



**UNIVERSITY OF MINHO,  
UMINHO**

**PORTUGAL**

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**NATIONAL MINI REPORT  
CURRENT GENDER DISTRIBUTION**



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**University of Minho,  
Information Systems  
Department (UMINHO),  
Minho, Portugal**



## **National Gender equality regulation in Portugal**

### **Legislation/ Rules in National Level<sup>1</sup>**

The principle of equality to all citizens, regardless of ancestry, sex, race, language, place of origin, religion, political or ideological beliefs, education, economic situation, social circumstances or sexual orientation is one of the State's fundamental tasks, being non-discrimination based on sex or sexual orientation a fundamental principle of the Constitution of the Portuguese and a structural principle of the democratic State.

The implementation of active policies for equality between women and men is a clear duty of any government and it is an obligation of all men and women that are responsible for public services in general. The gender equality dimension must, therefore, be taken into account in all aspects of the public and political decision-making process.

The XIX Constitutional Government has committed to carrying out public policies within the framework of citizenship and the promotion of gender equality, particularly through the execution of the National Plans. Also in the Major Options of the Plan, the Government has been reaffirming its commitments in carrying out public policies for equality, underlining the

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<sup>1</sup> Comissão para a Cidadania e Igualdade de Género, Presidência do Conselho de Ministros, V Plano Nacional para a Igualdade de Género, Cidadania e Não Discriminação, 2014-2017.  
<http://www.cig.gov.pt/2014/01/planos-nacionais-aprovados/>



mainstreaming of gender equality in the policies of central and local administration, in the investment on the education sector and in the intervention in the area of equality in employment.

One of the instrument for the implementation of public policies for the promotion of gender equality and the combat of discrimination based on sex and sexual orientation in Portugal is the National Plan for Gender Equality, Citizenship and Non-discrimination (PNI).

In your 5th edition, the V National Plan for Gender Equality, Citizenship and Non-discrimination 2014-2017 (V PNI) fits within the commitments accepted by Portugal before different international authorities, in particular within the framework of the United Nations, the Council of Europe, the European Union and the Community of Portuguese Speaking Countries (CPLP). Due to their relevance, the following can be highlighted: the Convention on the Elimination of All Forms of Discrimination against Women, the Beijing Declaration and Platform for Action, the European Pact for Equality between Men and Women (2011-2020), the Strategy for Equality between Women and Men 2010-2015 and the Europe 2020 Strategy.

Being the promotion of equality between women and men one of the State's fundamental tasks as well the non-discrimination based on sex or sexual orientation a fundamental principle of the Constitution of the Portuguese Republic and a structural principle of the democratic State, the V PNI is an important means for the intersectoral coordination of the policy for gender equality and non-discrimination based on sex and sexual orientation.

The V PNI focuses around the following strategic areas:

- 1) Integration of the Gender Equality Perspective into the Central and Local Public Administration;
- 2) Promotion of Equality between Women and Men in the Public Policies:
  - 2.1) Education, Science and Culture;
  - 2.2) Health;
  - 2.3) Youth and Sport;
  - 2.4) Social Inclusion and Ageing;
  - 2.5) Environment, Spatial Planning and Energy;
- 3) Economic Independence, Labour Market and Organisation of Professional, Family and Personal Life;
- 4) Sexual Orientation and Gender Identity;
- 5) Non-Governmental Organisations;
- 6) Media;
- 7) Cooperation.

In the specific area of Education, Science and Culture (2.1) the V PNI intends to strengthen the intervention, namely through the integration of the gender equality theme as one of the structural axes of the curricular guidelines of pre-school, elementary and secondary education, and in the labour market field, particularly monitoring the enforcement of the legal regime of the State enterprise sector regarding the implementation of plans for equality.

