

Long-Term Fellowship applicants in 1998

Below is the questionnaire that was sent out to the applicants to the EMBO Long-Term Fellowship programme in 1998. The answers are presented with the percentage from female versus male applicants. "Total Respondents" indicates the number of female respective male applicants that replied to that certain question.

1 How old are you?				
		Women %		Men %
25-30 years		0		0
31-33 years		1		4
34-36 years		38		30
37-39 years		38		47
40-42 years		21		17
43-45 years		1		2
> 45 years		1		0
Total Respondents	151			247

2 What is your gender?				
		Women %		Men %
Female		100		0
Male		0		100
Total Respondents	151			247

3 What is your current employment status?				
		Women %		Men %
Permanent position		59		60
Temporary position		35		38
Unemployed but actively searching for a job		1		0
Unemployed and not actively searching for a job		0		0
Other (please specify)		4		2
Total Respondents	150			247

4 How many hours do you typically work?				
		Women %		Men %
1-20 hours/week		2		0
21-35 hours/week		4		0
36-45 hours/week		44		35
46-55 hours/week		35		42
56-65 hours/week		13		17
More than 65 hours/week		1		5
Total Respondents	149			244

5	How many hours would you be willing to work?			
		Women %		Men %
	1-20 hours/week	1		0
	21-35 hours/week	11		1
	36-45 hours/week	45		39
	46-55 hours/week	30		40
	56-65 hours/week	7		16
	More than 65 hours/week	5		4
	Total Respondents	151		245

6	How many scientific papers have you published? (articles and reviews)			
		Women %		Men %
	1 to 2	1		1
	3 to 4	2		2
	5 to 7	13		7
	8 to 10	17		12
	11 to 13	17		15
	14 to 16	17		16
	17 to 20	11		14
	21 to 25	7		14
	more than 25	17		19
	Total Respondents	150		247

7	When was your latest publication published?			
		Women %		Men %
	1998	0		1
	1999	2		0
	2000	1		1
	2001	3		1
	2002	5		2
	2003	7		4
	2004	9		9
	2005	27		21
	2006	46		61
	Total Respondents	151		247

8	Where do you currently work?			
		Women %		Men %
	Academia: such as universities, research institutes or equivalent	79		82
	Industry	9		11
	Governmental organisation	3		4
	Non-governmental organisation	2		0
	Currently not working	1		0
	Other (please specify)	6		2

Total Respondents	150		247	
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Working in academia

2;1	What is your current position?			
			Women %	Men %
	Full professor		3	4
	Associate professor		7	10
	Assistant professor		24	20
	Group leader or equivalent		29	41
	Post-doctoral fellow		15	12
	Administrator		0	0
	Other (please specify)		23	14
	Total Respondents	118		200

2;2	What contributed to your choice to stay in academia? Multiple choices can be marked.			
			Women %	Men %
	Academic freedom		77	86
	More focus on scientific research		79	78
	Teaching		27	20
	Better working conditions		10	12
	More job security		22	23
	Better prospects for career progression		5	6
	More flexible hours		40	40
	Lack of positions elsewhere		10	11
	Other (please specify)		3	6
Total Respondents	117		199	

2;3	Do you have a research activity?			
			Women %	Men %
	Yes		98	99
	No		2	2
	Total Respondents	117		200

2;4	Are you satisfied with working conditions in academia?			
			Women %	Men %
	Yes		70	64
	No		30	36
	Total Respondents	116		200

2;5	Are you satisfied with your prospects for advancement?			
			Women %	Men %
	Yes		51	48
	No		49	52
	Total Respondents	117		199

2;6	If you had the option would you prefer to work in a non-academic environment?				
			Women %		Men %
	Yes		12		18
	No		88		82
	Total Respondents	114		191	

2;7	Have you ever applied for a non-academic position?				
			Women %		Men %
	Yes		25		30
	No		75		70
	Total Respondents	117		199	

2;8	Comments regarding academic employment?				
			Women %		Men %
	Total Respondents	32	27	48	24

Working elsewhere than in academia

3;1

When did you leave academia?				
		Women %		Men %
Before post-doc		6		7
During post-doc		19		9
After post-doc		74		84
Total Respondents	31		44	

3;2

What best describes your current employment?				
		Women %		Men %
Scientist		52		68
Technician		0		0
Administration		3		5
Teaching		0		0
Medical work, such as doctor		6		0
Patent work		3		5
Journalism		0		0
Editorial work		10		2
Other (please specify)		26		20
Total Respondents	31		44	

3;3

Why did you leave academia? Multiple choices can be marked.				
		Women %		Men %
Too competitive		13		14
Too many non-scientific duties (e.g. teaching, bureaucracy, grant application)		19		9
Return for effort was unsatisfactory		39		35
Loss of interest in working at the lab bench		16		30
Research demanded excessive focus on just one topic		39		19
Lack of job security		35		30
Salary level unsatisfactory		39		42
Not compatible with my partner's career		23		9
Lack of support by supervisor		10		7
Career perspectives were unclear		35		49
Lack of positions in an intermediate level		39		28
Failure to attract funding		0		7
Care responsibilities		3		2
Further education		0		2
Other (please specify)		32		33
Total Respondents	31		43	

3;4	Do you have a research activity?				
			Women %		Men %
	Yes		61		68
	No		39		32
	Total Respondents	31		44	

3;5	Would you have liked to stay in academic science but not as a group leader?				
			Women %		Men %
	Yes		45		32
	No		55		68
	Total Respondents	29		41	

3;6	Are you satisfied to be working outside of academia?				
			Women %		Men %
	Yes		90		88
	No		10		12
	Total Respondents	29		42	

3;7	If you had the option would you prefer to work in academia?				
			Women %		Men %
	Yes		39		34
	No		61		66
	Total Respondents	31		41	

3;8	Have you ever tried to return to an academic position?				
			Women %		Men %
	Yes		26		20
	No		74		80
	Total Respondents	31		41	

3;9	Comments regarding non-academic employment?				
			Women %		Men %
	Total Respondents	13	42	15	37

Family matters

10	Do you have a partner?			
			Women %	Men %
	Yes		86	90
	No		14	10
	Total Respondents	150		242

4;1	Is your partner working?			
			Women %	Men %
	Yes		98	87
	No		2	13
	Total Respondents	128		215

4;2	Is your partner working within science?			
			Women %	Men %
	Yes		59	46
	No		41	54
	Total Respondents	128		214

4;3	How many hours does your partner typically work?			
			Women %	Men %
	1-20 hours/week		2	9
	21-35 hours/week		4	18
	36-45 hours/week		41	42
	46-55 hours/week		32	24
	56-65 hours/week		15	5
	more than 65 hours/week		6	2
	Total Respondents	127		197

4;4	What type of education does your partner have?			
			Women %	Men %
	PhD		59	44
	University-degree (MD, MSc, BSc or equivalent)		32	46
	Secondary school qualification		6	5
	Vocational training		2	3
	Other (please specify)		2	2
	Total Respondents	127		215

4;5	Did you partner ever move because of YOUR work?			
			Women %	Men %
	Yes		50	72
No		50	28	

Total Respondents	127		214	

4;6	If yes - did your partner find a job matching his/her qualifications?			
			Women %	Men %
	Yes		72	58
	No		28	42
	Total Respondents	68		160

4;7	Did you ever move because of your partner's work?			
			Women %	Men %
	Yes		48	18
	No		52	82
	Total Respondents	126		214

4;8	What percentage of your total family income is provided by you?			
			Women %	Men %
	0-25%		8	1
	26-50%		57	23
	51-75%		30	53
	76-100%		4	23
	Total Respondents	122		215

11	Do you have children?			
			Women %	Men %
	Yes		58	67
	No		42	33
	Total Respondents	149		241

5;1	Do you plan to have children in the future?			
			Women %	Men %
	Yes		63	70
	No		37	30
	Total Respondents	60		77

6;1	How many children do you have?			
			Women %	Men %
	1		42	36
	2		48	43
	3 or more		10	22
	Total Respondents	86		162

6;2	When was your first child born?			
			Women %	Men %
	Before post-doc		20	27
	During post-doc		30	35
	After post-doc		50	37
	Total Respondents	86		161

6;3	How old were you when your first child was born?			
			Women %	Men %
	<25 years		3	6
	25-30 years		26	29
	31-33 years		33	31
	34-36 years		23	24
	37-39 years		15	10
	40-42 years		0	1
	42-45 years		0	0
	>45 years		0	0
Total Respondents	86		161	

6;4	Do you have access to child-care?			
			Women %	Men %
	Yes		91	84
	No		9	16
	Total Respondents	85		160

6;5	Do you have access to full-time child-care?			
			Women %	Men %
	Yes		74	69
	No		26	31
	Total Respondents	85		158

6;6	In total how much parental leave did you take?			
			Women %	Men %
	1-3 months		33	44
	4-6 months		35	7
	7-12 months		15	1
	1-2 years		12	0
	3-4 years		2	0
	More than 4 years		0	0
	Other (please specify)		2	47
	Total Respondents	85		154

6;7	How did your supervisor react to you having children? Multiple choices can be marked.				
			Women %		Men %
	Whole-hearted support		41		47
	Neutral		33		46
	Was doubtful whether my scientific career could be combined with children		21		4
	Was less supportive than before		11		3
	Became more critical than before		11		3
	Other (please specify)		14		7
	Total Respondents	85		153	

6;8	Would you like to have/have had more children?				
			Women %		Men %
	Yes		56		49
	No		44		51
	Total Respondents	85		159	

6;9	If you did not return to work after parental leave please tell us why.				
			Women %		Men %
	Parental leave is not over yet!		17		13
	No access to child-care		0		0
	Child-care is too expensive		0		13
	I prefer to stay at home with my children		0		0
	No job available		17		13
	Having children is not compatible with dual careers for me and my partner		33		0
	Other (please specify)		33		63
	Total Respondents	6		8	

6;10	If you did not return to work after parental leave what are your plans?				
			Women %		Men %
	To return to my previous position		50		25
	To start work within academia		13		13
	To start work within industry		0		13
	To start work within administration		13		0
	Other (please specify)		25		50
	Total Respondents	8		8	

6;11	Comments regarding family matters?				
			Women %		Men %
	Total Respondents	26	31	22	14

Motivation and career issues

12	Were you encouraged by your PhD supervisor to apply for a post-doc position?				
			Women %		Men %
	Yes		88		88
	No		12		12
	Total Respondents	146		236	

13	What personal characteristics or factors have helped you most during your career? Multiple choices can be marked.				
			Women %		Men %
	Curiosity		71		77
	Competitiveness		27		32
	Persistence and endurance		87		81
	Networking		26		24
	Ambition and determination		54		51
	Partner or family		34		24
	Mentor or role model		26		24
	Self-motivation		81		76
	Other (please specify)		2		2
Total Respondents	145		238		

14	How important are the following factors for you?								
			Women			Men			
			<i>Very important</i>	<i>Important</i>	<i>Not so important</i>		<i>Very important</i>	<i>Important</i>	<i>Not so important</i>
	Inventing or discovering something significant		52	42	6		65	32	4
	Having an active social life		21	56	21		19	54	26
	Being successful at work		50	50	1		45	52	3
	Living close to family and relatives		28	34	38		24	40	34
	Climbing the career ladder		13	46	40		15	51	32
	Having the option to work part-time for a certain time		20	27	52		6	21	69
	Earning a high salary		10	49	41		12	53	34
Total Respondents	145				238				

15	Do you agree or disagree with the following?						
		Women			Men		
		Agree	Neutral	Disagree	Agree	Neutral	Disagree
	I have to work an unreasonable amount of hours to succeed	46	24	30	33	42	26
	I feel excluded from informal networks at my work	13	37	50	9	41	50
	I believe that taking parental leave is held against those who do so	34	38	28	22	48	29
	I suspect that I was chosen for my current position partly because of my gender	4	13	82	4	14	81
	Men get more career support from supervisors	43	29	28	14	37	49
	I believe it is possible to combine a scientific career with a family	57	28	14	66	26	8
	A glass ceiling for promotion of women exists at my workplace	23	47	29	8	42	49
	A quota system for women in scientific positions will have a positive effect for women	43	32	25	19	42	39
	A quota system for women in scientific positions will have a positive effect for science	34	42	22	11	44	45
	I receive a fair level of respect and responsibility in my workplace	74	15	10	68	25	7
	My boss would respond positively to a request for flexible working hours	47	26	26	42	40	16
	I have witnessed negative discrimination against women at my workplace	21	22	56	7	21	72
	I have been negatively discriminated against at work because of my gender	12	23	66	3	10	88
	Total Respondents	145			236		

16	Do you have a formal mentor i.e. a person to whom you can turn for help with your professional life?		
		Women %	Men %
	Yes	37	32
	No	63	68
	Total Respondents	146	234

17	Would you like to have a mentor?		
		Women %	Men %
	Yes	69	50
	No	31	50
	Total Respondents	93	163

18	How did you find the mentor?		
		Women %	Men %
	Through my own efforts	61	67
	The mentor was assigned to me	20	21
	Other (please specify)	19	13

Total Respondents	59		78	

19	How often are you normally in contact with your mentor?			
			Women %	Men %
	Once a day		25	20
	Once a week		27	29
	Once a month		21	16
	2-6 times per year		13	29
	Less than once per year		13	5
	Total Respondents	52		75

20	Has the mentor been useful to you?			
			Women %	Men %
	Yes		92	93
	No		8	7
	Total Respondents	53		75

21	Are you satisfied with the balance between your work and personal life?			
			Women %	Men %
	Yes		63	68
	No		37	32
	Total Respondents	139		228

22	Do you have any other comments or anecdotes regarding balancing your career with your personal life?			
			Women %	Men %
	Total Respondents	50	34	43

Comments from Long-Term Fellowship-applicants in 1998

Below are the comments made in the questionnaire that was sent out to the applicants to the EMBO Long-Term Fellowship programme in 1998. The comments are uncorrected.

Comments regarding academic employment?

Women	
1	Academic freedom to perform research in fundamental domains and possibility to have the responsibility of a stable team with about half of the team having permanent positions. Thus possibility to have long term projects. Teaching is also a very exciting activity.
2	The problem with the situation in France are the low salaries and the difficulties to get post-doc and student salaries
3	Ramon y Cajal investigators in Spain, although recruited as junior PIs, are many times considered by their research institutes as regular postdoctoral fellows. It's difficult to build up the transition to the PI status in Spain, little support from the government and institutes that hire you.
4	-Too many hours spent in bureaucracy, teaching and preparing classes -No too much time for research, so no production -As you don't have production, you have a lot of difficulties for getting grants -As you don't have grants, you don't have money for rese
5	I returned to India after 12 years in Europe (UK and Germany) to join a premier academic institute (Tata Institute of Fundamental Research) here where I am setting up my lab. I value academic freedom and enjoy finding things out which is why I do what I do but I cannot help but say that I wished we were better off. I worry that this may not be a financially feasible career in the long run.
6	Spanish academic staff do not like to have people doing full time research at the University
7	More tenure track positions necessary
8	The importance of publications. If you can not publish your results means that you and your work are useless
9	i have never tried non-academic. i do not discard the option in the future but i do not know if i would prefer it or not. I have an acceptable degree of success on my academic position but i do not have a stable position. Ramon y Cajal program is a very controversial program in Spain. i have managed to start a small group under this program but the conditions are very bad.
10	Balance between teaching and research is tough - each area is highly demanding
11	very poor benefits for students and postdocs particularly, leading to future retirement problems, and poor salaries thereafter (at least in France). Also very rigid system in terms of lab management (number of students allowed/labs; availability of stipends/salaries to recruit people; constraints as to where to buy equipment and reagents with higher prices than in the US... etc)
12	to few permanent positions
13	still lagging far behind private sector in terms of salaries for people involved in research support
14	The situation in France is quite critical both in terms of lab funding and in terms of salaries. Moreover as a female scientist I continuously feel the pressure and selection for males (whether as students or postdocs) over females. In spite of the numerous reports documenting this issue in our society, the problem concerning equal opportunities remains...
15	The freedom in science and combination with training youngsters makes academia a great place to work, even if the working conditions are worse than in a non-academic environment
16	doesn't pay well enough
17	Academic employment is great for the mind (liberty, fundamental questions to think and work on, meeting great people etc.) but the position of assistant professor does not give enough time to do as much research as I would like. Moreover, my salary is rather "small" compared to any money I could make elsewhere with my background. It is really a choice I have made here.
18	Precariousness is a common problem (endless series of post-doctoral positions, or temporary positions...)
19	Almost no money. Waste of time with ordering because slow and heavy administration procedures. No good boss present, no synergy between groups and between each member of the group, no meeting, etc...
20	Currently, Spanish scientists are facing a hard period concerning academic employment. First, it is difficult to access to academic positions and to progress into the Spanish academic career. Most of us after a long period of postdoctoral training abroad of Spain, we are able to get a five years contract in Spain (something like a tenure-track in other countries). After passing several evaluations during these years where you have to show that you are able to drive your own projects, most of us we find no way to continue in academia. Spanish government started this program in 2001, that's why in the next months the first colleagues who got this kind of contracts in 2001 will be out of Spanish scientific career.
21	Academia requires a passion for research that borders on obsession because of the number of hours that the job requires.

