

Uppsala University

Department of Economics

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A Career Inside or Outside Academia

A Survey of PhDs and PhD Students in Economics

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This report is written by the Committee for Equal Opportunities at the Department of Economics, and Yaroslav Yakymovych. Financial support from the Council for Equal Opportunities at Uppsala University is gratefully acknowledged.

1. Introduction

The majority of the teachers and researchers at the Department of Economics at Uppsala University are Swedish males. In the beginning of 2016, only one of seventeen professors, one of twelve teachers (senior lecturers and deputy senior lecturers), and six of sixteen researchers were women. Moreover, almost all of them had a Swedish background. The skewed gender distribution has been identified as a problem in external reviews, such as the Quality and Renewal 2011 (KoF11) review conducted by Uppsala University in 2007. Since the situation is similar in most other universities, it is difficult to increase the diversity through external recruitment of senior teachers and researchers. Instead, the only likely solution is to encourage more PhD students from underrepresented groups to continue their careers in academia after the dissertation, rather than choosing other career paths. This should be possible given the fact that the gender distribution among current PhD students at the Department is almost even.

In 2008, the Committee for Gender Equality at the Department conducted a survey among active PhD students and those who had completed a PhD at the Department during the time period 2003-2008.¹ The purpose of their study was to investigate how the skewed gender distribution could be explained, in particular whether the internal recruitment process to post doc positions at the Department had contributed to the gender imbalance. The study found that the gender distribution among the PhD students had become more even over time, but that fewer of the female than the male respondents were aiming at pursuing an academic career at the Department. The results of the survey suggest that some of the likely contributing factors were perceived gender differences in supervision, informal decision structures, uncertain financing schemes for post doc positions, issues related to the social working environment, and a lack of access to informal research networks.

This report aims to follow up the survey conducted in 2008, but also broaden the previous study by considering ethnic background. Thus, the purpose of this report is to investigate potential explanations of the lack of gender and ethnic diversity in the recruitment to post doc positions at the Department, and to propose ways to increase the diversity. In the time passed since 2008, the composition of the group of PhD students at the Department has changed in two major ways. The number of female PhD students relative to male PhD students has increased, and the number of PhD students with a non-Swedish background has increased. The latter change is most likely the result of a more internationally oriented recruitment process.

The report is based on the responses to a survey conducted during the spring of 2016 among all PhD students who were active at the Department and had completed their first year of study in the PhD program, and those who had completed their PhD at the Department during the time period 2009-2015.² To facilitate a comparison with the previous study, the structure of the survey is based on the 2008 survey. However, to learn more about the underlying mechanisms a number of new questions are added, and a new segment with question about ethnic background is included. The overall response rate of the survey was 86 percent, 88 percent among PhD students and 85 percent among PhDs. In the main text, the results are mostly reported for the joint sample of PhD students and PhDs. The results are always divided by gender, and sometimes by ethnic

¹ Rickne, J. and Adermon, M., Hur inleder "man" en akademisk karriär i nationalekonomi? Jämställdhetsaspekter på internrekrytering till post doc-positioner.

² The survey was web-based and a link to the survey was sent by e-mail to the respondents. Several reminders – both by e-mail and phone – were used for those who did not respond.

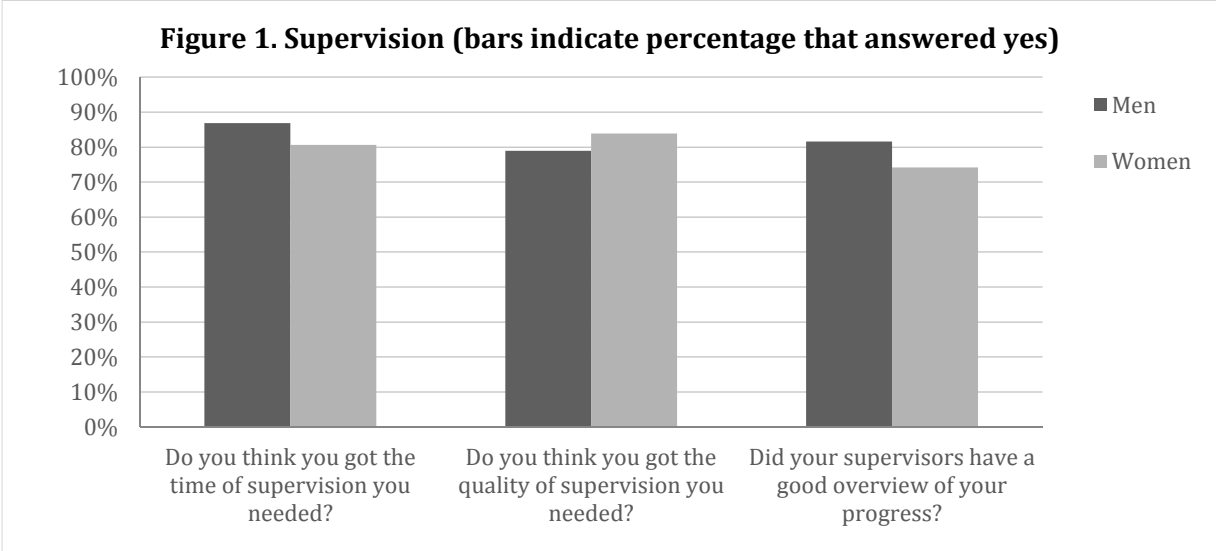
background (Swedish or non-Swedish background). More detailed results for all groups are reported in the Appendix.

The report is structured as follows. Section 2 presents results concerning supervision and teaching during the PhD program. Section 3 presents results about the working environment as a PhD student at the Department. Section 4 presents results about post doc and recruitment of PhDs at the Department. Section 5 presents results about former and current PhD students' plans after the dissertation. Sections 6 and 7 present results about equality of opportunity with respect to gender and ethnic background, respectively. Section 8 concludes.

2. Supervision and Teaching during the PhD Program

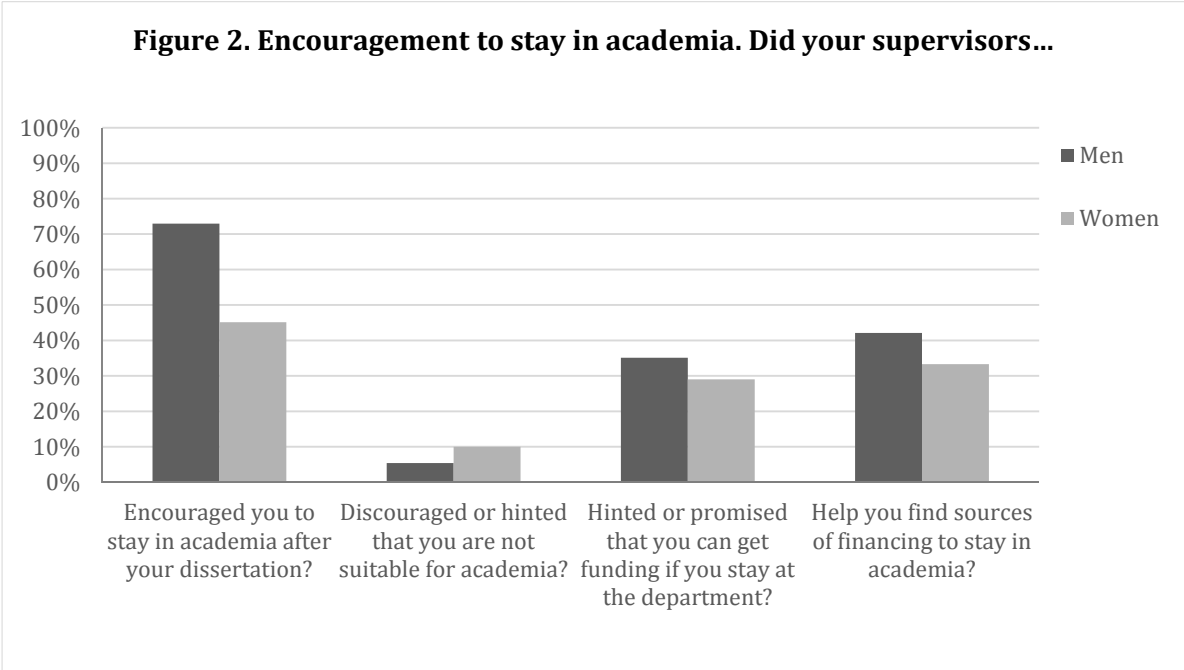
To stay in academia after obtaining a PhD, high-quality research and teaching are two important criteria. This requires a lot of hard-work and talent. To support this process, factors such as supervision, active participation in seminar groups, collaboration with other researchers, and teaching in advanced level courses are important.

In general, the results of the survey show that most of the former and current PhD students are satisfied with the supervision that they have received. However, female PhD students report that they get less encouragement from their supervisors to stay in the academic world after the dissertation. In addition, fewer female PhD students report that there are other established researchers at the Department that they feel could help them with their research. These results are mostly in line with those found in the 2008 survey.



Some of the results on the role of the supervisors are illustrated in Figure 1. Both men and women state that they get the time and quality of supervision they need, and that their supervisors have a good overview of their progress. Around 70 to 80 percent of the respondents agree with these statements. Those who have completed their PhD were also asked how helpful they thought their supervisors were with different aspects of their work. Most of the respondents report that they got enough help with the overall direction of work, not getting stuck, quality control, and choice of research subject. This is also the case for meeting the dissertation deadline, and finding and discussing research questions. However, a greater fraction of the male than the female PhDs report that they were satisfied with the supervisors' help with meeting the dissertation deadline

and providing funding for conferences. The opposite pattern emerges for the supervisors' help with finding and discussing specific research questions.



There are more pronounced differences between men and women in their perception of the encouragement they get from their supervisors to pursue an academic career after the dissertation. In particular, 73 percent of the men surveyed report that they have been encouraged to continue in academia by their supervisors, compared to 45 percent of the women.³ Some of these results are illustrated in Figure 2.

Even though most of the respondents are satisfied with the supervision they get during the PhD program, a larger share of women is not fully satisfied; a result that is even more apparent for those who have completed their PhD. Some of the respondents also commented that they would have liked to have more structure and get more feedback in their supervision, as well as that supervisors should have given a better perspective on the time plan for finishing the thesis and on working life after finishing the PhD program.

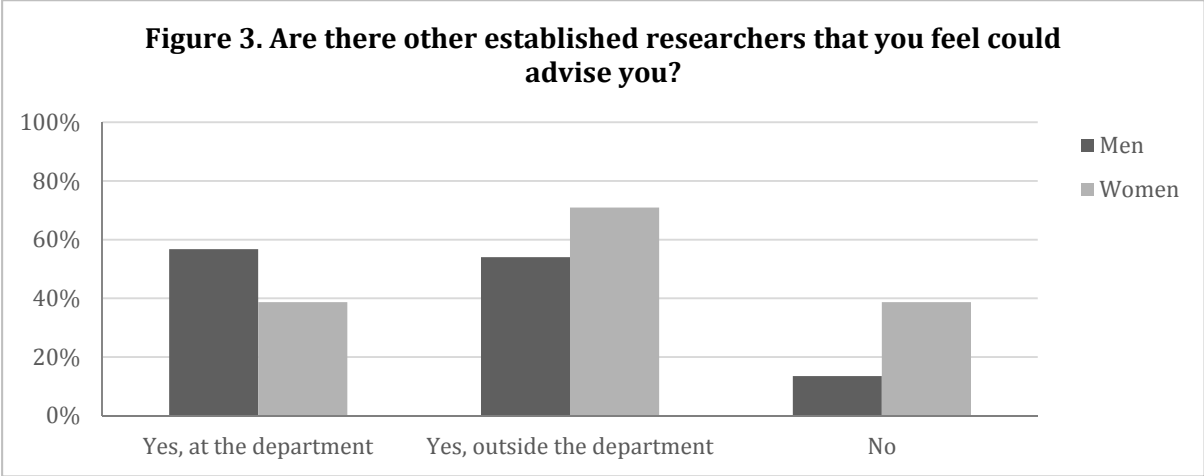
Respondents with a non-Swedish background are also mostly satisfied with the supervision they get, but fewer of them report that they have received help with finding sources of financing to be able to stay in academia.

During the PhD program, it is easy to get stuck and therefore it is important that there are people around to get advice and support from, apart from the supervisors. More men than women felt that they could get advice from other established researchers at the Department. However, most respondents of both genders felt that they could contact researchers outside the Department for help. Among those who have completed their PhD, a large share of the men state that they either got the help they required or did not need any help. A large share of the women also got help, but many also state that they did not contact other researchers even if they felt that they needed

³ This difference is statistically significant.

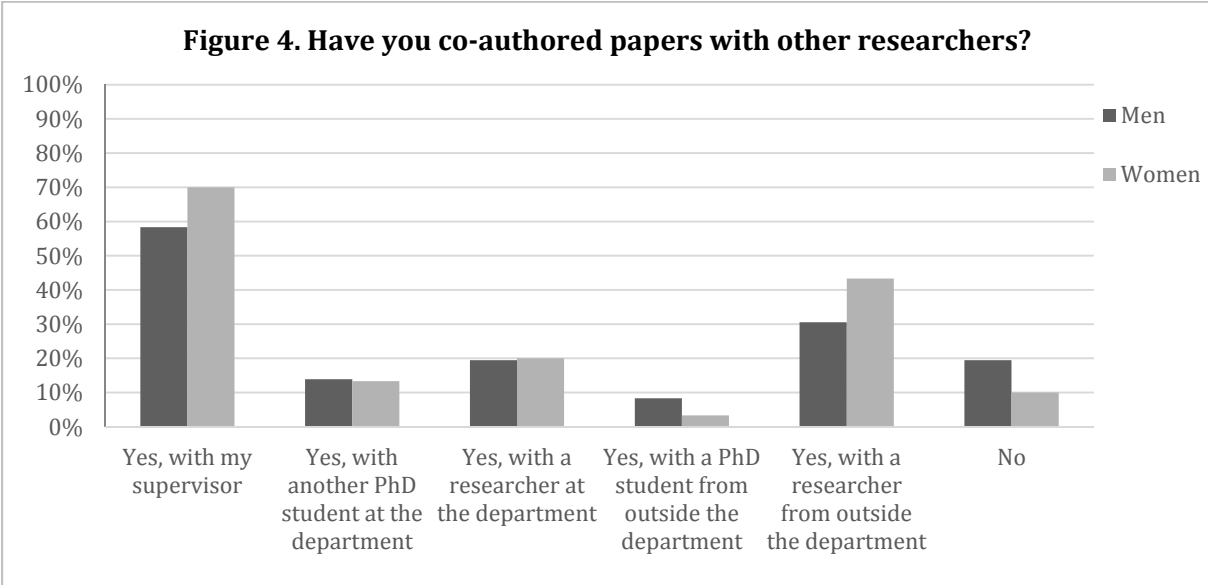
assistance. Such differences are not apparent among the current PhD students. Some of these results are illustrated in Figure 3.

