

# Gender Equality Plan



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# 1. Context & Characterization

## 1.1 Our Mission

To help people and organizations measuring value in Health, empowering everyone to take the right decisions.

## 1.2 Our Values

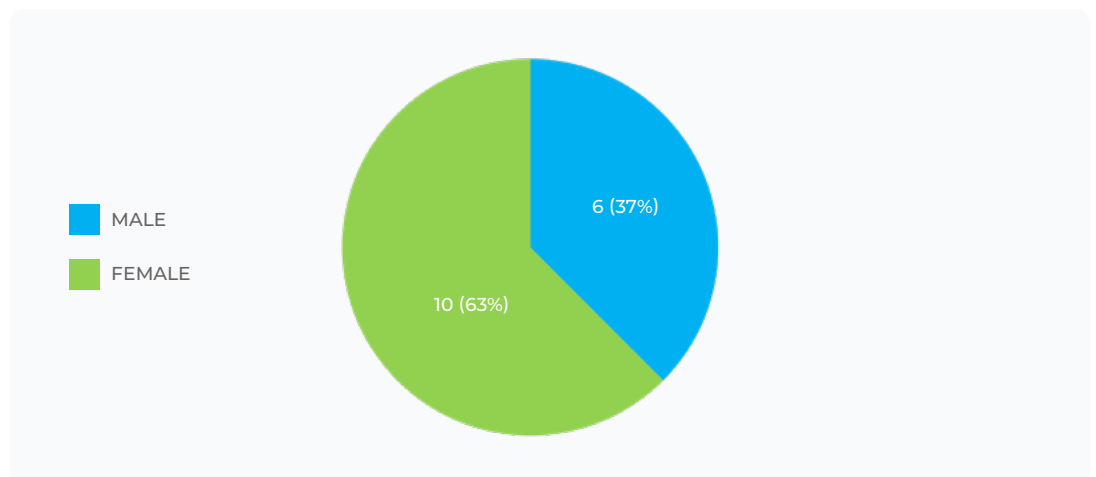
- Contribute to a value-based Health Global Network
- Defend and respect the citizen's voice
- Transfer scientific knowledge
- Promote Health Literacy
- Work for the sustainability of the healthcare systems
- Innovate to add value in Health
- Ensure data integrity, security and trust

## 1.3 Gender Indicators

Value for Health CoLAB (VOH) is currently constituted by 16 workers and 5 Administration Board members, working towards achieving the VOH's mission.

Regarding the gender balance, VOH's staff is distributed by gender as follows:

Fig. 1 Distribution of employees per gender



According to Figure 1, there is a majority of women (63%) in VOH's team, compared to 37% of men.

Fig. 2 Distribution of Administration Board members per gender

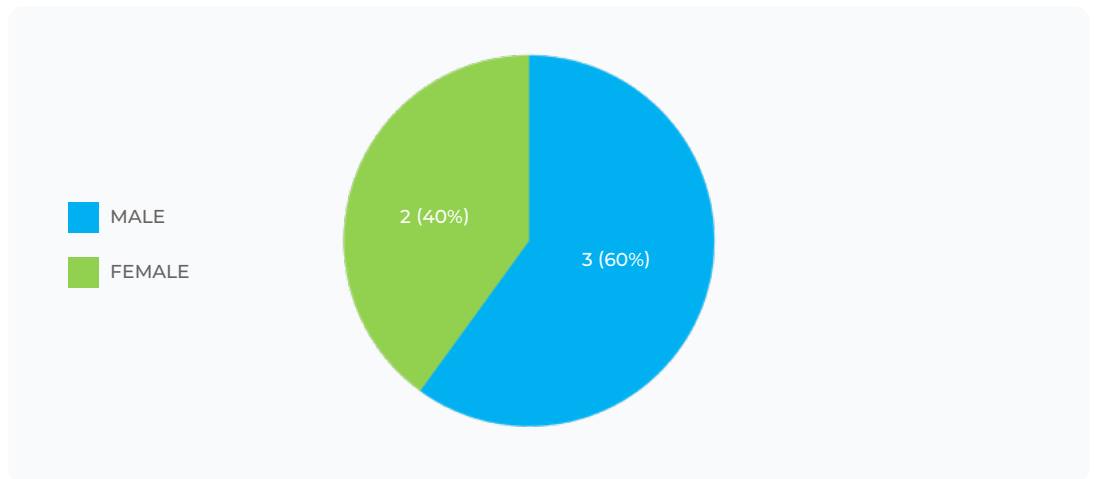


Figure 2 shows the gender balance in 2023 of the Administration Board, with 60% men and 40% women.

