

Welcome to the INTEGER Survey website

The objective of this survey is to examine the career paths and aspirations, as well as the perceptions and personal experiences of women and men researchers as part of the INTEGER European project (INstitutional Transformation for Effecting Gender Equality in Research)¹.

Key findings from this survey will allow us to better target the gender equality action plan which will be implemented at CNRS from 2012 to 2015 as part of the project.

This survey is open to researchers from your CNRS laboratory (i.e. permanent researchers from CNRS or other partner institutions, university faculty, non-permanent researchers, post-docs and PhD students)

The survey had been designed by the INTEGER consortium and draws partly on the Athena Survey of Science, Engineering and Technology (ASSET) Survey conducted across UK universities and research institutions, as well as on surveys developed by the Universities of Michigan and Illinois in the framework of the ADVANCE Program² from the US National Science Foundation.

The various sections of the survey address the following subjects:

1. Current Employment Status
2. Career History and Aspirations
3. Professional Development
4. Work /Life Balance
5. Research Unit (Laboratory) Environment
6. Management and Institutional Governance
7. Demographic Information

The questionnaire should take about 30 to 40 minutes to complete.

As long as you have not clicked "Finish" at the very end of the survey, and are using the same computer, you can leave the questionnaire and return to it later. Your responses will have been saved.

¹ Put link to: <http://www.cnrs.fr/mpdf/spip.php?article153>
² Put link to: <http://www.nsf.gov/advance>

Data Protection and Confidentiality

Although it would be strongly appreciated for the purpose of the INTEGER project if all questions were completed, each question remains optional. Please feel free to omit a response to any question.

All information collected through this online survey is anonymous and IP addresses of the respondents are not collected.

Security and high-level encryption will be used for data collection in the course of this research, which was declared to the CNIL (*Commission nationale de l'informatique et des libertés*).

Access to data collected through this survey and processed will be restricted to the INTEGER team, who will be responsible for its analysis. All personal data collected by this survey will be destroyed as soon as it is no longer required for the purpose of this study.

In accordance with French "informatique et libertés" law of January 6, 1978, amended in 2004, you have the right to access and rectify your personal information. You can exercise this right by contacting the INTEGER team at the Mission for the Place of Women at CNRS ³. You can also, for due reason, refuse that your personal data be processed.

For further information, do not hesitate to contact the INTEGER team⁴.

Thank you in advance for your participation to this survey.

³ <http://www.cnrs.fr/mpdf/spip.php?article65>
⁴ Idem

0	<p>Thank you for telling us if you are:</p> <ul style="list-style-type: none"> • A woman • A man
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1. CURRENT EMPLOYMENT STATUS

N°	QUESTION
1.1	<p>What is your current grade?</p> <ul style="list-style-type: none"> • PhD student / Doctorant-e • Post-doctoral researcher / Post-doctorant-e • Non-permanent researcher / Chercheur/se contractuel-le • Second grade researcher / Chargé-e de recherche de 2ème classe au CNRS • Normal grade Associate Professor / Maître-sse de conférences de classe normale • First grade researcher / Chargé-e de recherche de 1ère classe au CNRS • Senior Associate Professor / Maître-sse de conférences hors classe • Second grade senior researcher / Directeur/trice de recherche de 2ème classe au CNRS • Second grade Full Professor / Professeur-e des universités de 2ème classe • First grade senior researcher / Directeur/trice de recherche de 1ère classe au CNRS • First grade Full Professor / Professeur-e des universités de 1ère classe • Exceptional grade senior researcher, rank 1 / Directeur/trice de recherche de classe exceptionnelle 1er échelon au CNRS • Exceptional grade Full Professor, rank 1 / Professeur-e des universités de classe exceptionnelle 1er échelon • Exceptional grade senior researcher, rank 2 / Directeur/trice de recherche de classe exceptionnelle 2ème échelon au CNRS • Exceptional grade Full Professor, rank 2 / Professeur-e des universités de classe exceptionnelle 2ème échelon • Other status (please specify) <p>If 'you are NOT a PhD student, please go to question 1.3</p>
1.1.1	<p>Which year of your PhD are you in?</p> <p style="text-align: center;">1 2 3 4 5+</p>
1.1.2	<p>What was your main motivation for choosing to do a PhD? (Please tick only one answer)</p> <p>I was inspired/encouraged by a member of the CNRS or the University community To give myself time to think about what to do next I have a passion for science I want an academic or public research career I have an aptitude for science Encouragement from a family member Other (please specify)</p>

