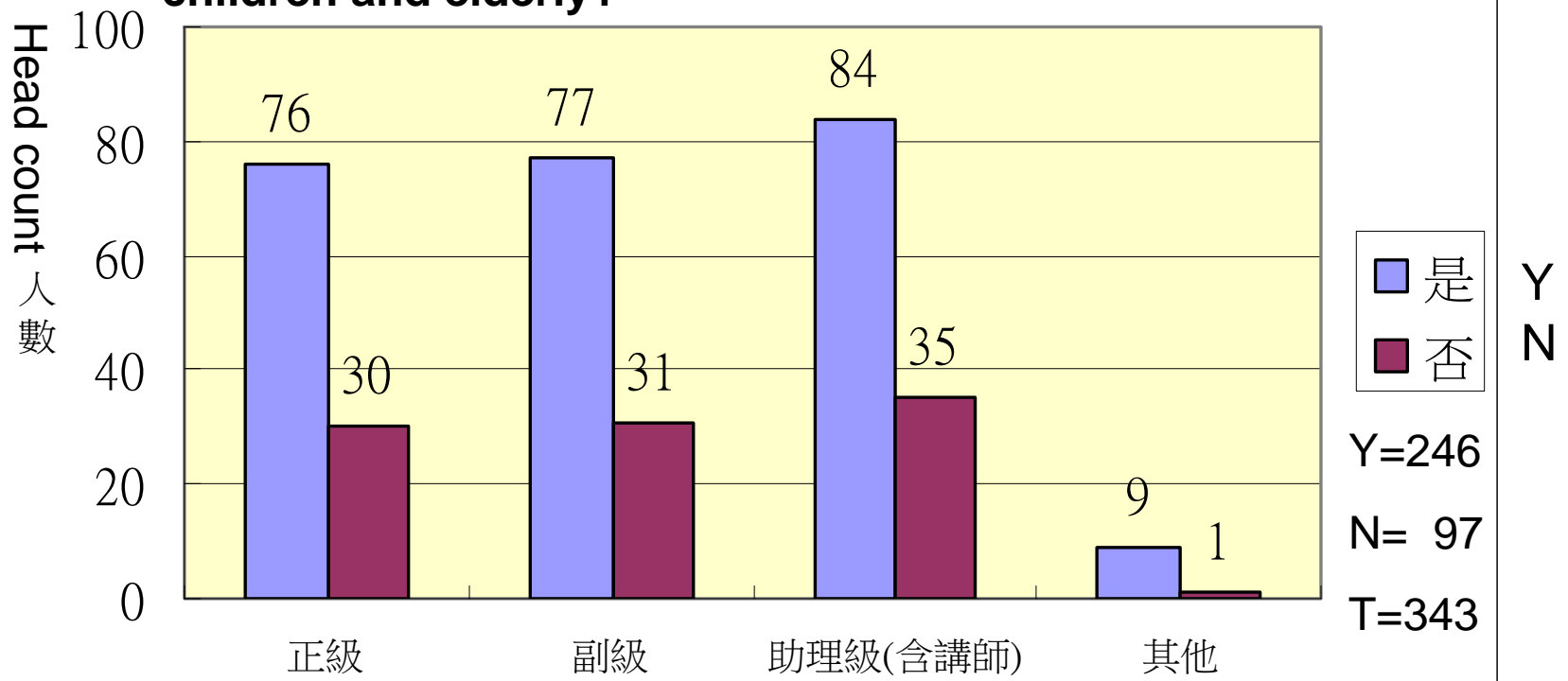
Marriage and family II

- Care work (children & elderly): 3.56 hrs/day
- Household work average: 1.76 hrs/day
- Care + Household: 5.32 hrs/day
- The national average for employed women spending time in care and household work is 4.01 hrs/day (2003)
- S&T academia women spending 1.31 hrs/day more

Marriage and family III

13.(2) 您是否感覺其他人在照顧工作（包含幼童與年長者）上提供了必要的協助？

13.(2) Do you feel sufficient help in taking care of children and elderly?



Full R.

Associate R.

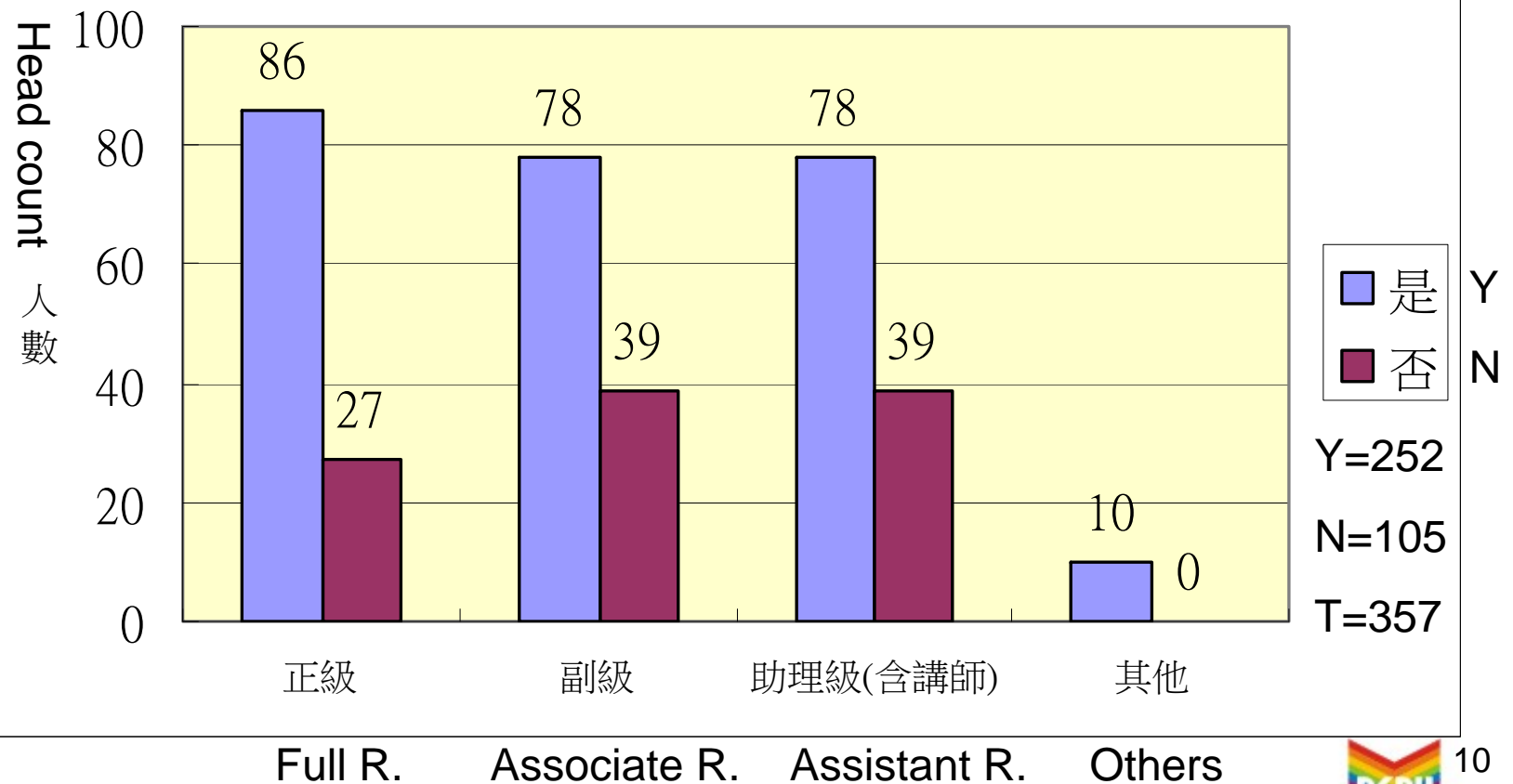
Assistant R.

Others

Marriage and family IV

13.(4) 您是否感覺其他人在家務勞動（除了照顧工作之外的家務相關工作)上提供了必要的協助？

13(4). Do you feel sufficient help in household work?



