

# ALLEA symposium

## ‘Global State of Young Scientists’

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**Global Young Academy**

The voice of young scientists around the world



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# Who we are

- An academy of 200 early career researchers (meaning roughly within 10 years of PhD) representing all major regions around the world
- Selection criteria:
  - Research excellence
  - Commitment to service/outreach



# What we do

- Give YS a voice
- Support YS in career development and independence
- Promote interdisciplinary, international and intergenerational dialogue on scientific issues
- Build science capacity in the developing world
- Support initiatives to promote science education and science-policy integration



*S African Minister of Science and Technology,  
Naledi Pandor addresses the GYA GA 2012*





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# Objectives of the GloSYS Precursor Study

The “**Global State of Young Scientists**” (GloSYS) project aimed to provide a single ‘*snap-shot*’ of the state of young scholars globally that can be used to *identify global trends, challenges and models for improvement* of the situation of young scholars everywhere, and across disciplinary areas.

## **GloSYS aims were to :**

- Gain novel insights into and a profound understanding of under-researched parts of the world;
- Contribute to the existing knowledge base;
- Give a voice to young scholars themselves about their most urgent concerns.



# The Global State of Young Scientists



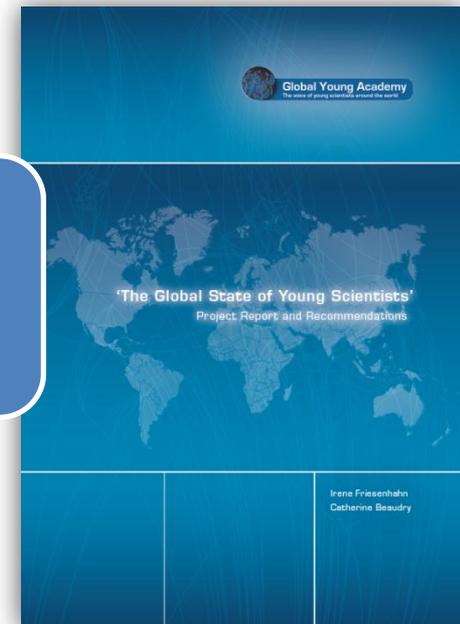
Literature

Collection &  
Assessment

Interviews  
(n=45)

Online  
Survey  
(n=650)

GloSYS  
Project  
Report



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# Overview of key findings

The following aspects were globally addressed as challenges for today's generation of early career scholars:

- **Mentoring and Support Structures:** Lack of mentoring and adequate programs for career development
- **Education and Training:** Lack of resources and appropriate preparation for different aspects of the academic work
- **Transparency and Fairness:** Career prospects and expectations
- **Work-Life-Balance:** Workload



# Support structure: Mentoring and support

Regions	Statistics	Lack of mentoring	Lack of support from superiors
Africa	Mean	45.31%	45.31%
Asia	Mean	40.00%	45.00%
Europe	Mean	52.78%	58.33%
MENA	Mean	26.92%	36.54%
Americas	Mean	29.63%	40.74%



*“I think it's important to have a role model, to have a mentor who you actually can approach with questions. I didn't really have and don't really have this. I think you need, and I'm trying to do that [for my mentees], a lot of encouragement to pursue that kind of career. I'm much more approachable on all these different things than my professors were when I studied, and I feel much more supportive in different areas because I think that's important and it's part of the responsibility aspect.”*

*(Assistant Professor, Humanities, Germany)*



# The academic profession

- Diversification
- Specialisation
- Mobility
- Transparency
- Attractiveness



# Cultural differences

## Obstacles:

- **Job insecurity** (83% European respondents). Not rated as high as an issue in other regions.
- **Interpersonal and social situations** (mentoring and support from superiors barriers common to Europeans)
- **Political insecurity** (MENA respondents)
- **Resources** (Asia and MENA)



# Recommendations

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- 1 Address the lack of resources,
- 2 Develop a nurturing culture aimed at providing better and more appropriate mentoring and supervision at all levels of early career,
- 3 Provide means by which scholars and researchers can achieve a better work-life balance.
- 4 Value all aspects of the academic profession.
- 5 Ensure academic freedom, and reverse the tendency for increasingly targeted funding programs.
- 6 Encourage and perform further studies on young scholars throughout the world so that institutions can learn from the best practices in other regions while accounting for various research systems.



# Thank you

## [www.globalyoungacademy.net](http://www.globalyoungacademy.net)

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Report is available:

<http://www.globalyoungacademy.net/projects/glosys-1/glosys-publications>



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