

Supplementary materials: tables and figures

Table S1. Distribution of respondents in sample with respect to the actual percentage of WUP members in each geographical macro-area.

Geographical Area	% WUP Membership	% Respondents in sample
Oceania	16.0%	13.7%
East Asia	13.1%	5.8%
South Asia	5.9%	3.6%
Europe	45.0%	43.9%
Middle Asia	0.8%	0.7%
North America	15.9%	19.4%
South America	2.2%	6.5%
Africa	1.2%	6.5%

Table S2. Age distribution of respondents.

Age	18–30	31–40	41–50	51–65	66–75	> 75	Total respondents (n)
Middle East	0	0	0	1	0	0	1
Oceania	1	1	6	14	2	0	23
East Asia	0	0	5	2	0	0	7
South Asia	0	0	0	0	0	0	0
Europe	1	9	15	32	5	0	62
North America	2	3	9	12	0	1	27
South America	2	0	4	3	0	0	9
Africa	0	0	7	1	0	0	8
Total (n)	6	13	46	65	7	1	138
Total (%)	4%	9%	33%	47%	5%	1%	100%

Table S3. Distribution of the female and male percentages according the work category within the geographical areas with respect to the total WUP membership (source: WUP, 2016).

Geographical Area	Work Organisation	Female	Male	Tot. Female	Tot. Male
Oceania	Business	1.06%	3.46%	4.25%	13.04%
	Government	2.39%	6.12%		
	NGO	0.27%	1.06%		
	Research	0%	0.8%		
	Not specified	0.53%	1.6%		
East Asia	Business	0.27%	3.72%	0.54%	12.5%
	Government	0.27%	2.13%		
	NGO	0%	2.13%		
	Research	0%	3.46%		
	Not specified	0%	1.06%		
South Asia	Business	0.53%	2.93%	2.92%	5.59%
	Government	0.53%	0.8%		
	NGO	0.53%	0.53%		
	Research	1.33%	1.33%		
Europe	Business	1.33%	3.19%	13.83%	28.73%
	Government	6.65%	18.09%		
	NGO	1.06%	0.53%		
	Research	1.33%	1.6%		
	Not specified	3.46%	5.32%		
North America	Business	0.27%	1.6%	4.79%	9.32%
	Government	3.72%	5.59%		
	Research	0.53%	0.8%		
	Not specified	0.27%	1.33%		
South America	Business	0.8%	0%	1.87%	0.27%
	Government	0.53%	0.27%		
	Research	0.27%	0%		
	Not specified	0.27%	0%		
Africa	Business	0%	0.27%	0.53%	1.87%
	Government	0%	0.27%		
	Research	0%	1.06%		
	Not specified	0.53%	0.27%		
Sum				28.7%	71.3%

Table S4. Distribution of female respondents ($n = 37$) in each work organisation in the geographical areas.

	Government Agency/ Department	Research/ Education Institution	Business Company	NGO	Total (N and %) female respondents per geographical area	
Middle East	-	-	-	0%	0	0%
Oceania	37.5%	66.7%	0%	0%	8	34.8%
East Asia	100%	0%	0%	0%	1	14.3%
South Asia	-	-	-	-	0	-
Europe	19.0%	0%	25.0%	45.5%	15	24.2%
North America	26.3%	25%	0%	33.3%	7	25.9%
South America	0%	33.3%	100%	50%	3	33.3%
Africa	33.3%	50%	-	-	3	37.5%
Total (N and %) female respondents in work organisation	22 25.3%	5 29.4%	3 23.1%	7 35%		

Table S5. Educational level of the respondents according their work organisation ($n = 137$).

Education	PhD	Master degree	Bachelor's degree	Diploma/ Certificate	High school	Other	Total (N) respondents
Government Agency/ Department	11.5%	48.3%	24.1%	13.8%	2.3%	0.0%	87
Research/Education Institution	76.5%	17.6%	5.9%	0.0%	0.0%	0.0%	17
Business	15.4%	38.5%	30.8%	7.7%	0.0%	7.7%	13
NGO	25.0%	40.0%	25.0%	10.0%	0.0%	0.0%	20
TOTAL %	21.9%	42.3%	22.6%	10.9%	1.5%	0.7%	137

Table S6. Distribution of WUP respondents ($n = 137$) according work organisation with percentages in the geographical areas.

	Government Agency/ Department	Research/ Education Institution	Business company	NGO	Total (N) respondents
Your organisation is	Percentages (%) in each geographical area				
Middle East	0%	0%	0%	100%	1
Oceania	70%	13%	9%	9%	23
East Asia	14%	57%	14%	14%	7
Europe	68%	2%	13%	18%	62
North America	70%	15%	4%	11%	27
South America	33%	33%	11%	22%	9

Table S7. Distribution of WUP respondents ($n = 137$) according work sector with percentages in the work organisation.