The V PNI foresees the adoption of 70 measures structured around seven strategic areas. The Strategic Area 2 (Promoting Equality between Women and Men in Public Policies) where is included the education area, have 9 of them:



1. To produce pedagogical materials, on every medium, promoting gender equality and citizenship:
  - a) To elaborate the Education Guide: Gender and Citizenship for the secondary education level;
  - b) To develop an Educational Benchmark for Gender Equality.
2. To promote the dissemination and use of the pedagogical materials produced.
3. To integrate the gender equality theme as one of the structural axes of the curricular guidelines of pre-school, primary and secondary education.
4. To encourage the inclusion of the gender equality theme in the initial and continuous pedagogical training of education professionals.
5. To integrate the equality between women and men dimension into the school organisation and functioning.
6. To introduce the Gender Studies category into the funding lines of the FCT, I.P. to support research in Portugal.
7. To carry out a study on the participation of women in training courses in the field of ICT.
8. To award the distinction “Women Creators of Culture”.
9. To disclose information regarding the promotion of gender equality in culture.

## **Entities hosting the projects**

We found some associations that work and/or develop projects about Gender Equality.

### ***Associations for social innovation***

- Portuguese Platform for Women’s Rights (PpDM)
- Association of Women against Violence (AMCV)
- Association for the Advancement of Portuguese Gypsy Women and Children
- Feminine Intervention
- Association for development and support for women (XXI Century)
- Portuguese Network of Young People for Gender Equality (REDE)
- Portuguese Association of Creativity and Innovation (APGICO)
- Portuguese Women's Studies Association (APEM)

### ***Associations of local government and Governmental Committees***

- Association for development and training from Miranda do Corvo
- Alliance for Parity Democracy (ADP)
- European Economic Area Financial Mechanism - National Focal Point (EEA Grants)
- European Institute for Gender Equality (EIGE)



## **Legislation/ Rules in University Level<sup>2</sup>**

The University of Minho has an Office for Inclusion (GPI) that have responsibility to promote inclusion in the academic context for equal opportunities, and provide support to students, teachers and other workers with disabilities or special needs.

The University of Minho offers specialized services in order to ensure non-discrimination for reasons of race, color, gender, religion, political opinion, national extraction or social origin, according to the definition of the main UN conventions.

The GPI has developed a set of actions aimed at consolidating and strengthening support for the inclusion, in particular as regards: access to information, spaces and services for students with disabilities or special needs; the awareness of the academic community for disability; monitoring and review of regulations that include support measures for the target population; the production of study materials adapted for people with disabilities or special needs; the consolidation of the inclusion support structures.

## **Statistics on gender and gender disaggregated data**

This statistical data of the presence of women and men, categorized into three levels (National, University and Unit/Department level) can be found at the sections below.

## **Statistics on National level<sup>3</sup>**

Between 2002 and 2012, the share of the population that attained secondary education increased significantly in both Portugal and in the EU-27. This increase was especially remarkable for women, where Portugal saw an increase of 17.8 pp (from 24.6% to 42.4%) and the EU-27 of 9.7 pp (from 61.2 % to 70.9%). As a result, the gender gap in secondary education further widened with Portuguese women clearly in the lead: The difference between the male and the female rate was -7.6 pp in Portugal (42.5% female vs. 34.9% male). The gender gap in secondary education attainment in the EU on the other hand was almost zero in 2012 (70.9% female vs. 70.8% male).

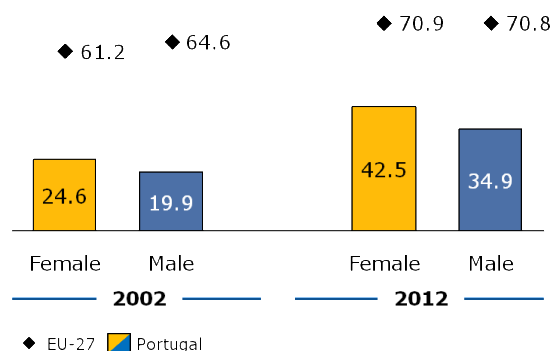
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<sup>2</sup> <http://www.gpi.uminho.pt/>

<sup>3</sup> The current situation of gender equality in Portugal – Country Profile (2013).

