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# Working conditions and mental health among Swiss researchers

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## Abstract

Mental health problems are prevalent in academia and pose significant costs for individuals, institutions, and society. Despite researchers' critical role in knowledge production, large-scale comparative evidence on their working conditions and mental health remains scarce. The STAIRCASE survey, conducted within the EU COST Action REMO, addresses this gap by creating the largest benchmark to date ( $N = 4,296$ ) of researchers' working conditions and mental health across 37 European countries. This report focuses on Switzerland ( $n = 596$ ) and compares Swiss researchers with their European counterparts, as well as across Swiss higher education institutions.

The analysis shows that Swiss researchers report higher resilience and slightly better scores for job control and sense of community compared to the European average. However, concerns about job insecurity and work–family conflict remain pervasive. Policy perception scores were low in all countries, indicating insufficient institutional measures for mental health. Within Switzerland, substantial heterogeneity was observed: researchers at the University of Zurich reported the lowest score of well-being and highest score of burnout risk, while those at Bern scored highest on supervisor integrity and job control.

Integration with complementary evidence from the Swiss Career Tracker Cohorts study and the Swiss Occupational Health Services inventory highlights systemic challenges, including structural gaps in service provision and low awareness of available support.

These findings underscore the need for multi-level interventions addressing structural determinants of mental health in academia. While the study provides robust descriptive evidence, methodological limitations, such as lack of stratification by career stage or discipline, and uncertainty regarding sample representativeness require cautious interpretation. Future research should adopt stratified and longitudinal designs to strengthen causal inference and inform targeted policy actions.

## Résumé

Les problèmes de santé mentale sont fréquents dans le milieu académique et entraînent des coûts significatifs pour les individus, les institutions et la société. Malgré le rôle central des chercheurs dans la production de connaissances, les données comparatives sur leurs conditions de travail et leur santé mentale restent rares. L'enquête STAIRCASE, menée dans le cadre de l'Action COST REMO de l'UE, comble cette lacune en créant le plus grand benchmark des conditions de travail et de la santé mentale des chercheurs (N = 4 296) à travers 37 pays européens.

Ce rapport se concentre sur la Suisse (n = 596) et compare les chercheurs suisses à leurs homologues européens, ainsi qu'au sein des différentes institutions d'enseignement supérieur suisses.

L'analyse montre que les chercheurs suisses rapportent une résilience plus élevée et des scores légèrement meilleurs pour le contrôle du travail et le sentiment de communauté par rapport à la moyenne européenne. Cependant, les préoccupations concernant l'insécurité de l'emploi et le conflit travail-famille restent largement répandues. Les scores de perception des politiques institutionnelles sont faibles dans tous les pays, indiquant des mesures insuffisantes en matière de santé mentale.

En Suisse, une hétérogénéité substantielle a été observée : les chercheurs de l'Université de Zurich ont rapporté le score de bien-être le plus bas et le risque d'épuisement professionnel le plus élevé, tandis que ceux de l'Université de Berne ont obtenu les scores les plus élevés en matière d'intégrité du superviseur et de contrôle du travail.

L'intégration avec des données complémentaires provenant de deux études Career Tracker Cohorts et l'inventaire des services de santé au travail dans les universités suisses met en évidence des défis systémiques, notamment des lacunes structurelles dans la prestation des services et une faible connaissance des aides disponibles.

Ces résultats soulignent la nécessité d'interventions à plusieurs niveaux visant les déterminants structurels de la santé mentale dans le milieu académique. Bien que l'étude fournisse des données descriptives solides, certaines limites méthodologiques, telles que l'absence de stratification par étape de carrière ou discipline et l'incertitude quant à la représentativité de l'échantillon, exigent une interprétation prudente. Les recherches futures devraient adopter des designs stratifiés et longitudinaux afin de renforcer l'inférence causale et d'informer des actions politiques ciblées.

## Zusammenfassung

Psychische Gesundheitsprobleme sind in der akademischen Welt weit verbreitet und verursachen erhebliche Kosten für Einzelpersonen, Institutionen und die Gesellschaft. Trotz der zentralen Rolle von Forschenden bei der Wissensproduktion gibt es nur wenige vergleichende Daten zu ihren Arbeitsbedingungen und ihrer psychischen Gesundheit. Die STAIRCASE-Befragung, durchgeführt im Rahmen der EU-COST-Aktion REMO, schließt diese Lücke, indem sie den bislang größten Benchmark zu den Arbeitsbedingungen und der psychischen Gesundheit von Forschenden (N = 4.296) in 37 europäischen Ländern erstellt.

Dieser Bericht konzentriert sich auf die Schweiz (n = 596) und vergleicht Schweizer Forschende mit ihren europäischen Kolleginnen und Kollegen sowie innerhalb der verschiedenen schweizerischen Hochschulen.

Die Analyse zeigt, dass Schweizer Forschende eine höhere Resilienz und leicht bessere Werte hinsichtlich Arbeitskontrolle und Gemeinschaftsgefühl aufweisen als der europäische Durchschnitt. Dennoch sind Sorgen über Arbeitsplatzunsicherheit und Konflikte zwischen Arbeit und Privatleben weit verbreitet. Die Bewertungen der Wahrnehmung institutioneller Maßnahmen sind in allen Ländern niedrig, was auf unzureichende Unterstützungsmaßnahmen für psychische Gesundheit hinweist.

In der Schweiz wurde eine erhebliche Heterogenität festgestellt: Forschende der Universität Zürich berichteten über die niedrigsten Wohlbefindenswerte und das höchste Risiko für Burnout, während diejenigen der Universität Bern die höchsten Werte für Integrität der Vorgesetzten und Arbeitskontrolle erzielten.

Die Integration mit ergänzenden Daten aus den Studien Career Tracker Cohorts sowie dem Inventar der Schweizer Arbeitsschutzdienste zeigt systemische Herausforderungen auf, darunter strukturelle Lücken in der Bereitstellung von Unterstützungsangeboten und eine geringe Bekanntheit der verfügbaren Hilfen.

Diese Ergebnisse unterstreichen die Notwendigkeit von Interventionen auf mehreren Ebenen, die sich mit den strukturellen Determinanten der psychischen Gesundheit in der akademischen Welt befassen. Obwohl die Studie belastbare deskriptive Daten liefert, erfordern methodische Einschränkungen, wie das Fehlen einer Stratifikation nach Karrierestufe oder Fachbereich sowie Unsicherheiten hinsichtlich der Repräsentativität der Stichprobe eine vorsichtige Interpretation. Zukünftige Forschung sollte stratifizierte und longitudinale Designs verwenden, um kausale Schlüsse zu stärken und gezielte politische Maßnahmen zu informieren.

# 1 Introduction

Researchers have long played a crucial role in generating knowledge aimed at solving problems, deepening understanding, and advancing innovation across disciplines and sectors. Alarmingly, an expanding body of evidence has indicated that researchers—regardless of career stage—have been experiencing elevated levels of stress, anxiety, depression, and burnout<sup>(1-4)</sup>, highlighting a widespread mental health crisis within academia.

While much of the scholarly work on this issue has focused on individual-level factors, such an approach risks overlooking the broader, systemic dimensions of the problem. In reality, researchers have been exposed to a range of stress-inducing conditions (or job demands), including precarious employment, financial strain, excessive workloads, and insufficient institutional support. These factors have increasingly been recognized as key contributors to declining mental health outcomes<sup>(5-7)</sup>. Moreover, structural incentives in academic environments—often emphasizing competition over collaboration, a “publish or perish” culture, transparency, and scientific rigor—have likely intensified these challenges, especially in contexts where job resources have been reduced or are progressively eroding. Such dynamics may not only worsen mental health but also threaten research integrity and diminish academia’s ability to respond effectively to global challenges<sup>(8)</sup>. The replication crisis and instances of scientific misconduct serve as illustrative examples.

The literature has tended to prioritize individual-level analyses, potentially due to hesitancy in critiquing the systems that sustain academic work, misalignment with reward mechanisms that favor quantity over quality, and the inherent complexity of conducting multilevel research capable of capturing contextual influences. Additionally, interventions aimed at individuals may appear more expedient and cost-effective than those targeting institutional or structural change<sup>(9)</sup>. However, the determinants of mental health and well-being are likely distributed across multiple layers of the academic system—from the individual and research team to the department, institution, and national context. Importantly, research has shown that the factors driving mental illness are not necessarily the same as those promoting well-being<sup>(10)</sup>. This underscores the need for a more integrated and systemic approach to addressing the mental health crisis in academia—one that accounts for personal characteristics as well as contextual variables such as leadership practices, organizational culture, institutional policies, and societal pressures.

In response to this growing awareness, the **EU COST Action CA19117 “Researcher Mental Health Observatory” (ReMO)** was launched in 2020 with the aim of fostering a deeper understanding of the mental health challenges faced by researchers and promoting structural change across the European research landscape (<https://projects.tib.eu/ReMO/>). Recognizing that poor mental health and low well-being negatively impact individual performance, team dynamics, and institutional effectiveness<sup>(11, 12)</sup>, ReMO sought to refine general workplace health insights by tailoring them to the specific conditions of academic work.

ReMO pursued its mission through a **threefold strategy**:

1. **Development of tailored frameworks and tools:** ReMO focused on creating conceptual models and practical instruments adapted to the academic context, considering challenges such as performance pressures, international mobility, job insecurity, and diversity management.
2. **Multilevel analysis:** The Action emphasized the need to understand mental health determinants across various levels—individual, organizational, and systemic—while also exploring positive organizational behaviors that support meaningful work and well-being.
3. **Methodological diversity and practice-oriented feedback loops:** ReMO promoted the use of diverse research methods and encouraged continuous dialogue between theory and practice to ensure relevance and applicability.

To operationalize its goals, ReMO initiated the **STAIRCASE Survey (Sustainable Working Conditions in Academia)**—a large-scale, cross-national study designed to assess the mental health and working conditions of researchers across Europe. The STAIRCASE survey was a key instrument of the ReMO EU COST Action, aimed to help address four following research questions: 1) What is the state of researchers' mental health across institutions and European countries? 2) What are institutions doing regarding mental health? 3) How do the actions of institutions relate to the mental health of individuals? 4) How does one tease out causal effects?

The STAIRCASE survey captured data on both clinical indicators (such as anxiety and depression) and broader dimensions of well-being, including life satisfaction, sense of purpose, and functional capacity, using a series of validated psychometric instruments. It also examined workplace characteristics, leadership behaviors, and institutional support structures.

The first wave of the STAIRCASE Survey provided a comprehensive dataset covering researchers at all career stages and across diverse disciplinary and institutional contexts. This dataset was made available through a Scientific Use File (SUF), accessible under GDPR-compliant conditions and subject to secure analysis protocols.

The present report describes the main results related to the first research question. In particular, we focus on the comparisons across Swiss universities and between Swiss and European researchers.

The protocol of the survey, data collection and study plan were evaluated by the Ethics Commission of the Leibniz University Hannover and approved under ethics vote EV LUH 04/2023. The Swissethics was informed regarding this study and approved it as well (Req-2023-01128).

## 2 Methods

A detailed description of the survey and collected data has been made by Lasser *et al.* and is available elsewhere <sup>(13)</sup>. Here we briefly summarize their main features.

### 2.1 Study design

We applied a cross-sectional study design, using the data collected at the 1<sup>st</sup> wave of the STAIRCASE survey.

### 2.2 Procedures

Data was collected via an online survey administered through LimeSurvey in six different languages (i.e., English, Spanish, French, Italian, German, Hebrew; using validated translations of the standardized questionnaires whenever possible). The survey was open to participation from September 15, 2023, through August 26, 2024.

The information regarding survey and link for registration, consent form signature, and participation was sent via mailing lists of institutions and worker's representations, social media channels, and word-of-mouth.

Participant identification data was separated from the anonymized survey data.

Participants were free to withdraw from the survey at any time, and were not remunerated.

The survey was composed of five sections: (1) demographic information, (2) mental health outcomes, (3) working and studying conditions<sup>1</sup>, (4) working and studying environment, and (5) leadership and supervision <sup>(13)</sup>.

### 2.3 Measures

In the second section of the survey, the focus was on participants' mental health outcomes (i.e., burnout, depression, stress, anxiety, and well-being), as well as work-engagement as a primary work-related outcome, and resilience as a key moderator. To measure these constructs, standardized and previously validated instruments were used, as described below.

**Burnout** was assessed with the 12-item version (Cronbach's  $\alpha = .88$ ) of the Burnout Assessment Tool (BAT) <sup>(14, 15)</sup>; on a 5-point Likert-type scale ranging from 1 (never) to 5 (always). As an example, participants evaluated the following statement: "At work, I feel mentally exhausted". For all twelve

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<sup>1</sup> Feedback from a pre-test showed that doctoral researchers perceived themselves as students and therefore did not relate to questions related to "working" conditions.

items, participants had the possibility to select the option “I prefer not to say”<sup>2</sup>. The items were averaged to produce a single index with a higher value indicating higher burnout.

**Depression, anxiety, and stress** were assessed using the 21-item (Cronbach’s  $\alpha = .94$ ) of the Depression Anxiety Stress Scales (DASS-21)<sup>(16)</sup> on a 4-point Likert-type scale ranging from 0 (did not apply to me at all) to 3 (applied to me very much or most of the time). As an example, participants evaluated the following statement: “I was aware of dryness of my mouth”. For all 21 items, participants had the possibility to select the option “I prefer not to say”. The items were averaged to produce a single index with a higher value indicating higher depression, anxiety, and stress.

**Wellbeing** was assessed with the 5-item (Cronbach’s  $\alpha = .91$ ) of the World Health Organization Well-Being Index (WHO-5)<sup>(17)</sup> on a 6-point Likert-type scale ranging from 0 (at no time) to 5 (all of the time). As an example, participants evaluated the following statement: “I have felt cheerful and in good spirits”. For all five items, participants had the possibility to select the option “I prefer not to say”. The items were averaged to produce a single index with a higher value indicating higher wellbeing.

**Work engagement** was assessed with the 3-item version (Cronbach’s  $\alpha = .75$ ) of the Utrecht Work Engagement Scale (UWES)<sup>(18, 19)</sup> on a 6-point Likert-type scale ranging from 0 (never) to 5 (always). Participants evaluated the following statements: “At my work, I feel bursting with energy”, “I am enthusiastic about my job”, and “I am immersed in my work”. For all three items, participants had the possibility to select the option “I prefer not to say”. The items were averaged to produce a single index with a higher value indicating higher work engagement.

**Resilience** was assessed with the 6-item (Cronbach’s  $\alpha = .89$ ) of the brief resilience scale (BRS)<sup>(20)</sup> on a 5-point Likert-type scale ranging from 1 (strongly disagree) to 5 (strongly agree). As an example, participants had to indicate their agreement with the following item: “I tend to bounce back quickly after hard times”. For all six items, participants had the possibility to select the option “I prefer not to say”. The items were averaged to produce a single index with a higher value indicating higher resilience.

In the third section of the survey, participants’ working and studying conditions were evaluated. In addition, participants’ intentions of leaving academia and recommending academia were assessed as described below.

**Intentions of leaving academia** was assessed with one item on a 5-point Likert-type scale ranging from 1 (hardly ever/almost never) to 5 (extremely often/always)<sup>(13)</sup>. Participants responded to the following question: “How often have you seriously considered leaving academia in the past 12 months?”. Participants had the possibility to select the option “I prefer not to say”.

**Intentions of recommending academia** was assessed with one item on a 5-point Likert-type scale ranging from 1 (fully disagree) to 5 (fully agree)<sup>(13)</sup>. Participants evaluated the following statement: “I would generally recommend a career in research and higher education to early-career researchers today”. Participants had the possibility to select the option “I prefer not to say”.

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<sup>2</sup> Whenever applicable, the options “I prefer not to say” and “Does not apply” were coded as a missing value. Note that terminating the survey before reaching a given item was also coded as a missing value.

The fourth section of the survey was focused on participants' working and studying environment, assessed as follows.

**Predictability** of work was measured with the 3-item sub-scale (Cronbach's  $\alpha = .77$ ) of the Copenhagen Psychosocial Questionnaire (COPSOQ) <sup>(21)</sup> on a 5-point Likert-type scale ranging from 1 (to a very little extent) to 5 (to a very large extent). As an example, participants responded to the following question: "At your main place of work/study, are you informed well in advance concerning for example important decisions, changes, or plans for the future?". For all three items, participants had the possibility to select the option "I prefer not to say". The items were averaged to produce a single index with a higher value indicating higher predictability of work.

**Role clarity** was measured with the 4-item subscale (Cronbach's  $\alpha = .84$ ) of the COPSOQ on a 5-point Likert-type scale ranging from 1 (to a very little extent) to 5 (to a very large extent) <sup>(22-24)</sup>. As an example, participants responded to the following question: "Does your work have clear objectives?". For all four items, participants had the possibility to select the option "I prefer not to say". The items were averaged to produce a single index with a higher value indicating higher role clarity.

**Policy perceptions** assessment considered perceptions of workplace policies for safety, health, and well-being. They were evaluated with 7 items adapted from The Workplace Integrated Safety and Health Assessment <sup>(25)</sup> (Cronbach's  $\alpha = .88$ ). All items were on a 5-point Likert-type scale ranging from 1 (to a very little extent) to 5 (to a very large extent). As an example, participants evaluated the following statement: "My place of work or study is routinely evaluated to identify potential mental health risks in the working environment". For all seven items, participants had the possibility to select the option "I prefer not to say". The items were averaged to produce a single index with a higher value indicating higher policy perceptions.

**Perceived job insecurity** was assessed with four items (Cronbach's  $\alpha = .87$ ) on a 5-point Likert-type scale ranging from 1 (fully disagree) to 5 (fully agree) <sup>(26, 27)</sup>. As an example, participants had to indicate their agreement with items such as "Chances are, I will soon lose my job" and "I am sure I can keep my job" (reverse coded). For all four items, participants had the possibility to select the option "I prefer not to say". The items were averaged to produce a single index with a higher value indicating higher perceived job insecurity.

**Job control** was measured with the corresponding 3-item subscale (Cronbach's  $\alpha = .87$ ) of the Job Diagnostic Survey (JDS) on a 5-point Likert-type scale ranging from 1 (fully disagree) to 5 (fully agree) <sup>(28)</sup>. As an example, participants had to indicate their agreement with the following item: "I decide on my own how to go about doing the work". For all three items, participants had the possibility to select the option "I prefer not to say". The items were averaged to produce a single index with a higher value indicating higher job control.

**Perceived interpersonal conflict** was assessed with three items (Cronbach's  $\alpha = .92$ ) on a 5-point Likert-type scale ranging from 1 (fully disagree) to 5 (fully agree) <sup>(29)</sup>. As an example, participants had to indicate their agreement with the following item: "My work is hampered by power struggles and territorial thinking in my unit". For all three items, participants had the possibility to select the option "I prefer not to say". The items were averaged to produce a single index with a higher value indicating higher perceived interpersonal conflict.

**Perceived work-family conflict** was assessed with five items (Cronbach's  $\alpha = .94$ ) on a 5-point Likert-type scale ranging from 1 (fully disagree) to 5 (fully agree)<sup>(30)</sup>. As an example, participants had to indicate their agreement with the following item: "The demands of my work interfere with my home and family life". For all five items, participants had the possibility to select the option "I prefer not to say". The items were averaged to produce a single index with a higher value indicating higher perceived work-family conflict.

**Sense of community** was assessed with the 3-item subscale (Cronbach's  $\alpha = .86$ ) of the COPSOQ on a 5-point Likert-type scale ranging from 1 (hardly ever/almost never) to 5 (extremely often/always)<sup>(23, 24, 31)</sup>. As an example, participants evaluated the following statement: "Is there a good atmosphere between you and your colleagues?". For all three items, participants had the possibility to select the option "I prefer not to say". The items were averaged to produce a single index with a higher value indicating higher sense of community.

**Illegitimate tasks** were assessed with 4 items (Cronbach's  $\alpha = .87$ ) of the Bern Illegitimate Tasks Scale (BITS) on a 5-point Likert-type scale ranging from 1 (hardly ever/almost never) to 5 (extremely often/always)<sup>(32, 33)</sup>. Participants responded to the following questions: "Do you have work tasks to take care of, which you believe should be done by someone else?", "Do you have work tasks to take care of, which you believe are going too far, and should not be expected from you?", "Do you have work tasks to take care of, which you believe put you into an awkward position?", and "Do you have work tasks to take care of, which you believe are unfair for you to have to deal with?". For all four items, participants had the possibility to select the option "I prefer not to say". The items were averaged to produce a single index with a higher value indicating higher illegitimate tasks.

**Work-related stress** was measured separately from the general stress, using 3 items (Cronbach's  $\alpha = .82$ ) on a 5-point Likert-type scale ranging from 1 (hardly ever/almost never) to 5 (extremely often/always)<sup>(34)</sup>. As an example, participants evaluated the following statement: "I have unachievable deadlines". For all three items, participants had the possibility to select the option "I prefer not to say". The items were averaged to produce a single index with a higher value indicating higher work-related stress.

**Emotional support** was assessed with 5 items (Cronbach's  $\alpha = .74$ ) on a 5-point Likert-type scale ranging from 1 (hardly ever/almost never) to 5 (extremely often/always)<sup>(21)</sup>. Participants responded to the following question relative to their direct supervisor, superior, colleague, administrative personnel, and partner/friends/family members/other people in their personal community: "How often are the following people willing to listen to your problems at work?". For all five items, participants had the possibility to select the options "Does not apply" and "I prefer not to say". The items were averaged to produce a single index with a higher value indicating higher emotional support.

**Instrumental support** was assessed with 5 items (Cronbach's  $\alpha = .73$ ) on a 5-point Likert-type scale ranging from 1 (hardly ever/almost never) to 5 (extremely often/always)<sup>(23, 24, 35)</sup>. Participants responded to the following question relative to their direct supervisor, superior (e.g., department head), colleague, administrative personnel, and partner/friends/family members/other people in their personal community: "How often do you get help and support from the following?". For all five items, participants had the possibility to select the options "Does not apply" and "I prefer not

to say". Some participants indicated that the items did not apply to them. The items were averaged to produce a single index with a higher value indicating higher instrumental support.

**Job satisfaction** was assessed with a single Likert-type scale ranging from 0 (very dissatisfied) to 10 (very satisfied)<sup>(13)</sup>. Participants responded to the following question: "All things considered, how satisfied are you with your job?". Participants had the possibility to select the option "I prefer not to say".

**Perceived harassment** was assessed with one item: "Have you noticed co-workers being subjected to degrading experiences or harassment at your place of work or study the last 6 months?"<sup>(13)</sup>. Participants had the possibility to select the option "I prefer not to say". Perceived harassment was coded as 1, else 0. In addition, participants who indicated they had perceived such a harassment responded to the following question: "Who was the perpetrator of the witnessed degrading experiences or harassment?".

**Experienced harassment** was assessed with the following question: "Have you been subjected to degrading experiences or harassment at your place of work or study the last 6 months?"<sup>(13)</sup>. In addition, participants who indicated they had experienced such a harassment responded to the following question: "Who was the perpetrator of the experienced degrading experiences or harassment? Furthermore, participants who indicated they had experienced harassment had to state the perceived reason.

The last section of the survey was focused on the characteristics of the leader, as well as the characteristics of the supervisor. "Leader" (e.g., department head) refers to an individual who directly influences how work in a team is organized. "Supervisor" (e.g., professor) refers to an individual who has a say in how research or studies are conducted.

**Leader demands** were assessed with 6 items (Cronbach's  $\alpha = .92$ ) on a 5-point Likert-type scale ranging from 1 (fully disagree) to 5 (fully agree)<sup>(36)</sup>. As an example, participants had to indicate their agreement with the following item: "My leader focuses exclusively on results regardless of the team's needs". For all six items, participants had the possibility to select the options "Does not apply" and "I prefer not to say". The items were averaged to produce a single index with a higher value indicating higher leader demands.

**Leader lack of care** was assessed with 4 items (Cronbach's  $\alpha = .92$ ) on a 5-point Likert-type scale ranging from 1 (fully disagree) to 5 (fully agree)<sup>(36)</sup>. As an example, participants had to indicate their agreement with the following item: "My leader is concerned with the well-being of employees". For all four items, participants had the possibility to select the options "Does not apply" and "I prefer not to say". The items were averaged to produce a single index with lower values indicating a higher level of leader lack of care.

**Supervisor existence** was assessed with the following question: "Do you currently have a person you would consider your supervisor?". Participants had the possibility to select the option "I prefer not to say". Participants with a supervisor was coded as 1, else 0.

**Supervisor integrity** was assessed with 4 items (Cronbach's  $\alpha = .85$ ) on a 5-point Likert-type scale ranging from 1 (fully disagree) to 5 (fully agree)<sup>(37)</sup>. Participants had to indicate their agreement

with the following items: “I never have to wonder whether my supervisor will stick to his/her word” (reverse code), “My supervisor’s actions and behaviors are not very consistent” (reverse code), “I like my supervisor’s values”, and “Sound principles seem to guide my supervisor’s behaviors.”. For all four items, participants had the possibility to select the option “I prefer not to say”. The items were averaged to produce a single index with a higher value indicating higher supervisor integrity.

**Number of meetings with supervisor** was assessed with the following item: “How often does your supervisor talk with you about how well you carry out your work?” on a 5-point Likert-type scale ranging from 1 (hardly ever/never) to 5 (extremely often/always). Participants had the possibility to select the options “Does not apply” and “I prefer not to say”.

## 2.4 Statistical methods

In this study, we made a two-fold comparison: We compared Swiss researchers with their European counterparts and examined differences across Swiss higher education institutions (HEIs) with sufficiently high participation ( $\geq 30$  respondents).

These two comparisons were conducted in three steps. The first step involved describing the socio-demographic, household, and work-related characteristics of participants according to Swiss vs. Eu workplace and, within Switzerland, according to the HEIs. The second step consisted of describing the time spent on the different activities. The third step consisted of describing different constructs related to psychosocial risk factors and wellbeing outcome and comparing them using standard linear regressions and chi-square tests.

## 3 Results

### 3.1 Description of study sample

The initial sample consisted of 4296 registered researchers. However, many did not complete the survey questionnaire or did not answer questions related to the key variables. To assess potential selection bias, we ran a descriptive analysis on both the full sample and the subset of participants who completed the questionnaire. The pattern of the results (i.e., socio-demographic characteristics, household characteristics, and work-related characteristics) was highly similar across the two groups, indicating minimal risk of selection bias.

Although the survey was part of the European COST Action, focused on academics working in European HEIs, researchers from non-EU HEIs could also participate. However, in this study, we limited the main comparative analyses on the sub-sample restricted to country of work in Europe. The study sample thus consisted of 2930 researchers (68.2% of the initial sample).

Table 1 presents the socio-demographic characteristics of the study sample. Most participants (1852, 63.21%) were females. It is worth to note that in the survey, the response options also included “non-binary” and a free-text field. Free-text answers were coded into the existing categories. The category “non-binary” was set to NA due to the very low prevalence and to protect the anonymity of participants.

The age of participants was calculated at the time of survey completion (2024), based on their self-reported year of birth. The age group of 28-33 years old was the largest for both genders (Figure 1), representing almost one third of participants (29.8%, Table 1). It was followed by the 34-39 age group (17.7%). The smallest age group for both genders was >57 years old, with 6.0% of participants. Notably, this age group had proportionally twice as many male researchers (8.2%) as female researchers (4.7%).

To determine participant’s nationality, continent values were derived from their reported country of origin using the UN country-continent coding <sup>(38)</sup>. As expected, most participants were of European origine. Among non-European participants, American and Asian native researchers were more numerous compared to African researchers.

Regarding the civil status, about one third of participants in both genders reported to be married and cohabitating (Table 1, Figure 2). Female researchers were slightly more likely to report being in a relationship and cohabiting than male researchers, while male researchers were more often single.

Regarding household characteristics, most participants reported that their partner worked full-time (Table 2). A minority reported having babies (5.2%), children (18.8%), adolescents (11.3%), or young adults (8.3%) living in the same household. The original response options for these questions asked for the number of babies, children, etc. in the household. Responses were summarized into “Yes” for one or more and “No” for zero.

Table 1. Socio-demographic characteristics

|  | Females       | Males         | Total          |
|--|---------------|---------------|----------------|
| N  | 1,852 (63.2%) | 1,078 (36.8%) | 2,930 (100.0%) |
| What is your year of birth? (transformed into Age) |               |               |                |
| <27 y  | 278 (15.1%)   | 178 (16.5%)   | 456 (15.6%)    |
| 28-33 y  | 568 (30.8%)   | 304 (28.2%)   | 872 (29.8%)    |
| 34-39 y  | 320 (17.3%)   | 198 (18.4%)   | 518 (17.7%)    |
| 40-45 y  | 281 (15.2%)   | 127 (11.8%)   | 408 (14.0%)    |
| 46-51 y  | 180 (9.8%)    | 118 (11.0%)   | 298 (10.2%)    |
| 52-57 y  | 133 (7.2%)    | 64 (5.9%)     | 197 (6.7%)     |
| >57 y  | 86 (4.7%)     | 88 (8.2%)     | 174 (6.0%)     |
| Nationality aggregated into continents             |               |               |                |
| Africa   | 7 (0.4%)      | 8 (0.7%)      | 15 (0.5%)      |
| Americas   | 58 (3.2%)     | 36 (3.4%)     | 94 (3.2%)      |
| Asia   | 48 (2.6%)     | 34 (3.2%)     | 82 (2.8%)      |
| Europe   | 1,727 (93.9%) | 995 (92.7%)   | 2,722 (93.4%)  |
| What is your civil status?                         |               |               |                |
| In a relationship and cohabiting                   | 499 (27.6%)   | 256 (24.2%)   | 755 (26.3%)    |
| In a relationship but not living together          | 237 (13.1%)   | 134 (12.7%)   | 371 (12.9%)    |
| Married and cohabitating                           | 603 (33.3%)   | 352 (33.3%)   | 955 (33.3%)    |
| Married but not living together                    | 29 (1.6%)     | 11 (1.0%)     | 40 (1.4%)      |
| Single   | 443 (24.5%)   | 304 (28.8%)   | 747 (26.0%)    |

Figure 1. Gender-stratified age distribution in the study sample

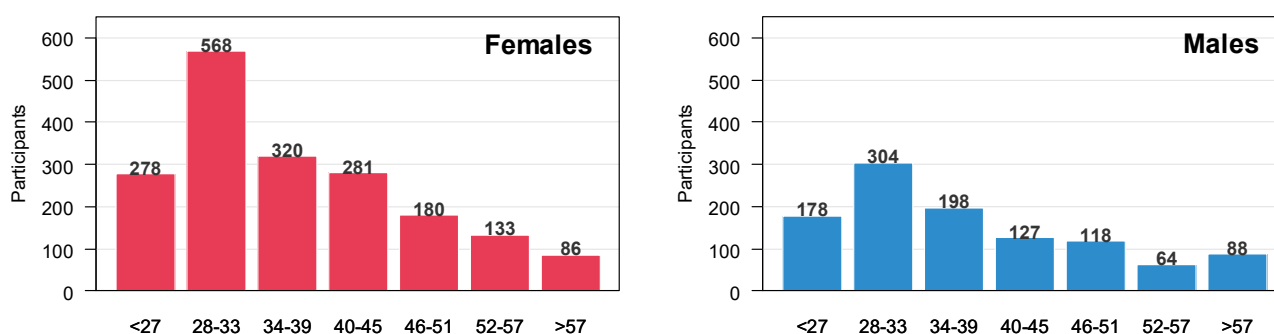


Figure 2. Civil status of study participants, gender stratified and overall

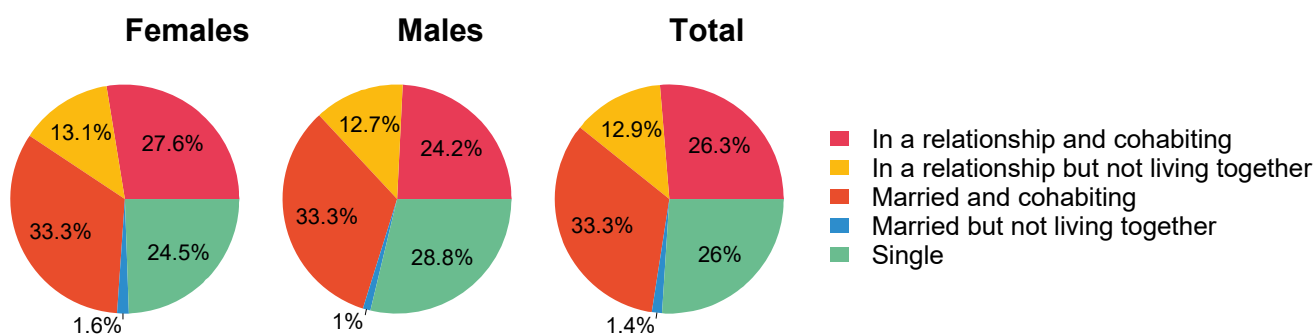


Table 2. Household characteristics

|  | Females       | Males         | Total          |
|--|---------------|---------------|----------------|
| N  | 1,852 (63.2%) | 1,078 (36.8%) | 2,930 (100.0%) |
| Does your partner pursue paid work?  |               |               |                |
| Does not apply   | 24 (1.8%)     | 9 (1.2%)      | 33 (1.6%)      |
| No, they are not in paid employment  | 81 (6.0%)     | 87 (11.7%)    | 168 (8.0%)     |
| Yes, full-time   | 1,109 (81.7%) | 505 (67.8%)   | 1,614 (76.7%)  |
| Yes, part-time   | 144 (10.6%)   | 144 (19.3%)   | 288 (13.7%)    |
| Do you have children or take care of children in your household (0-23 months)? |               |               |                |
| No   | 1,724 (94.4%) | 1,016 (95.5%) | 2,740 (94.8%)  |
| Yes  | 102 (5.6%)    | 48 (4.5%)     | 150 (5.2%)     |
| Do you have children or take care of children in your household (2-11 years)?  |               |               |                |
| No   | 1,465 (80.2%) | 884 (83.0%)   | 2,349 (81.2%)  |
| Yes  | 362 (19.8%)   | 181 (17.0%)   | 543 (18.8%)    |
| Do you have children or take care of children in your household (12-17 years)? |               |               |                |
| No   | 1,611 (88.2%) | 954 (89.7%)   | 2,565 (88.7%)  |
| Yes  | 216 (11.8%)   | 110 (10.3%)   | 326 (11.3%)    |
| Do you have children or take care of children in your household (18-24 years)? |               |               |                |
| No   | 1,683 (92.1%) | 970 (91.0%)   | 2,653 (91.7%)  |
| Yes  | 144 (7.9%)    | 96 (9.0%)     | 240 (8.3%)     |
| Indicate what fits best: I consider my personal monthly income to be...        |               |               |                |
| Very poor  | 81 (4.4%)     | 45 (4.2%)     | 126 (4.4%)     |
| Poor   | 413 (22.5%)   | 237 (22.3%)   | 650 (22.4%)    |
| Okay   | 721 (39.4%)   | 398 (37.4%)   | 1,119 (38.6%)  |
| Good   | 505 (27.6%)   | 316 (29.7%)   | 821 (28.3%)    |
| Excellent  | 112 (6.1%)    | 68 (6.4%)     | 180 (6.2%)     |

Overall, most participants rated their personal monthly income as “Okay”, although a few reported it as “very poor”. About 6% of participants described their income as excellent, and these proportions are similar for the two genders.

Most participants were first stage researchers (45.9%) and worked in the field of Social and Human Sciences (31.9%). Female researchers were proportionally overrepresented in this field and in Life Sciences, whereas male researchers were predominant in Engineering and Information Science, Mathematics, and Physics.

**Table 3. Participants' work-related characteristics**

|   | Females       | Males         | Total          |
|---|---------------|---------------|----------------|
| N   | 1,852 (63.2%) | 1,078 (36.8%) | 2,930 (100.0%) |
| What is your primary position?  |               |               |                |
| Established researcher (senior lecturer, senior researcher, assistant/associate professor, ...) | 400 (21.7%)   | 223 (20.8%)   | 623 (21.4%)    |
| First stage researcher (PhD student or candidate)   | 864 (47.0%)   | 471 (44.0%)   | 1,335 (45.9%)  |
| Leading researcher (Full Professor, ...)  | 156 (8.5%)    | 129 (12.1%)   | 285 (9.8%)     |
| Recognized researcher (Postdoc, junior lecturer, researcher...)                                 | 407 (22.1%)   | 242 (22.6%)   | 649 (22.3%)    |
| Researcher without a PhD degree and not pursuing a PhD degree*                                  | 13 (0.7%)     | 5 (0.5%)      | 18 (0.6%)      |
| What is your current research field?  |               |               |                |
| Chemistry   | 86 (4.7%)     | 74 (6.9%)     | 160 (5.5%)     |
| Economics   | 82 (4.5%)     | 56 (5.2%)     | 138 (4.7%)     |
| Engineering and Information Science   | 127 (6.9%)    | 161 (15.0%)   | 288 (9.9%)     |
| Environment or Geoscience   | 150 (8.2%)    | 109 (10.2%)   | 259 (8.9%)     |
| Life Sciences   | 616 (33.6%)   | 284 (26.5%)   | 900 (30.9%)    |
| Mathematics   | 35 (1.9%)     | 38 (3.5%)     | 73 (2.5%)      |
| Physics   | 68 (3.7%)     | 94 (8.8%)     | 162 (5.6%)     |
| Social and Human Sciences   | 672 (36.6%)   | 256 (23.9%)   | 928 (31.9%)    |

\*The category “Researcher without a PhD degree and not pursuing a PhD degree” was not available for selection in the survey but was introduced during data processing of the free text answers.

## 3.2 Comparison of Swiss vs European researchers

### 3.2.1 Socio-demographic characteristics

The study sample included 596 participants working in the Swiss HEIs, representing 20% of the overall study sample. Table 4 summarizes the main socio-demographic characteristics of participants in the Swiss subsample and compares them with those of their European counterparts.

**Table 4. Comparison of participants' characteristics**

|  | CH          | EU            | p-value |
|--|-------------|---------------|---------|
| N  | 596 (20.0%) | 2,388 (80.0%) |         |
| How would you define your gender?                  |             |               |         |
| Female   | 387 (66.7%) | 1,465 (62.3%) | 0.050   |
| Male   | 193 (33.3%) | 885 (37.7%)   |         |
| What is your year of birth? (transformed into Age) |             |               |         |
| <27  | 68 (11.5%)  | 398 (16.7%)   | 0.015   |
| 28-33  | 192 (32.4%) | 694 (29.1%)   |         |
| 34-39  | 124 (20.9%) | 408 (17.1%)   |         |
| 40-45  | 77 (13.0%)  | 336 (14.1%)   |         |
| 46-51  | 62 (10.5%)  | 242 (10.2%)   |         |
| 52-57  | 41 (6.9%)   | 157 (6.6%)    |         |
| >57  | 29 (4.9%)   | 148 (6.2%)    |         |
| Nationality aggregated into continents             |             |               |         |
| Africa   | 1 (0.2%)    | 14 (0.6%)     | 0.592   |
| Americas   | 21 (3.6%)   | 75 (3.2%)     |         |
| Asia   | 16 (2.7%)   | 67 (2.8%)     |         |
| Europe   | 553 (93.6%) | 2,218 (93.4%) |         |
| What is your civil status?                         |             |               |         |
| In a relationship and cohabiting                   | 172 (29.4%) | 593 (25.4%)   | <0.001  |
| In a relationship but not living together          | 73 (12.5%)  | 305 (13.1%)   |         |
| Married and cohabitating                           | 194 (33.2%) | 776 (33.3%)   |         |
| Married but not living together                    | 17 (2.9%)   | 23 (1.0%)     |         |
| Single   | 129 (22.1%) | 636 (27.3%)   |         |

We observed that the Swiss subsample contained slightly more female researchers than the EU academic subsample (66.7% vs. 62.3%), although this difference was of borderline statistical significance. The age distribution in two subsamples differed significantly, with more researchers aged 28-39 years old and fewer researchers aged >57 years in the Swiss subsample. Regarding the

civil status, Swiss researchers were less often single and more often in a relationship and cohabitating than their European counterparts. The proportion of married and cohabitating was similar in both groups, however, those who reported being married but not living together were three times more numerous in the Swiss subsample (2.9% vs. 1%).

### 3.2.2 Household characteristics

The main household characteristics are summarized in Table 5. We found two significant differences in their distributions. The first difference concerns the partner's paid work.