Both among the current and former PhD students respondents with a non-Swedish background tend to report that they contact researchers outside the Department for help to a greater extent than those with a Swedish background.

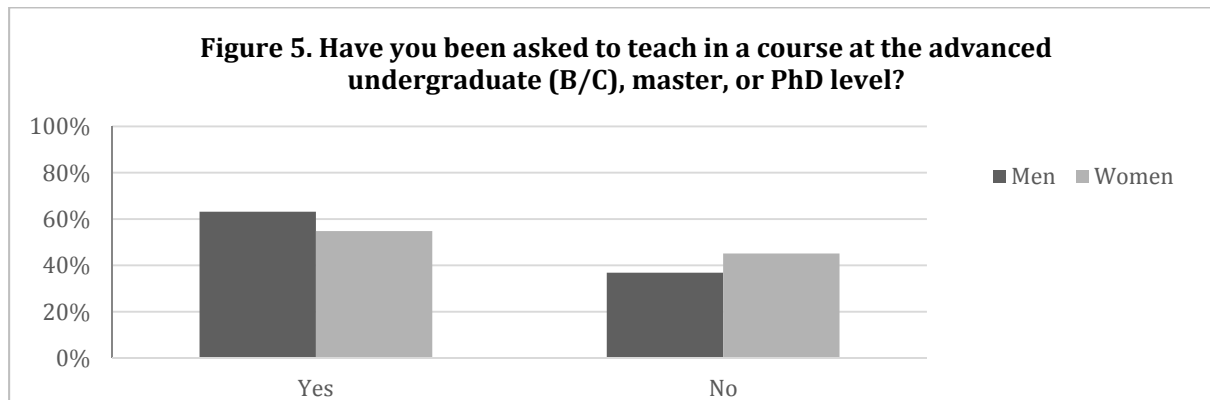


Furthermore, most of the respondents, especially among the current PhD students, do not feel that they have a role model at the Department. Among those who do, men are more likely to have a male role model and women a female.

Among those who have completed a PhD, women are more likely to have co-authored papers with their supervisors (72 percent) than men (47 percent). Among the current PhD students, 58 percent of the women have co-authored a paper with researchers from outside of the Department, compared to 24 percent of the men. Some current PhD students have co-authored papers with PhD students from outside of the Department, which was less common among former PhD students. Some of these differences are illustrated in Figure 4.



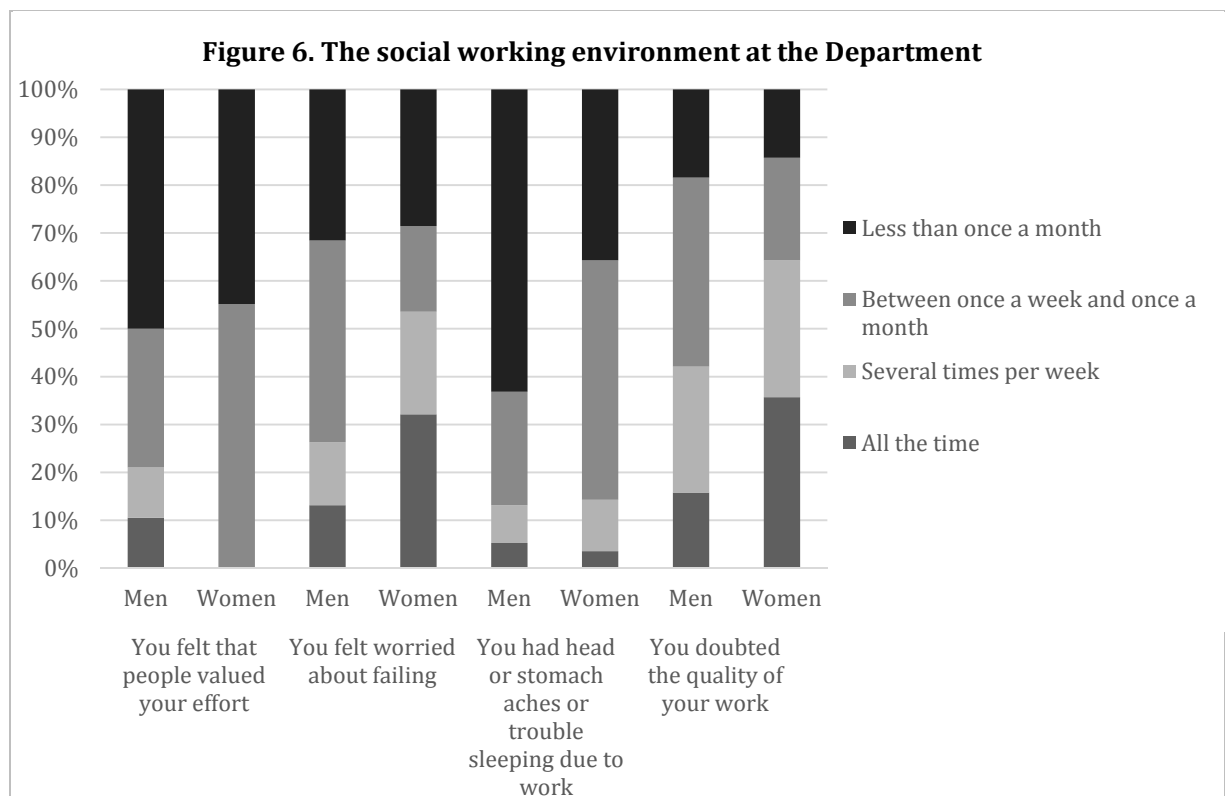
The share of male and female students who have been asked to teach a course at the advanced undergraduate or master level is more or less equal for men and women. This is illustrated in Figure 5.



3. Social Working Environment as a PhD Student

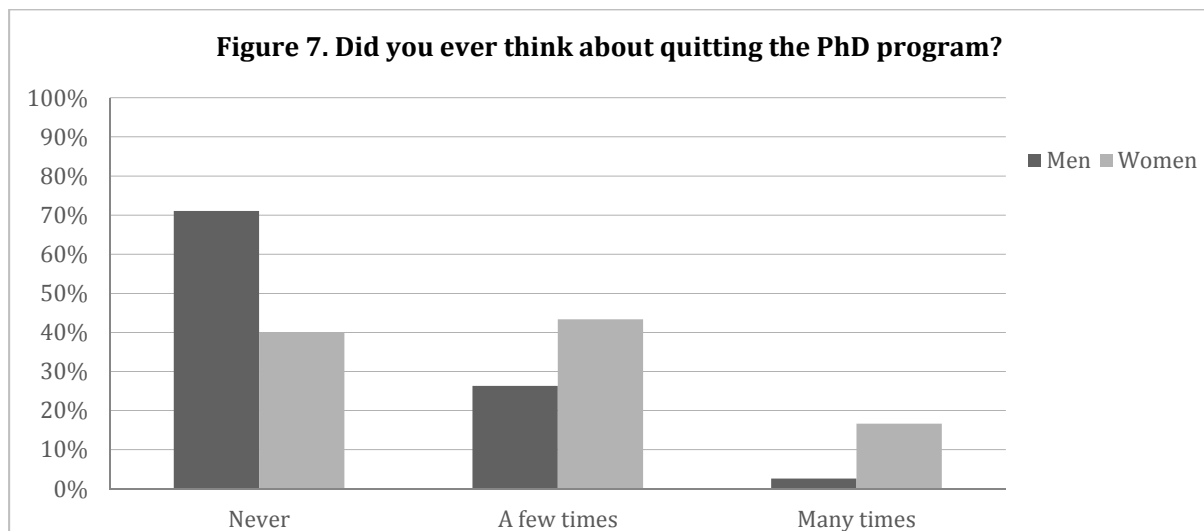
The social working environment at the Department is important both for the PhD students' active participation in the formal and informal research environment, and is also likely to affect their willingness to stay in academia after the dissertation.

In general, the results indicate that women more often than men worry about failing and doubt the quality of their work. Female PhD students also think more frequently about quitting the PhD program. In addition, the results show that women feel less comfortable participating actively during seminars. Some of these differences are illustrated in Figure 6.



The results show that many respondents do not feel that their effort are valued (i.e. answered once a week or more seldom). Also, it was only men who reported that their efforts are valued more often than once a week. A similar, but more positive, pattern emerges in the question on being valued as a person. About half of the respondents feel that they are valued as a person more than once a week. However, more men than women feel that they are valued all the time. The vast majority of both the current and former PhD students state that they enjoy socialising with their colleagues, at least some of the time.

The results also show that women generally are more worried about their work than men. In fact, 32 percent of the women state that they feel worried about failing all the time, compared to 13 percent of the men. This result is very similar to those of the 2008 survey. A similar pattern is seen in the shares of men and women who constantly doubt the quality of their work. It is likely that this is also a contributing reason to the finding that more women than men have thought about quitting the PhD program, as is illustrated in Figure 7.⁴ Only 36 percent of the women are largely free of work-related physical aches or trouble sleeping, in contrast to 63 percent of the men. Around 80 percent of respondents report being satisfied with their work only once a week or more seldom, with no gender differences.

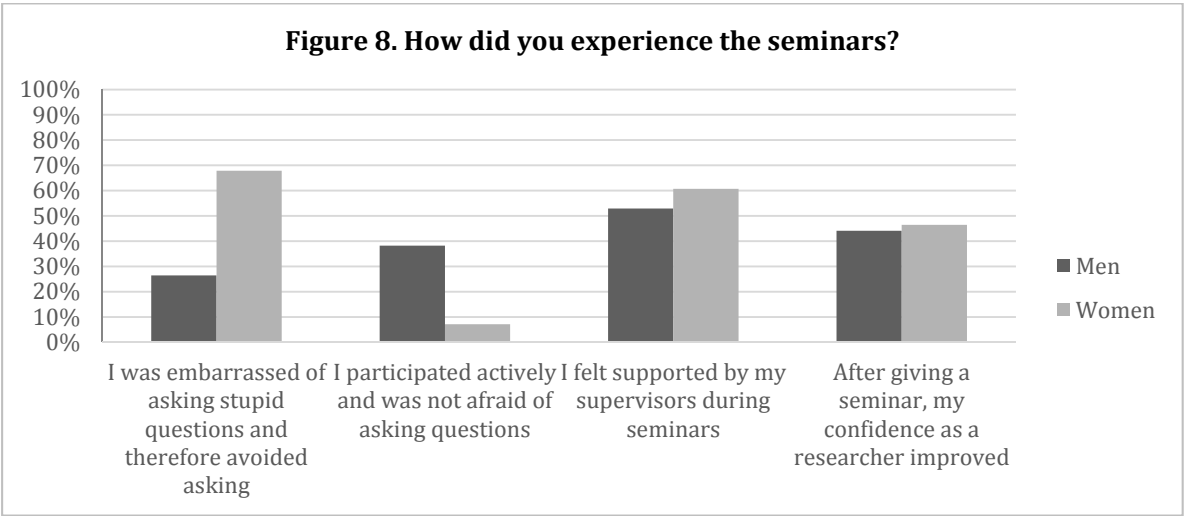


Seminars give PhD students the opportunity to present their work to others and get feedback, as well as discuss current research within their field. Therefore, active participation in seminars is very important for developing one's thesis. Figure 8 shows some results about seminar participation. Three quarters of the former PhD students feel that other researchers showed interest in their work at seminars. For the current PhD students, this share is around one half, where the women to a somewhat lower extent than the men perceive that other researchers show interest in their work. Most respondents get along with other seminar participants socially, but more men do so than women. Around 70 percent of the women state that they feel embarrassed to ask questions that might be viewed as stupid at seminars, compared to about 30 percent of the men.⁵ Men also dominate among the respondents who state that they are not afraid of asking questions and participating actively. A reason for this might be that some women report that they have been interrupted when asking questions. This is not the case for any of the men. These findings are very similar to the results of the 2008 survey. In addition, almost half of the

⁴ This difference is statistically significant.

⁵ This difference is statistically significant.

respondents say that their confidence as researchers improved after giving seminars, while only very few claim that their confidence fell. Also, most state that comments from seminars were helpful for their work.

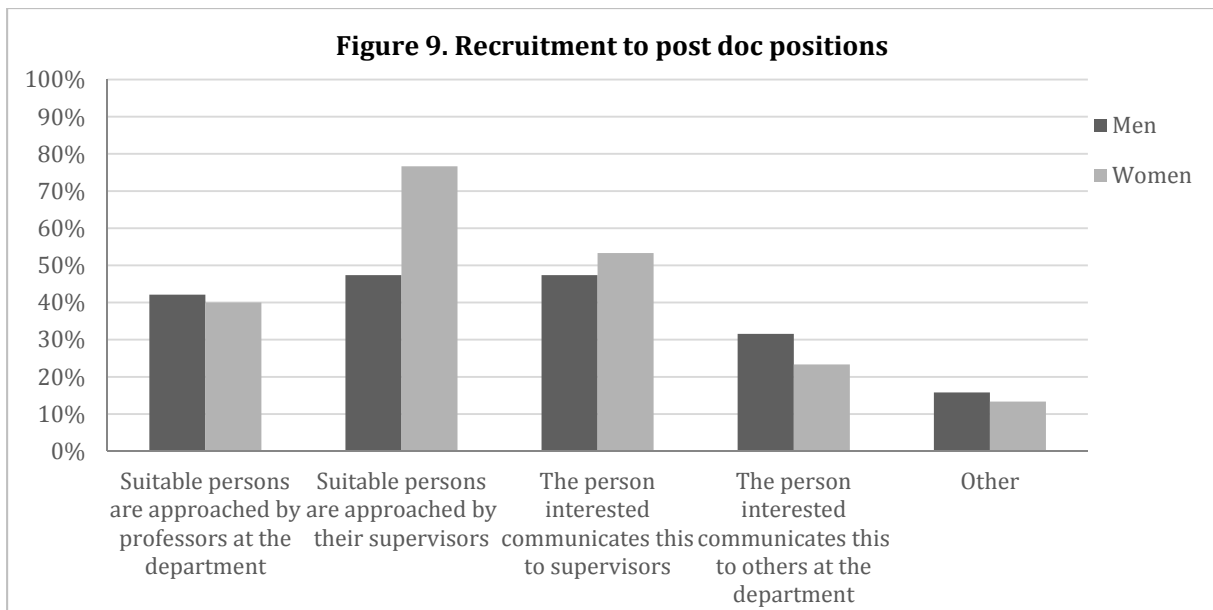


4. Post Doc and Recruitment at the Department

After the dissertation, a PhD interested in pursuing an academic career can for instance apply for a postdoctoral position funded by a research project, or be awarded a three-year scholarship from Handelsbanken's Wallander foundation.

In order to ensure equality of opportunity, it is important that recruitment to post doc positions is done in a clear and objective manner. On this topic, roughly equal shares of the male and female respondents (i.e. 40-60 percent) report that they believe that suitable candidates are approached by the professors, approached by their supervisors, and that interested PhD students express their interest to their supervisors. However, the share of women who say that supervisors approach suitable candidates is larger than the share of men, both among current and former PhD students.⁶ Some of these results are illustrated in Figure 9.

