

DESY

Center specific report

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DESY Hamburg's Helmholtz Junior

Introduction

Helmholtz Juniors

- Helmholtz-wide representation of doctoral researchers (DRs)
- Each centre sends 2 members
- Link between general administration and ~8500 DRs
- Goal: improvement of working situation
- Enhance networking of DRs within Helmholtz
- Information exchange to learn from best practice examples



Introduction

What's the N²-survey?



- Every two years the situation of doctoral researchers (DRs) is assessed
 - In Helmholtz since 2008
- Since 2019: Joint effort of Helmholtz, MPS & Leibniz
- Last survey: 15.10.2021 – 23.11.2021
 - 17 of the 18 possible centers
 - **Total participants: 2143**
 - **~39% of all DRs** (according to Fortschrittsbericht 2020)

The logo for the N² SURVEY 2021. It features the N² logo (three colored squares above the text 'N2') followed by the word 'SURVEY' in large, bold, black capital letters. The year '2021' is written in a pink, handwritten-style font to the right of 'SURVEY'.

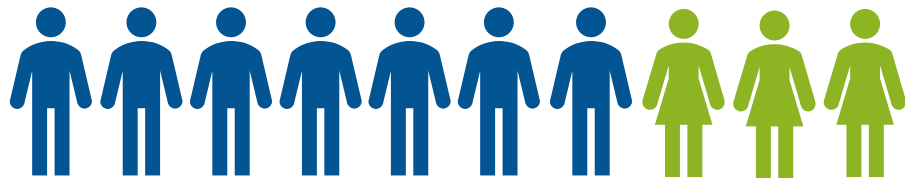
Content

- General
- Working Conditions
- Satisfaction
- Supervision
- Integration
- Career Development
- Family
- Power Abuse
- Mental Health
- COVID-19

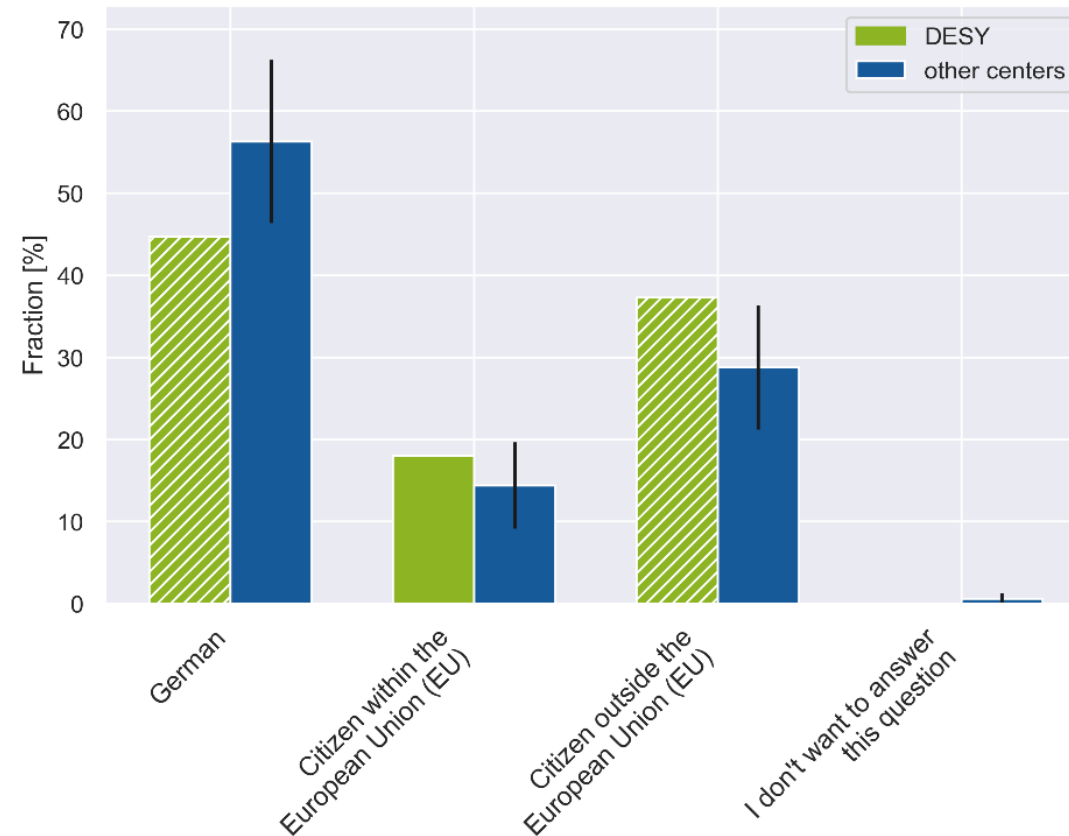


Demographics

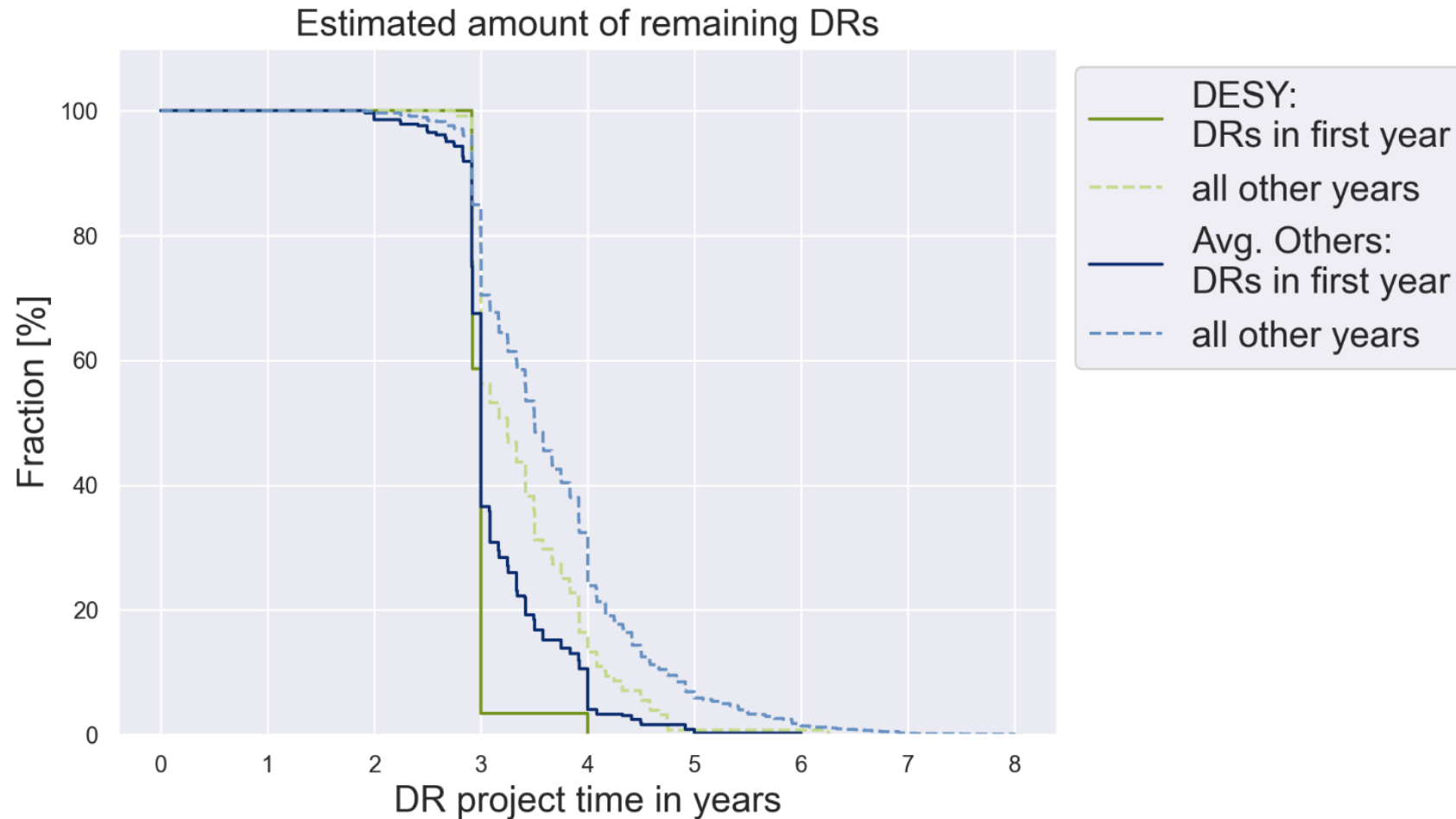
- 150 participants
(61.5% participation rate) *according to the Helmholtz Report from 2020
- Approx. 30% females and 70% males
(50:50 at other centers)
- ~90 % Physicists
- 45% Germans,
55 % Internationals



