AK Chancengleichheit der DPG

Managing
work-life balance
during
the Covid-19 crisis
–

A survey
with 1500+ participants
worldwide

Berlin, Germany

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DPG	German Physical Society, in German: Deutsche Physikalische Gesellschaft
AKC	Working Group for Equal Opportunities, in German: Arbeitskreis Chancengleichheit –
STEM	Science Technology Engineering and Mathematics
COVID-19	Coronavirus Disease of 2019 – severe acute respiratory syndrome coronavirus 2, SARS-CoV-2
PR	Public Relations
KPI	Key Performance Indicators
NGO	Non-governmental Organization

1   Executive summary

Rational

The aim of the "Impact of COVID-19 Crisis on Work-Life Balance" survey was to learn about the impact of the pandemic to our work and daily lives. The "Working Group for Equal Opportunities" (in German: Arbeitskreis Chancengleichheit, AKC) of the German Physical Society (in German: Deutsche Physikalische Gesellschaft, DPG) strives to provide guidance to all relevant parties such as institutes, NGOs, employers, employees, and managers by sharing the results of this survey. About 1500 participants have completed the survey worldwide.

In response to the global spread of COVID-19 disease, states implemented strict measures such as travel restrictions, social distancing policies, lockdowns, and workplace and school closures to slow down the spread of the virus. By the beginning of April 2020, 81% of the global workforce lived in countries with mandatory or recommended workplace closures. Global hours worked could still drop more than 10% until 2021. According to this report of the UN's Committee for the Coordination of Statistical Activities (CCSA)[1], this will be the biggest employment decline in labor markets since the Second World War. This effect was reflected in the survey results by a high share of post-pandemic concern about financial stagnation / recession.

A major social impact of the COVID-19 crisis is also inevitable. Reduced mobility, social distancing, school closures and other constraints imposed to prevent the spread of the corona virus disease have globally changed our lives in an unsettling way. By April 2020, 192 countries had closed schools, affecting 1.59 billion students and their families[2]. Participants, especially from Europe and North America, who are parents of school kids, frequently commented on additional burdens placed on them because of homeschooling responsibilities that generated a higher work-life imbalance.

Having access to Information and Communications Technologies (ICTs) to minimize the disruption and circumvent some of the obstacles faced in getting on with daily life varies from region to region and sector to sector[3,4]. According to participants' free text entries, a discrepancy became visible among two groups: The first group is convinced that this is a chance to reform remote-/work and remote-/teaching. The second group wonders if the substitution of regular working tools and methods by

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[1] UNESCO. Report on the COVID-19 impact on public and private life as well as statistical work. http://uis.unesco.org/en/news/report-covid-19-impact-public-and-private-life-well-statistical-work
[2] UNESCO. COVID-19 impact on education. https://en.unesco.org/covid19/educationresponse
[3] OECD Data Insights - Student access to a computer at home. http://www.oecd.org/coronavirus/en/data-insights/student-access-to-a-computer-at-home
[4] OECD Data Insights - The potential for remote working varies greatly between and within countries. http://www.oecd.org/coronavirus/en/data-insights/the-potential-for-remote-working

further and continuous utilization of ICT would pose a risk that could prevent normal levels of personal contact and the continuation of necessary activities for execution of tasks.

Beside its immediate impacts on health, jobs and the economy, the COVID-19 crisis promoted people's anxiety and worry, affecting their social relations and sense of personal security:

- The feeling of being isolated was observed to be the strongest stress factor in Asia and South America.
- Participants from all regions, who are singles or leaving alone, commented frequently on mental stress as a major impact of the isolation generated by the crisis.
- Many participants with academic affiliations stated that they faced a strong degree of stress because of their long-distance relationships with partners or families.
- The implemented restrictions also promoted distrust on local and central governments. A high number of participants from all regions expressed their worries about the possibility that the crisis could be abused to postpone engaging with the issues of climate change and unbridled consumption, to violate or restrict personal freedom and democratic processes, to cut funding to public services, research and development activities and to privatize public assets.

The impact of the COVID-19 crisis is expected to be particularly severe for those groups with already existing inequalities such as women according to the OECD[5].

Many countries, depending on their available resources, implement solvency aids to prevent companies from insolvency and to secure jobs. Public investments in R&D, on the other hand, are expected to decline in many regions, if they are not causally related to medical studies, pharmacology or digitalization. This may affect other research disciplines in universities and research institutions negatively. Participants with academic affiliations, especially from North America, indicated a potential decline in university enrollments as a risk. This may be related to the coupling between enrollment and funding in North America, which is significantly different than universities mostly public-funded, for instance, in Europe.

The COVID-19 pandemic has become more than just a health and financial crisis, but also a social crisis, particularly for people, who have been already weighed down by fragility, inequality, conflict, and sociopolitical polarization. Participants with disabilities as well as responsibility to take care of elderly parents, and those in the risk groups, emphasized in their comments the severe conditions they face because of the failing work-life balance and a lack of support.

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[5] OECD Policy Responses - Young people and women hit hard by jobs crisis.
http://www.oecd.org/coronavirus/en/#policy-responses

Results

The "Impact of COVID-19 Crisis on Work-Life Balance" survey has questioned living arrangements, remote working conditions, self-organization and leadership attitudes, and post-pandemic concerns of different demographic, regional, educational, and occupational groups. Stress levels caused by remote working, the change in lifestyles and different perceptions about the post-pandemic era have been investigated.

All groups of participants from different regions (Asia, Europe, North America, South America, Other) or gender show similar patterns with regard to **lifestyle stressors**. The **lack of holidays, weekend activities as well as activities with friends and family generate the highest lifestyle stress** on participants indicating first world concerns, which may be related to regional distribution and to the white-collar profile of participants.

The leading **remote working stressor** was the **separation of work and family life** in Europe and North America, whereas **feeling isolated** was highly ranked in Asia, South America, and other regions. Difficulties in separating work and family lives, feeling isolated, lack of privacy as well as over-working dominated the list of remote working stressors worldwide.

Strains on family relationships occupied the middle ranks of the stressor list in Europe and North America and the lower ranks in all other regions.

The female participants scored the remote working stressors significantly higher than their male and diverse peers, indicating a **higher load on women while working remotely**. Especially **females from North America were the most stressed population**. Remote working stress showed strong gender disparity.

Post-pandemic concerns of participants indicated **more occupational** (academic vs. non-academic), **hierarchic** (having leadership position, being able to set own priorities or not) and **demographic** (age-related) **disparities than gender disparities**.

Social anxiety has been the most prevalent concern among all participants.

Demographic analysis showed that the shares of different post-pandemic concerns vary depending on the age of the participants, too. Participants with leadership positions declared that they were satisfied with the performance of their employees while working remotely. The majority of all participants expressed that they have access to sufficient tools to accomplish their work, while **feedback from managers and colleagues as well as other information were the most desired but missing input**.

Information transparency and training about pandemic risks increased participants' confidence for continuous employment in the non-academic sector, but do not remedy the concerns of participants

with academic affiliations. This may be a result of the assumptions such as future public budget cuts for R&D as well as time restricted contracts of scientists.

With regard to their living arrangements, participants living with at least one more adult only, e.g. couples, were the most concerned group. This group overlaps largely with the participants aged between 30-39 living in couples (without a person in need of special care such as a child), especially in Europe. Therefore, the demographics and living arrangements were correlated.

Levels of concern (high, medium, low) showed disparities among participants with different career and experience levels.

Social anxiety remained the most prevalent post-pandemic concern for all participants independent of their experience in professional life. The effect of experience was also largely correlated with demographics and displayed overlapping results.

Analysis of self-management and time management activities of participants revealed no correlation with post-pandemic concerns, but a correlation between being at the position of setting own priorities and level of concern. Prevalence of having post-pandemic concerns was rather low among participants applying time management and setting their own priorities. Majority of those claimed also, that time management works as good as before the pandemic. This may also imply **restricted effectiveness of self-management or time management methods for the only group of people, who can set their own priorities**.

Participants with leadership positions were having less post-pandemic concerns independent of their self-management or time-management practices.

For all types of post-pandemic concerns, **the participants with physics background were the most concerned population** except for "not being able to work remotely after the pandemic". Participants with STEM background other than physics were more concerned in this regard.

Propositions

Survey results revealed that people's work-life balance practices have not prepared them for such a crisis. The root cause of the problem seems to lie in pre-pandemic working and living settings of the individuals and a blurred perception of the work-life balance in the community mostly driven by PR-relevant policy deployments.

Before the pandemic, in the knowledge-intensive workplaces, the white-collar workforce was expected to accommodate its personal roles according to its professional roles. Availability of the

support infrastructure (e.g. day-care, schools, supportive grand-/parents, semi-volunteer career break of a partner) was enabling the fulfillment this expectation. Some European corporates offered optional incentives such as flexible working hours applicable to academic and non-academic positions or 35-hours working week. Such options are magnified as a major driver of employee well-being. The failure of the support infrastructure caused by the COVID-19 restrictions, unveiled this concealment.

Work Settings

At the frontline, design of correct set of key performance indicators (KPIs) for public and private institutions to evaluate employee productivity by executives, supervisors or managers can help to keep the workforce productive and thriving. Primary metrics of KPIs should be able to represent value of deliverables in a measurable way, capture recurrence or sustainability of the deliverables, if applicable, be indicative and relevant as well as integrable to the feedback mechanism. The perception of KPI should not be restricted by only bare product or profit relevant metrics like revenue, active users, or in the case of academic workplaces by the number of PhD students to supervise and publications to submit. Such a holistic approach misses necessary inputs for a knowledge-based creative process.

At least, project or production lead time coupled with employee workflows should be available in detail. A workflow should display chronological touch points for execution of tasks and problems to be solved. Availability of this input enables the management level to slice and dice the tasks when necessary, tracking lead times and efficiency of work implementation by employees. This KPI should be also clearly communicated with the employees, since this is also a primary metric for the employee her/himself, while executing tasks in a timely manner. Moreover, this kind of a KPI will be indicative, if the execution of task in a given duration and desired quality is realistic or not.

The survey results, which exhibited the lack of self-management or time management attributes in non-leading positions, indicate the failing of such KPIs and / or the failure in communicating them to the employees.

Other additional KPIs should be also relevant and indicative for the value aimed to be created. The duration of virtual calls and video conferences or how long the team members have been online may not be the right indicator for productivity. Articulated feedback by KPIs and level of accomplishment help both leaders and employees in course-correction or taking successful pivot decisions.

If execution of a task requires presence such as doing tests with laboratory equipment or quality control activities for product release, the work safety precautions should be applied strictly, and

reasonable working conditions should be prepared for the employees without comprising their health and safety.

Depending on the complexity of the organization, different departments may set different KPIs for the value to be created. If a team member is committed to different roles, the management level should be accessible and open to clarify priorities among different departments.

Life Settings

Two groups of participants, firstly, who experienced a minimum change in their life settings during the pandemic, and secondly, who are at the leading positions, were positive about new working and living conditions. Both groups have expressed the situation as "Change is a Chance". If the group at the decision-making level could motivate other people, whom the leaders are coordinating, to upscale to the same satisfaction level in terms of life settings, then this chance may be seized.

Such a task could start with the acceptance that unusual, challenging conditions can bring unexpected effects to our lives. Therefore, the strived outcomes may not be the same as in the usual times or even a pivot may be necessary.

Aforementioned KPIs may help to visualize both, if the goals are attainable or not, and, if the expectations from colleagues and team members are realistic despite the known limitations. Adjustments can be done accordingly to mitigate further inequalities because of disadvantages (such as disabilities, being in the risk group) and required personal obligations (such as home-schooling, caregiving for elderly parents).

The intervention by the management is necessary to promote a better and reasonable life setting, but not sufficient by itself. Further undertakings are needed to scrutinize by individuals.

Among the comments of participants, some male participants expressed that they must sacrifice valuable time for family responsibilities like caregiving rather than investing in work and career in their new life setting. Similar statements were less prevalent among females. On the other hand, statistical analysis showed that the females in all regions were overall more stressed than male participants. For men, new living conditions mean more "sacrifice" and for women more "obligation". Independent of the differences in perception, most of the population carrying family responsibility has been negatively affected. At the individuals' level, commitment to domestic responsibilities equally among parties sharing the life is observed to be necessary.

Management Settings

Survey results clearly indicated that information transparency of the management level and communication are the keys for occupational performance as well as for mitigation of the concerns about the post-pandemic era. The transmission of information may be more effective, if the organizations and their leaders set up a communication strategy for their members, employees, customers, or students depending on the nature of their organization.

The management level should – and have the right to – get all the tools allowing them to work and get help to bring their activities in the right course. Leaders struggle between the fear of facing the consequences of a wrong decision they may take and promote agile, wartime survivor management strategies. The domination of early expectations with a V-shaped recovery (i.e. return to pre-pandemic settings) may lead reluctance at the management level to impose relevant measures for accomplishment of tasks and work-life balance for their employees. This could be also associated with the lower stress and post-pandemic concern levels of the participants occupying leadership positions.

Before the crisis, evaluation of leaders was mostly based on parameters such as short-term economic metrics in the private sector or number of publications, or citations, in research. The restriction to these parameters during the crisis may lead to potentially ill-performing managers. The magnifying glass of the COVID-19 pandemic can help organizations to look more closely at desired profile of the future leaders incorporating professional and interpersonal skills.

2   Survey

2.1   Design

This cross-sectional online study was conducted between mid-April and end of June 2020. A self-designed survey has served as the basis. The modality of the survey was anonymous and web-based. No incentives have been offered to the participants. The survey was prepared in three languages, namely in English, German, and Turkish.

Before the distribution, a pilot for the survey was run with a small group of 20 participants. Later, it was first published by using Typeform platform and then transferred to LimeSurvey upon the recommendation of the DPG, before it was published on the DPG homepage at the end of April 2020.

For distribution of the survey, apart from the DPG network, representatives of international professional associations and institutions were invited per email to broaden the participation. Organizations that responded to the invitation are listed in

Table 1.

Table 1: Professional organizations responded to survey invitation

#	Name of the organizations (alphabetical order)
1	Association of German Engineers, Women in Engineering Network (Prof. Dr.-Ing. Burghilde Wieneke-Toutaoui, Deputy Chair)
2	Canadian Association of Physicists (Shohini Ghose)
3	Czech Physical Society (Jan Mlynář)
4	European Physical Society (Luc Bergé, Petra Rudolf)
5	French Physical Society (Luc Bergé)
6	German Centre for Research and Innovation (DWIH) São Paulo (Marcio Weichert)
7	German Chemical Society (Hildegard Nimmesgern)
8	German Federation for Home Economics (Angelika Sennlaub)
9	German Physical Society, Working Group for Equal Opportunities (Agnes Sandner)
10	Italian Physical Society (Angela Bracco)
11	Marie Curie Alumni Association (Fernanda Bajanca, Valentina Ferro)
12	Physical Society of Hong Kong (Sunny Xin Wang)

2.2   Measurements and covariates

The survey is anonymous and consists of five parts:

The first part gathered demographic information of the participants, including gender, age, educational background, geographic region, and type of job affiliation (non-/academic).

The second part asked life-style related questions. In the third part, remote working conditions of the participants have been evaluated. In the second and third parts, stress factors have been evaluated by using Likert scales. The total scores of these scales were calculated with 1 for normal, with 2 for moderate, and with 3 for severe.

The fourth part evaluated self-organization attitudes before and during the pandemic.

The fifth part asked questions about post-pandemic concerns. Self-organization attitudes were investigated from a time management and priority setting point of view with the help of single choice and closed (yes/no) questions. Post-pandemic concerns were given as a multiple-choice list with an optional free text entry without scoring.

At the end of the survey, the participants were given also free-text option to further express their comments on the topic. Completion of the survey took approximately eight minutes in average.

2.3   Limitations

Participants of the survey were working people with mostly physics and other STEM background, among others. Therefore, this study mostly explains the effects of COVID-19 crisis to work-life balance of the white-collar professionals placed in knowledge-intensive positions.

While the participants answered the survey questions rather simultaneously, regional divergences in the extent of the epidemic at a given place and the differing impact it had across the globe, especially the asynchronous nature of pandemic's spread, need to be taken into consideration when comparing the international responses.

The survey has received the greatest resonance from international physics' communities reflected by a 43% share of physicists among all participants. Domination of this group led to a community-based bias.

Number of female participants from Europe is double the number of male participants. This is mainly because of the distribution of survey through the Women in Physics email list of the AKC and the large response rate coming from this channel.

2.4 Statistical analysis

2.4.1 Analysis regarding participants

2209 individuals have started to answer the web-based survey. 1582 of them have fully completed and submitted the questionnaires. The full participation rate is 72%. 1524 participants remained after excluding the irrelevant datasets, such as inconsistent answers to control questions as well as groups such as students or retirees.

The analysis in the following sections is based on these 1524 participants.

2.4.1.1 Share of location, continent- and territory-based

Most of the participants (84%, 1281) lived in Europe, followed by North America (8%, 128). Distribution of participants by continent and territory is given in Table 2,

Table 3 and Figure 1.

Table 2: Number of participants by continent

Continent	Count
Asia	77
Europe	1271
North America	128
South America	32
Other	16
Worldwide	1524

Table 3: Number of participants by territories

Continent	Territory	Number of participants
Asia		**72**
	China	6
	Hong Kong	8
	India	4
	Iran	1
	Israel	1
	Singapore	1
	South Korea	1

	Taiwan	1
	Turkey	42
	Asia	7
Europe		**1276**
	Austria	10
	Belgium	2
	Bulgaria	1
	Czech Republic	37
	Cyprus, North	5
	France	66
	Germany	966
	Hungary	18
	Ireland	10
	Italy	8
	Netherlands	20
	Portugal	14
	Spain	1
	Switzerland	30
	Ukraine	4
	United Kingdom	10
	Europe	74
North America		**128**
	Canada	99
	United States	16
	North America	13
Other		**16**
	Unknown	11
	Algeria	2
	Australia	1
	Egypt	1
	Sudan	1
South America		**32**
	Brazil	28
	Colombia	1
	Peru	2
	South America	1
Sum		**1524**

Figure 1: Share of participants by continent
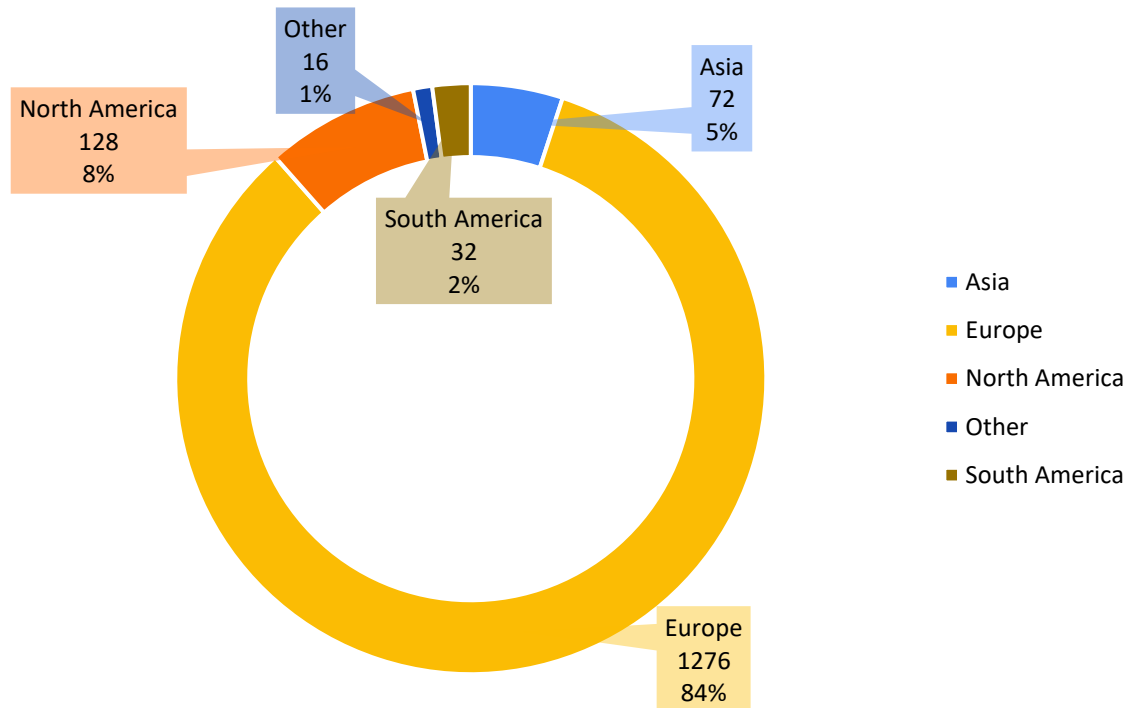
2.4.1.2 **Demographics**

Two-third of the participants were female (989 women, 65%) and one-third male (529 men, 35%). 6 participants declared their gender as diverse.

The populations of genders are broken down into four age groups (20-29, 30-39, 40-49 and 50+), and presented in

Table 4 and Figure 2. 259 (17%), 465 (31%), 336 (22%) and 464 (30%) of the participants were aged between 20 to 29, 30 to 39, 40 to 49 and over 50 years, respectively.

Distribution of females was almost homogenous within the age groups. On the other hand, one-third of male participants was in the 50+ age group.

Table 4: Participants' demographics

	20-29	30-39	40-49	50+	SUM
Male	98 (19%)	144 (27%)	101 (19%)	186 (35%)	529 (35%)
Female	158 (16%)	320 (32%)	234 (24%)	277 (28%)	989 (65%)
Diverse	3 (50%)	1 (16%)	1 (16%)	1 (16%)	6 (0%)

Figure 2: Participants' demographics (age and gender)
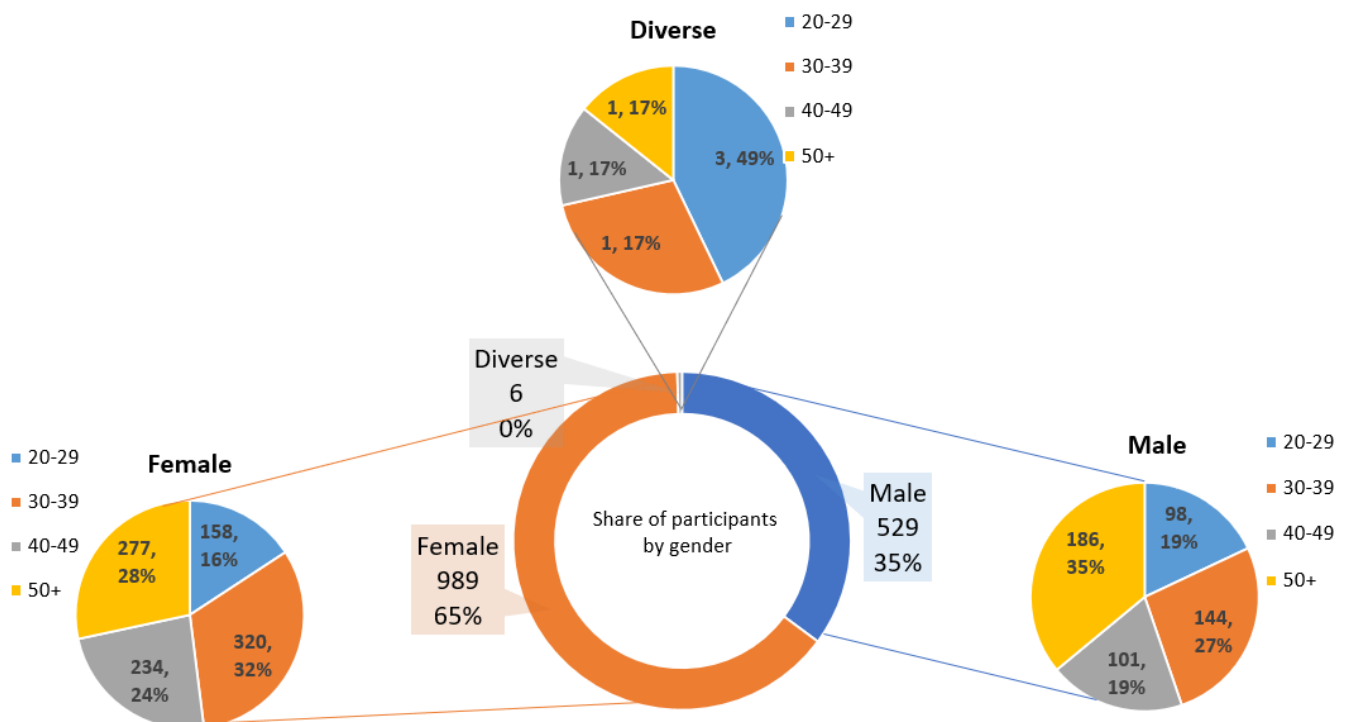
2.4.1.3 **Educational and occupational background**

43% (663) of the participants had background in physics, followed by STEM background other than physics (29%, 437), and different backgrounds (28%, 424). The majority of the participants (70%, 1061) were in academic positions whereas 30% (463) had non-academic occupations. The largest number of

participants (55%, 844) were professionals with 10+ years of experience. The educational background, professional affiliation and experience of the participants are shown in Figure 3, Figure 4 and Figure 5, respectively.

Figure 3: Educational background of the participants
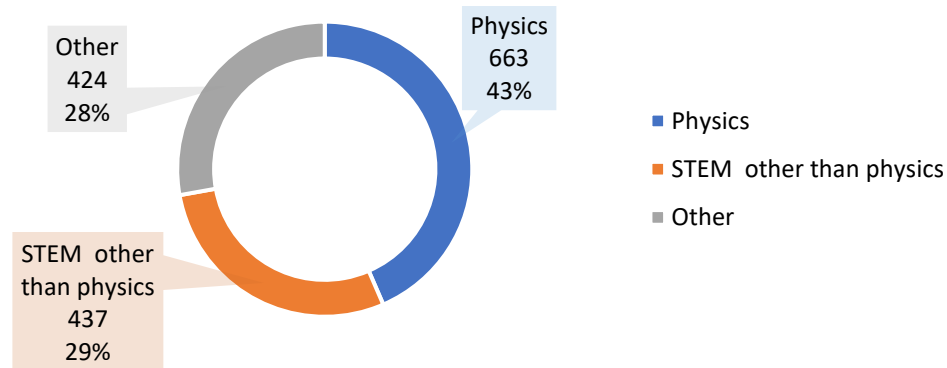
Figure 4: Professional experience of the participants
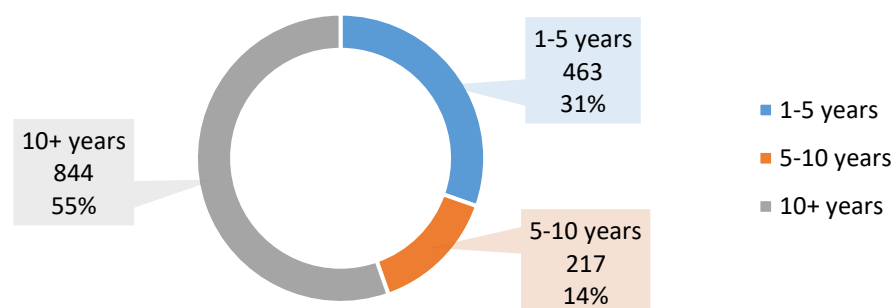
Figure 5: Professional affiliation
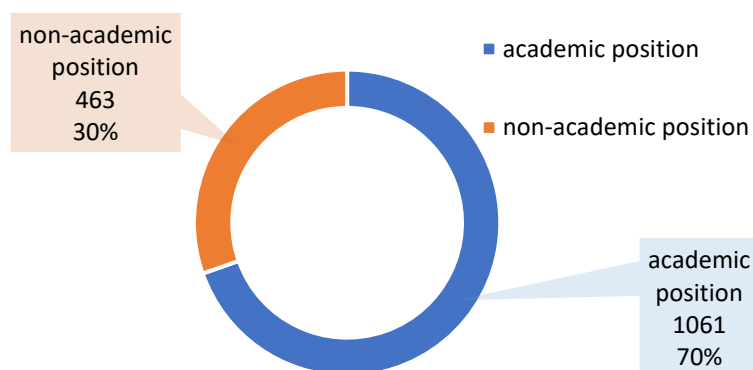
2.4.2   **Lifestyles**

82% (1247) of the participants claimed that the pandemic caused a change in their private lives (see Figure 6).

Figure 6: Is there a change in your private life because of the pandemic?
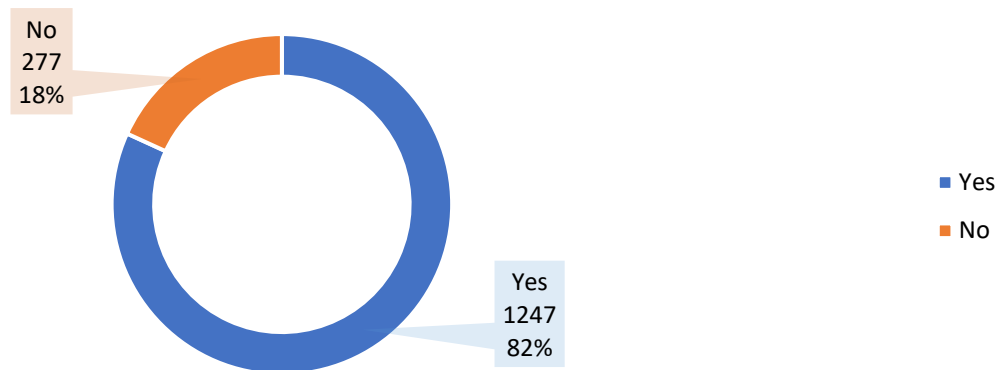
2.4.2.1   **Living arrangements of participants**

Almost half of the participants (46%, 703) were living with at least one adult, e.g. partner. 26% (395) of them were living with at least one adult and one person in need of special care, e.g. children.

19% (295) were living alone.

9% (131) were living with at least one person in need of special care only. The latter group can be interpreted as single parents or people, who must take care of their own elderly parents. All groups are shown in Figure 7.

Figure 7: Living arrangements by all participants

Legend:
- I live alone
- At least one more adult AND At least one person in need of special care
- At least one more adult ONLY
- At least one person in need of special care ONLY

Data labels: 131, 9% · 295, 19% · 395, 26% · 703, 46%
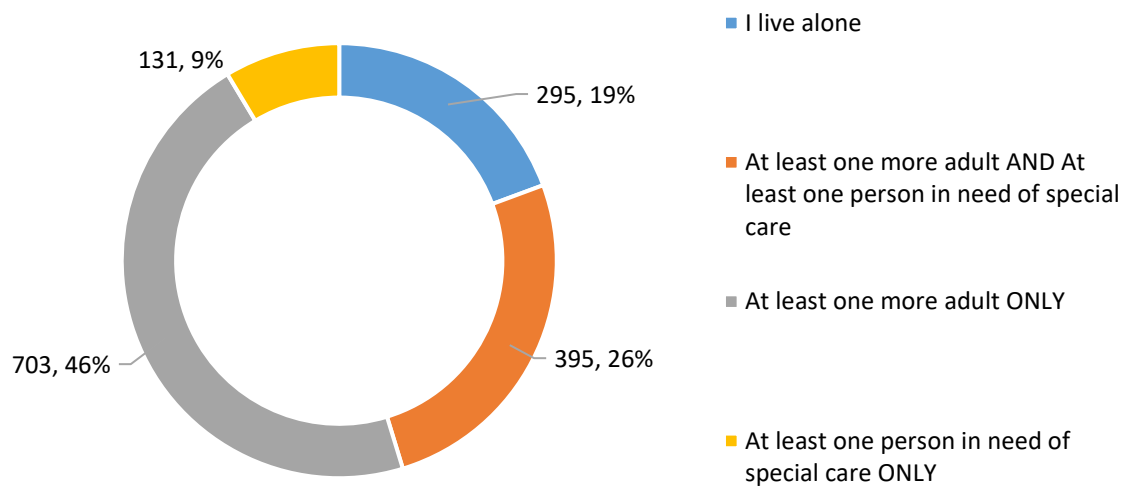
Living arrangements of the participants were further broke down by gender, as presented in Figure 7, Figure 8 and Figure 9. All genders had similar living arrangements.

Figure 8: Living arrangements by male and diverse participants

Legend:
- I live alone
- At least one more adult AND At least one person in need of special care
- At least one more adult ONLY
- At least one person in need of special care ONLY

Data labels: 35, 7% · 113, 21% · 119, 22% · 268, 50%
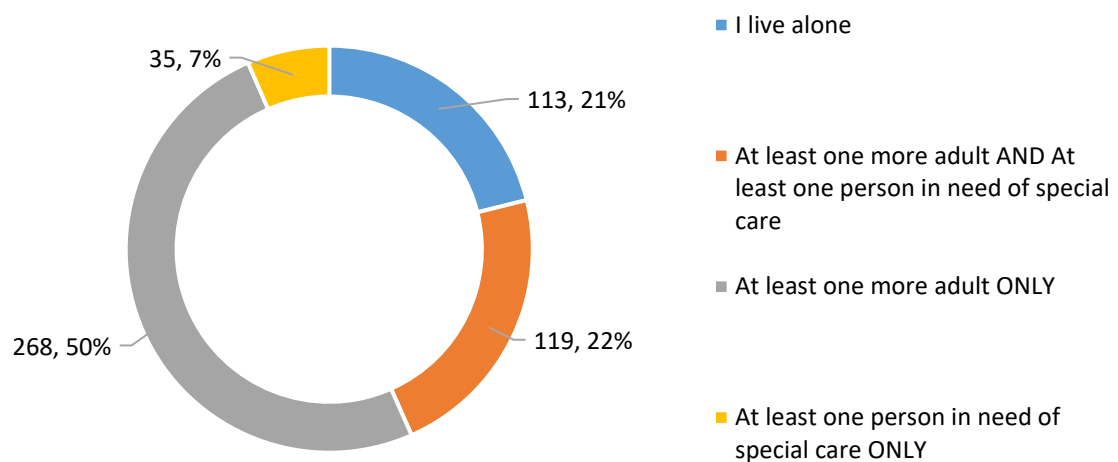
Figure 9: Living arrangements by female participants

96, 10%

182, 18%

435, 44%

276, 28%

■ I live alone

■ At least one more adult AND At least one person in need of special care

■ At least one more adult ONLY

■ At least one person in need of special care ONLY
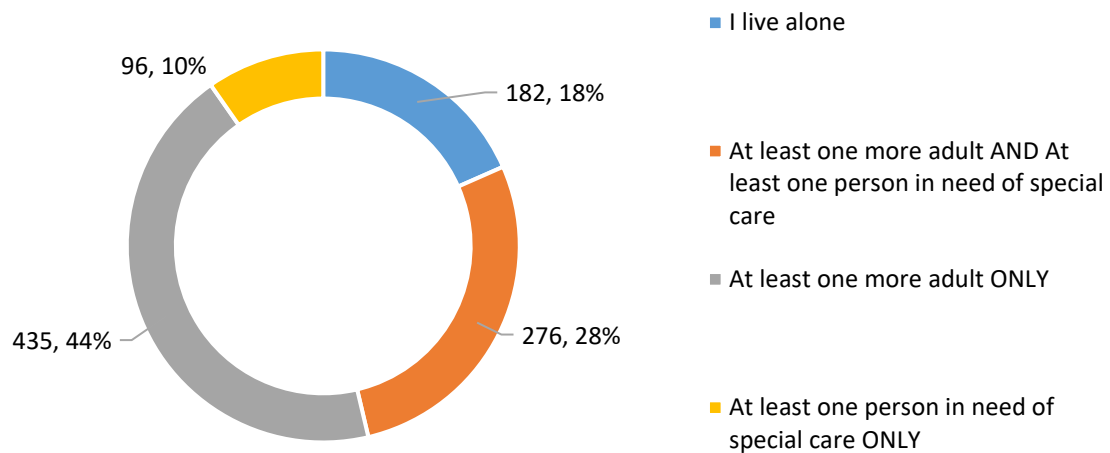
2.4.2.2   COVID-19 crisis and consequent impact on lifestyles

The participants, who claimed a change in their private lives (82%, 1247), were directed to assess their lifestyle stressors in the next section of the survey.

They were asked to score stress factors arose from changes in living environment / privacy, sleeping habits, holidays / weekend activities / activities with friends and family, sport or other leisure time habits, eating / drinking habits, and shopping habits in a scale between 1 (low) to 3 (high).

All participants, independent of their gender, were mostly stressed because of the change in their arrangements for holidays / weekend activities / activities with friends and family. This was followed by the stress due to change in sport or other leisure time habits. Scoring of lifestyle stressors by all, female, male and diverse participants is shown in Figure 10, Figure 11 and Figure 12, respectively.

Figure 10: Scoring of lifestyle stressors by all participants
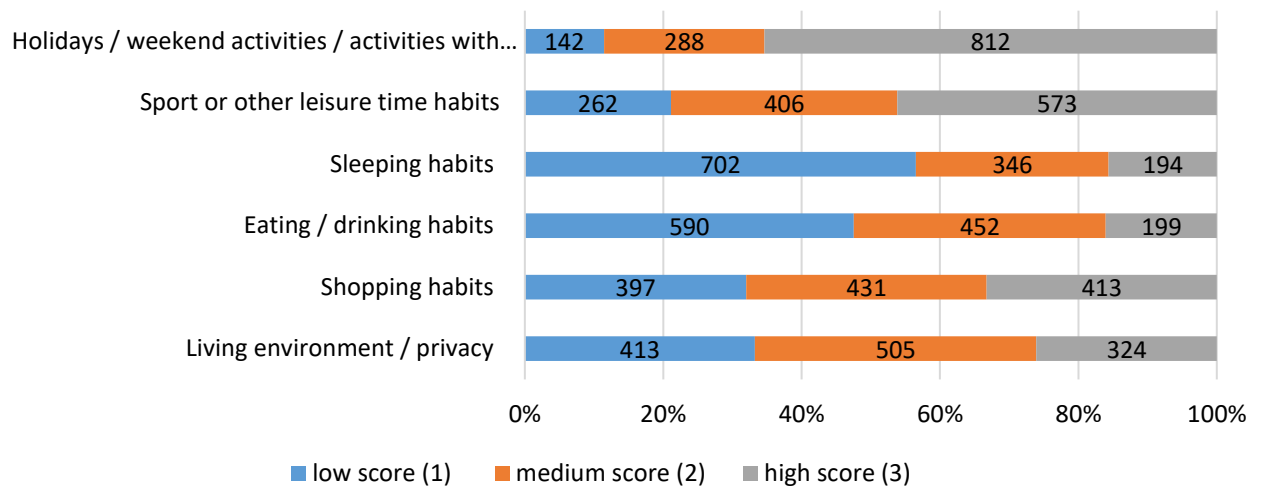
Figure 11: Scoring of lifestyle stressors by female participants
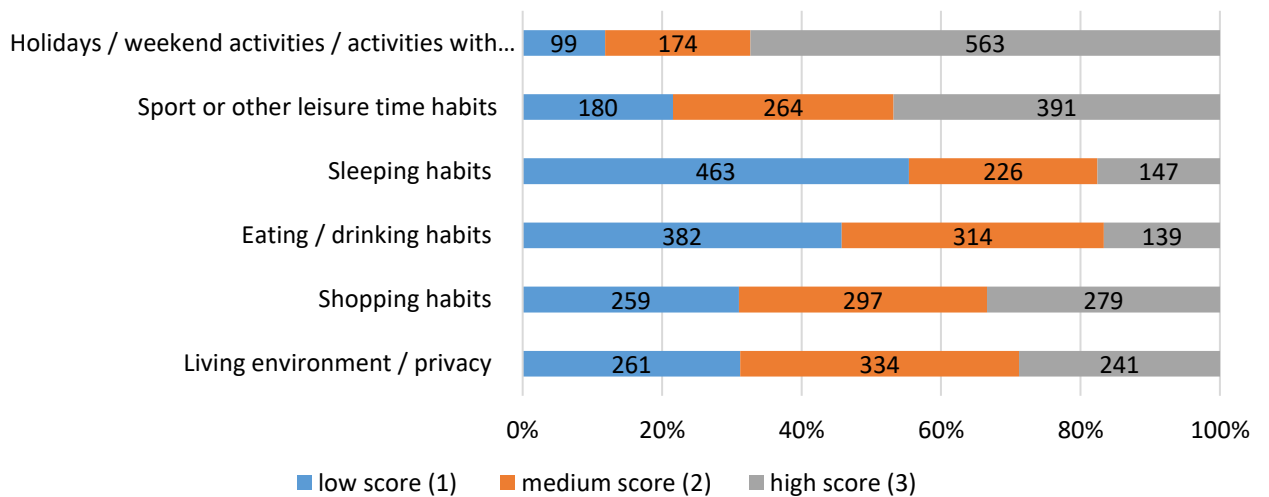
Figure 12: Scoring of lifestyle stressors by male and diverse participants
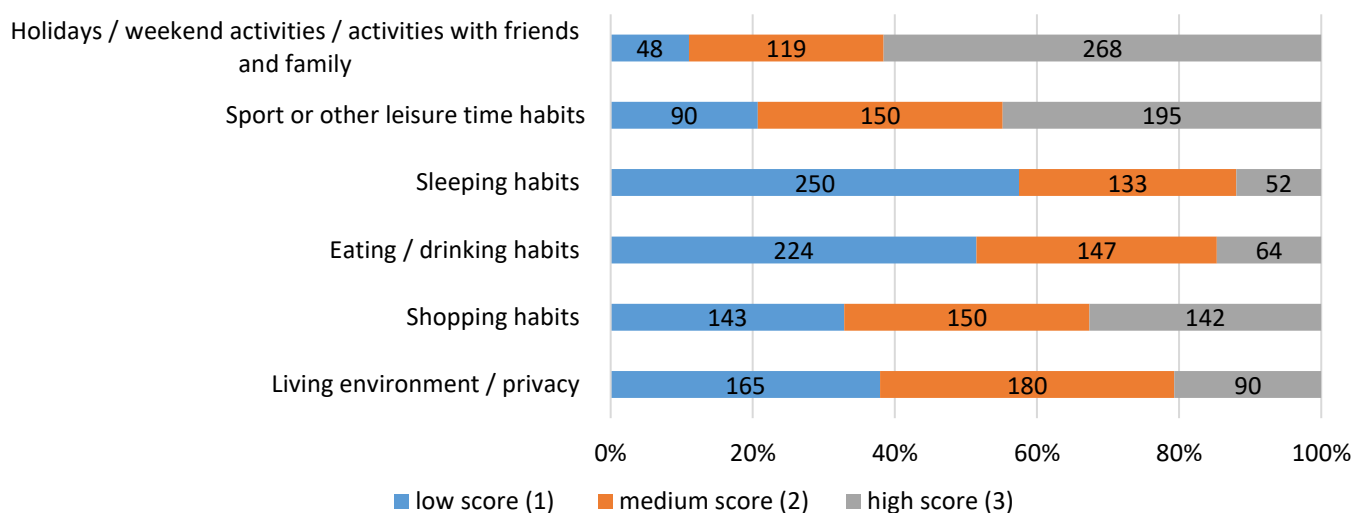
2.4.3 Remote working

All participants of the survey were asked to assess stress that they were exposed because of the new remote working conditions in a similar fashion explained in section 2.4.2.2. New working arrangements of the participants were analyzed in terms of change in the daily routine and working environment, provided tools to enable remote working as well as missing tools to accomplish the work. The participants were asked, if they had previous remote working experience before the pandemic, too.

2.4.3.1   **Working arrangements, before and during the pandemic**

Although most of the participants (77%,1092) claimed that their employer provided them sufficient tolls to enable remote working, about one quarter (23%, 327) of the participants claimed the opposite (see Figure 13).

Figure 13: Provision of sufficient tools to enable remote working
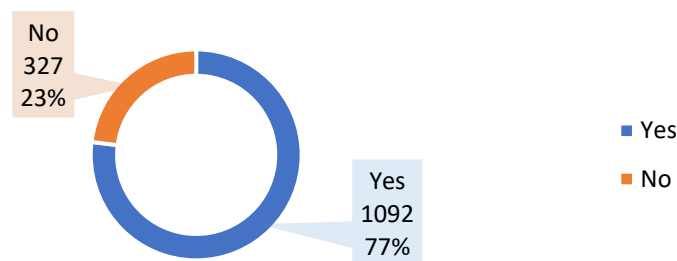
The participants, who were employers themselves (105, see Table 5) and who supposed to provide their employees tools to enable remote working, are not included to this ratio.

Table 5: Tools enabling remote working

Sufficient tools to enable remote working	Yes	No	I am an employer / self-employed	SUM
Number of participants in subgroup	1092	327	105	1524

Among given multiple-choice options, feedback from managers / colleagues and other information was the most frequently chosen option (see Figure 14). The participants were also given a free text option to express what they were missing to accomplish their work.

Figure 14: Critical missing tools to accomplish work, all participants

	Yes	No
None of those	631	893
Feedback from manager / colleagues and other information	460	1064
Distribution of tasks / priorities	312	1212
Online project / team management tools	191	1333
VPN	220	1304
Communication tools and apps (e.g. Webex, Zoom, MS Teams, Slack)	318	1206
Internet provision	316	1208
Computer / Telephone (including insufficient data volume capacity of your provider)	406	1118

■ Yes ■ No

2.4.3.2 COVID-19 crisis and consequent impact on working habits

Multiple-choice options were

- constrains impinged by external factors,
- lack of self-discipline and self-management,
- feeling isolated,
- over-working,
- strain on family relationships,
- lack of privacy (because of taking care of children or elderly parents),
- practically being not able to work,
- credibility of work done remotely (by peers, employers or clients),
- not enough space to work,
- separating work and family life, and
- working in a different place than the living place.

An option for other stress factors was also given, which they could indicate in a free text.

Among the given options, separating work and family life, followed by feeling isolated were two stress factors scored most frequently with high (3) to medium (2). In terms of remote working stress, no significant difference is observed between genders as shown in Figure 15, Figure 16, and Figure 17.

Figure 15: Scoring of remote working stressors by all participants
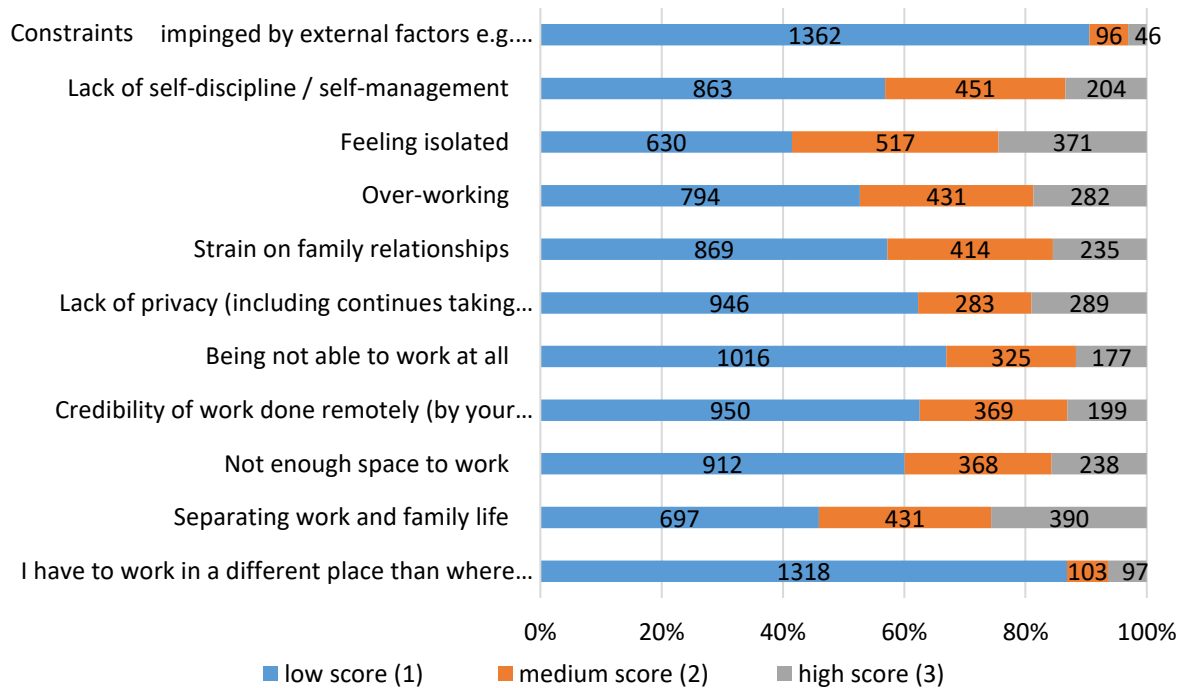
Figure 16: Scoring of remote working stressors by female participants

	low score (1)	medium score (2)	high score (3)
Constraints impinged by external factors e.g. your…	882	63	31
Lack of self-discipline / self-management	573	288	128
Feeling isolated	396	324	269
Over-working	498	275	207
Strain on family relationships	547	258	184
Lack of privacy (including continues taking care of…	599	173	217
Being not able to work at all	651	208	130
Credibility of work done remotely (by your peers,…	590	243	156
Not enough space to work	580	228	181
Separating work and family life	447	268	274
I have to work in a different place than where I live /…	865	60	64

Figure 17: Scoring of remote working stressors by male participants
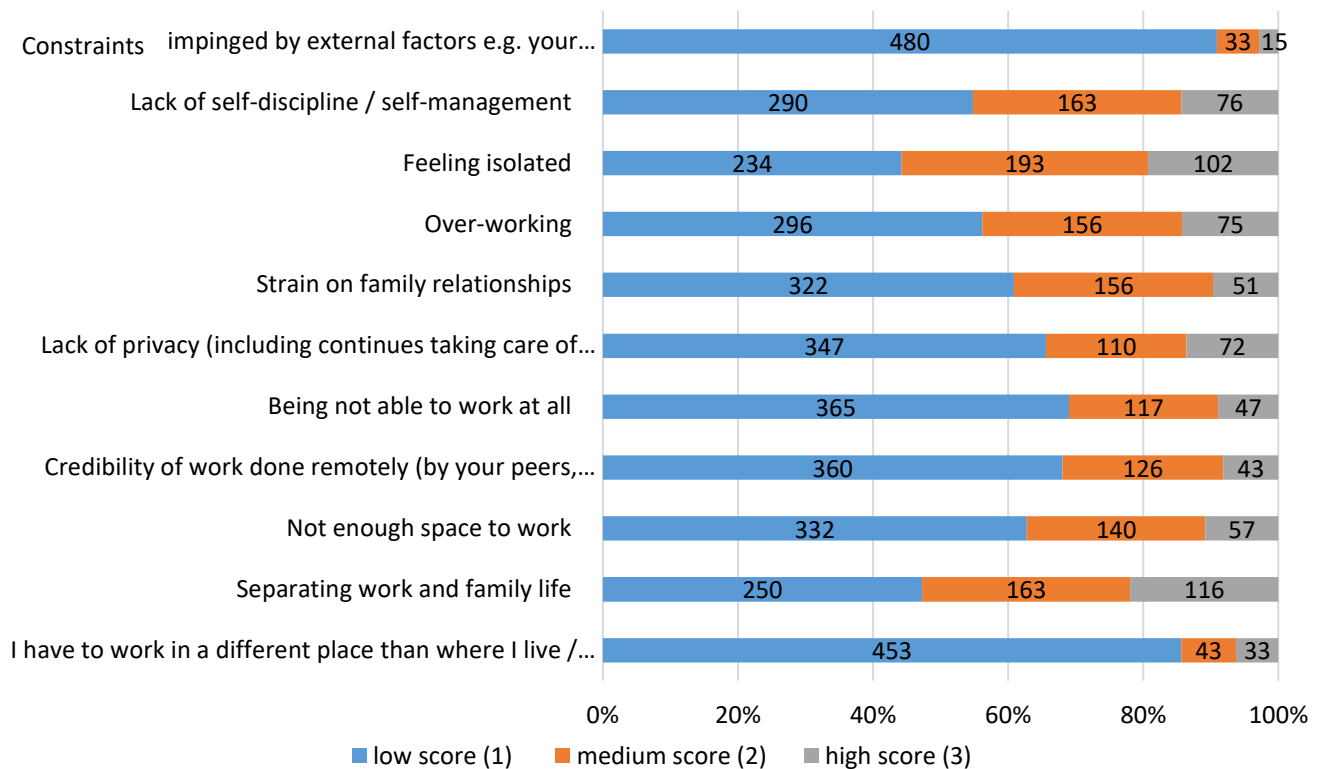
2.4.4 Self-organization attitudes before and during the pandemic

2.4.4.1 Management perspective

Self-organization attitudes analyzed from the perspectives of participants with management responsibility, e.g. employers, managers, team leaders and employees with no management responsibility. About one third of the survey participants (32%, 487) declared themselves as employer, manager, or team leader (see Figure 18). Majority (75%, 365) of this subgroup were satisfied with the performance of their employees under remote working conditions, when they consider the tools provided to the employees. On the other hand, one quarter of the participants with management responsibilities (25%, 122) declared their employees as not productive enough.

Figure 18: Productivity of employees during COVID-19 – Management perspective

Number of employer/manager/team leader by all participants

Are your employees productive enough considering the tools you provide?
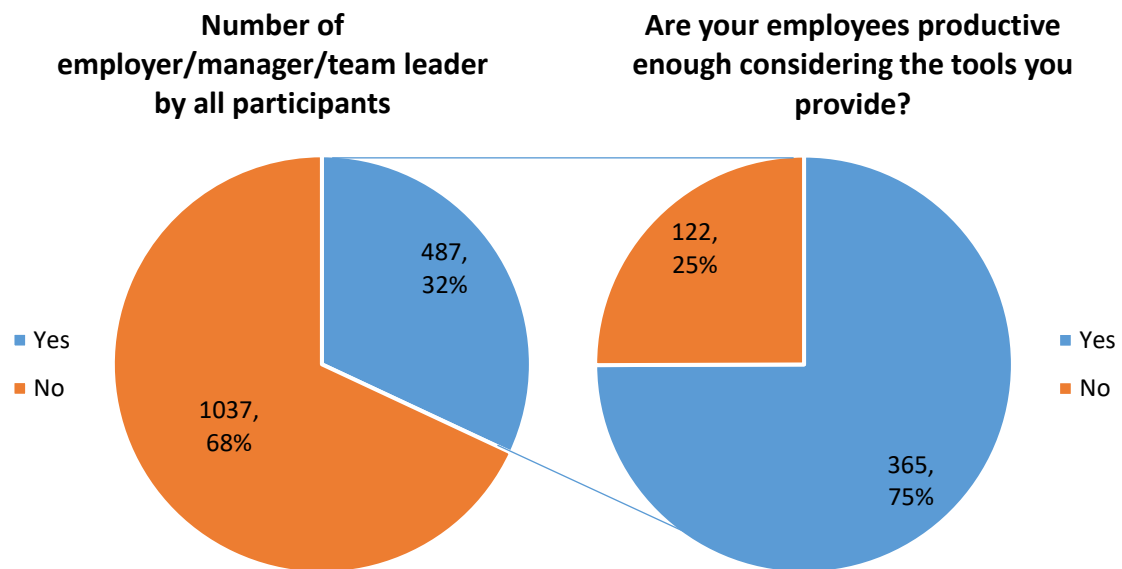
2.4.4.2 Time management and setting priorities

Before the pandemic, only 30% (452) of the participants have applied time management (see Figure 19). One third of this subgroup (32%, 144) claims that the time management they apply did not help during the time of COVID-19 crisis, whereas the majority (68%, 308) claimed that it does still help.

Figure 19: Effectiveness of time management

Number of participants who applied time management before the pandemic

Does the time management you applied help to your current situation during the pandemic?
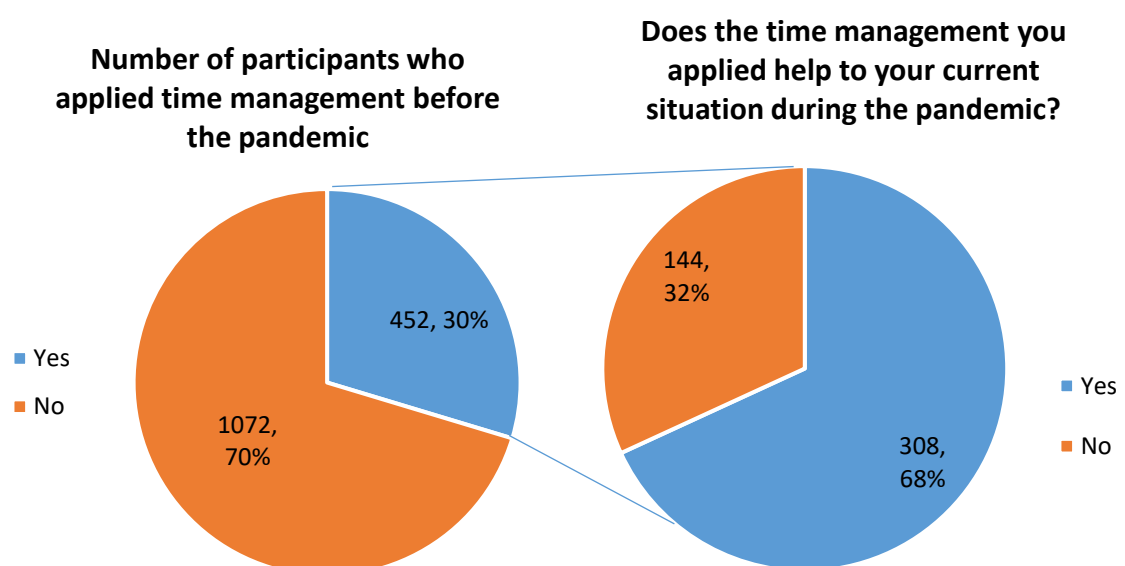
On the other hand, analysis showed that this majority has been the subgroup of people, who were able to set their own priorities (79%, 359) among the people, who were applying time management. Only 4% (19) of the people applying time management were dictated their priorities by someone else, e.g. their boss as presented in

Figure 20: Setting priorities according to Pareto's Rule

Disparity of time management effectiveness during the COVID-19 crisis versus priority-setting conditions is shown in Figure 21.

Figure 20: Setting priorities according to Pareto's Rule

If you were applying Pareto's Rule, how you were predicting the meaningful 20% beforehand?

- Someone else e.g. my boss was dictating me the priorities
- I was organizing my priorities
- I was following a collective action plan e.g. project plan structure to set priorities
- Other
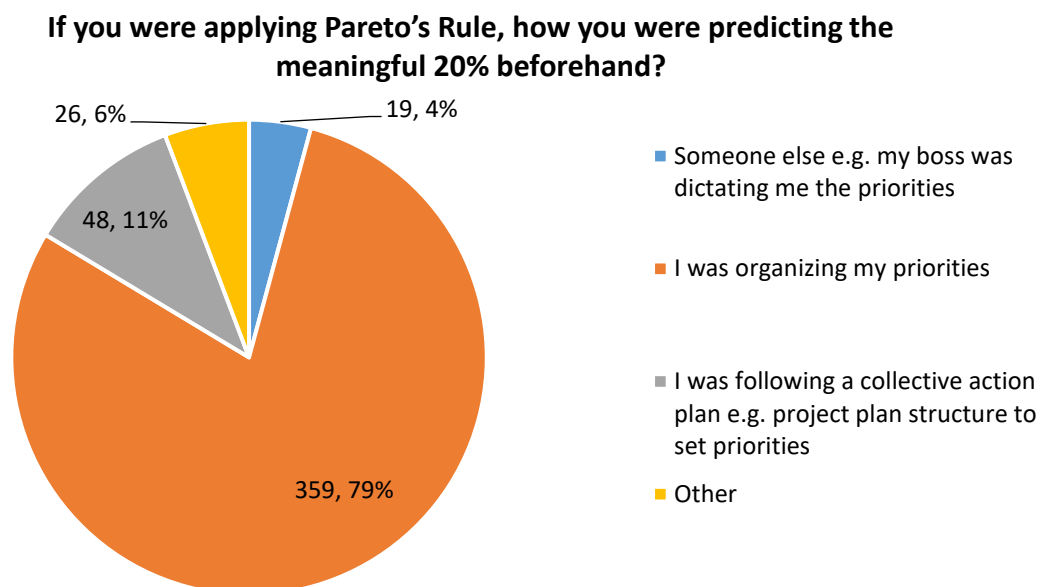
Figure 21: Effectiveness of time management versus priority-setting condition

If you were applying Pareto's Rule, how you were predicting the meaningful 20% beforehand?
vs.
Does the time management you applied, help to your current situation during the pandemic?

Other	16 10
I was following a collective action plan e.g. project plan structure to set priorities	30 18
I was organizing my priorities	250 109
Someone else e.g. my boss was dictating me the priorities	14 5

0   50   100   150   200   250   300   350   400

■ Does it work now as it worked before? (YES)   ■ Does it work now as it worked before? (NO)

2.4.5 Post-pandemic concerns

The participants were asked about their biggest post-pandemic concerns. Besides given multiple choice options, they were also given a free text option to express their further post-pandemic concern without scoring.

As presented in Figure 22, social anxiety followed by financial stagnation / recession were two leading post-pandemic concerns of the participants.

When the prevalence of post-pandemic concerns of the participants is broken down by genders, it is observed that the financial stagnation / recession was the principal concern of the male participants, whereas the social anxiety was the leading concern for females.

Difference in gender perspectives can be seen in Figure 23 and Figure 24. Those two primary post-pandemic concerns were followed by the concern of not being able to work remotely after COVID-19 crisis for all participants, independent of their gender.

The concern of losing job was the least frequently chosen option for all.

Figure 22: Post-pandemic concerns, all participants
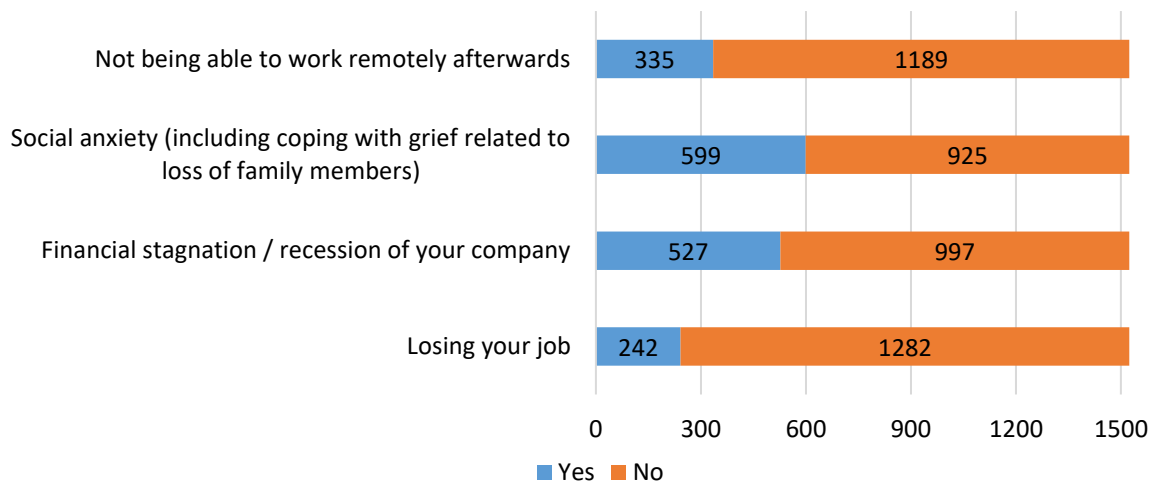
Figure 23: Post-pandemic concerns of male and diverse participants
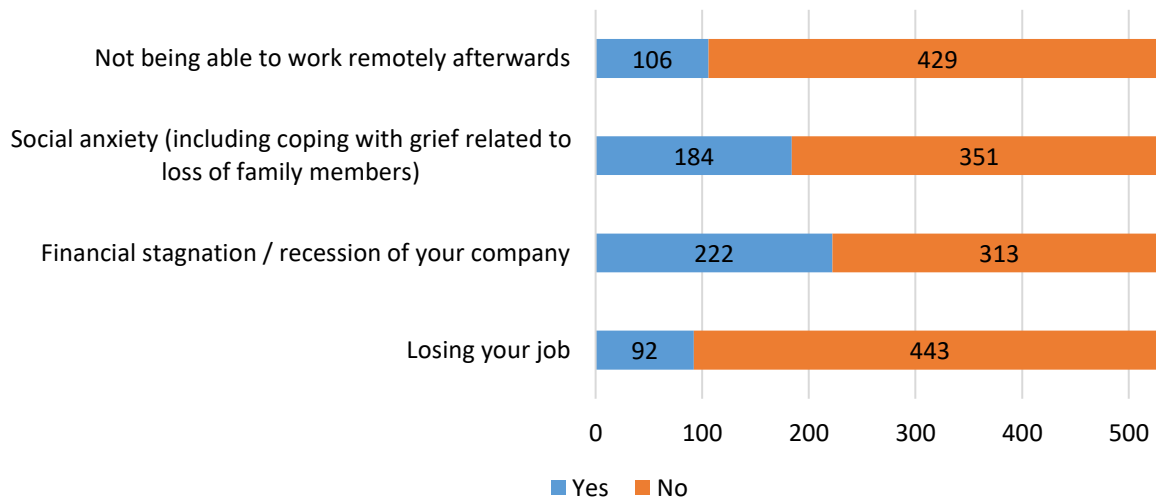
Figure 24: Post-pandemic concerns of female participants
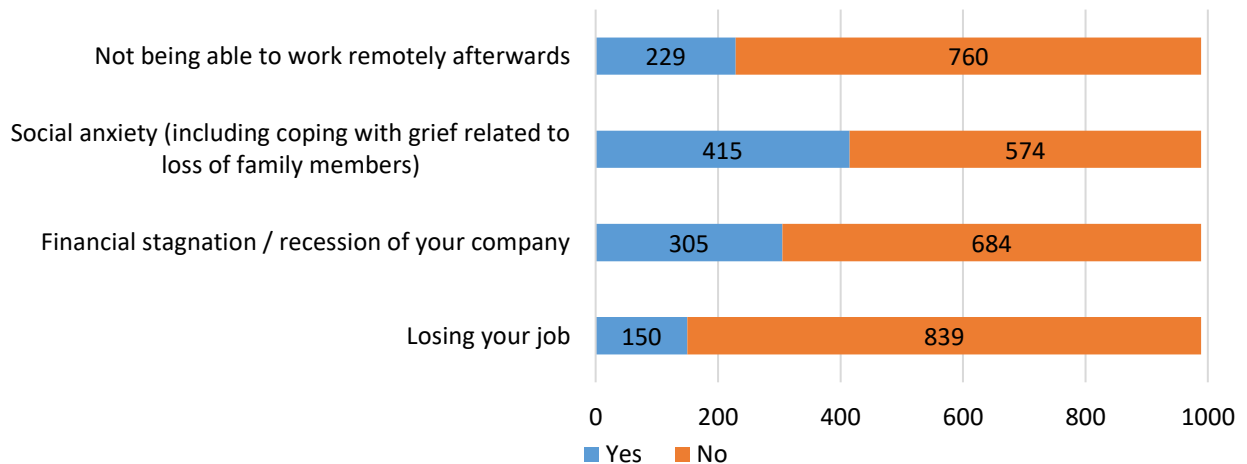
3   Disclaimer

The interpretation of the survey results are authors' own determinations and do not bind the German Physical Society.

4   Acknowledgements

5 Appendix I – Systemic analysis

Survey results are further broken down by characteristic subgroups of geographical region, demographics, living arrangements, professional affiliation, experience and management responsibility. In this way, it is aimed to differentiate the effects of the COVID-19 crisis with regard to different participant profiles.

5.1 Comparison of post-pandemic concerns by continents, gender, and occupation

Prevalence and share of each listed post-pandemic concern for participants with academic and non-academic positions were analyzed. Analysis is done separately for responses from Europe and North America, for male and female. In this study, prevalence refers to how many times a given option was chosen by the participants, and explains the frequency of running into this case, i.e. a post-pandemic concern. Share, on the other hand, is calculated by taking the ratio of number of participants in a subgroup, who chose an option and the total number of participants in the subgroup. Therefore, the shares reflect the "impact" of the case to the subgroup, e.g. females from North America holding academic positions or males from Europe holding non-academic positions.

