



Evaluatie Nederlandse promotietrajecten

Afname 2023

Rapportage Resultaten

Document versie 2
Datum 9 juli 2024

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Leeswijzer

Deze rapportage geeft eerst een korte samenvatting van de belangrijkste resultaten op landelijk niveau. Daarna worden kort de uitgangspunten van het landelijk project ‘Uniforme evaluatie Nederlandse promotietrajecten’ (H1) beschreven. Vervolgens wordt beschreven welke data verzameld is, of de data representatief is en wat de gebruikte analyse methodiek is (H2). In H3 worden de resultaten beschreven. Hierbij worden eerst de landelijke resultaten besproken en vervolgens worden significante verschillen aangaande type promovendi, nationaliteit, gender en fase beschreven. In de [Appendix](#) staan de kernvragen (versie 4.1 zoals afgenoemt in voorjaar/zomer 2023) en informatie over de uniformering van de datasets en de representativiteit per instelling.

De factsheets geven voor elke kernvraag het gemiddelde, standaarddeviatie en percentage per antwoordcategorie. Door de afronding op gehele getallen tellen de percentages soms op tot 99, 100 of 101. De Infographic geeft de belangrijkste resultaten op landelijke niveau weergeeft.

Bij deze rapportage horen de onderstaande documenten:

1. De [factsheets](#):
 - a. National PhD candidate survey 2023 – Sample characteristics
 - b. National PhD candidate survey 2023 – National overview
 - c. National PhD candidate survey 2023 – PhD candidate type
 - d. National PhD candidate survey 2023 – Phase
 - e. National PhD candidate survey 2023 – Nationality
 - f. National PhD candidate survey 2023 – Gender
2. De [Infographic](#) ‘PhD candidate experiences in the Netherlands - 2023’ (versie 2).
3. Het [Projectdocument](#), [Dataprotocol](#) en [Datamanagementplan](#) ‘Uniforme evaluatie Nederlandse promotietrajecten’ en de [Gezamenlijke Verwerkingsverantwoordelijken Overeenkomst](#)¹.

Wijzigingen t.o.v. versie 1. In versie 2 zijn de ontvangen reacties² op versie 1 verwerkt. Daarnaast zijn de resultaten t.a.v. het onderwerp carrière enigszins veranderd³.

¹ Deze documenten zijn op te vragen bij de projectleider Esther Bouma (e.m.c.bouma@rug.nl).

² Vrije Universiteit, Technische Universiteit Twente, Radboud Universiteit Nijmegen en Promovendi Netwerk Nederland.

³ Bij de TU Delft kon meer dan één antwoord gekozen worden op de vraag ‘What career perspective do you aspire most after graduation?’ Ook de vervolgvragen zijn niet meegenomen in de analyse.

Samenvatting

In totaal hebben 8314 promovendi, verdeeld over veertien instellingen, het merendeel van de kernvragen beantwoord. De respons wisselt tussen 11% en 39% met een gemiddelde van 21%. Er kan gesteld worden dat de groep respondenten, over het algemeen, representatief is voor de promovendipopulaties bij de instellingen.

Tevredenheid met promotietraject. Over het algemeen zijn de promovendi⁴ tevreden met hun promotietraject; de gemiddelde score is 7,2 (op een schaal van 1 tot 10). Dit is een toename van 0,2 t.o.v. de score in 2021. Net als in 2021 geven promovendi in hun eerste jaar (starters) een hoger gemiddeld cijfer dan senior promovendi (7,0). Beurspromovendi geven een hoger gemiddeld cijfer (7,3) dan buitenpromovendi (7,0). De extern gefinancierde promovendi en werknemerpromovendi geven hun traject gemiddeld een 7,2. In 2021 beoordeelden de buitenpromovendi hun promotietraject ook met het laagste gemiddelde. Wat betreft nationaliteit geven Nederlandse promovendi en promovendi uit een niet-EER land een hoger gemiddeld cijfer (resp. 7,3 en 7,2) vergeleken met promovendi uit een EER land (7,0).

Tevredenheid met begeleiding. Promovendi zijn, over het algemeen, aanzienlijk tevreden met de begeleiding die ze ontvangen. Dit komt tot uiting in een gemiddelde score van 4,0 (op een schaal van 1 tot 5). Deze score is vergelijkbaar met die van 2021. Meer dan driekwart is (zeer) tevreden met de begeleiding (34% zeer tevreden; 43% tevreden). Ook hier zien we weer groepsverschillen. Starters zijn meer tevreden (4,2) dan ouderejaars (3,9) en extern gefinancierde promovendi zijn meer tevreden (4,1) dan de andere typen promovendi.

Projectorganisatie aspecten. Ongeveer driekwart (76%) van de promovendi heeft een aanstelling voor 4 jaar. Bijna 90 procent (89%) heeft een Opleidings- en Begeleidingsplan (OBP) waarin afspraken worden vastgelegd en op basis waarvan de inhoud en de voortgang van het traject besproken wordt. Een relatief hoog percentage (7%) geeft aan geen OBP te hebben en 4% geeft aan het niet te weten. Met de stelling dat het OBP bijdraagt aan de voortgang van het promotietraject is maar 37% het (zeer) eens en 33% antwoordt neutraal. Een relatief hoog percentage van 20% geeft aan de wetenschappelijke eisen van het proefschrift met niemand te hebben besproken. Degenen die dit wel hebben gedaan, deden dit vooral met hun begeleiders (75%). De eisen waren duidelijk tot zeer duidelijk voor twee derde van de promovendi. Van de senior promovendi geeft ongeveer 80% aan tenminste eens per jaar een formeel gesprek te hebben met hun begeleiders. Buitenpromovendi hebben relatief minder vaak evaluatiegesprekken.

Toegang tot onderwijs. De meeste promovendi hebben toegang tot verschillende onderwijsactiviteiten. Twee procent geeft aan tot geen enkele onderwijsactiviteit toegang te hebben. Vergelijken met 2021 is het percentage promovendi dat aangeeft toegang te hebben tot ‘teaching training’ cursussen gestegen maar nog steeds laag (52%). Ook geeft maar 15% van de promovendi aan dat dit type cursus verplicht is. Dit is opvallend aangezien bijna driekwart van de promovendi betrokken is bij het geven van onderwijs en/of het begeleiden van studenten. Meer dan 80% van de promovendi geeft aan verplicht een Scientific Integrity cursus te (hebben) moeten volgen.

⁴ Bij verwijzingen naar ‘de promovendi’ gaat het over de promovendi verbonden aan één van de veertien instellingen die de kernvragen hebben afgenoemt in voorjaar/zomer 2023; uitgezonderd UvA (afname voorjaar 2022) en TU Delft (afname in december 2022).

Iets meer dan de helft (53%) is tevreden met het aanbod van onderwijsactiviteiten en 15% is zeer tevreden. De gemiddelde tevredenheidscore is 3.7 (op een schaal van 1 tot 5). Dit is een stijging van 0.4 t.o.v. 2021. Er zijn geen duidelijke verschillen tussen de groepen.

Lesgeven aan, en begeleiden van, studenten. Vergelijkbaar met 2021 is bijna driekwart van de promovendi betrokken bij het geven van onderwijs en/of begeleiding. Voor 40% is dit onderdeel van hun contract. Gemiddeld besteden respondenten per maand ongeveer 10 procent van de tijd beschikbaar voor hun promotietraject aan onderwijs/begeleiding, maar grote individuele verschillen zijn aanwezig. Onderwijs wordt relatief het vaakst gegeven door werknemerpromovendi (83%) en ouderejaars (78%), en relatief het minst vaak door promovendi uit de EER (59%). Minder dan de helft (45%) is tevreden met de voorbereiding op lesgeven en begeleiding en 27% is zelfs (zeer)ontevreden.

Werkdruk. Gemiddeld besteedt 70% van de promovendi 36 of meer uur per week aan het promotietraject. Gemiddelde besteden werknemer- en beurspromovendi de meeste tijd aan hun traject en buitenpromovendi het minst, maar grote individuele verschillen zijn aanwezig. De helft van de promovendi geeft aan de werkdruk hoog (42%) of te hoog (8%) te vinden; bijna de helft (48%) vindt het normaal. Ten opzichte van 2021 wordt de werkdruk, over het algemeen, als lager beoordeeld. Net als in 2021 ervaren promovendi uit niet-EER landen de werkdruk vaker als normaal en minder vaak als (te)hoog. Starters ervaren de werkdruk ook als minder hoog dan ouderejaars. Redenen die vaak (>35%) genoemd worden voor een (te)hoge werkdruk zijn: de hoeveelheid werk (71%), de moeilijkheid van het werk (44%), publicatiedruk (41%) en gestoord worden tijdens het werk (38%). Iets meer dan een kwart van de promovendi die een (te)hoge werkdruk ervaart heeft dit met niemand besproken. Degenen die dit wel hebben gedaan noemen in dat kader hun dagelijks begeleider (46%) of promotor (31%) als gesprekspartner. Starters, mannen en niet-Nederlandse promovendi bespreken hun (te)hoge werkdruk relatief minder vaak.

Welzijn en het effect van het promotietraject. Bijna 50% van de promovendi (47%) vindt het eigen welzijn goed en 13% beoordeelt het zelfs als erg goed; 12% vindt het (zeer) slecht en 29% redelijk ('fair'). Mannen, starters en Nederlandse promovendi beoordelen hun welzijn over het algemeen hoger. Dit jaar is gevraagd naar het effect van het promotieproject op het welzijn. Iets meer dan een kwart (27%) geeft aan dat het traject het welzijn negatief beïnvloedt, 30% antwoordt neutraal en 43% geeft een positief effect aan. Werknemerpromovendi, promovendi uit EER-landen en ouderejaars geven vaker aan dat het promotietraject hun welzijn negatief beïnvloedt. Aspecten die vaak genoemd worden als negatief zijn werk/privé balans (37%), praktische, technische of financiële aspecten (36%), afronden van het traject (29%), werk vinden na de promotie (26%) en de eigen academische prestaties (25%). Aspecten van het project die vaak genoemd worden als positief zijn interacties met de dagelijks begeleider (35%) en collega's (55%), het eigen onderzoek (53%), werk/privé balans (38%). Meer dan een derde heeft het (te) lage welzijn met niemand besproken. Degenen die dit wel deden noemen daarbij over het algemeen hun begeleiders. Ook hier zien we weer dat starters, mannen en niet-Nederlandse promovendi hun welzijn relatief minder vaak bespreken.

Ervaringen met ongewenst gedrag (sociale veiligheid). Nieuw dit jaar waren vragen over sociale veiligheid. Bijna 80 procent (78%) van de promovendi geeft aan in het afgelopen jaar geen ongewenst gedrag van anderen te hebben ervaren. Bijna 20% ervaarde dit sporadisch, 2% maandelijks, 1% wekelijks en minder dan 1% dagelijks. Over het algemeen ervaren vrouwen, ouderejaars, beurspromovendi en niet-Nederlandse promovendi vaker ongewenst gedrag. Gedrag dat het vaakst genoemd werd betrof machtsmisbruik (29%), uitsluiting (24%), roddelen (22%) en discriminatie (22%). In bijna een derde van de gevallen wordt het ongewenste gedrag vertoond

door iemand van het begeleidingsteam (30%) en in bijna de helft van de gevallen om een collega (42%). Senior promovendi noemen relatief vaker iemand uit hun begeleidingsteam en vrouwen relatief vaker een senior collega. Beurspromovendi en promovendi uit niet-EER landen noemen relatief vaker als dader ‘iemand anders’ (dit kan ook iemand van buiten de universiteit zijn). Bijna een derde van de promovendi die te maken heeft gehad met ongewenst gedrag heeft dit met niemand besproken. Degenen die dit wel deden, spraken met hun begeleiders (26%), de vertrouwenspersoon (11%) of de dader (10%). Starters en niet-Nederlandse promovendi ondernemen relatief vaker geen actie.

Ondersteuning bij problemen. Twee derde (67%) is bekend met de vertrouwenspersoon en de helft (50%) met (indien aanwezig) de promovendipsycholoog. Net als in 2021 zijn (Nederlandse) werknemerpromovendi relatief vaker op de hoogte dan de andere promovenditypen. Belangrijk is te melden dat promovendi die of wel ongewenst gedrag hebben ervaren en/of een laag welzijn ervaren en/of een hoge werkdruk rapporteren, minder vaak hiervan op de hoogte zijn.

Sociale en wetenschappelijke integratie. Bijna zestig percent (58%) van de promovendi geeft aan op de meeste werkdagen contact te hebben met andere wetenschappers terwijl een derde (36%) minder dan een paar keer per maand contact heeft. Buitenpromovendi hebben het minst vaak contact met andere wetenschappers. Een relatief hoog percentage (18%) geeft aan alleen contact te hebben met hun begeleiders. Promovendi voelen zich over het algemeen het meest geïntegreerd in hun afdeling. Dit geldt voornamelijk voor de werknemer-en beurspromovandi.

Vertraging. Bijna de helft van de promovendi (49%) geeft aan op schema te lopen. Ongeveer 20% weet het niet en ongeveer een derde (34%) loopt achter. Dit laatste percentage is lager vergeleken met 2021, toen 45% aangaf vertraagd te zijn. Van de groep die vertraagd is geeft 18% aan dat de vertraging minder dan 3 maanden is terwijl 46% een vertraging tussen de 3 en 9 maanden verwacht. De vaakst genoemde redenen voor de vertraging zijn Covid-19 (51%), dataverzameling (40%), te ambitieus project (33%), onvoldoende/inadequate begeleiding (32%), praktische, logistieke of financiële problemen (21%), timemanagement (24%), mentale gezondheid (26%) en motivatie (24%). Van de vertraagde promovendi heeft het merendeel (83%) dit besproken met hun begeleiders. Iets meer dan driekwart (78%) heeft afspraken gemaakt over de planning maar iets minder dan de helft (49%) heeft de mogelijkheid tot verlenging besproken.

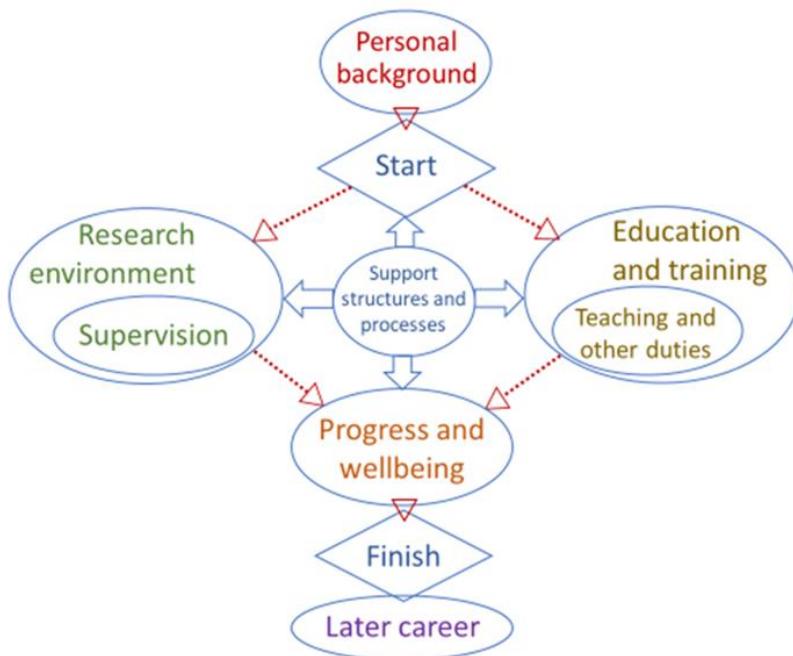
Effect van Covid-19. Vragen over het effect van de pandemie op verschillende aspecten van het promotietraject ten tijde van de vragenlijst afname zijn alleen gesteld aan promovendi die zijn gestart vóór 1 maart 2022. Voor de meeste aspecten geldt dat 30-40% aangeeft dat er geen effect is op de huidige situatie. Wanneer er wel een effect is dan is dit meestal negatief. Het betreft dan voornamelijk de dataverzameling (53%); het bediscussiëren van ideeën en bevindingen met collega’s (61%) en stakeholders (55%); de voortgang van het traject (57%); mentale gezondheid (50%) en de verbinding met het eigen onderzoeksinstituut of de afdeling (59%). In 2021 had Covid-19 de meest negatieve impact op het bediscussiëren van ideeën en resultaten (80%) en de voortgang van het project (70%).

Carrière. Op de vraag ‘welke carrière ambieer je het meeste’ kiest bijna 36% voor een carrière in de academische wetenschap; 25% ambieert een carrière als wetenschapper buiten de universiteit. Iets minder dan 20% ambieert een carrière buiten de wetenschap en 21% geeft aan het nog niet te weten. iets minder dan een kwart geeft aan het nog niet te weten (dit zijn vaak promovendi in het eerste jaar). Net als in 2021 geeft een relatief hoger percentage beurspromovendi en promovendi uit niet-EER landen aan een carrière als onderzoeker binnen de academische wetenschap te ambiëren. Op de vraag hoe hoog men de kans (1-100%) inschat op een carrière

binnen de academische wetenschap is de gemiddelde ingeschatte kans 64%. Beurspromovendi en extern gefinancierde promovendi schatten deze kans aanzienlijk hoger (ca. 71%) in dan werknemer- en buitenpromovendi (61%). Dit verschil zien we deels terugkomen tussen de nationaliteitsgroepen waar Nederlandse promovendi (59%) de kans lager inschatten dan promovendi van buiten de EER (69%). De meest genoemde sectoren buiten de wetenschap zijn: onderzoeker buiten de universiteit (46%), de industrie (36%), docent (30%), overheid (27%), non-profit organisaties (24%) en de gezondheidszorg (20%). Over het algemeen zijn promovendi meer tevreden met de carrièrevoorbereiding t.o.v. een carrière binnen de academische wetenschap dan erbuiten.

1. Achtergrond en uitgangspunten

In 2015 is, op initiatief van de Rijkuniversiteit Groningen, een landelijke projectgroep opgezet om kennis uit te wisselen over het evalueren van promotietrajecten. Sinds 2019 maken alle Nederlandse universiteiten, de Vereniging van Universiteiten (UNL) en het Promovendi Netwerk Nederland (PNN) deel uit van de projectgroep. Tijdens de inventarisatie in 2015 bleek dat er grote verschillen bestonden in de evaluatie van promotietrajecten (middels enquêtes en vragenlijsten die worden afgenoem bij de doelgroep promovendi) tussen de universiteiten. De projectgroep heeft zich als doel gesteld hier meer uniformiteit in te brengen. Hierdoor kunnen de diverse aspecten van het promotietraject in kaart gebracht worden en ‘best practices’ beter uitgewisseld kunnen worden. Allereerst zijn de aspecten van het promotietraject in kaart gebracht (zie Figuur 1) en zijn voor elk aspect vragen opgesteld (deels gebaseerd op al aanwezige vragenlijsten van de instellingen).



Figuur 1. Weergave van de onderwerpen die omvat worden door de landelijke vragen

De landelijke vragen zijn, bij wijze van pilot, in het voorjaar/zomer van 2021 door acht instellingen⁵ afgenoem tijdens de eigen reguliere promovendi-evaluatie. In de voorbereiding op de pilot heeft de landelijke projectgroep intensief gesproken over de risico's omtrent het uitwisselen van databestanden en resultaten, privacy van promovendi en bescherming van gegevens. De risico's zijn in kaart gebracht via een Gegevensbeschermingseffectbeoordeling (zie H5 van het [Projectdocument](#)) en de maatregelingen en afspraken zijn vastgelegd in een [Gezamenlijke Verwerkingsverantwoordelijken Overeenkomst](#) (GVO). Bij het opstellen van de GVO zijn Privacy Officers en Juristen van de verschillende universiteiten intensief betrokken geweest. Voor de afname van 2023 is een GVO opgesteld die ondertekend is door alle 14 instellingen, het PNN en UNL. Voor een gedetailleerde beschrijving van alle verwerkingen en de verantwoordelijke partijen zie Hoofdstuk 3 en 4 van het [Datamanagementplan](#)⁶.

⁵ Rijksuniversiteit Groningen, Vrije Universiteit Amsterdam, Universiteit Utrecht, Universiteit Leiden, Universiteit van Twente, Maastricht Universiteit, Erasmus Universiteit en de Open Universiteit.

⁶ Genoemde documenten zijn op te vragen bij de projectleider Esther Bouma (e.m.c.bouma@rug.nl).

De **uitgangspunten** voor de afname van de landelijke vragen in 2023 t.b.v. het project 'Uniforme evaluatie van Nederlandse promotie trajecten' staan hieronder beschreven:

1. Instellingen nemen zelf de enquête af.
2. Een deel van de vragen is uniform (de landelijke kernvragen).
3. Er wordt gestreefd naar eenzelfde afnamemoment.
4. De volledige dataset (met alle vragen van de instellingsurvey en persoonsgegevens) blijft in bezit van de eigen instelling en wordt niet gedeeld.
5. Elke instelling levert een uniform databestand met daarin alleen de antwoorden op de kernvragen (zonder open antwoorden) en een aantal gepseudonimiseerde persoonsgegevens.
6. De uniforme instellingsbestanden worden door elke instelling, via een beveiligde verbinding, naar een veilige en afgeschermde omgeving (Virtual Research Workspace; VRW⁷) geüpload.
7. De uniforme instellingsbestanden worden in de VRW aan elkaar gekoppeld tot het 'landelijke promovendibestand' dat in de VRW wordt geanalyseerd.
8. De Groningen Graduate School betaalt de kosten voor het gebruik van de VRW in 2023.
9. Zonder autorisatie van de datamanager én de projectleider is er geen toegang tot de dataset mogelijk.
10. Het landelijke promovendibestand wordt niet ter beschikking gesteld aan de instellingen, UNL, het PNN of andere partijen.
11. Na afronding van de analyse (zomer 2024) wordt het 'landelijk promovendibestand 2023' van de VRW verplaatst naar het archiveringsysteem van de Rijksuniversiteit Groningen.
12. De resultaten (in de vorm van een rapportage, Factsheets en Infographic) worden ter beschikking gesteld aan alle 14 instellingen, UNL en het PNN.
13. De 14 instellingen ontvangen de Factsheet met de uitsplitsing per universiteit en een rapportage met daarin een beschrijving van (eventuele) verschillen.
14. Tijdens een bijeenkomst met de 14 instellingen worden resultaten en 'best practices' besproken.
15. Tijdens een bijeenkomst met de gehele projectgroep (inclusief UNL en het PNN) worden de landelijke resultaten (inclusief uitsplitsingen voor fase, nationaliteitsgroep, gender en PhD student type) besproken.
16. De resultaten **mogen niet gebruikt worden** om met elkaar te concurreren: het doel van het landelijke evaluatieproject is van elkaar te leren. Het is nadrukkelijk niet de doelstelling om te benchmarken.
17. De afspraken tussen de betrokken partijen zijn vastgelegd in een Gezamenlijke Verwerkingsverantwoordelijken Overeenkomst.
18. In juni 2024 wordt een memo die verschillende scenario's omtrent de toekomst van een landelijke promovendi-enquête beschrijft ter besluitvorming ingebracht in de Stuurgroep Onderwijs en Onderzoek.

⁷ Meer informatie (bijv. over de Virtual Research Workspace en archivering van het landelijke promovendibestand) staat beschreven in het Projectdocument.

2. Procedure, analyse en representativiteit

In dit hoofdstuk wordt eerst beschreven welke gegevens zijn opgenomen in het landelijk promovendibestand. Vervolgens wordt een korte samenvatting gegeven van het uniformeringsproces en de reden waarom soms gegevens ontbreken in de factsheets. Vervolgens wordt de representativiteit en respons bij de verschillende instellingen beschreven. Tot slot volgt informatie over de statistische toetsing.

2.1 Gegevensverzameling

Gepseudonomiseerde persoonsgegevens

Om de herleidbaarheid tot personen te minimaliseren worden de persoonsgegevens leeftijd en nationaliteit gepseudonomiseerde en worden open antwoorden niet opgenomen. Om de antwoorden op de kernvragen tussen verschillende groepen te kunnen vergelijken en/of na te gaan of het instellingsbestand representatief is, worden de onderstaande gegevens opgenomen in de dataset (het landelijk promovendi bestand):

1. De instelling (universiteit) waaraan de promovendus verbonden is
2. Een indicatie van het onderzoeksgebied waarin de promovendus werkzaam is (HOOP-gebied)
3. Type promovendus conform de categorieën van de UNL (werknaemer promovendus, beurspromovendus, extern gefinancierde promovendus, buitenpromovendus)
4. Fase van het project ($\leq 1^{\text{e}}$ jaar=starter, $> 1^{\text{e}}$ jaar=senior)
5. Gender (man, vrouw, anders)
6. Leeftijdscategorie (<30, 30-40, >40)
7. Nationaliteit (Nederlands, EER, niet-EER)

Informatie over HOOP-gebied, UNL promovenditypen en welke landen tot de EER behoren staat beschreven in Hoofdstuk 1 van het [Datamanagementplan](#).

Antwoorden op de kernvragen

Naast de hierboven genoemde gepseudonomiseerde persoonsgegevens worden de antwoorden op de landelijk vragen opgenomen in het landelijk promovendibestand. Een aantal vragen bevatten de optie 'anders, namelijk' waarbij er een mogelijkheid is om een antwoord in te typen. Dit is relevante informatie voor de eigen instelling maar kan ook de identiteit van een promovendus onthullen. Om die reden zijn open antwoorden niet geïncludeerd in het uniforme instellingsbestand en dus ook niet in het landelijk promovendibestand. Wel is het zo dat indien bij meer dan vijf promovendi een 'soort-van-gelijk' antwoord werd ingevuld, de instelling een nieuwe antwoordcategorie kon toevoegen aan het instellingsbestand. Dit werd dan duidelijk beschreven in het Informatiedocument dat samen met het uniforme instellingsbestand is geüpload naar de beveiligde analyse omgeving.

Actieve toestemming

Eén van de afspraken (op basis van het Privacy Impact Assessment) was dat de promovendi actief toestemming zouden geven voor de afzonderlijke doelen van de dataverzameling. Hierbij moest de promovendus actief een vinkje zetten bij 'ja, ik geef toestemming voor het gebruik van mijn gegevens voor het landelijk evaluatieproject'. Alle instellingen hebben dit actief gedaan.

2.2 Analysemethode

Uniformering van de instellingsbestanden

Het valt buiten het doel van dit rapport om gedetailleerd in te gaan op het proces omtrent de uniformering van de instellingsdatabestanden. De door de instelling te nemen stappen staan uitgebreid beschreven in het [Dataprotocol](#).

Afwijsende vragen en/of antwoorden

In het geval van kleine tekstuele aanpassingen waarbij de inhoud hetzelfde blijft is de data opgenomen in het landelijke promovendi bestand. Indien de vraag en/of antwoorden te veel afwijken is de data als ontbrekend beschouwd in het databestand. Bij Tilburg en de UvA ontbreekt er relatief veel informatie omdat een deel van de landelijke vragen niet zijn opgenomen in de instellingsvragenlijst.

Statistische analyse

Voor verschillende groepen (promovenditype, fase, nationaliteitsgroep, gender) is gekeken of er verschillen waren in de procentuele verdeling over de antwoordcategorieën en de gemiddelde (tevredenheid)scores. Verschillen voor scores zijn getoetst via ANOVA. Verschillen in de verdeling over de antwoordcategorieën (percentages) zijn getoetst via Pearsons Chi-Square. Indien er sprake was van een significant verschil is via een Post-hoc test bekeken welke groepen van elkaar verschillen. Statistisch significante groepsverschillen worden benoemd in het rapport. Gedetailleerde statistieken en p-waarden van de statistische toetsen kunnen worden opgevraagd bij de projectleider.

2.3 Respons en representativiteit

Afnameperiode

Twaalf van de veertien instellingen hebben de landelijke vragen⁸, via de eigen instellingsvragenlijst, in het voorjaar of de zomer van 2023 verspreid onder hun promovendi. De TU Delft heeft dit in december 2022 gedaan. De Universiteit van Amsterdam heeft een oudere versie van de vragen⁹ afgenoem in het voorjaar van 2022. De landelijke resultaten worden niet significant anders wanneer de data van de UvA en Delft wel of niet wordt meegenomen. Om die reden is de data van alle 14 instellingen opgenomen in de het ‘Landelijk promovendibestand 2023’.

Respons

Tabel 1 toont per instelling de grootte van de promovendipopulatie en het aantal promovendi van die instelling dat is opgenomen in het ‘Nationale promovendibestand 2023’. De tabel toont ook het responspercentage per instelling. De Universiteit Maastricht heeft de hoogste respons (39,1%) en de Universiteit van Amsterdam de laagste (10,9%). Het gemiddelde responspercentage is 21,1%. Dit is iets lager dan tijdens de pilot van 2021 (22,8%).

Representativiteit

Elke instelling werd gevraagd informatie aan te leveren over een aantal kenmerken (Nederlandse nationaliteit (of niet), gender (man/vrouw) en promovenditype (4 typen) van zowel de populatie als de responsgroep. Op basis van deze zes kenmerken is bepaald of de promovendi in het databestand (de responsegroep) representatief zijn voor de populatie. De meeste instellingen konden deze informatie voor hun populatie inleveren. Wanneer het verschil in percentages tussen de populatie en de steekproef niet meer dan 5% betrof kan de responsgroep voor dat betreffende kenmerk als representatief beschouwd worden. Tabel 3 geeft per instelling het aantal kenmerken weer waarvan de responsegroep afweek van de populatie. Gedetailleerde informatie over de representativiteit per kenmerk per instelling is weergegeven in de tabellen in Appendix 3. Vier instellingen hebben minder

⁸ Landelijke vragen versie 4.1.

⁹ Landelijke vragen versie 3.0.

dan 2 afwijkende kenmerken (aangegeven in groen); 4 instellingen hebben 3 afwijkende kenmerken (aangegeven in oranje) en 6 instellingen hebben meer dan 3 afwijkende kenmerken (aangegeven in rood).

Tabel 1. Overzicht aantal promovendi in populatie en dataset en respons percentage, per instelling

Instelling	Populatie	Databestand	Respons (%)
Universiteit van Amsterdam	4116	450	10,9
Technische Universiteit Delft	4049	627	15,5
Rijksuniversiteit Groningen	4146	1297	31,3
Vrije Universiteit Amsterdam	3064	657	21,4
Universiteit Utrecht	3777	691	18,3
Universiteit Twente	1595	218	13,7
Erasmus Universiteit Rotterdam	2739	544	19,9
Maastricht University	2963	1051	32,9
Universiteit Leiden	4239	540	12,7
Open Universiteit	358	114	31,8
Technische Universiteit Eindhoven	1995	471	23,6
Tilburg University	925	294	31,8
Radboud Universiteit	3198	1051	32,9
Wageningen University	2302	901	39,1
Totaal / gemiddelde respons	39466	8314	21,1

Kleurcode: groen = hoogste response, rood = laagste response

Tabel 2. Representativiteitscore per instelling

Instelling	Aantal niet representatieve kenmerken
Universiteit van Amsterdam	3
Technische Universiteit Delft	6
Rijksuniversiteit Groningen	2
Vrije Universiteit Amsterdam	3
Universiteit Utrecht	1
Universiteit Twente	6
Erasmus Universiteit Rotterdam	6
Maastricht University	6
Universiteit Leiden	4
Open Universiteit	4
Technische Universiteit Eindhoven	3
Tilburg University	3
Radboud Universiteit	2
Wageningen University	0

Kleurcode: groen = 2 of minder afwijkende kenmerken, oranje = 3 afwijkende kenmerken, rood = meer dan 3 afwijkende kenmerken.

3. Resultaten

In deze sectie wordt per onderwerp een korte samenvatting gegeven van de landelijke resultaten en opvallende significante groepsverschillen. Er wordt eerst ingegaan op de factsheet Kenmerken (Sample characteristics) en vervolgens op de landelijke resultaten (weergegeven in de Factsheet National overview en de Infographic (PhD candidate experiences in the Netherlands 2023). Indien er sprake is van opvallende verschillen tussen bepaalde groepen (m.b.t. fase, promovendotype, nationaliteit of gender) dan worden die benoemd. In de factsheets zijn percentages afgerond op gehele getallen. Gemiddeldes en standaarddeviaties worden weergegeven met één cijfer achter de komma.

Kenmerken van de responsgroep en verschillen tussen de instellingen

- Bij de meeste universiteiten is de verdeling in leeftijdsgroepen ongeveer gelijk, waarbij 60% onder de 30 jaar is, 30% tussen de 30 en 40 jaar is en ongeveer 10% boven de 40 jaar is.
 - Drie universiteiten (OU, VU en Tilburg) hebben relatief minder promovendi onder de 30 en relatief meer promovendi boven de 40 jaar.
- De man-vrouwverhouding is bij de meeste universiteiten gelijk met ongeveer 40% mannen en 60% vrouwen.
 - Drie universiteiten (Delft, Twente en Eindhoven) hebben relatief meer mannen (60%).
- Ongeveer een kwart van de respondenten zit in het eerste jaar van hun promotietraject.
 - Twee universiteiten (UvA en VU) hebben een relatief laag percentage starters.
 - Gegevens over fase ontbreken voor de OU en Tilburg
- Het percentage Nederlandse promovendi ligt tussen de 40% en 60%.
 - Drie universiteiten (Delft, Wageningen en Maastricht) hebben een relatief laag percentage Nederlandse promovendi.
 - Twee universiteiten (OU en Nijmegen) hebben een relatief hoog percentage Nederlandse promovendi.
- Bij de meeste universiteiten is meer dan de helft van de promovendi een werknemerpromovendus, ongeveer 10 à 15% beurspromovendus of extern gefinancierd promovendus en ongeveer 10% buitenpromovendus.
 - De OU heeft een relatief laag percentage werknemerpromovendi en een relatief hoog percentage buitenpromovendi.
 - Wageningen heeft een relatief hoog percentage beurspromovendi én extern gefinancierde promovendi, en relatief weinig buitenpromovendi.
 - Twente heeft relatief weinig beurspromovendi.
- De steekproef beschrijving van 2023 is vergelijkbaar met die van 2021.

Algemene tevredenheid met het promotietraject

- Over het algemeen zijn promovendi tevreden met hun promotietraject; de gemiddelde score is 7,2 (op een schaal van 1 tot 10); dit is een toename van 0,2 t.o.v. 2021.
- 51% geeft een cijfer gelijk aan, of hoger dan, een 8; 12% van de promovendi geeft een cijfer gelijk aan, of lager dan, een 5.
- Net als in 2021 geven promovendi in hun eerste jaar (7,8) een significant hoger gemiddeld cijfer dan senior promovendi (7,0).
- Beurspromovendi geven een significant hoger gemiddeld cijfer (7,3) dan buitenpromovendi (7,0); de extern gefinancierde promovendi en werknemerpromovendi geven hun trach gemiddeld een 7,2.
- De laagste gemiddelde score werd in 2021 ook door de buitenpromovendi gegeven.

- Nederlandse promovendi, en promovendi uit een niet-EER land, geven een significant hoger gemiddeld cijfer (resp. 7,3 en 7,2) dan promovendi uit een EER land (7,0).

Projectorganisatie

Duur van de aanstelling

- Bij ongeveer driekwart (76%) van de promovendi is de formele duur van het traject 48 maanden; 11% geeft een formele duur van minder dan 48 maanden aan; deze percentages zijn vergelijkbaar met 2021.
- 3% geeft aan dat de officiële duur nog bepaald moet worden en 6% geeft aan dat er geen officiële duur is afgesproken; dit laatste geldt vooral vaak voor de buitenpromovendi van wie 43% dit aangeeft.
- Logischerwijs zien we verschillen tussen promovenditypen in de aanstellingsduur: 78% van de werknemerpromovendi en 84% van de beurspromovendi hebben een officiële duur van 48 maanden. De percentages zijn lager bij de extern gefinancierde promovendi (66%) en buitenpromovendi (36%).

Fulltime versus parttime

- Bijna drie kwart (73%) geeft aan een fulltime contract te hebben (36-40 uur per week).
- Dit percentage is lager voor extern gefinancierde en buitenpromovendi.

Opleidings-en Begeleidingsplan

- 89% heeft een Opleidings- en Begeleidingsplan waarin afspraken worden vastgelegd en op basis waarvan de voortgang van het traject besproken kan worden.
- Een relatief hoog percentage (7%) geeft aan geen OBP te hebben en 4% weet het niet.
- Vrouwen geven vaker aan een OBP te hebben dan mannen (91% versus 86%).
- Buitenpromovendi hebben minder vaak een OBP (68%) dan de andere promovenditypen.
- Met de stelling 'The TSP contributes to a smooth progress of my PhD project' is iets meer dan een derde (37%) het (zeer) eens en iets minder dan een derde (31%) (zeer) oneens.

Wetenschappelijke eisen van het proefschrift

- Een relatief hoog percentage van 20% geeft aan de wetenschappelijke eisen van het proefschrift niet te hebben besproken met hun begeleiders en/of de Graduate School. Dit percentage is vergelijkbaar met dat van 2021.
- Dit percentage is:
 - hoger voor starters (29%) dan voor senioren (19%).
 - hoger voor werknemer- en beurspromovendi (beide 23%) dan voor extern gefinancierde promovendi (14%) en buitenpromovendi (17%).
 - hoger voor promovendi binnen de EER (Nederlands: 24% vs. EER: 22%) dan voor promovendi van buiten de EER (15%).
- Degenen die de eisen wel hebben besproken, deden dit vooral met hun begeleiders (75%).
- Voor twee derde van de promovendi zijn de wetenschappelijke eisen van het proefschrift (zeer) duidelijk.
- Vergelijken met de andere promovendigroepen vinden werknemerpromovendi de eisen het minst duidelijk. Dit is opvallend want in 2021 vond deze groep de eindtermen juist het meest duidelijk.

