

# GENDER

# EQUALITY PLAN

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University of Évora  
2024-2026



## FACTSHEET

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**Author:** Office for Gender Equality and Inclusion, University of Évora

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## Acronyms and abbreviations

AAUE – Academic Association of the University of Évora

DECPT – Employability, Cooperation and Cross-Cutting  
Projects Division

DIAE – Student Integration and Monitoring Division

DIM – Internationalization and Mobility Division

DIR – Managers

DivCom- Communication Division

DGRH – Human Resources Management Division

DPGQ – Planning and Quality Assurance Division

EArtes- School of Arts

ENIND – National Strategy for Equality and Non-  
Discrimination 2018-2030

EST – Students

FUC – Curricular Unit Form

Gablqual – Office for Gender Equality and Inclusion at Évora  
University

IFFA – Institute for Research and Advanced Training

OIEC – Sexual orientation, gender identity and expression  
and sex characteristics

ONG – Non-Governmental Organization

PDI – Teaching and Research Staff

PNDNI – Non-Teaching and Research Staff

SAC – Academic Services

SASUE – Social Services of the University Of Évora

SCC – Science and Cooperation Services

SEC-Psi – Community Outreach Psychology Department

UC – Curricular Unit

R&D Unit – Research and Development Units

UOs – Organizational Units

## FRAMEWORK

The University of Évora's Gender Equality Action Plan, which is now being presented, aims to consolidate gender equality at the University of Évora and in its relationship with the community, continuing the commitment made by this institution, aligned with the University's institutional objectives and strategy, through "...integrated action ... promoting equal opportunities for women and men, eliminating discrimination based on sex."<sup>1</sup>

The aim is to strengthen and broaden the climate for promoting equality, enabling the exercise of

fundamental freedoms and eliminating factors of discrimination at the University of Évora, in line with the National Strategy for Equality and Non-Discrimination - Portugal+Iguar (ENIND), the 2030 Agenda and the Sustainable Development Goals.

The structure adopted in the University of Évora's Strategic Plan for Gender Equality, ratified and published in 2022, is maintained, integrating eight thematic areas, three of which are cross-cutting and five of which are specific, eight general objectives and 30 specific objectives, for the three-year period 2024/2026.

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<sup>1</sup> Costa, R.P. (Coord.), Henriques, F., Carmo, A., Pomar, C., Alegre, L., Sousa, L., Furtado, T., & Peralta, C. (2022). Plan for Gender Equality at the University of Évora. University of Évora.

## THEMATIC AREAS

### Cross-cutting areas:

Awareness raising, training and capacity building

Organizational culture, communication and language

Follow-up and monitoring

### Specific areas:

Articulation of work/study, personal and family life

Leadership and decision-making

Recruitment, selection, career development and academic progression

Gender mainstreaming in research and teaching

Measures against discrimination and gender-based violence, including sexual harassment

## GOALS

The general goals of the University of Évora's Gender Equality Plan are to promote gender equality and non-discrimination in the different dimensions of the Academy:

- O1: Contribute, through awareness raising, training and capacity building, for the elimination of all forms of discrimination based on sex and promote gender equality
- O2: Deconstruct stereotypes in the organizational culture, eliminate discrimination in language, and achieve equal treatment in institutional communication
- O3: Promoting more and better balance between work/study, personal and family life
- O4: Encourage gender mainstreaming in decision-making and leadership processes
- O5: Promote gender equality in recruitment, selection, career development and academic progression and contribute to the elimination of gender stereotypes associated with certain positions and areas of knowledge
- O6: Integrating the gender dimension into research and teaching content
- O7: Contribute to the eradication of gender-based violence, including sexual harassment
- O8: Improve data collection and compilation systems to monitor and deepen institutional gender diagnosis

The following tables show the activities to be carried out, which contribute to achieving the goals, as well as the target groups and implementation periods. The indicators outlined will make it possible to assess the success of the objectives and identify the structures involved in their successful implementation

## A1<sub>t</sub>: AWARENESS RAISING, TRAINING AND CAPACITY BUILDING

01: Contribute, through awareness raising, training and capacity building, for the elimination of all forms of discrimination based on sex and promote gender equality

