

Gender Equality assessment in Sol2H2O

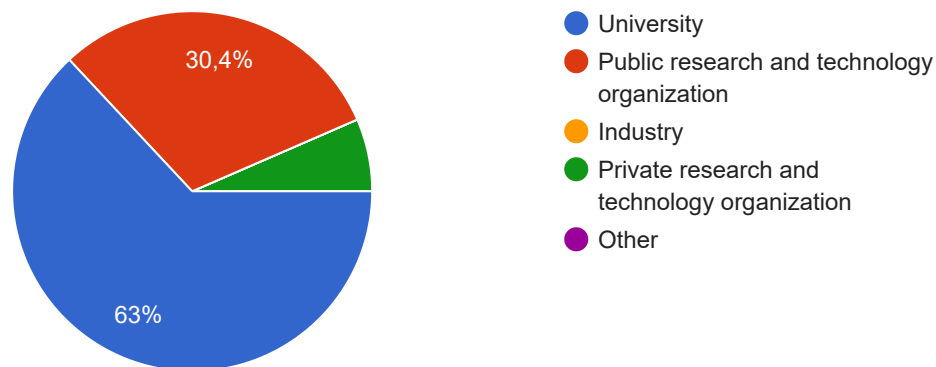
46 respostas

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1. Sector

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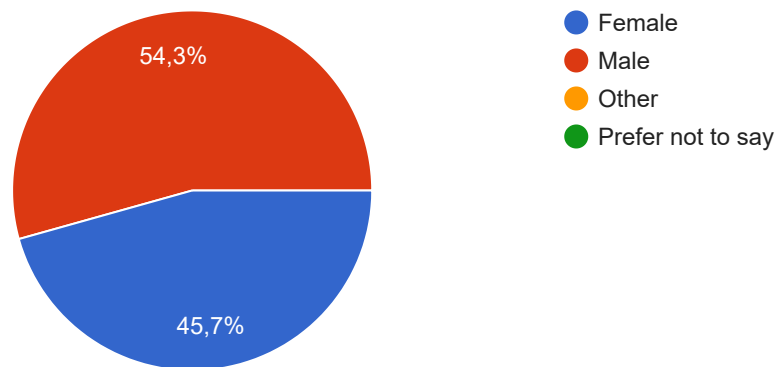
46 respostas



2. Gender

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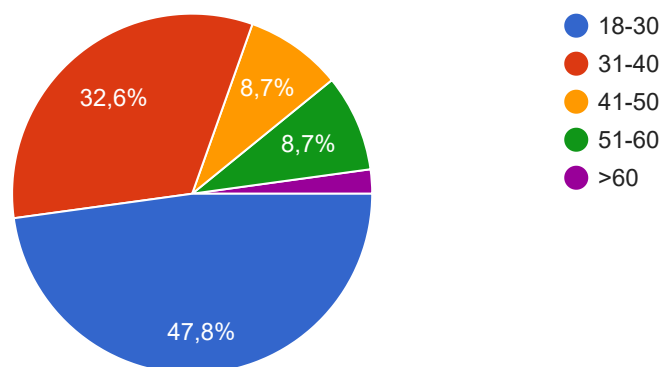
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3. Age

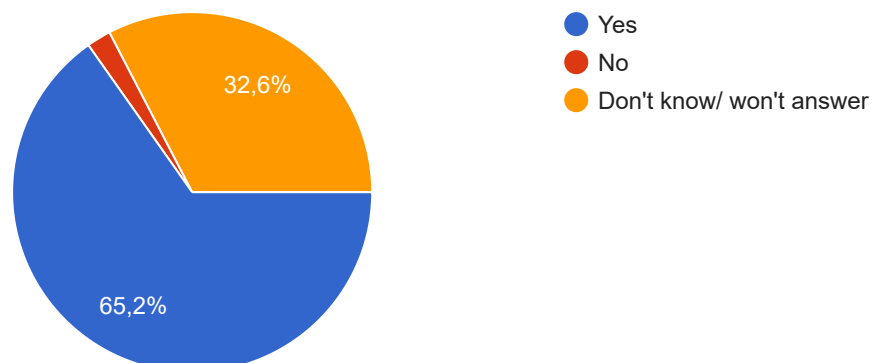
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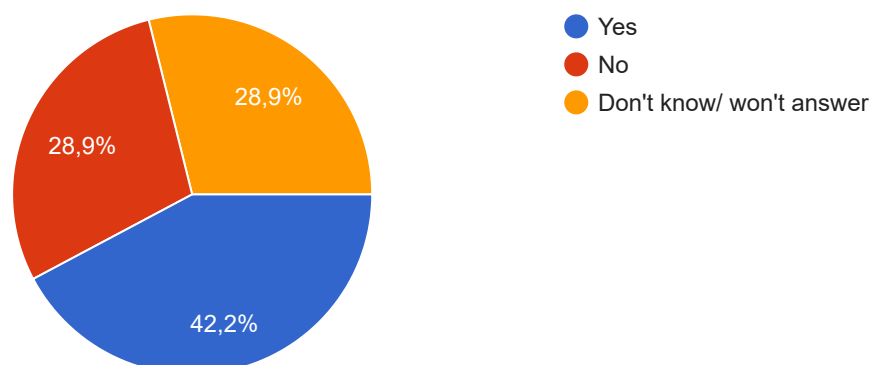
4. Does the institution where you work/study have a Gender Equality Plan?

