

Gender Equality assessment in Sol2H2O

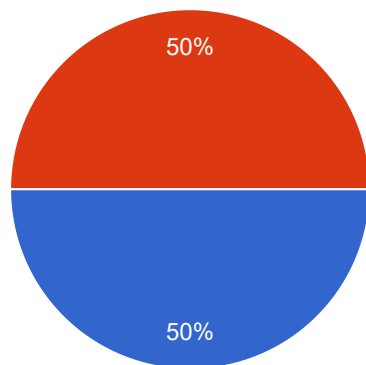
24 respostas

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1. Sector

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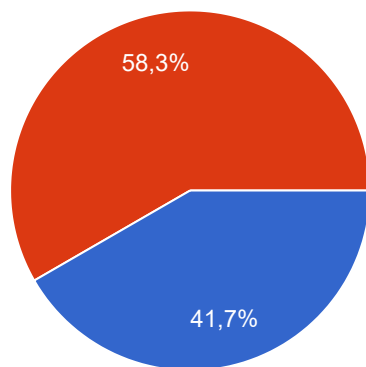


- University
- Public research and technology organization
- Industry
- Private research and technology organization
- Other

2. Gender

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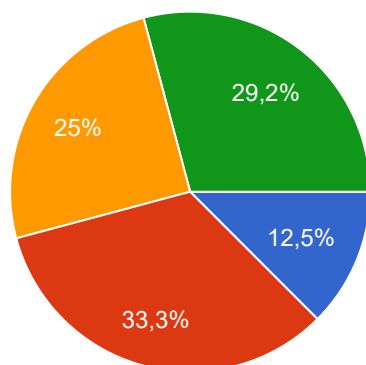


- Female
- Male
- Other
- Prefer not to say

3. Age

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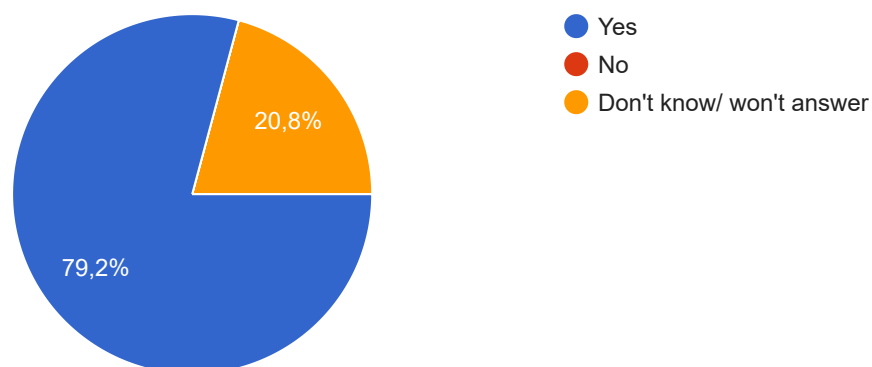


- 18-30
- 31-40
- 41-50
- 51-60
- >60



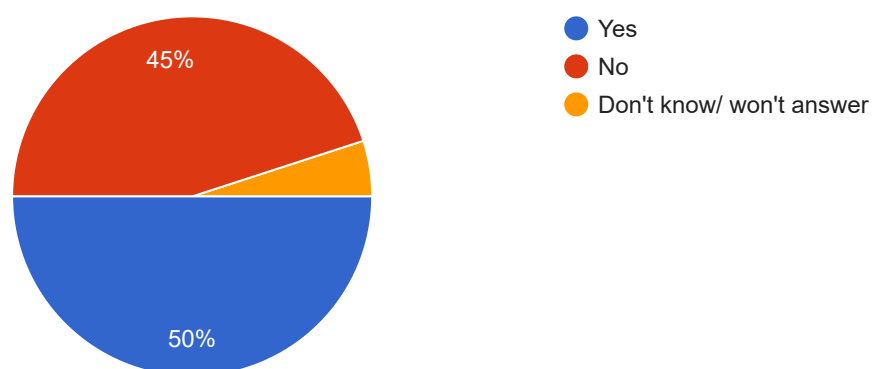
4. Does the institution where you work/study have a Gender Equality Plan?