⁶ This difference is statistically significant.

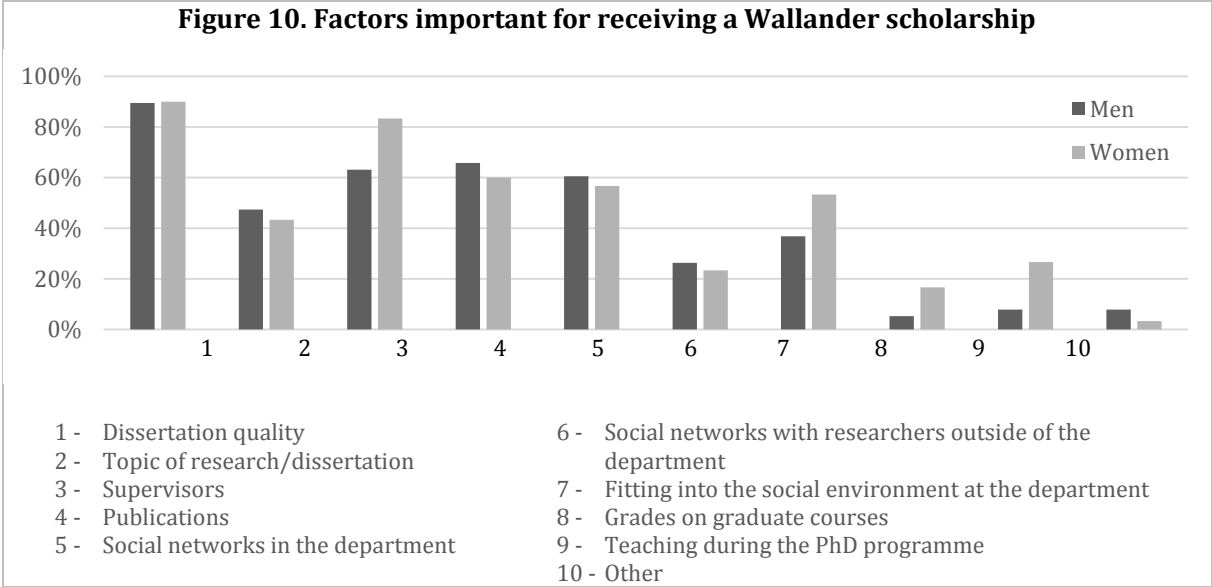


When asked which factors the PhD students think are important for recruitment to post doc positions, the results of the 2008 survey show that women thought that the supervisor and the professors played an important role, while men to a somewhat greater extent thought it was important that the PhD students themselves expressed their interest in staying to the professors at the Department, especially to their supervisors. The results of the current survey suggest that there are no longer any considerable differences in the responses of men and women on the perceived importance of the professors at the Department, while there is now instead a difference in the perceived importance of the supervisor. Women have answered to a greater extent than men that suitable candidates are approached by their supervisors. Furthermore, the perceived importance of the candidates themselves expressing their interest in a post doc position to their supervisors and other people at the Department is higher compared to the results from 2008.

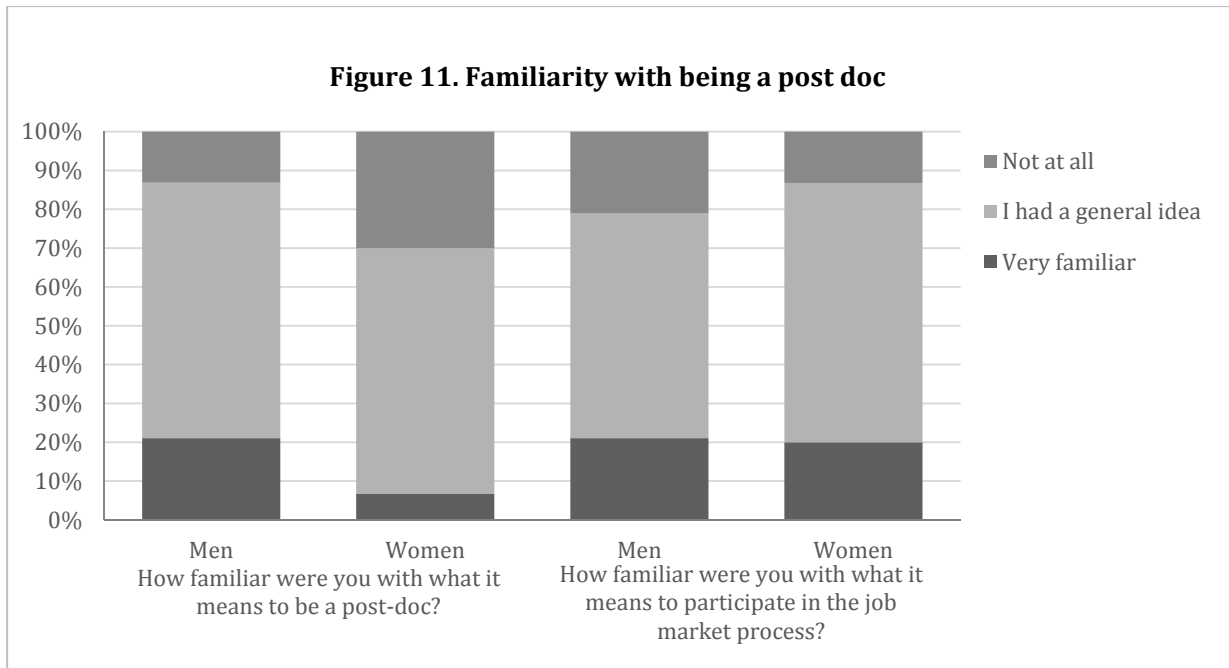
One of the most important sources of financing to stay in academia after the dissertation is the Wallander foundation. The Wallander scholarship is a post-doctoral scholarship, which aims to finance the continuation of an academic career of distinguished PhD's who have recently completed their dissertation. The scholarship provides three years of fulltime funding and aims at enabling PhD's to become a docent. Every year, the head of the Department provides a nomination list to the Wallander foundation containing a maximum of three recent PhDs as candidates for receiving the scholarship. The foundation in turn decides who get the stipend. Apart from the recommendation from the head of the Department, each candidate needs a statement from the opponent of the dissertation, and statements and grading from two external referees. The factors that are decisive for being included in the nomination ranking made by the Department of PhDs are informal. The results of the 2008 survey indicated that the quality of the thesis, publications, and supervisors were perceived as important factors in the decision of whom will be nominated for the scholarship.

The vast majority of the respondents to the current survey state that the quality of the thesis is decisive for receiving a Wallander scholarship. Other factors perceived as important are the supervisors (even though the share of current male students who believe them to be important is lower than that of other groups) and publications. Many respondents think that social factors are important as well. Social networks within the Department are named by a majority of the

respondents, almost half of the respondents state that fitting into the Department’s social environment also plays a role. The share of women who emphasise the importance of fitting into the social environment is higher than that of men. Few respondents believe that teaching during the PhD program or grades on graduate courses influence the probability of receiving a Wallander scholarship, but more women mention these factors than men. Some of these answers are illustrated in Figure 10.



Information about what it means to work as a post doc can be crucial for the decision of whether to stay in academia after the dissertation or not. The survey results indicate that more men than women has knowledge about the meaning of being a post doc. How this knowledge is obtained, however, differ somewhat between men and women. Men report to a higher extent than women that they receive information from their supervisors and colleagues at the Department. To stay in academia often requires participation in the job market process. Most respondents report that they have at least a general idea of what it means to participate in the job market process. This awareness has increased over time, and none of the current PhD students are unfamiliar with it. Some of these results are illustrated in Figure 11. In general, the gender differences in access to information are less pronounced in the current survey than in the 2008 survey.



5. Plans after the Dissertation

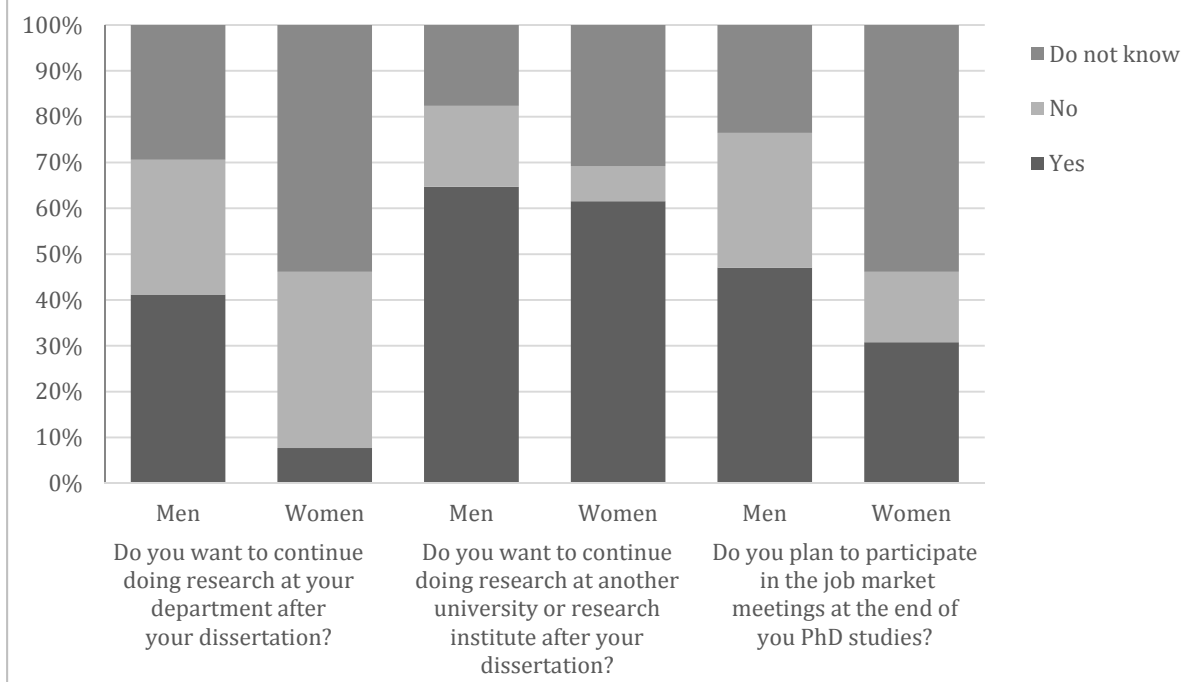
To encourage more women to pursue a career in academia after the dissertation, it is important that women perceive this an attractive career path compared to other alternatives.

The results of the survey show that, among current PhD students more men than women are interested in staying at the Department after the dissertation, while the shares who would like to continue doing research at another university after the dissertation are about even. Men also state to a greater extent than women, that they would like to participate in the job market process at the end of their PhD studies. Among the respondents who have completed their PhD, more men than women have worked at Uppsala University or another university, while more women than men have worked at a research institute or a government agency. The results also indicate that, among those who have left academia, more men than women expressed that they were given the opportunity to do a post doc at the Department. Furthermore, more men than women state that they were encouraged by their supervisors to pursue a post doc position after the dissertation, while more women than men state that they did not feel encouraged by anyone.

The current PhD students were asked whether they would like to continue their academic careers after finishing their dissertations. The results are presented in Figure 12. The results show that more respondents want to continue doing research at another university or institute than at the Department. Only one of the female respondents state that she wants to continue at the Department, while a majority of women would like to work at another institution.⁷ The fact that the share who do not wish to continue working at the Department is larger than the share who want to leave academia is striking.

⁷ These differences are statistically significant.

Figure 12. Plans after the dissertation.



Some of the respondents commented on why they do not want to stay at the Department and mentioned a lack of job security, even though this is likely to be a concern at other academic workplaces as well. Others commented that it is difficult to secure a post doc position in Uppsala, and one male respondent commented that he was dissatisfied with the work environment at the Department. Respondents of both genders mentioned work-life balance, stress, and the difficulty of having a family while working in academia, as challenges of pursuing an academic career. Some male respondents also mentioned the difficulty of getting top publications and funding, while some female respondents emphasised the competitive nature of academia as an issue. Some described academia as a tough environment with little cooperation and where colleagues can be nasty about your work.

As mentioned above, a PhD student who wants to have a good chance of getting a post doc position after defending the thesis, must take part in the job market process. The survey results show that more men have decided to participate (47 percent) than women (31 percent). However, many women (47 percent) were still undecided about participating in the job market process.

The distribution of the workplaces of those who have completed a PhD at the Department is shown in Table 1. Half of the respondents have worked at Uppsala University, and almost all have worked in an academic institution. The results show that, while men have worked at universities to a larger extent, many of the women have worked at other types of research institutions or at government agencies. These results are similar to those from the question on where respondents currently work. Only 19 percent of the women worked at a university at the time of the survey, and more than half had left academia altogether. On the other hand, 38 percent of the men work at Uppsala University and only 30 percent work at a non-academic workplace.

Table 1. Have you worked at any of the following after your dissertation? (Multiple answers allowed)

	Women	Men	Total
Uppsala University	40%	57%	50%
Another University	13%	29%	22%
Another research institution	47%	14%	28%
Government agency	47%	19%	31%
Non-profit organization	13%	0%	6%
Financial sector company	0%	0%	0%
Other private company	0%	5%	3%
Other	0%	0%	0%

The reasons that former PhD students gave for leaving academia are presented in Table 2. The results show that many of the men report that they had the chance to stay and decided not to, while many of the women report they did not want to stay and did not get the opportunity to do so. In the comments, respondents mention job security as a major reason for leaving.

Table 2. If you have left the academic world: Which of the following alternatives best described your attitude towards continuing as a post doc at the end of your PhD studies?