22	It is hard to get funding, so because I'm still on a temporary contract, my future prospects are still uncertain. This is a very important drawback of research when you have to support a family.
23	Too much bureaucracy Advancement not strictly depending on merit Badly payed
24	salaries are really low in France for academic science
25	I am not satisfied about the mean I have in order to make my work progress. There is a lack of money but also less and less students are coming to work in laboratory.
26	Bad thing about the academic carrer is that it is too much dependent on the AMOUNT, rather than QUALITY of publications. And on the amount of people who agree with your scientific ideas.
27	Love it Like interacting with students Research underfunded
28	It is extremelly difficult to get permanent posts.
29	In Spain there is very few permanent academic position and there is no (very few) perspective for people with a temporary contract.
30	In USA, it is very hard to advance in academia if you are a woman with children
31	Too little permanent positions Dependence on networks that are missing for women Too little time for networking Male "brotherhoods" as barrier to get permanent positions Little acceptance for flexible hours I have been an INSERM employee for 5 and I earn 80% of a post-doc stipend (EMBO or HFSP). There is a clear problem with salaries in academic scienbce in France. Moreover, I spent the pas 4 years or so as a group leader in France and I ended up with the following conclusion: I have been trained for scientific excellence while my job now consists mostly in two aspects that have very little to do with science. 1) I spend most of y time finding grants and reporting of how I use them and 2) I struggle to get students or post-doc to get some work done. I realize that this is an unproductive way to do science and therefore, I took the oportunity to move to MRC-LMB which provides core funding. I will have the oportunity there to do some bench work since I will not have to get grants. Hopefully, this will be more productive.
32	
Men	
1	The pyramid of academic employment is very steep between postdoctoral fellow and group leader/scientist/professor. I understand that academic labs need cheap labour (i.e. graduate students) but we should provide more transferable skills training so that the majority (i.e. 80-90%) do not continue in academic science. Only the most talented graduate students should be encouraged to complete postdoctoral work. The result would be a smaller postdoctoral pool and an increased chance of employing these people as group leaders/scientists/professors. Alternative careers would include 100% teaching positions at Universities, laboratory technician/research associates, patent lawyers, science reporters and journalists and agrobusiness/biotech industry.
2	Too much pressure to publish and get grants, long hours, low pay, low job security, not enough funding ie it is too competitive, it is a surprise that the establishment targets science as a career choice early on and yet fails to ensure that there are enough positions, money and alternative choices.
3	Lack of inter-personal communication between groups. Unfocused agenda in large group environments.
4	good when you have funds, but when you run out of funds, there is no respect!
5	Massive funding pressure in the US for Assistant Professors. Spend more time writing grants than papers and doing bench work.
6	low salaries in France, prospects of advancement are not based on scientific competence and excellence, but solely on age/time spent in research
7	very bad administrative structure and support / bad funding / very difficult employing personnel (contracts)/ sometimes funding for disposables but not for personnel, how do we do the work?? / lab technissians and scretary staff dissapearing!!!, the most important postitions to maintain a lab. (take opportunity to thank EMBO - for your work, once again).
8	I spent 5 years in industry and moved back to academia about a year ago
9	no clear career perspectives; lack of minimal level of security, i.e. support by the host institution, to ensure continuity of research line (keep know-how); insufficient funding for ongoing projects (bench fee and mouse costs); difficult to secure future funding of successful (!) projects. =* I spend by far too much time worrying about money than the next experiment
10	Academia has been quite good to me. A flexible workplace, albeit sometimes overloaded with unnecessary administration. Freedom to carve my own path.
11	Presently fairly unstable with sharp redduction in grants and little propective to become fully independent group leader without moving to another institution.
12	scarce
13	With the exception of few countries, the salary are really low compared to the working hours. There is also a lot of insecurity mostly due to always strongly depend on grants to do research. Grants are not always given based on perfomance and quality, a lot of policy is also involved.
14	Academic position is great but the salary is much less.. Otherwise, no complains
15	The systems between different countries are too different to provide satisfactory answers to some of the questions. The most constructive comment that may be of use to the academic system is to stay academic and not to follow the ECONOMICS fever. Too many Institutes and Universities are now striving to make money, and will, in the long run forget about their initial "raison d'etre". What will happen then ...

16	we spend to much time in trying to get money and writing repports we are lacking technicians
17	I am over all satisfied with the working conditions in academia, but there is one very uncomfortable point in many European countries: the lack of tenure-track positions that would give people a fair chance to demonstrate their capabilities as independent researchers early on in their career and that reward scientific success with a permanent position. Instead, our typical career path consists in fighting for independence and trying to build a small research team while sitting on a position that originally was not intended to lead a research group and where temporary contracts and unclear prolongation rules make any planning of the future impossible.
18	In Spain, it is very hard to get a permanent position in academia, due to the scarcity of funding for universities, which employ people preferently for teaching rather than for research.
19	should be better paid (in France)
20	No position available and it is getting worst and worst to get fund
21	Job security in France, possibility to start 'risky' projects knowing that it may fail, but with security! Otherwise, administration is heavy..
22	More grants for technicians employements and PhD students would be welcome For France, it will be necessary to homogenize the status of researcher between Universities researcher and governemental organization (CNRS, INSERM etc..) to render research more powerfull
23	good the working freedom, but the lack of funding is frustrating. I found it really hard to begin without a start-up grant provided by the Institute.
24	not enough tenure track options in Germany, system ruled by nepotism
25	I am happy with my current position where I work for Swiss-Prot in Geneva, but from Denmark, but I would not try to apply for a job in academia in Denmark as I do not find the financing situation attractive. That means, that if I were to apply for a job, it would be in a private company.
26	My first preference is to perform fundamental scientific research in an academic environment. However, due to the the poor funding situation and working conditions as well as the politicization of science with personal interests often dominating scientific arguments, I am currently considering to continue my career in industry.
27	The working conditions for young academic researchers in Denmark are extremely poor. I would never have returned from the US if I had known how bad it is. I am currently looking for a non-academic job because of this.
28	lack of dynamic in research managment.
29	Low salary regarding experience.
30	Researchers are under-valued, particularly those with biological degrees. (ex. Why does a biological Ph.D. student receive a Bat-IIa/2 while an engineer received a full Bat-IIa?). There is no system in place that allows for career development/advancement without moving form place to place, and if you are in a specialized field, that usually means country to country.
31	It's the perfect outlet for a mad and semi-masochistic love-affair with science.
32	I feel that the chance to apply for grant money - although it is kind of risky at times - renders an active scientist independent from the decisions of superior administrative authorities. In non-academic positions the focus of the scientific work may change very frequently. Furfthermore, job and working place are not always guarenteed. Personally, I had had at several occasions offers to join a major biotech company from the UK as a group leader. However, there always seemed to be the inherent risk that the company decides to close down major research sites as part of one of their mergers with other companies. As I know now, my fear was right since this particular branch of the company is now located in N. Carolina (USA). Academic research may be hard at times but it is unlikely that a succesful scientist or lab will no longer be supported by the scientific community.
33	Within research there is very little possibility for advancement aside from the classic progression to group leader. I think that many students begin an academic career without really considering the alternatives in enough detail - as a default choice. Perhaps improved career counselling at university level would decrease the numbers entering academic careers and increase the numbers staying within academia. In my experience, there are a large number of talented people who leave academia for careers in the private/commercial sector, while the reverse is certainly not the case.
34	when you are employed by someone as a postdoc there is not enough freedom to pursue your own projects. If your boss is not good this lack of freedom can result in less publications and reduced career prospects
35	I have been lucky to be supported long-term to pursue my research interests as a postdoc, and to have been able to evolve from this directly to a permanent independent position at another university. From my experiences, I think more consideration needs to be given to: - the strong age-discrimination in 'career development' type awards, which overvalue short-term publication records compared to experience and depth of understanding - the lack of options for a research career path which is permanent yet not completely independent (ie 'scientific officer')
36	Too slow and too much administration
37	Are you satisfied with working conditions in academia? - not completely Are you satisfied with your prospects for advancement? - not completely, but doing my best If you had the option, would you prefer to work in a non-academic environment? -I have such options, but still trying to arrange my research in the

	Academician Institutionn
38	Government research funding has become a problem in the recent years - but a new US president will hopefully make this a thing of the past..
39	Reaching the age of 40 later this year, I would like to have more long-term employment perspectives for the future. This would allow me to start more time-demanding projects.
40	Prospects for a scientific career in Europe are hilarious, the position of an honest young researcher desperate. Few or no job opportunities, lack of funding, and selection procedures completely clogged by favouritism and old boys networks. High time for EC-level reforms that will bring European science back from the dead. This requires much more than just increased funding. In particular, measures are needed that reward true scientific excellence and innovative ideas rather than "the right connections", and assure transparency and proper peer review in recruitment and the evaluation of grant applications. It seems to me that an organisation like EMBO has a role to play in these things.
41	I'm workin in Spain, under the "Ramon y Cajal Program", and after 12 years in science, and after completing more than 3 years of post-doctoral training abroad (with the help of EMBO and other international organizations), the contract we have (the almost 2,000 scientists under this program) is a temporary training contract.
42	Academic employment in general may be good, but they Institute I am at the moment is just not a good option.
43	these questions are hard to score 0/1 probably many people have no good idea what positions outside academia are like, to start with I, for one, feel very much in limbo and continuously have to weight the benefits of academia with those outside. I'm not sure which would be better
44	Has very little 'status', and is poorly paid compared to other professionals, for example in service industries.
45	In Germany, there is now a lot of support and programmes for the new generation of scientists. However, since politicians want this programme to be a success, they need to get rid of the not-so-young but still not entirely established scientists ("Generation Schrott" = generation trash). The simple reason for this is that there is not an infinite number of positions. So the government only allows 12 years altogether (including PhD thesis) in research, and if you have no permanent position after that, you are not allowed to work on any university in Germany. Thats tantamount to banning from profession, but sad reality. A lot of my colleagues were forced to leave the country, and more will follow, probably me as well.
46	I have applied to several non-academic positions but always found that the actual task is rather boring. The two career paths are not comparable as I always find my self to be inbetween steps.
47	It is a continuous struggle and the bone (read funding possibilities) is becoming smaller
48	The current situation in Italy is characterized by some hystorical shortcomings, that significantly worsened in the last decade: 1) poor funding (about 50% less than most European countries, about 1/3 vs USA); 2) small number of researchers and professors as a percentage of whole population; as a consequence, many researchers are overwhelmed with teaching; on the other side, some others are much "luckier"; 3) we live with an hypocrit system where carrer progression has to go through national public selections; this means that i) deserving a position or a carrer progression might not be enough to get it; on the other hand, getting what you "deserve" might go through some form of "control" on what is supposed to be a fair competition.

Comments regarding non-academic employment?

Women

1	I like combining the need for scientific understanding of a subject and the other aspects of the field, like ethical use of biotechnology.
2	I like the academic setting and learning/pursuing basic science, but am more interested in reading/writing than in performing experiments. Until very recently I worked as an editor for a scientific journal, which fit very well with my interests.
3	more stress but very interesting to work in a biotech company, easier access to responsibilities..
4	Scientific topics in the pharmaceutical industry are very challenging. In this respect, the level of research performed is comparable to any of the best academic institutions, ie, EMBL or MPI. The reason why I'd like to return to academia after acquiring some experience in industry is the lack of research freedom... I really miss this!
5	Great!
6	I am applying for a faculty position in academia
7	Still satisfactorily as it is in a small biotech company. Uncertainty for the future now as well .
8	Much faster pace than in academia, effective development of employees through regular feedback/performance evaluations
9	your questionair on this point is misleading since it assumes that not working in the academia means to leave science and research. The problem with the academic employment in my opinion is that there is too much teaching involved and very little space for research.
10	I am lucky enough to be employed by Genentech, which allows me to work on multiple (too many really!) scientific projects of interest to me and my collaborators in a very academic-like setting, but without the

	worry of grant writing or the cost of experiments. Downsides are it's hard to find time to publish, but often we can get satisfaction from presenting at biweekly meetings and moving the project forward without publishing. We also have to spend more time developing the careers of our technicians than in academia, and usually labs have 2-3 technicians and are lucky if they have a postdoc - downsides is they don't think for themselves as much as PhD/postdocs, but once trained they often stay longer than 3-4 years.
11	I work in the cancer target identification group of my company. As a consequence, I still get to do research in basic cell biology and develop my own projects. So, I have the benefits of working in industry (more normal hours, better pay, opportunity to contribute to drug development that will help people) but still get to enjoy some of the creative aspects of basic science.
12	predominantly application oriented
13	After a stint in biotech I wanted to return to academia but because industry impairs your publication record and means you have no line of research of your own, in the end though I was shortlisted for a number of lectureships, the job always went to the people who'd stayed in academia and had a line of research to continue. I enjoy being an editor and freelance science journalist but do wish I'd been able to go back to academic research. Now I think it's just too late. I miss experimental science.
Men	
1	Primary reason for leaving academia is that only positions available were far away, and didn't want to move. I'm now very satisfied working for a small private company, and have no plans to return to academia.
2	Basically I perform the same kind of job as in any university department or scientific institute. The only difference is that now I work in a hospital, which is very stimulating atmosphere to do biomedical research.
3	Motive to jump off academia was to create something else than just publications. Something tangible that someday could benefit those in need i.e. patients.
4	My first job outside Academia was very rewarding (intellectually) involving a lot technical research in the field of Computer technology.
5	Work is very challenging and I like a lot the interdisciplinarity. You have to work with people, very interactive!
6	excellent research condition in pharmaceutical company. on the other hand, do not publish much.
7	Research is attractive and competitive but still there is a lack of permanent positions and career perspectives are unclear in Spain.
8	I still have a academia position, but I am happy to have matured into a business+scientific job
9	Pay is better Scope for research more limited Different timelines and drivers
10	I am currently working in a non-profit foundation, although with a government contract. I would consider myself being in an academy career.
11	Pays very well in comparison to academia.
12	I am running a one man contract research company. This provides me with the opportunity to be directly involved with exciting scientific projects but also to enjoy the excitement of running a business with everything that is involved.
13	my work is almost academic...
14	I have found that a non research job can provide a level of satisfaction that I never achieved in research. The atmosphere in a research environment is claustrophobic and alienating. This does not happen in the real world. Now I work in solving real problems rather the whim of a scientist
15	most interesting to me is working at the interface of applied academic science and industry
Comments regarding family matters?	
Women	
1	I left my editorial job, in part, because I felt that it was not very compatible with family life - long hours and lots of travel. Regarding a previous question about the % income my job provided to our family - at the moment, since I just quit my job, it is obviously 0%, but while I was working it was about 65%, and I do hope to find a new job soon.
2	difficult to have children and to have a position with responsibilities (oncology project manager in a biotech), especially in Paris: high cost, transports... Organization is OK with one but with 2 it will be more difficult.
3	Too hard
4	I have had the help of my mother for the child-care because she lives close to my flat and I had twins.
5	indeed very hard to combine being a mother and a scientist with career ambitions...
6	It clearly slows down the scientific production which is a real problem when applying for academic positions as it is usually not taken into consideration.
7	As a female scientist fully committed to science, and knowing that competitors in my field would not allow for any "flaws", my choice was to take as little parental leave as possible, so as to avoid missing out. However, although I had access to child-care, I feel that society in general and scientists do not make it easy for a mother to work without feeling any discrimination. Somehow, we are not only supposed to be as

	qualified and competitive as male scientists, but also excellent mothers. Nothing is forgiven. No mistakes are allowed. Having discussed this with several other female colleagues in similar situations, I feel that this is a strong issue. Luckily my partner is not only fully supportive of my scientific career, but also extremely helpful in dealing with our family.
8	I have the feeling that especially as a mother, people find it difficult to combine it with a scientific career. I often have to defend myself in this matter and show that you CAN do good science and being a mom.
9	Having family did change my priorities towards family duties.
10	Even with full time child care facilities, we encounter big problems during emergency situations, like when the kid is sick (which is quite often). There are no available babysitting so one of us has to stay home.
11	I am a lonely mom. During my PHD time (3,5 years in Germany) my kids were living with my parents in Russia. I brought them to Germany during my postdoc, money were not enough for us, and I had to go to the industry for this reason as well as for the others. And - afterwards - I found that the scientific work in small biotech company is more rewarding for me, than being a postdoc in the academia
12	Unfortunately it is impossible to stop to work as a scientist, otherwise it is impossible to work again. Ideally, the best would be to work less hours per week when you have children. As a technician it's possible, as PhD it is not possible.
13	I totally share all family related issues with my partner, including maternal/paternal leave as soon as the baby was born.
14	Most of the time, family matters have more incidence on women than on men carriers, competition can be tough when having young children and you are waited to work long hours.
15	Difficult but feasible the combination with a part/full time job
16	It takes a lot of time!
17	My daughter is in private day care, I would prefer a kindergarden. I had to look for a new job, because my 2 year contract expired while I was staying at home and was not renewed.
18	Very often you are set in front of the choice: either family/children or career. the question: Do you have access to full-time child-care? is misleading since everybody has in principle access to full-time child-care. The point is if one use it or not. This questionnaire is in principle very
19	important but it has not been prepared properly.
20	Child care is way more expensive than our Mortgage. We can't afford more children and won't have more
21	It is difficult to manage family matters and productive scientific research. There is so much instability in academic research that I temporarily accepted a permanent position that was not totally what I wanted.
22	I found/find it incredibly difficult to set aside the time in my career to have children. It's an agonizing decision to take, feeling stretched in two directions, feeling that I'm 'compromising' my career. 2003 and 2004 were 'slow' years for my career.
23	Combining good mother care (quality-time to spend with your child) is very difficult if you aim to be a competitive group leader. Thus I have not seriously try to get independent. The cost for my son would be too high.
24	very difficult to combine family with work when you have a 10hours working day and very little social help
25	Not satisfied with public childcare (lack of flexible hours, too expensive, too little possibilities to care about individual needs of a child) therefore, we hired a private nanny taking care of our daughter at our home together with 1-2 other kids (part time). Since my husband is working and living 4 days a week at another city (since 12/02) I am completely dependent on our nanny.
26	My usual comment is: there is only one way to support women in science: provide with day care
Men	
1	full-time child care is available, but very expensive (= too expensive for having more than 1 child); full-time child care is based on an 8-hour work day, i.e. difficult to combine with 50-60 hours work /week. =* 1 child is manageable at the expense of a rich social life; I was afraid that 2 children would have turned a stressful life into chaos.
2	Working in Scientific Research and Family matters are like oil and water. Particularly true in Spain, where salaries and working conditions in Science are below other works which require less qualification. Consequence: What is the reason I must tell my partner to convince her to take care of the children and every household subject?
3	Moved back to Ireland from France due to absence of support when bringing up child. Needed family support.
4	Combining child-care and carrier is difficult and would have been almost impossible without help and child care provided by our families. It also bring a strong economical strain specially when having an unstable carrier as typical in USA. The best time to have children while doing research is after retirement.
5	If salary in academia would be higher (e.g. comparable to industry) and career path more secure, we would presumably have had a third or even fourth child.
6	My wife is not working because full child-care would be too expensive. Therefore, she will work just to pay the child-care.
7	High level of organization is required to care of two childrens when both parents are working full time. For sure a choice to be made and less time for working at home (for grant requests preparation or scientific

	papers to write.
8	I missed on my kids' early years since I was barely around.
9	life fullness ; even if difficult to reconcile both time-consuming job and a minimal family equilibrium, all the more when both parents do have almost the same scientific career.
10	The university where we work does not have its own child-care facilities, so we have to go for a private one. We shared the maternity leave; my wife took 12 weeks and I took the other 4 weeks. We both believe that working in science has affected our plans for family matters: it is difficult to get a good or permanent job in science, and we did not want to have children until getting stability in our employment; then, we both were over 35 when we had our little girl.
11	Having child implies an excellent family organization and a great understanding between the two partners concerning their job and prospects of advancement
12	Grandparents are helping a lot with our children
13	Having children has a much more higher negative impact on a scientific career when you are a woman.
14	My salary is a bit too low to take care of 3 childrens
15	Colleagues without children look at you as if your sneaking off when you leave at 6 pm to collect your child from daycare (fortunately ours runs that late, but that's a privilege one pays extra for). Not to mention Seminars that start at 5 pm or dinners with the Speaker following the Seminar.
16	It has definitely reduced my effective working capacity and will do so for some years to come, but has - apart from the obvious fantastic experience of parenthood - helped me focus even more on essential matters in general.
17	programs aiming in helping women in science should really help active parents in science independent of gender
18	Having children and both parents working full time is obviously very stressful. However, it is not impossible and some people are still very successful in this situation. I am now in Scotland and childcare here is miles better and more affordable than in my homecountry germany.
19	Research career is quite demanding. I would like to have more time to spend with my child.
20	I do have access to full time child care, but will never use that because (1) It is ME that is the parent, so I should provide care (2) It is ridiculously / prohibitively expensive I probably don't need to mention that provisions for parental leave are often made by law, not the employer or group leader. This will have big impact on its use.
21	It takes two to make a family and we have always supported the idea that science and family should be compatible. Life is a serie of issues that has to be solved and sharing the obstacles is always easier.
22	My salary is generous enough to allow for my wife to be a full-time mother.

