

A group of people at a conference. In the foreground, a woman with brown hair, wearing a pink shirt and a black backpack, is taking a selfie with her smartphone. She is smiling and looking at the camera. Behind her, several other people are visible, including a man in a dark suit and glasses, and another man in a dark suit. They are all looking towards the camera. The background shows a large hall with high ceilings and windows. There are some blue and pink rectangular overlays in the top right corner of the image.

EURETINA

Women in Retina Survey

October 2021



What people think,
feel and do

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2. Key demographics
3. Experiences within the field of retina
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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

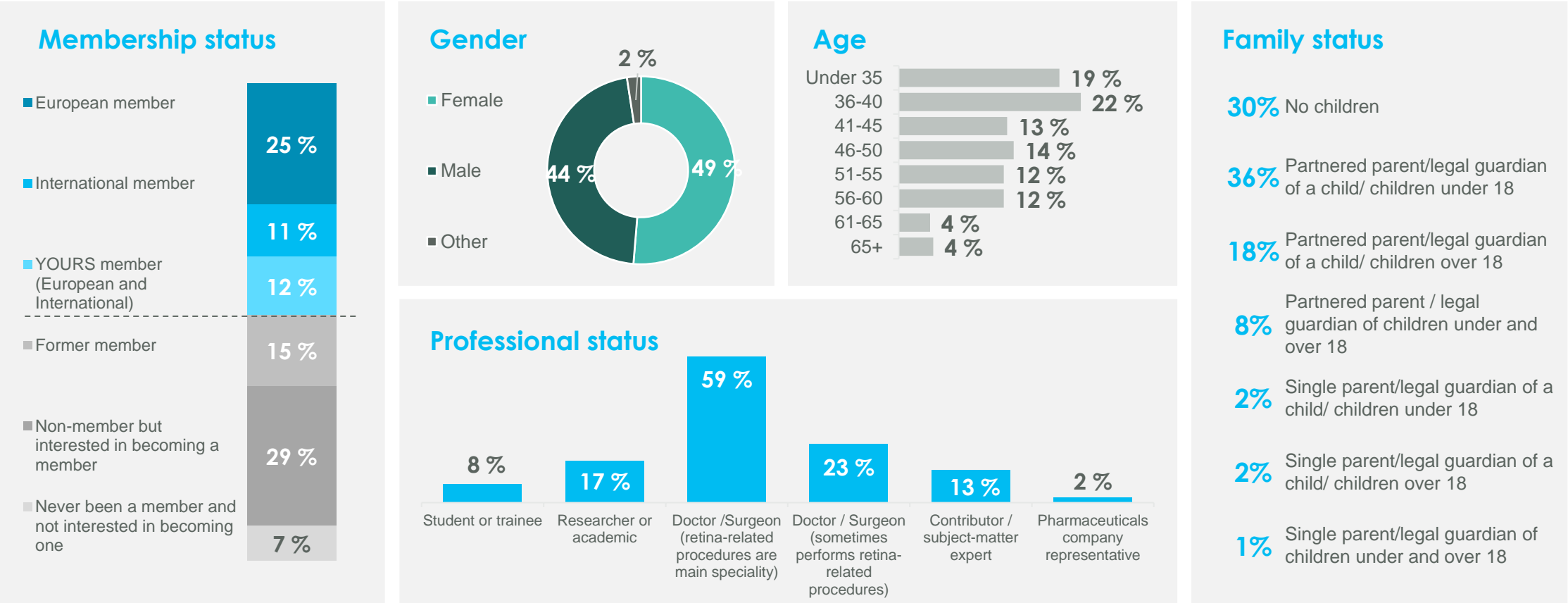
Female

Who we spoke to: key demographics



EURETINA sample breakdown: who we spoke to

Demographic information:



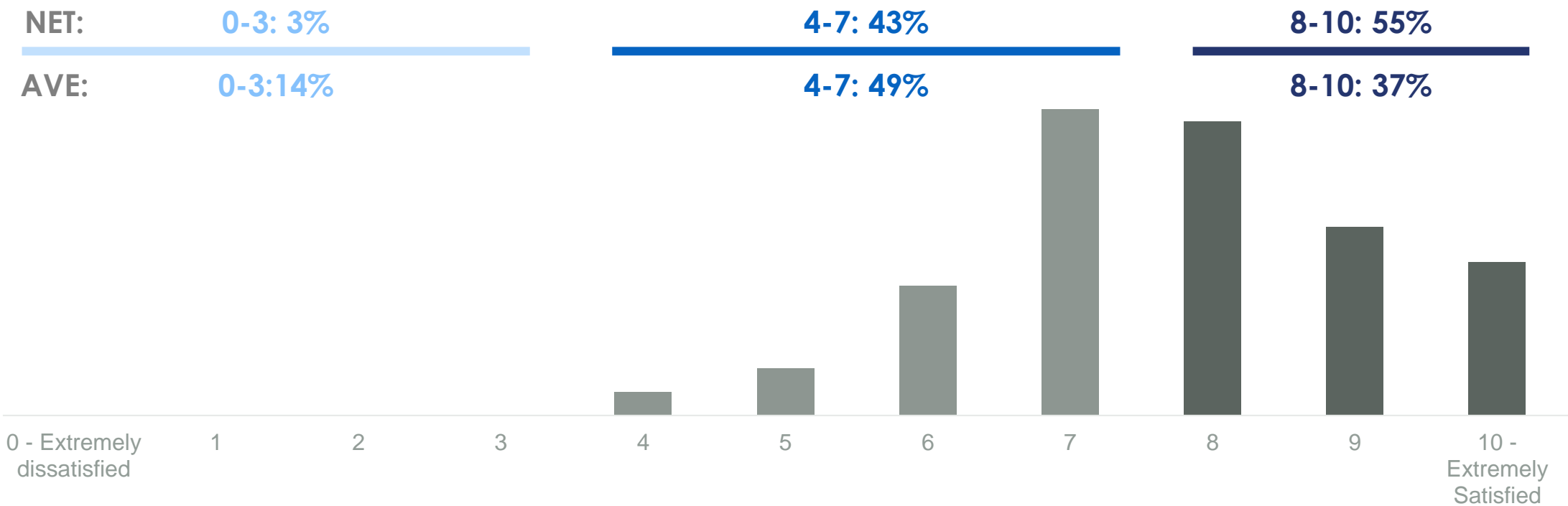
Experiences within the field of retina



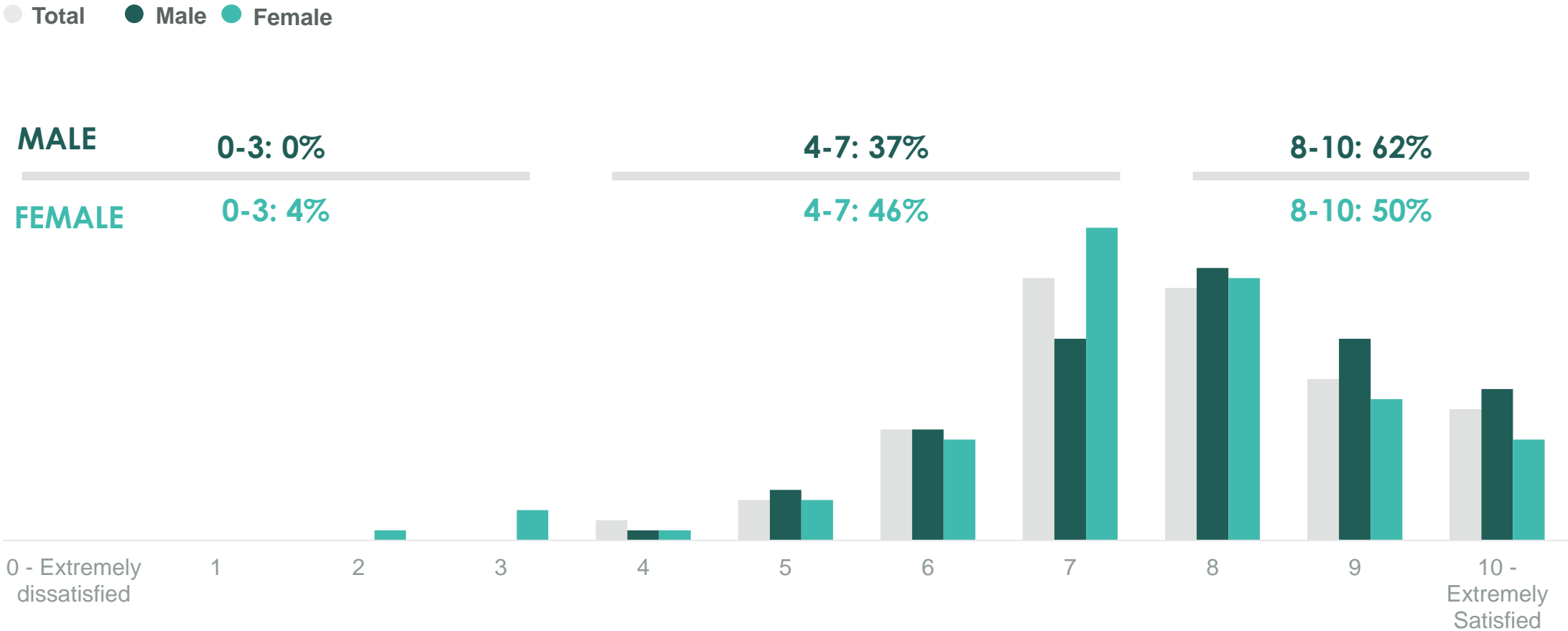
Those working within the field of retina are generally more satisfied with their current role than employees within other industries

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.

