



# Gender Equality, Diversity and Equal Opportunities Plan

A decorative graphic consisting of two thick, parallel lines. The top line is green and the bottom line is blue. Both lines start with a downward curve on the left, then turn to become horizontal lines extending to the right.

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## Technical Information

**Title:** Gender Equality, Diversity and Equal Opportunities Plan

**Property:**

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# Gender Equality, Diversity and Equal Opportunities Plan

## Framework

“Gender equality is a core value of the EU, a fundamental right and key principle of the European Pillar of Social Rights. It is a reflection of who we are. It is also an essential condition for an innovative, competitive and thriving European economy”<sup>1</sup>.

UNINOVA is a non-profit, multidisciplinary, independent association that, in accordance with its Statutes, has as its main objective the exercise of scientific research activity oriented to the field of innovation and development of new technologies, and collaboration in this field with companies, organizations and institutions, university or not. The main mission of UNINOVA is the pursue of excellence in scientific research, in technical development, advanced training and education, both in national and international level.

The main objectives of research and innovation policies proposed by the European Commission for Gender Equality are based on strategies focused on stimulating and strengthening equality in the scientific careers, ensuring gender balance in decision bodies and in the integration of the dimension of gender in research and innovation<sup>2</sup>.

The research sector needs specific actions to overcome gender inequalities. UNINOVA as an innovative institution, multinational and multicultural believes that Gender Equality is a fundamental right and a prerequisite for an inclusive growth.

Consequently, UNINOVA’s Plan for Gender Equality, Diversity and Equal Opportunities take a fundamental role, and supports the following guidelines:

- To take the gender and diversity perspective in the strategic planning of the UNINOVA (in leadership, in decision-making and measures against violence gender).
- To estimate measures of conciliation between the professional life and the family life and the organizational culture.
- To develop a culture of gender equal and diversity, in the scientific community.

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<sup>1</sup> Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions 2020-2025, English version, p. 1. Available at <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52020DC0152&from=PT>. This statement is evident from the articles 2 and 3, paragraph 3 of the Treaty on European Union, Articles 8, 10, 19 and 157 of the Treaty on the Functioning of the European Union and the Articles 21 and 23 of the EU Charter of Fundamental Rights

<sup>2</sup> Gender Equality in Academia and Research – [www.eige.europa.eu](http://www.eige.europa.eu)

This vision results from strategic convergence with the debate on gender equality and diversity that is developed at national and international level in Higher Education and within the European Research Area (ERA).

Thereby, the following initiatives are underlined:

- > National Strategy for Equality and the Non-Discrimination – Portugal + Igual (ENIND), established by Resolution of the Council of Ministers n.º 61/2018 and coordinated by the Committee for Citizenship and Gender Equality (CIG), that contemplates the elimination of stereotypes modeled in three action plans: Action Plan for Equality between Women and Men; Action Plan for the Prevention and Combating Violence Against Women and Domestic Violence; and Action Plan to Combat Discrimination due to Sexual Orientation, Identity and Gender Expression, and Sexual Characteristics;
- > The governmental program “3 em linha” – Program for the reconciliation of the professional, personal and family life 2018-2019;
- > The Project “Supporting and Implementing Plans for Gender Equality in Academia and Research” (SPEAR) (2019-2023), developed by a consortium of eight European universities where the University NOVA de Lisboa is integrated;
- > Action COST - CA18112 – “Mechanochemistry for Sustainable Industry (MechSustInd)” through the participation of the R&D Unit, LAQV, in the Management Committee, through Professor Clara Gomes (Gender Balance Coordinator).

## Implementation Measures to Promote Gender Equality

**UNINOVA Gender Equality, Diversity and Equal Opportunities Plan** is organized into two Axis of Intervention:

- > **Gender equality and diversity;**
- > **Conciliation between professional, familiar and personal life.**

In the tables below are presented the objectives and actions envisaged for each axis, and the timeline for its execution and implementation.

