

Project Results: Public Policy Recommendations

Work-Life Balance

EEA Grants Portugal



REPÚBLICA
PORTUGUESA

JUVENTUDE E MODERNIZAÇÃO

CIG



COMISSÃO PARA A CIDADANIA
E A IGUALDADE DE GÉNERO





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Work-Life Balance Programme

The **Commission for Citizenship and Gender Equality (CIG)** was designated as the Operator of the Work-Life Balance Programme, in partnership with the **Norwegian Equality and Anti-Discrimination Ombud (LDO)**, under the EEA Grants 2014–2021, as outlined in the Memorandum of Understanding signed in Lisbon on May 22, 2017. Through this Programme, 33 innovative and foundational projects for the country were funded, aligned with the National Strategy for Equality and Non-Discrimination 2018–2030, *Portugal + Igual*, in the following areas: Gender Equality and Work-Life Balance; Violence Against Women and Domestic Violence; and Good Governance.

Why is it important?

The selected projects contributed to:

- Ensuring equal opportunities for men and women in the labour market;
- Improving the system for protecting and preventing violence against women and domestic violence;
- Strengthening women's civic and political participation.



Total funding

7 176 470.59€

The Work-Life Balance Programme also enabled the capitalisation and development of initiatives based on the results of the previous Programme, which was also funded through the EEA Grants. It introduced new approaches and areas of intervention to make public policies promoting Gender Equality more effective.

Bilateral Cooperation

Out of the 33 funded projects, only one does not have a partnership with entities from the Donor States (Norway, Iceland, and Liechtenstein), thereby strengthening the exchange of experiences and the sharing of best practices.

[Find more information about the Programme's results here.](#)



Gender Equality and Work-Life Balance



Predefined Projects

Equality Platform and Standard

CITE – Commission for Equality in the Labor Market

Main objective

To promote gender equality and address gender disparities in the labour market, particularly the wage gap between women and men. The Equal@Work platform was created to centralise updated information on gender equality measures in the workplace, providing qualitative and quantitative data to monitor results and support decision-making.

Recommendations

- Provide employers with tools to ensure salary transparency and implement pay equity;
- Train employers to develop skills around gender equality in the labour market;
- Raise awareness among strategic audiences about the importance of the NP 4588:2023 standard, highlighting the benefits of certification.

[More information here.](#)



Predefined Projects

Ge-HEI – Gender Equality in Higher Education Institutions

General Directorate of Higher Education (DGES)

Main objective

To understand the factors that contribute to inequalities in Higher Education, to better identify and combat them.

Recommendations

- Promote gender equality in Higher Education as a strategic priority in public policy development;
- Design programs or initiatives to integrate gender equality into curricula and teacher training plans in higher education institutions;
- Include gender equality criteria in evaluation and selection frameworks for research funding access.

[More information here.](#)



Predefined Projects

Promova – Gender Equality Opportunities in Senior Management

CIP – Confederation of Portuguese Business

Main objective

Promoting the empowerment and development of women in strategic and decision-making roles can reduce the gender gap in top corporate positions.

Recommendations

- Promote voluntary policies for equal opportunities in leadership positions, encouraging companies to adopt inclusive programs that foster the presence of women in top management roles;
- Create mentorship and continuous training programs aimed at developing leadership skills in women;
- Encourage the implementation of policies that support work-life balance;
- Establish support programs for the reintegration of women after parental leave;
- Strengthen mechanisms for preventing harassment and discrimination in the workplace.

[More information here.](#)





Open Call #1 – System for assessing the value of work and pay and development of instruments for measuring gender inequalities in work organizations

Construction of a Job and Pay Evaluation System

FESETE – Federation of Textile, Wool, Clothing, Footwear, and Leather Workers' Unions of Portugal

Main objective

Development of a system for evaluating job functions and pay for professional categories in the production sectors of Clothing and Tanning, anchored in a methodology that assesses the value of work without gender bias.