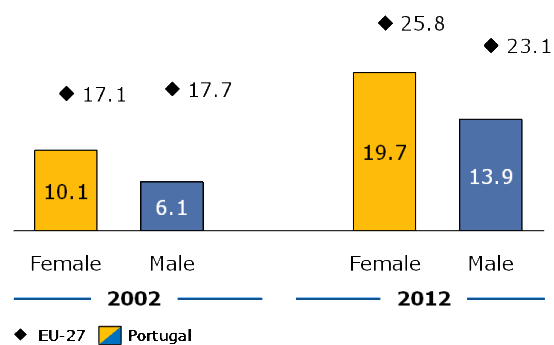


### Secondary Education [%]



Age Groups: 15 - 64 years  
Source: Eurostat IFS 2013

### Tertiary Education [%]



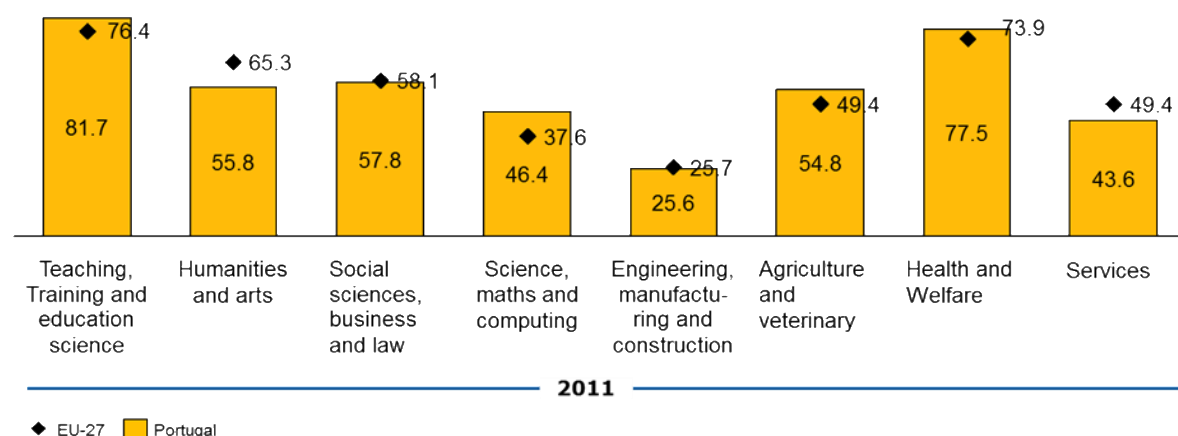
Age Groups: 15 - 64 years  
Source: Eurostat IFS 2013

**Figure 1. Education attainment in Portugal in comparison to the EU-27 (2002-2012).**

In tertiary education attainment, similar effects can be observed, as rates increased in the EU-27 (but are still below the EU-average). Particularly in Portugal the numbers are striking: The female attainment rate gained 9.6 pp between 2002 and 2012, the male attainment rate 7.8 pp in the same time interval. However – as in the EU-27 – there are still significantly more women (19.7%) than men (13.9%) attaining tertiary education in Portugal. And both rates are below the EU-average.

Furthermore, the existence of "typical" female fields of study as well as "typical" male fields of study is predominant in Portugal, showing the usual EU-27 pattern of distribution. "Teaching, Training and education science" and "Health and Welfare" remain popular fields of study for women, both with a female student share of above 75%. On the other hand, men in Portugal as well as in the EU-27 are most dominant in "Engineering, manufacturing and construction" with more than 60% male students. However, women in Portugal study "Science, maths and computing" more often in comparison to EU-Average.

