

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

### Codebook: Student Survey



## INTRO SCREEN

The education and training landscape across the world is currently facing an urgent demand to prepare students for positions at the core of what is known as the energy transition, i.e. the global shift from relying on traditional, non-renewable energy sources (like fossil fuels) to a cleaner and more sustainable energy system mainly based on renewable sources. Each country needs to manage the energy transition in an effective but also socially sustainable way, for which individuals with new (combinations) of skills are required at all levels, from manual labour positions to top executives.

Against this background, we are conducting a survey of students in universities and other tertiary education institutions across the world to explore their perceptions about the energy transition and gauge their interest in a career in the energy sector or in other positions at the centre of the energy transition.

We cordially invite you to participate in this survey, which is being conducted by [empirica](#) as part of a study commissioned by the [European Climate, Infrastructure, and Environment Executive Agency \(CINEA\)](#), an agency of the European Commission. Your input is incredibly valuable in shaping the energy transition in Europe and beyond.

We sincerely appreciate your time and willingness to share your experiences and perspectives. Completing the survey should take approximately 5 minutes of your time. Rest assured that your participation is entirely voluntary, and your responses will be handled with strict confidentiality, fully complying with EU data protection rules. The survey will not allow any identification of your person or the organisation you work for. Its purpose is to contribute to policy research, and the results will be published only in aggregated form.

Together, let's drive positive change and foster an environment that promotes the development of study programmes and job profiles that effectively address the demands arising from climate change and the energy transition.

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Target group	Variable name + Question wording (if applicable)	Response option	Re(coding)	New variables computed
	<b>Filter 1</b> Excluding subjects with variance = 0		Variance_FACTOR != 0 or Variance_FACTOR == NA And Variance_CONTENT != 0 or Variance_CONTENT == NA	
	<b>Filter 2</b> Excluding subjects that did not mention the country of studies		NATION2 != NA	
ALL	<b>LEVEL</b> What is the current level of education in which you are enrolled?	[Single answer] 1 Bachelor's or equivalent 2 Master's or equivalent 3. Ph.D. 4. Vocational Education and Training (VET) programme 5. College programme 6. Technical or trade school programme 7. Professional certification programme 8. Other, please specify: 10. No answer		
If LEVEL = 8	<b>P2Q2</b> Your studies: Other, please, specify:	[Single answer] Text		
ALL	<b>GRAD</b> In which year do you expect to graduate?	[Single answer] 2023 ... 2029		
ALL	<b>FIELD1_1</b> What field(s) of study are you currently pursuing? - Education	[Single answer] 1 Education		

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ALL	<b>FIELD1_2</b> What field(s) of study are you currently pursuing? – Arts and humanities	[Single answer] 1 Arts and humanities		
ALL	<b>FIELD1_3</b> What field(s) of study are you currently pursuing? – Social sciences, journalism and information	[Single answer] 1 Social sciences, journalism and information		
ALL	<b>FIELD1_4</b> What field(s) of study are you currently pursuing? – Business, administration and law	[Single answer] 1 Business, administration and law		
ALL	<b>FIELD1_5</b> What field(s) of study are you currently pursuing? – Natural sciences and mathematics	[Single answer] 1 Natural sciences and mathematics		<b>STEM_CURRENT:</b> Is it a STEM (Science, Technology, Engineering, and Mathematics) field of study (yes/no)? IFMISS(FIELD1_5 == 'Natural sciences and mathematics' or FIELD1_6 == 'Information and Communication Technologies (ICTs)' or FIELD1_7 == 'Engineering, manufacturing and construction' , "No", "Yes")
ALL	<b>FIELD1_6</b> What field(s) of study are you currently pursuing? – Information and Communication Technologies (ICTs)	[Single answer] 1 Information and Communication Technologies (ICTs)		
ALL	<b>FIELD1_7</b> What field(s) of study are you currently pursuing? – Engineering, manufacturing and construction	[Single answer] 1 Engineering, manufacturing and construction		
ALL	<b>FIELD1_8</b> What field(s) of study are you currently pursuing? – Agriculture, forestry, fisheries and veterinary	[Single answer] 1 Agriculture, forestry, fisheries and veterinary		
ALL	<b>FIELD1_9</b> What field(s) of study are you currently pursuing? – Health and welfare	[Single answer] 1 Health and welfare		
ALL	<b>FIELD1_10</b> What field(s) of study are you currently pursuing? – Services	[Single answer] 1 Services		

