# 

# **Target respondents**

* The survey’s target audience is postdocs
* This year, postdocs working in industry will be included in the survey.
* Regions such as Africa and South America will be prioritised.

# **Introduction**

Welcome to Nature’s second international survey of postdoctoral researchers. When we last polled researchers at this all-important career stage in 2020, the global COVID-19 pandemic had just been declared, alongside lockdowns and travel bans, prompting lots of concerns about future career plans. This year, we’re keen to learn how your career in science has fared over the last three years and how more recent developments such as cost-of-living rises, workforce shortages and AI technologies are affecting your working life.

This survey, which education research specialists Shift Learning are conducting on behalf of Springer Nature, also explores salary levels and job satisfaction.  We plan to report on the findings later this year, and also to use them in other editorial content and for marketing products.  However all responses will be analysed in the aggregate to ensure your anonymity.

**Closing date: 3rd July 2023**

**Completion time: 20 minutes**

**Prize draw: One draw of £250 (or the local equivalent)**

This survey includes demographic questions to help us better understand your experience as postdoc in relation to who you are. Please note that your responses are strictly confidential and will be pseudonymised ahead of analysis. If you are interested in entering into the prize draw, we will require your personal contact information however this will not be linked to your responses. By completing the survey questions, you are consenting to the collection and processing of your data for research purposes. Please note you can withdraw this consent at any time – for information on how to do this, please read our [privacy policy](https://shift-insight.co.uk/privacy-policy/). If you have any questions about the research or how your details will be stored, please contact apara.behar[@shift-insight.co.uk](mailto:xx@shift-insight.co.uk) or visit our [website](https://www.shift-insight.co.uk/).

*Please note that due to legislative restrictions, respondents based in Italy and Russia will not be eligible for the prize draw.*

I confirm that I have read the above information and give my consent to continue with the survey.

Thanks again for your help!

Please click the button below to begin.