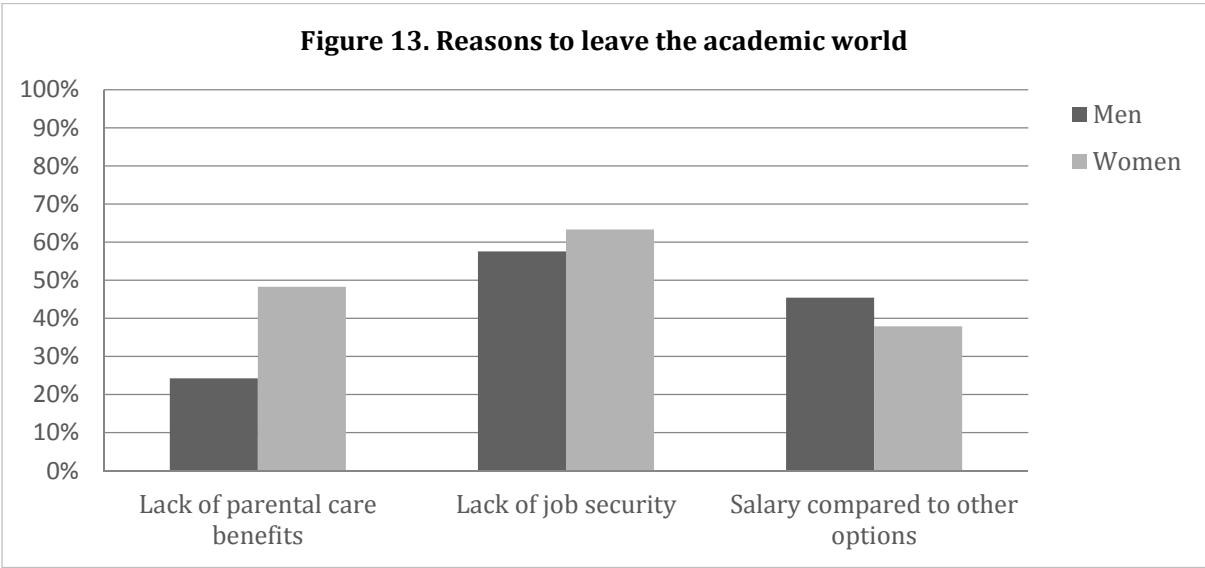
	Women	Men	Total
I considered staying, but I did not get the opportunity	9%	17%	12%
I had the opportunity to stay, but decided not to	18%	50%	29%
I did not want to stay and did not get the opportunity	55%	33%	47%
Other	18%	0%	12%

As can be seen in Table 3 (and as discussed above), male and female former PhD students have different perceptions about the encouragement they received to pursue a post doc position. Half of the women did not feel encouraged at all, compared to a third of the men. Men felt encouraged by their supervisors and by other researchers to a greater extent than women, while there are no differences in the encouragement received from other PhD students.

Table 3. Were you ever encouraged by someone to pursue a post doc position? (Multiple answers allowed)

	Women	Men	Total
No	53%	33%	43%
Yes, by my supervisor	35%	56%	46%
Yes, by other researchers at the department	12%	33%	23%
Yes, by other PhD students	24%	28%	26%
Yes, by others, namely	12%	11%	11%

The respondents were asked whether lack of parental leave benefits, lack of job security, and a low salary were important factors in the choice to stay in or leave academia. The results are shown in Figure 13.



The largest difference between women and men is with regard to parental leave, with more women than men emphasising this factor as being important. This result is also found in the 2008 survey. The lack of parental leave benefits seems to be less of an issue for respondents with a non-Swedish background than for others. Among the current PhD students, more women than men mention job security. With regard to the salary, it seems to be more important for men than women among current PhD students, and vice versa among former PhD students.

6. Equality of Opportunity – Gender

To encourage more women to pursue a career in academia after the dissertation, it is important that women perceive both the academic world in general and the Department as characterized by equality of opportunity.

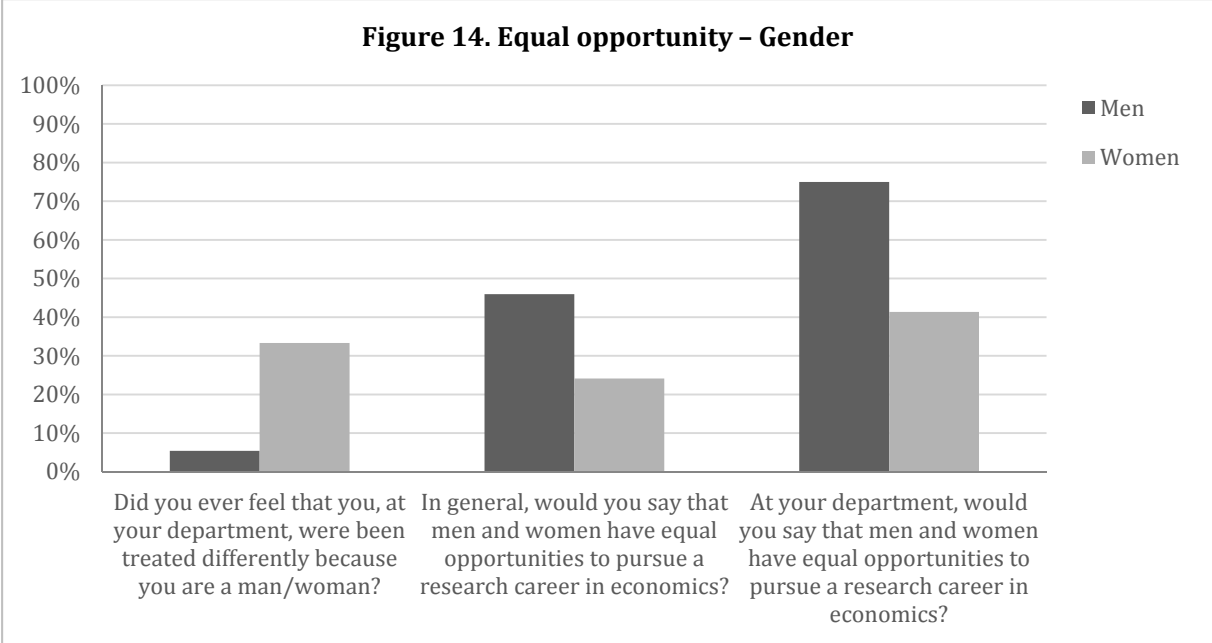
The survey results indicate that some of the male PhD students feel that they have been treated in a positive way because of their gender, while almost 30 percent of female respondents feel that they have been treated negatively. However, a few of the female former PhD students say that they have been treated positively based on their gender. In the answers to the question about whether the respondents know of anyone else who has been discriminated based on gender, male respondents tended to answer that they know cases of women getting preferential treatment, and women tended to answer that they know of men getting preferential treatment. Almost a third of the women, and some of the men, has experience of another woman at the Department being discriminated based on gender.

A quarter of the female former PhD students state that they have gotten comments about their appearance in a sexual way. One female and one male respondent who have been PhD students at the Department state that they have been persistently approached by someone whom they were not interested in. One female former PhD student also reported that she had been touched in a disturbing way at the Department. None of the current PhD students have experienced any of the above. However, two women among the current PhD students state that there are people at work

around whom they feel unsafe. Some of the men and a third of the women have experienced offensive jokes at work. A few respondents also state that they get the feeling that people make jokes about them when they are not around.

In general, more women than men state that they experience gender differences at the Department. Almost half of the women state that there are differences with respect to entering social networks with researchers, and fitting into the social environment. More than a fifth of the women also feel that there are differences with respect to co-authoring papers with senior researchers. A quarter of the current female students experience that there are differences when it comes to teaching master- or PhD-level courses.

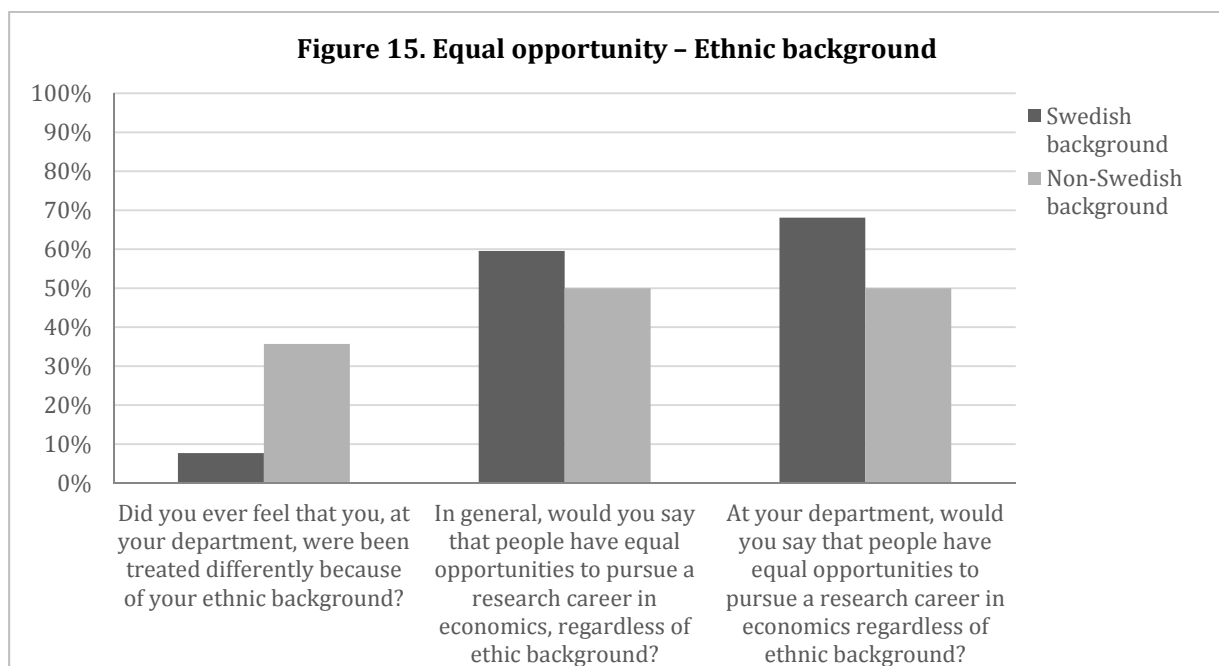
Most of the respondents feel that men and women do not have equal opportunities to pursue an academic career in economics. This share is very high among the former PhD students, where 90 percent of the women and 60 percent of the men state that men and women do not have equal opportunities. The share of respondents with a non-Swedish background who indicate that the academic world in economics is an unequal field is higher than that of those with a Swedish background, but those with non-Swedish background are more likely to see the Department as equal than those with a Swedish background. The survey results indicate some improvements over time as only half of the current PhD students (similar shares across genders), say that opportunities of perusing an academic career in economics is unequal based on gender. However, two thirds of the female former PhD students and half of the current female PhD students do not think that opportunities are equal at Uppsala University. Some reasons for this inequality are indicated by the comments some of the respondents made on the issue. In particular, many of the respondents, especially men, believe that lack of parental leave benefits is an issue for women pursuing a career in academia. Other respondents raise the idea of the academic world in economics as being a “men’s club where women are uncomfortable”. Several of the women state that it is more difficult for women to enter social networks with senior researchers, which influences their opportunities. Some of these differences are illustrated in Figure 14 (showing the percent answering yes to the statements).



7. Equality of Opportunity – Ethnic background

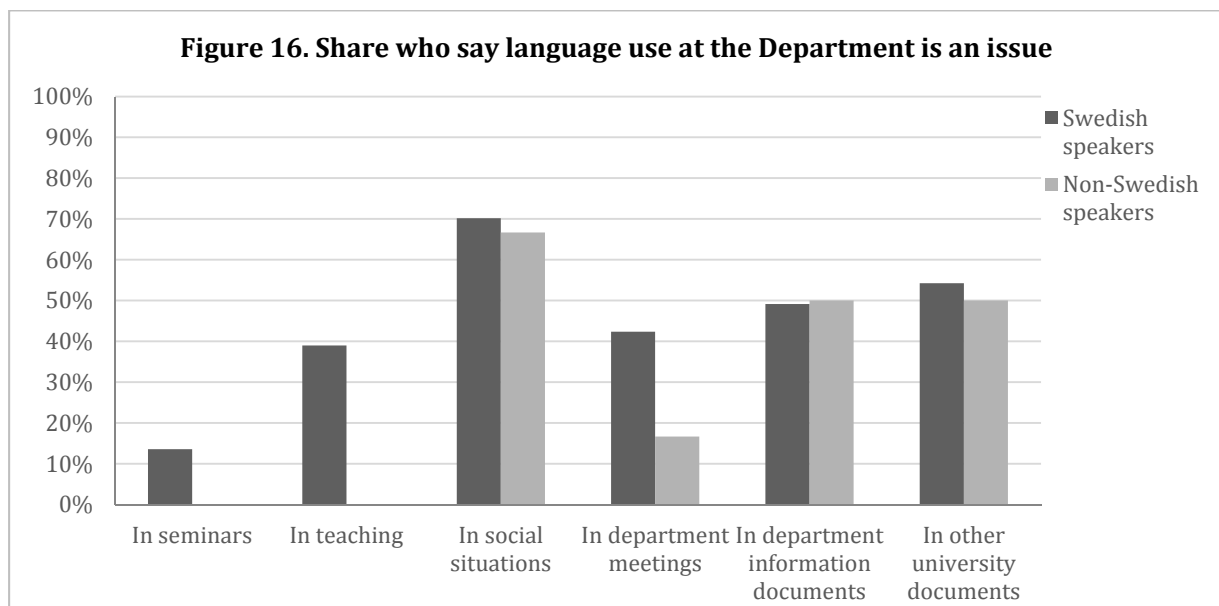
To succeed in encouraging more people with a non-Swedish background to pursue a career in academia after the dissertation, it is important that they perceive that both the academic world in general and the Department as characterized by equality of opportunity.

Most former PhD students state that they have not been treated differently based on their ethnic background, but the picture is somewhat different among the current PhD students. Some of the respondents with a Swedish background state that they have experienced positive discrimination based on ethnic background, and some of the respondents with a non-Swedish background feel that they have been discriminated against based on ethnic background. Current PhD students with a non-Swedish background feel that there are ethnic differences at the Department with regard to entering and fitting into the social environment. About half of all respondents say that opportunities to pursue an academic career in economics in Sweden are not equal based on ethnic background. Regarding equality at the Department in particular, former PhD students irrespective of background found the Department more equal than Sweden in general. This is also the case for current PhD students with a Swedish background, but not for respondents with a non-Swedish background. A larger share of the respondents with a non-Swedish background think that the Department is less equal than Sweden in general. Some of these results are illustrated in Figure 15 (showing the percent answering yes to the statements). These results should be interpreted with caution both because the number of respondents with a non-Swedish background is relatively limited, and because this groups consists of both Swedish citizens with a non-Swedish background and internationally recruited non-Swedish PhD students.



Some PhD students with a non-Swedish background do not speak Swedish. Therefore, it is important that English is used as the working-language at the Department. Over time, there have been shifts both in language use at the Department and in whether this is considered as an issue. A much larger share of Swedish-speaking respondents among the current PhD students find the choice of English or Swedish problematic than among the former PhD students. Especially high shares see problems in social situations, information documents, and Department meetings. It is hard to draw conclusions about non-Swedish speakers' opinions due to the small number of

respondents. One of the respondents comments that many e-mails from the Department are in Swedish, meaning that non-Swedish speakers do not get all information. These issues are illustrated in Figure 16.



8. Conclusions

In this concluding section, we summarize the general findings from the survey results, and give some suggestions for ways to improve the likelihood of increasing the gender and ethnic diversity at the Department.

General conclusions:

- Most respondents are satisfied with their supervisors in general.
- More men than women perceive that they get encouragement from their supervisors to stay in academia after the dissertation.
- More women than men doubt their ability and feel less appreciated by other people at the Department. Also, women more frequently than men have considered quitting the PhD program.
- More women than men feel uncomfortable speaking and participating actively in seminars at the Department.
- Women are somewhat less familiar with what it means to be a post doc than men, and women are more likely than men to perceive that the decisions about whom are allowed to stay are taken informally.
- Most respondents are interested in continuing to do research, but women are less likely than men to want to continue their career at the Department.
- Parental benefits, employment security, and wages are important for both men's and women's decisions about whether to stay in academia.
- A few individuals – mostly women – report that they have been exposed to harassment. These cases are fewer among current than former PhD students.
- Both men and women believe that gender and ethnic background affect the opportunity to stay in the academic world both in general and at the Department.

