



JUNIOR RESEARCHER COVID SURVEY

Result Report, 7 Sept 2020

- Method: Online survey June – July 2020, N = 425 total responses from UZH faculties
- Topics: **Communication**, **teaching**, **research**, home-office work, **care work**, **support**, future concerns
(analysis concluded for topics in bold, this presentation covers topics in blue)
- Contact: Hannah Schoch, VAUZ Co-President

Method

- **Online survey** via Unipark
- **Field time:** 17 June 2020 until 30 August 2020, most responses (87%) within **June 2020**
- Two e-mail invitations were sent to all UZH junior researchers
- Average answer duration: 13 min
- Gross sample: N = 574 (opened survey)
- Net sample: **N = 425** (74%, completed survey = «UZH Total»)
 - **PhD students account for two thirds** (n = 275, 65%), **PostDocs for almost one third** (n = 126, 30%), n = 25 (6%) did not classify themselves
 - **PhF and Science faculties account for almost three quarters** (73%) of the total sample
 - Very small sample sizes for Hospital/Animal hospital
 - **People who cared for others during COVID-19: n = 147 (35%); 60% women**

Field work and analysis supported by Juliane A. Lischka (former junior researchers' representative at PhF Fakultätsversammlung)

Statistical comment: Means shown as bars for better readability although statistically counterintuitive

UZH faculty breakdown	n	%
Theology	13	3.1
Law	19	4.5
Economics	21	4.9
Medicine/ Sciences	19	4.5
Medicine/ Hospital	8	1.9
Vetsuisse/ Sciences	14	3.3
Vetsuisse/ Animal Hospital	4	0.9
PhF/ Humanities	89	20.9
PhF/ Social Sciences	88	20.7
Science	133	31.3
No answer	17	4.0
UZH Total	425	100.0



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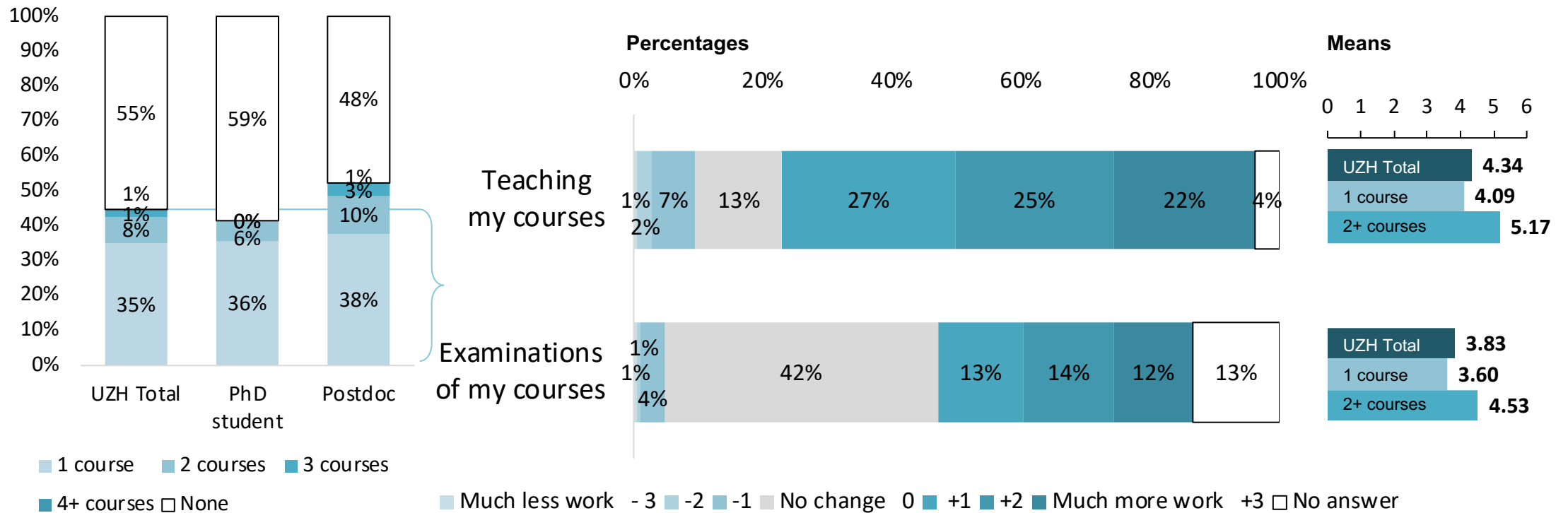


