

# N2 Survey 2021

Welcome to the N2 Survey 2021,

and thank you for participating! This is a voluntary survey for all doctoral researchers working within the Max Planck Society, Helmholtz Association, IPP community Mainz, and Leibniz Association. They are united in the N2 'Network of Networks' representing the doctoral researchers in all these organizations.

The aim of this survey is to provide a clear picture of the situation of doctoral researchers in Germany's non-university research organizations. This includes: demographics, working conditions, the quality of the supervision, caring responsibilities, experiences with power abuse and discrimination, mental health, and the impact of COVID-19.

Should you be affiliated with more than one of the participating organizations (e.g. a MPS institute and TUM) and receive the survey via different channels, please choose the channel you feel mainly represented by.

Please take the time and carefully read the following terms and conditions:

Please be assured that your personal information and data will be treated confidentially and will only be accessible to the members of the Survey Group of the Max Planck PhDnet.

Any publication or sharing of information with groups outside the survey group will comply with the [General Data Protection Regulation](https://gdpr-info.eu/) (Link: <https://gdpr-info.eu/>) (GDPR). Accordingly, only aggregated and anonymized data will be shared with the administrative bodies of the centers/institutes/units and the public (as well as with PhD representatives upon request).

This survey is hosted on the servers of the Max Planck Society, employing the software solution LimeSurvey. It uses a unique token system tied to your Email. You can leave and come back to complete this survey using your personal link. Please note that only completed surveys will be analyzed.

In order for this survey to be representative, it is vital that the majority of doctoral researchers participate. This questionnaire will take around 30-40 minutes to complete.

If you have any questions, or wish to report technical issues, you can reach us at [survey.group@phdnet.mpg.de](mailto:survey.group@phdnet.mpg.de).

By clicking 'Next', you accept the terms and conditions listed above, including the use of the provided data in case you complete the survey.

There are 133 questions in this survey.

## Sensitive question

This survey contains questions that could be perceived as sensitive and very personal. This includes questions regarding: gender, sexual orientation, ethnicity, general family situation, bullying, sexualized harassment, discrimination as well as health. For these sensitive questions, the first option will always be "I don't want to answer this question".

Due to the sensitive nature of these questions, below you can choose to not be presented with any of these questions.

However, it is very important for us to ask these questions because they are key determinants for the well-being of doctoral researchers and the environments they work in. Furthermore, we want to understand and portray the diversity present in our organizations.

As for example, the data is used to assess discrimination: If e.g. 50 people feel discriminated because of their sexual orientation, this does not help us to evaluate the whole problem, as those 50 people could represent only 2% of the Doctoral Researchers from the LGBTIQ+ community or 100%. The first scenario would be problematic as every case of discrimination is one too much but the second scenario could indicate a structural problem.

Please be aware that we follow the DSGVO and make sure your data is protected! For more informations, please have a look at our privacy notice. You can find it attached to the invitation mail to this survey and also via [this link](#).

### **Would you like to be presented with these questions? \***

Please choose **only one** of the following:

- Yes, it is okay for me and I agree with the data protection regulations for these sensitive questions
- No, I prefer not to see them

## **Demographics**

**In this section, we will ask general questions about yourself and your doctoral project.**

Section 1/10

### **Have you participated in the last N<sup>2</sup> survey 2019? \***

Please choose **only one** of the following:

- Yes
- No
- I don't remember
- I don't want to answer this question

### **Which institutes/centers/units are you associated with? \***

Please choose **only one** of the following:

- Bibliotheca Hertziana, Max Planck Institute for Art History
- Ernst Strüngmann Institute (ESI) for Neuroscience in Cooperation with Max-Planck-Society
- Friedrich Miescher Laboratory of the Max Planck Society
- Fritz Haber Institute of the Max Planck Society
- Kunsthistorisches Institut in Florenz, Max Planck Institute
- Max Planck Florida Institute for Neuroscience
- Max Planck Institute of Animal Behavior
- Max Planck Institute for Astronomy
- Max Planck Institute for Astrophysics
- Max Planck Institute of Biochemistry
- Max Planck Institute for Biogeochemistry
- Max Planck Institute for Biology of Ageing
- Max Planck Institute for Biological Cybernetics
- Max Planck Institute for Biophysical Chemistry
- Max Planck Institute of Biophysics

- Max Planck Institute for Brain Research
- Max Planck Institute for Chemical Ecology
- Max Planck Institute for Chemical Energy Conversion
- Max Planck Institute for Chemical Physics of Solids
- Max Planck Institute for Chemistry
- Max Planck Institute of Colloids and Interfaces
- Max Planck Institute for Comparative and International Private Law
- Max Planck Institute for Comparative Public Law and International Law
- MPI for the Study of Crime, Security, and Law
- Max Planck Institute for Demographic Research
- Max Planck Institute for Developmental Biology
- Max Planck Institute for Dynamics of Complex Technical Systems
- Max Planck Institute for Dynamics and Self-Organization
- Max-Planck-Institut für Eisenforschung GmbH
- Max Planck Institute for Empirical Aesthetics
- Max Planck Institute for Experimental Medicine
- Max Planck Institute for Evolutionary Anthropology
- Max Planck Institute for Evolutionary Biology
- Max Planck Institute for Extraterrestrial Physics
- Max Planck Institute for Gravitational Physics
- Max Planck Institute for Heart and Lung Research
- Max Planck Institute for the History of Science
- Max Planck Institute for Human Cognitive and Brain Sciences
- Max Planck Institute for Human Development
- Max Planck Institute of Immunobiology and Epigenetics
- Max Planck Institute for Informatics
- Max Planck Institute for Infection Biology
- Max Planck Institute for Innovation and Competition
- Max Planck Institute for Intelligent Systems
- Max-Planck-Institut für Kohlenforschung
- Max Planck Institute for Legal History and Legal Theory
- Max Planck Institute Luxembourg for International, European and Regulatory Procedural Law
- Max Planck Institute for Mathematics
- Max Planck Institute for Mathematics in the Sciences
- Max Planck Institute for Marine Microbiology
- Max Planck Institute for Medical Research
- Max Planck Institute for Metabolism Research
- Max Planck Institute for Meteorology
- Max Planck Institute of Microstructure Physics
- Max Planck Institute of Molecular Cell Biology and Genetics
- Max Planck Institute for Molecular Biomedicine
- Max Planck Institute for Molecular Genetics
- Max Planck Institute of Molecular Physiology
- Max Planck Institute of Molecular Plant Physiology
- Max Planck Institute of Neurobiology
- Max Planck Institute for Nuclear Physics
- Max Planck Institute for Ornithology
- Max Planck Institute for Physics
- Max Planck Institute for the Physics of Complex Systems
- Max Planck Institute for Plasma Physics
- Max Planck Institute for Polymer Research
- Max Planck Institute for Plant Breeding Research
- Max Planck Institute of Psychiatry
- Max Planck Institute for Psycholinguistics
- Max Planck Institute of Quantum Optics
- Max Planck Institute for Radio Astronomy
- Max Planck Institute for Research on Collective Goods
- Max Planck Institute for the Science of Human History

- Max Planck Institute for the Science of Light
- Max Planck Institute for Social Anthropology
- Max Planck Institute for Social Law and Social Policy
- Max Planck Institute for Software Systems
- Max Planck Institute for Solar System Research
- Max Planck Institute for Solid State Research
- Max Planck Institute for the Structure and Dynamics of Matter
- Max Planck Institute for the Study of Religious and Ethnic Diversity
- Max Planck Institute for the Study of Societies
- Max Planck Institute for Tax Law and Public Finance
- Max Planck Institute for Terrestrial Microbiology
- Max Planck Research Unit for Neurogenetics
- Max Planck Unit for the Science of Pathogens
- Research Center Caesar (center of advanced european studies and research)
- I don't want to answer this question

### **Which field (subject) are you working in?**

**Please choose only one of the following: \***

Please choose **only one** of the following:

- Chemistry
- Physics
- Geosciences
- Mathematics
- Biology
- Medicine/Veterinary medicine
- Law and Economics
- Social and Behavioral Sciences
- Humanities
- Engineering
- Computer science
- Health sciences
- Agriculture, Forestry
- I don't want to answer this question
- Other

### **My overall work is predominantly \***

Please choose **only one** of the following:

- Laboratory work
- Fieldwork
- Computational work
- Library/chronicle work
- Theoretical/methodological work
- I don't know
- I don't want to answer this question
- Other

**What is your year of birth? \***

Please choose **only one** of the following:

- 1970
- 1971
- 1972
- 1973
- 1974
- 1975
- 1976
- 1977
- 1978
- 1979
- 1980
- 1981
- 1982
- 1983
- 1984
- 1985
- 1986
- 1987
- 1988
- 1989
- 1990
- 1991
- 1992
- 1993
- 1994
- 1995
- 1996
- 1997
- 1998
- 1999
- 2000
- 2001
- 2002
- 2003
- 2004
- 2005
- I don't want to answer this question
- Other

**To which gender do you identify most? \***

Please choose **only one** of the following:

- Woman
- Man
- Gender diverse (Gender-fluid)
- Non-binary
- I don't want to answer this question
- Other gender representations:

**With which sexual orientation do you identify most? \***

Only answer this question if the following conditions are met:

Answer was 'Yes, it is okay for me and I agree with the data protection regulations for these sensitive questions' at question '1 [A00]' (Would you like to be presented with these questions?)

