

*Empowered lives
Resilient nations*

REGIONAL SYSTEM OF
GENDER INDICATORS
IN COMPANIES AND ORGANIZATIONS

OPINION SURVEY



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United Nations Development Programme

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INSTRUMENTS

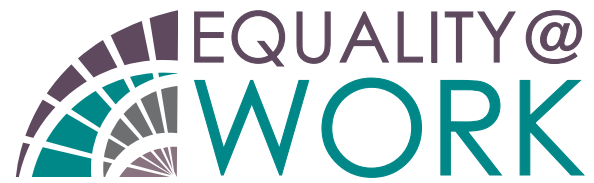
Opinion Survey

Specify the number that matches your opinion	
Totally disagree	1
Disagree	2
Indifferent	3
Agree	4
Totally agree	5

Communication	Answer
1. When your company contacts you, it uses inclusive language, images and tone without differentiating one sex from another.	
2. The internal communications of the company include considerations of equality and non-discrimination based on sex.	
3. When your company communicates with external audiences, it uses inclusive language and imagery, depicting both women and men.	
4. The external communication of the company considers the criteria of equality and non-discrimination on grounds of gender?	
Human Resources Management	Answer
5. Recruitment, selection and hiring is done through a formal process and ensures equal opportunities for men and women.	

6. Recruitment, selection and hiring decisions are based on the belief that some jobs are reserved only for women and some jobs reserved only for men.	
7. Recruitment, selection and hiring processes are equal for men and women.	
8. Internal promotion processes in your company are motivated by objective and fair performance evaluations that provide equal opportunities for women and men.	
9. Internal promotion processes recognize the achievement and effort of every person regardless of gender.	
10. Promotion processes consider criteria of equality and non-discrimination on grounds of gender.	
11. Women and men have the same opportunities to access both information and vocational training offered by your company, regardless of gender.	
12. Company training sessions are usually timed to fall within working hours.	
13. Training processes consider the criteria of gender equality and non-discrimination.	
14. The company wage policy provides transparent information regarding compensation procedures that employees can access in case of any doubts.	
15. The wage policy of the company is fair and equitable, providing women and men equal benefits for equal work.	
16. From a gender perspective, the company has a fair wage policy that is applied to all positions in the company.	
Prevention and treatment of sexual harassment	Answer
17. Your company has a friendly work environment where people do not feel harassed or experience sexual harassment.	
18. In your company, sexual harassment is expressly prohibited and complaints regarding sexual harassment are resolved swiftly and according to a formalized and widely-shared protocol to prevent and address sexual harassment.	
19. In your company, there is a clear mechanism for handling cases of sexual harassment that provides fair treatment at all times.	
20. You are confident that if you experience harassment or intimidating treatment, the company mechanism will operate effectively. (You will know where to go to, you will be heard and you will not receive any type of reprisal or sanction.)	

Work-life balance with shared social responsibility	Answer
21. You are aware of the available measures in your company to balance family, work and social life, and you know how to apply for them.	
22. You are aware of the system of part-time, flexible schedules and telecommuting available in your company, and it is easy for women and men to apply for them.	
23. The benefits of maternity leave and paternity leave are always fulfilled according to current regulations, and all the people who are eligible to obtain these benefits may request and use them.	
24. The company promotes the work life balance of both women and men equally irrespective of gender (i.e., promotes and encourages co-parenting equitably).	
25. Measures for balancing family, work and social life that are provided by your company are sufficiently known and easily accessible to both women and men.	
General	Rating from 0 to 10
26. How satisfied are you of the treatment received from your company from the perspective of equal opportunities and non-discrimination on grounds of gender?	



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