

Study on Gender Balance in the R&I Field to Improve the Role of Women in the Energy Transition (CINEA/2021/OP/0012)

Questionnaire for CATI-Survey



Document history

Version	Date	Comments
0.1	17/01/2023	Skeleton, very early draft (KG/emp)
0.2	10/02/2023	Comments from partners received and addressed, discussion with CeRRI
0.3	20/02/2023	Final draft for discussion with gdcc
0.9	07/03/2023	Last changes incorporated
1.0	10/03/2023	Last changes (revised GDCC)
1.1	22/03/2023	GDCC suggestions
1.2	23/03/2023	GDCC/Empirica changes
Final	12/04/2023	GDCC/Empirica (lowering the threshold to 5+ on FIT2 and STAFF1)

Background

The survey is targeted at **companies with >10 employees in the energy sector**, which for this purpose is defined as being composed of the following SIC codes:

- 0133 Sugarcane & sugar beet farms
- 1094 Uranium, radium & vanadium ores
- 12 (complete) Coal Mining
- 13 (complete) Oil and Gas Extraction
- 1623 Pipeline, comm. & powerline construction
- 1711 Plumbing, Heating and Air-Conditioning
- 2448 Wood pallets & skids
- 2813 Industrial Gases
- 2911 Petroleum refining
- 3433 Heating equipment exc. warm air furnaces
- 3511 Steam, gas & hydraulic turbines
- 3533 Oil & gas field machinery & equipment
- 3561 Pumps & pumping equipment *[only if engaged in the production of equipment for the generation, storage, management or distribution of energy]*
- 3563 Air & gas compressors *[only if engaged in the production of equipment for the generation, storage, management or distribution of energy]*
- 3585 Air-conditioning & warm air heating equip
- 3612 Power, distribution & spec. transformers
- 3691 Storage batteries
- 3692 Primary batteries, dry & wet
- 3699 Electrical Machinery, Equipment, and Supplies, Not Elsewhere Classified *[only if engaged in the production of equipment for the generation, storage, management or distribution of energy]*

- 3822 Automatic Controls for Regulating Residential and Commercial Environments and Appliances
- 3823 Industrial Instruments for Measurement, Display, and Control of Process Variables; and Related Products
- 3825 Instruments for Measuring and Testing of Electricity and Electrical Signals
- 46 (complete) Pipelines exc. Natural Gas
- 4911 Electric services
- 4922 Natural gas transmission
- 4924 Natural gas distribution
- 4931 Electric & other services combined
- 4932 Gas & other services combined
- 4939 Combination utilities N.E.C.
- 4961 Steam & air - conditioning supply
- 5063 Wholesale trade: Electrical apparatus & equipment, wiring
- 5074 Wholesale trade: Plumbing, heating equipment & supplies
- 5075 Wholesale trade: Warm air heating & air - conditioning equip
- 5171 Petroleum bulk stations & terminals
- 5172 Petroleum & petroleum products
- 5541 Gasoline service stations
- 5983 Fuel oil dealers
- 7378 Computer maintenance and repair *[only if engaged in the in engineering services related to the generation, storage, management or distribution of energy]*
- 8711 Engineering services *[only if engaged in the in engineering services related to the generation, storage, management or distribution of energy]*
- 8742 Management consulting services *[only if engaged in consulting about the generation, storage, management or distribution of energy]*
- 8748 Business consulting services N.E.C.
- 9631 Regulation and Administration of Communications, Electric, Gas, and other Utilities

The by far largest share of companies in the sampling frame are from SIC codes 1711 and 8711. In the latter case, however, we expect many companies not to fall within our definition of the energy sector.

The **target interviewee** is a (senior) HR manager or (in organisations without a dedicated HR department) a member of management with responsibility for HR matters

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INTRODUCTION:

Good morning/afternoon, my name is... [INTERVIEWER NAME] and I am calling from GDCC on behalf of the European Commission's European Climate, Infrastructure and Environment Executive Agency (CINEA).

