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Methodology



Markets:

Global survey, conducted in English



Sample:

515 EURETINA members and non-members 254 women, 229 men



Quotas:

N/a



Timings:

03/09/21 - 23/09/21



Weighting:

N/a

Methodology in detail

A 5-7 minute, online survey conducted by Opinium to understand the perceptions of and experiences of women working in the field of retina.

All sample was provided by EURETINA.

The survey utilised a mix of quantitative and qualitative open ended questions.

Questionnaire outline

- EURETINA Membership
- How members identify
- Members experience within the field of retina



Within this report, we will analyse results by 3 key groups

These are denoted throughout the report by the following colours:

Overall sample

Male

Female



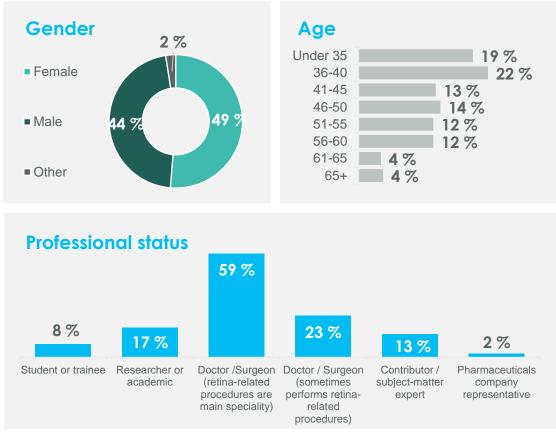
Who we spoke to: key demographics



EURETINA sample breakdown: who we spoke to

Demographic information:





Family status 30% No children 36% Partnered parent/legal guardian of a child/ children under 18 18% Partnered parent/legal guardian of a child/ children over 18 Partnered parent / legal 8% guardian of children under and over 18 Single parent/legal guardian of a child/ children under 18 Single parent/legal guardian of a child/ children over 18 Single parent/legal guardian of children under and over 18



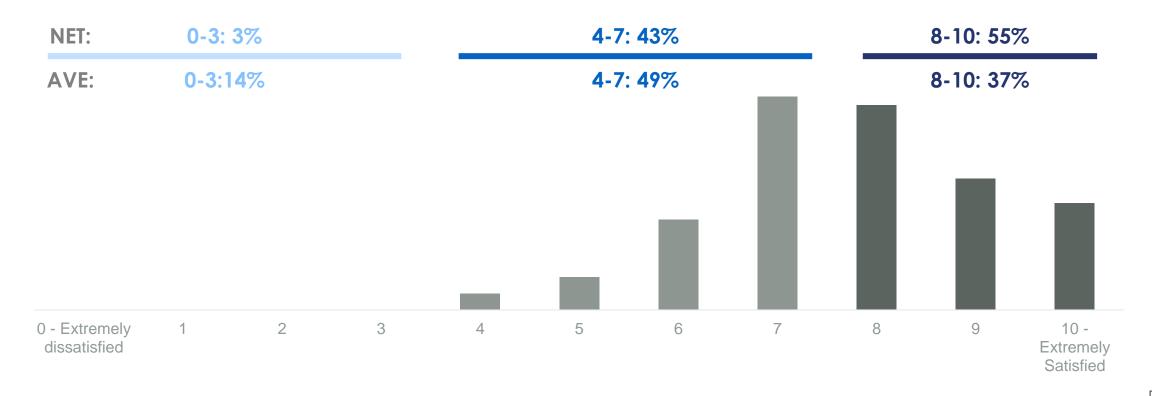
Experiences within the field of retina



Those working within the field of retina are generally more satisfied with their current role than employees within other industries

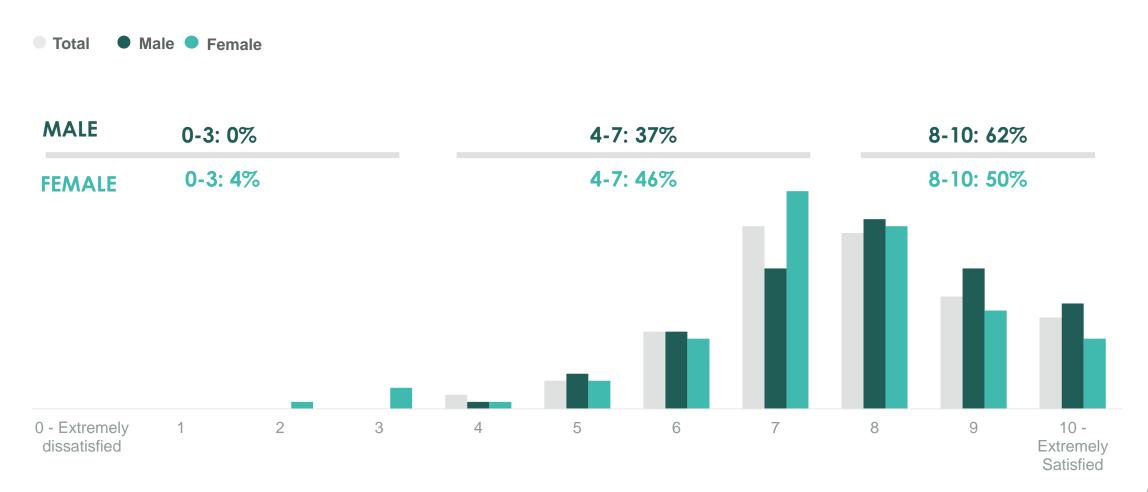
Overall, how satisfied or dissatisfied are you in your current role?

