

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

## Codebook: CATI-Survey of energy sector companies



Filters:

**Filter 1:**

- STAFF1t 'missing'
- STAFF1t < 1000000

**Filter 2:**

Exclusion of companies with less than 10 employees

- STAFF1t > 9

**Filter 3:**

Exclusion of companies that did not confirm belonging to the energy sector

- FIT1 == 1

Remaining cases:

Austria	76
Belgium	66
Bulgaria	87
Croatia	43
Cyprus	26
Czech Republic	76
Denmark	59
Estonia	62
Finland	64
France	82
Germany	91
Greece	74
Hungary	75
Ireland	62
Italy	94
Latvia	62
Lithuania	65
Luxembourg	27
Malta	10
Netherlands	87
Poland	81
Portugal	79
Romania	69
Slovakia	55
Slovenia	43

## CATI-survey codebook

Spain	94
Sweden	80
Norway	90
Iceland	22
Switzerland	112
Turkey	118
Australia	86
Canada	90
UK	87
USA	89
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TOTAL	2483
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Target group	Variable name + Question wording (if applicable)	Response option	(Re)coding	New variables computed
	<b>Filter 1</b> Only companies that provided data on number of employees and exclusion of the conspicuously big companies		STAFF1t < 1000000	
	<b>Filter 2</b> Only companies with at least 10 employees		STAFF1t > 9	
	<b>Filter 3</b> Only companies that confirmed belonging to energy sector		FIT1 == 1	



	COUNTRY	[Single answer]		COUNTRYGROUP
		1. Austria		Country grouping
		2. Belgium		if \$source == 'UK' use 'Anglophone'
		3. Bulgaria		if \$source == 'Ireland' use 'Anglophone'
		4. Croatia		if \$source == 'Estonia' use 'Baltic'
		5. Cyprus		if \$source == 'Latvia' use 'Baltic'
		6. Czech Republic		if \$source == 'Lithuania' use 'Baltic'
		7. Denmark		if \$source == 'Bulgaria' use 'Central-eastern'
		8. Estonia		if \$source == 'Croatia' use 'Central-eastern'
		9. Finland		if \$source == 'Czech Republic' use 'Central-eastern'
		10. France		if \$source == 'Hungary' use 'Central-eastern'
		11. Germany		if \$source == 'Poland' use 'Central-eastern'
		12. Greece		if \$source == 'Romania' use 'Central-eastern'
		13. Hungary		if \$source == 'Slovakia' use 'Central-eastern'
		14. Ireland		if \$source == 'Slovenia' use 'Central-eastern'
		15. Italy		if \$source == 'Austria' use 'Continental'
		16. Latvia		if \$source == 'Belgium' use 'Continental'
		17. Lithuania		if \$source == 'France' use 'Continental'
		18. Luxembourg		if \$source == 'Germany' use 'Continental'
		19. Malta		if \$source == 'Luxembourg' use 'Continental'
		20. Netherlands		if \$source == 'Netherlands' use 'Continental'
		21. Poland		if \$source == 'Denmark' use 'Northern'
		22. Portugal		if \$source == 'Finland' use 'Northern'
		23. Romania		if \$source == 'Sweden' use 'Northern'
		24. Slovakia		if \$source == 'Cyprus' use 'Southern'
		25. Slovenia		if \$source == 'Greece' use 'Southern'
		26. Spain		if \$source == 'Italy' use 'Southern'
		27. Sweden		if \$source == 'Malta' use 'Southern'
		28. Norway		if \$source == 'Portugal' use 'Southern'
		29. Iceland		if \$source == 'Spain' use 'Southern'
		30. Switzerland		if \$source == 'Switzerland' use 'Continental'
		31. Turkey		if \$source == 'Iceland' use 'Northern'
		32. Australia		if \$source == 'Norway' use 'Northern'
		33. Canada		if \$source == 'Turkey' use 'Southern'
		34. UK		if \$source == 'Canada' use 'Non-Europe'
		35. USA		if \$source == 'USA' use 'Non-Europe'
				if \$source == 'Australia' use 'Non-Europe'