### Women in... [%]



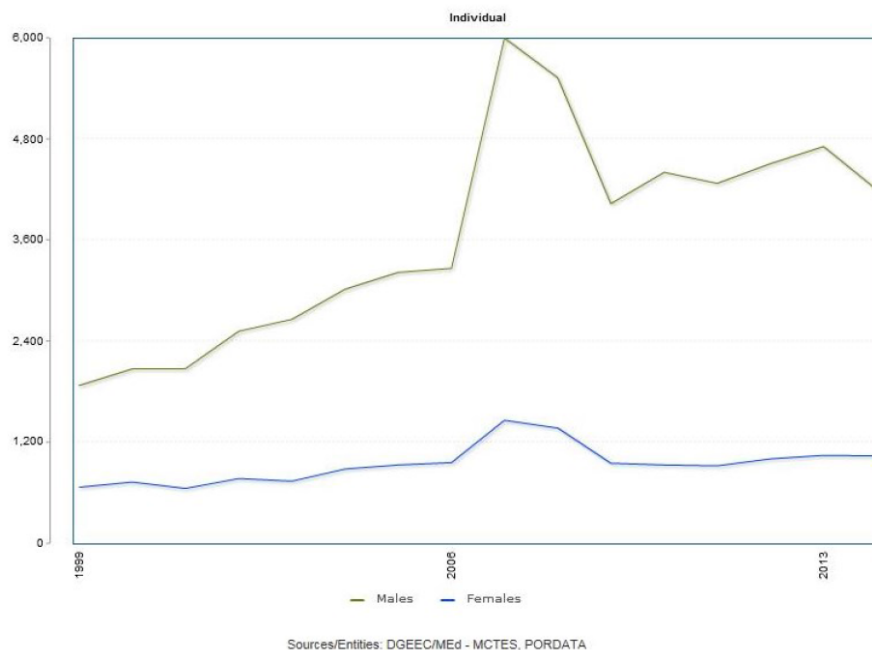
Age Group: 15 - 64 years  
Source: Eurostat 2013

**Figure 2. Share of women in different fields of education in Portugal in comparison to the EU-27 (2011).**





In the Information and Communication Technology (ICT) area, there are still significantly more men (80.2%) than women (19.8%)<sup>4</sup>. However, the new entrants in higher education in Information and Communication Technology (ICT) has had a growth. In 2011, was verified just 1.555 of 9.574 (16.2%) new women entrants in higher education in ICT area and in 2015 this grew to 1612 of 8.224 (19.6%)<sup>5</sup>.



*Figure 3. Graduates in higher education in Information and Communication Technology (ICT): by sex.*

## Statistics on University level <sup>6</sup>

University of Minho leads a set of principles that promote equal opportunities for its employees, through non-discrimination practices, whether based on race, ethnicity, gender, age, disability, religious belief, opinion or political ideal. Are strategic objectives of University of Minho the promotion of diversity and equal opportunities for men and women.

### Students

The educational offer of the University of Minho is growing above the average growth of other higher education institutions in the country in recent years, becoming the enhancement and extension courses at the level of graduate and postgraduate studies in emerging training areas and innovative approaches in more traditional areas. Since 2010 UMinho students increased by 3%. In the academic year 2014/15, it was found that this number has stabilized at a very high level, close to 20 000 students.

<sup>4</sup> Source Pordata (2016). Graduates in higher education in Information and Communication Technology (ICT): total and by sex – Portugal

<sup>5</sup> Source Pordata (2016). New entrants in higher education in Information and Communication Technology (ICT): total and by sex – Portugal

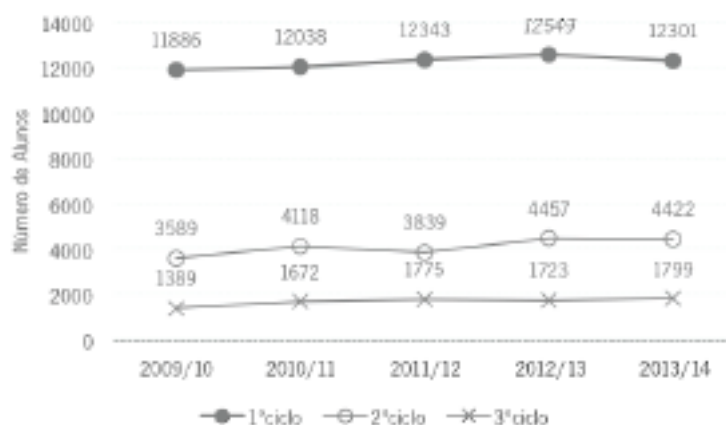
<sup>6</sup> The current situation of gender equality in Portugal – Country Profile (2013).





