

Hello doctoral researchers,

Don't forget to participate in the Helmholtz Juniors Survey (N²) 2019. The case of MDC Berlin shows again the importance of relevant data. Read details below.

Be part of the change and participate!

**Upcoming Events**

November	13	Graduate Students Day HMGU
November	13-15	N²-Event in Berlin
November		19:00 PhD Get-together Place to be announced Enjoy nice food and drinks with your fellows!
November	14	Knitting 17:30 at Doktorandencafé
November	20	Languagecafé 17:00 at Doktorandencafé

Save the Date

December	3	TMS + DINI Winterparty at HMGU
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Register for two upcoming Career Talks**Career Options in Science Management by Thomas Koch**

HR Development is pleased to announce that Dr. Thomas Koch will give an overview on Career Options in Science Management

- Date: Monday, **4th of November** 2019, 01:00 - ~ 03.00 pm
- Location: Building 33 / big lecture hall
- Registration: For organizational reasons, [please register here](#)

You can find further information [here](#)

Career Talk: Career reset – courageous or daring?

A biology-business-psychology trilogy by Dr. Nicola Bauer

- Date & Time: Tuesday, **19th of November** 2019, 03:00 - 04:30 pm
- Location: Building 33 / Small lecture hall
- Registration: For organizational reasons, [please register here](#)

One of our career consultants at the HMGU Career Center, Dr. Nicola Bauer, will report about her own career path. After a PhD in Stem Cell biology, she switched into pharma consulting – firstly 3 years as employee, than 7 years as freelancer. Nicola will briefly report about the application process for and the work in pharma consulting, but majorly give you insights into her motives and experiences of her career switches. You can find further information [here](#).

HeJu Statement on Misconduct and Harassment at MDC Berlin

Recently the Helmholtz Association faced public reports ([tagesschau.de](#), 25.10.2019) of misconduct and unwanted behaviour towards young female scientists and Doctoral Researchers at the Max Delbrück Center – another addition to the long list of reports of misconduct in the academic environment and society in general as also reported on 25.10.2019 ([tagesschau.de](#), 25.10.2019).

The Helmholtz Juniors alongside other Doctoral Researcher's networks, most prominently the Leibniz PhDnetwork and the Max Planck PhDnet, have been demanding an open discussion about the topics of sexual harassment, misconduct in the scientific environment and power abuse through our Position Paper from May 2019 ([N²](#), May 2019). The Helmholtz Juniors have been offering to engage in a dialogue to review and to improve upon the culture of work interaction within individual Helmholtz centres as well as in the Helmholtz Association as a whole.

We acknowledge that some members of the Helmholtz Association have already engaged in this dialogue or have started to implement structural changes ([MDC](#), 25.10.2019). However, following the recent report we feel that it is once more our duty to make our voices heard and demand an initiative that fundamentally reviews the culture of work place interaction and supervision in our organisation. To abolish unwanted behaviour and misconduct, such this review must yield a binding code of conduct that encompasses the entire Helmholtz Association, to renew and strengthen the great scientific environment that the Helmholtz Association offers.

Take the chance, make a change— Participate in the Survey N²!

Facing the issue of Misconduct and harassment at MDC Berlin shows once more the importance of relevant data to start a change in lab culture. Help us and take part in the survey 2019!

On September 30 you received the link for the Helmholtz Juniors Survey (N²) in your Mailbox.

Please register for the survey using the following link:

<https://helmholtzjuniorsurvey2019.limequery.com/867496?lang=en>

Please participate in the survey. If you don't get the registration confirmation **check your Spam Folder**.

The Helmholtz Juniors survey 2019 is a co-operation with MaxPlanck PhDnet and Leibniz PhDnet to improve conditions for doctoral Researchers.

Find more information under:

https://www.helmholtz.de/en/jobs_talent/science/phd_candidates/helmholtz_juniors/

FUNDING TYPES

- primary funding types are working contracts or stipends
- 75% of HGF doctoral researchers have contracts, 20% stipends
- but some centres have 30-50% stipend holders

INCOME

- income ranges between <1100 € and > 1901 €
- the pay gap varies between but also within centres
- DRs at same centres earn very differently
- stipend holders earn on average less

CONTRACT VS STIPEND

- stipends do not cover
 - health insurance
 - social benefits
 - unemployment benefits

When covering this themselves, stipend holders have a substantially smaller income!

HELMHOLTZ Juniors

Let's

- adjust income levels
- advocate for same benefits

WANT TO GET EQUAL PAY FOR EQUAL WORK? TAKE PART IN THE SURVEY 2019!

Share your Talent—Knitting on 14.11.2019 17:30 at Doktorandencafé

Welcome to a new event of DiNi.

We are sure you are not only an expert in pipetting or microscopy, but have some nice hobbies aside your everyday work. We thought it would be nice to share some of these talents and inspire your fellow doctoral researchers for exciting or relaxing activities.

Anything is welcome from ballroom dancing to Origami Paper folding. If you want to share a talent with us choose a time and date, so we can advertise it in the next newsletter.

This month we start with **Knitting at Doktorandencafé** with Theresa.

Any knitting level is fine. Please bring your own wool and needles. If you are unsure what to buy please contact Theresa in advance theresa.kuhl@helmholtz-muenchen.de. Bring your own cup, there will be some tea and cookies.

Date: 14. November

Time: 17:30

Venue: Doktorandencafé

**Languagecafé on 20.11.2019 17:00 at Doktorandencafé**

Learning German is tricky? You haven't trained your Spanish forever? Then come to our next Language Café. Profit from native speakers, get to know fellow beginners and find your personal tandem partner. Bring your cup for Glühwein!

Date: 20. November

Time: 17:00

Venue: Doktorandencafé

**DINI SnowWeekend 2020 — Registration open!**

Come and join us at our crazy SnowWeekend March 5-8 2020.

WHAT?: 3 days on a hut and skiing/snowboarding with your fellow doctoral researchers!

WHERE?: Traunsteinerhütte, Dürnbachhornweg 14, 83242 Reit im Winkl www.traunsteinerhuetten.de

TRAVEL?: by bus from München ZOB (ca. 2,5h)

PRICE?: ca. 250-300 Euros in total

Early bird registration is now open:

<https://www.helmholtz-helena.de/about-us/graduate-students/dini/social-events/index.html>

More info will follow soon!

**About DINI**

We are the doctoral student's initiative at Helmholtz Zentrum München (DINI), a free association of graduate students. We organize social events, welcome new PhDs and support you when you have problems.

Want to contact us? doktorandeninitiative@helmholtz-muenchen.de

Want to join us? Great, we are always happy to welcome new members.

New at HMGU? Welcome Team: dini.welcome.team@helmholtz-muenchen.de

Like us on Facebook: www.facebook.com/dinimunich

Check our Website: www.helmholtz-helena.de/about-us/graduate-students/dini