



association for  
innovation and biomedical  
research on light and image

# Gender Equality Plan

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**2024-2026**

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## 1. INTRODUCTION

According to the European Commission's definition, a Gender Equality Plan (GEP) is an official document that sets out a series of commitments and actions to promote gender equality within an organization through institutional and cultural change.

AIBILI - Association for Innovation and Biomedical Research on Light and Image is a Research Technology Organisation in the health area dedicated to the development and clinical research, of new products for medical therapy and diagnostic imaging. It is a private non-profit organisation, founded in 1989, established to support technology transfer and translational research in the health area. AIBILI is a Technology and Innovation Centre (CTI) in the health area of the National Network of the Economy Ministry. This recognition identifies AIBILI as a facilitating partner between scientific institutions, enterprises, and industry in order to bring novel solutions to the health market.

AIBILI values are aligned with the social responsibility, with gender equality between women and men.

Over the years, AIBILI has promoted the principle of Gender Equality (GE) making all teams evolve in a positive and egalitarian way, in materials of equal opportunities for all and non-discrimination, particularly in reason of gender, disability, race or minority origin, religion or belief, nationality, age or sexual orientation.

This GEP presents itself as a formalization of this commitment, following growing public awareness and its implications in a professional context, and fits into national and European strategies for GE. GE is a fundamental value of the European Union.

AIBILI GEP 2024-2026 is organized in three sections, emerging from the steps taken for its implementation:

- 1) Initial diagnosis and characterization of gender equality
- 2) Objectives
- 3) Action Plan and monitoring

This GEP is designed from a perspective of implementation and continuous improvement, in function of social, professional and legislative contexts, and can be changed, if justify and/or be required by possible legislative changes.

The implementation phase starts immediately, the process and the progress will be regularly followed up and assessed findings from the monitoring exercise will allow adjustment and improvement measures and activities, so that the results can be optimized. The Compliance Committee of AIBILI will be responsible for the above responsibilities.

AIBILI Board of Directors demonstrates the leadership and commitment with respect to the Gender Equality Plan and delegates in the Management Committee the formal approval of the GEP.

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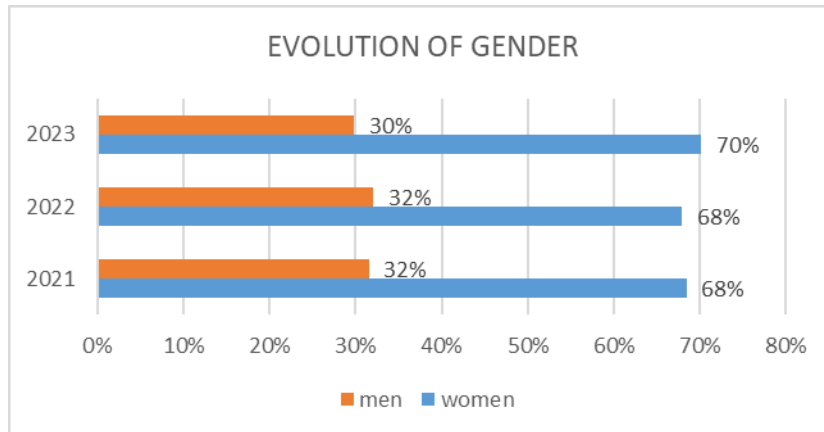
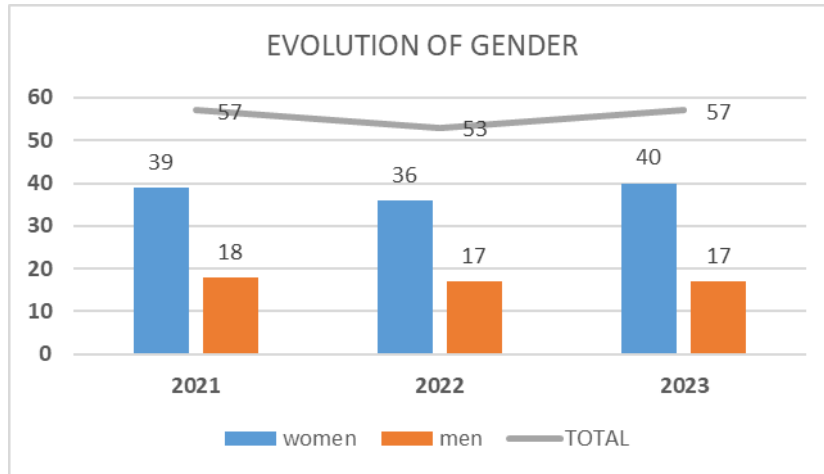
Conceição Lobo, President