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4.1. If yes, have you read it?

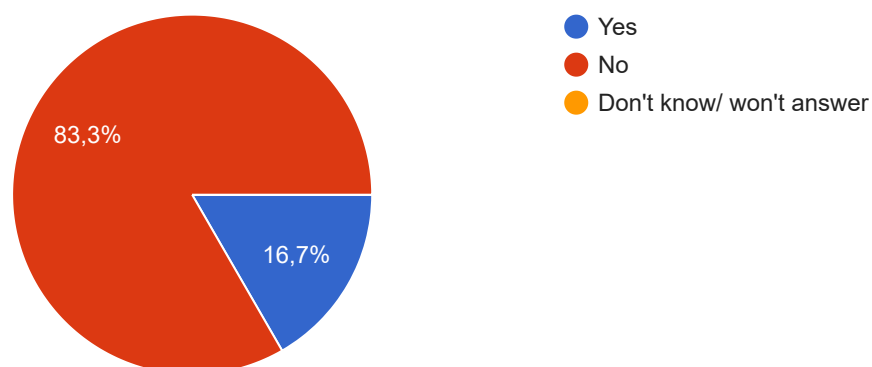
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5. In your opinion, is there gender equality...

5.1. in society in general?

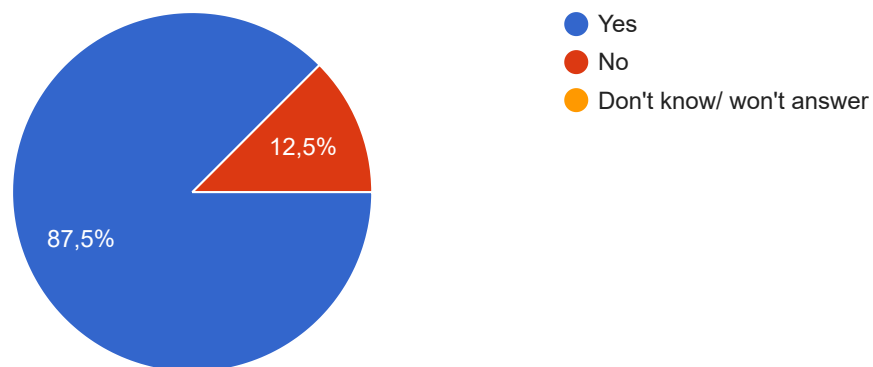
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5.2. in your work/study organization?

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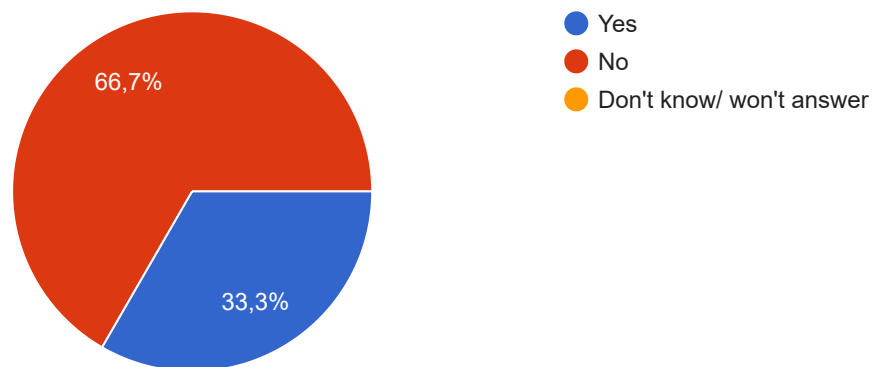
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6. Have you ever felt discriminated because of your gender?