46 respostas



4.1. If yes, have you read it?

45 respostas

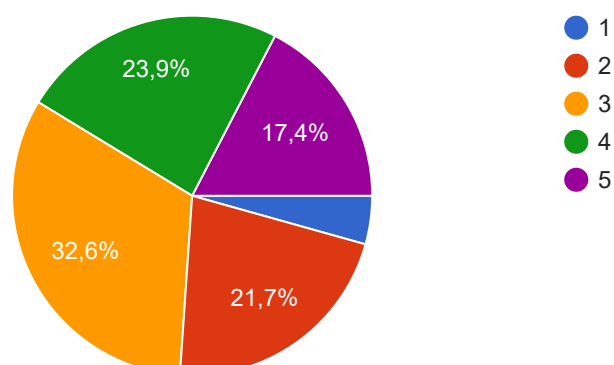


5. In your opinion, is there gender equality...

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")

46 respostas

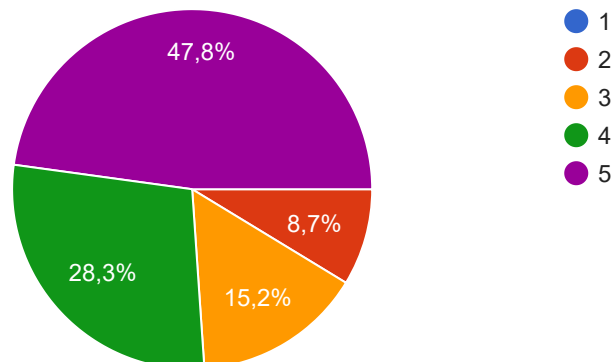


5.2. in your work/study organization?

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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")

