

IST-ID

Associação do Instituto Superior Técnico
para a Investigação e Desenvolvimento

GENDER EQUALITY PLAN

2021

Gender Balance@ist-id

IST-ID

Associação do Instituto Superior Técnico
para a Investigação e Desenvolvimento

WORKING GROUPE

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GLOSSARY

C2TN – Center for Nuclear Science and Technology

CAMGSD – Centre for Mathematical Analysis,
Geometry and Dynamic Systems

CEFEMA – Center of Physics and Engineering of
Advanced Materials

CEG-IST – Centre for Management Studies of IST

CEMAT – Center for Computational and Stochastic
Mathematics

CENTEC – Centre for Marine Technology and
Ocean Engineering

CENTRA – Center for Astrophysics and Gravitation

CERENA – Centre for Natural Resources and the
Environment

CERIS – Civil Engineering Research and Innovation
for Sustainability

CFTP – Centre for Theoretical Particle Physics

CQE – Center for Structural Chemistry

IBB – Institute for Bioengineering and Biosciences

IN+ - Center for Innovation, Technology and Policy
Research

IPFN – Institute of Plasmas and Nuclear Fusion

ISR|Lisboa – Institute for Systems and Robotics

MARETEC – Marine, Environment Technology
Center

INTRODUCTION

Gender Equality is one of the Sustainable Development Goals (SDGs) set by the 2030 Agenda of the United Nations (UN). It is a current and important debate for the construction of society.

In this sense, IST-ID created a Working Group in 2016, that includes researchers and technical and administrative staff, whose mission is to promote and enhance diversity at IST-ID through a set of actions to strengthen inclusion in general, taking specially into account gender balance

It is within this framework that this gender equality plan is developed,

to ensure a culture which enables women and men equal opportunities within Associação do Instituto Superior Técnico para a Investigação e Desenvolvimento. It is defined a strategy based on 4 priority areas of intervention (equal access to employment: recruitment and selection; performance evaluation and career progression; internal and external information and communication and work-life balance) and the continuous

monitoring of gender equality indicators.

STRATEGIC OBJECTIVES

IST-ID develops today a set of actions and initiatives in order to promote gender equality and actions at all levels, and to guarantee the conditions for full and equal participation of man and woman in professional activity, free of gender stereotypes.

These actions have two main objectives:

1. Externally, on the development of activities that contribute to promote an improved gender balance among the candidates to research and administrative careers.
2. Internally, supporting policies that facilitate the career advancement of women, both on the research and administrative careers.

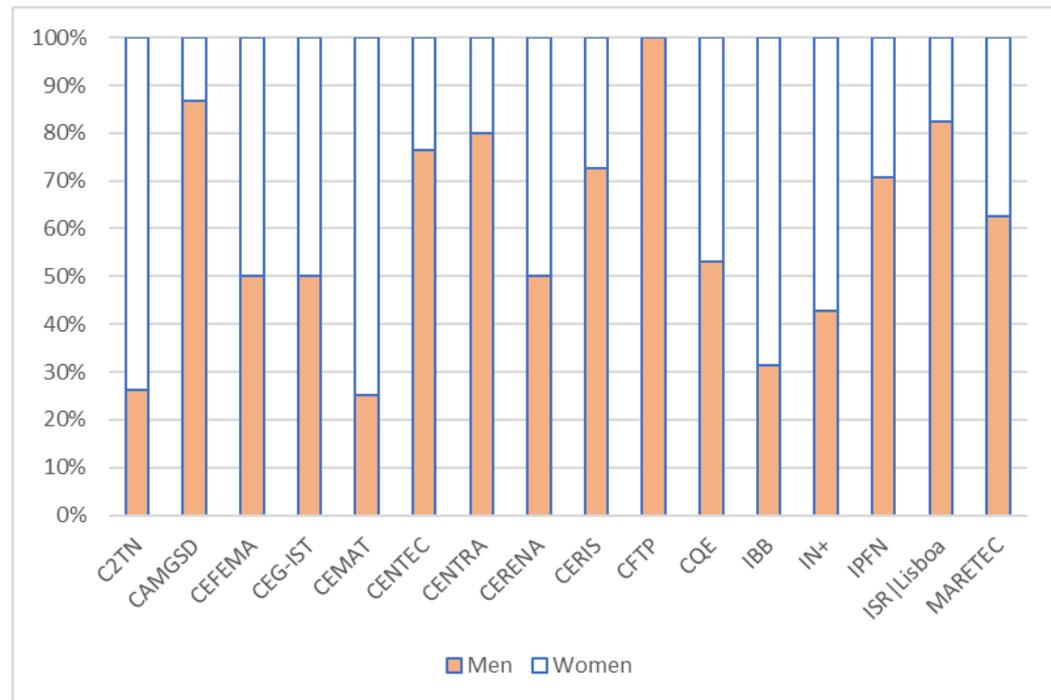
MONITORING

Researchers by gender and Research Units on 31st December 2020

The global female representativity in all the researchers of Associação do Instituto Superior Técnico para Investigação e Desenvolvimento is 42%.