Do you have any other comments or anecdotes regarding balancing your career with your personal life?

Women

1	I am a widow but when I was married, my husband accepted that I spent fifty to sixty hours per week in the laboratory and he understood perfectly my enthusiasm for science. It was really a great help for me.
2	Your questions are geared towards academic careers, and are sometimes difficult to answer well for those of us outside academia (but still in science!). I tried to negotiate a part-time work schedule with my boss, and did work part-time (75%) for 3 months. This arrangement worked very well for me, allowing a good work/family balance. However, my company does not support permanent part-time positions. This was one of my reasons for leaving the job.
3	Apart from my scientific activity I am involved in competitive sports, for which I train almost every day. I combine sports and science without problems.
4	I find it very hard to achieve a good balance between carrier and personal life
5	My partner has a temporary position and he is still leaving at 200 km from me. Since we met, we lived only 9 months really together. We spent three years with 10 000 km between us because of job. Now, the situation is better but still not stable. and the situation is more complicated because he is a foreigner for my country.
6	Yes, I am satisfied with the balance between my work and personal life, but... I have many jobs: -mother - housewife -teacher -researcher -secretary and I feel I am not very good at any
7	A good cafeteria and possibly a gym at the workplace will help foster friendships between colleagues. Generally PhD and postdoctoral fellowships don't include any support for maternity. If a woman becomes pregnant while having a fellowship she will not have any economical, part-time help. Generally unemployed female partner helps male partner with his career and follows him in his working mobility, while male partners rarely do the same. It is not correct giving an extra-salary to hom has a accompan-partner, in this way males have double help than singles woman researchers. (Accompanying partner should have his/her work and not getting one ingustified extra-salary, his happens in catholic Univ.)
8	I have leaving in a different country than my partner for 7 years travelling when it's possible
9	i have baby sitter (half of my salary) for the last 5 years. I consider it an investment. the only

	discrimination (positively sure) i have is that i have a contract for 5 years to demonstrate my capability to run a group. My husband has the same contract. We are both starting our groups. We have a baby and i took 16 weeks of to brestfeed. Of course my husband can not My contract willl not be extended for those 4 months. I would like to have the 16 weeks extended in my contract.
11	I work far less hours than previously (60-70 per week)because I've come to the conclusion that good ideas and networking progress careers more than hours spent working
12	It has been a long struggle, but I feel I am getting the right balance now. But I believe this is because I am working in a biotech company which is following regulations. In academia, it was completely different and abusive, completely dependant on the supervisor. As a post-doc I felt I did not have any status or any right. As I had my first 2 children in post-doc, I have "funny" experiences as how not having a status make you fall in precarity situations. there is a need to have "employments" rights for post-docs specially for women who have worked all their time but are not entitled to any maternity leaves because moving around for jobs as post-docs at the wrong time in their pregnancies. Europe was not flexible with this at the time
13	as satisfied as I am with my current balance, it is clearly not enough hours put into work. Now putting more would mean having no family time...
14	I am more o less satisfy regarding balancing my career with my personal lif, but I believed that it much more difficult for a women to succeed.
15	I'm currently working 4 days a week. This is possible in my role leading a team in industry due to the structure above me. I'm not sure if it would be as possible if I was leading an accademic research group. I also have a lot of support from my partner.
16	I would have liked to spend more time with my children. But slowind down is totally incompatible with a temporary scientific positions.
17	I turned 39 this year, have always put my career first and have not found the right time to have children...I find myself regretting that I was not more conscious of that earlier. On another front, I have postponed a move to consultancy in the private sector simply because I was offered a job in the academic environment which offers me so much more flexibility and freedom. The downside is obviusously the lower wages and the fact that my contract is temporary, once again!
18	I think balancing work and personal family life is difficult, but can't say I didn't expect it.
19	I often have this feeling of guilt that I my days are too short and my research doesn't go fast enough but I don't want to sacrifice my family Both are hardly compatible
20	Self-motivation, commitment and endurance have allowed me to combine my scientific career with my personal life. In addition, managing a more or less balanced family life with my professional life has been significantly facilitated by the flexibility and help of my partner, a scientist with a higher position than mine in academia. Given the still omnipresent discrimination of female scientists (i.e. we are asked to perform more than our colleagues to succeed), and the lack of help from society and scientific organizations in balancing a familial life with a successful scientific life, I personally believe I would not hold the current position and still be working full time without any help (i.e. my partner, or for others grandparents).
21	would like to have more time to spend with the kids
22	The comments that I wrote on the page 9. under the paragraph: "Do you agree or disagree with the following?" - refer to my years as a bench scientist (as currently I am self-employed).
23	Balance I have found is not very good to get further up in science. This would require working more than 45 hrs, which I have chosen not to do.
24	Something always has to suffer and for me with the kids and work taking most of my energy, what suffers is my time with my husband. Luckily, he works in the same campus so we can at least have lunch together, otherwise we would never have a chance to talk. I'm hoping this is temporary, at least till the kids are bigger (my kids are 5 and 2 yrs) and more independent. I think it is definitely doable to balance a scientific career with personal life as long as one keeps everything in perspective. One can always complain about something but I just remind myself to savor and enjoy every moment instead of whine and stress about something.
25	I'm not sure that the preceding questions are really applicable to me in my current job as a freelance photographer. I'm currently running a one-person entreprise and therefore have no superiors, no discrimination problems etc.
26	I've been lucky with some exceptionally fair and supportive bosses who believe strongly in women's contribution to science - but I don't believe their attitudes are common and I've seen much discrimination against women in academia.
27	It is important to me that my partner understands as well as accepts how demanding and time-consuming my work is. Science is more than just a job, it is in a sense an identity. If my partner did not accept that, I don't think we could live together.
28	I have chosen to say yes to the above question although it is a permanent challenge to keep "breathing" into both aspects of life. It is difficult to want to have a good career (meaning plenty of results in my research domain and nice publications)and a balanced and loving family at the same time. This means we should find 36h or 48h in a day to be able to do everything well. I just hope I can keep my passion for my work when I'll be a mum, which should be fairly soon (August 2006)...!
29	My working schedule promotes my kids (17 and 19 year old guys) to take care of me: cook me a supper,

	for example, when I come home after 10 pm and I am tired. This protects them from being egoistic. From the other hand, My boyfriend is working in US, my mom is in Russia and I am in Germany with my kids: it is pretty difficult to arrange a normal family life in this situation :-)
30	The good balance appears more difficult to reach for women than men due to maternity, even if not "real" because of the risk of maternity.
31	I would like to work part-time, even as a PhD.
32	Unfortunately science is still not the best career to do as mother.
33	I think academic salaries are insufficient to support such long work weeks. Half of my salary goes to paying for services that allow me to work so much.
34	It is hard to combine a scientific career with a family life.
35	Always have the feeling I won't make it!
36	I realise how permanent positions are helpful for women in science to cope with maternity (I had children first during my PhD without any position, and then during my permanent position), and I can tell the difference in recovering after the birth and come back to work efficiently.
37	One should recognize the limits of ruling family and work: can not be 100% neither but accepting the best one can do is the recipe! and you never manage alone (help at home with your partner, at work with colleagues!!!)
38	Sometimes, I am satisfied with the balance but in busy periods, it always seems as I have to dance on a rope...
39	I have a 1.5 year old child and I am pregnant with my second child. My concept of "balancing career and personal life" is that at the moment I cannot work a lot or be very focused on my work, and I accept that I am not very competitive or productive. I am very happy to have a permanent position. When my second child is 2 year old I will be again an ambitious and motivated scientist, but at the moment I want to enjoy maternity and work at a slower pace. I think that having a permanent position is very important for women.
40	I do not think it's very funny. I think it is a problem. I do not think I get discriminated because of my gender, but I do think that women get kicked out of science, because they cannot dedicate as much time to it as men (because of the children). Thus women do not produce as many articles and do not have as broad network and thus loose out in the career competition to men.
41	I think that is not just a problem of "woman and man". It is rather a problem of just ignoring or not considering the huge change that happen when someone has a child. My partner has taken an equal role in raising our child with the consequence that we are both at our limits since we like our research and the only way to continue it is to be able to 'produce' a lot. This requires a complete dedication that is not compatible with the dedication that a child also need. The consequences of having a child is the fact that for at least 4 years the research will be effected and therefore the possibility to have or maintain or find a good research position. My suggestion is that when someone in science is having a child, his or her position should be granted for the following 5 years. The first two years will be basically gone for the research while the next three year would be a period where to restart and re-establish the sufficient level to apply again for grants or good positions. My experience of having a child has been extremely lucky, because of a number of really lucky factors (very good a supportive people in the lab that have managed to continue the work with a minimal of my direction -I am a group leader), partner that has shared even more than 50% the material and concrete 'taking care' of our child, very lucky results with the experiments etc, so that finally my career has been only marginally effected. And despite all this luck, I found the combination of the family and work a roughly impossible issue. I have an extremely clear picture of the enormous disaster that could happen in a just normal situation, where there is not so much luck around in just one of the factor: partner not so willing to take equal charge of the new situation, people at work not so able to conduct a quite independent activity etc. For me, a woman that manage to make 'career' in science and have also children, is either an incredibly lucky person or probably a saint or a genius or .. someone that is for sure very very very special since it require something super special to manage to combine work in science at an high level and the creation of a family.
42	I work hard (usually 9h-20/21h) and play hard (often work out/climb/play squash on the way home), but don't have much time to do anything else other than eat and go to bed once I get home. However, I keep weekends free for leisure most of the time. Would like to have children but am worried I won't have the time to fit it in!
43	I feel like I'm a bad mother (not enough time with kids) and a bad scientist (not enough time in the lab)
44	I fully believe that I have been able to balance my career with my personal life because I chose a career in industry. I think if I'd chosen a career in academia, it would have been much harder to achieve a good balance between my career and personal life.
45	I have had to make a sacrifice on the work level to achieve this balance.
46	In conclusion, I think women in science who choose having a family are sometimes discriminated against and their "true" motivation is questioned.
47	If I was still in academic research science, I would not have answered the questions the same. There, I would be working too many hours and would have experienced a bit of gender discrimination and encountered a glass ceiling.
48	I hope I can keep a decent CV to get independent once my child is a bit older and more self-sufficient. He

	is 4 years old.
49	When is the next women in science meeting?
50	I am not satisfied with the balance but still have chosen it, succeeding is important for me and spending hours doesn't matter when the results justify it. My personal life goes after work for now.
Men	
1	Work always takes precedence. It is an unavoidable fact.
2	My wife is unable to find adequate employment at my current place of work although she is highly qualified and well received and appreciated by all her present employers and colleagues ie we live in different countries and miss out on the opportunity to create a harmonious co-existence and a family.
3	Well, it's seems like an impossible endeavor.
4	none
5	Two different things: 1. In our environment women dedicate more time to children than men (at the same scientific level). 2. In my opinion the science in our days has reached a point of competitiveness that affects the quality of publications and the personal life of Science workers (but, increases the number of published papers).
6	Need a lot of patience and skill to run a scientific profession and maintain an active social life - so far so good, should wait and see what the future holds!!
7	The move to USA for a pos-doc position was highly distructive for any aspect of my personal and family life.
8	don't do it in Japan... (have been there for 4 months...)
9	if you come from a science-poor country (i.e. Spain)and you want to do a carrrear in science, it is very difficult to settle in your personal life(two postdocs, different countries, living abroad, coming back?? pfff...!)
10	Actually, my wife takes over most of the children care anh home tasks.
11	I actually spending one day a week (wednesday) at home with my children. I am very happy.
12	I have leaved Science after 12 years devoted to it. I think I have performed every stage of the scientific career reasonably. I have asked a tremendous effort to my family in doing so, and if I wanted to stay in science I still should ask for more. The best job condition I could aspire is a 5-year contract with no guarantee of stabilization, independently of the performance. Meanwhile, the salary would be more or less the same than the salary of a Secondary School teacher. I don't want to realize in a 5-years time that, after all, I am more or less in the same point. Science needs scientists. Talent must be recruited. Society would get the benefit of doing good science (also the consequences of not doing it). Science can't continue claiming for working forces for free.
13	I generally work excessive hours, but this is on my own back. I try not let my family life suffer, but it has done on some occasions.
14	Like just about everyone I know, I am finding it difficult to balance career with family. Sometimes it feels like you can't win - spend time with family, don't get enough done at work. Work more, don't see children enOUGH and feel like you're not supporting your spouse. My family is important to me, and more often than not I am choosing family over work, but work clearly suffers for it.
15	Is it possible to expand time? or sleep less?
16	When your partner is also a scientist, you're looking for two jobs not one in the same geographical area. This basically limits choices to places that have a critical size. Also it was a mistake coming back to Europe after spending several years in the US, especially for my partner. The reason for the move was to get closer to family.
17	I want to comment on two issues: The questionnaire partly focused on women's career development. I am working at an place in academia where almost half of the group leaders are female - but non of them have children. It seems to me that women career path in science are equally good if not even better (because of particular female grant systems, quotas, or even the fact that e.g. an institute director may rather go along with women, because of their higher social skills), but to combine family life with research is much more difficult for women. E.g. at our place more than half of the male group leaders do have family. Also, the questionnaire asked for mentors. Overall, I consider this a very important but strange issue. I can name numerous people working in my field of research, that have much better job positions (e.g. C4 professors) than I do, but published much less, both in terms of numbers and inpact and are less cited. They very likely got there positions because of their supervisors. Is this good or not? It ends with the notion that career development or coaching is a very important issue in science that is not well enough established. Regular feedback talks, reviews (Statusgespräche) etc. would be beneficial but are very rarely praticed to my experience.
18	it is possible but DIFFICULT to stay in academia and have a "real" family life. i have seen many situations where young professors became parents and more or less neglected their job responsibility for some time (lets say in the first couple of months after a baby is born) becaues they did not take an official paternity leave and "pretended" to still be able and do their job, which actually was not the case. the time one has to be present at work in academia is very varible - weekly working hours range from 20 to way over 45 hours per week. when very busy at work, the family life, social activities, sports etc. suffer.

