



This questionnaire has been developed by the Gender equality team of Lipgene project. The purpose of this questionnaire is to examine career triggers/barriers and equality issues during the FP6 cycle of projects. The questionnaire is completely **CONFIDENTIAL** and the data will reside within the Centre for Gender and Women's studies at Trinity College Dublin, Ireland. The director of the centre, Dr. Maryann Valiulis is a member of the external advisory group for the Lipgene Project.

Further information may be found at [www.lipgene.tcd.ie](http://www.lipgene.tcd.ie) and [www.tcd.ie/Womens\\_Studies/](http://www.tcd.ie/Womens_Studies/)

**Section A  
Personal Details**

The information in this section is ONLY used for analysis. It will not be used to identify any individual.

**A.0 What country do you currently work in** \_\_\_\_\_

**A.1 Gender**  
Male   
Female

**A.2 Age Category**  
25-30   
31-35   
36-40   
41-50   
51-60   
other

**A.3 Which of the following best describes your current martial status?**  
Single   
Married   
Living with partner   
Widowed   
Divorced   
Separated

**A.4 If you are living with spouse/life partner, is your partner:**  
Working full time in the home   
Working full time outside the home   
Working part time outside the home

**A.5 Do you have children**  
Yes   
No

*(if no please go to Q. A.8)*

If **yes**, how many children of the following age groups live with you  
≤ 5years   
6-12 years   
13-16 years   
17-21 years

**A.6 Where relevant, please specify your current childcare arrangements.**

Please tick each box that applies

- Cared for during working hours by partner
  - Cared for during working hours by relative
  - Cared for in the project/institute's crèche
  - Cared for in other crèche
  - Care for during working hours by childminder
  - After school care
  - Other, please specify \_\_\_\_\_
- 

**A.7 Do you have difficulties in meeting your childcare needs** Yes   
No

If **yes**, please provide details \_\_\_\_\_

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**A.8 Have you other family caring responsibilities** Yes   
No

*IF NO, please skip to section B Q1*

If **YES**, please tick all that apply

- Elderly relative
- Adult with disability/illness
- Child with disability/illness

**A.9 Do you feel that your responsibilities to family members hinders your career prospects within your FP6 project or institution** Yes   
No

If **yes**, please provide details \_\_\_\_\_

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**A.10 Do family responsibilities hamper your ability to attend conferences and project meetings?** Yes   
No

If **yes**, please provide details of how this might be improved on within FP6 projects

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**A.11 Do you feel that you have been treated differently by your superiors since becoming a parent** Yes   
No

If **yes**, please provide details

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**Section B  
Career Details**

**B.1** How many years have you been working in your current institution \_\_\_\_\_ years

**B.2a** How many months have you worked on this FP6 project \_\_\_\_\_ months

**B.2b** Please tick each of the FP 6 you are actively involved in

- Lipgene
- NuGo
- Diogenes
- Health Grain

Other, please specify \_\_\_\_\_

**B.3** Qualifications (please tick all that apply)

- B.Sc/B.A.
- M.Sc./M.A.
- Ph.D.
- MD
- MD/PhD

Other, please specify \_\_\_\_\_

**B.4** What is your current position (please tick only one)

- Scientific manager
- Scientific team leader / work package manager
- Experienced researcher (> 4 years post doc)
- Early researcher ( $\leq$  4 years post doc)
- PhD students
- Technical staff
- Other (please state) \_\_\_\_\_

**B.5** Is your current post in your institution

- Permanent – full time
- Permanent – part time
- Contract – full time
- Contract – part time

If your post is on a **contract** basis, how long is your current contract for in total

Please indicate if you have a contract of indefinite duration \_\_\_\_\_ years

**B.6** How were you appointed to your current position (please tick 1)

- Internal appointment via
  - Internal advertisement/ interview process
  - Management selection
- External appointment via
  - Advertisement/ interview process
  - Recruitment agency (without advertisement)
- Other (please specify) \_\_\_\_\_

**B.7** Would any of the following inhibit you from applying for upgrading/promotion

(please tick each that apply)

	Yes	No
Relocation	<input type="checkbox"/>	<input type="checkbox"/>
Loss of current flexibility	<input type="checkbox"/>	<input type="checkbox"/>
Longer working hours	<input type="checkbox"/>	<input type="checkbox"/>
Additional travel	<input type="checkbox"/>	<input type="checkbox"/>
More specialised nature of the new position	<input type="checkbox"/>	<input type="checkbox"/>
Further training and development needed	<input type="checkbox"/>	<input type="checkbox"/>
Other, please specify_____		

