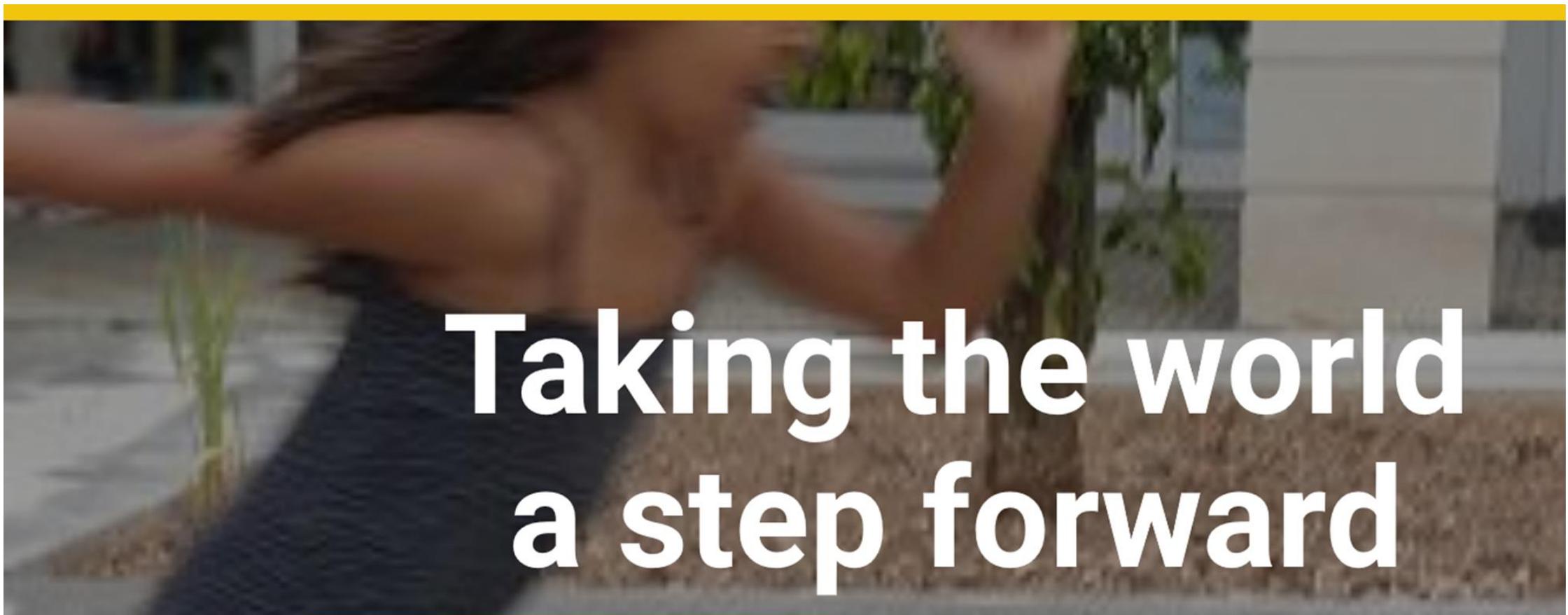


# Gender Equality Action Plan

2022-2024



**Taking the world  
a step forward**

# Gender Equality Action Plan

SHINE2Europe | 2022-2024



## Our Commitment

Gender equality is at the heart of SHINE’s creation, not only because of its managers, but also due to SHINE’s main goals: they aim for equality and fairness, fundamental human rights.

SHINE’s CEO is a clear representation of women’s leadership, fully balanced with the male COO.

SHINE promotes workplace flexibility and the personal work-life balance in all ways possible, having the creation of a better world at the core of its mission.

## Our focus and vision

Workforce Participation	Policy, Programs and Services	Communication and Engagement
Be a gender-friendly company, promoter of happier workers, family balance and inclusiveness of the less favoured	Foster a more inclusive, balanced society, aiming for societal good.	Keep in mind that all we do can promote a better world and remind everyone of their individual power.

## Our Priorities

<b>Workforce Participation</b>	Promote work-life balance and a gender equality organisational culture.
<b>Policy, Programs and Services</b>	Enabling policies, laws, and regulatory frameworks that promote gender balance.
<b>Communication and Engagement</b>	Ensure integration of the gender dimension into research and training contents developed by the company.

# Gender Equality Action Plan

SHINE2Europe | 2022-2024



Year 1 2022	Year 2 2023	Year 3 2024	Success Measures (Performance - how to know actions are successfully achieved)	Responsible Person/ Department/Area
<b>Workforce Participation</b>				
<b>Key Action 1: Promote work-life balance and a gender equality organisational culture</b>				
Keep gender balance in leadership and decision-making, committing human resources and gender expertise to have it	Ensure gender equality in recruitment and career progression in the company	Develop awareness raising /trainings on gender equality and unconscious gender biases for staff and decision-makers	Monitoring of gender distribution in the decision-making bodies and the new staff recruited Number of actions developed	Luís Dias, COO Carina Dantas, CEO
<b>Policy, Programs and Services</b>				
<b>Key Action 2: Fight lack of visibility of gender issues in policies and laws</b>				
Promote networking activities among women's policy makers	Conduct gender audit of policies and laws	Develop gender strategies for specific sectors	Number of actions developed	Carina Dantas, CEO
<b>Communication and Engagement</b>				
<b>Key Action 3: Ensure integration of the gender dimension into research and training contents developed by the company</b>				
Develop activities in the area of gender balance and inclusiveness in the company's projects	Develop activities in the area of gender balance and inclusiveness in the company's training contents	Disseminate measures against gender-based violence including sexual harassment.	Number of actions developed	Carina Dantas, CEO Luís Dias, COO

Coimbra, 20 June 2021  
The CEO, Carina Dantas