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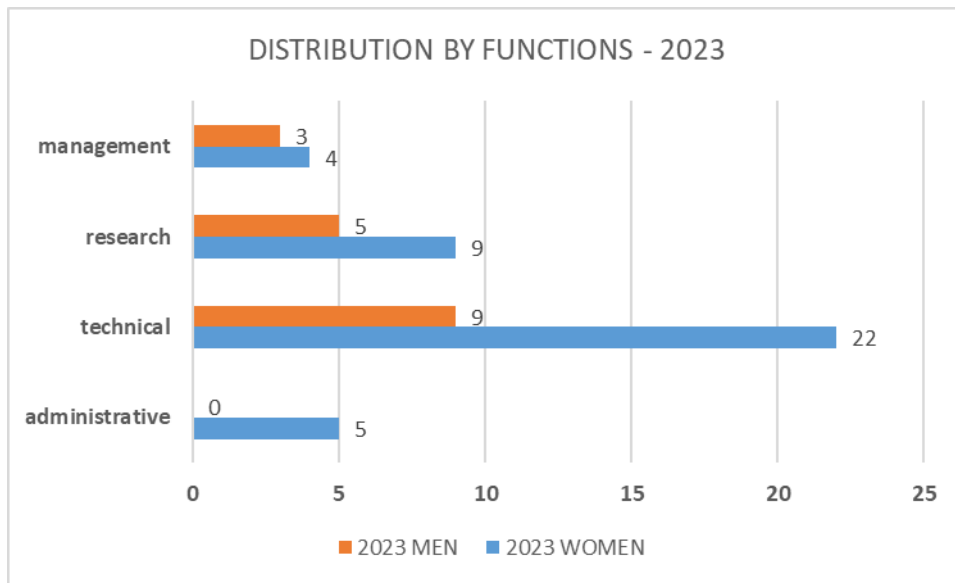
Cecília Martinho, Board member

## 2. INITIAL DIAGNOSIS AND CHARACTERIZATION OF GENDER EQUALITY

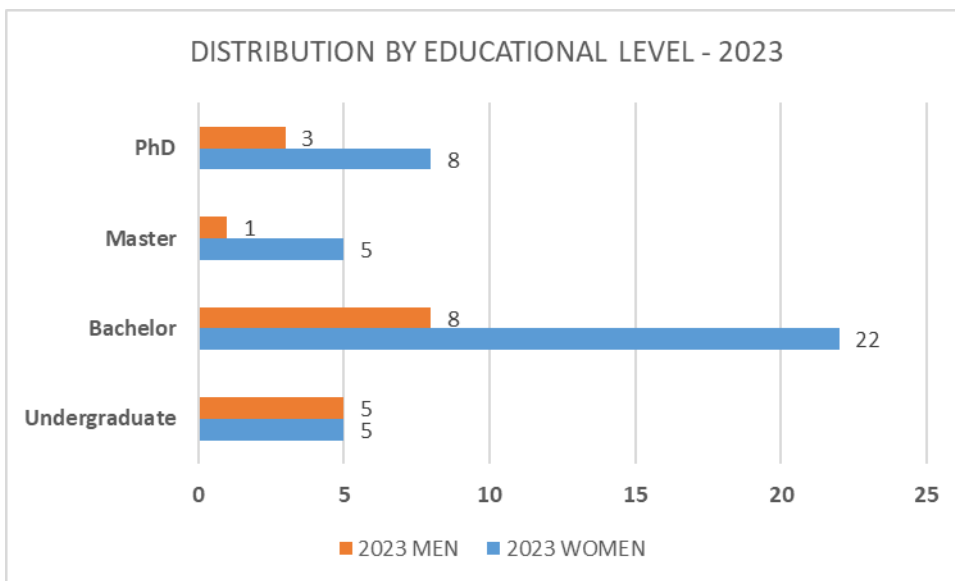
AIBILI has carried out a diagnosis of present situation of women and men in the institution. Quantitative information below expresses the data analysed up to 31/12/2023 and covers employees under employment contract.



