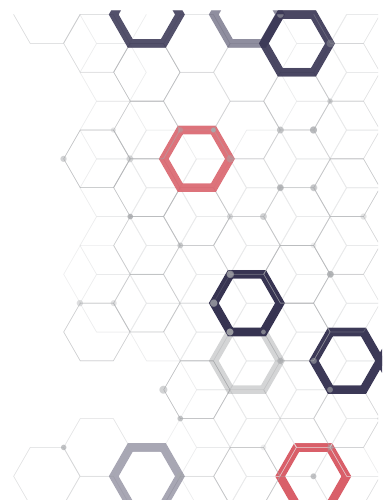
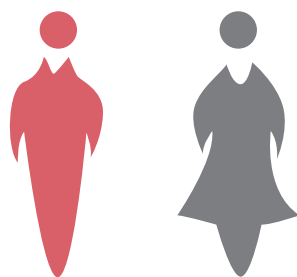
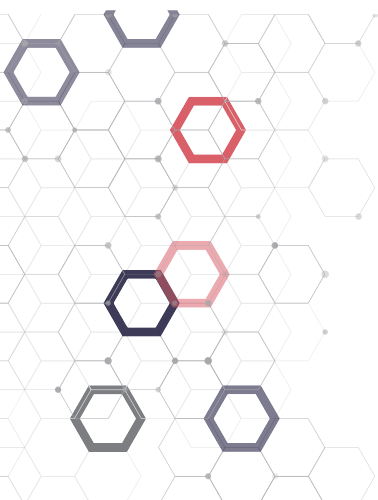


GENDER EQUALITY STRATEGIC PLAN

FACULTY OF HUMAN KINETICS



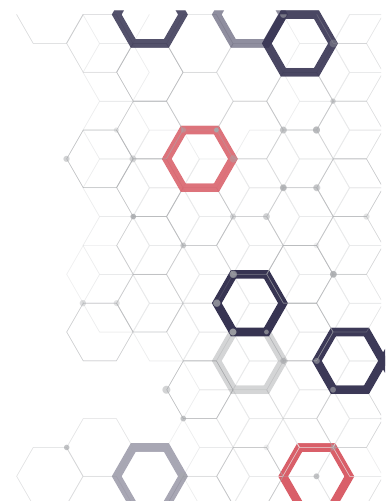
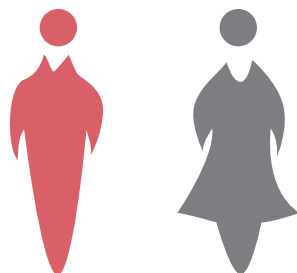
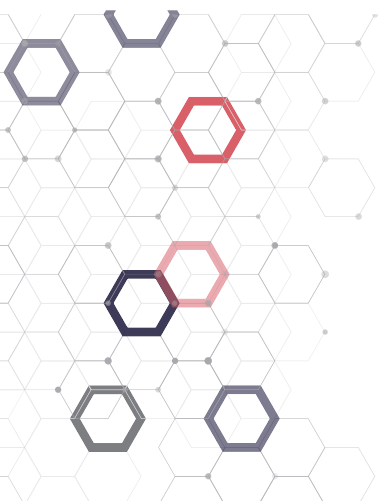
2022-2027

U LISBOA

UNIVERSIDADE
DE LISBOA

INDEX

DIAGNOSIS	4
_Diagnosis Students	5
_Diagnosis Administrative and Technical Staff.....	5
_Diagnosis Teaching Staff.....	7
FOCUS AREAS	8
TIMELINE	11
PLAN	12

