



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 Leibniz Association, the Helmholtz Association, IPP community Mainz and the 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](#)).

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.



Section A: 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](#)).

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](#)).

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 willst auch der Nutzung und Erhebung deiner Daten gemäß unserer Datenschutzhinweisen ein.

A1. Would you like to be presented with these questions?

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



Section B: Demographics

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

Section 1/10

B1. Have you participated in the last N2 survey 2019?

- | | |
|--------------------------------------|--------------------------|
| Yes | <input type="checkbox"/> |
| No | <input type="checkbox"/> |
| I don't remember | <input type="checkbox"/> |
| I don't want to answer this question | <input type="checkbox"/> |

B2. Which institute/section/center are you associated with?

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.

- | | |
|---|--------------------------|
| Akademie für Raumforschung und Landesplanung - Leibniz-Forum für Raumwissenschaften (ARL) | <input type="checkbox"/> |
| Bernhard-Nocht-Institut für Tropenmedizin (BNITM) | <input type="checkbox"/> |
| Deutsches Bergbau-Museum Bochum - Leibniz-Forschungsmuseum für Georessourcen (DBM) | <input type="checkbox"/> |
| Deutsches Diabetes-Zentrum - Leibniz-Zentrum für Diabetes-Forschung (DDZ) | <input type="checkbox"/> |
| Deutsches Institut für Ernährungsforschung Potsdam-Rehbrücke (DIfE) | <input type="checkbox"/> |
| Deutsches Institut für Erwachsenenbildung - Leibniz-Zentrum für Lebenslanges Lernen (DIE) | <input type="checkbox"/> |
| Deutsches Museum (DM) | <input type="checkbox"/> |
| Deutsches Primatenzentrum - Leibniz-Institut für Primatenforschung (DPZ) | <input type="checkbox"/> |
| Deutsches Rheuma-Forschungszentrum Berlin (DRFZ) | <input type="checkbox"/> |
| Deutsches Schifffahrtsmuseum - Leibniz-Institut für Maritime Geschichte (DSM) | <input type="checkbox"/> |
| DIPF Leibniz-Institut für Bildungsforschung und Bildungsinformation (DIPF) | <input type="checkbox"/> |
| DIW Berlin - Deutsches Institut für Wirtschaftsforschung (DIW) | <input type="checkbox"/> |
| DWI - Leibniz-Institut für Interaktive Materialien (DWI) | <input type="checkbox"/> |
| Ferdinand-Braun-Institut, Leibniz-Institut für Höchstfrequenztechnik (FBH) | <input type="checkbox"/> |
| FIZ Karlsruhe - Leibniz-Institut für Informationsinfrastruktur (FIZ KA) | <input type="checkbox"/> |
| Forschungszentrum Borstel - Leibniz Lungenzentrum (FZB) | <input type="checkbox"/> |
| Georg-Eckert-Institut - Leibniz-Institut für internationale Schulbuchforschung (GEI) | <input type="checkbox"/> |
| Germanisches Nationalmuseum - Leibniz-Forschungsmuseum für Kulturgeschichte (GNM) | <input type="checkbox"/> |
| GESIS - Leibniz-Institut für Sozialwissenschaften (GESIS) | <input type="checkbox"/> |



