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Gender Equality Plan

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athena
gender equality to unlock
research potential



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Acronyms and Abbreviations

CEHu	Centre for Humanistic Studies of the University of the Azores
UAç	University of the Azores
DRPIIS	Regional Directorate for the Promotion of Equality and Social Inclusion
ENIND	National Strategy for Equality and Non-Discrimination - Portugal + Equal
FRCT	Regional Fund of Science and Technology
GE	Gender Equality
GEP	Gender Equality Plan
GEPI	Gender Equality Plan Implementation Committee
R&I	Research and Innovation
RFO	Research Funding Organisation
RPO	Research Performing Organisation
SCTA	Scientific and Technological System of the Azores
VPGR	Vice-Presidency of the Regional Government of the Azores

1. Introduction

The Regional Fund of Science and Technology (FRCT), supervised by the Vice-Presidency of the Regional Government of the Azores (VPGR), recognises itself as an inclusive and socially responsible institution that protects and promotes fair and anti-discriminatory practices, specifically in terms of gender identity and expression, sexual orientation, age, disability, ethnic origin, nationality, religion or belief.

With a solid commitment to the entire development and promotion and defence of the dignity of all members of the organisation, the present Gender Equality Plan (GEP) aims to promote, strengthen, and ensure gender equality (GE) by incorporating the gender component into institutional strategy.

On the other hand, the GEP is a mandatory requirement for applicants from public bodies and public or private higher education or research institutions seeking Horizon Europe funding. In this sense, the GEP represents a support instrument for the participation of other regional entities, namely the Scientific and Technological System of the Azores (SCTA), in funding programs external to the Autonomous Region of the Azores, such as Horizon Europe.

GE is a fundamental value of the European Union, a fundamental right and a key principle of the European Pillar of Social Rights, as well as a prerequisite for "smart, sustainable and inclusive growth"¹. Equality and non-discrimination are guiding and regulating principles of contemporary, open and democratic societies, and they are inextricably linked to the need for equity and diversity.

The United Nations General Assembly adopted and proclaimed the Universal Declaration of Human Rights in 1948, establishing "equal rights for men and women" and condemning gender discrimination. The 2000 Charter of Fundamental Rights of the European Union states that "Equality between men and women must be ensured in all areas, including employment, work and pay. The principle of equality shall not prevent

¹ The Europe 2020 strategy aims to create smart, sustainable and inclusive growth.



the maintenance or adoption of measures providing for specific advantages in favour of the under-represented sex." ² In addition, the international political and legal framework for promoting and defending GE includes the Convention on the Elimination of All Forms of Discrimination against Women (1979), the Beijing Platform for Action (1995), the Millennium Development Goals (2000), and the 17 Sustainable Development Goals (2015), one of which addresses gender equality and women's empowerment.

The Portuguese Constitution of 1976 guarantees the equality principle, which states that no citizen shall be treated differently, and GE is a fundamental principle in the Portuguese legal system. In this context, public policies for equality between women and men, and more recently in the area of sexual orientation and gender identity, have been embodied in several National Action Plans and, since 2018, in the new National Strategy for Equality and Non-Discrimination (ENIND) - Portugal + Equal, over the past few decades.

In accordance with Portuguese law, the Autonomous Region of the Azores has its own bodies responsible for designing, implementing, and evaluating public policies to promote GE and prevent violence against women. Consequently, the Regional Directorate for the Promotion of Equality and Social Inclusion (DRPIIS) is the executive service of the VPGR with competencies in matters of equality and social inclusion, and its mission is to study, propose, execute, coordinate, monitor, evaluate, and supervise the application of the Regional Government's policies within its areas of competence. Regarding GE and the prevention of violence against women, this body is responsible for assisting and supporting the definition and structuring of policies, priorities and objectives; promoting, monitoring and evaluating the implementation of policies, measures and programmes; elaborating, disseminating and supporting the creation of strategic and operational planning instruments and the evaluation of policies and programmes; proposing and elaborating projects and proposals for legal and/or

² Article 23 - Equality between men and women (Charter of Fundamental Rights of the European Union)

regulatory diplomas, as well as issuing opinions on legislative and/or regulatory initiatives.

