



PLAN FOR GENDER EQUALITY

2022

English Version

ISPUP's Gender Equality Plan

Document History

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1. Working Group & Contacts

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2. ISPUP's Mission

The Instituto de Saúde Pública da Universidade do Porto (ISPUP) is a private, non-profit association, with public utility status, founded in 2006, within the University of Porto.

ISPUP's mission is to contribute to the development, application, and dissemination of new knowledge in the field of public health, with the aim of improving and protecting the health of the human population.

Through its Epidemiology Research Unit (EPIUnit), established in 2015, and classified as "Excellent" in 2019 by the Portuguese Foundation for Science and Technology (FCT), ISPUP produces highly competitive and innovative scientific research in the field of public health, with high social impact, and oriented towards providing solutions to global health problems and threats.

In parallel, it contributes to the training of excellence in the field of public health, either through the various intensive courses (which do not confer a degree) that it promotes, the targeted training for doctors undergoing specific training in public health, or serving as a host institution for projects within post-graduate programmes in this area of knowledge.

Through its Occupational Health Unit, equipped with the most recent technology for occupational risk assessment, ISPUP provides a wide range of laboratory services aimed at industry and the community, and also carries out relevant research in this area.

Since 2021, ISPUP coordinates the Laboratory for Integrative and Translational Research in Population Health (ITR), financed by FCT, which brings together three Research and Development Units (Research Centre in Physical Activity, Health and Leisure (CIAFEL), Unit for Multidisciplinary Research in Biomedicine (UMIB) and Epidemiology Research Unit (EPIUnit)).

3. ISPUP in Numbers

3.1. Characterisation of Integrated Members

In January 2022, ISPUP aggregated 199 integrated members which included: PhD researchers, master's and PhD students, project grantees and senior technicians. Of these, 78% were women and 22% men (*figure 1*).



Figure 1 Percentage distribution of ISPUP's integrated members, by gender

This preponderance of the female gender is evident in the various categories of academic degree (bachelor's, master's, and PhD), reversing in the higher category of aggregation, in which only 36% of the holders of aggregation degrees are women, compared to 64% of men (table 1).

Table 1 Distribution of the academic degree of the ISPUP's integrated members, by gender

	Total	Women	Men	p
Academic degree, n (%)				0,003
Aggregation	11 (5,5)	4 (36,4)	7 (63,6)	
PhD	80 (40,2)	59 (73,8)	21 (26,2)	
Master	77 (38,7)	66 (85,7)	11 (14,3)	
Bachelor	31 (15,6)	26 (83,9)	5 (16,1)	

3.2. Characterisation of the Board of Directors and Coordinators

The gender distribution of the members of the ISPUP's Board of Directors, EPIUnit and ITR, is equal: 47% are women and 53% are men (figure 2). However, there is a higher percentage of women in thematic line coordination positions and research groups of ITR (Labs) (75% and 55%, respectively), established more recently (table 2).

The majority of ISPUP's Directors are men (60%), as well as the Fiscal Council (67%), the Ethics Committee (67%) and the International Scientific Committee (100%) (table 2).



Figure 2 Percentage distribution of the members of the Board of Directors, by gender

Table 2 Distribution of members of the ISPUP's Board of Directors, EPIUnit and ITR, by gender

	Total	Women	Men	p
Board of Directors, n (%)				0,47
International Scientific Committee	3 (4,5)	0 (0,0)	3 (100,0)	
Ethics Committee	6 (9,0)	2 (33,3)	4 (66,7)	
Fiscal Council	3 (4,5)	1 (33,3)	2 (66,7)	
ITR Coordinator	1 (1,5)	0 (0,0)	1 (100,0)	
ITR Labs Coordinators	33 (49,3)	18 (54,5)	15 (45,5)	
ITR Thematic Line Coordinators	4 (6,0)	3 (75,0)	1 (25,0)	
ISPUP Direction	5 (7,5)	2 (40,0)	3 (60,0)	

3.3. Characterisation of the students who defended a PhD

ISPUP, through its Epidemiology Research Unit (EPIUnit), is host institution for several students attending post-graduate master's and doctoral programmes at the University of Porto, and who have chosen ISPUP to produce research for their thesis projects. Concretely, in the 3rd study cycle, ISPUP receives students from the Doctoral Programme in Public Health and the Doctoral Programme in Global Public Health.