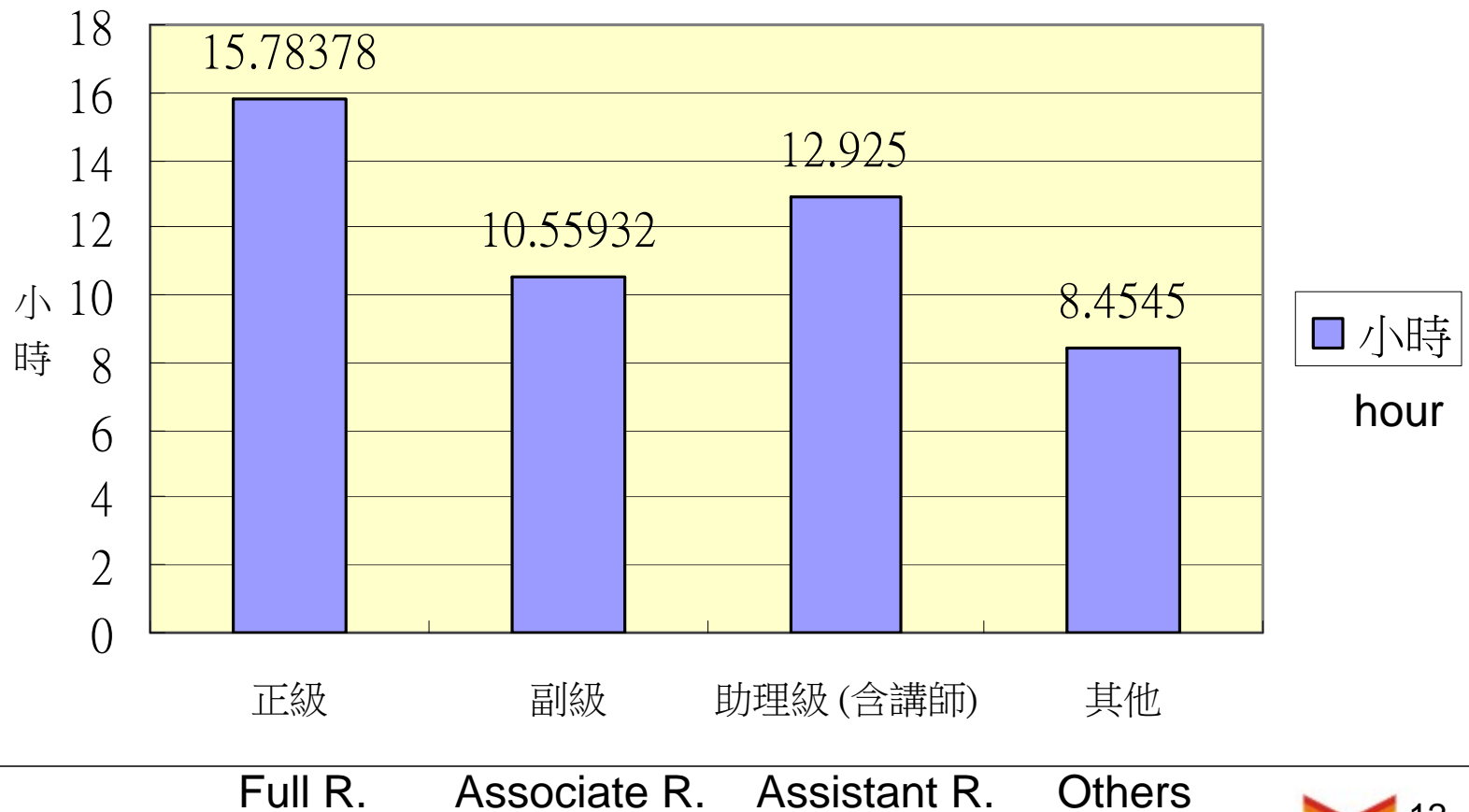
Marriage and family V

- 70% feels sufficient help in care & household work
- 80% feels their families support their academic work
- 40% feels they are distracted by care and household needs during work

Marriage and family VI

14.請問您目前每週個人休閒的時間約為幾小時?

14. How many leisure hours do you have per week?



Marriage and family VII

- Average time spent in care work:
25 hrs/week
- Average time spent in household work:
12 hrs/week
- Average leisure time: 13 hrs/week
(Assistant R. 12.9 hrs/week)
(Associate R. 10.6 hrs/week)
(Full R. 16 hrs/week)