This comparison exhibited disparities among the subgroups as summarized in Figure 33.

5.1.1 Losing job

Losing job was the second most frequent post-pandemic concern of the non-academic European male and diverse population with the second largest share following the financial stagnation / recession. For the same group holding academic positions this concern occupied third place for the prevalence and share.

From the prevalence and share perspectives, this concern occupied the second place among European females holding non-academic positions following financial stagnation / recession and the third place among the population holding academic positions of the same subgroup. For this concern, for the participants from Europe a disparity was observed associated with the type of occupation, i.e. academic vs. non-academic, while no gender disparity was observed.

Male and diverse participants with non-academic job affiliations from North America mentioned losing job as their biggest post-pandemic concern most frequently, associated with the second largest share after the concern of not being able to work remotely after the COVID-19 crisis. For the population of

this subgroup holding academic positions, this concern was the third most frequent concern with the lowest share.

As their male and diverse peers, the females from North America with non-academic jobs indicated losing job as the most frequent concern with the largest share whereas the females holding academic positions from North America have chosen this concern least frequently with the smallest share. This occupational disparity for the concern of losing job is associated with a larger impact expectation for North American females on non-academic jobs.

Comparison of results indicates mostly an occupation related disparity for both groups of participants from North America and Europe.

5.1.2 **Financial stagnation / recession**

Financial stagnation / recession was the most frequent post-pandemic concern of the male and diverse participants from Europe independent of their type of occupation i.e. academic or non-academic (Figure 25). From the impact point of view, in the non-academic male and diverse participants group, this concern has the largest share compared to all other post-pandemic concerns as shown in Figure 26. For the academic group, on the other hand, this has had the lowest share.

European females occupying academic positions selected this post-pandemic concern least frequently, and this has the lowest share among all other concerns in this subgroup. The population holding non-academic positions within this subgroup have chosen this concern most frequently and this concern has the largest share among all other concerns. Therefore, for the post-pandemic concern financial stagnation / recession, there is no gender disparity but an occupational disparity among academic and non-academic group in Europe.

This was chosen by the male and diverse participants occupying non-academic and academic positions from North America as the second and third most frequent concern, respectively. For the non-academics of this subgroup, this concern has had the third largest share, and for the academics the second largest share. Prevalence and share of post-pandemic concerns for this subgroup is shown in Figure 29 and Figure 30, respectively.

Financial stagnation / recession was the second most frequent post-pandemic concern with the second largest share for females holding academic positions from North America and the third most frequent concern with the third largest share for the same subgroup holding non-academic positions (Figure 31 and Figure 32). This finding indicates rather an occupational disparity than a gender disparity for this post-pandemic concern in North America, too. However, opposite to their peers from Europe, it should be noted that the academic population from North America seems more concerned than the non-

academic population. The reason behind this finding may lie in the differences between academic systems in Europe and North America. In Europe the budget of universities and research institutes is mostly secured by the state funds whereas this is not always the case in North America.

5.1.3 **Social anxiety**

Together with the concern of not-being able to work remotely after COVID-19 crisis, social anxiety was the third most frequent post-pandemic concern with the third largest share of the European male and diverse participants holding non-academic positions. For the subgroup of academics, this concern has had the second largest share.

European female participants holding academic positions have expressed social anxiety as their biggest post-pandemic concern most frequently, whereas that was occupying only the third place for European females holding non-academic positions. Comparison of male and diverse and female groups from Europe indicates a gender disparity with regard to this concern.

Social anxiety was the most frequent post-pandemic concern with the largest share among male and diverse participants holding academic positions from North America. It was the opposite case for the participants of the same subgroup holding non-academic positions, i.e. the least frequent concern with the smallest share.

As in the subgroup of male participants holding non-academic positions from North America, females of this subgroup marked this concern least frequently with the lowest share. Females occupying academic positions, on the other hand, placed this concern as third most frequent but from the impact point of view with the largest share. Thereof, an occupational disparity, i.e. academic vs. non-academic, was observed for this post-pandemic concern in North America.

A comparison of results indicates gender disparity in Europe whereas an occupational disparity in North America is seen.

5.1.4 **Not being able to work remotely after the COVID-19 crisis**

The second most frequent concern marked by the European male and diverse population holding academic positions was about not being able to work remotely after the COVID-19 crisis. This has the largest share among academic group of this population whereas the smallest share among non-academic group.

Like European male and diverse subgroup holding academic positions, this was the second most frequent concern for European females with academic affiliation as well. For the non-academic European females, on the other hand, this concern was the least frequent and with the smallest share.

Therefore, no gender disparity was observed for this concern among European population. There exists a characteristic difference depending on rather the type of occupation, i.e. academic or non-academic.

North American male and diverse population holding academic positions chose this concern least frequently but from the impact point of view, it has the largest share for this subgroup. This concern was the second most frequent post-pandemic concern among the participants with non-academic job affiliations from North America but is associated with the smallest share.

Not being able to work remotely after COVID-19 crisis was the second most frequent post-pandemic concern associated with the second largest share for the female participants from North America holding non-academic positions whereas the most frequently chosen option associated with only the third largest share for population holding academic positions of the same subgroup. Both occupational and gender disparities have been observed for this post-pandemic concern in the North American group whereas in Europe a disparity was mostly associated with the type of occupation.

Figure 25: Prevalence of post-pandemic concerns by male & diverse in Europe

Prevalence
Region: Europe, Gender: Male and Diverse

Not being able to work remotely…: non academic 5%, academic 26%
Social anxiety: non academic 5%, academic 21%
Financial recession: non academic 10%, academic 27%
Losing your job: non academic 8%, academic 23%

0% 5% 10% 15% 20% 25% 30%

■ non academic   ■ academic
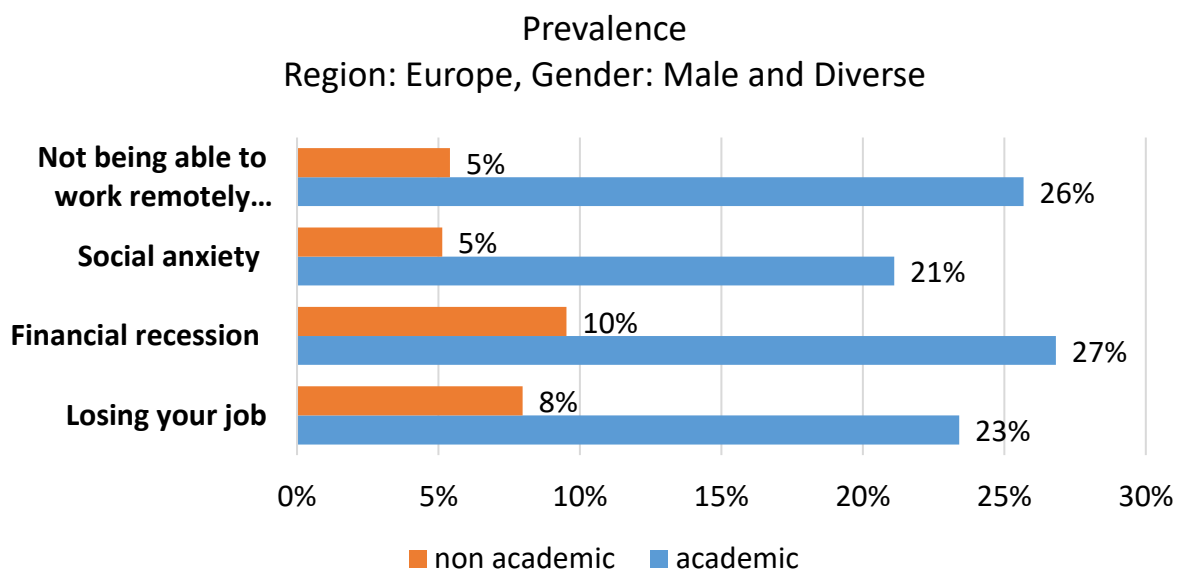
Figure 26: Share of post-pandemic concerns by male & diverse in Europe

Share
Region: Europe, Gender: Male and Diverse

Not being able to work remotely…
- 17% (non academic)
- 83% (academic)

Social anxiety
- 20% (non academic)
- 80% (academic)

Financial recession
- 26% (non academic)
- 74% (academic)

Losing your job
- 25% (non academic)
- 75% (academic)

0% 10% 20% 30% 40% 50% 60% 70% 80% 90%

■ non academic   ■ academic
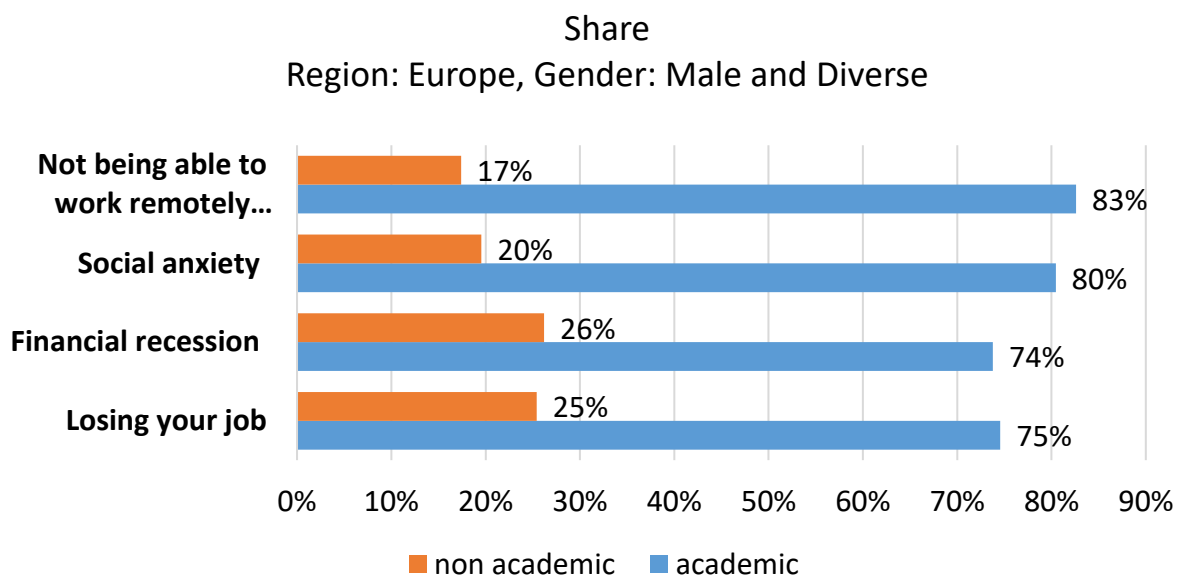
Figure 27: Prevalence of post-pandemic concerns by female participants from Europe

Prevalence
Region: Europe, Gender: Female

Not being able to work remotely…
- 20% (non academic)
- 49% (academic)

Social anxiety
- 23% (non academic)
- 50% (academic)

Financial recession
- 34% (non academic)
- 29% (academic)

Losing your job
- 29% (non academic)
- 40% (academic)

0% 10% 20% 30% 40% 50% 60%

■ non academic   ■ academic
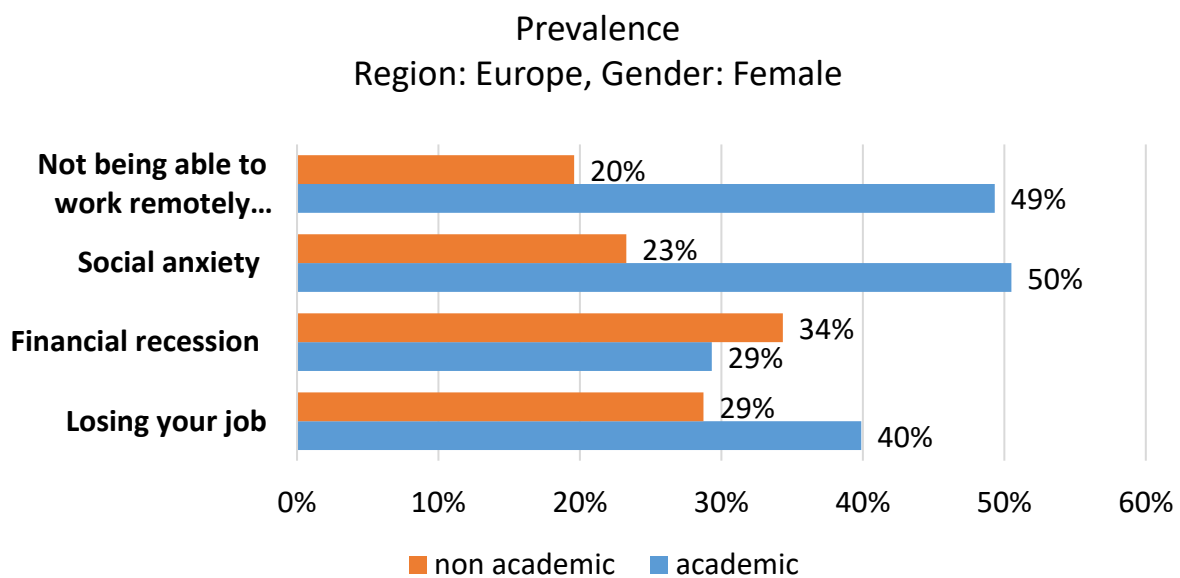
Figure 28: Share of post-pandemic concerns by female participants from Europe

Share
Region: Europe, Gender: Female
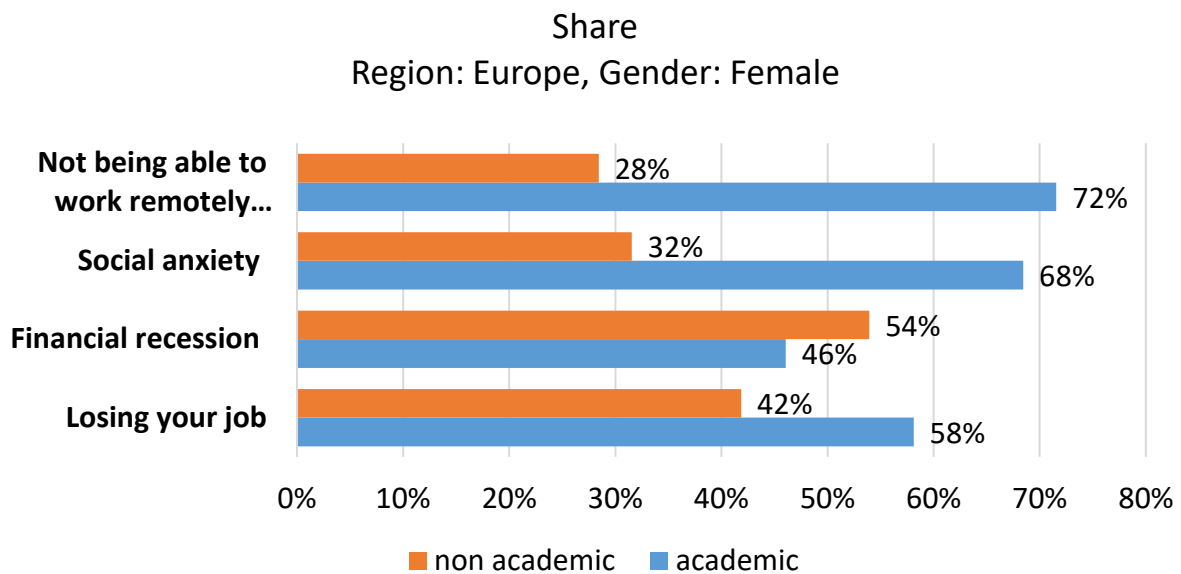
Figure 29: Prevalence of post-pandemic concerns by male & diverse in North America

Prevalence
Region: North America, Gender: Male and Diverse
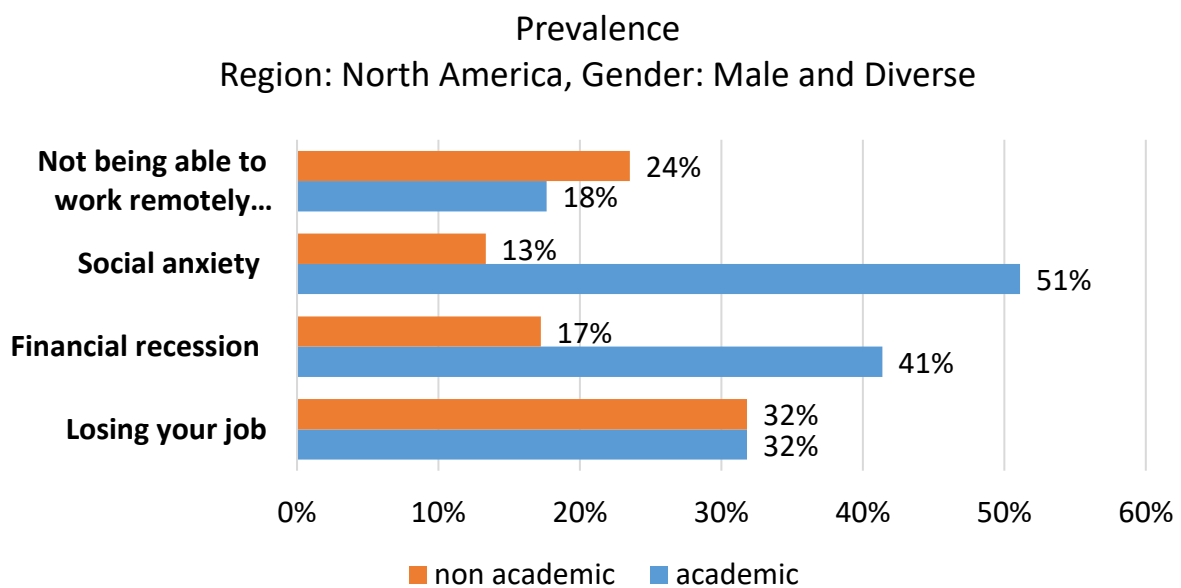
Figure 30: Share of post-pandemic concerns by male & diverse in North America

Share
Region: North America, Gender: Male and Diverse

Not being able to work remotely…
- non academic: 57%
- academic: 43%

Social anxiety
- non academic: 21%
- academic: 79%

Financial recession
- non academic: 29%
- academic: 71%

Losing your job
- non academic: 50%
- academic: 50%

■ non academic   ■ academic
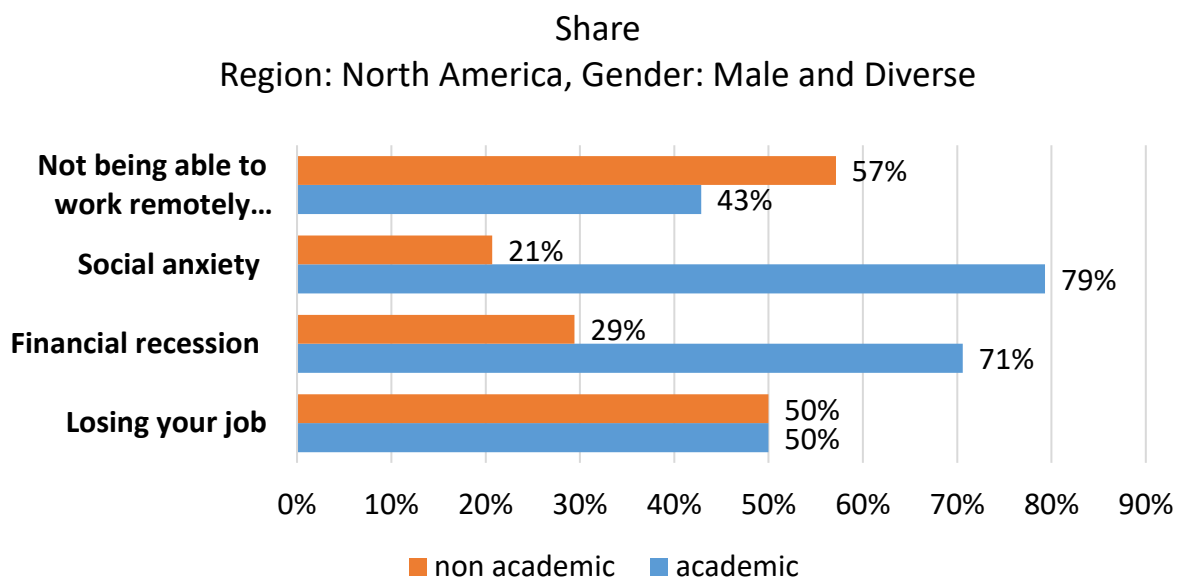
Figure 31: Prevalence of post-pandemic concerns by female participants in North America

Prevalence
Region: North America, Gender: Female

Not being able to work remotely…
- non academic: 12%
- academic: 47%

Social anxiety
- non academic: 2%
- academic: 33%

Financial recession
- non academic: 7%
- academic: 34%

Losing your job
- non academic: 14%
- academic: 23%

■ non academic   ■ academic
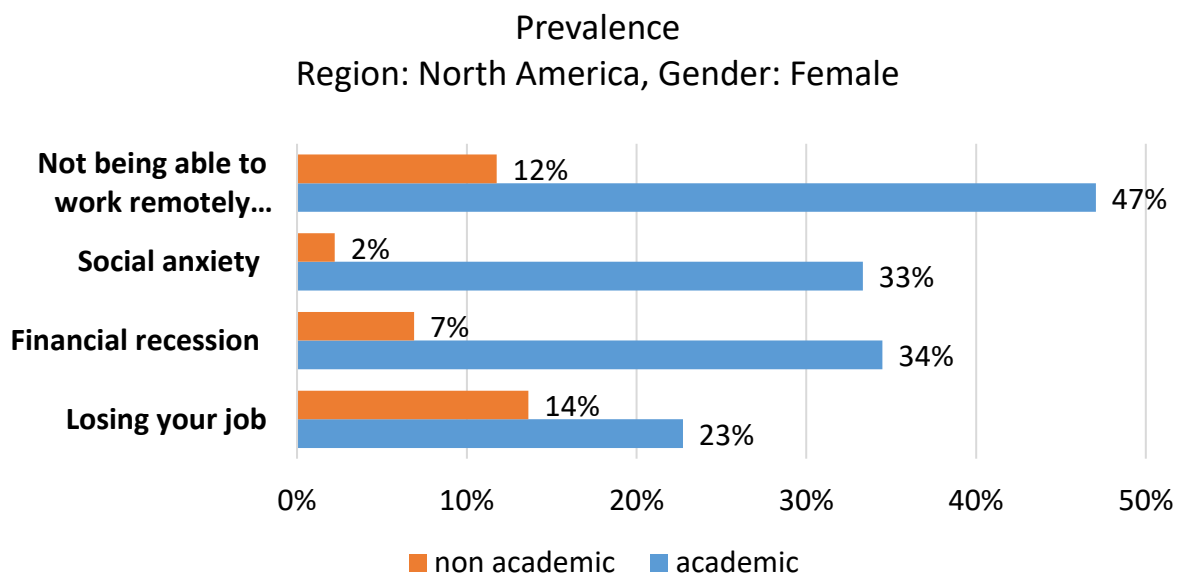
Figure 32: Share of post-pandemic concerns by female participants from North America

Share
Region: North America, Gender: Female

Concern	non academic	academic
Not being able to work remotely…	20%	80%
Social anxiety	6%	94%
Financial recession	17%	83%
Losing your job	38%	63%

■ non academic ■ academic
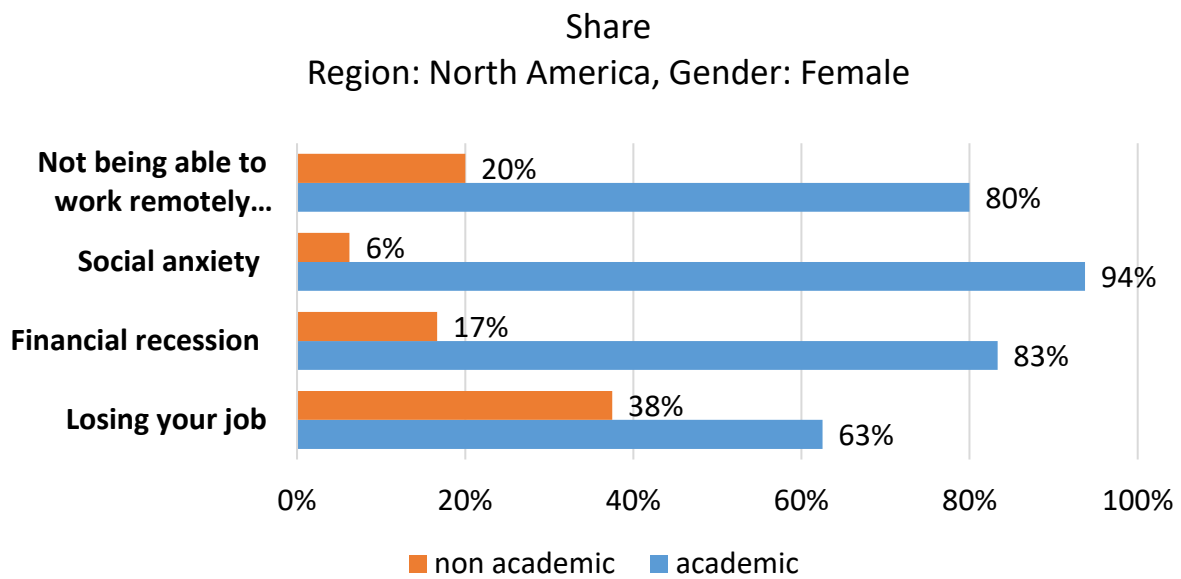
Figure 33: Observed disparities for post-pandemic concerns in Europe versus North America

Losing job   **OD**   **OD**   Losing job

Financial stagnation / recession   **OD***   **OD***   Financial stagnation / recession

Social anxiety   **OD**   **GD**   Social anxiety

Not being able to work remotely   Not being able to work remotely

after the COVID-19 crisis   **OD, GD**   **OD**   after the COVID-19 crisis
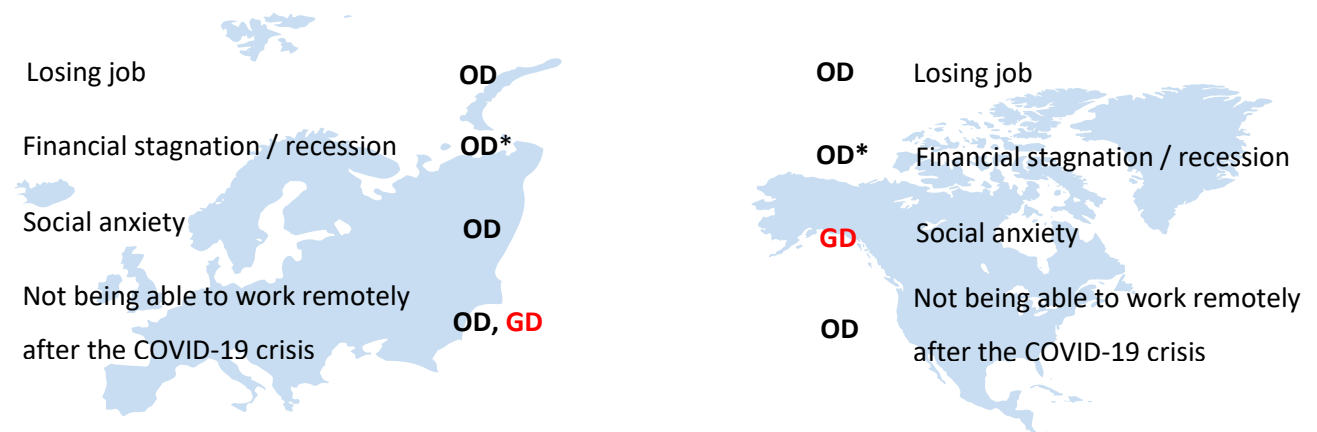
OD: occupation related disparity (academic vs. non-academic)

GD: gender related disparity (male and diverse vs. female)

* For "financial stagnation / recession" occupation related disparity observed but in an opposite fashion.

5.2   Comparison of lifestyle stress by continents and gender

All groups of participants from different regions or gender show similar patterns with regard to lifestyle stressors. The lack of holidays, weekend activities, as well as activities with friends and family build the highest stress on the participants, followed by the change in sport and other leisure time habits, and shopping habits. Participants perceive the following stress factors less stressful: change in sleeping, eating, drinking habits, living environment and privacy. The only difference observed among lifestyle stressors concerned living environment / privacy in North America. This stressor was the least rated stressor whereas scored at the fourth place by all other regions. These results have been presented graphically in Figure 34 - Figure 38. No significant disparities were observed between male and diverse and female participants.

These results were obtained through the analysis of weighted shares according to the Likert Scale (1: low, 2: medium, 3: high). The weights were calculated by taking the ratio of the given score and the sum of all scores, i.e. 1+2+3, which corresponds to weights 1/6 for low, 2/6 for medium and 3/6 for high score. Then the weighted shares were expressed as a percentage, obtained by taking the ratio of sum of the selected sore and the total participants and multiplied by the weight of the score.

Figure 34: Lifestyle stressors by all participants in Europe
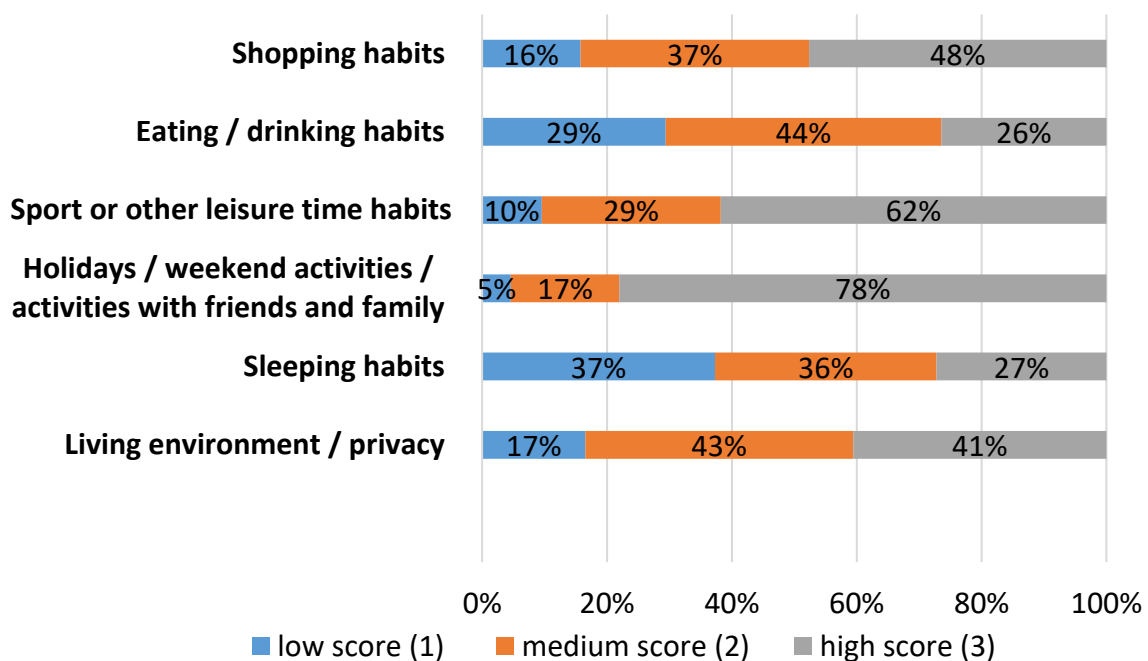
Figure 35: Lifestyle stressors by all participants in North America
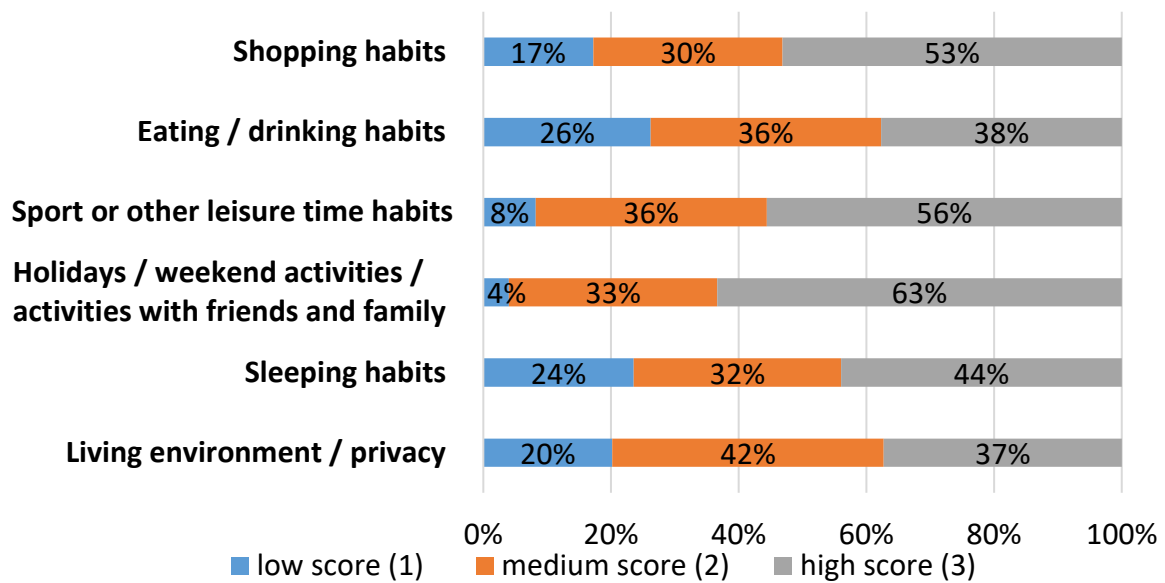
Figure 36: Lifestyle stressors by all participants in South America
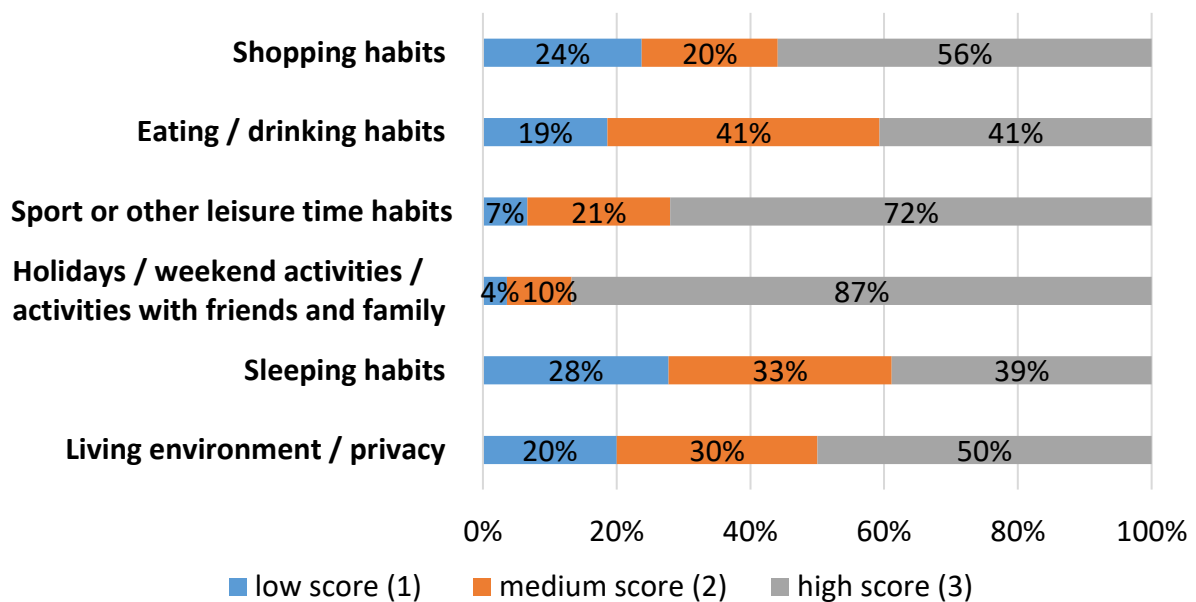
Figure 37: Lifestyle stressors by all participants in Asia
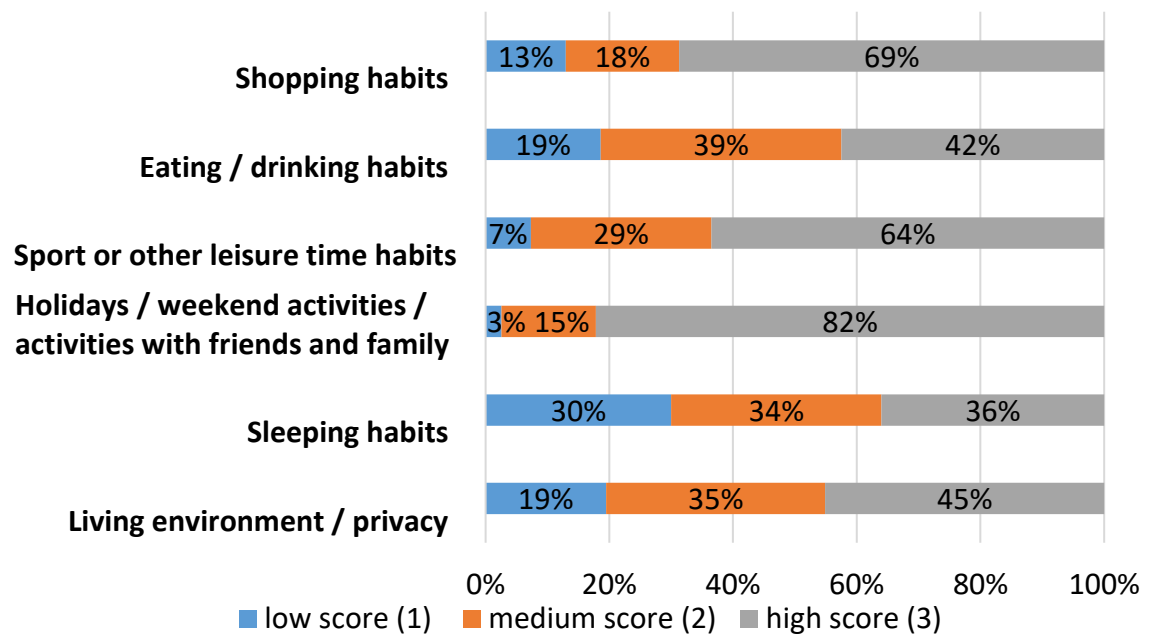
Figure 38: Lifestyle stressors by all participants in other regions
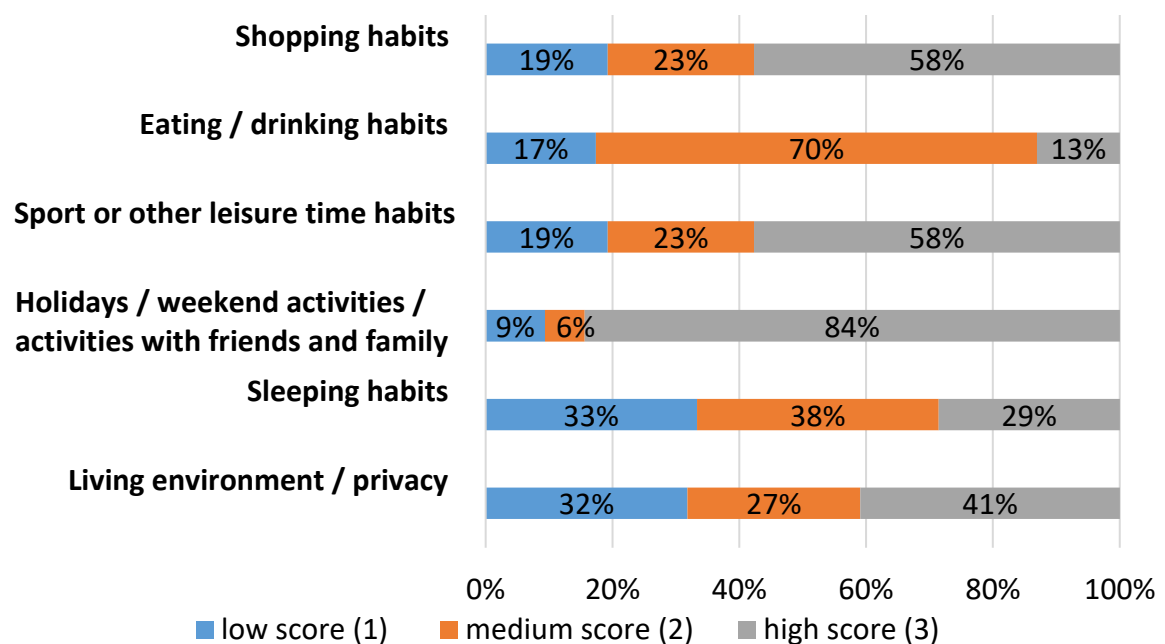
5.3   Comparison of remote working stress by continents and gender

The leading remote working stressor was the separation of work and family life in Europe and North America, whereas it pertained to feeling isolated in Asia, South America, and other regions. An overview of remote working stressors ranking by continents and genders is shown in Figure 39. Difficulties in separating work and family lives, feeling isolated, lack of privacy, as well as over-working dominate the list of remote working stressors world-wide. Strain on family relationships has occupied the middle rows of the stressor list in Europe and North America and the lower rows in all other regions. Both of those constrains impinged by external factors, e.g. landlord, as well as obligation to work in a different place than the middle point of life was observed to be the lowest impact remote working stressors. Credibility of work done remotely was the second lowest score in North America, although it is scored as an average stressor in Europe, and a relatively high stressor in South America. Comparisons of remote working stressors by all participants in different regions are presented in Figure 40 - Figure 45.

Gender analysis of the weighted shares demonstrated disparities. The female participants scored the remote working stressors significantly higher than their male and diverse peers. Especially females from North America were the most stressed population among all other subgroups of the participants.

In Europe, the scores for top four stressors

   1. *separating work and family lives,*

   2. *feeling isolated,*

   3. *lack of privacy (including continuous taking care of children or elderly parents), and*

   4. *over-working*

were rated as (**high** + medium + low) with

   1. **46%**+28%+26% versus **38%**+36%+26%,

   2. **43%** + 35% + 22% versus **30%** + 43% + 27%,

   3. **41%** + 22% + 37% versus **30%** + 25% + 45%, and

   4. **37%** + 33% + 30% versus **26%** + 40% + 34%"

by <u>females</u> versus males and diverse participants, respectively. The common top four stressors by European participants diverged starting from the rank five, i.e. by European females "strain on family

relationships", whereas by European males and diverse participants "lack of privacy" occupied the rank five in remote working stressors list.

The impact of remote working stressors in North America exhibits a strong gender disparity. The leading stressor "*separating work and family lives*" was rated similarly by females and males and diverse participants, i.e. selected as a high impact stress factor with almost 50% share. "Not enough space to work" was rank two stressor with shares (**high** + medium + low) <u>**46%** + 41% + 23%</u> by <u>females</u>. "Over-working" occupied the second place on the list by male and diverse participants with shares **36%** + 31% + 33%. The stressor on the third place was "lack of self-discipline / self-management" (<u>**45%** + 35% + 20%</u>) by <u>females</u> and "feeling isolated" (**35%** + 43% + 22%) by male and diverse participants.

All participants from South America ranked "feeling isolated" to the top place with a share over 50% (scale 3 - high impact). This was followed by "credibility of work done remotely (by peers, employers or clients)" (**38%** + 31% + 31%) and "lack of privacy (including continues taking care of children or elderly parents)" (<u>**35%** + 8% + 57%</u>) by <u>females</u>. By males, on the other hand, "lack of self-discipline / self-management" (**39%** + 35% + 26%) and "over-working" (**38%** + 42% 21%) were following stressors. Therefore, a gender related disparity was observed also by participants from South America.

A gender related disparity in remote working stressors was observed by participants from Asia, too. Asian male and diverse participants carried the stressor "feeling isolated" to the first place in the list (**55%** + 26% + 19%). By Asian <u>females</u> "lack of privacy (including continues taking care of children or elderly parents)" was the leading remote working stressor (<u>**50%** + 11% + 39%</u>) followed by "feeling isolated" (<u>**46%** + 26% + 28%</u>) and "separating work and family lives" (also <u>**46%** + 26% + 28%</u>). Asian male and diverse participants marked "I have to work in a different place than where I live / my family lives, e.g. in another country, or I live away from the ones, who need special care (children living separately, relatives in need of care) or similar" (**43%** + 13% + 44%) and "lack of self-discipline / self-management" (**38%** + 33% + 29%) as second and third highest impact stressors, respectively.

The different impacts of remote working stressors by male and female participants are presented in Figure 46 - Figure 51.

Figure 39: Ranking of remote working stressors by continents and gender.

1. Separating work and family lives

2. Feeling isolated

3. Lack of privacy (including continues taking care of children or elderly parents)

4. Over-working

5. Strain on family relationships – females

5. Lack of privacy – male and diverse

1. Separating work and family lives

2. Not enough space to work - females

2. Over-working – male and diverse

3. Lack of self-discipline / self-management – females

3. Feeling isolated – male and diverse

1. Feeling isolated

2. Credibility of work done remotely (by peers, employers, or clients) – females

2. Lack of self-discipline / self-management – male and diverse

3. Lack of privacy – females

3. Over-working – male and diverse

1. Lack of privacy – females

1. Feeling isolated – male and diverse

2. Feeling isolated – females

2. I have to work in a different place than where I live / my family lives – male and diverse

3. Separating work and family lives – females

3. Lack of self-discipline / self-management – male and diverse

Stressors showing no gender disparity are indicated in black, stressors ranked differently by female and male participants are shown in magenta and purple, respectively.

Figure 40: Remote working stress factors by all participants in Europe

	low score (1)	medium score (2)	high score (3)
Constrains impinged by external factors e.g. your landlord	83%	10%	7%
Lack of self-discipline / self-management	38%	38%	24%
Feeling isolated	24%	37%	39%
Over-working	31%	35%	34%
Strain on family relationships	36%	34%	30%
Lack of privacy (including continues taking care of children or elderly parents)	39%	23%	38%
Being not able to work at all	47%	30%	23%
Credibility of work done remotely (by your peers, employers or clients)	40%	32%	28%
Not enough space to work	38%	31%	30%
Separating work and family life	26%	31%	44%
I have to work in a different place than where I live / my family lives e.g. in another…	75%	10%	15%

Figure 41: Remote working stress factors by all participants in North America

Stress factor	low score (1)	medium score (2)	high score (3)
Constrains impinged by external factors e.g. your landlord	77%	16%	6%
Lack of self-discipline / self-management	26%	39%	35%
Feeling isolated	19%	42%	39%
Over-working	25%	35%	39%
Strain on family relationships	37%	33%	30%
Lack of privacy (including continues taking care of children or elderly parents)	38%	35%	27%
Being not able to work at all	40%	26%	33%
Credibility of work done remotely (by your peers, employers or clients)	60%	29%	11%
Not enough space to work	32%	34%	34%
Separating work and family life	19%	33%	47%
I have to work in a different place than where I live / my family lives e.g. in another…	67%	16%	17%

Figure 42: Remote working stress factors by all participants in South America

	low score (1)	medium score (2)	high score (3)
Constrains impinged by external factors e.g. your landlord	63%	15%	22%
Lack of self-discipline / self-management	25%	47%	27%
Feeling isolated	12%	35%	53%
Over-working	32%	34%	34%
Strain on family relationships	31%	46%	23%
Lack of privacy (including continues taking care of children or elderly parents)	58%	14%	28%
Being not able to work at all	53%	33%	14%
Credibility of work done remotely (by your peers, employers or clients)	35%	31%	35%
Not enough space to work	60%	19%	21%
Separating work and family life	36%	40%	24%
I have to work in a different place than where I live / my family lives e.g. in another…	76%	16%	8%

Figure 43: Remote working stress factors by all participants in Asia

	low score (1)	medium score (2)	high score (3)
Constrains impinged by external factors e.g. your landlord	59%	19%	22%
Lack of self-discipline / self-management	28%	37%	34%
Feeling isolated	22%	26%	52%
Over-working	50%	24%	27%
Strain on family relationships	44%	30%	25%
Lack of privacy (including continues taking care of children or elderly parents)	43%	22%	35%
Being not able to work at all	40%	31%	30%
Credibility of work done remotely (by your peers, employers or clients)	36%	43%	21%
Not enough space to work	42%	33%	25%
Separating work and family life	28%	35%	36%
I have to work in a different place than where I live / my family lives e.g. in another…	47%	17%	36%

Figure 44: Remote working stress factors by all participants in other regions

	low score (1)	medium score (2)	high score (3)
Constrains impinged by external factors e.g. your landlord	88%	12%	0%
Lack of self-discipline / self-management	31%	46%	23%
Feeling isolated	17%	53%	30%
Over-working	48%	26%	26%
Strain on family relationships	39%	61%	0%
Lack of privacy (including continues taking care of children or elderly parents)	50%	36%	14%
Being not able to work at all	55%	18%	27%
Credibility of work done remotely (by your peers, employers or clients)	68%	32%	0%
Not enough space to work	68%	32%	0%
Separating work and family life	38%	50%	13%
I have to work in a different place than where I live / my family lives e.g. in another…	74%	11%	16%

Figure 45: Remote working stress factors in all continents other than Europe

Legend: ■ low score (1) ■ medium score (2) ■ high score (3)

Figure 46: Remote working stress factors by male & female participants in Europe

	low score (1)	medium score (2)	high score (3)	
Constrains impinged by external factors e.g. your landlord	85%	10%	4%	Male
	81%	10%	8%	Female
Lack of self-discipline / self-management	35%	39%	25%	Male
	39%	37%	24%	Female
Feeling isolated	27%	43%	30%	Male
	22%	35%	43%	Female
Over-working	34%	40%	26%	Male
	30%	33%	37%	Female
Strain on family relationships	39%	41%	20%	Male
	34%	32%	34%	Female
Lack of privacy (including continues taking care of children or elderly parents)	45%	25%	30%	Male
	37%	22%	41%	Female
Being not able to work at all	49%	34%	17%	Male
	46%	28%	26%	Female
Credibility of work done remotely (by your peers, employers or clients)	47%	33%	19%	Male
	37%	32%	31%	Female
Not enough space to work	42%	37%	21%	Male
	37%	29%	34%	Female
Separating work and family life	26%	36%	38%	Male
	25%	28%	46%	Female
I have to work in a different place than where I live / my family lives e.g. in…	76%	12%	12%	Male
	74%	10%	16%	Female

Figure 47: Remote working stress factors by male & female participants in North America

	low score (1)	medium score (2)	high score (3)	
Constrains impinged by external factors e.g. your landlord	77%	16%	7%	Male
	78%	17%	5%	Female
Lack of self-discipline / self-management	32%	41%	27%	Male
	20%	36%	45%	Female
Feeling isolated	22%	43%	35%	Male
	15%	42%	43%	Female
Over-working	33%	31%	36%	Male
	16%	40%	43%	Female
Strain on family relationships	44%	37%	19%	Male
	29%	28%	42%	Female
Lack of privacy (including continues taking care of children or elderly parents)	39%	42%	19%	Male
	36%	26%	38%	Female
Being not able to work at all	50%	25%	25%	Male
	29%	28%	42%	Female
Credibility of work done remotely (by your peers, employers or clients)	60%	34%	6%	Male
	59%	23%	17%	Female
Not enough space to work	39%	37%	24%	Male
	23%	31%	46%	Female
Separating work and family life	27%	27%	47%	Male
	11%	41%	48%	Female
I have to work in a different place than where I live / my family lives e.g. in…	65%	19%	16%	Male
	69%	12%	18%	Female

■ low score (1)   ■ medium score (2)   ■ high score (3)

Figure 48: Remote working stress factors by male & female participants in South America

Constrains impinged by external factors e.g. your landlord
- Male: 69% | 13% | 19%
- Female: 60% | 16% | 24%

Lack of self-discipline / self-management
- Male: 26% | 35% | 39%
- Female: 25% | 56% | 19%

Feeling isolated
- Male: 11% | 36% | 54%
- Female: 13% | 35% | 53%

Over-working
- Male: 21% | 42% | 38%
- Female: 41% | 28% | 31%

Strain on family relationships
- Male: 35% | 50% | 15%
- Female: 28% | 44% | 28%

Lack of privacy (including continues taking care of children or elderly parents)
- Male: 59% | 24% | 18%
- Female: 58% | 8% | 35%

Being not able to work at all
- Male: 69% | 13% | 19%
- Female: 44% | 44% | 11%

Credibility of work done remotely (by your peers, employers or clients)
- Male: 40% | 30% | 30%
- Female: 31% | 31% | 38%

Not enough space to work
- Male: 47% | 21% | 32%
- Female: 70% | 17% | 13%

Separating work and family life
- Male: 40% | 30% | 30%
- Female: 33% | 47% | 20%

I have to work in a different place than where I live / my family lives e.g. in…
- Male: 86% | 14% | 0%
- Female: 70% | 17% | 13%

Legend: ■ low score (1)   ■ medium score (2)   ■ high score (3)

Figure 49: Remote working stress factors by male & female participants in Asia

Constrains impinged by external factors e.g. your landlord — Male 63% / 9% / 28%, Female 50% / 40% / 10%

Lack of self-discipline / self-management — Male 29% / 33% / 38%, Female 27% / 49% / 24%

Feeling isolated — Male 19% / 26% / 55%, Female 28% / 26% / 46%

Over-working — Male 52% / 30% / 18%, Female 44% / 12% / 44%

Strain on family relationships — Male 50% / 29% / 21%, Female 33% / 33% / 33%

Lack of privacy (including continues taking care of children or elderly parents) — Male 45% / 27% / 28%, Female 39% / 11% / 50%

Being not able to work at all — Male 42% / 26% / 32%, Female 34% / 40% / 26%

Credibility of work done remotely (by your peers, employers or clients) — Male 41% / 43% / 16%, Female 26% / 42% / 32%

Not enough space to work — Male 43% / 32% / 24%, Female 38% / 35% / 26%

Separating work and family life — Male 28% / 40% / 32%, Female 28% / 26% / 46%

I have to work in a different place than where I live / my family lives e.g. in another country, or I live away from the ones who need special… — Male 44% / 13% / 43%, Female 53% / 27% / 20%

Legend: ■ low score (1)   ■ medium score (2)   ■ high score (3)

Figure 50: Remote working stress factors by male & female participants in other regions

	low score (1)	medium score (2)	high score (3)

Figure 51: Remote working stress factors by male & female participants in all continents other than Europe

5.4 Information transparency and impact of management support

About 50% of the participants responded to the survey from North America declared themselves having management functions. This ratio was about one third for Europe and all other regions.

Figure 52: Number of participants with management functions

Are you an employer / a manager / a team leader?
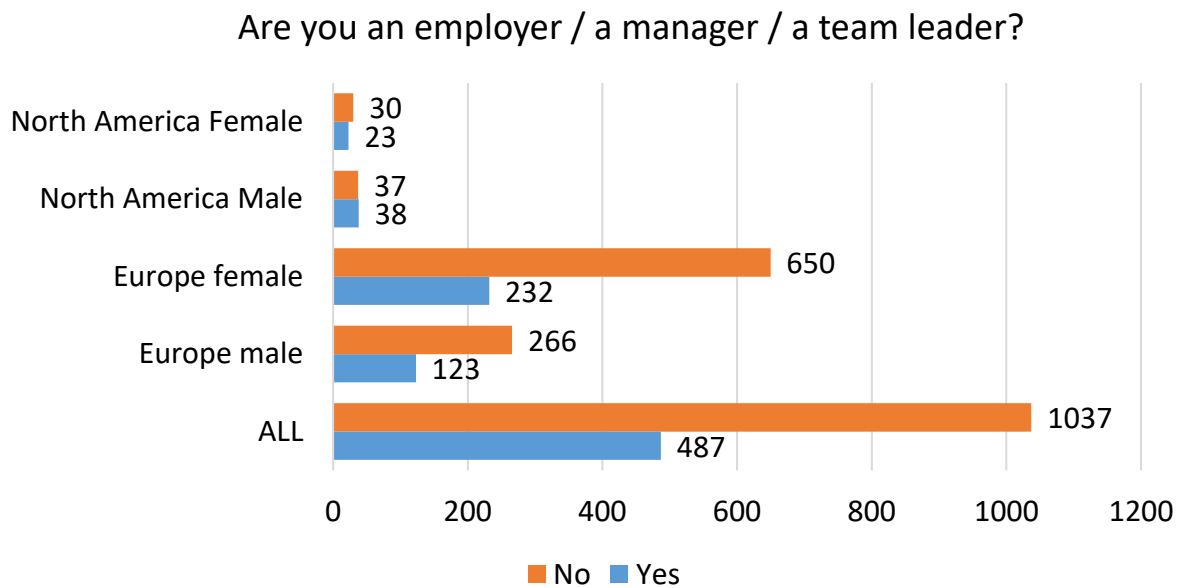
The majority of the participants (1165 out of 1524) testified having a distraction-free workspace before the pandemic. About one fifth of the participants, however, claimed the opposite (Figure 53).

The biggest change in daily routine of all participants was working hours (783 out of 1524 participants). The ratio of participants, who moved from a shared office to a shared workplace at home (with family / roommates / friends etc.) was almost equal to the ratio of participants, who moved from a shared office to an isolated workplace at home. 340 participants claimed no significant change in their daily routine (Figure 54).

In section 2.4.3.1 Working arrangements, before and during the pandemic, it has been already mentioned that 77% of the participants have expressed they had received sufficient tools to accomplish their work. Feedback from managers / colleagues and other information were the most desired but missing input. This situation has been further examined to reveal the interrelation between post-pandemic concerns of the participants and the sufficiency of the enabled tools to accomplish work as well as the status of being informed about non-occupational risk factors by employers / managers. The observation confirmed a higher frequency of having post-pandemic concern about "losing job" among participants, who were not provided sufficient tools to enable remote working by their employers / managers. Information transparency and training about pandemic risks increase confidence for continuous employment (Figure 55).

Figure 53: Workplace conditions of the participants before the pandemic

In your regular workplace (other than home), have you had a relatively distraction-free workspace?
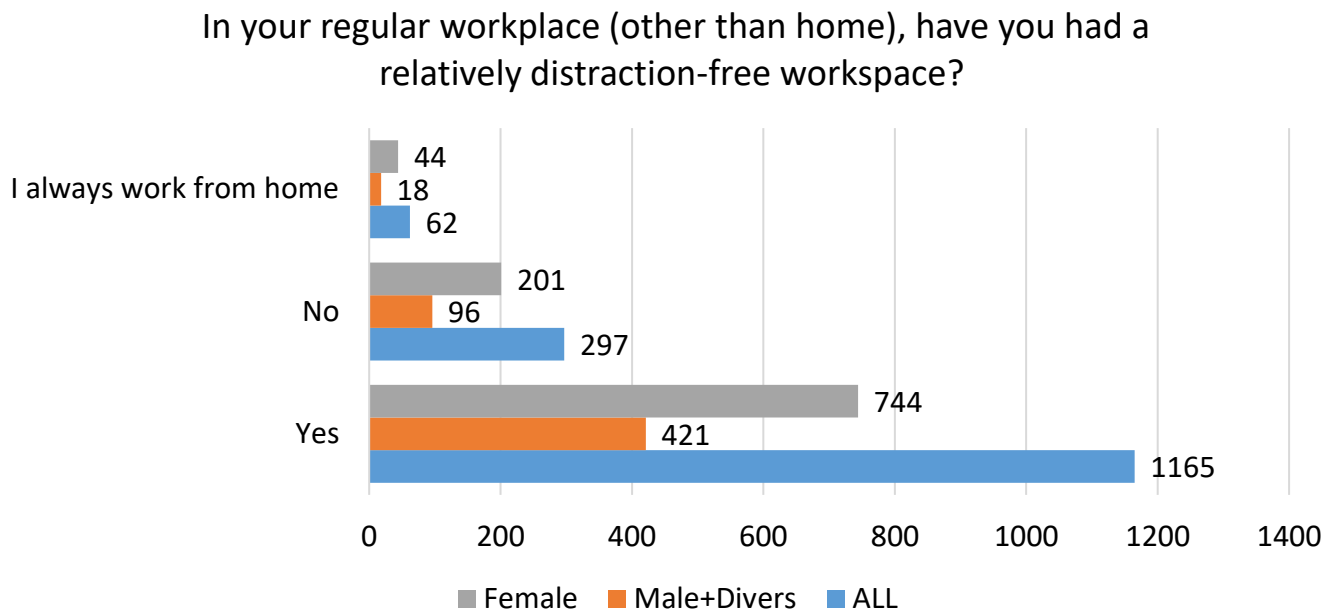
Figure 54: Change in daily routine of participants while working remotely

What has changed in your daily routine while working remotely?
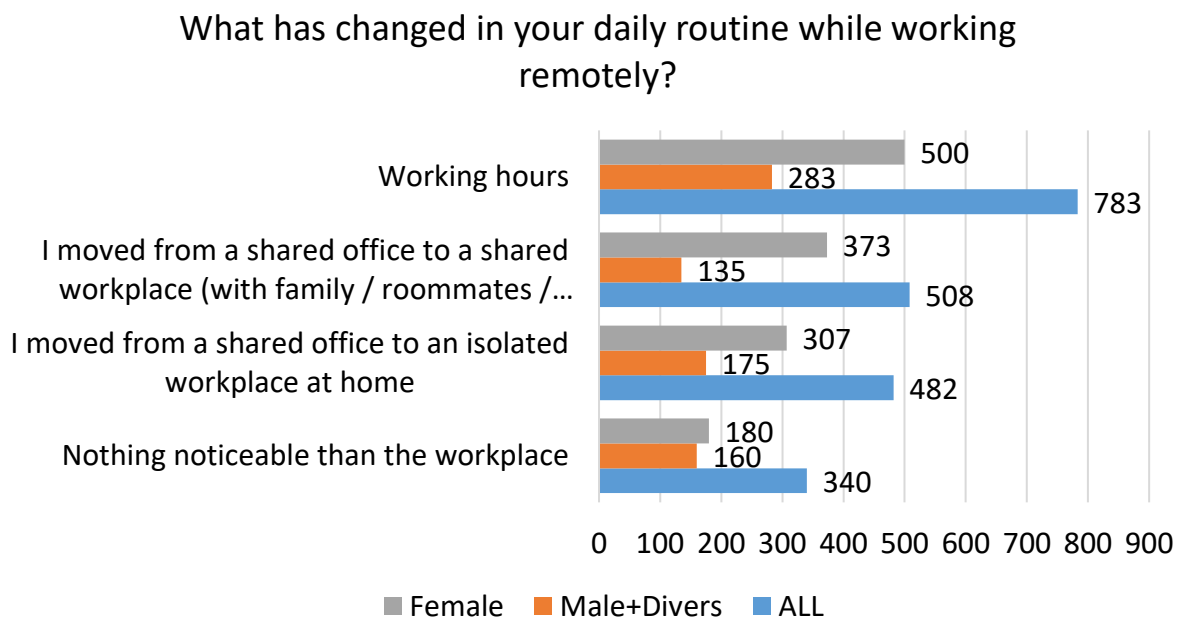
Figure 55: Prevalence of post-pandemic concern "losing job"

Prevalence of post-pandemic concern "losing job"

Sufficient tools to enable remote working
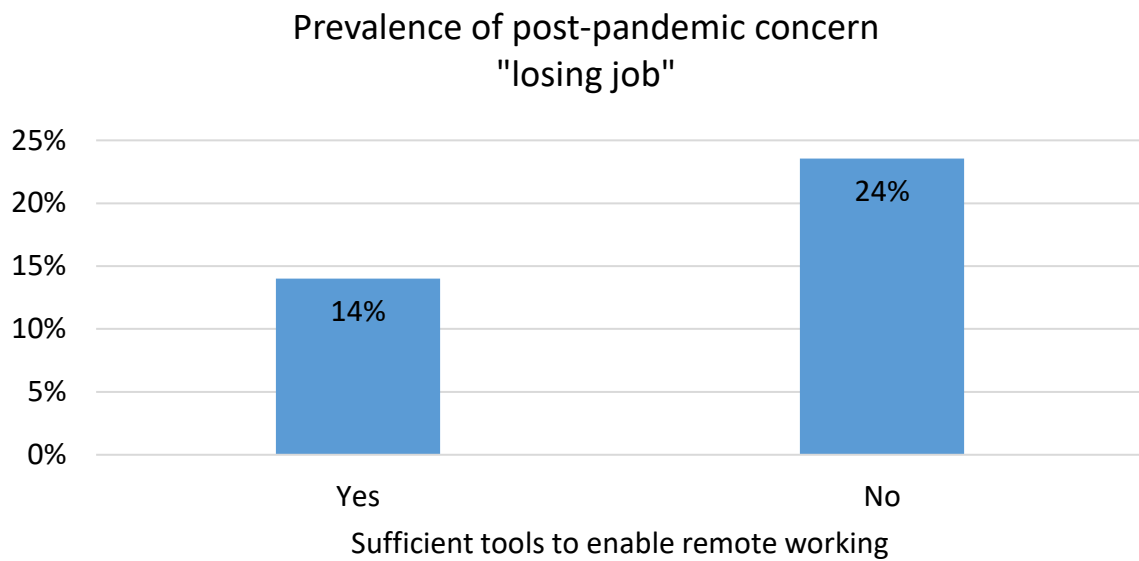
5.4.1 **Gender dimension**

Shares of post-pandemic concerns are compared for participants, who answered "Did you get assistance / information / training from your employer about non-occupational risk factors, e.g. managing additional stressors related to the pandemic, distress related to personal or family illness, life disruption, grief related to loss of family, friends or coworkers, loss of routine support systems, and similar challenges?" with "yes" (informed group) versus "no" (non-informed group). Both European males and females, who received assistance from the employer about non-occupational risk factors, scored the stressor "losing job" less than the people, who did not receive assistance / information / training. In the group of European males, the information transparency has not significantly contributed to mitigation of other post-pandemic concerns (Figure 56). Among the informed subgroup of European females, the concern of "not being able to work remotely after COVID-19 crisis" was observed to be higher than the non-informed group (Figure 57).

Figure 56: Share of post-pandemic concerns for non-/informed male in Europe

Male Europe, non-informed

Male Europe, informed
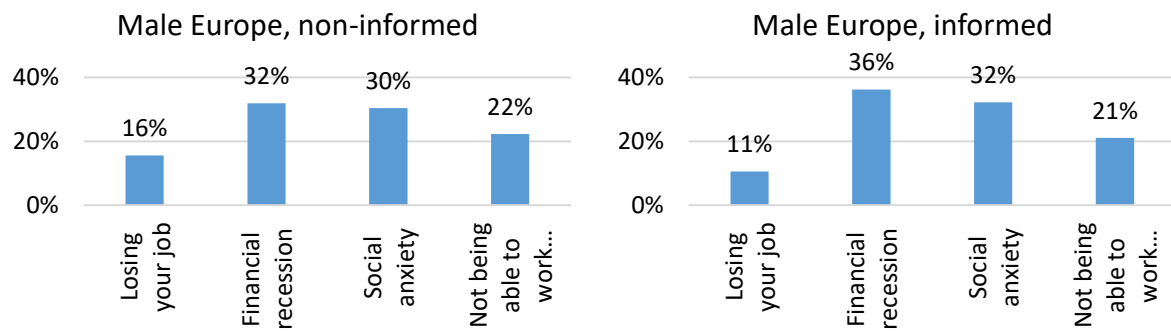
Figure 57: Share of post-pandemic concerns for non-/informed female in Europe

Female Europe, non-informed

Female Europe, informed
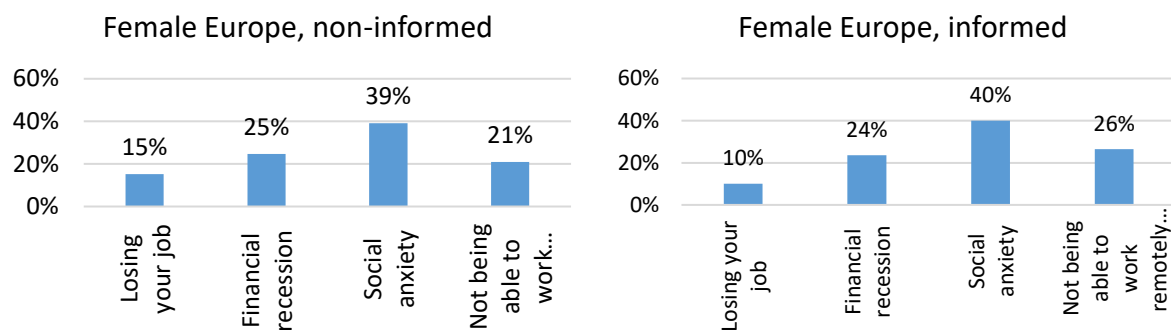
5.4.2 **Living arrangements dimension**

The post-pandemic concerns of the informed and non-informed groups were broken by living arrangements of males and females from different continents. Living arrangements were described as participants living 1. alone, 2. with at least one more adult and at least one person in need of special care, 3. with at least one more adult only, 4. with at least one person in need of special care only. It was observed that participants with different living arrangements had different magnitudes of concern, and that they rank post-pandemic concerns differently. Here, the magnitude of concern was measured by the ratio of number of participants, who marked a given post-pandemic concern to the total number of participants of that specific subgroup, e.g. the ratio of informed European males living alone, who marked losing job among given multiple-choice post-pandemic concerns to the total number of informed European males living alone.