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ALL	<b>FIELD1_11</b> What field(s) of study are you currently pursuing? – Other, please specify:	[Single answer] 1 Other, please specify:		
If FIELD1_11 = 1	<b>FIELD1_11x</b> Your studies: Other, please specify:	[Single answer] Text		
If FIELD1_11 = 1	<b>FIELD1_11x</b> Your studies: Other, please specify:	[Single answer] Text		
If FIELD1_11x = [text]	<b>FIELD_EDUC_OPEN</b>	[Single answer] 1 Education 2 Arts and humanities 3 Social sciences, journalism and information 4 Business, administration and law 5 Natural sciences and mathematics 6 Information and Communication Technologies (ICTs) 7 Engineering, manufacturing and construction 8 Agriculture, forestry, fisheries and veterinary 9 Health and welfare 10 Services		
If FIELD1_5 = 1 or FIELD_EDUC_OPEN = 5	<b>FIELD2_1</b> Subfield of natural sciences and mathematics: Biology and related sciences	[Single answer] 1 Biology and related sciences		
If FIELD1_5 = 1 or FIELD_EDUC_OPEN = 5	<b>FIELD2_2</b> Subfield of natural sciences and mathematics: Environmental sciences and related	[Single answer] 1 Environmental sciences and related		
If FIELD1_5 = 1 or FIELD_EDUC_OPEN = 5	<b>FIELD2_3</b> Subfield of natural sciences and mathematics: Chemistry	[Single answer] 1 Chemistry		
If FIELD1_5 = 1 or FIELD_EDUC_OPEN = 5	<b>FIELD2_4</b> Subfield of natural sciences and mathematics: Earth sciences	[Single answer] 1 Earth sciences		

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If FIELD1_5 = 1 or FIELD_EDUC_OPEN = 5	<b>FIELD2_5</b> Subfield of natural sciences and mathematics: Physics	[Single answer] 1 Physics		
If FIELD1_5 = 1 or FIELD_EDUC_OPEN = 5	<b>FIELD2_6</b> Subfield of natural sciences and mathematics: Mathematics and statistics	[Single answer] 1 Mathematics and statistics		
If FIELD1_5 = 1 or FIELD_EDUC_OPEN = 5	<b>FIELD2_7</b> Subfield of natural sciences and mathematics: Other, please specify:	[Single answer] 1 Other, please specify:		
If FIELD1_7 = 1 or FIELD_EDUC_OPEN = 7	<b>FIELD3_1</b> Subfield of engineering, manufacturing and construction: Chemical engineering	[Single answer] 1 Chemical engineering		
If FIELD1_7 = 1 or FIELD_EDUC_OPEN = 7	<b>FIELD3_2</b> Subfield of engineering, manufacturing and construction: Environmental protection	[Single answer] 1 Environmental protection		
If FIELD1_7 = 1 or FIELD_EDUC_OPEN = 7	<b>FIELD3_3</b> Subfield of engineering, manufacturing and construction: Electricity and energy	[Single answer] 1 Electricity and energy		
If FIELD1_7 = 1 or FIELD_EDUC_OPEN = 7	<b>FIELD3_4</b> Subfield of engineering, manufacturing and construction: Electronics and automation	[Single answer] 1 Electronics and automation		
If FIELD1_7 = 1 or FIELD_EDUC_OPEN = 7	<b>FIELD3_5</b> Subfield of engineering, manufacturing and construction: Mechanics and metal trades	[Single answer] 1 Mechanics and metal trades		
If FIELD1_7 = 1 or FIELD_EDUC_OPEN = 7	<b>FIELD3_6</b> Subfield of engineering, manufacturing and construction: Motor vehicles, ships and aircraft	[Single answer] 1 Motor vehicles, ships and aircraft		