Your business has been selected to participate in a survey about the role of women in the energy sector. By energy sector we mean companies whose business includes generation, storage, management or distribution of energy. We also mean companies engaged in associated fields, such as manufacturing, servicing or distributing energy-related products or equipment, and business consultancy on energy management.

European policymakers want to have a better understanding of the Gender Balance in the energy sector. The aim is to make sure that Women are fully involved in shaping the Energy Transition. This survey is now being conducted across 35 countries world-wide and your input is of the utmost importance: the responses to the survey will help shape policy making by the European Institutions.

[READ IF NECESSARY (IF RESPONDENTS ASK FOR MORE INFORMATION ABOUT THE PROJECT)]: The results of the survey will help the European Institutions in their evidence-based policymaking to improve the Role of Women in the Energy Transition. Can I email you some more information about the survey?

May I speak with the HR manager or a member of management with responsibility for HR matters in your company?

[READ IF NECESSARY: This person could be head of the HR department, a senior member of the HR department, or another person in charge of human resource management in your organisation as owner or co-owner, CEO.]

INTERVIEWER: PASS GATEKEEPER AND REACH ELIGIBLE RESPONDENT. IF NEEDED, READ INTRODUCTION AGAIN. AGREE APPOINTMENT IF NEEDED.

This interview may be recorded for quality control purposes.

[READ IF NECESSARY:] The interview will take around 10 minutes. Your answers to this voluntary survey will be treated in strict confidence and in full compliance with EU data protection rules. The survey is used for policy research purposes and results published in aggregate form only. Do you agree to take part in the interview?

InfoEmail

[READ ONLY, IF RESPONDENTS ASK FOR MORE INFORMATION ABOUT THE PROJECT]

Can I email you some more information about the survey?

- 1 Continue with the questionnaire
- 2 Send info email

InfoEmail1

I will send you an email with more information about the survey. Could you tell me your name and email address?

[INT.: Check name and email address, spell it out to the respondent]

Questionnaire for CATI-survey of companies - Final version

A = Arthur	B = Benjamin	C = Charles	D = David	E = Edward	F = Frederick	G = George
H = Harry	I = Isaac	J = Jack	K = King	L = London	M = Mary	N = Nelly
O = Oliver	P = Peter	Q = Queen	R = Robert	S = Samuel	T = Tommy	U = Uncle
V = Victor	W = William	X = X-ray	Y = Yellow	Z = Zebra		

Name	<input type="text"/>
Email	<input type="text"/>

InfoEmail3 [Press cancel and make an appointment.]
[Add a comment that an information email is sent.]
[Click "next" to restart the questionnaire.]



TOPIC	Sub-topic	Target group	Question wording	Response option	Comments
Introduction		ALL	[Intro screen]		
Screener questions	Confirmation that company belongs to the energy sector	ALL	FIT1 Can I confirm, is your organisation engaged in any of the following: generation, storage, management or distribution of energy; in manufacturing, servicing or distributing energy-related products or equipment; or business consultancy on energy management?	[Single answer] 1 Yes 2 No => screen out 3 Don't know [DO NOT READ] 4 Refused /No answer [DO NOT READ] => screen out	
		ALL	FIT2 Does your organisation have 5 employees or more?	[Single answer] 1 Yes 2 No => screen out 3 Don't know [DO NOT READ] => screen out 4 Refused /No answer [DO NOT READ] => screen out	
Subsector	Energy and renewables sector	If FIT1 = 1 or 3	SECTOR Which part of the energy sector does your company operate in? [Multiple answers possible – read out and ask YES/NO per item.]	[Multiple answers] 1 Renewables including heat pumps 2 Oil & gas 3 Nuclear 4 Coal 5 Transmission & distribution 6 Energy Retail 7 Storage 8 Hydrogen 9 Other, please specify 10 Don't know [DO NOT READ] 11 Refused /No answer [DO NOT READ]	



