



## Systemic, Structural, and Systematic: A 3S Approach to Gender Equality at U.Porto

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Following a systemic, structural, and systematic approach, U.Porto developed its 1st Plan for Gender Equality – UP Equality, consisting of 4 areas and 60 measures. Its implementation, which runs until the end of 2024, has 77% of actions completed and 23% ongoing. The preparation of the new Plan began with the development of co-design activities and collection of indicators, resulting in new proposals and the maintenance of some measures. The need for constant monitoring and reflection on the topic of gender equality is therefore recognized, capitalizing on the path taken.

### Introduction

**Gender Equality** is a priority in European Commission policies (2021)

- Mechanisms and recommendations for its promotion have been implemented;
- Having a Gender Equality Plan (GEP) is a prerequisite for higher education institutions to obtain European research funding.

#### Gender Equality Plan as a strategic tool (EIGE, n.d.)

- Outline priorities and objectives;
- Based on a diagnosis of the situation;
- Contains specific measures to be implemented.

#### **UP Equality - Gender Equality Plan of the University of Porto**

- U.Porto's first plan, in effect from July 2022 to December 2024;
- Developed with an intersectional perspective and a co-design methodology;
- Systemic 60 measures aimed at different target groups and different levels of organisational functioning;
  - 34 completed and 26 in progress;
- Structural creates conditions for progressive implementation and continuous, monitoring of the different actions;
- Systematic Continuous assessment of progress towards gender equality;
  - analysis of indicators disaggregated by gender;
  - women's and men's experiences at university surveyed;
  - Informs future policies and practices.

This poster presents the implementation and monitoring of the first Gender Equality Plan, which is closely linked to the co-design of the new plan that establishes a commitment to the continuity of specific actions to promote Gender Equality at the University of Porto.

# **Concluding remarks**

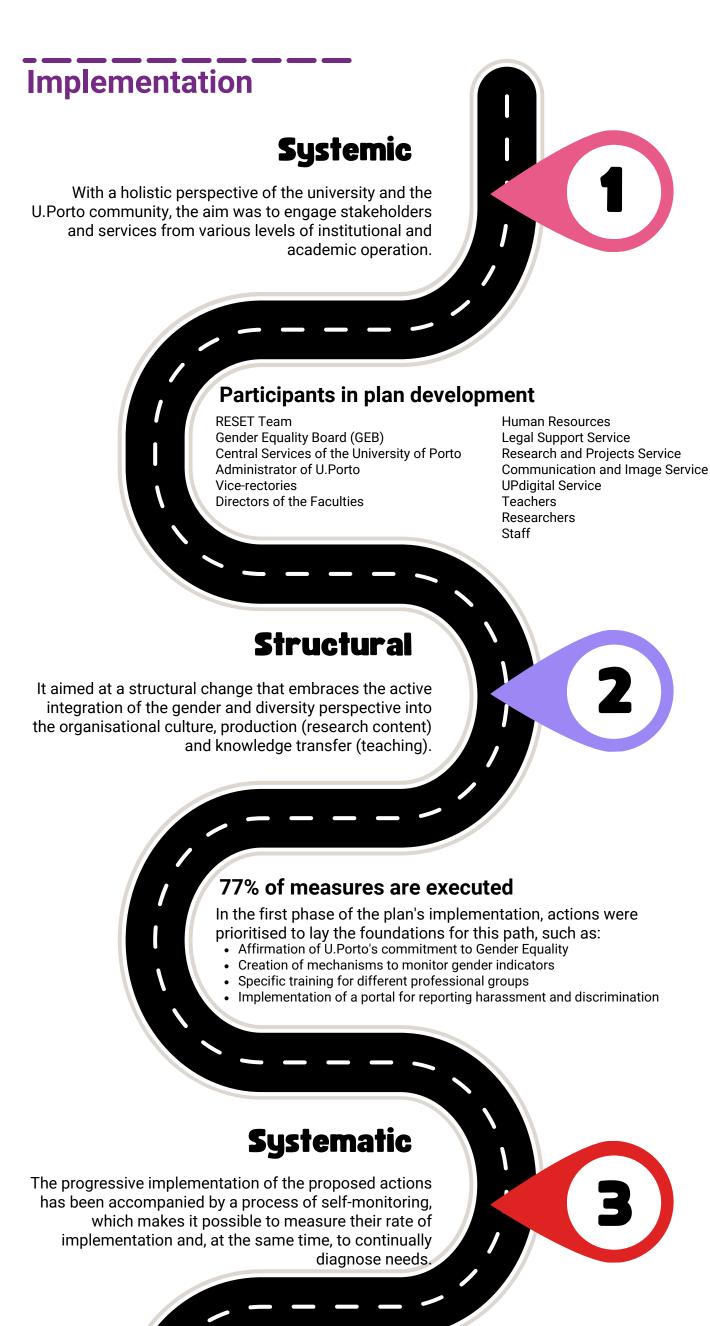
The Gender Equality Plan of the University of Porto - UP Equality, marks a significant achievement in the mission to create a more just and equitable academic environment. Through the progressive implementation of 60 broad measures, guided by an intersectional perspective and co-design methodology, we are addressing barriers to equal opportunities and promoting a culture of inclusion for all people.

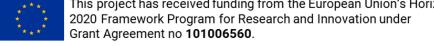
The implementation of the Gender Equality Plan is a collective effort that demands the commitment and active involvement of the whole academic community. The implementation rate shows significant improvements, yet this is an unfinished journey. With the conclusion of the first plan, preparations are now underway for the follow-up plan.

Along this systemic, structural and systematic path, ambitious new objectives and strategic actions are being defined to achieve even deeper and more extensive gender equality, with the aim of building a fairer, more inclusive and equal University of Porto for all persons.

### References

- European Commission, Directorate-General for Research and Innovation, (2021). Horizon Europe guidance on gender equality plans, https://data.europa.eu/doi/10.2777/876509
- European Institute for Gender Equality (s/d). What is a Gender Equality Plan. Available at: https://eige.europa.eu/gender-mainstreaming/toolkits/gear/what-gender-equality-plan-gep? language\_content\_entity=en















thematic areas:

Preparation of the new plan



Drawing from the implementation experience of the first plan, along with the gathered indicators and needs, stakeholders were

UP Equality 2025-2028, has already been prepared and covers 6

D | Gender Dimension in Research and Knowledge Transfer

once again engaged in co-designing the upcoming GEP:

C | Conciliation and Organizational Culture

A | Leadership and Decision Making **B** | Recruitment and Career Progression

**E** | Gender Violence and Harassment

F | Specific Measures for Organic Units