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



Estimated PhD duration

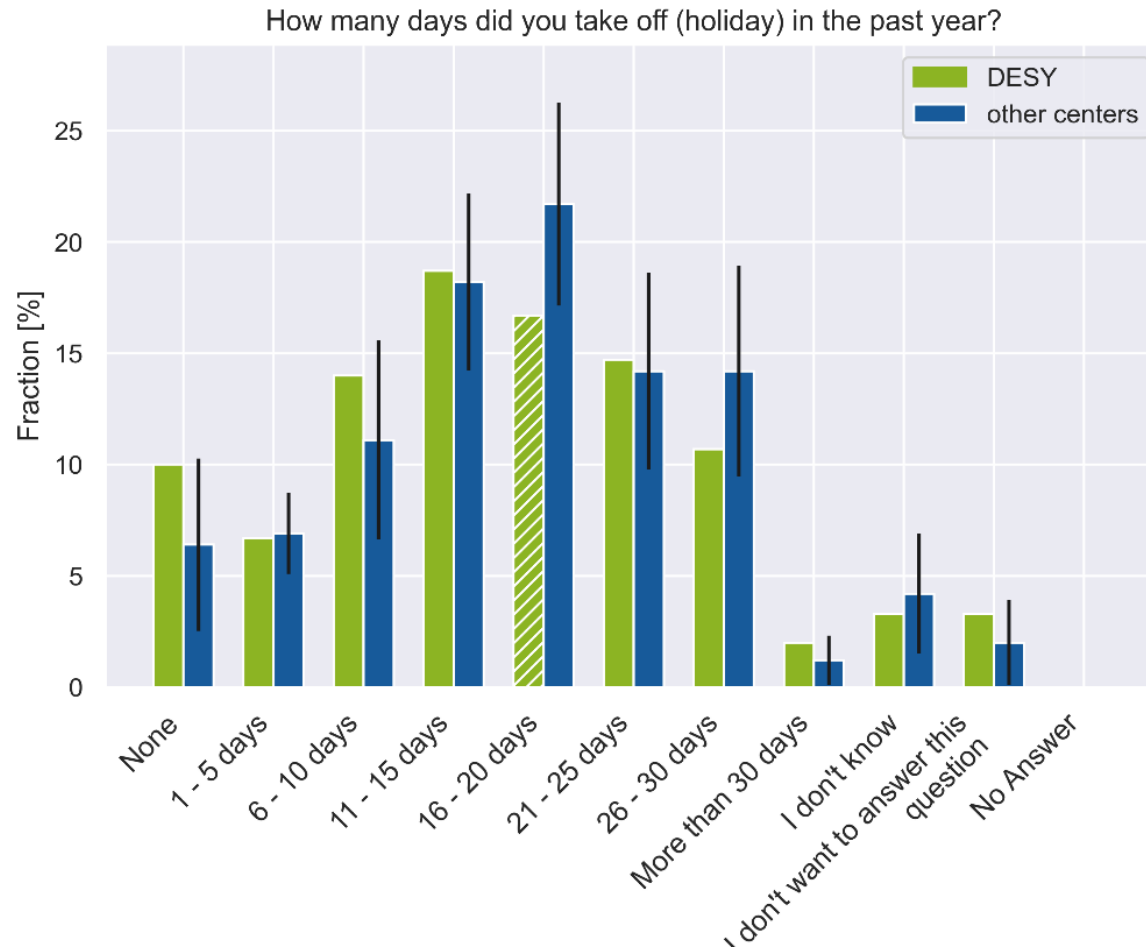


1st years : 3 years
Others: 3.4 years

German average is
4.3 years

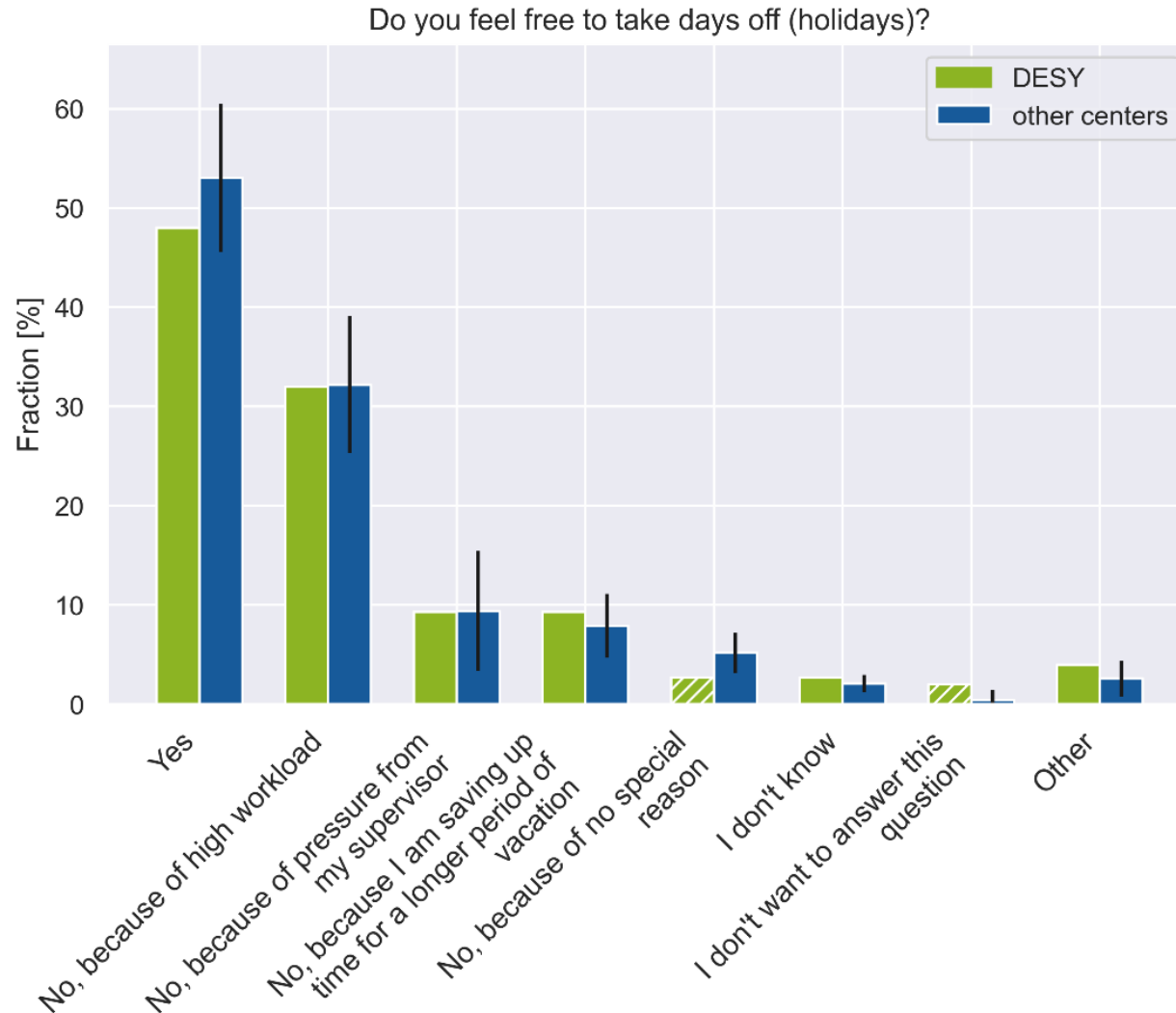
Working Conditions

Holidays



- According to contract DRs have 30 days of holiday per year
- 53 % of the DRs have taken 15 or less vacation days in the past year

