



# Role of the national science association AMONET in promoting structural changes for gender equality



Maria Rosa Paiva [mrp@fct.unl.pt](mailto:mrp@fct.unl.pt)



Raquel Almeida [portanova.raquel@gmail.com](mailto:portanova.raquel@gmail.com)



Ana Maria Lobo [aml@fct.unl.pt](mailto:aml@fct.unl.pt)



Faculdade de Ciências e Tecnologia, Universidade Nova de Lisboa (FCT-UNL), Campus de Caparica, 2829-516 Caparica, Portugal.

AMONET, Associação Portuguesa de Mulheres Cientistas, Reitoria UNL, Campolide, Lisboa, Portugal.

URL: [www.amonet.pt](http://www.amonet.pt)

Since 2005 AMONET has been engaged in clarifying and disseminating data on the impact of women in science in Portugal, monitoring changes and raising awareness on gender inequalities in academic careers. However, the ongoing economic crisis, coupled with a global trend to regulate work through new templates, structures and norms, is further disadvantaging women by posing additional constraints and barriers, resulting from an inbuilt gender bias. Securing top-level support for gender policy in research institutions and thus a sustainable gender equality, can only be reached after the implementation of structural changes – an unpaved path awaiting to be explored.

University	Board of Trustees		Rectoral team + Administrator		Civil Society Coopted members		University ranking by size in PT
	Men	Women	Men	Women	Men	Women	
	% Nr	% Nr	% Nr	% Nr	% Nr	% Nr	
U Lisbon	78 (14)	22 (4)	100 (9)	0 (0)	100 (9)	0 (0)	1
U Porto	75 (18)	25 (6)	73 (8)	27 (3)	63 (5)	37 (3)	2
U Coimbra	77 (27)	23 (8)	56 (5)	44 (4)	–	–	3
UNLisbon	77 (31)	23 (9)	80 (8)	20 (2)	–	–	5
U Aveiro	78 (14)	22 (4)	80 (8)	20 (2)	g	g	6
U Évora	76 (26)	24 (8)	71 (5)	29 (2)	86 (6)	14 (1)	7
U Algarve	76 (19)	24 (6)	57 (4)	43 (3)	82 (9)	18 (2)	8
$\bar{x} \pm s$	19 ± 6.7	6 ± 2	8 ± 2	2 ± 1.3	8 ± 2.1	2 ± 1.3	4 ± 2.2

Women representativeness in Governance Boards endowed with executive power, in seven of the eight largest Universities in Portugal. Data available at the sites of the Universities. \*Column C is not additive as some co-opted members may be included under A or B; - not implemented by the University; g - gender not specified