

Results of the survey:

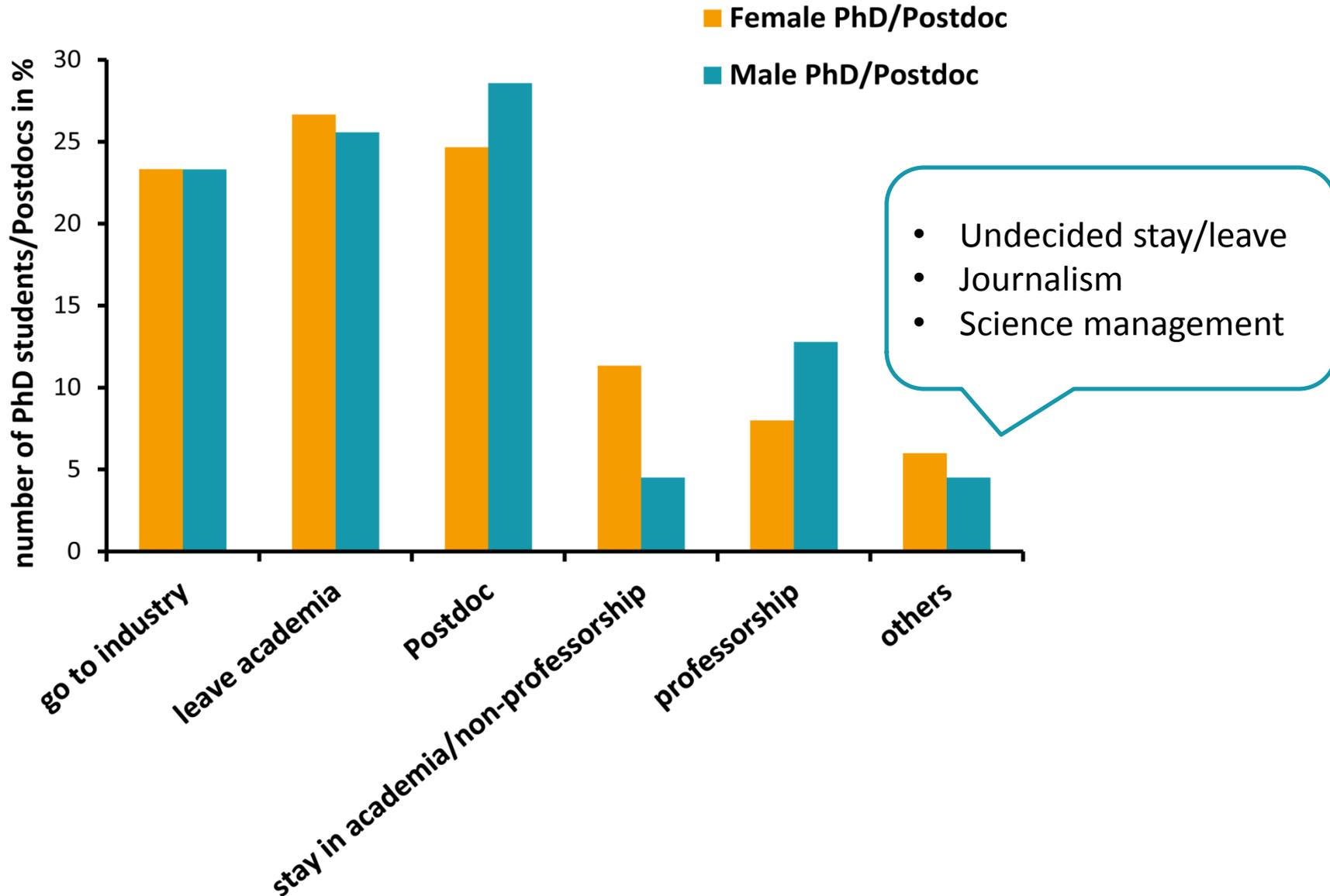
Career perspectives and opinions of GGNB and GAUSS PhD students and alumni

