

FIRST RESULTS OF INAR ACADEMIC HOUSEHOLD WORK (NAKKIHOMMA) SURVEY 2023

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and the whole INAR equality & work wellbeing group

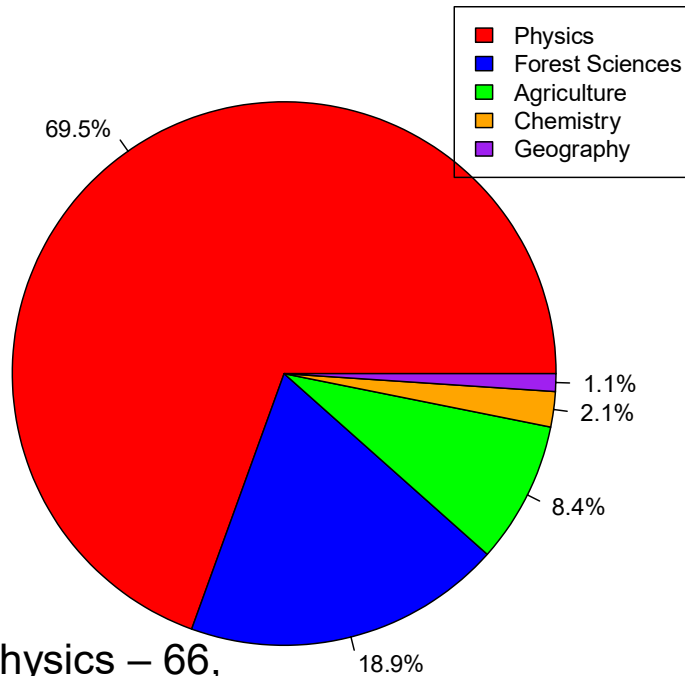


The aim and process of this survey

- Aims
 - to find out what kinds of tasks we INARians consider as academic household work (nakkihomma),
 - how often we are committed with these tasks, and
 - what kinds of attitudes we have towards them:
 - to have a common understanding about what should be considered as academic household work and how we could distribute these tasks in a fair manner.
- Initial information collected from INAR staff through flinga in spring 2023.
- The survey was conducted in September-October 2023.
- The survey was anonymous.
- We will conduct more analysis and discuss about further steps in the equality and work wellbeing group.

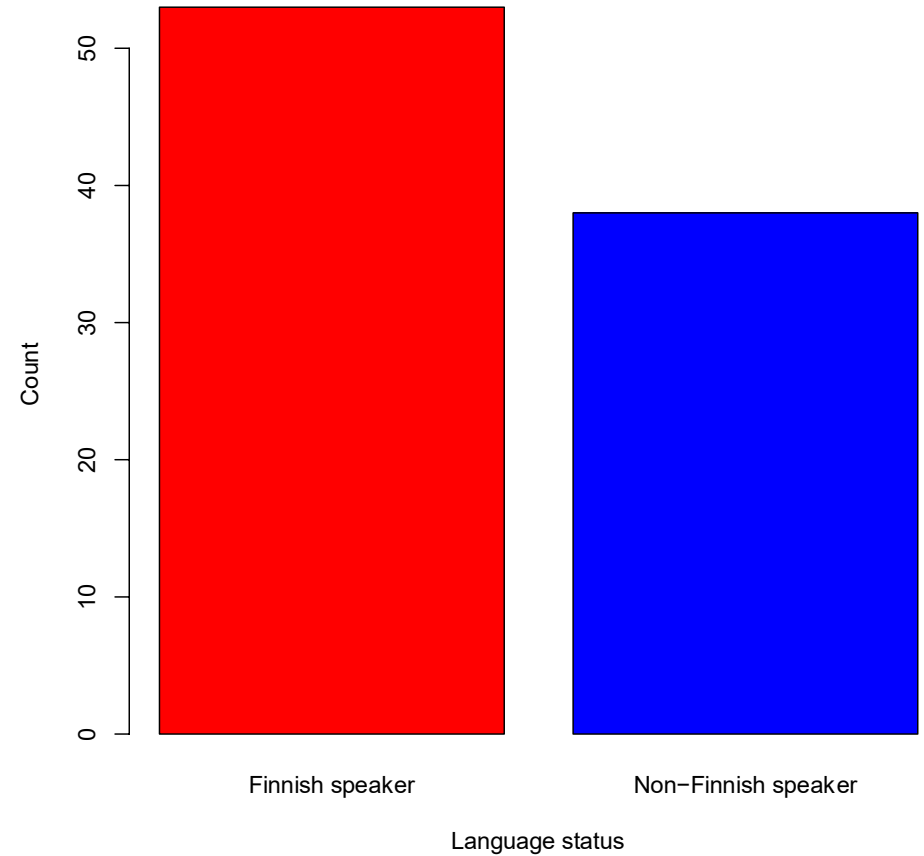
N = 91

Nakki - asnwrs



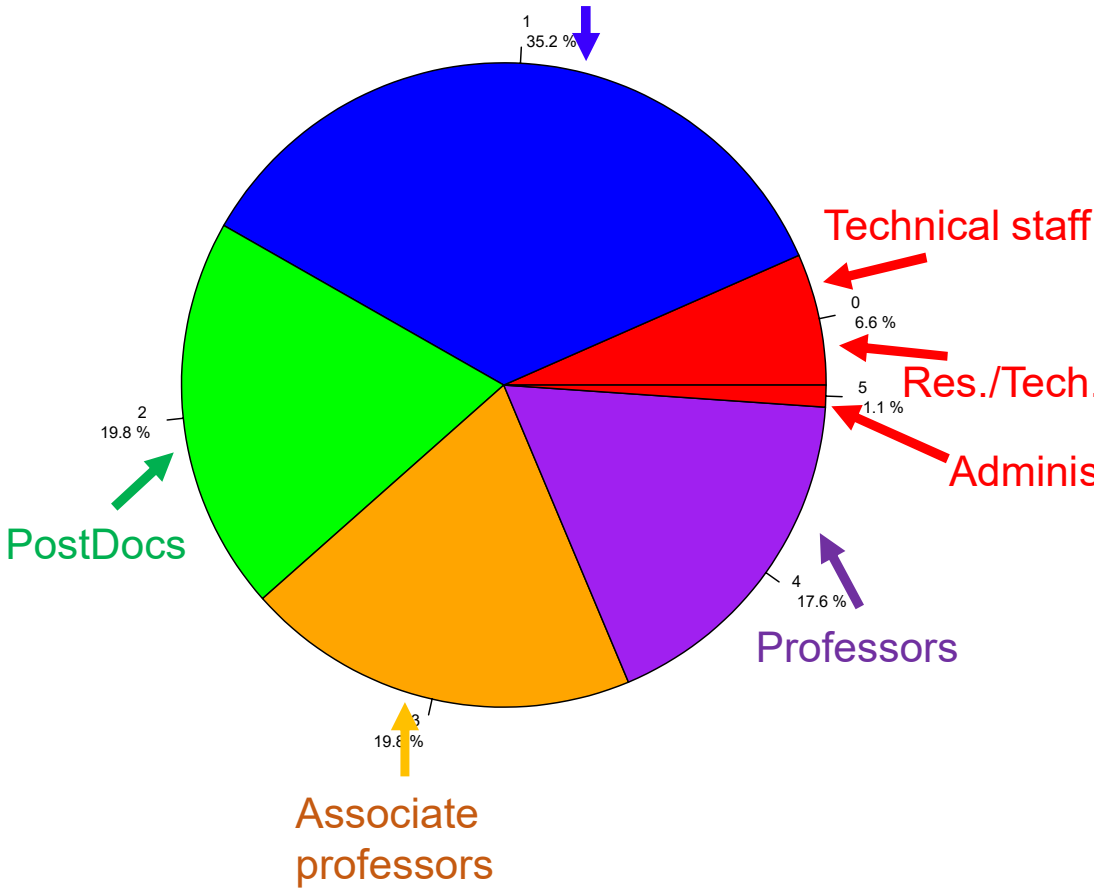
INAR Physics – 66,
INAR Forest Sciences - 18,
INAR Agriculture – 8,
INAR Chemistry 2,
INAR Geography – 1.

Language status

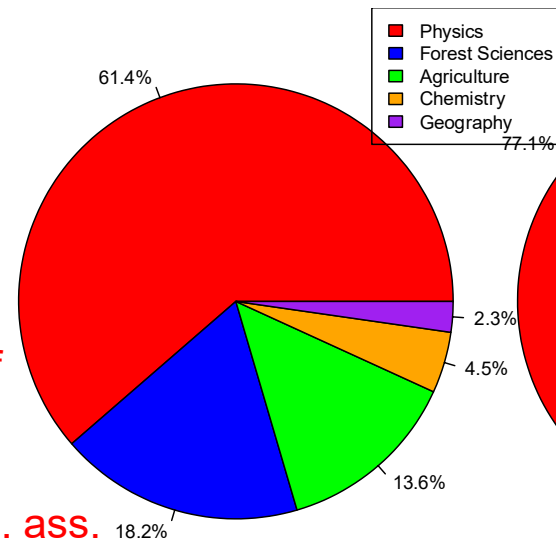


Distribution of staff

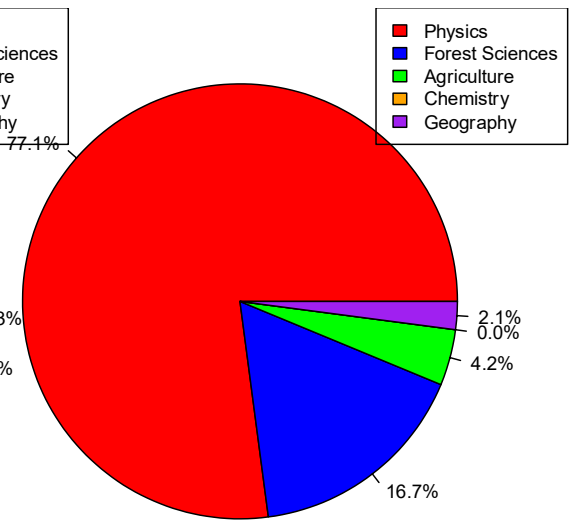
PhD students



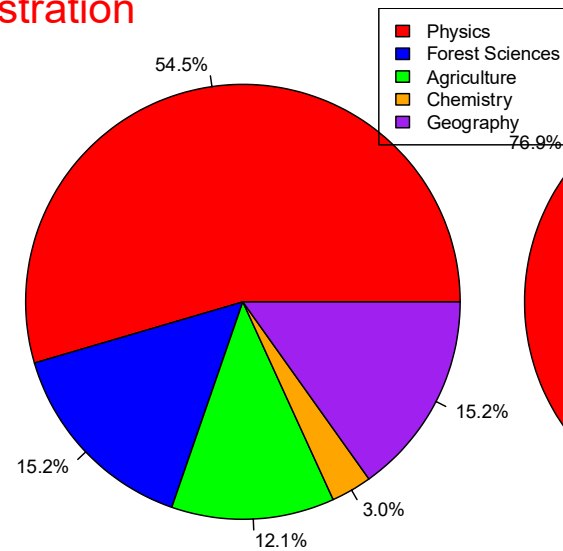
Nakki - asnwrs for Females



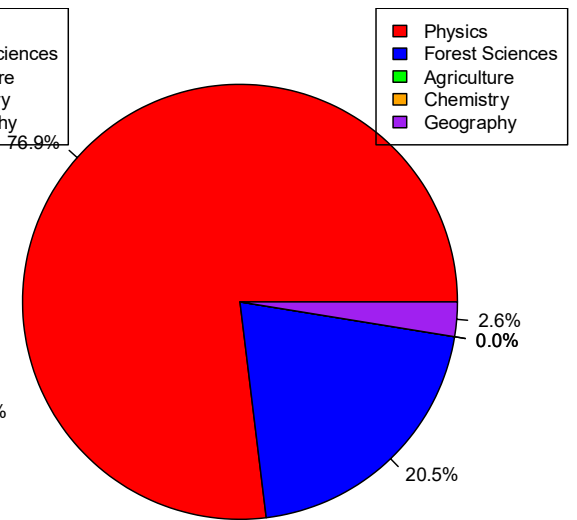
Nakki - asnwrs for Males



Nakki - asnwrs for Finnish speakers



Nakki - asnwrs for non Finnish speakers



General attitude towards academic household work

• Positive / it's a merit	1%	} 92%
• Positive / for the team spirit	54%	
• Positive / other reason	2%	
• Neutral	35%	
• Negative / I don't like it	2%	
• Negative / somebody else should do it	2%	
• Negative / other reason	1%	
• Other	2%	

