

2016

BALANCE EQUALITY PROJECT

ASSOCIAÇÃO FAMÍLIAS

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Introduction

The project Equality Balance falls within the scope of the Program Small Grant Scheme, sponsored by the EEA Grants Program in partnership with the Commission for Citizenship and Gender Equality. This project resulted from a joint effort between the Associação Famílias and the ID-Norway, partner entity of Norway. This project will contribute effectively to the commitment to reduce and eliminate social inequalities between men and women through the creation of an instrument to assess the contribution of legislative measures to promote gender equality. For instrument validation purposes, we used a sample of 30 participants (10 officers and 20 collaborators) belonging to 10 NGOs of Braga. The NGOs acquire a fundamental role in the sustainability of the company or the substantial number of workers employing either the interventionist or social character to assume, given the scope of their actions.

The importance of NGOs in promoting gender equality is clearly evidenced in the V PNI, and measures 55, 56 and 57 highlight the need to "support the NGOs in implementing projects and training activities that promote GA (...) "; "Cooperate with NGOs in promoting IG (...)" and "promote the use of materials produced (...) NGOs, IG promoters".

Braga is represented by a significant variety of NGOs that contribute to the sustainability of this region, by providing effective responses to the needs of the inhabitants. Based on the principles of solidarity and justice, the NGOs work in a broad spectrum of action: supporting children and young people, family support, protection of citizens in situations of fragility (old age, disability, disability, decreased livelihood or ability to work, health promotion (preventive care, curative or rehabilitation), vocational education and training and solving housing problems of the people. The multiplicity of situations with which they work, coupled with the impact that their actions have in the citizens welfare, bring out the need to strengthen an inclusive culture across the principle of IG. The promotion of this principle can contribute to a more economically sustainable society within a framework of equal rights and duties regardless of gender.

In this sense, the Equality Balance project aims to contribute to a deepening of knowledge about how the laws are articulated with the principle of gender equality, seeking to collect information about how the NGOs are working / implement these measures.

A project of this nature is shown pressing due to several fundamental reasons. On the one hand, the need to implement in practice, gender mainstreaming, as a principle informer general actions and policies and on the other, the need to listen to society regarding the feasibility and effectiveness of the principle of gender equality measures legislative.

In addition to the evaluation instrument of legislative measures revolved around the creation of a practical guide that compiles the various information gathered throughout the project, facilitating their spread to other contexts (national and international).

Equality Balance

The promotion of equality between men and women is assumed to be an essential objective of government expressed in the Portuguese Constitution, which enshrines the fundamental task of the state in paragraph h) of Article 9 (the Portuguese Constitution, 1976) . Recognized as a social and political commitment, the principle of gender equality, appears as essential to building a fairer and more equalitarian society.

According to Neto (2015) gender equality in Portugal possesses in itself an unfinished achievement that has been developed over the past centuries. According to the perspective of the same author, the last 30 years have been responsible for a number of significant progress with regard to gender equality. These advances can be observed through various indicators, and the various national and international guidelines to combat discrimination and exclusion based on gender an effective result of this civilizational progress.

The adoption of gender mainstreaming (gender mainstreaming) came largely contribute to the adoption of a new model in the way the issues of gender equality and non-discrimination on grounds of gender are perspetivadas and integrated by both the responsible / social leaders and politicians and by society in general. Several authors have spoken about the importance of this concept that must be included in all subject areas and stages of policy-making process, that is, from the stage of design of the measures to the evaluation of their impact (eg Hafner-Bourton & Pollack, 2002).

The European Union has assumed a leading role in developing strategies that promote equality between men and women and non-discrimination, and the creation of legislative content one of the biggest indicators of this action. The Beijing Platform for Action, adopted at the 4th World Conference on Women's Rights, ruled that national political bodies and other decision makers have to proceed with the implementation of gender mainstreaming in all policy actions and programs, in order to pre-consider which impact the political and legislative decisions can have in promoting equality between men and women.

Parallel to this, this initiative has run for intensifying the need for countries to engage in cross-cutting policies that contribute to the realization of the principle of equality between men and women, should be a goal to be pursued by the communities.

Despite all the advances that have been operationalized, some authors (Behing & Pascual, 2001; Walby, 2003) point out that the diffusion and preconization of gender mainstreaming in the European and global space, still has several gaps on which urge intervene.

According to Godoy, Comas & Àvila (2005) it is necessary to safeguard the rules, regulations and laws meet efficacy rule based on the universality of the results. This means that regardless of the legislative law in question, it should contribute to an effective equality between men and women, benefiting indiscriminately both sexes. While it is of the unanimous opinion that men and women are different, the laws have a duty to ensure and promote the principle of gender equality, regardless of the scope and nature of such (economic, cultural, social, educational, etc.).

The correct diagnosis of gender inequalities requires an identification of the different starting positions between men and women both from a quantitative perspective (eg participation rates) and qualitative (ratings, stereotypes). By building an assessment tool of legislative measures it is possible to determine whether the benefits of these are equivalent for men and women or contribute to phenomena of exclusion and discrimination (Godoy et al., 2005).

The project to create an assessment tool of the contribution of legislative measures to promote gender equality has already been initiated by some countries, notably the Netherlands. In the 90s, Verloo and Roggeband (1994) were the drivers of this instrument to assess, in a preliminary way, what the differential impact of legislative measures for men and women, regardless of the scope and nature of it. This assessment is carried out before the legislative measure to be implemented, allowing compete for realization of equality between men and women, avoiding, subsequently, the existence of derogatory effects for some of the sexes.

Further studies regarding the effectiveness of this instrument have revealed that it has contributed to the amendment of some legislative measures, to the articulate more fully with the principle of gender equality (Roggeband & Verloo, 2006).