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If FIELD1_7 = 1 or FIELD_EDUC_OPEN = 7	<b>FIELD3_7</b> Subfield of engineering, manufacturing and construction: Food processing	[Single answer] 1 Food processing		
If FIELD1_7 = 1 or FIELD_EDUC_OPEN = 7	<b>FIELD3_8</b> Subfield of engineering, manufacturing and construction: Manufacturing and processing of materials	[Single answer] 1 Manufacturing and processing of materials		
If FIELD1_7 = 1 or FIELD_EDUC_OPEN = 7	<b>FIELD3_9</b> Subfield of engineering, manufacturing and construction: Manufacturing and processing of textiles	[Single answer] 1 Manufacturing and processing of textiles		
If FIELD1_7 = 1 or FIELD_EDUC_OPEN = 7	<b>FIELD3_10</b> Subfield of engineering, manufacturing and construction: Mining and extraction	[Single answer] 1 Mining and extraction		
If FIELD1_7 = 1 or FIELD_EDUC_OPEN = 7	<b>FIELD3_11</b> Subfield of engineering, manufacturing and construction: Architecture and town planning	[Single answer] 1 Architecture and town planning		
If FIELD1_7 = 1 or FIELD_EDUC_OPEN = 7	<b>FIELD3_12</b> Subfield of engineering, manufacturing and construction: Building and civil engineering	[Single answer] 1 Building and civil engineering		
If FIELD1_7 = 1 or FIELD_EDUC_OPEN = 7	<b>FIELD3_13</b> Subfield of engineering, manufacturing and construction: Other, please specify:	[Single answer] 1 Other, please specify:		
ALL	<b>REASON1_1</b> Reason for choice of field: I always expected to work in this field	[Single answer] 1 I always expected to work in this field		
ALL	<b>REASON1_2</b> Reason for choice of field: It is a field in which I excel during my studies	[Single answer] 1 It is a field in which I excel during my studies		

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ALL	<b>REASON1_3</b> Reason for choice of field: I was interested in the subject matter (fun and interesting)	[Single answer] 1 I was interested in the subject matter (fun and interesting)		
ALL	<b>REASON1_4</b> Reason for choice of field: Influence of faculty members or teaching assistants	[Single answer] 1 Influence of faculty members or teaching assistants		
ALL	<b>REASON1_5</b> Reason for choice of field: Influence of advisor or mentor	[Single answer] 1 Influence of advisor or mentor		
ALL	<b>REASON1_6</b> Reason for choice of field: It was recommended to me	[Single answer] 1 It was recommended to me		
ALL	<b>REASON1_7</b> Reason for choice of field: Because of relative(s) in the field	[Single answer] 1 Because of relative(s) in the field		
ALL	<b>REASON1_8</b> Reason for choice of field: Because of friend(s) in the field	[Single answer] 1 Because of friend(s) in the field		
ALL	<b>REASON1_9</b> Reason for choice of field: Career fairs and career counsellor	[Single answer] 1 Career fairs and career counsellor		
ALL	<b>REASON1_10</b> Reason for choice of field: Prospects for personal development	[Single answer] 1 Prospects for personal development		
ALL	<b>REASON1_11</b> Reason for choice of field: Looking for a challenging job	[Single answer] 1 Looking for a challenging job		
ALL	<b>REASON1_12</b> Reason for choice of field: Work conditions and benefits (good salary prospects)	[Single answer] 1 Work conditions and benefits (good salary prospects)		



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ALL	<b>REASON1_13</b> Reason for choice of field: Good prospects for employment (career opportunity)	[Single answer] 1 Good prospects for employment (career opportunity)		
ALL	<b>REASON1_14</b> Reason for choice of field: Social aspect of expected job with a diploma	[Single answer] 1 Social aspect of expected job with a diploma		
ALL	<b>REASON1_15</b> Reason for choice of field: Other, please specify:	[Single answer] 1 Other, please specify:		
If REASON1_15 = 1	<b>P5Q2</b> Reason for choice of field:	[Single answer] Text		
ALL	<b>UNC1</b> Have you ever enrolled in an educational programme that you did not complete?	[Single answer] 1 Yes 2 No 3 No answer		
If UNC_1 = 1	<b>UNC2_1</b> Why did you enrol in this programme initially? - Interested in the subject matter	[Single answer] 1 Interested in the subject matter		
If UNC_1 = 1	<b>UNC2_2</b> Why did you enrol in this programme initially? - Field in which I excelled	[Single answer] 1 Field in which I excelled		
If UNC_1 = 1	<b>UNC2_3</b> Why did you enrol in this programme initially? - Influence of faculty members or teaching assistants	[Single answer] 1 Influence of faculty members or teaching assistants		
If UNC_1 = 1	<b>UNC2_4</b> Why did you enrol in this programme initially? - Influence of advisor or mentor	[Single answer] 1 Influence of advisor or mentor		
If UNC_1 = 1	<b>UNC2_5</b> Why did you enrol in this programme initially? - Prospects for personal development	[Single answer] 1 Prospects for personal development		