GIGA German Institute of Global and Area Studies (GIGA)	<input type="checkbox"/>
Heinrich-Pette-Institut - Leibniz-Institut für Experimentelle Virologie (HPI)	<input type="checkbox"/>
Herder-Institut für historische Ostmitteleuropaforschung - Institut der Leibniz-Gemeinschaft (HI)	<input type="checkbox"/>
ifo Institut - Leibniz-Institut für Wirtschaftsforschung an der Universität München e. V. (ifo)	<input type="checkbox"/>
INM - Leibniz-Institut für Neue Materialien (INM)	<input type="checkbox"/>
Institut für Weltwirtschaft (IfW)	<input type="checkbox"/>
Institut für Zeitgeschichte München - Berlin (IfZ)	<input type="checkbox"/>
IUF - Leibniz-Institut für umweltmedizinische Forschung (IUF)	<input type="checkbox"/>
Leibniz-Forschungsinstitut für Molekulare Pharmakologie (FMP)	<input type="checkbox"/>
Leibniz-Institut DSMZ-Deutsche Sammlung von Mikroorganismen und Zellkulturen GmbH (DSMZ)	<input type="checkbox"/>
Leibniz-Institut für Agrarentwicklung in Transformationsökonomien (IAMO)	<input type="checkbox"/>
Leibniz-Institut für Agrartechnik und Bioökonomie (ATB)	<input type="checkbox"/>
Leibniz-Institut für Alternsforschung - Fritz-Lipmann-Institut (FLI)	<input type="checkbox"/>
Leibniz-Institut für Analytische Wissenschaften - ISAS - e.V. (ISAS)	<input type="checkbox"/>
Leibniz-Institut für Angewandte Geophysik (LIAG)	<input type="checkbox"/>
Leibniz-Institut für Arbeitsforschung an der TU Dortmund (IfADo)	<input type="checkbox"/>
Leibniz-Institut für Astrophysik Potsdam (AIP)	<input type="checkbox"/>
Leibniz-Institut für Atmosphärenphysik an der Universität Rostock (IAP)	<input type="checkbox"/>
Leibniz-Institut für Bildungsverläufe e.V. (LIfBi)	<input type="checkbox"/>
Leibniz-Institut für Deutsche Sprache (IDS)	<input type="checkbox"/>
Leibniz-Institut für die Pädagogik der Naturwissenschaften und Mathematik (IPN)	<input type="checkbox"/>
Leibniz-Institut für Europäische Geschichte Mainz (IEG)	<input type="checkbox"/>
Leibniz-Institut für Festkörper- und Werkstoffforschung Dresden (IFW)	<input type="checkbox"/>
Leibniz-Institut für Gemüse- und Zierpflanzenbau (IGZ)	<input type="checkbox"/>
Leibniz-Institut für Geschichte und Kultur des östlichen Europa (GWZO)	<input type="checkbox"/>
Leibniz-Institut für Gewässerökologie und Binnenfischerei (IGB)	<input type="checkbox"/>
Leibniz-Institut für innovative Mikroelektronik (IHP)	<input type="checkbox"/>
Leibniz-Institut für jüdische Geschichte und Kultur - Simon Dubnow (DI)	<input type="checkbox"/>
Leibniz-Institut für Katalyse e. V. an der Universität Rostock (LIKAT)	<input type="checkbox"/>





Leibniz-Institut für Kristallzüchtung (IKZ)	<input type="checkbox"/>
Leibniz-Institut für Länderkunde (IfL)	<input type="checkbox"/>
Leibniz-Institut für Lebensmittel-Systembiologie (LSB)	<input type="checkbox"/>
Leibniz-Institut für Medienforschung Hans-Bredow-Institut (HBI)	<input type="checkbox"/>
Leibniz-Institut für Naturstoff-Forschung und Infektionsbiologie - Hans-Knöll-Institut (HKI)	<input type="checkbox"/>
Leibniz-Institut für Neurobiologie (LIN)	<input type="checkbox"/>
Leibniz-Institut für Nutztierbiologie (FBN)	<input type="checkbox"/>
Leibniz-Institut für Oberflächenmodifizierung (IOM)	<input type="checkbox"/>
Leibniz-Institut für ökologische Raumentwicklung (IÖR)	<input type="checkbox"/>
Leibniz-Institut für Ost- und Südosteuropaforschung (IOS)	<input type="checkbox"/>
Leibniz-Institut für Ostseeforschung Warnemünde (IOW)	<input type="checkbox"/>
Leibniz-Institut für Pflanzenbiochemie (IPB)	<input type="checkbox"/>
Leibniz-Institut für Pflanzengenetik und Kulturpflanzenforschung (IPK)	<input type="checkbox"/>
Leibniz-Institut für Photonische Technologien (IPHT)	<input type="checkbox"/>
Leibniz-Institut für Plasmaforschung und Technologie (INP)	<input type="checkbox"/>
Leibniz-Institut für Polymerforschung Dresden (IPF)	<input type="checkbox"/>
Leibniz-Institut für Präventionsforschung und Epidemiologie (BIPS)	<input type="checkbox"/>
Leibniz-Institut für Raumbezogene Sozialforschung (IRS)	<input type="checkbox"/>
Leibniz-Institut für Sonnenphysik (KIS)	<input type="checkbox"/>
Leibniz-Institut für Troposphärenforschung (TROPOS)	<input type="checkbox"/>
Leibniz-Institut für Werkstofforientierte Technologien (IWT)	<input type="checkbox"/>
Leibniz-Institut für Wirtschaftsforschung Halle (IWH)	<input type="checkbox"/>
Leibniz-Institut für Wissensmedien (IWM)	<input type="checkbox"/>
Leibniz-Institut für Zoo- und Wildtierforschung (IZW)	<input type="checkbox"/>
Leibniz-Institut Hessische Stiftung Friedens- und Konfliktforschung (HSFK)	<input type="checkbox"/>
Leibniz-Zentrum Allgemeine Sprachwissenschaft (ZAS)	<input type="checkbox"/>
Leibniz-Zentrum für Agrarlandschaftsforschung (ZALF)	<input type="checkbox"/>
Leibniz-Zentrum für Literatur- und Kulturforschung (ZfL)	<input type="checkbox"/>
Leibniz-Zentrum für Marine Tropenforschung GmbH (ZMT)	<input type="checkbox"/>





