

N2 Survey 2021 - Helmholtz

German version below!

Welcome to the N² Survey 2021,

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

Please be aware that this survey is performed in English. For legal reasons and to ensure everyone understands it, we will provide the informations for data protection in both German and English language. Our privacy notice is also available in both languages, however only the German one is legally binding.

Declaration of consent according the EU General Data Protection Regulation (GDPR)

Please take the time and carefully read our privacy notice. You can find it attached to the invitation mail to this survey and also via this link (**click here** (<https://drive.google.com/file/d/1uEhbzUPMxTUfcW1eMcOHpjpRdRH8x7IJ/view?usp=sharing>)).

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.

To be allowed to collect and handle this data, we need your consent (note the checkbox below). Please be aware that we also collect data that is rendered sensitive data according the DSGVO, including questions to your gender, sexual orientation, ethnicity, migrational background, mental and physical health, handicaps, parenting and pregnancy as well as religion. For these questions we ask you additionally for your consent on the next page. Split from your agreement on this page, you also have the option to reject being presented those sensitive questions at all. If you decide to have a look at those questions the first answer to this question always will be "I don't want to answer this question" – allowing you to choose later on as well.

While filling the survey your IP-address is technically known to the survey collection service provider LimeSurvey GmbH and is deleted as you leave the website. During the survey no identifiers, according to the GDPR, such as your name, mail address IP-address, are collected and stored in the data sets.

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 Helmholtz Juniors.

Any publication or sharing of information with groups outside the survey group will comply with the General Data Protection Regulation (GDPR) (<https://www.bundesregierung.de/breg-en/service/information-material-issued-by-the-federal-government>). 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).

According to the GDPR you also got the right of access, rectification, erasure, restriction of processing and data portability. You also can object to the usage of the data at any time. In this case, please file any of these requests to heju-survey@listserv.dfn.de (<mailto:heju-survey@listserv.dfn.de>) or m.schrader@hzdr.de (<mailto:m.schrader@hzdr.de>).

For more information, please consult our data protection document (click here (https://drive.google.com/file/d/1H4j2v0IDwOdIrY_Xc0fgh3fd4nWX42O2/view?usp=sharing))!

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 heju-survey@listserv.dfn.de (<mailto:heju-survey@listserv.dfn.de>) or m.schrader@hzdr.de (<mailto:m.schrader@hzdr.de>).

By clicking the checkbox and 'Next', you accept the terms and conditions listed above, including the use of the provided data in case you complete the survey. More information regarding our data security policy can be found [here](https://drive.google.com/file/d/1uEhbzUPMxTUfcW1eMcOHjpRdRH8x7IJ/view?usp=sharing) (<https://drive.google.com/file/d/1uEhbzUPMxTUfcW1eMcOHjpRdRH8x7IJ/view?usp=sharing>) (Mandatory information according to §13 und 14 GDPR).

Willkommen zur N² Umfrage 2021,

Vielen Dank für deine Teilnahme! Diese freiwillige Umfrage wird unter allen Promovierenden der Helmholtz Gemeinschaft, des IPP Mainz, der Leibniz Gemeinschaft und Max-Planck-Gesellschaft durchgeführt. Diese arbeiten unter „N² - The network of networks“ zusammen und vertreten die Promovierenden ihrer jeweiligen Organisationen.

Bitte beachte, dass diese Umfrage in englischer Sprache durchgeführt wird. Aus rechtlichen Gründen und zum Sicherstellen bestmöglicher Verständlichkeit stellen wir die Informationen zum Datenschutz sowohl auf Deutsch als auch englisch zur Verfügung. Unsere Datenschutzhinweise sind ebenso in beiden Sprachen verfasst, wobei lediglich die deutsche Fassung rechtlich bindend ist.

Einwilligungserklärung gemäß Datenschutz-Grundverordnung (DSGVO)

Wir nehmen den Datenschutz sehr ernst. Bitte nimm dir deswegen die Zeit und lies dir unsere Datenschutzhinweise durch. Diese findest du bei der Einladungsmail zu dieser Umfrage und auch unter folgendem Link: Datenschutzhinweise (hier (<https://drive.google.com/file/d/1uEhbzUPMxTUfcW1eMcOHjpRdRH8x7IJ/view?usp=sharing>))

Ziel der Umfrage ist es, ein umfangreiches und klares Bild über die Promotions- und Arbeitsbedingungen der Promovierenden der deutschen außeruniversitären Forschungseinrichtungen zu entwickeln. Dies beinhaltet: Demographie, Arbeitsbedingungen, die Qualität der Betreuung, familiäre Betreuungsaufgaben, Erfahrungen mit Machtmissbrauch und Diskriminierung, mentale Gesundheit sowie den Einfluss von COVID-19.