Holidays

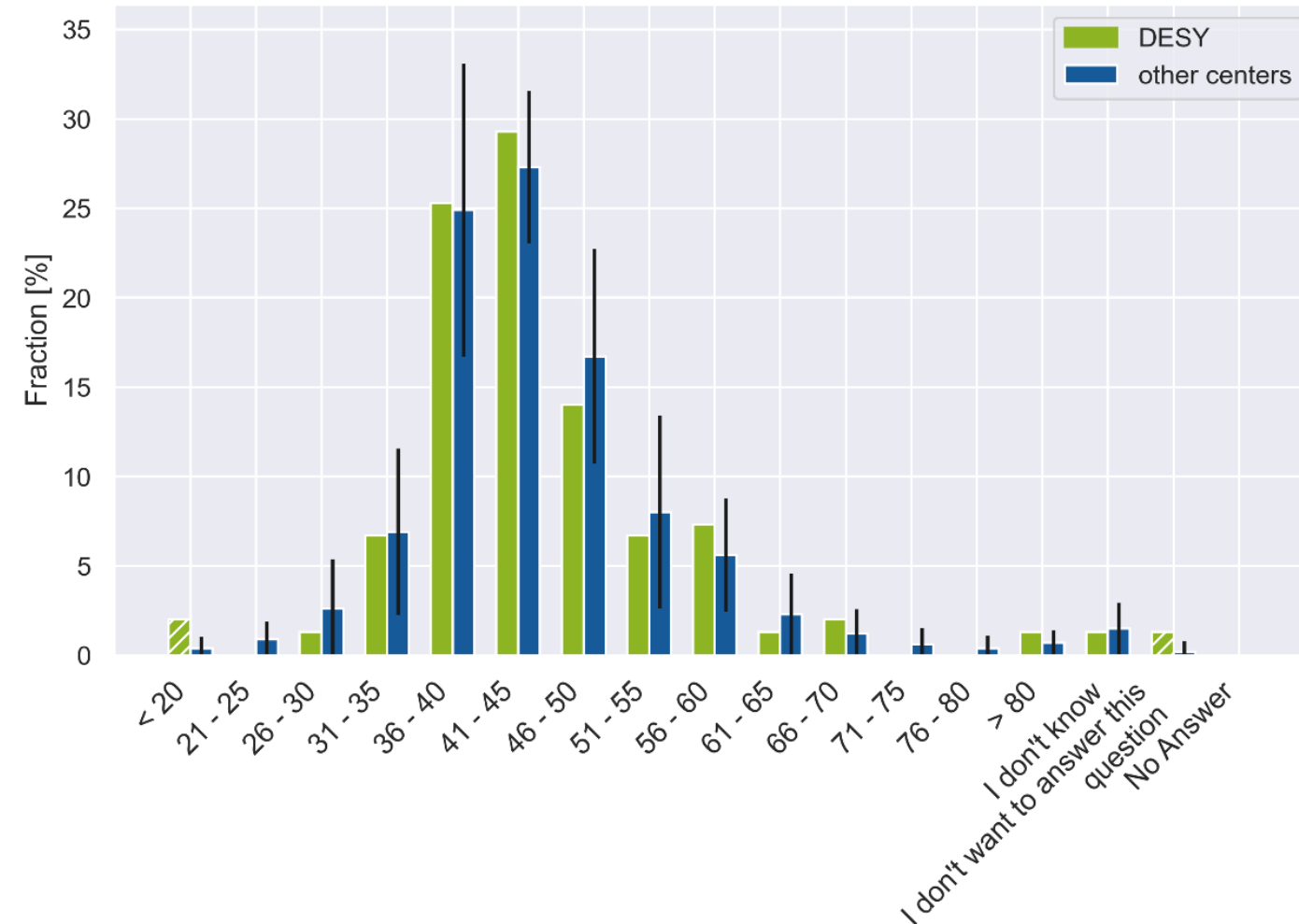


- 53 % of the DRs have taken 15 or less vacation days in the past year
- Top 3 reasons why:
 1. High Workload
 2. Saving up for longer period of vacation
 3. Pressure from my supervisor

Working Conditions

Time Worked

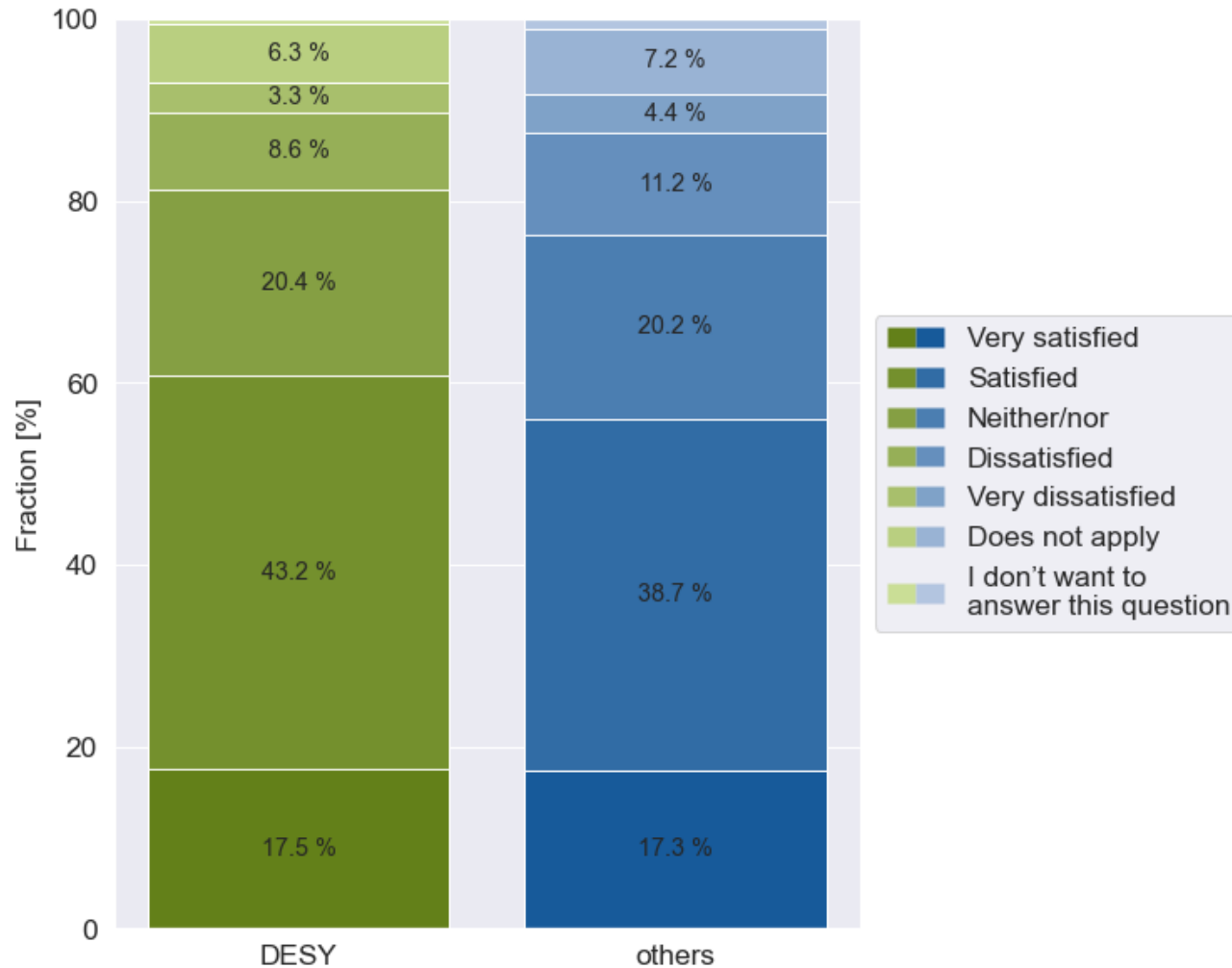
On average, how many hours do you typically work per week in total?