**B.8 On a scale of 1 – 10 (1 = Very Unsatisfactory 10 = Very Satisfactory), how would you rate your level of satisfaction with the fairness and transparency of current work practises within your institution**

Score

**B.9 If you rated your level of satisfaction above as 4 or less, please outline you reasons why in the space provided below.**

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**B.10 Are you satisfied with your career progression to date**

Yes   
No

**If no, please specify why**

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**B.11 What occupational post/position would you see as your long term goal (~10years)**

Scientific manager   
Scientific team leader   
University lecturer   
Professor   
Department Director   
Researcher   
Other (please specify)\_\_\_\_\_

**B.12 On a scale of 1-4, where 1 = not important and 4 is very important, how would you rank each of the following in achieving success in career development**

Please score all

Undertaking further education   
Undertaking formal training   
Self-development programmes   
Career planning   
Gender   
Support from senior staff   
Access to high profile areas of work   
Work performances & achievements   
Successful in grant applications

**B.13 Since starting on your FP 6 Project, which of these areas have you actively pursued**

	Yes	No
Undertaking further education	<input type="checkbox"/>	<input type="checkbox"/>
Undertaking formal training	<input type="checkbox"/>	<input type="checkbox"/>
Self-development programmes	<input type="checkbox"/>	<input type="checkbox"/>
Career planning	<input type="checkbox"/>	<input type="checkbox"/>
Seek support from senior staff	<input type="checkbox"/>	<input type="checkbox"/>
Access to high profile areas of work	<input type="checkbox"/>	<input type="checkbox"/>
Grant applications	<input type="checkbox"/>	<input type="checkbox"/>

**B.14 Since joining your Institution, which of these areas have you actively pursued**

	Yes	No
Undertaking further education	<input type="checkbox"/>	<input type="checkbox"/>
Undertaking formal training	<input type="checkbox"/>	<input type="checkbox"/>
Self-development programmes	<input type="checkbox"/>	<input type="checkbox"/>
Career planning	<input type="checkbox"/>	<input type="checkbox"/>
Seek support from senior staff	<input type="checkbox"/>	<input type="checkbox"/>
Access to high profile areas of work	<input type="checkbox"/>	<input type="checkbox"/>
Grant applications	<input type="checkbox"/>	<input type="checkbox"/>

**B.15 Since joining your Institution, have you consciously changed your behaviour/attitudes to fit the workplace culture in your institution**

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>

**If yes, in what way(s) did you change your previous behaviour/attitudes**

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**B.16 How would you rate your chances of achieving promotion/advancement in your institution compared to the chances of members of the opposite sex with similar ability /experience**

Better	<input type="checkbox"/>
Worse	<input type="checkbox"/>
Same	<input type="checkbox"/>

**Why do you think this is the case?**

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**B.17 In relation to your work experience solely on your FP6 project, to what degree would you agree/disagree with the following statements**

	Strongly Agree	Agree	Disagree	Strongly disagree	No view
Lack of success in promotion competitions would not discourage me from trying again					
I would only apply for promotion if the job appealed to me. I am not grade driven					
What counts in promotion competitions is who you know and what circles you are in					
If you work for an assertive manager its easier to get promoted					
Its easier for staff without children to get promoted than staff with children					
You have to be prepared to work long hours to be promoted					
Its no good putting women in senior job because people don't like having a female boss					
To get promoted you need a sponsor/mentor in a senior position in the organisation					

**B.18 Have you been given the opportunity to work in different areas of your research project/institution?**

Yes   
No

**B.19 Do you have a professional or a personal sponsor/mentor in your career**

Yes   
No

If yes, (please tick each that applies)

- Parent
- Partner
- Close relative
- Close friend
- Manager at your work
- Teacher/lecturer
- Work colleague
- Other please specify \_\_\_\_\_

**B.20 Is it important to have a sponsor/role model for career progression**

Yes   
No

**B.21 Do you feel you are an equal member of the research team?**

Yes   
No

**B.22 Do you feel you are a valued member of the research team?**

Yes   
No

**B.23 Do you feel included in the development and activities of the research team?**

Yes   
No

If not, please explain. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



**C. 7 Have you availed of any of the following forms of leave for a period of greater than 1 month in the past 3 years**