Please provide an answer on a scale of 0-10 where 0 is extremely dissatisfied and 10 is extremely satisfied.





Women working in retina, however, are less likely to say they are extremely satisfied with their current role compared to male counterparts





The majority of those surveyed were confident in their role, and in their abilities

% Agree with the following statements about <u>career development</u> within the field of retina

89	85%		I am confident in my role and in my abilities
79	74%		I understand the career opportunities and pathways open to me
77	72%		I have the opportunity for personal development and growth within the field of retina
75	72%		I can see people like me at the top of the profession
74	68%		I am satisfied that I receive good feedback that helps me improve my performance
65	58%		There are lots of opportunities for people like me to succeed in the field
67		48%	Women are given the support they need to progress in the field
25		40%	It is difficult to have children and build a career in the retina sub-speciality
42		37%	I receive proactive help to plan and develop my career
40		35%	Parental leave does not impact opportunities for progression in the field

MALE	FEMALE
89%	82%
79%	69%
77%	67%
75%	67%
74%	63%
65% 🕢	50%
67%	30% 😢
25% 🛭	55% 🗸
42%	30%
40%	29%

MALE





But whilst nearly two-thirds of men say there are opportunities for people like them to succeed, this falls to half amongst women

% Agree with the following statements about career development within the field of retina

I am confident in my role and in my abilities	85%	89%	82%
I understand the career opportunities and pathways open to me	74%	79%	69%
I have the opportunity for personal development and growth within the field of retina	72%	77%	67%
I can see people like me at the top of the profession	72 %	75%	67%
I am satisfied that I receive good feedback that helps me improve my performance	68%	74%	63%
There are lots of opportunities for people like me to succeed in the field	58%	65% 🗸	50%
	58% 48%	65% ⊘ 67%	50% 30% &
succeed in the field Women are given the support they need to progress in			
women are given the support they need to progress in the field It is difficult to have children and build a career in the	48%	67%	30% 😢



MALE

Less than a third of women in retina say that they are given the support to progress compared to over two-thirds of men

% Who agree with the following statements about career development within the field of retina

85%	89%	82%
/4/0	79%	69%
72%	77%	67%
72 %	75 %	67%
	74%	63%
58%	65% ⊘	50%
48%	67 %	30% 🛭
40%	25% 😵	55% 🗸
37%	42%	30%
35%	40%	29%
	74% 72% 72% 68% 58% 48% 40%	74% 79% 72% 77% 72% 75% 68% 74% 58% 65%



MALE

Over half of all women say that it is difficult to have children and build a career, but this is not widely recognised as a problem by men

% Who agree with the following statements about career development within the field of retina

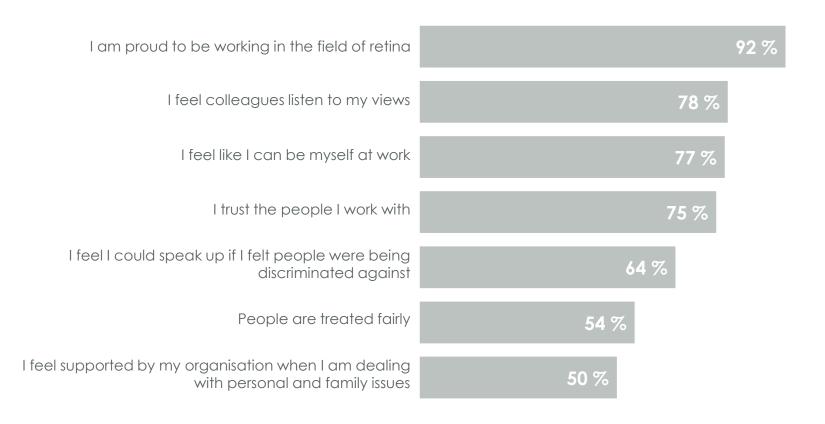
I am confident in my role and in my abilities	85%	89%	82%
I understand the career opportunities and pathways open to me	74%	79%	69%
I have the opportunity for personal development and growth within the field of retina	72%	77%	67%
I can see people like me at the top of the profession	72 %	75 %	67%
I am satisfied that I receive good feedback that helps me improve my performance	68%	74%	63%
There are lots of opportunities for people like me to succeed in the field	58%	65% 🗸	50%
Women are given the support they need to progress in the field	48%	67%	30% 🗴
It is difficult to have children and build a career in the retina sub-speciality	40%	25% 🗴	55% 🕏
I receive proactive help to plan and develop my career	37%	42%	30%
Parental leave does not impact opportunities for progression in the field	35%	40%	29%