European males living with at least one more adult only, e.g. couples. were the most concerned subgroup in both informed and non-informed population (shares between 31% to 51%). In the informed subgroup of this population, financial stagnation / recession, and in the non-informed

subgroup, not being able to work remotely after the COVID-19 crisis was the leading post-pandemic concern. The second most concerned group among European males was the group living with at least one more adult, and at least one person in need of special care, e.g. families with children. Both informed and non-informed subgroups of this population ranked the post-pandemic concerns as (1) financial recession, (2) losing job, (3) social anxiety, and (4) not being able to work remotely after the COVID-19 crisis with similar shares. Losing job was the leading post-pandemic concern of European males living with at least one person in need of special care only, e.g. single fathers, or single males taking care of elderly parents. The non-informed subgroup of this population was 3 times more concerned than the informed subgroup (21% versus 7%) about losing their jobs. Not being able to work remotely after the COVID-19 crisis was the leading post-pandemic concern of European males living alone, e.g. singles, independent from their living arrangements (Figure 58 and Figure 59).

The distribution of magnitude of concern among living arrangements subgroups of European females was similar to the European male population. Not being able to work remotely after the COVID-19 crisis was the leading post-pandemic concern of European females living with at least one more adult only, e.g. couples, for both informed (with 53% share) and non-informed (with 51% share) subgroups. This was followed by financial stagnation / recession (with 47% share) in informed subgroup, and social anxiety (with 41% share) in non-informed subgroup. Social anxiety (with 31% share) and not being able to work remotely after the COVID-19 crisis (with 30% share) occupied the top two positions in the list of post-pandemic concerns for the European females living with at least one more adult, and at least one person in need of special care, e.g. families with children in the informed subgroup. Financial stagnation / recession (with 31% share) and not being able to work remotely after the COVID-19 crisis (with 27% share) were top two concerns of the non-informed subgroup in the same population. European females living with at least one person in need of special care only, e.g. single mothers, or single females taking care of elderly parents, were primarily concerned about financial stagnation / recession in the informed subgroup, and losing job in the non-informed subgroup. Losing job and social anxiety were the leading post-pandemic concerns of European females living alone, e.g. singles in the informed and non-informed subgroups, respectively (Figure 60 and Figure 61).

Figure 58: Share of post-pandemic concerns, by European males and their living arrangements in informed group

Male, Europe, share, informed group

- At least one person in need of special care ONLY
- At least one more adult ONLY
- At least one more adult AND At least one person in need of special care
- I live alone
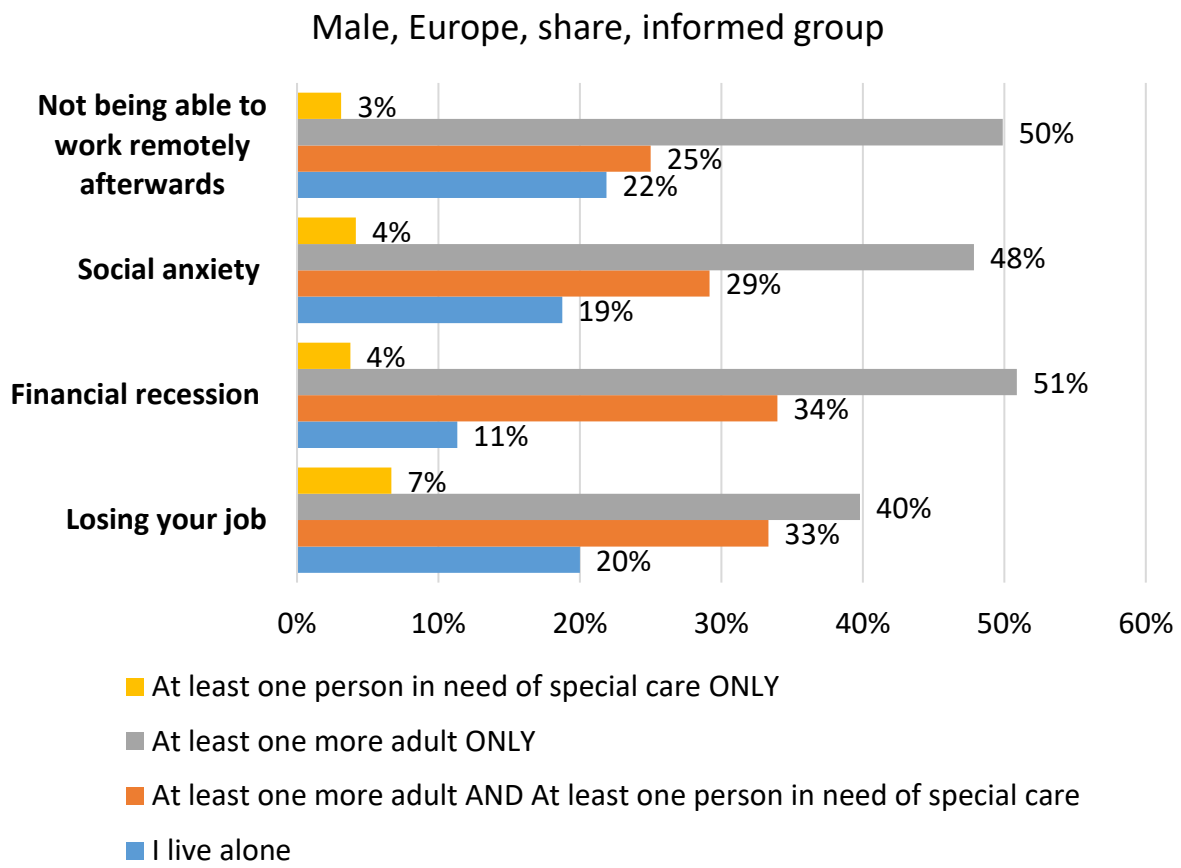
Figure 59: Share of post-pandemic concerns by European males and their living arrangements in non-informed group

Male, Europe, share, non-informed group

- At least one person in need of special care ONLY
- At least one more adult ONLY
- At least one more adult AND At least one person in need of special care
- I live alone
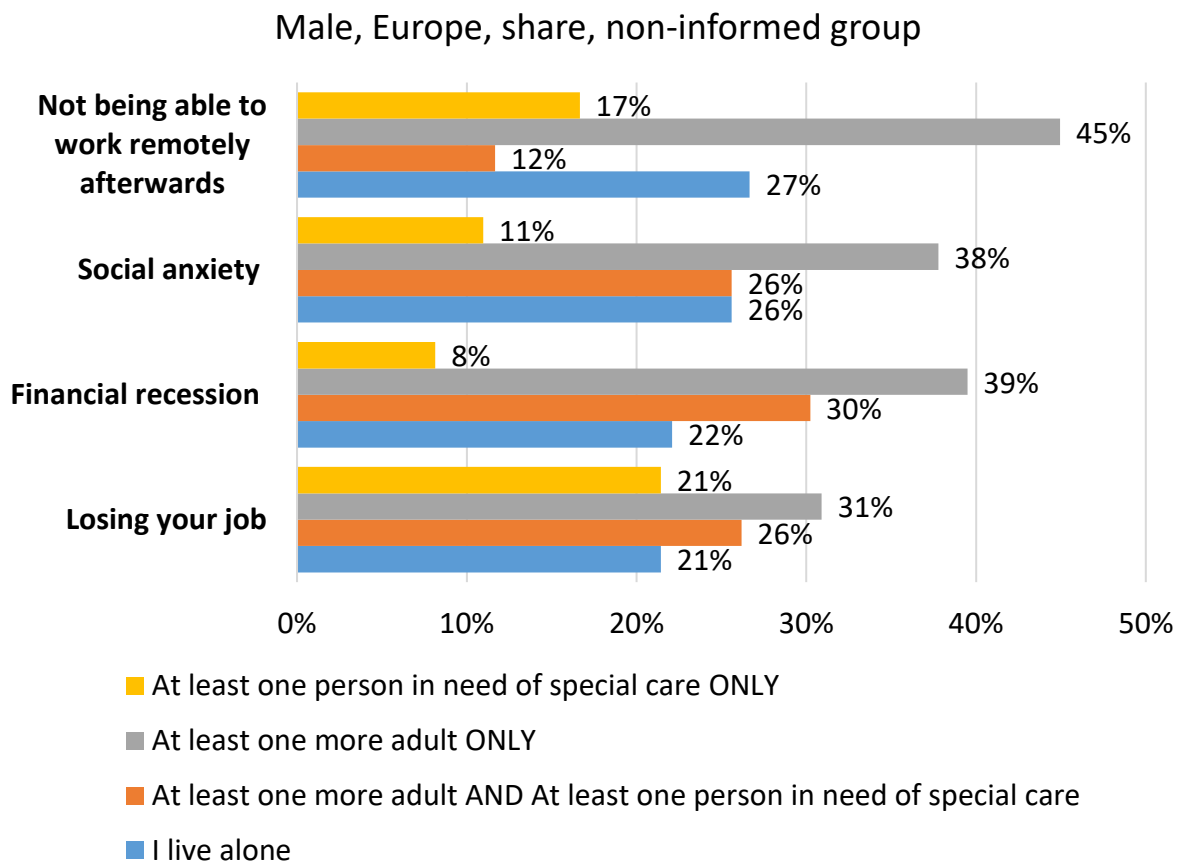
Figure 60: Share of post-pandemic concerns by European females and their living arrangements in informed group

Female, Europe, share, informed group

Not being able to work remotely afterwards
- 5%
- 53%
- 30%
- 13%

Social anxiety
- 6%
- 44%
- 31%
- 19%

Financial recession
- 10%
- 47%
- 24%
- 19%

Losing your job
- 4%
- 46%
- 25%
- 25%

0%   10%   20%   30%   40%   50%   60%

- ■ At least one person in need of special care ONLY
- ■ At least one more adult ONLY
- ■ At least one more adult AND At least one person in need of special care
- ■ I live alone
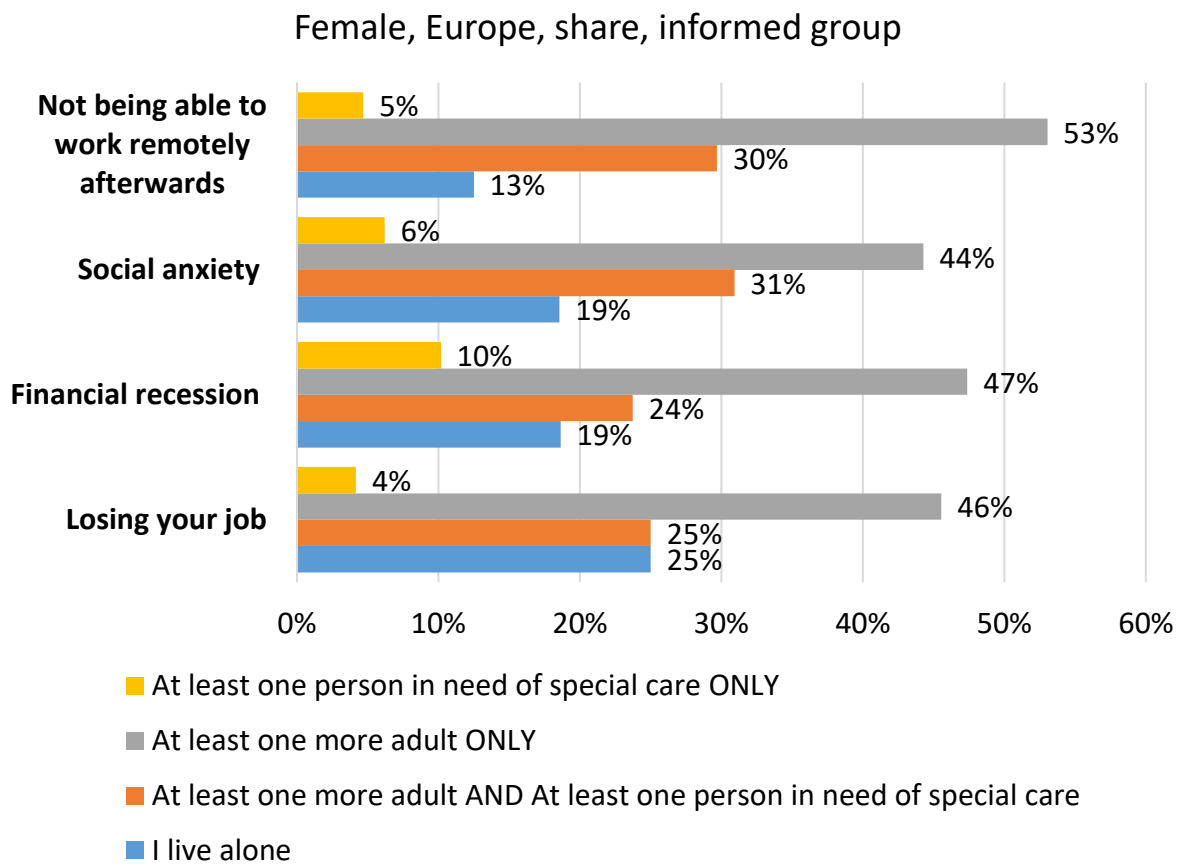
Figure 61: Share of post-pandemic concerns by European females and their living arrangements in non-informed group

Female, Europe, share, non-informed group

Not being able to work remotely afterwards
- 4%
- 51%
- 27%
- 17%

Social anxiety
- 10%
- 41%
- 27%
- 21%

Financial recession
- 12%
- 38%
- 31%
- 19%

Losing your job
- 14%
- 41%
- 28%
- 17%

Legend:
- ■ At least one person in need of special care ONLY
- ■ At least one more adult ONLY
- ■ At least one more adult AND At least one person in need of special care
- ■ I live alone
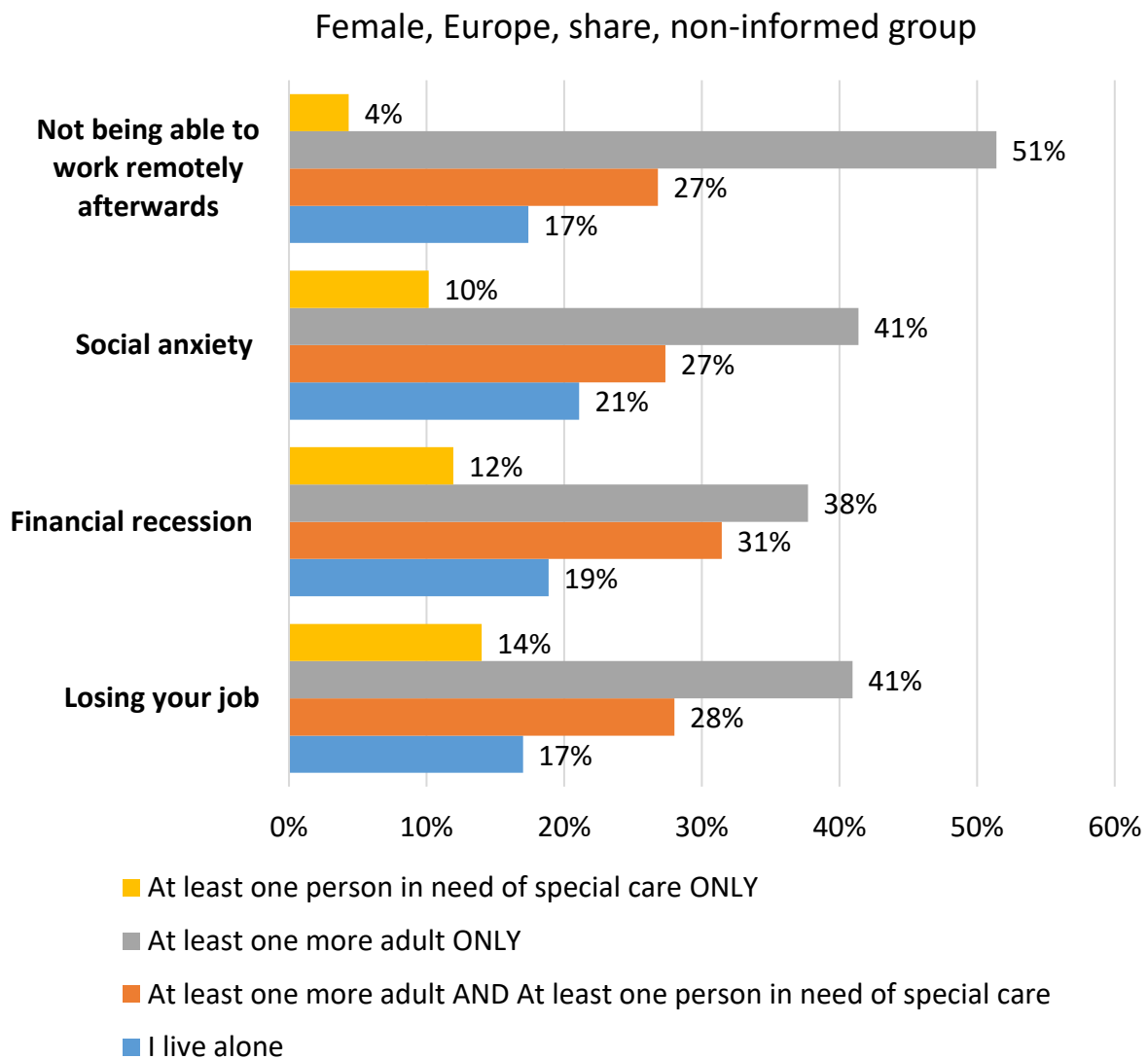
5.4.3 **Occupational dimension**

The impact invoked by information transparency and management support on post-pandemic concerns have been searched. Non-/academic, different gender and regional subgroups were compared.

For this purpose, share of participants affiliated with academic and non-academic positions in a group, e.g. informed / trained females from Asia, who marked a certain post-pandemic concern, e.g. losing job, is calculated. The variations in shares of academic and non-academic subgroups within informed and non-informed groups were compared.

Information transparency / training and implemented management measures ignited different reactions in academic and non-academic groups. Information transparency reduced the level of all

post-pandemic concerns in both subgroups of males and females occupying academic positions in Europe except "losing job". In informed groups, share of concern about "losing job" has increased from 71% to 80% and from 58% to 71%, for males and females, respectively. An opposite reaction has been observed in the group of population occupying non-academic positions. In informed group, information transparency was associated with a decrease in the share of concern about "losing job" i.e. from 29% to 20% and from 42% to 29% for males and females, respectively. For all other types of concerns the shares were higher or unchanged in the non-academic informed group (Figure 62 - Figure 65).

In North American population, gender specific discrepancies were observed. In the informed subgroup of academic North American males, the share of concern "not being able to work remotely after the COVID-19 crisis" was higher, i.e. 50% compared to 33% in the non-informed subgroup. All other types of concerns were observed to be lower in the informed subgroup. In the female subgroup of informed North American academics, share of the concern "losing job" was higher, i.e. 80% compared to 33% in the non-informed group. Concerns about "financial stagnation / recession" and "losing job" featured higher shares in the informed non-academic subgroup of North American males. For the female non-academic North Americans, information transparency / training and implemented management measures mitigated the share of concerns or made no change (Figure 66 - Figure 69).

The South American male academic group displayed similar behavior with regard to the European male academics. In the informed subgroup share of the concern "losing job" was higher than the one in the non-informed subgroup. In the female group of the South American academics, share of "social anxiety" observed to be higher in the informed subgroup. Information transparency seemed to mitigate concerns of all non-academic population from South America except "financial stagnation / recession" concern of the female subgroup (Figure 70 - Figure 73).

"Social anxiety" and "financial stagnation / recession" observed to be higher in the informed group of male academics from Asia. The opposite case observed in the female Asian subgroup i.e. shares of all post-pandemic concerns was either lower or unchanged in the informed subgroup compared to the non-informed subgroup. Male and female population of the non-academic participants from Asia exhibited contrary behavior. In the informed subgroup of non-academic males, the shares of post-pandemic concerns were lower than the ones of non-informed subgroup whereas the opposite case observed among non-academic females (

Figure 74 - Figure 77).

Figure 62: Share of post-pandemic concerns by European males and their occupation in non-informed group

Male, Europe, share, non-informed
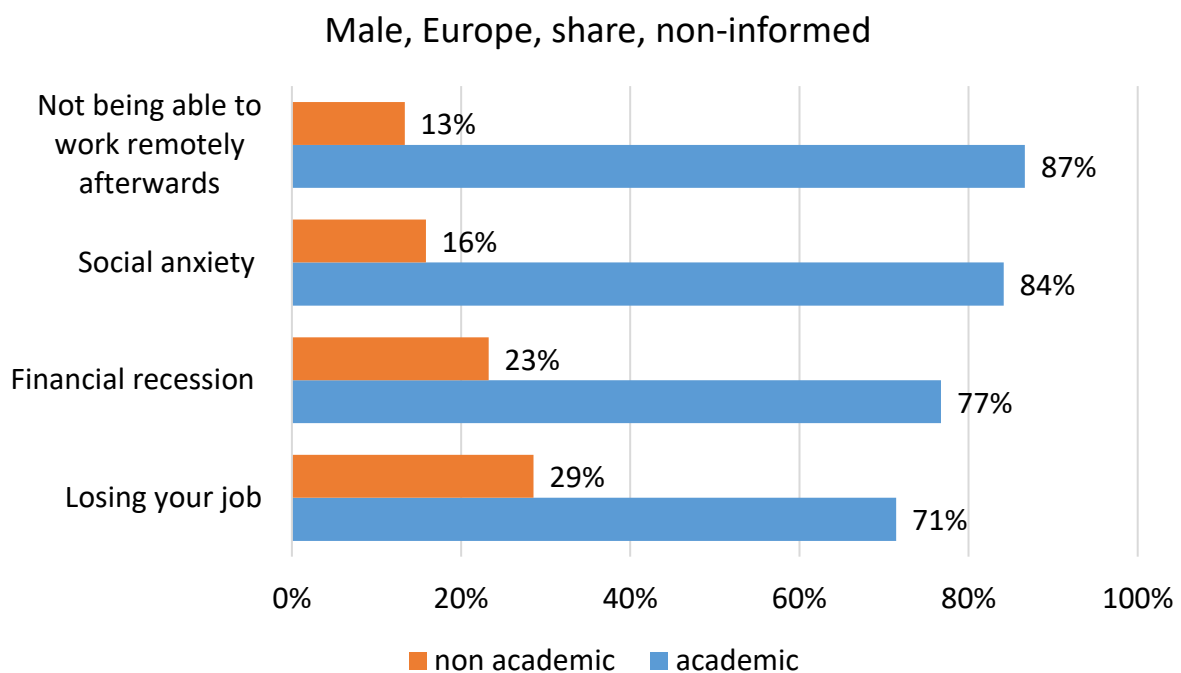
Figure 63: Share of post-pandemic concerns by European males and their occupation in informed group

Male, Europe, share, informed
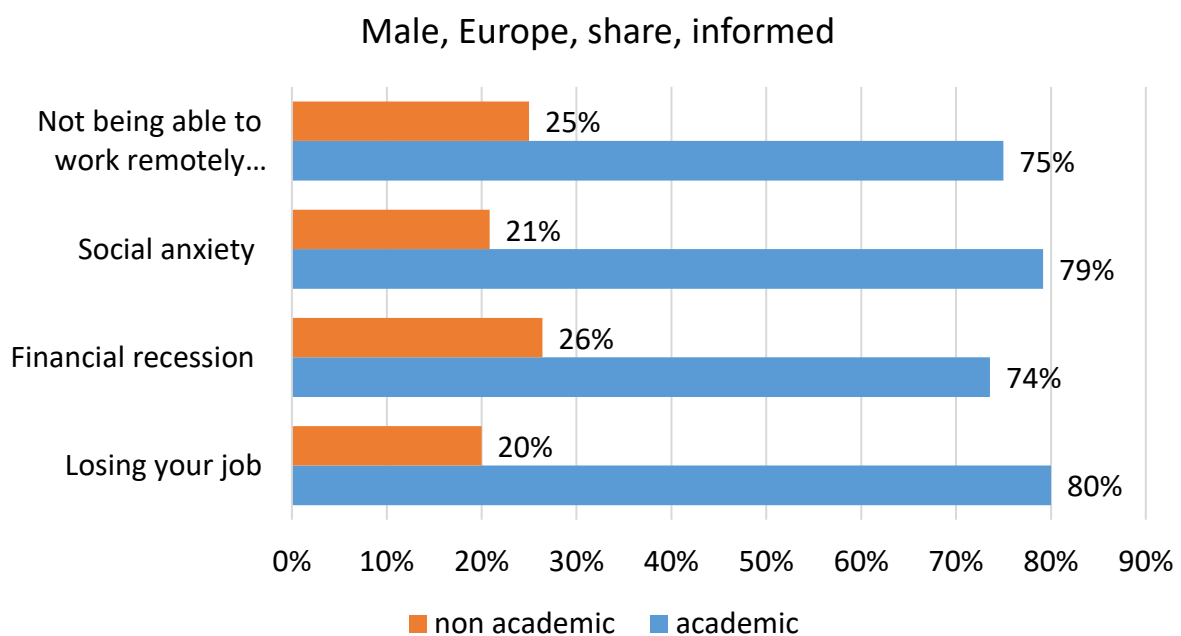
Figure 64: Share of post-pandemic concerns by European females and their occupation in non-informed group

Female, Europe, share, non-informed

	non academic	academic
Not being able to work remotely afterwards	27%	73%
Social anxiety	26%	74%
Financial recession	48%	52%
Losing your job	42%	58%
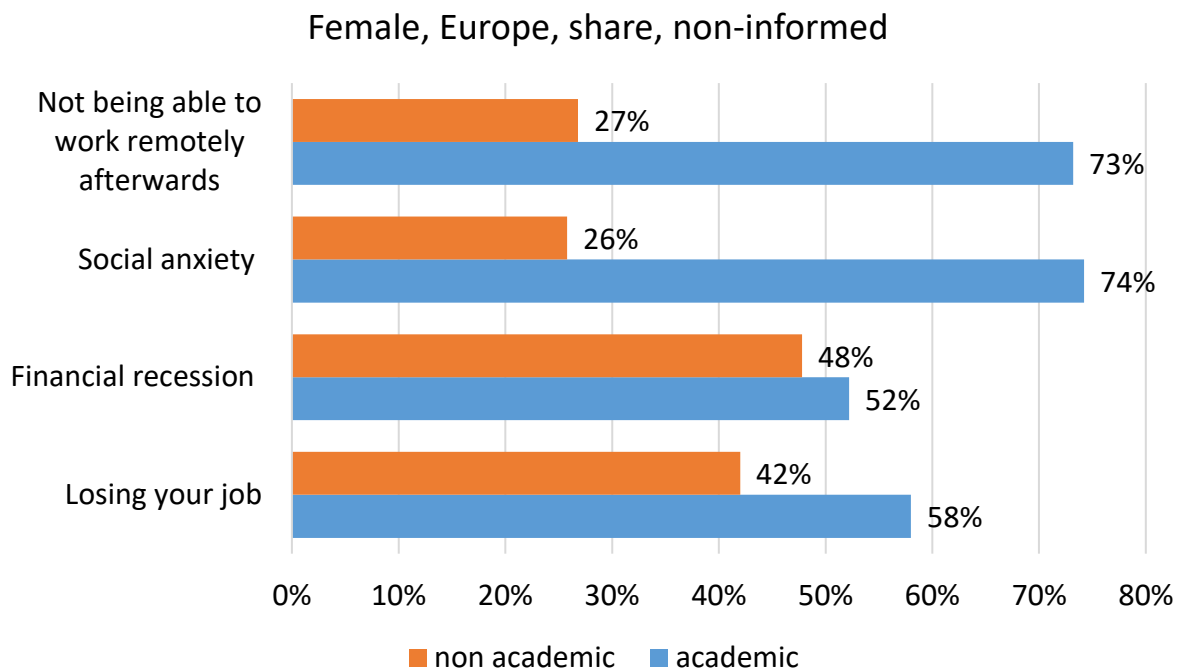
Figure 65: Share of post-pandemic concerns by European females and their occupation in informed group

Female, Europe, share, informed

	non academic	academic
Not being able to work remotely afterwards	30%	70%
Social anxiety	33%	67%
Financial recession	47%	53%
Losing your job	29%	71%
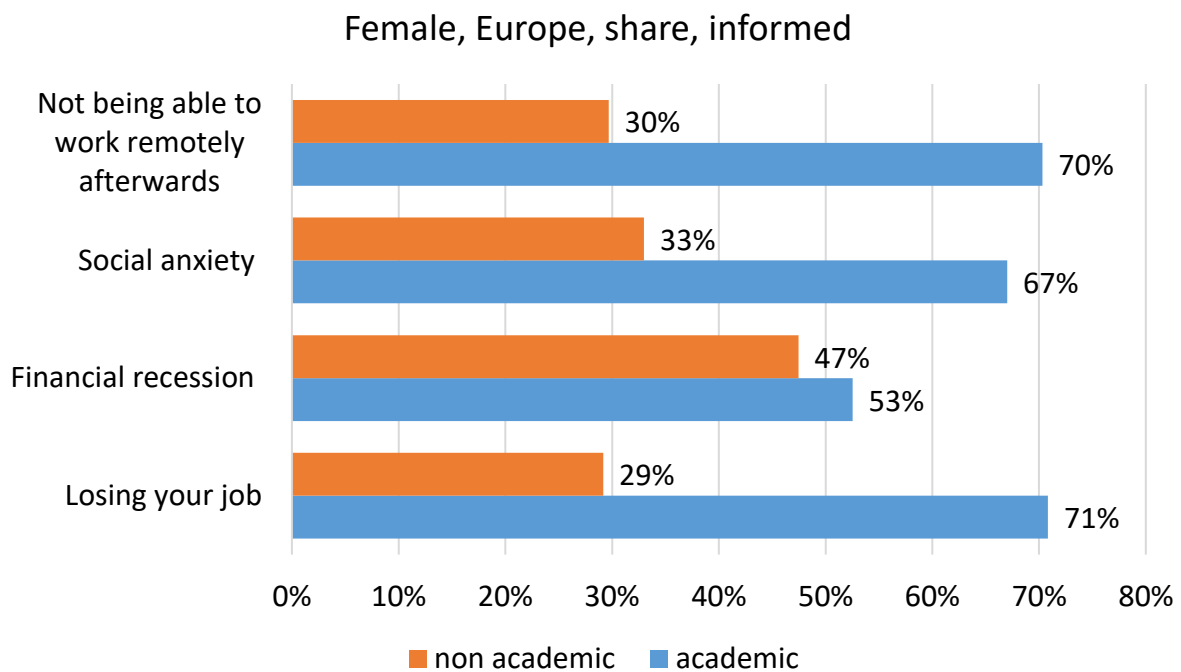
Figure 66: Share of post-pandemic concerns by North American males and their occupation in non-informed group

Male, North America, share, non-informed
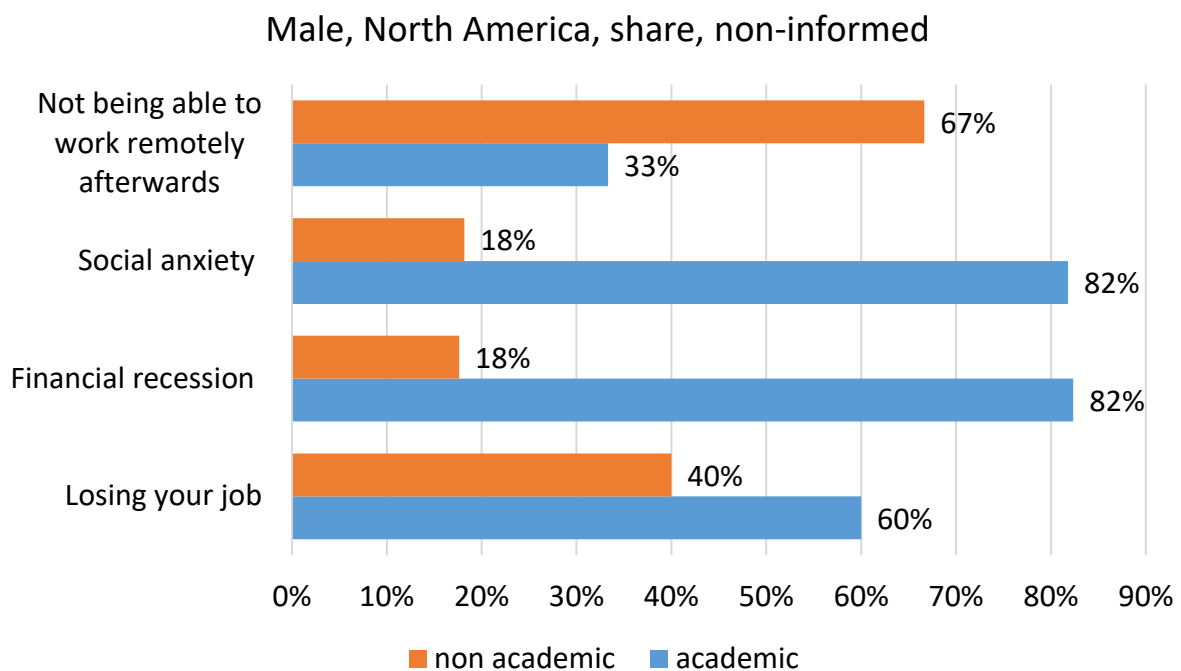
Figure 67: Share of post-pandemic concerns by North American males and their occupation informed group

Male, North America, share, informed
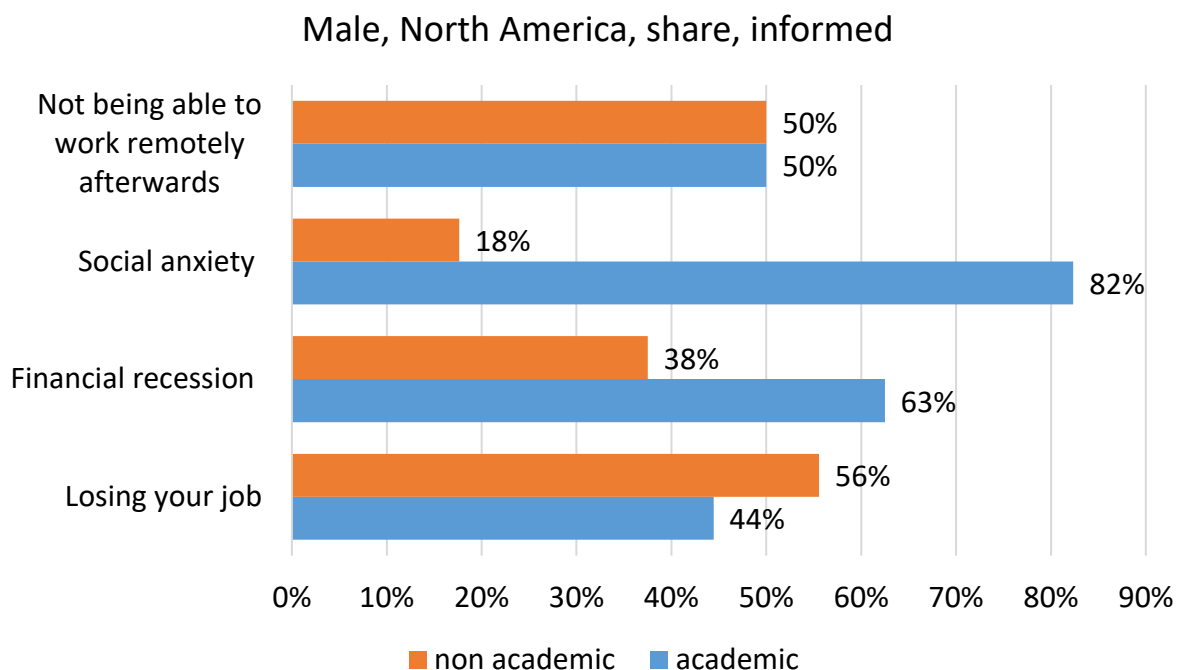
Figure 68: Share of post-pandemic concerns by North American females and their occupation in non-informed group

Female, North America, share, non-informed
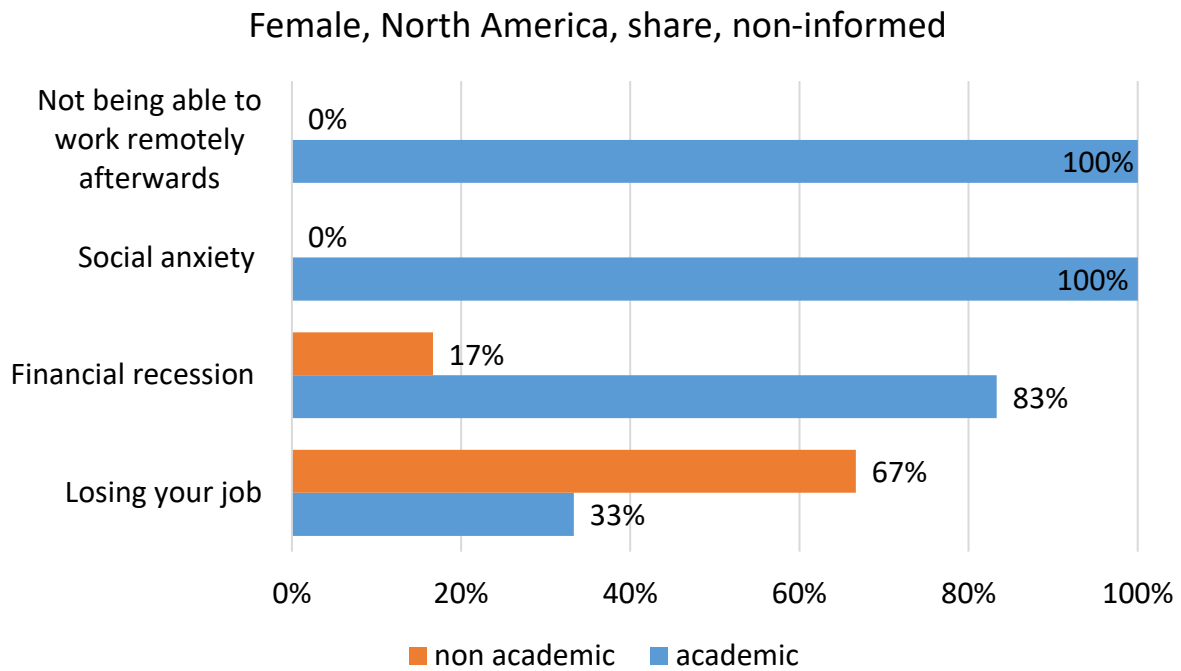
Figure 69: Share of post-pandemic concerns by North American females and their occupation in informed group

Female, North America, share, informed
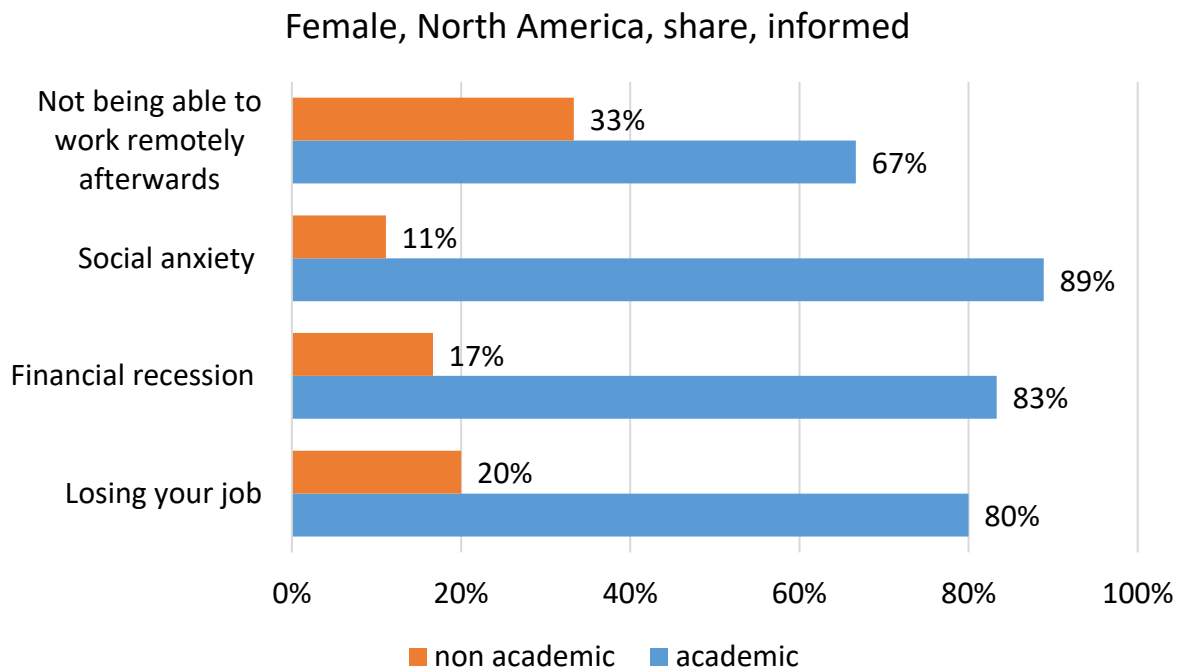
Figure 70: Share of post-pandemic concerns by South American males and their occupation in non-informed group

Male, South America, share, non-informed
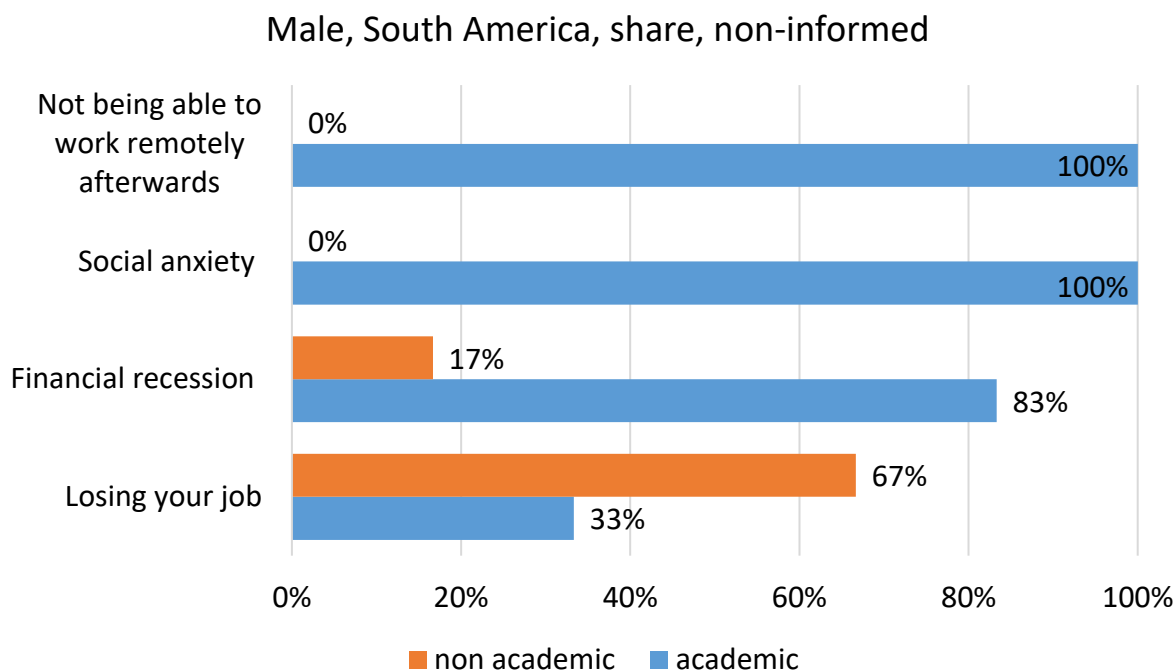
Figure 71: Share of post-pandemic concerns by South American males and their occupation in informed group

Male, South America, share, informed
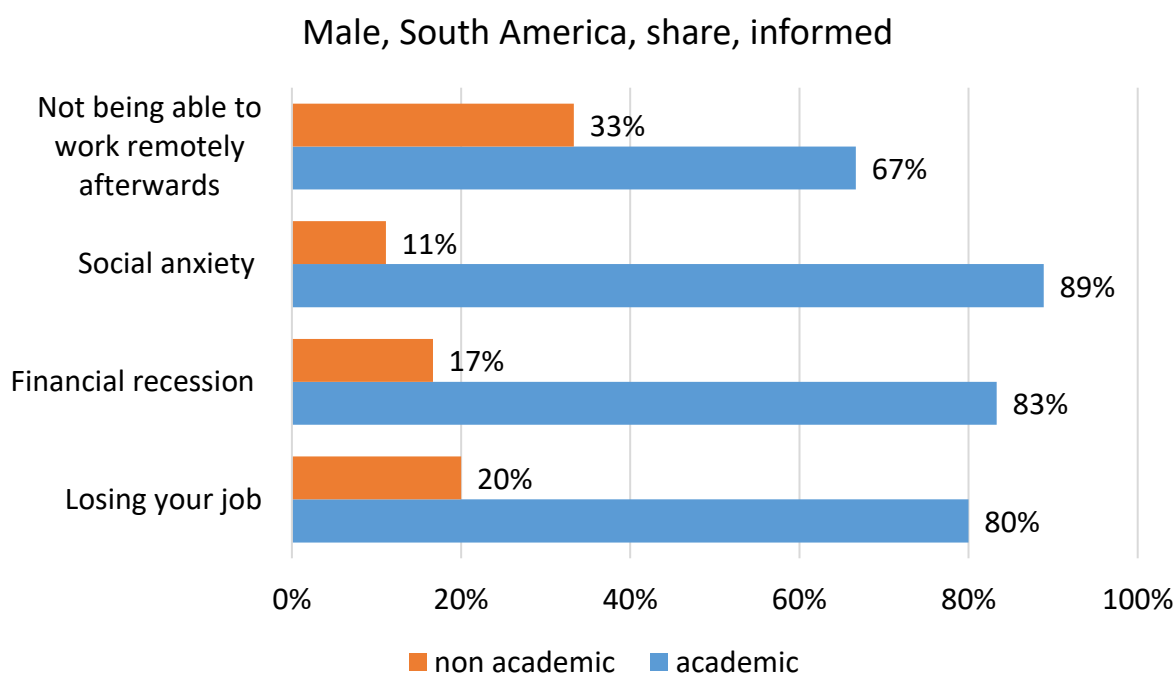
Figure 72: Share of post-pandemic concerns by South American females and their occupation in non-informed group

Female, South America, share, non-informed

Not being able to work remotely afterwards	non academic 100%, academic 0%
Social anxiety	non academic 80%, academic 20%
Financial recession	non academic 67%, academic 33%
Losing your job	non academic 100%, academic 0%

■ non academic   ■ academic
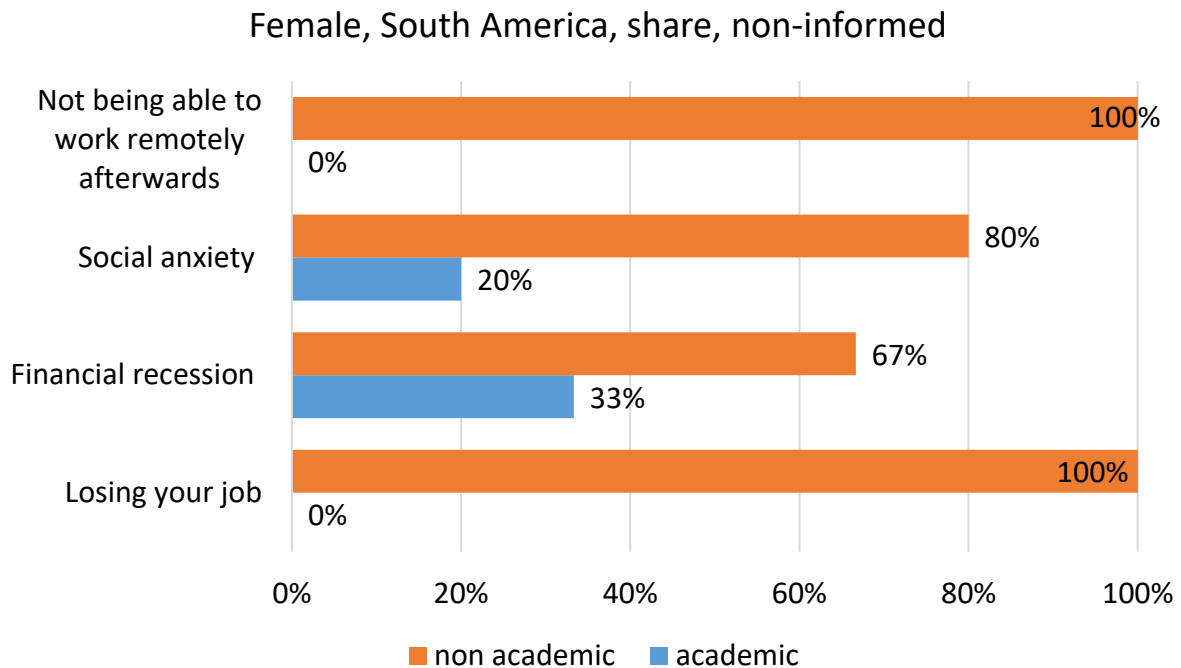
Figure 73: Share of post-pandemic concerns by South American females and their occupation in informed group

Female, South America, share, informed

Not being able to work remotely afterwards	non academic 50%, academic 50%
Social anxiety	non academic 60%, academic 40%
Financial recession	non academic 75%, academic 25%
Losing your job	non academic 0%, academic 100%

■ non academic   ■ academic
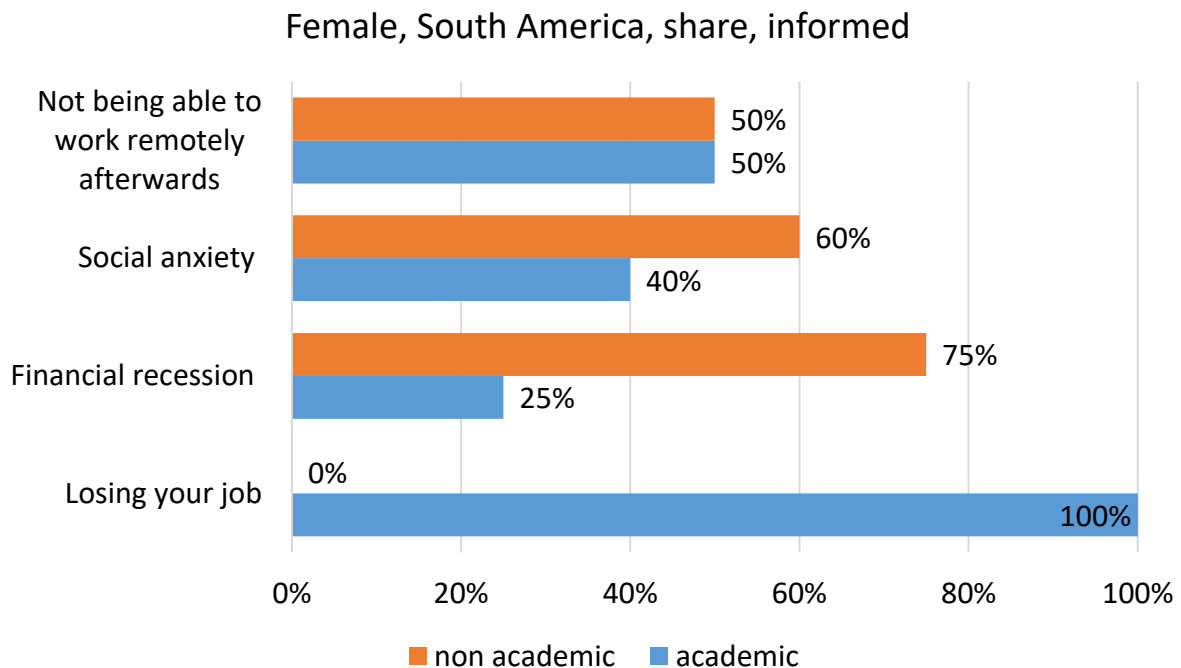
Figure 74: Share of post-pandemic concerns by Asian males and their occupation in non-informed group

Male, Asia, share, non-informed
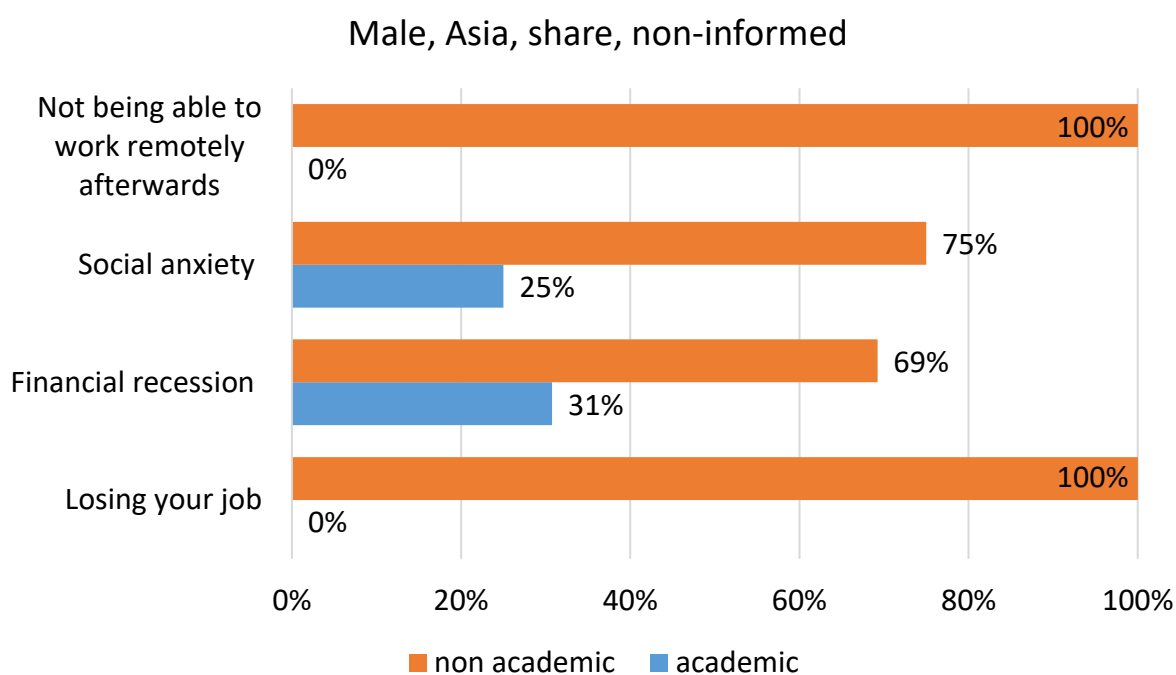
Figure 75: Share of post-pandemic concerns by Asian males and their occupation in informed group

Male, Asia, share, informed
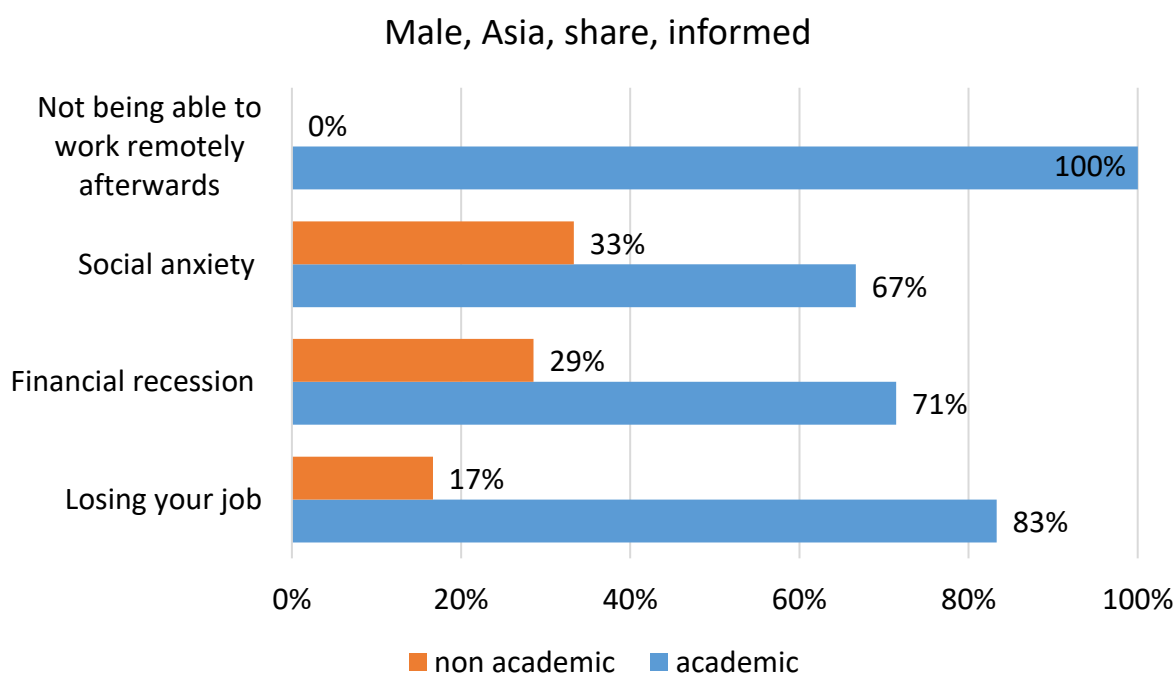
Figure 76: Share of post-pandemic concerns by Asian females and their occupation in non-informed group

Female, Asia, share, non-informed
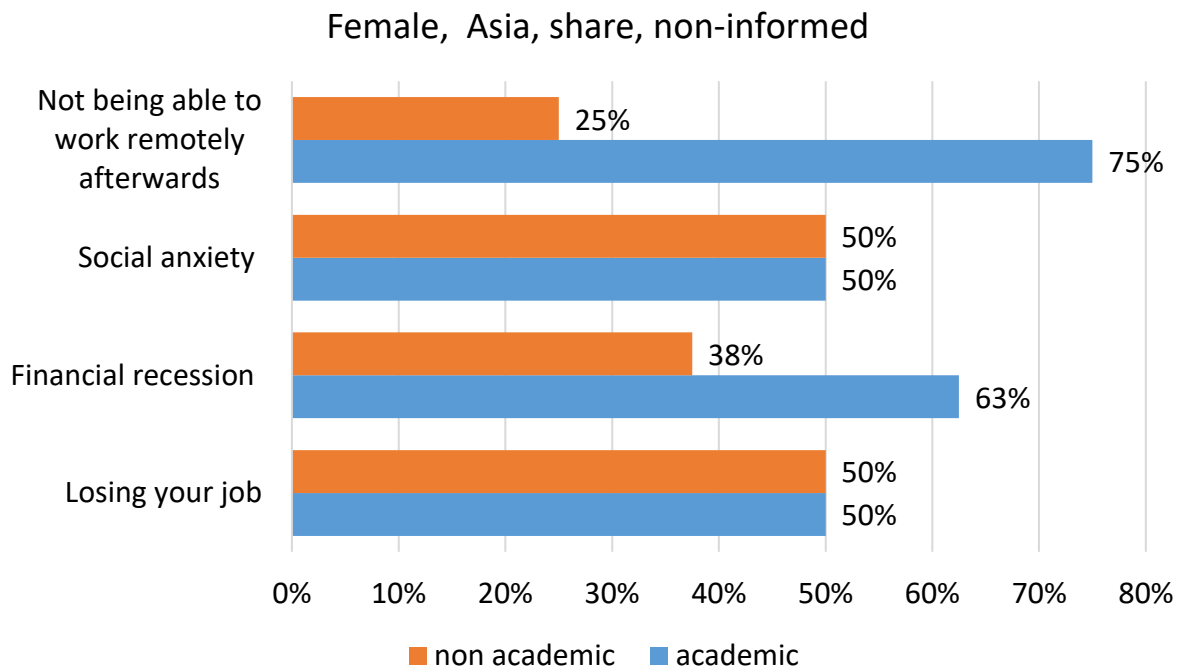
Figure 77: Share of post-pandemic concerns by Asian females and their occupation in informed group

Female, Asia, share, informed
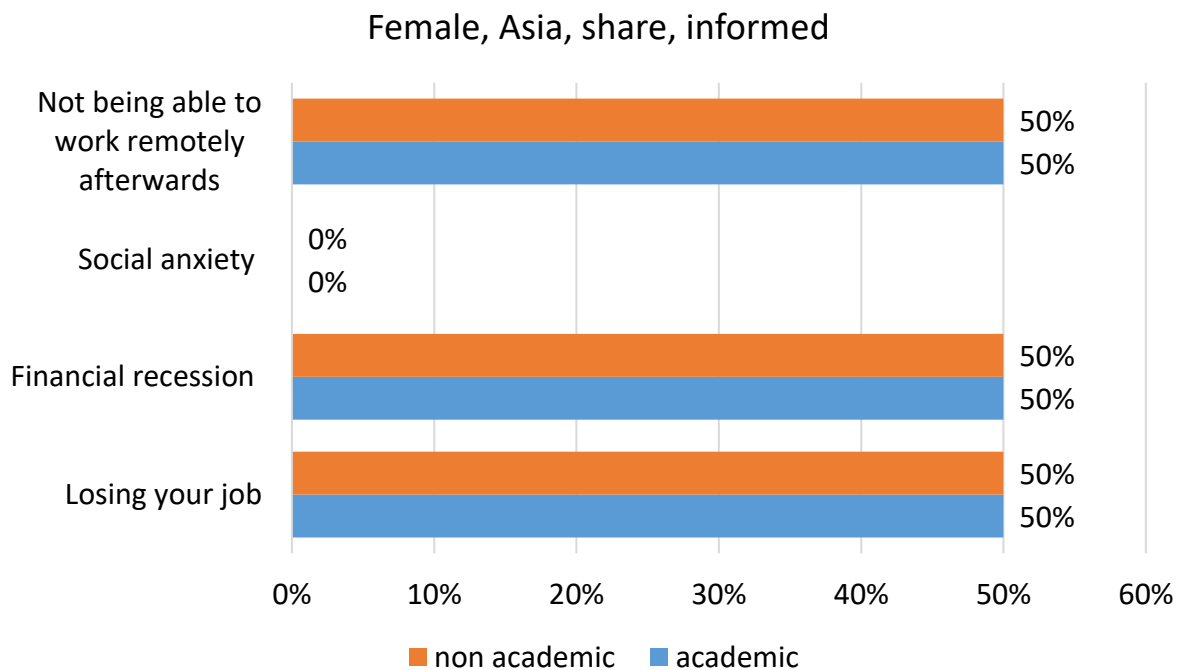
5.5   Relation between time-management / self-management practices and post-pandemic concerns

Post-pandemic concerns among population applying and not applying time-management / self-management practices assessed. Responses of participants applying time-management were further analyzed in terms of setting priorities and effectiveness of time-management they apply during the COVID-19 crisis. Most of the participants applying time-management were either setting their own priorities or someone else, e.g. their manager, principal was dictating their priorities. Six participants were following a collective time-management plan, e.g. a project structure plan and 2 participants were adopting other methods to set their priorities. These eight participants were excluded in the following analysis.

Analysis showed that the population not applying any time-management was more concerned. The share of the participants those do not apply time-management and distressed about the post-pandemic era was about 70% for any post-pandemic concern. On the other hand, about 90% of the group, who was applying time-management and less concerned was at the position of setting their own priorities. When the latter group was further analyzed, it was observed that always more than half of them was convinced the time management practices they adopted were as effective as before the pandemic. This conviction was the highest with 76% in the subgroup applying time management and declared "not being able to work remotely after the COVID-19 crisis" as one of their biggest post-pandemic concerns.

Analysis of subgroups showed that there is no significant correlation between time-management / self-management practices of the participants and their concerns about the post-pandemic era. However, there is a correlation between the level of concern and being at the position of setting one's own priorities.

Most of the participants applied time management practices (89%, Table 7, Figure 81) were setting their own priorities. Although this group was convinced (55%, Table 7, Figure 83) that time management works as effective as before the pandemic, this does not reduce the share of their concern "losing job" (29%, Figure 79). This may imply further reasons correlating stronger with this post-pandemic concern than time management or setting priorities.

160 out of 452 participants applying time-management declared "financial stagnation / recession" as their biggest post-pandemic concern. This corresponds to 30% of the overall number of participants (527), who were concerned about the financial stagnation / recession (Table 9). 96% of them were

setting their own priorities (Figure 87), and 66% were convinced the time-management practices they adopted were as effective as before the pandemic (Figure 89).

The total number of participants concerned about social anxiety was 599. 180 of them were applying time-management (Table 12). 95% of this subgroup was setting their own priorities (Figure 93) and 68% of them found the time-management practices they adopted as effective as before the pandemic (Figure 95).

27% of the participants, who were concerned about "not being able to work remotely after the COVID-19 crisis" were applying time-management (Table 15), and 95% of them were setting their own priorities (Figure 99). 76% of the group applying time-management was convinced about the effectiveness of the time-management as before (Figure 101).