The instrument for assessment of legislative measures can adopt two different methodologies, according to the time when the assessment is carried out: "ex ante" and review "post". In respective order, the first occurs when the legislative measure is evaluated during the creation / development and the second when the evaluation is performed during the implementation of the legislative measure, allowing access to the study of the impact of it (Roggeband & Verloo 2006).

The instrument created specifically under the Equality Balance Project has the potential to be able to be applied both at the time of creation of the legislative measure, by applying some dimensions of the instrument as the implementation phase / implementation thereof.

Methodology

Instrument Characterization

Given the assumptions that support this project, inserted under the EEA Grants in partnership with the IGC, it selected a legislative measure-example, read: usufruct conditions and access to rights relating to breastfeeding and breastfeeding. The creation of the instrument was a lengthy process, which forced the successive reformulations, to contribute to greater suitability of the instrument in terms of both structure and content. Throughout the creation of the same, several actions were undertaken with the key informants in order to collect as many contributions and guidelines. In order to examine the appropriateness, clarity and consistency of the instrument, we conducted a pilot study with the participation of NGOs 9 elements of Braga. Subsequent form a group discussion of the instrument was carried out in a perspective of analyzing the strengths and weaknesses of it and to provide some suggestions for improvement.

Given the legislative test measure is the fact that the instrument has as NGOs sample of Braga were prepared two versions of the instrument: the first, for the leaders / managers of NGOs; the second, intended for collaborators of these entities. The preparation of these two versions resulted from the need to consider the different perspectives due to the implementation of the legislative measure in force. Thus the instrument on the leaders / responsible intends to run for a discussion about how the entities are positioned, in general, regarding the guiding questions of gender equality, analyzing particular, how the same part in their daily measurement legislative many conditions of enjoyment and access to rights relating to breastfeeding and breastfeeding. The version intended for employees of the entities intended to gather information about how they have enjoyed the legislative measure in question, trying to detect any negative points of it and act on them.

Regardless of the instrument version to use, it includes two blocks of issues, the first to cross any measure and legislative; the second on the evaluation of the legislative measure. The first block is composed of dimensions: 1. "personal and institutional characterization"; 2. "practice of the institution in relation to gender equality"; 3. "analysis of legislation" and 4 "evaluation of the implementation and impact of legislation". All questions that integrate these dimensions have the potential to evaluate any legislative measure, regardless of its purpose, scope and nature. In turn, the second block, consisting of size 5. "implementation of the legislative measure in your organization" has a specific character in the face of legislative measure to evaluate, should its content be modified according to the legislative measure to evaluate.

Sample

Given the objective of the project was selected a sample of 10 NGOs of Braga. Given the need to apply the instrument to individuals who have an effective knowledge of the legislative test measure (rights of breastfeeding and breastfeeding), the instrument was applied to 20 employees and 10 managers / heads of NGOs.

All the participants were fully informed about the nature of this project, and all issues related to data confidentiality and anonymity of the participants were properly secured and safeguarded by the team responsible for the project.

Overall objective of the project

The main objective of the project held up by the creation of an assessment instrument of legislative measures in order to analyze the contribution of the same in promoting gender equality. Through the creation of this instrument it is possible to establish whether the laws contribute to the realization of the principle of gender equality.

Analysis and processing of data

This study focuses on two types of data analysis, since the instrument created to evaluate the contribution of legislative measures on gender equality, consists of questions of qualitative and quantitative, descriptive and exploratory.

The decision to include the instrument qualitative questions intended to contribute to a more effective understanding of how the laws are articulated with the principle of gender equality. Given the above, the established data were analyzed by using the SPSS (Statistical Package for Social Science) version 21, as well as through content analysis.

Results

In this section we present the results obtained through the application. 30 questionnaires, of which 10 were directed to the leaders of the entities and the 20 employees of the same have been validated. For the purpose of better organization, the results are shown divided between managers and employees of the entities.

Leaders

Institutional characterization

Most managers (80%) who participated in the sample plays roles in associations, with only 2 (20%) that characterize the entities while IPSS. All the leaders stood the area of the body as a social activity, and along it were considered areas including culture (20%), sports (10%) and recreation (10%).

When considering the sex / the maximum charge / the entity, the data show that 6 (60%) of organizations are run by women and 4 (40%) for men. There is a relative level parity between the sexes in the composition of the direction of entities, all of which include men and women (Tabela 1).

Composition of the direction of the association		
Nº	Women	Men
3	1	2
3	2	1
4	2	2
5	2	3

Table 1. Distribution of Number of elements of disaggregated by sex direction.

The number of employees, managers report a minimum of 4 and maximum of 28 employees. Most organizations (80%) have a predominance of female employees. One of the bodies has parity between sexes (2 women and 2 men), and the rest has more men employees (4 women and 5 men). All officers states that the organization's statutes include the issues of gender equality. Most managers (80%) states that the entity has leveraged initiatives / projects around the IG, the main actions related to

training / awareness of the IG. A leader mentions the existence of a project aimed at the issue of female entrepreneurship.

Half of the directors considered that the issues of gender equality are often or always respected in everyday entity policies, 8 (40%) consider that these are partly considered and only 1 (10%) mentioned that they are never or rarely contemplated.

Considering the measures contained in the right to the enjoyment of breastfeeding and breastfeeding (Table 2) the leaders point out that the authorities have been implementing these measures, particularly with regard to the inclusion of modules on gender equality (90%), definition organizational measures to promote the reconciliation between the professional sphere and personal / family (70%) and distribution of jobs ads without discriminatory elements, by gender (70%). Only 3 leaders (30%) had also the option on the parity in the composition of the groups that constitute the organization (committees, governing bodies, working groups) and the processing of information relating to human resources disaggregated by sex.

