

EQUALITY BALANCE PROJECT

Dear/ worker :

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 is intended to apply the same NGO's on a representative sample of the different sectors of activity of Braga. The legislative measure test 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 delivering the questionnaires. 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 very much for your attention

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1. Personal and institutional Characterization

1.1. Sex: Male ____ Female ____

1.2. Age : _____

1.1. Type of institution (IPSS/ ONG/ Association) _____

Area / Business sector of the institution in which you work _____

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:

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

2.1 Are you aware whether the entity creating goals (Statute) explicitly consider the issues of gender equality?

Yes	No	I am not aware

2.2. Has the entity already developed projects aimed at promoting gender equality? A entidade já desenvolveu projetos que visaram a promoção da igualdade de género?

Yes	No Não	I am not aware Não tenho conhecimento

2.2.1. IF you answered YES, list the three main sub-themes worked within these projects:

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2.3. How are the issues of gender equality addressed / respected in the everyday routines in the entity you work?

Never/Rarely contemplated	Little contemplated	In some extension contemplated	Almost everytime/everytime contemplated

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

Indicate with na 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.
	Existence of a technician/ 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 / as workers / as.
	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 consideration, consider the following questions:

	Totally considers	Partially considers	Doesn't 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 consideration, consider the following questions:

	Contributes	Partially contributes	Doesn't contribute	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. Assessment 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	Partly	Largely	Unware of the contribution
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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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, state the improvement measures that can be implemented

5. Implementation of the legislative measure in your organization

	Yes	Partially	No
5.1. The organization has created conditions for its employees in what concerns the rights related to lactating and breastfeeding?			

5.1.1. Justify your answer:

	Yes	Partially	No
5.2. Do you consider that other workers of the organization are aware of rights relating to lactating and breastfeeding?			

5.2.1. Justify your answer

5.3. Over the past five years did you have children?? **Yes** ____ **No** ____

If you have answered NO, go directly to the question 5.8

5.4. If you answered YES, Did you have the rights relating to lactating and breastfeeding?

Yes/totally	Partially	No

5.4.1 If you answered no, please justify why you didn't have the right to lactating / breastfeeding:

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5.4.2. If you answered YES or partially, answer the following questions:

(In the case of being a man and didn't have the right to lactating, you can witness the situation of his partner)

5.4.3. On getting the medical certificate, to have the rights to lactating and breastfeeding, how would you rate:

5.4.3.1. The attitude of the doctor in the provision of the certificate:

very collaborative	collaborative	Little collaborative	very resilient

5.4.3.2. The waiting time for the medical certificate:

Too slow	slow	Acceptable	bit slow

5.4.3.3. What was the reaction of your employer when you presented a medical certificate on the breastfeeding / lactating:

Accepted without any problems	Had some problems	Had a lot of problems	Did not accept

5.5. Of all the rights of lactating and breastfeeding, provided in the Labour Code identifying those which have been used by you or your partner:

	Right to dispensation from 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 remuneration reference).
	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.
	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.
	Right to the exemption be increased by a further 30 minutes for each additional child / beyond the first (in the case of multiple births).
	Right, in the first 12 months, even if there is breastfeeding, the parent can enjoy daily time off work for child until one year of age (two periods of one hour each)
	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)
	Right, after 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.
	Entitled to time off to provide additional work throughout the duration of breastfeeding.

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	Entitled to worker's dismissal nursing to provide work schedules with organized according adaptability scheme of bank hours or concentrated time..
	Entitled to worker's exemption from performance of work at night between 20 pm and 7 am of the following day for a period of 112 days before and after childbirth, as well as throughout the duration of breastfeeding considering health issues of the mother and / or child.
	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).

5.6. What do you consider about the benefits of the use of the rights referred to as used by you or your partner:

5.7. Indicate to what extent the benefit of the rights of lactating and breastfeeding influence the following aspects:

	No influence	negative influence	positive influence
Effective counting time			
Career development			
Access to vocational training			
Interpersonal relationships with supervisors			
Interpersonal relationships with co-workers			

5.7.1. If you answered that some striped aspect was negatively influenced by the benefit of the rights of lactating and breastfeeding, indicate how it is that it was penalized

5.8. Based on the specific rights set listed in question 5.5, indicate whether :

5.8.1. Considera que os direitos listados são de difícil implementação para as entidades patronais?

Yes ___ No ___

5.8.1.1. Justify your answer:

5.8.2. Do you consider that the rights listed in the table are relevant to promote gender equality and reconciliation of personal, family and professional lives of the employees:

Completely	In a certain way	No

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5.8.2.1. Justify your answer

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