

# Questionnaire for research on discrimination at workplace (employees)

## A. Employment background

### A1. What do you do for living?

- 
1. the respondent is employed
  2. the respondent is temporarily not working because of temporary illness/parental leave/vacation/
  3. the respondent is self-employed
  4. the respondent is unemployed

### A2. Do you have more than one employer?

1. Yes
2. No

### A3. Do you have a valid contract with your employer(s)?

1. Yes  *continue to A3.1*
2. Yes, with one/some of my employers (in case of having many jobs)  *continue to A3.1*
3. No  *continue to A4*

#### A3.1 How long is your current contract?

- 1 .....months
- 2 .....years
- 3 permanent contract

#### A3.2. Do you feel the contract guarantees you the work (at least until the due-date)?

- 1 Yes
- 2 No, it doesn't guarantee anything

#### A3.3 Does your employment contract include a provision establishing the confidentiality of the amount of salary you earn?

- 1 Yes
- 2 No
- 3 I don't know / I'm not sure

### A4. Do you work full time or part time (among your main employer)?

1. Full-time  *continue to A5*
2. Part-time  *continue to A4.1*

**A4.1 Would you like to work full-time?**

- 1 Yes
- 2 No

**A5. Do you go to work in the same city/town/village where you live?**

1. Yes  *continue to A6.*
2. No  *continue to A5.1*

**A5.1 Where do you work?**

- 1 A big city (Tbilisi)
- 2 The suburbs or outskirts of a big city
- 3 A small city or a town
- 4 A country village
- 5 A farm or home in the countryside

**A6. Do you work for a public or a private employer?**

- 1 Private employer
- 2 Public employer
- 3 NGO
- 4 Other: \_\_\_\_\_

**A7. What is the field of your work:**

1. Agriculture, forestry and fishing
2. Mining and quarrying
3. Manufacturing
4. Electricity, gas, steam and air conditioning supply
5. Water supply; sewerage, waste management and remediation activities
6. Construction
7. Wholesale and retail trade; repair of motor vehicles and motorcycles
8. Transportation and storage
9. Accommodation and food service activities
10. Information and communication
11. Financial and insurance activities
12. Real estate activities
13. Professional, scientific and technical activities
14. Administrative and support service activities
15. Public administration and defence, compulsory social security
16. Education
17. Human health and social work activities
18. Other: \_\_\_\_\_

**A8. Occupation:**

1. Legislators and senior officials
2. Managers
3. Professional
4. Technicians and associate professionals

5. Clerical support workers
6. Service and sales workers
7. Skilled agricultural, forestry and fishery workers
8. Craft and related trades workers
9. Plant and machine operators, and assemblers
10. Elementary occupations
11. Armed forces occupations
12. Other: \_\_\_\_\_

**A9. Among your colleagues are there mostly women or men?**

1. I work alone / I don't have colleagues
2. Mostly women
3. Mostly men
4. Approximately same amount of men and women

**A10. Would you like to have more women or men?**

1. Yes, I would like to have more women among my colleagues
2. Yes, I would like to have more men among my colleagues
3. I would like, but men/women couldn't do the work
4. No I like it as it is
5. Other: .....

**A.11 In your work do you cooperate/collaborate** (for example with co-partners, clients, patients, students, etc) **more with men or women?**

1. Mostly with women
2. Mostly with men
3. Both men and women

**A12. What is the gender of your direct manager?**

1. Male
2. Female

**A13. Are you or have you ever been a member of a trade union or similar organisation? If yes: is that currently or only previously?**

1. Yes, currently
2. Yes, previously but not currently
3. No, never

**B. Recruitment**

**B1. Have you ever participated in a job interview?**

1. Yes  continue to B1.1
2. No  continue to B2

**B1.1 How many times have you been in a job interview?**

1. Once
3. 2-4 times

4. 5-7 times
5. 8-10 times
6. More than 10 times
7. Don't remember

**B1.2 In a job interview have you been asked questions concerning:**

	Yes	No	N/A
1 Your marital status	1	2	0
8. Your plans to get married	1	2	0
9. The number of children	1	2	0
10. Your plans to have children	1	2	0
11. Doctoral proof that you are not pregnant	1	2	0

12. Something else not related to your skills, education, experience: \_\_\_\_\_

**B2. How did you get hired for the job you are working currently?**

- 1 Through my friend/acquaintance/relative
- 2 I was hired just based on my CV
- 3 Other: \_\_\_\_\_

