



**IPN** INSTITUTO PEDRO NUNES  
ASSOCIAÇÃO PARA A INOVAÇÃO E DESENVOLVIMENTO EM CIÊNCIA E TECNOLOGIA

**GENDER EQUALITY  
ANNUAL REPORT  
2024**



INSTITUTO PEDRO NUNES  
**GENDER EQUALITY - ANNUAL REPORT  
2024**

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## 1. EXECUTIVE SUMMARY

This report describes the actions carried out to directly or indirectly promote Gender Equality (GE), throughout the year 2024, in accordance with the GE Plan of the Instituto Pedro Nunes (IPN) for the triennium 2024-2026, hereinafter referred to as the Plan.

Analysing the gender of the people working in the institution, the respective proportion is balanced (55% are men and 45% are women), considering that the activities developed and services provided are mostly in the areas of engineering and technology, where more men tend to study and work than women.

About access to funding, the 19 applications submitted to the Horizon Europe programme in 2024 were analysed, and there was a gender balance regarding the research teams involved.

The mapping was carried out that identified 11 companies installed in the incubator and accelerator with decision-making positions occupied by women.

IPN also shared initiatives and facilitated the participation of its teams in actions to promote their personal and professional development, in its different aspects; She has participated in 5 projects that promote gender balance, in the dimensions where women are least represented (e.g. leadership, decision-making, entrepreneurship). The IPN also considered all the national and community legislation in force related to the GE.

IPN maintains the conviction that it is possible to perceive that the initiatives implemented have a positive impact on the sensitivity of IPN people and the institution's external community to GE, diversity and inclusion, both in a professional and personal context.

This Report on the activities of 2024 is hereby prepared, subject to approval by the IPN's Board of Directors on March 23<sup>rd</sup> 2026.

## 2. STATISTICS DISAGGREGATED BY SEX

The IPN carried out a quantitative information survey to monitor the situation of men and women linked to the institution by employment contract, whose analysis is presented below. The data analysed and presented here refer to 31 December 2024, compared to those collected in 2022 and 2023, available in the Gender Equality Reports of the corresponding years. As defined in the 2024-2026 Plan, this analysis is complemented with two new indicators, which characterize the composition of the household of IPN employees, specifically: number of dependents and age.

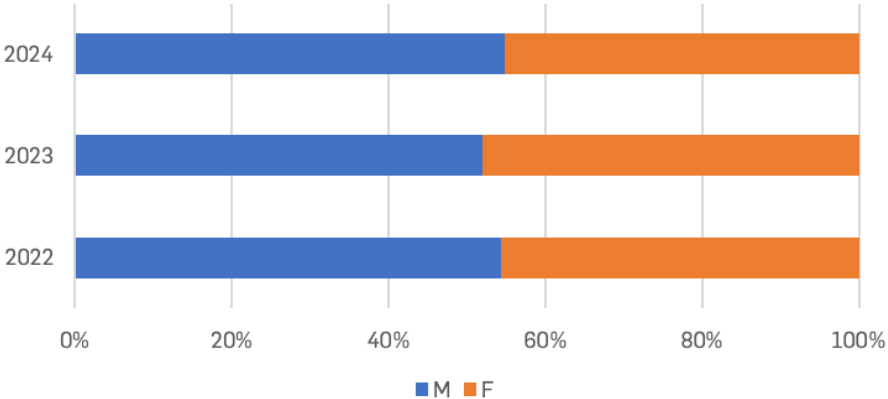
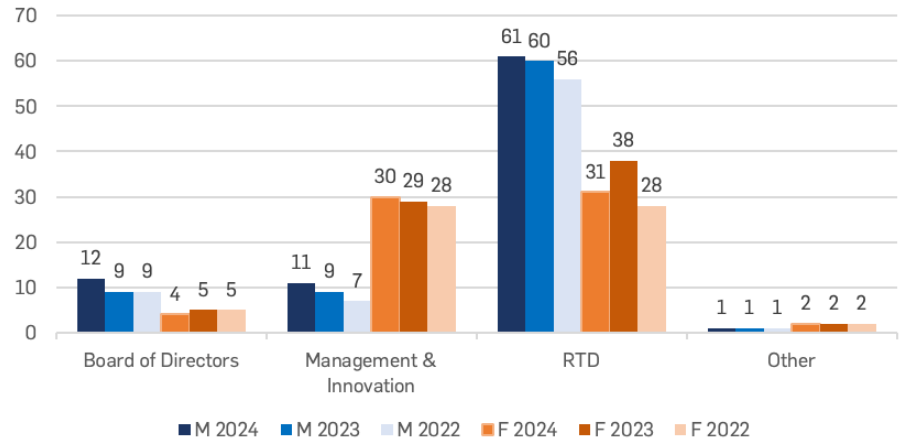


