
We know what men want - or do we? Insidious processes that maintain the powerful impact of traditional norms on men's work-family choices

A Data Management Plan created using DMPonline.be

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Funder: KU Leuven (KUL)

Template: KU Leuven BOF-IOF

Grant number / URL: C14/23/063

ID: 205441

Start date: 01-10-2023

End date: 01-10-2027

Project abstract:

While much has changed for women with regard to work-family (W-F) arrangements in past decades, much less has changed for men. Men's lower family care participation also impacts women on the work front, presenting a remaining barrier for gender equality. Despite men's clear lower care participation, almost all of the focus in science and policy has gone to addressing the lower work participation of women. In the current project we shift this focus to address the care gap, and focus in particular on men. We take the perspective of the employee and examine the implicit and explicit messages men are receiving within organizations, and the impact of these messages on W-F choices. For this analysis we combine social psychological and sociological/work-organizational perspectives, to understand the world from the perspective of the individual in context, and identify the underlying mechanisms that maintain W-F gender gaps. We start with a consideration of the role of masculine organizational climates in men's perceptions of what is possible with regard to W-F roles, and then examine three mechanisms by which climates may affect W-F choices.

Last modified: 28-03-2024

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Research Data Summary

List and describe all datasets or research materials that you plan to generate/collect or reuse during your research project. For each dataset or data type (observational, experimental etc.), provide a short name & description (sufficient for yourself to know what data it is about), indicate whether the data are newly generated/collected or reused, digital or physical, also indicate the type of the data (the kind of content), its technical format (file extension), and an estimate of the upper limit of the volume of the data.

Dataset name / ID	Description	New or reuse	Digital or Physical data	Data Type	File format	Data volume	Physical volume
		<i>Indicate: N(ew data) or E(xisting data)</i>	<i>Indicate: D(igital) or P(hysical)</i>	Indicate: Audiovisual Images Sound Numerical Textual Model SOftware Other (specify)		Indicate: <1GB <100GB <1TB <5TB >5TB NA	
Across all workpackages							
Bibliographic references	Bibliographic references from Zotero	N	D	T	.rtf	<1GB	NA
Literature notes	Notes and annotations to scientific papers and books managed in Zotero	N	D	T	NA	<1GB	NA
Literature summaries	Summarized literature in Excel	N	D	T	.xlsx	<1GB	NA
Scientific papers and books	Downloaded scientific papers and books	E	D	T	.pdf	<1GB	NA
Scale list	Overview of scales used with references	N	D	T	.docx	<1GB	NA
Schematic construct overview	Schematic overview of measured constructs and studied relationships	N	D	M	.png	<1GB	NA
Pre-registrations	Pre-registrations of planned data analyses using the AsPredicted template	N	D	T	.pdf; .docx	<1GB	NA
SPSS datasets	Datasets in SPSS	N	D	N, T	.sav	<1GB	NA
SPSS syntax	SPSS syntax for statistical analyses	N	D	N, T, M	.sps	<1GB	NA
SPSS output	SPSS output	N	D	N, T	.spv	<1GB	NA
R scripts	R scripts for statistical analyses	N	D	N, T, M	.R	<1GB	NA
WPI							
Recruitment plan	Step-by-step plan for recruitment	N	D	T	.docx	<1GB	NA
Mail for organizations, HR-managers, and employees	Recruitment mail for organizations, HR-managers, and employees	N	D	T	.docx	<1GB	NA
Information sheets	Information sheets for organizations	N	D	T	.pdf	<1GB	NA
Non-disclosure/confidentiality agreements	Non-disclosure agreements for organizations and students	N	D	T	.pdf	<1GB	NA
Informed consents	Informed consents from organizations	N	D	T	.pdf	<1GB	NA
Shareable surveys for communication with organizations	Confidential pdf-version of surveys for organizations	N	D	T	.pdf	<1GB	NA
Online survey (HR)	Online survey for HR-managers on Qualtrics	N	D	N, T	.qsf	<1GB	NA
Online survey (employees)	Online survey (including informed consent) for employees using Qualtrics	N	D	N, T	.qsf	<1GB	NA
Online survey for lottery and results	Online survey for employees for entering the lottery and requesting to be notified about results, using Qualtrics	N	D	N, T	.qsf	<1GB	NA
Organizational mission statements	Organizational mission statements for textual analyses	N	D	T	TBD	<1GB	NA

