

## **Appendix 2: Interview guide**

Question 1: Could you please talk a little bit about yourself – both about your professional background and career, as well as a little bit about your personal details (married, kids, age, ...)

Question 2: Simply top of mind, can you name the biggest challenges you faced as a female to reach a position such as sourcing director?

Question 3: What do you think were the success factors that helped you reach this position?

Question 4: Could you qualify the representation of women in your organization? Maybe with a differentiation from entry-level positions to the directors.

Question 5: First of all, how many hours on average do you work per week? How has this evolved over time?

Question 6: Does your employer offer flexible time arrangements to its employees (e.g. part-time)? Have you ever used these measures? How is it perceived within your organization by your peers and managers?

Question 7: Does your employer support you in child care activities? For example, is there a nursery in your offices, or do they pay part of the costs you incur by paying someone to take care of your kids when you are at work? Is it an important factor for you when considering an employer? Do you believe that an employer that offers company-supported childcare might be more attractive than another one?

Question 8: What do you think about the sentence 'I have enough authority to execute my job'?

Question 9: Have you ever been in a situation where you were under the impression that your authority, leadership or opinion was questioned because of your gender?

Question 10: Do you believe that females make as good leaders as men? Do you believe that this opinion is largely shared by your colleagues?

Question 11: Do you think you have been exposed to unconscious biases because of your gender?

Question 12: Do you think promotions within the organization are fairly attributed?

Question 13: Does your organization offer trainings on unconscious biases or institutionalized discrimination? Are they mandatory? Do you believe that having such type of trainings have a positive impact on the way men perceive women in the working environment? Do you think it has a positive impact on women too?

Question 14: Do you or did have a mentor (in the past)? Was it a female or a male? Was it part of a company initiative?

Question 15: How did it help you? What were the greatest benefits of having these mentors?

Question 16: Do you think that the fact that it was (fe)male mentors helped you in a certain way?

Question 17: What do you think of the sentence: « The lack of female role models in top management shows the difficulty for women to reach this type of positions »?