Evaluatiemomenten

- Bijna twee derde (63%) geeft aan een formeel 'go/no go' gesprek te hebben gehad in het eerste jaar, 21% geeft aan dit nog niet gehad te hebben omdat men nog in het eerste jaar zit. Dertien procent geeft aan geen go/no go gesprek te hebben gehad en 4% weet het niet (meer).
- Van de senior promovendi geeft bijna 80% aan ten minste eens per jaar een formeel gesprek te hebben met hun begeleiders. Voor 17 % gebeurt zo'n gesprek niet jaarlijks en 5% weet het niet.
- Buitenpromovendi hebben relatief minder vaak evaluatiegesprekken.

Onderzoeksfaciliteiten

- Met een gemiddelde van ongeveer een 4 (op een schaal van 1 tot 5) zijn promovendi, over het algemeen, behoorlijk tevreden met hun werkfaciliteiten.
- Net als in 2021 wordt de toegang tot de (online) bibliotheek het beste beoordeeld met een 4,1. De werkplek, computer en onderzoeksfaciliteiten worden iets lager beoordeeld met scores net onder de 4.
- Vijf procent geeft aan geen toegang te hebben tot een werkplek en/of computer en software.
- Twee procent heeft geen toegang tot boeken en wetenschappelijke tijdschriften (bibliotheek).
- Veertien procent heeft geen toegang tot een laboratorium of database (maar mogelijk is dit niet nodig voor hun onderzoek).
- Net als in 2021 hebben extern gefinancierde promovendi en buitenpromovendi minder vaak toegang tot bovengenoemde faciliteiten dan werknemer-en beurspromovendi.

Supervisie

Formeel begeleidingsteam

- Voor bijna 90% van de promovendi is het begeleidingsteam formeel vastgelegd.
- Bijna alle promovendi (98%) weten wie hun promotor is.
- Voor 42% is de dagelijks begeleider de promotor; voor 48% is dit een copromotor.

Aantal begeleiders

- 97% van de promovendi geeft aan tenminste twee begeleiders te hebben. Dit percentage is gestegen met 3 % t.o.v. 2021.
- Het gemiddelde aantal begeleiders is 2,7.
- Gemiddeld hebben promovendi 2 (48%) of 3 (35%) begeleiders (2,7 gemiddeld).

Uren begeleiding per maand

- Promovendi ontvangen gemiddeld 6,1 uur per maand begeleiding (alle begeleiders opgeteld); maar individuele verschillen zijn groot wat blijkt uit een hoge standaarddeviatie (7,5).
- Iets minder dan twee derde (62%) van de promovendi geeft aan minder 5 uur begeleiding te ontvangen; 30% ontvangt tussen de 6 en 10 uur
- Vrouwen ontvangen iets minder begeleiding dan mannen (5,8 versus 6,6 uur per maand).
- Extern gefinancierde promovendi en buitenpromovendi ontvangen gemiddeld per maand minder uren begeleiding (3,4 resp. 4,4 uur) dan werknemer- en beurspromovendi (6,1 resp. 7,0 uur).

- Starters geven aan meer uren per maand begeleiding te krijgen dan ouderejaars (7,0 vs. 5,8).
- Net als in 2021, rapporteren promovendi van buiten de EER een hoger aantal uren begeleiding (7,5) vergeleken met promovendi uit EER-landen (ca 5,5 uur) maar de standaarddeviatie is aanzienlijk hoger bij de niet-EER promovendi wat duidt op grote individuele verschillen.

Tevredenheid met begeleiding

- Net als in 2021, zijn promovendi over het algemeen, tevreden met de begeleiding die ze ontvangen, wat tot uiting komt in een gemiddelde score van 4,0 (op een schaal van 1 tot 5).
- Meer dan driekwart is (zeer) tevreden met de begeleiding (34% zeer tevreden; 43% tevreden).
- Starters zijn meer tevreden (4,2) dan ouderejaars promovendi (3,9).
- Extern gefinancierde promovendi zijn het meest tevreden (4,1).

Mogelijkheid tot het volgen van onderwijs

Toegang tot onderwijs

- De meeste promovendi hebben toegang tot verschillende onderwijsactiviteiten; 2% geeft aan tot geen enkele onderwijsactiviteit toegang te hebben (was 6% in 2021).
- Vergelijkbaar met 2021 heeft meer dan drie kwart van de promovendi toegang tot discipline gerelateerde cursussen en workshops (74%); cursussen en workshops op het gebied van algemene vaardigheden (89%); seminars en conferenties (87%); Scientific Integrity cursus (85%). Het percentage dat toegang heeft tot carrière oriëntatie activiteiten (57%) is nog steeds relatief laag (54% in 2021).

Verplicht volgen van onderwijs

- Driekwart van de promovendi (76%) geeft aan dat het volgen van onderwijs een verplicht onderdeel van hun promotietraject is; 5% geeft aan dit niet te weten.
- Net als in 2021 zien we vergelijkbare groepsverschillen:
 - starters geven vaker aan verplicht onderwijs te moeten volgen dan senioren (80% versus 75%).
 - werknemer- en beurspromovendi geven vaker aan verplicht onderwijs te moeten volgen (79% resp. 74%) vergeleken met extern gefinancierde en buitenpromovendi (67% resp. 59%)
- Meer dan 80% van de promovendi geeft aan verplicht een Scientific Integrity cursus te (hebben) moeten volgen. Dit percentage is het laagst bij de extern gefinancierde promovendi (75%).

Tevredenheid met het onderwijsaanbod

- Met de stelling 'In general, I am satisfied with the education activities that are offered' is 53% het eens en 15% is het zeer eens. De gemiddelde tevredenheidscore is 3,7 (op een schaal van 1 tot 5). Dit is een stijging van 0,4 t.o.v. 2021.
- Er zijn geen duidelijke verschillen tussen de groepen.

Onderwijs geven en begeleiden van studenten

- Vergelijkbaar met 2021, is bijna driekwart (73%) van de promovendi betrokken bij het geven van onderwijs en/of begeleiding van studenten. Voor meer dan 40% is dit onderdeel van hun contract.
- Men besteedt ongeveer 11 uur per maand aan het geven van onderwijs en/of begeleiding van student maar grote individuele verschillen zijn aanwezig.
- De verschillen tussen de groepen zijn vergelijkbaar met de resultaten van 2021:
 - Lesgeven en begeleiden gebeurt:
 - vaker door ouderejaars (78%) dan door starters (56%).
 - het vaakst door medewerker promovendi (83%) en het minst door buitenpromovendi (36%).
 - relatief minder vaak door promovendi uit de EER (59%).

Voorbereiding op onderwijs geven

- Met de stelling 'The support I get for teaching activities prepares me well for teaching and supervision' is 45% het (zeer) eens terwijl 27% het (zeer)oneens.
- vergeleken met 2021 is het percentage promovendi dat aangeeft toegang te hebben tot 'teaching training' cursussen gestegen maar nog steeds laag (van 47% naar 52%). Ook geeft maar 15% aan dat dit type cursussen verplicht is en dat is opvallend aangezien bijna driekwart van de promovendi betrokken is bij het geven van onderwijs en/of het begeleiden van studenten.

Sociale en wetenschappelijke integratie

Contacten met wetenschappers

- Bijna zestig percent (58%) van de promovendi geeft aan op de meeste werkdagen contact te hebben met andere wetenschappers terwijl een derde (36%) dit minder dan een paar keer per maand heeft.
- Buitenpromovendi hebben het minst vaak contact met andere wetenschappers. Een relatief hoog percentage (18%) geeft aan alleen contact te hebben met hun begeleiders.

Integratie in academische communities

- Promovendi werd gevraagd aan te geven in welke mate ze het (on) eens zijn met de volgende stellingen: 'I feel integrated into the community of my a) Graduate School, b) department, c) faculty and d) institute'. Promovendi voelen zich over het algemeen, het meest thuis in hun afdeling. Dit geldt voornamelijk voor de werknemer-en beurspromovendi.
- Buitenpromovendi geven voor alle communities een lagere score dan de andere typen promovandi.
- vergeleken met Nederlandse promovendi geven promovendi uit niet EER-landen een hogere score voor de integratie binnen de Graduate School (2,8 versus 3,3).

Bekendheid met lokale promovendi organisaties

- Een vijfde van de promovendi neemt regelmatig deel aan activiteiten georganiseerd door de promovendi-organisatie(s) van de eigen universiteit. Iets minder dan twee derde (63%) kent de organisatie(s) maar neemt niet regelmatige deel en 20% is niet bekend met de organisaties.
- Net als in 2021, zien we dat buitenpromovendi minder vaak op de hoogte van de PhD organisaties (36%).

Werkdruk en gewerkte uren

Werkdruk

- De helft van de promovendi geeft aan de werkdruk hoog (42%) of te hoog (8%) te vinden; bijna de helft (48%) vindt de werkdruk normaal.
- Ten opzichte van 2021 wordt de werkdruk in 2023 als lager beschouwd.
- Net als in 2021 ervaren promovendi uit niet-EER landen de werkdruk vaker als normaal (en minder vaak als (te)hoog) dan promovendi uit de EER (inclusief Nederland).
- Net als in 2021, ervaren senior promovendi de werkdruk vaker als (te) hoog dan promovendi in het eerste jaar.

Redenen (te)hoge werk druk

- Redenen die vaak (>35%) genoemd worden voor een (te) hoge werkdruk zijn: de hoeveelheid werk (71%), de moeilijkheid van het werk (44%), publicatiedruk (41%) en gestoord worden tijdens werk (38%).

Werkdruk besproken

- Iets meer dan een kwart van de promovendi die een (te) hoge werkdruk ervaart heeft dit met niemand besproken. Promovendi die dit wel deden spraken hier voornamelijk over met hun dagelijks begeleider (46%) of promotor (31%).
- Starters bespreken de (te)hoge werkdruk minder vaak dan senior promovendi (39% vs. 24%).
- Mannen bespreken de (te)hoge werkdruk minder vaak dan vrouwelijke promovendi (30% vs. 25%)
- Niet Nederlandse promovendi bespreken de (te) hoge werkdruk minder vaak dan Nederlandse promovendi (27% resp. 31% vs. 24%).

Daadwerkelijke werkuren per week

- Wat betreft daadwerkelijke uren die aan het promotieonderzoek besteed worden geeft 70% aan 36 of meer uur per week te werken (36-40 (35%); > 40 uur (35%).
- Ouderejaars werken iets vaker dan eerstejaars meer dan 40 uur per week (38% vs. 29%).
- Vergelijken met de andere typen werken werknemer promovendi relatief vaker meer dan 36 uur per week (80%).

Welbevinden en het effect van het promotietraject

- Bijna 50% van de promovendi (47%) vindt het eigen welbevinden goed; 13% zelfs zeer goed; 29% vindt het redelijk ('fair'); 10% slecht en 2% zeer slecht.
- Het percentage dat het eigen welzijn als zeer goed beoordeeld is hoger onder mannelijke promovendi (16%) dan onder vrouwelijke promovendi (10%). De percentages zeer slecht, slecht en goed zijn vergelijkbaar.
- Over het algemeen beoordelen starters hun welzijn hoger dan senioren.
- Nederlandse promovendi beoordelen hun welzijn hoger dan niet-Nederlandse promovendi.
- Er zijn geen hele duidelijk verschillen t.a.v. promovenditype.

Positieve en negatieve invloed op welbevinden

- Iets meer dan een kwart geeft (27%) aan dat het promotietraject het welbevinden negatief beïnvloed, 30% antwoord neutraal en 43% geeft een positief effect aan.
- Deze percentages zijn vergelijkbaar met 2021 (al had de vraagstelling toen betrekking op mentale gezondheid i.p.v. welzijn).

- Aspecten van het promotietraject die vaak (>25%) genoemd worden als positief zijn: interacties met de dagelijks begeleider (35%) en met collega's (55%), het eigen onderzoek (53%) en de werk/privé balans (38%).
- Aspecten die vaak (>25%) genoemd worden als negatief zijn werk/privé balans (37%), praktische, technische of financiële aspecten (36%), afronden van het traject (29%), werk vinden na afronding van het promotietraject (26%) en de eigen academische prestaties (25%).
- Werknemerpromovendi (29%) geven vaker dan de andere typen promovendi (rond de 22%), aan dat het traject een negatieve invloed heeft op hun welbevinden.
- Promovendi uit een EER land geven iets vaker aan dat het promotietraject hun welzijn negatief beïnvloed (35%, vs. 26 NL resp. 24% niet-EER).
- Senior promovendi geven vaker (31%) aan dat het promotietraject hun welzijn negatief beïnvloedt dan starters (13%).

Laag welzijn besproken

- Meer dan een derde van de promovendi (35%) heeft het (te) lage welzijn met niemand besproken. Degenen die dit wel deden, deden dit meestal met hun dagelijks begeleider (38%) of promotor (27%).
- Bijna de helft van de buitenpromovendi die een (te) laag welzijn ervaart heeft dit met iemand besproken, dit percentage is aanzienlijk hoger (46%) vergeleken met de andere promovenditypen (rond 35%).
- Mannen (39%) bespreken hun (te) lage welzijn minder vaak dan vrouwen (33%).
- Eerstejaars (47%) bespreken hun (te) lage welzijn minder vaak dan senioren (32%).
- Niet-Nederlandse promovendi (EER: 34%, niet-EER: 41%) bespreken hun (te) lage welzijn minder vaak dan Nederlandse promovendi (30%).

Ervaringen met ongewenst gedrag (sociale veiligheid)

- Bijna 80 procent (78%) van de promovendi geeft aan in het afgelopen jaar zelf geen ongewenst gedrag van anderen te hebben ervaren. Van het gedeelte (22%) procent die wel te maken heeft gehad met ongewenst gedrag ervaarde 20% dit sporadisch, 2 procent maandelijks, 1% wekelijks en minder dan 1% dagelijks.
- Ouderejaars rapporteren vaker (24%) ongewenst gedrag dan starters (14%).
- Vrouwen (24%) rapporteren vaker ongewenst gedrag dan mannen (17%).
- Beurspromovendi (27%) rapporteren vaker ongewenst gedrag dan medewerker promovendi (22%) en extern gefinancierde promovendi (20%) en buitenpromovendi (16%).
- Promovendi met een niet-Nederlandse achtergrond rapporteren vaker (niet EER: 26% resp. EER: 23%) ongewenst gedrag dan Nederlandse promovendi (17%).

Typen ongewenst gedrag

- Ongewenst gedrag dat het meest genoemd werd (> 20%) was machtsmisbruik (29%), uitsluiting (24%), roddelen (22%) en discriminatie (22%).
- Ouderejaars (32%) rapporteren vaker machtsmisbruik dan starters (23%).
- Vrouwen (8%) rapporteren vaker seksuele intimidatie dan mannen (2%).
- Beurspromovendi noemen relatief vaker discriminatie (42%) dan de andere promovendi typen.
- Werknemerpromovendi noemen relatief vaak roddelen (26%).
- Extern gefinancierde promovendi noemen relatief vaak intimidatie (21%).
- Niet-EER promovendi noemen relatief vaker buitensluiting (31%) en discriminatie (39%).

Persoon die het ongewenst gedrag vertoond

- In bijna een derde van de gevallen wordt het ongewenste gedrag vertoond door iemand van het begeleidingsteam (30%), in meer dan de helft van de gevallen gaat het om een collega (42%); 16% om een medepromovendus en 14% om iemand anders; dit kan zowel iemand binnen of buiten de universiteit zijn. Elf procent van de promovendi die ongewenst gedrag heeft meegemaakt wil geen details hierover geven.
- Senioren noemen het begeleidingsteam vaker (32%) dan starters (22%).
- Vrouwen noemen vaker dan mannen een senior collega (24% vs. 29%).
- Beurspromovendi noemen relatief minder vaker iemand van het begeleidingsteam (18%) en vaker ‘iemand anders’ (40%).
- Een relatief hoog percentage niet-EER promovendi noemt vaker iemand anders (24%).

Actie ondernomen

- Bijna een derde (32%) van de promovendi die te maken heeft gehad met ongewenst gedrag heeft geen actie ondernomen.
- Degenen die dit wel deden, spraken dan meestal met iemand van het eigen begeleidingsteam (26%) of de vertrouwenspersoon van de universiteit (11%). In ongeveer 10 %van de gevallen sprak men (ook) met degene die het ongewenste gedrag vertoonde. De arbodienst en/of human resources werden minder vaak geconsulteerd (3% resp. 2%).
- Starters (42%) nemen minder vaak actie dan ouderejaars (30%).
- Beurspromovendi nemen relatief minder vaak actie (36%) dan de andere typen.
- Niet-EER promovendi nemen relatief minder vaak actie (36%) actie dan Nederlandse promovendi (32%) en EER promovendi (30%).

Gesteund en/of beschermd gevoelt door de universiteit

- We vroegen promovendi die ongewenst gedrag hebben ervaren en actie hebben ondernomen of ze zich beschermd en/of gesteund hebben gevoelt door de universiteit. Hierop antwoordt bijna de helft (46%) nee, iets minder dan een derde (30%) antwoord ja en een kwart (24%) wil dit liever niet zeggen.
- Senioren (48%) voelen zich minder vaak gesteund dan starters (34%)

Vertraging

- Bijna de helft van de promovendi loopt op schema (49%).
- Ongeveer 10 %van de promovendi geeft aan geen schema te hebben; 7 % weet niet of men het onderzoek wel of niet volgens schema verloopt.
- Ongeveer een derde (34%) is vertraagd. Dit is een lager percentage dan in 2021 toen 45% aangaf vertraagd te zijn.
- Buitenpromovendi geven vaker aan geen schema te hebben (17%).
- Beurspromovendi lopen vaker op schema (53%) dan de andere groepen. Ook hebben zij meer zicht op hun schema.
- Van de groep die vertraagd is geeft 18% aan dat de vertraging minder dan 3 maanden zal zijn terwijl 46% een vertraging tussen de 3 en 9 maanden verwacht.
- Een relatief hoog percentage van de buitenpromovendi geeft aan meer dan 9 maanden vertraagd te zijn (46%).

Redenen voor vertraging

- De meest (>20%) genoemde redenen voor de vertraging zijn Covid-19 (51%), dataverzameling (40%), te ambitieus project (33%), onvoldoende/inadequate begeleiding

(32%), praktische, logistieke of financiële problemen (21%), timemanagement (24%), geestelijke gezondheid (26%) en motivatie (24%).

Vertraging besproken

- Van de vertraagde promovendi heeft het merendeel (83%) dit besproken met hun begeleiders. Iets meer dan driekwart (78%) heeft afspraken gemaakt over de planning maar iets minder dan de helft (49%) heeft de mogelijkheid tot verlenging besproken.

Bekendheid met ondersteuning

- 67% is bekend met de vertrouwenspersoon en 50% met de promovendipsycholoog. Deze laatste is niet bij alle instellingen aanwezig en de vraag is om die reden ook niet bij alle instellingen getoond.
- Net als in 2021 zijn werknemerpromovendi vaker op de hoogte van de aanwezigheid van een vertrouwenspersoon en (indien aanwezig) de promovendipsycholoog dan de andere promovenditypen. Ook zien we weer dat Nederlandse promovendi vaker op de hoogte dan niet-Nederlandse promovendi.
- In 2021 waren starters minder vaak op de hoogte maar dit verschil is niet aanwezig in 2023.
- Belangrijk is te melden dat promovendi die wel ongewenst gedrag hebben ervaren en/of een laag welzijn benoemen en/of een hoge werkdruk rapporteren minder vaak op de hoogte zijn.

Effect van Covid-19 op het huidige PhD traject

Vragen over het effect van de pandemie op het promotieonderzoek ten tijde van de afname van de vragenlijst werden alleen gesteld aan promovendi die gestart zijn voor 1 maart 2022¹⁰.

- Voor de meeste aspecten geldt dat 30-40% aangeeft dat er geen effect is op de huidige situatie. Wanneer er wel een effect is dan is de impact van meestal negatief.
- Promovendi noemen dat Covid-19 nu nog vooral nog een (zeer) negatief effect heeft op de dataverzameling (53%); het bediscussiëren van ideeën en bevindingen met collega's (61%) en stakeholders (55%); de voortgang van het traject (57%); mentale gezondheid (50%); connectie met het eigen onderzoeksinstituut of departement (59%).
- In 2021 had Covid-19 de meeste negatieve impact op het bediscussiëren van ideeën en resultaten (80%) en de voortgang van het project (70%).

Carrièreperspectief

- Op de vraag ‘welke carrière ambieer je het meeste¹¹’ kiest bijna 60 procent voor een carrière in de wetenschap; 36% ambieert een wetenschappelijke carrière bij een universiteit en 25% daarbuiten.
- Iets minder dan 20% ambieert een carrière buiten de wetenschap en 18% geeft aan het nog niet te weten (dit zijn vaak promovendi in het eerste jaar).
- Omdat in 2021 meerdere antwoordopties gekozen konden worden zijn de resultaten van 2023 niet met die van 2021 te vergelijken.
- Net als in 2021 geeft een relatief hoger percentage beurspromovendi (52%) en promovendi uit niet-EER landen (51%) aan een carrière als onderzoeker binnen de academische wetenschap te ambiëren.

¹⁰ Bij de TU Delft zijn de Covid-19 vragen aan alle promovendi getoond. De UvA heeft de Covid-19 vragen van 2021 getoond (versie 3.0). Bij de analyse van de Covid-19 vragen zijn de gegevens van TU Delft en UvA niet meegenomen.

¹¹ Bij de TU Delft kon meer dan één antwoord gekozen worden op de vraag ‘What career perspective do you aspire most after graduation?’ Ook de vervolgvragen zijn niet meegenomen in de analyse.

Kans op carrière in de academische wetenschap

- Op de vraag hoe hoog men de kans (1-100%) inschat op een carrière binnen de academische wetenschap is de gemiddelde ingeschatte kans 64% ($Sd=26\%$).
- Beurspromovendi en extern gefinancierde promovendi schatten deze kans aanzienlijk hoger (70-71%) in dan werknemer- en buitenpromovendi (61%). Dit verschil zien we deels terugkomen tussen de nationaliteitsgroepen waar Nederlandse promovendi (59%) de kans lager inschatten dan promovendi van buiten de EER (69%)

Carrière ambities buiten de wetenschap

- Bijna een vijfde (18%) geeft aan een carrière buiten de wetenschap te ambiëren. De meest genoemde sectoren (hier kon men meerdere opties aanvinken) zijn: onderzoeker buiten de universiteit (45%); de industrie (34%); docent op de universiteit (31%); de overheid (28%) of non-profit organisaties (24%) en de gezondheidszorg (22%).

Tevredenheid met carrière voorbereiding

- Met de stelling 'I am satisfied with the offer of career preparation activities related to a career within science/academia' is 39% het eens en 9% zeer eens; de gemiddelde tevredenheidsscore is 3,3 (schaal van 1 tot 5).
- Met de stelling 'I am satisfied with the offer of career preparation activities related to a career outside science/academia' is 31% het eens en 6% het zeer eens; de gemiddelde score voor loopbaanvoorbereiding buiten de wetenschap is lager dan voor loopbaanvoorbereiding binnen de academische wetenschap, namelijk 3,1
- Beurspromovendi zijn over het algemeen meer tevreden over de activiteiten gericht op loopbaanvoorbereiding activiteiten t.a.v. een carrière buiten de wetenschap dan de werknemerpromovendi. De deelname aan dit type activiteiten is wel lager onder de beurspromovendi.
- Over het algemeen zijn buitenpromovendi het minst tevreden met dit type activiteiten, maar zij nemen ook minder vaak deel.
- Ouderejaars zijn minder tevreden met loopbaanvoorbereiding dan eerstejaars promovendi. Ouderejaars en eerstejaars geven in de zelfde mate aan deel te nemen aan activiteiten gericht op loopbaanvoorbereiding; deelname kan dus geen verklaring zijn voor het verschil in tevredenheid.

Appendix 1. Landelijke vragen 2023

GENERAL SATISFACTION

OvSat Overall, how satisfied are you with your PhD trajectory on a scale of 1 (very dissatisfied) to 10 (very satisfied)? [getal tussen 1 en 10]

PERSONAL BACKGROUND

PB.01 What is your current age? [getal tussen 0 en 99]

PB.02 What is your gender?

- 1 Male
- 2 Female
- 3 Other
- 4 I prefer not to say

PB.03 What is your nationality (as indicated on your passport)? If you have more than one, choose the one you feel is the most relevant.

- 1 Dutch
- 2 Nationality from a European Economic Area (EEA)-country
- 3 Other nationality

START

ST.04 In what year and month did you officially start your PhD?

[getal tussen 1 en 12] & [getal tussen 1980 en 2024, vier cijfers]

ST.05 What is the official duration of your PhD project as agreed upon at the start?

- 1 36 months (three years)
- 2 48 months (four years)
- 3 Other, namely: < months >
- 4 Not yet determined
- 5 There is no official duration since I work on my PhD project in my spare time

ST.06a How many hours per week do you **have** to work on your PhD project, according to your contract or your training and supervision plan?

[getal tussen 0 en 99]

ST.06b In an average week, how many hours do you **actually** work on your PhD project?

[getal tussen 0 en 99]

ST.10 Within which academic research domain do you carry out your PhD? (In case of multidisciplinary research choose the domain that is most applicable)

- 1 Agricultural (Life) Sciences (Landbouw)
- 2 Behavioural and Social Sciences (Gedrag en Maatschappij)
- 3 Economics (Economie)
- 4 Education Sciences (Onderwijs)
- 5 Engineering (Techniek)
- 6 Humanities and Linguistics (Taal en Cultuur)
- 7 Law (Rechten)
- 8 Medical Sciences (Gezondheid)
- 9 Natural Sciences (Natuur)
- 10 Other, namely
- 11 I don't know

RESEARCH FACILITIES

RE.02 The next questions concern your research facilities. Overall, how satisfied are you with the following facilities?

Answering options: very dissatisfied (1), dissatisfied (2), neither satisfied nor dissatisfied (3), satisfied (4), very satisfied (5), I have no access to this facility (6)

- | | |
|---------|--|
| RE.02.1 | Workplace |
| RE.02.2 | Computer |
| RE.02.3 | Access to library, e.g. journals, books, and other information |
| RE.02.4 | Research facilities, e.g. lab, instruments, field work, databases and software |

SOCIAL CONTACTS

RE.19 To what extent do you have contact with other researchers?

- 1 less than once a month
- 2 once a month
- 3 several times a month
- 4 once a week
- 5 several times a week
- 6 every day (on workdays)
- 7 only when I meet my supervisors
- 8 Other

RE.10adap To what extent do you agree with the following statements?

Answering options: totally disagree (1), disagree (2), neither agree nor disagree (3), agree (4), totally agree (5), I don't know (6), Not applicable (7)

I feel integrated into the community of...

- RE.10adap1my graduate school
- RE.10adap2my department
- RE.10adap3my faculty
- RE.10adap4my institute

SO.01 Are you familiar with PhD organisations at your University?

- 1 Yes, I regularly participate in activities they organize
- 2 Yes, but I do not (often) take part in activities
- 3 No, I am not familiar with PhD organisations

SUPERVISION

SU.01 Is your supervisor team officially documented?

- 1 Yes
- 2 No
- 3 I don't know

If SU.01 = 1

SU.01a Please state the number of people who are officially part of your supervision team.
[getal tussen 0 en 15]

SU.01b Do you know who is/are officially assigned as your promotor(s)

- 1 Yes
- 2 No, not yet
- 3 I don't know

SU.02 Who do you consider your daily supervisor?

- 1 (one) of my promotor(s)
- 2 (one) of my co-promotor (s)
- 3 someone else inside my supervision team
- 4 someone else outside my supervision team

SU.03 In an average month, how many hours supervision do you receive (from all your supervisors combined)? [getal tussen 0 en 100]

SU.04 In general, how satisfied (or dissatisfied) are you with the supervision you receive?

- 1 Very dissatisfied
- 2 Dissatisfied
- 3 Neither satisfied nor dissatisfied
- 4 Satisfied
- 5 Very satisfied
- 6 I don't know

SUPPORT STRUCTURES

PW.16a Do you know whether there is a confidential advisor (for PhD candidates) available to whom you can go to when you encounter problems (e.g. related to your wellbeing, social safety issues, or problems with your supervisor)?

- 1 Yes, I am aware
- 2 No, I am not aware
- 3 I don't know

PW.16b Do you know whether there is a PhD psychologist available?

- 1 Yes, I am aware
- 2 No, I am not aware
- 3 I don't know

EDUCATION AND TRAINING

OBP.1 Do you have a Training and Supervision Plan (TSP, also called OBP 'Opleidings- en Begeleidingsplan')?

- 1 Yes
- 2 No
- 3 I don't know

If OBP.1 = 1

OBP.2 To what extent do you agree with the following statement? The TSP contributes to a smooth progress of my PhD project.

Answering options: totally disagree (1), disagree (2), neither agree nor disagree (3), agree (4), totally agree (5), I don't know (6), Not applicable (7)

ET.01 To which education activities do you have access? (Tick all that apply)
[indien access: 1 (optie aangevinkt), indien geen access: 0 (optie niet aangevinkt)]

- | | |
|---------|---|
| ET.01_1 | Discipline-specific courses and workshops |
| ET.01_2 | General skills courses and workshops |
| ET.01_3 | Scientific integrity course |
| ET.01_4 | Seminars and conferences |
| ET.01_5 | Teacher training activities |
| ET.01_6 | Career orientation activities |
| ET.01_7 | Other education activities |
| ET.01_8 | I don't have access to education activities |

ET.02 Do you have to participate in obligatory courses as part of your PhD educational training?

- 1 Yes
- 2 No
- 3 I don't know

If ET.02 = 1

ET.03 Please name which type of courses are obligatory (Tick all that apply)
[indien access: 1 (optie aangevinkt), indien geen access: 0 (optie niet aangevinkt)]

- | | |
|---------|---|
| ET.03_1 | Discipline-specific courses and workshops |
| ET.03_2 | General skills courses and workshops |
| ET.03_3 | Scientific integrity course |
| ET.03_4 | Seminars and conferences |
| ET.03_5 | Teacher training activities |
| ET.03_6 | Career orientation activities |
| ET.03_7 | Other education activities |
| ET.03_8 | I don't know |

If ET.01≠8

ET.04/5 Please state your agreement with the following propositions.

Answering options: totally disagree (1), disagree (2), neither agree nor disagree (3), agree (4), totally agree (5), I don't know (6), not applicable (7)

- ET.04** In general, I am satisfied with the education activities that are offered at my university, UMC and/or the (national) Graduate School.
- ET.05a** I have sufficient time to participate in educational activities (e.g., training, courses, seminars)
- ET.05b** The education activities I have participated in contribute to the completion of my PhD
- ET.05c** My supervisory team encourages me to participate in educational activities
- ET.05d** I am satisfied with the offer of career preparation activities related to a career within science/academia.
- ET.05e** I am satisfied with the offer of career preparation activities related to a career outside science/academia.

TEACHING AND OTHER DUTIES

TD.01 Do you teach (e.g. giving lectures or practicals) or supervise students (e.g. bachelor/master thesis)?

- 1 Yes, teaching and supervising
- 2 Yes, only teaching
- 3 Yes, only supervising
- 4 No

TD.02 Please indicate which of the following situations applies to you.

- 1 Teaching and supervising is part of my contract/agreement
- 2 Teaching and supervising is not part of my contract/agreement
- 3 I am allowed to teach/supervise but I don't want to
- 4 I am not allowed to teach/supervise but that is fine
- 5 I am not allowed to teach/supervise but I would like to
- 6 Other situation

if TD.01=1,2

TD.03a Over the last 12 months, how much of the time allocated to your PhD project, did you (on average) spend on teaching? [percentage between 0% and 100%].

if TD.01=1,3

TD.03b Over the last 12 months, how much of the time allocated to your PhD project, did you (on average) spend on supervising? [percentage between 0% and 100%].

PROGRESS

PW.04 Are you currently on schedule with your planning?

- 1 Yes
- 2 No, I have fallen behind schedule
- 3 I don't have a schedule
- 4 I don't know

if PW.04=2

PW.05 How long is the expected delay?

- 1 less than 3 months
- 2 between 3 and 6 months
- 3 between 6 and 9 months
- 4 more than 9 months
- 5 I don't know

if PW.04=2

PW.06new Did you discuss your delay with your supervisor team?

- 1 Yes
- 2 No

if PW.04=2 & PW.06new = 1

PW.06a Have agreements been made related to your planning?

- 1 Yes, we have adapted the planning and I expect to finish in time.
- 2 Yes, we have adapted the planning but I have doubts whether I can finish in time.
- 3 No, we did not make any agreements.

if PW.04=2 & PW.06new = 1

PW.06b Have agreements been made related to a (possible) extension?

- 1 Yes, we made agreements about an extension of my contract and how this will be financed.
- 2 Yes, we made agreements about an extension of my contract/project but not how this can be financed.
- 3 No, we did not make any agreements.

If PW.04 = 2

PW.07 What are/were the main reasons for your delay? (Tick all that apply)

indien van toepassing: 1 (aangevinkt), indien niet van toepassing 0 (niet aangevinkt)

Supervision-related issues

- PW.07_1 Insufficient assistance/supervision
- PW.07_2 Adding new research themes by my supervisor(s)
- PW.07_3 Unrealistic expectations by my supervisor(s)
- PW.07_4 My supervisor(s) did not take my concerns about a possible delay seriously
- PW.07_5 Conflict(s) and/or miscommunication with my supervisor(s)

Project-related reasons

- PW.07_6 Too ambitious project
- PW.07_7 Extra experiment / analysis on my own initiative
- PW.07_8 Extra experiment / analysis desired by supervisor or sponsor
- PW.07_9 Problems with experiment or data collection
- PW.07_10 Problems with data analysis or data interpretation
- PW.07_11 Problems with writing
- PW.07_12 Problems with publishing papers
- PW.07_13 Bad time management
- PW.07_14 Practical, logistic or financial problems
- PW.07_16 Covid-19 related problems

Other activities

- PW.07_17 Extra courses in excess of the normal package
- PW.07_18 Extra teaching duties or student supervision
- PW.07_19 Other duties (e.g. job) not related to the PhD study

Personal circumstances

- PW.07_20 Working part-time on PhD project
- PW.07_21 Physical health problems
- PW.07_22 Mental health problems
- PW.07_23 Pregnancy or parenthood
- PW.07_24 Home care for family members, neighbours etc
- PW.07_25 Motivational issues
- PW.07_26 Other

Evaluation

EV.01 Did you have a formal go/no go interview in your first year? (At this interview your supervisor(s) was present and possibly also someone from your Graduate School or the Human Resource department).

- 1 Yes
- 2 No, not yet (I am still in my first year)
- 3 No
- 4 I don't know / can't remember

If ouderejaars

EV.02 Is your performance evaluated at least once a year by means of a formal interview with your supervision team?

- 1 Yes
- 2 No
- 3 I don't know / can't remember

WORKLOAD

PW.08 How would you describe the workload in your PhD project?

- 1 Too low
- 2 Low
- 3 Normal
- 4 High
- 5 Too high

if PW.08 = 4,5

PW.10 What, or who, is responsible for your high workload? (Tick all that apply)
indien van toepassing: 1 (aangevinkt), indien niet van toepassing 0 (niet aangevinkt)

Project-related reasons

- PW.10_1 Contact with supervisor(s)
- PW.10_2 Contact with colleagues
- PW.10_3 Contact with students
- PW.10_4 Interruptions during work
- PW.10_5 Pressure to publish
- PW.10_6 Tight deadlines
- PW.10_7 Unavailable equipment
- PW.10_8 Amount of work
- PW.10_9 Difficulty of work
- PW.10_10 Work speed
- PW.10_11 Unfavourable working hours

Other activities

- PW.10_12 Courses and other education activities
- PW.10_13 Teaching duties or student supervision
- PW.10_14 Patient care
- PW.10_15 Other duties (e.g. job) not related to the PhD study

Personal circumstances

- PW.10_16 Health problems
- PW.10_17 Circumstances in personal life
- PW.10_18 Other

if PW.08 = 4,5

PW.15 Have you discussed your high workload with someone at the university or UMC? (Tick all that apply)
indien van toepassing: 1 (aangevinkt), indien niet van toepassing 0 (niet aangevinkt)

- PW.15_1 Yes, with my daily supervisor
- PW.15_2 Yes, with my promotor
- PW.15_3 Yes, with someone at my Graduate School
- PW.15_4 Yes, with a PhD psychologist
- PW.15_5 Yes, with a confidential advisor
- PW.15_6 Yes, with a physician affiliated to the university
- PW.15_7 Yes, with someone else
- PW.15_8 No, I did not discuss my wellbeing with someone at the university

if PW.15_8 not 1

PW.16 Do you feel that the support you received had a positive influence on dealing with your (too) high workload?

- 1 Yes
- 2 No
- 3 I don't know

WELLBEING

WB.1 How would you rate your general wellbeing?

- 1 Very poor
- 2 Poor
- 3 Fair
- 4 Good
- 5 Very good
- 6 I don't know / I don't want to answer

WB.2 Overall, what impact does your PhD project have on your wellbeing?

- 1 Negative
- 2 Rather negative
- 3 Neutral
- 4 Fairly positive
- 5 Positive
- 6 I don't know / I don't want to answer

WB.3p Which areas have the most positive impact on your wellbeing?

