

# Monitoring Public Policies

## The EQUAL@WORK Digital Platform

### Project Equality Platform and Standard

#### FACTSHEET 2

Funded by:

Iceland   
Liechtenstein  
Norway grants

Programme Operator:

**CIG**   
COMISSÃO PARA A CIDADANIA  
E A IGUALDADE DE GÉNERO  
Presidência do Conselho de Ministros

Project Promoter:

 **REPÚBLICA  
PORTUGUESA**  
SECRETARIA DE ESTADO DA  
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 **REPÚBLICA  
PORTUGUESA**  
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DO TRABALHO

**CITE**  
COMISSÃO PARA A IGUALDADE  
NO TRABALHO E NO EMPREGO

Project Partners:

Instituto Português da  Qualidade

**gep.**   
Gabinete de Estratégia  
e Planeamento  
MINISTÉRIO DO TRABALHO, COORDENAÇÃO E SEGURANÇA SOCIAL

 Likestillings- og  
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 Directorate of Equality  
Iceland

# Monitoring Public Policies

## The EQUAL@WORK Digital Platform

### I. Monitoring Public Policies and Indicators

Monitoring public policies can be understood as collecting information on the operationalisation of programmes, policy measures and initiatives, with the aim of informing decision-making by those responsible for implementing them. Thus, the predominant focus of monitoring will be to follow the implementation and progress of public policy programmes and measures in an integrated manner, including activities and processes, achievements and results, and may also include effects and potential impacts produced. Taking different forms, monitoring tends to be a descriptive, specific and continuous process.

This can be done by using indicators, among others, as metrics designed for a specific purpose, which are an essential component of any monitoring system, as they provide important information on performance, scope and accountability, fundamental aspects of effective monitoring. In addition, the data provided by the indicators contributes to the strategic knowledge that is essential for the effective management of the different interventions and the objectives they set out to achieve, pointing out the results and the progress or setbacks made with the different actions, thus facilitating the necessary adjustments and, as a result, rationalising the use of resources.

Monitoring thus involves measurement, even though the objective may sometimes not be measured directly. It must first be translated into a set of indicators which, when measured regularly, will provide information on whether or not the intended results or impacts are being achieved. But sometimes the indicators anticipated as ideal are not able to be calculated simply because there is no data collected on time and/or with the desired quality for what is being monitored. Indicators must be of high quality, specific, timely, clear and relevant.

### II. Instruments for Monitoring Public Policies

#### The EQUAL@WORK Digital Platform

#### I. What is the EQUAL@WORK Digital Platform

The EQUAL@WORK digital platform is an IT solution for monitoring the implementation of public policies and compliance with legal instruments within the scope of the Agenda for Equality in the Labour Market and Business.

The EQUAL@WORK digital platform is an important tool for promoting equality between women and men, and is an essential part of monitoring and evaluating the implementation and results of policies, programmes and measures to promote equality between women and men in the labour market, insofar as:

- Provides objective, centralised and up-to-date information on public policy measures for equality between women and men at work and their implementation.
- It provides quantitative and qualitative data that will make it possible to monitor the results of public policy measures.
- It supports decision-making on public policies in this area.

# Monitoring Public Policies

## A Plataforma Digital EQUAL@WORK

Iceland  
Liechtenstein  
Norway grants

Promotor do Projeto:  
**CITE**  
COMISSÃO PARA A IGUALDADE  
NO TRABALHO E NO EMPREGO

 Área Reservada

### Equal@Work

Plataforma para monitorizar a implementação das políticas públicas no âmbito da Agenda para a Igualdade no Mercado de Trabalho e nas Empresas.



