

GEP Summary: IGOT

GEP Quick Facts

- IGOT began preparing its GEP in January 2019. It did so by analysing the situation of women and men at IGOT and the institution's procedure and organisational practices in order to identify gender inequalities.
- Following on from this analysis IGOT developed the objectives and the intervention areas of the plan, the timetable for implementation and defined those responsible for its implementation. The GEP was built alongside members of the teaching and research staff, technical and administrative employees, student representatives and members of IGOT's governing bodies. The plan also incorporates suggestions and recommendations from different members of the IGOT community. It also includes comments and observations resulting from a public consultation process which took place during July 2020.
- The GEP was approved on 22nd September 2020.

Institutional context

In December 2020, 39.5% of students enrolled in The School of Geography and Spatial Planning (IGOT) at the Universidade de Lisboa (IGOT) were female and 60.5% were male. Women represent 1/3 of the total number of teaching staff and researchers in IGOT, but only 25% of Full Professors. There is also an over-representation of men in IGOT's governing bodies.

Women are well represented in the coordination of international projects but are under-represented as Principal Investigators of national projects and in consultancy work. There are currently no gender-specific courses at the undergraduate level but over the last two academic years several courses have included a gender approach.

The number of male speakers at events organised by IGOT tend to be slightly higher than the number of female speakers. There is an acknowledgement among staff members that IGOT has a culture which normalises gender stereotypes and trivialises gender issues.

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The GEP has the following aims:

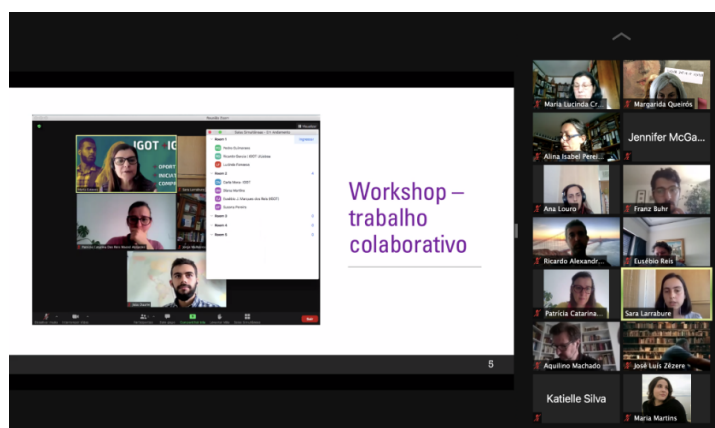
1. Ensuring the equality in the treatment and opportunities of women and men and promoting a healthy work life balance
2. Integrating a gender perspective into the organisational culture of IGOT
3. Ensuring gender equality in the Institute's management bodies and decision-making processes
4. Integrating a gender dimension in research and teaching
5. Safeguarding the existence of an organisational environment based on the respect for the integrity of those studying and working at IGOT ensuring that people can file complaints anonymously and without retaliation in case of discrimination or harassment.

It also has 35 measures and actions across eight areas of intervention:

1. Mission and institutional culture
2. Student recruitment and trajectories
3. Women's leadership and participation within the school's decision-making bodies
4. Recruitment and academic career progression
5. Gender in research
6. Inclusion of a gender perspective within curricula
7. Work-personal life balance
8. Sexism and sexual harassment

Organisational Achievements

The implementation of the GEP has already gained commitment from the IGOT's governing bodies and top-level management. IGOT's president, the Vice-President responsible for academic affairs, the Director of the Centre for Geographical Studies and the President of the Pedagogical Council among many others in top-level management positions, attended and participated in task force meetings. These individuals also participated in the meetings and activities carried out by several sub-workgroups, including: establishing sex-disaggregated databases;



gender mainstreaming in research; gender mainstreaming in the curriculum and work-life balance. There was also wide participation of the IGOT community in the pairing event held on March 29, 2021. The President also participated in the first annual conference and the former Director of the Centre for Geographical Studies has participated in the Leadership Panel at the Second Annual Conference.