(Tick the three most important ones)

indien van toepassing: 1 (aangevinkt), indien nvt 0 (niet aangevinkt)

- | | |
|----------|--|
| WB.3p_1 | Interactions with my daily supervisor |
| WB.3p_2 | Interactions with my promotor |
| WB.3p_3 | Interactions with other colleagues |
| WB.3p_4 | My research |
| WB.3p_5 | The courses, workshops and symposia that I attend |
| WB.3p_6 | My teaching and supervising students |
| WB.3p_7 | My level of academic performance |
| WB.3p_8 | My publications |
| WB.3p_9 | My academic recognition by others |
| WB.3p_10 | Completing my PhD |
| WB.3p_11 | Finding desirable employment after completing my PhD |
| WB.3p_12 | My work/life balance |
| WB.3p_13 | Practical, technical or financial aspects |
| WB.3p_14 | Patient-care |
| WB.3p_15 | Other |

WB.3n Which areas have the most negative impact on your wellbeing?

(Tick the three most important ones)

indien van toepassing: 1 (aangevinkt), indien nvt 0 (niet aangevinkt)

- | | |
|----------|--|
| WB.3n_1 | Interactions with my daily supervisor |
| WB.3n_2 | Interactions with my promotor |
| WB.3n_3 | Interactions with other colleagues |
| WB.3n_4 | My research |
| WB.3n_5 | The courses, workshops and symposia that I attend |
| WB.3n_6 | My teaching and supervising students |
| WB.3n_7 | My level of academic performance |
| WB.3n_8 | My publications |
| WB.3n_9 | My academic recognition by others |
| WB.3n_10 | Completing my PhD |
| WB.3n_11 | Finding desirable employment after completing my PhD |
| WB.3n_12 | My work/life balance |
| WB.3n_13 | Practical, technical or financial aspects |
| WB.3n_14 | Patient-care |
| WB.3n_15 | Other |

If WB.1 = 1,2

WB.4 Have you discussed your wellbeing with someone at the university or UMC? (Tick all that apply)

indien van toepassing: 1 (aangevinkt), indien nvt 0 (niet aangevinkt)

- | | |
|--------|---|
| WB.4_1 | Yes, with my daily supervisor |
| WB.4_2 | Yes, with my promotor |
| WB.4_3 | Yes, with someone at my Graduate School |
| WB.4_4 | Yes, with a PhD psychologist |
| WB.4_5 | Yes, with a confidential advisor |
| WB.4_6 | Yes, with a physician affiliated to the university |
| WB.4_7 | Yes, with someone else, namely... |
| WB.4_8 | No, I did not discuss my wellbeing with someone at the university |

If WB.4_8 not 1

WB.5 Do you feel that the support you received had a positive influence on your wellbeing?

- 1 Yes
- 2 No
- 3 I don't know

SOCIAL SAFETY

SS.01 Have you yourself experienced any undesirable behaviour (e.g. bullying, abuse of power, discrimination, sexual intimidation) in the past year?

- 1 Never
- 2 Sporadically
- 3 Monthly
- 4 Weekly
- 5 Daily

If SS.01 = not 1

SS.02 What was your relation with the people involved in the undesirable behaviour?

(Tick all boxes that apply)

indien van toepassing: 1 (aangevinkt), indien nvt 0 (niet aangevinkt)

- SS.02_1 Supervisor(s)
- SS.02_2 More senior colleague(s)
- SS.02_3 Other colleague(s)
- SS.02_4 Fellow PhD candidate(s)
- SS.02_5 Other relationship
- SS.02_6 I prefer not to say

If SS.01 = not 1

SS.03 What was the nature of the undesirable behaviour you experienced?

(Tick all boxes that apply)

indien van toepassing: 1 (aangevinkt), indien nvt 0 (niet aangevinkt)

- SS.03_1 Gossip
- SS.03_2 Exclusion
- SS.03_3 Physical or social intimidation
- SS.03_4 Sexual intimidation
- SS.03_5 Discrimination
- SS.03_6 Abuse of power
- SS.03_7 Aggression or violence
- SS.03_8 Other
- SS.03_9 I prefer not to say

If SS.01 = not 1

SS.04 Did you take any actions after experiencing undesirable behaviour, and if so, what actions did you take? (Tick all that apply)

indien van toepassing: 1 (aangevinkt), indien nvt 0 (niet aangevinkt)

- SS.04_1 Yes, I spoke to my supervisor(s)
- SS.04_2 Yes, I spoke to the confidential advisor of the university
- SS.04_3 Yes, I spoke to someone from Human Resources
- SS.04_4 Yes, I spoke to someone of the Health and Safety Officer ("arbo-dienst")
- SS.04_5 Yes, I spoke to the perpetrator
- SS.04_6 No, I did not take any actions
- SS.04_7 Other
- SS.04_8 I prefer not to say

IF SS.01 = not 1

SS.05 Did you feel protected and/or supported by the university after you experienced undesirable behaviour?

- 1 Yes
- 2 No
- 3 I prefer not to say

FINISH

FI.01 Have you discussed the scientific requirements (e.g. quality and quantity of publications and scientific integrity) of your PhD thesis?

indien van toepassing: 1 (aangevinkt), indien nvt 0 (niet aangevinkt)

- FI.01_1 Yes, with (one of) my supervisor(s)
- FI.01_2 Yes, with someone from the Graduate School
- FI.01_3 Yes, with someone else, namely...
- FI.01_4 No

FI.02 Are the scientific requirements of your PhD thesis clear to you?

- 1 Very unclear
- 2 Rather unclear
- 3 A bit unclear
- 4 Rather clear
- 5 Very clear

CAREER

LC.01 What career perspectives do you aspire **most** after graduation?

- 1 In research within academia
- 2 In research outside academia
- 3 Outside research
- 4 I don't know

If LC.01 = not 4, 5

LC.02 Where do you aspire to pursue a career after completing your PhD track?

(Tick all that apply)

indien van toepassing: 1 (aangevinkt), indien nvt 0 (niet aangevinkt)

- LC.02_1 Researcher at the university
- LC.02_2 Teacher at the university
- LC.02_3 Researcher outside the university
- LC.02_4 Own company
- LC.02_5 Industry
- LC.02_6 Government (national, regional or local)
- LC.02_7 NGOs and other non-profit organisations
- LC.02_8 Health care
- LC.02_9 Other
- LC.02_10 I don't know

If LC.01 = 1

LC.03 How would you rate your chances of continuing to do research in academia after your PhD? [getal tussen 0 en 100] %

Indien PhD gestart is **voor 1 maart 2022**

COVID-19

The following two questions concern the consequences of the Covid-19 pandemic on your **current** PhD work.

Answering options: strongly negative (1), negative (2), no impact (3), positive (4), strongly positive (5), not applicable (6)

QCovid1 Please review the following items. What impact has COVID-19 had on the ability to engage in these aspects of your **current** PhD work:

- QCovid1_1 Data collection
- QCovid1_2 Data analysis
- QCovid1_3 Writing
- QCovid1_4 Discussing ideas and findings with colleagues & peers
- QCovid1_5 Dissemination and sharing research findings with stakeholders & other researchers

QCovid2 Please review the following items. What impact has COVID-19 on your **current**....

- QCovid2_1 Motivation to work on your PhD project
- QCovid2_2 Progress of your PhD project
- QCovid2_3 Future career prospects
- QCovid2_4 Mental health
- QCovid2_5 Feeling connected to your research institute or department
- QCovid2_6 Amount of supervision
- QCovid2_7 Quality of supervision

Appendix 2. Uniformeringsscore per instelling

Ondanks dat de stappen in het Dataprotoocol het doel hadden om de databestanden snel en makkelijk aan elkaar te kunnen koppelen viel dit in de praktijk tegen. De analist heeft, net als in 2021, drie dagen besteedt aan het controleren van de codes in de databestanden die niet altijd correspondeerden met de antwoordcategorieën behorende bij de landelijke vraag. Ook is de codering van ontbrekende vragen en/of antwoorden niet altijd volgens het protocol uitgevoerd.

Tabel A1 geeft een overzicht van de score per instelling. Aan de databestanden van instellingen met een ‘groene’ score hoeftte bijna niets te gebeuren. Drie instellingen hebben een ‘rode’ score; de databestanden waren niet geuniformeerd volgens het verstrekte dataprotocol en er moest veel gehergecodeerd worden. Vier van de zes instellingen met een ‘oranje’ of ‘rode’ score hebben de afname en het uniformiseren laten doen door een extern bureau.

Tabel A1. Overzicht uniformiseringsscore van het instellingsbestand, per instelling

Instelling	Score
Universiteit van Amsterdam	Groen
Technische Universiteit Delft	Rood
Rijksuniversiteit Groningen	Groen
Vrije Universiteit Amsterdam	Oranje
Universiteit Utrecht	Oranje
Universiteit Twente	Oranje
Erasmus Universiteit Rotterdam	Rood
Maastricht University	Groen
Universiteit Leiden	Groen
Open Universiteit	Groen
Technische Universiteit Eindhoven	Groen
Tilburg University	Groen
Radboud Universiteit	Groen
Wageningen University	Oranje

Kleurcode: groen = databestand volgens protocol geuniformeerd, oranje = databestand redelijk volgens protocol geuniformeerd, rood = databestand niet volgens protocol geuniformeerd.

Appendix 3. Details over representativiteit van de responsegroep

In de 6 tabellen in deze appendix (A2a t/m A2d, A3 en A4) wordt voor zes kenmerken inzicht gegeven in de representativiteit van de responsegroep t.o.v. de populatie. Middels kleurcodes wordt aangegeven of het percentage in de responsegroep hoger (roze), lager (blauw) of gelijk (groen) is aan het percentage in de populatie. Indien de representativiteit niet bepaald kon worden door ontbrekende populatie gegevens dan is dit weergegeven met de kleur grijs.

UNL promovenditype 1 (werknemer promovendus)

Wat betreft type 1 is de respons groep representatief voor Delft, Groningen, Utrecht en Maastricht. Het percentage werknemerpromovendi bij de UvA dat de vragenlijst heeft ingevuld is lager dan in de populatie. Dit is andersom bij de VU, Twente, Maastricht, Leiden, de Open Universiteit, Eindhoven, Tilburg en Nijmegen waar juist relatief veel werknemerpromovendi de vragenlijst hebben ingevuld (zie tabel A2a).

Tabel A2a. UNL promovendi type 1 (werknemerpromovendus): populatie vs. respons groep

Instelling	Respons groep (%)	Populatie (%)
Universiteit van Amsterdam	58	73
Technische Universiteit Delft	73	74
Rijksuniversiteit Groningen	52	48
Vrije Universiteit Amsterdam	55	49
Universiteit Utrecht	69	66
Universiteit Twente	77	60
Erasmus Universiteit Rotterdam	82	-
Maastricht University	76	44
Universiteit Leiden	79	61
Open Universiteit	32	24
Technische Universiteit Eindhoven	93	74
Tilburg University	62	47
Radboud Universiteit	81	69
Wageningen University	55	51

Kleurcode: grijs = representativiteit kan niet bepaald worden, groen = respons groep is representatief voor de populatie, roze = respons groep > populatie, blauw = respons groep < populatie.

UNL type 3 (beurspromovendus)

Wat betreft type 2 is de responsgroep representatief voor de UvA, Groningen, de VU, Utrecht, Leiden, Tilburg, Nijmegen en Wageningen. Bij Delft en Eindhoven hebben relatief weinig beurspromovendi meegedaan, bij Twente en Maastricht relatief veel (zie Tabel A2b).

Tabel A2b. UNL promovenditype 2 (beurspromovendus): populatie vs. respons groep

Instelling	Responsgroep (%)	Populatie (%)
Universiteit van Amsterdam	10	6
Technische Universiteit Delft	6	18
Rijksuniversiteit Groningen	34	30
Vrije Universiteit Amsterdam	9	8
Universiteit Utrecht	9	7
Universiteit Twente	26	10
Erasmus Universiteit Rotterdam	6	-
Maastricht University	13	1
Universiteit Leiden	6	9
Open Universiteit	9	-
Technische Universiteit Eindhoven	3	9
Tilburg University	5	3
Radboud Universiteit	5	4
Wageningen University	23	22

Kleurcode: grijst = representativiteit kan niet bepaald worden, groen = responsgroep is representatief voor de populatie, rosé = responsgroep > populatie, blauw = responsgroep < populatie.

UNL type 3 (extern gefinancierde promovendus)

Wat betreft type 3 is de responsgroep representatief voor de UvA, Groningen, de VU, Leiden, Eindhoven en Wageningen. Bij Twente hebben relatief veel extern gefinancierde promovendi meegedaan. Bij Utrecht, Maastricht, de OU, Tilburg en Nijmegen hebben relatief weinig extern gefinancierde promovendi de vragenlijst ingevuld (zie Tabel A2c).

Tabel A2c. UNL promovenditype 3 (extern gefinancierde promovendus): populatie vs. respons groep

Instelling	Responsgroep (%)	Populatie (%)
Universiteit van Amsterdam	12	14
Technische Universiteit Delft	4	-
Rijksuniversiteit Groningen	8	11
Vrije Universiteit Amsterdam	7	11
Universiteit Utrecht	8	15
Universiteit Twente	44	15
Erasmus Universiteit Rotterdam	2	-
Maastricht University	7	19
Universiteit Leiden	2	0
Open Universiteit	21	76
Technische Universiteit Eindhoven	2	6
Tilburg University	9	17
Radboud Universiteit	2	15
Wageningen University	21	26

Kleurcode: grijs = representativiteit kan niet bepaald worden, groen = responsgroep is representatief voor de populatie, rosé = responsgroep > populatie, blauw = responsgroep < populatie.

UNL type 4 (buitenpromovendus)

Wat betreft type 4 is de responsgroep representatief voor Groningen, de VU, Utrecht, Nijmegen en Wageningen. Bij Twente hebben relatief veel buitenpromovendi meegedaan. Bij Maastricht, Leiden, Eindhoven en Tilburg hebben relatief weinig buitenpromovendi de vragenlijst ingevuld (zie Tabel A2d).

Tabel A2d. UNL promovenditype 4 (buitenpromovendus): populatie vs. respons groep

Instelling	Responsgroep (%)	Populatie (%)
Universiteit van Amsterdam	12	-
Technische Universiteit Delft	7	-
Rijksuniversiteit Groningen	6	11
Vrije Universiteit Amsterdam	27	27
Universiteit Utrecht	11	11
Universiteit Twente	51	16
Erasmus Universiteit Rotterdam	11	-
Maastricht University	5	26
Universiteit Leiden	13	27
Open Universiteit	38	-
Technische Universiteit Eindhoven	2	11
Tilburg University	23	33
Radboud Universiteit	10	8
Wageningen University	1	1

Kleurcode: grijs = representativiteit kan niet bepaald worden, groen = responsgroep is representatief voor de populatie, rosé = responsgroep > populatie, blauw = responsgroep < populatie.

Nationaliteit

De representativiteit aangaande nationaliteit kon niet bepaald worden bij drie instellingen (zie Tabel A3). Voor de overige instellingen was het percentage promovendi met de Nederlandse nationaliteit bij vijf van de elf instellingen representatief. Bij Leiden en Twente hebben relatief veel Nederlandse promovendi de vragenlijst ingevuld. Bij de UvA, Groningen en de VU is dit andersom; daar hebben relatief weinig Nederlandse promovendi de vragen ingevuld.

Tabel A3. Percentage Nederlandse nationaliteit: populatie vs. responsgroep

Instelling	Responsgroep (%)	Populatie (%)
Universiteit van Amsterdam	43	63
Technische Universiteit Delft	34	31
Rijksuniversiteit Groningen	39	47
Vrije Universiteit Amsterdam	51	66
Universiteit Utrecht	62	64
Universiteit Twente	54	46
Erasmus Universiteit Rotterdam	65	-
Maastricht University	37	-
Universiteit Leiden	64	55
Open Universiteit	77	-
Technische Universiteit Eindhoven	43	43
Tilburg University	54	55
Radboud Universiteit	69	68
Wageningen University	33	34

Kleurcode: grijs = representativiteit kan niet bepaald worden, groen = responsgroep is representatief voor de populatie, rosé = responsgroep > populatie, blauw = responsgroep < populatie.

Gender

Representativiteit aangaande gender (man vs. vrouw) kon niet bepaald worden bij vier instellingen (zie Tabel A4). Voor de andere instellingen was het percentage vrouw in de steekproef representatief voor de populatie, behalve bij Leiden, waar relatief meer vrouwen hebben meegedaan dan verwacht op basis van de populatiegegevens.

Tabel A4. Percentage vrouw: populatie vs. responsgroep

Instelling	Responsgroep (%)	Populatie (%)
Universiteit van Amsterdam	57	57
Technische Universiteit Delft	34	33
Rijksuniversiteit Groningen	56	55
Vrije Universiteit Amsterdam	58	-
Universiteit Utrecht	62	60
Universiteit Twente	38	-
Erasmus Universiteit Rotterdam	62	-
Maastricht University	61	-
Universiteit Leiden	57	49
Open Universiteit	48	48
Technische Universiteit Eindhoven	37	33
Tilburg University	52	55
Radboud Universiteit	63	58
Wageningen University	57	55

Kleurcode: grijs = representativiteit kan niet bepaald worden, groen = responsgroep is representatief voor de populatie, rosé = responsgroep > populatie, blauw = responsgroep < populatie.

Evaluatie Nederlandse promotietrajecten

FACTSHEETS

Factsheet Sample characteristics

National PhD student survey 2023

	Sample		UvA		TUD		UG		VU		UU		UT		EUR		MU		LEI		OU		TU/e		TiU		RU		WU	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
N and percentage total sample	8314	100	450	5	627	8	1297	16	657	8	691	8	218	3	544	7	459	6	540	7	114	1	471	6	294	4	1051	13	901	11
AGE GROUP			N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Younger than 30 yrs	4821	60	223	60	377	62	845	70	236	36	428	62	127	61	326	60	286	64	352	66	20	18	332	72	126	44	641	61	502	56
Between 30 and 40 yrs	2471	31	108	29	190	31	291	24	274	42	204	30	54	26	181	33	137	31	127	24	22	19	121	26	101	35	308	29	353	39
Older than 40 yrs	799	10	43	11	44	7	72	6	147	22	59	8	28	13	37	7	25	5	56	10	72	63	8	2	60	21	102	10	46	5
Total	8091	100	374	100	611	100	1208	100	657	100	691	100	209	100	544	100	448	100	535	100	114	100	461	100	287	100	1051	100	901	100
GENDER			N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Male	3516	42	181	40	386	62	540	42	263	40	246	36	131	61	164	30	170	37	219	41	54	47	286	61	119	41	379	36	378	42
Female	4615	56	258	57	227	36	726	56	382	58	432	63	82	38	354	54	280	61	309	57	55	48	174	37	152	52	665	63	519	58
Other/prefer not to say	182	2	11	2	13	2	31	2	12	2	13	2	5	2	26	5	9	2	12	2	5	4	11	2	23	8	7	1	4	0
Total	8313	100	450	100	626	100	1297	100	657	100	691	100	218	100	544	100	459	100	540	100	114	100	471	100	294	100	1051	100	901	100
PHASE			N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
First year (starter)	1743	22	56	13	145	23	339	26	44	7	138	20	56	26	125	23	140	31	153	29	x	x	95	21	x	x	275	26	177	20
Beyond first year (senior)	6137	78	386	87	482	77	958	74	613	93	549	80	162	74	419	77	319	69	380	71	x	x	369	79	x	x	776	74	724	80
Total	7880	100	442	100	627	100	1297	100	657	100	687	100	218	100	544	100	459	100	533	100	114	100	464	100	294	100	1051	100	901	100
NATIONALITY GROUP			N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Dutch	4119	50	192	43	214	35	497	39	332	53	428	62	118	54	355	65	170	37	342	64	88	77	200	43	159	54	723	69	301	33
EEA-country	1572	19	129	29	158	26	255	20	126	20	114	17	43	20	76	14	140	31	91	17	13	11	82	18	55	19	138	13	152	17
non EEA-country	2549	31	128	29	245	40	531	41	168	27	149	22	57	26	113	21	149	33	99	19	13	11	185	40	80	27	184	18	448	50
Total	8240	100	449	100	617	100	1283	100	626	100	691	100	218	100	544	100	459	100	532	100	114	100	467	100	294	100	1045	100	901	100
PHD CANDIDATE TYPE			N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Employed PhD candidate	5600	69	262	64	458	80	675	52	360	57	479	71	167	77	441	82	348	77	423	79	37	33	425	93	183	62	847	82	495	55
Scholarship PhD candidate	1024	13	43	11	40	7	445	34	2	0	59	8	7	3	30	6	58	13	34	6	10	9	14	3	16	5	57	6	209	23
Externally financed PhD candidate	686	8	53	13	26	5	104	8	100	16	58	9	20	9	8	2	30	7	13	2	24	21	8	2	27	9	25	2	190	21
External PhD candidate	820	10	53	13	47	8	73	6	175	28	77	11	22	10	58	11	19	4	68	13	43	38	8	2	68	23	102	10	7	1
Total	8130	100	411	100	571	100	1297	100	637	100	673	100	216	100	537	100	455	100	538	100	114	100	455	100	294	100	1031	100	901	100
RESEARCH AREA			N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Agricultural (Life) Sciences	945	12	0	0	2	0	9	1	5	1	14	2	1	1	3	1	1	0	3	1	0	0	3	1	0	0	3	0	901	100
Behavioural and Social Sciences	1140	14	82	18	48	8	218	17	121	18	69	10	36	17	79	16	73	16	70	13	39	24	29	6	104	35	172	16	0	0
Economics	354	4	45	10	5	1	56	4	47	7	9	1	2	1	16	3	77	17	4	1	2	2	5	1	60	20	26	3	0	0
Education Sciences	140	2	0	0	0	0	12	1	15	2	18	3	2	1	6	1	25	5	10	2	28	25	1	0	0	0	23	2	0	0
Engineering	612	7	0	0	0	0	138	11	28	4	3	0	95	44	10	2	16	4	3	1	2	2	286	61	0	0	31	3	0	0
Humanities and Linguistics	934	11	62	14	384	62	123	10	56	9	47	7	2	1	21	4	7	2	63	12	7	6	3	1	62	21	97	9	0	0
Law	369	5	42	9	10	2	50	4	30	5	15	2	1	1	20	4	24	5	57	11	10	9	0	0	56	20	54	5	0	0
Medical Sciences	2070	25	24	5	1	0	469	36	222	34	231	33	21	10	308	64	172	38	165	31	3	3	24	5	0	0	430	41	0	0
Natural Sciences	1117	14	195	43	11	2	218	17	118	18	166	24	31	14	18	4	21	5	93	17	4	4	74	16	0	0	168	16	0	0
Other area	445	5	0	0	81	13	2	0	0	0	110	16	26	12	0	0	41	9	71	13	19	17	44	9	12	4	39	4	0	0
I don't know	118	1	0	0	82	13	2	0	15	2	9	1	1	0	0	0	2	0	0	0	0	0	0	0	5	1	0	0	0	0
Total	8244	100	450	100	624	100	1297	100	657	100	691	100	218	100	481	100	459	100	539	100	114	100	471	100	294	100	1048	100	901	100

Abbreviations: UG = University of Groningen, VU = Vrije Universiteit Amsterdam, UvA = University of Amsterdam, UU = University of Utrecht, TU/e = Technische Universiteit Eindhoven, UT = University Twente, RU = Radboud University Nijmegen, WUR = Wageningen University, EUR = Erasmus University Rotterdam, MU = Maastricht University, TUD = Technische Universiteit Delft, OU = Open University, LEI = Leiden University, TiU = Tilburg University

Factsheet Overview

National PhD candidate survey 2023

FACTSHEET TOTAL DUTCH SAMPLE

GENERAL SATISFACTION

Overall, how satisfied are you with your PhD trajectory on a scale of 1 to 10?		N	%
1 (very dissatisfied)		82	1
2		92	1
3		195	2
4		254	3
5		413	5
6		948	12
7		2093	26
8		2694	33
9		1075	13
10 (very satisfied)		358	5
Total		8204	100
Average satisfaction with PhD trajectory (1=very dissatisfied, 10=very satisfied)		N	Mean
Average satisfaction		8204	7.2
			SD
			1.7

PROJECT DURATION

What is the official duration of your PhD project as agreed upon from the start?	N	%
Less than 36 months	156	2
36 months	627	8
Between 37-47 months	70	1
48 months	5612	74
Between 49-59 months	48	1
60 months	303	4
More than 60 months	164	2
Not yet determined	200	3
There has never been an official duration as I work on my PhD project in my spare time	428	6
Total	7608	100

WORKHOURS

How many hours per week do you officially have to work on your PhD project?	N	%
Less than 12 hours per week	632	8
Between 12-24 hours per week	648	8
Between 25-35 hours per week	766	10
Between 36-40 hours per week	5801	73
Over 40 hours per week	63	1
Total	7910	100
Average official working hours		N
Average official working hours per week		7910
		Mean
		33.6
		SD
		10.5
In an average week, how many hours do you actually work on your PhD project?		N
Less than 12 hours per week		588
Between 12-24 hours per week		731
Between 25-35 hours per week		1133
Between 36-40 hours per week		2916
Over 40 hours per week		2887
Total		8255
Average actually working hours		N
Average actually working hours per week		8255
		Mean
		37.3
		SD
		12.6

Factsheet Overview

National PhD candidate survey 2023

FACTSHEET TOTAL DUTCH SAMPLE

TRAINING AND SUPERVISION PLAN

	N	%	
Do you have a Training and Supervision Plan (TSP, also called OBP 'Opleidings- en Begeleidingsplan')?			
Yes	5995	89	
No	461	7	
I don't know	297	4	
Total	6753	100	
If yes: To what extent do you agree or disagree with: The TSP contributes to a smooth progress of my PhD project			
Completely disagree	686	10	
Disagree	1377	21	
Neither agree nor disagree	2164	33	
Agree	1950	30	
Completely agree	442	7	
Total	6619	100	
I don't know	254		
N/a	83		
Average agreement with statement about TSP (1=totally disagree, 5=totally agree)	N	Mean	SD
Average agreement	6619	3.0	1.1

SUPERVISION

	N	%	
Is your supervisor team officially documented?			
Yes	6955	88	
No	214	3	
I don't know	755	10	
Total	6851	100	
Please state the number of people who are officially part of your supervision team			
0	5	< 1	
1	186	3	
2	3527	48	
3	2594	35	
4	855	12	
5	98	1	
> 5	50	1	
Total	6259	100	
Average number of supervisors	N	Mean	SD
Average	7315	2.7	1.0
Do you know who is/are officially assigned as your promotor(s)?			
Yes	7030	98	
No, not yet	105	2	
I don't know / can't answer	68	1	
Total	7203	100	
Who do you consider your daily supervisor?			
(One) of my promotor(s)	3008	42	
(One) of my co-promotor (s)	3442	48	
Someone else inside my supervision team	595	8	
Someone else outside my supervision team	187	3	
Total	7232	100	
In an average month, how many hours supervision do you receive (from all your supervisors combined)?			
Less than 5 hours per month	4834	62	
Between 6-10 hours per month	2327	30	
Between 11-15 hours per month	327	4	
Between 16-20 hours per month	202	3	
More than 20 hours per month	132	2	
Total	7822	100	
Average hours of supervision	N	Mean	SD
Average hours of supervision	7822	6.1	7.5
In general, how satisfied are you with the supervision you receive?			
Very dissatisfied	304	4	
Dissatisfied	625	8	
Neither satisfied nor dissatisfied	1008	12	
Satisfied	3488	43	
Very satisfied	2744	34	
Total	8169	100	
I don't know	42		

Factsheet Overview

National PhD candidate survey 2023

FACTSHEET TOTAL DUTCH SAMPLE

TRAINING AND SUPERVISION PLAN (continued)

Average satisfaction with received supervision (1=very dissatisfied, 5=very satisfied)	N	Mean	SD
Average satisfaction	1708	4.0	1.0

SCIENTIFIC REQUIREMENTS

Have you discussed the scientific requirements of your PhD thesis, and if yes, with who? (Tick all that apply)	N	%
Yes, with (one of) my supervisor(s)	5893	75
Yes, with someone from the Graduate School	768	10
Yes, with someone else	212	3
No	1645	21
Are the scientific requirements clear to you?	N	%
Very unclear	329	5
Rather unclear	791	11
A bit clear	1666	23
Rather clear	3221	44
Very clear	1241	17
Total	7248	100
Average clarity of thesis requirements (1=very clear, 5=very unclear)	N	Mean
Average clarity	7248	3.6
		1.0

EVALUATION MOMENTS

Did you had a formal go/no go interview in your first year?	N	%
Yes	4484	63
No, not yet (I am still in my first year)	1460	21
No	917	13
I don't know / can't remember	251	4
Total	7112	100
If senior: Is your performance evaluated at least once a year by means of a formal interview with your supervision team?	N	%
Yes	4030	78
No	896	17
I don't know / can't remember	262	5
Total	5188	100

EDUCATIONAL ACTIVITIES

To which education activities do you have access? (Tick all that apply)	N	%
Discipline-specific courses and workshops	5706	74
General skills courses and workshops	6919	89
Scientific Integrity course	6146	85
Seminars and conferences	6751	87
Teacher training activities	3937	52
Career orientation activities	4365	57
Other education activities	2934	40
I don't have access to any of these education activities	156	2
Do you have to participate in obligatory courses as part of your PhD educational training?	N	%
Yes	5481	76
No	1392	19
I don't know	338	5
Total	7211	100
If yes: Please indicate which type of course are obligatory (Tick all that apply)	N	%
Discipline-specific courses and workshops	1722	34
General skills courses and workshops	2436	48
Scientific Integrity course	4160	83
Seminars and conferences	1116	22
Teacher training activities	757	15
Career orientation activities	401	8
Other education activities	438	9
I don't know	79	2

Factsheet Overview

National PhD candidate survey 2023

FACTSHEET TOTAL DUTCH SAMPLE

EDUCATIONAL ACTIVITIES (continued)

To what extent do you agree or disagree with the following statements:

	N	%	
In general, I am satisfied with the education activities that are offered			
Completely disagree	173	2	
Disagree	833	11	
Neither agree nor disagree	1487	19	
Agree	4082	53	
Completely agree	1139	15	
Total	7714	100	
I don't know	185		
N/a	63		
I have sufficient time to participate in educational activities (e.g., training, courses, seminars)			
Completely disagree	367	6	
Disagree	1402	21	
Neither agree nor disagree	1445	22	
Agree	2817	43	
Completely agree	549	8	
Total	6582	100	
I don't know	54		
N/a	53		
The education activities I which I have participated contribute to the completion of my PhD			
Completely disagree	202	3	
Disagree	691	11	
Neither agree nor disagree	1378	22	
Agree	3234	51	
Completely agree	850	13	
Total	6355	100	
I don't know	160		
N/a	152		
To what extent do you agree or disagree with the following statements:			
My supervisory team encourages me to participate in educational activities			
Completely disagree	266	4	
Disagree	710	11	
Neither agree nor disagree	1538	24	
Agree	2927	45	
Completely agree	1106	17	
Total	6547	100	
I don't know	90		
N/a	72		
I am satisfied with the offer of career preparation activities related to a career within science/academia			
Completely disagree	261	5	
Disagree	801	16	
Neither agree nor disagree	1592	31	
Agree	1994	39	
Completely agree	440	9	
Total	5088	100	
I don't know	1002		
N/a	369		
I am satisfied with the offer of career preparation activities related to a career outside science/academia			
Completely disagree	424	9	
Disagree	1021	21	
Neither agree nor disagree	1654	34	
Agree	1516	31	
Completely agree	315	6	
Total	4930	100	
I don't know	110		
N/a	404		
Average agreement with statements about education (1=totally disagree, 5=totally agree)	N	Mean	SD
In general, I am satisfied with the education activities that are offered	7714	3.7	0.9
I have sufficient time to participate in educational activities (e.g., training, courses, seminars)	6580	3.3	1.1
The education activities I which I have participated contribute to the completion of my PhD	6355	3.6	1.0
My supervisory team encourages me to participate in educational activities	6547	3.6	1.0
I am satisfied with the offer of career preparation activities related to a career within science/academia	5088	3.3	1.0
I am satisfied with the offer of career preparation activities related to a career outside science/academia	4930	3.1	1.1

Factsheet Overview

National PhD candidate survey 2023

FACTSHEET TOTAL DUTCH SAMPLE

TEACHING/SUPERVISING STUDENTS

	N	%	
Do you teach (e.g. giving lectures or practicals) or supervise students (e.g. bachelor/master thesis)?			
Yes, teaching and supervising	2802	40	
Yes, only teaching	749	11	
Yes, only supervising	1500	22	
No	1897	27	
Total	6948	100	
If yes: Please indicate which of the following situations applies to you:			
Teaching and supervising is part of my contract/agreement	3276	44	
Teaching and supervising is NOT part of my contract/agreement	2465	33	
I am allowed to teach/supervise but I don't want to	360	5	
I am NOT allowed to teach/supervise but that is fine	201	3	
I am NOT allowed to teach/supervise but I would like to	282	4	
Other situation	850	11	
Total	7434	100	
If yes: To what extent do you agree or disagree with the following statement:			
The support I get for teaching activities prepares me well for teaching and supervision			
Completely disagree	267	8	
Disagree	639	19	
Neither agree nor disagree	986	29	
Agree	1290	37	
Completely agree	257	8	
Total	3439	100	
I don't know	359		
N/a	416		
Average agreement with statement about support (1=totally disagree, 5=totally agree)	N	Mean	SD
Average agreement	3439	3.2	1.1
If teaching: Over the last 12 months, how much of the time allocated to your PhD project, did you (on average) spend on teaching? (0%-100%)			
Average percentage	3971	10.9	13.7
If supervising: Over the last 12 months, how much of the time allocated to your PhD project, did you (on average) spend on supervising? (0%-100%)			
Average percentage	4520	11.2	12.5

Factsheet Overview

National PhD candidate survey 2023

FACTSHEET TOTAL DUTCH SAMPLE

EXPERIENCED WORKLOAD		
How would you describe the workload in your PhD project?	N	%
Too low	19	<1
Low	119	2
Normal	3738	48
High	3324	42
Too high	653	8
Total	7853	100
If (too)high workload: What, or who, is responsible for your high workload? (Tick all that apply)	N	%
Project-related reasons		
Contact with supervisors	837	23
Contact with colleagues	464	13
Contact with students	561	15
Interruptions during work	1421	38
Pressure to publish	1516	41
Tight deadlines	936	26
Unavailable equipment	571	16
Amount of work	2750	71
Difficulty of work	1653	44
Work speed	1028	28
Unfavourable working hours	246	7
Other activities		
Courses and other education activities	1120	31
Teaching duties or student supervision	1235	33
Patient care	166	5
Other duties (e.g. job) not related to the PhD study	717	20
Personal circumstances		
Health problems	406	11
Circumstances in personal life	920	25
Other	388	11
If (too)high workload: Have you discussed your high workload with someone? (Tick all that apply)	N	%
Yes, with my daily supervisor	1807	46
Yes, with my promotor	1232	31
Yes, with someone at my Graduate School	202	5
Yes, with a PhD psychologist	217	6
Yes, with a confidential advisor	209	5
Yes, with a physician affiliated to the university	105	3
Yes, with someone else	737	18
No, I did not discuss my wellbeing with someone at the university	1070	27
If (too)high workload and discussed: Do you feel that the support you received had a positive influence on dealing with your (too) high workload?	N	%
Yes	889	64
No	253	18
I don't know	240	17
Total	1382	100

Factsheet Overview

National PhD candidate survey 2023

FACTSHEET TOTAL DUTCH SAMPLE

PROGRESS and DELAY		
Are you currently on schedule with your planning?	N	%
Yes	3935	49
No, I have fallen behind schedule	2771	34
I don't have a schedule	797	10
I don't know	555	7
Total	8058	100
If delayed: How long is the (expected) delay?	N	%
Less than 3 months	486	18
Between 3 and 6 months	775	29
Between 6 and 9 months	459	17
More than 9 months	630	24
I don't know	325	12
Total	2675	100
If delayed: What are/were the main reasons for you delay (Tick all that apply)	N	%
Supervision-related issues		
Insufficient assistance/supervision	830	32
Adding new research themes by my supervisor(s)	380	16
Unrealistic expectations by my supervisor(s)	470	20
My supervisor(s) did not take my concerns about a possible delay seriously	323	14
Conflict(s) and/or miscommunication with my supervisor(s)	343	14
Project-related reasons		
Too ambitious project	939	33
Extra experiment / analysis on my own initiative	385	14
Extra experiment / analysis desired by supervisor or sponsor	375	13
Problems with experiment or data collection	1154	40
Problems with data analysis or data interpretation	428	18
Problems with writing	564	20
Problems with publishing papers	373	16
Bad time management	676	24
Practical, logistic or financial problems	607	21
Covid-19 related problems	1405	51
Other activities		
Extra courses in excess of the normal package	161	14
Extra teaching duties or student supervision	424	14
Other duties (e.g. job) not related to the PhD study	543	17
Personal circumstances		
Working part-time on PhD project	451	14
Physical health problems	338	4
Mental health problems	699	26
Pregnancy or parenthood	225	7
Home care for family members, neighbours etc	266	9
Motivational issues	642	24
Other	391	13
If delayed: Did you discuss your delay with your supervision team?	N	%
Yes	2114	83
No	445	17
Total	2559	100
If delayed + discussed: Have agreements been made related to your planning?	N	%
Yes, we have adapted the planning and I expect to finish in time	700	34
Yes, we have adapted the planning but I have doubts whether I can finish in time	925	45
No, we did not make any agreements	447	22
Total	2072	100
When delayed and discussed: Have agreements been made related to a (possible) extension?	N	%
Yes, we made agreements about an extension of my contract and how this will be financed	693	33
Yes, we made agreements about an extension of my contract/project but not how this can be financed	322	16
No, we did not make any agreements	1059	51
Total	2074	100

