



Gender Equality Plan 2022

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Introduction

The **Gender Equality Plan** is aligned with the requirements and/or recommendations of some supranational bodies, such as the United Nations (Sustainable Development Goals of the 2030 Agenda), European Commission (Horizon Europe) or the European Research Area.

This Plan covers equality of the genders among researchers and staff, as well as gender mainstreaming in strategy formulation and decision-making of the **c⁵Lab**. The Plan specifies objectives and measures that are intended to contribute to the objectives being attained.

Strategic Objectives

In developing and implementing the commitments made by **c⁵Lab** has been incorporating into its action strategy some actions that contribute to make gender equality and actions at all levels, and to guarantee the conditions for full and equal participation (regardless of gender) in professional activity.

The **c⁵Lab** has the mission of providing a platform of applied and multi-disciplinary research at the highest international level, which contributes to the qualified and scientific employment in the cement industry, committed to increase the competitiveness of the national industry in the context of the RNC2050¹, PNEC2030¹ and of the SDG¹.

¹ Plano Nacional de Energia e Clima (PNEC 2050); Plano-nacional de energia e clima (PNEC 2030); Sustainable Development Goals (SDG)

Monitoring

Researchers by gender.

The global female representativity in all the researchers of **c⁵Lab** is of 53 %.

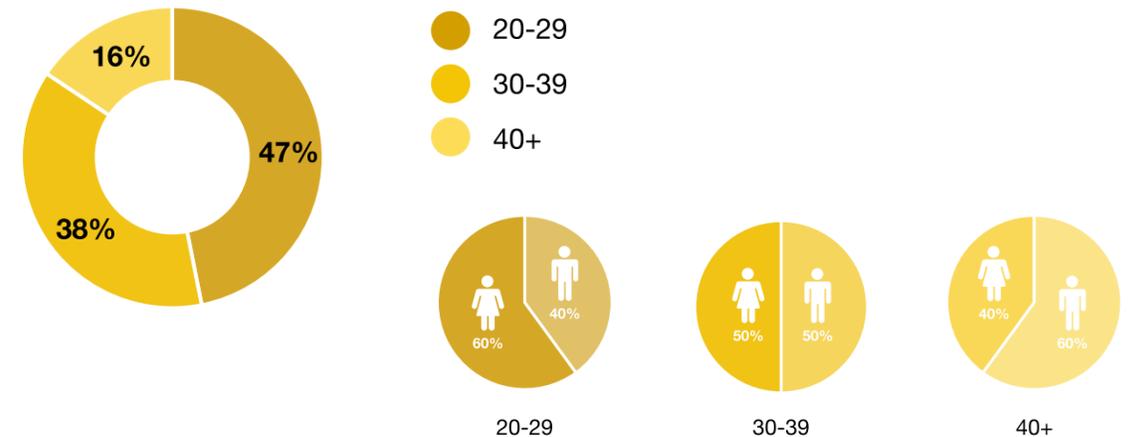
Gender



Researchers by age.

The global age (20-29) representativity in all the researchers of **c⁵Lab** is of 47 %.

Age



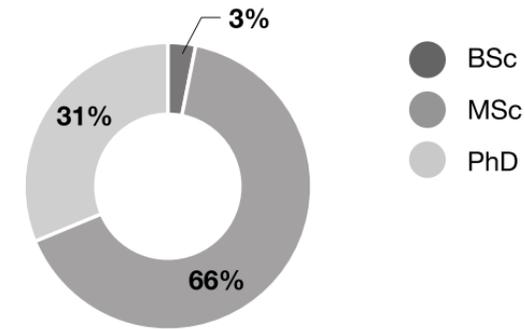
Monitoring

Researchers by academic level and field.

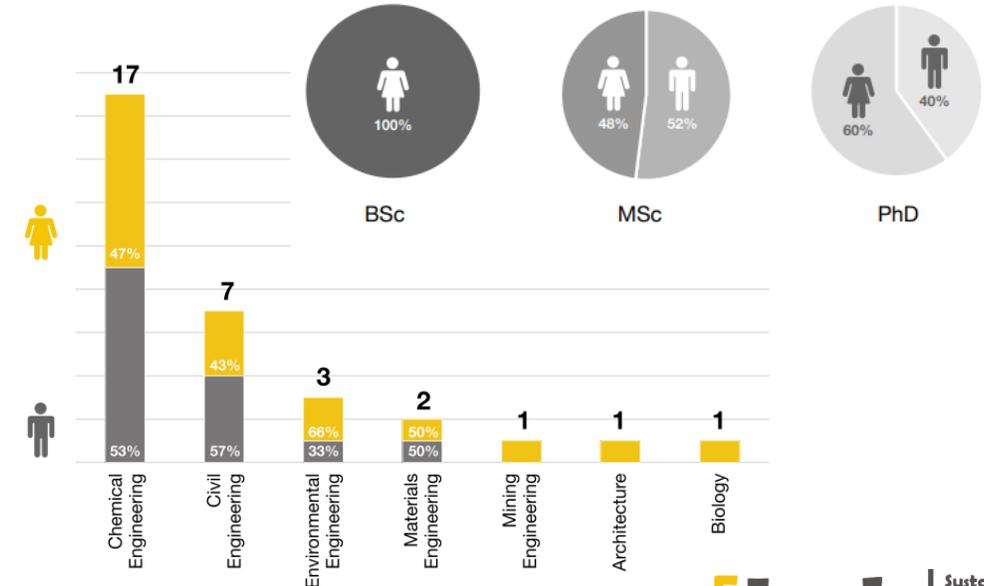
Academic career at **c⁵Lab** by level are represented in all categories. The percentage of PhD in the researchers is 31 %, for MSc is 66 % and BSc is only 3 %.