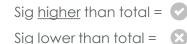
MALE

Men working in retina are significantly more likely to think that people are treated fairly and that people listen to their views

% Who agree with the following statements about work culture within the field of retina



MALE	FEMALE
92%	92%
82%	74%
77%	75%
77%	74%
69%	61%
63% 🖸	47%
52%	48%



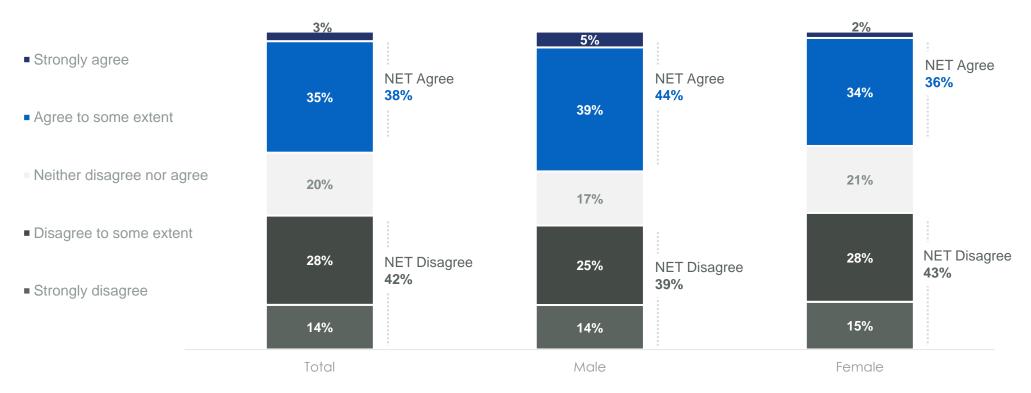




Pay and benefits

Women are more likely to feel that their pay is not reflective of the work that they do...

To what extent do you agree or disagree with the following statement? Considering the work I do, the level of pay I receive is fair.

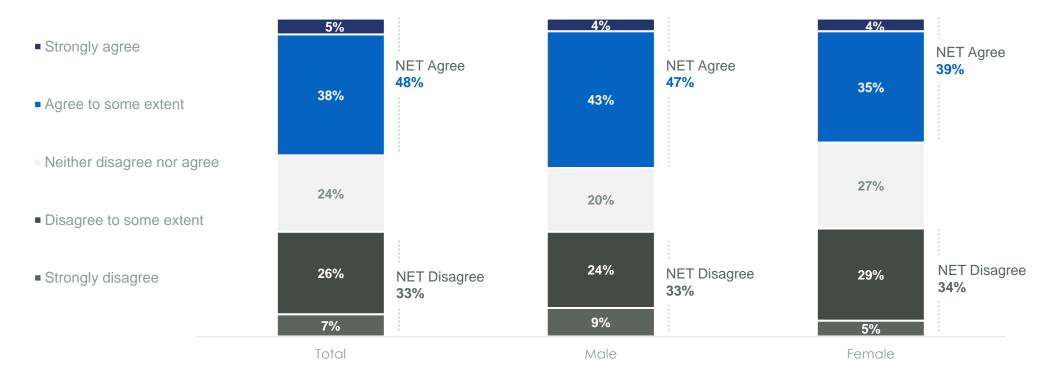




...and compared to others in similar positions believe they are paid less

To what extent do you agree or disagree with the following statement?

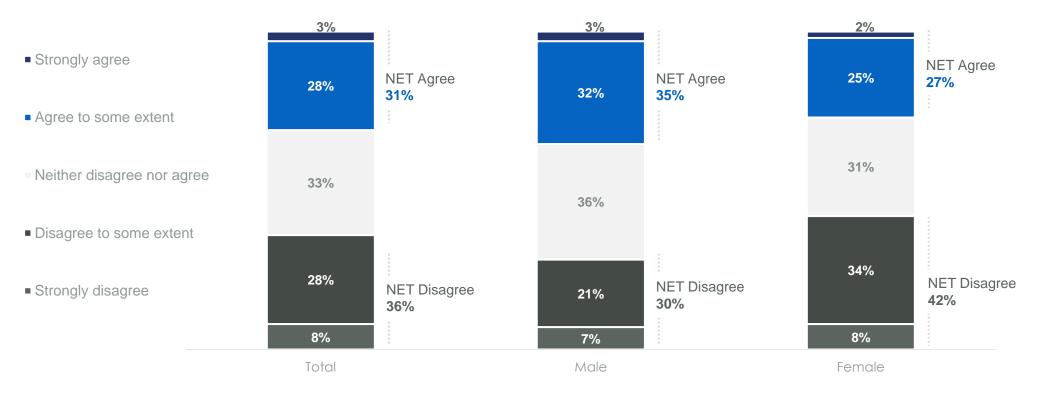
Compared to people I know in a similar position in other organisations I feel I am adequately compensated.