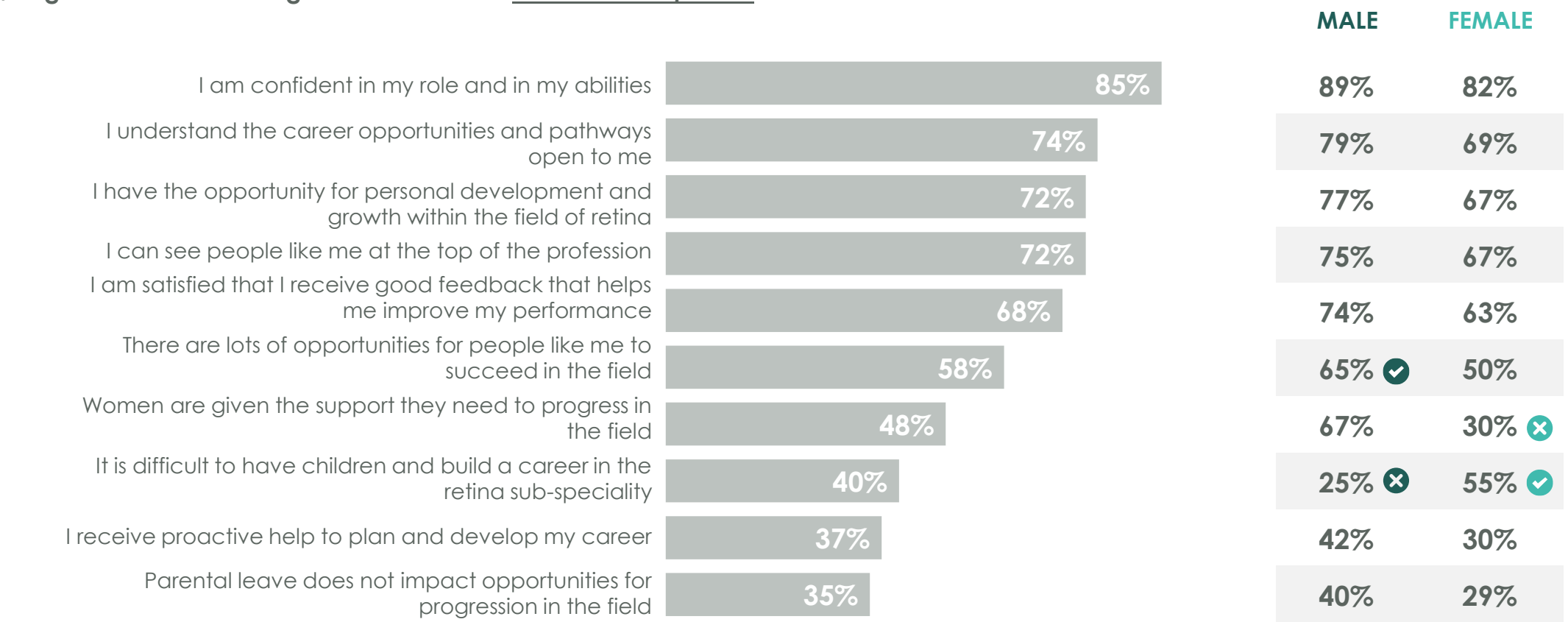


Women working in retina, however, are less likely to say they are extremely satisfied with their current role compared to male counterparts



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

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



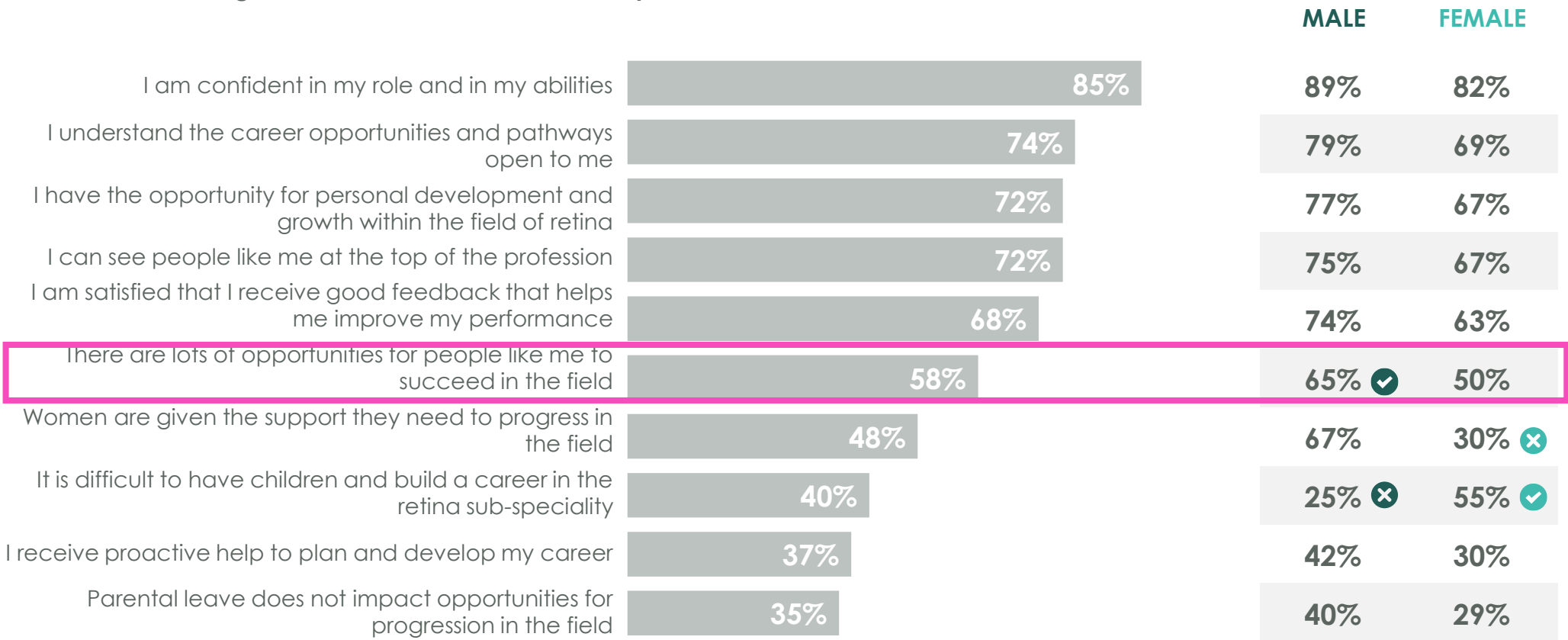
Y2: To what extent do you agree or disagree with the following statements about career development within the field of the retina? - Agree
Base: All respondents - Total (515), Male (229), Female (254)