Grouping of tasks

- Research-related tasks (3)
 - Society-related tasks (4)
 - Community-related tasks / meetings (7)
 - Community-related tasks / social events (6)
 - Community-related tasks / miscellaneous (7)
 - Community-related tasks / facilities (9)
-
- A total of 36 individual tasks under these groups, possibility to add own
 - Today results shown only for teaching and research staff, because for technical and administrative staff the number of answers was so small

Example

Next to each histogram you see the personnel group

Stage 1: PhD students

Stage 2: Postdocs

Stage 3: (Sen.)Univ.lecturers, Ass. Prof., Univ. Res., Res. Coord.

Stage 4: Professors, Res. Dir.

The height of the bar indicates the percentage of people who think this task is academic household work

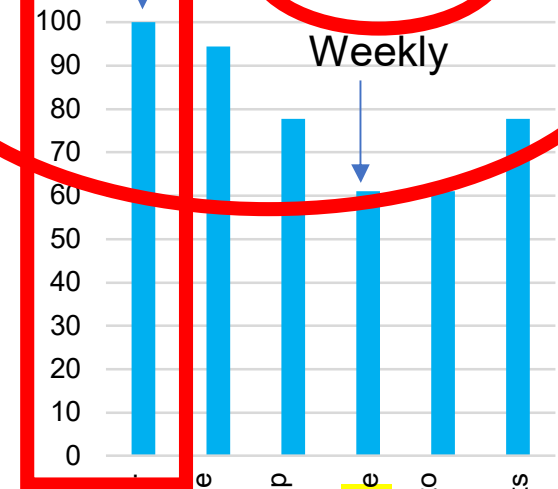
Yellow background indicates that there is something that stands out

Arrow and text tell us what it is

Community-related tasks / social events

100% answers

Stage 2



Organizing social events etc.
xmas party

Organizing social activities for the
research guidance group

Buying coffee etc. for the group
coffee room

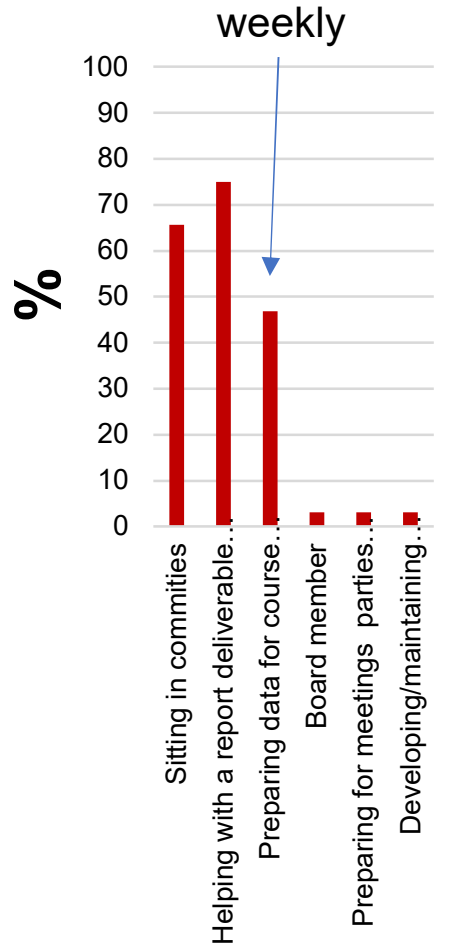
Making coffee

Making cake or other food to
share

Collecting money for gifts

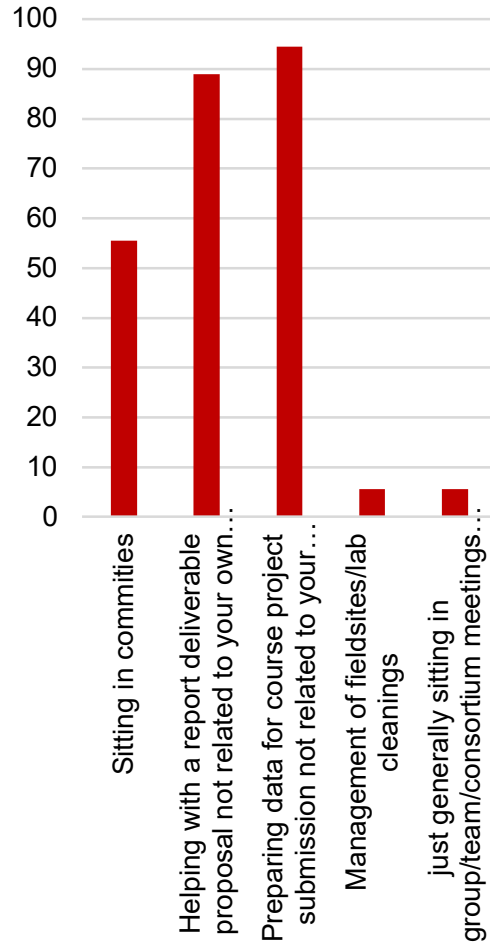
Research-related tasks

Stage 1



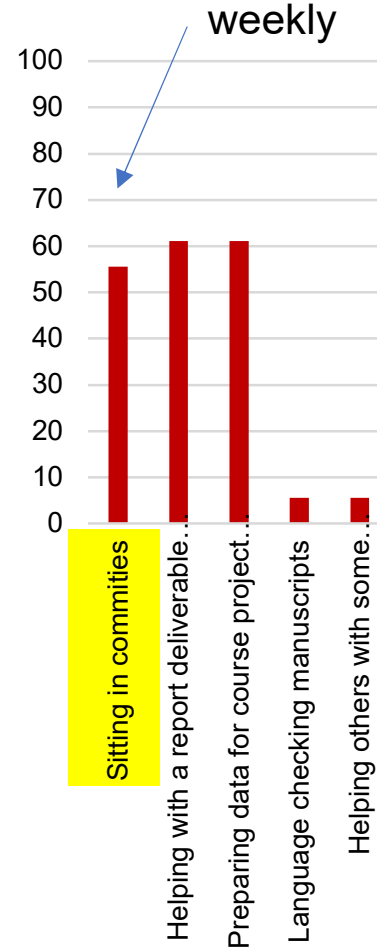
Yearly, Rarely or never

Stage 2

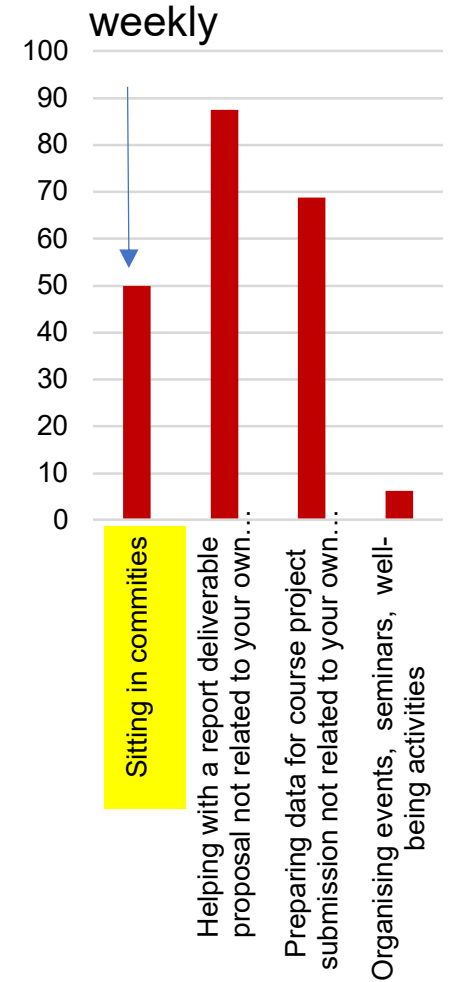


Yearly, rarely...

Stage 3



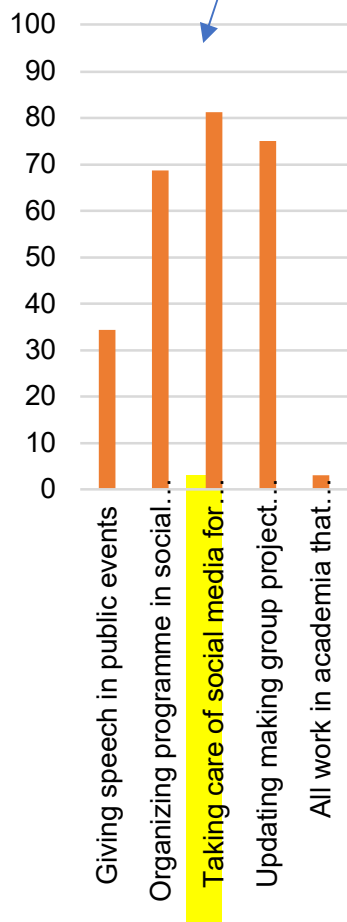
Stage 4



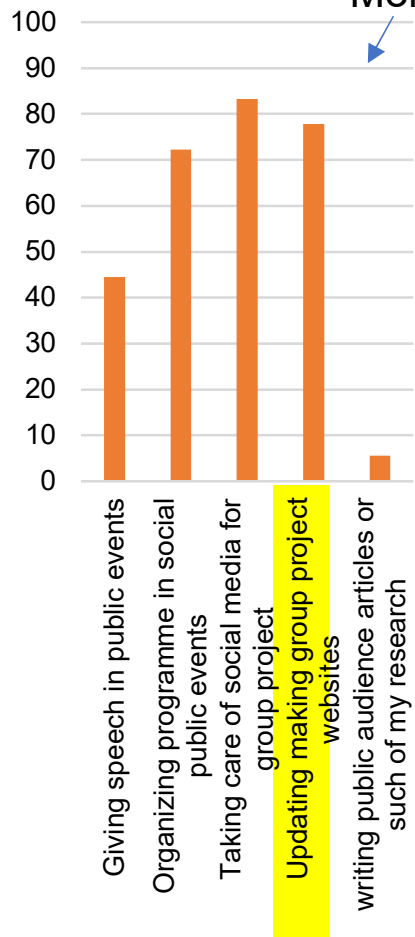
Yearly, rarely...