Chart 1 - Evolution of distribution by sex 2022-2024

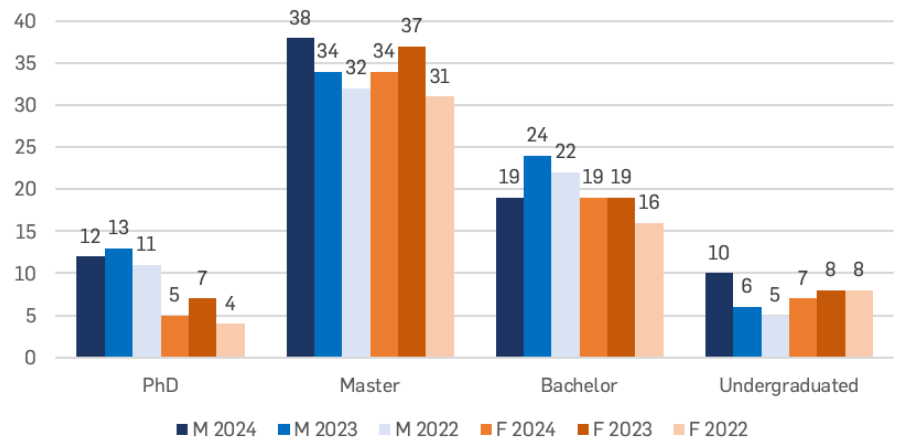
The distribution by sex in the IPN in the last 3 years shows a tendency towards equilibrium, with no significant differences between the number of men and women.

<sup>1</sup>The statistical information disaggregated by sex (female and male) is in accordance with the information contained in the employee's file, and does not include the intersex variable or the gender identity dimension. References to men and women refer to people of the male and female sex, respectively.



**Chart 2** - Distribution by sex and function 2022-2024

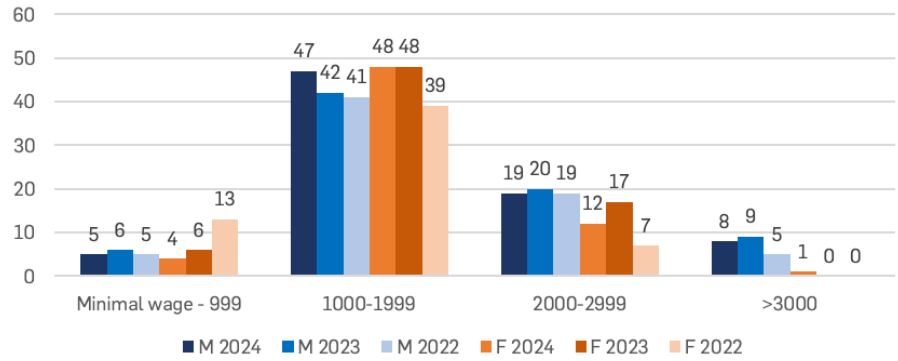
In 2024 there was an increase in the number of men compared to 2023, in management positions, while the number of women in this position remained the same. In research functions, in 2024 there is a predominance of men and a decrease in the number of women in this position compared to the growth recorded in previous years. In management and innovation support functions, the predominance of women in this type of position is consolidated, already verified. No relevant changes in auxiliary functions are identified.



**Chart 3** - Distribution by sex and education level 2022-2024

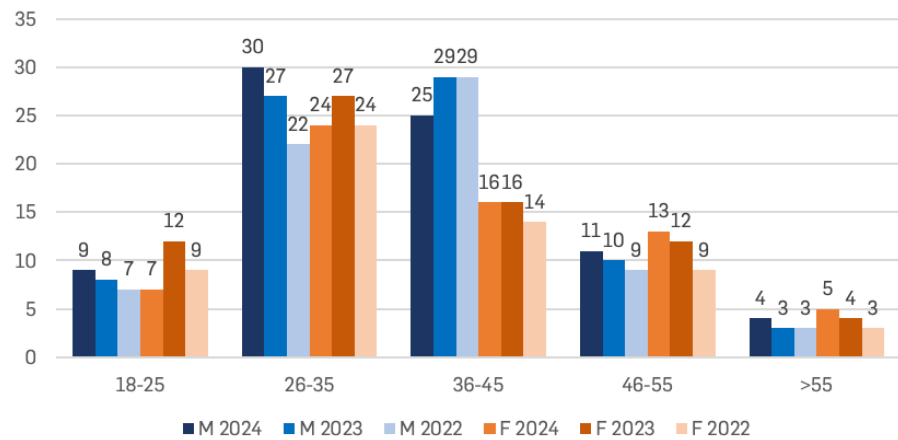
The analysis of the distribution by sex and by level of educational attainment identifies a balance in the number of people with Bachelor's and Master's degrees, levels that concentrate most of the sample of this analysis.