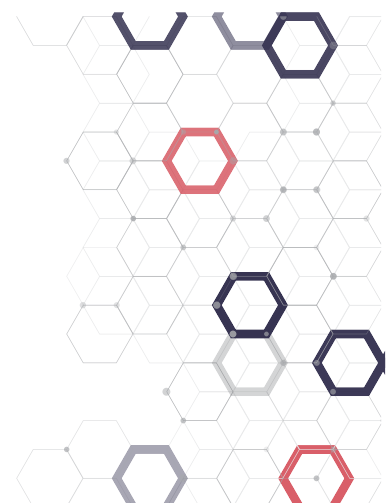
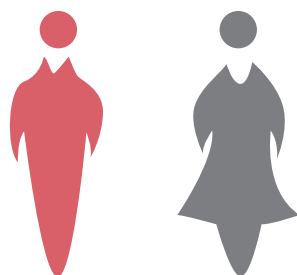
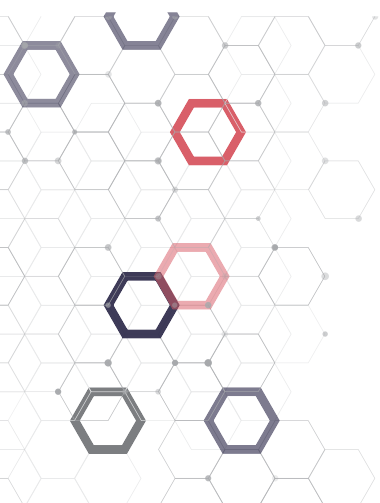


FOREWORD

Gender equality and the reduction of inequalities are two of the Sustainable Development Goals (SDGs) defined by the 2030 Agenda of the United Nations (UN) - namely SDGs 5 and 10. This is a current and important debate for the construction of society, to which the Faculty of Human Kinetics (FMH) will commit in the future.

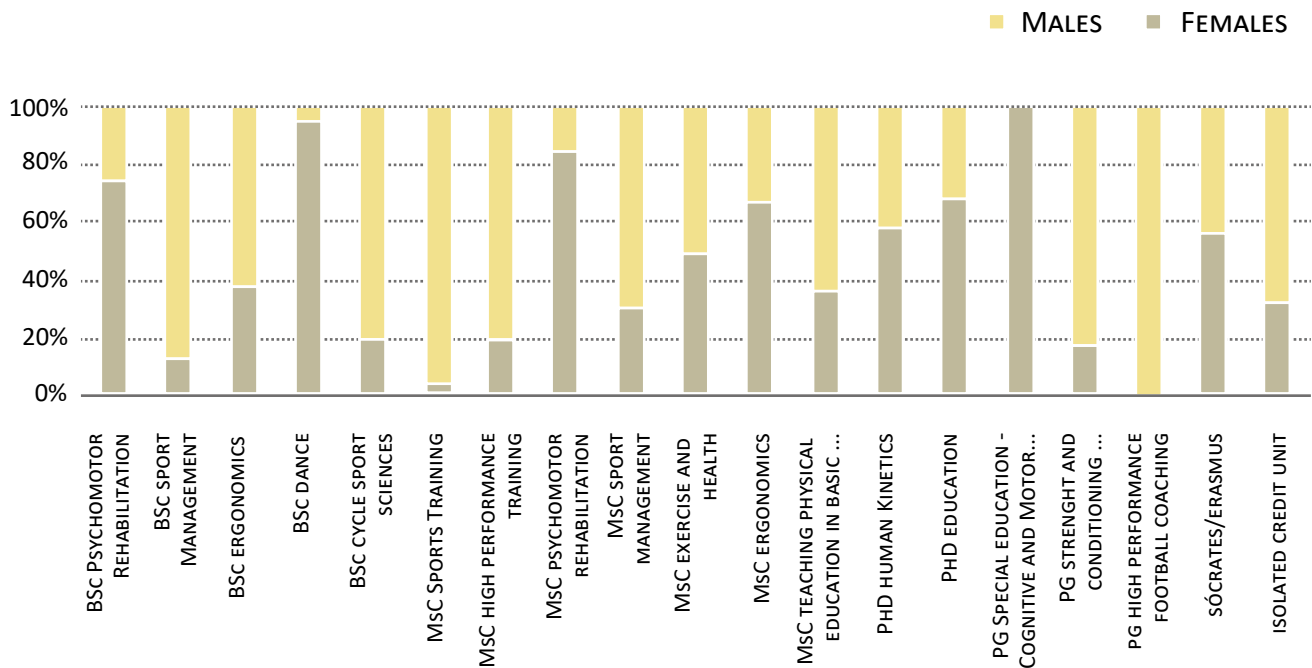
With the development of a Plan for Gender Equality, Inclusion and Non-Discrimination, it is intended to build a structure, a culture and a set of actions that will allow the creation and monitoring of equal opportunities and the reduction of inequalities in FMH, including those resulting from gender.

