

GENDER EQUALITY PLAN (GEP)

2026–2029

TAGIS – Centro de Conservação das Borboletas de Portugal

Approval Date: 25th February 2026 **Publication:** www.tagis.pt

1. Institutional Commitment

TAGIS is a non-governmental environmental organisation dedicated to biodiversity conservation, research, and scientific dissemination. The organisation formally commits to gender equality as a core component of scientific excellence and good governance. This GEP complies with the eligibility requirements established by the European Commission under **Horizon Europe**.

2. Mandatory Process-Related Requirements

2.1 Formal Public Document

- Formally approved by the governing body.
- Publicly available on the official website.
- Applies to all staff members and governing bodies.

2.2 Dedicated Resources

- Appointment of an internal GEP responsible person.
- Annual allocation of financial resources for training.
- Integration of monitoring into administrative procedures.

2.3 Data Collection and Monitoring

TAGIS ensures systematic annual data collection including gender distribution by function, leadership balance, and recruitment data. This is supported by mandatory reporting to **Statistics Portugal (INE)** under Law No. 22/2008.

2.4 Training and Capacity Building

- Biennial gender equality awareness sessions.
- Training on prevention of harassment and discrimination.

3. Organisational Baseline (2024)

Category	Total	Women	Men
Researchers	3	3	0
Senior Technical Staff	3	2	1
Technical Staff	1	0	1
Intern	1	1	0
TOTAL	8	75%	25%

4. GEP Core Areas

- **Work-Life Balance:** Maintenance of flexible working hours and remote working possibilities.
- **Leadership:** Commitment to maintaining no gender representation below 33% in future governing bodies, where feasible.
- **Recruitment:** Implementation of transparent, competence-based recruitment and formalised written principles.
- **Research Integration:** Inclusion of a gender perspective in future research and funding proposals.
- **Anti-Harassment:** Adoption of a formal Code of Conduct and a confidential reporting mechanism.

5. Implementation Framework

Measure	Responsible	Timeline
Formal approval of GEP	Board	2026
Website publication	Board	2026
Code of Conduct adoption	Board	2026
First training session	GEP Responsible	2027
Annual monitoring report	GEP Responsible	2026–2029

6. Approval Signature Block

TAGIS formally declares its commitment to equal opportunities and full compliance with Horizon Europe criteria.

Board Signatures:

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