1.1.3	<p>How are you funded while studying for your PhD?</p> <ul style="list-style-type: none"> • Doctoral contract funded by the Ministry of Higher Education and Research / Contrat doctoral financé par le Ministère de l'enseignement supérieur et de la recherche • Doctoral contract funded by CNRS / Contrat doctoral financé par le CNRS • Doctoral contract co-funded by CNRS and a ministry / Contrat doctoral co-financé par le CNRS et par un ministère • Doctoral contract co-funded by CNRS and another research organisation / Contrat doctoral co-financé par le CNRS et par un autre organisme de recherche • Doctoral contract co-funded by CNRS and a regional administration / Contrat doctoral co-financé par le CNRS et par une région • Doctoral contract co-funded by CNRS and an industry / Contrat doctoral co-financé par le CNRS et par une industrie • Doctoral contract funded by the Ministry of Defense/ Contrat doctoral financé par la Délégation générale de l'armement (DGA) • Doctoral contract funded by another public scientific and technological institution or research organisation / Contrat doctoral financé par un autre EPST ou organisme de recherche • Doctoral contract funded by a regional administration / Contrat doctoral financé par une région • Industrial grants / Convention Industrielle de Formation par la Recherche (CIFRE) • Marie-Curie grants / Contrat de thèse Marie-Curie • Another professional activity in research / Une autre activité professionnelle dans le cadre de la recherche • Another activity not related to research / Une activité dans un autre domaine que la recherche • No funding / Je ne bénéficie d'aucun financement • Other ... (please specify) / Autres... (merci de spécifier)
1.1.4	<p>What gender is your thesis director?</p> <p style="text-align: center;">Male Female</p>
1.1.5	<p>How would you rate your relationship with your thesis director?</p> <p style="text-align: center;">Very Good Good Fair Poor</p>
1.1.6	<p>Are you happy with your decision to do a PhD?</p> <p style="text-align: center;">Yes No</p> <p>If yes, please describe why If no, please describe why</p>
1.1.7	<p>Do you agree with the following statements? (Yes – More or less – No)</p> <p>Senior colleagues give me scientific and/or technical support I am encouraged to publish in scientific journals / magazines I am encouraged to present my work at conferences / seminars / workshops I am encouraged to do a post-doc I am encouraged to apply for a position at CNRS I am encouraged to apply for a position at the University</p>
1.1.8	<p>In which field of activity and sector do you plan to work in the future?</p>

	<p>Research and/or higher education teaching in the public sector Research in the private sector Other activity in the public sector Other activity in the private sector</p> <p>If 'Research and/or higher education teaching in the public sector' is NOT selected, please go to question 1.2.10</p>
1.1.9	<p>What type of research/academic post do you aspire to as your long-term career goal?</p> <ul style="list-style-type: none"> • Researcher / Chercheur/se • Teacher-researcher / Enseignant-e chercheur/se • Teacher with no research activity / Enseignant-e sans activité de recherche • Research Team Head / Responsable d'équipe de recherche • Laboratory Director / Directeur/trice de laboratoire • Senior management position in research / Poste d'encadrement supérieur dans la recherche • I don't know • Other(Please specify) <p>Please go to question 1.2</p>
1.1.10	<p>Please specify the main reason why you are not considering staying in the public research sector?</p> <p>[Dialogue Box]</p>
1.2	<p>Which CNRS Institute is your lab affiliated to?</p> <ul style="list-style-type: none"> • INSMI • INP • INSIS
1.3	<p>Which discipline do you currently work in (please select the discipline closest to your research area)?</p> <ul style="list-style-type: none"> • Mathematics and Interactions of mathematics (CF Section 1 of the National Committee of CNRS) • Physical theories: methods, models and applications (CF Section 2 of the National Committee of CNRS) • Interactions, particles, nuclei: from the laboratory to the cosmos (CF Section 3 of the National Committee of CNRS) • Atoms and molecules - Lasers and optics - Hot plasmas (CF Section 4 of the National Committee of CNRS) • Condensed matter physics: organisation and dynamics (CF Section 5 of the National Committee of CNRS) • Condensed matter: structures and electronic properties (CF Section 6 of the National Committee of CNRS) • Information Science and Technology (computer science, automatics, signal and communication) (CF Section 7 of the National Committee of CNRS) • Micro and Nanotechnologies, Electronics, Photonics, Electromagnetism, Electrical Engineering (CF Section 8 of the National Committee of CNRS) • Materials and structures engineering. Solids mechanics. Acoustics (CF Section 9 of the National Committee of CNRS) • Fluid and reactive media: transports, transfers, transformation processes (CF Section 10 of the National Committee of CNRS) • Supra and macromolecular systems: properties, functions and engineering (CF Section 11 of the National Committee of CNRS)