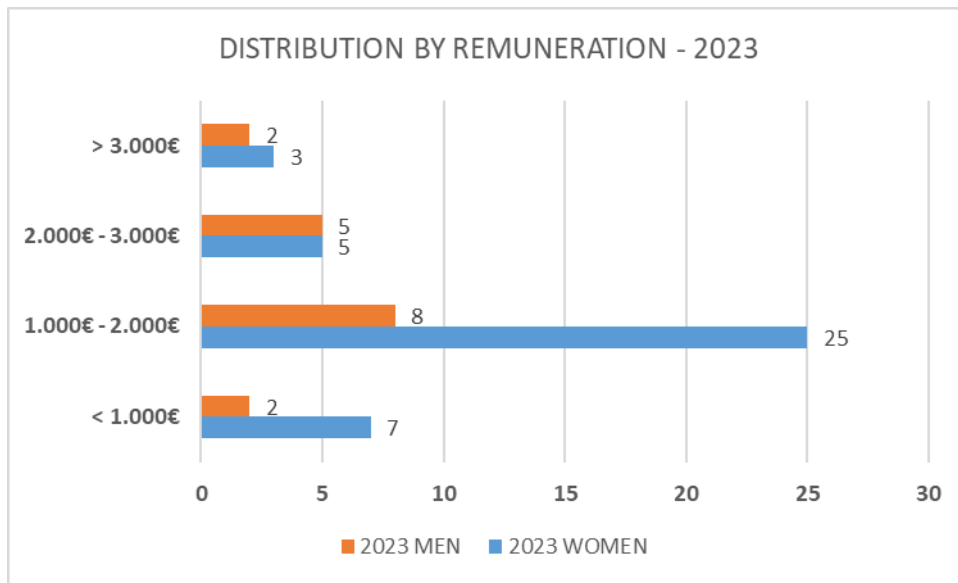
From this data, women represent the majority of the employees during the last three years. In 2023 women represent 70% of the employees.



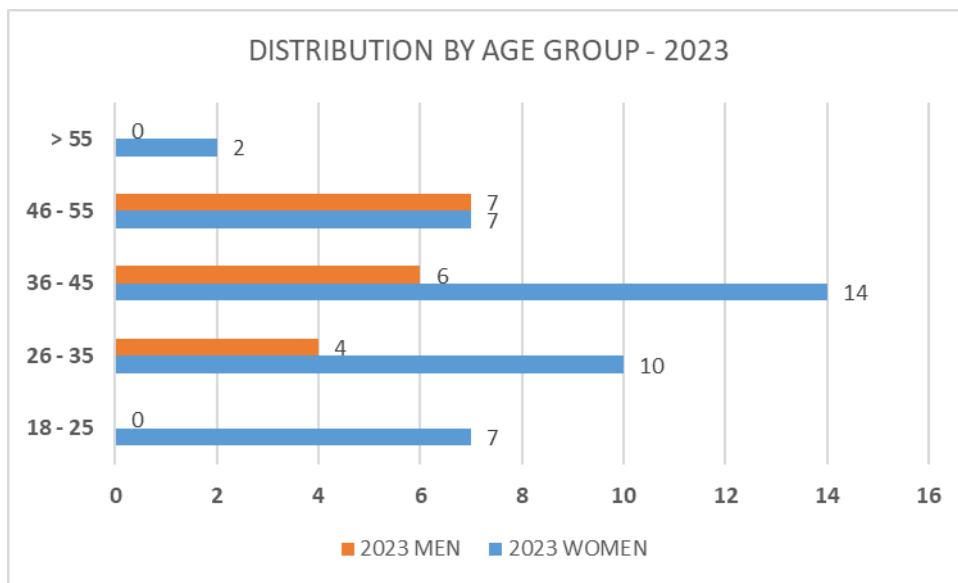
The analysis of the gender distribution by functions in 2023 shows that women are predominant in all functions with a significant difference in the technical field. This is expected since 70% of employees are women. In terms of management it is balanced.