	Yes	No
Paid Maternity leave	<input type="checkbox"/>	<input type="checkbox"/>
Unpaid Maternity leave	<input type="checkbox"/>	<input type="checkbox"/>
Paid Paternity leave	<input type="checkbox"/>	<input type="checkbox"/>
Unpaid Paternity leave	<input type="checkbox"/>	<input type="checkbox"/>
Paid adoptive leave	<input type="checkbox"/>	<input type="checkbox"/>
Force Majeure (emergency leave)	<input type="checkbox"/>	<input type="checkbox"/>
Compassionate leave	<input type="checkbox"/>	<input type="checkbox"/>
Sabbatical/study leave	<input type="checkbox"/>	<input type="checkbox"/>
Unpaid extended maternity leave	<input type="checkbox"/>	<input type="checkbox"/>

**C. 8 Do you think that taking any form these leaves can adversely affect your career progression / promotional prospects**

	Yes	No
Paid Maternity leave	<input type="checkbox"/>	<input type="checkbox"/>
Unpaid Maternity leave	<input type="checkbox"/>	<input type="checkbox"/>
Paid Paternity leave	<input type="checkbox"/>	<input type="checkbox"/>
Unpaid Paternity leave	<input type="checkbox"/>	<input type="checkbox"/>
Paid adoptive leave	<input type="checkbox"/>	<input type="checkbox"/>
Force Majeure (emergency leave)	<input type="checkbox"/>	<input type="checkbox"/>
Compassionate leave	<input type="checkbox"/>	<input type="checkbox"/>
Sabbatical/study leave	<input type="checkbox"/>	<input type="checkbox"/>
Unpaid extended maternity leave	<input type="checkbox"/>	<input type="checkbox"/>

**C. 9 In relation to your work on FP6 projects, how do you feel about the following statements**

	Strongly Agree	Agree	Disagree	Strongly disagree	No view
Taking a career break strongly jeopardises your chances of promotion					
You can't do a senior job effectively on a part-time basis					
Having a child/children has a negative effect on your career					
Work-life balance is a core strategic issue in FP6 projects					
I have been able to balance work-life without hindering my career					

**C. 10 Are there any measures that could be introduced in the FP projects that could improve work/life balance**

Yes   
No

**If yes, please give details**

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**Section D**  
**Training and Work experience**

**D. 1 Have any training courses been made available to you since joining this project**

Yes   
No

**D. 2 Have you specifically sought out any training courses**

Yes   
No

**D. 3 In relation to you pursuing training courses, has the attitude of your supervisor been;**

Positive   
Negative   
Neutral

**D. 4 In relation to training and work experience opportunities within FP 6 projects, to what extent would you agree/disagree with the following statements**

	Strongly Agree	Agree	Disagree	Strongly disagree	No view
There is no problem accessing training					
Men and women are given sufficient working experience to develop their research/management skills					
I have not received adequate training to enable me to seek promotion					
Men and women are afforded equal access to training in FP6 projects					
Having supervisory experience is crucial to achieving promotion to senior management positions					
I would be prepared to relocate to a different region/country for career progression					
I would be prepared to relocate to a different region/country <b><i>from my partner</i></b> for career progression					

**D. 5** On a scale of 1 to 4 where 1 is not important to 4 very important, how would you score each of the following strategies in achieving greater gender balance, diversity and leadership capacity in a research environment.

Strategy	Score
A formalised mentoring programme	
Development of professional and personal development plans	
Use of current senior female research managers as high profile role models	
Use of more explicit selection criteria in promotion competitions	
Placement/mobility policies to ensure employees gain line management experience	
Greater acceptance, promotion and uptake by senior research managers of flexible work-life balance	

Awareness workshops targeted at research directors/senior managers of the barriers and challenges which female employees face in a male dominated organisation	
Advertising of all promotion/upgrading opportunities	
Gender balance (50:50) on all promotion/selection panels	
Making further education opportunities available during working hours	

**D. 6 To what extent would you agree/disagree with the following statements**

	Strongly Agree	Agree	Disagree	Strongly disagree	No view
Women have to work harder and do better to get the same recognition as men					
It is merit that determines promotion prospects					
It is being a <i>man</i> that determines promotion prospects					
It is being a <i>woman</i> that determines promotion prospects					
Men and women do not get treated equally when it comes to being appointed to top jobs					
Women with children cannot be as committed to their work as men					
Men generally work longer hours than women in management posts					
Women have less opportunity to work on high visibility projects					
Women are more interested in the challenge of the work. Money is not a key driver for women compared with men					
The nature/culture of WEU FP projects suits men better than women					
In practical terms women cannot be considered for jobs which involve relocation, substantial travelling or mobility					
In practical terms women <b>who have children</b> cannot be considered for jobs which involve relocation, substantial travelling or mobility					
Women are more likely to be victims of sexual harassment than men					
Social events are often to the exclusion of women					