

# PHD SURVEY 2022

## RESULTS AND ANALYSIS

Dear CFM community, the results of the mental health and harassment survey we conducted in June 2022 are now available at [CFM's website](#). We would like to sincerely **thank all the Predoctoral Researchers** who have participated in this survey. Your participation has been massive and thanks to that we have valuable information for the next stages. We have extracted significant data from it and, in particular, we would like **to stress the following points**:

### BULLYING AND HARASSMENT

We have detected cases of sexual harassment, insults and threats that remain anonymous.

#### WE WANT TO HELP YOU. WE CAN ENSURE YOUR PRIVACY

CFM counts already with trained people that can be reached to handle this unacceptable behavior. Please contact with [harassment.cfm@ehu.eus](mailto:harassment.cfm@ehu.eus), [acoso.cfm@ehu.eus](mailto:acoso.cfm@ehu.eus) or speak directly with the confidential advisors: [Idoia Mugica Mendiola](#) and/or [Gabriel Molina Terriza](#).

### WORKLOAD

More than half of the Predoctoral Researchers (63.6%) work more than 40 hours per week, and a significant number (16%) works more than 50 hours per week. In other words, **approximately 80% of Predoctoral Researchers work overtime** (more than 37.5 hours per week).



We would like to remind that even if overtime is allowed in Spain (with a maximum of 80 hours/year), it must be paid according to Art. 35 of Estatuto de los trabajadores. Such overtime **should generally be avoided** and, if necessary in extraordinary cases, should be agreed between the employer and the worker and must be authorized by the Director of the institute.

### ANXIETY AND DEPRESSION

There is a very clear majority of Predoctoral Researchers (62%) who admit having gone through moments of anxiety and depression during the PhD. In particular, the **86% of the women**.



At the moment, CFM does not have resources to handle these situations. Yet, we would like to remind you that UPV-EHU does count with a psychological team which may help you if you are not feeling well:

<https://www.ehu.eus/es/web/servicio-atencion-psicologica/home>.

### QUALITY SUPERVISION

More than half of the Predoctoral Researchers (54.5%) spend **less than 1 hour** face-to-face with their supervisor per week.



Abandoning Predoctoral Researchers is completely unacceptable and contributes to serious mental health problems.

## Predoc community encounter at CFM

You are welcome to share your experiences in a private encounter just with other PhD students, on the 23rd of November at the CFM Auditorium (12.00h).

Thanks again for your participation!