*Figure 4. Number of students enrolled at the University of Minho (2008/09-2013/14).*

UMinho has 18,332 students (number registered in 2013). Of the total students, 67% are considered students of Bachelor and Master, 23% students of Master and 9% are students of PhD. The target ratio of gender diversity keeps in close values, 46% students female and 54% male gender students. You can see in Figure 5 the distribution of students by cycle in UMinho.



*Figure 5. Number of students enrolled at the University of Minho by 3 cycles of studies (2009/10-2013/14).*

The 1st cycle is, over the past five years, the largest share of UMinho students approaching 70% of the total student body. The remaining students are distributed by master's degrees (20%) and doctoral programs (10%). Has been experiencing some regularity these percentages with the exception of the last two years. The last two academic years registered for the 2nd and 3rd cycle, the greater expressiveness reaching close to 25% of total UMinho students.

Unlike registered gender parity in the 1st cycle students for students in the 2nd and 3rd cycle, the female gender registers greater quantitative relevance. The females arrive to present even 61% of master's students. Doctoral students that fact is not so revealing, consisting of a proportion of students with females slightly larger than the males. These numbers reflect the balanced gender parity that is recorded in UMinho.



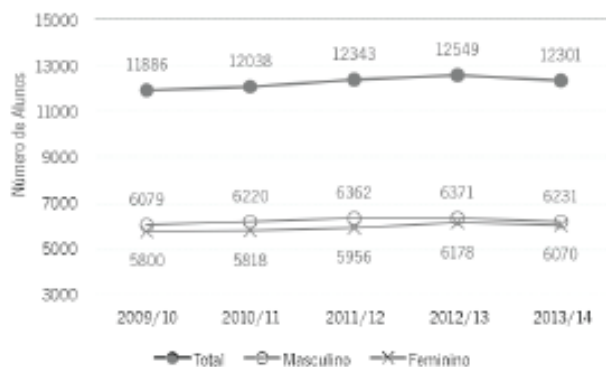


Figure 6. Number of enrolled students in the first cycle by sex.

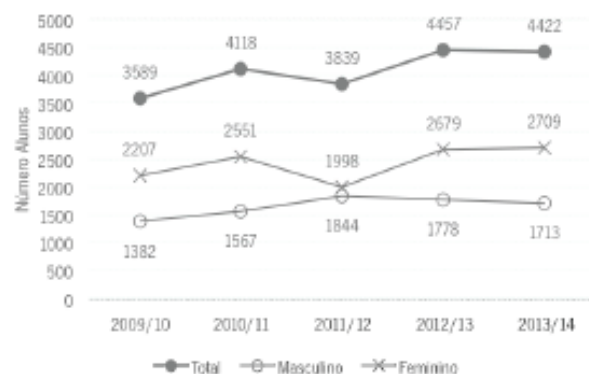


Figure 7. Number of enrolled students in the second cycle by sex.

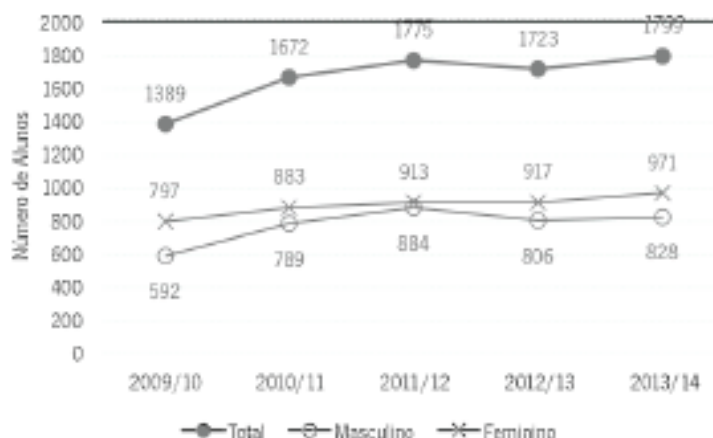


Figure 8. Number of enrolled students in the third cycle by sex.