	<ul style="list-style-type: none"> • Molecular architecture: Synthesis, mechanisms and properties (CF Section 12 of the National Committee of CNRS) • Physical Chemistry: molecules, environment (CF Section 13 of the National Committee of CNRS) • Coordination Chemistry, Interfaces and Processes (CF Section 14 of the National Committee of CNRS) • Chemistry of Materials, Nanomaterials and Processes (CF Section 15 of the National Committee of CNRS) • Chemistry for living organisms and medicinal chemistry. Design and properties of compounds of biological interest (CF Section 16 of the National Committee of CNRS) • Solar System and the distant Universe (CF Section 17 of the National Committee of CNRS) • Earth and the Terrestrial Planets: structure, history and models (CF Section 18 of the National Committee of CNRS) • The Earth System: superficial envelopes (CF Section 19 of the National Committee of CNRS) • Continental Surfaces and Interfaces (CF Section 20 of the National Committee of CNRS) • Molecular and structural features underlying biological functions (CF Section 21 of the National Committee of CNRS) • Organization, expression and evolution of genomes (CF Section 22 of the National Committee of CNRS) • Cell biology: organization and functions of the cell; infectious processes and host/pathogen relationships (CF Section 23 of the National Committee of CNRS) • Cellular interactions (CF Section 24 of the National Committee of CNRS) • Molecular and integrative physiology (CF Section 25 of the National Committee of CNRS) • Development, evolution, reproduction, stem cells (CF Section 26 of the National Committee of CNRS) • Behavior, cognition, brain (CF Section 27 of the National Committee of CNRS) • Integrative Plant Biology (CF Section 28 of the National Committee of CNRS) • Biodiversity, evolution and biological adaptations: from macromolecules to communities (CF Section 29 of the National Committee of CNRS) • Therapy, pharmacology and bioengineering (CF Section 30 of the National Committee of CNRS) • Humans and their Environments: Evolutions, Interactions (CF Section 31 of the National Committee of CNRS) • Ancient and Medieval Worlds (CF Section 32 of the National Committee of CNRS) • Modern and Contemporary Worlds (CF Section 33 of the National Committee of CNRS) • Languages, Language, Discourse (CF Section 34 of the National Committee of CNRS) • Philosophy, History of Thought, Science of Texts, Theory and History of Literatures and Arts (CF Section 35 of the National Committee of CNRS) • Sociology: Norms and Rules (CF Section 36 of the National Committee of CNRS) • Economics and Management (CF Section 37 of the National Committee of CNRS) • Societies and Cultures: comparative approaches (CF Section 38 of the National Committee of CNRS) • Areas, Territories and Societies (CF Section 39 of the National Committee of CNRS) • Politics, Power, Organization (CF Section 40 of the National Committee of CNRS) • Research Management (CF CID 41 of the National Committee of CNRS) • Communication Sciences (CF CID 42 of the National Committee of CNRS) • Biological systems modelling, bioinformatics (CF CID 43 of the National Committee of CNRS) • Cognition, language, information processing: natural and artificial systems (CF CID 44 of the National Committee of CNRS) • Dynamics of environmental systems, sustainable development, health, society (CF CID 45 of the National Committee of CNRS)
1.4	<p>Please indicate if your field of study is:</p> <ul style="list-style-type: none"> • Experimental sciences • Theory • Both

1.5	<p>What percentage of your working time do you spend in each of the following areas?</p> <ul style="list-style-type: none"> • Research (including writing articles and attending conferences) • Response to call for proposals, project coordination and management • Research management (organization of meetings, leading a research team, a laboratory, a CNRS research network, etc.) • Teaching • Student supervision (PhD students, trainees, etc.) • Administration (logistics, documentation, computing, community service, etc.) • Consultancy and expertise (including research evaluation committees) • Research value creation (patents, technology transfer, popular science, etc) • Other (please specify)..... <p>(Software checks that TOTAL is 100%)</p>
1.6	<p>Do you have any comments regarding the distribution of your working time?</p> <p>[Dialogue box]</p>
1.7	<p>In the last 2 years, how many peer-reviewed research publications have you had? (Include accepted publications, but not those that are still at the revision stage)</p> <p>As:</p> <ul style="list-style-type: none"> • Sole author? • Lead author (ex : first or last in the authors list)? • Joint author? <p>0,1,2,3,4,5,6,7,8,9,10, >10 [Pull down menu for each]</p>
1.8	<p>In the last 2 years, please indicate how many times you have: 0,1,2,3,4,5,6,7,8,9,10, >10 [Pull down menu for each]</p> <ul style="list-style-type: none"> • Submitted a proposal for funding to the following agencies/programs, as PI? • Submitted a proposal for funding to the following agencies/programs, as participant? • Been successful with the proposals submitted to the following agencies/programs, as PI? • Been successful with the proposals submitted to the following agencies/programs, as participant? <p>Choices [Pull down menu for each]:</p> <ul style="list-style-type: none"> • ANR-Agence nationale de la recherche (French National Research Agency) (including "investissements d'avenir) • FP7, save European Research Council (ERC) • European Research Council (ERC) • CNRS (PEPS, PEP2, PIR, etc.) • Regional/Departmental Programmes • Other
1.9	<p>In the last 12 months approximately how many conferences have you attended?</p> <p>As a:</p> <p>Delegate or presenting a poster 0,1,2,3,4,5,6,7,8,9,10, >10 [Pull down menu]</p> <p>Speaker 0,1,2,3,4,5,6,7,8,9,10, >10 [Pull down menu]</p> <p>Invited/keynote speaker 0,1,2,3,4,5,6,7,8,9,10, >10 [Pull down menu]</p>

	Session Chair 0,1,2,3,4,5,6,7,8,9,10, >10 [Pull down menu]
1.10	<p>How frequently do you travel for work purposes (for an overnight stay or longer) e.g. for meetings/conferences or to work in an external laboratory? [Pull down menu]</p> <p>Never 1 or 2 times per year 3 or 4 times per year 5-9 times per year 10-12 times per year >12 times per year Fortnightly Weekly</p>

2. CAREER HISTORY AND ASPIRATIONS

2.1	<p>In your choice of a career in academia/public research, please rank the following factors in terms of how influential they were for you (or currently are for you, if you are a PhD student or post-doc)? (Please select 3 and rank by order of importance from 1 to 3, where 1 = most important) [Radio buttons]</p> <p>Intellectual challenge Teaching Academic freedom/Scientific independence Interest in research No teaching duties Possibility of developing long-term research projects Permanent position Professional prestige/Social recognition Public Sector Autonomy in working hour organisation <i>Other (please specify)</i></p>
2.2	<p>Did the following factors play (or are they playing, if you are a PhD student or post-doc) an important role in your career choices? (Please indicate order of importance where 1 = VERY IMPORTANT while 4 = UNIMPORTANT) [Radio buttons]</p> <p>Better work-life balance/Flexible working arrangements Family model Geographical relocation due to partner's job Shorter journey between home and work Other factors related to your personal life (please specify).....</p>
2.3	<p>Please indicate approximately, how many years you have occupied each of the following grades, indicating whether this was full-time or part-time employment (please put zero against those categories that do not apply to you).</p> <ul style="list-style-type: none"> • PhD student / Doctorant-e • Postdoc/ Post-doctorant-e • Non-permanent researcher / Chercheur/se contractuel-le • CNRS Associated researcher / Attaché-e de recherche au CNRS • CNRS Second grade researcher / Chargé-e de recherche de 2ème classe au CNRS