- Many report that language use is a problem; in information documents from the Department and the University, in social situations, and in teaching.

Some suggestions for ways to improve the current situation:

- **Information and transparency:** More information and transparency about the possibility to stay in the academic world after the dissertation is needed to avoid the perception that these decisions are taken in informal settings without clear and objective criteria. This requires both written guidelines (e.g. a clear post doc policy document and transparent criteria for evaluations of candidates) and frequent information meetings between the PhD students and the directors at the Department.
- **Encouragement of underrepresented groups to stay in academia:** More encouragement of PhD students belonging to underrepresented groups to actively participate in seminars and other activities at the Department as well as to stay in the academic world after the dissertation is needed. This requires that both the supervisors and the directors at the Department are made aware of the importance of gender and ethnic diversity. This may e.g. be achieved by courses, seminars, and discussions among the faculty members about these issues.
- **Better working conditions:** Better policies about such factors as parental leave, job security, and salaries are needed so that an academic career is perceived as an attractive alternative compared to other career paths. This may be difficult to change at the department level, but these issues should be raised in contacts with the University and research funders.
- **Networks and mentoring:** Encouragement and support to networks supporting underrepresented groups is important. This could e.g. include mentorship and other support from role models in the academic world.
- **Policy on harassment:** Awareness of, and clear guidelines for, cases of harassment is important. Such behaviour should never be accepted and therefore it is important that there are clear information and guidelines about procedures and contact persons to report to in such cases.
- **Policy on language use:** Clear policy guidelines for language use at the Department are important. This means that all information – both from the Department and the University should be translated to English.

9. Appendix

9.1 Results from the Survey to PhDs

A. Supervision and teaching

Table 1. Questions about supervision

(Number of responses: 21 men and 18 women. 8 of non-Swedish background)

		Men	Women	Non-Swedish background	Total
Do you think you got the time of supervision you needed?	Yes	86% (18)	83% (15)	88% (7)	85% (33)
	No	14% (3)	17% (3)	13% (1)	15% (6)
Do you think you got the quality of supervision you needed?	Yes	86% (18)	83% (15)	88% (6)	85% (33)
	No	14% (3)	17% (3)	13% (1)	15% (6)
Did your supervisors have a good overview of your progress?	Yes	86% (18)	72% (13)	88% (6)	79% (31)
	No	14% (3)	28% (5)	13% (1)	21% (8)

Table 2. How much did your supervisors help you with...?

(Number of responses: 21 men and 18 women. 8 of non-Swedish background. One man, one woman and one person of non-Swedish background skipped the providing quality control question)

		1&2	3	4&5
Overall direction of your work	Men	10% (2)	29% (6)	62% (13)
	Women	17% (3)	17% (3)	67% (12)
	Non-Swedish background	13% (1)	0% (0)	88% (7)
	Total	13% (5)	23% (9)	64% (25)
Choice of PhD courses	Men	24% (5)	33% (7)	43% (9)
	Women	29% (5)	39% (7)	33% (6)
	Non-Swedish background	25% (2)	38% (3)	38% (3)
	Total	26% (10)	36% (14)	38% (15)
Seeing to you not getting stuck	Men	14% (3)	24% (5)	62% (13)
	Women	28% (5)	11% (2)	61% (11)
	Non-Swedish background	13% (1)	25% (2)	63% (5)
	Total	21% (8)	18% (7)	62% (24)
Providing quality control of your work	Men	10% (2)	15% (3)	75% (15)
	Women	18% (3)	6% (1)	76% (13)
	Non-Swedish background	0% (0)	0% (0)	100% (7)
	Total	14% (5)	11% (4)	76% (28)
Helping meet the dissertation deadline	Men	5% (1)	19% (4)	76% (16)
	Women	22% (4)	22% (4)	56% (10)
	Non-Swedish background	13% (1)	25% (2)	63% (5)

	Total	13% (5)	21% (8)	67% (26)
Providing funding for conferences or courses abroad	Men	10% (2)	0% (0)	90% (19)
	Women	11% (2)	17% (3)	72% (13)
	Non-Swedish background	0% (0)	0% (0)	100% (8)
	Total	10% (4)	8% (3)	82% (32)
Choice of research subject	Men	14% (3)	24% (5)	62% (13)
	Women	11% (2)	22% (4)	67% (12)
	Non-Swedish background	38% (3)	25% (2)	38% (3)
	Total	13% (5)	23% (9)	64% (25)
Finding and discussing specific research questions	Men	10% (4)	33% (7)	26% (10)
	Women	22% (4)	11% (2)	67% (12)
	Non-Swedish background	38% (3)	13% (1)	50% (4)
	Total	21% (8)	23% (9)	56% (22)

Table 3. Did your supervisors...?

(Number of responses: 21 men and 18 women. 8 of non-Swedish background. One man only answered questions 4 and 6. One woman skipped question 2 and one woman skipped question 4. One person of non-Swedish background skipped question 4)

		Men	Women	Non-Swedish	Total
Encouraged you to stay in academia after your dissertation?	Yes	80% (16)	50% (9)	25% (2)	66% (25)
	No	20% (4)	50% (9)	25% (2)	34% (13)
Discouraged or hinted that you are not suitable for academia?	Yes	5% (1)	12% (2)	0% (0)	8% (3)
	No	95% (19)	88% (15)	100% (8)	92% (34)
Hinted or promised that you can get funding if you stay at the department?	Yes	55% (11)	39% (7)	25% (2)	47% (18)
	No	45% (9)	61% (11)	75% (6)	52% (20)
Help you find sources of financing to stay in academia?	Yes	62% (13)	47% (8)	29% (2)	55% (21)
	No	38% (8)	53% (9)	71% (5)	45% (17)
Encouraged you to send your papers to an academic journal?	Yes	95% (19)	83% (15)	88% (7)	89% (34)
	No	5% (1)	17% (3)	13% (1)	11% (4)
Encouraged you to send your papers to a conference?	Yes	86% (18)	83% (15)	88% (7)	85% (33)
	No	14% (3)	17% (3)	13% (1)	15% (6)
Helped you find projects to join or a cowriter for your papers?	Yes	50% (10)	61% (11)	38% (3)	55% (21)
	No	50% (10)	39% (7)	63% (5)	45% (17)

Table 4. Was there anything you missed concerning your supervision?

(Number of responses: 18 men and 18 women. 8 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Yes	22% (4)	50% (9)	25% (2)	36% (13)
No	78% (14)	50% (9)	75% (6)	64% (23)

Table 5. Did you have a research affiliation outside the Department of Economics in Uppsala (e.g. IFAU, IBF or IFN)?

(Number of responses: 21 men and 18 women. 8 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Yes	24% (5)	50% (9)	50% (4)	36% (14)
No	76% (16)	50% (9)	50% (4)	64% (25)

Table 6. Were there other established researchers that you felt could advise you? (Multiple answers allowed)

(Number of responses: 20 men and 18 women)

	Men	Women	Non-Swedish background	Total
Yes, at the department	55% (11)	33% (6)	63% (5)	45% (17)
Yes, outside the department	50% (10)	61% (11)	75% (6)	55% (21)
No	10% (2)	33% (6)	0% (0)	21% (8)

Table 7. Did you actively contact other researchers for help?

(Number of responses: at the department, 18 men and 18 women; outside the department, 20 men and 18 women. 8 of non-Swedish background for both questions)

		No, I did not need to	No, although I might have needed to	Yes, but I did not get help	Yes, they helped me in my work
At the department	Men	33% (6)	0% (0)	0% (0)	67% (12)
	Women	11% (2)	44% (8)	6% (1)	39% (7)
	Non-Swedish background	13% (1)	25% (2)	0% (0)	63% (5)
	Total	22% (8)	22% (8)	3% (1)	53% (19)
Outside the department	Men	25% (5)	10% (2)	0% (0)	65% (13)
	Women	0% (0)	56% (10)	6% (1)	39% (7)
	Non-Swedish background	0% (0)	25% (2)	13% (1)	63% (5)
	Total	13% (5)	32% (12)	3% (1)	71% (20)

Table 8. Did you have a role model at the department? (Multiple answers allowed)

(Number of responses: 21 men and 18 women. 8 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Yes, a man	43% (9)	17% (3)	50% (4)	31% (12)
Yes, a woman	14% (3)	33% (6)	38% (3)	23% (9)
No	52% (11)	67% (12)	38% (3)	59% (23)

Table 9. Did you co-author papers with other researchers? (Multiple answers allowed)
(Number of responses: 19 men and 18 women. 8 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Yes, with my supervisor	47% (9)	72% (13)	38% (3)	59% (22)
Yes, with another PhD student at the department	11% (2)	22% (4)	0% (0)	16% (6)
Yes, with a researcher at the department	32% (6)	22% (4)	25% (2)	27% (10)
Yes, with a PhD student from outside the department	0% (0)	0% (0)	0% (0)	0% (0)
Yes, with a researcher from outside the department	37% (7)	33% (6)	63% (5)	35% (13)
No	32% (6)	11% (2)	0% (0)	22% (8)

Table 10. Were you asked to teach a course at the advanced undergraduate, master or PhD level?

(Number of responses: 21 men and 18 women. 8 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Yes	57% (12)	50% (9)	50% (4)	54% (21)
No	43% (9)	50% (9)	50% (4)	46% (18)

B. Working environment as a PhD student

Table 11. For each of the following, choose an option.

(Number of responses: 21 men and 16 women. 7 of non-Swedish background)

		All the time	Several times per week	Between once a week and once a month	Less than once a month
You felt that people valued your effort	Men	10% (2)	5% (1)	19% (4)	67% (14)
	Women	0% (0)	0% (0)	50% (8)	50% (8)
	Non-Swedish background	14% (1)	0% (0)	29% (2)	57% (4)
	Total	5% (2)	3% (1)	32% (12)	59% (22)
You felt that people	Men	19% (4)	14% (3)	43% (9)	24% (5)
	Women	19% (3)	19% (3)	31% (5)	31% (5)

valued you as a person	Non-Swedish background	43% (3)	14% (1)	14% (1)	29% (2)
	Total	19% (7)	16% (6)	38% (14)	27% (10)
You enjoyed socialising with your colleagues	Men	33% (7)	33% (7)	24% (5)	10% (2)
	Women	19% (3)	44% (7)	31% (5)	6% (1)
	Non-Swedish background	29% (2)	29% (2)	29% (2)	14% (1)
	Total	27% (10)	38% (14)	27% (10)	8% (3)
You felt worried about failing	Men	19% (4)	19% (4)	33% (7)	29% (6)
	Women	38% (6)	19% (3)	13% (2)	31% (5)
	Non-Swedish background	29% (2)	14% (1)	14% (1)	43% (3)
	Total	27% (10)	19% (7)	24% (9)	30% (11)
You had head or stomach aches or trouble sleeping due to work	Men	5% (1)	5% (1)	29% (6)	62% (13)
	Women	6% (1)	13% (2)	50% (8)	31% (5)
	Non-Swedish background	0% (0)	0% (0)	43% (3)	57% (4)
	Total	5% (2)	8% (3)	38% (14)	49% (18)
You doubted the quality of your work	Men	19% (4)	29% (6)	29% (6)	24% (5)
	Women	31% (5)	25% (4)	25% (4)	19% (3)
	Non-Swedish background	29% (2)	14% (1)	14% (1)	43% (3)
	Total	24% (9)	27% (10)	27% (10)	22% (8)
You felt satisfied with your work	Men	10% (2)	19% (4)	38% (8)	33% (7)
	Women	6% (1)	13% (2)	56% (9)	25% (4)
	Non-Swedish background	14% (1)	14% (1)	71% (5)	0% (0)
	Total	8% (3)	16% (6)	46% (17)	30% (11)

Table 12. Did you ever think about quitting the programme?

(Number of responses: 21 men and 17 women. 7 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Never	71% (15)	35% (6)	71% (5)	55% (21)
A few times	24% (5)	53% (9)	29% (2)	37% (14)
Many times	5% (1)	12% (2)	0% (0)	8% (3)

Table 13. How did you experience the seminars?**(Number of responses: 21 men and 17 women. 7 of non-Swedish background)**

	Men	Women	Non-Swedish background	Total
Seminar participants showed interest in my work	76% (16)	76% (13)	71% (5)	76% (29)
I got along with most of the participants socially	67% (14)	47% (8)	43% (3)	58% (22)
Sometimes I found myself interrupted when I gave a seminar	10% (2)	24% (4)	29% (2)	16% (6)
I was embarrassed of asking stupid questions and therefore avoided asking	24% (5)	59% (10)	0% (0)	39% (15)
I was embarrassed of asking stupid questions, but asked anyway	33% (7)	18% (3)	29% (2)	26% (10)
I participated actively and was not afraid of asking questions	48% (10)	12% (2)	43% (3)	32% (12)
Sometimes I found myself interrupted when I asked questions	0% (0)	18% (3)	14% (1)	8% (3)
I felt that the seminar participants supported me actively when facing the scientific community (e.g. when an opponent was invited from outside the department)	24% (5)	12% (2)	14% (1)	18% (7)
I felt supported by my supervisors during seminars	67% (14)	76% (13)	71% (5)	71% (27)
I did not feel supported by my supervisors during seminars	5% (1)	6% (1)	14% (1)	5% (2)
After giving a seminar, my confidence as a researcher improved	43% (9)	53% (9)	29% (2)	47% (18)
After giving a seminar, my confidence as a researcher fell	10% (2)	12% (2)	14% (1)	11% (4)

Table 14. Did you feel that comments and questions from the seminars enabled you to improve the quality of your work?**(Number of responses: 21 men and 17 women. 7 of non-Swedish background)**

	Men	Women	Non-Swedish background	Total
Yes, very much	38% (8)	59% (10)	71% (5)	47% (18)
Yes, some	57% (12)	35% (6)	29% (2)	47% (18)
No	5% (1)	6% (1)	0% (0)	5% (2)

C. Post doc and recruitment

Table 15. How familiar were you with what it means to be a post-doc (the type of work done, salary level, work demands etc)?

(Number of responses: 21 men and 17 women. 7 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Very familiar	19% (4)	0% (0)	14% (1)	11% (4)
I had a general idea	76% (16)	71% (12)	71% (5)	74% (28)
Not at all	5% (1)	29% (5)	14% (1)	16% (6)

Table 16. How familiar were you with what it means to participate in the job market process?