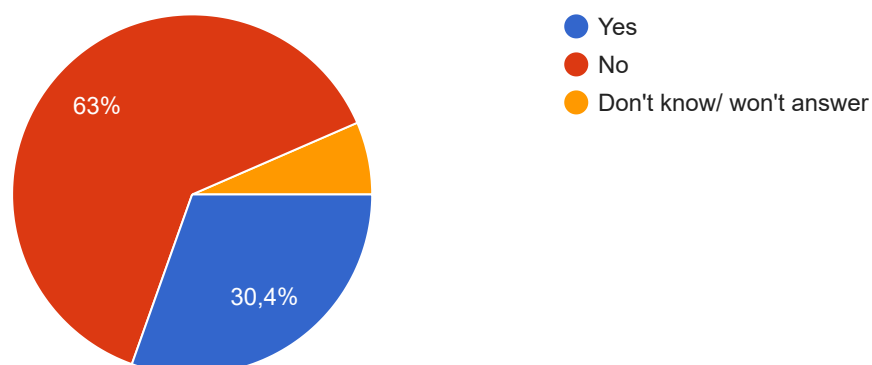
46 respostas



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

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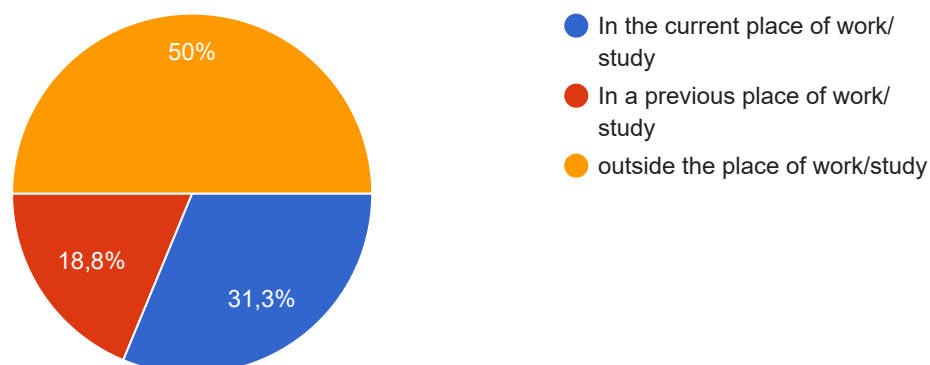
46 respostas



6.1. If yes, was it ...

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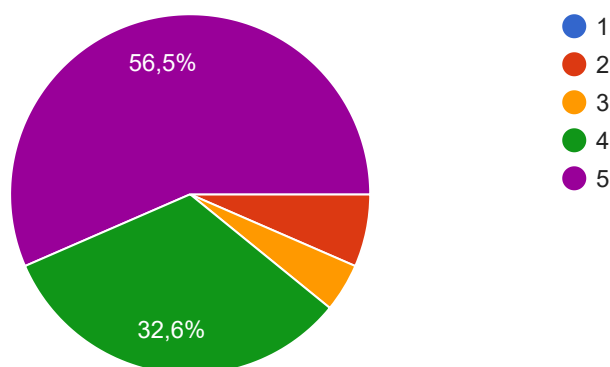
16 respostas



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

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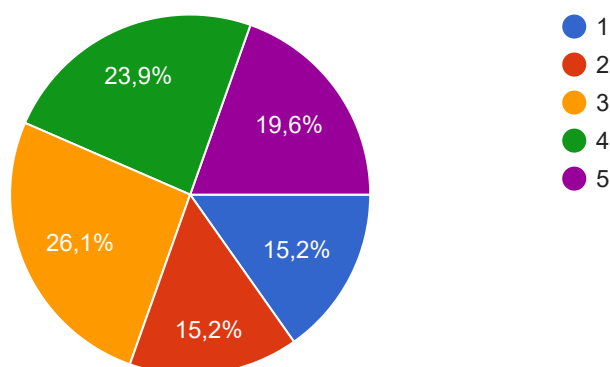
46 respostas



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

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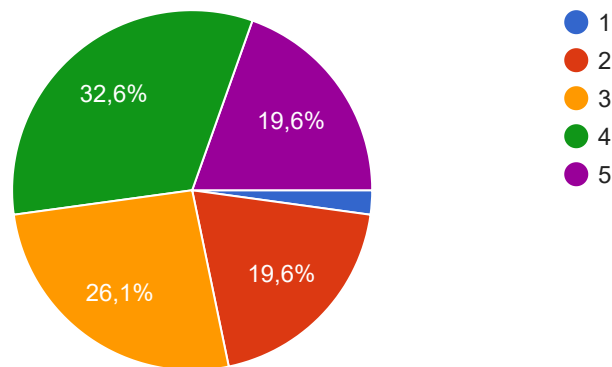
46 respostas



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

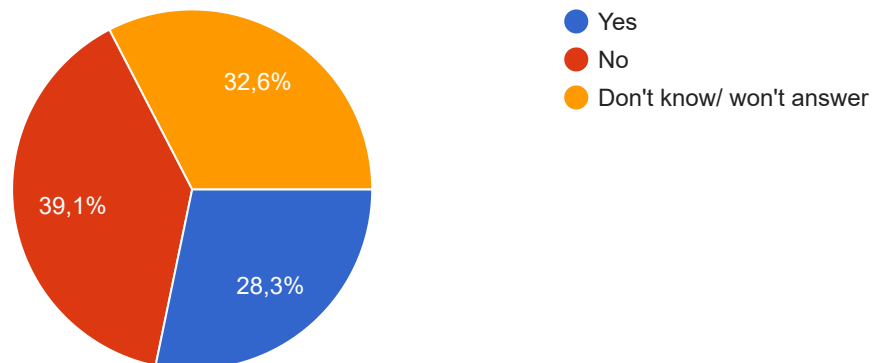
(1 means "I completely disagree", 2 means "I disagree partially", 3 means "I don't agree or disagree", 4 means "I partially agree" and 5 means "I completely agree")

46 respostas



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

46 respostas



8.1.1. If yes, kindly specify:

13 respostas

Home office possible

A little flexibility for parents with children younger than 12

Flexible schedule, reduced work hours, etc

Schedule flexibility

Flexible working hours

I know that parents have time flexibility when they need to pick up kids from school or stay with them at home. I also know that there was an experimental project that gave 15min of daily laboral gymnastic in all University.