- Normal grade Associate Professor / Maître-sse de conférences de classe normale
- CNRS First grade researcher / Chargé-e de recherche de 1ère classe au CNRS
- Senior grade Associate Professor / Maître-sse de conférences hors classe
- CNRS Second grade senior researcher / Directeur/trice de recherche de 2ème classe au CNRS
- CNRS Senior Research Fellow / Maître-sse de recherche au CNRS
- Second grade Full Professor / Professeur-e des universités de 2ème classe
- CNRS First grade senior researcher / Directeur/trice de recherche de 1ère classe au CNRS
- First grade Full Professor / Professeur-e des universités de 1ère classe
- CNRS Exceptional grade senior researcher, rank 1 / Directeur/trice de recherche de classe exceptionnelle 1er échelon au CNRS
- Exceptional grade Full Professor, rank 1 / Professeur-e des universités de classe exceptionnelle 1er échelon
- CNRS Exceptional grade senior researcher, rank 2 / Directeur/trice de recherche de classe exceptionnelle 2ème échelon au CNRS
- Exceptional grade Full Professor, rank 2 / Professeur-e des universités de classe exceptionnelle 2ème échelon
- Other (please specify)

2.4 **Do you feel that you have achieved your career ambitions in terms of grade attainment?**

Yes No **[Radio buttons]**

Can you explain your answer? **[Dialogue Box]**

2.5 **Please indicate if you have applied for a recruitment or grade advancement competition, or if you applied for promotion within CNRS or the University, and if so, the number of times that you applied. [Radio buttons for each]**

CNRS Second grade researcher Chargé-e de recherche de 2 ^{ème} classe	Yes /No	No. of times	
CNRS First grade researcher Chargé-e de recherche de 1 ^{ère} classe	Yes /No	No. of times	
CNRS Second grade senior researcher Directeur/trice de recherche de 2 ^{ème} classe	Yes /No	No. of times	
CNRS First grade senior researcher Directeur/trice de recherche de 1 ^{ère} classe	Yes /No	No. of times	
CNRS Exceptional grade senior researcher, rank 1 Directeur/trice de recherche de classe exceptionnelle 1 ^{er} échelon	Yes /No	No. of times	
CNRS Exceptional grade senior researcher, rank 2 Directeur/trice de recherche de classe exceptionnelle 2 ^{ème} échelon	Yes /No	No. of times	
Normal grade Associate Professor Maître-sse de conférences de classe normale ou équivalent	Yes /No	No. of times	
Senior grade Associate Professor Maître-sse de conférences hors classe	Yes /No	No. of times	
Second grade Full Professor Professeur-e des universités de 2ème classe	Yes /No	No. of times	
First grade Full Professor Professeur-e des universités de 1ère classe	Yes /No	No. of times	
Exceptional grade Full Professor, rank 1 Professeur-e des universités de classe exceptionnelle 1 ^{er} échelon	Yes /No	No. of times	

	Exceptional grade Full Professor, rank 2 Professeur-e des universités de classe exceptionnelle 2 ^{ème} échelon	Yes /No	No. of times		
2.6	<p>Please indicate what encouraged you to apply, or what made you not apply.</p> <p>[Dialogue box]</p>				
2.7	<p>Please indicate the <u>five</u> factors that you believe contribute most to a successful career progression at CNRS? (This question, as the entire questionnaire, applies equally to non-CNRS researchers, permanent or fixed-term contract)</p> <ul style="list-style-type: none"> • Using professional networks effectively • Assessment/Prestige of your laboratory • Scientific collaborations • Teaching skills and experience • Creativity and risk-taking • Committee experience • Geographical or thematic mobility • Volume of peer-reviewed articles/books/chapters • Citations of published academic work • Obtaining CNRS funding (PEPS, GDR...) • Obtaining external funding • Research management experience • Awards or prizes • Quality of the results • Quantity of work committed • Proactive support from senior researchers, influential mentors • Visibility e.g. working on high profile subjects/funded projects • Other (please specify)..... 				
2.8	<p>Have any workplace factors at a laboratory affiliated to CNRS adversely affected your career progression?</p> <p>Yes No [Radio buttons]</p> <p>[If No, go to question 2.10]</p>				
2.8.1	<p>If yes, which of the following?</p> <p>Absence of role models Attitude of colleagues Long hours working culture Bullying / harassment Sexual harassment Professional isolation Lack of direction by supervisor Lack of support/encouragement Poor equipment/working conditions Inadequate or not sufficient training offers/Professional development Limited job promotion opportunities Other (please specify)</p> <p>[Radio buttons]</p>				

2.9	<p>Have any of the following factors adversely affected your career progression?</p> <p>Unable to easily move location Taking a career break Unavailability of flexible working when required Partner's career Lack of quality affordable childcare and/or dependant care Research field too interdisciplinary Research field too specialised Research field not highly specialized enough Unconventional career path Periods of working less than full time Other (please specify)..... [Radio buttons]</p>
2.10	<p>What, if any, organisational/cultural barriers do you see to your career progression within CNRS and/or within a laboratory affiliated to CNRS?</p> <p>Please elaborate [Dialogue box]</p>