RESULTS



1. Teaching: 45% of respondents had teaching duties in Spring

Teaching became more work and even more so with 2+ courses



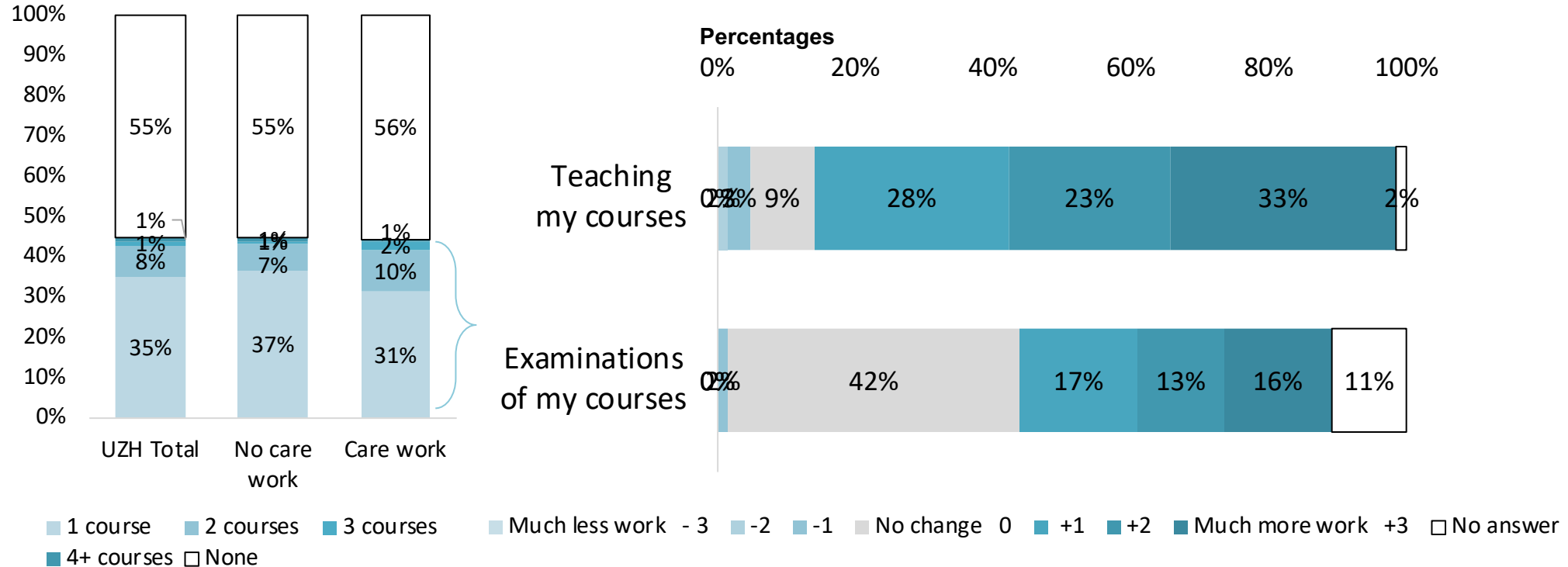
N = 425, UZH Total (left); n = 187, UZH Total who taught one or more courses in FS2020 (middle), n = 146, 41, UZH Total, who taught one and two or more courses, respectively (right)

“Please take as a reference point the months prior to the COVID-19 crisis (i.e. what you consider working under normal circumstances)”

Qu: Have you have been teaching in FS 20?, What did the move to virtual/remote teaching mean for you in terms of workload ...

