

SOURCES

Statistics are mixing many studies from US/UK/France/Wordwide, see here for all the detailed references, additional ressources and editable version :

<https://not-in-our-labs.github.io/>



If you are suffering or overthinking,

For doing something about it, **you are not alone.**

REMEMBER

We can fight back !



We are all in this together. We can spread awareness, support and ressources. We can refuse to normalize toxic behaviours and denounce them. We can join our local PhD association to set up social events or discussion groups. We can set up reading groups in our team. We can join a union to help those abandoned by institutions, or to fight back about the big political things like academic freedom or the « publish or perish » culture. And even if sometimes we do make sacrifices and follow the « publish or perish » mentality to get a position, we must keep talking about it, and keep saying it is not normal. And for those that want and get a permanent position, we can fight this in every committee we set foot.

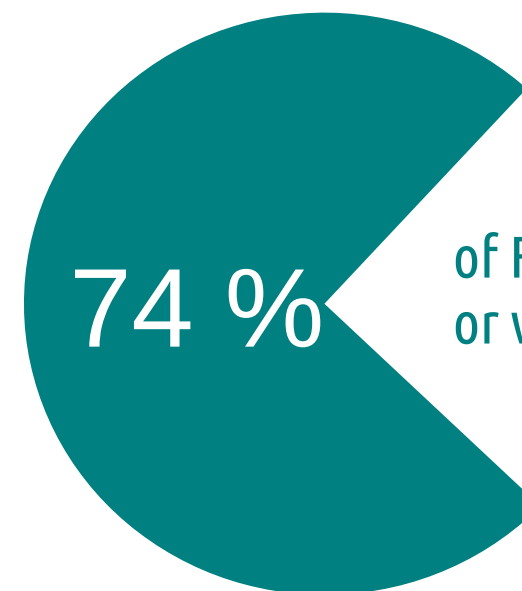
DISCLAIMER

Booklet by Charlie Jacomme, heavily inspired by work from Dr Zoe Ayres (the Toxic Mix poster and her book). Similar to her, I am not a medical professional, this was put together from a mix of scientific ressources and experiences. I am responsible for any inaccuracies.

Suggestions of ressources, modifications and anything are more than welcome at charlie.jacomme@inria.fr

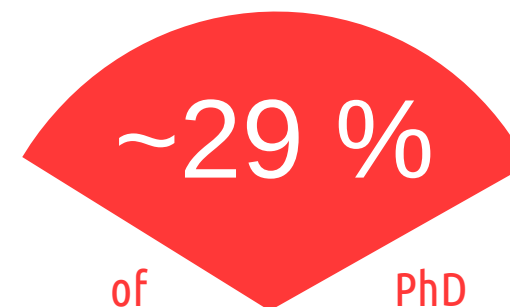
THE HITCHHIKER'S GUIDE TO THE PHD

PhD is awesome...



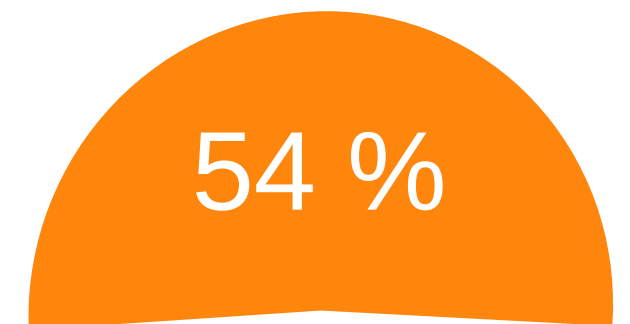
of French PhD doctorates are satisfied or very satisfied with their thesis