Specific Goal	Measures	Target-Group	Execution	Indicators	Bodies involved
OE1.1: Encourage reflection on gender issues, namely stereotypes, preconceptions, discrimination, unconscious biases, and gender violence	M1: Conducting an awareness campaign in institutional media, composed of multi-format actions (newsletters, webpage, and social networks...)  -4 pieces of awareness/year	Internal and external community	2024/26	No. of Actions Performed  No. of parts produced/support	Gablqual  DivCom  EArtes
OE1.2: Provide the University with an annual training and capacity building plan on gender issues, with a view to integrating the internal Vocational Training Plan of the University of Évora	M2: Elaboration of an annual training plan on the themes of equality, equity and diversity  - 1 plan/year	DGRH	annually	1 plan produced	Gablqual  DGRH
OE1.3: Raise awareness and empower the academic community in order to recognize and deal with situations of sex-based discrimination which creates feelings of injustice and objective situations of inequality	M3: Conducting training actions aimed at differentiated audiences  - 2 training actions/year	PDI  PNDNI  DIR  EST	2024/26	No. of Actions Performed  No. of Participants/Action	Gablqual  DGRH  AAUE
OE1.4: Contribute, through scientific knowledge, to informed reflection and debate, having in mind awareness raising and the elimination of gender-based discrimination and defining solutions and policies that address the gender dimension	M4: Cooperation with national, regional, and local authorities, NGOs, civil society agents and local communities in the reflection, debate and definition of solutions and policies that include the production of scientific knowledge around gender issues  - 2 cooperation initiatives/year	Civil society Local communities	2024/26	No. of cooperation initiatives undertaken  No. of participants/ activity  No. of new partnership contracts formalized	Gablqual DivCom UOs IIFA R&D Unit AAUE National, regional, and local authorities ONG Civil society Local communities

## A2t: ORGANIZATIONAL CULTURE, COMMUNICATION AND LANGUAGE

O2: Deconstruct stereotypes in the organizational culture, eliminate discrimination in language, and achieve equal treatment in institutional communication

Specific goals	Measures	Target-Group	Execution	Indicators	Bodies involved
OE2.1: Contribute to the affirmation of the University of Évora as an institution aligned with the values of equality, equity, and diversity	M5: Dissemination of the Action Plan to the entire Academic Community	Internal community	2024	No. of views of the Plan on the website	Gablqual DivCom
	M6: Boosting the virtual channel with pieces of content related to gender issues	Internal and external community	continuously	No. of updates/electronic site/month No. Accesses/month	Gablqual DivCom
OE2.2: Welcoming new members of the academic community (PDI, PNDNI, EST) into an organizational culture explicitly committed to the values of equality, equity, and diversity	M7: Inclusion of explicit references to UÉvora's commitment to the values of equality, equity, and diversity for inclusion in institutional reception documents made available when hiring human resources and entering students	The academic community	March 2025	1 reference in the "Welcome Manual" 1 reference in the "Guide to Academic Proceedings" 1 reference in the "International Student Guide and in Mobility/Welcome Guide"	Gablqual DivCom DGRH DIAE/SAC DIM
OE2.3: Disseminate the use of gender-sensitive language by internal services with a view to adopting good practices for the use of a language that promotes equality in Public Administration	M8: Preparation and promotion of a guide to gender-sensitive language for use in services	University Services	January 2025	1 document produced	Gablqual DivCom
OE2.4: Reinforce the use of gender-sensitive language and achieve equal treatment in the contents of institutional documents and in content oriented to internal and external communication	M9: Revision and rectification of institutional documents, printed documents, forms, and tender notices in order of adopting inclusive language in the contents of institutional documents  - 100% documents produced	Executives  People assigned to the Services	continuously	No. of documents indicated for review  No. of reviewed documents	Gablqual  Office services
	M10: Application of gender-sensitive language in internal and external communication (e.g., FB, webpage, newsletters, posters, flyers...)  - 100% of the parts produced	DivCom	continuously	No. of conforming parts/No. of parts produced	Gablqual DivCom

### A3: WORK/STUDY ARTICULATION, PERSONAL AND FAMILY LIFE

O3: Promoting more and better balance between work/study, personal and family life