Sig higher than total = ✓
Sig lower than total = ✗



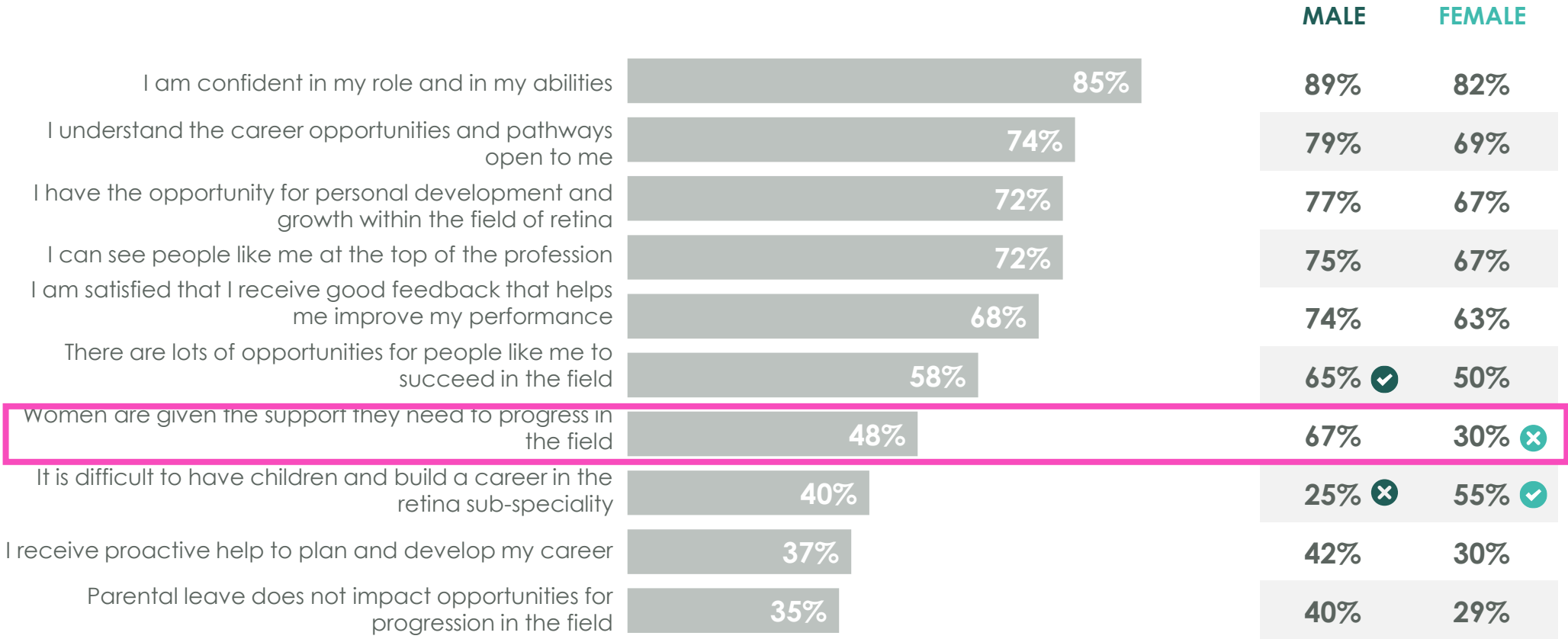
But whilst nearly two-thirds of men say there are opportunities for people like them to succeed, this falls to half amongst women

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



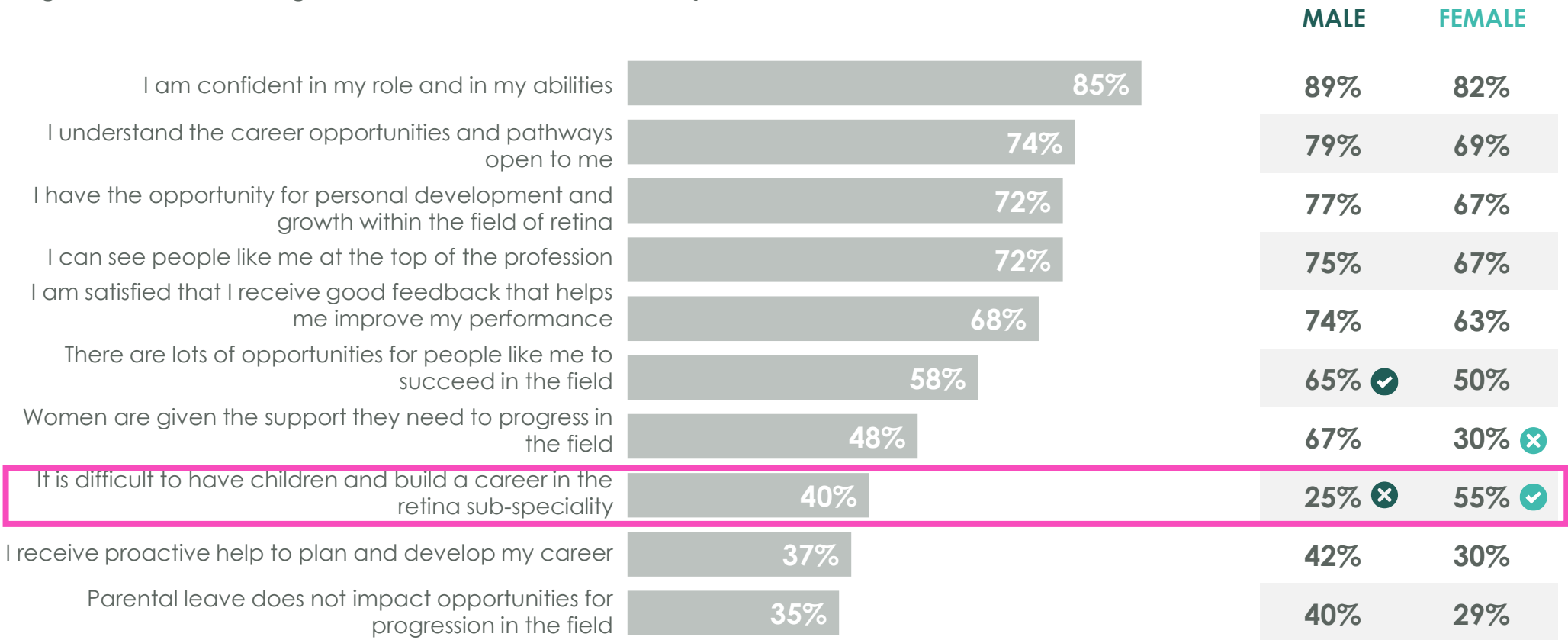
Less than a third of women in retina say that they are given the support to progress compared to over two-thirds of men

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



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



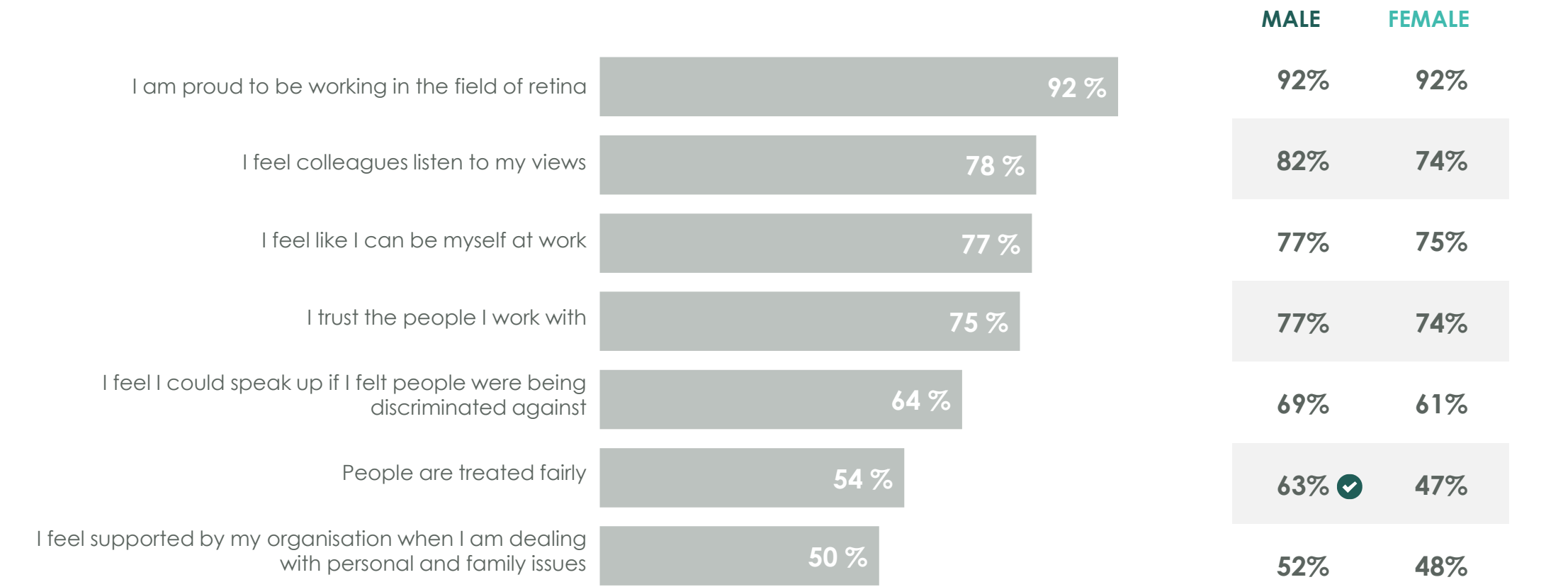
Y2: To what extent do you agree or disagree with the following statements about career development within the field of the retina? - Agree
Base: All respondents - Total (515), Male (229), Female (254)

