

Analyses of the Lipgene Gender Questionnaire/ Database

What country do you currently work in?

		Frequency	Percent
Valid	Belgium	1	1.0
	England	3	3.0
	Finland	7	7.0
	France	12	12.0
	Germany	2	2.0
	Great Britain/UK	18	18.0
	Ireland	10	10.0
	Northern Ireland	3	3.0
	The Netherlands	11	11.0
	Norway	10	10.0
	Poland	10	10.0
	Portugal	2	2.0
	Spain	5	5.0
	Sweden	5	5.0
	USA	1	1.0
	Total	100	100.0

Gender

		Frequency	Percent
Valid	male	31	31.0
	female	69	69.0
	Total	100	100.0

Age Category

		Frequency	Percent
Valid	under25	5	5.0
	25-30	23	23.0
	31-35	13	13.0
	36-40	17	17.0
	41-50	23	23.0
	51-60	16	16.0
	over60	3	3.0
	Total	100	100.0

marital status

		Frequency	Percent
Valid	single	26	26.0
	married	50	50.0
	living with partner	19	19.0

widowed	1	1.0
divorced	1	1.0
separated	3	3.0
Total	100	100.0

children

	Frequency	Percent
Valid yes	42	42.0
no	58	58.0
Total	100	100.0

Difficulties in meeting childcare needs

	Frequency
Valid insufficient time to spend with children	1
Commuting makes it difficult as most childminders don't work past 6pm	1
Cost!!!	1
Ensuring quality of care. ????	1
For conferences overnight and weekends, this must be pre-arranged with my partner, child carer and creche at additional cost	1
I used to when they were younger. I have no close family who are alive. Had to pay for full-time care often at weekends	1
insufficient time for childcare needs (mainly earlier)	1
Lack of proper amount of money for paying school fees.	1
not now but did when child were young	1
Not prioritised for kindergarden,	1

Would any of the following inhibit you from upgrading promotion			
		Frequency	Percent
additional travel	yes	11	11
further training and development	yes	6	6
relocation	yes	24	24
longer working hours	yes	22	22
loss of current flexibility	yes	16	16
more specialised nature of the new position	yes	8	8

level of satisfaction with fairness and transparency of work practices		
Rate	Frequency	Percent
2	1	1
3	2	2
4	2	2
5	15	15
6	11	11
7	25	25
8	18	18

9	8	8
10	10	10

are you satisfied with career progression?

		Frequency	Percent
Valid	yes	80	80.0
	no	12	12.0
	Total	92	92.0

if no, specify why you are not happy with your career progression

	Frequency	Percent
always in post-doc position 7 years after my thesis	1	1.0
Because, my career progression was stopped for three years. I wrote too many papers and this was not good for somebody else.	1	1.0
Continuing Medical Education - taking the consultant degree examination was postponed due to overload with current duties	1	1.0
I'm sort of satisfied. While I'm not unhappy, I wish I had had more opportunities to supervise students or junior post docs.	1	1.0
I have been employed 19 years ago on an Ingenior status post. Since this date I did a PhD and a post-doctoral stay in a foreign laboratory and I am currently doing a researcher work, and my status has not evolved yet.	1	1.0
I have far too little resources for my expertise and the important projects I am running.	1	1.0
I have raised alot of external income and am publishing alot of papers. Meanwhile, I have reached the top of my current post career ladder. I am ready for promotion.	1	1.0
it was impossible to do what I wanted (13 years ago)	1	1.0
Limited opportunity	1	1.0
no recognition of my preceding experiment (before my current career)	1	1.0
There is generally a lack of opportunities in the field which inhibits progression	1	1.0
There is very little progression possible for technical staff	1	1.0

how would you rate your chances of achieving promotion compared to opposite sex, equal ability

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	better	11	11.0	12.6	12.6
	worse	14	14.0	16.1	28.7
	same	62	62.0	71.3	100.0
	Total	87	87.0	100.0	
Missing	System	13	13.0		
Total		100	100.0		

agree/disagree: Women have to work harder and do better to get the same recognition as men