The supervision of the monitoring processes and dissemination of the information to the institutional decision makers is the responsibility of the Commission for Equality, Inclusion and Non-Discrimination, with three members nominated by the FMH Dean. Among the objectives to be achieved with this Plan are the reinforcement and consolidation of gender equality, with regard to teachers and researchers, administrative and technical workers, and students, at the various levels of the organizational structure; the development of mechanisms that will allow effective equality of opportunities and inclusion in the university life of those with fewer resources or with some form of disability or incapacity; and the ability to combat all forms of discrimination, whether based on sex or linked to other attributes, such as sexual orientation, ethnic-racial condition, religion, nationality, social group or political opinion.



DIAGNOSIS

STUDENTS BY GENDER AND AREA OF STUDIES IN 2019/2020



1263

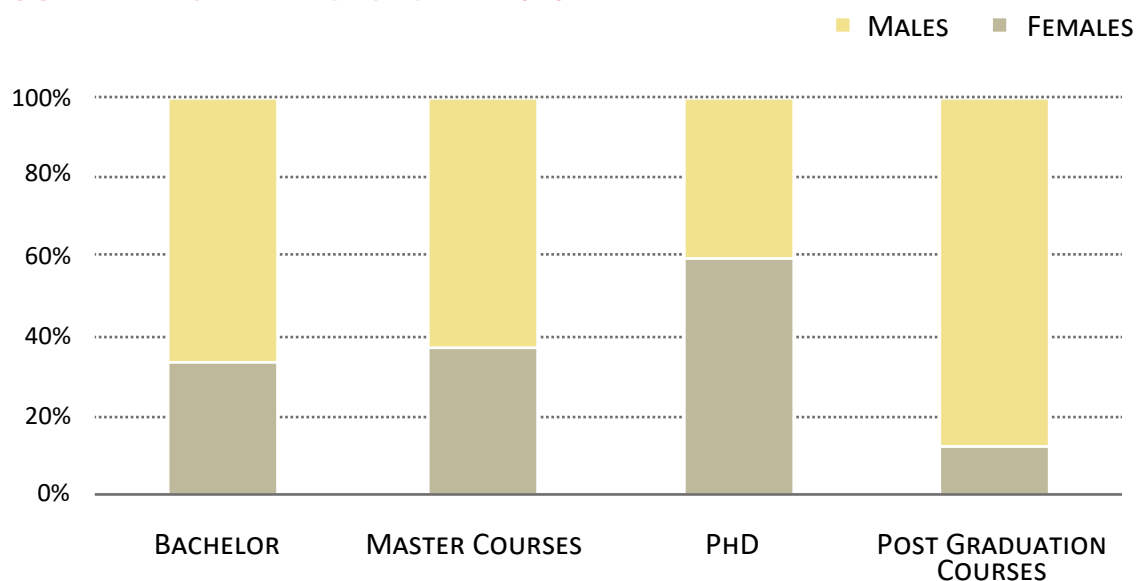


741

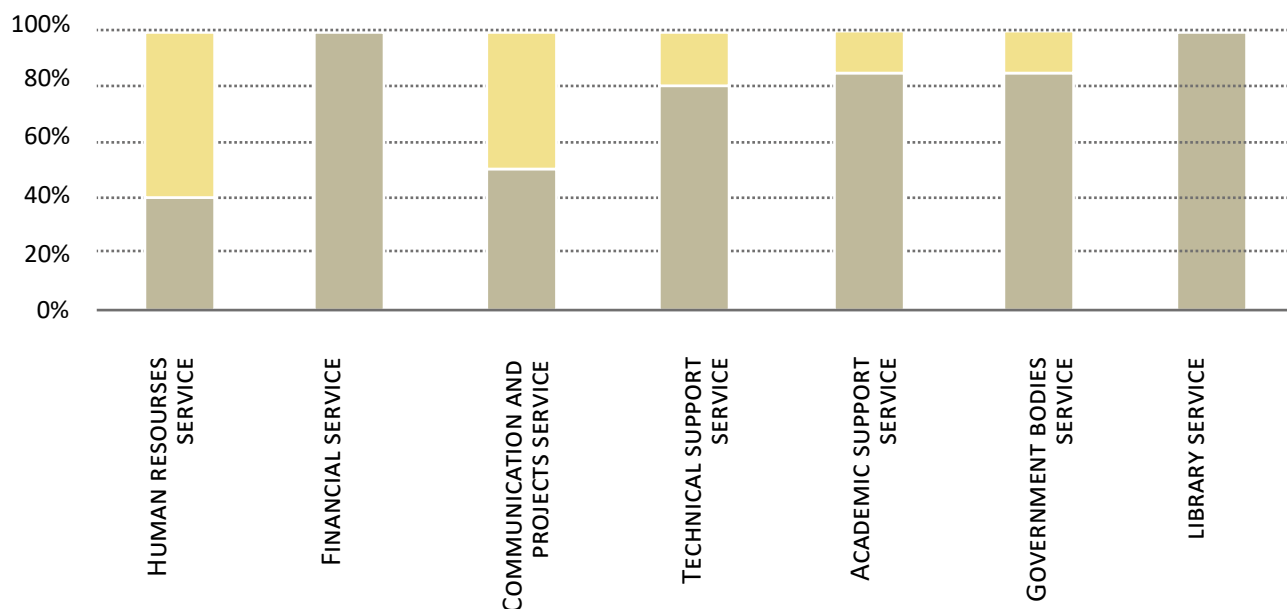


DIAGNOSIS

ACADEMIC CAREER LEVELS AT FMH BY GENDER IN 2019

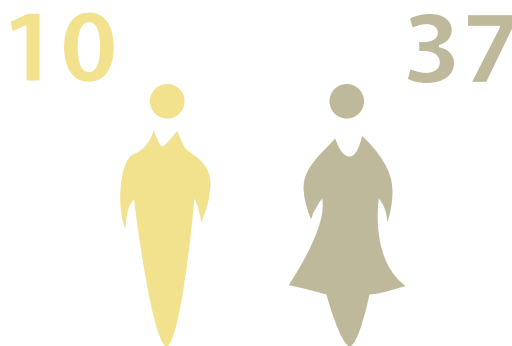
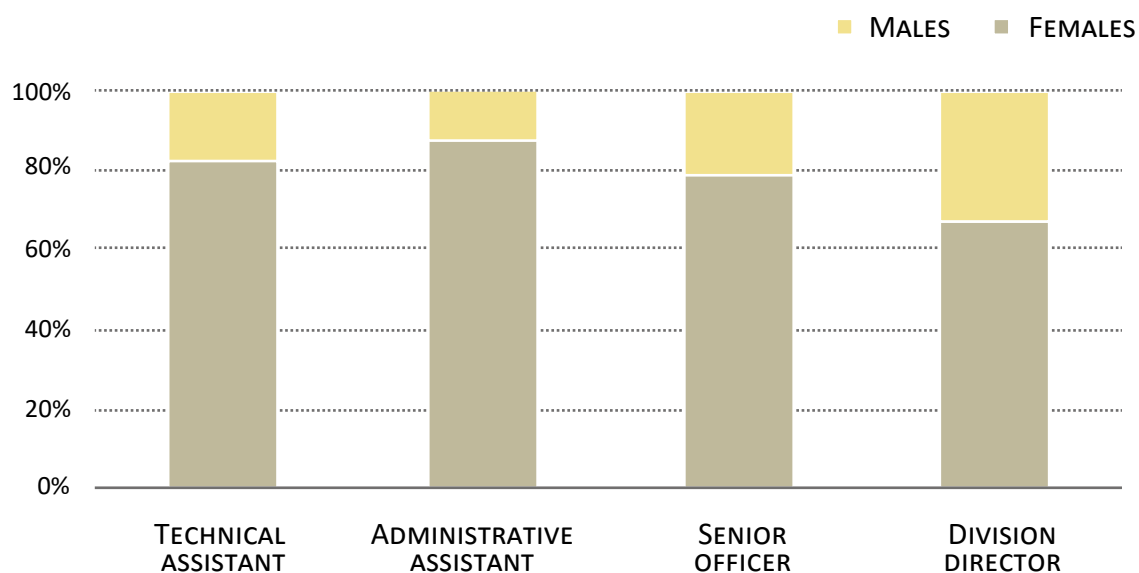