19	While I actively try to keep a healthy balance between family life and work life, there are always periods where I don't manage because the workload changes periodically and sometimes unpredictably.
20	I work two hundred kilometers away from home where my partner and child are. I therefore only see them on week-ends.
21	planning everything , being very organized for a good balancing
22	I was very lucky during my entire career to be able to balance both my career and my family life, probably because my wife is also a scientist.
23	My boss Amos Bairoch in the beginning mainly employed women because he would like to support their careers. There were many working part time and from home. Amos has always been aware of the discrimination against women in science.
24	The main reason for my displeasure about the balance between work and personal life is not the long working hours but the fact that I am forced to spend a lot of time on nonscientific/administrative matters, that for a large part are superfluous, should be carried out by others, or serve the managers/politicians but not the true scientists in the academic arena.
25	To much stress and pressure at my work, effects my personal life as well.
26	During my first year of PhD student, my wife called me to say that our first child was coming. Then before leaving the lab, I wrote in my lab note book that the next experiment will take at least one month !!! This experiment still ongoing was particularly conclusive: Life is beautiful !!!
27	I can't work more than I do without neglecting my family - so I live life to the full and only regret that the day only has 24 hours; if anything, I would like to be able to borrow time from the (far distant) emeritus phase!
28	I see that this questionnaire is to some extent focussing on "women in science". At least in my scientific "neighbourhood" it is not only very common that female scientists rarely have children but furthermore it is quite common that there are husband and wife labs where the husband is the group leader/professor and the wife is a (temporary or permanent) scientist in his lab. In my institute this is the case in 5 out of 13 labs!
29	I moved from working at the bench to working for a bioinformatics database, by doing a part time Masters degree in this subject. This has made it possible to work more flexible hours and work from home via the internet, which has had a positive effect on my social and family life. I feel that had I not made such a choice I would simply have left science altogether due to the excessive hours I was working in research.
30	as PI on a five-years non-tenure track contract, there is not much personal life left
31	I had to put efforts to maintain personal life during my postdoc period because my attitude in science is time consuming
32	no
33	there is just not enough time to do all I want to do. Having moved several times in the past years has made it more difficult balancing work and building a large group of friends outside of work
34	I have been negatively discriminated against at work because of my family status. My boss does not accept my familiar situation.
35	Compromise is key!
36	combining family and science and reach a balance can be achieved by it requires a high level of logistical organization and some confidence in one's own abilities
37	The long working hours affect your personal life, and the main problem is the little respect for your work in society and even in academia, where most professors consider you as a mere graduate student that stays there for years. I feel younger people is not entering science because of this poor respect, and because there is no future for a professional life.
38	At this phase in my life I enjoy both my successes at work and also to spend time with my family. However I feel often that I have too much on my plate and that both parts of my life have to suffer as a result. One may say that this is a result of overambitious of bad time-management.
39	Imagine the following situation: - You are successful in science, and can continue to be so if you devote your time to the lab - You have a family - You have children and would like them to be raised by you and/or your partner in your home as much as possible - Your partner has a job as well Question: How will you manage?
40	In general having kids is considered a nice thing... for others... I mean that in science you decrease several steps in your colleagues perception of your scientific level, although being admired by your bravery
41	I have three children growing up and their interest in different activities is mostly positive. Flexible hours can overcome all issues of their choices.
42	I personally find it hard to combine two careers in science and running a family with children.
43	I enjoy my work and am able to devote substantial time to it as we are able to afford to have (and want to have) one parent at home.

Long-Term Fellowship applicants in 2006

Below is the questionnaire that was sent out to the applicants to the EMBO Long-Term Fellowship programme for the autumn round in 2006. The answers are presented of all respondents and with female and male applicants separated. "Total Respondents" indicates the number of female respective male applicants who replied to the certain question.

1	How old are you?			
	% of all	Women %	Men %	
	20-23 years	0%	0%	0%
	24-25 years	0%	0%	0%
	26-29 years	38%	44%	31%
	30-33 years	48%	46%	51%
	34-37 years	14%	10%	17%
	More than 37 years	0%	0%	1%
	Total Respondents	250	122	128

2	What is your gender?			
	% of all	Women %	Men %	
	Female	49%	100%	0%
	Male	51%	0%	100%
	Total Respondents	250	122	128

3	What is your current employment status?			
	% of all	Women %	Men %	
	Permanent position	6%	7%	4%
	Temporary position	89%	89%	90%
	Unemployed but actively searching for a job	2%	3%	1%
	Unemployed and not actively searching for a job	0%	2%	0%
	Other (please specify)	3%	1%	5%
	Total Respondents	249	122	127

4	How many hours do you typically work?			
	% of all	Women %	Men %	
	1-20 hours/week	0%	1%	0%
	21-35 hours/week	1%	1%	1%
	36-45 hours/week	30%	35%	26%
	46-55 hours/week	44%	45%	43%
	56-65 hours/week	17%	13%	21%
	More than 65 hours/week	7%	5%	9%
	Total Respondents	246	120	126

5	How many hours would you be willing to work?			
	% of all	Women %	Men %	
	1-20 hours/week	0%	0%	0%
	21-35 hours/week	3%	2%	4%
	36-45 hours/week	38%	47%	29%
	46-55 hours/week	39%	36%	42%
	56-65 hours/week	15%	12%	17%
	More than 65 hours/week	5%	2%	8%
	Total Respondents	249	122	127

6

How many scientific papers have you published? (articles and reviews)			
	% of all	Women %	Men %
0	0%	1%	0%
1	2%	2%	2%
2	9%	10%	9%
3	15%	18%	11%
4	15%	18%	13%
5-7	35%	39%	31%
8-10	11%	7%	16%
11-13	5%	3%	7%
more than 13	7%	3%	11%
Total Respondents	249	122	127

7

When was your latest publication published?			
	% of all	Women %	Men %
2005	11%	12%	10%
2006	41%	44%	39%
2007	48%	44%	51%
Total Respondents	247	120	127

8

Where do you currently work?			
	% of all	Women %	Men %
Academia: such as universities, research institutes or equivalent	95%	93%	98%
Industry	1%	2%	1%
Governmental organisation	1%	2%	0%
Non-governmental organisation	0%	1%	0%
Currently not working	2%	3%	1%
Other (please specify)	0%	0%	1%
Total Respondents	250	122	127

Working in academia

2;1

What is your current position?			
	% of all	Women %	Men %
Post-doctoral fellow in the laboratory you applied for with EMBO	75%	81%	69%
Post-doctoral fellow in another laboratory than you applied for with EMBO	21%	14%	27%
Student	1%	0%	2%
Administrator	0%	0%	0%
Other (please specify)	3%	5%	2%
Total Respondents	236	113	123

2;2

What contributed to your choice to stay in academia? Multiple choices can be marked.			
	% of all	Women %	Men %
Academic freedom	72%	63%	81%
More focus on scientific research	85%	85%	85%
Teaching	15%	14%	16%
Better working conditions	8%	9%	6%
More job security	3%	3%	2%
Better prospects for career progression	15%	13%	17%
More flexible hours	44%	42%	46%
Lack of positions elsewhere	16%	16%	15%
Other (please specify)	4%	6%	2%
Total Respondents	234	111	123

2;3

Do you have a research activity?			
	% of all	Women %	Men %
Yes	99%	99%	99%
No	1%	1%	1%
Total Respondents	234	112	122

2;4

Are you satisfied with working conditions in academia?			
	% of all	Women %	Men %
Yes	67%	63%	70%
No	33%	37%	30%
Total Respondents	232	110	122

2;5

Are you satisfied with your prospects for advancement?			
	% of all	Women %	Men %
Yes	42%	41%	44%
No	58%	59%	56%
Total Respondents	231	108	123

2;6

If you had the option, would you prefer to work in a non-academic environment?			
	% of all	Women %	Men %
Yes	25%	24%	27%
No	75%	76%	73%
Total Respondents	229	110	119

2;7

Have you ever applied for a non-academic position?			
	% of all	Women %	Men %
Yes	24%	22%	26%
No	76%	78%	74%
Total Respondents	233	110	123

2;8

Comments regarding academic employment?			
	# of all	# of women	# of men
Total Respondents	45	27	18

Working elsewhere than in academia

3;1

When did you leave academia?			
	% of all	Women %	Men %
Before post-doc	73%	62%	100%
During post-doc	18%	25%	0%
After post-doc	9%	12%	0%
Total Respondents	11	8	3

3;2

What best describes your current employment?			
	% of all	Women %	Men %
Scientist	64%	63%	67%
Technician	0%	0%	0%
Administration	9%	12%	0%
Teaching	0%	0%	0%
Medical work such as doctor	0%	0%	0%
Patent work	0%	0%	0%
Journalism	0%	0%	0%
Editorial work	9%	0%	0%
Other (please specify)	27%	25%	33%
Total Respondents	11	8	3

3;3

Why did you leave academia? Multiple choices can be marked.			
	% of all	Women %	Men %
Too competitive	9%	12%	0%
Too many non-scientific duties (e.g. teaching, bureaucracy, grant application)	18%	0%	67%
Return for effort was unsatisfactory	9%	12%	0%
Loss of interest in working at the lab bench	18%	12%	33%
Research demanded excessive focus on just one topic	18%	25%	0%
Lack of job security	18%	25%	0%
Salary level unsatisfactory	27%	12%	67%
Not compatible with my partner's career	18%	25%	0%
Lack of support by supervisor	18%	25%	0%
Career perspectives were unclear	46%	38%	67%
Lack of positions in an intermediate level	9%	0%	33%
Failure to attract funding	64%	75%	33%
Care responsibilities	9%	12%	0%
Further education	0%	0%	0%
Other (please specify)	9%	12%	0%
Total Respondents	11	8	3

3;4

Do you have a research activity?			
	% of all	Women %	Men %
Yes	64%	63%	67%
No	36%	37%	0%
Total Respondents	11	8	3

3;5

Would you have liked to stay in academic science, but not as a group leader?			
	% of all	Women %	Men %
Yes	80%	100%	33%
No	20%	0%	67%
Total Respondents	10	7	3

3;6

Are you satisfied to be working outside of academia?			
	% of all	Women %	Men %
Yes	80%	71%	100%
No	20%	29%	0%
Total Respondents	10	7	3

3;7

If you had the option, would you prefer to work in academia?			
	% of all	Women %	Men %
Yes	60%	86%	0%
No	40%	14%	100%
Total Respondents	10	7	3

3;8

Have you ever tried to return to an academic position?			
	% of all	Women %	Men %
Yes	30%	43%	0%
No	70%	57%	100%
Total Respondents	10	7	3

3;9

Comments regarding non-academic employment?			
	# of all	# of women	# of men
Total Respondents	3	2	1

Family matters

9

Do you have a partner?			
	% of all	Women %	Men %
Yes	74%	74%	74%
No	26%	26%	26%
Total Respondents	247	121	125

4;1

If yes, is your partner working?			
	% of all	Women %	Men %
Yes	86%	92%	80%
No	14%	8%	20%
Total Respondents	187	91	95

4;2

Is your partner working within science?			
	% of all	Women %	Men %
Yes	48%	51%	46%
No	52%	49%	55%
Total Respondents	185	90	95

4;3

How many hours does your partner typically work?			
	% of all	Women %	Men %
1-20 hours/week	5%	1%	8%
21-35 hours/week	5%	1%	8%
36-45 hours/week	48%	42%	55%
46-55 hours/week	28%	35%	19%
56-65 hours/week	11%	15%	6%
more than 65 hours/week	4%	6%	2%
Total Respondents	171	88	83

4;4

What type of education does your partner have?			
	% of all	Women %	Men %
PhD	42%	43%	40%
University-degree (MD, MSc, BSc or equivalent)	51%	48%	53%
Secondary school qualification	5%	4%	5%
Vocational training	1%	2%	0%
Other (please specify)	2%	20%	1%
Total Respondents	185	91	94

4;5

Did you partner ever move because of YOUR work?			
	% of all	Women %	Men %
Yes	54%	41%	66%
No	46%	59%	34%
Total Respondents	186	91	95

4;6

If yes - did your partner find a job matching his/her qualifications?			
	% of all	Women %	Men %
Yes	59%	67%	54%
No	41%	33%	46%
Total Respondents	104	39	65

4;7

Did you ever move because of your partner's work?			
	% of all	Women %	Men %
Yes	24%	31%	17%
No	76%	69%	83%
Total Respondents	187	91	93

4;8

What percentage of your total family income is provided by you?			
	% of all	Women %	Men %
0-25%	6%	9%	2%
26-50%	37%	49%	26%
51-75%	37%	31%	43%
76-100%	20%	10%	29%
Total Respondents	180	87	93

10

Do you have children?			
	% of all	Women %	Men %
Yes	20%	13%	26%
No	80%	87%	74%
Total Respondents	247	121	125

5;1

If no, do you plan to have children in the future?			
	% of all	Women %	Men %
Yes	88%	84%	92%
No	12%	16%	8%
Total Respondents	190	100	90

6;1

If yes, how many children do you have?			
	% of all	Women %	Men %
1	1%	56%	48%
2	44%	44%	42%
3 or more	6%	0%	9%
Total Respondents	50	16	33

6;2

When was your first child born?			
	% of all	Women %	Men %
Before PhD-studies	8%	6%	9%
During PhD-studies	64%	56%	67%
After PhD-studies	28%	37%	24%
Total Respondents	50	16	33

6;3

How old were you when your first child was born?			
	% of all	Women %	Men %
<20 years	0%	0%	0%
21-25 years	8%	6%	9%
26-28 years	33%	31%	33%
29-31 years	33%	31%	33%
32-34 years	24%	25%	24%
More than 35 years	2%	6%	0%
Total Respondents	49	16	33

6;4

Do you have access to child-care?			
	% of all	Women %	Men %
Yes	75%	88%	69%
No	25%	12%	31%
Total Respondents	48	16	32

6;5 Do you have access to full-time child-care?

	% of all	Women %	Men %
Yes	46%	62%	37%
No	54%	37%	63%
Total Respondents	48	16	32

6;6 In total, how much parental leave did you take?

	% of all	Women %	Men %
0 months	35%	0%	53%
1-3 months	29%	31%	28%
4-6 months	8%	19%	3%
7-12 months	6%	19%	0%
1-2 years	8%	19%	3%
3-4 years	2%	6%	0%
More than 4 years	0%	0%	0%
Other (please specify)	10%	6%	12%
Total Respondents	48	16	32

6;7 How did your supervisor react to you having children? Multiple choices can be marked.

	% of all	Women %	Men %
Whole-hearted support	50%	56%	47%
Neutral	40%	25%	47%
Was doubtful whether my scientific career could be combined with children	23%	37%	16%
Was less supportive than before	6%	12%	3%
Became more critical than before	6%	13%	3%
Other (please specify)	4%	0%	6%
Total Respondents	48	16	32

6;8 Would you like to have/have had more children?

	% of all	Women %	Men %
Yes	77%	94%	68%
No	23%	6%	32%
Total Respondents	47	16	31

6;9 If you did not return to work after parental leave, please tell us why.

	% of all	Women %	Men %
Parental leave is not over yet!	50%	100%	20%
No access to child-care	12%	0%	20%
Child-care is too expensive	12%	0%	20%
I prefer to stay at home with my children	0%	0%	0%
No job available	0%	0%	0%
Having children is not compatible with dual careers for me and my partner	13%	0%	20%
Other (please specify)	12%	0%	20%
Total Respondents	8	3	5

6;10 If you did not return to work after parental leave, what are your plans?

	% of all	Women %	Men %
To return to my previous position	33%	50%	0%
To start work within academia	50%	50%	50%
To start work within industry	0%	0%	0%
To start work within administration	0%	0%	0%
Other (please specify)	17%	0%	50%
Total Respondents	6	4	2

6;11 Comments regarding family matters?

	# of all	# of women	# of men
Total Respondents	11	6	5

Motivation and career issues

11

Were you encouraged by you PhD supervisor to apply for a post-doc position?			
	% of all	Women %	Men %
Yes	81%	86%	76%
No	19%	14%	24%
Total Respondents	242	119	123

12

What personal characteristics or factors have helped you most during your career? Multiple choices can be marked.			
	% of all	Women %	Men %
Curiosity	75%	71%	79%
Competitiveness	23%	21%	25%
Persistence and endurance	78%	81%	74%
Networking	29%	26%	32%
Ambition and determination	52%	51%	52%
Partner or family	31%	36%	26%
Mentor or role model	27%	33%	22%
Self-motivation	80%	76%	84%
Other (please specify)	6%	6%	6%
Total Respondents	241	119	122

13

How important are the following factors for you?						
	Women			Men		
	<i>Very important</i>	<i>Important</i>	<i>Not so important</i>	<i>Very important</i>	<i>Important</i>	<i>Not so important</i>
Inventing or discovering something significant	56%	41%	3%	66%	29%	6%
Having an active social life	47%	40%	14%	36%	53%	11%
Being successful at work	53%	46%	2%	47%	52%	1%
Living close to family and relatives	27%	42%	31%	28%	42%	30%
Climbing the career ladder	13%	58%	29%	19%	49%	32%
Having the option to work part-time for a certain time	19%	38%	43%	11%	25%	64%
Earning a high salary	12%	59%	29%	14%	61%	25%
Total Respondents	119			123		

Do you agree or disagree with the following?						
	Women			Men		
	<i>Agree</i>	<i>Neutral</i>	<i>Disagree</i>	<i>Agree</i>	<i>Neutral</i>	<i>Disagree</i>
I have to work an unreasonable amount of hours to succeed	42%	30%	28%	42%	30%	28%
I feel excluded from informal networks at my work	10%	28%	62%	7%	38%	55%
I believe that taking parental leave is held against those who do so	37%	45%	18%	23%	50%	27%
I suspect that I was chosen for my current position partly because of my gender	1%	10%	89%	1%	11%	88%
Men get more career support from supervisors	26%	37%	37%	11%	22%	67%
I believe it is possible to combine a scientific career with a family	64%	24%	12%	73%	22%	5%
A glass ceiling for promotion of women exists at my workplace	12%	54%	33%	10%	41%	49%
A quota system for women in scientific positions will have a positive effect for women	38%	40%	22%	21%	31%	48%
A quota system for women in scientific positions will have a positive effect for science	32%	46%	22%	16%	29%	54%
I receive a fair level of respect and responsibility in my workplace	76%	16%	8%	74%	20%	6%
My boss would respond positively to a request for flexible working hours	46%	35%	20%	64%	26%	10%
I have witnessed negative discrimination against women at my workplace	17%	14%	69%	3%	11%	86%
I have been negatively discriminated against at work because of my gender	7%	12%	81%	0%	7%	93%
Total Respondents	119			123		

15	Do you have a formal mentor, i.e. a person to whom you can turn for help with your professional life?			
		% of all	Women %	Men %
	Yes	46%	44%	48%
	No	54%	56%	52%
	Total Respondents	241	119	122

16	If no, would you like to have a mentor?			
		% of all	Women %	Men %
	Yes	72%	77%	67%
	No	28%	23%	33%
	Total Respondents	133	66	66

17	If you have a mentor, how did you find the mentor?			
		% of all	Women %	Men %
	Through my own efforts	71%	68%	73%
	The mentor was assigned to me	13%	11%	16%
	Other (please specify)	16%	21%	11%
Total Respondents	119	56	63	

18	If you have a mentor, how often are you normally in contact with your mentor?			
		% of all	Women %	Men %
	Once a day	26%	27%	25%
	Once a week	28%	20%	35%
	Once a month	23%	29%	17%
	2-6 times per year	21%	22%	20%
	Less than once per year	3%	2%	3%
Total Respondents	115	55	60	

19	If you have a mentor, has the mentor been useful to you?			
		% of all	Women %	Men %
	Yes	97%	96%	97%
	No	3%	4%	3%
	Total Respondents	113	55	60

20	Are you satisfied with the balance between your work and personal life?			
		% of all	Women %	Men %
	Yes	63%	58%	68%
	No	37%	42%	32%
	Total Respondents	241	119	121

21	Do you have any other comments or anecdotes regarding balancing your career with your personal life?			
		# of all	# of women	# of men
	Total Respondents	66	37	29

Comments from Long-Term Fellowship-applicants in 2006

Below are the comments made in the questionnaire that was sent out to the applicants to the EMBO Long-Term Fellowship in the autumn round 2006. The comments are uncorrected.