**Table 5. Comparison of participants' household characteristics**

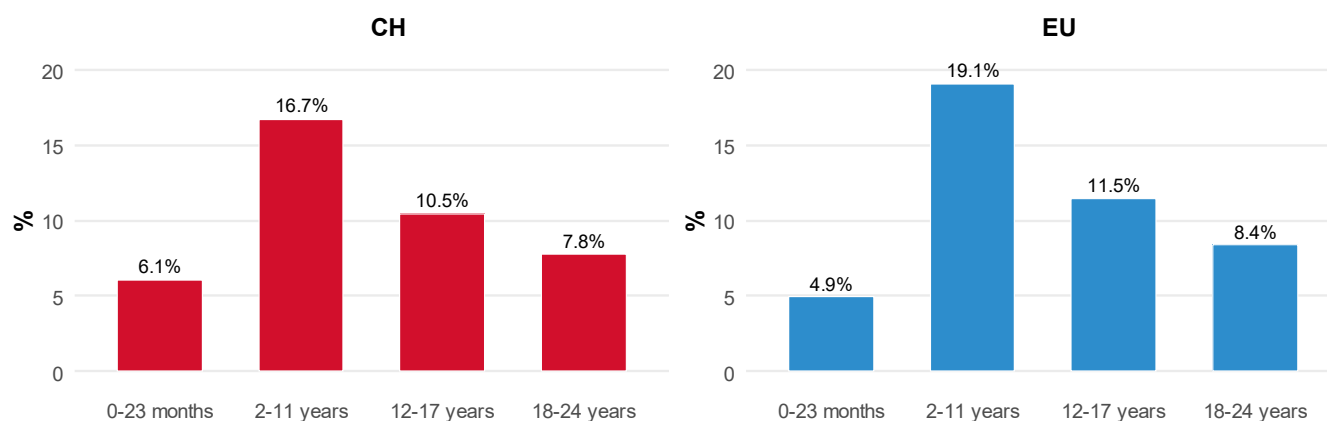
|  | CH          | EU            | p-value |
|--|-------------|---------------|---------|
| N  | 596 (20.0%) | 2,388 (80.0%) |         |
| Does your partner pursue paid work?  |             |               |         |
| Does not apply   | 4 (0.9%)    | 29 (1.7%)     | <0.001  |
| No, they are not in paid employment  | 31 (6.9%)   | 142 (8.4%)    |         |
| Yes, full-time   | 274 (60.8%) | 1,359 (80.7%) |         |
| Yes, part-time   | 142 (31.5%) | 153 (9.1%)    |         |
| Do you have babies or take care of babies in your household (0-23 months)?     |             |               |         |
| No   | 556 (93.9%) | 2,234 (95.1%) | 0.261   |
| Yes  | 36 (6.1%)   | 116 (4.9%)    |         |
| Do you have children or take care of children in your household (2-11 years)?  |             |               |         |
| No   | 493 (83.3%) | 1,903 (80.9%) | 0.186   |
| Yes  | 99 (16.7%)  | 449 (19.1%)   |         |
| Do you have children or take care of children in your household (12-17 years)? |             |               |         |
| No   | 531 (89.5%) | 2,080 (88.5%) | 0.477   |
| Yes  | 62 (10.5%)  | 270 (11.5%)   |         |
| Do you have children or take care of children in your household (18-24 years)? |             |               |         |
| No   | 546 (92.2%) | 2,156 (91.6%) | 0.634   |
| Yes  | 46 (7.8%)   | 197 (8.4%)    |         |
| Indicate what fits best: I consider my personal monthly income to be...        |             |               |         |
| Very poor  | 22 (3.7%)   | 110 (4.7%)    | <0.001  |
| Poor   | 104 (17.6%) | 557 (23.6%)   |         |
| Okay   | 205 (34.7%) | 933 (39.6%)   |         |
| Good   | 201 (34.1%) | 635 (26.9%)   |         |
| Excellent  | 58 (9.8%)   | 124 (5.3%)    |         |

In the Swiss subsample, researcher's partners were more often employed part-time than those in the EU subsample (31.5% versus 9.1%).

The second difference concerns the researchers' income appraisal. In the Swiss subsample, reports of very poor and poor income were less frequent compared to the European subsample. In contrast, the proportion of researchers who rated their income as excellent was almost twice as high in Switzerland compared to other European countries.

Regarding the presence of children in the household, the distributions were slightly different (Figure 3), but this difference was not statistically significant.

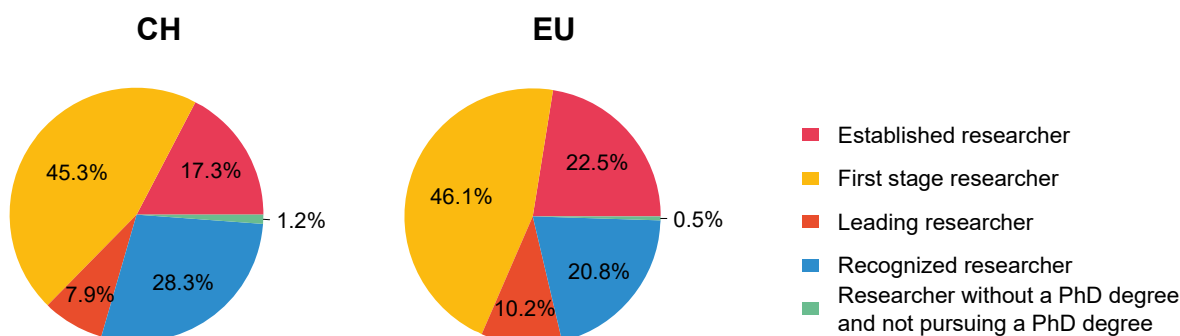
**Figure 3. Presence of children in participants' households stratified by children's age**



### 3.2.3 Work-related characteristics

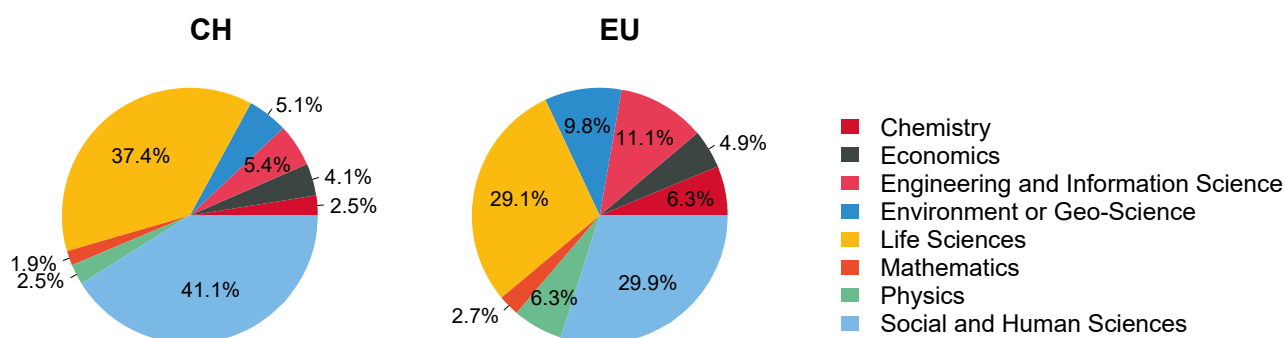
The comparison of work-related characteristics between Swiss and European researchers revealed two statistically significant differences ( $p < 0.001$ ). First, the Swiss subsample contained a higher proportion of recognized researchers (postdocs, junior lecturers, researchers...) as well as researchers without a PhD degree and not pursuing one. In contrast, leading researchers (full professors) and established researchers (senior lecturers, senior researchers, assistant/associate professors, ...) were proportionally less numerous in the Swiss subsample compared to the European subsample (Figure 4).

**Figure 4. Researcher position distribution in Swiss and European subsamples**



The two subsamples also differ in the distribution of research fields ( $p < 0.001$ ), with almost twice as many representatives from Social and Human Sciences ( $n = 243$ , 41.1% versus  $n = 709$ , 29.9%) and from Life Sciences ( $n = 221$ , 37.4% versus  $n = 689$ , 29.1%) in the Swiss subsample (Figure 5).

**Figure 5. Researcher distribution per research field**



### 3.2.4 Time spent on different activities

One part of survey was dedicated to the evaluation of time spent on different academic activities. Respondents were asked to report their usual time distribution (in %) and to ensure that the total added up to 100%. Table 6 summarizes, for each type of activity, the average proportion of time (in %) spent on that activity and the standardized deviation, shown in brackets.

**Table 6. Comparison of the time distributions**

|  | CH            | EU             | p-value |
|--|---------------|----------------|---------|
| N  | 596 (20.0%)   | 2,388 (80.0%)  |         |
| Approximate percentage of working hours spent for: Teaching (incl. preparation)  | 15.87 (18.07) | 16.79 (19.952) | 0.302   |
| Approximate percentage of working hours spent for: Research                      | 49.37 (26.25) | 47.12 (28.323) | 0.079   |
| Approximate percentage of working hours spent for: Applying for Research Funding | 6.43 (10.25)  | 6.51 (9.366)   | 0.849   |
| Approximate percentage of working hours spent for: Mentoring                     | 7.64 (8.75)   | 7.59 (8.743)   | 0.900   |
| Approximate percentage of working hours spent for: Administrative tasks          | 13.21 (12.17) | 13.95 (12.997) | 0.209   |
| Approximate percentage of working hours spent for: Other tasks                   | 7.49 (12.07)  | 8.04 (11.994)  | 0.320   |

The proportion of time per activity were compared as mean values using  $t$ -test. Overall, there is no statistically significant difference between the subsamples.

In both subsamples, research was the activity on which researchers spend the largest proportion of their working hours (>47 %). It appears that in Swiss HEIs, even more time is dedicated to research, although this difference is not statistically significant ( $p = 0.079$ ).

Teaching is the second most time-demanding activity, accounting for more than 15% of working hours. Time dedicated to research funding applications represents the smallest fraction (less than 7%) in both subsamples, although the standard deviations are relatively large, indicating considerable variation across researchers within each subsample.

Administrative tasks require more than 13% of working time in both Swiss and European universities and HEI.

### 3.2.5 Wellbeing and related outcomes

Table 7 summarizes the average scores and the standard deviations for the different constructs related to wellbeing. A visual presentation in the form of radar charts is provided in Figure 6.

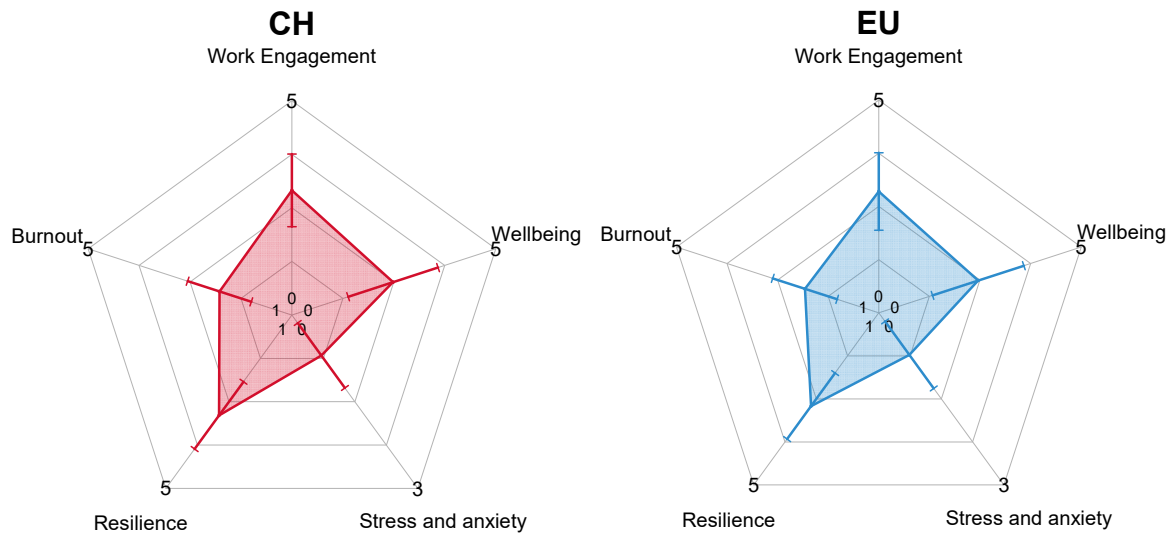
Both subsamples are comparable in most of the measured outcomes. The only exception is resilience, which is significantly higher among Swiss researchers (3.315 versus 3.107,  $p < 0.001$ ). However, resilience scores are high in both subsamples. Work engagement is also relatively high (close to 3 out of 5 on the Likert scale). Burnout scores are generally below 2.5, as is the overall wellbeing score.

**Table 7. Comparison of wellbeing and related outcome scores between subsamples**

|                                  | CH            | EU            | p-value |
|----------------------------------|---------------|---------------|---------|
| N                                | 596 (20.0%)   | 2,388 (80.0%) |         |
| Work engagement score (0 – 5)    | 2.907 (0.848) | 2.853 (0.910) | 0.188   |
| Burnout score (1 – 5)            | 2.422 (0.625) | 2.461 (0.637) | 0.172   |
| Resilience score (1 – 5)         | 3.315 (0.776) | 3.167 (0.768) | <0.001  |
| Stress and anxiety score (0 – 3) | 0.700 (0.562) | 0.733 (0.584) | 0.204   |
| Wellbeing score (0 – 5)          | 2.482 (1.103) | 2.456 (1.128) | 0.615   |

The minimum and maximum possible scores for each metric are indicated in the parentheses.

**Figure 6. Radar chart of wellbeing and related outcome scores in Swiss and European researchers**



### 3.2.6 Workplace perception scores

Table 8 presents the mean scores and their standard deviations for the constructs related to the work climate and exposure to psychosocial risk factors at work. The comparison between the two subsamples showed statistically significant differences in work predictability, role clarity, job control, interpersonal conflicts, sense of community, and emotional support.

For all these factors except role clarity, Swiss researchers reported more favorable scores than their European counterparts (Figure 7). However, it worth noting that job control was rated quite high in both subsamples, although the dispersion around the mean (expressed by the standard deviation) is very large. This indicates substantial variability, meaning that not every researcher rates their job control close to 4 on the 5-point Likert scale.

The second highest-rated parameter in both samples are sense of community (3.9 and 3.8) and emotional support (3.6 and 3.5).

The policy perception received the lowest rating in both subsamples (2.3 and 2.2, on the 5-point scale). This suggests that researchers evaluate existent workplace policies for safety, health, and wellbeing at their universities and HEI as below average or insufficient.

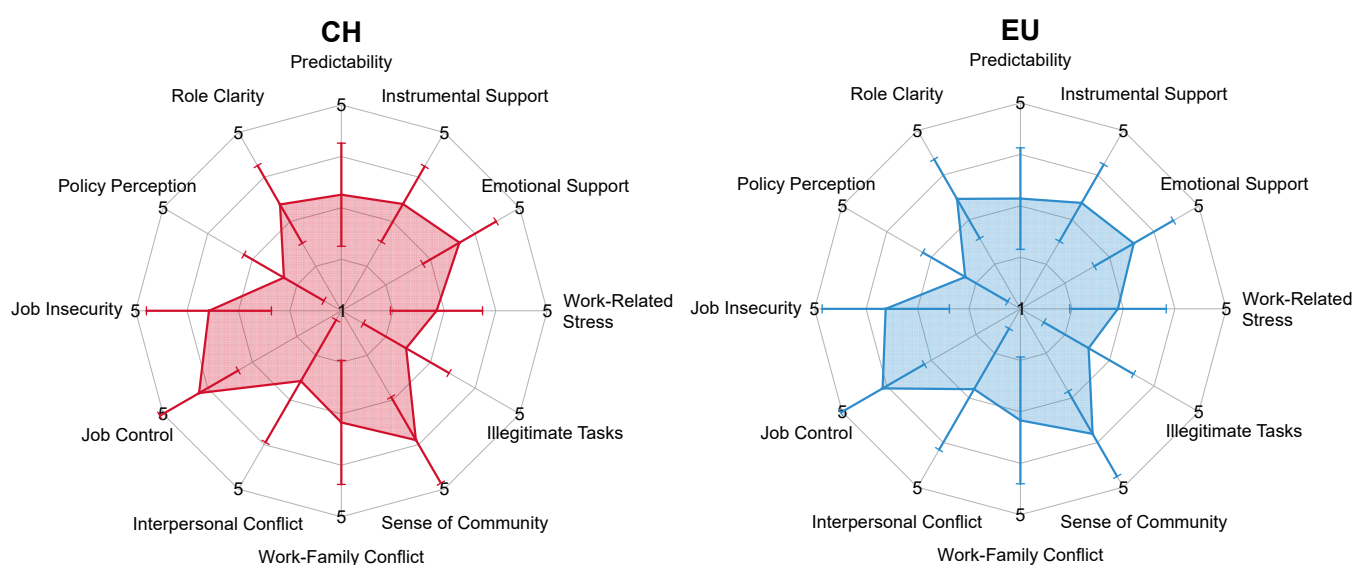
Moreover, job insecurity and work-family conflicts, where lower scores reflect a better situation, were both rated above the midpoint. Job insecurity received the worst rating, which is of particular concern among early-career researchers.

Work-related stress was rated slightly below average in both subsamples.

Table 8. Comparison of work perception scores between subsamples

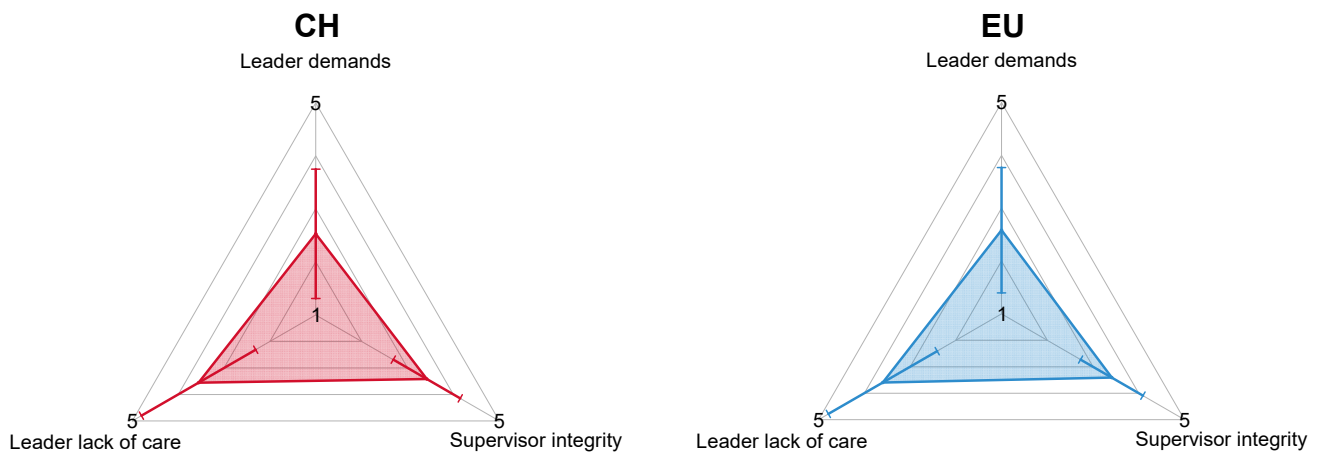
|                              | CH            | EU            | p-value |
|------------------------------|---------------|---------------|---------|
| N                            | 596 (20.0%)   | 2,388 (80.0%) |         |
| Predictability score         | 3.255 (1.002) | 3.143 (0.986) | 0.014   |
| Role clarity score           | 3.387 (0.870) | 3.467 (0.886) | 0.047   |
| Policy perception score      | 2.289 (0.898) | 2.238 (0.953) | 0.239   |
| Job insecurity score         | 3.575 (1.216) | 3.618 (1.236) | 0.452   |
| Job control score            | 4.195 (0.879) | 4.093 (0.938) | 0.017   |
| Interpersonal conflict score | 2.576 (1.373) | 2.801 (1.359) | <0.001  |
| Work-family conflict score   | 3.168 (1.206) | 3.167 (1.232) | 0.986   |
| Sense of community score     | 3.900 (0.966) | 3.806 (0.952) | 0.031   |
| Illegitimate tasks score     | 2.454 (0.962) | 2.530 (1.007) | 0.096   |
| Work-related stress score    | 2.849 (0.895) | 2.894 (0.938) | 0.290   |
| Emotional support score      | 3.649 (0.823) | 3.543 (0.887) | 0.008   |
| Instrumental support score   | 3.395 (0.845) | 3.376 (0.862) | 0.636   |

Figure 7. Radar chart of work climate related outcome scores in Swiss and European researchers



The comparison of leadership and supervisor integrity revealed no statistically significant difference (Figure 8). Leaders appear to be equally demanding in both Swiss and European HEIs (2.5 on the 5-point Likert scale), and the lack of care dimension was rated slightly more favorably than the integrity score.

**Figure 8. Radar chart of leadership related scores in Swiss and European researchers**

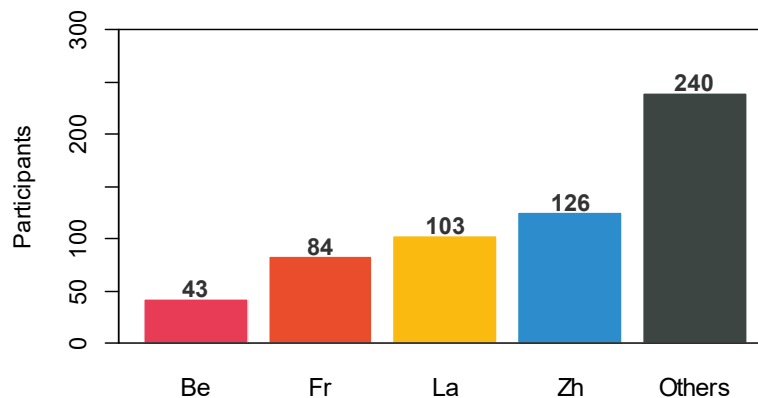


### 3.3 Comparison of Swiss higher education institutions

In this part of the report, we provide more detailed results for the Swiss universities and HEIs. Participation was higher at four Swiss universities (Zurich, Lausanne, Fribourg, and Bern) with more than 30 participants completing the survey questionnaire (Figure 9). For these four universities, it was therefore possible to conduct individualized (i.e., university-specific) analyses, whereas all other universities and HEIs were grouped together and labelled as “Others”.

In the figures and tables of this section, the following abbreviations were used: **Be** (University of Bern), **FR** (University of Fribourg), **La** (University of Lausanne), **Zh** (University of Zurich).

**Figure 9. Numbers of participants who completed the survey questionnaire stratified per university for universities with more than 30 participants.**



Abbreviations: Be-University of Bern, Fr-University of Fribourg, La-University of Lausanne, Zh-University of Zurich. All other universities and higher education institutions are pulled in Others

The statistical tests performed in this analysis compare the variable distributions and mean scores across universities, as none of them could be identified as an appropriate reference category.

### 3.3.1 Socio-demographic characteristics

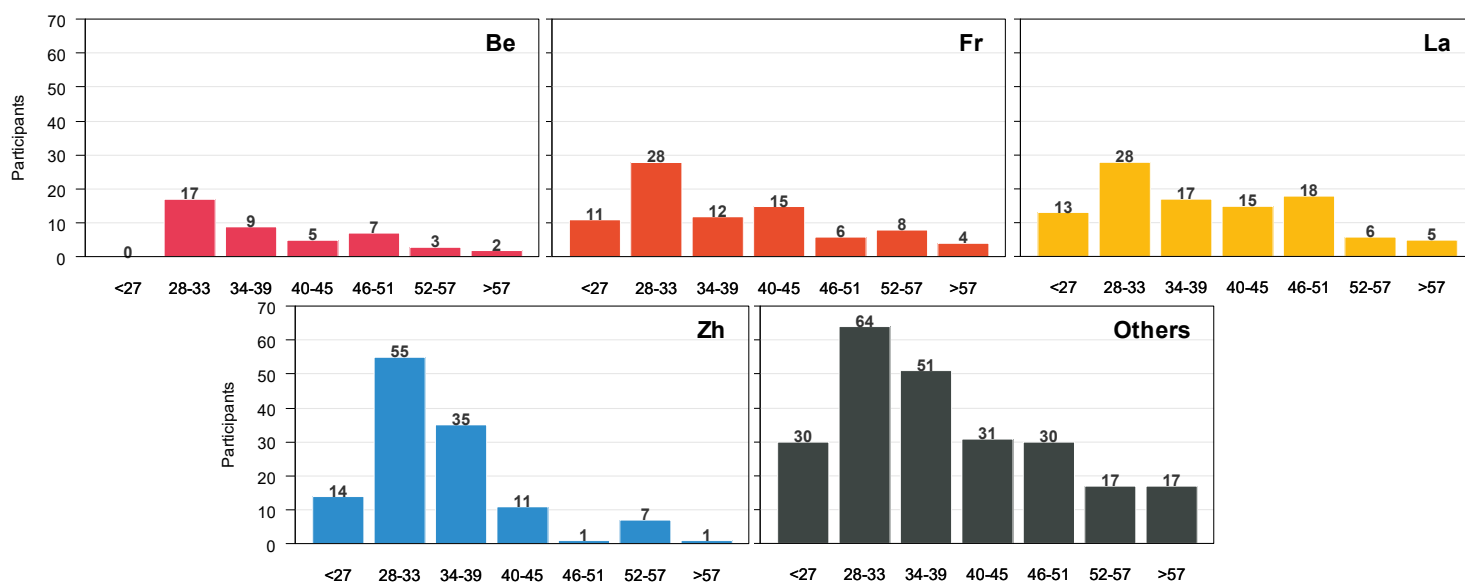
Table 9 summarize the distributions of socio-demographic characteristics of participants.

The variable distributions are statistically similar across universities, with the only exception being age. Figure 10 shows that participants from the university of Zurich were mostly 28-39 years old, while the proportion of researchers aged 46-51 years was very low (less than 1%). In the subsamples from the University of Bern and the University of Lausanne, researchers aged 46-51 years represented 16.3% and 17.6% of participants, respectively (Table 9). Surprisingly, at the University of Bern, there were no participants aged below 27 years old. In the Fribourg subsample, the proportion of researchers aged 52-57 years (9.5%) was larger than in all other subsamples.

**Table 9. Comparison of socio-demographic characteristics of participants across Swiss universities**

|   | Be         | Fr         | La          | Zh          | Others      | p-value |
|---|------------|------------|-------------|-------------|-------------|---------|
| N   | 43 (7.2%)  | 84 (14.1%) | 103 (17.3%) | 126 (21.1%) | 240 (40.3%) |         |
| How would you define your gender?                     |            |            |             |             |             |         |
| Female  | 30 (69.8%) | 53 (66.2%) | 65 (64.4%)  | 86 (70.5%)  | 153 (65.4%) | 0.842   |
| Male  | 13 (30.2%) | 27 (33.8%) | 36 (35.6%)  | 36 (29.5%)  | 81 (34.6%)  |         |
| What is your year of birth?<br>(transformed into Age) |            |            |             |             |             |         |
| <27   | 0 (0.0%)   | 11 (13.1%) | 13 (12.7%)  | 14 (11.3%)  | 30 (12.5%)  | <0.001  |
| 28-33   | 17 (39.5%) | 28 (33.3%) | 28 (27.5%)  | 55 (44.4%)  | 64 (26.7%)  |         |
| 34-39   | 9 (20.9%)  | 12 (14.3%) | 17 (16.7%)  | 35 (28.2%)  | 51 (21.2%)  |         |
| 40-45   | 5 (11.6%)  | 15 (17.9%) | 15 (14.7%)  | 11 (8.9%)   | 31 (12.9%)  |         |
| 46-51   | 7 (16.3%)  | 6 (7.1%)   | 18 (17.6%)  | 1 (0.8%)    | 30 (12.5%)  |         |
| 52-57   | 3 (7.0%)   | 8 (9.5%)   | 6 (5.9%)    | 7 (5.6%)    | 17 (7.1%)   |         |
| >57   | 2 (4.7%)   | 4 (4.8%)   | 5 (4.9%)    | 1 (0.8%)    | 17 (7.1%)   |         |
| Nationality aggregated into continents                |            |            |             |             |             |         |
| Africa  | 0 (0.0%)   | 0 (0.0%)   | 0 (0.0%)    | 1 (0.8%)    | 0 (0.0%)    |         |
| Americas  | 1 (2.4%)   | 1 (1.2%)   | 4 (3.9%)    | 8 (6.4%)    | 7 (3.0%)    |         |
| Asia  | 1 (2.4%)   | 0 (0.0%)   | 2 (1.9%)    | 7 (5.6%)    | 6 (2.5%)    |         |
| Europe  | 40 (95.2%) | 83 (98.8%) | 97 (94.2%)  | 109 (87.2%) | 224 (94.5%) |         |
| What is your civil status?                            |            |            |             |             |             |         |
| In a relationship and co-habiting                     | 14 (33.3%) | 24 (29.3%) | 29 (29.0%)  | 36 (29.3%)  | 69 (29.0%)  | 0.660   |
| In a relationship but not living together             | 3 (7.1%)   | 13 (15.9%) | 13 (13.0%)  | 21 (17.1%)  | 23 (9.7%)   |         |
| Married and cohabitating                              | 19 (45.2%) | 26 (31.7%) | 33 (33.0%)  | 33 (26.8%)  | 83 (34.9%)  |         |
| Married but not living together                       | 1 (2.4%)   | 1 (1.2%)   | 2 (2.0%)    | 5 (4.1%)    | 8 (3.4%)    |         |
| Single  | 5 (11.9%)  | 18 (22.0%) | 23 (23.0%)  | 28 (22.8%)  | 55 (23.1%)  |         |

Figure 10. Participant distribution by age (in years) in Swiss high education institutions

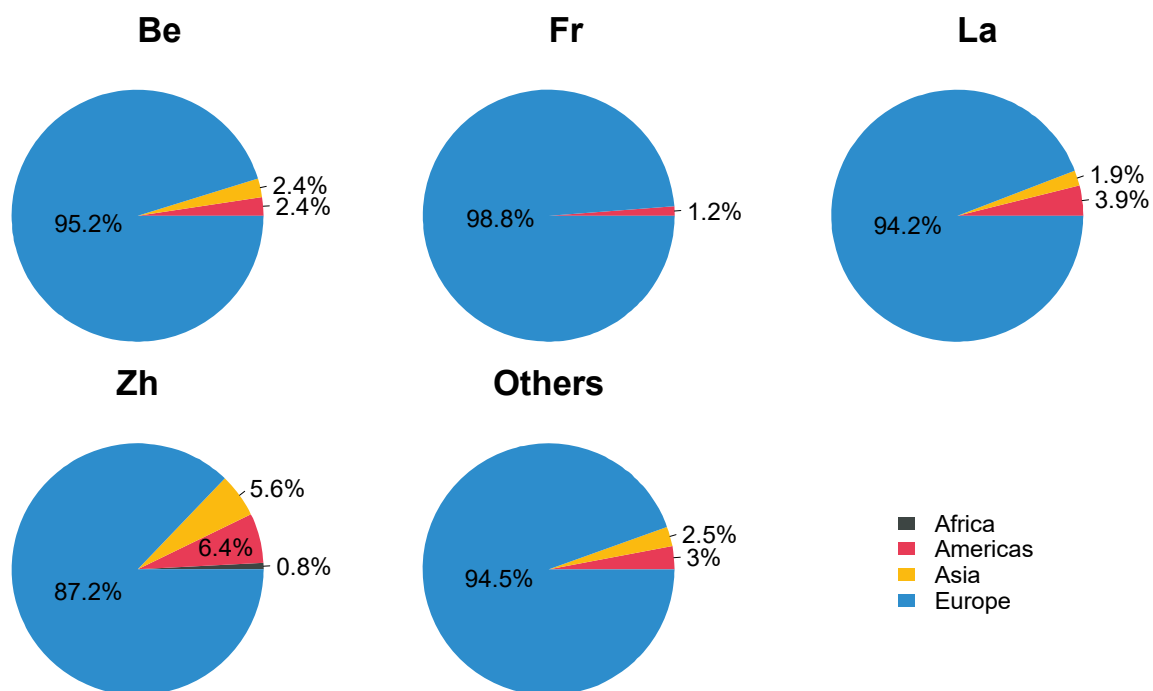


Abbreviations: Be-University of Bern, Fr-University of Fribourg, La-University of Lausanne, Zh-University of Zurich. All other universities and higher education institutions are pulled in Others

When examining the distribution of participants by nationality (coded based on the continent of their country of birth) visually (Figure 11), the Zurich subsample appears to be the most international, whereas the Fribourg subsample appears the most European. However, it was not possible to test the statistical significance of these differences because the number of participants from some continents was too low to meet the assumptions required for the validity of the chi-square test (Table 9).

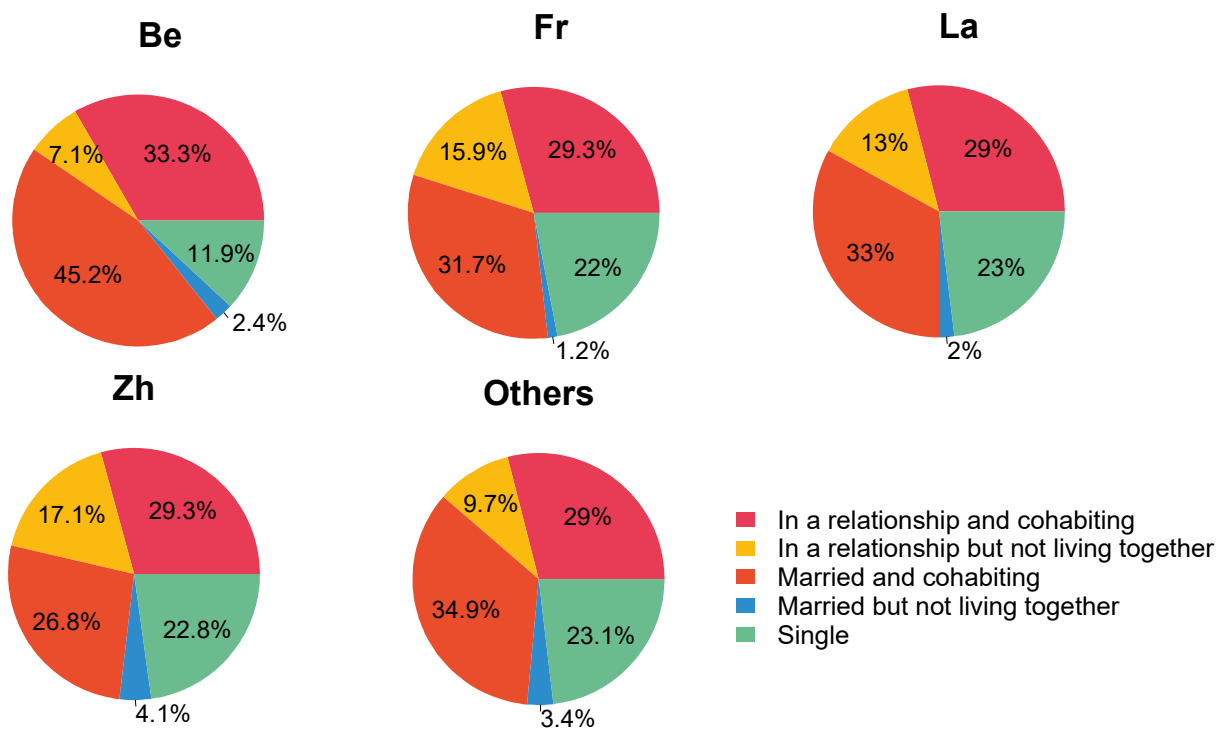
The same issue arose for the civil status variable: very few participants in the Bern, Fribourg, and Lausanne subsamples reported being married but not living together (Table 9 and Figure 12). The proportion of participants who reported being married and cohabitating was the highest in the Bern subsample (45.2 %) and lowest in the Zurich subsample (26.8 %).

**Figure 11. Participant distribution according to the continent of birth**



Abbreviations: Be-University of Bern, Fr-University of Fribourg, La-University of Lausanne, Zh-University of Zurich. All other universities and higher education institutions are pulled in Others

**Figure 12. Participant distribution by civil status**



Abbreviations: Be-University of Bern, Fr-University of Fribourg, La-University of Lausanne, Zh-University of Zurich. All other universities and higher education institutions are pulled in Others

### 3.3.2 Household characteristics

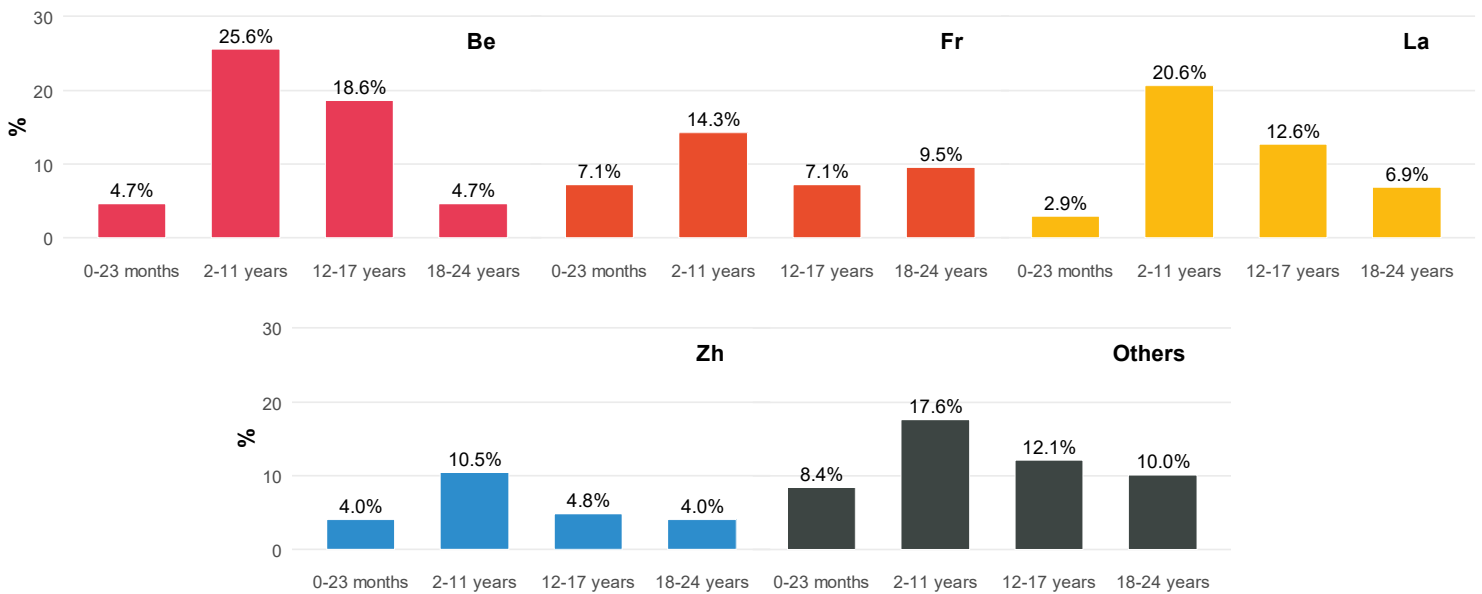
Table 10 shows that participants across universities differed with respect to their partner's paid work. In the Fribourg subsample, the proportion of partners not engaged in paid employment was higher (14.8 %) compared to all other subsamples.