# **Questionnaire**

| **Question no.** | **Question and options** | **Type of question** | **Routing** |
| --- | --- | --- | --- |
|  | As a postdoctoral researcher, how are you employed?   1. On a fixed-term fellowship or contract with a funder 2. Through my lab head’s academic grant 3. I work directly for my university/research institution 4. My postdoc is based in industry/outside of academia (e.g. pharma/biotech/government department/non-profit) 5. I am currently on leave 6. I am unemployed, but seeking work as a postdoctoral researcher 7. ​I am not a postdoctoral researcher 8. Other, please specify | Single choice | Screen out 7 |
|  | Which of the following best describes your current employment status as a postdoc?  *Please select all that apply.*   1. Full time in academia 2. Part time in academia 3. Full time in industry / outside academia (e.g. pharma/biotech/government department/non-profit) 4. Part time in industry / outside academia (e.g. pharma/biotech/government department/non-profit) 5. Other, please specify 6. I am not a postdoc | Multi-choice  Full-time options exclusive (1,3,6) | POSTDOC = 1-5,8 (not asked to unemployed respondents)  Screen out 6 |
|  | Which of the following best describes the field you work in? *If you’re currently seeking work, please specify the field you specialise in.*   1. Agriculture and food 2. Astronomy and planetary science 3. Biomedical and clinical sciences (e.g. cellular, developmental, genomic, molecular, physiology) 4. Ecology and evolution 5. Chemistry 6. Computer science and mathematics 7. Engineering 8. Health care 9. Geology and environmental science 10. Physics 11. Social sciences 12. Other science-related field, please specify 13. Other non-science related field | Single choice | Ask to all  Screen out if not working in science (13) |
|  | Are you undertaking a postdoc in your native country?   1. Yes 2. No | Single choice | POSTDOC = 1-5,8 (not asked to unemployed respondents) |
|  | Have you ever moved from the country/territory where you completed your PhD to undertake a postdoc?   1. Yes 2. No | Single choice | Ask to all |
|  | Why did you move from the country/territory where you completed your PhD?  *Please select all that apply.*   1. To work at a specific university/institution/organisation/company 2. Lack of quality postdoc opportunities in the country 3. Lack of funding opportunities in the country 4. Chance to pursue a specific research question 5. Higher salaries 6. Lower cost of living in the destination country 7. Family reasons 8. To experience another culture 9. To return to my country of origin 10. Political reasons 11. Other, please specify | Multi choice  Same page as above | PDOCMOVE = 1 |
|  | Is your postdoc at the same institution where you completed your PhD?   1. Yes 2. No | Single choice  Same page as above | POSTDOC = 1-5,8 (not asked to unemployed respondents)  POSTDOCMOVE = 2 (had not moved to another country after PhD |
|  | How many years has it been since you were first employed as a postdoc?   1. Less than 1 year 2. 1-2 years 3. 3-5 years 4. 6-10 years 5. 11-20 years 6. 21-30 years 7. 30+ years 8. Other, please specify | Single choice | Ask to all |
|  | How many postdocs have you done since finishing your PhD?   1. None 2. 1 3. 2-3 4. 4-5 5. 6-7 6. 8-10 7. More than 10 8. Other, please specify | Single choice | Ask to all |
|  | How does being a postdoc meet your original expectations?   1. It’s better than I imagined 2. It’s worse than I imagined 3. It’s how I expected it to be | Single choice | Ask to all |
|  | Why do you say this? | Open question  Same page as above | EXPECTATION = 1,2 |
|  | In which sector do you plan to base your career?     1. Academia 2. Industry and/or other sectors (e.g. pharma/biotech/government department/non-profit) 3. Part time in industry / outside academia (e.g. pharma/biotech/government department/non-profit) 4. Other, please specify | Single choice | Ask to all |
|  | What is your current gross annual salary/compensation (earnings before tax or other deductions) of your primary job?    Please [click here](https://www.google.co.uk/search?q=convert+into+us+dollars&oq=convert+into+us&aqs=chrome.1.69i57j0l5.8913j0j7&sourceid=chrome&ie=UTF-8) to convert your salary into $US dollars.     1. Less than $15,000 USD 2. $15,000 to $29,999 USD 3. $30,000 to $49,999 USD 4. $50,000 to $79,999 USD 5. $80,000 to $109,999 USD 6. $110,000 USD or more 7. I’d prefer not to say 8. Not applicable | Single choice | POSTDOC = 1-5,8 (not asked to unemployed respondents) |
