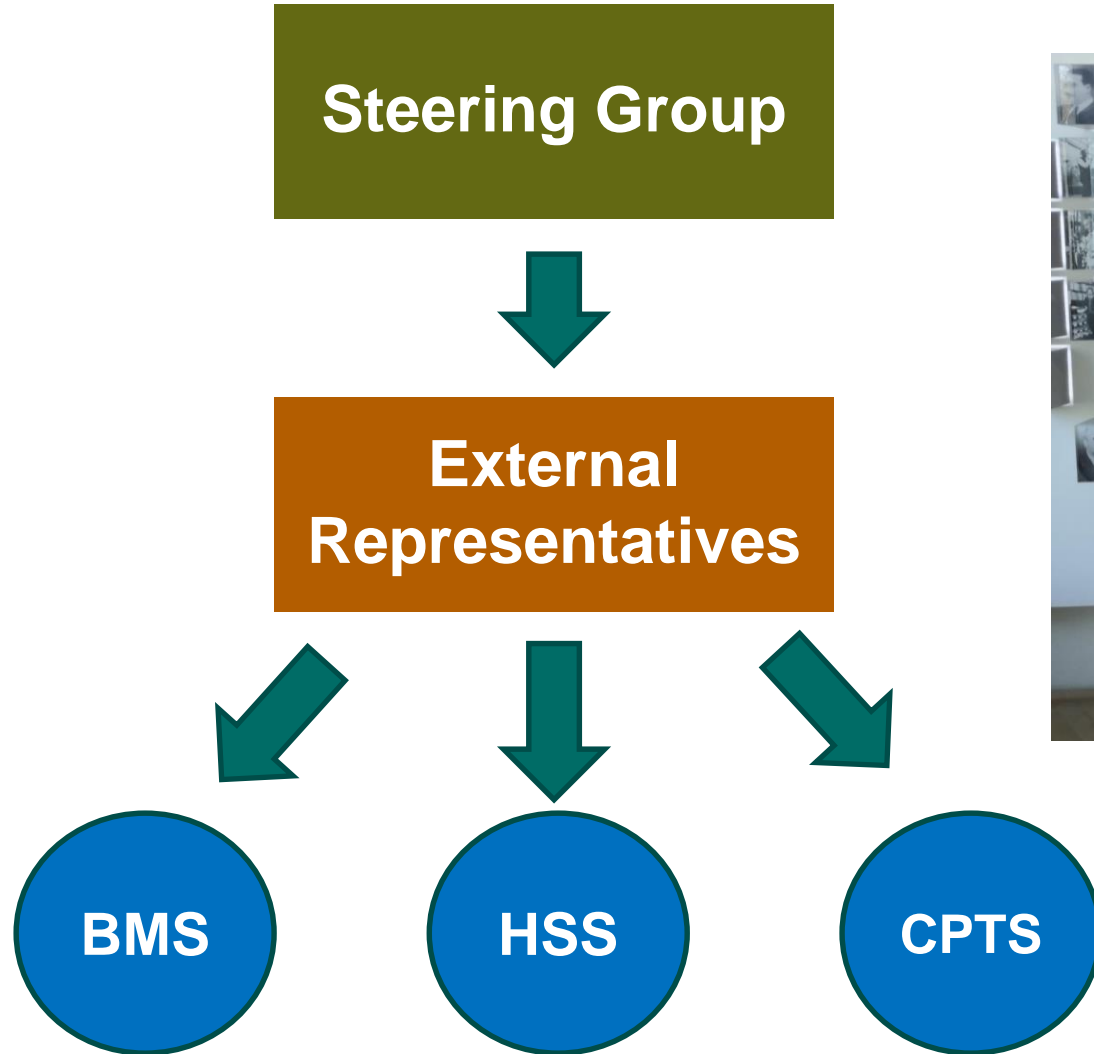


Impressions from the 2022 MPG PostdocNet General Survey

Dr. Nicholas Russell, General Secretary of the MPG PostdocNet

March 17, 2023

THE MPG POSTDOCNET



Mean Age: 35

50% Male and
48% Female

MPG Postdoc Demographics

75% come from
outside of
Germany

27% of postdocs
are Parents

EDITORIAL | 18 January 2023

PhD training purpose – it r

If researchers are to meet societal needs, they must escape the nineteenth century.

Anne E Urai , Clare Kelly 

Leiden University, Netherlands

Feb 7, 2023 · <https://doi.org/10.1038/d41586-023-00000-0>

CAREER NEWS | 02 February 2023

Postdoc survey confirms widespread dissatisfaction among US researchers

Low take-home pay, muddy career paths and poor job satisfaction


[Laurie Udesky](#)

Point of View: Rethinking academia in a post-pandemic world

nature human behaviour

Comment | [Published: 08 February 2023](#)

Quality research needs good working conditions

[Rima-Maria Rahal](#) , [Susann Fiedler](#), [Adeyemi Adetula](#), [Ronnie P.-A. Berntsson](#), [Gordon B. Feld](#), [Christian J. Fiebach](#), [Samsad Afrin Himi](#), [Aidan J. Horner](#), [Tina B. Schönbrodt](#), [Miguel Aleiandro A. Silan](#), [Michael Wenzler](#) & [Flávio Azevedo](#)

[Nature Human Behaviour](#)

25k Accesses

EDITORIAL

High-quality research requires better working conditions for researchers. High-quality research requires better working conditions for researchers. High-quality research requires better working conditions for researchers.