## Human Resources

Management of Human Resources at the University of Minho is coordinated by the Rector with the support of the Administrator and the Director of Human Resources. It is up to the Human Resources Department to coordinate the action of the administrative staff of schools, support units and cultural units. In 2014 there was 1627 workers, supported mainly by Professors number. UMinho is determined to ensure gender equality and opportunity, ensuring all employees the right to engage in any activity, regardless of gender. This determination shows that 60% of elements that are part of the management group are women, as well as 5 out of 10 UMinho workers.

Table 1 Distribution of work at the University of Minho (2010-2014).

Category	Teaching Staff	Non-teaching Staff	Total
(Year)			



<b>2010</b>	1060	646	1706
<b>2011</b>	1065	632	1697
<b>2012</b>	1060	599	1659
<b>2013</b>	1026	599	1625
<b>2014</b>	1026	601	1627

The comparison between the diversity of employees provides useful information on how these are prepared in order to evaluate issues that may have particular relevance in this segment. To do this, follows a set of data for analysis, which resulted in the evolution of the percentage of employees of functional categories UMinho that integrate the management group the groups were considered: Superior Officer 1st degree, Director upper 2nd grade, Director intermediate 1st degree, Director through 2nd grade and Director through 3rd grade and beyond (Tables 2-4).

*Table 2 Employees who are part of the management group of the University of Minho by Categories.*

	2012			2013		
	Male	Female	Total	Male	Female	Total
<b>Less than 30</b>	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
<b>30-50</b>	16,70%	52,80%	69,40%	20,00%	55,00%	75,00%
<b>More than 50</b>	27,80%	2,80%	30,60%	22,50%	2,50%	25,00%
<b>Total</b>	44,40%	55,60%	100,00%	42,50%	57,50%	100,00%

The percentage of employees in the group management between the female and male, over the analysis period, is quite rough, close to 50%. The age group that includes the largest number of employees is in the order of 30-50, which has over the past five years, of the order of 67%, except for the last year. It is found also in equal proportion of men and women. It is important to note that both the employees that make up the UMinho management group, as well as other employees, has a very low representation when dealing with the age of "at least 30".

*Table 3 Employees of the University of Minho by Categories.*

	2012			2013		
	Male	Female	Total	Male	Female	Total
<b>Less</b>	2,05%	2,10%	4,15%	2,31%	2,05%	4,36%



than 30						
30-50	32,44%	34,91%	67,35%	31,65%	34,12%	65,77%
More than 50	15,03%	13,47%	28,50%	15,51%	14,35%	29,86%
Total	49,52%	50,48%	100,00%	49,47%	50,53%	100,00%

As for the minority group, the Table 4, which shows the distribution of employees with disabilities. In this group the gender equality gap is most significant with a close ratio of 30-70% with the highest incidence for men. The corresponding age group the group is shared by "30-50" and "over 50". It is almost non-existent employees with less than 30 years in this group. There is a remarkable balance in relation to the percentage of employees in all functional categories, between men and women in UMinho.

*Table 4 Employees of the University of Minho by Categories.*

	2012			2013		
	Male	Female	Total	Male	Female	Total
Less than 30	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
30-50	30,43%	26,09%	56,52%	28,00%	24,00%	52,00%
More than 50	39,13%	4,35%	43,48%	36,00%	12,00%	48,00%
Total	69,57%	30,43%	100,00%	64,00%	36,00%	100,00%

About the Racing remuneration, UMinho follows the remuneration tables for the Civil Service and public institutions of higher education. The tables discriminate different types of compensation per professional category, which does not any discrimination by gender.

