

CIP is a Social Partner created in 1974

CIP provides a voice to business interests and defends the market economy.

CIP gives voice to companies and the Portuguese economy in Portugal and in the main international organizations:





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CIP | Representativeness



EMPRESAS
COMPANIES

114.000



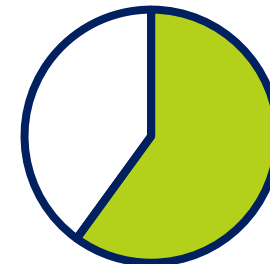
TRABALHADORES
WORKERS

1.500.000



VOLUME NEGÓCIOS
TURNOVER

105.000 M€



GDP

60%



Portugal went a big way

- Women illiteracy rate in 1970 was 31%, today is around 5%
- Only in 1978 Women were entitled to work in any profession without the approval of their husband
- Today Portuguese legal framework for gender and work life balance is quite advanced.

- Women in Management:
 - Since 2013 the women presence is growing in all indicators
 - Companies with Portuguese capital and family companies have more women in management teams
 - The smaller the company more women in management and leadership roles, Portuguese women are entrepreneurs.
 - 1/4 of Portuguese companies leadership is a Woman

- Positive examples from Portuguese Companies:
 - Codes of Ethics
 - Gender Training and mentoring
 - Ambassadors for gender and/or Work Life Balance
 - Gender Meetings with the Boards



The way forward

- Work on mentality and cultural change: out of the box approaches that will break stereotypes and existing cultural barriers
- Measures that positively reinforce women's role in the work place and men responsibilities in the family
- Companies must acknowledge that Gender differences are an asset for companies: companies with balanced work force and management teams perform better, are more innovative and therefore grow faster.
- Companies have to be able to define policies (flexible on a case by case basis) that allow a better harmony between private and work life. This will foster women presence and scale up on the labour market.
- Digitalization and the need to attract and retain talent and skilled workers are challenges that managers can not deny and opportunities that women can not miss!

CIP + work life balance

- Social Partners participate on National Entities and Initiatives
- In recent years Portuguese Social partners have developed and agreed on several measures to eliminate bad practices.
Exemple of the shoes sector where companies and trade unions are working together to end the gender pay gap. (a recent collective bargain agreement included a iqual salary to equal role clausee)
- Study on “the chalenge of work-family conciliation” including companies best practices.
The study shows that there are a lot of informal measures taken specially in smaller companieswhile bigger companies have inteernal policies to promote W/L balance.
- **Developing a new project on gender balance with the support of EEA Grants under the worklife balance programme**

Why did we decide to do the project

In Portugal, in the last 10 years, the presence of women in corporate decision-making bodies has increased from **2,6% in 2008** to **21,6% in 2018**, however we remain below the European average of 27%.



- project targeted for companies and not for women
- Networking Programme
- University executive training giving managing competencies
- Coaching programme
- Cross - Mentoring Programme

ENTIDADES PARTICIPANTES



RESULTADOS

612

PARTICIPANTES

370

EMPRESAS

45%

DIRECTIVAS
PROMOCIONADAS

2

EDICIONES
EN CHILE

ENTIDADES PARTICIPANTES

Iceland
Liechtenstein
Norway grants


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


REPÚBLICA
PORTUGUESA
SECRETÁRIA DE ESTADO
PARA A CIDADANIA E A IGUALDADE


LDO
Líkestíllings- og
diskrímínéringsombudet


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PROJETO *Promova*

An executive program for women to balance the power

CEOE
CONFEDERACIÓN ESPAÑOLA DE
ORGANIZACIONES EMPRESARIALES

- Predefined Project nº4: Gender Equality Opportunities in Senior Management
- Program operator: CIG
- Project Promoter: CIP
- Project Partner: LDO
- Financing: 100.000

- Summary: development and management of a pilot executive training programme that will promote leadership skills of highly talented and qualified managers inspired in Spanish Promociona Project
- Constraint: Companies will have to pay a participation fee
- Participants: 30 companies/women managers

For this you need to...

Encourage companies to:

Recognize and embrace the potential of female candidates in their organizations.

Promote the development of managing skills through their participation in the Promova Project.