#### Factsheet

Assimetrias entre mulheres e homens em Portugal

## 2. The information provided by the EQUAL@WORK Digital Platform

The EQUAL@WORK digital platform aggregates and makes available relevant information on a set of measures, targets and indicators relating to the programmatic and legal instruments of the strategic areas of intervention defined in the Agenda for Equality in the Labour Market and Business – Combating inequalities and pay disparities; Combating occupational segregation (in professions); Parenthood; Reconciling personal, family and professional life; Parity in decision-making positions – namely:

- Action Plan for Equality between Women and Men (PAIMH), part of ENIND – National Strategy for Equality and Non-Discrimination – Portugal + Igual (2018–2030), which defines the national strategy for intervention in the different areas of equality between women and men, namely in the full and equal participation of women and men in the labour market and in professional activity, through clearly defined measures, objectives and targets to be achieved;
- Programme 3 em Linha – Programme for Reconciling Professional, Personal and Family Life (Programa 3 em Linha – Programa para a Conciliação da Vida Profissional, Pessoal e Familiar);;
- The Labour Code, which regulates labour relations, also with regard to equality and non-discrimination on the grounds of sex and the protection of parenthood (with the amendments introduced by complementary legislation, including the changes introduced by Law 13/2023 of 3 April on the Decent Work Agenda);
- Law no. 35/2014, which regulates the employment relationship in civil service;
- Ordinance no. 84/2015 on the promotion of Gender Equality in the Labour Market;
- Law no. 62/2017, which establishes the regime of balanced representation between women and men in the management and supervisory bodies of public sector companies and listed companies;
- Law no. 60/2018, which establishes measures to promote equal pay for women and men for equal work or work of equal value;
- Law no. 26/2019, which establishes the regime of balanced representation between men and women to managerial staff in the direct and indirect administration of the State;
- Normative Order no. 18/2019, which establishes procedures for drawing up annual Equality Plans, as provided for in Law no. 62/2017;
- Programmes/measures/legislation on equality between women and men in the labour market and reconciling work and family life implemented as part of the exceptional situation caused by the COVID-19 pandemic.

# Monitoring Public Policies

## The EQUAL@WORK Digital Platform

This information, organised by programme and legal instruments, includes a list and description of each of the selected measures, associated indicators, as well as qualitative and quantitative information on any targets and the results of the implementation and execution of the measures.

### Instrumentos Programáticos

The interface displays a grid of 12 program instruments. Each instrument card includes a title, a brief description, and its status (Estado: Ativo) and creation date (Data Criação: 15/09/2023). The instruments are:

- PAIMH 2018-2021**: Plano de ação para a igualdade entre mulheres e homens 2018-2021
- Lei n.º 26/2019, de 28 de março**: Regime da representação equilibrada entre homens e mulheres no pessoal dirigente e nos órgãos da Administração Pública
- Lei n.º 60/2018, de 21 de agosto**: Medidas de promoção da igualdade remuneratória entre mulheres e homens por trabalho igual ou de igual valor
- Lei n.º 62/2017, de 1 de agosto**: Regime da representação equilibrada entre mulheres e homens nos órgãos de administração e de fiscalização das entidades do setor público empresarial e das empresas cotadas em bolsa
- Despacho Normativo n.º 18/2019, de 21 de junho**: Procedimentos relativos à implementação da Lei n.º 62/2017, de 1 de agosto.
- Lei n.º 35/2014, de 20 de junho**: Lei Geral do Trabalho em Funções Públicas
- Portaria n.º 84/2015, de 20 de março**: Promoção de igualdade de Género no Mercado de Trabalho
- COVID-19**: Medidas excecionais e temporárias de apoio no âmbito da pandemia da COVID-19
- Lei n.º 7/2009, de 12 de fevereiro**: Código do Trabalho
- Programa 3 em Linha**: Programa para a Conciliação da Vida Profissional, Pessoal e Familiar 2018-2019
- Dados Adicionais**: Dados Adicionais

In addition to a detailed search of the programme and legal instruments, their measures and indicators, it is also possible to search, select and aggregate information. The EQUAL@WORK platform makes it possible to generate:

- Monitoring reports with information on the implementation of measures and indicators

