

## 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 online survey of workers in the energy sector



## Background

The survey is targeted at **workers (regardless of gender) in the energy sector**, which for this purpose is defined as organisations engaged in the generation, storage, management or distribution of energy; in manufacturing, servicing or distributing energy-related products or equipment; or in business consultancy on energy management.

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## INTRO SCREEN

*How satisfied are individuals working in the energy sector with their job?*

*Are the positions in this sector appealing enough to ensure employers can attract and retain the talented workforce they need?*

The energy industry is currently undergoing a profound transformation, and the success of this transition relies heavily on the skills and motivation of the sector's workforce. That's why we are conducting a survey to gauge employees' overall job satisfaction and assess the organisational culture within their respective companies.

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. This global survey aims to gather crucial insights that will shape policy-making at the European Union level and influence decision-making in countries worldwide.

*By 'energy sector,' we refer to companies involved in energy generation, storage, management, or distribution. This also includes companies engaged in associated fields such as manufacturing, servicing, or distributing energy-related products or equipment, as well as business consultancy on energy management.*

Completing the survey should take approximately 10 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.

Your input is incredibly valuable in shaping the future of the energy sector. We sincerely appreciate your time and willingness to share your experiences and perspectives. Together, let's drive positive change and foster an environment that promotes satisfaction and success in the energy industry for both men and women.

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TOPIC	Sub-topic	Target group	Question wording	Response option	Comments
Introduction		ALL	[Intro screen, see above]		
Screeener question	Confirmation that person works in organisation belonging to the energy sector	ALL	<b>SCOPE</b> Are you working in an 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 (Display: This survey is not for you, as it is targeted exclusively at people working as employees or civil servants in the energy sector (broadly defined). Thank you, however, for your willingness to participate!)	
Employment status	Employment status	If SCOPE = 1	<b>EMPL</b> Are you... ?	[Single answer] 1 Employed dependently 2 Civil servant 3 Self-employed or freelancer => screen out (Display: This survey is not for you, as it is targeted exclusively at people working as employees or civil servants in the energy sector (broadly defined). Thank you, however, for your willingness to participate!) 4 Director in own business => screen out (Display: This survey is not for you, as it is targeted exclusively at people working as employees or civil servants in the energy sector (broadly defined). Thank you, however, for your willingness to participate!) 5 No answer	
	Working time model	If EMPL = 1, 2, 5	<b>TIME</b> Do you have ...	[Single answer] 1 A full time contract 2 A part time contract (more than 50%) 3 A part time contract (50% or less) 4 Another type of contract (e.g., zero-hour) 5 No answer	

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<b>Organisation features</b>	Energy and renewables sector	If EMPL = 1, 2, 5	<p><b>SECTOR</b> Which part of the energy sector does the organisation you work for operate in?*</p> <p><i>*Footnote: If you work for more than one company in the energy sector, please refer in this and the following questions to the organisation you work for the largest part of your working time</i></p>	<p>[Multiple answers]</p> <p>1 Renewables including heat pumps                  2 Oil &amp; gas                  3 Nuclear                  4 Coal                  5 Transmission &amp; distribution                  6 Energy retail                  7 Storage                  8 Hydrogen                  9 Heating, ventilation, air conditioning (HVAC)                  10 Energy efficiency &amp; demand response                  11 Other, please specify [...]                  12 No answer</p>	
		If SECTOR = 1	<p><b>RENEW</b> Which part of the renewables sector does the organisation you work for operate in?</p>	<p>[Multiple answers]</p> <p>1 Hydropower                  2 Wind                  3 Solar                  4 Bioenergy                  5 Waste                  6 Geothermal                  7 Ocean energy                  8 Heat pumps                  9 Other, please specify [...]                  10 No answer</p>	
	Country	If EMPL = 1, 2, 5	<p><b>COUNTRY</b> In what country is your workplace located?</p>		
	Company size	If EMPL = 1, 2, 5	<p><b>SIZE</b> Roughly how many people are employed in the organisation you are working for (across all sites in the same country), including yourself?</p>	<p>ENTER NUMBER</p> <p>1 1 to 9                  2 10 to 49                  3 50 to 249                  4 250 or more                  5 No answer</p>	