2. Teaching and Care Work

Teaching became (much) more work for the majority

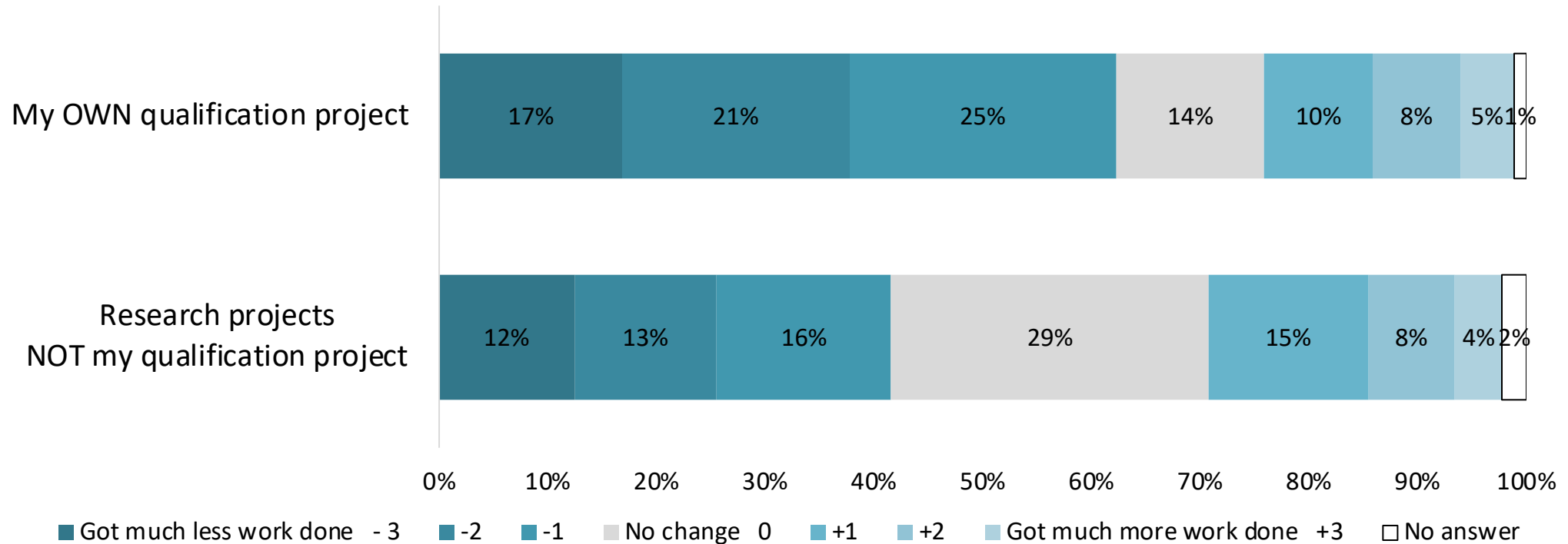


N = 425, 278/147, UZH Total, those who did not/did care (left); n = 64, those who cared *and* taught one or more courses in FS2020 (right)

Qu: Have you have been teaching in FS 20?, What did the move to virtual/remote teaching mean for your workload regarding ...

2. Research

Own qualification project often left aside



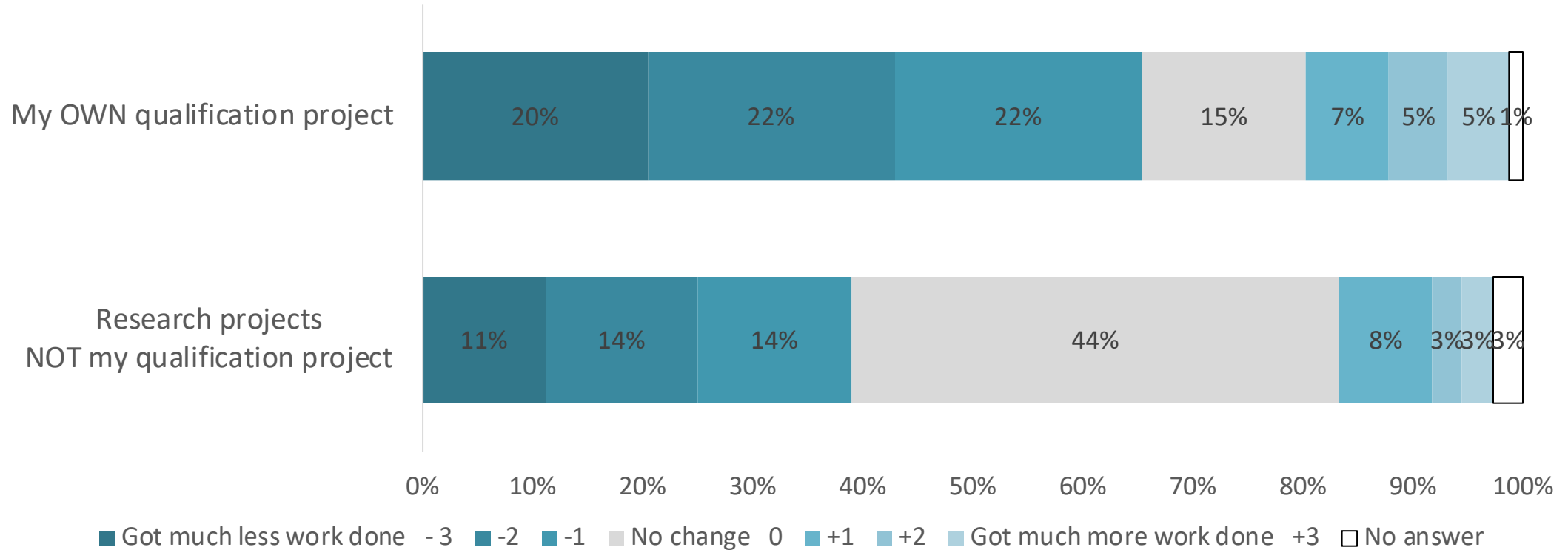
n = 360 and 136, UZH Total who worked on own/not own projects, respectively

Qu: What did the move to remote/home office mean for you in terms of your OWN qualification project?

