

A QUESTIONNAIRE FOR GATHERING INFORMATION ON THE ATTITUDES OF EMPLOYEES OF THE CONSORTIUM MEMBERS' ACADEMICS ABOUT GENDER EQUALITY ISSUES

This questionnaire has been created within the Erasmus Plus project titled “New Quality in Education for Gender Equality – Strategic Partnership for the Development of a Master’s Study Program LAW AND GENDER – *LAWGEM*”. The University of Belgrade Faculty of Law is the coordinator of the *LAWGEM* project, and the members of the Consortium are the Örebro University from Sweden, the LUMSA University from Italy, the University of Cadiz from Spain, and the Saarland University from Germany.

This questionnaire represents one of the proposed intellectual outputs of the *LAWGEM* project, the so-called Empirical Survey Tool, and all Consortium members will be using it as the instrument for exploring the attitudes of teachers at their own university. After collecting data analysis will be conducted for each university. The experts from all Consortium members will then undertake a comparative analysis. The results of the conducted empirical surveys at each university as well as the comparative analysis will be published within the *LAWGEM* project.

The results of this research will be available at the webpage of the *LAWGEM* project - lawgem.ius.bg.ac.rs

You receive this questionnaire as a co-worker at the faculty of which the *LAWGEM* project is being conducted at your university. We kindly ask you to fill out this questionnaire. Filling out this questionnaire is voluntary, and you will be anonymous. By answering the questionnaire, you consent to be part of the study. All of the questions are of the closed-ended variety and it will take about 20 minutes to do.

Please return the questionnaire before Julyth. Reminders will be sent out to everyone, if you have answered the questionnaire please disregard for the reminder.

We would like to thank you upfront for your time, good will and cooperation!

1 Background questions

Q1) Age: _____

Q2) What is your gender	Male	Female	Other gender	No answer		
	1	2	3	9		
Q3) What is your marital status	Single	Married or partnership	Divorced	Widow or widower	Something else	N/A
	1	2	3	4	5	9
Q4) Are you a parent?	No	Yes	N/A			
	1	2	9			
Q5) Academic degree (Please select the highest degree)	BA	Master	Magister of science	PhD	N/A	
	1	2	3	4	9	
Q6) Type of contract:	Part time	Full time	N/A			
	1	2	9			
Q7) Are you on a substitute position?	No	Yes	N/A			
	1	2	9			
Q8) Duration of contract	Temporary position	Permanent position	Civil servant	N/A		
	1	2	3	9		
Q9) Professional category:	Graduate teaching assistant	Teaching assistant	Assistant professor/ PhD Lecturer	Associate professor	Full professor	N/A
	1	2	3	4	5	9

Q10) How often are you or have you been involved in any of the following activities, outside of paid work, related to your dependent children or relatives?

	Every day	Several times a week	Once or twice a week	Less often than once a week	Never	Not relevant
Q10_1: Hygiene, bathing	5	4	3	2	1	9
Q10_2: Feeding	5	4	3	2	1	9
Q10_3: Taking them to school	5	4	3	2	1	9
Q10_4: After-school activities	5	4	3	2	1	9
Q10_5: School tasks	5	4	3	2	1	9
Q10_6: Going to the park	5	4	3	2	1	9
Q10_7: Other leisure activities	5	4	3	2	1	9
Q10_8: Cooking and housework	5	4	3	2	1	9
Q15_0: Caring for elderly/ disabled relatives	5	4	3	2	1	9

