



Who are Czech scientists living abroad?

Preliminary survey
results

Czexpats in Science
10 December 2021

Who are Czech scientists living abroad and what do they want?

PRELIMINARY REPORT

- Part of the project „**New Approaches to Coordination of Czech Diaspora Policy**“
 - Who are Czech diaspora members and what do they need from the Czech Republic?
- General survey for all diaspora members + **additional questions for scientists abroad**
- Data collection: June-September 2021
- Online, call through social networks and expatriate organizations, Czexpats newsletter

Selection criteria:

- ☑ Working as a **university scholar, scientist or a researcher**, or studying a **PhD program**
- ☑ Having **Czech citizenship** or ancestors
- ☑ Living **abroad** (more than six months a year)

We are planning focus groups with czexpats

Commissioned by: Ministry of Foreign Affairs, CR, **Funder:** Technology Agency of the CR, **Website:** cestikrajane.cz

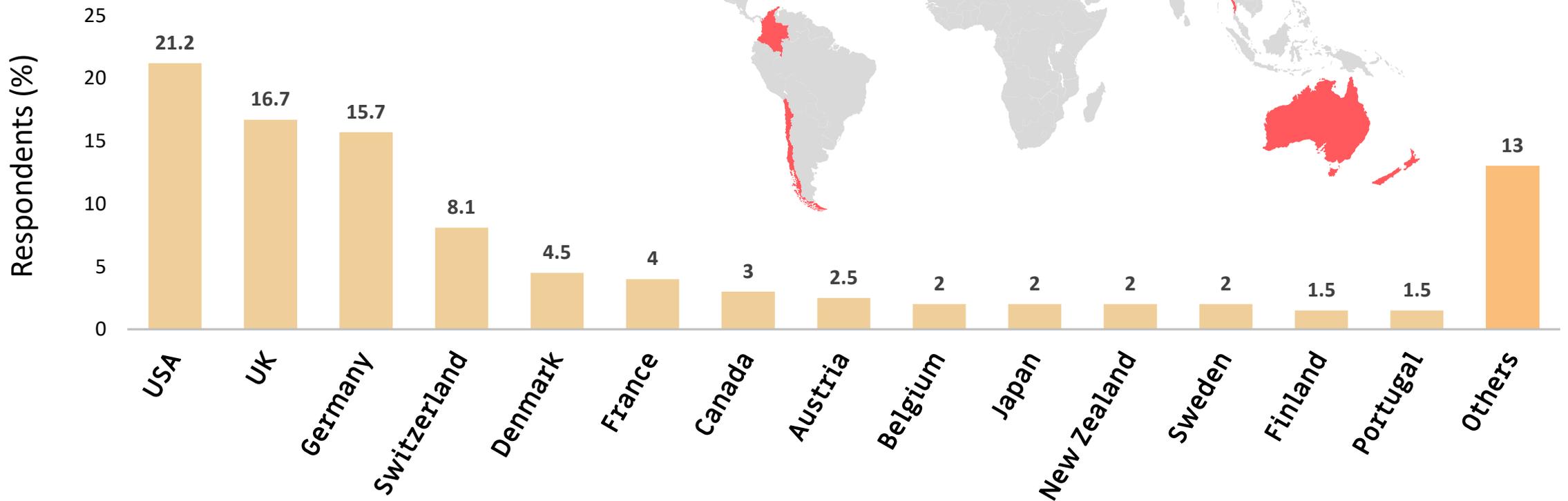
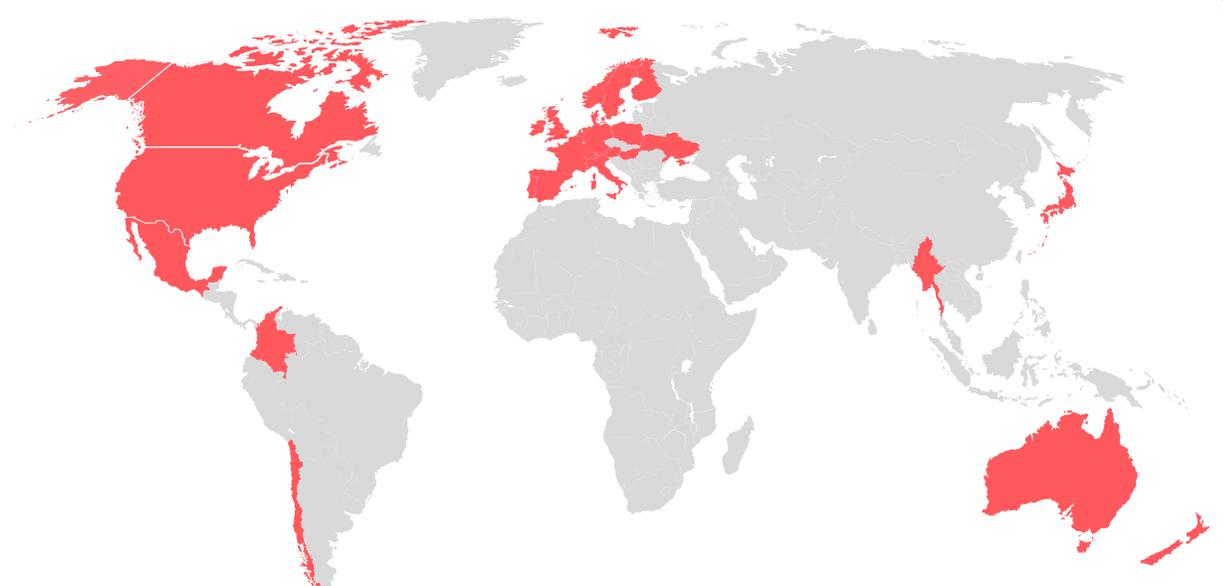
PI: Doc. Eva Janská, Geomigration PŘF UK; **Collaborators:** Ethnology Institute CAS, NUVIT z.ú.

Czexpats team: Dr Olga Löblová a Dr Markéta Doležalová & Václav Petrák, Dr Eliška Drápalová, Dr Markéta Kubánková

198 scientists from 30 countries filled out our survey

Half of the respondents live in the **USA, UK, and Germany**. The other half lives in one of the remaining 27 countries.

Many thanks to all respondents!