The Research Units with less than 20% of female representativity are CAMGSD, CFTP and ISR|Lisboa.

C2TN,CEMAT, IBB and IN+, have more than 50% of female representativity.

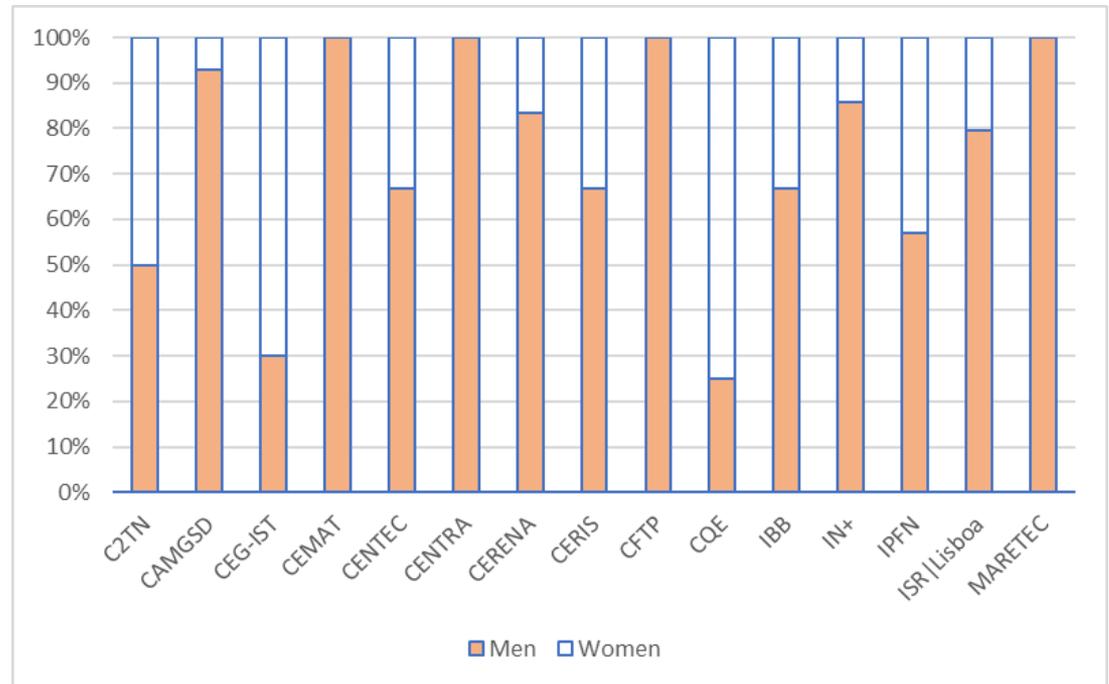


MONITORING

Research Fellowships by gender and Research Units on 31st December 2020

The global male representativity in all the research fellowships of Associação do Instituto Superior Técnico para Investigação e Desenvolvimento is of 68%.

Only CEG-IST and CQE have more than 50% of female representativity.



MONITORING

Technical and Administrative staff by gender and category on 31st December 2020

The global female representativity in the technical and administrative staff of IST-ID is 64%.

The female representativity is higher in the categories of Managers and Senior Administrative Assistant (68%) and Technical and Administrative Assistant (83%).



FOCUS AREAS

A – Equal access to employment: recruitment and selection

Promoting balanced representation of all genders in working teams within Association staff, administrative and technical staff:

- ensuring that criteria and procedures for recruiting and selecting human resources bear in mind the principle of equality and non-discrimination based on gender;
- encouraging the application and selection of men or

women in areas where are underrepresented;

- maintaining information disaggregated by gender.

B – Performance evaluation and career progression

Promoting gender balance in the decision-making field and professional development in IST-ID and technical-administrative careers:

- ensuring transparent and objective promotion and career development processes for men and women;

- implementing procedures that guarantee equal opportunities for promotion and career development;
- adopting measures, mentoring, counseling and/or coaching practices to achieve a balanced participation of women and men in the top decision-making and management/leadership positions.

FOCUS AREAS

C – Internal and external information and communication

Raise awareness within IST-ID community regarding gender balance issues:

- disseminating good practices and role models with the aim of promoting the principle of equality and non-discrimination based on gender;
- using inclusive language in internal communication;

- adopting a responsible marketing and advertising policy, which prevents the use of gender stereotypes and promotes diversity.

D – Work-life balance

Measures to help reconcile work, private and family life. Foresee and disseminate different ways of support to achieve a proper work-life balance of IST-ID staff that ensures equal opportunities:

- implementing measures that specifically encourage the balanced participation of men and women in family life;
- offering flexible working options (hours, locations, etc.) and professional development opportunities considering specific responsibilities, of workers at family level;
- disclosing the legal rights that assist protection in parenting, paternity, maternity and family assistance, as well as existing resources that facilitate the articulation of professional, family and personal life, including services and protocols with support services for dependent children of male and female workers.