Rights listed as analysis		
Use of inclusive language.	6	60
parity considerations in the composition of the groups that constitute the organization (committees, governing bodies, working groups).	3	30
Inclusion of modules on equality in training provided by the organization.	9	90
technician of existence in equality issues between men and women who collaborate in developing projects and organizing documents.	4	40
Definition of organizational measures to promote the reconciliation between the professional sphere and personal / family.	7	70
Inclusion of issues relating to reconciliation of possibilities in assessing satisfaction / the workers.	4	40
Consideration of partnerships with organizations promoting equality.	6	60
Ad jobs exempt from indirect elements or directly discriminatory on grounds of sex (Ex. "Full availability", "marital status").	7	70
Implementation of measures to prevent and combat sexual and psychological harassment in the organization.	5	50
Treat the information on human resources disaggregated by sex.	3	30
Support / subsidies to the education of children of workers.	4	40
Others. Which are?	-	-

Table 2. Rights listed as analysis

Analysis of the legislative measure

As shows Table 3, most leaders (90%) considers that the legislative measure is a fully inclusive wording of the point of view of gender equality. Of the leaders, 6 (60%) consider that the legislative measure is sensitive to gender differences, and only 1 (10%) believe that not. Still regarding the analysis of the legislative measure, 50% of directors states that it considers totally specific goals in terms of gender equality promotion, with only 1 (10%) pointed to the absence of these goals.

	Consider totally	Consider partially	Don't consider	Don't know if consider
The language used in drafting the measure is inclusive, ie including both sexes?	9 (90%)	1 (10%)	-	-
The measure is sensitive to the differences between men and women?	6 (60%)	3 (30%)	1 (10%)	-
The measure considers specific targets in terms of promoting gender equality?	5 (50%)	4 (40%)	1 (10%)	-

Table 3. Aspects of the legislative measure

As can be seen in Table 4, 4 (40%) of / the leaders describe the legislative measure has contributed to the National Plan for Gender Equality, Citizenship and non-discrimination, and none responded negatively to this question. Of the leaders, 4 (40%) assume that the legislative measure has contributed fully to the national action plans for preventing and combating domestic violence and gender implemented, although 2 (20%) mention no contribution. For the two national plans considered, 30% of the sample shows ignorance regarding the joint legislative measure with these strategic documents.

Although half of managers (50%) describes the legislative measure considered has fully contributed to eliminate / reduce gender inequalities in Portuguese society, 2 (20%) reported not.

	Consider totally	Consider partially	Don't consider	Don't know if consider
It contributes to the objectives set out in the National Plan for Gender Equality implemented in the country?	4 (40%)	3 (30%)	-	3 (30%)
It contributes to the objectives of the National Plan for Prevention and Combating Domestic Violence and gender implemented in the country?	4 (40%)	1 (10%)	2 (20%)	3 (30%)
It has contributed to eliminate / reduce gender inequalities in Portuguese society?	5 (50%)	1 (10%)	2 (20%)	2 (20%)

Table 4. Contribution of the legislative measure

Assessment of the implementation and impact of the legislative measure

In the table of analysis 5, it appears that most / the leaders (70%) states that the objectives of the new law have been achieved largely, 7 (70%) point out that the legislative measure has allowed to consolidate a large extent the social and political commitment to gender equality and 5 (50%) state that the measure has allowed to achieve equal outcomes for men and women. One of / the ruling states that the measure has little in contribution to the consolidation of social and political commitment to gender equality.

	Few	Partially	Largely	Unknown if contributes
The measurement objectives were achieved?	-	3 (30%)	7 (70%)	-
The measure has allowed to consolidate the social and political commitment to gender equality?	1 (10%)	2 (20%)	7 (70%)	-
The measure has contributed to the achievement of equal outcomes for women and men?	-	5 (50%)	5 (50%)	-

Table 5. Assessment of the implementation and impact of the measure

Of the total respondents leaders, 4 (40%) considers that the legislative measure highlights the need for the improvements, and the remaining 6 (60%) do not consider such a need. Of the four officers who responded affirmatively to this question, it appears that only 3 (75%) justified their choice.

That is, 2 (66.7%) mentions the need to increase the possibilities of parents take advantage of joint license and / the rest (33.3%) mentioned the need to proceed to the increase of the license period

 **Implementation of the legislative measure in your organization**

As can be seen in Table 6, the sample of managers is unanimous (100%) regarding the creation of conditions for employees to benefit from the rights relating to breastfeeding, and 8 leaders who justified their response, 4 (50%) mention that the entity assumes full respect and compliance with all the rights of its employees, with the remaining noted that the organization encourages, in particular, employees to the enjoyment of this right.

Regarding the perception of the knowledge that the organization's workers have about the rights to breastfeeding and breastfeeding, more than half of managers (60%) states that workers have only partial knowledge. Of 8 leaders who justified their answer choice, 40% mentioned that employees are increasingly aware of their rights, 20% report that low educational level of employees affects the existence of a greater knowledge and the remaining 20% stresses that men continue to show less knowledge than women on this subject area.

	Yes	Partially	No
Does your organization have created conditions for its employees benefit from the rights relating to breastfeeding and breastfeeding?	100	-	-
Do you consider that other organization workers are aware of rights relating to breastfeeding and breastfeeding?	4 (40%)	6 (60%)	-

Table 6. Implementation of the measure in your organization

Taking the example of the organization itself, and by reference to the last 5 years, 8 (80%) of managers said that some of its employees had children in this period, 2 (20%) said they were. When questioned 8 leaders who answered yes to the previous question about the enjoyment of rights relating to breastfeeding and breastfeeding, 5

(62.5%) report that all employees fully enjoyed the rights of breastfeeding and breastfeeding and 3 (37, 5%) reported that they have enjoyed only in part.

Unanimously these three leaders stated that the fact that not all employees have received in full the right to breastfeeding and breastfeeding was the result of a personal choice.