Für die Erhebung und Verarbeitung dieser Daten benötigen wir deine Einwilligung (Checkbox am Ende dieser Ausführungen).

Außerdem erheben wir Daten die gemäß des DSGVO als sensitiv gewertet werde. Diese beinhalten Fragen zu Geschlechtsidentitäten, sexueller Orientierung, ethnische Zugehörigkeit, Migrationshintergrund, mentale und physische Gesundheit, körperliche und psychische Beeinträchtigungen, Elternschaft und Schwangerschaft sowie Religion. Für diese Fragen werden wir dich um eine gesonderte Einwilligung auf der nächsten Seite bitten. Losgelöst von der Einwilligung auf dieser Seite, hast du somit die Möglichkeit diese Fragen ausblenden zu lassen. Entscheidest du dich dafür die Fragen gezeigt zu bekommen, lautet darüber hinaus die erste Antwortmöglichkeit zu diesen Fragen immer „I don't want to answer this question“, was dir ermöglicht, dich auch später zu entscheiden.

Aus technischen Gründen ist, während du dich auf der Seite der Umfrage befindest, deine IP-Adresse unseren Umfrage-Dienstleister LimeSurvey GmbH bekannt. Die IP-Adresse wird jedoch nicht archiviert und wird nach dem Verlassen der Webseite automatisch gelöscht. Es werden keine identifizierbaren Merkmale gemäß DSGVO, zum Beispiel dein Name, IP-Adresse oder deine Mail-Adresse abgefragt oder im Datensatz gespeichert.

Bitte sei versichert, dass deine persönlichen Informationen und Daten vertraulich und mit großer Sorgfalt behandelt werden. Sie sind außerdem nur den Mitgliedern der Arbeitsgruppe „Survey“ der Helmholtz Juniors zugänglich. Die Auswertung der Daten erfolgt ausschließlich durch Mitglieder der Arbeitsgruppe „Survey“ der Helmholtz Juniors.

Jegliche Publikation oder Weitergabe von Informationen außerhalb der Arbeitsgruppe „Survey“ erfolgt streng nach den Maßgaben der [Datenschutz-Grundverordnung](https://www.bundesregierung.de/breg-de/service/publikationen/die-eu-datenschutz-grundverordnung-727550) (DSGVO (<https://www.bundesregierung.de/breg-de/service/publikationen/die-eu-datenschutz-grundverordnung-727550>)).

Weiterhin werden ausschließlich aggregierte und anonymisierte Daten mit der Doktorandenvertretung sowie den Leitungen der jeweiligen Zentren sowie der Helmholtz Gemeinschaft geteilt.

Gemäß der DSGVO hast du verschiedene Rechte. Diese beinhalten das Recht auf Auskunft, Berichtigung, Löschung und Widersprechen einzelner Verarbeitungsschritte sowie der Weitergabe der Daten an Dritte.

Darüber hinaus kannst du jederzeit deine Einwilligung gänzlich widerrufen.

In allen Fällen richte deine Anfrage bitte an heju-survey@listserv.dfn.de (<mailto:heju-survey@listserv.dfn.de>) oder m.schrader@hzdr.de (<mailto:m.schrader@hzdr.de>).

Für weitere Informationen wirf einen Blick auf unsere Datenschutzhinweise (hier (<https://drive.google.com/file/d/1uEhbzUPMxTUfcW1eMcOHpjpRdRH8x7IJ/view?usp=sharing>))!

Du kannst auch jederzeit die Umfrage pausieren und die Umfrage später mit deinem personalisierten Link fortführen. Bitte beachte, dass ausschließlich vollständige Datensätze analysiert werden können.

Um die Repräsentanz dieser Umfrage sicher zu stellen ist es wichtig, dass die Mehrheit der Promovierenden an der Umfrage teilnimmt. Diese Umfrage nimmt etwa **30 - 40 Minuten** in Anspruch.

