



On measuring Covid-19 consequences

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Matching Event, 26th October, 2020



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 788204



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Gender Equality Audit and Monitoring (GEAM) survey

- Survey-based gender equality audits in academic organizations or organizational units
- Based on Athena Survey of Science, Engineering and Technology (ASSET) and on existing measurement scales in the scientific literature
- Thematic areas:
 - Socio-demographics
 - Working conditions
 - Stereotypes, prejudices and bias
 - Organizational culture and climate
 - Interpersonal behaviors and experiences
- Core questions and additional parts



Monitoring of work conditions and equal treatment (GEAM) survey – Jagiellonian University in Krakow

GEAM tool is used by member institutions of GEinCEE (Gender Equality in Central and Eastern Europe) Community of Practice

- 15.06-10.07.2020
- To learn about the conditions and safety of work at universities, career-related experiences, and the possibilities of combining work and care responsibilities from a gender equality perspective
- Employees of the Jagiellonian University who conduct scientific research, as well as those who support it through work in administration
- Additional modules, including a module on COVID-19 impact on researcher's work
- Number of complete questionnaires: 486

Dimensions

Academic work impact

I have had more time to write academic papers

Due to restrictions in relation to the COVID-19 pandemic, it has been impossible for me to conduct my research (e.g. closure of laboratory, no access to study participants)

Due to the COVID-19 pandemic my promotion has been postponed

Psychological strain

I have not been able to concentrate on my work

My psychological wellbeing has deteriorated

I have been overwhelmed by the switch to the online teaching

Work-life balance

Due to my caring responsibilities resulting from pandemic restrictions, I have had less time for my research

My household conditions have made it hard for me to work (e.g. lack of office space, constant presence of other people)

Dimension of support (positive)

I have received enough support from my family or friends

I have received enough support from my institution



Covid consequences question

Please indicate the extent to which you agree or disagree with the following statements relating to work and life during the Covid-19 pandemic:

- have had more time to write academic papers
- I have not been able to concentrate on my work
- I have received enough support from my family or friends
- Due to restrictions in relation to the COVID-19 pandemic, it has been impossible for me to conduct my research (e.g. closure of laboratory, no access to study participants)
- My household conditions have made it hard for me to work (e.g. lack of office space, constant presence of other people)
- I have been overwhelmed by the switch to the online teaching
- Due to my caring responsibilities resulting from pandemic restrictions, I have had less time for my research
- My psychological wellbeing has deteriorated
- Due to the COVID-19 pandemic my promotion has been postponed
- I have received enough support from my institution

Scale: *strongly agree* – *rather agree* – *neither agree nor disagree* – *rather disagree* – *strongly disagree*



Preliminary results of the analysis from the Jagiellonian University

- Impact of pandemic on psychological well-being of employees and ability to concentrate on work
- More often declared support of informal character (family and friends), insufficient support from institution
- More often negative impact reported by academic staff than other worker categories
 - on well-being and psychological aspects
 - of working conditions (work from home, constant presence of other people)
 - less often declared satisfactory support from the institution

Negative impact on research and teaching activities

- more strain from research work than teaching
- majority has no time for writing articles or conducting research



Gender, care and pandemic

- Women declared more often negative consequences on their research work, academic activities and promotion
- Men more often declared that working at home impacted their research work
- Both parents and academics who do not have children reported problems with conducting research due to restriction in relation to the COVID-19 pandemic
- Parents-academics have declared less time for article writing and less time for academic work
- Women in care declared less time for research work in relation to pandemic
- Working at home was declared a burden particularly by parents



Thank you for your attention!

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