

# BUDGET IT

Building Gender+ Equality Through Gender+  
Budgeting For Institutional  
Transformation

## D 2.2

### Report on GEAM survey(s)



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## Grant Agreement N° 1010904391

### Building Gender Equality Through Gender Budgeting for Institutional Transformation

|                                |                                    |
|--------------------------------|------------------------------------|
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| <b>Deliverable Leader</b>      | UA                                 |
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## Modification Control

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| <b>0.1</b>     | 26.09.2023  | First Draft                     | Selma Değirmenci  |
| <b>0.2</b>     | 01.15.2024  | Second Draft                    | Irene Garcia Bajo |
| <b>0.3</b>     | 30.03.2024  | Revisions                       | Mary Lou O'Neil   |

## List of Contributors

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All partners

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## Introduction

BUDGET-IT is a three-year project designed to use gender+ budgeting to transform institutions to advance inclusive gender+ equality and enhance the reputation, inclusiveness, and research excellence of the widening countries of Bosnia, Serbia and Turkey assisted by internationally leading university counterparts in Italy and Spain. BUDGET-IT focuses on gendered inequalities and the ways that gender is produced and reproduced in interdependent ways with other identities such as race, religion, sexuality, disability, ethnicity, nationality among others with an aim to enact tailored GEPs to ensure actual inclusion. The overall objective of BUDGET-IT is to create institutional transformation towards inclusive gender+ equality through a participatory and collaborative process of knowledge exchange, networking, capacity building and reputation enhancement for the widening partners.

One aspect of the BUDGET-IT project centres on the collection of gender+ and intersectional data in order to ensure the revised gender equality plans (GEPs) produced are both inclusive and data driven. To this end, we have chosen to use the [Gender Equality and Monitoring](#) survey instrument which was developed within the European Union funded project [ACTonGender](#). The GEAM survey tool has been widely used in European institutions and is currently available in English, Spanish, German, Polish, Portuguese, Lithuanian, Italian, Greek, Slovenian, Ukrainian. The survey questions focus on both perceptions and experiences of equality, working conditions including recruitment and promotion and training focusing on participants' advancement opportunities and encouragement from the institution for additional training. The survey also explores work-life balance, observing existing policies, management practices, and the institutional culture. Further sections aim to evaluate the organisational culture and climate, identifying perceptions of gender equality and the overall working culture. Additionally, the survey investigates experiences of potential bullying, harassment and microaggressions assessing whether participants encountered such incidents and their comfort levels in reporting such instances, either personally or on behalf of others.

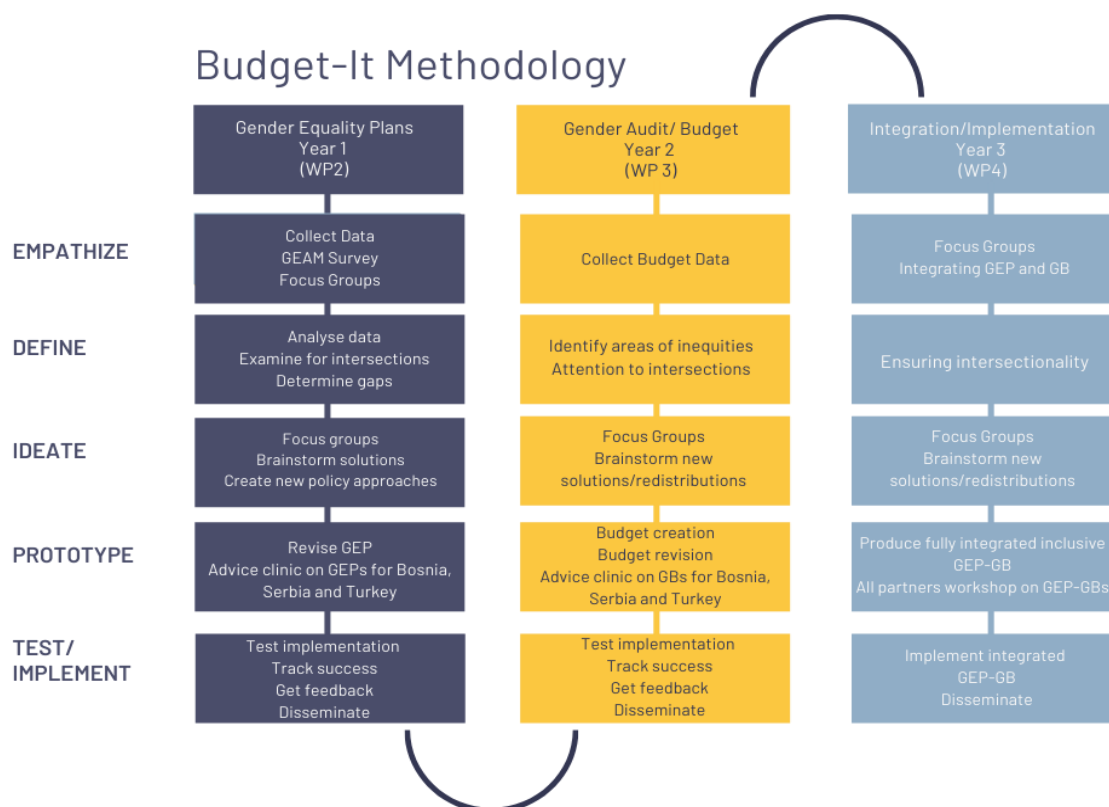
The GEAM survey is not meant to replace regular institution data collection but to add another layer of knowledge regarding gender equality to assist in the creation of gender equality plans. The survey is fully adaptable, and institutions can choose which questions to include for a survey tailored to their institutional needs. We have integrated the GEAM survey within the BUDGET-IT methodology which is outlined below.



## Methodology

BUDGET-IT relies on a participatory change management model to guide the process of change. Change management recognises that change requires adaptation, innovation and overcoming resistance all of which take place over time. Change requires change agents, teams and coalitions of individuals and institutions that support a common vision of inclusive gender+ equality. To overcome resistance to change, participation is vital at each step. Wide participation of stakeholders not only helps identify previously unseen problem areas but also formulating innovative solutions and ensuring widespread implementation which leads to the creation of a culture of inclusive equality. Wide participation also contributes to buy in and sustainability over the long term.

Design thinking comprises a human centred approach to problem solving that is creative, collaborative, iterative and grounded in real people’s experiences.<sup>1</sup> Although originating in the world of design in more recent years has been applied to the area of gender+ equality.<sup>2</sup> The use of design thinking is deeply rooted in context and therefore will ensure a GEP and gender+ budget that are tailored to each institution and their cultural context. For each step



<sup>1</sup> Frank, Alexa, Michelle Cho and Kelly Connors. Designing Equality. <https://www2.deloitte.com/us/en/insights/topics/value-of-diversity-and-inclusion/design-thinking-business-gender-bias-workplace.html>. Accessed 20 March 2024.

<sup>2</sup> Christensen JF, Mahler R, Teilmann-Lock S. GenderLAB: Norm-critical design thinking for gender equality and diversity. Organization. 2021;28(6):1036-1048. [doi:10.1177/1350508420961528](https://doi.org/10.1177/1350508420961528)



of the project, partners will move through the steps of design thinking resulting in an integrated inclusive gender+ equality plan and gender+ budget (GEP-GB) for each partner institution.

For this reporting period we are focused on **Year 1** which centres on the (re) creation of intersectional gender+ equality plans. This report focuses specifically on the Gender Equality Audit and Monitoring Survey, its adaptation and administration at partner institutions.

## *Empathize*

Each partner started the process by revisiting their GEP beginning with the **EMPATHIZE** phase. The empathize phase consists of building an understanding of the problem(s) that needs to be solved. Most importantly, design thinking asks us to put aside our own needs and assumptions and attempt to understand someone else's way of thinking. Empathy proves particularly important when addressing intersectional inequalities that are often ignored or rendered invisible. BUDGET-IT partners collected data on their respective institutions through the administration of the [Gender Equality Audit and Monitoring](#) survey which was developed by the ACT on Gender project.

The GEAM survey is a fully adaptable set of questions that covers a variety of topics including socio-demographic variables, working conditions, stereotypes, prejudices and bias, organizational culture and climate and interpersonal behaviours and experiences. The survey is currently available in thirteen languages. The full set of questions in English can be found here: <https://www.act-on-gender.eu/survey/index.php/511548?lang=en>

All partners worked with Dr. Jörg Müller who supervises the GEAM survey to adapt a set of questions appropriate for their institution. Each partner institution established an instance of the survey with a set of their chosen questions that was then administered in their institution. For Kadir Has there existed no Turkish translation of the survey so that was created. The survey questions were translated to Turkish by two team members and then checked by another. They were then retranslated to English to ensure accuracy.

The GEAM survey is an instrument developed primarily for research producing organizations. As a result of this, the survey proved a particular challenge for our municipality partners. To overcome this, municipality partners met with Dr. Jörg Müller and others who continue to develop the GEAM survey to adapt the questions so that they were more applicable to municipalities. After several meetings a set of questions emerged for municipalities to adapt for their use. These questions were then translated into Turkish, Serbian, Spanish and Italian as needed.



As part of the adaptation process for the administration of the survey, the University of Alicante led an advice clinic on July 5, 2023, to help answer questions about the survey and the best practices for survey administration. This advice clinic quickly transformed into a mutual learning exercise where all partners share their experience with adapting the survey and strategies for survey administration that would yield the most useful data.

## *Define*

Once data has been collected and focus groups conducted, the **DEFINE** phase begins. Partners will analyse and attempt to make sense of gendered inequalities in their institutions paying particular attention to intersectional inequalities that the data may reveal. At this stage, partners have begun to identify the specific intersections they plan to address. Partners are continuing to analyse the data collected from the GEAM survey and they will then use this as a basis to help formulate questions for the focus groups. As part of the data collection and analysis phase, the University of Alicante led a second advice clinic on February 29, 2024, to assist with the identification of intersections. In particular, it became clear that all identifying and then creating actions surrounding intersectional identities is proving a particular challenge. As a consortium we decided to create a collection of best practices to help guide our work.

Part of the purpose of employing the GEAM survey and subsequently the focus groups is to ensure that the definition of the “problem” is based on the data and insights gathered in the empathize phase. Now that data collection has been completed partners are moving on to the following steps.

## *Ideate*

Once key areas to be addressed, including intersections, are clear, the **IDEATE** step begins. This stage comprises brainstorming solutions to the key areas resulting from the empathize and define stages. Here no idea should be considered invalid. The idea is to generate as many ideas as possible. Returning to the participatory nature of the BUDGET-IT project, partners will organise groups for brainstorming solutions. This workshop is currently being planned for April 2024. Participants will be encouraged to think outside the box and to look for innovative policy solutions. This stage is the same for all steps of the project, continuing the participatory process but also in a sense crowd sourcing solutions to find new approaches to generating inclusive equality.

## *Prototype*

With the generation of a variety of innovative solutions, the **PROTOTYPE** stage takes the form of revising the GEP to reflect the problems defined and solutions generated in the previous stages. This revision will also include the specific intersections identified; although GEPs are



in no way limited to only addressing the identified intersections. In year two, partners will produce an inclusive gender+ budget and in year three the inclusive gender+ equality plan and gender+ budget will be integrated into one inclusive document (GEP-GB).

## *Test/Implement*

Once the GEPs have been revised, the **TEST** phase consists of implementation, dissemination, and feedback. Revised intersectional GEPs will be implemented in part or in total as deemed appropriate by partner institutions in year one. The same process will be repeated for the gender+ budget. In the final year of the project, partners will work towards implementation (*exploitation*) of the integrated GEP-GB in their respective institutions. Once implementation has begun then further dissemination activities will also begin to communicate and disseminate the importance of and success of adopting GEP-GBs for institutions interested in gender+ equality.





## Partner Results from GEAM

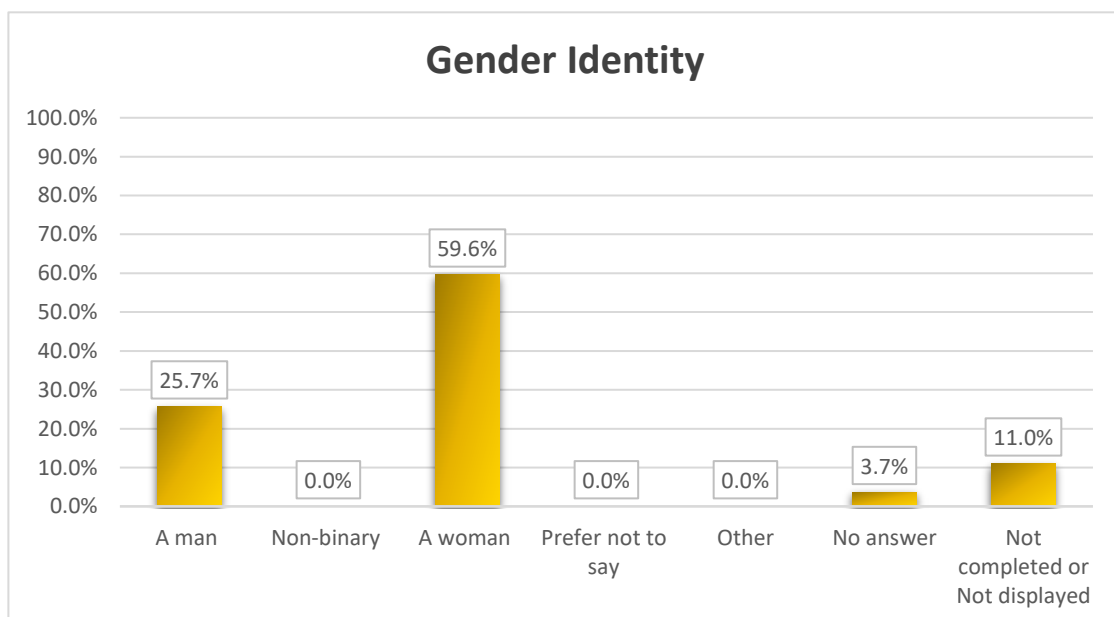
### Kadir Has University, (KHAS) Turkey

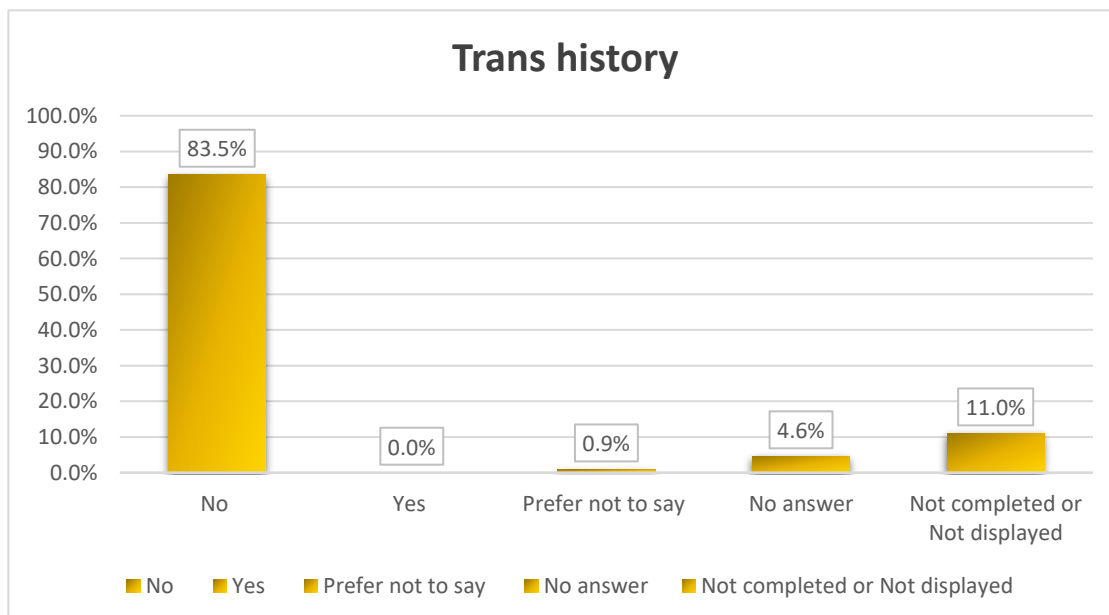
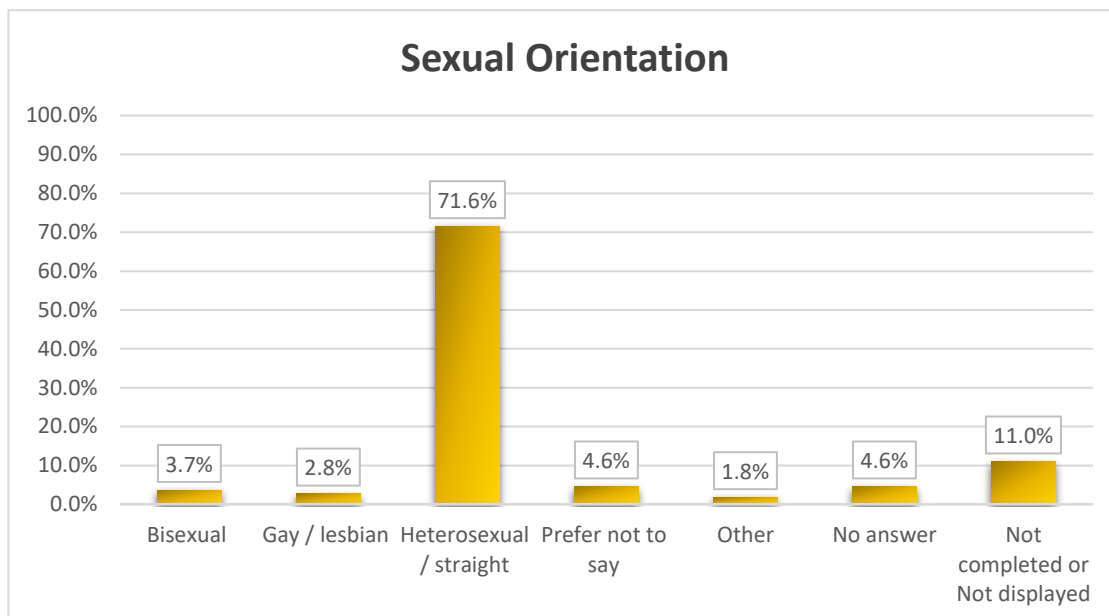
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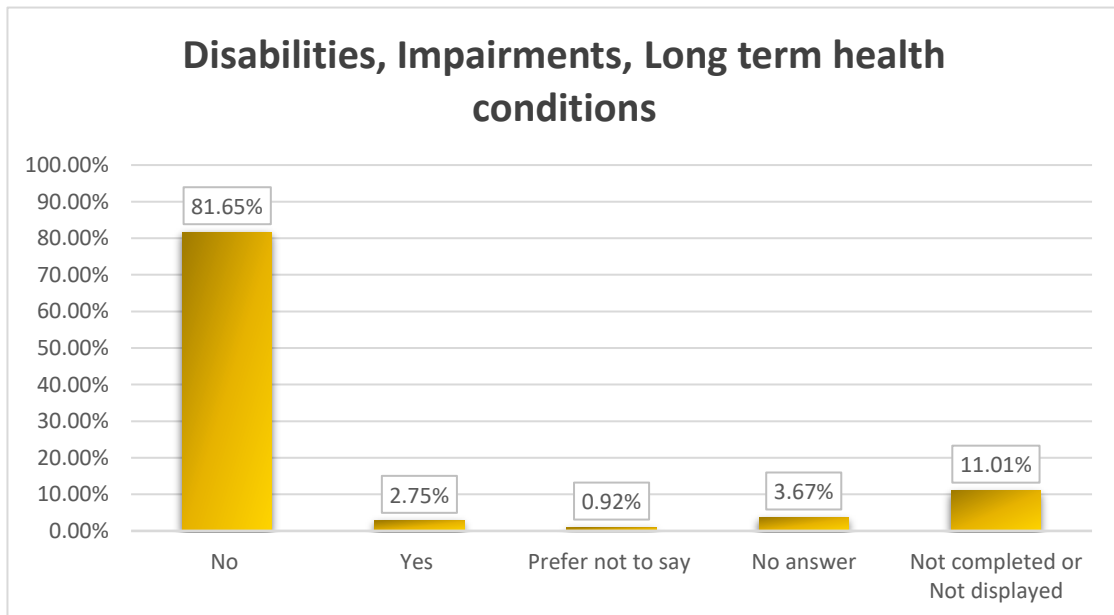
The existing GEAM survey did not have a translation available in Turkish. The team began work on the survey translation in April 2023. We completed three rounds to ensure a suitable translation and completed the work in September. We also applied for and received ethics approval for the survey and its administration from the Kadir Has University Human Subjects Research Committee.

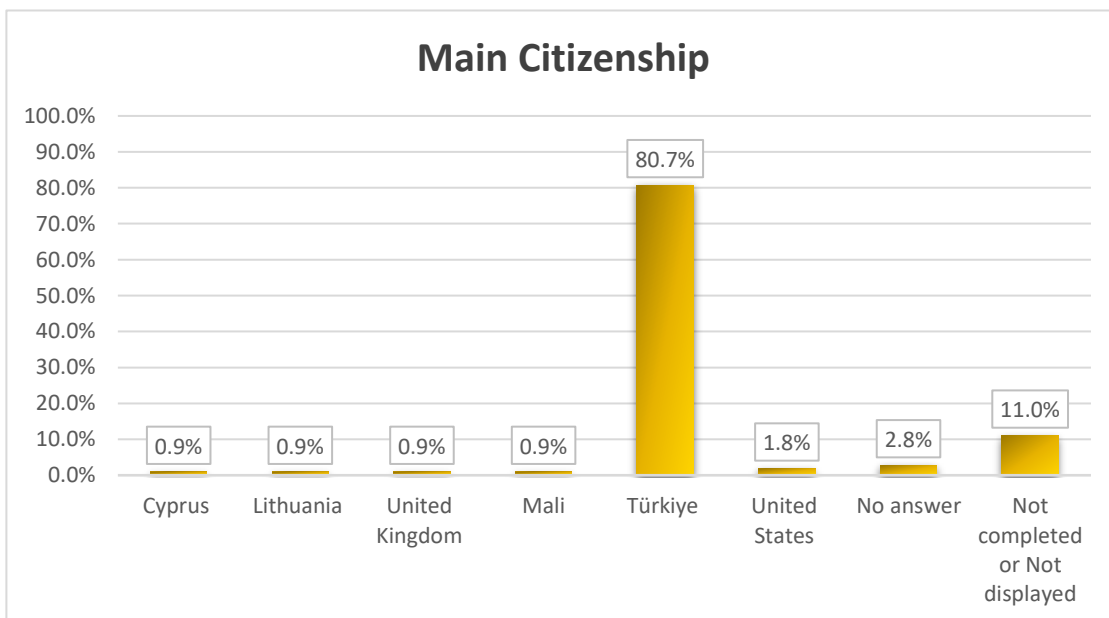
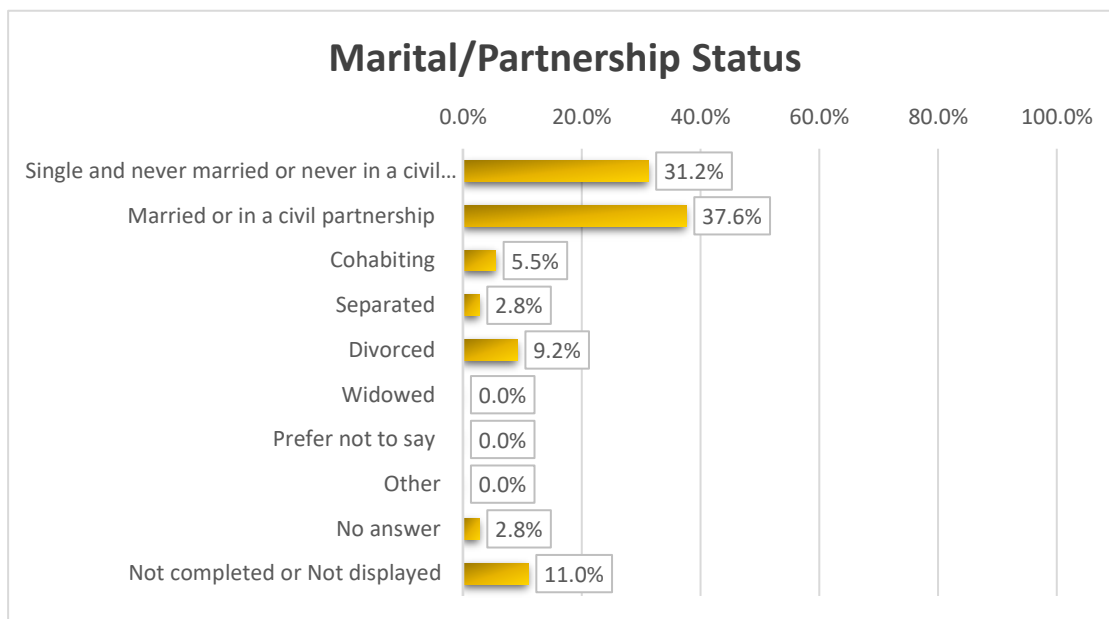
During September, we worked with the GEAM survey team to ensure a smooth launch of the survey and in the third week of September we launched the survey. The survey was sent to all faculty and administrative staff with links for both Turkish and English. The survey was administered between September 21, 2023, and October 31, 2023. Two follow up reminder emails were sent to all faculty and administrative staff. We chose to use all 61 of the available GEAM survey questions. A total of 109 individuals participated in the survey with seventy-one completed surveys and thirty-eight surveys that were partially completed. We have chosen to keep all attempted surveys in our sample.