Society-related tasks

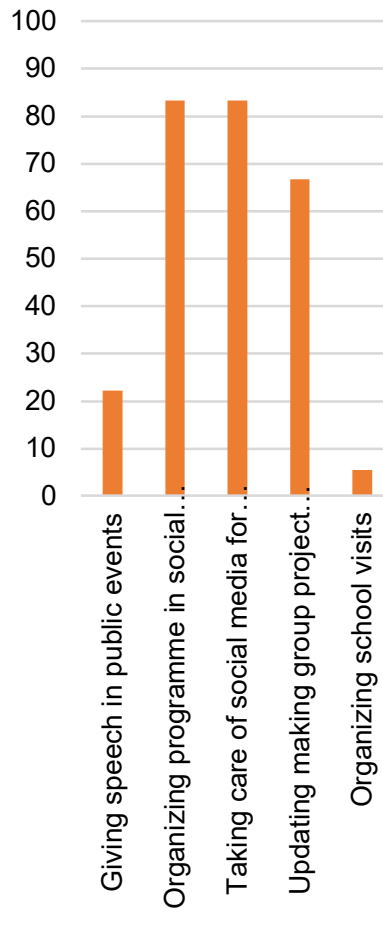
Stage 1
weekly



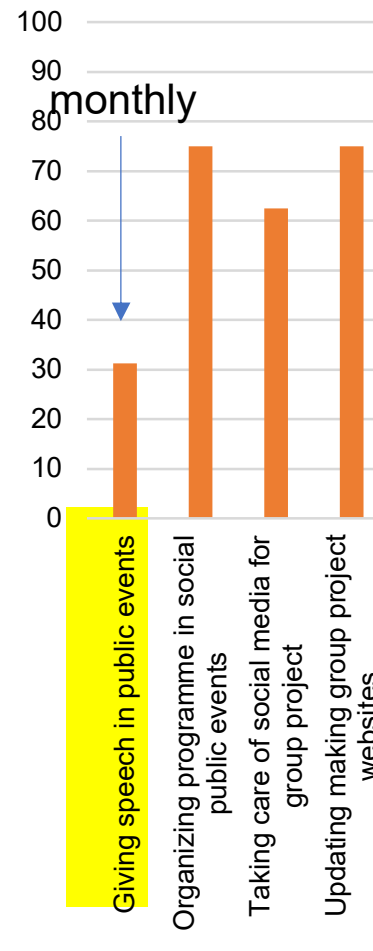
Stage 2
Monthly



Stage 3



Stage 4

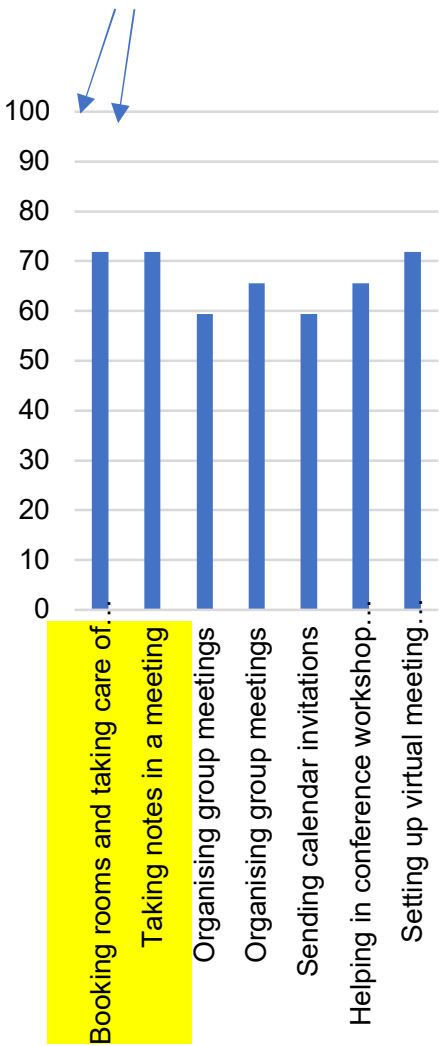


Yearly, rarely...

Yearly, rarely...