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FACTSHEET TOTAL DUTCH SAMPLE

WELLBEING		
How would you rate your general wellbeing?	N	%
Very poor	146	2
Poor	746	10
Fair	2225	29
Good	3594	47
Very good	968	13
Total	7679	100
I don't know / I don't want to answer	61	
Overall, what impact does your PhD project have on your wellbeing?	N	%
Negative	471	6
Rather negative	1593	21
Neutral	2307	30
Fairly positive	2224	29
Positive	1009	13
Total	7604	100
I don't know / I don't want to answer	132	
Which areas have the most positive impact on your wellbeing (Tick the three most important ones)	N	%
Interactions with my daily supervisor	2317	35
Interactions with my promotor	1323	20
Interactions with other colleagues	3724	55
My research	3598	53
The courses, workshops and symposia that I attend	1242	19
Teaching and supervising students	897	14
My level of academic performance	816	13
My publications	814	13
My academic recognition by others	518	8
Completing my PhD	1433	22
Finding desirable employment after completing my PhD	794	12
My work/life balance	2530	38
Practical, technical or financial aspects	502	8
Patient care	108	2
Other	185	3
Which areas have the most negative impact on your wellbeing (Tick the three most important ones)	N	%
Interactions with my daily supervisor	632	10
Interactions with my promotor	731	11
Interactions with other colleagues	419	5
My research	1091	17
The courses, workshops and symposia that I attend	520	8
Teaching and supervising students	697	11
My level of academic performance	1618	25
My publications	1837	28
My academic recognition by others	826	13
Completing my PhD	1884	29
Finding desirable employment after completing my PhD	1695	26
My work/life balance	2459	37
Practical, technical or financial aspects	2357	36
Patient care	203	4
Other	832	13
If (very) poor wellbeing: Have you discussed your wellbeing with someone? (Tick all that apply)	N	%
Yes, with my daily supervisor	501	38
Yes, with my promotor	357	27
Yes, with someone at my Graduate School	105	8
Yes, with a PhD psychologist	169	13
Yes, with a confidential advisor	115	9
Yes, with a physician affiliated to the university	73	6
Yes, with someone else	217	17
No, I did not discuss my wellbeing with someone at the university	459	35
If (poor)wellbeing + discussed: Do you feel that the support you received had a positive influence on your wellbeing?	N	%
Yes	189	42
No	166	37
I don't know	98	22
Total	453	100

Factsheet Overview

National PhD candidate survey 2023

FACTSHEET TOTAL DUTCH SAMPLE

SOCIAL SAFETY		
Have you yourself experienced any undesirable behaviour in the past year?	N	%
Never	6126	78
Sporadically	1375	18
Monthly	182	2
Weekly	106	1
Daily	33	< 1
Total	7822	100
If yes: What was the nature of the undesirable behaviour you experienced (Tick all that apply)	N	%
Gossip	449	22
Exclusion	482	24
Physical or social intimidation	270	15
Sexual intimidation	108	6
Discrimination	438	22
Abuse of power	576	29
Aggression and violence	143	7
Other	232	12
I prefer not to say	101	6
If yes: What was your relationship with the people involved in the undesirable behaviour? (Tick all that apply)	N	%
Supervisor(s)	589	30
More senior colleague(s)	439	22
Other colleague(s)	388	20
Fellow PhD candidate(s)	307	16
Other	245	14
I prefer not to say	191	11
If yes: Did you take any actions after experiencing undesirable behaviour? (Tick all that apply)	N	%
Yes, I spoke with my supervisor(s)	538	26
Yes, I spoke to the confidential advisor of the university	234	11
Yes, I spoke to someone from Human Resources	55	3
Yes, I spoke to someone of the Health and Safety Office ('arbo-dienst')	31	2
Yes, I spoke to the perpetrator	221	11
Other	250	12
No, I did not take any actions	648	32
I prefer not to say	107	5
If yes + discussed: Did you feel protected and/or supported by the university after you experienced undesirable behaviour?	N	%
Yes	448	30
No	680	46
I prefer not to say	346	24
Total	1474	100

SUPPORT		
Do you know whether there is a confidential advisor available to whom you can go to when you encounter problems?	N	%
Yes, I am aware	4594	67
No, I am not aware	1647	24
No, I don't know	596	9
Total	6837	100
Do you know whether there is a PhD psychologist available to whom you can go to when you encounter problems?	N	%
Yes, I am aware	3401	50
No, I am not aware	2950	43
No, I don't know	516	8
Total	6867	100

Factsheet Overview

National PhD candidate survey 2023

FACTSHEET TOTAL DUTCH SAMPLE

SOCIAL INTEGRATION

	N	%	
Are you familiar with the PhD organisations at your university?			
Yes, I regularly participate in activities they organize	1289	19	
Yes, but I do not (often) take part in activities	4551	63	
No, I am not familiar with PhD organisations	1417	20	
Total	7257	100	
To what extent do you have contact with other researchers?			
Less than once a month	556	7	
Once a month	454	6	
Several times a month	1199	15	
Once a week	669	8	
Several times a week	1997	25	
Every day (on workdays)	2625	33	
Only when I meet my supervisors	345	4	
Other	92	1	
Total	7937	100	
To what extent do you agree or disagree with the following statements:			
I feel integrated into the community of my Graduate School			
Completely disagree	739	10	
Disagree	1682	24	
Neither disagree nor agree	2167	31	
Agree	1985	28	
Completely agree	522	7	
Total	7095	100	
I don't know	133		
N/a	182		
I feel integrated into the community of my department			
Completely disagree	327	5	
Disagree	871	12	
Neither disagree nor agree	1358	19	
Agree	2819	39	
Completely agree	1871	26	
Total	7246	100	
I don't know	67		
N/a	126		
I feel integrated into the community of my faculty			
Completely disagree	497	7	
Disagree	1292	19	
Neither disagree nor agree	1977	29	
Agree	2287	34	
Completely agree	670	10	
Total	6723	100	
I don't know	85		
N/a	138		
I feel integrated into the community of my institute			
Completely disagree	403	6	
Disagree	993	16	
Neither disagree nor agree	1839	29	
Agree	2424	38	
Completely agree	750	12	
Total	6409	100	
I don't know	117		
N/a	209		
Average agreement with statement about social integration (1=totally disagree, 5=totally agree)	N	Mean	SD
I feel integrated into the community of my Graduate School	7095	3.0	1.1
I feel integrated into the community of my department	7246	3.7	1.1
I feel integrated into the community of my faculty	6723	3.2	1.1
I feel integrated into the community of my institute	6409	3.3	1.1

Factsheet Overview

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FACTSHEET TOTAL DUTCH SAMPLE

RESEARCH FACILITIES			
How satisfied are you with the following facilities?			
Workplace	N	%	
Very dissatisfied	176	2	
Dissatisfied	644	8	
Neither dissatisfied nor satisfied	1061	14	
Satisfied	3571	46	
Very satisfied	2257	29	
Total	7709	100	
I have no access to this facility	429	5	
Computer and software	N	%	
Very dissatisfied	211	3	
Dissatisfied	705	9	
Neither dissatisfied nor satisfied	1161	15	
Satisfied	3633	47	
Very satisfied	2042	26	
Total	7752	100	
I have no access to this facility	384	5	
Research facilities (e.g. lab, instruments, fieldwork, databases)	N	%	
Very dissatisfied	102	2	
Dissatisfied	396	6	
Neither dissatisfied nor satisfied	1214	17	
Satisfied	3453	50	
Very satisfied	1802	26	
Total	6967	100	
I have no access to this facility	1118	14	
Access to library (e.g. journals, books)	N	%	
Very dissatisfied	84	1	
Dissatisfied	232	3	
Neither dissatisfied nor satisfied	756	10	
Satisfied	3810	48	
Very satisfied	3083	39	
Total	7965	100	
I have no access to this facility	170	2	
Average satisfaction with facilities (1=very dissatisfied, 5=very satisfied)	N	Mean	SD
Workplace	7709	3.9	1.0
Computer and software	7752	3.9	1.0
Research facilities (e.g. lab, instruments, fieldwork, databases)	6967	3.9	0.9
Access to library (e.g. journals, books)	7965	4.2	0.8

CAREER PROSPECTS (TUD excluded)			
What career perspective do you aspire most after graduation?			
As a researcher within academia	N	%	
As a researcher outside academia	2200	36	
Other career perspective	1524	25	
I don't know	1126	18	
Total	1267	21	
Not applicable to my situation	6117	100	
	217		
If # I don't know or N/a: Where do you aspire to pursue a career? (Tick all that apply)	N	%	
Researcher at the university	2427	50	
Lecturer at the university	1456	31	
Researcher outside the university	2191	45	
Own company	595	12	
Industry	1642	34	
Government (national, regional or local)	1330	28	
NGOs and other non-profit organisations	1178	24	
Health care	1061	22	
Other	202	4	
I don't know	96	2	
If aspired career within academia: How would you rate your chances of continuing to do research in academia? (0%-100%)	N	Mean	SD
Average percentage	1514	68	23

Factsheet Overview

National PhD candidate survey 2023

FACTSHEET TOTAL DUTCH SAMPLE

IMPACT OF COVID-19

The questions in this section were only displayed to PhD students who started their PhD project before March 2022 (UvA & TUD excluded)

The following questions concern the consequences of the Covid-19 pandemic on your **current** PhD work.

What impact has Covid-19 had on the ability to engage in the following aspects of your current PhD project....

	N	%
Data collection		
Strongly negative	826	21
Negative	1235	32
No impact	1657	43
Positive	101	3
Strongly positive	67	2
Total	3886	100
N/a	812	
Data analysis		
Strongly negative	283	7
Negative	841	22
No impact	2507	64
Positive	198	5
Strongly positive	64	2
Total	3893	100
N/a	803	
Writing		
Strongly negative	278	7
Negative	870	22
No impact	2383	59
Positive	400	10
Strongly positive	80	2
Total	4011	100
N/a	702	
Discussing ideas and findings with colleagues and peers		
Strongly negative	999	24
Negative	1623	39
No impact	1337	32
Positive	126	3
Strongly positive	44	1
Total	4129	100
N/a	615	
What impact has Covid-19 had on the ability to engage in the following aspects of your current PhD project....		
Dissamination and sharing research findings with stakeholder and other researchers		
Strongly negative	711	18
Negative	1419	37
No impact	1602	42
Positive	113	3
Strongly positive	34	1
Total	3879	100
N/a	809	

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National PhD candidate survey 2023

FACTSHEET TOTAL DUTCH SAMPLE

IMPACT OF COVID-19 (continued)

What impact has Covid-19 had on your current....		
	N	%
Motivation to work		
Strongly negative	361	9
Negative	1157	27
No impact	2387	57
Positive	234	6
Strongly positive	49	1
Total	4188	100
N/a	560	
Progress of your PhD project		
Strongly negative	655	16
Negative	1724	41
No impact	1609	38
Positive	149	4
Strongly positive	51	1
Total	4188	100
N/a	563	
Future career prospects		
Strongly negative	159	4
Negative	703	18
No impact	2922	74
Positive	133	3
Strongly positive	43	1
Total	3960	100
N/a	737	
Mental health		
Strongly negative	54	13
Negative	1996	37
No impact	1950	46
Positive	149	4
Strongly positive	39	9
Total	4278	100
N/a	480	
Feeling connected to your research institute/department		
Strongly negative	776	19
Negative	1674	40
No impact	1611	39
Positive	104	3
Strongly positive	32	1
Total	4197	100
N/a	549	
Amount of supervision		
Strongly negative	221	5
Negative	861	21
No impact	2901	69
Positive	166	4
Strongly positive	31	1
Total	4180	100
N/a	566	
Quality of supervision		
Strongly negative	212	5
Negative	836	20
No impact	2961	71
Positive	120	3
Strongly positive	32	1
Total	4161	100
N/a	581	

	TOTAL SAMPLE		STARTER		SENIOR		
GENERAL SATISFACTION							
Overall, how satisfied are you with your PhD trajectory on a scale of 1 to 10?		N		%			
1 (very dissatisfied)		82	1	3	0	72	1
2		92	1	8	0	82	1
3		195	2	10	1	175	3
4		254	3	23	1	225	4
5		413	5	46	3	360	6
6		948	12	111	6	801	13
7		2093	26	384	22	1631	27
8		2694	33	706	41	1838	30
9		1075	13	312	18	693	11
10 (very satisfied)		358	5	128	7	183	3
Total		8204	100	1731	100	6060	100
Average satisfaction with PhD trajectory (1=very dissatisfied, 10=very satisfied)		N	Mean	SD	N	Mean	SD
Average satisfaction		8204	7,2	1,7	1731	7,8	1,3
					6060	7,0	1,7

	PROJECT DURATION						
What is the official duration of your PhD project as agreed upon from the start?							
Less than 36 months		156	2	54	3	101	2
36 months		627	8	130	8	495	9
Between 37-47 months		70	1	13	1	56	1
48 months		5612	74	1260	76	4296	74
Between 49-59 months		48	1	11	1	36	1
60 months		303	4	62	4	230	4
More than 60 months		164	2	44	3	118	2
Not yet determined		200	3	39	2	138	2
There has never been an official duration as I work on my PhD project in my spare time		428	6	36	2	350	6
Total		7608	100	1649	100	5820	100

	TOTAL SAMPLE		STARTER		SENIOR	
WORKHOURS						
How many hours per week do you officially have to work on your PhD project?	N		%		N	
Less than 12 hours per week	632	8	114	7	492	8
Between 12-24 hours per week	648	8	106	6	484	8
Between 25-35 hours per week	766	10	142	8	556	9
Between 36-40 hours per week	5801	73	1338	78	4320	73
Over 40 hours per week	63	1	15	1	43	1
Total	7910	100	1715	100	5895	100
Average official working hours	N	Mean	SD	N	Mean	SD
Average official working hours per week	7910	33,6	10,5	1715	34,6	9,8
In an average week, how many hours do you actually work on your PhD project?	N		%		N	
Less than 12 hours per week	588	7	74	4	439	7
Between 12-24 hours per week	731	9	121	7	506	8
Between 25-35 hours per week	1133	14	238	14	819	13
Between 36-40 hours per week	2916	35	797	46	2029	33
Over 40 hours per week	2887	35	500	29	2303	38
Total	8255	100	1730	100	6096	100
Average actually working hours	N	Mean	SD	N	Mean	SD
Average actually working hours per week	8255	37,3	12,6	1730	37,9	10,4
TRAINING AND SUPERVISION PLAN						
Do you have a Training and Supervision Plan (TSP, also called OBP 'Opleidings- en Begeleidingsplan')?	N		%		N	
Yes	5995	89	1474	92	4437	89
No	461	7	97	6	327	7
I don't know	297	4	35	2	251	5
Total	6753	100	1606	100	5015	100
If yes: To what extent do you agree or disagree with: The TSP contributes to a smooth progress of my PhD project	N		%		N	
Completely disagree	686	10	65	5	595	12
Disagree	1377	21	220	16	1097	22
Neither agree nor disagree	2164	33	434	31	1615	33
Agree	1950	30	535	38	1321	27
Completely agree	442	7	151	11	268	6
Total	6619	100	1405	100	4896	100
I don't know	254	90	105	26	56	12
N/a	83	26	56			
Average agreement with statement about TSP (1=totally disagree, 5=totally agree)	N	Mean	SD	N	Mean	SD
Average agreement	6619	3,0	1,1	1405	3,4	1,0
	4896	2,9	1,1			

	TOTAL SAMPLE		STARTER		SENIOR	
SUPERVISION						
Is your supervisor team officially documented?	N		%		N	
Yes	6955	88	1521	88	5318	88
No	214	3	50	3	157	3
I don't know	755	10	155	9	583	10
Total	6851	100	1726	100	6058	100
Please state the number of people who are officially part of your supervision team	N		%		N	
0	5	< 1	3	0	1	0
1	186	3	30	2	144	3
2	3527	48	729	47	2581	48
3	2594	35	597	38	1844	35
4	855	12	168	11	666	13
5	98	1	23	2	73	1
> 5	50	1	19	1	27	1
Total	6259	100	1569	100	5336	100
Average number of supervisors	N		Mean		SD	
Average	7315	2,7	1,0	1569	2,7	1,1
Do you know who is/are officially assigned as your promotor(s)?	N		%		N	
Yes	7030	98	1635	98	5259	98
No, not yet	105	2	20	1	84	2
I don't know / can't answer	68	1	19	1	46	1
Total	7203	100	1674	100	5389	100
Who do you consider your daily supervisor?	N		%		N	
(One) of my promotor(s)	3008	42	666	40	2285	42
(One) of my co-promotor (s)	3442	48	802	48	2577	48
Someone else inside my supervision team	595	8	165	10	419	8
Someone else outside my supervision team	187	3	40	2	139	3
Total	7232	100	1673	100	5420	100
In an average month, how many hours supervision do you receive (from all your supervisors combined)?	N		%		N	
Less than 5 hours per month	4834	62	905	53	3839	64
Between 6-10 hours per month	2327	30	628	37	1666	28
Between 11-15 hours per month	327	4	83	5	237	4
Between 16-20 hours per month	202	3	56	3	142	2
More than 20 hours per month	132	2	39	2	90	2
Total	7822	100	1711	100	5974	100
Average hours of supervision	N		Mean		SD	
Average hours of supervision	7822	6,1	7,5	1711	7,0	8,8
	5974	5,8	7,1			

	TOTAL SAMPLE		STARTER		SENIOR	
SUPERVISION (continued)						
In general, how satisfied are you with the supervision you receive?	N	%	N	%	N	%
Very dissatisfied	304	4	37	2	245	4
Dissatisfied	625	8	57	3	543	9
Neither satisfied nor dissatisfied	1008	12	137	8	813	14
Satisfied	3488	43	790	46	2521	42
Very satisfied	2744	34	696	41	1897	32
Total	8169	100	1717	100	6019	100
I don't know	42		8		35	
Average satisfaction with received supervision (1=very dissatisfied, 5=very satisfied)	N	Mean	SD	N	Mean	SD
Average satisfaction	1708	4,0	1,0	1717	4,2	0,9
	6019	3,9	1,1			
SCIENTIFIC REQUIREMENTS						
Have you discussed the scientific requirements of your PhD thesis, and if yes, with who? (Tick all that apply)	N	%	N	%	N	%
Yes, with (one of) my supervisor(s)	5893	75	1135	67	4640	78
Yes, with someone from the Graduate School	768	10	157	9	601	10
Yes, with someone else	212	3	37	2	174	3
No	1645	21	484	29	1142	19
Are the scientific requirements clear to you?	N	%	N	%	N	%
Very unclear	329	5	43	3	281	5
Rather unclear	791	11	174	11	609	11
A bit clear	1666	23	390	25	1247	22
Rather clear	3221	44	682	44	2477	45
Very clear	1241	17	255	17	952	17
Total	7248	100	1544	100	5566	100
Average clarity of thesis requirements (1=very clear, 5=very unclear)	N	Mean	SD	N	Mean	SD
Average clarity	7248	3,6	1,0	1544	3,6	1,0
	5566	3,6	1,1			
EVALUATION MOMENTS						
Did you had a formal go/no go interview in your first year?	N	%	N	%	N	%
Yes	4484	63	289	18	3996	79
No, not yet (I am still in my first year)	1460	21	1249	77	120	2
No	917	13	69	4	757	15
I don't know / can't remember	251	4	19	1	187	4
Total	7112	100	1626	100	5060	100
If senior: Is your performance evaluated at least once a year by means of a formal interview with your supervision team?	N	%	N	%	N	%
Yes	4030	78	100	69	3930	78
No	896	17	2	1	894	18
I don't know / can't remember	262	5	43	30	219	4
Total	5188	100	145	100	5043	100

	TOTAL SAMPLE		STARTER		SENIOR	
EDUCATIONAL ACTIVITIES						
To which education activities do you have access? (Tick all that apply)	N	%	N	%	N	%
Discipline-specific courses and workshops	5706	74	1319	78	4308	74
General skills courses and workshops	6919	89	1543	91	5261	88
Scientific Integrity course	6146	85	1415	87	4653	85
Seminars and conferences	6751	87	1460	86	5194	88
Teacher training activities	3937	52	967	58	2933	51
Career orientation activities	4365	57	933	57	3409	59
Other education activities	2934	40	722	45	2179	39
I don't have access to any of these education activities	156	2	21	1	125	2
Do you have to participate in obligatory courses as part of your PhD educational training?	N	%	N	%	N	%
Yes	5481	76	1342	80	4058	75
No	1392	19	220	13	1132	21
I don't know	338	5	107	6	220	4
Total	7211	100	1669	100	5410	100
If yes: Please indicate which type of course are obligatory (Tick all that apply)	N	%	N	%	N	%
Discipline-specific courses and workshops	1722	34	397	32	1305	35
General skills courses and workshops	2436	48	602	49	1791	48
Scientific Integrity course	4160	83	1082	85	3028	82
Seminars and conferences	1116	22	253	21	848	23
Teacher training activities	757	15	221	18	524	14
Career orientation activities	401	8	82	7	317	9
Other education activities	438	9	96	8	337	9
I don't know	79	2	22	2	56	2
To what extent do you agree or disagree with the following statements:						
In general, I am satisfied with the eduation activities that are offered	N	%	N	%	N	%
Completely disagree	173	2	20	1	144	3
Disagree	833	11	141	9	642	11
Neither agree nor disagree	1487	19	259	16	1144	20
Agree	4082	53	907	56	2999	52
Completely agree	1139	15	302	19	789	14
Total	7714	100	1629	100	5718	100
I don't know	185		49		81	
N/a	63		5		55	

	TOTAL SAMPLE		STARTER		SENIOR	
EDUCATIONAL ACTIVITIES (continued)	N	%	N	%	N	%
I have sufficient time to participate in educational activities (e.g., training, courses, seminars)						
Completely disagree	367	6	45	3	300	6
Disagree	1402	21	204	15	1061	22
Neither agree nor disagree	1445	22	275	20	1072	22
Agree	2817	43	693	51	2016	42
Completely agree	549	8	150	11	375	8
Total	6582	100	1367	100	4824	100
I don't know	54		36		23	
N/a	53		6		43	
The education activities I which I have participated contribute to the completion of my PhD						
Completely disagree	202	3	21	2	166	4
Disagree	691	11	106	8	551	12
Neither agree nor disagree	1378	22	266	21	1028	22
Agree	3234	51	666	53	2402	51
Completely agree	850	13	204	16	600	13
Total	6355	100	1263	100	4747	100
I don't know	160		55		42	
N/a	152		61		81	
My supervisory team encourages me to participate in educational activities						
Completely disagree	266	4	23	2	228	5
Disagree	710	11	85	6	573	12
Neither agree nor disagree	1538	24	265	19	1177	25
Agree	2927	45	672	49	2109	44
Completely agree	1106	17	341	25	701	15
Total	6547	100	1386	100	4788	100
I don't know	90		15		38	
N/a	72		7		57	

	TOTAL SAMPLE		STARTER		SENIOR			
EDUCATIONAL ACTIVITIES (continued)								
To what extent do you agree or disagree with the following statements:								
I am satisfied with the offer of career preparation activities related to a career within science/academia	N	%	N	%	N	%		
Completely disagree	261	5	21	2	224	6		
Disagree	801	16	92	9	669	17		
Neither agree nor disagree	1592	31	302	30	1200	31		
Agree	1994	39	454	46	1456	38		
Completely agree	440	9	123	12	297	8		
Total	5088	100	992	100	3846	100		
I don't know	1002		260		612			
N/a	369		72		259			
I am satisfied with the offer of career preparation activities related to a career outside science/academia	N	%	N	%	N	%		
Completely disagree	424	9	38	4	362	10		
Disagree	1021	21	128	14	842	23		
Neither agree nor disagree	1654	34	342	36	1230	33		
Agree	1516	31	348	37	1096	29		
Completely agree	315	6	92	10	208	6		
Total	4930	100	948	100	3738	100		
I don't know	110		284		687			
N/a	404		83		279			
Average agreement with statements about education (1=totally disagree, 5=totally agree)	N	Mean	SD	N	Mean	SD		
In general, I am satisfied with the education activities that are offered	7714	3,7	0,9	1629	3,8	0,9		
I have sufficient time to participate in educational activities (e.g., training, courses, seminars)	6580	3,3	1,1	1367	3,5	1,0		
The education activities I have participated contribute to the completion of my PhD	6355	3,6	1,0	1263	3,7	0,9		
My supervisory team encourages me to participate in educational activities	6547	3,6	1,0	1386	3,9	0,9		
I am satisfied with the offer of career preparation activities related to a career within science/academia	5088	3,3	1,0	992	3,6	0,9		
I am satisfied with the offer of career preparation activities related to a career outside science/academia	4930	3,1	1,1	948	3,4	1,0		

	TOTAL SAMPLE		STARTER		SENIOR	
TEACHING/SUPERVISING STUDENTS						
Do you teach (e.g, giving lectures or practicals) or supervise students (e.g, bachelor/master thesis)?	N	%	N	%	N	%
Yes, teaching and supervising	2802	40	448	28	2226	44
Yes, only teaching	749	11	195	12	521	10
Yes, only supervising	1500	22	294	18	1167	23
No	1897	27	670	42	1121	22
Total	6948	100	1607	100	5035	100
If yes: Please indicate which of the following situations applies to you:	N	%	N	%	N	%
Teaching and supervising is part of my contract/agreement	3276	44	755	46	2486	44
Teaching and supervising is NOT part of my contract/agreement	2465	33	393	24	2007	36
I am allowed to teach/supervise but I don't want to	360	5	98	6	257	5
I am NOT allowed to teach/supervise but that is fine	201	3	47	3	148	3
I am NOT allowed to teach/supervise but I would like to	282	4	62	4	214	4
Other situation	850	11	302	18	533	9
Total	7434	100	1657	100	5645	100
If yes: To what extent do you agree or disagree with the following statement:						
The support I get for teaching activities prepares me well for teaching and supervision	N	%	N	%	N	%
Completely disagree	267	8	37	6	222	8
Disagree	639	19	103	16	504	19
Neither agree nor disagree	986	29	195	31	747	28
Agree	1290	37	245	39	985	37
Completely agree	257	8	57	9	186	7
Total	3439	100	637	100	2644	100
I don't know	359		153		203	
N/a	416		111		291	
Average agreement with statement about support (1=totally disagree, 5=totally agree)	N	Mean	SD	N	Mean	SD
Average agreement	3439	3,2	1,1	637	3,3	1,0
If teaching: Over the last 12 months, how much of the time allocated to your PhD project, did you (on average) spend on teaching? (0%-100%)	N	Mean	SD	N	Mean	SD
Average percentage	3971	10,9	13,7	653	11,3	18,1
If supervising: Over the last 12 months, how much of the time allocated to your PhD project, did you (on average) spend on supervising? (0%-100%)	N	Mean	SD	N	Mean	SD
Average percentage	4520	11,2	12,5	722	9,2	13,2

	TOTAL SAMPLE		STARTER		SENIOR	
EXPERIENCED WORKLOAD						
How would you describe the workload in your PhD project?	N	%	N	%	N	%
Too low	19	<1	4	0	15	0
Low	119	2	33	2	82	1
Normal	3738	48	1071	62	2595	43
High	3324	42	551	32	2717	45
Too high	653	8	57	3	589	10
Total	7853	100	1716	100	5998	100
If (too)high workload: What, or who, is responsible for your high workload? (Tick all that apply)	N	%	N	%	N	%
Project-related reasons						
Contact with supervisors	837	23	121	20	713	23
Contact with colleagues	464	13	77	13	384	13
Contact with students	561	15	73	12	487	16
Interruptions during work	1421	38	225	36	1192	39
Pressure to publish	1516	41	142	23	1368	44
Tight deadlines	936	26	144	24	788	26
Unavailable equipment	571	16	70	12	498	17
Amount of work	2750	71	413	65	2329	72
Difficulty of work	1653	44	257	41	1391	45
Work speed	1028	28	182	29	843	28
Unfavourable working hours	246	7	34	6	212	7
Other activities						
Courses and other education activities	1120	31	275	44	844	28
Teaching duties or student supervision	1235	33	193	31	1038	34
Patient care	166	5	19	3	146	5
Other duties (e.g. job) not related to the PhD study	717	20	97	16	619	21
Personal circumstances						
Health problems	406	11	37	6	398	12
Circumstances in personal life	920	25	131	21	787	26
Other	388	11	57	9	331	11

	TOTAL SAMPLE		STARTER		SENIOR	
EXPERIENCED WORKLOAD (continued)	N	%	N	%	N	%
If (too)high workload: Have you discussed your high workload with someone? (Tick all that apply)						
Yes, with my daily supervisor	1807	46	219	32	1583	49
Yes, with my promotor	1232	31	113	17	1114	34
Yes, with someone at my Graduate School	202	5	26	4	173	5
Yes, with a PhD psychologist	217	6	6	1	211	7
Yes, with a confidential advisor	209	5	14	2	194	6
Yes, with a physician affiliated to the university	105	3	8	1	96	3
Yes, with someone else	737	18	113	16	619	19
No, I did not discuss my wellbeing with someone at the university	1070	27	269	39	797	24
If (too)high workload and discussed: Do you feel that the support you received had a positive influence on dealing with your (too) high workload?	N	%	N	%	N	%
Yes	889	64	136	71	753	63
No	253	18	18	9	234	20
I don't know	240	17	38	20	200	17
Total	1382	100	192	100	1187	100
PROGRESS and DELAY						
Are you currently on schedule with your planning?	N	%	N	%	N	%
Yes	3935	49	1155	68	2589	43
No, I have fallen behind schedule	2771	34	236	14	2423	40
I don't have a schedule	797	10	157	9	631	11
I don't know	555	7	164	10	350	6
Total	8058	100	1712	100	5993	100
If delayed: How long is the (expected) delay?	N	%	N	%	N	%
Less than 3 months	486	18	130	56	355	15
Between 3 and 6 months	775	29	46	20	723	30
Between 6 and 9 months	459	17	11	5	441	18
More than 9 months	630	24	8	3	605	25
I don't know	325	12	39	17	283	12
Total	2675	100	234	100	2407	100
If delayed: What are/were the main reasons for you delay (Tick all that apply)	N	%	N	%	N	%
Supervision-related issues						
Insufficient assistance/supervision	830	32	64	29	732	32
Adding new research themes by my supervisor(s)	380	16	32	16	335	16
Unrealistic expectations by my supervisor(s)	470	20	25	12	434	21
My supervisor(s) did not take my concerns about a possible delay seriously	323	14	14	14	296	14
Conflict(s) and/or miscommunication with my supervisor(s)	343	14	28	14	300	15

	TOTAL SAMPLE		STARTER		SENIOR	
PROGRESS and DELAY (continued)						
Project-related reasons						
Too ambitious project	939	33	78	29	838	34
Extra experiment / analysis on my own initiative	385	14	32	12	341	14
Extra experiment / analysis desired by supervisor or sponsor	375	13	27	10	340	14
Problems with experiment or data collection	1154	40	80	30	1046	42
Problems with data analysis or data interpretation	428	18	28	13	390	19
Problems with writing	564	20	33	13	501	20
Problems with publishing papers	373	16	1	1	358	17
Bad time management	676	24	68	26	580	23
Practical, logistic or financial problems	607	21	56	21	533	22
Covid-19 related problems	1405	51	7	3	1351	56
Other activities						
Extra courses in excess of the normal package	161	14	22	8	132	5
Extra teaching duties or student supervision	424	14	38	14	360	13
Other duties (e.g, job) not related to the PhD study	543	17	32	12	477	17
Personal circumstances						
Working part-time on PhD project	451	14	19	7	383	14
Physical health problems	338	4	24	9	299	11
Mental health problems	699	26	35	13	644	23
Pregnancy or parenthood	225	7	6	2	204	8
Home care for family members, neighbours etc	266	9	17	6	233	9
Motivational issues	642	24	40	19	582	25
Other	391	13	30	11	335	12
If delayed: Did you discuss your delay with your supervision team?	N	%	N	%	N	%
Yes	2114	83	141	65	1880	84
No	445	17	75	35	358	16
Total	2559	100	216	100	2238	100
If delayed + discussed: Have agreements been made related to your planning?	N	%	N	%	N	%
Yes, we have adapted the planning and I expect to finish in time	700	34	69	50	602	33
Yes, we have adapted the planning but I have doubts whether I can finish in time	925	45	34	25	848	46
No, we did not make any agreements	447	22	34	25	392	21
Total	2072	100	137	100	1842	100
When delayed and discussed: Have agreements been made related to a (possible) extension?	N	%	N	%	N	%
Yes, we made agreements about an extension of my contract and how this will be financed	693	33	8	6	677	36
Yes, we made agreements about an extension of my contract/project but not how this can be financed	322	16	10	7	307	16
No, we did not make any agreements	1059	51	123	87	922	48
Total	2074	100	141	100	1906	100

	TOTAL SAMPLE		STARTER		SENIOR	
WELLBEING						
How would you rate your general wellbeing?						
Very poor	146	2	13	1	126	2
Poor	746	10	88	5	619	11
Fair	2225	29	389	24	1722	31
Good	3594	47	912	55	2474	44
Very good	968	13	247	15	670	12
Total	7679	100	1649	100	5611	100
I don't know / I don't want to answer	61		12		42	
Overall, what impact does your PhD project have on your wellbeing?						
Negative	471	6	33	2	412	7
Rather negative	1593	21	171	11	1340	24
Neutral	2307	30	529	33	1674	30
Fairly positive	2224	29	600	37	1512	27
Positive	1009	13	292	18	626	11
Total	7604	100	1625	100	5564	100
I don't know / I don't want to answer	132		35		87	
Which areas have the most positive impact on your wellbeing (Tick the three most important ones)						
Interactions with my daily supervisor	2317	35	614	40	1584	34
Interactions with my promotor	1323	20	282	19	897	20
Interactions with other colleagues	3724	55	897	58	2665	55
My research	3598	53	923	59	2446	51
The courses, workshops and symposia that I attend	1242	19	284	19	894	20
Teaching and supervising students	897	14	141	9	709	16
My level of academic performance	816	13	224	15	547	12
My publications	814	13	119	8	639	14
My academic recognition by others	518	8	82	6	401	9
Completing my PhD	1433	22	197	13	1134	25
Finding desirable employment after completing my PhD	794	12	125	8	631	14
My work/life balance	2530	38	673	44	1703	37
Practical, technical or financial aspects	502	8	145	10	341	8
Patient care	108	2	23	2	84	3
Other	185	3	15	1	147	3

	TOTAL SAMPLE		STARTER		SENIOR	
WELLBEING (continued)	N	%	N	%	N	%
Which areas have the most negative impact on your wellbeing (Tick the three most important ones)						
Interactions with my daily supervisor	632	10	89	6	524	12
Interactions with my promotor	731	11	98	7	585	13
Interactions with other colleagues	419	5	98	7	303	7
My research	1091	17	227	15	823	18
The courses, workshops and symposia that I attend	520	8	164	11	342	8
Teaching and supervising students	697	11	162	11	485	11
My level of academic performance	1618	25	381	25	1163	25
My publications	1837	28	335	22	1429	31
My academic recognition by others	826	13	246	16	538	12
Completing my PhD	1884	29	310	21	1469	32
Finding desirable employment after completing my PhD	1695	26	355	24	1261	27
My work/life balance	2459	37	497	33	1812	38
Practical, technical or financial aspects	2357	36	613	40	1613	35
Patient care	203	4	51	4	146	4
Other	832	13	218	15	551	12
If (very) poor wellbeing: Have you discussed your wellbeing with someone? (Tick all that apply)						
Yes, with my daily supervisor	501	38	63	28	428	41
Yes, with my promotor	357	27	26	11	325	31
Yes, with someone at my Graduate School	105	8	12	5	84	8
Yes, with a PhD psychologist	169	13	5	2	158	15
Yes, with a confidential advisor	115	9	9	4	105	10
Yes, with a physician affiliated to the university	73	6	6	3	67	6
Yes, with someone else	217	17	28	12	186	18
No, I did not discuss my wellbeing with someone at the university	459	35	108	47	337	32
If (poor)wellbeing + discussed: Do you feel that the support you received had a positive influence on your wellbeing?						
Yes	189	42	22	55	163	42
No	166	37	10	25	132	34
I don't know	98	22	8	20	89	23
Total	453	100	40	100	384	100

	TOTAL SAMPLE		STARTER	SENIOR
SOCIAL SAFETY				
Have you yourself experienced any undesirable behaviour in the past year?	N	%	N	%
Never	6126	78	1471	86
Sporadically	1375	18	207	12
Monthly	182	2	27	2
Weekly	106	1	8	1
Daily	33	< 1	1	0
Total	7822	100	1714	100
If yes: What was the nature of the undesirable behaviour you experienced (Tick all that apply)	N	%	N	%
Gossip	449	22	58	21
Exclusion	482	24	68	25
Physical or social intimidation	270	15	35	13
Sexual intimidation	108	6	12	5
Discrimination	438	22	68	25
Abuse of power	576	29	62	23
Aggression and violence	143	7	20	8
Other	232	12	33	12
I prefer not to say	101	6	25	11
If yes: What was your relationship with the people involved in the undesirable behaviour? (Tick all that apply)	N	%	N	%
Supervisor(s)	589	30	59	22
More senior colleague(s)	439	22	51	18
Other colleague(s)	388	20	61	22
Fellow PhD candidate(s)	307	16	46	17
Other	245	14	55	23
I prefer not to say	191	11	28	12
If yes: Did you take any actions after experiencing undesirable behaviour? (Tick all that apply)	N	%	N	%
Yes, I spoke with my supervisor(s)	538	26	62	21
Yes, I spoke to the confidential advisor of the university	234	11	16	6
Yes, I spoke to someone from Human Resources	55	3	3	1
Yes, I spoke to someone of the Health and Safety Office ('arbo-dienst')	31	2	1	0
Yes, I spoke to the perpetrator	221	11	23	8
Other	250	12	26	9
No, I did not take any actions	648	32	121	42
I prefer not to say	107	5	15	5
If yes + taking action: Did you feel protected and/or supported by the university after you experienced undesirable behaviour?	N	%	N	%
Yes	448	30	75	37
No	680	46	69	34
I prefer not to say	346	24	57	28
Total	1474	100	201	100