SHIRLEY M. MALCOM AND SUDIP PARIKH [Authors Info & Affiliations](#)

SCIENCE · 9 Feb 2023 · Vol 379, Issue 6632 · p. 519

26,989

CAREER FEATURE | 13 February 2023 | Correction [20 February 2023](#)

Heeding the happiness call: why academia needs to take faculty mental health more seriously

nature biotechnology

Group leader at institution

[Amanda Heisterkamp](#)

Career Feature | [Published: 15 February 2023](#)

Career feature

Retaining postdocs by recognizing their worth

[Esra Yalcin](#), [Rosa M. Rodriguez](#)

[Nature Biotechnology](#)

29k Accesses

Data from a postdoc survey shows that many researchers are interested in academic careers but are deterred by several considerations.

Policy proposals to promote inclusion of caregivers in the research funding system: a call for change

[Isabel L. Torres](#)^{1*}, [Rayven-Nikkita Collins](#)², [Anaelle Hertz](#)³ and [Martta Liukkonen](#)⁴

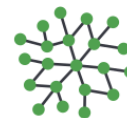
¹ Mothers in Science, Montpellier, France (W343028090)

² Department of Anatomy and Neurobiology, Boston University School of Medicine, Boston, Massachusetts, USA

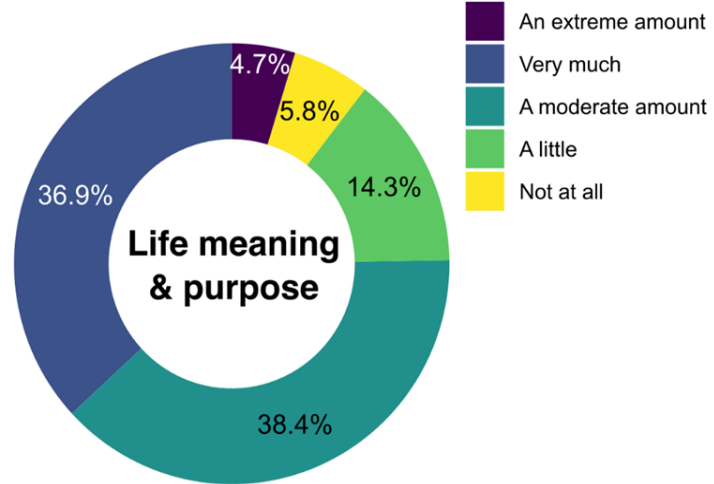
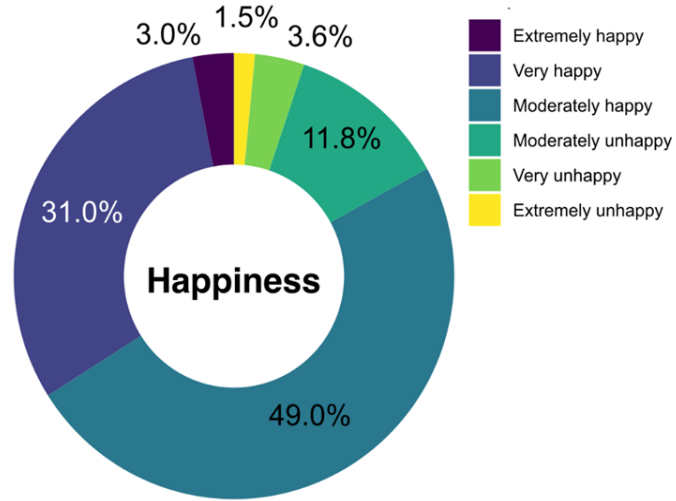
³ Department of Physics, University of Toronto, Toronto, Ontario, Canada

⁴ Department of Biological and Environmental Sciences, University of Jyväskylä, Jyväskylä, Finland

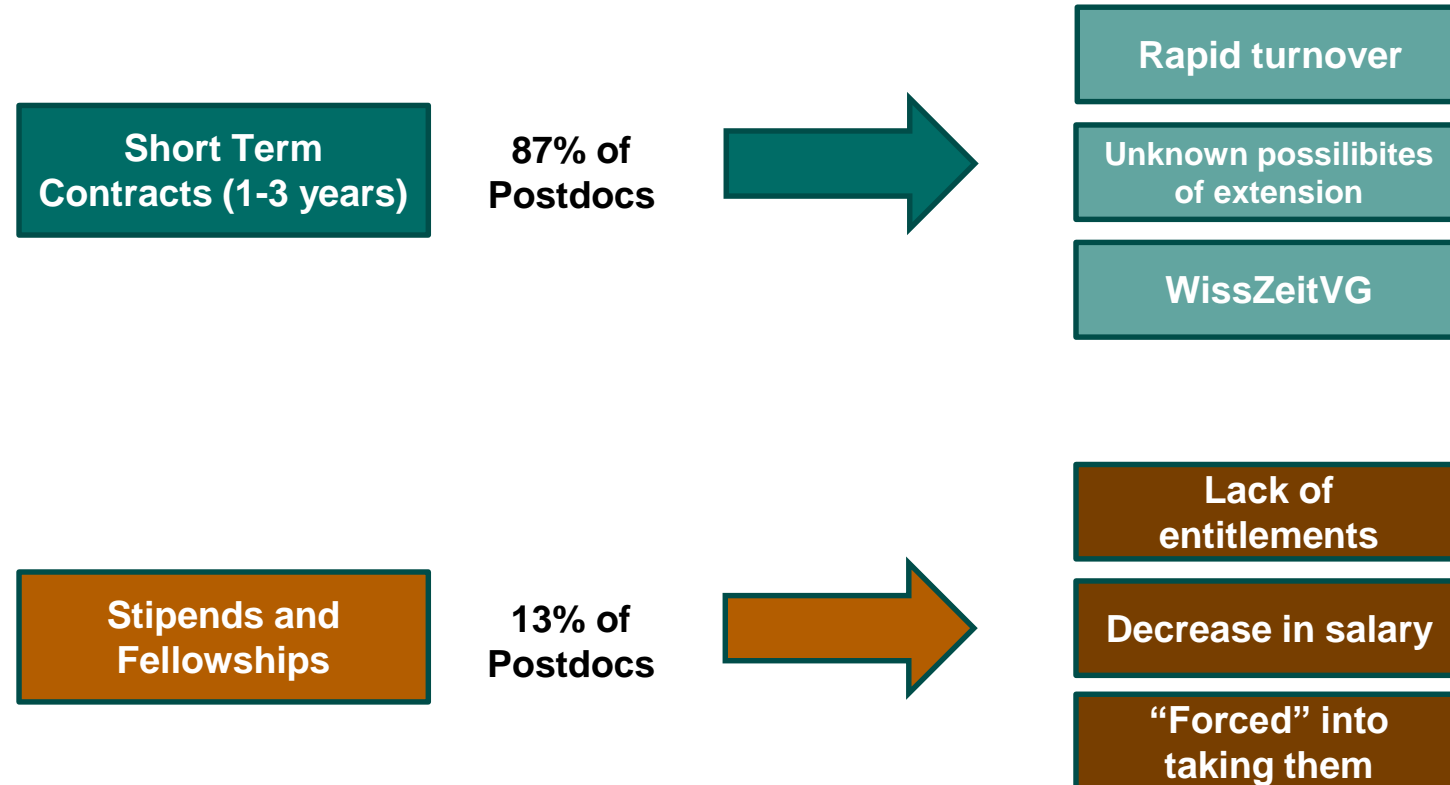
*Corresponding author: isabel.torres@mothersinscience.com



