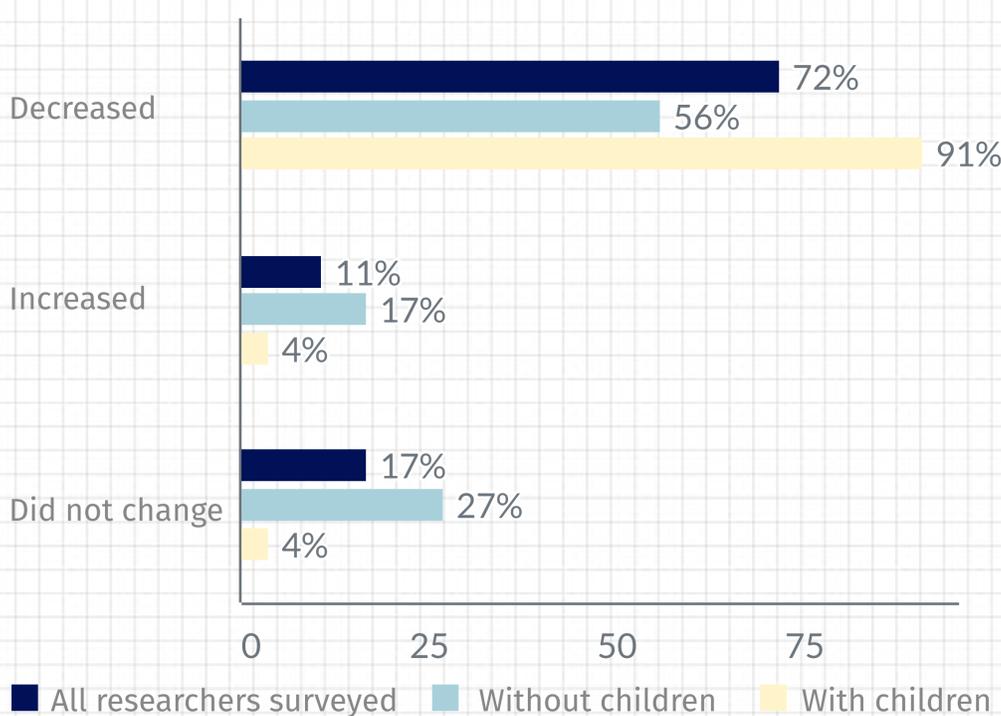


# Impact of COVID-19

## Survey Outcomes for 204 Early Career Researchers

### Productive working hours

My productive working hours...



Average decrease among respondents who reported a decrease

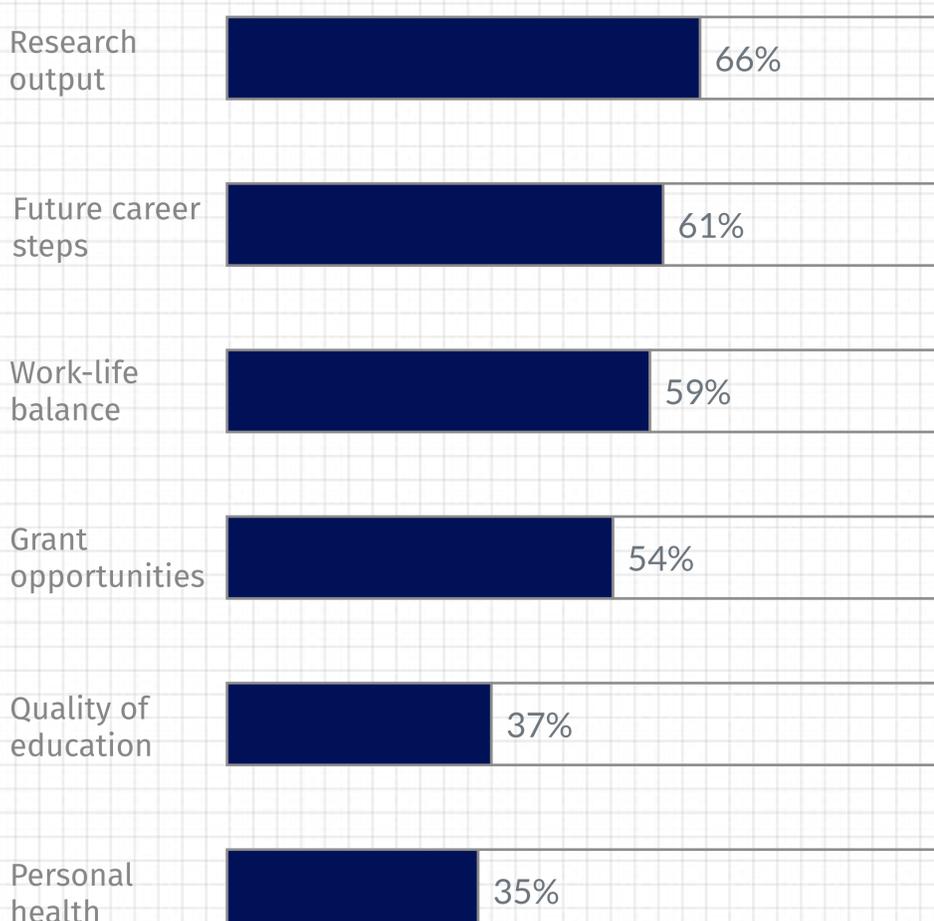
♥ 40%

Reduced productivity is primarily due to childcare, trouble focusing, no suitable home office, transitioning to online teaching, and no access to facilities such as labs and archives.