	TOTAL SAMPLE		STARTER		SENIOR	
SUPPORT						
Do you know whether there is a confidential advisor available to whom you can go to when you encounter problems?	N	%	N	%	N	%
Yes, I am aware	4594	67	1000	66	3525	68
No, I am not aware	1647	24	385	25	1218	24
No, I don't know	596	9	136	9	441	9
Total	6837	100	1521	100	5184	100
Do you know whether there is a PhD psychologist available to whom you can go to when you encounter problems?	N	%	N	%	N	%
Yes, I am aware	3401	50	721	47	2665	50
No, I am not aware	2950	43	729	47	2213	42
No, I don't know	516	8	96	6	418	8
Total	6867	100	1546	100	5296	100
SOCIAL INTEGRATION						
Are you familiar with the PhD organisations at your university?	N	%	N	%	N	%
Yes, I regularly participate in activities they organize	1289	19	260	15	993	18
Yes, but I do not (often) take part in activities	4551	63	1004	60	3471	64
No, I am not familiar with PhD organisations	1417	20	420	25	971	18
Total	7257	100	1684	100	5435	100
To what extent do you have contact with other researchers?	N	%	N	%	N	%
Less than once a month	556	7	61	4	462	8
Once a month	454	6	72	4	363	6
Several times a month	1199	15	223	13	956	16
Once a week	669	8	130	8	529	9
Several times a week	1997	25	499	29	1479	24
Every day (on workdays)	2625	33	691	40	1922	32
Only when I meet my supervisors	345	4	41	2	283	5
Other	92	1	12	1	74	1
Total	7937	100	1729	100	6068	100
To what extent do you agree or disagree with the following statements:						
I feel integrated into the community of my Graduate School	N	%	N	%	N	%
Completely disagree	739	10	88	6	641	12
Disagree	1682	24	274	17	1373	26
Neither disagree nor agree	2167	31	541	34	1592	30
Agree	1985	28	510	32	1439	27
Completely agree	522	7	168	11	348	7
Total	7095	100	1581	100	5393	100
I don't know	133		30		99	
N/a	182		28		148	

	TOTAL SAMPLE		STARTER		SENIOR				
SOCIAL INTEGRATION (continued)	N	%	N	%	N	%			
I feel integrated into the community of my department									
Completely disagree	327	5	26	2	292	5			
Disagree	871	12	116	7	734	13			
Neither disagree nor agree	1358	19	287	18	1043	19			
Agree	2819	39	670	41	2108	38			
Completely agree	1871	26	537	33	1315	24			
Total	7246	100	1636	100	5492	100			
I don't know	67		14		49				
N/a	126		13		104				
I feel integrated into the community of my faculty	N	%	N	%	N	%			
Completely disagree	497	7	59	4	427	8			
Disagree	1292	19	206	14	1068	21			
Neither disagree nor agree	1977	29	461	30	1478	29			
Agree	2287	34	590	39	1661	33			
Completely agree	670	10	200	13	460	9			
Total	6723	100	1516	100	5094	100			
I don't know	85		21		62				
N/a	138		17		112				
I feel integrated into the community of my institute	N	%	N	%	N	%			
Completely disagree	403	6	47	3	347	7			
Disagree	993	16	155	10	823	15			
Neither disagree nor agree	1839	29	409	26	1395	26			
Agree	2424	38	603	38	1764	33			
Completely agree	750	12	215	14	524	10			
Total	6409	100	1574	100	5335	100			
I don't know	117		24		92				
N/a	209		34		117				
Average agreement with statement about social integration (1=totally disagree, 5=totally agree)	N	Mean	SD	N	Mean	SD	N	Mean	SD
I feel integrated into the community of my Graduate School	7095	3,0	1,1	1581	3,3	1,0	5393	2,9	1,1
I feel integrated into the community of my department	7246	3,7	1,1	1636	4,0	1,0	5492	3,6	1,1
I feel integrated into the community of my faculty	6723	3,2	1,1	1516	3,4	1,0	5094	3,1	1,1
I feel integrated into the community of my institute	6409	3,3	1,1	1429	3,6	1,0	4853	3,3	1,1

	TOTAL SAMPLE		STARTER		SENIOR							
RESEARCH FACILITIES												
How satisfied are you with the following facilities?												
Workplace	N	%	N	%	N	%						
Very dissatisfied	176	2	21	1	146	3						
Dissatisfied	644	8	109	7	516	9						
Neither dissatisfied nor satisfied	1061	14	197	12	810	14						
Satisfied	3571	46	774	46	2680	47						
Very satisfied	2257	29	580	35	1587	28						
Total	7709	100	1681	100	5739	100						
I have no access to this facility	429	5	47	3	341	6						
Computer and software	N	%	N	%	N	%						
Very dissatisfied	211	3	29	2	174	3						
Dissatisfied	705	9	128	8	555	10						
Neither dissatisfied nor satisfied	1161	15	229	14	885	15						
Satisfied	3633	47	795	48	2692	47						
Very satisfied	2042	26	492	29	1471	26						
Total	7752	100	1673	100	5777	100						
I have no access to this facility	384	5	56	3	300	5						
Research facilities (e.g. lab, instruments, fieldwork, databases)	N	%	N	%	N	%						
Very dissatisfied	102	2	12	1	86	2						
Dissatisfied	396	6	50	3	330	6						
Neither dissatisfied nor satisfied	1214	17	244	16	899	17						
Satisfied	3453	50	753	51	2584	50						
Very satisfied	1802	26	425	29	1324	25						
Total	6967	100	1484	100	5223	100						
I have no access to this facility	1118	14	233	14	815	13						
Access to library (e.g. journals, books)	N	%	N	%	N	%						
Very dissatisfied	84	1	11	1	71	1						
Dissatisfied	232	3	42	3	172	3						
Neither dissatisfied nor satisfied	756	10	156	9	556	9						
Satisfied	3810	48	836	49	2826	48						
Very satisfied	3083	39	660	39	2311	39						
Total	7965	100	1705	100	5936	100						
I have no access to this facility	170	2	23	1	141	2						
Average satisfaction with facilities (1=very dissatisfied, 5=very satisfied)	N	Mean	SD	N	Mean	SD						
Workplace	7709	3,9	1,0	1681	4,1	0,9						
Computer and software	7752	3,9	1,0	1673	4,0	0,9						
Research facilities (e.g. lab, instruments, fieldwork, databases)	6967	3,9	0,9	1484	4,0	0,8						
Access to library (e.g. journals, books)	7965	4,2	0,8	1705	4,2	0,8						

	TOTAL SAMPLE		STARTER		SENIOR	
CAREER PROSPECTS (TUD excluded)						
What career perspective do you aspire most after graduation?	N	%	N	%	N	%
As a researcher within academia	2200	36	511	37	1545	35
As a researcher outside academia	1524	25	304	22	1141	26
Other career perspective	1126	18	208	15	854	20
I don't know	1267	21	354	26	831	19
Total	6117	100	1377	100	4371	100
Not applicable to my situation	217	38			122	
If # I don't know or N/a: Where do you aspire to pursue a career? (Tick all that apply)	N	%	N	%	N	%
Researcher at the university	2427	50	529	55	1891	49
Lecturer at the university	1456	31	352	37	1100	29
Researcher outside the university	2191	45	397	41	1786	47
Own company	595	12	134	14	454	12
Industry	1642	34	303	32	1334	35
Government (national, regional or local)	1330	28	268	28	1058	28
NGOs and other non-profit organisations	1178	24	234	24	939	24
Health care	1061	22	232	24	821	21
Other	202	4	35	4	159	4
I don't know	96	2	17	2	79	2
If aspired career within academia: How would you rate your chances of continuing to do research in academia? (0%-100%)	N	Mean	SD	N	Mean	SD
Average percentage	1514	68	23	372	70	22
	1108	68	23			

IMPACT OF COVID-19						
The questions in this section were only displayed to PhD students who started their PhD project before March 2022 (UvA & TUD excluded)						
The following questions concern the consequences of the Covid-19 pandemic on your current PhD work.						
What impact has Covid-19 had on the ability to engage in the following aspects of your current PhD project....						
Data collection	N	%	N	%	N	%
Strongly negative	826	21	15	6	955	21
Negative	1235	32	44	17	1520	34
No impact	1657	43	181	71	1785	40
Positive	101	3	12	5	128	3
Strongly positive	67	2	3	1	71	2
Total	3886	100	255	100	4459	100
N/a	812		349		606	

	TOTAL SAMPLE		STARTER		SENIOR	
IMPACT OF COVID-19 (continued)	N	%	N	%	N	%
Data analysis						
Strongly negative	283	7	5	2	315	7
Negative	841	22	10	4	987	22
No impact	2507	64	203	85	2804	64
Positive	198	5	16	7	247	6
Strongly positive	64	2	5	2	64	1
Total	3893	100	239	100	4417	100
N/a	803		345		580	
Writing	N	%	N	%	N	%
Strongly negative	278	7	6	2	333	7
Negative	870	22	25	10	1051	23
No impact	2383	59	202	78	2615	57
Positive	400	10	21	8	498	11
Strongly positive	80	2	5	2	88	2
Total	4011	100	259	100	4585	100
N/a	702		335		463	
Discussing ideas and findings with colleagues and peers	N	%	N	%	N	%
Strongly negative	999	24	24	9	1274	27
Negative	1623	39	60	22	1944	41
No impact	1337	32	169	62	1328	28
Positive	126	3	18	7	144	3
Strongly positive	44	1	2	1	52	1
Total	4129	100	273	100	4742	100
N/a	615		326		362	
Dissmination and sharing research findings with stakeholder and other researchers	N	%	N	%	N	%
Strongly negative	711	18	15	6	873	20
Negative	1419	37	37	15	1701	38
No impact	1602	42	178	73	1686	38
Positive	113	3	11	5	134	3
Strongly positive	34	1	4	2	37	1
Total	3879	100	245	100	4431	100
N/a	809		347		590	

	TOTAL SAMPLE	STARTER	SENIOR
IMPACT OF COVID-19 (continued)			
What impact has Covid-19 had on your current...,			
Motivation to work	N %	N %	N %
Strongly negative	361 9	11 4	453 9
Negative	1157 27	49 17	1462 31
No impact	2387 57	196 69	2557 53
Positive	234 6	27 9	267 6
Strongly positive	49 1	3 1	57 1
Total	4188 100	286 100	4796 100
N/a	560	314	319
Progress of your PhD project	N %	N %	N %
Strongly negative	655 16	13 5	791 17
Negative	1724 41	51 19	2070 43
No impact	1609 38	194 71	1691 35
Positive	149 4	14 5	190 4
Strongly positive	51 1	1 0	61 1
Total	4188 100	273 100	4803 100
N/a	563	325	313
Future career prospects	N %	N %	N %
Strongly negative	159 4	9 3	209 5
Negative	703 18	39 14	882 20
No impact	2922 74	213 76	3224 71
Positive	133 3	18 6	152 3
Strongly positive	43 1	2 1	47 1
Total	3960 100	281 100	4514 100
N/a	737	317	522
Mental health	N %	N %	N %
Strongly negative	54 13	33 10	681 14
Negative	1996 37	125 37	1901 39
No impact	1950 46	160 48	2041 42
Positive	149 4	16 5	175 4
Strongly positive	39 9	1 0	45 1
Total	4278 100	335 100	4843 100
N/a	480	269	281

	TOTAL SAMPLE		STARTER		SENIOR	
IMPACT OF COVID-19 (continued)	N	%	N	%	N	%
Feeling connected to your research institute/department						
Strongly negative	776	19	7	3	904	20
Negative	1674	40	61	25	1827	41
No impact	1611	39	165	67	1570	35
Positive	104	3	11	4	132	3
Strongly positive	32	1	4	2	32	1
Total	4197	100	248	100	4465	100
N/a	549		306		318	
Amount of supervision	N	%	N	%	N	%
Strongly negative	221	5	3	1	262	6
Negative	861	21	26	11	990	22
No impact	2901	69	185	81	2964	67
Positive	166	4	11	5	193	4
Strongly positive	31	1	4	2	37	1
Total	4180	100	229	100	4446	100
N/a	566		325		317	
Quality of supervision	N	%	N	%	N	%
Strongly negative	212	5	2	1	270	6
Negative	836	20	15	7	979	22
No impact	2961	71	197	87	3001	68
Positive	120	3	8	4	141	3
Strongly positive	32	1	4	2	35	1
Total	4161	100	226	100	4426	100
N/a	581		327		333	

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	TOTAL SAMPLE		DUTCH		EEA		non-EEA					
GENERAL SATISFACTION												
Overall, how satisfied are you with your PhD trajectory on a scale of 1 to 10?	N		%		N		%					
1 (very dissatisfied)	82	1	21	1	21	1	36	1				
2	92	1	20	0	35	2	33	1				
3	195	2	67	2	55	4	72	3				
4	254	3	87	2	66	4	94	4				
5	413	5	154	4	91	6	163	6				
6	948	12	457	11	177	11	309	12				
7	2093	26	1204	30	354	23	516	20				
8	2694	33	1489	37	459	29	730	29				
9	1075	13	473	12	224	14	369	15				
10 (very satisfied)	358	5	78	2	76	5	203	8				
Total	8204	100	4050	100	1558	100	2525	100				
Average satisfaction with PhD trajectory (1=very dissatisfied, 10=very satisfied)	N	Mean	SD	N	Mean	SD	N	Mean	SD			
Average satisfaction	8204	7,2	1,7	4050	7,3	1,4	1558	7,0	1,9	2525	7,2	1,9
PROJECT DURATION												
What is the official duration of your PhD project as agreed upon from the start?	N		%		N		%					
Less than 36 months	156	2	113	3	16	1	27	1				
36 months	627	8	363	10	112	8	150	7				
Between 37-47 months	70	1	55	1	7	1	6	0				
48 months	5612	74	2522	66	1121	79	1923	84				
Between 49-59 months	48	1	30	1	8	1	9	0				
60 months	303	4	227	6	36	3	38	2				
More than 60 months	164	2	124	3	20	1	18	1				
Not yet determined	200	3	142	4	26	2	31	1				
There has never been an official duration as I work on my PhD project in my spare time	428	6	262	7	76	5	79	4				
Total	7608	100	3838	100	1422	100	2281	100				

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	TOTAL SAMPLE			DUTCH			EEA			non-EEA					
WORKHOURS															
How many hours per week do you officially have to work on your PhD project?					N	%	N	%	N	%	N	%			
Less than 12 hours per week	632	8	326	8	103	7	191	8							
Between 12-24 hours per week	648	8	465	12	74	5	105	4							
Between 25-35 hours per week	766	10	438	11	114	8	208	9							
Between 36-40 hours per week	5801	73	2683	68	1208	80	1867	77							
Over 40 hours per week	63	1	14	0	5	0	43	2							
Total	7910	100	3926	100	1504	100	2414	100							
Average official working hours					N	Mean	SD	N	Mean	SD	N	Mean	SD		
Average official working hours per week	7910	33,6	10,5	3926	32,3	10,6	1504	34,9	9,9	2414	35,0	10,5			
In an average week, how many hours do you actually work on your PhD project?					N	%	N	%	N	%	N	%			
Less than 12 hours per week	588	7	332	8	85	6	160	6							
Between 12-24 hours per week	731	9	479	12	91	6	152	6							
Between 25-35 hours per week	1133	14	553	14	184	12	385	15							
Between 36-40 hours per week	2916	35	1491	36	523	34	882	35							
Over 40 hours per week	2887	35	1242	30	675	43	948	38							
Total	8255	100	4097	100	1558	100	2527	100							
Average actually working hours					N	Mean	SD	N	Mean	SD	N	Mean	SD		
Average actually working hours per week	8255	37,3	12,6	4097	35,6	12,3	1558	39,7	12,0	2527	38,9	12,8			
TRAINING AND SUPERVISION PLAN															
Do you have a Training and Supervision Plan (TSP, also called OBP 'Opleidings- en Begeleidingsplan')?					N	%	N	%	N	%	N	%			
Yes	5995	89	2957	88	1086	88	1917	90							
No	461	7	257	8	81	7	118	6							
I don't know	297	4	130	4	71	6	95	5							
Total	6753	100	3344	100	1238	100	2130	100							
If yes: To what extent do you agree or disagree with: The TSP contributes to a smooth progress of my PhD project					N	%	N	%	N	%	N	%			
Completely disagree	686	10	422	13	144	12	110	5							
Disagree	1377	21	829	26	283	24	254	12							
Neither agree nor disagree	2164	33	1113	34	399	33	632	30							
Agree	1950	30	790	24	320	27	825	39							
Completely agree	442	7	94	3	60	5	286	14							
Total	6619	100	3248	100	1206	100	2107	100							
I don't know	254		144		49		57								
N/a	83		52		14		15								
Average agreement with statement about TSP (1=totally disagree, 5=totally agree)					N	Mean	SD	N	Mean	SD	N	Mean	SD		
Average agreement	6619	3,0	1,1	3248	2,8	1,0	1206	2,9	1,1	2107	3,4	1,0			

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	TOTAL SAMPLE		DUTCH		EEA		non-EEA		
SUPERVISION									
Is your supervisor team officially documented?	N %		N %		N %		N %		
Yes	6955	88	3507	90	1305	87	2076	85	
No	214	3	96	3	36	2	81	3	
I don't know	755	10	296	8	167	11	287	12	
Total	6851	100	3899	100	1508	100	2444	100	
Please state the number of people who are officially part of your supervision team	N %		N %		N %		N %		
0	5	< 1	2	0	1	0	2	0	
1	186	3	67	2	39	3	76	4	
2	3527	48	1664	45	734	53	1092	50	
3	2594	35	1373	37	474	34	730	33	
4	855	12	510	14	120	9	217	10	
5	98	1	53	1	9	1	36	2	
> 5	50	1	11	0	6	1	33	1	
Total	6259	100	3680	100	1383	100	2186	100	
Average number of supervisors	N Mean SD		N Mean SD		N Mean SD		N Mean SD		
Average	7315	2,7	1,0	3680	2,7	0,8	1383	2,5	0,8
Do you know who is/are officially assigned as your promotor(s)?	N %		N %		N %		N %		
Yes	7030	98	3472	98	1327	97	2189	97	
No, not yet	105	2	43	1	29	2	33	2	
I don't know / can't answer	68	1	22	1	13	1	33	2	
Total	7203	100	3537	100	1369	100	2255	100	
Who do you consider your daily supervisor?	N %		N %		N %		N %		
(One) of my promotor(s)	3008	42	1363	38	628	46	998	44	
(One) of my co-promotor (s)	3442	48	1882	53	558	41	987	44	
Someone else inside my supervision team	595	8	212	6	142	10	236	10	
Someone else outside my supervision team	187	3	95	3	43	3	46	2	
Total	7232	100	3552	100	1371	100	2267	100	

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	TOTAL SAMPLE			DUTCH			EEA			non-EEA				
SUPERVISION (continued)														
In an average month, how many hours supervision do you receive (from all your supervisors combined)?			N	%	N	%	N	%	N	%	N	%		
Less than 5 hours per month	4834	62	2497	65	918	62	1371	57						
Between 6-10 hours per month	2327	30	1108	29	473	32	729	30						
Between 11-15 hours per month	327	4	161	4	52	4	111	5						
Between 16-20 hours per month	202	3	78	2	22	2	100	4						
More than 20 hours per month	132	2	26	1	16	1	90	4						
Total	7822	100	3870	100	1481	100	2401	100						
Average hours of supervision			N	Mean	SD	N	Mean	SD	N	Mean	SD	N	Mean	SD
Average hours of supervision	7822	6,1	7,5	3870	5,4	4,5	1481	5,6	5,0	2401	7,5	11,4		
In general, how satisfied are you with the supervision you receive?			N	%	N	%	N	%	N	%				
Very dissatisfied	304	4	108	3	67	4	123	5						
Dissatisfied	625	8	304	8	147	10	166	7						
Neither satisfied nor dissatisfied	1008	12	482	12	215	14	297	12						
Satisfied	3488	43	1813	45	607	39	1038	41						
Very satisfied	2744	34	1330	33	516	33	883	35						
Total	8169	100	4037	100	1552	100	2507	100						
I don't know	42		17		9		16							
Average satisfaction with received supervision (1=very dissatisfied, 5=very satisfied)			N	Mean	SD	N	Mean	SD	N	Mean	SD	N	Mean	SD
Average satisfaction	1708	4,0	1,0	4307	4,0	1,0	1552	3,9	1,1	2507	4,0	1,1		

	SCIENTIFIC REQUIREMENTS											
	N	%	N	%	N	%	N	%	N	%	N	%
Have you discussed the scientific requirements of your PhD thesis, and if yes, with who? (Tick all that apply)												
Yes, with (one of) my supervisor(s)	5893	75	2774	72	1109	74	1947	80				
Yes, with someone from the Graduate School	768	10	369	10	152	10	238	10				
Yes, with someone else	212	3	120	3	40	3	51	2				
No	1645	21	917	24	326	22	396	17				
Are the scientific requirements clear to you?												
Very unclear	329	5	138	4	64	5	123	6				
Rather unclear	791	11	440	12	159	12	188	8				
A bit clear	1666	23	901	25	293	22	453	20				
Rather clear	3221	44	1657	46	581	43	956	43				
Very clear	1241	17	451	13	251	19	522	23				
Total	7248	100	3587	100	1348	100	2242	100				
Average clarity of thesis requirements (1=very clear, 5=very unclear)												
Average clarity	7248	3,6	1,0	3587	3,5	1,0	1348	3,6	1,1	2242	3,7	1,1

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	TOTAL SAMPLE		DUTCH		EEA		non-EEA	
EVALUATION MOMENTS								
Did you had a formal go/no go interview in your first year?	N		N		N		N	
Yes	4484	63	2118	60	869	67	1473	66
No, not yet (I am still in my first year)	1460	21	721	20	264	20	467	21
No	917	13	569	16	133	10	207	9
I don't know / can't remember	251	4	125	4	41	3	84	4
Total	7112	100	3533	100	1307	100	2231	100
If senior: Is your performance evaluated at least once a year by means of a formal interview with your supervision team?	N		N		N		N	
Yes	4030	78	1935	77	763	78	1312	78
No	896	17	486	19	155	16	247	15
I don't know / can't remember	262	5	87	4	55	6	118	7
Total	5188	100	2508	100	973	100	1677	100
EDUCATIONAL ACTIVITIES								
To which education activities do you have access? (Tick all that apply)	N		N		N		N	
Discipline-specific courses and workshops	5706	74	2935	78	1065	73	1658	70
General skills courses and workshops	6919	89	3500	91	1312	88	2052	85
Scientific Integrity course	6146	85	3181	89	1128	84	1782	79
Seminars and conferences	6751	87	3410	89	1309	88	1973	82
Teacher training activities	3937	52	2113	57	827	58	966	41
Career orientation activities	4365	57	2293	62	935	64	1099	47
Other education activities	2934	40	1591	44	491	35	830	36
I don't have access to any of these education activities	156	2	68	2	35	3	51	2
Do you have to participate in obligatory courses as part of your PhD educational training?	N		N		N		N	
Yes	5481	76	2767	78	1042	76	1644	73
No	1392	19	617	18	275	20	492	22
I don't know	338	5	148	4	53	4	132	6
Total	7211	100	3532	100	1370	100	2268	100
If yes: Please indicate which type of course are obligatory (Tick all that apply)	N		N		N		N	
Discipline-specific courses and workshops	1722	34	753	30	333	34	623	40
General skills courses and workshops	2436	48	1219	49	484	49	720	47
Scientific Integrity course	4160	83	2197	86	736	80	1203	80
Seminars and conferences	1116	22	477	19	232	24	398	26
Teacher training activities	757	15	388	15	176	18	188	12
Career orientation activities	401	8	135	6	102	11	155	10
Other education activities	438	9	201	8	101	11	132	9
I don't know	79	2	30	1	20	2	27	2

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National PhD candidate survey 2023

	TOTAL SAMPLE		DUTCH		EEA		non-EEA	
EDUCATIONAL ACTIVITIES (continued)								
To what extent do you agree or disagree with the following statements:								
In general, I am satisfied with the education activities that are offered	N	%	N	%	N	%	N	%
Completely disagree	173	2	93	3	35	2	43	2
Disagree	833	11	415	11	194	13	212	9
Neither agree nor disagree	1487	19	691	18	326	22	459	19
Agree	4082	53	2096	55	711	49	1243	52
Completely agree	1139	15	485	13	199	14	446	19
Total	7714	100	3780	100	1465	100	2403	100
I don't know	185		114		33		37	
N/a	63		31		12		18	
I have sufficient time to participate in educational activities (e.g., training, courses, seminars)	N	%	N	%	N	%	N	%
Completely disagree	367	6	195	6	79	6	88	4
Disagree	1402	21	698	23	323	26	368	17
Neither agree nor disagree	1445	22	644	21	275	22	512	24
Agree	2817	43	1338	43	500	39	957	45
Completely agree	549	8	234	8	91	7	221	10
Total	6582	100	3109	100	1268	100	2146	100
I don't know	54		34		11		36	
N/a	53		23		8		19	
The education activities I which I have participated contribute to the completion of my PhD	N	%	N	%	N	%	N	%
Completely disagree	202	3	106	4	41	3	49	2
Disagree	691	11	364	12	169	14	149	7
Neither agree nor disagree	1378	22	660	22	316	26	392	19
Agree	3234	51	1520	51	554	45	1134	54
Completely agree	850	13	323	11	152	12	367	18
Total	6355	100	2973	100	1232	100	2091	100
I don't know	160		90		23		44	
N/a	152		83		21		47	
My supervisory team encourages me to participate in educational activities	N	%	N	%	N	%	N	%
Completely disagree	266	4	145	5	61	5	58	3
Disagree	710	11	420	14	136	11	147	7
Neither agree nor disagree	1538	24	788	26	335	27	404	19
Agree	2927	45	1283	42	521	41	1091	51
Completely agree	1106	17	445	14	209	17	445	21
Total	6547	100	3081	100	1262	100	2145	100
I don't know	90		46		12		30	
N/a	72		40		7		23	

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	TOTAL SAMPLE		DUTCH		EEA		non-EEA									
EDUCATIONAL ACTIVITIES (continued)																
To what extent do you agree or disagree with the following statements:																
I am satisfied with the offer of career preparation activities related to a career within science/academia	N	%	N	%	N	%	N	%								
Completely disagree	261	5	97	4	63	6	98	5								
Disagree	801	16	361	16	186	19	236	13								
Neither agree nor disagree	1592	31	722	32	324	33	532	29								
Agree	1994	39	920	41	324	33	738	41								
Completely agree	440	9	143	6	89	9	205	11								
Total	5088	100	2243	100	986	100	1809	100								
I don't know	1002		564		208		223									
N/a	369		214		38		113									
I am satisfied with the offer of career preparation activities related to a career outside science/academia	N	%	N	%	N	%	N	%								
Completely disagree	424	9	177	8	121	13	121	7								
Disagree	1021	21	492	23	236	25	277	16								
Neither agree nor disagree	1654	34	795	37	301	31	545	31								
Agree	1516	31	639	29	239	25	628	36								
Completely agree	315	6	77	4	63	7	170	10								
Total	4930	100	2180	100	960	100	1741	100								
I don't know	110		597		226		272									
N/a	404		236		46		119									
Average agreement with statements about education (1=totally disagree, 5=totally agree)	N	Mean	SD	N	Mean	SD	N	Mean	SD							
In general, I am satisfied with the education activities that are offered	7714	3,7	0,9	3780	3,7	0,9	1465	3,6	1,0							
I have sufficient time to participate in educational activities (e.g., training, courses, seminars)	6580	3,3	1,1	3109	3,2	1,1	1268	3,2	1,1							
The education activities I which I have participated contribute to the completion of my PhD	6355	3,6	1,0	2973	3,5	1,0	1232	3,5	1,0							
My supervisory team encourages me to participate in educational activities	6547	3,6	1,0	3081	3,5	1,0	1262	3,5	1,0							
I am satisfied with the offer of career preparation activities related to a career within science/academia	5088	3,3	1,0	2243	3,3	1,0	986	3,2	1,0							
I am satisfied with the offer of career preparation activities related to a career outside science/academia	4930	3,1	1,1	2180	3,0	1,0	960	2,9	1,1							
TEACHING/SUPERVISING STUDENTS																
Do you teach (e.g., giving lectures or practicals) or supervise students (e.g., bachelor/master thesis)?	N	%	N	%	N	%	N	%								
Yes, teaching and supervising	2802	40	1606	47	575	45	609	28								
Yes, only teaching	749	11	365	11	163	13	219	10								
Yes, only supervising	1500	22	774	23	266	21	452	21								
No	1897	27	689	20	284	22	905	41								
Total	6948	100	3434	100	1288	100	2185	100								
If yes: Please indicate which of the following situations applies to you:	N	%	N	%	N	%	N	%								
Teaching and supervising is part of my contract/agreement	3276	44	1823	50	707	52	720	31								
Teaching and supervising is NOT part of my contract/agreement	2465	33	1218	33	371	27	851	37								
I am allowed to teach/supervise but I don't want to	360	5	123	3	49	4	184	8								
I am NOT allowed to teach/supervise but that is fine	201	3	66	2	26	2	102	4								
I am NOT allowed to teach/supervise but I would like to	282	4	76	2	51	4	153	7								
Other situation	850	11	375	10	166	12	301	13								
Total	7434	100	3681	100	1370	100	2311	100								

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	TOTAL SAMPLE		DUTCH		EEA		non-EEA									
TEACHING/SUPERVISING STUDENTS																
If yes: To what extent do you agree or disagree with the following statement:																
The support I get for teaching activities prepares me well for teaching and supervision	N	%	N	%	N	%	N	%								
Completely disagree	267	8	154	8	54	8	55	6								
Disagree	639	19	408	22	117	18	113	12								
Neither agree nor disagree	986	29	527	28	199	31	254	28								
Agree	1290	37	668	36	222	34	393	43								
Completely agree	257	8	103	6	54	8	100	11								
Total	3439	100	1860	100	646	100	915	100								
I don't know	359		133		76		150									
N/a	416		134		77		203									
Average agreement with statement about support (1=totally disagree, 5=totally agree)	N	Mean	SD	N	Mean	SD	N	Mean	SD							
Average agreement	3439	3,2	1,1	1860	3,1	1,1	646	3,2	1,1							
If teaching: Over the last 12 months, how much of the time allocated to your PhD project, did you (on average) spend on teaching? (0%-100%)	N	Mean	SD	N	Mean	SD	N	Mean	SD							
Average percentage	3971	10,9	13,7	2139	10,9	14,1	828	11,3	13,1							
If supervising: Over the last 12 months, how much of the time allocated to your PhD project, did you (on average) spend on supervising? (0%-100%)	N	Mean	SD	N	Mean	SD	N	Mean	SD							
Average percentage	4520	11,2	12,5	2464	10,1	10,6	895	12,2	13,4							
							1121	12,7	15,1							

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	TOTAL SAMPLE		DUTCH		EEA		non-EEA	
EXPERIENCED WORKLOAD								
How would you describe the workload in your PhD project?	N		%		N		%	
Too low	19	<1	10	0	5	0	4	0
Low	119	2	59	2	17	1	41	2
Normal	3738	48	1708	44	623	42	1372	56
High	3324	42	1753	46	706	47	839	35
Too high	653	8	322	8	145	10	177	7
Total	7853	100	3852	100	1496	100	2433	100
If (too)high workload: What, or who, is responsible for your high workload? (Tick all that apply)	N		%		N		%	
Project-related reasons								
Contact with supervisors	837	23	427	23	170	22	229	23
Contact with colleagues	464	13	246	14	98	13	115	11
Contact with students	561	15	328	18	136	17	94	9
Interruptions during work	1421	38	828	44	286	36	295	29
Pressure to publish	1516	41	719	39	352	44	428	42
Tight deadlines	936	26	456	25	207	26	265	26
Unavailable equipment	571	16	262	15	134	17	170	17
Amount of work	2750	71	1519	77	590	72	619	60
Difficulty of work	1653	44	811	43	343	43	479	46
Work speed	1028	28	486	26	225	29	306	30
Unfavourable working hours	246	7	133	7	48	6	63	6
Other activities								
Courses and other education activities	1120	31	603	33	221	28	284	28
Teaching duties or student supervision	1235	33	728	39	270	34	231	23
Patient care	166	5	1549	8	16	2	12	1
Other duties (e.g, job) not related to the PhD study	717	20	437	24	102	13	170	17
Personal circumstances								
Health problems	406	11	176	10	91	12	133	13
Circumstances in personal life	920	25	391	21	178	23	345	34
Other	388	11	241	13	73	10	66	7
If (too)high workload: Have you discussed your high workload with someone? (Tick all that apply)	N		%		N		%	
Yes, with my daily supervisor	1807	46	990	51	367	42	442	40
Yes, with my promotor	1232	31	706	36	233	27	291	26
Yes, with someone at my Graduate School	202	5	80	4	40	5	82	7
Yes, with a PhD psychologist	217	6	91	5	58	8	66	7
Yes, with a confidential advisor	209	5	101	5	47	5	57	5
Yes, with a physician affiliated to the university	105	3	52	3	22	3	31	3
Yes, with someone else	737	18	361	18	190	22	183	17
No, I did not discuss my wellbeing with someone at the university	1070	27	470	24	240	27	348	31
If (too)high workload and discussed: Do you feel that the support you received had a positive influence on dealing with your (too) high workload?	N		%		N		%	
Yes	889	64	509	64	182	67	197	64
No	253	18	146	18	45	17	60	20
I don't know	240	17	144	18	46	17	49	16
Total	1382	100	799	100	273	100	306	100

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	TOTAL SAMPLE		DUTCH		EEA		non-EEA	
PROGRESS and DELAY								
Are you currently on schedule with your planning?	N		N		N		N	
Yes	3935	49	1899	48	754	49	1255	50
No, I have fallen behind schedule	2771	34	1318	33	504	33	937	37
I don't have a schedule	797	10	439	11	172	11	161	6
I don't know	555	7	288	7	106	7	152	6
Total	8058	100	3944	100	1536	100	2505	100
If delayed: How long is the (expected) delay?	N		N		N		N	
Less than 3 months	486	18	210	17	89	18	185	21
Between 3 and 6 months	775	29	350	28	152	31	272	30
Between 6 and 9 months	459	17	216	17	81	16	157	17
More than 9 months	630	24	301	24	108	22	218	24
I don't know	325	12	185	15	68	14	71	8
Total	2675	100	1262	100	498	100	903	100
If delayed: What are/were the main reasons for you delay (Tick all that apply)	N		N		N		N	
Supervision-related issues								
Insufficient assistance/supervision	830	32	366	30	184	39	272	30
Adding new research themes by my supervisor(s)	380	16	196	18	69	16	111	13
Unrealistic expectations by my supervisor(s)	470	20	247	22	101	23	116	14
My supervisor(s) did not take my concerns about a possible delay seriously	323	14	136	12	65	15	118	14
Conflict(s) and/or miscommunication with my supervisor(s)	343	14	116	10	104	24	120	15
Project-related reasons								
Too ambitious project	939	33	499	38	207	36	229	24
Extra experiment / analysis on my own initiative	385	14	154	12	91	16	139	15
Extra experiment / analysis desired by supervisor or sponsor	375	13	195	15	70	13	106	11
Problems with experiment or data collection	1154	40	557	41	234	41	358	37
Problems with data analysis or data interpretation	428	18	193	17	95	20	138	17
Problems with writing	564	20	230	18	111	20	220	23
Problems with publishing papers	373	16	129	12	65	15	174	21
Bad time management	676	24	242	18	166	29	264	27
Practical, logistic or financial problems	607	21	299	23	115	20	189	20
Covid-19 related problems	1405	51	635	50	244	49	508	55
Other activities								
Extra courses in excess of the normal package	161	14	71	5	34	6	55	5
Extra teaching duties or student supervision	424	14	209	15	88	14	122	12
Other duties (e.g, job) not related to the PhD study	543	17	271	19	90	14	174	17
Personal circumstances								
Working part-time on PhD project	451	14	269	19	66	11	108	10
Physical health problems	338	4	159	76	58	9	116	11
Mental health problems	699	26	276	19	160	26	252	24
Pregnancy or parenthood	225	7	122	9	29	5	70	7
Home care for family members, neighbours etc	266	9	122	9	44	7	97	9
Motivational issues	642	24	211	17	148	30	274	30
Other	391	13	176	12	70	11	140	13