(Number of responses: 21 men and 17 women. 7 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Very familiar	10% (2)	6% (1)	29% (2)	8% (3)
I had a general idea	52% (11)	71% (12)	57% (4)	61% (23)
Not at all	38% (8)	24% (4)	14% (1)	32% (12)

Table 17. From where did you obtain information about being a post doc? (Multiple answers allowed)

(Number of responses: 21 men and 13 women. 6 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
From relatives or friends	0% (0)	15% (2)	0% (0)	6% (2)
From your supervisors	43% (9)	54% (7)	33% (2)	47% (16)
From other PhD students at the department	71% (15)	54% (7)	50% (3)	65% (22)
From colleagues at the department	81% (17)	54% (7)	67% (4)	71% (24)
From colleagues outside the department	43% (9)	38% (5)	67% (4)	41% (14)

Table 18. How do you think recruitment to post doc positions is generally done? (Multiple answers allowed)

(Number of responses: 21 men and 17 women. 7 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Suitable persons are approached by professors at the department	48% (10)	35% (6)	29% (2)	42% (16)
Suitable persons are approached by their supervisors	62% (13)	88% (15)	71% (5)	74% (28)
The person interested communicates this to supervisors	57% (12)	53% (9)	43% (3)	55% (21)
The person interested communicates this to others at the department	43% (9)	12% (2)	29% (2)	29% (11)
Other	19% (4) 3 – Job market 1 – Do not know	18% (3) 1 – Students whose supervisors are enthusiastic about their work 1 – Application for funds 1 – Male students who co-authored with their supervisors	14% (1)	18% (7)

Table 19. Which factors do you think play a part in getting a Wallander scholarship for a post doc or other project financing? (Multiple answers allowed)

(Number of responses: 21 men and 17 women. 7 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Dissertation quality	90% (19)	82% (14)	86% (6)	87% (33)
Topic of research/dissertation	52% (11)	41% (7)	57% (4)	47% (18)
Supervisors	81% (17)	82% (14)	86% (6)	82% (31)
Publications	67% (14)	47% (8)	57% (4)	58% (22)

Social networks in the department	67% (14)	53% (9)	29% (2)	61% (33)
Social networks with researchers outside of the department	29% (6)	29% (5)	29% (2)	29% (11)
Fitting into the social environment at the department	38% (8)	47% (8)	29% (2)	42% (16)
Grades on graduate courses	10% (2)	18% (3)	0% (0)	13% (5)
Teaching during the PhD programme	5% (1)	6% (1)	0% (0)	5% (2)
Other	5% (1) 1 - Gender	6% (1) 1- Showing interest	14% (1)	5% (2)

D. Present situation

Table 20. Where do you currently work?

(Number of responses: 21 men and 16 women. 7 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Uppsala University	38% (8)	13% (2)	29% (2)	27% (10)
Another university	24% (5)	6% (1)	14% (1)	16% (6)
Another research institution	10% (2)	25% (4)	14% (1)	16% (6)
Government agency	24% (5)	44% (7)	43% (3)	32% (13)
Non-profit organization	0% (0)	13% (2)	0% (0)	5% (2)
Financial sector company	0% (0)	0% (0)	0% (0)	0% (0)
Other private company	0% (0)	0% (0)	0% (0)	0% (0)
Other	5% (1)	0% (0)	0% (0)	3% (1)

Table 21. Have you worked at any of the following after your dissertation? (multiple answers allowed)

(Number of responses: 21 men and 15 women. 7 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Uppsala University	57% (12)	40% (6)	29% (2)	50% (18)
Another university	29% (6)	13% (2)	14% (1)	22% (8)
Another research institution	14% (3)	47% (7)	29% (2)	28% (10)
Government agency	19% (4)	47% (7)	43% (3)	31% (11)
Non-profit organization	0% (0)	13% (2)	0% (0)	6% (2)

Financial sector company	0% (0)	0% (0)	0% (0)	0% (0)
Other private company	5% (1)	0% (0)	0% (0)	3% (1)
Other	0% (0)	0% (0)	0% (0)	0% (0)

Table 22. If you have left the academic world: Which of the following alternatives best described your attitude towards continuing as a post doc at the end of your PhD studies? (Number of responses: 6 men and 11 women, 3 of non-Swedish background. 15 men, 6 women and 4 people of non-Swedish background stayed in academia and therefore skipped the question)

	Men	Women	Non-Swedish background	Total
I considered staying, but I did not get the opportunity	17% (1)	9% (1)	33% (1)	12% (2)
I had the opportunity to stay, but decided not to	50% (3)	18% (2)	33% (1)	29% (5)
I did not want to stay and did not get the opportunity	33% (2)	55% (6)	33% (1)	47% (8)
Other	0% (0)	18% (2)	0% (0)	12% (2)

Table 23. Were you ever encouraged by someone to pursue a post doc position? (multiple answers allowed)

(Number of responses: 18 men and 17 women. 7 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
No	33% (6)	53% (9)	43% (3)	43% (15)
Yes, by my supervisor	56% (10)	35% (6)	43% (3)	46% (16)
Yes, by other researchers at the department	33% (6)	12% (2)	14% (1)	23% (8)
Yes, by other PhD students	28% (5)	24% (4)	29% (2)	26% (9)
Yes, by others, namely	11% (2) Jag fick ett erbjudande jag nekade eftersom finansieringen var för osäker; Other researchers outside of the department	12% (2) Family and friends; Co-authors from other institutions	29% (2)	11% (4)

Table 24. Were any of the following a decisive factor that detained you from wanting to stay in the academic world after your dissertation?

(Number of responses: 16 men and 17 women. 6 of non-Swedish background. One woman of non-Swedish background skipped the first question and one woman skipped the last question)

		Men	Women	Non-Swedish background	Total
Lack of parental care benefits	Yes	13% (2)	50% (8)	0% (0)	31% (10)
	No	87% (14)	50% (8)	100% (5)	69% (22)
Lack of job security	Yes	38% (6)	41% (7)	33% (2)	39% (13)
	No	62% (10)	59% (10)	67% (4)	61% (20)
Salary compared to other options	Yes	25% (4)	44% (7)	50% (3)	34% (11)
	No	75% (12)	56% (9)	50% (3)	66% (21)

E. Equality of opportunity - gender

Table 25. Did you ever feel that you, at your department, were been treated differently because you are a man/woman?

(Number of responses: 20 men and 17 women. 7 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Yes, in a positive way	10% (2)	12% (2)	14% (1)	11% (4)
Yes, in a negative way	0% (0)	24% (4)	0% (0)	11% (4)
No	90% (18)	65% (11)	86% (6)	78% (29)

Table 26. Do you know of anyone else, at your department, was treated differently because he/she was a man/woman? (multiple answers allowed)

(Number of responses: 19 men and 16 women. 7 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Yes, a woman in a positive way	16% (3)	0% (0)	14% (1)	9% (3)
Yes, a man in a positive way	11% (2)	0% (0)	0% (0)	6% (2)
Yes, a woman in a negative way	16% (3)	31% (5)	14% (1)	23% (8)
Yes, a man in a negative way	5% (1)	0% (0)	0% (0)	3% (1)
No	74% (14)	69% (11)	71% (5)	71% (25)

**Table 27. Were you, at your department, ever been exposed to any of the following?
(multiple answers allowed)**

(Number of responses: 20 men and 17 women. 7 of non-Swedish background. One man skipped question six)

		Men	Women	Non-Swedish background	Total
Someone from work commented on my appearance in a sexual way which made me feel uncomfortable	Yes	0% (0)	24% (4)	14% (1)	11% (4)
	No	100% (20)	76% (13)	86% (6)	89% (33)
Someone from work tried to flirt with me, so that I had to mark a distance in a way which I think might harm my career	Yes	0% (0)	6% (1)	0% (0)	3% (1)
	No	100% (20)	94% (16)	100% (7)	97% (36)
Someone from work has pursued me repeatedly, although I rejected his/her "invitation"	Yes	5% (1)	0% (0)	0% (0)	3% (1)
	No	95% (19)	100% (17)	100% (7)	97% (36)
Someone from my department touched me in a way that made me feel uncomfortable	Yes	0% (0)	6% (1)	0% (0)	3% (1)
	No	100% (20)	94% (16)	100% (7)	97% (36)
There were some people at work with whom I avoided being alone, because I somehow felt unsafe	Yes	0% (0)	0% (0)	0% (0)	0% (0)
	No	100% (20)	100% (17)	100% (7)	100% (37)
Sometimes people at work made jokes which offended me	Yes	11% (2)	24% (4)	0% (0)	17% (6)
	No	89% (17)	76% (13)	100% (7)	83% (30)
Sometimes I got the feeling that other people made jokes about me or jokes that would have offended me when I was not present	Yes	5% (1)	12% (2)	0% (0)	8% (3)
	No	95% (19)	88% (15)	100% (7)	92% (34)
People at work suggested I got my position for other reasons than my academic qualifications	Yes	0% (0)	6% (1)	0% (0)	3% (1)
	No	100% (20)	94% (16)	100% (7)	97% (36)

Table 28. Do you know of anyone else at your department that had been exposed to any of the alternatives above? (multiple answers allowed)

(Number of responses: 19 men and 17 women. 7 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Yes, a man	11% (2)	12% (2)	0% (0)	11% (4)
Yes, a woman	42% (8)	35% (6)	14% (1)	39% (14)
No	58% (11)	65% (11)	86% (6)	61% (22)

Table 29. Do you know of anyone else at your department that had been exposed to any of the alternatives from question 35, in work related situations outside the department (i.e. at seminars, conferences or courses)? (multiple answers allowed)

(Number of responses: 19 men and 17 women. 7 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Yes, a man	16% (3)	0% (0)	14% (1)	8% (3)
Yes, a woman	37% (7)	35% (6)	43% (3)	36% (13)
No	63% (12)	65% (11)	57% (4)	64% (23)

Table 30. Are there, in your opinion, gender differences within the department as to the following? (Please answer whether you agree on a scale from 1 to 5 where 1=not at all and 5=very much so)

(Number of responses: 19 men and 16 women. 7 of non-Swedish background. One woman skipped question 5-6 and one woman skipped questions 7-9)

		1&2	3	4&5
Receiving active support from supervisors and seminar participants for improving the quality of a PhD thesis	Men	84% (16)	16% (3)	0% (0)
	Women	50% (8)	19% (3)	31% (5)
	Non-Swedish background	57% (4)	29% (2)	14% (1)
	Total	69% (24)	17% (6)	14% (5)
Entering social networks with researchers at the department	Men	63% (12)	32% (6)	5% (1)
	Women	25% (4)	25% (4)	50% (8)
	Non-Swedish background	57% (4)	14% (1)	29% (2)
	Total	46% (16)	29% (10)	26% (9)
Entering social networks with researchers outside the department	Men	68% (13)	26% (5)	5% (1)
	Women	38% (6)	25% (4)	38% (6)
	Non-Swedish background	71% (5)	0% (0)	29% (2)
	Total	54% (19)	26% (9)	20% (7)
Fitting into the social environment at the department	Men	68% (13)	26% (5)	5% (1)
	Women	44% (7)	13% (2)	44% (7)
	Non-Swedish background	71% (5)	14% (1)	14% (1)
	Total	57% (20)	20% (7)	23% (8)
Publishing work	Men	95% (18)	5% (1)	0% (0)
	Women	73% (11)	20% (3)	7% (1)

	Non-Swedish background	86% (6)	14% (1)	0% (0)
	Total	85% (29)	11% (4)	3% (1)
Co-authoring papers with senior researchers	Men	84% (16)	16% (3)	0% (0)
	Women	60% (9)	20% (3)	20% (3)
	Non-Swedish background	86% (6)	0% (0)	14% (1)
	Total	74% (25)	18% (6)	9% (3)
Getting supervisors who are more influential at the department	Men	89% (17)	11% (2)	0% (0)
	Women	80% (12)	13% (2)	7% (1)
	Non-Swedish background	86% (6)	0% (0)	14% (1)
	Total	85% (29)	12% (4)	3% (1)
Receiving help with the selection of research topics	Men	89% (17)	11% (2)	0% (0)
	Women	73% (11)	13% (2)	13% (2)
	Non-Swedish background	86% (6)	0% (0)	14% (1)
	Total	82% (28)	12% (4)	6% (2)
Getting to teach Master or PhD courses	Men	89% (17)	11% (2)	0% (0)
	Women	87% (13)	7% (1)	7% (1)
	Non-Swedish background	86% (6)	14% (1)	0% (0)
	Total	88% (30)	9% (3)	3% (1)

Table 31. In general, would you say that men and women have equal opportunities to pursue a research career in economics?

(Number of responses: 20 men and 17 women. 7 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Yes	40% (8)	12% (2)	14% (1)	27% (10)
No	60% (12)	88% (15)	86% (6)	73% (27)

Table 32. At your department, would you say that men and women have equal opportunities to pursue a research career in economics?

(Number of responses: 19 men and 17 women. 7 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Yes	64% (13)	35% (6)	86% (6)	53% (19)
No	32% (6)	65% (11)	14% (1)	47% (17)

F. Equality of opportunity – ethnic background

Table 33. Did you ever feel that you, at the department, were treated differently because of your ethnic background?

(Number of responses: 30 of Swedish background and 7 of non-Swedish background)

	Swedish background	Non-Swedish background	Total
Yes, in a positive way	3% (1)	0% (0)	3% (1)
Yes, in a negative way	0% (0)	14% (1)	3% (1)
No	97% (29)	86% (6)	95% (37)

Table 34. Do you know of anyone else, at the department, being treated differently because of his/her ethnic background?

(Number of responses: 29 of Swedish background and 7 of non-Swedish background)

	Swedish background	Non-Swedish background	Total
Yes, in a positive way	0% (0)	0% (0)	0% (0)
Yes, in a negative way	7% (2)	29% (2)	11% (4)
No	93% (27)	71% (5)	89% (32)

Table 35. Are there, in your opinion, ethnic differences within the department as to the following? (Please answer whether you agree on a scale from 1 to 5 where 1=not at all and 5=very much so)

(Number of responses: 25 of Swedish background and 7 of non-Swedish background. One Swede skipped questions 1, 3, 5 and 8)

		1&2	3	4&5
Receiving active support from supervisors and seminar participants for improving the quality of a PhD thesis	Swedish background	83% (20)	13% (3)	4% (1)
	Non-Swedish background	100% (7)	0% (0)	0% (0)
	Total	87% (27)	10% (3)	3% (1)
Entering social networks with researchers at the department	Swedish background	60% (15)	24% (6)	16% (4)
	Non-Swedish background	71% (5)	14% (1)	14% (1)
	Total	63% (20)	22% (7)	16% (5)
Entering social networks with researchers outside the department	Swedish background	79% (19)	17% (4)	4% (1)
	Non-Swedish background	86% (6)	0% (0)	14% (1)
	Total	81% (25)	13% (4)	6% (2)
Fitting into the social environment at the department	Swedish background	60% (15)	16% (4)	24% (6)
	Non-Swedish background	71% (5)	14% (1)	14% (1)

	Total	63% (20)	16% (5)	22% (7)
Publishing work	Swedish background	88% (21)	13% (3)	0% (0)
	Non-Swedish background	100% (7)	0% (0)	0% (0)
	Total	90% (28)	10% (3)	0% (0)
Co-authoring papers with senior researchers	Swedish background	84% (21)	16% (4)	0% (0)
	Non-Swedish background	71% (5)	0% (0)	29% (2)
	Total	81% (26)	13% (4)	6% (2)
Getting supervisors who are more influential at the department	Swedish background	80% (20)	12% (3)	8% (2)
	Non-Swedish background	100% (7)	0% (0)	0% (0)
	Total	84% (27)	9% (3)	6% (2)
Receiving help with the selection of research topics	Swedish background	92% (22)	8% (2)	0% (0)
	Non-Swedish background	100% (7)	0% (0)	0% (0)
	Total	94% (29)	6% (2)	0% (0)
Getting to teach Master or PhD courses	Swedish background	72% (18)	16% (4)	12% (3)
	Non-Swedish background	100% (7)	0% (0)	0% (0)
	Total	78% (25)	13% (4)	9% (3)

Table 36. In general, would you say that people have equal opportunities to pursue a research career in economics in Sweden, regardless of their ethnic background?