Recommendations

The identified wage differences stem from a practice deeply rooted in companies. Awareness work within this business sector is necessary.

The data shows a situation of horizontal segregation, with a predominantly female sector (86% of TCOs) whose wages are very close to the national minimum wage. Enhancing the value of these workers' contributions is essential.

[More information here](#)



Open Call #1 – System for assessing the value of work and pay and development of instruments for measuring gender inequalities in work organizations

BridGEs: Alto Minho Companies for Gender Equality

The Faculty of Psychology and Education Science of the University of Porto

Main objective

To create and test tools for measuring and studying gender inequalities in work organizations, involving direct and active participation of organizations from the outset in a co-construction process.

Recommendations

- Involve business leadership from the beginning, starting with the initial diagnosis and engaging human and material resources to effectively promote Gender Equality within the organization.
- Empower organizations to make public policies and practices promoting equality visible and effective, integrating them into management, decision-making, and production processes.

[More information here](#)



Open Call #2 – Projects to combat sex segregation in educational and professional choices and discrimination in the labour market

Igual Pro – Professions are not gendered

CITE – Commission for Equality in Labour and Employment

Main objective

Fighting gender segregation in the educational and vocational choices of girls and boys in Portugal and its effects on future career choices through an action-research project.

Recommendations

- Promote awareness and training initiatives on gender equality from childhood, integrating these principles into individual development.
- Provide continuous training for vocational education teachers, equipping them with tools to address gender equality with students.
- Encourage a broad strategy with external partnerships to facilitate gender equality sessions in vocational schools.

[More information here](#)



Open Call #2 – Projects to combat sex segregation in educational and professional choices and discrimination in the labour market

Free Choices – Stereotypes are not my gender: vocational and professional choices free of prejudice

UMAR – Alternative and Answer Women's Union,


Main Objective

To create and implement a program for the prevention of gender stereotypes and the promotion of gender equality, focusing on vocational and professional choices among young people from the 3rd cycle in schools in the districts of Porto and Setúbal.

Recommendations

- Strengthen gender equality legislation in educational and professional contexts by updating educational policies to include modules on gender equality and diversity, addressing gender stereotypes in career choices.
- Strengthen policies to combat discrimination in schools by implementing formal mechanisms for reporting and monitoring cases of gender discrimination.

[More information here](#)



Open Call #2 – Projects to combat sex segregation in educational and professional choices and discrimination in the labour market

GendER@UC – Interdisciplinary Research

Institute of the University of Coimbra


Main Objective

To strengthen the integration of the gender perspective in the research processes and content of the University of Coimbra by implementing measures that promote gender equality.

Recommendations

- Empower female researchers through mentoring programs and career support initiatives.
- Modify procedures in Research and Development (R&D) units by removing barriers to participation and promoting gender equality.
- Eliminate gender stereotypes and biases in research content, methodologies, and knowledge production, ensuring inclusive and equitable communication.

[More Information here](#)



Open Call #2 – Projects to combat sex segregation in educational and professional choices and discrimination in the labour market

MaRvel: (Re)vealed Masculinities

Plano i Association

Main Objective

To challenge gender stereotypes associated with hegemonic masculinities through the creation of a documentary featuring 25 boys aged 13 to 18 from the northern region of Portugal.

Recommendations

- Adopt policies that deconstruct the association between self-care and femininity, encouraging physical and mental health practices among men;
- Implement measures to reduce male school dropout rates and prevent risk behaviours associated with hegemonic masculinity, such as traffic accidents and substance use;
- Develop initiatives to combat discriminatory attitudes and promote equity in male homosocial relationships.

[More Information here](#)



Small Grant Scheme #1 – Studies on the economic impact of gender equality

Glass Boundaries – Gendering the labour market – costs of occupational and educational segregation

CES – Centre for Social Studies, University of Coimbra

Main Objective

To develop an integrated approach to the various dimensions of the impacts of labor market segregation and vocational choices on economic inequalities between women and men.