	Governance	Management	Policy-Planning	Operations	Education	Corporate support	Other	Total (N) respondents
Respondents (N)	11	63	23	20	14	2	4	137
Government Agency/ Department	11.5%	57.5%	19.5%	10.3%	0.0%	1.1%	0.0%	87
Research/ Education Institution	0.0%	5.9%	5.9%	5.9%	82.4%	0.0%	0.0%	17
Business company	0.0%	30.8%	30.8%	30.8%	0.0%	0.0%	7.7%	13
NGO	5.0%	40.0%	5.0%	30.0%	0.0%	5.0%	15.0%	20

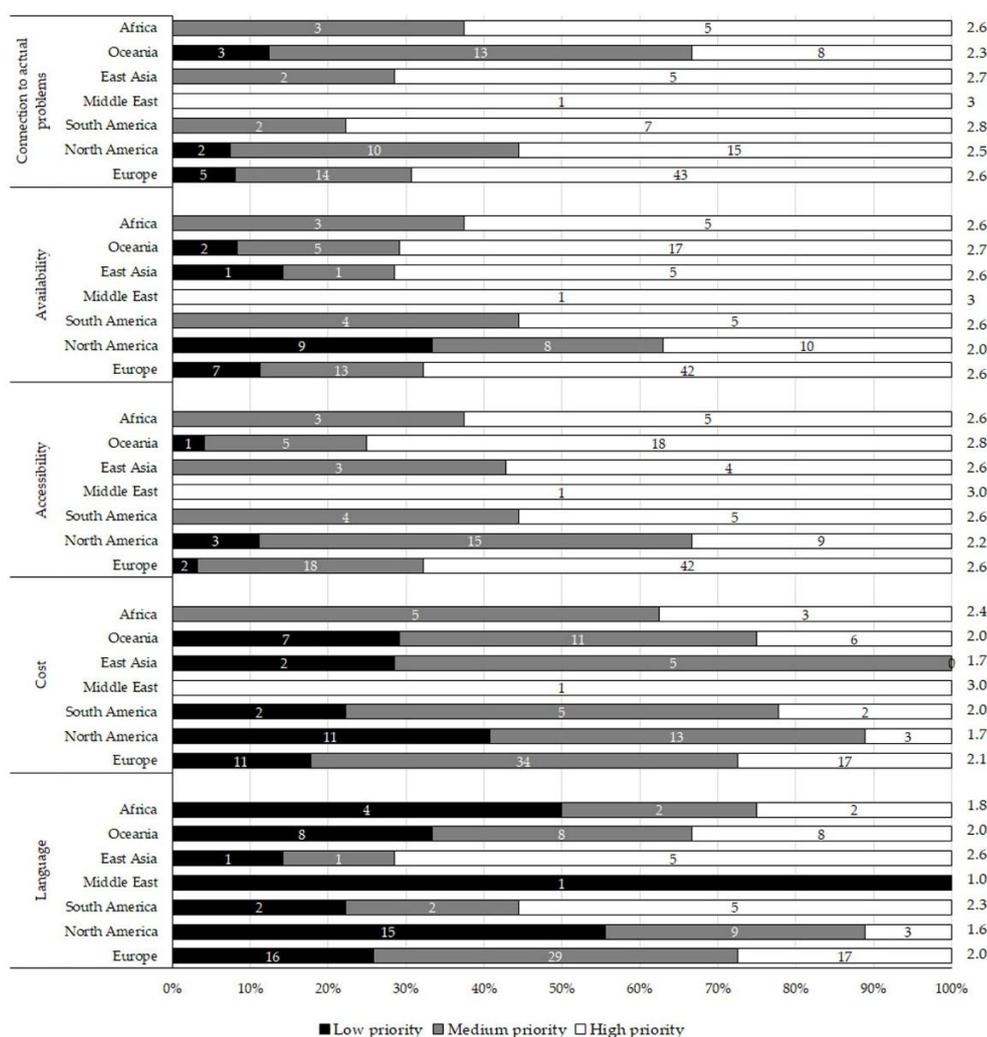
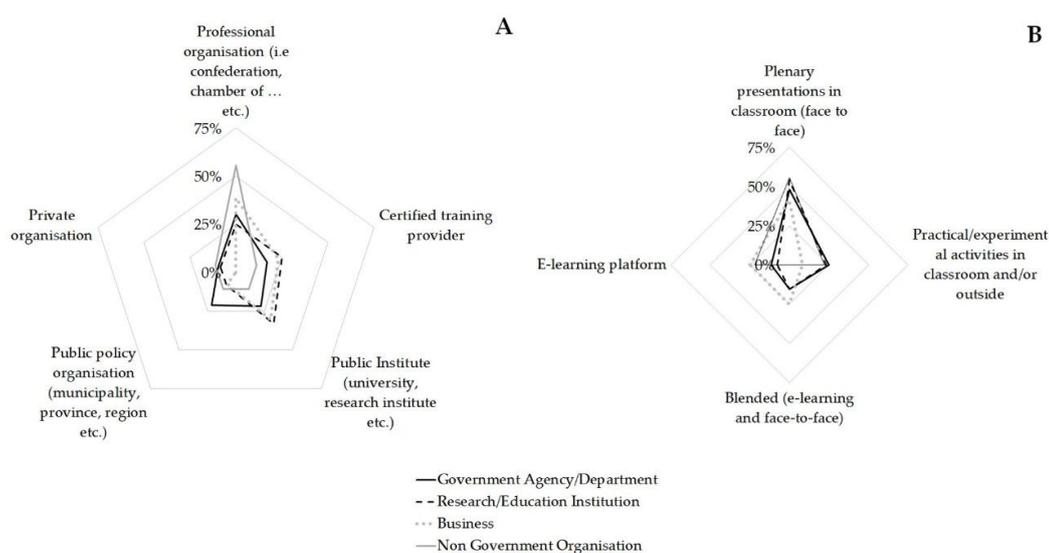