MENTAL HEALTH AT MPG



WORKING CONDITIONS

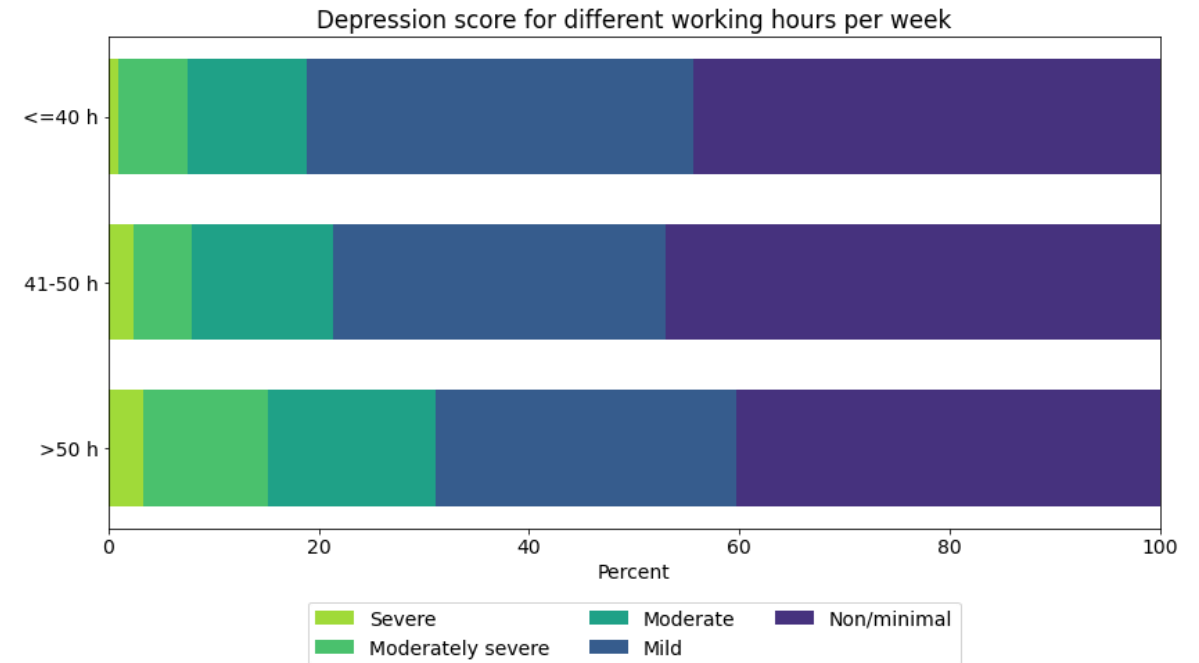
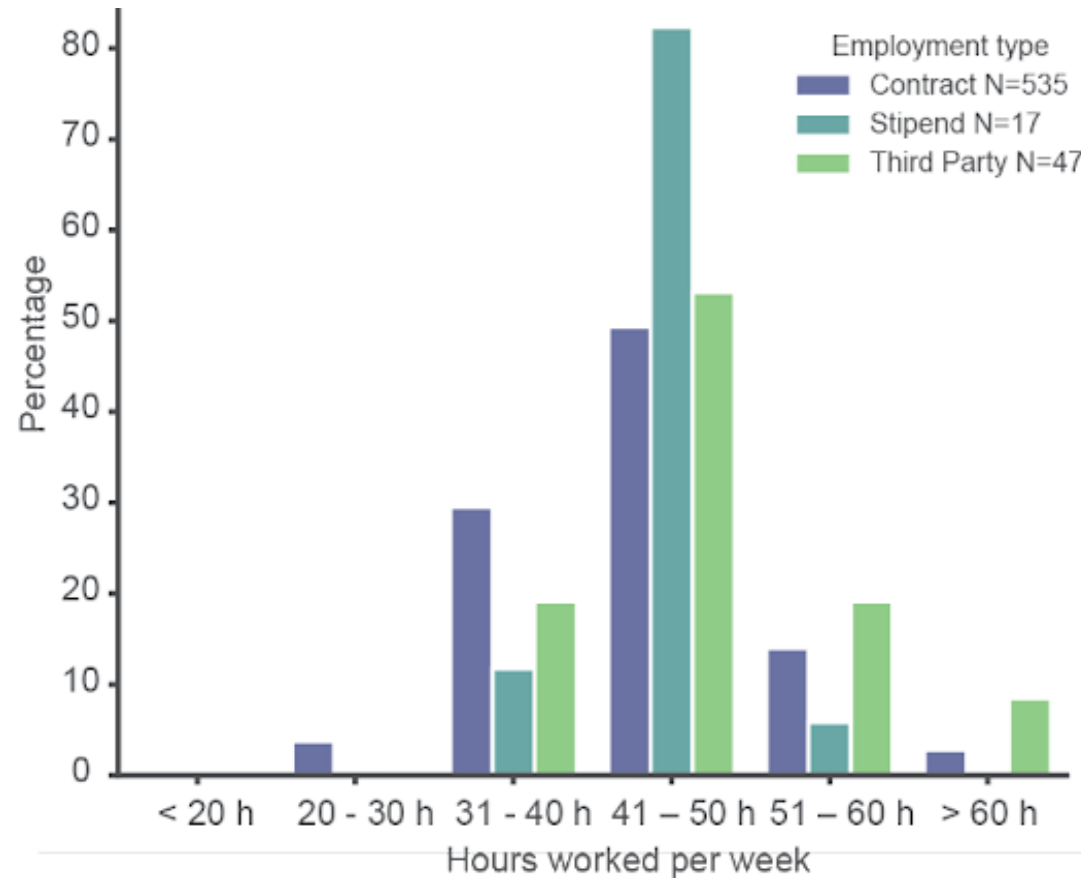