Sig higher than total = ✓
Sig lower than total = ✗



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

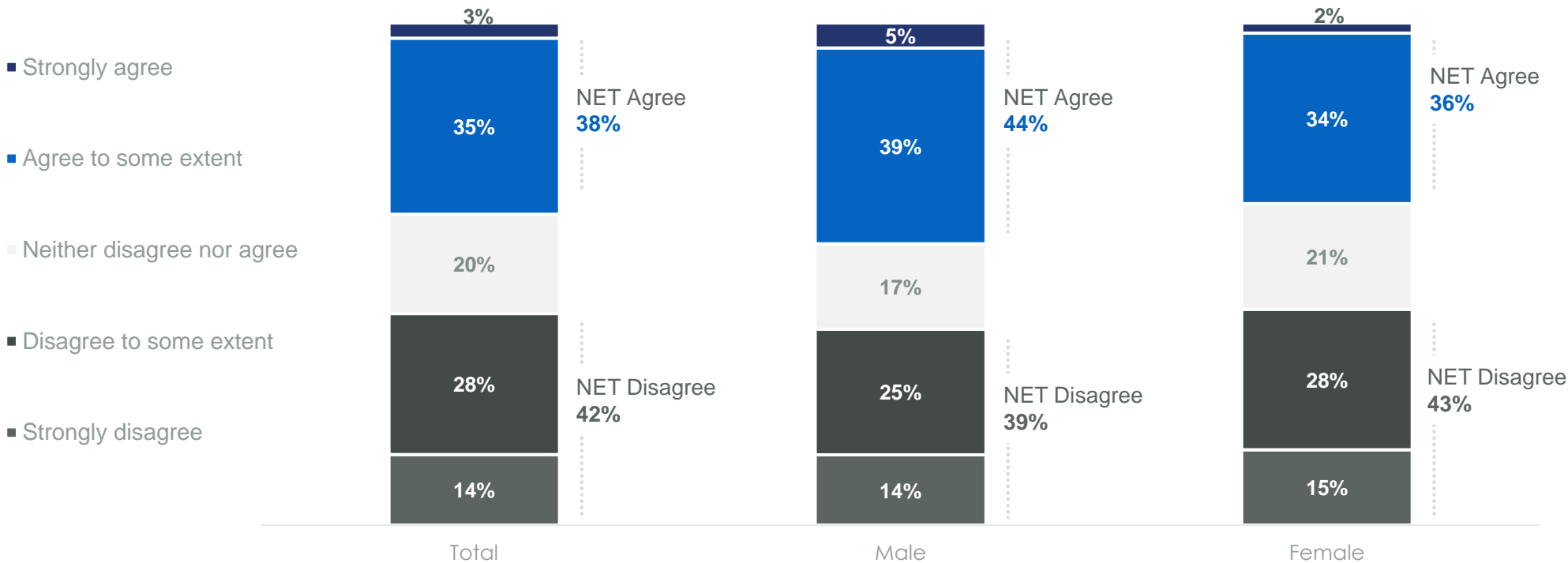


Pay and benefits



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

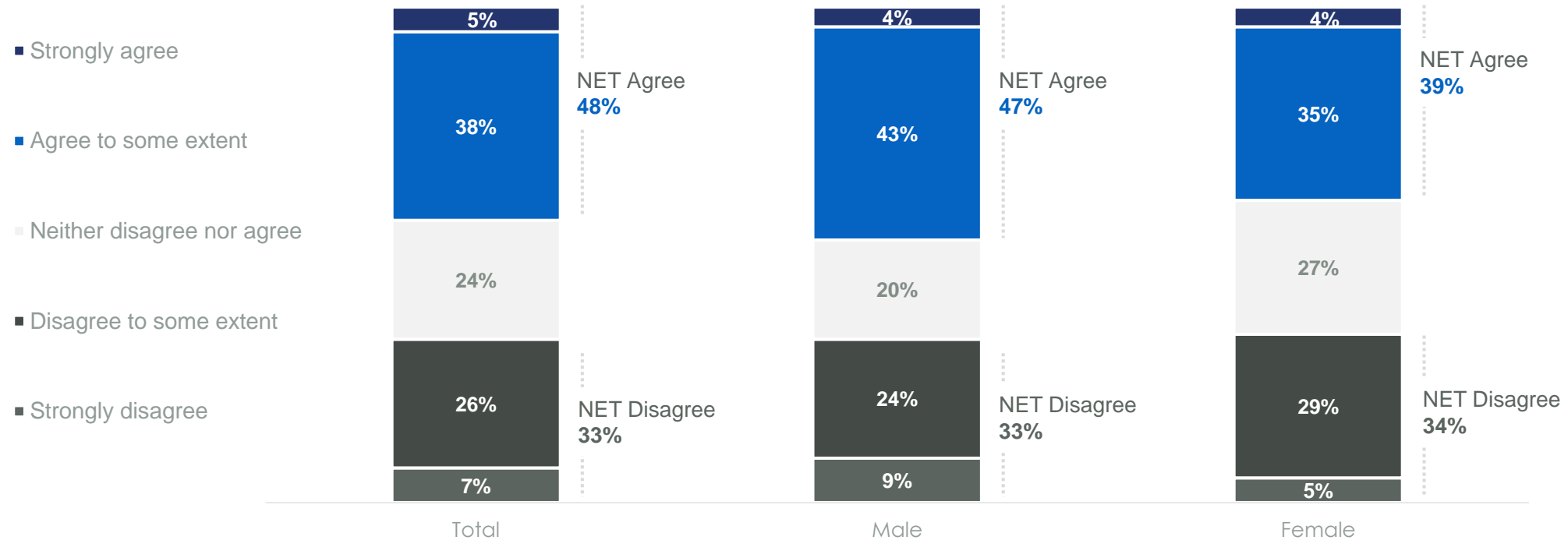
To what extent do you agree or disagree with the following statement?
Considering the work I do, the level of pay I receive is fair.



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

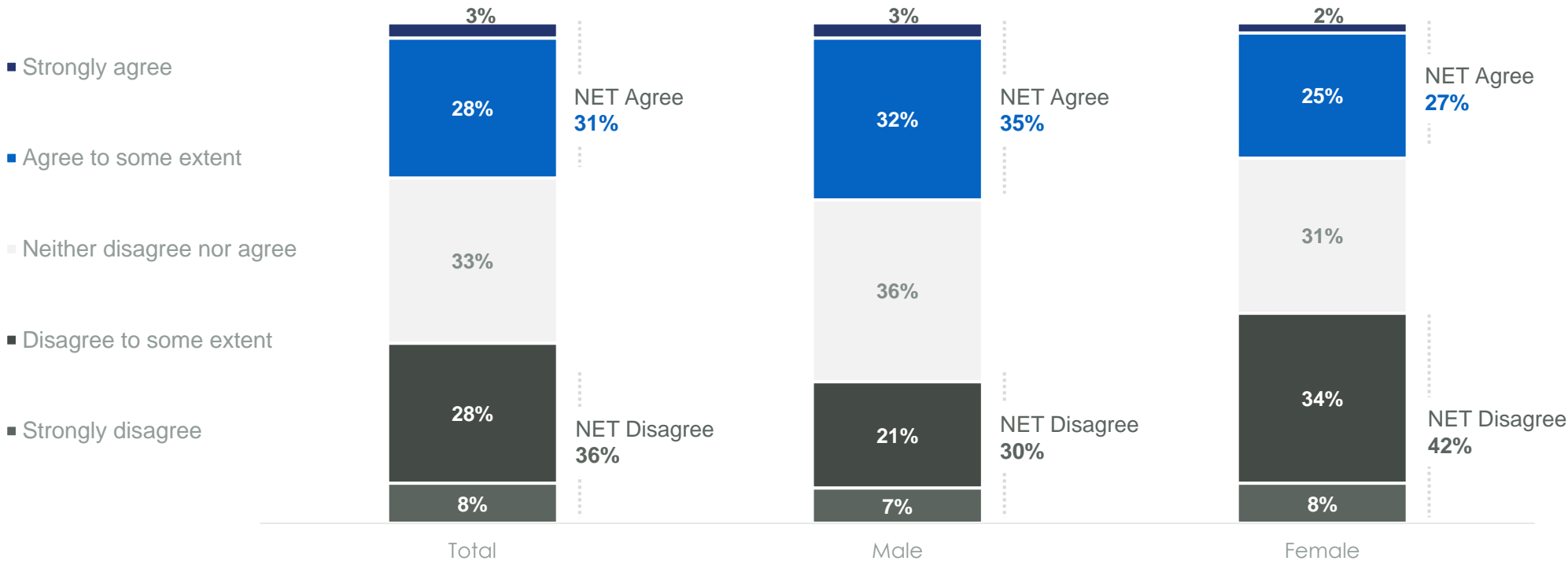
To what extent do you agree or disagree with the following statement?

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.



