

EQUALITY BALANCE PROJECT

Dear Director:

The **EQUALITY BALANCE Project**, sponsored by the **Association Families** with support from the **Program EEA GRANTS** and the **Commission for Citizenship and Gender Equality**, intended to create a horizontal instrument for all sectors of economic activity, in order to assess the contribution of legislative measures to promote gender equality.

To test the instrument it is intended to apply the same NGO's on a representative sample of the different sectors of activity of Braga. The legislative measure tested the evaluation in the questionnaire concerning the conditions of enjoyment and access to rights relating to lactating and breastfeeding.

It is important to answer all questions, so we ask that you review the answers before handing the questionnaire. There are no right or wrong answers, so any answer is considered correct, the important thing is to respond truthfully to questions.

Throughout the questionnaire you find specific information on your fill.

This work is being developed by a research team EQUALITY BALANCE Project. For any further information we are at your disposal via phone 966408291 or 253611609.

Thank you for your attention

1. Institutional characterization

1.1. 1.1. Type of Institution (IPSS / NGO / ASSOCIATION) _____

1.2. Activity Area:

Select the options to apply in the case of your organization:

<input type="checkbox"/>	Education and Teaching
<input type="checkbox"/>	Cultural
<input type="checkbox"/>	Social
<input type="checkbox"/>	Sports
<input type="checkbox"/>	Recreational
<input type="checkbox"/>	Artistic
<input type="checkbox"/>	Others. specify:

1.3. What is the sex of Head of the entity (president, director, etc.)

Female ___ Male ___

1.4. Number of elements in the direction of the entity disaggregated by gender:

Female N° ___ Male N° ___

1.5. Total number of employees of the entity disaggregated by gender:

Female N° ___ Male N° ___

2. Practice of the institution in the legislative measure in question

2.1. In the entity's creation goals (statutes) are explicitly considered the issues of gender equality?

Yes ___ No ___

2.2. Has it already developed projects aimed at promoting gender equality?

Yes ___ No ___

If YES, list the three main sub themes worked within these projects:

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2.3. To what extent the issues of gender equality are addressed / respected in everyday political entity?

Never / rarely contemplated	Little contemplated	Partially contemplated	Almost always / always contemplated

2.4. What measures are implemented in your organization to ensure that women and men have effective equal treatment and opportunities?

Indicate with an X the options that apply.

Measures
Use of inclusive language.
parity considerations in the composition of the groups that constitute the organization (committees, governing bodies, working groups).
Inclusion of modules on equality in training provided by the organization.
technician existence / the specialist in equality issues between men and women who collaborate in developing projects and organizing documents.
Definition of organizational measures to promote the reconciliation between the professional sphere and personal / family.
Including issues relating to childcare options in assessing satisfaction of the workers
Consideration of partnerships with organizations promoting equality.
Announcements of job vacancies free of indirect elements or directly discriminatory on grounds of sex (Ex. "Full availability", "marital status").
Implementation of measures to prevent and combat sexual and psychological harassment in the organization.
Process information to human resources broken down by sex.
Support / subsidies to the education of the workers' daughters
Others . What ?

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3. Analysis of the legislative measure

3.1. Taking into account the legislative measure that is under review, consider the following questions:

	Totally Consider	Partially Consider	Not consider	Not aware
3.1.1. The language used in drafting the measure is inclusive, ie including both sexes?				
3.1.2. The measurement is sensitive to the differences between men and women?				
3.1.3. Does it regard specific targets in terms of promoting gender equality?				

3.2. Taking into account the legislative measure that is under review, consider the following questions:

	Totally Contributes	Partially Contributes	Doesn't Contributes	Not aware
3.2.1. Does it contribute to the objectives set in the National Plan for Gender Equality implemented in the country?				
3.2.2. Does it contribute to the goals of the National Plan for Prevention and Combating Domestic Violence and gender implemented in the country?				
3.2.3. Has it contributed to eliminate / reduce gender inequalities in Portuguese society?				