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If UNC_1 = 1	<b>UNC2_6</b> Why did you enrol in this programme initially? - Social aspect of expected job with a diploma in this field	[Single answer] 1 Social aspect of expected job with a diploma in this field		
If UNC_1 = 1	<b>UNC2_7</b> Why did you enrol in this programme initially? - Career fairs and career counsellor	[Single answer] 1 Career fairs and career counsellor		
If UNC_1 = 1	<b>UNC2_8</b> Why did you enrol in this programme initially? - Work conditions and benefits expected	[Single answer] 1 Work conditions and benefits expected		
If UNC_1 = 1	<b>UNC2_9</b> Why did you enrol in this programme initially? - I always thought I would study in this field	[Single answer] 1 I always thought I would study in this field		
If UNC_1 = 1	<b>UNC2_10</b> Why did you enrol in this programme initially? - Other, please specify:	[Single answer] 1 Other, please specify:		
If UNC2_10 = 1	<b>UNC2_OPEN</b> Uncompleted degree programmes - choice: Other, please specify:	[Single answer] Text		
If UNC_1 = 1	<b>UNC3_1</b> Why did you not complete this programme? - Found another major more interesting	[Single answer] 1 Found another major more interesting		
If UNC_1 = 1	<b>UNC3_2</b> Why did you not complete this programme? - Moved to another level of education (e.g., master's to Ph.D.)	[Single answer] 1 Moved to another level of education (e.g., master's to Ph.D.)		
If UNC_1 = 1	<b>UNC3_3</b> Why did you not complete this programme? - Lost interest in the programme	[Single answer] 1 Lost interest in the programme		

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If UNC_1 = 1	<b>UNC3_4</b> Why did you not complete this programme? - Discouraged by conceptual difficulties	[Single answer] 1 Discouraged by conceptual difficulties		
If UNC_1 = 1	<b>UNC3_5</b> Why did you not complete this programme? - Feeling overwhelmed by the pace and load of curriculum and demands	[Single answer] 1 Feeling overwhelmed by the pace and load of curriculum and demands		
If UNC_1 = 1	<b>UNC3_6</b> Why did you not complete this programme? - Discouraged by low grades	[Single answer] 1 Discouraged by low grades		
If UNC_1 = 1	<b>UNC3_7</b> Why did you not complete this programme? - Reward not worth the effort	[Single answer] 1 Reward not worth the effort		
If UNC_1 = 1	<b>UNC3_8</b> Why did you not complete this programme? - Poor teaching	[Single answer] 1 Poor teaching		
If UNC_1 = 1	<b>UNC3_9</b> Why did you not complete this programme? - Low self-confidence	[Single answer] 1 Low self-confidence		
If UNC_1 = 1	<b>UNC3_10</b> Why did you not complete this programme? - Discrimination related reasons	[Single answer] 1 Discrimination related reasons		
If UNC_1 = 1	<b>UNC3_11</b> Why did you not complete this programme? - Harassment related reasons	[Single answer] 1 Harassment related reasons		
If UNC_1 = 1	<b>UNC3_12</b> Why did you not complete this programme? - Received compelling job offer before graduation	[Single answer] 1 Received compelling job offer before graduation		
If UNC_1 = 1	<b>UNC3_13</b> Why did you not complete this programme? - Not enough support (mentoring or advising)	[Single answer] 1 Not enough support (mentoring or advising)		

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If UNC_1 = 1	<b>UNC3_14</b> Why did you not complete this programme? - Moved to another institution to continue in a similar programme	[Single answer] 1 Moved to another institution to continue in a similar programme		
If UNC_1 = 1	<b>UNC3_15</b> Why did you not complete this programme? - I was required to leave by the university due to low grades	[Single answer] 1 I was required to leave by the university due to low grades		
If UNC_1 = 1	<b>UNC3_16</b> Why did you not complete this programme? - I was required to leave by the university due to taking too long to reach degree	[Single answer] 1 I was required to leave by the university due to taking too long to reach degree		
If UNC_1 = 1	<b>UNC3_17</b> Why did you not complete this programme? - I was required to leave by the university due to disciplinary action	[Single answer] 1 I was required to leave by the university due to disciplinary action		
If UNC_1 = 1	<b>UNC3_18</b> Why did you not complete this programme? - Other, please specify:	[Single answer] 1 Other, please specify:		
If UNC3_18 = 1	<b>UNC3_OPEN</b> Uncompleted degree programmes - Reason for choice: Other, please specify:	[Single answer] Text		
If UNC_1 = 1	<b>UNC5_1</b> What field(s) of study was this programme in? - Education	[Single answer] 1 Education		
If UNC_1 = 1	<b>UNC5_2</b> What field(s) of study was this programme in? - Arts and humanities	[Single answer] 1 Arts and humanities		
If UNC_1 = 1	<b>UNC5_3</b> What field(s) of study was this programme in? - Social sciences, journalism and information	[Single answer] 1 Social sciences, journalism and information		