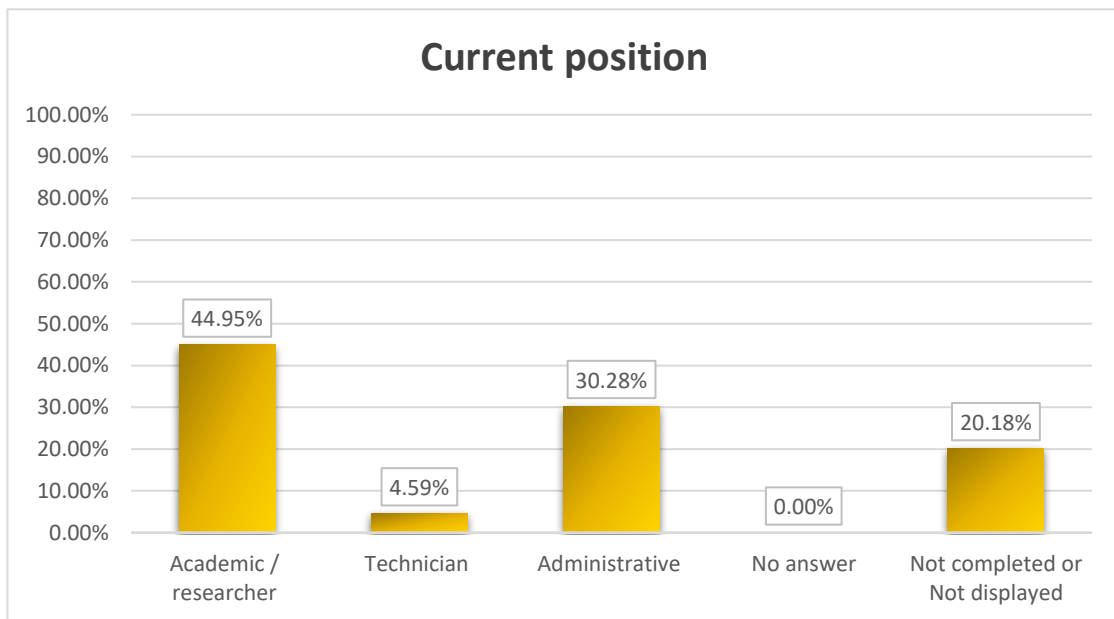
Below you can find the main demographics of the participants.











## Maltepe Municipality (MALTEPE) Turkey

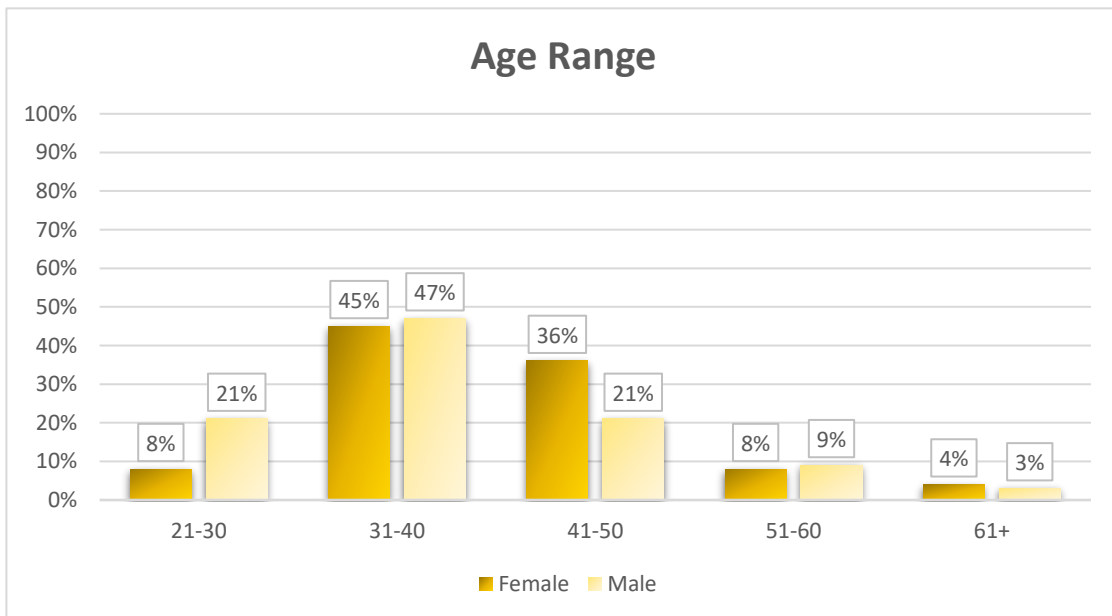
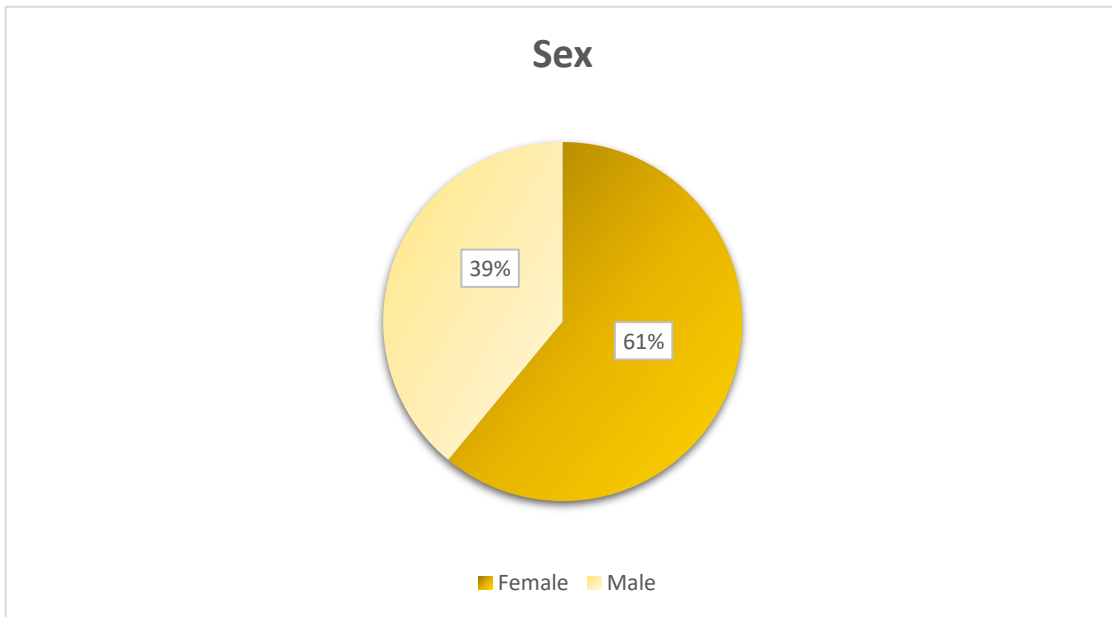
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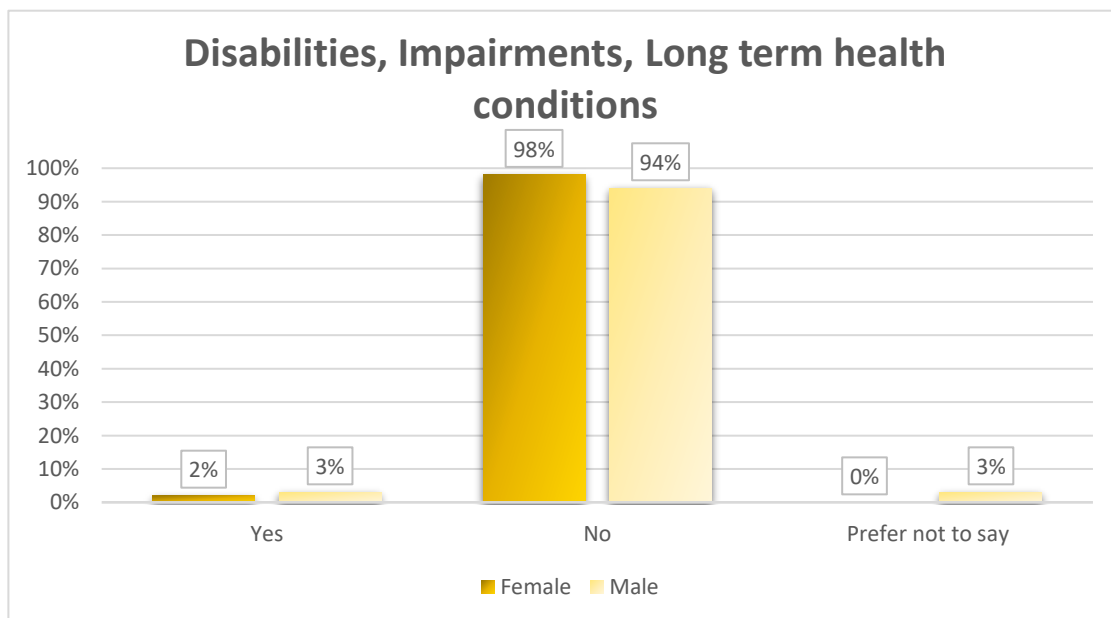
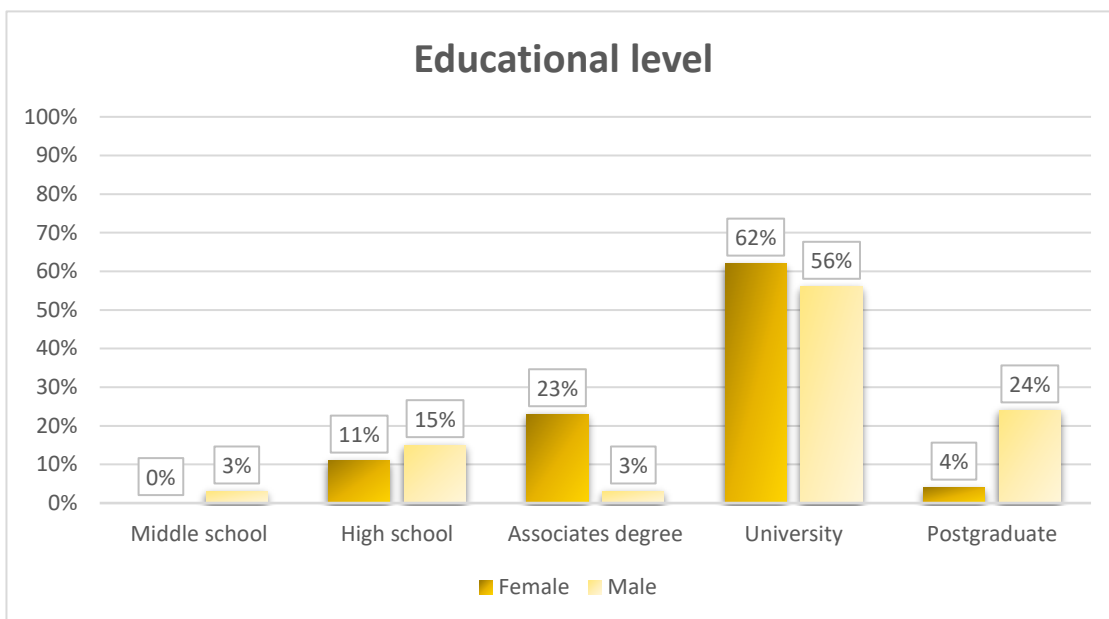
The existing GEAM Survey was modified based on the relevant needs of the municipality. The survey was adapted regard to the local culture the participating stakeholders. The survey consisted of a total of 30 questions. No Turkish version of the survey existed so after working with Dr. Jörg Miller to develop a set of questions appropriate for municipalities, the survey questions were translated into Turkish, and it was sent out to a group of 180 employees. The survey was administered between December 20-31, 2023. One hundred and one employees participated in the research.

The research conducted on the employees of Maltepe Municipality revealed that more than half of the participants were female staff, with an age range between 31-50 years old, and the majority are married individuals. A large majority of the research participants were university graduates, with a higher proportion of women among the university graduates. Nearly half of the participants identified themselves as part of a minority or ethnic group, while one-third identified themselves as belonging to the majority. The majority of participants did not have any disabilities. According to their positions in the institution, many of the participants in the research worked indoors. When looking at the promotion processes in their careers, we observed that a large majority were not encouraged to apply for a higher position than their current one. More male participants were encouraged to apply for promotion. To increase motivation among employees, ensure fair compensation for their efforts, and increase productivity, the institution could enhance promotion incentives. Any incentives and support provided should be implemented without gender discrimination towards both female and male staff. In this regard, implementing gender quotas could be preventative of inequality.

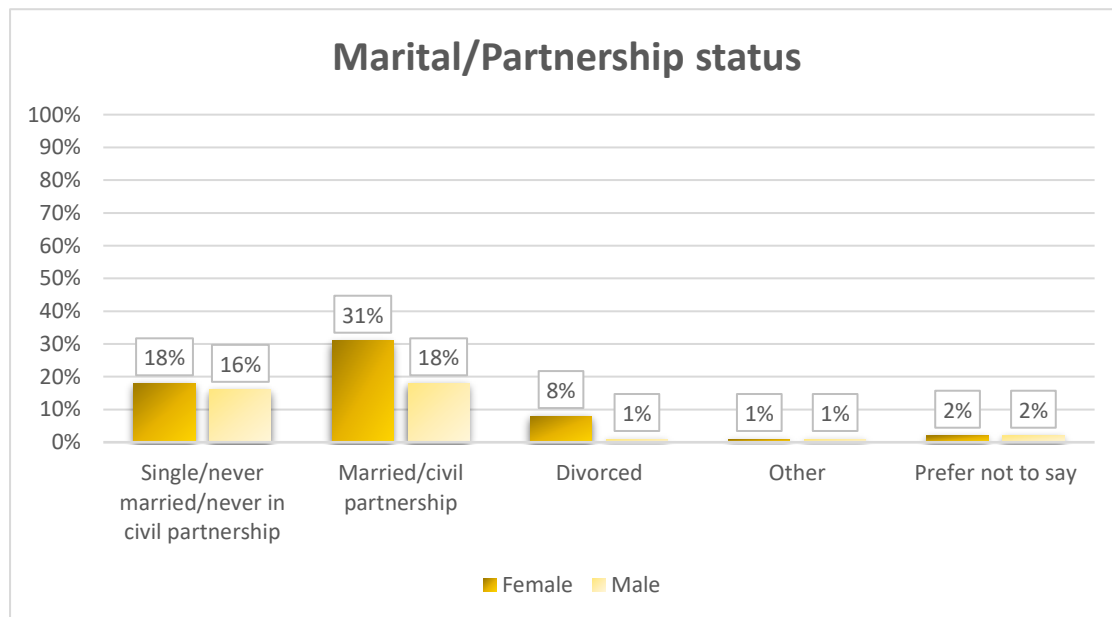
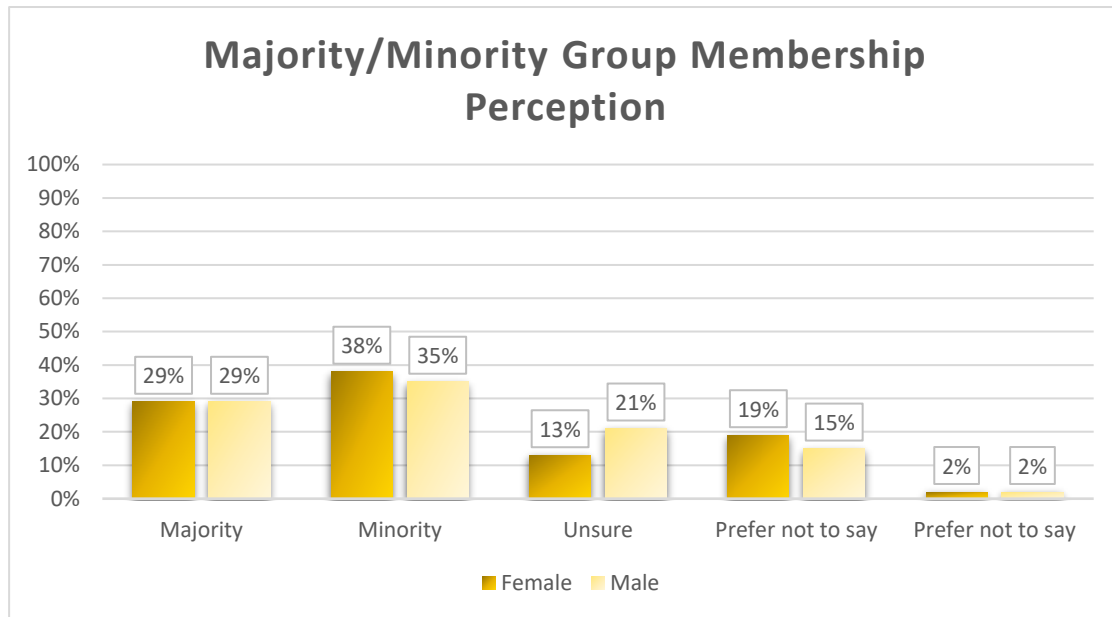
Below you can find the main demographics of the participants.











## Sarajevo School of Science and Technology (SSST) Bosnia and Herzegovina

### *Information on administration of survey*

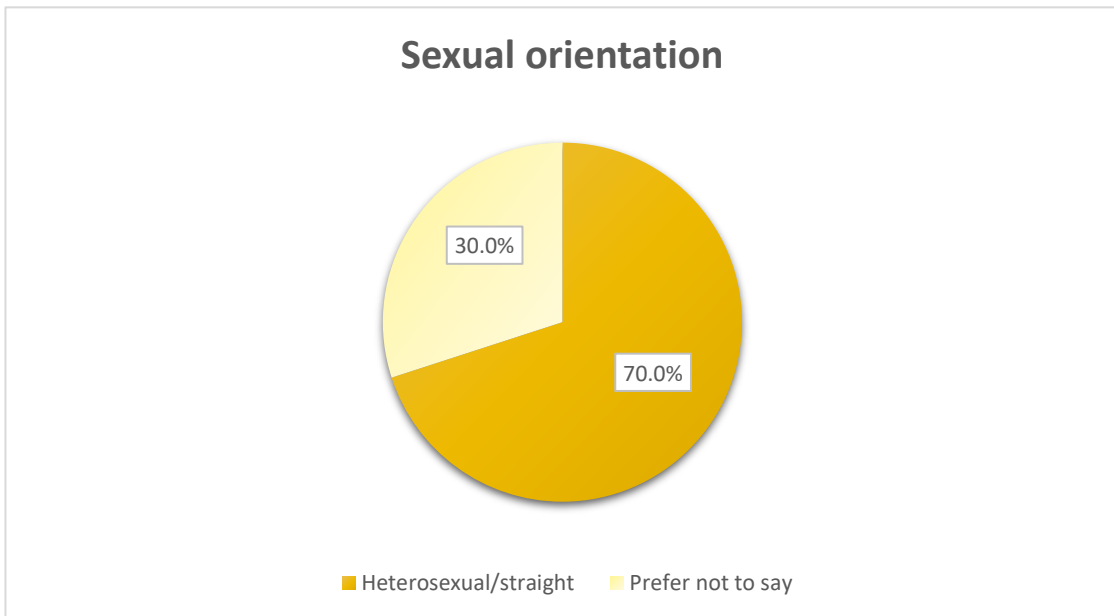
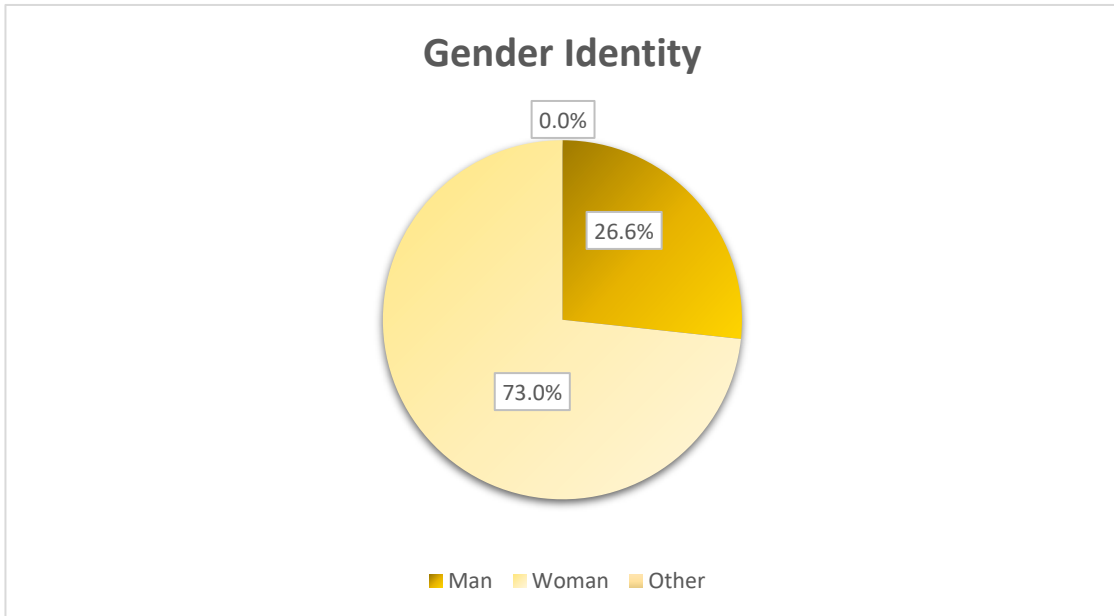
As SSST is an English-speaking University, we have conducted the survey in English language. To enable greater dissemination of the GEAM survey, we have also translated the questions in Bosnian language and made that version available on the GEAM platform as well. We included all the available questions. The survey was administered between September 23-October 30, 2023. The survey was distributed to the relevant sample- the academic staff at the SSST University. The survey included 42 participants although not all respondents finished all the survey sections, resulting in varying response numbers per question. It is important to note that SSST is a very small institution.

