

# Gender Equality Plan

2021

Gender Balance@Técnico

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## GLOSSARY

AA - Academic Affairs

AFM - Administrative and Financial Management

AU - Academic Units

DBE – Department of Bioengineering

DECivil – Department of Civil Engineering, Architecture and Georesources

DECN – Department of Nuclear Science and Engineering

DEEC – Department of Electrical and Computer Engineering

DEG – Department of Engineering and Management

DEI – Department of Computer Science and Engineering

DEM – Department of Mechanical Engineering

DEQ – Department of Chemical Engineering

DF – Department of Physics

DM – Department of Mathematics

GB - Governing Body

HR - Human Resources

ICT - Information and Communication Technologies

ER - External Relations

OS - Other Services

# 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 and with a significant impact on the community of Instituto Superior Técnico where there is still a significant gender polarization in the student population.

This polarization, although with different reasons, results largely from a traditional cultural vision, which does not reflect the current

reality and the true scope of Engineering. In this sense, Técnico created a Working Group in 2016, that includes professors, researchers, technical and administrative staff and students, whose mission is to promote and enhance diversity at Técnico Lisboa 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 Instituto Superior Técnico. 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

Técnico 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 the University on the fields of Engineering
2. Internally, supporting policies that facilitate the career advancement of women, both on the teaching, research and administrative careers.

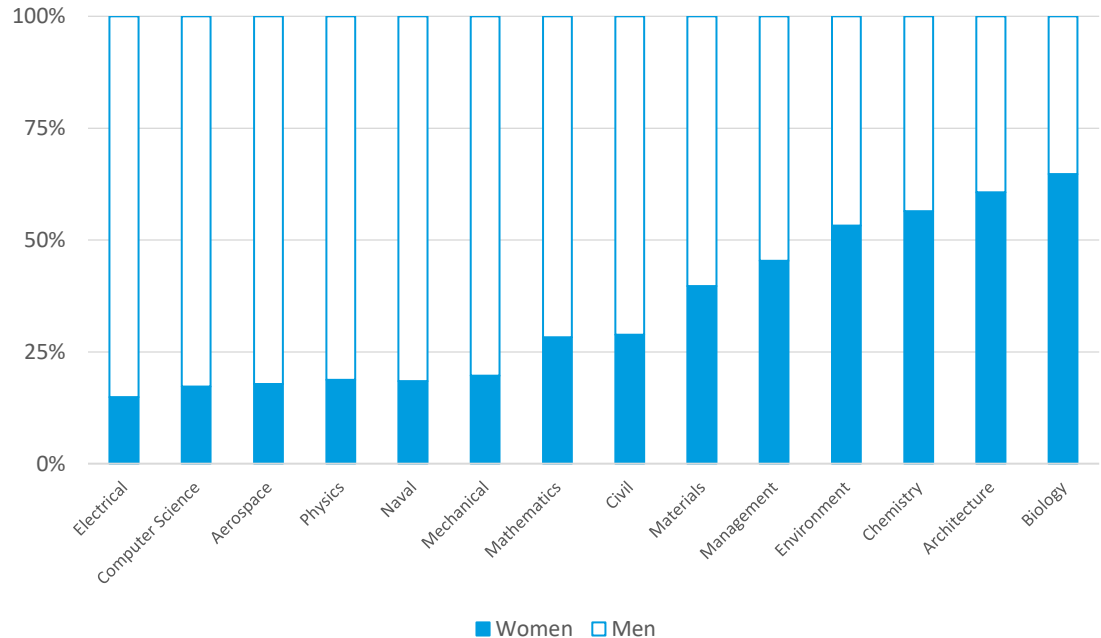
# Monitoring

## Students by gender and area of studies in 2019/2020

The global female representativity in all the students of Instituto Superior Técnico is of 29%.

The areas with less than 20% of female representativity are Electrical, Computer Science, Aerospace, Physics, Naval and Mechanical Engineering.

The areas of Environment, Chemistry, Architecture and Biology have more than 50% of female representativity.



