

Iscte GENDER EQUALITY PLAN 2022-2025

Bearing in mind the history of implementation of the first plan for gender equality of Iscte, the characterization of human resources of Iscte and the changes that have occurred in the meantime, namely in the legislative scope, it is crucial to set goals and actions in this area for the next four years.

I. Axis 1 - Equality

The commitment of the institution's administration to promote gender equality in the institution. This is based on the constitutional principles of promoting equality between men and women as a fundamental task of the State to further equality and non-discrimination, provided for in article 9 (h) and Article 13 in the Constitution of the Portuguese Republic.

- Objective: Ensure gender equality in the composition of the collegiate governing and managing bodies of Iscte.
 - Measure: The creation of a monitoring and reporting procedure.
 - Indicator: Date of creation of the procedure, respective monitoring and reporting.
 - Target: (Baseline in 2020/2021: Non-existent): Creation: 2023; Monitoring: Biannually; Reporting: Annually.
 - Officials Responsible: URH

- Objective: Ensure, at the institutional level, the adoption of a communication policy that promotes gender equality.
 - Measure: Subscribe to the commitment to equality, diversity, and inclusion on Iscte's page; disseminate the plan for equality, diversity, and inclusion and information about it; use inclusive language in its communication.
 - Indicators:
 1. Date of creation of the Plan for equality, diversity and inclusion;
 2. Date of dissemination of the Plan for equality, diversity, and inclusion on the Iscte website and the frequency of information about it;
 3. The number of communication materials revised to use inclusive language.

- Targets: (Baseline in 2020/2021: Non-existent)
 1. 2022
 2. Dissemination of the Plan: 2022; Frequency: annual.
 3. 4 per year.
- Officials Responsible: URH/Communications Office.

➤ Objective: Ensure gender equality in access to employment.

- Measure: Implement a verification procedure for job announcements and notices to eliminate possible differentiation criteria based on gender.
- Indicator: The date the procedure is put in place.
- Target: (Baseline in 2020/2021: None); 2022
- Officials Responsible: URH.

II. Axis 2 - Knowledge

Article 74 no. 3 paragraph d) of the Constitution guarantees all citizens, according to their abilities, access to the highest levels of education and scientific research.

Whereas being aware that the empowerment of people is one of the most important tools for equality, it is important to guarantee conditions for education, research and training that are free from gender stereotypes and promote conditions that improve people's qualifications.

➤ Objective: Promote access to Information Technology courses for underrepresented genders.

- Measure: Create actions to promote Information Technology courses among female high school students (e.g., "Engineers for a Day;" the creation of a partnership between Iscte and the Girls in Tech and Technovation Associations)
- Indicator: % of female students in Iscte's Information Technology courses (Technology and Architecture School of Iscte, not including the integrated Master's in Architecture)
- Target:
 1. 1st Cycle (Baseline in 2020/2021: 22%); 35% in 2025
 2. 2nd Cycle (Baseline in 2020/2021: 28%); 35% in 2025
 3. 3rd Cycle (Baseline in 2020/2021: 28%); 35% in 2025
 4. increase the level
- Officials Responsible: School Directors

- Objective: Promote capacity building, reflection and thought creation regarding gender equality.
 - Measure: Disseminate training programs, forums, and other related initiatives on equality and diversity.
 - Indicator: N° of training sessions/forums/initiatives on equality and diversity held annually at Iscte.
 - Target: (Baseline in 2020/2021: 1): 2 per year

- Objective: Increase the dissemination of information about rights and duties regarding gender equality.
 - Measure: Create a communication channel to disseminate rights/initiatives and receive ideas/suggestions on gender equality (virtual kiosk of ideas).
 - Indicator 1: Date of creation of a page for this purpose on MyIscte
 - Target: (Baseline in 2020/2021: Non-existent): Creation of the page in 2023
 - Indicator 2: Deadline for the animation of the page
 - Target: (Baseline in 2020/2021: Non-existent): Update the webpage and content every six months
 - Officials Responsible: Communications Office/GEPQ/URH

- Objective: Ensure, whenever possible, parity in the panels of guest speakers at events organized by Iscte.
 - Measure: Make organizers aware of the 40/60 ratio
 - Indicator: Number of events with gender parity
 - Target: (Baseline in 2020/2021: None): 80% of events with the 40/60 ratio by 2025
 - Officials Responsible: Organizer (Schools/Research Units/Other)

III. Axis 3 - Conciliation between professional, family and personal life

The Constitution guarantees to all workers, without gender discrimination, the conciliation of professional activities with personal and family life, as foreseen in section b), number 1, article 59.

