

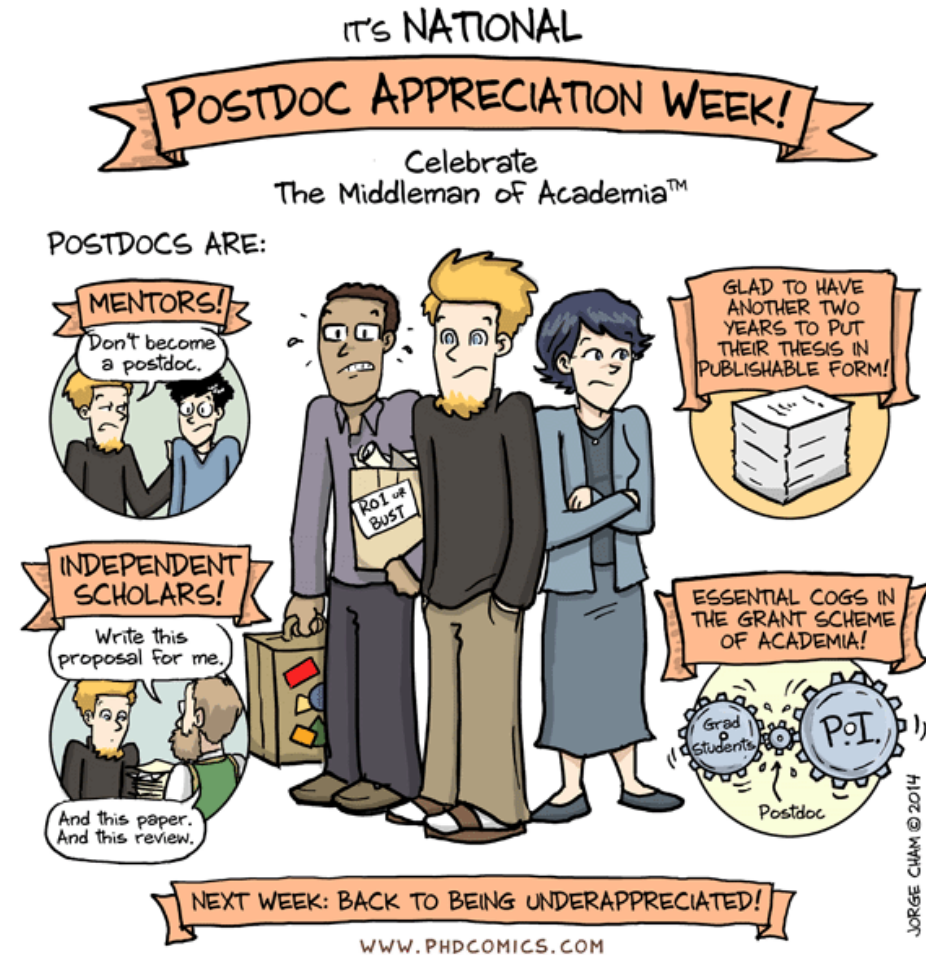
## Postdoctoral Researchers in Vienna:

between complex biographies, high  
competitiveness and a vision for a  
sustainable future

Anna Durnova, Professor of Political Sociology,

Department of Sociology, University of Vienna  
<https://www.soz.univie.ac.at/en/research/research-teams/team-durnova/>

social media: evrop\_anka  
[ana.durnova@univie.ac.at](mailto:ana.durnova@univie.ac.at)



## Post Doc as a comprehensive social skill

- Publications
- International mobility
- Project experience
- Networks
- But also, socioemotional resources for:
  - Ability to lead people
  - To help, to cooperate
  - Ability to take on new challenges
  - Confidence & sustainable work-life balance