At the level of secondary education or lower, there is a slight increase in the representation of men and the predominance of men at the highest level of education (doctorate) is maintained, with a decrease in the number of women at this level.

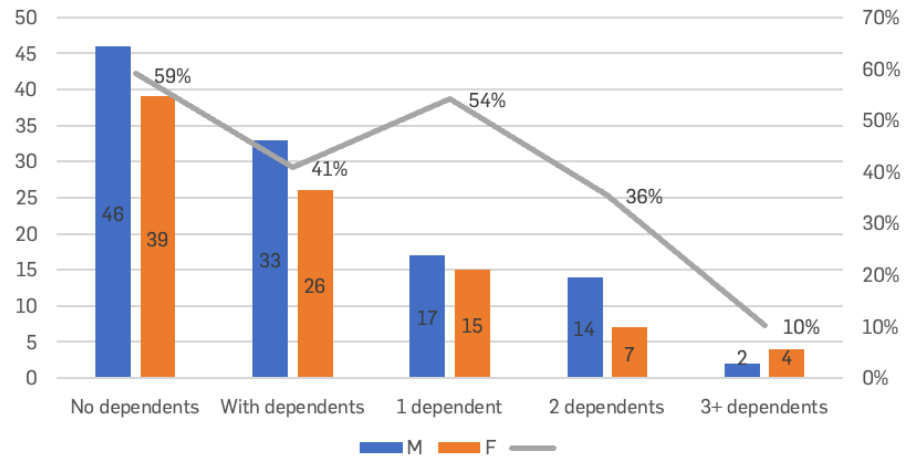


**Chart 4** - Distribution by sex and remuneration level (in euros) 2021/2022

From the analysis of the distribution by sex and by basic pay bracket, there is an increase in the representation of the male sex in the intermediate pay bracket, 1000-1999, thus leading to a balance in this bracket. The male sex is predominant in the highest bracket, and there is an increase in the number of women in this bracket from 2023 to 2024. It should also be noted the decrease in the number of women included in the lowest bracket, because of the review of the institution's salary policy. In short, both sexes are framed in all pay brackets, in the same order of magnitude, thus revealing balance in this matter.

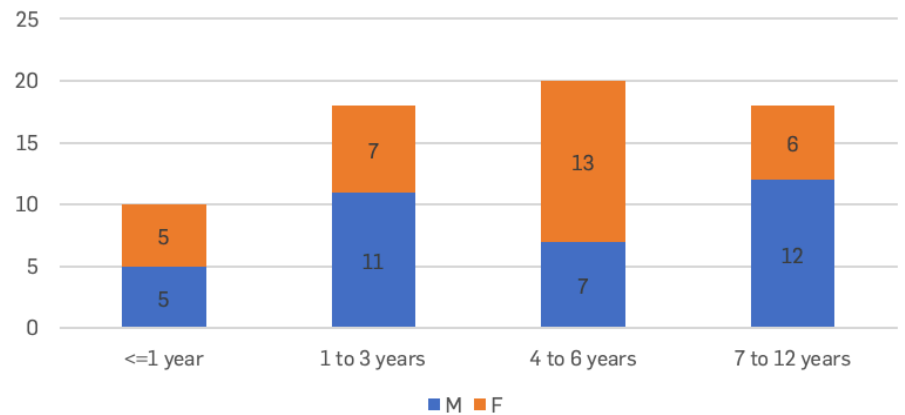


**Chart 5** - Distribution by sex and age group 2021-2022



**Chart 6** - Distribution by sex and number of dependents 2022-2024

The analysis of the distribution by sex and age group allow to conclude that there are no significant differences in relation to the year 2022 and 2023, maintaining a trend towards balance, since most employees of both genders are in the age groups 26 - 35 years and 36 - 45 years.