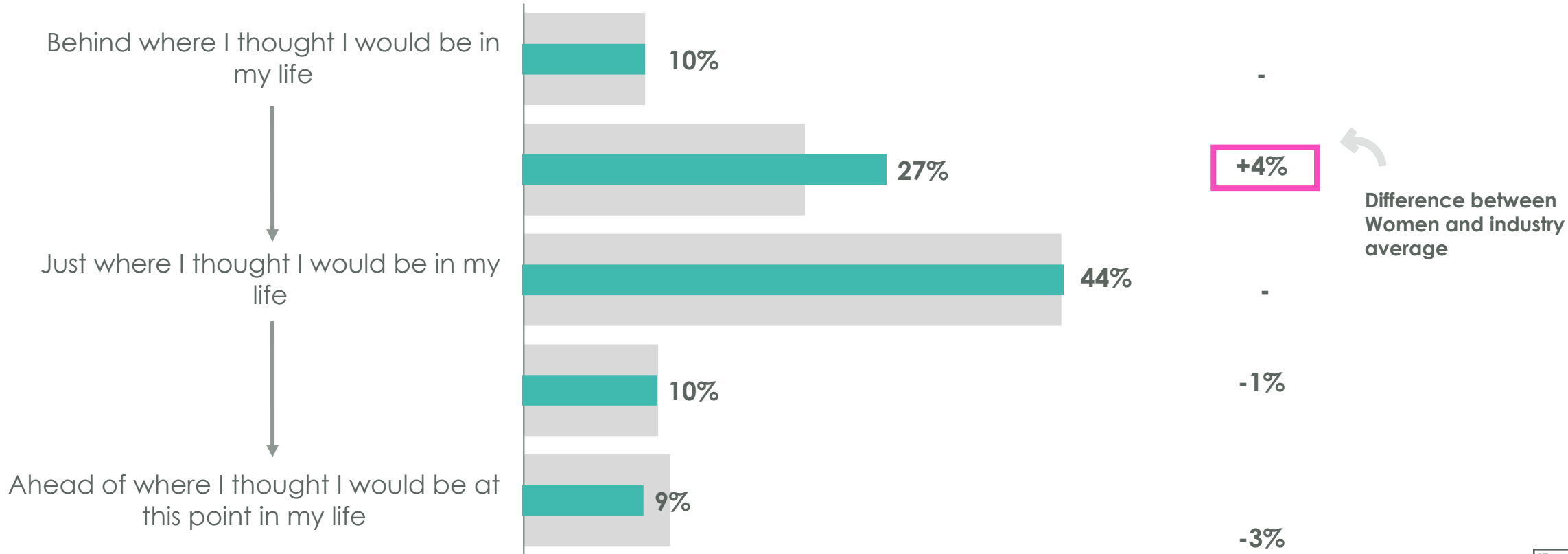
Culture and opportunities



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

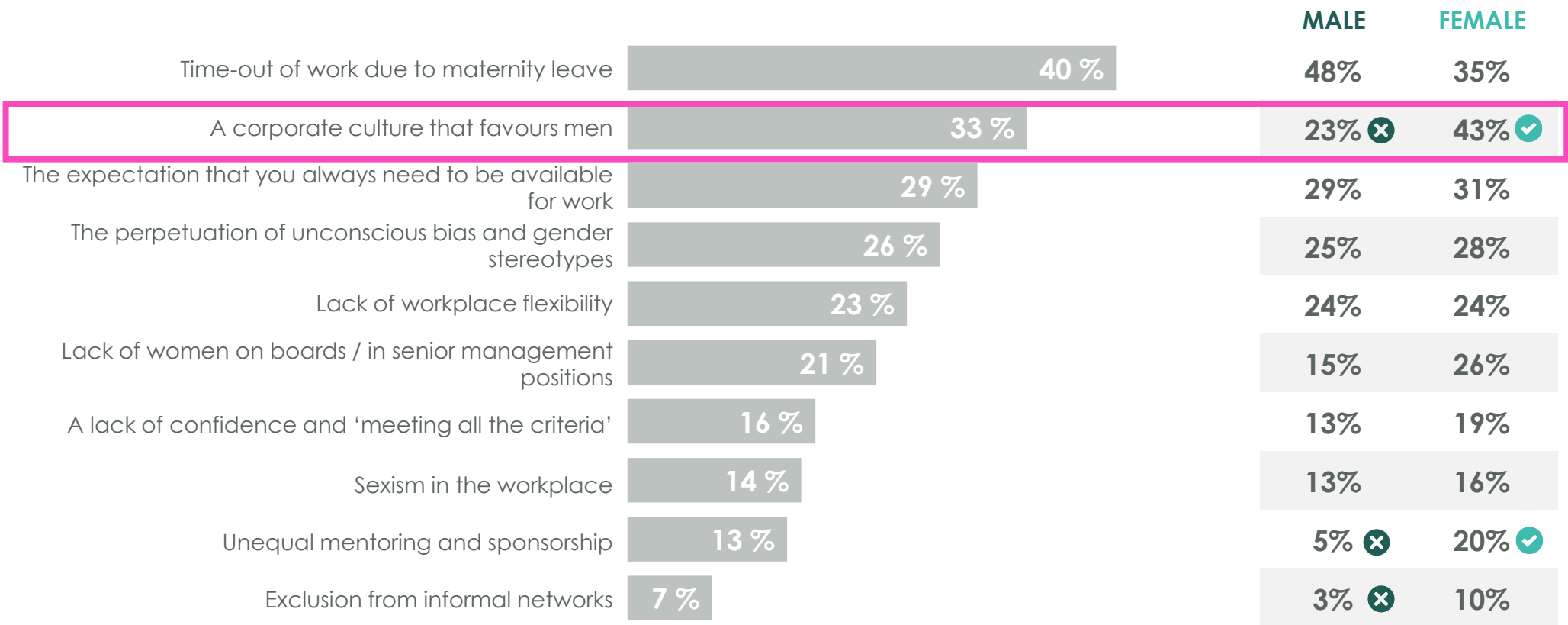
Where on the following scale do you feel you are in your career?

Women = Thin line Total = Thick line



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

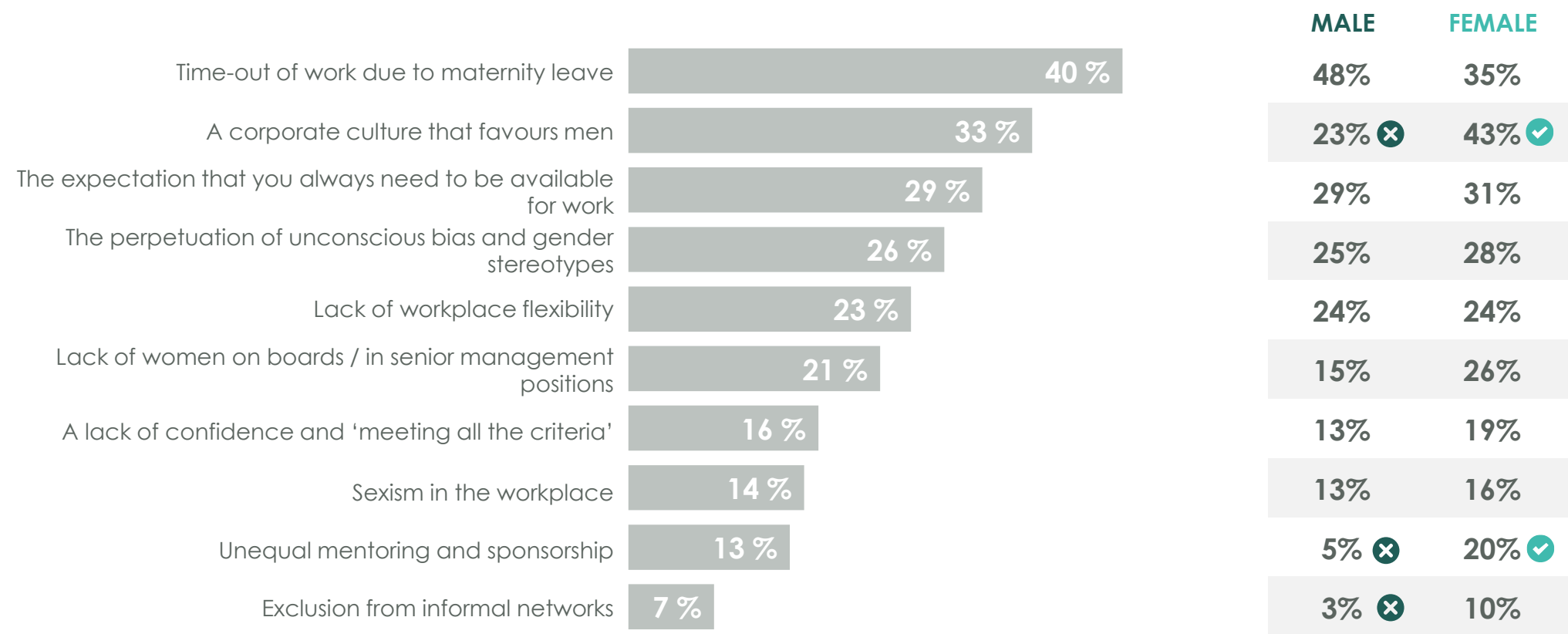


Y10: What do you consider to be the three greatest barriers to women’s career advancement within the field of retina? Please select your top three.
Base: All respondents - Total (515), Male (229), Female (254)

