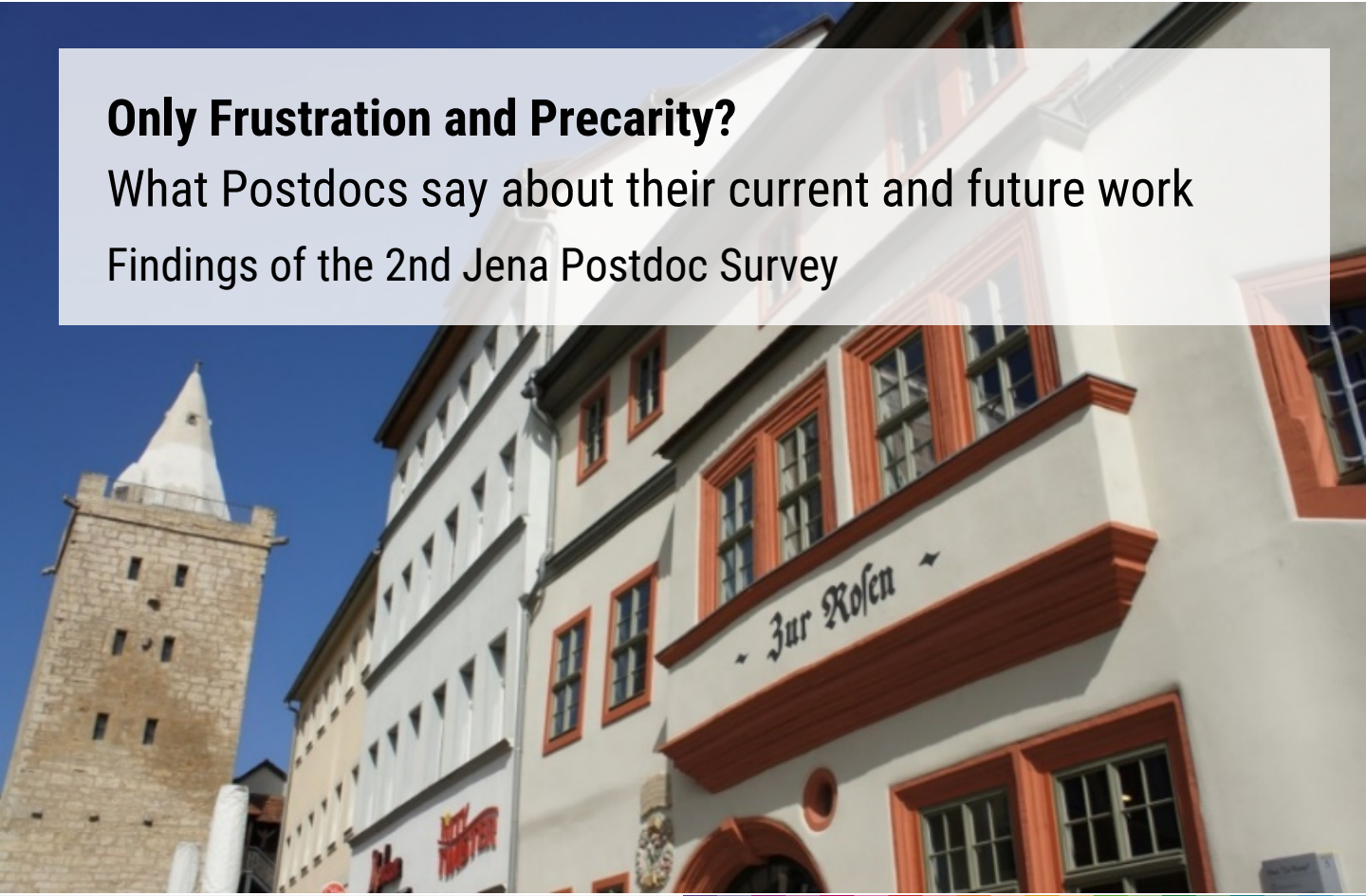


Only Frustration and Precarity?

What Postdocs say about their current and future work
Findings of the 2nd Jena Postdoc Survey





YouTube



Ich Bin Hanna



← Tweet

↻ Hanna hat retweetet



Amrei Bahr

@AmreiBahr



#IchBinHanna: Hält seit Jahren die dt. Hochschulen am Laufen.

Deutschland: Lass **#IchBinHanna** mal unter derart miesen Bedingungen anstellen, wie wir sie in der freien Wirtschaft niemals erlauben würden: Kettenverträge! Vertragslücken! Zwangsteilzeit! Nach 12 Jahren rauskicken!

