

| Domains   | Sub-domains          | Variables                    | Categories   | Sources       |
|-----------|----------------------|------------------------------|--|---------------|
| Work      | Participation        | Types of contracts           | <ul style="list-style-type: none"> <li>• Permanent</li> <li>• Not permanent</li> </ul>   | Offices       |
|           | Quality of work      | Time for work activities     | <ul style="list-style-type: none"> <li>• Teaching activities</li> <li>• Research activities</li> <li>• Management activities (commissions, boards, meetings, ...)</li> </ul>   | Questionnaire |
|           |                      | Improvement in career        | <ul style="list-style-type: none"> <li>• Meetings/conferences/workshops</li> <li>• Specialisation or advanced courses</li> <li>• Research periods abroad</li> </ul>  | Questionnaire |
| Money     | Gender pay gap       | Non-institutional activities | <ul style="list-style-type: none"> <li>• Activities conducted at the university but for third parties or as part of partnerships</li> <li>• Teaching agreements with other public or private universities</li> <li>• Consulting and/or assessment activities</li> <li>• Paid participation on committees and commissions</li> <li>• Publishing/editorial activities</li> </ul> | Questionnaire |
|           | Access to funds      | Funds for research           | Funding received from: <ul style="list-style-type: none"> <li>• own university</li> <li>• national sources</li> <li>• European/international sources</li> </ul>  | Questionnaire |
| Time      | Time for care        | Care activities              | <ul style="list-style-type: none"> <li>• Working activities (in the workplace or elsewhere)</li> <li>• Caring activities (for children, elderly, disabled)</li> <li>• Domestic activities</li> <li>• Leisure (hobbies, sports, entertainment, cultural activities, etc.)</li> </ul>  | Questionnaire |
| Knowledge | Products of research | Publications and patents     | <ul style="list-style-type: none"> <li>• Articles in peer-reviewed journals</li> <li>• Book Chapters</li> <li>• Monographs (except guardianship)</li> <li>• Patents</li> </ul>   | Questionnaire |
| Space     | Space for work       | Type of office               | <ul style="list-style-type: none"> <li>• My office has a good source of natural light.</li> <li>• My office is away from bothersome sources of noise.</li> <li>• I always find my office clean.</li> <li>• I can set the room temperature I prefer in my office at any time of year.</li> <li>• The computer I have is fast</li> </ul>   | Questionnaire |

|        |                             |                          |  |               |
|--------|-----------------------------|--------------------------|--|---------------|
|        |                             |                          | <p>enough for my needs and the software is always up-to-date.</p> <ul style="list-style-type: none"> <li>• My office is one of the most spacious of my department.</li> <li>• My desk is large enough for my needs.</li> <li>• I have never had to complain about the classrooms assigned to me for holding lectures (no problems of size, equipment, other issues).</li> </ul>  |               |
|        | Space for work/life balance | Access to facilities     | <ul style="list-style-type: none"> <li>• Indoor space for children</li> <li>• Nursery school/ kindergarten</li> <li>• Canteen</li> <li>• Area equipped for Eating/heating/storing food at the Department</li> <li>• Car parking</li> <li>• Proximity to public transport</li> </ul>  | Questionnaire |
| Health | Violence                    | Psychological harassment | Perceived risk (quantified on a scale from 1 to 10)  | Questionnaire |
|        |                             | Sexual harassment        | Perceived risk (quantified on a scale from 1 to 10)  | Questionnaire |
|        |                             | Mobbing                  | Perceived risk (quantified on a scale from 1 to 10)  | Questionnaire |
|        | Wellbeing at work           | Work-related stress      | <ul style="list-style-type: none"> <li>• My colleagues help me and give me advice</li> <li>• I have good friends in the workplace</li> <li>• My work gives me the feeling of a job well done</li> <li>• I can apply my ideas in my job</li> <li>• I am emotionally involved in my job</li> <li>• I experience some stress in my work</li> <li>• I can influence decisions that are important to my work</li> <li>• I feel "at home" in my working environment</li> <li>• My current situation at work encourages me to do my best</li> </ul> | Questionnaire |
| Power  | Vertical segregation        | Academic position        | <ul style="list-style-type: none"> <li>• Full professor, grade A (permanent)</li> <li>• Associate professor, grade B (permanent)</li> <li>• Research fellow, grade C (permanent)</li> <li>• Research fellow, grade C (fixed</li> </ul>   | Offices       |

|  |                                |                     |  |               |
|--|--------------------------------|---------------------|--|---------------|
|  |                                |                     | term)<br>• Post-doctoral researcher (fixed term)   |               |
|  | Presence in academic organisms | Academic assignment | <ul style="list-style-type: none"> <li>• University commissions</li> <li>• national Commissions</li> <li>• Selection committees / recruiting internal and external to the university</li> <li>• Committees for the evaluation of research projects</li> <li>• Department Board</li> <li>• Bodies of the University</li> <li>• Equality bodies</li> <li>• Commission scientific and / or teaching of Department</li> <li>• Chairman of the School of the University</li> <li>• President of the Study Course</li> </ul> | Questionnaire |