



# GENDER EQUALITY PLAN

**INSTITUTO DE INVESTIGAÇÃO E  
INOVAÇÃO EM SAÚDE  
DA UNIVERSIDADE DO PORTO**



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# 1. Summary

In 2022, i3S produced a gender equality plan. Two years on, we are checking the evolution of the indicators and, according to their analysis, assessing the relevance of the four areas of intervention identified:

- organizational culture and work life balance;
- recruitment, selection and career development;
- internal and external information and communication;
- leadership, decision making and key bodies.

It is also important to adapt the action plan to the 2024 scenario.

## 2. Key Figures

### 2.1. General scenario as of June 30, 2024, taking into account i3S and the three founder Institutes

Around 1,200 people are affiliated<sup>1</sup> with i3S, 70% of whom are female (F - 70%; M - 30%). The distribution has been the same since 2016.

The following data is broken down by professional situation and scale of seniority in the research career.

Researchers holding a work contract with i3S	M	F	Total
Coordinator Researcher	3	3	6
	<b>50%</b>	<b>50%</b>	
Principal Researcher	20	24	44
	<b>45%</b>	<b>55%</b>	
Assistant researcher	22	24	46
	<b>48%</b>	<b>52%</b>	
Junior Researcher	32	93	125
	<b>26%</b>	<b>74%</b>	

<sup>1</sup> This number excludes around 200 people, namely visiting researchers, external collaborators and trainees, given their short periods of permanence and intensive turnover.

Researchers holding a work contract with academia	M	F	Total
Full Professor	13	5	18
	<b>72%</b>	<b>28%</b>	
Associate Professor	13	16	29
	<b>45%</b>	<b>55%</b>	
Assistant Professor	16	32	48
	<b>33%</b>	<b>67%</b>	
Other	3	2	5
	<b>60%</b>	<b>40%</b>	

The figures do not significantly differ from those calculated in 2021.

There is a large gender gap in the contracts signed with junior researchers, which decreases with advancement in the research career and reaches almost parity at the highest levels, with a slight advantage for the female gender.

Question arises of: i) the under-representation of male junior researchers and ii) why this is diminishing as one progresses through a research career.

The answer to the first question may lie in the gender distribution of the student community (including scholarship holders), which replicates the same distribution percentages as the junior researcher contracts:

Students and fellows <sup>2</sup>	M	F	Total
PhD Students	84	223	307
	<b>27%</b>	<b>73%</b>	
Master Students	35	103	138
	<b>25%</b>	<b>75%</b>	
PostDoctoral Fellows	2	9	11
	<b>18%</b>	<b>82%</b>	
Research Fellows	19	29	48
	<b>40%</b>	<b>60%</b>	

<sup>2</sup> Holders of a research grant contract with i3S



Applications for open positions, from 01/01/2022 to 30/06/2024	M	F	Total
Junior Researcher	123	300	423
	<b>29%</b>	<b>71%</b>	

The answer to the second question will be multifactorial and involve generic social aspects. In addition, we can consider the fact that i3S is a recent institute, created in 2019, inheriting the research teams of the three founding institutes. It is assumed that there may be a change in the gender distribution of assistant researcher contracts once the time needed to develop careers at i3S has elapsed.

The following are statistics on the employment contracts of people in research support areas:

Research Support areas - i3s work contracts	M	F	Total
Research Technicians (projects)	4	25	29
	<b>14%</b>	<b>86%</b>	
Scientific Platforms	14	34	48
	<b>29%</b>	<b>71%</b>	
Transversal Units	27	70	80
	<b>28%</b>	<b>72%</b>	
Clinical Initiatives	15	69	84
	<b>18%</b>	<b>82%</b>	

Once again, the proportion of female employees is over 70%.

## 2.2. Leadership and key bodies as of June 30, 2024

Leadership positions	M	F	Total
Board of Directors	4	4	8
	<b>50%</b>	<b>50%</b>	
External Advisory Board	5	3	8
	<b>63%</b>	<b>38%</b>	
Integrative Program Coordinators	5	4	9
	<b>56%</b>	<b>44%</b>	
Research group leaders	32	35	67
	<b>48%</b>	<b>52%</b>	
Scientific Platforms Coordinators	6	8	14
	<b>43%</b>	<b>57%</b>	
Transversal Units Coordinators	4	11	17
	<b>27%</b>	<b>73%</b>	

Compared to 2021, there has been a major change in the composition of the Board of Directors (2021: 75%M, 25%F) and the External Advisory Board (2021: 86%M, 14%F).

There is an approximate parity among leadership positions, excepting at the Transversal Units level.