Leibniz-Zentrum für Psychologische Information und Dokumentation (ZPID)	<input type="checkbox"/>
Leibniz-Zentrum für Zeithistorische Forschung Potsdam (ZZF)	<input type="checkbox"/>
Leibniz-Zentrum Moderner Orient (ZMO)	<input type="checkbox"/>
Mathematisches Forschungsinstitut Oberwolfach (MFO)	<input type="checkbox"/>
Max-Born-Institut für Nichtlineare Optik und Kurzzeitspektroskopie (MBI)	<input type="checkbox"/>
Museum für Naturkunde - Leibniz-Institut für Evolutions- und Biodiversitätsforschung (MfN)	<input type="checkbox"/>
Paul-Drude-Institut für Festkörperforschung (PDI)	<input type="checkbox"/>
Potsdam-Institut für Klimafolgenforschung (PIK)	<input type="checkbox"/>
Römisch-Germanisches Zentralmuseum - Leibniz-Forschungsinstitut für Archäologie (RGZM)	<input type="checkbox"/>
RWI - Leibniz-Institut für Wirtschaftsforschung (RWI)	<input type="checkbox"/>
Schloss Dagstuhl - Leibniz-Zentrum für Informatik (LZI)	<input type="checkbox"/>
Senckenberg Gesellschaft für Naturforschung (SGN)	<input type="checkbox"/>
TIB - Leibniz-Informationszentrum Technik und Naturwissenschaften (TIB)	<input type="checkbox"/>
Weierstraß-Institut für Angewandte Analysis und Stochastik (WIAS)	<input type="checkbox"/>
Wissenschaftszentrum Berlin für Sozialforschung (WZB)	<input type="checkbox"/>
ZBW - Leibniz-Informationszentrum Wirtschaft (ZBW)	<input type="checkbox"/>
ZEW - Leibniz-Zentrum für Europäische Wirtschaftsforschung (ZEW)	<input type="checkbox"/>
Zoologisches Forschungsmuseum Alexander Koenig - Leibniz-Institut für Biodiversität der Tiere (ZFMK)	<input type="checkbox"/>
I don't want to answer this question	<input type="checkbox"/>
Other	<input type="checkbox"/>

Other

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B3. Which field (subject) are you working in?

Please choose only one of the following:

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

Other



B4. My overall work is predominantly

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

Other

B5. What is your year of birth?

- 1970
- 1971
- 1972
- 1973
- 1974
- 1975
- 1976
- 1977
- 1978
- 1979
- 1980
- 1981
- 1982
- 1983
- 1984
- 1985





1986	<input type="checkbox"/>
1987	<input type="checkbox"/>
1988	<input type="checkbox"/>
1989	<input type="checkbox"/>
1990	<input type="checkbox"/>
1991	<input type="checkbox"/>
1992	<input type="checkbox"/>
1993	<input type="checkbox"/>
1994	<input type="checkbox"/>
1995	<input type="checkbox"/>
1996	<input type="checkbox"/>
1997	<input type="checkbox"/>
1998	<input type="checkbox"/>
1999	<input type="checkbox"/>
2000	<input type="checkbox"/>
2001	<input type="checkbox"/>
2002	<input type="checkbox"/>
2003	<input type="checkbox"/>
2004	<input type="checkbox"/>
2005	<input type="checkbox"/>
I don't want to answer this question	<input type="checkbox"/>
Other	<input type="checkbox"/>

Other

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B6. With which gender do you identify most?

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

Other gender representations:

B7. With which sexual orientation do you identify most?

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

Other

**B8. In which year did you start your PhD?**

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.

2021	<input type="checkbox"/>
2020	<input type="checkbox"/>
2019	<input type="checkbox"/>
2018	<input type="checkbox"/>
2017	<input type="checkbox"/>
2016	<input type="checkbox"/>
2015	<input type="checkbox"/>
2014 or earlier	<input type="checkbox"/>
I don't know	<input type="checkbox"/>
I don't want to answer this question	<input type="checkbox"/>

B9. In which month did you start your PhD?

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.

01	<input type="checkbox"/>
02	<input type="checkbox"/>
03	<input type="checkbox"/>
04	<input type="checkbox"/>
05	<input type="checkbox"/>
06	<input type="checkbox"/>
07	<input type="checkbox"/>
08	<input type="checkbox"/>
09	<input type="checkbox"/>
10	<input type="checkbox"/>
11	<input type="checkbox"/>
12	<input type="checkbox"/>
I don't know	<input type="checkbox"/>
I don't want to answer this question	<input type="checkbox"/>



B10. In which year do you expect to submit your PhD Thesis?

2021	<input type="checkbox"/>
2022	<input type="checkbox"/>
2023	<input type="checkbox"/>
2024	<input type="checkbox"/>
2025	<input type="checkbox"/>
2026	<input type="checkbox"/>
2027	<input type="checkbox"/>
2028	<input type="checkbox"/>
2029 or later	<input type="checkbox"/>
I don't know	<input type="checkbox"/>
I don't want to answer this question	<input type="checkbox"/>

B11. In which month do you expect to submit your PhD Thesis?