2 Cultural/general level

Please mark whether you agree or disagree with each of the following statements

	Totally agree	Tend to agree	Tend to disagree	Totally disagree	No answer
Q11_1: It is acceptable for man to cry	4	3	2	1	9
Q11_2: Women are more likely than men to make decisions based on their emotions	1	2	3	4	9
Q11_3: The most important role of a women is to take care of her home and family	1	2	3	4	9
Q11_4: The most important role of a man is to earn money	1	2	3	4	9
Q12_1: Gender equality has been achieved in _____ (<i>inscribe a particular Consortium university and delete this</i>) in politics	4	3	2	1	9
Q12_2: Gender equality has been achieved in _____ at work	4	3	2	1	9
Q12_3: Gender equality has been achieved in _____ in leadership positions in companies and other organizations	4	3	2	1	9
Q13_1: Promoting gender equality is important to ensure a fair and democratic society	4	3	2	1	9
Q13_2: Promoting gender equality is important for companies and for the economy	4	3	2	1	9
Q13_3: Promoting gender equality is important for your faculty	4	3	2	1	9
Q13_4: Promoting gender equality is important for you personally	4	3	2	1	9

Q14) If you had to choose between the following options which would you prefer?

Please show how close your opinion is to the statements by choosing a number between 1 and 5 (the text written above and below is accorded to the given numbers in the scale).

Q14_1: A woman should be prepared to cut down on her paid work for the sake of taking care of her family	1	2	3	4	5	A woman should not have to cut down on her paid work for the sake of taking care of her family
Q14_2: Men should take as much responsibility as women for the home and children	5	4	3	2	1	Men should not take as much responsibility as women for the home and children
Q14_3: When jobs are scarce, men should have more right to a job than women	1	2	3	4	5	When jobs are scarce, men should not have more right to a job than women

3 Institutional level

Please mark the extent to which you agree or disagree with the following statements at your faculty:

	Strongly disagree	Disagree	Partly disagree	Partly agree	Agree	Strongly agree	No answer
Q15_1: In general, men and women are equally well represented (in terms of numbers) in my faculty	1	2	3	4	5	6	9
Q15_2: In general, men and women are treated equally in my faculty	1	2	3	4	5	6	9
Q15_3: My faculty is committed to promoting gender equality	1	2	3	4	5	6	9
Q15_4: If I had any concerns about gender equality in my faculty, I would know who to approach	1	2	3	4	5	6	9
Q15_5: My faculty is responsive to concerns about gender equality	1	2	3	4	5	6	9
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Q16_1: Allocation of desirable and sought-after tasks or roles are distributed independently from gender	1	2	3	4	5	6	9
Q16_2: Distribution of office space are done independently from gender	1	2	3	4	5	6	9
Q16_3: Mentoring and/or other guidance in making career decisions are done independently from gender	1	2	3	4	5	6	9
Q16_4: Representation in senior positions are done independently from gender	1	2	3	4	5	6	9
Q16_5: Allocation of administrative tasks are done independently from gender	1	2	3	4	5	6	9
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Q17_1: Attention from senior management are done independently from gender	1	2	3	4	5	6	9
Q17_2: Access to informal circles of influence are done independently from gender	1	2	3	4	5	6	9
Q17_3: Receiving positive feedback from management are done independently from gender	1	2	3	4	5	6	9
Q17_4: Recruitment and selections for academic posts are done independently from gender	1	2	3	4	5	6	9
Q17_5: Promotion decisions are done independently from gender	1	2	3	4	5	6	9

Please mark the extent to which you agree or disagree with the following statements at your faculty:

	Strongly disagree	Disagree	Partly disagree	Partly agree	Agree	Strongly agree	No answer
Q18_1: Allocation of formal training and career development opportunities are done independently from gender	1	2	3	4	5	6	9
Q18_2: Allocation of teaching are done independently from gender	1	2	3	4	5	6	9
Q18_3: Participation in projects are done independently from gender	1	2	3	4	5	6	9
Q18_4: Invitations to lectures, conferences, etc. are done independently from gender	1	2	3	4	5	6	9
Q18_5: Appointments to editorships of journals are done independently from gender	1	2	3	4	5	6	9
Q19_1: My supervisor has understanding for my caring responsibilities (at home, for children and elderly...)	1	2	3	4	5	6	9
Q19_2: My faculty has policies put in place (effective) for life-work balancing	1	2	3	4	5	6	9
Q19_3: My work schedule allows me to spend time with my family and friends	1	2	3	4	5	6	9
Q19_4: I am able to set boundaries between work and life	1	2	3	4	5	6	9
Q19_5: I am satisfied with my work-life balance	1	2	3	4	5	6	9