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	Company age	If EMPL = 1, 2, 5	<b>ESTABL</b> When was the organisation you work for established? An estimate is sufficient. 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 6 No answer	
<b>Job features</b>	Job role	If EMPL = 1, 2, 5	<b>JOB</b> Which of these job categories most resembles your current role(s) in the organisation?	[Multiple answers] 1 Engineering 2 Field Services 3 Technical 4 Management / Project management 5 Project Services 6 Administration 7 Finance 8 Legal 9 Personnel / Human resources 10 Sales / Business development / PR 11 Research 12 Other, please specify [...]	
	Seniority	If EMPL = 1, 2, 5	<b>SENIOR</b> What is your current level of seniority?	[Single answer] 1 Entry Level 2 Assistant 3 Technical Expert, Specialist, Clerk 4 Team Manager, Supervisor 5 Senior / Experienced (manages team leaders & line managers) 6 Director / Board Level	
<b>Career</b>	Years working in energy	If EMPL = 1, 2, 5	<b>LONG</b> For how many years have you worked in the energy sector, as defined earlier? How long have you worked in the energy sector, as defined earlier?	ENTER NUMBERS __ years 99 No answer	1-digit for answers

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Job tenure	If EMPL = 1, 2, 5	<b>TENUR</b> How many years have you been employed <b>by your current employer</b> ?	ENTER NUMBERS __ years 99 No answer	1-digit for answers
Turnover intention	If EMPL = 1, 2, 5	<p><b>LEAVE</b> How much do you agree with the following statements?</p> <p><b>LEAVE1</b> I'm planning to work for another organisation within a period of 3 years</p> <p><b>LEAVE2</b> I see a future for myself within the organisation I am working for</p> <p><b>LEAVE3</b> If I received an attractive offer from another organisation, I would take that job</p> <p><b>LEAVE4</b> I love working for my organisation</p> <p><b>LEAVE5</b> Within my organisation my work gives me satisfaction</p> <p><b>LEAVE6</b> If it were up to me, I will definitely be working for my organisation for the next five years</p> <p><b>LEAVE7</b> I'm planning to leave the energy sector within a period of 3 years.</p>	<p>[Single answer]</p> <p>For each:</p> <p>1 Disagree strongly</p> <p>2 Disagree</p> <p>3 Disagree slightly</p> <p>4 Agree slightly</p> <p>5 Agree</p> <p>6 Agree strongly</p> <p>7 No answer</p>	<p>Source of module: <a href="https://link.springer.com/article/10.1007/s12186-009-9024-7">https://link.springer.com/article/10.1007/s12186-009-9024-7</a> (out of 11 items, the 6 ones with the highest factor load were selected)</p> <p>Items shuffled/rotated randomly</p>



