



Project Equality Platform and Standard

Portuguese Standard

“Equal pay for women and men Management System”

State of the art

The process of drafting the Standard

Portugal
Susana Santos

WORKSHOP | 28 October 2022

Programme Operator:

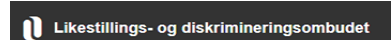


Project Promoter:



Project Partners:

Instituto Português da Qualidade





In compliance with international and European rules, IPQ...

**Created a Portuguese
Technical Committee**

(participant categories/*stakeholders*)

+

Is developing the standard
Equal pay for women and men
Management System





CITE

COMISSÃO PARA A IGUALDADE
NO TRABALHO E NO EMPREGO

Instituto Português da ualidade



REPÚBLICA
PORTUGUESA

TRABALHO, SOLIDARIEDADE
E SEGURANÇA SOCIAL

Technical Committee depends directly on the IPQ and in its constitution we have:

- **President** - CITE
- **Secretary** - IPQ

+

Strategy and Planning Office of the Ministry of Labour, Solidarity and Social Security

+

Other members (Total=28)

**EQUAL
PAY**

Men

Women

5 GENDER
EQUALITY



8 DECENT WORK AND
ECONOMIC GROWTH



10 REDUCED
INEQUALITIES





Methodology of work

First step - 4 Working Groups



Group 1: APPLICABLE LAW/LEGISLATION

This group works on legislation relating to equal pay issues, including clarification of the concepts defined in the law

Group 2: METHODOLOGIES

This group works on the methodologies for determining the value of jobs and the tools available to support their implementation

Group 3: ANALYSIS OF THE ICELANDIC STANDARD

This group makes a detailed analysis of the Icelandic Standard in order to check what does not make sense in Portuguese context, and, *on the other hand*, to identify issues that do not appear in the Icelandic Standard and should be included in the Portuguese standard

Group 4: CERTIFICATION REQUIREMENTS

This group works on the aspects related to the certification requirements and the Management System methodology of the Standard (Annex SL)



Specific contents of the “Management Systems Standards”

1. Scope
2. Normative references
3. Terms and definitions
4. Context of the organization
5. Leadership
6. Planning
7. Support
8. Operation
9. Performance evaluation
10. Improvement





ANNEX of Standard

Anexo A

Checklist of procedures for the application of the Job Evaluation Methodology free from Gender Bias - Analytical Points Method
(informative)





Second step – Complementary documents

Guide and Technical Report Includes:

Reference to the applicable law (compiled the relevant legislation)

Judgements and Opinions (of national and EU Higher Courts + CITE Decisions)

+

Studies, Reports and Good Practices



Considerations

- ✓ **Basic legal documentation:** Constitution of the Portuguese Republic + Labour Code + Law n.º 60/2018, of 21 August - Measures to promote equal pay for women and men for equal work or work of equal value
- ✓ **Implementation the new edition of Annex SL** - "Harmonized approach for management system standards", published on 2022, April 30th
- ✓ Other Portuguese and international standards were also consulted to have a global alignment
- ✓ The requirements of Portuguese Standard are **applicable to any organization**, public or private, regardless of its type, size, complexity, nature or legal personality, how and where the work is provided (e.g. teleworking regime, or remote working,...). It is applicable to all organizations, and must be complied with by the whole organization. – If the organization wish to obtain certification!
- ✓ Our main concern is that the **requirements** of the standard are **objective, clear and understandable** by everyone (from micro-companies to large companies)



General State of art at the current date

- The standard is written in its generality (80 % done)
- We held more than 60 meetings (plenary meetings, WG meetings, taskforce meetings and Portuguese partnership meetings) - very participative and dynamic sessions!
- TC has an advanced Draft of all sections (NP has about 50 pages)
- Reinforce that we are always making many changes to the “wording” because our main concern is that the requirements of the standard are **simple and comprehensible by all** (micro, SME and big companies)



General State of art at the current date

- We used inclusive language in all standard (male/female)
- We are not currently working with each working group individually, but have created a smaller taskforce to move more quickly towards finalizing the standard (8 julho 2022)
- We are working in Sections 3 and 8 and its impact on following sections (4 to 7)
- All jobs should be considered - female, male and neutral*

* review with Icelandic partners





Points for reflection together

- ✓ **Job Evaluation Methodology free from Gender Bias - Analytical Points Method** (mandatory or not)
- ✓ **Moment of certification** (during the process or after the result)
 - ✓ **Do you use neutral jobs? How?**



Main Challenges

- Comply with all project deadlines, in each of its phases
- Obtain consensus among all stakeholders involved
- Assess what should or should not be included in the standard, given the relevance of each topic
- Disseminate the standard in an appealing way to encourage its acquisition and application by the user, in order to be truly applied and transformative to our society



NEXT STEPS ...

- Revised all sections, because are almost written but aren't all revised!
- Assess which terminology is useful to include in the standard!
- Ensure coherence and consistency of the wording and technical content throughout the standard!
- Continue to work hard to fulfil all the project tasks and deadlines!



Projeto de	drNP 0000 2022
Norma Portuguesa	

**Sistema de gestão para a igualdade remuneratória entre
mulheres e homens
Requisitos e orientações**

Système de gestion de l'égalité de rémunération entre les femmes et les hommes
Exigences et orientations

Management system for equal pay for women and men
Requirements and guidelines

	INQUERITO PUBLICO Este projeto de documento normativo está sujeito a inquérito público durante o prazo de 30 dias conforme indicado na publicação do Instituto Português da Qualidade "Publicação Oficial do IPQ". Eventuais críticas ou sugestões devem ser enviadas ao Instituto Português da Qualidade, Departamento de Normalização
<u>ICS</u>	<u>APROVAÇÃO</u>

Edition of the portuguese Standard...



Equal pay for women and men Management System

- + Fact sheet
- + Dissemination

Thank you very much!