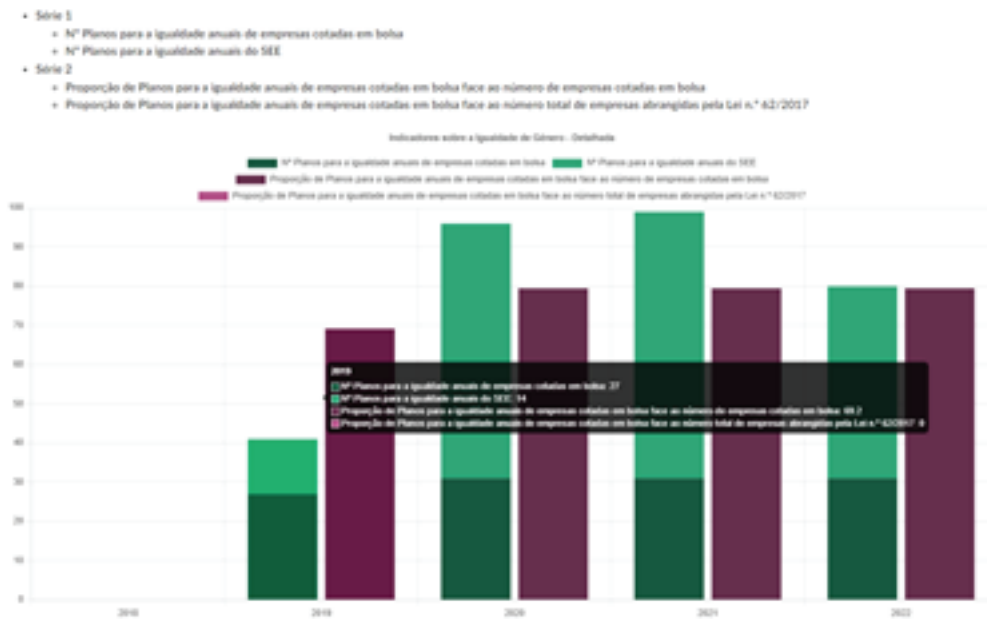
### Relatórios de monitorização

The interface shows search filters for 'Instrumento Programático', 'Medida / Artigo', 'Indicadores', 'Domínio', 'Estados da Medida', 'Estados do Indicador', 'Estados da Meta', 'Anos', and 'Entidade Responsável'. Below the filters are buttons for 'Pesquisar', 'Limpar', and 'Exportar como' (XLSX, HTML, PDF).

Medida	Estado da Medida	Indicador	Estado do Indicador	Domínio	Ano	Valor da Meta	Entidade Responsável	Valor Enunciado por Entidade	Valor Enunciado	Porcentagem de Execução	Estado da Meta
Art.º 7.º, N.º 1 - Planos para a igualdade nas entidades do setor público empresarial e nas empresas cotadas em bolsa	Encerrada	Nº Planos para a igualdade anual de empresas cotadas em bolsa	Encerrada	D 14 Planos para a igualdade	2019		CITE - Condição para a igualdade no Trabalho e no Emprego	27	27		Não Definida
Art.º 7.º, N.º 1 - Planos para a igualdade nas entidades do setor público empresarial e nas empresas cotadas em bolsa	Encerrada	Nº Planos para a igualdade anual de empresas cotadas em bolsa	Encerrada	D 14 Planos para a igualdade	2020		CITE - Condição para a igualdade no Trabalho e no Emprego	31	31		Não Definida
Art.º 7.º, N.º 1 - Planos para a igualdade nas entidades do setor público empresarial e nas empresas cotadas em bolsa	Encerrada	Nº Planos para a igualdade anual de empresas cotadas em bolsa	Encerrada	D 14 Planos para a igualdade	2022		CITE - Condição para a igualdade no Trabalho e no Emprego	31	31		Não Definida

# Monitoring Public Policies The EQUAL@WORK Digital Platform

- Graphs with quantitative information



- Graphs on implementation of measures and indicators in relation to targets



The platform has two distinct areas:

- **Public Area**, which can be accessed by anyone using the Internet, and where reports, publications and some indicators on equality between women and men in the labour market are available. It is also possible to generate graphs with these indicators;
- **Reserved Area**, for planning, recording implementation, monitoring and consulting information, which can be accessed by previously registered and authorised users. In the reserved area, for restricted use, each user can operate and access the information according to the existing user profiles assigned to them.