In the fields of Research and Innovation (R&I), the recognition and valorisation of women's roles in Azorean society have positive effects, such as the attainment of decision-making positions in higher education institutions and the holding of traditionally male-held public office positions. Nevertheless, subtle and inevitable obstacles continue to sabotage the lives and careers of women in scientific fields.

FRCT is a public organisation with administrative and financial autonomy, responsible for coordinating and managing the financial resources available for scientific research and the technological development of regional, European, and international programmes. In terms of gender mainstreaming, despite not having proposed a formal strategy in the past, the institution strives to acknowledge the role of women in R&I through good practices, such as hiring and assisting women (e.g. reducing the wage gap for pregnant women on maternity leave).

The FRCT's GEP will become effective in September 2022 and remain valid until December 2025. It consists of one general objective and six priority areas with corresponding objectives and actions.

In terms of content, the GEP includes the following priority areas:

- Work-Life Balance and Organisational Culture;
- Gender Balance in Leadership and Decision-Making;
- Gender Equality in Recruitment and Career Progression;
- Integrating the Gender Dimension into Research and Teaching Content;
- Measures against Gender-Based Violence, including Sexual Harassment;
- Institutional Communication.

This GEP is therefore a strategic document and a decisive step in the institution's implementation and monitoring of GE initiatives.

2. Development process and GEP management

FRCT is a consortium member of the Horizon 2020-funded ATHENA project, "Implementing gender equality plans to unlock the research potential of RPOs and RFOs in Europe." The primary objective of the ATHENA project, which runs from 1 February 2021 to 31 January 2025, is to support the development and implementation of GEPs in European research performing (RPOs) and research funding organisations (RFOs).

The ATHENA project consortium consists of ten European partners, both RPOs and RFOs, namely Consulta Europa Projects and Innovation S.L. (Spain), Jožef Stefan Institute (Slovenia), Jan Kochanowski University in Kielce (Poland), University of Bucharest (Romania), University of Las Palmas de Gran Canaria (Spain), National Research Council (Italy), Institute for Research in Social Communication at Slovak Academy of Sciences (Slovakia), "Angel Kanchev" University of Ruse (Bulgaria), Canary Agency for Research, Innovation and Information Society (Spain) and Regional Fund of Science and Technology (Portugal). The FRCT's GEP, developed as part of the ATHENA project, is the result of an evaluation of national, regional, and institutional procedures and practices that provided a solid foundation for the creation of a suitable document for the institution. In addition, it is essential to note that the exchange of best practices and knowledge among consortium partners contributed significantly to the development of this GEP.

The FRCT team responsible for the ATHENA project collaborated closely with gender specialists from the Centre for Humanistic Studies of the University of the Azores (CEHu). This collaboration was essential because it provided advice, support and monitoring for promoting GE and strengthening women's empowerment in the institution, ensuring that gender issues were fully incorporated into the development of both the gender audit and the GEP.

A Gender Equality Plan Implementation Committee (GEPI) was established to provide continuity to the institution's efforts to promote GE and to monitor the GEP. The



members selected for this committee are FRCT members who have participated in capacity-building activities such as trainings and workshops to raise their awareness of the importance of GE in the workplace and to identify and leverage the appropriate tools and resources to implement gender strategies in the institution. Furthermore, the GEPI Committee embodies the FRCT's political, social, human, material, and financial commitment to issues such as GE, non-discrimination, equity, and diversity, all of which are fundamental principles of a fair, supportive, and inclusive workplace.

As a strategic document, the FRCT's GEP aims to engage the entire organisation, relying on the commitment of the Board of Directors and the staff's active participation. Externally, FRCT collaborates with DRPIIS and the gender specialists team from the University of the Azores (UAc).