3. PROFESSIONAL DEVELOPMENT

3.1	<p>Do you know how appointments are made to the following senior management/scientific decision-making positions within CNRS? (Yes – Not fully – Not at all)</p> <ul style="list-style-type: none"> • Member of a section/CID of the National Committee (Membre d'une section/CID du Comité national) • President of a section/CID of the National Committee (Président-e d'une section/ CID du Comité national) • Member of a Laboratory Council (Membre d'un conseil de laboratoire) • Laboratory Director (Directeur/trice d'unité de recherche) • Member of an Institute Scientific Council (Membre d'un conseil scientifique d'Institut) • President of an Institute Scientific Council (Président-e d'un conseil scientifique d'Institut) • Institute Scientific advisors (Chargé-e de mission/ délégué-e scientifique auprès d'un Institut) • Institute Deputy Scientific Director (Directeur/trice adjoint-e scientifique d'Institut) • Institute Director (Directeur/trice d'Institut) • Chief Research Officer (Directeur/trice général-e délégué-e à la science) • Member of the Scientific Council of CNRS (Membre du conseil scientifique du CNRS) • Member of the Board of Trustees of CNRS (Membre du conseil d'administration du CNRS) • President of CNRS (Président-e du CNRS)
3.2	<p>Do you feel informed about the following areas? (Yes, fully – Yes, but not enough - No)</p> <ul style="list-style-type: none"> • Recruitment criteria and procedure for an academic position at CNRS • Promotion criteria and procedure for CNRS researchers • CNRS Medals criteria and procedure • Scientific Excellence Bonus (« prime d'excellence scientifique ») criteria and procedure

3.3	<p>Have you ever served, or do you currently serve, as a member of one or several of the following Committees? (Please select all that apply)</p> <ul style="list-style-type: none"> • Board of Trustees, Executive Committee or Scientific Council of CNRS (Conseil d'administration, Comité de direction ou Conseil scientifique du CNRS) • University Central Councils (Conseils centraux d'une université) • Section or Interdisciplinary Commission of the National Committee of CNRS (Section ou CID du Comité national du CNRS) • Section of the National Council of Universities (Section du Conseil national des universités) • CNRS "concours" admission jury (Jury d'admission des concours CNRS) • Selection Committee for the Scientific Excellence Bonus (Comité de sélection CNRS pour l'attribution de la PES) • Selection Committee for the CNRS Medals (Comité de sélection pour l'attribution des médailles du CNRS) • Selection Committee for CNRS project grants (Comité de sélection de PEPS/PEPII/PIR du CNRS) • CNRS Institute Scientific Council (Conseil scientifique d'Institut CNRS) • Joint Technical Committee or Joint Administrative Commission of CNRS (Comité technique ou commission administrative paritaire du CNRS) • Laboratory Council (Conseil de laboratoire) • CNRS Ethics Committee (Comité d'éthique du CNRS) • I have never served as a member of any decision-making body • Other (please specify)..... <p>[If "I have never served as a member of any decision-making body" is ticked, go to question 3.4]</p>
3.3.1	<p>Did Committee membership benefit your career in any of the ways mentioned below? (please select all that apply)</p> <ul style="list-style-type: none"> • Acquisition of new skills • Improved status • Enhanced CV • Additional salary • Greater knowledge of organisational structures/processes • New contacts/networking opportunities • Increased internal visibility • Other (please specify)..... • Not benefited my career
3.4	<p>Are you/have you been? (please select all that apply)</p> <p>Assessor/Evaluator for a research funding agency/national/international program Member of the governing bodies of a professional/academic society Member of the organising committee of a national or international conference Editorial Board member of a scientific journal Chief Editor of a scientific journal Member of a grant giving panel (ex: PhD) Member of a European Commission Expert group Member of an Expert committee of AERES Member of a science policy/strategy committee at national level Member of a science policy/strategy committee at international level Member of the Board of Trustees of a company</p> <p>[Radio buttons for each]</p>
3.5	<p>Have you ever received a Scientific Award?</p>

	<p>From the CNRS: Yes No [Radio buttons] National : Yes No [Radio buttons] International : Yes No [Radio buttons]</p>
3.6	<p>Is there anyone (a senior researcher) whom you currently regard as a mentor, or who has been a mentor to you in the past?</p> <ul style="list-style-type: none"> • Yes • No <p>[If No, go to question 3.7]</p>
3.6.1	<p>Please indicate the form(s) of mentoring you currently receive, or have received: (Please select each that apply)</p> <p>Someone who:</p> <ul style="list-style-type: none"> • Serves as a role model • Gives advice on my research directions • Introduces me to his/her professional networks • Gives advice about preparation for advancement (e.g. promotion, leadership position) • Informs me about laboratory / institute / organisation politics • Advises about obtaining funding or other resources • Acts as an advocate for me • Advises me about balancing work and family • Other... (Please specify)
3.7	<p>Please indicate the form(s) of mentoring which you feel you would benefit at this stage of your career: (Please select each that apply)</p> <p>Someone who:</p> <ul style="list-style-type: none"> • Serves as a role model • Gives advice on my research directions • Introduces me to his/her professional networks • Gives advice about preparation for advancement (e.g. promotion, leadership position) • Informs me about laboratory / institute / organisation politics • Advises about obtaining funding or other resources • Acts as an advocate for me • Advises me about balancing work and family • None of the above • Other... (Please specify)