Specific goals	Measures	Target-Group	Execution	Indicators	Bodies involved
OE3.1: To overcome the difficulties of reconciling childcare and academic life, in order to enable/increase the participation of the academic community in events promoted by the University	M11: Development of a response for the care/occupation of children when conducting scientific events or other extraordinary events that occur in university spaces outside the work/ school period	The academic community	October 2025	Launch of the response No. of requests for use of the response registered No. of uses	Gablgual Technical Services SASUE UOs Pool of Volunteers
	M12: Enlargement and introduction of improvements in procedures with entities active in the area of family and personal life support  - minimum of 3 new or revised protocols/year	The academic community	2024/26	No. of new protocols No. of reviewed protocols	Gablgual DGRH DECPT
OE3.2: Promote initiatives to disseminate information on internal rights and practices in the field of work/ study/family/personal life articulation, aimed at the various internal publics	M13: Publication of information notes on rights at work and internal practices relating to the conciliation of personal and family life with professional and student life  - 2 notes/year	PDI PNDNI DIR EST	2024/26	No. of notes published No. of views	Gablgual DivCom DGRH
OE3.3: Valuing rational time management that preserves the limits between working time and personal time, ensures the existence of rest periods and the right to disconnect	M14: Preparation of explicit guidelines for the rational management of time by workers and students, which allows the boundaries between working time and personal time to be established, ensuring the existence of rest periods and the right to disconnect, aimed at the various internal audiences	The academic community	March 2025	1 guiding document with Good Practices	Gablgual DGRH UOs Pedagogical Councils Scientific Councils General Board Senate AAUE

## A4: LEADING AND DECIDING

### O4: Encourage gender mainstreaming in decision-making and leadership processes

Specific goals	Measures	Target-Group	Execution	Indicators	Bodies involved
OE4.1: Promote the balanced representation of women and men in management and leadership roles, pursuant to Law No. 26/2019	M15: Monitoring the balanced representation of women and men in management and leadership positions, in accordance with the law	The academic community	July 2024	Construction of an indicator associated with the National Goal for Gender Equality, for inclusion in the "UE em números" portfolio	Gablgual DGRH Information Technology Services GPGQ
	M16: Incorporation of a checkbox in the list submission forms for the election of collegiate bodies	The academic community	every election	Existence of a checkbox in the list proposition forms	Gablgual Electoral Commissions
OE4.2: Raise awareness of the academic community for the promotion of full equality of access to and participation in power and decision-making structures	M17: Carrying out awareness-raising actions to stimulate the balanced representation of women and men on the lists for the elections of the governing bodies.  -1 awareness-raising action/electoral act	The academic community	continuously	No. of awareness-raising actions  Scope of awareness-raising actions	Gablgual DivCom
OE4.3: Fostering the entrepreneurial attitude and female leadership	M178: Conducting a mentoring program with women who stood out/stand out in the exercise of functions in leadership positions (role model)  - 2 mentoring activities/year	Women students, faculty members and researchers	2025	No. of mentoring activities performed.  No. of participants	Gablgual DivCom AAUE DECPT Alumni
OE4.4: Motivating and empowering the student community for the importance of the equal occupation of top management and leadership positions	M18: Workshops on the themes of argumentation, assertiveness, leadership, negotiation, and interpersonal relations, sensitive to gender differences  - 2 workshops/year	Student community	2024/26	No. of workshops held	Gablgual SEC-Psi DIAE/SAC AAUE DECPT Alumni

## A5: RECRUITMENT, SELECTION, CAREER DEVELOPMENT AND ACADEMIC PROGRESSION

OE5: Promote gender equality in recruitment, selection, career development and academic progression and contribute to the elimination of gender stereotypes associated with certain positions and areas of knowledge