Stage 1

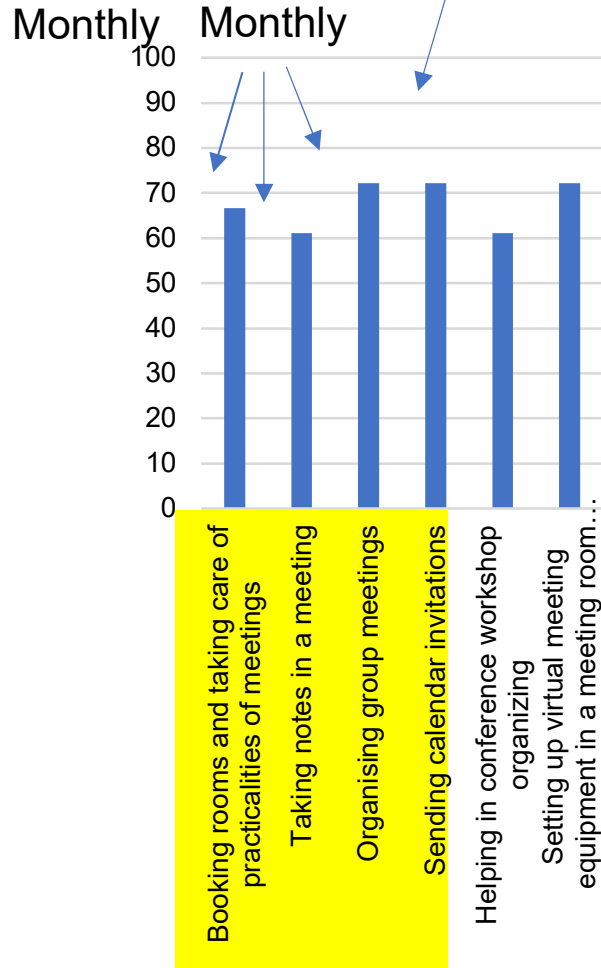
Weekly or monthly



Community-related tasks / meetings

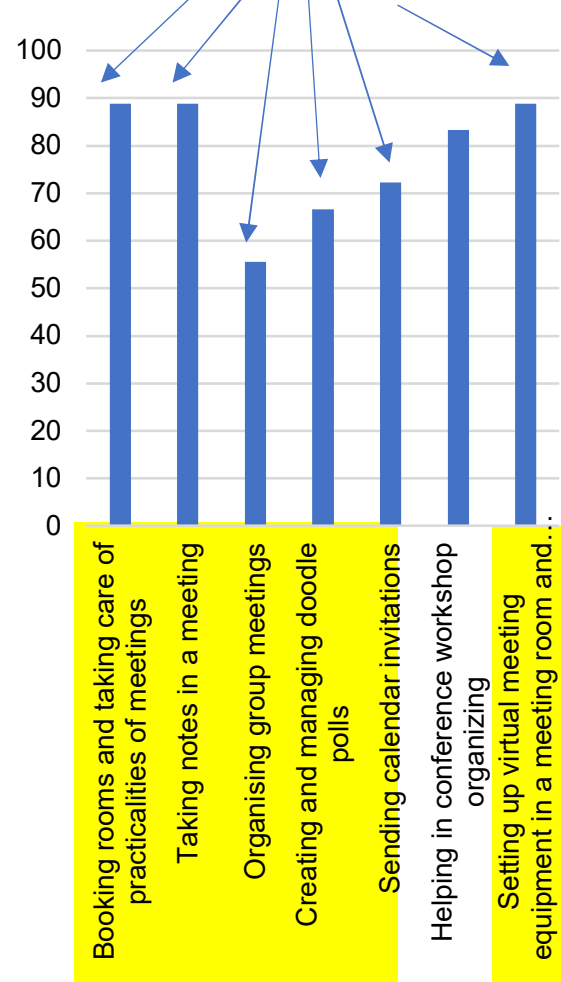
Stage 2

Weekly



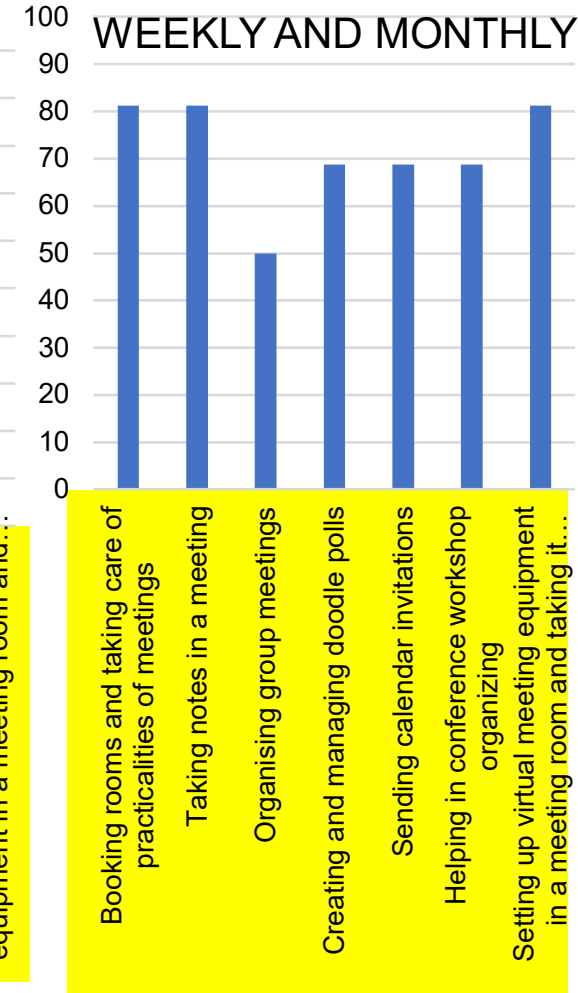
Stage 3

Weekly, monthly



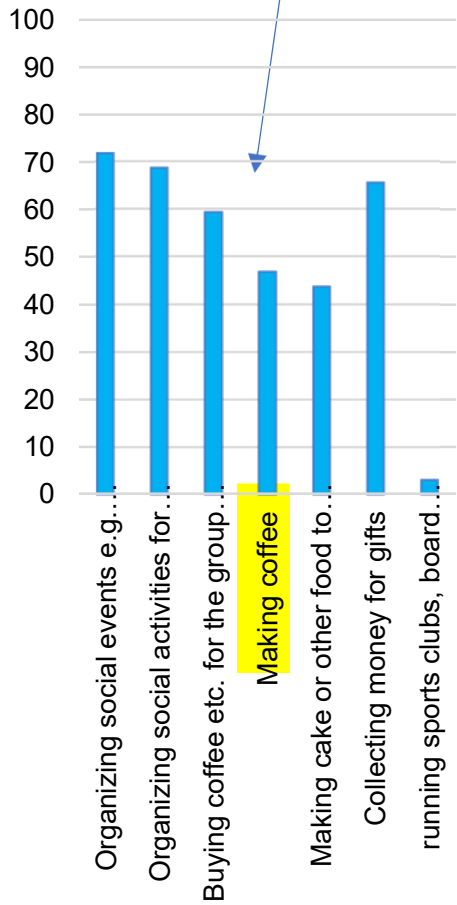
Stage 4

WEEKLY AND MONTHLY



Stage 1

weekly

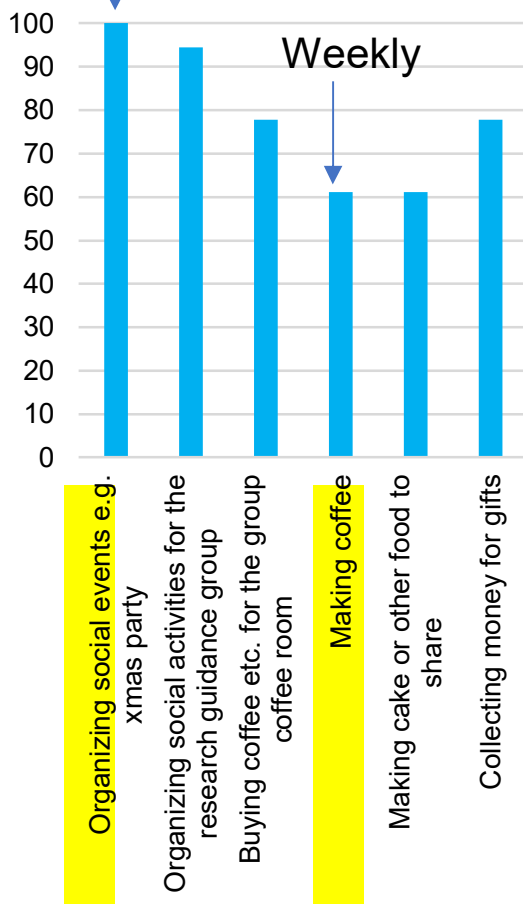


Community-related tasks / social events

100% answers

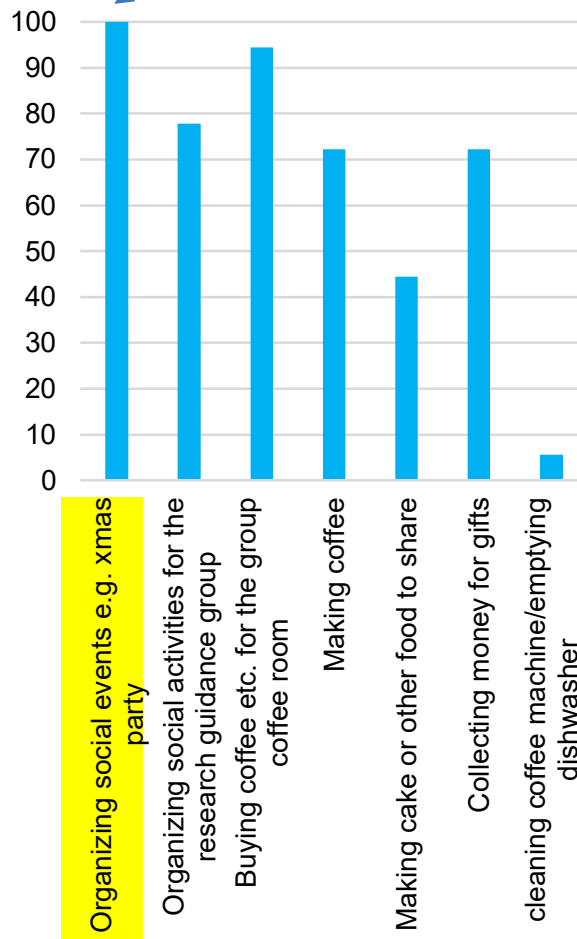
Stage 2

Weekly



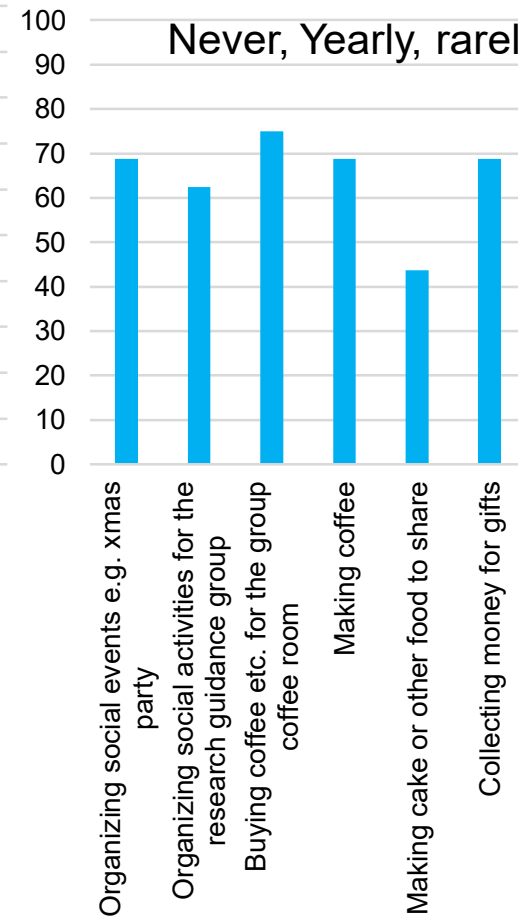
100 % answers

Stage 3



Stage 4

Never, Yearly, rarely..

