

PLAN FOR GENDER EQUALITY, INCLUSION AND NON-DISCRIMINATION

UNIVERSIDADE DE LISBOA



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1 INTRODUCTION



Gender equality and the reduction of inequalities are two of the Sustainable Development Goals (SDGs) defined by the United Nations (UN) 2030 Agenda – namely SDGs 5 and 10. This is a current and important debate for the construction of society, to which Universidade de Lisboa (ULisboa) is no stranger to, being clearly stated in its Charter of Rights and Guarantees.

Formulating a plan for Gender Equality, Inclusion and Non-Discrimination will enable development of a structure, a culture and a set of actions to create and monitor equal opportunities and the reduction of inequalities at ULisboa, including those arising from gender.

Among the goals to be achieved with this Plan are the reinforcement and

consolidation of gender equality, with regards to teachers and researchers, administrative and technical workers as well as students, in the various levels of the organisational structure; the development of mechanisms that allow an effective equality of opportunities and inclusion in university life for those who have fewer resources or present some form of disability or impairment; and the fight against all forms of discrimination, whether based on sex and gender identity, or in other aspects such as sexual orientation, ethno-racial condition, religion or belief, nationality, social group or political opinion.

2 STRUCTURE

Scope of the Plan for Gender Equality, Inclusion and Non-discrimination



The current plan applies to all the Schools and Services of Universidade de Lisboa, without prejudice to the Schools, within the scope of their autonomy, being able to have their own plans or to adapt and develop this plan taking into account their specific conditions, especially as far as the areas related to Teaching and Research activities are concerned.

A Commission for Gender Equality, Inclusion and Non-Discrimination (CIIND), or equivalent, aimed at monitoring the general plan or respective plans, should be created by the Schools, University Administration and Social Services. These commissions must prepare an annual report, assessing the effectiveness of the main actions to promote equality and inclusion, developing the indicators they deem relevant and issuing recommendations.

At the university's global level, it is the responsibility of the ULisboa's Network for Gender Equality, Inclusion and Non-Discrimination to monitor the measures associated with the implementation of the Plan. This includes a representative from each School, from the University Administration and Social Services, being directed by the Rector, or by a member of the Rector's team. Furthermore, this Network plans to promote the exchange of experiences, actions and recommendations related to Gender Equality, Inclusion and Non-Discrimination between the Schools and Services of the ULisboa in order to contribute to an inclusive university as a whole.

3 CULTURE

Promoting Equality and Inclusion at ULisboa

Some initiatives need to be set in motion in order to create a culture of equality, inclusion, non-discrimination and diversity at ULisboa. These include:

1

Include the theme of equality, inclusion, and non-discrimination, namely regarding gender equality, in formal communication: website, brochures, internal and external dissemination documents.

2

Reviewing formal communication vehicles, in order to use language which avoids discrimination, by gender or other components.

3

Promoting the principles of gender equality, inclusion and non-discrimination in all activities developed by ULisboa, when applicable.

4

Promoting awareness campaigns aiming at a balanced representation by gender in the main representation and decision-making structures of ULisboa.

5

Integrate the Plan for Gender Equality, Inclusion and Non-Discrimination in strategic and activity plans.

6

Streamline institutional initiatives to promote gender equality, inclusion and non-discrimination or relevant studies in those areas.

7

Promoting and supporting initiatives favouring gender equality, inclusion, non-discrimination and diversity (e.g. training sessions, meetings on the topic, good practice network).

4 ACTIONS

Measures to Promote Gender Equality, Inclusion and Non-Discrimination at ULisboa

Five strategic areas of action are established to frame the measures for the promotion of gender equality, inclusion and non-discrimination to be developed at ULisboa.

1. Governance and decision-making structures

To promote equal opportunities and eliminate discrimination, based on gender or other components, by fostering:

- a) a balanced representation of the components considered relevant at different levels of the organizational structure.
- b) the exchange of experiences, good practices, and solutions at ULisboa.
- c) the inclusion of gender equality, inclusion and non-discrimination in ULisboa's strategic and planning documents
- d) the adoption of processes that ensure gender equality, inclusion, and non-discrimination.
- e) the qualitative and quantitative balance in

the representation between men and women in the management and coordination bodies.