3. Diagnosis

The GEP development required prior diagnostic work with the organisation's characterisation and needs assessment. The information obtained from the diagnosis contributed to the creation of an action plan aimed at achieving the predefined objectives. Thus, for this phase, a working group composed of gender experts from CEHu at the UAc was formed to implement the ATHENA consortium's agreed-upon methodology.

3.1 Methodology

The Institute for Research in Social Communication at the Slovak Academy of Sciences developed guidelines and coordinated the methodology used for the diagnosis of the consortium organisations, which resulted from a combination of research methods, instruments, and data collection techniques.

The UAc team of gender experts began FRCT's gender audit by conducting extensive desk research on national legislation and policy documents such as laws, regulations, strategies, action plans, monitoring and evaluation reports relevant to current and future policies, as well as measures supporting GE at the organisation level.

National provisions for GE in research and higher education were assessed based on desk research and policy analysis related to GE in society, research and higher education.

The expert team then collected gender-segregated data and thoroughly reviewed the FRCT's organisational procedures, processes, and practices to identify any gender inequalities and their underlying causes.

The gender audit included the collection of quantitative and qualitative indicators. The quantitative indicators were based on the infographic "*She Figures 2021*"³ which contains standardised European data about women in science. The qualitative

³ The She Figures 2021 document presents the latest available statistics to monitor the state of GE in R&I across Europe and beyond, providing comparable data and analysis for around 88 indicators.

indicators present non-quantified aspects and measures to assess the GE situation. The measures have been assessed through an online data collection system using a simple evaluation tool. The gender audit of the FRCT consisted of two participatory approaches, focus groups and anonymous surveys of the institution's staff and employees. The first internal audit included all organisation employees (Board of Directors and staff) and determined the extent to which the FRCT promotes GE in its organisational, administrative, and internal work structures and whether these factors contribute to GE within the organization.

The process of diagnosis and data collection was adapted to the characteristics of the FRCT, i.e. factors to be considered, such as its small size, with only twenty-one members; the predominance of women; a simple hierarchical organisation, with no intermediate decision-making positions, only the Board of Directors, composed of the President and two members, and employees for the various tasks.

Three focus groups for collective reflection on GE and an anonymous survey were conducted. Both approaches allowed an in-depth discussion of GE issues in the context of FRCT and broader societal challenges. In addition, these methods enabled a critical perspective on GE in general and in male-dominated scientific and academic professions. Eighteen members of FRCT participated in the focus groups, while fifteen completed the anonymous survey.

3.1.1 Focus groups

Regarding the focus groups and the initial approach, all groups agreed that there is no gender discrimination, pay or workload disparity, and men and women are treated equally within the organisation. It was stated that there is a greater proportion of women in FRCT because they demonstrate the necessary abilities and merit during the public procurement process. Despite widespread claims that there are no gender disparities in project distribution, the traditional pattern of women working primarily in social fields and men in natural sciences and engineering was observed.

In the second approach, concerns were raised about the global persistence of gender inequality and the increased pressure placed on women. It was stated that women,

especially mothers, feel "obligated" to work harder to prove and demonstrate their ability and efficiency in scientific careers and leadership positions.

In addition, some comments highlighted the fact that the highest position in the organisation has always been held by a man, and it was stated that women in leadership positions face exposure-based discrimination. In other words, women's leadership is frequently criticized, and achieving a position of authority as a woman is considered "extraordinary". Despite these findings and the difficulty of attaining positions of authority, it is encouraging that the FRCT Board of Directors has had two female members for the past four years.

Concerning the work-life balance, women highlighted the difficulties in reconciling both areas, as it is difficult for women in precarious employment conditions to balance work and motherhood.

Contributions to the current GEP included implementing inclusive or gender-neutral language, adopting flexible schedules, adjusting deadlines and submission of results, and increasing the number of women in leadership positions.