**Table 10. Comparison of household characteristics of participants across Swiss universities**

|  | Be         | Fr         | La          | Zh          | Others      | p-value |
|--|------------|------------|-------------|-------------|-------------|---------|
| N  | 43 (7.2%)  | 84 (14.1%) | 103 (17.3%) | 126 (21.1%) | 240 (40.3%) |         |
| Does your partner pursue paid work?  |            |            |             |             |             |         |
| Does not apply   | 0 (0.0%)   | 1 (1.6%)   | 0 (0.0%)    | 1 (1.1%)    | 2 (1.1%)    | 0.033   |
| No, they are not in paid employment  | 4 (10.8%)  | 9 (14.8%)  | 6 (7.9%)    | 3 (3.2%)    | 9 (4.9%)    |         |
| Yes, full-time   | 25 (67.6%) | 30 (49.2%) | 52 (68.4%)  | 66 (70.2%)  | 101 (55.2%) |         |
| Yes, part-time   | 8 (21.6%)  | 21 (34.4%) | 18 (23.7%)  | 24 (25.5%)  | 71 (38.8%)  |         |
| Do you have children or take care of children in your household (0-23 months)? |            |            |             |             |             |         |
| No   | 41 (95.3%) | 78 (92.9%) | 99 (97.1%)  | 119 (96.0%) | 219 (91.6%) | 0.269   |
| Yes  | 2 (4.7%)   | 6 (7.1%)   | 3 (2.9%)    | 5 (4.0%)    | 20 (8.4%)   |         |
| Do you have children or take care of children in your household (2-11 years)?  |            |            |             |             |             |         |
| No   | 32 (74.4%) | 72 (85.7%) | 81 (79.4%)  | 111 (89.5%) | 197 (82.4%) | 0.113   |
| Yes  | 11 (25.6%) | 12 (14.3%) | 21 (20.6%)  | 13 (10.5%)  | 42 (17.6%)  |         |
| Do you have children or take care of children in your household (12-17 years)? |            |            |             |             |             |         |
| No   | 35 (81.4%) | 78 (92.9%) | 90 (87.4%)  | 118 (95.2%) | 210 (87.9%) | 0.051   |
| Yes  | 8 (18.6%)  | 6 (7.1%)   | 13 (12.6%)  | 6 (4.8%)    | 29 (12.1%)  |         |
| Do you have children or take care of children in your household (18-24 years)? |            |            |             |             |             |         |
| No   | 41 (95.3%) | 76 (90.5%) | 95 (93.1%)  | 119 (96.0%) | 215 (90.0%) | 0.267   |
| Yes  | 2 (4.7%)   | 8 (9.5%)   | 7 (6.9%)    | 5 (4.0%)    | 24 (10.0%)  |         |
| Indicate what fits best: I consider my personal monthly income to be...        |            |            |             |             |             |         |
| Very poor  | 0 (0.0%)   | 6 (7.2%)   | 1 (1.0%)    | 4 (3.2%)    | 11 (4.6%)   | <0.001  |
| Poor   | 6 (14.0%)  | 25 (30.1%) | 11 (10.8%)  | 24 (19.4%)  | 38 (16.0%)  |         |
| Okay   | 14 (32.6%) | 19 (22.9%) | 35 (34.3%)  | 58 (46.8%)  | 79 (33.2%)  |         |
| Good   | 17 (39.5%) | 24 (28.9%) | 46 (45.1%)  | 33 (26.6%)  | 81 (34.0%)  |         |
| Excellent  | 6 (14.0%)  | 9 (10.8%)  | 9 (8.8%)    | 5 (4.0%)    | 29 (12.2%)  |         |

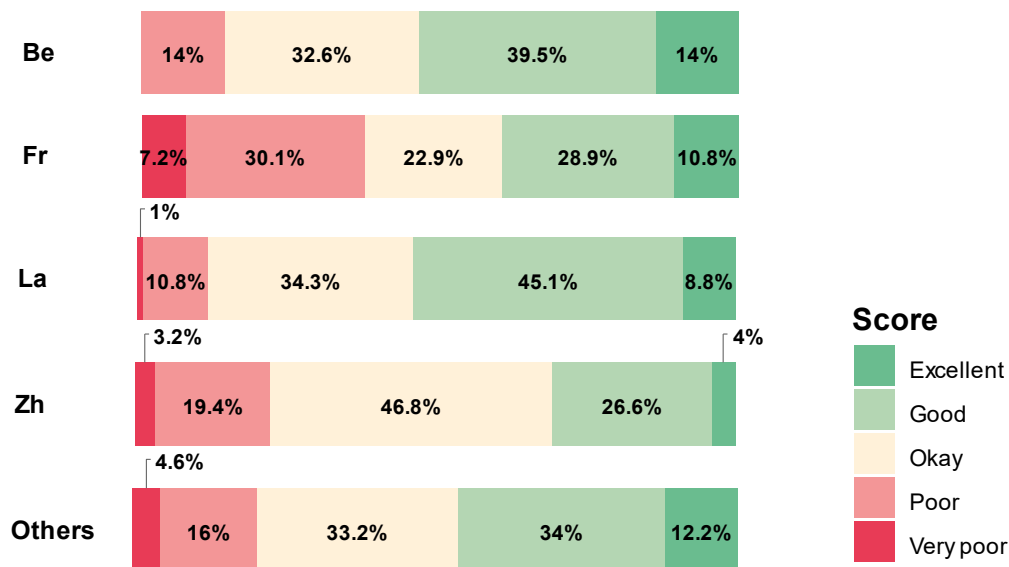
The visual exploration of participant distributions by the presence of children in the household and by children’s age (Figure 13) shows that researchers in the Zurich subsample have fewer children, regardless of the child’s age. In contrast, the Bern subsample has the highest proportion of researchers with children in their household and, particularly children aged between 2 to 17 years. Among the four university subsamples, the Fribourg subsample has the highest proportion of researchers with babies in their household. However, this proportion is comparable to that found in other universities and HEIs.

**Figure 13. Distribution of participants by the presence of children in the household, stratified by children’s age**



Abbreviations: Be-University of Bern, Fr-University of Fribourg, La-University of Lausanne, Zh-University of Zurich. All other universities and higher education institutions are pulled in Others

**Figure 14. Distribution of participants’ appraisal of their personal monthly income**



The comparison of subsamples according to participants' personal monthly income showed statistically significant differences across HEIs (Table 10 and Figure 14). Researchers at the University of Lausanne were proportionally more likely to appraise their income as good (45.1%), while those from the University of Fribourg most frequently appraised their income as poor (30.1%). In the latter subsample, the proportion of researchers who considered their income very poor was twice as high as in the Zurich subsample and the "Other universities" subsample. In the Bern subsample, none of the researchers considered their income very poor. Conversely, researchers who rated their income as excellent were proportionally more numerous in the Bern subsample than in all other universities.

### 3.3.3 Work-related characteristics

The comparison of participants' work-related characteristics across Swiss universities is shown in Table 11 and illustrated in Figure 15.

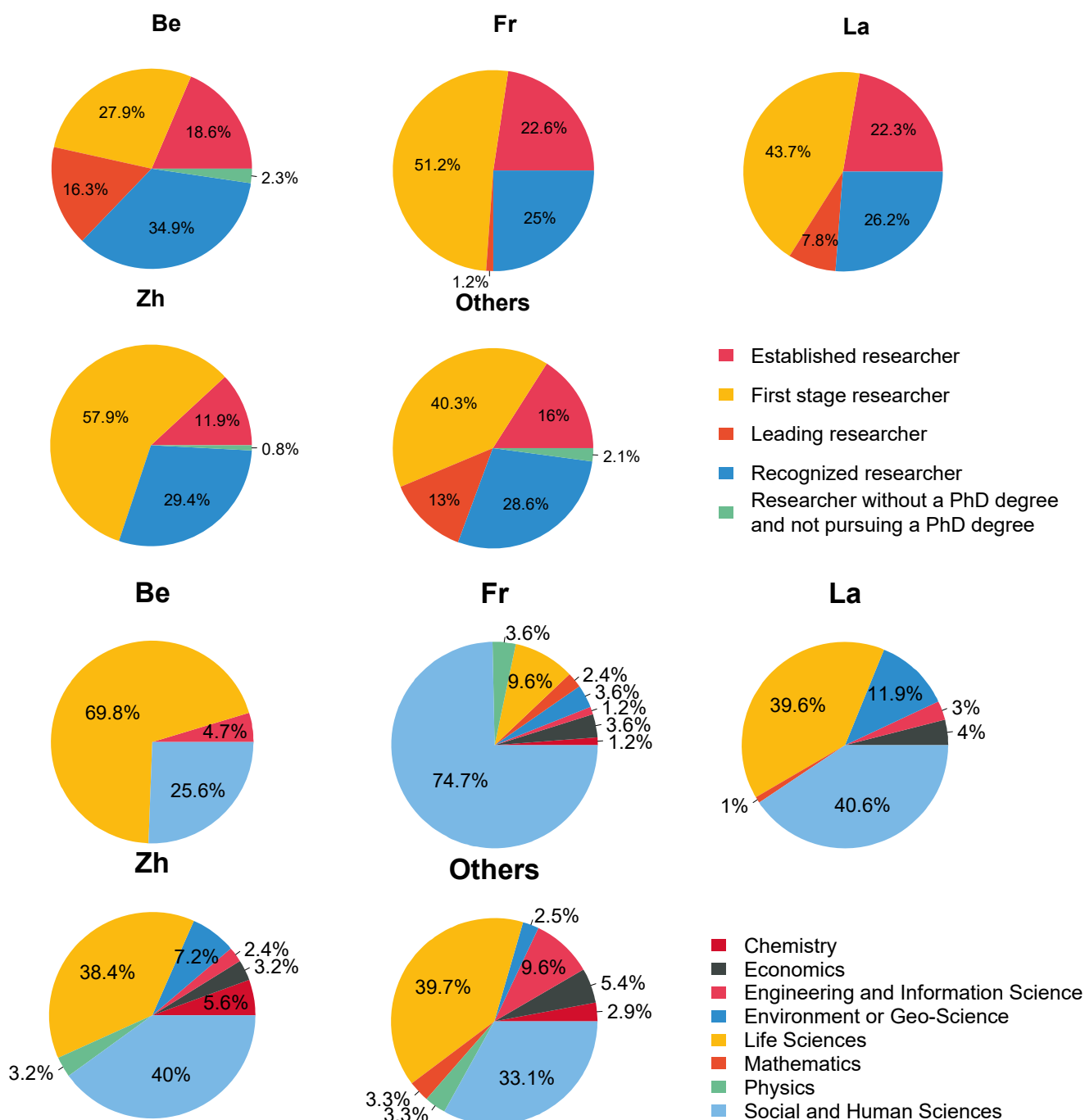
**Table 11. Comparison of work-related characteristics of participants across Swiss universities**

|   | Be         | Fr         | La          | Zh          | Others      | p-value |
|---|------------|------------|-------------|-------------|-------------|---------|
| N   | 43 (7.2%)  | 84 (14.1%) | 103 (17.3%) | 126 (21.1%) | 240 (40.3%) |         |
| What is your primary position?  |            |            |             |             |             |         |
| Established researcher (senior lecturer, senior researcher, assistant/associate professor, ...) | 8 (18.6%)  | 19 (22.6%) | 23 (22.3%)  | 15 (11.9%)  | 38 (16.0%)  | <0.001  |
| First stage researcher (PhD student or candidate)   | 12 (27.9%) | 43 (51.2%) | 45 (43.7%)  | 73 (57.9%)  | 96 (40.3%)  |         |
| Leading researcher (Full Professor, ...)  | 7 (16.3%)  | 1 (1.2%)   | 8 (7.8%)    | 0 (0.0%)    | 31 (13.0%)  |         |
| Recognized researcher (Postdoc, junior lecturer, researcher...)                                 | 15 (34.9%) | 21 (25.0%) | 27 (26.2%)  | 37 (29.4%)  | 68 (28.6%)  |         |
| Researcher without a PhD degree and not pursuing a PhD degree                                   | 1 (2.3%)   | 0 (0.0%)   | 0 (0.0%)    | 1 (0.8%)    | 5 (2.1%)    |         |
| What is your current research field?  |            |            |             |             |             |         |
| Chemistry   | 0 (0.0%)   | 1 (1.2%)   | 0 (0.0%)    | 7 (5.6%)    | 7 (2.9%)    | <0.001  |
| Economics   | 0 (0.0%)   | 3 (3.6%)   | 4 (4.0%)    | 4 (3.2%)    | 13 (5.4%)   |         |
| Engineering and Information Science   | 2 (4.7%)   | 1 (1.2%)   | 3 (3.0%)    | 3 (2.4%)    | 23 (9.6%)   |         |
| Environment or Geo-Science  | 0 (0.0%)   | 3 (3.6%)   | 12 (11.9%)  | 9 (7.2%)    | 6 (2.5%)    |         |
| Life Sciences   | 30 (69.8%) | 8 (9.6%)   | 40 (39.6%)  | 48 (38.4%)  | 95 (39.7%)  |         |
| Mathematics   | 0 (0.0%)   | 2 (2.4%)   | 1 (1.0%)    | 0 (0.0%)    | 8 (3.3%)    |         |
| Physics   | 0 (0.0%)   | 3 (3.6%)   | 0 (0.0%)    | 4 (3.2%)    | 8 (3.3%)    |         |
| Social and Human Sciences   | 11 (25.6%) | 62 (74.7%) | 41 (40.6%)  | 50 (40.0%)  | 79 (33.1%)  |         |

Most universities, with the exception of the University of Bern, were largely represented by first-stage researchers, who accounted for 40-58% of their respective subsamples. Conversely, the proportion of leading researchers was highest in the Bern subsample.

Regarding the distribution of research fields, Life Sciences were the most frequently reported field in all universities except the University of Fribourg, where Social and Human Sciences were most common. The representativeness of other research field was relatively low in the Bern subsample and high in the Fribourg and Other subsamples.

**Figure 15. Distribution of participants' work-related characteristics (Upper plot: Primary position; Lower plot: Research field)**



Abbreviations: Be-University of Bern, Fr-University of Fribourg, La-University of Lausanne, Zh-University of Zurich. All other universities and higher education institutions are pulled in Others

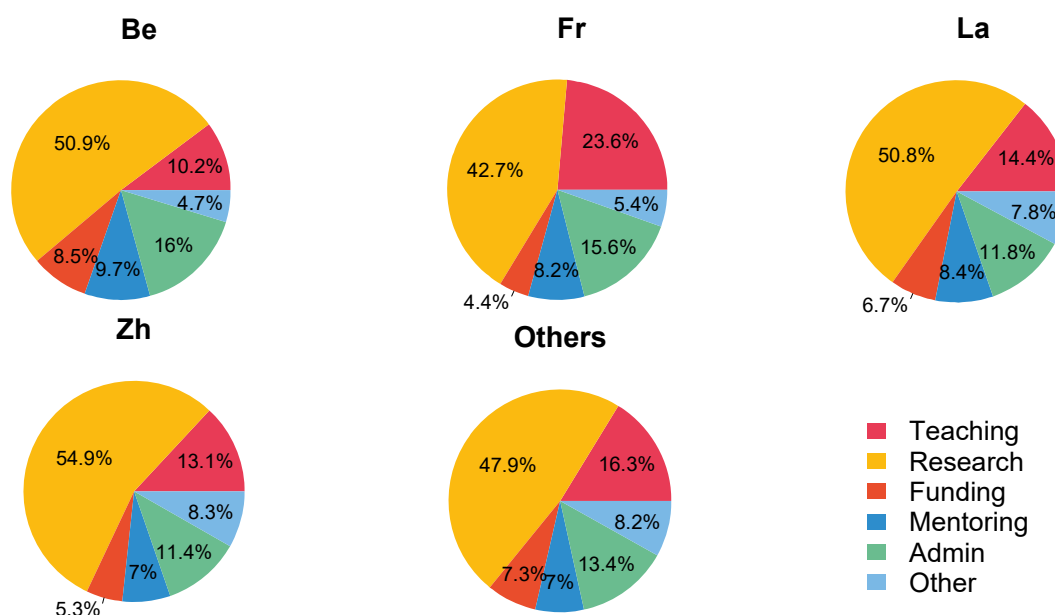
### 3.3.4 Time spent on different activities

Table 12 summarizes the mean fraction of working hours spent on different academic activities. We observed statistically significant heterogeneity in the time dedicated to teaching (higher in the Fribourg subsample and lower in the Bern subsample), to research (proportionally lower in Fribourg and higher in Zurich), and to administrative tasks. The latter constitute a larger burden for researchers in the Bern and Fribourg subsamples than in all other universities (Figure 16).

The proportion of working time dedicated to applying for research funding appears to be the highest in the subsamples of researchers from the University of Lausanne (11.9%), but this difference is not statistically significant ( $p = 0.087$ ).

**Table 12. Comparison of work-related characteristics of participants across Swiss universities**

|  | Be                 | Fr                 | La                 | Zh                 | Others             | p-value |
|--|--------------------|--------------------|--------------------|--------------------|--------------------|---------|
| N  | 43 (7.2%)          | 84 (14.1%)         | 103 (17.3%)        | 126 (21.1%)        | 240 (40.3%)        |         |
| Approximate percentage of working hours spend for: Teaching (incl. preparation)  | 10.233<br>(12.196) | 23.595<br>(23.869) | 14.447<br>(16.250) | 13.095<br>(14.919) | 16.242<br>(14.919) | <0.001  |
| Approximate percentage of working hours spend for: Research                      | 50.930<br>(21.471) | 42.738<br>(26.810) | 50.796<br>(27.482) | 54.905<br>(25.565) | 47.888<br>(26.174) | 0.016   |
| Approximate percentage of working hours spend for: Applying for Research Funding | 8.488<br>(8.628)   | 4.405<br>(8.943)   | 6.660<br>(11.934)  | 5.310<br>(10.360)  | 7.254<br>(10.018)  | 0.087   |
| Approximate percentage of working hours spend for: Mentoring                     | 9.651<br>(9.089)   | 8.202<br>(11.184)  | 8.408<br>(8.993)   | 7.000<br>(8.097)   | 7.0179<br>(7.898)  | 0.281   |
| Approximate percentage of working hours spend for: Administrative tasks          | 15.977<br>(14.187) | 15.619<br>(14.049) | 11.845<br>(10.523) | 11.421<br>(10.752) | 13.392<br>(12.300) | 0.047   |
| Approximate percentage of working hours spend for: Other tasks                   | 4.721<br>(7.401)   | 5.429<br>(10.050)  | 7.845<br>(13.860)  | 8.270<br>(13.700)  | 8.146<br>(11.593)  | 0.197   |

**Figure 16. Distribution of participants' working time (in %) spent on different academic activities**

Abbreviations: Be-University of Bern, Fr-University of Fribourg, La-University of Lausanne, Zh-University of Zurich. All other universities and higher education institutions are pulled in Others

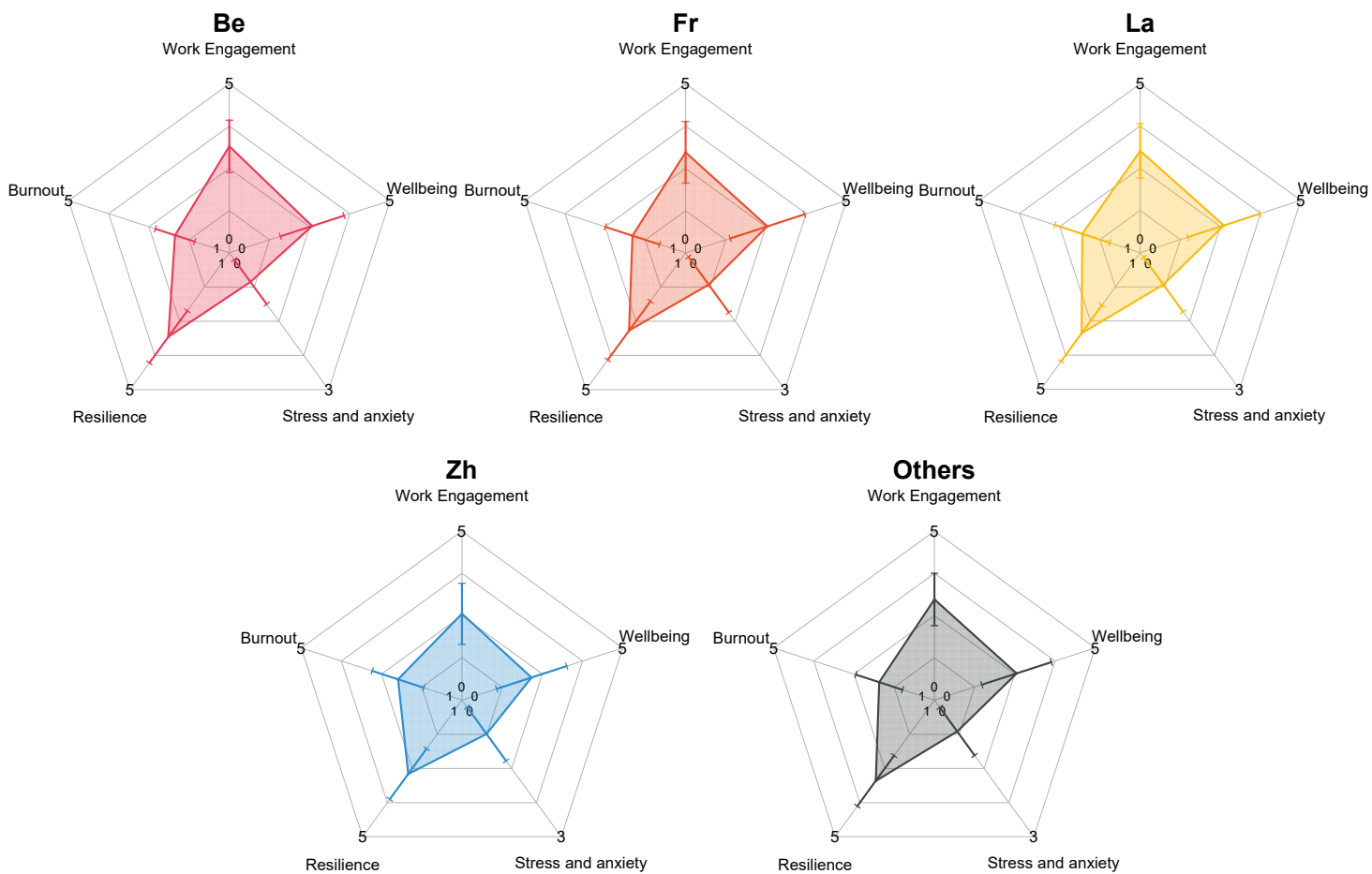
### 3.3.5 Wellbeing and related outcomes

The comparison of researchers' wellbeing and related outcomes across Swiss universities (Table 13) showed statistically significant differences in work engagement, burnout, and wellbeing. In the Bern and Lausanne subsamples, the mean work engagement score was above average (>3 on the 5-point scale), while the lowest work engagement score was observed in the Zurich subsample. This subsample also had the lowest wellbeing score and the highest burnout score. The second-highest burnout score was observed in the Lausanne subsample, however, this value remained below the 2.5 on the 5-scale. The mean stress score was comparable across all subsamples.

**Table 13. Comparison of researchers' wellbeing and related outcomes across Swiss universities**

|                       | Be            | Fr            | La            | Zh            | Others        | p-value |
|-----------------------|---------------|---------------|---------------|---------------|---------------|---------|
| N                     | 43 (7.2%)     | 84 (14.1%)    | 103 (17.3%)   | 126 (21.1%)   | 240 (40.3%)   |         |
| Work engagement score | 3.155 (0.774) | 2.976 (0.912) | 3.013 (0.807) | 2.553 (0.903) | 2.979 (0.776) | <0.001  |
| Burnout score         | 2.353 (0.489) | 2.321 (0.674) | 2.440 (0.682) | 2.589 (0.644) | 2.373 (0.579) | 0.009   |
| Resilience score      | 3.456 (0.763) | 3.273 (0.859) | 3.360 (0.822) | 3.163 (0.740) | 3.364 (0.739) | 0.098   |
| Stress score          | 0.636 (0.490) | 0.697 (0.611) | 0.701 (0.598) | 0.743 (0.590) | 0.688 (0.527) | 0.844   |
| Wellbeing score       | 2.577 (0.990) | 2.544 (1.157) | 2.607 (1.120) | 2.167 (1.090) | 2.555 (1.080) | 0.010   |

**Figure 17. Radar chart of wellbeing and related outcomes among researchers of Swiss universities**



Abbreviations: Be-University of Bern, Fr-University of Fribourg, La-University of Lausanne, Zh-University of Zurich. All other universities and higher education institutions are pulled in Others

### 3.3.6 Workplace perception scores

Table 14 and Figure 18 summarize researchers' perceptions of the work climate and related characteristics, assessed using the COPSOQ subscales.

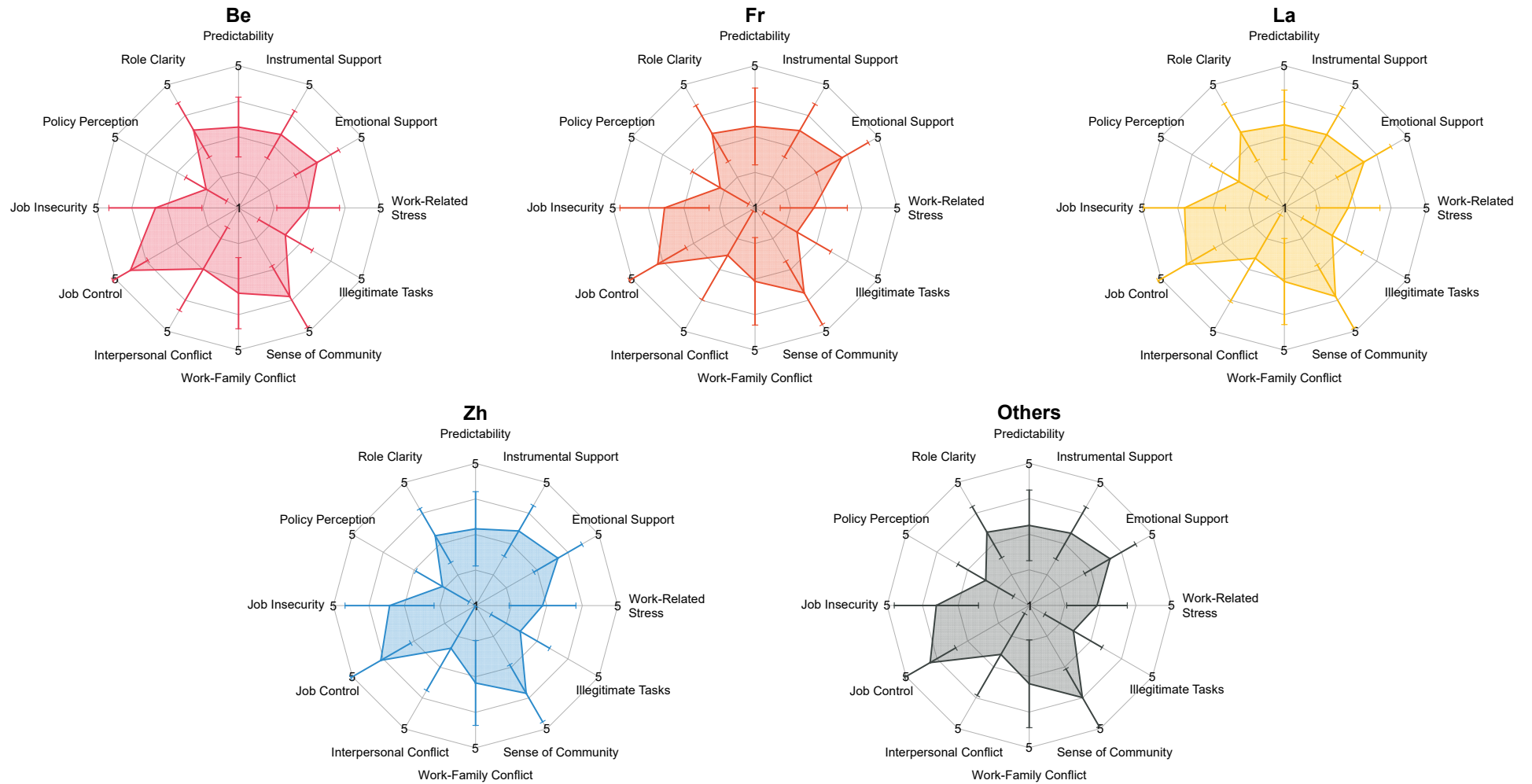
We found no statistically significant differences when comparing the average scores for work predictability, role clarity, job insecurity, job control, interpersonal conflicts at work, work-family conflicts, sense of community, illegitimate tasks, work-related stress, and emotional or instrumental supports across Swiss universities.

The perception of existing policies for safety, health, and wellbeing was the only exception: researchers rated these policies differently across universities, with the lowest scores observed in the Bern and Zurich subsamples. The highest score was found in the Lausanne subsample, although this value was still around the average (2.48 on a 5-point scale).

**Table 14. Comparison of researchers' workplace perception across Swiss universities**

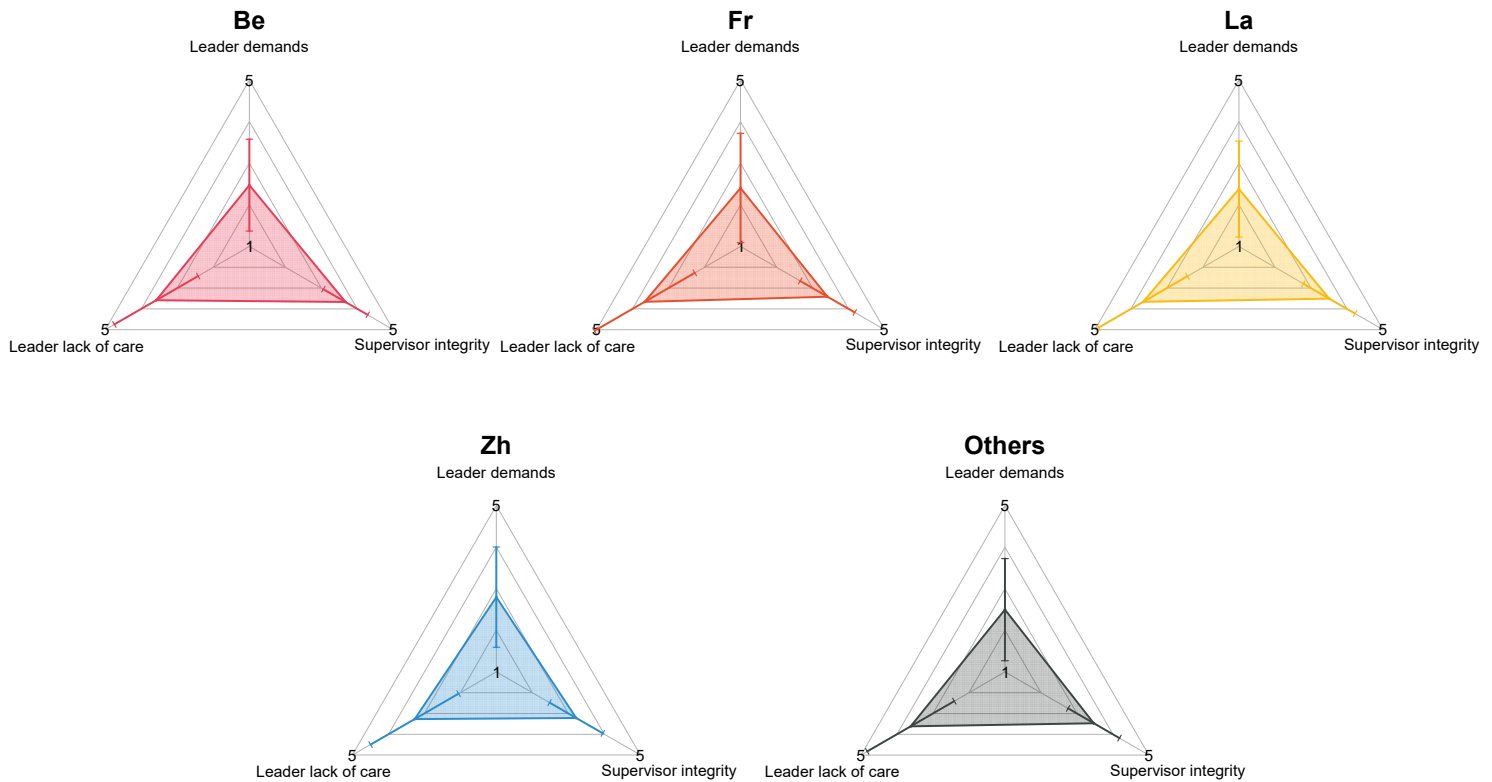
|                              | Be            | Fr            | La            | Zh            | Others        | p-value |
|------------------------------|---------------|---------------|---------------|---------------|---------------|---------|
| N                            | 43 (7.2%)     | 84 (14.1%)    | 103 (17.3%)   | 126 (21.1%)   | 240 (40.3%)   |         |
| Predictability score         | 3.275 (0.840) | 3.292 (1.080) | 3.337 (0.977) | 3.161 (1.044) | 3.252 (0.993) | 0.753   |
| Role clarity score           | 3.527 (0.880) | 3.417 (0.910) | 3.461 (0.924) | 3.272 (0.873) | 3.379 (0.828) | 0.382   |
| Policy perception score      | 2.049 (0.664) | 2.132 (0.918) | 2.477 (0.911) | 2.077 (0.865) | 2.414 (0.904) | <0.001  |
| Job insecurity score         | 3.337 (1.308) | 3.546 (1.253) | 3.804 (1.152) | 3.419 (1.252) | 3.613 (1.184) | 0.107   |
| Job control score            | 4.512 (0.570) | 4.159 (0.921) | 4.181 (0.922) | 4.077 (0.972) | 4.218 (0.830) | 0.084   |
| Interpersonal conflict score | 2.981 (1.348) | 2.540 (1.436) | 2.634 (1.409) | 2.384 (1.371) | 2.593 (1.333) | 0.166   |
| Work-family conflict score   | 3.398 (1.001) | 3.065 (1.230) | 3.070 (1.212) | 3.175 (1.194) | 3.202 (1.236) | 0.551   |
| Sense of community score     | 3.876 (0.995) | 3.758 (1.026) | 3.874 (1.028) | 3.847 (0.927) | 3.994 (0.931) | 0.332   |
| Illegitimate tasks score     | 2.523 (0.869) | 2.363 (1.094) | 2.554 (0.976) | 2.450 (0.951) | 2.432 (0.932) | 0.700   |
| Work-related stress score    | 2.957 (0.881) | 2.651 (0.943) | 2.790 (0.895) | 2.884 (0.938) | 2.905 (0.852) | 0.180   |
| emotional support score      | 3.547 (0.709) | 3.826 (0.850) | 3.582 (0.875) | 3.671 (0.783) | 3.624 (0.827) | 0.248   |
| Instrumental support score   | 3.383 (0.769) | 3.510 (0.859) | 3.382 (0.895) | 3.426 (0.822) | 3.347 (0.846) | 0.645   |

Figure 18. Radar chart of work climate related outcomes across Swiss universities



Abbreviations: Be-University of Bern, Fr-University of Fribourg, La-University of Lausanne, Zh-University of Zurich. All other universities and higher education institutions are pulled in Others

Figure 19. Radar chart of leadership related scores



Abbreviations: Be-University of Bern, Fr-University of Fribourg, La-University of Lausanne, Zh-University of Zurich. All other universities and higher education institutions are pulled in Others

The comparison of leadership revealed a statistically significant difference in the rating of supervisors' integrity ( $p = 0.008$ ), with the highest scores observed in the Bern and Lausanne subsamples (3.67 and 3.50 on the 5-point scale, respectively) and the lowest in the Zurich subsample (3.21) (Figure 19). Ratings of harmful leader behaviors, such as excessive pressure for results (leader's demands) and lack of care, were similar across samples ( $p = 0.078$  and  $p = 0.080$ , respectively).

## 4 Discussion

### 4.1 Similarities with previous evidence (CTC Study)

The findings of the REMO STAIRCASE survey resonate with patterns observed in the Swiss Career Tracker Cohorts (CTC) study<sup>(39, 40)</sup>, reinforcing the validity of these results. Both studies confirm that research activities dominate the academic workload, while teaching responsibilities increase with career progression. This trend reflects structural expectations within academia and aligns with prior evidence on how task distribution evolves across career stages.

Worklife balance challenges also emerge as a common theme. In both datasets, gender disparities in domestic and childcare responsibilities persist, with women disproportionately assuming these roles despite widespread reliance on external childcare. These findings underscore systemic barriers to gender equity in academia and their potential implications for career advancement.

Another area of convergence concerns job insecurity and career uncertainty. Both studies reveal moderate to high levels of perceived insecurity among early-career researchers, coupled with a strong desire for employment continuity as careers advance. These results confirm that precarious employment remains a major psychosocial stressor in academic environments. Furthermore, both studies emphasize the importance of emotional support networks, primarily from partners and colleagues, although the ReMO analysis provides more granular insights into the sources and frequency of such support.

### 4.2 Novel contributions of ReMO

Beyond these similarities, ReMO introduces several innovative dimensions that extend the current evidence base. First, the study employs validated COPSOQ subscales to assess psychosocial work factors, enabling multidimensional comparisons across constructs such as job control, role clarity, sense of community, and exposure to illegitimate tasks. Swiss researchers reported higher job control and stronger sense of community compared to their European counterparts, while policy perception scores remained low across all groups, signaling systemic gaps in institutional mental health strategies.

Second, ReMO identifies significant institutional heterogeneity within Switzerland, with notable differences in work engagement, burnout, and well-being across universities. For example, researchers at the University of Zurich exhibited the lowest engagement and well-being and the highest burnout, whereas those at Bern scored highest on supervisor integrity and job control. These intra-national disparities highlight the need for tailored interventions at the institutional level.

Third, ReMO advances the literature by integrating resilience as a protective factor<sup>(3, 41)</sup>, revealing significantly higher resilience scores among Swiss researchers compared to the European average. This finding suggests that resilience may buffer the adverse effects of job insecurity and work-related stress, warranting further exploration in longitudinal designs. Additionally, the inclusion of

indicators such as policy perceptions, leadership behaviors, and illegitimate tasks provides a systemic perspective on the academic work environment, moving beyond individual-level determinants to capture structural and cultural influences.

Fourth, a notable contribution of this study is highlighting the potential role of leadership in shaping researchers' work experiences. The significant differences observed in supervisor integrity across Swiss universities, combined with comparatively stable scores for harmful leadership behaviors, suggest that integrity-related aspects of leadership may play a particularly important role in shaping well-being and engagement. These findings are consistent with organizational behavior research showing that trust in leadership and fair treatment are central to perceptions of support, psychological safety, and overall job satisfaction. The fact that leadership integrity varies across institutions operating in the same national framework indicates that institutional culture may play a more decisive role than national context in shaping these differences.

Lastly, these results also highlight leadership as a potential leverage point for institutional interventions. Supervisors and principal investigators play a central role in setting expectations, distributing workloads, communicating about institutional policies, and shaping the local climate for psychological safety. Differences in engagement, burnout, and overall well-being across universities may therefore reflect variations in local leadership practices and support structures rather than differences in individual resilience or demographic composition. Strengthening leadership training, ensuring accountability for supervisory roles, and aligning institutional expectations with best practices for healthy management could thus represent promising avenues for improving researchers' mental health and work conditions across Swiss HEIs.

### 4.3 Complementarity with the OHS inventory study

The ReMO initiative also includes a complementary study mapping occupational health services (OHS) in Swiss higher education institutions and assessing researchers' awareness and perceptions of these services <sup>(42)</sup>. This study revealed substantial heterogeneity in the availability and scope of mental health-related services across institutions, with psychological counselling offered in most HEIs but often limited in duration and primarily targeted at students rather than research staff. Importantly, qualitative interviews highlighted low awareness and trust in institutional services, with confidentiality concerns cited as a major barrier to utilization.

These findings help explain why STAIRCASE participants rated institutional policy perceptions below the average and reported limited confidence in preventive measures. Together, these studies underscore that improving researchers' mental health requires not only reducing job demands and increasing job control but also ensuring equitable, confidential, and well-communicated support services across HEIs.

### 4.4 Cross-country comparison

The comparison between Swiss and other European researchers provides additional insights. Swiss participants reported higher resilience and slightly better scores for job control and sense of community, yet policy perception scores remained low across all countries. Job insecurity and

work–family conflict were consistently rated above average, confirming that precarious employment and blurred boundaries between work and private life are pervasive challenges in academia. These findings suggest that structural issues—such as short-term contracts and insufficient institutional policies—are not country-specific but systemic across the European research landscape.

## 4.5 Methodological limitations

Several methodological limitations must be acknowledged. First, the analysis did not stratify by academic position, research discipline, or other relevant subgroups, limiting the ability to detect heterogeneity in mental health outcomes across career stages or disciplinary contexts. Second, to comply with GDPR and ensure anonymity, certain variables were masked or aggregated, reducing granularity and limiting interpretability for underrepresented groups. Third, the associations between working conditions and mental health outcomes were not tested, as the study’s cross-sectional design precludes causal inference. Any statistical association could be misinterpreted as causal; therefore, the analysis focused on descriptive comparisons. Fourth, participation rates per university and per country could not be calculated because the denominator (number of eligible researchers contacted) was unknown. Although Switzerland achieved the highest participation in the survey compared to all other countries, this does not guarantee representativeness across Swiss HEIs or disciplines. Institutional comparisons should therefore be interpreted cautiously.

Because of these constraints and limitations, the reported statistics and estimates should be interpreted with caution. While the findings provide an overview of general trends, they do not fully capture the complexity of mental health determinants across different academic strata. Future research should consider stratified sampling, longitudinal designs, and transparent reporting of participation rates to strengthen external validity and causal interpretation.

## 4.6 Implications for Policy and Practice

Taken together, the ReMO studies contribute to a paradigm shift in addressing mental health in academia, from individual coping strategies toward structural reforms and organizational accountability.

The evidence calls for multi-level interventions.

At the institutional level, universities should proactively promote mental health among research staff<sup>(43)</sup>; raise and maintain awareness of the importance of healthy working conditions and primary prevention of mental health problems<sup>(44)</sup>; ensure the availability of adequate occupational health services (with psychological counselling and confidentiality)<sup>(45)</sup>; and strengthen leadership and organizational practices to support staff wellbeing<sup>(46, 47)</sup>.

At the systemic level, funding bodies and policymakers must integrate mental health indicators into research governance frameworks<sup>(48)</sup>. Ultimately, creating healthier and more sustainable academic environments requires a coordinated effort that combines individual resilience-building with organizational and policy-level reforms<sup>(49)</sup>.

## 5 Conclusion

The primary objective of this study was to provide a descriptive analysis of the working conditions and mental health of researchers in Swiss higher education institutions, using data from the STAIRCASE survey conducted within the EU COST Action ReMO. This report compared Swiss researchers with their European counterparts, examined differences across Swiss universities, and integrated these findings with complementary evidence from the Career Tracker Cohorts study and the Swiss Occupational Health Services (OHS) inventory.

The findings reveal several important patterns. Swiss researchers reported relatively high resilience and sense of community compared to the European average, yet concerns about job insecurity, work–family conflict, and limited institutional support remain pervasive. Policy perception scores were consistently low, indicating that existing measures for mental health and well-being are perceived as insufficient. Within Switzerland, substantial heterogeneity was observed across universities in work engagement, burnout, and perceptions of leadership integrity, suggesting that institutional context plays a critical role in shaping researchers' experiences. Integrating the OHS inventory findings highlights structural gaps in service provision and limited researchers' awareness, which may partially explain the low confidence in institutional policies observed in the survey.

