

QUESTIONNAIRE SURVEY

Welcome to the Survey of the Gender Equality Committee of FORTH. The data that will be obtained from this survey will be used to monitor and adjust the FORTH - GEP (*Gender Equality Plan*).

There are **44 questions** in this survey.

Questions marked with an asterisk () are mandatory.*

Estimated time for completion: 25 min

If you have any questions, don't hesitate to contact us at: gec-forth@forth.gr

Privacy Policy

Foundation for Research and Technology – Hellas (FORTH) is compliant with all legal procedures in respect of personal data processing, as set out in the applicable national (Act 4624/2019) and European law, and the EU Regulation on the protection of natural persons with regard to the processing of personal data (EU/2016/679).

The information that will be collected through this questionnaire is **anonymous**, which means that it does not correspond an identified or identifiable natural person.

While replying to the questions below (especially open questions) **please avoid to mention any personal information, either yours or others**. According to *General Data Protection Regulation* definition, “personal data” means any information relating to an identified or identifiable natural person (“data subject”); an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person.

We would like to inform you that in addition to the commitments arising from the confidentiality clauses/obligations for personal data protection policy signed by all FORTH staff, GEP members are committed by an additional statement concerning the explicit obligation to keep the confidentiality of personal data that may come to his/her knowledge in any manner, in the context of this survey or on the occasion of it.

Any publication of the results of this survey will be done in anonymous/statistical form.

1. Global variable definitions

1. What is your organizational division in FORTH?

- CENTRAL ADMINISTRATION/TECHNICAL SERVICES
- UNITS (CUP/STEP-C/PRAXI NETWORK)
- IESL
- IMBB/BR
- ICS
- IACM
- IMS
- IA
- IG
- BRI
- ICE-HT

2. How many years have you been working/been employed in FORTH?

- Less than 1 year
- 1-5 years
- 5-10 years
- 10-20 years
- More than 20 years

2. Socio-demographics

The following section asks about your personal background, including your age, nationality, gender and other identity characteristics. Some respondents might find the answers to these questions sensitive or feel reluctant to share this information. However, at the same time, we encourage you to share as much information as you wish as this will help us understand if certain social groups are treated differently or experience more disadvantage than others.

3. What is your age group? *

- 20-29
- 30-39
- 40-49
- 50-59
- 60+

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

- Single
- Married or in a civil partnership
- Cohabiting
- Separated
- Divorced (divorce/dissolution)
- Widow
- Prefer not to say
- Other

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

- Majority
- Minority
- Unsure
- Prefer not to say

6. Are you: *

- A man
- A woman
- Other:

7. Which best describes your sexual orientation?

- Bisexual
- Gay / lesbian
- Heterosexual / straight
- Prefer not to say
- Other:

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

- Primary school / elementary school
- Secondary school / high school
- No formal education
- College diploma or degree
- Bachelor of a Technical school
- University - Baccalaureate / Bachelor's
- University - Master's
- University - Doctorate
- Prefer not to say
- Other

3. Working conditions - About your current job

9. What is your current position you work for at FORTH? *

Academic/Researcher refers to academic teaching staff, researchers including PhD or postdoc positions. **Technical personnel** include laboratory technicians, research assistants, and other support staff for academic or research tasks. **Administrative personnel** refer to administrative-, secretarial-, finance-, management- or Human Resources staff.

Although your position might not fit exactly one of these three choices, please pick the one you most identify with.

- Academic/Researcher
- Technical personnel
- Administrative personnel
- Other:

10. Which of the following best describes your current post? (If you hold multiple positions, please select the most senior). *

- Administrative support
- Technical support
- Research
- Other:

11. What is your current annual gross salary in Euros? (If you cannot recall your exact salary please provide an estimate).

Gross salary is your total salary, before tax and any other items deducted.

- Less than €10,000
- €10,001 - €20,000
- €20,001 - €30,000
- €30,001 - €40,000
- €40,001 - €50,000
- More than €50,001

12. Have you ever been paid extra money as a supplementary salary or a bonus for the recognition of your performance in FORTH? *

- No
- Yes
- I am not entitled
- Prefer not to say

13. What kind of contract do you have now at FORTH?

A fixed - term/temporary contract lasts for a certain length of time, is set in advance, ends when a specific task is completed or ends when a specific event takes place.