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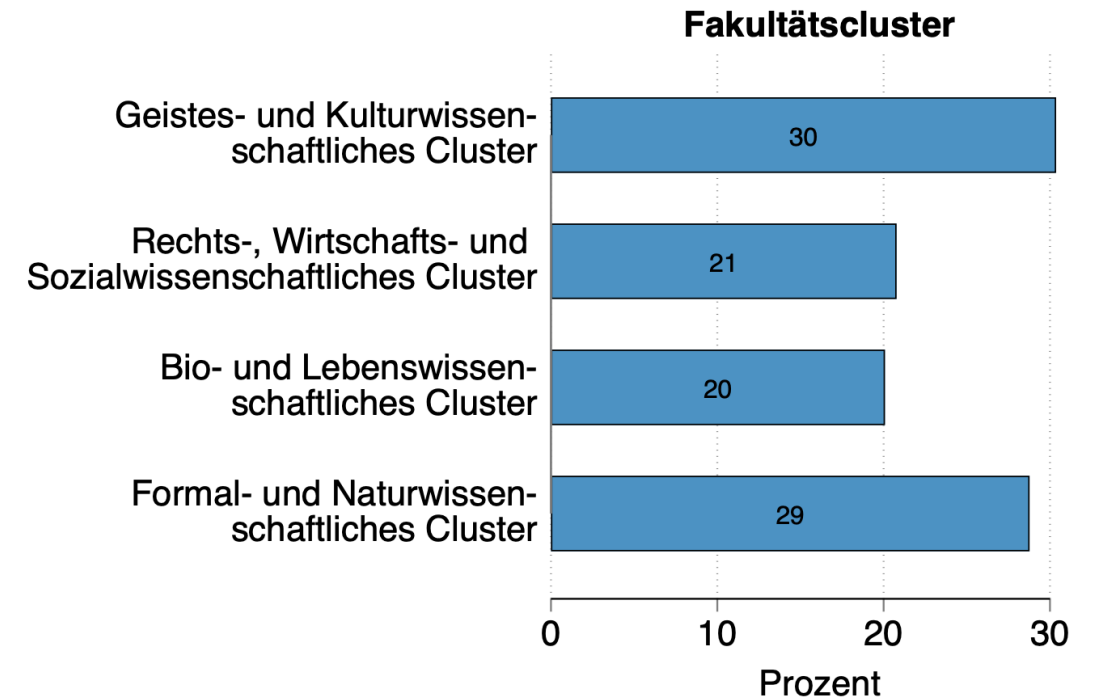


# Working conditions of “Mittelbau” at the University of Vienna

- Development of questionnaire by Working Group on §109 at the Faculty of Social Sciences based on the survey of the Faculty of Arts and Humanities
- Programming in Qualtrics
- Contact by email via the “Mittelbau mailing list” of the “Unterbau initiative” and the Mittelbau representatives of the Faculty Conferences
- N=1,102 participants (after data adjustment for dropouts)
- Weighting according to faculty, gender and career level

Read the results at:

<https://doi.org/10.31235/osf.io/wce5q>





## Few Prospects of Permanent Positions

- **Limited Opportunities:** Only a few individuals have been offered the prospect of a permanent position, regardless of their qualification profile.
- **Improvement Suggestion:** The most frequently expressed suggestion for improvement is the desire for more permanent positions.

## Diverse Effects

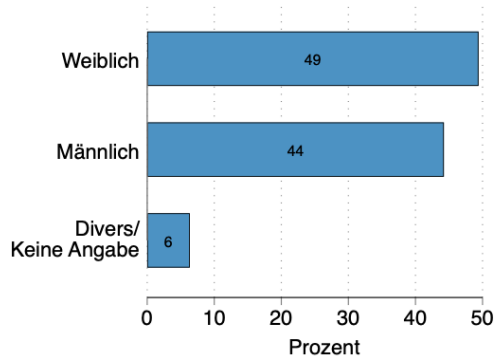
- Professional Insecurity
- Withdrawal from Teaching responsibilities.
- Impossibility to take new Research Projects
- Migration Abroad / away from Vienna
- **Poor Work-Life Balance:** This issue is particularly impactful for women and people with caring responsibilities.
- Anxiety and Demotivation