TECHNICAL AND ADMINISTRATIVE SERVICES BY GENDER AND CATEGORY IN 2019



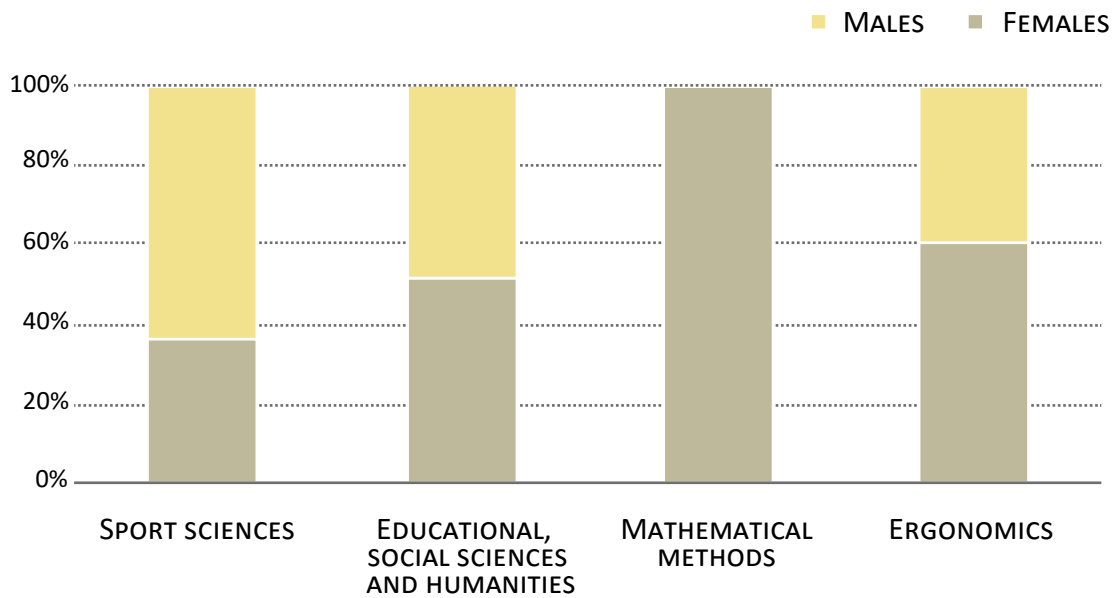
DIAGNOSIS

TECHNICAL AND ADMINISTRATIVE STAFF PROFESSIONAL CATEGORIES IN 2019



DIAGNOSIS

TEACHING STAFF BY GENDER AND DEPARTMENT IN 2019



52



68



FOCUS AREAS

// Five strategic areas of action are defined to be developed at FMH and to frame the measures to promote equality, inclusion and non-discrimination

A - GOVERNANCE AND DECISION STRUCTURES

Promote equal opportunities and eliminate discrimination, based on gender or other attributes, promoting:

- a) balanced representation at different levels of the organizational structure;
- b) the exchange of experiences and good practices at FMH;
- c) the inclusion of topics related with gender equality, inclusion and non-discrimination in the FMH strategic and planning documents;
- d) the adoption of processes that guarantee gender equality, inclusion and non-discrimination;
- e) balanced representation between men and women in the management and coordination bodies.