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Career progress	If EMPL = 1, 2, 5	<p><b>CAREER</b> To what extent do you agree with the following statements regarding your (main) job?</p> <p><b>CAREER1</b> My present job is relevant to my career goals and vocational growth.</p> <p><b>CAREER2</b> My present job provides me with good opportunities to realise my career goals.</p> <p><b>CAREER3</b> My present job encourages me to continuously gain new job-related knowledge.</p> <p><b>CAREER4</b> My present job enables me to continuously improve my professional capabilities.</p> <p><b>CAREER5</b> My promotion speed in the present organisation is fast.</p> <p><b>CAREER6</b> Compared with my colleagues, I am being promoted faster.</p> <p><b>CAREER7</b> My salary is growing quickly in my present organisation.</p> <p><b>CAREER8</b> Compared with my colleagues, my salary has grown more quickly.</p>	<p>For each:</p> <p>1 Disagree strongly</p> <p>2 Disagree</p> <p>3 Disagree slightly</p> <p>4 Agree slightly</p> <p>5 Agree</p> <p>6 Agree strongly</p> <p>7 No answer</p>	<p>Source:  <a href="https://www.researchgate.net/publication/323118278_Manual_of_the_Organizational_Career_Growth_Scale/link/5a80f8124585154d57d90e69/download">https://www.researchgate.net/publication/323118278_Manual_of_the_Organizational_Career_Growth_Scale/link/5a80f8124585154d57d90e69/download</a></p> <p>Items shuffled/rotated randomly</p>
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<p><b>Organisational climate</b></p>	<p>Organizational Cultur Profile (OCP)</p>	<p>If EMPL = 1, 2, 5</p>	<p><b>OCP</b> To what extent is your organisation recognised for its ...</p> <p><b>OCP1</b> Achievement orientation  <b>OCP2</b> An emphasis on quality  <b>OCP3</b> Being distinctive—being different from others  <b>OCP4</b> Being competitive  <b>OCP5</b> Being reflective  <b>OCP6</b> Having a good reputation  <b>OCP7</b> Being socially responsible  <b>OCP8</b> Having a clear guiding philosophy  <b>OCP9</b> Being team oriented  <b>OCP10</b> Sharing information freely  <b>OCP11</b> Being people oriented  <b>OCP12</b> Collaboration  <b>OCP13</b> Being innovative  <b>OCP14</b> Quick to take advantage of opportunities  <b>OCP15</b> Risk taking  <b>OCP16</b> Taking individual responsibility  <b>OCP17</b> Fairness  <b>OCP18</b> Opportunities for professional growth  <b>OCP19</b> High pay for good performance  <b>OCP20</b> Praise for good performance  <b>OCP21</b> Having high expectations for performance  <b>OCP22</b> Enthusiasm for the job  <b>OCP23</b> Being results oriented  <b>OCP24</b> Being highly organised  <b>OCP25</b> Stability  <b>OCP26</b> Being calm  <b>OCP27</b> Security of employment  <b>OCP28</b> Low conflict</p>	<p>[Single answer]  For each:  1 Not at all  2 Minimally  3 Moderately  4 Considerably  5 Very much  6 No answer</p>	<p>Source:  <a href="https://journals.sagepub.com/doi/abs/10.1177/031289620503000109">https://journals.sagepub.com/doi/abs/10.1177/031289620503000109</a>    Items shuffled/rotated randomly</p>
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<p><b>Work -related quality of life</b></p>	<p>Work-Related Quality of Life (WRQoL)</p>	<p>If EMPL = 1, 2, 5</p>	<p><b>WRQL</b> For each of the following statements, please indicate your level of agreement</p> <p><b>WRQL1</b> I have a clear set of goals and aims to enable me to do my job</p> <p><b>WRQL2</b> I feel able to voice opinions and influence changes in my area of work</p> <p><b>WRQL3</b> I have the opportunity to use my abilities at work</p> <p><b>WRQL4</b> I feel well at the moment</p> <p><b>WRQL5</b> My employer provides adequate facilities and flexibility for me to fit work in and around my family life</p> <p><b>WRQL6</b> My current working hours / patterns suit my personal circumstances</p> <p><b>WRQL7</b> I often feel under pressure at work</p> <p><b>WRQL8</b> When I have done a good job it is acknowledged by my line manager</p> <p><b>WRQL9</b> Recently, I have been feeling unhappy and depressed</p> <p><b>WRQL10</b> I am satisfied with my life</p> <p><b>WRQL11</b> I am encouraged to develop new skills</p> <p><b>WRQL12</b> I am involved in decisions that affect me in my own area of work</p> <p><b>WRQL13</b> My employer provides me with what I need to do my job effectively</p> <p><b>WRQL14</b> My line manager actively promotes flexible working hours / patterns</p> <p><b>WRQL15</b> In most ways my life is close</p>	<p>[Single answer]</p> <p>For each:</p> <p>1 Disagree strongly</p> <p>2 Disagree</p> <p>3 Neutral</p> <p>4 Agree</p> <p>5 Agree strongly</p> <p>6 No answer</p>	<p>Source: WRQoL, see <a href="https://pure.port.ac.uk/ws/portalfiles/portal/12855392/Reconciling_Organizational_Stress.pdf">https://pure.port.ac.uk/ws/portalfiles/portal/12855392/Reconciling_Organizational_Stress.pdf</a></p> <p>Items shuffled/rotated randomly</p>