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If UNC_1 = 1	<b>UNC5_4</b> What field(s) of study was this programme in? - Business, administration and law	[Single answer] 1 Business, administration and law		
If UNC_1 = 1	<b>UNC5_5</b> What field(s) of study was this programme in? - Natural sciences and mathematics	[Single answer] 1 Natural sciences and mathematics		<b>STEM_TERMINATED:</b> Was the terminated study in the STEM area (yes/no)? IFMISS(UNC5_5 == 'Natural sciences and mathematics' or UNC5_6 == 'Information and Communication Technologies (ICTs)' or UNC5_7 == 'Engineering, manufacturing and construction' , "No", "Yes")
If UNC_1 = 1	<b>UNC5_6</b> What field(s) of study was this programme in? - Information and Communication Technologies (ICTs)	[Single answer] 1 Information and Communication Technologies (ICTs)		
If UNC_1 = 1	<b>UNC5_7</b> What field(s) of study was this programme in? - Engineering, manufacturing and construction	[Single answer] 1 Engineering, manufacturing and construction		
If UNC_1 = 1	<b>UNC5_8</b> What field(s) of study was this programme in? - Agriculture, forestry, fisheries and veterinary	[Single answer] 1 Agriculture, forestry, fisheries and veterinary		
If UNC_1 = 1	<b>UNC5_9</b> What field(s) of study was this programme in? - Health and welfare	[Single answer] 1 Health and welfare		
If UNC_1 = 1	<b>UNC5_10</b> What field(s) of study was this programme in? - Services	[Single answer] 1 Services		
If UNC_1 = 1	<b>UNC5_11</b> What field(s) of study was this programme in? - Other, please specify:	[Single answer] 1 Other, please specify:		
If UNC5_5 = 1	<b>UNC6_1</b> Subfield of natural sciences and mathematics: Biology and related sciences	[Single answer] 1 Biology and related sciences		
If UNC5_5 = 1	<b>UNC6_2</b> Subfield of natural sciences and mathematics: Environmental sciences and related	[Single answer] 1 Environmental sciences and related		

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If UNCS_5 = 1	<b>UNC6_3</b> Subfield of natural sciences and mathematics: Chemistry	[Single answer] 1 Chemistry		
If UNCS_5 = 1	<b>UNC6_4</b> Subfield of natural sciences and mathematics: Earth sciences	[Single answer] 1 Earth sciences		
If UNCS_5 = 1	<b>UNC6_5</b> Subfield of natural sciences and mathematics: Physics	[Single answer] 1 Physics		
If UNCS_5 = 1	<b>UNC6_6</b> Subfield of natural sciences and mathematics: Mathematics and statistics	[Single answer] 1 Mathematics and statistics		
If UNCS_5 = 1	<b>UNC6_7</b> Subfield of natural sciences and mathematics: Other, please specify:	[Single answer] 1 Other, please specify:		
If UNCS_7 = 1	<b>UNC7_1</b> Subfield of engineering, manufacturing and construction: Chemical engineering	[Single answer] 1 Chemical engineering		
If UNCS_7 = 1	<b>UNC7_2</b> Subfield of engineering, manufacturing and construction: Environmental protection	[Single answer] 1 Environmental protection		
If UNCS_7 = 1	<b>UNC7_3</b> Subfield of engineering, manufacturing and construction: Electricity and energy	[Single answer] 1 Electricity and energy		
If UNCS_7 = 1	<b>UNC7_4</b> Subfield of engineering, manufacturing and construction: Electronics and automation	[Single answer] 1 Electronics and automation		
If UNCS_7 = 1	<b>UNC7_5</b> Subfield of engineering, manufacturing and construction: Mechanics and metal trades	[Single answer] 1 Mechanics and metal trades		