- 62 % work more than 40 hours a week
- 22 % work at least once a month during weekends and public holidays

Satisfaction

Overall satisfaction



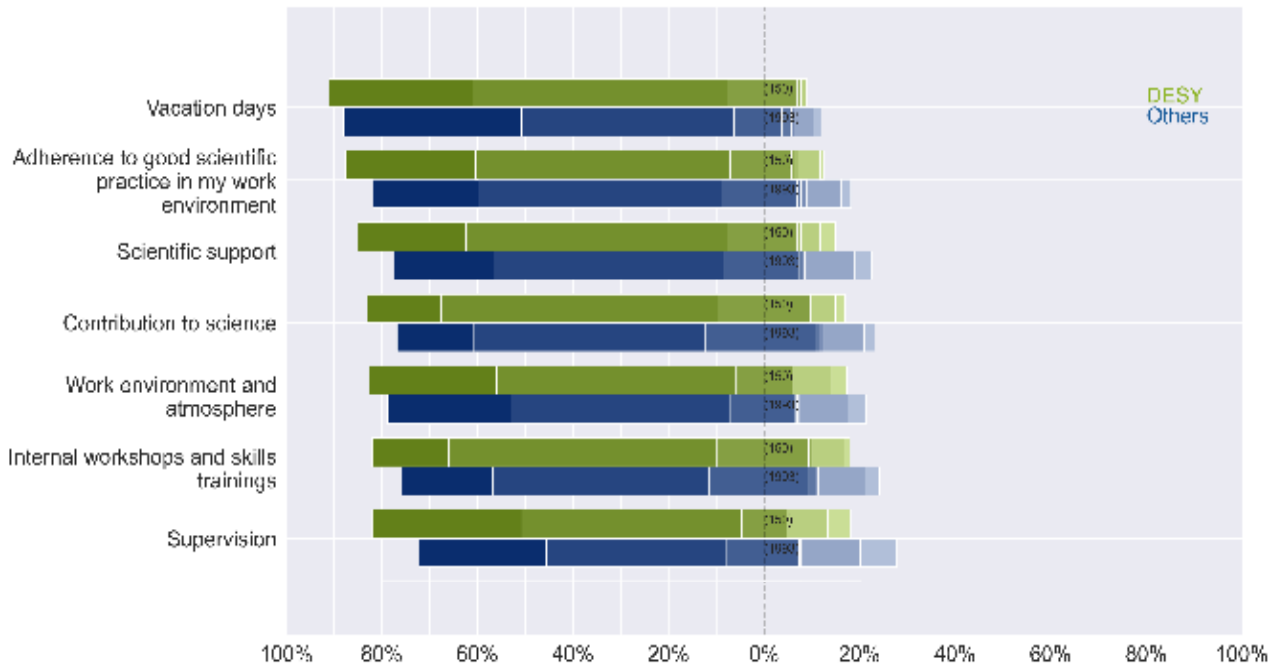
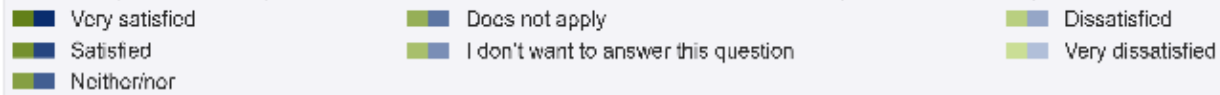
DRs at DESY are more satisfied than the average of DRs at other Helmholtz Institutes

Satisfaction

More details



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

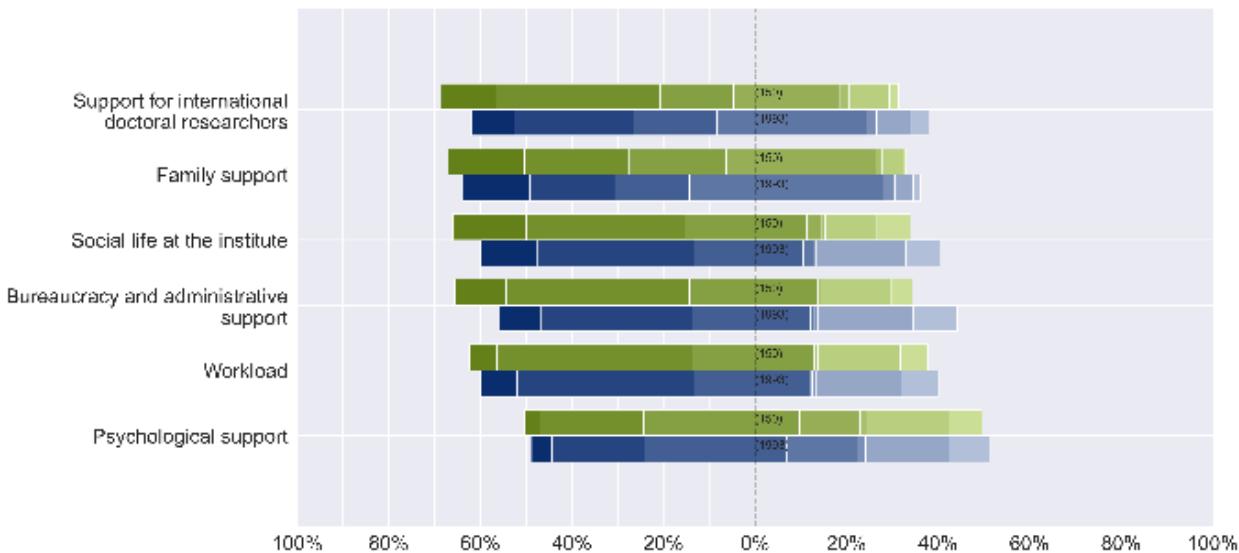
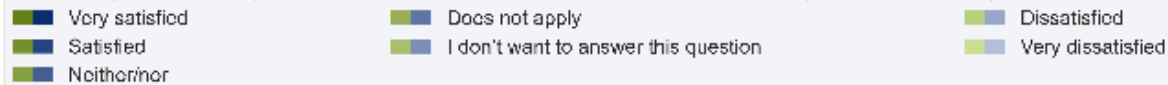


- 20 different aspects evaluated
- Highest satisfaction with:
 1. Number of vacation days
 2. Adherence to good scientific practice
 3. Scientific support
 4. Contribution to science
 5. Work environment

More details and improvements wanted



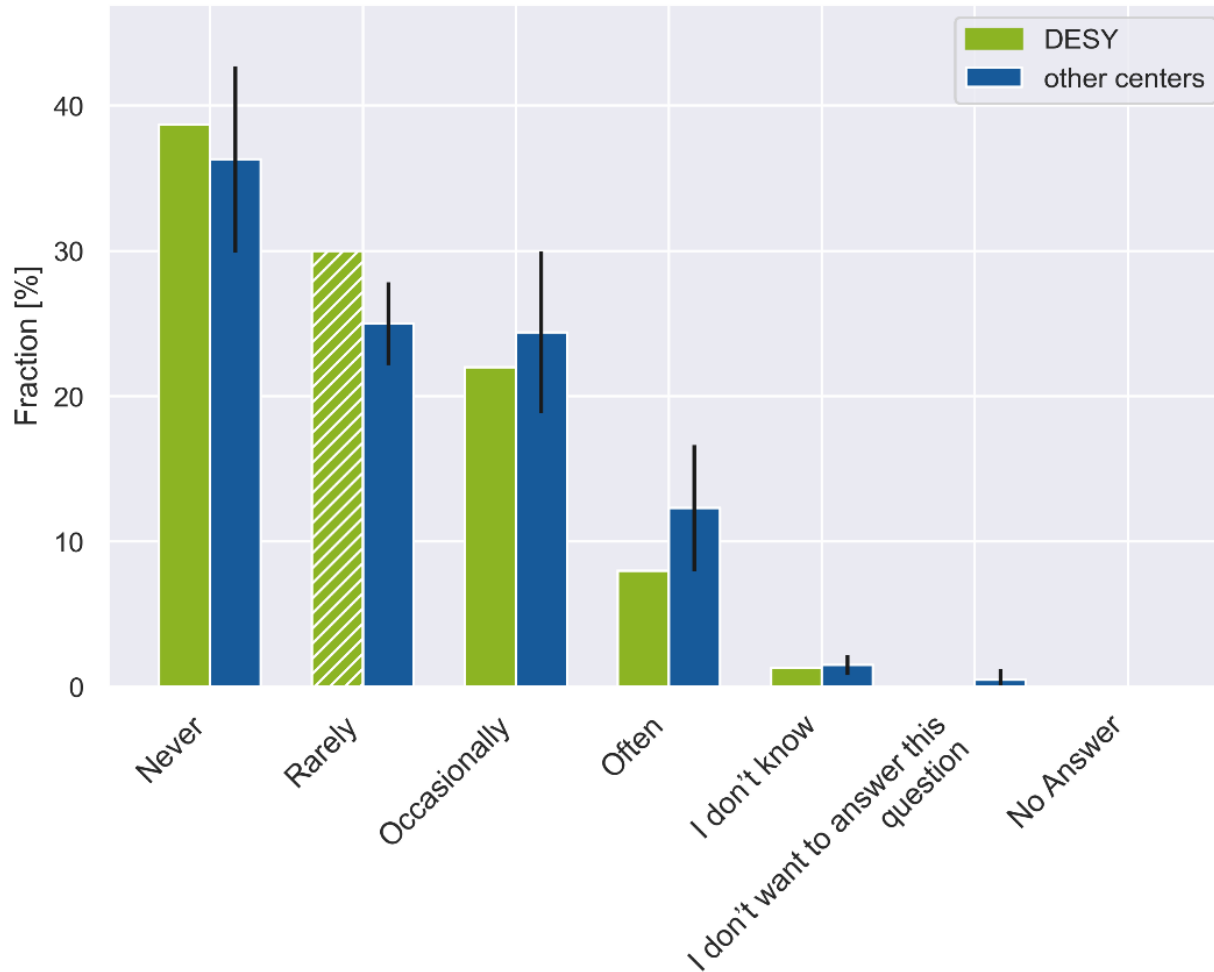
If you think about your own situation as a doctoral researcher, how satisfied are you with the following aspects?