These findings contribute to the growing evidence that mental health challenges in academia are systemic rather than individual, and that effective interventions must address structural determinants such as job security, workload, leadership, and organizational culture. However, the study's methodological limitations—including the absence of stratification by career stage or discipline, masking of certain variables for confidentiality, and uncertainty regarding sample representativeness—require cautious interpretation. Future research should adopt stratified and longitudinal designs and ensure transparent reporting of participation rates to strengthen external validity and support causal inference.

In sum, this report does not claim to provide definitive answers but offers an evidence-based foundation for dialogue and policy development. By documenting both commonalities and context-specific variations, it supports the design of multi-level interventions aimed at creating healthier, more sustainable academic environments in Switzerland and beyond.

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## 7 Appendix 1: Comparative analysis of Swiss and European universities – descriptive tables and figures

**Table 15. Work engagement, comparison between Swiss and European researchers**

|   | CH            | EU            | p-value |
|---|---------------|---------------|---------|
| N                                       | 596 (20.0%)   | 2,388 (80.0%) |         |
| At my work, I feel bursting with energy |               |               |         |
| Never                                   | 9 (1.5%)      | 67 (2.8%)     | 0.013   |
| Rarely                                  | 88 (14.8%)    | 406 (17.1%)   |         |
| Sometimes                               | 260 (43.6%)   | 1,012 (42.5%) |         |
| Often                                   | 143 (24.0%)   | 531 (22.3%)   |         |
| Very often                              | 91 (15.3%)    | 301 (12.7%)   |         |
| Always                                  | 5 (0.8%)      | 62 (2.6%)     |         |
| I am enthusiastic about my job          |               |               |         |
| Never                                   | 4 (0.7%)      | 18 (0.8%)     | 0.039   |
| Rarely                                  | 33 (5.5%)     | 170 (7.1%)    |         |
| Sometimes                               | 138 (23.2%)   | 652 (27.4%)   |         |
| Often                                   | 200 (33.6%)   | 681 (28.6%)   |         |
| Very often                              | 166 (27.9%)   | 602 (25.3%)   |         |
| Always                                  | 54 (9.1%)     | 259 (10.9%)   |         |
| I am immersed in my work                |               |               |         |
| Never                                   | 4 (0.7%)      | 18 (0.8%)     | 0.021   |
| Rarely                                  | 16 (2.7%)     | 124 (5.2%)    |         |
| Sometimes                               | 128 (21.5%)   | 518 (21.9%)   |         |
| Often                                   | 194 (32.6%)   | 729 (30.8%)   |         |
| Very often                              | 193 (32.4%)   | 670 (28.3%)   |         |
| Always                                  | 60 (10.1%)    | 309 (13.0%)   |         |
| Work engagement score                   | 2.907 (0.848) | 2.853 (0.910) | 0.188   |

**Table 16. Burnout, comparison between Swiss and European researchers**

|   | CH          | EU            | p-value |
|---|-------------|---------------|---------|
| N   | 596 (20.0%) | 2,388 (80.0%) |         |
| <b>At work, I feel mentally exhausted</b>                       |             |               |         |
| Never   | 10 (1.7%)   | 62 (2.6%)     | 0.006   |
| Rarely  | 120 (20.1%) | 357 (15.0%)   |         |
| Sometimes   | 268 (45.0%) | 1,026 (43.1%) |         |
| Often   | 171 (28.7%) | 802 (33.7%)   |         |
| Always  | 27 (4.5%)   | 134 (5.6%)    |         |
| <b>After a day at work, I find it hard to recover my energy</b> |             |               |         |
| Never   | 39 (6.5%)   | 136 (5.7%)    | 0.085   |
| Rarely  | 158 (26.5%) | 530 (22.3%)   |         |
| Sometimes   | 195 (32.7%) | 778 (32.7%)   |         |
| Often   | 161 (27.0%) | 714 (30.0%)   |         |
| Always  | 43 (7.2%)   | 223 (9.4%)    |         |
| <b>At work, I feel physically exhausted</b>                     |             |               |         |
| Never   | 93 (15.6%)  | 241 (10.1%)   | 0.001   |
| Rarely  | 217 (36.4%) | 872 (36.6%)   |         |
| Sometimes   | 187 (31.4%) | 762 (32.0%)   |         |
| Often   | 86 (14.4%)  | 436 (18.3%)   |         |
| Always  | 13 (2.2%)   | 72 (3.0%)     |         |
| <b>I struggle to find any enthusiasm for my work</b>            |             |               |         |
| Never   | 70 (11.7%)  | 322 (13.5%)   | 0.005   |
| Rarely  | 247 (41.4%) | 815 (34.3%)   |         |
| Sometimes   | 188 (31.5%) | 762 (32.0%)   |         |
| Often   | 75 (12.6%)  | 377 (15.8%)   |         |
| Always  | 16 (2.7%)   | 103 (4.3%)    |         |
| <b>I feel a strong aversion towards my job</b>                  |             |               |         |
| Never   | 285 (48.0%) | 1,057 (44.7%) | 0.103   |
| Rarely  | 186 (31.3%) | 709 (30.0%)   |         |
| Sometimes   | 85 (14.3%)  | 412 (17.4%)   |         |
| Often   | 27 (4.5%)   | 153 (6.5%)    |         |
| Always  | 11 (1.9%)   | 33 (1.4%)     |         |
| <b>I'm cynical about what my work means to others</b>           |             |               |         |
| Never   | 162 (27.5%) | 665 (28.3%)   | 0.548   |
| Rarely  | 155 (26.3%) | 559 (23.8%)   |         |

7 Appendix 1: Comparative analysis of Swiss and European universities – descriptive tables and figures

|  | CH          | EU            | p-value |
|--|-------------|---------------|---------|
| Sometimes  | 143 (24.3%) | 578 (24.6%)   |         |
| Often  | 90 (15.3%)  | 408 (17.4%)   |         |
| Always   | 39 (6.6%)   | 137 (5.8%)    |         |
| <b>At work, I have trouble staying focused</b>                           |             |               |         |
| Never  | 26 (4.4%)   | 216 (9.1%)    | <0.001  |
| Rarely   | 163 (27.4%) | 690 (29.0%)   |         |
| Sometimes  | 270 (45.4%) | 902 (37.9%)   |         |
| Often  | 118 (19.8%) | 456 (19.1%)   |         |
| Always   | 18 (3.0%)   | 118 (5.0%)    |         |
| <b>When I'm working, I have trouble concentrating</b>                    |             |               |         |
| Never  | 25 (4.2%)   | 238 (10.0%)   | <0.001  |
| Rarely   | 197 (33.1%) | 775 (32.5%)   |         |
| Sometimes  | 241 (40.5%) | 851 (35.7%)   |         |
| Often  | 114 (19.2%) | 417 (17.5%)   |         |
| Always   | 18 (3.0%)   | 100 (4.2%)    |         |
| <b>I make mistakes in my work because I have my mind on other things</b> |             |               |         |
| Never  | 90 (15.2%)  | 391 (16.4%)   | 0.660   |
| Rarely   | 326 (55.0%) | 1,255 (52.7%) |         |
| Sometimes  | 150 (25.3%) | 595 (25.0%)   |         |
| Often  | 23 (3.9%)   | 115 (4.8%)    |         |
| Always   | 4 (0.7%)    | 24 (1.0%)     |         |
| <b>I do not recognize myself in the way I react emotionally at work</b>  |             |               |         |
| Never  | 268 (45.4%) | 980 (41.4%)   | 0.307   |
| Rarely   | 187 (31.7%) | 834 (35.2%)   |         |
| Sometimes  | 101 (17.1%) | 390 (16.5%)   |         |
| Often  | 28 (4.7%)   | 133 (5.6%)    |         |
| Always   | 6 (1.0%)    | 33 (1.4%)     |         |
| <b>At work I may overreact unintentionally</b>                           |             |               |         |
| Never  | 212 (35.7%) | 863 (36.2%)   | 0.989   |
| Rarely   | 233 (39.2%) | 912 (38.3%)   |         |
| Sometimes  | 115 (19.4%) | 461 (19.4%)   |         |
| Often  | 31 (5.2%)   | 130 (5.5%)    |         |
| Always   | 3 (0.5%)    | 15 (0.6%)     |         |

|   | CH            | EU            | p-value |
|---|---------------|---------------|---------|
| At work, I feel unable to control my emotions |               |               |         |
| Never   | 253 (42.6%)   | 1,018 (42.8%) | 0.824   |
| Rarely  | 233 (39.2%)   | 917 (38.5%)   |         |
| Sometimes                                     | 80 (13.5%)    | 352 (14.8%)   |         |
| Often   | 25 (4.2%)     | 81 (3.4%)     |         |
| Always  | 3 (0.5%)      | 13 (0.5%)     |         |
| Burnout score                                 | 2.422 (0.625) | 2.461 (0.637) | 0.172   |

Table 17. Brief Resilience Scale, comparison between Swiss and European researchers

|   | CH          | EU            | p-value |
|---|-------------|---------------|---------|
| N   | 596 (20.0%) | 2,388 (80.0%) |         |
| I tend to bounce back quickly after hard times              |             |               |         |
| Strongly disagree   | 8 (1.3%)    | 77 (3.3%)     | 0.007   |
| Disagree  | 91 (15.3%)  | 399 (16.8%)   |         |
| Neutral   | 153 (25.7%) | 633 (26.7%)   |         |
| Agree   | 234 (39.3%) | 938 (39.6%)   |         |
| Strongly agree  | 109 (18.3%) | 322 (13.6%)   |         |
| I have a hard time making it through stressful events.      |             |               |         |
| Strongly agree  | 26 (4.4%)   | 183 (7.7%)    | <0.001  |
| Agree   | 134 (22.5%) | 687 (28.9%)   |         |
| Neutral   | 142 (23.9%) | 645 (27.1%)   |         |
| Disagree  | 237 (39.8%) | 745 (31.3%)   |         |
| Strongly disagree   | 56 (9.4%)   | 118 (5.0%)    |         |
| It does not take me long to recover from a stressful event. |             |               |         |
| Strongly disagree   | 17 (2.9%)   | 69 (2.9%)     | 0.271   |
| Disagree  | 148 (24.9%) | 628 (26.4%)   |         |
| Neutral   | 145 (24.4%) | 614 (25.8%)   |         |
| Agree   | 213 (35.8%) | 853 (35.8%)   |         |
| Strongly agree  | 72 (12.1%)  | 217 (9.1%)    |         |
| It is hard for me to snap back when something bad happens.  |             |               |         |
| Strongly agree  | 30 (5.1%)   | 148 (6.2%)    | 0.440   |
| Agree   | 149 (25.3%) | 623 (26.3%)   |         |
| Neutral   | 155 (26.3%) | 634 (26.8%)   |         |
| Disagree  | 222 (37.7%) | 807 (34.1%)   |         |

|   | CH            | EU            | p-value |
|---|---------------|---------------|---------|
| Strongly disagree   | 33 (5.6%)     | 156 (6.6%)    |         |
| I usually come through difficult times with little trouble  |               |               |         |
| Strongly disagree   | 11 (1.8%)     | 95 (4.0%)     | <0.001  |
| Disagree  | 138 (23.2%)   | 695 (29.2%)   |         |
| Neutral   | 185 (31.1%)   | 698 (29.4%)   |         |
| Agree   | 209 (35.1%)   | 742 (31.2%)   |         |
| Strongly agree  | 52 (8.7%)     | 147 (6.2%)    |         |
| I tend to take a long time to get over set-backs in my life |               |               |         |
| Strongly agree  | 13 (2.2%)     | 99 (4.2%)     | 0.059   |
| Agree   | 127 (21.6%)   | 515 (21.8%)   |         |
| Neutral   | 153 (26.0%)   | 680 (28.7%)   |         |
| Disagree  | 238 (40.5%)   | 885 (37.4%)   |         |
| Strongly disagree   | 57 (9.7%)     | 187 (7.9%)    |         |
| Resilience score  | 3.315 (0.776) | 3.167 (0.768) | <0.001  |

Table 18. Stress and anxiety, comparison between Swiss and European researchers

|  | CH            | EU            | p-value |
|--|---------------|---------------|---------|
| N  | 596 (20.0%)   | 2,388 (80.0%) |         |
| I found it hard to wind down                                       |               |               |         |
| Did not apply to me at all   | 156 (26.4%)   | 591 (25.2%)   | 0.919   |
| Applied to me to some degree                                       | 241 (40.8%)   | 957 (40.8%)   |         |
| Applied to me to a considerable degree, or a good part of the time | 114 (19.3%)   | 472 (20.1%)   |         |
| Applied to me very much or most of the time                        | 79 (13.4%)    | 324 (13.8%)   |         |
| I was aware of dryness of my mouth                                 | 0.459 (0.787) | 0.557 (0.844) | 0.011   |
| I couldn't seem to experience any positive feeling at all          |               |               |         |
| Did not apply to me at all   | 352 (59.4%)   | 1,339 (56.5%) | 0.536   |
| Applied to me to some degree                                       | 164 (27.7%)   | 677 (28.5%)   |         |
| Applied to me to a considerable degree, or a good part of the time | 52 (8.8%)     | 243 (10.2%)   |         |
| Applied to me very much or most of the time                        | 25 (4.2%)     | 113 (4.8%)    |         |

7 Appendix 1: Comparative analysis of Swiss and European universities – descriptive tables and figures

|   | CH          | EU            | p-value |
|---|-------------|---------------|---------|
| I experienced breathing difficulty (e.g. excessively rapid breathing) |             |               |         |
| Did not apply to me at all  | 443 (74.7%) | 1,743 (73.4%) | 0.370   |
| Applied to me to some degree  | 110 (18.5%) | 421 (17.7%)   |         |
| Applied to me to a considerable degree, or a good part of the time    | 31 (5.2%)   | 152 (6.4%)    |         |
| Applied to me very much or most of the time                           | 9 (1.5%)    | 58 (2.4%)     |         |
| I found it difficult to work up the initiative to do things           |             |               |         |
| Did not apply to me at all  | 172 (29.0%) | 796 (33.5%)   | 0.049   |
| Applied to me to some degree  | 272 (45.9%) | 948 (39.9%)   |         |
| Applied to me to a considerable degree, or a good part of the time    | 94 (15.9%)  | 417 (17.5%)   |         |
| Applied to me very much or most of the time                           | 55 (9.3%)   | 216 (9.1%)    |         |
| I tended to over-react to situations                                  |             |               |         |
| Did not apply to me at all  | 315 (53.4%) | 1,178 (49.5%) | 0.139   |
| Applied to me to some degree  | 203 (34.4%) | 898 (37.7%)   |         |
| Applied to me to a considerable degree, or a good part of the time    | 60 (10.2%)  | 225 (9.5%)    |         |
| Applied to me very much or most of the time                           | 12 (2.0%)   | 78 (3.3%)     |         |
| I experienced trembling (e.g., in the hands)                          |             |               |         |
| Did not apply to me at all  | 491 (82.9%) | 1,900 (79.9%) | 0.333   |
| Applied to me to some degree  | 69 (11.7%)  | 327 (13.8%)   |         |
| Applied to me to a considerable degree, or a good part of the time    | 24 (4.1%)   | 102 (4.3%)    |         |
| Applied to me very much or most of the time                           | 8 (1.4%)    | 49 (2.1%)     |         |
| I felt that I was using a lot of nervous energy                       |             |               |         |
| Did not apply to me at all  | 182 (30.8%) | 815 (34.3%)   | 0.355   |
| Applied to me to some degree  | 229 (38.8%) | 840 (35.4%)   |         |
| Applied to me to a considerable degree, or a good part of the time    | 112 (19.0%) | 449 (18.9%)   |         |

7 Appendix 1: Comparative analysis of Swiss and European universities – descriptive tables and figures

|   | CH          | EU            | p-value |
|---|-------------|---------------|---------|
| Applied to me very much or most of the time                                     | 67 (11.4%)  | 270 (11.4%)   |         |
| I was worried about situations in which I might panic and make a fool of myself |             |               |         |
| Did not apply to me at all  | 343 (57.9%) | 1,323 (55.7%) | 0.447   |
| Applied to me to some degree  | 151 (25.5%) | 591 (24.9%)   |         |
| Applied to me to a considerable degree, or a good part of the time              | 62 (10.5%)  | 286 (12.0%)   |         |
| Applied to me very much or most of the time                                     | 36 (6.1%)   | 176 (7.4%)    |         |
| I felt that I had nothing to look forward to                                    |             |               |         |
| Did not apply to me at all  | 346 (58.3%) | 1,328 (56.0%) | 0.433   |
| Applied to me to some degree  | 143 (24.1%) | 603 (25.4%)   |         |
| Applied to me to a considerable degree, or a good part of the time              | 64 (10.8%)  | 240 (10.1%)   |         |
| Applied to me very much or most of the time                                     | 40 (6.7%)   | 201 (8.5%)    |         |
| I found myself getting agitated   |             |               |         |
| Did not apply to me at all  | 283 (47.7%) | 992 (41.9%)   | 0.081   |
| Applied to me to some degree  | 192 (32.4%) | 828 (35.0%)   |         |
| Applied to me to a considerable degree, or a good part of the time              | 81 (13.7%)  | 374 (15.8%)   |         |
| Applied to me very much or most of the time                                     | 37 (6.2%)   | 171 (7.2%)    |         |
| I found it difficult to relax   |             |               |         |
| Did not apply to me at all  | 147 (24.8%) | 544 (22.9%)   | 0.587   |
| Applied to me to some degree  | 217 (36.6%) | 924 (38.9%)   |         |
| Applied to me to a considerable degree, or a good part of the time              | 121 (20.4%) | 504 (21.2%)   |         |
| Applied to me very much or most of the time                                     | 108 (18.2%) | 404 (17.0%)   |         |
| I felt down-hearted and blue  |             |               |         |
| Did not apply to me at all  | 237 (40.0%) | 988 (41.8%)   | 0.594   |
| Applied to me to some degree  | 203 (34.3%) | 742 (31.4%)   |         |

7 Appendix 1: Comparative analysis of Swiss and European universities – descriptive tables and figures

|   | CH          | EU            | p-value |
|---|-------------|---------------|---------|
| Applied to me to a considerable degree, or a good part of the time              | 95 (16.0%)  | 391 (16.5%)   |         |
| Applied to me very much or most of the time                                     | 57 (9.6%)   | 244 (10.3%)   |         |
| I was intolerant of anything that kept me from getting on with what I was doing |             |               |         |
| Did not apply to me at all  | 287 (49.1%) | 1,217 (52.0%) | 0.344   |
| Applied to me to some degree  | 198 (33.9%) | 705 (30.1%)   |         |
| Applied to me to a considerable degree, or a good part of the time              | 67 (11.5%)  | 293 (12.5%)   |         |
| Applied to me very much or most of the time                                     | 32 (5.5%)   | 126 (5.4%)    |         |
| I felt I was close to panic   |             |               |         |
| Did not apply to me at all  | 423 (71.3%) | 1,690 (71.1%) | 0.842   |
| Applied to me to some degree  | 106 (17.9%) | 447 (18.8%)   |         |
| Applied to me to a considerable degree, or a good part of the time              | 42 (7.1%)   | 167 (7.0%)    |         |
| Applied to me very much or most of the time                                     | 22 (3.7%)   | 73 (3.1%)     |         |
| I was unable to become enthusiastic about anything                              |             |               |         |
| Did not apply to me at all  | 335 (56.5%) | 1,286 (54.1%) | 0.057   |
| Applied to me to some degree  | 174 (29.3%) | 650 (27.3%)   |         |
| Applied to me to a considerable degree, or a good part of the time              | 59 (9.9%)   | 280 (11.8%)   |         |
| Applied to me very much or most of the time                                     | 25 (4.2%)   | 161 (6.8%)    |         |
| I felt I wasn't worth much as a person  |             |               |         |
| Did not apply to me at all  | 330 (55.7%) | 1,386 (58.4%) | 0.108   |
| Applied to me to some degree  | 144 (24.3%) | 493 (20.8%)   |         |
| Applied to me to a considerable degree, or a good part of the time              | 73 (12.3%)  | 265 (11.2%)   |         |
| Applied to me very much or most of the time                                     | 45 (7.6%)   | 229 (9.7%)    |         |
| I felt that I was rather touchy   |             |               |         |
| Did not apply to me at all  | 283 (48.0%) | 1,110 (47.1%) | 0.829   |

|   | CH            | EU            | p-value |
|---|---------------|---------------|---------|
| Applied to me to some degree  | 196 (33.2%)   | 827 (35.1%)   |         |
| Applied to me to a considerable degree, or a good part of the time        | 79 (13.4%)    | 294 (12.5%)   |         |
| Applied to me very much or most of the time                               | 32 (5.4%)     | 124 (5.3%)    |         |
| I was aware of the action of my heart in the absence of physical exertion |               |               |         |
| Did not apply to me at all  | 389 (65.9%)   | 1,520 (64.2%) | 0.773   |
| Applied to me to some degree  | 120 (20.3%)   | 528 (22.3%)   |         |
| Applied to me to a considerable degree, or a good part of the time        | 54 (9.2%)     | 209 (8.8%)    |         |
| Applied to me very much or most of the time                               | 27 (4.6%)     | 111 (4.7%)    |         |
| I felt scared without any good reason                                     |               |               |         |
| Did not apply to me at all  | 392 (66.3%)   | 1,576 (66.4%) | 0.756   |
| Applied to me to some degree  | 133 (22.5%)   | 504 (21.2%)   |         |
| Applied to me to a considerable degree, or a good part of the time        | 45 (7.6%)     | 192 (8.1%)    |         |
| Applied to me very much or most of the time                               | 21 (3.6%)     | 103 (4.3%)    |         |
| I felt that life was meaningless  |               |               |         |
| Did not apply to me at all  | 421 (71.2%)   | 1,557 (65.7%) | 0.041   |
| Applied to me to some degree  | 101 (17.1%)   | 457 (19.3%)   |         |
| Applied to me to a considerable degree, or a good part of the time        | 41 (6.9%)     | 184 (7.8%)    |         |
| Applied to me very much or most of the time                               | 28 (4.7%)     | 172 (7.3%)    |         |
| Stress score  | 0.700 (0.562) | 0.733 (0.584) | 0.204   |

Table 19. Wellbeing, comparison between Swiss and European researchers

|  | CH          | EU            | p-value |
|--|-------------|---------------|---------|
| N  | 596 (20.0%) | 2,388 (80.0%) |         |
| I have felt cheerful and in good spirits |             |               |         |
| At no time                               | 15 (2.5%)   | 66 (2.8%)     | 0.826   |

7 Appendix 1: Comparative analysis of Swiss and European universities – descriptive tables and figures

|   | CH                   | EU                   | p-value      |
|---|----------------------|----------------------|--------------|
| Some of the time  | 107 (18.0%)          | 461 (19.4%)          |              |
| Less than half of the time  | 99 (16.7%)           | 429 (18.0%)          |              |
| More than half of the time  | 178 (30.0%)          | 674 (28.3%)          |              |
| Most of the time  | 178 (30.0%)          | 677 (28.4%)          |              |
| All of the time   | 16 (2.7%)            | 74 (3.1%)            |              |
| <b>I have felt calm and relaxed</b>                               |                      |                      |              |
| At no time  | 39 (6.6%)            | 130 (5.5%)           | 0.833        |
| Some of the time  | 135 (22.7%)          | 552 (23.2%)          |              |
| Less than half of the time  | 126 (21.2%)          | 520 (21.8%)          |              |
| More than half of the time  | 161 (27.1%)          | 609 (25.6%)          |              |
| Most of the time  | 117 (19.7%)          | 505 (21.2%)          |              |
| All of the time   | 16 (2.7%)            | 66 (2.8%)            |              |
| <b>I have felt active and vigorous</b>                            |                      |                      |              |
| At no time  | 37 (6.2%)            | 148 (6.2%)           | 0.953        |
| Some of the time  | 127 (21.4%)          | 532 (22.4%)          |              |
| Less than half of the time  | 130 (21.9%)          | 513 (21.6%)          |              |
| More than half of the time  | 157 (26.4%)          | 603 (25.3%)          |              |
| Most of the time  | 127 (21.4%)          | 504 (21.2%)          |              |
| All of the time   | 16 (2.7%)            | 80 (3.4%)            |              |
| <b>I woke up feeling fresh and rested</b>                         |                      |                      |              |
| At no time  | 123 (20.7%)          | 495 (20.8%)          | 0.116        |
| Some of the time  | 129 (21.8%)          | 522 (21.9%)          |              |
| Less than half of the time  | 123 (20.7%)          | 499 (21.0%)          |              |
| More than half of the time  | 133 (22.4%)          | 432 (18.2%)          |              |
| Most of the time  | 71 (12.0%)           | 371 (15.6%)          |              |
| All of the time   | 14 (2.4%)            | 61 (2.6%)            |              |
| <b>My daily life has been filled with things that interest me</b> |                      |                      |              |
| At no time  | 14 (2.4%)            | 82 (3.4%)            | 0.243        |
| Some of the time  | 97 (16.4%)           | 454 (19.1%)          |              |
| Less than half of the time  | 88 (14.9%)           | 372 (15.6%)          |              |
| More than half of the time  | 157 (26.5%)          | 621 (26.1%)          |              |
| Most of the time  | 184 (31.1%)          | 641 (27.0%)          |              |
| All of the time   | 52 (8.8%)            | 208 (8.7%)           |              |
| <b>Wellbeing score</b>  | <b>2.482 (1.103)</b> | <b>2.456 (1.128)</b> | <b>0.615</b> |

**Table 20. Work description, comparison between Swiss and European researchers**

|  | CH              | EU              | p-value |
|--|-----------------|-----------------|---------|
| N  | 596 (20.0%)     | 2,388 (80.0%)   |         |
| Do you have additional place(s) of work or study next to your main one?          |                 |                 |         |
| No   | 376 (63.4%)     | 1,339 (56.8%)   | 0.003   |
| Yes  | 217 (36.6%)     | 1,019 (43.2%)   |         |
| When does your current employment contract/stipend end?                          |                 |                 |         |
| I don't have a contract/stipend  | 4 (0.7%)        | 65 (2.8%)       | <0.001  |
| I have a permanent position  | 160 (27.5%)     | 763 (33.4%)     |         |
| In 1-2 years   | 79 (13.6%)      | 403 (17.6%)     |         |
| In 2-3 years   | 87 (15.0%)      | 327 (14.3%)     |         |
| In more than 3 years   | 49 (8.4%)       | 117 (5.1%)      |         |
| Within the next 12 months  | 202 (34.8%)     | 609 (26.7%)     |         |
| When does your current employment contract/stipend end? - I have a tenure track  |                 |                 |         |
| False  | 567 (96.9%)     | 2,232 (95.2%)   | 0.068   |
| True   | 18 (3.1%)       | 113 (4.8%)      |         |
| Approximate percentage of working hours spend for: Teaching (incl. preparation)  | 15.869 (18.071) | 16.794 (19.952) | 0.302   |
| Approximate percentage of working hours spend for: Research                      | 49.367 (26.246) | 47.124 (28.323) | 0.079   |
| Approximate percentage of working hours spend for: Applying for Research Funding | 6.428 (10.253)  | 6.511 (9.366)   | 0.849   |
| Approximate percentage of working hours spend for: Mentoring                     | 7.636 (8.754)   | 7.585 (8.743)   | 0.9     |
| Approximate percentage of working hours spend for: Administrative tasks          | 13.208 (12.172) | 13.946 (12.997) | 0.209   |
| Approximate percentage of working hours spend for: Other tasks                   | 7.490 (12.074)  | 8.036 (11.994)  | 0.32    |
| Days in the past 12 months spent professional development                        |                 |                 |         |
| 0 days   | 54 (9.4%)       | 180 (7.7%)      | <0.001  |
| 1-5 days   | 194 (33.8%)     | 589 (25.1%)     |         |
| 6-10 days  | 149 (26.0%)     | 528 (22.5%)     |         |

|  | CH          | EU          | p-value |
|--|-------------|-------------|---------|
| 11-15 days   | 88 (15.3%)  | 367 (15.6%) |         |
| 16-20 days   | 41 (7.1%)   | 262 (11.2%) |         |
| more than 20 days  | 48 (8.4%)   | 420 (17.9%) |         |
| How often have you seriously considered leaving academia in the past 12 months?  |             |             |         |
| Hardly ever/Almost never   | 135 (22.8%) | 679 (29.0%) | 0.050   |
| Seldom   | 84 (14.2%)  | 309 (13.2%) |         |
| Sometimes  | 152 (25.6%) | 563 (24.0%) |         |
| Often  | 129 (21.8%) | 445 (19.0%) |         |
| Extremely often/Always   | 93 (15.7%)  | 349 (14.9%) |         |
| I would gen. recom. a career in research & high. ed. to early-career researchers |             |             |         |
| Fully disagree   | 95 (16.2%)  | 355 (15.1%) | <0.001  |
| Somewhat disagree  | 171 (29.1%) | 611 (26.0%) |         |
| Neither disagree /nor agree  | 194 (33.0%) | 608 (25.9%) |         |
| Somewhat agree   | 94 (16.0%)  | 543 (23.1%) |         |
| Fully agree  | 34 (5.8%)   | 233 (9.9%)  |         |

Figure 20. Histogram of the days in the past 12 months spent professional development

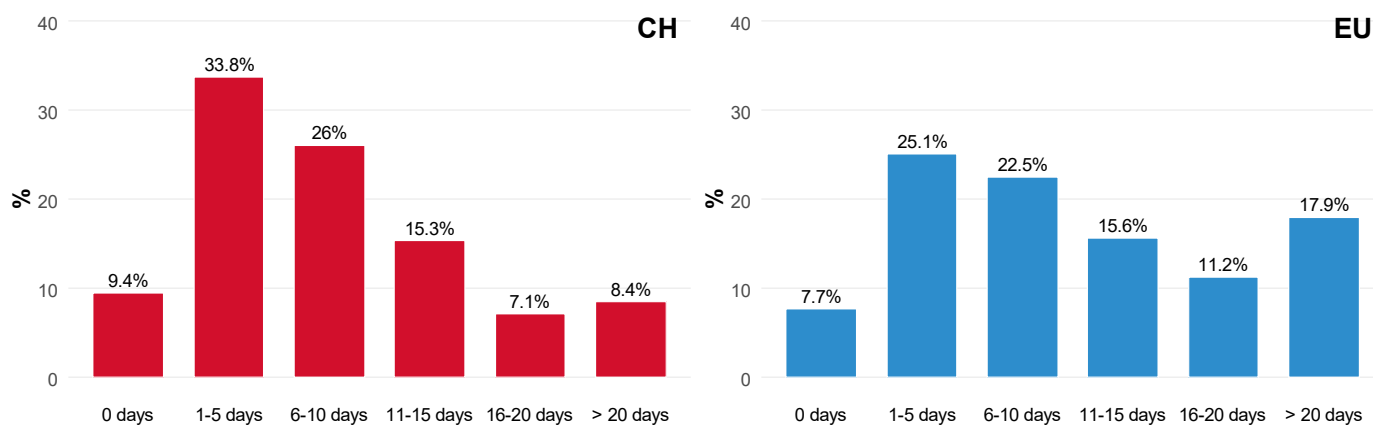


Figure 21. Histogram of the frequency researchers seriously consider leaving academia

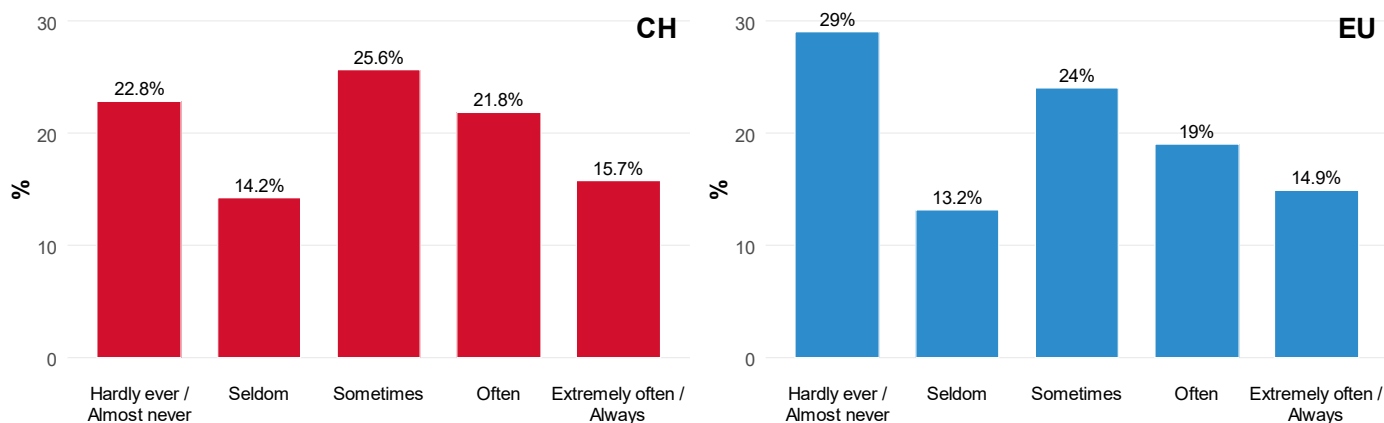


Table 21. COPSOQ predictability, comparison between Swiss and European researchers

|  | CH            | EU            | p-value |
|--|---------------|---------------|---------|
| N  | 596 (20.0%)   | 2,388 (80.0%) |         |
| Main place of work: Are you informed well in adv. conc. e.g. import. decisions?  |               |               |         |
| To a very little extent  | 126 (21.4%)   | 486 (20.6%)   | 0.003   |
| To a little extent   | 82 (13.9%)    | 422 (17.9%)   |         |
| To some extent   | 161 (27.3%)   | 745 (31.6%)   |         |
| To a large extent  | 170 (28.8%)   | 534 (22.6%)   |         |
| To a very large extent   | 51 (8.6%)     | 172 (7.3%)    |         |
| Do you receive all the information you need in order to do your work/study well? |               |               |         |
| To a very little extent  | 45 (7.6%)     | 239 (10.1%)   | 0.158   |
| To a little extent   | 86 (14.5%)    | 371 (15.7%)   |         |
| To some extent   | 181 (30.5%)   | 751 (31.7%)   |         |
| To a large extent  | 219 (36.9%)   | 773 (32.7%)   |         |
| To a very large extent   | 63 (10.6%)    | 233 (9.8%)    |         |
| Do you often receive contradictory information at work?                          |               |               |         |
| To a very large extent   | 30 (5.1%)     | 174 (7.4%)    | 0.219   |
| To a large extent  | 84 (14.2%)    | 318 (13.6%)   |         |
| To some extent   | 161 (27.2%)   | 680 (29.0%)   |         |
| To a little extent   | 142 (24.0%)   | 541 (23.1%)   |         |
| To a very little extent  | 175 (29.6%)   | 633 (27.0%)   |         |
| Predictability score   | 3.255 (1.002) | 3.143 (0.986) | 0.014   |

**Table 22. Role clarity, comparison between Swiss and European researchers**

|  | CH            | EU            | p-value |
|--|---------------|---------------|---------|
| N  | 596 (20.0%)   | 2,388 (80.0%) |         |
| Do you know exactly how much say you have at work?       |               |               |         |
| To a very little extent                                  | 57 (9.7%)     | 223 (9.7%)    | 0.870   |
| To a little extent                                       | 83 (14.1%)    | 353 (15.3%)   |         |
| To some extent   | 193 (32.7%)   | 779 (33.7%)   |         |
| To a large extent  | 193 (32.7%)   | 724 (31.4%)   |         |
| To a very large extent                                   | 64 (10.8%)    | 230 (10.0%)   |         |
| Does your work have clear objectives?                    |               |               |         |
| To a very little extent                                  | 43 (7.2%)     | 160 (6.8%)    | 0.814   |
| To a little extent                                       | 74 (12.5%)    | 267 (11.3%)   |         |
| To some extent   | 186 (31.3%)   | 737 (31.1%)   |         |
| To a large extent  | 210 (35.4%)   | 841 (35.5%)   |         |
| To a very large extent                                   | 81 (13.6%)    | 361 (15.3%)   |         |
| Do you know exactly which areas are your responsibility? |               |               |         |
| To a very little extent                                  | 30 (5.1%)     | 94 (4.0%)     | 0.037   |
| To a little extent                                       | 50 (8.4%)     | 204 (8.6%)    |         |
| To some extent   | 165 (27.8%)   | 592 (25.0%)   |         |
| To a large extent  | 257 (43.3%)   | 986 (41.6%)   |         |
| To a very large extent                                   | 92 (15.5%)    | 496 (20.9%)   |         |
| Do you know exactly what is expected of you at work?     |               |               |         |
| To a very little extent                                  | 32 (5.4%)     | 132 (5.6%)    | <0.001  |
| To a little extent                                       | 66 (11.1%)    | 190 (8.0%)    |         |
| To some extent   | 184 (30.9%)   | 633 (26.7%)   |         |
| To a large extent  | 240 (40.3%)   | 944 (39.8%)   |         |
| To a very large extent                                   | 73 (12.3%)    | 473 (19.9%)   |         |
| Role clarity score                                       | 3.387 (0.870) | 3.467 (0.886) | 0.047   |

**Table 23. Policy perceptions, comparison between Swiss and European researchers**

|  | CH          | EU            | p-value |
|--|-------------|---------------|---------|
| N  | 596 (20.0%) | 2,388 (80.0%) |         |
| Place of work is evaluated to identify potential mental health risks |             |               |         |
| To a very little extent  | 352 (63.4%) | 1,345 (59.4%) | 0.022   |
| To a little extent   | 105 (18.9%) | 374 (16.5%)   |         |

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|  | CH          | EU          | p-value |
|--|-------------|-------------|---------|
| To some extent   | 66 (11.9%)  | 352 (15.5%) |         |
| To a large extent  | 25 (4.5%)   | 143 (6.3%)  |         |
| To a very large extent   | 7 (1.3%)    | 52 (2.3%)   |         |
| Orga. policies/programs to support employees dealing with pers.   family issues. |             |             |         |
| To a very little extent  | 170 (31.0%) | 897 (40.3%) | <0.001  |
| To a little extent   | 136 (24.8%) | 446 (20.0%) |         |
| To some extent   | 142 (25.9%) | 560 (25.2%) |         |
| To a large extent  | 81 (14.8%)  | 246 (11.1%) |         |
| To a very large extent   | 19 (3.5%)   | 76 (3.4%)   |         |
| Superv. & managers make sure workers can take their earned times away from work. |             |             |         |
| To a very little extent  | 112 (19.6%) | 451 (19.9%) | 0.915   |
| To a little extent   | 72 (12.6%)  | 301 (13.3%) |         |
| To some extent   | 129 (22.6%) | 501 (22.1%) |         |
| To a large extent  | 167 (29.3%) | 628 (27.7%) |         |
| To a very large extent   | 90 (15.8%)  | 383 (16.9%) |         |
| Place of work has training across all levels to prevent harm to employees.       |             |             |         |
| To a very little extent  | 157 (29.3%) | 819 (37.2%) | <0.001  |
| To a little extent   | 94 (17.6%)  | 391 (17.8%) |         |
| To some extent   | 158 (29.5%) | 522 (23.7%) |         |
| To a large extent  | 101 (18.9%) | 332 (15.1%) |         |
| To a very large extent   | 25 (4.7%)   | 135 (6.1%)  |         |
| Place of work provides sup. after work-related mental health absence.            |             |             |         |
| To a very little extent  | 174 (43.0%) | 899 (49.6%) | 0.029   |
| To a little extent   | 92 (22.7%)  | 297 (16.4%) |         |
| To some extent   | 87 (21.5%)  | 373 (20.6%) |         |
| To a large extent  | 37 (9.1%)   | 169 (9.3%)  |         |
| To a very large extent   | 15 (3.7%)   | 73 (4.0%)   |         |
| Place of work provides sup. after non-work-related mental health absence.        |             |             |         |
| To a very little extent  | 185 (47.0%) | 916 (50.4%) | 0.344   |
| To a little extent   | 83 (21.1%)  | 308 (17.0%) |         |
| To some extent   | 78 (19.8%)  | 369 (20.3%) |         |
| To a large extent  | 36 (9.1%)   | 155 (8.5%)  |         |
| To a very large extent   | 12 (3.0%)   | 68 (3.7%)   |         |

|   | CH            | EU            | p-value |
|---|---------------|---------------|---------|
| Place of work takes proak.<br>measures that the employee's<br>workload is reasonable. |               |               |         |
| To a very little extent   | 255 (47.7%)   | 1,086 (49.0%) | 0.011   |
| To a little extent  | 134 (25.0%)   | 437 (19.7%)   |         |
| To some extent  | 107 (20.0%)   | 448 (20.2%)   |         |
| To a large extent   | 26 (4.9%)     | 185 (8.3%)    |         |
| To a very large extent  | 13 (2.4%)     | 61 (2.8%)     |         |
| Policy perception score   | 2.289 (0.898) | 2.238 (0.953) | 0.239   |