Solltest du Fragen, Anregungen, Wünsche oder technische Probleme melden möchtest kannst du uns jederzeit über heju-survey@listserv.dfn.de (<mailto:heju-survey@listserv.dfn.de>) oder m.schrader@hzdr.de (<mailto:m.schrader@hzdr.de>) erreichen.

Durch markieren der Checkbox und dem drücken auf „Next“ stimmst du der Teilnahme an der Umfrage zu und willigst auch der Nutzung und Erhebung deiner Daten gemäß unserer Datenschutzhinweise ein.

There are 132 questions in this survey.

Sensitive question

German version below!

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 GDPR 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 (click here (<https://drive.google.com/file/d/1uEhbzUPMxTUfcW1eMcOHpjpRdRH8x7IJ/view?usp=sharing>)).

With selecting "Yes, it is okay for me." and "Next" you accept the terms and conditions listed on the previous page and above, including the use of the provided data in case you complete the survey. More information regarding our data security policy can be found here (Pflichtinformation nach §13 und 14 DSGVO, attached).

Diese Umfrage beinhaltet Fragen welche als sensitiv und sehr persönlich angesehen werden können. Dies beinhaltet Fragen zu Geschlechtsidentitäten, sexueller Orientierung, ethnische Zugehörigkeit, Migrationshintergrund, mentaler und physischer

Gesundheit, körperlicher und psychischer Beeinträchtigungen, Elternschaft und Schwangerschaft sowie Religion.

Für diese Fragen lautet die erste Antwortmöglichkeit immer „I don't want to answer this question“.

Aufgrund der sensiblen Natur dieser Fragen möchten wir dir jedoch auch die Möglichkeit geben, diese gänzlich ausblenden zu lassen. Wir erachten es jedoch als sehr wichtig diese Fragen zu stellen, da sie Schlüsselfaktoren für das Wohlergehen der Promovierenden sowie deren Arbeitsumfeld darstellen. Außerdem möchten wir die Diversität unserer Organisationen besser und umfangreicher verstehen. So werden die erhobenen Daten zum Beispiel genutzt um Diskriminierung besser zu verstehen.

Fühlen sich zum Beispiel 50 Personen aufgrund ihrer sexuellen Orientierung am Arbeitsplatz diskriminiert, lässt dies noch keine ausführliche Aussage zu. So könnten diese 50 Personen nur 2% der Promovierenden, welche sich der LGBTIQ+ Community zugehörig fühlen, oder 100% ausmachen. Während im ersten Fall natürlich jeder Einzelfall von Diskriminierung einer zu viel ist, so könnte der zweite Fall auf schwerwiegende strukturelle Probleme hinweisen.

Sei versichert, dass wir den Schutz deiner Daten sehr ernst nehmen und den Maßgaben der DSGVO folgen! Weitere Informationen findest du in unseren Datenschutzhinweisen (click here (<https://drive.google.com/file/d/1uEhbzUPMxTUfcW1eMcOHpjpRdRH8x7IJ/view?usp=sharing>)).

Mit der Wahl von „Yes, it is okay for me I agree with the data protection regulations for these sensitive questions!“ stimmst du der Teilnahme an den sensiblen Fragen der Umfrage zu und willigst auch der Nutzung und Erhebung deiner Daten gemäß unserer Datenschutzhinweisen ein.

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 N² survey 2019? *

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

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

Which institute/section/center are you associated with? *

❗ Choose one of the following answers

❗ If you choose 'Other:' please also specify your choice in the accompanying text field.

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

- ☐ AWI (Alfred Wegener Institute)
- ☐ CISPA (Helmholtz Centre for Information Security)
- ☐ DESY (Deutsches Elektronen-Synchrotron)
- ☐ DKFZ (German Cancer Research Centre)
- ☐ DLR (German Aerospace Centre)
- ☐ DZNE (German Centre for Neurodegenerative Diseases)
- ☐ FZJ (Forschungszentrum Jülich)
- ☐ GEOMAR (Helmholtz Centre for Ocean Research)
- ☐ GFZ (German Research Centre for Geosciences)
- ☐ GSI (Helmholtz Centre for Heavy Ion Research)
- ☐ HMGU (German Research Centre for Environmental Health)
- ☐ HZB (Helmholtz Zentrum Berlin for Materials and Energy)
- ☐ HZDR (Helmholtz Zentrum Dresden-Rossendorf)
- ☐ Hereon (Helmholtz Zentrum Hereon)
- ☐ HZI (Helmholtz Centre for Infection Research)
- ☐ MDC (Max Delbrück Center for Molecular Medicine)
- ☐ UFZ (Helmholtz Centre for Environmental Research)
- ☐ I don't want to answer this question

☐ Other

Comments: Institute-specific data can be useful to facilitate change in single institutes but needs to be balanced with the need to reduce data collected and ensure anonymity. "Associated" was chosen as a word because it also includes PhDs who are not officially employed by the institutes but only working at the institutes.

