

# Study on gender training in the EU mapping, research and stakeholders' engagement - Portugal- Country profile



## 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 92 measures structured around 18 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 (hereafter CGE) has the overall responsibility of implementing the 18 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 gender equality training modules under Strategic Area 2.

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

Further, the Operational programme for human potential (OPHP), included in the National Strategic Reference Framework (NSRF-13), is an initiative which aims to stimulate the sustained growth potential of the Portuguese economy through the promotion of equal opportunities. OPHP's activity is structured around 10 priority axes. Priority Axis 7 is devoted to gender equality. Axis 7 is structured as an equality culture through inter alia, the integration of the gender perspective in decision-making strategies and the promotion of gender equality in public policy tools. The FA intervention topology, a measure of Axis 7, is specifically established 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 (CGE), the National Institute of Administration (INA) and the Commission for Equality in Labour and Employment (CELE). Since their establishment, the CGE and CELE 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 CGE has been reinforcing its gender mainstreaming approach in central public administration in the past decades. The CGE 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 2006. Gender focal points are also part of CGE's Consultative Council.

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

## Downloads



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