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 and 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 marital 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

___________________________________________________________________  
___________________________________________________________________

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

___________________________________________________________________  
___________________________________________________________________

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

___________________________________________________________________  
___________________________________________________________________  
___________________________________________________________________

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

___________________________________________________________________  
___________________________________________________________________  
___________________________________________________________________
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 (≤ 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)

Relocation  
Loss of current flexibility  
Longer working hours  
Additional travel  
More specialised nature of the new position  
Further training and development needed  
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.

_____________________________________________________________________________
_____________________________________________________________________________
_____________________________________________________________________________
_____________________________________________________________________________

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

Yes No

If no, please specify why

_____________________________________________________________________________
_____________________________________________________________________________
_____________________________________________________________________________
_____________________________________________________________________________

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

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

- Undertaking further education
- Undertaking formal training
- Self-development programmes
- Career planning
- Seek support from senior staff
- Access to high profile areas of work
- Grant applications

Yes | No
--- | ---
☐ | ☐
☐ | ☐
☐ | ☐
☐ | ☐
☐ | ☐
☐ | ☐
☐ | ☐

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

- Undertaking further education
- Undertaking formal training
- Self-development programmes
- Career planning
- Seek support from senior staff
- Access to high profile areas of work
- Grant applications

Yes | No
--- | ---
☐ | ☐
☐ | ☐
☐ | ☐
☐ | ☐
☐ | ☐
☐ | ☐
☐ | ☐

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

Yes
No

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

_____________________________________________________________________________
_____________________________________________________________________________
_____________________________________________________________________________
_____________________________________________________________________________
_____________________________________________________________________________

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
- Worse
- Same

Why do you think this is the case?

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

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

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. 1 Does your employer provide work-life balance options

Yes ______ No ______
Don’t know ______

If NO, are you aware of the work-life balance option available to you

Yes ______ No ______

If YES, are the balance options part of the institution’s formal policy structure

Yes ______ No ______
Don’t know ______

If YES, does the balance options have to be individually negotiated with your supervisor

Yes ______ No ______
Don’t know ______

C. 2 Is your current job mainly desk based ______ laboratory based ______ combination of both ______

C. 3 Of the following forms of flexible working arrangements, are you currently availing of any or have you availed of any in the past

Currently Previously Never
Flexible working hours ______ Reduced hours/job sharing/part time work ______
Working from home ______ Other personal work arrangements ______

C. 4 Have you experienced any difficulties in availing of any of these forms of flexible working arrangements

Yes ______ No ______

C. 5 Do you think that taking any form of flexible working arrangements can adversely affect your career progression/promotional prospects

Yes ______ No ______
Flexible working hours ______ Reduced hours ______
Job sharing ______ Part time work ______
Working from home ______ Other personal work arrangements ______

C. 6 If you currently, or in the past availed of flexible working time arrangements how do you think this was viewed by your peers and senior colleagues

Peers Positively Neutrally Negatively Don’t know
Senior Colleagues ______ ______ ______ ______

If you answered negative, please outline reasons why _______________
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

<table>
<thead>
<tr>
<th>Leave Type</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paid Maternity leave</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unpaid Maternity leave</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Paid Paternity leave</td>
<td></td>
<td></td>
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<tr>
<td>Unpaid Paternity leave</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Paid adoptive leave</td>
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<td></td>
</tr>
<tr>
<td>Unpaid adoptive leave</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Force Majeure (emergency leave)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Compassionate leave</td>
<td></td>
<td></td>
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<tr>
<td>Sabbatical/study leave</td>
<td></td>
<td></td>
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<tr>
<td>Unpaid extended maternity leave</td>
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<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Leave Type</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paid Maternity leave</td>
<td></td>
<td></td>
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<tr>
<td>Unpaid Maternity leave</td>
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<td></td>
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<tr>
<td>Paid Paternity leave</td>
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<td></td>
</tr>
<tr>
<td>Unpaid Paternity leave</td>
<td></td>
<td></td>
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<td>Compassionate leave</td>
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</tr>
<tr>
<td>Sabbatical/study leave</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unpaid extended maternity leave</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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

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

<table>
<thead>
<tr>
<th>Measure</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
</table>

If yes, please give details

___________________________________________________________________________
___________________________________________________________________________
___________________________________________________________________________
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

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

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.

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

<table>
<thead>
<tr>
<th>D. 6 To what extent would you agree/disagree with the following statements</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>No view</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women have to work harder and do better to get the same recognition as men</td>
<td></td>
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<tr>
<td>It is merit that determines promotion prospects</td>
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<tr>
<td>It is being a <em>man</em> that determines promotion prospects</td>
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</tr>
<tr>
<td>It is being a <em>woman</em> that determines promotion prospects</td>
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<td></td>
</tr>
<tr>
<td>Men and women do not get treated equally when it comes to being appointed to top jobs</td>
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</tr>
<tr>
<td>Women with children cannot be as committed to their work as men</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men generally work longer hours than women in management posts</td>
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<td></td>
</tr>
<tr>
<td>Women have less opportunity to work on high visibility projects</td>
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</tr>
<tr>
<td>Women are more interested in the challenge of the work. Money is not a key driver for women compared with men</td>
<td></td>
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</tr>
<tr>
<td>The nature/culture of WEU FP projects suits men better than women</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>In practical terms women cannot be considered for jobs which involve relocation, substantial travelling or mobility</td>
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<td></td>
<td></td>
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</tr>
<tr>
<td>In practical terms women <em>who have children</em> cannot be considered for jobs which involve relocation, substantial travelling or mobility</td>
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<td></td>
</tr>
<tr>
<td>Women are more likely to be victims of sexual harassment than men</td>
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<tr>
<td>Social events are often to the exclusion of women</td>
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<td></td>
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<td></td>
<td></td>
</tr>
</tbody>
</table>