Table 6: Participants having post-pandemic concern "losing job" and their time-management / self-management practices

Are you applying time-management?	Yes	No	SUM
Number of participants in subgroups	452	1072	1524
Absolute Prevalence of having post-pandemic concern "losing job"	71	171	242
Share of participants having post-pandemic concern "losing job"	29%	71%	100%
Relative Prevalence of having post-pandemic concern "losing job"	16%	16%	16%

Figure 78: Participants having post-pandemic concern "losing job" and prevalence of their time-management practices

Participants having post-pandemic concern "losing job"
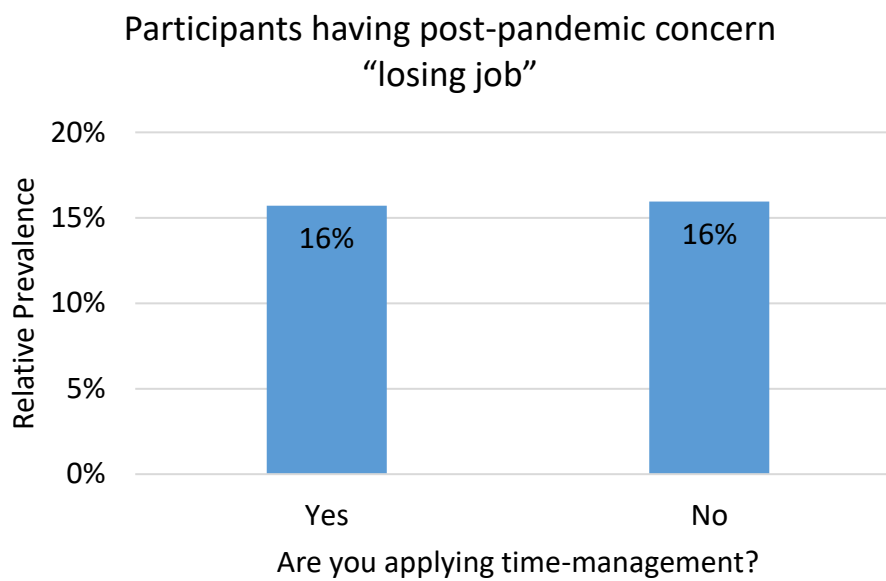
Figure 79: Participants having post-pandemic concern "losing job" and share of their time-management practices

Participants having post-pandemic concern "losing job"
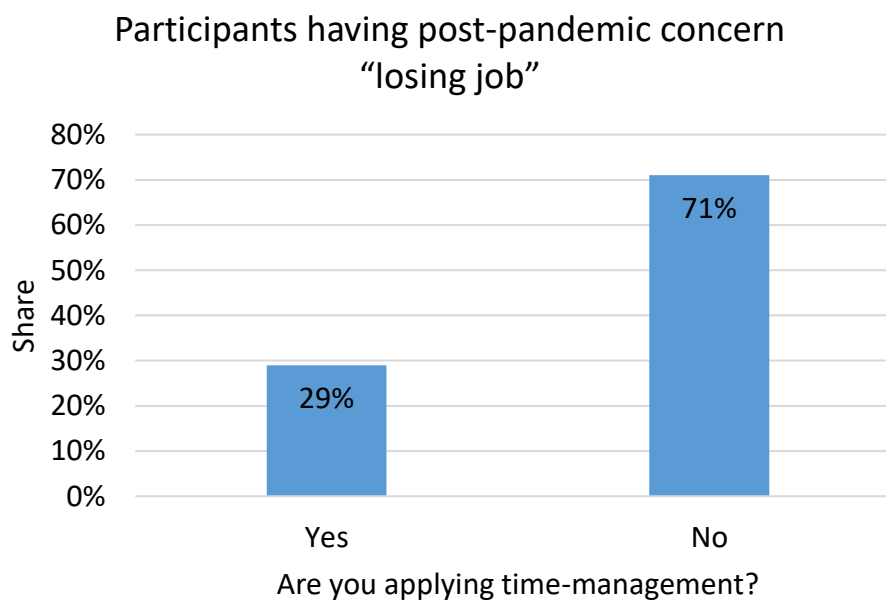
Table 7: Condition for setting priorities among participants applying time-management and having post-pandemic concern "losing job"

Setting priorities	I was applying time-management and I was organizing my own priorities.	I was applying time-management and someone else, e.g. my boss was dictating me the priorities.	SUM
Number of participants in subgroups	359	19	378
Absolute Prevalence of having post-pandemic concern "losing job"	56	7	63
Share	89%	11%	100%
Rel. Prevalence	16%	37%	17%

Figure 80: Participants applying time-management, having post-pandemic concern "losing job" and prevalence of their conditions for setting priorities

Participants having post-pandemic concern
"losing job"
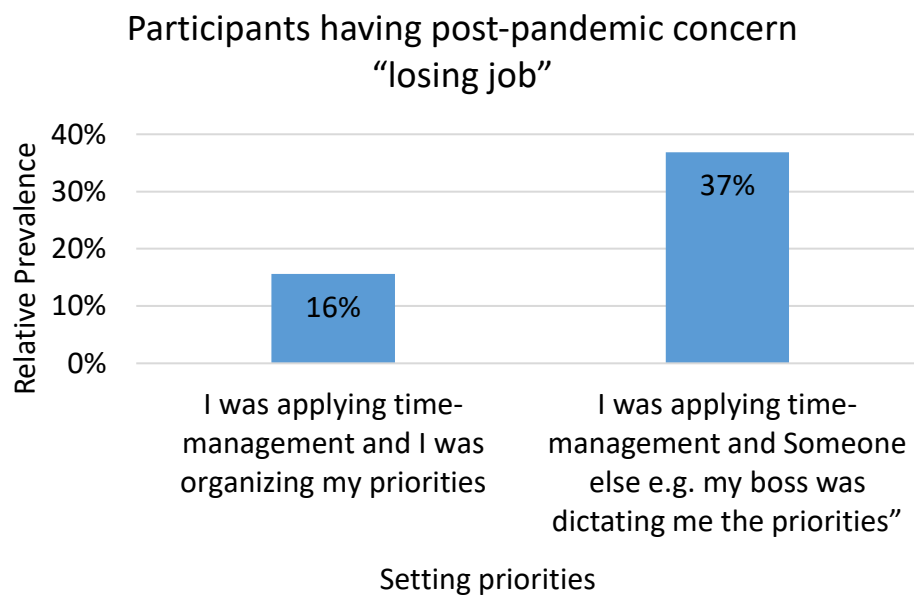
Figure 81: Participants applying time-management, having post-pandemic concern "losing job" and share of their conditions for setting priorities

Participants having post-pandemic concern "losing job"
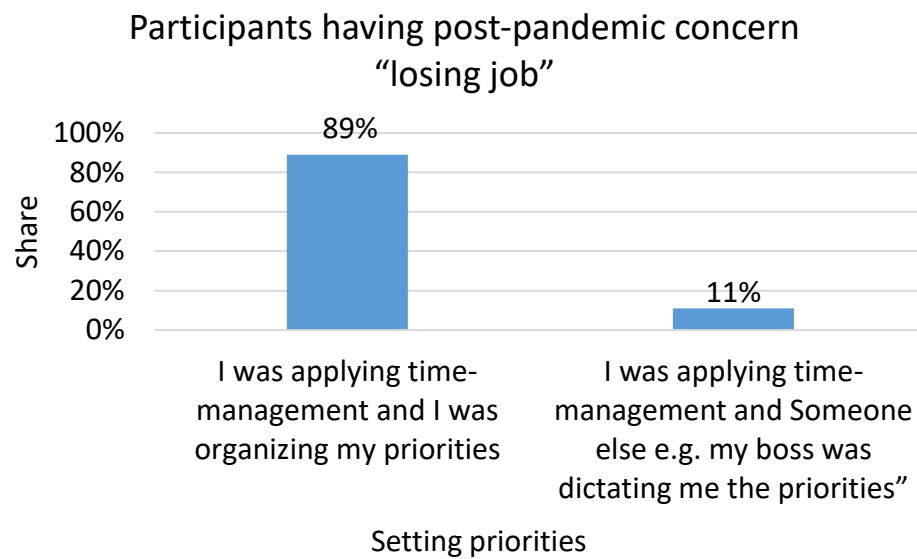
Table 8: Effectiveness of time management among participants having post-pandemic concern "losing job"

Time-management is effective as before	Yes	No	SUM
Number of participants in subgroups	308	144	452
Absolute Prevalence of having post-pandemic concern "losing job"	39	32	71
Share	55%	45%	100%
Rel. Prevalence	13%	22%	16%

Figure 82: Prevalence of participants having post-pandemic concern "losing job" and effectiveness of their time management during the COVID-19 crisis
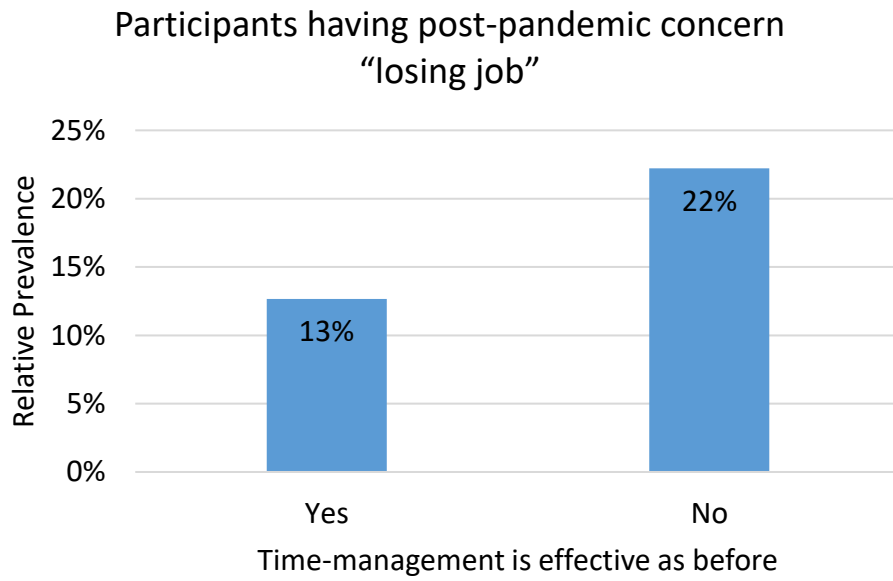
Figure 83: Share of participants having post-pandemic concern "losing job" and effectiveness of their time management during the COVID-19 crisis

Participants having post-pandemic concern "losing job"
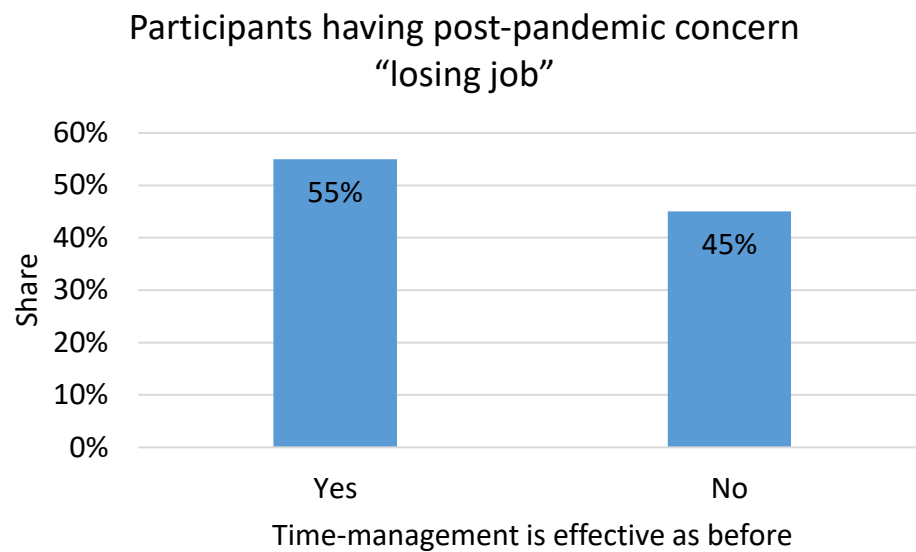
Table 9: Participants having post-pandemic concern "financial stagnation / recession" and their time-management / self-management practices

Are you applying time-management?	Yes	No	SUM
Number of participants in subgroups	452	1072	1524
Absolute Prevalence of having post-pandemic concern "financial stagnation / recession"	160	367	527
Share of participants having post-pandemic concern "financial stagnation / recession"	30%	70%	100%
Relative Prevalence of having post-pandemic concern "financial stagnation / recession"	35%	34%	35%

Figure 84: Participants having post-pandemic concern "financial stagnation / recession" and prevalence of their time-management practices

Participants having post-pandemic concern "financial stagnation / recession"
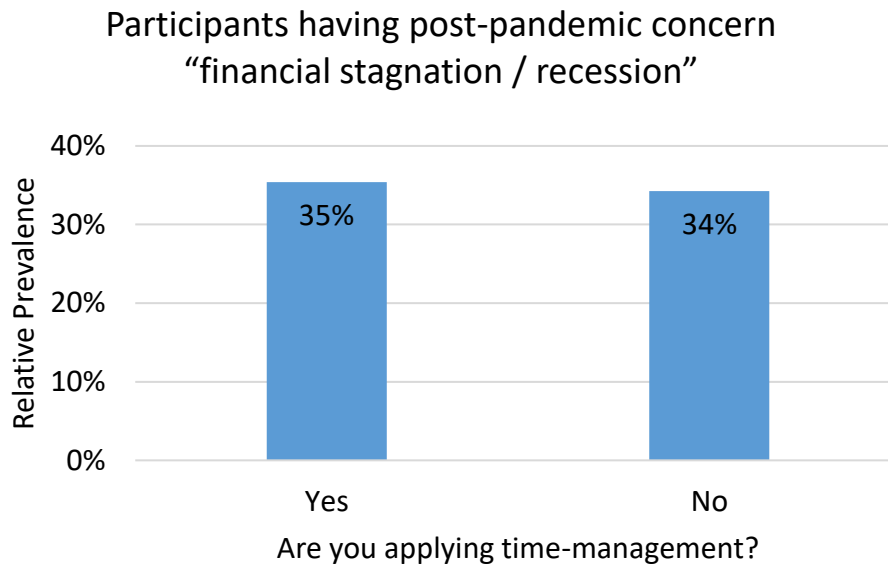
Figure 85: Participants having post-pandemic concern "financial stagnation / recession" and share of their time-management practices

Participants having post-pandemic concern "financial stagnation / recession"
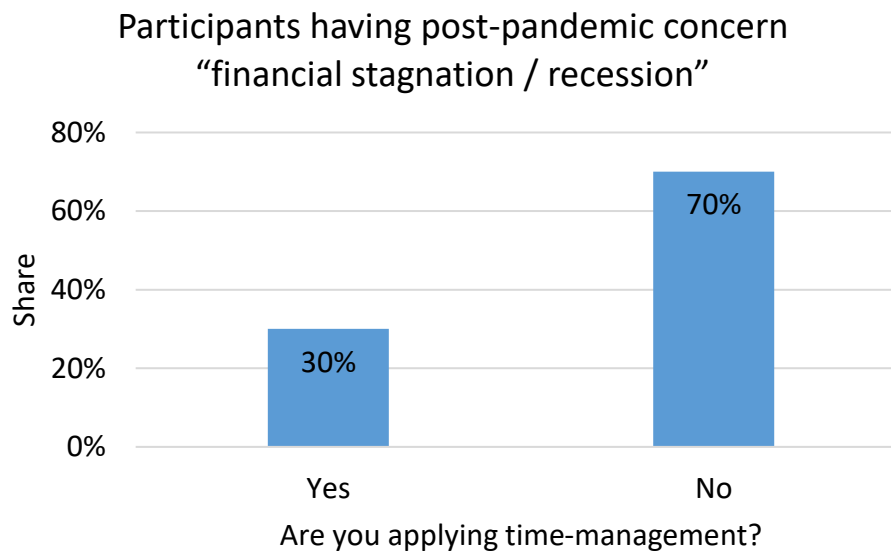
Table 10: Condition for setting priorities among participants applying time-management and having post-pandemic concern "financial stagnation / recession"

Setting priorities	I was applying time-management and I was organizing my own priorities.	I was applying time-management and someone else, e.g. my boss was dictating me the priorities.	SUM
Number of participants in subgroups	359	19	359
Absolute Prevalence of having post-pandemic concern "financial stagnation / recession"	131	6	137
Share	96%	4%	100%
Rel. Prevalence	36%	32%	36%

Figure 86: Participants applying time-management, having post-pandemic concern "financial stagnation / recession" and prevalence of their conditions for setting priorities

Participants having post-pandemic concern
"financial stagnation / recession"
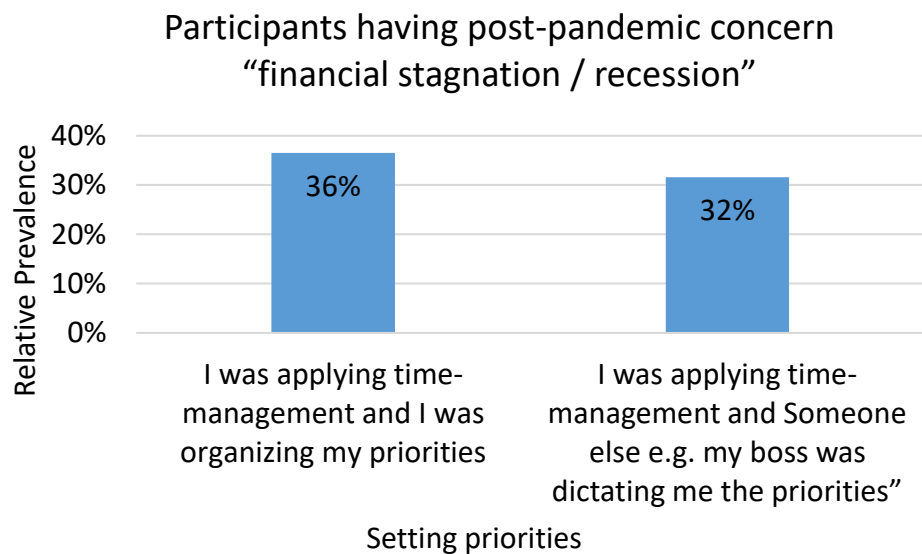
Figure 87: Participants applying time-management, having post-pandemic concern "financial stagnation / recession" and share of their conditions for setting priorities

Participants having post-pandemic concern
"financial stagnation / recession"
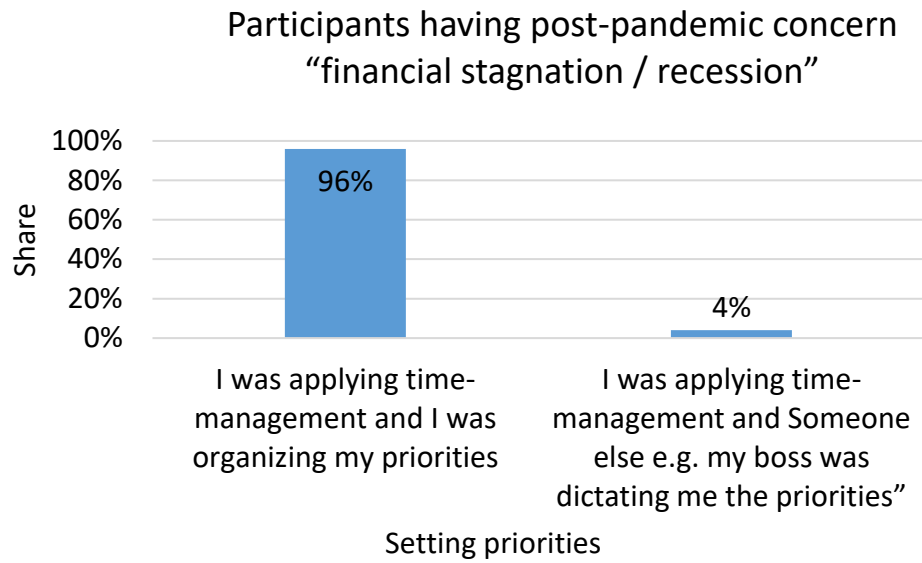
Table 11: Effectiveness of time management among participants having post-pandemic concern "financial stagnation / recession"

Time-management is effective as before	Yes	No	SUM
Number of participants in subgroups	308	144	452
Absolute Prevalence of having post-pandemic concern "financial stagnation / recession"	106	54	160
Share	66%	34%	100%
Rel. Prevalence	34%	38%	35%

Figure 88: Prevalence of participants having post-pandemic concern "financial stagnation / recession" and effectiveness of their time management during the COVID-19 crisis

Participants having post-pandemic concern "financial stagnation / recession"
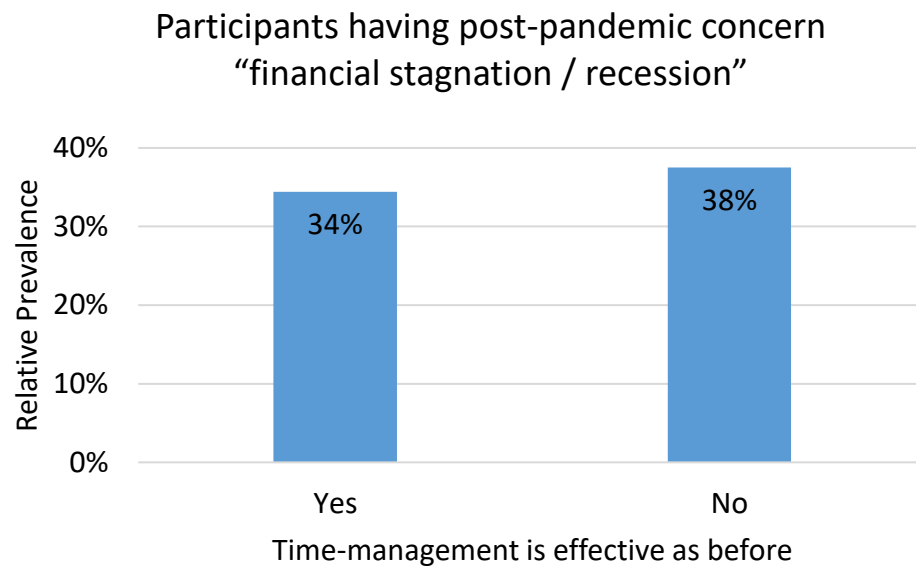
Figure 89: Share of participants having post-pandemic concern "financial stagnation / recession" and effectiveness of their time management during the COVID-19 crisis

Participants having post-pandemic concern "financial stagnation / recession"
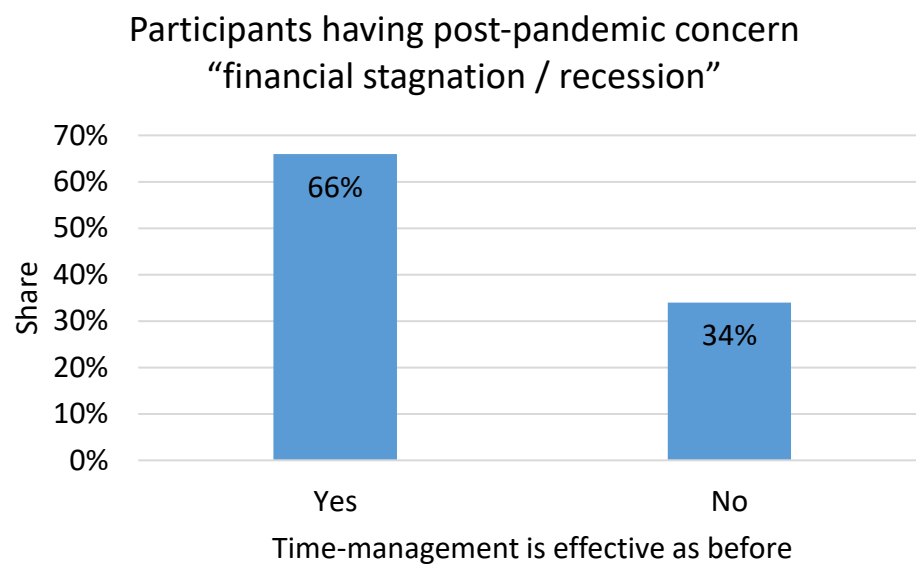
Table 12: Participants having post-pandemic concern "social anxiety" and their time-management / self-management practices

Are you applying time-management?	Yes	No	SUM
Number of participants in subgroups	452	1072	1524
Absolute Prevalence of having post-pandemic concern "social anxiety"	180	419	599
Share of participants having post-pandemic concern "social anxiety"	30%	70%	100%
Relative Prevalence of having post-pandemic concern "social anxiety"	40%	39%	39%

Figure 90: Participants having post-pandemic concern "social anxiety" and prevalence of their time-management practices
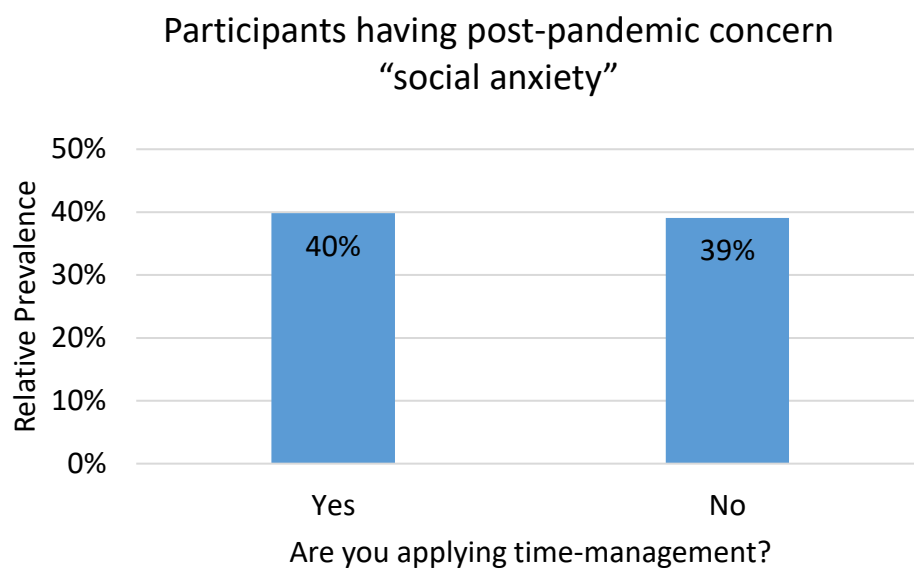
Figure 91: Participants having post-pandemic concern "social anxiety" and share of their time-management practices

Participants having post-pandemic concern "social anxiety"
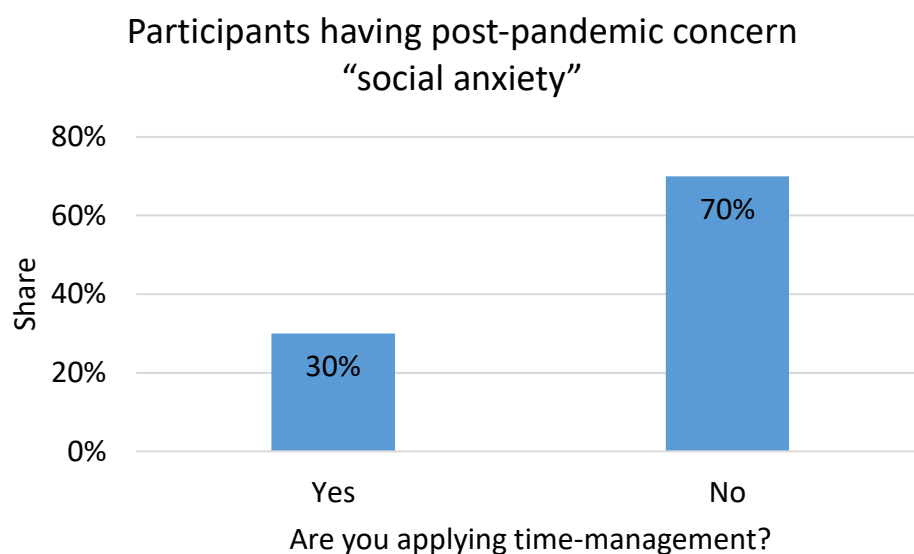
Table 13: Condition for setting priorities among participants applying time-management and having post-pandemic concern "social anxiety"

Setting priorities	I was applying time-management and I was organizing my own priorities.	I was applying time-management and someone else, e.g. my boss was dictating me the priorities.	SUM
Number of participants in subgroups	359	19	359
Absolute Prevalence of having post-pandemic concern "social anxiety"	140	8	148
Share	95%	5%	100%
Rel. Prevalence	39%	42%	39%

Figure 92: Participants applying time-management, having post-pandemic concern "social anxiety" and prevalence of their conditions for setting priorities

Participants having post-pandemic concern "financial stagnation / recession"
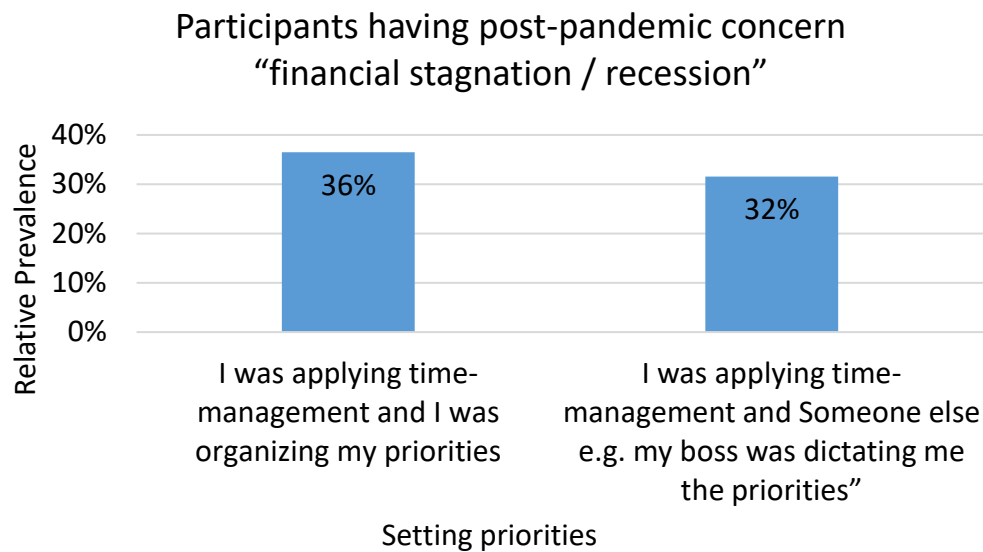
Figure 93: Participants applying time-management, having post-pandemic concern "social anxiety" and share of their conditions for setting priorities

Participants having post-pandemic concern "social anxiety"
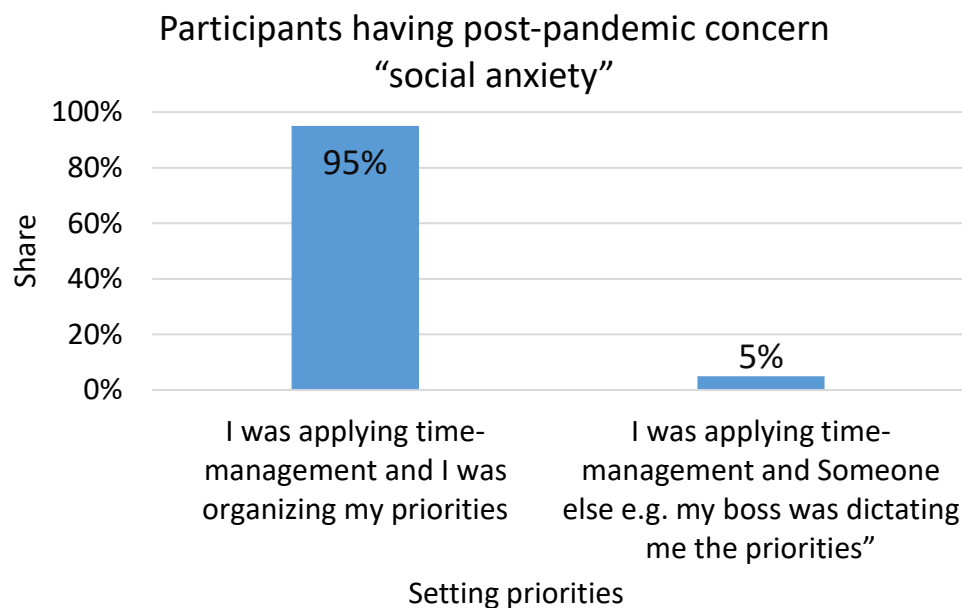
Table 14: Effectiveness of time management among participants having post-pandemic concern "social anxiety"

Time-management is effective as before	Yes	No	SUM
Number of participants in subgroups	308	144	452
Absolute Prevalence of having post-pandemic concern "social anxiety"	123	57	180
Share	68%	32%	100%
Rel. Prevalence	40%	40%	40%

Figure 94: Prevalence of participants having post-pandemic concern "social anxiety" and effectiveness of their time management during the COVID-19 crisis

Participants having post-pandemic concern "social anxiety"
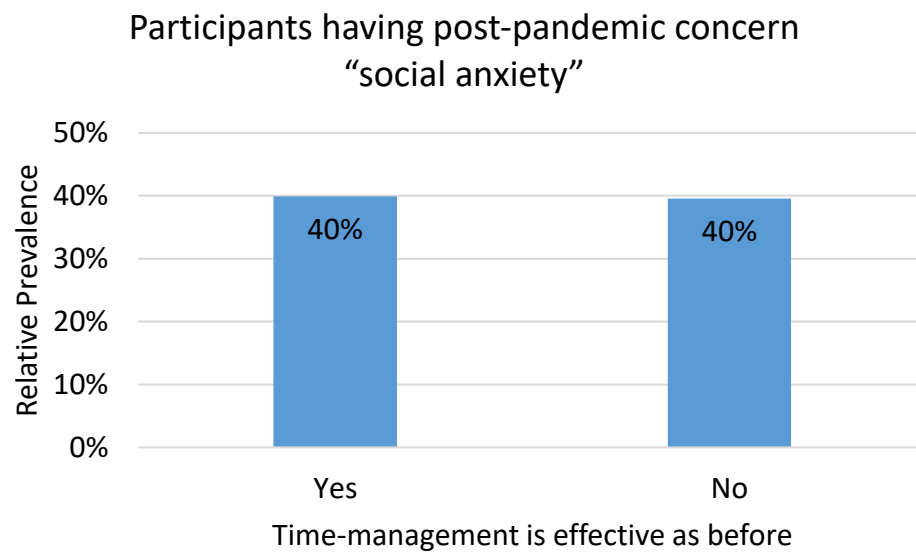
Figure 95: Share of participants having post-pandemic concern "social anxiety" and effectiveness of their time management during the COVID-19 crisis

Participants having post-pandemic concern "social anxiety"
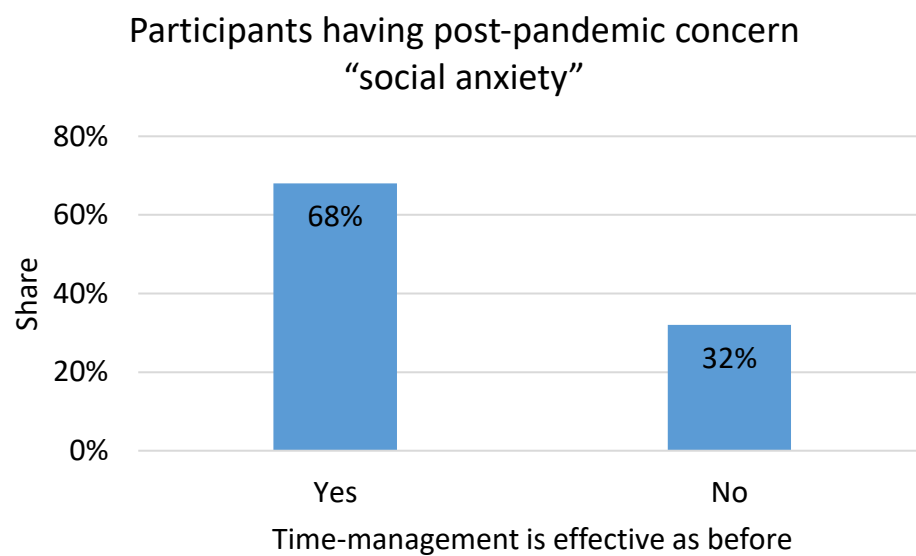
Table 15: Participants having post-pandemic concern "not being able to work remotely after the COVID-19 crisis" and their time-management / self-management practices

Are you applying time-management?	Yes	No	SUM
Number of participants in subgroups	452	1072	1524
Absolute Prevalence of having post-pandemic concern "not being able to work remotely after the COVID-19 crisis"	89	246	335
Share of participants having post-pandemic concern "not being able to work remotely after the COVID-19 crisis"	27%	73%	100%
Relative Prevalence of having post-pandemic concern "not being able to work remotely after the COVID-19 crisis"	20%	23%	22%

Figure 96: Participants having post-pandemic concern "not being able to work remotely after the COVID-19 crisis" and prevalence of their time-management practices

Participants having post-pandemic concern
"not being able to work remotely after the COVID-19
crisis"
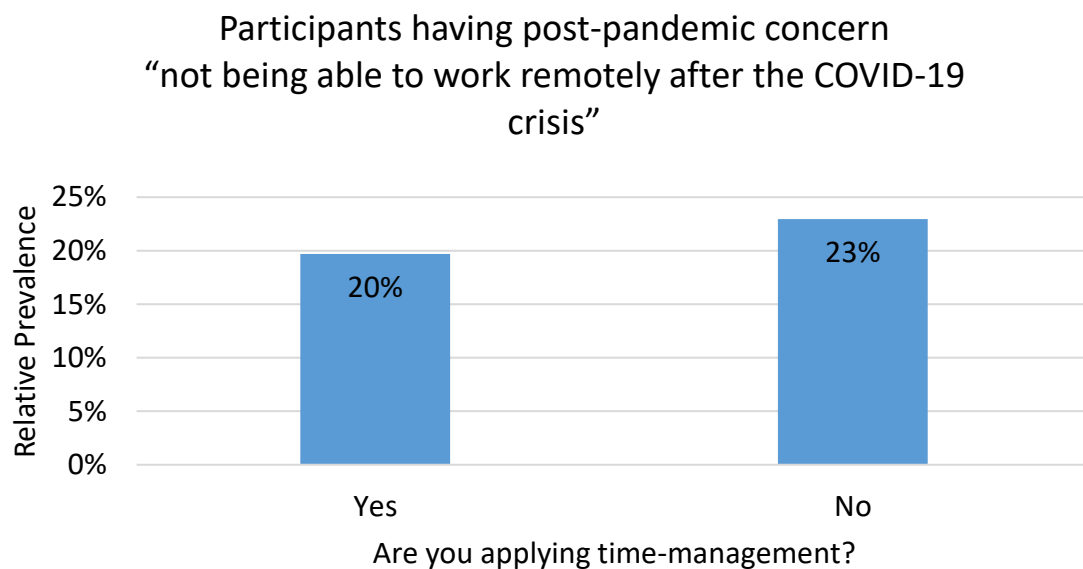
Figure 97: Participants having post-pandemic concern "not being able to work remotely after the COVID-19 crisis" and share of their time-management practices

Participants having post-pandemic concern "not being able to work remotely after the COVID-19 crisis"
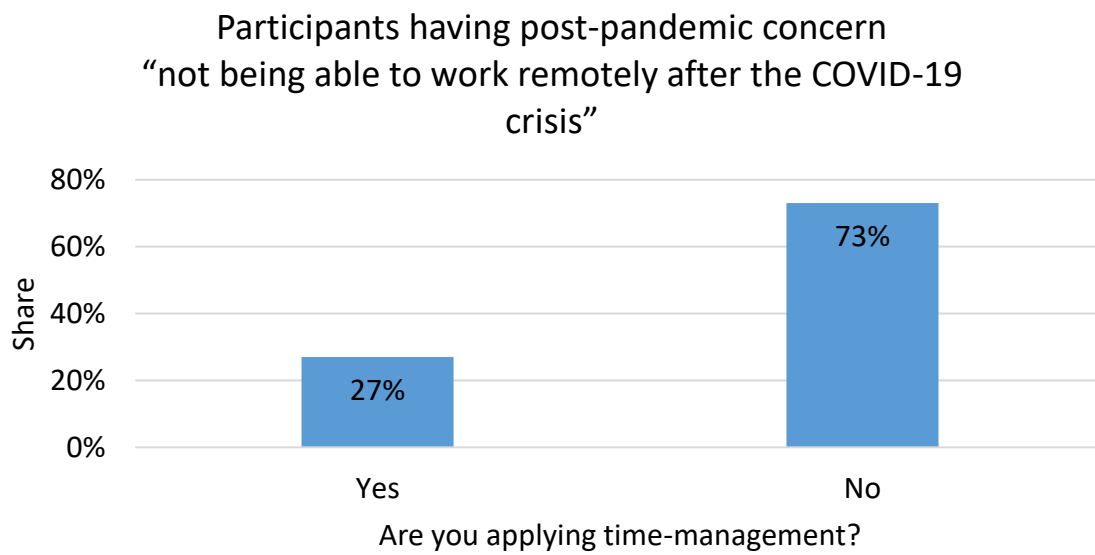
Table 16: Condition for setting priorities among participants applying time-management and having post-pandemic concern "not being able to work remotely after the COVID-19 crisis"

Setting priorities	I was applying time-management and I was organizing my own priorities.	I was applying time-management and someone else, e.g. my boss was dictating me the priorities.	SUM
Number of participants in subgroups	359	19	359
Absolute Prevalence of having post-pandemic concern "not being able to work remotely after the COVID-19 crisis"	73	4	77
Share	95%	5%	100%
Rel. Prevalence	20%	21%	20%

Figure 98: Participants applying time-management, having post-pandemic concern "not being able to work remotely after the COVID-19 crisis" and prevalence of their conditions for setting priorities

Participants having post-pandemic concern "not being able to work remotely after the COVID-19 crisis"
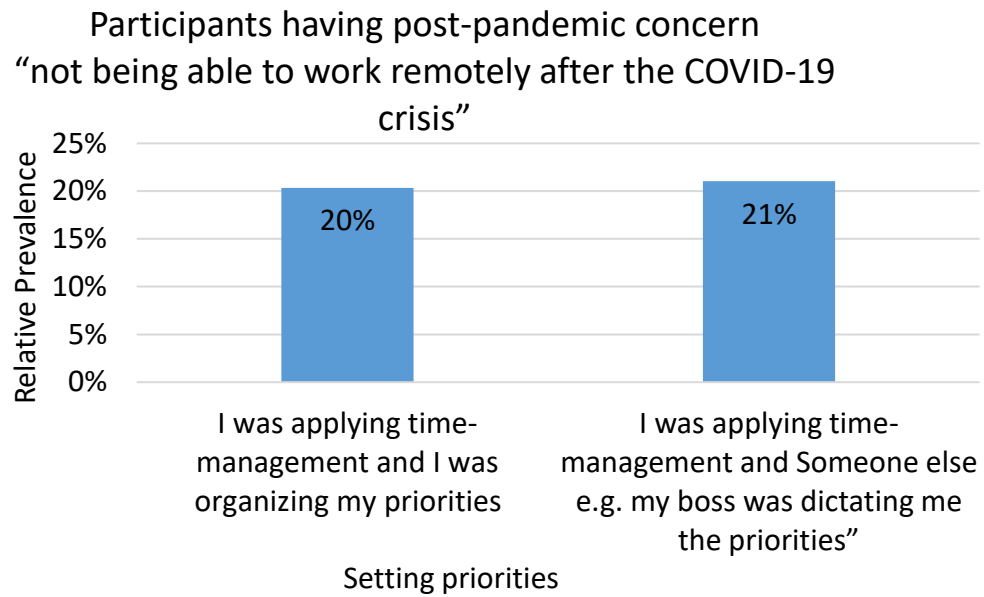
Figure 99: Participants applying time-management, having post-pandemic concern "not being able to work remotely after the COVID-19 crisis" and share of their conditions for setting priorities

Participants having post-pandemic concern "not being able to work remotely after the COVID-19 crisis"
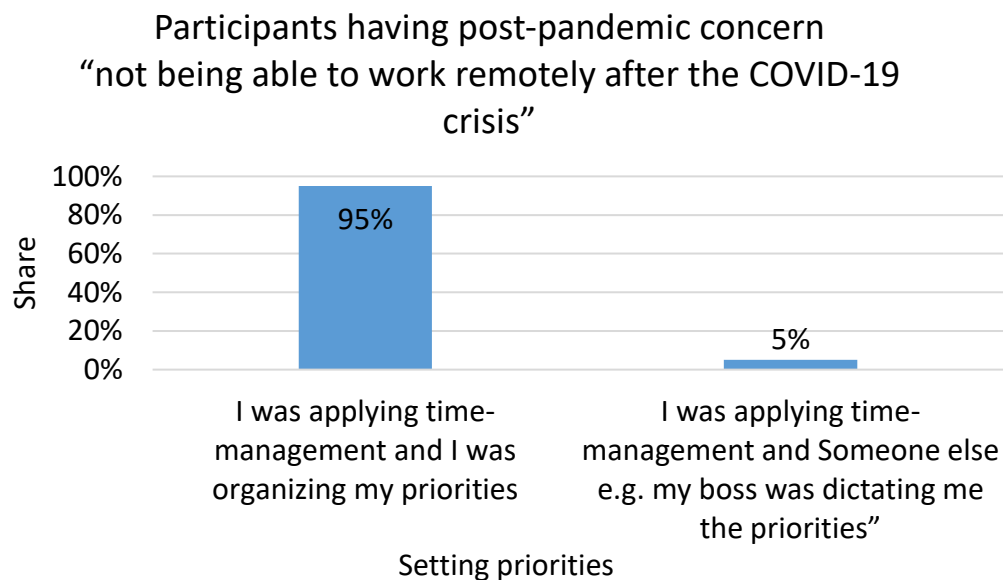
Table 17: Effectiveness of time management among participants having post-pandemic concern "not being able to work remotely after the COVID-19 crisis"

Time-management is effective as before	Yes	No	SUM
Number of participants in subgroups	308	144	452
Absolute Prevalence of having post-pandemic concern "not being able to work remotely after the COVID-19 crisis"	68	21	89
Share	76%	24%	100%
Rel. Prevalence	22%	15%	20%

Figure 100: Prevalence of participants having post-pandemic concern "not being able to work remotely after the COVID-19 crisis" and effectiveness of their time management during the COVID-19 crisis

Participants having post-pandemic concern
"not being able to work remotely after the COVID-19 crisis"
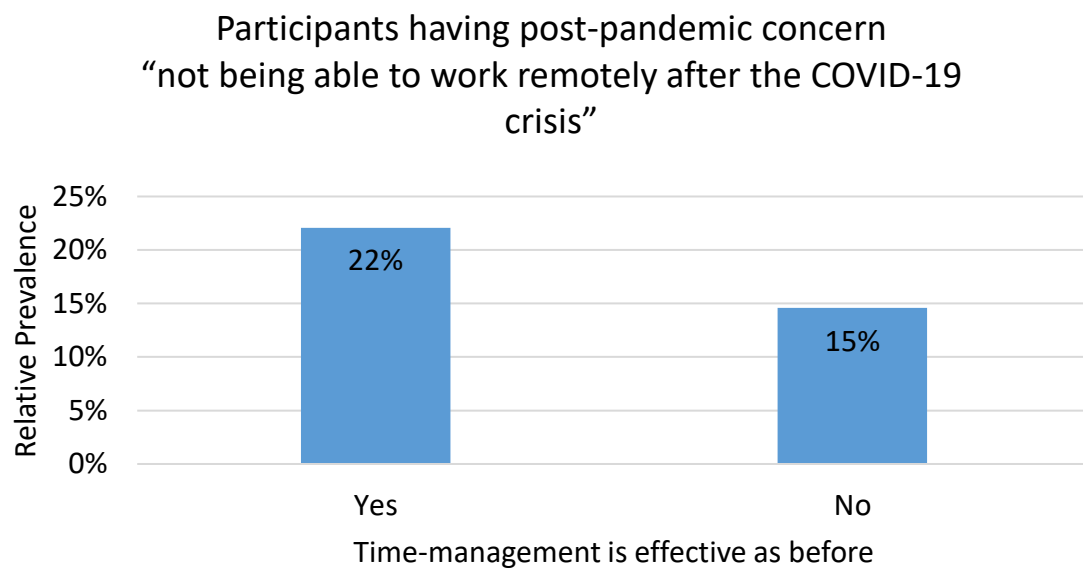
Figure 101: Share of participants having post-pandemic concern "not being able to work remotely after the COVID-19 crisis" and effectiveness of their time management during the COVID-19 crisis
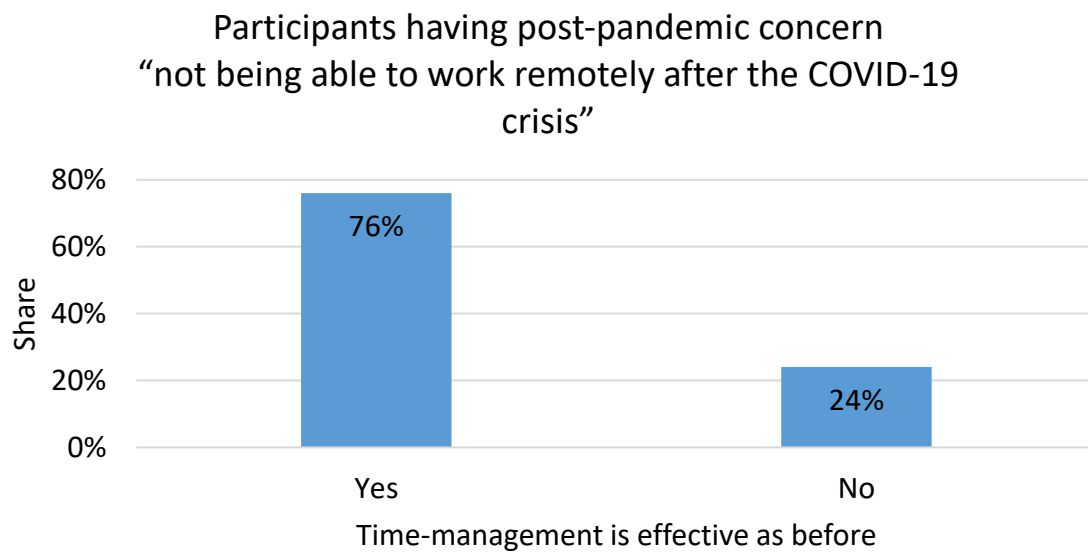
5.6 Perception differences between leaders and non-leaders

The weight and distribution of post-pandemic concerns as well as remote working stress were analyzed for the leaders and non-leaders. Disparities between genders, occupations (academic vs. non-academic), and regions (Europe vs. North America) for different leadership settings were examined. Overall, it was observed that leaders were less concerned compared to the non-leaders. This may imply that a higher expectation of a V-shaped recovery (i.e. turning back to pre-crisis socio-economical settings) could be more pronounced among leaders.

5.6.1 Gender dimension

Among the male population occupying a leadership position or not was not significant on the prevalence of having post-pandemic concern "losing job". Females occupying no leadership position, on the other hand, were more concerned (36% prevalence) than the females having a leadership position (16% prevalence), as shown in

Figure 102 and Figure 103. A similar pattern for females with / without leadership position was also observed for the concern of "financial stagnation / recession". Social anxiety was a concern of almost all females without leadership affiliation, whereas it was a concern of only half of the female leaders.

Figure 106: Prevalence of having post-pandemic concern "social anxiety" among leaders and non-leaders (female vs. male)

Leadership setting and post-pandemic concern "social anxiety"
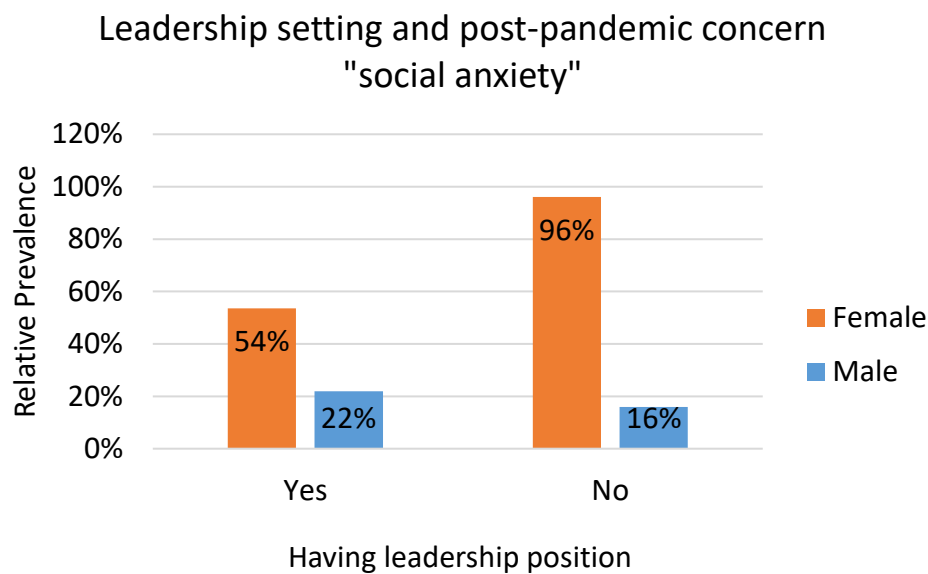
For the "social anxiety", the ratio of concerned male leaders to the male non-leaders was higher than the ratio of concerned female leaders to the female non-leaders (Figure 107). "Being not able to work remotely after the COVID-19 crisis" was two times more prevalent among female leaders than male leaders, and almost six times more prevalent among female non-leaders than the male ones (Figure 108).

Table 18: Post-pandemic concern "losing job" among leaders and non-leaders (female vs. male)

Having leadership position	Yes	No	SUM
Total number of participants	487	1037	1524
Number of female participants	209	326	535
Number of male participants	278	711	989
Abs. Prevalence "losing job" (total)	61	181	242
Abs. Prevalence "losing job" (female)	33	117	150
Abs. Prevalence "losing job" (male)	28	64	92
Share, total	25%	75%	100%
Share, female	22%	78%	100%
Share, male	30%	70%	100%
Rel. Prevalence, total	13%	17%	16%
Rel. Prevalence, female	16%	36%	28%

Rel. Prevalence, male	10%	9%	9%

Figure 102: Prevalence of having post-pandemic concern "losing job" among leaders and non-leaders (female vs. male)
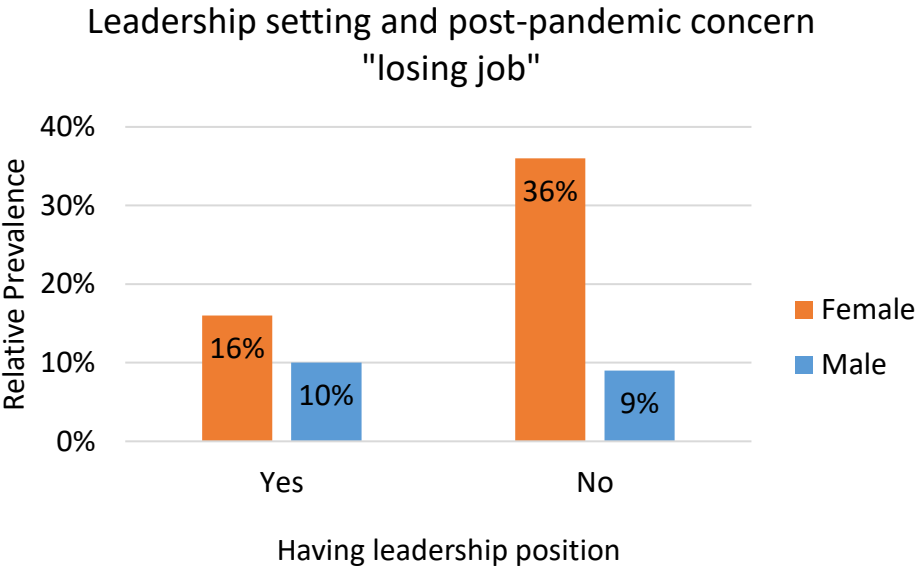
Figure 103: Share of having post-pandemic concern "losing job" among leaders and non-leaders (female vs. male)

Table 19: Post-pandemic concern "financial stagnation / recession" among leaders and non-leaders (female vs. male)

Having leadership position	Yes	No	SUM
Total number of participants	487	1037	1524
Number of female participants	209	326	535
Number of male participants	278	711	989
Abs. Prevalence "financial stagnation / recession" (total)	206	321	527
Abs. Prevalence "financial stagnation / recession" (female)	100	205	305
Abs. Prevalence "financial stagnation / recession" (male)	106	116	222
Share, total	39%	61%	100%
Share, female	33%	67%	100%
Share, male	48%	52%	100%
Rel. Prevalence, total	42%	31%	35%
Rel. Prevalence, female	48%	63%	57%
Rel. Prevalence, male	38%	16%	23%

Figure 104: Prevalence of having post-pandemic concern "financial stagnation / recession" among leaders and non-leaders (female vs. male)

Figure 105: Share of having post-pandemic concern "financial stagnation / recession" among leaders and non-leaders (female vs. male)
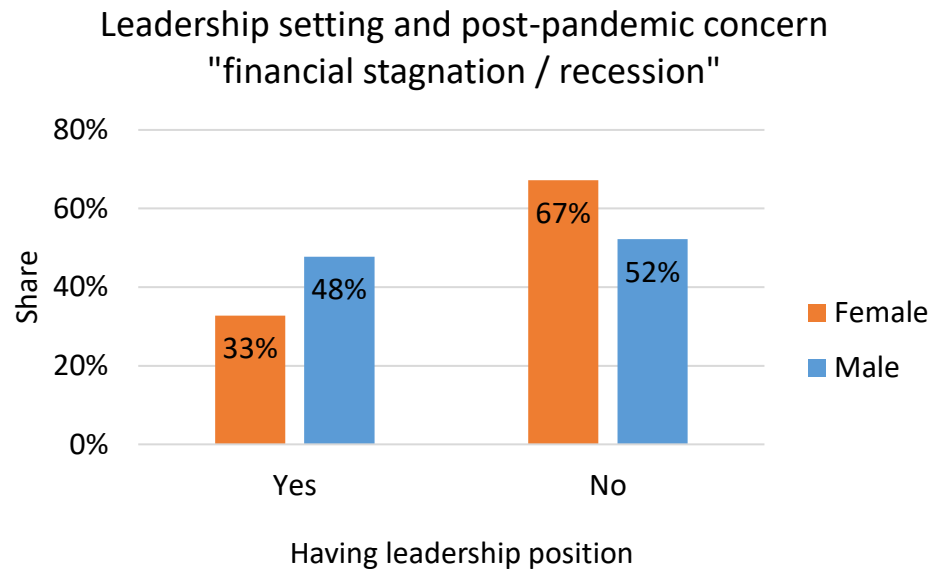
Table 20: Post-pandemic concern "social anxiety" among leaders and non-leaders (female vs. male)

Having leadership position	Yes	No	SUM
Total number of participants	487	1037	1524
Number of female participants	209	326	535
Number of male participants	278	711	989
Abs. Prevalence "social anxiety" (total)	173	426	599
Abs. Prevalence "social anxiety" (female)	112	313	425
Abs. Prevalence "Social anxiety" (male)	61	113	174
Share, total	29%	71%	100%
Share, female	26%	74%	100%
Share, male	35%	65%	100%
Rel. Prevalence, total	36%	41%	39%
Rel. Prevalence, female	54%	96%	79%
Rel. Prevalence, male	22%	16%	18%

Figure 106: Prevalence of having post-pandemic concern "social anxiety" among leaders and non-leaders (female vs. male)

Figure 107: Share of having post-pandemic concern "social anxiety" among leaders and non-leaders (female vs. male)

Table 21: Post-pandemic concern "not being able to work remotely after the COVID-19 crisis" among leaders and non-leaders (female vs. male)

Having leadership position	Yes	No	SUM
Total number of participants	487	1037	1524
Number of female participants	209	326	535
Number of male participants	278	711	989
Abs. Prevalence "not being able to work remotely after the COVID-19 crisis" (total)	69	266	335
Abs. Prevalence "not being able to work remotely after the COVID-19 crisis" (female)	42	187	229
Abs. Prevalence "not being able to work remotely after the COVID-19 crisis" (male)	27	79	106
Share, total	21%	79%	100%
Share, female	18%	82%	100%
Share, male	25%	75%	100%
Rel. Prevalence, total	14%	26%	22%
Rel. Prevalence, female	20%	57%	43%
Rel. Prevalence, male	10%	11%	11%

Figure 108: Prevalence of having post-pandemic concern "not being able to work remotely after the COVID-19 crisis" among leaders and non-leaders (female vs. male)
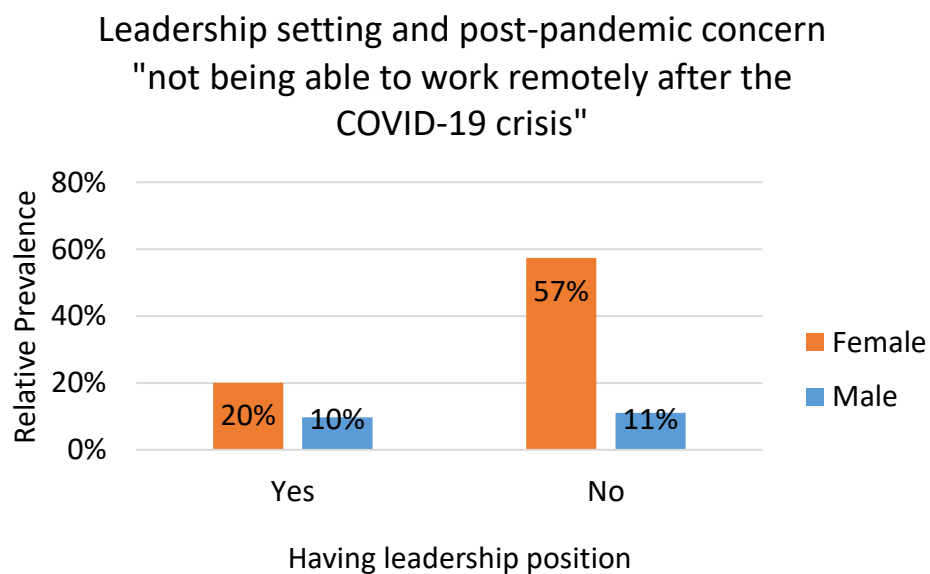
Figure 109: Share of having post-pandemic concern "not being able to work remotely after the COVID-19 crisis" among leaders and non-leaders (female vs. male)
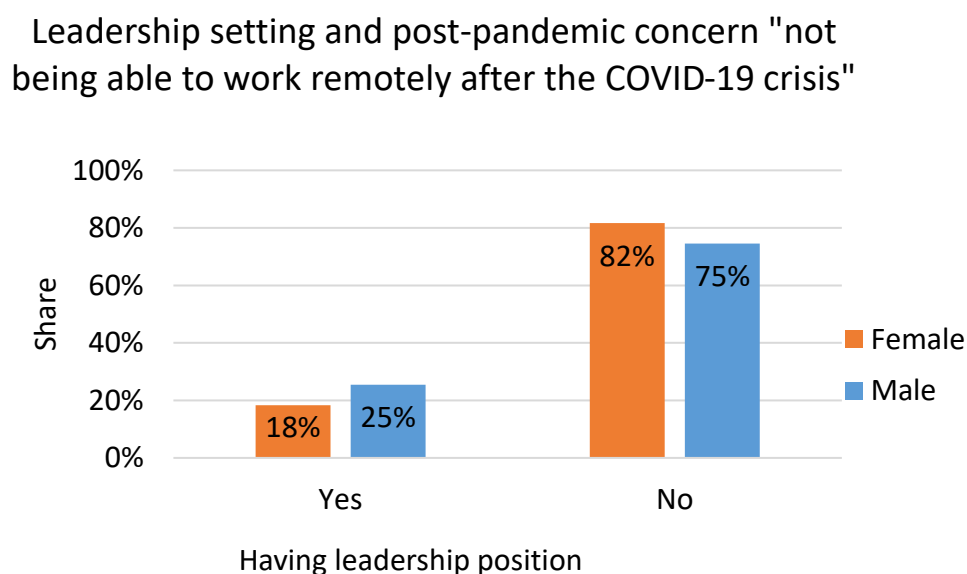
5.6.2 Occupational dimension

Although it was more prevalent among non-academic positions (

Figure 110), no significant difference was observed between leadership settings for having the post-pandemic concern about "losing job" (Figure 111). Leaders placed in non-academic positions were the most concerned subgroup about the "financial stagnation / recession" (Figure 112). No significant occupational disparity was observed between the leadership settings for the concern "social anxiety" (Figure 114, Figure 115). Among non-leaders, the academic subgroup, and among leaders, the non-academic subgroup, were more concerned about "not being able to work remotely after the COVID-19 crisis" (Figure 116, Figure 117).