The participants consisted of administrative and academic staff holding various positions, including associate professors, assistant professors (docent), higher/senior (teaching) assistants, and professors. Regarding employment status, 64.2% of participants reported being full-time employees, while 34.8% reported working part-time. In terms of caregiving responsibilities, among the 25 participants, 72% did not have dependent children, and similarly, 84% did not have adults requiring care. This data suggests that the majority of participants do not have dependents in their households, indicating a lower prevalence of caregiving responsibilities among this group.

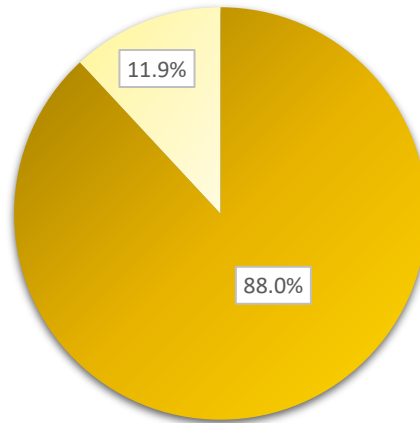
The departments with the highest number of respondents were Administration and Medical School, followed by Game Design and Development and Computer Science. All non-academic staff who completed the survey were women. Additionally, it was evident that the Game Design and Development, as well as the Computer Science departments, had a higher representation of male staff, while the Medical School predominantly consisted of female staff. However, aside from these differences in gender representation across departments, there were no significant variations observed in other aspects based on gender.

Below you can find the main demographics of the participants.

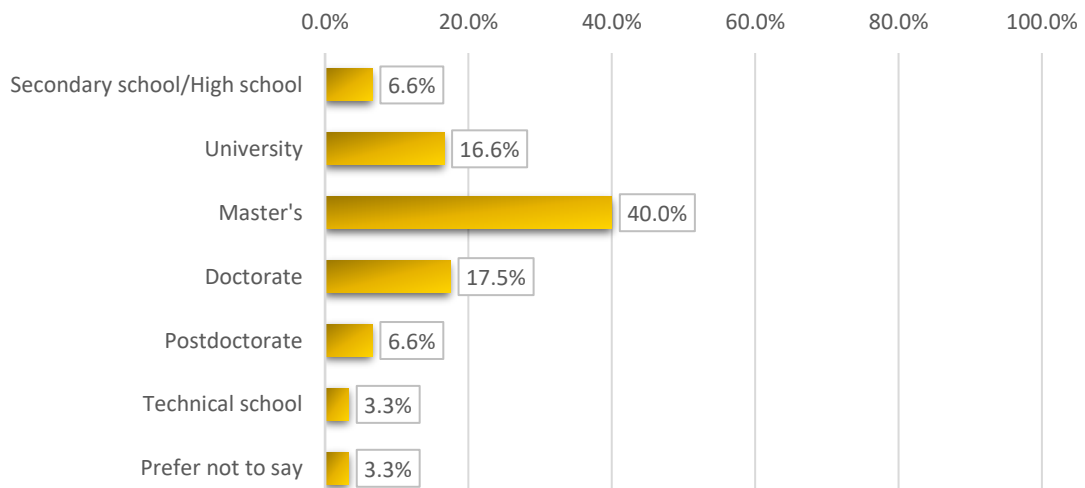




## Majority/Minority Group Membership



## Education level



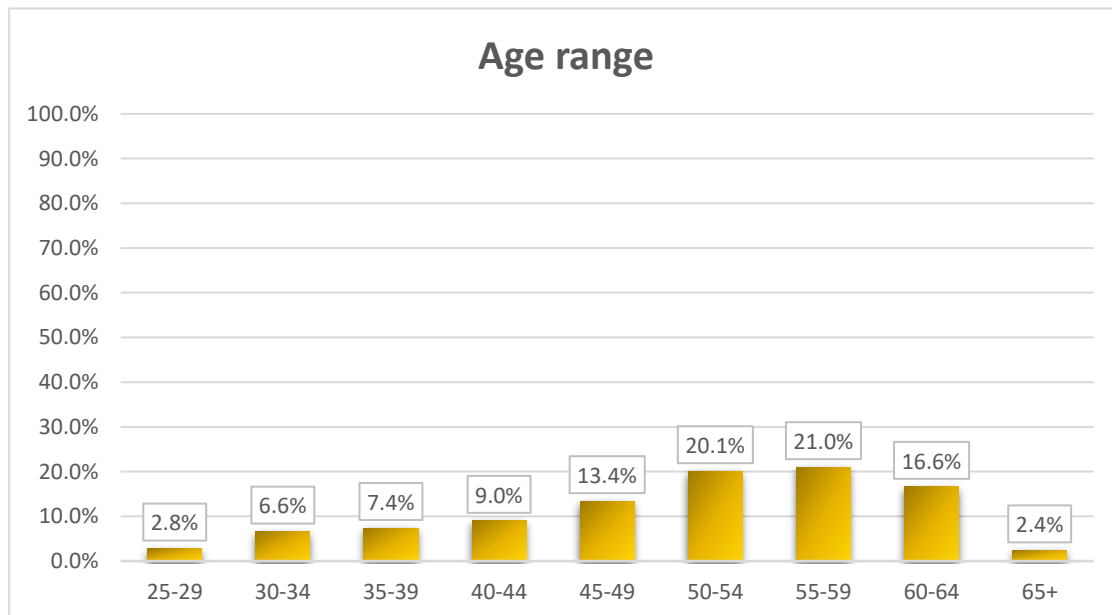
## Comune di Brescia (CBS\_BRESCIA) Italy

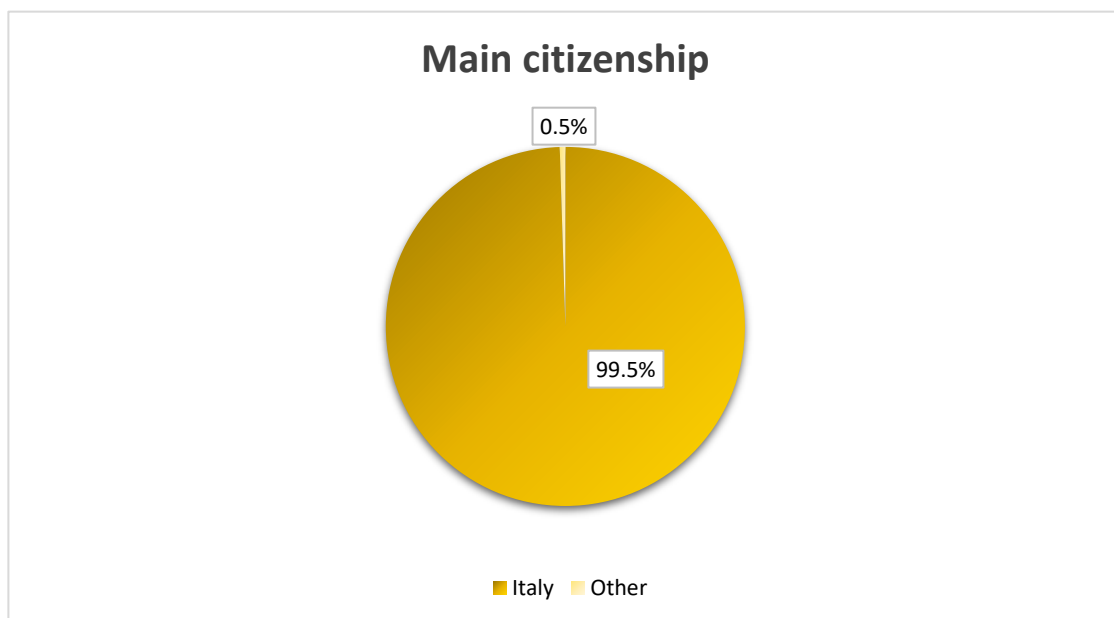
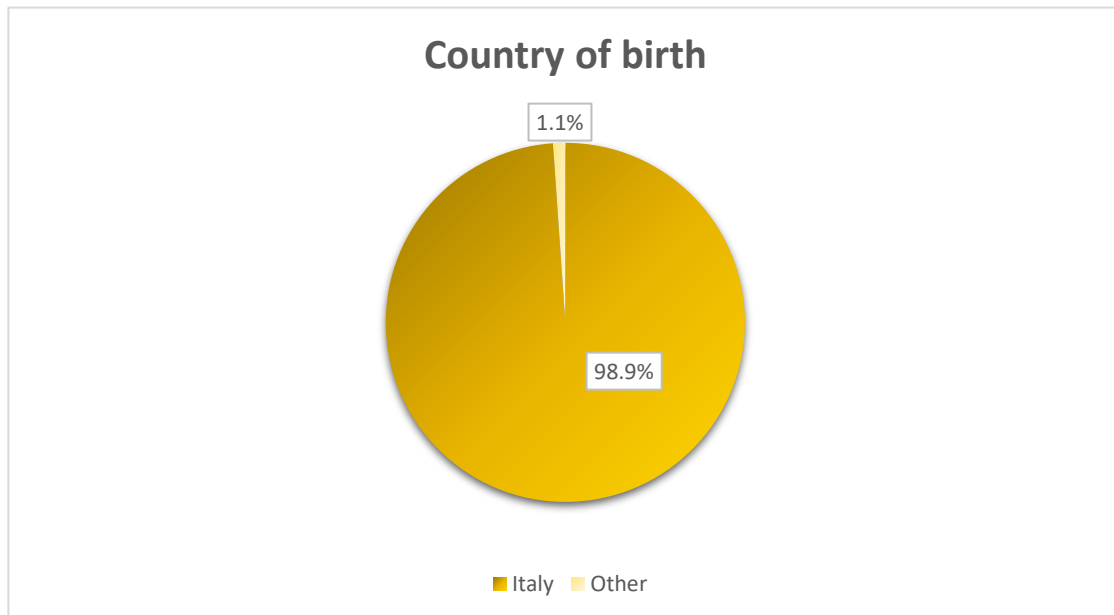
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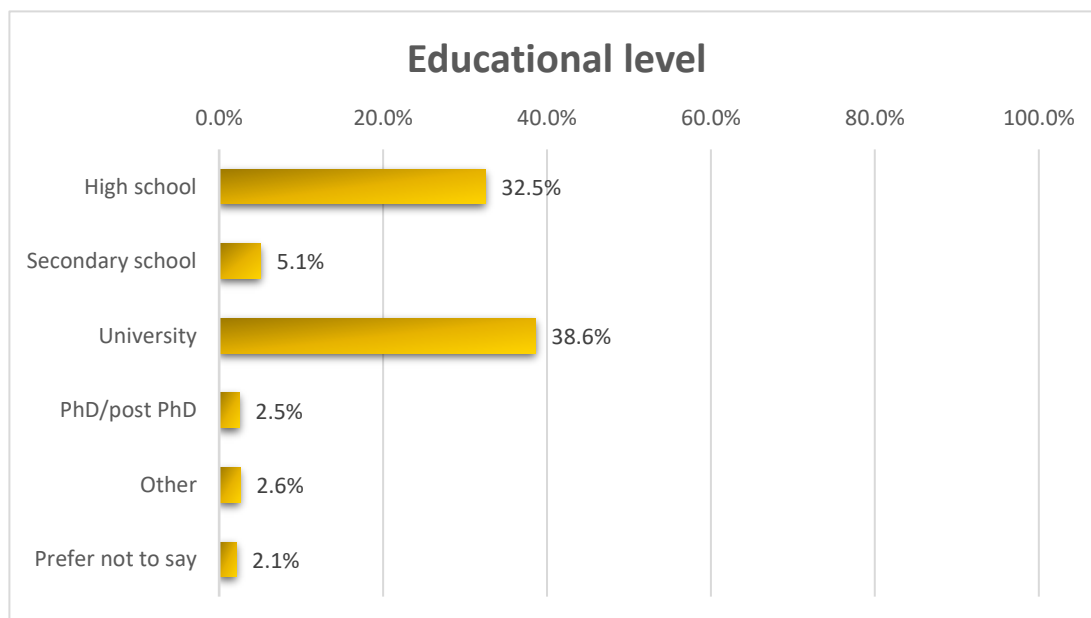
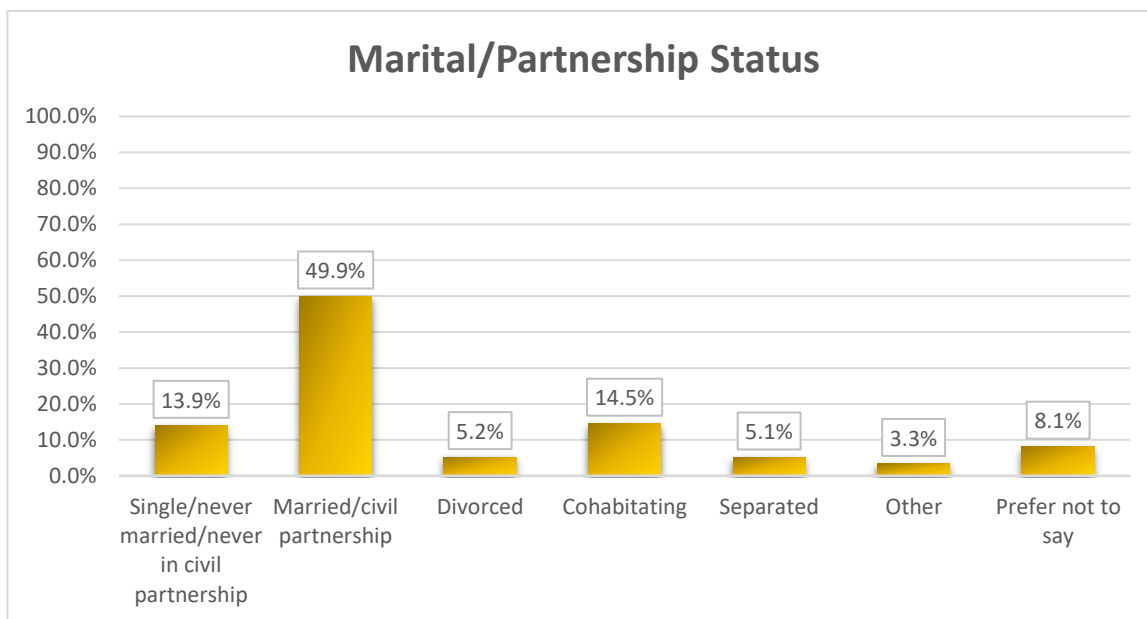
The first step was to participate in a focus group organised by Dr. Jorg Muller of the ACT project – Universidad of Catalunya, in order to adapt the survey model to public administration’s needs. In October and November 2023, the group worked under Dr. Muller’s supervision to develop a model suitable for administration in the municipality organisational context. A set of questions appropriate to public administration organizations was created and then translated into Italian for our use. The proposed survey was shared for revision and approval with HR management and with the CUG – Committee for equal opportunities.

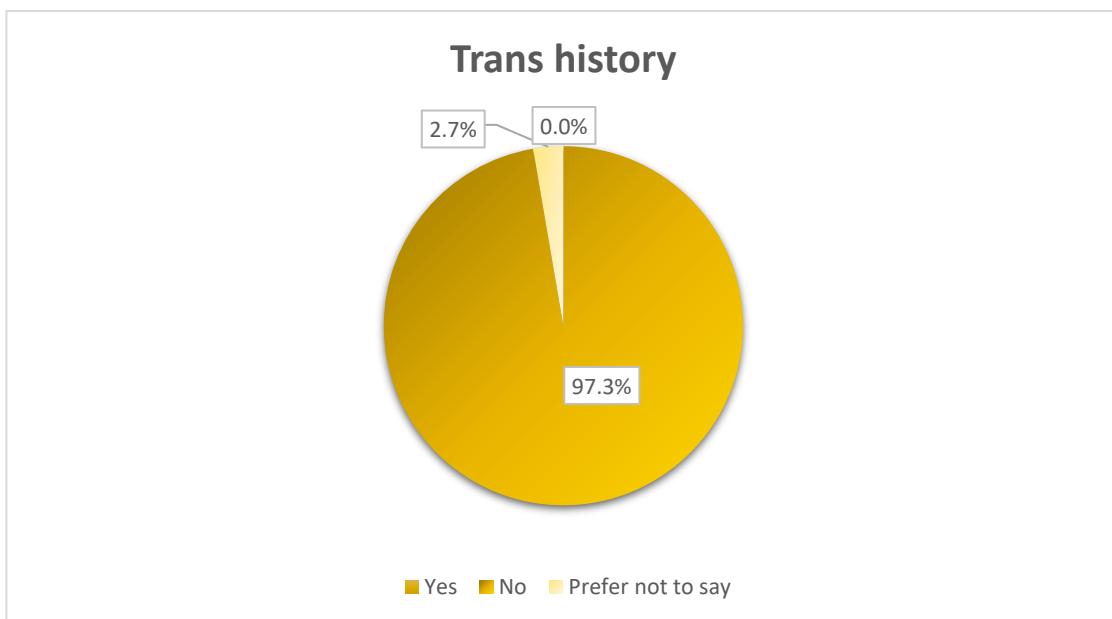
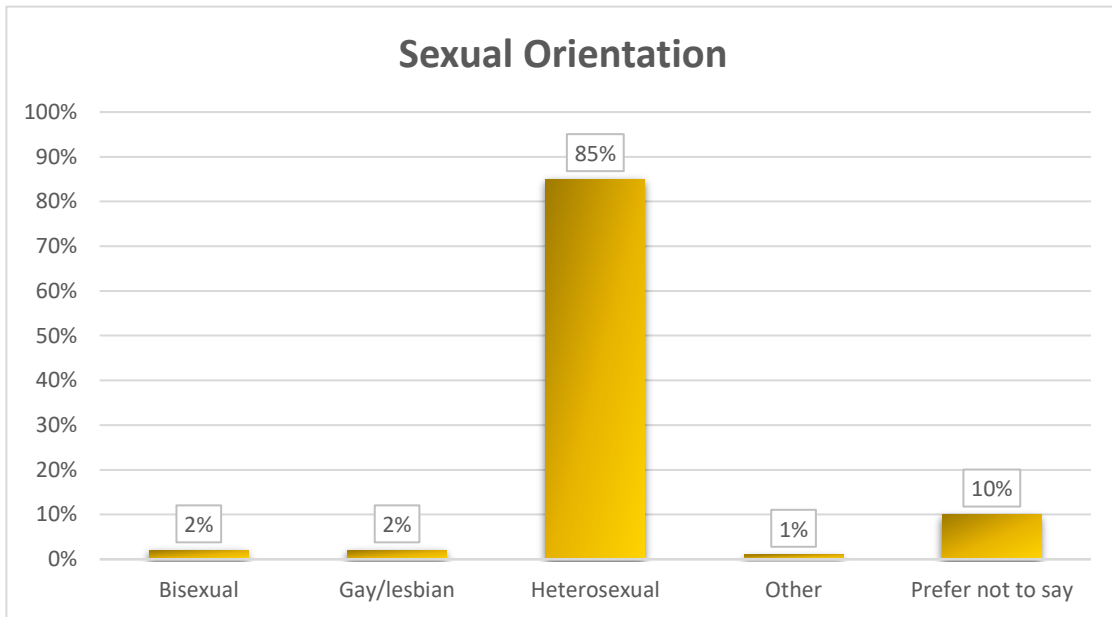
The survey link was shared with municipality employees between December 6-18, 2023. The link was distributed to 1746 employees and 903 individuals participated in the survey although not everyone completed the entire survey.

Below you can find the main demographics of the participants.

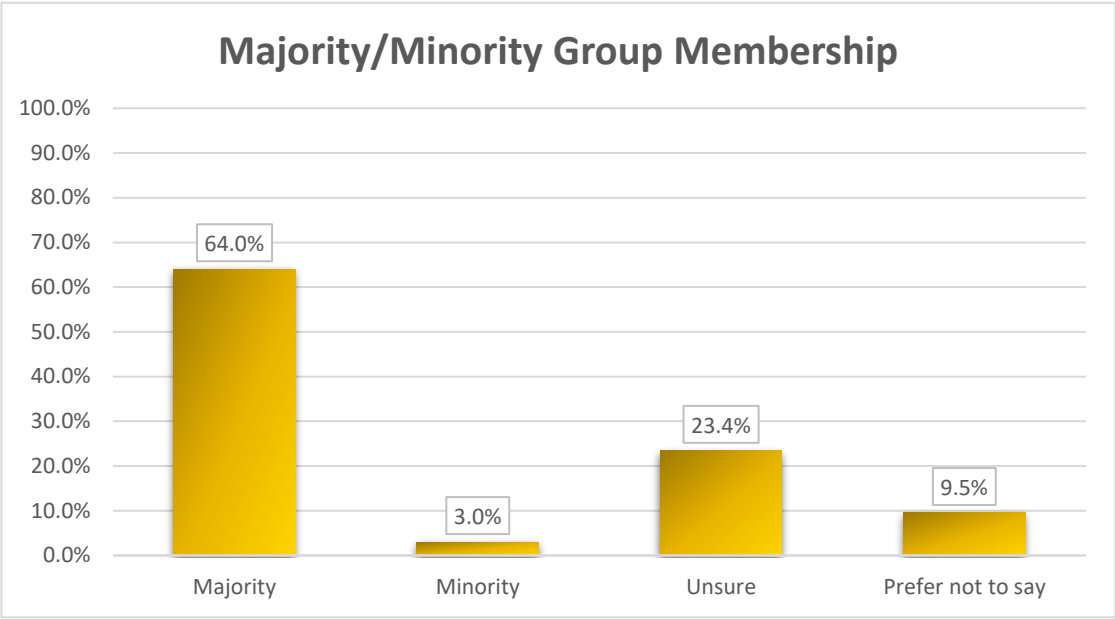












## Università degli studi di Brescia (UNIBS) Italy

### *Information on administration of survey*

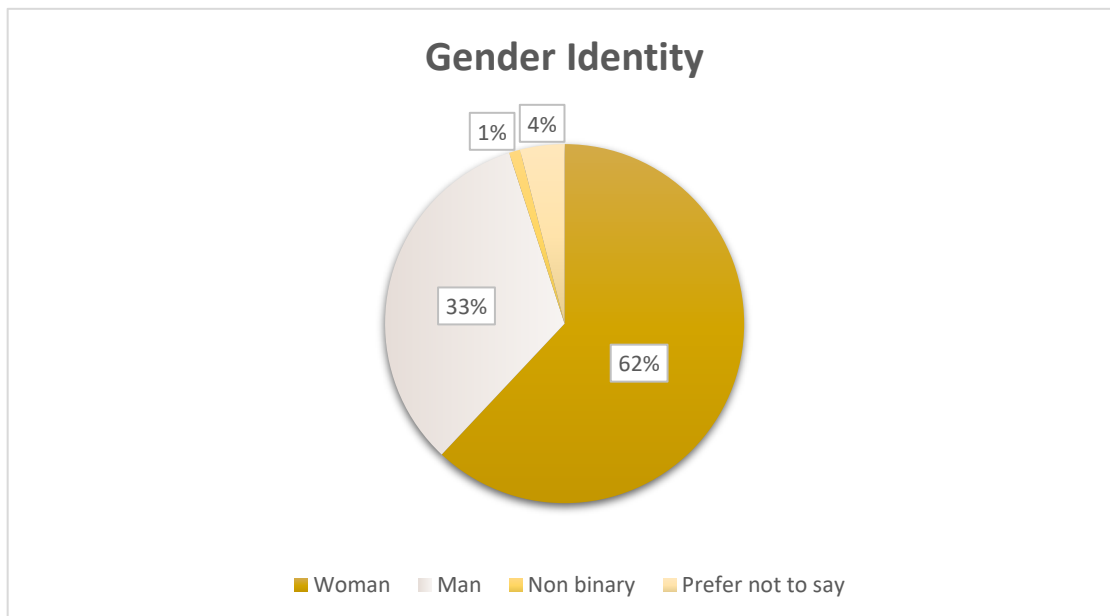
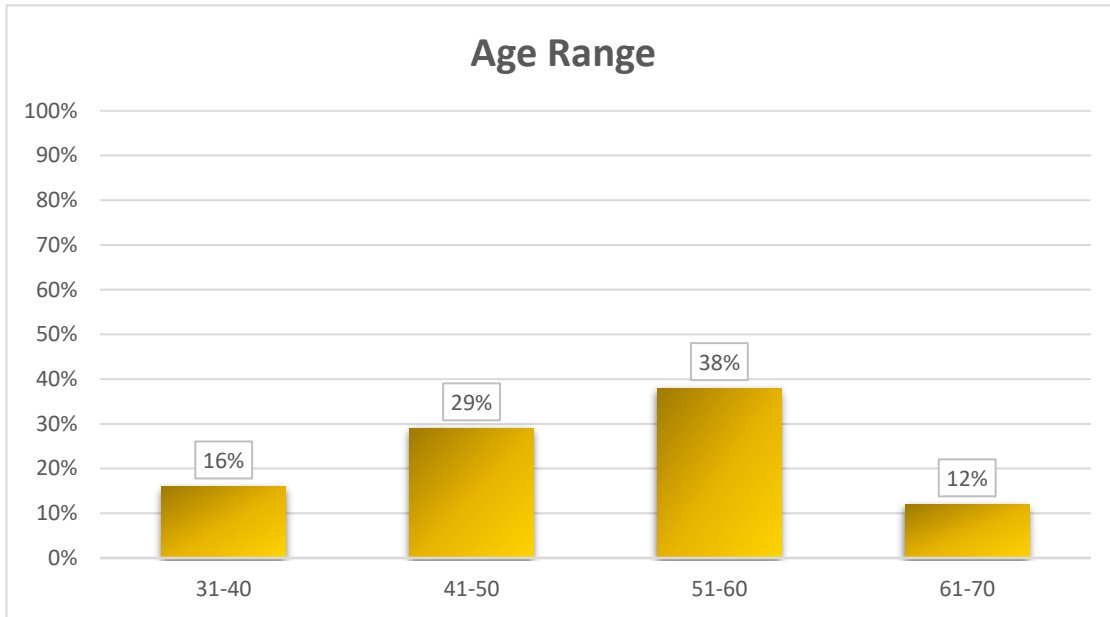
The GEAM survey retained a previously existing Italian translation. So, the team began work on the revision of Italian translation. We completed the revision in August 2023.