3.1.2 Staff survey

Regarding the survey methodology, fifteen staff members, 71% of FRCT's human resources, completed the questionnaire. Despite the small sample size, the qualitative analysis was able to identify some GE issues and revealed crucial information to identify the predominant gender bias and identify the GEP's priority areas.

The survey results provide some interesting insights into how male and female respondents perceive the various aspects of the issue. Furthermore, it is clear that males and females have different perspectives on the issue, with females advocating for equitable solutions.

Despite the fact that the disparity is not statistically significant, the traditional pattern of a majority of women in technical positions, as opposed to administrative roles, persists at FRCT. Surprisingly, 67% of women in FRCT have a background in the Natural



Sciences, while only 33% have a background in the Social Sciences. Men traditionally pursue degrees in Engineering, Natural Sciences, and Computer Science.

Concerning the traditional correlation between scientific activity and men, which excludes women from science, there are clear differences between the assertive responses of women and the more reserved or neutral stances of men. Furthermore, some participants believe that the mechanisms for electing individuals to positions of leadership are not equal and fair.

Particularly, women's responses demonstrate greater assertiveness and self-assurance regarding the significance of GE and the identification of inequalities and discriminatory norms. Men's responses, on the other hand, demonstrate a lack of interest.

4. Action Plan

It is presented the Action Plan for Gender Equality, which is structured around six thematic areas:

- 1) **Work-Life Balance and Organisational Culture;**
- 2) **Gender Balance in Leadership and Decision-Making;**
- 3) **Gender Equality in Recruitment and Career Progression;**
- 4) **Integrating the Gender Dimension into Research and Teaching Content;**
- 5) **Measures against Gender-Based Violence, including Sexual Harassment;**
- 6) **Institutional Communication.**

For each of these areas, objectives have been identified and measures to achieve them have been defined, taking into account the groups they are aimed at, as well as the alignment with the indicators that will allow the GEP's implementation success to be monitored (Annex 1).

1) Work-Life Balance and Organisational Culture

Objective 1.1: Ensure that the organisation of working time considers the need to conciliate professional, family and personal life, particularly for those with family responsibilities, including support for men in caring for their children

Action 1.1.1: Goal-oriented work and fixed working hours exemption

Organising the work activities of each employee with their coordinator through regular meetings, allowing the implementation of a goal-oriented work paradigm and flexible working hours. Development and implementation of internal procedures (record and/or memorandum of meetings).

Action 1.1.2: Hybrid work model (combination of office-based working with remote days)

Organising the work activities of each employee with their coordinator through regular meetings, allowing a hybrid work model to be implemented. Development and implementation of internal procedures (record and/or memorandum of meetings).



2) Gender Balance in Leadership and Decision-Making

Objective 2.1 Promote training programmes as a key element to help women to develop skills in accessing management and decision-making roles

Action 2.1.1: Team building activities between managers and employees

Two annual internal events with activities designed to engage and motivate teams to deconstruct gender stereotypes regarding leadership positions. Creation of analysis sheets and assessment records.

Action 2.1.2: Leadership and coaching programmes for women and men

Leadership and coaching programmes for women and men designed to develop skills in accessing management and decision-making roles are held. Creation of analysis sheets and curricular assessment records.

3) Gender Equality in Recruitment and Career Progression

Objective 3.1 Guarantee the principle of equality and non-discrimination between women and men in recruitment and career progression

Action 3.1.1: Promote gender-neutral recruitment and hiring to implement a job-shadowing programme

An innovative mentorship programme that matches a mentee, a woman or a man interested in a management job, with a representative of the Board of Directors. The objective is for the mentee to take over some of the mentor's typical responsibilities for a brief period after some introductory sessions. Formalisation of their achievement and success through a certificate or letter of recommendation.