Qualitative data analyses of mission statements	Analyses of mission statements	N	D	TBD	TBD	<1GB	NA
Formulary for the family leave-taking outcomes	Formulas for calculating the family leave-taking outcomes	N	D	N, T	.docx; .pdf	<1GB	NA
WP2 (SUBJECT TO CHANGE)							
Experimental survey	Online experimental survey using Qualtrics	N	D	N, T	.qsf	<1GB	NA
Cardiovascular response	Cardiac output and total peripheral resistance of blood vessels	N	D	N	TBD	<1GB	NA
Speeches	Speech data	N	D	S	.mp3	<1GB	NA
Speech transcripts	Transcribed speech data	N	D	T	.docx; .pdf	<1GB	NA
Qualitative data analyses	Analyses of speech data	N	D	TBD	TBD	<1GB	NA
WP3 (SUBJECT TO CHANGE)							
Daily diary data	Daily diary data collected using Avicenna (Ethica)	N	D	N, T	TBD	<1GB	NA

If you reuse existing data, please specify the source, preferably by using a persistent identifier (e.g. DOI, Handle, URL etc.) per dataset or data type:

We will use existing, publically available organizational mission statements for text mining. The source of the mission statements will be the official websites of the organizations in our WP1 survey sample.

In addition, also for WP1, an HR manager of each of the participating organizations will provide policy data, data on the gender distribution at the top and middle management, and family leave-taking statistics. Informed consent from the organizations is always obtained for the HR manager to provide us with this information.

Are there any ethical issues concerning the creation and/or use of the data (e.g. experiments on humans or animals, dual use)? If so, refer to specific datasets or data types when appropriate and provide the relevant ethical approval number.

- Yes, human subject data (Provide SMEC or EC approval number below)

All WPs consist of collecting human subject data, either correlation (WP1, WP3) or experimental (WP2) in nature. SMEC approval number for WP1: G-2023-6660

The DMP will be updated when SMEC approval is obtained for the other WPs. WP2 and WP3 are subject to change.

Will you process personal data? If so, please refer to specific datasets or data types when appropriate and provide the KU Leuven or UZ Leuven privacy register number (G or S number).

- Yes (Provide PRET G-number or EC S-number below)

All WPs entail collecting personal data. For WP1, the personal data entails: the name of the organization the participants work for, participants' age, gender, sexual orientation, relationship status, having children and/or expecting a child, educational level, ethnicity, income, working sector, working arrangement, and more. In addition, first and last name, as well as email addresses are collected for reimbursement purposes and in case participants want to be notified about the most important study results (this will be kept separately from survey responses). The organizations the participants work for will be pseudonymized by assigning participants that work for the same organization the same number. In a separate file, the organizations with their corresponding number are saved to be able to relate the HR-survey data and organizational mission statements to the correct organizations and employee-survey data. This file, that identifies the organizations that participated, will not be shared with anyone outside of the work-family research team. PRET G-number: G-2023-6660

For WP2 (subject to change), the personal data that needs to be collected largely remains to be decided, but it will likely entail collecting speech data, participants' age, gender, employment status, ethnicity, SES, and educational level. Approval by PRET still needs to be obtained.

For WP3 (subject to change), the personal data that needs to be collected also largely remains to be decided, but it will likely entail collecting the same personal data as in WP2 (minus the speech data). Approval by PRET still needs to be obtained.

Across all WPs, whenever data is shared outside of the work-family research team, only pseudonymized data will be shared, the data will be licensed, the data will have restricted access, and consent for data sharing from the participants needs to be obtained. In addition, the feedback

reports provided to the organizations that participated in WP1 will only contain the collective data (and consent for sharing the collective data from the participants needs to be obtained). Whenever the data needs to be shared and used by students that do not have encrypted laptops (and are only temporarily a part of the work-family research team), they will need to sign a confidentiality agreement and will only receive the pseudonymized data file.

The DMP will be updated when PRET approval is obtained for the other WPs. WP2 and WP3 are subject to change.

Does your work have potential for commercial valorization (e.g. tech transfer, for example spin-offs, commercial exploitation, ...)? If so, please comment per dataset or data type where appropriate.

