



# Portugal

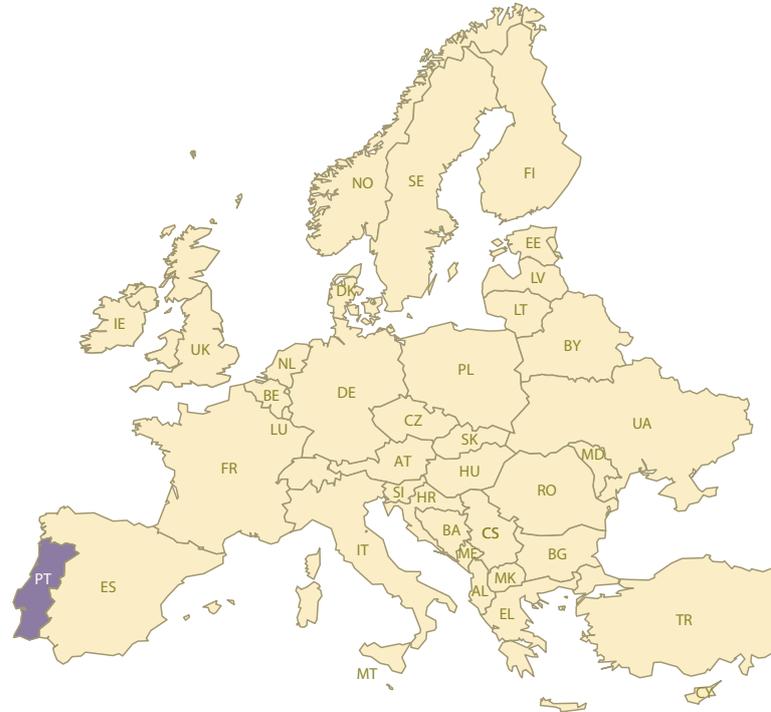
## POLICY FRAMEWORK

The Portuguese gender equality policy framework is guided by the 'IV National plan for equality — gender, citizenship and non-discrimination'. The plan provides for the adoption of a set of 97 measures structured around 14 key areas. The main focus of the first area is the integration of a gender dimension in public, central and local administration as a requirement of good governance. The Commission for Citizenship and Gender Equality (thereafter CIG) has the overall responsibility of implementing the 19 measures in the first area. These measures include mainstreaming gender equality in the objectives of each ministry and the mission statements of leaders of the administration; promoting gender equality training under the leadership courses for public administration; and ensuring the implementation of initial and continuous training on gender equality required by each ministry.

The ministries are encouraged to provide gender training, as part of the IV national plan for equality. In its 2010 plan for equality, the Ministry of Justice has indicated six strategic areas under which it will develop 16 measures of intervention, such as gender equality being adopted as a guiding value for the activity of the ministry under Strategic Area 1 and integrating certified gender equality training modules under Strategic Area 2.

The Ministry of Solidarity and Social Security (MSSS) and the Ministry of Economy and Employment (MEE) have indicated in their equality plan the need for gender equality training, which is being implemented for focal points and top management executives, as a strategic audience. Both plans have been supervised by the Commission for Equality in Labour and Employment (CITE) which also delivers the training.

Further, the 'Operational programme for human potential' (POPH), inscribed in the National Strategic Reference Framework (2007–13), is an initiative which aims to stimulate the sustained growth potential of the Portuguese economy through the promotion of equal opportunities. POPH's activity is structured around 10 priority axes. Priority Axis 7 is devoted to gender equality. Axis 7 disseminates an equality culture through inter alia, the integration of the gender perspective in education and training strategies and the promotion of gender equality in public policy tools. The 7.4 intervention typology, a measure of Axis 7, is specially mobilised for training projects destined to strategic audiences, including central and local levels of public administration.



## GENDER TRAINING IN PRACTICE

Key training organisations are the Commission for Citizenship and Gender Equality (CIG), the National Institute of Administration (INA) and the Commission for Equality in Labour and Employment (CITE). Since their establishment, the CIG and CITE have organised a great number of training programmes, including seminars, workshops and policy debates. In addition, they have published a wide range of resources that include, inter alia, guidelines for the integration of gender considerations in policy and programmes.

The CIG has been reinforcing its gender mainstreaming approach in central public administration in the past decade. The CIG has a coordinating role in the implementation of gender training at national level. To support the implementation of gender mainstreaming gender equality focal points have been established in each ministry since 2009. Gender focal points are also part of CIG's Consultative Council.

A law approved in 2010 gave a new emphasis to the CITE's mission, assignments and competences towards the development and organisation of training and awareness-raising ac-



tivities in the field of labour equality, employment, vocational training and work-life balance. The CITE has created new training programmes (2012–13) to address to strategic audiences such as labour inspectors, labour unions, journalists, human resources managers, judges and public prosecutors.

Between 2007 and 2010 there were 209 projects on gender equality, approved through the intervention typology 7.4 — support for training of strategic public projects in gender equality and gender violence prevention. The typology aims to promote the pursuit of gender equality policies through training and qualification of actors and strategic decision-makers on this topic. Further, according to the CIG, during the period 2008–12 (February), 5 873 civil servants have received gender training.

## EXAMPLES OF GENDER TRAINING PROGRAMMES

- **Public administration responsibilities in gender equality promotion.** This training, an introductory 4-hour module, is part of a larger programme and its objective is to raise public administration officers' awareness on current gender issues and to highlight their special responsibilities to promote gender equality.