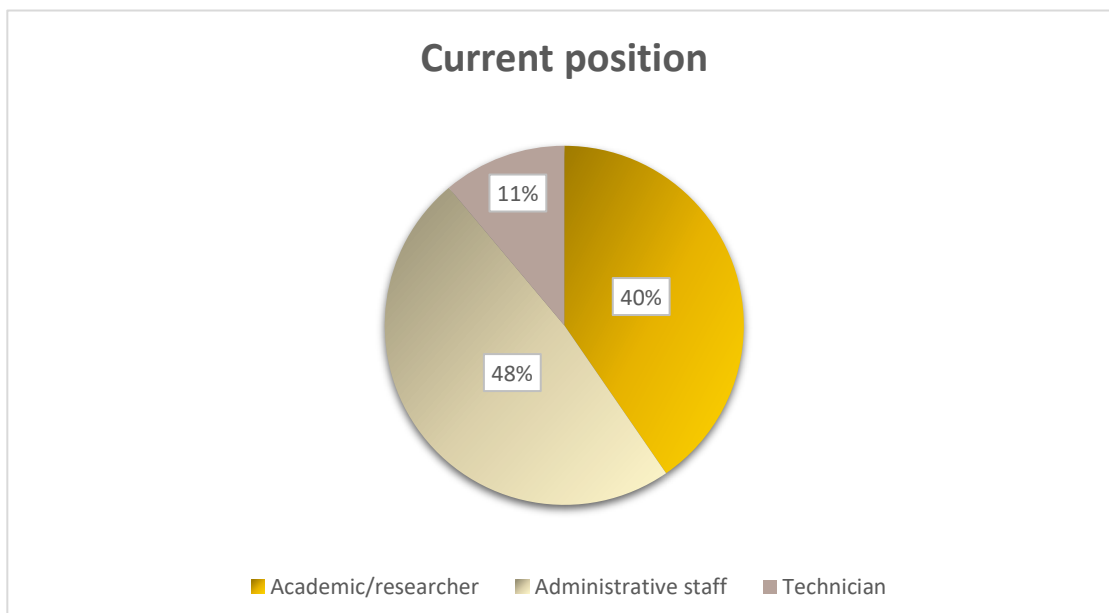
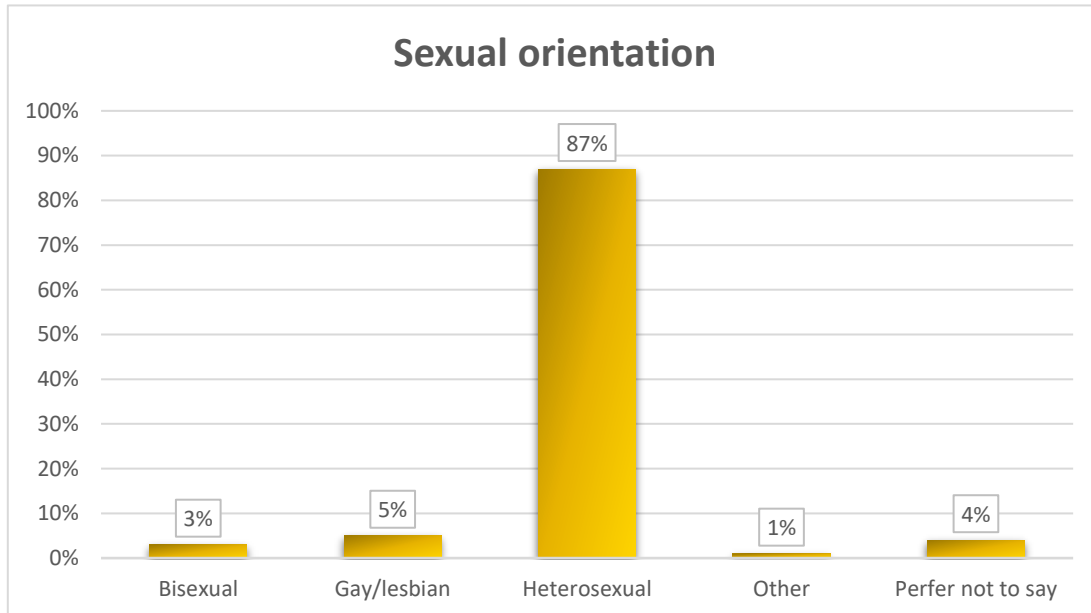
We also added a new section titled “Section on activities implemented to date in the field of gender equality”. It is composed of 12 questions. We chose to put this new section between the section dedicated to organizational culture and climate and the section about behaviour (bullying, harassment, microaggressions). In this way, our objective is also to pay attention to issues related to the (in progress) evaluation of the effectiveness of the implementation of the GB and the GEP and especially to analyse the aspect of participatory governance. We also elaborated on the next part of the policy for the survey, and we discussed it with the technical-administrative office responsible for our university. Finally, we chose “anonymised response” the option.

During September, we worked with the GEAM survey team to ensure a smooth launch of the survey and we launched the survey in October 2023. The Academic and technical-administrative staff of the University of Brescia (Italy) took part in the study. An invitation with the link of the survey (for both Italian and English versions) was sent by email in October and the link remained active until the end of November 2023. There were 237 participants, but 92 respondents did not complete the entire survey.

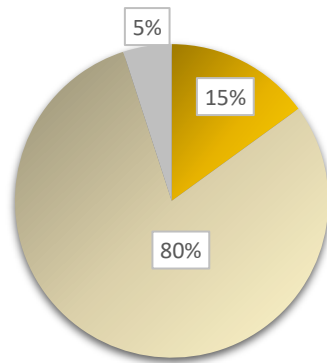
Below you can find the main demographics of the participants.





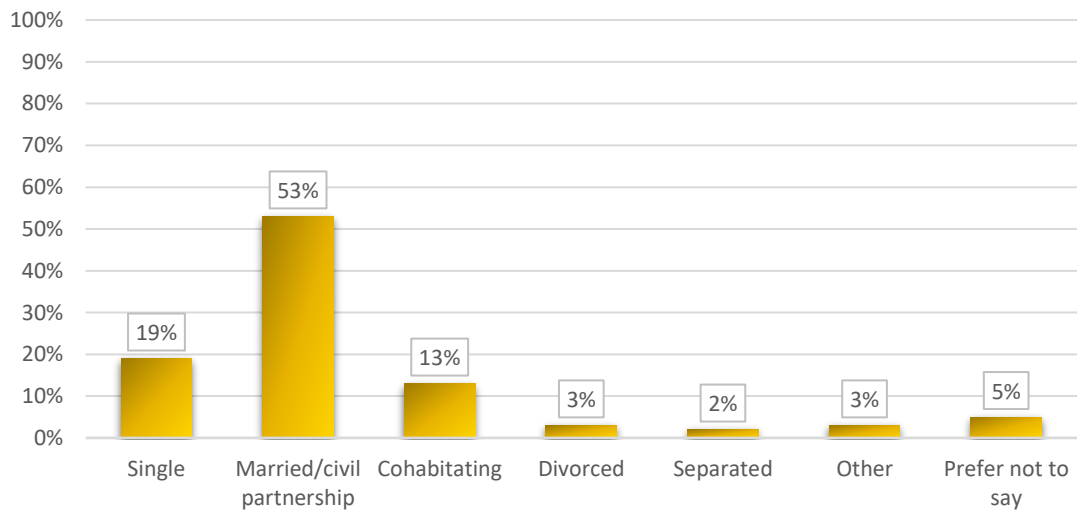


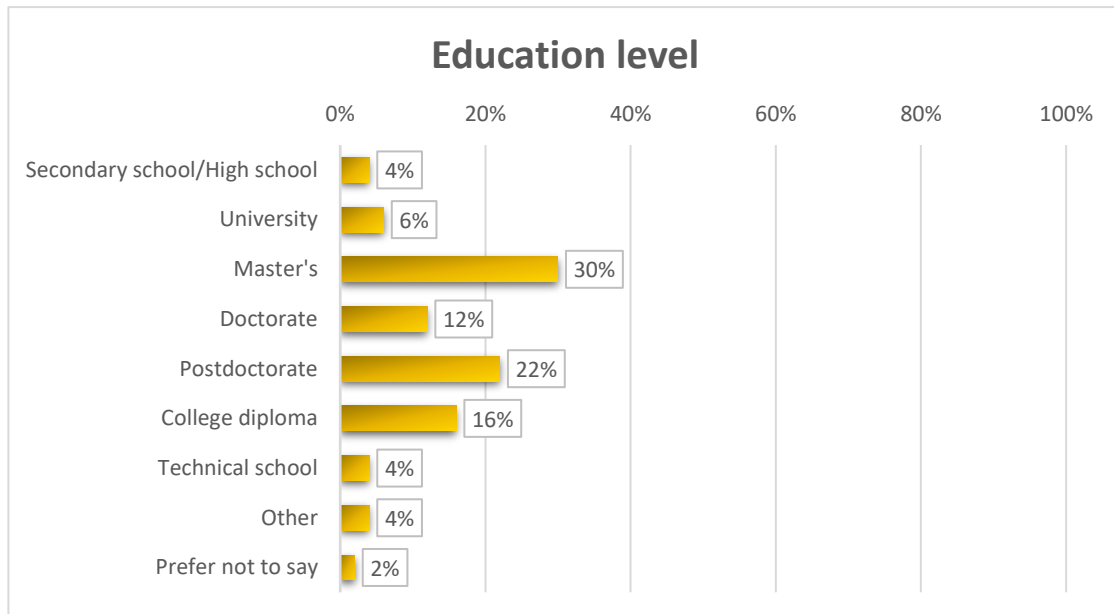
## Disabilities, Impairments, Long term health conditions



■ Yes ■ No ■ Prefer not to say

## Marital/Partnership status





## University of Belgrade Faculty of Law (UBELGRADE) Serbia

### *Information on administration of survey*

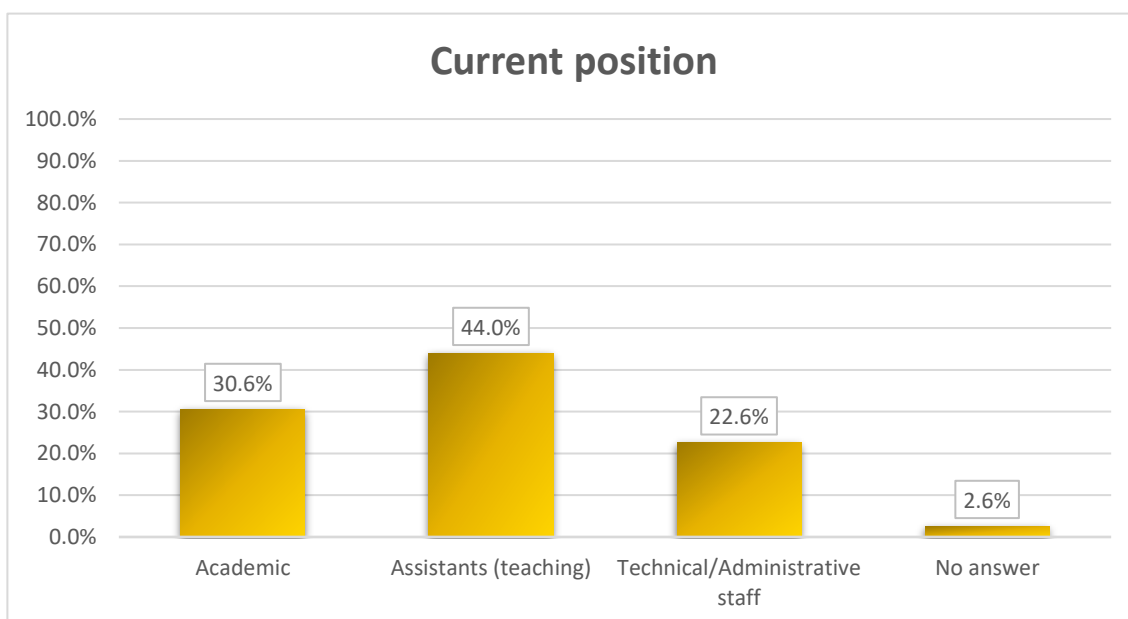
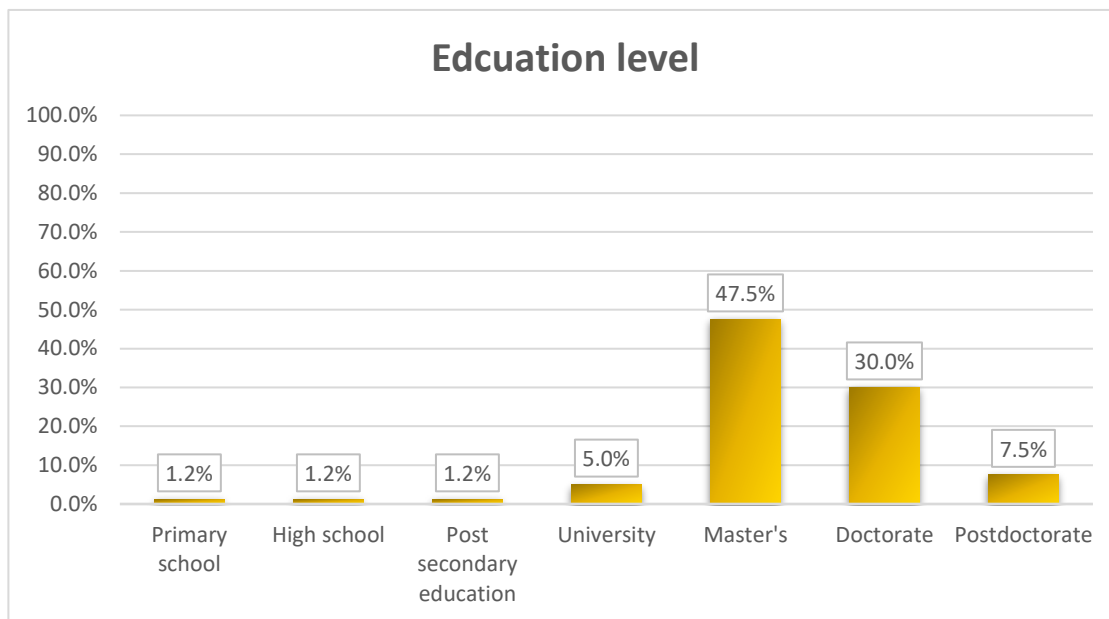
The University of Belgrade's Faculty of Law team began adapting the survey in mid-September 2023, aiming to tailor it to their specific needs. Despite initial plans to complete this process by the end of October, after numerous consultation rounds, it took longer than anticipated. The main delay stemmed from the need for significant revisions to the existing Serbian translation, provided by the ACTonGender Project. Consequently, the adaptation was not completed until mid-November. Several additional questions were added to the initial GEAM Survey, while several existing questions had to be deleted, as they either did not correspond to the internal organization of our institution or were formulated in a way that could have enabled clear identification of survey participants in certain cases. Following completion of the review of the survey instrument, it was made available on November 27, 2023, and remained open for responses until December 27, 2023.

The target population included both academic as well as technical and administrative staff employed at the University of Belgrade, Faculty of Law. PhD students were not included since they are not necessarily employed at the faculty. The contact information of the target population was known, and personalized invitation e-mails were sent out, so that anyone without the e-mail invitation remained locked-out of the survey participation.

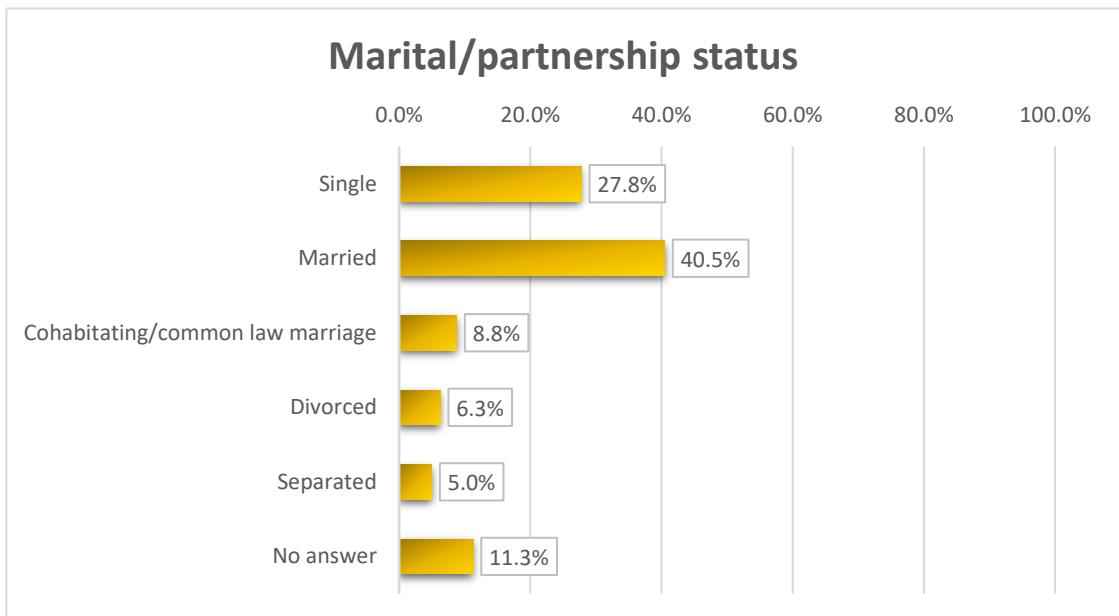
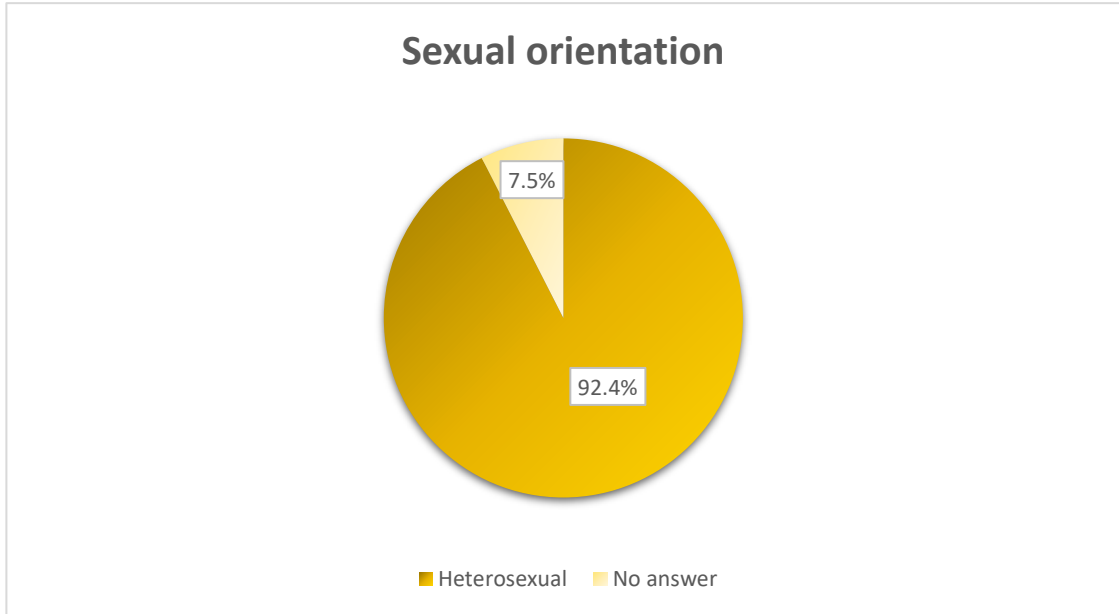
In total, 79 individuals participated in the survey. Out of 79 participants 62 individuals (78%) provided answers to all questions. The remaining 17 participants partially completed survey. Among the participants, 40 identified themselves as female, 32 as male, while 2 reserved the right not to provide an answer to this question.

Below you can find the main demographics of the participants.









## Universidad de Alicante (UA) Spain

### *Information on the administration of the survey*

The team at the University of Alicante (UA) began working on the survey in May 2023. The GEAM survey has a Spanish-translated version, so in the early stages of the project, the UA team reviewed the translations of the variables and translated eight specific questions that did not appear in Spanish. This work was completed in July 2023.

Two new sections were also added to the survey.

1. A section on harassment and its protocol in the workplace.
2. A section on the existence of specific equality elements in institutions.