|  | Have you received an increase or decrease to your annual (base) salary/compensation in the last 12 months?   1. An increase 2. A decrease 3. Neither / stayed the same 4. I’d prefer not to say 5. Not applicable | Single choice | POSTDOC = 1-5,8 (not asked to unemployed respondents) |
|  | What was the reason for your salary increase?    *Please select all that apply.*     1. Annual review 2. Cost of living increase 3. Changes in job responsibilities / title / promotion 4. Negotiation with manager / retention offer 5. Merit / good work 6. Completing a qualification 7. Alignment with funders guidance 8. Moved to a new job 9. I’d prefer not to say 10. Other, please specify | Multi choice  9 exclusive | SALARY = 1 |
|  | What was the reason for your salary decrease?    *Please select all that apply.*     1. Annual review 2. Budget / cutbacks (non-COVID-19 related) 3. Budget / cutbacks (COVID-19 related) 4. Changes in job responsibilities / title 5. Reduced working hours (non-COVID-19 related) 6. Reduced working hours (COVID-19 related) 7. Moved to a new job 8. I’d prefer not to say 9. Other, please specify | Multi choice  8 exclusive | SALARY = 2 |
|  | Does your overall salary/benefits package include the following?     1. Paid vacation days 2. Paid sick leave 3. Health insurance/benefits 4. Retirement/pension plan 5. Parental leave 6. Subsidised childcare | Grid question  Single choice  Scale   * Yes * No * Unsure | POSTDOC = 1-5,8 (not asked to unemployed respondents) |
|  | Have you become a parent / had a child during your current postdoc?   1. Yes 2. No 3. I’d prefer not to say | Single choice | POSTDOC = 1-5,8 (not asked to unemployed respondents) |
|  | How much parental leave were you able to take?     1. None 2. Less than 1 week 3. 1-2 weeks 4. 2-4 weeks 5. 1-2 months 6. 2-4 months 7. 4-6 months 8. 6-9 months 9. More than 9 months 10. Other please specify | Single choice  Same page as above | PARENT = 1 |
|  | Do you have debts as a result of your Masters and PhD studies?     1. Yes 2. No 3. Prefer not to say | Single choice | Ask to all |
|  | How much debt have you incurred as a result of your Masters and PhD studies?  *Please provide an estimate in $US dollars. Y*ou can[*click here*](https://www.google.co.uk/search?q=convert+into+us+dollars&oq=convert+into+us&aqs=chrome.1.69i57j0l5.8913j0j7&sourceid=chrome&ie=UTF-8) *to convert your debt into $US dollars.*     1. None 2. Less than $10,000 3. $10-20,000 4. $20-29,999 5. $30-39,999 6. $40-69,999 7. $70-100,000 8. More than $100,000 9. Prefer not to say | Single choice  Same page as above | DEBT = 1 |
|  | Can you currently save / put money aside from your salary?     1. Yes – the amount I want to 2. Yes – but not the amount I want to 3. No – but I’d like to be able to 4. No – but I don’t need/want to 5. I’d prefer not to say | Single choice | POSTDOC = 1-5,8 (not asked to unemployed respondents) |
|  | How many hours a week are you contracted to work?     1. Less than 35 hours (my contract is part-time) 2. Between 35 and 40 hours 3. Between 40 and 50 hours 4. Between 50 and 60 hours, 5. More than 60 hours a week 6. Other, please specify | Single choice | POSTDOC = 1-5,8 (not asked to unemployed respondents) |
|  | How many hours per week, if any, do you typically work beyond those contracted?     1. 0 hours 2. 1-2 hours 3. 2-4 hours 4. 4-6 hours 5. 6-8 hours 6. 8-10 hours 7. 10-13 hours 8. 13-16 hours 9. 16-18 hours 10. 18-20 hours 11. More than 20 hours 12. Other, please specify | Single choice  Same page as above | POSTDOC = 1-5,8 (not asked to unemployed respondents) |
|  | ​​In the past month, have you ever…     1. *Worked overnight in the lab* 2. *Worked on weekends or on days off* | Single choice  Grid  Scale:   * No, never * Yes, once or twice * Between 3-5 times * Between 6-10 times * Between 11-20 times * More than 20 times | POSTDOC = 1-5,8 (not asked to unemployed respondents) |
|  | Do you have a second job, alongside your postdoc?   1. Yes 2. No | Single choice | POSTDOC = 1-5,8 (not asked to unemployed respondents) |
|  | Why do you have a second job?  *Please select all that apply.*   1. To provide extra income 2. To develop skills to boost my career prospects 3. To pursue other interests 4. Other, please specify | Multi choice  Same page as above | 2NDJOB = 1 |
|  | Are you aware of any struggles to fill postdoc vacancies in your workplace/research group/department ?     1. Yes 2. No 3. Not sure 4. Prefer not to say | Single choice | POSTDOC = 1-5,8 (not asked to unemployed respondents) |