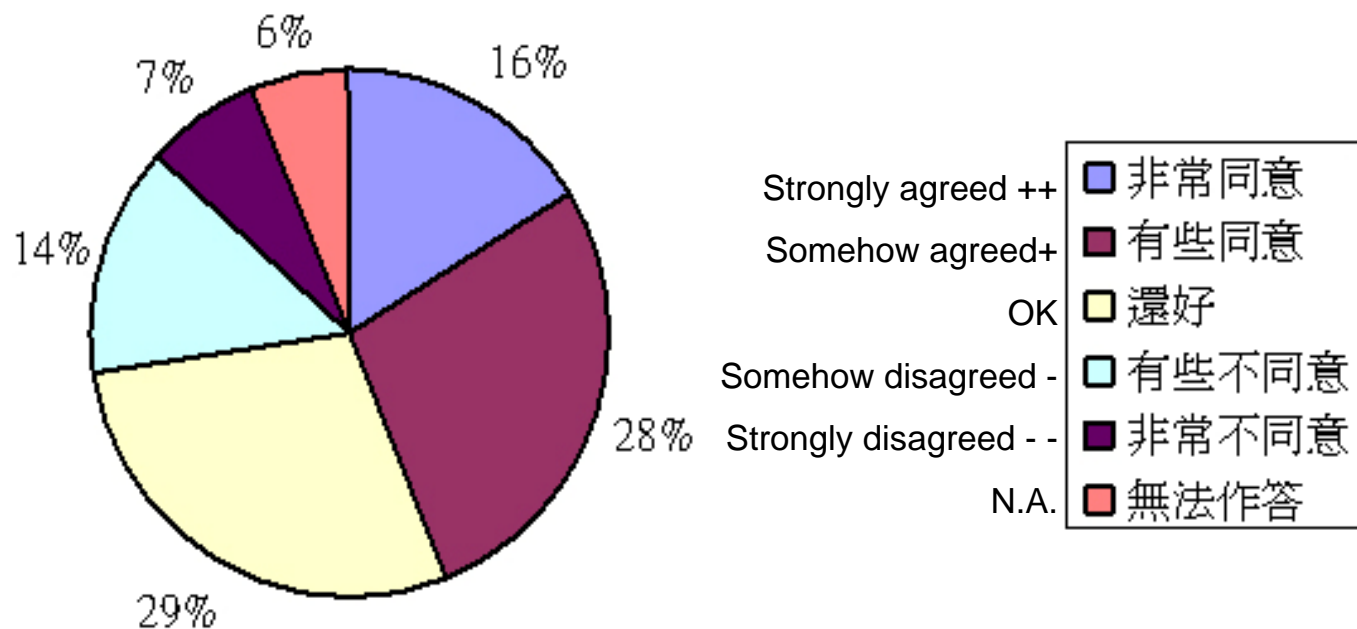


Career Satisfaction

Career satisfaction I

23. The course assignment in your institution is fair and reasonable.

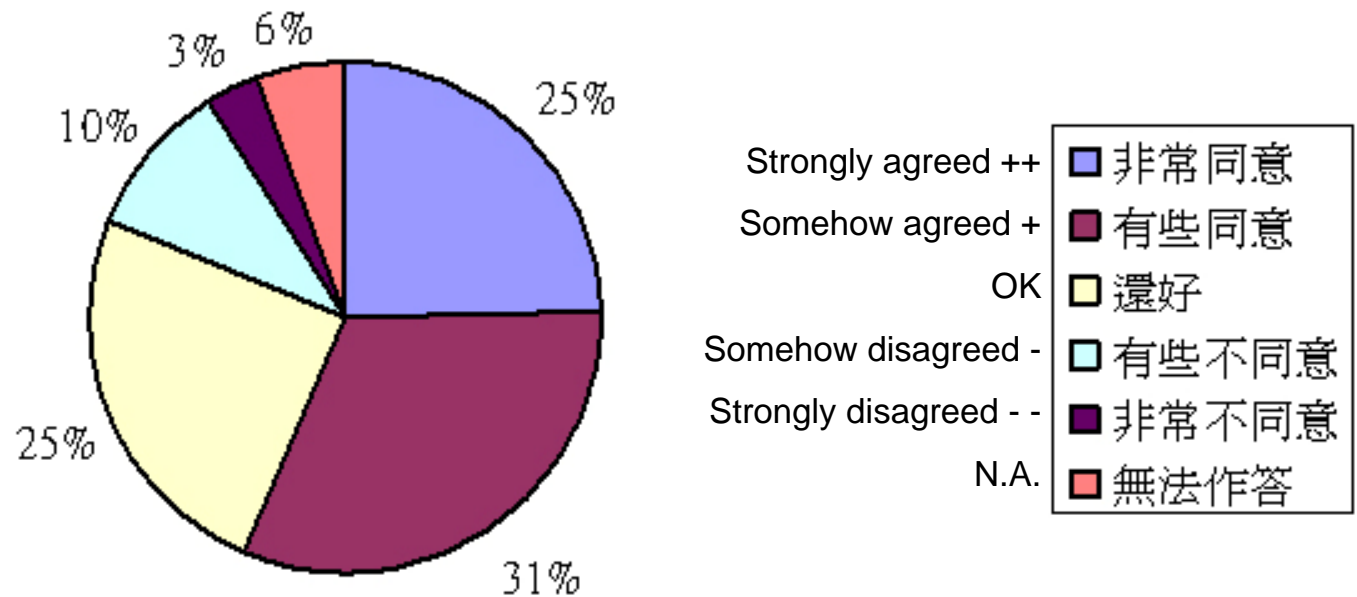
23. 您對於任職單位的排課制度感到公平合理



Career satisfaction II

24. Your choice in course offering is respected.

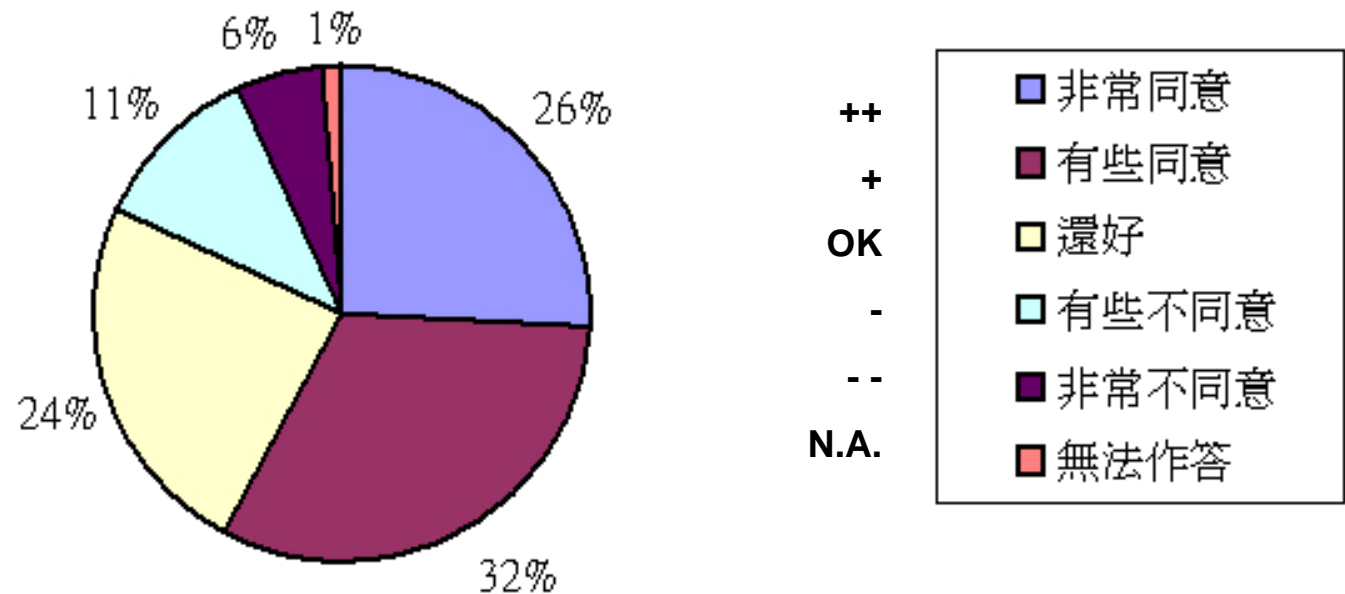
24. 您覺得您的開課意願受到尊重



Career Satisfaction III

25. Your institution has clear promotion rules.

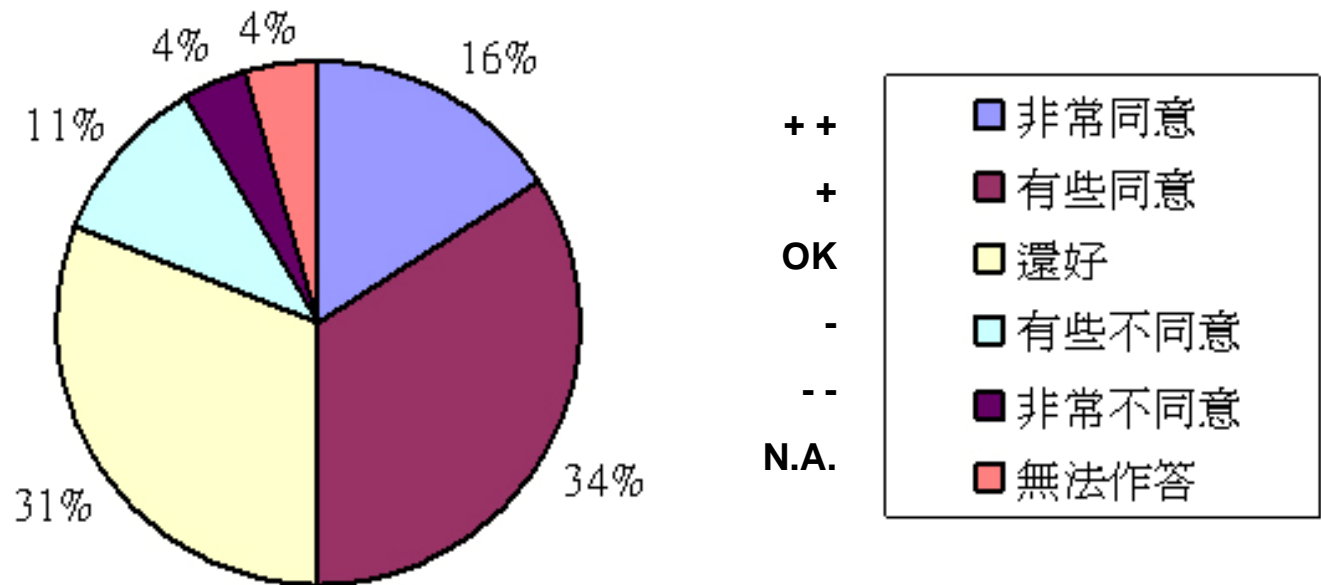
25. 您覺得您任職單位的升等準則非常明確



Career Satisfaction IV

26. You are capable of attracting students to join your team.

