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

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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
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
11. What is your current marital status

12. How many children do you have?
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
13.(2) Do you feel sufficient help in taking care of children and elderly?
13.4. 您是否感到其他人在家務勞動（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?

<table>
<thead>
<tr>
<th>Level</th>
<th>Yes</th>
<th>No</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full R.</td>
<td>86</td>
<td>27</td>
<td>113</td>
</tr>
<tr>
<td>Associate R.</td>
<td>78</td>
<td>39</td>
<td>117</td>
</tr>
<tr>
<td>Assistant R.</td>
<td>78</td>
<td>39</td>
<td>117</td>
</tr>
<tr>
<td>Others</td>
<td>10</td>
<td>0</td>
<td>10</td>
</tr>
</tbody>
</table>

Y=252, N=105, T=357
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
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
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
24. Your choice in course offering is respected.

24. 您覺得您的開課意願受到尊重

- Strongly agreed ++: 25%
- Somehow agreed +: 3%
- OK: 10%
- Somehow disagreed -: 6%
- Strongly disagreed --: 25%
- N.A.: 31%
25. Your institution has clear promotion rules.
25. 您觉得您任职单位的升等准则非常明确
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

- 非常不同意
- 有些不同意
- 還好
- 有些同意
- 非常同意
- 無法作答

34% N.A.
31% OK
4% +
4% ++
11% -
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

[Pie chart showing distribution of responses]

- 50% N.A.
- 29% OK
- 7% +
- 1% ++
- 1% --

Legend:
- 非常同意
- 有些同意
- 還好
- 有些不同意
- 非常不同意
- 無法作答
Difficulties Currently Facing

<table>
<thead>
<tr>
<th>面臨困境(可複選)</th>
<th>次數</th>
</tr>
</thead>
<tbody>
<tr>
<td>缺乏托育支持（托幼與托老）</td>
<td>85</td>
</tr>
<tr>
<td>任職單位不夠支持</td>
<td>54</td>
</tr>
<tr>
<td>校方不夠支持</td>
<td>116</td>
</tr>
<tr>
<td>很少得到其他同仁的支持</td>
<td>76</td>
</tr>
<tr>
<td>任職單位管理不遵循規章</td>
<td>45</td>
</tr>
<tr>
<td>自己意見無法影響相關專業領域的人選僱用</td>
<td>55</td>
</tr>
<tr>
<td>不易與同事作專業交流</td>
<td>37</td>
</tr>
<tr>
<td>在專業上有孤單的感覺</td>
<td>99</td>
</tr>
<tr>
<td>工作時間不夠用</td>
<td>88</td>
</tr>
<tr>
<td>指導學生負擔太重</td>
<td>142</td>
</tr>
<tr>
<td>家庭照顧工作負擔太重</td>
<td>112</td>
</tr>
<tr>
<td>短缺實驗室空間</td>
<td>246</td>
</tr>
<tr>
<td>短缺實驗室空間</td>
<td>7</td>
</tr>
<tr>
<td>短缺實驗室空間</td>
<td>0</td>
</tr>
</tbody>
</table>

Counts
Work-load comparing to research as 1

- Administration: 0.887794
- Teaching: 1.883
- Supervision: 0.472877
- Other: 0.559405
- Funding search: 0.472323
- Committee: 0.48924017
- Colleague social: 0.48924017
- University services: 0.495689
- Public services: 0.814507
- Commission work: 1.45376

Categories:
- Teaching
- Supervision
- Administration
- Other
- Funding search
- Committee
- Colleague social
- University services
- Public services
- Commission work
Career
Self-Assessment
17. You are satisfied with your rank based on your performances.

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

![Graph showing head counts for different levels of agreement.](image)

- 非常同意: ++
- 有些同意: +
- 還好: OK
- 有些不同意: -
- 非常不同意: --
- 無法作答: N.A.
18. You are satisfied with your space based on your performances.

30. Comparing with your male colleagues, you are satisfied with your space based on your performances.
Gender comparison on space allocation and performances

![Graph showing gender comparison on space allocation and performances.](image)

- **Head counts**
- **Gender Comparison**
- **Space Allocation**
- **Performances**

**Legend:**
- **題18**
- **題30**

**Options for responses:**
- 非常同意 (Very同意)
- 有些同意 (Some同意)
- 還好 (OK)
- 有些不同意 (Some不同意)
- 非常不同意 (Very不同意)
- 無法作答 (Unable to answer)

**Graph Description:**
The graph compares the head counts for two questions (題18 and 預30) across different levels of agreement. The x-axis represents the levels of agreement, ranging from 非常同意 (Very同意) to 無法作答 (Unable to answer). The y-axis represents the head counts, ranging from 0 to 140.
19. You are satisfied with supports to your lab based on your performances.

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

- 非常同意
- 有些同意
- 還好
- 有些不同意
- 非常不同意
- 無法作答

Head counts

0 20 40 60 80 100 120

題19

題31

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

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

![Graph showing gender comparison on grants and performances]
21. You are satisfied with your lecture invitations based on your performances.

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

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

![Graph showing the comparison of honor received and performances]
Institutional status differences in self-assessed satisfaction rates

<table>
<thead>
<tr>
<th></th>
<th>Rank</th>
<th>Space</th>
<th>Lab</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full</td>
<td>90.2%</td>
<td>70.7%</td>
<td>59.5%</td>
</tr>
<tr>
<td>Associate</td>
<td>49.6%</td>
<td>44.1%</td>
<td>39.3%</td>
</tr>
<tr>
<td>Assistant</td>
<td>40.7%</td>
<td>41.1%</td>
<td>37.2%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Grants</th>
<th>Invitation</th>
<th>Honor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full</td>
<td>58.8%</td>
<td>61.4%</td>
<td>59.6%</td>
</tr>
<tr>
<td>Associate</td>
<td>34.1%</td>
<td>31.6%</td>
<td>25.8%</td>
</tr>
<tr>
<td>Assistant</td>
<td>30.3%</td>
<td>37.5%</td>
<td>35.8%</td>
</tr>
</tbody>
</table>
36. Your women student percentage is higher in your research team than in your department/institution.
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