Specific goals	Measures	Target-Group	Execution	Indicators	Bodies involved
OE5.1: Integrate the gender perspective in the recruitment and personnel selection processes	M20: Production of a Gender-Sensitive Recruitment and Progression Guide, with codes of conduct and good practices that eliminate the risk of gender bias in recruitment and selection processes	DRH Selection juries	December 2025	1 guide produced	Gablqual DGRH
	M21: Carrying out awareness-raising actions on gender bias in recruitment and selection processes based on the Gender-Sensitive Recruitment and Progress Guide  1 action/year	DGRH PDI and PNDNI involved in recruitment and selection juries	2026	No. of Actions Performed No. of Participants/Action	Gablqual DGRH
OE5.2: Incorporate the gender perspective in the design and implementation of evaluation models and career development opportunities	M22: Reflection and discussion on the effects of gender in people evaluation processes  - 2 working meetings/year	PNDNI PDI	2026	No. of meetings held No. of participants  No. of recommendations elaborated	Gablqual DGRH
	M23: Proposal to introduce criteria in the regulation for the evaluation of faculty members and research staff that allow mitigating the effects of shortfalls in scientific production in exceptional situations (e.g. COVID-19 Pandemic, parenthood, illness, ...)	PDI	2025	No. of meetings held No. of participants No. of recommendations elaborated	Gablqual IIFA UOs Research Faculty Members
	M24: Proposal to incorporate a weighting factor that discriminates positively in the selection for international mobility missions faculty members, researchers and researchers who have been fathers or mothers for less than 2 years	PDI	2025	Weighting Factor Proposal	Gablqual UOs IIFA
OE5.3: Deconstructing gender stereotypes associated with professions and scientific areas	M25: Creation of a conversion program focused on the deconstruction of gender stereotypes (STEAM, education, social sciences, health, ...) conducted by professionals and students of the under-represented sex in the identified areas, aimed at students of basic and secondary schools  2 actions/year	Children and young people in basic and secondary education	Biannual	No. of Actions Number of children and young people participating in the sessions	Gablqual DivCom UOs IIFA R&D Unit AAUE

## A6: RESEARCH AND TEACHING

### O6: Integrating the gender dimension into research and teaching content

Specific goals	Measures	Target-Group	Execution	Indicators	Bodies involved
OE6.1: Encourage gender studies and scientific projects in the thematic area of gender, supporting the dissemination of their results	M26: Launch of an annual semi-open call (with predefined study themes) for internship/dissertation/thesis/project realization with reception at Gablgual	Student Investigators	annual	1 Disclosed Call No. of applications received No. of studies and projects	Gablgual IFFA Schools AAUE
OE6.2: Encouraging and supporting under-represented sexes to register patents	M27: Holding Workshops to explore the patenting process for inventions originating from research activities  - 1 annual workshops	Investigators	2024/26	No. of workshops No. of Patent/Gender Registrations	Gablgual IFFA SCC DECPT
OE6.3: Disseminate and encourage scientific production in the field of gender studies	M28: Creation of videocasts to present UÉvora's recent scientific production in the field of gender studies  - every 12 months	The academic community  Civil Society	2024/26	No. videocasts No. of views	Gablgual IFFA R&D Unit DivCom
OE6.4: Integrate gender studies in the formative offer	M29: Presentation to the Governments of Schools of the proposal to introduce a transversal UC for the elaboration of a FUC in gender studies	Scientific Board  Schools Executives	2025	Preparation of FUC	Gablgual Schools R&D Unit
OE6.5: Promoting parity in research teams	M30: Recommendation of minimum representation level in the proportion of 1/3 of people of each sex in the composition of project funding application teams	Investigators	November 2024	Preparation of 1 recommendation M/F ratio in candidate project teams	Gablgual IIFA SCC R&D Unit

## A7: GENDER DISCRIMINATION AND VIOLENCE, INCLUDING SEXUAL HARASSMENT

O7: Contribute to the eradication of gender-based violence, including sexual harassment

Specific Objectives	Measures	Target-Group	Execution	Indicators	Bodies involved
OE7.1: Achieving fair treatment that recognizes gender identity in the university's internal personal register	M31: Creation of a standardized name and gender change procedure in the internal university documentation	Academic Services IT services	July 2025	1 procedure protocolled	Gablqual Academic Services IT services
OE7.2: Raise awareness through the arts for the prevention and eradication of gender discrimination and violence	M32: Promoting awareness-raising actions through arts aimed at preventing gender-based violence and publicizing services capable of helping in the event of violence or risk situations  - 2 awareness actions/year	The academic community	biannual	No. of actions carried  No. of participants in the actions	Gablqual SEC-Psi AAUE School of Arts
OE7.3: Ensuring responses to report and support victims of harassment who are likely to engage in gender-based violence	M33: Dissemination of the Code of Conduct for preventing and combating harassment at work at the University of Évora and Social Action Services to the entire Academic Community	The academic community	annual	No. of actions carried	Gablqual Commission to prevent and combating harassment DivCom
	M34: Collection and analysis of situations of moral or sexual harassment in the workplace, for reasons related to the OIEC	The academic community	December 2025	No. of reports No. of case referrals	Gablqual Commission to prevent and combating harassment
	M35: Maintenance of a virtual space for reporting situations of discrimination or harassment of any kind, under confidentiality	The academic community	continuously	No. of reports No. of case referrals	Gablqual Commission to prevent and combating harassment IT services
	M36: Promotion of the introduction of specialized service of response and assistance to the victim of gender-based violence, including sexual harassment, in partnership with external entity	The academic community	December 2025	Created Service	Gablqual External entity (to be designated)