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If UNCS_7 = 1	<b>UNC7_6</b> Subfield of engineering, manufacturing and construction: Motor vehicles, ships and aircraft	[Single answer] 1 Motor vehicles, ships and aircraft		
If UNCS_7 = 1	<b>UNC7_7</b> Subfield of engineering, manufacturing and construction: Food processing	[Single answer] 1 Food processing		
If UNCS_7 = 1	<b>UNC7_8</b> Subfield of engineering, manufacturing and construction: Manufacturing and processing of materials	[Single answer] 1 Manufacturing and processing of materials		
If UNCS_7 = 1	<b>UNC7_9</b> Subfield of engineering, manufacturing and construction: Manufacturing and processing of textiles	[Single answer] 1 Manufacturing and processing of textiles		
If UNCS_7 = 1	<b>UNC7_10</b> Subfield of engineering, manufacturing and construction: Mining and extraction	[Single answer] 1 Mining and extraction		
If UNCS_7 = 1	<b>UNC7_11</b> Subfield of engineering, manufacturing and construction: Architecture and town planning	[Single answer] 1 Architecture and town planning		
If UNCS_7 = 1	<b>UNC7_12</b> Subfield of engineering, manufacturing and construction: Building and civil engineering	[Single answer] 1 Building and civil engineering		
If UNCS_7 = 1	<b>UNC7_13</b> Subfield of engineering, manufacturing and construction: Other, please specify:	[Single answer] 1 Other, please specify:		

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ALL	<b>SERIOUS1</b> How serious a problem do you think climate change is at this moment?	<p>[Single answer]</p> <p>1 Not at all a serious problem</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>9</p> <p>10 An extremely serious problem</p>		
ALL	<b>SERIOUS2</b> How important would you say is the success of the energy transition for combatting climate change?	<p>[Single answer]</p> <p>1 Not important at all</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>9</p> <p>10 Extremely important</p>		
ALL	<b>INFLU1</b> To what degree has your opinion about the importance of climate change and the energy transition influenced your choice of study programme?	<p>[Single answer]</p> <p>1 Not at all</p> <p>2 Slightly</p> <p>3 Moderately</p> <p>4 Strongly</p> <p>5 Very strongly</p> <p>6 Don't know</p> <p>7 No answer</p>		



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ALL	<b>INFLU2</b> To what extent do you think it will influence your career choices from now on?	[Single answer] 1 Not at all 2 Slightly 3 Moderately 4 Strongly 5 Very strongly 6 Don't know 7 No answer		
ALL	<b>INFLU2</b> To what extent do you think it will influence your career choices from now on?	[Single answer] 1 Not at all 2 Slightly 3 Moderately 4 Strongly 5 Very strongly 6 Don't know 7 No answer		
ALL	<b>ENERGY</b> To what extent would you consider the prospect of pursuing a career in the energy sector upon completion of your studies?	[Single answer] 1 Not at all 2 Slightly 3 Moderately 4 Strongly 5 Very strongly 6 Don't know 7 No answer		<b>ENERGY_GROUPED</b> Transformed from ENERGY If \$source == 1 use 'little interest' If \$source == 2 use 'little interest' If \$source == 3 use 'at least some interest' If \$source == 4 use 'at least some interest' If \$source == 5 use 'at least some interest'
ALL	<b>FIT</b> How well do you believe your skills, interests, and values align with a career in the energy sector?	[Single answer] 1 Not at all 2 3 4 5 6 7 8 9 10 Extremely well		

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ALL	<b>FACTOR1</b> Factors influencing job choice: Job security	<p>[Single answer]</p> <p>1 Not important at all                  2 Not important                  3 Neutral                  4 Important                  5 Very important                  6 Don't know                  7 No answer</p>		<p><b>Variance_FACTOR</b>                  VAR(FACTOR1, FACTOR2, FACTOR3, FACTOR4, FACTOR5, FACTOR6, FACTOR7, FACTOR8, FACTOR9, FACTOR10, FACTOR11, FACTOR12, FACTOR13, FACTOR14, FACTOR15, FACTOR16, FACTOR17)</p>
ALL	<b>FACTOR2</b> Factors influencing job choice: Level of responsibility	<p>[Single answer]</p> <p>1 Not important at all                  2 Not important                  3 Neutral                  4 Important                  5 Very important                  6 Don't know                  7 No answer</p>		
ALL	<b>FACTOR3</b> Factors influencing job choice: Salary	<p>[Single answer]</p> <p>1 Not important at all                  2 Not important                  3 Neutral                  4 Important                  5 Very important                  6 Don't know                  7 No answer</p>		
ALL	<b>FACTOR4</b> Factors influencing job choice: International mobility opportunities	<p>[Single answer]</p> <p>1 Not important at all                  2 Not important                  3 Neutral                  4 Important                  5 Very important                  6 Don't know                  7 No answer</p>		