Comments regarding academic employment?

Women	
1	The problem in academic work is always when you want to have family. To be a fellowship is not a best position to get credits, etc.
2	I think academic work is the standard track to follow and I do really enjoy the research. however, I'm becoming increasingly dissapointment with the lack of future options within academia. In addition, I'm find the continuous looking for funding become increasingly annoying
3	Although I am very devoted, the long hours and little funding available for most people in academia can wear anyone down! Would not want to do anything else though.
4	Contracts are always two years only which, from a certain age on, is not satisfying. There is very few options to stay simple researcher without climbing the carrier ladder and spending more hours at work.
5	I like my work and my project....but I do not like the politics, the nepotism and the wild western when it comes to security and management...it is very different from lab to lab...and you never know.
6	The disadvantages of working in an academic position are that it is badly payed, and in my case, as a fellow I do not have any HEALTH INSURANCE and no contributions for retirement, and I will be finishing my post doc when I am 35 and I am working in a lab since I was 24..11 year working without any contribution...Those are the points that do not satisfy me in regard of my curent working conditions, and make me think of leaving the academic environment sometimes.
7	Too low salary and too few post-doctoral positions Too much insecurity because you often receive a stipend instead of real salary or position
8	It allows to a researcher to realize different ideas and work inventively
9	Hard to get a permanent position!
10	It is hard to have a definitive academic position. But the way science is brought up in an acadamic environment is exciting and is required as a basis of any kind of more applied sciences.
11	salaries not commensurate with workload, education length and personal investment
12	Very temporary position as a post doc
13	The situation in France for Academic research has been really bad for many years now. I worked both in Industry and Academic, and even though I like the freedom of Academic research, the work conditions are really hard (even for material reasons: old labs, so little space, etc...). Moreover, only few positions are available in my country; therefore as a post-doc I cannot be sure I will get one soon.
14	I am happy with the working conditions in academic science, despite the salary and uncertainty of the future.
15	I wish academic employment would be better paid, as in a private company, for example. Maybe that's the price we have to pay to stay in an academic enviroment: work to many hours and get much less money than private companies.
16	1-In general: the lack of stable position especialy for postdoctoral fellows. Indeed, post-doctoral fellowships are often awarded for a period of 2 years (maximaly 3 years) with little or no possibility of extending the funding. However, it is difficult to finish a project and build an independent career after only 2 years of post-doctoral experience. 2-Specificaly: Women raising children while pursuing a scientific career face an additional problem: the absence of paid maternity leave which compromises the chances for a woman to continue her career after an interruption.
17	As a young scientist it is too difficult to raise funding and achieve some independence to construct my career at the same time. Research teams that are already established get better grants with lesser effort. Grants exclusive for new applicants in my view could favor more diversity of scientific research.
18	I am in a relatively new university trying to establish a lab in an economically depressed country. The university has less stuff than the others so this makes it difficult to focus on research. This is very difficult in the beginning however I am still hopeful for the future. I worked in a research institution for some years and now I experience the academic environment. So far it is good despite of the problems of being young and new in a new university.
19	no training in managing a team, resulting in unoptimal team leading conditions
20	I wish there was more permanent job as scientists and not only for group leaders or technician. I think permanent scientists are important for a lab, they make the memory of the lab, and are very important to train newcomers.

21	Exploitation of extremely trained people
22	it is mostly temporary job with short contracts. It is not good for having family.
23	Lack of money
24	It will be nice to have longer time contract.
25	There are too few possibilities to start your own line of research after post doc. The financial security is poor. It is difficult to make plans for the future on 2-year-contracts.
26	-glass ceiling - "couch potato- holding permanent position" colleagues. -brainstorming - blamestorming
27	Underpaid for the hours of work we do
Men	
1	i'm only a recent phd grad. i'm committed to giving academia a shot, at least from my current prospective, it seems more ideal. however i'm not adverse to considering a non-academic posting in the future, should it better meet my needs later on.
2	A bigger effort (funding, lab space) should be directed to enable young researchers to establish their own groups and research. Academic Careers are in my opinion very restricted to Teaching positions and more Research based groups, where the PI as no teaching duties, should be established.
3	What if you like research but are not sure if you want to be/ are suited to be a group leader? In academia, you are most likely screwed..
4	The same problem than always. One of the most demanding job on this planet is rewarded with such a low sallary. Also academics have life and families to support.
5	Future is disgusting, too difficult to reach permanent positions, at least in some countries, like mine: Spain
6	Are you satisfied with your prospects for advancement? This isn't a simply question. I've answered yes, but I would answer that I hope that the yes is the correct answer. Are you satisfied with working conditions in academia? I'm not sure whether the salary is a part of the conditions or not. Of course I'm not satisfied with my salary in Hungary:-)
7	In Italy postdocs have no pension benefits nor any social security nor any insurance against work injury. Moreover, the recruiting system for permanent position is (to use an euphemism) not exactly transparent.
8	It's a big temptation to go out of academia and earn so much more... In the past and in the present major obstacles to the carreer are the need of my wife (and myself) to get a little more cash in support of our family...
9	There are too less of them. The no. of people seeking academic employment exceed hugely the no. of vacant positions. It always play a sense of insecurity in the minds of the people, and often leads to frustrating and very very stressed situations.
10	I don't want to sound too jaded about this but the academic science system I experienced is largely built upon exploitation of the lower echelons. As a Ph. D. student you get low pay and are almost completely dependent upon the goodwill of you supervisor. But worse - it continues as a postdoc: going by your qualifications pay is miserable and you are still dependent on your supervisor to a big extent (although I personally consider myself lucky in that respect presently). The situation is aggravated by the extreme difficulty to get your own funding, i. e. usually a fellowship. This is especially true if you go abroad (which effectively killed my application with EMBO according to feedback I received from you.) There would be much more to say and I believe that the above is not as structured as it could/should be.
11	Short-term grants is a major hindrance to stay in academia for long time, since number of teaching positions is normally limited. Re-applying and applying to the new foundations takes too much time and energy better spent elsewhere. From another side, greater freedom and flexebility, plus higher level of cooperation with others due to more limited resources comparing to business, are real benefits of such work.
12	I came back to academia after an industry period of 18 months. EMBL conditions and career prospects are exceptional within the academic world.
13	I am satisfied.
14	The salary for the level of education and commitment is far too low.
15	While I would prefer to work in an academic position, I would still be open to a non-academic job if the right one came along, and funding ran-out. The reality is that funding for post-doc's is very tight, I have yet to find a fellowship for post-doc's wanting to extend there stay past 2-3years. While I understand the nature of post-doc's, there are many of my peers, myself included who enjoy their current position, are producing good results and would like to have a small amount of stability, ie more than just a one or two year contract, so that we can for eg start a family, like the rest of society. Thanks Andrew Burgess, PhD.
16	To be a scientist is a calling - I will gladly accept the prospect of working long hours for less money than present in the private sector. The only thing that bothers me right now is that the career as a scientist is difficult to combine with finding and establishing a long-term relationship. Family life is

	postponed indefinitely. Lately that has made me a bit worried.
17	My preference on staying in academic environment strongly depends on available remuneration. Academic employment conditions varies a lot from country to contry. you should consider that for
18	futyre surveys. Here, in England future looks more or less clear, at home in Spain, does not.

Comments regarding non-academic employment?

Women

1	My current non-academic employment was chosen for the purposes of career development. I am currently looking for a job, both in academia and outside. However, the high competition for fellowships, and having to restrict the choice to the city/country where my husband works, makes it very difficult to find a research position.
2	

Men

1	Better pay, shorter days and more research funding. You feel more appreciated.
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Comments regarding family matters?

Women

1	My partner and I cannot live in the same city (400 km away) because none of us could find a job according to our qualifications in the same place where the other was working... but still trying. Our son lives with me
2	If you are not willing to leave your partner and your child behind you, and you do not get any external funding, at least in Austria nobody wanted me to employ. However, theoretically I match all the requirements one needs: 1rst author cell publication, PhD-award, and additional activities like PhD-representative and organisation of a PhD-symposium.
3	I found it difficult to reconcile family matters and advancing a scientific career especialy if the partner also aims at having an independent position. Moreover, it is extremely difficult to find a place in day care and when one finds a place, the costs linked to child-care are really heavy. Finaly, women with children have often to prove more than other scientists that they are efficient and productive even though they do not work 12hrs a day like before having a kid... I would like also to emphasize the problem of the maternity leave as I mentioned earlier. First, it is difficult/impossible to have a maternity leave. Second, it is also difficult to take more than 3 months of maternity break if one wants to pursue a scientific career.
4	The maternity leave is too short. it should be also possible to work less hours when the child is small. It is not good for a child to stay 10 hours/day without parents
5	My husband is the "home-parent", he had to stop working to be at home full time and to be able to follow me abroad for my post-doc position.
6	In the country we live in currently, all my salary goes to child care of our 2 children. So in practise I work for free, which is not terribly encouraging. This is of course one reason why we can not have more children.

Men

1	It is difficult to be a good parent and compete with scientists who have no children. EMBO should take it into consideration and normalize achievements of candidates while comparing between them.
2	It's not always easy to combine a scientific research activity and personal family life
3	There is basically no (italian) written law to support postdocs (or PhD students) in growing their child. We cannot even ask for tax benefits that eveyone else can have!!
4	With such a large difference between academia and industry, academia should compensate families with kids in a better way.
5	I am happy.

Do you have any other comments or anecdotes regarding balancing your career with your personal life?

Women

1	None working mother to a small child is satisfied with the balance between work and personal life.
2	Very very difficult to balance.
3	To be honest, I have been living with my boy friend for 8 years, a person working in France for the government without possibility of working easily abroad. He quitted me shortly after my PhD

	defense knowing I wanted to go in the US for the next two or three years. Arguing that I work and would always work too much and that it has been and will be impossible for me to have children during my PhD and for the next three years if I was far from him. I guess work was not the only reason but I failed to find a good balance between personal life and work during my PhD. Let s try not to make the same error in the future ! if possible !
4	I think that the perception that you have to work all hours of the day to be successfull in science is not true. I feel that if you are organized, you can do your job between 9-6 (with a few exceptions). however,I always feel looked badly upon when I leave at 6 for going "early". I find this very annoying as many people will be there longer but in my opinion do not necceccarely work more efficiently.
5	As a postdoc, we are in the age to construct a family, but it is extremely difficult to have children and take car of them. Here is an illustartion of what is going on in high level research : 5 men in my lab out of 9 have children, while NONE of the 7 women have children. Because of this, i will consider the opportunity to work for compagny rather than academic laboratory.
6	I just heard that grant number 6 (EMBO twice) that I wrote to enable continuation of a very important research program was turned down in the last round (as most of the grants I applied for). That nullifies 1.5 years of continuous efforts to find independent funding, that would allow me to integrate into scientific community after relocating from US to the Netherlands (to follow my husband's academic career) and taking a childcare leave. I have been writing grants at nights and weekends while caring for my 2 little children (1 and 3 now). My publications are of high impact (2X8,14,16) research program was ragarded as a very important and timely scientific quest but all the reviews we have received. This is far from an anecdote, but I do find it funny that you sent me an email with this questionnaire on the very day I heard that the last grant I was hoping for had fallen into 40% of the unfunded grants at the last round. I just found new sponsors to write grants with for I know very well that unless I find a strong way to continue in science, a mother with 2 kids, I will not be able to get a permanent type job in academia or outside. I would highly appreciate any help to qualify for EMBO "come back" category.
7	It's easier to balance your career with your personnal life when friends / partner are themselves working in research.
8	I try to leave work every day at a reasonable hour...before 7 pm but I always feel I should stay longer. My colleagues often stay past dinnertime...8-9 pm...Sometimes longer. I just know that I would not be more effective...however I am still trying to convince myself. I have 5 weeks of vacation according to my grant...I have been told that I can only have 4 weeks and that I need to get permission every time. So far I was allowed only one week of this summer...because I used one week for returning to defend my PhD thesis. It makes me feel stock since my family is far away and I would like to go visit them.
9	I do all the writings at home
10	Unfortunately with sciences studies and particularly in biology, we are in precarious jobs for long time (with post-doctoral position after PhD) and not really compatible with children, often dependand of stable position
11	I wish circadian clocks in humans were of at least 30 hours, so I could have a little more of a personal life without neglecting my career
12	I love science and I love to live and to be just married, but I woul like to have a better salary and better social conditions and a better legislation concerning fellows rights and duties, so that my life (hours and days of working, etc) do not depend on the supervisor of the moment's wishes.
13	So far I don't have kids, so I am satisfied with the balance. Nevertheless I am afraid that having kids will change this, especially if I move back from my current lab in England back to the Czech Republic, where the conditions for young mothers in science are very poor.
14	no comment
15	This is an unfair job because even if I work more than 11 hours a day (basically no personnal life), I know that I will maybe never be able to have a permanent position. In an other hand this job is amazing and I still consider it is a privilege to be able to do it!
16	I am very involved in my work, probably too much. And don't have time left for art exhibitions, litterature reading...etc... But it is personal choice...
17	no
18	always feel guilty if I don't spend all my week-end or my holydays working in the lab because of what the boss would think about me and my work...it's realy hard for the moral. Basicly, i don't have any or not enough suport from my bosses when the experimets are not working or the research is not going well...
19	I am satisfied now, but it would not be compatible with having children. To do so, I will have to decrease my workload (thereby preventing my career advancement) or my husband will have to invest more than I do.
20	I have worked really hard during my PhD putting aside my personal life, now as a Post-doc I was expecting to have more time for my personal life but is not possible
21	I think this depends very much both of the boss and of the possibility to have (cheap) childcare
22	I love my work but it's for sure really taking all my energy and it's not always easy to keep a normal personal life. We don't have a job that we can put aside in the evening, one of the consequences of

	being motivated! But the salary isn't good enough for such a time-consuming job. On the other hand, I choose Academic research that do not "produce" anything of a commercial value (most of the time at least), so I can understand why.
23	Such balance is not something coming so easily: I mean, sometimes I spend too much time at work 1) to satisfy my curiosity (and get the results right now!) but mainly 2) with the idea that if I work harder now it will facilitate an opportunity to get a permanent position in future. But is it rational to spend such a time at work for a just a putative position?
24	my husband lives 200 km from me and cannot find a job next to me (wine growner) and it is also very difficult for me to find a job next to him because there is not so many labs over there (only a very nice insitute of marine biology, which is not my speciality)... I am searching for a postdoctoral position to improve my skills in marine biology and find a position after in that marine insitute.
25	The balance between career and personal life, which is really difficult, depends also in a high degree on your partner.
26	Often it is a personal view of how much you really need to be at work. Some do not work all the hours they are in the lab, doiing a lot of personal things daytime.
27	It's a difficult task to have a personal life and being successful in science. And I know very few cases in which women were sucesful at both.
28	the only problem in balancing my career with personal life is to switch off that buttom in my head and stop thinking about my work
29	It is always difficult to do so. But not impossible. You have to find people who understand your nature and desires for your career... which is not always easy to find. Personally I like to be part of research and science but I don't want to spend all my time working this would decrease theeffectives in your work. Instead an improved personel life would help you to do your research more effectively and with more ambition.
30	To be able to do this is often a choice of one's own - when one finds out that one can be so much more productive and so much happier with a better balance
31	Work has become part of our personal life, unfortunately
32	Impossible to have children as long as I don't have a long-term position, as here (Italy) fellowships do not include social insurance, so I would have to stay home without salary during my pregnancy (pregnant women not accepted in the lab for security reasons). Moreover, women and espacially mothers are not promoted or assumed, because as there is absolutely no solutions for taking care of the children beside the day appart from the "grand-parents" one, the have to leave work earlier. Finally, I am here since more than 1 year and my partner, which is graduated in management, still did not found a job here.
33	Working hours are doable, but still very long. Weekends are often spend in the lab too and the timing of work makes it difficult to spend any hours with sunlight actually with family.
34	It is very difficult to have a balance in personal life because according the Boss postdocs should not have a personal life. Quatation: "You all should work day and night. That is your only purpose as postdocs."
35	I moved from Norway, where I did my PhD. In this contry a parent can have 1 year parent leave, this is fantastic, I doubt have a second child just beacause 3 month with a new born baby will not be enough for me. I just hope in europe we could have the same point of view. It is possible to do good science and to have a family life and 1 year maternity leave
36	Even though I want to continue working in academia, I think I should look for another job because the posdoc salary does not cover all my needs. I feel I do a lot of sacrifices (money).
37	I did my PhD in my homecountry where I had everything: close boyfrined, relatives, many friends, hobbies and a very satisfiying lab. Now I'm a postdoc abroad and I only have the lab, since I still don't speak german I'm cast away from everything: social life, sports, any kind of classes. I can't even attend the animal course! Nonsense! I feel like I've sacrificed everything I had for a job.
Men	
1	I would like to be more with my family and also at work.
2	any imbalances between my personal and professional lives will hopefully be corrected in the years to come. i don't believe that these imbalances need persist. life is too short for that.
3	working at lab in scientific research is too much time demanding, some months you have to work 7 days a week every week, because you have to have results to publish papers and your boss be happy, otherwise, you are not considered in the group (to assist to scientific meetings, or to begin new lines of investigation) The salaries many times do not permit to have access to another things in personal life as vacations or health asurement for example
4	That is the only good part in academia, that if you are financed by other organisations than your boss, you can be more flexible
5	Science is too competitive and stressfull, one has to realize that is not that all in life. One have to be responsible with develop a balance between science (work) and social-family life. The problem comes when science promotes those who sacrifice more part of the social life. A lot of people I know have left science because of that. It looses part of the humanity and increase the competitive and wild part...