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	TOTAL SAMPLE		DUTCH		EEA		non-EEA	
PROGRESS and DELAY (continued)								
If delayed: Did you discuss your delay with your supervision team?								
Yes	2114	83	1036	85	363	79	706	81
No	445	17	188	15	94	21	161	19
Total	2559	100	1224	100	457	100	867	100
If delayed + discussed: Have agreements been made related to your planning?								
Yes, we have adapted the planning and I expect to finish in time	700	34	304	30	102	29	293	42
Yes, we have adapted the planning but I have doubts whether I can finish in time	925	45	452	45	168	47	299	43
No, we did not make any agreements	447	22	246	25	88	25	111	16
Total	2072	100	1002	100	358	100	703	100
When delayed and discussed: Have agreements been made related to a (possible) extension?								
Yes, we made agreements about an extension of my contract and how this will be financed	693	33	357	35	128	35	206	30
Yes, we made agreements about an extension of my contract/project but not how this can be financed	322	16	115	11	42	12	162	23
No, we did not make any agreements	1059	51	536	53	196	54	323	47
Total	2074	100	1008	100	366	100	691	100
WELLBEING								
How would you rate your general wellbeing?								
Very poor	146	2	45	1	33	2	63	3
Poor	746	10	280	7	193	14	266	11
Fair	2225	29	973	26	429	30	799	34
Good	3594	47	1953	51	611	43	1004	42
Very good	968	13	568	15	154	11	238	10
Total	7679	100	3819	100	1420	100	2370	100
I don't know / I don't want to answer			61	26	8		25	
Overall, what impact does your PhD project have on your wellbeing?								
Negative	471	6	196	5	117	8	150	6
Rather negative	1593	21	788	21	378	27	408	18
Neutral	2307	30	1152	30	398	29	734	32
Fairly positive	2224	29	1169	31	353	25	694	30
Positive	1009	13	503	13	152	11	342	15
Total	7604	100	3808	100	1398	100	2328	100
I don't know / I don't want to answer			132	36	28		66	

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	TOTAL SAMPLE		DUTCH		EEA		non-EEA	
WELLBEING (continued)								
Which areas have the most positive impact on your wellbeing (Tick the three most important ones)	N	%	N	%	N	%	N	%
Interactions with my daily supervisor	2317	35	1127	35	409	34	774	36
Interactions with my promotor	1323	20	586	19	192	16	538	26
Interactions with other colleagues	3724	55	2241	67	731	58	733	34
My research	3598	53	1929	58	626	50	1015	47
The courses, workshops and symposia that I attend	1242	19	666	21	238	20	331	16
Teaching and supervising students	897	14	583	18	169	14	141	7
My level of academic performance	816	13	357	11	136	11	319	15
My publications	814	13	284	9	86	7	439	21
My academic recognition by others	518	8	213	7	117	10	188	9
Completing my PhD	1433	22	529	17	259	21	636	30
Finding desirable employment after completing my PhD	794	12	221	7	184	15	385	18
My work/life balance	2530	38	1258	39	512	42	744	35
Practical, technical or financial aspects	502	8	164	5	126	11	210	10
Patient care	108	2	87	4	8	1	13	1
Other	185	3	119	4	34	3	31	2
Which areas have the most negative impact on your wellbeing (Tick the three most important ones)	N	%	N	%	N	%	N	%
Interactions with my daily supervisor	632	10	284	9	126	11	214	10
Interactions with my promotor	731	11	384	13	145	12	194	9
Interactions with other colleagues	419	5	143	5	85	7	189	9
My research	1091	17	511	17	223	19	353	17
The courses, workshops and symposia that I attend	520	8	278	9	89	8	148	7
Teaching and supervising students	697	11	340	11	154	13	198	10
My level of academic performance	1618	25	808	26	347	29	457	22
My publications	1837	28	885	28	359	30	579	28
My academic recognition by others	826	13	394	13	162	14	267	13
Completing my PhD	1884	29	1035	33	309	26	529	25
Finding desirable employment after completing my PhD	1695	26	666	21	323	27	695	33
My work/life balance	2459	37	1261	39	460	38	729	34
Practical, technical or financial aspects	2357	36	1210	38	380	31	756	36
Patient care	203	4	74	3	24	3	104	7
Other	832	13	492	16	137	12	203	10
If (very) poor wellbeing: Have you discussed your wellbeing with someone? (Tick all that apply)	N	%	N	%	N	%	N	%
Yes, with my daily supervisor	501	38	208	43	116	36	170	34
Yes, with my promotor	357	27	147	31	83	25	125	25
Yes, with someone at my Graduate School	105	8	34	7	25	8	45	9
Yes, with a PhD psychologist	169	13	45	9	47	14	75	15
Yes, with a confidential advisor	115	9	37	8	28	9	45	9
Yes, with a physician affiliated to the university	73	6	34	7	16	5	22	4
Yes, with someone else	217	17	88	18	59	18	67	14
No, I did not discuss my wellbeing with someone at the university	459	35	143	30	110	34	201	41

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National PhD candidate survey 2023

	TOTAL SAMPLE		DUTCH		EEA		non-EEA		
WELLBEING (continued)									
If (poor)wellbeing + discussed: Do you feel that the support you received had a positive influence on your wellbeing?		N	%	N	%	N	%	N	%
Yes		189	42	68	36	55	50	64	44
No		166	37	81	42	38	34	45	31
I don't know		98	22	42	22	18	16	37	25
Total		453	100	191	100	111	100	146	100
SOCIAL SAFETY									
Have you yourself experienced any undesirable behaviour in the past year?		N	%	N	%	N	%	N	%
Never		6126	78	3139	81	1153	77	1784	74
Sporadically		1375	18	585	15	276	19	498	21
Monthly		182	2	80	2	33	2	67	3
Weekly		106	1	46	1	21	1	39	2
Daily		33	<1	5	0	9	1	17	1
Total		7822	100	3855	100	1492	100	2405	100
If yes: What was the nature of the undesirable behaviour you experienced (Tick all that apply)		N	%	N	%	N	%	N	%
Gossip		449	22	197	23	105	25	143	20
Exclusion		482	24	157	19	100	24	219	31
Physical or social intimidation		270	15	143	19	54	14	70	11
Sexual intimidation		108	6	61	7	22	5	25	4
Discrimination		438	22	78	9	76	18	278	39
Abuse of power		576	29	274	32	119	28	178	25
Aggression and violence		143	7	54	7	21	5	65	9
Other		232	12	119	14	46	11	67	10
I prefer not to say		101	6	40	5	14	4	47	8
If yes: What was your relationship with the people involved in the undesirable behaviour? (Tick all that apply)		N	%	N	%	N	%	N	%
Supervisor(s)		589	30	281	34	122	30	176	25
More senior colleague(s)		439	22	228	27	88	21	116	17
Other colleague(s)		388	20	151	19	73	18	157	23
Fellow PhD candidate(s)		307	16	119	15	68	17	117	17
Other		245	14	68	9	32	9	144	24
I prefer not to say		191	11	53	7	35	10	102	17
If yes: Did you take any actions after experiencing undesirable behaviour? (Tick all that apply)		N	%	N	%	N	%	N	%
Yes, I spoke with my supervisor(s)		538	26	247	29	103	24	182	25
Yes, I spoke to the confidential advisor of the university		234	11	109	13	50	11	68	9
Yes, I spoke to someone from Human Resources		55	3	27	3	10	2	17	2
Yes, I spoke to someone of the Health and Safety Office ('arbo-dienst')		31	2	11	1	6	1	14	2
Yes, I spoke to the perpetrator		221	11	118	14	44	10	56	8
Other		250	12	123	14	52	12	69	10
No, I did not take any actions		648	32	250	29	133	30	259	36
I prefer not to say		107	5	34	4	14	3	59	8

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National PhD candidate survey 2023

	TOTAL SAMPLE		DUTCH		EEA		non-EEA	
SOCIAL SAFETY (continued)								
If yes + discussed: Did you feel protected and/or supported by the university after you experienced undesirable behaviour?								
	N	%	N	%	N	%	N	%
Yes	448	30	231	35	83	28	134	26
No	680	46	296	45	131	45	243	47
I prefer not to say	346	24	125	19	78	27	139	27
Total	1474	100	652	100	292	100	516	100
SUPPORT								
Do you know whether there is a confidential advisor available to whom you can go to when you encounter problems?								
	N	%	N	%	N	%	N	%
Yes, I am aware	4594	67	2636	76	838	69	1087	53
No, I am not aware	1647	24	593	17	278	23	756	37
No, I don't know	596	9	257	7	103	8	227	11
Total	6837	100	3486	100	1219	100	2070	100
Do you know whether there is a PhD psychologist available to whom you can go to when you encounter problems?								
	N	%	N	%	N	%	N	%
Yes, I am aware	3401	50	1842	53	683	51	840	43
No, I am not aware	2950	43	1392	40	551	41	981	50
No, I don't know	516	8	251	7	101	8	153	8
Total	6867	100	3485	100	1335	100	1974	100
SOCIAL INTEGRATION								
Are you familiar with the PhD organisations at your university?								
	N	%	N	%	N	%	N	%
Yes, I regularly participate in activities they organize	1289	19	604	17	266	19	409	18
Yes, but I do not (often) take part in activities	4551	63	2433	68	812	59	1288	57
No, I am not familiar with PhD organisations	1417	20	526	15	298	22	579	25
Total	7257	100	3563	100	1376	100	2276	100
To what extent do you have contact with other researchers?								
	N	%	N	%	N	%	N	%
Less than once a month	556	7	232	6	112	7	207	8
Once a month	454	6	165	4	91	6	193	8
Several times a month	1199	15	437	11	223	15	532	22
Once a week	669	8	285	7	124	8	254	10
Several times a week	1997	25	1012	26	375	25	594	24
Every day (on workdays)	2625	33	1605	41	504	33	500	20
Only when I meet my supervisors	345	4	133	3	63	4	137	6
Other	92	1	36	1	16	1	34	1
Total	7937	100	3905	100	1508	100	2451	100

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National PhD candidate survey 2023

	TOTAL SAMPLE		DUTCH		EEA		non-EEA						
SOCIAL INTEGRATION (continued)													
To what extent do you agree or disagree with the following statements:													
I feel integrated into the community of my Graduate School	N	%	N	%	N	%	N	%					
Completely disagree	739	10	427	12	147	12	153	7					
Disagree	1682	24	1004	29	309	24	350	16					
Neither disagree nor agree	2167	31	1046	30	373	29	730	33					
Agree	1985	28	859	24	363	28	752	34					
Completely agree	522	7	186	5	90	7	239	11					
Total	7095	100	3522	100	1282	100	2224	100					
I don't know	133		68		24		39						
N/a	182		88		52		40						
I feel integrated into the community of my department	N	%	N	%	N	%	N	%					
Completely disagree	327	5	146	4	68	5	106	5					
Disagree	871	12	433	12	183	14	244	11					
Neither disagree nor agree	1358	19	534	15	246	19	562	25					
Agree	2819	39	1383	38	518	39	898	40					
Completely agree	1871	26	1111	31	317	24	428	19					
Total	7246	100	3607	100	1332	100	2238	100					
I don't know	67		25		8		33						
N/a	126		58		30		37						
I feel integrated into the community of my faculty	N	%	N	%	N	%	N	%					
Completely disagree	497	7	240	7	99		149	7					
Disagree	1292	19	735	22	260		280	14					
Neither disagree nor agree	1977	29	997	30	364		601	29					
Agree	2287	34	1124	33	388		760	37					
Completely agree	670	10	278	8	119		266	13					
Total	6723	100	3374	100	1230		2056	100					
I don't know	85		41		15		26						
N/a	138		71		35		31						
I feel integrated into the community of my institute	N	%	N	%	N	%	N	%					
Completely disagree	403	6	192	5	84	7	119	5					
Disagree	993	16	560	16	183	15	234	11					
Neither disagree nor agree	1839	29	923	26	311	25	591	27					
Agree	2424	38	1285	36	377	30	747	34					
Completely agree	750	12	354	10	143	11	248	11					
Total	6409	100	3528	100	1256	100	2184	100					
I don't know	117		46		24		46						
N/a	209		89		61		57						
Average agreement with statement about social integration (1=totally disagree, 5=totally agree)					N	Mean	SD	N	Mean	SD	N	Mean	SD
I feel integrated into the community of my Graduate School	7095	3,0	1,1	3522	2,8	1,1	1282	3,0	1,1	2224	3,3	1,1	
I feel integrated into the community of my department	7246	3,7	1,1	3607	3,8	1,1	1332	3,6	1,1	2238	3,6	1,1	
I feel integrated into the community of my faculty	6723	3,2	1,1	3374	3,1	1,1	1230	3,1	1,1	2056	3,4	1,1	
I feel integrated into the community of my institute	6409	3,3	1,1	3314	3,3	1,1	1098	3,3	1,1	1939	3,4	1,1	

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	TOTAL SAMPLE		DUTCH		EEA		non-EEA									
RESEARCH FACILITIES																
How satisfied are you with the following facilities?																
Workplace	N	%	N	%	N	%	N	%								
Very dissatisfied	176	2	89	2	31	2	52	2								
Dissatisfied	644	8	350	9	124	8	164	7								
Neither dissatisfied nor satisfied	1061	14	537	14	201	14	311	13								
Satisfied	3571	46	1788	47	635	43	1123	47								
Very satisfied	2257	29	1020	27	481	33	743	31								
Total	7709	100	3784	100	1472	100	2393	100								
I have no access to this facility	429	5	223		84		109									
Computer and software	N	%	N	%	N	%	N	%								
Very dissatisfied	211	3	86	2	48	3	74	3								
Dissatisfied	705	9	368	10	148	10	185	8								
Neither dissatisfied nor satisfied	1161	15	550	14	241	16	361	15								
Satisfied	3633	47	1918	50	607	41	1072	45								
Very satisfied	2042	26	897	24	425	29	711	30								
Total	7752	100	3819	100	1469	100	2403	100								
I have no access to this facility	384	5	185		86		101									
Research facilities (e.g, lab, instruments, fieldwork, databases)	N	%	N	%	N	%	N	%								
Very dissatisfied	102	2	36	1	18	1	44	2								
Dissatisfied	396	6	164	5	91	7	136	6								
Neither dissatisfied nor satisfied	1214	17	571	17	242	19	390	17								
Satisfied	3453	50	1829	54	563	44	1033	46								
Very satisfied	1802	26	767	23	373	29	652	29								
Total	6967	100	3367	100	1287	100	2255	100								
I have no access to this facility	1118	14	598		263		242									
Access to library (e.g, journals, books)	N	%	N	%	N	%	N	%								
Very dissatisfied	84	1	23	1	22	2	37	2								
Dissatisfied	232	3	98	3	58	4	73	3								
Neither dissatisfied nor satisfied	756	10	313	8	177	12	250	10								
Satisfied	3810	48	2001	51	654	43	1123	46								
Very satisfied	3083	39	1507	38	602	40	959	39								
Total	7965	100	3942	100	1513	100	2442	100								
I have no access to this facility	170	2	61		43		61									
Average satisfaction with facilities (1=very dissatisfied, 5=very satisfied)	N	Mean	SD	N	Mean	SD	N	Mean	SD							
Workplace	7709	3,9	1,0	3784	3,9	1,0	1472	4,0	1,0							
Computer and software	7752	3,9	1,0	3819	3,8	1,0	1469	3,8	1,1							
Research facilities (e.g, lab, instruments, fieldwork, databases)	6967	3,9	0,9	3367	3,9	0,8	1287	3,9	0,9							
Access to library (e.g, journals, books)	7965	4,2	0,8	3942	4,2	0,7	1513	4,2	0,9							
							2442	4,2	0,8							

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National PhD candidate survey 2023

	TOTAL SAMPLE		DUTCH		EEA		non-EEA		
CAREER PROSPECTS (TUD excluded)									
What career perspective do you aspire most after graduation?	N	%	N	%	N	%	N	%	
As a researcher within academia	2200	36	847	28	376	34	968	51	
As a researcher outside academia	1524	25	724	24	309	28	489	26	
Other career perspective	1126	18	754	25	176	16	193	10	
I don't know	1267	21	749	24	248	22	259	14	
Total	6117	100	3074	100	1109	100	1909	100	
Not applicable to my situation	217		147		19		47		
If # I don't know or N/a: Where do you aspire to pursue a career? (Tick all that apply)	N	%	N	%	N	%	N	%	
Researcher at the university	2427	50	962	43	431	50	1019	61	
Lecturer at the university	1456	31	604	27	234	27	606	36	
Researcher outside the university	2191	45	939	42	437	51	800	48	
Own company	595	12	236	11	134	16	224	13	
Industry	1642	34	641	28	359	42	632	38	
Government (national, regional or local)	1330	28	622	28	284	33	417	25	
NGOs and other non-profit organisations	1178	24	517	23	250	29	404	24	
Health care	1061	22	709	34	121	14	221	13	
Other	202	4	129	6	29	3	40	2	
I don't know	96	2	51	2	26	3	17	1	
If aspired career within academia: How would you rate your chances of continuing to do research in academia? (0%-100%)	N	Mean	SD	N	Mean	SD	N	Mean	SD
Average percentage	1514	68	23	498	63	24	248	68	22
759	72	22							

IMPACT OF COVID-19								
The questions in this section were only displayed to PhD students who started their PhD project before March 2022 (UvA & TUD excluded)								
The following questions concern the consequences of the Covid-19 pandemic on your current PhD work.								
What impact has Covid-19 had on the ability to engage in the following aspects of your current PhD project....								
Data collection	N	%	N	%	N	%	N	%
Strongly negative	826	21	445	20	188	21	345	22
Negative	1235	32	789	35	281	31	498	31
No impact	1657	43	906	41	404	44	666	42
Positive	101	3	58	3	23	3	62	4
Strongly positive	67	2	31	1	17	2	28	2
Total	3886	100	2229	100	913	100	1599	100
N/a	812		522		194		244	
Data analysis	N	%	N	%	N	%	N	%
Strongly negative	283	7	127	6	68	8	126	8
Negative	841	22	438	20	170	19	395	25
No impact	2507	64	1480	67	590	66	956	60
Positive	198	5	117	5	50	6	93	6
Strongly positive	64	2	37	2	17	2	20	1
Total	3893	100	2199	100	895	100	1590	100
N/a	803		517		180		231	

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National PhD candidate survey 2023

	TOTAL SAMPLE		DUTCH		EEA		non-EEA	
IMPACT OF COVID-19 (continued)								
Writing								
Strongly negative	N	%	N	%	N	%	N	%
Strongly negative	278	7	136	6	67	7	137	8
Negative	870	22	495	22	202	22	390	24
No impact	2383	59	1345	59	551	59	932	57
Positive	400	10	276	12	100	11	145	9
Strongly positive	80	2	47	2	18	2	31	2
Total	4011	100	2299	100	938	100	1635	100
N/a	702		449		157		196	
Discussing ideas and findings with colleagues and peers								
Strongly negative	N	%	N	%	N	%	N	%
Strongly negative	999	24	656	28	281	28	368	22
Negative	1623	39	996	42	383	39	630	38
No impact	1337	32	662	28	276	28	572	34
Positive	126	3	57	2	33	3	76	5
Strongly positive	44	1	14	1	15	2	24	1
Total	4129	100	2385	100	988	100	1670	100
N/a	615		386		125		181	
Dissmination and sharing research findings with stakeholder and other researchers								
Strongly negative	N	%	N	%	N	%	N	%
Strongly negative	711	18	453	21	186	20	258	16
Negative	1419	37	818	37	348	38	572	36
No impact	1602	42	860	39	352	38	671	42
Positive	113	3	49	2	27	3	70	4
Strongly positive	34	1	10	1	10	1	20	1
Total	3879	100	2190	100	923	100	1591	100
N/a	809		528		171		241	
What impact has Covid-19 had on your current...,								
Motivation to work								
Strongly negative	N	%	N	%	N	%	N	%
Strongly negative	361	9	155	6	108	11	202	12
Negative	1157	27	678	28	318	32	517	31
No impact	2387	57	1427	59	502	50	846	50
Positive	234	6	139	6	60	6	98	6
Strongly positive	49	1	20	1	15	2	26	2
Total	4188	100	2419	100	1003	100	1689	100
N/a	560		352		112		171	
Progress of your PhD project								
Strongly negative	N	%	N	%	N	%	N	%
Strongly negative	655	16	342	14	152	15	318	19
Negative	1724	41	1009	42	412	41	704	42
No impact	1609	38	942	39	375	38	579	34
Positive	149	4	97	4	44	4	67	4
Strongly positive	51	1	28	1	11	1	25	2
Total	4188	100	2418	100	994	100	1693	100
N/a	563		358		116		167	

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National PhD candidate survey 2023

	TOTAL SAMPLE		DUTCH		EEA		non-EEA	
IMPACT OF COVID-19 (continued)	N	%	N	%	N	%	N	%
Future career prospects								
Strongly negative	159	4	59	3	48	5	113	7
Negative	703	18	299	13	186	20	437	27
No impact	2922	74	1819	81	650	69	988	61
Positive	133	3	58	3	44	5	72	4
Strongly positive	43	1	18	1	14	2	17	1
Total	3960	100	2253	100	942	100	1627	100
N/a	737		482		150		212	
Mental health+								
Strongly negative	54	13	257	10	186	18	275	16
Negative	1996	37	913	37	413	41	698	41
No impact	1950	46	1199	48	368	36	656	38
Positive	149	4	97	4	37	4	61	4
Strongly positive	39	9	14	1	13	1	20	1
Total	4278	100	2480	100	1017	100	1710	100
N/a	480		301		99		153	
Feeling connected to your research institute/department								
Strongly negative	776	19	405	18	199	23	306	19
Negative	1674	40	964	42	345	40	584	37
No impact	1611	39	851	37	300	34	601	38
Positive	104	3	57	3	20	2	69	4
Strongly positive	32	1	7	0	9	1	19	1
Total	4197	100	2284	100	873	100	1579	100
N/a	549		334		122		172	
Amount of supervision								
Strongly negative	221	5	95	4	60	7	113	7
Negative	861	21	426	19	200	23	386	25
No impact	2901	69	1625	72	573	66	975	62
Positive	166	4	94	4	33	4	76	5
Strongly positive	31	1	10	0	6	1	24	2
Total	4180	100	2250	100	872	100	1574	100
N/a	566		357		121		169	
Quality of supervision								
Strongly negative	212	5	110	5	60	7	104	7
Negative	836	20	441	20	184	21	362	23
No impact	2961	71	1626	73	589	68	1012	65
Positive	120	3	55	3	28	3	63	4
Strongly positive	32	1	10	0	6	1	23	2
Total	4161	100	2242	100	867	100	1564	100
N/a	581		364		126		175	

Factsheet Gender

National PhD candidate survey 2023

	TOTAL SAMPLE		FEMALE		MALE	
GENERAL SATISFACTION	N	%	N	%	N	%
Overall, how satisfied are you with your PhD trajectory on a scale of 1 to 10?						
1 (very dissatisfied)	82	1	36	1	39	1
2	92	1	47	1	35	1
3	195	2	101	2	89	3
4	254	3	140	3	102	3
5	413	5	265	6	137	4
6	948	12	539	12	381	11
7	2093	26	1254	28	795	23
8	2694	33	1439	32	1207	35
9	1075	13	556	12	502	15
10 (very satisfied)	358	5	164	4	194	6
Total	8204	100	4541	100	3481	100
Average satisfaction with PhD trajectory (1=very dissatisfied, 10=very satisfied)	N	Mean	SD	N	Mean	SD
Average satisfaction	8204	7,2	1,7	4541	7,1	1,6
	N	Mean	SD	N	Mean	SD

PROJECT DURATION	N	%	N	%	N	%
What is the official duration of your PhD project as agreed upon from the start?						
Less than 36 months	156	2	111	3	45	1
36 months	627	8	409	10	215	7
Between 37-47 months	70	1	53	1	15	1
48 months	5612	74	3086	72	2406	77
Between 49-59 months	48	1	32	1	16	1
60 months	303	4	184	4	111	4
More than 60 months	164	2	93	2	68	2
Not yet determined	200	3	122	3	73	2
There has never been an official duration as I work on my PhD project in my spare time	428	6	223	5	197	6
Total	7608	100	4313	100	3146	100

Factsheet Gender

National PhD candidate survey 2023

	TOTAL SAMPLE			FEMALE		MALE			
WORKHOURS	N	%	N	%	N	%			
How many hours per week do you officially have to work on your PhD project?									
Less than 12 hours per week	632	8	345	8	278	8			
Between 12-24 hours per week	648	8	364	8	266	8			
Between 25-35 hours per week	766	10	503	11	241	7			
Between 36-40 hours per week	5801	73	3178	72	2507	76			
Over 40 hours per week	63	1	34	1	26	1			
Total	7910	100	4424	100	3318	100			
Average official working hours		N	Mean	SD	N	Mean	SD		
Average official working hours per week	7910	33,6	10,5	4424	33,4	10,3	3318	33,9	10,8
In an average week, how many hours do you actually work on your PhD project?		N	%	N	%	N	%		
Less than 12 hours per week	588	7	319	7	262	8			
Between 12-24 hours per week	731	9	394	9	318	9			
Between 25-35 hours per week	1133	14	708	15	394	11			
Between 36-40 hours per week	2916	35	1697	37	1161	33			
Over 40 hours per week	2887	35	1470	32	1351	39			
Total	8255	100	4588	100	3486	100			
Average actually working hours		N	Mean	SD	N	Mean	SD		
Average actually working hours per week	8255	37,3	12,6	4588	36,8	12,0	3486	38,0	13,2
TRAINING AND SUPERVISION PLAN									
Do you have a Training and Supervision Plan (TSP, also called OBP 'Opleidings- en Begeleidingsplan')?		N	%	N	%	N	%		
Yes	5995	89	3376	91	2492	86			
No	461	7	209	6	246	9			
I don't know	297	4	146	4	147	5			
Total	6753	100	3731	100	2885	100			
If yes: To what extent do you agree or disagree with: The TSP contributes to a smooth progress of my PhD project		N	%	N	%	N	%		
Completely disagree	686	10	366	10	289	11			
Disagree	1377	21	822	22	523	19			
Neither agree nor disagree	2164	33	1238	33	880	32			
Agree	1950	30	1070	29	845	31			
Completely agree	442	7	226	6	211	8			
Total	6619	100	3722	100	2748	100			
I don't know	254		124		120				
N/a	83		52		31				
Average agreement with statement about TSP (1=totally disagree, 5=totally agree)		N	Mean	SD	N	Mean	SD		
Average agreement	6619	3,0	1,1	3722	3,0	1,1	2748	3,1	1,1

Factsheet Gender

National PhD candidate survey 2023

	TOTAL SAMPLE		FEMALE		MALE	
SUPERVISION						
Is your supervisor team officially documented?	N		%		N	
Yes	6955	88	3884	88	2927	87
No	214	3	122	3	86	3
I don't know	755	10	397	9	348	10
Total	6851	100	4403	100	3361	100
Please state the number of people who are officially part of your supervision team	N		%		N	
0	5	< 1	1	0	3	0
1	186	3	73	2	110	4
2	3527	48	1772	44	1677	54
3	2594	35	1564	39	957	31
4	855	12	557	14	286	9
5	98	1	62	2	36	1
	50	1	27	1	23	1
Total	6259	100	4056	100	3092	100
Average number of supervisors	N	Mean	SD	N	Mean	SD
Average	7315	2,7	1,0	4056	2,7	1,0
Do you know who is/are officially assigned as your promotor(s)?	N		%		N	
Yes	7030	98	3894	98	2994	97
No, not yet	105	2	56	1	47	2
I don't know / can't answer	68	1	32	1	35	1
Total	7203	100	3982	100	3076	100
Who do you consider your daily supervisor?	N		%		N	
(One) of my promotor(s)	3008	42	1534	38	1417	46
(One) of my co-promotor (s)	3442	48	2014	50	1356	44
Someone else inside my supervision team	595	8	346	9	238	8
Someone else outside my supervision team	187	3	109	3	73	2
Total	7232	100	4003	100	3084	100
In an average month, how many hours supervision do you receive (from all your supervisors combined)?	N		%		N	
Less than 5 hours per month	4834	62	2860	66	1870	57
Between 6-10 hours per month	2327	30	1212	28	1070	32
Between 11-15 hours per month	327	4	145	3	176	5
Between 16-20 hours per month	202	3	84	2	116	4
More than 20 hours per month	132	2	60	1	71	2
Total	7822	100	4361	100	3303	100
Average hours of supervision	N	Mean	SD	N	Mean	SD
Average hours of supervision	7822	6,1	7,5	4361	5,8	8,0
	3303	6,6	6,8			

Factsheet Gender

National PhD candidate survey 2023

	TOTAL SAMPLE		FEMALE		MALE	
SUPERVISION (continued)	N	%	N	%	N	%
In general, how satisfied are you with the supervision you receive?						
Very dissatisfied	304	4	169	4	124	4
Dissatisfied	625	8	376	8	233	7
Neither satisfied nor dissatisfied	1008	12	579	13	395	11
Satisfied	3488	43	1961	43	1454	42
Very satisfied	2744	34	1438	32	1261	36
Total	8169	100	4523	100	3467	100
I don't know	42		29		9	
Average satisfaction with received supervision (1=very dissatisfied, 5=very satisfied)	N	Mean	SD	N	Mean	SD
Average satisfaction	1708	4,0	1,0	4523	3,9	1,1
3467	4,0	1,0				
SCIENTIFIC REQUIREMENTS	N	%	N	%	N	%
Have you discussed the scientific requirements of your PhD thesis, and if yes, with who? (Tick all that apply)						
Yes, with (one of) my supervisor(s)	5893	75	3197	69	2606	78
Yes, with someone from the Graduate School	768	10	309	9	442	10
Yes, with someone else	212	3	120	3	88	3
No	1645	21	1007	18	606	18
Are the scientific requirements clear to you?	N	%	N	%	N	%
Very unclear	329	5	173	4	148	5
Rather unclear	791	11	464	12	309	10
A bit clear	1666	23	1000	25	625	20
Rather clear	3221	44	1757	44	1404	45
Very clear	1241	17	598	15	624	20
Total	7248	100	3992	100	3110	100
Average clarity of thesis requirements (1=very clear, 5=very unclear)	N	Mean	SD	N	Mean	SD
Average clarity	7248	3,6	1,0	3992	3,5	1,0
3110	3,7	1,1				
EVALUATION MOMENTS	N	%	N	%	N	%
Did you had a formal go/no go interview in your first year?						
Yes	4484	63	2373	61	2020	67
No, not yet (I am still in my first year)	1460	21	834	21	592	20
No	917	13	562	14	330	11
I don't know / can't remember	251	4	146	4	95	3
Total	7112	100	3915	100	3037	100
If senior: Is your performance evaluated at least once a year by means of a formal interview with your supervision team?	N	%	N	%	N	%
Yes	4030	78	2148	76	1816	80
No	896	17	534	19	338	15
I don't know / can't remember	262	5	136	5	123	5
Total	5188	100	2818	100	2277	100

Factsheet Gender

National PhD candidate survey 2023

	TOTAL SAMPLE	FEMALE	MALE			
EDUCATIONAL ACTIVITIES	N	%	N	%	N	%
To which education activities do you have access? (Tick all that apply)						
Discipline-specific courses and workshops	5706	74	3166	69	2422	69
General skills courses and workshops	6919	89	3902	65	2876	82
Scientific Integrity course	6146	85	3422	74	2597	74
Seminars and conferences	6751	87	3788	82	2821	80
Teacher training activities	3937	52	2184	47	1667	47
Career orientation activities	4365	57	2413	52	1852	53
Other education activities	2934	40	1595	39	1282	40
I don't have access to any of these education activities	156	2	70	2	84	3
Do you have to participate in obligatory courses as part of your PhD educational training?	N	%	N	%	N	%
Yes	5481	76	3083	77	2286	75
No	1392	19	735	18	629	21
I don't know	338	5	179	5	152	5
Total	7211	100	3997	100	3067	100
If yes: Please indicate which type of course are obligatory (Tick all that apply)	N	%	N	%	N	%
Discipline-specific courses and workshops	1722	34	933	33	753	35
General skills courses and workshops	2436	48	1337	47	1049	49
Scientific Integrity course	4160	83	2335	83	1731	83
Seminars and conferences	1116	22	602	22	494	23
Teacher training activities	757	15	416	15	323	15
Career orientation activities	401	8	181	7	210	10
Other education activities	438	9	240	9	188	9
I don't know	79	2	43	2	34	2
To what extent do you agree or disagree with the following statements:						
In general, I am satisfied with the education activities that are offered	N	%	N	%	N	%
Completely disagree	173	2	76	2	87	3
Disagree	833	11	447	10	349	11
Neither agree nor disagree	1487	19	848	20	599	19
Agree	4082	53	2326	54	1686	52
Completely agree	1139	15	625	15	503	16
Total	7714	100	4322	100	3224	100
I don't know	185		85		92	
N/a		63		25		38

Factsheet Gender

National PhD candidate survey 2023

	TOTAL SAMPLE		FEMALE		MALE	
EDUCATIONAL ACTIVITIES (continued)	N	%	N	%	N	%
I have sufficient time to participate in educational activities (e.g., training, courses, seminars)						
Completely disagree	367	6	181	5	165	6
Disagree	1402	21	827	23	528	19
Neither agree nor disagree	1445	22	773	22	635	23
Agree	2817	43	1562	43	1212	43
Completely agree	549	8	259	7	281	10
Total	6582	100	3602	100	2821	100
I don't know	54		39		41	
N/a	53		19		34	
The education activities I which I have participated contribute to the completion of my PhD						
Completely disagree	202	3	76	2	112	4
Disagree	691	11	364	10	305	11
Neither agree nor disagree	1378	22	734	21	615	23
Agree	3234	51	1868	53	1298	48
Completely agree	850	13	459	13	376	14
Total	6355	100	3501	100	2706	100
I don't know	160		62		89	
N/a	152		66		84	
My supervisory team encourages me to participate in educational activities						
Completely disagree	266	4	137	4	117	4
Disagree	710	11	421	12	264	9
Neither agree nor disagree	1538	24	820	23	683	24
Agree	2927	45	1646	46	1220	44
Completely agree	1106	17	567	16	517	19
Total	6547	100	3591	100	2801	100
I don't know	90		29		58	
N/a	72		33		37	

Factsheet Gender

National PhD candidate survey 2023

	TOTAL SAMPLE		FEMALE		MALE	
EDUCATIONAL ACTIVITIES (continued)						
To what extent do you agree or disagree with the following statements:						
I am satisfied with the offer of career preparation activities related to a career within science/academia	N	%	N	%	N	%
Completely disagree	261	5	140	5	103	5
Disagree	801	16	451	16	319	15
Neither agree nor disagree	1592	31	883	32	670	31
Agree	1994	39	1096	39	869	40
Completely agree	440	9	215	8	214	10
Total	5088	100	2785	100	2175	100
I don't know	1002		525		455	
N/a	369		198		164	
I am satisfied with the offer of career preparation activities related to a career outside science/academia	N	%	N	%	N	%
Completely disagree	424	9	238	9	166	8
Disagree	1021	21	617	23	378	18
Neither agree nor disagree	1654	34	906	34	712	34
Agree	1516	31	788	29	700	33
Completely agree	315	6	141	5	164	8
Total	4930	100	2690	100	2120	100
I don't know	110		594		483	
N/a	404		213		181	
Average agreement with statements about education (1=totally disagree, 5=totally agree)	N	Mean	SD	N	Mean	SD
In general, I am satisfied with the education activities that are offered	7714	3,7	0,9	4332	3,7	0,9
I have sufficient time to participate in educational activities (e.g., training, courses, seminars)	6580	3,3	1,1	3602	3,3	1,0
The education activities I which I have participated contribute to the completion of my PhD	6355	3,6	1,0	3501	3,7	0,9
My supervisory team encourages me to participate in educational activities	6547	3,6	1,0	3591	3,6	1,0
I am satisfied with the offer of career preparation activities related to a career within science/academia	5088	3,3	1,0	2785	3,3	1,0
I am satisfied with the offer of career preparation activities related to a career outside science/academia	4930	3,1	1,1	2690	3,0	1,0

Factsheet Gender

National PhD candidate survey 2023

	TOTAL SAMPLE		FEMALE		MALE	
TEACHING/SUPERVISING STUDENTS						
Do you teach (e.g., giving lectures or practicals) or supervise students (e.g., bachelor/master thesis)?	N	%	N	%	N	%
Yes, teaching and supervising	2802	40	1480	39	1265	43
Yes, only teaching	749	11	399	10	328	11
Yes, only supervising	1500	22	907	24	565	19
No	1897	27	1055	28	795	27
Total	6948	100	3841	100	2953	100
If yes: Please indicate which of the following situations applies to you:	N	%	N	%	N	%
Teaching and supervising is part of my contract/agreement	3276	44	1733	42	1480	47
Teaching and supervising is NOT part of my contract/agreement	2465	33	1415	34	1008	32
I am allowed to teach/supervise but I don't want to	360	5	209	5	144	5
I am NOT allowed to teach/supervise but that is fine	201	3	110	3	88	3
I am NOT allowed to teach/supervise but I would like to	282	4	155	4	116	4
Other situation	850	11	504	12	323	10
Total	7434	100	4126	100	3159	100
If yes: To what extent do you agree or disagree with the following statement:						
The support I get for teaching activities prepares me well for teaching and supervision	N	%	N	%	N	%
Completely disagree	267	8	159	9	95	6
Disagree	639	19	397	22	226	15
Neither agree nor disagree	986	29	553	30	413	27
Agree	1290	37	624	34	642	42
Completely agree	257	8	115	6	138	9
Total	3439	100	1848	100	1514	100
I don't know	359		162		192	
N/a	416		218		192	
Average agreement with statement about support (1=totally disagree, 5=totally agree)	N	Mean	SD	N	Mean	SD
Average agreement	3439	3,2	1,1	1848	3,1	1,1
If teaching: Over the last 12 months, how much of the time allocated to your PhD project, did you (on average) spend on teaching? (0%-100%)	N	Mean	SD	N	Mean	SD
Average percentage	3971	10,9	13,7	2071	11,1	14,4
If supervising: Over the last 12 months, how much of the time allocated to your PhD project, did you (on average) spend on supervising? (0%-100%)	N	Mean	SD	N	Mean	SD
Average percentage	4520	11,2	12,5	2474	11,8	13,1

