



## Support received by Women in Research

**QUESTIONS****RESPONSES** 219

Section 1 of 8



# Women in Research & Support System

This survey is being conducted by the Women in Science (WiS) sub-group of the PhD Career Support Group (CSG) [<http://www.stempeers.org/>] as a part of an initiative to identify and address gaps in the support received by women researchers in a professional environment.

Providing information on this survey is completely voluntary. However, maximum participation is encouraged so that the data is complete and representative. Anyone working in scientific research can participate in this survey irrespective of their gender, age, marital status, nationality and country of residence. The results will be shared as group statistics and infographics on the completion of the survey.

**Disclaimers:**

- The results of this study will be shared with CSG and other interested open scientific communities (upon request).
- This survey is completely anonymous and does not contain any identifying information.
- PhD Career Support Group does not share any personal information outside the organization.
- Due to the scope of this survey, we would be mainly focusing on the experiences of women/female in research.
- Continuing with this survey indicates acceptance of these terms.
- Participants can withdraw from the survey at any time by emailing [csg.womeninscience@gmail.com](mailto:csg.womeninscience@gmail.com).
- This survey takes approximately 5 - 10 minutes to complete.

After section 1 [Go to section 2 \(Survey : Demographics\)](#)

Section 2 of 8



## Survey : Demographics

Here we try to assess a comprehensive demographic of the participants.





## Support received by Women in Research

### QUESTIONS

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4. Algeria
5. American Samoa
6. Andorra
7. Angola
8. Anguilla
9. Antarctica
10. Antigua and Barbuda
11. Argentina
12. Armenia
13. Aruba
14. Ashmore and Cartier Islands
15. Australia
16. Austria
17. Azerbaijan
18. Bahamas, The
19. Bahrain
20. Bangladesh
21. Barbados
22. Bassas da India
23. Belarus





## Support received by Women in Research

### QUESTIONS

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28. Bhutan
29. Bolivia
30. Bosnia and Herzegovina
31. Botswana
32. Bouvet Island
33. Brazil
34. British Indian Ocean Territory
35. British Virgin Islands
36. Brunei
37. Bulgaria
38. Burkina Faso
39. Burma
40. Burundi
41. Cambodia
42. Cameroon
43. Canada
44. Cape Verde
45. Cayman Islands
46. Central African Republic
47. Chad





## Support received by Women in Research

### QUESTIONS

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52. Cocos (Keeling) Islands
53. Colombia
54. Comoros
55. Congo, Democratic Republic of the
56. Congo, Republic of the
57. Cook Islands
58. Coral Sea Islands
59. Costa Rica
60. Cote d'Ivoire
61. Croatia
62. Cuba
63. Cyprus
64. Czech Republic
65. Denmark
66. Dhekelia
67. Djibouti
68. Dominica
69. Dominican Republic
70. Ecuador
71. Egypt





## Support received by Women in Research

### QUESTIONS

### RESPONSES 219

76. Ethiopia
77. Europa Island
78. Falkland Islands (Islas Malvinas)
79. Faroe Islands
80. Fiji
81. Finland
82. France
83. French Guiana
84. French Polynesia
85. French Southern and Antarctic Lands
86. Gabon
87. Gambia, The
88. Gaza Strip
89. Georgia
90. Germany
91. Ghana
92. Gibraltar
93. Glorioso Islands
94. Greece
95. Greenland





## Support received by Women in Research

### QUESTIONS

### RESPONSES 219

100. Guernsey
101. Guinea
102. Guinea-Bissau
103. Guyana
104. Haiti
105. Heard Island and McDonald Islands
106. Holy See (Vatican City)
107. Honduras
108. Hong Kong
109. Hungary
110. Iceland
111. India
112. Indonesia
113. Iran
114. Iraq
115. Ireland
116. Isle of Man
117. Israel
118. Italy
119. Jamaica





