

PORTUGUESE  
STANDARD  
NP 4588:2023

# Equal pay management system for women and men (SGIRMH)

## Requirements and guidelines

### Equality Platform and Standard Project

#### FACTSHEET 3

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# Equal pay management system for women and men (SGIRMH)

## 1. Equal pay for women and men: background information

The principle of “equal work, equal pay” has been enshrined in the Constitution of the Portuguese Republic since 1976, as well as in the constitutive Treaties and secondary legislation of the European Union that prohibit direct and indirect discrimination on the grounds of sex.

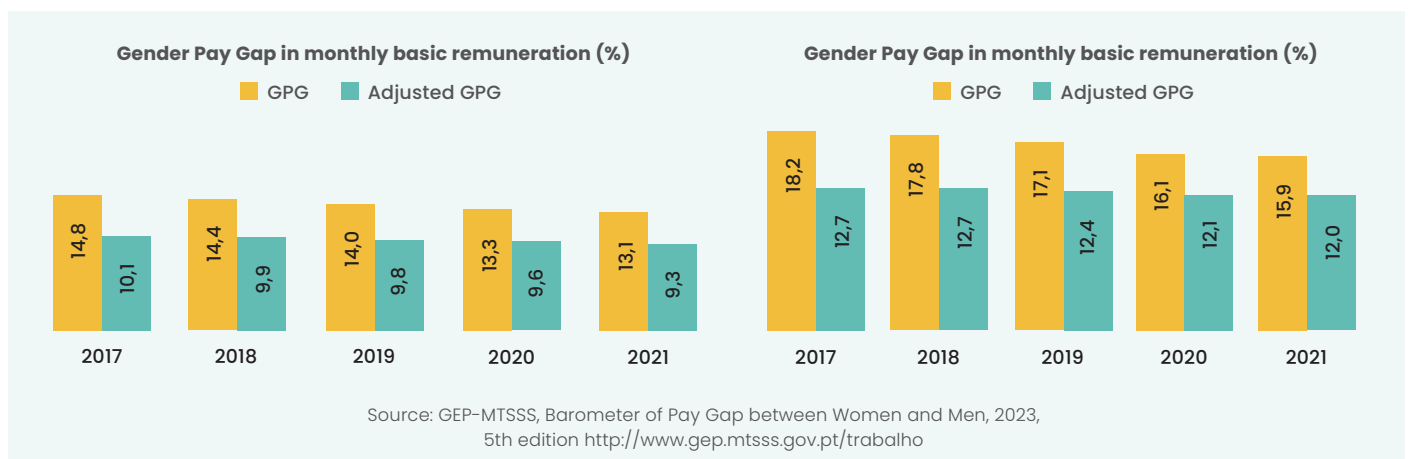
At the national level, the legislative implementation of the right of male and female workers to remuneration for work, according to the principle “for equal work, equal pay”, was carried out through the Labour Code.

In 2018, and in order to promote compliance with the right to remuneration under the principle of “equal work or work of equal value, equal pay”, measures to promote equal remuneration between women and men for equal work or work of equal value were approved by Law no. 60/2018, of 21 August.

Collective Agreements and other collective bargaining instruments may include provisions, more favourable to workers, enshrining these principles and standards in their scope of application, thus promoting equality in collective bargaining.

The promotion of equal pay for women and men is also central to the European Union, and the Directive (EU) 2023/970 of the European Parliament and of the Council, dated 10 May 2023, was recently approved to reinforce the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and mechanisms to ensure its application.

As provided for by Law 60/2018, of 21 August, the mandatory response to the Single Report<sup>1</sup> (*Relatório Único*), in particular its Annex A – Quadro de Pessoal – QP<sup>2</sup>, results in the **Balance of Pay Gap between Women and Men** of each employer, as a support tool for reflection, evaluation and promotion of equal pay for women and men for equal work and work of equal value, which characterises the company and calculates some relevant statistics and indicators, as well as its positioning in relation to the activity sector in which it operates. The **General and Sectoral Barometer of Pay Gap between Women and Men** is also an annual statistical product, with national<sup>3</sup> and regional (district) data, also based on QP, calculated according to the size of the companies, their sector of activity and different characteristics of the workers (sex, seniority, level of education and level of qualification), allowing some of these dimensions to be crossed. In addition, the Gender Pay Gap (GPG) and the national Adjusted GPG are calculated, which support the identification of the day on which the “(Un)Equal Pay” is celebrated.



<sup>1</sup> The delivery of the Single Report for Year n takes place between March and April of Year n+1, as provided for in the legislation in force.

<sup>2</sup> A matched employer-employee dataset collected by the Portuguese Ministry of Labour, Solidarity, and Social Security.

<sup>3</sup> Mainland Portugal and Azores and Madeira Autonomous Regions.