3.8	<p>Which <u>three</u> of the following training and development opportunities do you think would most help your career progress over the next 3 years?</p> <ul style="list-style-type: none"> • Access to role models • Career planning assistance • Regular performance appraisals • Communication skills • Supervisory skills • Research management skills • Committee membership(s) • Leadership skills training • Informal mentoring • Formal networking opportunities • Opportunities for secondment • Formal mentoring scheme • Other (please specify).....
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4. WORK-LIFE BALANCE

4.1	<p>How satisfied are you with the balance between your professional and personal life?</p> <ul style="list-style-type: none"> • Very satisfied • Satisfied • Neither satisfied/dissatisfied • Dissatisfied • Very dissatisfied
4.2	<p>In your opinion, which of the following are the ‘most important’ contributors to good work/life balance? (Please select all that apply)</p> <ul style="list-style-type: none"> • Important meetings/activities scheduled within core hours • Regular times/days for key internal meetings/events • Conference call/video-conference opportunities for meetings • Being able to ask for time off at short notice within leave allocation, without need to give reasons • Enhanced maternity/paternity/other parental leave • Flexibility in hours/days worked/work pattern • Home/remote working • More support from colleagues • Senior management awareness of work-life balance issues • Support for geographical proximity of dual research / academia career couples • Assistance with caring costs • Childcare facilities provided by employer • Childcare/dependent-care support scheme for conference/meeting attendance • Less work-related travel • Working environment that doesn’t promote a long hours culture • Work-related social activities at times that accommodate caring responsibilities • Access to education and family specialists (e.g. pediatricians, career counsellors) • Concierge services • Other (please specify).....
4.3	<p>To your knowledge, are the following flexible working arrangements available to CNRS personnel? (Yes, No, I don’t know)</p>

	<ul style="list-style-type: none"> • Annualised hours • Special leave authorization • Unpaid leave • Flexi-time / variable working schedules • Conversion of credit-hours into compensatory days-off • Part-time working • Use of time savings account (CET – Compte épargne-temps) days • Use of reduction of working time (RTT – réduction du temps de travail) days • Home/teleworking • Other...(please specify).....
4.4	<p>Are you or have you been working part-time?</p> <ul style="list-style-type: none"> • Yes • No <p>[If No, go to question 4.5]</p>
4.4.1	<p>For how long, in total, have you worked less than full time? [Pull down menu]</p> <p>t ≤ 1year 1 year < t ≤ 2 years 2 years < t ≤ 5 years 5 years < t ≤ 10 years t >10 years</p>
4.4.2	<p>Please indicate if you have worked part-time in the last 2 years [Pull down menu, multiple choice possible]</p> <p>Yes – more than ≥ 80% Yes – less than < 80% No</p>
4.4.3	<p>What was/were your reason(s) for choosing to work less than full time?</p> <p>Family responsibilities Further study Health reasons No full time work available Pursuing other interests Quality of life Other (<i>please specify</i>)</p>
4.5	<p>Do you avail, or have availed, of any of the following flexible working arrangements? (Please select all that apply):</p> <ul style="list-style-type: none"> • Annualised hours • Special leave authorization • Unpaid leave • Flexi-time/ variable work schedules • Conversion of credit-hours into compensatory days-off • Use of time savings account (CET – Compte épargne-temps) days • Use of reduction of working time (RTT – réduction du temps de travail) days

	<ul style="list-style-type: none"> • Home/teleworking • I have never used any of those arrangements • Other...(please specify).....
4.5.1	<p>If you engage in home/remote working, how often do you do so?</p> <p>On a regular basis: several days a week On a regular basis: half a day to 1 day a week On a regular basis: 1 to 2 days every month Occasionally, some days: 2 weeks to 1 month per year overall Occasionally, some days: 1 to 2 weeks per year overall Occasionally, some days: less than 1 week per year overall Evenings and/or weekends only Other (please specify)</p>
4.6	<p>Have you availed of any of the following types of career break since working in an CNRS-affiliated laboratory: Maternity leave / Paternity leave / Adoption leave / Parental leave / Leave for parental presence / Leave for caring responsibilities / Leave for raising a child / Leave for relocating due to partner's job / Long illness leave or long term leave</p> <ul style="list-style-type: none"> • Yes • No <p>[If No, go to question 4.7]</p>
4.6.1	<p>What types of career break have you availed since working at CNRS? 0, 1, 2, 3, 4, 5, 6, > 6 [Pull down menu for each option listed above]</p> <ul style="list-style-type: none"> • Maternity leave • Paternity leave • Adoption leave • Parental leave • Leave for parental presence • Leave for caring responsibilities • Leave for raising a child • Leave for relocating due to partner's job • Long illness leave or long term leave
4.6.2	<p>Please indicate if you have taken one or several of these career breaks in the past 2 years [Pull down menu]</p> <ul style="list-style-type: none"> • Yes • No
4.6.3	<p>Did you experience any difficulties in returning to work after one or more career breaks?</p> <p>Yes No [Radio buttons]</p> <p>If yes, could you elaborate? [Dialogue box]</p>