|  | What do you think is the reason for the postdoc shortage?  *Please select all that apply.*     1. Graduate students are choosing more lucrative career paths that bypass the postdoc route 2. Geopolitical factors are limiting postdocs’ career mobility (e.g. getting visas to work abroad) 3. Institutions having less budget to hire postdocs 4. Lack of career stability for postdocs is leading them to pursue other career paths 5. Other, please specify | Multi choice  Same page as above | VACNCIES = 1 |
|  | How satisfied are you in your current postdoc?   1. 1 = extremely dissatisfied 2. 2 3. 3 4. 4 = neither satisfied nor dissatisfied 5. 5 6. 6 7. 7 = extremely satisfied 8. Not applicable | Single choice  Grid | POSTDOC = 1-5,8 (not asked to unemployed respondents) |
|  | In the past year would you say your level of satisfaction has…     1. Significantly worsened 2. Worsened a little 3. Stayed the same 4. Improved a little 5. Significantly improved 6. Not applicable | Single choice | POSTDOC = 1-5,8 (not asked to unemployed respondents) |
|  | Thinking about your current postdoc, how satisfied are you with the following? *If you do not have access to any benefits or job factors, please indicate on the scale below.*   1. Salary / compensation 2. Benefits e.g. health and dental insurance, retirement plan 3. Availability of funding 4. Amount of time for research 5. Career advancement opportunities 6. Access to workplace-sponsored training and seminars 7. Job security 8. Opportunity to work on interesting projects 9. Amount of guidance from and communication with supervisor/PI 10. Management and leadership of organisation 11. 1 = extremely dissatisfied 12. 2 13. 3 14. 4 = neither satisfied nor dissatisfied 15. 5 16. 6 17. 7 = extremely satisfied 18. Not applicable | Single choice  Grid | POSTDOC = 1-5,8 (not asked to unemployed respondents) |
|  | Thinking about your current postdoc, how satisfied are you with the following? *If you do not have access to any benefits or job factors, please indicate on the scale below.*   1. Ability to influence decisions that affect you 2. Work/life balance 3. Total hours worked 4. My interest in the work 5. Personal sense of accomplishment 6. Relationship with colleagues 7. My degree of independence 8. Recognition for achievements 9. Feeling safe in the work environment / workplace 10. Organisation’s commitment to a diverse and inclusive workplace 11. 1 = extremely dissatisfied 12. 2 13. 3 14. 4 = neither satisfied nor dissatisfied 15. 5 16. 6 17. 7 = extremely satisfied 18. Not applicable | Single choice  Grid | POSTDOC = 1-5,8 (not asked to unemployed respondents) |
|  | On average, how much one-on-one contact time do you spend with your manager/supervisor/PI each week?     1. Less than an hour 2. Between one and three hours 3. More than three hours 4. Other, please specify 5. Not applicable | Single choice | POSTDOC = 1-5,8 (not asked to unemployed respondents) |
|  | Do you feel that you have experienced discrimination or harassment in your current or previous postdoc position?   1. Yes 2. No 3. I’d prefer not to say | Single choice | Ask to all |
|  | ​​​Which of the following have you experienced directly?  *Please select all that apply.*     1. Racial discrimination or harassment 2. ​​Immigration/Visa status discrimination 3. Sexual harassment 4. Age discrimination 5. Gender discrimination 6. LGBTQ discrimination or harassment 7. Religious discrimination 8. Disability discrimination 9. Discrimination based on political opinion 10. Discrimination based on neurodivergence 11. Bullying 12. Other, please specify 13. I’d prefer not to say | Multi choice  12 exclusive  Same page as above | DISRIM = 1 |
|  | You have specified that you’ve experienced discrimination or harassment at your current postdoc. If you are happy to do so, can you provide an outline of what this involved? | Open | DISCRIMWHAT = 1-12 |
|  | Who was the perpetrator(s)?  *Please select all that apply.*   1. Manager/supervisor/PI 2. Another senior colleague 3. Another postdoc 4. Graduate student 5. Other, please specify 6. I’d prefer not to say | Multi choice  6 exclusive | DISCRIM = 1 |
|  | Have you observed discrimination or harassment at your current or previous postdoc? *This relates to observations of others e.g. colleagues, not your personal experience.*     1. Yes 2. No 3. I’d prefer not to say | Single choice | Ask to all |
|  | Which of the following have you observed?     1. Racial discrimination or harassment 2. Sexual harassment 3. Age discrimination 4. Gender discrimination 5. LGBTQ discrimination or harassment 6. Religious discrimination 7. Disability discrimination 8. Discrimination based on political opinion 9. Discrimination based on neurodivergence 10. Bullying 11. Other, please specify 12. I’d prefer not to say | Multi choice  12 exclusive  Same page as above | BYSTAND = 1 |