Which field (subject) are you working in?

Please choose only one of the following:

*

❗ If you choose 'Other:' please also specify your choice in the accompanying text field.

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 *

❗ If you choose 'Other:' please also specify your choice in the accompanying text field.

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? *

❶ Choose one of the following answers

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? *

❶ Choose one of the following answers

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? *

❗ Choose one of the following answers

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?)

❗ Check all that apply

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 from Helmholtz)
- ☐ Contract (external/guest 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

Explanation: A contract is usually paid according to the TVöD / TVL system (e.g. 50% or 65%) and also includes the funding contract. With a stipend, you are not legally bound to your workplace but also do not pay into the social security system.

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 ?)

❗ Choose one of the following answers

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 ?)

❗ Choose one of the following answers

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 this question

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 ?)

📌 Check all that apply

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?

*

❗ Choose one of the following answers

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 know
- ☐ I don't want to answer this question

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)? *

❶ Choose one of the following answers

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 know
- ☐ I don't want to answer this question

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? *

❶ Choose one of the following answers

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? *

❶ Choose one of the following answers

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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parental leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wrap-up phase after completion of the PhD project	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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? *

🔔 Check all that apply

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?)

❗ Choose one of the following answers

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?)

🗖 Check all that apply

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? *

❶ Choose one of the following answers

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
- ☐ 15
- ☐ 16
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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
Supervision	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vacation days	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for international doctoral researchers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bureaucracy and administrative support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Internal workshops and skills trainings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Contribution to science	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Technical support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Science communication and outreach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Psychological support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Laboratory equipment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Office equipment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Scientific support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work environment and atmosphere	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social life at the institute	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Very satisfied	Satisfied	Neither/nor	Dissatisfied	Very dissatisfied	Does not apply	I don't want to answer this question
Adherence to good scientific practice in my work environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for implementing Open Science practices at your institute	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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?)

📌 Check all that apply

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? *

❗ Choose one of the following answers

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 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? *

❶ The sum must equal 100.

❷ Each answer must be between 0 and 100

❸ Only integer values may be entered in these fields.

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, 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? *

❶ Choose one of the following answers

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)? *

❗ Check all that apply

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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of permanent positions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Applying for and obtaining funding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Service to society	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mobility (i.e., work in different countries or cities)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Compatibility of own career plans with career plans of partner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Compatibility of own career plans with having children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interesting work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diversity of work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Science communication and outreach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Self-fulfillment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Skill development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vacation days	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Salary and benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bureaucracy and administrative support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Workshops and skills trainings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Contribution to science	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Technical support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Science communication and outreach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Psychological support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Laboratory equipment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Office equipment (e.g., computer, software, own desk etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Scientific support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for foreign employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work environment and atmosphere	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social life at the institute	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Not at all	Rather not	To some extent	Very much	Does not apply	I don't want to answer this question
Support for implementing Open Science practices at your institute	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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?

*

🔴 Check all that apply

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:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Formal supervisor:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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:

	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 treats me professionally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor is well informed about my field of research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor is available when I need advice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor is well informed about my current state of PhD project	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor has strict requirements for my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor has clear requirements for my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor is open to and respects my research ideas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor supports my professional development (establishing contacts, recommending conferences...)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor gives constructive feedback	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor encourages me to work independently	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor treats me politely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor adheres to good scientific practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor has good leadership skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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
My supervisor treats me professionally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor is well informed about my field of research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor is available when I need advice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor is well informed about my current state of PhD project	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor has strict requirements for my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor has clear requirements for my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor is open to and respects my research ideas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor supports my professional development (establishing contacts, recommending conferences...)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor gives constructive feedback	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor encourages me to work independently	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor treats me politely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor adheres to good scientific practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor has good leadership skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Did you ever encounter problems regarding your supervision? *

❗ Check all that apply

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 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? *

🗖 Check all that apply

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? *

❶ Check all that apply

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? *

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:

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

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

Please choose the appropriate response for each item:

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

How does your center/institute 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?)