## Support received by Women in Research

### QUESTIONS

### RESPONSES 219

124. Juan de Nova Island

125. Kazakhstan

126. Kenya

127. Kiribati

128. Korea, North

129. Korea, South

130. Kuwait

131. Kyrgyzstan

132. Laos

133. Latvia

134. Lebanon

135. Lesotho

136. Liberia

137. Libya

138. Liechtenstein

139. Lithuania

140. Luxembourg

141. Macau

142. Macedonia

143. Madagascar





## Support received by Women in Research

### QUESTIONS

### RESPONSES 219

148. Malta

149. Marshall Islands

150. Martinique

151. Mauritania

152. Mauritius

153. Mayotte

154. Mexico

155. Micronesia, Federated States of

156. Moldova

157. Monaco

158. Mongolia

159. Montenegro

160. Montserrat

161. Morocco

162. Mozambique

163. Namibia

164. Nauru

165. Navassa Island

166. Nepal

167. Netherlands





## Support received by Women in Research

### QUESTIONS

### RESPONSES 219

172. Niger
173. Nigeria
174. Niue
175. Norfolk Island
176. Northern Mariana Islands
177. Norway
178. Oman
179. Pakistan
180. Palau
181. Panama
182. Papua New Guinea
183. Paracel Islands
184. Paraguay
185. Peru
186. Philippines
187. Pitcairn Islands
188. Poland
189. Portugal
190. Puerto Rico
191. Qatar





## Support received by Women in Research

### QUESTIONS

### RESPONSES 219

196. Saint Helena
197. Saint Kitts and Nevis
198. Saint Lucia
199. Saint Pierre and Miquelon
200. Saint Vincent and the Grenadines
201. Samoa
202. San Marino
203. Sao Tome and Principe
204. Saudi Arabia
205. Senegal
206. Serbia
207. Seychelles
208. Sierra Leone
209. Singapore
210. Slovakia
211. Slovenia
212. Solomon Islands
213. Somalia
214. South Africa
215. South Georgia and the South Sandwich Islands





## Support received by Women in Research

### QUESTIONS

### RESPONSES 219

220. Suriname

221. Svalbard

222. Swaziland

223. Sweden

224. Switzerland

225. Syria

226. Taiwan

227. Tajikistan

228. Tanzania

229. Thailand

230. Timor-Leste

231. Togo

232. Tokelau

233. Tonga

234. Trinidad and Tobago

235. Tromelin Island

236. Tunisia

237. Turkey

238. Turkmenistan

239. Turks and Caicos Islands





## Support received by Women in Research

## QUESTIONS

## RESPONSES 219

244. United Kingdom

245. United States

246. Uruguay

247. Uzbekistan

248. Vanuatu

249. Venezuela

250. Vietnam

251. Virgin Islands

252. Wake Island

253. Wallis and Futuna

254. West Bank

255. Western Sahara

256. Yemen

257. Zambia

258. Zimbabwe

Nationality \*

1. Afghanistan

2. Akrotiri

3. Albania

4. Algeria





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- 9. Antarctica
- 10. Antigua and Barbuda
- 11. Argentina
- 12. Armenia
- 13. Aruba
- 14. Ashmore and Cartier Islands
- 15. Australia
- 16. Austria
- 17. Azerbaijan
- 18. Bahamas, The
- 19. Bahrain
- 20. Bangladesh
- 21. Barbados
- 22. Bassas da India
- 23. Belarus
- 24. Belgium
- 25. Belize
- 26. Benin
- 27. Bermuda
- 28. Bhutan





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33. Brazil
34. British Indian Ocean Territory
35. British Virgin Islands
36. Brunei
37. Bulgaria
38. Burkina Faso
39. Burma
40. Burundi
41. Cambodia
42. Cameroon
43. Canada
44. Cape Verde
45. Cayman Islands
46. Central African Republic
47. Chad
48. Chile
49. China
50. Christmas Island
51. Clipperton Island
52. Cocos (Keeling) Islands





