



## EMPLOYEE SURVEY

### SECTION A: BASIC INFO

**A1. To which gender identity do you most identify?**

- Male
- Female
- Other

**A2. What is your age?**

- under 25
- 25 – 29 years old
- 30 – 39 years old
- 40 – 49 years old
- 50 – 59 years old
- 60 or over

**A3. Do you receive a pension?**

- Yes
- No

**A4. What is the highest level of education you have completed?**

- Less than a high school diploma
- High school diploma
- Associate degree
- Bachelor's degree
- Masters degree/Doctoral degree/Professional degree or other

**A5. Do you have dependent children under the age of 15?**

- Yes
- No

**A6. What is the age of your youngest child? Write the child's age at its last birthday. If the child is less than 1 year old, write 0.**

**A7. Are you responsible for the care of any elderly or dependent family members with long-term care needs?**

- Yes
- No

### SECTION B: WORKING CONDITIONS

**B1. From the list below choose the name of the company you are currently employed by**

**B2. How long have you been employed by your current employer?**

- I have a probationary period
- less than 1 year, I've completed the probationary period
- at least 1 year, but less than 5 years
- at least 5 years, but less than 10 years
- 10 years or more



**B3. What type of employment contract do you have in your job?**

- Contract of indefinite duration
- Fixed-term employment contract
- Civil servis
- Temporary agency assignment (contract with a temporary agency)
- Work agreement (DPP)
- Work agreement (DPČ)
- Other type, please specify:

**B4. Do you supervise other employees?**

[TN: Supervision is to be understood as a leadership function of monitoring and being responsible for the work of others.]

- No
- Yes, I am a member of lower/middle management
- Yes, I am a member of top / higher management/ board / CEO

**B5. How do you spend most of your working hours?**

- Administration – working in the office
- Production - in the workshop, on the production line
- Transportation/transport activity - in the means of transport
- Personal/health services, direct contact with clients, customers
- Electronic, telephone communication - e.g. call centre, dispatching
- Professional, analytical and creative activity - at the computer
- Educational activity
- Human Resources
- Alternative, please specify:

**B6. Do you work full-time or part-time in your job?**

- Full-time employment 1.0 (most often 40 hours per week)
- Part-time employment 0.75 to 0.99
- Part-time employment 0.5 to 0.74
- Part-time employment less than 0.5

**B7. Do you work shifts?**

- No.
- Yes, I work in a two-shift operation: employees usually regularly rotate in two shifts (e.g. daily and night).
- Yes, I work in a three-shift / 24/7 operation: employees alternates in three shifts (e.g. security services, hospitals, etc.)

**B8. How often, on average, do you work for your employer on Saturdays and/or Sundays?**

- I never work on Saturdays and Sundays
- Only a few hours a month
- Occasionally yes, but not more than two weekend days a month /
- Often, more than two but not more than four weekend days
- Normally, more than four weekend days a month



**B9. How often do you fail to complete all your assigned work during working hours and do you work beyond the working hours specified in your contract?**

- I never worked beyond the normal working hours
- Not more than once a month
- Not more than once a week
- More than once a week

**SECTION C: EMPLOYEE NEEDS**

In this section we would like to ask you about your wishes and needs regarding working conditions at your current employer.

**C1. What types of flexible working are available at your workplace? Select all that apply.**

- Flextime (The employee chooses when to start and end work (within agreed limits) but works certain 'core hours', for example 10am to 4pm every day.)
- Part-time (Working less than full-time hours)
- Compressed hours (Working full-time hours but over fewer days).
- Job sharing (Two people or more employees do one job and split the hours)
- Flexible shift scheduling (employee has partial freedom to schedule shifts)
- Working hours account (contracted number of hours to be worked for the adjustment period, not specified fixed allocation)
- Working from home (It might be possible to do some or all of the work from home or anywhere else other than the normal place of work.)
- It's not allowed to work flexibly, or I am not aware of it
- Other form, please specify:

**C2. Select all types of flexible working you use currently.**

- Flextime
- Part-time
- Compressed hours
- Job sharing
- Flexible shift scheduling
- Working time account
- Working from home
- None currently used / I'm not flexible working
- Other

**C3. Which flexible form of work would you like to use if you had the option?**

- Flexible working hours
- Part-time
- Compressed working week
- Shared position
- Flexible shift scheduling
- Working hours account
- Working from home
- Not interested
- Other