WORKING CONDITIONS

The director intentionally [promoted] uncertainty about whether extensions are possible. In [their] opinion, this motivates researchers. For me, it resulted in increased stress that led to depression.

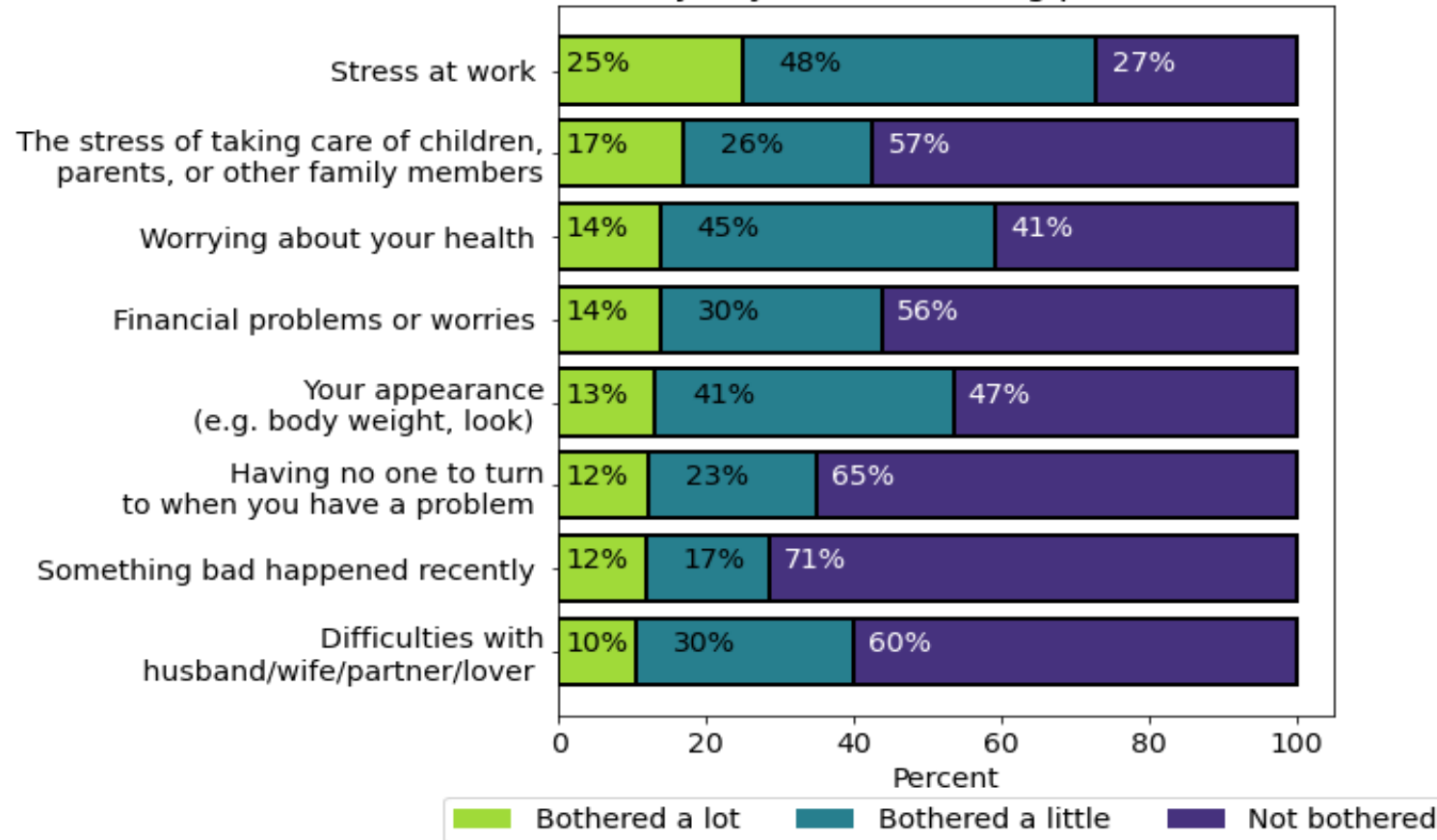
- Postdoc

INCREASED WORKLOADS CORRELATE WITH HIGHER DEPRESSION AND ANXIETY

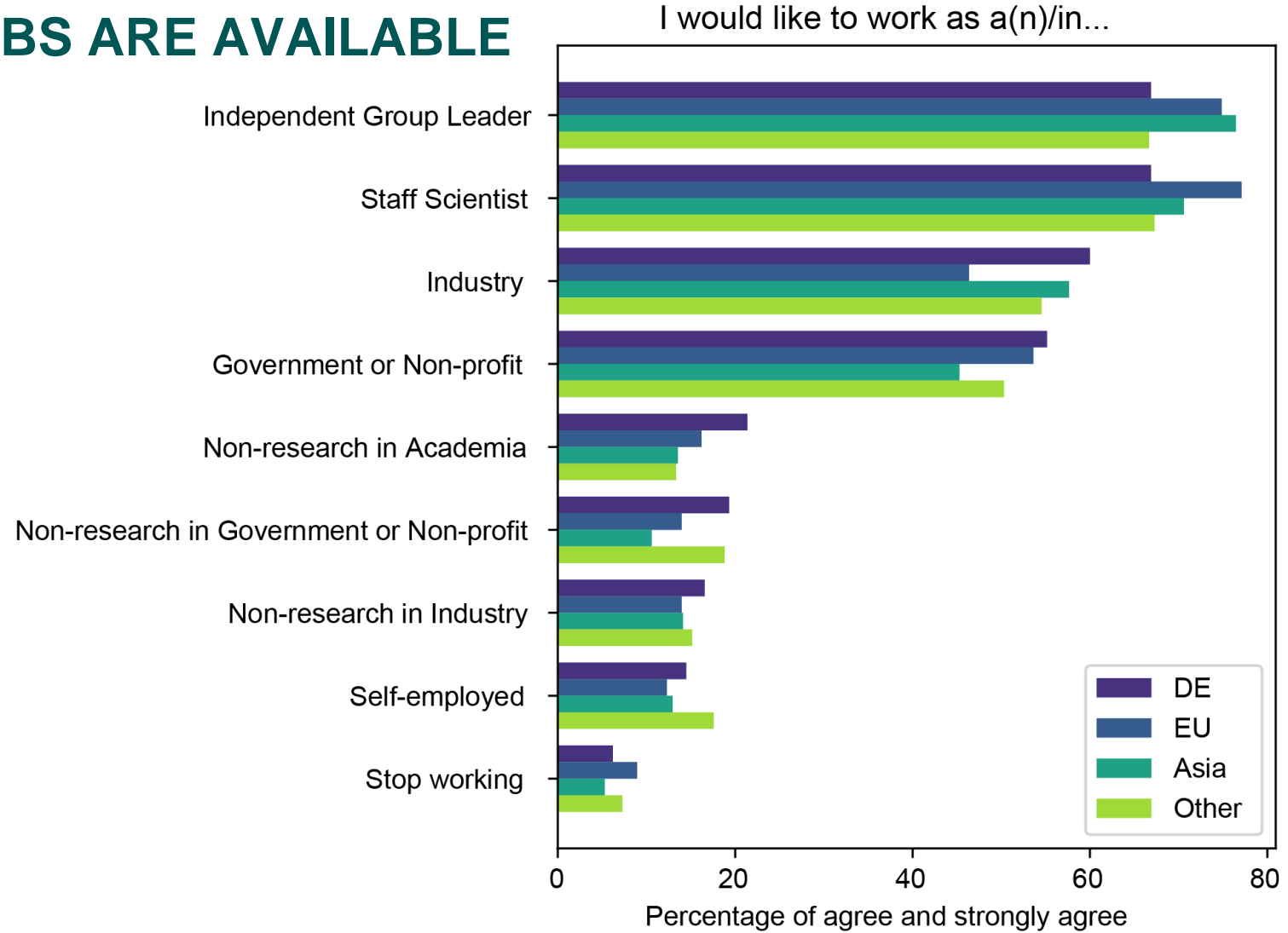