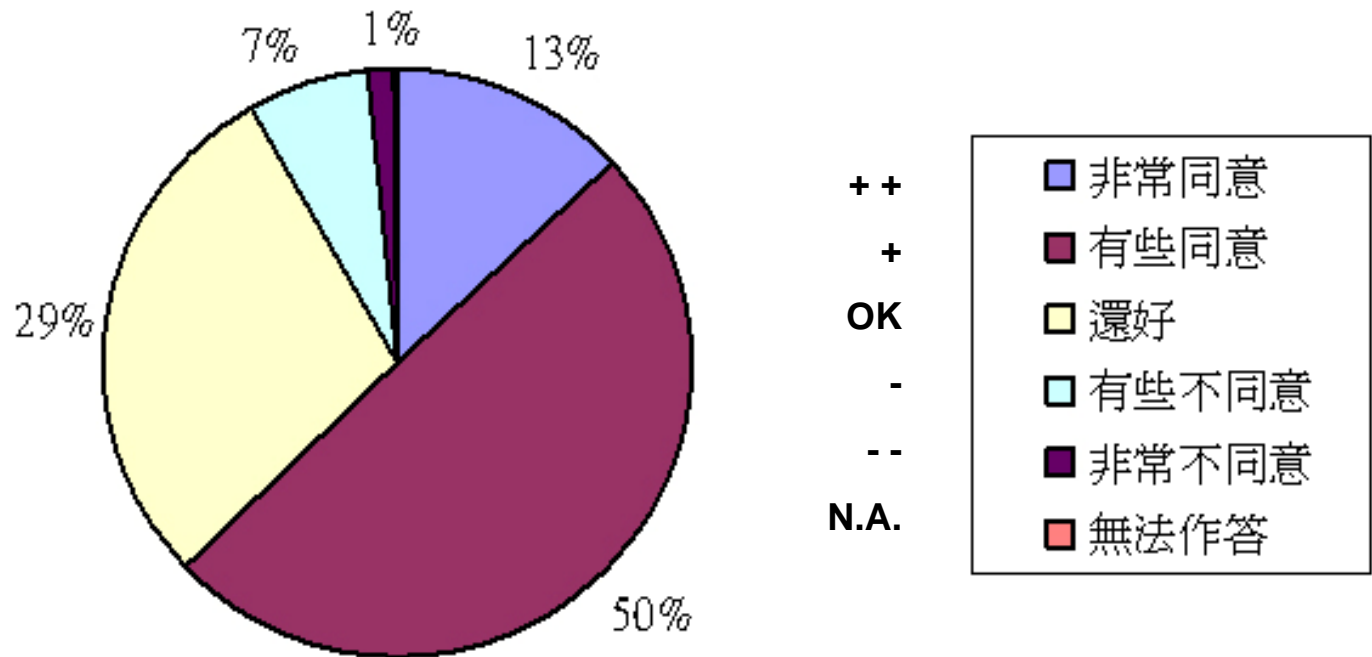
26. 您對於您吸引學生加入研究團隊的能力感到滿意



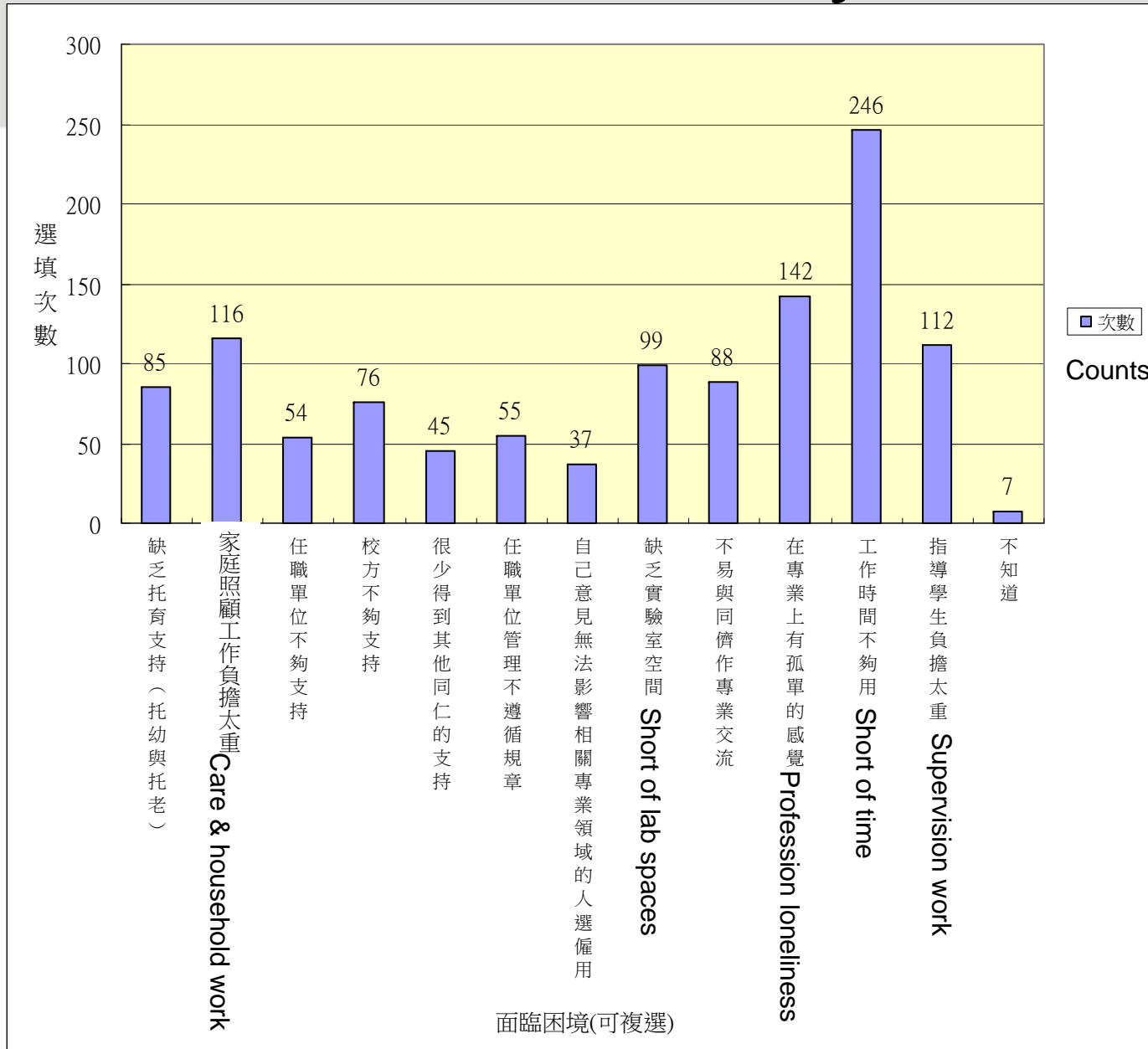
Career Satisfaction V

28. Your opinions are respected in the administrative meetings.

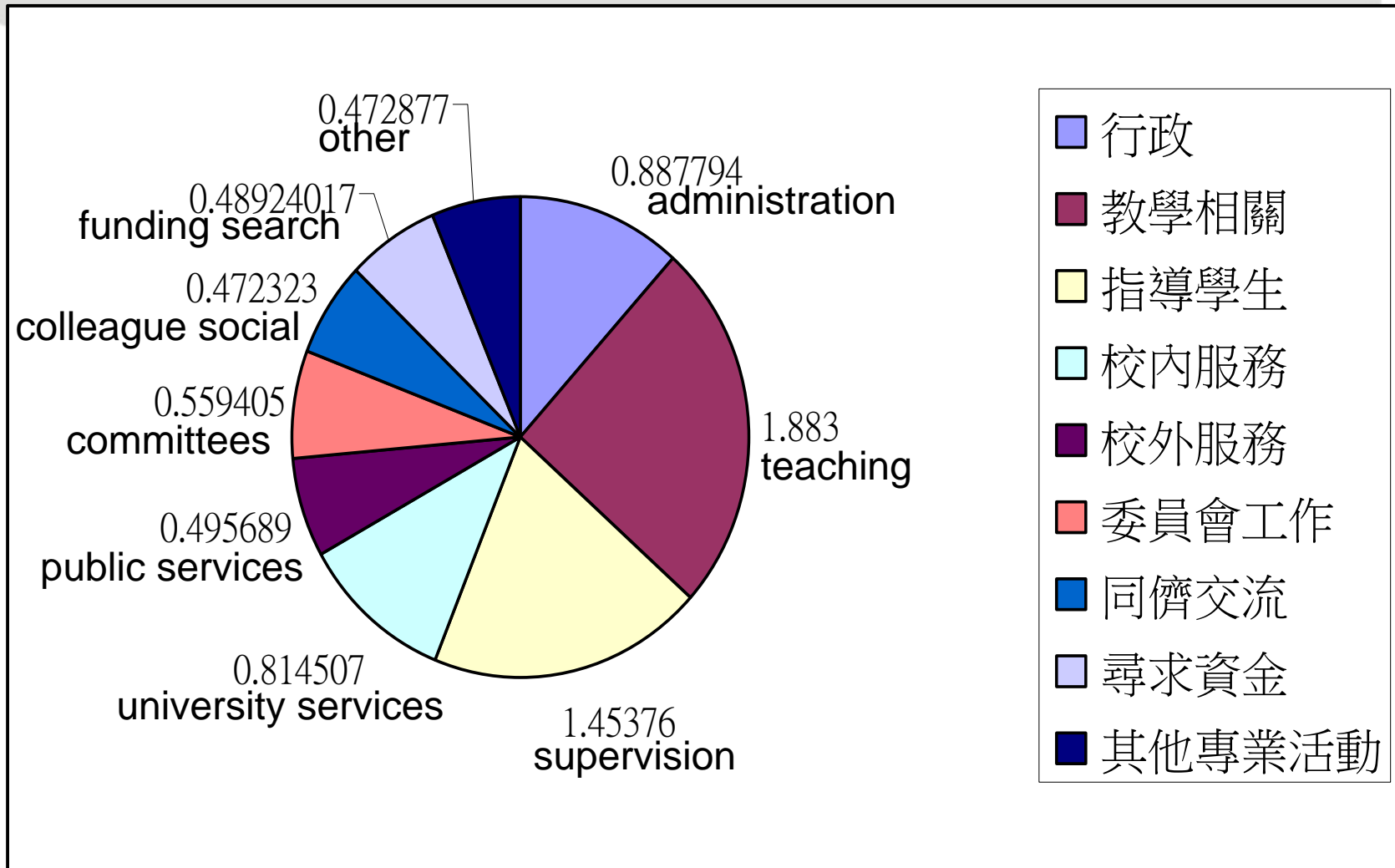
28. 您覺得在行政相關會議中您的意見獲得適當尊重



Difficulties Currently Facing



Work-load comparing to research as 1



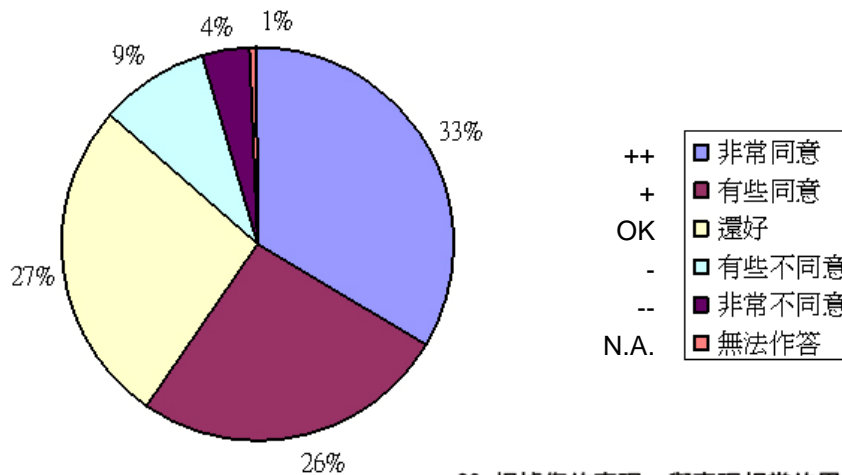


Career Self-Assessment

Career Self-Assessment I: Rank

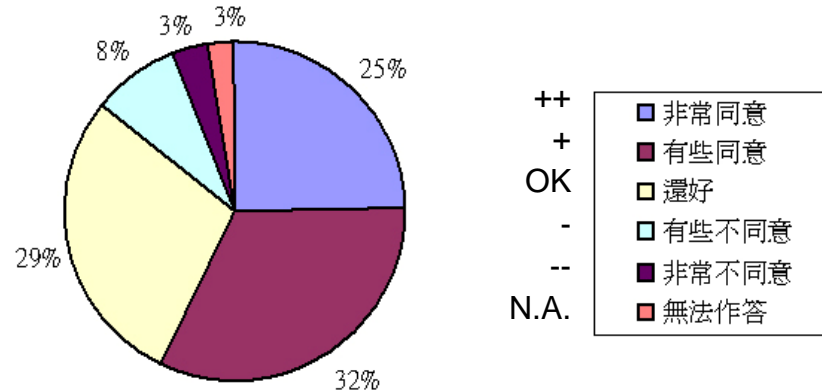
17. You are satisfied with your rank based on your performances.

