

Gender Equality assessment in SALTOpower

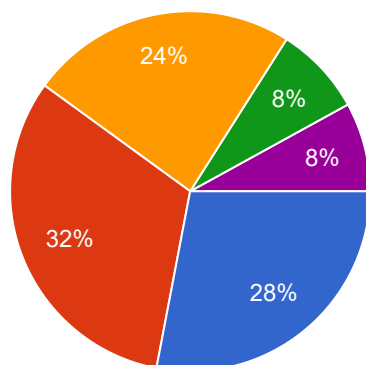
25 respostas

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1. Sector

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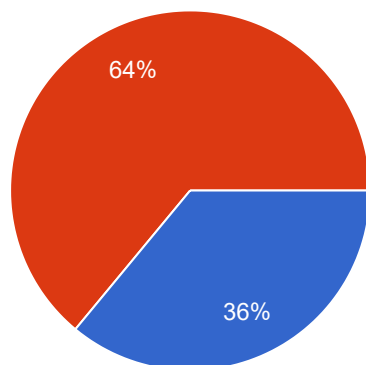


- University
- Public research and technology organization
- Industry
- Private research and technology organization
- Other

2. Gender

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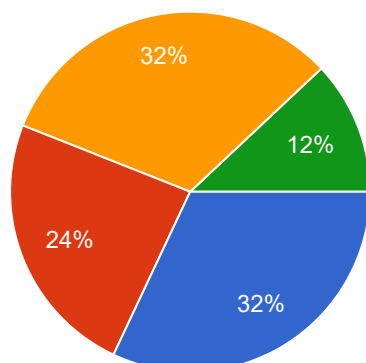


- Female
- Male
- Other
- Prefer not to say

3. Age

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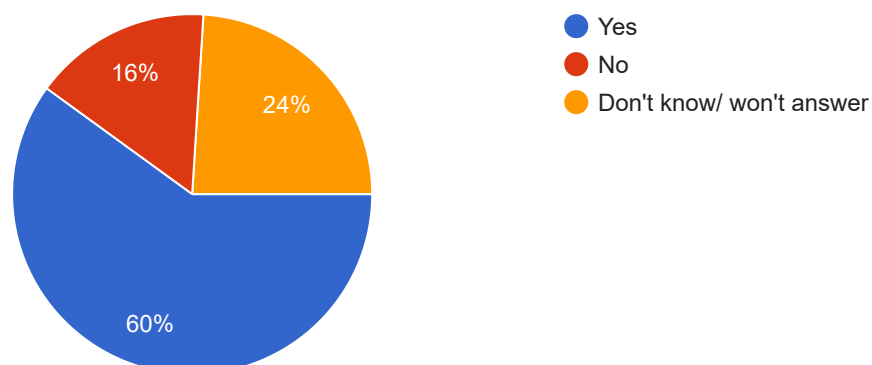


- 18-30
- 31-40
- 41-50
- 51-60
- >60



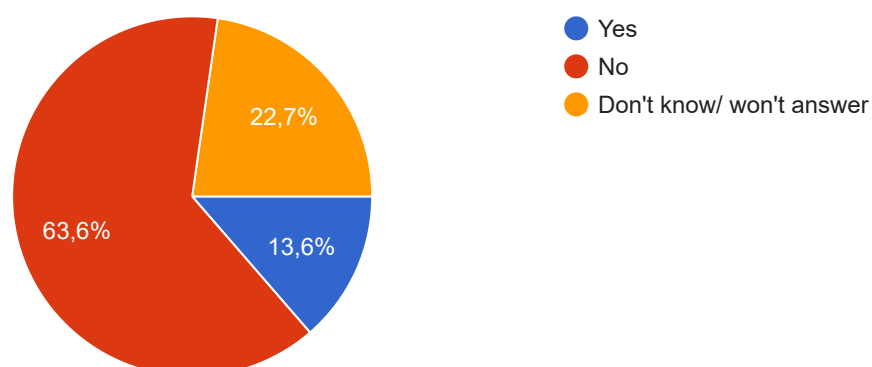
4. Does the institution where you work/study have a Gender Equality Plan?