## 2.3. Scientific Productivity

January-September 2024	M	F	Total
Running projects - PI's	86	127	213
	<b>40%</b>	<b>60%</b>	
articles - 1st authors	26	71	97
	<b>27%</b>	<b>73%</b>	
articles - last authors	52	68	120
	<b>43%</b>	<b>57%</b>	

There is a predominance of women in all scientific productivity indicators, as well as attendance as speakers at events organized by i3S.

November 2023 to October 2024	M	F	Total
Speakers	277	327	604
	<b>46%</b>	<b>54%</b>	

## 2.4. Work-life balance

The average time the access card was swiped to exit the building, in a sample of one month in 2023 and two months in 2024, was **5.30 pm**.

The events organized by i3s that took place at the weekend were **3 in 2023 and 5 in 2024**.

From January 2024 until mid-September, **74** bookings were made to use one of the nine i3S meeting rooms after 6pm (187 total working days in the period).





Currently, regular meetings of institutional bodies are held during normal working hours. Furthermore, institutional dissemination emails are sent during regular working hours.

Between January 2023 and September 2024, 10 male and 10 female workers took parental leave. Of the 10 men, 8 took leave for longer than the minimum legal period, that is 28 days.

Parental leaves within work contracts	M	F	Total
Total number	10	10	20
Upper than 150 days for women and 28 days for men	8	1	9

In 2024, i3S reached an agreement with a nursery school with facilities near i3S, which guarantees places for members of the i3S community. i3S will seek to have this agreement renewed annually.

# 3. Main conclusions

The overall distribution of the i3S community by gender remains 70F-30M. Although the proportion of women decreases as the seniority research career stages increases, there is parity from Assistant Researcher to upper categories.

The *She Figures 2021*<sup>3</sup>, issued by the European Commission, refers that the proportion of women among grade A academic staff was 26,2% (2018 numbers available). With this reference, we can say that parity at more advanced levels in the i3S research career does not follow the European scenario, showing a more positive scenario.

The huge gap in the category of Junior Researchers reflects the upstream differences at the gender proportions among students and candidates to open position for junior researcher contracts. The *She Figures 2021* shows that women represented more than 60% of Doctoral graduates in Education and were over-represented in Health & Welfare studies and Biological and related sciences.

We can say that, given i3S's area of research, the over-representation of women has an upstream justification, and i3S must maintain its orientation of keeping issues of equal opportunities and working and research conditions visible, regardless of gender.

This focus of i3S is reflected in the effort it has made over the last three years to promote gender parity in decision-making bodies and leadership positions.

i3S has a singular position in terms of composition of board members and board leaders. The *She Figures 2021* refers that just 3 in 10 board members were women (31,1% - only 2019 numbers available).

The gender distribution of scientific productivity indicators is very close to the distribution of the number of researchers by research career category.

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<sup>3</sup> She Figures 2021 – Gender in Research and Innovation Statistics and Indicators, European Commission, Directorate-General for Research and Innovation



This approximation may reflect that productivity levels do not differ according to gender.

Regarding work life balance issues, although it is not possible to count working time outside i3S premises, the number of scientific events and meetings scheduled after 6pm is low.

Male researchers with employment contracts have opted to take more parental leave than the legally mandatory.

The average time spent leaving the building seems to be compatible with family/leisure activities.



## 4. Action plan

Most of the indicators show that i3S is on track and even above average for gender equality at European level. Nevertheless, we need to improve some aspects and continue the positive trends observed until now.

We are presenting a concise and very concrete Action Plan, in the context of gender equality issues (see following tables). However, this action plan is not restricted to gender equality concerns. i3S vision to become a major European player in health sciences and technologies and a few priorities and principles permeate everything done at i3S, as conducting ethical and responsible work and aiming to create an environment where people feel safe, recognized and able to conciliate all parts of their lives.

Therefore, promoting an environment that favors entrepreneurship and knowledge/technology translation for the benefit of society, cultivating a flexible and progressive environment, which fosters inclusivity and parity, namely through the implementation of a Gender Equality Plan is a priority.

A working group is active, with key collaborators from: the Human Resources of i3S and the founder Institutes; the Unit for Responsible Conduct in Research; the Career Development Unit; the Data Protection Office; the Communication Unit. The working group also integrates stakeholders from the different research career stages, as the representatives from the Senior Researchers, Post Docs and Junior Researchers and PhD Students. The group also includes members with decision making roles, as Group Leaders and a member of the Board of Directors of i3S.