“Childcare childcare childcare.”  
 “I can’t do laboratory experiments from home.”  
 “Significant decrease in concentration, motivation and lack of specific working space.”

### Current concerns

% of respondents that are highly concerned

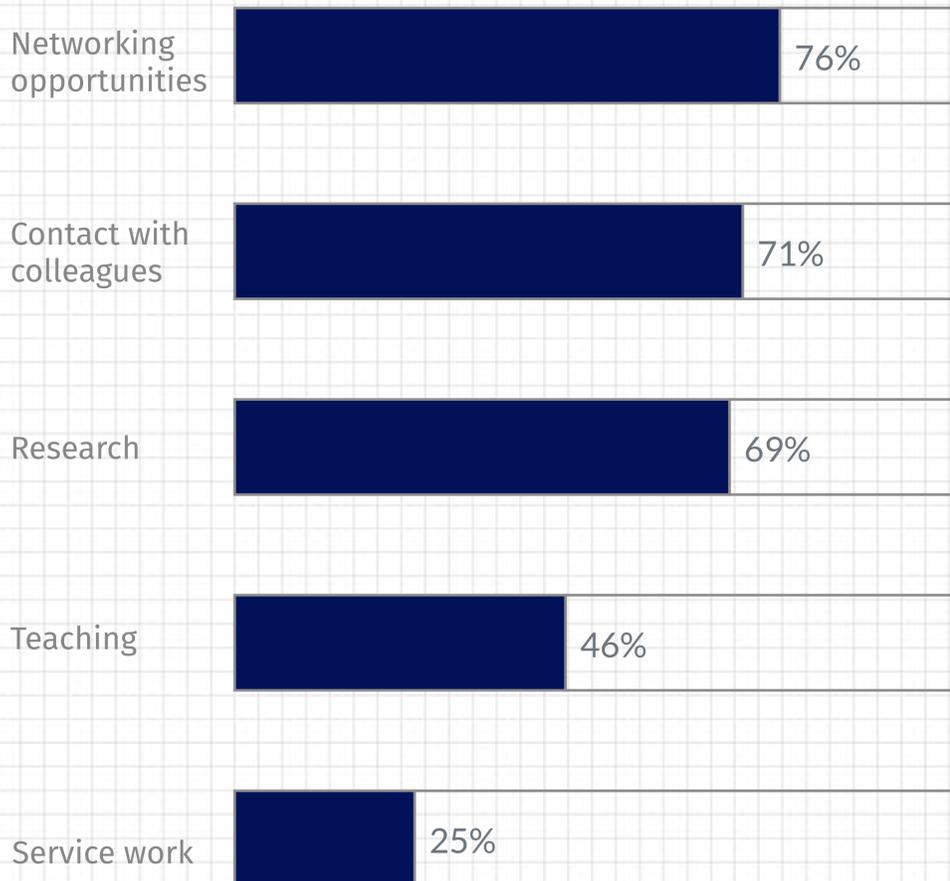


As lines between work and home life blur, researchers are overwhelmed by stress and fear burn-out. Concerns about future career steps are immediate for those on temporary contracts. Other concerns refer to the longer term and apply to all: researchers see their chances to obtain grants decrease further, lose valuable networking opportunities and are worried that evaluators will not be as understanding about a decrease in research output in a few years time.

“We kind of lost half a year in our career.”  
 “Remote teaching is less than ideal but we are making the best of it.”  
 “No writing is happening, data collection is delayed, grant opportunities are not happening.”  
 “I feel the burnout coming.”  
 “Grant opportunities depend on research output - which came to a standstill.”  
 “My contract is running out, positions are scarce and application procedures are halted.”  
 “No grants, no future.”

# Impact on areas of work

% of respondents that reported a 'high impact'