25 respostas



4.1. If yes, have you read it?

22 respostas

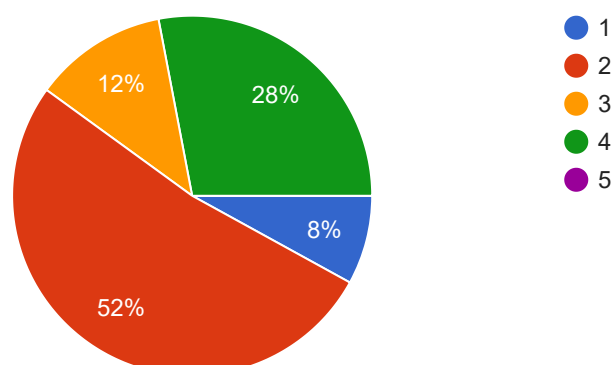


5. In your opinion, is there gender equality...

5.1. in society in general?

(1 means "I completely disagree", 2 means "I disagree partially", 3 means "I don't agree or disagree", 4 means "I partially agree" and 5 means "I completely agree")

25 respostas

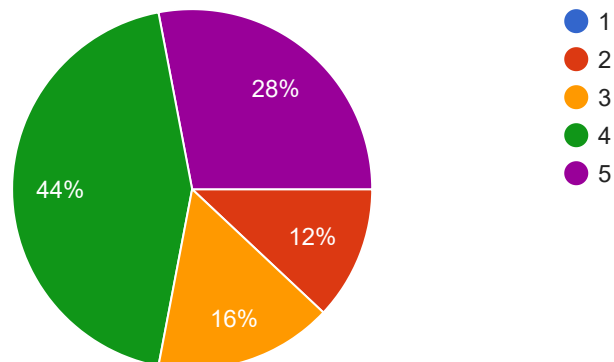


5.2. in your work/study organization?

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(1 means "I completely disagree", 2 means "I disagree partially", 3 means "I don't agree or disagree", 4 means "I partially agree" and 5 means "I completely agree")

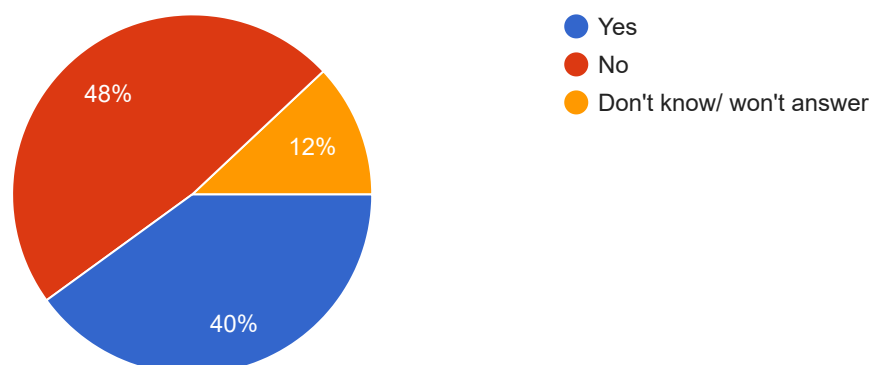
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6. Have you ever felt discriminated because of your gender?

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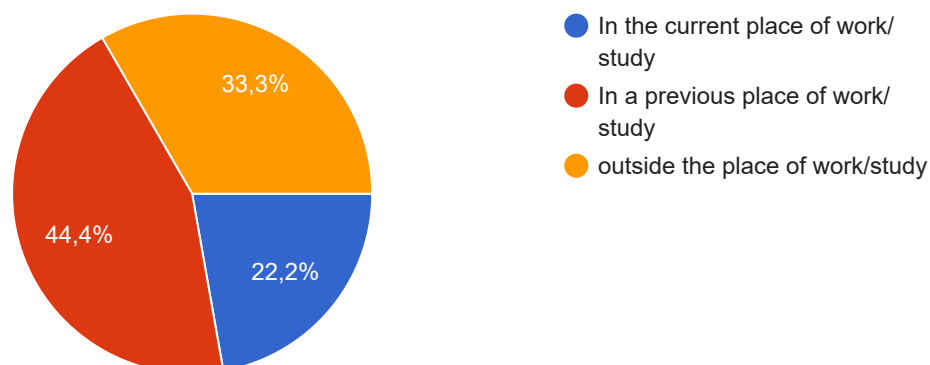
25 respostas