Please choose **only one** of the following:

- I don't want to answer this question
- Heterosexual
- Homosexual
- Bisexual
- Asexual
- Queer
- Other

**In which year did you start your PhD? \***

Please choose **only one** of the following:

- 2021
- 2020
- 2019
- 2018
- 2017
- 2016
- 2015
- 2014 or earlier
- I don't know
- I don't want to answer this question

Explanation: The start of your doctoral research is either the start of your first contract/stipend or your enrollment in a university as a doctoral researcher, whichever is earlier.

**In which month did you start your PhD? \***

Please choose **only one** of the following:

- 01
- 02
- 03
- 04
- 05
- 06
- 07
- 08
- 09
- 10
- 11
- 12
- I don't know
- I don't want to answer this question

Explanation: The start of your doctoral research is either the start of your first contract/stipend or your enrollment in a university as a doctoral researcher, whichever is earlier.

**In which year do you expect to submit your PhD Thesis? \***

Please choose **only one** of the following:

- 2021
- 2022
- 2023
- 2024
- 2025
- 2026
- 2027
- 2028
- 2029 or later
- I don't know
- I don't want to answer this question

**In which month do you expect to submit your PhD Thesis? \***

Please choose **only one** of the following:

- 01
- 02
- 03
- 04
- 05
- 06
- 07
- 08
- 09
- 10
- 11
- 12
- I don't know
- I don't want to answer this question

**To get a better picture on the diversity of your organization - I identify my ethnicity as:  
\***

Only answer this question if the following conditions are met:

Answer was 'Yes, it is okay for me and I agree with the data protection regulations for these sensitive questions' at question '1 [A00]' (Would you like to be presented with these questions?)

Please choose **all** that apply:

- I don't want to answer this question
- European/European descent
- Latino/Hispanic
- Middle Eastern
- African
- Caribbean

- South Asian
- East Asian/Southeast Asian
- Pacific Islander
- Northeast Asian
- Other:

To get a better picture on the diversity of your organization we're asking questions regarding your ethnicity. Please select the option(s) that you feel best represent(s) you. We hope this can shed light on issues certain groups could be facing within the (organization). Please be assured that your data will be treated confidentially and used in an ethical way.

### **What is your citizenship? Should you have multiple citizenships, please select the one you feel best represented by. \***

Please choose **only one** of the following:

- German
- Citizen within the European Union (EU)
- Citizen outside the European Union (EU)
- I don't want to answer this question

### **Were your parents born in Germany? \***

Only answer this question if the following conditions are met:

Answer was 'German' at question '14 [A11]' (What is your citizenship? Should you have multiple citizenships, please select the one you feel best represented by.) *and* Answer was 'Yes, it is okay for me and I agree with the data protection regulations for these sensitive questions' at question '1 [A00]' (Would you like to be presented with these questions?)

Please choose **only one** of the following:

- I don't want to answer this question
- Yes, both of my parents were born in Germany
- Only one of my parents were born in Germany
- No, none of my parents were born in Germany
- I don't know

### **Were you born in Germany? \***

Only answer this question if the following conditions are met:

Answer was 'German' at question '14 [A11]' (What is your citizenship? Should you have multiple citizenships, please select the one you feel best represented by.) *and* Answer was 'Yes, it is okay for me and I agree with the data protection regulations for these sensitive questions' at question '1 [A00]' (Would you like to be presented with these questions?)

Please choose **only one** of the following:

- I don't want to answer this question
- No, I was born outside of Germany
- Yes, I was born in Germany

### **Do you consider yourself to have a disability? \***



Only answer this question if the following conditions are met:

Answer was 'Yes, it is okay for me and I agree with the data protection regulations for these sensitive questions' at question '1 [A00]' (Would you like to be presented with these questions?)

Please choose **only one** of the following:

- I don't want to answer this question
- Yes and I have a "Schwerbehindertenausweis" (handicapped pass)
- Yes, but it is not officially recognized in Germany
- No
- I don't know

**Is there anything regarding this section you would like to tell us?**

Please write your answer here:

## Working conditions

**In this section, we ask you about your salary or income, possible contract extensions, your working hours or the amount of holidays that are entitled to you.**

Section 2/10

**How is your doctoral research currently financed ?**

\*

Please choose **only one** of the following:

- Contract
- Internal stipend
- External stipend/ scholarship from Germany
- External stipend/scholarship from abroad
- Unpaid
- I don't know
- I don't want to answer this question
- Other

**Does your stipend get a top-up contract by your center/institute? \***

Only answer this question if the following conditions are met:

----- Scenario 1 -----

Answer was 'External stipend/ scholarship from Germany' at question '19 [B1]' (How is your doctoral research currently financed ? )

----- or Scenario 2 -----

Answer was 'External stipend/scholarship from abroad' at question '19 [B1]' (How is your doctoral research currently financed ? )

----- or Scenario 3 -----

Answer was 'Internal stipend' at question '19 [B1]' (How is your doctoral research currently financed ? )

Please choose **only one** of the following:

- No, I don't get a top-up
- Yes
- I don't know
- I don't want to answer this question

### **For how long have you been working on your PhD without pay? \***

Only answer this question if the following conditions are met:

Answer was 'Unpaid' at question '19 [B1]' (How is your doctoral research currently financed ? )

Please choose **only one** of the following:

- 0-3 months
- 4-6 months
- 7- 9 months
- 10-12 months
- more than 12 months
- I don't want to answer

### **Please select all that apply as to why you are currently unpaid. \***

Only answer this question if the following conditions are met:

Answer was 'Unpaid' at question '19 [B1]' (How is your doctoral research currently financed ? )

Please choose **all** that apply:

- It is my choice
- My funding extension was not granted
- The funding ran out
- I don't want to answer this question
- Other:

### **Are you currently collecting unemployment benefits ("Arbeitslosengeld")? \***

Only answer this question if the following conditions are met:

Answer was 'Unpaid' at question '19 [B1]' (How is your doctoral research currently financed ? )

Please choose **only one** of the following:

- Yes
- No
- I don't want to answer this question

**Right now, what is your monthly net income for your work at your research organization in euros?**

\*

Please choose **only one** of the following:

- < 500
- 500-700
- 701-1000
- 1001-1100
- 1101-1200
- 1201-1300
- 1301-1400
- 1401-1500
- 1501-1600
- 1601-1700
- 1701-1800
- 1801-1900
- 1901-2000
- 2001-2100
- 2101-2200
- 2201-2300
- 2301-2400
- 2401-2500
- > 2500
- I don't want to answer this question
- I don't know

**Explanation: Net income is the amount of money transferred to your bank account every month. Do not count any bonuses such as a Christmas bonus etc. Scholarship holders and freelancers: deduct tax and health insurance. Income not related to work in the institute/doctoral research should not be included.**

**How much do you pay for your rent and associated living costs per month in euros (e.g. heating, gas, water, and electricity)? \***

Please choose **only one** of the following:

- <100
- 100-200
- 201-300
- 301-400
- 401-500
- 501-600
- 601-700
- 701-800
- 801-900
- 901-1000
- 1001-1100
- 1101-1200
- 1201-1300
- 1301-1400
- 1401-1500
- 1501-1600
- 1601-1700
- 1701-1800
- 1801-1900
- 1901-2000
- >2000

- I don't want to answer
- I don't know

**Example: Your rent is 600€, you additionally pay 70€ for warm water and heating, 20€ for electricity, 20€ for internet and 10€ for garbage disposal plus elevator fees. This amounts to total costs of 720€**

**What was or is the longest duration of your contract or stipend related to your PhD project? \***

Please choose **only one** of the following:

- <6 months
- 6-12 months
- 13-24 months
- 25-36 months
- 37-48 months
- >48 months
- I don't want to answer this question
- I don't know
- Other

**If any, how many extensions or additional contracts/stipends did you get during your PhD? \***

Please choose **only one** of the following:

- I did not get any extensions or additional contracts/stipends
- 1 extension/additional contract/stipend
- 2 extensions/additional contracts/stipends
- 3 extensions/additional contracts/stipends
- 4 extensions/additional contracts/stipends
- 5 extensions/additional contracts/stipends
- more than 5 extensions/additional contracts/stipends
- I don't know
- I don't want to answer this question

**Would it be possible for you to extend your current contract/stipend for the following reasons? \***

Please choose the appropriate response for each item:

	Yes	No	I don't know	I don't want to answer this question
More time needed to complete PhD project				
Parental leave				
Wrap-up phase after completion of the PhD project				

**Are you financially responsible for anyone else? \***

Please choose **only one** of the following:

- Yes
- No
- I don't want to answer this question

**Do you get external financial support to cover your living expenses? If yes, who is assisting you financially? \***

Please choose **all** that apply:

- I took up a loan for my time as a doctoral researcher
- Parents
- Other relatives
- Partner(s)
- State - Kindergeld
- Other job
- No, I do not get external financial support
- I don't want to answer this question
- Other:

**How strongly do you depend on this external financial support to cover your living expenses? \***

Only answer this question if the following conditions are met:

Answer was at question '30 [B8]' (Do you get external financial support to cover your living expenses? If yes, who is assisting you financially?) *and* Answer was at question '30 [B8]' (Do you get external financial support to cover your living expenses? If yes, who is assisting you financially?)