People at different **career stages** with different life experiences responded

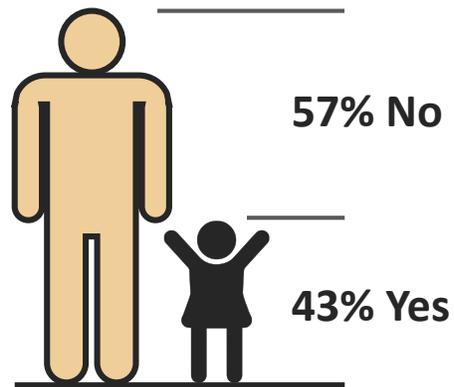
Who is a typical respondent?

They live in a:

-  metropolis
-  city
-  town
-  vilage

47%
35%
12%
6%

Having children:



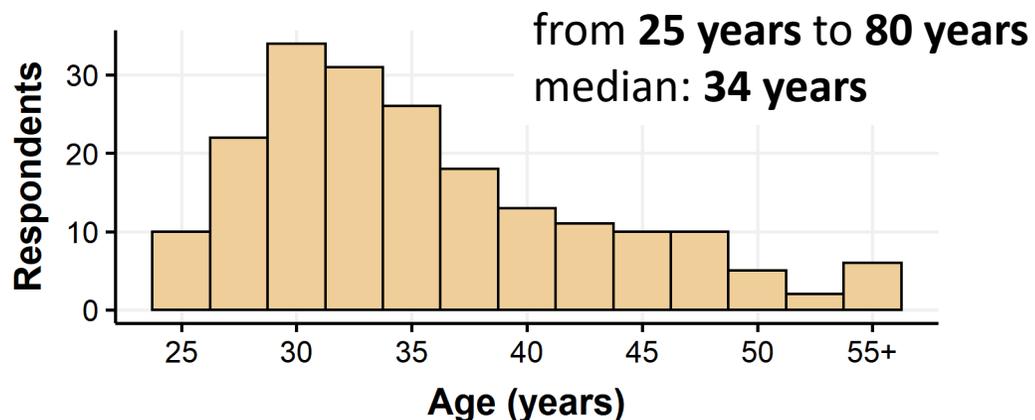
Citizenship:



15% another passport
96% Czech citizenship
4% Czech ancestors

Married woman in her thirties. Without children, went abroad 7 years ago for a PhD.

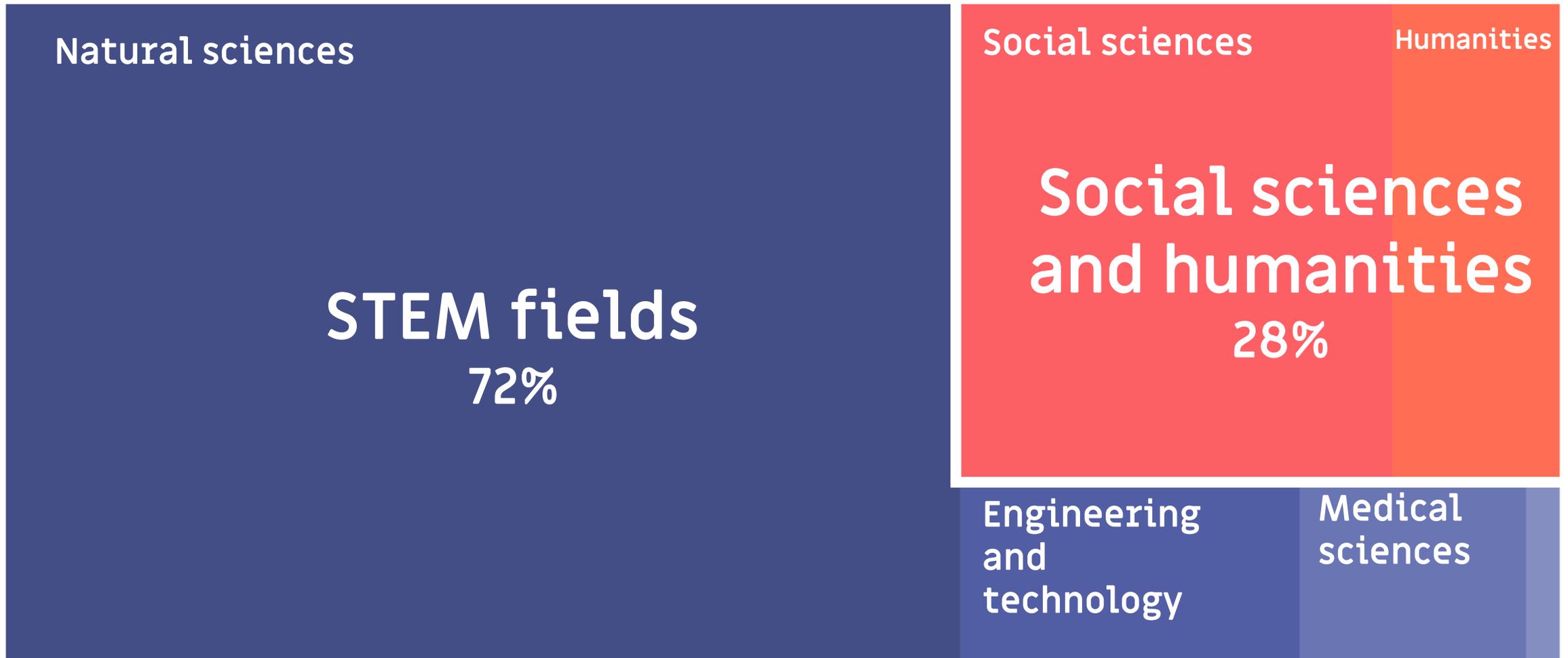
Their age is:



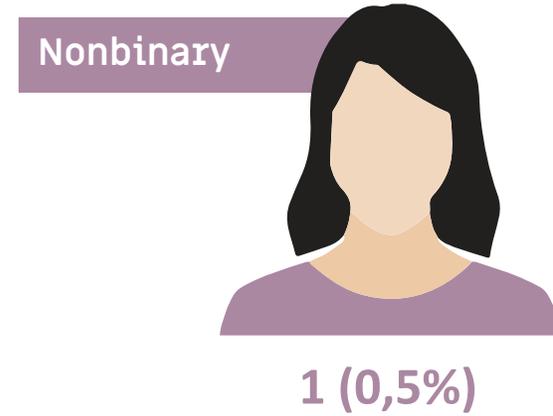
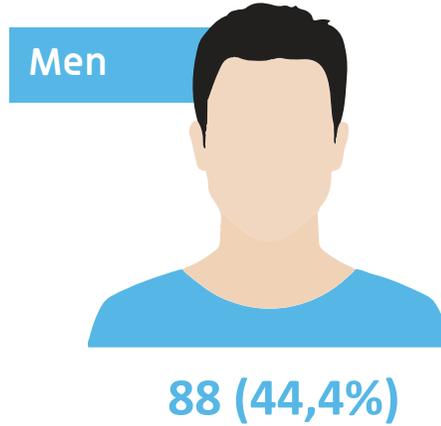
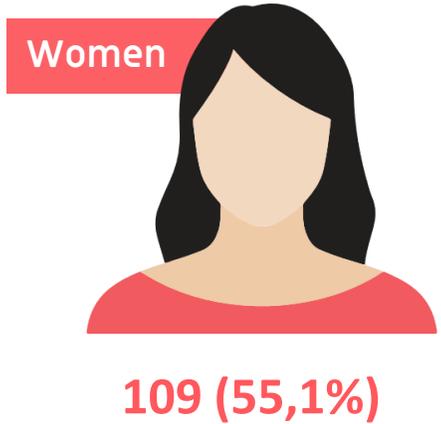
They have been abroad for:



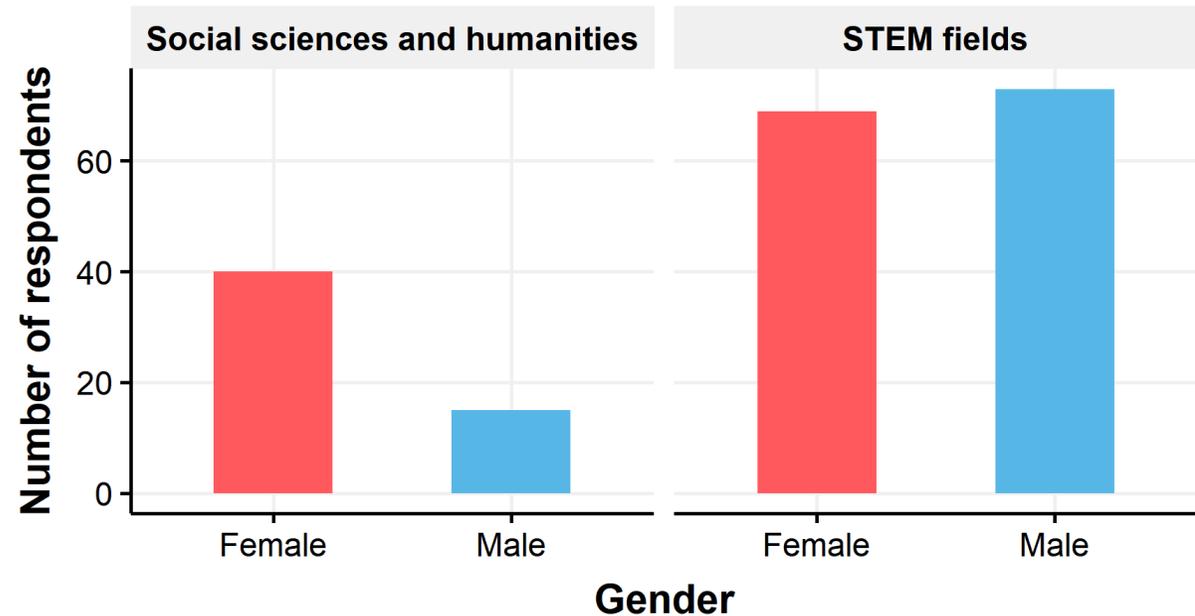
Most of the respondents work in **STEM fields**, ve 28 % work in **social sciences and humanities**.



Slightly more women than men responded.

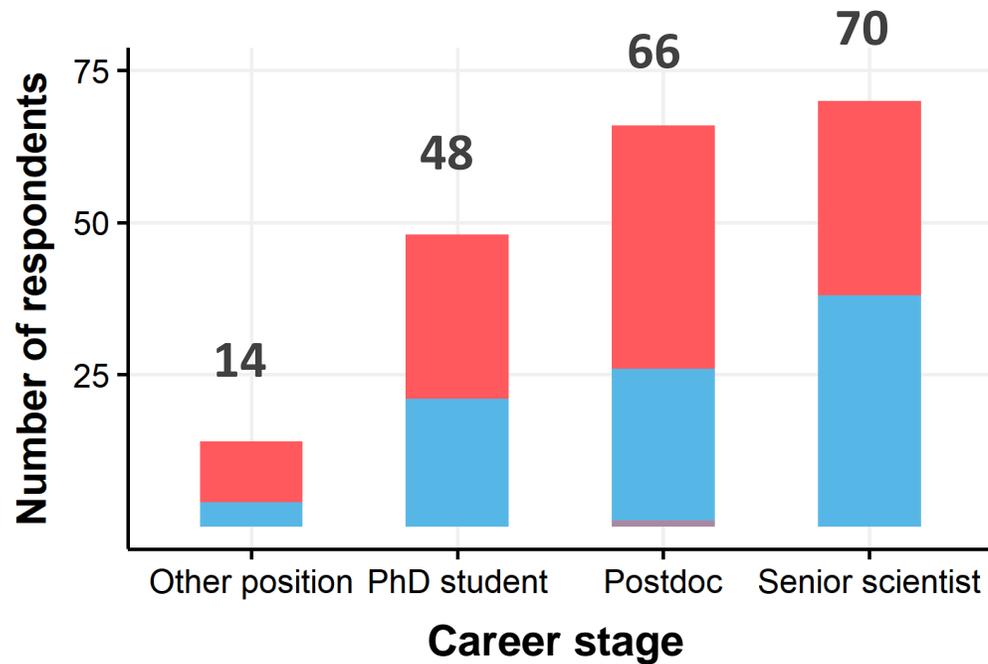


- Significantly **higher** representation of **women** in the **social sciences and humanities**