6.1. If yes, was it ...

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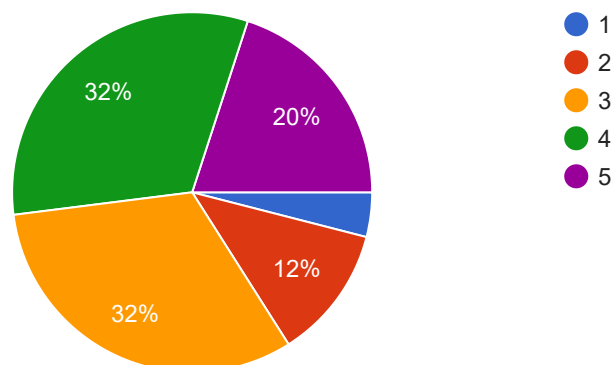
9 respostas



7. Do you think that there are equal opportunities (e.g. employment, promotions) for men and women at your work/study organization?

(1 means "I completely disagree", 2 means "I disagree partially", 3 means "I don't agree or disagree", 4 means "I partially agree" and 5 means "I completely agree")

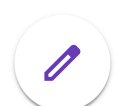
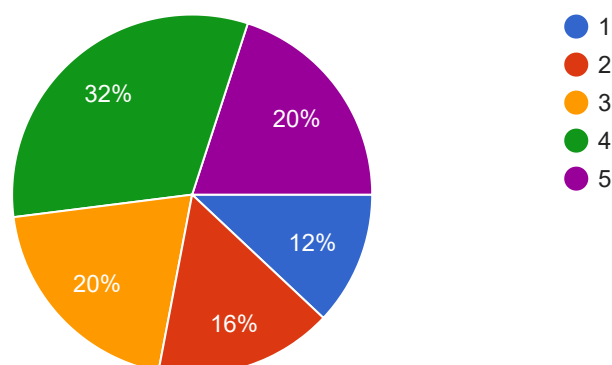
25 respostas



7.1. In upper management positions, are there gender inequalities?

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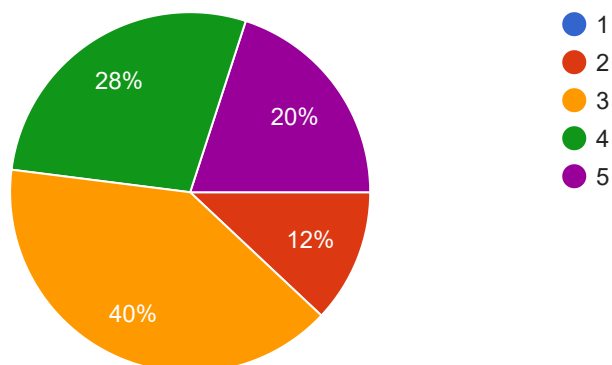
25 respostas



8. Is work-life balance favoured in your work/study organization?

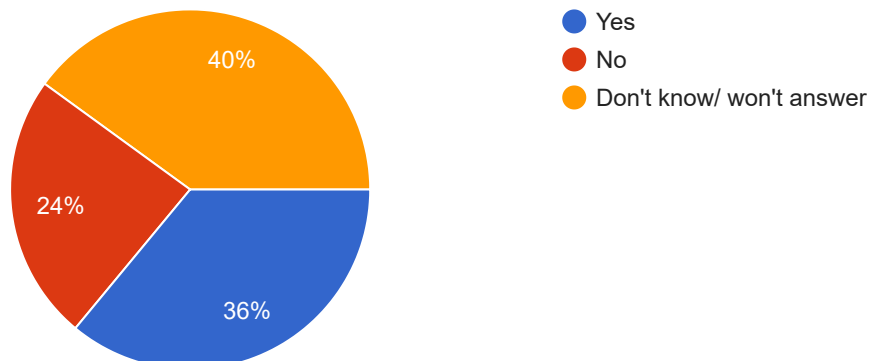
(1 means "I completely disagree", 2 means "I disagree partially", 3 means "I don't agree or disagree", 4 means "I partially agree" and 5 means "I completely agree")

