Equal opportunities
Results of Survey

50 female researchers and 49 male researchers of the NCCR RNA & Disease network participated in the anonymous survey.

The survey was conducted in November/December 2015
Demographic information

- Age distribution:
  - Men/Women
  - 20-25: 5/3
  - 26-30: 15/10
  - 31-35: 10/5
  - 36-40: 5/3
  - 41-45: 2/1
  - 46-55: 1/1
  - 56-65: 1/1
  - >65: 0/0

- Educational level distribution:
  - Men/Women
  - Master student: 5/3
  - PhD student: 15/10
  - Postdoc: 10/5
  - Senior scientist: 5/3
  - Principal investigator: 2/1

- Experience distribution:
  - Men/Women
  - 1-3 years: 10/5
  - 3-5 years: 5/3
  - 5-10 years: 15/10
  - >10 years: 5/3
Regarding your current role

I understand the requirements of my role, and can pursue them with a sense of purpose and priority.

When priorities are unclear or conflicting I know where I can get the guidance if I need it.

I have the resources I need to fulfill the requirements of my role.

I have all the information I need to carry out my role effectively.

I am clear about the training and development opportunities available to me.

I am aware of the funding available to support my training and development.

I feel comfortable discussing my training and development needs with my line manager/supervisor.

I feel that access to training and development is fair.

When priorities are unclear or conflicting I know where I can get the guidance if I need it.

I have the resources I need to fulfill the requirements of my role.

I have all the information I need to carry out my role effectively.

I am clear about the training and development opportunities available to me.

I am aware of the funding available to support my training and development.
Regarding promotion and recognition

- I am clear about the career options open to me.
- Career progression processes are clear and transparent and consistently applied.
- Career breaks are treated fairly in relation to recruitment and promotion.
Support for staff/students

My line manager/supervisor:

- Makes a fair assessment of the value of my contribution
- Provides a sense of direction for me
- Sets clear standards for my work
- Helps me set priorities if necessary
- Gives me feedback
- Deals effectively with poor performance
- Values diversity
- Respects me as an individual
- Takes an interest in my career development

- no answer
- Disagree
- Tend to disagree
- Neither agree nor disagree
- Tend to agree
- Agree
22 out of 50 women and 14 out of 49 men indicated to have experienced mentoring by another member of staff, while at their current position.

100% of those who have experienced mentoring found it useful.
Members of staff are treated equally regardless of:

- Gender
- Ethnicity
- Disability
- Age
- Sexual orientation
- Role
- Working hours
- Contract type
- Caring responsibility

- **Yes**
- **No**
- **No answer**
Equality and Diversity

- Have you ever undertaken any form of equality and diversity training?
- Have you ever taken a career break?
- Do you have caring responsibilities?
- If yes, do you find it easy to make use of flexible working hours to accommodate these caring responsibilities?
- Have you ever worked part-time in research?