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# The impact of female employment in academia on the well-being of researchers and the sustainability in Latvia

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## Résumé

This study examines the impact of precarious employment on the well-being of women researchers in Latvia and its broader implications for the sustainability of the research sector. It explores the psychological, social, and professional challenges faced by women in insecure academic and research positions, emphasizing their effects on mental health, career progression, and overall research productivity.

A mixed-methods approach is utilized, combining quantitative surveys and qualitative interviews with women researchers across various Latvian institutions. The survey assesses key indicators such as stress levels, job satisfaction, work-life balance, and mental health status. In-depth, semi-structured interviews provide insights into the lived experiences of employment insecurity. Quantitative data are analysed using statistical methods, including regression and correlation analysis, while thematic analysis is applied to qualitative data to identify recurring patterns and systemic issues.

The findings highlight that employment instability disproportionately affects women researchers, exacerbating stress, emotional exhaustion, and career uncertainty. Gendered disparities in job security, workplace expectations, and work-life balance further contribute to increased psychological distress and hinder long-term career progression. Structural limitations, such as short-term contracts, competitive grant-based funding, and limited institutional support, reinforce employment precarity, ultimately undermining the sustainability of the research sector.

Addressing the negative impacts of insecure employment on women researchers requires targeted policy measures, including the promotion of equitable employment practices, the expansion of stable funding mechanisms, and the implementation of workplace mental health support initiatives. Without structural reforms, gender disparities in research will persist, jeopardizing both individual well-being and the long-term resilience of the academic and research landscape in Latvia.

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