				<p><b>EU27</b> Whether company is from EU27 or not if \$source == 'Switzerland' use 'No' if \$source == 'Iceland' use 'No' if \$source == 'Norway' use 'No' if \$source == 'Turkey' use 'No' if \$source == 'Canada' use 'No' if \$source == 'USA' use 'No' if \$source == 'UK' use 'No' if \$source == 'Australia' use 'No' else use 'Yes'</p>
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<p>If FIT1 = 1 or 3</p>	<p><b>SECTOR</b> Which part of the energy sector does your company operate in? <b>SECTOR_1</b> (Renewables including heat pumps), <b>SECTOR_2</b> (Oil &amp; gas), <b>SECTOR_3</b> (Nuclear), <b>SECTOR_4</b> (Coal), <b>SECTOR_5</b> (Transmission &amp; distribution), <b>SECTOR_6</b> (Energy Retail), <b>SECTOR_7</b> (Storage), <b>SECTOR_8</b> (Hydrogen), <b>SECTOR_9</b> (Other, please specify), <b>SECTOR_9t</b> [free text], <b>SECTOR_10</b> (Don't know), <b>SECTOR_11</b> (Refused /No answer)</p>	<p>[For each] 0. No 1. Yes</p>	<p><b>SECTOR_1_ADD</b> SECTOR_1 considering ADD_SECTOR If \$source == 2 use 'yes' If \$source == NA use SECTOR_1 else use SECTOR_1</p> <p><b>SECTOR_2_ADD</b> SECTOR_2 considering ADD_SECTOR If \$source == 8 use 'yes' If \$source == NA use SECTOR_2 else use SECTOR_2</p> <p><b>SECTOR_5_ADD</b> SECTOR_2 considering ADD_SECTOR If \$source == 10 use 'yes' If \$source == NA use SECTOR_5 else use SECTOR_5</p> <p><b>SECTOR_6_ADD</b> SECTOR_2 considering ADD_SECTOR If \$source == 7 use 'yes' If \$source == NA use SECTOR_6 else use SECTOR_6</p> <p><b>SECTOR_7_ADD</b> SECTOR_2 considering ADD_SECTOR If \$source == 9 use 'yes' If \$source == NA use SECTOR_7 else use SECTOR_7</p> <p><b>SECTOR_12</b> Energy sector - Energy Research &amp; Consulting IF(ADD_SECTOR == 'Energy Research &amp; Consulting', 1, 0)</p> <p><b>SECTOR_13</b> Energy sector - Energy Equipment IF(ADD_SECTOR == 'Energy Equipment', 1, 0)</p>
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				<p><b>SECTOR_14</b>          Energy sector - HVAC          IF(ADD_SECTOR == 'HVAC', 1, 0)</p> <p><b>SECTOR_15</b>          Energy sector - Installation &amp; Maintenance          IF(ADD_SECTOR == 'Installation &amp; Maintenance', 1, 0)</p> <p><b>ADD_SECTOR</b>          Energy sector mentioned in open question (SECTOR_9t)          1 "Distribution"          2 "Renewables"          3 "Energy Equipment"          4 "HVAC"          5 "Energy Research &amp; Consulting"          6 "Oil &amp; Gas"          7 "Installation &amp; Maintenance"          8 "Others"          9 "Retail and wholesale"</p> <p><b>PART_OF_RE</b>          Is the company part of the RE sector?          IF(SECTOR_1_ADD == 'yes', "yes", "no")</p>
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If SECTOR = 1	<b>RENEW</b> Which part of the renewables sector does your company operate in? <b>RENEW_1</b> (Hydropower) <b>RENEW_2</b> (Wind) <b>RENEW_3</b> (Solar) <b>RENEW_4</b> (Bioenergy) <b>RENEW_5</b> (Waste) <b>RENEW_6</b> (Geothermal) <b>RENEW_7</b> (Ocean energy) <b>RENEW_8</b> (Heat pumps) <b>RENEW_9</b> (Other) <b>RENEW_10</b> (Don't know) <b>RENEW_11</b> (Refused /No answer)	<b>[For each:]</b> 0. No 1. Yes	10, 11 => missing	
ALL	<b>GENDER</b>	<b>[Single answer]</b> 1 Male 2 Female 3 Unspecifiable	3 => missing	
ALL	<b>ESTABL</b> When was your company established? Was it...	<b>[Single answer]</b> 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 99999997 Refused / No answer	5, 99999997 => missing	
ALL	<b>UNIT</b> Is this establishment the only one in your company or does your company have other sites, either in country, abroad, or both?	<b>[Single answer]</b> 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 99999997 Refused / no answer	5, 99999997 => missing	