WORK IS THE GREATEST SOURCE OF STRESS

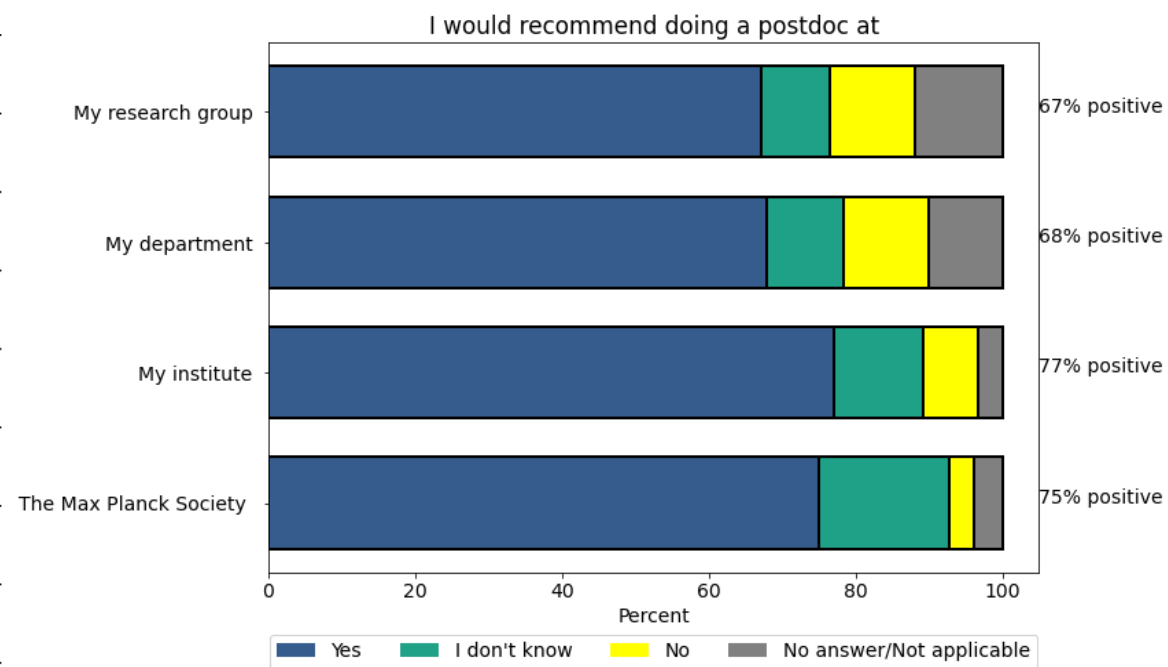
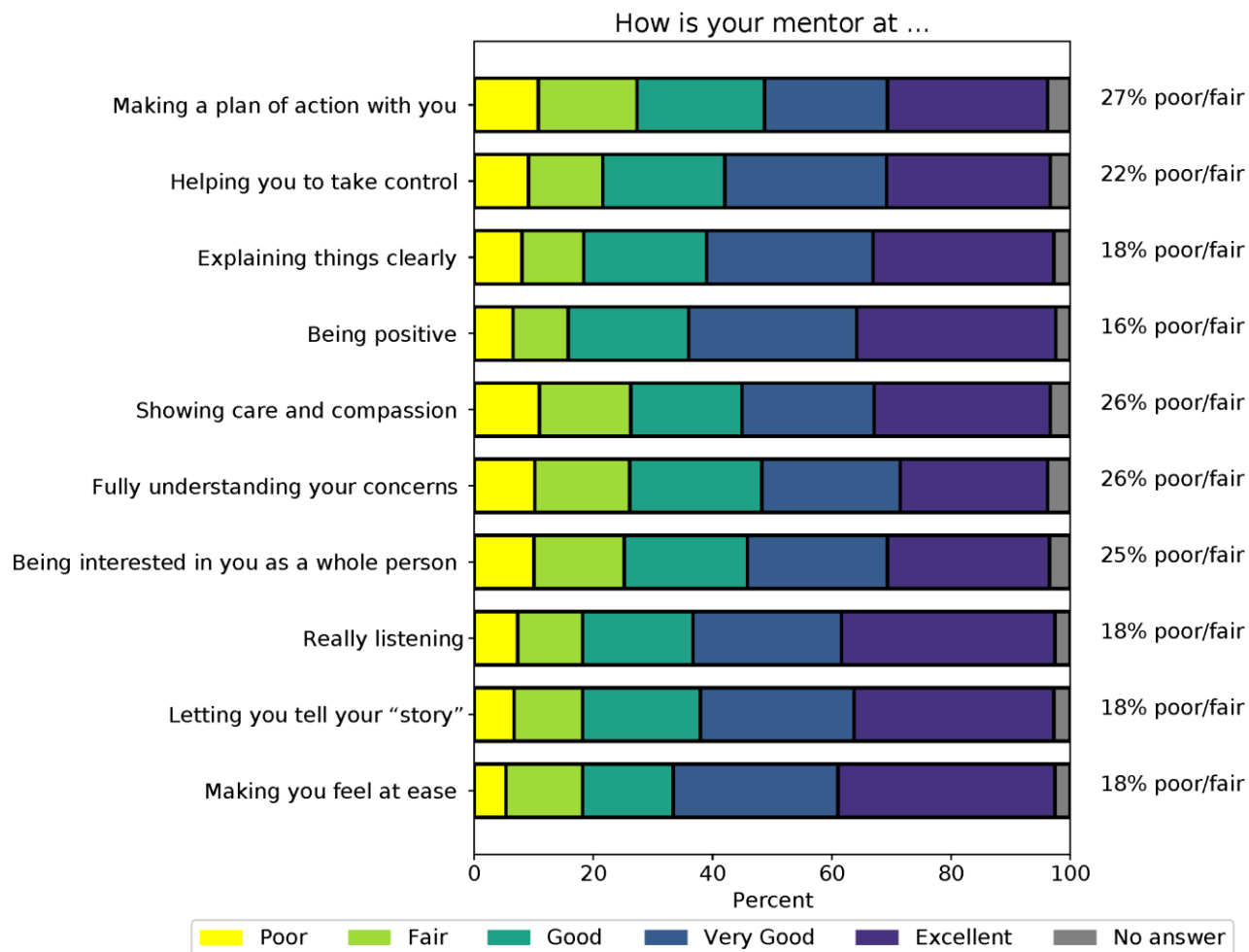
In the last 4 weeks, how much have you been bothered by any of the following problems?