Additionally, modifications were made (variables added and removed) to adapt the survey as much as possible. Specifically, the existing professional categories at UA were included, while a dichotomous division was made at the beginning of the survey that allowed the survey to dynamically adapt to the needs and peculiarities of your work. Beyond that initial division, the survey is divided into 11 sections with a total of 74 questions grouped thematically:

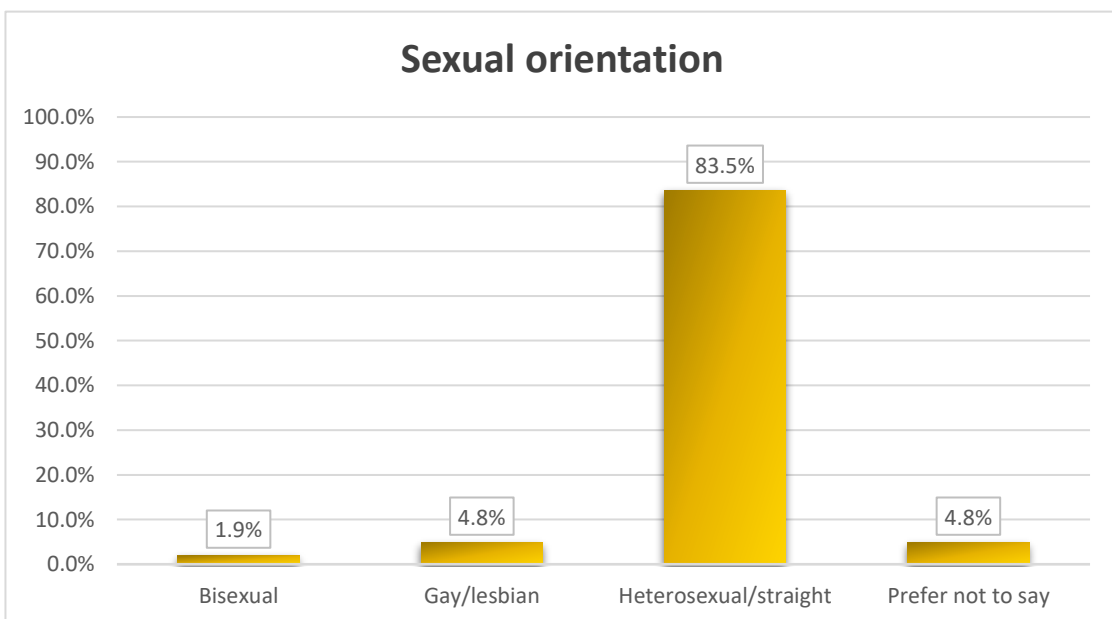
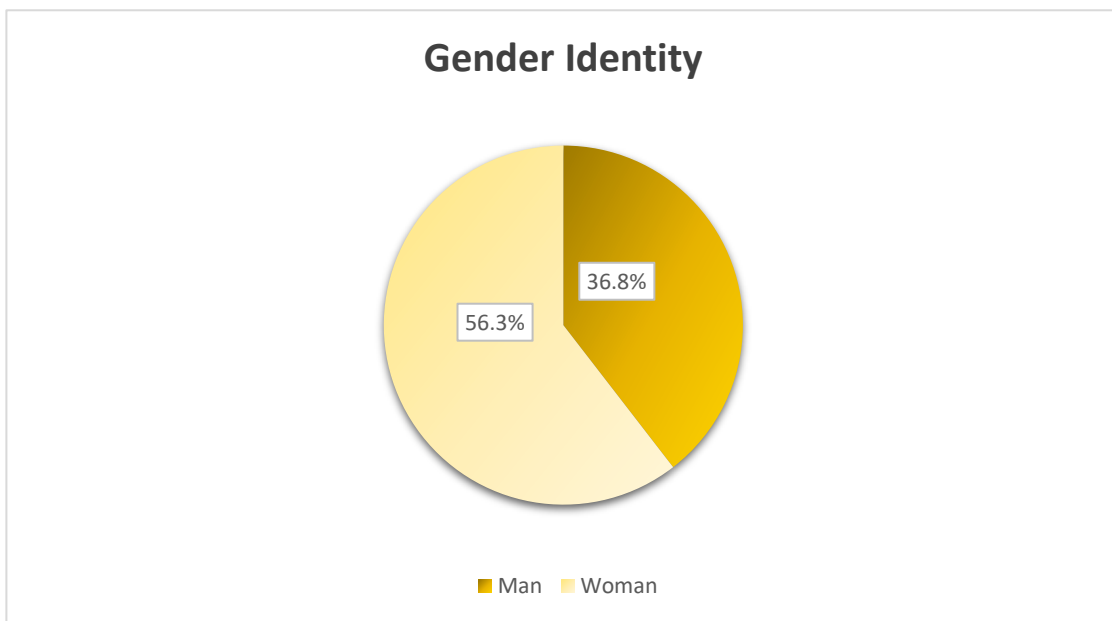
1. Gender Mainstreaming
2. Equality in Selection and Hiring Processes
3. Professional Promotion
4. Training
5. Communication
6. Working Conditions
7. Exercise of Rights in the Workplace
8. Action and Prevention in Situations of Sexual Harassment
9. Labor Rights in Contexts of Gender Violence
10. Professional Classification and Underrepresentation of Women
11. Remuneration and Regulatory Framework

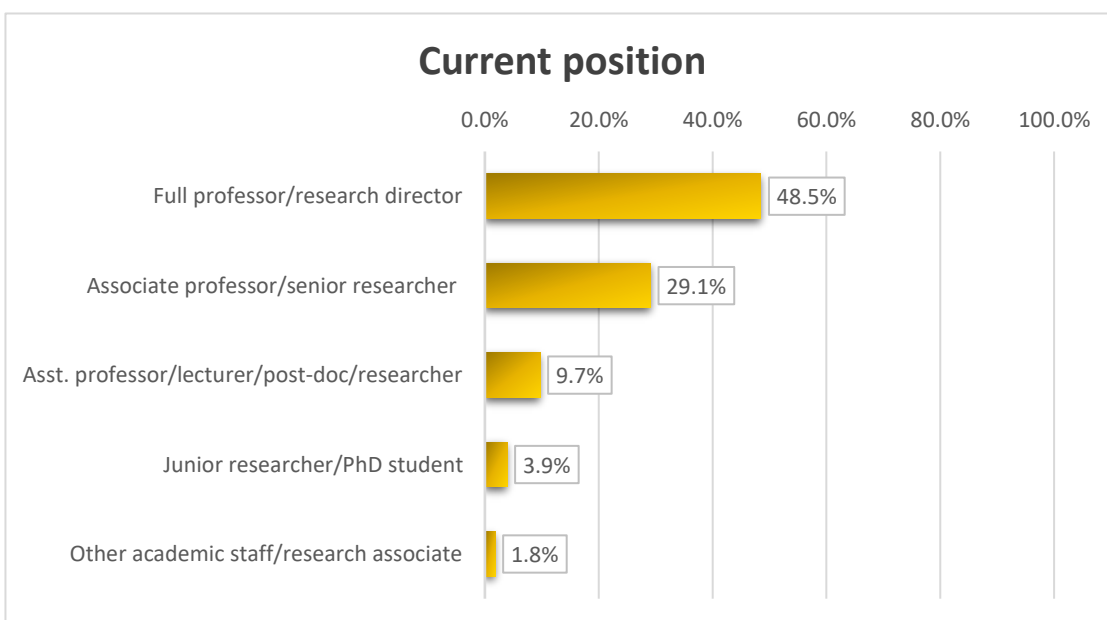
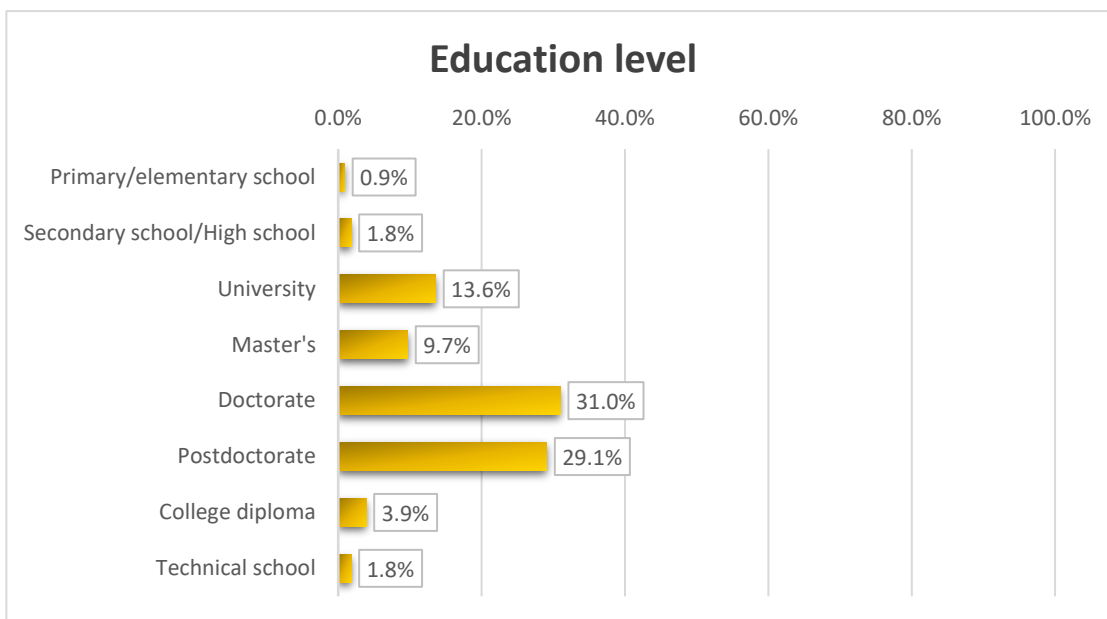
During September, we worked together with the Vice-Rectorate for Equality and with the University of Alicante's Administration Service to ensure a correct survey launch. Two versions were included, one in English and one in Spanish. Ethical discussions were also conducted with relevant instances, both at the university and European levels, and we opted to use the "anonymized response" mode to facilitate the anonymous treatment of data. The survey was launched on September 3, 2023, and closed on February 29, 2024. The total number of responses was 103, with a total of 96 completed surveys. This number exceeded the initial expectations for the survey.



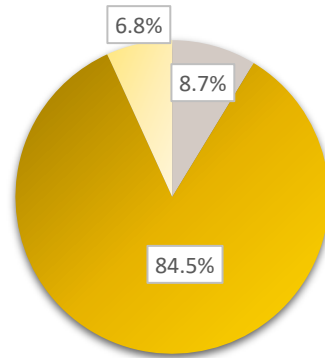
The survey was launched via email to the entire University of Alicante workforce, with support from the Vice-Rectorate for Equality. The email included a general description in the body and two links, one for the English version and one for the Spanish version. In early January, a reminder email was sent with both links to increase the survey's visibility. This significantly increased the number of responses.

Below you can find the main demographics of the participants.





## Disabilities, Impairments, Long term health conditions



■ Yes ■ No ■ Prefer not to say



## Municipality of Stari Grad (MOSG) Serbia

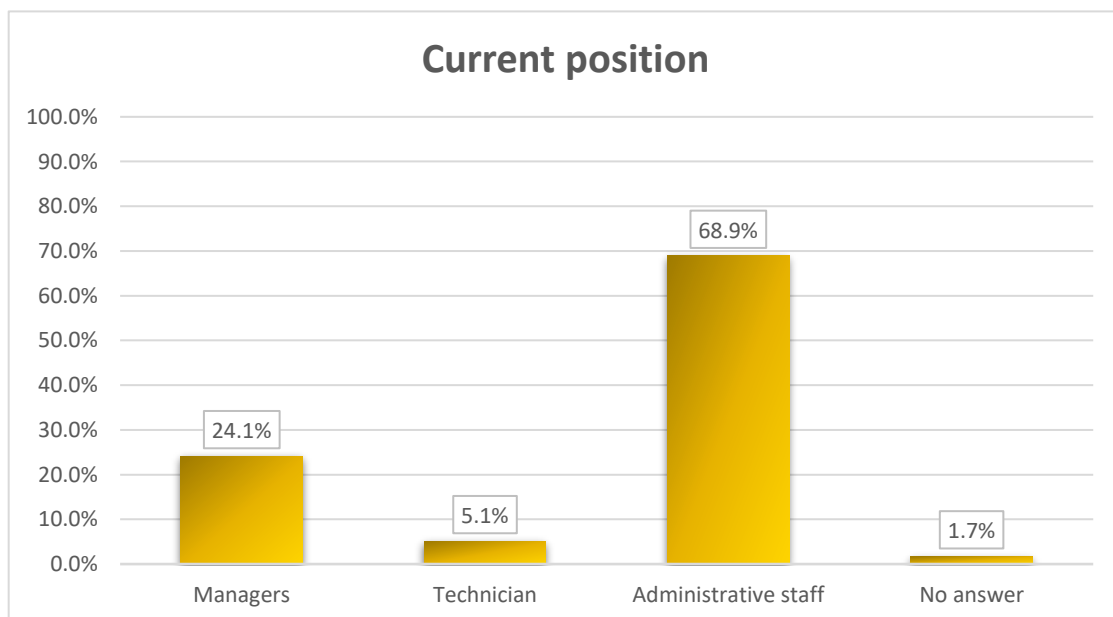
### *Information on the administration of the survey*

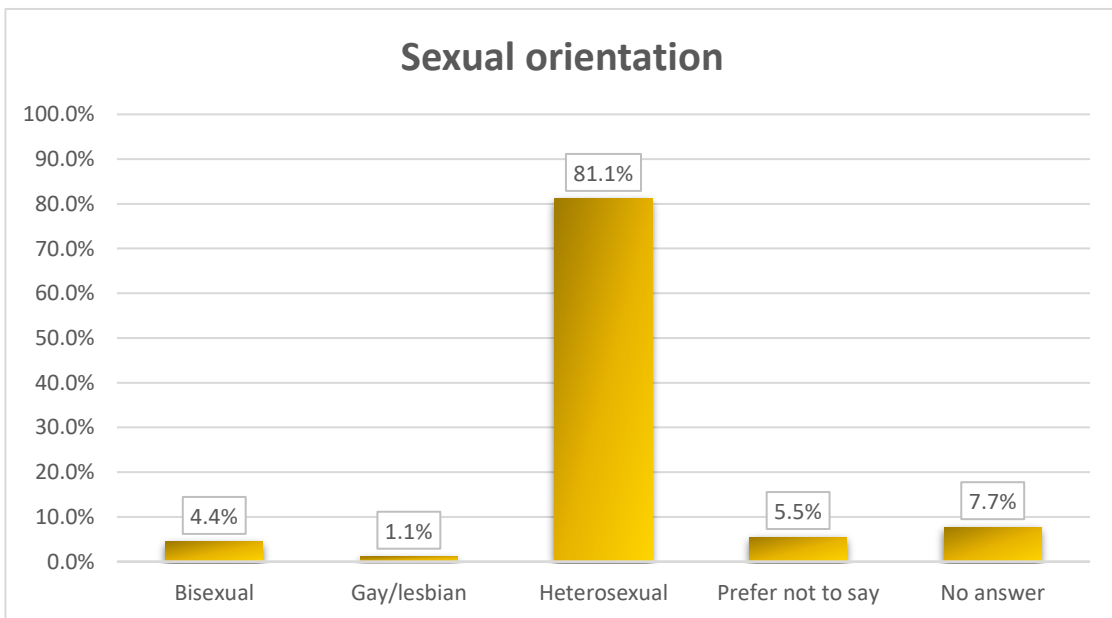
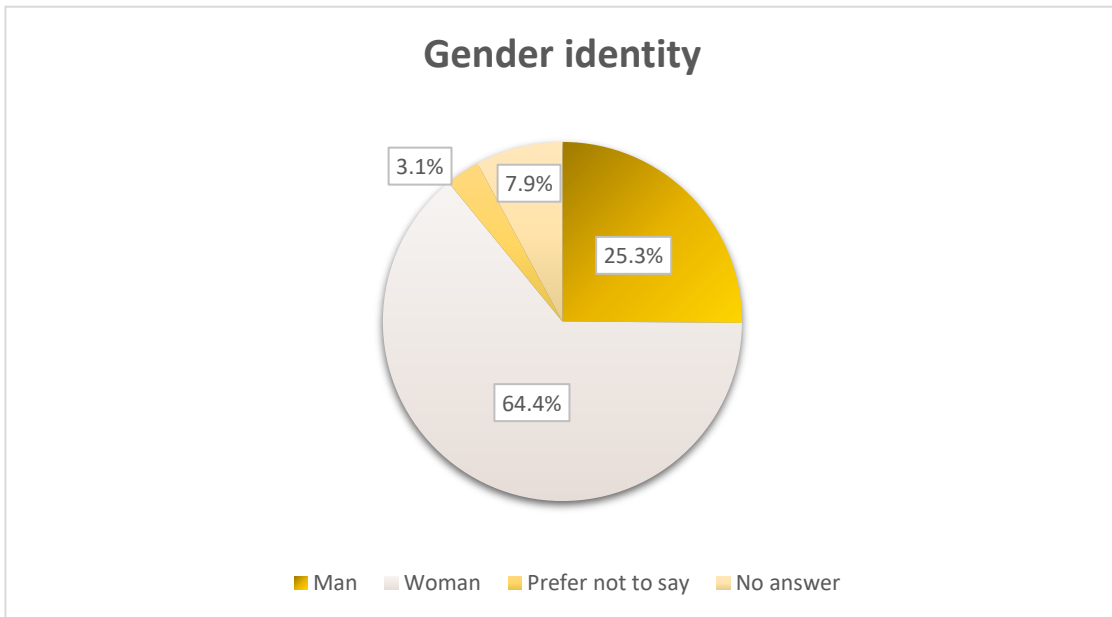
The team of the City Municipality of Stari Grad, Belgrade, started the adaptation of the survey in mid-September since the Serbian translation of the GEAM survey was already available. The adaptation of the survey took longer than expected and was completed by the first week of December, primarily because the existing Serbian translation required revisions. The survey was launched on December 10, 2023, and closed on February 5, 2024.

The target population was administrative workers employed in the City Municipality of Stari Grad (officials, employees, appointed individuals, and those in responsible positions), which means that the contact details of the target population were available. Therefore, personalized e-mails were sent, so that everyone who did not have an e-mail invitation was excluded from participating in the survey.

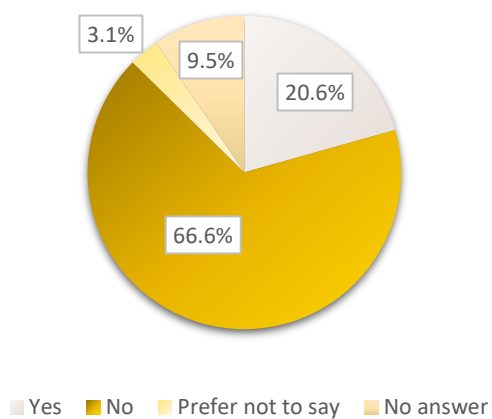
In total, 67 individuals participated in the survey with 49 participants providing completed survey while the answers of the remaining 18 participants were only partial. Among the participants, 40 identified themselves as female, 16 as male, while the rest of the participants choose not to answer to this question.

Below you can find the main demographics of the participants.

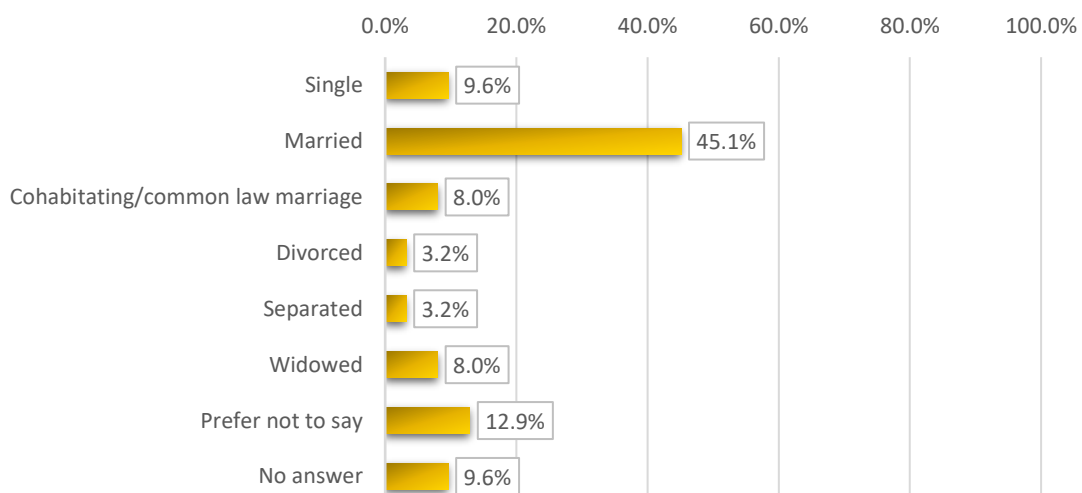




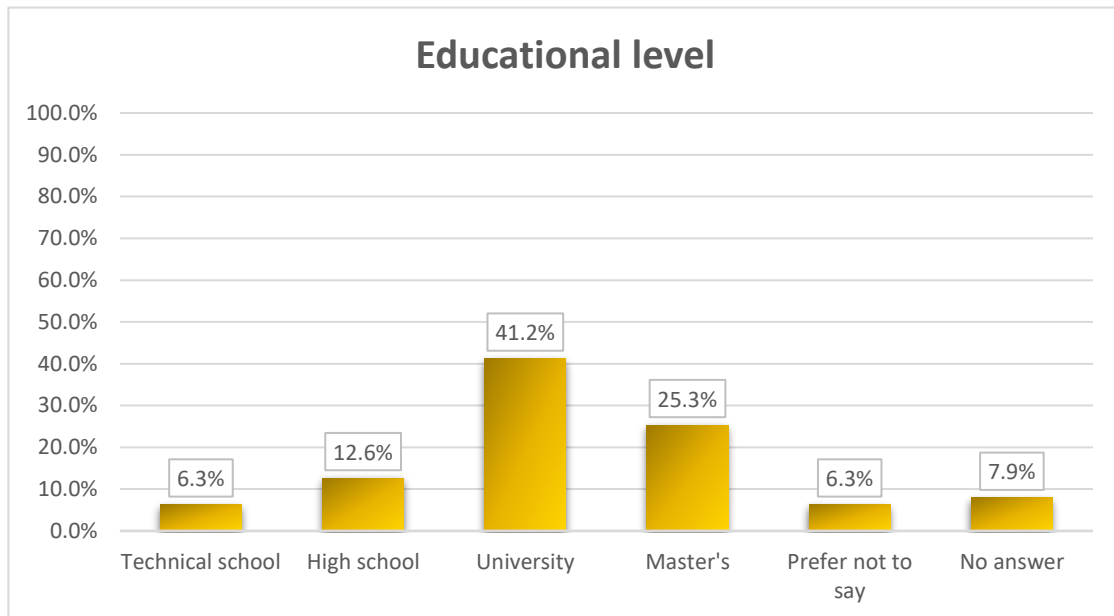
## Disabilities, Impairments, Long term health conditions



## Marital/Partnership status







## Ayuntamiento de Novelda (NOVEL) Spain

### *Information on the administration of the survey*

The Novelda City Council team conducted its adaptation of the survey during the first two weeks of October. The GEAM survey had an existing Spanish translation available. At the beginning of the project, the team undertook the task of reviewing the translations of the variables and translated six specific questions that were not available in Spanish, completing this task in October 2023. Following the review and translation of the GEAM survey, it was adapted to fit the broader context of Spain and the specific environment of the Novelda municipality.

In this new structuring, translation, and adaptation of the survey by Novelda, several questions from the sections already defined in the GEAM survey were modified, and a new section was added: Everyday Life and Discrimination Factors at Home. With the new section added, it was possible to easily analyse whether there is a dual factor of discrimination concerning family reconciliation.

