

MATERIAL SUPLEMENTARIO 2

This is the survey as it was distributed amongst Argentinean ecologists. Some of the answers were simplified for specific questions, as mentioned in the text in order to increase the n in each category for analyses. For example, Answers on caregiving responsibilities (questions 13 and 14) were also reduced to taking responsibilities for over 50% (including the two options “you carry over 50%” and “you carry 100%”), dividing 50-50, or taking responsibility for less than 50% (including the two options “you carry less than 50%” and “your partner carries 100%).

Also, the six categories in CONICET (question 29) were simplified in some cases to Fellows (PPF), which included Ph.D. and Postdoctoral fellows; Early Career Researchers (ECR), including Assistant and Associate researchers; and Senior Researchers (SR), including Independent and Principal Researchers. Superior Researchers were removed from some of the analyses because there were very few responses from this categories and they were all men. Technicians were also removed when related to academic performance based on the number of papers published, as this category is not evaluated mainly on paper production as researchers are.

For the amount of support received from the Ph.D. adviser, the five categories in question 59 were reduced to “No support at all” (1), “Quite supportive” (2-4), “Very supportive” (5). For the amount of support perceived from the system, question 60, we reduced the 10-point category to a 5-point one, joining every two categories (1-2, 3-4, etc.)

Survey

We invite you to respond to this short survey (it takes between 10 and 15 minutes) UNTIL MAY 31. Results will be used for a study on “Work-related difficulties in the Argentinean science and technology sector: identifying pattern and thinking of policies that help improve the work environment”, led by Gabriela Fontanarrosa (IBN, CONICET-UNT) y Gabriela Núñez y Silvia Lomáscolo (IER, CONICET-UNT). Results will be presented as part of an Innovative Session at the XXIX Reunión Argentina de Ecología, and then published. Your answers will be anonymous and confidential, and will only be used with academic purposes. Ample participation ensures appropriate sampling of the difficulties identified. We thank your cooperation by answering our survey.

1. What is your undergraduate Major?
 - a. Biology
 - b. Agronomy
 - c. Forestry
 - d. Chemistry/Biochemistry
 - e. Biotechnology
 - f. Social Sciences (Humanities)
 - g. Other
2. How old are you?
3. Is your professional career broadly related to Ecology?
 - a. Yes
 - b. No
4. Here you can explain what your job is about
5. Where are you located?
 - a. Argentina
 - b. Brazil
 - c. Chile
 - d. Other Latin American countries
 - e. Other
6. Here you can tell us what country if it is not Argentina
7. What is your present-day occupation?
 - a. Undergraduate student
 - b. Graduate student
 - c. Staff researcher in a public institution
 - d. University professor
 - e. Teacher
 - f. Employed in a private institution related to science/technology
8. Why did you choose your career?
 - a. Because it was the only/best option for my specialty
 - b. Because it offers flexibility in working hours
 - c. Vocation
 - d. The pay
 - e. Because other options did not allow me to accommodate other interests (family, hobby, talent, etc.)
 - f. Other
9. Here you can explain why you chose your career
10. What is your gender?
 - a. Woman
 - b. Man
 - c. Other
11. Do you live with a partner?
 - a. Yes
 - b. No

- 12.** Your partner is
- Woman
 - Man
 - Other
- 13.** Which of these options best describes your life situation?
- You live only with your partner (no other human being)
 - You have children and distribute caregiving responsibilities equitably (50:50)
 - You have children and distribute caregiving responsibilities non- equitably (you cover more than 50%)
 - You have children and distribute caregiving responsibilities non-equitably (you cover less than 50%)
 - You have children and distribute caregiving responsibilities non- equitably (your partner covers 100%)
 - You have children and distribute caregiving responsibilities non- equitably (you cover 100%)

If you do not live with a partner:

- 14.** Which of these options best describes your life situation?
- You live alone
 - You live with other people with no family attachments (roommates)
 - You have people under your care (children, disabled person, etc.) and equitably share caregiving responsibilities with another person (50:50)
 - You have people under your care (children, disabled person, etc.) and do not share equitably caregiving responsibilities (you cover more than 50%)
 - You have people under your care (children, disabled person, etc.) and do not share equitably caregiving responsibilities (you cover less than 50%)
 - You have people under your care (children, disabled person, etc.) and do not share responsibilities with anyone else
 - You live with relatives that are not under your care
- 15.** Some previous questions assume that, even if you do not live with a partner, there is someone else with whom you share (or should share) caregiving responsibilities. That other person is
- Female
 - Male
 - Other gender
 - There is no such person
 - I have no caregiving responsibilities
- 16.** Other than your children, do you have people under your care? (elders, disabled person, etc.)
- Yes
 - No
- 17.** Who are these people? (E.g. mother, father, in-laws, grandmother/father, sister, brother, friend, etc.)

Life situation and Academia

- 18.** How do you think that your life situation described in previous questions affects or affected your work productivity? To respond, just imagine what it would be like if your situation were different
- My life situation did not affect my productivity
 - It facilitates productivity a little
 - It facilitates productivity a lot
 - It makes productivity a little difficult
 - It makes productivity very difficult
- 19.** Here you can expand on your previous answer

If you answered that your life situation negatively affects/affected productivity,

- 20.** How did it affect you?
- Delayed my Ph.D. program
 - Delayed entering a permanent position
 - Delayed advancement (promotion) in my professional career
 - It limited my options of choosing between private and public institutions
 - Limited the choice of the theme of my research (e.g., with or without fieldwork, etc.)
 - Limited my availability to travel to meetings, stays in other institutions, etc.)
 - Limited my possibilities to choose my adviser or institution to do my Ph.D.
 - Other
- 21.** Do you think these difficulties can be diminished by adequate public policies? Which ones?