- Most dissatisfaction with:
 1. Psychological Support
 2. Workload
 3. Bureaucracy and administrative support
 4. Social life at the institute
- Most improvement wanted for:
 1. Salary and benefits
 2. Psychological support
 3. Career development

Thoughts about dropping out

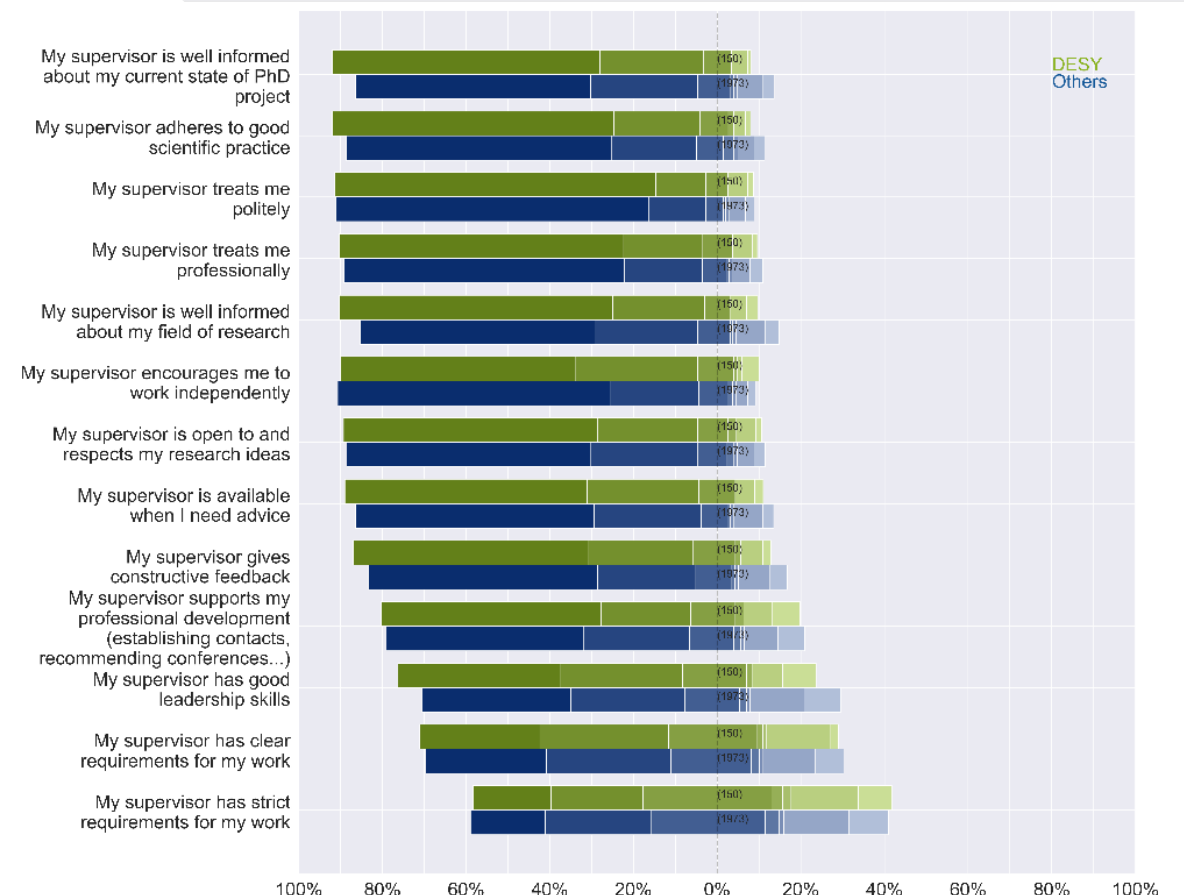
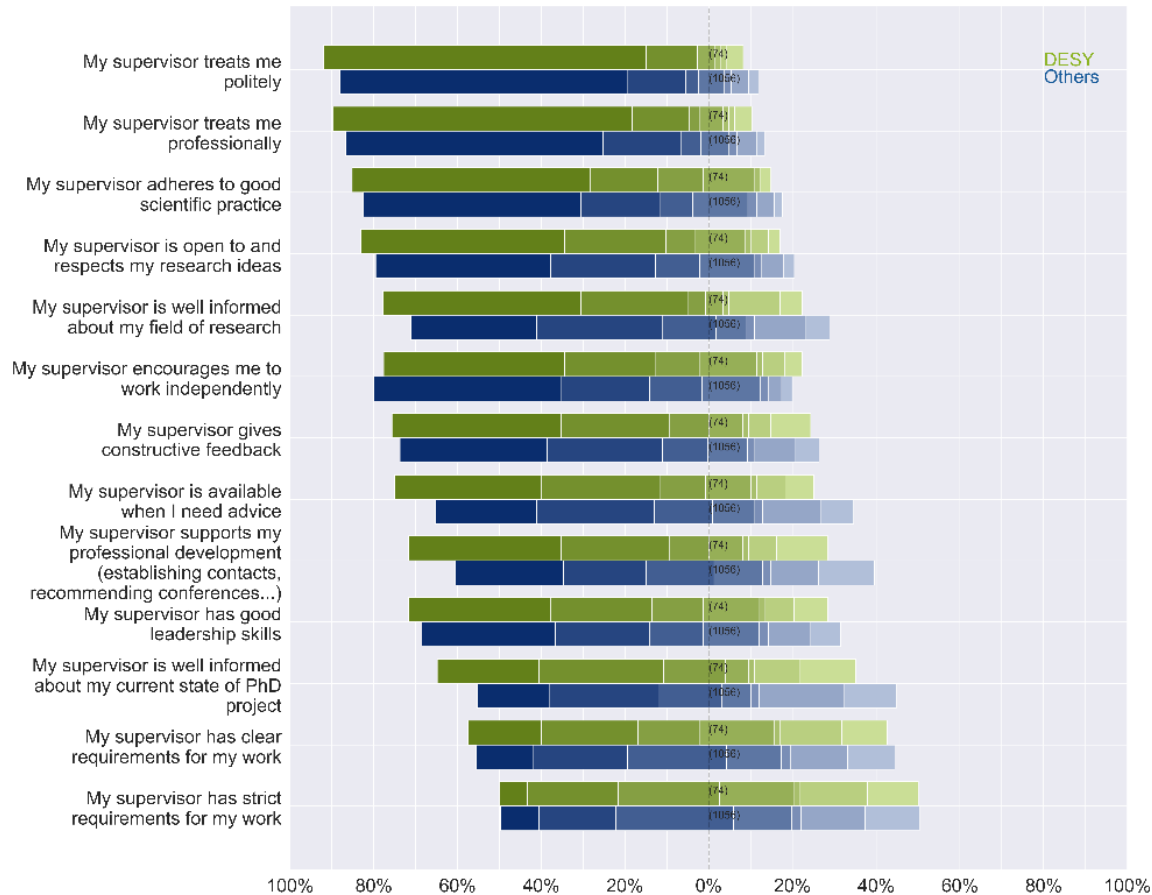
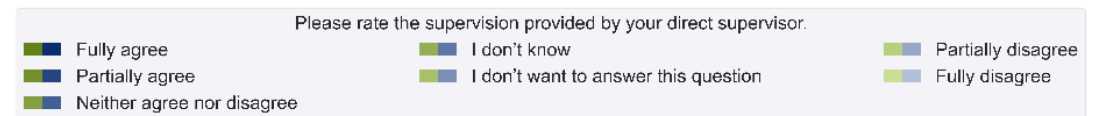
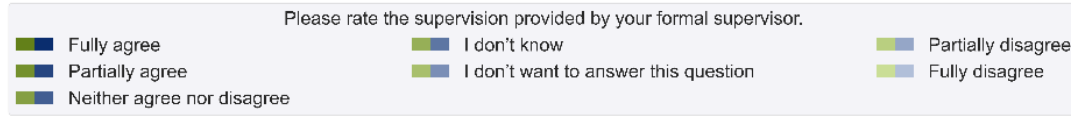
Have you ever considered quitting your PhD?