Factsheet Gender

National PhD candidate survey 2023

	TOTAL SAMPLE	FEMALE	MALE	
EXPERIENCED WORKLOAD				
How would you describe the workload in your PhD project?	N	%	N	%
Too low	19	<1	7	0
Low	119	2	54	1
Normal	3738	48	2074	48
High	3324	42	1860	43
Too high	653	8	368	8
Total	7853	100	4363	100
If (too)high workload: What, or who, is responsible for your high workload? (Tick all that apply)	N	%	N	%
Project-related reasons				
Contact with supervisors	837	23	482	24
Contact with colleagues	464	13	266	14
Contact with students	561	15	347	18
Interruptions during work	1421	38	813	40
Pressure to publish	1516	41	834	42
Tight deadlines	936	26	533	27
Unavailable equipment	571	16	318	16
Amount of work	2750	71	1549	74
Difficulty of work	1653	44	873	43
Work speed	1028	28	582	29
Unfavourable working hours	246	7	130	7
Other activities				
Courses and other education activities	1120	31	616	31
Teaching duties or student supervision	1235	33	708	35
Patient care	166	5	113	6
Other duties (e.g. job) not related to the PhD study	717	20	392	20
Personal circumstances				
Health problems	406	11	278	14
Circumstances in personal life	920	25	495	25
Other	388	11	230	12

Factsheet Gender

National PhD candidate survey 2023

	TOTAL SAMPLE		FEMALE		MALE	
EXPERIENCED WORKLOAD (continued)						
If (too)high workload: Have you discussed your high workload with someone? (Tick all that apply)						
Yes, with my daily supervisor	N	%	N	%	N	%
Yes, with my promotor	1807	46	1022	48	732	49
Yes, with someone at my Graduate School	1232	31	688	32	514	49
Yes, with a PhD psychologist	202	5	114	5	81	5
Yes, with a confidential advisor	217	6	145	8	66	4
Yes, with a physician affiliated to the university	209	5	129	6	70	4
Yes, with someone else	105	3	72	3	30	2
No, I did not discuss my wellbeing with someone at the university	737	18	435	20	283	16
Total	1070	27	536	25	511	30
If (too)high workload and discussed: Do you feel that the support you received had a positive influence on dealing with your (too) high workload?	N	%	N	%	N	%
Yes	889	64	523	63	348	67
No	253	18	158	19	82	16
I don't know	240	17	146	18	86	17
Total	1382	100	827	100	516	100
PROGRESS and DELAY						
Are you currently on schedule with your planning?						
Yes	N	%	N	%	N	%
No, I have fallen behind schedule	3935	49	2154	48	1702	50
I don't have a schedule	2771	34	1573	35	1128	33
I don't know	797	10	439	10	344	10
Total	555	7	304	7	234	7
Total	8058	100	4470	100	3408	100
If delayed: How long is the (expected) delay?	N	%	N	%	N	%
Less than 3 months	486	18	265	17	211	19
Between 3 and 6 months	775	29	436	29	325	30
Between 6 and 9 months	459	17	261	17	185	17
More than 9 months	630	24	356	23	256	24
I don't know	325	12	205	14	112	10
Total	2675	100	1523	100	1089	100
If delayed: What are/were the main reasons for you delay (Tick all that apply)	N	%	N	%	N	%
Supervision-related issues						
Insufficient assistance/supervision	830	32	512	35	292	28
Adding new research themes by my supervisor(s)	380	16	221	17	146	15
Unrealistic expectations by my supervisor(s)	470	20	293	22	161	16
My supervisor(s) did not take my concerns about a possible delay seriously	323	14	204	15	105	11
Conflict(s) and/or miscommunication with my supervisor(s)	343	14	211	16	114	12

	TOTAL SAMPLE		FEMALE		MALE	
PROGRESS and DELAY (continued)						
Project-related reasons						
Too ambitious project	939	33	523	32	397	34
Extra experiment / analysis on my own initiative	385	14	180	11	199	17
Extra experiment / analysis desired by supervisor or sponsor	375	13	211	13	153	13
Problems with experiment or data collection	1154	40	714	44	417	35
Problems with data analysis or data interpretation	428	18	287	21	134	13
Problems with writing	564	20	290	18	254	22
Problems with publishing papers	373	16	200	15	163	17
Bad time management	676	24	334	21	325	27
Practical, logistic or financial problems	607	21	373	23	220	19
Covid-19 related problems	1405	51	810	52	564	50
Other activities						
Extra courses in excess of the normal package	161	14	95	5	62	5
Extra teaching duties or student supervision	424	14	241	14	170	13
Other duties (e.g, job) not related to the PhD study	543	17	310	17	216	17
Personal circumstances						
Working part-time on PhD project	451	14	248	14	188	15
Physical health problems	338	4	236	13	88	7
Mental health problems	699	26	441	25	237	19
Pregnancy or parenthood	225	7	149	8	72	6
Home care for family members, neighbours etc	266	9	129	7	124	10
Motivational issues	642	24	364	24	258	23
Other	391	13	206	12	172	13
If delayed: Did you discuss your delay with your supervision team?	N	%	N	%	N	%
Yes	2114	83	1208	84	852	81
No	445	17	237	16	197	19
Total	2559	100	1445	100	1049	100
If delayed + discussed: Have agreements been made related to your planning?	N	%	N	%	N	%
Yes, we have adapted the planning and I expect to finish in time	700	34	367	31	318	38
Yes, we have adapted the planning but I have doubts whether I can finish in time	925	45	526	45	373	45
No, we did not make any agreements	447	22	290	25	146	17
Total	2072	100	1183	100	837	100
When delayed and discussed: Have agreements been made related to a (possible) extension?	N	%	N	%	N	%
Yes, we made agreements about an extension of my contract and how this will be financed	693	33	393	34	287	34
Yes, we made agreements about an extension of my contract/project but not how this can be financed	322	16	189	16	124	15
No, we did not make any agreements	1059	51	590	50	442	52
Total	2074	100	1172	100	853	100

Factsheet Gender

National PhD candidate survey 2023

	TOTAL SAMPLE		FEMALE		MALE	
WELLBEING	N	%	N	%	N	%
How would you rate your general wellbeing?						
Very poor	146	2	77	2	55	2
Poor	746	10	417	10	296	9
Fair	2225	29	1310	31	860	26
Good	3594	47	2008	47	1528	47
Very good	968	13	435	10	527	16
Total	7679	100	4247	100	3266	100
I don't know / I don't want to answer	61		36		19	
Overall, what impact does your PhD project have on your wellbeing?	N	%	N	%	N	%
Negative	471	6	263	6	189	6
Rather negative	1593	21	944	22	606	19
Neutral	2307	30	1281	30	979	30
Fairly positive	2224	29	1235	29	957	30
Positive	1009	13	486	12	502	16
Total	7604	100	4209	100	3233	100
I don't know / I don't want to answer	132		72		50	
Which areas have the most positive impact on your wellbeing (Tick the three most important ones)	N	%	N	%	N	%
Interactions with my daily supervisor	2317	35	1265	35	1002	35
Interactions with my promotor	1323	20	675	19	622	22
Interactions with other colleagues	3724	55	2185	59	1460	50
My research	3598	53	1932	52	1580	54
The courses, workshops and symposia that I attend	1242	19	815	23	396	21
Teaching and supervising students	897	14	460	13	417	15
My level of academic performance	816	13	432	12	365	13
My publications	814	13	406	12	396	14
My academic recognition by others	518	8	283	8	230	8
Completing my PhD	1433	22	745	21	664	24
Finding desirable employment after completing my PhD	794	12	426	12	352	13
My work/life balance	2530	38	1474	32	1005	29
Practical, technical or financial aspects	502	8	270	6	214	6
Patient care	108	2	76	2	32	1
Other	185	3	101	3	74	3

	TOTAL SAMPLE	FEMALE	MALE			
WELLBEING (continued)	N	%	N	%	N	%
Which areas have the most negative impact on your wellbeing (Tick the three most important ones)						
Interactions with my daily supervisor	632	10	385	11	225	6
Interactions with my promotor	731	11	447	13	252	9
Interactions with other colleagues	419	5	256	7	145	5
My research	1091	17	625	18	447	16
The courses, workshops and symposia that I attend	520	8	250	7	260	10
Teaching and supervising students	697	11	416	12	263	10
My level of academic performance	1618	25	922	26	664	24
My publications	1837	28	1065	30	726	26
My academic recognition by others	826	13	466	13	343	12
Completing my PhD	1884	29	1018	29	828	29
Finding desirable employment after completing my PhD	1695	26	956	27	692	25
My work/life balance	2459	37	1381	38	1014	36
Practical, technical or financial aspects	2357	36	1351	38	962	34
Patient care	203	4	108	4	92	5
Other	832	13	454	13	364	13
If (very) poor wellbeing: Have you discussed your wellbeing with someone? (Tick all that apply)	N	%	N	%	N	%
Yes, with my daily supervisor	501	38	248	41	235	36
Yes, with my promotor	357	27	183	30	161	25
Yes, with someone at my Graduate School	105	8	58	10	43	7
Yes, with a PhD psychologist	169	13	108	18	52	8
Yes, with a confidential advisor	115	9	65	11	42	6
Yes, with a physician affiliated to the university	73	6	41	7	28	4
Yes, with someone else	217	17	129	21	85	13
No, I did not discuss my wellbeing with someone at the university	459	35	183	30	255	39
If (poor)wellbeing + discussed: Do you feel that the support you received had a positive influence on your wellbeing?	N	%	N	%	N	%
Yes	189	42	104	40	76	46
No	166	37	102	39	55	33
I don't know	98	22	56	21	36	22
Total	453	100	262	100	167	100

Factsheet Gender

National PhD candidate survey 2023

	TOTAL SAMPLE		FEMALE		MALE	
SOCIAL SAFETY	N	%	N	%	N	%
Have you yourself experienced any undesirable behaviour in the past year?						
Never	6126	78	3281	76	2762	83
Sporadically	1375	18	864	20	453	14
Monthly	182	2	110	3	60	2
Weekly	106	1	72	2	31	1
Daily	33	< 1	17	0	14	0
Total	7822	100	4344	100	3320	100
If yes: What was the nature of the undesirable behaviour you experienced (Tick all that apply)	N	%	N	%	N	%
Gossip	449	22	260	22	177	24
Exclusion	482	24	279	24	182	25
Physical or social intimidation	270	15	163	15	96	15
Sexual intimidation	108	6	93	8	12	2
Discrimination	438	22	260	22	154	21
Abuse of power	576	29	362	30	192	26
Aggression and violence	143	7	86	7	54	8
Other	232	12	156	13	64	9
I prefer not to say	101	6	60	6	37	6
If yes: What was your relationship with the people involved in the undesirable behaviour? (Tick all that apply)	N	%	N	%	N	%
Supervisor(s)	589	30	365	31	198	29
More senior colleague(s)	439	22	283	24	133	19
Other colleague(s)	388	20	241	21	135	20
Fellow PhD candidate(s)	307	16	183	16	105	16
Other	245	14	149	14	85	14
I prefer not to say	191	11	112	11	66	11
If yes: Did you take any actions after experiencing undesirable behaviour? (Tick all that apply)	N	%	N	%	N	%
Yes, I spoke with my supervisor(s)	538	26	350	28	167	24
Yes, I spoke to the confidential advisor of the university	234	11	159	13	67	9
Yes, I spoke to someone from Human Resources	55	3	37	3	16	2
Yes, I spoke to someone of the Health and Safety Office ('arbo-dienst')	31	2	21	2	10	1
Yes, I spoke to the perpetrator	221	11	129	10	85	12
Other	250	12	177	14	63	9
No, I did not take any actions	648	32	390	31	228	32
I prefer not to say	107	5	52	4	46	7
If yes + discussed: Did you feel protected and/or supported by the university after you experienced undesirable behaviour?	N	%	N	%	N	%
Yes	448	30	287	31	150	32
No	680	46	426	45	213	46
I prefer not to say	346	24	227	24	105	22
Total	1474	100	940	100	468	100

Factsheet Gender

National PhD candidate survey 2023

	TOTAL SAMPLE		FEMALE		MALE	
SUPPORT						
Do you know whether there is a confidential advisor available to whom you can go to when you encounter problems?						
Yes, I am aware	N	%	N	%	N	%
Yes, I am aware	4594	67	2692	69	1814	65
No, I am not aware	1647	24	895	23	721	26
No, I don't know	596	9	324	8	256	9
Total	6837	100	3911	100	2791	100
Do you know whether there is a PhD psychologist available to whom you can go to when you encounter problems?						
Yes, I am aware	N	%	N	%	N	%
Yes, I am aware	3401	50	1870	49	1459	50
No, I am not aware	2950	43	1678	44	1205	41
No, I don't know	516	8	255	7	249	9
Total	6867	100	3803	100	2913	100
SOCIAL INTEGRATION						
Are you familiar with the PhD organisations at your university?						
Yes, I regularly participate in activities they organize	N	%	N	%	N	%
Yes, I regularly participate in activities they organize	1289	19	736	18	527	17
Yes, but I do not (often) take part in activities	4551	63	2549	64	1912	62
No, I am not familiar with PhD organisations	1417	20	730	18	655	21
Total	7257	100	4015	100	3094	100
To what extent do you have contact with other researchers?						
Less than once a month	N	%	N	%	N	%
Less than once a month	556	7	293	7	249	7
Once a month	454	6	247	6	195	6
Several times a month	1199	15	672	15	505	15
Once a week	669	8	370	8	287	9
Several times a week	1997	25	1168	27	781	23
Every day (on workdays)	2625	33	1409	32	1177	35
Only when I meet my supervisors	345	4	188	4	149	4
Other	92	1	60	1	27	1
Total	7937	100	4407	100	3370	100
To what extent do you agree or disagree with the following statements:						
I feel integrated into the community of my Graduate School						
Completely disagree	N	%	N	%	N	%
Completely disagree	739	10	340	9	376	13
Disagree	1682	24	1041	26	597	20
Neither disagree nor agree	2167	31	1249	32	886	30
Agree	1985	28	1075	27	882	29
Completely agree	522	7	248	6	263	9
Total	7095	100	3953	100	3004	100
I don't know						
I don't know	133		67		61	
N/a	182		94		85	

Factsheet Gender

National PhD candidate survey 2023

	TOTAL SAMPLE		FEMALE		MALE	
SOCIAL INTEGRATION (continued)	N	%	N	%	N	%
I feel integrated into the community of my department						
Completely disagree	327	5	164	4	149	5
Disagree	871	12	523	13	324	11
Neither disagree nor agree	1358	19	749	19	577	19
Agree	2819	39	1608	40	1166	38
Completely agree	1871	26	981	24	865	28
Total	7246	100	4025	100	3081	100
I don't know	67		36		27	
N/a	126		70		54	
I feel integrated into the community of my faculty						
Completely disagree	497	7	255	7	224	8
Disagree	1292	19	800	21	462	17
Neither disagree nor agree	1977	29	1150	30	793	29
Agree	2287	34	1260	33	987	36
Completely agree	670	10	345	9	316	11
Total	6723	100	3810	100	2782	100
I don't know	85		42		38	
N/a	138		805		734	
I feel integrated into the community of my institute						
Completely disagree	403	6	199	5	183	6
Disagree	993	16	607	16	364	12
Neither disagree nor agree	1839	29	1125	29	680	23
Agree	2424	38	1371	35	1020	34
Completely agree	750	12	365	9	370	12
Total	6409	100	3894	100	3003	100
I don't know	117		75		41	
N/a	209		114		92	
Average agreement with statement about social integration (1=totally disagree, 5=totally agree)	N	Mean	SD	N	Mean	SD
I feel integrated into the community of my Graduate School	7095	3,0	1,1	3953	3,0	1,1
I feel integrated into the community of my department	7246	3,7	1,1	4025	3,7	1,1
I feel integrated into the community of my faculty	6723	3,2	1,1	3810	3,2	1,1
I feel integrated into the community of my institute	6409	3,3	1,1	3667	3,3	1,0

Factsheet Gender

National PhD candidate survey 2023

	TOTAL SAMPLE		FEMALE		MALE				
RESEARCH FACILITIES	N	%	N	%	N	%			
How satisfied are you with the following facilities?									
Workplace									
Very dissatisfied	176	2	91	2	73	2			
Dissatisfied	644	8	377	9	240	7			
Neither dissatisfied nor satisfied	1061	14	600	14	434	13			
Satisfied	3571	46	2041	48	1470	45			
Very satisfied	2257	29	1179	28	1037	32			
Total	7709	100	4288	100	3254	100			
I have no access to this facility	429	5	228		191				
Computer and software									
Very dissatisfied	211	3	115	3	85	3			
Dissatisfied	705	9	415	10	272	8			
Neither dissatisfied nor satisfied	1161	15	660	15	470	14			
Satisfied	3633	47	2050	48	1508	46			
Very satisfied	2042	26	1072	25	935	29			
Total	7752	100	4312	100	3270	100			
I have no access to this facility	384	5	207		170				
Research facilities (e.g, lab, instruments, fieldwork, databases)									
Very dissatisfied	102	2	52	1	44	2			
Dissatisfied	396	6	231	6	154	5			
Neither dissatisfied nor satisfied	1214	17	684	18	494	17			
Satisfied	3453	50	2012	52	1384	47			
Very satisfied	1802	26	928	24	845	29			
Total	6967	100	3907	100	2921	100			
I have no access to this facility	1118	14	581		503				
Access to library (e.g, journals, books)									
Very dissatisfied	84	1	48	1	33	1			
Dissatisfied	232	3	117	3	104	3			
Neither dissatisfied nor satisfied	756	10	428	10	303	9			
Satisfied	3810	48	2228	50	1507	45			
Very satisfied	3083	39	1611	36	1413	42			
Total	7965	100	4432	100	3360	100			
I have no access to this facility	170	2	87		79				
Average satisfaction with facilities (1=very dissatisfied, 5=very satisfied)	N	Mean	SD	N	Mean	SD	N	Mean	SD
Workplace	7709	3,9	1,0	4288	3,9	1,0	3254	4,0	1,0
Computer and software	7752	3,9	1,0	4312	3,8	1,0	3270	3,9	1,0
Research facilities (e.g, lab, instruments, fieldwork, databases)	6967	3,9	0,9	3907	3,9	0,9	2921	4,0	0,9
Access to library (e.g, journals, books)	7965	4,2	0,8	4432	4,2	0,8	3360	4,2	0,8

Factsheet Gender

National PhD candidate survey 2023

	TOTAL SAMPLE		FEMALE		MALE	
CAREER PROSPECTS (TUD excluded)	N	%	N	%	N	%
What career perspective do you aspire most after graduation?						
As a researcher within academia	2200	36	1176	34	966	39
As a researcher outside academia	1524	25	858	25	644	26
Other career perspective	1126	18	697	20	404	16
I don't know	1267	21	769	22	461	19
Total	6117	100	3500	100	2475	100
Not applicable to my situation	217		102		113	
If # I don't know or N/a: Where do you aspire to pursue a career? (Tick all that apply)	N	%	N	%	N	%
Researcher at the university	2427	50	1279	47	1092	54
Lecturer at the university	1456	31	763	28	652	32
Researcher outside the university	2191	45	1202	44	946	47
Own company	595	12	262	10	323	16
Industry	1642	34	795	29	825	41
Government (national, regional or local)	1330	28	756	28	543	27
NGOs and other non-profit organisations	1178	24	707	26	437	22
Health care	1061	22	720	27	329	16
Other	202	4	123	5	76	4
I don't know	96	2	62	2	32	2
If aspired career within academia: How would you rate your chances of continuing to do research in academia? (0%-100%)	N	Mean	SD	N	Mean	SD
Average percentage	1514	68	23	787	69	22
	700	68	24			

IMPACT OF COVID-19	The questions in this section were only displayed to PhD students who started their PhD project before March 2022 (UvA & TUD excluded)			
The following questions concern the consequences of the Covid-19 pandemic on your current PhD work.				
What impact has Covid-19 had on the ability to engage in the following aspects of your current PhD project....				
Data collection	N	%	N	%
Strongly negative	826	21	566	22
Negative	1235	32	900	34
No impact	1657	43	1046	40
Positive	101	3	75	3
Strongly positive	67	2	36	1
Total	3886	100	2623	100
N/a	812		489	
	2054	100	457	

Factsheet Gender

National PhD candidate survey 2023

	TOTAL SAMPLE		FEMALE		MALE	
IMPACT OF COVID-19 (continued)	N	%	N	%	N	%
Data analysis						
Strongly negative	283	7	182	7	133	7
Negative	841	22	548	21	432	21
No impact	2507	64	1689	65	1299	64
Positive	198	5	127	5	133	7
Strongly positive	64	2	39	2	35	2
Total	3893	100	2585	100	2032	100
N/a	803		481		438	
Writing	N	%	N	%	N	%
Strongly negative	278	7	158	6	175	8
Negative	870	22	582	22	476	22
No impact	2383	59	1588	60	1219	57
Positive	400	10	284	11	230	11
Strongly positive	80	2	48	2	46	2
Total	4011	100	2660	100	2146	100
N/a	702		434		358	
Discussing ideas and findings with colleagues and peers	N	%	N	%	N	%
Strongly negative	999	24	674	25	600	27
Negative	1623	39	1165	42	820	37
No impact	1337	32	808	29	688	31
Positive	126	3	88	3	76	3
Strongly positive	44	1	19	1	35	2
Total	4129	100	2754	100	2219	100
N/a	615		373		310	
Dissmination and sharing research findings with stakeholder and other researchers	N	%	N	%	N	%
Strongly negative	711	18	487	19	393	19
Negative	1419	37	981	38	728	35
No impact	1602	42	999	39	863	42
Positive	113	3	76	3	70	3
Strongly positive	34	1	17	1	22	1
Total	3879	100	2560	100	2076	100
N/a	809		516		415	

Factsheet Gender

National PhD candidate survey 2023

	TOTAL SAMPLE	FEMALE	MALE	
IMPACT OF COVID-19 (continued)				
What impact has Covid-19 had on your current...				
Motivation to work	N	%	N	%
Strongly negative	361	9	249	9
Negative	1157	27	836	30
No impact	2387	57	1525	55
Positive	234	6	155	6
Strongly positive	49	1	30	1
Total	4188	100	2795	100
N/a	560		335	
Progress of your PhD project	N	%	N	%
Strongly negative	655	16	424	15
Negative	1724	41	1194	43
No impact	1609	38	1044	37
Positive	149	4	100	4
Strongly positive	51	1	30	1
Total	4188	100	2792	100
N/a	563		338	
Future career prospects	N	%	N	%
Strongly negative	159	4	94	4
Negative	703	18	497	19
No impact	2922	74	1929	73
Positive	133	3	97	4
Strongly positive	43	1	16	1
Total	3960	100	2633	100
N/a	737		446	
Mental health	N	%	N	%
Strongly negative	54	13	397	14
Negative	1996	37	1138	40
No impact	1950	46	1199	42
Positive	149	4	100	4
Strongly positive	39	9	18	1
Total	4278	100	2852	100
N/a	480		288	

Factsheet Gender

National PhD candidate survey 2023

	TOTAL SAMPLE		FEMALE		MALE	
IMPACT OF COVID-19 (continued)	N	%	N	%	N	%
Feeling connected to your research institute/department						
Strongly negative	776	19	508	20	378	18
Negative	1674	40	1078	42	785	38
No impact	1611	39	919	35	827	40
Positive	104	3	76	3	71	3
Strongly positive	32	1	13	1	22	1
Total	4197	100	2594	100	2083	100
N/a	549		320		297	
Amount of supervision	N	%	N	%	N	%
Strongly negative	221	5	141	6	117	6
Negative	861	21	545	21	450	22
No impact	2901	69	1763	69	1382	67
Positive	166	4	98	4	98	5
Strongly positive	31	1	16	1	24	1
Total	4180	100	2563	100	2071	100
N/a	566		336		303	
Quality of supervision	N	%	N	%	N	%
Strongly negative	212	5	135	5	132	6
Negative	836	20	549	22	422	20
No impact	2961	71	1772	70	1420	69
Positive	120	3	73	3	70	3
Strongly positive	32	1	16	1	23	1
Total	4161	100	2545	100	2067	100
N/a	581		351		305	

Factsheet Sample

Nation PhD student survey 2023

	TOTAL SAMPLE		DUTCH		EEA		non-EEA					
GENERAL SATISFACTION												
Overall, how satisfied are you with your PhD trajectory on a scale of 1 to 10?	N	%	N	%	N	%	N	%				
1 (very dissatisfied)	82	1	21	1	21	1	36	1				
2	92	1	20	0	35	2	33	1				
3	195	2	67	2	55	4	72	3				
4	254	3	87	2	66	4	94	4				
5	413	5	154	4	91	6	163	6				
6	948	12	457	11	177	11	309	12				
7	2093	26	1204	30	354	23	516	20				
8	2694	33	1489	37	459	29	730	29				
9	1075	13	473	12	224	14	369	15				
10 (very satisfied)	358	5	78	2	76	5	203	8				
Total	8204	100	4050	100	1558	100	2525	100				
Average satisfaction with PhD trajectory (1=very dissatisfied, 10=very satisfied)	N	Mean	SD	N	Mean	SD	N	Mean	SD			
Average satisfaction	8204	7,2	1,7	4050	7,3	1,4	1558	7,0	1,9	2525	7,2	1,9
PROJECT DURATION												
What is the official duration of your PhD project as agreed upon from the start?	N	%	N	%	N	%	N	%				
Less than 36 months	156	2	113	3	16	1	27	1				
36 months	627	8	363	10	112	8	150	7				
Between 37-47 months	70	1	55	1	7	1	6	0				
48 months	5612	74	2522	66	1121	79	1923	84				
Between 49-59 months	48	1	30	1	8	1	9	0				
60 months	303	4	227	6	36	3	38	2				
More than 60 months	164	2	124	3	20	1	18	1				
Not yet determined	200	3	142	4	26	2	31	1				
There has never been an official duration as I work on my PhD project in my spare time	428	6	262	7	76	5	79	4				
Total	7608	100	3838	100	1422	100	2281	100				

Factsheet Sample

Nation PhD student survey 2023

	TOTAL SAMPLE			DUTCH			EEA			non-EEA														
WORKHOURS																								
How many hours per week do you officially have to work on your PhD project?																								
Less than 12 hours per week	632	8		326	8		103	7		191	8													
Between 12-24 hours per week	648	8		465	12		74	5		105	4													
Between 25-35 hours per week	766	10		438	11		114	8		208	9													
Between 36-40 hours per week	5801	73		2683	68		1208	80		1867	77													
Over 40 hours per week	63	1		14	0		5	0		43	2													
Total	7910	100		3926	100		1504	100		2414	100													
Average official working hours																								
Average official working hours per week	7910	33,6	10,5	3926	32,3	10,6	1504	34,9	9,9	2414	35,0	10,5												
In an average week, how many hours do you actually work on your PhD project?																								
Less than 12 hours per week	588	7		332	8		85	6		160	6													
Between 12-24 hours per week	731	9		479	12		91	6		152	6													
Between 25-35 hours per week	1133	14		553	14		184	12		385	15													
Between 36-40 hours per week	2916	35		1491	36		523	34		882	35													
Over 40 hours per week	2887	35		1242	30		675	43		948	38													
Total	8255	100		4097	100		1558	100		2527	100													
Average actually working hours																								
Average actually working hours per week	8255	37,3	12,6	4097	35,6	12,3	1558	39,7	12,0	2527	38,9	12,8												
TRAINING AND SUPERVISION PLAN																								
Do you have a Training and Supervision Plan (TSP, also called OBP 'Opleidings- en Begeleidingsplan')?																								
Yes	5995	89		2957	88		1086	88		1917	90													
No	461	7		257	8		81	7		118	6													
I don't know	297	4		130	4		71	6		95	5													
Total	6753	100		3344	100		1238	100		2130	100													
If yes: To what extent do you agree or disagree with: The TSP contributes to a smooth progress of my PhD project																								
Completely disagree	686	10		422	13		144	12		110	5													
Disagree	1377	21		829	26		283	24		254	12													
Neither agree nor disagree	2164	33		1113	34		399	33		632	30													
Agree	1950	30		790	24		320	27		825	39													
Completely agree	442	7		94	3		60	5		286	14													
Total	6619	100		3248	100		1206	100		2107	100													
I don't know	254			144			49			57														
N/a	83			52			14			15														
Average agreement with statement about TSP (1=totally disagree, 5=totally agree)																								
Average agreement	6619	3,0	1,1	3248	2,8	1,0	1206	2,9	1,1	2107	3,4	1,0												

Factsheet Sample

Nation PhD student survey 2023

	TOTAL SAMPLE		DUTCH		EEA		non-EEA		
SUPERVISION									
Is your supervisor team officially documented?	N %		N %		N %		N %		
Yes	6955	88	3507	90	1305	87	2076	85	
No	214	3	96	3	36	2	81	3	
I don't know	755	10	296	8	167	11	287	12	
Total	6851	100	3899	100	1508	100	2444	100	
Please state the number of people who are officially part of your supervision team	N %		N %		N %		N %		
0	5	< 1	2	0	1	0	2	0	
1	186	3	67	2	39	3	76	4	
2	3527	48	1664	45	734	53	1092	50	
3	2594	35	1373	37	474	34	730	33	
4	855	12	510	14	120	9	217	10	
5	98	1	53	1	9	1	36	2	
> 5	50	1	11	0	6	1	33	1	
Total	6259	100	3680	100	1383	100	2186	100	
Average number of supervisors	N	Mean	SD	N	Mean	SD	N	Mean	SD
Average	7315	2,7	1,0	3680	2,7	0,8	1383	2,5	0,8
Do you know who is/are officially assigned as your promotor(s)?	N %		N %		N %		N %		
Yes	7030	98	3472	98	1327	97	2189	97	
No, not yet	105	2	43	1	29	2	33	2	
I don't know / can't answer	68	1	22	1	13	1	33	2	
Total	7203	100	3537	100	1369	100	2255	100	
Who do you consider your daily supervisor?	N %		N %		N %		N %		
(One) of my promotor(s)	3008	42	1363	38	628	46	998	44	
(One) of my co-promotor (s)	3442	48	1882	53	558	41	987	44	
Someone else inside my supervision team	595	8	212	6	142	10	236	10	
Someone else outside my supervision team	187	3	95	3	43	3	46	2	
Total	7232	100	3552	100	1371	100	2267	100	

Factsheet Sample

Nation PhD student survey 2023

	TOTAL SAMPLE		DUTCH		EEA		non-EEA		
SUPERVISION (continued)									
In an average month, how many hours supervision do you receive (from all your supervisors combined)?	N %		N %		N %		N %		
Less than 5 hours per month	4834	62	2497	65	918	62	1371	57	
Between 6-10 hours per month	2327	30	1108	29	473	32	729	30	
Between 11-15 hours per month	327	4	161	4	52	4	111	5	
Between 16-20 hours per month	202	3	78	2	22	2	100	4	
More than 20 hours per month	132	2	26	1	16	1	90	4	
Total	7822	100	3870	100	1481	100	2401	100	
Average hours of supervision	N	Mean	SD	N	Mean	SD	N	Mean	SD
Average hours of supervision	7822	6,1	7,5	3870	5,4	4,5	1481	5,6	5,0
In general, how satisfied are you with the supervision you receive?	N %		N %		N %		N %		
Very dissatisfied	304	4	108	3	67	4	123	5	
Dissatisfied	625	8	304	8	147	10	166	7	
Neither satisfied nor dissatisfied	1008	12	482	12	215	14	297	12	
Satisfied	3488	43	1813	45	607	39	1038	41	
Very satisfied	2744	34	1330	33	516	33	883	35	
Total	8169	100	4037	100	1552	100	2507	100	
I don't know	42		17		9		16		
Average satisfaction with received supervision (1=very dissatisfied, 5=very satisfied)	N	Mean	SD	N	Mean	SD	N	Mean	SD
Average satisfaction	1708	4,0	1,0	4307	4,0	1,0	1552	3,9	1,1

	SCIENTIFIC REQUIREMENTS								
	N	%	N	%	N	%	N	%	
Have you discussed the scientific requirements of your PhD thesis, and if yes, with who? (Tick all that apply)									
Yes, with (one of) my supervisor(s)	5893	75	2774	72	1109	74	1947	80	
Yes, with someone from the Graduate School	768	10	369	10	152	10	238	10	
Yes, with someone else	212	3	120	3	40	3	51	2	
No	1645	21	917	24	326	22	396	17	
Are the scientific requirements clear to you?	N	%	N	%	N	%	N	%	
Very unclear	329	5	138	4	64	5	123	6	
Rather unclear	791	11	440	12	159	12	188	8	
A bit clear	1666	23	901	25	293	22	453	20	
Rather clear	3221	44	1657	46	581	43	956	43	
Very clear	1241	17	451	13	251	19	522	23	
Total	7248	100	3587	100	1348	100	2242	100	
Average clarity of thesis requirements (1=very clear, 5=very unclear)	N	Mean	SD	N	Mean	SD	N	Mean	SD
Average clarity	7248	3,6	1,0	3587	3,5	1,0	1348	3,6	1,1

Factsheet Sample

Nation PhD student survey 2023

	TOTAL SAMPLE		DUTCH		EEA		non-EEA	
EVALUATION MOMENTS								
Did you had a formal go/no go interview in your first year?	N %		N %		N %		N %	
Yes	4484	63	2118	60	869	67	1473	66
No, not yet (I am still in my first year)	1460	21	721	20	264	20	467	21
No	917	13	569	16	133	10	207	9
I don't know / can't remember	251	4	125	4	41	3	84	4
Total	7112	100	3533	100	1307	100	2231	100
If senior: Is your performance evaluated at least once a year by means of a formal interview with your supervision team?	N %		N %		N %		N %	
Yes	4030	78	1935	77	763	78	1312	78
No	896	17	486	19	155	16	247	15
I don't know / can't remember	262	5	87	4	55	6	118	7
Total	5188	100	2508	100	973	100	1677	100
EDUCATIONAL ACTIVITIES								
To which education activities do you have access? (Tick all that apply)	N %		N %		N %		N %	
Discipline-specific courses and workshops	5706	74	2935	78	1065	73	1658	70
General skills courses and workshops	6919	89	3500	91	1312	88	2052	85
Scientific Integrity course	6146	85	3181	89	1128	84	1782	79
Seminars and conferences	6751	87	3410	89	1309	88	1973	82
Teacher training activities	3937	52	2113	57	827	58	966	41
Career orientation activities	4365	57	2293	62	935	64	1099	47
Other education activities	2934	40	1591	44	491	35	830	36
I don't have access to any of these education activities	156	2	68	2	35	3	51	2
Do you have to participate in obligatory courses as part of your PhD educational training?	N %		N %		N %		N %	
Yes	5481	76	2767	78	1042	76	1644	73
No	1392	19	617	18	275	20	492	22
I don't know	338	5	148	4	53	4	132	6
Total	7211	100	3532	100	1370	100	2268	100
If yes: Please indicate which type of course are obligatory (Tick all that apply)	N %		N %		N %		N %	
Discipline-specific courses and workshops	1722	34	753	30	333	34	623	40
General skills courses and workshops	2436	48	1219	49	484	49	720	47
Scientific Integrity course	4160	83	2197	86	736	80	1203	80
Seminars and conferences	1116	22	477	19	232	24	398	26
Teacher training activities	757	15	388	15	176	18	188	12
Career orientation activities	401	8	135	6	102	11	155	10
Other education activities	438	9	201	8	101	11	132	9
I don't know	79	2	30	1	20	2	27	2

Factsheet Sample

Nation PhD student survey 2023

	TOTAL SAMPLE		DUTCH		EEA		non-EEA	
EDUCATIONAL ACTIVITIES (continued)								
To what extent do you agree or disagree with the following statements:								
In general, I am satisfied with the education activities that are offered	N	%	N	%	N	%	N	%
Completely disagree	173	2	93	3	35	2	43	2
Disagree	833	11	415	11	194	13	212	9
Neither agree nor disagree	1487	19	691	18	326	22	459	19
Agree	4082	53	2096	55	711	49	1243	52
Completely agree	1139	15	485	13	199	14	446	19
Total	7714	100	3780	100	1465	100	2403	100
I don't know	185		114		33		37	
N/a	63		31		12		18	
I have sufficient time to participate in educational activities (e.g., training, courses, seminars)	N	%	N	%	N	%	N	%
Completely disagree	367	6	195	6	79	6	88	4
Disagree	1402	21	698	23	323	26	368	17
Neither agree nor disagree	1445	22	644	21	275	22	512	24
Agree	2817	43	1338	43	500	39	957	45
Completely agree	549	8	234	8	91	7	221	10
Total	6582	100	3109	100	1268	100	2146	100
I don't know	54		34		11		36	
N/a	53		23		8		19	
The education activities I which I have participated contribute to the completion of my PhD	N	%	N	%	N	%	N	%
Completely disagree	202	3	106	4	41	3	49	2
Disagree	691	11	364	12	169	14	149	7
Neither agree nor disagree	1378	22	660	22	316	26	392	19
Agree	3234	51	1520	51	554	45	1134	54
Completely agree	850	13	323	11	152	12	367	18
Total	6355	100	2973	100	1232	100	2091	100
I don't know	160		90		23		44	
N/a	152		83		21		47	
My supervisory team encourages me to participate in educational activities	N	%	N	%	N	%	N	%
Completely disagree	266	4	145	5	61	5	58	3
Disagree	710	11	420	14	136	11	147	7
Neither agree nor disagree	1538	24	788	26	335	27	404	19
Agree	2927	45	1283	42	521	41	1091	51
Completely agree	1106	17	445	14	209	17	445	21
Total	6547	100	3081	100	1262	100	2145	100
I don't know	90		46		12		30	
N/a	72		40		7		23	