**C4. How important to you is advancing in your career?**



**C5. For what reason or reasons is the career advancement not important to you? Select all that apply.**

- Due to current situation in my family
- I'm satisfied with my current position
- My job is not the main priority in my life
- I feel I would not meet the expectations for the job (characteristics of a person)
- I am discouraged by the stress and responsibility associated with a higher position
- I do not have the qualifications needed for a higher position
- I do not want to lose my free time
- I am not confident that I possess the skills for a higher position
- Other reason, please specify

### **SECTION D: EMPLOYEE'S PERSONAL EXPERIENCE**

**D1. How much do you agree with the following statements about your job**

*(Definitely agree, mostly agree, somewhat agree, somewhat disagree, mostly disagree, Definitely disagree)*

- My employer allows me to use my real potential.
- My supervisor supports me in flexible working
- My employer supports me in education and career growth.
- I feel fully appreciated at work.
- My family and household is not affected by my job
- My personal life or free time is not affected by my job
- At work, I feel my supervisor supports me
- At work, I feel my colleagues supports me

**D2. During the last 12 months, have you felt discriminated against in your workplace? We mean a situation where you have been treated unfavourably or unfairly because of who you are or because of certain characteristics of you.**

- Not once
- Once or twice
- Multiple times
- Alternative, please specify:

**D3. Could you please briefly describe your experience?**

**D4. In this situation, did you know who to contact and what to do?**

- Yes, our company has procedures in place for such cases.
- I contacted my superiors.
- I shared the experience with colleagues in the workplace.
- No, I did not solve the situation further in the workplace.
- Alternative, please specify



**D5. Based on your experience, how much do you agree with the following statements:**

*(Definitely agree, mostly agree, somewhat agree, somewhat disagree, mostly disagree, Definitely disagree)*

- Women are as competent of holding leadership positions as men.
- Work performance of mothers with young children is at 100%
- Employees over 50 years are beneficial to the company based on their experience.
- Mothers with children under three years of age should fully devote themselves to the care of their children
- Employees over 50 years of age are less motivated at work.
- Professional careers cannot be reconciled with motherhood, children will always suffer.

## **SECTION E: WORK ENVIRONMENT ASSESSMENT**

**E1. How much you agree with the following statements about the possibilities of work – life balance in your company?**

*(Definitely agree, mostly agree, somewhat agree, somewhat disagree, mostly disagree, Definitely disagree)*

- Working flexible is not a problem when working with colleagues.
- In our company, employees can adapt the scope and duration of work to their needs.
- Part-time work from home is not an obstacle for career advancement.
- The employer actively strives to ensure that employees can balance work and personal life.
- Overtime work is not a standard or a sign of well-done efforts and work engagement.

**E2. How much you agree with the following statements about the corporate culture in the company where you work?**

*(Definitely agree, mostly agree, somewhat agree, somewhat disagree, mostly disagree, Definitely disagree)*

- Employees trust the management of our company.
- The management of our company trusts employees to do their job well.
- Employees have an influence on decisions that are important to the job.
- Each employee has the opportunity to know the average salary for the position they are working in.
- Employees at our company are free and open to express their thoughts, opinions and ideas.
- My employer's goal is to be inclusive of all employees, regardless of race, age and/or gender.

**E3. How much do you agree with the following statements about equal opportunity in advancing career in your company?**

*(Definitely agree, mostly agree, somewhat agree, somewhat disagree, mostly disagree, Definitely disagree)*

- In our company, all employees have the opportunity to develop their careers.
- Employees know how to proceed in the event of encountering discrimination or disadvantage in the workplace.
- In the event of reporting a case of discrimination or bullying our company will take appropriate action.
- Company management shows that women have the same prerequisites for leadership positions as men.
- In the selection process, it is unimaginable to give preference to a candidate according to age, gender or family situation.
- My company's management treats all employees fairly.
- The men in our organization fully support the career advancement of their female colleagues.



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**E4. You are at the end of the questionnaire. Please use this space to write about anything you would like to change about your employer or workplace.**

MINISTRY OF LABOUR AND SOCIAL AFFAIRS  
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Call for proposals

**“Diverzitní a flexibilní pracovní kultura (1)”**