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57. Cook Islands

58. Coral Sea Islands

59. Costa Rica

60. Cote d'Ivoire

61. Croatia

62. Cuba

63. Cyprus

64. Czech Republic

65. Denmark

66. Dhekelia

67. Djibouti

68. Dominica

69. Dominican Republic

70. Ecuador

71. Egypt

72. El Salvador

73. Equatorial Guinea

74. Eritrea

75. Estonia

76. Ethiopia





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81. Finland
82. France
83. French Guiana
84. French Polynesia
85. French Southern and Antarctic Lands
86. Gabon
87. Gambia, The
88. Gaza Strip
89. Georgia
90. Germany
91. Ghana
92. Gibraltar
93. Glorioso Islands
94. Greece
95. Greenland
96. Grenada
97. Guadeloupe
98. Guam
99. Guatemala
100. Guernsey





## Support received by Women in Research

### QUESTIONS

### RESPONSES 219

105. Heard Island and McDonald Islands

106. Holy See (Vatican City)

107. Honduras

108. Hong Kong

109. Hungary

110. Iceland

111. India

112. Indonesia

113. Iran

114. Iraq

115. Ireland

116. Isle of Man

117. Israel

118. Italy

119. Jamaica

120. Jan Mayen

121. Japan

122. Jersey

123. Jordan

124. Juan de Nova Island





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### RESPONSES 219

129. Korea, South

130. Kuwait

131. Kyrgyzstan

132. Laos

133. Latvia

134. Lebanon

135. Lesotho

136. Liberia

137. Libya

138. Liechtenstein

139. Lithuania

140. Luxembourg

141. Macau

142. Macedonia

143. Madagascar

144. Malawi

145. Malaysia

146. Maldives

147. Mali

148. Malta





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### RESPONSES 219

153. Mayotte
154. Mexico
155. Micronesia, Federated States of
156. Moldova
157. Monaco
158. Mongolia
159. Montenegro
160. Montserrat
161. Morocco
162. Mozambique
163. Namibia
164. Nauru
165. Navassa Island
166. Nepal
167. Netherlands
168. Netherlands Antilles
169. New Caledonia
170. New Zealand
171. Nicaragua
172. Niger





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177. Norway

178. Oman

179. Pakistan

180. Palau

181. Panama

182. Papua New Guinea

183. Paracel Islands

184. Paraguay

185. Peru

186. Philippines

187. Pitcairn Islands

188. Poland

189. Portugal

190. Puerto Rico

191. Qatar

192. Reunion

193. Romania

194. Russia

195. Rwanda

196. Saint Helena





## Support received by Women in Research

### QUESTIONS

### RESPONSES 219

201. Samoa
202. San Marino
203. Sao Tome and Principe
204. Saudi Arabia
205. Senegal
206. Serbia
207. Seychelles
208. Sierra Leone
209. Singapore
210. Slovakia
211. Slovenia
212. Solomon Islands
213. Somalia
214. South Africa
215. South Georgia and the South Sandwich Islands
216. Spain
217. Spratly Islands
218. Sri Lanka
219. Sudan
220. Suriname





## Support received by Women in Research

### QUESTIONS

### RESPONSES 219

225. Syria
226. Taiwan
227. Tajikistan
228. Tanzania
229. Thailand
230. Timor-Leste
231. Togo
232. Tokelau
233. Tonga
234. Trinidad and Tobago
235. Tromelin Island
236. Tunisia
237. Turkey
238. Turkmenistan
239. Turks and Caicos Islands
240. Tuvalu
241. Uganda
242. Ukraine
243. United Arab Emirates
244. United Kingdom





# Support received by Women in Research

## QUESTIONS

## RESPONSES 219

249. Venezuela

250. Vietnam

251. Virgin Islands

252. Wake Island

253. Wallis and Futuna

254. West Bank

255. Western Sahara

256. Yemen

257. Zambia

258. Zimbabwe

Gender \*

- Female
- Male
- Non-binary
- Prefer not to say

Age \*

- 13 - 19
- 20 - 30
- 30 - 40





## Support received by Women in Research

**QUESTIONS****RESPONSES** 219**Marital status \***

- Single
- Married
- Social Partnership
- Don't want to specify
- Other...

