



# QUESTIONNAIRE

Once the first training session has been executed, this questionnaire will be sent to all the possible people in the organization. It is a short questionnaire, anonymous and confidential. The goal is to understand better the situation of the organization in this starting point, and which could be the dimensions and aspects that would be important to prioritize in this **GATE process**.



**Gender  
Awareness** and  
Transformation for  
Equality

**movetia** Austausch und Mobilität  
Échanges et mobilité  
Scambi e mobilità  
Exchange and mobility



Erasmus+

## What is your perception and experience related with gender dynamics in your organization?

Thank you very much for doing this questionnaire. Please, answer the questions based on the experience you have and/or perceive in the organization, taking into account your personal situation and feelings.

This is a confidential and anonymous questionnaire. We know some topics can be sensitive or uncomfortable: please answer the questions you want and that fits with your entity (we will not try to find out who answers what).

For any specific comment, you can add it at the end of each section.

**Thank you very much for your time!**

### GENERAL

#### 1. Do you identify as:

Women

Men

Non Binary / Other/ Diverse : (if you want specify)

I prefer not to answer

#### 2. What role or position do you have in your organization?

Manager level

Worker level

Volunteer or intern level

#### 3. In general terms, how do you experience the work atmosphere in the organization?

not good

great

#### 4. Which aspects of the organization do you like and feel comfortable with?

5. Which are the aspects of the organization that you want to transform, improve or cause you discomfort?

6. Do you have any measure or protocol for non-sexist written and oral communication in your organization?

not at all

yes, many!

Which ones?

## ORGANIZATIONAL CHANGE

7. In your opinion, how much value or recognition is given in your organization to the following:

The results and objectives connected to the tasks

low

high

The processes to get to those results (communication processes, decision-making, conflict transformation, distribution of work, etc)

low

high

How people feel and what people need

low

high

8. Is there equality in the salaries between people with the same responsibility?

inequality

equality

Comment:

9. In your opinion, are there equal possibilities (based on gender, skin color, religion, ethnicity, etc.) in your organization?

no

yes, totally

Comment:

10. If you were another person with a different gender, skin color, religion, ethnicity, etc. would it change anything in your experience in the organization?

11. Does the leadership or leader role rotate between different people (all people) in your entity?

normally  
not

rotates very  
occasionally  
between few people

rotates very  
occasionally between  
many people

rotates frequently  
between few  
people

rotates very  
frequently between  
many people

12. Do you think all team members could participate equally and could express openly their feelings, positions and beliefs in the meetings and decision-making processes?

no

yes

Comment:

13. Is there any work on awareness about power dynamics in the entity?

no

yes

Comment:

14. Are there clear mechanisms to correct the inequalities of power in the organization?

no

yes

Comment:

15. Do you have spaces for sharing how the people of the team feel related to their work (if there are any tensions or topics that could be disturbing)?

16. How do you experience the way conflicts are managed in your entity?

not good

really good

Comment:

17. If there is a conflict, are there clear ways to follow in order to transform it?

18. Any other comment or suggestion

## CARE WORK & RECONCILIATION

19. If you were another person with a different gender, would it change anything in the way you organize your personal life with regards to care work?

not at all

totally

20. From your point of view, which are the least valued/ visibilised/ rewarded tasks in your entity? And who does these tasks?

21. Do you know how much care work other people in your team do outside the organization?

not at all

totally

22. Do you think reconciliation of work and personal life is supported in your organization?

Which ones?:

23. Is there flexibility regarding care leave e. g. for sick parents, kids, partners?

not at all

totally

24. In your organizational structure is it usual to have predictable work schedules and realistic workload?

not at all

totally

25. Do you have any support from the organization regarding:

	not at all	yes	i don't know
Your education?			
	not at all	yes	i don't know
Care work?			
	not at all	yes	i don't know
Volunteering?			
	not at all	yes	i don't know
Mental health?			

Which ones? (financial, holidays, others)

## 26. Do you have open salary models (transparency) in your organization?

not at all

yes, totally

i don't know

## 27. Do you think your organization can provide guidance regarding legal aspects of care work (e.g. parental leave, part-time coming back after having a baby)?

not at all

yes, totally

i don't know

## 28. Any other comment or suggestion

# GENDER VIOLENCE IN ORGANIZATIONS

**Gender-based violence** is a phenomenon deeply rooted in gender inequality, and continues to be one of the most notable human rights violations within all societies. Gender-based violence is violence directed against a person because of their gender, and resulting in 'physical, sexual, psychological or economic harm or suffering to women (and other gender diversities) including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life' (Istanbul Convention).

**Harassment** is a form of discrimination and includes any unwanted physical or verbal behaviour that offends or humiliates a person. For examples: physical contact (touching, pinching), comments on a worker's appearance, age, private life, sexual comments, stories and jokes.

**Microaggressions** are defined as the everyday, subtle, intentional or unintentional interactions or behaviors that communicate some sort of bias toward historically marginalized groups (based on gender, skin color, religion, ethnicity, etc). Examples: assuming that a person is of a lesser employment status, asking someone to get you a cup of coffee or copies, asking someone how they got their job, saying that these aspects (gender, skin color, religion, ethnicity, etc.) are not reasons that affect the situation of a person in the entity.



29. Do you have explicit norms or agreements about not tolerated gender discrimination and violence in your entity (to avoid microaggressions, harassment, other kinds of violence)?

we don't have	we have little but we don't implement them	yes, we have some that we implement, and I would like to have more	yes, we have and we word hard on implementing them	Idon't know
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Which ones?:

30. Do you know how to proceed in case you see or experience gender-based violence?

not at all	totally
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31. Have you experienced or witnessed some forms of microaggressions? If so, what have you done?

32. Have you experienced or witnessed some forms of harassment? If so, what have you done?

33. Do you have any comment you would like to add for any of the questions in this section?

Thank you so much for taking time to answer to this questionnaire! :)



Note for the *Navigation Crew*:

**Should you share a report with the answers of this questionnaire?**

- | Don't share the open answers
  - | Share the quantitative answers, if they are interesting. You can divide them on gender, to see interesting information
  - | Don't share answers if they go against the Principle of Confidentiality
  - | It is important to consider how many people answer the questionnaire: because if there are few, it could be easy to guess who answered.
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