**Chart 7** - Distribution by sex and number of dependents age 2022-2024

From the analysis of the data, we found that about 60% of IPN employees do not have any dependent in their care, with a predominance of males in this situation. Of the 40% of employees who have dependents in charge, the vast majority, 54%, have only one dependent, in which case there is a balance in the distribution. In the situation with 2 dependents, there is a significant predominance of females. The existence of large families (3 or more dependents) in the universe of IPN employees is not very significant

Regarding the age of dependents, in the universe of IPN families, there is a clear predominance of ages between 4 and 6 years old and 7 and 12 years old. In both cases, the distribution by sex is quite egalitarian.

In short, there is a balance in the distribution by sex for most of the indicators analysed, except for the distribution by sex and by functions. This fact is because during the year 2024, new admissions were mostly for functions in Engineering where, a priori, there is a predominance of the male sex known in Portugal.

### **3. YEAR HIGHLIGHTS BY DIMENSION**

A summary of the activities carried out is presented, listed by dimension of action.

#### **DIMENSION 1 - ORGANIZATIONAL**

Annual sex-disaggregated information was collected, and this report was prepared.

#### **DIMENSION 2 - COMMUNICATION**

We sought to disseminate and inform IPN employees and their external community about IPN's commitment to the gender, diversity and inclusion dimension, through different communication channels, namely through the internal Information System (SI); e-mail; website.

Of note is the holding of Equality Week 2024, where discussion and reflection on GE and female empowerment was promoted, involving personalities from the region who work on these themes, incubated companies and IPN teams.

#### **DIMENSION 3 - R&D ACTIVITIES**

The proposals submitted by IPN to the Horizon Europe programme between January and December 2024 were analysed, with information available on the gender dimension, and there is a gender balance in the people with a research career involved in these applications.

#### **DIMENSION 4 - PREVENTING HARASSMENT IN THE WORKPLACE**

The mechanism for reporting and reporting internal infractions created to comply with the provisions of Law No. 93/2021 of December 20 is available on the IPN website: <https://www.ipn.pt/canaldenuncias>. This channel was complemented by the implementation of a PPR - Plan for the Prevention of Risks of Corruption and Related Infractions, also available at: <https://www.ipn.pt/planoprevencao>.

#### **DIMENSION 5 - WORK-LIFE BALANCE AND FAMILY LIFE**

Documentation on the rights of employees is available in the SI, namely about absences due to parenthood and assistance to a member of the household. In 2024, in accordance with the institution's practices, the return of professionals absent due to parental leave was monitored.

The Local Products Market was held monthly at IPN to facilitate the reconciliation of personal and family life with work, and to promote local, healthy and sustainable commerce.

Dedicated spaces and conditions have been created to welcome women who breastfeed, or who need to express milk during their working hours.

#### **DIMENSION 6 - RECRUITMENT AND CAREER DEVELOPMENT**

As part of the process of welcoming new hires, they were made aware of the policies in force at the IPN, and they were presented, among other information of interest, with the current version of this Plan, which are available for consultation in the IPN's SI.

Participation in training actions was also promoted, with a view to the personal and professional development of all, in their different areas of interest.

The performance evaluation process focused on continuous improvement was created and implemented, with no salary implications for now, whose conclusions and opportunities for improvement were considered in the 2nd evaluation cycle (2025/2026).

#### **DIMENSION 7 - BALANCE IN LEADERSHIP AND DECISION MAKING**

IPN promoted and participated in activities in the field of entrepreneurship, female empowerment and leadership; implemented 5 projects/activities on entrepreneurship that included (among other topics) modules on leadership, pitch, communication and negotiation.

The team responsible for addressing the GE theme at IPN continued to collect and share information and good practices to update useful knowledge for IPN activities.

The Coimbra City Council awarded the 2024 Women's Entrepreneurship Award, which awarded Teresa Mendes, former president of IPN for 23 years and Irina Moreira, co-founder of the start-up PURR. AI incubated at IPN. IPN was part of the jury of this initiative. The mapping was carried out that identified 11 companies installed in the incubator and accelerator with decision-making positions occupied by women.

## 4. DESCRIPTION OF IMPLEMENTED ACTIONS

### DIMENSION 1 – ORGANISATIONAL

<b>Action 1</b>	<b>Review of the team responsible for the Plan</b>
Measurement indicator/form of verification	Minutes of the Board meeting, where the Plan was approved
Frequency of verification	N/A
Implementation schedule	From October to November 2023

This action is now executed.

<b>Action 2</b>	<b>Review and monitoring of sex-disaggregated statistics</b>
Measurement indicator/form of verification	Plan and Annual Report
Frequency of verification	Annual
Implementation schedule	From October to November 2023, and from January to August 2025, 2026, and 2027

This action is detailed in section 2 of this report.