**Field of Research \***

- Science, Technology, Engineering, Mathematics [STEM]
- Humanities & Social Sciences
- Economics & Business
- Other...

**Designation [Career Stage] \***

- Administrative
- Group leader
- Senior Scientist
- Staff Scientist
- Post doc
- PhD student
- Technical staff





## Support received by Women in Research

**QUESTIONS****RESPONSES** 219

### Work environment \*

- University
- Research institution
- Industry
- Scientific journals
- Non-profit institution
- Freelance
- Other...

After section 2 [Continue to next section](#)

Section 3 of 8



## Survey : Support Assessment

Here we try to assess the gender specific support obtained in a professional environment.

Please indicate the total number of MALE group leaders/ bosses you have worked with. \*

Short answer text

Please indicate the total number of FEMALE group leaders/ bosses you have worked with. \*

Short answer text





## Support received by Women in Research

### QUESTIONS

RESPONSES 219

Non-binary

Other...

Indicate the level of support that you have received from your MALE colleagues in the following roles?

	Always	Mostly	Moderately	Rarely	Never	Not Applicable
Group leader	<input type="radio"/>					
Colleagues	<input type="radio"/>					
Clients	<input type="radio"/>					
Collaborators	<input type="radio"/>					
Parents	<input type="radio"/>					
Spouse	<input type="radio"/>					
Friends	<input type="radio"/>					

Indicate the level of support that you have received from your FEMALE colleagues in the following roles?

	Always	Mostly	Moderately	Rarely	Never	Not Applicable
Group leader	<input type="radio"/>					
Colleagues	<input type="radio"/>					
Clients	<input type="radio"/>					
Collaborators	<input type="radio"/>					
Parents	<input type="radio"/>					





## Support received by Women in Research

QUESTIONS

RESPONSES 219

Section 4 of 8



### Survey : Bias Assessment - I

Here we try to assess the conscious or unconscious gender-bias and/or harassment in a professional environment.

Have you faced workplace gender-bias/discrimination?

	Yes	No	Not sure	Do not wish to ans...	Not Applicable
Male colleague	<input type="radio"/>				
Female colleague	<input type="radio"/>				

If you have answered yes in the previous question, please specify from the following :

- Gender Bias
- Sexual harassment
- Physical harassment
- Emotional harassment
- Mental harassment
- Other...

Have you witnessed workplace gender-bias/discrimination (directed towards other colleagues)?

Yes	No	Not sure	Do not wish to ans...	Not Applicable
<input type="radio"/>				





## Support received by Women in Research

### QUESTIONS

RESPONSES 219

#### Gender bias

- Sexual harrassment
- Physical harrassment
- Emotional harrassment
- Mental harrassment
- Other...

After section 4 [Continue to next section](#)

#### Section 5 of 8



## Survey : Bias Assessment - II

Here we try to assess the reaction towards or action taken against gender-bias/harassment experienced in Section 4.

Did you personally respond to the incident?

- Yes, I immediately responded.
- Yes, but I responded later.
- No, I was afraid of furthering the issue.
- No, I did not know how to respond so I let it pass.
- No, I was discouraged from responding to the incident.
- No, I did not bother.
- Other...





## Support received by Women in Research

### QUESTIONS

### RESPONSES 219

- No, I did not know whom to report.
- No, I did not bother to report.
- No, I was afraid of being misjudged.
- Other...

Who is responsible for addressing such complaints in your work environment?

- Colleague
- Supervisor
- Human Resources
- Designated committee
- I don't know.
- Other...