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ALL	<b>FACTOR5</b> Factors influencing job choice: Contribution to society	[Single answer] 1 Not important at all 2 Not important 3 Neutral 4 Important 5 Very important 6 Don't know 7 No answer	
ALL	<b>FACTOR6</b> Factors influencing job choice: Opportunities for advancement	[Single answer] 1 Not important at all 2 Not important 3 Neutral 4 Important 5 Very important 6 Don't know 7 No answer	
ALL	<b>FACTOR7</b> Factors influencing job choice: Employee benefits, i.e. non-salary perks, incentives, advantages	[Single answer] 1 Not important at all 2 Not important 3 Neutral 4 Important 5 Very important 6 Don't know 7 No answer	
ALL	<b>FACTOR8</b> Factors influencing job choice: Training opportunities	[Single answer] 1 Not important at all 2 Not important 3 Neutral 4 Important 5 Very important 6 Don't know 7 No answer	

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ALL	<b>FACTOR9</b> Factors influencing job choice: Job location	[Single answer] 1 Not important at all 2 Not important 3 Neutral 4 Important 5 Very important 6 Don't know 7 No answer	
ALL	<b>FACTOR10</b> Factors influencing job choice: Flexibility in the workplace	[Single answer] 1 Not important at all 2 Not important 3 Neutral 4 Important 5 Very important 6 Don't know 7 No answer	
ALL	<b>FACTOR11</b> Factors influencing job choice: Job content	[Single answer] 1 Not important at all 2 Not important 3 Neutral 4 Important 5 Very important 6 Don't know 7 No answer	
ALL	<b>FACTOR12</b> Factors influencing job choice: Intellectual and personal challenges	[Single answer] 1 Not important at all 2 Not important 3 Neutral 4 Important 5 Very important 6 Don't know 7 No answer	

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ALL	<b>FACTOR13</b> Factors influencing job choice: Relationship with colleagues	[Single answer] 1 Not important at all 2 Not important 3 Neutral 4 Important 5 Very important 6 Don't know 7 No answer	
ALL	<b>FACTOR14</b> Factors influencing job choice: Working conditions	[Single answer] 1 Not important at all 2 Not important 3 Neutral 4 Important 5 Very important 6 Don't know 7 No answer	
ALL	<b>FACTOR15</b> Factors influencing job choice: Work-life balance	[Single answer] 1 Not important at all 2 Not important 3 Neutral 4 Important 5 Very important 6 Don't know 7 No answer	
ALL	<b>FACTOR16</b> Factors influencing job choice: Equitable treatment of people	[Single answer] 1 Not important at all 2 Not important 3 Neutral 4 Important 5 Very important 6 Don't know 7 No answer	

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ALL	<b>FACTOR17</b> Factors influencing job choice: Degree of independence	[Single answer] 1 Not important at all 2 Not important 3 Neutral 4 Important 5 Very important 6 Don't know 7 No answer	
ALL	<b>CONTENT1</b> Job content preferences: Interacting and working directly with people	[Single answer] 1 Totally undesirable 2 Rather undesirable 3 Neutral 4 Important 5 Essential 6 Don't know 7 No answer	<b>Variance_CONTENT</b> VAR(CONTENT1, CONTENT2, CONTENT3, CONTENT4, CONTENT5, CONTENT6, CONTENT7,CONTENT8, CONTENT9, CONTENT10)
ALL	<b>CONTENT2</b> Job content preferences: Analysing data and working with numbers	[Single answer] 1 Totally undesirable 2 Rather undesirable 3 Neutral 4 Important 5 Essential 6 Don't know 7 No answer	
ALL	<b>CONTENT3</b> Job content preferences: Working in a team and collaborating with others	[Single answer] 1 Totally undesirable 2 Rather undesirable 3 Neutral 4 Important 5 Essential 6 Don't know 7 No answer	

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ALL	<b>CONTENT4</b> Job content preferences: Hands-on work that involves practical tasks and activities	[Single answer] 1 Totally undesirable 2 Rather undesirable 3 Neutral 4 Important 5 Essential 6 Don't know 7 No answer	
ALL	<b>CONTENT5</b> Job content preferences: Writing, communication, and content creation	[Single answer] 1 Totally undesirable 2 Rather undesirable 3 Neutral 4 Important 5 Essential 6 Don't know 7 No answer	
ALL	<b>CONTENT6</b> Job content preferences: Creative work that allows for innovation and problem-solving	[Single answer] 1 Totally undesirable 2 Rather undesirable 3 Neutral 4 Important 5 Essential 6 Don't know 7 No answer	
ALL	<b>CONTENT7</b> Job content preferences: Working with technology and digital tools	[Single answer] 1 Totally undesirable 2 Rather undesirable 3 Neutral 4 Important 5 Essential 6 Don't know 7 No answer	