🔴 Check all that apply

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:

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

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?)

📌 Check all that apply

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 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?)

❶ Check all that apply

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 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 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, 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? *

📌 Check all that apply

Please choose **all** that apply:

- ☐ Ombudsperson
- ☐ Human Ressources
- ☐ Works Council
- ☐ Equal Opportunity Officer
- ☐ Graduate School
- ☐ PhD Representatives
- ☐ Medical services and counseling
- ☐ Security service
- ☐ I am not aware of any of the above
- ☐ I don't know
- ☐ 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?)

🗖 Check all that apply

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
- ☐ 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, 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?)

❗ Check all that apply

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, 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, 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, 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, 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, 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, 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, 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, have you at any point experienced unwanted behaviour that you would call "sexualized harassment"?)

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

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

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, 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, 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, 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, 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, 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, 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, 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, have you at any point experienced unwanted behaviour that you would call "sexualized harassment"?)

i Check all that apply

Please choose **all** that apply:

☐ I don't want to answer this question

☐ Formal supervisor

☐ Direct supervisor

☐ Other doctoral researcher

☐ Other scientific staff

☐ Administrative staff

☐ I don't know

☐ Other:

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

🔔 Check all that apply

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, 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?)

🔔 Check all that apply

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, 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, 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, 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, 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, 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, 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, have you at any point been subject to any of these forms of bullying?)

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

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

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, 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, 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, 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, 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, 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, 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, have you at any point been subject to any of these forms of bullying?)

🔴 Check all that apply

Please choose **all** that apply:

☐ I don't want to answer this question

☐ Formal supervisor

☐ Direct supervisor

☐ Other doctoral researcher

☐ Other scientific staff

☐ Administrative staff

☐ I don't know

☐ 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, 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, 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, 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, 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, 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, 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, have you at any point been subject to any of these forms of bullying?)

🗖 Check all that apply

Please choose **all** that apply:

☐ I don't want to answer this question

☐ Gender

☐ Ethnic group

☐ Age

☐ Physical properties (e.g. disability)

☐ Position of Power/Hierarchy

☐ I don't know

☐ Other:

While working at your institute/center, 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?)

❗ Choose one of the following answers

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, have you at any point witnessed bullying?)

❗ Choose one of the following answers

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, have you at any point witnessed bullying?)

📌 Check all that apply

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, have you at any point witnessed bullying?)

📌 Check all that apply

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?)

❗ Check all that apply

Please choose **all** that apply:

- ☐ I don't want to answer this question
- ☐ 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
- ☐ Other:

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

Please write your answer here:

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.

If you think, this might be applicable to you, please reach out to your centers resources (Ombudspersons, Workers Council or Human Resources) and state your case.

Always remember, you are not alone in this situation and there are people who can help you!

You can also contact your local doctoral representatives, who will help you to find the right place to go to.

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.

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Would you like to be presented with these questions? *

🗳️ Choose one of the following answers

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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel tense	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel upset	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel relaxed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel content	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel worried	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that difficulties are piling up so that I cannot overcome them	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I worry too much over something that really doesn't matter	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am happy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have disturbing thoughts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I lack self-confidence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel secure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I take disappointments so keenly that I can't put them out of my mind	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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:

	Not at all	Several days	More than half the days	Nearly every day	I don't want to answer this question
Little interest or pleasure in doing things	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feeling down, depressed, or hopeless	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Trouble falling or staying asleep, or sleeping too much	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feeling tired or having little energy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Poor appetite or overeating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feeling bad about yourself - or that you are a failure or have let yourself or your family down	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Trouble concentrating on things such as reading the newspaper or watching television	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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?)

❗ Choose one of the following answers

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

Only answer this question if the following conditions are met:

Are you aware of your centers/institutes mental health resources?

*

❶ Choose one of the following answers

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

- ☐ No, I am not aware of any
- ☐ Yes, but I have never used them
- ☐ Yes and I was satisfied
- ☐ Yes, but I was not satisfied
- ☐ I don't want to answer this question

Anything regarding this section you would like to tell us?

Please write your answer here:

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.

Most Helmholtz centers have psychological counseling available, which can be used by any doctoral researcher free of charge and within their working time.