The data of the students who defended their PhD, in these two programmes, having ISPUP as their host institution, between 2017 and 2021 are presented in *table 3*. In 2017, 60% of the students were men and 40% were women. In 2018, this distribution was reversed, with 64% of women and 36% of men obtaining a PhD degree. In 2019, women, accounted for 83% of the total number of students with completed PhDs and the following year, this percentage was

100%. The most recent data for 2021 indicate that women continue to complete this cycle of studies more frequently (88% women and 13% men).

Thus, it can be concluded that, although in 2017 there was a balance in the distribution of PhD defences by gender, over the years there has been a predominance of women pursuing doctoral degrees having ISPUP as host institution.

Table 3 Students who defended PhDs, having ISPUP as host institution, by year of completion and by gender

	Total	Women	Men	p
Year of completion, n(%)				0,12
2017	5 (12,5)	2 (40,0)	3 (60,0)	
2018	14 (35,0)	9 (64,3)	5 (35,7)	
2019	6 (15,0)	5 (83,3)	1 (16,7)	
2020	7 (17,5)	7 (100,0)	0 (0,0)	
2021	8 (20,0)	7 (87,5)	1 (12,5)	

In the global perspective, of all students doing PhD in Public Health who completed their study cycle between 2017 and 2021, 75% were women and 25% were men, showing a clear predominance of the female gender (figure 3).



Figure 3 Percentage distribution of students who defended a PhD in Public Health between 2017 and 2021, by gender

3.4. Characterisation of the applications to the Incentive Contest for Scientific Employment (CEEC) Individual, financed by FCT

The CEEC Individual supports, through FCT funding, contracts for doctorate holders in various reference categories (junior, auxiliary, principal and coordinator), who intend to carry out their scientific research or technological development activities in Portugal. ISPUP, from the first to the fourth edition, was host institution of 71 applications.

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The data on applications to the CEEC, from the first to the fourth edition, indicate a clear predominance of women as applicants compared to men, regardless of the reference category (*table 4*).

For the position of junior researcher, a total of 41 researchers applied, of which 98% were women and only 2% were men. For the position of assistant researcher, a total of 21 researchers applied, 95% of whom were women and 5% were men. For the position of Principal Researcher, a total of 9 researchers applied, of which 78% were women and only 22% were men.

Approved candidates represent 86% women and 14% men (*table 4*).

Table 4 Applications to the CEEC Individual (1st to 4th edition), submitted and approved for funding, by reference category and gender (ISPUP as the host institution)

	Total	Women	Men	p
Submitted applications, n (%)				0,09
Junior Researcher	41 (57,7)	40 (97,6)	1 (2,4)	
Assistant Researcher	21 (29,6)	20 (95,2)	1 (4,8)	
Principal Researcher	9 (12,7)	7 (77,8)	2 (22,2)	
Approved applications, n (%)				0,35
No	64 (90,1)	61 (95,3)	3 (4,7)	
Yes	7 (9,9)	6 (85,7)	1 (14,3)	

Overall, in percentage distribution, 94% of applications submitted were from women and 86% of applications approved for funding were also from women (*figure 4*).



Figure 4 Percentage distribution of applications submitted to the CEEC Individual (1st to 4th edition) and applications approved, by gender

3.5. Analysis of Recruitment between 2019 and 2021

3.5.1. Composition of the selection juries

In the last three years (2019-2021), the function of president of the recruitment panel was mainly attributed to the male gender (63%), suggesting a greater allocation of the main jury function to men (*figure 5*). Women, in turn, assumed the leadership of jury members as effective member (77%) and as alternate member (60%) (*table 5*).