ALL	<b>STATE</b> 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 4 Don't know 99999997 Refused / No answer	4, 99999997 => missing	
If [UNIT] = 2, 3, 4, or 5:	<b>INFO</b> 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.			
ALL	<b>STAFF1</b> How many people are employed in this company?	1 Number given 2 Don't know 99999997 Refused / No answer	2, 99999997 => missing	<b>STAFF1_CLASSES</b> Size of total workforce in classes IF(STAFF1t <= 9, "up to 9", IF(STAFF1t <= 49, "10 to 49", IF(STAFF1t <= 249, "50 to 249", IF(STAFF1t > 249, "250 or more"))))
If [STAFF1] = 1	<b>STAFF1t</b> How many people are employed in this company?	Number		
ALL	<b>SHARE1NR</b> Of these, how many are women?	1 Figure given 2 Don't know 99999997 Refused / No answer	2, 99999997 => missing	
If [SHARE1_NR] = 1	<b>SHARE1NRt</b> Of these, how many are women?	Number		

If SHARE1_NR = 999998	<b>SHARE1PC</b> Can you give me an estimate in percentage?	ENTER PERCENTAGE ___% 99999990 Refused / No answer 99999997 Don't know	99999990, 99999997=> missing	<b>SHARE1PCX</b> Percentage of women in staff =ROUND (IFMISS(SHARE1PC, (SHARE1NRt / STAFF1t) * 100, SHARE1PC)) <b>SHARE1CLASSES</b> Percentage of women in staff (classes) =IF(SHARE1PCX <= 0, "none", IF(SHARE1PCX <= 20, "up to 20%",IF(SHARE1PCX <= 40, "21 to 40%",IF(SHARE1PCX <= 60, "41 to 60%", IF (SHARE1PCX <= 80, "61 to 80%", IF (SHARE1PCX <= 100, "81 to 100%"))))))
ALL	<b>EXECNR</b> Out of the total of persons employed in this company, how many hold an executive position?	1 Figure given 2 Don't know 99999997 Refused / No answer	2, 99999997 => missing	
If [EXECNR] = 1	<b>EXECNRt</b> Out of the total of persons employed in this company, how many hold an executive position?	Number		
If [EXEC_NR] = 9998	<b>EXECPC</b> Can you also give me an estimate in percentage?	ENTER PERCENTAGE ___% 99999990 Refused / No answer 99999997 Don't know	99999990, 99999997=> missing	<b>EXECNRX</b> Absolut number of executives =IFMISS(EXECNRt, ROUND(EXECPC * STAFF1t / 100), EXECNRt)
If [SHARE1NR] > 0	<b>SHARE2NR</b> Of these employees holding an executive position, how many are women?	1 Figure given 2 Don't know 99999997 Refused/No answer	2, 99999997 => missing	
	<b>SHARE2NRt</b> Of these employees holding an executive position, how many are women?	Number		