## A8<sub>t</sub>: FOLLOW-UP AND MONITORING

O8: Improve data collection and compilation systems to monitor and deepen institutional gender diagnosis

Specific Objectives	Measures	Target-Group	Execution	Indicators	Bodies involved
OE8.1: Continuously monitor the climate of equality, equity, and diversity in the University of Évora	M37: Construction of an instrument to measure the perception of the climate of equality, equity and diversity in the institution and dissemination of results through an annual report	The academic community	2025	Quiz based on gamification, created, and made available online with permanent data collection	Gablgual IT services DivCom
OE8.2: Document accurate, gender-disaggregated and gender-sensitive statistical data to track the impact of policies and reveal areas for further intervention	M38: Promotion of the continuous collection of statistical data and information management, disaggregated by sex, in all research activities	Services	continuously	Gender-disaggregated statistical data maps	Gablgual IFFA SCC Services R&D Unit
OE8.3: Update the diagnosis on the gender equality situation at the University of Évora based on indicators for equality	M39: Production of an annual report with objective and disaggregated information, for an in-depth knowledge of the gender equality situation of the entire academic community	Internal and external community	annually	Report produced and distributed	Gablgual
OE8.4: Review and update measures for the promotion of gender equality to be included in the next University of Évora Gender Equality Plan	M40: Outline of corrective measures and new measures to integrate the next plan	Gablgual	2026	Internal report produced	Gablgual

## IMPLEMENTATION AND EVALUATION

The implementation of the Gender Equality Plan is the responsibility of the Office for Gender Equality and Inclusion set up at the University of Évora, in conjunction with the services, organic units and other scientific-pedagogical structures and external partners.

The involvement of the entire University of Évora community is fundamental to the implementation of an Action Plan of this nature, based on a participatory structure, organized into three levels of action: operationalization, mediation, monitoring and counselling.

The operational structure is coordinated by the Vice-Rector for Infrastructures and Policies for Life at the University, Prof. João Nabais, and has specialized technical advice from a full-time human resource. This structure will have to be endowed

with its own human and financial resources to enable the full implementation of the proposed activities.

However, this operational nucleus will also be responsible for attracting complementary resources, namely by setting up partnerships and protocols and submitting funding proposals to public and private entities.

This structure will be joined by a broad internal mediation team, made up of focal points selected from among the University's services, considered strategic for the implementation of the plan. At a third level, external personalities of recognized scientific merit and representatives of institutions and organizations working in related areas will be involved through a monitoring and advisory committee.

Monitoring, which runs parallel to the implementation phase, aims to constantly monitor the implementation of the measures, making it possible to determine whether they have been carried out within the planned timeframe, the expected impacts and, in the event of deviations, the introduction of corrective measures. It will be based on the use of various information-gathering instruments, using appropriate methods and techniques suited to the nature of the measures.

The Plan's implementation will be evaluated using self-evaluation (internal) and external evaluation mechanisms. Internal evaluation takes place on a permanent basis, with six-monthly benchmarking and ex-post evaluation at the end of the implementation period. This evaluation will be based on the preparation and presentation of self-assessment reports to the mediation, monitoring and counseling structures, which will issue an opinion and any suggestions for improvement. A final report will be presented at the end of the plan's implementation period. For the external evaluation, personalities from outside the University of Évora with technical, political and scientific competence will be invited to judge the relevance and feasibility of the ex-ante and ex-post plan.

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