



GENDER EQUALITY PLAN

(VERSION DECEMBER 2021)

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CONTEXT AND BASELINE ASSESSMENT (2020)

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 essential debate for the construction of an equitable society. Actually, the Portuguese National Statistics Institute¹ statistics show that there has been a decrease of women in information and communication technologies degrees from 1999 until 2017, although being stable in the last few years.

Since 2016, INESC-ID has been involved in the Diversity and Gender Balance Working Group created by Instituto Superior Técnico (the majority owner of INESC-ID). This working group, which includes professors, researchers, technical and administrative staff, and students. Its mission is to promote and enhance diversity through a set of actions to strengthen inclusion in general, especially considering gender balance. Técnico has expertise in gender equality actions. Hence, it can collaborate with INESC-ID providing relevant gender-related input and acting as an activist to put measures in motion and help identify other actors.

In the past few years, gender data has been systematically assessed. It is important to note that a woman chairs the Board of Directors of INESC-ID, and the Chair of the Scientific Council of INESC-ID is also female, so the top-level management already has the involvement of female individuals. There is, however, room for improvement regarding the middle-level management, i.e., the Scientific Areas coordinators and the Thematic Lines coordinators that are still at present, exclusively, headed by male individuals. Moreover,

¹ <https://view.publitas.com/cig-comissao-para-a-cidadania-e-igualdade-de-genero/boletim-estatistico-2017/page/1> (in Portuguese)

there is still a significant gender unbalance both within the student population and within the researchers' community.

The situation by the end of 2020 is as follows:

	Male (%)	Female (%)
All Staff (Incl. Management)		
Research & Technical Staff ²	67%	33%
Administrative Staff ¹	0%	100%
Academic Staff ³	85%	15%
Grant Holders	79%	21%
Only Trainees	78%	22%
PhD Students hosted	79%	21%
Only Management		
Board of Directors	80%	20%
Board of the Scientific Council	67%	33%
Coordination of Scientific Areas	100%	0%
Coordination of Thematic Lines	100%	0%

The gender equality plan of INESC-ID is developed in this context to ensure a culture that enables women and men equal opportunities. It defines a strategy based on indicators on four focus areas of intervention and the continuous monitoring of gender equality. Therefore, INESC-ID currently develops a set of actions and initiatives to promote gender equality at all levels and guarantees the conditions for full and equal participation of men and women in professional activities, free of gender stereotypes. These actions have two main objectives:

1. Externally, on developing activities that promote an improved gender balance among the candidate researchers and technicians applying to INESC-ID positions.

² Directly hired staff

³ Researchers that are hired by a university and not directly by INESC-ID but are performing research at INESC-ID

2. Internally, supporting policies that promote women's career advancement, both in the research and technical jobs, and the career advancement of men in administrative jobs.

FOCUS AREAS

Equal access to employment: recruitment and selection

Promoting balanced representation of men and women in working teams within research and technical staff, administrative staff, grant holders, trainees and PhD Students:

- 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 of men or women in areas where they are underrepresented;
- recognizing any unconscious bias that may influence actions.

Performance evaluation and career progression

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

- ensuring the 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 balanced participation of women and men in the top decision-making and management/leadership positions.
- maintaining information disaggregated by gender.

Internal and external information and communication

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

- disseminating good practices and role models to promote the example of research and technical staff and graduate students with awards for relevant woman careers and best woman graduate student;
- implementing Open-Days where women represent at least 50% of the invited speakers;
- using inclusive language in internal communication.

Work-life balance

Measures to help reconcile work, private life, and family life. Foresee and disseminate different ways of support to achieve a proper work-life balance of 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 collaborators at the 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 life, and personal life, including services and protocols with supporting services for dependent children of male and female workers.

SPECIFIC OBJECTIVES

The Focus Areas are organized taking into account basic elements, such as, Specific Objectives, Measures, Indicators, Targets, Timeline, and Responsibilities.