# Monitoring Public Policies

## The EQUAL@WORK Digital Platform

### 3. Who the EQUAL@WORK Digital Platform is for

- **Main target groups:** public administration bodies, particularly those responsible for implementing, monitoring and evaluating gender equality policies.
- **Secondary target groups:** academia and social partners who, for professional reasons, need access to more detailed and specific information on the implementation of public policies and their results; and the general public, in the public area of the digital platform.

### 4. The importance of the EQUAL@WORK Digital Platform

The EQUAL@WORK digital platform is intended to be a dynamic tool, which implies a continuous effort to update information on the implementation of public policy measures on equality between women and men, as well as addition of new programmatic and legal instruments and their respective measures that contribute to achieving the objectives of the Agenda for Equality in the Labour Market and Business.

The EQUAL@WORK digital platform, as a tool that helps monitor public policy measures, provides a wide range of monitoring and result indicators, generates information and knowledge, analytical and critical capacity in the evaluation of measures, and also makes it possible to monitor the implementation of these measures and "measure" their realisation. In this way, it contributes to creating a culture of accountability, while at the same time informing management and decision-making by those responsible for its implementation and raising awareness of the social phenomena it seeks to address, as well as identifying and correcting gender inequalities.

In this sense, the platform contributes to the creation of favourable conditions for the development and/or adjustment of policies and measures aimed at promoting equality between women and men, particularly in the labour market, with impacts on organisations and workers, particularly in terms of protecting parenthood, promoting policies of pay transparency, equality and non-discrimination in access to work and career development.

### 5. Who developed the EQUAL@WORK Digital Platform

The EQUAL@WORK digital platform was developed by the *Equality Platform and Standard project*, promoted by the Commission for Equality in Labour and Employment (CITE) and funded by the Work-Life Balance Programme of the European Economic Area Financial Mechanism – EEA Grants 2014–2021, in which the Commission for Citizenship and Gender Equality (CIG) is the Programme Operator.

The project is developed in partnership with the Portuguese Institute for Quality (IPQ), the Strategy and Planning Office of the Ministry of Labour, Solidarity and Social Security (GEP/MTSSS), the Equality and Anti-discrimination Ombud (LDO) (Norway) and the Directorate of Equality (Jafnrettisstofa) (Iceland).

The *Equality Platform and Standard Project* aims to promote gender equality and combat persistent gender gaps in the labour market, namely the pay gap between women and men.

The project has two main objectives:

- i. Construction of an online platform to monitor the implementation of public policies under the Agenda for Equality in the Labour Market and Business;
- ii. Elaboration of the Portuguese Standard Equal pay management system for women and men, taking as an example and in the framework of exchange of good practices with the Icelandic partner of the project, the Icelandic Standard ÍST 85:2012 – Equal wage management system – Requirements and guidance

# Monitoring Public Policies The EQUAL@WORK Digital Platform

More information at: <https://projetos.cite.gov.pt/en/web/pdpleps>

Access to platform:

<https://equalatwork.cite.gov.pt/>

## ABOUT EEA GRANTS

"Through the Agreement on the European Economic Area (EEA), Iceland, Liechtenstein and Norway are partners in the internal market with the Member States of the European Union.

As a way of promoting a continuous and balanced strengthening of economic and trade relations, the parties to the EEA Agreement established a multi-annual Financial Mechanism, known as EEA Grants.

The EEA Grants aim to reduce social and economic disparities in Europe and strengthen bilateral relations between these three countries and the beneficiary countries.

For the period 2014-2021, a total contribution of €2.8 billion has been agreed to 15 beneficiary countries. Portugal will benefit from an amount of 102.7 million euros."

Learn more at: [www.eeagrants.gov.pt/en/](http://www.eeagrants.gov.pt/en/)

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