|  | You have specified that you’ve observed discrimination or harassment at your current job. If you are happy to do so, can you provide an outline of what this involved? | Open | BYSTANDWHAT = 1-11 |
|  | Have you sought or received professional help for depression or anxiety related to your work?     1. Yes, I have received / I am receiving help 2. Yes, I have sought help but am yet to receive it 3. No, but I would / would have liked to receive help 4. No, I do not / have not required help 5. I’d prefer not to say | Single choice | Ask to all |
|  | To what extent do you agree or disagree with the following statements?     1. Mental health and wellbeing services in my workplace/university are tailored and appropriate to the needs of postdocs 2. My manager/supervisor/PI has a good awareness of support services and was able to signpost me to them if needed 3. My workplace offers adequate mental health support 4. My workplace supports good work/life balance 5. There is a long-hours culture at my workplace 6. 1= strongly disagree 7. 2 8. 3 9. 4 = neither agree nor disagree 10. 5 11. 6 12. 7 = strongly agree 13. Not applicable | Single choice  Grid | POSTDOC = 1-5,8 (not asked to unemployed respondents) |
|  | Have you considered leaving science because of depression, anxiety, or other mental health concerns related to your work?   1. Yes 2. No 3. I’d prefer not to say | Single choice | Ask to all |
|  | Do you believe that your postdoc workplace is doing enough to promote…     1. Gender equality 2. Ethnic/racial equality 3. A physically safe environment 4. Dignity in the workplace 5. Yes 6. No 7. Unsure 8. Not applicable | Single choice  Grid | POSTDOC = 1-5,8 (not asked to unemployed respondents) |
|  | How do you feel about your future job prospects?     1. Extremely negative 2. Somewhat negative 3. Neither positive nor negative 4. Somewhat positive 5. Extremely positive 6. I don’t know 7. Not applicable | Single choice | Ask to all |
|  | Do you see your job prospects as better or worse than past generations of postdocs?   1. Much worse 2. Somewhat worse 3. Neither worse nor better 4. Somewhat better 5. Much better 6. Not applicable | Single choice | Ask to all |
|  | What do you think is the biggest challenge for your personal career progression?*Please select a maximum of 3 answers.*     1. Competition for funding 2. Unwillingness / inability to sacrifice personal time / time with family 3. Unwillingness / inability to relocate 4. Discrimination / bias 5. My desire to stay in academia 6. My desire to leave academia 7. Lack of appropriate networks / connections 8. Language skills 9. Lack of relevant skills 10. Lack of available jobs in my field 11. The economic impact of COVID-19 12. Other, please specify 13. None | Multi choice  Max 3  13 exclusive  Randomised list, 12,13 anchored | Ask to all |
|  | You suggested that a lack of relevant skills is a challenge for your personal career progression. Which skills do you feel you’re lacking in?  *Please select all that apply.*   1. Interpersonal / communication skills 2. Writing skills 3. People management / leadership skills 4. Computational skills 5. Statistical skills 6. Specific experimental techniques 7. Other, please specify | Multi choice | CHALLENGE = 9 |
|  | Do you plan to leave your current postdoc in the next 6-12 months?   1. Yes 2. No 3. I don’t know 4. Not applicable | Single choice | POSTDOC = 1-5,8 (not asked to unemployed respondents) |
|  | Would you recommend to your younger self that you pursue a career in scientific research?   1. Yes 2. No 3. I don’t know | Single choice | Ask to all |
|  | With the benefit of hindsight, what one thing do you know now which you wish you’d known about before starting work as a when you started postdoc? | Open | Ask to all |
|  | Do you use artificial intelligence-based ‘chatbots’, such as ChatGPT, in your work?   1. Yes 2. No 3. Unsure | Single choice | POSTDOC = 1-5,8 (not asked to unemployed respondents) |
|  | What do you use them for?  *Please select all that apply.*   1. ​​​Code generation​​/editing/troubleshooting 2. ​​​Refining text​​ 3. ​​​Finding/summarising the literature​​ 4. ​​​Preparing manuscripts​​ 5. Preparing presentation materials 6. ​​​Improving experimental protocol 7. Other, please specify | Multi choice  Same page as above | CHATBOT = 1 |
|  | On average, how often do you use artificial intelligence-based ‘chatbots’ in your work?   1. Daily 2. Weekly 3. Monthly 4. Less than once a month 5. I prefer not to say | Single choice | CHATBOT = 1 |