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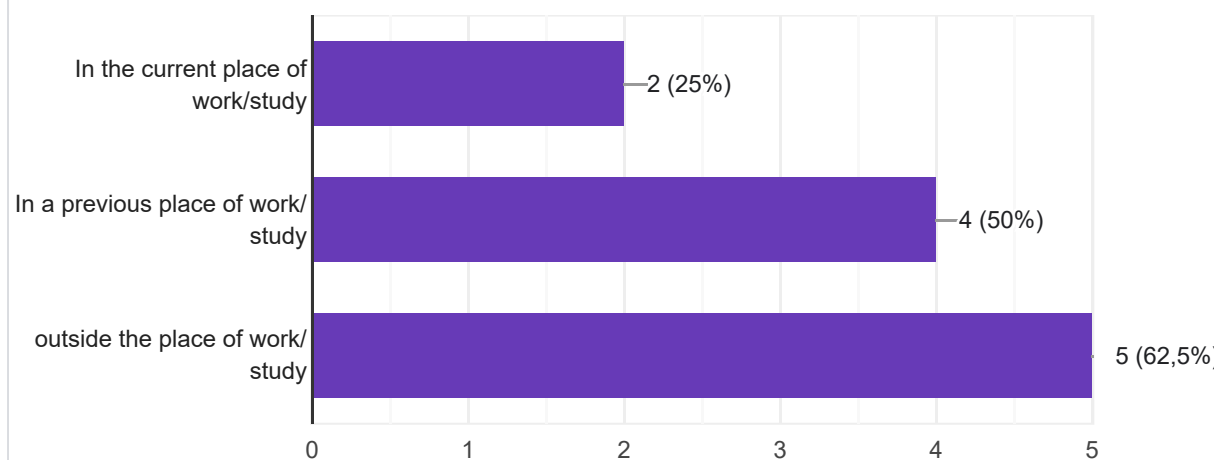
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6.1. If yes, was it ...

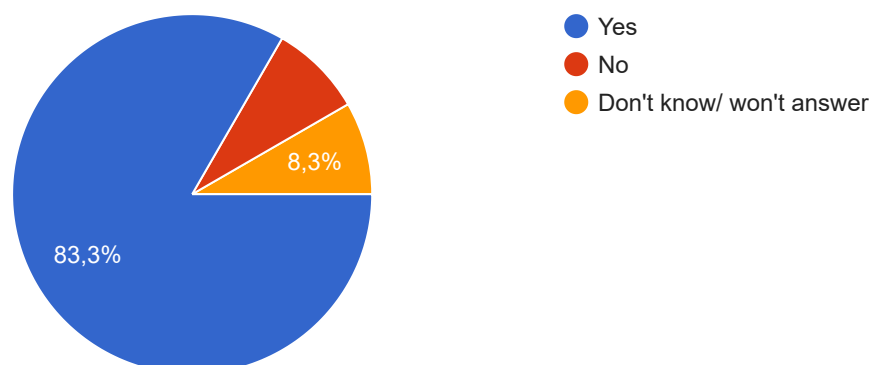
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8 respostas



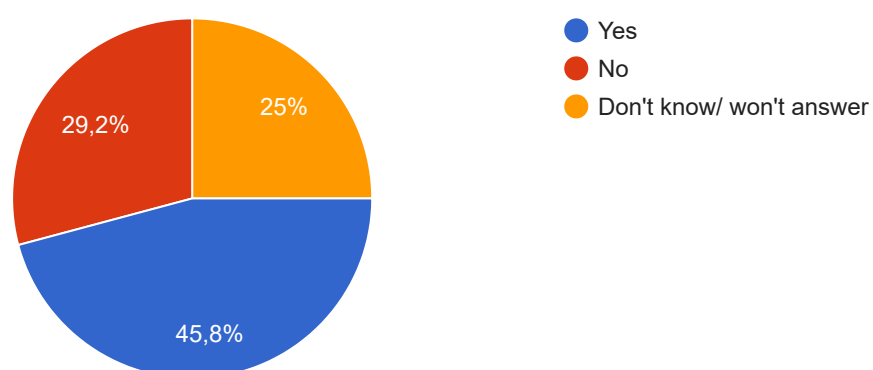
7. Do you think that there are equal opportunities (e.g. employment, promotions) for men and women at your work/study organization?