01	<input type="checkbox"/>
02	<input type="checkbox"/>
03	<input type="checkbox"/>
04	<input type="checkbox"/>
05	<input type="checkbox"/>
06	<input type="checkbox"/>
07	<input type="checkbox"/>
08	<input type="checkbox"/>
09	<input type="checkbox"/>
10	<input type="checkbox"/>
11	<input type="checkbox"/>
12	<input type="checkbox"/>
I don't know	<input type="checkbox"/>
I don't want to answer this question	<input type="checkbox"/>



B12. To get a better picture on the diversity of your organization - I identify my ethnicity as:

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.

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

Other

B13. What is your citizenship? Should you have multiple citizenships, please select the one you feel best represented by.

I don't want to answer this question

German

Citizen outside the European Union (EU)

Citizen within the European Union (EU)

B14. Were your parents born in Germany?

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



B15. Were you born in Germany?

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

B16. Do you consider yourself to have a disability?

- 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

B17. Is there anything regarding this section you would like to tell us?

(Large empty rectangular box for writing)



Section C: 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

C1. How is your doctoral research currently financed ?

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.

- Contract (internal from Leibniz)
- 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

Other

C2. Does your stipend get a top-up contract by your center/institute?

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



C3. For how long have you been working on your PhD without pay?

- | | |
|--------------------------------------|--------------------------|
| 0 - 3 months | <input type="checkbox"/> |
| 4 - 6 months | <input type="checkbox"/> |
| 7 - 9 months | <input type="checkbox"/> |
| 10 - 12 months | <input type="checkbox"/> |
| More than 12 months | <input type="checkbox"/> |
| I don't want to answer this question | <input type="checkbox"/> |

C4. Please select all that apply as to why you are currently unpaid.

- | | |
|--------------------------------------|-------------------------------------|
| It is my choice | <input type="checkbox"/> |
| My funding extension was not granted | <input type="checkbox"/> |
| The funding ran out | <input type="checkbox"/> |
| I don't want to answer this question | <input type="checkbox"/> |
| Other | <input checked="" type="checkbox"/> |

Other

C5. Are you currently collecting unemployment benefits ("Arbeitslosengeld")?

- | | |
|--------------------------------------|--------------------------|
| Yes | <input type="checkbox"/> |
| No | <input type="checkbox"/> |
| I don't want to answer this question | <input type="checkbox"/> |



C6. Right now, what is your monthly net income for your work at your research organization in euros?

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.

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



C7. How much do you pay for your rent and associated living costs per month in euros (e.g. heating, gas, water, and electricity)?

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€

<100	<input type="checkbox"/>
100-200	<input type="checkbox"/>
201-300	<input type="checkbox"/>
301-400	<input type="checkbox"/>
401-500	<input type="checkbox"/>
501-600	<input type="checkbox"/>
601-700	<input type="checkbox"/>
701-800	<input type="checkbox"/>
801-900	<input type="checkbox"/>
901-1000	<input type="checkbox"/>
1001-1100	<input type="checkbox"/>
1101-1200	<input type="checkbox"/>
1201-1300	<input type="checkbox"/>
1301-1400	<input type="checkbox"/>
1401-1500	<input type="checkbox"/>
1501-1600	<input type="checkbox"/>
1601-1700	<input type="checkbox"/>
1701-1800	<input type="checkbox"/>
1801-1900	<input type="checkbox"/>
1901-2000	<input type="checkbox"/>
>2000	<input type="checkbox"/>
I don't know	<input type="checkbox"/>
I don't want to answer this question	<input type="checkbox"/>



C8. What was or is the longest duration of your contract or stipend related to your PhD project?

- <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

Other

C9. If any, how many extensions or additional contracts/stipends did you get during your PhD?

- 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

C10. Would it be possible for you to extend your current contract/stipend for the following reasons?

	Yes	No	I don't know	I don't want to answer this question
More time needed to complete PhD project	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Parental leave	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



	Yes	No	I don't know	I don't want to answer this question
Wrap-up phase after completion of the PhD project	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

C11. Are you financially responsible for anyone else?

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>
I don't want to answer this question	<input type="checkbox"/>

C12. Do you get external financial support to cover your living expenses? If yes, who is assisting you financially?

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

Other

C13. How strongly do you depend on this external financial support to cover your living expenses?

Very strongly	<input type="checkbox"/>
Strongly	<input type="checkbox"/>
Somewhat strongly	<input type="checkbox"/>
Weakly	<input type="checkbox"/>
Not at all	<input type="checkbox"/>
I don't want to answer this question	<input type="checkbox"/>



C14. Did you spend parts of your salary on items you primarily used for work in the past year?