6:30 nachm. · 20. Sep. 2021 · Twitter Web App

16. Juni 2021, 16:51 Uhr #ichbinhanna

Der Flaschenhals



Das alte Humboldt-Mantra von Einsamkeit und Freiheit hatte durchaus seinen Sinn. Aber Angst ums Fortkommen führt zu Unfreiheit. Vorlesung an der LMU München. (Foto: Catherina Hess)

Das Missverhältnis zwischen hochqualifizierten Akademikern und ihnen gemäßen Stellen an den Unis schafft ein Prekariat der Unzufriedenen. Was tun?

...
eit Jahren die dt. Hochschulen

ichBinHanna mal unter derart
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rauben würden: Kettenverträge!
gsteilzeit! Nach 12 Jahren

...
tter Web App

Frist ist Frust – Entfristungsoffensive

MEHR DAUERSTELLEN FÜR DIE HOCHSCHULEN!

dt. Hochschulen

mal unter derart
wir sie in der freien
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ich 12 Jahren

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MEHR I

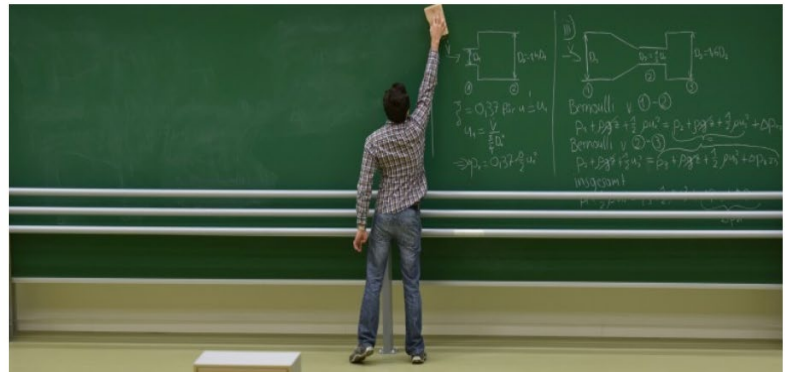
> Campus & Karriere > Konkurrenzkampf und Kinderlosigkeit > 14.11.2017

Akademisches Prekariat

Konkurrenzkampf und Kinderlosigkeit

Nach der hart erarbeiteten Promotion: der hart umkämpfte Zeitvertrag. Für über 90 Prozent aller wissenschaftlichen Mitarbeiter ist dies die Realität, die sie davon abhält, intensiver zu forschen oder gar Familien zu gründen. Die Forderungen nach Veränderung sind groß.

Von Anja Nehls



It sounds bad...

But what is it like, working as a postdoc?

Postdoc Survey on work situation and career perspectives

- How do postdocs like their current work?
 - Tasks and contents
 - Colleagues and supervisors
 - Working conditions: payment, promotion prospects, job security, job perspectives
 - Work-life-balance
- What are their career perspectives?
- Jena Postdoc Survey 2016 + National Data up to 2020

Jena Postdoc Survey

- Postdocs from Jena university and research institutes in Jena
- Jena university: ca. 18.000 students, 3.500 doctoral candidates, 700 researchers and lecturers with PhD, 300 professors
- Broad range of disciplines (“Volluniversität”)
- City: 108.000 people
- 7 Research institutes in Jena: Max Planck, Leibniz, Fraunhofer, Helmholtz
- Similar to Osnabrück?
- Survey as starting point for discussion: What do you think?