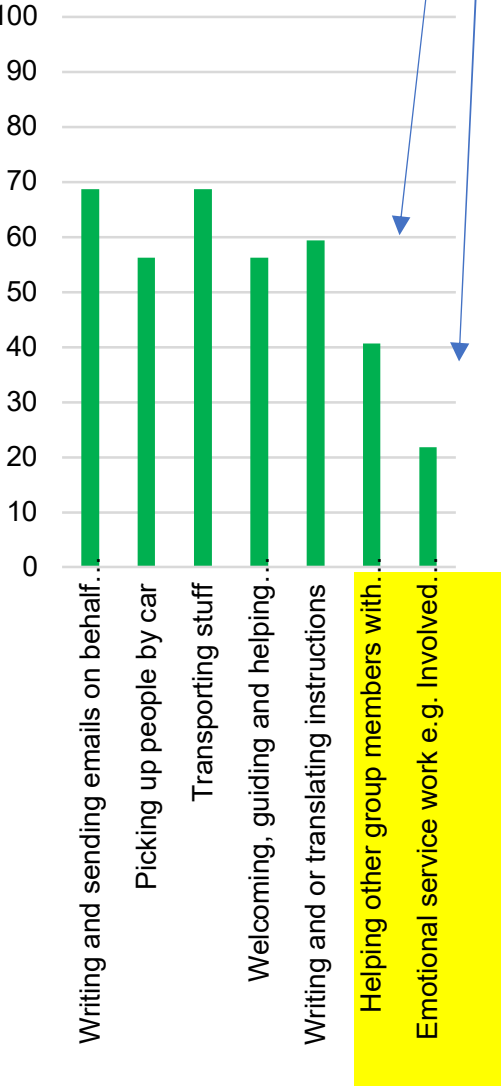


Yearly, Rarely or never

Yearly, Rarely or never

Stage 1

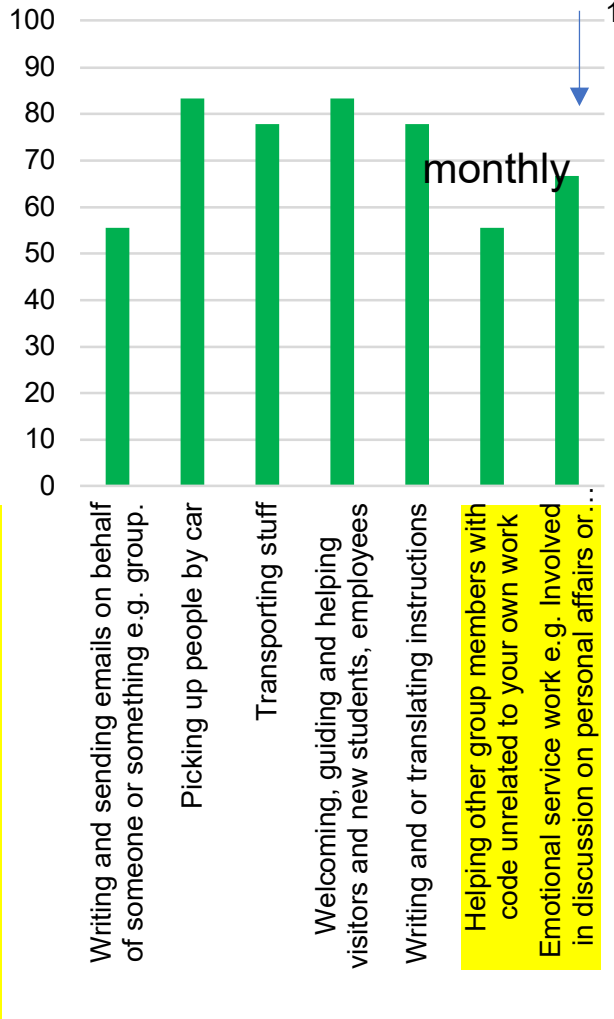
Weekly or monthly



Community-related tasks / miscellaneous

Stage 2

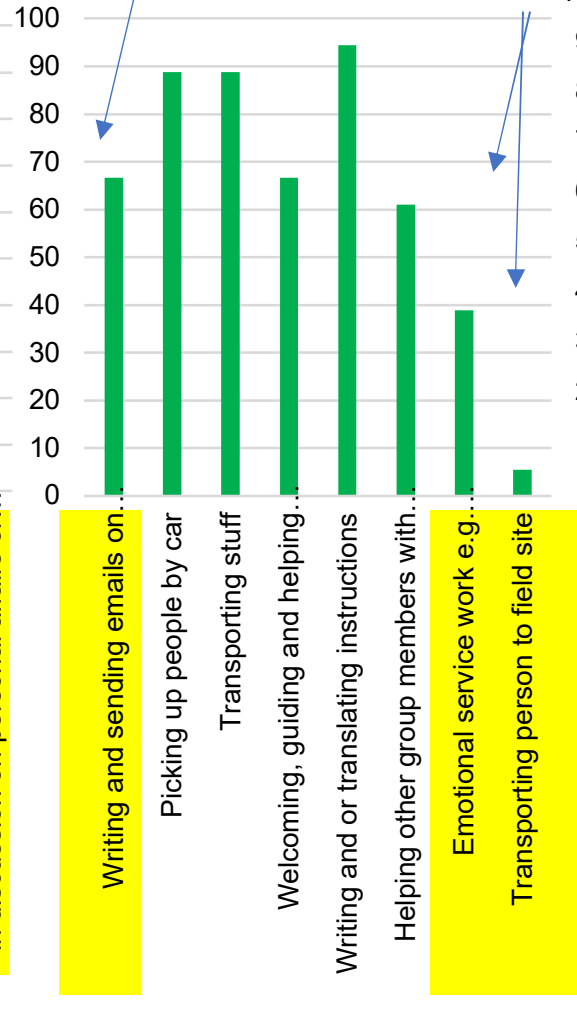
Weekly or monthly



Stage 3

weekly

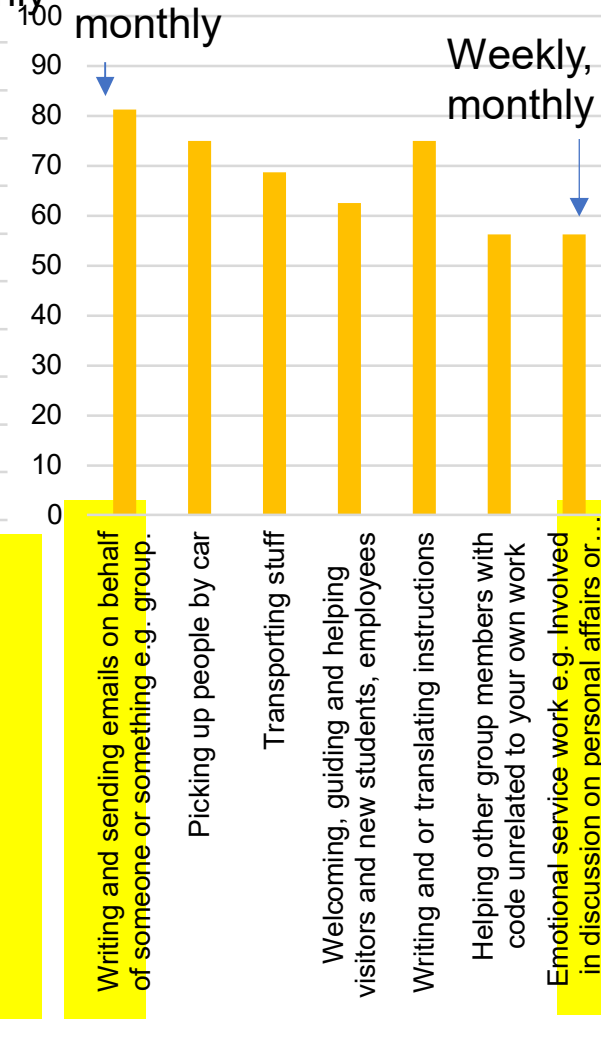
monthly



Stage 4

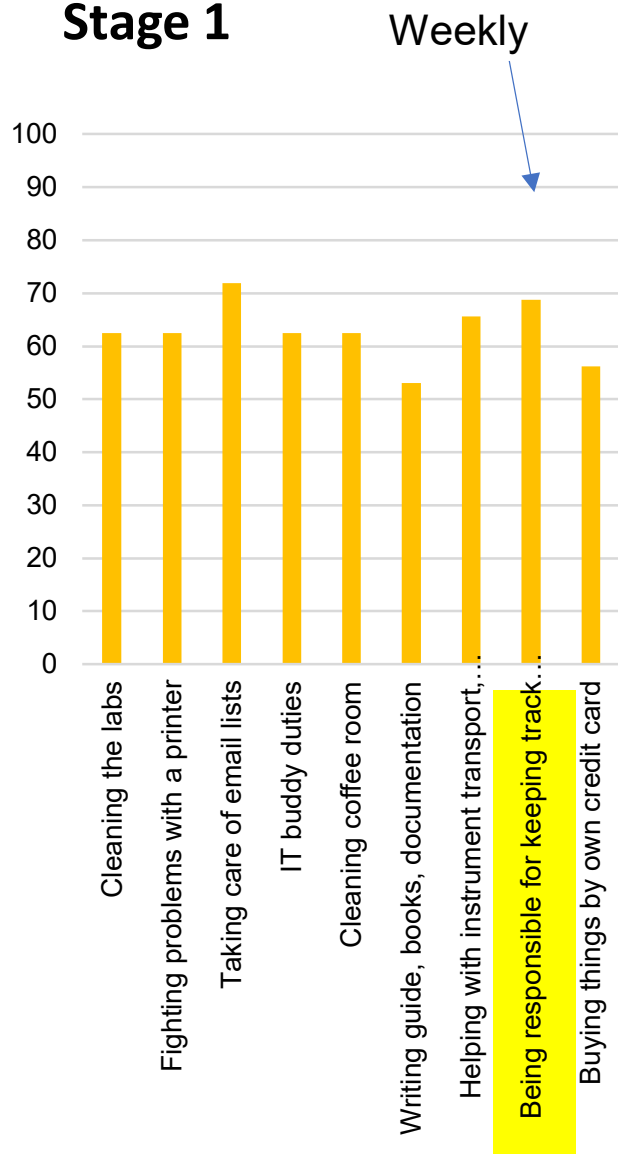
Weekly, monthly

Weekly, monthly



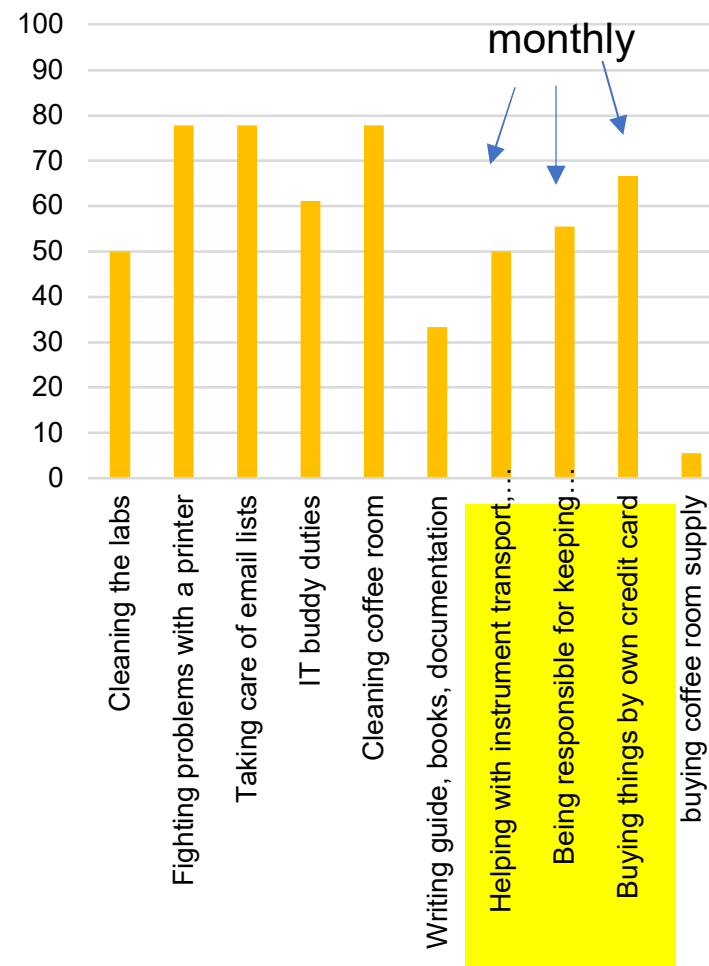