6	I was applied for a post doctoral fellow in the US in order to increase my possibility in term of scientific carrer, but because of personnal raison, I have had to cancel my project. Even this, I have found a post doctoral position in academic and I am in good position to obtain a permanent position... The life is surprising !!!
7	I'm not sure that my wife is also satisfied "with the balance between your work and personal life":-)
8	Since my second daughter was born I simply have no personal life!!! My days are divided between working hours and child care ones...
9	In my opinion it is a bit early to answer some of the question of the questionnaire.
10	The flexibility to move together to one place is highly restricted when one partner has a permanent position as a state appointee - which is the middle- to longterm goal. For the meantime visits should be planned, to meet each other as much as possible.
11	The ratio between hours of work and salary is too high. That means, that even working hard, you find yourself in trouble to enjoy the little spare time you have. Living 10000 Km from your hometown also makes it complicated.
12	as a scientific researcher one is expected to sacrifice family for science.
13	Both should give importance. I believe they are complementry to each other
14	Need more child care options next to universities. My wife and I would be happy if she could work a bit less but with my current fellowship and the cost of child education, we must have her full-time salary.
15	I moved to the US looking for a good postdoc position to improve my skills and try to increase my chances of return to my home country. Now I feel that I will have to choose between my career (permanent residence in the USA) or my personal life (my family and relatives in Spain). So it's not a balance..it's a decision.
16	Due to long hours spent on commuting (usually around 4 per day), it's bit hard to find enough energy for social life. Since both of us are working, and it was impossible to find work in the same place, one should've made decision of either live in different place and meet on weekends, or commute regularly and get bit of rest during weekend. Second option was chosen.
17	The day is 24h: working hard, live a little bit, don't sleep too much!
18	no
19	NA
20	Unfortunately you have so little time in which to be successful you need to work many hours. Of course i love my work, but it would be great if you could work less, socialize more, and be just as productive.
21	I beleive that its not how "long" you work but how efficient your are. Too often people judge you by the time spent in the lab, but "in general" everyone that I have come across in science that works 12h days 7days a week, wastes at least 1/2 of that time stuffing around, taking tea breaks, talking to everyone, taking long lunches etc, which is fine by me, but I think you should be judged more on you output then time spent "working". Thanks Andrew
22	My husband is in another country (Europe and I am in the US). He had to start his job there before I could move forward. This is because I couldn't get European support to go back to Europe.
23	I really enjoy the flexibility of working hours in academic science. It allows me to spend time with my family as well as work hard.
24	I have a tendency to turn into a work-o-holic and neglect my social life. This worked quite OK as long as I lived in my own country. Now when I live in a different country I feel that the social life is more important than before. I have met another swedish post doc here in Ghent and we have agreed to help each other to "get a life".
25	It's very hard to get out of the lab but with time I realized that it's usually a wrong idea to say no to a party or to holidays. To be always in the lab does not make people work faster or better but it certainly undermine their social life.
26	I think this is a very important question for young scientists. I am quite lucky because my wife was gladly willing to move with me. Flexible hours, supportive supervisor and high enough salary for the whole family I think the most important factors that can help balancing between career and personal life.
27	I have moved to where I live now because of my girlfriend. I was lucky to find a position as a postdoc in the city and country where she is from.
28	My partner is not leaving with me
29	I have time for my old friends, but it is very difficult to make a new one, especially when it comes to romantic relationships! Even when I have time to meet new girls, usually I am very tired and my mind is still in the lab.

Young Investigator Programme applicants from 2001 and 2002

Below is the questionnaire that was sent out to the applicants to the EMBO Young Investigator Programme from 2001 and 2002. The answers are presented with the percentage of all respondents and with female and male applicants separated. "Total respondents" indicates the number of female and male applicants who replied to the certain question.

1	How old are you?			
	% of all	Women %	Men %	
	31-33 years	1%	0%	2%
	34-36 years	7%	12%	6%
	37-39 years	25%	24%	26%
	40-42 years	36%	33%	37%
	43-45 years	23%	19%	24%
	46-48	7%	11%	6%
	More than 48 years	1%	2%	1%
	Total Respondents	232	67	164

2	What is your gender?			
	% of all	Women %	Men %	
	Female	29%	100%	0%
	Male	71%	0%	100%
	Total Respondents	231	67	164

3	What is your current employment status?			
	% of all	Women %	Men %	
	Permanent position	78%	72%	81%
	Temporary position	21%	27%	19%
	Unemployed but actively searching for a job	0%	0%	0%
	Unemployed and not actively searching for a job	0%	2%	0%
	Other (please specify)	0%	0%	1%
	Total Respondents	232	67	164

4	How many hours do you typically work?			
	% of all	Women %	Men %	
	1-20 hours/week	0%	0%	0%
	21-35 hours/week	0%	2%	0%
	36-45 hours/week	24%	40%	17%
	46-55 hours/week	41%	22%	49%
	56-65 hours/week	25%	24%	25%
	More than 65 hours/week	10%	12%	9%
	Total Respondents	232	67	164

5	How many hours would you be willing to work?			
	% of all	Women %	Men %	
	1-20 hours/week	0%	0%	0%
	21-35 hours/week	0%	2%	0%
	36-45 hours/week	31%	42%	27%
	46-55 hours/week	40%	30%	43%
	56-65 hours/week	22%	17%	24%
	More than 65 hours/week	8%	9%	7%
	Total Respondents	228	66	161

6

How many scientific papers have you published? (articles and reviews)			
	% of all	Women %	Men %
1-10	1%	3%	0%
11-20	15%	24%	10%
21-30	25%	27%	25%
31-40	24%	23%	25%
41-50	11%	8%	12%
more than 50	24%	15%	28%
Total Respondents	230	66	163

7

How many papers have you published as an independent group leader?			
	% of all	Women %	Men %
1 to 5	22%	35%	17%
6 to 10	25%	31%	23%
11 to 15	11%	9%	12%
16 to 20	11%	11%	11%
21 to 25	10%	6%	11%
more than 25	21%	8%	26%
Total Respondents	230	65	164

8

When was your latest publication published?			
	% of all	Women %	Men %
2001	0%	2%	0%
2002	1%	2%	1%
2003	0%	0%	1%
2004	0%	2%	0%
2005	4%	8%	3%
2006	33%	33%	33%
2007	61%	55%	64%
Total Respondents	230	66	163

9

Where do you currently work?			
	% of all	Women %	Men %
Academia: such as universities, research institutes or equivalent	97%	99%	96%
Industry	0%	0%	0%
Governmental organisation	3%	0%	4%
Non-governmental organisation	0%	0%	0%
Currently not working	0%	2%	0%
Other (please specify)	0%	0%	1%
Total Respondents	231	66	164

Working in academia

2;1

What is your current position?			
	% of all	Women %	Men %
Full professor	12%	5%	15%
Associate professor	28%	23%	30%
Assistant professor	11%	9%	12%
Group leader or equivalent	42%	52%	37%
Administrator	1%	3%	0%
Other (please specify)	7%	8%	6%
Total Respondents	221	64	156

2;2

Is your current position in your home country?			
	% of all	Women %	Men %
Yes	75%	75%	75%
No	25%	25%	25%
Total Respondents	220	63	156

2;3

What are the prospects for permanent employment at your present institute?			
	% of all	Women %	Men %
I have a permanent position	75%	68%	78%
I am on a tenure track	7%	11%	6%
I have a time-limited contract	14%	19%	12%
Other (please specify)	4%	2%	5%
Total Respondents	220	63	156

2;4

Have you changed institute since becoming a group leader?			
	% of all	Women %	Men %
Yes	27%	31%	26%
No	73%	69%	74%
Total Respondents	219	62	156

2;5

If yes, why did you move?			
	% of all	Women %	Men %
Time-limited position	51%	47%	52%
Unsatisfactory prospects for progression	38%	32%	41%
Due to family reasons	12%	11%	12%
Better offer elsewhere	38%	42%	36%
Did not feel integrated in the department/institute	26%	21%	29%
Other (please specify)	7%	5%	7%
Total Respondents	61	19	42

2;6

Do you have a teaching activity?			
	% of all	Women %	Men %
Yes	76%	75%	76%
No	24%	25%	24%
Total Respondents	220	63	156

2;7

If yes, how many hours per week do you teach?			
	% of all	Women %	Men %
1 to 5 hours/week	74%	69%	76%
6 to 10 hours/week	22%	27%	20%
11 to 15 hours/week	4%	4%	3%
16 to 20 hours/week	0%	0%	0%
more than 20 hours/week	1%	0%	1%
Total Respondents	167	48	118

2;8

How much external grant money do you have per year?			
	% of all	Women %	Men %
0-20.000 €	9%	8%	9%
20.000-40.000 €	12%	13%	12%
40.000-100.000 €	26%	34%	23%
100.000-250.000 €	35%	27%	38%
250.000-500.000 €	16%	16%	16%
500.000-1.000.000 €	3%	2%	3%
more than 1.000.000 €	0%	0%	0%
Total Respondents	216	62	154

2;9

How many members does your group have?			
	Average of all	Women average	Men average
PhD students	3.4	3.2	3.5
Post Docs	2.3	1.9	2.5
Diploma/master students	1.8	2.2	1.7
Technicians	1.3	1.2	1.4
Other	1.5	1.3	1.5
Total Respondents	220	63	156

2;10

How many PhDs have graduated from your lab?			
	% of all	Women %	Men %
0	11%	14%	8%
1	23%	25%	22%
2-3	44%	48%	43%
4-5	14%	8%	17%
6-7	7%	5%	8%
8-9	1%	0%	1%
more than 9	1%	0%	1%
Total Respondents	220	63	156

2;11

How many post-docs have you had in your group in total?			
	% of all	Women %	Men %
0	12%	5%	14%
1	16%	23%	14%
2-3	34%	44%	30%
4-5	22%	16%	24%
6-7	7%	7%	7%
8-9	5%	5%	5%
more than 9	5%	2%	6%
Total Respondents	219	62	156

2;12

What contributed to your choice to stay in academia? Multiple choices can be marked.			
	% of all	Women %	Men %
Academic freedom	85%	83%	85%
More focus on scientific research	81%	84%	80%
Teaching	15%	21%	13%
Better working conditions	7%	5%	8%
More job security	16%	18%	16%
Better prospects for career progression	5%	8%	4%
More flexible hours	35%	30%	36%
Lack of positions elsewhere	10%	8%	11%
Other (please specify)	4%	6%	3%
Total Respondents	220	63	156

2;13

Are you satisfied with working conditions in academia?			
	% of all	Women %	Men %
Yes	64%	59%	65%
No	37%	41%	35%
Total Respondents	219	63	155

2;14

Are you satisfied with your prospects for advancement?			
	% of all	Women %	Men %
Yes	60%	57%	62%
No	40%	43%	39%
Total Respondents	220	63	156

2;15

If you had the option, would you prefer to work in a non-academic environment?			
	% of all	Women %	Men %
Yes	11%	7%	13%
No	89%	93%	87%
Total Respondents	212	60	151

2;16

Have you ever applied for a non-academic position?			
	% of all	Women %	Men %
Yes	27%	25%	27%
No	73%	75%	73%
Total Respondents	220	63	156

2;17

Comments regarding academic employment?			
	# of all	# of women	# of men
Total Respondents	65	24	41

Working elsewhere than in academia

3;1

What best describes your current employment?			
	% of all	Women %	Men %
Scientist	91%	67%	100%
Technician	0%	0%	0%
Administration	0%	0%	0%
Teaching	0%	0%	0%
Medical work such as doctor	0%	0%	0%
Patent work	0%	0%	0%
Journalism	0%	0%	0%
Editorial work	9%	33%	0%
Other (please specify)	0%	0%	0%
Total Respondents	11	3	8

3;2

Why did you leave academia? Multiple choices can be marked.			
	% of all	Women %	Men %
Too competitive	0%	0%	0%
Too many non-scientific duties (e.g. teaching, bureaucracy, grant application)	33%	0%	33%
Return for effort was unsatisfactory	0%	0%	0%
Loss of interest in working at the lab bench	0%	0%	0%
Research demanded excessive focus on just one topic	0%	0%	0%
Lack of job security	33%	0%	33%
Salary level unsatisfactory	33%	0%	33%
Not compatible with my partner's career	0%	0%	0%
Lack of support by supervisor	0%	0%	0%
Career perspectives were unclear	67%	0%	67%
Lack of positions in an intermediate level	0%	0%	0%
Failure to attract funding	0%	0%	0%
Care responsibilities	0%	0%	0%
Further education	0%	0%	0%
Did not get tenure	33%	0%	33%
Other (please specify)	67%	0%	67%
Total Respondents	3	0	3

3;3

Do you have a research activity?			
	% of all	Women %	Men %
Yes	100%	100%	100%
No	0%	0%	0%
Total Respondents	10	2	8

3;4

Would you have liked to stay in academic science, but not as a group leader?			
	% of all	Women %	Men %
Yes	0%	0%	0%
No	100%	100%	100%
Total Respondents	8	2	6

3;5

Are you satisfied to be working outside of academia?			
	% of all	Women %	Men %
Yes	67%	0%	100%
No	33%	100%	0%
Total Respondents	3	1	2

3;6

If you had the option, would you prefer to work in academia?			
	% of all	Women %	Men %
Yes	50%	0%	67%
No	50%	100%	33%
Total Respondents	4	1	3

3;7

Have you ever tried to return to an academic position?			
	% of all	Women %	Men %
Yes	0%	0%	0%
No	100%	100%	100%
Total Respondents	3	1	2

3;8

Comments regarding non-academic employment?			
	# of all	# of women	# of men
Total Respondents	2	0	2

Family matters

10 Do you have a partner?

	% of all	Women %	Men %
Yes	91%	86%	93%
No	9%	14%	7%
Total Respondents	231	66	163

4;1 If yes, is your partner working?

	% of all	Women %	Men %
Yes	95%	100%	93%
No	5%	0%	7%
Total Respondents	208	57	150

4;2 Is your partner working within science?

	% of all	Women %	Men %
Yes	53%	67%	49%
No	47%	33%	51%
Total Respondents	208	57	150

4;3 How many hours does your partner typically work?

	% of all	Women %	Men %
1-20 hours/week	9%	2%	11%
21-35 hours/week	16%	2%	21%
36-45 hours/week	36%	35%	37%
46-55 hours/week	25%	32%	21%
56-65 hours/week	11%	21%	7%
more than 65 hours/week	4%	9%	2%
Total Respondents	199	57	141

4;4 What type of education does your partner have?

	% of all	Women %	Men %
PhD	51%	67%	45%
University-degree (MD, MSc, BSc or equivalent)	40%	28%	44%
Secondary school qualification	8%	5%	9%
Vocational training	2%	0%	2%
Other (please specify)	0%	0%	0%
Total Respondents	207	57	149

4;5 Did you partner ever move because of YOUR work?

	% of all	Women %	Men %
Yes	64%	53%	69%
No	36%	47%	31%
Total Respondents	208	57	150

4;6 If yes - did your partner find a job matching his/her qualifications?

	% of all	Women %	Men %
Yes	73%	74%	73%
No	28%	26%	27%
Total Respondents	142	31	110

4;7 Did you ever move because of your partner's work?

	% of all	Women %	Men %
Yes	22%	37%	16%
No	78%	63%	84%
Total Respondents	207	57	149

4;8

What percentage of your total family income is provided by you?			
	% of all	Women %	Men %
0-25%	1%	2%	0%
26-50%	29%	64%	15%
51-75%	54%	30%	63%
76-100%	17%	4%	22%
Total Respondents	207	56	150

11

Do you have children?			
	% of all	Women %	Men %
Yes	78%	69%	81%
No	22%	31%	18%
Total Respondents	229	65	163

5;1

If no, do you plan to have children in the future?			
	% of all	Women %	Men %
Yes	35%	25%	41%
No	65%	75%	59%
Total Respondents	49	20	29

6;1

If yes, how many children do you have?			
	% of all	Women %	Men %
1	26%	28%	25%
2	55%	58%	54%
3 or more	19%	14%	21%
Total Respondents	176	43	132

6;2

When was your first child born?			
	% of all	Women %	Men %
Before post-doc	33%	26%	34%
During post-doc	26%	24%	27%
After post-doc	41%	50%	39%
Total Respondents	175	42	132

6;3

How old were you when your first child was born?			
	% of all	Women %	Men %
<25 years	6%	5%	6%
25-30 years	32%	29%	33%
31-33 years	26%	24%	27%
34-36 years	24%	41%	19%
37-39 years	7%	2%	9%
40-42 years	3%	0%	5%
42-45 years	1%	0%	1%
>45 years	0%	0%	0%
Total Respondents	175	42	132

6;4

Do you have access to child-care?			
	% of all	Women %	Men %
Yes	82%	88%	79%
No	18%	12%	21%
Total Respondents	174	42	131

6;5 Do you have access to full-time child-care?

	% of all	Women %	Men %
Yes	62%	76%	58%
No	38%	24%	42%
Total Respondents	173	42	130

6;6 In total, how much parental leave did you take?

	% of all	Women %	Men %
0 months	55%	7%	71%
1-3 months	23%	26%	21%
4-6 months	8%	28%	2%
7-12 months	8%	28%	2%
1-2 years	2%	7%	0%
3-4 years	1%	2%	0%
More than 4 years	0%	0%	0%
Other (please specify)	4%	2%	5%
Total Respondents	176	43	132

6;7 How did your colleagues react to you having children? Multiple choices can be marked.

	% of all	Women %	Men %
Offered support	28%	36%	24%
Happy for me	64%	50%	68%
Neutral	41%	41%	41%
Were doubtful whether it was the right time to have children	9%	17%	7%
Became more critical than before	5%	10%	3%
Other (please specify)	5%	14%	2%
Total Respondents	174	42	131

6;8 Would you like to have/have had more children?