However, only a quarter of women say that they understand how to talk about and negotiate pay rates

To what extent do you agree or disagree with the following statement? I understand how to talk about and negotiate pay rates.

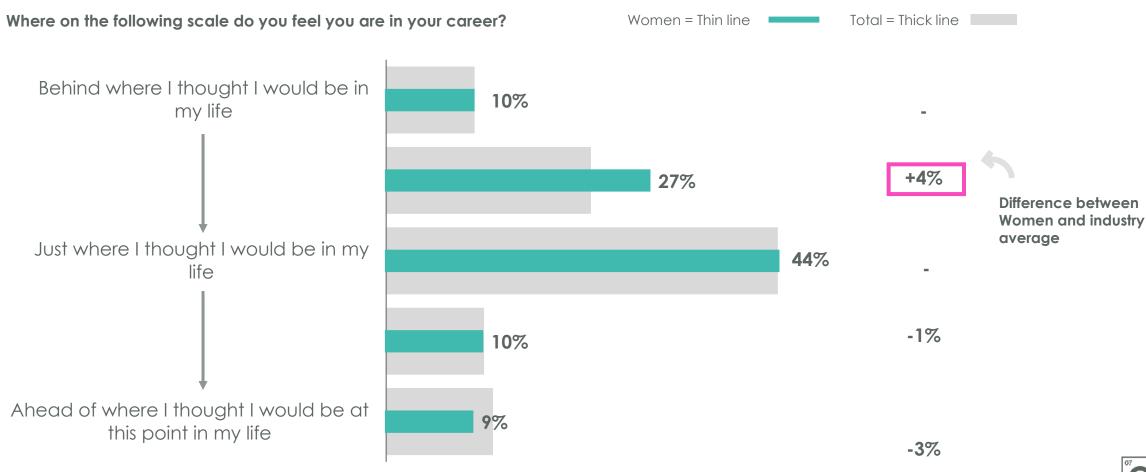




Culture and opportunities



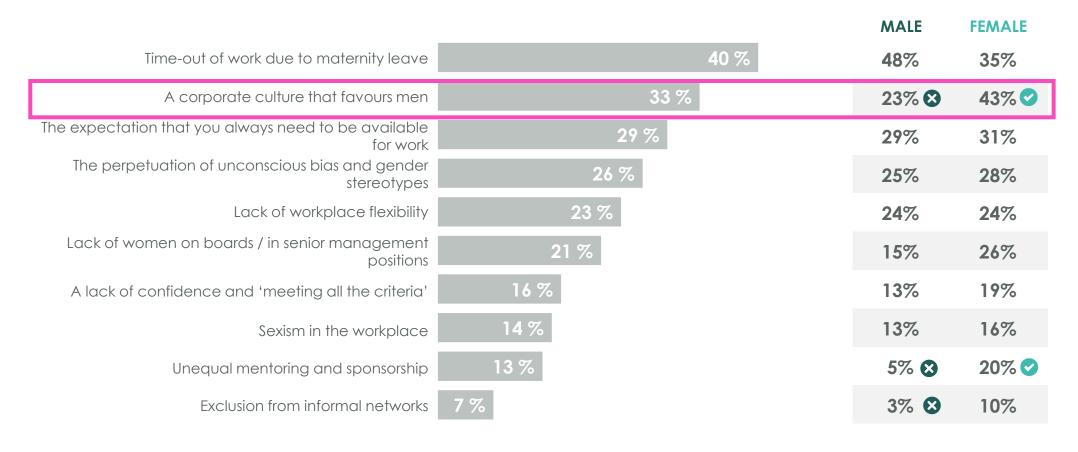
Women are slightly more likely than men to say that they are not where they expected to be in their careers





Women perceive a corporate culture that favours men to be the greatest barrier to career advancement

Greatest barriers to women's career advancement within the field of retina

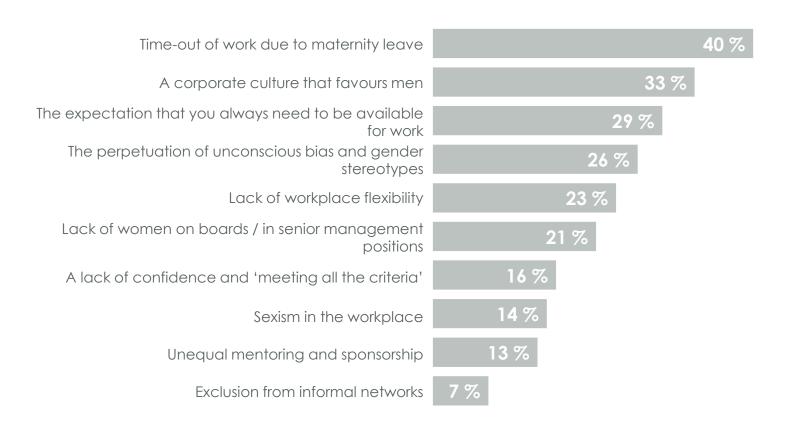




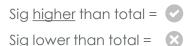
Sig lower than total = \times

Whereas men consider time-out of work due to maternity leave to be the greatest barrier