The training programme is designed to develop competencies, such as: know-how on gender mainstreaming concepts and strategy; tools, public policies and projects; international and national legal and political frameworks; and responsibilities of public administration.

The training is delivered face-to-face or via e-learning tools and the participants use techniques and tools such as case studies analysis, practical exercises, websites, databases, games, indicators, etc.

## WHY DO WE NEED GENDER TRAINING?

Gender training is an educational tool that supports gender mainstreaming through building the capacity of ministries, local authorities and other partners to consider and address issues facing women and men in their work and lives. Gender training:

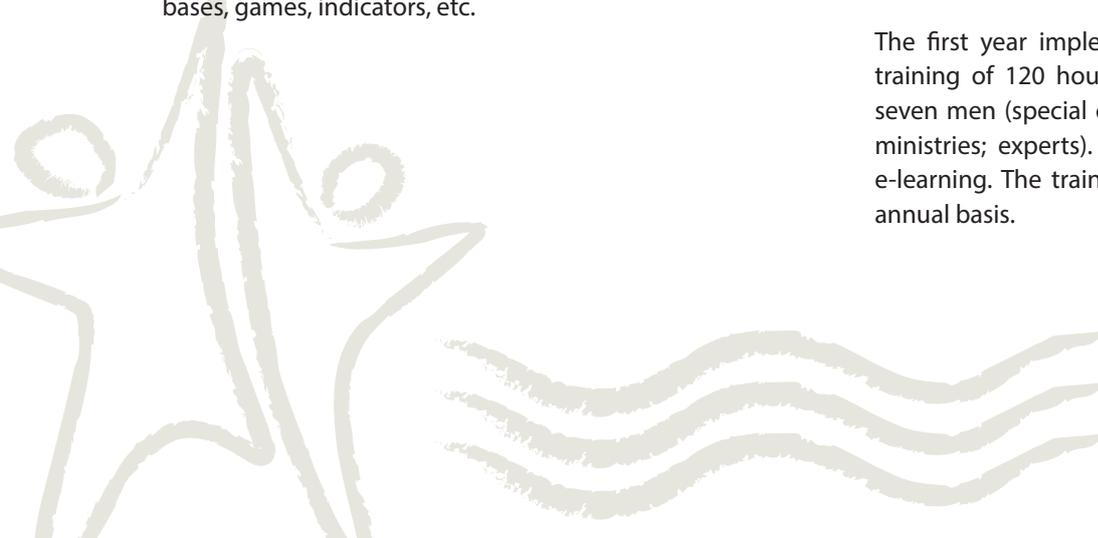
- raises awareness of gender issues and contributes to changing stereotypes;
- provides staff with expertise and analytical skills to identify gender inequality;
- develops understanding and builds competence to do things differently;
- benefits organisations by supporting a culture in which both women and men can prosper;
- helps to create a more equitable society.

Staff members may be trained on concepts such as what is gender; how to undertake gender analysis; key issues facing women and men in different sectors; underlying causes and how to address these; and how to construct gender-sensitive indicators.

This is a mandatory module for senior civil servants and all ministers, which is administered by members of INA staff and other ministries. Around 850 men and 1 050 women have benefitted from the training.

- **Gender mainstreaming in public policies specialisation course.** As a standalone training course, this programme's objective is to train gender equality experts and special councillors for gender equality of all ministries on gender mainstreaming in public projects policies — concepts and tools.

The first year implementation (2011) of this advanced training of 120 hours was provided to 21 women and seven men (special councillors for gender equality of all ministries; experts). It is delivered via face-to-face and e-learning. The training course is to be provided on an annual basis.





## ABOUT THE STUDY

This factsheet summarises research findings for Portugal from the European Institute for Gender Equality's (EIGE) 2-year project on 'Gender training in the European Union', which is part of EIGE's gender mainstreaming methods, tools and good practices work. The project collected practical information about gender training across the 27 EU Member States and Croatia, dating 2005–12.

The information is based on desk research and stakeholder interviews conducted between February and April 2012 by ICF GHK. The interviews included representatives of national ministries tasked with the coordination of gender mainstreaming, other ministries and public organisations at national, regional and local level that deliver or commission gender training courses to their staff, and a sample of gender trainers who deliver the training. Further, the information contained herein has been validated with EIGE's thematic network on gender training in autumn 2012.

Other outputs from the study include online databases of gender trainers and training resources available on EIGE's website at: <http://www.eige.europa.eu>

### ARE YOU LOOKING FOR GENDER TRAINERS?

Please visit EIGE's Gender Trainers database at:  
<http://eige.europa.eu/content/gender-trainers-database>

### ARE YOU INTERESTED IN FURTHER RESOURCES ON HOW TO MAINSTREAM GENDER AND IMPROVE GENDER KNOWLEDGE?

Please visit EIGE's Gender Training Resources database at:  
<http://eige.europa.eu/resources/gender-training>

## USEFUL LINKS

Commission for Citizenship and Gender Equality (CIG):  
<http://195.23.38.178/cig/portalcig/bo/portal.pl?pag=home>

Commission for Equality in Labour and Employment (CITE):  
<http://www.cite.gov.pt/index.html>

Directorate-General for the Qualification of Public Workers (INA):  
<http://www.ina.pt>

## About the European Institute for Gender Equality (EIGE)

EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans and beyond, by providing them with specific expertise and comparable and reliable information on gender equality in Europe.

More information:

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