## 1. ORGANIZATIONAL CULTURE AND WORK LIFE BALANCE

OBJECTIVES	TASKS	INDICATORS	TARGETS AND TIMING	RESPONSIBILITIES
<b>1.1 To promote gender equality as part of the organizational culture at i3S</b>	<ul style="list-style-type: none"> <li>- Reference to GEP at the i3S annual report</li> <li>- Reference to gender balance issues at the i3S newsletter(s)</li> <li>- Inclusion of gender equality references at the i3S guidelines, whenever appropriate.</li> <li>- Publish the GEP in a highly visible place on the i3S website</li> </ul>	<ul style="list-style-type: none"> <li>- Number of i3S documents with references to gender equality issues.</li> </ul>	10 references during 2025	Board of Directors Human Resources Communication Unit
<b>1.2 Promotion of a safe environment free from harassment and discrimination</b>	<ul style="list-style-type: none"> <li>- Inclusion of the reference of the Code of Conduct to Prevent and Combat Workplace Harassment at the Welcome Guide</li> </ul>	<ul style="list-style-type: none"> <li>- Release of a new Welcome Guide</li> <li>- Number of harassment complaints</li> </ul>	<ul style="list-style-type: none"> <li>- A new version of the Welcome Guide, to be released by March 2025</li> <li>- Annual report of harassment complaints, by January 2026, target of none complaints</li> </ul>	Board of Directors Human Resources Communication Unit
<b>1.3 To promote a work-life balance for all individuals within the organization</b>	<ul style="list-style-type: none"> <li>- Disclosure of the existence of national parenting and family support measures</li> <li>- Establish protocols with service companies providing services that facilitate the reconciliation between personal and professional life.</li> <li>- Recommendation to schedule meetings and send emails during regular work hours</li> </ul>	<ul style="list-style-type: none"> <li>- Number of publications at the i3S portal about social benefits</li> <li>- Number of protocols with service provider organizations</li> <li>- Reference of recommended hours scheduling at the Room Scheduler (portal)</li> <li>- An institutional information about the need to avoid writing emails outside regular work hours.</li> </ul>	<ul style="list-style-type: none"> <li>- To have updated information about social security support at the i3S portal;</li> <li>- 5 active protocols with services providers until December 2025</li> </ul>	Board of Directors Human Resources Communication Unit

## 2. RECRUITMENT, SELECTION AND CAREER DEVELOPMENT

OBJECTIVES	TASKS	INDICATORS	TARGETS AND TIMING	RESPONSABILITIES
<p><b>To ensure gender-sensitive recruitment selection and career progression evaluation</b></p>	<ul style="list-style-type: none"> <li>- Recommendation for gender balance within job selection and evaluation committees, at the time of the drafting of the contest announcements.</li> <li>- Recommendation to increase the share of the under-represented gender, in face of a same evaluation score for different gender candidates, at the time of evaluation of contest applications.</li> <li>- Training about gender bias for the evaluation committees</li> <li>- Drafting a new check-list to be filled by the jury, committing to responsible evaluation practices</li> </ul>	<ul style="list-style-type: none"> <li>- Gender ratio in selection and evaluation committees</li> <li>- Gender ratio by area, research/transversal units/platforms</li> <li>- A new version of the information that HR sends to the jury after the competitions are closed, with reference to training resources aiming to create awareness of gender bias on evaluation processes</li> <li>- Number of informative documents/videos published at the HR portal for training</li> <li>- Check-list of commitment by the juries</li> </ul>	<ul style="list-style-type: none"> <li>- Ratios calculated every 6 months</li> <li>- New minutes of the job's announcements, in March 2025, with references to GE issues</li> <li>- New email content for the jury at the time of evaluation, in March 2025, with references to GE issues</li> <li>- New documents/videos published at the HR portal for training, March 2025, with reference to GE issues</li> <li>- New check-list, March 2025 , with reference to GE issues</li> </ul>	<p>Board of Directors Human Resources</p>

### 3. INTERNAL AND EXTERNAL INFORMATION AND COMMUNICATION

OBJECTIVES	TASKS	INDICATORS	TARGETS AND TIMING	RESPONSIBILITIES
<b>3.1 To ensure gender-perspectives in the organization of conferences and events</b>	Recommendation for gender balance within speakers and scientific and organizing committees.	Gender ratio at speakers and organizing committees.	Ratios calculated every 6 months	Board of Directors Events Unit
<b>3.2 To engage the i3S community in the discussion of gender equality practices</b>	To invite an University of Porto or other specialist to give a lecture about GE at the i3S retreat	A lecture	November 2025	Board of Directors Events Unit Communication Unit Human Resources

#### 4. LEADERSHIP, DECISION MAKING AND KEY BODIES

OBJECTIVES	TASKS	INDICATORS	TARGETS AND TIMING	RESPONSABILITIES
<b>To promote gender balance in leadership positions and key bodies</b>	To monitor the gender ratios leadership positions and key bodies	Gender ratio	Ratio calculated in December 2025	Human Resources