Answers among PhD students

Stage 1



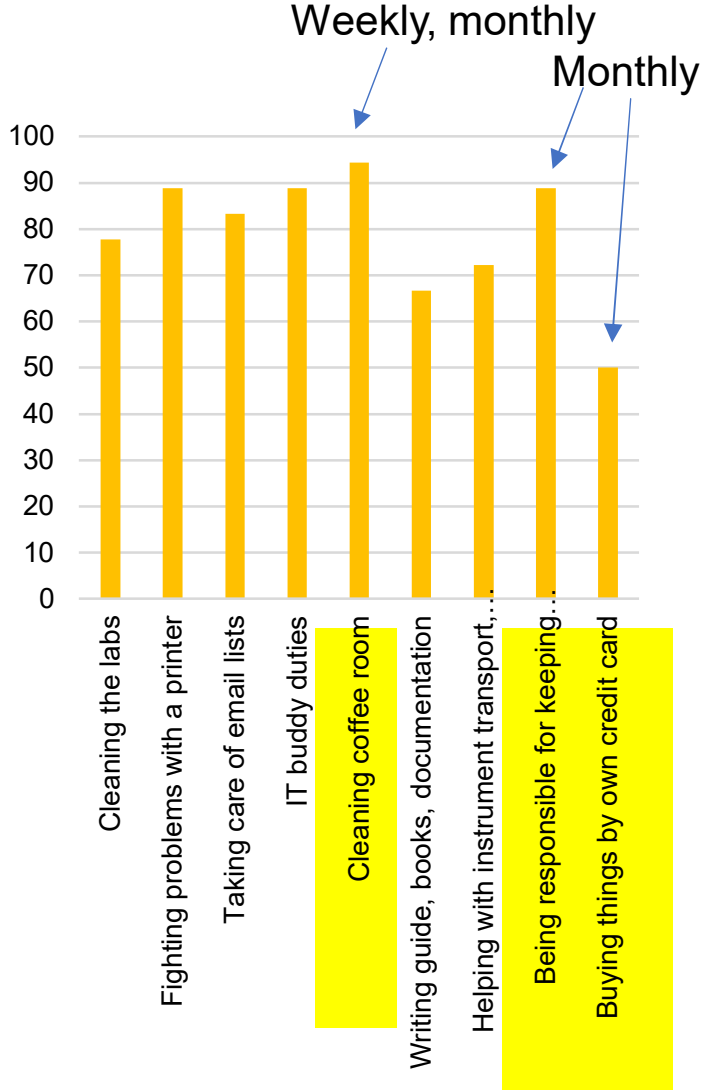
Community-related tasks / facilities

Stage 2

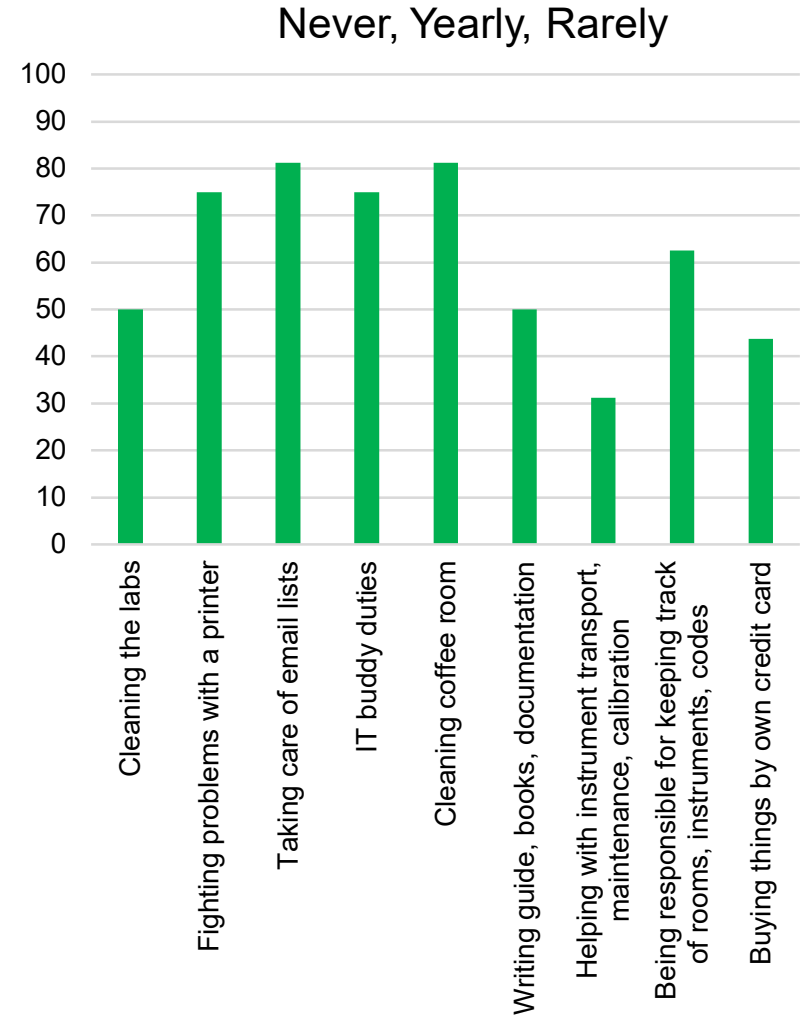


Community-related tasks / facilities

Stage 3



Stage 4

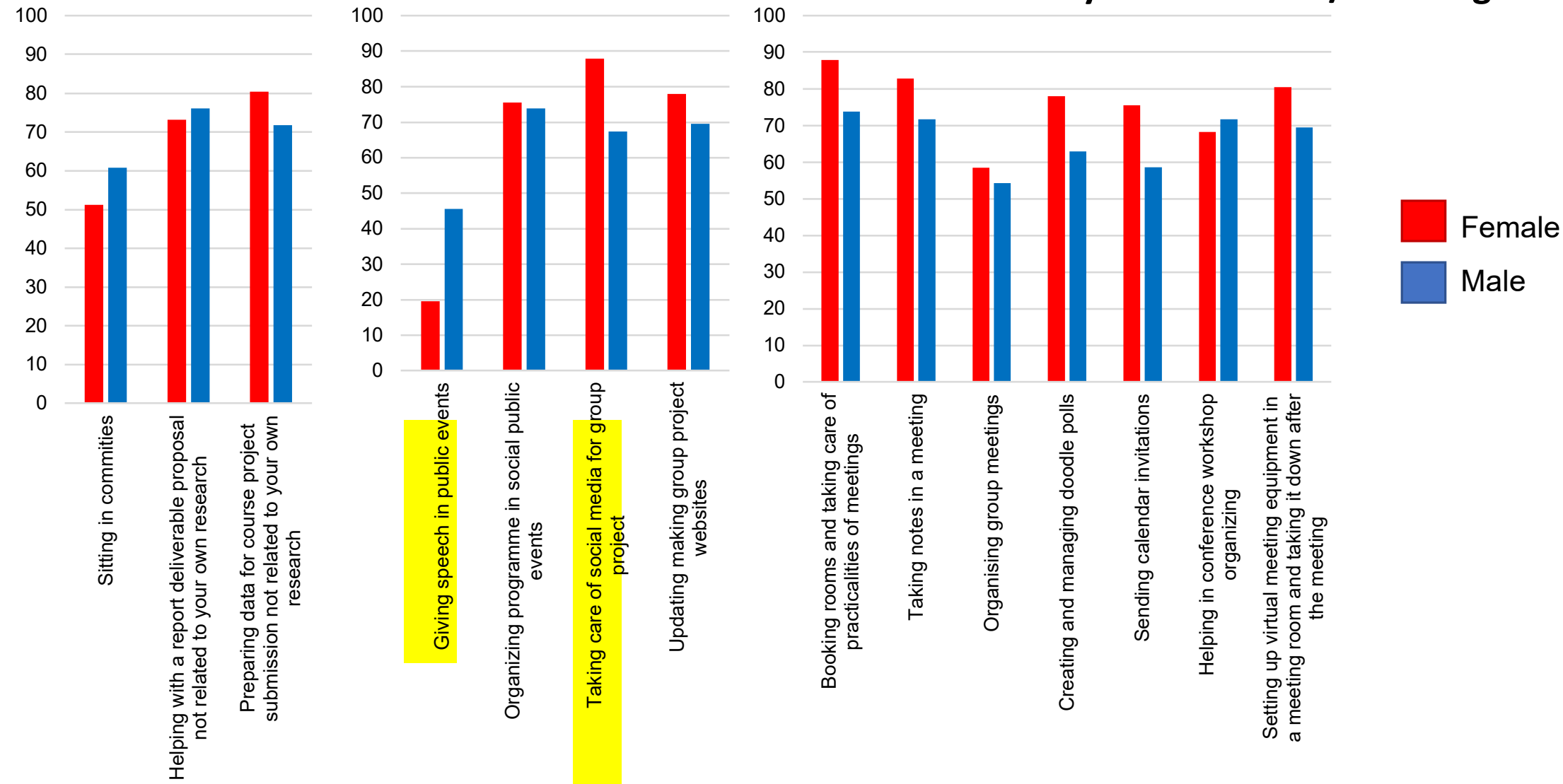


Answers among Females and Males

Research-related tasks

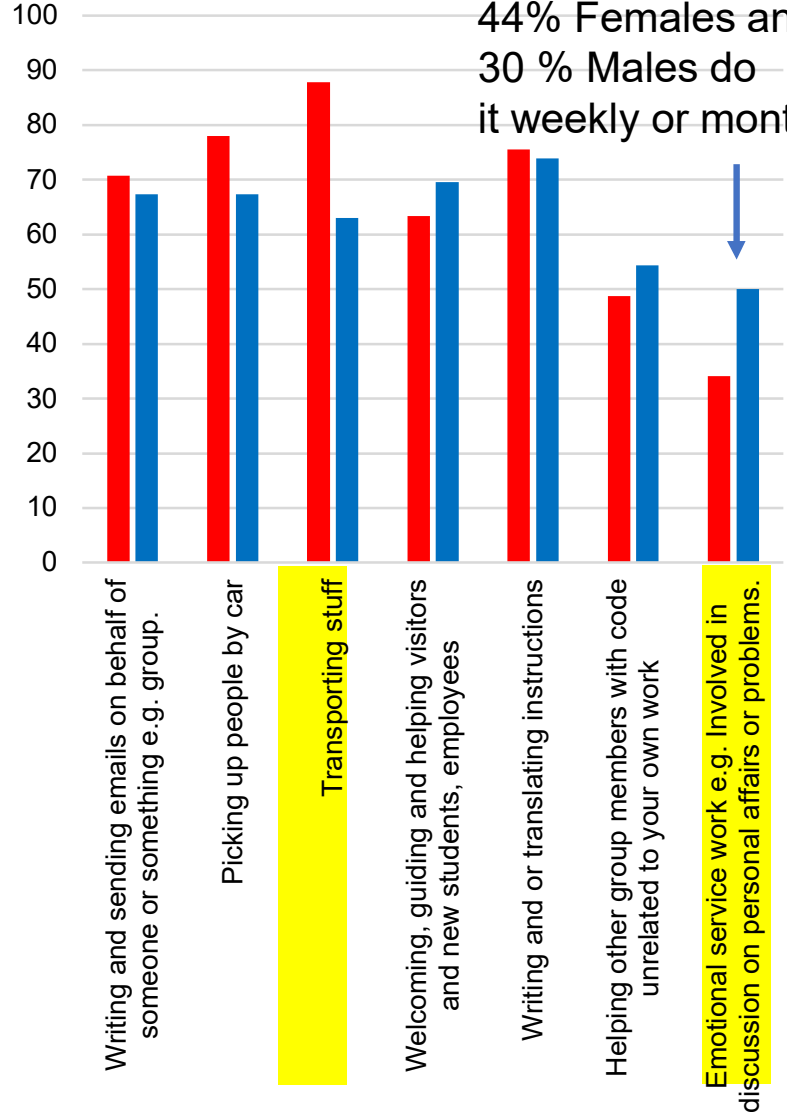
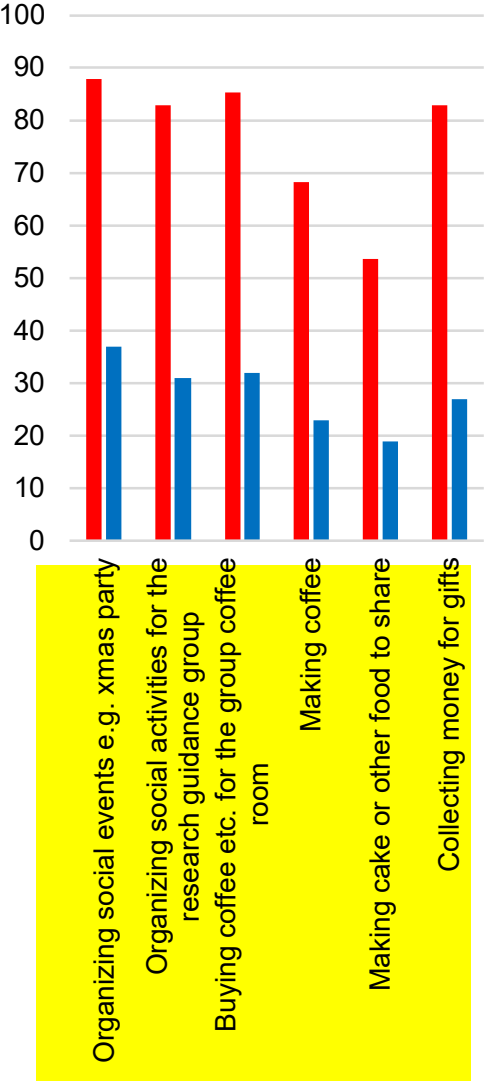
Society-related tasks