Table 24. Job insecurity, comparison between Swiss and European researchers

|  | CH          | EU            | p-value |
|--|-------------|---------------|---------|
| N  | 596 (20.0%) | 2,388 (80.0%) |         |
| Chances are, I will soon lose<br>my job.           |             |               |         |
| Fully agree  | 39 (6.8%)   | 178 (7.7%)    | 0.873   |
| Somewhat agree                                     | 55 (9.5%)   | 215 (9.3%)    |         |
| Neither disagree/nor agree                         | 81 (14.0%)  | 299 (12.9%)   |         |
| Somewhat disagree                                  | 92 (15.9%)  | 354 (15.3%)   |         |
| Fully disagree                                     | 310 (53.7%) | 1,269 (54.8%) |         |
| I am sure I can keep my job.                       |             |               |         |
| Fully disagree                                     | 75 (13.1%)  | 282 (12.2%)   | 0.077   |
| Somewhat disagree                                  | 56 (9.8%)   | 233 (10.1%)   |         |
| Neither disagree/nor agree                         | 89 (15.5%)  | 297 (12.8%)   |         |
| Somewhat agree                                     | 138 (24.0%) | 491 (21.2%)   |         |
| Fully agree  | 216 (37.6%) | 1,011 (43.7%) |         |
| I feel insecure about the<br>future of my job.     |             |               |         |
| Fully agree  | 155 (26.7%) | 596 (25.6%)   | 0.966   |
| Somewhat agree                                     | 124 (21.3%) | 482 (20.7%)   |         |
| Neither disagree/nor agree                         | 71 (12.2%)  | 290 (12.5%)   |         |
| Somewhat disagree                                  | 74 (12.7%)  | 310 (13.3%)   |         |
| Fully disagree                                     | 157 (27.0%) | 650 (27.9%)   |         |
| I think I might lose my job in<br>the near future. |             |               |         |
| Fully agree  | 54 (9.4%)   | 246 (10.7%)   | 0.551   |
| Somewhat agree                                     | 59 (10.3%)  | 249 (10.8%)   |         |
| Neither disagree/nor agree                         | 81 (14.1%)  | 321 (14.0%)   |         |
| Somewhat disagree                                  | 104 (18.2%) | 355 (15.5%)   |         |

|                      |               |               |       |
|----------------------|---------------|---------------|-------|
| Fully disagree       | 275 (48.0%)   | 1,126 (49.0%) |       |
| job insecurity score | 3.575 (1.216) | 3.618 (1.236) | 0.452 |

**Table 25. Job control, comparison between Swiss and European researchers**

|  | CH            | EU            | p-value |
|--|---------------|---------------|---------|
| N  | 596 (20.0%)   | 2,388 (80.0%) |         |
| I decide on my own how to go about doing the work                                |               |               |         |
| Fully disagree   | 20 (3.4%)     | 93 (3.9%)     | 0.060   |
| Somewhat disagree  | 40 (6.7%)     | 223 (9.4%)    |         |
| Neither disagree/nor agree   | 48 (8.1%)     | 248 (10.5%)   |         |
| Somewhat agree   | 262 (44.1%)   | 965 (40.8%)   |         |
| Fully agree  | 224 (37.7%)   | 835 (35.3%)   |         |
| Job gives me a chance to use my pers. initiative or judgment in carrying out the |               |               |         |
| Fully disagree   | 11 (1.8%)     | 77 (3.3%)     | 0.143   |
| Somewhat disagree  | 32 (5.4%)     | 129 (5.4%)    |         |
| Neither disagree/nor agree   | 32 (5.4%)     | 171 (7.2%)    |         |
| Somewhat agree   | 205 (34.5%)   | 826 (34.9%)   |         |
| Fully agree  | 315 (52.9%)   | 1,165 (49.2%) |         |
| Job gives me considerable opport. for indep. and freed. in how I do the work.    |               |               |         |
| Fully disagree   | 24 (4.0%)     | 97 (4.1%)     | 0.181   |
| Somewhat disagree  | 32 (5.4%)     | 150 (6.3%)    |         |
| Neither disagree/nor agree   | 42 (7.1%)     | 202 (8.5%)    |         |
| Somewhat agree   | 192 (32.3%)   | 839 (35.4%)   |         |
| Fully agree  | 304 (51.2%)   | 1,083 (45.7%) |         |
| job control score  | 4.195 (0.879) | 4.093 (0.938) | 0.017   |

**Table 26. Interpersonal conflict, comparison between Swiss and European researchers**

|   | CH          | EU            | p-value |
|---|-------------|---------------|---------|
| N   | 596 (20.0%) | 2,388 (80.0%) |         |
| My work is hampered by power struggles and territorial thinking in my unit. |             |               |         |
| Fully disagree  | 195 (33.0%) | 623 (26.8%)   | 0.012   |
| Somewhat disagree   | 107 (18.1%) | 390 (16.8%)   |         |
| Neither disagree/nor agree  | 68 (11.5%)  | 342 (14.7%)   |         |
| Somewhat agree  | 138 (23.4%) | 589 (25.3%)   |         |

|   | CH            | EU            | p-value |
|---|---------------|---------------|---------|
| Fully agree   | 83 (14.0%)    | 382 (16.4%)   |         |
| In my unit, intrigues impair the work climate.                              |               |               |         |
| Fully disagree  | 228 (38.8%)   | 694 (30.0%)   | <0.001  |
| Somewhat disagree   | 107 (18.2%)   | 366 (15.8%)   |         |
| Neither disagree/nor agree  | 82 (13.9%)    | 395 (17.0%)   |         |
| Somewhat agree  | 99 (16.8%)    | 483 (20.8%)   |         |
| Fully agree   | 72 (12.2%)    | 379 (16.4%)   |         |
| In my unit, there is a great deal of tension due to prestige and conflicts. |               |               |         |
| Fully disagree  | 203 (34.3%)   | 684 (29.3%)   | 0.160   |
| Somewhat disagree   | 116 (19.6%)   | 452 (19.4%)   |         |
| Neither disagree/nor agree  | 78 (13.2%)    | 333 (14.3%)   |         |
| Somewhat agree  | 111 (18.8%)   | 486 (20.8%)   |         |
| Fully agree   | 84 (14.2%)    | 380 (16.3%)   |         |
| Interpersonal conflict score  | 2.576 (1.373) | 2.801 (1.359) | <0.001  |

Table 27. Work-family conflict, comparison between Swiss and European researchers

|   | CH          | EU            | p-value |
|---|-------------|---------------|---------|
| N   | 596 (20.0%) | 2,388 (80.0%) |         |
| Demands work interfere with my home and family life                 |             |               |         |
| Fully disagree  | 67 (11.3%)  | 319 (13.5%)   | 0.149   |
| Somewhat disagree   | 106 (17.8%) | 361 (15.3%)   |         |
| Neither disagree/nor agree  | 77 (13.0%)  | 280 (11.9%)   |         |
| Somewhat agree  | 219 (36.9%) | 826 (35.0%)   |         |
| Fully agree   | 125 (21.0%) | 572 (24.3%)   |         |
| Amount of time for job makes it diffic. to fulfill family responsi. |             |               |         |
| Fully disagree  | 112 (19.1%) | 455 (19.5%)   | 0.100   |
| Somewhat disagree   | 91 (15.6%)  | 370 (15.9%)   |         |
| Neither disagree/nor agree  | 119 (20.3%) | 367 (15.7%)   |         |
| Somewhat agree  | 171 (29.2%) | 721 (30.9%)   |         |
| Fully agree   | 92 (15.7%)  | 419 (18.0%)   |         |
| Things I want to do at home do not get done bec. of job demands     |             |               |         |
| Fully disagree  | 90 (15.2%)  | 415 (17.6%)   | 0.602   |
| Somewhat disagree   | 103 (17.4%) | 413 (17.5%)   |         |

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|  |               |               |       |
|--|---------------|---------------|-------|
| Neither disagree/nor agree   | 89 (15.1%)    | 368 (15.6%)   |       |
| Somewhat agree   | 185 (31.3%)   | 716 (30.3%)   |       |
| Fully agree  | 124 (21.0%)   | 448 (19.0%)   |       |
| Job produces strain that makes it difficult to fulfill family duties |               |               |       |
| Fully disagree   | 116 (19.9%)   | 504 (21.7%)   | 0.780 |
| Somewhat disagree  | 115 (19.7%)   | 417 (17.9%)   |       |
| Neither disagree/nor agree   | 106 (18.2%)   | 439 (18.9%)   |       |
| Somewhat agree   | 158 (27.1%)   | 623 (26.8%)   |       |
| Fully agree  | 89 (15.2%)    | 341 (14.7%)   |       |
| Work-related duties, make me change plans for family activities      |               |               |       |
| Fully disagree   | 96 (16.3%)    | 387 (16.5%)   | 0.059 |
| Somewhat disagree  | 123 (20.9%)   | 412 (17.6%)   |       |
| Neither disagree/nor agree   | 89 (15.1%)    | 356 (15.2%)   |       |
| Somewhat agree   | 158 (26.9%)   | 761 (32.5%)   |       |
| Fully agree  | 122 (20.7%)   | 429 (18.3%)   |       |
| Work-family conflict score   | 3.168 (1.206) | 3.167 (1.232) | 0.986 |

**Table 28. COPSOQ sense of community, comparison between Swiss and European researchers**

|   | CH            | EU            | p-value |
|---|---------------|---------------|---------|
| N   | 596 (20.0%)   | 2,388 (80.0%) |         |
| Is there a good atmosphere between you and your colleagues? |               |               |         |
| Hardly ever/Almost never                                    | 10 (1.7%)     | 39 (1.6%)     | 0.002   |
| Seldom  | 24 (4.0%)     | 85 (3.6%)     |         |
| Sometimes   | 64 (10.7%)    | 374 (15.8%)   |         |
| Often   | 229 (38.4%)   | 979 (41.4%)   |         |
| Extremely often/Always                                      | 269 (45.1%)   | 887 (37.5%)   |         |
| Is there good co-operation between the colleagues at work?  |               |               |         |
| Hardly ever/Almost never                                    | 23 (3.9%)     | 85 (3.6%)     | 0.014   |
| Seldom  | 39 (6.5%)     | 162 (6.9%)    |         |
| Sometimes   | 116 (19.5%)   | 521 (22.1%)   |         |
| Often   | 220 (36.9%)   | 976 (41.3%)   |         |
| Extremely often/Always                                      | 198 (33.2%)   | 618 (26.2%)   |         |
| Do you feel part of a community at your place of work?      |               |               |         |
| Hardly ever/Almost never                                    | 46 (7.7%)     | 229 (9.7%)    | 0.368   |
| Seldom  | 74 (12.4%)    | 265 (11.2%)   |         |
| Sometimes   | 134 (22.5%)   | 527 (22.3%)   |         |
| Often   | 161 (27.1%)   | 685 (29.0%)   |         |
| Extremely often/Always                                      | 180 (30.3%)   | 655 (27.7%)   |         |
| Sense of community score                                    | 3.900 (0.966) | 3.806 (0.952) | 0.031   |

**Table 29. Illegitimate tasks, comparison between Swiss and European researchers**

|   | CH          | EU            | p-value |
|---|-------------|---------------|---------|
| N   | 596 (20.0%) | 2,388 (80.0%) |         |
| Work tasks should be done by someone else                         |             |               |         |
| Hardly ever/Almost never  | 79 (13.3%)  | 359 (15.2%)   | 0.056   |
| Seldom  | 133 (22.4%) | 438 (18.6%)   |         |
| Sometimes   | 203 (34.2%) | 818 (34.7%)   |         |
| Often   | 138 (23.3%) | 517 (21.9%)   |         |
| Extremely often/Always  | 40 (6.7%)   | 224 (9.5%)    |         |
| Work tasks are going too far, and should not be expected from you |             |               |         |

|  | CH            | EU            | p-value |
|--|---------------|---------------|---------|
| Hardly ever/Almost never                           | 144 (24.3%)   | 507 (21.6%)   | 0.003   |
| Seldom   | 173 (29.2%)   | 584 (24.9%)   |         |
| Sometimes  | 162 (27.4%)   | 728 (31.1%)   |         |
| Often  | 93 (15.7%)    | 366 (15.6%)   |         |
| Extremely often/Always                             | 20 (3.4%)     | 159 (6.8%)    |         |
| Work tasks put you into an awkward position        |               |               |         |
| Hardly ever/Almost never                           | 184 (31.0%)   | 761 (32.4%)   | 0.472   |
| Seldom   | 175 (29.5%)   | 637 (27.1%)   |         |
| Sometimes  | 147 (24.8%)   | 640 (27.2%)   |         |
| Often  | 68 (11.5%)    | 232 (9.9%)    |         |
| Extremely often/Always                             | 19 (3.2%)     | 79 (3.4%)     |         |
| Work tasks are unfair for you to have to deal with |               |               |         |
| Hardly ever/Almost never                           | 196 (33.1%)   | 741 (31.6%)   | 0.066   |
| Seldom   | 179 (30.2%)   | 595 (25.4%)   |         |
| Sometimes  | 135 (22.8%)   | 618 (26.4%)   |         |
| Often  | 57 (9.6%)     | 266 (11.4%)   |         |
| Extremely often/Always                             | 26 (4.4%)     | 123 (5.2%)    |         |
| Illegitimate_tasks score                           | 2.454 (0.962) | 2.530 (1.007) | 0.096   |

**Table 30. Stress and anxiety: Work-related stress, comparison between Swiss and European researchers**

|                                   | CH          | EU            | p-value |
|-----------------------------------|-------------|---------------|---------|
| N                                 | 596 (20.0%) | 2,388 (80.0%) |         |
| I have unachievable deadlines     |             |               |         |
| Hardly ever/Almost never          | 125 (21.2%) | 511 (21.6%)   | 0.028   |
| Seldom                            | 205 (34.7%) | 672 (28.4%)   |         |
| Sometimes                         | 165 (28.0%) | 751 (31.8%)   |         |
| Often                             | 78 (13.2%)  | 331 (14.0%)   |         |
| Extremely often/Always            | 17 (2.9%)   | 99 (4.2%)     |         |
| have to work very intensively     |             |               |         |
| Hardly ever/Almost never          | 19 (3.2%)   | 109 (4.6%)    | 0.260   |
| Seldom                            | 57 (9.6%)   | 245 (10.3%)   |         |
| Sometimes                         | 200 (33.7%) | 824 (34.8%)   |         |
| Often                             | 234 (39.5%) | 835 (35.2%)   |         |
| Extremely often/Always            | 83 (14.0%)  | 358 (15.1%)   |         |
| I have unrealistic time pressures |             |               |         |
| Hardly ever/Almost never          | 111 (18.8%) | 397 (16.8%)   | 0.378   |

|                           |               |               |       |
|---------------------------|---------------|---------------|-------|
| Seldom                    | 167 (28.4%)   | 646 (27.4%)   |       |
| Sometimes                 | 186 (31.6%)   | 733 (31.0%)   |       |
| Often                     | 94 (16.0%)    | 423 (17.9%)   |       |
| Extremely often/Always    | 31 (5.3%)     | 162 (6.9%)    |       |
| Work-related stress score | 2.849 (0.895) | 2.894 (0.938) | 0.290 |

**Table 31. COPSOQ Emotional support, comparison between Swiss and European researchers**

|  | CH          | EU            | p-value |
|--|-------------|---------------|---------|
| N  | 596 (20.0%) | 2,388 (80.0%) |         |
| People willing to listen to your problems: Direct Supervisor                     |             |               |         |
| Hardly ever/Almost never   | 66 (12.0%)  | 278 (13.3%)   | 0.814   |
| Seldom   | 72 (13.1%)  | 283 (13.5%)   |         |
| Sometimes  | 107 (19.5%) | 435 (20.7%)   |         |
| Often  | 149 (27.1%) | 538 (25.7%)   |         |
| Extremely often/Always   | 155 (28.2%) | 563 (26.8%)   |         |
| People willing to listen to your problems: Superior (e.g. department head,..)    |             |               |         |
| Hardly ever/Almost never   | 140 (29.9%) | 479 (23.9%)   | 0.024   |
| Seldom   | 89 (19.0%)  | 381 (19.0%)   |         |
| Sometimes  | 103 (22.0%) | 426 (21.2%)   |         |
| Often  | 85 (18.1%)  | 415 (20.7%)   |         |
| Extremely often/Always   | 52 (11.1%)  | 305 (15.2%)   |         |
| People willing to listen to your problems: Colleague                             |             |               |         |
| Hardly ever/Almost never   | 7 (1.2%)    | 50 (2.2%)     | 0.039   |
| Seldom   | 22 (3.8%)   | 139 (6.1%)    |         |
| Sometimes  | 98 (16.8%)  | 439 (19.1%)   |         |
| Often  | 221 (37.8%) | 809 (35.3%)   |         |
| Extremely often/Always   | 237 (40.5%) | 858 (37.4%)   |         |
| People willing to listen to your problems: Administrative personnel              |             |               |         |
| Hardly ever/Almost never   | 98 (21.9%)  | 515 (26.3%)   | <0.001  |
| Seldom   | 69 (15.4%)  | 384 (19.6%)   |         |
| Sometimes  | 86 (19.2%)  | 474 (24.2%)   |         |
| Often  | 124 (27.7%) | 346 (17.6%)   |         |
| Extremely often/Always   | 70 (15.7%)  | 242 (12.3%)   |         |
| People will. to listen to probl.: Partner/friends/family/oth. peop. in pers. com |             |               |         |

|                          | CH            | EU            | p-value |
|--------------------------|---------------|---------------|---------|
| Hardly ever/Almost never | 9 (1.5%)      | 45 (1.9%)     | 0.076   |
| Seldom                   | 10 (1.7%)     | 78 (3.4%)     |         |
| Sometimes                | 53 (9.1%)     | 256 (11.1%)   |         |
| Often                    | 145 (24.8%)   | 597 (25.8%)   |         |
| Extremely often/Always   | 367 (62.8%)   | 1,340 (57.9%) |         |
| emotional support score  | 3.649 (0.823) | 3.543 (0.887) | 0.008   |

Table 32. COPSOQ instrumental support, comparison between Swiss and European researchers

|  | CH          | EU            | p-value |
|--|-------------|---------------|---------|
| N  | 596 (20.0%) | 2,388 (80.0%) |         |
| Help and support from: Direct Supervisor                   |             |               |         |
| Hardly ever/Almost never                                   | 76 (13.7%)  | 304 (14.3%)   | 0.836   |
| Seldom   | 83 (14.9%)  | 328 (15.4%)   |         |
| Sometimes  | 132 (23.7%) | 539 (25.4%)   |         |
| Often  | 151 (27.2%) | 537 (25.3%)   |         |
| Extremely often/Always                                     | 114 (20.5%) | 417 (19.6%)   |         |
| Help and support from: Superior (e.g. department head,...) |             |               |         |
| Hardly ever/Almost never                                   | 194 (40.2%) | 593 (29.0%)   | <0.001  |
| Seldom   | 99 (20.5%)  | 426 (20.8%)   |         |
| Sometimes  | 84 (17.4%)  | 463 (22.6%)   |         |
| Often  | 63 (13.1%)  | 336 (16.4%)   |         |
| Extremely often/Always                                     | 42 (8.7%)   | 230 (11.2%)   |         |
| Help and support from: Colleague                           |             |               |         |
| Hardly ever/Almost never                                   | 14 (2.4%)   | 83 (3.6%)     | 0.362   |
| Seldom   | 41 (7.1%)   | 196 (8.5%)    |         |
| Sometimes  | 149 (25.7%) | 579 (25.0%)   |         |
| Often  | 220 (37.9%) | 811 (35.0%)   |         |
| Extremely often/Always                                     | 156 (26.9%) | 645 (27.9%)   |         |
| Help and support from: Administrative personnel            |             |               |         |
| Hardly ever/Almost never                                   | 99 (19.6%)  | 444 (21.3%)   | 0.094   |
| Seldom   | 82 (16.2%)  | 414 (19.8%)   |         |
| Sometimes  | 128 (25.3%) | 541 (25.9%)   |         |
| Often  | 126 (24.9%) | 457 (21.9%)   |         |
| Extremely often/Always                                     | 71 (14.0%)  | 233 (11.2%)   |         |

|  | CH            | EU            | p-value |
|--|---------------|---------------|---------|
| Help and support from:<br>Partner/friends/family/oth.<br>peop. in pers. commu. |               |               |         |
| Hardly ever/Almost never   | 12 (2.1%)     | 60 (2.6%)     | 0.880   |
| Seldom   | 26 (4.5%)     | 102 (4.4%)    |         |
| Sometimes  | 81 (14.0%)    | 347 (15.0%)   |         |
| Often  | 155 (26.8%)   | 625 (27.1%)   |         |
| Extremely often/Always   | 305 (52.7%)   | 1,173 (50.8%) |         |
| Instrumental support score   | 3.395 (0.845) | 3.376 (0.862) | 0.636   |

Table 33. Harassment: Witness, comparison between Swiss and European researchers

|   | CH          | EU            | p-value |
|---|-------------|---------------|---------|
| N   | 596 (20.0%) | 2,388 (80.0%) |         |
| Co-workers subje. to<br>degrading experi. or harassm.<br>at work (last 6 months)        |             |               |         |
| No  | 412 (72.2%) | 1,578 (70.7%) | 0.485   |
| Yes   | 159 (27.8%) | 655 (29.3%)   |         |
| Witness: Perpetrator<br>degrading experiences or<br>harassment: Administrative<br>staff |             |               |         |
| False   | 595 (99.8%) | 2,378 (99.6%) | 0.366   |
| True  | 1 (0.2%)    | 10 (0.4%)     |         |
| Witness: Perpetrator<br>degrading experiences or<br>harassment: Student                 |             |               |         |
| False   | 595 (99.8%) | 2,379 (99.6%) | 0.429   |
| True  | 1 (0.2%)    | 9 (0.4%)      |         |
| Witness: Perpetrator<br>degrading experiences or<br>harassment: Supervisor              |             |               |         |
| False   | 501 (84.1%) | 2,059 (86.2%) | 0.176   |
| True  | 95 (15.9%)  | 329 (13.8%)   |         |
| Witness: Perpetrator<br>degrading experiences or<br>harassment: Coworker                |             |               |         |
| False   | 533 (89.4%) | 2,083 (87.2%) | 0.144   |
| True  | 63 (10.6%)  | 305 (12.8%)   |         |
| Witness: Perpetrator<br>degrading experiences or<br>harassment: I prefer not to<br>say  |             |               |         |
| False   | 575 (96.5%) | 2,305 (96.5%) | 0.955   |

7 Appendix 1: Comparative analysis of Swiss and European universities – descriptive tables and figures

|  | CH          | EU            | p-value |
|--|-------------|---------------|---------|
| True   | 21 (3.5%)   | 83 (3.5%)     |         |
| Perceived reason of the witnessed harassment: Gender             |             |               |         |
| False  | 548 (91.9%) | 2,234 (93.6%) | 0.163   |
| True   | 48 (8.1%)   | 154 (6.4%)    |         |
| Perceived reason of the witnessed harassment: Sexual orientation |             |               |         |
| False  | 590 (99.0%) | 2,363 (99.0%) | 0.931   |
| True   | 6 (1.0%)    | 25 (1.0%)     |         |
| Perceived reason of the witnessed harassment: Religion           |             |               |         |
| False  | 590 (99.0%) | 2,371 (99.3%) | 0.462   |
| True   | 6 (1.0%)    | 17 (0.7%)     |         |
| Perceived reason of the witnessed harassment: Ethnicity          |             |               |         |
| False  | 579 (97.1%) | 2,348 (98.3%) | 0.060   |
| True   | 17 (2.9%)   | 40 (1.7%)     |         |
| Perceived reason of the witnessed harassment: Culture            |             |               |         |
| False  | 568 (95.3%) | 2,327 (97.4%) | 0.006   |
| True   | 28 (4.7%)   | 61 (2.6%)     |         |
| Perceived reason of the witnessed harassment: Hierarchy          |             |               |         |
| False  | 502 (84.2%) | 1,982 (83.0%) | 0.472   |
| True   | 94 (15.8%)  | 406 (17.0%)   |         |
| Perceived reason of the witnessed harassment: Age                |             |               |         |
| False  | 577 (96.8%) | 2,297 (96.2%) | 0.470   |
| True   | 19 (3.2%)   | 91 (3.8%)     |         |
| Perceived reason of the witnessed harassment: Disability         |             |               |         |
| False  | 588 (98.7%) | 2,373 (99.4%) | 0.075   |
| True   | 8 (1.3%)    | 15 (0.6%)     |         |
| Perceived reason of the witnessed harassment: I don't know       |             |               |         |
| False  | 570 (95.6%) | 2,303 (96.4%) | 0.354   |
| True   | 26 (4.4%)   | 85 (3.6%)     |         |

|   | CH          | EU            | p-value |
|---|-------------|---------------|---------|
| Perceived reason of the witnessed harassment: I prefer not to say |             |               |         |
| False   | 592 (99.3%) | 2,359 (98.8%) | 0.257   |
| True  | 4 (0.7%)    | 29 (1.2%)     |         |

**Table 34. Harassment: Experience, comparison between Swiss and European researchers**

|   | CH          | EU            | p-value |
|---|-------------|---------------|---------|
| N   | 596 (20.0%) | 2,388 (80.0%) |         |
| Experience: Perpetrator degrading experiences or harassment: Supervisor           |             |               |         |
| False   | 533 (89.4%) | 2,176 (91.1%) | 0.201   |
| True  | 63 (10.6%)  | 212 (8.9%)    |         |
| Experience: Perpetrator degrading experiences or harassment: Administrative staff |             |               |         |
| False   | 595 (99.8%) | 2,383 (99.8%) | 0.839   |
| True  | 1 (0.2%)    | 5 (0.2%)      |         |
| Experience: Perpetrator degrading experiences or harassment: Student              |             |               |         |
| False   | 595 (99.8%) | 2,383 (99.8%) | 0.839   |
| True  | 1 (0.2%)    | 5 (0.2%)      |         |
| Experience: Perpetrator degrading experiences or harassment: Coworker             |             |               |         |
| False   | 570 (95.6%) | 2,237 (93.7%) | 0.070   |
| True  | 26 (4.4%)   | 151 (6.3%)    |         |
| Experience: Perpetrator degrading experiences or harassment: I prefer not to say  |             |               |         |
| False   | 590 (99.0%) | 2,360 (98.8%) | 0.733   |
| True  | 6 (1.0%)    | 28 (1.2%)     |         |
| Perceived reason of the experienced harassment: Gender                            |             |               |         |
| False   | 575 (96.5%) | 2,315 (96.9%) | 0.560   |
| True  | 21 (3.5%)   | 73 (3.1%)     |         |
| Perceived reason of the experienced harassment: Sexual orientation                |             |               |         |
| False   | 593 (99.5%) | 2,378 (99.6%) | 0.779   |
| True  | 3 (0.5%)    | 10 (0.4%)     |         |

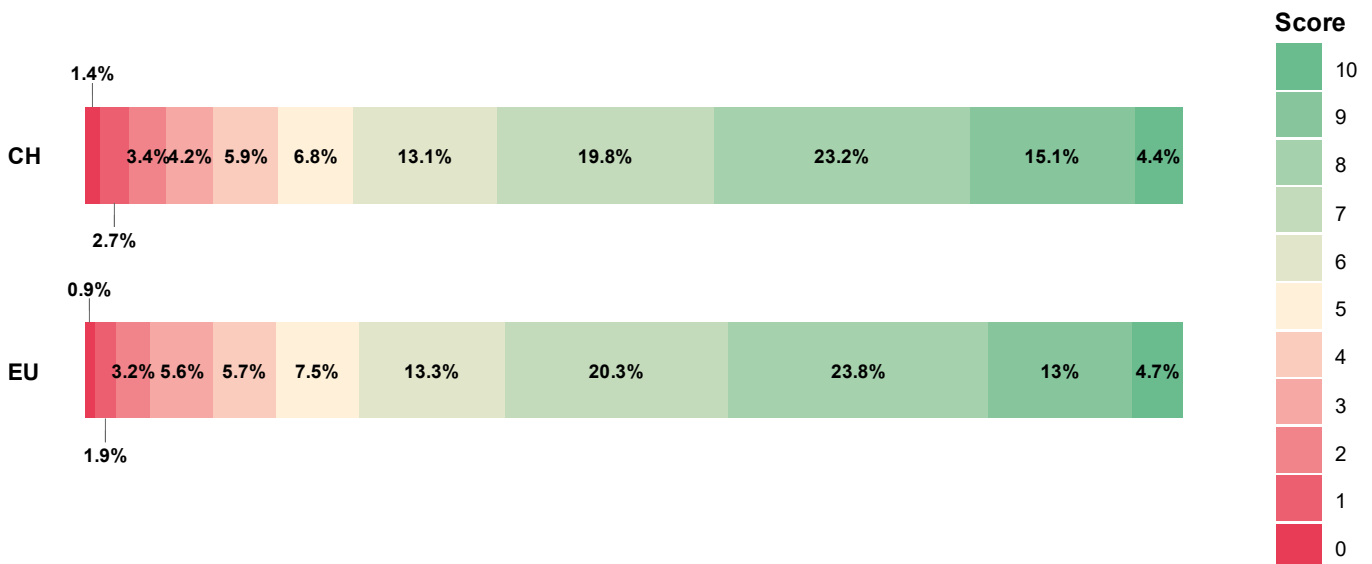
|   | CH           | EU            | p-value |
|---|--------------|---------------|---------|
| Perceived reason of the experienced harassment: Religion            |              |               |         |
| False   | 595 (99.8%)  | 2,380 (99.7%) | 0.505   |
| True  | 1 (0.2%)     | 8 (0.3%)      |         |
| Perceived reason of the experienced harassment: Ethnicity           |              |               |         |
| False   | 592 (99.3%)  | 2,375 (99.5%) | 0.713   |
| True  | 4 (0.7%)     | 13 (0.5%)     |         |
| Perceived reason of the experienced harassment: Culture             |              |               |         |
| False   | 588 (98.7%)  | 2,359 (98.8%) | 0.801   |
| True  | 8 (1.3%)     | 29 (1.2%)     |         |
| Perceived reason of the experienced harassment: Hierarchy           |              |               |         |
| False   | 549 (92.1%)  | 2,169 (90.8%) | 0.325   |
| True  | 47 (7.9%)    | 219 (9.2%)    |         |
| Perceived reason of the experienced harassment: Age                 |              |               |         |
| False   | 583 (97.8%)  | 2,325 (97.4%) | 0.526   |
| True  | 13 (2.2%)    | 63 (2.6%)     |         |
| Perceived reason of the experienced harassment: Disability          |              |               |         |
| False   | 596 (100.0%) | 2,380 (99.7%) | 0.157   |
| True  | 0 (0.0%)     | 8 (0.3%)      |         |
| Perceived reason of the experienced harassment: I don't know        |              |               |         |
| False   | 586 (98.3%)  | 2,354 (98.6%) | 0.645   |
| True  | 10 (1.7%)    | 34 (1.4%)     |         |
| Perceived reason of the experienced harassment: I prefer not to say |              |               |         |
| False   | 589 (98.8%)  | 2,369 (99.2%) | 0.373   |
| True  | 7 (1.2%)     | 19 (0.8%)     |         |

Table 35. Job satisfaction, comparison between Swiss and European researchers

|   | CH          | EU            | p-value |
|---|-------------|---------------|---------|
| N   | 596 (20.0%) | 2,388 (80.0%) |         |
| All things considered, how satisfied are you with your job? |             |               |         |
| very dissatisfied   | 8 (1.4%)    | 22 (0.9%)     | 0.775   |
| 1   | 16 (2.7%)   | 44 (1.9%)     |         |

|                |             |             |
|----------------|-------------|-------------|
| 2              | 20 (3.4%)   | 77 (3.2%)   |
| 3              | 25 (4.2%)   | 134 (5.6%)  |
| 4              | 35 (5.9%)   | 136 (5.7%)  |
| 5              | 40 (6.8%)   | 179 (7.5%)  |
| 6              | 77 (13.1%)  | 316 (13.3%) |
| 7              | 117 (19.8%) | 481 (20.3%) |
| 8              | 137 (23.2%) | 564 (23.8%) |
| 9              | 89 (15.1%)  | 309 (13.0%) |
| very satisfied | 26 (4.4%)   | 111 (4.7%)  |

Figure 22. Distribution of job satisfaction scores for Swiss and European researchers



## 8 Appendix 2: Comparison across Swiss higher education institutions

**Table 36. Work engagement, comparison between Swiss universities**

|  | Be            | Fr            | La            | Zh            | Others        | p-value |
|--|---------------|---------------|---------------|---------------|---------------|---------|
| N  | 43 (7.2%)     | 84 (14.1%)    | 103 (17.3%)   | 126 (21.1%)   | 240 (40.3%)   |         |
| <b>At my work, I feel bursting with energy</b> |               |               |               |               |               |         |
| Never  | 0 (0.0%)      | 1 (1.2%)      | 2 (1.9%)      | 4 (3.2%)      | 2 (0.8%)      | 0.003   |
| Rarely   | 3 (7.0%)      | 15 (17.9%)    | 11 (10.7%)    | 33 (26.2%)    | 26 (10.8%)    |         |
| Sometimes                                      | 24 (55.8%)    | 31 (36.9%)    | 47 (45.6%)    | 54 (42.9%)    | 104 (43.3%)   |         |
| Often  | 7 (16.3%)     | 20 (23.8%)    | 29 (28.2%)    | 21 (16.7%)    | 66 (27.5%)    |         |
| Very often                                     | 9 (20.9%)     | 14 (16.7%)    | 14 (13.6%)    | 14 (11.1%)    | 40 (16.7%)    |         |
| Always   | 0 (0.0%)      | 3 (3.6%)      | 0 (0.0%)      | 0 (0.0%)      | 2 (0.8%)      |         |
| <b>I am enthusiastic about my job</b>          |               |               |               |               |               |         |
| Never  | 0 (0.0%)      | 0 (0.0%)      | 0 (0.0%)      | 3 (2.4%)      | 1 (0.4%)      | <0.001  |
| Rarely   | 0 (0.0%)      | 5 (6.0%)      | 4 (3.9%)      | 15 (11.9%)    | 9 (3.8%)      |         |
| Sometimes                                      | 10 (23.3%)    | 19 (22.6%)    | 21 (20.6%)    | 38 (30.2%)    | 50 (20.8%)    |         |
| Often  | 12 (27.9%)    | 24 (28.6%)    | 39 (38.2%)    | 43 (34.1%)    | 82 (34.2%)    |         |
| Very often                                     | 15 (34.9%)    | 22 (26.2%)    | 25 (24.5%)    | 25 (19.8%)    | 79 (32.9%)    |         |
| Always   | 6 (14.0%)     | 14 (16.7%)    | 13 (12.7%)    | 2 (1.6%)      | 19 (7.9%)     |         |
| <b>I am immersed in my work</b>                |               |               |               |               |               |         |
| Never  | 0 (0.0%)      | 0 (0.0%)      | 1 (1.0%)      | 1 (0.8%)      | 2 (0.8%)      | 0.127   |
| Rarely   | 0 (0.0%)      | 2 (2.4%)      | 1 (1.0%)      | 7 (5.6%)      | 6 (2.5%)      |         |
| Sometimes                                      | 8 (18.6%)     | 18 (21.7%)    | 18 (17.5%)    | 38 (30.2%)    | 46 (19.2%)    |         |
| Often  | 9 (20.9%)     | 31 (37.3%)    | 32 (31.1%)    | 38 (30.2%)    | 84 (35.0%)    |         |
| Very often                                     | 20 (46.5%)    | 23 (27.7%)    | 35 (34.0%)    | 32 (25.4%)    | 83 (34.6%)    |         |
| Always   | 6 (14.0%)     | 9 (10.8%)     | 16 (15.5%)    | 10 (7.9%)     | 19 (7.9%)     |         |
| Work engagement score                          | 3.155 (0.774) | 2.976 (0.912) | 3.013 (0.807) | 2.553 (0.903) | 2.979 (0.776) | <0.001  |

**Table 37. Burnout, comparison between Swiss universities**

|   | Be         | Fr         | La          | Zh          | Others      | p-value |
|---|------------|------------|-------------|-------------|-------------|---------|
| N   | 43 (7.2%)  | 84 (14.1%) | 103 (17.3%) | 126 (21.1%) | 240 (40.3%) |         |
| <b>At work, I feel mentally exhausted</b>                       |            |            |             |             |             |         |
| Never   | 1 (2.3%)   | 4 (4.8%)   | 0 (0.0%)    | 0 (0.0%)    | 5 (2.1%)    | 0.074   |
| Rarely  | 10 (23.3%) | 19 (22.6%) | 26 (25.2%)  | 18 (14.3%)  | 47 (19.6%)  |         |
| Sometimes   | 19 (44.2%) | 38 (45.2%) | 45 (43.7%)  | 52 (41.3%)  | 114 (47.5%) |         |
| Often   | 12 (27.9%) | 19 (22.6%) | 27 (26.2%)  | 45 (35.7%)  | 68 (28.3%)  |         |
| Always  | 1 (2.3%)   | 4 (4.8%)   | 5 (4.9%)    | 11 (8.7%)   | 6 (2.5%)    |         |
| <b>After a day at work, I find it hard to recover my energy</b> |            |            |             |             |             |         |
| Never   | 0 (0.0%)   | 12 (14.3%) | 6 (5.8%)    | 2 (1.6%)    | 19 (7.9%)   | <0.001  |
| Rarely  | 10 (23.3%) | 28 (33.3%) | 26 (25.2%)  | 27 (21.4%)  | 67 (27.9%)  |         |
| Sometimes   | 11 (25.6%) | 21 (25.0%) | 37 (35.9%)  | 48 (38.1%)  | 78 (32.5%)  |         |
| Often   | 19 (44.2%) | 21 (25.0%) | 23 (22.3%)  | 31 (24.6%)  | 67 (27.9%)  |         |
| Always  | 3 (7.0%)   | 2 (2.4%)   | 11 (10.7%)  | 18 (14.3%)  | 9 (3.8%)    |         |
| <b>At work, I feel physically exhausted</b>                     |            |            |             |             |             |         |
| Never   | 7 (16.3%)  | 12 (14.3%) | 19 (18.4%)  | 20 (15.9%)  | 35 (14.6%)  | 0.675   |
| Rarely  | 15 (34.9%) | 36 (42.9%) | 34 (33.0%)  | 42 (33.3%)  | 90 (37.5%)  |         |
| Sometimes   | 15 (34.9%) | 20 (23.8%) | 30 (29.1%)  | 38 (30.2%)  | 84 (35.0%)  |         |
| Often   | 6 (14.0%)  | 13 (15.5%) | 17 (16.5%)  | 21 (16.7%)  | 29 (12.1%)  |         |
| Always  | 0 (0.0%)   | 3 (3.6%)   | 3 (2.9%)    | 5 (4.0%)    | 2 (0.8%)    |         |
| <b>I struggle to find any enthusiasm for my work</b>            |            |            |             |             |             |         |
| Never   | 7 (16.3%)  | 18 (21.4%) | 14 (13.6%)  | 6 (4.8%)    | 25 (10.4%)  | <0.001  |
| Rarely  | 15 (34.9%) | 36 (42.9%) | 45 (43.7%)  | 42 (33.3%)  | 109 (45.4%) |         |
| Sometimes   | 17 (39.5%) | 19 (22.6%) | 32 (31.1%)  | 42 (33.3%)  | 78 (32.5%)  |         |
| Often   | 4 (9.3%)   | 9 (10.7%)  | 9 (8.7%)    | 27 (21.4%)  | 26 (10.8%)  |         |
| Always  | 0 (0.0%)   | 2 (2.4%)   | 3 (2.9%)    | 9 (7.1%)    | 2 (0.8%)    |         |
| <b>I feel a strong aversion towards my job</b>                  |            |            |             |             |             |         |
| Never   | 18 (41.9%) | 49 (58.3%) | 54 (53.5%)  | 41 (32.5%)  | 123 (51.2%) | <0.001  |
| Rarely  | 18 (41.9%) | 22 (26.2%) | 30 (29.7%)  | 40 (31.7%)  | 76 (31.7%)  |         |
| Sometimes   | 7 (16.3%)  | 5 (6.0%)   | 10 (9.9%)   | 29 (23.0%)  | 34 (14.2%)  |         |
| Often   | 0 (0.0%)   | 7 (8.3%)   | 5 (5.0%)    | 9 (7.1%)    | 6 (2.5%)    |         |
| Always  | 0 (0.0%)   | 1 (1.2%)   | 2 (2.0%)    | 7 (5.6%)    | 1 (0.4%)    |         |

|   | Be         | Fr         | La         | Zh         | Others      | p-value |
|---|------------|------------|------------|------------|-------------|---------|
| I'm cynical about what my work means to others                    |            |            |            |            |             |         |
| Never   | 12 (27.9%) | 32 (39.0%) | 31 (30.7%) | 20 (16.0%) | 67 (28.2%)  | 0.011   |
| Rarely  | 14 (32.6%) | 19 (23.2%) | 25 (24.8%) | 29 (23.2%) | 68 (28.6%)  |         |
| Sometimes   | 11 (25.6%) | 11 (13.4%) | 23 (22.8%) | 35 (28.0%) | 63 (26.5%)  |         |
| Often   | 5 (11.6%)  | 15 (18.3%) | 16 (15.8%) | 25 (20.0%) | 29 (12.2%)  |         |
| Always  | 1 (2.3%)   | 5 (6.1%)   | 6 (5.9%)   | 16 (12.8%) | 11 (4.6%)   |         |
| At work, I have trouble staying focused                           |            |            |            |            |             |         |
| Never   | 3 (7.0%)   | 6 (7.1%)   | 1 (1.0%)   | 6 (4.8%)   | 10 (4.2%)   | 0.196   |
| Rarely  | 15 (34.9%) | 25 (29.8%) | 26 (25.5%) | 23 (18.3%) | 74 (30.8%)  |         |
| Sometimes   | 19 (44.2%) | 35 (41.7%) | 55 (53.9%) | 60 (47.6%) | 101 (42.1%) |         |
| Often   | 4 (9.3%)   | 15 (17.9%) | 17 (16.7%) | 34 (27.0%) | 48 (20.0%)  |         |
| Always  | 2 (4.7%)   | 3 (3.6%)   | 3 (2.9%)   | 3 (2.4%)   | 7 (2.9%)    |         |
| When I'm working, I have trouble concentrating                    |            |            |            |            |             |         |
| Never   | 2 (4.7%)   | 9 (10.7%)  | 1 (1.0%)   | 4 (3.2%)   | 9 (3.8%)    | 0.097   |
| Rarely  | 18 (41.9%) | 26 (31.0%) | 36 (35.3%) | 31 (24.6%) | 86 (35.8%)  |         |
| Sometimes   | 16 (37.2%) | 31 (36.9%) | 47 (46.1%) | 57 (45.2%) | 90 (37.5%)  |         |
| Often   | 7 (16.3%)  | 15 (17.9%) | 14 (13.7%) | 29 (23.0%) | 49 (20.4%)  |         |
| Always  | 0 (0.0%)   | 3 (3.6%)   | 4 (3.9%)   | 5 (4.0%)   | 6 (2.5%)    |         |
| I make mistakes in my work because I have my mind on other things |            |            |            |            |             |         |
| Never   | 10 (23.3%) | 16 (19.0%) | 19 (18.8%) | 10 (7.9%)  | 35 (14.6%)  | 0.266   |
| Rarely  | 16 (37.2%) | 46 (54.8%) | 59 (58.4%) | 76 (60.3%) | 129 (54.0%) |         |
| Sometimes   | 15 (34.9%) | 18 (21.4%) | 19 (18.8%) | 33 (26.2%) | 65 (27.2%)  |         |
| Often   | 2 (4.7%)   | 4 (4.8%)   | 4 (4.0%)   | 5 (4.0%)   | 8 (3.3%)    |         |
| Always  | 0 (0.0%)   | 0 (0.0%)   | 0 (0.0%)   | 2 (1.6%)   | 2 (0.8%)    |         |
| I do not recognize myself in the way I react emotionally at work  |            |            |            |            |             |         |
| Never   | 19 (44.2%) | 34 (41.0%) | 43 (42.6%) | 57 (46.0%) | 115 (48.1%) | 0.167   |
| Rarely  | 19 (44.2%) | 32 (38.6%) | 31 (30.7%) | 37 (29.8%) | 68 (28.5%)  |         |
| Sometimes   | 4 (9.3%)   | 11 (13.3%) | 17 (16.8%) | 22 (17.7%) | 47 (19.7%)  |         |
| Often   | 0 (0.0%)   | 6 (7.2%)   | 7 (6.9%)   | 6 (4.8%)   | 9 (3.8%)    |         |
| Always  | 1 (2.3%)   | 0 (0.0%)   | 3 (3.0%)   | 2 (1.6%)   | 0 (0.0%)    |         |

|   | Be            | Fr            | La            | Zh            | Others        | p-value |
|---|---------------|---------------|---------------|---------------|---------------|---------|
| At work I may overreact unintentionally       |               |               |               |               |               |         |
| Never   | 12 (27.9%)    | 28 (33.7%)    | 33 (32.4%)    | 51 (40.5%)    | 88 (36.7%)    | 0.433   |
| Rarely  | 24 (55.8%)    | 31 (37.3%)    | 38 (37.3%)    | 49 (38.9%)    | 91 (37.9%)    |         |
| Sometimes                                     | 7 (16.3%)     | 19 (22.9%)    | 21 (20.6%)    | 21 (16.7%)    | 47 (19.6%)    |         |
| Often   | 0 (0.0%)      | 5 (6.0%)      | 8 (7.8%)      | 5 (4.0%)      | 13 (5.4%)     |         |
| Always  | 0 (0.0%)      | 0 (0.0%)      | 2 (2.0%)      | 0 (0.0%)      | 1 (0.4%)      |         |
| At work, I feel unable to control my emotions |               |               |               |               |               |         |
| Never   | 16 (37.2%)    | 38 (45.8%)    | 36 (35.3%)    | 62 (49.2%)    | 101 (42.1%)   | 0.670   |
| Rarely  | 21 (48.8%)    | 31 (37.3%)    | 40 (39.2%)    | 47 (37.3%)    | 94 (39.2%)    |         |
| Sometimes                                     | 6 (14.0%)     | 10 (12.0%)    | 18 (17.6%)    | 12 (9.5%)     | 34 (14.2%)    |         |
| Often   | 0 (0.0%)      | 3 (3.6%)      | 7 (6.9%)      | 5 (4.0%)      | 10 (4.2%)     |         |
| Always  | 0 (0.0%)      | 1 (1.2%)      | 1 (1.0%)      | 0 (0.0%)      | 1 (0.4%)      |         |
| Burnout score                                 | 2.353 (0.489) | 2.321 (0.674) | 2.440 (0.682) | 2.589 (0.644) | 2.373 (0.579) | 0.009   |