		Frequency	Percent
Valid	strongly agree	19	19.0
	agree	23	23.0
	disagree	20	20.0

	strongly disagree	4	4.0
	no view	5	5.0
	Total	71	71.0
Missing	System	29	29.0
Total		100	100.0

it is merit that determines promotion prospects

		Frequency	Percent
Valid	strongly agree	6	6.0
	agree	41	41.0
	disagree	13	13.0
	strongly disagree	3	3.0
	no view	8	8.0
	Total	71	71.0
Missing	System	29	29.0
Total		100	100.0

it is being a man that determines promotion prospects

		Frequency	Percent
Valid	strongly agree	2	2.0
	agree	10	10.0
	disagree	38	38.0
	strongly disagree	11	11.0
	no view	10	10.0
	Total	71	71.0
Missing	System	29	29.0
Total		100	100.0

it is being a woman that determines promotion prospects

		Frequency	Percent
Valid	agree	8	8.0
	disagree	42	42.0
	strongly disagree	10	10.0
	no view	11	11.0
	Total	71	71.0
Missing	System	29	29.0
Total		100	100.0

men and women do not get treated equally when it comes to being appointed to top jobs

		Frequency	Percent
Valid	strongly agree	6	6.0
	agree	28	28.0
	disagree	24	24.0
	strongly disagree	2	2.0
	no view	11	11.0

	Total	71	71.0
Missing	System	29	29.0
Total		100	100.0

women with children cannot be as committed to their work as men

		Frequency	Percent
Valid	strongly agree	3	3.0
	agree	18	18.0
	disagree	30	30.0
	strongly disagree	12	12.0
	no view	8	8.0
	Total	71	71.0
Missing	System	29	29.0
Total		100	100.0

men generally work longer hours than women in management posts

		Frequency	Percent
Valid	strongly agree	2	2.0
	agree	21	21.0
	disagree	29	29.0
	strongly disagree	11	11.0
	no view	8	8.0
	Total	71	71.0
Missing	System	29	29.0
Total		100	100.0

women have less opportunity to work on high visibility projects

		Frequency	Percent
Valid	strongly agree	3	3.0
	agree	25	25.0
	disagree	32	32.0
	strongly disagree	3	3.0
	no view	8	8.0
	Total	71	71.0
Missing	System	29	29.0
Total		100	100.0

women are more interested in the challenge of the work, money is not a key driver for women compared with men

		Frequency	Percent
Valid	strongly agree	4	4.0
	agree	25	25.0
	disagree	24	24.0
	strongly disagree	6	6.0
	no view	12	12.0

	Total	71	71.0
Missing	System	29	29.0
Total		100	100.0

the nature/culture of WEU FP projects suits men better than women

		Frequency	Percent
Valid	strongly agree	2	2.0
	agree	7	7.0
	disagree	30	30.0
	strongly disagree	6	6.0
	no view	26	26.0
	Total	71	71.0
Missing	System	29	29.0
Total		100	100.0

in practical terms women cannot be considered for jobs which involve relocation, substantial travelling or mobility

		Frequency	Percent
Valid	strongly agree	2	2.0
	agree	9	9.0
	disagree	41	41.0
	strongly disagree	10	10.0
	no view	9	9.0
	Total	71	71.0
Missing	System	29	29.0
Total		100	100.0

in practical terms women who have children cannot be considered for jobs which involve relocation, substantial travelling or mobility

		Frequency	Percent
Valid	strongly agree	3	3.0
	agree	25	25.0
	disagree	27	27.0
	strongly disagree	9	9.0
	no view	7	7.0
	Total	71	71.0
Missing	System	29	29.0
Total		100	100.0

women are more likely to be victims of sexual harassment than men

		Frequency	Percent
Valid	strongly agree	3	3.0
	agree	40	40.0
	disagree	12	12.0
	strongly disagree	2	2.0

	no view	14	14.0
	Total	71	71.0
Missing	System	29	29.0
Total		100	100.0

social events are often to the exclusion of women

		Frequency	Percent
Valid	strongly agree	2	2.0
	agree	11	11.0
	disagree	40	40.0
	strongly disagree	11	11.0
	no view	7	7.0
	Total	71	71.0
Missing	System	29	29.0
Total		100	100.0