Please choose **only one** of the following:

- Very strongly
- Strongly
- Somewhat strongly
- Weakly
- Not at all
- I don't want to answer this question

**Did you spend parts of your salary on items you primarily used for work in the past year? \***

Please choose **only one** of the following:

- No
- Yes
- I don't want to answer this question

**Roughly how much of your salary (in euros) did you spend on items you primarily used for work? \***

Only answer this question if the following conditions are met:

Answer was 'Yes' at question '32 [B9]' (Did you spend parts of your salary on items you primarily used for work in the past year?)

Please choose **only one** of the following:

- 1 - 100
- 101 - 500
- 501 - 1000
- more than 1000
- I don't know
- I don't want to answer this question

### **What items did you buy from your salary that you primarily used for work? \***

Only answer this question if the following conditions are met:

Answer was 'Yes' at question '32 [B9]' (Did you spend parts of your salary on items you primarily used for work in the past year?)

Please choose **all** that apply:

- Computer
- Chair
- Computer hardware (cable, mouse, camera, microphone, headset)
- Tablet
- Screen
- External hard drives
- Office equipment (folders, pens, ...)
- Software
- Desk
- Books and articles
- Accounts for databases
- I don't want to answer this question
- Other:

### **How many holidays per year can you take according to your contract or stipend? \***

Please choose **only one** of the following:

- My funding does not specify the number of holidays
- 1-5 days
- 6-10 days
- 11-15 days
- 16-20 days
- 21-25 days
- 26-30 days
- >30 days
- I don't know
- I don't want to answer this question

### **How many hours per week are you expected to work according to your contract? \***

Please choose **only one** of the following:

- I don't know
- I don't want to answer this question
- 0
- 1
- 2
- 3
- 4

- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
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- 29
- 30
- 31
- 32
- 33
- 34
- 35
- 36
- 37
- 38
- 39
- 40
- 41
- 42
- 43
- 44
- 45

**Example: A 50% contract according to TVöD demands you to work 20h or 19.5h depending on the state you work in.**

**Anything regarding this section you would like to tell us?**

Please write your answer here:

## Satisfaction

In this section, we ask questions about how satisfied you are with different aspects of your work as a doctoral researcher, e.g. which of them could be improved, what you think about a career in academia, and if you have ever considered quitting your PhD.

Section 3/10

**If you think about your own situation as a doctoral researcher, how satisfied are you with the following aspects? \***

Please choose the appropriate response for each item:

	Very satisfied	Satisfied	Neither/nor	Dissatisfied	Very dissatisfied	Does not apply	I don't want to answer this question
<b>Supervision</b>							
<b>Salary</b>							
<b>Vacation days</b>							
<b>Support for international doctoral researchers</b>							
<b>Bureaucracy and administrative support</b>							
<b>Internal workshops and skills trainings</b>							
<b>Contribution to science</b>							
<b>Technical support</b>							
<b>Career development</b>							
<b>Science communication and outreach</b>							
<b>Psychological support</b>							
<b>Laboratory equipment</b>							
<b>Office equipment</b>							
<b>Scientific support</b>							
<b>Family support</b>							
<b>Work environment and atmosphere</b>							
<b>Workload</b>							
<b>Social life at the institute</b>							
<b>Adherence to good scientific practice in my work environment</b>							
<b>Support for implementing Open Science practices at your institute</b>							

**Have you ever considered quitting your PhD? \***



Please choose **only one** of the following:

- Never
- Rarely
- Occasionally
- Often
- I don't know
- I don't want to answer this question

### **What was/were the reason(s) for considering to quit your PhD? \***

Only answer this question if the following conditions are met:

Answer was 'Often' *or* 'Occasionally' *or* 'Rarely' at question '39 [C2]' (Have you ever considered quitting your PhD?)

Please choose **all** that apply:

- I do not like scientific work.
- I do not like my topic.
- I have problems getting by financially.
- I do not like my working conditions.
- I have work related difficulties with my supervisor.
- I don't like the social environment at my workplace.
- I have personal difficulties with my supervisor.
- I find my career prospective unattractive.
- I have personal reasons.
- I do not feel qualified enough.
- I have no or poor academic results.
- I find other jobs more interesting.
- I can't cope with the high workload.
- My academic life is not compatible with my family responsibilities.
- My project is not funded anymore.
- I have administrative problems.
- My health.
- I don't want to answer this question.
- I don't know.
- Other, please specify:

### **On average, how many hours do you typically work per week in total? \***

Please choose **only one** of the following:

- < 20
- 21 - 25
- 26 - 30
- 31 - 35
- 36 - 40
- 41 - 45
- 46 - 50
- 51 - 55
- 56 - 60
- 61 - 65
- 66 - 70
- 71 - 75

- 76 - 80
- > 80
- I don't know
- I don't want to answer this question

*Working time - that is both for your dissertation and all other tasks you have to perform at your institute/center/unit or university, for instance, project work or meetings (in your office as well as at other places) and teaching.*

**What percentage of your time do you currently spend on average on the following tasks? \***

Please write your answer(s) here:

- Scientific work directly related to the doctoral research
- Scientific work not related to the doctoral research (helping other projects, maintenance, etc.)
- Attending courses and seminars
- Teaching/supervision
- Administrative tasks
- Other

**Are your working hours tracked officially in your institute? \***

Please choose **only one** of the following:

- Yes
- No
- No, but I track my working hours myself
- I don't know
- I don't want to answer this question

**How often have you worked during weekends or public holidays in the past year?**

**\***

Please choose **only one** of the following:

- Never
- Less than once per month
- Once per month
- Twice per month

- Three times per month
- Every weekend
- I don't know
- I don't want to answer this question

**Please note:** This question asks for work related to your PhD. It is place-independent and includes all work done at your institute/center/unit, your home or any other location. It does not include an additional part-time job or other work which is unrelated to your PhD.

### **How many days did you take off (holiday) in the past year? \***

Please choose **only one** of the following:

- None
- 1 - 5 days
- 6 - 10 days
- 11 - 15 days
- 16 - 20 days
- 21 - 25 days
- 26 - 30 days
- More than 30 days
- I don't know
- I don't want to answer this question

### **Do you feel free to take days off (holidays)? \***

Please choose **all** that apply:

- Yes
- No, because of high workload
- No, because of pressure from my supervisor
- No, because I am saving up time for a longer period of vacation
- No, because of no special reason
- I don't know
- I don't want to answer this question
- Other:

### **In general, how do you judge the following aspects of an academic research career? \***

Please choose the appropriate response for each item:

	Very attractive	Attractive	Neutral	Unattractive	Very unattractive	I don't want to answer this question
Salaries in academia						
Availability of permanent positions						
Teaching						
Applying for and obtaining funding						
Service to society						

	Very attractive	Attractive	Neutral	Unattractive	Very unattractive	I don't want to answer this question
Workload						
Mobility (i.e., work in different countries or cities)						
Compatibility of own career plans with career plans of partner						
Compatibility of own career plans with having children						
Interesting work						
Diversity of work						
Science communication and outreach						
Self-fulfillment						
Skill development						

**Which of the following aspects of your work as a doctoral researcher would you like to be improved? \***

Please choose the appropriate response for each item:

	Not at all	Rather not	To some extent	Very much	Does not apply	I don't want to answer this question
Supervision						
Vacation days						
Salary and benefits						
Bureaucracy and administrative support						
Workshops and skills trainings						
Contribution to science						
Technical support						
Career development						
Science communication and outreach						
Psychological support						
Laboratory equipment						
Office equipment (e.g., computer, software, own desk etc.)						
Scientific support						
Family support						
Support for foreign employees						

	Not at all	Rather not	To some extent	Very much	Does not apply	I don't want to answer this question
Work environment and atmosphere						
Workload						
Social life at the institute						
Support for implementing Open Science practices at your institute						

**Anything regarding this section you would like to tell us?**

Please write your answer here:

## Supervision

**For the following questions, we would like to make the distinction between “formal” and “direct” supervisor clear:**

**“Formal” supervisor refers to the main advisor of your thesis as present in your committee.**

**“Direct” supervisor refers to the person you actually consult and discuss your project with on a more regular basis.**

**Section 4/10**

**Do you have one of the following?**

\*

Please choose **all** that apply:

- A supervision agreement with your formal supervisor
- A written project outline
- A written training plan
- A thesis advisory committee (TAC) or similar
- PhD guidelines
- I don't have any of the above
- I don't know
- I don't want to answer this question

Explanation PhD supervision agreement: This is a written agreement between the formal supervisor and the doctoral researcher outlining their responsibilities from the beginning of the PhD project until the completion of the doctoral thesis.