Given even the 8 leaders with employees who had children in the last 5 years, 7 answered the question about the benefits that the enjoyment of the rights of breastfeeding and breastfeeding led to the own. Thus, 3 (42.9 %) state benefits to employment, the observable in greater cooperation between colleagues, increased motivation, better interpersonal relationships and greater efficiency in the execution of tasks, 2 (28.6%) describe family benefits, such as more time to family, more time to their children and the opportunity to breastfeed their children and the remaining 2 (28.6%) mention both benefits of working order as benefits of family order.

With regard to the benefits that the enjoyment of the right to breastfeeding and breastfeeding led to the entity, the 8 leaders responses were obtained. Thus, 3 (37.5%) of the same describes the benefits resulting from a more satisfactory working environment as a result of a better relationship between employees, 3 (37.5%) point out that the benefits resulting from increased motivation, satisfaction and commitment of employees and 2 (25%) describe the existence of a higher work rate.

Given, though, only to 8 leaders who recognized the partial or full enjoyment of rights relating to breastfeeding and breastfeeding on the part of its employees, 4 (50%) of respondents considers that the measure had financial cost to the entity, and the other 4 (50%) consider that not. Only 6 (60%) of these leaders is that justified their answer choice, and all the leaders who assume the existence of financial costs justify the same due to the integration of a new professional.

The remaining 2 (20%) reported that the application of the legislative measure did not lead to financial accrued expenses, since there was a reorganization of work tasks, having existed the accumulation of tasks by other professionals.

The 10 leaders sample was found that the majority did not identify difficulties in the implementation of the new law, however, it denotes that 2 (20%) take the opposite view, and of these only one is that answered the question "No yes, indicate

the paragraphs of the rights it considers most difficult and justify your opinion." This official identified the right "in the first 12 months, even if there is breastfeeding, the parent can enjoy daily time off work for child breastfeeding until it is one year old (two periods of one hour each)" as one that hinders the smooth implementation of the new law.

The sample of 10 officers, 2 (20%) recognize fully the rights listed in the legislative measure are relevant to promote gender equality and being reconciling personal, family and professional life, 7 (77.8%) only recognizes a certain extent. Of the leaders, only 6 are justifying their response options. Thus, 33.3% described the legislative measure in question is allowed to contribute to a fairer society in terms of GI, 50% stated that this measure has been instrumental in the inclusion of the father figure in the family and 16.7% say that the measure has contributed to strengthen family relationships.

Staff

Personal and Institutional Characterization

The sample consists of 20 participants from three NGOs of Braga, and 7 (35.5%) were male and 13 (65%) female. Participants are between 22 and 50 years old, and 11 (55%) are under 35, 6 (30%) are between 35 and 45 years old and 3 (15%) are above 45 years old. Regarding the type of entity they are framed, 9 (45%) of the sample elements identify the entity as an Association and 11 (55%) as IPSS. Similarly to the sample of managers, also all this sample believes that the entity that collaborates fit into the social area, alongside this there are participants who fit the entity also in the following areas: Cultural (2) Sports (1), Recreational (1) Other (1). It should be noted however, that a participant could choose more than one option.

Perception of the Institution Practice on Gender Equality

In the sample of 20 employees, 11 (55%) are aware that the organization's statutes explicitly consider the issues of gender equality, 1 (5%) believes that this

aspect is not addressed and 8 (40%) mention lack of knowledge about this situation. On the other hand, 9 (45%) say that the organization has developed activities aimed at promoting gender equality, 3 (15%) report that has not developed, and 8 (40%) mention ignorance address this situation. According to the 8 response of 9 employees who indicated the completion of activities, most (87.5%) reported that they were aimed at the issues of gender equality and only one person (12.5%) mentioned the issue of women's rights, developed activity as part of the commemoration of international women's day. Regarding the perception of employees on the contemplation / respect of gender equality policies in the organization's daily life, it is found that 1 participant (5%) believe that they are just covered, 14 (70%) consider that these are included in part, and 5 (25%) feel that they are often or always contempladas.No regard to the measures that the employees consider as implemented by the entity (Table 7), it may be noted that 15 (75%) believes that entity ads for employment are exempt from direct and indirect elements of discrimination based on sex, 14 (70%) consider that there are measures to promote the reconciliation between the professional sphere and personal / family and 10 (50%) mention the introduction of modules on equality in the training provided by the organization. Similarly to with the sample of managers, none of the participants selected added "other measures".

Rights listed as analysis

Use of inclusive language.	6	30
Consideration of parity in the composition of the groups that constitute the organization (committees, governing bodies, working groups).	9	45
Inclusion of modules on equality in training provided by the organization.	10	50
technician of existence in equality issues between men and women who collaborate in developing projects and organizing documents.	6	30
Definition of organizational measures to promote the reconciliation between the professional sphere and personal / family.	14	70
Inclusion of issues relating to reconciliation of possibilities in the evaluation of worker satisfaction.	8	40
Consideration of partnerships with organizations promoting equality.	6	30
Ad jobs exempt from indirect elements or directly discriminatory on grounds of sex (Ex. "Full availability", "marital status").	15	75

Implementation of measures to prevent and combat sexual and psychological harassment in the organization.	4	20
Treat the information on human resources disaggregated by sex.	4	20
Support / subsidies to the education of children of workers.	5	25

Table 7. Rights listed as analysis

Analysis of the legislative measure

Regarding the presented legislative action, according to the sample workers surveyed, 17 (85%) consider that in its wording used an all-inclusive language 2 (10%) consider inclusive language was used in part and 1 (5%) believes that was not used. As the sensitivity of the measured against the gender differences, 12 (60%) consider that they were considered at all, and only one considered that not. Still on the legislative measure, 12 (60%) states that it considers totally specific goals in terms of gender equality promotion, 2 (10%) consider that no and 1 (5%) shows ignorance regarding this fact.