Table 38. Brief Resilience Scale, comparison between Swiss universities

|  | Be         | Fr         | La          | Zh          | Others      | p-value |
|--|------------|------------|-------------|-------------|-------------|---------|
| N  | 43 (7.2%)  | 84 (14.1%) | 103 (17.3%) | 126 (21.1%) | 240 (40.3%) |         |
| I tend to bounce back quickly after hard times         |            |            |             |             |             |         |
| Strongly disagree                                      | 0 (0.0%)   | 0 (0.0%)   | 3 (2.9%)    | 3 (2.4%)    | 2 (0.8%)    | 0.035   |
| Disagree   | 4 (9.3%)   | 13 (15.5%) | 11 (10.7%)  | 31 (24.6%)  | 32 (13.4%)  |         |
| Neutral  | 12 (27.9%) | 24 (28.6%) | 21 (20.4%)  | 37 (29.4%)  | 59 (24.7%)  |         |
| Agree  | 15 (34.9%) | 30 (35.7%) | 45 (43.7%)  | 41 (32.5%)  | 103 (43.1%) |         |
| Strongly agree   | 12 (27.9%) | 17 (20.2%) | 23 (22.3%)  | 14 (11.1%)  | 43 (18.0%)  |         |
| I have a hard time making it through stressful events. |            |            |             |             |             |         |
| Strongly agree   | 0 (0.0%)   | 5 (6.0%)   | 8 (7.8%)    | 6 (4.8%)    | 7 (2.9%)    | 0.316   |
| Agree  | 14 (32.6%) | 21 (25.0%) | 20 (19.6%)  | 29 (23.0%)  | 50 (20.8%)  |         |
| Neutral  | 11 (25.6%) | 19 (22.6%) | 24 (23.5%)  | 33 (26.2%)  | 55 (22.9%)  |         |
| Disagree   | 13 (30.2%) | 27 (32.1%) | 41 (40.2%)  | 52 (41.3%)  | 104 (43.3%) |         |
| Strongly disagree                                      | 5 (11.6%)  | 12 (14.3%) | 9 (8.8%)    | 6 (4.8%)    | 24 (10.0%)  |         |
| It does not take me long to                            |            |            |             |             |             |         |

|   | Be            | Fr            | La            | Zh            | Others        | p-value |
|---|---------------|---------------|---------------|---------------|---------------|---------|
| recover from a stressful event.                             |               |               |               |               |               |         |
| Strongly disagree   | 0 (0.0%)      | 5 (6.0%)      | 3 (2.9%)      | 4 (3.2%)      | 5 (2.1%)      | 0.251   |
| Disagree  | 8 (18.6%)     | 19 (22.6%)    | 21 (20.6%)    | 39 (31.0%)    | 61 (25.4%)    |         |
| Neutral   | 11 (25.6%)    | 19 (22.6%)    | 23 (22.5%)    | 39 (31.0%)    | 53 (22.1%)    |         |
| Agree   | 17 (39.5%)    | 30 (35.7%)    | 44 (43.1%)    | 35 (27.8%)    | 87 (36.2%)    |         |
| Strongly agree  | 7 (16.3%)     | 11 (13.1%)    | 11 (10.8%)    | 9 (7.1%)      | 34 (14.2%)    |         |
| It is hard for me to snap back when something bad happens.  |               |               |               |               |               |         |
| Strongly agree  | 0 (0.0%)      | 10 (12.0%)    | 11 (10.8%)    | 3 (2.4%)      | 6 (2.5%)      | 0.010   |
| Agree   | 11 (26.2%)    | 21 (25.3%)    | 18 (17.6%)    | 36 (29.0%)    | 63 (26.5%)    |         |
| Neutral   | 10 (23.8%)    | 21 (25.3%)    | 25 (24.5%)    | 36 (29.0%)    | 63 (26.5%)    |         |
| Disagree  | 16 (38.1%)    | 26 (31.3%)    | 43 (42.2%)    | 46 (37.1%)    | 91 (38.2%)    |         |
| Strongly disagree   | 5 (11.9%)     | 5 (6.0%)      | 5 (4.9%)      | 3 (2.4%)      | 15 (6.3%)     |         |
| I usually come through difficult times with little trouble  |               |               |               |               |               |         |
| Strongly disagree   | 0 (0.0%)      | 5 (6.0%)      | 2 (1.9%)      | 3 (2.4%)      | 1 (0.4%)      | 0.264   |
| Disagree  | 8 (18.6%)     | 24 (28.6%)    | 22 (21.4%)    | 31 (24.6%)    | 53 (22.2%)    |         |
| Neutral   | 17 (39.5%)    | 18 (21.4%)    | 28 (27.2%)    | 40 (31.7%)    | 82 (34.3%)    |         |
| Agree   | 14 (32.6%)    | 29 (34.5%)    | 41 (39.8%)    | 42 (33.3%)    | 83 (34.7%)    |         |
| Strongly agree  | 4 (9.3%)      | 8 (9.5%)      | 10 (9.7%)     | 10 (7.9%)     | 20 (8.4%)     |         |
| I tend to take a long time to get over set-backs in my life |               |               |               |               |               |         |
| Strongly agree  | 1 (2.3%)      | 3 (3.6%)      | 3 (3.0%)      | 1 (0.8%)      | 5 (2.1%)      | 0.634   |
| Agree   | 7 (16.3%)     | 17 (20.5%)    | 18 (18.0%)    | 32 (25.6%)    | 53 (22.4%)    |         |
| Neutral   | 11 (25.6%)    | 16 (19.3%)    | 28 (28.0%)    | 39 (31.2%)    | 59 (24.9%)    |         |
| Disagree  | 18 (41.9%)    | 36 (43.4%)    | 44 (44.0%)    | 46 (36.8%)    | 94 (39.7%)    |         |
| Strongly disagree   | 6 (14.0%)     | 11 (13.3%)    | 7 (7.0%)      | 7 (5.6%)      | 26 (11.0%)    |         |
| Resilience score  | 3.456 (0.763) | 3.273 (0.859) | 3.360 (0.822) | 3.163 (0.740) | 3.364 (0.739) | 0.098   |

**Table 39. Stress and anxiety, comparison between Swiss universities**

|   | Be            | Fr            | La            | Zh            | Others        | p-value |
|---|---------------|---------------|---------------|---------------|---------------|---------|
| N   | 43 (7.2%)     | 84 (14.1%)    | 103 (17.3%)   | 126 (21.1%)   | 240 (40.3%)   |         |
| I found it hard to wind down  |               |               |               |               |               |         |
| Did not apply to me at all  | 14 (32.6%)    | 26 (32.1%)    | 24 (24.0%)    | 29 (23.0%)    | 63 (26.2%)    | 0.947   |
| Applied to me to some degree  | 14 (32.6%)    | 34 (42.0%)    | 42 (42.0%)    | 52 (41.3%)    | 99 (41.2%)    |         |
| Applied to me to a considerable degree, or a good part of the time    | 8 (18.6%)     | 13 (16.0%)    | 20 (20.0%)    | 28 (22.2%)    | 45 (18.8%)    |         |
| Applied to me very much or most of the time                           | 7 (16.3%)     | 8 (9.9%)      | 14 (14.0%)    | 17 (13.5%)    | 33 (13.8%)    |         |
| I was aware of dryness of my mouth                                    | 0.690 (0.950) | 0.395 (0.701) | 0.431 (0.751) | 0.476 (0.791) | 0.443 (0.795) | 0.349   |
| I couldn't seem to experience any positive feeling at all             |               |               |               |               |               |         |
| Did not apply to me at all  | 30 (69.8%)    | 49 (59.8%)    | 59 (57.8%)    | 69 (54.8%)    | 145 (60.4%)   | 0.966   |
| Applied to me to some degree  | 9 (20.9%)     | 24 (29.3%)    | 29 (28.4%)    | 37 (29.4%)    | 65 (27.1%)    |         |
| Applied to me to a considerable degree, or a good part of the time    | 3 (7.0%)      | 7 (8.5%)      | 10 (9.8%)     | 13 (10.3%)    | 19 (7.9%)     |         |
| Applied to me very much or most of the time                           | 1 (2.3%)      | 2 (2.4%)      | 4 (3.9%)      | 7 (5.6%)      | 11 (4.6%)     |         |
| I experienced breathing difficulty (e.g. excessively rapid breathing) |               |               |               |               |               |         |
| Did not apply to me at all  | 33 (76.7%)    | 57 (69.5%)    | 81 (79.4%)    | 93 (73.8%)    | 179 (74.6%)   | 0.889   |
| Applied to me to some degree  | 6 (14.0%)     | 20 (24.4%)    | 14 (13.7%)    | 24 (19.0%)    | 46 (19.2%)    |         |
| Applied to me to a considerable degree, or a good part of the time    | 3 (7.0%)      | 3 (3.7%)      | 6 (5.9%)      | 8 (6.3%)      | 11 (4.6%)     |         |

|  | Be         | Fr         | La         | Zh          | Others      | p-value |
|--|------------|------------|------------|-------------|-------------|---------|
| Applied to me very much or most of the time                        | 1 (2.3%)   | 2 (2.4%)   | 1 (1.0%)   | 1 (0.8%)    | 4 (1.7%)    |         |
| I found it difficult to work up the initiative to do things        |            |            |            |             |             |         |
| Did not apply to me at all   | 13 (30.2%) | 28 (34.1%) | 32 (31.4%) | 27 (21.4%)  | 72 (30.0%)  | 0.292   |
| Applied to me to some degree                                       | 21 (48.8%) | 37 (45.1%) | 44 (43.1%) | 56 (44.4%)  | 114 (47.5%) |         |
| Applied to me to a considerable degree, or a good part of the time | 5 (11.6%)  | 12 (14.6%) | 12 (11.8%) | 28 (22.2%)  | 37 (15.4%)  |         |
| Applied to me very much or most of the time                        | 4 (9.3%)   | 5 (6.1%)   | 14 (13.7%) | 15 (11.9%)  | 17 (7.1%)   |         |
| I tended to over-react to situations                               |            |            |            |             |             |         |
| Did not apply to me at all   | 27 (62.8%) | 45 (55.6%) | 48 (47.1%) | 59 (46.8%)  | 136 (57.1%) | 0.007   |
| Applied to me to some degree                                       | 14 (32.6%) | 19 (23.5%) | 39 (38.2%) | 55 (43.7%)  | 76 (31.9%)  |         |
| Applied to me to a considerable degree, or a good part of the time | 1 (2.3%)   | 12 (14.8%) | 11 (10.8%) | 11 (8.7%)   | 25 (10.5%)  |         |
| Applied to me very much or most of the time                        | 1 (2.3%)   | 5 (6.2%)   | 4 (3.9%)   | 1 (0.8%)    | 1 (0.4%)    |         |
| I experienced trembling (e.g., in the hands)                       |            |            |            |             |             |         |
| Did not apply to me at all   | 33 (76.7%) | 64 (78.0%) | 86 (84.3%) | 103 (81.7%) | 205 (85.8%) | 0.277   |
| Applied to me to some degree                                       | 7 (16.3%)  | 14 (17.1%) | 13 (12.7%) | 14 (11.1%)  | 21 (8.8%)   |         |
| Applied to me to a considerable degree, or a good part of the time | 3 (7.0%)   | 4 (4.9%)   | 2 (2.0%)   | 8 (6.3%)    | 7 (2.9%)    |         |
| Applied to me very much or most of the time                        | 0 (0.0%)   | 0 (0.0%)   | 1 (1.0%)   | 1 (0.8%)    | 6 (2.5%)    |         |
| I felt that I was using a lot of nervous energy                    |            |            |            |             |             |         |

|   | Be         | Fr         | La         | Zh         | Others      | p-value |
|---|------------|------------|------------|------------|-------------|---------|
| Did not apply to me at all  | 14 (32.6%) | 24 (29.6%) | 31 (30.4%) | 39 (31.2%) | 74 (31.0%)  | 0.969   |
| Applied to me to some degree  | 14 (32.6%) | 32 (39.5%) | 40 (39.2%) | 47 (37.6%) | 96 (40.2%)  |         |
| Applied to me to a considerable degree, or a good part of the time              | 11 (25.6%) | 15 (18.5%) | 17 (16.7%) | 28 (22.4%) | 41 (17.2%)  |         |
| Applied to me very much or most of the time                                     | 4 (9.3%)   | 10 (12.3%) | 14 (13.7%) | 11 (8.8%)  | 28 (11.7%)  |         |
| I was worried about situations in which I might panic and make a fool of myself |            |            |            |            |             | 0.778   |
| Did not apply to me at all  | 24 (55.8%) | 47 (57.3%) | 56 (55.4%) | 81 (64.3%) | 135 (56.2%) |         |
| Applied to me to some degree  | 11 (25.6%) | 16 (19.5%) | 28 (27.7%) | 30 (23.8%) | 66 (27.5%)  |         |
| Applied to me to a considerable degree, or a good part of the time              | 4 (9.3%)   | 12 (14.6%) | 12 (11.9%) | 9 (7.1%)   | 25 (10.4%)  |         |
| Applied to me very much or most of the time                                     | 4 (9.3%)   | 7 (8.5%)   | 5 (5.0%)   | 6 (4.8%)   | 14 (5.8%)   |         |
| I felt that I had nothing to look forward to                                    |            |            |            |            |             | 0.940   |
| Did not apply to me at all  | 25 (58.1%) | 50 (61.0%) | 58 (56.9%) | 68 (54.0%) | 145 (60.4%) |         |
| Applied to me to some degree  | 12 (27.9%) | 16 (19.5%) | 23 (22.5%) | 35 (27.8%) | 57 (23.8%)  |         |
| Applied to me to a considerable degree, or a good part of the time              | 4 (9.3%)   | 8 (9.8%)   | 14 (13.7%) | 15 (11.9%) | 23 (9.6%)   |         |
| Applied to me very much or most of the time                                     | 2 (4.7%)   | 8 (9.8%)   | 7 (6.9%)   | 8 (6.3%)   | 15 (6.2%)   |         |
| I found myself getting agitated   |            |            |            |            |             | 0.076   |
| Did not apply to me at all  | 20 (46.5%) | 41 (50.0%) | 48 (47.1%) | 61 (48.4%) | 113 (47.1%) |         |
| Applied to me to some degree  | 18 (41.9%) | 19 (23.2%) | 39 (38.2%) | 38 (30.2%) | 78 (32.5%)  |         |
| Applied to me to a considerable degree  | 5 (11.6%)  | 14 (17.1%) | 5 (4.9%)   | 21 (16.7%) | 36 (15.0%)  |         |

8 Appendix 2: Comparison across Swiss higher education institutions

|   | Be         | Fr         | La         | Zh         | Others      | p-value |
|---|------------|------------|------------|------------|-------------|---------|
| degree, or a good part of the time  |            |            |            |            |             |         |
| Applied to me very much or most of the time                                     | 0 (0.0%)   | 8 (9.8%)   | 10 (9.8%)  | 6 (4.8%)   | 13 (5.4%)   |         |
| I found it difficult to relax   |            |            |            |            |             |         |
| Did not apply to me at all  | 11 (25.6%) | 24 (29.6%) | 27 (26.2%) | 26 (20.6%) | 59 (24.6%)  | 0.696   |
| Applied to me to some degree  | 15 (34.9%) | 27 (33.3%) | 41 (39.8%) | 49 (38.9%) | 85 (35.4%)  |         |
| Applied to me to a considerable degree, or a good part of the time              | 12 (27.9%) | 16 (19.8%) | 16 (15.5%) | 22 (17.5%) | 55 (22.9%)  |         |
| Applied to me very much or most of the time                                     | 5 (11.6%)  | 14 (17.3%) | 19 (18.4%) | 29 (23.0%) | 41 (17.1%)  |         |
| I felt down-hearted and blue  |            |            |            |            |             |         |
| Did not apply to me at all  | 19 (44.2%) | 31 (38.3%) | 42 (41.2%) | 46 (36.5%) | 99 (41.2%)  | 0.925   |
| Applied to me to some degree  | 18 (41.9%) | 28 (34.6%) | 35 (34.3%) | 43 (34.1%) | 79 (32.9%)  |         |
| Applied to me to a considerable degree, or a good part of the time              | 4 (9.3%)   | 13 (16.0%) | 16 (15.7%) | 21 (16.7%) | 41 (17.1%)  |         |
| Applied to me very much or most of the time                                     | 2 (4.7%)   | 9 (11.1%)  | 9 (8.8%)   | 16 (12.7%) | 21 (8.8%)   |         |
| I was intolerant of anything that kept me from getting on with what I was doing |            |            |            |            |             |         |
| Did not apply to me at all  | 26 (60.5%) | 39 (48.8%) | 52 (51.5%) | 58 (46.4%) | 112 (47.7%) | 0.670   |
| Applied to me to some degree  | 13 (30.2%) | 26 (32.5%) | 32 (31.7%) | 42 (33.6%) | 85 (36.2%)  |         |
| Applied to me to a considerable degree, or a good part of the time              | 2 (4.7%)   | 8 (10.0%)  | 10 (9.9%)  | 20 (16.0%) | 27 (11.5%)  |         |
| Applied to me very much or most of the time                                     | 2 (4.7%)   | 7 (8.8%)   | 7 (6.9%)   | 5 (4.0%)   | 11 (4.7%)   |         |

|  | Be         | Fr         | La         | Zh         | Others      | p-value |
|--|------------|------------|------------|------------|-------------|---------|
| <b>I felt I was close to panic</b>                                 |            |            |            |            |             |         |
| Did not apply to me at all   | 34 (79.1%) | 60 (73.2%) | 75 (73.5%) | 90 (71.4%) | 164 (68.3%) | 0.504   |
| Applied to me to some degree                                       | 5 (11.6%)  | 11 (13.4%) | 19 (18.6%) | 22 (17.5%) | 49 (20.4%)  |         |
| Applied to me to a considerable degree, or a good part of the time | 3 (7.0%)   | 9 (11.0%)  | 2 (2.0%)   | 9 (7.1%)   | 19 (7.9%)   |         |
| Applied to me very much or most of the time                        | 1 (2.3%)   | 2 (2.4%)   | 6 (5.9%)   | 5 (4.0%)   | 8 (3.3%)    |         |
| <b>I was unable to become enthusiastic about anything</b>          |            |            |            |            |             |         |
| Did not apply to me at all   | 27 (62.8%) | 57 (69.5%) | 56 (54.9%) | 63 (50.0%) | 132 (55.0%) | 0.089   |
| Applied to me to some degree                                       | 13 (30.2%) | 17 (20.7%) | 31 (30.4%) | 35 (27.8%) | 78 (32.5%)  |         |
| Applied to me to a considerable degree, or a good part of the time | 1 (2.3%)   | 5 (6.1%)   | 9 (8.8%)   | 20 (15.9%) | 24 (10.0%)  |         |
| Applied to me very much or most of the time                        | 2 (4.7%)   | 3 (3.7%)   | 6 (5.9%)   | 8 (6.3%)   | 6 (2.5%)    |         |
| <b>I felt I wasn't worth much as a person</b>                      |            |            |            |            |             |         |
| Did not apply to me at all   | 25 (58.1%) | 40 (48.8%) | 68 (66.7%) | 73 (58.4%) | 124 (51.7%) | 0.275   |
| Applied to me to some degree                                       | 12 (27.9%) | 24 (29.3%) | 16 (15.7%) | 25 (20.0%) | 67 (27.9%)  |         |
| Applied to me to a considerable degree, or a good part of the time | 4 (9.3%)   | 9 (11.0%)  | 10 (9.8%)  | 16 (12.8%) | 34 (14.2%)  |         |
| Applied to me very much or most of the time                        | 2 (4.7%)   | 9 (11.0%)  | 8 (7.8%)   | 11 (8.8%)  | 15 (6.2%)   |         |
| <b>I felt that I was rather touchy</b>                             |            |            |            |            |             |         |
| Did not apply to me at all   | 17 (39.5%) | 36 (44.4%) | 49 (48.0%) | 61 (48.8%) | 120 (50.2%) | 0.196   |
| Applied to me to some degree                                       | 21 (48.8%) | 25 (30.9%) | 35 (34.3%) | 36 (28.8%) | 79 (33.1%)  |         |

|   | Be         | Fr         | La         | Zh         | Others      | p-value |
|---|------------|------------|------------|------------|-------------|---------|
| Applied to me to a considerable degree, or a good part of the time        | 5 (11.6%)  | 11 (13.6%) | 11 (10.8%) | 22 (17.6%) | 30 (12.6%)  |         |
| Applied to me very much or most of the time                               | 0 (0.0%)   | 9 (11.1%)  | 7 (6.9%)   | 6 (4.8%)   | 10 (4.2%)   |         |
| I was aware of the action of my heart in the absence of physical exertion |            |            |            |            |             |         |
| Did not apply to me at all  | 27 (64.3%) | 54 (65.9%) | 72 (71.3%) | 80 (64.0%) | 156 (65.0%) | 0.583   |
| Applied to me to some degree  | 10 (23.8%) | 12 (14.6%) | 20 (19.8%) | 24 (19.2%) | 54 (22.5%)  |         |
| Applied to me to a considerable degree, or a good part of the time        | 2 (4.8%)   | 12 (14.6%) | 7 (6.9%)   | 13 (10.4%) | 20 (8.3%)   |         |
| Applied to me very much or most of the time                               | 3 (7.1%)   | 4 (4.9%)   | 2 (2.0%)   | 8 (6.4%)   | 10 (4.2%)   |         |
| I felt scared without any good reason                                     |            |            |            |            |             |         |
| Did not apply to me at all  | 28 (65.1%) | 54 (65.9%) | 69 (67.6%) | 85 (68.0%) | 156 (65.3%) | 0.505   |
| Applied to me to some degree  | 13 (30.2%) | 15 (18.3%) | 24 (23.5%) | 25 (20.0%) | 56 (23.4%)  |         |
| Applied to me to a considerable degree, or a good part of the time        | 0 (0.0%)   | 9 (11.0%)  | 5 (4.9%)   | 9 (7.2%)   | 22 (9.2%)   |         |
| Applied to me very much or most of the time                               | 2 (4.7%)   | 4 (4.9%)   | 4 (3.9%)   | 6 (4.8%)   | 5 (2.1%)    |         |
| I felt that life was meaningless  |            |            |            |            |             |         |
| Did not apply to me at all  | 37 (86.0%) | 58 (70.7%) | 70 (69.3%) | 89 (70.6%) | 167 (69.9%) | 0.405   |
| Applied to me to some degree  | 4 (9.3%)   | 18 (22.0%) | 19 (18.8%) | 18 (14.3%) | 42 (17.6%)  |         |
| Applied to me to a considerable degree, or a good part of the time        | 1 (2.3%)   | 2 (2.4%)   | 6 (5.9%)   | 11 (8.7%)  | 21 (8.8%)   |         |

|   | Be            | Fr            | La            | Zh            | Others        | p-value |
|---|---------------|---------------|---------------|---------------|---------------|---------|
| Applied to me very much or most of the time | 1 (2.3%)      | 4 (4.9%)      | 6 (5.9%)      | 8 (6.3%)      | 9 (3.8%)      |         |
| Stress score                                | 0.636 (0.490) | 0.697 (0.611) | 0.701 (0.598) | 0.743 (0.590) | 0.688 (0.527) | 0.844   |

Table 40. Wellbeing, comparison between Swiss universities

|  | Be         | Fr         | La          | Zh          | Others      | p-value |
|--|------------|------------|-------------|-------------|-------------|---------|
| N  | 43 (7.2%)  | 84 (14.1%) | 103 (17.3%) | 126 (21.1%) | 240 (40.3%) |         |
| I have felt cheerful and in good spirits |            |            |             |             |             |         |
| At no time                               | 0 (0.0%)   | 1 (1.2%)   | 3 (2.9%)    | 7 (5.6%)    | 4 (1.7%)    | 0.294   |
| Some of the time                         | 6 (14.0%)  | 17 (20.7%) | 14 (13.7%)  | 28 (22.2%)  | 42 (17.5%)  |         |
| Less than half of the time               | 9 (20.9%)  | 10 (12.2%) | 14 (13.7%)  | 27 (21.4%)  | 39 (16.2%)  |         |
| More than half of the time               | 14 (32.6%) | 26 (31.7%) | 31 (30.4%)  | 35 (27.8%)  | 72 (30.0%)  |         |
| Most of the time                         | 13 (30.2%) | 24 (29.3%) | 37 (36.3%)  | 29 (23.0%)  | 75 (31.2%)  |         |
| All of the time                          | 1 (2.3%)   | 4 (4.9%)   | 3 (2.9%)    | 0 (0.0%)    | 8 (3.3%)    |         |
| I have felt calm and relaxed             |            |            |             |             |             |         |
| At no time                               | 2 (4.7%)   | 5 (6.1%)   | 8 (7.8%)    | 7 (5.6%)    | 17 (7.1%)   | 0.667   |
| Some of the time                         | 10 (23.3%) | 20 (24.4%) | 16 (15.5%)  | 39 (31.0%)  | 50 (20.8%)  |         |
| Less than half of the time               | 9 (20.9%)  | 19 (23.2%) | 24 (23.3%)  | 26 (20.6%)  | 48 (20.0%)  |         |
| More than half of the time               | 13 (30.2%) | 17 (20.7%) | 26 (25.2%)  | 34 (27.0%)  | 71 (29.6%)  |         |
| Most of the time                         | 9 (20.9%)  | 17 (20.7%) | 25 (24.3%)  | 18 (14.3%)  | 48 (20.0%)  |         |
| All of the time                          | 0 (0.0%)   | 4 (4.9%)   | 4 (3.9%)    | 2 (1.6%)    | 6 (2.5%)    |         |
| I have felt active and vigorous          |            |            |             |             |             |         |
| At no time                               | 2 (4.7%)   | 7 (8.5%)   | 5 (4.9%)    | 11 (8.7%)   | 12 (5.0%)   | 0.556   |
| Some of the time                         | 7 (16.3%)  | 12 (14.6%) | 20 (19.4%)  | 36 (28.6%)  | 52 (21.7%)  |         |
| Less than half of the time               | 11 (25.6%) | 16 (19.5%) | 22 (21.4%)  | 31 (24.6%)  | 50 (20.8%)  |         |
| More than half of the time               | 13 (30.2%) | 27 (32.9%) | 28 (27.2%)  | 24 (19.0%)  | 65 (27.1%)  |         |
| Most of the time                         | 8 (18.6%)  | 17 (20.7%) | 26 (25.2%)  | 23 (18.3%)  | 53 (22.1%)  |         |
| All of the time                          | 2 (4.7%)   | 3 (3.7%)   | 2 (1.9%)    | 1 (0.8%)    | 8 (3.3%)    |         |

|  | Be            | Fr            | La            | Zh            | Others        | p-value |
|--|---------------|---------------|---------------|---------------|---------------|---------|
| I woke up feeling fresh and rested                         |               |               |               |               |               |         |
| At no time   | 6 (14.0%)     | 15 (18.3%)    | 20 (19.4%)    | 33 (26.4%)    | 49 (20.4%)    | 0.220   |
| Some of the time   | 10 (23.3%)    | 20 (24.4%)    | 17 (16.5%)    | 31 (24.8%)    | 51 (21.2%)    |         |
| Less than half of the time                                 | 11 (25.6%)    | 19 (23.2%)    | 24 (23.3%)    | 20 (16.0%)    | 49 (20.4%)    |         |
| More than half of the time                                 | 8 (18.6%)     | 14 (17.1%)    | 26 (25.2%)    | 34 (27.2%)    | 51 (21.2%)    |         |
| Most of the time   | 8 (18.6%)     | 10 (12.2%)    | 14 (13.6%)    | 7 (5.6%)      | 32 (13.3%)    |         |
| All of the time  | 0 (0.0%)      | 4 (4.9%)      | 2 (1.9%)      | 0 (0.0%)      | 8 (3.3%)      |         |
| My daily life has been filled with things that interest me |               |               |               |               |               |         |
| At no time   | 0 (0.0%)      | 2 (2.4%)      | 3 (2.9%)      | 7 (5.6%)      | 2 (0.8%)      | 0.067   |
| Some of the time   | 5 (11.6%)     | 14 (17.1%)    | 15 (14.6%)    | 28 (22.2%)    | 35 (14.7%)    |         |
| Less than half of the time                                 | 8 (18.6%)     | 8 (9.8%)      | 14 (13.6%)    | 28 (22.2%)    | 30 (12.6%)    |         |
| More than half of the time                                 | 14 (32.6%)    | 25 (30.5%)    | 26 (25.2%)    | 26 (20.6%)    | 66 (27.7%)    |         |
| Most of the time   | 13 (30.2%)    | 23 (28.0%)    | 36 (35.0%)    | 31 (24.6%)    | 81 (34.0%)    |         |
| All of the time  | 3 (7.0%)      | 10 (12.2%)    | 9 (8.7%)      | 6 (4.8%)      | 24 (10.1%)    |         |
| Wellbeing score  | 2.577 (0.990) | 2.544 (1.157) | 2.607 (1.120) | 2.167 (1.090) | 2.555 (1.080) | 0.010   |

Table 41. Work description, comparison between Swiss universities

|   | Be         | Fr         | La          | Zh          | Others      | p-value |
|---|------------|------------|-------------|-------------|-------------|---------|
| N   | 43 (7.2%)  | 84 (14.1%) | 103 (17.3%) | 126 (21.1%) | 240 (40.3%) |         |
| Do you have additional place(s) of work or study next to your main one? |            |            |             |             |             |         |
| No  | 30 (69.8%) | 35 (42.2%) | 71 (69.6%)  | 96 (76.2%)  | 144 (60.3%) | <0.001  |
| Yes   | 13 (30.2%) | 48 (57.8%) | 31 (30.4%)  | 30 (23.8%)  | 95 (39.7%)  |         |
| When does your current employment contract/stipend end?                 |            |            |             |             |             |         |
| I don't have a contract/stipend   | 1 (2.4%)   | 0 (0.0%)   | 1 (1.0%)    | 1 (0.8%)    | 1 (0.4%)    | 0.001   |

|  | Be              | Fr              | La              | Zh              | Others          | p-value |
|--|-----------------|-----------------|-----------------|-----------------|-----------------|---------|
| I have a permanent position  | 12 (28.6%)      | 23 (28.0%)      | 28 (28.6%)      | 12 (9.5%)       | 85 (36.5%)      |         |
| In 1-2 years   | 6 (14.3%)       | 10 (12.2%)      | 19 (19.4%)      | 18 (14.3%)      | 26 (11.2%)      |         |
| In 2-3 years   | 4 (9.5%)        | 10 (12.2%)      | 17 (17.3%)      | 22 (17.5%)      | 34 (14.6%)      |         |
| In more than 3 years   | 3 (7.1%)        | 10 (12.2%)      | 8 (8.2%)        | 10 (7.9%)       | 18 (7.7%)       |         |
| Within the next 12 months  | 16 (38.1%)      | 29 (35.4%)      | 25 (25.5%)      | 63 (50.0%)      | 69 (29.6%)      |         |
| When does your current employment contract/stipend end? - I have a tenure track  |                 |                 |                 |                 |                 |         |
| False  | 41 (97.6%)      | 80 (97.6%)      | 98 (98.0%)      | 125 (99.2%)     | 223 (94.9%)     | 0.198   |
| True   | 1 (2.4%)        | 2 (2.4%)        | 2 (2.0%)        | 1 (0.8%)        | 12 (5.1%)       |         |
| Approximate percentage of working hours spend for: Teaching (incl. preparation)  | 10.233 (12.196) | 23.595 (23.869) | 14.447 (16.250) | 13.095 (14.919) | 16.242 (14.919) | <0.001  |
| Approximate percentage of working hours spend for: Research                      | 50.930 (21.471) | 42.738 (26.810) | 50.796 (27.482) | 54.905 (25.565) | 47.888 (26.174) | 0.016   |
| Approximate percentage of working hours spend for: Applying for Research Funding | 8.488 (8.628)   | 4.405 (8.943)   | 6.660 (11.934)  | 5.310 (10.360)  | 7.254 (10.018)  | 0.087   |
| Approximate percentage of working hours spend for: Mentoring                     | 9.651 (9.089)   | 8.202 (11.184)  | 8.408 (8.993)   | 7.000 (8.097)   | 7.0179 (7.898)  | 0.281   |
| Approximate percentage of working hours spend for: Administrative tasks          | 15.977 (14.187) | 15.619 (14.049) | 11.845 (10.523) | 11.421 (10.752) | 13.392 (12.300) | 0.047   |
| Approximate percentage of working hours spend for: Other tasks                   | 4.721 (7.401)   | 5.429 (10.050)  | 7.845 (13.860)  | 8.270 (13.700)  | 8.146 (11.593)  | 0.197   |
| Days in the past 12 months spent   |                 |                 |                 |                 |                 |         |

|  | Be         | Fr         | La         | Zh         | Others     | p-value |
|--|------------|------------|------------|------------|------------|---------|
| professional development   |            |            |            |            |            |         |
| 0 days   | 4 (9.8%)   | 17 (22.4%) | 6 (6.1%)   | 5 (4.0%)   | 22 (9.4%)  | 0.029   |
| 1-5 days   | 13 (31.7%) | 22 (28.9%) | 37 (37.4%) | 40 (32.3%) | 82 (35.0%) |         |
| 6-10 days  | 15 (36.6%) | 19 (25.0%) | 25 (25.3%) | 36 (29.0%) | 54 (23.1%) |         |
| 11-15 days   | 6 (14.6%)  | 8 (10.5%)  | 17 (17.2%) | 26 (21.0%) | 31 (13.2%) |         |
| 16-20 days   | 0 (0.0%)   | 4 (5.3%)   | 7 (7.1%)   | 9 (7.3%)   | 21 (9.0%)  |         |
| more than 20 days  | 3 (7.3%)   | 6 (7.9%)   | 7 (7.1%)   | 8 (6.5%)   | 24 (10.3%) |         |
| How often have you seriously considered leaving academia in the past 12 months?  |            |            |            |            |            |         |
| Hardly ever/Almost never   | 10 (23.3%) | 16 (19.3%) | 30 (29.1%) | 15 (11.9%) | 64 (26.9%) | 0.003   |
| Seldom   | 5 (11.6%)  | 11 (13.3%) | 11 (10.7%) | 14 (11.1%) | 43 (18.1%) |         |
| Sometimes  | 15 (34.9%) | 27 (32.5%) | 30 (29.1%) | 30 (23.8%) | 50 (21.0%) |         |
| Often  | 8 (18.6%)  | 16 (19.3%) | 21 (20.4%) | 33 (26.2%) | 51 (21.4%) |         |
| Extremely often/Always   | 5 (11.6%)  | 13 (15.7%) | 11 (10.7%) | 34 (27.0%) | 30 (12.6%) |         |
| I would gen. recom. a career in research & high. ed. to early-career researchers |            |            |            |            |            |         |
| Fully disagree   | 8 (18.6%)  | 13 (15.7%) | 15 (14.9%) | 26 (20.8%) | 33 (14.0%) | 0.071   |
| Somewhat disagree  | 10 (23.3%) | 26 (31.3%) | 25 (24.8%) | 45 (36.0%) | 65 (27.5%) |         |
| Neither disagree /nor agree  | 16 (37.2%) | 28 (33.7%) | 37 (36.6%) | 39 (31.2%) | 74 (31.4%) |         |
| Somewhat agree   | 3 (7.0%)   | 14 (16.9%) | 18 (17.8%) | 12 (9.6%)  | 47 (19.9%) |         |
| Fully agree  | 6 (14.0%)  | 2 (2.4%)   | 6 (5.9%)   | 3 (2.4%)   | 17 (7.2%)  |         |

Figure 23. Histogram of the days in the past 12 months spent professional development