**B3. Have you ever been turned down for a job you applied for?**

1. No  continue to B4.
2. Yes  continue to B3.1

**B3.1. Did you get any feedback why you did not get the job you applied for?**

- 1 Yes  continue to B3.2
- 2 No  continue to B3.3

**B3.2. Please specify what was the reason (and continue to B4.):**

- 1 Too high expectations for salary
- 2 For being pregnant
- 3 Due to my gender
- 4 Due to my age
- 5 Due to my care responsibilities
- 6 Due to my plans to have children
- 7 Due to the lack of experience
- 8 Due to the lack of my skills
- 9 Due to my education (for example the level of education was too low/too high or the vocation/subject where education received wasn't right)
- 10 Due to my difference of opinions
- 11 Due to my appearance
- 12 Other: \_\_\_\_\_

**B3.3. What do you think was the reason for not getting the job you applied for?**

- 1 I don't know
- 2 Too high expectations for salary
- 3 Due to the lack of experience
- 4 Due to the lack of my skills
- 5 Due to my education (for example the level of education was too low/too high or the vocation/subject where education received wasn't right)
- 6 Due to my difference of opinions
- 7 For being pregnant
- 8 Due to my gender
- 9 Due to my age
- 10 Due to my care responsibilities
- 11 Due to my plans to have children
- 12 Due to my appearance
- 13 Other: \_\_\_\_\_

**B4. When looking for a job, have you experienced, that the job advertisement you were interested in, had some criteria not related to potential workers' skills, education, experience, etc.** (for example only women or men /people in certain age are welcome to apply)

1. Yes  continue to B4.1
2. No  continue to B5

**B4.1 Please specify, what were the criterias?**

1. Only woman can apply
2. Only men can apply
3. Only people in certain age can apply
4. Other: \_\_\_\_\_

**B5. What channels have you used the most for finding a job?**

1. Internet recruitment sites
2. Friends/family/acquaintances
3. Newspaper message board
4. Recruitment companies
5. Other: \_\_\_\_\_

**B6. For the job where you are working currently, what channels did you use for finding the job?**

1. I was promoted in my company/organization
2. Internet recruitment sites
3. Friends/family/acquaintances
4. Newspaper message board
5. Recruitment companies
6. Other: \_\_\_\_\_

## C. Training and promotion

### C1. In your current work, have you been promoted career wise?

1. Yes  *continue to C1.1*
2. No  *continue to C1.2*
3. There are no career opportunities in my work  *continue to C3*

#### C1.1 How were you promoted?

- 1 I applied for the job/promotion  *continue to C2.*
4. I was offered the higher position  *continue to C2.*
5. Other: \_\_\_\_\_  *continue to C2.*

#### C1.2. Have you had opportunities to ran for/ apply for a higher/other position offered by your employer during last 2 years?

- 1 No  *continue to C2.*
6. Yes  *continue to C1.3*

#### C1.3 Did you apply for the higher/other position available?

- 1 Yes  *continue to C1.3.1*
- 2 No  *continue to C1.3.2*

##### C1.3.1 If you did not get the applied job, what do you think was the reason? *(from this question, continue to C2.)*

- 1 My skills
- 2 My gender (for example the person was told this is not a job for women/men)
- 3 The employer had a personal preference
- 4 There was a better candidate
- 5 My age
- 6 The educational level
- 7 Lack of experience
- 8 I don't know
- 9 Other:.....

##### C1.3.2. Why didn't you apply?

- 1 I felt I would not meet the expectations for the job (lack of skills, education, experience, etc)
- 2 Due to my care responsibilities
- 3 I was not interested in that position
- 4 Too much responsibility in the job
- 5 Other, please specify: \_\_\_\_\_

**C2. Do you feel that your employer has provided you enough work tasks, which would help you to prove yourself to the employer and help to get promoted career-wise?**

1. Yes
2. No
3. Other: \_\_\_\_\_

**C3. In your current work, have you been promoted pay wise?**

1. Yes  continue to C3.1
2. No  continue to C3.2

**C3.1 If yes, whose initiative it was ( continue to C4)?**

1. Mine, I asked for promotion
2. It was general pay rise for all of the employees
3. It was my manager's initiative
4. Other: \_\_\_\_\_

**C3.2 Have you asked for promotion?**

1. Yes
2. No

**C4. Have you had opportunities provided by your current employer to participate in training?**

1. Yes  continue to C4.1.
2. No  continue to C4.2.

**C4.1. Have you gone to the training(s)?**

- 1 Yes  continue to next section D
- 2 No  continue to C4.1.1

**C4.1.1. Why didn't you go to the training? (Continue to section D)**

- 1 I did not want to
- 2 The time of the training wasn't convenient for me
- 3 I was not allowed by my employer, please specify, why: \_\_\_\_\_
- 4 I missed it
- 5 Other: \_\_\_\_\_