	Consider totally	Consider partly	Don't consider	Do not know whether considers
Is the language used in drafting the measure inclusive, ie including both sexes?	17 (85%)	2 (10%)	1 (5%)	-
Is the measure sensitive to the differences between men and women?	12 (60%)	7 (35%)	1 (5%)	-
Does the measure regard specific targets in terms of promoting gender equality?	12 (60%)	5 (25%)	2(10%)	1 (5%)

Table 8. Aspects of the legislative measure

Table 9 examines how the respondents envisage the contributions of the legislative measure to the objectives defined in public policies for equality. In the case of the National Plan for Gender Equality implemented in the country, 7 (35%) employees report that the measure contributes fully to achieve their goals, and 2 (10%) state that does not contribute. To point out that 35% of employees refer ignorance about this.

About the contribution of the measure to the objectives of the National Plan for Prevention and Combating Domestic Violence and Gender implemented in the

country, 5 (25%) employees report a full contribution. Despite this, 2 (10%) employees report that the legislative measure did not contribute to the objectives of that national plan and 9 (45%) are unaware of it helps.

On the issue of the contribution to eliminate / reduce gender inequalities in Portuguese society, the results show that 9 (45%) of respondents agree that contributes fully, 2 (10%) that does not contribute and 7 (35%) known to contribute.

	Consider totally	Consider partly	Don't consider	Do not know whether considers
Does it contribute to the objectives set out in the National Plan for Gender Equality implemented in the country?	7 (35%)	4 (20%)	2 (10%)	7 (35%)
Does it contribute to the objectives of the National Plan for Prevention and Combating Domestic Violence and gender implemented in the country?	5 (25%)	4 (20%)	2 (10%)	9 (45%)
Has it contributed to eliminate / reduce gender inequalities in Portuguese society?	9 (45%)	2 (10%)	2 (10%)	7 (35%)

Table 9. Contributions of legislative action

Assessment of the implementation and impact of the legislative measure

In the analysis of Table 10, it appears that most of the surveyed people (60%) states that the objectives of the new law have been achieved only in part, and 2 (10%) revealed ignorance of this situation. About half of the sample (45%) considers that the legislative measure is allowed to fully consolidate the social and political commitment to gender equality, and no participant responded negatively to this question and / or showed ignorance. About the contribution to the achievement of equal outcomes for women and men, most (55%) points to only a partial contribution.

	Little	Partly	Largely	unaware if it contributes
Were the measurement objectives achieved?	-	12 (60%)	6 (30%)	2 (10%)
Has the measure allowed to consolidate	-	11 (55%)	9 (45%)	-

the social and political commitment to gender equality?

Has the measure contributed to the achievement of equal outcomes for women and men?	2 (10%)	11 (55%)	7 (35%)	-
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Table 10. Contribution of the legislative measure

The need to introduce improvements in the legislative measure 8 (40%) respondents consider there this need, and 12 (60%) do not consider. When analyzing the pointed suggestions for improvement, it is noted that 8 indicate the need to be developed more information actions targeted specifically to men, 2 (25%) argue that there is a greater awareness of employers for this measure and remainder (25%) describe the need exists for greater information from the working class. Note that none of the justifications referred formal aspects of the preparation of the measure and the implementation.

 **Implementation of the legislative measure in the organization**

Contrary to the unanimity of the sample of managers, 11 (55%) workers reported that the organization creates conditions for them to benefit from the rights relating to breastfeeding, but 9 (45%) consider that these conditions are created only in part (Table 11) . Of the 17 employees who justified the response option, the majority (58.8%) states that the entity has created conditions through increased information regarding the enjoyment of this measure, as it recognizes the importance it takes on family dynamics. They are also evident explanations relating to the creation of conditions for the collaborators to enjoy the license for breastfeeding of the children (5.9%), such as the reduction of working hours (5.9%) and replacement by other (5.9%). Despite these data, 4 (23.5%) of the participants point to the fact that the entities present some difficulties in creating the conditions for enjoyment of this measure as a result of the difficulty of dividing the tasks for other employees.

Regarding the perception of the knowledge that the other organization's workers have the rights to lactating and breastfeeding, most (15) points to the existence of some gaps in information on the measure. Of the 18 employees who

justified their answer choice, 8 (44.4%) report that men have significant knowledge about the rights that the level of parenting and particularly at the level of the measure under review and 4 (22.2%) reported that, in general, all employees have a limited knowledge about the measure. Despite this, it appears that 8 (33.3%) of respondents reported that the authorities have bet on dissemination and information on the measure, which contributed to an effective knowledge of the rights that employees at the level of breastfeeding and lactating.

	Yes	Partly	No
Has the entity created conditions for its employees benefit from the rights relating to lactating and breastfeeding?	11 (55%)	9 (45%)	-
Does it consider that other organization workers are aware of rights relating to lactating and breastfeeding?	5 (25%)	15 (75%)	-

Table 11. Implementation of the measure in the organization

In order to assess the enjoyment of the legislative measure in question, the employees were asked about their parenting experience over the past five years. Thus 5 (25%) of participants said they had children in this period, as opposed 15 (75%) said they would not.

When analyzing the parenting experience with the subject's sex, it appears that the majority is witnessed by women (60%), although they denote the existence of 2 men (40%).

Thus, on the enjoyment of the rights of lactating and breastfeeding, the 5 participants who had children in the last 5 years, 3 (60%) consider having fully enjoyed their rights, and 2 (40%) only in part. In relation to sex, it appears that most of the contributors (2; 66.7%) enjoyed this right in full, and only one of the men is evident that the same situation. As justification for the fact that they have not fully enjoyed the right to breastfeeding and lactating, the female worker indicated the child's entry into kindergarten and the worker shared license with his wife.