17. 根據您的表現，您對您的職等感到滿意

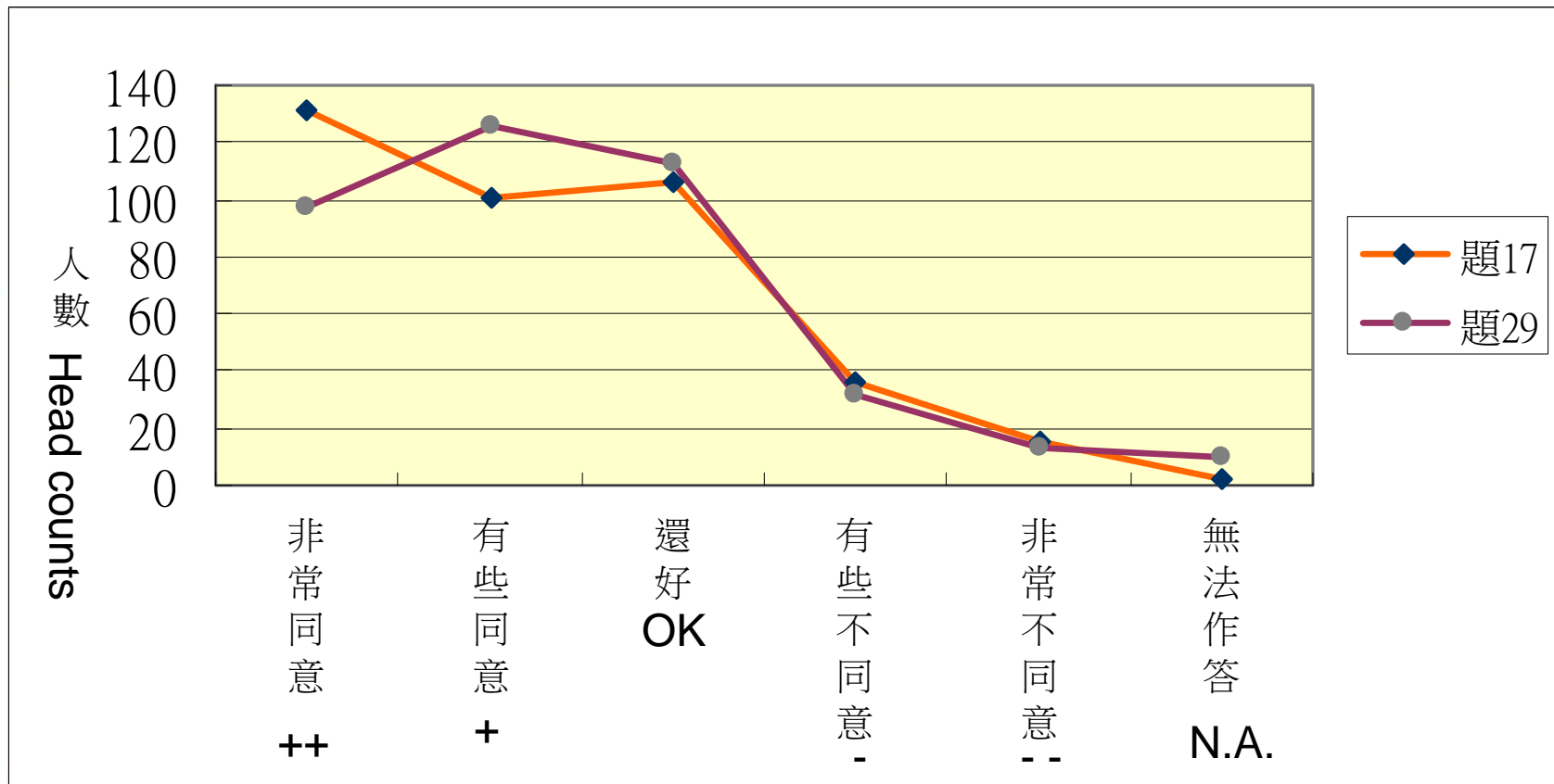


29. 根據您的表現，與表現相當的異性同事比較，您對您的職等感到滿意

29. Comparing with your male colleagues, you are satisfied with your rank based on your performances.

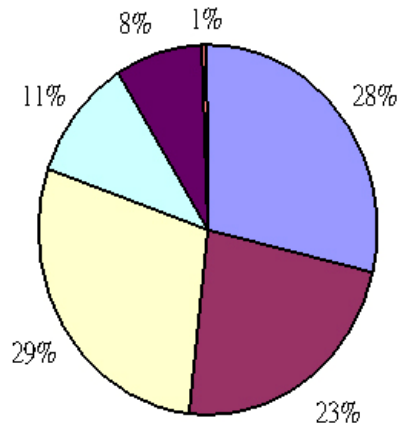


Gender comparison on rank and performances

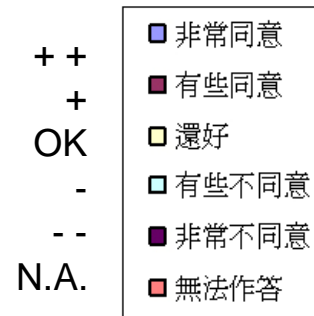


Career Self-Assessment II: Space

18. 根據您的表現，您對您被分配到的空間感到滿意

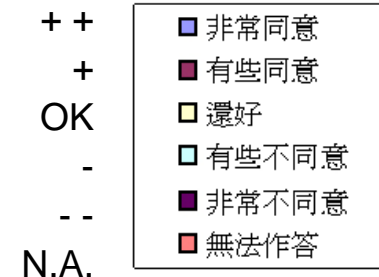
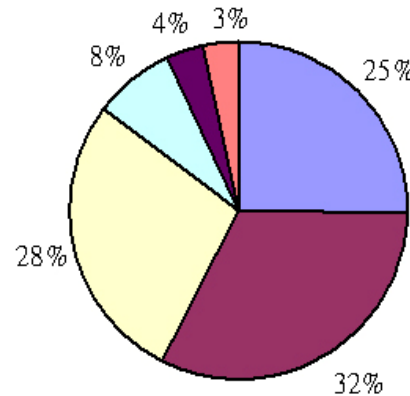


18. You are satisfied with your space based on your performances.

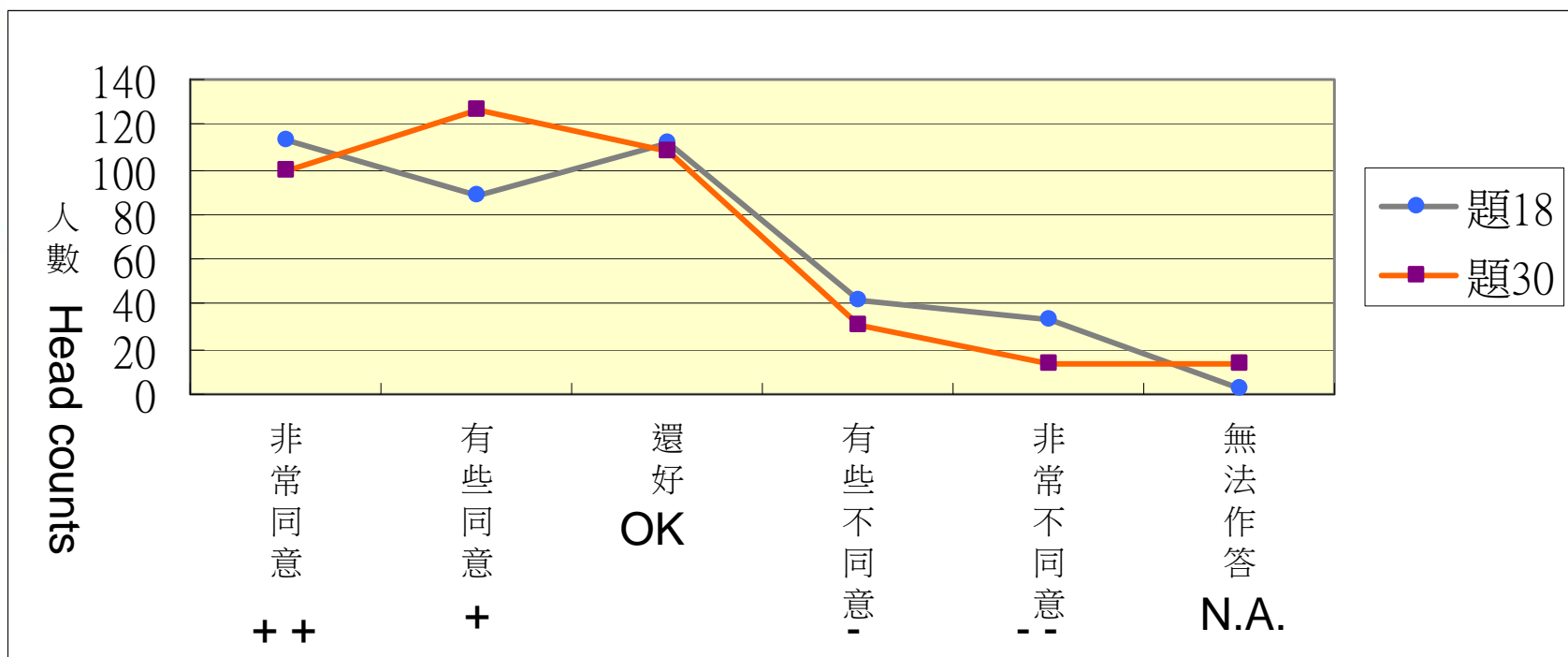


30. 根據您的表現，與表現相當的異性同事比較，您對您被分配到的空間感到滿意

30, Comparing with your male colleagues, you are satisfied with your space based on your performances.

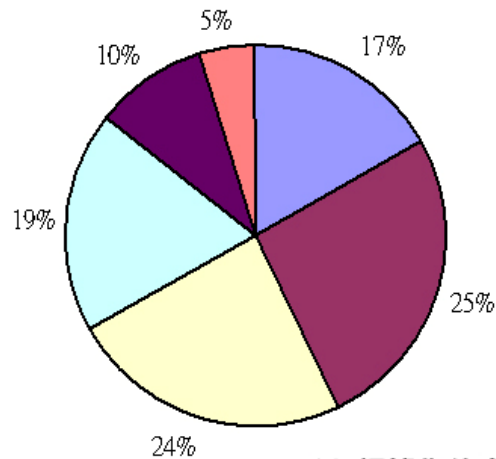


Gender comparison on space allocation and performances

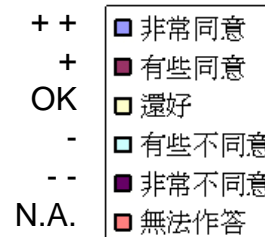


Career Self-Assessment III: Lab

19. 根據您的表現，您對您實驗室獲得的支持感到滿意

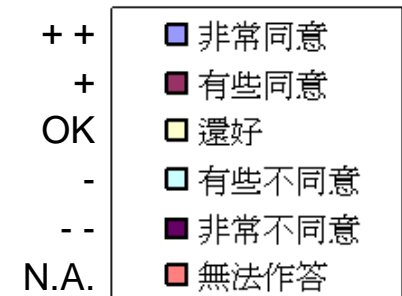
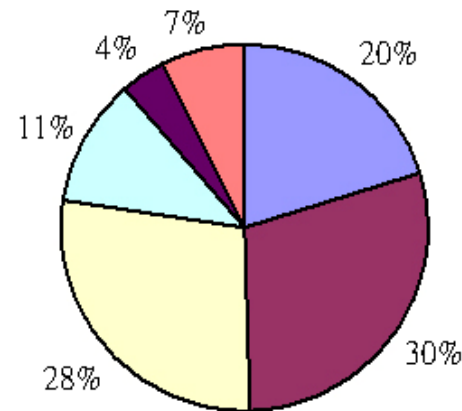