If you answered that your life situation positively affects/affected productivity,

- 22.** How did it affect you?
- It facilitated entering a permanent position
 - It facilitated advancement (promotion) in my professional career
 - It broadened my options to choose from, among public and private institutions
 - Facilitated my choice of the theme of my research (e.g., with or without fieldwork, etc.)
 - Facilitated my availability to travel to meetings, stays in other institutions, etc.)
 - Other
- 23.** Here you can expand on your answer to the previous question

Career vs. family?

- 24.** Do you think your career was an obstacle for your plans to have a family?
- Yes
 - No

If your answer I yes, then,

- 25.** How were your plans to have a family affected?
- a. I got married/moved with my partner later than planned
 - b. I had less children than I would have wanted
 - c. I had my children later than I would have wanted
 - d. I could not form a family
 - e. Other
- 26.** Here you can expand on your previous answer
- 27.** Do you think that those obstacles can be diminished by appropriate public policies? Which ones?

Your work

- 28.** Do you belong to CONICET?
- a. Yes
 - b. No

If yes,

- 29.** To which category of CONICET do you belong?
- a. Ph.D. fellow
 - b. Postdoctoral fellow
 - c. Technician
 - d. Assistant Researcher
 - e. Associate Researcher
 - f. Independent Researcher
 - g. Principal Researcher
 - h. Superior Researcher
- 30.** How old were you when you entered your present-day category?
- 31.** How long did it take you to promote from your previous category to your present-day one?

Workplace situations

- 32.** Have you ever suffered workplace harassment?
- a. Yes
 - b. No

If yes,

- 33.** You can expand on your answer to the previous question (what type of harassment, from whom, etc.)
- 34.** Do you think that the harassment situation was an obstacle, in any way, for advancement in your career?
- a. Yes
 - b. No

35. You can expand on your answer to the previous question

Your career

36. Name three referents in your study area (name and surname)

37. Have you ever worked in a private institution in relation to your expertise?

- a. Yes
- b. No

38. If your job involves publishing papers, how many first-author papers have you published in indexed journals? (If your job does not involve publishing papers please write "My job does not involve publishing papers")

39. During your graduate program your adviser was

- a. Female
- b. Male
- c. Other
- d. I did not do a graduate program

40. Please mention which obstacles you had to sort during your career

41. How many uninterrupted hours can you work, on average, in a day? (Uninterrupted, not having to attend other non-work related tasks. After attending those tasks, it is clear that you may go back to do your work)

42. Do you ever work from home?

- a. Yes
- b. No

If yes,

43. How many hours, on average, do you work from home?

- a. 1
- b. 2
- c. 3
- d. 4
- e. 5 or more

44. While working from home, how many hours per day do you dedicate to non-work related tasks

- a. None
- b. Less than one hour
- c. One hour or more

45. While working from the office, how much time per day do you dedicate to home-related issues? (includes issues related to people that you care for)

- a. No time at all
- b. Less than one hour
- c. One hour or more

46. How many days, on average, are you absent from home to go to work.related meetings/trips?

47. How many days, on average, are you absent from home to go on short stays in other institutions? (If your job does not involve trips to other institutions, please write "My work does not involve traveling")
48. Do you do fieldwork?
- Yes
 - No

If yes,

49. How many days, on average, are you absent from home to go on fieldtrips?
50. When you go on fieldtrips for the day, how many hours do you use to organize your family logistics before you leave?
51. When you go on fieldtrips for more than one day, how many hours do you use to organize your family logistics before you leave?
52. Have you even gone alone to do fieldwork?
- Never
 - Exceptionally
 - Commonly
 - Almost always
 - Always
53. When you go in a group, your group is usually
- Mixed gendered
 - Female only
 - Male only
54. Have you found difficulties to go on fieldtrips alone?
- Yes
 - No
55. Here you can expand on your answer to your previous question, or name which potential problems did you consider to decide not to go alone
56. What types of non-academic problems do you find most often during fieldwork?
- I did not find problems
 - In dealing with field companions
 - Access to my study areas (e.g., dealing with land owners, etc)
 - Vehicle-related
 - In dealing with my field assistants
 - Other
57. Here you can expand on which problems you commonly find.

Perceptions

58. How do you value your capacity to develop your career/job?
- Average with respect to my colleagues
 - Below average with respect to my colleagues

c. Above average with respect to my colleagues

59. This question refers to the moment when you did your graduate program. If you have already finished it, please answer with reference to when you were doing it. How much did your adviser support your personal/family decisions (e.g., need to leave work early, miss certain activities due to family-related problems, impossibility to travel out of town, etc.). If you did not do a graduate program, please answer with respect to your present-day job and, instead of an adviser, think of your boss or colleagues.

1 2 3 4 5

Not supportive at all Very supportive

60. Do you think the system penalizes or facilitates those same personal/family decisions?

1 2 3 4 5 6 7 8 9 10

It penalizes them (it leads to incompatibility between having a family and a successful career) It facilitates them (makes life easier for those who chose to have a family)