Greatest barriers to women's career advancement within the field of retina



MALE	FEMALE
48%	35%
23% 🗴	43% 🗸
29%	31%
25%	28%
24%	24%
15%	26%
13%	19%
13%	16%
5% 😵	20% 🗸
3% 🗴	10%

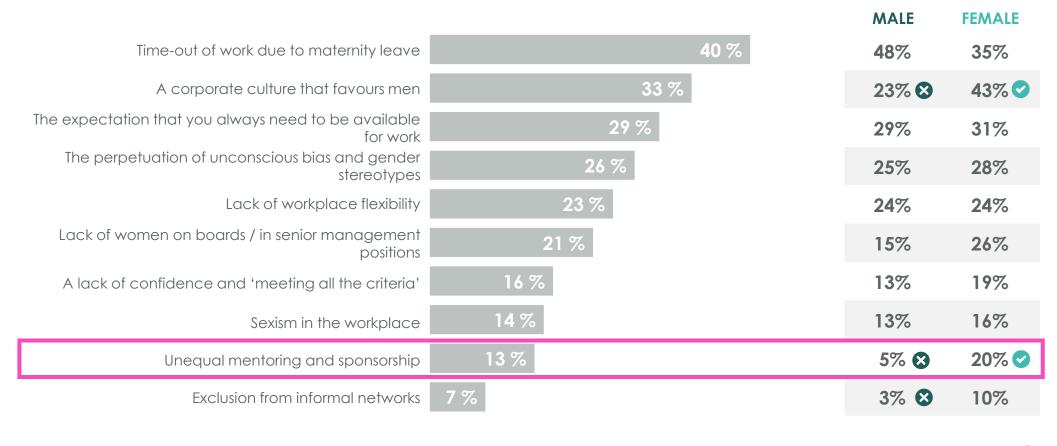




Women are also significantly more likely to say that their careers are impacted by unequal mentoring and sponsorship

Greatest barriers to women's career advancement within the field of retina

Y10: What do you consider to be the three greatest barriers to women's career advancement within the field of retina? Please select your top three.

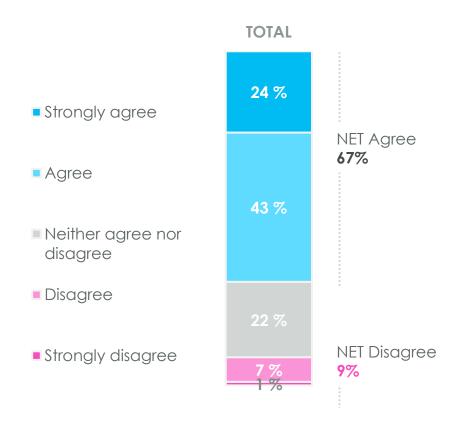




Despite this, the majority of those surveyed would recommend the field of retina as a good place to work for women

How much do you agree or disagree with the following statement?

"I would recommend the field of retina as a good place to work for women"

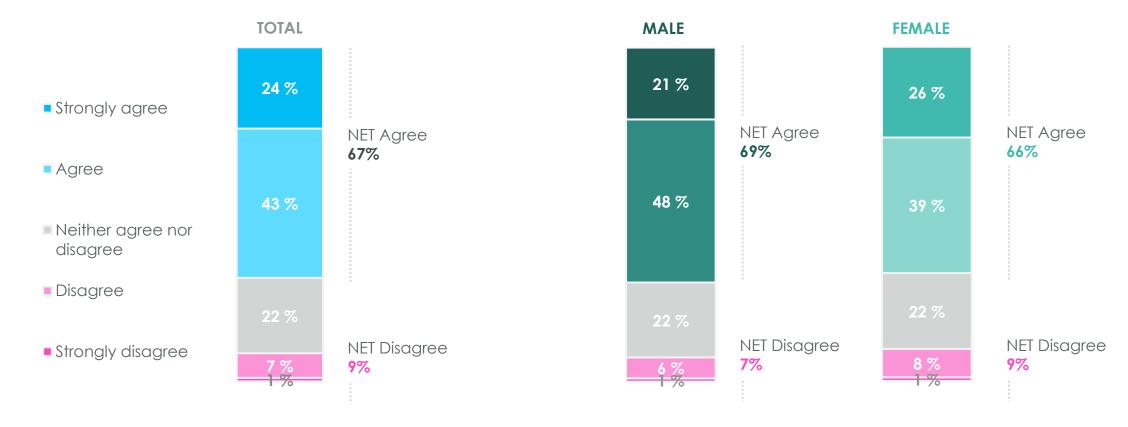




This is relatively consistent regardless of gender

How much do you agree or disagree with the following statement?