...but harder than it should :(



of
doctorates feel or are
clinically depressed

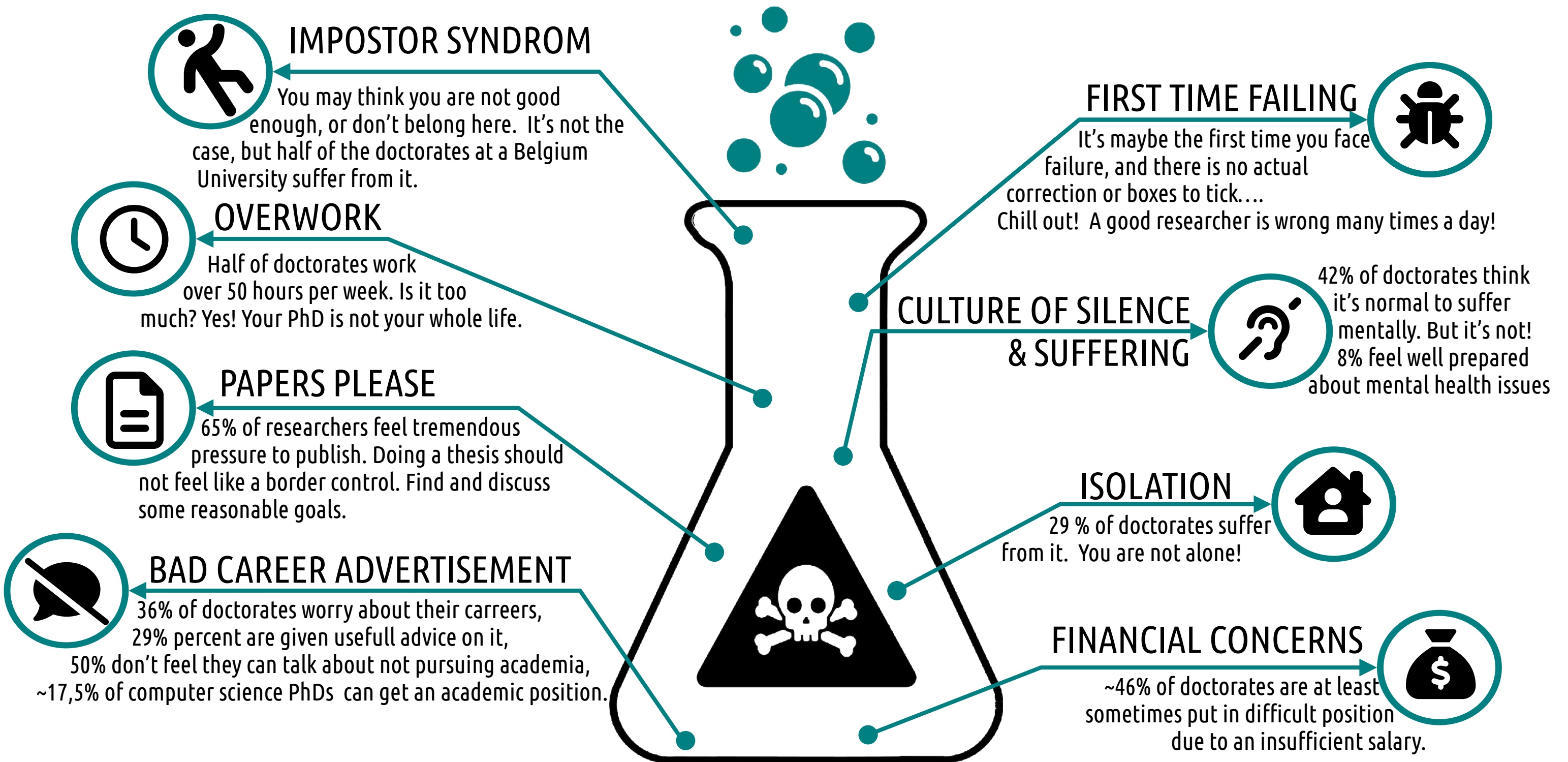