No

Yes

I don't want to answer this question

C15. Roughly how much of your salary (in euros) did you spend on items you primarily used for work?

1 - 100

101 - 500

501 - 1000

more than 1000

I don't know

I don't want to answer this question

C16. What items did you buy from your salary that you primarily used for work?

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

Other



C17. How many holidays per year can you take according to your contract or stipend?

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

C18. How many hours per week are you expected to work according to your contract?

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

I don't know

I don't want to answer this question

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C19. Anything regarding this section you would like to tell us?

As a result, the number of people who have been infected with the virus has increased rapidly, and the disease has spread to many countries around the world. The World Health Organization (WHO) has declared the COVID-19 pandemic a global emergency, and governments and health organizations are working together to contain the spread of the virus and protect public health.

Section D: 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

D1. If you think about your own situation as a doctoral researcher, how satisfied are you with the following aspects?



	Very satisfied	Satisfied	Neither/nor	Dissatisfied	Very dissatisfied	Does not apply	I don't want to answer this question
Laboratory equipment	<input type="checkbox"/>						
Office equipment	<input type="checkbox"/>						
Scientific support	<input type="checkbox"/>						
Family support	<input type="checkbox"/>						
Work environment and atmosphere	<input type="checkbox"/>						
Workload	<input type="checkbox"/>						
Social life at the institute	<input type="checkbox"/>						
Adherence to good scientific practice in my work environment	<input type="checkbox"/>						
Support for implementing Open Science practices at your institute	<input type="checkbox"/>						

D2. Have you ever considered quitting your PhD?

Never	<input type="checkbox"/>
Rarely	<input type="checkbox"/>
Occasionally	<input type="checkbox"/>
Often	<input type="checkbox"/>
I don't know	<input type="checkbox"/>
I don't want to answer this question	<input type="checkbox"/>

D3. What was/were the reason(s) for considering to quit your PhD?

- 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

Other, please specify

**D4. On average, how many hours do you typically work per week in total?**

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.

< 20	<input type="checkbox"/>
21 - 25	<input type="checkbox"/>
26 - 30	<input type="checkbox"/>
31 - 35	<input type="checkbox"/>
36 - 40	<input type="checkbox"/>
41 - 45	<input type="checkbox"/>
46 - 50	<input type="checkbox"/>
51 - 55	<input type="checkbox"/>
56 - 60	<input type="checkbox"/>
61 - 65	<input type="checkbox"/>
66 - 70	<input type="checkbox"/>
71 - 75	<input type="checkbox"/>
76 - 80	<input type="checkbox"/>
> 80	<input type="checkbox"/>
I don't know	<input type="checkbox"/>
I don't want to answer this question <input type="checkbox"/>	

D5. What percentage of your time do you currently spend on average on the following tasks?

Scientific work directly related to the doctoral research	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Scientific work not related to the doctoral research (helping other projects, maintenance, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Attending courses and seminars	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teaching/supervision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Administrative tasks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**D6. Are your working hours tracked officially in your institute?**

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

D7. How often have you worked during weekends or public holidays in the past year?

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.

- 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

D8. How many days did you take off (holiday) in the past year?

- 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

D9. Do you feel free to take days off (holidays)?

- 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

Other

D10. In general, how do you judge the following aspects of an academic research career?



D11. Which of the following aspects of your work as a doctoral researcher would you like to be improved?

	Not at all	Rather not	To some extent	Very much	Does not apply	I don't want to answer this question
Supervision	<input type="checkbox"/>					
Vacation days	<input type="checkbox"/>					
Salary and benefits	<input type="checkbox"/>					
Bureaucracy and administrative support	<input type="checkbox"/>					
Workshops and skills trainings	<input type="checkbox"/>					
Contribution to science	<input type="checkbox"/>					
Technical support	<input type="checkbox"/>					
Career development	<input type="checkbox"/>					
Science communication and outreach	<input type="checkbox"/>					
Psychological support	<input type="checkbox"/>					
Laboratory equipment	<input type="checkbox"/>					
Office equipment (e.g., computer, software, own desk etc.)	<input type="checkbox"/>					
Scientific support	<input type="checkbox"/>					
Family support	<input type="checkbox"/>					
Support for foreign employees	<input type="checkbox"/>					
Work environment and atmosphere	<input type="checkbox"/>					
Workload	<input type="checkbox"/>					
Social life at the institute	<input type="checkbox"/>					
Support for implementing Open Science practices at your institute	<input type="checkbox"/>					

D12. Anything regarding this section you would like to tell us?



Section E: 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

E1. Do you have one of the following?

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.

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



E2. How often do you meet your thesis advisory committee (TAC) or similar?

- 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

E3. Is your formal supervisor your direct supervisor?

"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.