Explanation project outline: This is a preliminary project plan defining the objectives of the PhD project as well as the methodology to achieve them within the given timeframe of a doctoral research project.

Explanation training plan: This is a plan detailing the courses mandatory for the completion of your PhD.

Explanation thesis advisory committee: A thesis advisory committee or “TAC” is a group of two or more independent researchers (including your formal/primary supervisor) who you meet on a regular basis, give you advice on how to progress and successfully complete your PhD project.

### How often do you meet your thesis advisory committee (TAC) or similar? \*

Only answer this question if the following conditions are met:

Answer was at question '50 [E1]' (Do you have one of the following? )

Please choose **only one** of the following:

- I meet my TAC twice a year or more frequently
- I meet my TAC once per year
- I meet my TAC once during my PhD
- There are no regulations how often to meet my TAC
- I don't know
- I don't want to answer this question

### Is your formal supervisor your direct supervisor? \*

Please choose **only one** of the following:

- Yes
- No
- I don't have a formal supervisor yet
- I don't have a direct supervisor yet
- I don't know
- I don't want to answer this question

“Formal” supervisor refers to the main advisor of your thesis as present in your committee.

“Direct” supervisor refers to the person you actually consult and discuss your project with on a more regular basis.

### Which gender does your supervisor presents as? \*

Only answer this question if the following conditions are met:

Answer was 'Yes, it is okay for me and I agree with the data protection regulations for these sensitive questions' at question '1 [A00]' (Would you like to be presented with these questions?)

Please choose the appropriate response for each item:

	I don't want to answer this question	Male	Female	Diverse	I don't know	Does not apply
Direct supervisor:						
Formal supervisor:						

## How often do you communicate on average with your formal supervisor about your PhD project? \*

Only answer this question if the following conditions are met:

Answer was 'No' or 'I don't have a direct supervisor yet' or 'I don't want to answer this question' or 'I don't know' at question '52 [E3]' (Is your formal supervisor your direct supervisor?)

Please choose **only one** of the following:

- Almost daily
- Weekly
- Every second week
- Monthly
- Quarterly
- Six-monthly
- Yearly
- Less than once a year
- Never
- I don't know
- I don't want to answer this question

## How often would you like to communicate with your formal supervisor about your PhD project? \*

Only answer this question if the following conditions are met:

Answer was 'I don't want to answer this question' or 'I don't know' or 'No' or 'I don't have a direct supervisor yet' at question '52 [E3]' (Is your formal supervisor your direct supervisor?)

Please choose **only one** of the following:

- Almost daily
- Weekly
- Every second week
- Monthly
- Quarterly
- Six-monthly
- Yearly
- Less than once a year
- Never
- I don't know
- I don't want to answer this question

## Please rate the supervision provided by your formal supervisor. \*

Only answer this question if the following conditions are met:

Answer was 'No' or 'I don't have a direct supervisor yet' or 'I don't want to answer this question' or 'I don't know' at question '52 [E3]' (Is your formal supervisor your direct supervisor?)

Please choose the appropriate response for each item:

<b>Fully agree</b>	<b>Partially agree</b>	<b>Neither agree nor disagree</b>	<b>Partially disagree</b>	<b>Fully disagree</b>	<b>I don't know</b>	<b>I don't want to answer this question</b>
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**My supervisor treats me  
professionally**

	Fully agree	Partially agree	Neither agree nor disagree	Partially disagree	Fully disagree	I don't know	I don't want to answer this question
My supervisor is well informed about my field of research							
My supervisor is available when I need advice							
My supervisor is well informed about my current state of PhD project							
My supervisor has strict requirements for my work							
My supervisor has clear requirements for my work							
My supervisor is open to and respects my research ideas							
My supervisor supports my professional development (establishing contacts, recommending conferences...)							
My supervisor gives constructive feedback							
My supervisor encourages me to work independently							
My supervisor treats me politely							
My supervisor adheres to good scientific practice							
My supervisor has good leadership skills							

**How often do you communicate on average with your direct supervisor about your PhD project? \***

Only answer this question if the following conditions are met:

Answer was NOT 'I don't have a direct supervisor yet' at question '52 [E3]' (Is your formal supervisor your direct supervisor?)

Please choose **only one** of the following:

- Almost daily
- Weekly
- Every second week
- Monthly
- Quarterly
- Six-monthly
- Yearly
- Less than once a year
- Never
- I don't know



- I don't want to answer this question

### **How often would you like to communicate with your direct supervisor about your PhD project? \***

Only answer this question if the following conditions are met:

Answer was NOT 'I don't have a direct supervisor yet' at question '52 [E3]' (Is your formal supervisor your direct supervisor?)

Please choose **only one** of the following:

- Almost daily
- Weekly
- Every second week
- Monthly
- Quarterly
- Six-monthly
- Yearly
- Less than once a year
- Never
- I don't know
- I don't want to answer this question

### **Please rate the supervision provided by your direct supervisor. \***

Only answer this question if the following conditions are met:

Answer was NOT 'I don't have a direct supervisor yet' at question '52 [E3]' (Is your formal supervisor your direct supervisor?)

Please choose the appropriate response for each item:

	Fully agree	Partially agree	Neither agree nor disagree	Partially disagree	Fully disagree	I don't know	I don't want to answer this question
<b>My supervisor treats me professionally</b>							
<b>My supervisor is well informed about my field of research</b>							
<b>My supervisor is available when I need advice</b>							
<b>My supervisor is well informed about my current state of PhD project</b>							
<b>My supervisor has strict requirements for my work</b>							
<b>My supervisor has clear requirements for my work</b>							
<b>My supervisor is open to and respects my research ideas</b>							

	Fully agree	Partially agree	Neither agree nor disagree	Partially disagree	Fully disagree	I don't know	I don't want to answer this question
My supervisor supports my professional development (establishing contacts, recommending conferences...)							
My supervisor gives constructive feedback							
My supervisor encourages me to work independently							
My supervisor treats me politely							
My supervisor adheres to good scientific practice							
My supervisor has good leadership skills							

### Did you ever encounter problems regarding your supervision? \*

Please choose **all** that apply:

- Not enough meetings
- Too many meetings
- Not enough scientific discussion
- Meetings not regular enough
- Not enough experts in your group
- Supervisors not experienced enough in your field
- Not enough feedback
- Not enough encouragement
- Personality of my supervisor
- Disagreement between supervisors
- Disagreement about publication
- No problem with supervision
- I don't know
- I don't want to answer this question

### Are doctoral researchers involved in the process of director/professor/group leader hirings at your institution? \*

Please choose **only one** of the following:

- Yes, we have an active say
- Yes, but we don't have an active say
- No
- I don't know
- I don't want to answer this question

E.g. by giving a letter of recommendation or being asked for their opinion after a presentation by the applicant,....

## Anything regarding this section you would like to tell us?

Please write your answer here:

## Integration

In this section, we ask you how integrated you feel at your center/institute/unit in terms of language barriers and social integration and if you received support with administrative tasks.

Section 5/10

### For which of the following aspects did you receive support from your institute/center/unit? \*

Please choose **all** that apply:

- University enrollment
- Application to a graduate school
- Finding accommodation
- Registering at the local Resident Registration Office
- Visa for my residency
- Immigration office
- Translation of working contract and relevant documents
- None of the above
- I don't know
- I don't want to answer this question
- Other, please specify:

**Explanation 'support':** You may have received support to fulfill different administrative tasks and to give you guidance in the process. This support may have been in the form of an information document, personal e-mail or oral correspondence and has been given to you directly or at least upon request. Examples of 'support' can be checklists for University enrollment, visa application, or local resident registration etc.

### For which of the following aspects would you have needed more support from your institute/center/unit? \*

Please choose **all** that apply:

- University enrollment
- Application to a graduate school
- Finding accommodation
- Registering at the local Resident Registration Office
- Visa for my residency

- Immigration office
- Translation of working contract and relevant documents
- None of the above
- I don't know
- I don't want to answer this question
- Other, please specify:

## Do you speak German? \*

Only answer this question if the following conditions are met:

Answer was 'I don't want to answer this question' *or* 'Citizen outside the European Union (EU)' *or* 'Citizen within the European Union (EU)' at question '14 [A11]' (What is your citizenship? Should you have multiple citizenships, please select the one you feel best represented by.)

Please choose **only one** of the following:

- None
- Beginner (A1 - A2)
- Intermediate (B1- B2)
- Fluent (C1 - C2)
- Native
- I don't know
- I don't want to answer this question

## Is language an obstacle for communication with people at your institute/center/unit? \*

Only answer this question if the following conditions are met:

Answer was 'I don't want to answer this question' *or* 'Intermediate (B1- B2)' *or* 'Beginner (A1 - A2)' *or* 'None' at question '65 [H2]' (Do you speak German?)