- Temporary employment contract
- Permanent employment contract
- Freelance contract
- Contract of an Associate Faculty Member
- Scholarship
- Other:

14. Are you on a full- or part-time employment contract? *

The part time employment contract refers to employment that covers the 90% or less of the full time one

- Part-time
- Full-time
- Other:

4. Working Conditions - Recruitment and Promotion

15. Have you ever been encouraged or invited to apply for a promotion, or a post at a higher grade in FORTH?

- No
- Yes
- I am not entitled
- Unsure

16. How did you obtain your current post? *

- Application in advertised post
- By invitation or nomination
- Formal promotion
- Competitive examination
- Transfer
- Prefer not to say
- Other:

5. Working Conditions / Work - life balance

We are interested in your current work intensity in combination with your current care responsibilities. The overall work satisfaction is often influenced by work-life balance.

17. Are you the primary carer or assistant for an adult requiring care? *

"Carer" is an employee who provides personal care or support to a relative or person, who resides in the same household as the employee and who needs significant care or support for a serious medical reason.

- No
- Yes
- Prefer not to say

18. Are you the primary carer or the parent or the legal guardian of any children aged 17 years or younger? *

- No
- Yes
- Prefer not to say

19. How many children aged 17 years or younger are you the primary carer or the parent or the legal guardian of?

Only answer this question if the following conditions are met: Answer was 'Yes' at question 18: *'Are you the primary carer or the parent or the legal guardian of any children aged 17 years or younger?'*.

- No child
- 1 child
- 2 children
- 3 children
- 4 children
- 5 or more children
- Prefer not to say

20. How often has each of the following happened to you?

	Several times a week	Several times a month	Once or twice	Never	Prefer not to say
I have come home from work too tired to do the chores which need to be done.					
It has been difficult for me to fulfill 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.					

21. Please indicate your awareness and/or use of the following working options:

	I do not know if this is available	I know that this is available but I have not used it	I know that this is available and I have used it	Prefer not to say
Being able to ask for time off at a short notice				
Flexibility in hours and days worked				
Home-based or remote working				
Job sharing with a colleague				

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

	Disagree	Neither agree nor disagree	Agree	Prefer not to say

	Disagree	Neither agree nor disagree	Agree	Prefer not to say
My job offers good prospects for career advancement/training opportunities				
FORTH 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 FORTH?

- Very satisfied
- Satisfied
- Somewhat satisfied
- Not at all satisfied
- Don't know/no opinion
- Prefer not to say

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

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

25. Please evaluate whether working from home has affected your performance at work due to the covid-19. pandemic.

- Not at all
- A little bit
- Enough
- Very

6. Working Conditions - Parental Leave

The following section asks about the availability and your experience with parental leave policies at FORTH.

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

Parental leave includes maternity leave, paternity leave, adoption leave, unpaid or paid parental leave.

- No
- Yes
- I am not entitled
- Prefer not to say

Only answer this question if the following conditions are met:

Answer was 'Yes' at question 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?

Check all that apply:

- Maternity leave
- Paternity leave
- Adoption leave
- Paid parental leave
- Non-paid parental leave
- Other:

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

	I do not know if this is available	I know that this is available but I have not used it	I have used it	Not applicable

	I do not know if this is available	I know that this is available but I have not used it	I have used it	Not applicable
Keeping in touch with FORTH 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, remote work)				
Childcare services at FORTH				
Childcare related policies at FORTH, including payments and benefits				
Compensations or extensions for existing deadlines				
Adapted criteria for evaluation in annual performance review				

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 FORTH?

Choose one of the following answers:

- Unprepared
- Neither prepared nor unprepared
- Prepared
- Prefer not to say

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

	Not at all helpful	Slightly helpful	Fairly helpful	Extremely helpful	Not applicable
Keeping in touch with FORTH 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)					

	Not at all helpful	Slightly helpful	Fairly helpful	Extremely helpful	Not applicable
schedule, remote work)					
Childcare services at FORTH					
Childcare related policies at FORTH, including payments and benefits					
Compensations or extensions for existing deadlines					
Adapted criteria for evaluation in annual performance review					

31. Please describe your perceptions of the uptake and use of parental leave options and resources, at FORTH:

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7. Organisational Culture and Climate - Gender Equality

The following section addresses your perceptions regarding gender equality in FORTH environment.

