

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

Codebook: Online survey of workers in the energy sector



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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Target group	Variable name + Question wording (if applicable)	Response option	Re(coding)	New variables computed
	Filter 1 Quality check question		P5Q4 == 'Broccoli' SCOPE == 1	
	Filter 2 Duration of interview not below 400 seconds			
	Filter 3 Not self-employed or director in own business		EMPL == 1 or EMPL == 2 or EMPL == 5	
	Filter 4 Variance in responding to multi-item questions		Varianz_Antwortverhalten != 0	
ALL	SCOPE 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		
If SCOPE = 1	EMPL What is your employment status?	[Single answer] 1 Employed dependently 2 Civil servant 3 Self-employed or freelancer => screen out 4 Director in own business => screen out 5 No answer		
If EMPL = 1, 2, 5	CONTRACT 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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<p>If EMPL = 1, 2, 5</p>	<p>SECTOR Which part of the energy sector does the organisation you work for operate in?</p> <p>SECTOR_1 (Renewables including heat pumps), SECTOR_2 (Oil & gas), SECTOR_3 (Nuclear), SECTOR_4 (Coal), SECTOR_5 (Transmission & distribution), SECTOR_6 (Energy Retail), SECTOR_7 (Storage), SECTOR_8 (Hydrogen), SECTOR_9 (Heating, ventilation, air conditioning (HVAC)) SECTOR_10 (Energy efficiency & demand response) SECTOR_11 (No answer) SECTOR_12 (Other, please specify), OTHER_SECTOR [free text]</p>	<p>[For each]</p> <p>NA. No 1. Yes</p>	<p>SECTOR_1_ADD: SECTOR_1 considering open text responses to "OTHER_SECTOR" If \$source == 2 use 'Renewables including heat pumps' If \$source == NA use SECTOR_1 else use SECTOR_1</p> <p>SECTOR_2_ADD: SECTOR_2 considering open text responses to "OTHER_SECTOR" If \$source == 6 use 'Oil & gas' If \$source == NA use SECTOR_2 else use SECTOR_2</p> <p>SECTOR_5_ADD: SECTOR_5 considering open text responses to "OTHER_SECTOR" If \$source == 1 use 'Transmission & distribution' If \$source == NA use SECTOR_5 else use SECTOR_5</p> <p>SECTOR_6_ADD: SECTOR_6 considering open text responses to "OTHER_SECTOR" If \$source == 9 use 'Energy retail' If \$source == NA use SECTOR_6 else use SECTOR_6</p> <p>SECTOR_9_ADD: SECTOR_9 considering open text responses to "OTHER_SECTOR" If \$source == 4 use 'Heating, ventilation, air conditioning (HVAC)' If \$source == NA use SECTOR_9 else use SECTOR_9</p> <p>SECTOR_10_Renamed: If \$source == ' Energy efficiency & demand response' use 'Energy Research & Consultancy'</p> <p>SECTOR_10_ADD: SECTOR_10_renamed considering open text responses to "OTHER_SECTOR" If \$source == 5 use 'Energy Research & Consultancy'</p>
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				<p>If \$source == NA use SECTOR_10_renamed else use SECTOR_10_renamed</p> <p>OTHER_SECTOR_ENGL: Own translation of OTHER_SECTOR</p> <p>ADD_SECTOR Energy sector mentioned in open question (OTHER_SECTOR) 1 "Energy Research & Consulting" 2 "Renewables" 3 "Energy Equipment" 4 "HVAC" 5 "Others" 6 "Installation & Maintenance" 7 "Retail"</p> <p>PART_OF_RE Is the employee work in a company operating in renewables? IF(SECTOR_1_ADD == 'Renewables including heat pumps', "Yes", "No")</p>
If SECTOR = 1	<p>RENEW Which part of the renewables sector does the organisation you work for operate in?</p> <p>RENEW_1 (Hydropower) RENEW_2 (Wind) RENEW_3 (Solar) RENEW_4 (Bioenergy) RENEW_5 (Waste) RENEW_6 (Geothermal) RENEW_7 (Ocean energy) RENEW_8 (Heat pumps) RENEW_9 (Refused /No answer) RENEW_10 (Other, please specify) OTHER_RE_SECTOR [free text]</p>	<p>[For each]</p> <p>NA. No 1. Yes</p>		

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If EMPL = 1, 2, 5	COUNTRY In what country is your workplace located?	[Single answer] [Full list of countries]		EU27: Residing in the EU27 yes/no
If EMPL = 1, 2, 5	SIZE Roughly how many people are employed in the organisation you are working for (across all sites in the same country), including yourself?	[Single answer] 1 1 to 9 2 10 to 49 3 50 to 249 4 250 or more 5 No answer	"5" = missing	
If EMPL = 1, 2, 5	ESTABL 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	"6" = missing	
If EMPL = 1,	JOB Which of these job	[For each]		