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			<p>to ideal</p> <p><b>WRQL16</b> I work in a safe environment</p> <p><b>WRQL17</b> Generally things work out well for me</p> <p><b>WRQL18</b> I am satisfied with the career opportunities available for me here</p> <p><b>WRQL19</b> I often feel excessive levels of stress at work</p> <p><b>WRQL20</b> I am satisfied with the training I receive in order to perform my present job</p> <p><b>WRQL21</b> Recently, I have been feeling reasonably happy all things considered</p> <p><b>WRQL22</b> The working conditions are satisfactory</p> <p><b>WRQL23</b> I am involved in decisions that affect members of the public in my own area of work</p> <p><b>WRQL24</b> I am satisfied with the payment I receive</p>		
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<p><b>Quality of collaboration at work</b></p>	<p>Perceived Subtle Gender Bias Index (PSGBI)</p>	<p>If EMPL = 1, 2, 5</p>	<p><b>PSGBI</b> For each of the following statements, please indicate your level of agreement <u>with respect to the organisation you work for</u></p> <p><b>PSGBI1</b> I have seen male colleagues jump in when a woman is speaking and take over the conversation.</p> <p><b>PSGBI2</b> Compared to female staff members, male staff members receive more respect from other departments.</p> <p><b>PSGBI3</b> People see ambitiousness differently for men and women (i.e., “strongminded” vs. “bossy”).</p> <p><b>PSGBI4</b> Some people are not comfortable being subordinate to a woman.</p> <p><b>PSGBI5</b> Some of my male colleagues are only superficially supportive of women’s struggles with inequities.</p> <p><b>PSGBI6</b> I receive positive feedback about my abilities from colleagues.</p> <p><b>PSGBI7</b> I have a collegial work environment.</p> <p><b>PSGBI8</b> I have a good relationship with most of my co-workers.</p> <p><b>PSGBI9</b> My ideas are valued within my workplace.</p> <p><b>PSGBI10</b> I receive one-on-one formal mentoring.</p> <p><b>PSGBI11</b> I have a mentor who is in a senior leadership position.</p> <p><b>PSGBI12</b> My institution provides supports for balancing work and family demands.</p> <p><b>PSGBI13</b> I work in an organisation where policies emphasize equity.</p> <p><b>PSGBI14</b> I think that women are paid</p>	<p>[Single answer]</p> <p>For each:</p> <p>1 Disagree strongly</p> <p>2 Disagree</p> <p>3 Disagree slightly</p> <p>4 Agree slightly</p> <p>5 Agree</p> <p>6 Agree strongly</p> <p>7 No answer</p>	<p>Source: <i>Perceived Subtle Gender Bias Index: Development and Validation for Use in Academia</i> - Nellie Tran, Rashelle B. Hayes, Ivy K. Ho, Sybil L. Crawford, Julie Chen, Judith K. Ockene, Meg Bond, Paula Rayman, Brita Dean, Sable Smith, Luanne Thorndyke, Patricia Frankin, Deborah Plummer, Lori Pbert, 2019,  <a href="https://journals.sagepub.com/doi/10.1177/0361684319877199">https://journals.sagepub.com/doi/10.1177/0361684319877199</a></p> <p>Items shuffled/rotated randomly</p>
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			less than men for the same job		
<b>Sociodemographics</b>	Educational attainment	If EMPL = 1, 2, 5	<p><b>EDUC1</b> What is the highest education you have successfully completed?</p> <p><i>In case of doubt, please choose the one which best resembles the education you have attained.</i></p>	<p>[Single answer]</p> <p>1 Secondary school, not qualifying for university (ISCED1-2)</p> <p>2 Secondary school, qualifying for university (ISCED 3)</p> <p>3 Vocational school, i.e. tertiary education institution focusing on practical education (ISCED 5B)</p> <p>4 Bachelor's degree (ISCED 6B)</p> <p>5 Master's degree or equivalent (ISCED 7)</p> <p>6 Professional degree (e.g., law or medicine) (ISCED 6A/7)</p> <p>7 Doctorate degree (ISCED 8)</p> <p>8 Other, please specify [...]</p> <p>9 No answer</p>	
	Field of study (ISCED-F 2013)	If EDUC1 = 3, 4, 5, 6, 7, 8, 9	<p><b>EDUC2</b> What field(s) of study did you pursue for your highest level of education and training?</p>	<p>[Multiple answers]</p> <p>1 Education</p> <p>2 Arts and humanities</p> <p>3 Social sciences, journalism and information</p> <p>4 Business, administration and law</p> <p>5 Natural sciences and mathematics</p> <p>6 Information and Communication Technologies (ICTs)</p> <p>7 Engineering, manufacturing and construction</p> <p>8 Agriculture, forestry, fisheries and veterinary</p> <p>9 Health and welfare</p> <p>10 Services<sup>1</sup></p> <p>11 Other, please specify [...]</p> <p>12 No answer</p>	Source: ISCED-F 2013