Scientists of all career stages responded

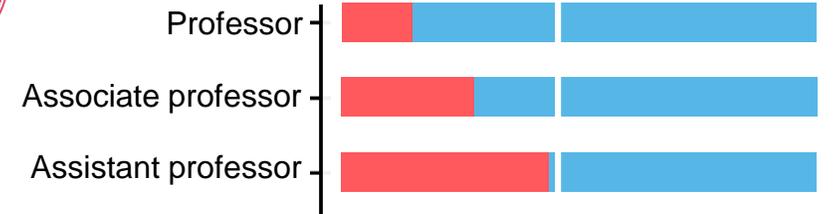
Among our respondents, there are **slightly fewer women in senior positions** compared to postdocs, but **significantly more than in senior positions in the Czech Republic**



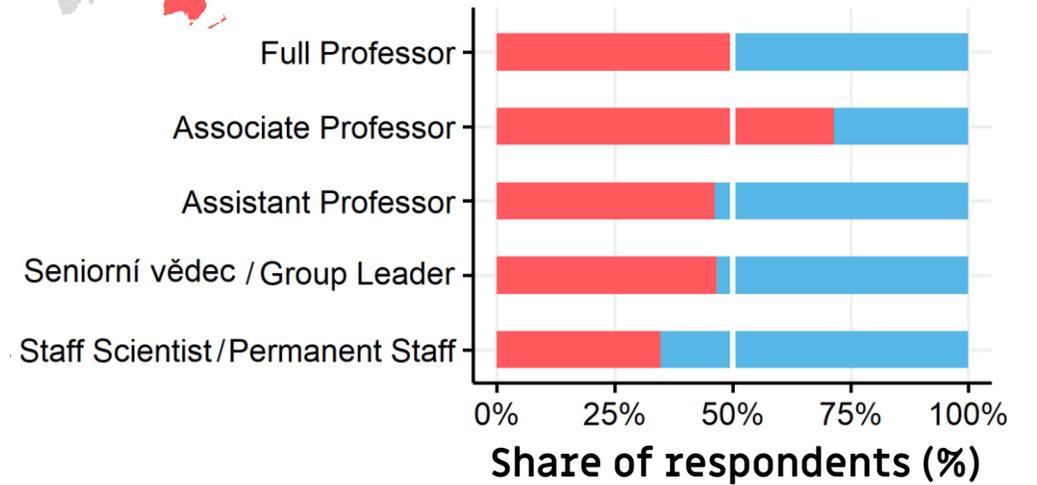
Gender ■ Male ■ Female ■ Nonbinary



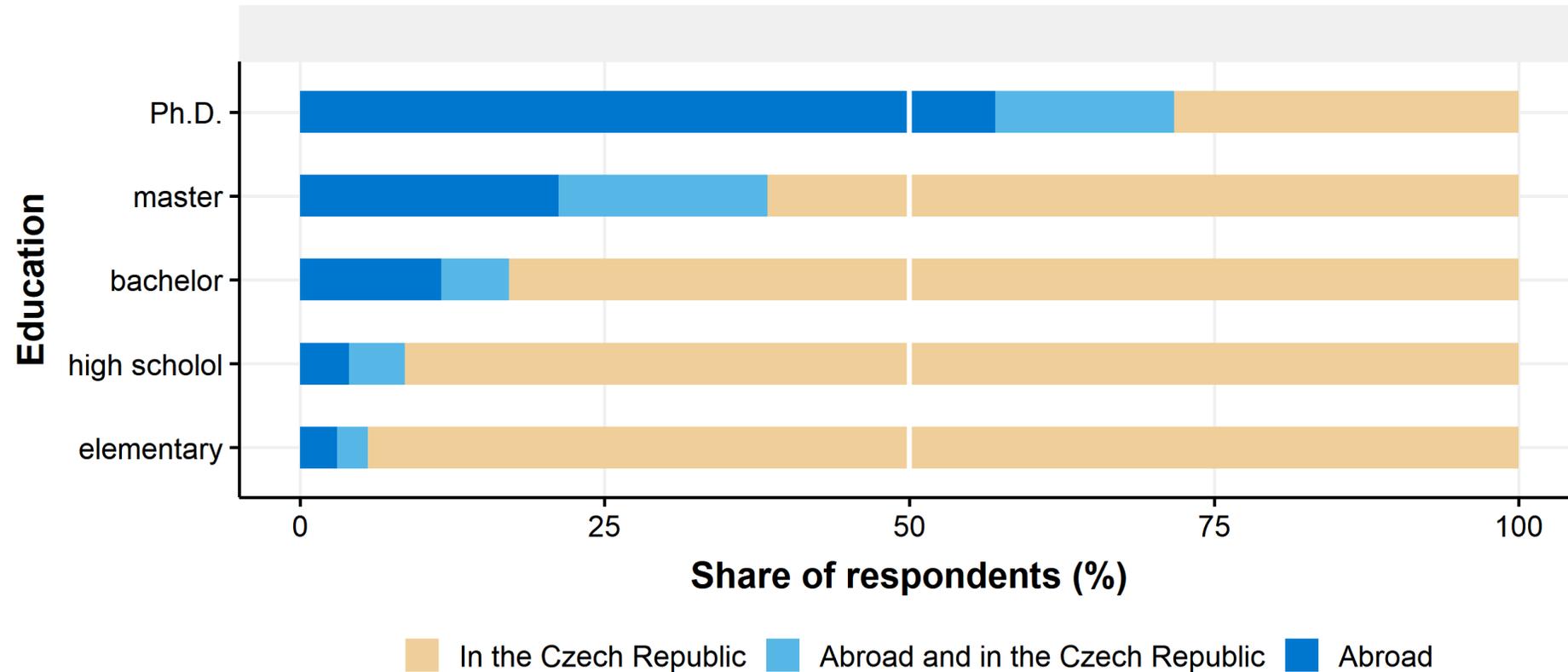
Senior positions at Charles University, Prague