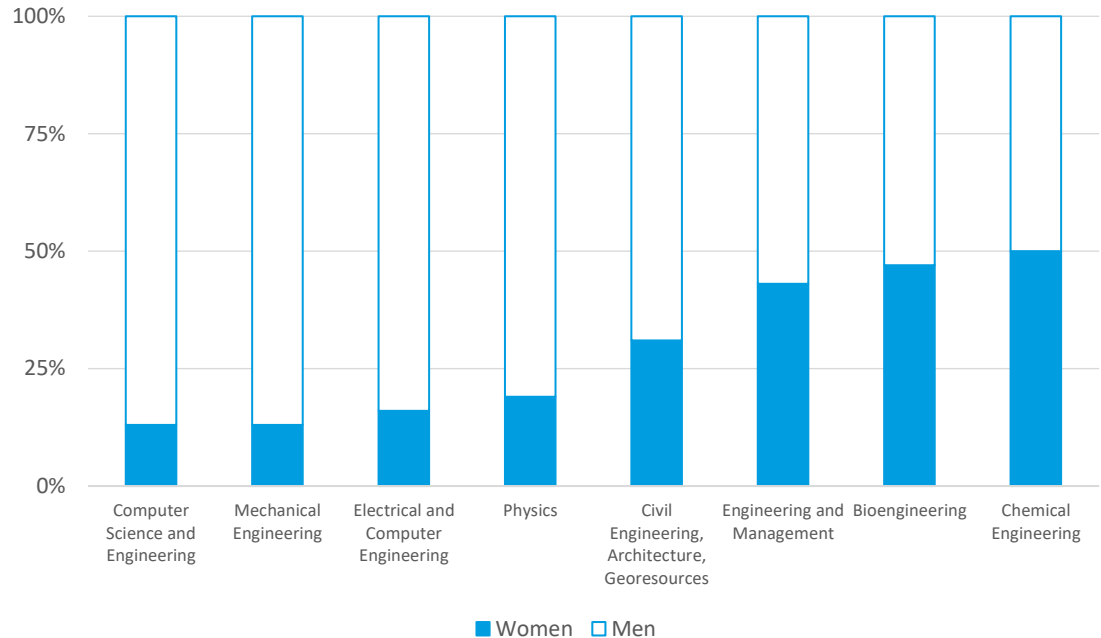
# Monitoring

## Professors by gender and department in 2019

The global female representativity in all the professors of Instituto Superior Técnico is of 26%.

The departments with less than 20% of female representativity are the Computer Science and Engineering, the Mechanical Engineering, the Electrical and Computer Engineering and the Physics Departments.

The Department of Chemistry, is the one with higher (50%) female representativity.



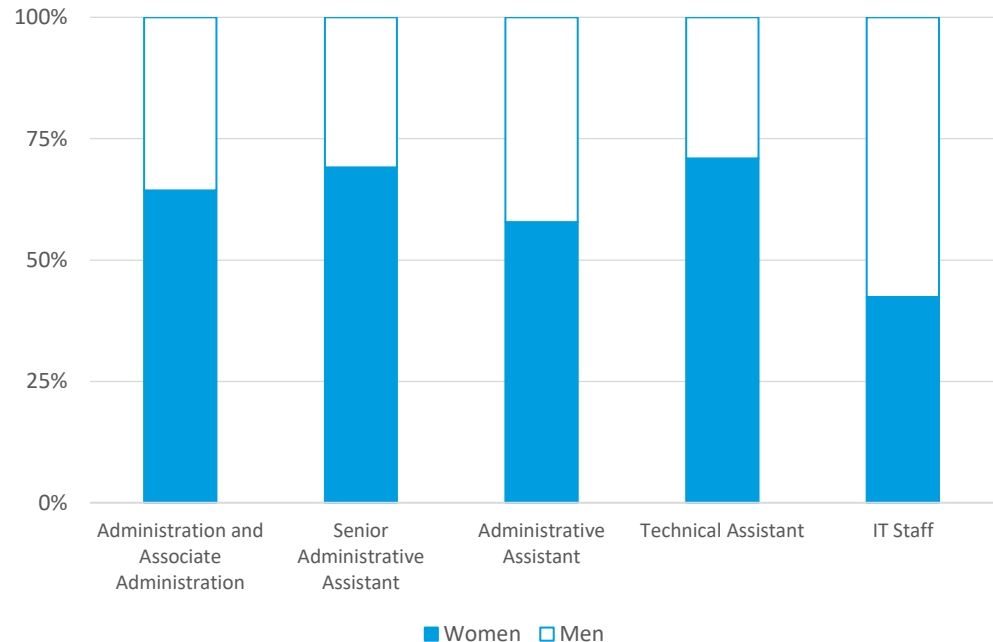
# Monitoring

## Technical and administrative staff by gender and category in 2019

The global female representativity in the technical and administrative staff of Técnico is 66%.

The female representativity is higher in all the categories, except for the IT personnel (42% women).

This tendency is in accordance with the global distribution of gender in the technological areas.



