

## BioData.pt Gender Balance Plan

BioData.pt is fully committed to uphold the highest standards of employability since it firmly believes that each collaborators' well being is a step forward for the success of the infrastructure. Gender equality and inclusion are seen as cornerstones for this purpose and must always be a priority in the BioData.pt community.

Our strategy is fundamented on the principles of gender equality, equal opportunities and diversity. At BioData.pt we have zero tolerance to any form of discrimination. We strive to ensure that all our employees and trainees are treated equally, in all their diversity (gender, ethnicity, religion or other belief, sexual orientation or age) and that they can equally participate and have a role of leadership in our association.

Despite our tireless efforts, we are aware that we should never stop striving for an appropriate equilibrium when considering this matter and it is within this framework that we developed the BioData.pt action plan (Table I).

As the *United Nations Foundation* wrote in support of its *Sustainable Development Goal 5*, "*Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world*" so we remain committed to our everlasting endeavors to promote diversity and equity in the workplace believing that each year we are closer to our objective.

In order to achieve these goals, regarding gender equality and inclusion, BioData.pt relies on a strategy based on the following areas:

### 1. Non-discrimination

BioData.pt follows non-discrimination principles and makes efforts to ensure that all our members are familiar with these principles.

All acts of harassment against a person, regardless of the gender or the hierarchical standing of the harassed and the harasser that can result in physical, psychological, sexual or economic harm or in suffering, are not permitted. In case these happened, a full report should be sent to the Executive Director, who will take the necessary actions.

All employees and collaborators of BioData.pt are under the [BioData.pt | ELIXIR PT Ethics and Legal Policy](#), namely, number 4.2. At the onset of their journey a webinar covering this issue is mandatory.

During the course of all events organised and/or funded by BioData.pt, participants have to follow [BioData.pt Code of Conduct for Events](#).

## 2. Gender equality in recruitment and career progression

In European Union, statistics point out that 55% of university students are female. So, it would be expected that the majority of those applying for and gaining post-doctoral and junior researcher positions would be female. But the reality shows that a range of factors affects the career choices of women and men differently and women appear to progress more slowly to most positions<sup>1</sup>. In fact, in engineering and science, on average only 34% of graduates and 13% of grade A researchers (the single highest grade/post at which research is normally conducted) in the European Member States (EU-28) are women<sup>2</sup>.

In most areas of STEM (science, technology, engineering and mathematics), such as informatics and bioinformatics, there is strong horizontal gender inequality with women being strongly under-represented<sup>3</sup>. As a consequence of the limited number of women at graduate level, the recruitment of women in these areas is a challenge.

There is also evidence of a pay gap between men and women across Europe<sup>4</sup>. In Portugal, numbers demonstrate that most women work in the fields of education, health, social sciences, arts and humanities and law. Therefore, there are fewer women working in physical sciences and engineering which, in many cases, leads to working in less valued and less well paid sectors<sup>5</sup>. BioData.pt regulates its wages according to the [Tabela Remuneratória Única](#) ruled by the Portuguese State or the [FCT table of remunerations](#), which are irrespective of gender.

At BioData.pt, the recruitment and promotion is based on an evaluation based on skills, experiences and recognition of merit. Furthermore, we consider how to combine paternity/maternity opportunities with employment when planning and structure the work plans. We also promote the access of our employees to capacity building initiatives to enhance continuous education to facilitate equal opportunities for promotion and career development.

## 3. Gender balance in leadership and decision-making

BioData.pt is proud to defy the national gender-imbalance statistics respecting gender balance in leadership and decision making roles. The head of our General Assembly is a female, and so is our CEO, while our Head of Node and Head of the Administration are males. Moreover men and women are present in all our governing bodies and we have a big community of female coordinators and staff members.

## BioData.pt - Portuguese Infrastructure of Biological Data

**Table I:** BioData.pt action plan

Focus Area	Objective	Strategies/actions	Target	Implementation					Indicators
				2021	2022	2023	2024	2025	
Non-discrimination	Promote non-discrimination principles and ensure the existence of a work environment based on respect.	Ensure that BioData.pt   ELIXIR PT Ethics and Legal Policy and BioData.pt Code of Conduct for Events are respected by BioData.pt members, employees and participants.	BioData.pt employees, members and event participants.	x	x	x	x	x	Informative documents and release on BioData.pt website.
		Include a webinar for the promotion of gender equality and non-discriminatory principles.	Biodata.pt employees	x	x	x	x	x	Number of webinars and number of participants.
Recruitment and career progression	Promote gender balance at recruitment level and career progression.	Regulate wages according to the Tabela Remuneratória Única ruled by the Portuguese State or the FCT table of remunerations.	Biodata.pt employees	x	x	x	x	x	% of wages paid according to the Tabela Remuneratória Única ruled by the Portuguese State or the FCT table of remunerations.
		Ensure that recruitment and promotion is based on an evaluation based on skills, experiences and recognition of merit.	Biodata.pt employees	x	x	x	x	x	% of men and women applying; % of women and men recruited; recognition of merit of men and women applying.
	Promote a healthy equilibrium between work and personal life.	Support men/women taking parenthood leave.	Biodata.pt employees	x	x	x	x	x	Satisfaction of employees.
Leadership and decision-making	Promote access to capacity building initiatives to enhance continuous education.	Promote equal training opportunities to women and men to facilitate career development and promotion.	Biodata.pt employees	x	x	x	x	x	Annual report on career progression. % of men and women participating in leadership roles.

#### 4. References

<sup>1</sup>European Commission. "Women's situation in the labour market". Accessed 11 Aug 2021. [https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/women-about-market-work-life-balance/womens-situation-labour-market\\_en](https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/women-about-market-work-life-balance/womens-situation-labour-market_en)

<sup>2</sup>European Commission. 2016. "She Figures 2015". <https://op.europa.eu/s/pBpV>

<sup>3</sup>Meulders *et al.*. 2010. "Horizontal and vertical segregation". [https://www.genderportal.eu/sites/default/files/resource\\_pool/TR1\\_Segregation.pdf](https://www.genderportal.eu/sites/default/files/resource_pool/TR1_Segregation.pdf)

<sup>4</sup>European Commission. "The gender pay gap situation in the EU". Accessed 11 Aug 2021. [https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/equal-pay/gender-pay-gap-situation-eu\\_en](https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/equal-pay/gender-pay-gap-situation-eu_en)

<sup>5</sup>GPARI. 2008. "MCTES Número de diplomados no Ensino Superior: 1997-1998 a 2005-2006". [https://www.dgeec.mec.pt/np4/EstatDiplomados/%7B\\$clientServletPath%7D/?newsId=132&fileName=Diplomados\\_98\\_061.pdf](https://www.dgeec.mec.pt/np4/EstatDiplomados/%7B$clientServletPath%7D/?newsId=132&fileName=Diplomados_98_061.pdf)