**C4.2. Would you have liked to participate in a training?**

- 1 Yes, but my employer doesn't provide trainings for employees
- 2 Yes, but my employer didn't let/offer me go to the training
- 3 No, there are no trainings in our field
- 4 No

## D. Firing

### D1. Have you ever been fired?

1. Yes  *continue to question D1.1*
2. No  *continue to section E.*
3. Don't want to answer  *continue to section E.*

#### D1.1 Have you been fired during last 2 years?

- 1 No  *continue to question E.*
- 2 Yes, once  *continue to question D1.2*
- 3 Yes, more than once  *continue to question D1.2*

#### D1.2 Did you get any warnings that you might get fired?

1. Yes
2. No
3. I don't think so

**D1.3 Did you get any feedback why you were fired** (if the person has been fired more than once during last 2 years, he/she should think of the last case)?

- 1 Yes  *continue to question D1.3.1*
- 2 No  *continue to question D1.3.3*

#### D1.3.1 Please specify, what was the reason behind firing you (based on the employer's feedback)?

- 1 Bankruptcy of the company
- 2 My age
- 3 My gender (for example the employer thought I can't accomplish some tasks, because I'm not strong enough, as a woman/man I don't have these skills, etc)
- 4 My ethnic origin
- 5 Disagreements with the employer
- 6 I didn't fulfil the expectations of the employer
- 7 I got pregnant
- 8 Having children
- 9 My position was made redundant /eliminated
- 10 My appearance
- 11 Other: \_\_\_\_\_



**D1.3.2 Do you believe that it was the actual reason?**

- 1 Yes  *continue to section E.*
- 2 No, I think there was another reason  *continue to section D1.3.3.*

**D1.3.3. In your opinion, what do you think was the reason behind firing you** (if you have been fired more than once, think of the last time)?

- 1 Bankruptcy of the company
- 2 My age
- 3 My gender (for example the employer thought I can't accomplish some tasks, because I'm not strong enough, as a woman/man I don't have these skills, etc)
- 4 My ethnic origin
- 5 Disagreements with the employer
- 6 I didn't fulfil the expectations of the employer
- 7 I got pregnant
- 8 Having children
- 9 My position was made redundant /eliminated
- 10 My appearance
- 11 Other: \_\_\_\_\_

**D1.4 If you felt that firing you was unreasonable, did you contact/appeal to anyone or any institution?**

1. I don't think the firing was unreasonable
2. No, I did not contact/appeal to anyone or any institution
3. Yes, I appealed to organization board
4. Yes, I contacted/appealed to trade union
5. Yes, I appealed  
/contacted \_\_\_\_\_

## E. Wages

**E1. Do you have any additional compensation, benefits provided by your employer (such as mobile phone, car, etc)?**

1. No  *Continue to E2.*
2. Yes  *Continue to E1.1*

**E1.1 What are the compensations/benefits?** /multiple choice question/

- 1 mobile phone provided by the employer
- 2 usage of mobile phone (the employer compensates certain amount of costs)
- 3 possibility to use company's car
- 4 compensation of using personal car
- 5 free transportation to work

- 6 lunch or other course of food provided by the employer
- 7 health insurance
- 8 trainings
- 9 going abroad / business trips to foreign countries
- 10 something else, please specify: \_\_\_\_\_

**E2. Have you got any bonuses during last year?**

- 1. Yes
- 2. No

**E3. If you think about your company/organization where you are working, do you agree or disagree with the following assertions:**

	Strongly agree	Agree	Disagree	Strongly disagree	I don't know
1. The amount of my salary is fair	4	3	2	1	0
2. The way my employer promotes employees is fair	4	3	2	1	0
3. Men and women have equal opportunities for promotion	4	3	2	1	0
4. Men and women, who make the same job (who are employed in same position) get paid equally	4	3	2	1	0
5. Men and women have equal opportunities for wage increase	4	3	2	1	0
6. Men and women have equal opportunities for compensations/ benefits	4	3	2	1	0
7. Men and women have equal opportunities for bonuses	4	3	2	1	0

**F. Equality of treatment**

**F1. If you have had to be absent from your work due to your child's or close family member's illness, how has it been taken in your workplace?**

	understandingly	neutral	Negatively	I don't know	The question is not

					relevant
1. Manager(s)	5	4	3	2	1
2. Colleagues	5	4	3	2	1

**F2. Do you feel that your current employer has ever treated you unrightfully in following matters:**

	Yes	No	N/A
1. Division of work-related tasks	1	2	0
2. Salary wise	1	2	0
3. In providing facilities and equipment for work	1	2	0
4. When planning vacation	1	2	0
5. In compiling work schedule (in case of working in shifts)	1	2	0
6. Providing trainings	1	2	0
7. In recruitment process	1	2	0
8. Working hours	1	2	0