The areas of chemical, civil, environmental and materials engineering have more than 43% of female representativity. Mining engineering, architecture and biology, all with one person assigned, has a female representant.

Academic Level



Academic Field

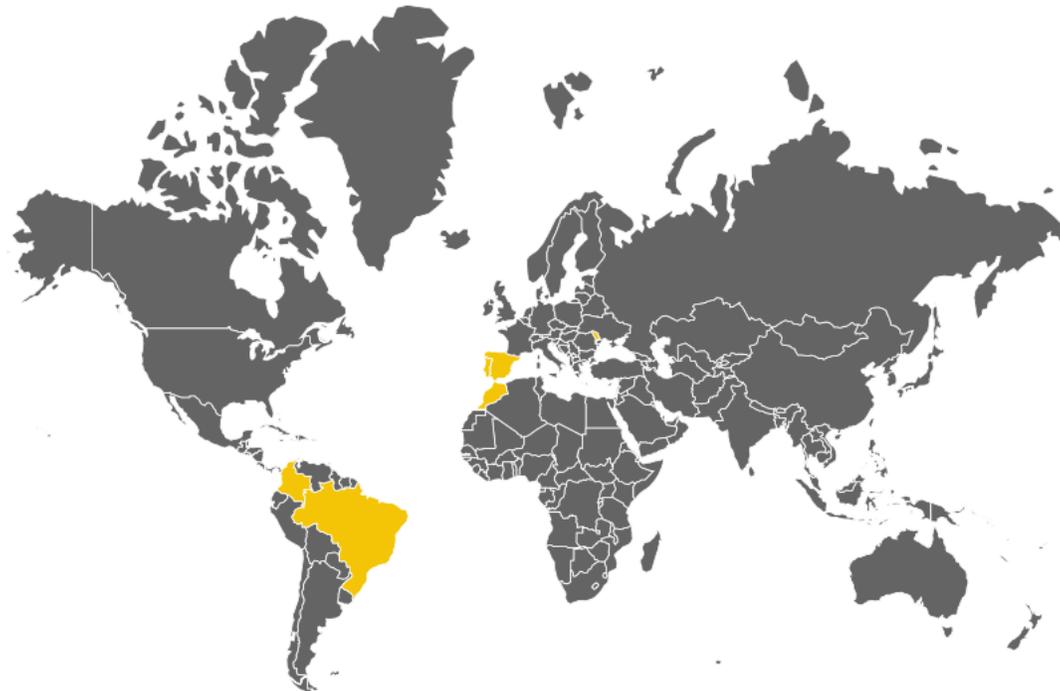


Monitoring

The researchers nationality are distributed for 6 countries.

Portugal is the one with higher representativity.

Nationality 6 countries



Brazil (3)
Colombia (1)
Moldova (1)
Morocco (1)
Portugal (25)
Spain (1)

PLAN GOALS

Bearing in mind the importance of Gender Equality, **c⁵Lab** presents its Equality Plan for 2022, aiming to achieve effective equality of treatment and opportunities regardless of gender, promoting the elimination of gender discrimination, and fostering balance between personal, family and professional life. The plan covers the areas included in the above-mentioned order, which are the following:

- Equal employment access
- Equality in working conditions
- Equal pay
- Balance between professional activity and personal and family life

Focus Areas

Focus Areas	Goals	Measures
Equal employment access	Contribute to a fair and objective selection and recruitment process regardless of gender.	Selection and recruitment interviews on non-gender-biased selection and recruitment procedures.
Equality in working conditions	Ensure a fair and objective assessment process regardless of gender.	Promote plans for the development of management and skills of employees, regardless of gender.
Equal pay	Ensure principle of equal pay for equal work or work of equal value	Adjust remuneration to the new salary model ensuring salary equity.
Balance between professional activity and personal and family life	Promote balance between employees' professional and family and personal lives.	Flexible working practices, ensuring that the company respects the right of employees with family life. Whenever necessary and if possible and compatible with the work, make it possible to work from home.

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