

# Gender Equality in Academia and Research

## Gender Equality Report: Monitoring progress towards gender equality in the university (PT)

University of Beira Interior (UBI) was the first university in Portugal to set up a gender equality plan. The pioneer work of UBI in this field is well-known in the country. A thorough initial assessment (2010-2011) of the gender equality state-of-play of the university preceded the development of the Gender Equality Plan. UBI's Plan established as a measure the elaboration of sex-disaggregated statistics about teaching and non-teaching staff, and students. Since 2012, Gender Equality Reports have been prepared on an annual basis to monitor the progress towards gender equality in the university. These reports are publicly accessible and build on the initial assessment carried out early in the process of setting up UBI's gender equality plan. The analysis provided in the reports considers the gender balance in terms of disciplines taught and on decision-making and leadership positions, the gender pay gap, the use of measures to reconcile professional and personal life (like flexible working hours), a gender analysis of the utilisation of leaves, and information about the number of students disaggregated by sex and faculty.

### FURTHER INFORMATION

- Website of [UBIqual](#) (in Portuguese)
- [Initial assessment report](#) about Gender Equality in University of Beira Interior (in Portuguese)
- [Gender Equality Plan](#) (in Portuguese)
- [Gender Equality Reports](#) since 2012 (filter by 'Relatório de Igualdade de Género') (in Portuguese)
- [Presentation](#) by Catarina Sales Oliveira at Learning and Dissemination Seminar on Promoting Gender Equality in Research and Higher Education Institutions (9 September 2016)
- [Full description on EIGE's compendium of good practices](#)
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