If you need help, contact the applicable service from your center:

Center	Name of person/service	Mail/phone
AWI (Alfred Wegener Institute)	Ute Seemann-Herbst (BAZ Bremen)	seemann@baz-hb.de
CISPA (Helmholtz Centre for Information Security)	Psychological Help (UdS)	info@wips-saar.de; (0681) 302 71031; Alternative: (0681) 302 71021
DESY (Deutsches Elektronen-Synchrotron)	Health management	bgm@desy.de; +49 40 8998 2171
DKFZ (German Cancer Research Centre)	See intranet	https://intranet.dkfz-heidelberg.de/English/Adminstab/persabt/BGM/Angebot/PsychBeratung/intern/Pages/default.aspx
DLR (German Aerospace Centre)	Health Management (AI-RP)	Hotline service 0800 724 055 6, and specific contacts at few centres
DZNE (German Centre for Neurodegenerative Diseases)	pme Familienservice	0800 801007000
FZJ (Forschungszentrum Jülich)	Pia Mertens; Anne-Kathrin Paulus	p.mertens@fz-juelich.de; a.k.paulus@fz-juelich.de
GEOMAR (Helmholtz Centre for Ocean Research)	See Intranet	https://intranet.geomar.de/leitungsgremien/hse/mental-health-unterstuetzungsprogramm-fuer-beschaefigte-und-fuehrungskraefte/

Center	Name of person/service	Mail/phone
GFZ (German Research Centre for Geosciences)	benefit@work	info@benefit-at-work.de; 0331-231 879 40
GSI (Helmholtz Centre for Heavy Ion Research)	See Intranet	https://www.gsi.de/work/organisation/stabsabteilungen_stellen/sicherheit_und_entsorgung/betriebliches_gesundheitsmanagement
HMGU (German Research Centre for Environmental Health)	Alexander Witt, Petra Ritter	sozialberatung.witt@helmholtz-muenchen.de; sozialberatung.ritter@helmholtz-muenchen.de
HZB (Helmholtz Zentrum Berlin for Materials and Energy)	benefit@work; Company doctor Peter Rappert	0800 976 976 0; peter.rappert@helmholtz-berlin.de
HZDR (Helmholtz Zentrum Dresden-Rossendorf)	Katrin Mähler, Bad GmbH	katrin.maehler@bad-gmbh.de
Hereon (Helmholtz Zentrum Hereon)	meinEAP	0800 - 280 280 5
HZI (Helmholtz Centre for Infection Research)	Center physician: Viktoriya Busche	Personalentwicklung: PE20@helmholtz-hzi.de Personalabteilung: personalabteilung@helmholtz-hzi.de Betriebsarzt: betriebsarzt@helmholtz-hzi.de
MDC (Max Delbrück Center for Molecular Medicine)	Sylvie Tappert	030/ 28 37 25 71 / sylvie.tappert@therako.de
UFZ (Helmholtz Centre for Environmental Research)	Uta Marx (ASU)	uta.marx@ufz.de

More information for immediate help can be found on your centers webpage/intranet!

For centers without applicable services, you might also consider other German-wide free services (click here (<https://www.opencounseling.com/hotlines-de>)).

COVID-19

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

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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:

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

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 '119 [K3]' (Are you expecting a delay in your PhD due to COVID-19?)

❗ Choose one of the following answers

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?)

📌 Check all that apply

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?)

🔔 Check all that apply

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:

	never	rarely	sometimes	often	always	I don't want to answer this question	Does not apply
I wanted to work from home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I could work from home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had to work from home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I wanted to go to my institute	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I could go to my institute	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had to go to my institute	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

❶ Choose one of the following answers

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? *

❗ Check all that apply

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:

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

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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexible working hours/"Vertrauensarbeitszeit"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Less people in the lab/office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Video calls/meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Online conference	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How satisfied are you with how your institute 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 Helmholtz association 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 18.000 doctoral researchers of the Helmholtz Association, the IPP community Mainz, the Leibniz Association, and the Max Planck Society. It aims to promote doctoral researchers, focusing on working conditions, career

development, supervision, and equal opportunities.

For any questions, comments and concerns, you are welcome to contact us via email (heju-survey@listserv.dfn.de) or to get in touch with us directly.

23.11.2021 – 23:59

Submit your survey.

Thank you for completing this survey.