Still on the enjoyment of the right, it is considered important to understand the process related to obtaining the medical certificate should men witness the situation of the partner, if they had not participated in person in the process. As such, when

asked about the attitude of your doctor in the provision of the certificate, the 5 participants, 2 (40%) considered the very available and 3 professional (60%) available. It denotes that the doctor's attitude was characterized as very affordable by a worker and a female worker.

Considering the waiting time for a medical certificate, the majority (40%) evaluated as little time consuming, is showing that the one to consider how "long" was a man (20%). Regarding the reaction of the employer upon presentation of the medical certificate for enjoyment of the right to breastfeeding / lactating, all participants with children in the last five years, reported that it accepted without putting problems.

When asked about the rights to lactating and breastfeeding that enjoyed, all 5 employees with children less than 5 years point to the use of the right C that consigns the "daily leave for breastfeeding (...) enjoyed in two different periods (...) a maximum of one hour (...) ", and 2 (40%) pointed to the exclusive use of this right. One of the male participants (20%) refers to the use of this right at the junction with the right G "... from 12 months of baby's life, mothers can continue breastfeeding, must deliver a monthly statement to the employer ..." while another (20%) refers to the enjoyment of the right C with G and E "right the first 12 months, even if there is breastfeeding, the parent can enjoy daily time off work for breastfeeding (...) up to one year of age (...) ". The remaining element (woman) refers to the use of the right C Right The "waiver of the provision of work by pregnant workers, given birth or are breastfeeding, for reasons of protection of their health and safety (...)".

With regard to the benefits resulting from the use of these rights, the 5 participants are unanimous in their positive assessment, revealing that they have contributed to increased monitoring of children. As regards the impact that the enjoyment of the right to lactating and breastfeeding had the professional level, these 5 participants emphasize a neutral influence on career development and access to vocational training. Most of the sample (80%) does not recognize any influence regarding the effective time accounting, interpersonal relationship with leadership and interpersonal relationships with co-workers. Despite this, it appears that the only factor to consider a positive influence address these aspects is a man. None of the

participants indicated a negative influence compared to the listed professional aspects (Table 12).

	Had no influence	negatively influenced	Positively influenced
Effective accounting time	4 (80%)	-	1 (20%)
Career development	5 (100%)	-	-
Access to vocational training	5 (100%)	-	-
interpersonal relationships with supervisors	4 (80%)	-	1 (20%)
interpersonal relationships with co-workers	4 (80%)	-	1 (20%)

Table 12. Influence of the measure on some aspects of the profession

Considering the entire sample (20 employees) it is found that the majority (55%) considers that the measure in question has a certain difficulty in relation to implementation. Of the 16 participants who justified their answer choice, 11 (68.8%) report that the implementation of the legislative measure in question involves a restructuring of organizational dynamics, including the introduction of new professionals, the accumulation of functions and increased need for time flexibility . Still regarding the justifications put forward, 3 (18.8%) reported that the authorities recognize the importance of the measure in question, which could decrease the difficulty / resistance to implement. In addition, 2 (12.5%) justify the measure implementation difficulty is overcome through mutual aid of all workers.

Sample of 20 participants, 18 (90%) recognize fully the rights listed in the legislative measure in question is relevant to promote gender equality and being reconciling personal, family and professional life, there is no participant that negatively answer the question . At the junction of these data with the sex of the participants, there are women who believe that the measure is only relevant part to the commitment of gender equality and the reconciliation of walks of life, and all the men point to a complete relevance of the measure. In this follow-up of 16 people who justified their choice, 8 (50%) point out that the measure in question has allowed a greater family support, particularly with regard to children, contributing to a better

relational quality of family environment. For the other justifications put forward, five participants (31.3%) mentions the existence of a greater integration of the father figure, leading to lower overhead of women in relation to household and family duties and subsequently the greater involvement of the father in the process. The remainder (18.8%) state that the measure is relevant because it has enabled both parental figures may enjoy equal rights with regard to the possibility of breastfeeding and lactating, resulting in a society that perspective as more fair and equitable. Considering the reasons given, it appears that the 6 male participants who justified their response, half (50%) is of the opinion that this measure has been essentially relevant in the familiar process of harmonization.

Discussion

Based on the results obtained through this study and contribution to a more effective understanding of how the principle of gender equality is integrated into the policies and legislative measures was possible to access some important conclusions. The contemplation of the new law on the enjoyment of the right to breastfeeding and lactating allowed to examine how it complies with the principle of equality between men and women, as well as how the respective NGOs and employees apply this measure everyday. The potential of this measure to promote a more just and equitable society in relation to the experience of parenting, put it in a privileged position evaluation, while allowing access to the recognition of some of their weaknesses and strengths with respect to principle of gender equality. This is a measure provided for in the Labour Code and which aims to strengthen the reconciliation between professional, personal and family lives of men and women, through the possibility of these take advantage of the right to breastfeeding and / or lactating. According to figures advanced by CITE (Commission for Equality at Work and Employment) in 2009, a restructuring of the measures envisaged in relation to parenting was done by increasing the duration of licenses and encouraging the sharing of the same between both parental figures. This lead to greater use of the licenses by the parents, as well as a positive trend of sharing. Also according to figures put forward by this government

agency, the usufruct rate of working parents in respect of this right has shown an increasing trend, with 28.3% in 2013 (ISCED 2013). The rights to maternity and paternity is recognized in the Portuguese Constitution (Art. 68) as eminent social values, and it is therefore essential to understand how it is that they fit reality.

Given the scope of action of the respondents, all located area of activity as social, although not exclusively, which may result from the wide range of skills that they behave. The existence of a greater number of female elements in the working class follows the anticipated, since men continue to show under-representation in the social sector, and particularly in activities related to the care.