B - RECRUITMENT, SELECTION, EVALUATION, AND CAREER PROGRESSION

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

- a) ensuring that criteria and procedures for recruiting and selecting human resources bear in mind the principle of equality and non discrimination based on gender;
- b) encouraging the application and selection of men or women in areas where they are underrepresented;
- c) maintaining information disaggregated by sex, promoting gender balance in the decision making field and professional development in the faculty and technical administrative careers;
- d) ensuring transparent and objective promotion and career development processes for men and women;
- e) implementing procedures that guarantee equal transparent opportunities for promotion and career development;
- f) 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

Encouraging the use of language free from discrimination, based on sex or other attributes, and promoting the dissemination of good practices to promote equality by:

- a) using non-discriminatory language, either internally or externally;
- b) adopting a marketing and advertising policy that is free from stereotypes, gender or otherwise, and that promotes diversity;
- c) serving as a model for the promotion of gender equality, inclusion and non-discrimination at the University of Lisbon and within the FMH;
- d) disseminating information on scientific publications, research projects, doctoral theses and master's dissertations that can contribute to the promotion of gender equality and inclusion in society.

D - WORK AND FAMILY/LIFE BALANCE

Conceive and disseminate different practices that promote the reconciliation between work and personal/family life, which promote equality and inclusion by:

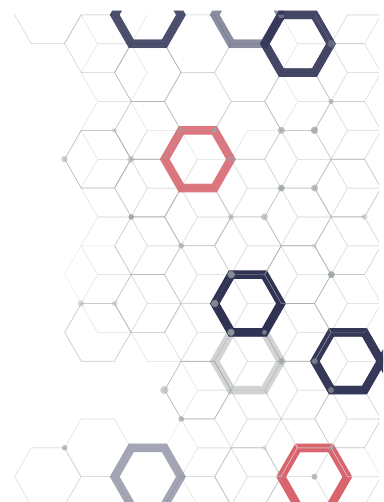
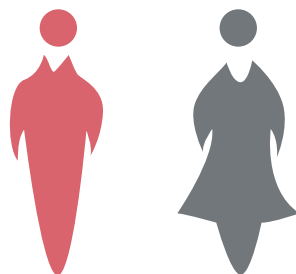
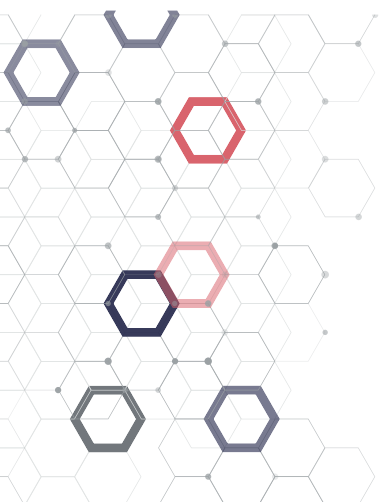
- a) developing and implementing actions that can raise awareness of the balance in the participation of men and women in family life;
- b) offering flexible working options (hours, locations, etc.) and professional development opportunities considering specific responsibilities, of workers at family level;
- c) 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 AREAS

E - TEACHING AND RESEARCH

Strive for the principles of gender equality, inclusion and non-discrimination to be present in the main research activities and in the different aspects of teaching by:

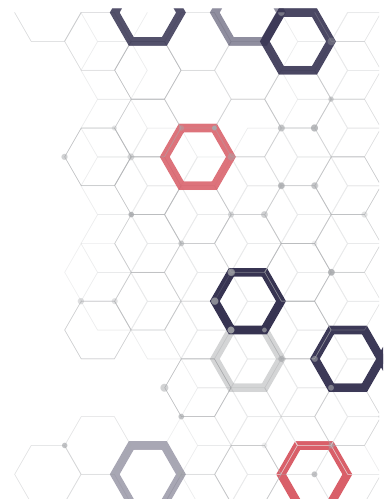
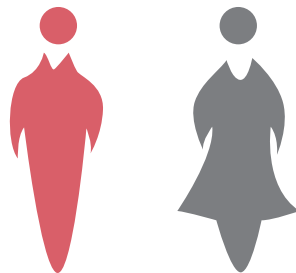
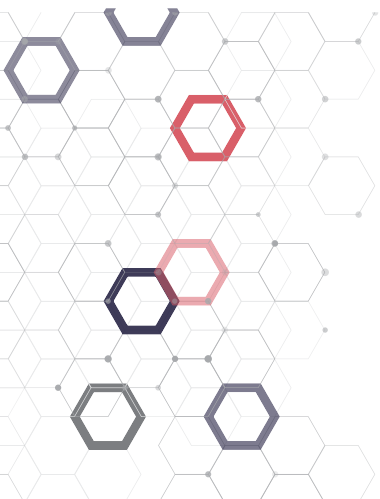
- a) promoting the incorporation, whenever appropriate, of variables related to sex and other attributes in the studies and projects to be developed;
- b) encouraging and disseminating research results linked to a gender equality, inclusion and non-discrimination perspective;
- c) incorporating, where appropriate, themes of gender equality and inclusion in study plans;
- d) encouraging the creation of curricular units or other training academic actions in the areas of gender equality, inclusion and non-discrimination;
- e) monitoring the main aspects of research and teaching (publications, funding, enrollment in study cycles, academic success, etc.) based on variables relevant to gender equality, inclusion and non-discrimination.



TIMELINE

Given the diversity and autonomy that characterizes the University of Lisbon, namely the faculties, the central services and social welfare services, the implementation of this Plan for Gender Equality, Inclusion and Non-Discrimination must be done gradually and with flexibility.

Regarding the implementation timeline, all of the measures indicated in the Plan must be implemented in the period of 2022-2027, and it is up to the Commission for Equality, Inclusion and Non-Discrimination of the FMH to define the respective priorities and establish the corresponding short- and medium-term objectives.



PLAN

Focus Area A – Governance

OBJECTIVE

// Define a governance model for the follow-up and monitoring of gender equality, led by the dean's office of FMH

MEASURE / ACTION	INDICATOR	RESPONSIBILITY	INSTITUTIONAL TARGETS
Ensure the preparation, implementation of the plan for gender equality, its monitoring, follow-up and sustainability	Annual monitoring of the implementation of measures	Dean	Students, teaching, technical and administrative staff
Definition of internal roles and responsibilities, which ensure the acceleration and close monitoring of the defined plan and relevant metrics	Number of institutional agents involved in the Plan's promotion	Dean	Students, teaching, technical and administrative staff
Commitment to promoting equality between women and men in strategic documents (eg. reports, regulations, code of ethics/conduct) as an organization value	Number of documents referring to the theme of gender equality	Dean	Students, teaching, technical and administrative staff
Commitment to promoting equality between women and men in the mission and values of FMH	Take into consideration when writing FMH's institutional values	Dean	External stakeholders, students, teaching, technical and administrative staff

PLAN

Focus Area B – Recruitment, selection, evaluation and career progression

OBJECTIVE

// Maintain the representation of women in leadership roles

MEASURE / ACTION	INDICATOR	RESPONSIBILITY	INSTITUTIONAL TARGETS
Hiring women and men in equal percentage for leadership positions	% of women/men in leadership positions	Dean and Management Board	Teaching, technical and administrative staff

OBJECTIVE

// Contribute to an equal and objective selection and recruitment process for women and men

MEASURE / ACTION	INDICATOR	RESPONSIBILITY	INSTITUTIONAL TARGETS
Ensuring the principle of equality between women and men and non-discrimination in access to employment	% of male and female recruits	Dean, Management Board and Scientific Council	Teaching, technical and administrative staff