	% of all	Women %	Men %
Yes	40%	45%	38%
No	60%	55%	62%
Total Respondents	172	42	129

6;9 If you did not return to work after parental leave, please tell us why.

	% of all	Women %	Men %
Parental leave is not over yet!	67%	100%	50%
No access to child-care	0%	0%	0%
Child-care is too expensive	0%	0%	0%
I prefer to stay at home with my children	0%	0%	0%
No job available	0%	0%	0%
Having children is not compatible with dual careers for me and my partner	0%	0%	0%
Other (please specify)	33%	0%	50%
Total Respondents	3	1	2

6;10 If you did not return to work after parental leave, what are your plans?

	% of all	Women %	Men %
To return to my previous position	67%	0%	67%
To start work within academia	0%	0%	0%
To start work within industry	0%	0%	0%
To start work within administration	0%	0%	0%
Other (please specify)	33%	0%	33%
Total Respondents	3	0	3

6;11 Comments regarding family matters?

	# of all	# of women	# of men
Total Respondents	39	16	23

Motivation and career issues

12

Were you encouraged to apply for a group leader position?			
	% of all	Women %	Men %
Yes	75%	76%	75%
No	25%	24%	26%
Total Respondents	224	62	161

13

If yes, who encouraged you? Multiple choices can be marked.			
	% of all	Women %	Men %
Former PhD supervisor	40%	51%	36%
Post doc supervisor	57%	53%	59%
Collaborator	22%	28%	20%
Mentor	25%	21%	27%
Other (please specify)	15%	28%	10%
Total Respondents	169	47	121

14

How did they support you? Multiple choices can be marked.			
	% of all	Women %	Men %
Gave you responsibilities within their lab, e.g. supervise a PhD student/diploma student/technician	58%	61%	57%
Allowed you to apply for grants (e.g. career development)	58%	57%	59%
Allowed you to develop your own project to take with you	68%	61%	71%
Discussed your future with you	60%	67%	56%
Gave you feedback regarding your performance	43%	33%	47%
Gave you career guidance	36%	33%	38%
Other (please specify)	6%	7%	6%
Total Respondents	173	46	126

15

What personal characteristics or factors have helped you most during your career? Multiple choices can be marked.			
	% of all	Women %	Men %
Curiosity	76%	79%	75%
Competitiveness	39%	32%	42%
Persistence and endurance	84%	87%	83%
Networking	28%	27%	29%
Ambition and determination	61%	71%	57%
Partner or family	39%	48%	35%
Mentor or role model	21%	21%	22%
Self-motivation	83%	81%	84%
Other (please specify)	3%	5%	2%
Total Respondents	224	62	161

16

	Women			Men		
	<i>Very important</i>	<i>Important</i>	<i>Not so important</i>	<i>Very important</i>	<i>Important</i>	<i>Not so important</i>
Inventing or discovering something significant	76%	23%	2%	81%	18%	1%
Having an active social life	13%	50%	37%	13%	58%	29%
Being successful at work	65%	35%	0%	40%	57%	3%
Living close to family and relatives	31%	48%	21%	28%	44%	28%
Climbing the career ladder	12%	67%	22%	13%	57%	30%
Having the option to work part-time for a certain time	8%	30%	62%	4%	16%	80%
Earning a high salary	3%	58%	39%	11%	57%	32%
Total Respondents	62			161		

17

Do you agree or disagree with the following?						
	Women			Men		
	<i>Agree</i>	<i>Neutral</i>	<i>Disagree</i>	<i>Agree</i>	<i>Neutral</i>	<i>Disagree</i>
I have to work an unreasonable amount of hours to succeed	37%	26%	37%	34%	38%	18%
I feel excluded from informal networks at my work	23%	34%	43%	14%	37%	49%
I believe that taking parental leave is held against those who do so	31%	29%	40%	24%	44%	32%
I suspect that I was chosen for my current position partly because of my gender	2%	13%	85%	4%	15%	81%
Men get more career support from supervisors	44%	34%	21%	15%	27%	58%
I believe it is possible to combine a scientific career with a family	66%	23%	11%	64%	29%	7%
A glass ceiling for promotion of women exists at my workplace	29%	33%	38%	9%	26%	65%
A quota system for women in scientific positions will have a positive effect for women	35%	34%	31%	23%	32%	45%
A quota system for women in scientific positions will have a positive effect for science	36%	38%	26%	13%	33%	54%
I receive a fair level of respect and responsibility in my workplace	76%	13%	11%	71%	24%	5%
My boss would respond positively to a request for flexible working hours	39%	51%	10%	36%	52%	12%
I have witnessed negative discrimination against women at my workplace	34%	16%	50%	8%	19%	73%
I have been negatively discriminated against at work because of my gender	14%	26%	60%	4%	9%	87%
Total Respondents	62			161		

18

Did your former department/institute/university give career advice to post docs?			
	% of all	Women %	Men %
Yes	20%	12%	23%
No	80%	89%	77%
Total Respondents	221	61	159

19

Does your present department/institute/university give career advice to post docs?			
	% of all	Women %	Men %
Yes	36%	31%	37%
No	65%	69%	63%
Total Respondents	220	61	158

20

Do you feel well prepared for your job as group leader?			
	% of all	Women %	Men %
Yes	67%	68%	66%
No	33%	32%	34%
Total Respondents	220	62	157

21

What are/were the biggest challenges for you as a group leader? Multiple choices can be marked.			
	% of all	Women %	Men %
Managing people	76%	74%	77%
Managing projects	26%	23%	27%
Getting funded	61%	58%	62%
Dealing with administration	51%	47%	53%
High teaching load	15%	15%	16%
Departmental politics	38%	48%	34%
Other (please specify)	5%	10%	3%

Total Respondents	224	62	161
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22	Was the application/recruitment procedure at your present institute/university transparent?			
		% of all	Women %	Men %
	Yes	67%	64%	68%
	No	33%	36%	32%
	Total Respondents	221	61	159

23	Did you feel discriminated because of your gender?			
		% of all	Women %	Men %
	Yes	3%	8%	1%
	No	97%	92%	99%
	Total Respondents	221	60	160

24	Does your department/institute/university offer the following: (Multiple choices can be marked.)			
		% of all	Women %	Men %
	Parental leave	83%	91%	80%
	Tenure clock stop	13%	17%	12%
	Temporary relief from teaching duties	25%	20%	26%
	Frauenbeauftragte/Ombudsman	26%	17%	29%
	Actively seeking minority applicants	12%	9%	13%
	Keeping statistics/self assessment	29%	32%	29%
	Other (please specify)	4%	4%	4%
	Total Respondents	188	54	133

25	Does your current department/institute/university have an explicit gender policy?			
		% of all	Women %	Men %
	Yes	34%	30%	36%
	No	66%	70%	64%
	Total Respondents	216	60	155

26	If yes, do you think that the department/institute/university lives by it?			
		% of all	Women %	Men %
	Yes	51%	44%	53%
	No	50%	56%	47%
	Total Respondents	91	18	72

27	Is there a "long hours" culture at your department?			
		% of all	Women %	Men %
	Yes	41%	48%	38%
	No	60%	53%	62%
	Total Respondents	220	61	158

28	Does your institute provide support for young group leaders?			
		% of all	Women %	Men %
	Yes	49%	49%	48%
	No	51%	51%	52%
	Total Respondents	221	61	159

29	If yes, what type of support: (Multiple choices can be marked.)			
		% of all	Women %	Men %
	Management courses	38%	36%	40%
	Assigned mentors	20%	13%	22%
	Annual reviews and feedback	44%	29%	50%
	Given responsibilities such as committee membership, organizing seminars etc	74%	61%	79%
	Other (please specify)	19%	32%	15%

Total Respondents	108	31	76
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30	Have you been able to build up a good network?			
		% of all	Women %	Men %
	Yes	80%	78%	81%
	No	20%	22%	20%
	Total Respondents	220	60	159

31	Do you have a mentor, i.e. a person to whom you can turn for help with your professional life?			
		% of all	Women %	Men %
	Yes	44%	32%	49%
	No	56%	68%	51%
	Total Respondents	222	62	159

32	If no, would you like to have a mentor?			
		% of all	Women %	Men %
	Yes	56%	71%	47%
	No	44%	29%	53%
	Total Respondents	124	42	81

33	If you have a mentor, how did you find the mentor?			
		% of all	Women %	Men %
	Through my own efforts	69%	70%	68%
	The mentor was assigned to me	12%	10%	13%
	Other (please specify)	19%	20%	19%
	Total Respondents	99	20	79

34	If you have a mentor, how often are you normally in contact with your mentor?			
		% of all	Women %	Men %
	Once a day	7%	11%	7%
	Once a week	25%	16%	27%
	Once a month	20%	11%	22%
	2-6 times per year	33%	47%	30%
	Less than once per year	15%	16%	14%
	Total Respondents	96	19	77

35	If you have a mentor, has the mentor been useful to you?			
		% of all	Women %	Men %
	Yes	95%	95%	95%
	No	5%	5%	5%
	Total Respondents	97	19	78

36	Are you satisfied with the balance between your work and personal life?			
		% of all	Women %	Men %
	Yes	60%	56%	62%
	No	40%	44%	38%
	Total Respondents	222	61	160

37	Do you have any other comments or anecdotes regarding balancing your career with your personal life?			
		# of all	# of women	# of men
	Total Respondents	47	18	29

Comments from Young Investigator Programme-applicants

Below are the comments made in the questionnaire that was sent out to the applicants to the EMBO Young Investigator Programme in 2001 and 2002. The comments are uncorrected.

Comments regarding academic employment?

Women	
1	Lack of career development/planning
2	Now it is a good moment in my institution
3	I am about to switch Institutions as my current employer is not supportive of junior staff and of my area of research. I therefore have obtained a position within what I hope will be a more supportive environment.
4	too much teaching and administration, alongside very high expectations for research papers and grants
5	Potentially, you can deeply develop your fields of interest both by a scientific and technological point of view. Unfortunately, in Italy the academic research is not very well found and we need to spend a lot of time to search foundings.
6	women discrimination "politic" has more weight than value
7	While I am still employed in academia and my position is classified as academic I am no longer a researcher or lecturer. I am completely satisfied with the conditions of my current job as a careers adviser, but was unhappy and constantly stressed as a researcher. I noticed the difference within days of moving to the new job and am considerably happier in it.
8	I combine research with administrative tasks, thus being both a group leader and administrator.
9	Academia is not well equipped to support scientists.
10	heavy teaching load, duty do seat in different committees (which normally would be composed of senior professors), having to set up the necessary research conditions at the same time that we have to deal with university/higher education changes
11	At present it seems very difficult to get funding for research in basic science
12	There are high demands on excellence/performance in a variety of areas including research, teaching and administration, which have to be met for progression and are often difficult to balance. With shortage of governmental science budget and pressure to conduct applied research, it has become increasingly difficult to obtain funding for basic research and to compete with applications from research institutions etc.
13	Academia is the most appropriate environment to do proper research
14	The career development for hard working, dedicated young academics at group leader level is needing to be overhauled. I do not feel valued by or do I have any committment from my employer to progress despite my dedication and success. There is minimal reward in terms of job security. This is constantly being overlooked and excused. It needs to be addressed.
15	I have worked in accademic institutions in different EU countries (France, Austria Italy). I observed that accademic employees (scientists)have very different problems dependending on the EU country in which they work. France: too little exchange with outside non-French comunity (though my experience here is limited to three years). Austria: very little prospective for female work at high level or career progression within the academy (es.Full professor,Director of departament); Italy: no money for basic research and University research infrastructure facts that strongly limits the research possibility and career development compared to other EU reserachres at the same level and position; Little or no consideration for the carreeer developed abroad; Too little influx of foreign scientists working within the accademic istitution for reasonable time and as permanent member of the accademic stuff; Few possibility of internal movement based on the quality of the receival accademic intitution.
16	In Europe the criteria to advance in academics are very unclear and not standardized.
17	My situation is slightly different as I am in a private non-lucrative research institute. I think it is the best condtion. Not much teaching duties, nice environment.
18	In Europe academic employment is still difficult for women with children, mostly due to the lack of full-day schools and child care.
19	Not enough support as a PI Lack of role models for females with caring responsibilities Long-hours culture
20	More teaching should be done by non-researchers, and more people should be available for technical tasks, so we will be able to do more science!!
21	Necessity of non-stop learning and teaching as well as freedom of academic environment attracts me a lot although surviving what we earn with, is a little difficult.

22	Provided that you can get grants, academic employment allows truly independent research - you can freely choose your lab members and can find people who are motivated, gifted and nice to work with - you are not forced to make compromises regarding your work quality - job is enjoyable, interesting, highly rewarding
23	relative freedom in the choice of project. Not enough funding Spending too much time writing grants (grants should be longer, at least 5 years)
24	Being a female and a foreigner is a definite disadvantage. My experience both from Australia and Sweden. Men's dominated networks both formal and informal. Being a part of a local or national network is a prerequisite to getting a permanent position, not any less important than having a good publication record!
Men	
1	I enjoy my research studies and I would not change unless required
2	What I really do not like is the lack of job security, especially now that I have a family. I am a driven scientist but sometimes this really pulls me down. Also I still feel like a nomad, never sure where I will be in the next few years and this affects my family. It also means that I did not invest in our life, and for one I missed the housing boom completely to the point I can no longer afford a house, so we are still renting. I must confess to being fed up with it and I have been tempted to seek a permanent position. Life in science is hard enough without the enslavement by job insecurity. It has been created to driven people on (which I do not need), but I strongly feel I would do better and more interesting science if I had a fixed job, because now I have to compromise often to ensure I have papers.
3	salary is low
4	insufficient internal funding too much bureaucrazy lack of merit-based criteria for career advancement
5	I would prefer to work in a well-organized Institute rather than in the University, but such Institute does not exist where I have to live.
6	Several major disadvantages 1. There's not a permanent technician position available in my group 2. There is a mandatory gap of about 6-9 months between appointment of consecutive university PhD positions 3. Financial support is minimal
7	In Spain, very low salary versus non-academic
8	In Italy, recruitment and career advancement in the Academia is largely a matter of good chance. I normally recommend my students and post-docs not to focus on academic positions, since they are so unpredictable here, and depend on scientific excellence only in small part.
9	Academic Researchers in some countries, including my own (Greece) are struggling due to the lack of support from local and EU authorities. In addition and irrespective of the productivity or competitiveness, EU funding bodies tend to support research in more "developed" countries. In many cases frustration leads to unnecessary mobility. Lack of scientific retention is to my opinion a key problem in european research
10	high load with administrative business and teaching at german universities leaves to littel time to do research; due to financial problems the universities significantly cut the budgets of the departments (positions, space, running money); administrative barriers slow down working progress and lead to frustrations (employment of a new PhD student takes many weeks and requires the signatures of many different administrative persons)
11	In general, financing academic research (non-profit basic research) is very bad in my country.
12	Positives and negatives as with any position. insufficient quality support wastes most of my time
13	The funding situation and possibilites for economic support within the swedish academic system is currently very poor, which has a strong negative impact in the working conditions.
14	IN FRANCE, SYSTEM HAS TO BE IMPROVED IN ORDER TO INCREASE SALARY UPON QUALITY OF RESEARCH DONE BY THE PI
15	Conditions depend on the particular Institute and not on the Academia in general.
16	Big advantages and big disadvantages like almost every place ... small money , big freedom
17	For non-professors the prospects for career in acedemia are rather independent of the scientific accomplishments. That is REALLY frustrating on the long run, considering the fact that the workload is very similar to professors.
18	I would move to my home country (Russia) for better position.
19	Salary! I have reached the top of my grade and can not advance until I am deemed worthy. As a result I have been on the same salary for three years. This has been particularly difficult given the demands of work and trying to find child care/bring up children.
20	It is very difficult to balance biomedical research activity with the demands of University administration and teaching. This is to the detriment of all three activities.
21	Perspectives for students and post-doc are bad. Not reactive enough for developing facilities. Difficulties to have technician positions (transient and permanent position).

22	too much administration/bureaucracy, not enough money
23	The expectations and workload on multiple levels are unreasonable and often illogical. The increasing pressures on obtaining grants and publishing papers makes academic employment often an unpleasant job.
24	There is not enough more for science in general
25	Job security is a major problem. Short term contracts prevent career development. My wife has just obtained a better paid, permanent job having looked after the children for ten years, which of course means that my job is now the secondary income and therefore lower priority in our household. This is madness after such a huge number of years of my investment and likely means that my career will come to an end. Tragic waste of resources.
26	I have two groups, one at a research institute, probably the best institute in Poland (my group in IIMCB is almost 30 people) and one at the University in a different city in Poland (2 PhD students and 12 undergraduates). Here, I have the opportunity to create my own "school of thought" and strongly influence the development of bioinformatics in Poland. I believe that by being where I am and by doing what I do I really make a difference. At this moment I would not exchange it for a better paid position at a company. But I when I get older and most of my current PhD and MSc students already become independent or at least senior postdocs, I would be glad to consider other options, including starting my own company, perhaps as a spinoff of my current research work.
27	It is tough, but very stimulating. My only frustration is that it is a small, rather closed world. I miss exchanges with many other types of people. The fact that I and my family had to move so frequently did not favor keeping active contacts outside of academia.
28	not a defined tenure track is available
29	We are in disadvantage in comparison with non-academic institutions to find money for the research activities
30	For my generation of the just over 40's, scientific career prospects in Germany were bleak. When I returned from Scotland, there was no tenure, and a law was installed which forced you to leave university after a total of 12 years (including PhD), except you are permanent. Many of my colleagues had to go elsewhere. For the next generation this situation is now getting better, as there are several programmes installed and that notorious law got dumped.
31	In Switzerland, research is more and more run according to the anglo-american system (small independent groups), but the departmental organisation is still by large the old german university hierarchy. As a consequence, young group leaders nowadays do the job of a professor and are paid as assistants. That is a frustrating reality, but tolerated because it is at least a possibility for us to be independent.
32	poor salary, too much management
33	Teaching is great, but I see an increasing teaching load due to the Bologna reform, that is close to being too much.
34	Mostly French salary too low.
35	in my country, permanent positions are not properly evaluated. There are people that do not perform research since a long time and their salaries are similar to those with an active research
36	The system to obtain professorships in Germany is corrupted.
37	We do not have sufficient grant money
38	Academic employment was always my goal. The pure science aspect of what I do is my prime motivation and in the UK the career prospects are good and funding is sufficiently attainable.
39	The academic environment provides better contact with students providing a broader range for selection of future lab members. Teaching helps me broaden the scientific scope since I have to be up-to-date in topics that are not the focus of my research.
40	Overworked, undervalued, 'put-upon' by admin, and a lack of adequate facilities (i.e. nowhere to get food in the building, lack of fresh water, awful toilets). Research and teaching facilities are good.
41	The creation of artificial means to keep people on temporary contracts, and thus also on poorer terms and conditions (for example with respect to criteria and ease of getting rid of you) is abusive and destructive for academic careers. I now have 11 years on short term renewed contracts, but within the last 6 months was forced to accept yet another short-term contract. This is ridiculous.