- | | | |
|--------------------------------------|--------------|--------------------------|
| | Yes | <input type="checkbox"/> |
| | No | <input type="checkbox"/> |
| I don't have a formal supervisor yet | | <input type="checkbox"/> |
| I don't have a direct supervisor yet | | <input type="checkbox"/> |
| | I don't know | <input type="checkbox"/> |
| I don't want to answer this question | | <input type="checkbox"/> |

E4. Which gender does your supervisor presents as?

<p>I don't want to answer this question</p>	<input type="checkbox"/>					
	Male	Female	Diverse	I don't know	Does not apply	
Direct supervisor:						
Formal supervisor:						



E5. How often do you communicate on average with your formal supervisor about your PhD project?

Almost daily	<input type="checkbox"/>
Weekly	<input type="checkbox"/>
Every second week	<input type="checkbox"/>
Monthly	<input type="checkbox"/>
Quarterly	<input type="checkbox"/>
Six-monthly	<input type="checkbox"/>
Yearly	<input type="checkbox"/>
Less than once a year	<input type="checkbox"/>
Never	<input type="checkbox"/>
I don't know	<input type="checkbox"/>
I don't want to answer this question	<input type="checkbox"/>

E6. How often would you like to communicate with your formal supervisor about your PhD project?

Almost daily	<input type="checkbox"/>
Weekly	<input type="checkbox"/>
Every second week	<input type="checkbox"/>
Monthly	<input type="checkbox"/>
Quarterly	<input type="checkbox"/>
Six-monthly	<input type="checkbox"/>
Yearly	<input type="checkbox"/>
Less than once a year	<input type="checkbox"/>
Never	<input type="checkbox"/>
I don't know	<input type="checkbox"/>
I don't want to answer this question	<input type="checkbox"/>

E7. Please rate the supervision provided by your formal supervisor.



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

E8. How often do you communicate on average with your direct supervisor about your PhD project?

Almost daily	<input type="checkbox"/>
Weekly	<input type="checkbox"/>
Every second week	<input type="checkbox"/>
Monthly	<input type="checkbox"/>
Quarterly	<input type="checkbox"/>
Six-monthly	<input type="checkbox"/>
Yearly	<input type="checkbox"/>
Less than once a year	<input type="checkbox"/>
Never	<input type="checkbox"/>
I don't know	<input type="checkbox"/>
I don't want to answer this question	<input type="checkbox"/>



E9. How often would you like to communicate with your direct supervisor about your PhD project?

Almost daily	<input type="checkbox"/>
Weekly	<input type="checkbox"/>
Second week	<input type="checkbox"/>
Monthly	<input type="checkbox"/>
Quarterly	<input type="checkbox"/>
Six-monthly	<input type="checkbox"/>
Yearly	<input type="checkbox"/>
More than once a year	<input type="checkbox"/>
Never	<input type="checkbox"/>
I don't know	<input type="checkbox"/>
For this question	<input type="checkbox"/>

E10. Please rate the supervision provided by your direct supervisor.



E11. Did you ever encounter problems regarding your supervision?

- 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

E12. Are doctoral researchers involved in the process of director/professor/group leader hirings at your institution?

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

- 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

E13. Anything regarding this section you would like to tell us?



Section F: 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

F1. For which of the following aspects did you receive support from your institute/center?

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.

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

Other, please specify

F2. For which of the following aspects would you have needed more support from your institute/center?

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

Other, please specify

F3. Do you speak German?

None

Beginner (A1 - A2)

Intermediate (B1- B2)

Fluent (C1 - C2)

Native

I don't know

I don't want to answer this question

F4. Is language an obstacle for communication with people at your institute/center?

Very much

To some extent

Rather not

Not at all

I don't know

I don't want to answer this question



F5. Is all the important information (group internal, administrative, your contract/stipend) available in a language you understand?

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

F6. 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.)?

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

F7. Anything regarding this section you would like to tell us?



Section G: 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

G1. Are you currently enrolled in a graduate school?

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

G2. Which field would you like to work in after completing your PhD?

	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="checkbox"/>						
Non-academic scientific research	<input type="checkbox"/>						
Public sector science-related job (e.g. public relationships or science management)	<input type="checkbox"/>						
Private sector science-related job (e.g. public relationships or science management)	<input type="checkbox"/>						
Not science-related job	<input type="checkbox"/>						
Take an extended break	<input type="checkbox"/>						
Start my own business	<input type="checkbox"/>						
Further education (e.g. another PhD, MBA)	<input type="checkbox"/>						

G3. Which of the following measures for your career development are supported by your center/institute?

	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="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Language classes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mentoring	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Soft skill courses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Practical courses (e.g. method-oriented courses, ...)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



	Yes, to a great extent	Yes, to some extent	No	I don't know	I don't want to answer this question
Transition to a non-academic career (e.g. career fairs, career talks, networking possibilities,...)	<input type="checkbox"/>				
Career development office/Career center	<input type="checkbox"/>				

G4. How does your center/institute support you in learning German?