PLAN

Focus Area C – Internal and external information and communication

OBJECTIVE

// Disclose the Gender Equality Plan internally and externally

MEASURE / ACTION	INDICATOR	RESPONSIBILITY	INSTITUTIONAL TARGETS
Involve all employees in the implementation and dissemination of the Gender Equality Strategic Plan	Number of divisions and employees involved in the implementation and dissemination of the Gender Equality Strategic Plan	Executive Director	Teaching, technical and administrative staff
Promote conferences on gender equality	One annual conference on gender equality	Research structures and Department Boards	Students, teaching, technical and administrative staff
Publicly assume (internally and externally) a commitment to promoting equality between men and women	Number of internal and external actions to promote gender equality	Dean	External stakeholders, students, teaching, technical and administrative staff

OBJECTIVE

// Raise awareness of the importance of diversity and gender equality among different stakeholders, from leaders to employees and human resources teams

MEASURE / ACTION	INDICATOR	RESPONSIBILITY	INSTITUTIONAL TARGETS
Strengthen the association with national/international networks, events, studies, and other external initiatives that aim to promote gender equality	Number of external initiatives	Department Boards	External stakeholders, students, teaching, technical and administrative staff
Encouraging the use of language free from discrimination, based on sex or other attributes, and promoting the dissemination of good practices to promote equality	Number of actions promoting and disseminating good practices to promote equality	Department and Pedagogical Boards	Students, teaching, technical and administrative staff

PLAN

Focus Area D – Work and family/life balance

OBJECTIVE

// Promote measures to harmonize professional life with family and personal life

MEASURE / ACTION	INDICATOR	RESPONSIBILITY	INSTITUTIONAL TARGETS
Parenting protection	Number of paternity leaves/year	Management and Department Boards	Teaching, technical and administrative staff
Prevention of harassment at work	Number of harassment records	Executive Director	Teaching, technical and administrative staff
Ensure the safety and health of the pregnant, postpartum or lactating employee	Number of orders accepted	Management Board	Teaching, technical and administrative staff
Promotion of measures that favor informal caregivers	Number of licenses granted	Management and Department Boards	Teaching, technical and administrative staff
Prevent and combat the practice of other offenses to the physical or moral integrity, freedom, honor, or dignity of the employee	Number of records of offenses to the physical or moral integrity, freedom, honor, or dignity of the employee	Management and Department Boards	Teaching, technical and administrative staff

PLAN

Focus Area E – Teaching and Research

OBJECTIVE

// Strive for the principles of equality, inclusion, and non-discrimination to be considered in the main research activities and in the different aspects of teaching

MEASURE / ACTION	INDICATOR	RESPONSIBILITY	INSTITUTIONAL TARGETS
Incorporate, whenever appropriate, variables related to sex and other attributes in the investigations and projects to be developed	Number of investigations including variables related to sex and other attributes	Teaching and research staff, and students	Teaching and research staff, and students
Encourage and disseminate research results related to gender equality, inclusion, and non-discrimination	Number of published papers considering a perspective of gender equality, inclusion and non-discrimination.	Research structures, Department Boards and Scientific Council	Teaching and research staff, and students
Incorporate, whenever appropriate, gender equality and inclusion considerations into research plans	Number of implemented credit units on gender equality	Research structures, Department Boards and Scientific Council	Teaching and research staff, and students
Encourage the creation of curricular units or other training actions within the field of gender equality, inclusion, and non-discrimination	Number of implemented credit units on gender equality	Research structures, Department Boards and Scientific Council	Teaching and research staff, and students
Monitor the main aspects of research and teaching (publications, funding, enrollment in study cycles, academic success, etc.) based on relevant variables to gender equality, inclusion, and non-discrimination topics	Number of reports mentioning gender equality	Research structures, Department Boards and Scientific Council	Teaching and research staff, and students