

INTERVIEW QUESTIONS

Impact of COVID-19 on Men and Women's Career Progression

In answering the following questions, please reflect on your knowledge of and experiences with COVID 19 in your industry.

Questions (50 mins)

Note that these questions may generate follow up questions during the focus group.

1. How has COVID-19 changed the working lives of men and women within your industry sector? Have these impacts been experienced differently by men and women?
2. How was "flexible working" *generally* utilized by men and women within your industry prior to the COVID pandemic (e.g., start times, days).
3. Has flexibility changed since the onset of the COVID pandemic? In what ways has flexibility changed? Do you think these changes will remain after the end of the pandemic?
4. To what extent do you feel members of your industry are feeling financially insecure? Have you seen greater numbers of women/men wanting to leave the industry? What might be driving this insecurity?
5. What location-specific impacts of COVID-19 have you noticed across your industry (i.e., state-based, city/country-based, national/international-based)? What are these impacts and do you think these impacts will extend beyond the end of the pandemic?
6. How has the progression and retention of men and women in your industry been impacted by COVID-19?
7. How might the unequal distribution of domestic labour (*excluding childcare*) impact on men and women within your industry?
8. How might the unequal distribution of childcare responsibilities impact on men and women within your industry?
 - i. What evidence have you noted that might suggest men and women are being unequally affected by childcare responsibilities within your industries?
9. Have you seen any relationship between COVID-19 and domestic abuse within your industry?
10. How has the stress and psychological wellbeing of men and women within your industry been impacted upon by COVID-19?
 - i. What outcomes have you noticed?
 - ii. Is this impacting men and woman differently?
11. One of the puzzling findings we've noticed within our survey in mid-2020 was that time spent on unpaid domestic labour increased for women during the pandemic (an additional hour per day) which women viewed as decreasing future promotion expectations, whereas additional time spent on child care (an additional 2hrs per day) was not related to women's expectations of future promotion. Can you comment on this?
 - i. Why might this relationship exist?
 - ii. Can you think how this might emerge within your industry?
12. In what ways, if any, do you believe that the COVID 19 pandemic has impacted upon workplace gender equality? For example, have you seen any policy changes around child care, flexibility, parental leave, domestic violence; changes in patterns of promotion or work allocation; changes in management expectations or recalibration of KPI's; changes in hybrid/remote working and traditional working hours? Do you think that these changes will persist beyond the pandemic?