

Trevisan & Cuonzo

Women in Patents Survey

Welcome to this survey related to women and patents. Your insight will help us gauge a wider perspective to understand the reasons for a perceived gender gap in this space. The form should take no longer than 15 minutes to complete.

This survey was created by a group of women active in the Intellectual Property field and promoted by Trevisan & Cuonzo, Italy.

This is an anonymous survey. Although we do not store the participant's name, we do process Personal Data, defined as *"any information relating to an identified or identifiable natural person ('data subject'); an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person"*, pursuant to Article 4 of GDPR. For any further information on personal data processing, we offer you the opportunity to review and consent below.

* Obbligatoria

Privacy Policy of this Survey

Please review our Privacy Policy here:

https://www.trevisancuonzo.com/static/upload/tc_/tc_informativa-privacy-women-in-patents_en.pdf

1. I declare that I have read and understood the **Privacy Policy** and confirm that I consent to processing of data for the purpose of this survey. *

I consent.

I do not consent.

These questions help us get to know a little bit about everyone taking this survey.

2. What is your gender? *

3. What is your age group? *

- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65-74
- 75 and over

4. What is your role within your organisation? *

5. How many years have you worked within your organisation? *

- Under 1
- 1-5
- 6-10
- 11-20
- Over 20

These questions help us understand more about your organization.

6. What is the category of your organisation? *

- Private company
- Public administration
- Private research institute
- Public research institute
- Altro

7. What is the industry sector of your organisation? *

8. What is the size of your organisation? *

- Micro-enterprise/start-up (≤ 10 employees)
- Small-enterprise (≤ 50 employees)
- Medium-sized enterprise (≤ 250 employees)
- Large enterprise (≥ 251 employees)

9. Where is your job located? Please indicate the country where your job is located. *

10. Is your organisation a multinational company? *

- Yes
- No

11. If your answer to the above question is Yes, please indicate the country where the company headquarters are located.

These questions help us understand the presence and influence of women in your organization

12. Are the products or services produced by your organization, or the research carried out within your organisation: *

- gender neutral, or
- oriented at markets predominantly with women, or
- with men?

13. Does your organisation have women in top management (e.g. CEO, Chair, Members of the BoD, Vice Presidents, Directors, etc.)? *

- Yes
- No
- I don't know

14. If your answer to the above question is Yes, how many women would you say are in top management?

- Less than 5%
- More than 5%
- More than 15%
- More than 35%
- 50% or more
- I don't know

15. Are there women in management roles driving the innovation function (i.e. R&D Department, Patents and Intellectual Property Department, Technology Transfer Office, etc.)? *

- Yes
- No
- I don't know

16. If your answer to the above question is Yes, how many women would you say are in top management roles driving the innovation function?

- Less than 5%
- More than 5%
- More than 15%
- More than 35%
- 50% or more
- I don't know

17. Does your organisation have women in research groups? *

- Yes
- No
- I don't know

18. If your answer to the above question is Yes, what percentage of women are in research groups?

- Less than 5%
- More than 5%
- More than 15%
- More than 35%
- 50% or more
- I don't know

19. Are there women serving as leaders of research groups? *

- Yes
- No
- I don't know

20. If you answered "I don't know" to any of the above questions, can you share with us why that information is not communicated well to you or not known by you?

21. Do you have any information or data relating to patent applications listing women as inventors in your organisation (e.g. number of filed applications, % of inventors being female, changes in % female inventorship over time)? *

Yes

No

22. Since you responded Yes to the above question, do you know these data because

They are actively communicated/reported within your organisation.

You know them because of your role within your organisation.

Altro

This last section seeks your opinion on gender parity at your organization.

23. Do you think that in your organisation women pursue developing and patenting their invention as much as men do? *

- Yes
- No
- I don't know

24. As you responded No to the above question, what are the reasons, in your opinion, women lag behind men in pursuit of patent in your organization?

25. Do you think that the data relating to patent applications being filed with women designated as inventors in your organisation reflect the true gender composition of research groups? *

- Yes
- No
- I don't know

26. Do you think that in your organisation there is a correct/an accurate/a consistent attribution of innovative activity within research groups, i.e. if a person was the innovator, the recognition would go to that person? *

- Yes
- No
- I don't know

27. Does your organisation have rules or procedures to determine the inventorship of the innovation that is produced? *

- Yes
- No
- I don't know

28. Given that you responded Yes to the above question, please explain how determination of inventorship takes place (e.g. invention logs or other tracking systems to register the various steps carried out in research activity and by whom).

29. Do you know of any policy adopted by your organization aimed at gender parity **in general**? *

Yes

No

30. Please explain further your organization's general approach to gender parity.

31. Do you know of any policy adopted by your organization aimed at gender parity **in innovation**? *

Yes

No

32. Please explain how you see evidence of gender parity specifically in innovation.

33. Do you know of any policy adopted by your organization aimed at gender parity **in patenting**? *

Yes

No

34. Please explain how you see efforts of gender parity in patenting at your organisation.

35. Please indicate the three explanations, in your opinion, contributing most to the gender gap in patenting activity, **in general**. *

Selezionare al massimo 3 opzioni.

- Less women in STEM as opposed to men.
- Less women in research groups as opposed to men.
- Less women in key areas where companies file a lot of patents as opposed to men.
- Lack of flexibility or other organisational issues in the work space that disfavour women as opposed to men.
- Wrong attribution of paternity of innovation, e.g. invention reporting system is biased or not in place such that women do not get their contributions recorded.
- Invention remuneration system is limited to a certain number of people and women do not fight for it.
- Patent attorneys drafting the patent applications are mainly men, discouraging women in notifying inventions.
- Women are not considering it important to pursue patent applications for their inventions.
- Women believing that their inventions are not good enough for pursuing patent applications.
- Women believing that in order to pursue patent applications for their inventions they have to present detailed documents that they do not have sufficient time to draft.
- Women preferring to stay in roles that are not recognised as contributions to the invention (e.g. testing work).
- Women being encouraged to stay in roles that are not recognised as contributions to the invention (e.g. testing work).
- Women leaving or changing careers before they are at a level where their contribution would be recognised in patent applications.
- Other reasons, see below.

36. If you selected "Other reason" in the above question, please describe another reason contributing to the gender gap in patenting activity, **in general**:

37. Please indicate the three explanations, in your opinion, contributing most to the gender gap in patenting activity, **inside your organization**: *

Selezionare al massimo 3 opzioni.

- Less women in STEM as opposed to men.
- Less women in research groups as opposed to men.
- Less women in key areas where companies file a lot of patents as opposed to men.
- Lack of flexibility or other organisational issues in the work space that disfavour women as opposed to men.
- Wrong attribution of paternity of innovation, e.g. invention reporting system is biased or not in place such that women do not get their contributions recorded.
- Invention remuneration system is limited to a certain number of people and women do not fight for it.
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- Women preferring to stay in roles that are not recognised as contributions to the invention (e.g. testing work).
- Women being encouraged to stay in roles that are not recognised as contributions to the invention (e.g. testing work).
- Women leaving or changing careers before they are at a level where their contribution would be recognised in patent applications.
- Other reason, see below.

38. If you selected "Other reason" in the above question, please describe another reason contributing to the gender gap in patenting activity inside **your organization**:

39. What do you think **government or corporate policy makers** could do to close the gender gap in patenting activity? *

40. What do you think that **companies or research institutions** could do to close the gender gap in patenting activity? *

⋮

41. What attempts at encouraging better female representation in the R&D and/or inventorship space have you seen succeed or fail? *

42. This concludes the survey. If you would like to be interviewed or provide your personal experience, please supply your email.

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