The analysis by level of education of the employees allows to conclude that vast majority (82%) has higher education. The analysis of the distribution of gender by level of education shows a clear majority for women excluding the undergraduate where there is a balance.



The analysis of the gender distribution by remuneration level shows that there is a clear balance of the gender in the higher levels of remuneration.



The analysis of the gender distribution by age groups shows that the 36-45 range has the highest number of employees (#35). The majority of the employees 72% have lower than 45 years of age.

### 3. OBJECTIVES

This GEP aims to promote and raise awareness for balanced participation of men and women in the different ways of AIBILI intervention in society. AIBILI is aware of the social implication of gender in professional practices and has been integrating this challenge, in general, in the execution of its activities over the years.

The GEP is materialized through a set of actions integrated in the AIBILI activities, aiming at promoting a fairer, more balanced, tolerant and egalitarian society, respecting the fundamental rights and freedoms of all people.

The Plan outlined by AIBILI to establish gender equality follows the following objectives:

1. Organisational culture of gender equality
2. Work–life balance
3. Gender equality in recruitment and career progression
4. Measures against gender-based violence, such as sexual harassment

## 4. ACTION PLAN AND MONITORING

AIBILI commits to implement the following measures:

<b>Measures</b>	<b>Publication of the GEP in the website (Objective 1)</b>
Measure indicator/way of verification	GEP version in force available at AIBILI website
Periodicity of verification	Annual
Implementation schedule	From March 2024 onwards

<b>Measures</b>	<b>Internal dissemination of the GEP (Objective 1)</b>
Measure indicator/way of verification	Dissemination through internal communication tools: Filedoc (management information system); newsletter; etc..
Periodicity of verification	Annual
Implementation schedule	From March 2024 onwards

<b>Measures</b>	<b>Periodic raising awareness of employees on the GE topics (Objective 1)</b>
Measure indicator/way of verification	Through internal communication tools: training sessions; newsletter.
Periodicity of verification	Annual
Implementation schedule	From March 2024 onwards

<b>Measures</b>	<b>Publication of the GEP Annual Report (Objective 1)</b>
Measure indicator/way of verification	Compilation and analysis of the monitoring measures in the Quality Management System Report.
Periodicity of verification	Twice a year
Implementation schedule	February and July



<b>Measures</b>	<b>To accompany the return of employees who have been absent for long periods due to namely parental leave ensuring their reintegration in the Unit promoting specific training if necessary (Objective 2)</b>
Measure indicator/way of verification	Compilation and analysis of the monitoring measures in the Quality Management System Report.
Periodicity of verification	Annual
Implementation schedule	From March 2024 onwards

<b>Measures</b>	<b>Analysis of flexible ways of organising work according to the specific condition of each employee (Objective 2)</b>
Measure indicator/way of verification	Attendance control system.
Periodicity of verification	Monthly
Implementation schedule	From March 2024 onwards

<b>Measures</b>	<b>Reference to the GEP in the welcoming process of new employees (Objective 3)</b>
Measure indicator/way of verification	Integration Plan (Quality Management System Report).
Periodicity of verification	Twice a year
Implementation schedule	From March 2024 onwards

<b>Measures</b>	<b>Review the Code of Conduct for Preventing and Combating Harassment at Work (Objective 4)</b>
Measure indicator/way of verification	New version of the Code
Periodicity of verification	Annual
Implementation schedule	From March 2024 onwards

<b>Measures</b>	<b>Dissemination of the Code of Conduct for Preventing and Combating Harassment at Work in force (Objective 4)</b>
Measure indicator/way of verification	Dissemination through internal communication tools: Filedoc (management information system); newsletter; etc..
Periodicity of verification	Annual
Implementation schedule	From March 2024 onwards

All measures will be verified and continuously monitored and evaluated and the respective results will be compiled in the Annual Report.

Depending on the evolution of the implementation of the measures and the social and legislative context, measures may be added or removed.

The revision of this GEP is planned for each three-year period.