Sig higher than total = ✔️
Sig lower than total = ❌

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



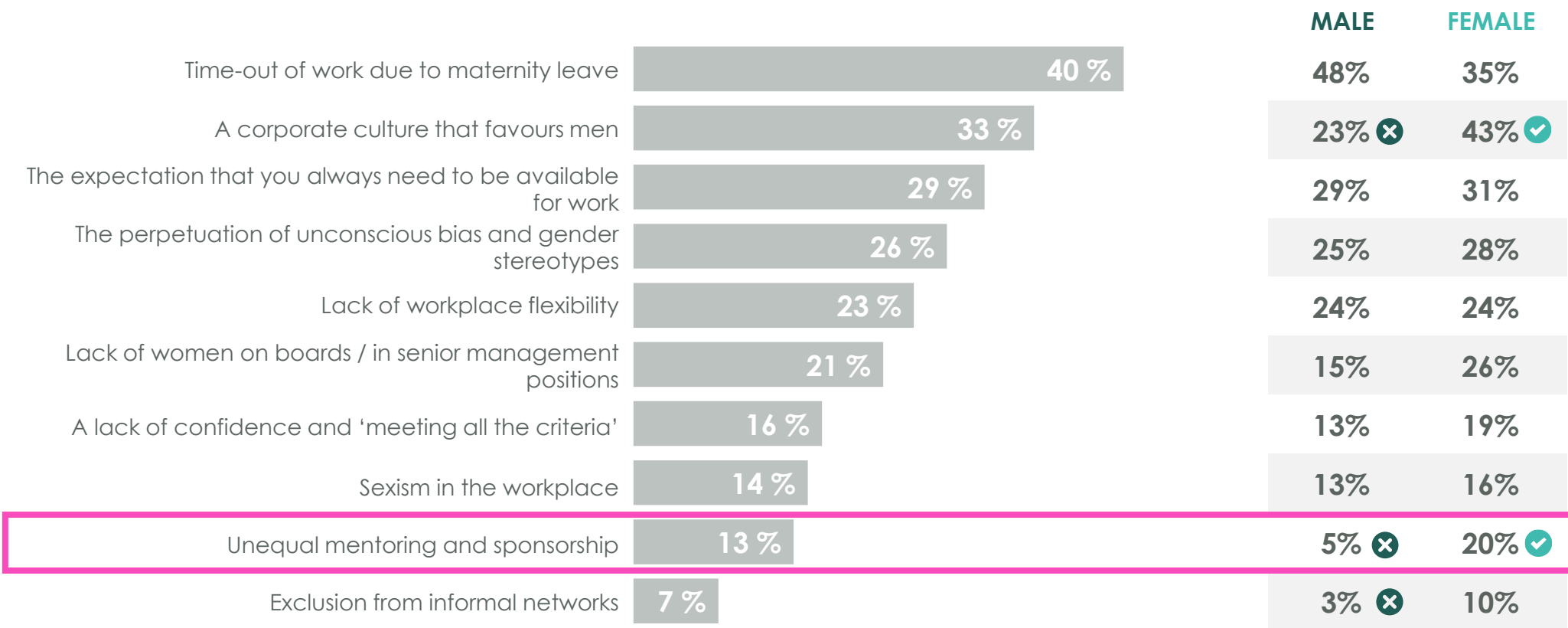
Y10: What do you consider to be the three greatest barriers to women’s career advancement within the field of retina? Please select your top three.
 Base: All respondents - Total (515), Male (229), Female (254)

Sig higher than total = ✓
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Women are also significantly more likely to say that their careers are impacted by unequal mentoring and sponsorship

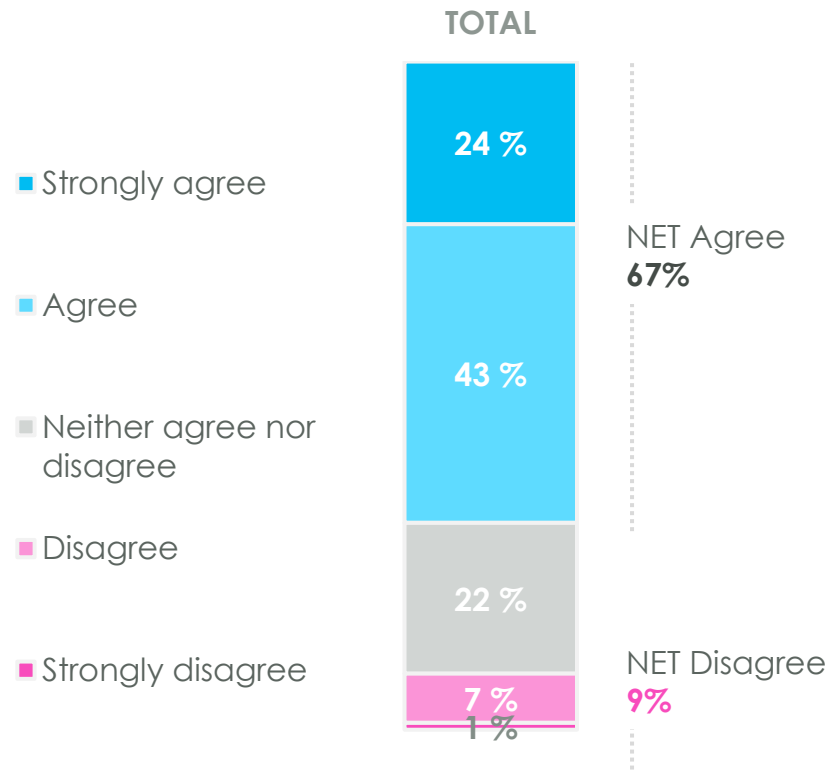
Greatest **barriers** to women’s career advancement within the field of retina



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?

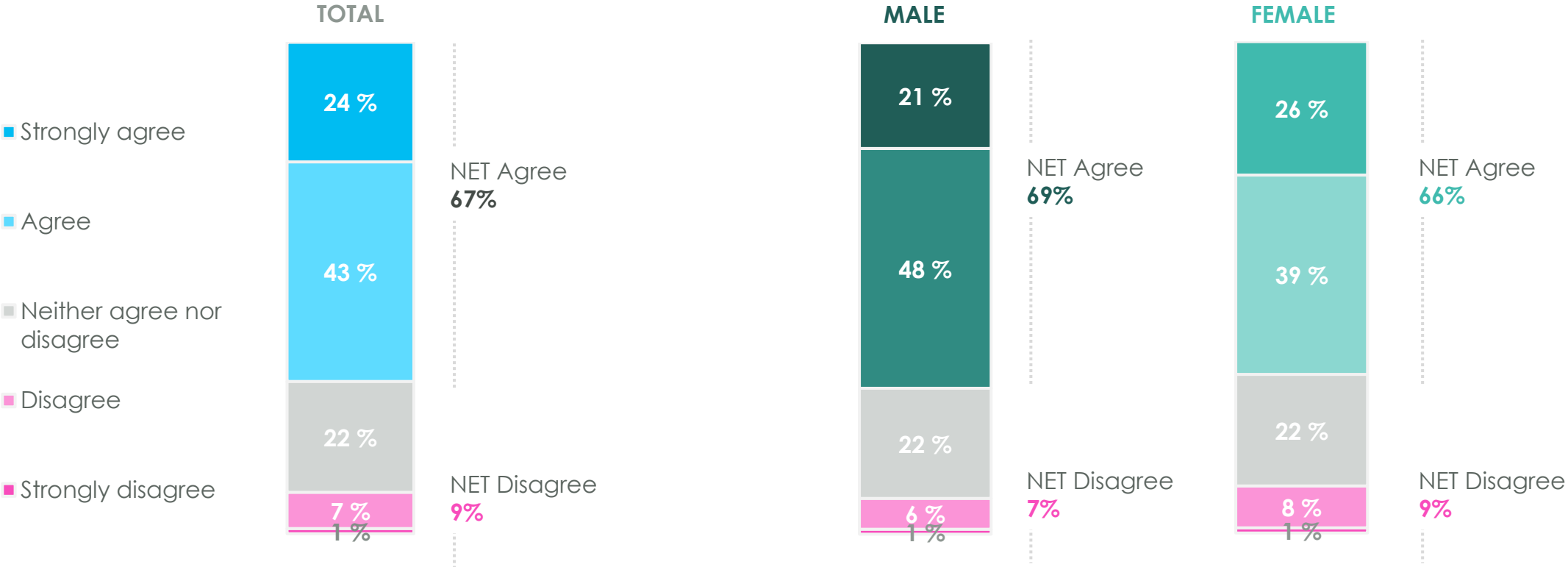
"I would recommend the field of retina as a good place to work for women"