Community-related tasks / meetings

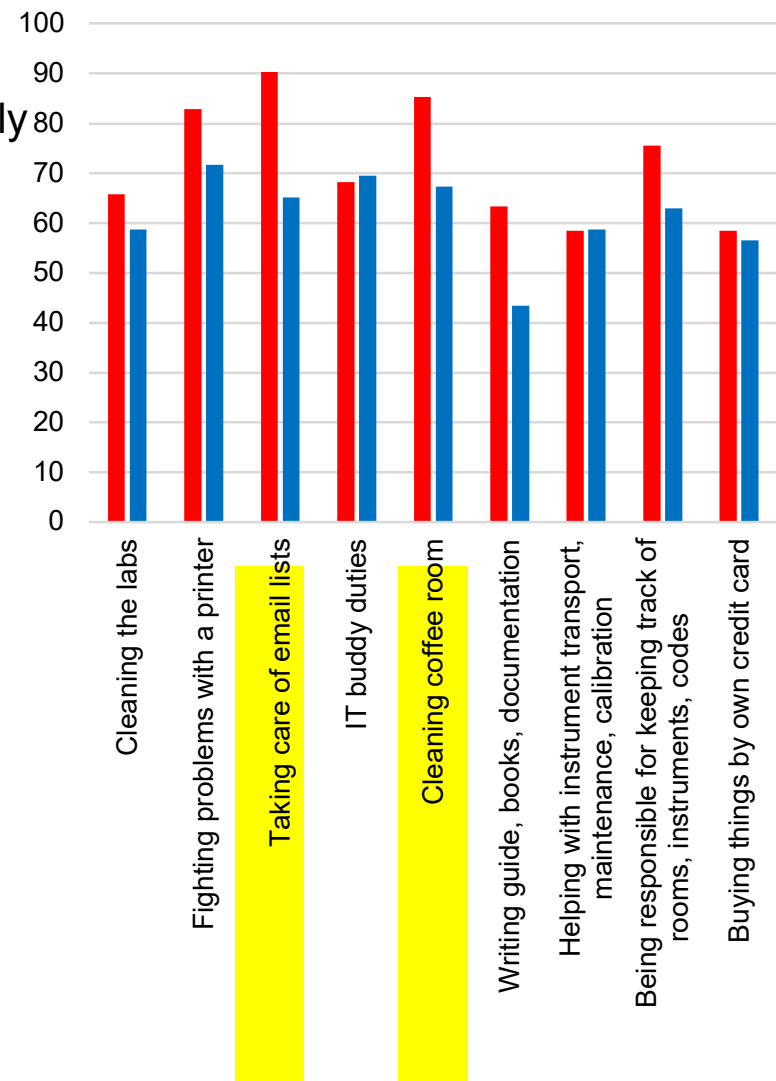


Answers among Females and Males Community-related tasks / miscellaneous

Community-related tasks / social events

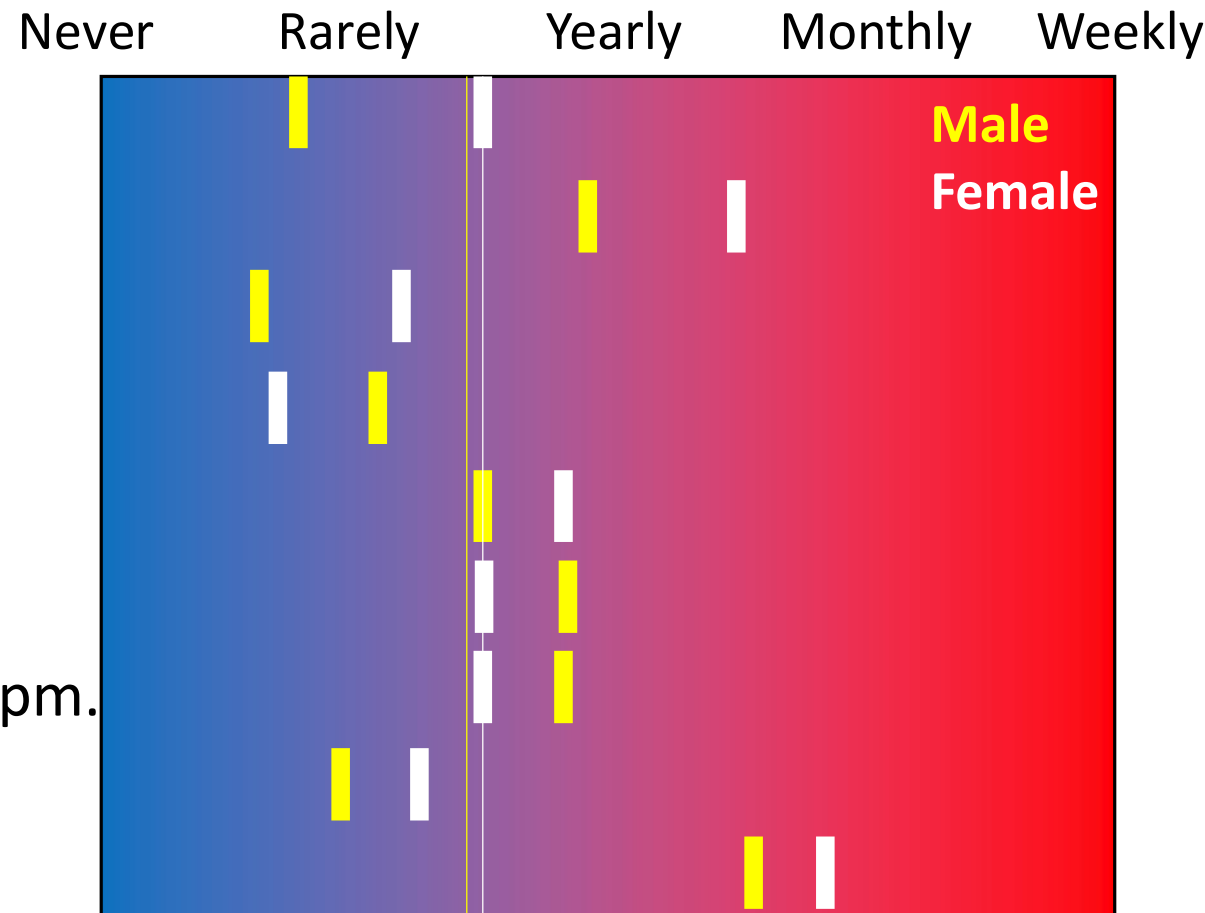


Community-related tasks / facilities



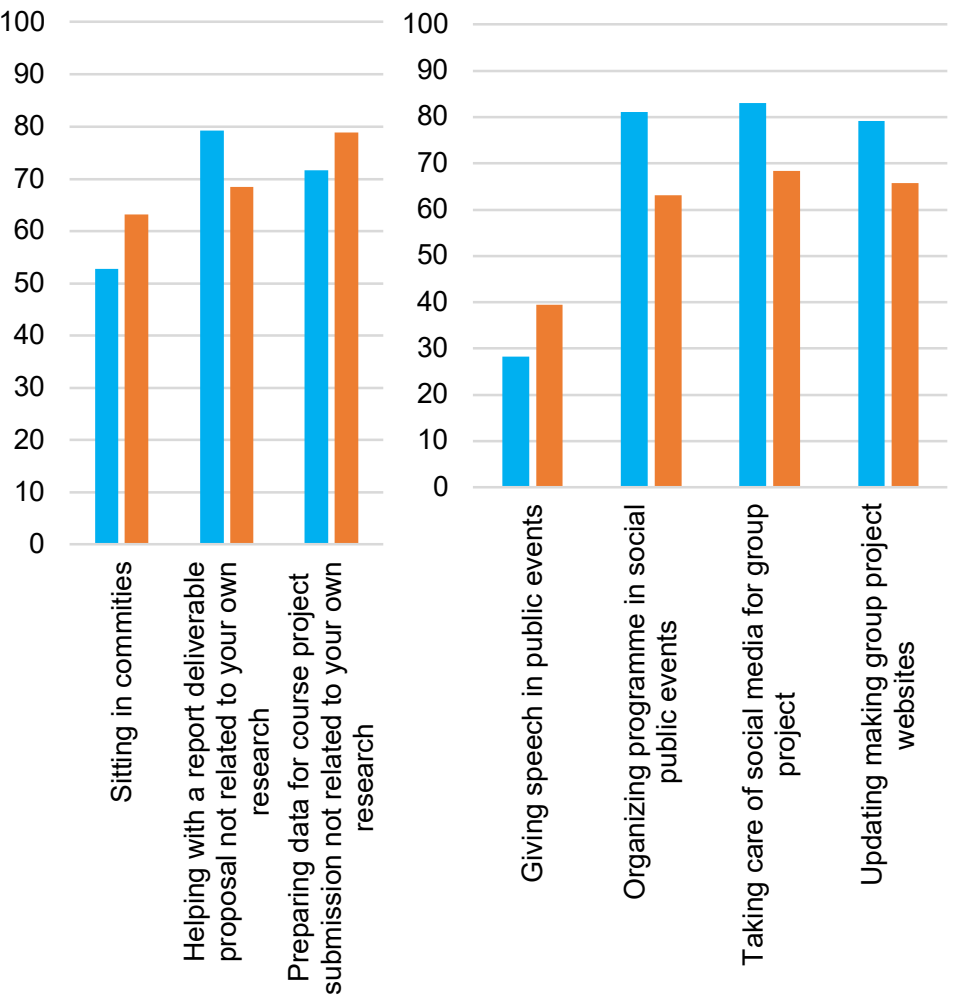
Largest differences between genders

- Making cake or food to share
- Emotional service work
- Taking care of social media
- IT buddy duties
- Cleaning coffee room
- Helping with a report, deliv., ...
- Setting up virtual meeting equipm.
- Collecting money for gifts
- Sending calendar invitations

