

Title

Development of Reconciliation and Gender Equality Programmes

Scope

Proposal to strengthen the training offer of the Tomar School of Technology (ESTT) of the Polytechnic of Tomar (IPT), through the microcredential course in Development of Reconciliation and Gender Equality Programmes, with a view to operational application in the current context of Organisations.

In line with this, we submit this proposal to create a new course entitled “Development of Reconciliation and Gender Equality Programmes”, which would carry 3 ECTS credits and correspond to a total of 81 hours (21 of which would be contact hours).

Context

Equality between women and men means providing equal opportunities for both sexes to participate in all areas of public and private life. This principle is enshrined in the Constitution of the Portuguese Republic and is fundamental to Community law. In terms of employment, this principle translates into equal opportunities in access to work, employment, vocational training and career progression, as well as balanced participation of men and women in professional and family life, particularly with regard to the need for absence from work due to maternity or paternity leave and to care for dependent persons. A policy of gender equality and work-life balance promotes the better use of human resources and is a necessary component in the evolution of societies and the organisations that comprise them. In light of the specific legal and regulatory framework, organisations must develop work-life balance and gender equality programmes to contribute to sustainable development.

Target Audience

Technicians, middle management staff and senior executives staff from public or private organisations who are interested in acquiring or developing knowledge and skills in the area of work-life balance and gender equality programmes for organisations.

Student Places

The minimum number of places is ten (10).

Course Structure

The training will cover the following topics, as indicated in the attached form IPT.SIGQ.MOD FOR 10 10 — 2:

1. Principles of work-life balance;
2. Promotion of gender equality and policies to prevent harassment or discrimination;
3. Legal and regulatory requirements relevant to work-life balance and gender equality;
4. Implementation and development of the reconciliation management system.

Assessment Method

Written test – 50% | Practical assignment – 50%