		If SECTOR = 1	RENEW Which part of the renewables sector does your company operate in? [Multiple answers possible – read out and ask YES/NO per item.]	1 Hydropower 2 Wind 3 Solar 4 Bioenergy 5 Waste 6 Geothermal 7 Ocean energy 8 Heat pumps 9 Other 10 Don't know [DO NOT READ] 11 Refused /No answer [DO NOT READ]	
	Gender of respondent	ALL	[Record the gender without asking.]	[Single answer] 1 Male 2 Female 3 Unspecifiable	
Basic features of organisation	Length of existence	ALL	ESTABL When was your company established? Was it...	[Single answer] 1 Less than 2 years ago 2 Between 2 and 5 years ago 3 Between 6 and 20 years ago 4 More than 20 years ago 5 Don't know [DO NOT READ] 6 Refused / No answer [DO NOT READ]	
	Single-site or part of multi-site organisation	ALL	UNIT Is this establishment the only one in your company or does your company have other sites, either in country, abroad, or both?	[Single answer] 1 Only one 2 Other one(s) in country 3 Other one(s) abroad 4 Other one, both in country and abroad 5 don't know 6 Refused / no answer [DO NOT READ]	



	Pubic sector ownership	ALL	STATE Is your organisation partly or wholly owned by the public sector? Is it...	[Single answer] 1 at least 50% owned by the public sector 2 partly owned by the public sector, but less than 50% 3 not owned by the public sector at all 3 Don't know [DO NOT READ] 4 Refused / No answer [DO NOT READ]	
		If [UNIT] = 2, 3, 4, or 5:	INFO In the following we would like to ask some questions about your company's workforce. In your response please refer to the entire company, i.e. the workforce across all your locations within this country.		
Workforce composition (total)	Size of workforce	ALL	STAFF1 How many people are employed in this company? [INT INST. Estimate would be fine, probe fully] [INT INST. Ask for the number at the current moment]	ENTER NUMBER ----- 999998 Don't know [DO NOT READ] 999999 Refused / No answer [DO NOT READ]	
			[Optional explanation] Please include: • All full and part time employees • All employees on permanent, temporary and fixed term contracts • Any staff currently employed on a temporary basis via an agency • Any freelance staff or contractors who work at this site • Work experience placements		
			[Optional explanation] Please use headcount, not full-time equivalents (FTE)		



	Gender ratio (total)	<p>ALL [STAFF1= Only If answered option 1]</p>	<p>SHARE1_NR Of these, how many are women?</p>	<p>ENTER NUMBER ----- 999998 Don't know [DO NOT READ] 999999 Refused / No answer [DO NOT READ]</p>	
		<p>If SHARE1_NR = 999998</p>	<p>SHARE1_PC You can also give me a percentage [INT. Be careful not to confuse total figures and percentages]</p>	<p>ENTER PERCENTAGE ___% 998 Don't know [DO NOT READ] 999 Refused / No answer [DO NOT READ]</p>	
Workforce composition (senior positions)	Gender ratio (senior positions)	<p>ALL [STAFF1= Only If answered option 1]</p>	<p>EXEC_NR Out of the total of [RESPONSE TO "STAFF1"] persons employed in this company, how many hold an executive position?</p>	<p>ENTER NUMBER ----- 9998 Don't know [DO NOT READ] 9999 Refused / No answer [DO NOT READ]</p>	
			<p>[Optional explanation] By this we mean employees responsible for management, supervision and project execution, usually with responsibility for overseeing other employees in the company</p>		<p><i>If interviewee is uncertain about what number to give</i></p>
		<p>If EXEC_NR = 9998</p>	<p>EXEC_PC You can also give me a percentage [INT. Be careful not to confuse total figures and percentages]</p>	<p>ENTER PERCENTAGE ___% 998 Don't know [DO NOT READ] 999 Refused / No answer [DO NOT READ]</p>	
		<p>[only if SHARE1NR answered > 0]</p>	<p>SHARE2_NR Of these employees holding an executive position, how many are women?</p>	<p>ENTER NUMBER ----- 9998 Don't know [DO NOT READ] 9999 Refused / No answer [DO NOT READ]</p>	