How seriously were your complaints taken?

- Strict actions were taken.
- No actions were taken.
- Other...

How comfortable were you in objecting against and/or reporting this issue?

- Not comfortable
- Somewhat comfortable





## Support received by Women in Research

### QUESTIONS

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- No
- Yes - If your answer is in yes, can you give more detail in the option 'OTHER'?
- Other...

Was there any NEGATIVE impact/outcome from reporting the incident? (e.g. threats, grudges, emotional-distress, isolation at work, disapproval of colleague(s), unfriendly work environment etc.)

- No
- Yes - If your answer is in yes, can you give more detail in the option 'OTHER'?
- Other...

After section 5 [Continue to next section](#)



Section 6 of 8



## Survey: Female Leadership Opportunities

Here we try to assess the leadership opportunities for women researchers in a professional environment.

Who would you choose/prefer to work with? \*

	Yes	No	Maybe
Male boss/leader	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Female boss/leader	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>





## Support received by Women in Research

### QUESTIONS

RESPONSES 219

	Always	Mostly	Sometimes	Rarely	Never
--	--------	--------	-----------	--------	-------

Male colleagues

Female colleagues

Gender of my colle...

Who performs the tasks not directly related to the scientific responsibilities ? (e.g. cleaning, \* arranging and organizing things in the lab, recording minutes of meetings etc.)

	Always	Mostly	Sometimes	Rarely	Never
--	--------	--------	-----------	--------	-------

Male colleagues

Female colleagues

These responsibilit...

Who volunteers for tasks that benefit the group or organization but not professionally? (e.g. \* making lab reagents, organizing outings, distributing information/flyers.)

	Always	Mostly	Sometimes	Rarely	Never
--	--------	--------	-----------	--------	-------

Male colleagues

Female colleagues

These responsibilit...

If you volunteer for the above mentioned activities, please tell us what incentivizes you.

Long answer text

If you don't volunteer for the above mentioned activities, please tell us your reasons below.





## Support received by Women in Research

### QUESTIONS

### RESPONSES 219

your female colleagues or colleagues from other minority groups?

- No, but I want to get involved
- No, I don't have time for such activities
- No, I don't have such opportunities
- Yes

If your response to the previous question is YES, please provide more details about 'your involvement', 'nature of the event/activity', and 'impact of the event/activity'?

Long answer text

What kind of support at a workplace is most important for empowering female employees or employees from other minority groups?

Long answer text

After section 6 [Continue to next section](#)

Section 7 of 8



## Survey: Work-Life Balance

Here we try to assess the work-life balance policies for women researchers in a professional environment.

Do you feel your workplace policies help you manage your professional and personal life? \*





## Support received by Women in Research

### QUESTIONS

RESPONSES 219

Never

Other...

What is your group leader's attitude towards personal leave (pregnancy, maternity/paternity leave, adoption, illness, family etc.) ?

Supportive

Neutral

Unwelcome

Disrespectful

Never discussed

Other...

Does your workplace offer sufficient leave of absence for personal reasons?

	Sufficient	Insufficient	None
Maternity leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paternity leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sick leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family Leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Does your workplace offer one or several of the following childcare and related support? \*

Extension of work contract to cover the personal leave

Flexible HR policy or other administrative support





## Support received by Women in Research

### QUESTIONS

RESPONSES 219

- Changing platform for babies only in ladies toilets
- Changing platform for babies in both gents/ ladies toilets
- None
- Other...

After section 7 [Continue to next section](#)

### Section 8 of 8



# Thank you for completing the survey!

This survey is completely anonymous. If you would like to volunteer for a one-on-one interview for further discussion on this topic please leave your name and contact email. Your name will not be associated with your responses in any report generated from this survey.

Name

Short answer text

Email

Short answer text

Are there any additional comments/points not covered in this survey, that you would like to address?

Long answer text



## Support received by Women in Research



QUESTIONS

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