## **Organization's Gender Equality Plans, Policies and programs**

### **GEPs in University Level**

The University of Minho don't have a Gender Equality Plans. For this, there are no internal policy-regulatory documents or gender equality/equal opportunity bodies-machineries that can be shared. We found 03 Gender Equality Plans (GEPs) in Portugal. The Focus of these GEPs are, mostly, systematizes principles and regulations that guided the Equality Gender in theses universities and describe some actions and best practices conducted. However, all information of GEPs and reports of these universities in Portugal are in Portuguese. They GEPs are:



1. UBIGUAL Equality Gender Plan, Center of Social Studies, University of Beira do Interior, Portugal
  - *Plano de Igualdade de Género (UBIGUAL), Centro de Estudos Sociais, Universidade Beira do Interior (UBI), Portugal*
2. “UTAD rima com Igualdade”, Equality Gender Plan of UTAD, University of Trás-os-Montes and Alto Douro (UTAD), Portugal
  - *UTAD rima com Igualdade, plano para a Igualdade de Género na UTAD, Universidade de Trás-os-Montes e Alto Douro (UTAD), Portugal*
3. Diagnostic and Implementation of Gender Equality, School of Education of the Polytechnic Institute of Porto, Portugal (ESEPP), Portugal
  - *Diagnóstico e Implementação da Igualdade de Género, Escola Superior de Educação do Porto, Portugal*

## GEPS in National Level

The most municipalities in Portugal have Gender Equality Plan (GEPs). The Focus of these GEPs is, mostly, to structure social intervention and strategies that guided the Equality Gender in theses municipalities. All information and reports of these GEPs in the local government in Portugal are in Portuguese.

## Local Government Level

- Gender Equality Plan, Citizenship and non-discrimination of Local Government of Barreiro, Portugal
  - *Plano Para a Igualdade de Género, Cidadania e não Discriminação no Município do Barreiro, Câmara Municipal do Barreiro, Portugal*
- The analysis to Local Government Plan of Gender Equality of Seixal, Portugal
  - *Do Diagnóstico ao Plano Municipal para a Igualdade de Género do Seixal, Câmara Municipal do Seixal, Portugal*
- Gender Equality and non-discrimination Plan, Local government of Abrantes, Portugal
  - *Plano de Igualdade de Género e Não Discriminação em Abrantes, Câmara Municipal de Abrantes, Portugal*
- Municipal Plan for Equality, Intermunicipal Community of West (OESTECIM), Local government of Alenquer (PMI), Portugal
  - *Plano Municipal para a Igualdade, Comunidade Intermunicipal do Oeste (OESTECIM), Município de Alenquer (PMI), Portugal*
- Regional Plan for Gender Equality and Citizenship, Regional Government of Madeira, Portugal
  - *Plano regional para a igualdade de género e cidadania, Governo regional da Região Autónoma da Madeira, Portugal*
- "Between Us, Equal", Plan for Equality of Esdime, Agency for Local Development of the Southwest Alentejo (Esdime), Portugal
  - *“Entre Nós, Iguais” Plano para a Igualdade da Esdime, Agência para o Desenvolvimento Local do Alentejo Sudoeste (Esdime), Portugal*
- Municipal Plan for Equality, Local Government of Arruda dos Vinhos, Portugal
  - *Plano Municipal para a Igualdade, Concelho de Arruda dos Vinhos, Portugal*
- Municipal Plan for Equality, Local Government of Santarém, Portugal



- *Plano Municipal para a Igualdade, Câmara Municipal do Município de Santarém, Portugal*
- Municipal Plan for Equality, Local Government of Funchal, Portugal
  - *Plano Municipal para a Igualdade, Câmara Municipal do Funchal, Portugal*
- Municipal Plan for Equality, Local Government of Valongo, Portugal
  - *Plano Municipal para a Igualdade, Câmara Municipal de Valongo, Portugal*
- "Local Equality, Responsible Citizenship," Local Government of Oliveira do Hospital, Portugal
  - *"Igualdade Local, Cidadania Responsável", câmara Municipal de Oliveira do Hospital, Portugal*
- "LocalDiguais", Municipal Plan for Gender Equality, Local Government of Póvoa de Varzim, Portugal
  - *LocalDiguais - Plano Municipal para a Igualdade do Género, concelho da Póvoa de Lanhoso, Portugal*
- Municipal Plan for Equality, Local Government of Montijo, Portugal
  - *Plano Municipal para a Igualdade, Câmara Municipal de Montijo, Portugal*
- Plan of Social Development of Moura, Local Government of Moura
  - *Plano de desenvolvimento social do conselho de Moura, Conselho Local de Ação Social de Moura, Portugal*
- and others...