25 respostas



8.1. Do you know any work-life balance measures available in your organization? Which one?

25 respostas



8.1.1. If yes, kindly specify:

9 respostas

Hybrid working 1 day a week when taking care of children

Parents

Working from home

Home Office

Emergency child care, seminars, sports, limiting extra hours, kindergarten places, flexible work days, hours and places

Horario flexivel, jornada continua

part time, parental leave

Days off at Christmas and Easter in addition to the usual holidays

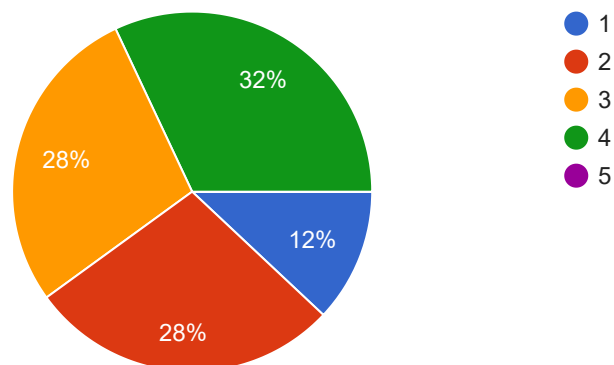
Possibility of continuous journey

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9. Are women and men assigned different tasks in the same job category?

(1 means "I completely disagree", 2 means "I disagree partially", 3 means "I don't agree or disagree", 4 means "I partially agree" and 5 means "I completely agree")

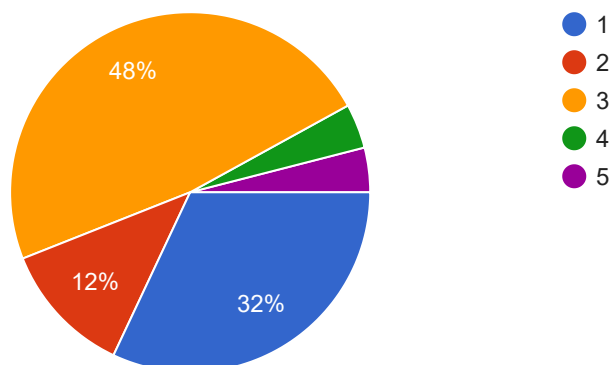
25 respostas



10. Do you feel that you are discriminated at work because you are responsible for looking after children, the elderly or other dependents?

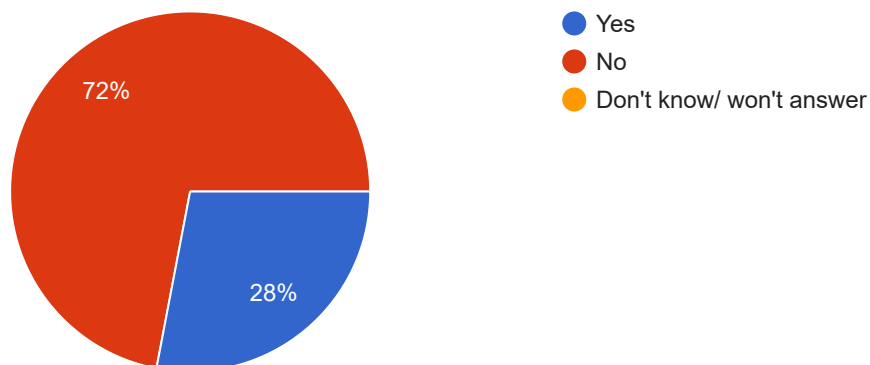
(1 means "I completely disagree", 2 means "I disagree partially", 3 means "I don't agree or disagree", 4 means "I partially agree" and 5 means "I completely agree")

