



FORTH

FOUNDATION FOR RESEARCH AND TECHNOLOGY - HELLAS



QUESTIONNAIRE - SURVEY

GENDER EQUALITY SUBCOMMITTEE#2

14 SEPTEMBER 2021

Subcommittee #2 - Members

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QUESTIONNAIRE



- A questionnaire with 6 question categories and 57 questions in total will be sent to FORTH personnel.
- The data obtained from this survey will be used to monitor and adjust the FORTH - GEP (*Gender Equality Plan*).
- The questionnaire will be strictly **confidential**.
- Some of the questions are mandatory.
- For the preparation of the questionnaire FORTH-GEP used the Gender Equality Audit and Monitoring Tool (GEAM tool). The GEAM tool is an integrated environment for carrying out survey-based gender equality audits in academic organizations or organizational units.
- The questionnaire was adapted to FORTH working environment.

QUESTIONNAIRE CATEGORIES



1. Variable definitions

2. Socio-demographics

Questions collect information on date of birth, citizenship status(es), sex and gender, sexual orientation, trans status or history, disability, highest qualification, parents' highest qualifications.

3. Working conditions

- About your current job
- Recruitment and Promotion
- Training
- Work - life balance
- Parental Leave
- Covid

Questions collect information on the following: position in organization, academic field, annual income, bonus, faculty/department, contract type, progression, barriers and development training, caring responsibilities, work role responsibilities, work and pay conditions and satisfaction levels, pregnancy support, work-family balance, leave support and workload.

QUESTIONNAIRE CATEGORIES



4. Organisational Culture and Climate

- Gender Equality
- Working Culture

Questions collect information on representation of men and women, gender equality, differences in allocation of roles, promotions, treatment, perceptions of work environment and climate, recruitment factors, promotion factors, team climate.

5. Behavior - Bullying, Harassment, Microaggressions

Questions collect information on microaggressions, harassment, bullying and stalking, organizational workplace culture on bullying and harassment.

6. Belief and Bias

QUESTIONNAIRE IMPORTANCE



- ✓ Your answers are important for the survey, please be responsible on the completion of the questionnaire.
- ✓ Your answers are important for the analysis and evaluation of the current condition at FORTH.
- ✓ Your answers will help us make improvements to the next Questionnaire.

The questionnaire will be sent to FORTH's personnel by the end of September.