Table 22: Post-pandemic concern "losing job" among leaders and non-leaders (academic vs. non-academic positions)

Having leadership position	Yes	No	SUM
Total number of participants	487	1037	1524
Number of academic participants	327	734	1061
Number of non-academic participants	160	303	463
Abs. Prevalence "losing Job" (total)	61	181	242
Abs. Prevalence "losing Job" (academic)	35	112	147
Abs. Prevalence "losing Job" (non-academic)	26	69	95
Share, total	25%	75%	100%
Share, academic	24%	76%	100%
Share, non-academic	27%	73%	100%
Rel. Prevalence, total	13%	17%	30%
Rel. Prevalence, academic	11%	15%	26%
Rel. Prevalence, non-academic	16%	23%	39%

Figure 110: Prevalence of having post-pandemic concern "losing job" among leaders and non-leaders (academic vs. non-academic positions)
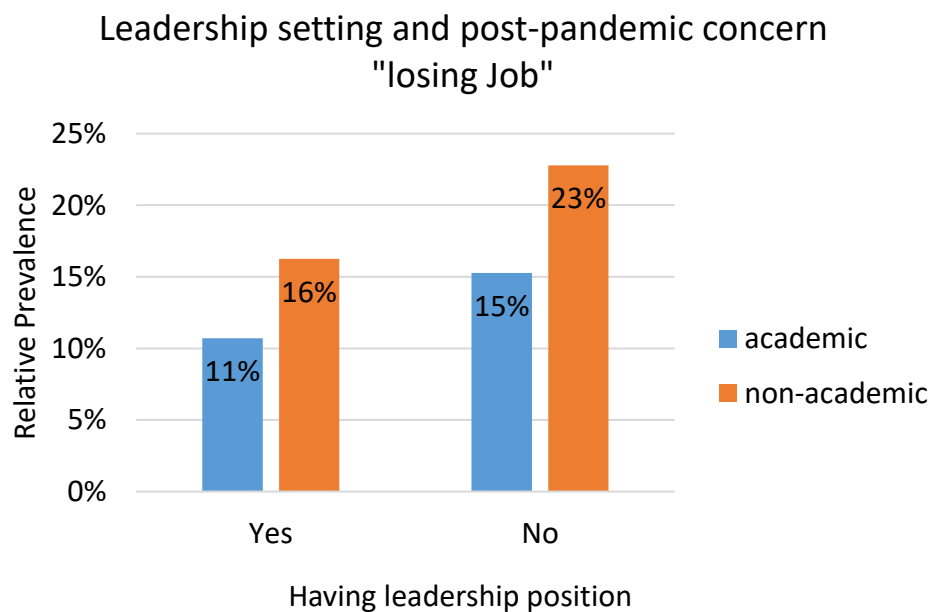
Figure 111: Share of having post-pandemic concern "losing job" among leaders and non-leaders (academic vs. non-academic positions)
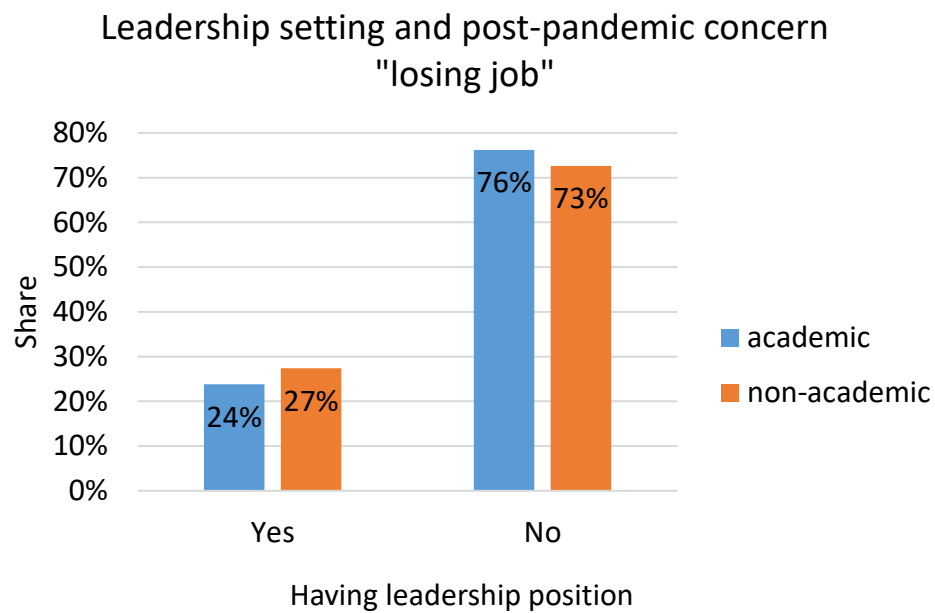
Table 23: Post-pandemic concern "financial stagnation / recession" among leaders and non-leaders (academic vs. non-academic positions)

Having leadership position	Yes	No	SUM
Total number of participants	487	1037	1524
Number of academic participants	327	734	1061
Number of non-academic participants	160	303	463
Abs. Prevalence "financial stagnation / recession" (total)	61	181	242
Abs. Prevalence "financial stagnation / recession" (academic)	114	184	298
Abs. Prevalence "financial stagnation / recession" (non-academic)	92	137	229
Share, total	25%	75%	100%
Share, academic	38%	62%	100%
Share, non-academic	40%	60%	100%
Rel. Prevalence, total	13%	17%	30%
Rel. Prevalence, academic	35%	25%	60%
Rel. Prevalence, non-academic	58%	45%	103%

Figure 112: Prevalence of having post-pandemic concern "financial stagnation / recession" among leaders and non-leaders (academic vs. non-academic positions)

Leadership setting and post-pandemic concern
"financial stagnation / recession"
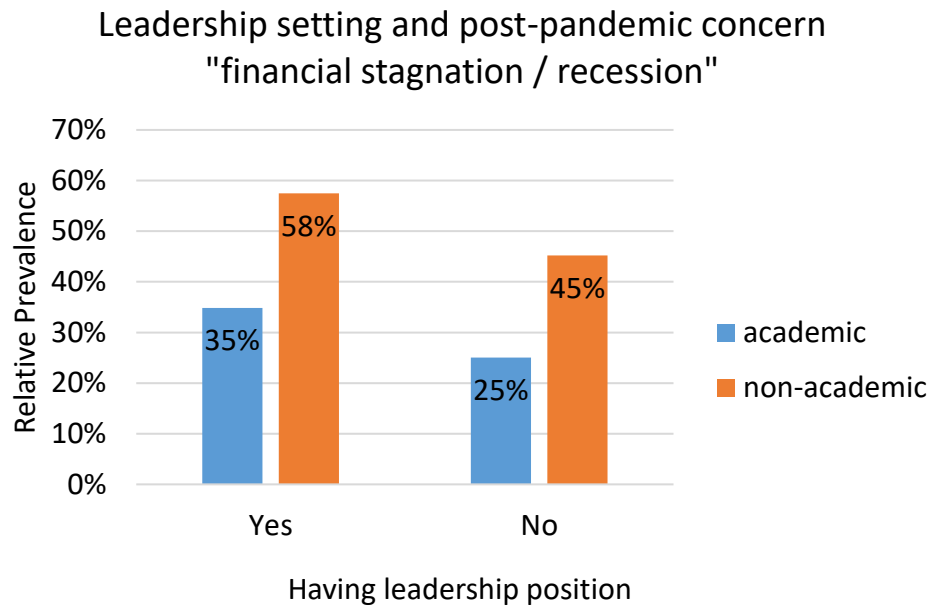
Figure 113: Share of having post-pandemic concern "financial stagnation / recession" among leaders and non-leaders (academic vs. non-academic positions)

Leadership setting and post-pandemic concern
"financial stagnation / recession"
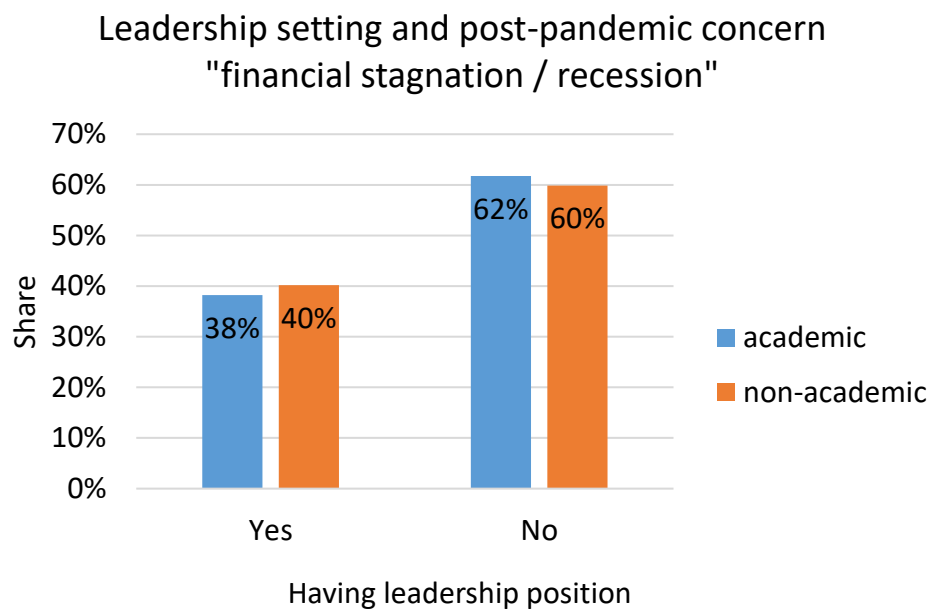
Table 24: Post-pandemic concern "social anxiety" among leaders and non-leaders (academic vs. non-academic positions)

Having leadership position	Yes	No	SUM
Total number of participants	487	1037	1524
Number of academic participants	327	734	1061
Number of non-academic participants	160	303	463
Abs. Prevalence "social anxiety" (total)	173	426	599
Abs. Prevalence "social anxiety" (academic)	115	301	416
Abs. Prevalence "social anxiety" (non-academic)	58	125	183
Share, total	29%	71%	100%
Share, academic	28%	72%	100%
Share, non-academic	32%	68%	100%
Rel. Prevalence, total	36%	41%	77%
Rel. Prevalence, academic	35%	41%	76%
Rel. Prevalence, non-academic	36%	41%	78%

Figure 114: Prevalence of having post-pandemic concern "social anxiety" among leaders and non-leaders (academic vs. non-academic positions)
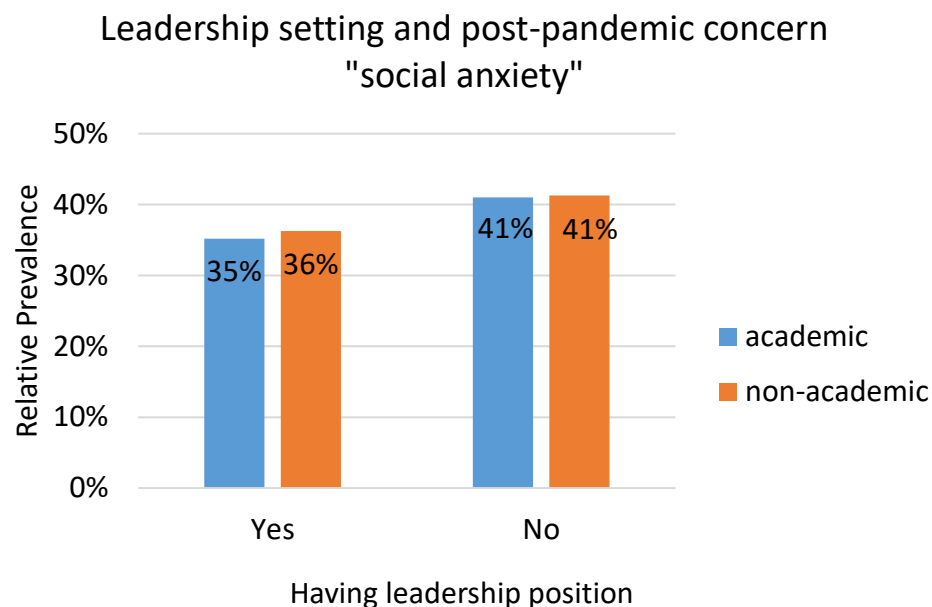
Figure 115:Share of having post-pandemic concern "social anxiety" among leaders and non-leaders (academic vs. non-academic positions)

Leadership setting and post-pandemic concern
"social anxiety"
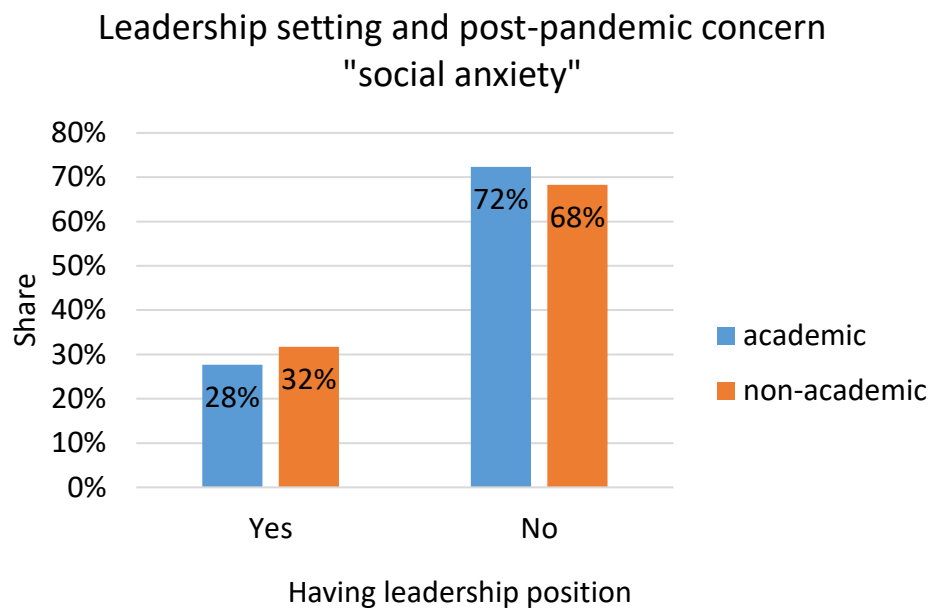
Table 25: Post-pandemic concern "not being able to work remotely after the COVID-19 crisis" among leaders and non-leaders (academic vs. non-academic positions)

Having leadership position	Yes	No	SUM
Total number of participants	487	1037	1524
Number of academic participants	327	734	1061
Number of non-academic participants	160	303	463
Abs. Prevalence "not being able to work remotely after the COVID-19 crisis" (total)	69	266	335
Abs. Prevalence "not being able to work remotely after the COVID-19 crisis" (academic)	43	200	243
Abs. Prevalence "not being able to work remotely after the COVID-19 crisis" (non-academic)	26	66	92
Share, total	21%	79%	100%
Share, academic	18%	82%	100%
Share, non-academic	28%	72%	100%
Rel. Prevalence, total	14%	26%	40%
Rel. Prevalence, academic	13%	27%	40%
Rel. Prevalence, non-academic	16%	22%	38%

Figure 116: Prevalence of having post-pandemic concern "not being able to work remotely after the COVID-19 crisis" among leaders and non-leaders (academic vs. non-academic positions)

Leadership setting and post-pandemic concern "not being able to work remotely after the COVID-19 crisis"
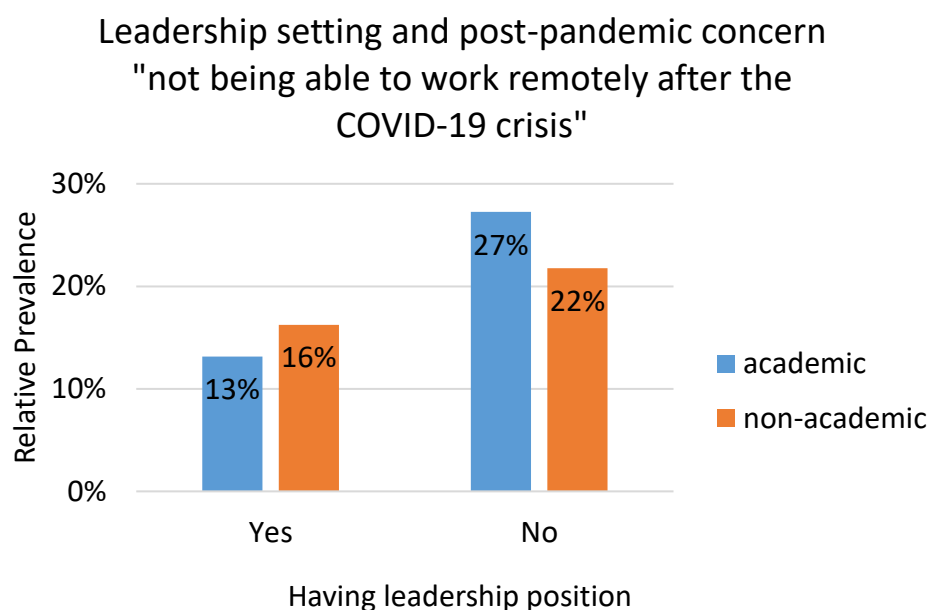
Figure 117: Share of having post-pandemic concern "not being able to work remotely after the COVID-19 crisis" among leaders and non-leaders (academic vs. non-academic positions)

Leadership setting and post-pandemic concern "not being able to work remotely after the COVID-19 crisis"
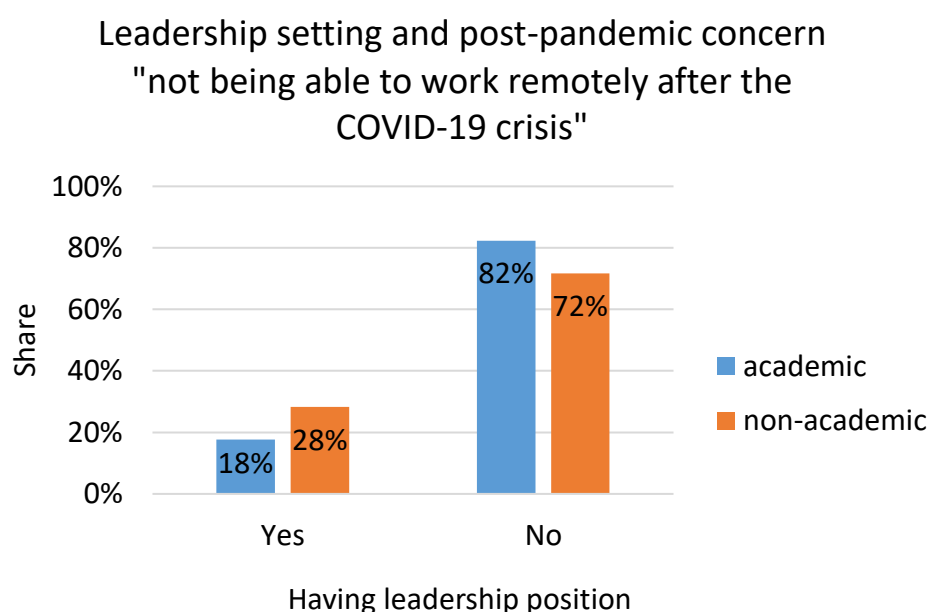
5.6.3 **Regional differences, Europe vs. North America**

North American leaders are more concerned about "losing job" than their European peers, whereas

European non-leaders are more concerned about this than the non-leaders in North America (Figure

119). For the concern "financial stagnation / recession", a similar pattern can be observed in Figure 121. "Social anxiety" was a highly prevalent post-pandemic concern for people occupying leadership positions after the concern of "financial stagnation / recession". There was no significant difference between leadership settings for this concern in North America. In Europe, on the other hand, people occupying non-leadership positions were more concerned compared to the people occupying leadership positions (Figure 122, Figure 123). For the concern "being not able to work remotely after the COVID-19 crisis", no significant difference was observed between participants having leadership positions in North America. However, in Europe the non-leader population was significantly more concerned than leaders about this issue (Figure 125).

Table 26: Post-pandemic concern "losing job" among leaders and non-leaders (Europe vs. North America)

Having leadership position	Yes	No	SUM
Total number of participants	487	1037	1524
Number of Europe participants	355	916	1271
Number of North America participants	61	67	128
Abs. Prevalence "losing job" (total)	61	181	242
Abs. Prevalence "losing job" (Europe)	36	152	188
Abs. Prevalence "losing job" (North America)	7	15	22
Share, total	25%	75%	100%
Share, Europe	19%	81%	100%
Share, North America	32%	68%	100%
Rel. Prevalence, total	13%	17%	30%
Rel. Prevalence, Europe	10%	17%	27%
Rel. Prevalence, North America	11%	22%	34%

Figure 118: Prevalence of having post-pandemic concern "losing job" among leaders and non-leaders (Europe vs. North America)

Leadership setting and post-pandemic concern "losing job"
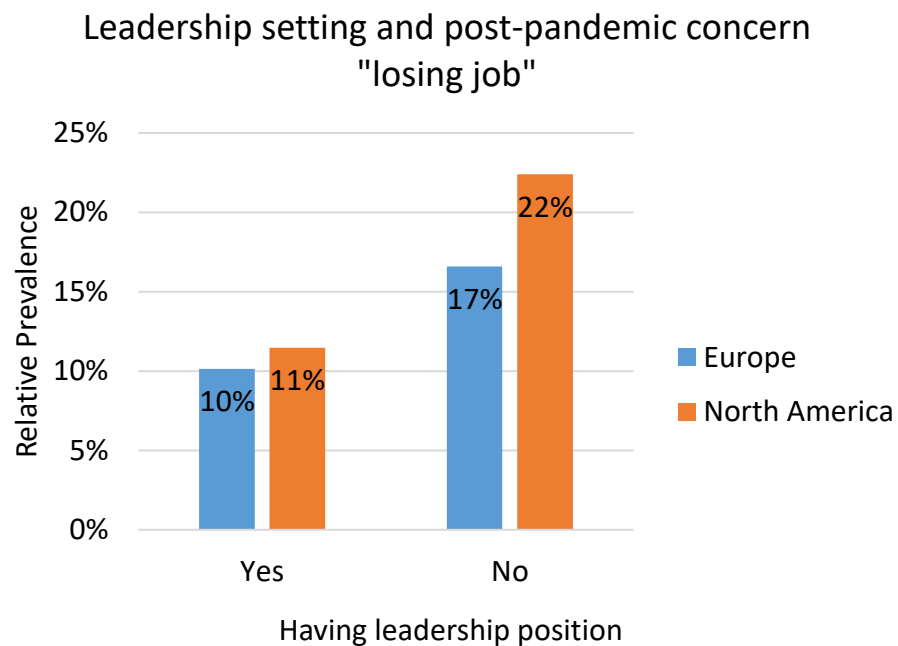
Figure 119: Share of having post-pandemic concern "losing job" among leaders and non-leaders (Europe vs. North America)

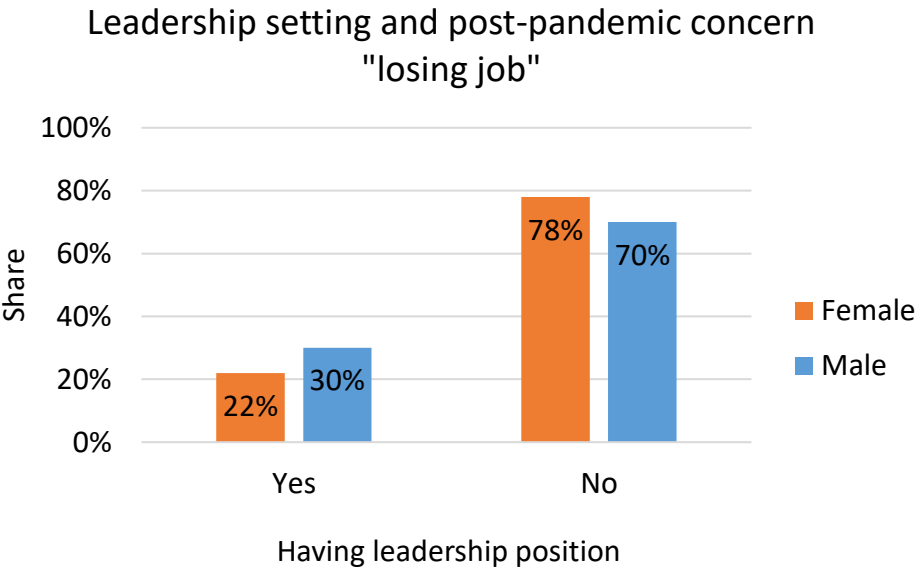### Leadership setting and post-pandemic concern "losing job"
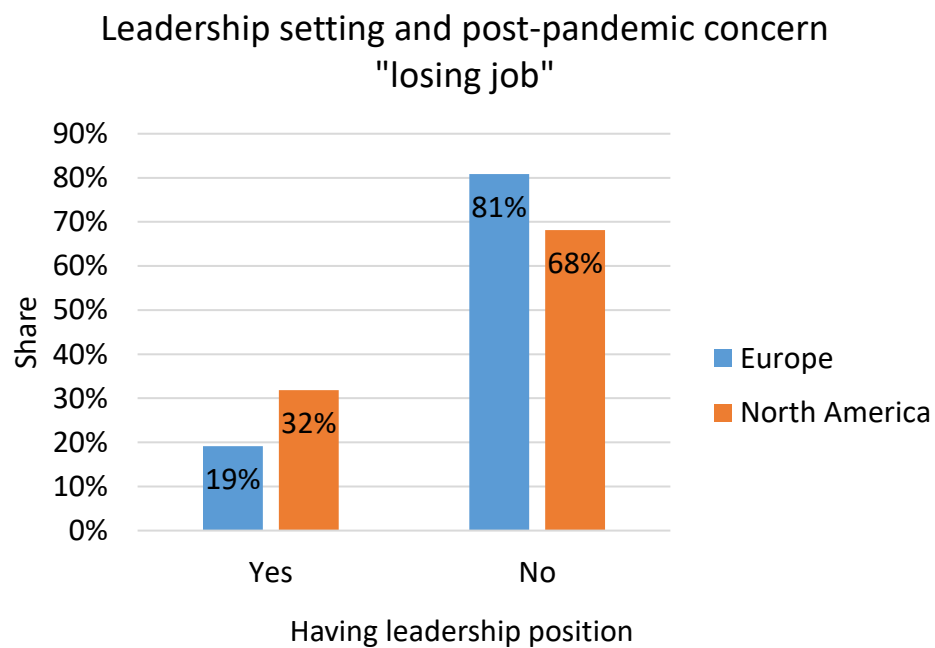
Table 27: Post-pandemic concern "financial stagnation / recession" among leaders and non-leaders (Europe vs. North America)

Having leadership position	Yes	No	SUM
Total number of participants	487	1037	1524
Number of Europe participants	355	916	1271
Number of North America participants	61	67	128
Abs. Prevalence "financial stagnation / recession" (total)	206	321	527
Abs. Prevalence "financial stagnation / recession" (Europe)	136	260	396
Abs. Prevalence "financial stagnation / recession" (North America)	24	34	58
Share, total	39%	61%	100%
Share, Europe	34%	66%	100%
Share, North America	41%	59%	100%
Rel. Prevalence, total	42%	31%	73%
Rel. Prevalence, Europe	38%	28%	67%
Rel. Prevalence, North America	39%	51%	90%

Figure 120: Prevalence of having post-pandemic concern "financial stagnation / recession" among leaders and non-leaders (Europe vs. North America)
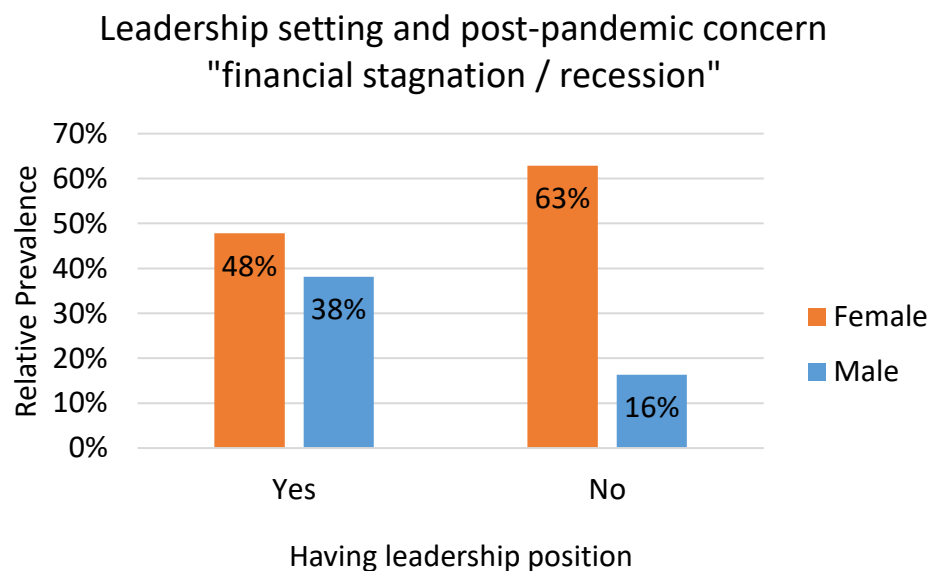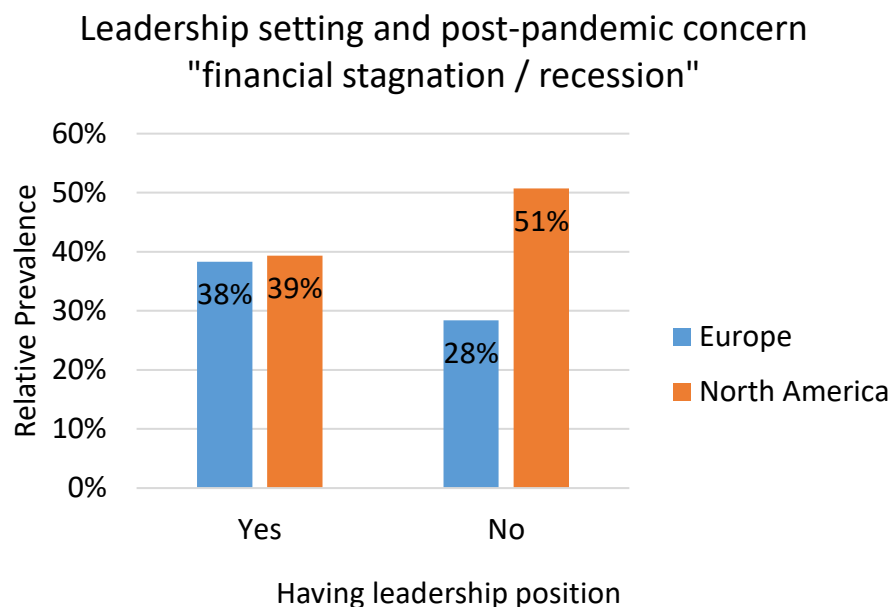
Figure 121: Share of having post-pandemic concern "financial stagnation / recession" among leaders and non-leaders (Europe vs. North America)
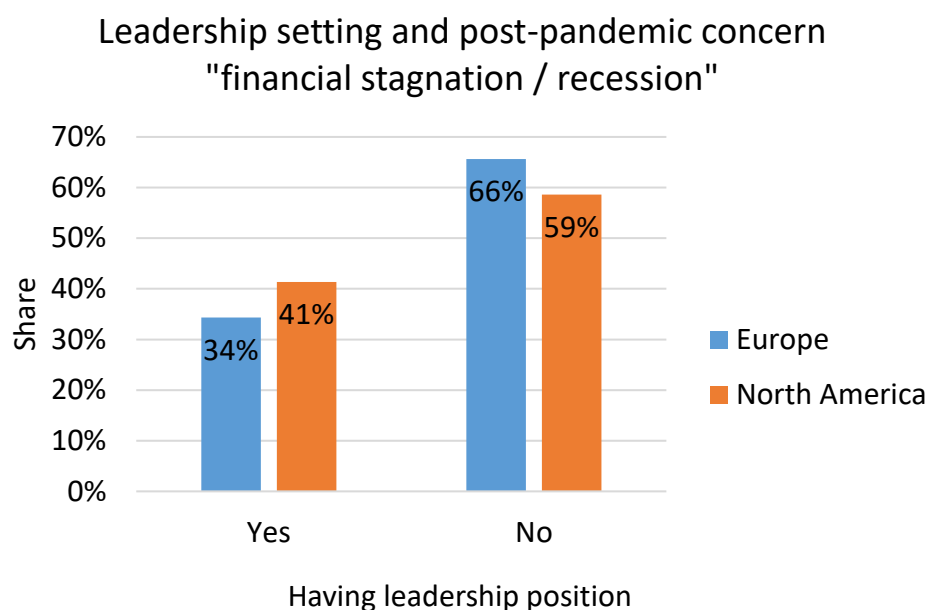
Table 28: Post-pandemic concern "social anxiety" among leaders and non-leaders (Europe vs. North America)

Having leadership position	Yes	No	SUM
Total number of participants	487	1037	1524
Number of Europe participants	355	916	1271
Number of North America participants	61	67	128
Abs. Prevalence "social anxiety" (total)	173	426	599
Abs. Prevalence "social anxiety " (Europe)	126	378	504
Abs. Prevalence "social anxiety" (North America)	19	26	45
Share, total	29%	71%	100%
Share, Europe	25%	75%	100%
Share, North America	42%	58%	100%
Rel. Prevalence, total	36%	41%	77%
Rel. Prevalence, Europe	35%	41%	77%
Rel. Prevalence, North America	31%	39%	70%

Figure 122: Prevalence of having post-pandemic concern "social anxiety" among leaders and non-leaders (Europe vs. North America)
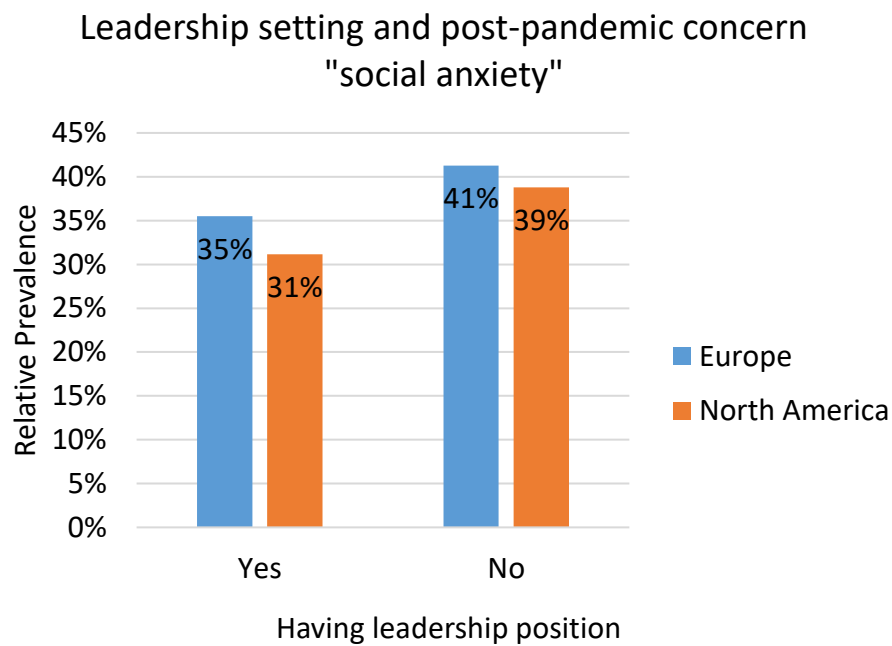
Figure 123: Share of having post-pandemic concern "social anxiety" among leaders and non-leaders (Europe vs. North America)
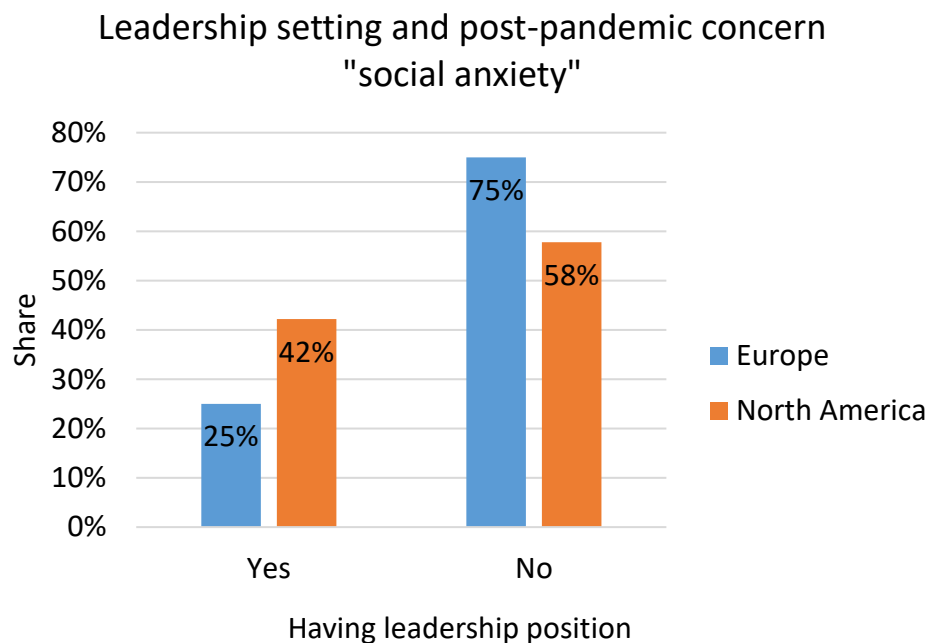
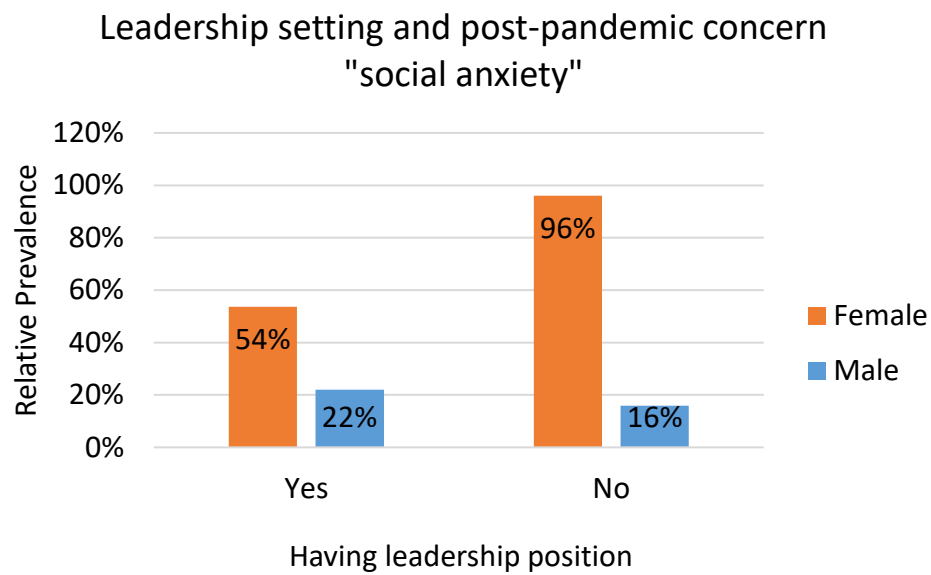Table 29: Post-pandemic concern "not being able to work remotely after the COVID-19 crisis" among leaders and non-leaders (Europe vs. North America)

Having leadership position	Yes	No	SUM
Total number of participants	487	1037	1524
Number of Europe participants	355	916	1271
Number of North America participants	61	67	128
Abs. Prevalence "not being able to work remotely after the COVID-19 crisis" (total)	69	266	335
Abs. Prevalence "not being able to work remotely after the COVID-19 crisis" (Europe)	52	244	296
Abs. Prevalence "not being able to work remotely after the COVID-19 crisis" (North America)	9	8	17
Share, total	21%	79%	100%
Share, Europe	18%	82%	100%
Share, North America	53%	47%	100%
Rel. Prevalence, total	14%	26%	40%
Rel. Prevalence, Europe	15%	27%	41%
Rel. Prevalence, North America	15%	12%	27%

Figure 124: Prevalence of having post-pandemic concern "not being able to work remotely after the COVID-19 crisis" among leaders and non-leaders (Europe vs. North America)

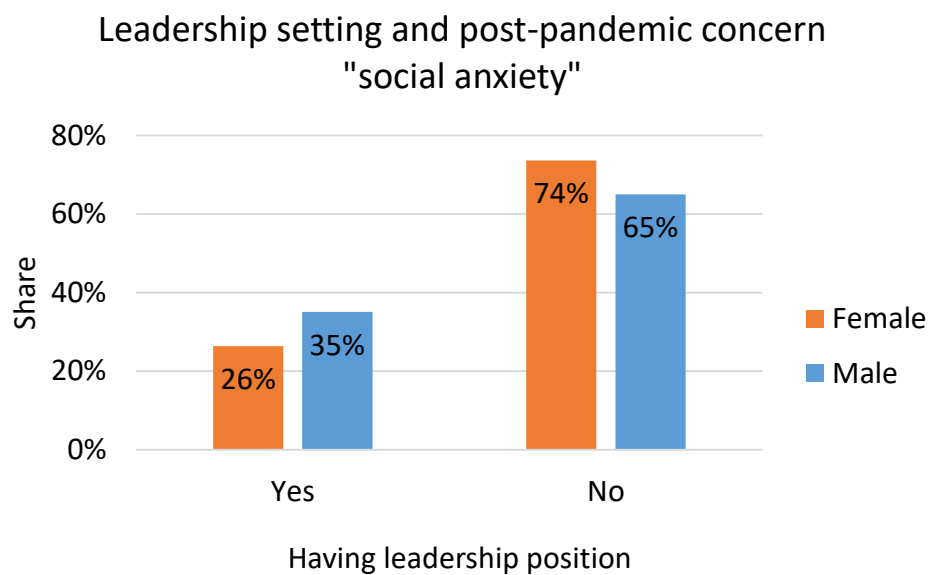Leadership setting and post-pandemic concern "not being able to work remotely after the COVID-19 crisis"
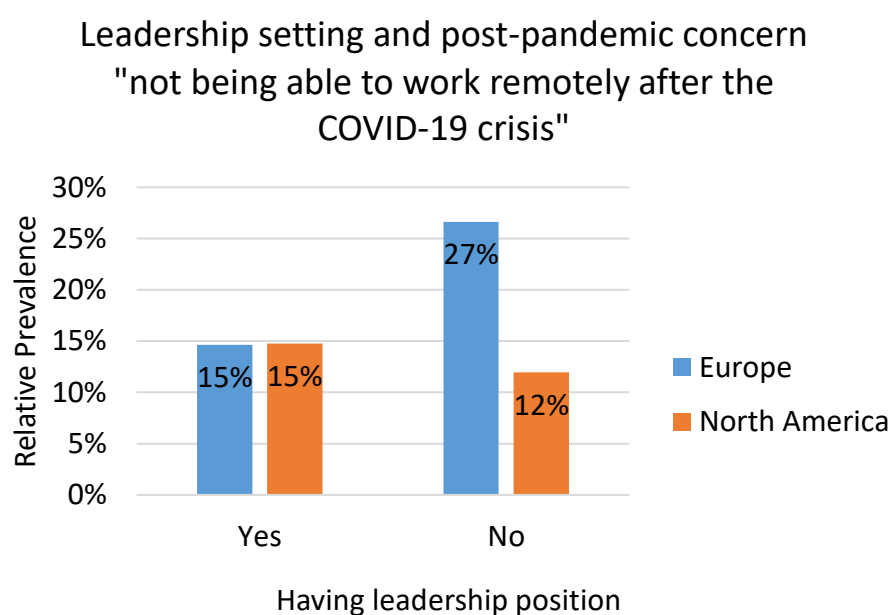
Figure 125: Share of having post-pandemic concern "not being able to work remotely after the COVID-19 crisis" among leaders and non-leaders (Europe vs. North America)
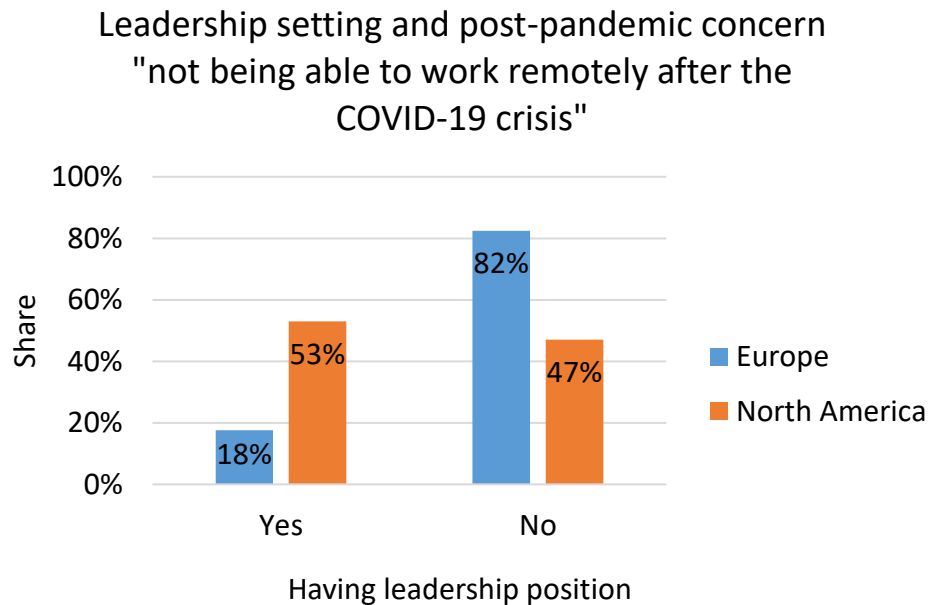
5.6.4 **Comparison of remote-working stress**

In Europe "lack of self-discipline" and "feeling isolated" were remote-working stressors affecting leaders more than non-leaders. In North America, leaders were more stressed compared to their European peers. "Lack of self-discipline", "feeling isolated", "strain on family relations" and "not enough space to work" were stressing North American leaders more than non-leaders from this region (Figure 126, Figure 127).

Figure 126: Remote working stress factors by participants in Europe (leaders vs. non-leaders)

Low score (1) Medium score (2) High score (3)
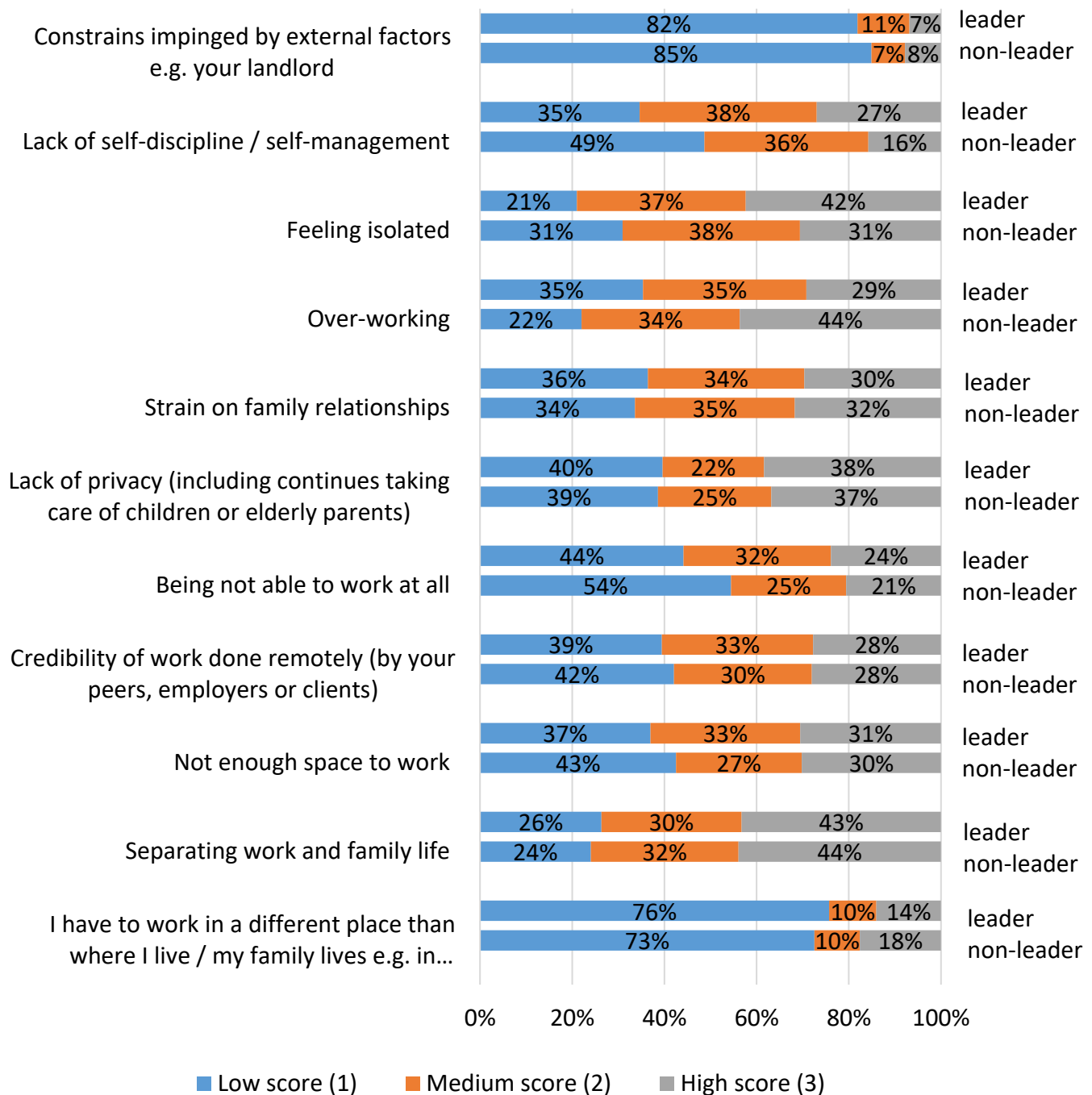
Figure 127: Remote working stress factors by participants in North America (leaders vs. non-leaders)

Low score (1)   Medium score (2)   High score (3)
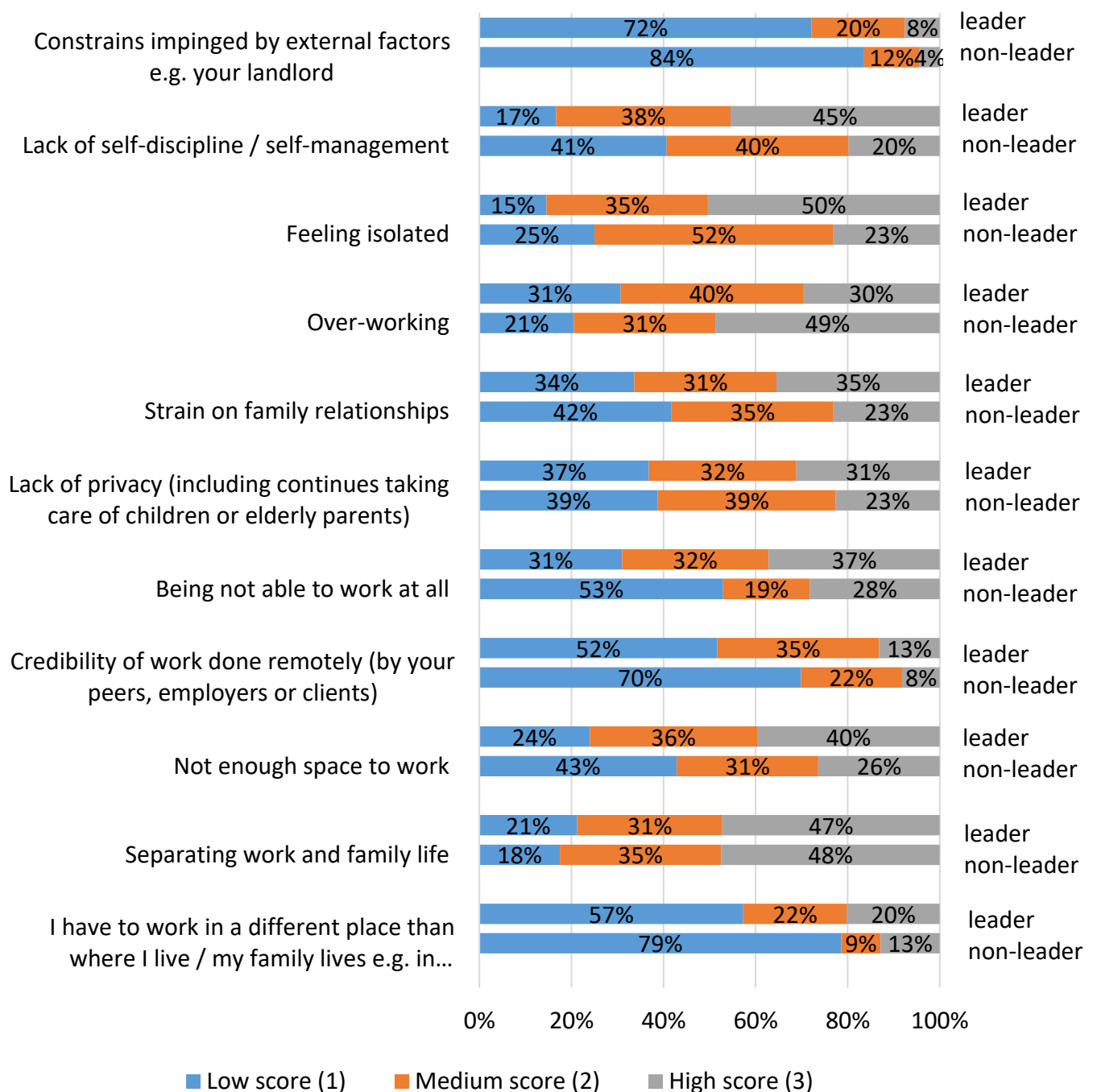
5.7 Relation between remote working settings and post-pandemic concerns

The prevalence and share of the post pandemic concerns, and the remote working settings "having sufficient tools to enable remote working" of the participants were compared. Post-pandemic concerns were more prevalent among the participants, who had less access to tools necessary for execution of their tasks (Figure 128, Figure 130, Figure 132, Figure 134).

Table 30: Participants having post-pandemic concern "losing job" and their remote working settings

Having sufficient tools to enable remote working	Yes	No	I am an employer / self-employed	SUM
Number of participants in subgroups	1092	327	105	1524
Absolute Prevalence of having post-pandemic concern "losing job"	153	77	12	242
Share	63%	32%	5%	100%
Rel. Prevalence	14%	24%	11%	16%

Figure 128: Prevalence of remote working settings among participants having post-pandemic concern "losing job"
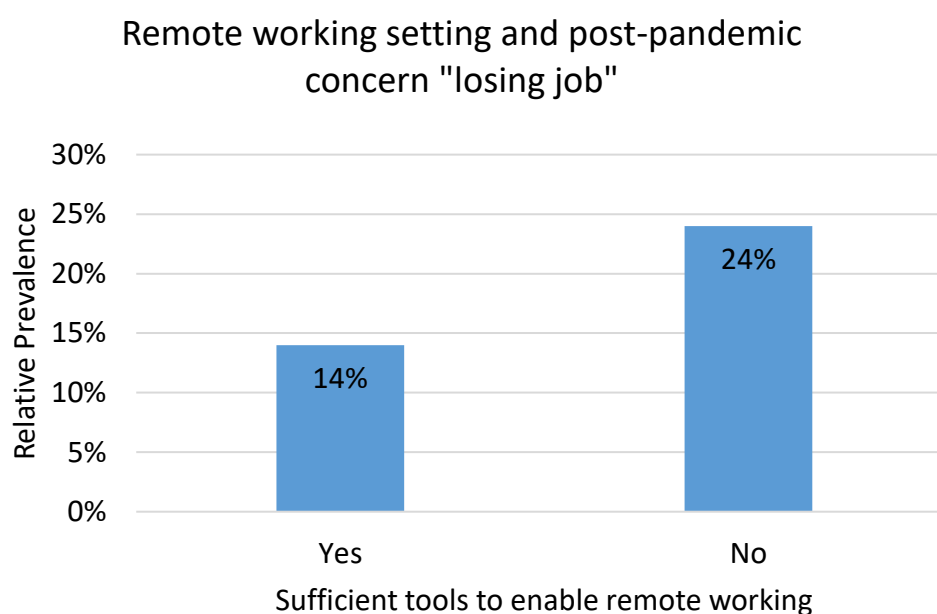
Figure 129: Share of remote working settings among participants having post-pandemic concern "losing job"

Remote working setting and post-pandemic concern "losing job"
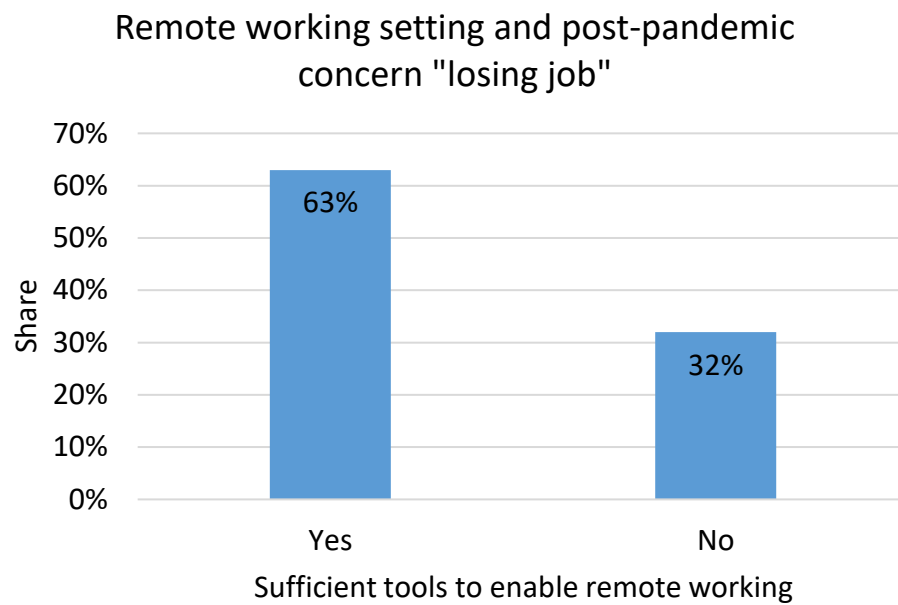
Table 31: Participants having post-pandemic concern "financial stagnation / recession" and their remote working settings

Having sufficient tools to enable remote working	Yes	No	I am an employer / self-employed	SUM
Number of participants in subgroups	1092	327	105	1524
Absolute Prevalence of having post-pandemic concern "financial stagnation / recession"	337	124	66	527
Share	64%	24%	12%	100%
Rel. Prevalence	31%	38%	63%	35%

Figure 130: Prevalence of remote working settings among participants having post-pandemic concern "financial stagnation / recession"

Remote working setting and post-pandemic concern "financial stagnation / recession"
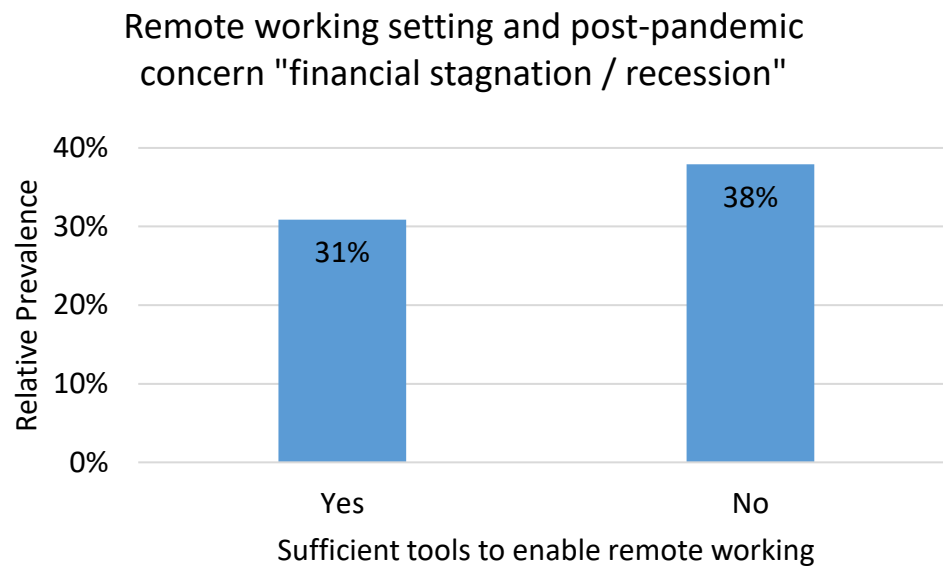
Figure 131: Share of remote working settings among participants having post-pandemic concern "financial stagnation / recession"

Remote working setting and post-pandemic concern "financial stagnation / recession"
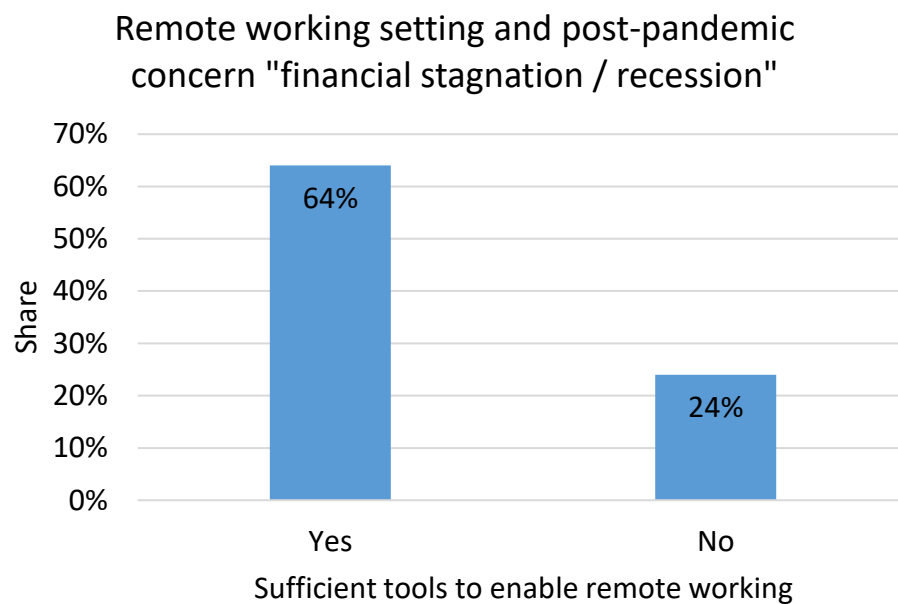
Table 32: Participants having post-pandemic concern "social anxiety" and their remote working settings

Having sufficient tools to enable remote working	Yes	No	I am an employer / self-employed	SUM
Number of participants in subgroups	1092	327	105	1524
Absolute Prevalence of having post-pandemic concern "social anxiety"	426	132	41	599
Share	71%	22%	7%	100%
Rel. Prevalence	39%	40%	39%	39%

Figure 132: Prevalence of remote working settings among participants having post-pandemic concern "social anxiety"

Remote working setting and post-pandemic concern "social anxiety"
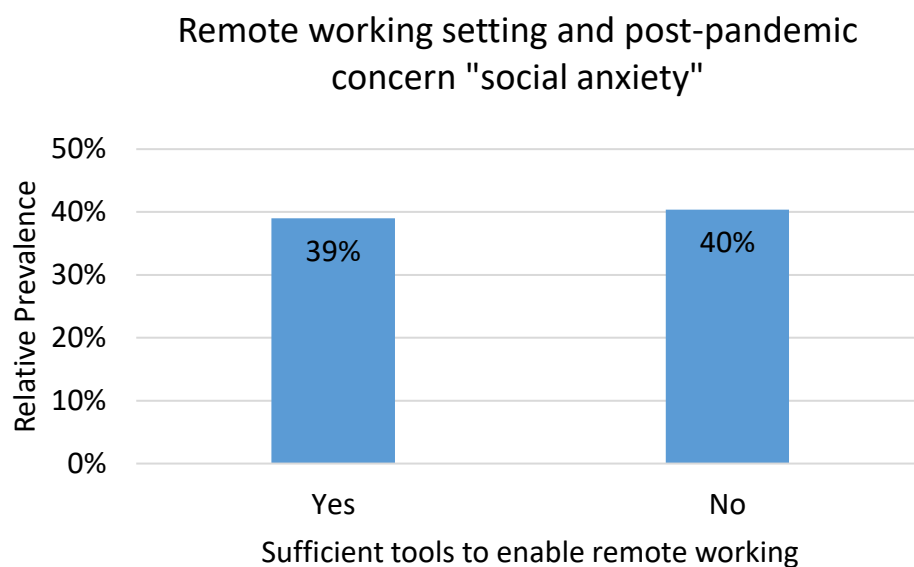
Figure 133: Share of remote working settings among participants having post-pandemic concern "social anxiety"
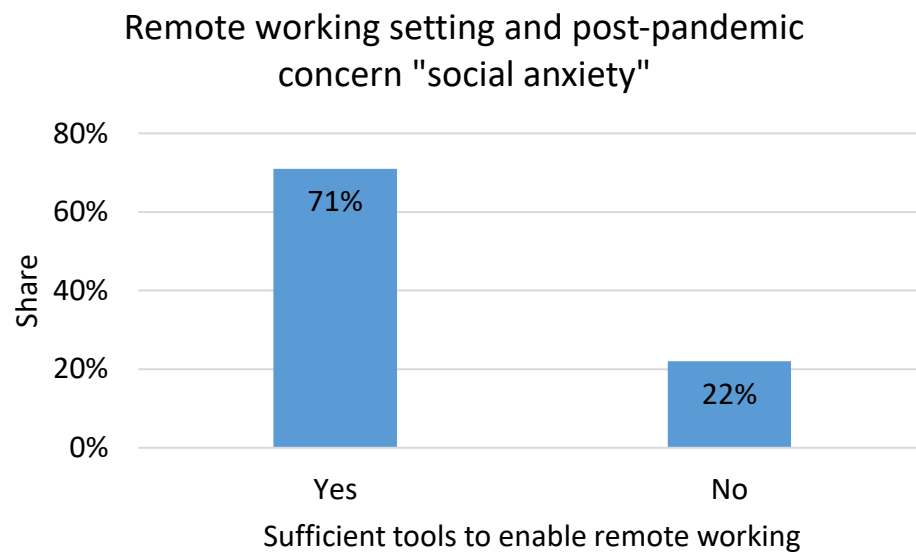
Table 33: Participants having post-pandemic concern "not being able to work remotely after the COVID-19 crisis" and their remote working settings

Having sufficient tools to enable remote working	Yes	No	I am an employer / self-employed	SUM
Number of participants in subgroups	1092	327	105	1524
Absolute Prevalence of having post-pandemic concern "not being able to work remotely after the COVID-19 crisis"	251	79	5	335
Share	75%	24%	1%	100%
Rel. Prevalence	23%	24%	5%	22%

Figure 134: Prevalence of remote working settings among participants having post-pandemic concern "not being able to work remotely after the COVID-19 crisis"

Remote working setting and post-pandemic concern "not being able to work remotely after the COVID-19 crisis"
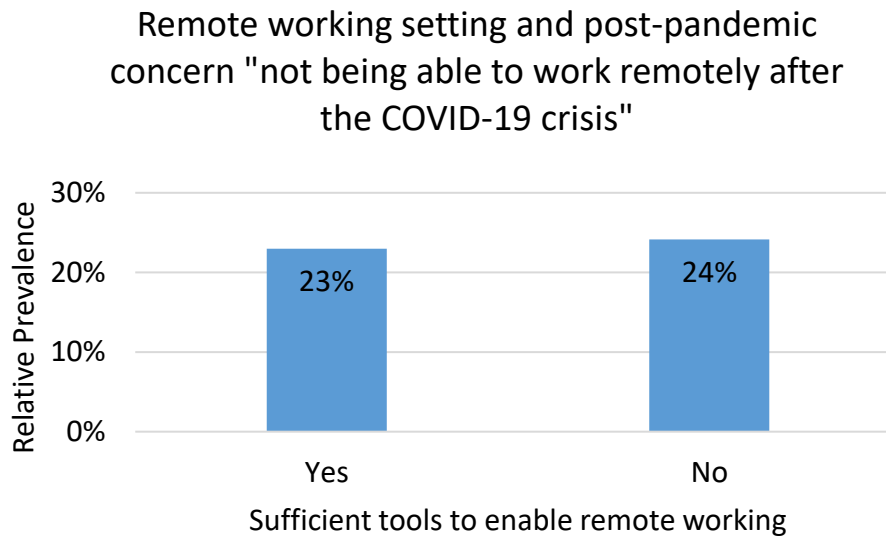
Figure 135: Share of remote working settings among participants having post-pandemic concern "not being able to work remotely after the COVID-19 crisis"

Remote working setting and post-pandemic concern "not being able to work remotely after the COVID-19 crisis"
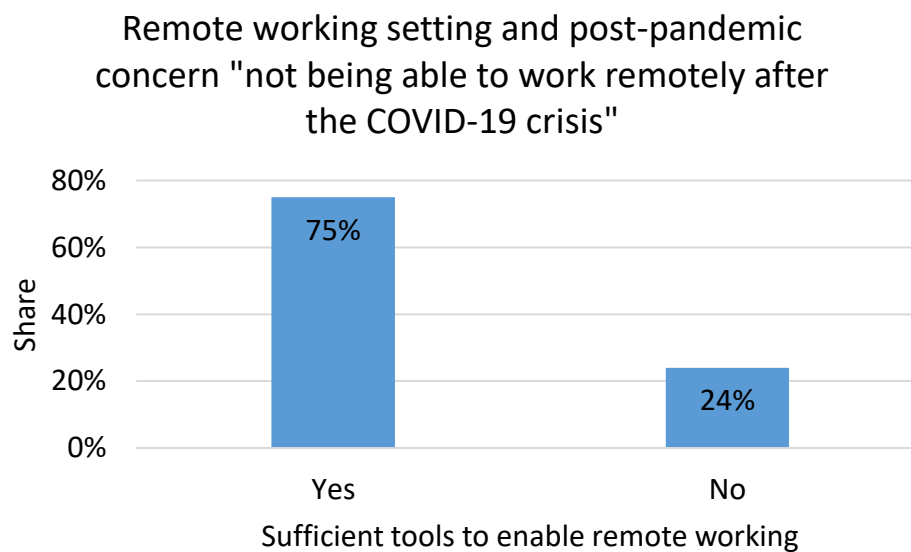
5.8 Post-pandemic concerns of participants with different educational background

Post-pandemic concerns of participants with different educational backgrounds, i.e. Physics, STEM other than physics, and other educational backgrounds, were analyzed.

Although the prevalence of post-pandemic concern "losing job" is slightly higher (19%) for participants with "other" background compared to the participants with physics and STEM backgrounds (14% and 15%), the share of the physicists among all participants with the concern of "losing job" was significantly higher (39%). This may be connected to the higher number of academicians among physicists with limited contracts (Table 34). The share of being concerned about "losing job" was significantly higher (51%) in the group of participants with other educational backgrounds than STEM, and those, who were positioned especially in the non-academic sector (Figure 155). Independent of their educational background, participants positioned in the non-academic sector were more frequently concerned about the "financial stagnation / recession" (Figure 138). The share of the physicists with this concern, however, was the highest among the ones placed in academic positions (Figure 139). Physicists working in academic positions were also the group of people with "social anxiety" having the largest share among others (47%, Figure 159). Participants with STEM background placed in academic positions, and participants with other background working in non-academic sector, were two groups with the largest share of having post-pandemic concerns about "not being able to work remotely after the COVID-19 crisis" (Figure 143).