Reduce of work schedulle in summer

Working time flexibility

flexible hours

Flexibility in the initial and final time of work.

The official schedule is until 16:30 and for people who are father/mother can start one hour later and finish one hour later. Also, there are permissions for the care of children.

Right to disconnect

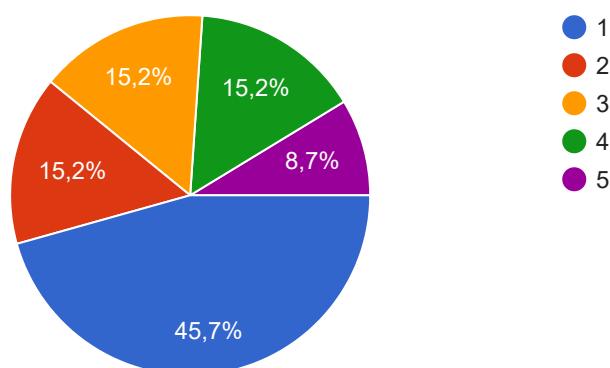
Labor time reduction in summer and winter



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

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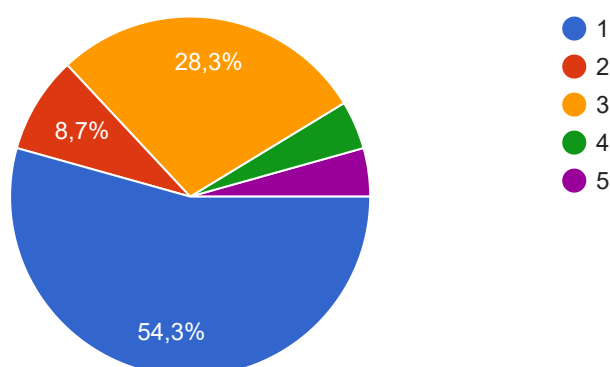
46 respostas



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

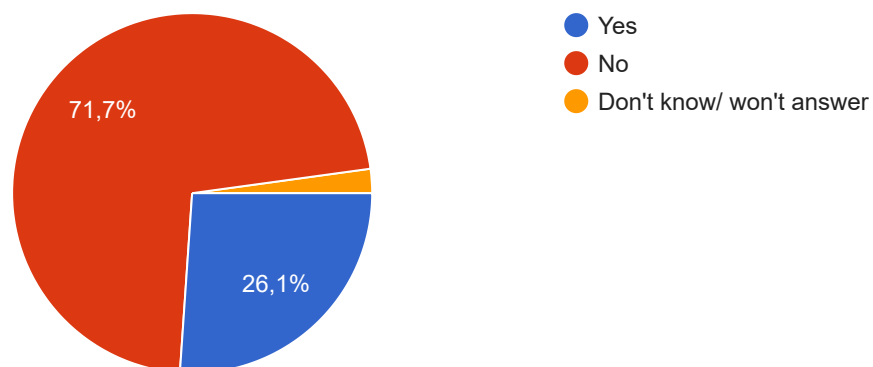
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46 respostas



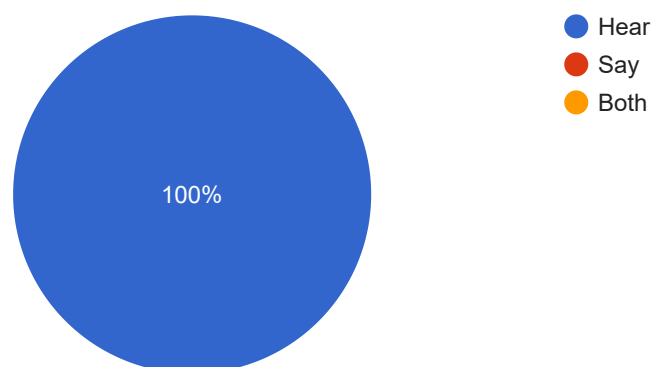
11. Do you often hear or say sexist comments?