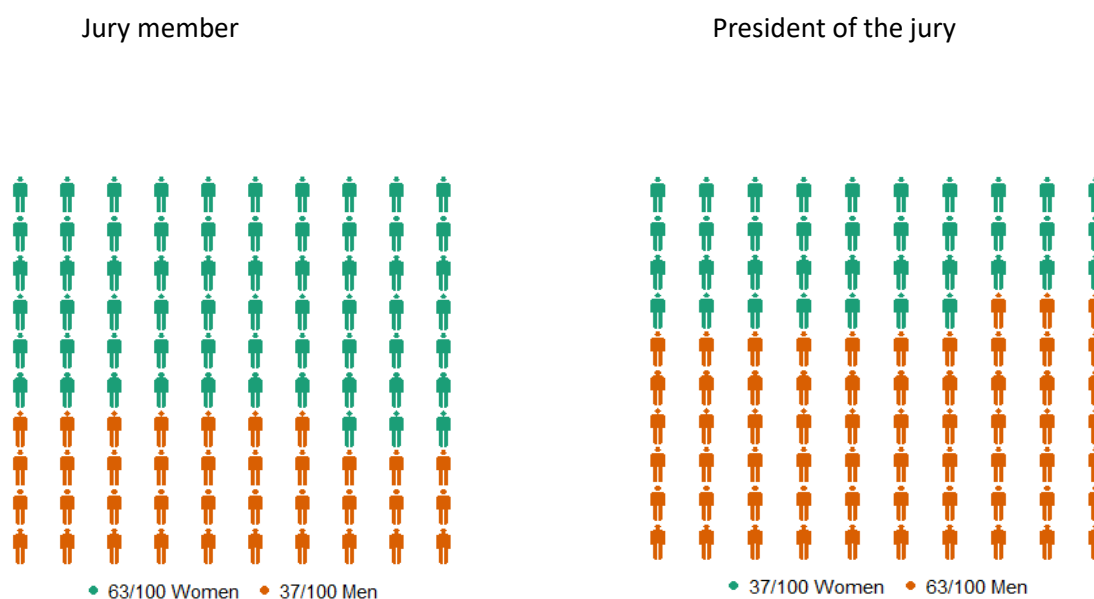


Figure 5 Percentage distribution of jury members and jury president, by gender

Table 5 Distribution of jury members and jury president by gender

	Total	Women	Men	p
Role in the jury, n (%)				<0,001
President	60 (24,4)	22 (36,7)	38 (63,3)	
Effective member	127 (51,6)	98 (77,2)	29 (22,8)	
Alternate member	59 (24,0)	35 (59,3)	24 (40,7)	

3.5.2. Profile of candidates for positions at ISPUP

Between 2019 and 2021, 863 people applied for positions at ISPUP, of which 720 (83.4%) were women and 143 (16.6%) were men (*figure 6*). During these contests, 78 candidates were admitted, corresponding to 9% of the total. Of these, 68 (87.2%) were women and 10 (12.8%) were men (*figure 7*). In both the applicants and those admitted, women predominated. It should be noted, however, that the proportion of men admitted was slightly lower than the proportion of men applying, but this difference was not statistically significant.

In relation to nationality, we obtained data from 854 candidates, of which 650 (76.1%) were of Portuguese nationality and the remaining 204 (23.9%) were of foreign nationality. As for those admitted, 68 (87.2%) were Portuguese and 10 (12.8%) were foreigners. It is important to note that only 4.9% of foreign candidates were admitted, against the 10.5% of Portuguese candidates admitted, this difference being statistically significant. Considering that applicants are admitted based on rank, it is inferred that international candidates have, on average, a worse rank than national applicants, which can potentially explain the lower recruitment of the latter (table 7).

Considering the age of 749 candidates, the average age of those admitted was 30.3 years (standard deviation =5,4), with the average age of those not admitted being 30,9 years (standard deviation=7,1), no significant differences.