Figure S1. Level of priority given by respondents from different geographical areas to aspects of knowledge transfer that should be improved. Number of respondents for each level of priority are reported in the bars. Mean values of the level of priority have been calculated by assigning 3 to high priority, 2 to medium priority, 1 to low priority. Mean values are shown on the right side of the bars. Statistical differences between mean values of different categories (in case, indicated by small letters next to the mean values) have been identified by ANOVA test, followed by LSD test at $p < 0.05$ ($n = 137$).

Table S8. Percentage of collaborations between work categories.

Category collaborating with.	Agencies	Business companies	Policy makers	Politicians	NGOs	Scientific institutions
Government Agency/Department	69%	52%	56%	69%	76%	63%
NGO	53%	65%	82%	59%	94%	71%
Business	69%	62%	54%	31%	46%	54%
Research/Education Institution	86%	43%	43%	21%	86%	57%

**Figure S2.** Training. A) Types of professional training providers described by the respondents, and B) Type of courses attended by the respondents. Significant differences between the stakeholders' categories identified by the Fisher exact are indicated in Table S8 and S9.**Table S9.** Type of training providers.

Category of respondents	Professional organization (1)	Certified training provider (2)	Public Institute (3)	Public policy organization (4)	Private organization (5)	Significance between the percentages
Government Agency/Department	30.1% a	16.8% b	22.1% ab	21.2% ab	9.7% c	1vs.2: $p = 0.02$, $n = 53$ 1vs.5: $p = 0.0003$, $n = 45$ 3vs.5: $p = 0.01$, $n = 36$ 4vs.5: $p = 0.01$, $n = 35$
Research/Education	25.0% a	25.0% a	33.3% a	8.3% b	8.3% b	1,2vs.4,5: $p = 0.0003$; $n = 4$ 3vs.4,5: $p = 0.000$, $n = 5$
Business company	38.5% a	23.1% b	30.8% ab	7.7% c	0.0% d	1vs.2: $p = 0.01$, $n = 8$ 1,2,3vs.4: $p = 0.000$, $n = 6,4,5$ 1,2,3vs.5: $p = 0.000$, $n = 5,3,4$
NGO	55.6% a	11.1% b	11.1% b	11.1% b	11.1% b	1vs.2,3,4,5: $p = 0.000$, $n = 7$

Types of training providers chosen by the respondents for their training experience. Significant differences between the percentages are identified by the Fisher exact by 2×2 table for comparison of frequencies. Different small letters (a, b, c) within the respondent group, indicate significant differences between the percentages; p value and n are indicated.

Table S10. Types of learning delivery.

Category of respondents	Plenary presentations in classroom (1)	Practical activities (2)	Blended learning (3)	E-learning (4)	Significance between the percentages
Government Agency/ Department	48% a	25% b	16% bc	11% c	1vs.2: $p = 0.0006$, $n = 70$ 1vs.3-4: $p = 0.000$, $n = 61$, $n = 57$ 2vs.4: $p = 0.008$, $n = 35$
Research/ Education	54% a	23% b	15% bc	8% c	1vs.2,3,4: $p = 0.000$; $n = 10$, $n = 9$, $n = 8$ 2vs.4: $p = 0.003$, $n = 4$
Business companies	42% a	8% c	25% b	25% b	1vs.3,4: $p = 0.0008$, $n = 8$ 1vs.2: $p = 0.000$, $n = 6$ 2vs.3-4: $p = 0.001$; $n = 4$
NGOs	56% a	22% b	0% c	22% b	1vs.2,3,4: $p = 0.000$; $n = 9$, $n = 6$, $n = 8$ 2vs.3: $p = 0.000$, $n = 3$

Types of learning delivery. Significant differences between them, identified by the Fisher exact by 2×2 table for comparison of frequencies. Different small letters (a, b, c) within the respondent group, indicate significant differences between the percentages; p value and n are indicated.



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