

The impact of Covid-19 on academics: observation through a gender lens

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Challenges for academics: at the individual level

- ✓ Increased **mental distress** stress, anxiety, depression and fear of the virus.
- ✓ **Delays in research**, especially for those who depend on labs and physical resources outside the home.
- ✓ **Parents of young children** experience increased difficulty in meeting the requirements of teaching, research and administration.
- ✓ **Responsibility for older family members/sick people** imposes an increased burden.
- ✓ **Staff at risk group**: limits their ability to continue working.
- ✓ **Precarious contracts and work insecurity**



Challenges for academics: at the interface with the organization

- ✓ **Managing a team during global crisis**, challenging team leadership, and organizing work in complex uncertainties, given accessibility constraints.
- ✓ **Delays in building new laboratories and equipment supply.**
- ✓ The transition to **distance learning** requires the acquisition of new skills and capabilities in a short time.
- ✓ Challenges to **international collaborations**, traveling and research plans are stacked.



Female academics: new research evidence

✓ Work life balance:

Gender imbalance at home intensify female's difficulties:

- More care responsibilities
- Less time for work

✓ Networking:

- Research groups that quickly organize around Covid-19 lack gender diversity.
- The extent of women's participation in seminars and conferences is lower, which also means reducing access to the latest knowledge in the field.



Female academics: new research evidence

✓ Research Resources/products:

- Lower rates of female submission of new research grants - short time intervals
- Lower rates of female submission of articles

✓ Career barriers:

- Job insecurity and precarious contracts
- Women face additional barriers to entry, retention and promotion
- Postdocs: a group that has been particularly affected



Summary and a look to the future

- ✓ There are multiple evidence which indicate that the pandemic has already created **cumulative disadvantages for women academics**.
- ✓ Organizations need to think **creatively** about the challenge of equality at this time and promote **policies** and **tools** that will prevent the deepening of gender imbalance in the wake of the pandemic.