Jena Postdoc Survey

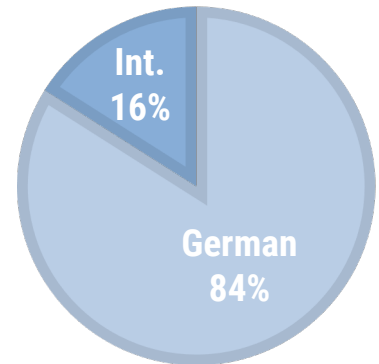
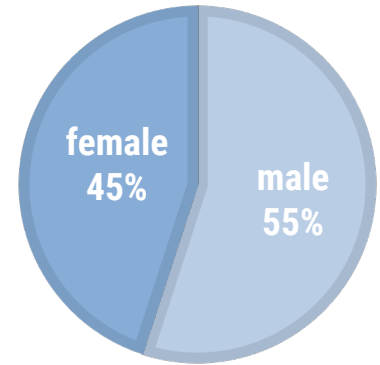
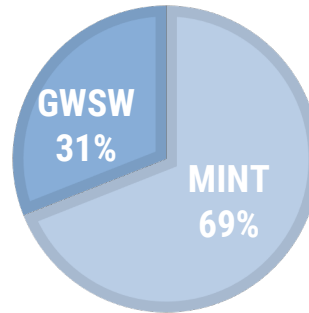
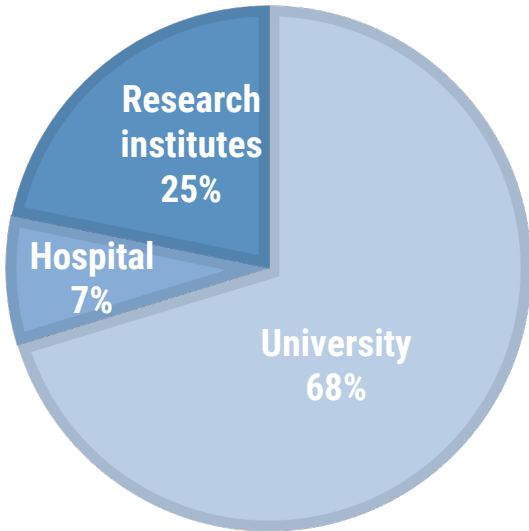
- 2016, questionnaire in German and English, online
- Partly same questions as 2010 Jena postdoc survey (changes?)

Jena Postdoc Survey

- Who included?
 - Researchers with PhD but without full professorship (W2/W3)
 - No age limit, not limited to non-permanent contracts
 - A few junior research group leaders and junior professors
 - Also researchers with scholarships or looking for funding (if known)
 - Institutions: Jena university, university hospital, research institutes in Jena
 - *Not only “postdocs” in the narrow sense (few years after PhD)*
- 1.177 persons contacted

Sample

404 data sets
Response rate 34%



What do they say about
current work situation?

Current work situation: Contracts

- 78 % of employees in sample on non-permanent contracts
 - 0-6 years after PhD 95% on non-permanent contract
 - After that: up to 2/3 on permanent contract (because most either have to leave or get permanent contract), but these experienced researchers are far smaller group
- Average duration of limited contracts: less than 2 years (today: 34 months)
- Funding of employment:
 - Natural and Life Sciences: 60 % budget funding, 40 % project related third party funding
 - Humanities and Social Sciences: 88 % budget funding, 12 % project related third party funding

Current work situation: Motivation and Work Satisfaction

- Motivated by enjoying research, thirst for new results; some also motivated by teaching
- Some have stayed after PhD because of job offer or even because they didn't manage to get a suitable industry job in the region
- Mostly good work atmosphere, many like colleagues (“intelligent and friendly”) and international work environment
- Appreciate room for own ideas, autonomy, following own interests, flexible working hours

Current work situation: Room for Improvement

Do you have a Guess?

Current work situation: Room for Improvement

- Would like more support from supervisors: discussions about professional topics, feedback, connection to professional networks, counselling on career perspectives
- Problems: not enough time for research, too much administrative work, ideals about research and teaching are not always met by others
- Biggest issue: worries about future career

Satisfaction with job content and employment conditions (1 = very dissatisfied, 5 = very satisfied)

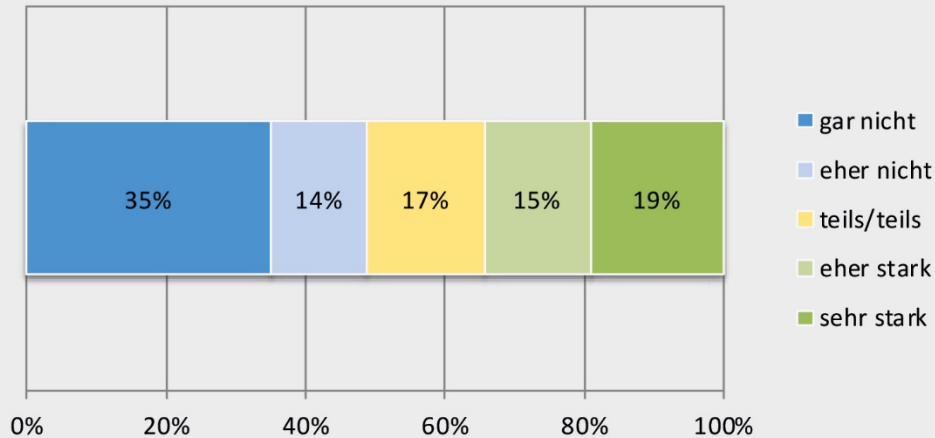
Satisfaction with...	Mean of aggregated scale
Job content and autonomy	3,95
Work-life-balance	3,39
Status and material rewards	3,65
Career perspectives	2,40 (1,95)

- Job security
- Calculability of career
- Opportunities for advancement

What are their Career Perspectives?