**F3. Have you been asked to work over-time?**

1. Yes  continue to question F3.1
2. No  continue to question F4.

**F3.1 If you answered "yes" to the previous question, have those tasks been compensated?**

- 1 Yes, always
- 2 In most cases
- 3 Sometimes
- 4 Never

**F4. If you have wanted to be or you have been on parental leave, how your employer (any employer from the past if you have not got children when working with the current employer) has taken it?**

1. The question is irrelevant
2. Positively
3. I couldn't be on parental leave as long as I wanted
4. I have got fired because of that
5. When returning from parental leave I had to start working in lower position
6. When returning from parental leave I got promoted
7. When returning from parental leave I could work only part time (although I would have liked to work full time)
8. I quitted my job on my own will
9. Other answer, please specify: \_\_\_\_\_

## G. Harassment in workplace

### G1. Have you ever been harassed in your workplace?

1. Yes  *continue to question G2.*
2. No  *continue to question G3.*
3. I don't know  *continue to question G3.*
4. I don't want to answer  *continue to question G3.*

### G2. Have you been harassed in your workplace in last 12 months?

1. Yes
2. No
3. I don't know
4. I don't want to answer

The following questions are based on situations, which may have happened with you in your workplace or while you were working. Please read the questions and answer as honestly as possible. The responses of the study will be generalized and no one will know your answers.

**G3. Would you consider it unpleasant if someone in your workplace (colleague, manager, client or someone else, who you deal with when working) would behave like listed in the following table?**

	Yes, definitely it would be unpleasant	Yes, it would rather be unpleasant	No, it would rather not be unpleasant	No, it would definitely not be unpleasant	It depends who would behave like that
1. comments on your appearance or your body	1	2	3	4	5
2. tells you or in the presence of you suggestive jokes of a sexual nature	1	2	3	4	5
3. comments on your private life or your marital status	1	2	3	4	5
4. refers to you or calls you with a nickname of a sexual nature?	1	2	3	4	5
5. comments your sexual life	1	2	3	4	5
6. suggests you to spend your spare time with him/her although you have refused previously	1	2	3	4	5
7. uses obscene gestures or sounds when talking to you	1	2	3	4	5
8. sends you mail or text messages of	1	2	3	4	5

sexual nature					
9.sends you personal mail or text messages (unrelated to your work), which makes you feel uncomfortable	1	2	3	4	5
10.touches your intimate parts of body (i.e your bottom, breasts, etc)	1	2	3	4	5
11.touches you on purpose from other body parts (i.e hand, shoulder, back) in a situation where touching is unnecessary	1	2	3	4	5
12.proposes to have sex with him/her	1	2	3	4	5
13.forces to have sex with him/her	1	2	3	4	5
14.refuses to give you responsibility or work-related tasks because you are a man/woman	1	2	3	4	5
15.gives you additional tasks, which are not related	1	2	3	4	5

to your work, because you are a man/woman (i.e moving furniture, making coffee)					
16. Leaves your suggestions or opinions uncountable, because you are a man/woman	1	2	3	4	5

**G4. If you would have to deal with such behaviour (listed in previous question), what would you do?**

1. I don't know
2. I would probably try to deal with the situation myself
3. I would probably tell my manager
4. I would probably tell the police
5. I would probably tell to my colleagues
6. I would probably not do anything
7. I would tell the trade union representatives
8. I would quit the job
9. I would do something else, please specify:

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**G5. Does your organization/company have any internal procedure rules, which prohibit such behaviour (listed before) and which you could refer to in case such situation(s) would happen to you?**

1. Yes
2. No
3. I don't know

**G6. In last 12 months has someone in your workplace (colleague, manager, client or someone else, who you deal with when working) done something from the following list?**

