

Work Situation and Equal Opportunities Survey within ClisAP

Summary and Recommendations

- Generally speaking, the results show that most of those surveyed consider ClisAP to offer a good academic working environment, as the majority can imagine continuing their academic career at ClisAP. However, opinions differ with regard to ClisAP's interdisciplinary approach: interdisciplinarity is something that must be learned, practiced and consistently lived out. Fortunately, respondents also provided concrete suggestions on how to achieve this, such as intensifying content-related discussions between the disciplines and collating the results achieved in different research areas. Further, more opportunities for informal exchanges and internal interaction were called for in order to promote networking.

Recommendation:

- We recommend that the Scientific Steering Committee focus more on the interdisciplinary aspect at the Cluster of Excellence and develop ideas for improving it.

- The present survey was unable to answer the question why the percentage of female academics above the postdoctoral qualification level is in decline. In order to more thoroughly address this question, a qualitative survey would be needed that above all addressed those female academics who have chosen not to pursue an academic career following the successful completion of their doctoral studies. However, it would most likely be difficult for ClisAP to reach this target group.

Recommendation:

- It should be assessed whether ClisAP should attach more importance to maintaining contact to former SICSS students and graduates. Doing so would put us in a position to conduct a qualitative analysis of their career choices.

- With regard to Work-Life Balance, it is apparent that staff in all status groups are putting in more than their projected hours and/or more hours than agreed upon in their contracts. Further, many of those surveyed claimed to regularly work nights and weekends.

Recommendations:

- In accordance with the respondents' wishes, we recommend that there be no more meetings after 5 pm.
- Further, supervisors, staff and doctoral candidates are all encouraged to be more aware of this issue. Given the risks involved in constantly working above and beyond normal hours ("burnout"), ClisAP could create internal guidelines with explanations and helpful tips.

- With regard to childcare, those surveyed use different options, although the majority claimed that their partner took on this responsibility. Nevertheless, most also claimed that childcare is a major burden in terms of their time. The majority of respondents do not take advantage of services offered by ClisAP and Universität Hamburg that could offer them more flexibility, such as childcare options or student assistants to support them in their academic duties; however, those that do use these services do so on a regular basis.

Most employees surveyed were not aware of Universität Hamburg's Dual Career Service.

Recommendation:

- The services currently offered primarily focus on care for small children. Given the higher average age of the respondents' children, however, it would seem important to also offer services for children above the age of six. Accordingly, it should be considered whether the current services should be made more flexible and more needs-oriented.

- The majority of those surveyed felt ClisAP offers a good working environment and social interaction. Even when it comes to private matters, there appears to be a substantial readiness to help, both between coworkers and between supervisors and their staff. Nevertheless tensions can be identified between certain groups, especially the professors and non-professorial faculty. 9% of all respondents claimed to have been subjected to incidents of discrimination at the workplace; this figure includes a disproportionately higher number of women than men.

Recommendations:

- In order to maintain ClisAP's currently good working environment, the tensions and incidents of discrimination mentioned above should be investigated and generally receive more attention.

- These topics should also be discussed at regular staff meetings.

- The GTF has made it its goal to concentrate more on these topics in the future. It could serve as a contact partner for any members of ClisAP who feel they have been subjected to workplace discrimination, and offer them support.

- It should be considered whether it would be advisable to offer conflict management seminars on a regular basis.