What did the move to remote/home office mean for you in terms of the project(s) NOT your qualification project?

3. Research and Care Work

Own qualification project often left aside



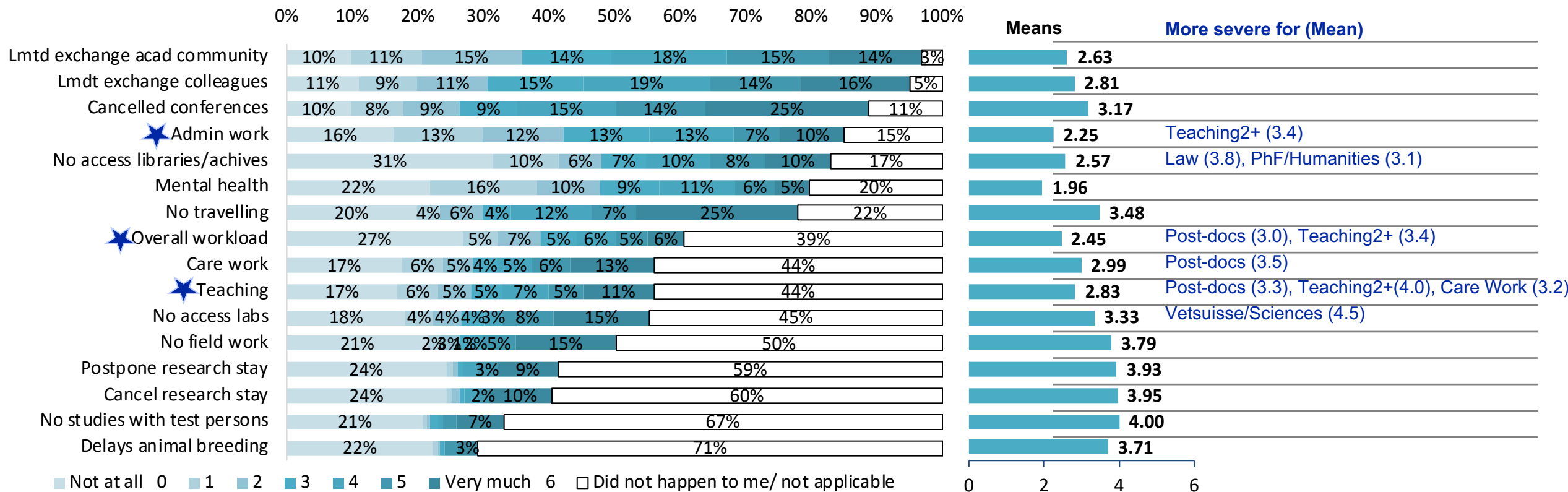
n = 147 and 36, those who cared and worked on own/not own projects, respectively

Qu: What did the move to remote/home office mean for you in terms of your OWN qualification project?

What did the move to remote/home office mean for you in terms of the project(s) NOT your qualification project?