Please choose **only one** of the following:

- Very much
- To some extent
- Rather not
- Not at all
- I don't know
- I don't want to answer this question

## Is all the important information (group internal, administrative, your contract/stipend) available in a language you understand? \*

Only answer this question if the following conditions are met:

Answer was 'None' *or* 'Beginner (A1 - A2)' *or* 'Intermediate (B1- B2)' *or* 'I don't want to answer this question' at question '65 [H2]' (Do you speak German?)

Please choose **only one** of the following:

- Yes, all of the information is available
- Most of the information is available
- Some of the information is available
- No, none of the information is available to me
- I don't know
- I don't want to answer this question

**Are there regular social activities in your group or at your institution (e.g., sports events, going out for dinner/drinks, discussion forums, movie nights, or respective online versions during the pandemic, etc.)? \***

Please choose **only one** of the following:

- Yes, and I attend them always
- Yes, and I attend them often
- Yes, and I attend them sometimes
- Yes, but I rarely attend them
- Yes, but I do not attend them
- No, there are no social activities
- I don't know
- I don't want to answer this question

**Anything regarding this section you would like to tell us?**

Please write your answer here:

## **Career development**

**In this section, we ask you about your career plans and how you evaluate the measures in place at your institute/center/unit to prepare you for your future career (publications, transferable skills, soft skills, etc.).**

Section 6/10

**Are you currently enrolled in a graduate school? \***

Please choose **only one** of the following:

- Yes, at my institution
- Yes, somewhere else
- No
- I don't know
- I don't want to answer this question

**Which field would you like to work in after completing your PhD? \***

Please choose the appropriate response for each item:

	<b>Very much</b>	<b>Rather yes</b>	<b>Indifferent</b>	<b>Rather not</b>	<b>Not at all</b>	<b>I don't know</b>	<b>I don't want to answer this question</b>
<b>Academia</b>							
<b>Non-academic scientific research</b>							
<b>Public sector science-related job (e.g. public relationships or science management)</b>							
<b>Private sector science-related job (e.g. public relationships or science management)</b>							
<b>Not science-related job</b>							
<b>Take an extended break</b>							
<b>Start my own business</b>							
<b>Further education (e.g. another PhD, MBA)</b>							

**Which of the following measures for your career development are supported by your center/institute/unit? \***

Please choose the appropriate response for each item:

	<b>Yes, to a great extent</b>	<b>Yes, to some extent</b>	<b>No</b>	<b>I don't know</b>	<b>I don't want to answer this question</b>
<b>Mobility period (e.g. internships, research stays,...)</b>					
<b>Language classes</b>					
<b>Mentoring</b>					
<b>Soft skill courses</b>					
<b>Practical courses (e.g. method- oriented courses, ...)</b>					
<b>Transition to a non-academic career (e.g. career fairs, career talks, networking possibilities,...)</b>					
<b>Career development office / Career center</b>					

**How does your center/institute/unit support you in learning German? \***

Only answer this question if the following conditions are met:

Answer was NOT 'German' at question '14 [A11]' (What is your citizenship? Should you have multiple citizenships, please select the one you feel best represented by.) *and* Answer was NOT 'Native' at question '65 [H2]' (Do you speak German?)

Please choose **all** that apply:

- My institution offers German courses
- My institution offers monetary support for external courses
- My institution permits attendance of courses during working hours
- My institution does not offer any support for learning German
- I don't know
- I don't want to answer this question

**Do you think that you are well trained for a job outside science/academia? \***

Please choose **only one** of the following:

- Very well prepared
- Well prepared
- Unprepared
- Very unprepared
- I don't know
- I don't want to answer this question

A job outside academia can be in industry or public service not related to publicly funded research institutions.

**Do you think you are well trained for a job inside science/academia? \***

Please choose **only one** of the following:

- Very well prepared
- Well prepared
- Unprepared
- Very unprepared
- I don't know
- I don't want to answer this question

**Anything regarding this section you would like to tell us?**

Please write your answer here:

## **Family**

In this section, we ask questions related to family life while conducting your doctoral research project. We are interested in whether you have children and how families are supported by your institute in terms of childcare, organizational and financial aspects.

Section 7/10

**Do you have or are you currently expecting children? \***

Only answer this question if the following conditions are met:

Answer was 'Yes, it is okay for me and I agree with the data protection regulations for these sensitive questions' at question '1 [A00]' (Would you like to be presented with these questions?)

Please choose **only one** of the following:

- I don't want to answer this question
- Yes
- No
- No, but I am planning to have one during my PhD

### **Your youngest child is... \***

Only answer this question if the following conditions are met:

Answer was 'Yes' at question '77 [J1]' (Do you have or are you currently expecting children?)

Please choose **only one** of the following:

- Not in external daycare (yet)
- In daycare or kindergarten
- In primary/elementary school
- In secondary school
- I don't know
- I don't want to answer this question

### **Are you considering having (more) children during your doctoral research project? \***

Only answer this question if the following conditions are met:

Answer was 'Yes, it is okay for me and I agree with the data protection regulations for these sensitive questions' at question '1 [A00]' (Would you like to be presented with these questions?)

Please choose **all** that apply:

- I don't want to answer this question
- Yes
- No, I do not want children (yet)
- No, because I don't have the money to support children
- No, because my working conditions are not family-friendly
- No, because I fear jeopardizing my career
- No, for other reason
- I don't know

### **Does your center/institute/unit offer support in childcare services? \***

Only answer this question if the following conditions are met:

----- Scenario 1 -----

Answer was at question '79 [J2]' (Are you considering having (more) children during your doctoral research project?)

----- or Scenario 2 -----

Answer was 'Yes' *or* 'No, but I am planning to have one during my PhD' at question '77 [J1]' (Do you have or are you currently expecting children?)

Please choose **all** that apply:

- Access to daycare
- Financial support for daycare
- Parent-friendly work environment
- Reimbursements for daycare during business travel



- Home office / mobile work
- There is no support
- I don't know
- I don't want to answer this question

**Do you feel there is sufficient support (financial and organizational) from your center/institute/unit for raising/caring for a child? \***

Only answer this question if the following conditions are met:

----- Scenario 1 -----

Answer was 'No, but I am planning to have one during my PhD' *or* 'Yes' at question '77 [J1]' (Do you have or are you currently expecting children?)

----- or Scenario 2 -----

Answer was at question '79 [J2]' (Are you considering having (more) children during your doctoral research project?)

Please choose **only one** of the following:

- Yes
- No
- I don't know
- I don't want to answer this question

**Do you have caring responsibility apart from children? \***

Please choose **only one** of the following:

- Yes
- No
- I don't know
- I don't want to answer this question

For example parents, relatives, ...

**Do you feel you are supported by your center/institute/unit in your caring responsibilities apart from children? \***

Only answer this question if the following conditions are met:

Answer was 'Yes, it is okay for me and I agree with the data protection regulations for these sensitive questions' at question '1 [A00]' (Would you like to be presented with these questions?) *and* Answer was 'Yes' at question '82 [J5]' (Do you have caring responsibility apart from children?)

Please choose **only one** of the following:

- Yes
- No
- I don't know
- I don't want to answer this question

**Do you feel able to unite your caring responsibilities with your PhD? \***

Only answer this question if the following conditions are met:

----- Scenario 1 -----

Answer was 'Yes' at question '77 [J1]' (Do you have or are you currently expecting children?)

----- or Scenario 2 -----

Answer was 'Yes' at question '82 [J5]' (Do you have caring responsibility apart from children?)

Please choose **only one** of the following:

- Very much
- To some extend
- Rather not
- Not at all
- I don't know
- I don't want to answer this question

**Is there anything regarding this section you would like to tell us?**

Please write your answer here:

## Power Abuse

In this section, we ask you about mechanisms for conflict resolution in place at your institute/center/unit, conflicts you are experiencing during your PhD, for instance with a superior and your satisfaction with the resolution of these conflicts.

Section 8/10

**Which of the following mechanisms are you aware of that can help you in case of a conflict with a superior? \***

Please choose **all** that apply:

- Institute Ombudsperson
- Section Ombudsperson
- Institute Works Council
- General Works Council
- Institute Equal Opportunity Officer
- Central Equal Opportunity Officer
- External law firm
- PhD Representatives
- Compliance officer of the Max Planck Society
- Medical services and counseling
- Security service
- I am not aware of any of the above
- I don't want to answer this question
- Other:

A superior in your working context is a person in a position of power over you, for example by having an influence on the success of your academic career or the prolongation of your working contract. Abuse of

power describes the behavior of a superior using their power for personal gain and/or to your disadvantage and can take many forms.