- 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

G5. Do you think that you are well trained for a job outside science/academia?

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

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

G6. Do you think you are well trained for a job inside science/academia?

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

G7. Anything regarding this section you would like to tell us?



Section H: 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

H1. Do you have or are you currently expecting children?

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

H2. Your youngest child is...

- 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

H3. Are you considering having (more) children during your doctoral research project?

- 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

H4. Does your center/institute offer support in childcare services?

- 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

H5. Do you feel there is sufficient support (financial and organizational) from your center/institute for raising/caring for a child?

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

H6. Do you have caring responsibility apart from children?

For example parents, relatives, ...

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

H7. Do you feel you are supported by your center/institute in your caring responsibilities apart from children?

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

H8. Do you feel able to unite your caring responsibilities with your PhD?

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



H9. Is there anything regarding this section you would like to tell us?

Section I: 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

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!

I1. Which of the following mechanisms are you aware of that can help you in case of a conflict with a superior?

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.

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

Other

I2. Did you ever report a conflict to one of the institutions above?

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

I3. Why did you not report your conflict?

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

Other

I4. With whom was the conflict?

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

Other

15. How satisfied were you with the consequences of your report?

Very dissatisfied

Dissatisfied

Neither satisfied nor dissatisfied

Satisfied

Very satisfied

Still ongoing

I don't know

I don't want to answer this question

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

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

Other

I7. How often have you been subject to sexualized harassment?

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

I8. Who was (were) the perpetrator(s) of sexualized harassment?

- 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

Other



I9. While working at your institute/center, have you at any point witnessed unwanted behaviour that you would call "sexualized harassment"?

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

I10. How often have you witnessed sexualized harassment?

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

I11. Who was (were) the perpetrator(s) of sexualized harassment?

- 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

Other

I12. While working at your institute/center, have you at any point been subject to any of these forms of bullying?

- 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

Other

I13. How often have you been subjected to these forms of bullying?

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

I14. Who was (were) the perpetrator(s) of bullying?

- 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

Other

I15. What did you perceive as the basis for bullying?

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

Other

I16. While working at your institute/center, have you at any point witnessed bullying?

Yes

No

I don't know

I don't want to answer this question

**I17. How often have you witnessed bullying?**

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

I18. Who was (were) the perpetrator(s) of bullying?

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

I19. What did you perceive as the basis for bullying?

- 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

Other



I20. Have you ever felt discriminated against in your work environment because of one or more of the following?

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

Other

I21. Is there anything regarding this section you would like to tell us?



Section J: Mental health

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

The term "mental health" has been explained by many scholars. According to the WHO, it has been described as: "subjective well-being, perceived self-efficacy, [...] and self-actualization of one's intellectual and emotional potential, among others." We want to, again, stress the importance of confidentiality and anonymity of the answers submitted during your participation in this survey. If you feel uncomfortable with the questions in this section, you will always have the option "I don't want to answer this question".

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

Section 9/10

Your mental health is of utmost importance 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.

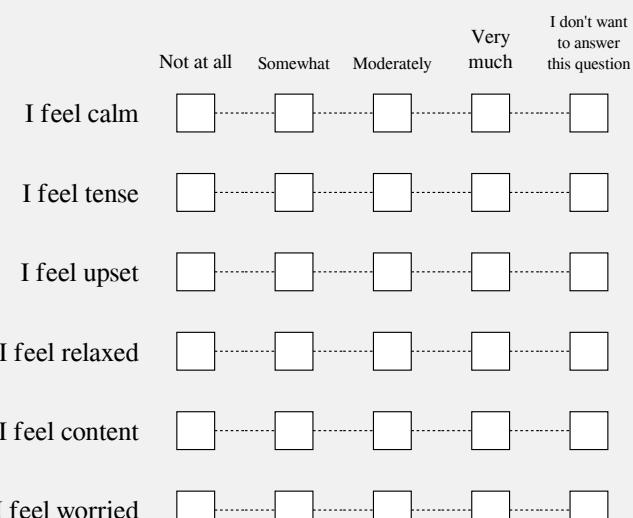
More information for immediate help can be found on your centers webpage/intranet and with support of your administration.

J1. Would you like to be presented with these questions?

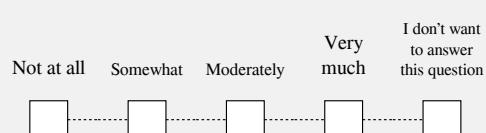
Yes, it is okay for me

No, I prefer not to see them

J2. Please read each statement below and then indicate how you feel right now, at this moment.



J3. Please read each statement below and then indicate how you generally feel.





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

J4. Over the last two weeks, how often have you been bothered by any of the following problems?