PhD



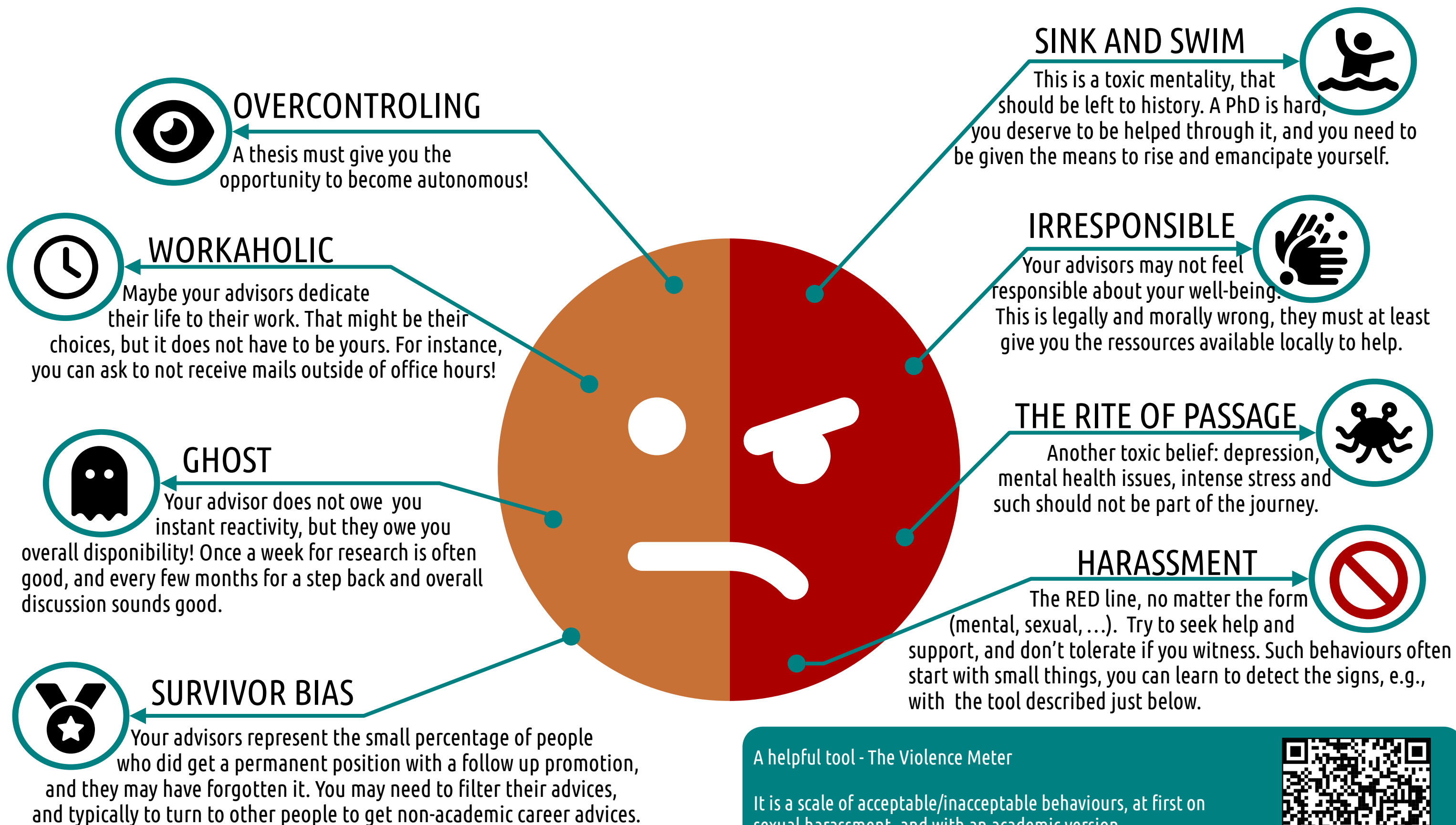
of French PhD
doctorates suffer from stress

Why the heck, and what to do?