(Number of responses: 26 of Swedish background and 7 of non-Swedish background)

	Swedish background	Non-Swedish background	Total
Yes	62% (16)	57% (4)	61% (20)
No	38% (10)	43% (3)	39% (13)

Table 37. At the department, would you say that people have equal opportunities to pursue a research career in economics, regardless of their ethnic background?

(Number of responses: 25 of Swedish background and 7 of non-Swedish background)

	Swedish background	Non-Swedish background	Total
Yes	60% (15)	71% (5)	63% (20)
No	40% (10)	29% (2)	38% (12)

Table 38. Did you ever feel that language use – Swedish or English – was an issue at the department?

(Number of responses: 29 of Swedish background and 7 of non-Swedish background. 3 non-Swedish speakers. One Swede skipped question 3)

		Yes	No
In seminars	Swedish background	10% (3)	90% (26)
	Non-Swedish background	0% (0)	100% (7)
	Non-Swedish speakers	0% (0)	100% (3)
In teaching	Swedish background	38% (11)	62% (18)
	Non-Swedish background	0% (0)	100% (7)
	Non-Swedish speakers	0% (0)	100% (3)
In social situations	Swedish background	61% (17)	39% (11)
	Non-Swedish background	43% (3)	57% (4)
	Non-Swedish speakers	67% (2)	33% (3)
In department meetings	Swedish background	31% (9)	69% (20)
	Non-Swedish background	14% (1)	86% (6)
	Non-Swedish speakers	0% (0)	100% (3)
In department information documents	Swedish background	34% (10)	66% (19)
	Non-Swedish background	43% (3)	57% (4)
	Non-Swedish speakers	33% (1)	67% (2)
In other university documents	Swedish background	34% (10)	66% (19)
	Non-Swedish background	43% (3)	57% (4)
	Non-Swedish speakers	33% (1)	67% (2)

9.2 Results from the Survey to PhD Students

A. Supervision and teaching

Table 1. Questions about supervision

(Number of responses: 17 men and 13 women. 8 of non-Swedish background)

		Men	Women	Non-Swedish background	Total
Do you think you got the time of supervision you needed?	Yes	88% (15)	77% (10)	88% (7)	83% (25)
	No	12% (2)	23% (3)	13% (1)	17% (5)
Do you think you got the quality of supervision you needed?	Yes	71% (12)	85% (11)	88% (7)	77% (23)
	No	29% (5)	15% (2)	13% (1)	23% (7)
Did your supervisors have a good overview of your progress?	Yes	76% (13)	77% (10)	63% (5)	77% (23)
	No	24% (4)	23% (3)	38% (3)	23% (7)

Table 2. Have your supervisors...?

(Number of responses: 17 men and 13 women. 8 of non-Swedish background. One woman of non-Swedish background skipped the academic journal question.)

		Men	Women	Non-Swedish background	Total
Encouraged you to stay in academia after your dissertation?	Yes	65% (11)	38% (5)	50% (4)	53% (16)
	No	35% (6)	62% (8)	50% (4)	47% (14)
Discouraged or hinted that you are not suitable for academia?	Yes	6% (1)	8% (1)	0% (0)	7% (2)
	No	94% (16)	92% (12)	100% (8)	93% (28)
Hinted or promised that you can get funding if you stay at the department?	Yes	12% (2)	15% (2)	0% (0)	13% (4)
	No	88% (15)	85% (11)	100% (8)	87% (26)
Help you find sources of financing to	Yes	18% (3)	15% (2)	0% (0)	17% (5)
	No	82% (14)	85% (11)	100% (8)	83% (25)

stay in academia?					
Encouraged you to send your papers to an academic journal?	Yes	53% (9)	42% (5)	29% (2)	48% (14)
	No	47% (8)	58% (7)	71% (5)	52% (15)
Encouraged you to send your papers to a conference?	Yes	65% (11)	69% (9)	50% (4)	67% (20)
	No	35% (6)	31% (4)	50% (4)	33% (10)
Helped you find projects to join or a cowriter for your papers?	Yes	65% (11)	62% (8)	63% (5)	63% (19)
	No	35% (6)	38% (5)	38% (3)	37% (11)

Table 3. Is there anything you miss concerning your supervision?

(Number of responses: 16 men and 13 women. 8 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Yes	44% (7)	54% (7)	38% (3)	48% (14)
No	56% (9)	46% (6)	63% (5)	52% (15)

Table 4. Are there other established researchers that you feel can advise you? (Multiple answers allowed)

(Number of responses: 17 men and 13 women. 8 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Yes, at the department	59% (10)	33% (6)	75% (6)	53% (30)
Yes, outside the department	59% (10)	61% (11)	88% (7)	70% (21)
No	18% (3)	33% (6)	13% (1)	30% (9)

Table 5. Do you actively contact other researchers for help?

(Number of responses: at the department, 15 men and 13 women, 7 of non-Swedish background; outside the department, 16 men and 11 women, 7 of non-Swedish background)

		No, I do not need to	No, although I might need to	Yes, but I do not get help	Yes, they help me in my work
At the department	Men	20% (3)	27% (4)	7% (1)	47% (7)
	Women	15% (2)	23% (3)	0% (0)	62% (8)

	Non-Swedish background	14% (1)	57% (4)	0% (0)	29% (2)
	Total	18% (5)	25% (7)	4% (1)	54% (15)
Outside the department	Men	25% (4)	25% (4)	0% (0)	50% (8)
	Women	15% (2)	23% (3)	0% (0)	46% (6)
	Non-Swedish background	14% (1)	14% (1)	0% (0)	43% (3)
	Total	22% (6)	26% (7)	0% (0)	52% (14)

Table 6. Do you have a role model at the department? (Multiple answers allowed)
(Number of responses: 17 men and 13 women. 8 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Yes, a man	18% (3)	8% (1)	13% (1)	13% (4)
Yes, a woman	12% (2)	15% (2)	0% (0)	13% (4)
No	82% (14)	77% (10)	88% (7)	80% (24)

Table 7. Have you co-authored papers with other researchers? (Multiple answers allowed)

(Number of responses: 17 men and 12 women. 8 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Yes, with my supervisor	71% (12)	67% (8)	75% (6)	69% (20)
Yes, with another PhD student at the department	18% (3)	0% (0)	0% (0)	10% (3)
Yes, with a researcher at the department	6% (1)	17% (2)	13% (1)	10% (3)
Yes, with a PhD student from outside the department	18% (3)	8% (1)	0% (0)	14% (4)
Yes, with a researcher from outside the department	24% (4)	58% (7)	38% (3)	38% (11)
No	6% (1)	8% (1)	13% (1)	7% (2)

Table 8. Have you been asked to teach a course at the advanced undergraduate, master or PhD level?

(Number of responses: 17 men and 13 women. 8 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Yes	71% (12)	62% (8)	88% (7)	67% (20)
No	29% (5)	38% (5)	13% (1)	33% (10)

B. Working environment at the department

Table 9. For each of the following, choose an option.

(Number of responses: 17 men and 13 women. 8 of non-Swedish background. One man skipped question 2, 1 woman skipped questions 3-6 and two women skipped question 7)

		All the time	Several times per week	Between once a week and once a month	Less than once a month
You feel that people value your effort	Men	12% (2)	18% (3)	41% (7)	29% (5)
	Women	0% (0)	0% (0)	62% (8)	38% (5)
	Non-Swedish background	13% (1)	0% (0)	63% (5)	25% (2)
	Total	7% (2)	10% (3)	59% (15)	33% (10)
You feel that people value you as a person	Men	38% (6)	31% (5)	13% (2)	19% (3)
	Women	0% (0)	38% (5)	38% (5)	23% (3)
	Non-Swedish background	25% (2)	25% (2)	38% (3)	13% (1)
	Total	21% (6)	34% (10)	24% (7)	21% (6)
You enjoy socialising with your colleagues	Men	24% (4)	53% (9)	24% (4)	0% (0)
	Women	8% (1)	67% (8)	25% (3)	0% (0)
	Non-Swedish background	0% (0)	75% (6)	25% (2)	0% (0)
	Total	17% (5)	59% (17)	24% (7)	0% (0)
You feel worried about failing	Men	6% (1)	6% (1)	53% (9)	35% (6)
	Women	25% (3)	25% (3)	25% (3)	25% (3)
	Non-Swedish background	38% (3)	0% (0)	38% (3)	25% (2)
	Total	14% (4)	14% (4)	41% (12)	31% (9)
You have head or	Men	6% (1)	12% (2)	18% (3)	65% (11)
	Women	0% (0)	8% (1)	50% (6)	42% (5)

stomach aches or trouble sleeping due to work	Non-Swedish background	13% (1)	0% (0)	50% (4)	38% (3)
	Total	3% (1)	19% (3)	31% (9)	55% (16)
You doubt the quality of your work	Men	12% (2)	24% (4)	53% (9)	12% (2)
	Women	42% (5)	33% (4)	17% (2)	8% (1)
	Non-Swedish background	38% (3)	25% (2)	25% (2)	13% (1)
	Total	24% (7)	28% (8)	38% (11)	10% (3)
You feel satisfied with your work	Men	0% (0)	24% (4)	53% (9)	24% (4)
	Women	0% (0)	18% (2)	45% (5)	36% (4)
	Non-Swedish background	0% (0)	0% (0)	63% (5)	38% (3)
	Total	0% (0)	21% (6)	50% (14)	29% (8)

Table 10. Do you ever think about quitting the programme?

(Number of responses: 17 men and 13 women. 8 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Never	71% (12)	46% (6)	63% (5)	60% (18)
A few times	29% (5)	31% (4)	25% (2)	30% (9)
Many times	0% (0)	23% (3)	13% (1)	10% (3)

Table 11. Have you given a seminar at your department (including IBF, IFAU, UCFS and UCLS)? (Number of responses: 17 men and 13 women. 8 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Yes	59% (10)	54% (7)	25% (2)	57% (17)
No	41% (7)	46% (6)	75% (6)	43% (13)

Table 12. How do you experience the seminars?

(Number of responses: 13 men and 11 women. 4 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Seminar participants show interest in my work	62% (8)	45% (5)	0% (0)	54% (13)
I get along with most of the participants socially	85% (11)	73% (8)	75% (3)	79% (19)
Sometimes I find myself interrupted when I give a seminar	15% (2)	9% (1)	0% (0)	13% (3)

I am embarrassed of asking stupid questions and therefore avoid asking	31% (4)	82% (9)	75% (3)	54% (13)
I am embarrassed of asking stupid questions, but ask anyway	8% (1)	9% (1)	0% (0)	8% (2)
I participate actively and am not afraid of asking questions	23% (3)	0% (0)	0% (0)	13% (3)
Sometimes I find myself interrupted when I ask questions	0% (0)	9% (1)	0% (0)	4% (1)
I feel that the seminar participants support me actively when facing the scientific community (e.g. when an opponent is invited from outside the department)	15% (2)	9% (1)	0% (0)	13% (3)
I feel supported by my supervisors during seminars	31% (4)	36% (4)	0% (0)	33% (8)
I do not feel supported by my supervisors during seminars	8% (1)	0% (0)	0% (0)	4% (1)
After giving a seminar, my confidence as a researcher improves	46% (6)	36% (4)	25% (1)	42% (10)
After giving a seminar, my confidence as a researcher falls	0% (0)	9% (1)	0% (0)	4% (1)

Table 13. Do you feel that comments and questions from the seminars enable you to improve the quality of your work (if you have never presented a paper, do the seminars give you anything valuable)?

(Number of responses: 13 men and 11 women. 4 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Yes, very much	38% (5)	18% (2)	0% (0)	29% (7)
Yes, some	62% (8)	82% (9)	100% (4)	71% (17)
No	0% (0)	0% (0)	0% (0)	0% (0)

C. Post-doc and recruitment

Table 14. How familiar are you with what it means to be a post-doc (the type of work done, salary level, work demands etc)?

(Number of responses: 17 men and 13 women. 8 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Very familiar	24% (4)	15% (2)	13% (1)	20% (6)
I had a general idea	53% (9)	54% (7)	38% (3)	53% (16)
Not at all	24% (4)	31% (4)	50% (4)	27% (8)

Table 15. How familiar are you with what it means to participate in the job market process?

(Number of responses: 17 men and 13 women. 8 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Very familiar	35% (6)	38% (5)	50% (4)	37% (11)
I had a general idea	65% (11)	62% (8)	50% (4)	63% (19)
Not at all	0% (0)	0% (0)	0% (0)	0% (0)

Table 16. From where did you obtain information about being a post doc? (Multiple answers allowed)

(Number of responses: 15 men and 9 women. 5 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
From relatives or friends	21% (3)	11% (1)	40% (2)	17% (4)
From your supervisors	43% (6)	11% (1)	20% (1)	29% (7)
From other PhD students at the department	64% (9)	78% (7)	60% (3)	67% (16)
From colleagues at the department	71% (10)	67% (6)	60% (3)	67% (16)
From colleagues outside the department	29% (4)	44% (4)	20% (1)	33% (8)

Table 17. How do you think recruitment to post doc positions is generally done? (Multiple answers allowed)

(Number of responses: 17 men and 13 women. 6 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Suitable persons are approached by professors at the department	35% (6)	46% (6)	67% (4)	40% (12)
Suitable persons are approached by their supervisors	29% (5)	62% (8)	67% (4)	43% (13)
The person interested communicates this to supervisors	35% (6)	54% (7)	50% (3)	43% (13)
The person interested communicates this to others at the department	18% (3)	38% (5)	50% (3)	27% (8)
Other	12% (2) 1 - job market 1 - extremely unclear	8% (1) 1 - Job market	0% (0)	10% (3)

Table 18. Which factors do you think play a part in getting a Wallander scholarship for a post doc or other project financing? (Multiple answers allowed)

(Number of responses: 17 men and 13 women. 8 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Dissertation quality	88% (15)	100% (13)	88% (7)	93% (28)
Topic of research/dissertation	41% (7)	46% (6)	75% (6)	43% (13)
Supervisors	41% (7)	85% (11)	88% (7)	60% (18)
Publications	65% (11)	77% (10)	75% (6)	70% (21)
Social networks in the department	53% (9)	62% (8)	63% (5)	57% (17)
Social networks with researchers outside of the department	24% (4)	15% (2)	38% (3)	20% (6)
Fitting into the social environment at the department	35% (6)	62% (8)	50% (4)	47% (14)
Grades on graduate courses	0% (0)	15% (2)	13% (1)	7% (2)
Teaching during the PhD program	12% (2)	54% (7)	38% (3)	30% (9)
Other	12% (2) 1 – Topic in empirical micro	0% (0)	0% (0)	7% (2)
	1 – Extremely unclear			

D. The future

Table 19. Do you want to continue doing research at your department after your dissertation?