2. Recruitment, performance appraisal and career progression

- a) ensuring the adoption of recruitment and selection criteria and procedures that abide by the principles of equality and non-discrimination, based on gender or other components;
- b) ensuring transparency in evaluation and promotion processes, in order to avoid biases based on gender or other discriminatory components;
- c) disclosing the legal mechanisms that enable the protection of workers and students in the scope of their school, professional or assessment performance, namely regarding the protection of parenthood;
- d) encouraging the adoption of support and coaching measures in order to promote a balanced representation, qualitatively and/or quantitatively, of people with components

considered discriminatory in decision-making, management and leadership roles;

- e) Fostering, whenever possible, gender parity in juries, panels, commissions and other recruitment and evaluation bodies.

3. Internal and external communication

Encourage the use of language that is free of discriminatory terms and/or meanings associated with sex, gender or other components of discrimination and promote the dissemination of good practices in the promotion of equality by:

- a) adopting non-discriminatory language, both internally and externally.
- b) adopting a marketing and advertising policy free from stereotypes associated with discrimination, gender or otherwise, and which promotes diversity.
- c) spreading good practices that can serve as a model for the promotion of gender equality, inclusion, and non-discrimination at ULisboa.
- d) sharing information on scientific

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Measures to Promote Gender Equality, Inclusion and Non-Discrimination at ULisboa

publications, research projects, doctoral theses and master's dissertations that can contribute to the promotion of gender equality and inclusion in society.

e) fostering dissemination and extension actions that promote gender equality and inclusion aimed at audiences outside ULisboa.

4. Work-family balance (personal life)

To develop and disseminate different practices that promote reconciliation between work and family (personal) life, equality and inclusion by:

- a) developing and implementing actions that promote the balance in the participation of men and women in family life;
- b) disclosing existing opportunities, under the terms of the law, for the enjoyment of flexible working hours and place of work, considering the specific needs of each individual;
- c) promoting family protection and assistance rights (e.g., parental leave) and resources (e.g., day care, protocols with after-school centres, sports and leisure activities, cultural activities)

that can support academic community members and their families in their personal development.

5. Research and education

Strive to ensure that the principles of gender equality, inclusion and non-discrimination are present in the main research activities and in the different aspects of teaching:

- a) promoting the integration, whenever appropriate, of variables related to sex, gender and other discriminatory components in the studies and projects to be developed;
- b) encouraging and disseminating research findings linked to a gender equality, inclusion and non-discrimination perspective;
- c) incorporating, whenever appropriate, the themes of gender equality and inclusion into the study plans;
- d) encouraging the creation of curricular units or other training actions in the areas of gender equality, inclusion, and non-discrimination.
- e) monitoring the main aspects of research and

teaching (publications, funding, enrolment in study cycles, academic success, etc.) based on variables relevant to gender equality, inclusion, and non-discrimination.

5 CALENDAR, GOALS, AND INDICATORS



Given the great diversity and autonomy that characterize ULisboa, namely the Schools, University Administration and Social Services, the implementation of this Plan for Gender Equality, Inclusion and Non-Discrimination must be done gradually and flexibly.

Regarding the implementation schedule, all measures indicated in the Plan must be implemented in the 2022-2025 period, falling under the Commissions for Gender Equality, Inclusion and Non-Discrimination (CIIND) of each School, University Administration and Social Services to define their respective priorities and establish the corresponding short- and medium- term objectives. The Commissions for Gender Equality, Inclusion and Non-Discrimination (CIIND)

should identify the most relevant goals and indicators, considering the diversity and autonomy that make up ULisboa and, also, the possibility of obtaining data.