Beyond this new section, certain variables were also modified to adapt the survey to the social reality of the phenomenon under study. To this end, new variables were added that dealt with workplace harassment and the existing complaint channels, as well as knowledge of gender resources and their correct use. In total, the survey consists of 74 questions divided into 12 related blocks. The survey included the following sections:

1. Gender Mainstreaming
2. Equality in Selection and Hiring Processes
3. Professional Promotion
4. Training
5. Communication
6. Working Conditions
7. Exercise of Rights in the Workplace
8. Action and Prevention in Situations of Sexual Harassment
9. Labor Rights in Contexts of Gender Violence
10. Professional Classification and Underrepresentation of Women
11. Remuneration and Regulatory Framework
12. Everyday Life and Discrimination Factors at Home

During the third week of October, once the composition and adaptation of the survey were completed, the dissemination phase began. Initially, we considered sending the survey via email to all workers. However, after a first work meeting, it was decided that, since the Novelda City Council has a small group of workers and many of them do not use their email,

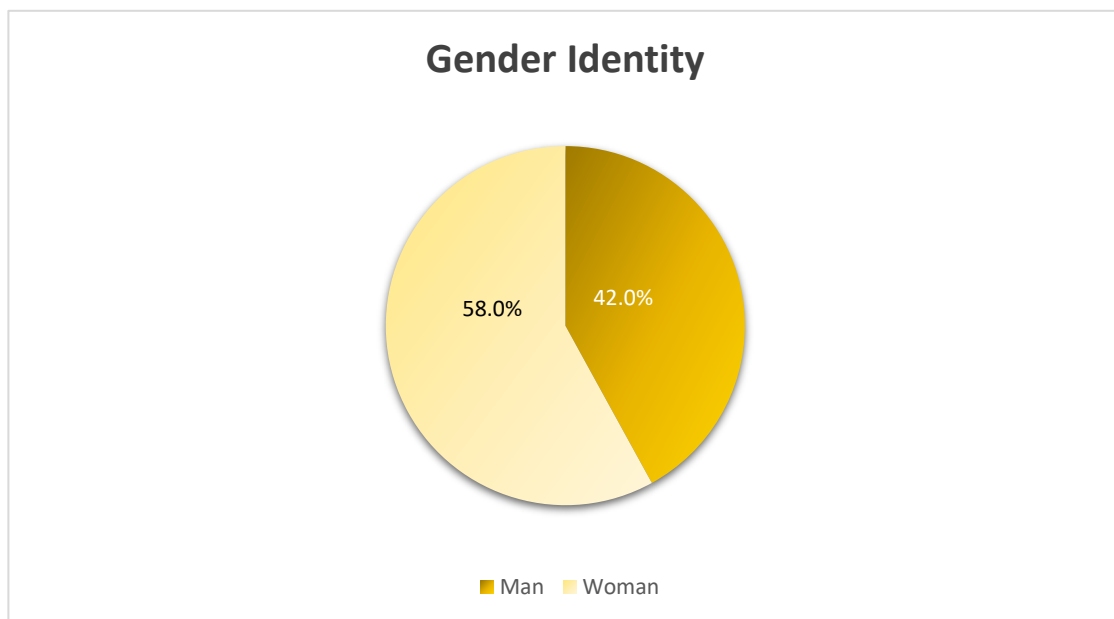


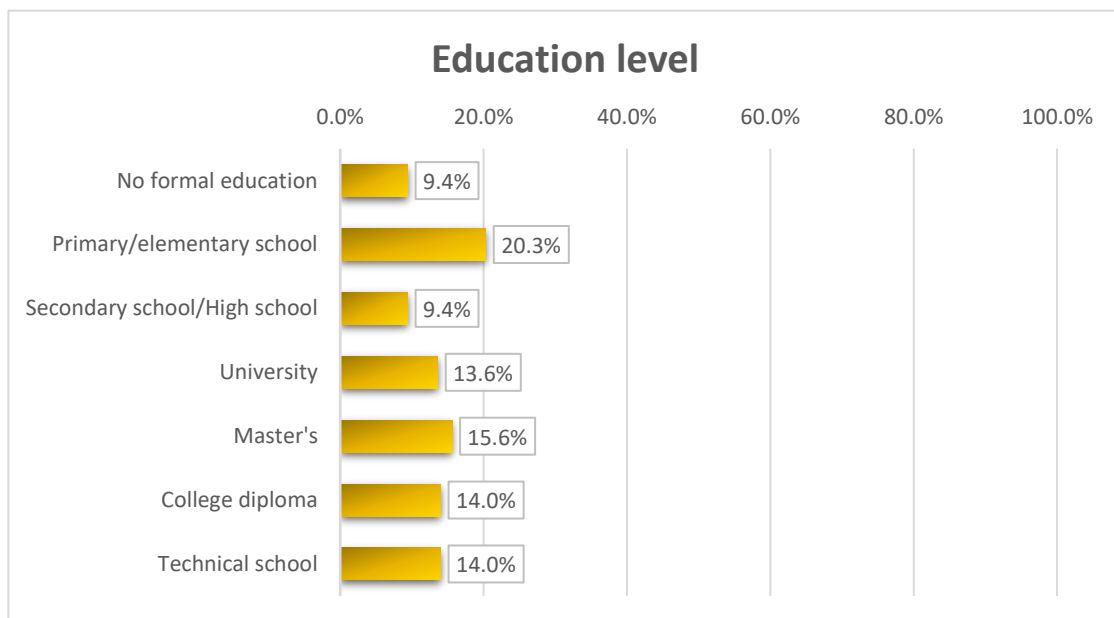
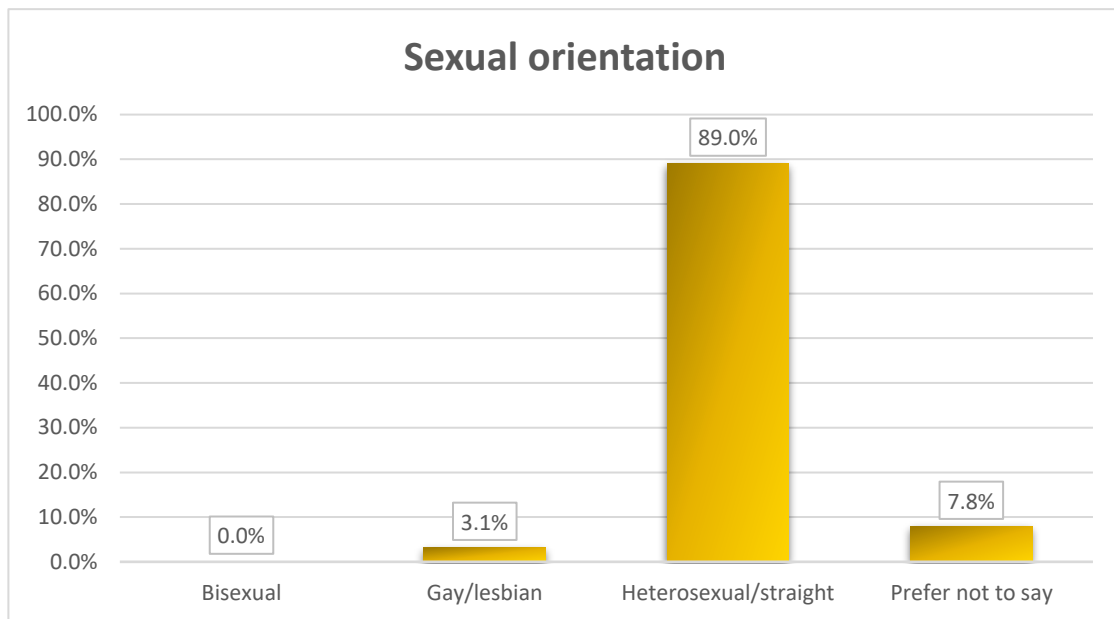
it would be disseminated through a mandatory circular using the internal channels (both physical and digital) available to the Novelda City Council itself. In this way, an official circular was created with the survey link inserted (with options to answer in English or Spanish). Completion of the survey was mandatory.

The survey was launched on October 30, 2023, and closed on February 15, 2024. In the last week of November, a reminder was sent again about the importance and the obligation to complete the survey. Nevertheless, the participation of the Novelda municipality workers was less than 45%, with a total of 69 surveys conducted, of which 64 were completed in their entirety.

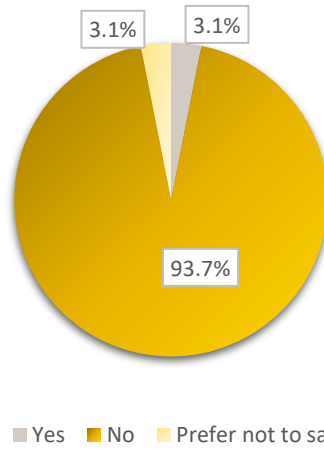
Regarding the survey sample, it can be observed that the majority of respondents were women (percentage above 57%), just as it can be affirmed that the majority of survey participants are heterosexual and are mostly married.

Below you can find the main demographics of the participants.

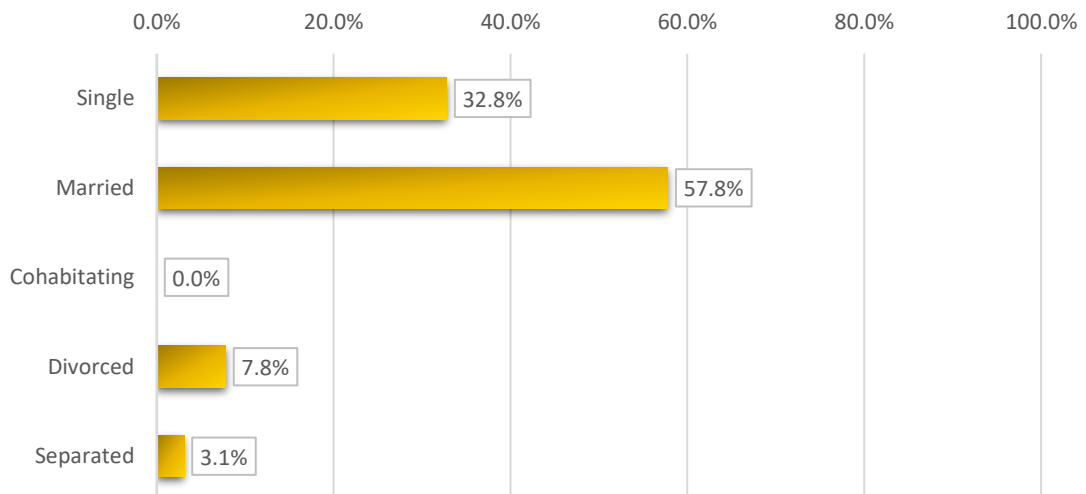


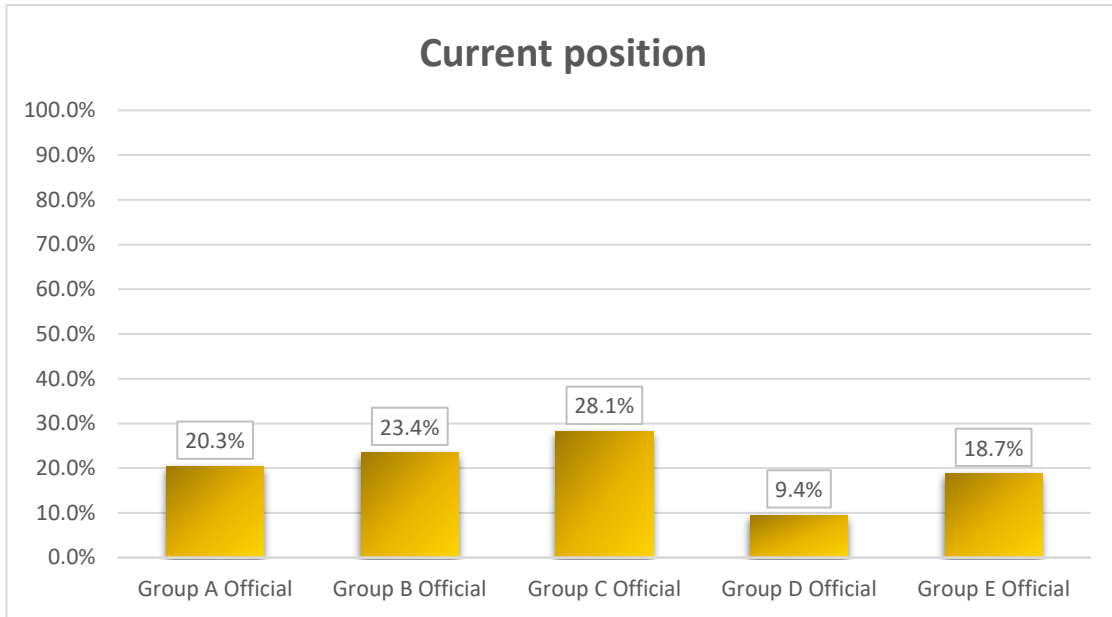


## Disabilities, Impairments, Long term health conditions



## Marital/partnership status





## Annex Municipality Survey Questions

### Municipality of Novelda (NOVEL) Spain

This survey was administered in Spanish and this translation is only for information purposes.

#### *Working conditions - About your current job*

1. What is your current position in the organization you work for?
2. How would you further classify your current position as a technician?
3. How would you further classify your current position as administrative staff?
4. How many people report to you?
5. Does your current position in the organization include team management activities?
6. In which municipal area do you mainly work?
7. Which of the following best describes your post? (If you hold multiple positions, please select the most senior).
8. What is your current annual salary (gross) in Euros? (If you cannot recall your exact salary, please provide an estimate).
9. Have you ever received a complementary bonus from your current employer?
10. Are you on a full- or part-time contract?
11. Are you on a permanent/open-ended or fixed term/temporary contract?
12. Working Conditions - Recruitment and Promotion
13. In your current institution, have you ever been encouraged or invited to apply for a promotion, or a post at a higher grade?
14. How did you obtain your current post?

#### *Working Conditions – Training*

15. We are interested in the training opportunities available to you. Please indicate which, if any, of the following you have received training in.
16. In the last 12 months, do you feel that any of the following have been a barrier to you accessing training that you needed or wanted? (Please select all that apply).
17. If you indicated that any of the above were a barrier to obtaining training, please take a moment to explain why or how below.
18. Working Conditions - Work-life balance
19. Are you the primary carer or assistant for an adult requiring care?
20. Are you the parent or legal guardian of any children aged 17 years or younger?
21. How many children aged 17 years or younger are you the legal guardian of?
22. Are you a single parent or legal guardian of any children aged 17 years or younger?
23. How often has each of the following happened to you during the past three months?

Please choose the appropriate response for each item:



|  | Several times a week | Several times a month | Once or twice | Never |
|--|----------------------|-----------------------|---------------|-------|
| I have come home from work too tired to do the chores which need to be done.   |                      |                       |               |       |
| It has been difficult for me to fulfil my commitments in my personal life because of the amount of time I spent on my job. |                      |                       |               |       |
| I have arrived at work too tired to function well because of household work.   |                      |                       |               |       |
| I have found it difficult to concentrate at work because of my personal commitments.                                       |                      |                       |               |       |

24. To what extent do you agree or disagree with the following statements about your job?

Please choose the appropriate response for each item:

|  | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|--|-------------------|----------|----------------------------|-------|----------------|
| My job offers good prospects for career advancement                      |                   |          |                            |       |                |
| The organisation I work for motivates me to give my best job performance |                   |          |                            |       |                |
| I might lose my job in the next 6 months                                 |                   |          |                            |       |                |

25. On the whole how satisfied are you with the working conditions in your main paid job?

26. Normally, how many times a month do you work ...?

Please choose the appropriate response for each item:

|                               | Never | Rarely | Sometimes | Very often |
|-------------------------------|-------|--------|-----------|------------|
| ... on weekends?              |       |        |           |            |
| ... more than 10 hours a day? |       |        |           |            |

## Working Conditions - Parental Leave

27. Considering the last 5 years, have you taken or are you currently taking any form or parental leave?

28. Which of the following forms of leave have you taken / or are you currently taking?

Please choose all that apply:

- Maternity leave
- Paternity leave
- Adoption leave
- Unpaid parental leave
- Paid parental leave





- Other:

29. In which year did your most recent form of parental leave take place?

30. Please indicate the availability of the following options either before, during or upon your return from your most recent/current parental leave at your organization.

Please choose the appropriate response for each item:

|  | I do not know if this is available | I know it's not available | I know that this is available, but I have not used it | I have used it |
|--|------------------------------------|---------------------------|---|----------------|
| Keeping in touch with the institution while away (e.g., attending important meetings on occasion)  |                                    |                           |   |                |
| Agreement on flexible working-time arrangements (e.g. a period of part-time work, flexible working-time schedule)                                    |                                    |                           |   |                |
| Agreement on flexible workplace arrangements (e.g. occasional remote work, a period of permanent home-based telework)                                |                                    |                           |   |                |
| Agreement on temporary reduction of workload related to specific tasks (e.g. administration or management work, research supervision, clinical work) |                                    |                           |   |                |
| Childcare services at workplace  |                                    |                           |   |                |
| Childcare related policies at workplace, including payments and benefits   |                                    |                           |   |                |
| Compensations or extensions for existing deadlines   |                                    |                           |   |                |
| Adapted criteria for evaluation in annual performance review   |                                    |                           |   |                |
| Health and safety assessment   |                                    |                           |   |                |

31. With regard to your most current or most recent period of parental leave, how prepared do you/ did you feel to return to work at your current organization?

32. Please indicate how helpful each of the following was in facilitating your return to work after your parental leave at your current organization.

Please choose the appropriate response for each item:

|   | Not at all helpful | Slightly helpful | Fairly helpful | Extremely helpful | Not applicable |
|---|--------------------|------------------|----------------|-------------------|----------------|
| Keeping in touch with the institution while away (e.g., attending important meetings on occasion)                 |                    |                  |                |                   |                |
| Agreement on flexible working-time arrangements (e.g. a period of part-time work, flexible working-time schedule) |                    |                  |                |                   |                |



|  | Not at all helpful | Slightly helpful | Fairly helpful | Extremely helpful | Not applicable |
|--|--------------------|------------------|----------------|-------------------|----------------|
| Agreement on flexible workplace arrangements (e.g. occasional remote work, a period of permanent home-based telework)                                |                    |                  |                |                   |                |
| Agreement on temporary reduction of workload related to specific tasks (e.g. administration or management work, research supervision, clinical work) |                    |                  |                |                   |                |
| Childcare services at workplace<br>Childcare related policies at workplace, including payments and benefits  |                    |                  |                |                   |                |
| Compensations or extensions for existing deadlines   |                    |                  |                |                   |                |
| Adapted criteria for evaluation in annual performance review   |                    |                  |                |                   |                |
| Health and safety assessment   |                    |                  |                |                   |                |

33. Please describe your perceptions of the uptake and use of parental leave options and resources, such as coming to work part-time or taking extended unpaid parental leave, in your organization.

34. If you were eligible for parental leave but chose not to use it, please provide details regarding the reasons for your decision.

## Working Conditions - Flexible working time and teleworking arrangements

35. Please reply considering your experience regarding flexible work arrangements at your current workplace over the last 12 months.

Please choose the appropriate response for each item:

|  | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|--|-------------------|----------|----------------------------|-------|----------------|
| I could decide when to start or end my workday                                     |                   |          |                            |       |                |
| I had flexibility to take time off to attend private matters                       |                   |          |                            |       |                |
| I had flexibility to work longer some days and compensate with time off other days |                   |          |                            |       |                |
| I was often requested to work outside my working hours                             |                   |          |                            |       |                |
| I worked more than contracted hours without compensation                           |                   |          |                            |       |                |

36. How frequently did you telework (worked from home or other places) during the past 12 months?



37. I did not telework because...

38. I teleworked because...

39. Please consider what would you like to happen in your work environment regarding flexible work arrangements. From the list below, please select the three most important issues.

## Organisational Culture and Climate - Gender Equality

40. Please indicate the extent to which you agree or disagree with the following statements:

Please choose the appropriate response for each item:

|  | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|--|-------------------|----------|----------------------------|-------|----------------|
| In general, men and women are equally represented (in terms of numbers) in my organization |                   |          |                            |       |                |
| In general, men and women are treated equally in my organization                           |                   |          |                            |       |                |
| My organization is committed to promoting gender equality                                  |                   |          |                            |       |                |
| Myself and colleagues know who to go to if we have concerns related to gender equality     |                   |          |                            |       |                |
| My organization is responsive to concerns about gender equality                            |                   |          |                            |       |                |

41. Have you perceived a difference in the allocation of the following in your organization?

Please choose the appropriate response for each item:

|  | Mainly allocated to women | Often allocated to women | I have not noticed a difference | Often allocated to men | Mainly allocated to men | I don't have an opinion |
|--|---------------------------|--------------------------|---------------------------------|------------------------|-------------------------|-------------------------|
| The receipt of mentoring and/or other guidance in making career decisions                            |                           |                          |                                 |                        |                         |                         |
| Representation in senior positions   |                           |                          |                                 |                        |                         |                         |
| Responsibilities related to student care (e.g., providing support for students' emotional wellbeing) |                           |                          |                                 |                        |                         |                         |
| Positive attention from, or additional time with, senior management                                  |                           |                          |                                 |                        |                         |                         |
| Access to informal circles of influence  |                           |                          |                                 |                        |                         |                         |



|   | Mainly allocated to women | Often allocated to women | I have not noticed a difference | Often allocated to men | Mainly allocated to men | I don't have an opinion |
|---|---------------------------|--------------------------|---------------------------------|------------------------|-------------------------|-------------------------|
| Recruitment and selection of new staff  |                           |                          |                                 |                        |                         |                         |
| Promotion decisions   |                           |                          |                                 |                        |                         |                         |
| Formal training and career development opportunities  |                           |                          |                                 |                        |                         |                         |
| Teaching responsibilities   |                           |                          |                                 |                        |                         |                         |
| Invitations or opportunities (i.e., funding, additional time) to attend conferences, lectures, etc. |                           |                          |                                 |                        |                         |                         |
| Recognition of intellectual contributions during meetings, conferences, workshops, etc.             |                           |                          |                                 |                        |                         |                         |
| Funds and monetary resources  |                           |                          |                                 |                        |                         |                         |
| Awards and recognition of excellence  |                           |                          |                                 |                        |                         |                         |
| Supervision responsibilities (for undergraduate and graduate students)                              |                           |                          |                                 |                        |                         |                         |
| Support in grant preparation and writing  |                           |                          |                                 |                        |                         |                         |
| Student acknowledgement (e.g., recognizing feedback and guidance, teaching and mentoring)           |                           |                          |                                 |                        |                         |                         |

42. If you would like to tell us about your experiences or perceptions of gender bias (or lack thereof) please do so here.