25 respostas



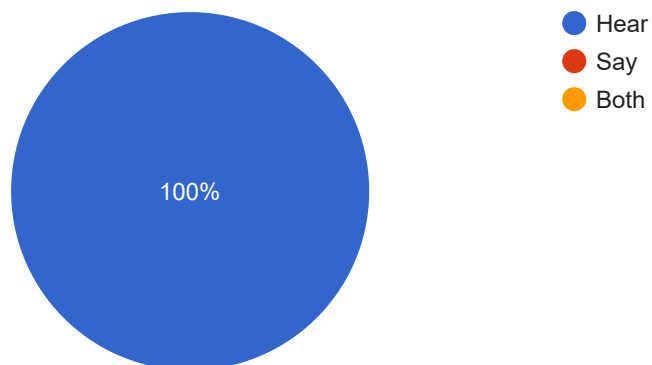
11. Do you often hear or say sexist comments?

25 respostas



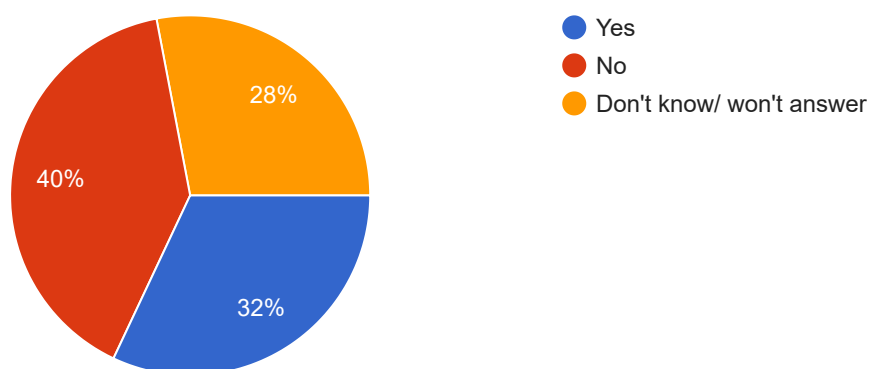
11.1. If yes, ...

7 respostas



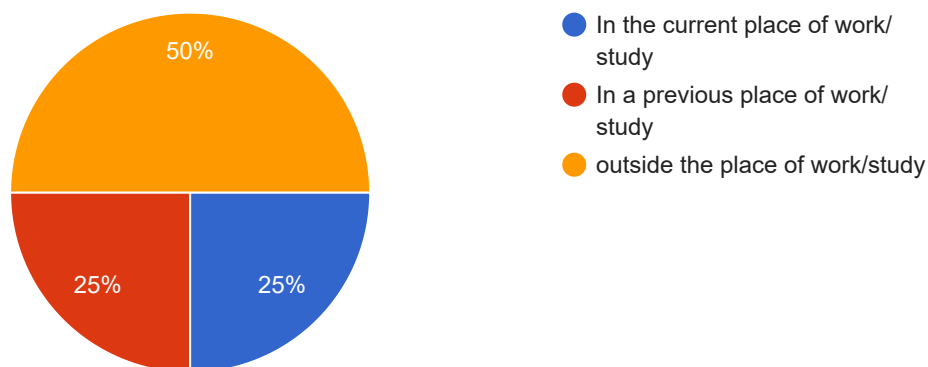
12. Have you experienced, know about or perceived any gender discrimination?