<b>Action 3</b>	<b>Preparation of the Plan</b>
Measurement indicator/form of verification	Minutes of the Board meeting, where the Plan was approved
Frequency of verification	N/A
Implementation schedule	December 2023

This action is now executed.

<b>Action 4</b>	<b>Preparation of Annual Reports</b>
Measurement indicator/form of verification	Minutes of the Board meeting, where the Report was approved
Frequency of verification	Annual
Implementation schedule	From January to August 2025, 2026 and 2027

This report was approved by the Board of Directors of IPN on March 23<sup>rd</sup> 2026.

## DIMENSION 2 - COMMUNICATION

<b>Action 5</b>	<b>Internal dissemination of the implementation of the Plan</b>
Measurement indicator/form of verification	Evidence of the internal disclosure of the Plan and its actions
Frequency of verification	Annual
Implementation schedule	From January 2024

<b>Action 6</b>	<b>Equality Policy Update on Website</b>
Measurement indicator/form of verification	Publication on the IPN website of the Plan and Annual Reports
Frequency of verification	N/A
Implementation schedule	From January 2024

The Plan and Report are available for consultation here: <https://www.ipn.pt/equalitypolicy>

<b>Action 7</b>	<b>Internal dissemination of good practices on neutral and inclusive language</b>
Measurement indicator/form of verification	Evidence of holding a session on the topic
Frequency of verification	N/A
Implementation schedule	From January to June 2024

A session is expected to be held in the 2nd half of 2025.

<b>Action 8</b>	<b>Elaboration of a guidance document on neutral and inclusive language</b>
Measurement indicator/form of verification	Document available for consultation on communication channels
Frequency of verification	N/A
Implementation schedule	From January to June 2024

This action has been rescheduled for 2025.

<b>Action 9</b>	<b>Periodic internal awareness of the theme of Equality</b>
Measurement indicator/form of verification	Evidence of organizing training actions
Frequency of verification	Annual
Implementation schedule	From January 2024

Gender Equality Week was held at IPN, between March 4th and 8th, with several initiatives consisting of events and reflections on gender equality and female empowerment. Two interviews with Rosa Monteiro, who was Secretary of State for Citizenship and Equality and is currently a professor and researcher at FEUC, and with Natália Rodrigues, coordinator of APAV Coimbra, stand out. A videocast was held on the morning of March 8th, where entrepreneurs from the start-ups of the ecosystem and representatives of the IPN teams were interviewed, and there were also lectures on Compassion (Marcela Matos, UC), Slow Work (Maria João Silvestre, Present Technologies) and Menopause (Cristina Mesquita De Oliveira (VIDAs – Portuguese Menopause Association)).

This week also included the elaboration of a **Local Products Market** at the IPN facilities, with which it sought to facilitate the reconciliation between work and family life and support more sustainable product choices and local commerce. These activities culminated in the celebrations of International Women's Day, reinforcing IPN's commitment to diversity, inclusion and equal opportunities.

<b>Action 10</b>	<b>Promotion of the participation of teams in enrichment activities and sharing of experiences on Equality, in the context of applied research, innovation and business creation</b>
Measurement indicator/form of verification	Evidence of team participation in sessions, meetings, workshops, seminars, conferences and similar events
Frequency of verification	Annual
Implementation schedule	From January 2024

IPN was a member of the jury of the **Women's Entrepreneurship Award 2024**, promoted by the Municipality of Coimbra, as part of the celebrations of the World Day of Women's Entrepreneurship. Also participating in the online session, March 1st, on **NP 4588:2023 - Management system for equal pay between women and men - Requirements and guidelines**.

On October 1st, IPN supported the **People-Centred 2024 Conference** - The Power of Well-Being in Organizational Transformation. The event brought together leaders, managers and professionals from different areas to discuss the future of organizational well-being, in a logic of promoting practices that put people at the centre of business strategies. IPN was invited to give the opening Keynote Speech of the event.

In addition, there was participation in the meetings of the **Local Action Group of the FEMACT Cities initiative** (a network composed of eight European cities and territories, which aims to develop an action plan to improve the quality of life of women), at the invitation of the CIM Region of Coimbra, on February 6th, September 3rd and September 25th.

### **DIMENSION 3 – R&D ACTIVITIES**

<b>Action 11</b>	<b>Accounting of the gender balance by submitted application</b>
Measurement indicator/form of verification	Number of Male/Female researchers per project applied
Frequency of verification	Annual
Implementation schedule	From January 2024

Most applications to the European funding programme Horizon Europe include, in the form, a table "Researchers involved in the proposal" where it is possible to assess the gender of the members of the research team involved in the proposal, by category levels. Of the total number of applications submitted to Horizon Europe throughout 2024, it is possible to analyse this information in 19 proposals, which are analysed below.