Senior positions – Czexpats respondents

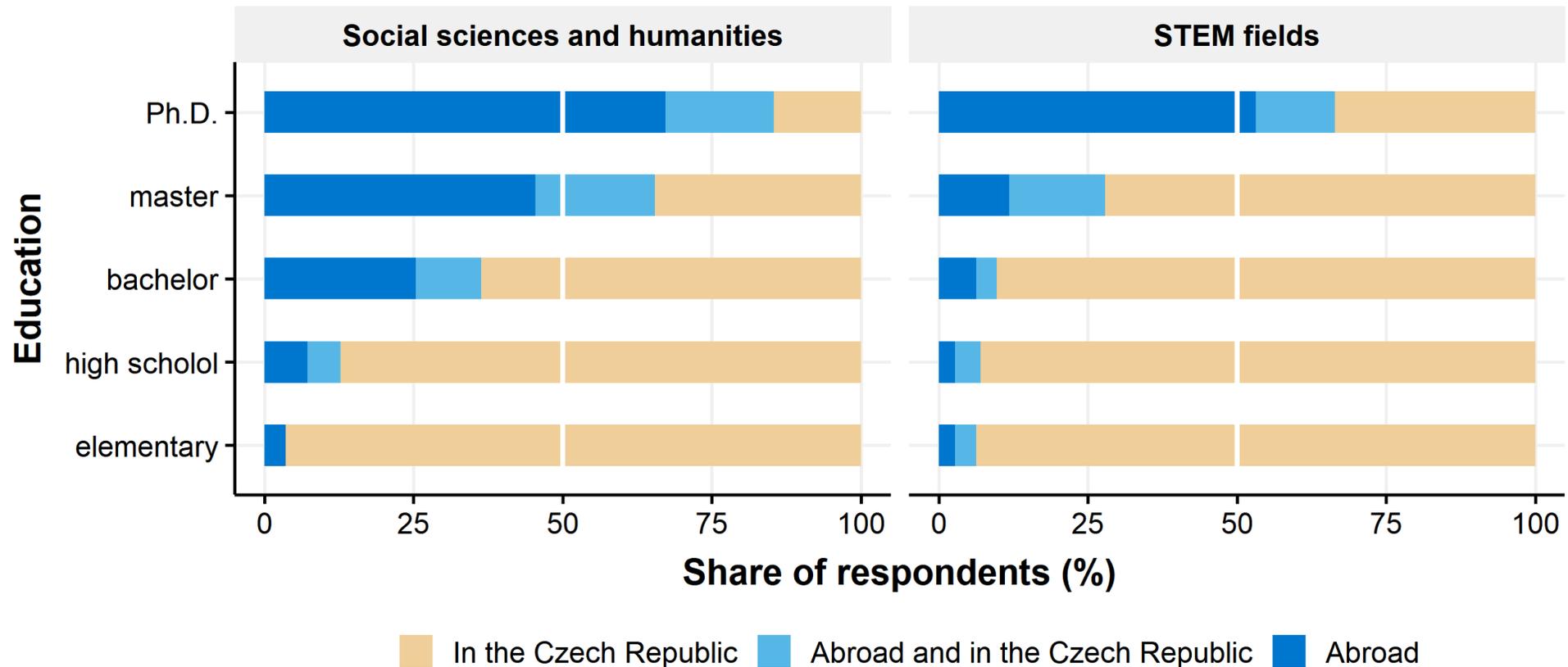


Most respondents study in the Czech Republic up to the Master's degree. They **go abroad usually for their PhD**



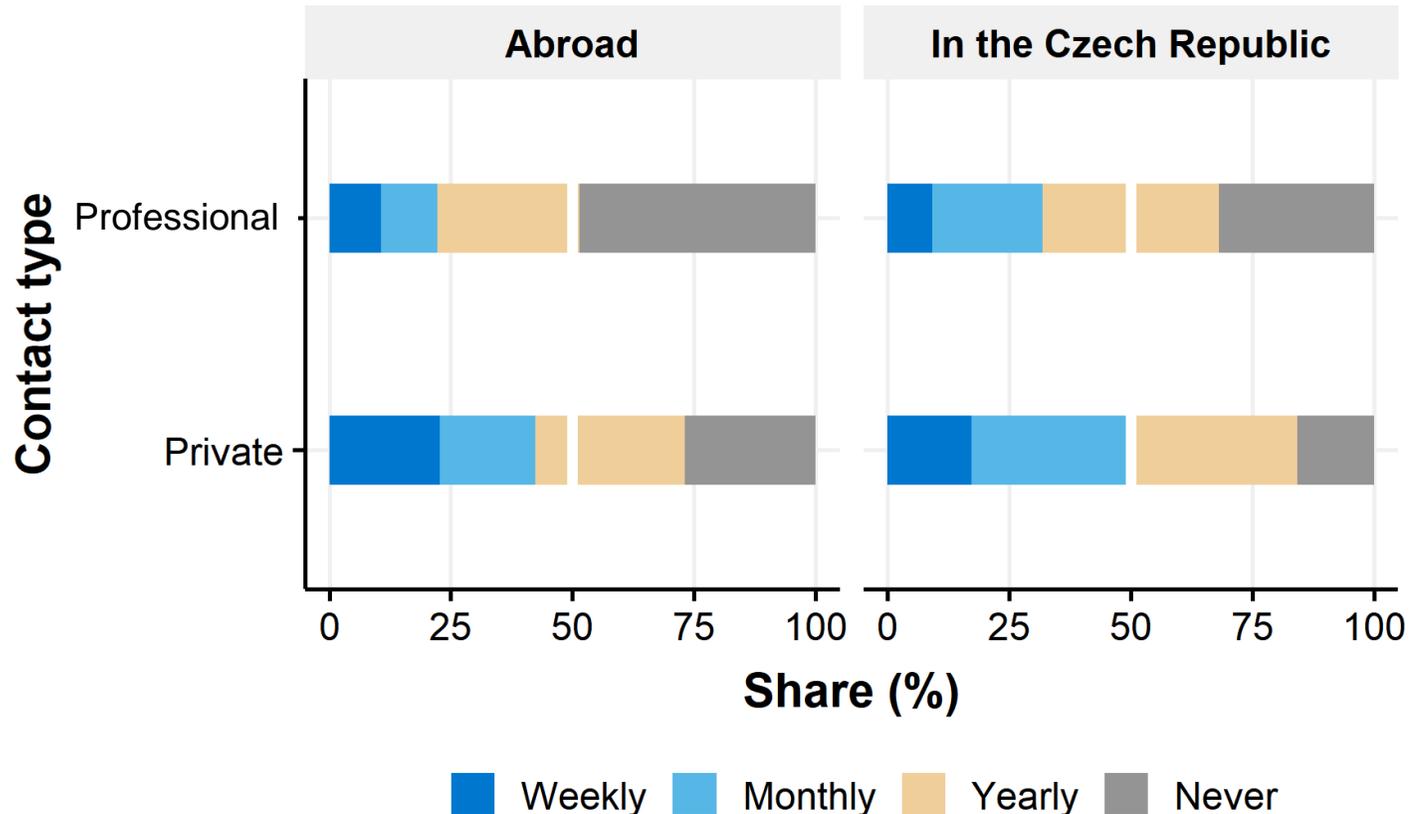
Researchers in the **social sciences and humanities study abroad more** than researchers in STEM fields