(Number of responses: 17 men and 13 women. 8 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Yes	41% (7)	8% (1)	13% (1)	27% (8)
No	29% (5)	38% (5)	13% (1)	33% (10)
Do not know	29% (5)	54% (7)	75% (6)	40% (12)

Table 20. Do you want to continue doing research at another university or research institute after your dissertation?

(Number of responses: 17 men and 13 women. 8 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Yes	65% (11)	62% (8)	88% (7)	63% (19)
No	18% (3)	8% (1)	0% (0)	13% (4)
Do not know	18% (3)	31% (4)	13% (1)	23% (7)

Table 21. Do you plan to participate in the job market meetings at the end of you PhD studies?

(Number of responses: 17 men and 13 women. 8 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Yes	47% (8)	31% (4)	63% (5)	40% (12)
No	29% (5)	15% (2)	13% (1)	23% (7)
Do not know	24% (4)	54% (7)	25% (2)	37% (11)

Table 22. Are the following factors decisive for whether you want to stay in the academic world after your dissertation?

(Number of responses: 17 men and 13 women. 8 of non-Swedish background. One man of non-Swedish background skipped the first and third questions and one woman skipped the first and second questions)

		Men	Women	Non-Swedish background	Total
Lack of parental care benefits	Yes	38% (6)	50% (6)	29% (2)	43% (12)
	No	63% (10)	50% (6)	71% (5)	57% (16)
Lack of job security	Yes	76% (13)	100% (12)	100% (8)	86% (25)
	No	24% (4)	0% (0)	0% (0)	14% (4)
Salary compared to other options	Yes	69% (11)	31% (4)	43% (3)	52% (15)
	No	31% (5)	69% (9)	57% (4)	48% (14)

E. Equality of opportunity - gender

Table 23. Have you ever felt that you, at your department, have been treated differently because you are a man/woman?

(Number of responses: 17 men and 13 women. 8 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Yes, in a positive way	0% (0)	0% (0)	0% (0)	0% (0)
Yes, in a negative way	0% (0)	31% (4)	25% (2)	13% (4)
No	100% (17)	69% (9)	75% (6)	87% (26)

Table 24. Do you know of anyone else, at your department, being treated differently because he/she is a man/woman? (multiple answers allowed)

(Number of responses: 17 men and 13 women. 8 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Yes, a woman in a positive way	18% (3)	0% (0)	0% (0)	10% (3)

Yes, a man in a positive way	0% (0)	23% (3)	13% (1)	10% (3)
Yes, a woman in a negative way	6% (1)	31% (4)	25% (2)	17% (5)
Yes, a man in a negative way	0% (0)	0% (0)	0% (0)	0% (0)
No	76% (13)	62% (8)	75% (6)	70% (21)

Table 25. Have you, at your department, ever been exposed to any of the following? (multiple answers allowed)

(Number of responses: 17 men and 11 women. 7 of non-Swedish background)

		Men	Women	Non-Swedish background	Total
Someone from work has commented my appearance in a sexual way which made me feel uncomfortable	Yes	0% (0)	0% (0)	0% (0)	0% (0)
	No	100% (17)	100% (11)	100% (7)	100% (28)
Someone from work has tried to flirt with me, so that I had to mark a distance in a way which I think might harm my career	Yes	0% (0)	0% (0)	0% (0)	0% (0)
	No	100% (17)	100% (11)	100% (7)	100% (28)
Someone from work has pursued me repeatedly, although I have rejected his/her "invitation"	Yes	0% (0)	0% (0)	0% (0)	0% (0)
	No	100% (17)	100% (11)	100% (7)	100% (28)
Someone from my department has touched me in a way that made me feel uncomfortable	Yes	0% (0)	0% (0)	0% (0)	0% (0)
	No	100% (17)	100% (11)	100% (7)	100% (28)
There are some people at work with whom I avoid being alone, because I somehow feel unsafe	Yes	0% (0)	18% (2)	29% (2)	7% (2)
	No	100% (17)	82% (9)	71% (5)	93% (26)
Sometimes people at work make jokes which offend me	Yes	18% (3)	45% (5)	43% (3)	29% (8)
	No	82% (14)	55% (6)	57% (4)	71% (20)
Sometimes I get the feeling that other people make jokes about me or jokes that would offend me when I am not present	Yes	0% (0)	9% (1)	0% (0)	4% (1)
	No	100% (17)	91% (10)	100% (7)	96% (27)
People at work have suggested I got my position for other reasons than my academic qualifications	Yes	0% (0)	0% (0)	0% (0)	0% (0)
	No	100% (17)	100% (11)	100% (7)	100% (28)

Table 26. Do you know of anyone else at your department that has been exposed to any of the alternatives above? (multiple answers allowed)

(Number of responses: 17 men and 12 women. 7 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Yes, a man	6% (1)	8% (1)	0% (0)	7% (2)
Yes, a woman	18% (3)	50% (6)	43% (3)	31% (9)
No	82% (14)	50% (6)	57% (4)	69% (20)

Table 27. Do you know of anyone else at your department that has been exposed to any of the alternatives from question 35, in work related situations outside the department (i.e. at seminars, conferences or courses)? (multiple answers allowed)

(Number of responses: 17 men and 12 women. 7 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Yes, a man	0% (0)	0% (0)	0% (0)	0% (0)
Yes, a woman	6% (1)	25% (3)	14% (1)	14% (4)
No	94% (16)	75% (9)	86% (6)	86% (25)

Table 28. Are there, in your opinion, gender differences within the department as to the following? (Please answer whether you agree on a scale from 1 to 5 where 1=not at all and 5=very much so)

(Number of responses: 16 men and 12 women. 6 of non-Swedish background)

		1&2	3	4&5
Receiving active support from supervisors and seminar participants for improving the quality of a PhD thesis	Men	88% (14)	13% (2)	0% (0)
	Women	75% (9)	8% (1)	17% (2)
	Non-Swedish background	83% (5)	17% (1)	0% (0)
	Total	82% (23)	11% (3)	7% (2)
Entering social networks with researchers at the department	Men	88% (14)	13% (2)	0% (0)
	Women	25% (3)	25% (3)	50% (6)
	Non-Swedish background	50% (3)	33% (2)	17% (1)
	Total	61% (17)	18% (5)	21% (6)
Entering social networks with researchers outside the department	Men	88% (14)	13% (2)	0% (0)
	Women	33% (4)	8% (1)	58% (7)
	Non-Swedish background	50% (3)	17% (1)	33% (2)
	Total	64% (18)	11% (3)	25% (7)
Fitting into the social environment at the department	Men	94% (15)	6% (1)	0% (0)
	Women	25% (3)	25% (3)	50% (6)
	Non-Swedish background	33% (2)	50% (3)	17% (1)
	Total	64% (18)	14% (4)	21% (6)
Publishing work	Men	88% (14)	13% (2)	0% (0)
	Women	55% (6)	42% (5)	8% (1)

	Non-Swedish background	50% (3)	50% (3)	0% (0)
	Total	71% (20)	26% (7)	4% (1)
Co-authoring papers with senior researchers	Men	88% (14)	13% (2)	0% (0)
	Women	75% (9)	0% (0)	25% (3)
	Non-Swedish background	67% (4)	17% (1)	17% (1)
	Total	82% (23)	7% (2)	11% (3)
Getting supervisors who are more influential at the department	Men	100% (16)	0% (0)	0% (0)
	Women	92% (11)	8% (1)	0% (0)
	Non-Swedish background	100% (6)	0% (0)	0% (0)
	Total	96% (27)	4% (1)	0% (0)
Receiving help with the selection of research topics	Men	94% (15)	6% (1)	0% (0)
	Women	83% (10)	8% (1)	8% (1)
	Non-Swedish background	83% (5)	17% (1)	0% (0)
	Total	89% (25)	7% (2)	4% (1)
Getting to teach Master or PhD courses	Men	100% (16)	0% (0)	0% (0)
	Women	67% (8)	8% (1)	25% (3)
	Non-Swedish background	100% (6)	0% (0)	0% (0)
	Total	86% (24)	4% (1)	11% (3)

Table 29. In general, would you say that men and women have equal opportunities to pursue a research career in economics?

(Number of responses: 17 men and 12 women. 7 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Yes	53% (9)	42% (5)	29% (2)	48% (14)
No	47% (8)	58% (7)	71% (5)	52% (15)

Table 30. At your department, would you say that men and women have equal opportunities to pursue a research career in economics?

(Number of responses: 17 men and 12 women. 7 of non-Swedish background)

	Men	Women	Non-Swedish background	Total
Yes	82% (14)	50% (6)	86% (6)	69% (20)
No	18% (3)	50% (6)	14% (1)	31% (9)

F. Equality of opportunity – ethnic background

Table 31. Did you ever feel that you, at the department, were treated differently because of your ethnic background?

(Number of responses: 22 of Swedish background and 7 of non-Swedish background)

	Swedish background	Non-Swedish background	Total
Yes, in a positive way	14% (3)	0% (0)	10% (3)
Yes, in a negative way	0% (0)	57% (4)	14% (4)
No	86% (19)	43% (3)	76% (22)

Table 32. Do you know of anyone else, at the department, being treated differently because of his/her ethnic background?

(Number of responses: 22 of Swedish background and 7 of non-Swedish background)

	Swedish background	Non-Swedish background	Total
Yes, in a positive way	5% (1)	0% (0)	3% (1)
Yes, in a negative way	5% (1)	43% (3)	14% (4)
No	91% (20)	57% (4)	83% (24)

Table 33. Are there, in your opinion, ethnic differences within the department as to the following? (Please answer whether you agree on a scale from 1 to 5 where 1=not at all and 5=very much so)

(Number of responses: 21 of Swedish background and 7 of non-Swedish background)

		1&2	3	4&5
Receiving active support from supervisors and seminar participants for improving the quality of a PhD thesis	Swedish background	90% (19)	0% (0)	10% (2)
	Non-Swedish background	71% (5)	14% (1)	14% (1)
	Total	86% (24)	4% (1)	11% (3)
Entering social networks with researchers at the department	Swedish background	62% (13)	24% (5)	14% (3)
	Non-Swedish background	29% (2)	14% (1)	57% (4)
	Total	54% (15)	21% (6)	25% (7)
Entering social networks with researchers outside the department	Swedish background	81% (17)	10% (2)	10% (2)
	Non-Swedish background	14% (1)	14% (1)	71% (5)
	Total	64% (18)	11% (3)	25% (7)

Fitting into the social environment at the department	Swedish background	62% (13)	19% (4)	19% (4)
	Non-Swedish background	14% (1)	14% (1)	71% (5)
	Total	50% (14)	18% (5)	32% (9)
Publishing work	Swedish background	90% (19)	10% (2)	0% (0)
	Non-Swedish background	71% (5)	14% (1)	14% (1)
	Total	86% (24)	11% (3)	4% (1)
Co-authoring papers with senior researchers	Swedish background	86% (18)	10% (2)	5% (1)
	Non-Swedish background	71% (5)	29% (2)	0% (0)
	Total	82% (23)	14% (4)	4% (1)
Getting supervisors who are more influential at the department	Swedish background	90% (19)	10% (2)	0% (0)
	Non-Swedish background	71% (5)	29% (2)	0% (0)
	Total	86% (24)	14% (4)	0% (0)
Receiving help with the selection of research topics	Swedish background	95% (20)	5% (1)	0% (0)
	Non-Swedish background	86% (6)	14% (1)	0% (0)
	Total	93% (26)	7% (2)	0% (0)
Getting to teach Master or PhD courses	Swedish background	90% (19)	0% (0)	10% (2)
	Non-Swedish background	57% (4)	29% (2)	14% (1)
	Total	82% (23)	7% (2)	11% (3)

Table 34. In general, would you say that people have equal opportunities to pursue a research career in economics in Sweden, regardless of their ethnic background?

(Number of responses: 21 of Swedish background and 7 of non-Swedish background)

	Swedish background	Non-Swedish background	Total
Yes	57% (12)	43% (3)	54% (15)
No	43% (9)	57% (4)	46% (13)

Table 35. At your department, would you say that people have equal opportunities to pursue a research career in economics, regardless of their ethnic background?

(Number of responses: 21 of Swedish background and 7 of non-Swedish background)

	Swedish background	Non-Swedish background	Total
Yes	81% (17)	29% (2)	68% (19)
No	19% (4)	71% (5)	32% (9)

Table 36. Did you ever feel that language use – Swedish or English – was an issue at the department?

(Number of responses: 22 of Swedish background and 7 of non-Swedish background. 3 non-Swedish speakers. One Swede skipped question 3)

		Yes	No
In seminars	Swedish background	23% (5)	77% (17)
	Non-Swedish background	0% (0)	100% (7)
	Non-Swedish speakers	0% (0)	100% (3)
In teaching	Swedish background	41% (9)	59% (13)
	Non-Swedish background	43% (3)	57% (4)
	Non-Swedish speakers	0% (0)	100% (3)
In social situations	Swedish background	90% (19)	14% (3)
	Non-Swedish background	72% (5)	29% (2)
	Non-Swedish speakers	67% (2)	33% (1)
In department meetings	Swedish background	64% (14)	36% (8)
	Non-Swedish background	29% (2)	71% (5)
	Non-Swedish speakers	33% (1)	67% (2)
In department information documents	Swedish background	68% (15)	32% (7)
	Non-Swedish background	57% (4)	43% (3)
	Non-Swedish speakers	67% (2)	33% (1)
In other university documents	Swedish background	77% (17)	23% (5)
	Non-Swedish background	72% (5)	29% (2)
	Non-Swedish speakers	67% (2)	33% (1)

9.3 Analysis of Attrition

Table 1. Entire population and those who responded by group for PhDs

	Population	Respondents
Men, Swedish background	45% (21)	45% (18)
Women, Swedish background	36% (17)	35% (14)
Men, non-Swedish background	6% (3)	8% (3)
Women, non-Swedish background	13% (6)	13% (5)
Total	100% (47)	100% (40)

Table 2. Entire population and those who responded by group for PhD students

	Population	Respondents
Men, Swedish background	41% (14)	43% (13)
Women, Swedish background	32% (11)	26% (9)
Men, non-Swedish background	15% (5)	13% (4)
Women, non-Swedish background	12% (4)	13% (4)
Total	100% (34)	100% (30)