- No

The license provided with the data will prevent commercial valorization.

Do existing 3rd party agreements restrict exploitation or dissemination of the data you (re)use (e.g. Material or Data transfer agreements, Research collaboration agreements)? If so, please explain in the comment section to what data they relate and what restrictions are in place.

- Yes

The organizational mission statements we plan to use for text mining are publically available and do not pertain to personal data, thus there are no restrictions on the data.

For WP1, an HR manager of each of the participating organizations will provide policy data, data on the gender distribution at the top and middle management, and family leave-taking statistics. Informed consent from the organizations is always obtained for the HR manager to provide us with this information. We are allowed to use and share this data under the condition that the organization that provided the data is not identifiable.

Are there any other legal issues, such as intellectual property rights and ownership, to be managed related to the data you (re)use? If so, please explain in the comment section to what data they relate and which restrictions will be asserted.

- Yes

The organizational mission statements we plan to use for text mining are publically available and do not pertain to personal data, thus there are no restrictions on the data.

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Documentation and Metadata

Clearly describe what approach will be followed to capture the accompanying information necessary to keep data understandable and usable, for yourself and others, now and in the future (e.g. in terms of documentation levels and types required, procedures used, Electronic Lab Notebooks, README.txt files, codebook.tsv etc. where this information is recorded).

For all data, a data sheet will be made, according to the data management protocol of the research unit of CSCP of the faculty of Psychology and Educational Sciences, which deals with (1) the essential project information and (2) the study content information. In (1) the project title will be added, as well as the main contributors, the start and end date of the project, the funding for the project, the start and end date of the data collection, the reference to the approval of the ethical commission and the location of all the information about the project that is stored on personal computers. In (2) the aims and research questions are discussed, as well as the design, the final sample and sampling procedure, the data collection equipment, the software used for data collection and data analyses (including SPSS syntax and R code files), the materials that are used, variable-level information (label, question text, codes, frequencies), a summary of the analyses and results, references to publications or other official output, and certain problems during data collection or analyses or if certain participants were removed and why. For the speech tasks and physiological measurements in WP2 (subject to change), details on the setting, the subjects and the instructions given to participants will also be documented in a Word document, as well as steps taken to remove direct identifiers (pseudonymisation) in the data will be described.

In summary, a folder will be created per WP, with the following files and subfolders: 1) a read-me file; (2) a data sheet; (3) the conceptualization of the study: literature review, meetings, preparatory studies; (4) the organisation of the study: ethical approval, participant recruitment; (5) the material of the study: e.g. used questionnaire, interview, scales, including a subfolder with the development of the material (different steps, feedback, pilot study, ...); (6) the data and analysis of the study: raw data (see below), anonymised data, data cleaning (with amongst others the syntax and cleaned dataset) and the results; (7) output: manuscripts, presentations.

Each folder, subfolder, and file will adopt meaningful filenames starting with the description of the content, the date (year/month/day), and, when applicable, ending with the initials of the creator. This is all separated using an underscore.

The read-me files will be added in the (sub)folder of each dataset, with information about the contents of the subfolders of the studies.

Codebooks will be generated for each dataset using R (specifying the R version used).

Will a metadata standard be used to make it easier to find and reuse the data?

If so, please specify which metadata standard will be used.

If not, please specify which metadata will be created to make the data easier to find and reuse.

- Yes

The data will be shared on KU Leuven RDR, using their metadata standard.

Data Storage & Back-up during the Research Project

Where will the data be stored?

- Shared network drive (J-drive)
- OneDrive (KU Leuven)

All data will be stored on OneDrive operated by KU Leuven. Whenever data needs to be downloaded for offline access or for uploading data to SPSS and R, it will only be kept on Bitlocker encrypted computers. Thesis students/interns/job students will only receive the pseudonymized datafiles as they likely have unencrypted computers.

After completion of a study, pseudonymized data will be uploaded to the shared J-drive and KU Leuven RDR for long-term preservation.

How will the data be backed up?

- Standard back-up provided by KU Leuven ICTS for my storage solution

All data is stored on OneDrive operated by KU Leuven, and also on J-Drive and KU Leuven RDR whenever a study is complete.