### **Did you ever report a conflict to one of the institutions above? \***

Please choose **only one** of the following:

- Yes
- No, although I had a serious conflict
- No, I never had any serious conflict
- I don't know
- I don't want to answer this question

### **Why did you not report your conflict? \***

Only answer this question if the following conditions are met:

Answer was 'No, although I had a serious conflict' at question '87 [F2]' (Did you ever report a conflict to one of the institutions above?)

Please choose **all** that apply:

- I wasn't sure whom to report it to
- I didn't think it would be resolved
- I felt the people who I could report to were not sufficiently trained to deal with it
- I was afraid of repercussions
- I didn't think the conflict was severe enough
- I could deal with it myself
- I don't know
- I don't want to answer this question
- Other:

### **With whom was the conflict? \***

Only answer this question if the following conditions are met:

Answer was 'No, although I had a serious conflict' *or* 'Yes' at question '87 [F2]' (Did you ever report a conflict to one of the institutions above?)

Please choose **all** that apply:

- Formal Supervisor
- Direct Supervisor
- Other Doctoral Researcher
- Other scientific staff
- Administrative Staff
- Technical staff
- I don't know I don't want to answer this question
- Other:

### **How satisfied were you with the consequences of your report? \***

Only answer this question if the following conditions are met:

Answer was 'Yes' at question '87 [F2]' (Did you ever report a conflict to one of the institutions above?)

Please choose **only one** of the following:

- Very dissatisfied
- Dissatisfied
- Neither satisfied nor dissatisfied
- Satisfied
- Very satisfied
- Still ongoing
- I don't know
- I don't want to answer this question

**While working at your institute/center/unit, have you at any point experienced unwanted behaviour that you would call "sexualized harassment"? \***

Only answer this question if the following conditions are met:

Answer was 'Yes, it is okay for me and I agree with the data protection regulations for these sensitive questions' at question '1 [A00]' (Would you like to be presented with these questions?)

Please choose **all** that apply:

- I don't want to answer this question
- Intrusive/unwanted looks and/or non-physical approaching, e.g. catcalling, whistling, staring,...
- Unwanted verbal remarks of a sexualized nature and/or obscene gestures, e.g. sexualized innuendos, jokes and comments on one's appearance,...
- Spreading sexualized information/rumors/lies about a person
- Unwanted material/messages/calls of sexual nature
- Unwanted touching or physical contact, e.g. patting my back, stroking, hugging,...
- Requests for sexual favors or unwelcome sexual advances
- Feeling pressured to engage with someone sexually
- Physical acts of sexual assault
- No, I have not been subject to sexual harassment
- I don't know
- Other:

**How often have you been subject to sexualized harassment? \***

Only answer this question if the following conditions are met:

----- Scenario 1 -----

Answer was at question '91 [F4]' (While working at your institute/center/unit, have you at any point experienced unwanted behaviour that you would call "sexualized harassment"?)

----- or Scenario 2 -----

Answer was at question '91 [F4]' (While working at your institute/center/unit, have you at any point experienced unwanted behaviour that you would call "sexualized harassment"?)

----- or Scenario 3 -----

Answer was at question '91 [F4]' (While working at your institute/center/unit, have you at any point experienced unwanted behaviour that you would call "sexualized harassment"?)

----- or Scenario 4 -----

Answer was at question '91 [F4]' (While working at your institute/center/unit, have you at any point experienced unwanted behaviour that you would call "sexualized harassment"?)

----- or Scenario 5 -----

Answer was at question '91 [F4]' (While working at your institute/center/unit, have you at any point experienced unwanted behaviour that you would call "sexualized harassment"?)

----- or Scenario 6 -----

Answer was at question '91 [F4]' (While working at your institute/center/unit, have you at any point experienced unwanted behaviour that you would call "sexualized harassment"?)

----- or Scenario 7 -----

Answer was at question '91 [F4]' (While working at your institute/center/unit, have you at any point experienced unwanted behaviour that you would call "sexualized harassment"?)

----- or Scenario 8 -----

Answer was at question '91 [F4]' (While working at your institute/center/unit, have you at any point experienced unwanted behaviour that you would call "sexualized harassment"?)

Please choose **only one** of the following:

- Once
- Occasionally
- Monthly
- Weekly
- Daily
- I don't know
- I don't want to answer this question

### Who was (were) the perpetrator(s) of sexualized harassment? \*

Only answer this question if the following conditions are met:

----- Scenario 1 -----

Answer was at question '91 [F4]' (While working at your institute/center/unit, have you at any point experienced unwanted behaviour that you would call "sexualized harassment"?)

----- or Scenario 2 -----

Answer was at question '91 [F4]' (While working at your institute/center/unit, have you at any point experienced unwanted behaviour that you would call "sexualized harassment"?)

----- or Scenario 3 -----

Answer was at question '91 [F4]' (While working at your institute/center/unit, have you at any point experienced unwanted behaviour that you would call "sexualized harassment"?)

----- or Scenario 4 -----

Answer was at question '91 [F4]' (While working at your institute/center/unit, have you at any point experienced unwanted behaviour that you would call "sexualized harassment"?)

----- or Scenario 5 -----

Answer was at question '91 [F4]' (While working at your institute/center/unit, have you at any point experienced unwanted behaviour that you would call "sexualized harassment"?)

----- or Scenario 6 -----

Answer was at question '91 [F4]' (While working at your institute/center/unit, have you at any point experienced unwanted behaviour that you would call "sexualized harassment"?)

----- or Scenario 7 -----

Answer was at question '91 [F4]' (While working at your institute/center/unit, have you at any point experienced unwanted behaviour that you would call "sexualized harassment"?)

----- or Scenario 8 -----

Answer was at question '91 [F4]' (While working at your institute/center/unit, have you at any point experienced unwanted behaviour that you would call "sexualized harassment"?)

Please choose **all** that apply:

- Formal supervisor
- Direct supervisor
- Other doctoral researcher
- Other scientific staff
- Administrative staff
- I don't know
- I don't want to answer this question
- Other:

**While working at your institute/center/unit, have you at any point witnessed unwanted behaviour that you would call "sexualized harassment"? \***

Only answer this question if the following conditions are met:

Answer was 'Yes, it is okay for me and I agree with the data protection regulations for these sensitive questions' at question '1 [A00]' (Would you like to be presented with these questions?)

Please choose **only one** of the following:

- Yes
- No
- I don't know
- I don't want to answer this question

**How often have you witnessed sexualized harassment? \***

Only answer this question if the following conditions are met:

Answer was 'Yes' at question '94 [F5]' (While working at your institute/center/unit, have you at any point witnessed unwanted behaviour that you would call "sexualized harassment"?)

Please choose **only one** of the following:

- Once
- Occasionally
- Monthly
- Weekly
- Daily
- I don't know
- I don't want to answer this question

**Who was (were) the perpetrator(s) of sexualized harassment? \***

Only answer this question if the following conditions are met:

Answer was 'Yes' at question '94 [F5]' (While working at your institute/center/unit, have you at any point witnessed unwanted behaviour that you would call "sexualized harassment"?)

Please choose **all** that apply:

- Formal supervisor
- Direct supervisor
- Other doctoral researcher
- Other scientific staff
- Administrative staff
- I don't know
- I don't want to answer this question
- Other:

**While working at your institute/center/unit, have you at any point been subject to any of these forms of bullying? \***

Only answer this question if the following conditions are met:

Answer was 'Yes, it is okay for me and I agree with the data protection regulations for these sensitive questions' at question '1 [A00]' (Would you like to be presented with these questions?)

Please choose **all** that apply:

- I don't want to answer this question
- Indirect bullying, e.g. spreading rumours, lies, making fun of a person, withholding information,...
- Destabilization, e.g. failure to give credit when due, constant non-constructive criticism, removal of responsibility, preventing access to opportunities,...
- Pressured overwork, e.g. impossible deadlines, unnecessary disruptions,...
- Verbal harassment, e.g. name-calling, insults, intimidation, yelling,...
- Social isolation, e.g. damage to friendship networks, exclusion,...
- Threat to professional status, e.g. degrading one's opinion, public professional humiliation, accusation regarding lack of effort, tampering with a person's work equipment,...
- Physical attack, e.g. pushing,...
- No, I have not been subject to bullying
- I don't know
- Other:

### How often have you been subjected to these forms of bullying? \*

Only answer this question if the following conditions are met:

----- Scenario 1 -----

Answer was at question '97 [F6]' (While working at your institute/center/unit, have you at any point been subject to any of these forms of bullying?)

----- or Scenario 2 -----

Answer was at question '97 [F6]' (While working at your institute/center/unit, have you at any point been subject to any of these forms of bullying?)

----- or Scenario 3 -----

Answer was at question '97 [F6]' (While working at your institute/center/unit, have you at any point been subject to any of these forms of bullying?)

----- or Scenario 4 -----

Answer was at question '97 [F6]' (While working at your institute/center/unit, have you at any point been subject to any of these forms of bullying?)

----- or Scenario 5 -----

Answer was at question '97 [F6]' (While working at your institute/center/unit, have you at any point been subject to any of these forms of bullying?)