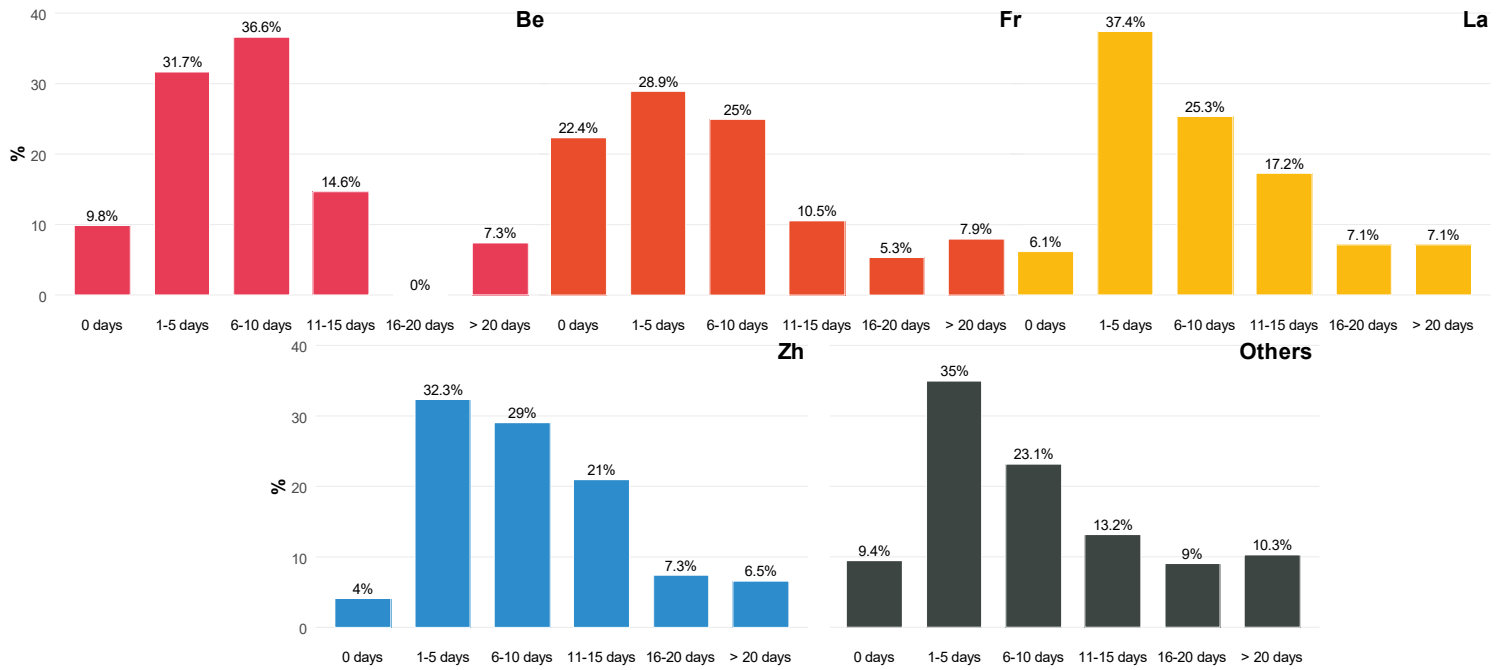


Figure 24. Histogram of the frequency researchers seriously consider leaving academia



**Table 42. COPSOQ predictability, comparison between Swiss universities**

|  | Be            | Fr            | La            | Zh            | Others        | p-value |
|--|---------------|---------------|---------------|---------------|---------------|---------|
| N  | 43 (7.2%)     | 84 (14.1%)    | 103 (17.3%)   | 126 (21.1%)   | 240 (40.3%)   |         |
| Main place of work: Are you informed well in adv. conc. e.g. import. decisions?  |               |               |               |               |               |         |
| To a very little extent  | 10 (23.8%)    | 19 (22.6%)    | 15 (14.7%)    | 31 (24.8%)    | 51 (21.5%)    | 0.770   |
| To a little extent   | 7 (16.7%)     | 12 (14.3%)    | 14 (13.7%)    | 21 (16.8%)    | 28 (11.8%)    |         |
| To some extent   | 11 (26.2%)    | 23 (27.4%)    | 30 (29.4%)    | 33 (26.4%)    | 64 (27.0%)    |         |
| To a large extent  | 11 (26.2%)    | 22 (26.2%)    | 34 (33.3%)    | 26 (20.8%)    | 77 (32.5%)    |         |
| To a very large extent   | 3 (7.1%)      | 8 (9.5%)      | 9 (8.8%)      | 14 (11.2%)    | 17 (7.2%)     |         |
| Do you receive all the information you need in order to do your work/study well? |               |               |               |               |               |         |
| To a very little extent  | 2 (4.7%)      | 9 (10.8%)     | 9 (8.7%)      | 11 (8.7%)     | 14 (5.9%)     | 0.944   |
| To a little extent   | 5 (11.6%)     | 11 (13.3%)    | 14 (13.6%)    | 20 (15.9%)    | 36 (15.1%)    |         |
| To some extent   | 15 (34.9%)    | 22 (26.5%)    | 30 (29.1%)    | 33 (26.2%)    | 81 (33.9%)    |         |
| To a large extent  | 18 (41.9%)    | 31 (37.3%)    | 38 (36.9%)    | 46 (36.5%)    | 86 (36.0%)    |         |
| To a very large extent   | 3 (7.0%)      | 10 (12.0%)    | 12 (11.7%)    | 16 (12.7%)    | 22 (9.2%)     |         |
| Do you often receive contradictory information at work?                          |               |               |               |               |               |         |
| To a very large extent   | 0 (0.0%)      | 7 (8.3%)      | 3 (2.9%)      | 10 (7.9%)     | 10 (4.2%)     | 0.109   |
| To a large extent  | 4 (9.5%)      | 6 (7.1%)      | 16 (15.7%)    | 21 (16.7%)    | 37 (15.5%)    |         |
| To some extent   | 14 (33.3%)    | 21 (25.0%)    | 25 (24.5%)    | 37 (29.4%)    | 64 (26.9%)    |         |
| To a little extent   | 13 (31.0%)    | 16 (19.0%)    | 29 (28.4%)    | 21 (16.7%)    | 63 (26.5%)    |         |
| To a very little extent  | 11 (26.2%)    | 34 (40.5%)    | 29 (28.4%)    | 37 (29.4%)    | 64 (26.9%)    |         |
| Predictability score   | 3.275 (0.840) | 3.292 (1.080) | 3.337 (0.977) | 3.161 (1.044) | 3.252 (0.993) | 0.753   |

**Table 43. Role clarity, comparison between Swiss universities**

|  | Be         | Fr         | La          | Zh          | Others      | p-value |
|--|------------|------------|-------------|-------------|-------------|---------|
| N  | 43 (7.2%)  | 84 (14.1%) | 103 (17.3%) | 126 (21.1%) | 240 (40.3%) |         |
| Do you know exactly how much say you have at work?       |            |            |             |             |             |         |
| To a very little extent                                  | 3 (7.0%)   | 6 (7.1%)   | 11 (10.7%)  | 13 (10.3%)  | 24 (10.3%)  | 0.723   |
| To a little extent                                       | 7 (16.3%)  | 10 (11.9%) | 16 (15.5%)  | 21 (16.7%)  | 29 (12.4%)  |         |
| To some extent   | 12 (27.9%) | 31 (36.9%) | 25 (24.3%)  | 38 (30.2%)  | 87 (37.2%)  |         |
| To a large extent  | 13 (30.2%) | 28 (33.3%) | 37 (35.9%)  | 43 (34.1%)  | 72 (30.8%)  |         |
| To a very large extent                                   | 8 (18.6%)  | 9 (10.7%)  | 14 (13.6%)  | 11 (8.7%)   | 22 (9.4%)   |         |
| Does your work have clear objectives?                    |            |            |             |             |             |         |
| To a very little extent                                  | 3 (7.0%)   | 4 (4.8%)   | 8 (7.8%)    | 10 (7.9%)   | 18 (7.6%)   | 0.346   |
| To a little extent                                       | 4 (9.3%)   | 10 (11.9%) | 12 (11.7%)  | 25 (19.8%)  | 23 (9.7%)   |         |
| To some extent   | 14 (32.6%) | 28 (33.3%) | 26 (25.2%)  | 32 (25.4%)  | 86 (36.1%)  |         |
| To a large extent  | 13 (30.2%) | 30 (35.7%) | 39 (37.9%)  | 46 (36.5%)  | 82 (34.5%)  |         |
| To a very large extent                                   | 9 (20.9%)  | 12 (14.3%) | 18 (17.5%)  | 13 (10.3%)  | 29 (12.2%)  |         |
| Do you know exactly which areas are your responsibility? |            |            |             |             |             |         |
| To a very little extent                                  | 1 (2.4%)   | 7 (8.3%)   | 4 (3.9%)    | 5 (4.0%)    | 13 (5.4%)   | 0.257   |
| To a little extent                                       | 3 (7.1%)   | 9 (10.7%)  | 9 (8.7%)    | 14 (11.1%)  | 15 (6.3%)   |         |
| To some extent   | 12 (28.6%) | 15 (17.9%) | 21 (20.4%)  | 45 (35.7%)  | 72 (30.1%)  |         |
| To a large extent  | 19 (45.2%) | 36 (42.9%) | 51 (49.5%)  | 48 (38.1%)  | 103 (43.1%) |         |
| To a very large extent                                   | 7 (16.7%)  | 17 (20.2%) | 18 (17.5%)  | 14 (11.1%)  | 36 (15.1%)  |         |
| Do you know exactly what is expected of you at work?     |            |            |             |             |             |         |
| To a very little extent                                  | 1 (2.3%)   | 9 (10.7%)  | 6 (5.8%)    | 7 (5.6%)    | 9 (3.8%)    | 0.223   |
| To a little extent                                       | 4 (9.3%)   | 9 (10.7%)  | 13 (12.6%)  | 17 (13.5%)  | 23 (9.6%)   |         |
| To some extent   | 15 (34.9%) | 17 (20.2%) | 29 (28.2%)  | 44 (34.9%)  | 79 (33.1%)  |         |
| To a large extent  | 14 (32.6%) | 38 (45.2%) | 39 (37.9%)  | 45 (35.7%)  | 104 (43.5%) |         |

|                        | Be            | Fr            | La            | Zh            | Others        | p-value |
|------------------------|---------------|---------------|---------------|---------------|---------------|---------|
| To a very large extent | 9 (20.9%)     | 11 (13.1%)    | 16 (15.5%)    | 13 (10.3%)    | 24 (10.0%)    |         |
| Role clarity score     | 3.527 (0.880) | 3.417 (0.910) | 3.461 (0.924) | 3.272 (0.873) | 3.379 (0.828) | 0.382   |

Table 44. Policy perceptions, comparison between Swiss universities

|  | Be         | Fr         | La          | Zh          | Others      | p-value |
|--|------------|------------|-------------|-------------|-------------|---------|
| N  | 43 (7.2%)  | 84 (14.1%) | 103 (17.3%) | 126 (21.1%) | 240 (40.3%) |         |
| Place of work is evaluated to identify potential mental health risks             |            |            |             |             |             |         |
| To a very little extent  | 26 (63.4%) | 50 (70.4%) | 57 (57.0%)  | 89 (73.6%)  | 130 (58.6%) | 0.186   |
| To a little extent   | 9 (22.0%)  | 13 (18.3%) | 18 (18.0%)  | 12 (9.9%)   | 53 (23.9%)  |         |
| To some extent   | 4 (9.8%)   | 7 (9.9%)   | 16 (16.0%)  | 12 (9.9%)   | 27 (12.2%)  |         |
| To a large extent  | 2 (4.9%)   | 1 (1.4%)   | 6 (6.0%)    | 6 (5.0%)    | 10 (4.5%)   |         |
| To a very large extent   | 0 (0.0%)   | 0 (0.0%)   | 3 (3.0%)    | 2 (1.7%)    | 2 (0.9%)    |         |
| Orga. policies/programs to support employees dealing with pers./family issues.   |            |            |             |             |             |         |
| To a very little extent  | 11 (26.8%) | 27 (39.1%) | 26 (27.1%)  | 41 (34.7%)  | 65 (29.0%)  | 0.674   |
| To a little extent   | 15 (36.6%) | 16 (23.2%) | 24 (25.0%)  | 27 (22.9%)  | 54 (24.1%)  |         |
| To some extent   | 10 (24.4%) | 17 (24.6%) | 26 (27.1%)  | 32 (27.1%)  | 57 (25.4%)  |         |
| To a large extent  | 4 (9.8%)   | 6 (8.7%)   | 15 (15.6%)  | 17 (14.4%)  | 39 (17.4%)  |         |
| To a very large extent   | 1 (2.4%)   | 3 (4.3%)   | 5 (5.2%)    | 1 (0.8%)    | 9 (4.0%)    |         |
| Superv. & managers make sure workers can take their earned times away from work. |            |            |             |             |             |         |
| To a very little extent  | 10 (23.8%) | 20 (27.0%) | 21 (21.0%)  | 27 (22.1%)  | 34 (14.7%)  | 0.049   |
| To a little extent   | 10 (23.8%) | 8 (10.8%)  | 9 (9.0%)    | 15 (12.3%)  | 30 (12.9%)  |         |
| To some extent   | 12 (28.6%) | 17 (23.0%) | 17 (17.0%)  | 33 (27.0%)  | 50 (21.6%)  |         |
| To a large extent  | 7 (16.7%)  | 20 (27.0%) | 38 (38.0%)  | 31 (25.4%)  | 71 (30.6%)  |         |
| To a very large extent   | 3 (7.1%)   | 9 (12.2%)  | 15 (15.0%)  | 16 (13.1%)  | 47 (20.3%)  |         |

|   | Be         | Fr         | La         | Zh         | Others     | p-value |
|---|------------|------------|------------|------------|------------|---------|
| Place of work has training across all levels to prevent harm to employees.      |            |            |            |            |            |         |
| To a very little extent   | 12 (30.0%) | 28 (40.0%) | 19 (20.2%) | 53 (46.1%) | 45 (20.8%) | <0.001  |
| To a little extent  | 10 (25.0%) | 9 (12.9%)  | 12 (12.8%) | 19 (16.5%) | 44 (20.4%) |         |
| To some extent  | 11 (27.5%) | 19 (27.1%) | 32 (34.0%) | 29 (25.2%) | 67 (31.0%) |         |
| To a large extent   | 7 (17.5%)  | 12 (17.1%) | 27 (28.7%) | 9 (7.8%)   | 46 (21.3%) |         |
| To a very large extent  | 0 (0.0%)   | 2 (2.9%)   | 4 (4.3%)   | 5 (4.3%)   | 14 (6.5%)  |         |
| Place of work provides sup. after work-related mental health absence.           |            |            |            |            |            |         |
| To a very little extent   | 10 (35.7%) | 31 (62.0%) | 22 (31.0%) | 48 (53.3%) | 63 (38.0%) | 0.002   |
| To a little extent  | 8 (28.6%)  | 8 (16.0%)  | 14 (19.7%) | 22 (24.4%) | 40 (24.1%) |         |
| To some extent  | 9 (32.1%)  | 8 (16.0%)  | 21 (29.6%) | 16 (17.8%) | 33 (19.9%) |         |
| To a large extent   | 1 (3.6%)   | 1 (2.0%)   | 12 (16.9%) | 1 (1.1%)   | 22 (13.3%) |         |
| To a very large extent  | 0 (0.0%)   | 2 (4.0%)   | 2 (2.8%)   | 3 (3.3%)   | 8 (4.8%)   |         |
| Place of work provides sup. after non-work-related mental health absence.       |            |            |            |            |            |         |
| To a very little extent   | 13 (44.8%) | 31 (63.3%) | 29 (39.7%) | 51 (56.7%) | 61 (39.9%) | 0.041   |
| To a little extent  | 9 (31.0%)  | 9 (18.4%)  | 12 (16.4%) | 18 (20.0%) | 35 (22.9%) |         |
| To some extent  | 6 (20.7%)  | 5 (10.2%)  | 18 (24.7%) | 17 (18.9%) | 32 (20.9%) |         |
| To a large extent   | 1 (3.4%)   | 3 (6.1%)   | 12 (16.4%) | 2 (2.2%)   | 18 (11.8%) |         |
| To a very large extent  | 0 (0.0%)   | 1 (2.0%)   | 2 (2.7%)   | 2 (2.2%)   | 7 (4.6%)   |         |
| Place of work takes proak. measures that the employee's workload is reasonable. |            |            |            |            |            |         |
| To a very little extent   | 23 (56.1%) | 41 (57.7%) | 36 (40.0%) | 59 (50.9%) | 96 (44.2%) | 0.182   |
| To a little extent  | 10 (24.4%) | 18 (25.4%) | 26 (28.9%) | 28 (24.1%) | 52 (24.0%) |         |
| To some extent  | 7 (17.1%)  | 7 (9.9%)   | 21 (23.3%) | 24 (20.7%) | 48 (22.1%) |         |
| To a large extent   | 1 (2.4%)   | 3 (4.2%)   | 7 (7.8%)   | 1 (0.9%)   | 14 (6.5%)  |         |
| To a very large extent  | 0 (0.0%)   | 2 (2.8%)   | 0 (0.0%)   | 4 (3.4%)   | 7 (3.2%)   |         |

|                         | Be            | Fr            | La            | Zh            | Others        | p-value |
|-------------------------|---------------|---------------|---------------|---------------|---------------|---------|
| Policy perception score | 2.049 (0.664) | 2.132 (0.918) | 2.477 (0.911) | 2.077 (0.865) | 2.414 (0.904) | <0.001  |

**Table 45. Job insecurity, comparison between Swiss universities**

|   | Be         | Fr         | La          | Zh          | Others      | p-value |
|---|------------|------------|-------------|-------------|-------------|---------|
| N   | 43 (7.2%)  | 84 (14.1%) | 103 (17.3%) | 126 (21.1%) | 240 (40.3%) |         |
| Chances are, I will soon lose my job.           |            |            |             |             |             |         |
| Fully agree                                     | 4 (9.5%)   | 6 (7.6%)   | 7 (6.9%)    | 9 (7.3%)    | 13 (5.7%)   | 0.051   |
| Somewhat agree                                  | 5 (11.9%)  | 12 (15.2%) | 5 (4.9%)    | 18 (14.5%)  | 15 (6.5%)   |         |
| Neither disagree/nor agree                      | 5 (11.9%)  | 5 (6.3%)   | 11 (10.8%)  | 22 (17.7%)  | 38 (16.5%)  |         |
| Somewhat disagree                               | 4 (9.5%)   | 14 (17.7%) | 12 (11.8%)  | 21 (16.9%)  | 41 (17.8%)  |         |
| Fully disagree                                  | 24 (57.1%) | 42 (53.2%) | 67 (65.7%)  | 54 (43.5%)  | 123 (53.5%) |         |
| I am sure I can keep my job.                    |            |            |             |             |             |         |
| Fully disagree                                  | 7 (16.3%)  | 11 (14.1%) | 8 (7.8%)    | 18 (14.6%)  | 31 (13.6%)  | 0.295   |
| Somewhat disagree                               | 4 (9.3%)   | 7 (9.0%)   | 13 (12.7%)  | 17 (13.8%)  | 15 (6.6%)   |         |
| Neither disagree/nor agree                      | 9 (20.9%)  | 8 (10.3%)  | 15 (14.7%)  | 21 (17.1%)  | 36 (15.8%)  |         |
| Somewhat agree                                  | 8 (18.6%)  | 22 (28.2%) | 19 (18.6%)  | 24 (19.5%)  | 65 (28.5%)  |         |
| Fully agree                                     | 15 (34.9%) | 30 (38.5%) | 47 (46.1%)  | 43 (35.0%)  | 81 (35.5%)  |         |
| I feel insecure about the future of my job.     |            |            |             |             |             |         |
| Fully agree                                     | 19 (45.2%) | 21 (26.2%) | 25 (24.5%)  | 32 (25.8%)  | 58 (24.9%)  | 0.311   |
| Somewhat agree                                  | 7 (16.7%)  | 14 (17.5%) | 21 (20.6%)  | 32 (25.8%)  | 50 (21.5%)  |         |
| Neither disagree/nor agree                      | 6 (14.3%)  | 14 (17.5%) | 10 (9.8%)   | 14 (11.3%)  | 27 (11.6%)  |         |
| Somewhat disagree                               | 0 (0.0%)   | 11 (13.8%) | 14 (13.7%)  | 17 (13.7%)  | 32 (13.7%)  |         |
| Fully disagree                                  | 10 (23.8%) | 20 (25.0%) | 32 (31.4%)  | 29 (23.4%)  | 66 (28.3%)  |         |
| I think I might lose my job in the near future. |            |            |             |             |             |         |
| Fully agree                                     | 4 (9.5%)   | 10 (13.0%) | 8 (8.0%)    | 12 (9.8%)   | 20 (8.6%)   | 0.526   |

|                            | Be            | Fr            | La            | Zh            | Others        | p-value |
|----------------------------|---------------|---------------|---------------|---------------|---------------|---------|
| Somewhat agree             | 6 (14.3%)     | 7 (9.1%)      | 6 (6.0%)      | 14 (11.5%)    | 26 (11.2%)    |         |
| Neither disagree/nor agree | 9 (21.4%)     | 12 (15.6%)    | 11 (11.0%)    | 17 (13.9%)    | 32 (13.8%)    |         |
| Somewhat disagree          | 2 (4.8%)      | 11 (14.3%)    | 19 (19.0%)    | 27 (22.1%)    | 45 (19.4%)    |         |
| Fully disagree             | 21 (50.0%)    | 37 (48.1%)    | 56 (56.0%)    | 52 (42.6%)    | 109 (47.0%)   |         |
| job insecurity score       | 3.337 (1.308) | 3.546 (1.253) | 3.804 (1.152) | 3.419 (1.252) | 3.613 (1.184) | 0.107   |

Table 46. Job control, comparison between Swiss universities

|  | Be         | Fr         | La          | Zh          | Others      | p-value |
|--|------------|------------|-------------|-------------|-------------|---------|
| N  | 43 (7.2%)  | 84 (14.1%) | 103 (17.3%) | 126 (21.1%) | 240 (40.3%) |         |
| I decide on my own how to go about doing the work                                |            |            |             |             |             | 0.450   |
| Fully disagree   | 0 (0.0%)   | 2 (2.4%)   | 5 (4.9%)    | 7 (5.6%)    | 6 (2.5%)    |         |
| Somewhat disagree  | 3 (7.0%)   | 8 (9.5%)   | 8 (7.8%)    | 4 (3.2%)    | 17 (7.1%)   |         |
| Neither disagree/nor agree   | 1 (2.3%)   | 8 (9.5%)   | 7 (6.8%)    | 7 (5.6%)    | 25 (10.5%)  |         |
| Somewhat agree   | 20 (46.5%) | 39 (46.4%) | 40 (38.8%)  | 60 (47.6%)  | 103 (43.3%) |         |
| Fully agree  | 19 (44.2%) | 27 (32.1%) | 43 (41.7%)  | 48 (38.1%)  | 87 (36.6%)  |         |
| Job gives me a chance to use my pers. initiative or judgment in carrying out the |            |            |             |             |             | 0.008   |
| Fully disagree   | 0 (0.0%)   | 1 (1.2%)   | 2 (1.9%)    | 5 (4.0%)    | 3 (1.3%)    |         |
| Somewhat disagree  | 0 (0.0%)   | 8 (9.5%)   | 5 (4.9%)    | 9 (7.1%)    | 10 (4.2%)   |         |
| Neither disagree/nor agree   | 0 (0.0%)   | 7 (8.3%)   | 5 (4.9%)    | 4 (3.2%)    | 16 (6.7%)   |         |
| Somewhat agree   | 11 (25.6%) | 23 (27.4%) | 40 (38.8%)  | 57 (45.2%)  | 74 (31.0%)  |         |
| Fully agree  | 32 (74.4%) | 45 (53.6%) | 51 (49.5%)  | 51 (40.5%)  | 136 (56.9%) |         |
| Job gives me considerable opport. for indep. and freed. in how I do the work.    |            |            |             |             |             |         |

|                            | Be            | Fr            | La            | Zh            | Others        | p-value |
|----------------------------|---------------|---------------|---------------|---------------|---------------|---------|
| Fully disagree             | 0 (0.0%)      | 2 (2.4%)      | 7 (6.9%)      | 7 (5.6%)      | 8 (3.3%)      | 0.370   |
| Somewhat disagree          | 2 (4.7%)      | 6 (7.1%)      | 5 (4.9%)      | 8 (6.3%)      | 11 (4.6%)     |         |
| Neither disagree/nor agree | 2 (4.7%)      | 5 (6.0%)      | 3 (2.9%)      | 13 (10.3%)    | 19 (7.9%)     |         |
| Somewhat agree             | 11 (25.6%)    | 24 (28.6%)    | 32 (31.4%)    | 45 (35.7%)    | 80 (33.5%)    |         |
| Fully agree                | 28 (65.1%)    | 47 (56.0%)    | 55 (53.9%)    | 53 (42.1%)    | 121 (50.6%)   |         |
| job control score          | 4.512 (0.570) | 4.159 (0.921) | 4.181 (0.922) | 4.077 (0.972) | 4.218 (0.830) |         |

Table 47. Interpersonal conflict, comparison between Swiss universities

|   | Be         | Fr         | La          | Zh          | Others      | p-value |
|---|------------|------------|-------------|-------------|-------------|---------|
| N   | 43 (7.2%)  | 84 (14.1%) | 103 (17.3%) | 126 (21.1%) | 240 (40.3%) |         |
| My work is hampered by power struggles and territorial thinking in my unit. |            |            |             |             |             | 0.399   |
| Fully disagree  | 11 (25.6%) | 24 (28.9%) | 33 (32.0%)  | 47 (37.3%)  | 80 (33.9%)  |         |
| Somewhat disagree   | 4 (9.3%)   | 19 (22.9%) | 20 (19.4%)  | 26 (20.6%)  | 38 (16.1%)  |         |
| Neither disagree/nor agree  | 7 (16.3%)  | 13 (15.7%) | 14 (13.6%)  | 8 (6.3%)    | 26 (11.0%)  |         |
| Somewhat agree  | 14 (32.6%) | 14 (16.9%) | 20 (19.4%)  | 28 (22.2%)  | 62 (26.3%)  |         |
| Fully agree   | 7 (16.3%)  | 13 (15.7%) | 16 (15.5%)  | 17 (13.5%)  | 30 (12.7%)  |         |
| In my unit, intrigues impair the work climate.                              |            |            |             |             |             | 0.118   |
| Fully disagree  | 9 (21.4%)  | 39 (46.4%) | 37 (36.3%)  | 56 (44.8%)  | 87 (37.0%)  |         |
| Somewhat disagree   | 9 (21.4%)  | 9 (10.7%)  | 19 (18.6%)  | 26 (20.8%)  | 44 (18.7%)  |         |
| Neither disagree/nor agree  | 7 (16.7%)  | 9 (10.7%)  | 17 (16.7%)  | 13 (10.4%)  | 36 (15.3%)  |         |
| Somewhat agree  | 10 (23.8%) | 14 (16.7%) | 12 (11.8%)  | 16 (12.8%)  | 47 (20.0%)  |         |
| Fully agree   | 7 (16.7%)  | 13 (15.5%) | 17 (16.7%)  | 14 (11.2%)  | 21 (8.9%)   |         |

|   | Be            | Fr            | La            | Zh            | Others        | p-value |
|---|---------------|---------------|---------------|---------------|---------------|---------|
| In my unit, there is a great deal of tension due to prestige and conflicts. |               |               |               |               |               |         |
| Fully disagree  | 9 (20.9%)     | 32 (38.1%)    | 31 (30.1%)    | 55 (43.7%)    | 76 (32.2%)    | 0.230   |
| Somewhat disagree   | 11 (25.6%)    | 18 (21.4%)    | 22 (21.4%)    | 21 (16.7%)    | 44 (18.6%)    |         |
| Neither disagree/nor agree  | 5 (11.6%)     | 8 (9.5%)      | 17 (16.5%)    | 12 (9.5%)     | 36 (15.3%)    |         |
| Somewhat agree  | 10 (23.3%)    | 11 (13.1%)    | 15 (14.6%)    | 25 (19.8%)    | 50 (21.2%)    |         |
| Fully agree   | 8 (18.6%)     | 15 (17.9%)    | 18 (17.5%)    | 13 (10.3%)    | 30 (12.7%)    |         |
| Interpersonal conflict score  | 2.981 (1.348) | 2.540 (1.436) | 2.634 (1.409) | 2.384 (1.371) | 2.593 (1.333) | 0.166   |

Table 48. Work-family conflict, comparison between Swiss universities

|   | Be         | Fr         | La          | Zh          | Others      | p-value |
|---|------------|------------|-------------|-------------|-------------|---------|
| N   | 43 (7.2%)  | 84 (14.1%) | 103 (17.3%) | 126 (21.1%) | 240 (40.3%) |         |
| Demands work interfere with my home and family life                 |            |            |             |             |             |         |
| Fully disagree  | 1 (2.3%)   | 12 (14.5%) | 12 (11.7%)  | 15 (11.9%)  | 27 (11.3%)  | 0.630   |
| Somewhat disagree   | 8 (18.6%)  | 20 (24.1%) | 19 (18.4%)  | 25 (19.8%)  | 34 (14.2%)  |         |
| Neither disagree/nor agree  | 6 (14.0%)  | 9 (10.8%)  | 16 (15.5%)  | 16 (12.7%)  | 30 (12.6%)  |         |
| Somewhat agree  | 17 (39.5%) | 25 (30.1%) | 37 (35.9%)  | 40 (31.7%)  | 100 (41.8%) |         |
| Fully agree   | 11 (25.6%) | 17 (20.5%) | 19 (18.4%)  | 30 (23.8%)  | 48 (20.1%)  |         |
| Amount of time for job makes it diffic. to fulfill family responsi. |            |            |             |             |             |         |
| Fully disagree  | 1 (2.3%)   | 20 (24.4%) | 23 (22.3%)  | 23 (18.5%)  | 45 (19.3%)  | 0.044   |
| Somewhat disagree   | 7 (16.3%)  | 15 (18.3%) | 19 (18.4%)  | 20 (16.1%)  | 30 (12.9%)  |         |
| Neither disagree/nor agree  | 15 (34.9%) | 15 (18.3%) | 14 (13.6%)  | 32 (25.8%)  | 43 (18.5%)  |         |
| Somewhat agree  | 13 (30.2%) | 15 (18.3%) | 32 (31.1%)  | 32 (25.8%)  | 79 (33.9%)  |         |
| Fully agree   | 7 (16.3%)  | 17 (20.7%) | 15 (14.6%)  | 17 (13.7%)  | 36 (15.5%)  |         |

|  | Be            | Fr            | La            | Zh            | Others        | p-value |
|--|---------------|---------------|---------------|---------------|---------------|---------|
| Things I want to do at home do not get done bec. of job demands      |               |               |               |               |               |         |
| Fully disagree   | 2 (4.7%)      | 10 (12.3%)    | 18 (17.5%)    | 17 (13.5%)    | 43 (18.1%)    | 0.188   |
| Somewhat disagree  | 4 (9.3%)      | 21 (25.9%)    | 18 (17.5%)    | 23 (18.3%)    | 37 (15.5%)    |         |
| Neither disagree/nor agree   | 12 (27.9%)    | 13 (16.0%)    | 13 (12.6%)    | 22 (17.5%)    | 29 (12.2%)    |         |
| Somewhat agree   | 16 (37.2%)    | 21 (25.9%)    | 35 (34.0%)    | 40 (31.7%)    | 73 (30.7%)    |         |
| Fully agree  | 9 (20.9%)     | 16 (19.8%)    | 19 (18.4%)    | 24 (19.0%)    | 56 (23.5%)    |         |
| Job produces strain that makes it difficult to fulfill family duties |               |               |               |               |               |         |
| Fully disagree   | 5 (11.9%)     | 16 (19.8%)    | 21 (20.4%)    | 21 (16.8%)    | 53 (22.7%)    | 0.528   |
| Somewhat disagree  | 9 (21.4%)     | 17 (21.0%)    | 28 (27.2%)    | 21 (16.8%)    | 40 (17.2%)    |         |
| Neither disagree/nor agree   | 10 (23.8%)    | 16 (19.8%)    | 18 (17.5%)    | 28 (22.4%)    | 34 (14.6%)    |         |
| Somewhat agree   | 11 (26.2%)    | 21 (25.9%)    | 26 (25.2%)    | 32 (25.6%)    | 68 (29.2%)    |         |
| Fully agree  | 7 (16.7%)     | 11 (13.6%)    | 10 (9.7%)     | 23 (18.4%)    | 38 (16.3%)    |         |
| Work-related duties, make me change plans for family activities      |               |               |               |               |               |         |
| Fully disagree   | 4 (9.3%)      | 14 (17.3%)    | 16 (15.5%)    | 18 (14.4%)    | 44 (18.6%)    | 0.690   |
| Somewhat disagree  | 12 (27.9%)    | 18 (22.2%)    | 23 (22.3%)    | 26 (20.8%)    | 44 (18.6%)    |         |
| Neither disagree/nor agree   | 10 (23.3%)    | 14 (17.3%)    | 15 (14.6%)    | 23 (18.4%)    | 27 (11.4%)    |         |
| Somewhat agree   | 8 (18.6%)     | 19 (23.5%)    | 31 (30.1%)    | 34 (27.2%)    | 66 (28.0%)    |         |
| Fully agree  | 9 (20.9%)     | 16 (19.8%)    | 18 (17.5%)    | 24 (19.2%)    | 55 (23.3%)    |         |
| Work-family conflict score   | 3.398 (1.001) | 3.065 (1.230) | 3.070 (1.212) | 3.175 (1.194) | 3.202 (1.236) | 0.551   |

**Table 49. COPSOQ sense of community, comparison between Swiss universities**

|   | Be            | Fr            | La            | Zh            | Others        | p-value |
|---|---------------|---------------|---------------|---------------|---------------|---------|
| N   | 43 (7.2%)     | 84 (14.1%)    | 103 (17.3%)   | 126 (21.1%)   | 240 (40.3%)   |         |
| Is there a good atmosphere between you and your colleagues? |               |               |               |               |               |         |
| Hardly ever/Almost never                                    | 1 (2.3%)      | 2 (2.4%)      | 3 (2.9%)      | 2 (1.6%)      | 2 (0.8%)      | 0.728   |
| Seldom  | 0 (0.0%)      | 6 (7.1%)      | 6 (5.8%)      | 5 (4.0%)      | 7 (2.9%)      |         |
| Sometimes   | 5 (11.6%)     | 10 (11.9%)    | 8 (7.8%)      | 16 (12.7%)    | 25 (10.4%)    |         |
| Often   | 20 (46.5%)    | 32 (38.1%)    | 42 (40.8%)    | 48 (38.1%)    | 87 (36.2%)    |         |
| Extremely often/Always                                      | 17 (39.5%)    | 34 (40.5%)    | 44 (42.7%)    | 55 (43.7%)    | 119 (49.6%)   |         |
| Is there good co-operation between the colleagues at work?  |               |               |               |               |               |         |
| Hardly ever/Almost never                                    | 3 (7.0%)      | 4 (4.8%)      | 5 (4.9%)      | 6 (4.8%)      | 5 (2.1%)      | 0.286   |
| Seldom  | 4 (9.3%)      | 8 (9.5%)      | 8 (7.8%)      | 6 (4.8%)      | 13 (5.4%)     |         |
| Sometimes   | 3 (7.0%)      | 20 (23.8%)    | 18 (17.5%)    | 32 (25.4%)    | 43 (17.9%)    |         |
| Often   | 21 (48.8%)    | 26 (31.0%)    | 37 (35.9%)    | 46 (36.5%)    | 90 (37.5%)    |         |
| Extremely often/Always                                      | 12 (27.9%)    | 26 (31.0%)    | 35 (34.0%)    | 36 (28.6%)    | 89 (37.1%)    |         |
| Do you feel part of a community at your place of work?      |               |               |               |               |               |         |
| Hardly ever/Almost never                                    | 5 (11.6%)     | 8 (9.5%)      | 7 (6.8%)      | 7 (5.6%)      | 19 (7.9%)     | 0.554   |
| Seldom  | 3 (7.0%)      | 8 (9.5%)      | 17 (16.5%)    | 17 (13.5%)    | 29 (12.1%)    |         |
| Sometimes   | 8 (18.6%)     | 26 (31.0%)    | 18 (17.5%)    | 33 (26.2%)    | 49 (20.5%)    |         |
| Often   | 15 (34.9%)    | 21 (25.0%)    | 28 (27.2%)    | 36 (28.6%)    | 61 (25.5%)    |         |
| Extremely often/Always                                      | 12 (27.9%)    | 21 (25.0%)    | 33 (32.0%)    | 33 (26.2%)    | 81 (33.9%)    |         |
| Sense of community score                                    | 3.876 (0.995) | 3.758 (1.026) | 3.874 (1.028) | 3.847 (0.927) | 3.994 (0.931) | 0.332   |

Table 50. Illegitimate tasks, comparison between Swiss universities

|   | Be         | Fr         | La          | Zh          | Others      | p-value |
|---|------------|------------|-------------|-------------|-------------|---------|
| N   | 43 (7.2%)  | 84 (14.1%) | 103 (17.3%) | 126 (21.1%) | 240 (40.3%) |         |
| Work tasks should be done by someone else                         |            |            |             |             |             |         |
| Hardly ever/Almost never  | 5 (11.9%)  | 15 (18.1%) | 14 (13.7%)  | 13 (10.3%)  | 32 (13.3%)  | 0.900   |
| Seldom  | 10 (23.8%) | 23 (27.7%) | 22 (21.6%)  | 28 (22.2%)  | 50 (20.8%)  |         |
| Sometimes   | 13 (31.0%) | 22 (26.5%) | 37 (36.3%)  | 50 (39.7%)  | 81 (33.8%)  |         |
| Often   | 12 (28.6%) | 16 (19.3%) | 24 (23.5%)  | 27 (21.4%)  | 59 (24.6%)  |         |
| Extremely often/Always  | 2 (4.8%)   | 7 (8.4%)   | 5 (4.9%)    | 8 (6.3%)    | 18 (7.5%)   |         |
| Work tasks are going too far, and should not be expected from you |            |            |             |             |             |         |
| Hardly ever/Almost never  | 8 (18.6%)  | 28 (33.3%) | 23 (22.8%)  | 30 (23.8%)  | 55 (23.1%)  | 0.499   |
| Seldom  | 13 (30.2%) | 21 (25.0%) | 27 (26.7%)  | 35 (27.8%)  | 77 (32.4%)  |         |
| Sometimes   | 13 (30.2%) | 18 (21.4%) | 29 (28.7%)  | 35 (27.8%)  | 67 (28.2%)  |         |
| Often   | 9 (20.9%)  | 11 (13.1%) | 19 (18.8%)  | 23 (18.3%)  | 31 (13.0%)  |         |
| Extremely often/Always  | 0 (0.0%)   | 6 (7.1%)   | 3 (3.0%)    | 3 (2.4%)    | 8 (3.4%)    |         |
| Work tasks put you into an awkward position                       |            |            |             |             |             |         |
| Hardly ever/Almost never  | 10 (23.3%) | 32 (38.1%) | 29 (28.7%)  | 45 (35.7%)  | 68 (28.5%)  | 0.052   |
| Seldom  | 13 (30.2%) | 23 (27.4%) | 19 (18.8%)  | 37 (29.4%)  | 83 (34.7%)  |         |
| Sometimes   | 12 (27.9%) | 17 (20.2%) | 35 (34.7%)  | 26 (20.6%)  | 57 (23.8%)  |         |
| Often   | 7 (16.3%)  | 6 (7.1%)   | 14 (13.9%)  | 17 (13.5%)  | 24 (10.0%)  |         |
| Extremely often/Always  | 1 (2.3%)   | 6 (7.1%)   | 4 (4.0%)    | 1 (0.8%)    | 7 (2.9%)    |         |
| Work tasks are unfair for you to have to deal with                |            |            |             |             |             |         |
| Hardly ever/Almost never  | 13 (31.0%) | 32 (38.1%) | 27 (26.7%)  | 43 (34.1%)  | 81 (33.8%)  | 0.536   |
| Seldom  | 15 (35.7%) | 20 (23.8%) | 29 (28.7%)  | 34 (27.0%)  | 81 (33.8%)  |         |
| Sometimes   | 9 (21.4%)  | 20 (23.8%) | 31 (30.7%)  | 26 (20.6%)  | 49 (20.4%)  |         |
| Often   | 4 (9.5%)   | 6 (7.1%)   | 10 (9.9%)   | 18 (14.3%)  | 19 (7.9%)   |         |

|                          | Be            | Fr            | La            | Zh            | Others        | p-value |
|--------------------------|---------------|---------------|---------------|---------------|---------------|---------|
| Extremely often/Always   | 1 (2.4%)      | 6 (7.1%)      | 4 (4.0%)      | 5 (4.0%)      | 10 (4.2%)     |         |
| Illegitimate_tasks score | 2.523 (0.869) | 2.363 (1.094) | 2.554 (0.976) | 2.450 (0.951) | 2.432 (0.932) | 0.700   |