Table 34: Participants having post-pandemic concern "losing job" and their educational background

Education	Physics	STEM	Other	SUM
Number of participants in subgroups	663	437	424	1524
Number of participants in subgroups, academic	534	300	227	1061
Number of participants in subgroups, academic, non-academic	129	137	197	463
Absolute Prevalence of having post-pandemic concern "losing job"	95	66	81	242
Absolute Prevalence of having post-pandemic concern "losing job", academic	67	47	33	147
Absolute Prevalence of having post-pandemic concern "losing job", non-academic	28	19	48	95
Share of participants having post-pandemic concern "losing job"	39%	27%	33%	100%
Share of participants having post-pandemic concern "losing job", academic	46%	32%	22%	100%
Share of participants having post-pandemic concern "losing job", non-academic	29%	20%	51%	100%
Relative Prevalence of having post-pandemic concern "losing job"	14%	15%	19%	49%
Relative Prevalence of having post-pandemic concern "losing job", academic	13%	16%	15%	43%
Relative Prevalence of having post-pandemic concern "losing job", non-academic	22%	14%	24%	60%

Figure 136: Prevalence of having post-pandemic concern "losing job" among participants with different educational background
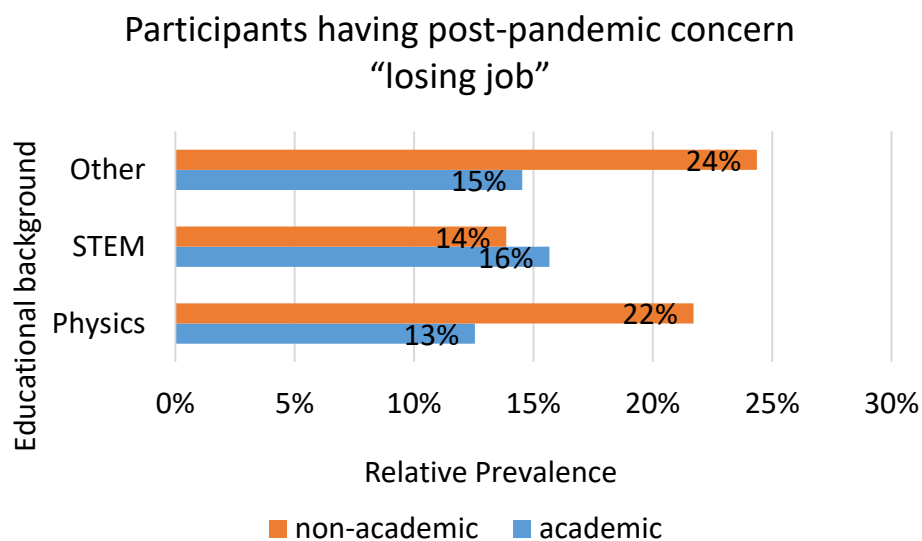
Figure 137: Share of having post-pandemic concern "losing job" among participants with different educational background
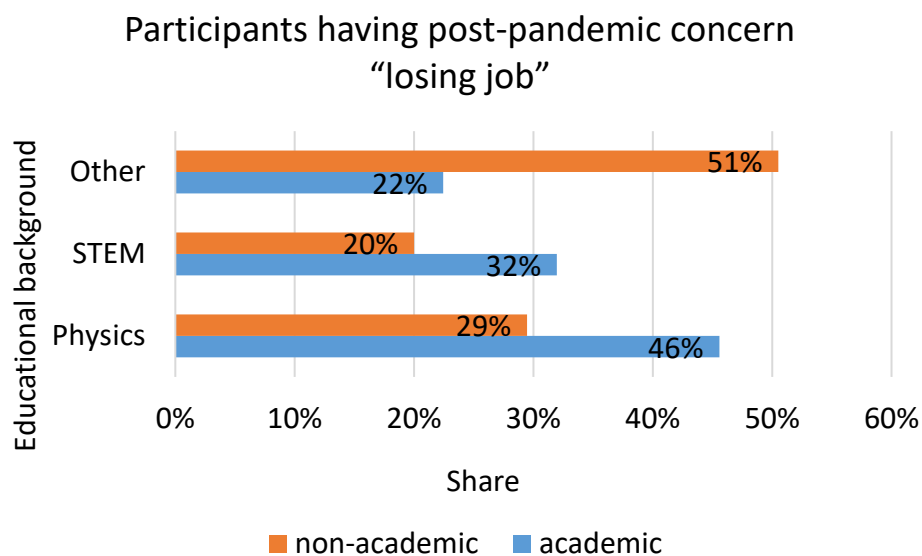
Table 35: Participants having post-pandemic concern "financial stagnation / recession" and their educational background

Education	Physics	STEM	Other	SUM
Number of participants in subgroups	663	437	424	1524
Number of participants in subgroups, academic	534	300	227	1061
Number of participants in subgroups, academic, non-academic	129	137	197	463
Absolute Prevalence of having post-pandemic concern "financial stagnation / recession"	241	142	144	527
Absolute Prevalence of having post-pandemic concern "financial stagnation / recession", academic	177	74	47	298
Absolute Prevalence of having post-pandemic concern "financial stagnation / recession", non-academic	64	68	97	229
Share of participants having post-pandemic concern "financial stagnation / recession"	46%	27%	27%	100%
Share of participants having post-pandemic concern "financial stagnation / recession", academic	59%	25%	16%	100%
Share of participants having post-pandemic concern "financial stagnation / recession", non-academic	28%	30%	42%	100%
Relative Prevalence of having post-pandemic concern "financial stagnation / recession"	36%	32%	34%	103%
Relative Prevalence of having post-pandemic concern "financial stagnation / recession", academic	33%	25%	21%	79%
Relative Prevalence of having post-pandemic concern "financial stagnation / recession", non-academic	50%	50%	49%	148%

Figure 138: Prevalence of having post-pandemic concern "financial stagnation / recession" among participants with different educational background

Participants having post-pandemic concern
"financial stagnation / recession"
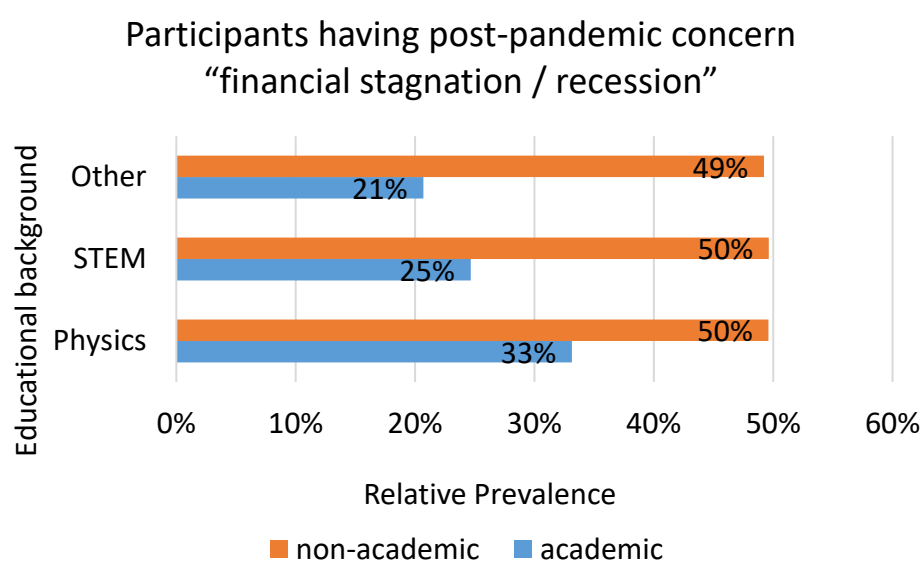
Figure 139: Share of having post-pandemic concern "financial stagnation / recession" among participants with different educational background

Participants having post-pandemic concern "financial stagnation / recession"
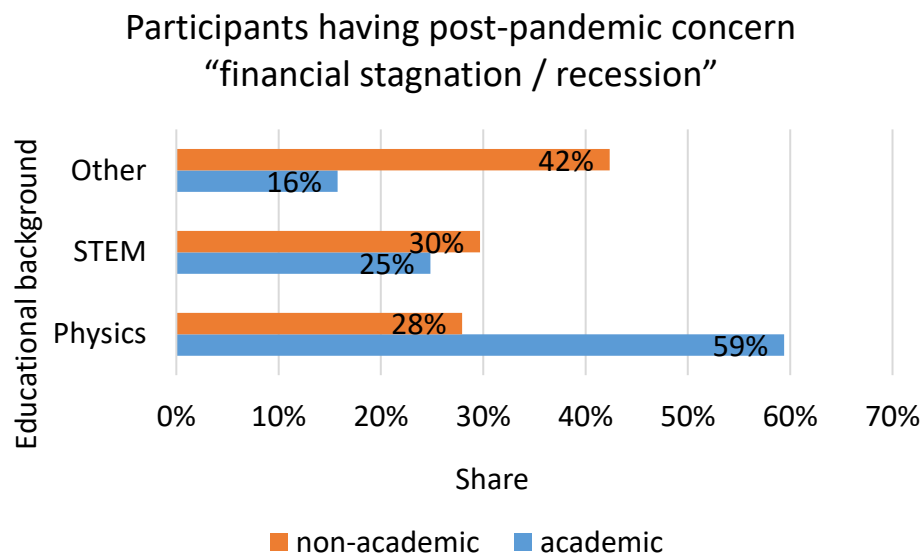
Table 36: Participants having post-pandemic concern "social anxiety" and their educational background

Education	Physics	STEM	Other	SUM
Number of participants in subgroups	663	437	424	1524
Number of participants in subgroups, academic	534	300	227	1061
Number of participants in subgroups, academic, non-academic	129	137	197	463
Absolute Prevalence of having post-pandemic concern "social anxiety"	247	178	174	599
Absolute Prevalence of having post-pandemic concern "social anxiety", academic	196	126	94	416
Absolute Prevalence of having post-pandemic concern "social anxiety", non-academic	51	52	80	183
Share of participants having post-pandemic concern "social anxiety"	41%	30%	29%	100%
Share of participants having post-pandemic concern "social anxiety", academic	47%	30%	23%	100%
Share of participants having post-pandemic concern "social anxiety", non-academic	28%	28%	44%	100%
Relative Prevalence of having post-pandemic concern "social anxiety"	37%	41%	41%	119%
Relative Prevalence of having post-pandemic concern "social anxiety", academic	37%	42%	41%	120%
Relative Prevalence of having post-pandemic concern "social anxiety", non-academic	40%	38%	41%	118%

Figure 140: Prevalence of having post-pandemic concern "social anxiety" among participants with different educational background

Participants having post-pandemic concern "social anxiety"
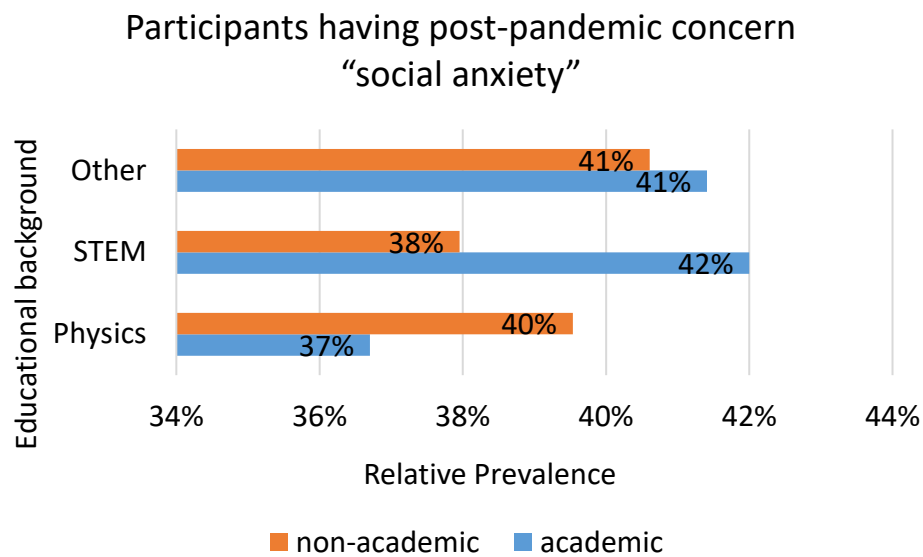
Figure 141: Share of having post-pandemic concern "social anxiety" among participants with different educational background

Participants having post-pandemic concern "social anxiety"
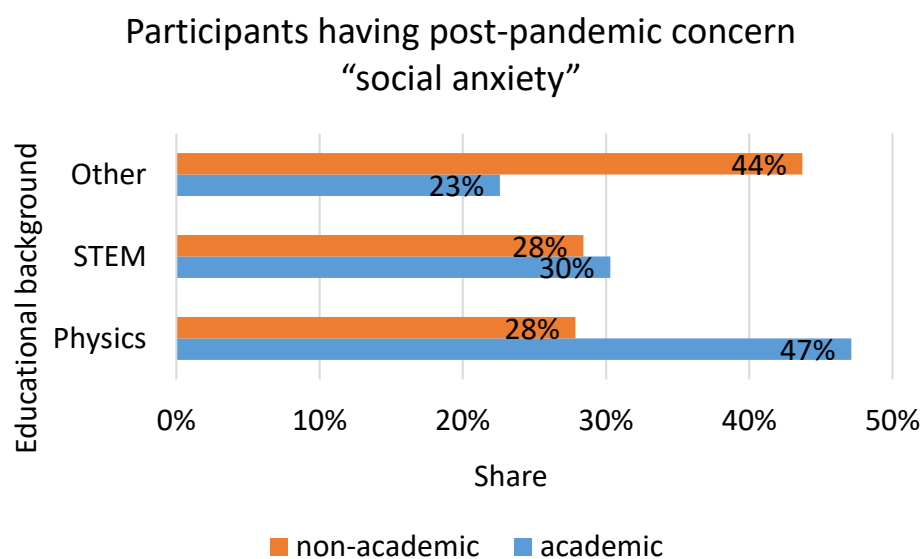
Table 37: Participants having post-pandemic concern "not being able to work remotely after the COVID-19 crisis" and their educational background

Education	Physics	STEM	Other	SUM
Number of participants in subgroups	663	437	424	1524
Number of participants in subgroups, academic	534	300	227	1061
Number of participants in subgroups, academic, non-academic	129	137	197	463
Absolute Prevalence of having post-pandemic concern "not being able to work remotely after the COVID-19 crisis"	106	119	110	335
Absolute Prevalence of having post-pandemic concern "not being able to work remotely after the COVID-19 crisis", academic	82	94	67	243
Absolute Prevalence of having post-pandemic concern "not being able to work remotely after the COVID-19 crisis", non-academic	24	25	43	92
Share of participants having post-pandemic concern "not being able to work remotely after the COVID-19 crisis"	32%	36%	33%	100%
Share of participants having post-pandemic concern "not being able to work remotely after the COVID-19 crisis", academic	34%	39%	28%	100%
Share of participants having post-pandemic concern "not being able to work remotely after the COVID-19 crisis", non-academic	26%	27%	47%	100%
Relative Prevalence of having post-pandemic concern "not being able to work remotely after the COVID-19 crisis"	16%	27%	26%	69%
Relative Prevalence of having post-pandemic concern "not being able to work remotely after the COVID-19 crisis", academic	15%	31%	30%	76%
Relative Prevalence of having post-pandemic concern "not being able to work remotely after the COVID-19 crisis", non-academic	19%	18%	22%	59%

Figure 142: Prevalence of having post-pandemic concern "not being able to work remotely after the COVID-19 crisis" among participants with different educational background
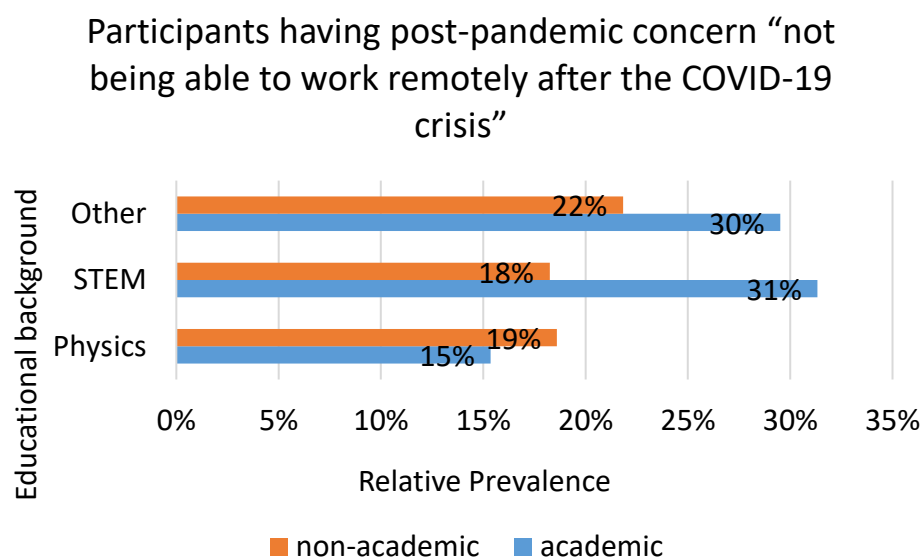
Figure 143: Share of having post-pandemic concern "not being able to work remotely after the COVID-19 crisis" among participants with different educational background
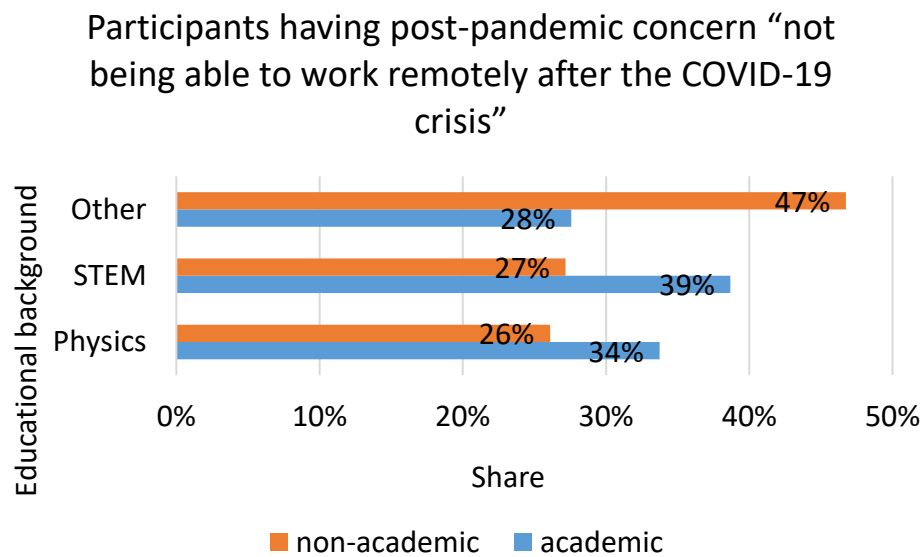
5.9   Post-pandemic concerns at different professional stages

The frequency and level of post-pandemic concerns are categorized according to the participants' stage at their professional life. The amount of concern showed disparities between participants with different experience levels. Social anxiety remained the most prevalent post-pandemic concern for all participants independent of their experience in professional life.

Participants at the early stages of their career, i.e. 0 – 5 years of experience, expressed not being able to work remotely after the COVID-19 crisis as their biggest post-pandemic concern with a share of 40%. This may be associated rather with the lifestyle preferences of younger adults accompanied with less work experience, and their evolving adaptation to professional life rather than the COVID-19 crisis. Participants with 6 – 10 years of experience were the least concerned group. Their biggest post-pandemic concern was about losing their jobs (20% share), reflecting their "meta-stable" state with gained proficiency, and yet unsettled living conditions, i.e. young families with mortgage, etc., and still their conviction to be able to find a new job since they are relatively young. The population with 10+ years of experience was the most anxious group for all categories of post-pandemic concerns. This may relate to their relatively advanced age and advanced career positions. In case of losing job, finding an equivalent position might be the most difficult for this group. Advanced age, which one may associate to this group, can also trigger social anxiety, i.e. being more concerned about their / their relatives' health. The biggest post-pandemic concern of the latter group was "financial stagnation / recession" with a share of 57%. This group is expected to have previous experiences with financial crisis, and therefore they may be more concerned about this post-pandemic issue.

Table 38: Participants having post-pandemic concern "losing job" and their professional experience

Stage in professional life	0-5 years	6-10 years	10+ years	SUM
Number of participants in subgroup	463	217	844	1524
Absolute Prevalence of having post-pandemic concern "losing job"	83	49	110	242
Share	34%	20%	46%	100%
Rel. Prevalence	18%	23%	13%	16%

Figure 144: Participants having post-pandemic concern "losing job" and prevalence of their professional experience duration

Participants having post-pandemic concern "losing job"
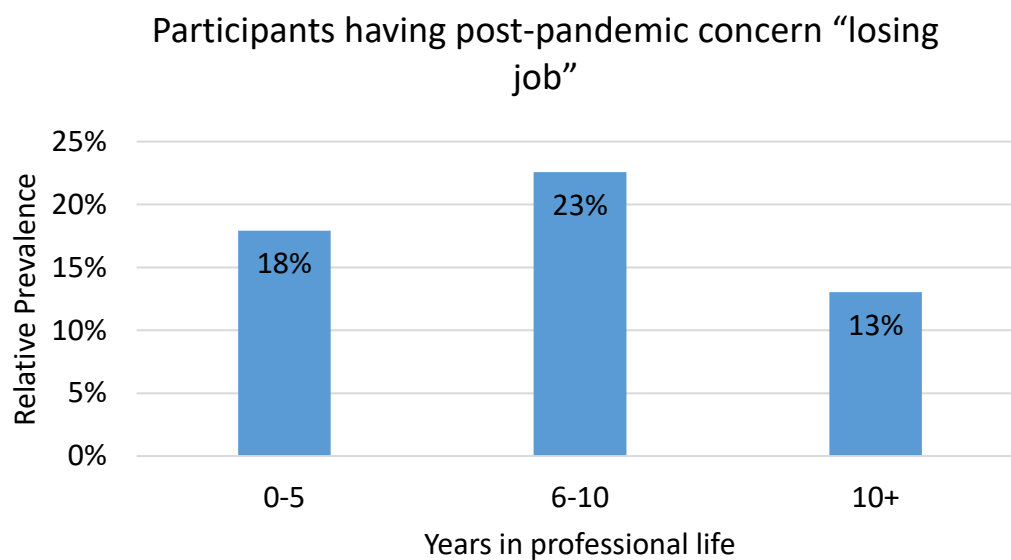
Figure 145: Participants having post-pandemic concern "losing job" and share of their professional experience duration

Participants having post-pandemic concern "losing job"
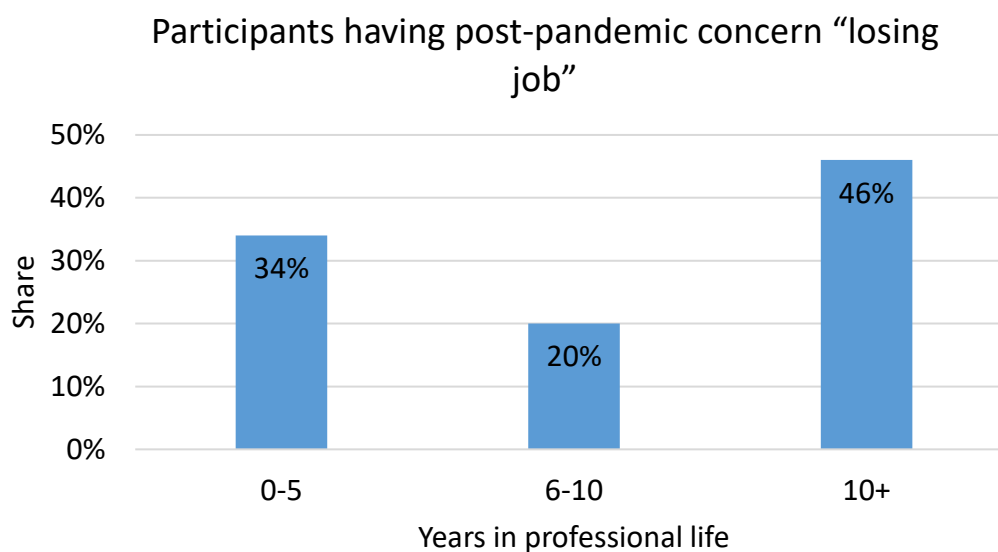
Table 39: Participants having post-pandemic concern "financial stagnation / recession" and their professional experience

Stage in professional life	0-5	6-10	10+	SUM
Number of participants in subgroup	463	217	844	1524
Absolute Prevalence of having post-pandemic concern "financial stagnation / recession"	145	78	304	527
Share	28%	15%	57%	100%
Rel. Prevalence	31%	36%	36%	35%

Figure 146: Participants having post-pandemic concern "financial stagnation / recession" and prevalence of their professional experience duration

Participants having post-pandemic concern "financial stagnation / recession"
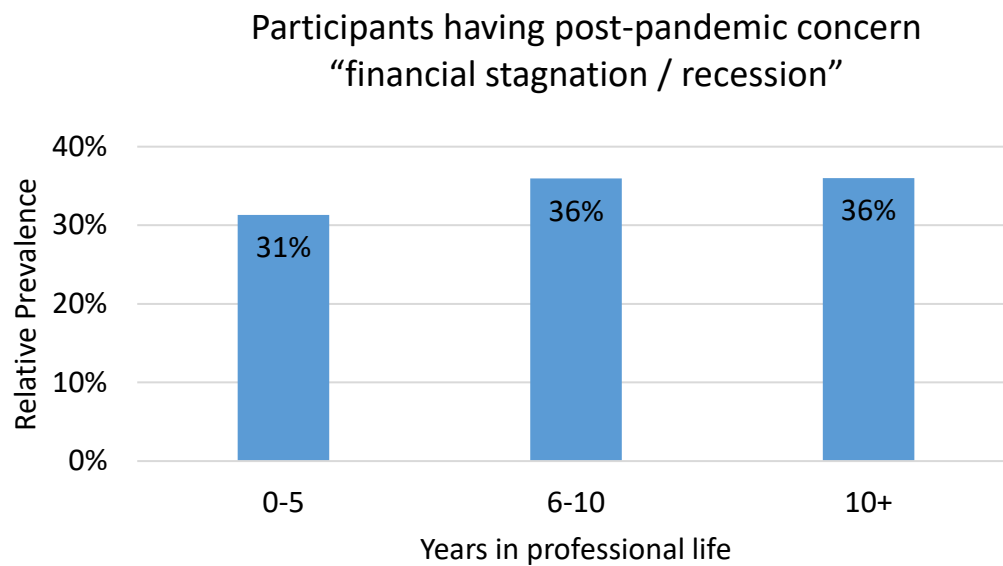
Figure 147: Participants having post-pandemic concern "financial stagnation / recession" and share of their professional experience duration

Participants having post-pandemic concern "financial stagnation / recession"
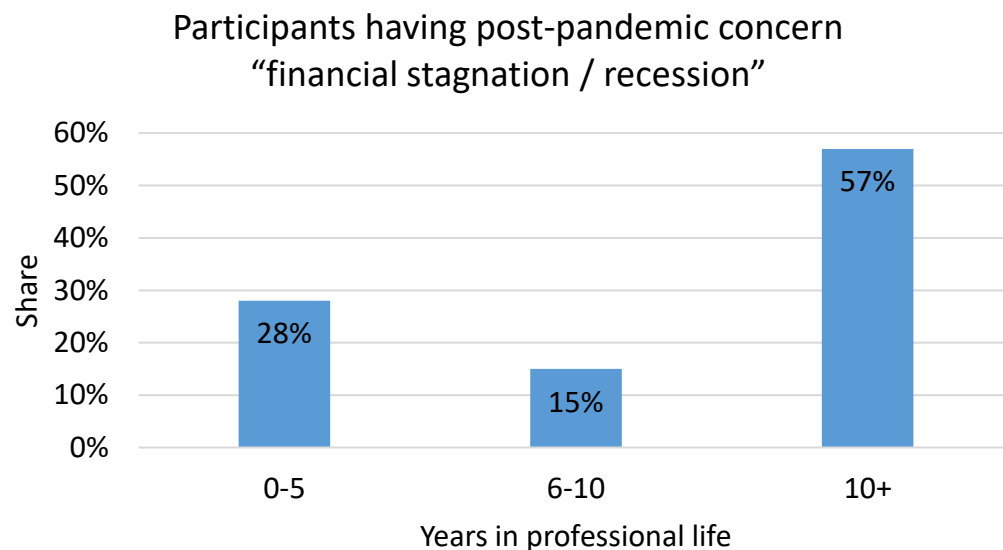
Table 40: Participants having post-pandemic concern "social anxiety" and their professional experience

Stage in professional life	0-5	6-10	10+	SUM
Number of participants in subgroup	463	217	844	1524
Absolute Prevalence of having post-pandemic concern "social anxiety"	190	83	326	599
Share	32%	14%	54%	100%
Rel. Prevalence	41%	38%	39%	39%

Figure 148: Participants having post-pandemic concern "social anxiety" and prevalence of their professional experience duration

Participants having post-pandemic concern "social anxiety"
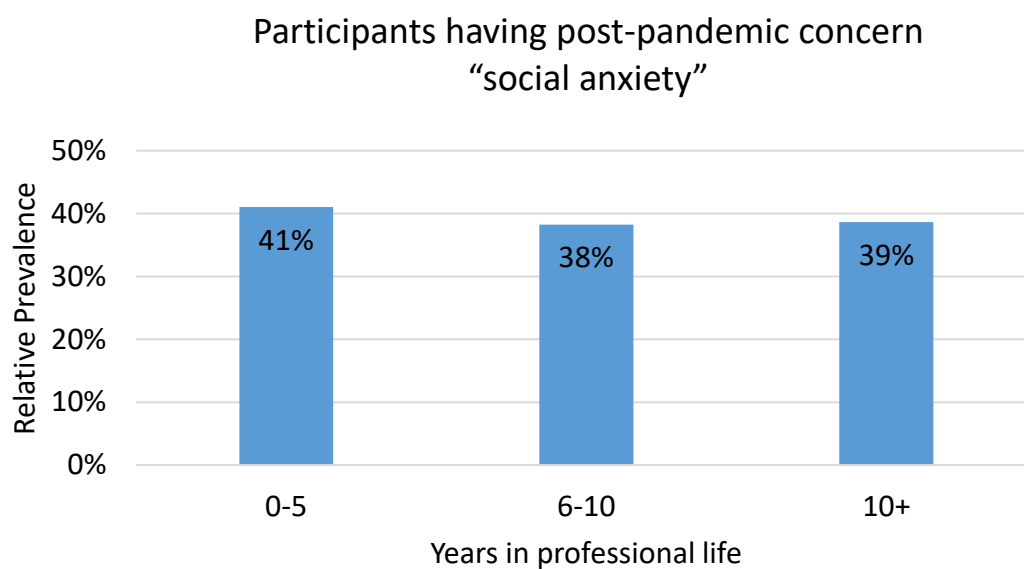
Figure 149: Participants having post-pandemic concern "social anxiety" and share of their professional experience duration

Participants having post-pandemic concern "social anxiety"
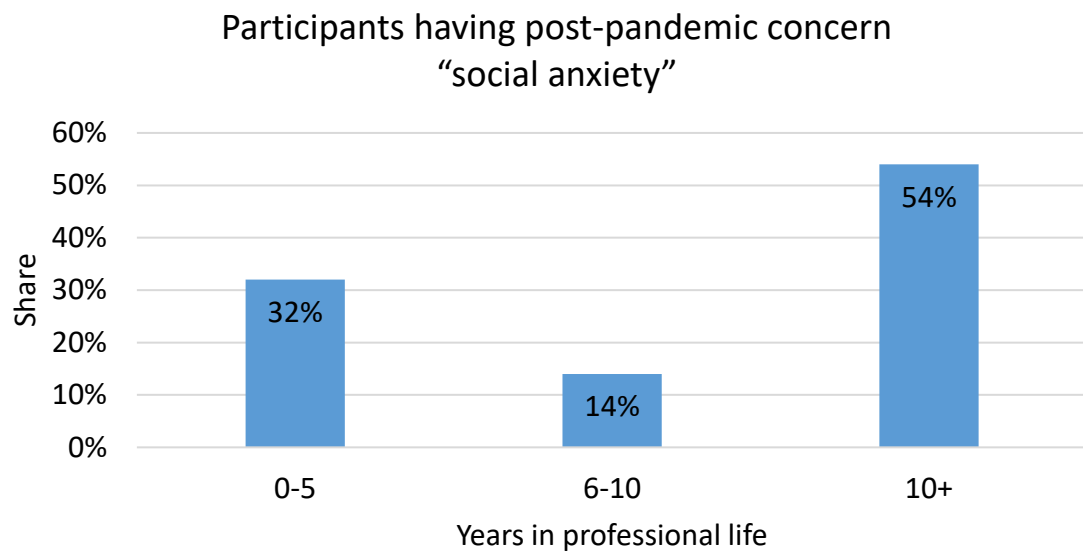
Table 41: Participants having post-pandemic concern "not being able to work remotely after the COVID-19 crisis" and their professional experience

Stage in professional life	0-5	6-10	10+	SUM
Number of participants in subgroup	463	217	844	1524
Absolute Prevalence of having post-pandemic concern "not being able to work remotely after the COVID-19 crisis"	134	42	159	335
Share	40%	13%	47%	100%
Rel. Prevalence	29%	19%	19%	22%

Figure 150: Participants having post-pandemic concern "not being able to work remotely after the COVID-19 crisis" and prevalence of their professional experience duration

Participants having post-pandemic concern "not being able to work remotely after the COVID-19 crisis"
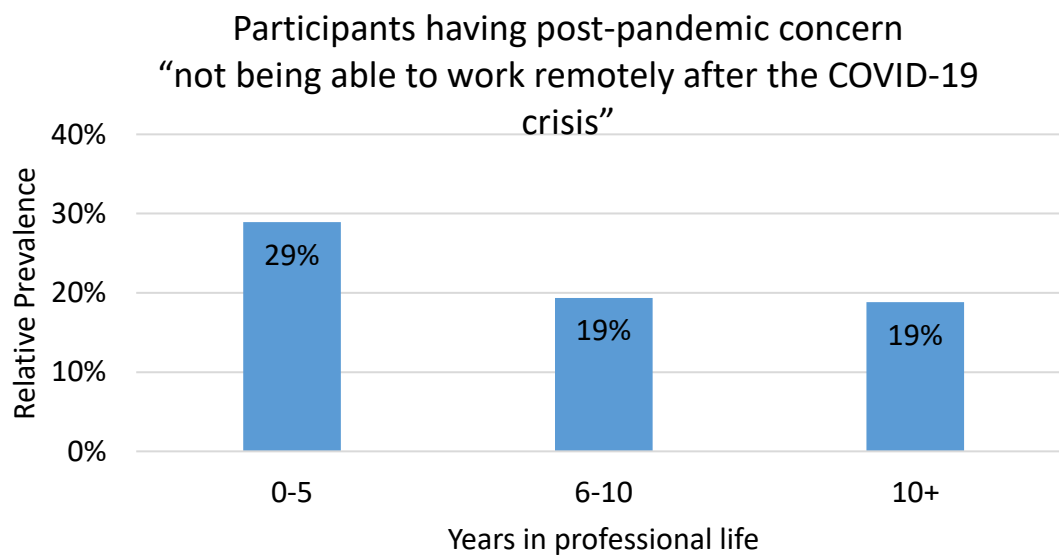
Figure 151: Participants having post-pandemic concern "not being able to work remotely after the COVID-19 crisis" and share of their professional experience duration

Participants having post-pandemic concern "not being able to work remotely after the COVID-19 crisis"
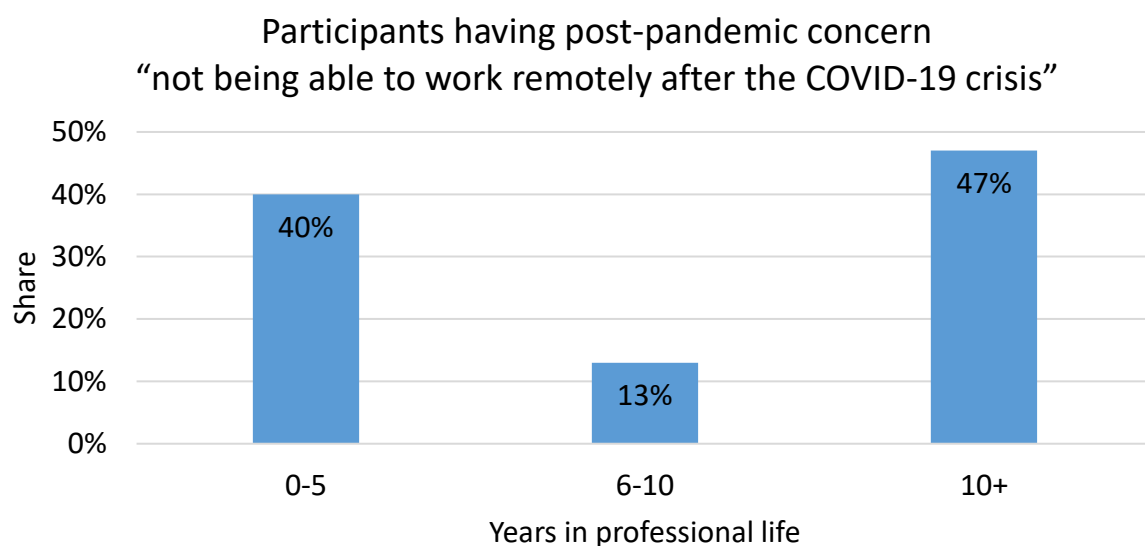
5.10 Demographic distribution of post-pandemic concerns

Demographic analysis of post-pandemic concerns revealed that social anxiety was the most prevalent concern in all age groups. Participants between 20-29 were the least concerned and 30-39 were the most concerned population. Not being able to work after the COVID-19 crisis was the biggest concern

of the group aged between 20-29 with a share of 23%. Participants mentioned losing job as their biggest post-pandemic concern from both age groups 30-39 and 40-49 with shares 40% and 23%, respectively. Participants from the age group 50+ expressed financial stagnation / recession as their biggest post-pandemic concern. These results strongly correlate with the results of the previous analysis based on different professional experience levels of the participants.

Table 42: Post-pandemic concern "losing job" and its demographic distribution

Age	20-29	30-39	40-49	50+	SUM
Number of participants in subgroup	259	465	336	464	1524
Absolute Prevalence of having post-pandemic concern "losing job"	41	98	55	48	242
Share	17%	40%	23%	20%	100%
Rel. Prevalence	16%	21%	16%	10%	16%

Figure 152: Participants having post-pandemic concern "losing job" and prevalence of the demographic groups

Participants having post-pandemic concern
"losing job"
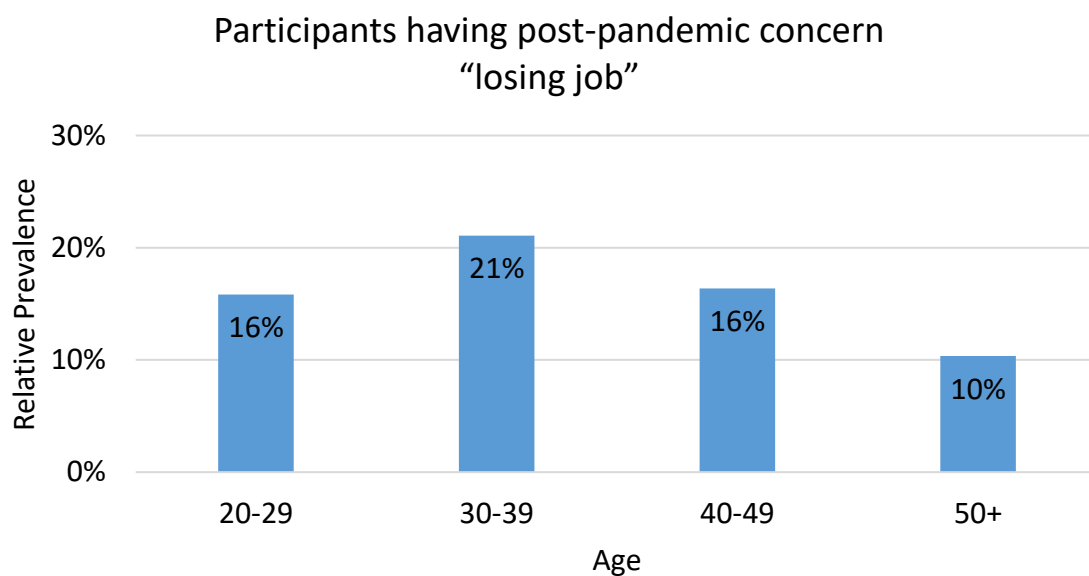
Figure 153: Participants having post-pandemic concern "losing job" and share of the demographic groups

Participants having post-pandemic concern "losing job"
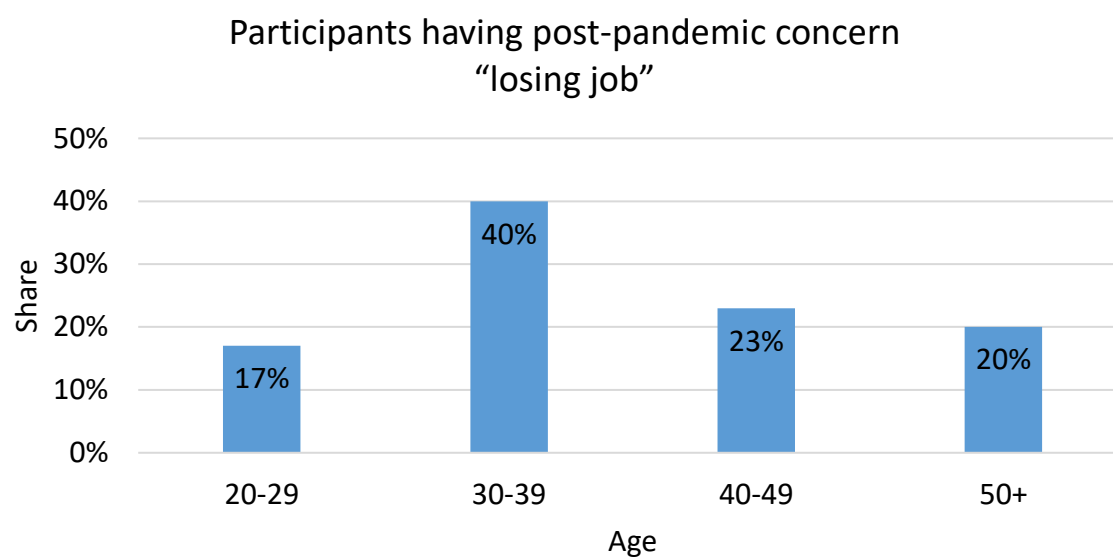
Table 43: Post-pandemic concern "financial stagnation / recession" and its demographic distribution

Age	20-29	30-39	40-49	50+	SUM
Number of participants in subgroup	259	465	336	464	1524
Absolute Prevalence of having post-pandemic concern "financial stagnation / recession"	71	164	115	177	527
Share	13%	31%	22%	34%	100%
Rel. Prevalence	27%	35%	34%	38%	35%

Figure 154: Participants having post-pandemic concern "financial stagnation / recession" and prevalence of the demographic groups

Participants having post-pandemic concern "financial stagnation / recession"
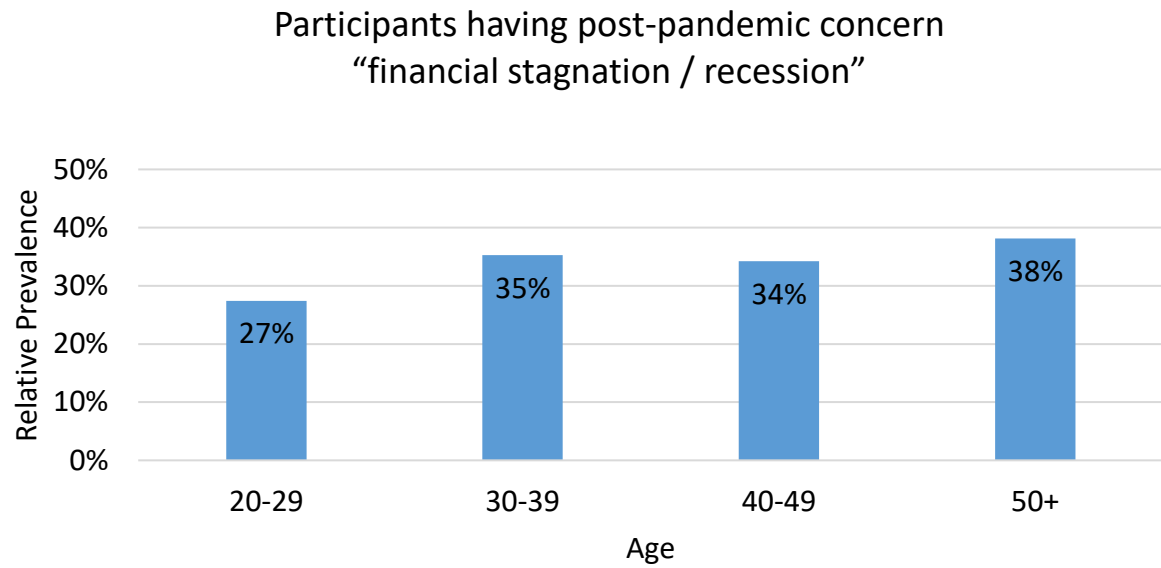
Figure 155: Participants having post-pandemic concern "financial stagnation / recession" and share of the demographic groups

Participants having post-pandemic concern "financial stagnation / recession"
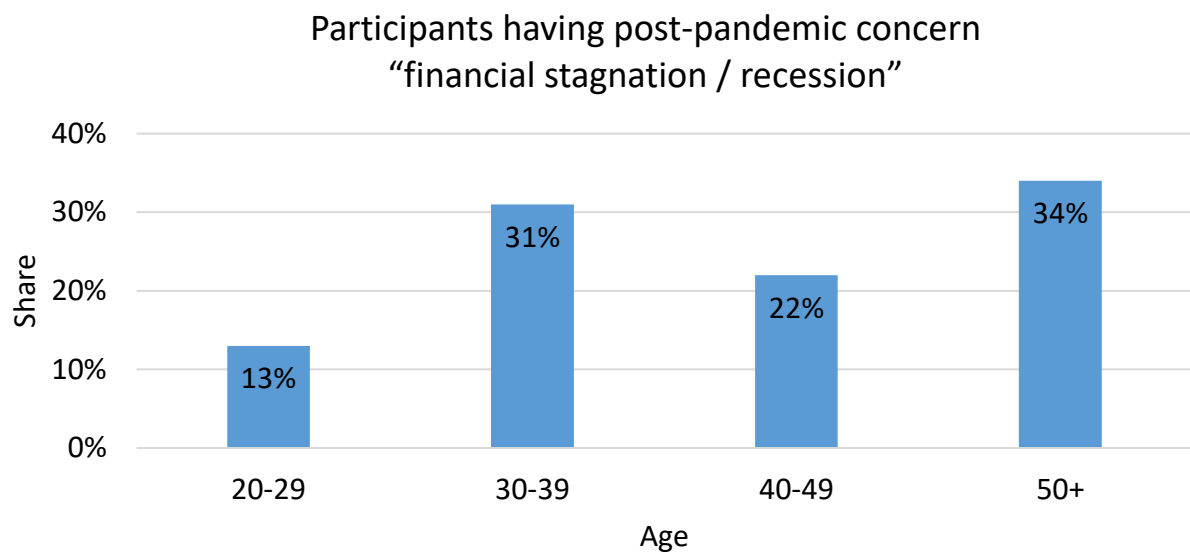
Table 44: Post-pandemic concern "social anxiety" and its demographic distribution

Age	20-29	30-39	40-49	50+	SUM
Number of participants in subgroup	259	465	336	464	1524
Absolute Prevalence of having post-pandemic concern "social anxiety"	118	181	124	176	599
Share	20%	30%	20%	30%	100%
Rel. Prevalence	46%	39%	37%	38%	39%

Figure 156: Participants having post-pandemic concern "social anxiety" and prevalence of the demographic groups

Participants having post-pandemic concern "social anxiety"
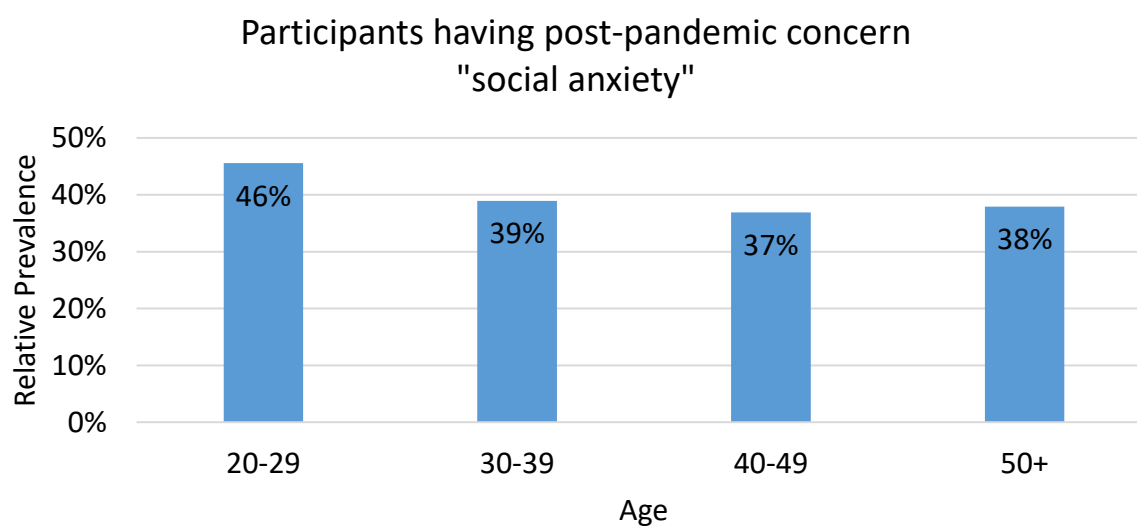
Figure 157: Participants having post-pandemic concern "social anxiety" and share of the demographic groups

Participants having post-pandemic concern "social anxiety"
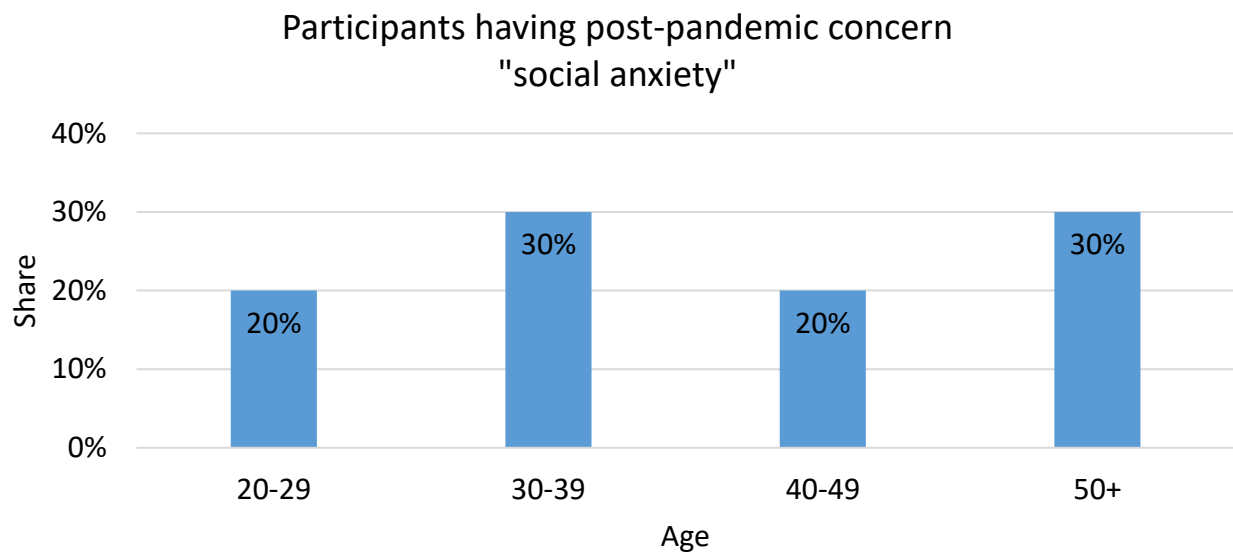
Table 45: Post-pandemic concern "not being able to work remotely after the COVID-19 crisis" and its demographic distribution

Age	20-29	30-39	40-49	50+	SUM
Number of participants in subgroup	259	465	336	464	1524
Absolute Prevalence of having post-pandemic concern "not being able to work remotely after the COVID-19 crisis"	76	115	72	72	335
Share	23%	35%	21%	21%	100%
Rel. Prevalence	29%	25%	21%	16%	22%

Figure 158: Participants having post-pandemic concern "not being able to work remotely after the COVID-19 crisis" and prevalence of the demographic groups

Participants having post-pandemic concern "not being able to work remotely after the COVID-19 crisis"

Figure 159: Participants having post-pandemic concern "not being able to work remotely after the COVID-19 crisis" and share of the demographic groups
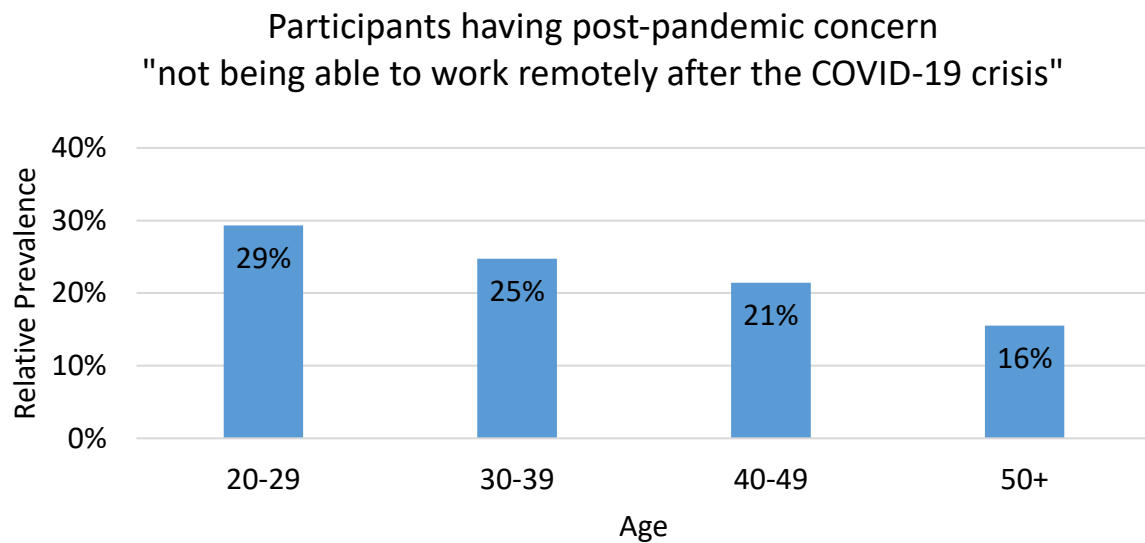
Participants having post-pandemic concern "not being able to work remotely after the COVID-19 crisis"
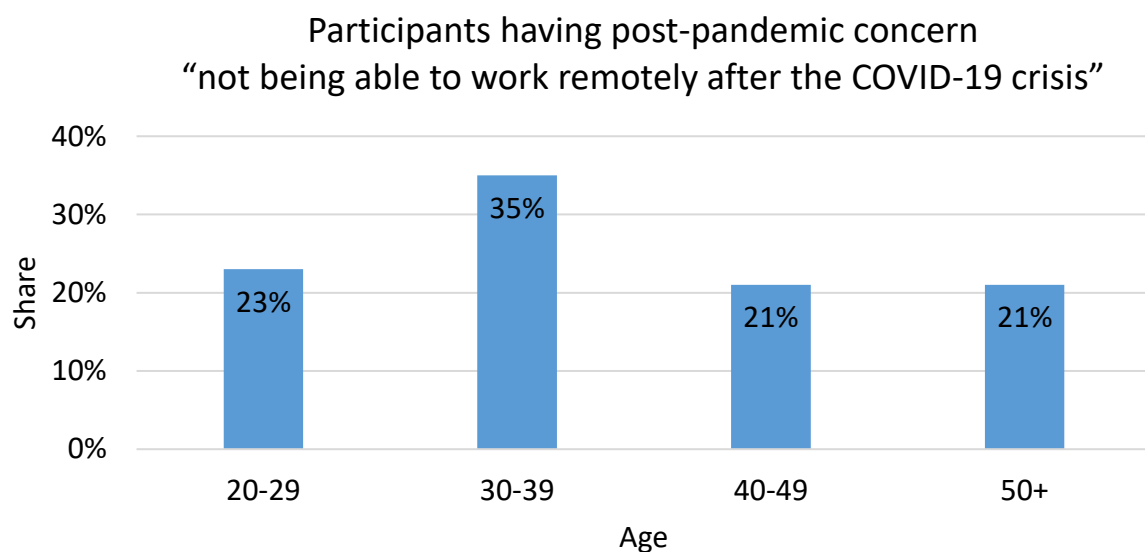
5.11 Reflection of pre-pandemic remote working perceptions

It has been observed that the population claiming home-office before the pandemic was more stressed due to the lack of privacy, separating work and family and strain on family relations.

Figure 160: Remote working stress factors by participants who were claiming home-office ("Yes") and not ("No")
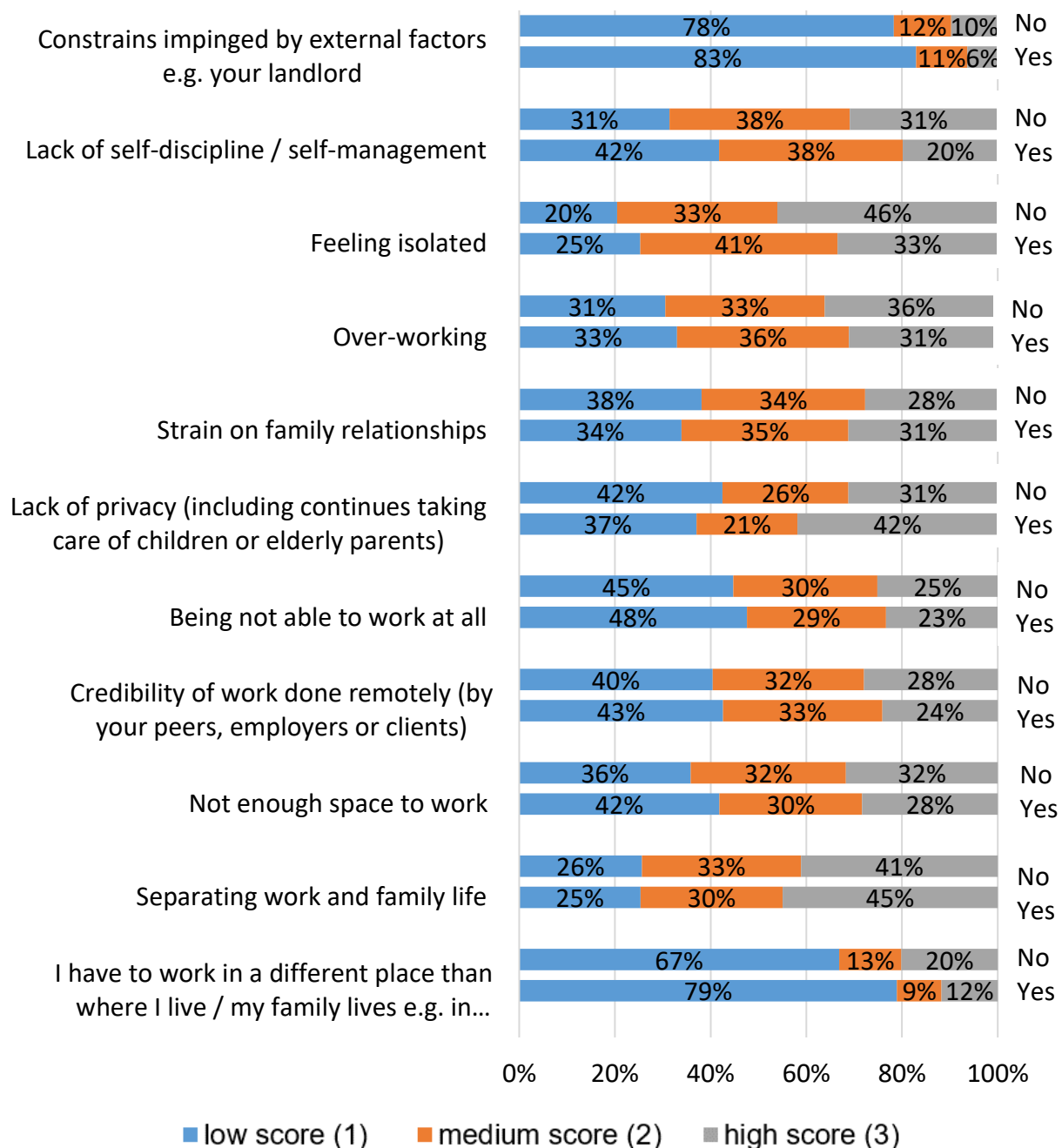
6   Appendix II – Discussion

AKC: Survey results showed that the level of stress on women while working remotely was much higher than their male colleagues, in all regions. Nevertheless, post-pandemic concern "not being able to work remotely after the COVID-19 crisis" was more prevalent among women. What can be the reason for this conflict?

Prof. Dr.-Ing. Burghilde Wieneke-Toutaoui (Deputy Chair, Association of German Engineers):

From our point of view this result is based on the way the concept of "working remotely" was realized during the COVID-19 crisis: Because in the COVID-19 crisis the home office has/had to be organized in parallel to the family care tasks, the stress increased especially for working women. On the other hand, a temporary home office without parallel care tasks (when the state care institutions are back at work) would be a possibility to work flexibly in terms of time, without having to commute and with less disruption. This possibility could, however, be reduced to its previous level after the COVID-19 crisis, because it allegedly serves the interests of the employees more than those of the employers.

AKC: If and what kind of differences should we expect in research and innovation (R&I) trends in physics because of the pandemic? Could you also comment on potential differences between academy and industry?

Jan Mlynar (President, Czech Physical Society):

We should expect expansion of remote participation options for researchers (particularly in relation to large infrastructures in physics and in relation to teaching), this may also reinforce the current increase of AI applications for data analyses. Furthermore, the experience with pandemic can lead to savings in human and financial resources in terms of travel expenses. On the other hand, I am not sure if the damage linked to loss of live human connection presents a serious issue or not. However, the latter concern might be rather a generation problem. In my opinion, industry might be less affected as it is mostly driven by market so that it will safeguard the human connection for academy and at the same time develop the truly efficient new trends.

AKC: Should / can we use positive effects of the pandemic to address other global problems such as coping with climate change?

Jan Mlynar (President, Czech Physical Society):

Yes, indeed. We should use any good practices to address the global challenges. For example, the pandemic accelerated the practice of remote meetings that had been happening already before the pandemic due to both human resources and economic reasons. The positive impact on climate change is rather obvious.

AKC: How could we protect ourselves from a similar (virus) disaster, what precautions must have taken before?

Jan Mlynar (President, Czech Physical Society):

A global survey of risks should be done and then humanity should foster science and research in order to mitigate the risks.

AKC: Survey results showed that post-pandemic concerns were the most prevalent among people with physics background except not being able to work remotely after the COVID-19 crisis. What can be the reason for this situation?

Luc Bergé (Chair, Equal Opportunities Committee, European Physical Society):

The survey led by the AKC is highly instructive on the post-pandemic concerns that mostly consist of fears or doubts linked to financial stagnation/recession, social anxiety, losing jobs and no ability to work remotely after the COVID-19 crisis. It indeed appears from your figures that, for people having a background in physics, the last concern is not a real problem - above all for academic people (15%) - as those have been used to communicate online throughout collaborative projects for several decades. The statistics, however, increase for non-academic physicists (22%) about the possibility for them to lose their jobs, which is probably due to their commitments in R&D activities and their dependence on the good state of the economy. This has also to be put in perspective with the 50% of the same community highlighting their fear of financial stagnation/recession as a major concern. Reversely, only 40% of physicists (37% of academic researchers) seem to matter about "social anxiety", which may be linked to the under-representation of women in physics, who mainly consider this stress factor as a leading concern in their answers.

AKC: Should / can we use positive effects of the pandemic to address other global problems such as coping with climate change?

Luc Bergé (Chair, Equal Opportunities Committee, European Physical Society):

Although it may be difficult to talk about "positive effects of a pandemic", the latter has undoubtedly had a significant benefit in reducing CO_2 emissions by the forced abstinence of professional and personal travels, in particular by car and plane. Assuming that the de-confinement does not revive an unbridled use of fossil fuels, we expect a potential drop of 7% in the air pollution level in 2020. This

performance raises the question of the forthcoming organization of scientific conferences which will probably have to propose "online" sessions to participants concerned with the preservation of the environment and ... of their budget.

AKC: How could we protect ourselves from a similar (virus) disaster, what precautions must have taken before?

Luc Bergé (Chair, Equal Opportunities Committee, European Physical Society):

The COVID-19 pandemic has taught us two lessons: First, from a health point of view, it is necessary to protect each other. Applying regularly hygiene measures, strict physical distancing and barrier gestures are part of our daily life today. Second, from the viewpoint of our working habits, an important part of our economic life and the construction of our knowledge can continue to increase by means of the teleworking and through the fantastic network of exchanges made possible by the internet. I guess that the same sanitary measures and technological possibilities should apply if another pandemic happens. Another lesson we learnt, at least in Western Europe, is that most of our hospitals were barely ready in terms of materials and manpower to cope with the emergency raised by the number of contaminations and patients in respiratory distress. Our governments should thus put a higher priority on their medical infrastructures and staff.

AKC: How does the Corona-Pandemic affects the working environment of the scientific organization German Chemical Society (GDCh) and the communication among its members?

Hildegard Nimmesgern (Chair, Equal Opportunities in Chemistry, German Chemical Society GDCh):

The GDCh headquarters serve to organize and support the activities of more than 30.000 voluntary members, that are involved at various levels within the GDCh, such as expert groups, local divisions or commissions. Due to the Corona-Pandemic, all face-to-face-events had to be cancelled since March 2020. The consequence was, that after only a short reorganization break, a considerable amount of scientific exchange and the work of the commissions continued using digital tools such as video meetings, virtual conferences or twitter poster sessions. Nevertheless, a virtual meeting does not replace informal talks during coffee breaks etc., that are usually important topics at conferences or meetings and the scientific community depends very much on these personal exchange and face-to-face discussions. Therefore, GDCh provides online tools in which participants can not only exchange scientific information, but can also talk informally and personally in small groups during the breaks in particular to exchange experiences of how daily work can be done successful despite the crisis.

AKC: During the pandemic Information and Communications Technologies (ICTs) has gained a special emphasis for execution of tasks and future (remote-)workplaces. Can ICT alone be sufficient for our

future (remote-)working settings? Could you comment, if and what kind of ICT applications should / can be integrated to household enabling us to work and giving care for the people?

Angelika Sennlaub (President, German Federation for Home Economics):

Information and communication technologies (ICTs) are currently helpful. They enable to work from home and participate in working life. On the other hand, the study impressively shows that remote work stress shows strong gender-specific differences. At the Deutsche Gesellschaft für Hauswirtschaft (German Federation for Home Economics), we are concerned with this finding that women in households have a much more mixed role in home working: online meetings are interrupted to cook lunch for the family, and children take part in meetings. In my opinion, the aim must therefore be to continue working in society on creating a different distribution of work for household work and an awareness of work and the distribution of roles. Women who work from home are not suddenly primarily housewives and mothers again but are still just as gainfully employed.

AKC: Survey results indicated a larger occupational disadvantage for women because of the COVID-19 crisis, parallel to OECD's research results. What should be the response of women working in the knowledge-intensive positions to the increase of (in-)equal opportunities disparity in the labor market? Could you comment on engagement rate of women in equal opportunities activities, e.g. at their professional organizations?

Agnes Sandner (Chair, Working Group for Equal Opportunities, German Physical Society):

This observable disadvantage is particularly evident among women with children of kindergarten or school age. The lockdown often forced them into the old role models. At that time, it was taken for granted that women would take care of children, the household and the family. Many women in knowledge-intensive professions used to take it for granted that their jobs were made possible by daycare centers and schools. They often only became aware of the imperfection of these systems when they needed them. The problems that arose were often solved by women in the form of part-time work. Little has changed in the sociopolitical and economic structures. Women are still often only "co-earners", men "help" in the household instead of "everyone does their share". It would be less stressful if both spouses could work. The equal sharing of childcare, homeschooling and care burdens and relieves both partners.

Women should counteract professional discrimination and disadvantages, e.g. reduced number of publications during the lockdown by women in academic sector. The Working Group for Equal Opportunities AKC was founded in 1998 within the German Physical Society (DPG) to monitor and improve the social and professional situation of physicists with a special focus on coping with the gender gap between male and female colleagues. Since then, major studies have been carried out in

the DPG, initiated by the AKC, which have documented the inequality and disadvantage of women physicists. This led to various demands and projects within the DPG:

DPG prizes were very rarely awarded to female physicists. For this reason, a DPG prize for female physicists, the Hertha-Sponer-Prize, was introduced in 2002 on the initiative of the AKC. But there is still an urgent need for action regarding the other DPG prizes.