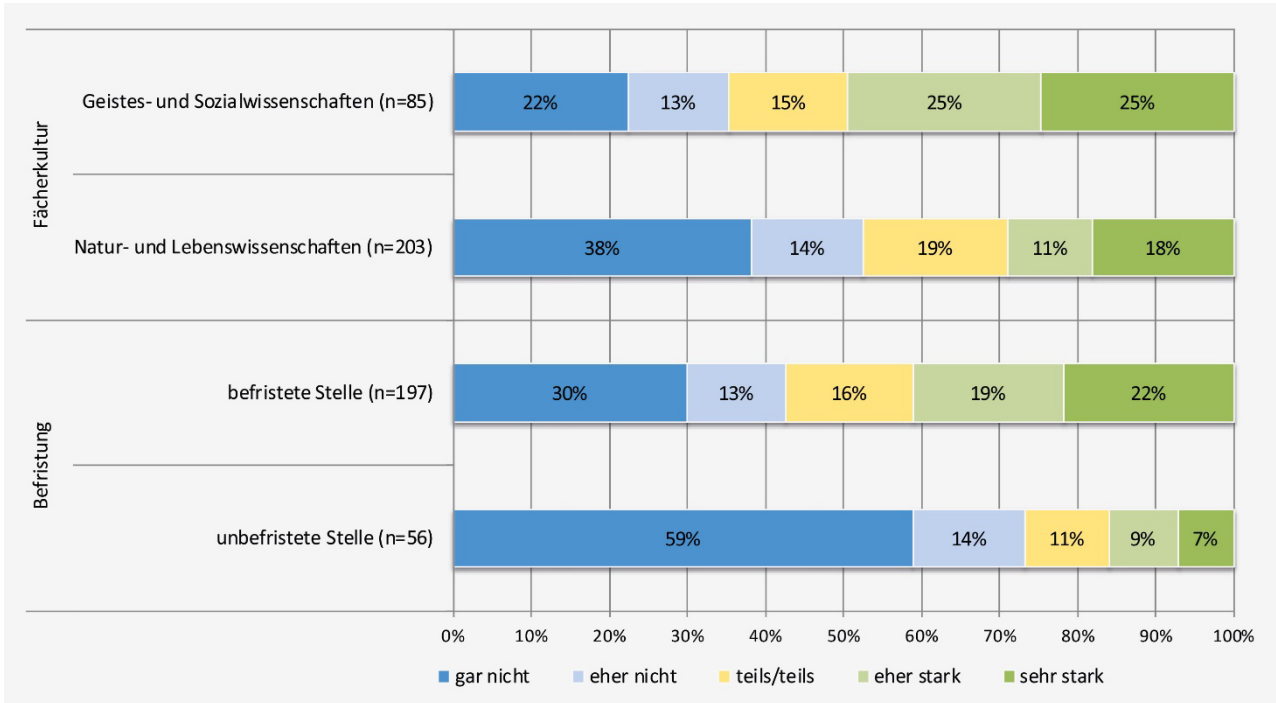
Professorship as „golden goal“ for Postdocs?

Pursue to get qualification for university professorship?



Pursue to get qualification for university professorship?