- Objective: Promote the conciliation of professional, family and personal life.
 - Measure 1: Update the working hours regulation of the flexible working hours/schemes, teleworking and working students.
 - Indicator: Date of revision of time regulation with flexible working schemes/schedules, teleworking and working students.

- Target: (Baseline in 2020/2021: Created): Revision of the regulation in 2022
- Officials Responsible: URH

- Measure 2: Creation of a protocol with the University of Lisbon or other entity for access to the respective daycare center for children of teachers, researchers, employees and students.
- Indicator: Date of establishment of the protocol.
- Target: (Baseline in 2020/2021: None): Signing of the protocol in 2024
- Officials Responsible: SAS

- Objective: Institutional commitment to the objective of conciliation between professional, family and personal life
 - Measure: Certification of Iscte in NP 4522:2014 - Standard for Family Responsible Organizations.
 - Indicator: Timeframe for Iscte to obtain certification by NP 4522:2014.
 - Target: (Baseline in 2020/2021: Non-existent): Certification in 2024.
 - Officials Responsible: GEPQ

- Objective: Prevent and combat harassment at work.
 - Measure: Code of conduct to prevent and combat harassment at work.
 - Indicator: Date of revision of the Iscte Code of Conduct.
 - Target: (Baseline in 2020/2021: Created in 2019): Revision in 2024.
 - Officials Responsible: The University Rectory

- Objective: Prevent and combat harassment in the academic community.
 - Measure 1: Code of Academic Conduct.
 - Indicator: Date of revision of the Code of Academic Conduct.
 - Target: (Baseline in 2020/2021: Created in 2017): Revision in 2024.
 - Officials Responsible: The University Rectory

 - Measure 2: Definition of a procedure for reporting situations of harassment at work and in the academic community, as well as its availability and dissemination in a place of facilitated access to the entire community.
 - Indicator: Dissemination date.
 - Target: (Baseline in 2020/2021: Non-existent): 2023.
 - Officials Responsible: GEPQ/URH

- Objective: Guarantee conditions for full and equal participation of women and men in professional activities.
 - Measure: Dissemination to the community of the national legislation and regulations in effect on parental protection.
 - Target: (Baseline in 2020/2021: Created): Periodic dissemination.
 - Officials Responsible: URH.

IV. Axis 4. - Monitorization

Monitoring the measures defined in this plan is essential for its effective realization. Such periodic and final monitoring will allow the correction of eventual deviations in achieving the plan's objectives.

- Objective: Monitor the gender equality of Iscte employees
 - Measure: Ensure the collection, processing, and dissemination of statistical information regarding Iscte's human resources, disaggregated by gender. Preparation of annual reports.
 - Indicator: Date of elaboration of annual reports.
 - Target: (Baseline in 2020/2021: None): 2022, 2023, 2024, 2025.
 - Officials Responsible: URH

- Objective: Monitor the gender equality of Iscte students
 - Measure: Ensure the collection, processing and dissemination of statistical information regarding Iscte students, disaggregated by gender. Elaboration of annual reports.
 - Indicator: Date of elaboration of annual reports.
 - Target: (Baseline in 2020/2021: Created): 2022, 2023, 2024, 2025.
 - Officials Responsible: GEPQ

- Objective: Monitor the Equality, Diversity and Inclusion plan of Iscte
 - Measure: Ensure the collection, processing, and dissemination of relevant statistical information, disaggregated by gender. Elaboration of the report.
 - Indicator: The date report is prepared.
 - Target: (Baseline in 2020/2021: None): 2025.
 - Officials Responsible: GEPQ/URH/SAS

6. Conclusive summary

The work done in the scope of the SAGE project allows us to reflect on the subject of gender equality and the issues associated with equal opportunities, family, diversity, gender identity, and minorities.

In addition to signing the SAGE Charter, Iscte also signed the Charter of Diversity, assuming Diversity as an ethical imperative and recognizing that Diversity in an organization is an enabler of innovation, attraction, retention, promotion of talent and diverse skills. Valuing each person's characteristics, skills and talent promotes equal treatment and opportunities, combating stereotypes and discrimination, and fosters a culture of inclusion based on respect for the human being. A culture of diversity contributes to personal and professional development, the efficiency and competitiveness of organizations, and the improvement of social and economic conditions.

Iscte is aligned with the legislation on these policies and, from the data collected, there is a tendency to comply with the 40/60 ratio stipulated in gender equality. Achieving equal representation of all genders in various areas, enhancing diversity, creating an equality policy, enhancing information, and monitoring and developing this plan are transversal actions that involve the entire organization and not only the governing and administrative bodies of this higher education institution.