Action 3.1.2: Recognition of domestic and family care skills in the Curriculum Vitae of candidates

Implementation of a holistic evaluation of candidates' curriculum vitae, valuing dimensions and skills that are not typically considered and penalise women. All recruitment processes should include a clear definition of domestic and caring skills, their length, and the respective ponderation to be considered in recruitment process assessments.



4) Integrating the Gender Dimension into Research and Teaching Content

Objective 4.1 Ensure women's participation and representation in the project definition and access to research funding

Action 4.1.1: Sponsorships, grants, and awards for women researchers

Creation of the annual award "Women in Science", a financial incentive, in collaboration with DRPIIS to highlight and promote women in Science.

Action 4.1.2: Public events and workshops to integrate the gender dimension into research (e.g. 'International Day of Women and Girls in Science' and 'International Women's Day')

In collaboration with DRPIIS, it is intended to create an event to highlight and promote women in science. In this sense, the aim is to host an event with talks for women working in a highly specialised field of research, to raise the profile of both women researchers and the topics on which they work.

5) Measures against gender-based violence, including sexual harassment

Objective 5.1 Prevent and combat sexual harassment at work and other forms of harm to the physical or moral integrity, freedom and dignity of male and female employees

Action 5.1.1: Sexual harassment surveys and campaign to prevent and combat sexual harassment

This measure entails creating and implementing a sexual harassment survey within the organisation to highlight the level of awareness and information on the concept. The results will guide the most appropriate campaign to prevent and combat sexual harassment. The campaign will be set up with strong awareness messages.

Action 5.1.2: Establishment of a confidential virtual space for reporting cases of discrimination or harassment of any kind

This measure consists of establishing a confidential virtual space for reporting cases of discrimination or harassment of any kind at work.

Action 5.1.3: Gender-based violence awareness event

Organisation of an internal lecture event with qualified gender experts and technicians from relevant institutions in the field of gender violence.

6) Institutional Communication

Objective 6.1 Use inclusive language that is gender-neutral or refers to both genders and acquire tools to utilize inclusive language and gender-neutral visual communication

Action 6.1.1: Adopt gender-sensitive language and gender-neutral visual communication in internal and external communication

Creation of guidelines for gender-sensitive and inclusive language, as well as gender-neutral visual communication, to be used in official internal and external communication. All staff will be trained on how to effectively apply these guidelines and adapt them to all internal and external communications.



5. Monitoring, dissemination and evaluation

Monitoring summarizes the implementation and evaluates the GEP over time. During the GEP implementation, actions, progress, and obstacles are monitored and evaluated.

The final evaluation of the results and impact of the GEP, as well as the results of the project, will take into account the progress made after the evaluation of the implementation and will continue with regular institutional reporting following its conclusion.

The data collection for the monitoring report will focus on the five priority areas recommended by the European Commission, which, along with the sixth area proposed by the FRCT's GEPI Committee, represent the most crucial areas of GE in research and education.

Monitoring instruments are those that allow assessing the impact of FRCT objectives and measures after they have been implemented. The scheduling of evaluation sessions and the development of the respective reports, which include information about progress made, are the specific indicators for assessing the impact of the GEP.

The FRCT's GEPI Committee will track and monitor the GEP and produce an annual report on the data collected. The annual report should contribute to a review of the GEP's goals and objectives by its leaders and stakeholders. The review will allow FRCT to understand the progress, determine where activities are having an impact, and identify remaining obstacles.

The monitoring results will be used to initiate an internal discussion about GE. How did the situation develop? What was effective? What did not work and why? What factors played a role in the success or failure? Do more specific objectives and expanded measures need to be established? These questions should be discussed within the GEPI Committee and used to develop an institution-wide communication strategy.