19. You are satisfied with supports to your lab based on your performances.

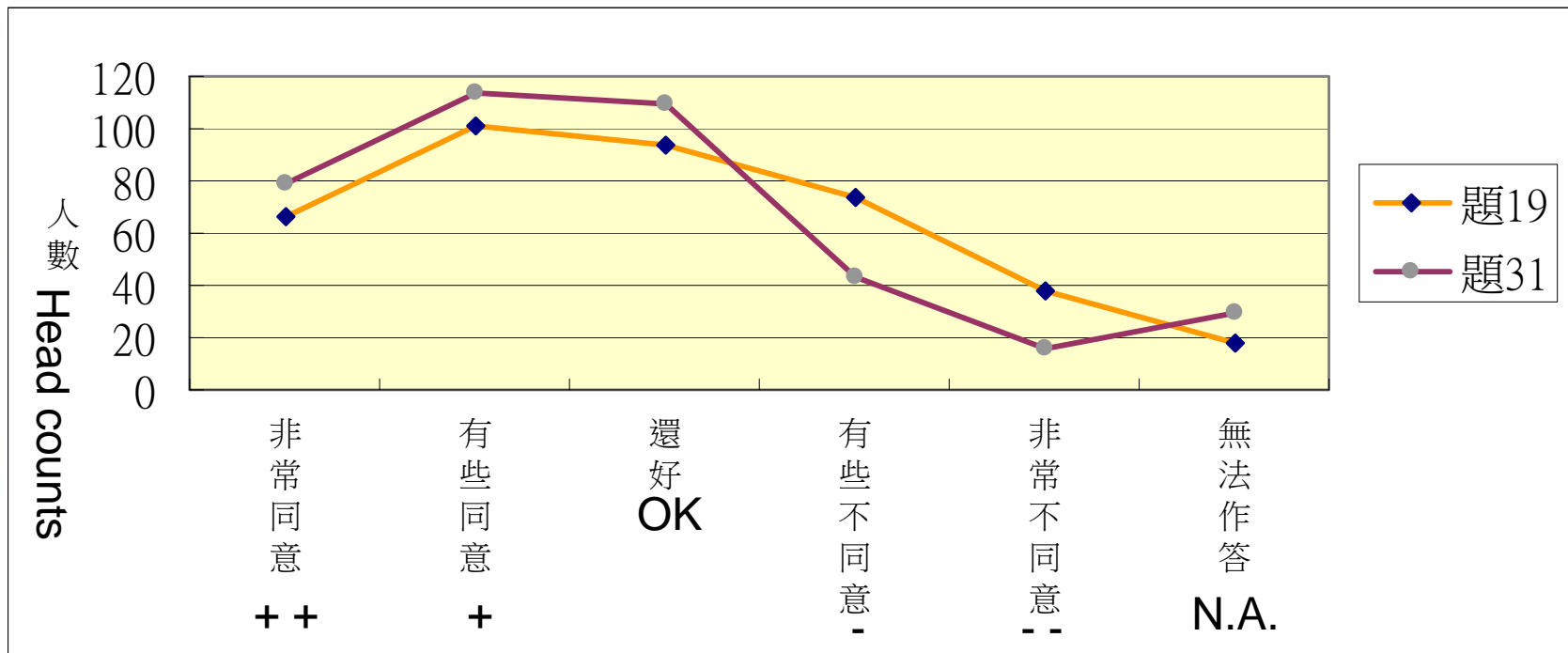


31. 根據您的表現，與表現相當的異性同事比較，您對您實驗室獲得的支持感到滿意

31. Comparing with your male colleagues, you are satisfied with supports to your lab based on your performances.

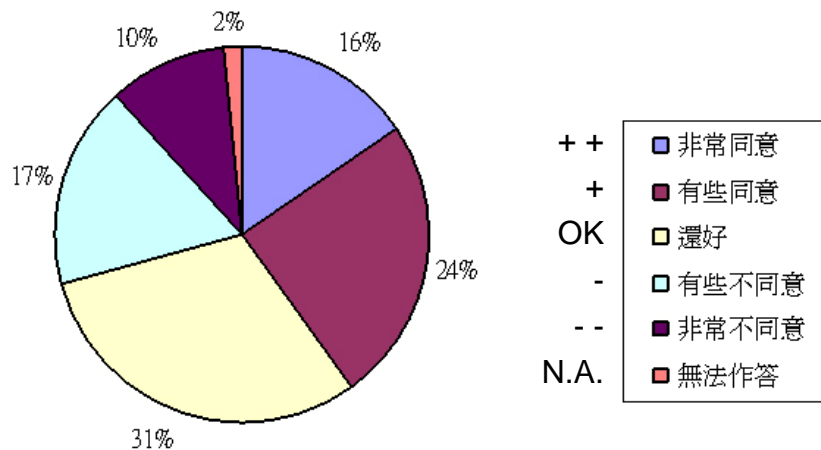


Gender comparison on lab supports and performances



Career Self-Assessment IV: Gants

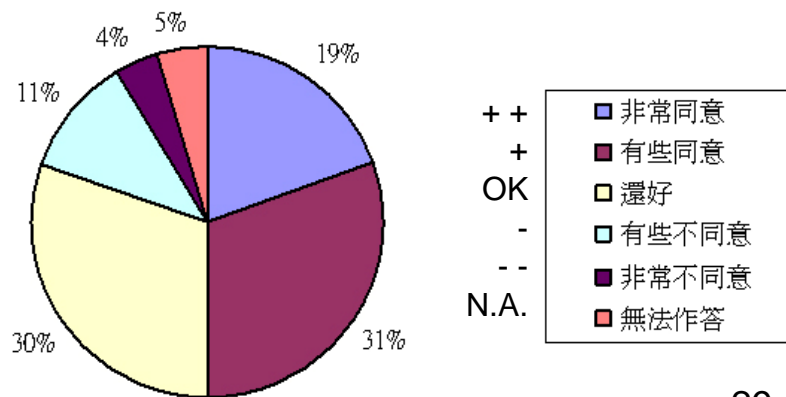
20. 根據您的表現，您對您的研究補助感到滿意



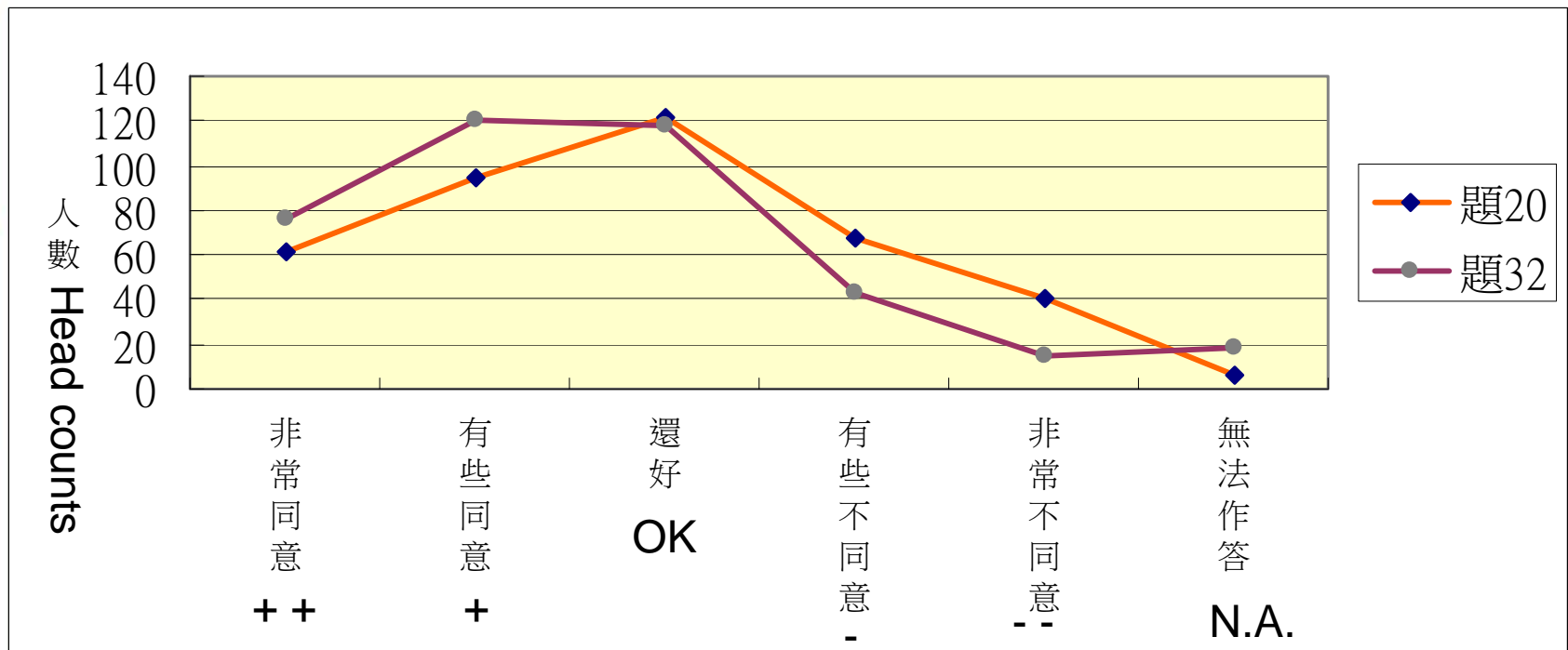
20. You are satisfied with your grants based on your performances.