The existence of a greater number of women in positions of maximum direction of these entities can be explained in the light of growing investment that they have been carrying out a professional level, extending their role to other contexts not only the private sphere. As suggested by the Social Diagnosis of NGOs in Portugal, published in 2015, women have risen significantly to management positions in various sectors of public life, and expectable also in NGOs. This seems to suggest a greater sensitivity of these entities for the effective participation of men and women in society as well as to demystify paradigms that directly associate professional skills with sex.

Unanimously, all officers states that the organization's statutes include the issues of gender equality, and the various national and international commitments adopted in this field seem to contribute to this situation, as well as a greater number of leveraged initiatives and projects internally, aimed at promoting gender equality (including modules on gender equality, awareness-raising, etc.). To emphasize that the NGOs were included in a particular way by the Fifth National Plan for Gender Equality, Citizenship and Non-Discrimination (2014-2017), a document that is currently in force.

Despite this fact is noticeable a certain lack of articulation among the perception of managers and employees with regard to how the authorities shall ensure equality between men and women, and the management staff tends to perceive more positively this. Yet which shows the existence of a certain ignorance on the part of workers, as to how the entity considers the gender equality policies, this disarticulation may suggest the existence of some shortcomings in the way the

authorities have, internally, assumed and promoted the commitment to gender equality, and may be relevant focus on actions covering a larger number of workers.

Despite these data, you can see that some leaders believe that the authorities still do not demonstrate a full alignment of their daily policies with the principle of gender mainstreaming. This critical sense can function as an element facilitating the emergence of changes that seem as fundamental, implying that the governing bodies are able to perceive the real needs of entities acting on them.

When analyzed the main organizational measures implemented by the authorities, it is noticeable that there is more agreement between two groups of participants, and the most cited concern reconciliation efforts between the professional sphere and personal / family, the disclosure of ad jobs without discriminatory elements and the inclusion of training modules on equality. The results obtained allow also verify that there is no full use of inclusive language within the entities, so it is important to spread more efficiently this practice, including through training actions.

In the analysis of the content and preparation of the measure, as it presents itself, you can see that the two groups of participants draw up a positive assessment, and almost all believe that it presents an inclusive language, although this does not happen. This may result from the concept that "inclusive language" is not properly clarified by the participants, leading to skewed assessments. In addition, the combination of this measure as parenting issues may have contributed to the perception that it uses a neutral language, as regards both the father figure as a mother.

The language used in drafting the legislation is an element of undeniable importance, since it can contribute to accentuate exclusion phenomena, particularly directed towards women (Flag 2004). Provided for in the Resolution of the Council of Ministers n.º64 / 2006, inclusive language refers to the use of terminology and grammatical forms neutral and non-discriminatory, no differential impact on men and women.

When analyzed the sensitivity of the measure against the differences between men and women and consideration of specific targets in terms of promoting gender

equality, there is a positive assessment by both groups. Overall this measure seems to contribute to the affirmation of a greater parity between the sexes, putting in vogue the importance of both parental figures can actively participate in the monitoring of children at the level of lactating and breastfeeding.

It appears from a significant lack of knowledge regarding the strategic documents considered (national plans for gender equality and national prevention plans and combating domestic violence and gender) by both the management staff as the working class. This can be explained by contextual factors and training, but also by an associated devaluation of the need for knowledge of them. Although this data proves the need to be greater dissemination of these documents for the general population, it denotes that these actions should focus in particular form the elements that integrate the directions of these entities so that they can be properly informed and can function as disseminators elements of the guidelines contained in these documents.

The existence of differing perceptions regarding the achievement of desired goals with the implementation of the measure on lactating and breastfeeding, can point to a lack of effective application of the same by the authorities, although the leaders refer otherwise. In fact it is necessary to focus on effective awareness of the entities on the importance of these measures so that they are considered in the institutional practice of the same.

The existence of more national and recommendation of social and health care policies seems to be essential for organizations to take a more focused practice to promote this measure is essential to define a set of strategies to encourage the acceptance and practice not only local, regional and national (Maia, 2005). In addition, Pinto (2008) assumes that it is also essential to develop support activities, consisting in providing correct information at the right times, in order to encourage positive practices and aware of the institutions.

Although some elements are of the opinion that the measure lacks some improvements, most leaders and workers is no such need, which may result from the intrinsic characteristics of the sample itself, namely the age of the participants and the fact that most do not have experienced the experience of parenting in the past 5 years.

This may contribute to a less familiar perception with the measure, not being so awake to the needs that it may have with regard to their proper workability.

Given the improvement suggestions proposed by elements who answered yes to the previous question, it denotes that workers argue for greater involvement of employers in the dissemination of information on the enjoyment of the right to lactating and breastfeeding and there is no reference to how the measure is structured (ie time available for license rights for parents, etc.).

In turn, the three leaders justifying improvements to implement resorted to the elucidation of specific aspects of the measure, citing the need to increase the possibilities of men take advantage of this measure. Given the limited number of responses, these data cannot be sufficiently consistent, although it is an element to consider in future studies.

In the analysis of the implementation of the measure in the entities in question, there is divergent perceptions meet the conditions created by them for enjoyment of the right to breastfeeding and lactating. Although expectable that representatives of entities assess more positively the performance of the same, it is interesting to note that the efforts of organizations in promoting this measure is verified either by officials or by the employees of the same.

It is relevant to note that the violation of the provisions on parenting and this measure in particular are serious offenses (ISCED, 2015) which may contribute to the entities have a more conscious action in relation to the right of their employees take advantage the same.

Despite progress over the last 12 years on the sharing of responsibilities between the mother figure and father and to increase legislative production in this area, it seems to continue to show a little significant knowledge against the way this right can be enjoyed by citizens (Observatory of Families, 2013). In fact, this study provides access to the recognition of these gaps, particularly justified by the low educational attainment of the working class considered, and the fact that men are still poorly informed on the right to lactating leave.