----- or Scenario 6 -----

Answer was at question '97 [F6]' (While working at your institute/center/unit, have you at any point been subject to any of these forms of bullying?)

----- or Scenario 7 -----

Answer was at question '97 [F6]' (While working at your institute/center/unit, have you at any point been subject to any of these forms of bullying?)

Please choose **only one** of the following:

- Once
- Occasionally
- Monthly
- Weekly
- Daily
- I don't know
- I don't want to answer this question

### Who was (were) the perpetrator(s) of bullying? \*

Only answer this question if the following conditions are met:

----- Scenario 1 -----

Answer was at question '97 [F6]' (While working at your institute/center/unit, have you at any point been subject to any of these forms of bullying?)

----- or Scenario 2 -----

Answer was at question '97 [F6]' (While working at your institute/center/unit, have you at any point been subject to any of these forms of bullying?)

----- or Scenario 3 -----

Answer was at question '97 [F6]' (While working at your institute/center/unit, have you at any point been subject to any of these forms of bullying?)

----- or Scenario 4 -----

Answer was at question '97 [F6]' (While working at your institute/center/unit, have you at any point been subject to any of these forms of bullying?)

----- or Scenario 5 -----

Answer was at question '97 [F6]' (While working at your institute/center/unit, have you at any point been subject to any of these forms of bullying?)

----- or Scenario 6 -----

Answer was at question '97 [F6]' (While working at your institute/center/unit, have you at any point been subject to any of these forms of bullying?)

----- or Scenario 7 -----

Answer was at question '97 [F6]' (While working at your institute/center/unit, have you at any point been subject to any of these forms of bullying?)

Please choose **all** that apply:

- Formal supervisor
- Direct supervisor
- Other doctoral researcher
- Other scientific staff
- Administrative staff
- I don't know
- I don't want to answer this question
- Other:

## What did you perceive as the basis for bullying? \*

Only answer this question if the following conditions are met:

----- Scenario 1 -----

Answer was at question '97 [F6]' (While working at your institute/center/unit, have you at any point been subject to any of these forms of bullying?)

----- or Scenario 2 -----

Answer was at question '97 [F6]' (While working at your institute/center/unit, have you at any point been subject to any of these forms of bullying?)

----- or Scenario 3 -----

Answer was at question '97 [F6]' (While working at your institute/center/unit, have you at any point been subject to any of these forms of bullying?)

----- or Scenario 4 -----

Answer was at question '97 [F6]' (While working at your institute/center/unit, have you at any point been subject to any of these forms of bullying?)

----- or Scenario 5 -----

Answer was at question '97 [F6]' (While working at your institute/center/unit, have you at any point been subject to any of these forms of bullying?)

----- or Scenario 6 -----

Answer was at question '97 [F6]' (While working at your institute/center/unit, have you at any point been subject to any of these forms of bullying?)

----- or Scenario 7 -----



Answer was at question '97 [F6]' (While working at your institute/center/unit, have you at any point been subject to any of these forms of bullying?)

Please choose **all** that apply:

- Gender
- Ethnic group
- Age
- Physical properties (e.g. disability)
- Position of Power/Hierarchy
- I don't know
- I don't want to answer this question
- Other:

### **While working at your institute/center/unit, have you at any point witnessed bullying? \***

Only answer this question if the following conditions are met:

Answer was 'Yes, it is okay for me and I agree with the data protection regulations for these sensitive questions' at question '1 [A00]' (Would you like to be presented with these questions?)

Please choose **only one** of the following:

- Yes
- No
- I don't know
- I don't want to answer this question

### **How often have you witnessed bullying? \***

Only answer this question if the following conditions are met:

Answer was 'Yes' at question '101 [F7]' (While working at your institute/center/unit, have you at any point witnessed bullying?)

Please choose **only one** of the following:

- Once
- Occasionally
- Monthly
- Weekly
- Daily
- I don't know
- I don't want to answer this question

### **Who was (were) the perpetrator(s) of bullying? \***

Only answer this question if the following conditions are met:

Answer was 'Yes' at question '101 [F7]' (While working at your institute/center/unit, have you at any point witnessed bullying?)

Please choose **all** that apply:

- Formal supervisor
- Direct supervisor
- Other doctoral researcher
- Other scientific staff

- Administrative staff
- I don't know
- I don't want to answer this question

### **What did you perceive as the basis for bullying? \***

Only answer this question if the following conditions are met:

Answer was 'Yes' at question '101 [F7]' (While working at your institute/center/unit, have you at any point witnessed bullying?)

Please choose **all** that apply:

- Gender
- Ethnic group
- Age
- Physical properties (e.g. disability)
- Position of Power/Hierarchy
- I don't know
- I don't want to answer this question
- Other:

### **Have you ever felt discriminated against in your work environment because of one or more of the following? \***

Only answer this question if the following conditions are met:

Answer was 'Yes, it is okay for me and I agree with the data protection regulations for these sensitive questions' at question '1 [A00]' (Would you like to be presented with these questions?)

Please choose **all** that apply:

- Nationality
- Ethnicity
- Age
- Sexual orientation
- Gender identity
- Religion
- Disability
- Parenthood
- Pregnancy and maternity
- Mental Health
- I have not felt discriminated in my work environment so far
- I don't know
- I don't want to answer this question
- Other:

### **Is there anything regarding this section you would like to tell us?**

Please write your answer here:

You're experiencing a conflict, but do not know what to do about it? Please find the contacts where you can get help via [this link](#) in the MAX intranet or this [webpage](#).

This includes local persons you can go to but also a central office as well as an external and independent law firm that you can turn to to get help and not have to cope with your situation on your own!

Problems and conflicts can arise in any working environment and should not be ignored.

Especially, if you suffer from serious cases of bullying or sexualized harassment, please be aware that those might be cases of legal offense. Therefore, the German state protects you by law. Always remember, you are not alone in this situation and there are people who can help you!

## Mental health

In this section, we ask you about your well-being. With this section we acknowledge the obstacles, pressure to perform, as well as the impact the latter can have on your mental health.

The term “mental health” has been explained by many scholars. According to the WHO, it has been described as: "subjective well-being, perceived self-efficacy, [...] and self-actualization of one's intellectual and emotional potential, among others."

We want to, again, stress the importance of confidentiality and anonymity of the answers submitted during your participation in this survey. If you feel uncomfortable with the questions in this section, you will always have the option “I don’t want to answer this question”.

Since it is a particularly sensitive topic, we want to provide you with the option to not be presented with these questions.

Section 9/10

**Would you like to be presented with these questions? \***

Please choose **only one** of the following:

- Yes, it is okay for me
- No, I prefer not to see them

**Please read each statement below and then indicate how you feel right now, at this moment. \***

Only answer this question if the following conditions are met:

Answer was 'Yes, it is okay for me' at question '108 [D0]' (Would you like to be presented with these questions?)

Please choose the appropriate response for each item:

	Not at all	Somewhat	Moderately	Very much	I don't want to answer this question
I feel calm					
I feel tense					
I feel upset					
I feel relaxed					
I feel content					
I feel worried					

**Please read each statement below and then indicate how you generally feel. \***

Only answer this question if the following conditions are met:

Answer was 'Yes, it is okay for me' at question '108 [D0]' (Would you like to be presented with these questions?)

Please choose the appropriate response for each item:

	Not at all	Somewhat	Moderately	Very much	I don't want to answer this question
I am "calm, cool and collected"					
I feel that difficulties are piling up so that I cannot overcome them					
I worry too much over something that really doesn't matter					
I am happy					
I have disturbing thoughts					
I lack self-confidence					
I feel secure					
I take disappointments so keenly that I can't put them out of my mind					

**Over the last two weeks, how often have you been bothered by any of the following problems? \***

Only answer this question if the following conditions are met:

Answer was 'Yes, it is okay for me' at question '108 [D0]' (Would you like to be presented with these questions?)

Please choose the appropriate response for each item:

	<b>Not at all</b>	<b>Several days</b>	<b>More than half the days</b>	<b>Nearly every day</b>	<b>I don't want to answer this question</b>
<b>Little interest or pleasure in doing things</b>					
<b>Feeling down, depressed, or hopeless</b>					
<b>Trouble falling or staying asleep, or sleeping too much</b>					
<b>Feeling tired or having little energy</b>					
<b>Poor appetite or overeating</b>					
<b>Feeling bad about yourself - or that you are a failure or have let yourself or your family down</b>					
<b>Trouble concentrating on things such as reading the newspaper or watching television</b>					
<b>Moving or speaking so slowly that other people could have noticed? Or the opposite - being so fidgety or restless that you have been moving around a lot more than usual</b>					

**If you have been bothered by any problems, how difficult have any of the above mentioned problems made it for you to do your work? \***

Only answer this question if the following conditions are met:

Answer was 'Yes, it is okay for me' at question '108 [D0]' (Would you like to be presented with these questions?)