<sup>1</sup> Includes Personal services, Hygiene and occupational health services, Security services, Transport services

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		If EDUC2 = 5	<b>EDUC3</b> What field(s) of study <u>within the natural sciences and mathematics</u> did you pursue for your highest level of education and training?	<b>[Multiple answers]</b> 1 Biology and related sciences 2 Environmental sciences and related 3 Chemistry 4 Earth sciences 5 Physics 6 Mathematics and statistics 7 Other, please specify [...]	Source: ISCED-F 2013
		If EDUC2 = 7	<b>EDUC4</b> What field(s) of study <u>within engineering, manufacturing and construction</u> did you pursue for your highest level of education and training?	<b>[Multiple answers]</b> 1 Chemical engineering 2 Environmental protection 3 Electricity and energy 4 Electronics and automation 5 Mechanics and metal trades 6 Motor vehicles, ships and aircraft 7 Food processing 8 Manufacturing and processing of materials 9 Manufacturing and processing of textiles 10 Mining and extraction 11 Architecture and town planning 12 Building and civil engineering 13 Other, please specify [...]	Source: ISCED-F 2013
<b>Sociodemographics</b>	Gender of respondent	If EMPL = 1, 2, 5	<b>GENDER</b> Regarding gender identity, which of the following options best describes how you think of yourself?	<b>[Multiple answers]</b> 1 Female 2 Male 3 Non-Binary / Other 4 No answer	