4. Evaluation of the implementation and impact of the legislative measure

4.1. This question seeks to obtain feedback on the level of implementation and impact of the measure on Portuguese society and organizations

	Little	Partially	Great scale	Not aware
4.1.1. Were the measurement objectives achieved?				
4.1.2. Has the measure allowed to consolidate the social and political commitment to gender equality?				
4.1.3. Has the measure contributed to the achievement of equal outcomes for women and men?				

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4.2. In your point of view are improvements needed in the implementation of the legislative measure in question? **Yes**____ **No**____

4.2.1. If you answered YES, relate what kind of improvements can be implemented

5. Implementation of the legislative measure in your organization

	Yes	Partially	No
5.1. Does your organization have created conditions for the employees to benefit from the rights related to lactating and breastfeeding?			

5.1.1. Justify your answer:

	Yes	Partially	No
5.2. Do you consider that workers have the knowledge of rights relating to lactating and breastfeeding			

5.2.1. Justify your answer:

5.3. With reference to the last five years, some of your employees had children?

yes____ **No**____

If you have answered NO, go directly to the question 5.5.

5.3.1. If you answered YES, did they have the rights relating to lactating and breastfeeding?

Everyone	Some of them	No one

5.3.2. If not everyone benefited, justify why in each situation?

5.4. What do you consider to have been the benefits of the usufruct of these rights by the workers?

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5.4.1. To the employees themselves:

5.4.2. To the entity:

5.4.3. The measure had additional costs for the organization?

Yes ___ No ___

Please explain your answer:

5.5. Analyze the set of specific rights listed in the table below, then answer the questions following:

	a) The right to waive the provision of work by pregnant workers, postpartum or breastfeeding, for reasons of protection of their health and safety, the impossibility of the employer does not give you other tasks (the daily amount of allowances equal to 65% of the reference wage).
	b) Right to apply to the labor inspection a supervisory action to be held with priority and urgency, if the employer does not fulfill the obligations in terms of protecting the health and safety of breastfeeding worker.
	c) Right to daily leave for breastfeeding during the duration of breastfeeding, enjoyed in two distinct periods, with a maximum duration of one hour each, unless another arrangement has been agreed with the employer.
	d) The right to the exemption be increased by a further 30 minutes for each additional child beyond the first (in the case of multiple births).
	e) Right to, the first 12 months, even if there isn't breastfeeding, of the parent to enjoy daily time off work for child-feeding until it is one year old (two periods of one hour each).
	f) Right to daily leave for nursing or lactating, even in case of part-time work (period is reduced in proportion to the respective normal working hours can not be less than thirty minutes).
	g) Right to, from 12 months of baby's life, mothers can continue to breastfeed, should deliver a monthly statement to the employer, duly completed by your doctor, where he confirms the continuity of breastfeeding.
	h) The right to exemption from providing additional work throughout the duration of breastfeeding.
	i) The right to worker's dismissal nursing to provide work schedules with organized according adaptability scheme of bank hours or concentrated time.
	j) Right to working the dismissal of provision of work at night between 20 hours from one day and 7 of the following day for a period of 112 days before and after childbirth, as well as throughout the entire duration of the breastfeeding if they concerned health issues of the mother and / or child.
	k) The right that the exemption for nursing or lactating does not involve the loss of pay or other rights (daily time is considered as actual performance of work

5.5.1. Do you consider that the rights listed in the table are difficult to implement? Yes No ___

If YES, put a cross on the rights you consider most difficult and justify your

opinion:

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5.5.2. Do you consider that the rights listed in the table are relevant to promote gender equality and reconciliation of personal, family and professional life?

Completely	In a certain way	No

5.5.2.1. Justify your answer:

NOW YOU HAVE CONCLUDED COMPLETING THE SURVEY, THANK YOU FOR YOUR COOPERATION