Is there currently sufficient storage & backup capacity during the project?

If no or insufficient storage or backup capacities are available, explain how this will be taken care of.

- Yes

Each KU Leuven OneDrive account has 2TB storage. The J-Drive has 1TB.

How will you ensure that the data are securely stored and not accessed or modified by unauthorized persons?

All data is stored on OneDrive operated by KU Leuven and on encrypted laptops. Whenever data needs to be shared with thesis students, interns, and job students, only pseudonymized data is shared and a confidentiality agreement needs to be signed. When uploading data to the J-drive and KU Leuven RDR, only pseudonymized data is shared.

What are the expected costs for data storage and backup during the research project? How will these costs be covered?

There are no expected costs for data storage and backup.

Data Preservation after the end of the Research Project

Which data will be retained for 10 years (or longer, in agreement with other retention policies that are applicable) after the end of the project?

In case some data cannot be preserved, clearly state the reasons for this (e.g. legal or contractual restrictions, storage/budget issues, institutional policies...).

- All data will be preserved for 10 years according to KU Leuven RDM policy

All data will be preserved for 10 years, except the speech recordings (deleted after transcription) and information collected for reimbursement purposes and for notifying participants about the most important study results (deleted after participants are compensated and notified) as these entail highly personally identifiable information.

Where will these data be archived (stored and curated for the long-term)?

- KU Leuven RDR
- Shared network drive (J-drive)

What are the expected costs for data preservation during the expected retention period? How will these costs be covered?

There are no expected costs for data preservation during the expected retention period.

Data Sharing and Reuse

Will the data (or part of the data) be made available for reuse after/during the project?

Please explain per dataset or data type which data will be made available.

- Yes, as restricted data (upon approval, or institutional access only)

Data will be made available on KU Leuven RDR and the shared J-drive. All data necessary to be able to replicate the research will be shared. Pseudonymized data will be shared under restricted access, except for pseudonymized transcripts of speech data. Pseudonymized transcripts will only be made available upon additional request. Raw data is never shared.

If access is restricted, please specify who will be able to access the data and under what conditions.

Pseudonymized data will be shared with people outside of the work-family research team when requested to the main supervisor, except for raw data and pseudonymized transcripts of speech data. The latter will only be made available upon additional request.

Are there any factors that restrict or prevent the sharing of (some of) the data (e.g. as defined in an agreement with a 3rd party, legal restrictions)?

Please explain per dataset or data type where appropriate.

- Yes, ethical aspects
- Yes, privacy aspects

Personal data of the participants will be collected across all WPs. The name of the organization they work for will be pseudonymized by replacing names with a number. The list specifying the number and corresponding organization will not be shared. The names and email addresses of participants for reimbursement and notification about the study results are never shared, which also applies to the raw speech data. Pseudonymized data is only available under restricted access, upon request to the main supervisor.

Where will the data be made available?

If already known, please provide a repository per dataset or data type.

- KU Leuven RDR (Research Data Repository)

When will the data be made available?

- Upon publication of research results

Which data usage licenses are you going to provide?

If none, please explain why.

- Other (specify below)

The license provided will likely be CC-BY-NC-SA-4.0, which entails:

Data is free to share and adapt, however: Give appropriate credit, indicate if changes were made, do not use the material for commercial purposes, distribute your contributions under the same license as the original.

Do you intend to add a persistent identifier (PID) to your dataset(s), e.g. a DOI or accession number? If already available, please provide it here.

- Yes, a PID will be added upon deposit in a data repository

The PID will consist of a doi generated whenever a dataset is uploaded to KU Leuven RDR.

What are the expected costs for data sharing? How will these costs be covered?

There are no expected costs for data sharing.

Responsibilities

Who will manage data documentation and metadata during the research project?

The data documentation and metadata will be managed by the PhD researcher (Sarah Grootjans) appointed to the C1 research project.

Who will manage data storage and backup during the research project?

The data storage and backup will be managed by the PhD researcher (Sarah Grootjans) appointed to the C1 research project.

Who will manage data preservation and sharing?

The data preservation and sharing will be managed by Colette van Laar, the main supervisor of the project.

Who will update and implement this DMP?

The DMP will be updated and implemented by the PhD researcher (Sarah Grootjans) appointed to the C1 research project.