Regarding the distribution of the team according to position, the distribution by gender is as follows:

Fig. 3 Distribution of position per gender

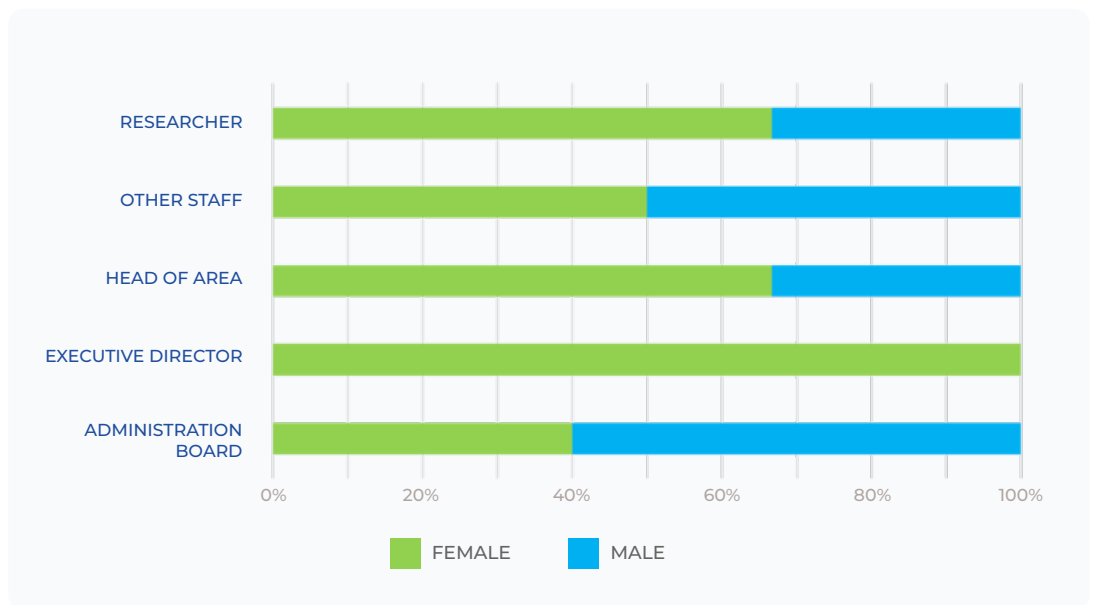


Figure 3 shows the gender distribution for the different positions at VOH. There is a predominance of men in the Administration Board. The other staff is equally distributed (50% female/male) and in the remaining positions the female gender prevails.

## 2. Dimension

The purpose of this Plan is to share the set of policies adopted by VOH and established by Portuguese law, covering the following areas:

### 2.1 Strategy, Mission, and Values

We will integrate gender equality as a core component of our organizational strategy, mission, and values. This includes promoting a culture of diversity, respect, and inclusivity.

### 2.2 Equal access to employment

We will develop and implement inclusive recruitment processes that ensure equal opportunities for all genders. We encourage diversity in applicant pools and provide unconscious bias training for hiring managers.

### 2.3 Initial and continuous training

We will offer training and development opportunities that promote career growth for all genders and implement mandatory gender sensitivity training for all employees to raise awareness of gender-related issues and foster an inclusive workplace.

### 2.4 Equal working conditions

We will conduct regular reviews to ensure fairness in work assignments, promotions, and recognition. And promote flexible work arrangements to accommodate various life situations and ensure a healthy work-life balance.

### 2.5 Protection in parenting

We will establish policies that support parents, including paid parental leave and flexible scheduling to accommodate childcare responsibilities, according to Portuguese law. We will promote a supportive and understanding environment for employees navigating the challenges of parenthood.

### 2.6 Balance between professional, family, and personal life

We will encourage employees to prioritize self-care and personal well-being, providing resources and programs that facilitate work-life balance. We offer flexible work hours and remote work options to accommodate personal and family needs.

## 2.7 Integration of the gender dimension into research and teaching content

Ensure that research projects and teaching materials incorporate gender perspectives and address gender-related topics, promoting a holistic understanding of the subject matter.

Establish a working group to review and update curriculum and research guidelines to reflect gender equality principles and foster a gender-inclusive academic environment.

## 2.8 Prevention of Harassment in the Workplace

Develop and enforce a comprehensive anti-harassment policy that clearly defines unacceptable behavior and outlines reporting procedures.

Conduct regular training sessions to educate employees on appropriate workplace conduct and the importance of respectful interactions.

## 3. Plan for Gender Equality

Our gender equality plan will involve:

- Establishing a dedicated Gender Equality Committee responsible for overseeing the implementation of gender-related initiatives.
- Conducting regular gender audits to identify areas for improvement and measure progress.
- Publishing an annual Gender Equality Report to communicate achievements, challenges, and future goals.

## 4. Data Collection & Monitoring

We will regularly monitor the effectiveness of our gender equality initiatives through:

- Collecting and analyzing gender-disaggregated data on recruitment, promotions, and pay.
- Regularly reviewing and updating policies and procedures based on feedback and changing circumstances.
- Collaborating with external experts and organizations to ensure best practices and industry benchmarks are met.

This Gender Equality Plan will be a living document, subject to periodic review and updates to adapt to evolving societal norms, legislative changes, and organizational needs.

This Plan was approved by the General Assembly on the 15<sup>th</sup> of March 2024.

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