**approx. 16% of around 7,000 mid-level academic staff at the University of Vienna) took part in the survey**

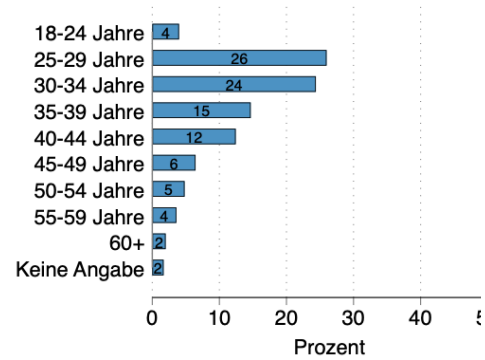
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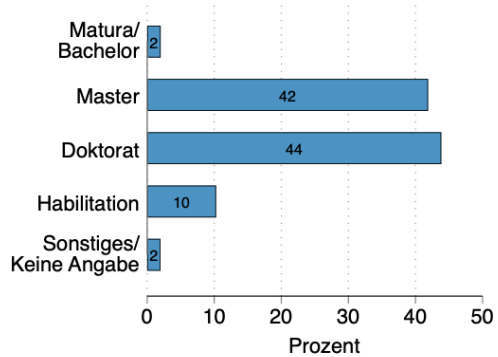
### Geschlecht



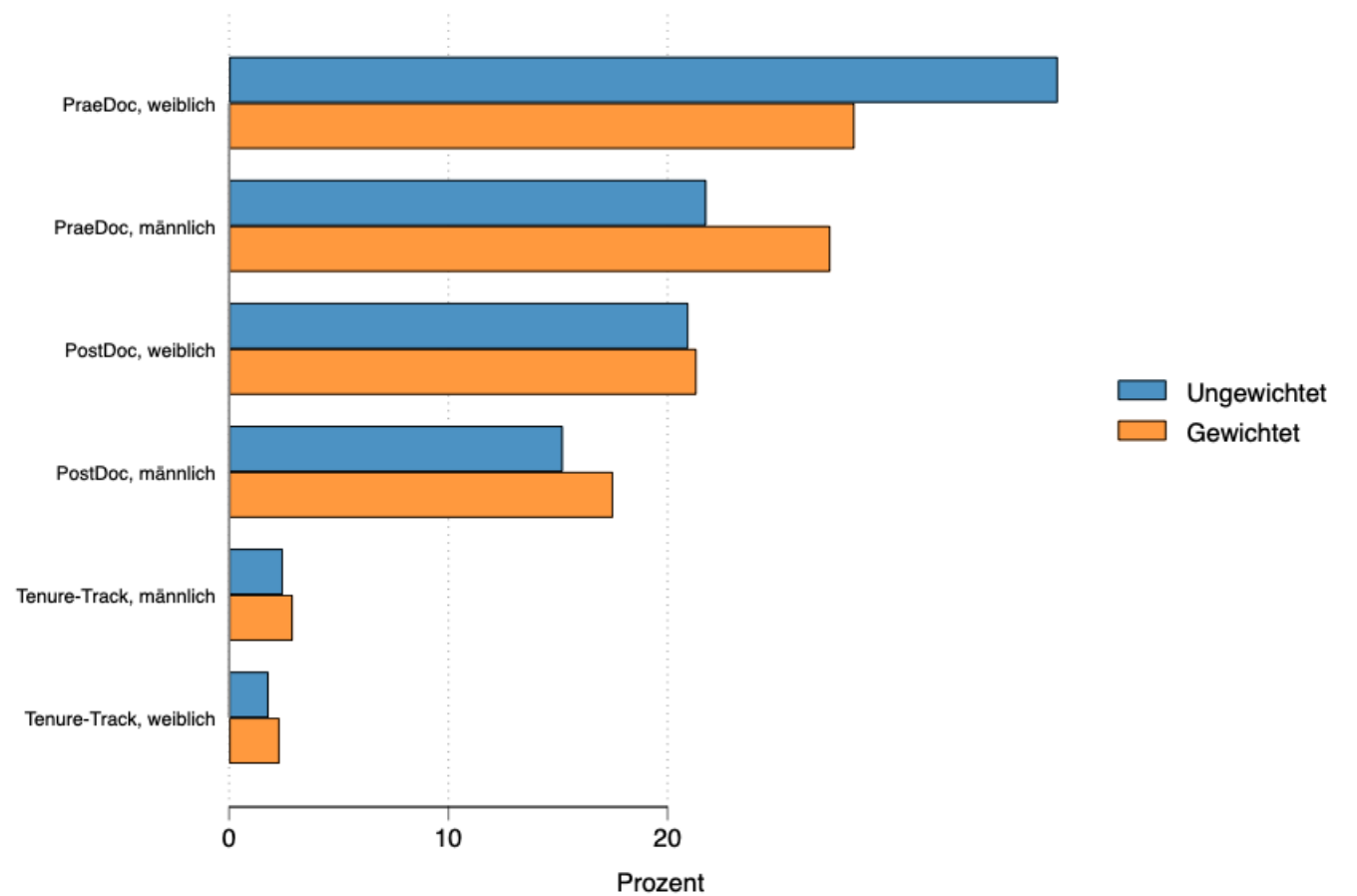
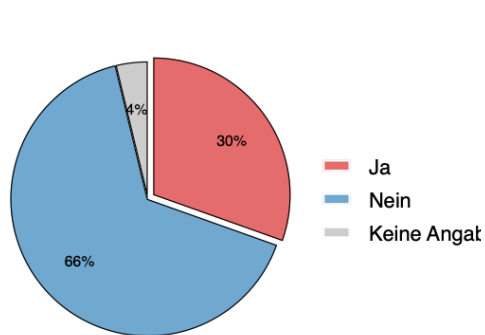
### Alter