"I would recommend the field of retina as a good place to work for women"

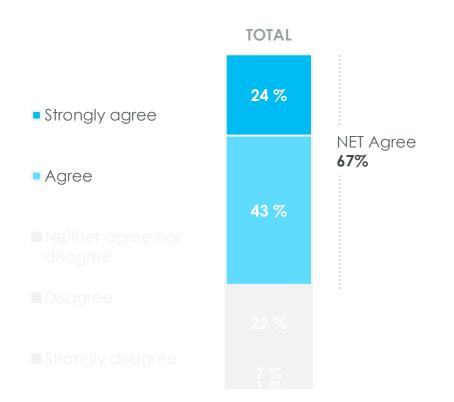




Medical retina in particular is seen as an exciting and stimulating field with research opportunities, offering a good work life balance

How much do you agree or disagree with the following statement? - AGREE

"I would recommend the field of retina as a good place to work for women"



"Retina is **interesting**, lot of **research opportunity**, work life balance is possible."

"Retina, as a subspeciality, is exciting and stimulating work."

"The surgery is very intricate and requires a lot of empathy. This often comes naturally to most females."

"I believe medical retina in a field where women usually thrive. The same doesn't apply to surgical retina."

"Surgery and outpatient work can be done less than full time." "Medical retina needs both understanding of patients needs and the ability to tackle their problems with skillful approach... I have seen my female colleagues excel in both qualities as opposed to their male counterparts where they wanted to be good skilled surgeons and no impact on patient needs."

Male Female

"I feel that medical retina is a good field for women... I did not want to become a retinal surgeon due to working hours."

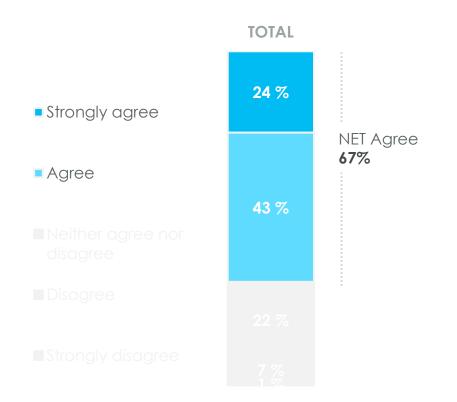
"In Germany it is practically impossible to learn to perform surgery as a woman with small children. Therefore, the field of medical retina offers the opportunity to do research and advance in spite of having a family."



A significant number of men say that women have the same opportunities to progress

How much do you agree or disagree with the following statement? - AGREE

"I would recommend the field of retina as a good place to work for women"



"Women can easily achieve the same training as men and be pregnant and have children. Men also have long paternity leave (1 month) since 2021."

and well-known (medical) retina specialists in my country are women."

"In Reting, women ...have to sacrifice a little bit their family, but they are able to succeed."

"I think women have the same possibilities, although they should receive more comprehension during pregnancy and nursing." Male

"In private practice in South Africa there is no impediment I know of to women practicing and achieving in retina apart from their own or their family demands on themselves, and many women have received the same training that I have and are fully functional "Some (nearly all) of the most successful retina specialists and given the same respect that I am, based on ability and level of knowledge, irrespective of gender."

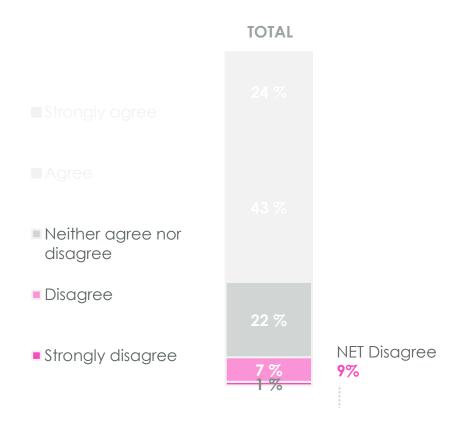
> "We have many skillful and respected female ophthalmologists... The other side of the coin could be that the parental leave...puts the female a little back in the career, if she doesn't choose to go back to work very swiftly."



But male dominated, unequal opportunities, lack of support and long hours are seen particularly in the field of surgical retina

How much do you agree or disagree with the following statement? – NEITHER AGREE NOR DISAGREE / DISAGREE

"I would recommend the field of retina as a good place to work for women"



"If you don't have a female boss... you don't get to learn VR surgery... only with a female leader, who also does VR surgery....if a male boss-women don't really enter the OT."

"Retina surgery is a medical field where there is still a lot of misogyny."

"The retina field is dominated by men, particularly regarding the surgical retina field."