<p>If SHARE2_NR = 9998</p>	<p><b>SHARE2PC</b> Can you give me an estimate in percentage?</p>	<p>ENTER PERCENTAGE ___% 99999990 Refused / No answer 99999997 Don't know</p>	<p>99999990, 99999997=&gt; missing</p>	<p><b>SHARE2X</b> Percentage of women in executive staff = IF(SHARE1NRt == 0 and EXECNRt &gt; 0, 0, ROUND(IFMISS(SHARE2PC, (SHARE2NRt / EXECNRX) * 100, SHARE2PC))) <b>SHARE2CLASSES</b> Percentage of women in executive staff classes =IF(SHARE2X &lt;= 0, "none", IF(SHARE2X &lt;= 20, "up to 20%",IF(SHARE2X &lt;= 40, "21 to 40%",IF(SHARE2X &lt;= 60, "41 to 60%", IF (SHARE2X &lt;= 80, "61 to 80%", IF (SHARE2X &lt;= 100, "81 to 100%"))))))</p>
<p>ALL</p>	<p><b>RINR</b> Out of the total of persons working in this company, how many are engaged in <u>research &amp; innovation activities</u>?</p>	<p>Figure given ----- 99999990 Refused / No answer 99999997 Don't know</p>	<p>99999990, 99999997=&gt; missing</p>	
<p>If RINR = 9998</p>	<p><b>RIPC</b> Can you give me an estimate in percentage?</p>	<p>ENTER PERCENTAGE ___% 99999990 Refused / No answer 99999997 Don't know</p>	<p>99999990, 99999997=&gt; missing</p>	<p><b>RIX</b> Percentage of staff in R&amp;I =IFMISS(RIPC, (RINR / STAFF1t) * 100, RIPC) <b>RIXCLASSES</b> Percentage of staff in R&amp;I classes =IF(RIX &lt;= 0, "none", IF(RIX &lt;= 20, "up to 20%",IF(RIX &lt;= 40, "21 to 40%",IF(RIX &lt;= 60, "41 to 60%", IF (RIX &lt;= 80, "61 to 80%", IF (RIX &lt;= 100, "81 to 100%"))))))</p>
<p>If RINR &gt; 0 or RIPC &gt; 0</p>	<p><b>SHARE3NR</b> Of these employees engaged in research &amp; innovation, how many are women?</p>	<p>1 Figure given 2 Don't know 99999997 Refused / No answer</p>	<p>2, 99999997 =&gt; missing</p>	
<p>If [SHARE1NR] &gt; 0</p>	<p><b>SHARE3NRt</b> Of these employees engaged in research &amp; innovation, how many are women? - text</p>	<p>Number</p>		

If SHARE3NR = 2	<b>SHARE3PC</b> Can you give me an estimate in percentage?	ENTER PERCENTAGE ___% 99999990 Refused / No answer 99999997 Don't know	99999990, 99999997=> missing	<b>SHARE3NRX</b> Percentage of women among R&I staff = IF(SHARE1NRt == 0 and RINR > 0, ROUND(IFMISS(SHARE3PC, (SHARE3NRt / RINR) * 100, SHARE3PC))) <b>SHARE3CLASSES</b> Percentage of women among R&I staff (classes) =IF(SHARE3NRX <= 0, "none", IF(SHARE3NRX <= 20, "up to 20%",IF(SHARE3NRX <= 40, "21 to 40%",IF(SHARE3NRX <= 60, "41 to 60%", IF (SHARE3NRX <= 80, "61 to 80%", IF (SHARE3NRX <= 100, "81 to 100%"))))))
If RINR > 0 or RIPC > 0	<b>VACANC1</b> How difficult has it been for your company to fill vacancies for positions involved in research & innovation?	[Single answer] 1 Very difficult 2 Somewhat difficult 3 Neither difficult nor easy 4 Rather easy 5 Very easy 6 No vacancies over the last 5 years 7 Don't know 99999997 Refused / No answer	7, 99999997 => missing	<b>VACANC1X</b> Difficulty of filling vacancies (past) If \$source == 'No vacancies over the last 5 years' use NA else use VACANC1 <b>VACANC_PAST</b> Vacancies over last 5 years (yes/no) If \$source == 6 use 'No' else use 'Yes'
If RINR > 0 or RIPC > 0	<b>VACANC2</b> Do you expect it to become more difficult or easier over the next 2-3 years to fill 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 99999997 Refused / No answer	7, 99999997 => missing	<b>VACANC2X</b> Difficulty of filling vacancies (expected) If \$source == 'No vacancies expected over next 2-3 years' use NA else use VACANC2 <b>VACANC2_FUT</b> Vacancies expected in the next 2-3 years (yes/no) If \$source == 6 use 'No' else use 'Yes'
ALL	<b>EXP1_1</b> Has, over the past 5 years, the share of women increased? – Your total workforce?	[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 99999997 Refused /No answer	5, 99999997 =>missing	