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2, 5	<p>categories most resembles your current role(s) in the organisation?</p> <p>JOB_1 Engineering JOB_2 Field Services JOB_3 Technical JOB_4 Management / Project management JOB_5 Project Services JOB_6 Administration JOB_7 Finance JOB_8 Legal JOB_9 Personnel / Human resources JOB_10 Sales / Business development / PR JOB_11 Research JOB_12 No answer JOB_13 Other, please specify [...] JOB_OTHER_OPEN [text]</p>	<p>NA. No 1. Yes</p>		<p>Note: open text responses have been translated and, if appropriate, manually assigned to one of the 11 groups</p>
If EMPL = 1, 2, 5	<p>SENIOR What is your current level of seniority?</p>	<p>[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</p>		
If EMPL = 1, 2, 5	<p>LONG 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?</p>	<p>ENTER NUMBERS __ years 99 No answer</p>		

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<p>If EMPL = 1, 2, 5</p>	<p>TENUR How many years have you been employed by your current employer?</p>	<p>ENTER NUMBERS __ years 99 No answer</p>		
<p>If EMPL = 1, 2, 5</p>	<p>LEAVE How much do you agree with the following statements?</p> <p>LEAVE1 I'm planning to work for another organisation within a period of 3 years</p> <p>LEAVE2 I see a future for myself within the organisation I am working for</p> <p>LEAVE3 If I received an attractive offer from another organisation, I would take that job</p> <p>LEAVE4 I love working for my organisation</p> <p>LEAVE5 Within my organisation my work gives me satisfaction</p> <p>LEAVE6 If it were up to me, I will definitely be working for my organisation for the next five years</p> <p>LEAVE7 I'm planning to leave the energy sector within a period of 3 years.</p>	<p>For each: [Single answer] 1 Disagree strongly 2 Disagree 3 Disagree slightly 4 Agree slightly 5 Agree 6 Agree strongly 7 No answer</p>	<p>"7" = missing</p>	

