EXPERIENCES OF MOBILITY DIFFER BETWEEN GROUPS

The **postdoctoral period** is important for mobility yet receives less focus in literature than PhDs.

38% of UK researchers moved to take a postdoctoral position in another country following their PhD studies. Graduates from elsewhere in the EU are even more likely than UK nationals to move overseas after graduation, and there is also indication that international postdoctoral mobility is becoming more common.

43% of postdocs cited that the **availability of research funding** is a particularly important barrier to mobility for early-career researchers.

A key driver of mobility for postdocs is **career progression**, and personal circumstances are generally considered to be less of a barrier for this group than for more senior researchers.

Women are less internationally mobile than men, facing greater personal barriers.

- **Personal relationships, children and family care** responsibilities can inhibit mobility.
- Male: 28%, Female: 21%.
- Male researchers are more likely to be mobile than female researchers.
- **Childcare arrangements** are important factors in mobility decisions, especially for women.

When they do move, women report greater benefits from mobility.

Elite scientists are drawn to **research excellence**.

- **Funding is less** of a barrier for this group.
- This group are drawn to **strong institutions** who already have excellent researchers.
- **The US and UK** are key destinations for elite scientists.

More senior scientists may better maintain **collaborative links with their country of origin** and may be better able to benefit from networking benefits as well as gains in terms of academic performance.

**Read more:**
International mobility of researchers—a review of the literature
Susan Guthrie, Catherine Lichten, Jennie Corbett and Steven Wooding