ALL	<b>EXP1_2</b> Has, over the past 5 years, the share of women increased? – Staff holding senior positions?	[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 99999997 Refused /No answer	5, 99999997 =>missing	
If RINR > 0 or RIPC > 0	<b>EXP1_3</b> Has, over the past 5 years, the share of women increased? – Your workforce engaged 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 99999997 Refused /No answer	5, 99999997 =>missing	
If RINR > 0 or RIPC > 0	<b>EXP1_4</b> Has, over the past 5 years, the share of women increased? – 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 99999997 Refused /No answer	5, 99999997 =>missing	
ALL	<b>PRIO1_1</b> To what extent do you agree or disagree with the following statements? - <u>Our company strives to increase women's share in the total workforce</u>	[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 99999997 Refused / No answer	6, 99999997 => missing	

ALL	<b>PRIO1_2</b> <u>Our company strives to increase women's share among executive positions</u>	[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 9999997 Refused / No answer	6, 9999997 => missing	
ALL	<b>PRIO1_3</b> <u>Our top management shows full commitment to gender equality</u>	[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 9999997 Refused / No answer	6, 9999997 => missing	
ALL	<b>PRIO1_4</b> <u>Increasing the share of women in our workforce will have positive impact on our economic results</u>	[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 9999997 Refused / No answer	6, 9999997 => missing	
If PRIO1 = 1, 2 or 3 OR PRIO2 = 1, 2 or 3	<b>OBSTAC_1</b> <u>Scarce supply of qualified women on the labour market</u>	[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 9999997 Refused / No answer	6, 9999997 => missing	

If PRIO1 = 1, 2 or 3 OR PRIO2 = 1, 2 or 3	<b>OBSTAC_2</b> To what extent do the following possible obstacles to greater gender balance apply to your organisation? - Female employees having more difficulty to manage work-life balance	[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 9999997 Refused / No answer	6, 9999997 => missing	
If PRIO1 = 1, 2 or 3 OR PRIO2 = 1, 2 or 3	<b>OBSTAC_3</b> To what extent do the following possible obstacles to greater gender balance apply to your organisation? - Turnover among female employees higher than among men	[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 9999997 Refused / No answer	6, 9999997 => missing	
If PRIO1 = 1, 2 or 3 OR PRIO2 = 1, 2 or 3	<b>OBSTAC_4</b> To what extent do the following possible obstacles to greater gender balance apply to your organisation? - Beliefs that men are better suited for certain types of jobs than women	[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 9999997 Refused / No answer	6, 9999997 => missing	
If PRIO1 = 1, 2 or 3 OR PRIO2 = 1, 2 or 3	<b>OBSTAC_5</b> To what extent do the following possible obstacles to greater gender balance apply to your organisation? - Female employees not getting as much support from their superiors and colleagues as men	[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 9999997 Refused / No answer	6, 9999997 => missing	





<p>If PRIO1 = 1, 2 or 3 OR PRIO2 = 1, 2 or 3</p>	<p><b>OBSTAC_6</b> To what extent do the following possible obstacles to greater gender balance apply to your organisation? - Lack of company support for work-family balance</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 9999997 Refused / No answer</p>	<p>6, 9999997 =&gt; missing</p>	
<p>If PRIO1 = 1, 2 or 3 OR PRIO2 = 1, 2 or 3</p>	<p><b>OBSTAC_7</b> To what extent do the following possible obstacles to greater gender balance apply to your organisation? - Lack of role models for female employees</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 9999997 Refused / No answer</p>	<p>6, 9999997 =&gt; missing</p>	
<p>If PRIO1 = 1, 2 or 3 OR PRIO2 = 1, 2 or 3</p>	<p><b>OBSTAC_8</b> To what extent do the following possible obstacles to greater gender balance apply to your organisation? - 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 9999997 Refused / No answer</p>	<p>6, 9999997 =&gt; missing</p>	

