

# CQM Gender Equality Plan (GEP) 2025

---

## 1. Introduction

The Madeira Chemistry Research Centre (CQM) is hosted by the University of Madeira (UMa), the youngest public university in Portugal, situated on the island of Madeira, an outermost region of Europe. With a multidisciplinary team of over 60 researchers and operating with scientific and strategic autonomy, it is integrated into the Faculty of Exact Sciences and Engineering, where it plays a pivotal role in research and education. CQM's R&D activities are focused on the fields of Natural Products and Materials, with its primary areas of intervention being "Health and Well-being", "Agrofood Quality and Safety", and "Marine Resources and Technologies". Therefore, CQM is committed to fostering gender equality and an inclusive working environment for all staff and researchers.

The Gender Equality Plan (GEP) will be implemented in 2025, promoting a strategic framework to promote equal opportunities, prevent discrimination, and integrate gender perspectives into all areas of work. It aligns with the 2030 Agenda, the Sustainable Development Goals, and supports the integration of gender perspectives in scientific environments to enhance innovation, performance, and social impact. Moreover, CQM recognizes the importance of gender equality in scientific excellence and organizational growth. This GEP will serve as the foundation for a multi-year strategy, which will be updated and refined biennially to ensure long-term relevance and responsiveness to emerging challenges.

## 2. Objectives

- Ensure gender balance in recruitment, leadership, and career development.
- Promote work-life balance for all staff.
- Integrate gender dimensions into research and innovation content.
- Prevent gender-based discrimination and harassment.
- Enhance gender-awareness and inclusivity across all organizational levels.

## 3. Key Actions and Measures

### A. Governance & Leadership

- Maintain and support the role of the Gender Equality Officer (GEO) in all gender-related monitoring and policy proposals.
- Include gender balance targets in the election processes for internal governance bodies.
- Conduct annual gender audits on committee composition and leadership roles.

**Indicators:** % women in leadership roles, gender composition of governance bodies



## B. Recruitment, Retention & Career Progression

- Implement gender-neutral job descriptions and evaluation criteria in hiring processes.
- Ensure balanced representation in hiring.
- Monitor and address potential gender gaps in promotions, PhD completions, and funding success.

**Indicators:** Recruitment status by gender, PhD graduation by gender

## C. Work-Life Balance & Organizational Culture

- Promote flexible working hours and teleworking policies where possible.
- Ensure access to parental leave without career penalties.
- Conduct staff surveys to assess satisfaction and identify structural issues affecting balance.

**Indicators:** Uptake of family-related leave by gender, satisfaction survey results

## D. Integration of Gender in Research & Teaching

- Encourage inclusion of sex/gender analysis in relevant research projects.
- Provide training for researchers on gender in R&D content (especially for health, biology, and social impact fields).
- Include gender aspects in doctoral and postdoctoral training modules.

**Indicators:** # of projects with gender dimension, training session attendance

## E. Training, Awareness & Prevention of Harassment

- Mandatory gender equality and anti-harassment training for all members and students.
- Develop a confidential support system for reporting gender-based discrimination or misconduct.
- Organize regular seminars and awareness campaigns on gender equity.

**Indicators:** # of trainings held, # of reports managed, staff feedback scores

## 4. Monitoring & Evaluation

An Annual Gender Equality Report will be compiled by the GEO, reviewed by the CQM Coordinator, and presented to the Coordinating Committee of the CQM Scientific Council. Progress will be assessed against Key Performance Indicators (KPIs), and actions may be adjusted accordingly.

## 5. Communication and Transparency

The GEP will be published on CQM's official website and shared internally with all members. Progress updates and success stories will be disseminated through CQM's communication channels.