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ALL	<b>CONTENT8</b> Job content preferences: Planning and organising projects or events	[Single answer] 1 Totally undesirable 2 Rather undesirable 3 Neutral 4 Important 5 Essential 6 Don't know 7 No answer	
ALL	<b>CONTENT9</b> Job content preferences: Continuous learning and staying updated with industry trends	[Single answer] 1 Totally undesirable 2 Rather undesirable 3 Neutral 4 Important 5 Essential 6 Don't know 7 No answer	
ALL	<b>CONTENT10</b> Job content preferences: Research and gathering information	[Single answer] 1 Totally undesirable 2 Rather undesirable 3 Neutral 4 Important 5 Essential 6 Don't know 7 No answer	
ALL	<b>GENDER</b> Which gender do you identify with?	[Single answer] 1 Female 2 Male 3 Non-binary / Other 4 Prefer not to answer	
ALL	<b>AGE</b>	[Single answer] 1 16 years ... 84 99 years	



<p>ALL</p>	<p><b>NATION1</b> In which country were you born?</p>	<p>[Single answer] List of countries</p>		<p><b>EU27_BORN</b> Transformed from NATION1 If \$source == 'Austria' use 'yes' If \$source == 'Belgium' use 'yes' If \$source == 'Czech Republic' use 'yes' If \$source == 'Cyprus' use 'yes' If \$source == 'Denmark' use 'yes' If \$source == 'Estonia' use 'yes' If \$source == 'Finland' use 'yes' If \$source == 'Germany' use 'yes' If \$source == 'France' use 'yes' If \$source == 'Greece' use 'yes' If \$source == 'Hungary' use 'yes' If \$source == 'Ireland' use 'yes' If \$source == 'Italy' use 'yes' If \$source == 'Latvia' use 'yes' If \$source == 'Lithuania' use 'yes' If \$source == 'Luxembourg' use 'yes' If \$source == 'Malta' use 'yes' If \$source == 'Netherlands' use 'yes' If \$source == 'Poland' use 'yes' If \$source == 'Portugal' use 'yes' If \$source == 'Slovenia' use 'yes' If \$source == 'Slovakia' use 'yes' If \$source == 'Spain' use 'yes' If \$source == 'Sweden' use 'yes' If \$source == 'Croatia' use 'yes' If \$source == 'Bulgaria' use 'yes' If \$source == 'Romania' use 'yes' else use If \$source == 'Austria' use 'yes'</p>
<p>ALL</p>	<p><b>MINOR1</b> Would you describe yourself as being a member of a group that is discriminated against in the country you live in?</p>	<p>[Single answer] 1 Yes 2 No 3 Prefer not to answer</p>		

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If MINOR1 = 1	<b>MINOR2_1</b> On what grounds is your group discriminated against? Select all that apply: Colour or race	[Single answer] 1 Colour or race		
If MINOR1 = 1	<b>MINOR2_2</b> On what grounds is your group discriminated against? Select all that apply: Nationality	[Single answer] 1 Nationality		
If MINOR1 = 1	<b>MINOR2_3</b> On what grounds is your group discriminated against? Select all that apply: Religion	[Single answer] 1 Religion		
If MINOR1 = 1	<b>MINOR2_4</b> On what grounds is your group discriminated against? Select all that apply: Language	[Single answer] 1 Language		
If MINOR1 = 1	<b>MINOR2_5</b> On what grounds is your group discriminated against? Select all that apply: Ethnic group	[Single answer] 1 Ethnic group		
If MINOR1 = 1	<b>MINOR2_6</b> On what grounds is your group discriminated against? Select all that apply: Age	[Single answer] 1 Age		
If MINOR1 = 1	<b>MINOR2_7</b> On what grounds is your group discriminated against? Select all that apply: Gender	[Single answer] 1 Gender		
If MINOR1 = 1	<b>MINOR2_8</b> On what grounds is your group discriminated against? Select all that apply: Sexual orientation	[Single answer] 1 Sexual orientation		
If MINOR1 = 1	<b>MINOR2_9</b> On what grounds is your group discriminated against? Select all that apply: Disability	[Single answer] 1 Disability		

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If MINOR1 = 1	<b>MINOR2_10</b> On what grounds is your group discriminated against? Select all that apply: No answer	[Single answer] 1 No answer		
If MINOR1 = 1	<b>MINOR2_11</b> On what grounds is your group discriminated against? Select all that apply: Other, please specify	[Single answer] 1 Other, please specify		
If MINOR2_11 = 1	<b>MINOR2_OPEN</b> On what grounds is your group discriminated against? Select all that apply	[Single answer] Text		

