



**Equal Opportunities Office**

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*Career advancement and equal opportunities*  
**Survey among PhD students and postdocs  
of NCCR 'Plant Survival'**

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**Please note that all data will be kept strictly confidential.**

**The completion of this survey will take 5 to 10 minutes. Answers for questions marked with an asteriks (\*) are optional. Space for additional comments is provided at the bottom of the survey.**



**8. \* On your way towards scientific research, do you believe that you experienced incentives or obstacles that were gender related? If yes, briefly describe.**

Incentives:    no               yes  

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.....

Obstacles:    no               yes  

.....  
.....

**9. Do you believe that your present position/status reflects your original career plan?**

yes               no  

**10. If your answer to question 9 was no, what circumstances might have contributed to the change? (e.g. family planning, lack of money, original plans too ambitious, insufficient support from supervisor, competitive pressure, etc.)**

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**11. What are your expectations/visions for your future career advancement? (several answers possible)**

postdoc               habilitation               teaching     
 management               administration               industry     
 self-employment               don't know yet               other  

.....

**12. Under which circumstances would you consider to continue a career in science?**

- job security .....
- possibility of recruiting .....
- better salary .....
- support from partner.....
- assistance in management of work load .....
- other .....

**13. What do you expect to obtain by participating as a PhD student/postdoc within the NCCR 'Plant Survival'? (several answers possible)**

- |                           |                          |                    |                          |
|---------------------------|--------------------------|--------------------|--------------------------|
| excellence in research    | <input type="checkbox"/> | diversified skills | <input type="checkbox"/> |
| establishment of networks | <input type="checkbox"/> | enhanced mobility  | <input type="checkbox"/> |
| advancement of women      | <input type="checkbox"/> | other              | <input type="checkbox"/> |
| none in particular        | <input type="checkbox"/> |                    |                          |

***Professional and private life***

**14. Do you experience or foresee conflicts between private and professional life? If yes, briefly describe (e.g. family planning, lack of time and mobility for leisure, etc.)**

- yes       no

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**15. If you experience or foresee a conflict between career and family planning, what measures do you think would be helpful to overcome this conflict?**

- access to University day care .....
- possibility of part-time work .....
- hired assistance to help maintain research .....
- help with household chores (shopping, ...) .....
- laundry facility at work .....
- secured maternity/paternity leave .....
- support through partner/family.....
- visibility of mothers/fathers as researchers .....
- increased mentoring .....
- other .....

**16. Are you aware of facilities available dealing with questions of equal opportunity? Please indicate.**

University

Town/community

Canton

Internet

**General comments:**

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**Thank you for your contribution!**

**Please return the completed form no later than December 21, 2001 using the enclosed envelope or by fax (032 718 2501).**