32. 根據您的表現，與表現相當的異性同事比較，您對您的研究補助感到滿意

32. Comparing with your male colleagues, you are satisfied with your grants based on your performances.

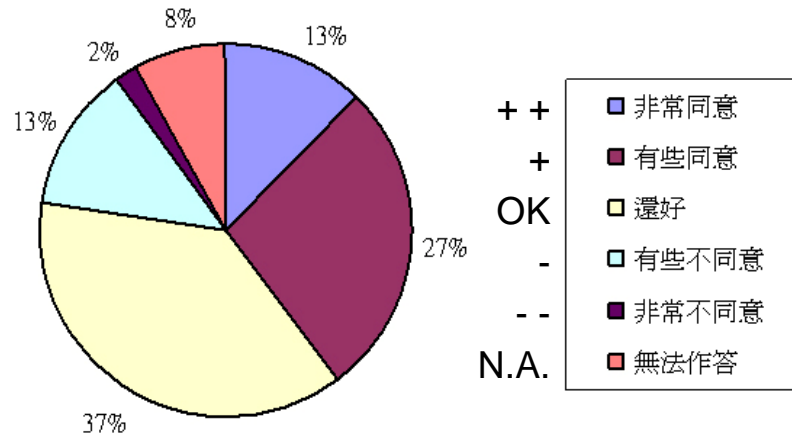


Gender comparison on grants and performances



Career Self-Assessment V: Invitation

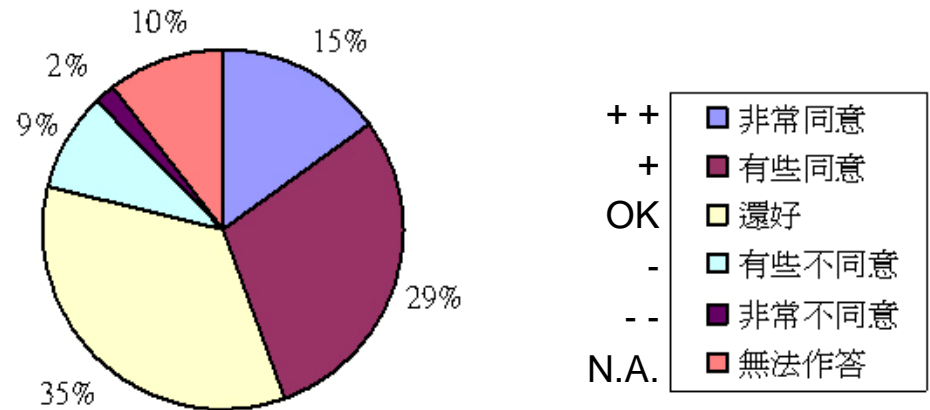
21. 根據您的表現，您對您受邀演講的次數和類別感到滿意



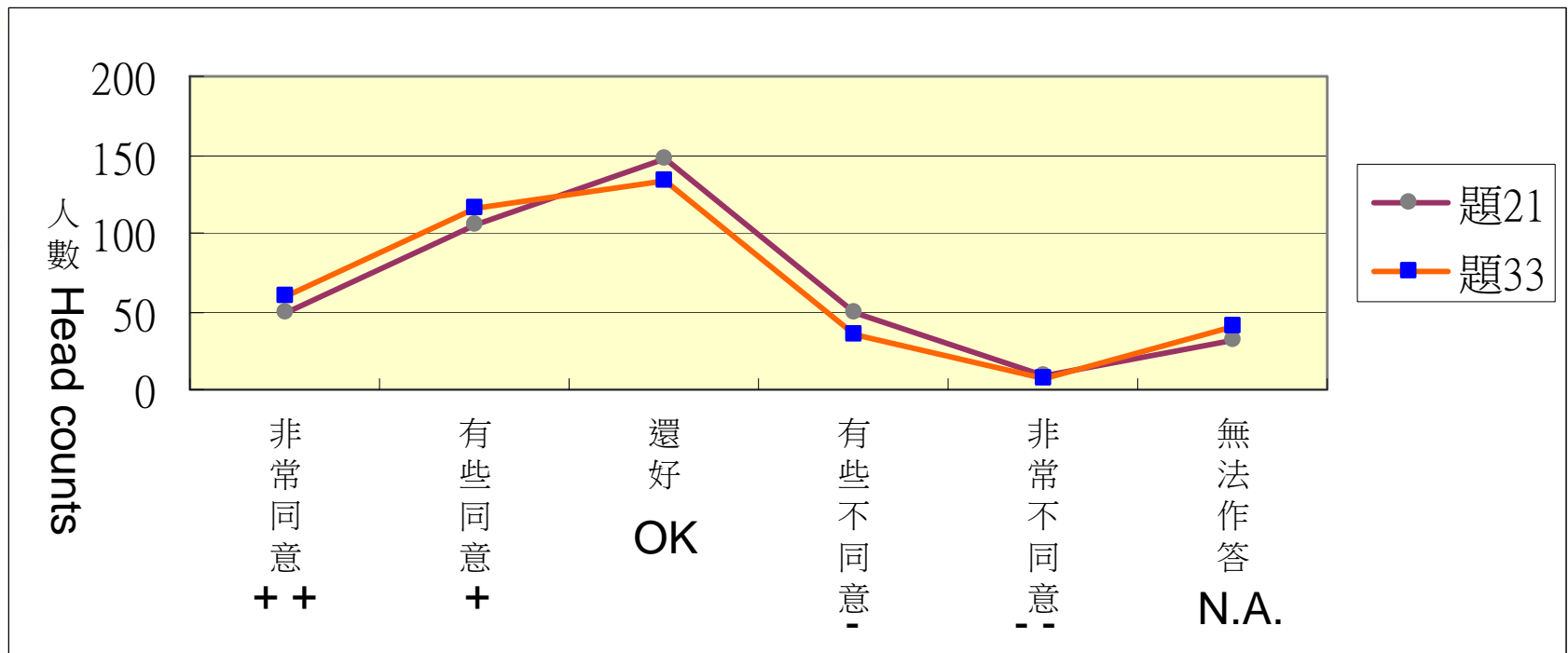
21. You are satisfied with your lecture invitations based on your performances.

33. 根據您的表現，與表現相當的異性同事比較，您對您受邀演講的次數和類別感到滿意

33. Comparing with your male colleagues, you are satisfied with your lecture invitations based on your performances.

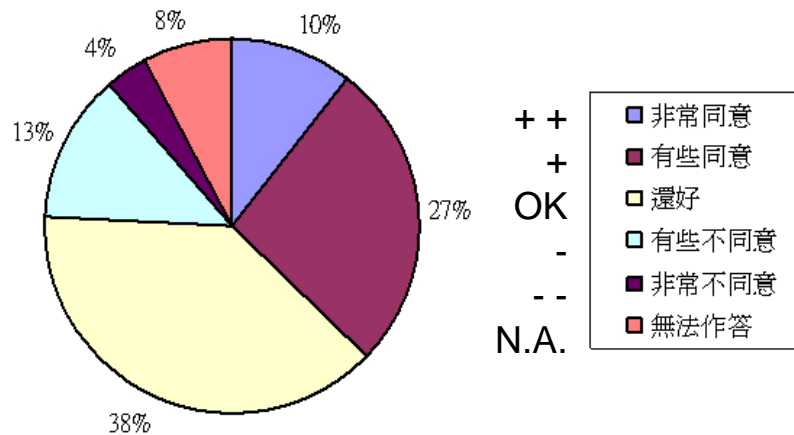


Gender comparison on lecture invitations and performances (insignificant differences)



Career Self-Assessment VI: Honor

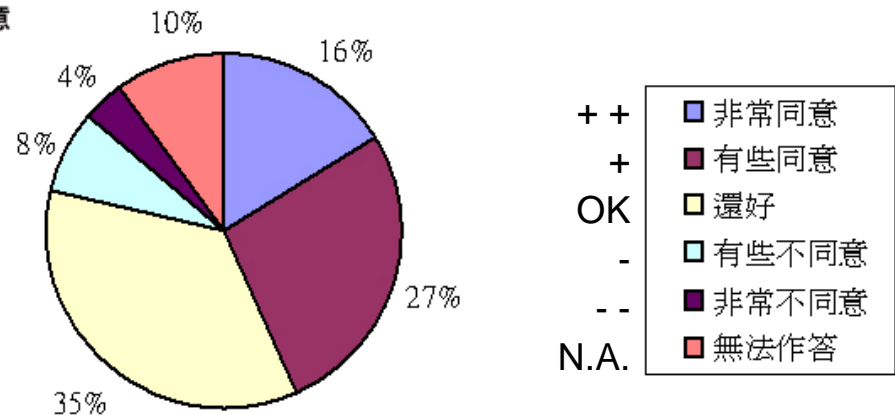
22. 根據您的表現，您對您所得到的獎項、榮譽和其他殊榮感到滿意



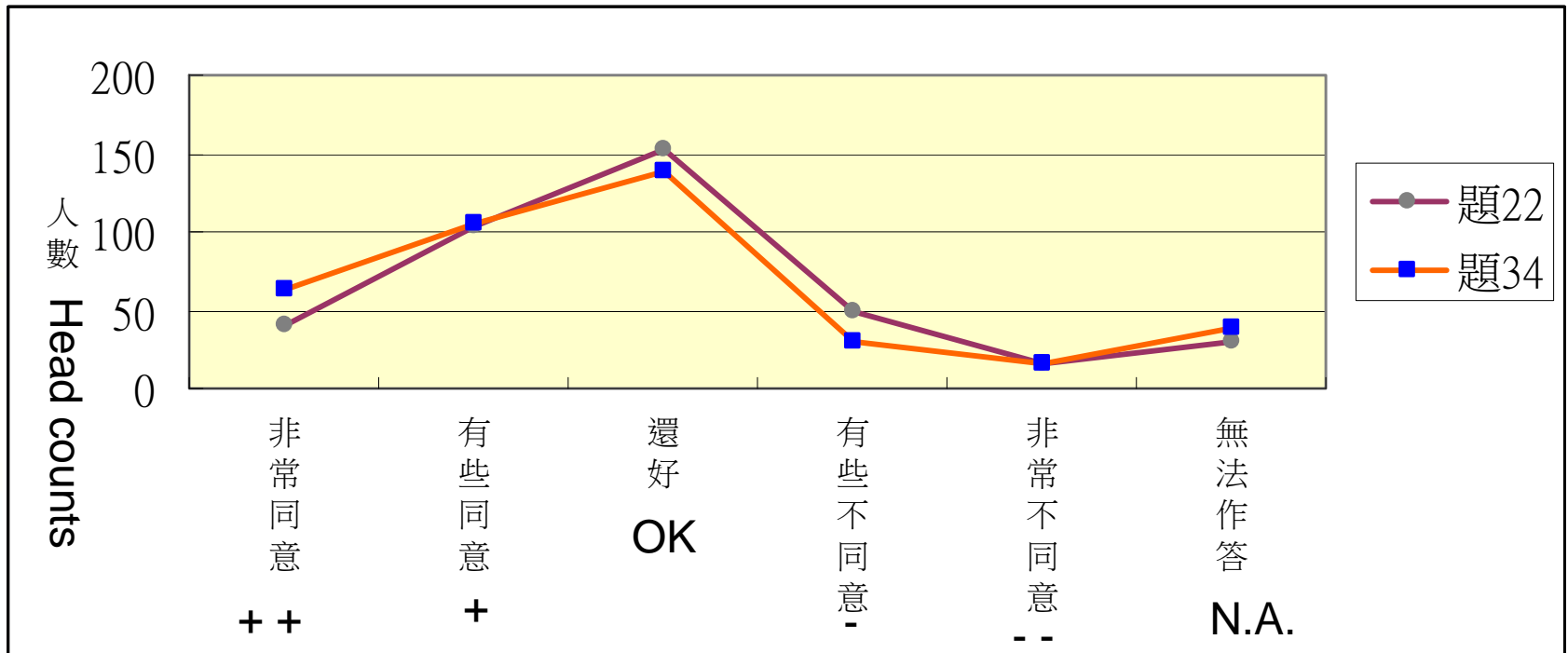
22. You are satisfied with your received honor based on your performances.

