

GENDER EQUALITY IN HIGHER EDUCATION INSTITUTIONS

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Higher education institutions (HEIs), as educational agents, are called to actively contribute to a youth and adult education based on equality and non-discrimination principles. In a particular way, and stimulated by the United Nations call for an active contribution to the achievement of the Sustainable Development Goals (SDGs), HEIs are particularly attentive to gender equality issues, whose goals are identified in SDG 5.

Within the scope of this work, we intend to carry out a comparative analysis of the strategies adopted by HEIs and how they direct their policies towards the fulfilment of that challenge, with particular attention to the contribution to the fulfilment of SDG 5. The aim of this study is to analyse the monitoring models and the good practices implemented.

To this end, the case study method is followed, applied to four Portuguese HEIs. This study resulted in the identification of different strategies, as well as a set of diverse practices, impacting on the contribution to the fulfilment of gender equality policies.

As this is a common concern to most HEIs, various paths towards the fulfilment of these aspirations were identified. The HEIs establish Gender Equality Plans, as a tool that ensures the implementation of the institutions' commitment to equality and non-discrimination policies on the grounds of sex, where targets and indicators are also established to monitor and assess compliance with the established objectives.

This study also identified HEIs that adopted the implementation of a management system for conciliation of professional, family and personal life in accordance with the NP 4552 standard, as a facilitating instrument for effective equality between men and women, well-being and sustainability of the quality of life of employees.