

## **ACU Women in Research Event**

**19 February 2021**

### **Summary of Group Feedback**

1. Participants reported being required to do too much unacknowledged work that wasn't included in the WAM but which they felt it was difficult or unwise to refuse.
2. There was also a perception that women do a disproportionate amount of pastoral work; even if PAT roles are evenly distributed along gender lines, female students often seek out a female PAT.
3. Heavy workloads are exacerbated by women's "double burden" at home of child/elder care and domestic labour, which has become a triple burden during Covid with the addition of home schooling.
4. There was a strong perception of job insecurity at both ends of the career structure: those at the bottom end are often fractional and/or on T&S contracts; those at the higher end sometimes have the impression that career progression makes you vulnerable to redundancy.
5. Perception of male culture – some colleagues reported difficulty of dealing with male colleagues as a female manager/SL etc.
6. Conclusion: Need for family- and women-friendly solutions. This would include:
  1. Women being able to reduce their contracts to part-time status for an agreed period to accommodate family and caring duties whilst having the assurance that their return to full-time work after that period will be honoured, thus allowing them to benefit fully from the research hours accommodated in workloads;
  2. A clearer sense of career progression for women and a reassurance that moving into more research-intensive roles, for example Associate Professor or Professor, does not leave them vulnerable in terms of job security;
  3. A stable commitment to the 220 research hours offered as part of the T&R contract to ensure that women, who often take on a disproportionate amount of domestic work outside their employment, can plan research projects and outputs with confidence;
  4. Training and awareness raising at manager level to ensure that the culture within teams is supportive and accommodating to all colleagues, and that research is regarded as integral to the work and development of the team.