25 respostas



12.1. If yes, ...

8 respostas



12.1.1. Could you summarise the situation (without identifying names)?

4 respostas

Position won by women but at the end they were not included because they were envisaging to have children in the near future

Various but not so critical

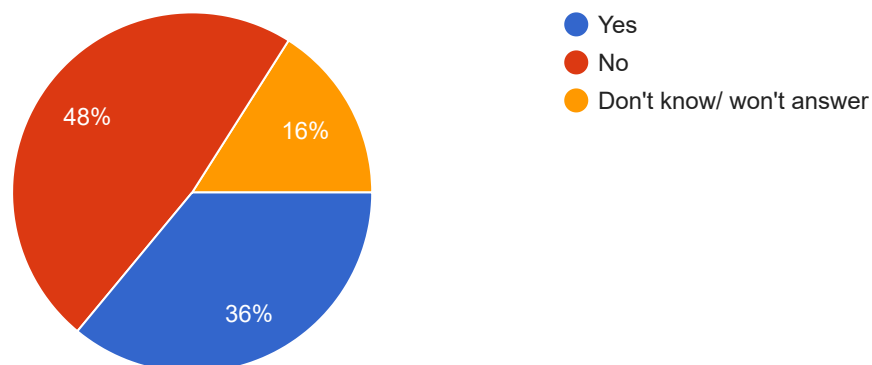
Women were automatically assigned subordinate tasks like doing a protocol.

Not being heard when I made a comment and when someone said the same thing, it was heard and considered

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13. Have you experienced, know about or perceived sexual harassment?

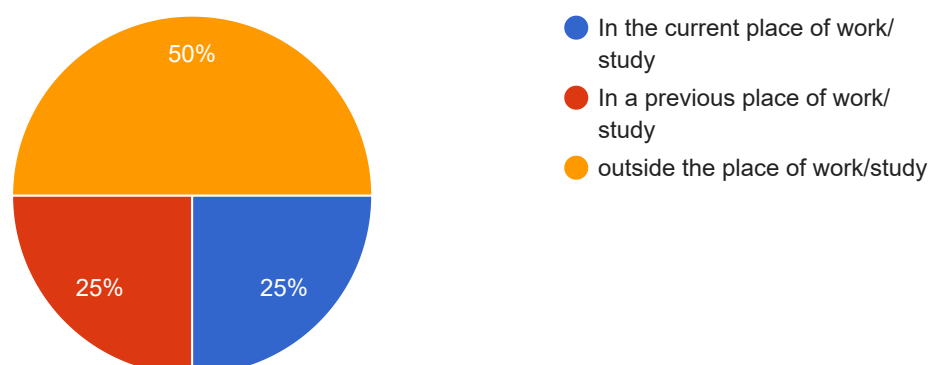
25 respostas



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13.1. If yes, ...

8 respostas



13.1.1. Could you summarise the situation (without identifying names)?

4 respostas

Sexual harassment of interns by workshop employees

People assume I need/search a partner just because I am a young looking woman without knowing anything about me

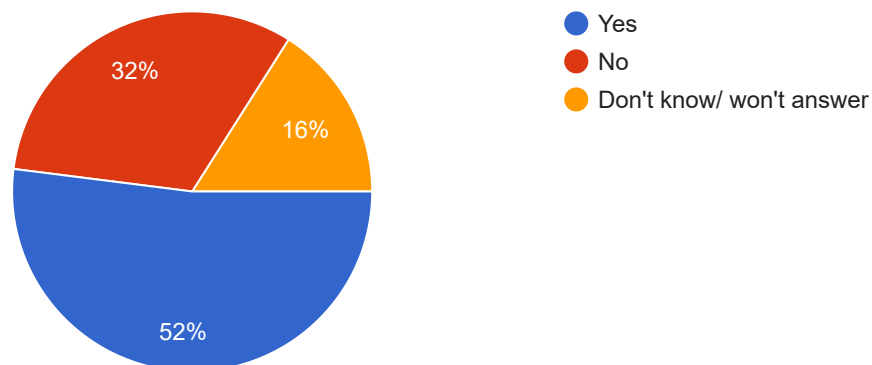
Sexist comments and looks

Professors harassing students

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14. Do you know what to do or who to contact if you experience, perceive or know of sexual harassment or gender discrimination in the work/study organization?

25 respostas



Do you have suggestions?

2 respostas

some answers are rather yes and no, but explanation is agree and disagree - I didn't know how to answer- prepare more carefully such form!

Speak open and loud about this topic

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