|  | How has the evolution/rapid adoption of artificial intelligence-based ‘chatbots’ changed your day-to-day work or career plans, if at all?​​  *Please select all that apply.*   1. ​​​Changed how I design experiments​​ 2. ​​​Changed how I write papers​​ 3. ​​​Changed how I analyse data​​ 4. ​​​Changed my desired field-of-study 5. Changed the sector I would like to work in 6. Changed how I teach 7. Changed how I stay up-to-date with the literature 8. ​​​Other, please specify 9. None of the above | Multi choice  None exclusive | Ask to all |
|  | Which of the following does your employer/research group/department have policies to support?  *Please select all that apply​​.*   1. ​​​Recycling single-use plastics​​ 2. ​​​Using glass equipment, where appropriate, rather than plastic​​ 3. ​​​Sharing equipment/lab space with other teams/research groups​​ 4. ​​​Reminders to switch off equipment to save power, where appropriate​​ 5. ​​​Keeping fume hoods closed​​ 6. ​​​Fixing faults quickly to reduce inefficiencies​​ 7. ​​​Efficient use of ultra-low temperature freezers​​ 8. ​​​Carbon offsetting for work travel​​ 9. Unsure 10. Other, please specify | Multi choice  Randomised list  9, 10 anchored  9 exclusive | POSTDOC = 1-5,8 (not asked to unemployed respondents) |
|  | Where do you currently live?   1. Asia (including Middle East) 2. Australasia 3. Africa 4. Europe 5. North or Central America 6. South America | Single choice | Ask to all |
|  | Which region in Asia?   1. Afghanistan 2. Armenia 3. Azerbaijan 4. Bahrain 5. Bangladesh 6. Bhutan 7. Brunei 8. Burma (Myanmar) 9. Cambodia 10. China 11. Georgia 12. Hong Kong 13. India 14. Indonesia 15. Iran 16. Iraq 17. Israel and the Palestinian territories 18. Japan 19. Jordan 20. Kazakhstan 21. North Korea 22. South Korea 23. Kuwait 24. Kyrgyzstan 25. Laos 26. Lebanon 27. Malaysia 28. Maldives 29. Mongolia 30. Nepal 31. Oman 32. Pakistan 33. Philippines 34. Qatar 35. Russia 36. Saudi Arabia 37. Singapore 38. Sri Lanka 39. Syria 40. Tajikistan 41. Thailand 42. Turkey 43. Turkmenistan 44. United Arab Emirates 45. Uzbekistan 46. Vietnam 47. Yemen 48. Other, please specify | Single choice  As drop down | CONTINENT = 1 |
|  | Which country in Australasia?   1. Australia 2. French Polynesia 3. Niue 4. Tonga 5. Christmas Island 6. Kiribati 7. Papua New Guinea 8. Tuvalu 9. Cocos Keeling Island 10. Nauru 11. Pitcairn Island 12. Vanuatu 13. Cook Island 14. New Caledonia 15. Solomon Island 16. Wallis Futuna 17. Fiji 18. New Zealand 19. Tokelau 20. Western Samoa 21. Other, please specify | Single choice  As drop down  Same page as above | CONTINENT = 2 |
|  | Which country in Africa?   1. Algeria 2. Angola 3. Benin 4. Botswana 5. Burkina Faso 6. Burundi 7. Cameroon 8. Cape Verde 9. Central African Republic 10. Chad 11. Comoros 12. Congo, Republic of 13. Congo, Democratic Republic of 14. Cote d'Ivoire 15. Djibouti 16. Egypt 17. Equatorial Guinea 18. Eritrea 19. Ethiopia 20. Gabon 21. The Gambia 22. Ghana 23. Guinea 24. Guinea-Bissau 25. Kenya 26. Lesotho 27. Liberia 28. Libya 29. Madagascar 30. Malawi 31. Mali 32. Mauritania 33. Mauritius 34. Morocco 35. Mozambique 36. Namibia 37. Niger 38. Nigeria 39. Rwanda 40. Sao Tome and Principe 41. Senegal 42. Seychelles 43. Sierra Leone 44. Somalia 45. South Africa 46. Sudan 47. Swaziland 48. Tanzania 49. Togo 50. Tunisia 51. Uganda 52. Zambia 53. Zimbabwe 54. Other, please specify | Single choice  As drop down  Same page as above | CONTINENT = 3 |
|  | Which country in continental Europe?   1. Albania 2. Andorra 3. Austria 4. Belarus 5. Belgium 6. Bosnia and Herzegovina 7. Bulgaria 8. Croatia 9. Cyprus 10. Czech Republic 11. Denmark 12. Estonia 13. Finland 14. France 15. Germany 16. Greece 17. Hungary 18. Iceland 19. Ireland 20. Italy 21. Latvia 22. Liechtenstein 23. Lithuania 24. Luxembourg 25. Macedonia 26. Malta 27. Moldova 28. Monaco 29. Netherlands 30. Norway 31. Poland 32. Portugal 33. Romania 34. Russia 35. San Marino 36. Serbia and Montenegro 37. Slovakia (Slovak Republic) 38. Slovenia 39. Spain 40. Sweden 41. Switzerland 42. Turkey 43. Ukraine 44. United Kingdom 45. Vatican City 46. Other, please specify | Single choice  As drop down  Same page as above | CONTINENT = 4 |
