

GENDER EQUALITY PLAN
INTERNATIONAL PLATFORM FOR SCIENCE, TECHNOLOGY, AND
INNOVATION IN HEALTH (PICTIS)
(2023/2025)

Ílhavo
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For an inclusive and diverse world!

INTRODUCTION

The International Platform for Science, Technology, and Innovation in Health - PICTIS constitutes a center for research, teaching, innovation, technological development, and entrepreneurship in health. It operates through a collaborative arrangement led by the University of Aveiro (UA/Portugal) and the Oswaldo Cruz Foundation (Fiocruz/Brazil), its mission is the production and dissemination of new knowledge in health and technological innovation while promoting the creation and improvement of processes, products, and services through the development of international cooperation networks and scientific and technological entrepreneurship. PICTIS operates through collaborations between researchers, professors, and collaborators in favor of scientific and technological research to innovate contributions to health systems in Portugal, Brazil, and worldwide with partnerships and support from institutions in several countries.

We commit to promoting diversity by valuing each member's potential in an intersectional way, where gender identity, ethnic-racial origin, sexuality, nationality, age, and disabilities/functionalities compose the social belonging and scientific knowledge that each person brings when joining us. Diversity and intersectionality in team building favor that their shared knowledge produces synergy, resulting in new and innovative scientific and technological contributions in research and projects developed jointly with world partners to improve education and global health.

We present the PICTIS Gender Equality Plan to support equal opportunities for work, professional careers, and leadership in accessing, producing, and disseminating scientific and technological knowledge by teams working in partnerships and networks. This demonstrates our personal and institutional commitment to diversity in all PICTIS teams and leading institutions in the gender perspective, collaborating for Sustainable Development Goal (SDG) 5 in the 2030 Agenda of the United Nations Organization. This plan conforms with the Gender Equality Plan of the University of Aveiro and the Ethnic-Racial and Gender Equity Policy of the Oswaldo Cruz Foundation.

Gender inequalities resulting from various historical and cultural factors are a hallmark of society and appear in different forms of oppression in everyday life: discrimination, violence, exclusion, and violation of rights. The progress achieved in

recent decades was slight: the European gender equality index in 2021 advanced by only 0.6 points once compared to the previous year.

In the work field, namely in Academia, it is necessary to act with concrete actions to confront inequalities and violence against women in its various expressions, such as moral and sexual harassment, production and maintenance of unequal relationships in the daily work of professional activity, exclusion from decision-making environments and institutional power (glass ceiling). Managers must encourage and effectively implement actions and monitoring strategies contained in the Equality Plan to reduce socially ingrained inequalities.

The existence of gender inequalities and their intersections, such as discrimination based on sexual orientation, ethnic-racial origin, nationality, age, disabilities/functionalities, as well as other arbitrary practices in the institutional routine, affect the health and impact the productive conditions of the people who constitute any institution. In view of this, fighting and overcoming all forms of prejudice, discrimination and oppression is urgent for the defense of human rights and the appreciation of diversity for equality - principles that all people in the institution must reaffirm as an institutional commitment.

The PICTIS Gender Equality Plan is the document that will guide the institution internally and externally towards gender equality as a driver to tackle gender inequalities. The plan aims to strengthen institutional actions with a direct impact on the way people, teams, and collaborative networks act. According to the guidelines of the European Commission expressed in the Horizon Europe (2021) gender equality plans guide document, four essential pillars must be guaranteed by the institution:

- 1) the preparation and dissemination of a formal document of the plan with its objectives and actions,
- 2) availability of resources including gender specialists to compose the plan's follow-up team,
- 3) indication of form of data collection and monitoring of actions and gender perspective in the institution, attributing indicators and data collection disaggregated by gender, career position, etc.

- 4) offer of training in gender perspective and ways to oppose gender inequalities and violence.

The Plan follows the national guidelines in Portugal, the country where PICTIS has its headquarters, namely, in line with the National Strategy for Equality and Non-Discrimination 2018-2030 – Portugal + Igual (ENIND) in accordance with the Council Resolution of Ministers n. 61/2018.

The PICTIS Gender Equality Plan covers four thematic areas and is similar to the Gender Equality Plan of the University of Aveiro:

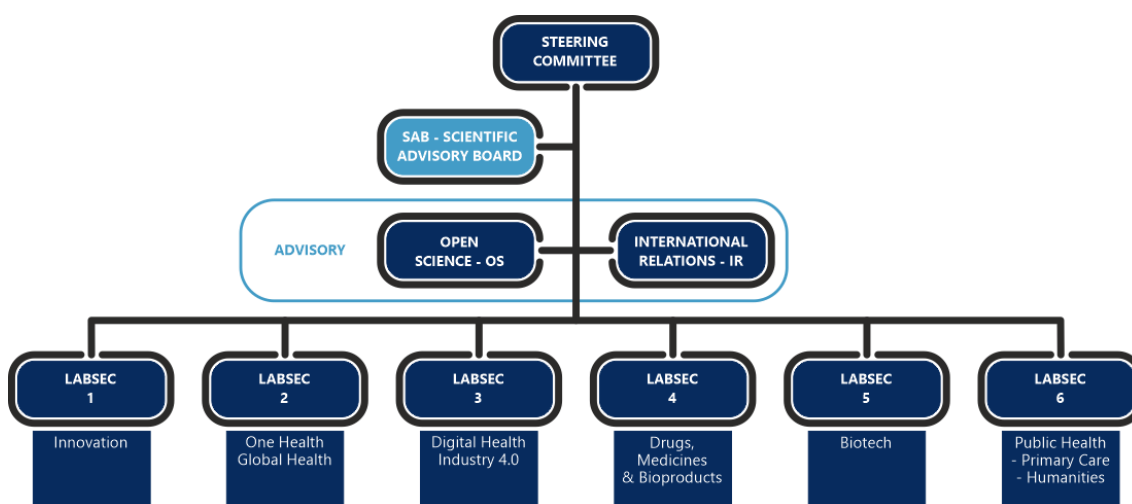
- 1) Promotion of an inclusive organizational culture in favor of gender diversity.
- 2) Balance of opportunities in the professional career, in occupations of leadership positions and in decision-making processes and bodies.
- 3) Integration of the gender dimension in teaching, research and external relations.
- 4) Preventing and combating gender violence.

The objectives, actions and mechanisms for disseminating information will be presented in a separate session in this plan and serve to expand knowledge. Subsequently, according to the established schedule, when the collected data are compiled and analyzed, the results will be presented and discussed through internal dialogue with the teams in the laboratories that compose PICTIS. Dialogues will be carried out through face-to-face and/or remote communication (online) such as talks, workshops, scientific events for the internal public and society. They will also be invited to participate as representatives of society organizations and associations whose purpose is to promote gender equality in a dialogue between academia and social movements.

PICTIS Platform Governance

In line with the institutional governance model, the PICTIS gender equality and diversity initiatives provided for in this Gender Equality Plan are coordinated by the PICTIS Steering Committee, which will designate a Commission for Gender Equality within PICTIS.

All PICTIS leaders are responsible for promoting equal opportunities, including a gender perspective, and must actively participate in policy implementation and monitoring while facilitating its development with its teams and collaborators.



The PICTIS Steering Committee encourages actions to improve, monitor and disseminate the Gender Equality Plan, as well as to promote dialogue and participation channels with partners in networks and social movements and associations representing civil society with operations in defense of gender equality, namely the rights of women and the LGBTQIA+ community (lesbian, gay, bisexual, transgender, queer, intersex, asexual and others).

The Gender Equality Plan has financial resources to be secured by the PICTIS Steering Committee and human resources in its staff (one gender specialist and members of the Labsec 6 - Collective Health, Primary Care, Humanities).

GUIDELINES

The following guidelines frame the PICTIS Gender Equality Plan for the period January 2023 - 2025:

- Constitution of the PICTIS Commission for Gender Equality follows the example of universities in Portugal (e.g., University of Aveiro), proposing that it works in conjunction with all PICTIS laboratories and other management bodies.
- Establishes the procedures for collecting, analyzing, organizing, and disseminating internal information from PICTIS concerning the gender perspective, implementing the processes for collecting and analyzing data disaggregated by gender and its intersectionalities: age, nationality. Questionnaires and interviews can be carried out as data collection methods, followed by analyzes according to the quantitative or qualitative methodology to be adopted to deepen the analyses. The results will be available in annual reports and published on the PICTIS platform website;
- Carry out training actions on gender equality in academia with the dissemination of scientific knowledge, organized for each of the PICTIS laboratories and the public: professors and researchers, students and technical staff, administrative and management personnel, and with public participation that promotes the diversity of men, women, and people who identify with another non-binary identity;
- Promotion of gender balance in careers regarding the metric of 40% for each sex, and gender, adopting as a good practice the parity law initiative for Collegiate Bodies Representative of Political Power, Organic Law n. 3/2006 amended by Organic Law 1/2019.
- Elaboration of a protocol for forwarding complaints regarding gender discrimination and violence.

GOALS

- Promote equal opportunities from a gender perspective accompanied by values of ethics and citizenship, recognizing the importance of representativeness and valuing human diversity.
- Guarantee rights equally, rejecting all forms of discrimination and violence.
- The transversality of the gender perspective in political and strategic actions must guide all activities involving the platform: in its studies, research, projects, and networks that make up large areas of knowledge and professional action such as education, research, information, communication, management, and services.
- Innovate based on critical and permanent reflection on the problems of contemporary society, producing social and scientific knowledge in the search for changes in individual and institutional attitudes towards gender equality.
- Provide training and theoretical updates in the perspective of gender and the promotion of equal opportunities to advance the understanding and acceptance of

people in their subjectivities and intersectionality, contributing to strengthening identities and empowerment.

- The actions created must always seek the plurality of ideas, freedom, and broad participation of interested groups.
- Promote equal opportunities for everyone in the institution, valuing diversity in its multiple dimensions of gender, sexuality, and disabilities.
- Encourage institutional actions to value gender diversity at the local, regional, national, and international levels so that the institution acts coherently and powerfully for itself and its surroundings for knowledge in local, regional, and global health.
- Promote approximation and permanent dialogue with social and collective diversity efforts toward recognizing demands and organizational and technological responses.