Factsheet Sample

Nation PhD student survey 2023

	TOTAL SAMPLE		DUTCH		EEA		non-EEA									
EDUCATIONAL ACTIVITIES (continued)																
To what extent do you agree or disagree with the following statements:																
I am satisfied with the offer of career preparation activities related to a career within science/academia	N	%	N	%	N	%	N	%								
Completely disagree	261	5	97	4	63	6	98	5								
Disagree	801	16	361	16	186	19	236	13								
Neither agree nor disagree	1592	31	722	32	324	33	532	29								
Agree	1994	39	920	41	324	33	738	41								
Completely agree	440	9	143	6	89	9	205	11								
Total	5088	100	2243	100	986	100	1809	100								
I don't know	1002		564		208		223									
N/a	369		214		38		113									
I am satisfied with the offer of career preparation activities related to a career outside science/academia	N	%	N	%	N	%	N	%								
Completely disagree	424	9	177	8	121	13	121	7								
Disagree	1021	21	492	23	236	25	277	16								
Neither agree nor disagree	1654	34	795	37	301	31	545	31								
Agree	1516	31	639	29	239	25	628	36								
Completely agree	315	6	77	4	63	7	170	10								
Total	4930	100	2180	100	960	100	1741	100								
I don't know	110		597		226		272									
N/a	404		236		46		119									
Average agreement with statements about education (1=totally disagree, 5=totally agree)	N	Mean	SD	N	Mean	SD	N	Mean	SD							
In general, I am satisfied with the education activities that are offered	7714	3,7	0,9	3780	3,7	0,9	1465	3,6	1,0							
I have sufficient time to participate in educational activities (e.g., training, courses, seminars)	6580	3,3	1,1	3109	3,2	1,1	1268	3,2	1,1							
The education activities I which I have participated contribute to the completion of my PhD	6355	3,6	1,0	2973	3,5	1,0	1232	3,5	1,0							
My supervisory team encourages me to participate in educational activities	6547	3,6	1,0	3081	3,5	1,0	1262	3,5	1,0							
I am satisfied with the offer of career preparation activities related to a career within science/academia	5088	3,3	1,0	2243	3,3	1,0	986	3,2	1,0							
I am satisfied with the offer of career preparation activities related to a career outside science/academia	4930	3,1	1,1	2180	3,0	1,0	960	2,9	1,1							
TEACHING/SUPERVISING STUDENTS																
Do you teach (e.g., giving lectures or practicals) or supervise students (e.g., bachelor/master thesis)?	N	%	N	%	N	%	N	%								
Yes, teaching and supervising	2802	40	1606	47	575	45	609	28								
Yes, only teaching	749	11	365	11	163	13	219	10								
Yes, only supervising	1500	22	774	23	266	21	452	21								
No	1897	27	689	20	284	22	905	41								
Total	6948	100	3434	100	1288	100	2185	100								
If yes: Please indicate which of the following situations applies to you:	N	%	N	%	N	%	N	%								
Teaching and supervising is part of my contract/agreement	3276	44	1823	50	707	52	720	31								
Teaching and supervising is NOT part of my contract/agreement	2465	33	1218	33	371	27	851	37								
I am allowed to teach/supervise but I don't want to	360	5	123	3	49	4	184	8								
I am NOT allowed to teach/supervise but that is fine	201	3	66	2	26	2	102	4								
I am NOT allowed to teach/supervise but I would like to	282	4	76	2	51	4	153	7								
Other situation	850	11	375	10	166	12	301	13								
Total	7434	100	3681	100	1370	100	2311	100								

Factsheet Sample

Nation PhD student survey 2023

	TOTAL SAMPLE		DUTCH		EEA		non-EEA									
TEACHING/SUPERVISING STUDENTS																
If yes: To what extent do you agree or disagree with the following statement:																
The support I get for teaching activities prepares me well for teaching and supervision	N	%	N	%	N	%	N	%								
Completely disagree	267	8	154	8	54	8	55	6								
Disagree	639	19	408	22	117	18	113	12								
Neither agree nor disagree	986	29	527	28	199	31	254	28								
Agree	1290	37	668	36	222	34	393	43								
Completely agree	257	8	103	6	54	8	100	11								
Total	3439	100	1860	100	646	100	915	100								
I don't know	359		133		76		150									
N/a	416		134		77		203									
Average agreement with statement about support (1=totally disagree, 5=totally agree)	N	Mean	SD	N	Mean	SD	N	Mean	SD							
Average agreement	3439	3,2	1,1	1860	3,1	1,1	646	3,2	1,1							
If teaching: Over the last 12 months, how much of the time allocated to your PhD project, did you (on average) spend on teaching? (0%-100%)	N	Mean	SD	N	Mean	SD	N	Mean	SD							
Average percentage	3971	10,9	13,7	2139	10,9	14,1	828	11,3	13,1							
If supervising: Over the last 12 months, how much of the time allocated to your PhD project, did you (on average) spend on supervising? (0%-100%)	N	Mean	SD	N	Mean	SD	N	Mean	SD							
Average percentage	4520	11,2	12,5	2464	10,1	10,6	895	12,2	13,4							
							1121	12,7	15,1							

Factsheet Sample

Nation PhD student survey 2023

	TOTAL SAMPLE		DUTCH		EEA		non-EEA	
EXPERIENCED WORKLOAD								
How would you describe the workload in your PhD project?	N	%	N	%	N	%	N	%
Too low	19	<1	10	0	5	0	4	0
Low	119	2	59	2	17	1	41	2
Normal	3738	48	1708	44	623	42	1372	56
High	3324	42	1753	46	706	47	839	35
Too high	653	8	322	8	145	10	177	7
Total	7853	100	3852	100	1496	100	2433	100
If (too)high workload: What, or who, is responsible for your high workload? (Tick all that apply)	N	%	N	%	N	%	N	%
Project-related reasons								
Contact with supervisors	837	23	427	23	170	22	229	23
Contact with colleagues	464	13	246	14	98	13	115	11
Contact with students	561	15	328	18	136	17	94	9
Interruptions during work	1421	38	828	44	286	36	295	29
Pressure to publish	1516	41	719	39	352	44	428	42
Tight deadlines	936	26	456	25	207	26	265	26
Unavailable equipment	571	16	262	15	134	17	170	17
Amount of work	2750	71	1519	77	590	72	619	60
Difficulty of work	1653	44	811	43	343	43	479	46
Work speed	1028	28	486	26	225	29	306	30
Unfavourable working hours	246	7	133	7	48	6	63	6
Other activities								
Courses and other education activities	1120	31	603	33	221	28	284	28
Teaching duties or student supervision	1235	33	728	39	270	34	231	23
Patient care	166	5	1549	8	16	2	12	1
Other duties (e.g, job) not related to the PhD study	717	20	437	24	102	13	170	17
Personal circumstances								
Health problems	406	11	176	10	91	12	133	13
Circumstances in personal life	920	25	391	21	178	23	345	34
Other	388	11	241	13	73	10	66	7
If (too)high workload: Have you discussed your high workload with someone? (Tick all that apply)	N	%	N	%	N	%	N	%
Yes, with my daily supervisor	1807	46	990	51	367	42	442	40
Yes, with my promotor	1232	31	706	36	233	27	291	26
Yes, with someone at my Graduate School	202	5	80	4	40	5	82	7
Yes, with a PhD psychologist	217	6	91	5	58	8	66	7
Yes, with a confidential advisor	209	5	101	5	47	5	57	5
Yes, with a physician affiliated to the university	105	3	52	3	22	3	31	3
Yes, with someone else	737	18	361	18	190	22	183	17
No, I did not discuss my wellbeing with someone at the university	1070	27	470	24	240	27	348	31
If (too)high workload and discussed: Do you feel that the support you received had a positive influence on dealing with your (too) high workload?	N	%	N	%	N	%	N	%
Yes	889	64	509	64	182	67	197	64
No	253	18	146	18	45	17	60	20
I don't know	240	17	144	18	46	17	49	16
Total	1382	100	799	100	273	100	306	100

Factsheet Sample

Nation PhD student survey 2023

	TOTAL SAMPLE		DUTCH		EEA		non-EEA	
PROGRESS and DELAY								
Are you currently on schedule with your planning?	N		N		N		N	
Yes	3935	49	1899	48	754	49	1255	50
No, I have fallen behind schedule	2771	34	1318	33	504	33	937	37
I don't have a schedule	797	10	439	11	172	11	161	6
I don't know	555	7	288	7	106	7	152	6
Total	8058	100	3944	100	1536	100	2505	100
If delayed: How long is the (expected) delay?	N		N		N		N	
Less than 3 months	486	18	210	17	89	18	185	21
Between 3 and 6 months	775	29	350	28	152	31	272	30
Between 6 and 9 months	459	17	216	17	81	16	157	17
More than 9 months	630	24	301	24	108	22	218	24
I don't know	325	12	185	15	68	14	71	8
Total	2675	100	1262	100	498	100	903	100
If delayed: What are/were the main reasons for you delay (Tick all that apply)	N		N		N		N	
Supervision-related issues								
Insufficient assistance/supervision	830	32	366	30	184	39	272	30
Adding new research themes by my supervisor(s)	380	16	196	18	69	16	111	13
Unrealistic expectations by my supervisor(s)	470	20	247	22	101	23	116	14
My supervisor(s) did not take my concerns about a possible delay seriously	323	14	136	12	65	15	118	14
Conflict(s) and/or miscommunication with my supervisor(s)	343	14	116	10	104	24	120	15
Project-related reasons								
Too ambitious project	939	33	499	38	207	36	229	24
Extra experiment / analysis on my own initiative	385	14	154	12	91	16	139	15
Extra experiment / analysis desired by supervisor or sponsor	375	13	195	15	70	13	106	11
Problems with experiment or data collection	1154	40	557	41	234	41	358	37
Problems with data analysis or data interpretation	428	18	193	17	95	20	138	17
Problems with writing	564	20	230	18	111	20	220	23
Problems with publishing papers	373	16	129	12	65	15	174	21
Bad time management	676	24	242	18	166	29	264	27
Practical, logistic or financial problems	607	21	299	23	115	20	189	20
Covid-19 related problems	1405	51	635	50	244	49	508	55
Other activities								
Extra courses in excess of the normal package	161	14	71	5	34	6	55	5
Extra teaching duties or student supervision	424	14	209	15	88	14	122	12
Other duties (e.g, job) not related to the PhD study	543	17	271	19	90	14	174	17
Personal circumstances								
Working part-time on PhD project	451	14	269	19	66	11	108	10
Physical health problems	338	4	159	76	58	9	116	11
Mental health problems	699	26	276	19	160	26	252	24
Pregnancy or parenthood	225	7	122	9	29	5	70	7
Home care for family members, neighbours etc	266	9	122	9	44	7	97	9
Motivational issues	642	24	211	17	148	30	274	30
Other	391	13	176	12	70	11	140	13

Factsheet Sample

Nation PhD student survey 2023

	TOTAL SAMPLE		DUTCH		EEA		non-EEA	
PROGRESS and DELAY (continued)								
If delayed: Did you discuss your delay with your supervision team?								
Yes	2114	83	1036	85	363	79	706	81
No	445	17	188	15	94	21	161	19
Total	2559	100	1224	100	457	100	867	100
If delayed + discussed: Have agreements been made related to your planning?								
Yes, we have adapted the planning and I expect to finish in time	700	34	304	30	102	29	293	42
Yes, we have adapted the planning but I have doubts whether I can finish in time	925	45	452	45	168	47	299	43
No, we did not make any agreements	447	22	246	25	88	25	111	16
Total	2072	100	1002	100	358	100	703	100
When delayed and discussed: Have agreements been made related to a (possible) extension?								
Yes, we made agreements about an extension of my contract and how this will be financed	693	33	357	35	128	35	206	30
Yes, we made agreements about an extension of my contract/project but not how this can be financed	322	16	115	11	42	12	162	23
No, we did not make any agreements	1059	51	536	53	196	54	323	47
Total	2074	100	1008	100	366	100	691	100
WELLBEING								
How would you rate your general wellbeing?								
Very poor	146	2	45	1	33	2	63	3
Poor	746	10	280	7	193	14	266	11
Fair	2225	29	973	26	429	30	799	34
Good	3594	47	1953	51	611	43	1004	42
Very good	968	13	568	15	154	11	238	10
Total	7679	100	3819	100	1420	100	2370	100
I don't know / I don't want to answer			61	26	8		25	
Overall, what impact does your PhD project have on your wellbeing?								
Negative	471	6	196	5	117	8	150	6
Rather negative	1593	21	788	21	378	27	408	18
Neutral	2307	30	1152	30	398	29	734	32
Fairly positive	2224	29	1169	31	353	25	694	30
Positive	1009	13	503	13	152	11	342	15
Total	7604	100	3808	100	1398	100	2328	100
I don't know / I don't want to answer			132	36	28		66	

Factsheet Sample

Nation PhD student survey 2023

	TOTAL SAMPLE		DUTCH		EEA		non-EEA	
WELLBEING (continued)								
Which areas have the most positive impact on your wellbeing (Tick the three most important ones)	N	%	N	%	N	%	N	%
Interactions with my daily supervisor	2317	35	1127	35	409	34	774	36
Interactions with my promotor	1323	20	586	19	192	16	538	26
Interactions with other colleagues	3724	55	2241	67	731	58	733	34
My research	3598	53	1929	58	626	50	1015	47
The courses, workshops and symposia that I attend	1242	19	666	21	238	20	331	16
Teaching and supervising students	897	14	583	18	169	14	141	7
My level of academic performance	816	13	357	11	136	11	319	15
My publications	814	13	284	9	86	7	439	21
My academic recognition by others	518	8	213	7	117	10	188	9
Completing my PhD	1433	22	529	17	259	21	636	30
Finding desirable employment after completing my PhD	794	12	221	7	184	15	385	18
My work/life balance	2530	38	1258	39	512	42	744	35
Practical, technical or financial aspects	502	8	164	5	126	11	210	10
Patient care	108	2	87	4	8	1	13	1
Other	185	3	119	4	34	3	31	2
Which areas have the most negative impact on your wellbeing (Tick the three most important ones)	N	%	N	%	N	%	N	%
Interactions with my daily supervisor	632	10	284	9	126	11	214	10
Interactions with my promotor	731	11	384	13	145	12	194	9
Interactions with other colleagues	419	5	143	5	85	7	189	9
My research	1091	17	511	17	223	19	353	17
The courses, workshops and symposia that I attend	520	8	278	9	89	8	148	7
Teaching and supervising students	697	11	340	11	154	13	198	10
My level of academic performance	1618	25	808	26	347	29	457	22
My publications	1837	28	885	28	359	30	579	28
My academic recognition by others	826	13	394	13	162	14	267	13
Completing my PhD	1884	29	1035	33	309	26	529	25
Finding desirable employment after completing my PhD	1695	26	666	21	323	27	695	33
My work/life balance	2459	37	1261	39	460	38	729	34
Practical, technical or financial aspects	2357	36	1210	38	380	31	756	36
Patient care	203	4	74	3	24	3	104	7
Other	832	13	492	16	137	12	203	10
If (very) poor wellbeing: Have you discussed your wellbeing with someone? (Tick all that apply)	N	%	N	%	N	%	N	%
Yes, with my daily supervisor	501	38	208	43	116	36	170	34
Yes, with my promotor	357	27	147	31	83	25	125	25
Yes, with someone at my Graduate School	105	8	34	7	25	8	45	9
Yes, with a PhD psychologist	169	13	45	9	47	14	75	15
Yes, with a confidential advisor	115	9	37	8	28	9	45	9
Yes, with a physician affiliated to the university	73	6	34	7	16	5	22	4
Yes, with someone else	217	17	88	18	59	18	67	14
No, I did not discuss my wellbeing with someone at the university	459	35	143	30	110	34	201	41

Factsheet Sample

Nation PhD student survey 2023

	TOTAL SAMPLE		DUTCH		EEA		non-EEA		
WELLBEING (continued)									
If (poor)wellbeing + discussed: Do you feel that the support you received had a positive influence on your wellbeing?		N	%	N	%	N	%	N	%
Yes		189	42	68	36	55	50	64	44
No		166	37	81	42	38	34	45	31
I don't know		98	22	42	22	18	16	37	25
Total		453	100	191	100	111	100	146	100
SOCIAL SAFETY									
Have you yourself experienced any undesirable behaviour in the past year?		N	%	N	%	N	%	N	%
Never		6126	78	3139	81	1153	77	1784	74
Sporadically		1375	18	585	15	276	19	498	21
Monthly		182	2	80	2	33	2	67	3
Weekly		106	1	46	1	21	1	39	2
Daily		33	<1	5	0	9	1	17	1
Total		7822	100	3855	100	1492	100	2405	100
If yes: What was the nature of the undesirable behaviour you experienced (Tick all that apply)		N	%	N	%	N	%	N	%
Gossip		449	22	197	23	105	25	143	20
Exclusion		482	24	157	19	100	24	219	31
Physical or social intimidation		270	15	143	19	54	14	70	11
Sexual intimidation		108	6	61	7	22	5	25	4
Discrimination		438	22	78	9	76	18	278	39
Abuse of power		576	29	274	32	119	28	178	25
Aggression and violence		143	7	54	7	21	5	65	9
Other		232	12	119	14	46	11	67	10
I prefer not to say		101	6	40	5	14	4	47	8
If yes: What was your relationship with the people involved in the undesirable behaviour? (Tick all that apply)		N	%	N	%	N	%	N	%
Supervisor(s)		589	30	281	34	122	30	176	25
More senior colleague(s)		439	22	228	27	88	21	116	17
Other colleague(s)		388	20	151	19	73	18	157	23
Fellow PhD candidate(s)		307	16	119	15	68	17	117	17
Other		245	14	68	9	32	9	144	24
I prefer not to say		191	11	53	7	35	10	102	17
If yes: Did you take any actions after experiencing undesirable behaviour? (Tick all that apply)		N	%	N	%	N	%	N	%
Yes, I spoke with my supervisor(s)		538	26	247	29	103	24	182	25
Yes, I spoke to the confidential advisor of the university		234	11	109	13	50	11	68	9
Yes, I spoke to someone from Human Resources		55	3	27	3	10	2	17	2
Yes, I spoke to someone of the Health and Safety Office ('arbo-dienst')		31	2	11	1	6	1	14	2
Yes, I spoke to the perpetrator		221	11	118	14	44	10	56	8
Other		250	12	123	14	52	12	69	10
No, I did not take any actions		648	32	250	29	133	30	259	36
I prefer not to say		107	5	34	4	14	3	59	8

Factsheet Sample

Nation PhD student survey 2023

	TOTAL SAMPLE		DUTCH		EEA		non-EEA	
SOCIAL SAFETY (continued)								
If yes + discussed: Did you feel protected and/or supported by the university after you experienced undesirable behaviour?								
	N	%	N	%	N	%	N	%
Yes	448	30	231	35	83	28	134	26
No	680	46	296	45	131	45	243	47
I prefer not to say	346	24	125	19	78	27	139	27
Total	1474	100	652	100	292	100	516	100
SUPPORT								
Do you know whether there is a confidential advisor available to whom you can go to when you encounter problems?								
	N	%	N	%	N	%	N	%
Yes, I am aware	4594	67	2636	76	838	69	1087	53
No, I am not aware	1647	24	593	17	278	23	756	37
No, I don't know	596	9	257	7	103	8	227	11
Total	6837	100	3486	100	1219	100	2070	100
Do you know whether there is a PhD psychologist available to whom you can go to when you encounter problems?								
	N	%	N	%	N	%	N	%
Yes, I am aware	3401	50	1842	53	683	51	840	43
No, I am not aware	2950	43	1392	40	551	41	981	50
No, I don't know	516	8	251	7	101	8	153	8
Total	6867	100	3485	100	1335	100	1974	100
SOCIAL INTEGRATION								
Are you familiar with the PhD organisations at your university?								
	N	%	N	%	N	%	N	%
Yes, I regularly participate in activities they organize	1289	19	604	17	266	19	409	18
Yes, but I do not (often) take part in activities	4551	63	2433	68	812	59	1288	57
No, I am not familiar with PhD organisations	1417	20	526	15	298	22	579	25
Total	7257	100	3563	100	1376	100	2276	100
To what extent do you have contact with other researchers?								
	N	%	N	%	N	%	N	%
Less than once a month	556	7	232	6	112	7	207	8
Once a month	454	6	165	4	91	6	193	8
Several times a month	1199	15	437	11	223	15	532	22
Once a week	669	8	285	7	124	8	254	10
Several times a week	1997	25	1012	26	375	25	594	24
Every day (on workdays)	2625	33	1605	41	504	33	500	20
Only when I meet my supervisors	345	4	133	3	63	4	137	6
Other	92	1	36	1	16	1	34	1
Total	7937	100	3905	100	1508	100	2451	100

Factsheet Sample

Nation PhD student survey 2023

	TOTAL SAMPLE		DUTCH		EEA		non-EEA									
SOCIAL INTEGRATION (continued)																
To what extent do you agree or disagree with the following statements:																
I feel integrated into the community of my Graduate School	N	%	N	%	N	%	N	%								
Completely disagree	739	10	427	12	147	12	153	7								
Disagree	1682	24	1004	29	309	24	350	16								
Neither disagree nor agree	2167	31	1046	30	373	29	730	33								
Agree	1985	28	859	24	363	28	752	34								
Completely agree	522	7	186	5	90	7	239	11								
Total	7095	100	3522	100	1282	100	2224	100								
I don't know	133		68		24		39									
N/a	182		88		52		40									
I feel integrated into the community of my department	N	%	N	%	N	%	N	%								
Completely disagree	327	5	146	4	68	5	106	5								
Disagree	871	12	433	12	183	14	244	11								
Neither disagree nor agree	1358	19	534	15	246	19	562	25								
Agree	2819	39	1383	38	518	39	898	40								
Completely agree	1871	26	1111	31	317	24	428	19								
Total	7246	100	3607	100	1332	100	2238	100								
I don't know	67		25		8		33									
N/a	126		58		30		37									
I feel integrated into the community of my faculty	N	%	N	%	N	%	N	%								
Completely disagree	497	7	240	7	99		149	7								
Disagree	1292	19	735	22	260		280	14								
Neither disagree nor agree	1977	29	997	30	364		601	29								
Agree	2287	34	1124	33	388		760	37								
Completely agree	670	10	278	8	119		266	13								
Total	6723	100	3374	100	1230		2056	100								
I don't know	85		41		15		26									
N/a	138		71		35		31									
I feel integrated into the community of my institute	N	%	N	%	N	%	N	%								
Completely disagree	403	6	192	5	84	7	119	5								
Disagree	993	16	560	16	183	15	234	11								
Neither disagree nor agree	1839	29	923	26	311	25	591	27								
Agree	2424	38	1285	36	377	30	747	34								
Completely agree	750	12	354	10	143	11	248	11								
Total	6409	100	3528	100	1256	100	2184	100								
I don't know	117		46		24		46									
N/a	209		89		61		57									
Average agreement with statement about social integration (1=totally disagree, 5=totally agree)																
I feel integrated into the community of my Graduate School	N	Mean	SD	N	Mean	SD	N	Mean	SD							
I feel integrated into the community of my department	7246	3,7	1,1	3607	3,8	1,1	1332	3,6	1,1							
I feel integrated into the community of my faculty	6723	3,2	1,1	3374	3,1	1,1	1230	3,1	1,1							
I feel integrated into the community of my institute	6409	3,3	1,1	3314	3,3	1,1	1098	3,3	1,1							

Factsheet Sample

Nation PhD student survey 2023

	TOTAL SAMPLE		DUTCH		EEA		non-EEA									
RESEARCH FACILITIES																
How satisfied are you with the following facilities?																
Workplace	N	%	N	%	N	%	N	%								
Very dissatisfied	176	2	89	2	31	2	52	2								
Dissatisfied	644	8	350	9	124	8	164	7								
Neither dissatisfied nor satisfied	1061	14	537	14	201	14	311	13								
Satisfied	3571	46	1788	47	635	43	1123	47								
Very satisfied	2257	29	1020	27	481	33	743	31								
Total	7709	100	3784	100	1472	100	2393	100								
I have no access to this facility	429	5	223		84		109									
Computer and software	N	%	N	%	N	%	N	%								
Very dissatisfied	211	3	86	2	48	3	74	3								
Dissatisfied	705	9	368	10	148	10	185	8								
Neither dissatisfied nor satisfied	1161	15	550	14	241	16	361	15								
Satisfied	3633	47	1918	50	607	41	1072	45								
Very satisfied	2042	26	897	24	425	29	711	30								
Total	7752	100	3819	100	1469	100	2403	100								
I have no access to this facility	384	5	185		86		101									
Research facilities (e.g, lab, instruments, fieldwork, databases)	N	%	N	%	N	%	N	%								
Very dissatisfied	102	2	36	1	18	1	44	2								
Dissatisfied	396	6	164	5	91	7	136	6								
Neither dissatisfied nor satisfied	1214	17	571	17	242	19	390	17								
Satisfied	3453	50	1829	54	563	44	1033	46								
Very satisfied	1802	26	767	23	373	29	652	29								
Total	6967	100	3367	100	1287	100	2255	100								
I have no access to this facility	1118	14	598		263		242									
Access to library (e.g, journals, books)	N	%	N	%	N	%	N	%								
Very dissatisfied	84	1	23	1	22	2	37	2								
Dissatisfied	232	3	98	3	58	4	73	3								
Neither dissatisfied nor satisfied	756	10	313	8	177	12	250	10								
Satisfied	3810	48	2001	51	654	43	1123	46								
Very satisfied	3083	39	1507	38	602	40	959	39								
Total	7965	100	3942	100	1513	100	2442	100								
I have no access to this facility	170	2	61		43		61									
Average satisfaction with facilities (1=very dissatisfied, 5=very satisfied)	N	Mean	SD	N	Mean	SD	N	Mean	SD							
Workplace	7709	3,9	1,0	3784	3,9	1,0	1472	4,0	1,0							
Computer and software	7752	3,9	1,0	3819	3,8	1,0	1469	3,8	1,1							
Research facilities (e.g, lab, instruments, fieldwork, databases)	6967	3,9	0,9	3367	3,9	0,8	1287	3,9	0,9							
Access to library (e.g, journals, books)	7965	4,2	0,8	3942	4,2	0,7	1513	4,2	0,9							
							2442	4,2	0,8							

Factsheet Sample

Nation PhD student survey 2023

	TOTAL SAMPLE		DUTCH		EEA		non-EEA									
CAREER PROSPECTS (TUD excluded)																
What career perspective do you aspire most after graduation?	N		%		N		%									
As a researcher within academia	2200	36	847	28	376	34	968	51								
As a researcher outside academia	1524	25	724	24	309	28	489	26								
Other career perspective	1126	18	754	25	176	16	193	10								
I don't know	1267	21	749	24	248	22	259	14								
Total	6117	100	3074	100	1109	100	1909	100								
Not applicable to my situation	217		147		19		47									
If # I don't know or N/a: Where do you aspire to pursue a career? (Tick all that apply)	N		%		N		%									
Researcher at the university	2427	50	962	43	431	50	1019	61								
Lecturer at the university	1456	31	604	27	234	27	606	36								
Researcher outside the university	2191	45	939	42	437	51	800	48								
Own company	595	12	236	11	134	16	224	13								
Industry	1642	34	641	28	359	42	632	38								
Government (national, regional or local)	1330	28	622	28	284	33	417	25								
NGOs and other non-profit organisations	1178	24	517	23	250	29	404	24								
Health care	1061	22	709	34	121	14	221	13								
Other	202	4	129	6	29	3	40	2								
I don't know	96	2	51	2	26	3	17	1								
If aspired career within academia: How would you rate your chances of continuing to do research in academia? (0%-100%)	N		Mean		SD		N									
Average percentage	1514	68	23	498	63	24	248	68								
IMPACT OF COVID-19																
The questions in this section were only displayed to PhD students who started their PhD project before March 2022 (UvA & TUD excluded)																
The following questions concern the consequences of the Covid-19 pandemic on your current PhD work.																
What impact has Covid-19 had on the ability to engage in the following aspects of your current PhD project....																
Data collection	N		%		N		%									
Strongly negative	826	21	445	20	188	21	345	22								
Negative	1235	32	789	35	281	31	498	31								
No impact	1657	43	906	41	404	44	666	42								
Positive	101	3	58	3	23	3	62	4								
Strongly positive	67	2	31	1	17	2	28	2								
Total	3886	100	2229	100	913	100	1599	100								
N/a	812		522		194		244									
Data analysis	N		%		N		%									
Strongly negative	283	7	127	6	68	8	126	8								
Negative	841	22	438	20	170	19	395	25								
No impact	2507	64	1480	67	590	66	956	60								
Positive	198	5	117	5	50	6	93	6								
Strongly positive	64	2	37	2	17	2	20	1								
Total	3893	100	2199	100	895	100	1590	100								
N/a	803		517		180		231									

Factsheet Sample

Nation PhD student survey 2023

	TOTAL SAMPLE		DUTCH		EEA		non-EEA	
IMPACT OF COVID-19 (continued)								
Writing								
Strongly negative	N	%	N	%	N	%	N	%
Strongly negative	278	7	136	6	67	7	137	8
Negative	870	22	495	22	202	22	390	24
No impact	2383	59	1345	59	551	59	932	57
Positive	400	10	276	12	100	11	145	9
Strongly positive	80	2	47	2	18	2	31	2
Total	4011	100	2299	100	938	100	1635	100
N/a	702		449		157		196	
Discussing ideas and findings with colleagues and peers								
Strongly negative	N	%	N	%	N	%	N	%
Strongly negative	999	24	656	28	281	28	368	22
Negative	1623	39	996	42	383	39	630	38
No impact	1337	32	662	28	276	28	572	34
Positive	126	3	57	2	33	3	76	5
Strongly positive	44	1	14	1	15	2	24	1
Total	4129	100	2385	100	988	100	1670	100
N/a	615		386		125		181	
Dissmination and sharing research findings with stakeholder and other researchers								
Strongly negative	N	%	N	%	N	%	N	%
Strongly negative	711	18	453	21	186	20	258	16
Negative	1419	37	818	37	348	38	572	36
No impact	1602	42	860	39	352	38	671	42
Positive	113	3	49	2	27	3	70	4
Strongly positive	34	1	10	1	10	1	20	1
Total	3879	100	2190	100	923	100	1591	100
N/a	809		528		171		241	
What impact has Covid-19 had on your current...,								
Motivation to work								
Strongly negative	N	%	N	%	N	%	N	%
Strongly negative	361	9	155	6	108	11	202	12
Negative	1157	27	678	28	318	32	517	31
No impact	2387	57	1427	59	502	50	846	50
Positive	234	6	139	6	60	6	98	6
Strongly positive	49	1	20	1	15	2	26	2
Total	4188	100	2419	100	1003	100	1689	100
N/a	560		352		112		171	
Progress of your PhD project								
Strongly negative	N	%	N	%	N	%	N	%
Strongly negative	655	16	342	14	152	15	318	19
Negative	1724	41	1009	42	412	41	704	42
No impact	1609	38	942	39	375	38	579	34
Positive	149	4	97	4	44	4	67	4
Strongly positive	51	1	28	1	11	1	25	2
Total	4188	100	2418	100	994	100	1693	100
N/a	563		358		116		167	

Factsheet Sample

Nation PhD student survey 2023

	TOTAL SAMPLE		DUTCH	EEA	non-EEA	
IMPACT OF COVID-19 (continued)						
Future career prospects	N	%	N	%	N	%
Strongly negative	159	4	59	3	48	5
Negative	703	18	299	13	186	20
No impact	2922	74	1819	81	650	69
Positive	133	3	58	3	44	5
Strongly positive	43	1	18	1	14	2
Total	3960	100	2253	100	942	100
N/a	737		482		150	
Mental health+	N	%	N	%	N	%
Strongly negative	54	13	257	10	186	18
Negative	1996	37	913	37	413	41
No impact	1950	46	1199	48	368	36
Positive	149	4	97	4	37	4
Strongly positive	39	9	14	1	13	1
Total	4278	100	2480	100	1017	100
N/a	480		301		99	
Feeling connected to your research institute/department	N	%	N	%	N	%
Strongly negative	776	19	405	18	199	23
Negative	1674	40	964	42	345	40
No impact	1611	39	851	37	300	34
Positive	104	3	57	3	20	2
Strongly positive	32	1	7	0	9	1
Total	4197	100	2284	100	873	100
N/a	549		334		122	
Amount of supervision	N	%	N	%	N	%
Strongly negative	221	5	95	4	60	7
Negative	861	21	426	19	200	23
No impact	2901	69	1625	72	573	66
Positive	166	4	94	4	33	4
Strongly positive	31	1	10	0	6	1
Total	4180	100	2250	100	872	100
N/a	566		357		121	
Quality of supervision	N	%	N	%	N	%
Strongly negative	212	5	110	5	60	7
Negative	836	20	441	20	184	21
No impact	2961	71	1626	73	589	68
Positive	120	3	55	3	28	3
Strongly positive	32	1	10	0	6	1
Total	4161	100	2242	100	867	100
N/a	581		364		126	

Evaluatie Nederlandse promotietrajecten

INFOGRAPHIC

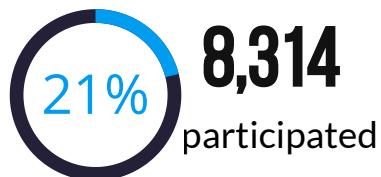
PhD candidate experiences in the Netherlands

2023 - 14 universities

Population & sample

39,466

PhD students invited



8,314

participated



50%



55%

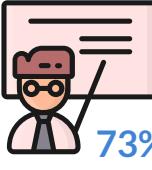


22%

PhD student type



Structure



74% 4-year contract



73% involved in teaching

89% Training & Supervision Plan



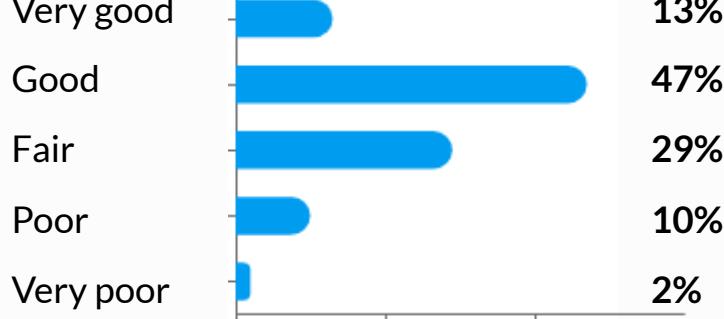
97% at least 2 supervisors

Delay

34% reports to be behind schedule, of which 41% expects a delay > 6 months



Wellbeing



Satisfaction

Overall, how satisfied are you with your PhD trajectory on a scale of 1 to 10?



7.2

Percentage (very) satisfied with:

Education

68%



Supervision

77%

Career preparation

48%



within academia

37%



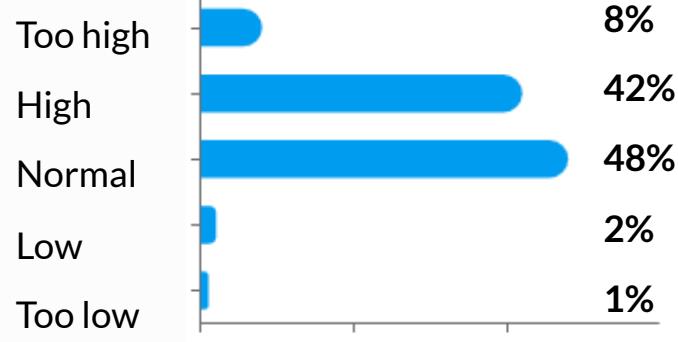
outside academia

Social safety

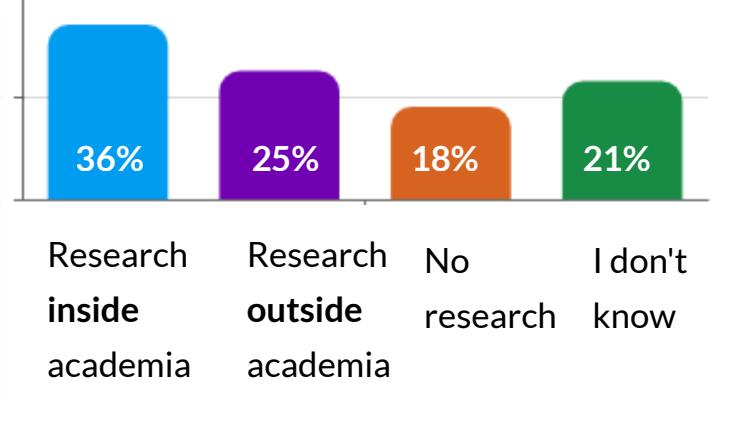
78% did not experience any inappropriate behaviour in the last year; 18% experienced this sporadically and 4% at least monthly



Workload



Preferred career



UNIVERSITEIT VAN AMSTERDAM