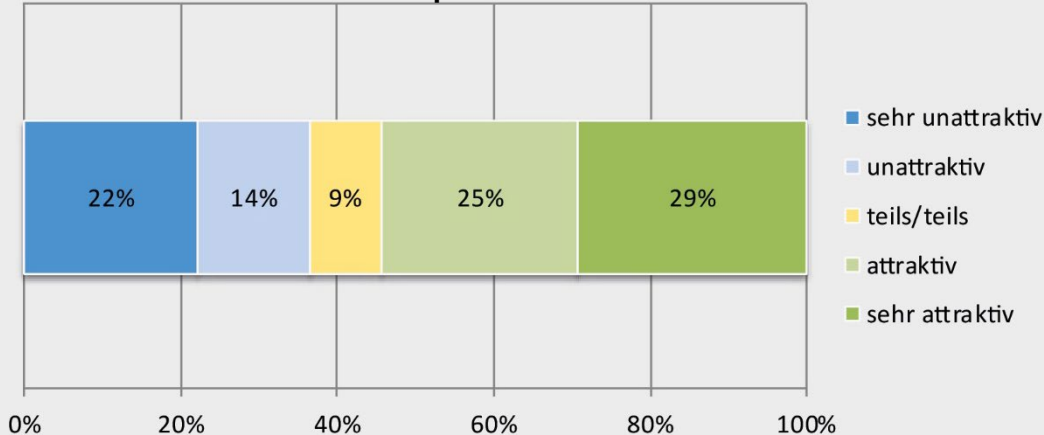
Different groups



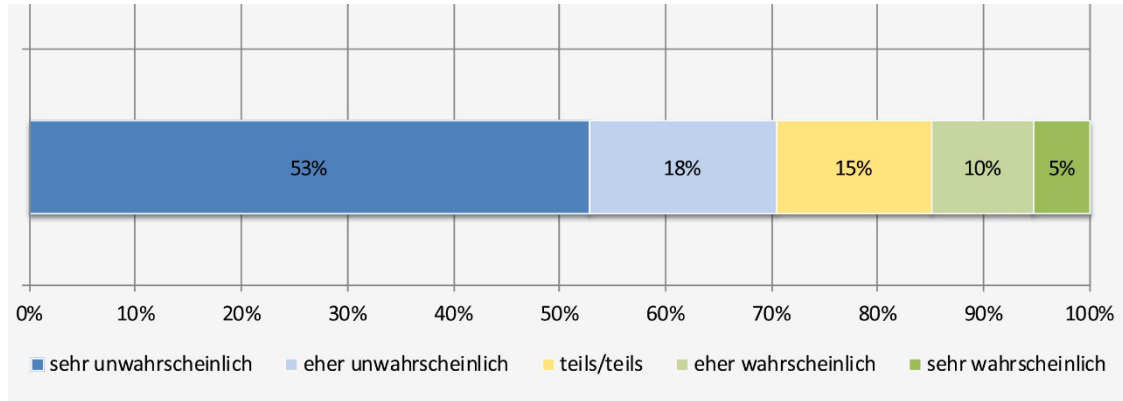
Why?

Professorship not attractive enough?

How **attractive** do they consider **university professorship** for own academic career path?

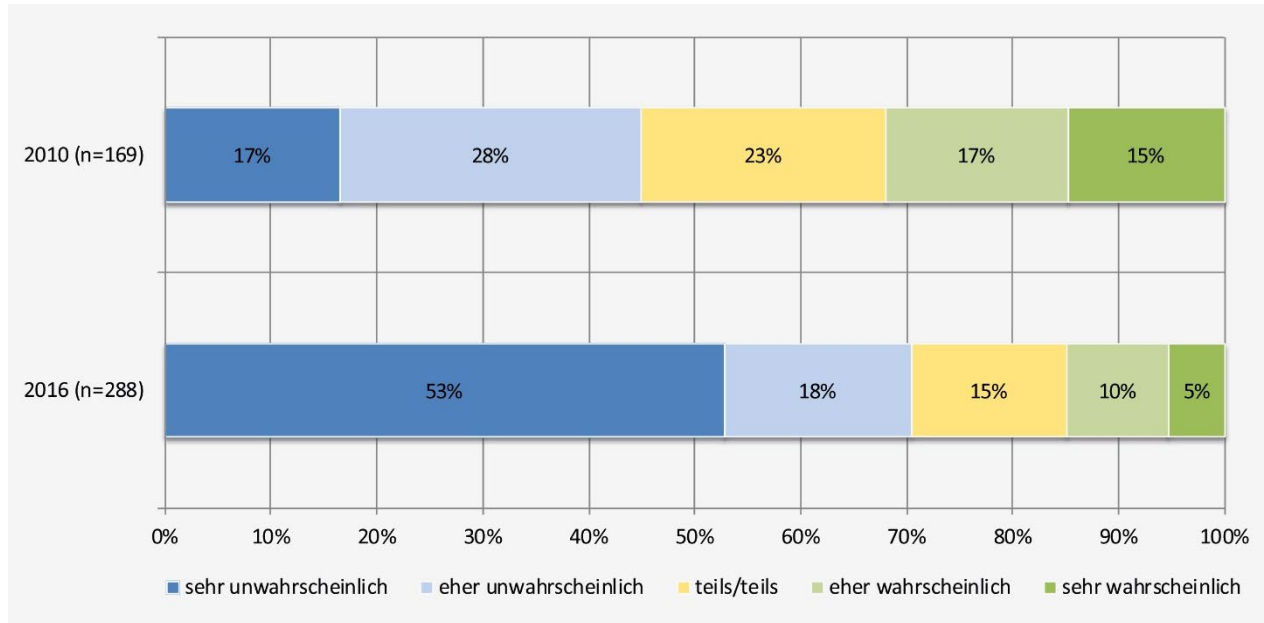


Getting professorship too unlikely?