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## 2. The objective of the NP SGIRMH

The NP 4588:2023 Equal pay management system for women and men – Requirements and guidelines (NP SGIRMH) aims to contribute to the elimination of gender pay discrimination and the promotion of equal pay for women and men in the context of paid employment.

The NP SGIRMH intends to respond to the need of organisations to have a management system that allows the certification of practices concerning equal pay for women and men. In this sense, it specifies the requirements for establishing, implementing, maintaining and improving a management system for equal pay for women and men, allowing organisations to demonstrate their capacity to consistently ensure equal pay for women and men for equal work or work of equal value.

The NP SGIRMH may be used for certification purposes or simply as a reference for the implementation of a management system for equal pay for women and men.

## 3. The target-group of the NP SGIRMH

The NP SGIRMH is aimed at any organisation, in the public, private, cooperative or social sector, regardless of its type, size, complexity, nature or legal personality and, in all its extension, covering all hierarchical levels, areas of activity, organic units, locations and forms of subordinated work.

## 4. The importance of the NP SGIRMH

Despite the vast legislation applicable in this field at national, European and international level, the pay differences between women and men persist, and part of these differences cannot be explained by objective criteria.

This fact reveals the need to reinforce policies, strategies and measures promoting equal pay for women and men, as well as the availability of facilitating tools that provide guidelines for employers to establish and maintain equal pay for women and men in their workplaces.

The absence of any European or international standard establishing requirements for a management system on equal pay for women and men justifies the preparation of a Portuguese standard that allows the certification of organisations that so desire.

The NP SGIRMH defines the necessary requirements for an organisation to implement, maintain and operate a management system on equal pay for women and men, based on principles and values that aim to eliminate pay discrimination between women and men in the context of paid employment, promoting equal pay for women and men, decent work, quality of life and satisfaction of all stakeholders.

Equal pay for women and men, putting into practice the principle of “equal pay for equal work or work of equal value”, requires that organisations establish evaluation processes for their jobs and define the most representative factors of the components of the functions required for each job, without gender bias, according to common and objective criteria.

An organisation that intends to establish, implement, maintain and improve the management of equal pay in accordance with the NP SGIRMH should:

- show the situation in which it finds itself, in terms of equal pay for women and men;

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- determine whether it is in conformity with the practices required by Law, collective labour regulation instruments and stakeholders' expectations; and
- define an Action Plan to correct unjustified pay inequalities between women and men.

This standard is thus a complementary instrument for the development of policies and practices for the promotion of equal pay for women and men, as well as for their systematic implementation and continuous improvement, as an essential and strategic dimension in the process of promoting gender equality. It will allow not only to support organisations in the strategic improvement of competitiveness, but also to increase their credibility in terms of human resource management, corporate social responsibility and good management practices.

## 5. The benefit of implementation and certification by the NP SGIRMH

The potential benefits for an organisation of implementation and certification by NP SGIRMH are as follows:

- Management system standards, although voluntary in adoption, such as the NP SGIRMH, have shown wide reach and economic advantage for organisations.
- An organisation that chooses to implement the NP management system is potentially contributing to the elimination of discrimination and the promotion of equal pay for men and women in the context of paid employment.
- The NP SGIRMH can be used for certification purposes or simply as a reference for the implementation of a management system for equal pay for women and men. In the case of organisations that opt for certification, the aim is to recognise compliance with the requirements of the NP SGIRMH by an independent accredited body.
- The certification of the management system by an independent accredited body will provide added value and may be used as a guarantee of recognition and as an example to be followed in order to achieve equal pay for equal work or work of equal value.

## 6. Where to get the NP SGIRMH

The Portuguese Standard NP 4588:2023 Equal pay management system for women and men. Requirements and guidelines is available for purchase on the website of IPQ, the National Standardisation Body, at [www.ipq.pt/loja/normas/](http://www.ipq.pt/loja/normas/)

## 7. Who developed the NP SGIRMH

The NP SGIRMH was drawn up by Technical Standardisation Committee CT216 - Technical Committee for Equal Pay for Women and Men, consisting of 28 members representing the various Major Stakeholder Groups.

CT216 was constituted under 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 Programme Operator.

The project is developed in partnership with the Portuguese Institute for Quality (IPQ), the Strategy and Planning

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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 in Enterprises;
- 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.

The pursuit of this second objective of the project makes it possible to comply with the public policy measure set out in the Action Plan for Equality between Women and Men (PAIMH) 2018–2021, included in the National Strategy for Equality and Non-Discrimination 2018–2030 – Portugal + Igual (ENIND) (Resolution of the Council of Ministers no. 61/2018, of 21 May), in strategic objective 2. Ensure the conditions for the full and equal participation of women and men in the labour market and in professional activity – specific objective 2.2. Eliminate income disparities between women and men – measure 2.2.3. Production of white papers/studies/projects promoting the elimination of income disparities.

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

## 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: <https://www.eeagrants.gov.pt/en>

## Working together for an inclusive Europe

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