This is relatively consistent regardless of gender

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

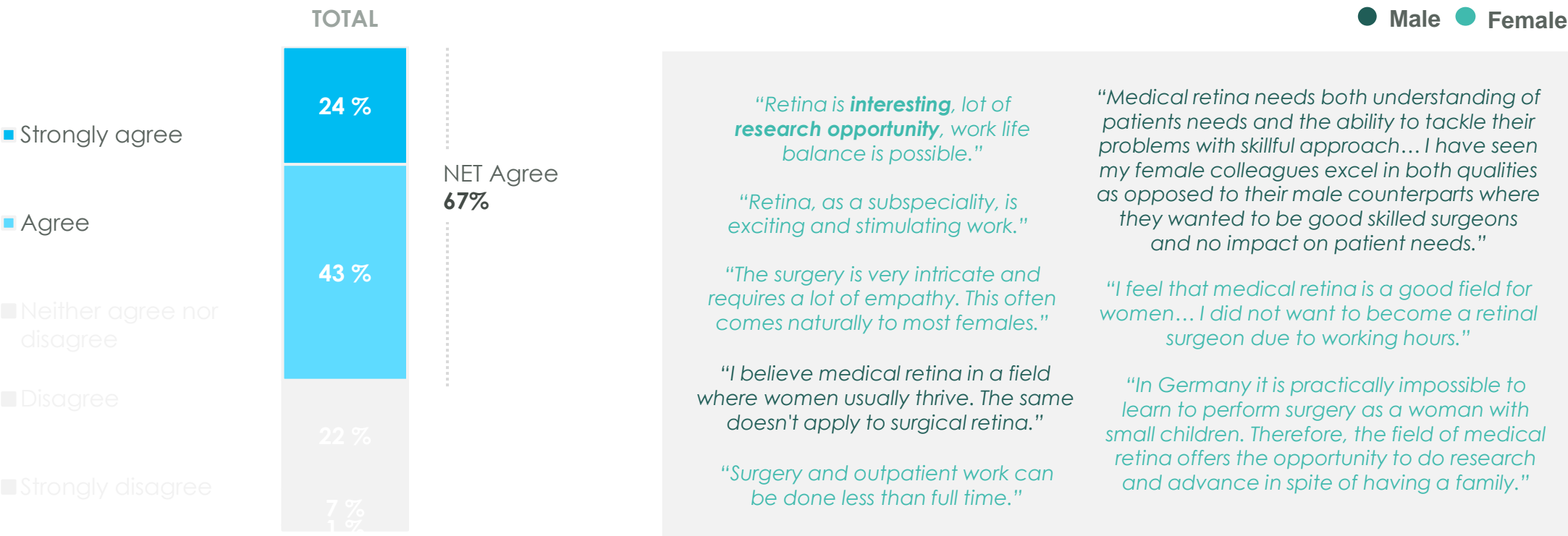
“I would recommend the field of retina as a good place to work for women”



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**

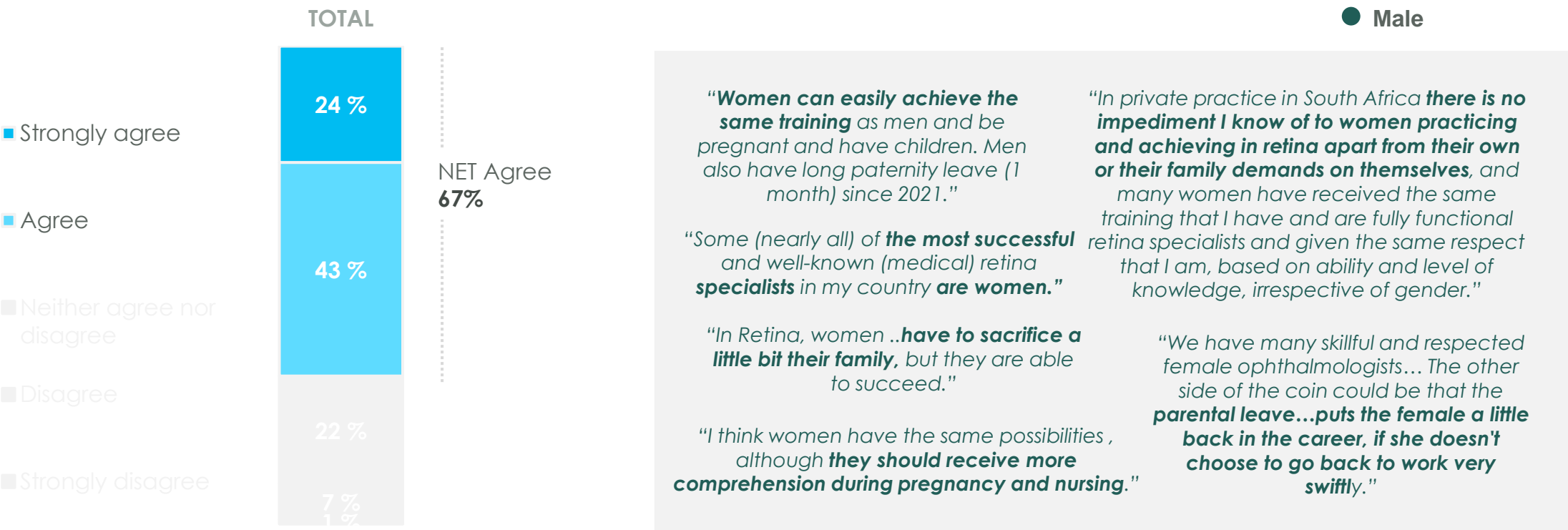
"I would recommend the field of retina as a good place to work for women"



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"



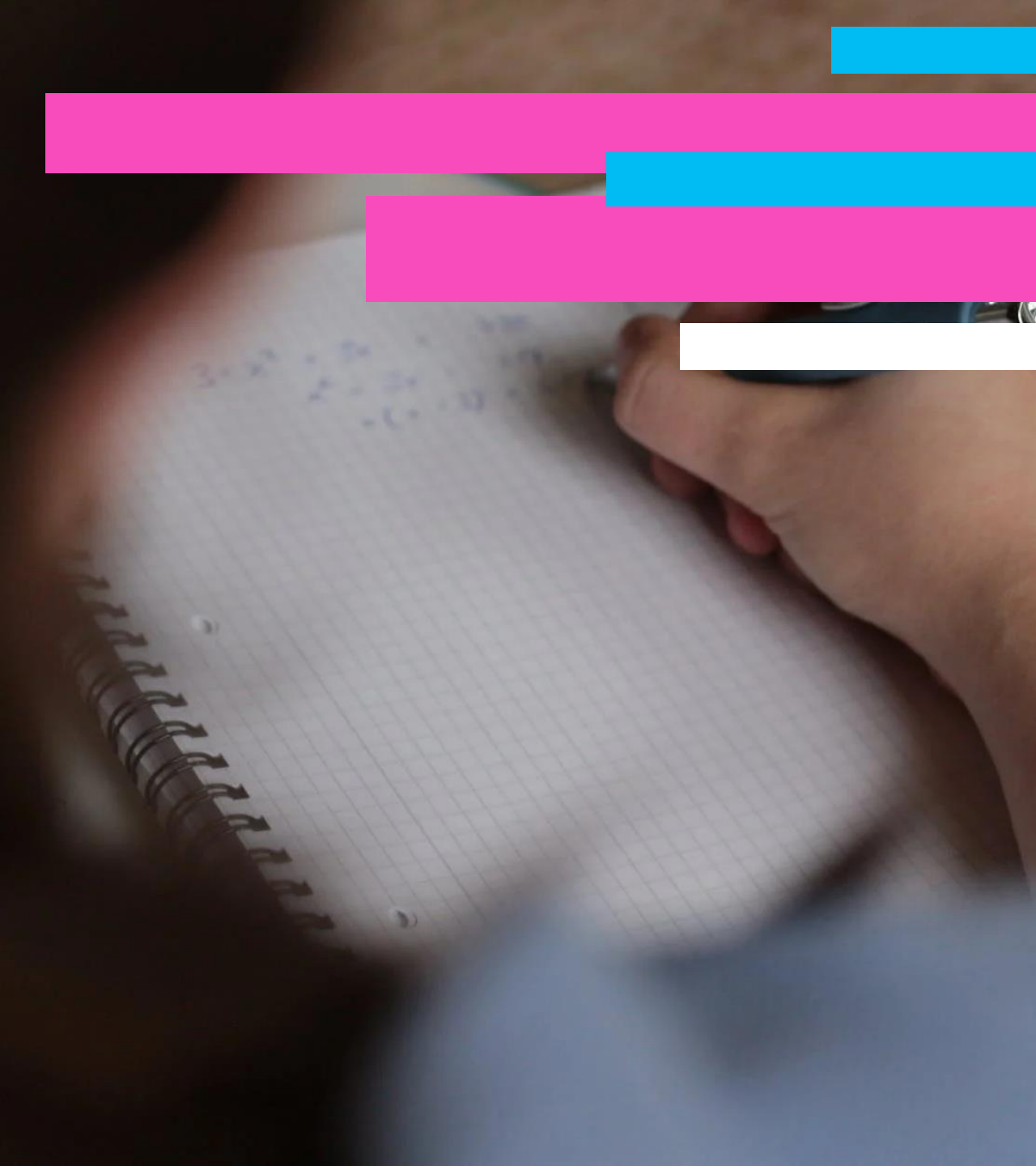
But male dominated, unequal opportunities, lack of support and long hours are seen particularly in the field of surgical retina

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"