IT'S NOT YOUR FAULT – Part 1: any PhD is HARD



IT'S NOT YOUR FAULT – Part 2: Advisors



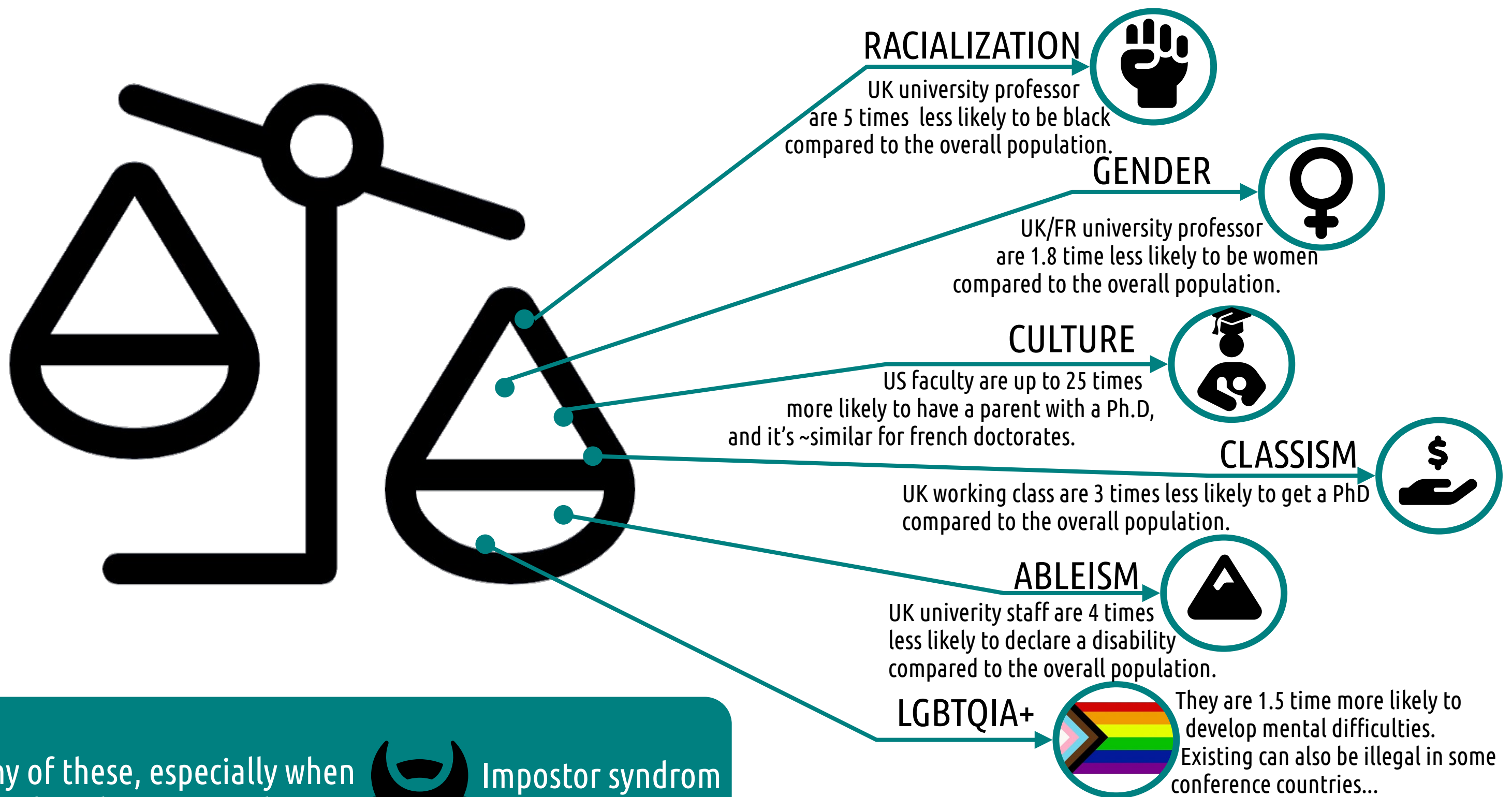
A helpful tool - The Violence Meter

It is a scale of acceptable/inacceptable behaviours, at first on sexual harassment, and with an academic version.