A - Top Grade Researcher			B - Senior Researcher			C - Recognised Researcher			D - First Stage Researcher			TOTAL		
F	M	NB	F	M	NB	F	M	NB	F	M	NB	F	M	NB
1	7	0	6	13	0	1	7	0	0	0	0	8	27	0
13%	88%	0%	32%	68%	0%	13%	88%	0%	0%	0%	0%	23%	77%	0%

Table 1 – Research Category Levels 2023

A – Top Grade Researcher			B – Senior Researcher			C – Recognised Researcher			D – First Stage Researcher			TOTAL		
F	M	NB	F	M	NB	F	M	NB	F	M	NB	F	M	NB
0	14	0	11	17	0	16	16	0	8	1	0	35	48	0
0%	100%	0%	39%	61%	0%	50%	50%	0%	Rate 89%	11%	0%	42%	58%	0%

Table 2 – Research Category Levels 2024

In 2024, overall, there is a balance in the presence of women and men in the work teams of the submitted applications, compared to the previous year, in line with the similar number of women and men working at the IPN, according to the statistics presented in section 2 of this report. There is a significant growth of women in intermediate research careers and an absence of women in top careers, which, however, do not compromise the overall balance. It should be noted that the proposal submission forms are not standardized and that not all applications require this information, so this indicator is only illustrative.

<b>Action 12</b>	<b>Review of a guiding document on the theme of GE in R&amp;D activities</b>
Measurement indicator/form of verification	Evidence of internal disclosure of document changes
Frequency of verification	N/A
Implementation schedule	From January 2025

This action is scheduled for 2025.

#### DIMENSION 4 - PREVENTING HARASSMENT IN THE WORKPLACE

<b>Action 13</b>	<b>Revision of the Code of Good Conduct for the Prevention and Combating of Harassment at Work and approval of the Code of Conduct and Integrity</b>
Measurement indicator/form of verification	New version of the Code integrated into the Plan and dissemination of the Code of Conduct and Integrity
Frequency of verification	N/A
Implementation schedule	From January 2024

<b>Action 14</b>	<b>Strengthening the dissemination and internal training of the Code of Good Conduct for Preventing and Combating Harassment at Work and the Code of Conduct and Integrity</b>
Measurement indicator/form of verification	Evidence of internal disclosure of document changes
Frequency of verification	Annual
Implementation schedule	From January 2024

In 2024 there were no reasons, in particular legislative changes, that would justify a revision of the existing documentation.

In compliance with the provisions of Law No. 93/2021 of December 20, an IPN and IPN Incubator Internal Infraction Reporting Channel has been available since June 2022, available on the IPN website in <https://www.ipn.pt/canaldenuncias>, maintaining the Code of Good Conduct for the Prevention and Combat of Harassment at Work. This channel was complemented by the implementation of a PPR - Plan for the Prevention of Risks of Corruption and Related Infractions, available here, approved by the Board of Directors of the Instituto Pedro Nunes in September 2023, which determined, in parallel with the instruments mentioned above, the approval of a Code of Conduct and Integrity for all employees of the institution.

The Code of Good Conduct for the Prevention and Combating of Harassment at Work is an integral part of the IPN Plan and is available for consultation in the SI – Internal Regulations and Standards module and on the IPN website at: <https://www.ipn.pt/equalitypolicy>.

#### **DIMENSION 5 - WORK-LIFE BALANCE AND FAMILY**

<b>Action 15</b>	<b>Ensure the dissemination of information regarding employees' rights, in the field of family support and rights of absence due to family accompaniment</b>
Measurement indicator/form of verification	Evidence of internal disclosure of document changes
Frequency of verification	N/A
Implementation schedule	From January 2024

Information on the rights of the worker, namely regarding rights and duties in terms of equality and non-discrimination and parental rights, is available in the IPN's SI, in Internal Regulations and Rules.

<b>Action 16</b>	<b>Monitor the return of prolonged absences due to parental leave, ensuring their reintegration into the unit/department, promoting specific training if necessary</b>
Measurement indicator/form of verification	Internal records
Frequency of verification	Annual
Implementation schedule	From January 2024

During 2024, 10 workers took 1 parental leave: 5 women and 5 men. Women were accompanied on their return after 150 days of parental leave and men were accompanied on their return after 30 days by sharing initial parental leave.