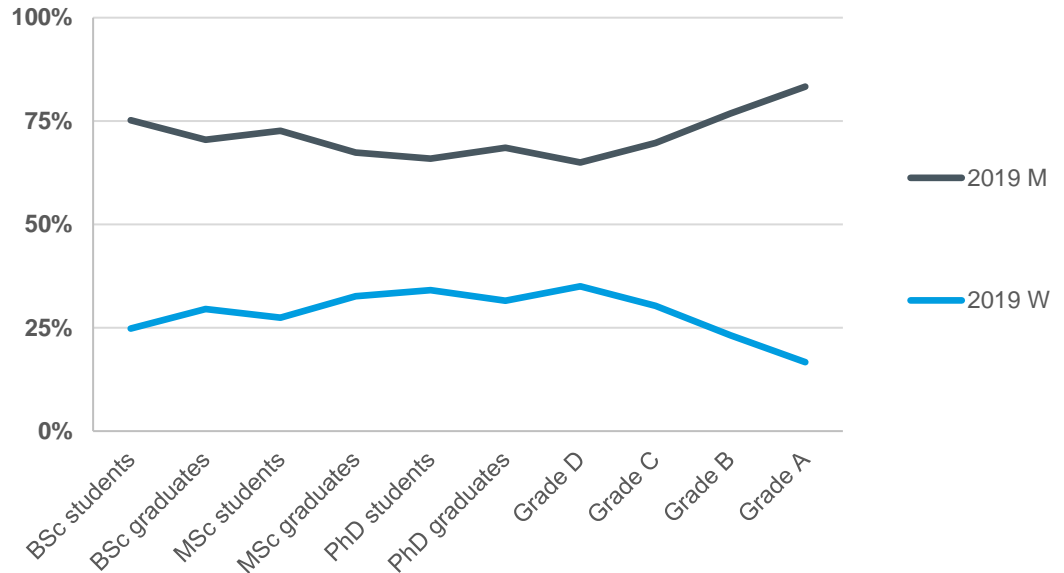


# Monitoring

## Academic career levels at Técnico by gender in 2019

Women are under-represented in all categories. While the percentage of women in the student body is 28% (BSc, MSc and PhD), for Grade A (full professors and leading researchers) is only 17%.

The leaky pipeline effect evidently tips the gender balance at Técnico in favour of men in all academic career categories.



BSc – Bachelor, MSc – Master, PhD – Doctoral, Grade D – Assistant and lecturer, Grade C – Assistant professor and research assistant Grade B – Associate professor and senior researcher, Grade A – Full professor and leading researcher

# Focus Areas

## **A – Equal access to employment: recruitment and selection**

Promoting balanced representation of men and women in working teams within faculty staff, administrative and technical staff, and students:

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

areas where they are underrepresented;

- maintaining information disaggregated by sex.

## **B – Performance evaluation and career progression**

Promoting gender balance in the decision-making field and professional development in faculty 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 Técnico community regarding gender balance issues:

- disseminating good practices and role models with the aim of promoting the example of faculty staff and students with relevant careers in STEM and/or top decision-making and management/leadership positions;
- 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 Técnico 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		
<b>A</b> <b>Equal access to employment: recruitment and selection</b>	A1 Recommendations on “Gender Balance”	Embedding the commitment to equality and diversity in all policies and practice, and ensuring that Técnico governance is representative of the diversity of the school community, particularly with gender, as well as encouraging Técnico management structures and 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	Professors, Researchers and Technical-Administrative Staff							<p>% women recruited per year (professors, researchers, and technical-administrative staff)</p> <p>% women participating in:</p> <p>a. Management board of Técnico academic units (departments)</p> <p>b. Coordination of graduate and post-graduate Programmes</p> <p>c. Members of the School Governance structure (School Council, Faculty Assembly, Governing Board, Scientific Council, Pedagogic Council)</p>	Gender Balance Working Group  Scientific Council
						x	x	x	x		

Focus Area	Objective	Measures	Target	Timeline						Indicators	Who is in charge of this?
				2016	2017	2018	2019	2020	2021		
<b>B</b> <b>Performance evaluation and career progression</b>	B.1 "Shaping the Future" - Integration and Career Development of Técnico Teachers and Researchers	Promote success in the scientific and academic career of the new Técnico hired faculty, 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	Técnico Professors and Researchers hired annually (during the Tenure-Track Period)	x	x	x	x	x	x	Number of initiatives of reflection/promotion of gender balance	Academic Development Unit Governing Board Pedagogical Council School Council Scientific Council
	B.2 Training of Mentors	Inform and educate the Técnico community in diversity and inclusion, promoting equality in academic career development, providing management techniques that incorporate diversity awareness and skills in leadership	Técnico community including Students			x	x	x	x	Number of training sessions	Academic Development Unit Gender Balance Working Group Technology Transfer Office