Support talent development within their management teams

Inspire women to:

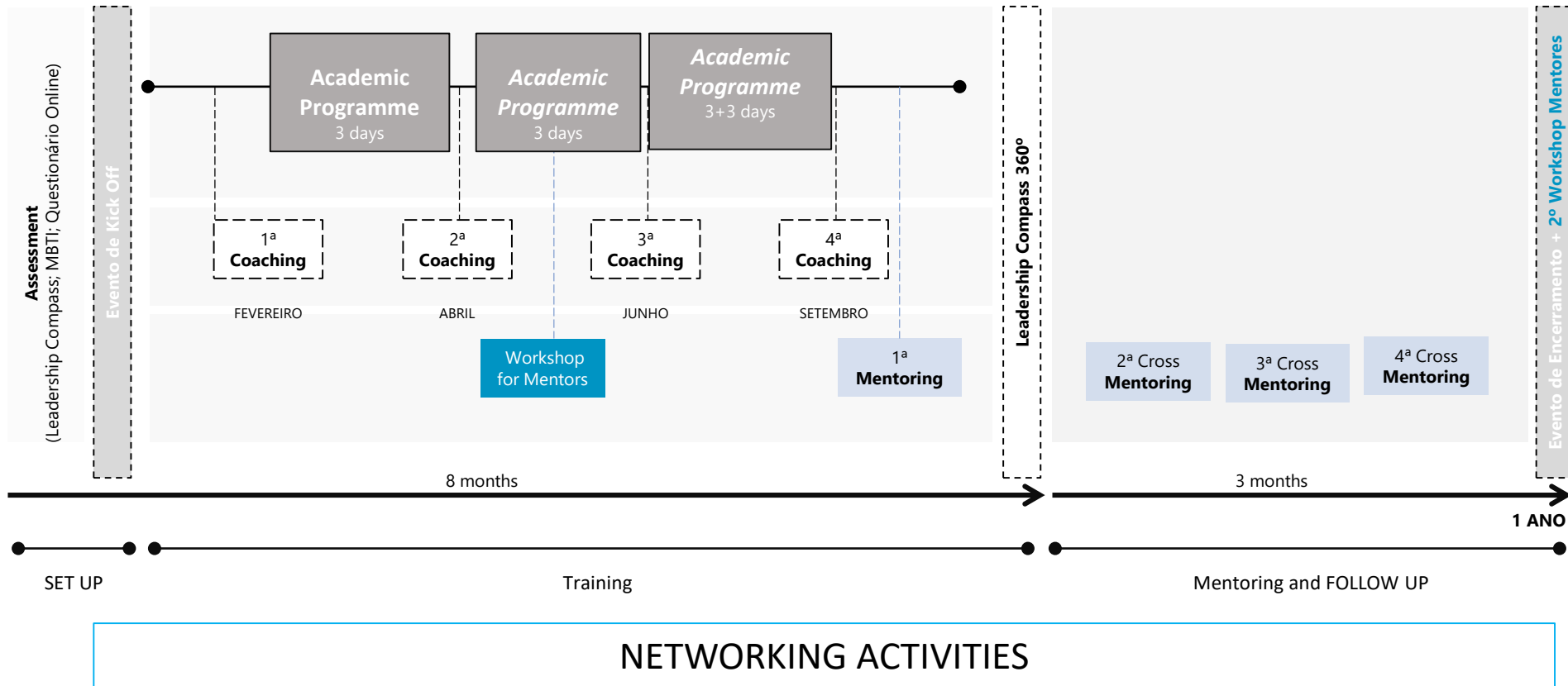
Be enthusiastic about their own development in management skills.

Fully compromise on making part of the program, as well as their professional and personal life.

Be Co-responsible for their growth into senior positions

Roadmap of PROMOVA Project

 30 Women/
TOP MANAGERS  1 year



ADMISSION PROCESS

Who can apply for admission to the programme?

THE COMPANY identifies possible talented candidates within the firm and choose one or two women who meet the admissions requirements for the programme and which it feels should participate.

FEMALE EXECUTIVE can also apply directly to the Promova Project. In this case, they have to have the support of their firm and present a Letter of Support from their respective companies.

ADMISSION PROCESS

Minimum requirements for candidates:

- University degree.
- Minimum 15 years of professional experience.
- B2 level of English (First Certificate equivalente).
- Currently hold a position of responsibility

ADMISSION PROCESS

Minimum requirements for candidates:

Count on support from her firm and the latter's involvement in the project, submitting the duly signed "Letter of Commitment" by the company President, CEO or Senior Executive on the Management Board.

OTHER FACTORS GIVEN POSITIVE CONSIDERATION:

- Level of the mentor proposed
- Official certificates and postgraduate degrees
- Other languages
- Proof of directive experience (i.e. number of employees reporting to the candidate, budget managed by the candidate, responsibility for the profit and loss account, etc.)
- Professional projection
- International experience



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Thank you for your attention!

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