	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="checkbox"/>				
Feeling down, depressed, or hopeless	<input type="checkbox"/>				
Trouble falling or staying asleep, or sleeping too much	<input type="checkbox"/>				
Feeling tired or having little energy	<input type="checkbox"/>				
Poor appetite or overeating	<input type="checkbox"/>				
Feeling bad about yourself - or that you are a failure or have let yourself or your family down	<input type="checkbox"/>				
Trouble concentrating on things such as reading the newspaper or watching television	<input type="checkbox"/>				
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="checkbox"/>				



J5. 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?

- | | |
|--|--------------------------|
| Not difficult at all | <input type="checkbox"/> |
| Somewhat difficult | <input type="checkbox"/> |
| Very difficult | <input type="checkbox"/> |
| Extremely difficult | <input type="checkbox"/> |
| I have not been bothered by any problems | <input type="checkbox"/> |
| I don't know | <input type="checkbox"/> |
| I don't want to answer this question | <input type="checkbox"/> |

J6. You answered 'I don't want to answer this question' for all questions in block D. We would be interested in your reasons for not answering.

- | | |
|---|--------------------------|
| I feel uncomfortable answering such questions | <input type="checkbox"/> |
| I can't relate to this type of questions | <input type="checkbox"/> |
| I don't want to answer this question | <input type="checkbox"/> |
| My current situation is unrelated to work | <input type="checkbox"/> |
| Other, please specify | <input type="checkbox"/> |

Other, please specify

J7. Are you aware of your centers/institutes mental health resources?

- | | |
|--------------------------------------|--------------------------|
| No, I am not aware of any | <input type="checkbox"/> |
| Yes, but I have never used them | <input type="checkbox"/> |
| Yes and I was satisfied | <input type="checkbox"/> |
| Yes, but I was not satisfied | <input type="checkbox"/> |
| I don't want to answer this question | <input type="checkbox"/> |

J8. Anything regarding this section you would like to tell us?



Section K: COVID-19

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

Section 10/10

K1. Did you test positive (PCR) for COVID-19 at some point?

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

K2. How do you perceive the COVID-19 pandemic to have impacted the following factors?

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

K3. Are you expecting a delay in your PhD due to COVID-19?

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



K4. How long do you expect the COVID-19 related delay of your PhD to be?

1 month	<input type="checkbox"/>
2 months	<input type="checkbox"/>
3 months	<input type="checkbox"/>
4 months	<input type="checkbox"/>
5 months	<input type="checkbox"/>
6 months	<input type="checkbox"/>
7 months	<input type="checkbox"/>
8 months	<input type="checkbox"/>
9 months	<input type="checkbox"/>
10 months	<input type="checkbox"/>
11 months	<input type="checkbox"/>
12 months	<input type="checkbox"/>
13 months	<input type="checkbox"/>
14 months	<input type="checkbox"/>
15 months	<input type="checkbox"/>
16 months	<input type="checkbox"/>
17 months	<input type="checkbox"/>
18 months	<input type="checkbox"/>
more than 18 months	<input type="checkbox"/>
I don't want to answer this question	<input type="checkbox"/>

K5. How did the pandemic change your caring responsibilities for your children and how did it influence your workload?

- My caring responsibilities did not change.
- I had more caring responsibilities (e.g. KiTa closed, Homeschooling, caring for elderly).
- 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.



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

K8. How many months did you spend mostly in home office since the start of the pandemic?

- 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



K9. Did you feel safe and protected against a potential COVID-19 infection when working in the institute?

Yes

No

Does not apply

I don't want to answer this question

K10. Which COVID-19 support did your institute implement/provide/offer for you?

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

Other

K11. How has the COVID-19 pandemic impacted your personal life?

very positively positively neutral negatively very negatively no base for comparison in my case I don't know I don't want to answer this question

The number of holidays taken compared to before COVID-19

Quality of leisure time



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

K12. To which degree would you like to keep work options offered during the COVID-19 pandemic afterwards?

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

K13. How satisfied are you with how your institute handled the pandemic situation?

very satisfied	<input type="checkbox"/>
satisfied	<input type="checkbox"/>
neither/nor	<input type="checkbox"/>
dissatisfied	<input type="checkbox"/>
very dissatisfied	<input type="checkbox"/>
does not apply	<input type="checkbox"/>
I don't want to answer this question	<input type="checkbox"/>

K14. Is there anything regarding this section you would like to tell us?



Section L: One last question

- L1. Would you recommend doing a doctoral research project at your center/institute to a friend?

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>
I don't know	<input type="checkbox"/>
I don't want to answer this question	<input type="checkbox"/>

Section M: The end

- M1. Anything regarding the survey you would like to tell us?

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 Leibniz 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 Leibniz Association, the Helmholtz Association, the IPP community Mainz 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 (survey@leibniz-phd.net) or to get in touch with us directly.