Q20) Have you been on parental leave	No	Yes	N/A		
	1	2	9		
If you answered YES please answer the following: In my institution, during or after my parental leave, the following policies were in place:	Exist and are implemented	Exist, but not implemented	Informally	Does not exist	Don't know
Q20_1: Keeping in touch with the department while away	4	3	2	1	9
Q20_2: Flexible working hours	4	3	2	1	9
Q20_3: Initial part-time working building up to full time	4	3	2	1	9
Q20_4: Lower initial teaching load	4	3	2	1	9
Q20_5: Lower initial administrative load	4	3	2	1	9
Q20_6: Lower initial research supervision	4	3	2	1	9
Q20_7: Parent's network, support group at work	4	3	2	1	9
Q20_8: Additional block of shared parental leave	4	3	2	1	9
Q20_9: Facilities for continued baby care	4	3	2	1	9
Q20_10: Childcare services at workplace	4	3	2	1	9

Q21) (FILTER) Please indicate whether your institution provided you with information on the following when preparing you for your most recent or current period of maternity, paternity, adoption, or other type of parental leave

	They did not provide information and I did not ask	I asked for information, but received none	I asked for and received information	Information was provided without asking
Q21_1: Childcare related policies, including payments and benefits	1	2	3	4
Q21_2: Facilities for continued baby feeding on return to work	1	2	3	4
Q21_3: Contacts for supporting services (e.g. HR, occupational health)	1	2	3	4
Q21_4: Time off for antenatal appointments	1	2	3	4
Q21_5: How and when to notify your institution of your intentions regarding return to work	1	2	3	4
Q21_6: Options for phased return, or other forms of workload adjustment on return	1	2	3	4
Q21_7: Rest facilities are available during pregnancy	1	2	3	4

According to your personal impressions or knowledge, please mark the extent to which you agree or disagree with the following statements at your faculty:

	Strongly disagree	Disagree	Partly disagree	Partly agree	Agree	Strongly agree	No answer
Q22_1 Sexist behavior is tolerated at my faculty	1	2	3	4	5	6	9
Q22_2 During lectures and extracurricular communication with students the teachers at our Faculty sometimes express sexist attitudes	1	2	3	4	5	6	9
Q22_3 Sexual harassment occurs at my faculty	1	2	3	4	5	6	9
Q22_4 Sexual harassment of students by the teaching staff occurs at my faculty	1	2	3	4	5	6	9
Q22_5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my faculty.	1	2	3	4	5	6	9
Q22_6 Cases of sexual harassment in my faculty are treated as something to cover and hide.	1	2	3	4	5	6	9

4 Educational level

Please mark the extent to which you agree or disagree with the following statements on higher education:

	Strongly disagree	Disagree	Partly disagree	Partly agree	Agree	Strongly agree	No answer
Q23_1: Curricula at my faculty are gender sensitive	1	2	3	4	5	6	9
Q23_2: It is necessary to perform a critical reconsideration from the gender sensitive point of view of all the textbooks used at my faculty.	1	2	3	4	5	6	9
Q23_3: Gender sensitive legal studies are important to the professional competences of the future lawyers, judges and members of other legal professions.	1	2	3	4	5	6	9
Q23_4: As a rule, classes do not provide a gender perspective when learning about legal institutes.	1	2	3	4	5	6	9
Q23_5: Gender perspective in legal studies is utterly irrelevant to the quality of content and the meaning of acquired legal knowledge.	6	5	4	3	2	1	9
Q23_6: Additional education of teaching staff on matters of gender equality is necessary at my faculty.	1	2	3	4	5	6	9
Q23_7: Introducing gender perspective in higher education curricula should be regulated by law.	1	2	3	4	5	6	9
Q23_8: Standards for accreditation of study programs should have as a compulsory requirement the ability to understand and apply the principles of gender equality.	1	2	3	4	5	6	9