Please choose **only one** of the following:

- Not difficult at all
- Somewhat difficult
- Very difficult
- Extremely difficult
- I have not been bothered by any problems
- I don't know
- I don't want to answer this question

**You answered 'I don't want to answer this question' for all questions in block D. We would be interested in your reasons for not answering. \***

Only answer this question if the following conditions are met:

Answer was 'I don't want to answer this question ' or 'I don't want to answer this question ' or 'I don't want to answer this question ' or 'I don't want to answer this question ' or 'I don't want to answer this question ' at question '109 [D1]' (Please read each statement below and then indicate how you feel right now, at this moment. (I feel worried)) *and* Answer was 'I don't want to answer this question ' or 'I don't want to answer this question ' or 'I don't want to answer this question ' or 'I don't want to answer this question ' or 'I don't want to answer this question ' at question '109 [D1]' (Please read each statement below and then indicate how you feel right now, at this





Please choose **only one** of the following:

- I haven't heard about it
- I have heard about it but never used it.
- I have used it
- I don't want to answer this question

## **How satisfied are you with the experience of using EMAP?**

Only answer this question if the following conditions are met:

Answer was 'I have used it' at question '115 [D7]' ( What is your experience with EMAP system? )

Please choose **only one** of the following:

- Very satisfied
- Satisfied
- Neither/nor
- Dissatisfied
- Very dissatisfied
- I don't want to answer this question

**Your mental health is utmost important for the success of your doctoral research project, but also for a happy and fulfilled private life. This survey aims to raise awareness amongst you, your colleagues and the scientific community.**

**Please do not hesitate to turn to one of the included help lines, friends or your doctoral representatives, if especially emotionally touched by these questions.**

**Help lines:**

**EMAP - A free counseling service for all MPS employees:**

**EMAP is a service by the Max Planck Society to provide support in dealing with professional or personal problems that affect your well-being and mental health. Find more information [here](#).**

## **COVID-19**

In this section, we are asking questions on how the COVID-19 pandemic influenced your work as a doctoral researcher.

Section 10/10

### **Did you test positive (PCR) for COVID-19 at some point? \***

Only answer this question if the following conditions are met:

Answer was 'Yes, it is okay for me and I agree with the data protection regulations for these sensitive questions' at question '1 [A00]' (Would you like to be presented with these questions?)

Please choose **only one** of the following:

- I don't want to answer this option
- Yes
- No, but I had a positive antibody blood test
- No



## How do you perceive the COVID-19 pandemic to have impacted the following factors? \*

Please choose the appropriate response for each item:

	very positively	positively	neutral	negatively	very negatively	no base for comparison in my case	I don't know	I don't want to answer this question
Accessibility to equipment/data/methods								
Supervision								
Satisfaction with available time to spend on my research project								
General working productivity								
Work environment and atmosphere								
Networking opportunities								
Workload								
Career development								

## Are you expecting a delay in your PhD due to COVID-19? \*

Please choose **only one** of the following:

- Yes
- No
- I don't know
- I don't want to answer this question

## How long do you expect the COVID-19 related delay of your PhD to be? \*

Only answer this question if the following conditions are met:

Answer was 'Yes' at question '120 [K3]' (Are you expecting a delay in your PhD due to COVID-19?)

Please choose **only one** of the following:

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- 7 months
- 8 months
- 9 months
- 10 months
- 11 months
- 12 months
- 13 months
- 14 months
- 15 months

- 16 months
- 17 months
- 18 months
- more than 18 months
- I don't want to answer this question

### **How did the pandemic change your caring responsibilities for your children and how did it influence your workload? \***

Only answer this question if the following conditions are met:

Answer was 'Yes' at question '77 [J1]' (Do you have or are you currently expecting children?)

Please choose **all** that apply:

- My caring responsibilities did not change.
- I had more caring responsibilities (e.g. KiTa closed, Homeschooling, caring for elderlies).
- I had fewer caring responsibilities (e.g. help by others, visitor restrictions).
- The additional caring duties made it difficult to keep up with my work.
- The additional caring duties caused me to work at different times than usual (e.g. evening/night).
- My working efficiency decreased due to the enhanced caring responsibilities.
- I enjoyed being able to have more time together with my children/person in care.
- I am not able to work from home due to my caring responsibilities.
- I don't know
- I don't want to answer this question
- Other:

### **How did the pandemic change your further caring responsibilities apart from children and how did it influence your workload? \***

\*

Only answer this question if the following conditions are met:

Answer was 'Yes' at question '82 [J5]' (Do you have caring responsibility apart from children?)

Please choose **all** that apply:

- It did not change/does not apply.
- I had more caring responsibilities (e.g. KiTa closed, Homeschooling, caring for elderlies).
- My caring responsibilities did not change.
- I had fewer caring responsibilities (e.g. help by others, visitor restrictions)
- The additional caring duties made it difficult to keep up with my work.
- The additional caring duties caused me to work at different times than usual (e.g. evening/night).
- My working efficiency decreased due to the enhanced caring responsibilities
- I enjoyed being able to have more time together with my children/elderlies
- I am not able to work from home due to my caring responsibilities
- I don't know
- I don't want to answer this question
- Other:

### **How was your working situation during the pandemic? \***

Please choose the appropriate response for each item:

							<b>I don't want to answer this question</b>	<b>Does not apply</b>
	<b>never</b>	<b>rarely</b>	<b>sometimes</b>	<b>often</b>	<b>always</b>			

**I wanted to work from home**

**I could work from home**

**I had to work from home**

**I wanted to go to my institute**

**I could go to my institute**

**I had to go to my institute**

**How many months did you spend mostly in home office since the start of the pandemic?**

**\***

Please choose **only one** of the following:

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- 7 months
- 8 months
- 9 months
- 10 months
- 11 months
- 12 months
- 13 months
- 14 months
- 15 months
- 16 months
- 17 months
- 18 months
- 19 months
- 20 months
- 21 months
- I don't want to answer this question

**Did you feel safe and protected against a potential COVID-19 infection when working in the institute? \***

Please choose **only one** of the following:

- Yes
- No
- Does not apply
- I don't want to answer this question

**Which COVID-19 support did your institute implement/provide/offer for you? \***

Please choose **all** that apply:

- Extension of contracts

- One-time financial bonus
- Financial support for home office equipment
- Office equipment can be taken home (e.g. chair, computer)
- Mental health support
- Regular COVID testing
- Opportunity to do home office
- Opportunity to work on home office from another country
- Reduced office/room occupation density
- Supply for masks
- Access to software/resources via remote desktop
- None
- I don't know
- I don't want to answer this question
- Other:

## How has the COVID-19 pandemic impacted your personal life? \*

Please choose the appropriate response for each item:

	very positively	positively	neutral	negatively	very negatively	no base for comparison in my case	I don't know	I don't want to answer this question
The number of holidays taken compared to before COVID-19								
Quality of leisure time								
Quantity of leisure time								
Contact with relatives								
My social contacts (e.g. friends/colleagues)								
Separation between work and leisure time								
Financial situation								

## To which degree would you like to keep work options offered during the COVID-19 pandemic afterwards? \*

Please choose the appropriate response for each item:

	not at all	rather not	to some extent	very much	I never had the option	I don't know	I don't want to answer this question
Work from home/ home office							
Flexible working hours / "Vertrauensarbeitszeit"							
Less people in the lab/office							

	<b>not at all</b>	<b>rather not</b>	<b>to some extent</b>	<b>very much</b>	<b>I never had the option</b>	<b>I don't know</b>	<b>I don't want to answer this question</b>
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**Video calls/meetings**  
**Online conference**

## **How satisfied are you with how your institute/center/unit handled the pandemic situation? \***

Please choose **only one** of the following:

- very satisfied
- satisfied
- neither/nor
- dissatisfied
- very dissatisfied
- does not apply
- I don't want to answer this question

## **Is there anything regarding this section you would like to tell us?**

Please write your answer here:

## **One last question**

### **Would you recommend doing a doctoral research project at your center/institute to a friend? \***

Please choose **only one** of the following:

- Yes
- No
- I don't know
- I don't want to answer this question

## **The end**

*Anything regarding the survey you would like to tell us?*

Please write your answer here:

Thank you very much for your participation in the 2021 survey!

The data of this survey is invaluable for the realistic assessment of the situation of doctoral researchers in the Max Planck Society and the basis for future improvement for our situation. We will carefully analyse the results after the survey closes and will publish the aggregated survey results in the form of a report as soon as they are available.

This questionnaire has been developed in the framework of N2 the 'Network of Networks'. It represents more than 16.000 doctoral researchers of the Max Planck Society, the Helmholtz Association, the IPP community Mainz, and the Leibniz Association. It aims to promote doctoral researchers, focusing on working conditions, career development, supervision, and equal opportunities.

Our survey report 2020 has been released recently, you can have a look [here](#).

For any questions, comments and concerns, you are welcome to contact us via email [survey.group@phdnet.mpg.de](mailto:survey.group@phdnet.mpg.de) or to get in touch with us directly.

22.11.2021 – 23:59

Submit your survey.

Thank you for completing this survey.