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	Household type	If EMPL = 1, 2, 5	<p><b>CARE</b> Do you have any of the following care responsibilities?</p> <p><i>This does not include caregiving, nursing services or support you provide in connection with your profession.</i></p>	<p>[Multiple answers]</p> <p>1 a child or children aged 6 or less                  2 a child or children aged 7 to 17                  3 one or more adults with challenges of old age or frailty                  4 one or more adults with disabilities                  5 one or more adults with chronic health condition                  6 none of these                  7 No answer</p>	<p><i>From DiMIS, adapted (added distinction between response options 1 and 2)</i></p>
	Age	If EMPL = 1, 2, 5	<p><b>AGE</b> What is your age (in years)?</p>	<p>ENTER NUMBERS</p> <p>__ years                  99 No answer</p>	
<b>Discrimination</b>	Perception of discrimination	If EMPL = 1, 2, 5	<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]</p> <p>1 Yes                  2 No                  3 No answer</p>	<p><i>Source: European Social Survey (2020). ESS Round 10 Source Questionnaire.</i></p>
	Reason for discrimination	If MINOR1 = 1	<p><b>MINOR2</b> On what grounds is your group discriminated against?</p>	<p>[Multiple answers]</p> <p>1 Colour or race                  2 Nationality                  3 Religion                  4 Language                  5 Ethnic group                  6 Age                  7 Gender                  8 Sexuality                  9 Disability                  10 Other, <a href="#">please specify [...]</a></p>	<p><i>ESS questions C18, C19, C20</i></p>
	Country of birth	If EMPL = 1, 2, 5	<p><b>MINOR3</b> Were you born in the country you currently live in?</p> <p><i>If you are a resident of more than one country, please refer to the country you spent most of your time in</i></p>	<p>[Single answer]</p> <p>1 Yes                  2 No                  3 No answer</p>	
		If MINOR2 = 1, 2, 3, 4, 5 If MINOR3 = 2, 3	<p><b>MINOR4</b> In which country were you born?</p>		<p><i>Drop-down list entire world</i></p>



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	COPSOQ "Negative acts"	If EMPL = 1, 2, 5	<p><b>NEG</b> Have you personally experienced any of the following in the organisation you currently work for?</p> <p><b>NEG1</b> Have you been exposed to gossip and slander at your workplace during the last 12 months?</p> <p><b>NEG2</b> Have you been involved in quarrels or conflicts at your workplace during the last 12 months?</p> <p><b>NEG3</b> Have you been exposed to unpleasant teasing at your workplace during the last 12 months?</p> <p><b>NEG4</b> Have you been exposed to work-related harassment on the social media (e.g. Facebook), by e-mail or text messages during the last 12 months?</p> <p><b>NEG5</b> Have you been exposed to undesired sexual attention at your workplace during the last 12 months?</p> <p><b>NEG6</b> Have you been exposed to threats of violence at your workplace during the last 12 months?</p> <p><b>NEG7</b> Have you been exposed to physical violence at your workplace during the last 12 months?</p> <p><b>NEG8</b> Bullying means that a person repeatedly is exposed to unpleasant or degrading treatment, and that the person finds it difficult to defend himself or herself against it. Have you been exposed to bullying at your workplace during the last 12 months?</p>	<p>[Single answer]</p> <p>1 Yes, daily 2 Yes, weekly 3 Yes, monthly 4 Yes, a few times 5 No 6 No answer</p>	<p>Source: COPSOQ <a href="https://www.copsoq-network.org/assets/Uploads/COPSOQ-network-guidelines-an-questionnaire-COPSOQ-III-180821.pdf">https://www.copsoq-network.org/assets/Uploads/COPSOQ-network-guidelines-an-questionnaire-COPSOQ-III-180821.pdf</a></p>
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			<p><b>NEG9</b> How often do you feel unjustly criticised, bullied or shown up in front of others by your colleagues or your superior?</p>	<p>[Single answer]</p> <p>1 Always                  2 Often                  3 Sometimes                  4 Seldom                  5 Never/hardly ever                  6 No answer</p>	
			<p>Many thanks for your contribution to this research study! Your data will be treated strictly according to the European data protection legislation. If you have any questions or would like to be notified when results become available, please get in touch with Karsten Gareis from the study team, who can be reached at <a href="mailto:GenderInEnergy@empirica.com">GenderInEnergy@empirica.com</a>.</p> <p>If you find yourself in a concrete conflict or problematic situation, we encourage you to consider contacting one of the responsible counseling centers in your country. The website of the European Network of Equality Bodies provides an overview of the initial contact points.</p>		