Recommendations

- Include knowledge about gender norms and stereotypes in the initial and continuous training curricula for teachers across all scientific fields;
- Incorporate a criterion related to teachers' competencies in gender issues into the evaluation and accreditation criteria for initial teacher training courses by A3Es;
- Highlight the underrepresentation of gender in certain professions and sectors.

[More information here](#)



Small Grant Scheme #1 – Studies on the economic impact of gender equality

Gender Pay Gap-E – The social and economic benefits of equal pay for women and men

ISEG – School of Economics & Management – University of Lisbon

Main Objective

To assess the impact of closing the gender wage gap, focusing on income and poverty reduction, as well as the potential macroeconomic benefits, including GDP growth, that could result from achieving pay equality.

Recommendations

- Create an integrated legislative instrument that brings together, in a coordinated and coherent manner, measures promoting equality between women and men in the labor market:
- Include positive action measures for hiring individuals from the underrepresented gender;
- Promote pay transparency by requiring regular disclosure of salary information from employers and implementing comprehensive pay audits..

[More information here](#)



Small Grant Scheme #1 – Studies on the economic impact of gender equality

The value of unpaid work for women and men – care work and domestic work

CESIS – Center for Studies for Social Intervention

Main objective

The project had four main objectives: i) To estimate the scale of consumption of unpaid care work; ii) To estimate the monetary value of unpaid work–care and domestic tasks; iii) To estimate its impact on the national economy, particularly on GDP; iv) To develop public policy recommendations.

Recommendations

- Assign a monetary value to unpaid care and domestic work, based on the national average hourly wage.
- Integrate a satellite account for unpaid care and domestic work into the National Accounts System.- Establishment of the national average hourly wage as a legal criterion for determining the value of unpaid care and domestic work, particularly in cases of divorce or termination of cohabitation.

[More information here](#)



Small Grant Scheme #1 – Studies on the economic impact of gender equality

BOOMERANG Project

ISCSP – Institute of Social and Political Sciences, University of Lisbon

Main objective

To measure perceptions of the economic impact of the unequal distribution of unpaid work and divorce on the lives of immigrant women and men in Portugal, analysing its effects from the perspective of personal, family, and professional reconciliation.

Recommendations

- Increase investment in broader and more in-depth studies on the immigrant population in Portugal and various dimensions of their lives;
- Expand and strengthen the database on population movements and improve access to migration data, considering the gender factor;
- Strengthen cooperation at the local and regional levels to accelerate the integration of immigrant populations into active labor market initiatives and housing programs.

[More information here](#)



Small Grants Scheme#3- White books/studies to foster gender equality

MERIT – Mother Income Inequality

ISPUP – Institute of Public Health, University of Porto

Main Objective

To understand the impact of motherhood on income and career trajectories, as well as to develop a set of concrete public policy proposals to minimize asymmetries and promote gender equality in the labour market in the context of motherhood.

Recommendations

Disseminate information about parental support measures, their target audience, and ensure that both parents can access parental support measures;

Extend exclusive paternal leave to six weeks and initial parental leave to six months, with 100% remuneration.

[More information here](#)



Small Grants Scheme #3 – White Books/Studies to Foster Gender Equality

Dignified Domestic Work

STAD – Union of Workers in Concierge, Surveillance, Cleaning, Domestic and Miscellaneous Services

Main Objective

In-depth study on the working conditions of domestic workers, with proposals to improve the legal framework and to inform and organize workers to better defend their interests.

Recommendations

Develop efforts to promote registration with Social Security, including awareness campaigns targeting both domestic workers and their employers;

Integrate the domestic regime into the General Social Security Regime. A transitional period may be allowed for this integration to give everyone time to adapt to the regime;

Ensure access to unemployment benefits for domestic workers with more than one employer or working part-time.

