



# Survey Working Group

7th March 2025 – Agenda meeting



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**2023-2025 Co-coordinator**

# What do we do?

- Survey the demographics, working conditions, satisfaction and workplace safety of all DRs within the MPS

**MAX-PLANCK-GESELLSCHAFT**

Did you ever encounter problems regarding your supervision?

☐ Check all that apply

☐ Disagreement over time management/micromanagement

☐ Supervisors not experienced enough in your field

☐ Disagreement between supervisors

☐ Disagreement about publication(s)

☐ Not enough encouragement

☐ Too many meetings

☐ Not enough feedback

☐ Other:

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

☐ Yes, we have an active say

☐ Yes, but we don't have an active say

☐ No

- Objectives: Get evidence and reveal systemic problems

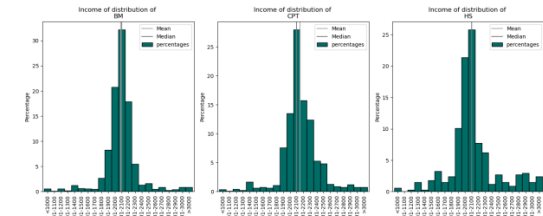
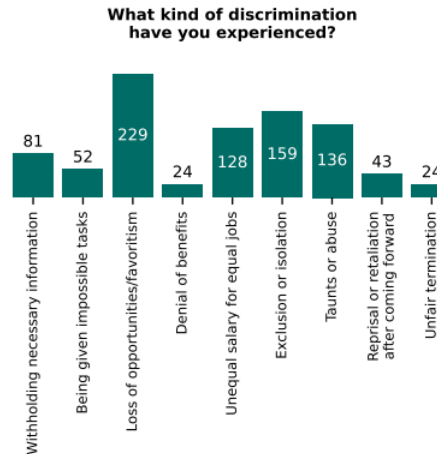


Figure 3.12: Income of the DRs per section.

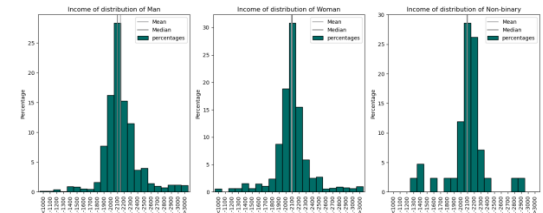


Figure 3.13: Income of the DRs per gender.

- Support the Steering group with the data for their arguments

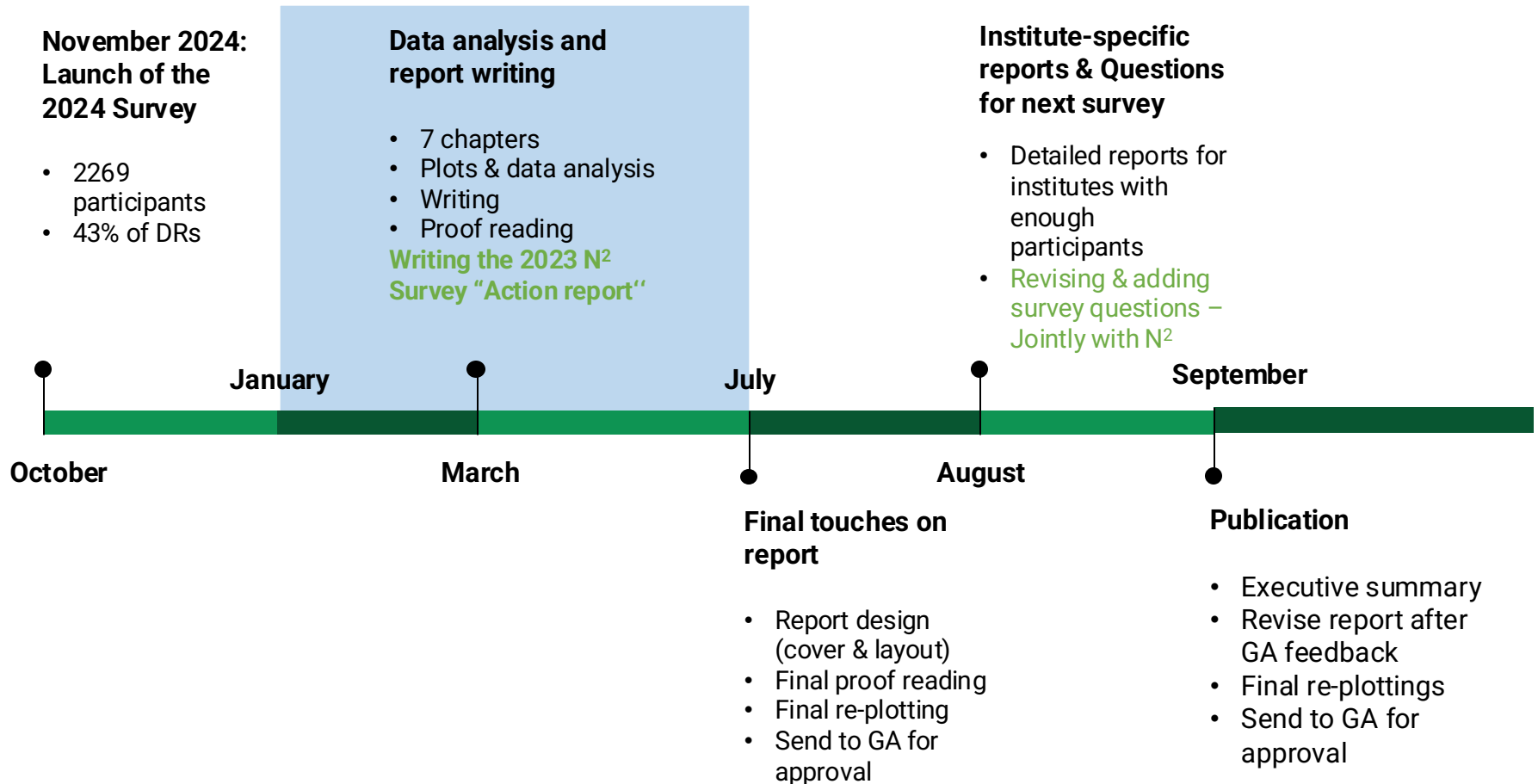


- Write and publish a yearly report of the working conditions of ~5000 DRs



- Prepare and distribute institute-specific reports for internal use by the representatives





N<sup>2</sup>-wide collaborations (PhDnets of Helmholtz, Leibniz...)

- Demographics (age, gender, nationality)
- Working conditions
  - General (contract types, funding, working hours etc.)
  - Exploitation
- Supervision (supervision agreements, evaluation of supervision)
- Satisfaction (new: gender equity and environmental measures)
- Support
  - Family (DRs with kids or caring responsibilities)
  - Integration & inclusion (onboarding, language barrier)
  - Career development (support options for different career paths)
- Conflicts and discrimination (bullying, power abuse, sexual harassment)
- Mental health (depression, anxiety & burnout)



# A big thank you to the 2023 survey team!



**Survey team of 2023-2024**

Mention to S. Perizonius, P. Xia (MPI Aesthetics) and D. Admiraal (MPI Psycholinguistics) currently working on the Institute reports

## The 2025 team is looking for:

- Writers
- Data analysts

## Contact us at:

[survey.group@phdnet.mpg.de](mailto:survey.group@phdnet.mpg.de)



*Join us!*