The established objectives were grouped and will be implemented through the proposed actions. Actions are split into three categories: Action 1: Education and Research from a gender perspective; Action 2 Communication and information; Action 3 Work management.

ACTIONS

The goals are arranged according to the following axes, and it is essential that the institution include in its financial and human resources planning the specialist values necessary for the implementation of actions that strengthen gender equality.

Action 1. Education and research from a gender perspective

- 1.1 Promote the development of educational actions that contribute to the reduction of gender and sexual inequalities.

Expected result: an educational action and one inclusion of the gender perspective in at least one research project in each PICTIS laboratory per year.

- 1.2 Encourage ongoing training to strengthen a culture of inclusion and appreciation of diversity for gender equality.

Expected result: One training workshop per semester, with the participation of professionals from each PICTIS laboratory. Ten participants per action.

Action 2 Communication and information

- 2.1 Communication practices based on equality, valuing gender and sexual diversity in institutional communication.

Expected result: an inclusive language manual (2023-2025).

2.2 Ensure access to information valuing gender diversity in institutional debates.

Expected result: a section on the PICTIS webpage dedicated to the PICTIS Equality Plan and its annual reports.

2.3 Promote the dissemination of results and the exchange of information with partners and other teaching and research entities in Health at the local, regional, national, and international levels, as well as with social movements.

Expected result: to have one meeting or workshop per year with representatives of social movements regarding gender equality.

Action 3 Work management

3.1 Promote equality in the institution, battling all forms of intolerance and discrimination stemming from differences in gender and sexuality.

Expected result: accessible and multicultural spaces; increased awareness of inclusion and coexistence in multicultural environments.

3.2 Implement a strategy to face moral, sexual harassment, and violence in the workplace, including actions ranging from the reception of complaints to the investigation of discriminatory conduct.

Expected results: increase awareness of how relevant stereotypes are in relationships and ensure that people in decision-making positions have skills in gender equality which allow them to review institutional decision-making processes and eliminate potential foci of inequality and violence. Thus, promoting the reception and referral of victims to the forms of psychological, medical, and legal support that the cases require.

3.3 Expand leadership spaces in the field of management from the perspective of equality, valuing gender diversity, and taking into account the intersectionality of age and nationality.

Expected result: increase the representation of women until reaching parity of 40% by gender in the occupation of decision-making, leadership, and power-taking spaces. Pay attention to the creation of teams whose composition encompasses different ages, granting opportunities to younger and older researchers simultaneously (early career feminist researchers).

3.4 Routinely disseminate, through internal and external institutional communication channels, the policy and actions regarding gender equality, to promote a culture that values gender diversity.

Expected result: Annual report with the composition of decision-making bodies with data segregated by gender.

3.5 Monitor the evolution of the composition by gender in team building, leadership, and decision-making bodies at PICTIS.

Expected results: an annual report of the composition of teams and leaders with data disaggregated by gender; increased awareness about the occurrence of "glass ceiling" and other barriers to ascension in professional mobility that lead to imbalances in gender parity in existing teams and leadership.

3.6 Annually monitor and report data disaggregated by sex/gender, age, and nationality to support the formulation of equitable activities and appreciation of gender diversity, as well as to assess the effectiveness of our Gender Equality Plan.

Expected result: Identify points for improvement and the need of future actions to raise awareness of the importance of greater participation by women and gender diversity in teams, networks, and cooperation with society.

3.7 Promote a culture of flexible work routines relative to working hours and conditions that favor the development of potentialities and adjustments in personal and family life, respecting privacy, rest times, and time zone in meetings and teams composed of people in different countries and continents.

Expected result: to create a respectful work environment conducive to the development of each employee's potential and skills, promoting reconciliation of personal and professional life while aiming at the best living conditions for everyone.

FINAL CONSIDERATIONS

By presenting its first Gender Equality Plan – 2023-2025, PICTIS formalizes its institutional commitment to promote gender equality in the fulfillment of its mission: to produce scientific knowledge, innovative technology, and scientific entrepreneurship respecting subjectivities and intersectionalities existing in terms of gender for equal treatment of all its employees, partners, customers, and stakeholders. This point of view considers the human and social rights conquered from national, international, and institutional agreements, legal norms, and the struggles of social movements for the consolidation of this equality plan, defending gender diversity, and building relationships based on ethical principles and values in defense of human rights.

Our institution strives to strengthen personal and professional ties to enable a culture of gender diversity, the reconciliation of personal and professional life with work arrangements that take into account individual needs and the gender roles played (particularly regarding work overload and childcare demands on women), the fight against stereotypes that lead to discrimination, and supports collective struggles for the implementation of policies to combat sexism, racism, homophobia, and LGBTQIA+phobia. By acting this way, we believe that PICTIS and its partners are collaborating to build a society free from all forms of prejudice and toward global social justice.

Aveiro, January 9th, 2023.

Professor Doctor David Nunes Resende
President of the Steering Committee