



## SUSIE

**Susie is a long-term casualised researcher, employed on multiple one-and-off precarious contracts for around 20 years. After a career break she returned to academia, through spending two years doing unpaid work in writing funding applications: 'I did do that work in my own time, yeah...' This is the first time she is employed full-time in academia.**

Susie is not paid for applying for funding but does that anyway. She highlights the expectation in academia of working unpaid: non-academic colleagues think 'it's crazy', but in academia it's normalised. She believes doing research part-time should be more accepted, and negative attitudes need to be changed on this: 'People need to accept that if you have family or "don't go all in" you can't work full-time, or you have to do things differently.' Susie's own time is 'mostly my children'. Sometimes she does paid work in her 'own time' when with the kids.

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**I am passionate about my research, but it is still a job. Working unpaid needs to be worth the trade-off with my family time.**



WORKING FROM THE KITCHEN TABLE

Hearing the door open and closed.



chatter of kids' gaming

toast

TV on in another room

feeling frustrated to be sitting down while everyone is enjoying an event



MICROSOFT WORD

Laptop work



WRITING

READING

# TIME TRADE-OFFS

SUSIE IS A NEUROSCIENTIST WHO HAS BEEN WORKING ON AND OFF ON CASUALISED CONTRACTS SINCE SHE FINISHED HER PHD IN 2003.

YOU DON'T NEED TO THINK SO FAR AHEAD!

PHD WORK kids go to school  
WORK & spend time with adult kids  
Retire?

I ALWAYS THOUGHT OF MY TIME IN BLOCKS, EVEN WHEN I WAS LITTLE.

AFTER BECOMING A PARENT, SHE COMBINED PART-TIME JOB ROLES TO GET THE FLEXIBILITY SHE NEEDED IN HER LIFE.

IN THE UNIVERSITY SECTOR, YOU WORK HARD TO GET NOWHERE.

WHEN YOU'RE PART TIME YOU'RE MADE TO FEEL LIKE YOU'RE JUST FAFFING AROUND.

SHE BELIEVES THAT YOU SHOULD BE PAID FOR YOUR WORK, AND FEELS THAT THIS CONFLICTS WITH THE UNPAID WORK DEMANDS OF ACADEMIA.

ONCE A FRIEND WAS TELLING ME ABOUT DOING OVERTIME AT HER WORK. I WAS LIKE-

'GETTING PAID FOR EXTRA WORK?!

MY OWN TIME IS MOSTLY IN THE MORNING.

6:00

IT'S THE TIME OF DAY THAT IS JUST FOR ME.

I MEDITATE BEFORE ANYONE ELSE IS UP.

SOMETIMES I GO TO YOGA CLASSES, WALK THE DOG.

YOU NEED TO LEARN HOW TO PRIORITIZE YOURSELF WHEN YOU HAVE CHILDREN.

I'M LEARNING TRANSITIONS - SWITCHING FROM HOME MODE TO WORK MODE AND VICE VERSA.

HOME ZONE

WORK ZONE

SHE WORKS IN A LAB AND HAS WORKED HARD TO PUT BOUNDARIES AROUND HER RESEARCH. TO EARN EXTRA INCOME, SHE WORKS FREELANCE FROM HER KITCHEN TABLE.

AT THE END OF MY FELLOWSHIP, I FELT PRESSURED TO WORK ON FUNDING APPLICATIONS IN MY OWN TIME.

THESE WERE ULTIMATELY UNSUCCESSFUL.

THE KITCHEN IS FULL OF PHOTOS OF HER FAMILY, HER KIDS.

I'M ACUTELY AWARE OF HOW LITTLE TIME I HAVE WITH MY FAMILY.

WHEN SHE WORKS FROM HERE IN THE EVENING, SHE CAN HEAR HER FAMILY IN THE OTHER ROOMS OF HER HOME.

OH MY GOSH!  
HAHAHA

SHE'LL BE INTERRUPTED BY PETS AND THE PULL OF FAMILY LIFE. THIS IS A CONSTANT REMINDER OF WHAT SHE IS TRADING FOR WORK.

mumuum

when will you be DONE?

IS THERE ANYTHING TO EAT?

MUM

MUM

can we go to the park?

MUM

WORK editing EMAILS  
ANALYSIS reading  
WRITING

I AM CAREFUL ABOUT GIVING UP MY OWN TIME TO THE JOB.

AND I NEED TO HAVE MY OWN TIME TO DO MY BEST AT WORK.