|  | Which country in North or Central America?   1. Anguilla 2. Antigua and Barbuda 3. Aruba 4. Bahamas 5. Barbados 6. Belize 7. Bermuda 8. British Virgin Islands 9. Canada 10. Cayman Islands 11. Clipperton Island 12. Costa Rica 13. Cuba 14. Dominica 15. Dominican Republic 16. El Salvador 17. Greenland 18. Grenada 19. Guadeloupe 20. Guatemala 21. Haïti 22. Honduras 23. Jamaica 24. Martinique 25. Mexico 26. Montserrat 27. Navassa Island 28. Netherlands Antilles 29. Nicaragua 30. Panama 31. Puerto Rico 32. Saint Barthélemy 33. Saint Kitts and Nevis 34. Saint Lucia 35. Saint Martin 36. Saint Pierre and Miquelon 37. Saint Vincent and the Grenadines 38. Trinidad and Tobago 39. Turks and Caicos Islands 40. United States 41. United States Virgin Islands 42. Other, please specify | Single choice  As drop down  Same page as above | CONTINENT = 5 |
|  | Which country in South America?   1. Argentina 2. Bolivia 3. Brazil 4. Chile 5. Colombia 6. Ecuador 7. Falkland Islands 8. French Guiana 9. Guyana 10. Paraguay 11. Peru 12. Suriname 13. Uruguay 14. Venezuela 15. Other, please specify | Single choice  As drop down  Same page as above | CONTINENT = 6 |
|  | How old are you?     1. 18-21 years 2. 22-25 years 3. 26-30 years 4. 31-40 years 5. 41-50 years 6. 51-60 years 7. 61-70 years 8. 71-80 years 9. 80 years + 10. I’d prefer not to say | Single choice  Same page as above  As drop down | Ask to all |
|  | What is your gender?     1. Female 2. Male 3. Non-gendered 4. Other 5. I’d prefer not to say | Single choice  Same page as above | Ask to all |
|  | What is your ethnic group?   1. American Indian / Alaskan Native 2. Asian 3. Black / African American / Caribbean 4. Hispanic / Latino 5. Mixed 6. Pacific islander 7. Indigenous community 8. White 9. Other, please specify 10. I’d prefer not to say | Single choice  Same page as above  As drop down | Ask to all |
|  | Do you consider yourself to be an ethnic and/or racial minority in your country of work?   1. Yes 2. No 3. I’d prefer not to say | Single choice  Same page as above | Ask to all |
|  | Do you experience any long-term health problems or a disability?   1. Yes 2. No 3. I’d prefer not to say | Single choice  Same page as above | Ask to all |
|  | Thank you for taking part in the survey. Are there any more comments you’d like to share with us about your experience as a postdoc? | Open | Ask to all |
|  | We’re just checking you’re a real person! Please select the colour in the list of answers below.   1. Duck 2. House 3. Yellow 4. Cucumber | Single choice  Randomise answers  Same page as above | Only show to social media or panel sends |
|  | Would you like to be entered into a prize draw for a chance to win £250? *You can find prize draw terms and conditions* [*here*](https://www.shift-insight.co.uk/prize-draw-terms-and-conditions/)*.* *Shift will be administering the incentive and a winner will be contacted within 4 weeks of the survey closing date.*   1. Yes 2. No | Single choice  Same page as above  Not compulsory | Ask to all |
|  | Shift Insight carry out research in the education sector throughout the year, much of it paid! Would you be happy to be contacted about relevant future research opportunities? *Please note that by ticking yes, you are agreeing for Shift to use the information provided in this survey to contact you for future research.*   1. Yes, I would like to join the Shift Insight research list 2. Not at this time | Single choice  Same page as above  Not compulsory | Only shown to non-panel members |
|  | Nature may want to contact you again to ask for more information on the subjects discussed in this survey, or to ask you specific questions about your comments and answers. Are you happy to receive follow up requests?  Note by ticking yes, Nature will have access to your full survey responses.   1. Yes 2. No | Single choice  Same page as above  Not compulsory |  |
|  | Please fill in your contact details below.  *Please note, we only ask you to provide details you are comfortable with sharing. These fields are not compulsory. Note that Shift adheres to the* [*Market Research Society Code of Conduct*](https://www.mrs.org.uk/pdf/mrs%20code%20of%20conduct%202014.pdf) *and you will not be contacted for sales or marketing purposes. Please be assured that your survey responses will not be directly linked to your contact details in our analysis. For more information, please read our* [*privacy policy*](https://shift-insight.co.uk/privacy-policy/)*.* | Open question   * Name * Email address   Not compulsory | Ask to all who select ‘yes’ to opt in or prize draw |

# 

# **Screen out message**

Thanks for your interest. Unfortunately, your responses indicate that you are not suitable for the survey at this stage, but we appreciate your time.

# **Final text**

Thank you for your time. If you have any questions about the research, please get in touch with Apara Behar by email at apara.behar@shift-insight.co.uk.

Please click the button below to complete the survey.