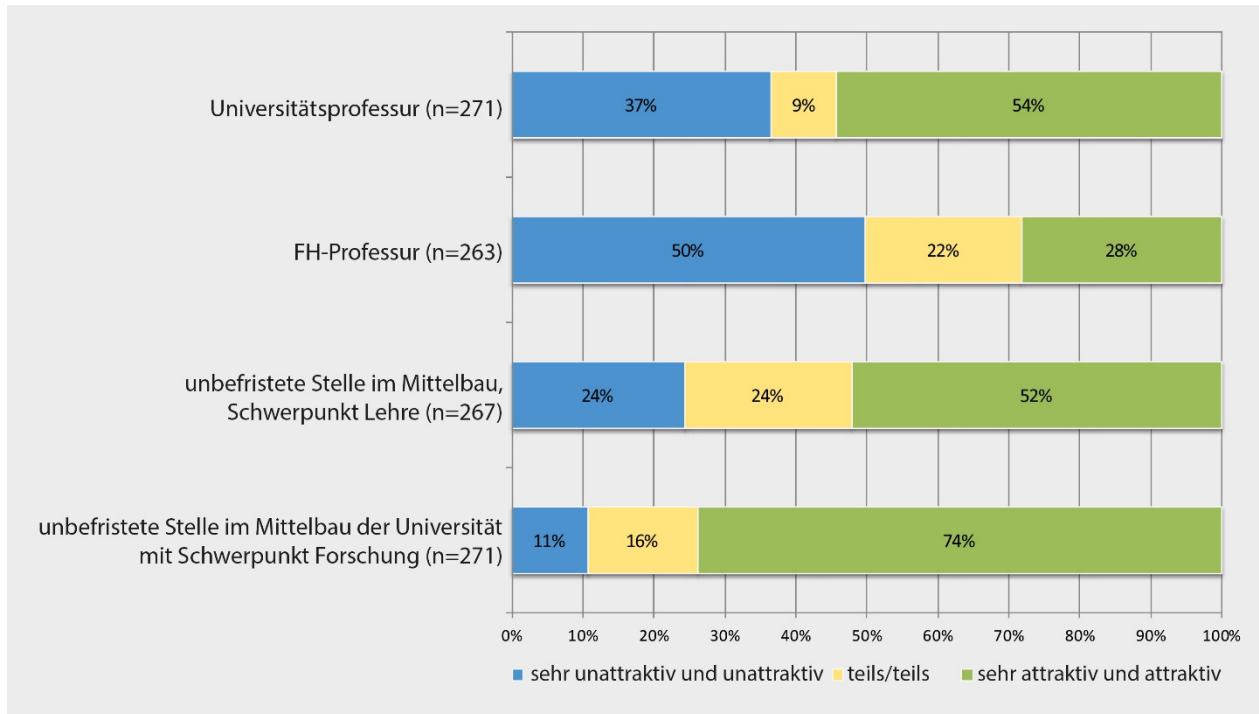
53 % very unlikely, 18 % unlikely

Getting professorship too unlikely? 2010 and 2016



Other career goals?

Other positions in academia: Are they considered attractive?



Leave academia?

Future Career Goals:

- Ca. 35 % definitely want to stay in academia
- Ca. 15 % rather want future work outside academia
- Ca. 50 % undecided about inside or outside academia:
 - Ca. 2/3 of them want to work research-related, whether inside or outside academia
 - Ca. 1/3 of them are open to jobs inside and outside academia and with or without research focus

Questions for reflection and discussion

- Are the chances for professorship really so bad?
- Does it make sense to work at university as a postdoc if you don't see yourself as future professor?
- Living with uncertainty: Key competence for postdocs? How?

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- Living with uncertainty: Key competence for postdocs? How?
- Is research & teaching after PhD not a transitional stage to professorship, but a career in itself? Would personnel structure have to change? How?
- What are your own career wishes and goals?
- How much do you like your current work?