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Introduction

Today, more women are attending university than men across the world, however there is still unequal access to education and jobs for women (WEF, 2020). The number of female doctorate holders has increased around the world since the last decades of the 20th century. A number of studies have been conducted into the work mobility of women with doctoral qualifications, and it has been observed that their mobility and its impacts differ from those of men (Röbken, 2009). References to the health and wellbeing of this group are scarce.



This study is a systematic literature review to increase research-based global understanding of the impact of doctoral study and work mobility on women's wellbeing during their early career period.

Aim	Methodology										
<p>Examine the research evidence on females:</p> <ul style="list-style-type: none"> • their doctoral degrees and subjects • their early career mobility: international, disciplinary, sectors (academia, industry), career progression • their levels of wellbeing and general physical and mental health. 	<p>Data searches: ERIC, Education Research, Complete, JSTOR, Scopus, Taylor & Francis Journals Online, Web of Science, Grey literature</p> <p>Types of studies</p> <p>Inclusion criteria:</p> <ul style="list-style-type: none"> ➤ Women who hold any type of doctorate ➤ Published between 1980 and 2020 (40 years) ➤ All types of mobility and employment ➤ Early career females physical and mental health and wellbeing <p>Data screening and extraction:</p> <p>211 studies initially identified (177 duplicates)</p> <p>35 studies identified for full screening</p> <p>23 studies in final data extraction</p> <p>11 studies addressing all RQs</p>										
Key results											
<p>RQ 1. What types of doctoral degrees hold female graduates and what subjects are their doctorates in?</p> <p>No distinction in the literature to type of doctoral degree (professional doctorate, by publication, practitioner, artistic, honorary)</p> <p>RQ2. What is the early career mobility of female doctoral holders?</p> <p>International</p> <ul style="list-style-type: none"> • Women obtaining their doctorate abroad and returning to home country • Short stays • More easily mobile without children <p>Sectors (academia, industry, etc.)</p> <ul style="list-style-type: none"> • Permanent contracts outside academia • Held more academic positions than men <p>Disciplinary (Not recorded)</p> <p>Career progression</p> <ul style="list-style-type: none"> • Slower progress and more likely to be in insecure, lower ranking positions 	<ul style="list-style-type: none"> • More likely to hold temporary/non-standard contracts • Progression more likely for those who went abroad • More likely to be unemployed <p>RQ3. What is the reported impact of early career mobility on their physical and mental health and well-being?</p> <table border="0"> <tr> <td>Dissatisfaction/frustration</td> <td>Marginalisation</td> </tr> <tr> <td>Insecurity</td> <td>Anxiety</td> </tr> <tr> <td>Loss of engagement with work</td> <td>Depression</td> </tr> <tr> <td>Worrying about health</td> <td></td> </tr> <tr> <td>Alienation from home culture</td> <td>Stress/pressure</td> </tr> </table>	Dissatisfaction/frustration	Marginalisation	Insecurity	Anxiety	Loss of engagement with work	Depression	Worrying about health		Alienation from home culture	Stress/pressure
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