The difference is significant at all levels of university education



Respondents are in contact with other Czech scientists and would like to be even more

Frequency of contact with Czech scientists:

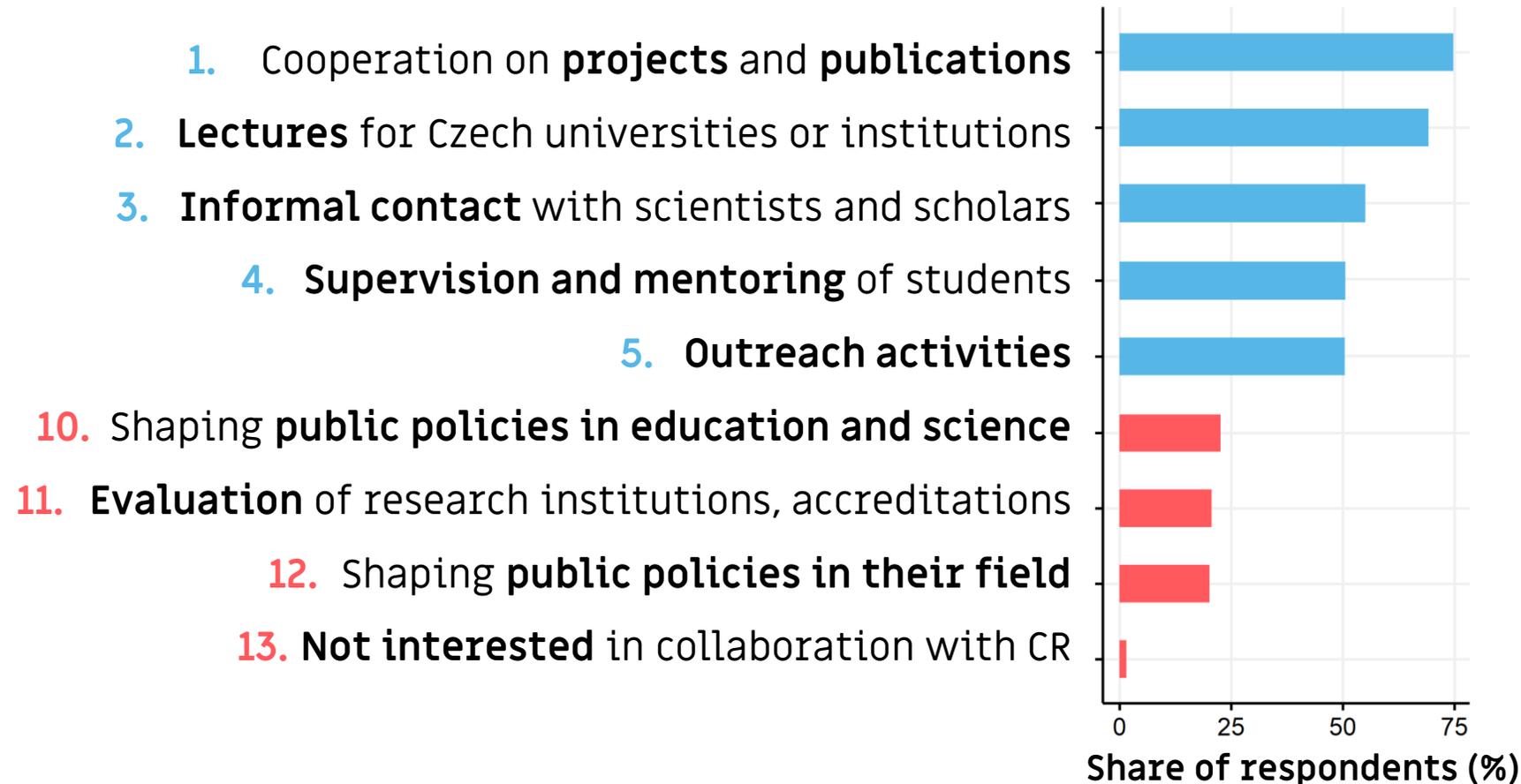


- The median respondent is in contact for professional reasons with other Czech researchers at least once a year
 - **23% every month or more often**
- Contact for private reasons is even more frequent