Focus Area	Objective	Measures	Target	Timeline						Indicators	Who is in charge of this?
				2016	2017	2018	2019	2020	2021		
<b>B Performance evaluation and career progression</b>	B.3 Statistical Studies	Técnico 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 Academic Staff, thereby enhancing the quality of Técnico's institutional decision-making and policies	Academic staff	x	x	x	x	x	x	Report on “Career Progression”	Gender Balance Working Group  Statistics and Prospective Unit

Focus Area	Objective	Measures	Target	Timeline						Indicators	Who is in charge of this?
				2016	2017	2018	2019	2020	2021		
<b>C</b> <b>Internal and external information and communication</b>	C.1 Maria de Lurdes Pintasilgo Award	<p>Promote the example of former student Maria de Lurdes Pintasilgo as an engineer and national leader with a determining role and impact on Portuguese society.</p> <p>The categories are:</p> <p>i) Alumnae who has completed her studies at Técnico for over 15 years and has made outstanding contributions throughout her professional career</p> <p>ii) Alumnae under the age of 27 whose master's thesis has been distinguished for its scientific quality and whose academic performance at Técnico has been remarkable</p>	Técnico Alumnae							<p>Number of applications received for the prize Young Alumna under 27 years old</p>	<p>Communication, Image and Marketing Office</p> <p>Gender Balance Working Group</p> <p>Technology Transfer Office</p>
				x	x	x	x	x	x		

Focus Area	Objective	Measures	Target	Timeline						Indicators	Who is in charge of this?
				2016	2017	2018	2019	2020	2021		
C <b>Internal and external information and communication</b>	C.2 Alumni Talks on International Women's day	Promote meetings during the International Women's Day (8th March) that include a breakfast between former and current students that will provide an opportunity for students to gather information and network with 'role models' from academia, industry and business	Técnico Students	x	x	x	x	x	x	% of participants (number of participants/number of vacancies)	Communication, Image and Marketing Office  Gender Balance Working Group  Technology Transfer Office
	C.3 "Engineers for a day" Project	Reduce gender divisions in STEM deconstructing stereotypes about STEM professions, combating and preventing the segregation of professional careers based on gender, through the involvement of high school students in STEM challenges	High School female students		x	x	x	x	x	Number of schools visited (in person)  Number of participating students (virtual)	Communication, Image and Marketing Office  Gender Balance Working Group



Focus Area	Objective	Measures	Target	Timeline						Indicators	Who is in charge of this?
				2016	2017	2018	2019	2020	2021		
<b>C</b>  <b>Internal and external information and communication</b>	C.4  Collaboration in projects to promote Gender Balance	Projects:  INGDIVS, FostWom, GenderScan, ENPRENDIA and science4girls	High school students, Técnico community	x	x	x	x	x	x	Specific of each project	Gender Balance Working Group  International Affairs Office  MOOC Técnico  Statistics and Prospective Unit
	C.5  Participation in the iGen - Organizations Forum for Gender Equality	Técnico participates in external networks and initiatives to share best practice in relation to diversity and with the aim of reinforcing and highlighting the organizational culture of social responsibility at Técnico	Técnico community		x	x	x	x	x	Number of participations in meetings/events	Communication, Image and Marketing Office  Gender Balance Working Group  Statistics and Prospective Unit  Studies, Planning and Quality Office

Focus Area	Objective	Measures	Target	Timeline						Indicators	Who is in charge of this?	
				2016	2017	2018	2019	2020	2021			
<b>C</b> <b>Internal and external information and communication</b>	C.6 Inclusive language recommendation	Promote inclusive communication, introducing the gender dimension in Técnico's internal and external communication	Técnico community							x	Leaflet release date	Communication, Image and Marketing Office  Gender Balance Working Group  Governing Board  Human Resources Division  Studies, Planning and Quality Office
<b>D</b> <b>Work-life balance</b>	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, Técnico will produce a brochure to encourage men and women to share family activities disseminating and proposing new support measures to facilitate work/life balance	Faculty and technical and administrative staff			x	x	x		x	Information brochure with possible new support measures and work/life balance awareness sessions	Communication, Image and Marketing Office  Gender Balance Working Group  Governing Board  Human Resources Division

Focus Area	Objective	Measures	Target	Timeline						Indicators	Who is in charge of this?
				2016	2017	2018	2019	2020	2021		
<b>D</b> <b>Work-life balance</b>	D.2 Exemption from teaching service after parental leave	Disclosure of the existence of parenting support measures, with the exemption of Teaching Service for professors who have taken parental leave (at least 100 days) with the possibility of hiring non-permanent staff in departments with a deficit in terms of teaching staff, to encourage men and women to balance family activities, and encouraging the exercise of parental leave (women and men).	Teaching staff	x	x	x	x	x	x	% men and women who enjoyed this supporting measure	Communication, Image and Marketing Office  Governing Board  Human Resources Division  Scientific Council



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