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<p>If EMPL = 1, 2, 5</p>	<p>CAREER To what extent do you agree with the following statements regarding your (main) job?</p> <p>CAREER1 My present job is relevant to my career goals and vocational growth.</p> <p>CAREER2 My present job provides me with good opportunities to realise my career goals.</p> <p>CAREER3 My present job encourages me to continuously gain new job-related knowledge.</p> <p>CAREER4 My present job enables me to continuously improve my professional capabilities.</p> <p>CAREER5 My promotion speed in the present organisation is fast.</p> <p>CAREER6 Compared with my colleagues, I am being promoted faster.</p> <p>CAREER7 My salary is growing quickly in my present organisation.</p> <p>CAREER8 Compared with my colleagues, my salary has grown more quickly.</p>	<p>For each: [Single answer] 1 Disagree strongly 2 Disagree 3 Disagree slightly 4 Agree slightly 5 Agree 6 Agree strongly 7 No answer</p>	<p>"7" = missing</p>	
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<p>If EMPL = 1, 2, 5</p>	<p>OCP To what extent is your organisation recognised for its ...</p> <p>OCP1 Achievement orientation OCP2 An emphasis on quality OCP3 Being distinctive—being different from others OCP4 Being competitive OCP5 Being reflective OCP6 Having a good reputation OCP7 Being socially responsible OCP8 Having a clear guiding philosophy OCP9 Being team oriented OCP10 Sharing information freely OCP11 Being people oriented OCP12 Collaboration OCP13 Being innovative OCP14 Quick to take advantage of opportunities OCP15 Risk taking OCP16 Taking individual responsibility OCP17 Fairness OCP18 Opportunities for professional growth OCP19 High pay for good performance OCP20 Praise for good performance OCP21 Having high expectations for performance OCP22 Enthusiasm for the job OCP23 Being results oriented OCP24 Being highly organised OCP25 Stability</p>	<p>For each: [Single answer] 1 Not at all 2 Minimally 3 Moderately 4 Considerably 5 Very much 6 No answer</p>	<p>"6" = missing</p>	
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	OCP26 Being calm OCP27 Security of employment OCP28 Low conflict			
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<p>If EMPL = 1, 2, 5</p>	<p>WRQL For each of the following statements, please indicate your level of agreement</p> <p>WRQL1 I have a clear set of goals and aims to enable me to do my job</p> <p>WRQL2 I feel able to voice opinions and influence changes in my area of work</p> <p>WRQL3 I have the opportunity to use my abilities at work</p> <p>WRQL4 I feel well at the moment</p> <p>WRQL5 My employer provides adequate facilities and flexibility for me to fit work in and around my family life</p> <p>WRQL6 My current working hours / patterns suit my personal circumstances</p> <p>WRQL7 I often feel under pressure at work</p> <p>WRQL8 When I have done a good job it is acknowledged by my line manager</p> <p>WRQL9 Recently, I have been feeling unhappy and depressed</p> <p>WRQL10 I am satisfied with my life</p> <p>WRQL11 I am encouraged to develop new skills</p> <p>WRQL12 I am involved in decisions that affect me in my own area of work</p> <p>WRQL13 My employer provides me with what I need to do my job effectively</p> <p>WRQL14 My line manager</p>	<p>For each:</p> <p>[Single answer]</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>"6" = missing</p>	
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<p>actively promotes flexible working hours / patterns</p> <p>WRQL15 In most ways my life is close to ideal</p> <p>WRQL16 I work in a safe environment</p> <p>WRQL17 Generally things work out well for me</p> <p>WRQL18 I am satisfied with the career opportunities available for me here</p> <p>WRQL19 I often feel excessive levels of stress at work</p> <p>WRQL20 I am satisfied with the training I receive in order to perform my present job</p> <p>WRQL21 Recently, I have been feeling reasonably happy all things considered</p> <p>WRQL22 The working conditions are satisfactory</p> <p>WRQL23 I am involved in decisions that affect members of the public in my own area of work</p> <p>WRQL24 I am satisfied with the payment I receive</p>			
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<p>If EMPL = 1, 2, 5</p>	<p>PSGBI For each of the following statements, please indicate your level of agreement <u>with respect to the organisation you work for</u></p> <p>PSGBI1 I have seen male colleagues jump in when a woman is speaking and take over the conversation.</p> <p>PSGBI2 Compared to female staff members, male staff members receive more respect from other departments.</p> <p>PSGBI3 People see ambitiousness differently for men and women (i.e., “strongminded” vs. “bossy”).</p> <p>PSGBI4 Some people are not comfortable being subordinate to a woman.</p> <p>PSGBI5 Some of my male colleagues are only superficially supportive of women’s struggles with inequities.</p> <p>PSGBI6 I receive positive feedback about my abilities from colleagues.</p> <p>PSGBI7 I have a collegial work environment.</p> <p>PSGBI8 I have a good relationship with most of my co-workers.</p> <p>PSGBI9 My ideas are valued within my workplace.</p> <p>PSGBI10 I receive one-on-one formal mentoring.</p> <p>PSGBI11 I have a mentor who is in a senior leadership position.</p>	<p>For each:</p> <p>[Single answer]</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>"7" = missing</p>	
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	<p>PSGBI12 My institution provides supports for balancing work and family demands.</p> <p>PSGBI13 I work in an organisation where policies emphasize equity.</p> <p>PSGBI14 I think that women are paid less than men for the same job</p>			
<p>If EMPL = 1, 2, 5</p>	<p>EDUC1 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>	<p><i>Note: Open responses in "other" have been manually assigned to one of the options 1-8</i></p> <p><i>"9" = missing</i></p>	

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<p>If EDUC1 = 3, 4, 5, 6, 7, 8, 9</p>	<p>EDUC2 What field(s) of study did you pursue for your highest level of education and training?</p>	<p>[NETIGATE: Single answer; EUSurvey: Multiple answers]</p> <p>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 Services¹ 11 Other, please specify [...] 12 No answer</p>	<p><i>Note: Open responses in "other" have been manually assigned to one of the options 1-10 in EDUC2</i></p>	<p>Recoded from EDUC2:</p> <p>EDUC2_1: IF(CONTAINS('Education',\$source), "yes", "no")</p> <p>EDUC2_2: IF(CONTAINS('Arts',\$source), "yes", "no")</p> <p>EDUC2_3: IF(CONTAINS('Social',\$source), "yes", "no")</p> <p>EDUC2_4: IF(CONTAINS('Social',\$source), "yes", "no")</p> <p>EDUC2_5: IF(CONTAINS('mathematics',\$source), "yes", "no")</p> <p>EDUC2_6: IF(CONTAINS('Information',\$source), "yes", "no")</p> <p>EDUC2_7: IF(CONTAINS('Engineering',\$source), "yes", "no")</p> <p>EDUC2_8: IF(CONTAINS('Agriculture',\$source), "yes", "no")</p> <p>EDUC2_9: IF(CONTAINS('Health and welfare',\$source), "yes", "no")</p> <p>EDUC2_10: IF(CONTAINS('Services',\$source), "yes", "no")</p>
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¹ Includes Personal services, Hygiene and occupational health services, Security services, Transport services