34. 根據您的表現，與表現相當的異性同事比較，您對您所得到的獎項、榮譽和其他殊榮感到滿意

34. Comparing with your male colleagues, you are satisfied with your received honor based on your performances.



Gender comparison on honor received and performances



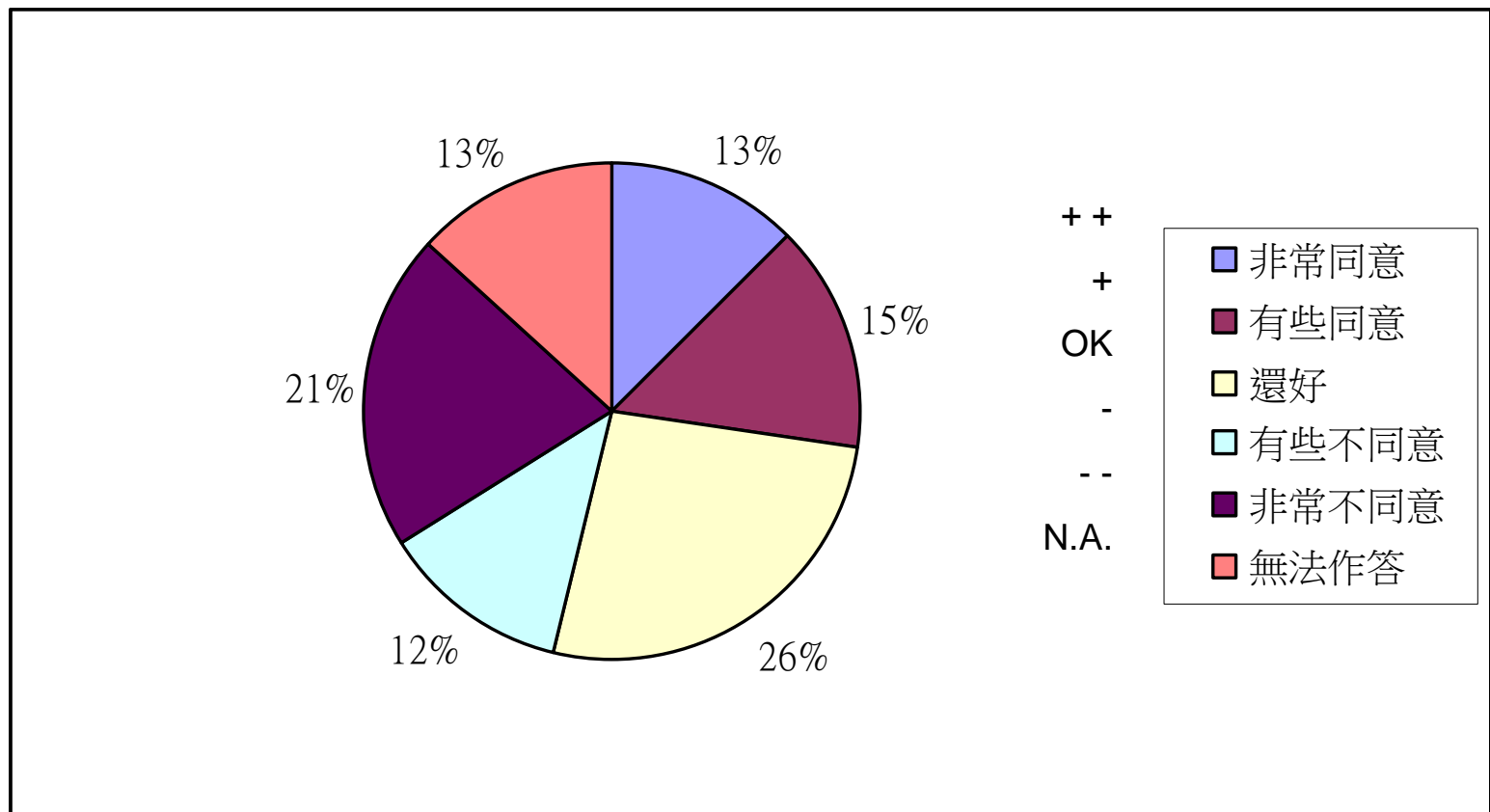
Institutional status differences in self-assessed satisfaction rates

	Rank	Space	Lab
Full	90.2%	70.7%	59.5%
Associate	49.6%	44.1%	39.3%
Assistant	40.7%	41.1%	37.2%

	Grants	Invitation	Honor
Full	58.8%	61.4%	59.6%
Associate	34.1%	31.6%	25.8%
Assistant	30.3%	37.5%	35.8%

Opinion on Women's %-Student

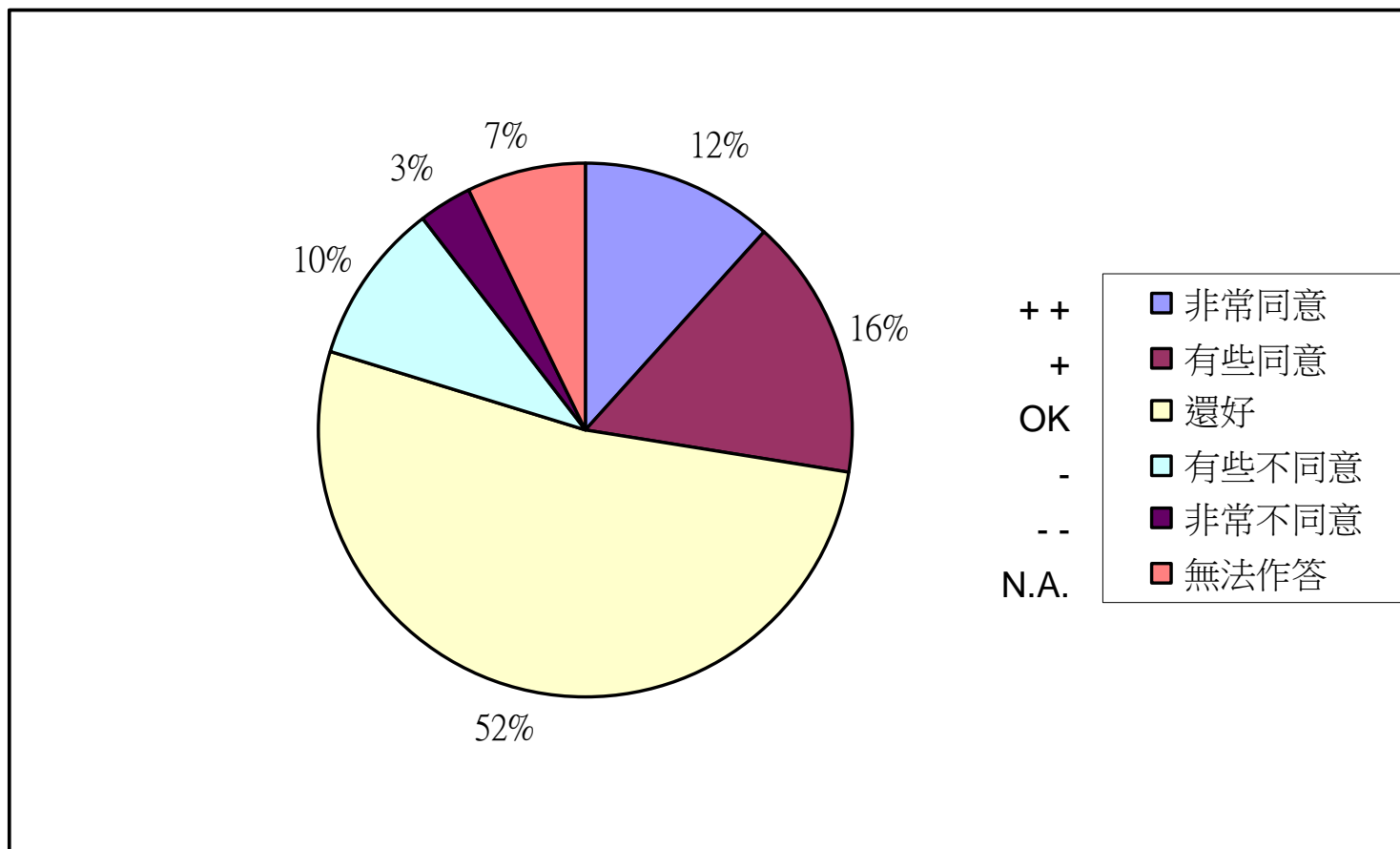
36. 您研究團隊所收的學生中，女性學生的比例高於全單位的女性學生比例
36. Your women student percentage is higher in your research team than in your department/institution.



Opinion on Women's %-Colleague

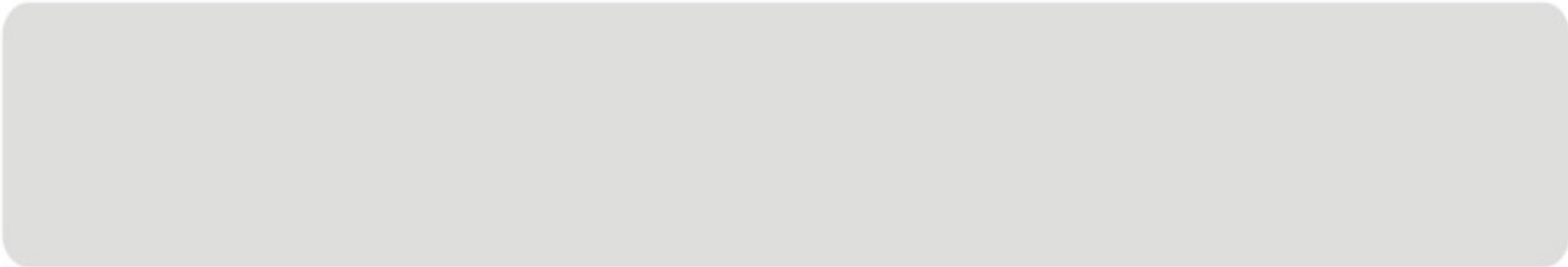
37. 您覺得您任職單位裡專任教師或研究員的女性比例應該比目前更高

37. You feel that the women colleague percentages in your institution should be higher than current.



Discussion

- S/T women's tenure clock vs. biology clock
- Why do women in academic S/T spend more time in caring and household work than other women?
- Are most women in academic S/T satisfied with their marriage and family supports?
- Are most women in academic S/T satisfied with their career conditions?
- What does the outcome of gender comparison in self-assessment mean?
- Why are full rank women mostly satisfied?
- Why do most women feel OK with the current percentages of women colleagues in their institutions?



Thank you
for Listening