		If SHARE2_NR = 9998	<p>SHARE2_PC You can also give me a percentage</p> <p>Careful not to confuse total figures and percentages.</p>	<p>ENTER PERCENTAGE ___%</p> <p>998 Don't know [DO NOT READ]</p> <p>999 Refused / No answer [DO NOT READ]</p>	
Workforce composition (R&I)	Gender ratio (R&I)	ALL [STAFF1= Only If answered option 1]	<p>R+I_NR Out of the total of [RESPONSE TO "STAFF1"] persons working in this company, how many are engaged in <u>research & innovation</u> activities?</p> <p>[Mandatory explanation] By this we mean employees engaged in general research, in development of new products and services, or in innovation of new processes.</p>	<p>ENTER NUMBER _____</p> <p>99998 Don't know [DO NOT READ]</p> <p>99999 Refused / No answer [DO NOT READ]</p>	
		If R+I_NR = 99998	<p>R+I_PC You can also give me a percentage</p> <p>Careful not to confuse total figures and percentages.</p>	<p>ENTER PERCENTAGE ___%</p> <p>998 Don't know [DO NOT READ]</p> <p>999 Refused / No answer [DO NOT READ]</p>	
		If R+I_NR > 0 or R+I_PC > 0	<p>SHARE3_NR Of these employees engaged in research & innovation, how many are women?</p>	<p>ENTER NUMBER _____</p> <p>99998 Don't know [DO NOT READ]</p> <p>99999 Refused / No answer [DO NOT READ]</p>	
		If SHARE3_NR = dk	<p>SHARE3_PC You can also give me a percentage</p> <p>Careful not to confuse total figures and percentages.</p>	<p>ENTER PERCENTAGE ___%</p> <p>998 Don't know [DO NOT READ]</p> <p>999 Refused / No answer [DO NOT READ]</p>	



	Open vacancies	If R+I_NR > 0 or R+I_PC > 0	VACANC1 How difficult has it been for your company to fill vacancies for positions involved in research & innovation -- <u>over the last 5 years</u> , in case you had vacancies?	[Single answer] 1 Very difficult 2 Somewhat difficult 3 Neither difficult nor easy 4 Rather easy 5 Very easy 6 No vacancies at all over the last 5 years 7 Don't know [DO NOT READ] 8 Refused / No answer [DO NOT READ]	
		If R+I_NR > 0 or R+I_PC > 0	VACANC2 Do you expect it to become more difficult or easier <u>over the next 2-3 years</u> to fill vacancies for positions involved in research & innovation, or don't you expect any vacancies?	[Single answer] 1 Much more difficult 2 Somewhat more difficult 3 Unchanged 4 Rather easy 5 Much easier 6 No vacancies expected over next 2-3 years 7 Don't know [DO NOT READ] 8 Refused / No answer [DO NOT READ]	
Workforce composition (dynamics)	Change of gender ratios	For EXP1, EXP2: ALL For EXP3, EXP4: If R+I_NR > 0 or R+I_PC > 0	EXP Has, over the past 5 years, the <u>share of women</u> increased a lot, increased somewhat, remained the same or decreased in the following groups: EXP1 your total workforce? EXP2 staff holding <u>senior positions</u> ? EXP3 your <u>workforce engaged in research & innovation</u> ? EXP4 applications for open positions in research & innovation?	[Single answer] 1 Yes, increased a lot 2 Yes, somewhat increased 3 No, it has remained the same 4 No, it has decreased 5 Don't know [DO NOT READ] 6 Refused / No answer [DO NOT READ]	