<p>If EDUC2 = 5</p>	<p>EDUC3 What field(s) of study <u>within the natural sciences and mathematics</u> did you pursue for your highest level of education and training?</p> <p>EDUC3_1 Biology and related sciences EDUC3_2 Environmental sciences and related EDUC3_3 Chemistry EDUC3_4 Earth sciences EDUC3_5 Physics EDUC3_6 Mathematics and statistics EDUC3_7 No answer EDUC3_8 Other, please specify [...]</p>	<p>[For each] NA. No 1. Yes</p>	<p><i>Note: Open responses in "other" have been manually assigned to one of the options 1-7 in EDUC3</i></p>	
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<p>If EDUC2 = 7</p>	<p>EDUC4 What field(s) of study <u>within engineering, manufacturing and construction</u> did you pursue for your highest level of education and training?</p> <p>EDUC4_1 Chemical engineering EDUC4_2 Environmental protection EDUC4_3 Electricity and energy EDUC4_4 Electronics and automation EDUC4_5 Mechanics and metal trades EDUC4_6 Motor vehicles, ships and aircraft EDUC4_7 Food processing EDUC4_8 Manufacturing and processing of materials EDUC4_9 Manufacturing and processing of textiles EDUC4_10 Mining and extraction EDUC4_11 Architecture and town planning EDUC4_12 Building and civil engineering EDUC4_13 Other, please specify [...]</p>	<p>[For each] NA. No 1. Yes</p>	<p><i>Note: Open responses in "other" have been manually assigned to one of the options 1-12 in EDUC4</i></p>	
<p>If EMPL = 1, 2, 5</p>	<p>GENDER Regarding gender identity, which of the following options best describes how you think of yourself?</p>	<p>[Multiple answers] 1 Female 2 Male 3 Non-Binary / Other 4 Prefer not to answer</p>		

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<p>If EMPL = 1, 2, 5</p>	<p>CARE Do you have any of the following care responsibilities? CARE_1 a child or children aged 6 or less CARE_2 a child or children aged 7 to 17 CARE_3 one or more adults with challenges of old age or frailty CARE_4 one or more adults with disabilities CARE_5 one or more adults with chronic health condition CARE_6 none of these CARE_7 No answer</p>	<p>[For each] NA. No 1. Yes</p>		<p>CARE: Private care responsibilities IF(CARE_1 != NA or CARE_2 != NA or CARE_3 != NA or CARE_4 != NA or CARE_5 != NA, "Yes", "No")</p>
<p>If EMPL = 1, 2, 5</p>	<p>AGE What is your age (in years)?</p>	<p>ENTER NUMBERS __ years</p>		
<p>If EMPL = 1, 2, 5</p>	<p>MINOR1 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 No answer</p>	<p>"3" = missing</p>	
<p>If MINOR1 = 1</p>	<p>MINOR2 On what grounds is your group discriminated against? MINOR2_1 Colour or race MINOR2_2 Nationality MINOR2_3 Religion MINOR2_4 Language MINOR2_5 Ethnic group MINOR2_6 Age MINOR2_7 Gender MINOR2_8 Sexual orientation MINOR2_9 Disability MINOR2_10 Other, please specify [...]</p>	<p>[For each] NA. No 1. Yes</p>		

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<p>If EMPL = 1, 2, 5</p>	<p>MINOR3 Were you born in the country you currently live in? <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] 1 Yes 2 No 3 No answer</p>	<p>"3" = missing</p>	
<p>If MINOR3 = 2, 3</p>	<p>MINOR4 In which country were you born?</p>	<p>Full list of countries [single answer]</p>		

<p>If EMPL = 1, 2, 5</p>	<p>NEG Have you personally experienced any of the following in the organisation you currently work for?</p> <p>NEG_1 Have you been exposed to gossip and slander at your workplace during the last 12 months?</p> <p>NEG_2 Have you been involved in quarrels or conflicts at your workplace during the last 12 months?</p> <p>NEG_3 Have you been exposed to unpleasant teasing at your workplace during the last 12 months?</p> <p>NEG_4 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>NEG_5 Have you been exposed to undesired sexual attention at your workplace during the last 12 months?</p> <p>NEG_6 Have you been exposed to threats of violence at your workplace during the last 12 months?</p> <p>NEG_7 Have you been exposed to physical violence at your workplace during the last 12 months?</p> <p>NEG_8 Bullying means that a person repeatedly is exposed to unpleasant or degrading treatment, and that the person</p>	<p>For each: [Single answer] 1 Yes, daily 2 Yes, weekly 3 Yes, monthly 4 Yes, a few times 5 No 6 No answer</p>	<p>"6" = missing</p>	
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	<p>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>NEG_9 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] 1 Always 2 Often 3 Sometimes 4 Seldom 5 Never/hardly ever 6 No answer</p>	<p>"6" = missing</p>	