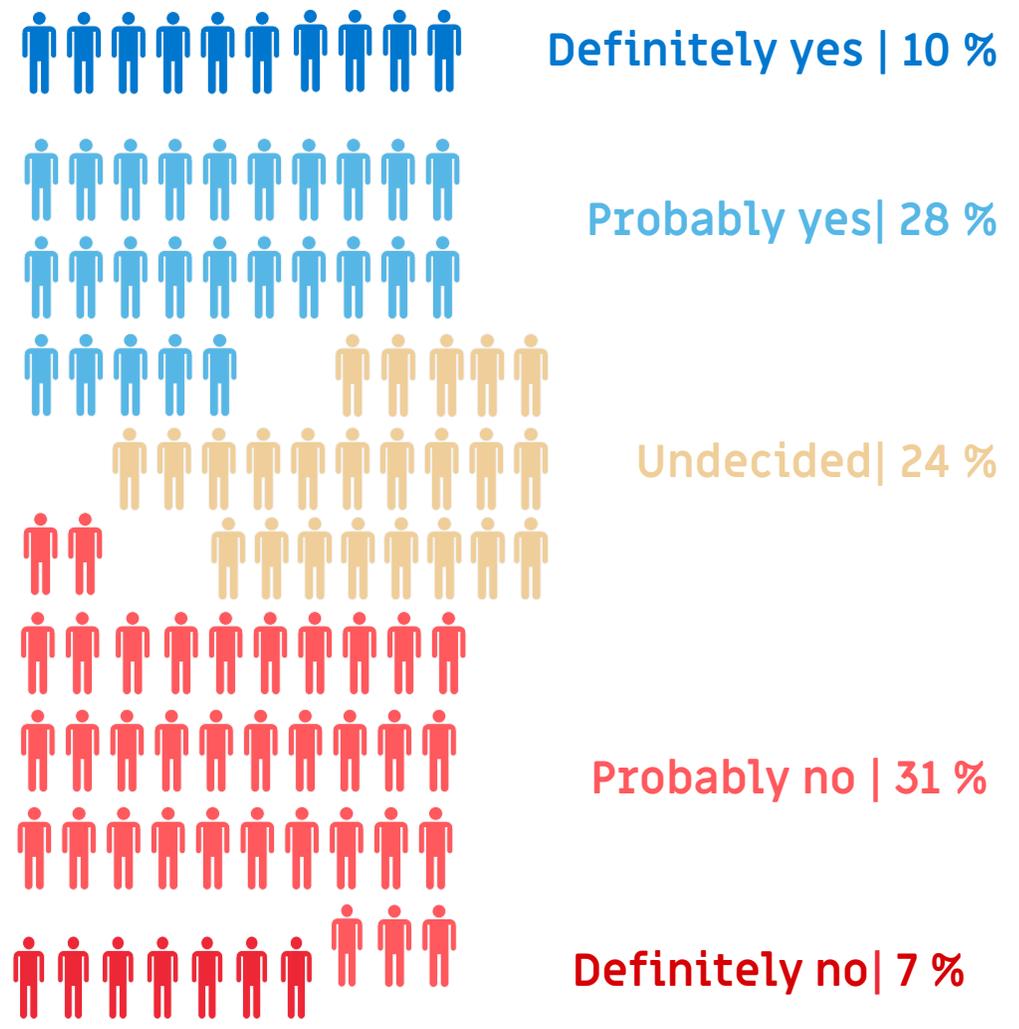
82% of czeypats want to be in contact more with Czech scientists abroad, 81% with scientists in Czechia

Respondents want to **do research** with scientists in Czechia, **educate** students & do **outreach**

Interest in collaboration: **most frequent** and **least frequent** answers



38% of respondents are planning to return to Czechia, 38% are not planning to return a 24% are undecided



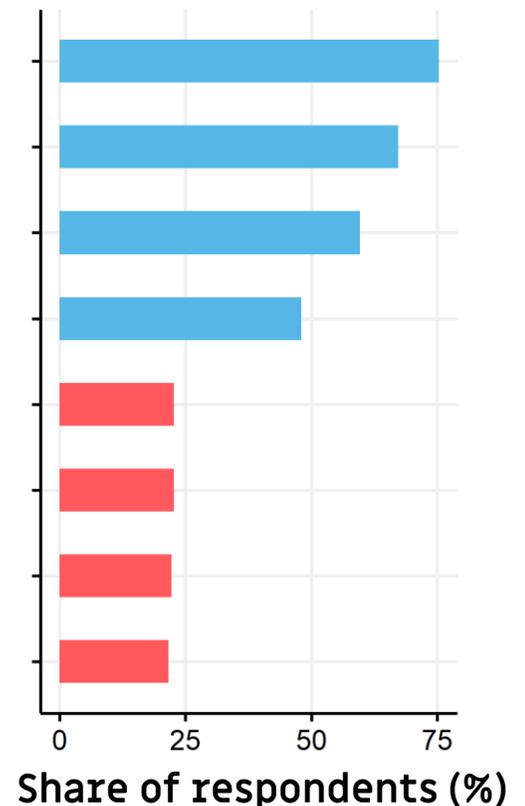
- **Junior scientists** want to **return more**: 48% and postdocs and 46% PhD students
- Plans to return are less frequent with a more stable career and the birth of children
 - **only 24% of senior scientists and 35% of parents** plan to return
- **Women and men have similar wish** to return: 40% of women compared to 37% of men
- **Plans to return are similar in STEM disciplines and social sciences & humanities** (39% compared to 36%)
- Respondents who studied **PhD or Master's abroad** want to **return less**.

Personal and family reasons, as well as science, are among the top reasons to return

- **Personal and family reasons** are the most common answers in all career phases and fields (except economics), for both men and women.
 - Women are more motivated than men by job offer.
- **Ability to do excellent science** is the most frequent reason among **childless** and **divorced** respondents (second most frequent for PhD students)
- **PhD students** want to **advance their fields and improve quality of university education** in Czechia