46 respostas



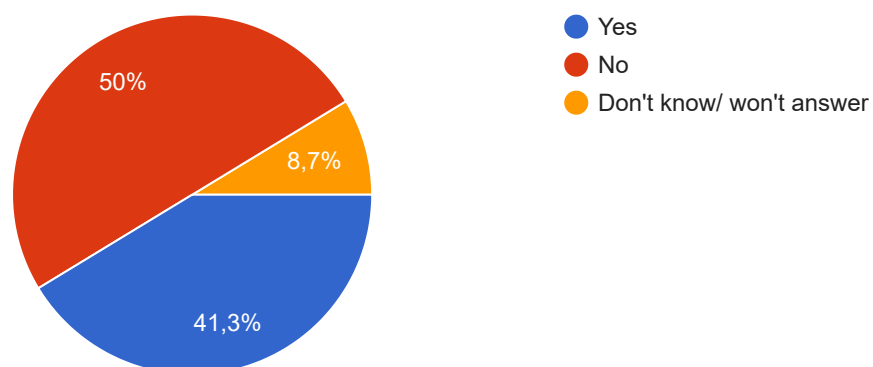
11.1. If yes, ...

12 respostas



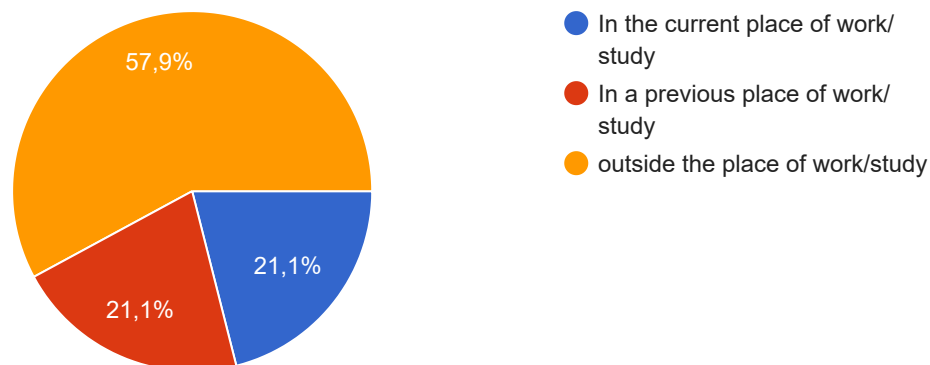
12. Have you experienced, know about or perceived any gender discrimination?

46 respostas



12.1. If yes, ...

19 respostas



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

8 respostas

Constantly in society

I'd rather not

Little and almost not visible things that contribute for the big picture, like putting women group receiving participants on an event just because of their gender. Or taking in count suggestions made by women that won't have the same weight as men's suggestions.

I do not want to do this

Sexist comments from teachers, different treatment from either teachers and colleagues

Not considering suggestions coming from women against men from lead person in the institution.

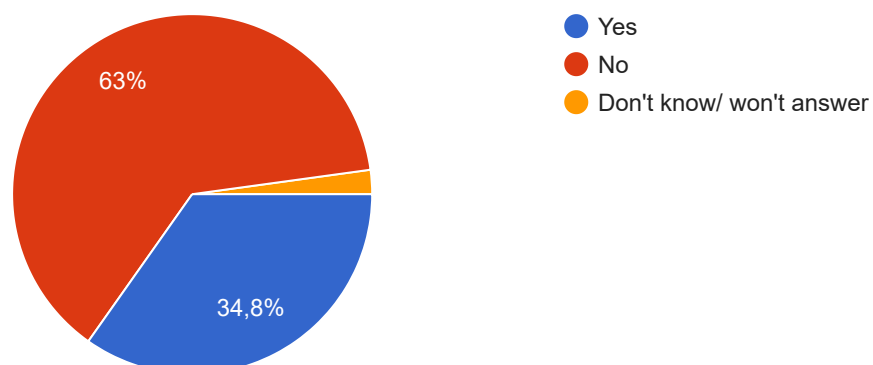
I decide not become a mother and some people have told me: sure, in a couple of years, you change your opinion. Also, a man told me that I have to know what there is in my fridge because I am the woman of the house.

In a technical support, clients often asked to talk with a male technician.