24 respostas



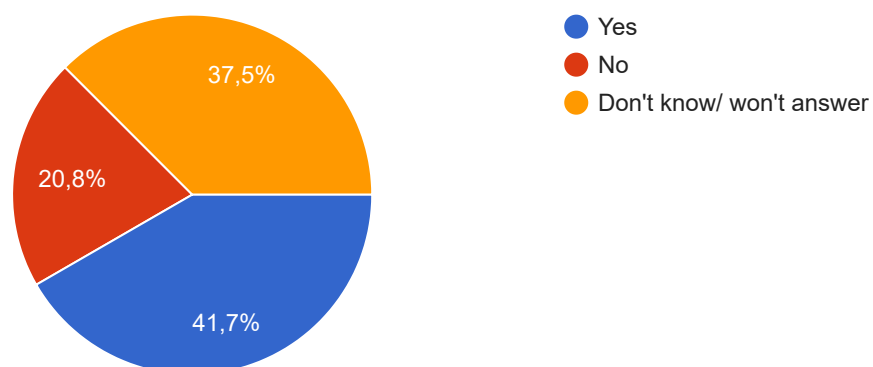
7.1. In upper management positions, are there gender inequalities?

24 respostas



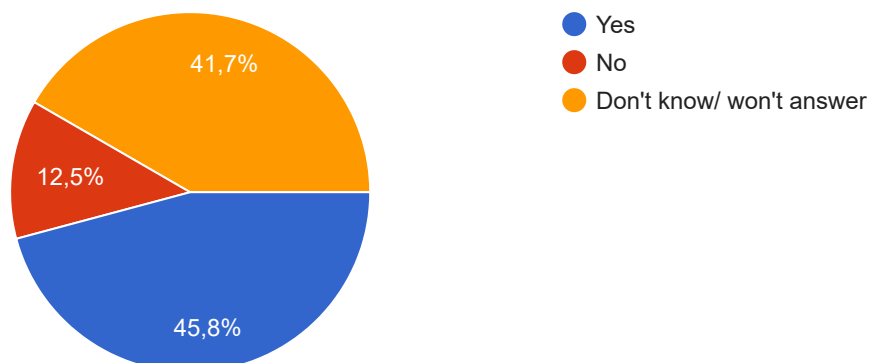
8. Is work-life balance favoured in your work/study organization?

24 respostas



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

24 respostas



8.1.1. If yes, kindly specify:

10 respostas

Flexibility - a few hours for conciliation.

Telework.

Flexibility in working time.

Kindergarten, sport facility

Flexibility in telework.

We can have some very minor flexibility if children are <12.

Schedule flexibility, flexible working hours.

Home office

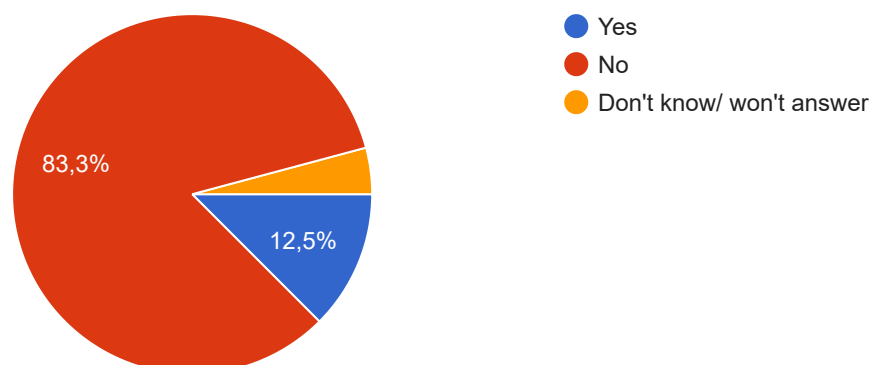
The right to disconnect.

Flexibility



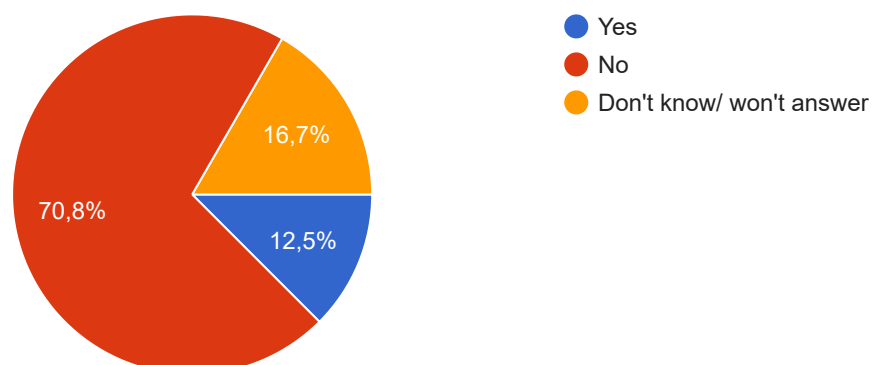
9. Are women and men assigned different tasks in the same job category?