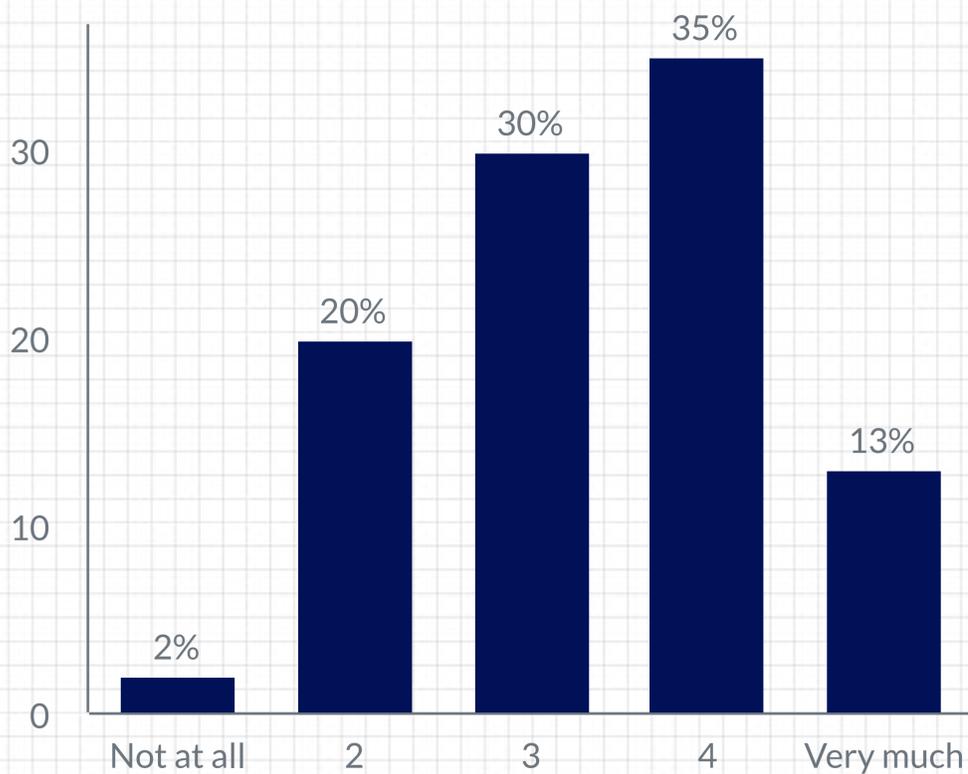


Research is severely impeded by lack of time (childcare duties, online teaching and trouble focusing), lack of possibilities to collect data, and lack of access to facilities. Online teaching is considered draining by many and takes more time now, especially giving feedback and preparing for online examination. Networking opportunities are almost completely wiped out due to cancellations of conferences and other academic gatherings. Informal conversations with colleagues at the coffee machine are sorely missed.

- "I have less time for research because I work fewer hours and prioritize teaching."
- "Children distract me most of the day when I attempt to do research."
- "The course I was supposed to teach has been cancelled. Work towards my BKO certificate has also stopped."
- "Classes needed to be moved online, which was a bit of a hassle, but once everything was up and running it was fine."
- "No conferences, no cross departmental seminars, no mingling or meeting colleagues, no new collaborations"

# University's support

Do you feel supported by Leiden University?



What can Leiden University do to support you better?

- Give clarity about job position.
- More support with adapting to online teaching.
- IT support to support data collection.
- Show understanding for less research productivity in the long term.
- Preventing inequalities between early career researchers with and without children.

# Positive experiences

There are some positives! Much appreciation was shared for empathic communication from the university, supportive colleagues and more time with family.

- "I'm impressed by the resilience and courage of my colleagues and students in this situation."
- "The positive support from the department is great. Everyone understands that working at home (especially with kids) might be a challenge, but everyone is doing his/her best!"
- "The support I received from some colleagues was extraordinary. Also how most students adapted quickly to the new situation was remarkable."
- "This has been a perfect time for reflection on what I want for my life and career."

# Demographics

Number of respondents

 204

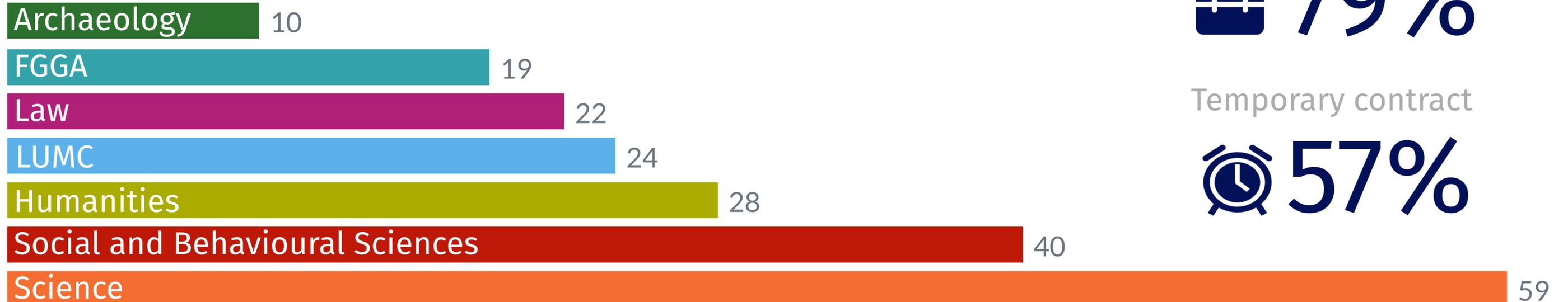
Gender

 52%

Children at home

 45%

## Faculty & Position



Assistant professor or Postdoc

 79%

Temporary contract

 57%



YAL