Aside from some gaps presented in the way the legislative measure on the right to lactating and breastfeeding is perceived by the participants, it denotes that most

employees with children less than 5 years, tends to emphasize the enjoyment of these rights, even it appears that still persists a significant portion of elements enjoyed only in part. Although management personnel tend to justify this situation as a result of a personal choice of workers, it is not possible to deepen this data, since the justifications provided by the working class are very slim, even though they assume that employers did not put any restricting the enjoyment of this right.

Only $\frac{1}{4}$ of employees reveal the experience of parenting during the reporting period, which may be explained by a decrease in the birth rate, subsequent to a set of variables associated with the country's economy, unemployment and slowing the parental home output. Despite this, it is essential to emphasize that all these parents appealed to the enjoyment of the measure in question, which may be suggestive of a greater desire to reconcile between the private sphere and the professional sphere.

Given the way this experience of parenthood is lived according to sex, it is relevant to point out that one of the two men with children less than 5 years, states that enjoyed this right in full. It is important to frame this result and promote more studies to see if this situation is just a one-off character, or whether it begins to be more cross-practice.

In the concrete analysis of how the medical certificate for enjoyment of the right is obtained it has been considered issues associated with the medical process. The collected data allow to realize that the attitude of the medical profession face this situation does not appear to show significant constraints both in terms of availability revealed by the attending physician as waiting time for obtaining the certificate, which can indicate the existence of several improvements to this level, as well as greater sensitivity of society in general to this issue.

Across the board, all workers who have this right tend to show benefits associated with increased monitoring of children, particularly associated with the father figure. In parallel with other incontestable importance of measures for personal and family life (eg economic benefits, child support services), this measure contributes to the emergence of positive parenting practices, to foster a closer relationship between the dyad parents- child, better balance between work and family sphere and greater integration of the father figure in the process of follow-up.

Although the benefits associated with the specific use of this right have not yet been properly studied a wide range of psychological studies have been pointing to the individual benefits and family resulting from a greater contact between the child and the parental figures (eg Ainsworth, 1989 ; Bowlby, 1969).

In the analysis of the effects that this measure has the working level, the leaders tend to positively evaluate the same, highlighting benefits both in terms of labor income as worker interpersonal relationships with peers and with the entity. The fact that there is a balance in the analysis of the financial costs associated with the implementation of the measure, does not advance to a detailed knowledge of the situation. The existence of these effects may contribute to more organizations realize the implementation of this measure more consciously, encouraging more aware of the enjoyment of the same.

Although half of the directors relate to the existence of financial costs associated with the measure, that fact does not seem to contribute to a negative analysis of the measure. These results are consistent with the perception of workers report that this measure has not adversely affected the professional situation, either it is at the time of the accounting level or the relationship with colleagues.

We may be facing entities that effectively comply with the legislation in this area, although the Portuguese reality continues to highlight the need to achieve further progress in complying with the laws, since they are relatively common for dismissal situations for waiver reason for breastfeeding and lactating (Cardoso, 2006).

Despite this result, the workers realize that the legislative measure still requires some adjustments in how it is implemented by the authorities, since it implies an organizational dynamic restructuring is through the distribution of tasks for the remaining employees is the integration of new professionals. This data is interesting, in that it allows us to see that employees are aware that this measure although it is a right of them, implies some commitment and effort by the ruling class.

In conclusion, it appears that this measure is perceived, in the concrete reality of each of the groups, as relevant to promoting gender equality and being reconciling personal, family and professional life, which allows suggest that goal as it is to be achieved, at least with respect to ONG's considered in this study.

Conclusion

Given the results obtained through the Equality Balance Project was possible to access a greater understanding of how the right to the enjoyment of breastfeeding and lactating is competing for the universal principle of gender equality, is the way the measure is designed to be on the way it is implemented by NGOs.

The data collected, although they may be suggestive of a certain ignorance regarding the compliance of the measure to some aspects considered by gender mainstreaming (eg use of inclusive language) for verifying the existence of some progress in its implementation in everyday practice of entities .

In general, it is clear that NGOs have come to assume more effectively its role in society and, in particular, the pursuit of practices with the principle of gender equality and the reconciliation of family life and personal professional. The fact that this work context not as permeable to competitiveness, given the nature of the functions which holds, may have contributed to a more positive assessment of the measure conjunction with the principle of gender equality. Notwithstanding this, it denotes that the various commitments at national and international level by the NGOs, in the promotion of a more just and equitable society, seem to be having a positive effect, although it concludes that there is still a long journey to be undertaken.

Through the study it was revealed that this is a positive trend with regard to how the legislative measure in question is considered by the class leaders and workers, and the parenting protection laws appear to have had an important role. The responses justification level was possible to recognize a certain withdrawal of participants for that will be relevant in future studies examine some issues associated with the assessment of this measure. The data obtained allow also verify that the instrument established under the Equality Balance Project is able to fulfill the purpose for which it was proposed, allowing to understand how it is that the laws are articulated with the principle of gender equality, an optical recognition of their weaknesses and strengths.

In terms of future tracks, it is essential to aim for a larger study, optionally at national level, which contributes to obtain a larger extent legislative framework analysis earning more consistently instrument strengths.

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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. Type of Institution (IPSS / NGO / ASSOCIATION)

1.1. 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:

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

Female ___ Male ___

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

Female N° ___ Male N° ___

1.4. 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:

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 ?

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?				

4.1. 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?

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:

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!

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

1. Personal and institutional Characterization

1.1. Sex: Male ____ Female ____

1.2. Age : _____

5.1. Type of institution (IPSS/ ONG/ Asspociation)

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:

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 ?

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?				

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:

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 for 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.
	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

5.8.2.1. Justify your answer

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