The GEP monitoring objectives can be presented as shown in the table below:

Table 1- Monitoring Guide for the FRCT's GEP

Results	Measurement		Progress			Relevance	Deadline
Final result / Specific results	Quantitative measures	Qualitative measures	Available knowledge/ New skills	Resources available	Time constraints	Mission and vision Legal requirements	2022-2025

A brief description of the work's results should be provided for monitoring so that it is clear and observable. In terms of measurement, this will include quantitative measurements (e.g., setting a percentage or frequency) as well as qualitative measurements (e.g., in terms of accuracy or compliance with legal regulations). It is critical to determine how the impact of the various measures included in the GEP will be measured in terms of achieving the goal.

Objectives should be set with the possibility of success in mind, given the timeframe, opportunity, and resources available, including the budget, and should be aligned with the institution's mission and vision, as well as any legal requirements. The timeframe or due date for completion should be included in the objectives, with four years being the recommended and standard timeframe for achieving the set objectives.

The FRCT GEPI Committee will share the information essential for periodic monitoring. The GEPI Committee will act to ensure and maintain FRCT commitment, organisation involvement, and the establishment of data collection procedures that enable a status quo analysis.

The availability of data will be described in depth. These narrative descriptions will be revised (description of changes, supporting or hindering factors). It is anticipated that this will result in a more comprehensive understanding of gender disparities, career barriers, and factors of exclusion for particular groups of women.

In addition, the follow-up should include information regarding the GEPI Commission, particularly any modifications to its composition or activities.

The FRCT's GEP assumes the transversality of the gender perspective, which is derived from the European Strategy for Gender Equality 2020-2025 and the National Strategy for Equality and Non-Discrimination (ENIND) 2018-2030. It is believed that the



designated time frame (2022-2025) is sufficient for the implementation of a set of key actions whose novelty and transformative nature necessitate a strategy with a medium-term horizon. On the other hand, the GEP is dynamic, which means that it is subject to change based on the evolution and completion of the activities or actions contained within it.

6. Dissemination Strategy

Concerning the Dissemination Strategy, the FRCT's GEP approved by the Board of Directors will be posted on the FRCT portal and website. This will formalise the FRCT's commitment and allow the organisation's staff, partners, stakeholders, and the broader community to be held accountable for the GEP's goals and objectives. It is also meant to serve as a model for other government agencies.

The GEPI Commission will conduct awareness trainings to determine the existence and nature of unconscious bias. Furthermore, these trainings will guide participants in determining whether this unconscious bias influences judgment and decision-making, as well as encourage them to evaluate submission and dominance concepts in light of their own historical, cultural, and philosophical biases.

In the institution, the GEP will be actively promoted and disseminated. The GEPI Commission will be held accountable for ensuring that the GEP's commitments and actions are met across all domains, and all FRCT members will fulfill these responsibilities.

It is intended that annual monitoring reports will be used to regularly review publications on results. Depending on the organisational structure, the GEPI Committee will invite stakeholders to meetings or provide them with periodic updates. The FRCT GEPI will keep other stakeholders apprised of the status of institutional change and may arrange a meeting to present and discuss the review's findings (e.g. after the final evaluation of the GEP).

Additionally, it is the responsibility of the FRCT communication manager to define the target audiences at the regional and/or national level, as well as any associations or other institutional partners of the organisation.

The GEP's dissemination strategy requires both internal and external reporting of monitoring results. The results of this monitoring can also be used to present FRCT as

a gender-sensitive institution, to highlight achievements in this area, and to contribute to the ongoing national and regional discussion on GE.