Participants

150	Females	133	Males
142	PhD students	123	PhD students
7	Post-Docs	10	Post-Docs
1	Working in industry		

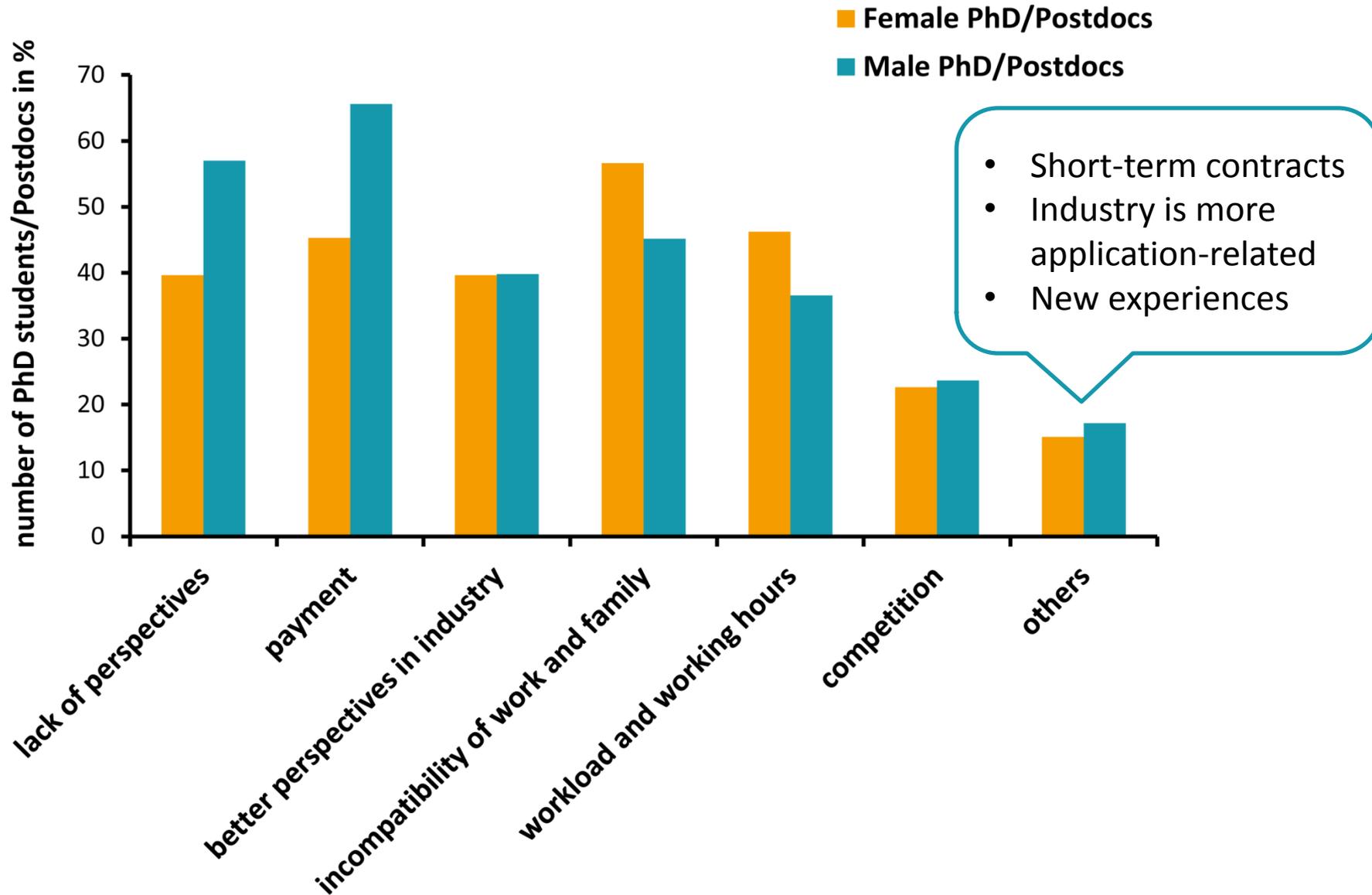
Question 1.

After your PhD, what is your future direction?



Question 2.

If you want to leave academia, what are the reasons?



Question 3.

what kind of difficulties have you already encountered as a woman in academia?

Difficulty	No. of People
Problems at work place to start/ maintain a family (work-life balance, working hours, stress during pregnancy)	26
Male colleagues/ supervisors do not respect scientifically	10
Not enough financial stability to start with a family	3
Cultural pressure	3
Discrimination in salaries/ promotions	2
Pressure to prove efficiency after maternity leave	2
Lack of role models to follow	2
Not enough daycare facilities	1
Lack of confidence in women	1
Communication problems with supervisor	1

Question 3.

what kind of difficulties have you already encountered as a woman in academia?

“Women that want to have a child are confused as to when is the best time.”

“I heard from female colleagues that after coming back from maternity leave, they had to convince their male chief that they can handle the workload and the childcare by working more and harder than before and/or than their male colleagues.”

“In both of the departments I worked until now, male scientists were encouraged and supported more constantly to reach the habilitation (with personnel and/or material support) than female scientists.”

“In an institutional environment in which women are told that they cannot fight the culture, I cannot see how future female group leaders will arise.”

Question 4.

If you could change something to stay in academia, what would you change?

Suggestion	No. of people
Increase long-term contracts with social security for non-professorship position eg: lecturers, senior researchers, etc	113
Better (appropriate) payment for corresponding workload. More opportunities for grants.	54
More personal life/ less working hour and regulated working	40
Less stress & competition in publication and working	20
Half to full-day children daycare system	19
Easier for mothers to be back to science, support for pregnancy or early parenthood (eg. 75%/50% or HIWI position?)	16
Better cooperation and integration between institutions, industries or labs and application of science in life	15
Transparent procedure ifor reviewing paper, hiring scientific staffs and ensure gender-independent oppotunities	12
No need for a Postdoc abroad, constantly moving	12
Better training of skills like leadership, communication and creativity	5
Abolish 12 years rule in Germany	5
More possible career paths in and outside academia	3
Restrict student numbers in life science	2
Longer visa approval for foreign students/scientists	1

Question 4.

If you could change something to stay in academia, what would you change?

"I would make all steps from publication review to hiring professors more transparent, less political and more based on people's ideas."

"Publication pressure has led to worse science, not better."
"The high levels of competition tend to embitter academics over the years."

"Job stability: contracts are very short and force young families to be highly educated nomads, going from 2 year contract to 2 year contract."

"I would change the childcare situation. Companies and universities should offer childcare near the work place for their employees."

"I'm against the quota. We should support women already at the level of academic studies, PhD and Post-Doc, without telling that 50% of higher level positions have to be filled with women."