Comments regarding non-academic employment?

Women

None!

Men

1 I've been always working in academia

2	It is a good opportunity. But the effort to open as new details as we must open in the Hospital (and its research institute) dramatically shortens your time for real research work (bench or intellectual). Extra duties were huge before (Universidad de Salamanca, as leader of an small group) and are the same now (Hospital Nacional de Parapléjicos, as leader of a medium-big group).
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Comments regarding family matters?

Women

1	It is very difficult in my country to be a working mother, but if you work on science it is even more difficult. It is imposible to keep the same standards
2	I have been pleasantly surprised at how surportive (particular many of the older male Professors) have been about my decision to have children.
3	I have had managed, untill now, very well with ny family and my job.
4	no chance of getting proper cover while you are away (ie run your lab) so you end up trying to do both.
5	My son has been adopted 3 years ago (he is now 8 years old).
6	My productivity has decreased since I had children and I feel that the fact that I have taken leaves and worked part-time (80 to 90%), is not taken in account by funding agencies. Most of my colleagues do not have caring duties, so the competition is tough.
7	Childcare (ie when kids are sick or on vacation ect) is 50/50 with my partner - otherwise my career in science would NOT have been possible
8	My family have followed my work movements within three EU countries. Children have to change friends, language and culture. Not all EU countries offer a good support for children care. When planing EU moving grants (that must consider women at all level of their carreer as women have a very different way to arrive to their 50 and work in science) more attention shell be given in order to relocate those having children. If international kindergarden and primary school exist they are thought for a stipendium and working time of ambassadors and diplomatics not for scientists or Post Doc. When they do not exist the problem is even worst. The costs of house moving, private childcare are often seriously affecting the family badged. About working time I found that the best help was the possibility to get flexible working hours. Parental leave cannot be considered if one have a group leader position and wants to remain reasonable competitive while having family and children.
9	Sometimes extenuating and frustrating trying to conciliate family and research work
10	I think that for a woman it is tougher because we are expected more than men to look after our kids.
11	The most important thing for women to keep working when having family is infrastructure: good access to workplace with public transportation nearby housing (to go back to work when children are in bed) nearby schools and child care to minimize commuting time (want to spend some time with the children) special programs offered by the university during school holidays
12	Although having a child is a difficult thing while working, I can now say that it is not impossible (He is 16 years old now and difficulties are far memories for me)
13	The children are from my 1st marriage to a scientist. I was a widow for 3 years then remarried, at the post-doc stage. I moved once because of my 1st husband's career (but it worked well for me too). My second husband relocated to Israel because of my work. The children are now older (21 and 18) so my replies re child care refer to when they were small - but I have always had access to good child care.
14	Family is crucial - I am sure that without my family I could not have achieved what I had. Without family, you might have more time, but you might well be much less motivated and much less happy. Without happiness, you cannot work.
15	Family is of no hinder as long as people do not expect to have as active social life as before family. People with young children as long as they are interested in science and do not just have a job doing science can be as effective if not more as those without kids as they do use the time well at work! Lunch, coffebreaks etc are short or nonexistent.
16	Because of the load of work during the PhD and post-doc, I had difficulties to conceive.

Men

1	Child-care in our family is based on a combination of school and a perfect coordination between parents.
2	I do not think I spend enough time with my kid. I try to reserve everyday 3-4 hours for her undivided attention, but often I am away. My partner is also in science and we try to be fair to both our careers (in as much that is ever possible). When my daughter is ill, we both take time off, alternating. In reality though I am away more often than she is and she does spend more time with our daughter.

3	Children were born during marriage. Currently divorced, with 50%/50% responsibility for kids. In my experience, assistant professorship and in particular scientific research difficult to combine with these changing responsibilities.
4	Depending on the country, and Spain in particular, having kids while trying to start a scientific career is not very appreciated. The amount of work to carry out with the two "work positions" (as scientist and as father) is very tough and not recognized by my colleagues in general.
5	From what I see in my female colleagues, to be a good mother and a good scientist is very hard in Italy. Mostly because the system gives very little help (if any). It would be great if mothers could have a chance to keep their children in a nursery in the Research institution.
6	child-care is difficult to find and expensive; with 4 children as in my case it is almost impossible at the moment; since the youngest child is now more than 3 years my wife will start working again; littel support is provided by the university (employer) and the state (offers for child-care and money)
7	My wife was at parental leave so some of the questions are quite strange to me. Next, my kids are 20 and 14 year old so questions on access to child care or reaction of my colleagues sounds also little bit strange.
8	My wife's career has suffered/taken new directions because of child responsibilities
9	it is extremely difficult to persue career in science with kids, when both partners are working (which is desirable from my point of view). I noticed that none of the professors in our institute (7) have a family with kids, whereas all docents that don't have a chair have kids. In all case where professors at other instituts have kids the partner does not work (or did not work during the time when kids were very young). I see a problem in early career, since it is much more difficult to move to other places (in particular to the US) with kids and part-time jobs of one of the parents.
10	My experience tells that women (my wife) have a very big handicap in conciliating science with family and often have to sacrifice, at least partly, one of them. I don't think I would have succeeded as well if I had been a women.
11	Having a family is not compatible with having an academic job.
12	I have 1 child from my former partner. She is also a scientist and got a second child after return to her home country. My present partner has 2 children.
13	It is obviously difficult to find two equally attractive positions at the same place. Understanding from colleagues is somewhat limited. This does not make family life easier, in a job that is demanding and can be stressful at times, this is a pitty.
14	In Spain, family matters and feamily-matters-help are not well-developed.
15	My lab is a very small lab. I must work hard if I want to have even small budget to work in. I cant change my behavior independently of my children.
16	Family and science are hard to combine, especially with all those "excellence" requirements. But it is possible and quite rewarding.
17	availability of good child care is key
18	The politics concerning family life in Germany sucks. That is the reason why I left Germany. I tried to take care of my kid during the 2 years I had a part-time job but the local courts told me I have to pay for my ex (the mother of my son) and she does not need to work. I still tried to take care of my son while I ex boycotted visitation. After 5 years of struggle I gave up and left the country.
19	Having kids and two research careers (interruption in a science career has strong disadvantages) requires the appointment of a full-time house- and child-caring person.
20	difficult to attend conference and multiple travel requirement, without support for the kids
21	I am only a few months in to this but it seems to be one of the hardest aspects. Ones employer might accept a lower rate of work/productivity in the first instance after having kids but of course the international competition does not. I now have a much greater understanding of how hard it must be for women.
22	Access to child care is "at a price", no useful support from our employer. What support there is, is only useful for people on long term/permananet contracts. For 2 children we pay Euro 1600 per month. Currently this is paid from our savings.
23	I have eight kids, and I am fully agree with them. I would like to have as many kids as possible.

Do you have any other comments or anecdotes regarding balancing your career with your personal life?

Women	
1	I suffer an additional inconvenience: my husband work in a different city, which is 170 km away from where I work.
2	There are only 24h a day and the scientific career requires working too many hours, affecting directly the time you can spend for "your self" out of work. I got divorced at the end of my second postdoctoral stay abroad, my husband was not a scientist and the relationship did not work due in part to the time I spent in the lab. My actual partner is a scientist, we both have permanent positions, do basic research and work aprox. the same number of hours. He understands and respects my dedication to science.
3	Would like to not have to work so much in the evenings so I had more time to spend with my family. Often it feels like if I am not working my husband is.
4	now that I am no longer a researcher it is far easier. As a researcher it was a constant battle to be competitive and still maintain my private life.
5	I have decided to move to the UK as to increase the time I can spend with my partner. We will swap a five hour journey by plane against a two hour journey by train and hope that we will be able to see each other every weekend as opposed to the current once to twice per month.
6	I nearly quited science last year because I felt that I was struggling to balance my family life with my work life. I had a hard thought about this, and as a result I changed department to see if a more supportive environment was the answer. It seems to have done the trick, and I now feel more positive about balancing both aspects of my life. I am also now involved in post-doc and PI professional development and support for my department and University, and would like to conciliate this interest in human resources with running a small (althought perfectly formed :-)! lab.
7	Science is a vocation, not a job so it is important to be realistic about achieving a balance with family committments and being a group leader with ambition. It is important to have support from a partner and/or family otherwise it is impossible to dedicate the time necessary to achieving success. Unfortunatley, just at the time when young group leaders 30-35 years need to be most active (i.e. setting up their lab making a neame) is usually also at a time when family becomes important.
8	I would like to have more time for both (unachievable!)
9	I guess I got a balance between work and family, but that it is stressful and sometime very tiring. I would prefer to work part-time everyday, but that it is not posible beeing group leader (at least in my country)
10	I am satisfied, but I really think that I work and worked hard to have what I have and I can never relax on any side. I always feel under pressure. I think that something should be done not only for women to find again the right pace. Being always stressed does not help working better. When I was at University I was less stressed and still very productive. Looking for money for research is the hardest part of my work. The rest I really enjoy it.
11	I spend too much time commuting my children to and from school, because there is no good full-day school culture here. I loose about 1.5 hours per day doing this. This is valuable time that I would rather spend with my children playing than sitting on a bus/tram/car. Housing close to my workplace is very expensive, no help is offered to families in finding family housing. It would be nice if the university would offer some courses for children of students and staff (against payment of course). This would prevent more loss in time for shuttling the kids to and from music or sports lessons. They could provide some rooms and make contracts with private teachers.
12	My partner and I currently have very compartmentalised lives - we work long hours and live 60 miles apart Mon-Fri, and only spend time together on Sat and Sun. While far from ideal, this allows us to meet the demands placed on us in our professional lives.
13	Differences between Societies should be taken into account. For example, my country (Israel) offers 12 weeks leave per child with pay, we more without. Other countries offer more or less than that. Also in Israel, the typical age of getting each degree and hence becoming a PI is a bit later than elsewhere due to obligatory army/national service (many women do teaching or nursing), AND also due to the fact that in my generation, typical childbearing age was younger than in Europe or North America. I think it's still true but the difference is not so large.
14	The society puts a lot of pressure on a woman in Academic Career in Italy. Being a mother, I should continously feel "guilty" because I work with passion. On the other hand it is true that I have such a lot of extra-scientific duties (teaching, comittees etc.) that often I can dedicate real and useful time to research (e.g. reading papers, writing articles) only in the evening or during week-end (and of course this does not help family life).
15	I do not actually separate my job and my personal life. Each minute, the scientific problems in my lab are somewhere lurking in my brain and I sometimes get best ideas in a bathtub, during jogging or swimming.

16	I would like to have more time for my family and this could be easily achieved by having a more effective organization and administrative support.
17	As a group leader, I need to be in the lab all the time (not enough permanent staff to help, grants too short, so I need to apply all the time...) I would like to spend more time with my child
18	It was very difficult only justified by the great personal interest in both aspects; science and family. It is still difficult, though getting better.
Men	
1	I often feel that my hard work is not enough, which is demotivating.
2	I teamed-up with a colleague of mine and the experience was disastrous.
3	I feel that especially developing a scientific career is very difficult to combine when having responsibilities for raising children as well as having significant teaching, student/PhD/post-doc supervision, grant writing and management responsibilities on the job. This leaves too little time for focussing on the research itself. I guess this feeling is probably the same as that many woman experience when faced with raising children and doing scientific research. Currently, I would prefer a 100% teaching job (is paid less), but financial responsibilities make this option currently impossible.
4	It is difficult to tame my passion for Science and balance my work and personal life. This leads me to long hours in the lab. However, when I am out of the lab, I tend to forget about work matters and enjoy my family life.
5	The basic trouble is low salary, which forces me to do other activities privately to earn more.
6	Impossible to have a good balance, it either tips one way or the other
7	YES AND NO, COULD BE BETTER IF LESS STRESS DUE TO DIFFICULTY OF PUBLISHING
8	it is difficult to keep high work loads when the career does not progress, in particular to communicate that to the partner
9	I think that it is very hard to ask these questions in academics. I believe that it is a privilege to do what I do. I enjoy it. In some ways that makes it a part of my personal life. My wife and I often talk about this issue. She sees her days off as a right, because while she enjoys her job, she does love it. I on the other hand have found something I love doing in life. Therefore I take a day off when it suits the work rather than because I am entitled. When I have the time I try and spend as much with my family as possible.
10	In my first year I was given nearly 100 contact hours of teaching and 4 courses to manage - calculating my time commitment to developing these courses and managing them I had worked more than a year (at 37.5hrs/week) before I did anything else - obviously my ability to manage and do research suffered
11	The balance is moving continuously which is good.
12	My wife was a post-doc when she was pregnant, her boss was very unhappy, and basically stated that post-docs should not be pregnant. Some weeks I see my childrens (5 and 7 yo) only few minutes a day because of the work load. This is not exactly balancing professional and personal life. Unfortunately, children often come when the professional competition is high.
13	I cannot do it with my present job.
14	At least in Spain, there are big problems regarding the competence of auxiliary staff, both, within your institution and outdoors (ex.: administration, commercial companies, etc.). That means that me (and many times the people in my lab) "work for them", in order to correct errors, complete defects, etc.. Many times, one work should be done twice or more times, because there are unexpected problems with orders, invoices, services, etc.. It is crazy... And this general problem is crazily increasing in the last four-five years...
15	When I was at Cold Spring Harbor Laboratory as a post-doc I earned 26,000 US dollars a year. I was 33. We had children, both under 3. My wife was also a scientist and was offered a job, but her salary didn't cover childcare. We would be down 20cents every hour she worked. At the time car productionline workers were striking because they earned 45,000 US dollars a year. In the end I left because we only had 50 dollars every two weeks to live on for food after paying the bills. We felt we deserved better. Between us we have 4 degrees and no prospects.
16	Balance is not necessarily good all by itself. A temporary imbalance either way (but not permanent one) may be very rewarding, emotionally. I think it is just the matter of surrounding oneself with the right people, both at work and in the "life after lab". And remembering what matters most to oneself, and making the right choices to keep it, every day.
17	I just got tenure. The last few years were intense. I am trying to use the relatively easier time that I have now to find a better balance. I would definitely neither wish nor be able to keep the same rhythm for the next 20 years. This would anyhow be good neither for my family, nor for me and my work.

18	It is a tough matter
19	one note on the gender issue: I believe Portugal is the only country in Europe in which genders are balanced in Academia (with a balance towards women) up to full professor (at the Dean/Rector/Director level it's a different story though). There are sociological reasons for that, but much of what I answered reflects the reality. In my own area (Biology) women are clearly a majority either in academia or pure research. career vs. personal: no problems with me (but I admit mine may not be the standard path of career); I had male and female students having kids during PhD. or post-doc, they had all the support I could give them, including relieving any sort of schedule pressures, and so did all the institutions involved. Today they are respected professionals and happy mothers/fathers, and I'm proud of it.
20	More holidays would be great!
21	the workload is very much in peak-periods. I am sometimes overloaded with work and this can not always be foreseen. With a spouse also active in science (and with sometimes also an unpredictable agenda - she is still doing experiments) this often creates problems and requires inventive solutions for taking care of the kids after school
22	Help, please, for the small research groups. Thanks.
23	Trying to find this balance is a permanent challenge and stress; either I get accused by my wife for working too much and not caring about the family, or I feel very bad for not caring about my research and my students enough.
24	German law allows a balanced life for normal people; if you have unusual constellations German law is not able to handle that. My girlfriend is originally from Nepal where she had an arranged marriage. That is why she fled the country. We tried to stay in Germany but she was not able to stay. We were not allowed to get married in Germany either because she wasn't able to get an "Ehefähigkeitszeugnis". She wasn't allowed to get divorced from her arranged marriage either. After a year or two we left Germany because we were so fed up with the local bureaucracy. Given that many scientists are married to foreigners it is no surprise that many of them don't want to stay in Germany.
25	We are both ambitious and want to stay in science. However, to be in science can be a burden, if you are not ready to accept: - the delay in getting a child - the delay in living in the same city - the delay in getting a permanent position - the delay in getting an appropriate salary It is also important that the partner has an understanding for the life and career of a researcher.
26	It is impossible to balance- I spend enough time with the children because both my wife and I want to work a lot but we do not have (and partly do not want to have) full-day babysitting. This leaves the work behind and I always want to do more than I have time to. This way I enjoy children but I feel I neglect the career.
27	If the scientific career was appropriately stable, albeit requiring a fair test of productivity and quality of teaching and research (rather than income generate!), then it would be far easier to have a properly balanced social and personal life.
28	I would love to spend more time at home and not at work but that would mean that I was not as competitive as I am. I try to strike a balance between the two, somehow treading a middle ground. As long as I can be out of the door in time to collect my child from childcare then I can be happy. This does mean working evenings and weekends at home. Travel to meetings/being away from the family is one of the hardest aspects, notably as my wife also works.
29	My biggest problem is to earn enough money to finance my family. Therefore I should do a lot of things to get much more money without any scientific benefit (e.g. translation, writing papers for the public etc.).