Table 2- Actions of the FRCT's GEP

Action No.	Content area	Specific objective	Action	Start/end date	Responsibility	Impact assessment	Success stories	Problems encountered during implementation	Strategies to solve the problem
1	Work-life balance and organizational culture	Objective 1.1. Ensure that the organization of working time considers the need to conciliate professional, family and personal life, particularly for those with family responsibilities, including support for men in caring for their children	<ul style="list-style-type: none"> Action 1.1.1. Goal-oriented work and fixed working hours exemption Action 1.1.2. Hybrid work model (combination of office-based working with remote days) 	2022-2025	FRCT Directive Board members	<ul style="list-style-type: none"> Each employee has access to a goal-oriented work paradigm and a flexible work schedule. Each employee has access to hybrid work. 			
2	Gender balance in leadership and decision-making	Objective 2.1. Promote training programs as a key element to help women to develop skills in accessing management and decision-making roles	<ul style="list-style-type: none"> Action 2.1.1. Team Building activities between managers and employees Action 2.1.2. Leadership and coaching programs for women and men 	2022-2025	Communication manager FRCT Directive Board members and the team of gender experts from the University of the Azores	<ul style="list-style-type: none"> Each employee can take part in team-building activities with managers and coworkers, which will increase the level of motivation at work and allow the deconstruction of gender stereotypes Each employee and civil society can take part in leadership training and coaching programs for women and men, in which skills in accessing management and decision-making roles will be developed and accessed by collecting and comparing data before and after the event. 			
3	Gender equality in recruitment and career progression	Objective 3.1. Guarantee the principle of equality and non-discrimination between women and men in recruitment and career progression	<ul style="list-style-type: none"> Action 3.1.1. Promote Gender neutral recruitment and hiring to implement a job-shadowing program Action 3.1.2. Recognition of domestic and family care skills in the Curriculum Vitae of candidates 	2022-2025	Communication manager FRCT Directive Board members	<ul style="list-style-type: none"> The mentor-mentee relationship is strengthened, and the exchange of information and skill (business intelligence) between the two is enhanced. During the recruitment process, women and men are recognised for their domestic and family care skills in their Curriculum Vitae. 			
4	Integrating the gender dimension into research and teaching content	Objective 4.1. Ensure women's participation and representation in the project definition and access to research funding	<ul style="list-style-type: none"> Action 4.1.1. Sponsorships, grants, and awards for women researchers Action 4.1.2. Public events/workshops to integrate 	2022-2025	FRCT and DRPIIS	<ul style="list-style-type: none"> The levels of visibility and participation of women in science increase, as well as the awareness of the 			



Action No.	Content area	Specific objective	Action	Start/end date	Responsibility	Impact assessment	Success stories	Problems encountered during implementation	Strategies to solve the problem
5	Measures against gender-based violence, including sexual harassment	Objective 5.1. Prevent and combat harassment at work and other forms of harm to the physical or moral integrity, freedom and dignity of male and female employees	<ul style="list-style-type: none"> Action 5.1.1. Sexual Harassment Surveys and Campaign for prevention and combating sexual harassment Action 5.1.2. Establishment of a confidential virtual space for reporting cases of discrimination or harassment of any kind Action 5.1.3. Gender-based violence awareness event 	2022-2025	<p>The team of gender experts from the University of the Azores and the Communication manager</p> <p>FRCT Directive Board and selected members from GEPI Committee</p> <p>FRCT Directive Board and the team of gender experts from the University of the Azores</p>	<p>importance of Gender Equality in Research and Innovation.</p> <ul style="list-style-type: none"> The levels of visibility and participation of women in Science increase, as well as the awareness of the importance of Gender Equality in Research and Innovation. <ul style="list-style-type: none"> Knowledge of the concept of sexual harassment will be assessed and information will be provided to raise awareness and better identify these situations. Victims of harassment at work are supported. Sexual harassment at work is a topic that employees are aware of. 			
6	Institutional Communication	Objective 6.1. Use inclusive language that is gender-neutral or refers to both genders, and acquire tools to utilize inclusive language and gender-neutral visual communication	<ul style="list-style-type: none"> Action 6.1.1. Adopt gender-sensitive Language and gender-neutral visual communication in internal and external communication 	2022-2025	FRCT Directive Board and the team of gender experts from the University of the Azores	<ul style="list-style-type: none"> All members of the institution use inclusive language and gender-neutral visual communication in internal and external communication. 			