	Yes	No
1. commented on your appearance or your body	1	2
2. told to you or in the presence of you suggestive jokes of a sexual nature	1	2
3. commented on your private life or your marital status	1	2
4. referred to you or called you with a nickname of a sexual nature	1	2
5. commented your sexual life?	1	2
6. suggested you to spend your spare time with him/her although	1	2

you have refused previously (or asked you to come on a date)		
7.used obscene gestures or sounds when talking to you	1	2
8.Sent you mail or text messages of sexual nature	1	2
9.Sent you personal mail or text messages (unrelated to your work), which made you feel uncomfortable	1	2
10.Touched your intimate parts of body (i.e your bottom, breasts, etc)	1	2
11.Touched you on purpose from other body parts (i.e hand, shoulder, back) in a situation where touching was unnecessary	1	2
12.Proposed to have sex with him/her	1	2
13.Forced to have sex with him/her	1	2
14.Refused to give you responsibility or work-related tasks because you are a man/woman	1	2
15.Given you additional tasks, which are not related to your work, because you are a man/woman (i.e moving furniture, making coffee)	1	2
16.Left your suggestions or opinions uncountable, because you are a man/woman	1	2

**G7. If you answered “yes” to any of those questions, was this situation unpleasant for you?**

1. Yes
2. No  *Continue with a question G5.*

**G7.1 Did you feel during or after the incident that it was somehow your fault?**

- 1 Yes
- 2 No
- 3 I don't know

**G7.2 Please think of the most unpleasant situation listed in question G6 which has happened to you during last 12 months. How many times these situations have occurred in last 12 months?**

- 1 Once
- 2 Two to four times
- 3 Five or more times
- 4 The situation continues
- 5 I don't know

**G7.3 Have you talked about this situation to anyone?**

- 1 Yes  *continue to G7.3.1*
- 2 No  *continue to G7.3.2*



**G7.3.1. To whom you told about this situation?**

- 3 Friend, acquaintance
- 4 Colleague
- 5 Family member
- 6 Police
- 7 My manager
- 8 Priest
- 9 Some one else, please specify: \_\_\_\_\_

**G7.3.2. Why didn't you tell about this situation?**

- 1. I was ashamed
- 2. Because I'm afraid of losing my job
- 3. I did not want to
- 4. I think I have to take care of it myself
- 5. Other: \_\_\_\_\_

**G7.4 If you think of the most unpleasant situation listed in question G6 which has happened to you during last 12 months. Who behaved like that with you?**

- 1 Male manager or a colleague on a higher position
- 2 Female manager or a colleague on a higher position
- 3 Male colleague who works in same position
- 4 Female colleague who works in same position
- 5 Male colleague on a lower position
- 6 Female colleague on a lower position
- 7 Male client, patient, student, or other
- 8 Female client, patient, student, or other
- 9 Male corporate (cooperation) partner, who is not from your company or institution
- 10 Female corporate (cooperation) partner, who is not from your company or institution
- 11 Someone else, please specify who  
.....  
.....

**H. Demographic background**

**H1. Gender:**

- 1. Female
- 2. Male

**H2. Age:**

- 1. 18 - 25
- 2. 26 - 35
- 3. 36 - 45
- 4. 46 - 55

5. 56 - 65
6. 65 +

**H3. Place of residence:**

1. A big city (only Tbilisi)
2. The suburbs or outskirts of a big city
3. A small city or a town
4. A country village
5. A farm or home in the countryside

**H4. How many years (full-time equivalent) have you been in formal education?**

1. .... years       continue to H5. What is your current legal marital status?
2. I have no formal schooling       continue to H5. What is your current legal marital status?

**H4.1. What is the highest level of education that you have attained?**

1. Pre-primary education
3. Secondary school level
4. Vocational education on the basis of secondary education
5. Vocational higher education
6. Bachelor degree
7. Master's degree
8. PhD
9. Other .....

**H5. What is your current legal marital status?**

1. Married
2. Separated from my spouse/civil partner (but still legally married/still legally in a civil partnership)
3. Partnership
4. Divorced from spouse/legally separated from my civil partner
5. Widowed/my civil partner died
6. I have never been married/never been in a partnership

**H6. What is the average range of your salary (before taxes and other deductions)?**

1. Up to GEL 130
2. GEL 130 - 250
3. GEL 251 - 400
4. GEL 401 - 700
5. GEL 701 - 1000
6. GEL 1001- 1300
7. GEL 1301 - 2000
8. More than GEL 2000
9. N/A

**H7. What is the average range of your spouse's/partner's salary (before taxes and other deductions)?**

1. I don't have a spouse/partner
2. I don't know
3. Up to GEL 130
4. GEL 130 - 250
5. GEL 251 - 400
6. GEL 401 - 700
7. GEL 701 - 1000
8. GEL 1001- 1300
9. GEL 1301 - 2000
10. More than GEL 2000
11. N/A

**H8. Including yourself, how many people - including children - usually live in your household?**

	<b>Number</b>
1. Adults of 18 years and older	
2. Children between 7-17 years of age	
3. Children up to the age of 6	
<b>4. This makes a total of how many people?</b>	

***Thank you for answering!***