Area	Objective	Measure	Calendar (a)	Responsible (b)	Goals and indicators (c)
1. Governance and decision-making structures	To promote equal opportunities and eliminate discrimination, based on gender or other components.	1.1. Fostering a balanced representation of the components considered relevant at different levels of the organizational structure.			
		1.2. Fostering the exchange of experiences, good practices, and solutions at ULisboa.			
		1.3. Fostering the inclusion of gender equality, inclusion and non-discrimination in ULisboa's strategic and planning documents.			
		1.4. Fostering the adoption of processes that ensure gender equality, inclusion, and non-discrimination.			
		1.5. Fostering the qualitative and quantitative balance in the representation between men and women in the management and coordination bodies.			
2. Recruitment, performance appraisal and career progression	To promote gender equality, inclusion and non-discrimination in recruitment and career development opportunities for teachers and researchers, as well as at technical and administrative levels.	2.1. Ensuring the adoption of recruitment and selection criteria and procedures that abide by the principles of equality and non-discrimination, based on gender or other components.			
		2.2. Ensuring transparency in evaluation and promotion processes, in order to avoid biases based on gender or other discriminatory components.			
		2.3. Disclosing the legal mechanisms that enable the protection of workers and students in the scope of their school, professional or assessment performance, namely regarding the protection of parenthood.			
		2.4. Encouraging the adoption of support and coaching measures in order to promote a balanced representation, qualitatively and/or quantitatively, of people with components considered discriminatory in decision-making, management and leadership roles.			
		2.5. Fostering, whenever possible, gender parity in juries, panels, commissions and other recruitment and evaluation bodies.			

Area	Objective	Measure	Calendar (a)	Responsible (b)	Goals and indicators (c)
3. Internal and external communication	Encourage the use of language that is free of discriminatory terms and/or meanings associated with sex, gender or other components of discrimination and promote the dissemination of good practices in the promotion of equality .	3.1. Adopting non-discriminatory language, both internally and externally.			
		3.2. Adopting a marketing and advertising policy free from stereotypes associated with discrimination, gender or otherwise, and which promotes diversity.			
		3.3. Spreading good practices that can serve as a model for the promotion of gender equality, inclusion, and non-discrimination at ULisboa.			
		3.4. Sharing information on scientific publications, research projects, doctoral theses and master's dissertations that can contribute to the promotion of gender equality and inclusion in society.			
		3.5. Fostering dissemination and extension actions that promote gender equality and inclusion aimed at audiences outside ULisboa.			
4. Work-family balance (personal life)	To develop and disseminate different practices that promote reconciliation between work and family (personal) life, equality and inclusion	4.1. Developing and implementing actions that promote the balance in the participation of men and women in family life.			
		4.2. Disclosing existing opportunities, under the terms of the law, for the enjoyment of flexible working hours and place of work, considering the specific needs of each individual.			
		4.3. Promoting family protection and assistance rights (e.g., parental leave) and resources (e.g., day care, protocols with after-school centres, sports and leisure activities, cultural activities) that can support academic community members and their families in their personal development.			

Area	Objective	Measure	Calendar (a)	Responsible (b)	Goals and indicators (c)
5. Research and education	Strive to ensure that the principles of gender equality, inclusion and non-discrimination are present in the main research activities and in the different aspects of teaching.	5.1. Promoting the integration, whenever appropriate, of variables related to sex, gender and other discriminatory components in the studies and projects to be developed.			
		5.2. Encouraging and disseminating research findings linked to a gender equality, inclusion and non-discrimination perspective.			
		5.3. Incorporating, whenever appropriate, the themes of gender equality and inclusion into the study plans.			
		5.4. Encouraging the creation of curricular units or other training actions in the areas of gender equality, inclusion, and non-discrimination.			
		5.5. Monitoring the main aspects of research and teaching (publications, funding, enrolment in study cycles, academic success, etc.) based on variables relevant to gender equality, inclusion, and non-discrimination.			

Notes:

(a) Implementation calendar: all measures must be implemented in the 2022-2025 period. It is a matter for the Commissions for Gender Equality, Inclusion and Non-Discrimination (CIIND) to define priorities and establish short and medium-term objectives at the level of Schools, University Administration and Social Services, taking into account their diversity and autonomy.

(b) Responsible individuals and entities: it is up to the Commissions for Gender Equality, Inclusion and Non-Discrimination (CIIND) to identify, in Schools, University Administration and Social Services, the most appropriate responsible individuals, taking into account their diversity and autonomy.

(c) Goals and indicators: the Commissions for Gender Equality, Inclusion and Non-Discrimination (CIIND) should identify the most relevant targets and indicators at the level of Schools, University Administration and Social Services, taking into account their diversity and autonomy and the possibility of obtaining data.



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