- 30 % (compared to 36%) have at least occasionally considered to quit their PhD
- Reported as most problematic reasons:
 1. “I can not cope with the high workload”
 2. “I do not feel qualified enough”
 3. “I have no or poor academic results”

Supervision

Ratings of formal and direct supervisors

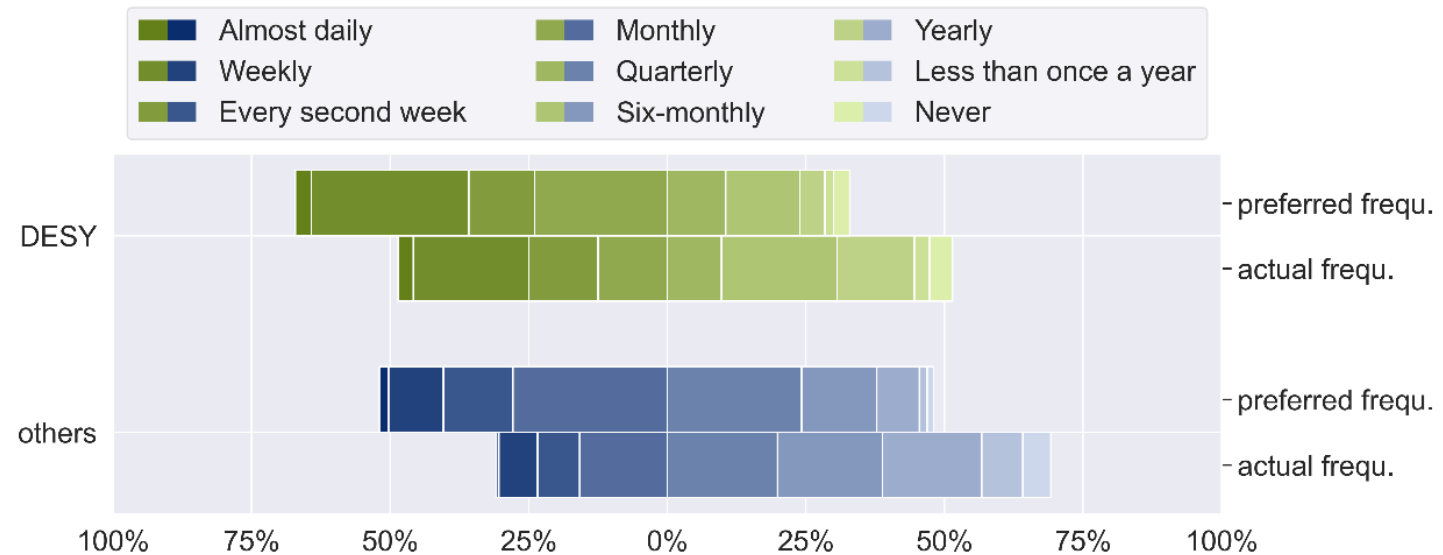


Ratings of formal and direct supervisors

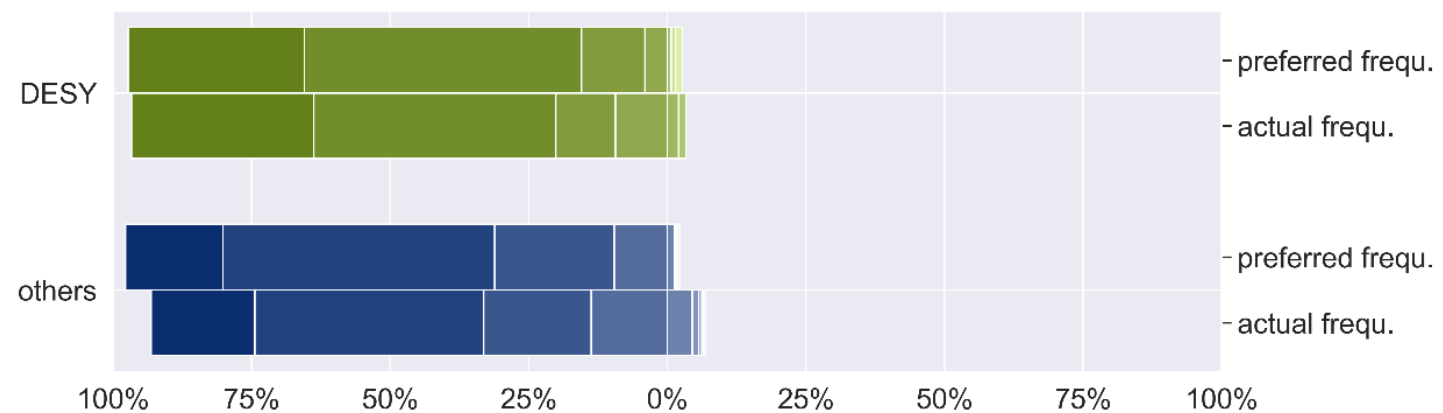
- Formal supervisors: 63.9 %, compared to 57.6 % at other centres, have been rated positively
- Direct supervisors: 78.3 %, compared to 76.0 % at other centres, have been rated positively
- DRs have been asked whether they have problems with their supervisors
 - 37 % had none
 - The two most frequently reported problems:
 - Not enough encouragement (17.3 %)
 - Not enough scientific discussion (16.0 %)