24 respostas



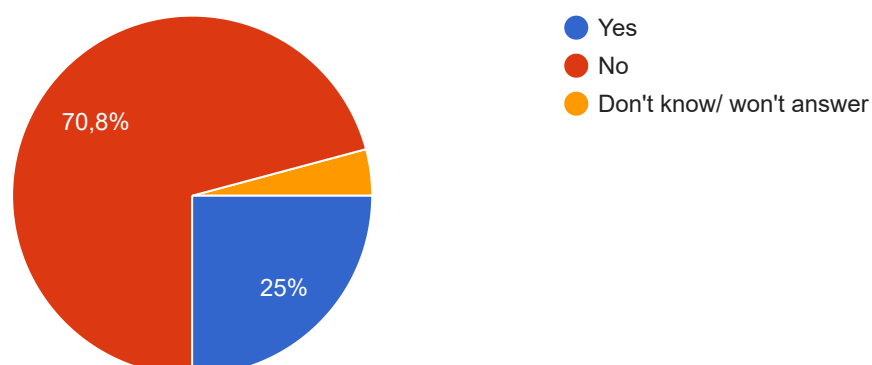
10. Do you feel that you are discriminated at work because you are responsible for looking after children, the elderly or other dependents?

24 respostas



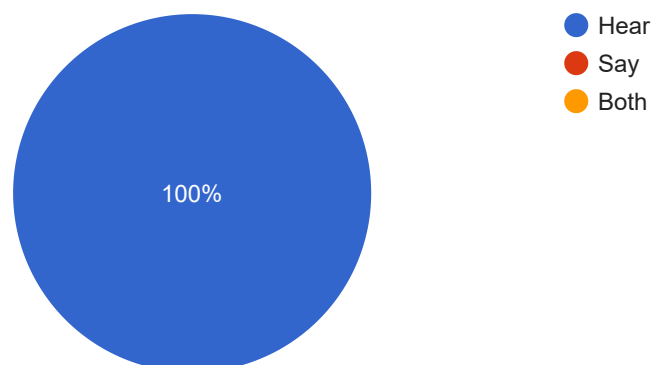
11. Do you often hear or say sexist comments?

24 respostas



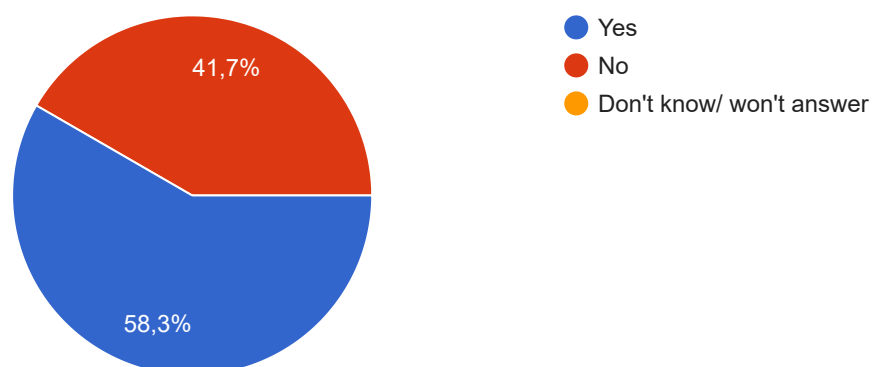
11.1. If yes, ...