MOST POSTDOCS WANT TO STAY IN ACADEMIA, EVEN THOUGH FEW JOBS ARE AVAILABLE

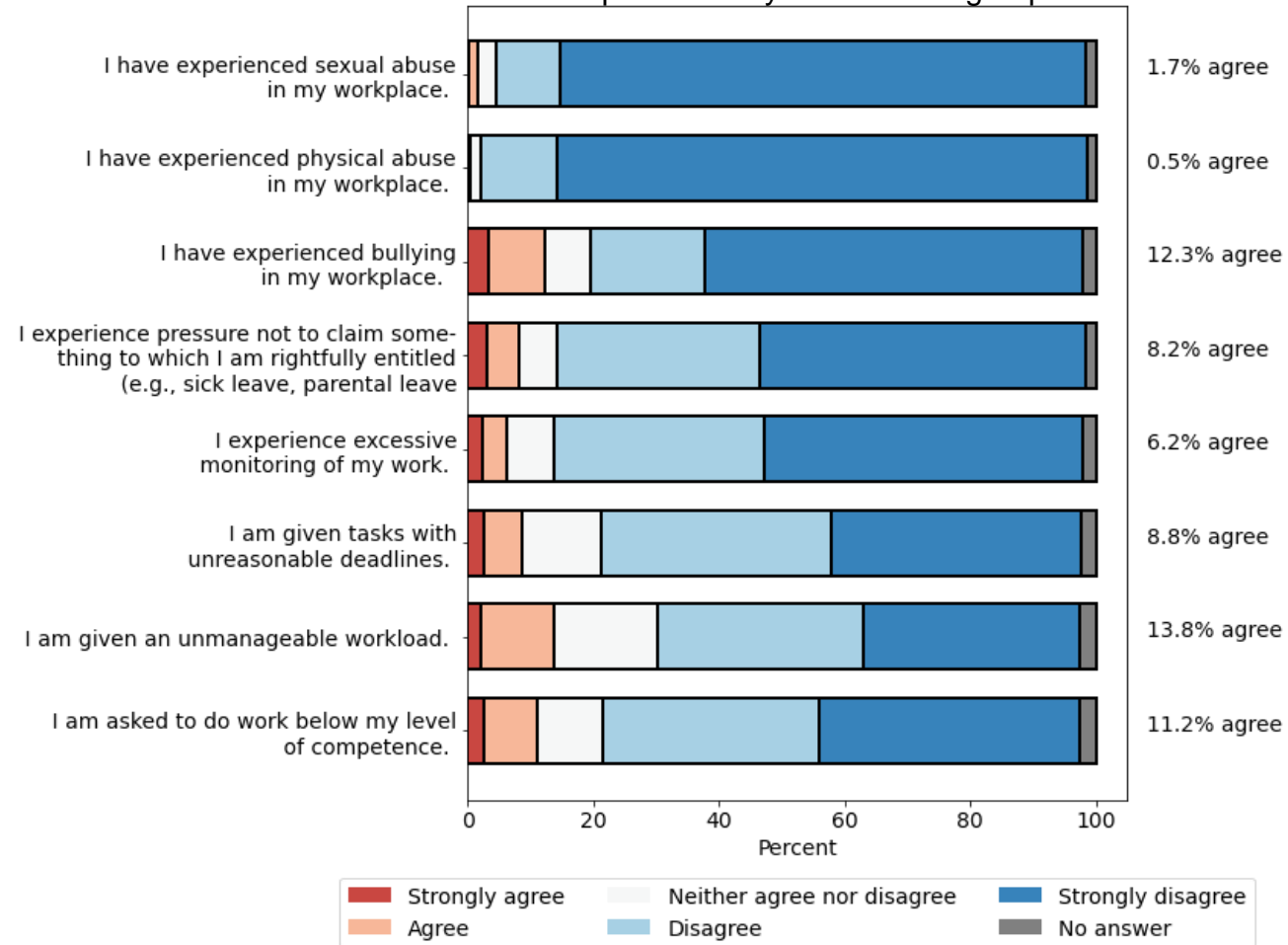


MPG POSTDOCS, OVERALL, ARE SATISFIED BY THEIR MENTORS



EXPERIENCES OF ANTISOCIAL BEHAVIOUR AT WORK

Please rate each item based on your experience in your research group



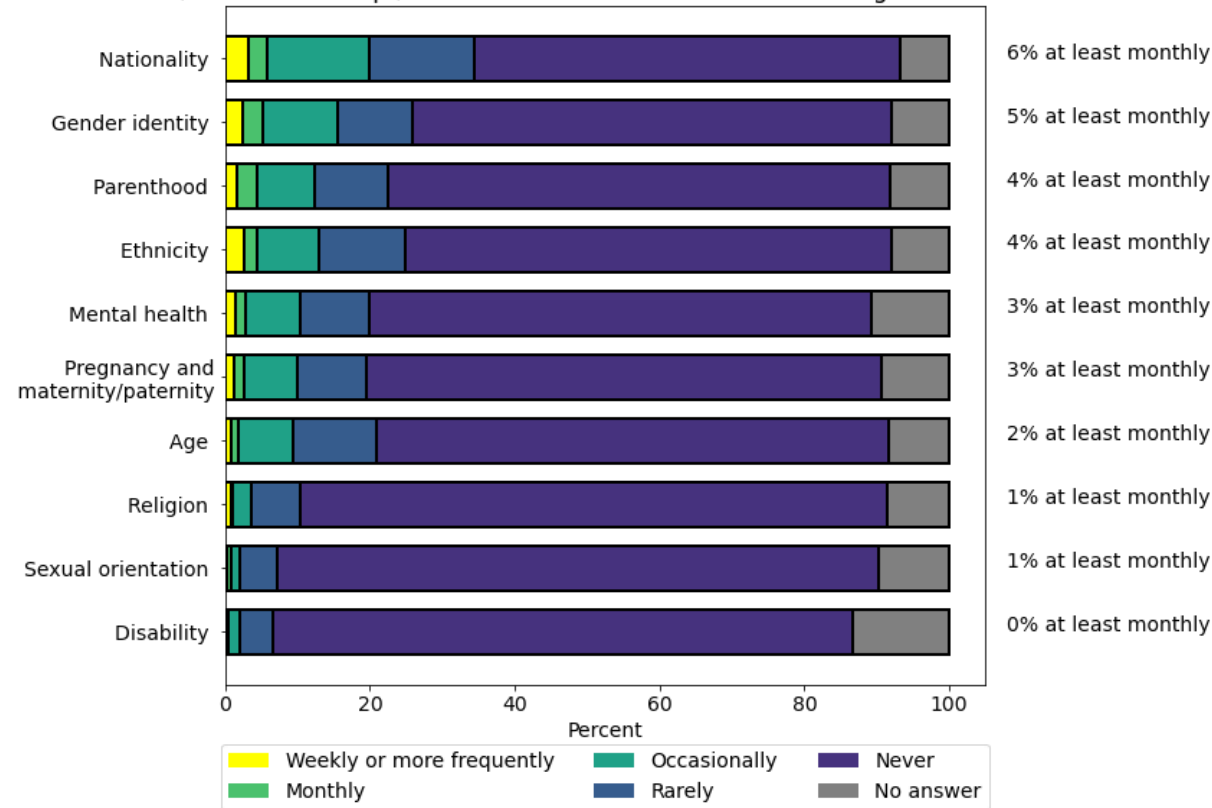
30% of postdocs experience some form of antisocial behavior at work