<p>Strategic priorities on gender equality</p>	<p>Priorities regarding gender balance as expressed by the HR manager</p>	<p>ALL</p>	<p>PRI0 To what extent do you agree or disagree with the following statements <i>[on a scale from 1 to 5, 1 meaning you fully agree, 5 you do not agree at all]:</i></p> <p>PRI01 Our company strives to increase women's share in the <u>total workforce</u> PRI02 Our company strives to increase women's share among <u>executive positions</u> PRI03 Our top management shows full commitment to gender equality PRI04 Increasing the share of women in our workforce will have a positive impact on our economic results</p>	<p>[Single answer] 1 Fully agree 2 Somewhat agree 3 Neither agree nor disagree 4 Somewhat disagree 5 Do not agree at all 6 Don't know [DO NOT READ] 7 Refused / No answer [DO NOT READ]</p>	
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<p>Obstacles to improved gender balance</p>	<p>Obstacles to improved gender balance as perceived by HR managers in companies</p>	<p>If PRIO1 = 1, 2 or 3 OR PRIO2 = 1, 2 or 3</p>	<p>OBSTAC To what extent do the following possible <u>obstacles</u> to greater gender balance apply to your organisation? <i>[on a scale from 1 to 5, 1 meaning they apply fully, 5 they do not apply at all]</i></p> <p>OBSTAC1 Scarce supply of qualified women on the labour market OBSTAC2 Female employees having more difficulty to manage work-life balance OBSTAC3 Turnover among female employees higher than among men OBSTAC4 Beliefs that men are better suited for certain types of jobs than women OBSTAC5 Female employees not getting as much support from their superiors and colleagues as men OBSTAC6 Lack of supportive workplace policies on offer OBSTAC7 Lack of role models for female employees OBSTAC8 Women are overlooked when deciding on promotions</p>	<p>[Single answer] 1 Applies fully 2 Somewhat applies 3 Neutral 4 Somewhat does not apply 5 Does not apply at all 6 Don't know [DO NOT READ] 7 Refused / No answer [DO NOT READ]</p>	
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<p>Measures to address gender imbalances</p>	<p>Measures taken by companies, including flexible work practices, support targeting female staff, training and awareness raising</p>	<p>ALL</p>	<p>MEAS I will now read you a list of measures companies take to support the role of women in the organisation. Please reply for each one:</p> <ul style="list-style-type: none"> • whether your companies has this measure already in place; • if yes, how effective the measure is in improving gender equality in your organisation, according to your experience, on a scale of 1 = very effective to 5 = very ineffective. <p>[Ask for a Yes/No first and then read the scale if Yes]</p> <p>MEAS1 Training measures to raise awareness about gender equality MEAS2 Mentoring, coaching or networking for women MEAS3 Flexible work arrangements such as remote work from home or part-time work (beyond what is required by law) MEAS4 Job-sharing for management positions MEAS5 Monitoring of gender equality based on indicators MEAS6 Analysis of gender pay gaps MEAS7 Cooperation with education system stakeholders for attracting more girls and women into the sector MEAS8 Self-imposed quotas for share of women in decision-making bodies MEAS9 Policy or strategy for promoting gender equality across the organisation MEAS10 Establishment of a position with responsibility for gender equality</p>	<p>[Single answer] For each: 1 Very effective 2 Somewhat effective 3 Neither effective, nor ineffective 4 Somewhat ineffective 5 Not effective at all 6 No, we don't have this measure 7 Yes this measure is in place but I don't know how effective it is [DO NOT READ] 8 Don't know [DO NOT READ] 9 Refused / No answer [DO NOT READ]</p>	
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Workforce composition (Blue collar / White collar)		ALL [STAFF1= Only If answered option 1]	MANUAL_NR Out of the total of [RESPONSE TO "STAFF1"] persons working in this company, how many perform primarily manual labour?	ENTER NUMBER _____ 99998 Don't know [DO NOT READ] 99999 Refused / No answer [DO NOT READ]	
		If MANUAL_NR = dk	MANUAL_PC You can also give me a percentage	ENTER PERCENTAGE _____% 998 Don't know [DO NOT READ] 999 Refused / No answer [DO NOT READ]	
Turnover	ALL	ALL	TURNOVER Can you give me an indication of the size of the turnover of your company in the last year for which data is available? [Optional explanation] By this we mean the turnover of the entire company across all locations in this country	1 Up to 2 million EURO 2 More than 2 million and up to 10 million EURO 3 More than 10 million and up to 50 million EURO 4 Over 50 million EURO 5 Don't know [DO NOT READ] 6 Refused / No answer [DO NOT READ]	

END MESSAGES

[Interview completed:] Thank you for taking part in the survey. We have reached the end of the interview. I wish you a pleasant day.

[Screen out/quota full:] Thank you for taking part in the survey. These were all the questions I had for you today. I wish you a pleasant day.