Lectures at scientific spring conferences are also springboards for your career. For this reason, the number of female main and plenary lectures has been evaluated every year since 2003, also on the initiative of the AKC. They often do not correspond to the proportion of female DPG participants at the conferences or the proportion of female doctorates in physics. This higher quota should help to increase the role model function of female lecturers in physics. Only visible female physicists can be role models.

Increasing visibility is also achieved through the "female physicist of the week" project, through proposals from female physicists for the DPG project "175 inspiring women", through articles in the Physik Journal about AKC projects and participation in IUPAP events, the ICWIP, in order to exchange and network internationally.

The AKC organized events to promote the next generation of women or encourage them to study physics, e.g. by participating in mentoring programs and workshops to support their career plans.

The AKC supports the German Women Physicists' Conference DPT, which has been held annually since 1997. Lectures by women physicists (role model function) on a high scientific level, socio-scientific lectures on the current situation of women physicists and the opportunity for exchange and networking could be realized there.

Female physicists who reached leading positions have tendency to claim that they do not feel disadvantaged and visibility activities specific for women are not necessary. This claim is deceptive, and evaluations done by the Federal Statistical Office exhibit the opposite. The AKC evaluates these numbers each year. During the last 20 years, improvements have been observed at all levels, but only very, very slowly.

The previous programs to increase the proportion of female physics students up to more women in management positions have in principle shown a good approach. However, they have often not changed much.

Unconscious bias must be more clearly emphasized. There is still a lot to do. However, gender mainstreaming can be achieved only by active engagement of women as well as men to these activities.

Therefore, as a platform open to all physicists and other STEM professionals, we invite all to actively participate in equal opportunities actions.

AKC: Should / can we use positive effects of the pandemic to address other global problems such as coping with climate change?

Agnes Sandner (Chair, Working Group for Equal Opportunities, German Physical Society):

The elimination of the trips to the workplace reduced greenhouse gases, exhaust fumes and fine dust. Enormous air miles were saved through good video conferencing, so that the harmful CO_2 emissions at sensitive altitudes of our atmosphere were reduced. By rethinking the way we travel to conferences and business trips around the world, these reductions in climate gases could also be reduced in the future. Hybrid conferences could combine the advantages of face-to-face meetings, inspiring exchange and coffee drinking, with participation through online connections from more distant colleagues. This could lead to a higher overall number of participants at the conferences and thus to more exchange.

More home office could increase the work performance of employees, while reducing stress at the same time.

AKC: If and which changes do you expect in the R&I leadership practices after the COVID-19 crisis? Could you comment on challenges and opportunities for R&I leaders in the post-crisis era?

Angela Bracco (President, Italian Physical Society):

The changes that are expected are mostly related to the smart working which has made less effective certain interactions and thus has slowed down some ongoing programs. I expect the activities to be made at laboratories will become more intense after the pandemic in order to catch up what could not be carried out during long shutdowns. The opportunities are related to the fact that the sensitivity of the public opinion to the importance of the research seems to have increased. Thus, it is now the

right time to attract more resources for R&I and also for education. The leaders have to be more committed in R&I and enlarge and strengthen the international collaboration.

AKC: Respondents from Asia indicated prejudice against knowledge-labor with Asian origin became more pronounced. Can this be a long-term tread? Could you comment on pre-COVID settings and if COVID-19 crisis could be abused against Asian knowledge-labor?

Sunny Xin Wang (Honorary Secretary, Physical Society of Hong Kong):

Yes, this prejudice did exist. I tell you one example. In March or April 2020 my collaborator forwarded to me a referee report he got for his paper. The report seemed full of hostility and there was very little scientific critique to respond to. I do not think I have seen this sort of report before the pandemic. It is

probably unprofessional to speculate why a referee would provide such a report, but it is conceivable that he or she must have been in a bad mood, and the probable causes are quite limited.

I think in the pre-COVID era, prejudice did exist for different ethnic groups on various things, not just for Asians. However, the COVID crisis has been specifically used to target Asians, in particular Chinese.

I hope, and I believe, that this will be a short-term thing. Facing various global challenges like never before, we human beings must unite. We must stand together. It does not help at all to discriminate a specific group of people. I think (most) leaders have already realized that. And the people will do, too. This pandemic will end. The global challenges will not end. We live in one planet and are one family.

"Build bridges, not walls." People and countries should learn to respect, tolerate each other, and learn from each other. Those who are open to learning from others are much less likely to prejudice.

However, I must confess that I do not know the time scale when this will happen. This really depends on what the world leaders do.

The answers above are my personal opinions and should not in any case be regarded as

statements from the Physical Society of Hong Kong.

AKC: Should / can we use positive effects of the pandemic to address other global problems such as coping with climate change?

Sunny Xin Wang (Honorary Secretary, Physical Society of Hong Kong):

Definitely. Like the Director-General of WHO has kept saying, "Solidarity" is the solution to the pandemic. We must help each other. Putting a mask on protects others more than oneself (maybe). The pandemic is a prime example that we as human being must stand together to face global challenges, which of course includes the climate change. If each of us could step forward a bit, do a bit more, I am sure the climate change and its impact can be put under control.

AKC: How could we protect ourselves from a similar (virus) disaster, what precautions must have taken before?

Sunny Xin Wang (Honorary Secretary, Physical Society of Hong Kong):

Respect science and scientists. Educate the general public (especially the youth) and improve their awareness and preparedness (Japan has been doing well on response to earthquakes). Keep some sort of balance between personal freedom and altruism. Finally, we probably need some kind of Global Governance to cooperate efforts in different countries/regions. UN and WHO are obviously not sufficient to respond to a crisis scaled like this.

7 Appendix III – Questionnaire

# of question	

A – General

A1	**Have you been directly affected by the Covid-19 pandemic e.g. you or your family members were infected / died?** Yes ☐ No ☐
A2	**Do you live alone now?** Yes ☐ No ☐
A3	**Whom are you staying with?** At least one more adult ☐ At least one person in need of special care (child, disabled or elderly family members) ☐ I live alone ☐
A4	**Did you get assistance / information / training from your employer about non-occupational risk factors, e.g. managing additional stressors related to the pandemic, distress related to personal or family illness, life disruption, grief related to loss of family, friends or coworkers, loss of routine support systems, and similar challenges?** Yes ☐ No ☐ I am an employer / a self-employed ☐
A5	**How long have you been in professional life since your last degree?** 1-5 years ☐ 5-10 years ☐ More than 10 years ☐
A6	**You have an** academic position ☐ non-academic position ☐
A7	**What is your educational background?** Physics ☐

	STEM other than physics ☐ Other ☐
A8	**What is your age?** 20-29 ☐ 30-39 ☐ 40-49 ☐ 50+ ☐
A9	**Which part of the world have you been located?** ------------------------
A10	**What is your gender?** Male ☐ Female ☐ Diverse ☐

B – Lifestyle – Stress Factors

B11	**Is there a change in your private life because of the pandemic?** Yes ☐ No ☐
B12	**What has changed in your private life? Can you score related stress from 1 (lowest score) to 3 (highest score)?** Living environment / privacy Sleeping habits Holidays / weekend activities / activities with friends and family Sport or other leisure time habits Eating / drinking habits Shopping habits

C – Remote Working – Stress Factors

C13	**Have you been working recently?** Yes ☐ No, because of the nature of my job, currently I cannot work at all. ☐
C14	**In your regular workplace (other than home), have you had a relatively distraction-free workspace?** Yes ☐ No ☐ I always work from home ☐
C15	**What has changed in your daily routine while working remotely?** Nothing noticeable than the workplace ☐

	I moved from a shared office to an isolated workplace at home ☐
	I moved from a shared office to a shared workplace (with family / roommates / friends etc.) ☐
	Working hours ☐
C16	**Can you score those stressors while working remotely from 1 (lowest score) to 3 (highest score)?**
	I have to work in a different place than where I live / my family lives e.g. in another country, or I live away from the ones who need special care (children living separately, relatives in need of care) or similar.
	Separating work and family life
	Not enough space to work
	Credibility of work done remotely (by your peers, employers or clients)
	Practically being not able to work at all
	Lack of privacy (including continues taking care of children or elderly parents)
	Strain on family relationships
	Over-working
	Feeling isolated
	Lack of self-discipline / self-management
	Constrains impinged by external factors e.g. your landlord
	Other, if any
C16a	**Do you want to specify the "other" stress factor of the previous question?**
C17	**Do you think your employer has provided you sufficient tools to enable remote working?** Yes ☐ No ☐ I am an employer / self-employed ☐
C18	**Which missing tool do you think is critical to accomplish your work?** Computer / Telephone (including insufficient data volume capacity of your provider) ☐ Internet provision ☐ Communication tools and apps (e.g. Webex, Zoom, MS Teams, Slack) ☐ VPN ☐ Online project / team management tools ☐ Distribution of tasks / priorities ☐ Feedback from manager / colleagues and other information ☐ None of those ☐
C18a	Other missing tools, if any:

| C19 | **Have you worked remotely more than 50% during the last 5 years for a period of at least 1 year?**

Yes ☐   No ☐ |

D – Self-organization

D20	**Are you an employer / a manager / a team leader?** Yes ☐ No ☐
D21	**If you are an employer / manager / team leader yourself, do you think your employees productive enough by taking into account the tools you provided them?** Yes ☐ No ☐
D22	**Before the pandemic, were you claiming home-office for the sake of flexibility e.g. for spending more time at home with your family?** Yes ☐ No ☐
D23	**Before the pandemic, were you applying some time management e.g. Pareto's 80/20 rule?** Yes ☐ No ☐
D24	**Does the time management you applied, helps to your current situation during the pandemic?** Yes ☐ No ☐
D25	**If you were applying Pareto's Rule, how you were predicting the meaningful 20% beforehand?** Someone else e.g. my boss was dictating me the priorities. ☐ I was organizing my priorities. ☐ I was following a collective action plan e.g. project plan structure to set priorities. ☐ Other ☐
D26	**Does this way of predicting priorities work now as it worked before?** Yes ☐ No ☐

E – Post-pandemic

| E27 | **What is your biggest post-pandemic concern?**

Losing your job ☐

Financial stagnation / recession of your company ☐

Social anxiety (including coping with grief related to loss of family members) ☐ |

Not being able to work remotely afterwards ☐

Other:

F – Other comments from your side

| F28 | **Do you have other comments to share with us those relevant to the current situation?** |

8   Appendix IV – Open text analysis

A Latent Dirichlet Allocation (LDA) model has been used to process open text entries of the participants (to the questions C16a, C18a, and E27), where each entry was considered as a collection of topics. LDA clusters each topic group into subgroups with a set of words that best describes that group, based on the written textual answers. The topic groups resulted from open text entries of the survey are presented below.

C16a – "Further Remote Working Stressors" Parent Groups	Count
Failing Work-Life Balance, being obliged to work from home	127
Homeschooling	69
Emotional and mental problems	42
Failing communication	36
Technical problems	16
Financial concerns	13
Health concerns	9

C18a – "Further Missing Tools" Parent Groups	Count
Office Infrastructure (Hardware)	110
Occupational Safety and Health Protection	44
Digital Infrastructure	33
Things not available online	31
Communication	24
Financial Aid	7

E27 – "Further Post-pandemic Concerns" Parent Groups	Count
Financial concerns	120
Social restrictions and changes	90
Uncertainty	63
Operation and performance	63
Child-care / Education	36
Interaction and communication	22
Emotional and mental problems	21
Health concerns	14

9   Appendix V – Comments of the respondents

At the end of the survey the participants were asked to comment on the current situation (question F28). These comments are given below, anonymously. The non-English text has been translated.

9.1   Comments of respondents from Germany

9.1.1   Female respondents with academic positions, physics background

Do you have other comments to share with us those relevant to the current situation?	Translation in English
Wir sollten die Zeit und aktuelle Gelegenheit für eine grundsätzliche Reflexion unserer gesellschaftlichen / technologischen Ausrichtung nutzen.	We should use the time and the current opportunity for a fundamental reflection of our social/technological orientation.
Ich möchte mehr über den Ursprung der Umfrage, über die weitere Verwendung der Daten erfahren und über die geplante Art der Auswertung (wie?, von wem? etc.)	I want to know more about the origin of this survey, about the further use of the data and about the planed analysis (how? from who? Etc.)
Eltern werden völlig alleingelassen in der aktuellen Situation, die Kinder auch größtenteils (von der Politik). Der m. E. viel zu weit gefasste Begriff der Risikogruppe sorgt dafür, dass meine Mitarbeiter komplett ausfallen. Wer Kinder hat, keiner Risikogruppen angehört und Home-Office machen kann, erhält keinerlei Unterstützung. Im Gegenteil, ich muss mich zusätzlich noch darum kümmern, dass meine Mitarbeiter geschützt sind, was im kompletten Ausfall von Laborveranstaltungen für über 200 Studierende in diesem Semester gipfelt.	Parents are left alone completely in the current situation, the children also mostly (from the politics). The (to my mind) to broadly formulated term of the risk group ensures that my employees drop out completely. Who has children, does not belong to any risk group and can work from home, does not get any support. In contrast, I additionally have to make sure that my employees are protected what ends in a complete downtime of laboratory courses for more than 200 students in this semester.
Politik denkt zu wenig an arbeitende Eltern mit kleinen Kinder	Politics think to less about working parents with small children
insbesondere Familien mit kleinen Kindern haben in der Forschung/Universität extreme Wettbewerbsnachteile	Especially families with small children have extreme competitive disadvantages in research/university
Problematik der befristeten Arbeitsverträge in der Forschung	Problems concerning the temporary employment contracts in research
Ich finde die Betreuung der Kleinsten (KiTa-Grundschule) wird in der öffentlichen Diskussion und politischen Entscheidungsfindung nicht ernstgenommen. **Dies ist aber ein essentieller Punkt von 'funktionierendem' Homeoffice.**	To me the care of the smallest (daycare and primary school) is not taken seriously in the public discussion and in the political decision making. But this is an essential point of „working" home-office.
Tatsächlich habe ich das Gefühl, in einer außergewöhnlichen psychischen Situation zu sein. Ich bin nur eingeschränkt in der Lage, gelernte Strategien auf diese Situation zu übertragen, obwohl die Dinge auf der Hand zu liegen scheinen.	In fact, I have the feeling to be in an exceptional psychological situation. I am just limited able to transmit learned strategies to this situation, although these things seem to be obvious.
Die mehrfache Belastung als Professorin und Mutter dreier kleiner Kinder reibt mich auf. Gleichzeitig bin ich finanziell extrem abgesichert, was meine Situation sehr erleichtert.	The multiple burden as a professor and mother of three small children burns me out. Simultaneously I am financially extremely secured, what eases my situation much.
Ich habe einige Vorteile: Mein ausgeprägtes Interesse am E-Learning, inkl.	I have a few advantages: I can use my own great interest concerning E-Learning, with visited

besuchter Schulungen und überdurchschnittlicher Erfahrung kann ich gerade in der Hochschullehre sehr gut anbringen und erweitern. Der spätere Semesterstart hat mir eine bessere Vorbereitung in das neue Vorlesungsthema ermöglicht und eine sehr kritische Überlastungssituation mit dem Aufbau eines Nachwuchsprofils und angestrebter Habilitaton etwas entlastet. Als Stipendiatin bin ich aktuell sowieso eigenverantwortlich.	trainings and outstanding experience, very well for academic teaching and can extend it. The delayed start of the semester gave me the possibility for a better preparation for the lecture and the very critical overloading situation with the development of an offspring image and a prospective habilitation overstresses me a little bit. As a scholar I am currently independent anyway.
Selbstorganisation ist sehr schwierig, wenn man keine klare Zeiteinteilung hat	Self-organization is very difficult if one has no clear time management
Gerade Mütter mit Kleinkindern (bis vor Schule) laufen Gefahr, ins Hausfrauendasein zurückgeworfen zu werden. Als Wissenschaftlerin würde ich mich heutzutage mit dem Eindruck der Corona-Beschränkungen schwerlich für eine Schwangerschaft entscheiden, wenn mir die Arbeit wichtig ist.	Especially mothers with small children (up to school) run the risk of being thrown back into being a housewife. As a scientist these days, given the impression of the corona restrictions, I would hardly decide in favor of pregnancy if the work is important to me.
Ein geregelter Übergang ins Home-Office und regelmäßige Termine per Skype mit dem Doktorvater sollten selbstverständlich sein und nicht "erbettelt" werden.	An organized transition into home office and routine appointments via Skype with the PhD advisor should be understood, and not a matter of begging.
Die Belastung gleichzeitig Kinder zu betreuen und zu arbeiten ist auch bei der gleichmäßigen Verteilung auf zwei Personen extrem	The burden of caring for children and simultaneously doing a job is extreme, even when homogeneously shared by two persons.
PostDocs are in a very vulnerable situation. While universities / research institutions generally have a reasonable approach to manage these times with home office, the supervisor remains in charge alone to consent to home office. There might not be immediate financial hardships but scientific career progression risks being stalled by a non-understanding supervisor. Lack of output because of overwhelming childcare duties further hampers career progression after the pandemic.	
Aufgrund der momentanen Situation komme ich und auch viele meiner KollegInnen mit Kindern im Moment nicht zur Forschung. Auch die Absicherung der digitalen Lehre und die Selbstverwaltung ist ein Problem. Lehrende an der Hochschule haben im Gegensatz zu LehrerInnen keinen Anspruch auf Notbetreuung, und Fachbereiche, die Personen mit traditioneller Rollenverteilung in ihrer Beziehung oder Kinderlose berufen haben, haben plötzlich einen großen Vorteil. Das ist sehr kontraproduktiv und wird uns weit zurückwerfen. Hier müssen pro-aktive Maßnahmen kommen!!!	Me and many of my colleagues with children are currently prevented from doing research, in the current situation. Also, taking care of digital learning and self-administration is a problem. University teaching staff, as different to school teachers, have no claim on emergency (child) care, and it turned into a sudden advantage now when university departments had hired staff who live in traditional role allocations or are not parent. This is very counterproductive and will set us far back. Pro-active measures must be initiated !!!
Die Lockerungen könnten zu früh und zu weitreichend sein. Andererseits mache ich mir große Sorgen, weil ich bald einen Job nach der Promotion suchen muss und eine große Rezession droht.	The liberalization might have taken place too early and too extensive. On the other hand, I am very scared because soon I will have to find a job after my PhD, and there is the threat of a big recession.
Bei meinem Arbeitgeber fehlen klare Regeln und eine klare Kommunikation. Es gibt nur Empfehlungen und Vorschläge, diese sind zum Teil widersprüchlich und ändern sich wöchentlich. Somit wird viel Verantwortung, wie man mit der Krise umgeht (wer home office macht, wer ans Institut darf, was am Institut erlaubt ist,...), auf die Arbeitnehmer abgewälzt, was die Arbeitnehmer zusätzlich belastet.	There is a lack of clear rules and clear communication from my employer. There are only recommendations and suggestions, and these are in part contradictory and may change weekly. This puts a lot of responsibility on how to deal with the crisis to the employees (about who is in home office, who is admitted to the institute, what is

	allowed in the institute, ...) , on top of the additional load already put on the employees.
Home-Office hat auch Vorteile. Ich hoffe die Arbeitswelt wird nach der Pandemie flexibler in der Wahl von Arbeitsort und Arbeitszeit sein. Weniger arbeitet man im Home-Office nach meiner persönlichen Beobachtung nicht gerade. **Das Ende der Arbeitszeit ist nicht klar definiert.**	Home office has its advantages, too. I hope for a higher degree of flexibility in the work environment after the pandemic, in terms of place of work and working hours. There is not less work done in home-office, upon my personal observations. The end of working hours is not clearly defined.
Niedergang der Wirtschaft, Arbeitslosigkeit i.A., weitere Abschottung und Aufhetzen von Ländern gegeneinander, Soziale Unruhen und Hunger weltweit	turn down of the economy, unemployment, further walling-off and agitation of countries against one another, social upraise and starvation worldwide
Einfach ist das Leben in Isolation auch für Alleinstehende nicht. Heute vor sieben Wochen das letzte direkte Gespräch (ohne Telefon oder Internet) geführt, zum letzten Mal eine Mahlzeit in Gesellschaft eingenommen, so etwas wie persönliche Zuwendung erfahren. Gleichzeitig schärfen Situationen wie diese - auch schon früher im Leben durch nicht-pandemische Krankheit und Schwierigkeiten erfahren - den Blick aufs Wesentliche, die Wertschätzung dessen, was wir haben, die Kräfte, die wir freisetzen können. In einigen Monaten werden wir realisieren, wie wir daran gewachsen sind, persönlich und vielleicht ja auch gesellschaftlich. Völlig übersehen wird - außer in dieser Umfrage - meistens die gestiegene Belastung derjenigen, die neben dem Beruf her Angehörige pflegen oder Pflegebedürftige aus der Ferne betreuen, die nun zur Höchstrisikogruppe gehören. Für diese (Mit-)Pflegenden sieht das Infektionsschutzgesetz keinerlei zeitliche oder finanzielle Ausgleichsmöglichkeiten vor, wie es sie für einige andere Betroffene (wie einige Eltern) gibt (ohne hier jetzt verschiedene Gruppen gegeneinander ausspielen zu wollen - im Gegenteil!!). Ihre zusätzlichen Aufgaben und Stressfaktoren sind vielfältig. Wann ist der nächste Besuch möglich, um die Angehörigen auch wieder persönlich zu unterstützen, und wie lässt sich bis dahin auch bei Lieferengpässen ihre Versorgung mit den nötigen Alltagsgütern und Medikamenten sicherstellen? Wie gut sind sie vor Ansteckung geschützt? Wie überzeugt man aus der Ferne den Pflegedienst, Mund-Nasen-Schutz zu tragen - und dass eine einzige Einwegmaske nicht für zehn Acht-Stunden-Dienste ausreicht? Wie lassen sich die personellen Engpässe bei den Pflegediensten überbrücken, die sich seit dem Covid-Ausbruch noch mal massiv verschärft haben? Woher bekomme ich eine zuverlässige Auskunft, ob die Pflegekraft, die auch in einer von einem schlimmen Covid-Ausbruch betroffenen Einrichtung arbeitet, dort wirklich keinen Kontakt zu Covid-Erkrankten hatte und meine Angehörigen keinem erhöhten Risiko aussetzt? Unter welchen Bedingungen wäre ein eigentlich anstehender Krankenhausaufenthalt zur Anpassung der Medikamente möglich? Lässt er sich noch aufschieben - was birgt das größte Risiko: die medizinischen Folgen	Life in isolation is not easy for a solitary person either. Today it is seven weeks from when the last direct conversation (without phone or internet) took place, from when for the last time a meal was taken in company, from when I experienced something like personal commitment. At the same time, situations like these - also experienced earlier in life on the occasion of non-pandemic disease and other difficulties - sharpen the perception of essentials, the recognition of what we have, the forces that we can activate. In a few months we will realize how we have matured, personally and possibly even socially. Apart from this survey, the increased burden is usually completely overlooked by those regarding those who, in addition to their job, care for relatives or remotely support humans in need of care, those who now are members of the high-risk group. For these (co-) caregivers, the Infection Control Act does not provide for any option of temporal or financial compensation, as they do for some other groups affected (such as some parents) (I say this without the intention to agitate among different groups - on the contrary !!). Their additional tasks and stress factors are diverse. When will there be the possibility for a next visit in order to personally support the relatives again, and how they manage to provide until then their supply with the necessary everyday consumables and medicines, to be ensured even with delivery bottlenecks? How well are they protected from infection? How can they remotely talk the nursing service into wearing mouth-nose protection - and that a single one-way mask is inappropriate to serve for ten eight-hour services? How can the staffing shortcomings of the care services, which were massively intensified upon the outbreak of Covid, be bridged? Where do they get a reliable information as to whether the nursing staff, working in an institution affected by a severe Covid outbreak, really had no contact with Covid patients, and did not impose any increased risk to the relatives? What are the conditions for

einer späteren Anpassung, die Nebenwirkungen eines einsamen Krankenhausaufenthaltes in Zeiten einer Besuchssperre oder die Infektionsgefahr im Krankenhaus? In welcher geistigen Verfassung wird eine weitere, schwer demenzkranke Angehörige sein, wenn wochenlang kein Besuch erlaubt und kein sonstiger Kontakt möglich ist, niemand aus der Verwandtschaft ihre verbliebenen Erinnerungen lebendig halten kann? Wen von ihnen werde ich noch mal wiedersehen? Mit wem könnte ich einfach mal über die vielen Sorgen sprechen, während doch alle mit eigenen Schwierigkeiten belastet sind? Und wie, verflixt, leiste ich unter diesen Umständen während der üblichen Zahl von Arbeits- und Überstunden meine bisherigen und alle durchs Homeoffice hinzugekommenen beruflichen Aufgaben?
Aufgeschrieben mit guten Wünschen besonders an all diejenigen, die es noch viel schwerer haben.

organizing a planned hospital stay such as to adapt the medication? Can it still be postponed - what is the biggest risk: the medical consequences of a later adjustment, the side effects of a lonely hospital stay during times of a visitation ban or the risk of an infection during the hospital stay? What will be the effect on the mental constitution for a severely dementia-sick relative, if there is no visit permission for weeks, while no other personal contact is possible, when no one from the family can help keeping the remaining memories alive? Whom of them will I meet again? With whom could relatives simply talk about the many sorrows, while everyone is burdened with their own difficulties? And how, damned, given the circumstances, can I as a relative cope with my job-related tasks, doing the usual hours of work and overtime work and still manage with the additional demands due to Home Office tasks? Written with good wishes especially to all those who have to face even harder challenges.

Homeoffice ist insbesondere für PendlerInnen ein Segen und verschafft viel Zeit und Lebensqualität. Auch bei allen anderen ruht die Laborarbeit, also wenig Gefahr ins Hintertreffen zu geraten. Plötzlich lassen sich Sachen per Email/Telefon klären, für die man sonst stundenlang durch die Gegend reisen musste.

Home office is a blessing especially for commuters, and it provides a lot of time and quality of life. Lab work also stopped on everyone else, so there is little danger of falling behind. Suddenly things can be clarified by email / phone, for which one would otherwise have to travel through the region for hours.

Ich bin alleinstehend. Durch Kontaktsperre, bin ich seit Wochen allein (neue Stadt kaum Gelegenheiten Freunde vor Ort kennenzulernen.)
In den Diskussionen wird zumeist nur auf Familien mit Kindern eingegangen (ich verstehe selbstverständlich das Problem) und dass hier auf Rückgang der Produktivität Rücksicht zu nehmen ist. Das ist allerdings sehr einseitig. Von Alleinstehenden wird erwartet genauso produktiv zu sein. Aus meiner Sicht werden psychische Faktoren nicht beachtet. Familien haben zumindest sich selbst vor Ort. Wochenlange Isolation ist zumindest bei mir auch nicht der Produktivität zuträglich. Sollten Bewertungskriterien NUR für Eltern gelockert/verändert werden, finde ich persönlich dieses sehr ungerecht.

I'm single. The contact barrier results in me having been alone for weeks (new city, hardly any opportunities to meet friends in town). The discussions so far mostly only mentions families with children (I understand the problem, of course) and that the decline in productivity must be taken into account here. However, this is very one-sided. Singles are expected to be just as productive. From my point of view, psychological factors are not taken into account. At least families have a place of their own. For me, at least, week-long isolation is not a source of productivity either. I personally consider it very unfair to relax / change rating criteria ONLY for parents.

Ich bin im Moment auf der Suche nach meinem ersten Postdoc nach der Promotion, bin daher nicht mehr so sehr am Experiment beteiligt. Daher habe ich gerade nicht so viel zu tun (darüber bin ich nicht so glücklich), aber das hat Corona nur minimal verschlimmert.

I am currently seeking my first postdoc after the PhD, so I am no longer very much involved in the experiment. That's why I do not have that a lot to do (I'm not so happy about that), but the impact of Corona on that is minimal.

Isolation der Kinder von ihren Kontakten erfordert höhere Anstrengungen der Eltern. Dies hat Auswirkungen auf die Life-Work-Balance der Eltern.

Blocking the children from their contacts imposes higher demands on their parents, with an impact on life-work balance.

Job ist befristet, die Krise ändert daran nichts, außer dass sie mit dem Homeoffice meine Lebensqualität verbessert

The job is a fixed-term employment; the crisis does not interfere with that, apart from improving my life quality, due to Home Office conditions

Wir sind ein zwei Personen Haushalt, ohne Kinder, frisch aus der Uni (ich promoviere). Mein Verlobter (Entwickler) freut sich noch mehr Tage von zu Hause arbeiten zu können. Ich bin zufrieden damit mich auf das

We are a two-person household, without children, and fresh out of university (I'm doing my PhD). My fiancé (a developer) is happy to be able to work from home even more days than before. I am

Schreiben der Dissertation konzentrieren zu können. Allerdings sehen wir, dass andere sehr viel stärker von der Pandemie betroffen sind als wir. Außerdem machen wir uns Sorgen um die Zukunft: Unsere Hochzeitsfeier musste verschoben werden, kein Urlaub kann geplant werden und ich muss ab nächsten Jahr einen Job suchen.	happy to be able to focus on writing the dissertation. However, we see that others are much more severely affected by the pandemic than we are. We are also worried about the future: our wedding party had to be postponed, no vacation can be planned, and I have to look for a job from next year.
Wir kommen nur deshalb gut klar und können die Situation positiv bewerten, weil wir beide in Teilzeit arbeiten (insgesamt 14+32=46 Stunden) und regelmäßig von Großeltern unterstützt werden. Für Vollzeit arbeitende Eltern ist diese Situation sicher deutlich schwieriger und es fehlt an Unterstützung!	We only get along well and are in the position to evaluate the situation positively because we both work part-time (14 + 32 = 46 hours in total) and we are continuously supported by grandparents. For full-time working parents, this situation is certainly much more difficult, and there is a lack of support!
Wegen Kinderbetreuung kann ich zur Zeit nicht im selben Umfang wie sonst arbeiten, die Forschungsprojekte laufen aber weiter, d.h. das, was im Moment keine hohe Priorität hat und hinten runter fällt, muss irgendwie aufgeholt werden, es kann nicht gestrichen werden.	Currently I cannot work to the same extent as usual, due to childcare obligations. However, the research projects continue, and that means everything that is not a high priority at the moment is being pushed away for the moment but must somehow be caught up at some time, it cannot be omitted.
Es muss endlich eine Kinderbetreuung für Student/innen und Promovierende ermöglicht werden. In unserer Krippe sind gerade einmal circa 10 Kinder. Es kann nicht sein, dass für diese paar Kinder keine Lösung gefunden werden kann. Für die Student/innen und Promovierende ist das Fehlen einer Kinderbetreuung eine enorme, tägliche Doppel-Belastung wohingegen diese 10 Kinder wohl kaum die deutschlandweiten Corona-Fallzahlen signifikant erhöhen werden. Ich kann nicht akzeptieren dass ich mittlerweile in jeden anderen Bundesland eine Kinderbetreuung hätte (z.b. wegen beschränkten Wohnraum) aber hier in Bayern immer noch keine Aussicht auf Wiedereröffnung der Krippen besteht. Home-Office mit Kind ist anstrengend, aber Arbeit im Chemielabor (wie in meinem Fall) unmöglich. Ich fühle mich von der Politik vergessen und im Stich gelassen: Autohäuser, Zoos, Kaufhäuser und Biergärten eröffnen aber Kinderbetreuung für Studenten/Promovierende bleibt verboten. Ich finde das höchst bedenklich und diskriminierend gegenüber jungen Familien, Frauen und Kindern!	Childcare must finally be provided for students and doctoral candidates. There are no more than about 10 children in our crèche. It is not possible that no solution can be found for such a small number of children. The lack of childcare is an enormous and re-appearing every day double burden, for their student and doctoral candidate parents. These 10 children are unlikely to significantly increase the number of Corona cases across Germany. I cannot accept that I now might be eligible for childcare in any other federal state (e.g. due to our limited living space) but here in Bavaria there is still no perspective of reopening of the day care centers. Working from home with a child is exhausting but working in the chemistry laboratory (as in my case) is a no-go. I feel forgotten and left behind by politics: car shops, zoos, department stores and beer gardens are re-opening, but childcare facilities for students / doctoral candidates remain closed. I find this highly questionable and discriminatory towards young families, women and their children!
Asperger-Syndrom auf Verdacht; ich würde womöglich meine Sozialkontakte vermissen, wenn ich welche hätte - werten Sie mich bitte nicht als Mittelmaß der Gesellschaft. Eines ist ganz klar geworden: Care Arbeit wird nicht ausreichend honoriert. Auch im Wissenschaftsbereich muss es da neue Konzepte geben durch Entlastung, Familien-Tagen, Unterstützung durch stud. Hilfskräfte oder mehr Kinder-Krankheitstage. Solange Care Arbeit nicht 50/50 von Männern und Frauen geleistet wird, sind Quoten unerlässlich.	Suspicion of Asperger's Syndrome; I would probably miss my social contacts if I had any - please do not consider me to be mediocre in society. One thing has become very clear: Care-work is not sufficiently rewarded. In the science sector, there must be new concepts through exemption, family days, support from students, too. Auxiliary workers or more children's sick days should be enabled. As long as care-work is not done 50/50 by men and women, quotas are essential.
Wir schaffen tatsächlich unsere Arbeit in der Hälfte der Zeit, sind selbstbestimmter und viel entspannter,	We actually do our work in half the time, we are more self-determined and much more relaxed,

dadurch ist der Umgang untereinander sehr viel freundlicher. Ich wünschte, es würde so bleiben, das Arbeiten macht deutlich mehr Spaß und Sinn.	which makes dealing with one another much friendlier. I wish this would stay that way. Working is much more fun and meaningful.
Motivation der Mitarbeiter mehr Home Office zu machen, worunter Effektivität von Experimentkampagnen sinkt und Organisationsaufwand steigt	Motivating employees to do more home-office, reduces the effectiveness of experimental campaigns and increases organizational effort.
Ich habe das Gefühl, dass das Arbeitspensum auseinander geht: Während einige Menschen nicht mehr arbeiten können/ dürfen (z.B. mein Partner), arbeiten andere (z.B. ich) wesentlich mehr als vorher.	I have the feeling that the workload is diverging: While some people can / are no longer able to work (e.g. my partner), others (e.g. me) work a lot more than before.
Arbeitgeber überlastet Arbeitsgruppe wissentlich durch mehr Arbeit als üblich, sogar Wochenenden und Feiertage sind Arbeitstage und begründet sein Handeln mit Corona-Bedingung	Employer consciously overloads work group with more work than usual, even weekends and holidays are working days and justify their actions with corona condition.

9.1.2 Female respondents with non-academic positions, physics background

Do you have other comments to share with us those relevant to the current situation?	**Translation in English**
Bei der Nachfrage, ob z.B. Paretos Prinzip verwendet wird zum Time-Management wurden danach nur noch Fragen zu diesem gestellt, obwohl man auch auf andere Weise Time Management betrieben hat. Zudem waren die Fun Facts zu Paretos Prinzip unnötig und ablenkend, eine Wiederholung, was dahinter steht, wäre sehr viel sinnvoller gewesen.	At the request if e.g. Paretos principle is used for time management, after that only questions concerning it were asked although one also did time management in other ways. In addition, the fun facts to Paretos principle were unnecessary and distracting, a repetition of what is behind this would have been much more reasonable.
Ich beachte die Abstandsregel sehr sorgfältig. Vermisse die familiären und freundschaftlichen Kontakte	I respect the distance rules very carefully. I miss the family and friendly contacts.
Man merkt jetzt schon den Wert von persönlichen Kontakten!	One already notices the value of personal contacts!
Familien sollten sich zu zweit zusammen schließen dürfen. Dadurch wird nicht nur die Kinderbetreuung geteilt, sondern die Kinder haben auch zumindest ein wenig soziale Kontakte. Das ist extrem wichtig, aber derzeit denkt da keiner dran.	Families should join together in two. By this not only the children care is divided but the children have at least some social contacts. That is extreme important but no one thinks about this at the moment.
(1) Sitting for online meetings for many hours during a day is much more exhausting than in person. (2) I have to use eye drops daily, which I believe is from the increase in screen time (in person meetings give my eyes a natural break). (3) In a competitive job market, which will most likely become more competitive with higher unemployment post Corona, I am very worried that my career will stagnate. Colleagues of mine without children can (and are) putting in more hours and are (rightfully so) getting the credit. However, I cannot invest 50 hours a week now on top of homeschooling and housework. It's hard enough when schools are open, but now it is nearly impossible. (4) I notice a bigger guilt factor: because there is so much to do, I feel I have to fulfil every minute with something 'efficient' or 'productive' and feel guilty when I take a break. However, I I have to be careful that I am engaged with the children/family, so I can't let them notice my worries, either.	

Seitdem unsere 8-jährigen Kinder in der Heimschule sind und mein Mann im Homeoffice den ganzen Tag in Telefonkonferenzen hängt, bin ich als Solo-Selbstständige zuhause für ALLES zuständig - Heimschule, Essenversorgung der ganzen Familie, Wäsche, restlicher Haushalt - und das alles neben meinen Aufträgen in meiner anstrengendsten Arbeitsstressphase des Jahres. Ich kriege das nicht anders organisiert, aber es frustriert mich sehr, weil ich das Gefühl habe, meine persönliche Emanzipation total vermasselt zu haben. Solange wir keine Kinder hatten, waren wir noch gleichberechtigt. Seit der Geburt der Kinder ist die Gleichberechtigung dahin, und durch die Coronakrise macht sich das noch extremer bemerkbar. Ich finde das ätzend! (Sorry, ich musste mal jammern. Jetzt geht's wieder. ;-) Danke für's Lesen!)	After our 8-year-old children being home-schooled and my husband is hanging out in telephone conferences all day, I find myself in charge of EVERYTHING in my solo self-employed job status - home schooling, food supply for the whole family, laundry, whatever applies in the household - and all that in parallel to the my obligations in the most tense work stress phase of the year. I cannot manage to cope with it differently, but I feel very frustrated since I have the feeling that my personal emancipation was completely messed up. Before being parents, both of us had equal rights. Gender equality was lost after the arrival of the children, and this has become even more extreme in the corona crisis. I find this disturbing! (Sorry, I just had to complain. Now I can take it again . ;-) Thanks for reading!)
Wenn wir nicht aufpassen, wird die Gleichberechtigung von Müttern um Jahre bis Jahrzehnte zurückgeworfen. Das wäre sehr schade! Die zusätzliche Belastung durch Haushalt und Kinderbetreuung, die durch den Wegfall von Kindergärten, Schulen und Kantinen aktuell anfällt, kann nicht dauerhaft neben der Arbeit erfolgen. Selbst wenn der Partner die Hälfte der Kinderbetreuung übernimmt, ist mit 8h für den Job, (2 Partner x)4h Hausaufgaben- und Kinderbetreuung und (2 Partner x)2h Haushalt der Burnout vorprogrammiert. Dass die Arbeitsleistung für den eigentlichen Job geringer wird, ist eine logische Folge. Dass die Mütter/ Eltern ihre Arbeit nicht mehr ausüben können, sollte nicht billigend in Kauf genommen werden. Hier brauchen wir Hilfe! Eine verlässliche Vollzeitbetreuung für Kinder muss schnellstmöglich flächendeckend wieder aufgenommen werden. Und ein "Corona-Elterngeld" ist kein Ersatz dafür.	Equal opportunity for mothers will be set back for years or even decades unless we pay attention. That would be a shame! The additional burden of housekeeping and childcare that is currently incurred by the closure of kindergartens, schools and canteens, can on the long run not happen in parallel to job obligations. Burnout is on the scope with a demand of 8h for the job, (2 partners x) 4h homework and childcare and (2 partners x) 2h housekeeping, even with a partner who overtakes half of the childcare. A reduced work performance for the actual job is the logical consequence. Preventing mothers / parents from their job obligations should not be considered a good deal. Here we need support! Reliable and comprehensive full-time day care for children must be resumed as soon as possible. A Corona related parental allowance does not substitute for that.
Die Isolation ist nicht menschen-artgerecht. Bei der virtuellen Kommunikation gehen sehr viele Informationen verloren.	Isolation is inhuman. A lot of information is lost on virtual exchange.
Es sollten Gemeinnützigen Bereichen mehr die Möglichkeiten von Alternativen übers internet nahegebracht werden. **Selbsthilfegruppen** **Seelsorge** **...**	Charity activities should be more available via internet channels. Support groups, pastoral care...
Teilweise konnte ich die Fragen aufgrund der fehlenden Zeilenumbrüche nicht komplett lesen. Die Vereinbarkeit von Familie und Beruf - ganz zu schweigen von Karriere - wird für mich als Mutter mit Kleinkind durch fehlende Kita-Betreuung gerade extrem schwierig. Das empfinde ich als sehr frustrierend.	The missing line breaks made it impossible for me to fully read the questions. Compatibility of family and profession - not to mention a career - turns into an extreme challenge for me, as a mother with a small child and in the absence of child care. I consider this very frustrating.
Positiv ist, dass meine Pendelzeit von 2.5h täglich entfällt und die Familie zusammenhält. Arbeite seit 19 Jahren sehr viel von zu Hause aus wegen mangelnder Kinderbetreuung (die Jüngste von 3 Kindern	On the positive side, my daily commuting time of 2.5 hours is obsolete and that supports family life. I work a lot of work from home for already 19 years, due to lack of childcare (the youngest of 3

st 12) und ich denke, dass es zukünftig deutlich akzeptierter wird, 2, vielleicht sogar 3 Tage pro Woche von zu Hause US zu arbeiten.	children is at age 12) and I think that in the future it will be more clearly accepted to do so, and work 2, maybe even 3, days a week from home.
Ich genieße mein Home-Office, vermisse aber auch den Kontakt mit Kollegen. Ideal wäre nach Corona noch mindestens die Hälfte der Zeit von Zuhause aus arbeiten zu können. 2 Tage pro Woche im Büro, 3 Zuhause....	I enjoy my home office, but also miss the contact with colleagues. Ideally, one would still be able to work at least half the time from home after Corona. 2 days a week in the office, 3 at home ....
Change is a Chance ;-)	
Meine Arbeit kann nicht von zuhause aus erledigt werden.	My job cannot be done from home.
Der größte Stressfaktor ist die fehlende Kinderbetreuung und die unzureichende schulische Betreuung unseres Erstklässlers. Aufgrund der wirtschaftlichen Lage der Firma wurde Überstundenabbau angeordnet, so dass meine tägliche Arbeitszeit aktuell 5 statt 6 Stunden beträgt.	The biggest stress factor is the lack of childcare and the insufficient schooling of our first-grader. Due to the economic situation of the company, overtime reduction was demanded, such that my daily working time is currently 5 instead of 6 hours.
Ich bin single, habe keine Familie, leicht körperlich eingeschränkt und bin Hochrisikopatient. Mit Homeoffice und dem allein sein komme ich gut zurecht. Womit ich nicht gut zurechtkomme ist das Wegfallen von den ganzen Sportterminen (Schwimmen, Wassergymnastik, Tanzen, Mucki-bude - mir bleibt nur Radfahren und Übungen allein auf dem Wohnzimmerteppich) Aber ich habe Angst, wenn für alle anderen Alltag wieder kommt, muss ich weiter in der Isolation bleiben (bis die Impfung da ist) . Das wird hart werden, denn momentan kann ich mich trösten, dass es allen anderen genauso geht. Wenn des Alltag kommt wird sich keiner mehr um mich kümmern, die Hilfsbereitschafft wird nachlassen, die Kommunikation auch, denn ich kann ja nicht mitmachen.	I live single, with no family on my own, and I am slightly handicapped physically and as well a high-risk patient. I get along well under the conditions of Home Office and being left on my own. What I missing is the drop-off of all sports terms (swimming, water aerobics, dancing, gym activities - I am left with home biking and other exercises possible to perform on the living room carpet). Still, I am afraid that I will be excluded when everyday life is resumed by everybody else since I will have to remain isolated (until a vaccination is at hand). This is going to be tough, because at the moment I can take comfort in being at the same conditions as everybody else. When normal everyday life is resumed, I might not be taken care of anymore, with reduced readiness to help others, including communication, because I cannot participate.
Durch 100% Homeoffice fällt auch die Verpflegung der Familie in mein Aufgabegebiet, dadurch ist der Arbeitstag 12 Stunden Minimum ohne nennenswerte Pausen für mich.	As a result of full-time Home Office, I got as well responsible for catering of the family. This means that my working day turned into a minimum of 12 hours for me, without any notable breaks.
Kita geschlossen. Mein Mann und ich können nur abwechselnd arbeiten.	Childcare center closed. My husband and I can only work in turns.

9.1.3 **Female respondents with academic positions, STEM background**

Do you have other comments to share with us those relevant to the current situation?	**Translation in English**
agiler Führungsstil fehlt vollkommen, alles sehr hierarchisch mit wenig Gestaltungsspielraum in dieser angespannten Situation, dadurch extrem belastend. Überstunden werden weder bezahlt noch ausgeglichen, kaum Zeit für Pausen, extremer Bewegungsmangel da zu viel Arbeit am Rechner.	An agile style of leadership is missing completely, everything is very hierarchical with little design freedom in this tense situation, therefore very onerous. Overtime are either payed for nor compensated, rarely time for breaks, extreme lack of exercise because of too much work on the computer.

Die Chancen positiv sehen, die uns diese Situation aufzeigt.	Look positively on the chances, which this situation shows us.
Gesundheit ist ein hohes Gut, aber nicht das allerhöchste und libertärer Paternalismus ist auch Bevormundung	Heath is a valuable commodity, but not the greatest commodity and libertarian paternalism is also paternalism
Ich empfinde die Arbeit von zu Hause als sehr angenehm, auch da ich keine Kinder habe, auf die ich aufpassen muss, mir die Zeit zum Pendeln spare und mir meine Zeit so einteilen kann wie ich möchte. Es wäre schön, wenn sich das Home-Office auch nach der Pandemie zumindest tageweise umsetzen ließe. Ich denke, ich bin im Home-Office teilweise sogar produktiver als an meinem regulären Arbeitsplatz.	I perceive the work from home as very comfortable, also because I do not have children I have to look for, I can save the time of commuting and I can organize my time like I want to. It would be nice if home office is also possible after the pandemic, at least partially. I think I am partially more productive in home-office as on my regular workplace.
das war Zeitverschwendung	that was a waste of time
Ich habe 2 Kinder, 1 und 3 Jahre, mein Partner und ich haben uns perfekt mit der aktuellen Situation arrangiert. Auch mein Arbeitgeber ist sehr unterstützend. Es fehlt nur etwas Privatsphäre, da beide Kinder permanent im Hause sind. Aber psychische Belastung empfinde ich durch die Pandemie nicht mehr als sonst. Mit befristeten Arbeitsverträgen muss ich auch so leben, diese sind vielleicht in dieser Zeit noch risikoreicher. Leider ist es eher mein Mann, der seine Arbeit als bedeutender darstellt als meine. Somit bin es wieder ich, die überwiegend für Kinder da ist.	I have two children, 1 and 3 years, my partner and I arranged the current situation perfectly. My employer is also very supportive. Some privacy is missing because both children are at home permanently. But I feel the psychological stress through the pandemic not more than usually. With fixed-term contracts I have to live anyway, they are probably riskier in these days. Unfortunately, it is my husband who is representing his work more important than mine. So, it is again me who is mainly responsible for the children.
Leben als Single = besondere Isolation/ kein Supportsystem zu Hause	Live as a single = special isolation/ no support system at home
die positiven Möglichkeiten von Home-Office werden überbewertet. Eine klare Trennung von Dienst und Privat kann sehr hilfreich sein.	The positive possibilities of home office are overestimated. A clear separation of work and privacy can be very helpful.
Auswirkung einer monatelangen Isolation auf die Kinder und damit auf die nächste Generation	Effect of the for months isolation on the children and therefore on the next generation
Ich hätte mir von meinem Arbeitgeber mehr zeitgerechte Informationen gewünscht - die Entscheidungsprozesse auf deren Seite waren zu langsam und haben zu einer Aufstapelei von Aufgaben geführt. Das erzeugt Warte- und dann Schnellhandelstress. Es war interessant zu sehen, welche Strategien andere Kollegen verfolgt haben (Kopf in den Sand stecken, Aktionismus...).	I would have wished more timely information from my employer – the decision processes on their side were too slow and lead to an accumulation of tasks. This causes waiting and then quick action stress. It was interesting to see what strategies other colleagues followed (closing eyes to the problem, activism…).
Die plötzliche Umstellung der Lehre auf eLearning benötigt viel an zusätzlicher Zeit; und auf der technischen Seite gibt es immer wieder böse Überraschungen. Andererseits ist die Zeit für die Lehre unheimlich spannend, ich genieße das tägliche Dazulernen.	The abrupt transition from teaching to eLearning needs a lot of more work; and in the technical side there are always bad surprises. On the other side the time for teaching is incredibly exciting, I enjoy the daily learning.
1) Mit meinem Mann im Home Office war z.T. schwierig mit abwechselnden und gleichzeitigen Telefonkonferenzen. Da musste einer immer den Raum wechseln. Mein Mann ist jetzt wieder im Büro (Mo-Fr andere Stadt), da stelle ich fest, wie gut mir mal eine Videokonferenz mit einem Kollegen tut. Hätte ich nicht gedacht, dass einem so schnell andere Gesichter fehlen (Telefonkonferenzen ohne Bild gibt es regelmäßig). 2) Mit Kochen und dafür Einkaufen vergeht relativ viel Zeit. Man hat das Gefühl, man schafft weniger. Obwohl die	1) Home office with my husband was partially difficult with alternating and simultaneous telephone conferences. One of us always had to switch the room. My husband is now in the office again (Mon-Fri different city), now I find out how good a video conference with my colleagues is for me. I did not expect that I miss the other faces so quickly (telephone conferences without a screen are at a regular bases). 2) Cooking and shopping for it needs a lot of time. One has the feeling to

regelmäßigen Sportkurse ja wegfallen, für die es sonst Zeit brauchte.	achieve less although the regular sports courses are cancelled which would also need time.
Das Beste aus dem Experiment Home-Office auch nach der Krise bewahren. **Mehr Reisen und Vorträge virtuell halten.**	The best of the experiment is keeping home office even after the pandemic. Travelling more and holding talks virtually.
Der Zwang zum Home-Office mit Familie und alleinerziehend heißt, dass ich meine zwei Jobs - Lohnarbeit und Familie - jetzt parallel und mit Mehraufwand in beiden Bereichen mache (Familie: mehr Kochen, mehr Schule, mehr Frustbetreuung, sozialer Puffer für isolierte Kinder; Job: engere und digitalisierte Betreuung für isolierte MitarbeiterInnen). Das ist natürlich fürchterlich anstrengend. Aber: Wir lernen auch alle viel dabei, und zum Teil werden wir das mit aus der Krise nehmen können.	The force to working from home with a family as a single parent means that I have two jobs – wage labor and family – now parallel and with extra effort in both fields (family: more cooking, more school, more frustration support, social buffer for isolated children, job: closer and digital support for isolated employees). This is of course terribly exhausting. But: Thereby we all also learn a lot, and partially we can take this with us out of the crisis.
Ich beobachte, dass manche Menschen stärker unter der sozialen Isolation leiden, als unter der Angst vor Corona.	I observe that some people suffer more because of the social isolation than because of the fear of Corona
Eltern werden allein gelassen! Kinderbetreuung ist mit Vollzeitarbeit nicht kombinierbar!	Parents are left alone! Children care cannot be combined with a full-time job.
Ich finde es schade, dass ich das Gefühl habe das Menschen mit Kindern bevorzugt sind, wenn die Beschränkungen zurück gefahren werden. Ich arbeite von zu Hause genauso gut, wenn nicht besser (weil mehr Ruhe) als meine Kollegen, aber ich muss dann wieder arbeiten, während die anderen zu Hause bleiben dürfen wegen der Kinder. Nur weil ich nicht schwanger werden kann, muss ich mich dann einem höheren Risiko aussetzen, als meine Kollegen. Das finde ich unfair. Zumal ich meine Eltern versorgen muss, die zwar alleine leben, aber selbst zur Risikogruppe gehören und daher von mir mit allem versorgt werden, was sie benötigen. Falle ich aus, betrifft es auch sie.	I think it is a pity that I have the feeling that people with children are preferred when the restrictions are returned. I work at home as good as, probably even better (because more silence) as my colleagues, but I have to work again, while the others can stay at home because of the children. Only because I cannot be pregnant, I have to face a higher risk than my colleagues. This I find unfair. Especially because I have to take care of my parents, which live alone but belong to a risk group and are cared for with everything from me what they need. If I drop out, they are also affected.
Die Entscheidungen der Regierung sind nicht nachvollziehbar und basieren nicht auf wissenschaftlichen Aussagen. Ich würde mir ein wissenschaftliches Gremium wünschen, anstatt blind zu agieren ohne Rückhalt aus der Wissenschaft. Des Weiteren wünsche ich mir einen Schlagabtausch von Wissenschaftlern mit verschiedensten Ansichten im öffentlichen TV. So etwas fehlt mir persönlich komplett. Dadurch habe ich persönlich den Glauben in die Regierung und die Politik verloren und ich bin schockiert wie schnell mit dem Werkzeug der Angst verschiedenste Rechte (Grundrechte, Meinungsfreiheit, Pressefreiheit) außer Kraft gesetzt werden.	The decisions of the government are not comprehensible and are not based on scientific grounds. I would wish for a scientific body, instead of acting blindly without back-up from science. Furthermore, I wish for a verbal exchange of scientists of different positions in public TV. I personally miss completely something like that. As a result, I have personally lost faith in government and politics, and I am shocked at how fast various rights (fundamental rights, freedom of opinion, freedom of the press) are being suspended by using the tool of fear.
bessere Aufklärung über die Handhabung und das Tragen von Schutzmasken. Ergebnisse über den Effekt des Tragens von Schutzmasken auf die Eindämmung der Verbreitung/Ansteckung	better instructions on the handling and wearing of protective masks. Findings on the impact of wearing protective masks on the containment of spread / infection
Es ist unmöglich, zwei halbe Stellen an der Uni mit über 40Std Arbeitszeit mit terminierten Videokonferenzen zu Hause mit zwei kleinen Kinder home schooling und Kindergarten parallel zu managen, Dafür ist der Tag zu kurz. Nachteil für Frauen und Erziehungsberechtigte. Sehr krasse Zeit mit hohem Stresslevel. Nachteil mit	It is impossible to co-manage set video conferences from home, at two half-time positions from the university, demanding more than 40 h of working time, with homeschooling and kindergarten for two small children in parallel. For that, the day is too short. Disadvantage for women and parents.

Kindern, keine Zeit und Nerven um z.B. Artikel zu schreiben. Work-Life-Balance völlig gestört.	Very harsh time with high stress level. Disadvantage with children, no time and nerves e.g. to write articles. Work-Life-Balance completely disturbed.
Die Informationen von Seiten der Freien Universität sind mangelhaft. Oftmals bekommen wir als Wissenschaftler das Gefühl komplett vergessen worden zu sein. Bei den wenigen Informationen wird dann zum Präsenznotbetrieb entweder gar keine Information gegeben oder nur ein deprimierendes "Präsenznotbetrieb wird verlängert", dabei wird nicht gesagt wie lange vorraussichtlich oder ob im Hintergrund überhaupt daran gearbeitet wird eine Lösung zu finden. Gleichzeitig darf in anderen Laboren/Forschungseinrichtungen in Berlin (RKI) und im Brandenburger Umfeld (MPI) gearbeitet werden. **Kommunikation ist alles!**	The extent of information from the Free University pages is incomplete. As scientists, we often have the feeling of being completely forgotten. Within the poor information given, the emergency presence service is then either not addressed at all or only a depressing "emergency presence operation is extended" is spelled out, in which case it is not mentioned how long it is to be expected or whether a solution is being worked out in the background at all. At the same time, work may be continued in other laboratories / research institutes in Berlin (RKI) and in the Brandenburg district (MPI). Communication is everything!
Es müsste Betreuungsmöglichkeiten für Kita/Schulkinder geben und auch Hilfeleistungen (personel) für Leute mit Familie um den Verlust an Arbeitszeit auszugleichen, Eltern mit kleinen Kinder sind monatelang benachteiligt und werden in ihrer Karriere zurückgeworfen/Verlust auf Aufstiegschancen ...	There should be child care facilities for small / school children and also support (individual) for folks with families in order to compensate for the loss of working time, parents with small children are disadvantaged during months and are set back in their careers / loss of advancement opportunities
Mir geht es relativ gut, ich genieße es, meine Prioritäten selbst setzen zu können und meine Zeit frei einzuteilen, aber meine Kinder leiden unter der Isolation und sind für unendlich Hausaufgaben/ Arbeitsblätter ohne tägliche Rückmeldung kaum zu motivieren.	All PhD students who still plan to graduate within this year have massive doubts whether it will be virtually possible to find a job within the next years.
SchülerInnen und Studierende habe es durch die online-Lehre momentan sehr schwer und werden dadurch enorm benachteiligt. Das wird vermutlich große Auswirkungen haben und langfristig viele Ängste auslösen.	School and university students are currently having a hard time with online learning. Therefore, they are greatly disadvantaged. This is likely to have a major impact, and it will initiate many fears in the long run.
Many people in academia have long distance relationships or family in other countries, due to the nature of our work. At the beginning of the pandemic, before the lockdown, it would have been helpful if we were allowed to do remote home office from abroad, so that we would spend these difficult times with the people we love and not alone in a city far away and unable to visit them in case things go really bad (they get infected for example). This distance makes the quarantine and working from home even more stressful for many of us.	
Home-Office ohne Kinderbetreuung ist seeeehr schwer. **Öffnet Kitas und Schulen!**	Home Office combined with no childcare is very very difficult. Open childcare facilities and schools!
Ich habe während der Pandemie einen neuen Job in einer neuen Stadt begonnen, daher ist die Isolation und die fehlende Einarbeitungszeit mein größtes Problem	During the pandemic, I had to start with a new job in a new city, so isolation and the lack of a period of vocational adjustment are my biggest problems.
mehr "offizielle" Mitteilungen, auch vom Arbeitgeber, mit NICHT-verschwörungstheoretischen Informationen.	more "official" announcements, also from the employer, WITHOUT conspiracy-theoretical information

- Nachteile für unsere Doktoranden liegen in der "verlorenen" Zeit, in der keine Experimente durchgeführt werden können. - Wir haben beste Bedingungen, um Computerarbeit (Datenauswertung, Paper schreiben, Lehrveranstaltungen vorbereiten) im Homeoffice durchzuführen, aber ohne Laborexperimente (Biochemie) geht uns schlicht irgendwann die Arbeit aus, was nicht gerade bei der Selbstmotivation hilft. - Weitere, nicht genannte Störfaktoren im Home-Office: Baustelle im Haus (Presslufhammer-Lärm etc.), laute Musik von den Nachbarn.	- 'disadvantages for our doctoral students lie in the "lost" time when no experiments can be conducted - we enjoy optimal conditions to carry out computer work (data evaluation, writing paper, preparing training events) in the Home Office, but without laboratory experiments (biochemistry) we run out of work at some point, and this perspective does not exactly enhance self-motivation - other, non-mentioned disruptive factors in the Home Office: construction site in the house (jackhammer noise, etc.), loud music from the neighbors.
My employer (the Weierstrass institute for applied analysis and stochastics in Berlin) is refusing to pay me while I am working remotely because I am physically in Italy and not in Germany right now. My job is perfectly doable on remote, all my colleagues are doing it as much as I am, but I am the only one who was FORCED to take holidays and unpaid leave since I was stuck in Italy in my apartment with my partner. They even refuse to give me the possibility to do this during a world-wide emergency, telling me that if I want to get paid I have to travel across countries despite the strong advise to avoid unnecessary travel. Moreover, in Berlin I won't even have the possibility to use my office, since they gave my desk to a new employee.	
Familien sind in der aktuellen Situation ungleich schwerer betroffen.	In the current situation, families are much more severely affected.
Alle Eltern werden mit ihrem Schicksal alleine gelassen. Es ist unglaublich, was hier auf Kosten des Kindeswohls und des Elternwohls gefordert wird. **Man sollte die Kitas und die Schulen wieder öffnen!**	All parents are left alone with their fate. The extent of demand on the expense of the well-doing of both children and parents is just incredible. The daycare centers and schools must be reopened!
die schlechte Betreuung der Kinder	the bad care for chirldren
ständiges ändern der Arbeitsbestimmungen, kaum angepasst um Arbeiten zu können, gibt es wieder andere Bestimmungen/Einschränkungen, viel Zeit und Geld für nichts. Kaum sind Dinge organisiert und schon ist wieder alles anders.	Constant change of the work regulations, hardly adjusted to enable working, there are again different regulations / restrictions, a lot of time and money for nothing. As soon as things are organized, everything shall be different again.
I am single being isolated at home. Isolation can also be stress factor. Our shared office is currently occupied by a colleague. He is a father, his wife normally (non-corona time) also stays at home with the kids. So, for him nothing really changes. I cannot enter the office (he has priority being a father) and have to deal with isolation at home. At work you can at least once in a while talk to people from a distance. I am so much more productive if I am in the office at least a few hours a day. Today, I read that DFG will allow extension for eg evaluations to all parents no matter what. Comparing both situations, I would say that I am much more affected by the situation than my colleague. Of course, this is a special case and I	

understand the struggles balancing family and work. But I also thing that the crisis affects everyone in a unique way and it is not fair to install extensions etc for parents only.	
Der Druck, länger zu arbeiten, weil Kollegen auch noch länger da bleiben, ist zu Hause weggefallen. Dadurch hatte ich eine bessere Balance für mich gefunden.	The pressure to work longer because colleagues stay longer has disappeared during home-office. That way I found a better balance for myself.
Stressfaktoren: - hohe Belastung für alle weiblichen MitarbeiterInnen, die zu Hause von heute auf morgen die Kinderbetreuung übernehmen mussten, auf deren Unterstützung ich aber weiterhin angewiesen war (-> Problem für Arbeitsgruppen mit höherem Frauenanteil) => von heute auf morgen durch den Wegfall der institutionellen Betreuung wieder traditionelle Rollenverteilung; ein Teil der MitarbeiterInnen hat mit Abwesenheit (Freistellungen, AU) reagiert, ein Teil mit "sich zerreißen, auch auf Kosten der Kinder" - immer wieder offizieller Verweis auf "flexible Arbeitszeit" und "Home-Office", obwohl es tatsächlich unmöglich ist, Home Schooling bzw. Kinderbetreuung & Kopfarbeit gleichzeitig durchzuführen und nebenbei noch den Haushalt zu machen (erschwert, wenn alleinerziehend oder Partner auf Montage) - Notbetreuung erst mit 4 Wo. Verspätung umgesetzt (wg. Zurückverlegung des Semesters durch die Universität, aber nicht das Land und wg. Nicht-Erwähnung der Hochschulen als Bildungseinrichtungen in der *Begründung* zur 4. Eindämm.-VO) - hoher Zeitaufwand, auch für Versuche, Kinderbetreuung über DRK etc. zu organisieren - kein Verständnis durch Kollegen, die praktisch uneingeschränkt im Home-Office weiterarbeiten konnten (ich solle mir doch Kinderfrau nehmen -- aber woher? bekannte Betreuer waren Risikopersonen, Kontaktsperre für private Betreuung in anderen Familie) - Angst, eigene Eltern könnten infiziert werden und sterben, weil ich Kind doch dorthin gebracht habe - Angst, Kind nicht mehr bei Eltern abholen zu können (da Grenzen für Touristen schon geschlossen warn) - familiärer Stress (Sorgerechtskonflikt wieder aufgebrochen, Ex-Partner versuchte Situation für sich zu nutzen) - positiv: großes Bemühen der Personalabteilung	Stress factors: - High burden for all female employees who, all of a sudden, had to take care of children at home. But on whose support, I was still dependent (-> problem for teams with a higher proportion of women) => due to the abrupt elimination of institutional care, we are faced to traditional role distribution again. Some of the employees reacted with absence (they leave), some with "tear themselves apart, even at the expense of the children" - Again and again reference to the "flexible working hours" and "home office", although it is actually impossible to do homeschooling or childcare & mental work at the same time and to do the housework at the same time (difficult for a single parent or remote partnership) - Emergency care set into action only 4 weeks later. With delay (because the university has postponed the semester, but not the state and because the universities are not mentioned as educational institutions in the * reasoning * of the 4th containment regulation) - High temporal outlay, also for attempts to organize childcare via the DRK etc. - No understanding from colleagues who were able to continue working in the home-office with practically no restrictions (I should take a nanny - but how? Well-known caregivers were people at risk, contact was blocked for private care in other families) - Fear that my own parents could be infected and die because I brought the child there after all - Fear of not being able to pick up the child from their parents (as the borders for tourists were already closed) - Family stress (custody conflict broke out again, ex-partner tried to take advantage of the situation) - positive: great effort by the HR department

Gelegentliches Home-Office schafft wichtige Flexibilität, löst aber das Vereinbarkeitsproblem von Beruf und Familie meines Erachtens im Kern nicht. Ich kann problemlos mein Kind betreuen und gleichzeitig Hausarbeit (keine Kopfarbeit) erledigen. Ich kann nicht mein Kind betreuen und gleichzeitig mit der nötigen Konzentration Forschungstätigkeiten durchführen, Lehrvideos aufnehmen etc.	Occasional home office creates important flexibility, but in my opinion does not essentially solve the problem of combining work and family. I can easily look after my child and do housework (no brain work) at the same time. I cannot look after my child and at the same time and carry out research activities, record instructional videos, etc. with the lack of concentration.
Searching for a job is almost impossible after the crisis	

9.1.4 Female respondents with non-academic positions, STEM background

Do you have other comments to share with us those relevant to the current situation?	Translation in English
Aktuell mehr online Meetings als während der 12 Jahre Home-Office vorher. Undisziplinierte Kollegen halten von der Arbeit auf. Im Grunde genommen hat sich an meiner Arbeit vor und während der Pandemie nichts geändert.	Currently more online meetings than during the 12 years home office before. Undisciplined colleagues hold up work. Basically, nothing changes in my work before and during the pandemic.
Vorteil von Home-Office: ich muss keinen ÖPNV nutzen, geringeres Risiko	Advantage of home office: I do not need to use the public transport, less risk.
Wo sind die weiblichen Expertinnen in den Krisenstäben, die die Maßnahmen bestimmen?! Gefühl weniger als vorher, das ist schlimm!!!Aber die haben keine Zeit, weil zum Beruf die Care-Arbeit und die Angst kommen	Where are the female experts in the crisis units, which determine the measures?! It feels less than before, that is terrible!!! But they have no time because in addition to the job the care taking and the fear comes.
Gegenseitige moralische Unterstützung ist enorm wichtig!	Mutual moral support is massively important!
Junge Mütter befürchten zurück an den Herd gedrängt zu werden; die prekäre Situation Alleinerziehender wird unterschätzt	Young mothers are afraid of being pushed to the cooker; the precarious situation of single parents is underestimated
Die Einhaltung der Abstandsregeln im normalen Betrieb oder in Schulen wird bei gleicher Beschäftigten- oder Schülerzahl dazu führen, dass ein gewisses Schichtsystem eingeführt werden müsste. Bei den Lehrer*Innen würde mehr Personal benötigt. Damit würde sich das Leben für viele Menschen stark verändern.	The compliance with the safety distance in the normal business or in schools with the same number of employees or pupils will lead to the introduction of a certain shift system. For that more teachers and more employees are necessary. With that the life of lots of people would change strongly.
Als allein Lebende fehlt mir mein soziales Umfeld. Alles ist irgendwie nicht real. Die Situation ist für mich nur sehr schwer zu begreifen.	As living alone my social environment is missing. Everything does not seem real. The situation is very hard to understand for me.
Solidarität in der Berichterstattung stärker würdigen	Solidarity in reporting should be appreciated more powerful
Video Konferenzen oder Video Gespräche helfen mir	Video conferences or video talks help me
Die Doppeltbelastung von Eltern wird zu wenig beachtet, "Sie können ja Homeoffice machen" hört man, aber realistisch geht es mit Kleinkind(ern) zu Hause nicht. Es leidet die Arbeit und das Familienleben	The double burden of parents is noted too little. One hears „You can do home office" but realistically it does not work with small children at home. The work and the family life suffer.