4.6.4	<p>What kind(s) of support, if any, did you receive during and after your career break(s)? (Please tick all that apply)</p> <ul style="list-style-type: none"> • Clear information about your rights and responsibilities during or prior to break • Interview with your supervisor upon return • 'Keep in touch' opportunities during break • Organisational updates during break • Optional invitations to key events during break • Provision for continuation of research during break • Training/retraining/re-skilling after break • Option of part-time work or job share after break • Other flexible working options after break • Provision of childcare facilities after break • Access to facilities allowing breastfeeding (lactation) after break • Other (please specify)..... • None of the above
4.7	<p>Please comment on what support you would find helpful when taking a career break (e.g. maternity/parental leave):</p> <p>[Dialogue box]</p> <p>Find out more about the possibilities available to CNRS personnel for a better work-life balance at: http://www.cnrs.fr/mpdf/spip.php?article114</p>
4.8	<p>Please indicate how much you agree or disagree with each of the following statements about work-life balance and family obligations/caring responsibilities (From '1 – Strongly disagree' to '4 – Strongly agree' or 'Not applicable')</p> <ul style="list-style-type: none"> • Taking up a flexible working option has had a negative impact on my career • Taking a career break has not had a negative impact on my career • Relocating for my partner's career has had a negative impact on my career • Relocating for my career has had a negative impact on my partner's career • People who work flexibly or part-time are valued as much as full-time staff • Male staff who have caring responsibilities are considered by department/unit members to be less committed to their careers than those who do not • Female staff who have caring responsibilities are considered by department/unit members to be less committed to their careers than those who do not

5. RESEARCH UNIT (LABORATORY) ENVIRONMENT

5.1	<p>Please indicate how much you agree or disagree with each of the following statements concerning the culture in your department/unit and your relationship with colleagues (From '1 – Strongly disagree' to '4 – Strongly agree' or 'Not applicable')</p> <ul style="list-style-type: none"> • I constantly feel under scrutiny by my colleagues • I feel able to put forwards my opinions • I have the feeling that my contribution to the department/unit is valued • I feel able to express my preferences in relation to my research interests and career choices • My colleagues solicit my opinions about their research ideas and problems • I have the feeling that I 'fit in' easily within my department/unit • I have access to suitable role models • I have/had to work harder than I believe my colleagues do, in order to be/have been perceived as a
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	<p>legitimate scholar</p> <ul style="list-style-type: none"> • I have the opportunity to participate in important committees/meetings/projects • I receive support and encouragements from senior colleagues when I want to apply for a promotion • I am/was reluctant to bring up issues that concern me for fear that it will/would affect my career/promotion • There are many unwritten rules concerning how one is expected to interact with unit colleagues
5.2	<p>Please rate the culture of your research unit on the following: (From 1 – Strongly disagree to 5 – Strongly agree)</p> <p>Friendly Collaborative Supportive Non-sexist Diverse Respectful</p>
5.3	<p>How satisfied are you with the following dimensions of your working environment? (Please select from '1 – Very dissatisfied to 5 - Very satisfied' or « Sans opinion » or « Non pertinent »)</p> <ul style="list-style-type: none"> • Opportunities to collaborate with other researchers from my laboratory • Degree of social interaction with members of my laboratory • Levels of funding for my research or creative efforts • Current salary in comparison with the salaries of my colleagues • Ability to attract students to work with me • Sense of being valued for my pedagogy by members of my laboratory • Sense of being valued for my research, scholarship, or creativity by members of my laboratory
5.4	<p>How would you rate your line manager or supervisor (e.g. Thesis Director / Directeur/trice de thèse, Research Group Head / Responsable d'équipe, Laboratory Director / Directeur/trice d'unité, Institut Director / Directeur/trice d'Institut) in the following areas? (Please select from '1 – Poor' to '5 Excellent' or 'Don't know' or 'Not applicable')</p> <p>He/she:</p> <ul style="list-style-type: none"> • Treats staff even-handedly • Encourages a co-operative and supportive environment • Deals effectively with staff problems and disputes • Demonstrates commitment to gender equality • Shows genuine interest for my work • Provides me with clear information on the criteria and process for promotion • Encourages me to take up career development opportunities • Suggests my name as speaker or for awards • Other (please specify)
5.5	<p>In your current working environment, have you experienced any of the following behaviours? [Please select all that apply]</p> <p>Sexual/sexist teasing, jokes, remarks or questions Pressure for dates Sexual/sexist letters, phone calls, emails Leaning over, cornering, pinching, touching, unwanted physical contacts Pressure for sexual favours Stalking Physical/sexual assault</p>

	<p>None of these behaviours</p> <p>[If “None of these behaviours” is ticked, go to question 5.6]</p>
5.5.1	<p>Did you seek advice/support from someone in your institution? (ex: colleague, HR staff, union representative, social worker, Ombudsperson, central Human Resources Department officer)</p> <p>Yes No [Radio buttons for each]</p>
5.5.2	<p>If so, what effect did it have?</p> <p>Felt better Felt worse Behavior decreased Behavior stopped Behavior increased Made no difference N/A</p> <p>[Radio buttons for each]</p>
	<p>[footnote :]* If you think you are victim of sexual harassment or other forms of violence, do not hesitate to speak to an HR officer, the occupational health doctor, the social worker or a trade union representative.</p>
5.6	<p>In your current working environment, have you experienced bullying or moral harassment* from a manager, colleague, student?</p> <p>(Yes No [Radio buttons for each])</p> <p>[If “No”, go to question 6.1]</p> <p>[footnote :]* Article 222-33-2 of the Penal Code defines moral harassment as « The action of harassing someone by repeated behaviour with the objective or result of a degradation of working conditions that can affect the person’s rights and dignity, endanger his/her physical or mental health or compromise his/her professional future ».</p>
5.6.1	<p>Did you seek advice/support from someone in your institution? (ex: colleague, HR staff, union representative, social worker, Ombudsperson, central Human Resources Department officer)</p> <p>Yes No [Radio buttons for each]</p>
5.6.2	<p>If so, what effect did it have? [Radio buttons for each]</p> <p>Felt better Felt worse Behavior decreased Behavior stopped Behavior increased Made no difference N/A</p> <p>[footnote :]* If you think you are victim of sexual harassment or other forms of violence, do not hesitate to</p>