[More information here](#)





Small Grants Scheme#3- White books/studies to foster gender equality

Multiversidade – White Paper on Multiple and Intersectional Discrimination

NOVA School of Law

Main objective

To analyse the legal and institutional protections against discrimination based on sex, ethnic-racial origin, sexual orientation, gender identity, and disability, seeking ways to level and harmonize existing protections and proposing measures to address multiple and intersectional discrimination.

Recommendations

- Approval of a new Equality and Non-Discrimination Law that covers all categories of discrimination;
- Creation of a single institution dedicated to promoting equality and preventing discrimination;
- Promotion of substantive equality.

[More information here](#)



Small Grants Scheme#3- White books/studies to foster gender equality

HomeWork – Gender Inequalities in Balancing Telework and Cohabitation

FPCEUP – The Faculty of Psychology and Education Science of the
University of Porto

Main objective

To contribute to the promotion of gender equality in the context of teleworking from home, considering family and cohabitational reconciliation.

Recommendations

- Legal flexibility in the definition of the workplace, allowing for its variability and/or creating a framework for itinerant remote work;
- Develop a specific training framework on telework that includes dimensions of gender, work-life balance, intersectionality, and multiple discriminations;
- Continue collecting data on telework, expanding gender-segregated variables.

[More information here](#)



Good Governance



Predefined Projects

National Statistics System on Gender Equality

Statistics Portugal

Main objective

To develop a statistical information system on gender equality, covering various dimensions of (in)equality between women and men. The project included three actions: revision of the Gender Database, implementation of the 2019 Fertility Survey, and improvement of the methodology for the Time Use Survey.

Recommendations

- Permanent updating of the Gender Database with the flexibility to include new thematic areas and indicators;
- Continuation of fertility surveys to obtain concrete data that helps understand the low birth rate in Portugal;
- Implement the methodology and solutions developed for the upcoming Time Use Survey.

[More information here](#)



Open Call#5 – Intervention projects to promote gender equality at local level

Cávado + Igual

CIM Cávado– Comunidade Intermunicipal do Cávado

Main objective

The Cávado + Igual project developed the first systematic and strategic approach by CIM Cávado focused on equality and reconciliation issues in the organizational management of its associated municipalities.

Recommendations

- Establish a municipal and sub-regional commitment to promoting equality and work-life balance;
- Creation of a framework that presents the levels of equality in municipal actions, as done in CIM Cávado (municipalities of Amares, Braga, Barcelos, Esposende, Terras de Bouro, and Vila Verde).
- Implement measures that promote healthier, more equitable, and work-life balanced environments.

[More information here](#)



Open Call#5 – Intervention projects to promote gender equality at local level

Oeste + Igual

OesteCIM- Comunidade Intermunicipal do Oeste

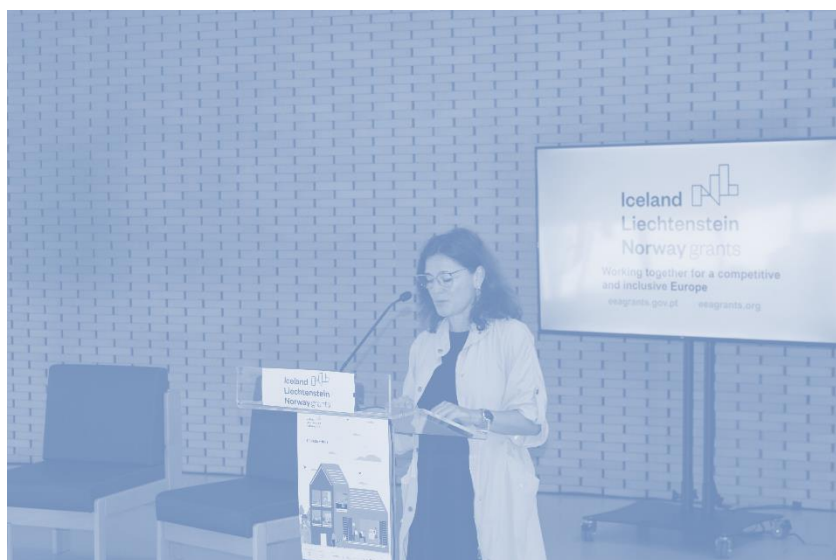
Main objective

Pilot project to implement effective policies, tools, and best practices around Gender Equality and Work-Life Balance across the 12 municipalities of OesteCIM.