43. Do you know if your organization has an equality plan?

## Organisational Culture and Climate - Working Culture

44. Please indicate the extent to which you agree or disagree with the following statements relating to life in your current workplace:

Please choose the appropriate response for each item:

|  | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree | Not applicable |
|--|-------------------|----------|----------------------------|-------|----------------|----------------|
| My teaching is valued by students          |                   |          |                            |       |                |                |
| My teaching is valued by senior management |                   |          |                            |       |                |                |



|   | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree | Not applicable |
|---|-------------------|----------|----------------------------|-------|----------------|----------------|
| Workload is allocated in a fair and transparent manner  |                   |          |                            |       |                |                |
| I am encouraged to undertake activities that contribute to my career development  |                   |          |                            |       |                |                |
| I have a formally assigned mentor who I see regularly   |                   |          |                            |       |                |                |
| I have the opportunity to serve on important organization committees  |                   |          |                            |       |                |                |
| I have sufficient administrative experience   |                   |          |                            |       |                |                |
| My organization values my external professional activities (e.g., in my annual performance review, as promotion criteria, etc.) |                   |          |                            |       |                |                |
| Senior staff are accessible to me<br>I have a supportive manager  |                   |          |                            |       |                |                |
| My annual performance review is useful for my development or progression  |                   |          |                            |       |                |                |

#### 45. In my work environment

Please choose the appropriate response for each item:

|  | Not at all true for my work environment | Somewhat untrue for my work environment | Neither true nor untrue | Somewhat true for my work environment | Entirely true for my work environment |
|--|---|---|-------------------------|---------------------------------------|---------------------------------------|
| Admitting you don't know the answer looks weak                       |   |   |                         |                                       |                                       |
| Expressing any emotion other than anger or pride is seen as weak     |   |   |                         |                                       |                                       |
| It's important to be in good physical shape to be respected          |   |   |                         |                                       |                                       |
| People who are physically smaller have to work harder to get respect |   |   |                         |                                       |                                       |
| To succeed you can't let family interfere with work                  |   |   |                         |                                       |                                       |



|   | Not at all true for my work environment | Somewhat untrue for my work environment | Neither true nor untrue | Somewhat true for my work environment | Entirely true for my work environment |
|---|---|---|-------------------------|---------------------------------------|---------------------------------------|
| Taking days off is frowned upon                                     |   |   |                         |                                       |                                       |
| You're either "in" or you're "out", and once you're out, you're out |   |   |                         |                                       |                                       |
| If you don't stand up for yourself people will step on you          |   |   |                         |                                       |                                       |

46. If you were considering applying for a promotion, how important would the following items be to you?

Please choose the appropriate response for each item:

|   | Not at all important | Slightly important | Fairly important | Extremely important | Not applicable |
|---|----------------------|--------------------|------------------|---------------------|----------------|
| Being encouraged to apply by your manager or a senior member of staff |                      |                    |                  |                     |                |
| Having a mentor to discuss and review your application                |                      |                    |                  |                     |                |
| Whether the role accommodates flexible working arrangements           |                      |                    |                  |                     |                |
| Opportunity for a pay or salary increase                              |                      |                    |                  |                     |                |
| Obtaining a more senior job title                                     |                      |                    |                  |                     |                |

47. Please indicate the extent to which you agree or disagree with the following statements:

Please choose the appropriate response for each item:

|   | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|---|-------------------|----------|----------------------------|-------|----------------|
| I have been held responsible for organizational problems outside of my control        |                   |          |                            |       |                |
| The decisions in my organisation are made by men                                      |                   |          |                            |       |                |
| I have to work harder than my colleagues to be perceived as a legitimate professional |                   |          |                            |       |                |
| I am held to the same standards as others for promotion or advancement                |                   |          |                            |       |                |



|   | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|---|-------------------|----------|----------------------------|-------|----------------|
| Women in my organisation have to work harder than their men colleagues for the same credibility |                   |          |                            |       |                |
| High-level women in my organisation help other women succeed                                    |                   |          |                            |       |                |

48. Please indicate whether the following statements apply to you:

Please choose the appropriate response for each item:

|   | Never | Rarely | Sometimes | Often | Always |
|---|-------|--------|-----------|-------|--------|
| I downplay my accomplishments when speaking to others   |       |        |           |       |        |
| I have been excluded from leadership events (e.g., off-sites, retreats) because of my gender                                  |       |        |           |       |        |
| Leaders have recommended me for advancement opportunities   |       |        |           |       |        |
| In a meeting where I am the only person of my gender, or I am in a minority, I find it difficult to gain support for my ideas |       |        |           |       |        |
| I speak up about challenges women face at work  |       |        |           |       |        |

## *Behaviour - Bullying, Harassment, Microaggressions*

49. The following items relate to your experience of microaggressions. Please rate how often you have experienced the following microaggressions within your workplace:

Please choose the appropriate response for each item:

|  | Never | A little or rarely | Sometimes, a moderate amount | Often or frequently |
|--|-------|--------------------|------------------------------|---------------------|
| I am often mistaken for being a lower-status worker                              |       |                    |                              |                     |
| I am treated like a second-class citizen   |       |                    |                              |                     |
| Sometimes I feel as if colleagues look past me or do not see me as a real person |       |                    |                              |                     |
| My contributions are dismissed or devalued                                       |       |                    |                              |                     |
| Colleagues have prejudices about my intelligence and abilities                   |       |                    |                              |                     |



|   | Never | A little or rarely | Sometimes, a moderate amount | Often or frequently |
|---|-------|--------------------|------------------------------|---------------------|
| Others assume that I will act aggressively or are scared of me                                  |       |                    |                              |                     |
| Colleagues ask me where I am from, suggesting that I do not belong                              |       |                    |                              |                     |
| I notice that there are few role models in my organization with a similar background to my own  |       |                    |                              |                     |
| Others hint that I should work hard to prove that I am not like other people from my background |       |                    |                              |                     |
| Others suggest that people from my background get unfair benefits                               |       |                    |                              |                     |
| Some colleagues deny that people from my background face extra obstacles                        |       |                    |                              |                     |

50. The following questions are related to bullying and harassment within your work context. How confident are you or would you be to report incidences of bullying and harassment to:

Please choose the appropriate response for each item:

|   | Not at all confident | Slightly confident | Fairly confident | Completely confident |
|---|----------------------|--------------------|------------------|----------------------|
| Your manager within your organization   |                      |                    |                  |                      |
| A representative from Human Resources   |                      |                    |                  |                      |
| A senior colleague who is not your manager  |                      |                    |                  |                      |
| A representative from a trade union   |                      |                    |                  |                      |
| A representative from your equality diversity and/or inclusion committee/organisation |                      |                    |                  |                      |

51. If there is someone else that you would be more likely to report these incidences to, please specify.

52. During the last 12 months, have you personally experienced harassment and/or bullying in your organization? \*

53. If yes, by whom?

54. If there is more that you would like to say regarding your experience(s) of bullying or harassment or the workplace culture in relation to bullying and harassment in your organization, please do so here.





55. You have reached the end of the questionnaire. If you have any additional comments regarding the questionnaire or survey itself, please let us know.
56. Do you know if your organization has a specific plan against harassment in the workplace?

## Socio-demographics

57. In which year were you born?
58. Which best describes your current marital or partnership status?
59. Do you currently perceive yourself to be part of a majority or minority ethnic group?
60. What is your country of birth?
61. What is your main citizenship?
62. Are you
- A man
  - Non-binary
  - A woman
  - Prefer not to say
  - Other
63. Are you trans or do you have a trans history?
64. Which best describes your sexual orientation?
65. Do you have any disability, impairments, or long term health conditions?
66. What is the highest qualification level that you have obtained? \*
67. What is the highest qualification level obtained by your first parent/guardian?
68. What is the highest qualification level obtained by your second parent/guardian?



## Municipality of Maltepe (MALTEPE) Turkey

### Socio demographics

1. In which year were you born?
2. What is your gender identity?
3. Which best describes your current marital or partnership status?
4. Do you currently perceive yourself to be part of a majority or minority ethnic group?
5. Do you have any disability, impairments, or long term health conditions?
6. What is the highest qualification level that you have obtained?
7. What is your current position in the organization you work for?

### Working Conditions

8. In your current institution, have you ever been encouraged or invited to apply for a promotion, or a post at a higher grade?
9. How often has each of the following happened to you during the past three months?

Please choose the appropriate response for each item:

|  | Several times a week | Several times a month | Once or twice | Never |
|--|----------------------|-----------------------|---------------|-------|
| I have come home from work too tired to do the chores which need to be done.   |                      |                       |               |       |
| It has been difficult for me to fulfil my commitments in my personal life because of the amount of time I spent on my job. |                      |                       |               |       |
| I have arrived at work too tired to function well because of household work.   |                      |                       |               |       |
| I have found it difficult to concentrate at work because of my personal commitments.                                       |                      |                       |               |       |

10. On the whole how satisfied are you with the working conditions in your main paid job?

11. Normally, how many times a month do you work ...?

Please choose the appropriate response for each item:

|                               | Never | Rarely | Sometimes | Very often |
|-------------------------------|-------|--------|-----------|------------|
| ... on weekends?              |       |        |           |            |
| ... more than 10 hours a day? |       |        |           |            |

### Working Conditions—Work life balance



12. Are you the primary carer or assistant for an adult requiring care?
13. Are you the parent or legal guardian of any children aged 18 years or younger?
14. How many children aged 18 years or younger are you the legal guardian of?
15. Are you a single parent or legal guardian of any children aged 17 years or younger?  
How many children do you have to take care of?
16. Are You a Single Person Caring for a Child Under 18?

## Working Conditions - Parental Leave

17. Considering the last 5 years, have you taken or are you currently taking any form or parental leave? \*
18. Which of the following forms of leave have you taken / or are you currently taking?

- Maternity leave
- Paternity leave
- Adoption leave
- Unpaid parental leave
- Other

19. In which year did your most recent form of parental leave take place?

20. Please indicate the availability of the following options either before, during or upon your return from your most recent/current parental leave at your organization.

Please choose the appropriate response for each item:

|  | I do not know if this is available | I know it's not available | I know that this is available, but I have not used it | I have used it |
|--|------------------------------------|---------------------------|---|----------------|
| Keeping in touch with the institution while away (e.g., attending important meetings on occasion)  |                                    |                           |   |                |
| Agreement on flexible working-time arrangements (e.g. a period of part-time work, flexible working-time schedule)                                    |                                    |                           |   |                |
| Agreement on flexible workplace arrangements (e.g. occasional remote work, a period of permanent home-based telework)                                |                                    |                           |   |                |
| Agreement on temporary reduction of workload related to specific tasks (e.g. administration or management work, research supervision, clinical work) |                                    |                           |   |                |
| Childcare services at workplace  |                                    |                           |   |                |
| Childcare related policies at workplace, including payments and benefits   |                                    |                           |   |                |
| Compensations or extensions for existing deadlines   |                                    |                           |   |                |



|  | I do not know if this is available | I know it's not available | I know that this is available, but I have not used it | I have used it |
|--|------------------------------------|---------------------------|---|----------------|
| Adapted criteria for evaluation in annual performance review |                                    |                           |   |                |
| Health and safety assessment                                 |                                    |                           |   |                |

21. With regard to your most current or most recent period of parental leave, how prepared do you/ did you feel to return to work at your current organization?

22. Please indicate how helpful each of the following was in facilitating your return to work after your parental leave at your current organization.

Please choose the appropriate response for each item:

|  | Not at all helpful | Slightly helpful | Fairly helpful | Extremely helpful | Not applicable |
|--|--------------------|------------------|----------------|-------------------|----------------|
| Keeping in touch with the institution while away (e.g., attending important meetings on occasion)  |                    |                  |                |                   |                |
| Agreement on flexible working-time arrangements (e.g. a period of part-time work, flexible working-time schedule)                                    |                    |                  |                |                   |                |
| Agreement on flexible workplace arrangements (e.g. occasional remote work, a period of permanent home-based telework)                                |                    |                  |                |                   |                |
| Agreement on temporary reduction of workload related to specific tasks (e.g. administration or management work, research supervision, clinical work) |                    |                  |                |                   |                |
| Childcare services at workplace  |                    |                  |                |                   |                |
| Childcare related policies at workplace, including payments and benefits   |                    |                  |                |                   |                |
| Compensations or extensions for existing deadlines   |                    |                  |                |                   |                |
| Adapted criteria for evaluation in annual performance review   |                    |                  |                |                   |                |
| Health and safety assessment   |                    |                  |                |                   |                |

## Organisational Culture and Climate - Gender Equality

23. Please indicate the extent to which you agree or disagree with the following statements:

Please choose the appropriate response for each item:



|  | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|--|-------------------|----------|----------------------------|-------|----------------|
| In general, men and women are equally represented (in terms of numbers) in my organization |                   |          |                            |       |                |
| In general, men and women are treated equally in my organization                           |                   |          |                            |       |                |
| My organization is committed to promoting gender equality                                  |                   |          |                            |       |                |
| Myself and colleagues know who to go to if we have concerns related to gender equality     |                   |          |                            |       |                |
| My organization is responsive to concerns about gender equality                            |                   |          |                            |       |                |

24. If you would like to tell us about your experiences or perceptions of gender bias (or lack thereof) please do so here.

## Organisational Culture and Climate - Working Culture

25. In my work environment

Please choose the appropriate response for each item:

|  | Not at all true for my work environment | Somewhat untrue for my work environment | Neither true nor untrue | Somewhat true for my work environment | Entirely true for my work environment |
|--|---|---|-------------------------|---------------------------------------|---------------------------------------|
| Admitting you don't know the answer looks weak                       |   |   |                         |                                       |                                       |
| Expressing any emotion other than anger or pride is seen as weak     |   |   |                         |                                       |                                       |
| It's important to be in good physical shape to be respected          |   |   |                         |                                       |                                       |
| People who are physically smaller have to work harder to get respect |   |   |                         |                                       |                                       |
| To succeed you can't let family interfere with work                  |   |   |                         |                                       |                                       |
| Taking days off is frowned upon                                      |   |   |                         |                                       |                                       |
| You're either "in" or you're "out", and once you're out, you're out  |   |   |                         |                                       |                                       |
| If you don't stand up for yourself people will step on you           |   |   |                         |                                       |                                       |



26. Please indicate the extent to which you agree or disagree with the following statements:

Please choose the appropriate response for each item:

|   | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|---|-------------------|----------|----------------------------|-------|----------------|
| I have been held responsible for organizational problems outside of my control                  |                   |          |                            |       |                |
| The decisions in my organisation are made by men  |                   |          |                            |       |                |
| I have to work harder than my colleagues to be perceived as a legitimate professional           |                   |          |                            |       |                |
| I am held to the same standards as others for promotion or advancement                          |                   |          |                            |       |                |
| Women in my organisation have to work harder than their men colleagues for the same credibility |                   |          |                            |       |                |
| High-level women in my organisation help other women succeed                                    |                   |          |                            |       |                |

27. Please indicate whether the following statements apply to you:

Please choose the appropriate response for each item:

|   | Never | Rarely | Sometimes | Often | Always |
|---|-------|--------|-----------|-------|--------|
| I downplay my accomplishments when speaking to others   |       |        |           |       |        |
| I have been excluded from leadership events (e.g., off-sites, retreats) because of my gender                                  |       |        |           |       |        |
| Leaders have recommended me for advancement opportunities   |       |        |           |       |        |
| In a meeting where I am the only person of my gender, or I am in a minority, I find it difficult to gain support for my ideas |       |        |           |       |        |
| I speak up about challenges women face at work  |       |        |           |       |        |

## Behaviour - Bullying, Harassment, Microaggressions

28. During the last 12 months, have you personally experienced harassment and/or bullying in your organization?



29. If yes, by whom?

30. If there is more that you would like to say regarding your experience(s) of bullying or harassment or the workplace culture in relation to bullying and harassment in your organization, please do so here.



## Municipality of Stari Grad (MOSG) Serbia

This survey was administered in Serbian and this translation is only for information purposes.

### *Working conditions - About your current job*

1. What is your current position in the organization you work for?
2. How would you further classify your current position as a technician?
3. How would you further classify your current position as administrative staff?
4. How many people report to you?
5. Does your current position in the organization include team management activities?
6. In which municipal area do you mainly work?
7. Which of the following best describes your post? (If you hold multiple positions, please select the most senior).
8. What is your current annual salary (gross) in Euros? (If you cannot recall your exact salary, please provide an estimate).
9. Have you ever received a complementary bonus from your current employer?
10. Are you on a full- or part-time contract?
11. Are you on a permanent/open-ended or fixed term/temporary contract?

### *Working Conditions - Recruitment and Promotion*

12. In your current institution, have you ever been encouraged or invited to apply for a promotion, or a post at a higher grade?
13. How did you obtain your current post?
14. Working Conditions - Training
15. We are interested in the training opportunities available to you. Please indicate which, if any, of the following you have received training in.
16. In the last 12 months, do you feel that any of the following have been a barrier to you accessing training that you needed or wanted? (Please select all that apply).
17. If you indicated that any of the above were a barrier to obtaining training, please take a moment to explain why or how below.

### *Working Conditions - Work-life balance*

18. Are you the primary carer or assistant for an adult requiring care?
19. Are you the parent or legal guardian of any children aged 17 years or younger?
20. How many children aged 17 years or younger are you the legal guardian of?
21. Are you a single parent or legal guardian of any children aged 17 years or younger?
22. How often has each of the following happened to you during the past three months?  
Please choose the appropriate response for each item:





|  | Several times a week | Several times a month | Once or twice | Never |
|--|----------------------|-----------------------|---------------|-------|
| I have come home from work too tired to do the chores which need to be done.   |                      |                       |               |       |
| It has been difficult for me to fulfil my commitments in my personal life because of the amount of time I spent on my job. |                      |                       |               |       |
| I have arrived at work too tired to function well because of household work.   |                      |                       |               |       |
| I have found it difficult to concentrate at work because of my personal commitments.                                       |                      |                       |               |       |

23. To what extent do you agree or disagree with the following statements about your job?

Please choose the appropriate response for each item:

|  | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|--|-------------------|----------|----------------------------|-------|----------------|
| My job offers good prospects for career advancement                      |                   |          |                            |       |                |
| The organisation I work for motivates me to give my best job performance |                   |          |                            |       |                |
| I might lose my job in the next 6 months                                 |                   |          |                            |       |                |

24. On the whole how satisfied are you with the working conditions in your main paid job?

25. Normally, how many times a month do you work ...?

Please choose the appropriate response for each item:

|                               | Never | Rarely | Sometimes | Very often |
|-------------------------------|-------|--------|-----------|------------|
| ... on weekends?              |       |        |           |            |
| ... more than 10 hours a day? |       |        |           |            |

## Working Conditions - Parental Leave

26. Considering the last 5 years, have you taken or are you currently taking any form or parental leave?

27. Which of the following forms of leave have you taken / or are you currently taking?

Please choose all that apply:

- Maternity leave
- Paternity leave
- Adoption leave
- Unpaid parental leave



- Paid parental leave
- Other:

28. In which year did your most recent form of parental leave take place?

29. Please indicate the availability of the following options either before, during or upon your return from your most recent/current parental leave at your organization.

Please choose the appropriate response for each item:

|  | I do not know if this is available | I know it's not available | I know that this is available, but I have not used it | I have used it |
|--|------------------------------------|---------------------------|---|----------------|
| Keeping in touch with the institution while away (e.g., attending important meetings on occasion)  |                                    |                           |   |                |
| Agreement on flexible working-time arrangements (e.g. a period of part-time work, flexible working-time schedule)                                    |                                    |                           |   |                |
| Agreement on flexible workplace arrangements (e.g. occasional remote work, a period of permanent home-based telework)                                |                                    |                           |   |                |
| Agreement on temporary reduction of workload related to specific tasks (e.g. administration or management work, research supervision, clinical work) |                                    |                           |   |                |
| Childcare services at workplace  |                                    |                           |   |                |
| Childcare related policies at workplace, including payments and benefits   |                                    |                           |   |                |
| Compensations or extensions for existing deadlines   |                                    |                           |   |                |
| Adapted criteria for evaluation in annual performance review   |                                    |                           |   |                |
| Health and safety assessment   |                                    |                           |   |                |

30. With regard to your most current or most recent period of parental leave, how prepared do you/ did you feel to return to work at your current organization?

31. Please indicate how helpful each of the following was in facilitating your return to work after your parental leave at your current organization.

Please choose the appropriate response for each item:

|   | Not at all helpful | Slightly helpful | Fairly helpful | Extremely helpful | Not applicable |
|---|--------------------|------------------|----------------|-------------------|----------------|
| Keeping in touch with the institution while away (e.g., attending important meetings on occasion) |                    |                  |                |                   |                |



|  | Not at all helpful | Slightly helpful | Fairly helpful | Extremely helpful | Not applicable |
|--|--------------------|------------------|----------------|-------------------|----------------|
| Agreement on flexible working-time arrangements (e.g. a period of part-time work, flexible working-time schedule)                                    |                    |                  |                |                   |                |
| Agreement on flexible workplace arrangements (e.g. occasional remote work, a period of permanent home-based telework)                                |                    |                  |                |                   |                |
| Agreement on temporary reduction of workload related to specific tasks (e.g. administration or management work, research supervision, clinical work) |                    |                  |                |                   |                |
| Childcare services at workplace<br>Childcare related policies at workplace, including payments and benefits  |                    |                  |                |                   |                |
| Compensations or extensions for existing deadlines   |                    |                  |                |                   |                |
| Adapted criteria for evaluation in annual performance review   |                    |                  |                |                   |                |
| Health and safety assessment   |                    |                  |                |                   |                |

32. Please describe your perceptions of the uptake and use of parental leave options and resources, such as coming to work part-time or taking extended unpaid parental leave, in your organization.

33. If you were eligible for parental leave but chose not to use it, please provide details regarding the reasons for your decision.

### *Working Conditions - Flexible working time and teleworking arrangements*

34. Please reply considering your experience regarding flexible work arrangements at your current workplace over the last 12 months.

Please choose the appropriate response for each item:

|  | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|--|-------------------|----------|----------------------------|-------|----------------|
| I could decide when to start or end my workday                                     |                   |          |                            |       |                |
| I had flexibility to take time off to attend private matters                       |                   |          |                            |       |                |
| I had flexibility to work longer some days and compensate with time off other days |                   |          |                            |       |                |
| I was often requested to work outside my working hours                             |                   |          |                            |       |                |
| I worked more than contracted hours without compensation                           |                   |          |                            |       |                |



- 35. How frequently did you telework (worked from home or other places) during the past 12 months?
- 36. I did not telework because...
- 37. I teleworked because...
- 38. Please consider what would you like to happen in your work environment regarding flexible work arrangements. From the list below, please select the three most important issues.

Please number each box in order of preference from 1 to 7

- More freedom to set my working schedule
- More freedom to work from anywhere
- More freedom to take some hours off for attending private issues
- Not to be contacted outside of my working time
- More regular and predictable schedules
- More in-person work with my supervisors and colleagues
- Not having to work more than contracted hours

## Organisational Culture and Climate - Gender Equality

- 39. Please indicate the extent to which you agree or disagree with the following statements Please indicate the extent to which you agree or disagree with the following statements the following statements:

Please choose the appropriate response for each item:

|  | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|--|-------------------|----------|----------------------------|-------|----------------|
| In general, men and women are equally represented (in terms of numbers) in my organization |                   |          |                            |       |                |
| In general, men and women are treated equally in my organization                           |                   |          |                            |       |                |
| My organization is committed to promoting gender equality                                  |                   |          |                            |       |                |
| Myself and colleagues know who to go to if we have concerns related to gender equality     |                   |          |                            |       |                |
| My organization is responsive to concerns about gender equality                            |                   |          |                            |       |                |

- 40. Have you perceived a difference in the allocation of the following in your organization?

Please choose the appropriate response for each item:



|  | Mainly allocated to women | Often allocated to women | I have not noticed a difference | Often allocated to men | Mainly allocated to men | I don't have an opinion |
|--|---------------------------|--------------------------|---------------------------------|------------------------|-------------------------|-------------------------|
| The receipt of mentoring and/or other guidance in making career decisions                            |                           |                          |                                 |                        |                         |                         |
| Representation in senior positions   |                           |                          |                                 |                        |                         |                         |
| Responsibilities related to student care (e.g., providing support for students' emotional wellbeing) |                           |                          |                                 |                        |                         |                         |
| Positive attention from, or additional time with, senior management                                  |                           |                          |                                 |                        |                         |                         |
| Access to informal circles of influence  |                           |                          |                                 |                        |                         |                         |
| Recruitment and selection of new staff   |                           |                          |                                 |                        |                         |                         |
| Promotion decisions  |                           |                          |                                 |                        |                         |                         |
| Formal training and career development opportunities   |                           |                          |                                 |                        |                         |                         |
| Teaching responsibilities  |                           |                          |                                 |                        |                         |                         |
| Invitations or opportunities (i.e., funding, additional time) to attend conferences, lectures, etc.  |                           |                          |                                 |                        |                         |                         |
| Recognition of intellectual contributions during meetings, conferences, workshops, etc.              |                           |                          |                                 |                        |                         |                         |
| Funds and monetary resources   |                           |                          |                                 |                        |                         |                         |
| Awards and recognition of excellence   |                           |                          |                                 |                        |                         |                         |
| Supervision responsibilities (for undergraduate and graduate students)                               |                           |                          |                                 |                        |                         |                         |
| Support in grant preparation and writing   |                           |                          |                                 |                        |                         |                         |
| Student acknowledgement (e.g., recognizing feedback and guidance, teaching and mentoring)            |                           |                          |                                 |                        |                         |                         |

41. If you would like to tell us about your experiences or perceptions of gender bias (or lack thereof) please do so here.