Bullying occurs at work when a person or group of people repeatedly behave unreasonably towards another worker or group of workers the behavior creates a risk to health and safety

People who are bullied have significantly higher depression scores

EXPERIENCES OF OBSERVING ANTISOCIAL BEHAVIOUR AT WORK

During the last 12 months, how often have you observed a situation in your work environment in which one or more individuals were treated differently and/or with contempt/condescension because of the following characteristics



12% observe discrimination at least monthly

6.4% experience discrimination at least monthly

Women are 2.4 times more likely to be discriminated against

WHAT ABOUT REPORTING BULLYING OR HARASSMENT?

75% of postdocs
come from outside of
Germany



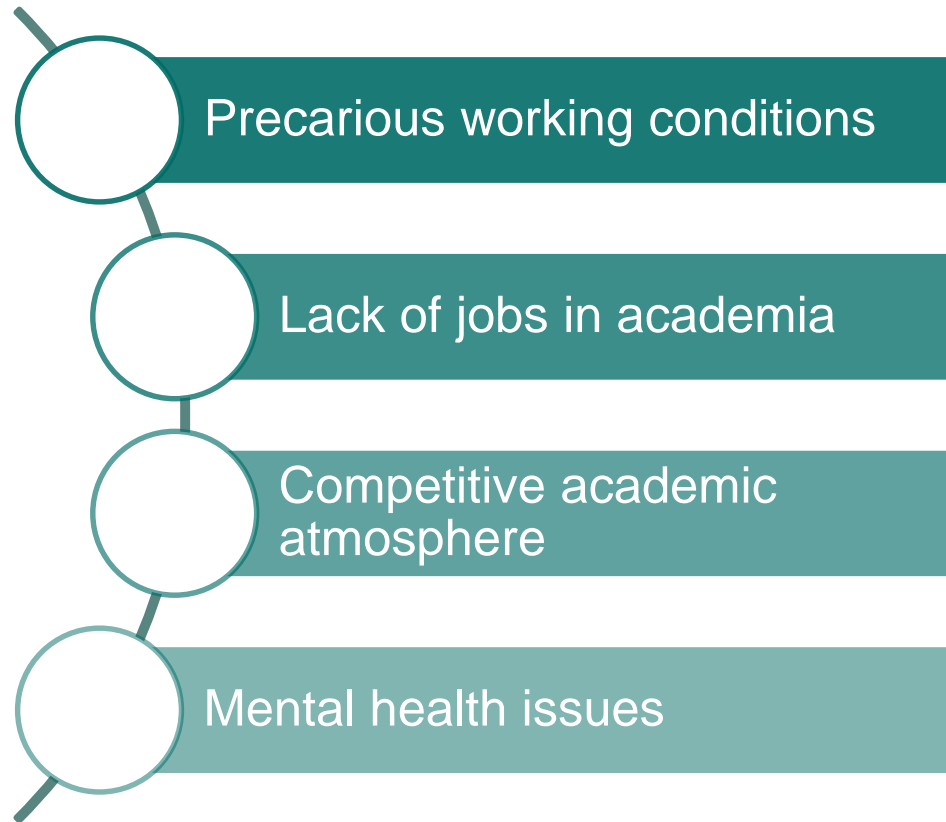
Difficult to learn a
new reporting
system

“... I don't want to
burn bridges.”



Scared of
retaliation

CAUSE AND EFFECT



**Manifestation of
power dynamics**

**Harms both
research
AND
researchers**



Yiteng Dang
MPI-PKS & MPI-CBG



Bárbara Bellón Lara
MPI for Iron Research



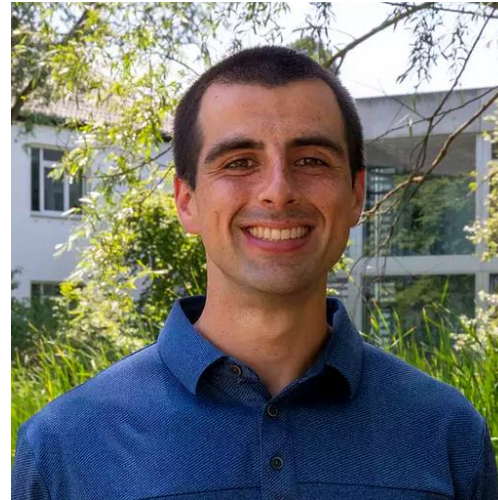
Anja Feldmeier-Krause
MPI for Astronomy



Marie-Theres Meemken
MPI for Human Cognitive
and Brain Sciences



Felipe Nathan de Oliveira Lopes
MPI for Plasma Physics



Nicholas Russell
MPI for Plant Breeding
Research



Lina Schaare
MPI for Human Cognitive
and Brain Sciences