### Höchster Bildungsabschluss



### Betreuungspflichten





## The most important takeaways

- **Collective Phenomenon:** requiring a systemic solution
- **High Uncertainty:** The combination of low information levels and the high complexity of employment relationships
- **Lack of Motivation:**
  - Insecurity
  - Lack of prospects
- **Ineffectiveness of Chain Contract Regulation as foreseen by the law:** The chain contract regulation has not led to more permanent contracts as intended by legislators.

**Change the law -- Change the rules -- Change the game**







## „Work“ versus „Life“

- Productivity
- Flexibility
- Readiness & Anticipation

- Sustainability
- Stability
- ready for “life happens”

Emotional work: towards others + oneself  
Resources that enable this (time, human, financial)



## Adjusting Mentoring skills & programs

- **Feedback infrastructure:** Provide advice, but also ask what is helpful for the mentee. Provide infrastructure
- **Goal over Path:** We tend to apply the same path to others. However, everyone is different. Ask young scientists how they need/ want to be supported and teach them how to identify their needs.
- **Diversity of Academic Styles:** There are different types of collaboration, and it is okay for this diversity to exist. Learn to work with this diversity and teach your environment and young scientists to do the same.





## C.O.A.S.T → a possible strategy for a sustainable career



**Collaboration** - Embrace the courage to move forward while being open to a team that may have a different perspective.



**Openness** - Naming conflicts and scheduling meetings where they can be discussed openly.



**Alignment** - Thoughtfulness in providing space to align academic styles and work styles.



**Shared Responsibility** - Accountability through sharing responsibilities and asking, "Do I really have to do this?" to foster delegation and the development of young scientists.



**Transparency** - Maintaining clear and honest communication to support mutual understanding and trust within the team.