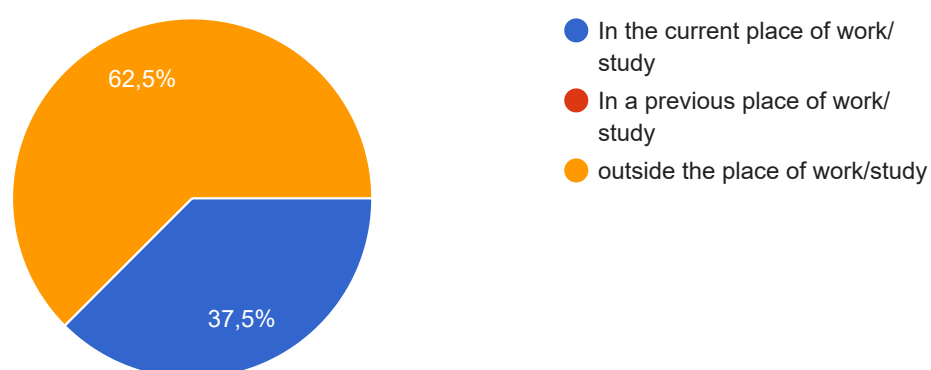
13. Have you experienced, know about or perceived sexual harassment?

46 respostas



13.1.If yes, ...

16 respostas



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

9 respostas

Improper behavior of professors towards female students

Sometimes during nightlife out

Night life

I'd rather not

A teacher that snapped a colleague's butt in front of lots of others students.

No

One girl during a party by more guys

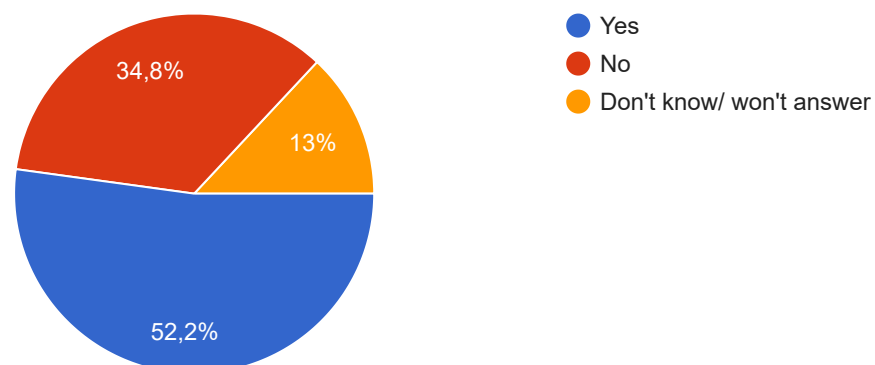
One colleague that followed me to the toilets every time, it was long ago

Harassment to young women and students in occasions.

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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?

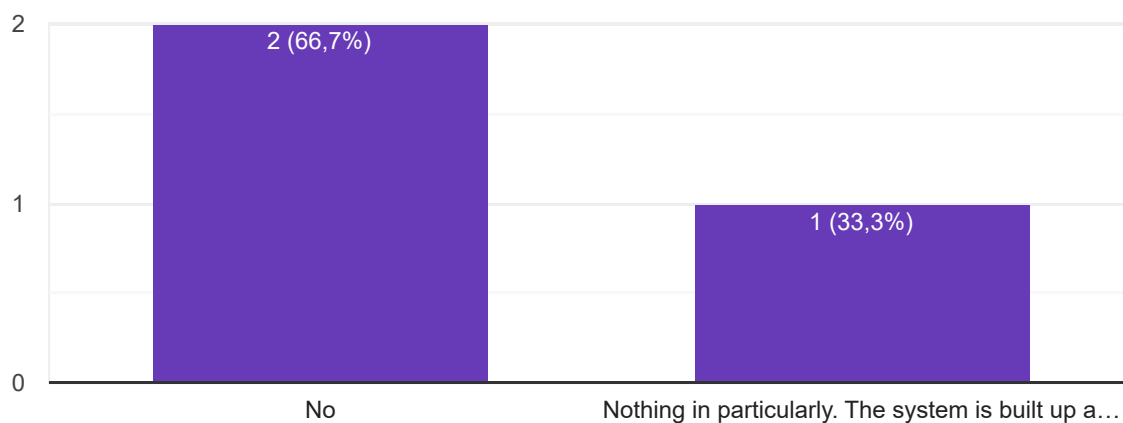
46 respostas



15. Do you have suggestions?

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3 respostas



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