Supervision

Meeting frequency



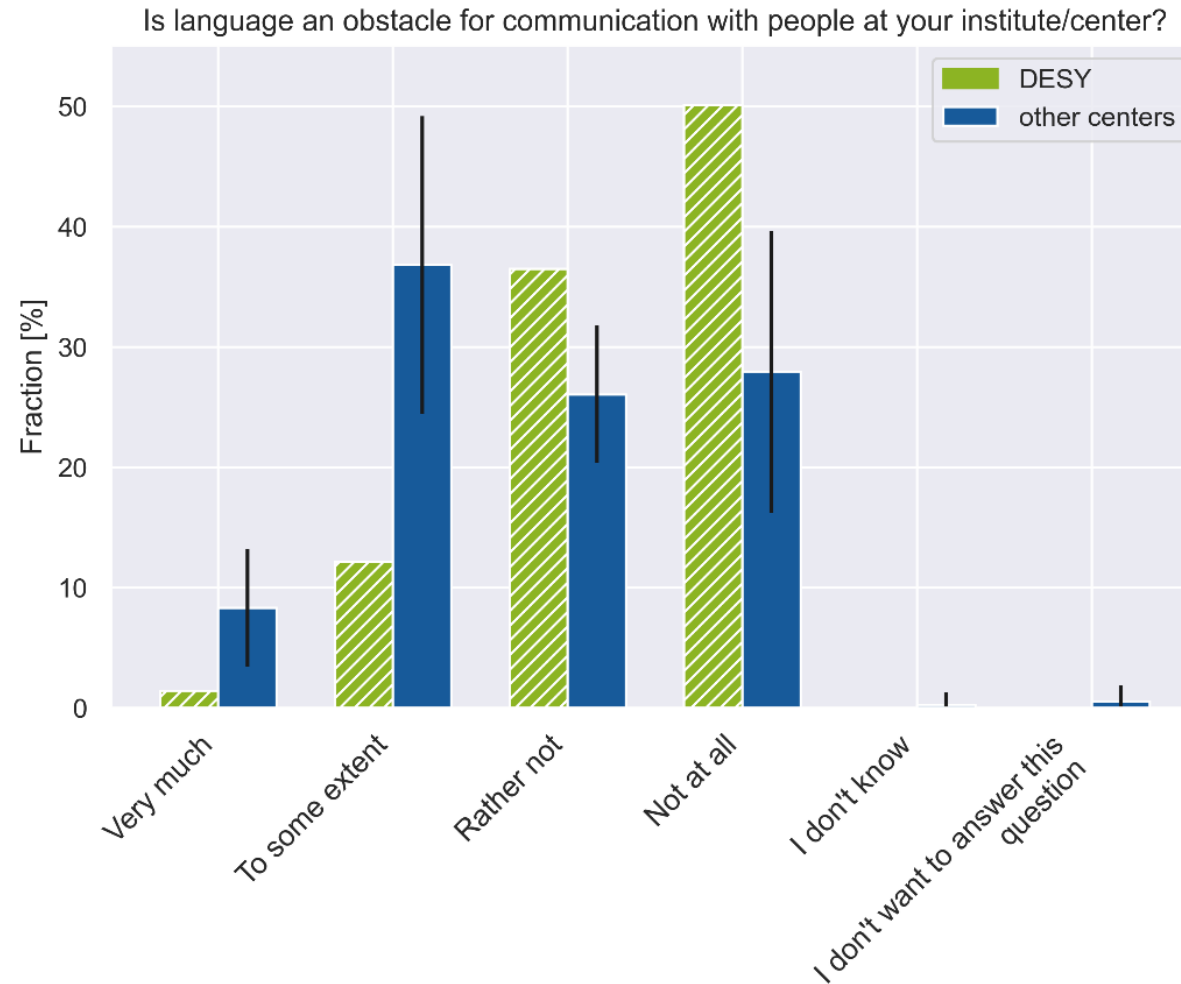
Formal Supervisor



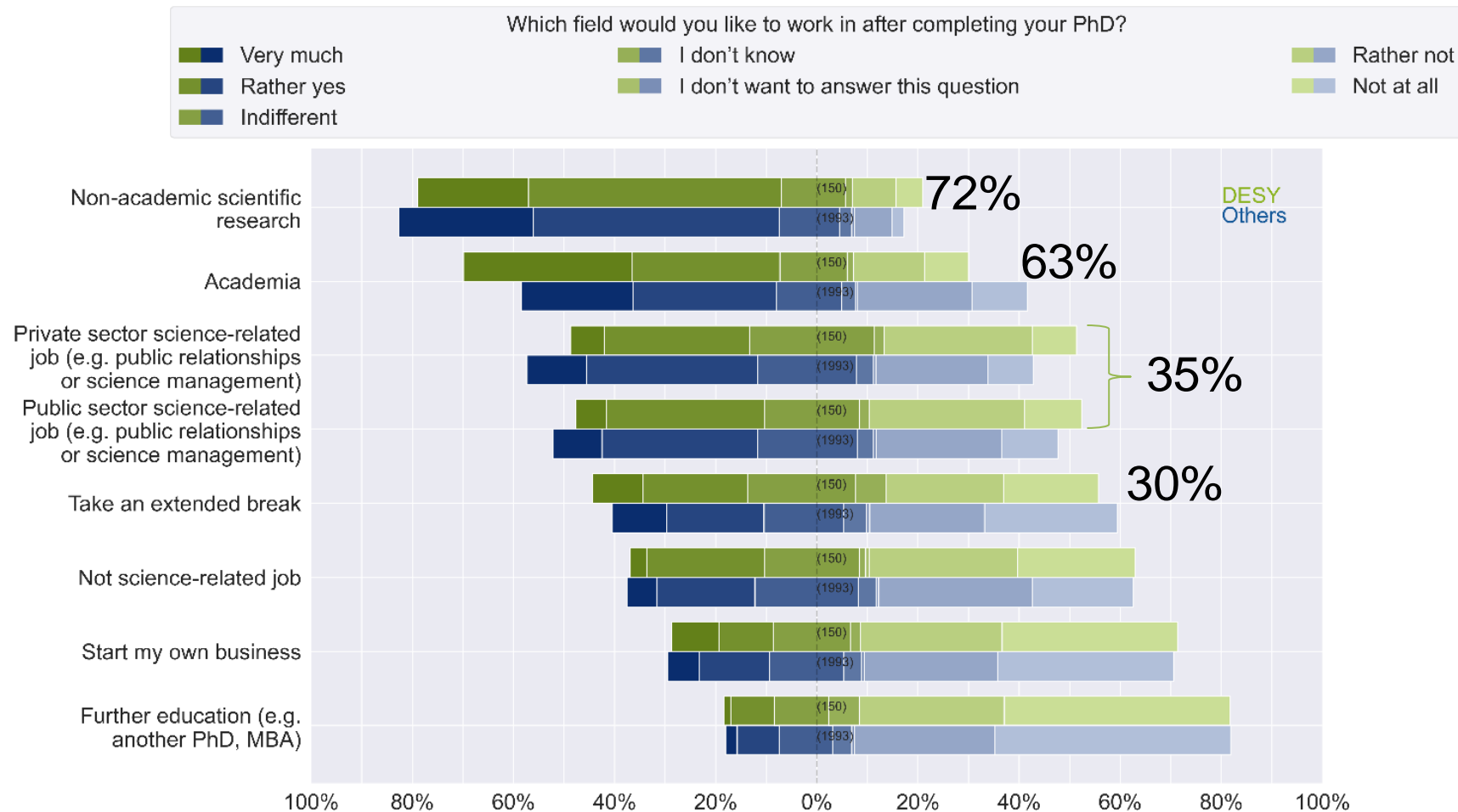
Direct Supervisor

Integration

Language barrier



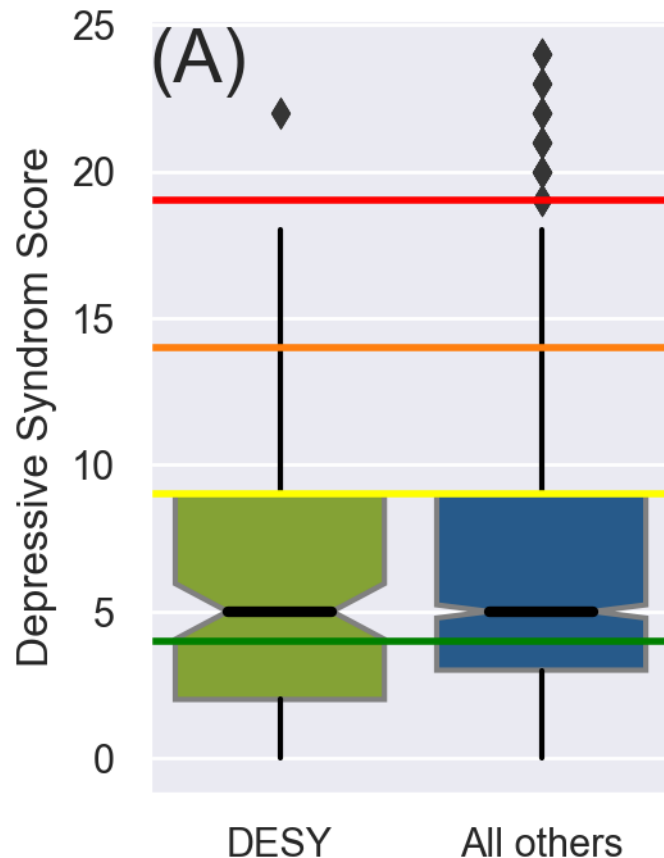
Preferred field of work after completion of PhD



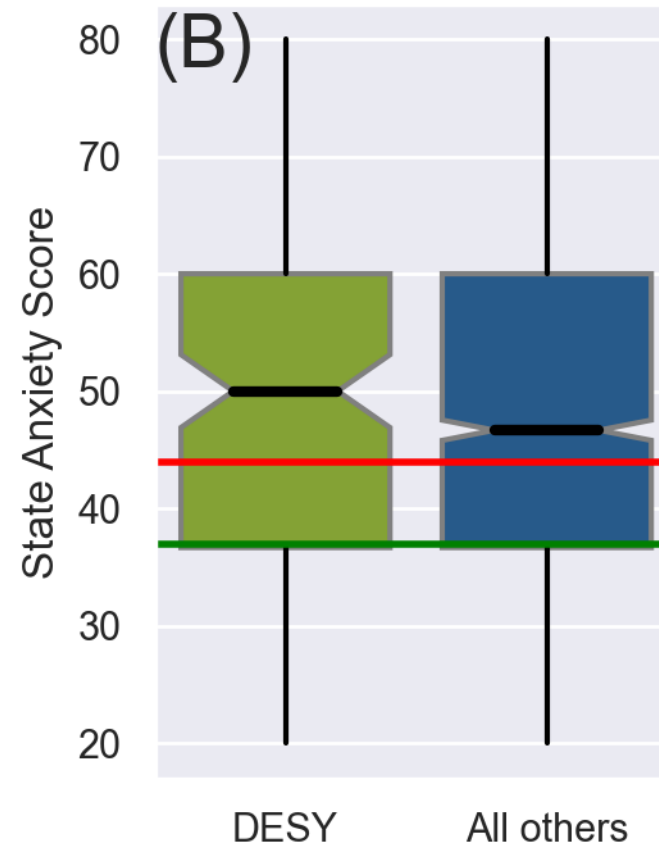
Some numbers

- 4 % of DRs have experienced a serious conflict with their supervisor
- Top reason for not reporting: The fear of repercussions
- 6% of DRs experienced sexual harassment
- 20% of DRs experienced bullying at work
- 17% are affected by discrimination at work
- Top 3 perceived reasons: Gender identity, nationality and mental health