	<p>speak to a HR, the occupational health doctor, the social worker of your delegation or a trade union representative.</p>
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6. MANAGEMENT AND INSTITUTIONAL GOVERNANCE

6.1	<p>Do you currently hold a senior management/scientific decision-making position? (Please tick all that apply)</p> <ul style="list-style-type: none"> • At National level at CNRS (ex : Scientific Advisor / Chargé-e de mission ou Délégué-e scientifique auprès d'un Institut, Deputy Scientific Director of an Institute, Institute Director) • At University (ex : Departmen, Faculty Dean, Research Director) • In your Laboratory (ex : Research Group Head, Deputy Unit Director, Unit Director) • Do not occupy a scientific managerial post • Other (s) ... (Please specify) <p>[Radio buttons]</p>
6.2	<p>How many staff report to you? None, 1 to 5, 6 to 10, 11 to 20, 21 to 50, 51 to 100, >100 [Pull down menu]</p> <p>Rooting with respect to question 6.1:</p> <ul style="list-style-type: none"> - if "At national level at CNRS" is ticked, go directly to question 6.3 - if "In your Laboratory", "At University" and "Other(s)" go directly to question 6.2.3
6.2.1	<p>Do you wish to hold a senior management/scientific decision-making position within CNRS? (ex : member of a Section of the National Committee, Laboratory Director, member of an Institute Scientific Council, Deputy Scientific Director of an Institute, Institute Director, member of the CNRS Scientific Council, member of the CNRS Board of Trustees)</p> <ul style="list-style-type: none"> • Yes • No • I don't know • I already hold such a position <p>Could you elaborate? [Dialogue box] [If 'I already hold such a position' is ticked, go directly to question 6.3]</p>
6.2.2	<p>Do you think you can one day reach a senior management/scientific decision-making position?</p> <ul style="list-style-type: none"> • Yes • No • I don't know • I have already held such a position <p>Could you elaborate? [Dialogue box] [All the respondents go directly to question 6.3]</p>
6.2.3	<p>Do you wish to hold a senior management/scientific decision-making position at national level within CNRS? (ex : member of a Section of the National Committee, member of an Institute Scientific Council, Deputy Scientific Director of an Institute, Institute Director, member of the CNRS Scientific Council, member of the CNRS Board of Trustees)</p>

	<ul style="list-style-type: none"> • Yes • No • I don't know <p>Could you elaborate? [Dialogue box]</p>
6.3	<p>Are you aware of activities developed by the Mission pour la place des femmes au CNRS?</p> <ul style="list-style-type: none"> • Yes • No
6.4	<p>Have you participated in gender equality-related initiatives at your institution ?</p> <ul style="list-style-type: none"> • Yes (please specify) [Dialogue box] • No
6.5	<p>Do you think that the gender equality is achieved at CNRS with respect to the following?</p> <ul style="list-style-type: none"> • Career progression • Salaries • Representation at senior management level <p><i>Response options</i> [Radio buttons for each]: Yes, fully Rather yes Rather no No, not at all No opinion / don't know</p>

7. DEMOGRAPHIC INFORMATION

7.1	<p>What is your age ?</p> <ul style="list-style-type: none"> • Under 30 • 30-39 • 40-49 • 50-59 • Over 60 ans
7.2	<p>Do you have a partner (same or opposite sex) or spouse? (e.g. married, PACS, living together or not) ?</p> <ul style="list-style-type: none"> • Yes • No <p>If 'No', please go to question 7.3.</p>

7.2.1	<p>Is your partner/spouse currently employed?</p> <ul style="list-style-type: none"> • Yes – full time • Yes – part time • No <p>If 'Yes', please go to question 7.2.3</p>
7.2.2	<p>Is your partner/spouse currently looking for a job?</p> <ul style="list-style-type: none"> • Yes • No <p>[Automatically routed to 7.3]</p>
7.2.3	<p>Does your partner/spouse work in academia or a research institution?</p> <ul style="list-style-type: none"> • Yes – same/related discipline • Yes – other discipline • No – works in another sector
7.3	<p>Do you have caring responsibilities for dependent children and/or adults?</p> <ul style="list-style-type: none"> • Yes • No <p>[If 'No', please go to question 7.4]</p>
7.3.1	<p>Please select all that apply and indicate the number [Pull down menu]:</p> <ul style="list-style-type: none"> • Yes – children aged under 6 • Yes – children aged between 6-18 • Yes – dependent young adults living at home • Yes - adult dependents (e.g. partner/spouse, parents)
7.4	<p>If you have any additional comments about this survey and/or the topics covered, please add them here</p> <p>[Dialogue box]</p>