## Axis I – Gender equality and diversity

Objective	Actions	Time period	Milestones / Progress Indicators
<i>Reinforce the gender equality in research</i>	Organization of conferences/meetings/workshops considering the gender equality in the selection of participants/speakers every time it is possible	2022-2023	Activity report UNINOVA 2022
	Promoting equal opportunities to increase the research career progression	2022-2023	Activity report UNINOVA 2022
<i>Map and reinforce the sensitive perspective to the issues of gender and diversity in UNINOVA</i>	“Benchmarking” exercise on gender equality among hired researchers, project coordinators (national and international) for reproduction in terms of activity reports acting as a “baseline”	2022-2023	Activity report UNINOVA 2022
<i>Stimulate changes to the organizational culture</i>	Develop training programmes or workshops cycles on gender equality issues	1st Semester 2022	Co-organization of the 1st Cycle of Workshops subordinated to the theme
	Encourage specific training of teachers, researchers, and non- researchers and employees and staff	2nd Semester 2022	Creation of Training Modules “Active Bystander”
	Create a workgroup together with the NOVA.id.FCT to maintain, comply and improve the GEP of both institutions	1st Semester 2022	Activity report UNINOVA 2022
<i>Encourage the acquisition of gender equality/diversity concepts in the context of STEM</i>	Through specific training actions	2022-2023	Activity report UNINOVA 2022
	Encourage the creation and participation in dedicated collaborative projects to this theme	2022-2023	Activity report UNINOVA 2022
<i>Celebrating Diversity</i>	Set of workshops more informal about diverse cultures, to promote a bigger acceptance and integration	2022-2023	Activity report UNINOVA 2022

## Axis II – Conciliation between work, family and personal life

<i>Objective</i>	<i>Actions</i>	<i>Time period</i>	<i>Milestones / Progress Indicators</i>
<i>Reconciling professional life with family and personal life</i>	Reasonable working hours, limited overtime hours and holiday policies	2022-2023	Activity report UNINOVA 2022
	Stimulate the scheduling of key meetings for the working hours schedule allowing the participation of persons with family responsibilities	2022-2023	Activity report UNINOVA 2022
	Agreements of flexible working hours, part-time and remote work;	2022-2023	Activity report UNINOVA 2022
	Stimulating teamwork and cooperation between the different areas/departments	2022-2023	Activity report UNINOVA 2022
<i>Care and Family Life</i>	Active support of the parental leave and family assistance by the organization, in addition to the legally established	2022-2023	Implementation of principles of the Portuguese Normal 4522:2014 (Normal for familiarly responsible organizations)
	Monitoring the guidelines of the Government Program “3 em Linha” to verify its potential to be adopted in the context of UNINOVA	2022-2023	Certification of the UNINOVA by NP 4552 – Reconciliation Management System between work, family, and personal life
	Establishment of 2 (two) days per year so that workers may be with the family, without deduction of vacation days	1º semestre 2022	
	License on the birthday of the employee and their children, if applicable	1º semestre 2022	

## Follow-up and Plan Monitoring

To achieve the institutional change designated in this plan it is essential to develop the mindfulness of gender and is fundamental to implement working conditions more flexible and supportive to the family for men and women.

The ongoing supervision and evaluation of this Plan is fundamental for its implementation process, allowing the progress measurement and achievements and if necessary, make the appropriate adjustments.

To map the institutional scenery and the necessary corrective actions, a set of tools and procedures will be created to monitor the progress indicators associated with each of the measures that constitute this Plan. A “working group” will also be created, formed in accordance with an equitable gender representation and incorporating elements from different areas of UNINOVA, which will be responsible for collecting and analyzing data, proposing corrective measures as soon as it is identified a situation that justifies it.

This working group will meet in the first quarter of 2022, on date to be set, to analyze in more depth the various indicators defined in the Plan for each of the axis and identify possible needs for adjustments in the case of deviations or aspects of improvement.

The working group will produce a report that will allow to monitor the status of the implementation of the Plan and will allow to identified deviations and possible adjustments to achieve the objectives assumed by UNINOVA under the plan in 2022 and subsequent years.

UNINOVA, 2022 January.

*This plan has the contribution by IRIS – Innovation Research  
& Impact Strategy da NOVA-Nova School of Science and Technology*