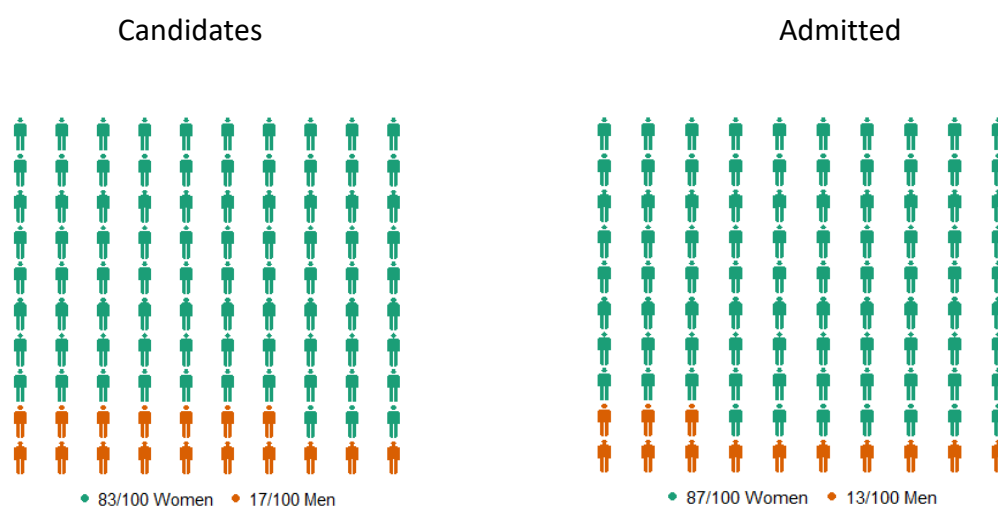


Figure 6 Percentage distribution of candidates to positions at ISPUP between 2019 and 2021 and of effectively admitted candidates, by gender

Table 6 Candidates admitted and non-admitted, to occupy working positions at ISPUP between 2019 and 2021, by gender

	Total	Women	Men	p
Admission, n (%)				0,35
Non-admitted	785 (91,0)	652 (83,1)	133 (16,9)	
Admitted	78 (9,0)	68 (87,2)	10 (12,8)	

Table 7 Nationality distribution of applicants for admission to ISPUP's working positions

	Total	Non-admitted	Admitted	p
Nationality, n (%)				0,02
International	204 (23,9)	194 (95,1)	10 (4,9)	
Portuguese	650 (76,1)	582 (89,5)	68 (10,5)	

4. Strategic Dimensions

On the basis of the diagnosis of the current situation and following the recommendations of the European Unions - *Horizon Europe Guidance on Gender Equality Plans* - ISPUP will implement in the period 2022-2025 some measures and activities aiming to promote a better gender balance in the institution. The progress of the plan's implementation and potential obstacles in the process will be reported annually, and this document will be reviewed and adjusted accordingly.

The plan will be available on the ISPUP website and can be consulted by the ISPUP community and the general public.

Thus, the strategic dimensions defined and presented below are: Leadership and decision making; Recruitment, retention and career progression; Working conditions; Reconciliation of work and family life; And, Gender dimension in research and training.

4.1. Measures/Activities

4.1.1. Leadership and decision making

Making a public commitment to gender equality, it is proposed that equality begins in leadership positions and decision-making processes - identified in the diagnosis as the areas where the biggest gender imbalances are found - since leadership and decision making will also have a preponderant weight on the other levels of action. In this sense, it is foreseen:

1. Encourage and promote gender balance in the composition of management boards (Direction of ISPUP, Fiscal Council, International Scientific Committee, Ethics Committee and ITR/EPIUnit Coordination) promoting an equal distribution of men and women in these bodies, never below 40% for under-represented groups, according to Law 26/2019 of 28 March (considering boards with a number of members greater than 4); **Goal:** Promote the achievement of this distribution, as equitable as possible, whenever re-elections are held for each of these boards. **(Responsible for implementation: ISPUP Direction)**
2. Ensure that ISPUP management boards are committed to gender equality as a priority, being sensibilized on the subject and involved in the process, thus increasing their interest in ISPUP Gender Equality Plan and guaranteeing their support for the proposed activities; **Goal:** Promote meetings every six months (during the first year and annually thereafter) to present the plan and monitor its implementation **(Responsible for implementation: GEP working group)**
3. Integrate the gender dimension in ISPUP statutes and official documents, adopting gender equality as a priority in all policies, measures, and normative guidelines; **Goal:** Review the statutes and official documents during the first year of the plan **(Responsible for implementation: ISPUP Direction)**
4. Promote the use of gender inclusive language in internal and external communication. **Goal:** Review communication procedures with the various departments of the institute

during the first semester after publication of the plan **(Responsible for implementation: Communication Office)**

5. Invite role models of women in science and in leadership positions to share their testimonies and strategies in dealing with the difficulties of gender inequality; **Goal: Organise an annual moment of sharing** **(Responsible for implementation: GEP working group)**

4.1.2. Recruitment, retention, and career progression

ISPUP follows the principles of equality and non-discrimination based on gender in all Human Resource selection and recruitment processes. There is a guideline to encourage men and women to apply for areas where they are under-represented, however it is necessary to:

1. Ensure gender balance in the composition of recruitment panels; **Goal: Raising researchers' awareness of the topic and ensure monitoring** **(Responsible for implementation: ISPUP Direction (sensibilisation) e HR Department /Treasury (monitoring))**
2. Support and facilitate participation in training to promote negotiation and leadership skills for under-represented groups; **Goal: Make the procedures for ISPUP members' participation in training actions more flexible** **(Responsible for implementation: ISPUP Direction)**
3. Introduce adequate procedures for employee performance evaluation considering periods of parental leave. **Goal: Review the evaluation procedures and make any necessary changes during the first year of the plan** **(Responsible for implementation: ISPUP Direction)**

4.1.3. Working conditions

To guarantee a safe environment with zero tolerance for any forms of moral harassment, sexual harassment, aggression, and violence, under the coordination of the **GEP working group**, it is intended, during the first year of the plan's validity:

1. Elaborate a code of good conduct to prevent and combat harassment at work;
2. Disseminate the code of conduct through a public commitment, making it accessible to the whole ISPUP community;
3. Create a mechanism to report situations of moral harassment, sexual harassment, aggression, and violence;
4. Disseminate this protection mechanism, making it accessible and public;
5. Refer victims to legal counselling and psychological support, whenever necessary;
6. Organise sessions to disseminate and clarify doubts about the code of good conduct and the mechanism to prevent and combat harassment at work, as well as all the procedures in place to deal with this type of situation;
7. Promote awareness-raising actions, on an annual basis, on the issue of harassment at work.

4.1.4. Reconciliation of work and family life

With the aim of contributing to the development of measures to reconcile work and family life, it is considered to establish, in the first year of the plan's validity, procedures allowing:

1. Facilitate flexible working hours for people with children and/or other dependents; **(Responsible for implementation: ISPUP Direction)**
2. Reduce working hours for a period of six months for people who have returned from parental leave, promoting a progressive adaptation on their return to work; **(Responsible for implementation: ISPUP Direction)**
3. Create a comfortable and dignified space for the promotion of breastfeeding; **(Responsible for implementation: ISPUP Direction)**
4. Take into account employees' family responsibilities when scheduling work commitments. For example, avoid scheduling meetings at times that make family support impossible; **(Responsible for implementation: ISPUP Direction)**
5. Implement a digital break that restricts emailing and phone contact among ISPUP employees between 8pm and 8am, as well as during weekends, holidays, and holiday periods; **(Responsible for implementation: ISPUP Direction)**
6. Provide psychosocial support in partnership with the Social Services of the University of Porto; **(Responsible for implementation: ISPUP Direction)**

4.1.5. Gender dimension in research and training

Aiming at the integration of the gender dimension in research and training carried out at ISPUP, it is envisaged to establish, in the first year of the plan's validity, procedures that will allow:

1. Recommend the inclusion of the gender dimension in the study plans of post-graduate programmes, master's and doctoral degrees, specialisation course in Public Health (CESP), developed in partnership with the ISPUP, focusing on subjects such as gender diversity, gender inequalities in health, or the impacts of gender inequality on health; **(Responsible for implementation: ISPUP Direction)**
2. Promote training and awareness-raising activities on gender (in)equality; **(Responsible for implementation: GEP working group)**
3. Promote training and awareness-raising activities on women in science and their career options; **(Responsible for implementation: GEP working group)**
4. Recommend the inclusion of the gender dimension in research projects, as well as in master's dissertations and PhD theses; **(Responsible for implementation: ISPUP Direction)**
5. Disseminate ISPUP's Gender Equality Plan; **(Responsible for implementation: GEP working group)**
6. Dialogue with the University of Porto, with whom ISPUP has already a close relationship, enhancing the exchange of good practices regarding gender equality. **(Responsible for implementation: ISPUP Direction & GEP working group)**

4.2. Evaluation

Achieving a change in institutional functioning implies promoting greater gender awareness by implementing flexible solutions and working conditions that are favourable to reconciling family life. The annual evaluation should consider and emphasise the main characteristics of employees in terms of gender, age, category, and employment status, with the aim of differentiating work situations and conditions between men and women, as well as the impact in terms of stability, recognition, and career progression.

This plan proposes an update of existing policies and documents with the aim of promoting an equitable and safe environment with a fair distribution of opportunities limiting gender-based inequalities of power.