I TRY TO KEEP MY WORK AND HOME SEPARATE. I DON'T ALLOW MYSELF TO WORK IN THE LIVING ROOM.

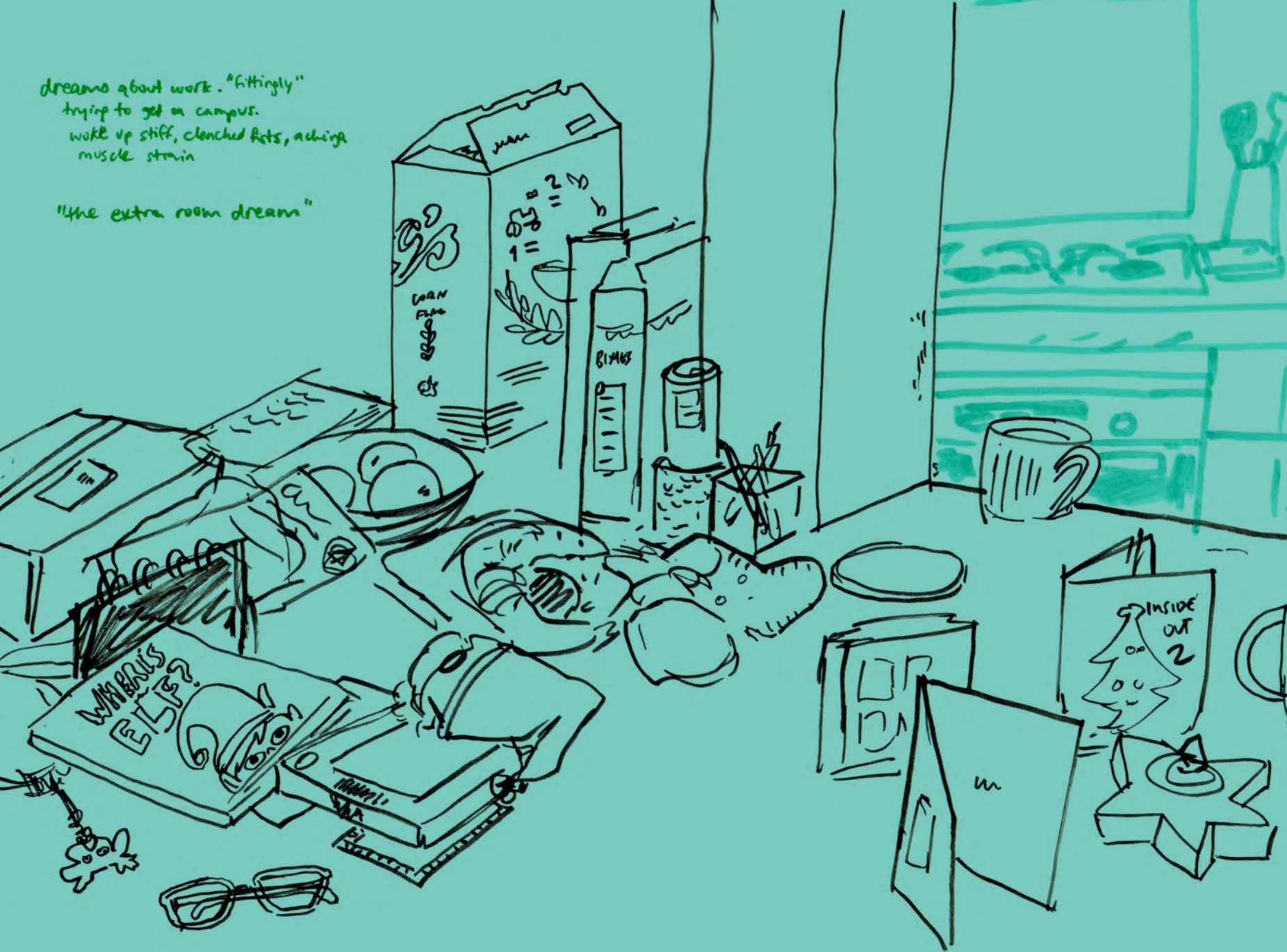
PEOPLE MAY SEE ME AS LESS INVESTED IN MY RESEARCH, BUT THAT'S NOT TRUE.

I HAVE ALWAYS FELT THAT I COULD GET MY CAREER BACK...

BUT NOT THE TIME WITH MY CHILDREN.

dreams about work. "fittingly"  
trying to get on campus.  
woke up stiff, clenched fists, aching  
muscle strain

"the extra room dream"



## IN THEIR OWN TIME

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Every year I panic – will  
I have a job next year?