

For Citizens

European institute for active citizenship

GENDER EQUALITY PLAN



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For Citizens Institute, as an organisation that promotes civic and democratic participation based on Human Rights, has recognised the importance of gender equality as a fundamental pillar in building a better future. For this reason, the organisation is committed to making the structural changes and actions necessary to promote gender equality internally and externally.

Since its beginning, For Citizens has generated sensitivity around gender equality, however, to make progress in relation to this subject, there is still much to do to deconstruct our beliefs and biases to promote new values based on respect for equality and diversity.

Therefore, we must expand our consciousness to integrate the perspectives of women and gender diverse people to break down the barriers that these individuals face in the workplace and in their personal lives.

This Gender Equality Plan was approved by the organisation on January 3rd, of 2022.

The President

Félix Soares



Introduction

A Gender Equality Plan is a strategic framework designed to promote and achieve gender equality within an organisation or society. It includes a set of policies, initiatives, and targets aimed at addressing gender disparities and creating an inclusive environment where individuals of all genders have equal opportunities for advancement, representation, and treatment.

This Gender Equality Plan compiles the objectives and actions developed by For Citizens Institute to achieve an organisational culture sensitive to differentiated gender needs, that promotes the free and equitable development of every person.

National and regional legal framework

For Citizens is aligned with the provisions of various laws and policies at the European level on gender equality.

In the legal framework of the European Union:

- Treaty on European Union (Art 2 & 3), the Charter of Fundamental Rights (Art 21 & 23), the Treaty on the Functioning of the European Union (Art 8) and the Treaty of Lisbon includes a commitment to gender equality through Declaration 19, annexed to the Final Act of the Intergovernmental Conference that adopted the treaty.

Some of the EU policies:

- The 2020-2025 Gender Equality Strategy establishes policy objectives and actions towards gender equality in Europe promoting actions in the fields such as ending gender-based violence, challenging gender stereotypes and others.
- The 2021-2027 EU cohesion policy has as one of its five objectives to achieve “a more social and inclusive Europe”.
- Beyond the EU, the Sustainable Development Goals establish a set of 17 objectives among which we find Gender Equality (SDG 5).

In the case of Portugal, place where the institute has its headquarters, Gender Equality is enshrined in article 13 of the Constitution of the Portuguese Republic. Promoting Equality between men and women continues to be one of the government's priorities and although there is still much to do, important progress has been made in this area to which we are committed to contributing as an organisation.



Action plan regarding gender equality in for citizens institute

The key priority areas to focus for this Gender Equality Plan are:

1) Recruitment, retention and career progression

Ensure that recruitment, retention and career advancement processes are transparent, fair and have clear criteria based on the person's qualities and performance

Strategies	Measures of success
Adopt best practices for staff recruitment and performance evaluation that are fair and transparent	The expectations of the organisation and the hired personnel are aligned and the personnel know and understand what is expected of their performance.
Offer flexibility in work arrangements to accommodate employees' diverse needs	The staff gains autonomy in their work and in the management of their time, maintaining their productivity and building healthy and balanced work dynamics.
Implement regular performance feedback to support employees' career growth	Staff constantly improve their motivation and performance



2) Gender balanced leadership and decision-making processes

Promote the representation of women and gender diverse people in leadership roles and the active participation of staff in decision-making processes

Strategies	Measures of success
Ensure that women and gender diverse people are considered for leadership roles and are provided with opportunities to gain relevant experience	Parity in leadership roles and equal conditions to access growth opportunities
Foster an open and inclusive communication culture that encourages diverse perspectives and input from women and gender diverse people in decision-making processes	Increased participation of women and gender diverse people in decision-making processes
Implement training and mentorship programs to support the career development of women and gender diverse people in and outside the organisation.	Women and gender diverse people are trained and have tools to advance in their careers



3) Gender dimension in research, media literacy and in training:

Integrating the gender dimension in research and innovation content is crucial for ensuring that the outcomes and impacts of these efforts are inclusive and responsive to diverse needs.


Strategies	Measures of success
Ensure that data collection processes are designed to capture gender-disaggregated data, enabling analysis of outcomes based on gender.	Database and analysis that integrates the different perspectives of diverse ages and genders
Formulate research questions that explicitly consider gender dynamics and the potential differential impacts of the research outcomes on different genders.	Clear evidence of gender-integrated research questions and data analysis highlighting gender-specific findings and outcomes.
Collaborate with gender experts and organisations with expertise in gender issues to integrate their knowledge and insights into the research process	Inclusion of gender-specific insights and actionable recommendations in research reports and publications



4) Combating gender biases, stereotypes, sexual and gender-based harassment:

Ensure a safe and inclusive work environment where employees, and particularly people in leadership roles, recognize and modify behaviors based on biases, stereotypes and prejudices

Strategies	Measures of success
Provide training/informative materials to employees on recognising, preventing, and addressing sexual misconduct and harassment	Sensitised staff about their own personal stereotypes and biases, collaborate to combat gender-based and any form of harassment
Ensure that communication materials use inclusive language that acknowledges and respects all genders, incorporating diverse and respectful imagery that represents people of all genders in a non-stereotypical and empowering manner	<ul style="list-style-type: none">• Consistent use of gender-neutral or inclusive language that avoids reinforcing stereotypes.• Presence of diverse and respectful imagery that showcases individuals of all genders in a variety of roles and contexts.
Outline transparent procedures for reporting incidents and seeking support	High levels of awareness and understanding, indicating that employees are informed about the reporting processes and support mechanisms.



Key Indicator	Activity / Project	Data / Outcome
Representation of different genders in leadership positions	Track the representation of different genders in leadership positions and decision-making roles within the organisation.	Increased representation of underrepresented genders in leadership and decision-making positions
Career progression and advancement of employees of different genders	Monitor the career progression and advancement of employees of different genders, including access to training, mentorship, and development opportunities	Improved career advancement rates for underrepresented genders and evidence of equitable access to development programmes.
Overall satisfaction with work-life balance	Assess satisfaction with work-life balance policies and flexible work arrangements.	Transparent gender-equal wage classification and grading of jobs
Overall satisfaction with inclusion and equality policies	Conduct employee surveys and feedback mechanisms to gauge satisfaction and feelings of inclusion among employees of different genders.	Increased overall satisfaction and a sense of belonging among diverse gender groups within the organization.