Focus Area	Objective	Measures	Target	Timeline						Indicators	Who is in charge of this?
				2016	2017	2018	2019	2020	2021		
A Equal access to employment: recruitment and selection	A1 Recommendations on “Gender Balance”	Embedding the commitment to equality and diversity in all policies and practice, and ensuring that IST-ID governance is representative of the diversity of the Association, particularly with gender, as well as encouraging Research Units to promote diversity and equality in all recruitment processes and in working teams, trying to increase the share of female applicants in fields where they are under-represented and recognise any unconscious bias that may influence their actions	Researchers and Technical-Administrative Staff			x	x	x	x	% women recruited per year (researchers, and technical-administrative staff) % women participating in: a. Management board of IST-ID Research Units b. Members of the IST-ID Governance structure (General Assembly, Executive Board, Scientific Council, Supervisory Board)	Gender Balance Working Group Scientific Council

Focus Area	Objective	Measures	Target	Timeline						Indicators	Who is in charge of this?
				2016	2017	2018	2019	2020	2021		
B Performance evaluation and career progression	B.1 Integration and Career Development of IST-ID Researchers	Promote success in the scientific career of the new IST-ID researchers, through mentoring actions, which include reflection on gender balance, diversity and gender equality, aimed at improving their understanding of diversity and equality issues as well as their communication skills	Researchers hired annually	x	x	x	x	x	x	Number of initiatives on reflection/promotion of gender balance	Executive Board Scientific Council

Focus Area	Objective	Measures	Target	Timeline						Indicators	Who is in charge of this?
				2016	2017	2018	2019	2020	2021		
B Performance evaluation and career progression	B.2 Statistical Studies	IST-ID will have a purposeful and functional quantitative information in relation to diversity, routinely available and suitable for the purposes of monitoring the state of equality and non-discrimination, producing gender disaggregated data on recruitment and promotion, with special focus on the career progression of Researchers Staff, thereby enhancing the quality of IST-ID's institutional decision-making and policies	IST-ID Researchers Staff	x	x	x	x	x	x	Report on "Career Progression"	Gender Balance Working Group Scientific Council

Focus Area	Objective	Measures	Target	Timeline						Indicators	Who is in charge of this?
				2016	2017	2018	2019	2020	2021		
C Internal and external information and communication	C.1 Improve awareness on Women in Science and Engineering	Communication project to disseminate female role models with the aim of promoting the example of IST-ID Researchers	IST-ID and IST community	x	x	x	x		x	Number of lectures	Gender Balance Working Group Executive Board Scientific Council
	C.2 Role Models	Communication project to disseminate female role models with the aim of promoting the example of IST-ID staff	IST-ID and IST community	x	x	x	x	x	x	Number of female role models disseminated	Gender Balance Working Group
	C.3 IST-ID Website on Diversity and Equality	Information must be made easily available to the IST-ID community in what concerns Gender Equality issues, including updated statistics and other information which contributes to map IST-ID situation and enhance equality at all levels	IST-ID community			x	x	x	x	Number of news and statistics updated	Gender Balance Working Group Executive Board

Focus Area	Objective	Measures	Target	Timeline						Indicators	Who is in charge of this?	
				2016	2017	2018	2019	2020	2021			
C Internal and external information and communication	C.4 Inclusive language recommendation	Promote inclusive communication, introducing the gender dimension in IST-ID's internal and external communication	IST-ID community							x	Leaflet release date	Gender Balance Working Group Executive Board Human Resources Division
	C.5 Articles and communications at event	Disclosure of the activities of IST-ID Gender Balance Working Group, to ensure that IST-ID's vision for diversity and equality is communicated comprehensively and positively, and allowing benchmark and disseminate progresses made	Higher education institutions community/society				x	x	x		Number of articles/communications/posters	Gender Balance Working Group

Focus Area	Objective	Measures	Target	Timeline						Indicators	Who is in charge of this?
				2016	2017	2018	2019	2020	2021		
D Work-life balance	D.1 Dissemination and promotion of measures to encourage work/life balance	As part of its efforts to facilitate a better work-life balance for its staff and in the interests of equality, IST will produce a brochure to encourage men and women to share family activities, systematizing, disseminating and proposing new support measures to facilitate work/life balance	Researchers and technical and administrative staff			x	x	x	x	Information brochure with possible new support measures and work/life balance awareness sessions	Gender Balance Working Group Executive Board Human Resources Division
	D.2 Encouraging parental leaves	Disclosure of the existence of parenting support measures by each of the Research Units, in order to encourage men and women to carry out family activities, and encouraging the exercise of parental leave (women and men).	Researchers staff	x	x	x	x	x	x	% men and women who enjoyed the supporting measures	Executive Board Human Resources Division Scientific Council

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