42. Do you know if your organization has an equality plan?



## Organisational Culture and Climate - Working Culture

### 43. In my work environment

Please choose the appropriate response for each item:

|  | Not at all true for my work environment | Somewhat untrue for my work environment | Neither true nor untrue | Somewhat true for my work environment | Entirely true for my work environment |
|--|---|---|-------------------------|---------------------------------------|---------------------------------------|
| Admitting you don't know the answer looks weak                       |   |   |                         |                                       |                                       |
| Expressing any emotion other than anger or pride is seen as weak     |   |   |                         |                                       |                                       |
| It's important to be in good physical shape to be respected          |   |   |                         |                                       |                                       |
| People who are physically smaller have to work harder to get respect |   |   |                         |                                       |                                       |
| To succeed you can't let family interfere with work                  |   |   |                         |                                       |                                       |
| Taking days off is frowned upon                                      |   |   |                         |                                       |                                       |
| You're either "in" or you're "out", and once you're out, you're out  |   |   |                         |                                       |                                       |
| If you don't stand up for yourself people will step on you           |   |   |                         |                                       |                                       |

### 44. If you were considering applying for a promotion, how important would the following items be to you?

Please choose the appropriate response for each item:

|   | Not at all important | Slightly important | Fairly important | Extremely important | Not applicable |
|---|----------------------|--------------------|------------------|---------------------|----------------|
| Being encouraged to apply by your manager or a senior member of staff |                      |                    |                  |                     |                |
| Having a mentor to discuss and review your application                |                      |                    |                  |                     |                |
| Whether the role accommodates flexible working arrangements           |                      |                    |                  |                     |                |
| Opportunity for a pay or salary increase                              |                      |                    |                  |                     |                |
| Obtaining a more senior job title                                     |                      |                    |                  |                     |                |



45. Please indicate the extent to which you agree or disagree with the following statements:

Please choose the appropriate response for each item:

|   | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|---|-------------------|----------|----------------------------|-------|----------------|
| I have been held responsible for organizational problems outside of my control                  |                   |          |                            |       |                |
| The decisions in my organisation are made by men  |                   |          |                            |       |                |
| I have to work harder than my colleagues to be perceived as a legitimate professional           |                   |          |                            |       |                |
| I am held to the same standards as others for promotion or advancement                          |                   |          |                            |       |                |
| Women in my organisation have to work harder than their men colleagues for the same credibility |                   |          |                            |       |                |
| High-level women in my organisation help other women succeed                                    |                   |          |                            |       |                |

46. Please indicate whether the following statements apply to you:

Please choose the appropriate response for each item:

|   | Never | Rarely | Sometimes | Often | Always |
|---|-------|--------|-----------|-------|--------|
| I downplay my accomplishments when speaking to others   |       |        |           |       |        |
| I have been excluded from leadership events (e.g., off-sites, retreats) because of my gender                                  |       |        |           |       |        |
| Leaders have recommended me for advancement opportunities   |       |        |           |       |        |
| In a meeting where I am the only person of my gender, or I am in a minority, I find it difficult to gain support for my ideas |       |        |           |       |        |
| I speak up about challenges women face at work  |       |        |           |       |        |

## *Behaviour - Bullying, Harassment, Microaggressions*

47. The following items relate to your experience of microaggressions. Please rate how often you have experienced the following microaggressions within your workplace:

Please choose the appropriate response for each item:



|   | Never | A little or rarely | Sometimes, a moderate amount | Often or frequently |
|---|-------|--------------------|------------------------------|---------------------|
| I am often mistaken for being a lower-status worker   |       |                    |                              |                     |
| I am treated like a second-class citizen  |       |                    |                              |                     |
| Sometimes I feel as if colleagues look past me or do not see me as a real person                |       |                    |                              |                     |
| My contributions are dismissed or devalued  |       |                    |                              |                     |
| Colleagues have prejudices about my intelligence and abilities                                  |       |                    |                              |                     |
| Others assume that I will act aggressively or are scared of me                                  |       |                    |                              |                     |
| Colleagues ask me where I am from, suggesting that I do not belong                              |       |                    |                              |                     |
| I notice that there are few role models in my organization with a similar background to my own  |       |                    |                              |                     |
| Others hint that I should work hard to prove that I am not like other people from my background |       |                    |                              |                     |
| Others suggest that people from my background get unfair benefits                               |       |                    |                              |                     |
| Some colleagues deny that people from my background face extra obstacles                        |       |                    |                              |                     |

48. The following questions are related to bullying and harassment within your work context. How confident are you or would you be to report incidences of bullying and harassment to:

Please choose the appropriate response for each item:

|   | Not at all confident | Slightly confident | Fairly confident | Completely confident |
|---|----------------------|--------------------|------------------|----------------------|
| Your manager within your organization   |                      |                    |                  |                      |
| A representative from Human Resources   |                      |                    |                  |                      |
| A senior colleague who is not your manager  |                      |                    |                  |                      |
| A representative from a trade union   |                      |                    |                  |                      |
| A representative from your equality diversity and/or inclusion committee/organisation |                      |                    |                  |                      |





49. If there is someone else that you would be more likely to report these incidences to, please specify.
50. During the last 12 months, have you personally experienced harassment and/or bullying in your organization? \*
51. If yes, by whom?
52. If there is more that you would like to say regarding your experience(s) of bullying or harassment or the workplace culture in relation to bullying and harassment in your organization, please do so here.
53. You have reached the end of the questionnaire. If you have any additional comments regarding the questionnaire or survey itself, please let us know.
54. Do you know if your organization has a specific plan against harassment in the workplace?

## *Socio-demographics*

55. In which year were you born?
56. Which best describes your current marital or partnership status?
57. Do you currently perceive yourself to be part of a majority or minority ethnic group?
58. What is your country of birth?
59. What is your main citizenship?
60. Are you
  - A man
  - Non-binary
  - A woman
  - Prefer not to say
  - Other
61. Are you trans or do you have a trans history?
62. Which best describes your sexual orientation?
63. Do you have any disability, impairments, or long term health conditions?
64. What is the highest qualification level that you have obtained?
65. What is the highest qualification level obtained by your first parent/guardian?
66. What is the highest qualification level obtained by your second parent/guardian?



## Municipality of Brescia (CBS\_BRESCIA) ITALY

This survey was administered in **Italian** and this translation is only for information purposes.

### *Working conditions - About your current job*

1. What is your current position in the organization you work for?
2. How would you further classify your current **academic** position?
3. How would you further classify your current position as a technician?
4. How would you further classify your current position as administrative staff?
5. How many people report to you?
6. Does your current position within the organization include teaching activities?
7. Which of the following best describes your post? (If you hold multiple positions, please select the most senior).
8. What is your current annual salary (gross) in Euros? (If you cannot recall your exact salary, please provide an estimate).
9. Have you ever received a complementary bonus from your current employer?
10. Are you on a full- or part-time contract?
11. Are you on a permanent/open-ended or fixed term/temporary contract?

### *Working Conditions - Recruitment and Promotion*

12. In your current institution, have you ever been encouraged or invited to apply for a promotion, or a post at a higher grade?
13. How did you obtain your current post?

### *Working Conditions – Training*

14. We are interested in the training opportunities available to you. Please indicate which, if any, of the following you have received training in.
15. In the last 12 months, do you feel that any of the following have been a barrier to you accessing training that you needed or wanted? (Please select all that apply).
16. If you indicated that any of the above were a barrier to obtaining training, please take a moment to explain why or how below.

### *Working Conditions - Work-life balance*

17. Are you the primary carer or assistant for an adult requiring care?
18. Are you the parent or legal guardian of any children aged 17 years or younger?
19. How many children aged 17 years or younger are you the legal guardian of?
20. Are you a single parent or legal guardian of any children aged 17 years or younger?
21. How often has each of the following happened to you during the past three months?  
Please choose the appropriate response for each item:



|  | Several times a week | Several times a month | Once or twice | Never |
|--|----------------------|-----------------------|---------------|-------|
| I have come home from work too tired to do the chores which need to be done.   |                      |                       |               |       |
| It has been difficult for me to fulfil my commitments in my personal life because of the amount of time I spent on my job. |                      |                       |               |       |
| I have arrived at work too tired to function well because of household work.   |                      |                       |               |       |
| I have found it difficult to concentrate at work because of my personal commitments.                                       |                      |                       |               |       |

22. To what extent do you agree or disagree with the following statements about your job?

Please choose the appropriate response for each item:

|  | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|--|-------------------|----------|----------------------------|-------|----------------|
| My job offers good prospects for career advancement                      |                   |          |                            |       |                |
| The organisation I work for motivates me to give my best job performance |                   |          |                            |       |                |
| I might lose my job in the next 6 months                                 |                   |          |                            |       |                |

23. On the whole how satisfied are you with the working conditions in your main paid job?

24. Normally, how many times a month do you work ...?

Please choose the appropriate response for each item:

|                               | Never | Rarely | Sometimes | Very often |
|-------------------------------|-------|--------|-----------|------------|
| ... on weekends?              |       |        |           |            |
| ... more than 10 hours a day? |       |        |           |            |
|                               |       |        |           |            |

## Working Conditions - Parental Leave

25. Considering the last 5 years, have you taken or are you currently taking any form or parental leave?

26. Which of the following forms of leave have you taken / or are you currently taking?

Please choose all that apply:

- Maternity leave
- Paternity leave
- Adoption leave



- Unpaid parental leave
- Paid parental leave
- Other:

27. In which year did your most recent form of parental leave take place?

28. Please indicate the availability of the following options either before, during or upon your return from your most recent/current parental leave at your organization.

Please choose the appropriate response for each item:

|  | I do not know if this is available | I know it's not available | I know that this is available, but I have not used it | I have used it |
|--|------------------------------------|---------------------------|---|----------------|
| Keeping in touch with the institution while away (e.g., attending important meetings on occasion)  |                                    |                           |   |                |
| Agreement on flexible working-time arrangements (e.g. a period of part-time work, flexible working-time schedule)                                    |                                    |                           |   |                |
| Agreement on flexible workplace arrangements (e.g. occasional remote work, a period of permanent home-based telework)                                |                                    |                           |   |                |
| Agreement on temporary reduction of workload related to specific tasks (e.g. administration or management work, research supervision, clinical work) |                                    |                           |   |                |
| Childcare services at workplace  |                                    |                           |   |                |
| Childcare related policies at workplace, including payments and benefits   |                                    |                           |   |                |
| Compensations or extensions for existing deadlines   |                                    |                           |   |                |
| Adapted criteria for evaluation in annual performance review   |                                    |                           |   |                |
| Health and safety assessment   |                                    |                           |   |                |

29. With regard to your most current or most recent period of parental leave, how prepared do you/ did you feel to return to work at your current organization?

30. Please indicate how helpful each of the following was in facilitating your return to work after your parental leave at your current organization.

Please choose the appropriate response for each item:

|   | Not at all helpful | Slightly helpful | Fairly helpful | Extremely helpful | Not applicable |
|---|--------------------|------------------|----------------|-------------------|----------------|
| Keeping in touch with the institution while away (e.g., attending important meetings on occasion) |                    |                  |                |                   |                |



|  | Not at all helpful | Slightly helpful | Fairly helpful | Extremely helpful | Not applicable |
|--|--------------------|------------------|----------------|-------------------|----------------|
| Agreement on flexible working-time arrangements (e.g. a period of part-time work, flexible working-time schedule)                                    |                    |                  |                |                   |                |
| Agreement on flexible workplace arrangements (e.g. occasional remote work, a period of permanent home-based telework)                                |                    |                  |                |                   |                |
| Agreement on temporary reduction of workload related to specific tasks (e.g. administration or management work, research supervision, clinical work) |                    |                  |                |                   |                |
| Childcare services at workplace<br>Childcare related policies at workplace, including payments and benefits  |                    |                  |                |                   |                |
| Compensations or extensions for existing deadlines   |                    |                  |                |                   |                |
| Adapted criteria for evaluation in annual performance review   |                    |                  |                |                   |                |
| Health and safety assessment   |                    |                  |                |                   |                |

31. Please describe your perceptions of the uptake and use of parental leave options and resources, such as coming to work part-time or taking extended unpaid parental leave, in your organization.

32. If you were eligible for parental leave but chose not to use it, please provide details regarding the reasons for your decision.

### *Working Conditions - Flexible working time and teleworking arrangements*

33. Please reply considering your experience regarding flexible work arrangements at your current workplace over the last 12 months.

Please choose the appropriate response for each item:

|  | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|--|-------------------|----------|----------------------------|-------|----------------|
| I could decide when to start or end my workday                                     |                   |          |                            |       |                |
| I had flexibility to take time off to attend private matters                       |                   |          |                            |       |                |
| I had flexibility to work longer some days and compensate with time off other days |                   |          |                            |       |                |
| I was often requested to work outside my working hours                             |                   |          |                            |       |                |
| I worked more than contracted hours without compensation                           |                   |          |                            |       |                |



- 34. How frequently did you telework (worked from home or other places) during the past 12 months?
- 35. I did not telework because...
- 36. I teleworked because...
- 37. Please consider what would you like to happen in your work environment regarding flexible work arrangements. From the list below, please select the three most important issues.

Please number each box in order of preference from 1 to 7

- More freedom to set my working schedule.
- More freedom to work from anywhere.
- More freedom to take some hours off for attending private issues.
- Not to be contacted outside of my working time
- More regular and predictable schedules
- More in-person work with my supervisors and colleagues.
- Not having to work more than contracted hours.

## Organisational Culture and Climate - Gender Equality

- 38. Please indicate the extent to which you agree or disagree with the following statements Please indicate the extent to which you agree or disagree with the following statements the following statements:

Please choose the appropriate response for each item:

|  | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|--|-------------------|----------|----------------------------|-------|----------------|
| In general, men and women are equally represented (in terms of numbers) in my organization |                   |          |                            |       |                |
| In general, men and women are treated equally in my organization                           |                   |          |                            |       |                |
| My organization is committed to promoting gender equality                                  |                   |          |                            |       |                |
| Myself and colleagues know who to go to if we have concerns related to gender equality     |                   |          |                            |       |                |
| My organization is responsive to concerns about gender equality                            |                   |          |                            |       |                |

- 39. Have you perceived a difference in the allocation of the following in your organization?

Please choose the appropriate response for each item:



|  | Mainly allocated to women | Often allocated to women | I have not noticed a difference | Often allocated to men | Mainly allocated to men | I don't have an opinion |
|--|---------------------------|--------------------------|---------------------------------|------------------------|-------------------------|-------------------------|
| The receipt of mentoring and/or other guidance in making career decisions                            |                           |                          |                                 |                        |                         |                         |
| Representation in senior positions   |                           |                          |                                 |                        |                         |                         |
| Responsibilities related to student care (e.g., providing support for students' emotional wellbeing) |                           |                          |                                 |                        |                         |                         |
| Positive attention from, or additional time with, senior management                                  |                           |                          |                                 |                        |                         |                         |
| Access to informal circles of influence  |                           |                          |                                 |                        |                         |                         |
| Recruitment and selection of new staff   |                           |                          |                                 |                        |                         |                         |
| Promotion decisions  |                           |                          |                                 |                        |                         |                         |
| Formal training and career development opportunities   |                           |                          |                                 |                        |                         |                         |
| Teaching responsibilities  |                           |                          |                                 |                        |                         |                         |
| Invitations or opportunities (i.e., funding, additional time) to attend conferences, lectures, etc.  |                           |                          |                                 |                        |                         |                         |
| Recognition of intellectual contributions during meetings, conferences, workshops, etc.              |                           |                          |                                 |                        |                         |                         |
| Funds and monetary resources   |                           |                          |                                 |                        |                         |                         |
| Awards and recognition of excellence   |                           |                          |                                 |                        |                         |                         |
| Supervision responsibilities (for undergraduate and graduate students)                               |                           |                          |                                 |                        |                         |                         |
| Support in grant preparation and writing   |                           |                          |                                 |                        |                         |                         |
| Student acknowledgement (e.g., recognizing feedback and guidance, teaching and mentoring)            |                           |                          |                                 |                        |                         |                         |

40. If you would like to tell us about your experiences or perceptions of gender bias (or lack thereof) please do so here.

Please indicate the extent to which you agree or disagree with the following statements relating to life in your current workplace:



Please choose the appropriate response for each item:

|   | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree | Not applicable |
|---|-------------------|----------|----------------------------|-------|----------------|----------------|
| My teaching is valued by students   |                   |          |                            |       |                |                |
| My teaching is valued by senior management  |                   |          |                            |       |                |                |
| Workload is allocated in a fair and transparent manner  |                   |          |                            |       |                |                |
| I am encouraged to undertake activities that contribute to my career development  |                   |          |                            |       |                |                |
| I have a formally assigned mentor who I see regularly   |                   |          |                            |       |                |                |
| I have the opportunity to serve on important organization committees  |                   |          |                            |       |                |                |
| I have sufficient administrative experience   |                   |          |                            |       |                |                |
| My organization values my external professional activities (e.g., in my annual performance review, as promotion criteria, etc.) |                   |          |                            |       |                |                |
| Senior staff are accessible to me<br>I have a supportive manager  |                   |          |                            |       |                |                |
| My annual performance review is useful for my development or progression  |                   |          |                            |       |                |                |

#### 41. In my work environment

Please choose the appropriate response for each item:

|   | Not at all true for my work environment | Somewhat untrue for my work environment | Neither true nor untrue | Somewhat true for my work environment | Entirely true for my work environment |
|---|---|---|-------------------------|---------------------------------------|---------------------------------------|
| Admitting you don't know the answer looks weak  |   |   |                         |                                       |                                       |
| Expressing any emotion other than anger or pride is seen as weak  |   |   |                         |                                       |                                       |
| It's important to be in good physical shape to be respected<br>People who are physically smaller have to work harder to get respect |   |   |                         |                                       |                                       |
| To succeed you can't let family interfere with work   |   |   |                         |                                       |                                       |
| Taking days off is frowned upon   |   |   |                         |                                       |                                       |





|   | Not at all true for my work environment | Somewhat untrue for my work environment | Neither true nor untrue | Somewhat true for my work environment | Entirely true for my work environment |
|---|---|---|-------------------------|---------------------------------------|---------------------------------------|
| You're either "in" or you're "out", and once you're out, you're out |   |   |                         |                                       |                                       |
| If you don't stand up for yourself people will step on you          |   |   |                         |                                       |                                       |

42. If you were considering applying for a promotion, how important would the following items be to you?

Please choose the appropriate response for each item:

|   | Not at all important | Slightly important | Fairly important | Extremely important | Not applicable |
|---|----------------------|--------------------|------------------|---------------------|----------------|
| Being encouraged to apply by your manager or a senior member of staff |                      |                    |                  |                     |                |
| Having a mentor to discuss and review your application                |                      |                    |                  |                     |                |
| Whether the role accommodates flexible working arrangements           |                      |                    |                  |                     |                |
| Opportunity for a pay or salary increase                              |                      |                    |                  |                     |                |
| Obtaining a more senior job title                                     |                      |                    |                  |                     |                |

43. Please indicate the extent to which you agree or disagree with the following statements:

Please choose the appropriate response for each item:

|   | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|---|-------------------|----------|----------------------------|-------|----------------|
| I have been held responsible for organizational problems outside of my control                  |                   |          |                            |       |                |
| The decisions in my organisation are made by men  |                   |          |                            |       |                |
| I have to work harder than my colleagues to be perceived as a legitimate professional           |                   |          |                            |       |                |
| I am held to the same standards as others for promotion or advancement                          |                   |          |                            |       |                |
| Women in my organisation have to work harder than their men colleagues for the same credibility |                   |          |                            |       |                |



44. Please indicate whether the following statements apply to you:  
Please choose the appropriate response for each item:

|   | Never | Rarely | Sometimes | Often | Always |
|---|-------|--------|-----------|-------|--------|
| I downplay my accomplishments when speaking to others   |       |        |           |       |        |
| I have been excluded from leadership events (e.g., off-sites, retreats) because of my gender                                  |       |        |           |       |        |
| Leaders have recommended me for advancement opportunities   |       |        |           |       |        |
| In a meeting where I am the only person of my gender, or I am in a minority, I find it difficult to gain support for my ideas |       |        |           |       |        |
| I speak up about challenges women face at work  |       |        |           |       |        |

## *Behaviour - Bullying, Harassment, Microaggressions*

45. The following items relate to your experience of microaggressions. Please rate how often you have experienced the following microaggressions within your workplace:  
Please choose the appropriate response for each item:

|   | Never | A little or rarely | Sometimes, a moderate amount | Often or frequently |
|---|-------|--------------------|------------------------------|---------------------|
| I am often mistaken for being a lower-status worker   |       |                    |                              |                     |
| I am treated like a second-class citizen  |       |                    |                              |                     |
| Sometimes I feel as if colleagues look past me or do not see me as a real person                |       |                    |                              |                     |
| My contributions are dismissed or devalued  |       |                    |                              |                     |
| Colleagues have prejudices about my intelligence and abilities                                  |       |                    |                              |                     |
| Others assume that I will act aggressively or are scared of me                                  |       |                    |                              |                     |
| Colleagues ask me where I am from, suggesting that I do not belong                              |       |                    |                              |                     |
| I notice that there are few role models in my organization with a similar background to my own  |       |                    |                              |                     |
| Others hint that I should work hard to prove that I am not like other people from my background |       |                    |                              |                     |



|  | Never | A little or rarely | Sometimes, a moderate amount | Often or frequently |
|--|-------|--------------------|------------------------------|---------------------|
| Others suggest that people from my background get unfair benefits        |       |                    |                              |                     |
| Some colleagues deny that people from my background face extra obstacles |       |                    |                              |                     |

46. The following questions are related to bullying and harassment within your work context. How confident are you or would you be to report incidences of bullying and harassment to:

Please choose the appropriate response for each item:

|   | Not at all confident | Slightly confident | Fairly confident | Completely confident |
|---|----------------------|--------------------|------------------|----------------------|
| Your manager within your organization   |                      |                    |                  |                      |
| A representative from Human Resources   |                      |                    |                  |                      |
| A senior colleague who is not your manager  |                      |                    |                  |                      |
| A representative from a trade union   |                      |                    |                  |                      |
| A representative from your equality diversity and/or inclusion committee/organisation |                      |                    |                  |                      |

47. If there is someone else that you would be more likely to report these incidences to, please specify.

48. During the last 12 months, have you personally experienced harassment and/or bullying in your organization? \*

49. If yes, by whom?

50. If there is more that you would like to say regarding your experience(s) of bullying or harassment or the workplace culture in relation to bullying and harassment in your organization, please do so here.

## Socio-demographics

51. In which year were you born?

52. Which best describes your current marital or partnership status?

53. Do you currently perceive yourself to be part of a majority or minority ethnic group?

54. What is your country of birth?

55. What is your main citizenship?

56. Are you

- A man
- Non-binary
- A woman
- Prefer not to say



- Other

57. Are you trans or do you have a trans history?

58. Which best describes your sexual orientation?

59. Do you have any disability, impairments, or long term health conditions?

60. What is the highest qualification level that you have obtained? \*

61. What is the highest qualification level obtained by your first parent/guardian?

62. What is the highest qualification level obtained by your second parent/guardian?