6 respostas



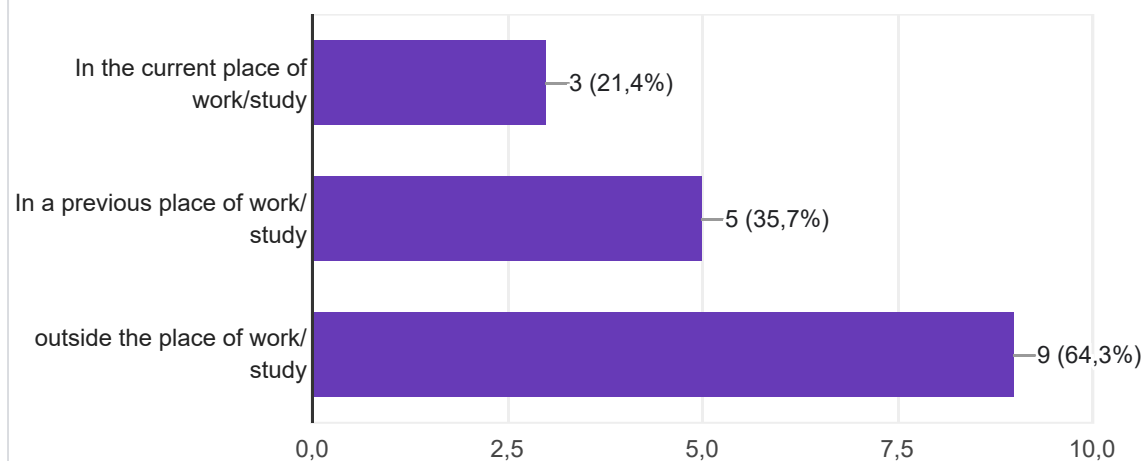
12. Have you experienced, know about or perceived any gender discrimination?

24 respostas



12.1. If yes, ...

14 respostas



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

9 respostas

They (the company) didn't let my husband go on paternity leave because they had to hire another person in his position.

- Lower rate of female PhD students progressing to research positions
- sexist comments
- parental rights/obligations leaning towards women

Depending on the lead person, he listen and/or considers suggestions and request of some men and not equally when they come from women.

In private companies, it happened to see a boss (male) misbehaving with an employee (female).

In the street, men say inappropriate things to women, for example.

Continuously in society (roles, even jobs).

I saw different tasks assigned to women in the same job category.

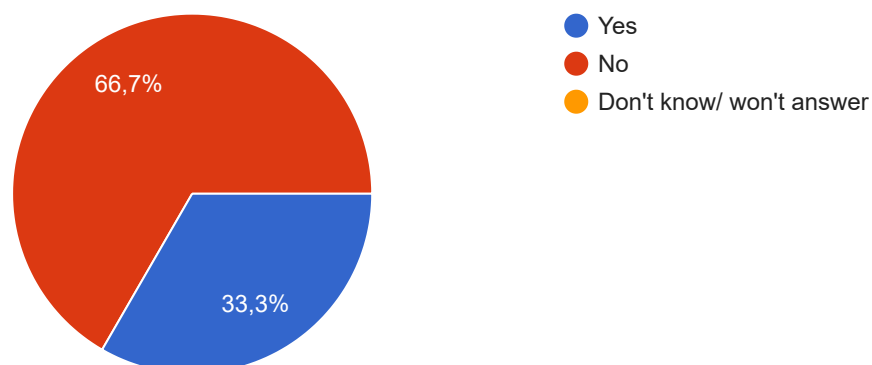
- I don't want to be a mother and people tell me that sure in a near future (2-3 years), I will want.
- People think that I have to know for example what there are in the fridge because I am a woman.

Clients asked to talk to a male technician to solve their malfunctions.

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

24 respostas



13.1.If yes, ...

8 respostas



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

5 respostas

Sexist comments of sexual nature by male to female colleague.

A man harassing some young women.

Very often in society, especially nightlife.

In previous place of work a man was spying and photographing a female colleague.