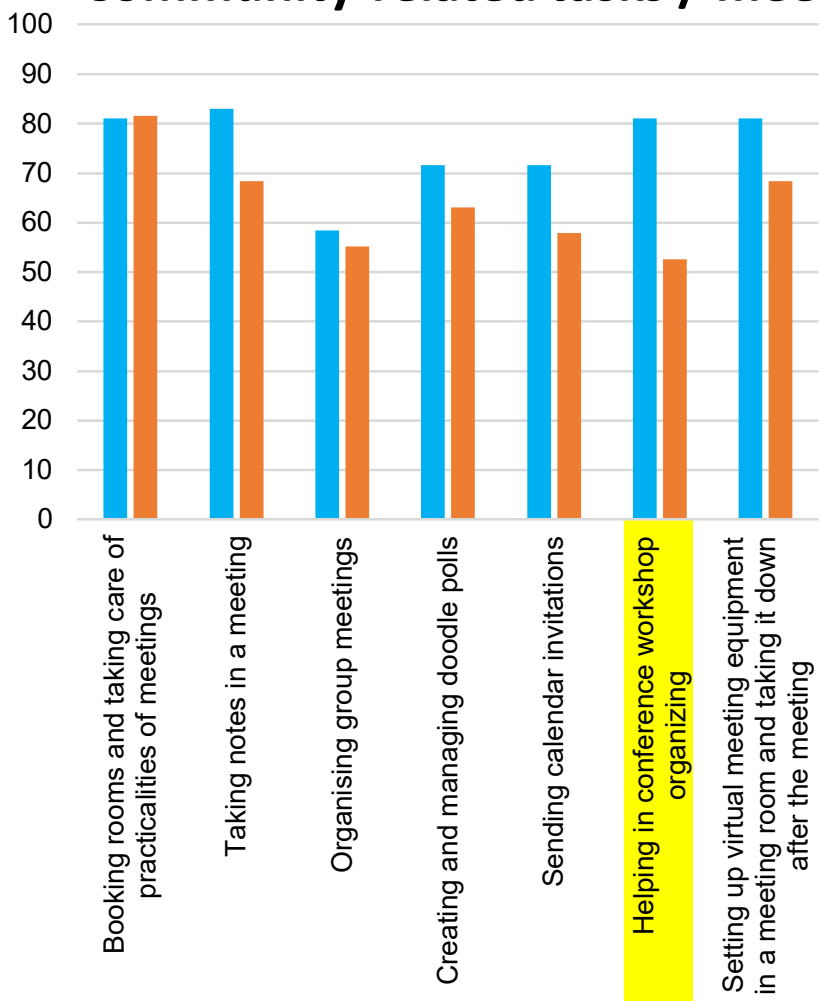


Answers among Finnish and non Finnish speakers

Research-related tasks Society-related tasks



Community-related tasks / meetings

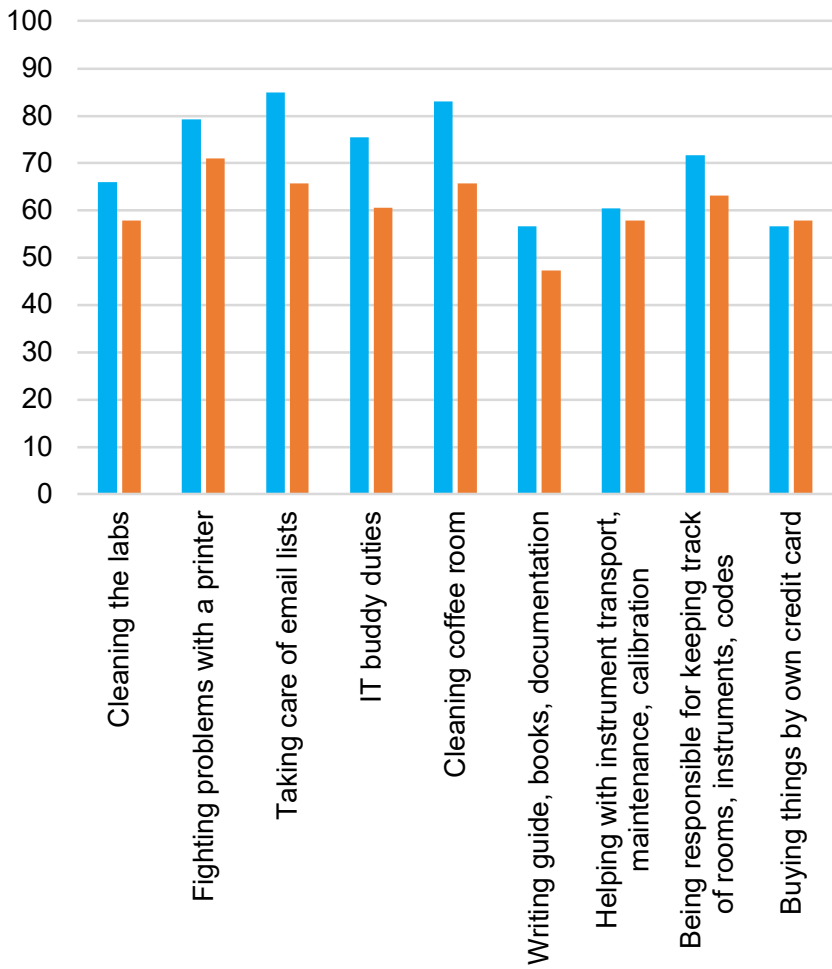
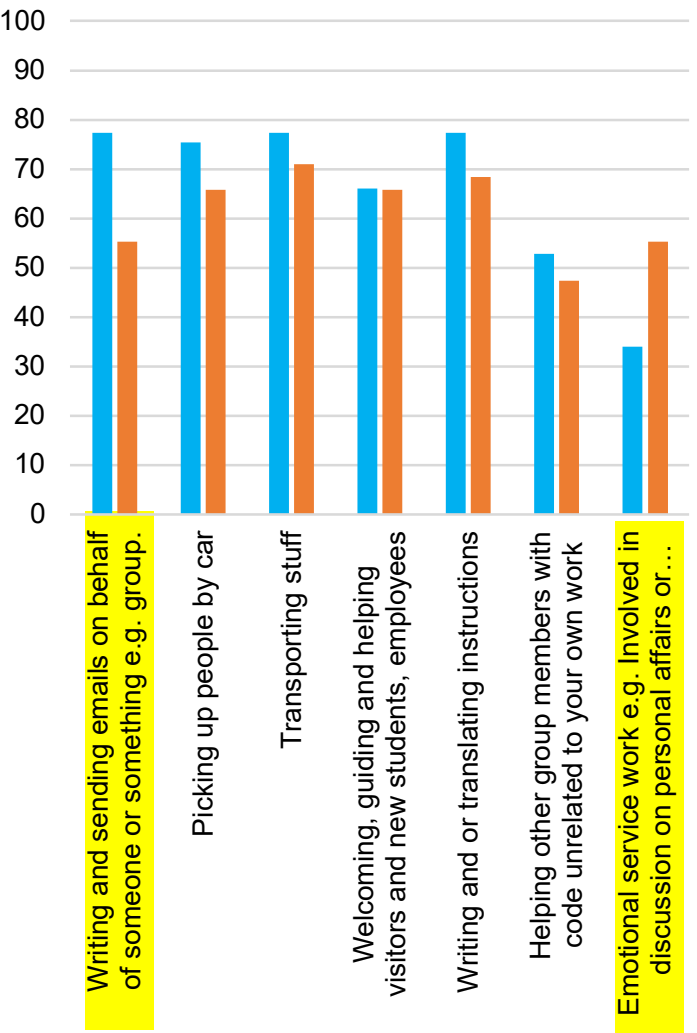
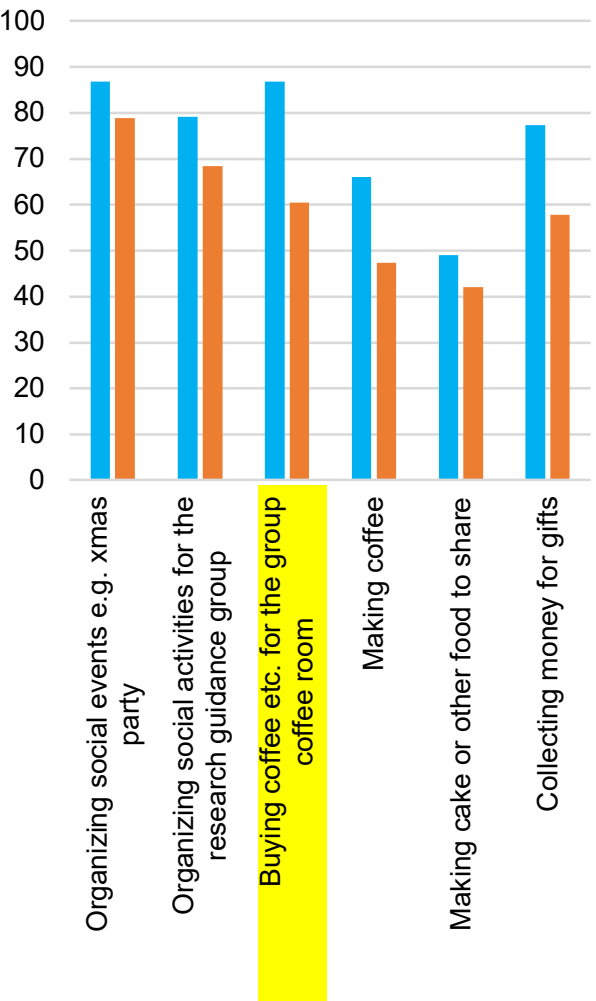


Answers among Finnish and non-Finnish speakers

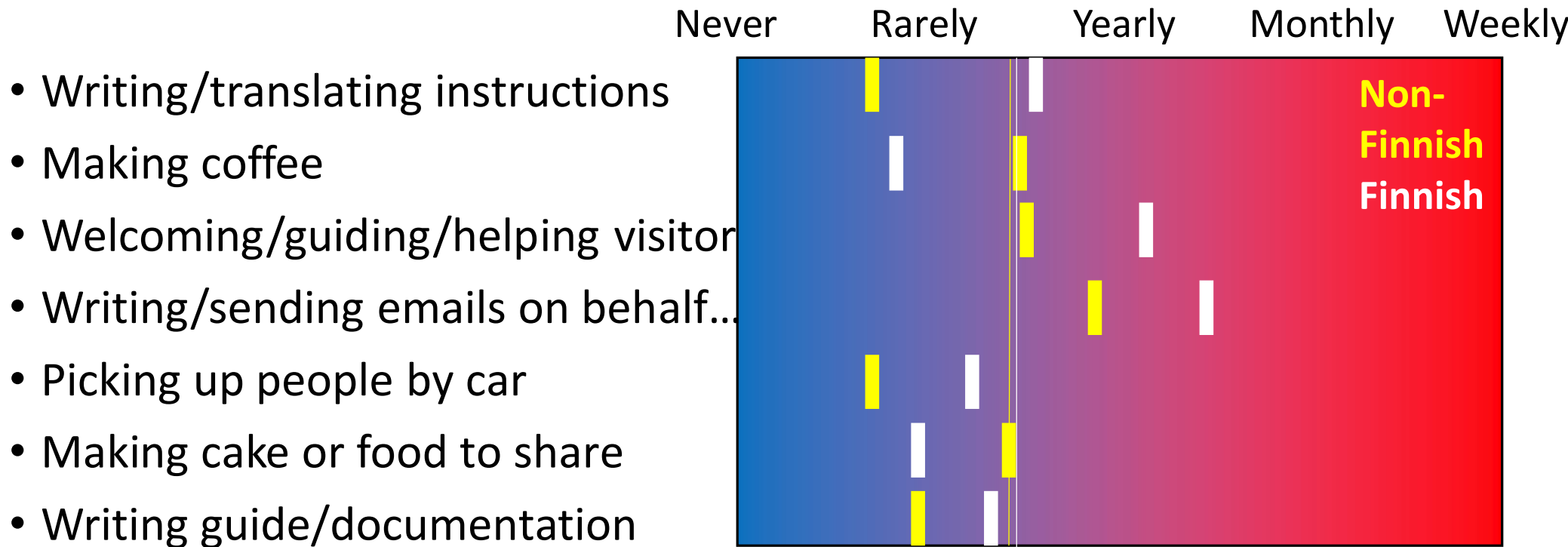
Community-related tasks / miscellaneous

Community-related tasks / social events

Community-related tasks / facilities

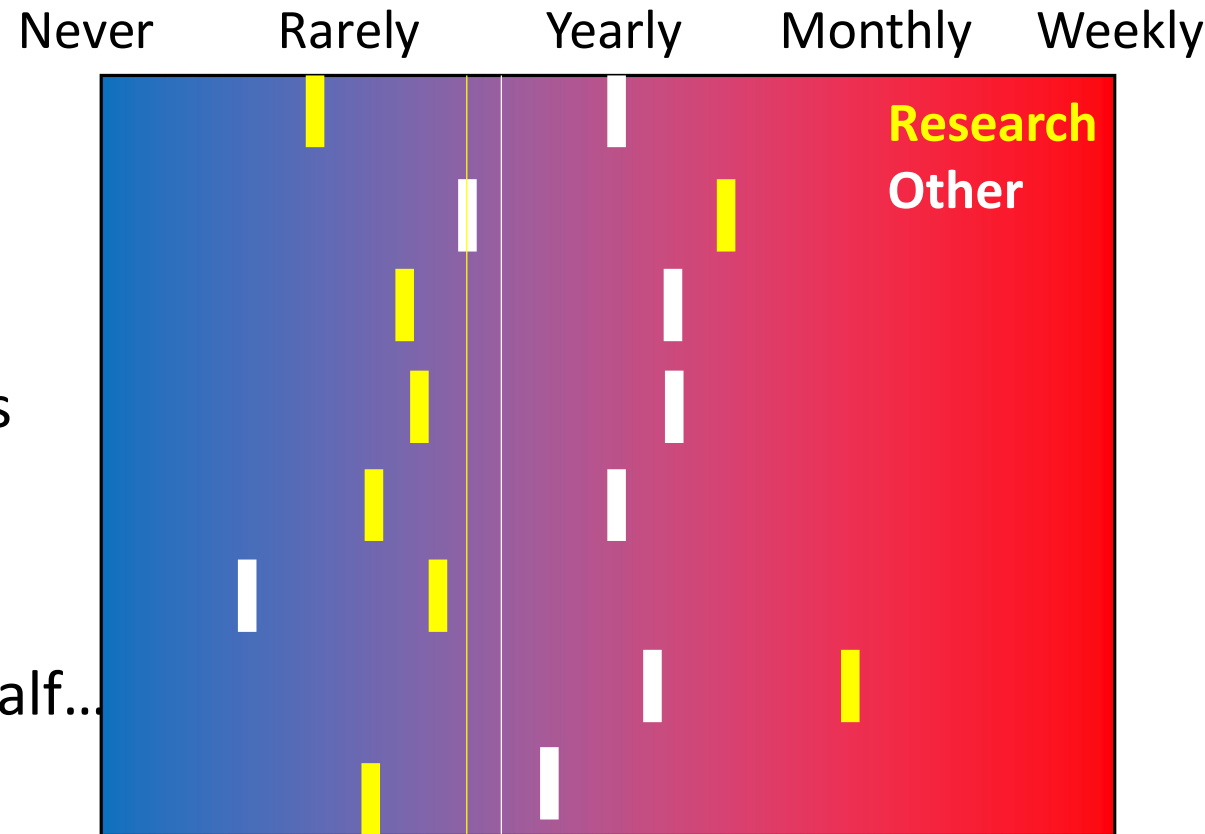


Largest differences between languages



Largest differences between staff groups

- IT buddy duties
- Doodle polls
- Helping with instrument
- Writing/translating instructions
- Transporting stuff
- Giving speech in public events
- Writing/sending emails on behalf...
- Writing guide/documentation



A few general remarks

- General attitude towards academic household work (AHW) in INAR is positive-neutral
- Stage 3 and 4 staff sit in committees, otherwise research-related AHW tasks are not so frequent
- All contribute to meeting-related tasks frequently, and this burden increases at higher career stages
- Organizing social events like xmas party is the task most consider as AHW (77% of all, 100% of stage 2 and 3 staff)
- A lot of emotional service work done in INAR, PhD students and career stage 3 staff do not consider it AHW whereas others do
- Many also help others with codes, but this is commonly not considered as AHW
- Many contribute to keeping track of rooms, instruments and codes
- Male contribute more to technical and writing tasks, female to emotional and general collective AHW tasks
- Finnish speakers contribute more to writing and guiding tasks, non-Finnish speakers to "catering" AHW tasks
- Other than research and teaching staff contributes more to AHW than research and teaching staff