

Gender Equality Plan 2022



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1. Executive Summary

The PQI – Portuguese Quantum Institute developed the Gender Equality Plans (GEP) based on the Horizon Europe Guidance on Gender Equality Plans (GEPs).

The Association has also deliberated that will implement the creation of a Working Group that includes researchers, technical and administrative staff to enhance the diversity at PQI. Creating a series of specific actions to ensure that complies and contributes to the Sustainable Development Goals (SDGs) by 2030 Agenda of the United Nations (UN) is one of the Associations planned activities.

The present gender equality plan includes a general overview of the gender issues in Portugal and specific actions that the PQI has been and will be taking to reduce the existing gender inequality in some of these technical areas of work.

2. Portugal Data Overview

Concerning the SDG 5: Gender Equality Portugal, according to INE¹ is still behind on the goals.²

Concerning the number of Individuals at the Parliament there are 37,05 % female to 63 % to male elected. As far as the counties, only 9,4 % of Presidents are females. Regarding the number of leadership positions within the employed population, 3,6 % are female and 5,7 % are male.

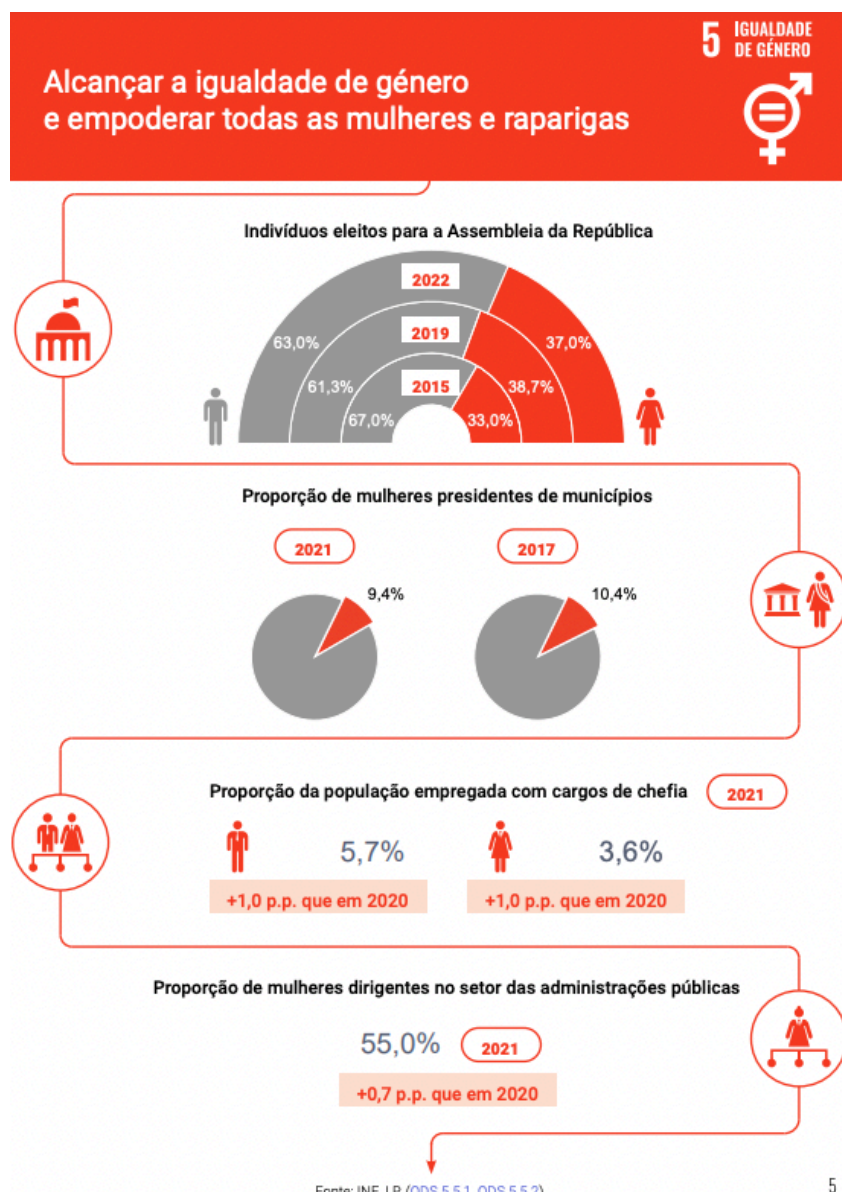


Figure 1: PT SDG 5

¹ Instituto Nacional de Estatística: www.ine.pt

² Source:

https://www.ine.pt/xportal/xmain?xpid=INE&xpgid=ine_publicacoes&PUBLICACOESpub_boui=65588377&PUBLICACOESmodo=2

3. PQI Strategic Objectives

PQI will develop its GEP based on ensuring that:

- **publication:** a formal document published on the institution's website and signed by the top management;
- **dedicated resources:** commitment of resources and expertise in gender equality to implement the plan;
- **data collection and monitoring:** sex and/or gender-disaggregated data on personnel (and students, for the establishments concerned) and annual reporting based on indicators;
- **training:** awareness-raising/training on gender equality and unconscious gender biases for staff and decision-makers.
- **work-life balance and organisational culture;**
- gender balance in **leadership and decision-making;**
- gender equality in **recruitment and career progression;**
- integration of the **gender dimension** into research and teaching content;
- measures against **gender-based violence**, including sexual harassment.

4. Monitoring

To assess the Principles and Values that regulate and guide the implementation of this plan, the objectives defined in the Annual Plan of Activities are monitored throughout each semester considering the indicators and targets defined.

5. Working Group

The PQI will constitute its Gender working group for the Quadrennial 2022-2025 composed by 4 people: 1 board member, 1 researcher, 1 executive manager, 1 administrative.

This working group will meet three times a year, to monitor the metrics and issue an opinion on the matter, publishing those results on PQI's website.

This group will ensure the GEP cycle suggested by the HE GEP is followed and implemented.

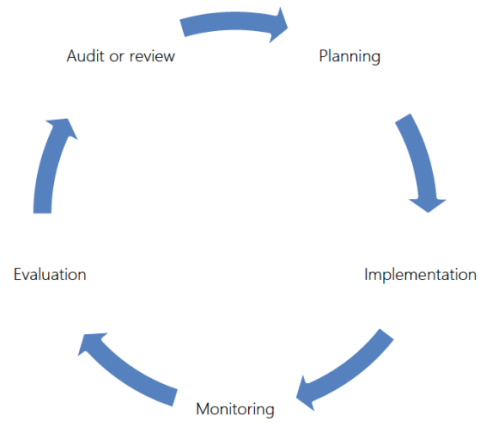


Figure 2: Typical GEP cycle (HE GEP)

6. Action Plan

The PQI representative to monitor the implementation of the Action Plans is Dra. Jaqueline Silva, who is also the PQI's contact point for gender equality issues.