Recommendations

- Establishment of a regional pact for Work-Life balance in the Western Region, integrating regional and municipal policies, companies, and workers;
- Monitoring the Oeste + Igual Observatory through the implementation of a permanent coordination, monitoring, support, and evaluation structure;
- Setting targets related to work-life balance and gender equality in municipalities, accompanied by training to equip local managers with tools to promote equality.

[More information here](#)





Open Call#5 – Intervention projects to promote gender equality at local level

Network of Local Authorities for Equality

Associação Questão de Igualdade

Main objective

Establishment of a network of local authorities committed to promoting gender equality and the reconciliation of professional, personal, and family life. This network will collaboratively test validated tools and methodologies, aiming to identify existing best practices and develop innovative, impactful measures that can be adopted by other local authorities.

Recommendations

- Increase the political commitment, awareness, and capacity building of the political, managerial and executive bodies;
- Increasing the mainstreaming of the gender perspective between different strategic municipal plans;
- Deepen the networking, including meetings, debates, moments of reflection and specific working groups.

[More information here](#)



Open Call#5 – Intervention projects to promote gender equality at local level

YES Igualdade

Felgueiras City Council

Main objective

Develop a set of innovative actions to raise awareness among young people and enable them to replicate and reinvent strategies in their professional contexts in the municipality of Felgueiras.

Recommendations

- Implementing a quota system for the under-represented sex in all associations and Private Social Solidarity Institutions, as well as on the Boards of Directors of public companies, hospital centres, among other entities;
- Development of a sociological study of the territory (PT and NO), with the aim of assessing the perception of gender inequalities in terms of civic, associative, political, and professional participation.
- Definition of strategic priorities by the YES Equality network, involving (Associations, Schools, Companies).

[More information here](#)





Open Call#5 – Intervention projects to promote gender equality at local level

MAIs – Women farmers in the inner territories

IPV – Polytechnic Institute of Viseu

Main Objective

Increase women farmers' civic and associative participation in inland regions through their empowerment, contributing to greater visibility of their social role and enhancing gender equality.

Recommendations

- Create mechanisms that take into account the diversity and heterogeneity of territories, the different stages of people's life cycles, and the specific situation of more vulnerable groups of women.
- Include positive discrimination mechanisms that encourage women's participation, particularly in inland territories, in the implementation of agricultural projects, access to land, credit, markets, and financial support, as well as in the autonomous and independent management of agricultural holdings.

[More information here](#)





Open Call#5 – Intervention projects to promote gender equality at local level

Participo – Civic and Political Participation of Women

Union of Parishes of Aldoar, Foz do Douro, and Nevogilde

Main Objective

Promote the increase of political and civic participation rates of women and girls in the parishes of Aldoar, Foz do Douro, and Nevogilde, raising awareness of gender equality and equal opportunities, while creating tools to facilitate political and civic engagement at the local level.

Recommendations

- 18 sessions held, involving 15 entities and 24 representatives in promoting women's political and civic participation.
- Creation of a Platform and a Digital Forum that enabled the development of profiles and facilitated contact among women.
- Development of 20 personal narratives, leading to the creation of 19 videos featuring personal testimonies, which were shared on social media and resulted in 4 photography exhibitions and 4 discussion gatherings (tertúlias).