ALL	<p><b>MEAS_1</b> 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"> <li>• whether your companies has this measure already in place;</li> <li>• 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.</li> </ul> <p>- <u>Training measures to raise awareness about gender equality</u></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 8 Don't know 99999997 Refused / No answer</p>	8, 99999997 => missing	<p><b>MEAS_1_IMPL</b> Is the measure implemented? (yes/no) If \$Source == 6 use 'No' else use 'Yes'</p> <p><b>MEAS_1_EFFECT</b> Effectiveness of the measure If \$Source == 1 use 'Very effective' If \$Source == 2 use 'Somewhat effective' If \$Source == 3 use 'Neither effective nor ineffective' If \$Source == 4 use 'Somewhat ineffective' If \$Source == 5 use 'Not effective at all' else use NA</p>
ALL	<p><b>MEAS_2</b> <u>Mentoring, coaching or networking for women</u></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 8 Don't know 99999997 Refused / No answer</p>	8, 99999997 => missing	<p><b>MEAS_2_IMPL</b> Is the measure implemented? (yes/no) If \$Source == 6 use 'No' else use 'Yes'</p> <p><b>MEAS_2_EFFECT</b> Effectiveness of the measure If \$Source == 1 use 'Very effective' If \$Source == 2 use 'Somewhat effective' If \$Source == 3 use 'Neither effective nor ineffective' If \$Source == 4 use 'Somewhat ineffective' If \$Source == 5 use 'Not effective at all' else use NA</p>

ALL	<b>MEAS_3</b> <u>Flexible work arrangements such as remote work from home or part-time work (beyond what is required by law)</u>	<b>[Single answer]</b> 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 8 Don't know 99999997 Refused / No answer	8, 99999997 => missing	<b>MEAS_3_IMPL</b> Is the measure implemented? (yes/no) If \$Source == 6 use 'No' else use 'Yes' <b>MEAS_3_EFFECT</b> Effectiveness of the measure If \$Source == 1 use 'Very effective' If \$Source == 2 use 'Somewhat effective' If \$Source == 3 use 'Neither effective nor ineffective' If \$Source == 4 use 'Somewhat ineffective' If \$Source == 5 use 'Not effective at all' else use NA
ALL	<b>MEAS_4</b> <u>Job-sharing for management positions</u>	<b>[Single answer]</b> 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 8 Don't know 99999997 Refused / No answer	8, 99999997 => missing	<b>MEAS_4_IMPL</b> Is the measure implemented? (yes/no) If \$Source == 6 use 'No' else use 'Yes' <b>MEAS_4_EFFECT</b> Effectiveness of the measure If \$Source == 1 use 'Very effective' If \$Source == 2 use 'Somewhat effective' If \$Source == 3 use 'Neither effective nor ineffective' If \$Source == 4 use 'Somewhat ineffective' If \$Source == 5 use 'Not effective at all' else use NA
ALL	<b>MEAS_5</b> <u>Monitoring of gender equality based on indicators</u>	<b>[Single answer]</b> 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 8 Don't know 99999997 Refused / No answer	8, 99999997 => missing	<b>MEAS_5_IMPL</b> Is the measure implemented? (yes/no) If \$Source == 6 use 'No' else use 'Yes' <b>MEAS_5_EFFECT</b> Effectiveness of the measure If \$Source == 1 use 'Very effective' If \$Source == 2 use 'Somewhat effective' If \$Source == 3 use 'Neither effective nor ineffective' If \$Source == 4 use 'Somewhat ineffective' If \$Source == 5 use 'Not effective at all' else use NA

ALL	<b>MEAS_6</b> <u>Analysis of gender pay gaps</u>	<b>[Single answer]</b> 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 8 Don't know 99999997 Refused / No answer	8, 99999997 => missing	<b>MEAS_6_IMPL</b> Is the measure implemented? (yes/no) If \$Source == 6 use 'No' else use 'Yes' <b>MEAS_6_EFFECT</b> Effectiveness of the measure If \$Source == 1 use 'Very effective' If \$Source == 2 use 'Somewhat effective' If \$Source == 3 use 'Neither effective nor ineffective' If \$Source == 4 use 'Somewhat ineffective' If \$Source == 5 use 'Not effective at all' else use NA
ALL	<b>MEAS_7</b> <u>Cooperation with education system stakeholders for attracting more girls and women into the sector</u>	<b>[Single answer]</b> 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 8 Don't know 99999997 Refused / No answer	8, 99999997 => missing	<b>MEAS_7_IMPL</b> Is the measure implemented? (yes/no) If \$Source == 6 use 'No' else use 'Yes' <b>MEAS_7_EFFECT</b> Effectiveness of the measure If \$Source == 1 use 'Very effective' If \$Source == 2 use 'Somewhat effective' If \$Source == 3 use 'Neither effective nor ineffective' If \$Source == 4 use 'Somewhat ineffective' If \$Source == 5 use 'Not effective at all' else use NA
ALL	<b>MEAS_8</b> <u>Self-imposed quotas for share of women in decision-making bodies</u>	<b>[Single answer]</b> 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 8 Don't know 99999997 Refused / No answer	8, 99999997 => missing	<b>MEAS_8_IMPL</b> Is the measure implemented? (yes/no) If \$Source == 6 use 'No' else use 'Yes' <b>MEAS_8_EFFECT</b> Effectiveness of the measure If \$Source == 1 use 'Very effective' If \$Source == 2 use 'Somewhat effective' If \$Source == 3 use 'Neither effective nor ineffective' If \$Source == 4 use 'Somewhat ineffective' If \$Source == 5 use 'Not effective at all' else use NA