Table 51. Stress and anxiety: Work-related stress, comparison between Swiss universities

|                                   | Be            | Fr            | La            | Zh            | Others        | p-value |
|-----------------------------------|---------------|---------------|---------------|---------------|---------------|---------|
| N                                 | 43 (7.2%)     | 84 (14.1%)    | 103 (17.3%)   | 126 (21.1%)   | 240 (40.3%)   |         |
| I have unachievable deadlines     |               |               |               |               |               |         |
| Hardly ever/Almost never          | 6 (14.0%)     | 26 (31.3%)    | 23 (22.5%)    | 31 (24.6%)    | 39 (16.5%)    | 0.087   |
| Seldom                            | 18 (41.9%)    | 31 (37.3%)    | 34 (33.3%)    | 40 (31.7%)    | 82 (34.7%)    |         |
| Sometimes                         | 10 (23.3%)    | 17 (20.5%)    | 29 (28.4%)    | 36 (28.6%)    | 73 (30.9%)    |         |
| Often                             | 9 (20.9%)     | 6 (7.2%)      | 14 (13.7%)    | 12 (9.5%)     | 37 (15.7%)    |         |
| Extremely often/Always            | 0 (0.0%)      | 3 (3.6%)      | 2 (2.0%)      | 7 (5.6%)      | 5 (2.1%)      |         |
| have to work very intensively     |               |               |               |               |               |         |
| Hardly ever/Almost never          | 1 (2.3%)      | 3 (3.6%)      | 6 (5.8%)      | 2 (1.6%)      | 7 (2.9%)      | 0.880   |
| Seldom                            | 4 (9.3%)      | 11 (13.3%)    | 8 (7.8%)      | 15 (11.9%)    | 19 (8.0%)     |         |
| Sometimes                         | 13 (30.2%)    | 26 (31.3%)    | 36 (35.0%)    | 45 (35.7%)    | 80 (33.6%)    |         |
| Often                             | 17 (39.5%)    | 29 (34.9%)    | 41 (39.8%)    | 46 (36.5%)    | 101 (42.4%)   |         |
| Extremely often/Always            | 8 (18.6%)     | 14 (16.9%)    | 12 (11.7%)    | 18 (14.3%)    | 31 (13.0%)    |         |
| I have unrealistic time pressures |               |               |               |               |               |         |
| Hardly ever/Almost never          | 7 (16.7%)     | 24 (28.9%)    | 23 (23.0%)    | 20 (15.9%)    | 37 (15.5%)    | 0.350   |
| Seldom                            | 9 (21.4%)     | 26 (31.3%)    | 28 (28.0%)    | 34 (27.0%)    | 70 (29.4%)    |         |
| Sometimes                         | 17 (40.5%)    | 18 (21.7%)    | 30 (30.0%)    | 40 (31.7%)    | 81 (34.0%)    |         |
| Often                             | 6 (14.3%)     | 12 (14.5%)    | 15 (15.0%)    | 21 (16.7%)    | 40 (16.8%)    |         |
| Extremely often/Always            | 3 (7.1%)      | 3 (3.6%)      | 4 (4.0%)      | 11 (8.7%)     | 10 (4.2%)     |         |
| Work-related stress score         | 2.957 (0.881) | 2.651 (0.943) | 2.790 (0.895) | 2.884 (0.938) | 2.905 (0.852) | 0.180   |

Table 52. COPSOQ Emotional support, comparison between Swiss universities

|  | Be         | Fr         | La          | Zh          | Others      | p-value |
|--|------------|------------|-------------|-------------|-------------|---------|
| N  | 43 (7.2%)  | 84 (14.1%) | 103 (17.3%) | 126 (21.1%) | 240 (40.3%) |         |
| People willing to listen to your problems: Direct Supervisor                     |            |            |             |             |             |         |
| Hardly ever/Almost never   | 4 (11.1%)  | 13 (17.1%) | 7 (7.3%)    | 17 (13.9%)  | 25 (11.4%)  | 0.666   |
| Seldom   | 6 (16.7%)  | 5 (6.6%)   | 13 (13.5%)  | 18 (14.8%)  | 30 (13.7%)  |         |
| Sometimes  | 8 (22.2%)  | 12 (15.8%) | 18 (18.8%)  | 25 (20.5%)  | 44 (20.1%)  |         |
| Often  | 8 (22.2%)  | 17 (22.4%) | 30 (31.2%)  | 33 (27.0%)  | 61 (27.9%)  |         |
| Extremely often/Always   | 10 (27.8%) | 29 (38.2%) | 28 (29.2%)  | 29 (23.8%)  | 59 (26.9%)  |         |
| People willing to listen to your problems: Superior (e.g. department head,...)   |            |            |             |             |             |         |
| Hardly ever/Almost never   | 11 (31.4%) | 15 (25.4%) | 27 (33.8%)  | 33 (34.0%)  | 54 (27.3%)  | 0.658   |
| Seldom   | 7 (20.0%)  | 5 (8.5%)   | 16 (20.0%)  | 20 (20.6%)  | 41 (20.7%)  |         |
| Sometimes  | 7 (20.0%)  | 15 (25.4%) | 12 (15.0%)  | 22 (22.7%)  | 47 (23.7%)  |         |
| Often  | 7 (20.0%)  | 15 (25.4%) | 16 (20.0%)  | 12 (12.4%)  | 35 (17.7%)  |         |
| Extremely often/Always   | 3 (8.6%)   | 9 (15.3%)  | 9 (11.2%)   | 10 (10.3%)  | 21 (10.6%)  |         |
| People willing to listen to your problems: Colleague                             |            |            |             |             |             |         |
| Hardly ever/Almost never   | 1 (2.3%)   | 1 (1.2%)   | 1 (1.0%)    | 0 (0.0%)    | 4 (1.7%)    | 0.317   |
| Seldom   | 1 (2.3%)   | 6 (7.4%)   | 6 (6.0%)    | 2 (1.6%)    | 7 (3.0%)    |         |
| Sometimes  | 6 (14.0%)  | 10 (12.3%) | 18 (18.0%)  | 19 (15.3%)  | 45 (19.0%)  |         |
| Often  | 22 (51.2%) | 28 (34.6%) | 38 (38.0%)  | 42 (33.9%)  | 91 (38.4%)  |         |
| Extremely often/Always   | 13 (30.2%) | 36 (44.4%) | 37 (37.0%)  | 61 (49.2%)  | 90 (38.0%)  |         |
| People willing to listen to your problems: Administrative personnel              |            |            |             |             |             |         |
| Hardly ever/Almost never   | 9 (27.3%)  | 15 (24.6%) | 22 (27.5%)  | 19 (19.8%)  | 33 (18.6%)  | 0.713   |
| Seldom   | 5 (15.2%)  | 6 (9.8%)   | 14 (17.5%)  | 15 (15.6%)  | 29 (16.4%)  |         |
| Sometimes  | 7 (21.2%)  | 6 (9.8%)   | 16 (20.0%)  | 21 (21.9%)  | 36 (20.3%)  |         |
| Often  | 8 (24.2%)  | 21 (34.4%) | 20 (25.0%)  | 26 (27.1%)  | 49 (27.7%)  |         |
| Extremely often/Always   | 4 (12.1%)  | 13 (21.3%) | 8 (10.0%)   | 15 (15.6%)  | 30 (16.9%)  |         |
| People will. to listen to probl.: Partner/friends/family/oth. peop. in pers. com |            |            |             |             |             |         |
| Hardly ever/Almost never   | 0 (0.0%)   | 0 (0.0%)   | 3 (2.9%)    | 1 (0.8%)    | 5 (2.1%)    | 0.004   |
| Seldom   | 1 (2.3%)   | 5 (6.1%)   | 1 (1.0%)    | 2 (1.6%)    | 1 (0.4%)    |         |
| Sometimes  | 2 (4.7%)   | 3 (3.7%)   | 12 (11.8%)  | 7 (5.7%)    | 29 (12.4%)  |         |
| Often  | 17 (39.5%) | 15 (18.3%) | 31 (30.4%)  | 29 (23.6%)  | 53 (22.6%)  |         |
| Extremely often/Always   | 23 (53.5%) | 59 (72.0%) | 55 (53.9%)  | 84 (68.3%)  | 146 (62.4%) |         |

|                         | Be            | Fr            | La            | Zh            | Others        | p-value |
|-------------------------|---------------|---------------|---------------|---------------|---------------|---------|
| emotional support score | 3.547 (0.709) | 3.826 (0.850) | 3.582 (0.875) | 3.671 (0.783) | 3.624 (0.827) | 0.248   |

**Table 53. COPSOQ instrumental support, comparison between Swiss universities**

|  | Be         | Fr         | La          | Zh          | Others      | p-value |
|--|------------|------------|-------------|-------------|-------------|---------|
| N  | 43 (7.2%)  | 84 (14.1%) | 103 (17.3%) | 126 (21.1%) | 240 (40.3%) |         |
| Help and support from:<br>Direct Supervisor                                    |            |            |             |             |             |         |
| Hardly ever/Almost never   | 6 (15.8%)  | 14 (18.2%) | 13 (13.5%)  | 18 (14.6%)  | 25 (11.3%)  | 0.734   |
| Seldom   | 5 (13.2%)  | 8 (10.4%)  | 14 (14.6%)  | 21 (17.1%)  | 35 (15.8%)  |         |
| Sometimes  | 9 (23.7%)  | 11 (14.3%) | 21 (21.9%)  | 28 (22.8%)  | 63 (28.4%)  |         |
| Often  | 10 (26.3%) | 27 (35.1%) | 28 (29.2%)  | 33 (26.8%)  | 53 (23.9%)  |         |
| Extremely often/Always   | 8 (21.1%)  | 17 (22.1%) | 20 (20.8%)  | 23 (18.7%)  | 46 (20.7%)  |         |
| Help and support from:<br>Superior (e.g. department head,...)                  |            |            |             |             |             |         |
| Hardly ever/Almost never   | 18 (50.0%) | 21 (31.8%) | 38 (46.3%)  | 46 (46.5%)  | 71 (35.7%)  | 0.039   |
| Seldom   | 4 (11.1%)  | 15 (22.7%) | 11 (13.4%)  | 18 (18.2%)  | 51 (25.6%)  |         |
| Sometimes  | 5 (13.9%)  | 11 (16.7%) | 9 (11.0%)   | 16 (16.2%)  | 43 (21.6%)  |         |
| Often  | 6 (16.7%)  | 9 (13.6%)  | 18 (22.0%)  | 12 (12.1%)  | 18 (9.0%)   |         |
| Extremely often/Always   | 3 (8.3%)   | 10 (15.2%) | 6 (7.3%)    | 7 (7.1%)    | 16 (8.0%)   |         |
| Help and support from:<br>Colleague  |            |            |             |             |             |         |
| Hardly ever/Almost never   | 1 (2.3%)   | 2 (2.5%)   | 4 (4.0%)    | 3 (2.5%)    | 4 (1.7%)    | 0.809   |
| Seldom   | 3 (7.0%)   | 6 (7.4%)   | 7 (7.0%)    | 4 (3.3%)    | 21 (9.0%)   |         |
| Sometimes  | 10 (23.3%) | 22 (27.2%) | 19 (19.0%)  | 31 (25.4%)  | 67 (28.6%)  |         |
| Often  | 19 (44.2%) | 27 (33.3%) | 43 (43.0%)  | 50 (41.0%)  | 81 (34.6%)  |         |
| Extremely often/Always   | 10 (23.3%) | 24 (29.6%) | 27 (27.0%)  | 34 (27.9%)  | 61 (26.1%)  |         |
| Help and support from:<br>Administrative personnel                             |            |            |             |             |             |         |
| Hardly ever/Almost never   | 7 (18.4%)  | 13 (18.8%) | 20 (22.7%)  | 22 (19.3%)  | 37 (18.8%)  | 0.442   |
| Seldom   | 1 (2.6%)   | 8 (11.6%)  | 16 (18.2%)  | 15 (13.2%)  | 42 (21.3%)  |         |
| Sometimes  | 15 (39.5%) | 18 (26.1%) | 19 (21.6%)  | 29 (25.4%)  | 47 (23.9%)  |         |
| Often  | 9 (23.7%)  | 18 (26.1%) | 24 (27.3%)  | 31 (27.2%)  | 44 (22.3%)  |         |
| Extremely often/Always   | 6 (15.8%)  | 12 (17.4%) | 9 (10.2%)   | 17 (14.9%)  | 27 (13.7%)  |         |
| Help and support from:<br>Partner/friends/family/oth.<br>peop. in pers. commu. |            |            |             |             |             |         |
| Hardly ever/Almost never   | 2 (4.8%)   | 1 (1.2%)   | 4 (4.0%)    | 1 (0.8%)    | 4 (1.7%)    | 0.294   |
| Seldom   | 0 (0.0%)   | 3 (3.7%)   | 2 (2.0%)    | 7 (5.7%)    | 14 (6.0%)   |         |
| Sometimes  | 5 (11.9%)  | 10 (12.3%) | 16 (16.0%)  | 11 (8.9%)   | 39 (16.7%)  |         |
| Often  | 12 (28.6%) | 18 (22.2%) | 32 (32.0%)  | 32 (26.0%)  | 61 (26.2%)  |         |

|                            | Be            | Fr            | La            | Zh            | Others        | p-value |
|----------------------------|---------------|---------------|---------------|---------------|---------------|---------|
| Extremely often/Always     | 23 (54.8%)    | 49 (60.5%)    | 46 (46.0%)    | 72 (58.5%)    | 115 (49.4%)   |         |
| Instrumental support score | 3.383 (0.769) | 3.510 (0.859) | 3.382 (0.895) | 3.426 (0.822) | 3.347 (0.846) | 0.645   |

**Table 54. Harassment: Witness, comparison between Swiss universities**

|  | Be          | Fr          | La           | Zh           | Others       | p-value |
|--|-------------|-------------|--------------|--------------|--------------|---------|
| N  | 43 (7.2%)   | 84 (14.1%)  | 103 (17.3%)  | 126 (21.1%)  | 240 (40.3%)  |         |
| Co-workers subje. to degrading experi. or harassm. at work (last 6 months)     |             |             |              |              |              |         |
| No   | 27 (65.9%)  | 56 (68.3%)  | 73 (74.5%)   | 91 (72.2%)   | 165 (73.7%)  | 0.747   |
| Yes  | 14 (34.1%)  | 26 (31.7%)  | 25 (25.5%)   | 35 (27.8%)   | 59 (26.3%)   |         |
| Witness: Perpetrator degrading experiences or harassment: Administrative staff |             |             |              |              |              |         |
| False  | 43 (100.0%) | 84 (100.0%) | 103 (100.0%) | 125 (99.2%)  | 240 (100.0%) | 0.443   |
| True   | 0 (0.0%)    | 0 (0.0%)    | 0 (0.0%)     | 1 (0.8%)     | 0 (0.0%)     |         |
| Witness: Perpetrator degrading experiences or harassment: Student              |             |             |              |              |              |         |
| False  | 43 (100.0%) | 84 (100.0%) | 103 (100.0%) | 126 (100.0%) | 239 (99.6%)  | 0.829   |
| True   | 0 (0.0%)    | 0 (0.0%)    | 0 (0.0%)     | 0 (0.0%)     | 1 (0.4%)     |         |
| Witness: Perpetrator degrading experiences or harassment: Supervisor           |             |             |              |              |              |         |
| False  | 38 (88.4%)  | 66 (78.6%)  | 92 (89.3%)   | 99 (78.6%)   | 206 (85.8%)  | 0.091   |
| True   | 5 (11.6%)   | 18 (21.4%)  | 11 (10.7%)   | 27 (21.4%)   | 34 (14.2%)   |         |
| Witness: Perpetrator degrading experiences or harassment: Coworker             |             |             |              |              |              |         |
| False  | 36 (83.7%)  | 78 (92.9%)  | 88 (85.4%)   | 113 (89.7%)  | 218 (90.8%)  | 0.311   |
| True   | 7 (16.3%)   | 6 (7.1%)    | 15 (14.6%)   | 13 (10.3%)   | 22 (9.2%)    |         |
| Witness: Perpetrator degrading experiences or harassment: I prefer not to say  |             |             |              |              |              |         |
| False  | 40 (93.0%)  | 80 (95.2%)  | 100 (97.1%)  | 123 (97.6%)  | 232 (96.7%)  | 0.643   |
| True   | 3 (7.0%)    | 4 (4.8%)    | 3 (2.9%)     | 3 (2.4%)     | 8 (3.3%)     |         |
| Perceived reason of the witnessed harassment: Gender                           |             |             |              |              |              |         |
| False  | 38 (88.4%)  | 75 (89.3%)  | 97 (94.2%)   | 112 (88.9%)  | 226 (94.2%)  | 0.246   |
| True   | 5 (11.6%)   | 9 (10.7%)   | 6 (5.8%)     | 14 (11.1%)   | 14 (5.8%)    |         |
| Perceived reason of the witnessed harassment: Sexual orientation               |             |             |              |              |              |         |
| False  | 43 (100.0%) | 82 (97.6%)  | 103 (100.0%) | 123 (97.6%)  | 239 (99.6%)  | 0.178   |

|   | Be          | Fr          | La           | Zh          | Others      | p-value |
|---|-------------|-------------|--------------|-------------|-------------|---------|
| True  | 0 (0.0%)    | 2 (2.4%)    | 0 (0.0%)     | 3 (2.4%)    | 1 (0.4%)    |         |
| Perceived reason of the witnessed harassment: Religion            |             |             |              |             |             |         |
| False   | 43 (100.0%) | 83 (98.8%)  | 103 (100.0%) | 123 (97.6%) | 238 (99.2%) | 0.410   |
| True  | 0 (0.0%)    | 1 (1.2%)    | 0 (0.0%)     | 3 (2.4%)    | 2 (0.8%)    |         |
| Perceived reason of the witnessed harassment: Ethnicity           |             |             |              |             |             |         |
| False   | 40 (93.0%)  | 82 (97.6%)  | 101 (98.1%)  | 120 (95.2%) | 236 (98.3%) | 0.207   |
| True  | 3 (7.0%)    | 2 (2.4%)    | 2 (1.9%)     | 6 (4.8%)    | 4 (1.7%)    |         |
| Perceived reason of the witnessed harassment: Culture             |             |             |              |             |             |         |
| False   | 36 (83.7%)  | 81 (96.4%)  | 100 (97.1%)  | 118 (93.7%) | 233 (97.1%) | 0.003   |
| True  | 7 (16.3%)   | 3 (3.6%)    | 3 (2.9%)     | 8 (6.3%)    | 7 (2.9%)    |         |
| Perceived reason of the witnessed harassment: Hierarchy           |             |             |              |             |             |         |
| False   | 34 (79.1%)  | 69 (82.1%)  | 89 (86.4%)   | 104 (82.5%) | 206 (85.8%) | 0.692   |
| True  | 9 (20.9%)   | 15 (17.9%)  | 14 (13.6%)   | 22 (17.5%)  | 34 (14.2%)  |         |
| Perceived reason of the witnessed harassment: Age                 |             |             |              |             |             |         |
| False   | 42 (97.7%)  | 81 (96.4%)  | 100 (97.1%)  | 120 (95.2%) | 234 (97.5%) | 0.818   |
| True  | 1 (2.3%)    | 3 (3.6%)    | 3 (2.9%)     | 6 (4.8%)    | 6 (2.5%)    |         |
| Perceived reason of the witnessed harassment: Disability          |             |             |              |             |             |         |
| False   | 43 (100.0%) | 84 (100.0%) | 101 (98.1%)  | 122 (96.8%) | 238 (99.2%) | 0.225   |
| True  | 0 (0.0%)    | 0 (0.0%)    | 2 (1.9%)     | 4 (3.2%)    | 2 (0.8%)    |         |
| Perceived reason of the witnessed harassment: I don't know        |             |             |              |             |             |         |
| False   | 42 (97.7%)  | 81 (96.4%)  | 100 (97.1%)  | 118 (93.7%) | 229 (95.4%) | 0.682   |
| True  | 1 (2.3%)    | 3 (3.6%)    | 3 (2.9%)     | 8 (6.3%)    | 11 (4.6%)   |         |
| Perceived reason of the witnessed harassment: I prefer not to say |             |             |              |             |             |         |
| False   | 43 (100.0%) | 83 (98.8%)  | 102 (99.0%)  | 125 (99.2%) | 239 (99.6%) | 0.905   |
| True  | 0 (0.0%)    | 1 (1.2%)    | 1 (1.0%)     | 1 (0.8%)    | 1 (0.4%)    |         |

Table 55. Harassment: Experience, comparison between Swiss universities

|   | Be         | Fr         | La          | Zh          | Others      | p-value |
|---|------------|------------|-------------|-------------|-------------|---------|
| N   | 43 (7.2%)  | 84 (14.1%) | 103 (17.3%) | 126 (21.1%) | 240 (40.3%) |         |
| Experience: Perpetrator degrading experiences or harassment: Supervisor |            |            |             |             |             |         |
| False   | 40 (93.0%) | 73 (86.9%) | 94 (91.3%)  | 110 (87.3%) | 216 (90.0%) | 0.698   |
| True  | 3 (7.0%)   | 11 (13.1%) | 9 (8.7%)    | 16 (12.7%)  | 24 (10.0%)  |         |

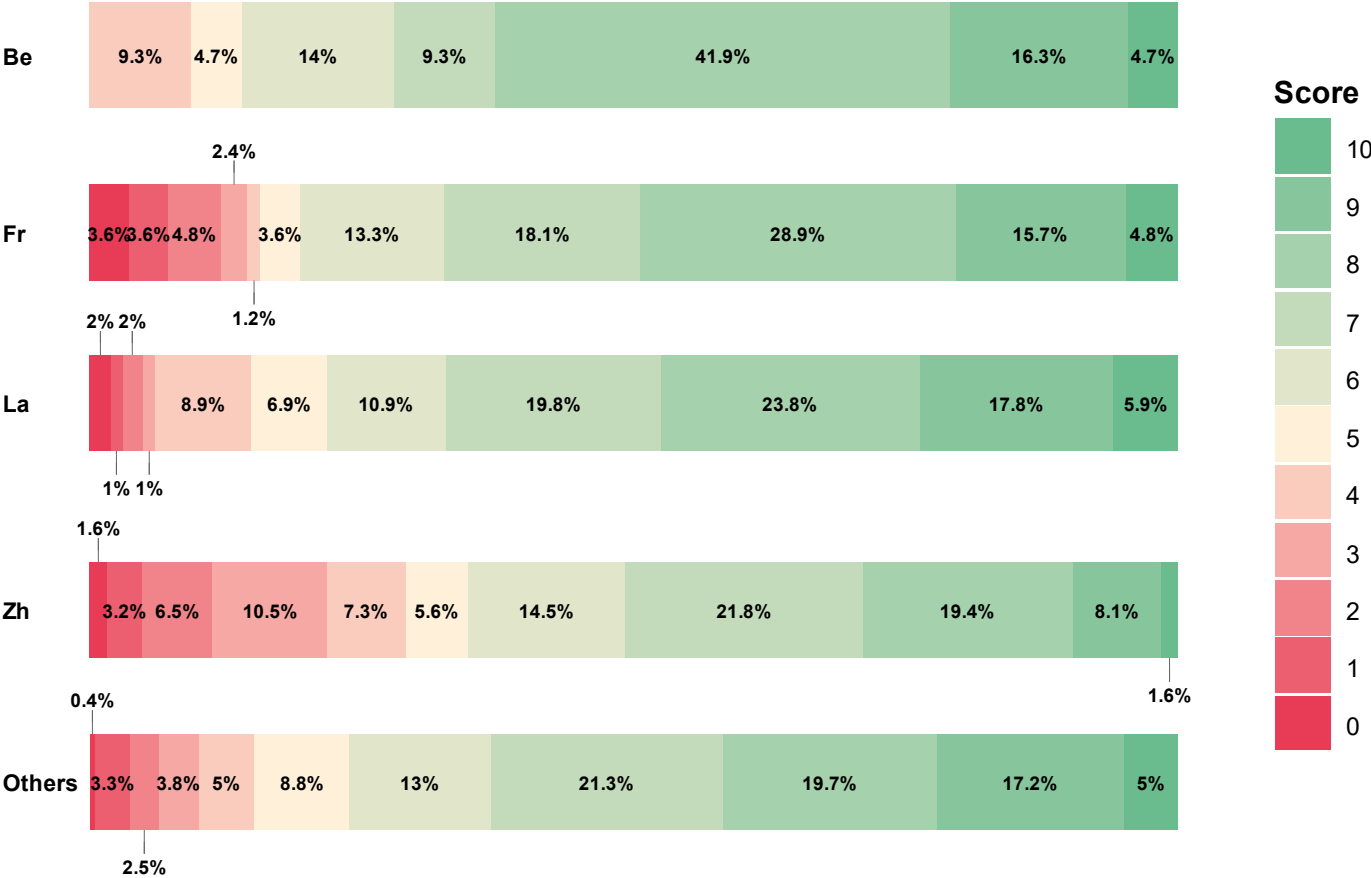
|   | Be          | Fr          | La           | Zh           | Others       | p-value |
|---|-------------|-------------|--------------|--------------|--------------|---------|
| Experience: Perpetrator degrading experiences or harassment: Administrative staff |             |             |              |              |              |         |
| False   | 43 (100.0%) | 84 (100.0%) | 103 (100.0%) | 126 (100.0%) | 239 (99.6%)  | 0.829   |
| True  | 0 (0.0%)    | 0 (0.0%)    | 0 (0.0%)     | 0 (0.0%)     | 1 (0.4%)     |         |
| Experience: Perpetrator degrading experiences or harassment: Student              |             |             |              |              |              |         |
| False   | 43 (100.0%) | 84 (100.0%) | 102 (99.0%)  | 126 (100.0%) | 240 (100.0%) | 0.309   |
| True  | 0 (0.0%)    | 0 (0.0%)    | 1 (1.0%)     | 0 (0.0%)     | 0 (0.0%)     |         |
| Experience: Perpetrator degrading experiences or harassment: Coworker             |             |             |              |              |              |         |
| False   | 41 (95.3%)  | 81 (96.4%)  | 95 (92.2%)   | 122 (96.8%)  | 231 (96.2%)  | 0.457   |
| True  | 2 (4.7%)    | 3 (3.6%)    | 8 (7.8%)     | 4 (3.2%)     | 9 (3.8%)     |         |
| Experience: Perpetrator degrading experiences or harassment: I prefer not to say  |             |             |              |              |              |         |
| False   | 43 (100.0%) | 83 (98.8%)  | 100 (97.1%)  | 126 (100.0%) | 238 (99.2%)  | 0.233   |
| True  | 0 (0.0%)    | 1 (1.2%)    | 3 (2.9%)     | 0 (0.0%)     | 2 (0.8%)     |         |
| Perceived reason of the experienced harassment: Gender                            |             |             |              |              |              |         |
| False   | 43 (100.0%) | 80 (95.2%)  | 99 (96.1%)   | 119 (94.4%)  | 234 (97.5%)  | 0.372   |
| True  | 0 (0.0%)    | 4 (4.8%)    | 4 (3.9%)     | 7 (5.6%)     | 6 (2.5%)     |         |
| Perceived reason of the experienced harassment: Sexual orientation                |             |             |              |              |              |         |
| False   | 43 (100.0%) | 83 (98.8%)  | 102 (99.0%)  | 125 (99.2%)  | 240 (100.0%) | 0.577   |
| True  | 0 (0.0%)    | 1 (1.2%)    | 1 (1.0%)     | 1 (0.8%)     | 0 (0.0%)     |         |
| Perceived reason of the experienced harassment: Religion                          |             |             |              |              |              |         |
| False   | 43 (100.0%) | 84 (100.0%) | 103 (100.0%) | 126 (100.0%) | 239 (99.6%)  | 0.829   |
| True  | 0 (0.0%)    | 0 (0.0%)    | 0 (0.0%)     | 0 (0.0%)     | 1 (0.4%)     |         |
| Perceived reason of the experienced harassment: Ethnicity                         |             |             |              |              |              |         |
| False   | 43 (100.0%) | 84 (100.0%) | 102 (99.0%)  | 125 (99.2%)  | 238 (99.2%)  | 0.891   |
| True  | 0 (0.0%)    | 0 (0.0%)    | 1 (1.0%)     | 1 (0.8%)     | 2 (0.8%)     |         |
| Perceived reason of the experienced harassment: Culture                           |             |             |              |              |              |         |
| False   | 42 (97.7%)  | 84 (100.0%) | 102 (99.0%)  | 123 (97.6%)  | 237 (98.8%)  | 0.626   |
| True  | 1 (2.3%)    | 0 (0.0%)    | 1 (1.0%)     | 3 (2.4%)     | 3 (1.2%)     |         |
| Perceived reason of the experienced harassment: Hierarchy                         |             |             |              |              |              |         |
| False   | 40 (93.0%)  | 75 (89.3%)  | 95 (92.2%)   | 117 (92.9%)  | 222 (92.5%)  | 0.891   |
| True  | 3 (7.0%)    | 9 (10.7%)   | 8 (7.8%)     | 9 (7.1%)     | 18 (7.5%)    |         |

|   | Be          | Fr          | La           | Zh           | Others       | p-value |
|---|-------------|-------------|--------------|--------------|--------------|---------|
| Perceived reason of the experienced harassment: Age                 |             |             |              |              |              |         |
| False   | 43 (100.0%) | 83 (98.8%)  | 101 (98.1%)  | 123 (97.6%)  | 233 (97.1%)  | 0.735   |
| True  | 0 (0.0%)    | 1 (1.2%)    | 2 (1.9%)     | 3 (2.4%)     | 7 (2.9%)     |         |
| Perceived reason of the experienced harassment: Disability          |             |             |              |              |              |         |
| False   | 43 (100.0%) | 84 (100.0%) | 103 (100.0%) | 126 (100.0%) | 240 (100.0%) | .       |
| Perceived reason of the experienced harassment: I don't know        |             |             |              |              |              |         |
| False   | 41 (95.3%)  | 83 (98.8%)  | 101 (98.1%)  | 124 (98.4%)  | 237 (98.8%)  | 0.602   |
| True  | 2 (4.7%)    | 1 (1.2%)    | 2 (1.9%)     | 2 (1.6%)     | 3 (1.2%)     |         |
| Perceived reason of the experienced harassment: I prefer not to say |             |             |              |              |              |         |
| False   | 42 (97.7%)  | 84 (100.0%) | 101 (98.1%)  | 125 (99.2%)  | 237 (98.8%)  | 0.703   |
| True  | 1 (2.3%)    | 0 (0.0%)    | 2 (1.9%)     | 1 (0.8%)     | 3 (1.2%)     |         |

Table 56. Job satisfaction, comparison between Swiss universities

|   | Be         | Fr         | La          | Zh          | Others      | p-value |
|---|------------|------------|-------------|-------------|-------------|---------|
| N   | 43 (7.2%)  | 84 (14.1%) | 103 (17.3%) | 126 (21.1%) | 240 (40.3%) |         |
| All things considered, how satisfied are you with your job? |            |            |             |             |             |         |
| very dissatisfied   | 0 (0.0%)   | 3 (3.6%)   | 2 (2.0%)    | 2 (1.6%)    | 1 (0.4%)    | 0.013   |
| 1   | 0 (0.0%)   | 3 (3.6%)   | 1 (1.0%)    | 4 (3.2%)    | 8 (3.3%)    |         |
| 2   | 0 (0.0%)   | 4 (4.8%)   | 2 (2.0%)    | 8 (6.5%)    | 6 (2.5%)    |         |
| 3   | 0 (0.0%)   | 2 (2.4%)   | 1 (1.0%)    | 13 (10.5%)  | 9 (3.8%)    |         |
| 4   | 4 (9.3%)   | 1 (1.2%)   | 9 (8.9%)    | 9 (7.3%)    | 12 (5.0%)   |         |
| 5   | 2 (4.7%)   | 3 (3.6%)   | 7 (6.9%)    | 7 (5.6%)    | 21 (8.8%)   |         |
| 6   | 6 (14.0%)  | 11 (13.3%) | 11 (10.9%)  | 18 (14.5%)  | 31 (13.0%)  |         |
| 7   | 4 (9.3%)   | 15 (18.1%) | 20 (19.8%)  | 27 (21.8%)  | 51 (21.3%)  |         |
| 8   | 18 (41.9%) | 24 (28.9%) | 24 (23.8%)  | 24 (19.4%)  | 47 (19.7%)  |         |
| 9   | 7 (16.3%)  | 13 (15.7%) | 18 (17.8%)  | 10 (8.1%)   | 41 (17.2%)  |         |
| very satisfied  | 2 (4.7%)   | 4 (4.8%)   | 6 (5.9%)    | 2 (1.6%)    | 12 (5.0%)   |         |

Figure 25. Distribution of job satisfaction scores for researchers among Swiss universities



## 9 Appendix 3: Descriptive statistics and correlations of study constructs

**Table 57. Means and standard deviations of measured variables**

| Variable                     | Obs  | Mean      | Std. dev. |
|------------------------------|------|-----------|-----------|
| Work engagement score        | 3734 | 2.867791  | 0.9134266 |
| Burnout score                | 3728 | 2.459201  | 0.644224  |
| Resilience score             | 3718 | 3.191895  | 0.7671853 |
| Stress score                 | 3705 | 0.7329113 | 0.5871937 |
| Wellbeing score              | 3705 | 2.481287  | 1.12722   |
| Predictability score         | 3292 | 3.150618  | 0.9881659 |
| Role clarity score           | 3293 | 3.448426  | 0.8868174 |
| Policy perception score      | 3250 | 2.238554  | 0.9437421 |
| Job insecurity score         | 3250 | 3.613333  | 1.227408  |
| Job control score            | 3287 | 4.083409  | 0.9446621 |
| Interpersonal conflict score | 3250 | 2.781897  | 1.365686  |
| Work-family conflict score   | 3279 | 3.178078  | 1.223479  |
| Sense of community score     | 3278 | 3.805623  | 0.9602269 |
| Illegitimate task score      | 3265 | 2.530883  | 1.000472  |
| Work-related stress score    | 3276 | 2.889703  | 0.932348  |
| Emotional support score      | 3253 | 3.549319  | 0.8761662 |
| Instrumental support score   | 3254 | 3.365468  | 0.8612041 |
| Leader demands score         | 2939 | 2.600947  | 1.19777   |
| Leader lack of care score    | 3005 | 3.578397  | 1.201509  |
| Supervisor integrity score   | 2159 | 3.406322  | 0.7015573 |

**Table 58. Pearson correlation coefficients among study variables**

|                                | Work engagement score | Burnout score | Resilience score | Stress score | Wellbeing score | Predictability score | Role clarity score | Policy perception score | Job insecurity score | Job control score | Interpersonal conflict score | Work-family conflict score | Sense of community score | Illegitimate task stress score | Work-related stress score | Emotional support score | Instrumental support score | Leader demand score | Leader lack of care score | Supervisor integrity score |
|--------------------------------|-----------------------|---------------|------------------|--------------|-----------------|----------------------|--------------------|-------------------------|----------------------|-------------------|------------------------------|----------------------------|--------------------------|--------------------------------|---------------------------|-------------------------|----------------------------|---------------------|---------------------------|----------------------------|
| Work engagement score          | 1                     |               |                  |              |                 |                      |                    |                         |                      |                   |                              |                            |                          |                                |                           |                         |                            |                     |                           |                            |
| Burnout score                  | -0.5035               | 1             |                  |              |                 |                      |                    |                         |                      |                   |                              |                            |                          |                                |                           |                         |                            |                     |                           |                            |
| Resilience score               | 0.3233                | -0.4819       | 1                |              |                 |                      |                    |                         |                      |                   |                              |                            |                          |                                |                           |                         |                            |                     |                           |                            |
| Stress score                   | -0.341                | 0.6931        | -0.4951          | 1            |                 |                      |                    |                         |                      |                   |                              |                            |                          |                                |                           |                         |                            |                     |                           |                            |
| Wellbeing score                | 0.4964                | -0.6441       | 0.474            | -0.6323      | 1               |                      |                    |                         |                      |                   |                              |                            |                          |                                |                           |                         |                            |                     |                           |                            |
| Predictability score           | 0.2457                | -0.4265       | 0.186            | -0.336       | 0.3268          | 1                    |                    |                         |                      |                   |                              |                            |                          |                                |                           |                         |                            |                     |                           |                            |
| Role clarity score             | 0.3967                | -0.5059       | 0.2482           | -0.386       | 0.4154          | 0.5894               | 1                  |                         |                      |                   |                              |                            |                          |                                |                           |                         |                            |                     |                           |                            |
| Policy perception score        | 0.2191                | -0.3385       | 0.1757           | -0.2433      | 0.3338          | 0.4711               | 0.386              | 1                       |                      |                   |                              |                            |                          |                                |                           |                         |                            |                     |                           |                            |
| Job insecurity score           | 0.22                  | -0.3677       | 0.2371           | -0.3368      | 0.3175          | 0.239                | 0.2958             | 0.2036                  | 1                    |                   |                              |                            |                          |                                |                           |                         |                            |                     |                           |                            |
| Job control score              | 0.2181                | -0.2622       | 0.1583           | -0.2264      | 0.2153          | 0.2867               | 0.2992             | 0.1751                  | 0.185                | 1                 |                              |                            |                          |                                |                           |                         |                            |                     |                           |                            |
| Interpersonal conflict score   | -0.119                | 0.318         | -0.1522          | 0.2662       | -0.214          | -0.4947              | -0.3358            | -0.3949                 | -0.1694              | -0.2372           | 1                            |                            |                          |                                |                           |                         |                            |                     |                           |                            |
| Work-family conflict score     | -0.0671               | 0.4097        | -0.217           | 0.3568       | -0.3924         | -0.3215              | -0.2668            | -0.3454                 | -0.2022              | -0.1512           | 0.3321                       | 1                          |                          |                                |                           |                         |                            |                     |                           |                            |
| Sense of community score       | 0.2799                | -0.375        | 0.2315           | -0.3292      | 0.315           | 0.4506               | 0.4148             | 0.3348                  | 0.1924               | 0.2358            | -0.5137                      | -0.2223                    | 1                        |                                |                           |                         |                            |                     |                           |                            |
| Illegitimate task stress score | -0.1404               | 0.3791        | -0.1409          | 0.2909       | -0.2702         | -0.4987              | -0.3826            | -0.3382                 | -0.1023              | -0.2405           | 0.4475                       | 0.4329                     | -0.3143                  | 1                              |                           |                         |                            |                     |                           |                            |
| Work-related stress score      | -0.0424               | 0.3863        | -0.1801          | 0.3222       | -0.3077         | -0.3493              | -0.2574            | -0.2963                 | -0.1813              | -0.2063           | 0.3292                       | 0.5913                     | -0.1934                  | 0.5103                         | 1                         |                         |                            |                     |                           |                            |
| Emotional support score        | 0.1891                | -0.2867       | 0.1693           | -0.2389      | 0.2532          | 0.3809               | 0.3387             | 0.3293                  | 0.1546               | 0.2239            | -0.3586                      | -0.2481                    | 0.4747                   | -0.3164                        | -0.2514                   | 1                       |                            |                     |                           |                            |
| Instrumental support score     | 0.2591                | -0.3141       | 0.1748           | -0.266       | 0.3014          | 0.3822               | 0.3681             | 0.3427                  | 0.1688               | 0.2153            | -0.3227                      | -0.223                     | 0.4857                   | -0.303                         | -0.2401                   | 0.7383                  | 1                          |                     |                           |                            |

|                               | Work<br>engage<br>ment<br>score | Burnout<br>score | Resilien<br>ce score | Stress<br>score | Wellbei<br>ng score | Predicta<br>bility<br>score | Role<br>clarity<br>score | Policy<br>percepti<br>on score | Job<br>insecuri<br>ty score | Job<br>control<br>score | Interper<br>sonal<br>conflict<br>score | Work-<br>families<br>conflict<br>score | Sense of<br>commu<br>nity<br>score | Illegitim<br>ate task<br>related<br>stress<br>score | Work-<br>related<br>stress<br>score | Emotion<br>support<br>score | Instrum<br>ental<br>support<br>score | Leader<br>demand<br>score | Leader<br>lack of<br>care<br>score | Supervis<br>or<br>integrit<br>y score |
|-------------------------------|---------------------------------|------------------|----------------------|-----------------|---------------------|-----------------------------|--------------------------|--------------------------------|-----------------------------|-------------------------|--|--|------------------------------------|---|-------------------------------------|-----------------------------|--------------------------------------|---------------------------|------------------------------------|---------------------------------------|
| Leader demands<br>score       | -0.1611                         | 0.3482           | -0.1593              | 0.279           | -0.257              | -0.454                      | -0.3567                  | -0.4158                        | -0.1437                     | -0.3256                 | 0.459                                  | 0.4012                                 | -0.3203                            | 0.4703  | 0.4632                              | -0.3493                     | -0.3182                              | 1                         |                                    |                                       |
| Leader lack of<br>care score  | 0.2638                          | -0.3591          | 0.1798               | -0.2834         | 0.2968              | 0.5435                      | 0.4439                   | 0.4401                         | 0.162                       | 0.306                   | -0.4909                                | -0.2624                                | 0.4856                             | -0.3864   | -0.2824                             | 0.4777                      | 0.4673                               | -0.6204                   | 1                                  |                                       |
| Supervisor<br>integrity score | 0.2155                          | -0.2478          | 0.1392               | -0.1778         | 0.21                | 0.3698                      | 0.2808                   | 0.2603                         | 0.0677                      | 0.2723                  | -0.3351                                | -0.1643                                | 0.353                              | -0.3023   | -0.2072                             | 0.328                       | 0.3222                               | -0.4289                   | 0.5765                             | 1                                     |