[More information here](#)





Violence Against Women and Domestic Violence



Predefined Projects

By your side – Breaking the Intergenerational Cycle of Domestic Violence

National Commission for the Promotion of the Rights and Protection of Children and Young People (CNPDP CJ)

Main Objective

A pilot project that implemented actions within the national protection system, aimed at children and young people in the context of domestic violence in the territories of Amadora, Loures, Seixal, Faro, and Loulé.

Recommendations

- Promote network-based work focused on collaborative practices among entities.
- Identify focal points in each partner entity.
- Establish formal communication channels with all entities.
- Create action flowcharts for each entity and for joint interventions.
- Develop tailored joint training initiatives, including both basic and advanced training.

[More information here](#)





Predefined Projects

Improved Systems for Prevention, Assistance, Protection, and (Re)Integration of Victims of Sexual Exploitation

SGMAI – General Secretariat of Internal Administration / Human Trafficking Observatory

Main Objective

Enhance prevention and identification strategies and design targeted, personalized programs for the assistance, protection, and (re)integration of victims of sexual exploitation.

Recommendations

- Clarify the understanding of what constitutes Sexual Exploitation, identify vulnerable groups and contributing factors, as well as recognize specific needs and challenges.
- Review legislation and develop policies aimed at preventing Sexual Exploitation, including awareness-raising and educational measures, as well as policies that address the specific needs of each victim and incorporate their perspective.

[More information here](#)



Open Call 4: Projects to improve protection of victims of violence against women and domestic violence

ViViDo – Management Platform for the National Support Network for Victims of Domestic Violence

IGOT- Instituto de Geografia e Ordenamento do Território da
Universidade de Lisboa

Main objective

Creation of a digital platform as a management tool to provide in-depth knowledge of the national panorama of violence against women and domestic violence.

Recommendations

- Guarantee adequate funding levels for the stability of victim support services;
- Define a knowledge profile for those working in structures and organisations that support victims of GDV;
- Modernising and improving the IT resources of structures and organisations that support victims of GDV;
- Promote the specialisation of lawyers in the defence of victims of GBV;
- Raising awareness among bailiffs, magistrates and other criminal police professionals.

[More information here](#)



Open Call 4: Projects to improve protection of victims of violence against women and domestic violence

REDE PARES: Gender Violence and Empowerment

ISPA – Instituto Superior de Psicologia Aplicada

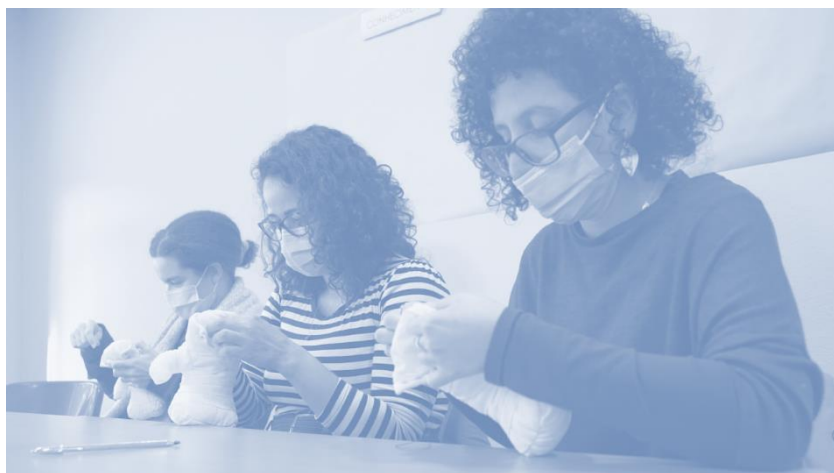
Main objective

Promoting justice, autonomy, a sense of restitution and women's safety by strengthening support networks for survivors of gender-based violence through a collaborative and inclusive approach.

Recommendations

- Combating gender-based stereotypes towards migrant women and how they are also victims of forms of abuse in the migration process, in legalisation procedures and by representatives of their cultures, countries or regions of origin;
- Interweaving multisectoral public policies; particularly sensitive in the case of migrant women who, due to their lack of regularised documentation, do not report serious situations of violence and/or discrimination for fear of deportation.