Equal access to employment: recruitment and selection

Specific Objective	Measure	Target	Indicators	Timeline		Responsibility
				2021	2022	
Recommendations on "Gender Balance"	Embed the commitment to equality and diversity in all policies and practice.	Researchers and Technical Staff, Administrative Staff	% women PhD researchers and technical staff recruited per year	X	X	Scientific Areas Scientific Council Board of Directors
	Keep ensuring that INESC-ID governance is representative of the diversity of the community, particularly with gender.		% men administrative staff recruited per year			
	Encourage INESC-ID management and scientific areas to promote diversity and equality in all recruitment processes.		% women participating in: a. Board of Directors b. Coordination of Scientific Areas			
	Increase the share of woman applicants in areas where they are under-represented.					
	Recognise any unconscious bias that may influence actions.					

Performance evaluation and career progression

Specific Objective	Measure	Target	Indicators	Timeline		Responsibility
				2021	2022	
Integration and Career Development of INESC-ID Researchers and Technical Staff	Promote success in the scientific career of the new INESC-ID hired 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 and teaching skills. These activities can be co-organized with Técnico.	INESC-ID PhD Researchers and Technical Staff hired annually (during the Tenure-Track Period)	Number of initiatives of reflection/ promotion of gender balance			
Training of mentors	Inform and educate INESC-ID community in diversity and inclusion, promoting equality in scientific career development, providing management techniques that incorporate diversity awareness and skills in leadership. These training sessions can be co-organized with Técnico	INESC-ID community including Grant Holders, Trainees and PhD students	Number of training sessions	X	X	Scientific Council Board of Directors Human Resources Office
Statistical Studies	Continue to monitor the state of equality and non-discrimination, producing gender disaggregated data (as part of the INESC Brussels Hub annual indicators) with special focus on the career progression of Researchers and Technical Staff. Particular attention will be given to gather data on candidates applying to INESC-ID positions and staff leaving the organisation.	Researchers and Technical Staff	Report on "Career Progression" Report on "Candidates and Staff leaving INESC-ID"			

Internal and external information and communication

Specific Objective	Measure	Target	Indicators	Timeline		Responsibility
				2021	2022	
Female Alumnae Awards	The categories are: i) Alumna who has completed her graduate studies at INESC-ID for over 15 years and has made outstanding contributions throughout her professional career ii) Alumna under the age of 30 whose graduation thesis has been distinguished for its scientific quality	INESC-ID Alumnae	Number of applications received for the prize Young Alumnae under 30 years old			Scientific Council Board of Directors
Open-Days of INESC-ID	Invite High-School students to visit INESC-ID laboratories. Organize short talks.	Future INESC-ID students	Short talks (or short videos) given by at least 50% female speakers	X	X	Communications and Outreach Office
INESC-ID Alumnae Talks	Invited talks with female alumnae speakers	INESC-ID Alumnae	At least 50% of female speakers in the panel			
Inclusive language recommendation	Promote inclusive communication, introducing the gender dimension in INESC-ID internal and external communication	INESC-ID community	White paper with recommendations on inclusive language			

Work-Life Balance

Specific Objective	Measure	Target	Indicators	Timeline		Responsibility
				2021	2022	
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, INESC-ID will produce a brochure to encourage men and women to share family activities, disseminating and proposing new support measures to facilitate work/ life balance.	Researchers and technical staff and administrative staff	Information brochure with possible new support measures and work/ life balance awareness sessions			Board of Directors
Flexibility on research activities after parental leave	Disseminate the parenting support measures in place, with the possibility of hiring non- permanent staff in scientific areas with a deficit research and technical staff, to encourage men and women to balance family activities, and encouraging the exercise of parental leave (for both women and men).	Researchers and Technical Staff	% men and women who enjoyed the supporting measures	X	X	Communications and Outreach Office

FUTURE PERSPECTIVES

Monitoring the progress in the four focus areas should be done annually, along with updating the Gender Equality Plan, in particular its Specific Objectives, as an action from the Board of Directors.

This updating may reflect a broader view of gender diversity. Gender is a spectrum and people do not always identify with their assigned sex (male or female). And often people that do not fit the binary are more vulnerable and at a higher risk of their rights being violated or denied. They also face unique vulnerabilities and marginalization.