Motivation to return: most frequent and least frequent answers

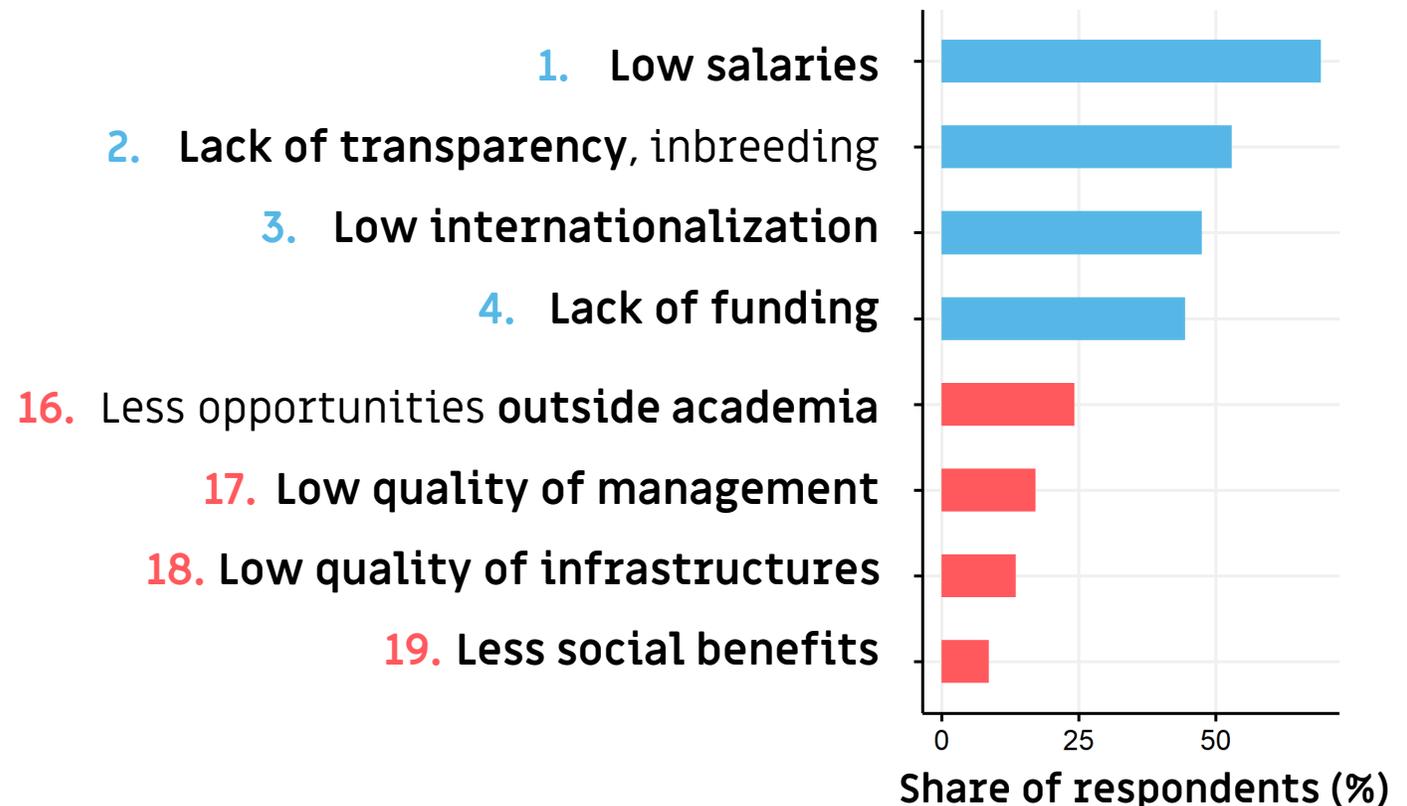
1. **Personal and family reasons**
2. **Chance to do science on the same level**
3. **Job offer**
4. **Ability to advance their field**
8. **Less stressful life**
9. **More affordable life**
10. **Better work environment or network**
11. **Faster career track**



Biggest barriers to return: **low salaries** and **lack of transparency**

- **Low salaries are a barrier to return for 71% scientists abroad**
- **Low salaries** and **low quality** of research are **more frequently** mentioned by scientists from the **social sciences and humanities**
 - **STEM** scientists more frequently mention **lack of transparency**
- Women are concerned with **low internationalization** of Czech science, men with too much bureaucracy
- **Lack of funding** and **transparency** is of greater concern for scientists with PhDs from Czechia

Barriers to return: **most frequent** a **least frequent** responses



What would make the decision to return easier?

Higher salaries, more resources

Less bureaucracy, clear information

Better family and housing policy

Conditions for family members-foreigners

Political and societal changes

Repatriation funding

Opportunities outside of academia

Transparency in government and employment

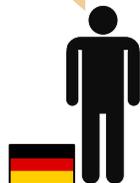
Appreciation by society

Improved expatriate policy

Available housing, childcare, schools.



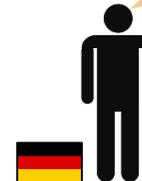
Open and transparent hiring for all positions



Improving opportunities for women in the Czech Republic so that my wife also feels that she will have highly qualified positions and will not encounter problems.



Help with administrative issues (social and health insurance, etc.)



Stop to academic inbreeding



Citizenship and work for spouse

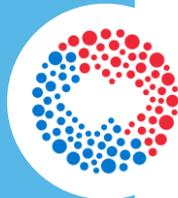


A salary that would pay for basic living costs



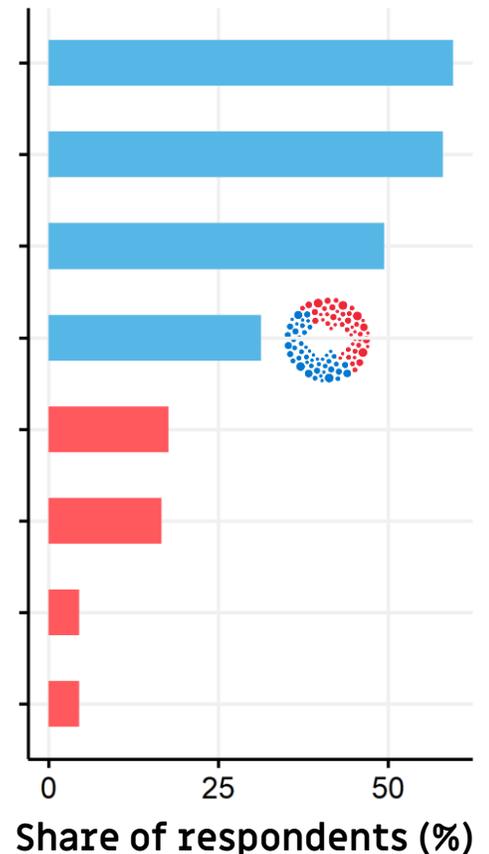
Institutions **are not mentioned** as a source of support with return

- Scientists abroad would seek help **among other scientists**
- Most frequently mentioned **institution** is *us, Czexpats in Science, z.s.*



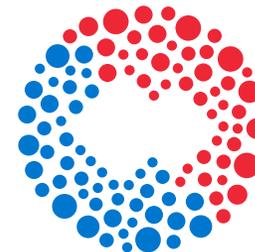
Where would you seek help about return? **Most frequent** and **least frequent** answers

1. **Scientists** from institutions where I worked/studied
2. **Other scientists** that I know
3. **Scientists** from Institutions where I **want to work/collaborate**
4. **Czexpats in Science**
8. Departments of my former employer/university
9. **Czech Academy of Sciences**
10. **Ministry of Education**
11. Innovation incubators



Conclusions

- **Thanks to all our participants!**
- The community of Czech scientists abroad **is not small**
- Almost 40% of them **want to return** to the Czech Republic
- A large majority is motivated to be in **closer contact with Czech science** – even those who do not plan to return
- The community agrees on main points for making Czech science more attractive
- In the coming months we will organize **two focus groups** with selected scientists abroad
- **Final report** to be published in 2022
- This preliminary report is available on our website czexpats.org



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