

The ECRs during the COVID19 pandemic

- CoP Strategies on Sustainable Gender Equality
- COVID19 impact on Gender equality
- Online
- 7 June 2020

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The European Council of Doctoral
Candidates and Junior Researchers

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What is Eurodoc?

- *European Council of Doctoral candidates and Junior Researchers (ECRs)*
- Founded in 2002
- 28 national organizations
- Volunteer organization to promote ECRs' rights and cooperation across EU



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The Equality Working Group

- Thematic working group
- Focus on gender, disability, ethnic and cultural diversity
- 10 active volunteers (Italy, Portugal, France, Poland, Romania, Germany)
- Monthly articles to raise awareness among ECRs
- External activities to represent ECRs



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10 points of concern from ECRs perspective

- Equality → increased impact on some
- Doctoral training
visiting period in another research institution or private lab was impossible
- Supervision
lack of interaction with supervisors and mentors, focused more on students
- Access to essential research resources
non-digital libraries and lab physical resources blocked for months; new, unclear rules
- Work environment
issues with remote working

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10 points of concern from ECRs perspective

- **Working conditions**
contracts suspensions, lay-offs, increasing precarity, etc.
- **Funding**
upcoming cuts, national differences, possible uneven sectorial distribution
- **Career progression and development**
decrease in productivity, less occasions for networking and spreading works
- **Mental health**
isolation, anxiety, difficulties in work-life balance, worsening of already bad situation
- **Mobility**
when will it resume? What about employment occasions abroad?

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Needs from a gender perspective

- Re-think mentoring strategies
to enhance career development and support mental wellbeing
- Fight against (un)conscious bias
to guarantee equity in recruitment and funding
- Value caregivers' managerial skills
to make remote working challenges an asset
- Improve work-life balance
for both male and female ECRs

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Questions

- How can **GEPs** answer to the ECRs' specific issues?
- Which strategies can be implemented to **support ECRs female careers?**
- Other ways to make **challenges into assets?**



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Equality Working Group

2020 publications

- [Diversity and Inclusion: Eurodoc's commitment for ECRs with disabilities](#)
- [International Women's Day: time for gender equality in research is now!](#)
- [Disability as an evolving concept: paving the way for more inclusive working environments for ERCs](#)
- [LGBTQIA Early Career Researchers Need to Enjoy a Safe, Friendly, and Discrimination-Free Atmosphere at Work](#)
- [Pandemic heavily impacts on European ECRs with caring responsibilities](#)
- [Early Career Researchers with disabilities in times of crisis: equal treatment to all?](#)

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The ECRs during the COVID19 pandemic

Thank you for listening!

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