

Gender Equality Plan

The University of Aveiro Gender Equality Plan 2021-2025 reinforces and extends UA's commitment to gender equality, diversity and inclusion and, at the same time, calls on the entire academic community to an active involvement in building a fairer, more equal and cohesive society.

Thematic Areas

The gender equality plan consists of 16 objectives and 33 strategic actions distributed over five thematic areas.

Promoting an inclusive organizational culture

4 objectives and 8 actions

Work-life balance

2 objectives and 5 actions

Balanced careers and decision-making processes and bodies

4 objectives and 6 actions

Gender integration into teaching, research, and external relations

3 objectives and 7 actions

Preventing and combating gender violence

3 objectives and 7 actions

About the plan

The Gender Equality Plan is aligned with the requirements and/or recommendations of some supranational bodies, such as the United Nations (Sustainable Development Goals of the 2030 Agenda), European Commission

(Horizon Europe) or the European Research Area. At the national level, its alignment with the National Strategy for Equality and Non-Discrimination 2018-2030 - Portugal + Equal (ENIND), published in May 2018 (Council of Ministers Resolution No. 61/2018), is noteworthy.