Ich hoffe, nach der Pandemie bleiben Absprachen/Treffen in sehr formellen und politischen Kontexten wertschätzender, menschlicher, sozialer, respektvoller als vor der Pandemie. So wie momentan Akzeptanz anderer Umstände herrrscht (z.B. ein Kind stellt eine Zwischenfrage in eine Viko oder jemand läuft durch das Bild)	I hope that after the pandemic agreements/meetings stay on a very formal and political contexts more appreciative, more human, more social and more respectful than before the pandemic. Just like how the current acceptance of other circumstances exists (e.g. a child asks a question in a video conference or someone walks through the screen)
Ich habe eine IT-Firma und unsere Auftragslage hat sich durch die Krise nicht verändert. Viele meiner Mitarbeiter*innen haben kleine Kinder. Es ist extrem zeitaufwändig, alle zu koordinieren... und Zeit ist gerade zu wenig da, da ich auch Grundschulkinder habe.	I have an IT-company and our order situation did not change because of the pandemic. Lots of my employees have small children. It is extremely time-consuming to coordinate all... and there is not a lot of time at the moment because I also have primary school children.
Als Eltern mit 2 Schulkindern reicht die Zeit einfach nicht. Ich will die Kinder aber auch nicht schon wieder zur Schule schicken, nur damit sie "verwahrt" sind! Ich würde gerne mal wieder 3 Stunden am Stück arbeiten (und zwar nicht nachts) und ich vermisse es, täglich zwischen einer und zwei Stunden *alleine* im Auto unterwegs zu sein.	As parents with two children the time is not enough. But I do not want to send the children to school again only that they are „kept safe"! I would like to work again for three hours (and not at night) and I miss to be on the way for one to two hours with the car *alone* every day.
Da ich alleine wohne und keine Kinder habe, waren einige Fragen überhaupt nicht relevant für mich. Das System hat trotzdem eine Antwort von mir verlangt; deswegen habe ich da mit einem 'Blitz' geantwortet. Es wäre notwendig, wenn es bei den Fragen eine Möglichkeit gäbe "nicht relevant" auszuwählen.	Because I live alone and have no children, many questions were absolutely not relevant for me. The system still wanted an answer from me; because of that I answered with a „lightning ". It is necessary that there is the possibility for the questions to choose „not relevant ".
Man verbringt in der Pandemie mehr Zeit für alltägliche Organisation, wegen Geschäftsschliessungen etc.	One spends more time for daily organisation in the pandemic because of closures etc.
Spannender Effekt. Ich habe 3 Kinder und bin Frau in der SW-Entwicklung. Plötzlich haben unsere Männer auf der Arbeit die Verantwortung für ihre Kinder, weil viele ihrer Frauen in systemrelevanten Berufen, plötzlich nicht mehr auf die Kinder aufpassen. Sonst bleibt oft der weniger-verdienende daheim. Da hat sich der Staat selbst eine Falle gestellt! Bitte endlich für mehr Lohngerechtigkeit sorgen. Das war in der DDR definitiv anders! Da war die Lohnschere viel kleiner und nicht so asozial. Mit Grundeinkommen die Regierung in krisenlagen nicht so einen finanziellen Aktionismus entwickeln und könnte ihre Kraft auf die Bewältigung der eigentlichen Krise besser konzentrieren. Ich finde gut, dass Deutschland nicht die "Kriegspandemiesprache" gewählt hat. Weil mit einem Virus kann man nicht wirklich Frieden schließen. Es braucht andere sprachliche Bilder und Gemeinschaft und Solidarität zu bündeln! Da ist es gut, dass unsere Krisenmanagerin eine Frau und Wissenschaftlerin und Politikerin ist ;-)	Fascinating effect. I have three children and I am a woman in the software-development. Suddenly our men from work have responsibility for their children because most of their wives work in system relevant jobs, suddenly they do not look after the children anymore. Otherwise the one with less wage stays home. There the state made a trap for itself! Please care for more pay equality. That was definitely different in the GDR! There the pay gap was smaller and not so antisocial. Basic income the government in crisis situations not developing such a financial actionism and could concentrate its power to handle the actual crisis better. I find it good that Germany did not choose the „war-pandemic-language". Because with a virus you cannot really make peace. It needs other figures of speech and community to bundle solidarity! There it is good that our crisis manager is a women and scientist and politican ;-)
Als Windsurferin fehlt mir z.Zt. die Möglichkeit, meine nächsten Windsurf-Wochen zu planen. Mein Leben war vorher darauf ausgerichtet, mindestens 10 bis 11 Wochen im Jahr mit dem Surfboard in der Welt unterwegs zu sein.	As a windsurfer, I just now miss the opportunity to plan my next windsurf weeks. My life was previously focused on traveling the world with the surfboard at least for 10 to 11 weeks per year.
Als psychischer Faktor wirkt sich auch die allgemeine Sorge um die gegenwärtige Situation und die weitere Entwicklung auf die Arbeitsfähigkeit aus, z.B. indem es schwer fällt, sich auf die Arbeit zu konzentrieren während	There is a psychological factor in the general concern about the current situation and the further development of the ability to work that also affects, e.g. in that it is difficult to focus on

German	English
um uns herum die gewohnte Welt zusammenbricht. Für mich ist dieser Faktor sehr wichtig.	work while the habitual world around us is collapsing. For me, this factor is very important.
Die Umfrage ist nicht richtig konzipiert. An meinem Arpeitsplatz hat sich nichts geändert und ich mache kein Home-Office .	The survey is not designed properly. At my workplace, nothing has changed and I am not in Home Office.
Als quasi-selbstständige Gutachterin im Home Office haben sich meine technischen Arbeitsbedingungen nicht geändert. Es ist mir aber nicht möglich konzentriert zu arbeiten, solange meine Kleinkinder zu Hause betreut werden müssen und das Kontaktverbot keine Besuche erlaubt.	As a self-employed expert evaluator in Home Office, my technical working conditions have not changed. However, it is not possible for me to focus on the job, as long as my grandchildren have to be taken care for at home and the contact ban does not allow visits.
Am Schlimmsten ist die Unsicherheit, wie es mit Deutschland und Europa gesellschaftlich und ökonomisch weitergeht.	The worst is the uncertainty about social and economic future in Germany and Europe.

9.1.5 Female respondents with academic positions, other educational background

Do you have other comments to share with us those relevant to the current situation?	**Translation in English**
Deutschland ist nicht mehr das, was es einmal war!!!! Wir brauchen mehr Transparenz in Bezug auf das weitere Vorgehen und konkrete einheitliche Schritte. Wir müssen gemeinsam handeln und nicht jedes Bundesland für sich. Frau Merkel hat ihren Dienst getan. Sie möge Herrn Spahn und den Rest der Regierung mit in ihren Vorzeiten-**Ruhestand nehmen. Danke für gar nichts**	Germany is not what is was anymore!!!! We need more transparency concerning the further procedure and concrete, consistent steps. We need to act together and not every federal state on its own. Mrs. Merkel did her job. She should take Mr. Spahn and the rest of the government with her to her early retirement. Thank you for nothing.
Home-Office ist toll, schade das die Arbeitgeber dies nicht mögen	Home-office is great, what a shame that employers do not like it
Ich finde diese Ausnahmesituation gut, um einmal innezuhalten und sich neu auszurichten, auf das Wesentliche zu konzentrieren und vielleicht auch mal ein bisschen zur Ruhe zu kommen. Es gibt nichts Schlechtes, das nicht auch etwas Gutes hat.	I think this state of emergency is good to hold on once and to orient yourself newly, to concentrate on the essentials and maybe to come down. There is nothing bad that has nothing good on it.
Als Mutter zweier Kinder (6 und 7 Jahre) und Arbeitnehmerin (20 Wochenstunden) vermisse ich Unterstützung von Seiten des Arbeitgebers. Ich empfinde es als eine Ungerechtigkeit, dass ich - mit Kindern im Homeschooling, Haushalt und Homeoffice - genau die selben Wochenstunden wie bisher zu leisten habe und auch die selbe Leistung erwartet wird wie von meinen Kollegen ohne Kindern. Zwar wird einem versichert, dass man in der aktuellen Situation schon verstehe, dass manches vielleicht liegen bleibt und das auch so in Ordnung sei. Doch, um Abgabetermine einhalten zu können, hilft dann alles nichts und man muss seine Arbeit erledigt haben. Ich wäre für eine corona-bedingte Einführung einer Elternzeit für betroffenen Mütter und Väter. Zum Beispiel mit der Möglichkeit, die Stunden zu reduzieren mit Lohnausgleich durch den Staat.	As a mother with two children (6 and 7 years old) and as an employee (20 hours per week) I miss the support from the employers. I feel it is an injustice that I - with children in home-schooling, household and home-office – have to do the same working hours per week like before and that the same performance is expected like from my colleges having no children. Certainly, it is ensured that one understands that some things are left undone in the current situation and that it is ok. But meeting a deadline does not help and one has to do the work. I am in favor of a corona-based introduction of parental leave for affected mothers and fathers, e.g. with the possibility of reducing work and wage compensation through the state.
Kommunikation und Organisation ist in jeder Situation wichtig	Communication and organization are important in every situation

Für die aktuelle Situation: nein.	For the current situation: no.
Die Regelungen zum Home-Office müssen künftig überarbeitet werden!	The regulations concerning home office need to be revised in the future!
Ich arbeite Teilzeit im Home-Office. Trotz sehr kulanten Chefs setze ich mich teilweise selbst unter Stress, ob die Teilzeitstunden "reichen" oder ich mehr arbeite. Ich fände einen Home-Office-Tag oder eine 50% Regelung nach der Pandemie toll, würde aber ungern auf meinen Arbeitsplatz verzichten.	I work from home in part-time. Despite the very fair boss I put myself under physiological stress if the part-time hours are enough or if I work more. I find one home-office day or a 50% regulation after the pandemic greate but I would not like to give up my workplace.
mehr Kontaktmöglichkeit zu Kollegen im Home-Office ermöglichen über Videochat etc.	enable more contact possibilities to colleagues during home-office using video chats etc.
Doppelbelastung Home-Office und Kinderbetreuung (3 Jähriges Kind). Keine Alternativen zur Betreuung während der Arbeitszeit. Keine Zuversicht, dass sich die Betreuung in den nächsten Wochen ändern kann/wird. Alleine zu Hause mit Kind, Ehemann arbeitet Vollzeit außer Haus	Double burden because of working from home and children care (3-year-old child). No alternatives for children care during working time. No confidence that the children care can/will change in the next weeks. Alone at home with child, husband works full time outside.
Kinderbetreuung auch für Eltern aus NICHT SYSTEMRELEVANTEN Berufen. Alle müssen Arbeiten nur um die Familien mit kleinen Kindern kümmert sich niemand. Und auch die Entwicklung der Kinder wird vernachlässigt.	Children care also for parents in NON-SYSTEM RELEVANT jobs. Everyone has to work, just no one cares about the families with small children. And also, the development of the children is neglected.
Psychische Ausgeglichenheit, positive Nachrichten ohne Panikverbreitung	Mental balance, positive news without the distribution of panic
Die Spanne zwischen arm und reich und auch zwischen gebildet und ungebildet wird massig verstärkt werden.	The spread between poor and rich and also between educated and non-educated will be intensified hugely.
Uni absolut nicht vorbereitet, MWK noch weniger, da es das Wesen "Uni" nicht kennt. Plötzlich Interesse und Mittel für Elearning/ Blended Learning seitens der Uni-Leitung! Fokus Rektor auf Lehre aber vage, Kanzler auch Beschäftigte. Massnahmen (Plexiglasscheiben, Homeoffice anbieten, rotierende Anwesenheit) oft von Einrichtungen dezentral noch vor Anweisung/Empfehlung durchgeführt.	University absolutely not prepared, ministry for science and culture even less because it does not know the nature „university ". Suddenly interest and financial support for Elearning/Blended Learning from the university management! Focus on teaching from the rector only vague, chancellor also employees. Measures (Perspex disc, offering home office, rotating presence) often performed from institutions decentral even before instructions/recommendations.
Die Ablenkung durch zu betreuende Kinder ist zu groß, um durchgängig konzentriert zu arbeiten und die gestellten Aufgaben zu erledigen.	The distraction because of the cared for children is large to work concentrated and continuously and to complete the assigned tasks.
Ich finde, dass Arbeitgeber vielleicht mal kurz in einer TelKO allgemein von der Mehrbelastung durch Arbeit, Haushalt und Kinderbetreuung reden, aber erstens meist selbst in einem Alter sind, in dem deren Kinder schon längst aus dem Haus sind und zweitens nie direkt das Gespräch über genau dieses Thema suchen. Es wird stillschweigend hingenommen, dass es so ist und gehofft, dass alle irgendwie ihr Pensum schaffen, da es ja anscheinend eh nicht zu ändern ist. Als Alleinerziehende ist das der Horror.	I find that employers probably should talk in a telephone conference quickly about the multiple burden due to work, household and children care, but they are firstly at an age where their children are out of the home long ago and secondly they do not search for a talk about this concrete topic. It is accepted implicitly that it is as it is and it is hoped for that everyone achieves their workload somehow because it cannot be changed anyway. As a single parent this is horror.
Es macht mir große Sorgen, dass vor Entwicklung eines Impfstoffes von meinem Arbeitgeber verlangt werden könnte, dass ich wieder ins Institut kommen muss zum Arbeiten.	I am scared that my employer might require me to return to work even before the availability of a vaccine.
Ich wünsche mir mehr Aufklärung bei dieser Pandemie, z. b. in wieweit die Prognosen des RKIs mit der tatsächlich	I wish for more information in this pandemic, e.g. on the extent to which the RKI's forecasts agree

German	English
eingetretenen Daten übereinstimmt. Ich wünsche mir, dass auch Alternativ-Meinungen von Experten in der Presse zu Wort kommen. Ich wünsche mir, dass die Schikane (= Maskenpflicht) auf die Bevölkerung und die Verbreitung von Angst sofort aufhört. Vielleicht könnten Sie in diese Richtungen statistische Forschungen betreiben.	with the actually data taken. I wish that alternative opinions of experts also appear in the press. I wish the harassment (= mask duty) on the population and the spread of fear would cease immediately. Perhaps you could do some statistical research in these areas.
Fehlen von kulturellen Möglichkeiten und Treffen mit Freunden, Bekannten und Kolleginnen. Die Freizeitaktivitäten sind massiv eingeschränkt.	lack of cultural opportunities, lack of gatherings with friends, acquaintances and colleagues. Leisure activities are massively restricted.
Auch wenn die soziale Kontakte mir fehlen, ist das Wiederentdecken der Langsamkeit für mich positiv. Keine Hektik, keine oder sehr wenige Termine	Rediscovering slowness is positive for me, even though I lack social contacts. No hectic, no or only very few appointments
I am working in a hospital; my working space and hours did not change.	
Homeoffice ist für viele Personen eine sehr sinnvolle Einrichtung. Es ist aber nicht gut, wenn in Studien (nicht in dieser) aktuell zu sehr auf die Produktivität geschaut wird, denn es handelt sich nun mal um eine Ausnahmesituation mit für viele sehr viele Stunden im Home-Office. Die Menschen müssen sich erst an die neue Situation gewöhnen und da ist die eigene Produktivität am Arbeitsplatz aktuell vielleicht auch nicht Priorität Nr. 1 (zumindest in den Jobs, die nicht systemrelevant sind...). Eltern und Pflegende, die alles unter einen Hut bringen müssen, betrifft das natürlich in viel höherem Maße, aber auch viele anderen tun sich aktuell schwer, sich richtig zu organisieren und zu motivieren. Ich freue mich daher, dass diese Studie auch nach den Stressfaktoren fragt. Viel Erfolg!	Home office is a very useful option for many people. However, it is harmful when evaluations (does not apply to this one) are looking too much at productivity for the time being, because Home Office is an exceptional situation meaning many work hours for many. People first have to get used to the new situation, and their own productivity in the workplace may not be priority number 1 at the moment (at least when in jobs that are not systemically relevant ...). People who need to reconcile everything, like parents and caretakers, are much more affected, but also many others are currently facing problems to organize and motivate themselves properly. I am therefore pleased that this survey also asks about stress factors. I cross fingers for success!
Vereinbarkeit von Kinderbetreuung und Homeoffice. Dadurch nicht 100% Leistungsfähigkeit möglich. Andere Kollegen (ohne Kinder) arbeiten 130%, ich 70-80%, daher schlechtere Ausgangsbedingungen für Jobsuche/Karriere später	Compatibility of childcare and home office. As a result, 100% efficiency is not possible. Other colleagues (without children) work 130%, I 70-80%, therefore worse starting conditions for job search / career.
Ich arbeite in einer Einrichtung, wo es um Musik und Tanz, um generell viel Miteinander geht. Die Pandemie-Effekte greifen jetzt bereits stark und werden so schnell nicht abflauten. Es drückt auf die Gemüter meiner KollegInnen und die bangen Frage nach der Zukunft.	I work in an institution that deals with music and dance, with a lot of togetherness in general. The effects of the pandemic are already making a strong impact and will not abate anytime soon. My colleagues are concerned and anxious about the future.
Retraditionalisierung von Carearbeit in weiblich konnotierte Zuständigkeitsbereiche als schwerwiegender gesellschaftlicher Rückschritt	Re-traditionalization of care-work in the areas of responsibility of female connotations is a serious social regression.
es fehlt m.E. an Wahrnehmung und Diskussionskultur, was Personen, die zu Hause pflegen (Kinder oder weitere pflegebedürftige Personen) gerade leisten Vertrauensarbeitszeit ist sehr gut, aber wenn Aufgaben und Erwartungen die gleichen bleiben, steigt die Belastung trotzdem, nur, dass man nun nicht mehr verheimlichen muss, dass man nachts arbeitet	In my opinion, perception and discussion culture of what people are currently doing for caring at home (children or other people in need of care) is missing. Trust-based working hours are very good, but if the tasks and expectations remain the same, the burden increases. Except, you no longer have to hide that you work at night.

9.1.6 **Female respondents with non-academic positions, other educational background**

Do you have other comments to share with us those relevant to the current situation?	Translation in English
Als Frau und Mutter sehe ich meine Perspektive von männlichen Politikern nicht vertreten.	As a woman and mother, I do not see my perspective represented by male politicians.
Viele der Fragen hier waren für Freiberuflerinnen absolut nicht relevant, Fragen, die für uns wichtig wären, fehlten.	Many questions here were absolutely not relevant for freelancers, question that would be important for us were missing.
Ich leide unter den Einschränkungen der Grundrechte. Ich leide darunter keine Freunde und Familie treffen zu dürfen. Ich leide darunter, nicht in meine Zweitwohnung in Schleswig-Holstein zu dürfen. Das fühlt sich wie Enteignung an. Die Kleinstaaterei finde ich ganz widerlich. Auch bezogen auf Europa. Das Denunziantentum finde ich sehr beängstigend. und noch vieles mehr	I suffer from the restriction of the fundamental rights. I suffer from not being allowed to meet friends and family. I suffer from not being allowed to go to my second home in Schlweswig-Holstein. That feels like an expropriation. I find this particularism very disgusting. Also concerning Europe. I find this denunciation very frightening and much more.
Sportaktivitäten sind stark eingeschränkt, da ich kein Jogger bin	Sports activities are strongly restricted because I am not a jogger
Ich finde es wichtig, aufmerksam zu bleiben, wo es Probleme gibt und wenn möglich, zu helfen.	I find it important to be aware where there are problems and to help if possible.
Gleichberechtigungskämpfe werden neu gestaltet	Fights for equal rights are created newly
Die aktuelle Situation, so ungern ich es laut sage, entspannt vieles: weniger Gerenne/Eile, mehr Ruhe, mehr Nähe zu den Familienmitgliedern, neue Rituale, die weniger fremdbestimmt sind ...	The current situation, though I hesitate to say it loudly, relaxes a lot: less running/hurry, more rest, more closeness to the family members, new rituals that are less other-directed
Aufklärung zu diffus; keine einheitlichen Regelungen für Arbeitsplätze	clarification too diffuse; no consistent regulation for work places
Ich bin der Meinung, meine Landesregierung (Bayern) hat zu spät Maßnahmen ergriffen und die Maßnahmen der deutschen Bundesregierung waren zu kurz. Sie hätten strikt noch 3 Wochen länger durchgeführt werden müssen.	I have the opinion that my federal government (Bavaria) took measures too late and that the measures of the German government are not enough. They should have been hold up strictly for three more weeks.
Die "neue Normalität" meistern viele Menschen nicht, sie sind sich der ernsten Lage nicht bewusst.	Lots of people do not master the „new normality", they are not aware of the serious situation.
Halte Ausgangssperre für nicht sinnvoll	I think a curfew does not make sense
Ich arbeite regulär als Selbstständige von Zuhause, einige Fragen sind daher nicht sinnvoll zu beantworten.	I am working from home regularly as a freelancer. Therefore, several questions cannot be answered sensibly.
Wir erleben es als sehr produktiv und lehrreich für die Kinder (klasse 6&9), dass sie selbstorganisiert von zu Hause lernen können ohne den Sozialstress in der Schule zu haben. Dass die traditionellen Formen des Unterrichts nachher wieder aufgegriffen werden, befürchten wir als Eltern. Persönlich befürchte ich, dass es noch sehr lange (mehr als ein Jahr) dauern wird, bis wieder bspw. Besuche bei (gefährdeten) Verwandten (Eltern) möglich sein werden.	We experience it as very productive and educational for the children (grade 6&9) that they can learn from home independently without having the social stress in school. As parents we worry that the traditional styles of teaching come back again afterwards. Personally, I worry that it takes a very long time (more than one year) until it is possible again to e.g. visit (endangered) relatives (parents).
Evtl. lange Pandemiezeit und Einschränkungen	Probably long pandemic time and restrictions
in der C-Krise kommen praktisch nur männliche "Experten" zu Wort. Wo sind die Wissenschaftlerinnen?	In the C-crisis virtually only male „experts" get a chance to speak. Where are the female scientists?

Es werden nur männeraffine Themen diskutiert (wann kann der Profifussball wieder starten?). Die Krise wird auf dem Rücken von Frauen ausgetragen. Im Hintergrund läuft eine erschreckende Entwicklung à la Big Brother.	Only male oriented topics are discussed (how can the professional football can start again?). This crisis is carried out on the back of the women. In the background an alarming development is in progress a la Big Brother.
Den Kindern fehlen die Kinder. Ich wünsche ihnen Schule und Kita nicht nur zurück, um sie aus dem Weg zu haben, sondern weil durch die fehlenden Kontakte alles psychisch sehr strapaziert sind.	The children miss the children. I do not wish school and daycare back for them to have them out of the way but because of the missing contacts everything is mentally very stressed.
Ich hätte mir eine Bundesland einheitliche Regelung gewünscht!	I would have wished a federal state united regulation!
Erschreckend wenig Gespür für soziale Themen in der Politik bei der Krisenbewältigung	Alarming little sense for social topics in the politics within the crisis management
Alleinerziehenden fehlt die komplette Infrastruktur. Homeoffice ist da keine Lösung	Single parents miss the complete infrastructure. Working from home is here no solution
Keine wesentliche Veränderung gegenüber der Situation vor Corona bis auf die soziale Isolation	No significant change compared to the situation before Corona unless the social isolation
Die negativen Auswirkungen der zahlreichen Einschränkungen und Verbote (Verbot vieler Sportarten, Demonstrationsverbote, Kontaktverbote) wird am Ende deutlich mehr Schaden und Tote verursachen als der Virus selbst.	The negative consequences of the numerous restrictions and prohibitions (prohibitions of numerous sports activities, ban on demonstrations, ban of contacts) will cause significant more damage and deaths than the virus itself at the end.
Ich habe keine Angestellten, daher treffen die Fragen zu diesen Punkten nicht auf mich zu.	I have no employees, therefore the questions concerning this point do not apply to me.
Kulturelles Leben - Museum, Theater, Oper, Ausstellungen, Kleinkunst, Kino, Zirkus, Konzerte, Happenings - alles vor dem Aus ??	Cultural living – museum, theatre, opera, exhibitions, cabaret, cinema, circus, concerts, happenings – everything on the verge of collapse ??
grundsätzlich positiv ist der Schub, den Digitalisierung und selbstständige Arbeitsweise erfahren	Generally the boost which the digitalization and autonomous working experience is positive
Ich bin positiv überrascht, dass Social Entrepreneur*innen von der Politik und dann noch finanziell Wert geschätzt wurden- Danke; abgesehen von mir: ich hoffe, die ganze CARE WORK wird arbeitsrechtlich höher bewertet und besser entlohnt (nicht Mindestlohnanhebung á la Spahn oder 1-Mal-Prämie; bessere Tariflöhne wg. verantwortungsvoller Arbeit am Menschen);	I am surprised positively that social entrepreneurs are appreciated from the politics and financially – Thank you; excnept for me: I hope this whole CARE WORK is ranked higher by law and is paid for better (not raising the minimum wage like Spahn or a single bonus; better standard wage because of responsible work on humans);
Wenn beide Eltern von zuhause arbeiten, es ist mit kleine Kindern und keiner Unterstützung extrem schwierig	If both parents work from home, it is extremely difficult with small children and no support
ich bin so traurig über das, was Menschen in der Krise widerfährt (sei es, dass sie sich nicht mehr von ihren Angehörigen verabschieden können, dass Menschen einsam in Isolation sterben, oder Frauen und Kinder, die jetzt häuslicher Gewalt ausgesetzt sind, oder Menschen in anderen Teilen der Welt) und es frustriert bzw enttäuscht mich, dass meine Kolleg*innen das nicht zu verstehen scheinen. Die sind einfach nur fröhlich und unbeschwert - oder genervt über die Regeln.	I am quite sad about what people are going through in the crisis (be it that they cannot say farewell to their family members, that people may pass away separated from their relative, or that women and children are now objectives to domestic violence, or the fate of people in other regions of the world) and it frustrates or rather disappoints me that my colleagues do not seem to understand these concerns. They just continue to be cheerful and relaxed - or annoyed by the rules imposed on them.)
Generell sollte Jeder mehr Rücksicht auf andere nehmen.	In general, everyone should be more considerate of others.
Man sollte vorher schreiben, dass die Umfrage nicht für normal arbeitende Menschen ist sondern für sesselpupser... **Schade..**	One should have indicated in advance that the survey is meant not for normal working people but for pencil pushers ... A pity ..

Überforderte Führungskräfte, wenig Anerkennung dafür was man täglich leistet, arme Kinder die aus sozial schwächeren Familien kommen sind benachteiligt. Der Mensch denkt nicht um und wird mit Lockerungen weiter machen wie bisher und das Arbeitsrad wird sich schnell wieder drehen. Es geht nur um Arbeit und Geld am Ende	Executive managers overworked, insufficient recognition of what is being achieved every day, and poor children coming from socially disadvantaged families are deprived. Man does not revise their thoughts and will continue with reducing lock-down measurements as before and the work wheel will quickly spin again. In the end, it is just about work and money.
Homeoffice verleitet dazu, mehr zu arbeiten als gewöhnlich. Überstunden werden auch nicht mehr erhoben und somit nicht mehr ausgeglichen. Aus dem Großraumbüro kommend genieße ich die Ruhe eines eigenen Büros. Auch, dass ich jederzeit alle Kollegen anrufen kann, ohne dass Kollegen in meinem oder seinem Umfeld gestört werden. Homeschooling war keine Situation, auf die sich Lehrer und Schüler vorbereiten konnten. Damit bleibt zuviel an Eltern hängen. Wir haben 3 Kinder: Einer profitiert, einer kommt gut klar und einer braucht sehr viel Unterstützung. Keins der Kinder bekommt genug und qualitativ ausreichende Rückmeldungen über geleistete Aufgaben. Da keine Arbeiten geschrieben werden, ist unbekannt, wie erfolgreich das ist und ob der Lehrermangel durch selbständiges Onlinelernen behoben wird. Es gibt auch noch kaum professionelle Onlineangebote von Schulbuchverlagen. Was wir gemeinsam SEHR genießen: Gemeinsames (längeres) Frühstück, gemeinsames sehr gesundes Mittagessen mit allen Familienmitgliedern, auch ohne Hektik, weil keiner wieder in die Schule muss und allgemein das verlangsamte Leben, was mehr Zeit miteinander lässt. Und ich profitiere auch von der neuen Tageseinteilung, sodass ich morgens mit Sport beginnen kann. Zur alten Hektik will ich eigentlich nicht zurück, aber sie wird wiederkommen als Nebenwirkung der Marktwirtschaft.	Home office tempts to work more than usual. Hours of overtime are as well tracked anymore and thus no longer compensated. Leaving the open plan office, I enjoy the peace of my private office. Also, that I can call all colleagues at any time without disturbing colleagues in either environment. Homeschooling was not a situation that teachers and students were prepared for. Under that constraints, too much was imposed on parents. Among our 3 children one benefits, one gets along well and one needs a lot of support. None of the children received sufficient and as well not high-quality feedback on their tasks performed. Since no tests are taken, the extent of success is not known, and as well whether the shortage of teachers might be resolved by independent online learners. So far there are also hardly any professional online offers from textbook publishers for school students. We though enjoy VERY much together: an (extended) breakfast for all, very healthy lunch with all family members, also without any time stress, because no one has to run back to school, and in general the life style slowed down, which leaves more time to be spent together. And I also benefit from the new daily schedule such that I can start doing sports in the morning. I do not really want to return to the old-style stress, but that will happen again as a side effect of the market economy.

9.1.7 Male respondents with academic positions, physics background

Do you have other comments to share with us those relevant to the current situation?	**Translation in English**
Nach meiner Meinung wird politisch nicht an alle Arbeitnehmergruppen und Langzeitfolgen gedacht, z.B. befristete Angestellte in Forschungseinrichtungen die zum Beispiel auf Kooperationen mit Industrieunternehmen angewiesen sind.	In my opinion, politics do not think about all groups of employees, e.g. temporary employees in research institute which e.g. are dependent on cooperation with industrial companies.
Hinsichtlich einer der ersten Fragen: Ich habe Abschlüsse in Mathematik und Physik	With regard to one of the first questions: I have degrees in Math and Physics
Einige Pflichtfragen trafen auf mich überhaupt nicht zu, aber ich musste sie beantworten. Das mag das Ergebnis verfälschen.	Some of the obligatory questions did not apply to me at all, but I was forced to respond. This may interfere with the result.

Home-Office erscheint mir in meinem Fall sehr produktiv und effizient. **Eine fehlerfrei funktionierende Internetverbindung ist hier die Achillesferse.**	Home office occurs to me to be very productive, and efficient. Still, an error-free internet connection (comment: `reliable`) is the Achilles heel here.
Alle Doktoranden, die innerhalb dieses Jahres noch planen fertig zu werden, haben massive Sorgen dass es nahezu unmöglich sein wird in den nächsten Jahren eine Anstellung zu finden.	All PhD students who still plan to graduate within this year have massive doubts whether it will be virtually possible to find a job within the next years.
I believe that the measures taken are largely wrong, often due to seemingly good advises by virologists and epidemiologists. The statistics of deaths does not properly take into account those who are dying in larger number now on other reasons than Covid-19. It is kind of a "primitive statistics" to count only Covid-19 deaths. There is much more to say on all that. We will see how the actions taken in Sweden will in the end compare to those in most other countries of Europe and the world.	
Die politische Dimension als Problem wurde nicht ausreichend berücksichtigt.	The political dimension was not been sufficiently taken into account as a problem.
Endlich wird mal deutlich, dass Meetings und Gruppentreffen auch online durchgeführt werden können, und dies viel angenehmer ist. Außerdem ist mein Arbeitsplatz zu Hause bezüglich Rechentechnik, Ergonomie, Arbeitsklima etc. deutlich besser ausgestattet als der an der Uni. Und ich spare 70 km Fahrstrecke pro Tag durch Home-Office.	It finally becomes evident that meetings and group meetings can also be conducted online, and this is much more pleasant. In addition, my workplace at home in terms of computer conditions, ergonomics, work climate, etc. is significantly better equipped than the one at the university. And Home Office suspends me from 70 km of driving per day.
I am severely disabled, but I work like 1.5 persons. But if coworker simply decide to kill me by infecting me, then I have to resign from my job unnecessarily.	
You haven't mentioned concerns about when/how things are reopened, you haven't asked things like how much of my job can be done at home, or whether I was allowed to take things home from work (e.g. my work computer). One question had four options for how my work has changed -- none of them applied, but I was forced to choose one. I went from my own office (plus time in the lab) to sharing a small room with my wife.	
Die Betreuung von mehreren Kindern, inklusive Schulunterricht, Hausarbeit und fehlender Ausgleich lassen mich etwas ermüden. Ich wäre froh, wenn meine Kinder für ein paar Stunden/ Tag wieder Betreuung finden würden.	Taking care of children, including home-schooling, housework and a lack of balance make me a little tired. I would be happy if my children could find care again for a few hours / day.
Leider war ihr Raster so eng, das meine Situation nicht vollständig abgebildet werden konnte. "Trifft nicht zu" hat mir öfter gefehlt. Ich habe zeitweise von zuhause gearbeitet und dann wieder im Büro. Aber auch da gibt es starke Veränderungen dieser Tage, die hier leider nicht eingehen.	Unfortunately, their grid was so narrow that my situation could not be fully mapped. "Doesn't apply" was often missing from me. I worked from home at times and then back to the office. But there are also major changes these days, which unfortunately are not included here.
Bitte überarbeiten Sie die Formulierungen der Fragen. Außerdem habe ich bei vielen Fragen das Gefühl, dass meine Situation nicht erfasst werden kann und so in eine andere Antwortmöglichkeit gepresst wird, die zwar im konkreten Fall nicht falsch ist, jedoch in einem ganz anderen Zusammenhang steht. Daher empfinde ich es als äußerst schwierig, Rückschlüsse aus den gesammelten Antworten zu ziehen.	Please revise the wording of the questions. In addition, with many questions I have the feeling that my situation cannot be grasped and is thus pressed into a different answer option, which is not wrong in the specific case, but is in a completely different context. Therefore, I find it extremely difficult to draw conclusions from the answers collected.

9.1.8   **Male respondents with non-academic positions, physics background**

Do you have other comments to share with us those relevant to the current situation?	Translation in English
Die (Netz-)Infrastruktur zum Arbeiten im Home-Office ist nicht ausreichend. Ich halte Deutschland für ein Entwicklungsland in Bezug auf Digitalisierung. Das gilt nicht nur für Infrastruktur sondern auch für Kommunikationssoftware bzw. Videoconferencing. Darüber hinaus sind die Schulen und Lehrer hilflos in der jetzigen Situation. Sie sind nicht mal in der Lage, die vorhandenen Mittel vernünftig einzusetzen. Alles in allem zeigt sich eine digitale Katastrophe! Das Gute an Corona ist, dass diese Mängel wenigstens schonungslos aufgedeckt worden sind. Nur, wer kümmert sich um (vor allem nachhaltige) Verbesserungen?	The (network) infrastructure for working in Home Office is insufficient. In terms of digitalization, I consider Germany to be a developing country. This applies not only to infrastructure but also to availability of communication software resp. videoconferencing. In addition, schools and teachers are helpless in the current situation. They are not even in a position to use the available means in a reasonable way. All in all, a digital disaster is on the scope! The good thing about Corona is that these shortcomings are at least uncovered relentlessly. However, who is taking care about improvements (especially sustainable ones)?
Homeoffice: An sich eine nette Idee, hilft bei Pandemien, einen Teil der Arbeit die man sowieso am Rechner erledigt, zuhause durchzuführen. Jedoch versagt das Konzept gründlich bei Kinderbetreuung. Für eine Arbeit muss man sich konzentrieren, am besten am Stück. Das ist mit Kindern, auf die man aufpassen muss, unmöglich. Homeoffice und Kinderbetreuung funktionieren deshalb gemeinsam nicht und sollten von Behörden und den Medien nicht mehr als eine Lösung aufgezeigt werden.	Home office: In itself a nice idea, in the event of a pandemic it helps to do some of the work that is done on the computer at home. However, the concept thoroughly fails when it comes to childcare. For a job you have to concentrate, preferably in one go. This is impossible with children to be looked after. Home office and childcare, therefore, do not work together and should no longer be presented as a solution by the authorities and the media.
Als Familienvater belasten mich vor allem die enorm gestiegenen Anforderungen Homeoffice, Kinderbetreuung und -bildung selbst unter einen Hut bringen zu müssen während es gleichzeitig weder sinnvolle Kinderbetreuung noch sonstige Beschäftigungsmöglichkeiten gibt. Das macht es in einer kleinen Stadtwohnung sehr schwierig. Zwar sind diese Woche die Spielplätze wieder freigegeben worden, doch eine Kinderdichte von 16/Platz karrikiert den Sinn der übrigen Maßnahmen -- vor allem weil unsere europäischen Nachbarn trotz weitreichender Öffnung der Kinderbetreuungseinrichtungen auch keine stärker wachsenden Ansteckungsraten haben. Das daraus resultierende Gefühl, als Familie in Deutschland weitgehend allein gelassen zu werden, belastet uns und viele Familien aus unserem Bekanntenkreis zusätzlich. Aber da kann mein Arbeitgeber wenig dagegen unternehmen...	As a father, burden me especially the extended home-office, child-care and home-schooling. Trying to do all together results neither a sound child-care nor any occupational provisions at the same time. That makes it very difficult in a small city apartment. Although the playgrounds have been released again this week, a child density of 16 / place contradicts the sense of the other measures - mainly because our European neighbors do not have any stronger growth in infection rates despite the extensive opening of childcare facilities. The feeling of being largely left alone as a family in Germany is an additional burden on us and on many families we know. But there is little my employer can do about it ...
Schnelle Klärung der wirklichen Wirkungsweise, (langfristigen) gesundheitlichen Auswirkungen und Maßnahmen des und gegen das Corona-Virus währen mir wichtig, um besser mit der Situation umgehen zu können und zu verstehen...	Quick clarification of the real mode of action, (long-term) health effects and measures of and against the corona virus are important to me in order to be able to better understand and deal with the situation ...

9.1.9 Male respondents with academic positions, STEM background

Do you have other comments to share with us those relevant to the current situation?	Translation in English
Ich empfinde die voranstehende Bürokratie bei der Beantragung eines Notbetreuungsplatzes für ein Kind im Kita-Alter als äußerst störend ("Zettelwirtschaft"). Eine zeitgemäße Beantragung online wäre hier wünschenswert, da auch nicht jeder die Möglichkeit besitzt, Anträge ohne Weiteres daheim zu drucken. Einen Zugang zum Internet besitzt hingegen wahrscheinlich so gut wie jeder, der zu dieser Personengruppe gehört.	I find the previous bureaucracy for the application of an urgent nursery place for a child in the age of daycare as very disturbing ("crowd of piece of paper"). A modern application online would be desirable here because not everyone has the possibilities to print applications at home. In contrast, nearly everyone, who belongs to this group, has access to the internet.
Generell sollten Hochschulen (zumindest in Bereichen, wo dies möglich ist) mehr Möglichkeiten zur Arbeit im Home-Office in Betracht ziehen. Ich hatte in den letzten Wochen häufig das Gefühl, zu Hause ungestört und produktiver arbeiten zu können als im Büro. Ein Austausch mit meinen Kollegen war auch unkompliziert und produktiv über digitale Kommunikationswege möglich. Zudem trägt ein teilweiser Wegfall der Fahrzeit (bei mir über 1,5 h am Tag) und eine flexiblere Verteilung der Arbeitszeit über den Tag zu einer spürbaren Erhöhung der Lebensqualität bei. Gesamtgesellschaftlich sehe ich jedoch große Risiken in den Folgen der häuslichen Isolation, insbesondere bezüglich psychischer Auswirkungen auf konfliktbehaftete Familien, auf die geistige Entwicklung von Kindern oder auf einsame Menschen. Deren Aufwiegung gegen die gesundheitlichen Gefahren, die durch das neuartige Coronavirus bestehen, bedarf m.E. einer größeren öffentlichen Debatte. Zudem sehe ich auch, dass die Arbeit im Home Office für Eltern (wie z.B. meinen Kollegen, der parallel zwei Kinder betreuen muss) nur sehr schwer möglich ist und der aktuelle Zustand für ihn dauerhaft nicht tragbar ist.	In general, the universities should (at least in the sectors where this is possible) consider more possibilities for working at home. In the last weeks I often had to feeling to be able to work undisturbed and more productive from home than in the office. Interactions with my colleagues were uncomplicated and more productive possible using digital communication. In addition, a partial loss of driving to work (for me more than 1.5 hours per day) and the flexible distribution of the working time over the day contribute to a noticeable increasement of life quality. But macrosocial I see great risks in the consequences of the domestic isolation, especially concerning the mental effects on families with conflicts on the mental development of children or lonely people. Their comparison towards the health danger, which exist due to the new Coronavirus, needs a greater public debate to me. In addition, I also see that working from home is only possible with great difficulties for parents (like e.g. my colleague, who has to take care for two children in parallel) and the current status is not bearable for a longer duration.
Die Schulen haben die Verantwortung für die Bildung von Kindern komplett auf die Eltern abgewälzt. Meine Tage und die meiner Frau bestehen aus jeweils 8h Arbeit und jeweils 3h Homeschooling, was uns jeden Tag an den Rand der Erschöpfung bringt, während die Lehrer für ihre Klassen nur ca. 1h pro Woche investieren. Ich befürchte, dass die Bildung meiner Kinder darunter langfristig leiden wird. Die Lehrer fühlen sich nicht zuständig, solange die Kinder nicht in der Schule sind und die Schulen warten auf Direktiven von "Oben".	Schools did completely pass on the educational responsibility for the children to the parents. My days and those of my wife consist of 8 hours of work combined with 3 hours of homeschooling, respectively, which brings us to the brink of exhaustion every day. At the same time, teachers invest only approx.1h per week for their classes. I fear that the education of my children will suffer in the long run. Teachers do not feel in charge as long as the children are not present in school, and schools are waiting for directives from "further up".
Ehrlich gesagt läuft es erstaunlich gut. Bei der Arbeit bin ich häufig abgelenkt. Über Video-Meetings und Telefonate halte ich regelmäßig Kontakt mit Kolleg_innen. Am ehesten verkomplizieren die Kontakt-Beschränkungen die Lage. Und es wäre auch schön Freunde/Familie zu sehen. Aber es funktioniert irgendwie. :)	To be honest, it is going amazingly well for me. At work, I often happened to be distracted. Now, I am keeping regular contact to colleagues via video meetings and telephone calls. At the most, the general contact restrictions complicate the situation. It would also be somehow nice to meet with friends / family. But somehow it works :) .

Genießen wir den schönen Himmel solang er ohne Flugzeuge ist! Das größte Geschenk der letzten Jahrzehnte wie ich finde!	Let us enjoy the beautiful skies as long as it is left without airplanes! The greatest gift of the last decade in my view!
Die soziale Isolation (insb. weniger Kontakt zu Arbeitskollegen) mindert meine Produktivität.	Social isolation (i.e. less contact with work colleagues) is reducing my productivity.
Arbeiten im Home-Office (beide Eltern) schwierig/kaum möglich (außer Nachts), wenn zwei Kinder (1 Säugling, 1 Kleinkind) aufgrund geschlossener Krippen/Kitas dauerhaft anwesend sind und durchgängig Betreuung benötigen.	Working in the home office (both parents) difficult / hardly possible (except at night) if two children (1 infant, 1 toddler) are permanently around due to closed day nurseries / daycare centers and need constant care.
Ich ärgere mich sehr über die Menschen, die sich nicht an die auferlegten Beschränkungen halten. Die Demonstrationen gegen die Corona-Maßnahmen finde ich höchst befremdlich und das aktuelle Wissenschaftler-Bashing in den Medien erschreckt mich. **Ich habe nicht mehr viel Vertrauen in diese Gesellschaft.**	I am very angry with the people who find themselves adhering to the restrictions imposed. The demonstrations against the Corona measures are extremely strange and the current scientist-bashing in the media frightens me. I don't have much faith in this society anymore.

9.1.10 **Male respondents with non-academic positions, STEM background**

Do you have other comments to share with us those relevant to the current situation?	**Translation in English**
Arbeitsschutzmaßnahmen und deren ordentliche Implementierung sind sehr wichtig.	Industrial safety measures and their correct implementation are very important.
Viele Entscheidungen werden politisch ohne wissenschaftliche Grundlagen bestimmt, es gibt nur wenige die wirklich auf Grund von Nachprüfungen, Studien, Entscheidungen treffen	Lots of decisions are determined political without a scientific basis, there are only a few that decide because of verifications and studies
Ich würde auch gerne positive Auswirkungen anmerken: Wegen des Wegfalls viele Reisen und Gäste und Meetings und Wegen habe ich in den letzten Wochen viel mehr und viel mehr zusammenhängende Zeit gehabt, über meine Forschungsprobleme nachzudenken und mit meinen Projekten voranzukommen; das gilt für die meisten Leute aus meiner Forschungsgruppe.	Let me note down positive effects: the cancellation of many trips and hosting obligations, and meetings and commuting between places in recent weeks resulted in providing much more time for me, and much more connected time, just as to think about my research problems and how to move ahead with my projects. This applies to most people from my research group.
Der Mensch benötigt Routinen um erfolgreich zu sein. Home-Office oder private Aufgaben benötigen deutlich höheres Maß an Selbstdisziplin. Ablenkung ist zuhause zu groß. Es wird viel zu oft unnötige Konferenzen einberufen egal bei welchem Unternehmen. Home-Office ist aufgrund langer Wartezeiten auf Antworten nicht so effektiv. **Sozialer Kontakt und Input fehlt.**	Success demands for routines. Doing Home office work and fulfilling private tasks require a significantly higher extent of self-discipline. Distraction is too much at home. There are too many unnecessary conferences that are called, independent on the company. Long response times reduce efficiency of Home Office. Social contact and input are lacking.
Manche Fragen sind sehr kompliziert gestellt, Gefahr von Missverständnissen	Some questions are asked in a very difficult way, risk of misunderstanding

9.1.11 **Male respondents with academic positions, other educational background**

Do you have other comments to share with us those relevant to the current situation?	Translation in English
Norditalien ist die Region mit dem größten CO2-Ausstoß in Europa...	North Italy is the region with the greatest CO2-emission in Europe…
Die Situation für die Familien ist vielfach unerträglich. Vor der Pandemie wurde überall danach gerufen, dass die Frauen ebenfalls arbeiten sollen. Jetzt gibt es noch nicht einmal zusätzliche Urlaubstage, um all die Zusatzbelastung auszugleichen oder abzufedern. Vor der Pandemie hatte ich eine Haushaltshilfe und musste nur für das Wochenende einkaufen und auch nur da kochen. Jetzt mache ich Homeoffice, Homeschooling, viel mehr Einkaufen, selber wieder putzen, jeden Tag kochen. Wie soll das gehen?	Often, the situation of families is not bearable. Before the pandemic, women were called everywhere to work as well. Nowadays, there are not even additional vacation days to compensate or release all the additional workload. Before the pandemic, I employed a housekeeper and I had to shop exclusively for the weekend and cook only then. Now I do home office, homeschooling, much more shopping, I clean on my own, I am cooking every day. How shall this go?

9.1.12 **Others respondents**

Do you have other comments to share with us those relevant to the current situation?	Translation in English
warum werden hier keine sozialen und psychischen Momente abgefragt?	Why are here no questions about social and psychological moments?

9.2   **Comments of the respondents from Europe other than Germany**

Do you have other comments to share with us those relevant to the current situation?	Translation in English
Ich wundere mich nur, dass es für meine jungen Mitarbeiter (Doktoranden/Postdocs) so viel schwerer ist genügend Selbstdisziplin aufzubringen um effizient zu arbeiten	I just wonder that it is much more difficult for my young employee (PhD students/Postdocs) to find enough self-discipline to work efficiently
Dünya bu salgından etkilendi.	The world was affected by this epidemic.
I find it very hard being responsible for my doctoral students and not being able to meet them in person.	
Ich vermisse die Frage nach Verbesserung oder Chancen dieser Krise: effizientere Meetings, Absagen/Verkürzen von überflüssigen Meetings, eine Diskussion wie wir nach der Krise wieder arbeiten wollen (z.B. mit mehr Home-Office)	I miss the question on improvement or chances from this crisis: enhanced efficiency in meetings, cancellations / shortenings of obsolete meetings, a discussion about how we want to work again after the crisis (e.g. with more frequent Home Office)
The lockdown has been beneficial to my work. Working from home with my family is great.	
I hope to be wrong, but I don't believe flexibility will be greater when it comes to working from home once this is	

over.

Management pushing for staff to take their annual leave is also causing great stress within the team. Staff do not want to go on annual leave when there are travelling restrictions and so much work to be done.

There are benefits to working from home: 1. No commuting, 2. I find that colleagues are in general, engaging and responding quickly and efficiently. Prior to the current situation is was harder to get people together. 3. Perhaps I am lucky due to the nature of my work but I honestly feel that I have been more productive at home due to less distractions	
Auch wenn das ironisch klingen mag: es fehlt die Rücksicht auf die Gesundheit in der Situation. Man hat den Druck genauso produktiv zu bleiben (und z.B. plötzlich Elearning Kurse herzuzaubern), auch wenn das unter den gegeben Umständen für viele einfach nicht möglich ist.	Even though it may sound ironic: there is a lack of health consideration in the situation. Everyone is under the pressure to remain just as productive (and, for example, suddenly come up with E-learning courses, magically), even though, under the given circumstances, this is simply not possible for many of the involved.
LOVING working from home - getting so much more thinking work done, because I'm not interrupted like at work. (Even though I have a 10 and 12year old at home)	
situation of people on indefinite contracts has now taken a turn to even worse than it was before (I am surprised that is not getting any attention in this survey)	
Im Gegensatz zu vielen jüngeren KollegInnen hat für mich eine drastische Entschleunigung stattgefunden. Der unglaubliche Druck, der die letzten 15 Jahre auf mir gelastet ist (zu viele Verpflichtungen, zu viele Reisen, zu viele Konferenzen ...), hat sich etwas verringert. Ich habe ohnehin abends und am Wochenende immer Home-Ooffice gemacht/machen müssen, bin da also gut ausgestattet. Ich komme derzeit wieder mehr zu eigenen Forschungsaktivitäten (Papers lesen und schreiben, Programmieren).

Unsere Kinder sind erwachsen, aber ich kann mir noch gut vorstellen, wie "2x Homeoffice und ein paar Kleinkinder" sich anfühlen muss - ich habe hier volle Solidarität mit meinen Mitarbeitern und Angestellten mit Kindern und würde nie denselben Output wie sonst erwarten - das wäre eine Zumutung!

Auf Dauer wäre der Zustand aber sicher auch aus anderen Gründen nicht tragbar: Keine persönliche Begegnung mit Kollegen und Mitarbeitern am Institut oder auf Konferenzen bedeutet, dass viele neue Ideen nicht entstehen (der berühmte Kaffeemaschinen-Gesprächs-Effekt!), das ist schade und macht sich bei uns am Institut auch schon bemerkbar. **Video-Meetings können das nicht leisten.** | There has been a drastic deceleration for me, as different to what many younger colleagues experience. There had been an incredible pressure on me during the last 15 years (too many commitments, too many trips, too many conferences, ...), and this is less to some extent. I anyhow had to do / was doing Home Office work in the evenings and during the weekends, so I'm well equipped for that. I am currently reenabled to conduct my own research activities (reading and writing papers, programming). Meanwhile, our children are grown up; I though can still imagine how it must feel to be under "2x home office and a couple of small children" - so I compact myself solidaric towards my staff and employees with small kids and I would never expect to receive the same output as under normal conditions - that would be an unreasonable demand! However, the current conditions are certainly not be bearable for other reasons, on the long run: the lack of direct personal meetings with colleagues and staff at the institute or at conferences means that many new ideas cannot emerge (the famous coffee machine conversation effect!). This is a shame, and already perceivable at our institute. Video meetings cannot provide that. |
| Biggest stress is to deal with the extra tasks at home (e.g. home-schooling children) and at work (e.g. preparation | |

of online classes) without any decrease in the usual workload. Overwork, long hours and thus lack of sleep make it very hard to cope and keep smiling.	
Home schooling of my children put too much stress on parents, usually the mother. Small children (6-12 years) are not able to cope with the computer environment that was needed to do all the tasks. Teachers were not prepared for this, naturally. But this put a heavy burden on me. My company was not prepared either, to grant me half-time status for a short period… everything has been a terrible mess.	
As a researcher, I enjoy high flexibility with respect to working hours, organization of work, etc. In the current situation, this often means that I have to sacrifice my work progress for the sake of other family members having stronger constraints from employers/schools.	
I feel it will cause political polarization and strengthening post-communist trends in the EU.	
Is an emergency situation. We should do our best to get rid of it.	
In general, the homework and isolation was a blessing for both my work and family life	
No, I hope the current situation will be soon over	
Unfortunately, we were not prepared for effective home office. We were not really used to it and mostly we do not have proper work corner at home. The biggest distraction were however kids, since school were relying on parents to teach the kids at home.	
The survey is great; however it was hard for me to distinguish whether I voted yes or no, the difference between the colors is too little for me (Firefox up-to-date, win7 platform)	
Don´t worry, be happy!	
Old people like me can easily be relinquished by his/her younger colleagues after a recess as long as the present one might become. It is not about job security, rather about the continuation of an active life.	
Es fehlt an Lösungen für Eltern im Homeoffice mit Kleinkind. Wenn beide Elternteile im Homeoffice arbeiten, aber gleichzeitig auch ein Kleinkind betreuen, kann nicht die gleiche Arbeitsleistung wie vorher erbracht werden. Die Produktivität sinkt zwangsläufig, und die vielen Nachtschichten haben negative Auswirkung auf Gesundheit und Psyche.	There is a lack of solutions for parents with small children in Home Office. When both parents are in Home Office, but at the same time also have to take care of a small kid, then the work performance cannot be achieved as it had been before. Productivity inevitably declines, and the many night shifts have a negative impact on health and psyche.
Bir an evvel mahkemelerin tüm alanda hizmet görebilmesi kısmende olsa virüs öncesi duruma dönebilmek	As soon as possible, courts can provide services in all areas, albeit partially, to return to pre-virus status.
Yaşayıp göreceğiz.	We will live and see.
Wohnverhältnisse	living conditions
the pandemie welded people together; people cooperated in many voluntary activities to fill quickly the gaps in measures, were government was late; crime rate decreased significantly	

Despite being physically away from work and having potentially more time to exercise, my overall health deteriorated because I was too afraid to actually go outside. Now with worse health than before the outbreak, I am less inclined risking to go outside, leading into further deterioration of my health and so on. It gets harder to motivate myself to do work on long-term projects since I cannot seem to convince myself the virus will not kill me by the time the project comes into fruition.	
I loved the DPG spring meeting online. The three days. I would love to think that online conferences is the future. I felt zero stress, I was sitting at home, in a couch, drinking tea, coffee, etc., and I especially like the future of "raise your hand anonymously" during a talk.	
There is a plus side, that I can now attend conferences and workshops from home I previously did not have access to.	
boring	
What is this silly set of not unbiased questions meant to be for other than wasting respondents time? GET LOST WITH SUCH PSEUDO SCIENTIFIC APPROACHES!	
I used to think remote working (i.e. at home) was not suitable for me but I discovered it by force during the pandemic and I plan to ask for one day a week at home for remote work once everything is back to 'mormal'.	
Die Bedeutung der kleinen persönlichen Kontakte am Institut, die auch immer wieder neue Ideen und Zusammenarbeiten generieren, sind massiv eingeschränkt, was für das wissenschaftliche Arbeiten nachhaltig schlecht ist. Hier müssen Wege gefunden werden, wie mit Abstandsregeln und/oder Homeoffice ein Ausgleich geschaffen werden könnte.	The importance of the small personal contacts at the institute, which always generate new ideas and collaborations, are massively limited, which is bad for scientific work. Ways must be found here how a balance could be created with distance rules and / or home office.
economic crisis for Europe	
I'm really afraid that the society and government do not learn lessons from the pandemic (destruction of our planet, unbridled consumption, pollution, climate change, ...)	
Bad questionnaire	
I used the car significantly less and would like to continue to do so by minimizing travel from and to work.	
My team is working as hard as they can, but we miss the informal contact that we need to address smaller problems/issues. Many team members are working extra hours solving problems by themselves that could have been solved much more efficiently if they communicated for 5 minutes. The barrier to ask for help has increased. This is especially true for more junior colleagues and people from a different cultural background.	
Auf Telefonen bricht die Zeile mit der Frage nicht um.	On (mobile) phones, the line with the question doesn't break.
Ich gehöre zur Risikogruppe	I belong to the risk group.
One advantage of the lockdown is that it saved a lot of travel time and we discovered than e-meetings are in fact very efficient when everyone is behind her/his computer.	

The stress was much more from the media and likely more on the young colleagues with children who had thus to manage school support and child care. Personally, my carbon imprint has improved a lot, which is a very good point and I'm glad of. Over the last ten years, we saw an increase of conferences, workshops, meetings and all these face2face activities we can question.	
Extensions of PhD programs would be great and would release a lot of stress on the PhD students. Many PhD students only have a small room in a shared flat for living, sleeping, storing personal items and now also to work in it. Sleeping room = office is very bad!	
I am one of the "lucky few" who is enjoying a very relaxed and pleasant lockdown so far. My biggest source of concern has been the anxiety and younger people in my group, some of them were exhausted and very stressed out (because of job prospects, small children, isolation, teaching duties...)	
The current situation is stressful, because the normal rules don't apply any more. Every decision involves weighing conflicting interests and requirements.	
Bei der nächsten Pandemie einen europäischen Plan zu haben. Grenzen zu schließen, wenn die Pandemie da ist hat wenig Sinn meines Erachtens. Es schädigt internationale Zusammenarbeit und reißt Familien und Freunde auseinander.	To have a European plan for the next pandemic. Closing borders when the pandemic is here makes little sense in my opinion. It damages international cooperation and tears families and friends apart.
I believe people leave this pandemic very differently. For me, the situation is ok. I have a stable job and my loved ones are fit. Due to the fact that my 3 children (0, 2 and 4-year-old) are at home, my work power has decreased a lot and I'm tired. I usually can manage 2 to 3 hours of work scattered during the day. My direct coworker understands that, I'm not sure my upper hierarchy do. We regularly had emails saying like Newton during the pandemic it is a great time to write and think a lot. Clearly my upper hierarchy and Newton did not have children to take care of.	
I lead an experimental research group and my group members have not been able to perform measurements at the university. This is my main concern as the students and PhD candidates get stressed by the lack of progress. I need to manage also that and make sure they can all finish their projects in a decent way.	
Ich finde die Fragestellungen ziemlich zusammengewürfelt. Dieser Fragebogen ist sicherlich nicht validiert und vermutlich nicht einmal getestet.	I think the questions are pretty much thrown together. This questionnaire is certainly not validated and probably not even tested.
Academic jobs, especially those in Physics theory, are somewhat creative in nature and go through the usual process of periods of overworking (producing most results) proceeded by periods of full stagnation where next to nothing gets done. This is quite normal, and a burnout often accompanies the overworking period (often the cause of the end of the period of productivity). Usually, there are enough external recourses available (entertainment, sports, socialization, etc.) to help ease the burnout period and help settle into the slow (stagnant) period, which is useful to gather energies	

again and to build up towards a high-productivity period again. However, the confinement due to the pandemic has made the recovery period very difficult, and even though things are slow in the slow period, it has been very difficult gaining back the energies again because of the lack of entertainment/sport/socializing and the general nature of being confined.

I feel much better and less stressed working from home and with lowered interactions than ever before. The context of the pandemic is stressing but the work habit it imposed suits me just fine.

I   was   shocked   by   the   situation
I was surprised to be more in touch with collaborators from others institutions, companies, countries, or other working fields from my company than with people looking closer. I have been more working on incidental activities (expertise etc...) than on my usual fulltime job. The situation was OK for me as I needed telework (phd student defense coming soon), but I first had to get all the tools allowing me to work by myself and then we were helped. The behavior and help were not the same depending on the department and scientific domains inside the company.

In my case, this pandemic situation has demonstrated that many of us can do as many (or more) work remotely as when we are in the office. I think this is a good lesson for the future, in particular in what corresponds to maternity/paternity leaves and combining work and family. We got so used to the online meetings and discuss by phone/conferencing tools, that I hope in future it will not be so badly seen that people work from home. In my environment it is still very badly seen, particularly by more senior people in the institution. It would be nice if it helped bringing more flexibility to our lives. A questionnaire in my institution showed that a large fraction of the people would like to continue working from home few days a week in the future.

Each particular case is different and the details matter, so, make a statistical generalization will be for sure very biased.

This is a great opportunity (as any crisis allow for some specific issues) to introduce reforms in education, in particular in what concern digital learning and increase awareness for it.

Distressing levels of political incompetence (I'm in the uk)

we must be very attentive to the negative effects, for children and young people, of the non-preschool school: lack of motivation, lack of physical exercise, weakening of social relationships, mental health problems ...

stressful that in the Netherlands it is unclear whether funding is available to extend contracts of PhD students and postdocs

Von 0% Home-Office zu 100% Home-Office. Zusätzlich Kinder zuhause und Isolation. Das zerrt an Nerven und man altert schneller.	From 0% home office to 100% home office. In addition, children at home and isolation. That pulls on nerves and you age faster.

We must learn with COVID-situation and take this experience into consideration when preparing our decisions about organizations and people. For instance, are we ready for a 50% internet blackout for 3 months? Would such a black out, even for a 15 days, be worst than the covid?	
How do we get society to take advantage of everything we've seen? And not go back to business as usual	
increase telework rather than travel	

9.3   Comments of the respondents from North America

Do you have other comments to share with us those relevant to the current situation?	Translation in English
Ich hoffe, dass die Nahrungsmittelverteilung weiterhin gegeben ist.	I hope that the food distribution is still given.
Post-pandemic, I think there is a huge benefit in employers offering employees the opportunity to work from home if- and when- possible to better accommodate their work-life balance. It would be dissapointing to see some benefits this pandemic has implemented into routine and balance and then watch it be taken away when the pandemic is over.	
Some questions not relevant to my situation.	
My productivity has plummeted	
My biggest concern is contracting the virus myself. I have two very good assistants who work with me directly. Without me they would be unable to finish the projects we have started. That is just the nature of the work we do.	
Under the question "C. Remote Working - Stress Factors", the following option is missing: "I moved from a private office to a shared workplace (with family / roommates / friends etc.)". The English translation of the survey is a little uneven; I suggest that you give it another revision. Thank you for this survey! John	
Many of my team are finding the new tools (zoom, etc.) overwhelming due to the frequency and length of interactions using them. Changing from being a useful tool for occasional meetings, to main interaction opportunity for many (often seven or eight) hours a day. This is exacerbated as 'normal' remote working allows one to go to coffee shops, etc. to get a sense of connection to people. Now it's either zoom or isolation. This adds to the stress substantially.	
How was child care not mentioned once in this survey?	
This survey failed to capture anything meaningful about the experience. I regret to say that I think your data won't	

tell you much because I think you've asked the wrong questions to capture what's going on.	
I think that the work/life question is a false dichotomy. For many people, their work is an essential part of their life, and so the two should not be separated into opposites like opposite poles of a magnet. I do not stop your life or put it on hold when I go to work. A better terminology would be perhaps work/leisure, or work/play.	
Universities may struggle to engage students, if most learning has to be offered remotely.	
The provincial government of Manitoba is using the current COVID crisis as an excuse to implement austerity measures that have been part of their agenda from the start. Cutting funding to public services and post-secondary education, privatizing Provincial Parks, etc.	
Isolation from work colleagues is the worst part of this.	
I believe the university will use the pandemic as an excuse to push to (in my opinion, inferior) online course delivery methods. These are very stressful, impersonal, and ineffective in my opinion and greatly reduce my job satisfaction.	
I live a very planned life. This allows me to be more productive because I can work hard for deadlines and gain energy from looking forward to vacations and other special events. Now there are no solid plans. I am adrift. Life is grey. I don't work as hard because I don't know that there will be a time to rest.	
My University is not being very flexible in using existing resources to make work from home easier: will not broaden what professional development funds can be spent on (eg, home office equipment), will not accept 'I really need a few hours away from my kids in my (non-shared) office to continue working productively' as a reason to be allowed to come in once the campus is partially opened. We have twice as many people being homeschooled and working from home right now as we have desks in the house.	
The largest constraint are the disappearence of daycare and the rapid transition to on line education both at home for your own kids and as a lecturer in your own courses. Together this means all research time is gone	

9.4   Comments of the respondents from Asia

Do you have other comments to share with us those relevant to the current situation?	Translation in English
Geleceği tam olarak kestirememek ve belirsizliğin verdiği anxiete	Inability to fully predict the future and the anxiety of uncertainty
Bu yaşadığımız bunalımın ilerde yapacağı etkiler	This crisis will have future effects
Maddi gelirin azalması	Decrease in financial income

I enjoy working from home because I get to spend more time with my husband and have more control over my working hours. I actually feel less stressed out now than before the pandemic and I'm getting more sleep. I also have fewer interruptions from my colleagues (I am normally supervising others in the lab on top of my other work duties).	
TOO MUCH EMPHASIS ON REMOTE WORKING. ASSESSES REMOTE WORKING ONLY WITHOUT ANY CONSIDERATION OF THE SEGMENT OF THE PUBLIC WHO CONTINUED WORKING AS BEFORE.	
Being from a city that is part of China, I am concerned about post-pandemic hostility and discrimination that may rise against me and my work.	

9.5   Comments of the respondents from South America

Do you have other comments to share with us those relevant to the current situation?	Translation in English
Existenzangst - Rezession, schwierige Wirtschaftslage, etc.	Existential fear - recession, difficult economic situation, etc.
da die Grenzen offensichtlich für eine längere Frist geschlossen sein werden, sollte ich solange keine neuen Kunden bekommen.	since the borders will obviously be closed for a longer period of time, I shouldn't get any new customers.
I'm afraid that people suicido	
Besonders fehlt der persönliche Kontakt zu anderen Institutionen sowie die nicht durchgeführten Veranstaltungen.	In particular, there is a lack of personal contact with other institutions and the events that were not held.
Insgesamt ist diese Zeit von Veränderungen und Sorgen geprägt. Nicht alle sind negativ. Auch viele positiven Aspekte sind dabei, die Stressfaktoren ausgleichen. Ich habe zum Glück einen Garten, der mir Energie zurück gibt. Ein Besinnen auf die Dinge und Personen die wirklich wichtig sind, ist auch positiver Aspekt. Ich hoffe, dass die Welt danach in die Richtung "gerechter, nachhaltiger, toleranter, relevanter und wertschätzender" gehen wird. Danke!	Overall, this time is marked by changes and worries. Not all are negative. There are also many positive aspects that balance out the stress factors. Fortunately, I have a garden that gives me energy back. Reflecting on the things and people that are really important is also a positive aspect. I hope that afterwards the world will move in the direction of "more just, more sustainable, more tolerant, more relevant and more appreciative". Thank you!

9.6   Comments of the respondents from other regions

Do you have other comments to share with us those relevant to the current situation?	Translation in English
Mich besorgt, dass so viele Menschen die Abstandsregeln ignorieren und so tun, als sei überhaupt nichts. Die Stadt ist bei schönem Wetter brechend voll und ich wünsche mir eine Ausgangssperre wie in Spanien! Die Deutschen kapieren es offenbar einfach nicht und das regt mich total auf!!	I am concerned about that so many people ignore the proximity rules and act like nothing is. The city is packed if the weather is good and I wish a curfew like in Spain! The Germans do not seem to get it and this makes me angry!!

Yaşayıp göreceğiz.	We will live and see.
Financial problems	