"Surgical Retina is a field with long training required. Women often do not have that long time if they have small children."

"There are long working hours, emergency surgery, big competition."

Male Female

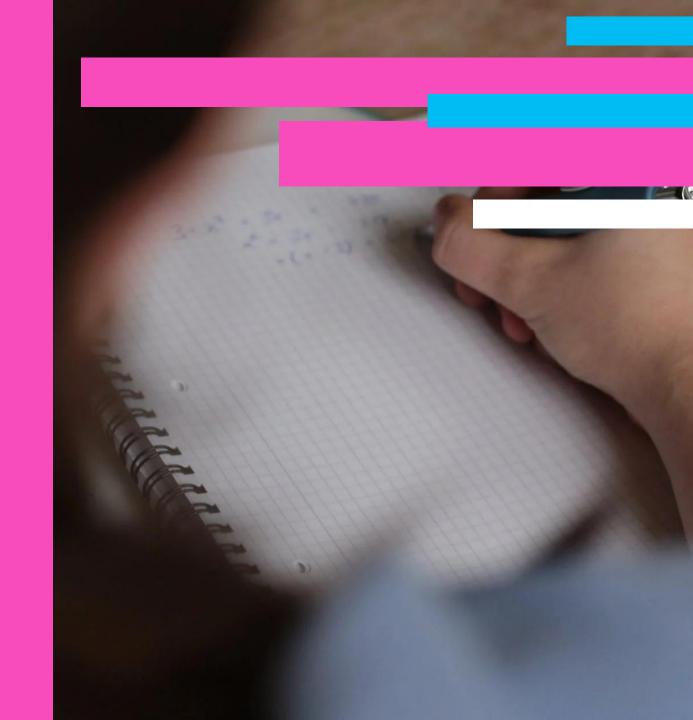
"There is insufficient support for women with children."

"Patients in general and also colleagues give greater value and confidence to the opinion of male professionals."

"Unfortunately, men dominate the retina area. That hinders the career development of young women doctors in this field."



Training and development



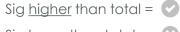
Flexible working is seen by all those surveyed as the greatest enabler to women's career advancement

Greatest enablers to women's career advancement within the field of retina

Greater opportunities for flexible working		53 %
Dedicated coaching and mentorship programmes	38 %	%
Dedicated training programmes	38 %	6
Setting organisation wide targets for gender diversity	24 %	
Implementation of unconscious bias policies and monitoring	23 %	
In-work hours networking events	18 %	
Set quotas for gender on senior appointments	12 %	
Set quotas for gender on speakers at conferences etc.	11 %	

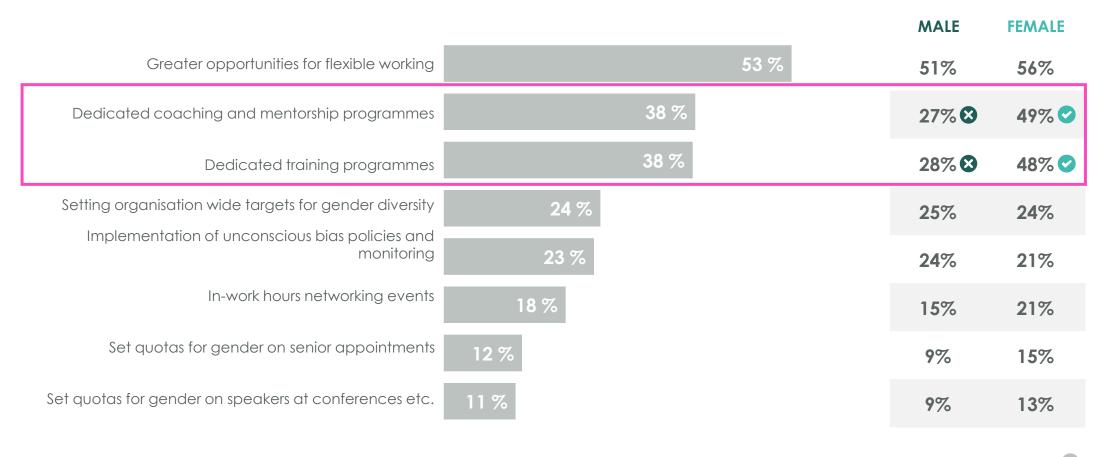
MALE	FEMALE
51%	56%
27% 😵	49% 🗸
28% 😵	48% 🗸
25%	24%
24%	21%
15%	21%
9%	15%
9%	13%





Mentorship programmes and dedicated training programmes, however, are also seen by women enablers

Greatest enablers to women's career advancement within the field of retina





And additional training is viewed as key to enabling women's career development

% Agree with the following statements about training and development within the field of retina