Depressive Syndrom



State Anxiety



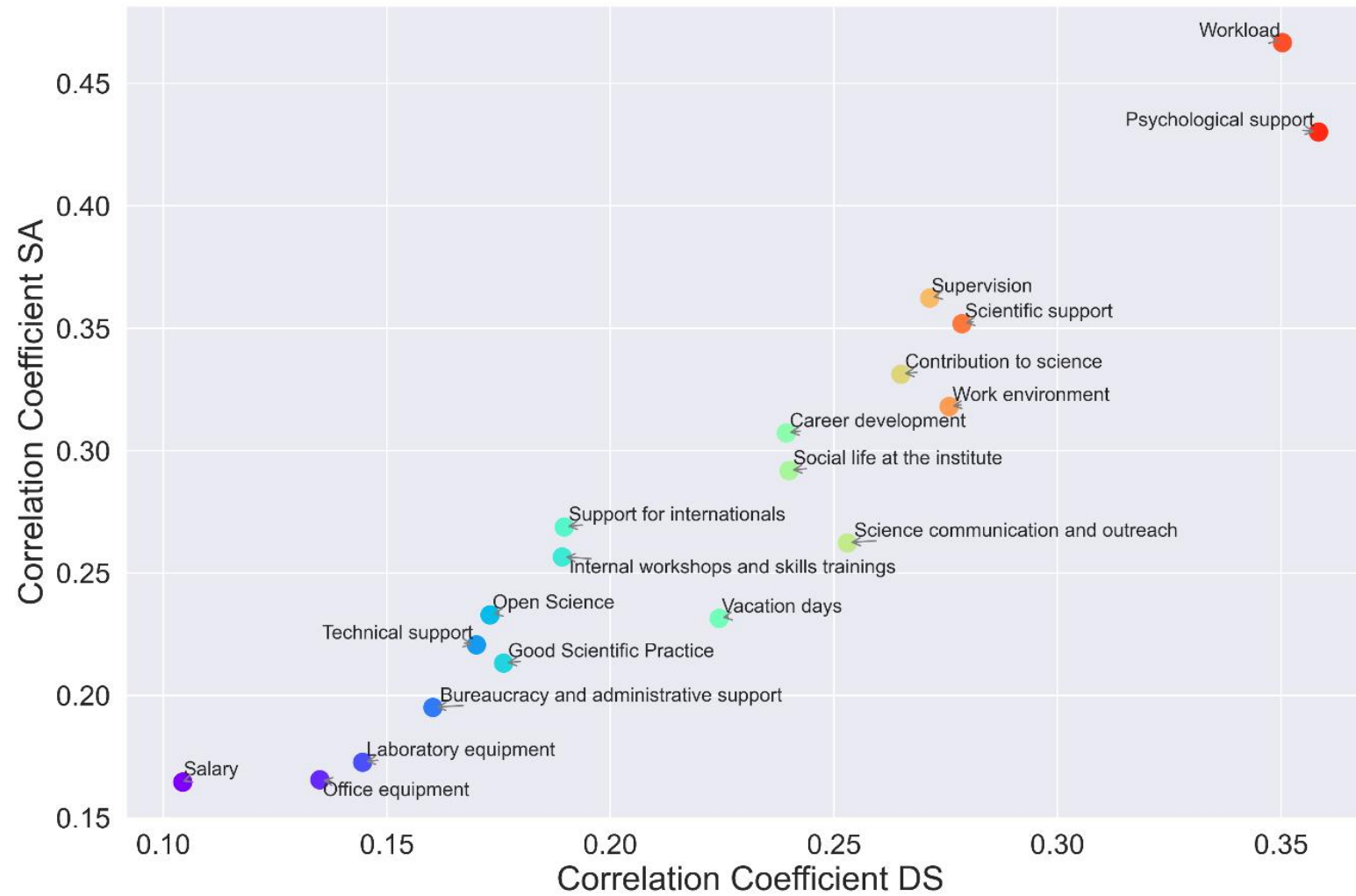
20 % with symptoms of moderate to severe depression

Comparison with German average based on PHQ8: 2.9 %

[RKI,2017]

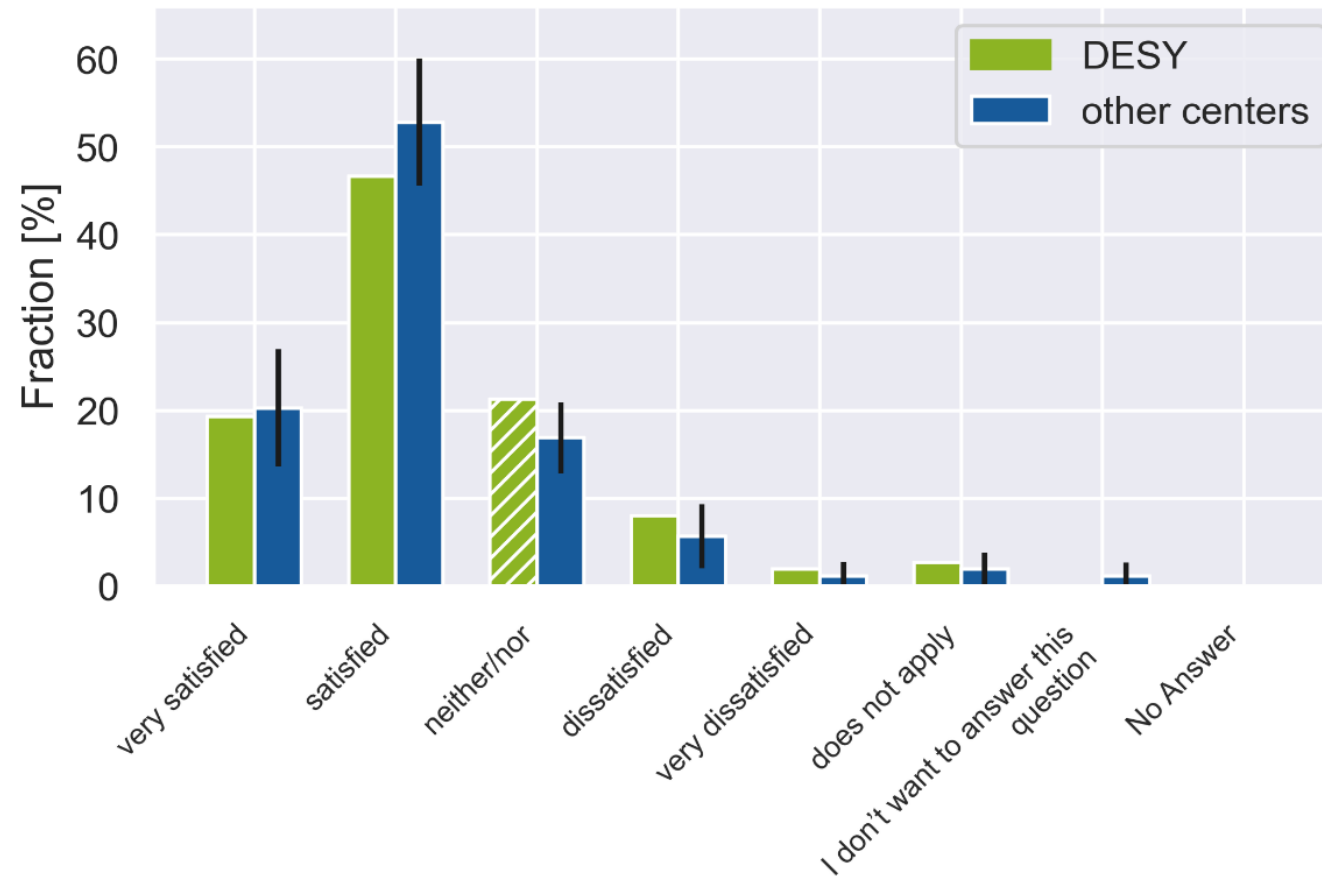


70% with moderate to high state anxiety



Satisfaction with how the pandemic was handled

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



The main points

- Most doctoral researchers are rather satisfied
- DESY performs well on average compared to the other Helmholtz Centres
- Main problem: The high workload
 - has, among other things, negative effects on mental health
 - Project scopes do not correspond to the contract durations
 - Either longer contracts (e.g. 3+1)
 - Or plan project scopes accordingly
 - Expectation management: More transparency in recruitment
- For excellent research a DR needs good supervision
 - Please get support if you need it!

The DESY-specific report



The Helmholtz Report



- 2023 survey unfortunately delayed but hopefully coming November/December
 - Please encourage your DRs to take part!