## Government Level

In addition to the national gender equality plan that guided all Plans of Gender Equality in Portugal, the government supports some projects at the level of ministry and specific committees about the Gender Equality in Portugal.

- V National Plan for Gender Equality, Citizenship and Non-discrimination (2014-2017) (V NATIONAL PLANS 2014-2017)<sup>7</sup>.
- Gender Equality Plan of Ministry of Agriculture, Rural Development and Fisheries, Portugal Government
  - *Plano para a Igualdade de Género do Ministério da Agricultura, do Desenvolvimento rural e das Pescas, Portugal*
- Gender Equality Plan in Portugal, Commission for Citizenship and Gender Equality, Council of Ministers, Portugal
  - *Plano de Igualdade de género em portugal, Comissão para a cidadania e a igualdade de género Presidencia do conselho de ministros*

<sup>7</sup> Available at [https://www.cig.gov.pt/wp-content/uploads/2014/06/CIG-VPNI\\_2014-2017\\_ENG.pdf](https://www.cig.gov.pt/wp-content/uploads/2014/06/CIG-VPNI_2014-2017_ENG.pdf)



## Engagement Strategy

### Working Group Members

*Table 5 Working Group Members*

Name	Profile	Key skills
Rosa Vasconcelos <rosa@det.uminho.pt>	Associate Professor, Department of Textile Engineering	Vice President of the School of Engineering,  President of the Pedagogic Council
Ricardo J Machado <ricardo.j.machado@algoritmi.uminho.pt>	Full Professor, Department of Information Systems	Director of the ALGORITMI Research Centre
João Alvaro Carvalho <jac@dsi.uminho.pt>	Full Professor, Department of Information Systems	IS research and teaching
Emília Rodrigues Araújo <era@ics.uminho.pt>	Assistant Professor, Social Sciences Institute	Researcher of gender issues (from the social sciences department)
Solange Rito Lima <solange@di.uminho.pt>	Assistant Professor, Informatics Department	Computer Science Researcher
Celina Pinto Leão <cpl@dps.uminho.pt>	Assistant Professor, Production and Systems Department	Founding member of IEEE Portuguese Chapter of Women in Engineering (IEEE WiE)
Ana Margarida Trigo <trigomargarida@gmail.com>	PhD Student  Doctoral Program of Technologies and Information Systems	Leader of IEEE Portuguese Chapter of Women in Engineering (IEEE WiE)





Raquel Sofia Moreira Ferreira <a76522@alunos.uminho.pt>	Student, Department of Information Systems	Student of Master in Information Systems
Maria João Pinto <joao@dsi.uminho.pt>	Assistant Professor, Department of Information Systems	IS research and teaching
Helena Cristina Rodrigues <helena@dsi.uminho.pt>	Assistant Professor, Department of Information Systems	IS research and teaching
Maribel Yasmina Santos <maribel@dsi.uminho.pt>	Associate Professor with Habilitation, Department of Information Systems	Leader of the research track “business and location-enhanced database systems” of the Software Engineering and Management Group
Isabel Ramos iramos@dsi.uminho.pt	Associate Professor with Habilitation, Department of Information Systems	Leader of EQUAL-IST Portuguese Team, President of the Portuguese Association for Information Systems
Victor Barros <vfbarros@dsi.uminho.pt>	Researcher Fellow, Department of Information Systems	Research Fellow of EQUAL-IST Portuguese Team, Vice-President of the Brazilian Chapter of Association for Information Systems