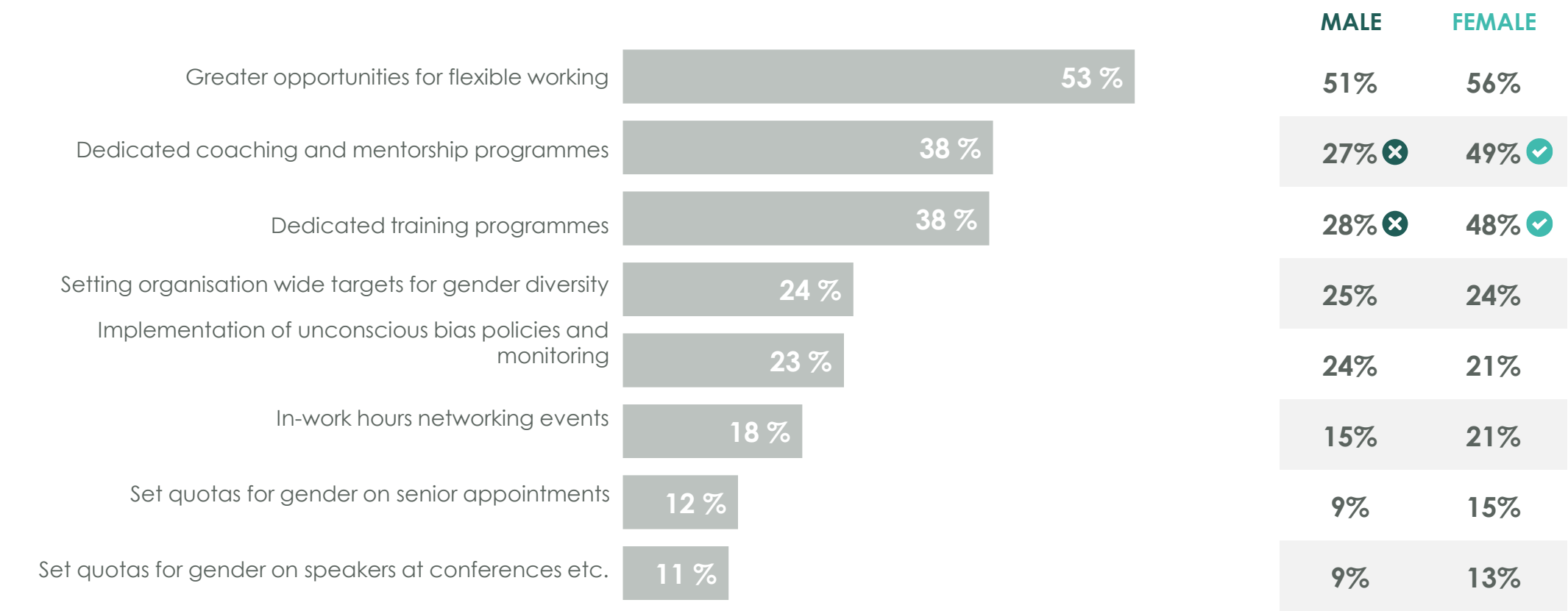


Training and development



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

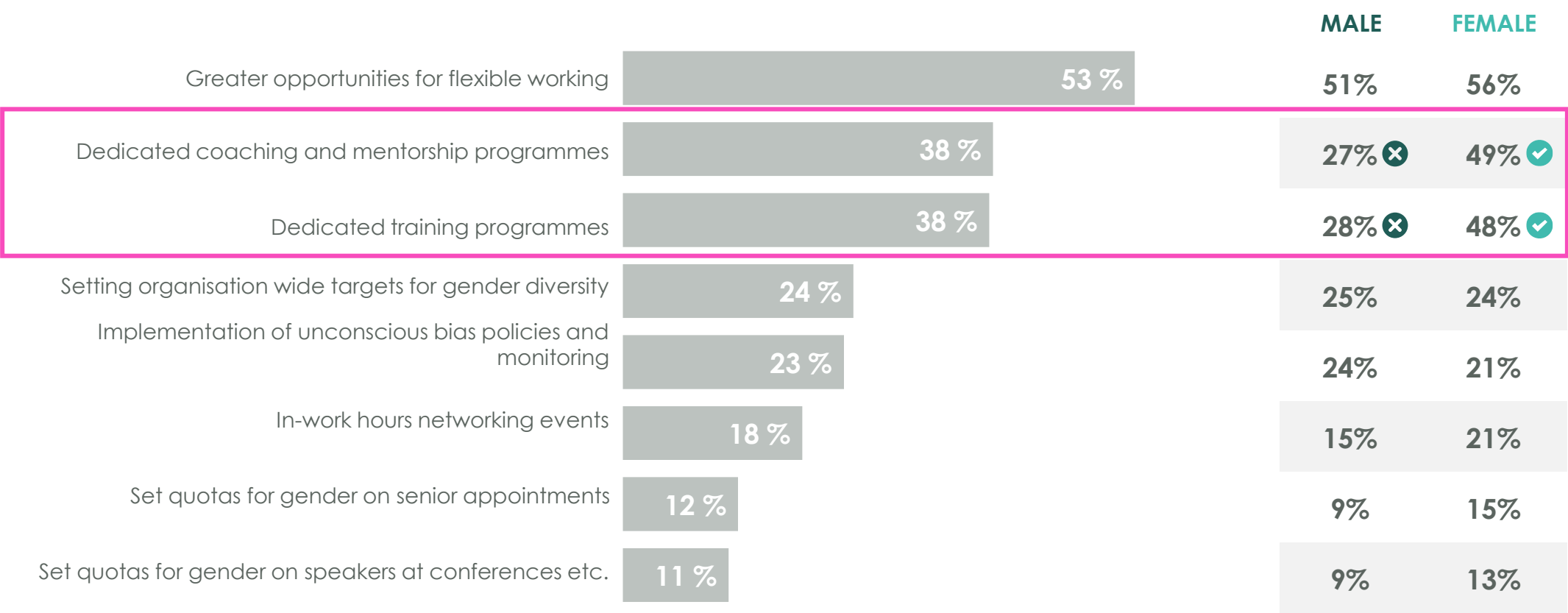


Y11: And what do you consider to be the three greatest enablers to women's career advancement within the field of retina? Please select your top three.
 Base: All respondents - Total (515), Male (229), Female (254)

Sig higher than total = ✓
 Sig lower than total = ✗

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



Y11: And what do you consider to be the three greatest enablers to women’s career advancement within the field of retina? Please select your top three.
Base: All respondents - Total (515), Male (229), Female (254)

Sig higher than total = ✔️
Sig lower than total = ❌

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

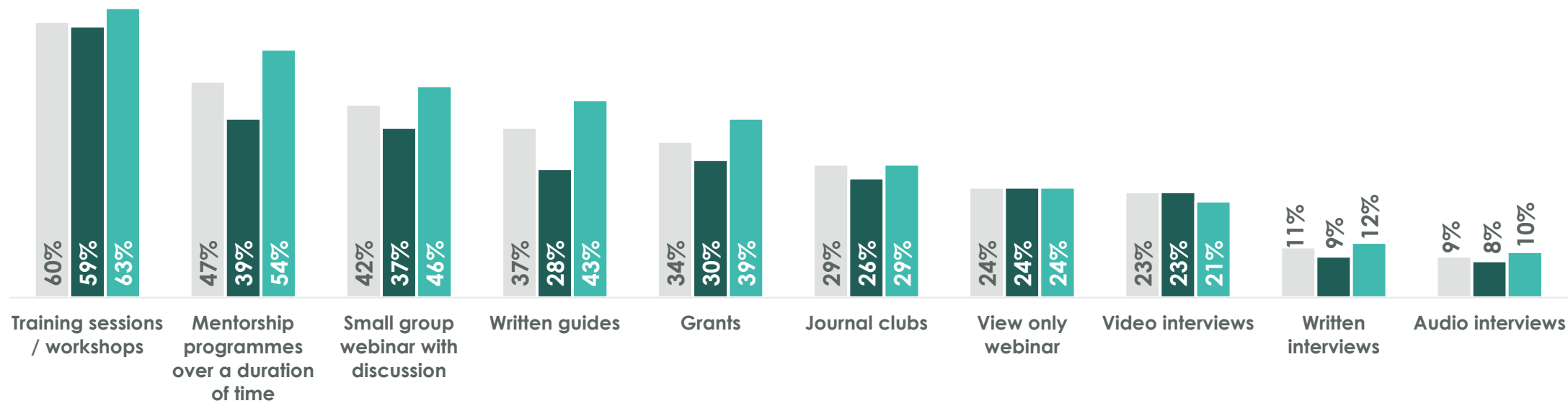
% Agree with the following statements about training and development within the field of retina

		MALE	FEMALE
I would benefit from having a mentor to support my career development	75 %	74%	76 %
I feel I could do my job more effectively if I received additional training	72 %	66%	79%
I have the opportunity to regularly collaborate with peers when providing patient care	70 %	74%	67%
I can access wider support when dealing with difficult patients	65 %	66%	65%
I am given a real opportunity to improve my skills within my current workplace	51 %	58%	45%
I am offered sufficient training or development to further myself professionally	50 %	58% ✓	43%
I feel that the training I've been offered is tailored to my needs	49 %	56%	41% ✗
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 full-time.” – 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.

4

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.

Thank you

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**What people think,
feel and do**