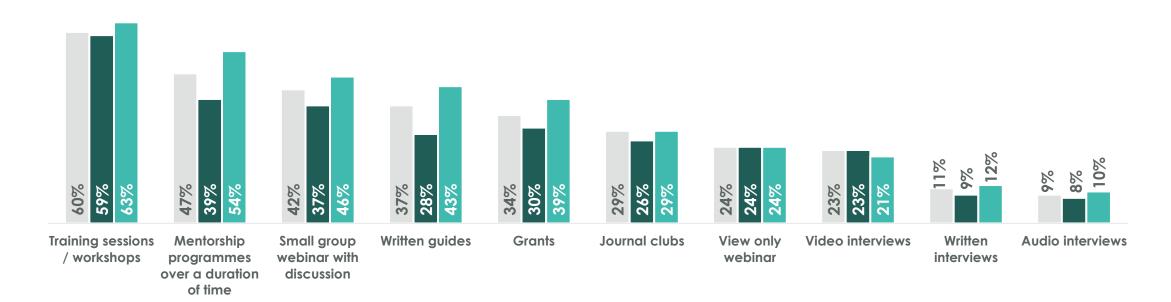
needs			MALE	FEMALE
I have the opportunity to regularly collaborate with peers when providing patient care I can access wider support when dealing with difficult patients I am given a real opportunity to improve my skills within my current workplace I am offered sufficient training or development to further myself professionally I feel that the training I've been offered is tailored to my needs I have the opportunity to regularly collaborate with possible possible possible patients 70 % 66% 65% 66% 65% 58% 45% 43% 56% 41% &		75 %	74%	76 %
peers when providing patient care I can access wider support when dealing with difficult patients I am given a real opportunity to improve my skills within my current workplace I am offered sufficient training or development to further myself professionally I feel that the training I've been offered is tailored to my needs 1	, ,	72 %	66%	79%
patients I am given a real opportunity to improve my skills within my current workplace 51 % I am offered sufficient training or development to further myself professionally I feel that the training I've been offered is tailored to my needs 53 % 45 % 58 € 43 % 56 % 41 % €		70 %	74%	67%
I am offered sufficient training or development to further myself professionally I feel that the training I've been offered is tailored to my needs 51 % 58% 45% 43% 58% 45% 58% 43%		65 %	66%	65%
myself professionally I feel that the training I've been offered is tailored to my needs 49 % 56% 43% 41% 56% 41% 56%		51 %	58%	45%
needs 1776 3676 4176 C		50 %	58% 🖸	43%
I find it difficult to take part in training due to other		49 %	56%	41% 😵
commitments	I find it difficult to take part in training due to other commitments	39 %	36%	43%



Whilst all surveyed would like to see training sessions and workshops, women in particular say they would benefit from mentorship programmes

■ Total
■ Male
■ Female

Which, if any, of the following would you like to see EURETINA offer to better support your professional development?





Those surveyed would like to see increased female-focussed support, leaders and a broader focus on diversity by EURETINA

Additional support EURETINA can provide

Scholarships, mentoring, additional support for women

- "Reskilling scholarships for women who are re-entering the workforce." – F, 46-50, Australia
- "A special scholarship/fellowship program only for women." - F, < 35, Greece
- "A mentoring programme for women under 40." – F, 36-40, UK
- "Maternity leave/shared parental leave, adequate childcare, support when returning to work and targeted training to help progression if working less than fulltime." – 36-40, UK

A network of strong female leaders in the field of retina

- "Strong women leaders in field of Retina are far and few in between | Would like to see more representation at YOURs." - - F, < 35, India
- "Make a group of woman retina leaders around the world." – F, 36-40, Mexico
- "It would be nice to be able to have easy access to experts in the field that can guide with regard to training, research and provide funding for female researchers in South Africa." – 41-45, SA

The need for a broader focus on diversity

- "We also need to be aware of Racial bias. Also need to account for the disadvantages / bias of having parents that were previously disadvantaged." – F, 56-60, SA
- "Why is this survey focusing on women in retina? Why are there no questions about barriers to advancement from doctors originally from lower socioeconomic backgrounds?" - 36-40, UK



Key learnings & thoughts for the future



Key survey learnings

1

The majority of those working within the field of retina consider it to be a "good place for women".

Despite this women are less likely to feel that they have the same opportunities for progression or reap the same rewards as their male colleagues.

2

Women don't feel that they have the same access to opportunities in the field

There is an opportunity for EURETINA to facilitate mentorship programmes and training / workshops to support women in the workplace and with their career advancement.

3

Women believe that a culture that favours men is their biggest barrier to career advancement

However, this is not recognised within the profession.

EURETINA has the opportunity to highlight this disconnect within the field and raise awareness amongst members to advocate for change.



Women believe it is difficult to have children and build a career in the retina sub-specialty

There is a need within the field to provide support for families. Support and guidance within this space is likely to be well-received and if implemented, highly impactful.





For any queries contact:



Emily Dickinson

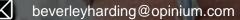
Head of Opinium Amsterdam



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Senior Research Executive





What people think, feel and do