ALL	<b>MEAS_9</b> <u>Policy or strategy for promoting gender equality across the organisation</u>	[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 8 Don't know 99999997 Refused / No answer	8, 99999997 => missing	<b>MEAS_9_IMPL</b> Is the measure implemented? (yes/no) If \$Source == 6 use 'No' else use 'Yes' <b>MEAS_9_EFFECT</b> Effectiveness of the measure If \$Source == 1 use 'Very effective' If \$Source == 2 use 'Somewhat effective' If \$Source == 3 use 'Neither effective nor ineffective' If \$Source == 4 use 'Somewhat ineffective' If \$Source == 5 use 'Not effective at all' else use NA
ALL	<b>MEAS_10</b> <u>Establishment of a position with responsibility for gender equality</u>	[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 8 Don't know 99999997 Refused / No answer	8, 99999997 => missing	<b>MEAS_10_IMPL</b> Is the measure implemented? (yes/no) If \$Source == 6 use 'No' else use 'Yes' <b>MEAS_10_EFFECT</b> Effectiveness of the measure If \$Source == 1 use 'Very effective' If \$Source == 2 use 'Somewhat effective' If \$Source == 3 use 'Neither effective nor ineffective' If \$Source == 4 use 'Somewhat ineffective' If \$Source == 5 use 'Not effective at all' else use NA
				<b>MEAS_NUMBER</b> Total number of measures =SUM(IF(MEAS_1_IMPL == 'Yes', 1, 0), IF(MEAS_2_IMPL == 'Yes', 1, 0), IF(MEAS_3_IMPL == 'Yes', 1, 0), IF(MEAS_4_IMPL == 'Yes', 1, 0), IF(MEAS_5_IMPL == 'Yes', 1, 0), IF(MEAS_6_IMPL == 'Yes', 1, 0), IF(MEAS_7_IMPL == 'Yes', 1, 0), IF(MEAS_8_IMPL == 'Yes', 1, 0), IF(MEAS_9_IMPL == 'Yes', 1, 0), IF(MEAS_10_IMPL == 'Yes', 1, 0))
ALL [STAFF1= Only If answered option 1]	<b>MANUALNR</b> Out of the total of persons working in this company, how many perform primarily manual labour?	1 Figure given 2 Don't know 99999997 Refused / No answer	2, 99999997 => missing	



If <b>MANUALNR</b> = 1	<b>MANUALNRt</b> Out the total of persons working in this company, how many perform primarily manual labour? - text	Text		
If <b>MANUALNR</b> = 2	<b>MANUALPC</b> Can you give me an estimate in percentage?	ENTER PERCENTAGE ___% 99999990 Refused / No answer 99999997 Don't know	99999990, 99999997 => missing	<b>MANUALNRX</b> Percentage of manual workers in staff = ROUND(IFMISS(MANUALPC, (MANUALNRt / STAFF1t) * 100, MANUALPC)) <b>MANUALCLASSES</b> Percentage of manual workers in staff (classes) = IF(MANUALNRX <= 0, "none", IF(MANUALNRX <= 20, "up to 20%", IF(MANUALNRX <= 40, "21 to 40%", IF(MANUALNRX <= 60, "41 to 60%", IF (MANUALNRX <= 80, "61 to 80%", IF (MANUALNRX <= 100, "81 to 100%"))))))))
<b>ALL</b>	<b>TURNOVER</b> Can you give me an indication of the size of the turnover of your company in the last year for which data is available?	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 9999997 Refused / No answer	5, 99999997 => missing	