<b>Action 17</b>	<b>Analysis of flexible work organization modalities, given the specific conditions of each employee</b>
Measurement indicator/form of verification	Internal records
Frequency of verification	Annual
Implementation schedule	From January 2024

During the reporting period, IPN staff did not request flexible work organisation arrangements.

<b>Action 18</b>	<b>Definition of actions that improve well-being in the workplace, particularizing initiatives that benefit people with minor children</b>
Measurement indicator/form of verification	Evidence of internal dissemination of such actions
Frequency of verification	N/A
Implementation schedule	During 2024 and 2025

Given the community's interest and adherence to the Local Products Market, held for the first time during the Gender Equality Week already described, it has been held monthly since then. In this context, the Christmas edition stands out, where the offer of products was expanded including producers, artists and artisans from the region, who brought their creativity and passion to the IPN community. This Christmas edition benefited from a collaboration with LUFAPO Hub - a space to support the incubation and acceleration of ideas from the creative industry. Thus, in addition to the sellers/producers who participated monthly, the projects incubated in this hub of cultural and creative industries were at the IPN. Also in December, a cooking workshop was organized in partnership with the Thermomix Store in Coimbra and a Body Pump session in partnership with VivaGym. Also, during the Christmas season, IPN and the incubated companies mobilized to raise gifts for three social institutions in Coimbra, in the areas of disability, support for children and aid and civil protection.

The conditions for welcoming breastfeeding women have also been improved, and a space and conditions have been created for women to breastfeed or express milk during working hours. This space is in IPN's Building C and is available to IPN employees and to women who work in the incubated companies.

In addition, the analysis of the indicators relating to the composition of households of persons working in the IPN, which have been introduced into the sex-disaggregated statistics to know the current situation of the IPN, should be noted. This information will be useful to map needs and help define actions that meet people's needs.

#### **DIMENSION 6 - RECRUITMENT AND CAREER DEVELOPMENT**

<b>Action 19</b>	<b>Review of the existing GE policy for hiring Human Resources</b>
Measurement indicator/form of verification	New version of the Code integrated into the Plan
Frequency of verification	N/A
Implementation schedule	From January 2024

In the period in question, there were no reasons to revise the existing Gender Equality Policy, which is available in annex to the IPN Plan.

<b>Action 20</b>	<b>Mention of Equality policies in the process of welcoming new people</b>
Measurement indicator/form of verification	Monitoring of records through the SI
Frequency of verification	Annual
Implementation schedule	From January 2024

During the reporting period, 45 meetings were held to welcome new people. In these sessions, the new elements were made aware of the GE policies in force at the IPN and informed about the existence in the IPN's internal information system of a module of Internal Regulations and Rules, including the GE policy.

<b>Action 21</b>	<b>Awareness and dissemination of activities that foster professional and personal development</b>
Measurement indicator/form of verification	Evidence of the sharing of activities that contribute to the professional and personal development of the teams, e.g. training opportunities, conferences, workshops, relevant documents/readings
Frequency of verification	Annual
Implementation schedule	From January 2024

During this period, there were several training actions attended by IPN employees, triggered either at the initiative of IPN or as an individual initiative, with a view to career development. Here are some examples:

- Biocompatibility Evaluation Process 0224, February;
- CE Marking, Notified Bodies and Harmonized Standards, June;
- Excel Power Query, July;
- HealthChain Knowledge Sharing Sessions - User Adoption, October;
- 2nd 6G-IA consultation results of SNS WP 2025 Orientations, November;
- AS 9100 rev D:2016 Internal Auditor Training Course, December;
- PMI® Authorized On-Demand Certified Associate in Project Management (CAPM)® Exam Prep Course, December.

<b>Action 22</b>	<b>Review of the Human Resources Policy</b>
Measurement indicator/form of verification	Minutes of the Board meeting approving the revision
Frequency of verification	Annual
Implementation schedule	During 2024

In May 2023, the IPN Board approved the creation of an individual performance evaluation process, focused on continuous improvement, on an annual basis, with no short-term salary implications. Thus, the Individual Performance Evaluation System was developed, which aims to know and improve individual performance and whose central objective is continuous improvement. It does not have a punitive or judgmental nature, but rather an analysis of performance from a perspective of improvement, development and improvement of people and their work, which directly impacts the functioning and success of the

entire institution. It is intended to stimulate active listening and joint involvement, creating spaces where each person feels seen, understood and valued, not only for the tasks assigned to them, but for their contribution and commitment to the professional and institutional evolution. The first evaluation cycle took place in September 2024 for the time horizon July 2023 to June 2024. The conclusions of this first cycle were presented in 2025 and contributed to the improvement of the procedure to be followed in the 2nd evaluation cycle taking place in 2025. The documentation is available to all employees in the SI internal regulations and rules module.