[More information here](#)





Open Call 4: Projetos para melhorar a proteção das vítimas de violência contra as mulheres e violência doméstica

IMAPA – Evaluation study on the impact of measures applied to offenders

Centre for Social Studies of the University of Coimbra (CES)

Main objective

Learn about the impact of the measures applied to offenders, reflecting on the national reality in line with the solutions adopted by other EU countries.

Recommendations

- Implement the Violence against Women and Domestic Violence Database (BDVMVD);
- The Prosecutor General's Office and the Superior Council of the Judiciary, in conjunction with the bodies involved in preventing and combating violence against women and domestic violence, namely the DGRSP, Social Security, health sector bodies and civil society organisations, should promote the creation of a repository of relevant information and documentation on the subject, disseminated and accessible to professionals, especially magistrates.

[More information here](#)



Small Grant Scheme#2 project – Prevention projects for children and young people and promoting non-violent masculinities

(Re)desenhar Afetos

ADICE – Associação para o Desenvolvimento Integrado da Cidade de Ermesinde

Main objective

Involving the whole of society in the fight against gender inequalities from childhood to adolescence, through an educational process that took place in the school context and extended to the family and social context.

Results

- 18 animation workshops, 44 (in)training and awareness-raising workshops, two Careers Fairs, 19 short films, a Training School for Equality Ambassadors, a website co-constructed in conjunction with young people in vocational education and the creation of a Volunteer Bank;
- Around 1,000 children and young people were involved and more than 75% of those taking part showed a change in attitude and behaviour in terms of using inclusive language and promoting gender equality.

[More information here](#)



Small Grant Scheme#2 project – Prevention projects for children and young people and promoting non-violent masculinities

Project "Inês = Pedro?"

Município de Alcobaça

Main objective

To guarantee conditions for education and free training from gender stereotypes and to prevent/reduce violence in interpersonal relationships at the São Martinho do Porto School Group, the Cistercian Professional School of Agriculture and Rural Development and the Alcobaça Commission for the Protection of Children and Young People.

Results

- 160 awareness-raising sessions held in 2021 and 2022 at the São Martinho do Porto School Group, the Cistercian Professional School of Agriculture and Rural Development and the Alcobaça Commission for the Protection of Children and Young People;
- It impacted around 700 people from the community (parents, pupils, teachers and auxiliary staff), with the primary aim of mitigating prejudices around the issues of Gender Equality and Violence in Interpersonal Relationships/Domestic Violence.

[More information here](#)





Small Grant Scheme#2 project – Prevention projects for children and young people and promoting non-violent masculinities

No!

Junta de Freguesia de Benfica

Main objective

Primary prevention and support strategies for children and young people in the area of WVDV, using the training of technicians, children and young people as a resource, based on programmes that train and develop interpersonal skills free from stereotypes and a culture of non-violence.

Recommendations

- Creation of a local network based on the municipalities' social commissions, with local institutions;
- Creating a public network of decentralised victim services offices, in order to increase response capacity in situation crisis;
- Providing parish councils with specific training in this area, as they are the local units closest to them.

[More information here](#)





Small Grant Scheme#2 project – Prevention projects for children and young people and promoting non-violent masculinities

Affection Workshop: Educating in Equality

Associação Questão de Igualdade

Main objective

Develop an integrated local programme to promote relational skills based on promoting equality between women and men and a culture of affection involving children, families, and educators, which can be replicated in other territorial contexts.

Recommendations

- The need for a more integrated intervention from a gender perspective around education, embodied in the realisation of equality plans in schools;
- Curriculum integration of gender equality in pre-school education;
- Reinforcement of training and capacity-building actions in gender equality and primary prevention of violence for all those who work with children (technical staff, teaching staff and non-teaching staff).

[More information here](#)