3. Research: Reasons for delay

Limited exchange affects all, specific reasons more severe



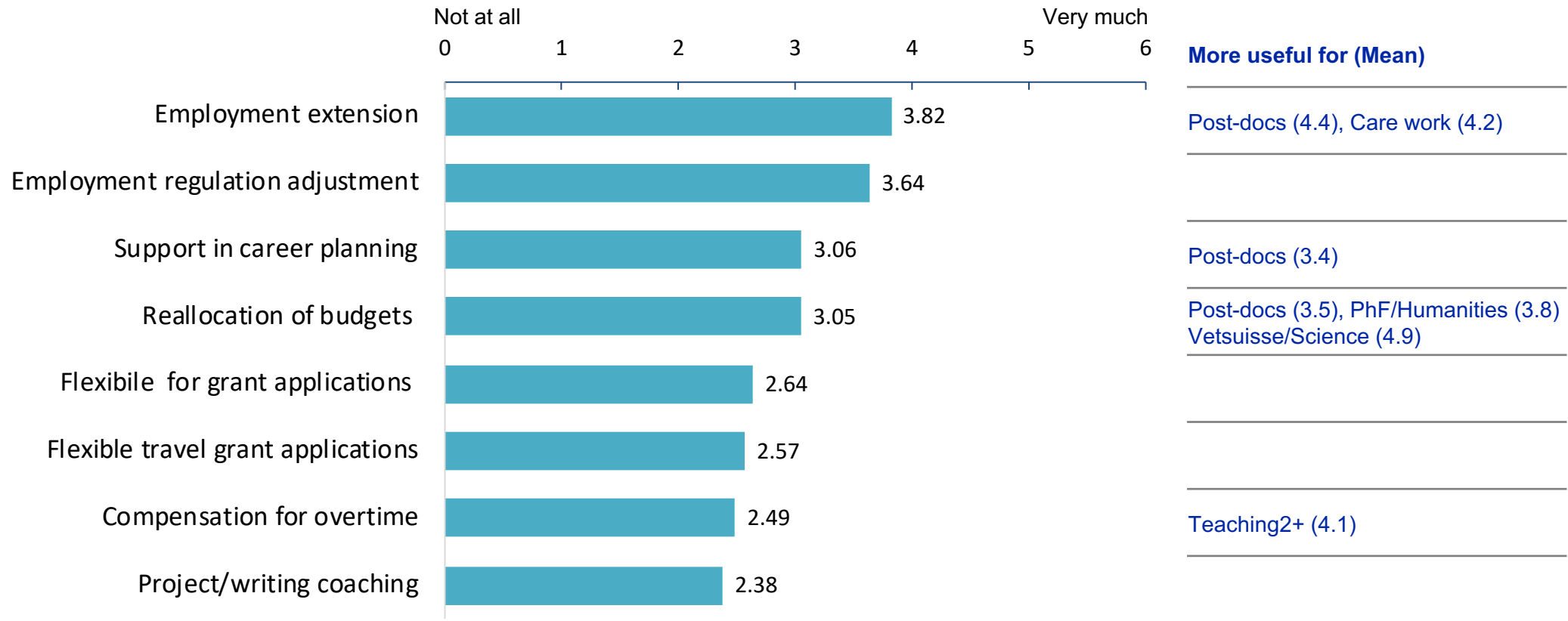
N = 425, UZH Total, percentages (partly omitted to increase readability) and means (calculated with replies on scale points 0 to 6)

Qu: If applicable, how much did the following impact your work on your own qualification research project?



5. Support

Employment extension and regulation adjustment would help most



N = 195, UZH Total

Qu: What kind of support would you need to minimize the impact?



Comments

- The virus situation again confirmed in extremis to me that 'Qualifikationsstellen' at the UZH aren't really 'Qualifikationsstellen', because our work consists primarily of keeping the show running (on the level of teaching, 'stud. Betreuung', admin, etcetera). This is something that is mostly the case under regular conditions and everyone knows it, of course; **but the all hands on deck situation created by COVID brought it into sharp focus – because all hands on deck mostly meant, of course, all Mittelbau hands on deck.**
- **I think the PhDs and Postdocs are not well supported by the university.** Work load increased dramatically while prospects are not very great.
- **Teaching online had a huge impact on my workload,** I was definitely working more than I am paid for teaching. The difference is significant.



- The overtime (extra hours) that I put in teaching in the FS 2020 is problem for people on the career track (Qualifikationsstellen) **because we can not really compensate the time** as we need to work on our papers to get qualified at the end of our jobs to get a new job.
- i think it is important to take into account not only the impact of the last three months but also of **the second half of the year, overtime due to double-track organisation of courses**, communication is too vague and does not help to prepare for the next term to come.
- **The impact of the last 2-3 months is still to be determined in the following years, for people that are not in the last year of their PhD.**



Comments Care Work

- Der Umgang von UZH-Seite mit Eltern/Pflegenden hat mich erschreckt - wenige/keine Informationen, lange Ungewissheit,...
- Although it seems 3 months of work loss, the backlash is more than 3 months due to unpredictable conditions, closure of the whole system (child care, usual working hours, emotional burden, etc) and its effect on the working routine and schedule. Currently the child care system works better but still it is not operating as before (hours and facilities are restricted, if somebody gets ill, we have to keep the children at home for 10 days, there are still a lot of interruptions).
- **More support for working parents** of small children would have been appreciated.
- At the beginning of the crisis, **the situation of employees with care responsibilities was not taken seriously and not recognised enough**. The impact on working conditions was huge.



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DANKE!