**DIMENSION 7 - BALANCE IN LEADERSHIP AND DECISION MAKING**

<b>Action 23</b>	<b>Dissemination of activities that foster the professional and personal development of people in management and leadership positions</b>
Measurement indicator/form of verification	Evidence of activity sharing, e.g. training opportunities, conferences, workshops, relevant documents/readings
Frequency of verification	Annual
Implementation schedule	From January 2024

IPN regularly publicizes training opportunities and similar events to promote and encourage career development. Regarding people in management/leadership positions, there is the participation of one person in an MBA Course for Executives, for a period of 2 academic years (2024/25 and 2025/26).

<b>Action 24</b>	<b>Promotion of participation in projects and services in the areas of entrepreneurship and innovation, including the approach to leadership topics, pitch, communication, access to finance and negotiation</b>
Measurement indicator/form of verification	Evidence of participation in projects and services
Frequency of verification	Annual
Implementation schedule	From January 2024

IIPN implements/participates in projects and services related to entrepreneurship, which includes (among other topics) modules on leadership, pitch, communication and negotiation. During 2024, the following projects/activities were carried out:

- Medtech Bootcamp co-organization, September. In partnership with the Friedrich-Alexander-Universität Erlangen-Nürnberg and the Business School of Navarra, this program offered 10 projects access to specific training, mentoring and networking opportunities.
- Organization of the 1st InnoStars Connect program, September. This open innovation program, organized with EIT Health partners, is a program where startups propose to present solutions to challenges presented by companies. In 2024 the program had 2 companies: Synlab and Chiesi Phama. 10 European startups receive €10,000 in funding to support the validation and pilot process with these 2 multinationals. IPN coordinated

the training of the 2 bootcamps that took place in September (including visits to the headquarters of the challenge owners in northern Italy) and in November. The training aimed to train teams on topics such as reimbursements in health systems, pitching, IPs, marketing and sales.

- Organization of the 13th Edition of Ineo Start, between April 3rd and May 9th. The pre-acceleration program with the most tradition at IPN, which had the participation of 14 new technological projects in areas such as health and well-being, construction, sports, cybersecurity, legal and that, for four weeks, tested the value of their ideas, with the support of about 30 invited mentors. This program won second place in the "Innovate for Impact: EUIBC Excellence Awards 2024".

- Organization of the 1st ATTRACT-DIH Acceleration Program, between October 3rd and November 30th. The first acceleration program was organized for startups that use AI technology in the technological solutions they are developing. 12 startups participated and, on the Demo Day, 10 of them publicly presented their businesses.

- Women Entrepreneurship Bootcamp (WEB), 2024 edition. As part of its collaboration with EIT Health, this bootcamp was co-organized with 11 teams during the first half of the year, online in partnership with IESE Business School and Galway University. It is designed to meet the unique needs of women entrepreneurs in the field of health technology. This bootcamp brings together elements of entrepreneurship training and offers a program aimed at the real needs of those who are committed to diversity in leadership.

<b>Action 25</b>	<b>Mapping of companies installed in the business incubator and accelerator, with intermediate or management positions, assumed by women</b>
Measurement indicator/form of verification	Statistical summary included in the Annual Reports
Frequency of verification	Annual
Implementation schedule	From January 2024

11 companies were identified in the universe of companies installed in the IPN incubator and accelerator, who's intermediate, or management positions are assumed by women.

<b>Action 26</b>	<b>Promotion of actions that can contribute to a greater presence and visibility of women entrepreneurs in management and management positions</b>
Measurement indicator/form of verification	Evidence of information sharing and organized initiatives
Frequency of verification	Annual
Implementation schedule	From January 2024

The Municipality of Coimbra promoted the Women's Entrepreneurship Award 2024, November 19, as part of the celebrations of World Women's Entrepreneurship Day, awarding Teresa Mendes, former IPN president (1999-2022) with the Career Award, and Irina de Sousa Moreira, co-founder of the startup PURR. AI, incubated at IPN, with the Project Award for the Ageless platform, aimed at combating neurological diseases associated with ageing. IPN is represented on the jury of this initiative.

Funding opportunities and other actions dedicated to women entrepreneurs were shared by the IPN community, e.g. EIC Women Leadership Programme, Women in Tech for Food.