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

	Strongly disagree	Neither agree nor disagree	Agree	Prefer not to say
In general, men and women are equally represented (in number) in your Institute in similar jobs				
In general, men and women are equally represented (in number) at your Institute in senior positions				
In general, men and women are treated equally in FORTH				
FORTH is committed to promoting gender equality				
Myself and colleagues know who to go to if we have concerns related to gender equality				
FORTH is responsive to concerns about gender equality				

33. Have you perceived a difference in the allocation of the following in FORTH? *

	Mainly allocated to women	Often allocated to women	I have not noticed a difference	Often allocated to men	Mainly allocated to men	Not applicable	Prfer not to say
Mentoring and/or other guidance in making career decisions							

	Mainly allocated to women	Often allocated to women	I have not noticed a difference	Often allocated to men	Mainly allocated to men	Not applicable	Prfer not to say
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							
Teaching responsibilities							
Invitations or opportunities (i.e., funding, additional time) to attend conferences, lectures, etc.							
Recognition of intellectual contributions during meetings, conferences, workshops, etc.							
Awards and recognition of excellence							
Supervision responsibilities (for undergraduate and graduate students)							
Support in grant preparation and							

	Mainly allocated to women	Often allocated to women	I have not noticed a difference	Often allocated to men	Mainly allocated to men	Not applicable	Prefer not to say
writing							

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

Gender bias can be explicit or implicit prejudices, stereotypes, processes and procedures that inadvertently favor a certain gender.

Please write your answer here:

.....

This section explores your perceptions of work culture at FORTH.

35. Please indicate to which extent you agree or disagree with the following statements relating to your working life:

	Disagree	Neither agree nor disagree	Agree	Not applicable	Prefer not to say
My work is valued by students or colleagues					
My work is valued by senior management members					
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					

	Disagree	Neither agree nor disagree	Agree	Not applicable	Prefer not to say
see regularly					
I have the opportunity to serve on important committees					
I have sufficient administrative experience					
Senior staff are accessible to me					
I have a supportive manager					

36. In my work environment at FORTH:

	Not at all true	Somewhat untrue	Neither true nor untrue	Somewhat true	Entirely true	Prefer not to say
To succeed you can't let family interfere with work						
Taking days off is frowned upon						
"If you don't stand up for yourself people will step on you"						

8. Behavior - Bullying, Harassment, Macroaggressions

The following section addresses bullying, harassment and microaggressive behavior that you may have experience in your work context.

By **microaggressions** we mean brief and commonplace verbal, behavioral, and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative slights and insults to the target person or group. They might be related to race or the colour of one's skin, gender, sexual orientation, age, ethnic group, or religion.

Bullying and harassment includes experiences such as: unwanted physical or sexual contact, unwanted phone calls, emails, voice/text messages, pictures or videos that make you afraid for your personal safety. It can furthermore include threats or verbal, nonverbal, psychological or physical abuse and humiliation.

37. The following items relate to your experience of microaggressions. Please rate how often you have experienced the following microaggressions in FORTH: *

	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 in the same				

	Never	A little or rarely	Sometimes, a moderate amount	Often or frequently
environment as they do				
I notice that there are few role models in FORTH 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				

The following questions are related to bullying and harassment within your work context.

38. How confident are you or would you be to report incidences of bullying and harassment due to gender or sexual orientation to...:*

	Not at all confident	Slightly confident	Fairly confident	Completely confident
Your manager in your department				
A representative from Human Resources department				
A senior colleague who is not your manager				
A representative from your trade union				

	Not at all confident	Slightly confident	Fairly confident	Completely confident
A representative from the Gender Equality Committee of FORTH				

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

.....

40. Have you personally ever experienced harassment and/or bullying due to gender or sexual orientation in FORTH? *

- No
- Yes
- Prefer not to say

41. If you have experienced harassment and / or bullying due to gender or sexual orientation, tell us if this has happened to you in the last 5 years.

- No
- Yes

42. If yes, from whom?

Only answer this question if the following conditions are met:

*Answer was 'Yes' at question 41 'Have you personally ever experienced harassment and/or bullying **due to gender or sexual orientation** in FORTH? '.*

Please choose **all** that apply:

- A colleague
- A senior or manager
- A student
- Someone else
- Prefer not to say

43. If there is more that you would like to say regarding your experience(s) of bullying or harassment or the workplace culture related to bullying or harassment due to gender or sexual orientation, please do so here.

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44. You have reached the end of the questionnaire. If you have any additional comments regarding the questionnaire or survey itself,

please let us know. Your feedback is needed for the improvement of the next questionnaire. *

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Thank you very much for your participation in the survey.