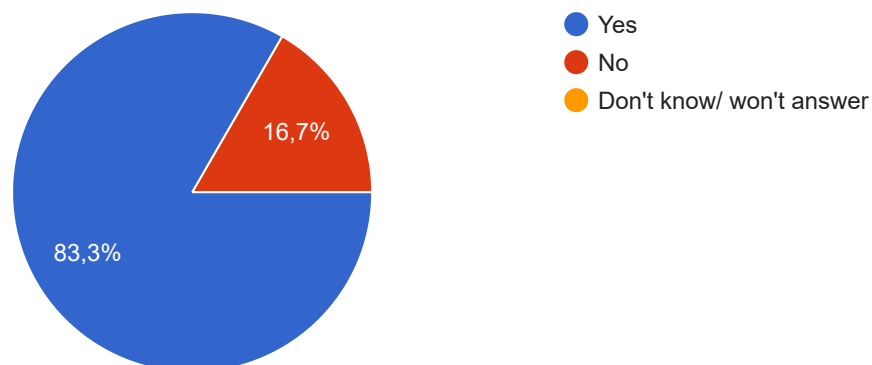
Relationships between professors and students.

From male teachers to female students.



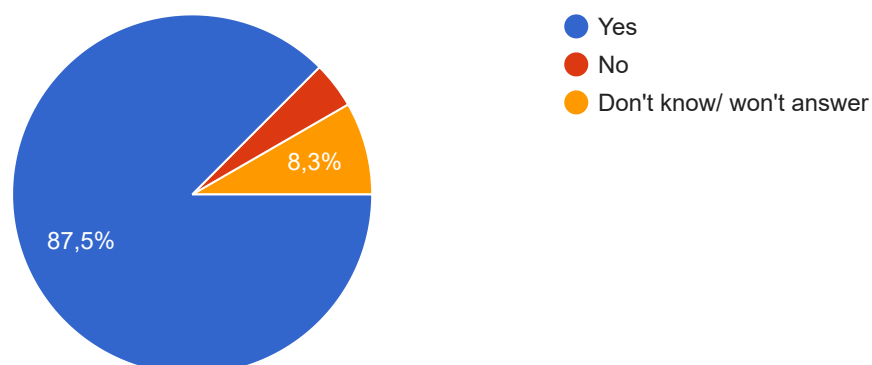
14. Do you know what to do or who to contact if you experience, perceive or know of sexual harassment or gender discrimination in the work/study organization?

24 respostas



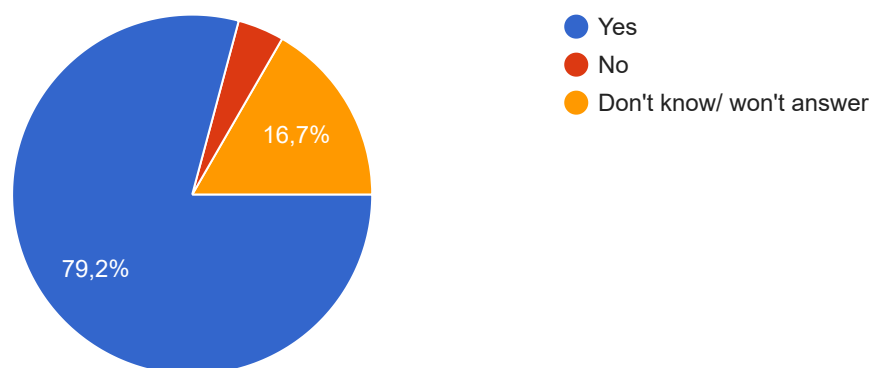
15. In your opinion, is it important to address gender equality issues in research projects such as Sol2H2O?

24 respostas



16. In your opinion, is there gender equality in the Sol2H2O project?

24 respostas



17. Do you have suggestions on how to improve gender equality in the Sol2H2O project (e.g. providing part-time job vacancies, providing personal protective equipment in sizes suitable for women and men)?

8 respostas

Part time job vacancies.

Open discussions within an open forum/in seminars would be interesting. Something like brainstorming in gender issue.

Promote (when possible) participation of meetings to a balanced number of males and females.

There is not much that can be done since it reflects the fact that we are mostly men in our topics. Positive discrimination might be used.

Make possible the mobilities with the family.

The availability to travel for a meeting project or Fast track school can be a problem. To reduce the number of them can help.

More women in steering committee.

Existe igualdade neste projecto, quer pela parte prática como parte teórica.

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