<https://not-in-our-labs.github.io/#violence-meter>



IT'S NOT YOUR FAULT – Part 3: Inequalities

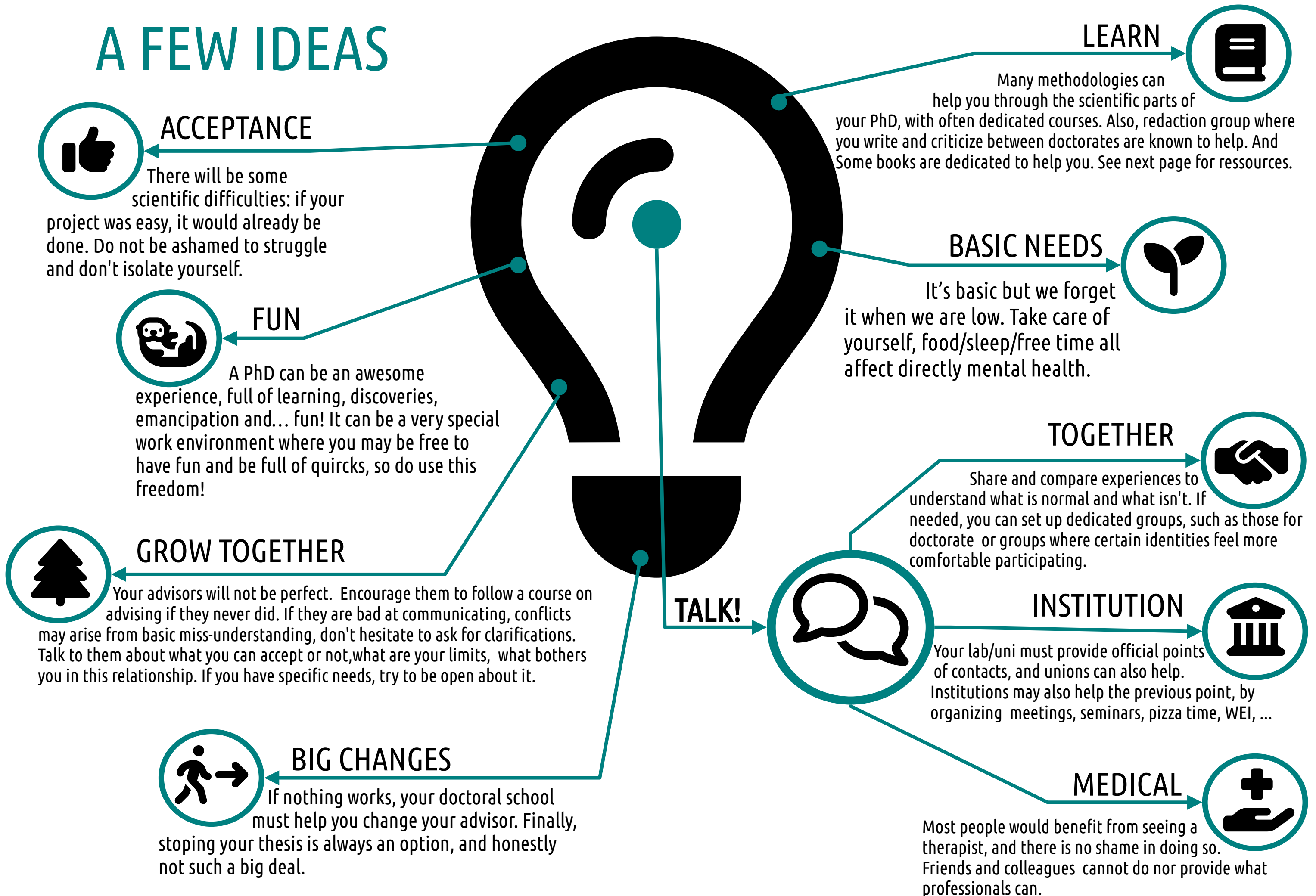


Any of these, especially when combined, increases the likelihood of suffering from



Impostor syndrom
Bullying
Harassment

A FEW IDEAS



CONTACT POINTS ?



As mentioned your lab/uni should provide official points of contacts. If as a newcomer, you don't get such a list, complain to people, and ask why! This page can be edited and used by institutions to provide this. A QR code to some easy access webpage summarizing the local informations is great!

Harassment hotline:

Harassment institutional mail support:

Mental health hotline:

University occupational health-care professional:

University therapist:

University social worker:

Informal trained listeners:

Local doctorate association:

Doctorate/student/researchers unions:

Example webpage for my lab,
the LORIA!

<https://intranet.loria.fr/vss/>



RESSOURCES

- Managing your Mental Health during your PhD: A Survival Guide. Dr Zoe Ayres.

- Comment l'université broie les jeunes chercheurs. Précarité, harcèlement, loi du silence. Adèle B. Combes.

- Guide to a Doctorate in France — ANDès & CJC.

French: <https://spartacus-idh.com/076.html>

English: <https://spartacus-idh.com/104.html>

- Doctorate schools often have charters/guideline, to which the advisors officialy commit. It can actually be an interesting read.

French example:

http://doctorat.univ-lorraine.fr/sites/default/files/user/futurs%20doctorants/charte_du_doctorat.pdf